

## *Addendum to the Statement of Performance Expectations*

### **1 Preamble**

The document titled “*Department of Mathematics and Statistics, Statement of Performance Expectations*”, dated March 1999, lays out performance expectations for tenured faculty at all ranks. The university’s P&T guidelines make it clear, however, that greater expectations are associated with faculty at higher ranks. Indeed, a promotion is granted with the expectation that the promoted faculty member will perform according to the more elevated demands of the rank.

The purpose of this *Addendum* is to stress the elevated expectations of faculty at higher ranks but it is not intended to be an exhaustive list of all possible contributions nor as a list of mandatory yearly tasks. To provide context, Section 2 summarizes the major points of *Statement of Performance Expectations* document as lists of bulleted items. Section 3 contains the addendum.

The discussion of the summary points in the March 10, 2010 faculty meeting brought out minor defects of wording and intent of the March 1999 document and suggestions for improvements were made. These are not reflected in Section 2 because the intent there is make a faithful presentation of the existing document. The suggested changes were recorded and can be incorporated in the future versions, upon the faculty’s approval.

### **2 Summary of *Statement of Performance Expectations***

#### **2.1 Teaching**

- Teaching and managing regularly scheduled and reading courses both at the undergraduate and graduate levels
- Developing new curricula
- Revising the syllabi of existing courses
- Student advising and mentoring
- Supervising TAs and graders
- Guiding independent study at undergraduate and graduate levels
- Guiding dissertation work at the graduate level
- Preparing, administering, grading of comprehensive examinations

- Maintaining reasonable availability to students taking courses and seeking advisement

## **2.2 Scholarship**

Both quality and quantity are considered

### **2.2.1 Quality indicators**

- Publications in peer-reviewed journals
- Writing professional books
- Securing externally funded research
- Delivering invited talks at professional meetings
- Delivering invited talks at other universities
- Election to editorial boards of professional journals
- Receipt or nomination of research awards and fellowships

### **2.2.2 Other quality indicators**

- Well-reviewed (albeit unfunded) proposals
- The direction of master's or doctoral dissertations
- Receipt of UMBC Summer Research awards
- Significant contributions to the department's intellectual life
- Demonstration of acceptable scholarly activity although it may not have yet lead to publications or external funding
- Participation in the scholarly life of the department, such as attending colloquia and seminars, and establishing collaborations with other colleagues

### **2.2.3 Quantity indicators**

- The number of publications submitted to refereed journals or conference proceedings
- The number of grant proposals pending or submitted
- Manuscripts completed or nearing completion

- Recent technical reports
- Scholarly presentations at university and department seminars and colloquia
- Consulting or collaboration with government entities and industry which a) benefit students, b) enhance the faculty member's research program, c) the intellectual life of the department.

### 2.3 Service

- Standing and special departmental committees, including recruitment and P&T
- Standing and ad hoc University Senate committees
- P&T committees of other departments
- Presentations to schools, civic groups, and other community outreach
- Consultation to industry and government
- Committee work in professional organizations
- Serving as reviewer for journals and granting agencies
- Managing regularly scheduled seminars and colloquia

## 3 Addendum: Expectations Associated with Higher Ranks

The expectations formulated in the previous sections are generic, in the sense that they apply to all tenured faculty. The purpose of this addendum is to highlight the elevated expectations of faculty at higher ranks, viz., those in the rank of *Professor*, but it is not intended to be an exhaustive list of all acceptable contributions nor as a list of mandatory yearly tasks.

A representative list of the more demanding tasks commensurate with higher ranks are:

- Contributing to the mathematics community at large, such as organizing conferences, serving on journal editorial boards, serving in professional organizations as committee members or officers
- Maintaining a visible profile in campus by participating on campuswide functions such as convocations, commencements, and admissions events
- Serving on high-impact campus or system-level committees and possibly chairing them
- Pursuing large, individual or multi-investigator and multi-departmental grants

- Participating in one or more of the campus's research centers
- Serving on multiple departmental committees
- Seeking and obtaining funding to support graduate students and postdoctoral associates
- Seeking and obtaining fellowships, honors, and awards that are recognized and valued by the department, institutions, and the professional community
- Participating in the graduate student recruiting process
- Other activities that enhance the awareness of the external community of the department's features and strengths
- Serving as the department's GPD or UGPD

These duties are not in lieu of those outlined in the previous sections. Rather, these are additional responsibilities associated with the higher rank. One may compensate for the lack of involvement in such activities by taking on additional teaching and significant service responsibilities. It is understood, however, that the demands of some activities, such as that of a GPD, are too excessive to be sustained for any length of time without a reduction in other responsibilities. Such balancing adjustments will be made at the discretion of the department's Chair.

*Approved by the vote of the faculty: April 28, 2010*