

Department of Psychology: Criteria for Tenure and Promotion

The following criteria are put forth to meet the standards set out in Article IV, Paragraph B of the Faculty Status and Welfare Handbook. In addition, these criteria are specific to the area of Psychology and what constitutes “scholarship” within the academic discipline. In order for a faculty member to be departmentally supported for Tenure and Promotion, the following guidelines will apply:

Tenure

1. Teaching – faculty need to:
 - a. Teach scheduled classes as well as start on time and teach the full class time.
 - b. Present current information in the course area and use current texts.
 - c. Demonstrate knowledge in the course area.
 - d. Demonstrate an acceptable level of teaching competence based on course evaluations, peer evaluations, evolution of syllabi, self-evaluation of teaching insights and changes.
2. Scholarship – faculty need to:
 - a. Establish an active research program which includes collecting data, active participant in conferences, regular conference presentations, journal submissions?

Promotion

Associate

1. Teaching – maintaining the tenure level of teaching with evidence of continued self-evaluation.
2. Scholarship – 2 peer-reviewed publications; regular conference presentations
 - a. Other accomplishments that can be counted as a peer-reviewed publication:
 - i. successful external grant application (can we count an unfunded but high score application?)
 - ii. another equally meritorious accomplishment (e.g. publication of textbook)

Full

1. Teaching – maintaining tenure level of teaching with evidence of continued self-evaluation.
2. Scholarship – 5-7 (??) peer-reviewed pubs with quality considerations. I have no idea how to quantify the quality thing.

For teaching faculty, tenure will be awarded primarily on the basis of one's excellence as a teacher, performance as a faculty member, and the prospect for continued meritorious contribution to the University. For non-teaching faculty, tenure will be awarded according to the professional criteria applicable in their particular discipline, and the prospect for continued meritorious contribution to the University.

Excellence is to be construed in the fullest sense in terms of demonstrated talents in the classroom, continued scholarly growth and commitment, and professional excellence.

ASSOCIATE PROFESSOR

The Associate Professor should possess, and have demonstrated in an exceptional manner, the qualifications required for appointment as Assistant Professor. In addition, the Associate Professor should have demonstrated outstanding teaching ability as evidenced by recognized professional growth and knowledge, a salutary influence upon students under his or her tutelage, and by professional standing among his or her colleagues. Achievement in scholarship, normally evidenced by significant publication or, where appropriate, by other generally accepted significant forms of professional will be required for this rank. In the case of non-teaching faculty, one shall have demonstrated competency and productivity in one's area of service.

PROFESSOR

The Professor should possess, and have demonstrated in an exceptional manner, the qualifications required for appointment as Associate Professor and beyond these should have gained professional recognition for contributions to his or her field of knowledge.