

**Tenure Policy: Department of Mathematics**  
**College of Arts & Sciences**  
**Baylor University**

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Mathematics.

**Teaching:** Tenure candidates are expected to demonstrate effectiveness in teaching at the undergraduate and graduate levels. Characteristics of effective teaching include nurturing students' understanding of and appreciation for mathematical concepts and their applications to other intellectual disciplines; training students in quantitative, analytical, and problem-solving skills; and cultivating clear thinking and rigorous logical reasoning as mental habits in students. Tenure candidates should:

- Show evidence of effective teaching through student evaluations and faculty peer review.
- Use student evaluations and faculty peer reviews to guide continuous improvement of teaching.

**Research:** Tenure candidates are expected to demonstrate substantial and continuing contributions to their research area comparable to peers at R1 universities. Written evaluations of the quality of research by nationally and internationally recognized external experts in the research area of the candidate play a very important role in assessment. A successful candidate should:

- Publish high quality research in reputable refereed journals and proceedings. A consistent rate of publication is expected and an average of 2 published or accepted papers per year is an acceptable rate for many subfields of mathematics. In general, quality is the primary consideration in judging research and extra weight is given to papers appearing in journals of high regard in the mathematical community and those with considerable length in very good journals.
- Successfully secure external funding in line with mathematics departments comparable in size and scope at R1 institutions. (Since the availability of external funding varies significantly across different subfields of mathematics, candidates in areas with few external funding options who do not secure external funding at least once, may still be successful if they have published several papers of very high quality in journals rated A or A\*, see Appendix.)
- Apply for external funding every year in which they do not have a research grant.

Other forms of recognized scholarly activity or recognition may be used to help demonstrate excellence in research. Examples include but are not limited to: directing a doctoral dissertation, invitations to speak at universities or conferences, participation at research foundations or institutes.

**Service:** A successful candidate for tenure is expected to participate in and share in departmental activities and service. Additional service to the university or the professional community is commendable and can strengthen the case for tenure.

The candidate should hold active membership in a church or synagogue.

**Interpersonal Relationships:** All faculty members should strive to cooperate and communicate effectively with colleagues and university administrators, state positions tactfully and constructively, and exhibit tolerance of differing philosophies. There should be evidence of integration within the life of the home department and the University through regular attendance at and participation in scheduled meetings and events.

**University Policies and Procedures Governing Tenure:** The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>.

## **APPENDIX**

The Australian Mathematical Society has assigned letter grades, A\*, A, B and C, to around 1200 mathematical research journals out of the approximately 1900 mathematical research journals currently reviewed in *Mathematical Reviews*, a publication of the American Mathematical Society. Out of these 1200 journals, around 260 were assigned a letter grade of A\* or A. The list can be found at

[http://www.austms.org.au/Rankings/AustMS\\_final\\_ranked.html](http://www.austms.org.au/Rankings/AustMS_final_ranked.html)

The Australian Research Council released an alternate list (the ERA list) ranking journals into the same four categories, A\*, A, B, and C. This second list is slightly more recent and has the advantage that it includes journals in all fields. Not only does it give a good indication of the quality of mathematics journals but it can help indicate journal quality for interdisciplinary research not appearing in mathematics journals. The ERA list can be found at

[https://www.austms.org.au/Rankings/AustMS\\_final\\_ranked.html](https://www.austms.org.au/Rankings/AustMS_final_ranked.html)

These lists should be viewed only as a guideline to journal quality. Although the journals on the A\* and A list have generally good reputations, several journals given a letter grade of B are also well regarded. In addition, there is no rating of conference or symposium proceedings, which often contain excellent frontier research in mathematics.