

Tenure Policy: Department of Psychology & Neuroscience
College of Arts & Sciences
Baylor University

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Psychology & Neuroscience.

Teaching: Tenure candidates are expected to demonstrate effectiveness in teaching and promote student learning at the undergraduate and graduate levels. In particular:

- Candidates for tenure will have their teaching evaluated by colleagues, the chair and their students. They will be evaluated on the following General Objectives:
 - Incorporates evidence-based teaching methods.
 - Conveys enthusiasm about course content.
 - Effectively manages the course.
 - Shows willingness and ability to improve areas of teaching based upon student/colleague feedback.
 - Incorporates contemporary disciplinary research into teaching.
 - Engages students in critical thinking in classroom and assignments.
 - Adheres to departmental grading guidelines.
 - Treats students with respect and support.
 - Creates classroom environment that elicits active learning behavior.
 - Develop in students a core knowledge of the discipline, for both subject content and methods of scientific inquiry

Research: Tenure candidates are expected to demonstrate substantial and continuing contributions to their research area. In particular:

- The successful candidate will demonstrate the ability to disseminate the results of their scholarly work in peer-reviewed journals.
 - Greater value is placed on high-quality journals as determined by the chair and tenured faculty, informed by objective measures of journal impact and quality.
 - Successful candidates will publish at a rate consistent with scholars in similar disciplines at R1 universities (2.5 to 4 peer-reviewed articles per year.)
- The successful candidate will demonstrate an appropriate level of success in procuring external funds to support his or her ongoing research program. Funding should be comparable to that of departments in the 25th to the 50th percentile at R1 universities without medical schools, as documented in data from the NSF HERD survey.

Service: Each candidates is expected to be an active member of a local church or synagogue, and to support the mission of the department, college, and university through service such as the following:

- Fulfills departmental and university committee assignment responsibilities.

- Regularly attends departmental colloquia, presentations by guests or faculty candidates, and recruiting functions as needed.
- Engages in professional service (e.g., academic reviewing, organizing symposia, serving professional or scientific organizations).
- Participates in or organizes community activities that enhance the understanding of the department, university, or profession.
- Performs noteworthy administrative duties within the department or university.
- Advises individual students and student organizations, as appropriate.

Interpersonal Relationships: Candidates should demonstrate collegiality as evidenced by positive interactions with faculty, staff, and students in the department:

- Demonstrates willingness to meet with colleagues for open, honest dialogue, and responds to colleague feedback in a constructive manner.
- Participates in departmental and university activities in a professional manner.
- Interacts with students, faculty, and staff in a professional and supportive manner.
- Mentors students and/or colleagues.
- Supports diverse contributions within the department and university.
- Demonstrates academic integrity.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf> .