

FACULTY TENURE AND PROMOTION POLICY

Philosophy and Principles

In developing appropriate procedures for tenure and promotion decisions, the Department has considered the goals, mission, and values of the Department in the context of College and University guidelines, policies, and procedures. Our goals include creating and growing:

- x a community of scholars whose members are, and are recognized to be, among the leaders in their chosen areas of research. We expect our colleagues to make significant research contributions that transform and shape the areas of investigation in which they work while enhancing the broader research endeavors of the University.
- x a department with a reputation for excellent and stimulating teaching at both the graduate and undergraduate levels.
- x teaching clinics that provide high quality, evidence-based diagnostic and treatment services to diverse populations and a robust learning environment for pre-professionals.
- x a stimulating environment that fosters professional growth among faculty, staff, and students.
- x clinical services that address professional, university, and community ed 1 Tf .224 0 TD 2.29 environment the varied

It is recognized

judgment of the Tenure and Promotion Committee and Department Chair, the candidate's work must be of a quality that is judged to be of a level commensurate with the position. The candidate must also have a strong record of teaching and service to the university. The candidate must also have a strong record of research and scholarship. The candidate must also have a strong record of leadership and mentorship. The candidate must also have a strong record of collaboration and teamwork. The candidate must also have a strong record of communication and public engagement. The candidate must also have a strong record of diversity and inclusion. The candidate must also have a strong record of ethical conduct. The candidate must also have a strong record of professional development. The candidate must also have a strong record of community service. The candidate must also have a strong record of international experience. The candidate must also have a strong record of leadership in their field. The candidate must also have a strong record of innovation and creativity. The candidate must also have a strong record of social responsibility. The candidate must also have a strong record of environmental stewardship. The candidate must also have a strong record of global citizenship. The candidate must also have a strong record of leadership in their field. The candidate must also have a strong record of innovation and creativity. The candidate must also have a strong record of social responsibility. The candidate must also have a strong record of environmental stewardship. The candidate must also have a strong record of global citizenship.

*Leader of a program of research	<p>Lead authorship on some papers</p> <p>Second author to student on papers</p> <p>Senior (last) author on papers</p> <p>Publications independent of prominent mentors</p> <p>Reference letters</p>
*Pursuit of extramural funding	<p>Grant applications as a PI</p> <p>Grant applications as a CoPI</p> <p>Grant applications as a Co Investigator</p> <p>Strong scores on submitted proposals</p> <p>Resubmission of unfunded proposals</p>
*Attainment of extramural funding	<p>Funding of research grants after peer review</p> <p>Funding of contracts</p> <p>Amount and years of grant funding</p> <p>Quality of funding source</p> <p>Candidate's role in attaining funding</p>
*National distinction in research	<p>Elected fellow in national or international scientific society</p> <p>Research awards</p> <p>Editor/Section Editor of a prominent journal</p> <p>Invited reviewer for funding agencies</p> <p>Nominated/Elected to some research</p>

faculty can demonstrate excellence in teaching; thus, the evaluation of teaching should consider the wide range of factors that impact student learning and success.

The Indicators and corresponding Means of Evaluation listed below are consistent with the Department vision and mission as well as University strategic priorities. For tenure and promotion to Associate Professor, the candidate should demonstrate excellence in all

Community and/or global engagement in education	Service learning courses taught Internships or field placements supervised Teaching of courses through USF abroad Educational activities that engage non-USF professionals
Contribution to clinical instruction	Supervisor and mentoring of students providing clinical services Development of new clinical service programs

Service

Service includes positive contributions to the Department and programs within it, to the College and the University, to the profession, and to the community. In evaluating service, we consider activities that advance the goals of the Department, College and University, and that benefit the profession and community.

It is expected that all academic faculty in the department will serve as members of appropriate department committees and serve the profession as peer reviewers of scholarly publications. Tenure and promotion to Associate Professor additionally requires the candidate to demonstrate a track record of excellence in service in one or more of the required areas. Promotion to Professor requires the candidate to demonstrate a track record of excellence in service in more than one of the required areas and as well as one or more of the additional indicators of excellence.

Indicator of excellence (* = required)	Means of evaluation
*Service to the Department, College, or University	Active membership in department committees Leadership of Department committees Active membership or leadership in College or University committees (including Faculty Council and Faculty Senate) Active membership on advisory boards or committees in other university departments
*Service to the profession	Reviewing for federal granting agencies Reviewing for foundations of particular significance to the field Holding office or serving on committees in professional or scientific societies Reviewing for academic journals or book series Tenure reviews for other universities Program reviews for other universities
*Service to the community	Activities that provide services to the community beyond the university Service to local and national government agencies Service on community boards, advisory committees, or task forces
Service of national scope	Holding office or serving on committees in professional or scientific societies with nationwide membership Serving on federal level advisory boards or committees Conference organizer for a conference that would promote the University nationally

