

Department of Psychology Retention, Tenure, and Promotion criteria

I. Faculty Retention Years 1-3 [Accomplishments since time of hire at APSU]

A. Effectiveness in Academic Assignment

1. Teaching effectiveness
 - A. Student evaluations of instruction.
 - Typically "good" or better on student evaluations of instruction.
 - B. Annual peer review of instruction.
 - Receive positive peer evaluation by tenured Psychology faculty.
 - C. Direction of undergraduate and graduate research
 - Supervises undergraduate and/or graduate research by 3rd year.
 - D. Course and curricular development or improvements
 - Course and curricular development or improvements as needed.
 - E. Effective student advisement*.
 - Positive evaluation of student advisement (years 2-3).
 - F. Work effectively with colleagues on academic issues
 - As evidenced in sharing departmental workload on a regular basis.
2. Non-teaching assignments
 - Evidence of administrative or supervisory duties as dean, department chair/director, program coordinator, or other special activities for which reassigned time is given. Annual review by supervisor will be used as evidence of effectiveness.

B. Research/Scholarship/Creative Activities

1. Publications.
 - Active research program that may lead to publication.
2. Papers presented.
 - Active research program that may lead to presentation.
3. Research in Progress.
 - Shows progress towards meeting tenure/promotion requirements.

C. Professional Contributions and Activities

[Extra activity in (1) and (2) can compensate for inactivity in (3)]

1. Service to Campus (1 or more of the following)
 - Serve on departmental committees.
 - Serve on appropriate APSU standing committee.
 - Serving as advisor to student organization.
 - Serves campus, department, and students through participation on committees or through campus activities.
2. Service to One's Discipline (1 or more of the following)
 - Memberships and/or leadership in appropriate professional organizations.
 - Obtaining licensure, certification, or additional professional training
 - Professional service as session chair, discussant, paper reviewer, etc.
 - Professional service as a peer-reviewer of journals, textbooks, etc.
3. Service to the Community (Examples could include)
 - Discipline-related presentations to community groups
 - Discipline-related advice and consultations to community groups.
 - Other discipline-related service to the local community or larger society.

* The department is currently developing an evaluation method.

II. Faculty Retention Years 4-5 [Accomplishments since time of hire at APSU]

A. Effectiveness in Academic Assignment

1. Teaching effectiveness
 - A. Student evaluations of instruction.
 - Typically "good" or better on student evaluations of instruction.
 - B. Annual peer review of instruction.
 - Receive positive peer evaluation by tenured Psychology faculty.
 - C. Direction of undergraduate and graduate research
 - Supervises undergraduate and/or graduate research.
 - D. Course and curricular development or improvements
 - Course and curricular development or improvements as needed.
 - E. Effective student advisement*(see note on page 1).
 - Positive evaluation of student advisement.
 - F. Work effectively with colleagues on academic issues
 - As evidenced in sharing departmental workload on a regular basis
2. Non-teaching assignments
 - Evidence of administrative or supervisory duties as dean, department chair/director, program coordinator, or other special activities for which reassigned time is given. Annual review by supervisor will be used as evidence of effectiveness.

B. Research/Scholarship/Creative Activities

1. Publications.
 - Active research program that may lead to publication.
2. Papers presented.
 - Active research program that may lead to presentation.
3. Research in Progress.
 - Shows progress towards meeting tenure/promotion requirements.

C. Professional Contributions and Activities

[Extra activity in (1) and (2) can compensate for inactivity in (3)]

1. Service to Campus (1 or more of the following)
 - Serve on departmental committees.
 - Serve on appropriate APSU standing committee.
 - Serving as advisor to student organization.
 - Serves campus, department, and students through participation on committees or through campus activities.
2. Service to One's Discipline (1 or more of the following)
 - Memberships and/or leadership in appropriate professional organizations.
 - Obtaining licensure, certification, or additional professional training
 - Professional service as session chair, discussant, paper reviewer, etc.
 - Professional service as a peer-reviewer of journals, textbooks, etc.
3. Service to the Community (Examples could include)
 - Discipline-related presentations to community groups
 - Discipline-related advice and consultations to community groups.
 - Other discipline-related service to the local community or larger society.

III. Tenure [Accomplishments since time of hire at APSU]

A. Effectiveness in Academic Assignment

1. Teaching effectiveness
 - A. Student evaluations of instruction.
 - Typically "good" or better on student evaluations of instruction.
 - B. Annual peer review of instruction.
 - Receive positive peer evaluation by tenured Psychology faculty.
 - C. Direction of undergraduate and graduate research
 - Supervises undergraduate and/or graduate research.
 - D. Course and curricular development or improvements
 - Course and curricular development or improvements as needed.
 - E. Effective student advisement*(see note on page 1).
 - Positive evaluation of student advisement.
 - F. Work effectively with colleagues on academic issues
 - As evidenced in sharing departmental workload on a regular basis.
2. Non-teaching assignments
 - Evidence of administrative or supervisory duties as dean, department chair/director, program coordinator, or other special activities for which reassigned time is given. Annual review by supervisor will be used as evidence of effectiveness.

B. Research/Scholarship/Creative Activities

[Each additional publication in (1) may replace a required presentation in (2)]

1. Publications.
 - Publish at least one paper in a scholarly, peer reviewed journal.
 - OR**
 - Receive at least one multi-year federal research grant.
 - OR**
 - Publish at least one chapter in a peer-reviewed scholarly book
 - OR**
 - Author a marketed college-level textbook
2. Presentations and other scholarly works.
 - Three presentations at regional professional conferences.
 - OR**
 - Two presentations at national or international conferences.
 - OR**
 - Two invited talks (presentations)
 - OR**
 - Submit a grant for external funding, favorably reviewed but not yet funded
 - OR**
 - Author textbook ancillaries
3. Research or Creative Arts in Progress.
 - Ongoing research program that has potential to lead to future publication or presentation.

C. Professional Contributions and Activities

[Extra activity in (1) and (2) can compensate for inactivity in (3)]

1. Service to Campus (1 or more of the following)
 - Serve on departmental committees.
 - Serve on appropriate APSU standing committee.

- Serving as advisor to student organization.
 - Serves campus, department, and students through participation on committees or through campus activities.
2. Service to One's Discipline (1 or more of the following)
 - Memberships and/or leadership in appropriate professional organizations.
 - Obtaining licensure, certification, or additional professional training
 - Professional service as session chair, discussant, paper reviewer, etc.
 - Professional service as a peer-reviewer of journals, textbooks, etc.
 3. Service to the Community (Examples could include)
 - Discipline-related presentations to community groups
 - Discipline-related advice and consultations to community groups.
 - Other discipline-related service to the local community or larger society.

IV. Promotion to Assistant Professor.

- Earn appropriate doctoral degree.

V. Promotion to Associate Professor. [Accomplishments since time of hire at APSU]

A. Effectiveness in Academic Assignment.

1. Teaching effectiveness
 - A. Student evaluations of instruction.
 - Typically "good" or better on student evaluations of instruction.
 - B. Annual peer review of instruction.
 - Receive positive peer evaluation by tenured Psychology faculty.
 - C. Direction of undergraduate and graduate research
 - Regularly supervises undergraduate and/or graduate research.
 - D. Course and curricular development or improvements
 - Course and curricular development or improvements as needed.
 - E. Effective student advisement *(see note on page 1).
 - Positive evaluation of student advisement.
 - F. Work effectively with colleagues on academic issues
 - As evidenced in sharing departmental workload on a regular basis
2. Non-teaching assignments
 - Evidence of administrative or supervisory duties as dean, department chair/director, program coordinator, or other special activities for which reassigned time is given. Annual review by supervisor will be used as evidence of effectiveness.

B. Research/Scholarship/Creative Activities

[Each additional publication in (1) may replace a required presentation in (2)]

1. Publications.
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 - OR**
 - Receive at least one multi-year federal research grant.
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 - Publish at least one chapter in a peer-reviewed scholarly book
 - OR**
 - Author a marketed college-level textbook
2. Presentations and other scholarly works.
 - Three presentations at regional professional conferences.

OR

Two presentations at national or international conferences.

OR

Two invited talks (presentations)

OR

Submit a grant for external funding, favorably reviewed but not yet funded

OR

Author textbook ancillaries

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C. Professional Contributions and Activities

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 - Professional service as session chair, discussant, paper reviewer, etc.
 - Professional service as a peer-reviewer of journals, textbooks, etc.
3. Service to the Community (Examples could include)
 - Discipline-related presentations to community groups
 - Discipline-related advice and consultations to community groups.
 - Other discipline-related service to the local community or larger society.

VI. Promotion to Full Professor [Accomplishments since time of promotion to Associate]**A. Effectiveness in Academic Assignment.**

1. Teaching effectiveness
 - A. Student evaluations of instruction.
 - Typically "good" or better on student evaluations of instruction.
 - B. Peer review of instruction (at least twice since promotion to associate and once in the year going up for promotion).
 - Receive positive peer evaluation by tenured Psychology faculty.
 - C. Direction of undergraduate and graduate research
 - Regularly supervises undergraduate and/or graduate research.
 - D. Course and curricular development or improvements
 - Course and curricular development or improvements as needed.
 - E. Effective student advisement *(see note on page 1).
 - Positive evaluation of student advisement.
 - F. Work effectively with colleagues on academic issues
 - As evidenced in sharing departmental workload on a regular basis
2. Non-teaching assignments
 - Evidence of administrative or supervisory duties as dean, department chair/director, program coordinator, or other special activities for which

reassigned time is given. Annual review by supervisor will be used as evidence of effectiveness.

B. Research/Scholarship/Creative Activities

[Each additional publication in (1) may replace a required presentation in (2)]

1. Publications.

- Publish at least one paper in a scholarly, peer reviewed journal.

OR

Receive at least one multi-year federal research grant.

OR

Publish at least one chapter in a peer-reviewed scholarly book

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3. Service to the Community (Examples could include)

- Discipline-related presentations to community groups
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**VII. Expectations for tenured faculty not being reviewed for promotion
[Accomplishments since award of tenure]**

Tenured faculty will set individual goals in consultation with the Chair.