

Section from:

Department of Psychology University of Maryland
College Park, Maryland

2006-2007 Guidelines for Appointment, Promotion & Tenure

III. Summary of Criteria for Tenure and Promotion to the Rank of Associate Professor:

Factors considered in tenure and promotion fall into three general categories: (A) Research and Scholarship, (B) Teaching, Advising and Mentoring, and (C) Professional Service. Candidates are judged on their productivity, the quality of their work and the degree to which they meet the overall goals commensurate with the rank of Associate Professor.

A. Research and Scholarship

Establishment of an active and focused research program demonstrating evidence of accomplishment in the following areas:

1. published articles (e.g., empirical, theoretical, or scholarly reviews; models for training or therapy, case studies) in prestigious journals (as defined by the candidate's specialty area)
2. funded grants and contracts
3. book chapters, books or texts
4. national recognition for a specific area of research as indexed by awards, editorial board memberships, solicited review of manuscripts/ grant proposals etc.
5. ability to work independently or to take leadership in publication and presentation of research
6. peer recognition, as evidence by citation rates in the Science Citation Index or journal impact factor
7. unpublished papers selected by review for presentation at conferences or conventions
8. evidence of ongoing research such as submitted papers.
9. potential for keeping up a high level of scholarship in the future.

B. Teaching, Advising, and Mentoring

Demonstration of effective teaching, advising, and mentoring, including evidence of the potential to excel in some or all of the following areas:

1. excellent classroom teaching as evidenced by student ratings, opinions of other members of the candidate's discipline, particularly if based on class visitations or on attendance at lectures given by the candidate, teaching philosophy and course syllabi
2. supervision of student research at both graduate and undergraduate levels

3. development of new courses and incorporation of innovative technology into current courses
4. advisement, mentoring, and supervision of graduate and undergraduate students in different professional activities
5. contributions to graduate theses, dissertations and comprehensive examinations committees
6. student publications, awards, grants, fellowships

C. Professional Service

Demonstrated involvement in service to the profession, service to the Department, College, and University, and/or service to the state and the community.

THE PROFESSION

Service to the profession may include:

1. editorial board memberships
2. journal reviews
3. membership on grant review committees
4. review committee for conferences
5. book reviews
6. colloquia and invited address.
7. participation on national, regional, or state commissions or panels
8. solicited review of manuscripts/ grant proposals
9. service to national professional organizations in elected roles or other positions (e.g., program committees)

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1. working actively on administrative committees
2. providing statistical consultation
3. working with student organizations

STATE and LOCAL COMMUNITY

1. workshops
2. consultation