

## **Department of Statistics and Actuarial Science**

### **Departmental Standards for Tenured Faculty Reviews**

**November 2011**

Tenured faculty are expected to contribute substantially in the areas of teaching, scholarship, and professional and university service. As time progresses, tenured faculty should demonstrate a pattern of growth in teaching, scholarship, and service. Listed below are several indicators that provide evidence of achievement in these areas. They are not listed in any particular order of importance. A faculty member is expected to satisfy several but not all indicators in each category.

#### **A. Teaching**

In general, faculty are expected to teach courses at all levels of instruction with student enrollments consistent with the level of the course, the nature of the subjects offered, and the needs of the Department and College. Teaching is not limited to classroom performance. Excellent teaching involves many but not necessarily all of the following components.

1. Classroom effectiveness as determined by student evaluations and faculty observation (at least two faculty members shall observe classes near the time of the five-year review).
2. Innovations in teaching that extend beyond the classroom; such as elementary textbooks, published lecture notes, instructional computer software, videotapes, course web pages, or other multi-media materials.
3. Curriculum design that includes development of new courses and updating existing courses for incorporating methodological advancements, and changing needs of the department and its programs.
4. Direction of M.S. and Ph.D. dissertations.
5. Advising of students. All faculty should be familiar with departmental degree requirements in order to assist students. Current department practice is to assign one faculty member to advise all undergraduate actuarial science majors and one to advise all undergraduate statistics majors. Graduate students in actuarial science are advised by the Director of Actuarial Studies. Until graduate statistics majors select a dissertation advisor, they are advised by the Director of Graduate Studies. M.S. students are expected to complete a creative component during their second year, and each statistics faculty will typically supervise one or two creative components per year.
6. Some consulting activities should be considered as teaching, for example routine statistical help to dissertation students in other disciplines that does not involve a collaborative relationship.

## **B. Scholarship**

Associate professors are expected to be making progress toward meeting the criteria for promotion to professor, including an unmistakable national and international reputation based on a productive program of research and/or creative work of the highest quality. Full professors are expected to continue to merit that recognition through continued productive programs of research and/or creative activity of the highest quality. Because this department comprises faculty in theoretical statistics, applied statistics and actuarial science who may or may not collaborate with colleagues in other disciplines, it should be recognized that no individual is expected to excel in all of these areas. The test is whether the faculty's accomplishments have brought distinction to him/her, to the department, and to The University. The faculty member is expected to add to the knowledge base of his or her field. Contributions can be made to theory or to practice, including innovative collaborative research with scholars from other fields. Indicators that a faculty member has met these standards of scholarship include the following:

1. Publications of high quality in respected journals, with additional value given to works that are highly cited, or have won prizes.
2. Selection for awards that recognize excellence in scholarship.
3. Writing encyclopedia articles, book chapters or introductions.
4. Development and maintenance of innovative statistical software.
5. Participation in writing external grant applications.
6. Elected memberships and fellowships in scholarly societies.
7. Presentation of scholarly work by invitation.
8. Contributed talks at professional meetings.
9. Invited service on study committees.
10. Appearing on scholarly panels.

## **C. Professional and University Service**

As faculty progress in rank and seniority, there is an expectation of increasing leadership and service to the department, the institution, and the profession. Professional service is typically entwined with scholarly research. The key issue is national recognition. Usually, recognition comes first through scholarship and then involves participation in the leadership of one's profession. Because development of professional standing requires time, associate professors are not expected to show as much evidence as full professors. In either case it is assumed that a faculty member with a distinguished research record will be afforded many opportunities for service to his/her profession. Tenured faculty are expected to engage in professional service that reflects visibility of their own scholarship and teaching. A faculty member is expected to accept a reasonable number of the following tasks and complete them with distinction.

1. Journal editing.
2. Refereeing.
3. Reviewing grant proposals.
4. Invited talks.
5. Evaluating faculty at other institutions.
6. Serving on national or international committees.

7. Serving as a national or international elected officer.
8. Consulting on substantial projects with national or regional impact.
9. Serving on Departmental, College, and University committees.
10. Participating in faculty governance.
11. Promoting the Department, the University and the Statistics or Actuarial Science profession.
12. Organizing sessions at professional meetings.
13. Student recruiting efforts, such as visits to other campuses.
14. Assisting in fundraising efforts.