

## Department of Psychology Criteria for Post Tenure Review

Submitted: September 2023

Approved by the Dean's Office and Office of the Provost: September 8, 2023

All tenured faculty members in the Department of Psychology are subject to Post Tenure Review (PTR) every five years. PTR is a holistic evaluation of a faculty member's contributions to our department community over the preceding five years. The review packet, which comprises the material to be reviewed, will consist of (1) an optional narrative record of accomplishments over the previous five years prepared by the faculty member under review and not to exceed 12,000 characters in length, (2) the previous five years' worth of annual performance reviews, (3) the faculty member's CV, and (4) the faculty member's disciplinary record (if any).

Psychology Department guidelines for PTR are based on quantifiable department criteria for annual evaluation, adjusted to account for a five-year evaluation period. Our department values the contributions of our faculty in the areas of Research, Teaching, and Service, and we consider these areas to be of equal significance. Therefore, performance in all three areas will be considered during the PTR process, taking into account the faculty member's annual assignments across the five-year period of review.

Rating categories for PTR all include the following:

1. Exceeds expectations A clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.
2. Meets expectations Expected level of accomplishment compared to faculty across the faculty member's discipline and unit.
3. Does not meet expectations Performance falls below the normal range of annual variation in performance compared to faculty across the faculty member's discipline and unit, but is capable of improvement.
4. Unsatisfactory Failure to meet expectations that reflect disregard or failure to follow previous advice or other efforts to provide correction or assistance, or performance involves incompetence or misconduct as defined in applicable university regulations and policies.

As per College of Arts and Sciences PTR requirements (score of 3) or as unsatisfactory (a score of 4)

PTR of each area (Research, Teaching, and Service)

Teaching, Service), and then holistically weighed by assignment to yield a final PTR score. The PTR evaluation will be provided as one cumulative evaluation of the year period. The criteria for PTR in the Psychology Department are drawn from university approved criteria for annual evaluations as follows:

	Research	Teaching	Service
Exceeds			

*Examples include (but are not limited to):*

- Publishes in impactful journals appropriate for their discipline
- Publishes rigorous scholarly work
- Presents research or gives talks

*Examples include (but are not limited to):*

- Not actively engaged in self-directed research projects for a sustained period of time (more than one year) as evidenced by a lack of

Any faculty member may appeal the ~~PSI~~ score awarded by the Chair, without prejudice. Appeals will be conducted by the Psychology Department ~~PSI~~ Evaluation Committee, using the ~~same~~ criteria. The outcommom