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INTRODUCTION

This document is intended to convey to pre- and post-tenure faculty, and relevant administrative bodies involved in faculty evaluation, a set of typical minimal expectations held by the Psychology Department with regard to obtaining tenure and to maintaining a tenured position¹ The described expectations are intended to function as a guideline for evaluation but not as a "contractual" list, because we believe it is not possible to describe in the abstract every conceivable work record that should be judged worthy of tenure and tenured position maintenance, nor is it possible to describe in the abstract every conceivable work record that should be judged unworthy. Quantity and quality of a variety of types of research productivity interact to produce for each individual a unique record, a record that cannot be evaluated by mere comparison to a numerical formula. Thus we view the following descriptions as guidelines that will assist the Psychology Department in obtaining and retaining researchers who consistently make important contributions to the discipline of psychology, and who do so in ways that strengthen the Psychology program at the University of Wyoming.

This policy recognizes the effort that is expended by faculty members in the pursuit of research and scholarship. Faculty who have a 30% commitment to research in their job descriptions typically have a 2/2 course load, masters and doctoral committee work, undergraduate research and fieldwork experiences, and other teaching activity. Faculty with greater than 30% commitment to research are expected to have sufficient levels of extramural funding to support their research activities, and research productivity commensurate with their level of assigned effort. Faculty and APLs with less than 30% research commitment in their job descriptions have research expectations commensurate with their job expectations.

Psychology faculty are expected to engage in high quality research in concert with the undergraduate and graduate training programs. Faculty are expected to establish themselves as independent scholars by setting up a research lab, recruiting graduate students, and developing their own line of research. Collaborative research, including work with colleagues in the department, in other psychology departments, or in other disciplines, is the norm in Psychology and faculty are encouraged to publish with colleagues and students. Although we recognize a tension between independence and collaboration, faculty should be able to explain their contributions to collaborative work. Depending on the field, the lab director position may be indicated by first, second, or last author position. Faculty should convey this information on their C.V. External reviewers evaluate the quality and significance of our work during tenure and promotion reviews External reviewers are expected to help the department judge the impact of the research being evaluated, the quality of the journals the candidate has published in, and the independent scholarship of the candidate. It is consistent then that we place the highest value on peer reviewed journal articles in evaluating productivity. Similarly, pursuit of external research grants funding, whether successful or not, should also be construed as primary evidence of research activity. Further evidence includes, but is not limited to:

¹ Expectations for Academic Professional Lecturers are detailed in a separate document

- Creation and maintenance of a laboratory or other system for gathering data, or engaging in continuing activity designed to generate information or obtain knowledge that will lead to scholarly activity.
- Presentations at state, regional, national, or international meetings/conferences.
- Publications in edited books, or conference proceedings.
- Publication of edited or nonedited books.
- Application for internal grant funding.
- Invited colloquia, talks, or conference presentation/addresses.

Pre-tenure

Pre-tenure faculty should work toward becoming established researchers in their respective fields of study. The faculty member should demonstrate evidence of research productivity (i.e. data collected and analyzed) while here at the University of Wyoming. A primary measure of research productivity is publication in prominent peer reviewed journals in the investigator's field of study.

Publication of one peer-reviewed article per year, averaged over a three-year period, is expected for pre-tenure faculty with a 30% research expectation. Although one peer-reviewed publication per year is an expected minimum, quality of research as measured by independent scholarship, status of journals, grant funding, and impact on the field (as attested to by outside reviewers) will also be taken into consideration and may affect the tenure decision.

Pre-tenured faculty are encouraged to pursue external research grant funding as a way of **further establishing their research track records**. **Secondary sources of** productivity include book chapters, abstracts, conference presentations, journal reviewing, and non-refereed publications. It is expected that such primary and secondary activities will begin early in a pre-tenure faculty member's career in the department and will continue through the time of the tenure/promotion decision.

Post-tenure

The proposed policy for tenured faculty with average workload descriptions is one peer-reviewed journal article per year averaged over a three year period. In weighing evidence of research activity, the following factors should be considered: quality of the work as indicated by journal reputation, extent of empirical research reported within each article (e.g., multiple study reports in a single publication), and authorship/responsibility. Although one peer-reviewed publication per year is an expected minimum, quality of research as measured by independent scholarship, status of journals, grant funding, and impact on the field (as attested to by outside reviewers) will also be taken into consideration and may affect the promotion decisions. It is also recognized that at particular points during a faculty member's research career that contributions to edited works (e.g., chapters) and books may be important and should be considered as evidence of research productivity. It is further recognized that faculty may pursue new research directions during their careers and that these pursuits could also affect productivity. In such instances emphasis would be placed on the trajectory of the work more than the demonstrated productivity.

Promotion to Full Professor is primarily evaluated on research. Candidates for Full Professor are expected to have maintained research productivity at levels consistent with pre-tenure expectations. Quality of research will also be taken into consideration. Outside letters are solicited to aid in evaluating the quality of work and impact on the field.

External Funding

Some research programs are highly dependent on external funding and it is recognized that preparation of competitive research proposals is a time-consuming enterprise. Simply stated, time spent preparing applications could impact the publication flow. It is not uncommon in such circumstances to see an ebb and flow of publications associated with phasing of proposal preparation, data collection, data analysis, and manuscript preparation. The Department Chair and members of the Faculty Committee should take this into consideration in determining research productivity.

Although external funding is not required for promotion or tenure, all faculty are encouraged to submit applications as appropriate. Thus, extramural funding is evaluated **on an individual basis: and its lack does not necessarily mean that an individual is** performing below expectations.