



AN HONORS UNIVERSITY IN MARYLAND

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Dear Dr. Neerchal:

The Peer Review Committee has reviewed the contents of Professor Kogan's comprehensive review file concerning his teaching, service, and scholarship activities during the period 2007 through 2011. The committee has attached a brief memo to Professor Kogan's personal statement stating that the teaching portion of the statement contains irrelevant and inappropriate comments, and hence is not being considered in this review. The committee has kept in mind the well-documented department expectations for those at the rank of Professor, and these have been a guiding principle in this review.


Professor Kogan has done almost all his teaching at the 100 and 200 level. The committee noticed for each course the consistently lower than typical SCEQ response rates.

During this period of review Professor Kogan has had one PhD student and one undergraduate research student (senior thesis). We counted 1 journal article, 2 books (one authored, one co-edited), 6 proceedings papers, and two book chapters. An external grant terminated in 2007, and there is no record he has submitted any external grant proposals since then. The committee is concerned there are no conference presentations listed in the CV for the reviewed period. While the CV lists invited talks, there are no dates attached to them, so the committee cannot assess how recent any of these talks were given. The committee discussed the apparent drop off of productivity during the review period, and concluded that he did not meet minimum expectations for a professor.

During the review period, Professor Kogan has served on the Faculty Senate Grievance committee, and served as a department web site facilitator. The committee concluded that this does not meet minimum expectations for a tenured faculty member, particularly one at the senior rank.

In fact, of the 11 bulleted points in the representative list of "tasks commensurate with higher ranks" in the department's Expectations Associated with Higher Ranks, Professor Kogan's activities only contributed to the first of these recommendations. The committee finds Professor Kogan does not meet the department's minimum expectations, and recommends he sit down with the department Chair to create a professional development plan.


Jonathan Bell, Chair


Matthias Gobbert


Thomas Mathew