

NTT Teaching Track
Proposed Appointment/Reappointment/Promotion Criteria
(Approved by GSAPP Faculty April 2018)

Introductory Statement

The use of the Teaching Track for the Graduate School of Applied and Professional Psychology (GSAPP) is designed to enrich the faculty of GSAPP with individuals who can contribute time and expertise in classroom and online teaching, student mentoring and advising, field education, curriculum development, and/or administration. The Teaching Non-Tenure Track Faculty member supplements the Tenure Faculty in preparing graduates to practice professionally and enriches the educational experience for students by adding faculty with focus and capacity in these areas.

NTT Assistant Teaching Professor

Appointment Criteria

The title of Assistant Teaching Professor shall be held by an individual who holds a doctoral degree in Psychology or an allied discipline and:

- Has a minimum of four years post-doctorate degree teaching and/or practice experience in psychology, although the chair and the dean may accept less than 4 years if teaching excellence is demonstrated
- Has demonstrated or shows ability for excellence in teaching. Shows an ongoing effort to develop and improve teaching ability;
- Has developed a specialized knowledge and expertise in key area of psychology, education and / or practice;
- Has capacity for leadership within GSAPP;
- Has capacity to serve as a lead instructor of a course in area of expertise;
- Shows capacity to contribute to the mission and goals of GSAPP and the university; and,
- Demonstrates capacity to contribute to the professional and practice community.

Reappointment Criteria

Faculty members reappointed to the rank of Assistant Teaching Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements:

- Contribute to the educational endeavors of GSAPP by activities that include, but are not limited to, the receipt of a consistent pattern of strong student instructional ratings; service as a lead instructor for a specific course offering, and/or by participating in the updating of existing courses and/or the development of new ones;
- Demonstrate a significant record of service to the mission and goals of GSAPP and the university as evidenced by successful execution of administrative or managerial duties outlined in the appointment terms; participation in school and university committees and functions; and taking leadership roles relevant to the position.
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions.

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of Assistant Teaching Professor and meet the appointment criteria for the position of Associate Teaching Professor as reflected below. Candidates typically serve in the rank of Assistant Professor for at least 6 years before being considered for promotion. However, the candidate, in collaboration with the Department Chair, may seek permission from the Dean to waive the 6-year requirement under special circumstances, such as extensive prior experience, exceptional or exemplary performance, etc.

NTT Associate Teaching Professor

Appointment Criteria

The title of Associate Teaching Professor shall be held by an individual who holds a doctoral degree in psychology or an allied discipline and:

- Has a minimum of eight years post-doctorate teaching and/or practice experience in psychology
- Manifests a record of sustained excellence and success in teaching and other contributions to the educational endeavors of the university by demonstrating leadership in the development and refinement of the curriculum and service as lead teacher for required courses and/or courses in the concentration
- Produces evidence of a continuous and expanding level of dissemination of knowledge that may include, but not be limited to, presentations at recognized psychology events and publication in appropriate professional journals, textbooks, and professional literature;
- Demonstrates professional competence and achievements in psychology-relevant training, policy, and practice area(s) that are recognized by colleagues and the psychology community at local, regional, and/or national levels;
- Reflects a sustained capacity to significantly contribute to the mission and goals of the school and university based on a record of strong professional and administrative accomplishments. Successfully performs in leadership roles in the school, university and higher education;
- Demonstrates the ability to support, assist and add value to other faculty in their research, educational and service initiatives.

Reappointment Criteria

Faculty members reappointed to the rank of Associate Teaching Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements;

- Demonstrate a strong and sustained record of excellence in teaching as demonstrated by strong student instructional ratings; and by demonstrated efforts to continually improve teaching pedagogy and knowledge through ongoing professional development activities;
- Demonstrate leadership in the development and refinement of the curriculum especially in the area of subject matter expertise;
- Reflect evidence of specialized knowledge and expertise in a key area of psychology training, policy, and/or practice that is recognized by colleagues and/or at local, regional, and/or national levels;
- Demonstrate a substantial record of service to the mission and goals of GSAPP and the university as evidenced by high quality execution of administrative or managerial duties outlined in the appointment terms and has assumed a leadership role in committees and school initiatives;
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions; and,
- Work collaboratively and successfully with other faculty and school initiatives relative to education, research and service in a manner that adds significant value and enhances a sense of academic community within the School

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of Associate Teaching Professor and meet the appointment criteria for the position of Teaching Professor as reflected below. Candidates typically serve in the rank of Associate Professor for at least 6 years before being considered for promotion. However, the candidate, in collaboration with the Department Chair, may seek permission from the Dean to waive the 6-year requirement under special circumstances, such as extensive prior experience, exceptional or exemplary performance, etc.

NTT Teaching Professor

Appointment Criteria

The title of Teaching Professor shall be held by an individual who holds a doctoral degree in psychology or an allied discipline and:

- Has a minimum of 12 years post-doctorate teaching and/or practice experience in psychology (including clinical, teaching, management, administration, research, and/or policy).
- Shows a record for sustained excellence and success in teaching. Has demonstrated a leadership role in teaching within the school through lead teaching, refinement and improvement of key aspects of the curriculum, development of new courses, and recognized specialty expertise in one or more subject matter areas;
- Has demonstrated a clear record of sustained and exemplary professional productivity and service that may include, but not be limited to, evidence of a continual and strong level of dissemination of knowledge and scholarship including publications in professional journals, textbooks, and professional literature; presentations at national events held by leading psychology education, membership and research organizations; recognition at local, regional, and national levels of expert stature in the academic, professional and service communities as demonstrated by election or appointment to leadership roles in the governance of state-wide and national social welfare organizations; receipt of individual recognition and awards from community, professional and or membership organizations.
- Shows a sustained capacity to significantly contribute to the mission and goals of a school and university based on a record of exceptional professional and/or administrative accomplishments;
- Has a record of expertise and sustained leadership in a key domain of psychology policy, research, and/or practice that is nationally recognized by peers, media and government; and,
- Has the capacity and interest in supporting and mentoring other faculty and staff in their educational, research and service endeavors.

Reappointment Criteria

Faculty members reappointed to the rank of Teaching Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements:

- Demonstrate an exceptional and sustained record of excellence in teaching with a consistent pattern of strong student instructional ratings along with the provision of expanding leadership in curriculum development and refinement especially in the area of specialized knowledge and expertise in professional practice of the faculty member
- Demonstrate a superior stature in the field of psychology work through an outstanding and sustained record of professional productivity, service and dissemination of knowledge that includes, but is not limited to, assumption of leadership roles in the governance and support of local, state and national professional conferences and meetings; publications in peer reviewed or non-peer-reviewed journals; publication of textbooks or chapters in textbooks;
- Achieve an expanded national level recognition and beginning international recognition of expertise in areas of professional practice by colleagues, peer institutions, media and other significant national entities;
- Take on leadership roles in School-wide and/or University-wide activities of significance and achieve successful outcomes;
- Demonstrate the attainment of authoritative knowledge, reputation and substantial record of service to the mission and goals of the school and university over a prolonged period as evidenced by high quality execution of administrative or managerial duties outlined in the appointment terms;
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions; and
- Establish a successful record of achievement in mentoring, collaboration and support of other faculty in their educational, research and service activities in a manner that enhances the sense of academic community within the school.