



CALIFORNIA STATE UNIVERSITY, STANISLAUS

DEPARTMENT OF PSYCHOLOGY AND CHILD DEVELOPMENT **Retention, Tenure, and Promotion Elaborations** September 7, 2011

The Department of Psychology and Child Development has adopted the following elaborations, to be used when considering Psychology and Child Development faculty members for retention, promotion, or tenure.

Preamble

Teaching is central to the mission of the CSU and the Department of Psychology and Child Development. Because of this, the highest priority in evaluating candidates should be placed on teaching; accomplishments in scholarship and service, while important, cannot compensate for a lack of accomplishments in teaching. Furthermore, accomplishments in each area must be evaluated relative to the resources that are made available by the Department and the University to enable and support activity in that area. When insufficient resources are provided, expectations for accomplishments in that area must be reduced accordingly.

Professional Preparation

All applicants for retention, promotion, or tenure must have a Ph.D. in Psychology, Child Development, or a closely allied field. Faculty members who are responsible for teaching counseling or clinical coursework, or who supervise students for licensure purposes, must also have, or be eligible to receive, a clinical license.

Teaching

The highest priority in evaluating candidates is placed on teaching effectiveness. Applicants for promotion to Associate Professor should demonstrate *some* of the following characteristics. Applicants for tenure should *appear capable* of meeting the criteria for promotion to Professor. Applicants for promotion to Professor should demonstrate *most* of the following characteristics; however, no candidate should be expected to meet all of the characteristics. The following performance indicators are examples only, and should not be considered as constituting an exhaustive list of indicators. Within the teaching area, particularly outstanding performance on one indicator can compensate for weaker performance on others.

- Receive course evaluations in the average range or above
- Involve students, as demonstrated by having students participate in research activities that may result in submission for poster sessions, conferences, journals
- Chair or sit on student theses committees

- Prepare course materials or create activities that allow course objectives to be met at a level consistent with departmental expectations
- Update course materials to incorporate recent developments in psychology
- Design new courses or programs for the Department
- Other activities as proposed by the candidate and approved at the discretion of the Department RPTC

Scholarship and Other Creative Activities

Because quality teaching is the highest priority, the amount of time faculty members have to devote to scholarship is naturally limited. Therefore, compared to teaching, less priority in evaluating candidates is placed on scholarship and other creative activities. Applicants for promotion to Associate Professor should demonstrate a *few* of the following characteristics. Applicants for tenure should *appear capable* of meeting the criteria for promotion to Professor. Applicants for promotion to Professor should demonstrate *several* of the following characteristics; however, no candidate would be expected to meet all of the characteristics. The following performance indicators are examples only, and should not be considered as constituting an exhaustive list of indicators. Within the scholarship area, particularly outstanding performance on one indicator can compensate for weaker performance on others. The quality of publication and presentation venues is to be determined by the Department, not the University.

- Publish articles (research, literature reviews, book reviews) in peer reviewed journals (departmental expectation for published articles is contingent upon the candidate's course load, release time, availability of research funds, and other resources)
- Make presentations at conferences (papers, poster session, symposia, workshop, addresses)
- Author or co-author a professional book
- Author or co-author a book for the general public in an area related to psychology
- Make progress on obtaining Psychology licensure, or engage in activities (such as attending continuing education courses) to maintain licensure
- Apply psychology in university-related activities as demonstrated by, for example, establishment of a clinic that involves students
- Write and submit applications for external funding (grants, contracts), whether received or not
- Engage in activities that support scholarship and research of other faculty members
- Other activities as proposed by the candidate and approved at the discretion of the Department RPTC

University Service

Because quality teaching is the highest priority, the amount of time faculty members have to devote to service is naturally limited. Therefore, compared to teaching, less priority in evaluating candidates is placed on university service. Applicants for promotion to Associate Professor should demonstrate *some* of the following characteristics.

Applicants for tenure should *appear capable* of meeting the criteria for promotion to Professor. Applicants for promotion to Professor should demonstrate *most* of the following characteristics; however, no candidate should be expected to meet all of the characteristics. The following performance indicators are examples only, and should not be considered as constituting an exhaustive list of indicators. Within the service area, particularly outstanding performance on one indicator can compensate for weaker performance on others.

- Chair or serve on departmental committee
- Chair or serve on University committee
- Chair or serve on CSU system-wide committee
- Chair or serve on committee of professional organization or journal
- Serve as a reviewer of journal articles
- Participate in student service activities such as Psi Chi, orientation, graduation, convocation
- Serve as a resource by linking the university to the community as demonstrated by serving as a member of a board of a local or state organization, school or program consultant
- Promote the field of psychology by serving as a speaker to community and statewide organizations
- Represent the university in the community
- Serve in a clinical or applied setting, such as the Child Development Center, counseling center, etc.
- Other activities as proposed by the candidate and approved at the discretion of the Department RPTC