Department of Psychology

Expectations for Appointment & Reappointment, Promotion and Tenure

Developed by the Faculty of the Department on 6 August 2009
DEPARTMENT OF PSYCHOLOGY
EXPECTATIONS FOR
APPOINTMENT, REAPPOINTMENT, PROMOTION, AND TENURE (RPT)

In addition to the FSU Guidelines for Appointment, Reappointment, Tenure and Promotion and the Faculty Handbook, the Department of Psychology’s expectations are:

A. TEACHING:

1. Clearly developed course objectives and requirements, instructional materials, grading procedures and evaluation materials. Integrating technology when possible.
2. An active role in departmental discussions regarding curriculum and program development and achievement of program goals.
3. Developing and practicing assessment of student performance that is consistent with the department’s goals.
4. Documentation of teaching effectiveness using instruments and procedures approved by the department. (Peer Review, Student Evaluations, evaluation by Mentor, videotaping of your classes, etc.)
5. Continued professional development in teaching (attending workshops, professional meetings, participating in instructional workshops and participation in faculty development activities).

B. SCHOLARSHIP ACTIVITY:

RESEARCH: Research and scholarly activities must be of high quality, reveal consistent research and/or scholarly efforts. Research and/or scholarly activities should reflect regional and national recognition among one’s peers in the field inside and outside the University.

Criteria include, but are not limited to the following:

1. A productive record of research activity, which reveals significant and developing achievements in the field of specialization.
2. Publications in the form of refereed articles in journals, which are recognized as scholarly in content.
4. Invited scholarly papers presented at professional meetings.
5. Scholarly papers presented at professional meetings.
7. Scholarly and professional honors & awards.
C. SERVICE:

*Service to the department, college and university*; Demonstrated involvement and leadership in department, college/university committees, and community service.$^{1}$

FOR APPOINTMENT/REAPPOINTMENT AS ASSISTANT PROFESSOR

In addition to the FSU Guidelines for Tenure and Promotion and the Faculty Handbook, the Department of Psychology has the following expectations:

A. TEACHING:

1. Evidence of ability to organize course materials, content and presentations in order to accomplish teaching effectiveness.
2. Willingness to take an active role in departmental discussions regarding curriculum and program development.
3. Evidence of ability to develop strong teaching skills.

B. SCHOLARSHIP ACTIVITY:

1. Evidence of developing ability in a relevant scholarly activity, including, but not limited to, the following: submission of thesis and/or dissertation or other research papers, published or unpublished, or papers presented at scholarly conferences.

C. SERVICE:

1. Evidence of the ability and willingness to serve the department, college/university, and/or community.
2. Willingness to take an active role in student advising including students’ course work, program choices and career planning.

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$^{1}$ Community Service does not supersede department, college/university service.
APPOINTMENT/PROMOTION
TO ASSOCIATE PROFESSOR

A. TEACHING:

The teaching criteria for promotion or appointment to Associate Professor are the same as permanent tenure. (See page 3, A) In addition, faculty’s promoted to Associate Professor must have evidence of consistent teaching effectiveness and demonstrated leadership in the area of teaching.

Additional criteria include, but are not limited to, the following:

1. Evidence of consistent course improvements and curriculum development.
2. Leadership efforts in curriculum and program development.
3. Participation in activities to enhance teaching effectiveness (i.e. instructional tools, workshops, presentations etc.).
4. Sustained participation in faculty development.
5. Actively involved in out of classroom instructions (e.g., independent studies, directed studies, thesis, etc.).

B. SCHOLARSHIP: (Research and/or Scholarly Activity)

The scholarship criteria for promotion or appointment to Associate Professor are the same as those for permanent tenure. (See page 3, B) Evidence should be presented of a sustained record of scholarly activities of high quality.

C. SERVICE:

The service expectations for promotion or appointment to Associate Professor are the same as permanent tenure: (See page 3, C.) Evidence should reflect a sustained record of service to department, college/university and community.
PROMOTION / APPOINTMENT
TO PROFESSOR

In addition to the FSU Guidelines for Tenure and Promotion and the Faculty Handbook, the Department of Psychology suggested expectations are:

A. TEACHING:
   The teaching criteria for promotion or appointment to Professor are the same as Associate Professor. (See page 4, A)

   Additional criteria include, but are not limited to the following:
   1. An excellent record of teaching has been established
   2. Sustained and effective leadership in curriculum and program development.
   3. Participation in activities to enhance teaching effectiveness (i.e. instructional tools, workshops, presentations etc.).
   4. Sustained participation in faculty development.
   5. Sustained participation in out of classroom instructions (e.g., independent studies, directed studies, thesis, etc.).

B. SCHOLARSHIP: (Research and /or Scholarly Activity)

   The scholarship criteria for promotion or appointment to Professor are the same as Associate Professor. (See page 4, B)

   Additional criteria include, but are not limited to, the following:
   1. An established record of high quality scholarly activities

C. SERVICE:

   The service criteria for promotion or appointment to Professor are the same as Associate professor: (See page 3, C)

   Additional criteria may include but are not limited to the following:
   1. Sustained effective participation at the department, college/university and community service.
DEFINITIONS

SCHOLARSHIP: (RESEARCH AND/OR SCHOLARLY ACTIVITY)

Scholarly Activity: involves or includes participation in research and other scholarly activities. It includes, but is not limited to, the following: 1) serious inquiry or examination resulting in the discovery and interpretation of knowledge, revision of accepted theories in the light of new knowledge, or practical application of such new or revised theories; 2) the creation, evaluation, dissemination and application of knowledge; 3) these activities are typically measured by the publication of articles in archival journals, conference proceedings, books, invited lectures, conference participation such as, symposium, paper and poster presentation, discussant (locally, regionally, nationally, or internationally), software, grants, research awards and honors.

Service: professional assignments or activities on behalf of the Department, College, University, the profession and/or the community.

Expectations regarding quality of service contributions increase as a faculty member’s career progresses. The minimum required for permanent tenure and promotion depends upon rank.

Service contributions include, but are not limited to, the following activities:

A. **Departmental**: Department committee participation, area coordinator (undergraduate, graduate), student advising, special assignments from the chair, etc.

B. **College/University**: Participation in committees and assignments at the college and university level.

C. **Professional**: Participation in activities relevant to the faculty member’s area(s) of scholarly expertise. Activities include, but are not limited to participation in professional organizations, paper or article reviewer, etc.

D. **Community**: Service may include participation in regional, national, or international community activities directly related to the faculty member’s profession, such as lectures and presentations, and professional advice to non-profit agencies. Community involvement may serve as additional evidence of service but does not replace involvement at the Departmental, College/ University or professional level.
Department of Psychology expectations for RPT approved by:

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