

Promotion and Tenure Statement for Tenure-Stream Faculty

Department of Statistics

University of Pittsburgh

Approved by all tenured faculty on November 19, 2024

This statement outlines departmental procedures and core expectations for promotion to Associate Professor with Tenure and for promotion from tenured Associate Professor to tenured Full Professor. The faculty policies described at the Provost's and DSAS level supersede any information provided in this statement.

1. Department evaluation committees

- a.** For each promotion case, the department chair appoints a reading committee with two tenured faculty members. For promotions from Associate to Full Professor, the reading committee consists of two Full Professors. One member is designated as the chair of the reading committee and leads the preparation of the committee report.

The department committee consists of all tenured Full Professors and all tenured associate professors, except in cases involving promotions from Associate to Full Professors, in which case only tenured Full Professors will serve on the department committee. If fewer than five members are available, the department chair will consult with the Associate Dean for Faculty Affairs and then invite colleagues of the appropriate rank from related research fields, such as Biostatistics or Economics, to serve on the department committee.

2. General process

- a.** The department chair initiates the promotion evaluation process by forming a reading committee for the candidate who is up for promotion based on their tenure clock. For early tenure promotions and promotions from Associate to Full Professors, either the chair or the candidate can start the conversation, and the chair consults with the department's Executive Committee to determine whether to put the candidate forward for promotion.
- b.** The candidate submits their curriculum vitae, personal statement, list of external reviewers (usually three or fewer, including a list of reviewers to not select), and other supporting documents following the DSAS checklist.
- c.** After consulting with the reading committee, the department chair selects external letter writers (typically 8-12) from the department's list and sends out invitation letters to all letter writers.

- d. The reading committee evaluates the candidate's portfolio and external letters, then prepares a committee report with their recommendation.
- e. The department committee meets to discuss the candidate's case based on the candidate's dossier, external letters, and the committee report.
- f. Following the meeting, a department administrator conducts a secret ballot for all department committee members, and the final tally is provided to the department chair.
- g. The department chair drafts a cover letter outlining the department's evaluation process, highlighting the candidate's scholarly contributions, summarizing their teaching, advising, and service, reporting voting results, summarizing the discussion of the voting faculty, and providing their own recommendation for the promotion case.

3. Evaluation Criteria

- a. For tenure and promotion to Associate Professor
 - i. Evidence of high-quality independent research, as demonstrated by senior-author publications, Ph.D. advising, or principal-investigator grants.
 - ii. High-quality and effective teaching, as demonstrated by peer evaluations (typically 3-5), quality teaching materials, and OMETs.
 - iii. An appropriate level of service to the department and the profession.
 - iv. External funding is not required but highly recommended.
- b. For promotion to Full Professor
 - i. High-quality research as judged by peer-reviewed publications. Publications in non-statistical journals should also be recognized if they include a substantial contribution from the candidate.
 - ii. High-quality and effective teaching, as demonstrated by peer evaluations (typically 3-5), quality teaching materials, and OMETs.
 - iii. An appropriate level of service to the department, university, and the profession.
 - iv. A record of peer-reviewed external funding which may include collaborative participation in funded research projects.
 - v. The candidate shall have served as dissertation advisor for a reasonable number of successful Ph.D. students.