The Department of Psychology is committed to furthering our understanding of the mind and behavior by the methods of science and to the development of applications of the science of psychology to better the human condition. Our faculty, through their research and teaching, set out to accomplish this goal.

In developing appropriate criteria for promotion and tenure decisions, we have considered the goals we desire to attain in building our department as well as college and university policies.

- Our goal is to create a community of scholars whose members are, and are recognized to be, among the leaders in their chosen areas of research. We aspire to have colleagues who make cutting-edge scholarly contributions that transform and shape the areas of scholarship in which they work.
- 2. We desire a department with a reputation for excellent and stimulating teaching at both the graduate and undergraduate levels.

3.

Concurrent with the appointment of the T & P Committee, the Chair will solicit letters from external referees. The candidate will, in consultation with the Chair and other faculty, provide a list of potential referees and document their records. These referees must meet the criteria set by the university, and their names will be forwarded to the College Dean for

bargaining between administration and the Faculty Union. Should this protection be provided, the faculty of t

work by third parties, names and other identifying information will be held confidential; candidates will have access only to the narrative content of their review letters.

When a faculty member is considered for tenure and promotion in this department, we review his or her contributions in three major areas:

- 1. Scholarship,
- 2. Teaching, and
- 3. Service.

A favorable recommendation requires strong evidence of contributions, impact, and recognition in each of these areas. Excellent performance on one of the three dimensions does not compensate for weakness in the other dimensions.

A candidate for tenure and promotion is expected to make a unique and substantial
contribution in the area of specialization that is independent of previous mentors, with the
expectation that he or she will become a leading scholar in the field in future years. A
candidate for Full Professor is expected to make unique, significant, and continuing scholarly
contributions in the area of specialization.
A candidate for tenure and promotion is expected to have established
a high quality research program that is scientifically sound, creative, and impactful in the field.
Peer-reviewed publications in top tier journals are essential. Other examples of research
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products include, but are not limited to: authored books, edited books, chapters, abstracts,
proceedings, conference papers/posters (international / national / regional only), talks at other
universities or external organizations, dictionary/encyclopedia entries, book reviews, and non-
refereed journal articles. As evidence of the impact of the work on ship:sc4(of TJEG4ui(w)-4(or)-d2T)-3(i)10(mp

evidence of continued effort and strong potential, including, but not limited to, multiple submissions and high ratings of funding applications.

Independenceevid3191Te_ET_And noting in Release in the condidate is expected to be an independent and well-recognized researcher in his/her field who has established a program of research at USF. Thus, the candidate should present a variety of evidence, including, but not limited to, scholarly contributions which are authored without graduate or post-doc advisors and mentors of the candidate. Evidence should also be provided based on empirical data collected after s/he joins USF. Publication considered

_____A candidate for tenure and promotion is expected to demonstrate excellence in teaching3V2e4c9nrsivlen(b)=7(tblb)6renteckal0000y. 25tdlb=17prac4(s);00)7c5e4(t)350(sq)4(0)040V/mp7r(p7s-g(2)7f1e8s0c66(d)84(v)