

The lettered items refer to the current (May 2018) personnel guidelines for excellence in professional activity.

- a. Research and writing that appear in peer-reviewed publications;

We expect our faculty to publish in reputable peer-reviewed journals or with well-established publishers of books. Peer-reviewed publications can take many forms, including print and electronic journal articles, chapters in books, entire books, invited and contributed papers that appear in conference proceedings, and contributions to mathematical literature intended for wider circulation (magazines, web encyclopedias, etc.). We realize that there is a distinction between lower level research written for a wide audience versus higher level research that is only accessible to a narrow audience. The first form of publication can be difficult to achieve due to the higher standards expected of the exposition and a requirement that the topic be of more general interest, as well as the fact that such journals typically have a low rate of acceptance. The second form of publication often involves a high level of expertise in a specific area and may require years of work. Since the rate of publication varies from one subdiscipline of mathematics/statistics to another as well as the nature of the research, we expect that the department will comment on the appropriateness of the candidate's rate of publication in letters of evaluation.

For the record, we want to emphasize that mathematics and statistics are separate disciplines and thus research in these areas needs to be treated somewhat differently. Statistical consulting is a legitimate and important form of scholarship and professional development; it plays an important role in the work and ongoing professional development of a statistician. For example, consulting on projects may lead to joint authorship on peer-reviewed publications, but the statistician often has little control over the timing of the submission of the article and the article may appear in a journal in an applied discipline rather than in statistics. Although such consulting is not likely to result in sole or first authorship, it can nevertheless represent valuable scholarly work.

At the time of tenure, our faculty should have some peer-reviewed publications and their work should demonstrate ongoing research activity. For any work that is co-authored, it must be clear that the candidate has made significant and creative contributions to the work. The candidate should explain the nature of their contributions, and perhaps include testimony from the primary author of the article concerning their contribution to the work. For promotion to full professor, our faculty should show evidence of an ongoing successful program of professional development. The rate and form of the professional activity may change over time, but there should be evidence of steady work in this area.

- b. Peer-reviewed publication in related areas, including but not limited to, matters of pedagogy and curricular design;

There are various journals that publish articles related to teaching or short commentaries on pedagogical aspects of mathematics or statistics education. Publishing a textbook would also fit into this category.

- c. Successful proposals for external grants that have gone through a peer-review process;
- d. Grant and fellowship applications that have been favorably peer-reviewed, though not ultimately funded, are meritorious;

Our members have occasionally received grants for equipment and the development of new courses. We encourage our faculty to seek such grants when appropriate. An activity such as establishing a summer REU (Research Experience for Undergraduates) at Whitman would be particularly noteworthy.

e. Non-peer reviewed publications and professional activity as defined in (a) and (b) above;

f. Active involvement in professional organizations;

This item includes such activities as holding an office and/or being part of a committee in a professional organization and chairing/organizing special sessions at professional meetings. Since the nature of these activities can vary a great deal, a candidate should make clear what the duties entail and check with the department as to their value. Sponsoring a conference here at Whitman or being an organizer for a session at a national meeting are also valuable contributions in this area.

g. Participation in professional meetings and conferences, including presentations made with student co-authors;

Attending professional meetings and presenting papers or posters at meetings or conferences are helpful ways to support scholarly activities and would most likely fit into this category. It is important to note that papers or posters at some meetings are peer-reviewed; the candidate should make this clear when appropriate. We acknowledge that creative research with students is a valuable scholarly activity. Ideally, a research project is one in which the collaborators cooperatively address mathematical questions whose answers are unknown and otherwise unavailable to them. Opportunities for this sort of activity are possible through independent studies or projects during the school year or summer grants (such as Perry scholarships). Another possibility is for a faculty member to be involved with a summer REU at another institution. It is important to note that while the apprenticeship model for research is sometimes viable for mathematical research, more often than not the theoretical and cumulative nature of the subject makes this a less useful model for mathematics than it is for other scientific disciplines. Moreover, not all research programs are conducive to involving students since the topics may be completely inaccessible to undergraduates. The department acknowledges that some faculty may not choose to or be able to involve students in their research. In this regard, we feel that the pursuit of secondary fields of scholarly interest is particularly noteworthy when it will result in students being more effectively engaged in our research even if this pursuit temporarily slows the rate of peer-reviewed publication.

h. Other evidence of ongoing professional activity.

Serving as a referee for one or more journals, writing reviews of published articles for Math Reviews, editing journals or books, and writing professional reviews fit into this category. Depending on the nature of the work, some of these activities require a great deal of time. Being requested to referee or review an article or book reveals that a person has established a reputation in one or more fields of mathematics. Developing a formal set of class notes that is used at Whitman AND other institutions of higher learning may fit into this category since other users of the material can provide feedback. The candidate should check with the department concerning the merits of such a project.

For statisticians, consulting on student research projects for students working with other faculty may fit into this category as well, as can consulting on commercial projects that may involve proprietary information that precludes peer-reviewed publication. The candidate should provide evidence for work done in these venues and explain the scholarly nature of the activity.