

Statement Required by Section 7.12 of the Regulations Concerning Faculty Tenure

DEPARTMENT OF PSYCHOLOGY

University of Minnesota, Duluth

I. Introductory Statement

This document describes with more specificity the indices and standards which will be used to evaluate whether candidates meet the general criteria in Section 7.11 of the Regulations. For a complete perspective, the reader is advised to review Section 7.11 and 7.12 in their entirety.

II. Departmental Mission Statement

The individual seeking promotion and/or tenure should be one who contributes to the mission of the department. The departmental mission statement as it appears in the 1986-87 UMD Bulletin follows:

This department is committed to excellence in teaching, research, and service. Its purposes are to offer students a firm grounding in the discipline; to contribute to the liberal education goals of the university; to provide the community with people trained to apply psychological principles constructively; to prepare students for advanced study; to contribute to the advancement of psychology through research and other scholarly activities; and to enhance the professional development of the staff.

III. Criteria for Tenure

The department subscribes to university and CEHSP collegiate guidelines. The Regulations Concerning Faculty Tenure will be adhered to by the department.

A. Teaching

1. Student evaluations will be considered and faculty are encouraged to conduct evaluations regularly and on a variety of courses. The form used by the department is recommended for comparison purposes. Data collected and tabulated by an impartial person such as a teaching assistant are preferred to data collected and tabulated by the faculty member. Data must represent the total class, the class size must be noted, and all data must be accurately summarized.
2. Peer evaluation is a practice of the department. The annual report written by two colleagues will be considered. Peer evaluations include observation of a class session, videotaping of that class period, review of books, materials and course outlines. Any disagreement with the outcome of a peer evaluation should be immediately reported to

the Improvement of Instruction Committee, so that a third person can be called to review the videotape and the course materials.

3. Valid follow-up studies of teaching effectiveness conducted at the initiation of the faculty member but scored by an objective party would also be considered.

B. Research

Publications in referred journals are preferred. Publications in other journals will also be given consideration. Both individual and joint publications are acceptable.

Referred presentations at state, regional and national conventions or other professional meetings are considered as valid indications of professional scholarship. Invited addresses and other presentations at state or national levels are also considered.

Theoretical and experimental publications are given equal weight with applied publications

Computer software is considered if it is published for distribution and evaluated through a peer review process. Theoretical, as well as program evaluation research, will be considered when published. Research and educational grants culminating in written documents which are evaluated through a peer review process will also be considered as an indication of scholarly productivity.

C. Service

The department supports departmental service, advising, committee representation and willingness to accept other administrative tasks as part of a faculty member's regular work load.

Community, state and national services within the faculty member's area of expertise and according to the mission of the department will be taken into consideration in line with the university guidelines. We note that the university statement indicates that service such as being on a committee or other "quasi administrative functions" outside the integral mission of the academic unit may be considered but is not a prerequisite to the awarding of tenure.

IV. Promotion

The Department subscribes to university and CEHSP college guidelines. In addition, the following standards are useful for evaluation:

A. To Associate Professor

To be promoted to associate professor rank, the individual faculty member needs to demonstrate a significant contribution to the professional literature as well as commitment to teaching and good course evaluations.

B. To Professor

The full professor should be a model of scholarly productivity and teaching excellence. Advancement to full professor should be made in recognition of a career commitment to the profession. A national reputation is often a good index of career commitment. This type of commitment typically includes a combination of teaching, research and service.

V. Procedure

The Department complies with the procedure for promotion and conferral of indefinite tenure set forth in Section 201.000 of the collective bargaining agreement between the Regents of the University of Minnesota and the University Education Association.