

Promotion Guidelines: Department of Statistical Science
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 promotion to the rank of Professor in the Department of Statistical Science. To achieve promotion, it is expected the candidate will have a distinguished record of scholarly activity, a record of high-quality teaching, and department citizenship that is all of a trajectory that convinces the evaluating faculty that the activity will continue.

Teaching: The candidate for promotion must have a record of *increasingly effective* teaching, both inside and outside of the classroom. This will be noted through:

- Evaluations: Both peer and student course evaluations will be used to assess the quality of the candidate's teaching.
- Breadth of teaching: The nature of statistics requires that we have a diverse set of teaching experiences. It will be expected that a candidate for promotion will have taught courses at the undergraduate and graduate level.
- Mentorship: Directing doctoral dissertations to completion and supervising capstone projects for undergraduate students are examples of activities that will be expected. Graduating an above-average number of PhD students in a timely manner strengthens the case.

Research: Each promotion candidate is expected to have established a record of scholarship in her or his field comparable to that of peers at R1 universities. She or he should be able to document achievement of a (*national or*) *international reputation* in her or his research area. In particular:

- The candidate for promotion will publish research in peer-reviewed venues at a rate comparable to that for Professors in Departments of Statistics at R1 universities. While first-author status is customary in some fields, candidates with a large number of PhD students will often be senior or corresponding author on many publications. Also, collaborative work in other disciplines where the candidate has made major contributions will be viewed as significant parts of her or his research.
- The candidate for promotion will achieve external research funding at a rate comparable that for Professors in Departments of Statistics at R1 universities. The expectation is that the candidate will be PI or Co-PI on multi-year grants or contracts from federal agencies, foundations, or industry partners funding novel methodological development. Significant and long-term work as a collaborator on grants from other disciplines as the grant statistician will also be viewed as a very important contribution.

Service: Each candidate for promotion must be actively engaged in service to the department, to the university, and, as importantly, to the profession. A successful candidate should serve as a role model for junior faculty and students and should be a good citizen of the department. Failure to be a good citizen of the department, particularly in terms of collegiality and assigned departmental service, can be justification for a negative recommendation. Each candidate should be an active member of a faith community.

Interpersonal Relationships: The candidate should display civil interpersonal relationships with students, colleagues, and other members of the university community. He or she should also be supportive of Baylor's distinctive Christian mission.

University Policies and Procedures Governing Promotion: 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 promotion. Specific policies regarding the promotion process are governed by *BU-PP 702* <https://www.baylor.edu/content/services/document.php?id=42355>.

College of Arts & Sciences Policies and Procedures Governing Promotion: Beyond the university policies governing promotion in rank, the College of Arts and Sciences stipulates the following.

1. **External Letters:** At least five external evaluation letters will be provided for each promotion candidate. The external evaluators will be faculty holding the rank of Professor at peer or aspirant *research universities*. These letters will address the *research stature* of the candidate. No more than one of these evaluators should be emeritus. None of the external evaluators should have been a collaborator or mentor of the candidate. The external evaluators will be instructed to specifically address the question of quality and impact of the candidate's work.
2. **Pre-promotion review:** Each faculty member interested in applying for promotion will arrange with the department to participate in a pre-promotion review three years before the year in which she or he intends to apply for promotion. (In rare instances, the Dean of the College of Arts & Sciences may grant an exception to the three-year lead time.) Pre-promotion reviews should include all of the Professors in the department and a representative from the A&S Dean's office. The candidate should provide a current CV and a brief letter indicating progress made towards promotion in the areas of teaching, research and service in light of the expectations indicated above. Following the review the department chair will provide a letter summarizing the Professors' evaluations to the candidate and the A&S Dean's office.