

APPROVED:


Mānoa Chancellor's Office Date

**MATHEMATICS DEPARTMENTAL CRITERIA FOR
PERSONNEL DECISIONS**

Approved by the faculty on October 7, 2016

A. Tenured and Probationary Instructional Faculty

1. General considerations

The Mathematics Department assigns equal importance to its research and educational missions, and all faculty at or above rank three are expected to strongly support and contribute to both. Service is also a professional responsibility of faculty members. For all personnel decisions, priority is given in the order research, teaching, and then service.

Consideration is given to the candidate's caliber as a research mathematician, the main evidence for which is publication in respected peer-reviewed venues. Other evidence includes other publications, preprints, or submissions; presentations and attendance at international, national or regional meetings; research grants competitively awarded; research collaborations; service to the field, such as editorial, referee and grant reviewing activity; mentoring of postdoctoral faculty; and supervision of graduate students.

A good research record is a necessary condition, but is not by itself a sufficient cause for promotion or the granting of tenure. We require that the candidate for promotion or tenure be a clear and effective teacher. Students' comments will be considered in evaluating teaching effectiveness, along with all other available data, but the final judgment shall rest with the candidate's peers.

In addition to solid research and competent teaching, the candidate is expected to perform his or her share of departmental service. Consideration will be given as well to service in the university, the profession, and the community.

Some faculty members may have accepted duties in teaching and/or service which are more demanding than usual. For such faculty a strong research record is still essential for promotion and tenure, but allowance will be made for the extra time and effort spent in carrying out those duties.

2. Criteria for granting tenure

In order to be recommended for tenure, the candidate's value to the Department must be evident and substantial, and it must appear certain that he or she will continue to be productive in terms of the general criteria of (A.1) with regard to teaching, research, and service. The candidate in particular must have a publication record which in the judgment of the DPC and outside reviewers is commensurate with a mathematics department in a leading research university. There must be

evidence that the candidate is, or will become, a leader in his or her specialty. It is also important that the candidate be a good departmental citizen.

3. Criteria for promotion to Associate Professor

In order to be promoted to associate professor, a candidate must be well on his or her way to a productive and successful career as a mathematical scholar. The candidate should have produced papers of undisputed quality and interest, and should show promise of steady productive work of good quality. It must be evident that the candidate is a capable teacher who pursues his or her teaching duties successfully. The candidate is expected to participate in the mathematical pursuits of the Department and to show effort and initiative in service matters.

4. Criteria for promotion to Full Professor

In order to be promoted to full professor, a candidate must be well established and active in his or her mathematical specialty. He or she must be well-versed in the literature, qualified to guide students in thesis research, and capable of competent judgment in his or her field. On the departmental level he or she is expected to be a leader in his or her area of specialization. He or she must have a record of good quality publications, or equivalent evidence of research productivity, that taken as a whole represent a significant contribution to mathematics. There must be evidence of continued successful teaching, and the candidate should be ready to work on departmental affairs in a leading position.

Approved by unanimous vote, 14-0-0, of the tenured and tenure track faculty in the Department of Mathematics on October 7, 2016.