

## **NSB EXPECTATIONS FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR**

**Approved by NS&B Tenured Faculty**

**March, 2014**

Teaching, scholarship and collegueship, the three canonical areas of evaluation outlined by Wesleyan University policy in the Faculty Handbook, serve as the foundation for the evaluation of assistant professors with shared appointments in the NSB program for tenure and promotion. Within these general guidelines the following more specific guidelines will be used to assess the suitability of candidates for promotion with tenure and will be used to guide the writing of the evaluation letter by the NSB program. This letter will be submitted to the candidate's host department and Academic Affairs at the time of evaluation for promotion and tenure.

**Scholarship:** The program expects to see a strong, independent record of scholarship characterized by pace, impact and overall productivity in an area of Neuroscience and Behavior at the time of promotion. This record should point to feasible new directions in the candidate's program of research that strongly support continued research success after the provision of tenure and promotion. Evidence from outside senior letter writers with expertise in the candidate's area of research must support the impact of the candidate's work on the broader scientific field. Pace and productivity will be largely defined by the number, prominence and rate of papers (published or "in press") in prestigious, scientific peer-reviewed journals, but can also, to a lesser degree, include book chapters and invited reviews as indicators of status in the specific area of the candidate's research. Definitions of sufficient pace and numbers of peer-reviewed publications will be assessed in part with respect to norms of the candidate's specific area of research. While work with previous mentors (published while at Wesleyan) will be considered as part of the candidate's research record, papers published independently of the mentor will be crucial for the establishment of research independence at Wesleyan. Research presentations at scientific conferences and invited research talks at other universities will also constitute an indicator of successful scholarship. The submission of external grant applications and the generation of external and/or internal funding as needed to support an active and productive research program and vigorous student research is expected.

We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of publications.

**Teaching:** The program expects teaching success in a variety of NSB courses that differ in level and size (introductory, advanced courses and/or methods). Evaluation of teaching will include the standard teaching evaluation forms in which careful attention will be paid to both quantitative data and qualitative comments, along with review of course syllabi and readings, and class visits

by senior faculty. Success in research tutorials and in mentoring students in the candidate's lab will also be a crucial part of the candidate's record.

**Colleagueship:** The Program expects the candidate for tenure to have participated actively in the intellectual life of the Program and the University and to have demonstrated her or his interest in fulfilling the required duties of members of the Program and the University faculty. The Program also recognizes service to one's professional fields and intellectual contributions beyond the University as valuable contributions in this category of evaluation.

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

Approved by the Advisory Committee on January 23, 2015

## NS&B EXPECTATIONS FOR PROMOTION TO FULL PROFESSOR

### Approved by NS&B Tenured Faculty 12/14

Teaching, scholarship and collegueship, the three canonical areas of evaluation outlined by Wesleyan University policy in the Faculty Handbook, serve as the foundation for the evaluation of associate professors with shared appointments in the NS&B program for promotion to full professor. Within these general guidelines the following more specific guidelines will be used to assess the suitability of candidates for promotion and will be used to guide the writing of the evaluation letter by the NS&B program. This letter will be submitted to the candidate's host department and Academic Affairs at the time of evaluation for promotion to full professor.

**Scholarship:** Since the time of tenure, the program expects to see a continued strong, independent record of scholarship characterized by pace, impact and overall productivity in an area of Neuroscience and Behavior. This record should point to feasible new directions in the candidate's program of research that strongly support continued research success after promotion to full professor. Evidence from outside senior letter writers with expertise in the candidate's area of research must support the impact of the candidate's work post-tenure on the broader scientific field. Pace and productivity will be largely defined by the number, prominence and rate of papers (published or "in press") in prestigious, scientific peer-reviewed journals, but can also, to a lesser degree, include book chapters and invited reviews as indicators of status in the specific area of the candidate's research. Papers and book chapters that constitute the candidate's research portfolio for promotion to full professor may not include work previously submitted to the University for promotion to associate professor. Definitions of sufficient pace and numbers of peer-reviewed publications will be assessed in part with respect to norms of the candidate's specific area of research. Post-tenure research presentations at scientific conferences and invited research talks at other universities will also constitute an indicator of successful scholarship. The continued, post-tenure submission of external grant applications and the generation of external and/or internal funding as needed to support an active and productive research program and vigorous student research will be expected.

**Teaching:** For promotion to full professor, the program expects post-tenure teaching success at a level consistent with, or better than, that evident at the time of tenure. Teaching should be in a variety of NS&B courses that differ in level and size (introductory, advanced courses and/or methods). Evaluation of teaching will include the standard teaching evaluation forms in which careful attention will be paid to both quantitative data and qualitative comments, along with review of course syllabi and readings. Success in research tutorials and in mentoring students in the candidate's lab will also be a crucial part of the candidate's record.

**Collegueship:** The Program expects the candidate for full professor to have participated actively in the intellectual life of the Program and the University and to have demonstrated her or his interest in fulfilling the required duties of members of the Program and the University faculty. Examples of excellence in collegueship include, but are not limited to, strong service on University and program committees (e.g., Educational Policy Committee, Advisory) and task forces. The Program also recognizes evidence of continued service to one's professional fields and intellectual contributions beyond the University as valuable contributions in this category of evaluation.

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

Approved by the Advisory Committee on January 23, 2015.