

**Psychology Department**  
**Expectations for Promotion to Associate Professor with Tenure**  
**Approved by Department on December, 2009**

**Scholarship**

When evaluating excellence in scholarship, the Psychology Department looks for a sustained record of high-quality publications in top-level peer-reviewed outlets (e.g. journal or book). This publication record should reflect the candidate's success at establishing herself or himself as an independent scholar and provide a track record at Wesleyan University, both in pace and overall productivity, of high quality scholarly work that is suggestive of continuing productivity post-tenure. In our view, an assessment of work completed at Wesleyan is the best indicator of independence and promise of future scholarly success in the Wesleyan environment. The Department evaluates excellence in research on the basis of multiple sources of information, such as the assessment provided by outside referees with expertise in the candidate's area of research, the quality of the journals or presses where the work has been published, as well as each tenured member's own evaluation of the scholarly record of manuscripts, grants, and other scholarly works. Excellence is not defined by one single factor (e.g., the number of publications) but rather by the sum of all relevant evidence under consideration.

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

Typically, external grants are not required for tenure. They are seen as one of many indicators of independent and successful scholarship, and the decision to write a grant proposal is something that candidates should make based on their own research needs. Not all research programs require external funding.

**Teaching**

We require evidence of success in teaching a variety of courses with different formats and sizes. Our evaluation of teaching includes the standard student teaching evaluations. The teaching must reveal excellence and the promise of continued high quality.

**Colleagueship**

Colleagueship should reveal constructive participation and accomplishments in meeting the collegial responsibilities shared by the faculty; positive contributions to the intellectual and cultural life of the Department, the University, and the academic profession; and the likelihood that such colleagueship will continue in the future.

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.

**Expectations for Promotion from Associate to Full Professor**  
**Approved by Department on April, 2014**

For promotion from associate professor with tenure to full professor, the Department of Psychology expects the candidate to show continued excellence in scholarship, teaching, and collegueship. More specifically:

The pace and quality of post-tenure scholarship is expected to remain at or above the same standards of excellence needed for tenure, and the candidate's cumulative body of scholarship should show substantial progress beyond its state at the time of tenure. This progress might be reflected, for example, by new peer-reviewed articles published (or irrevocably accepted as "in press") in high quality scholarly journals, the authorship of academic books published or in press, or the development of widely used databases, measurement instruments, or digital research resources, to name just a few possibilities. Regardless of the details, the candidate's scholarly work completed since tenure will be judged in its totality and is expected to significantly advance scholarship in the candidate's field of study.

The quality of post-tenure teaching is expected to continue meeting the same standards of excellence needed for tenure.

Post-tenure collegueship is expected to show an increase in the form of greater service to the Department, University, and the candidate's field of study. Such service might include, for instance, chairing the Department, serving on University committees, holding leadership positions in professional societies, serving on editorial boards or grant review panels, or other professional activities that benefit colleagues at Wesleyan and in the candidate's field.

Note: For present purposes, "post-tenure" refers to activities and materials not submitted or reviewed as part of the tenure dossier.

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Approved by the Advisory Committee on January 23, 2015.