

Georita Frierson, Ph.D.
Associate Professor of Psychology
Reweighting of T&R and Promotion Criteria
Submitted to Department September, 2015

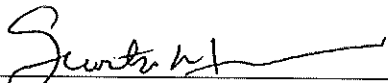
Dr. Georita Frierson was hired in Fall 2015 to serve as the Director of Clinical Training for the Doctoral Program in Clinical Psychology. As a result of these job responsibilities, she will be required to engage in more service activities than most research faculty within the university (see attached). Therefore, Dr. Frierson has petitioned the departmental T&R and Promotion Committees request to modify the balance of the weighting system for the evaluation of candidates.

The requested modification of the department T&R and Promotion criteria is directly connected to Dr. Frierson's job description and professional development as the Director of Clinical Training (DCT) which entails developing and administering the new Ph.D. Program in Clinical Psychology. The DCT position requires extensive service to the university and the wider professional community beyond what is typically expected of faculty members in the psychology department. In her role as DCT, Dr. Frierson will be extensively involved in the American Psychological Association (APA) program accreditation process that will be critical to the success of the Ph.D. program.

Given the clear requirement that she serve as the DCT in her job description, both the departmental T&R and Promotion committees have approved these changes as long as Dr. Frierson serves in the role of Director of Clinical Training. If Dr. Frierson has not served as the DCT for two consecutive years, her application for tenure and promotion will be evaluated using the weighting depicted below in the left column of criteria.

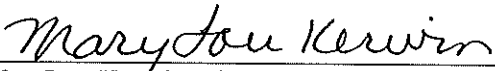
T&R Reweighting		
	Current Weightings to be used if Dr. Frierson if not DCT for two consecutive years	Proposed Reweighting to be used if Dr. Frierson is functioning as DCT
Teaching Effectiveness	41%	35%
Scholarship & Research	39%	25%
Service to University Community	15%	25%
Service to Wider and Professional Community	5%	15%
Promotion Reweighting		
	Current Weightings to be used if Dr. Frierson is not DCT if not DCT for two consecutive years	Proposed Reweighting to be used if Dr. Frierson is functioning as DCT
Teaching Effectiveness	25%	20%
Scholarship & Research	50%	35%
Service to University Community	20%	35%
Service to Wider and Professional Community	5%	10%

Signatures below indicate agreement with the proposed reweighting:




Georita Frierson, Ph.D.

9/21/2015
Date



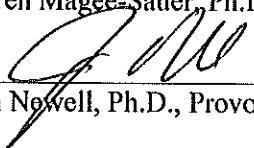
MaryLou Kerwin, Ph.D., Department Head

9/21/15
Date



Karen Magee-Sauer, Ph.D., Dean, CSM

9/22/15
Date



Jim Nowell, Ph.D., Provost

9/30/15
Date

Assistant/Associate Professor in Clinical Psychology: The Psychology Department at Rowan University invites applications for an Assistant/Associate tenure-track faculty position to begin Fall 2015. We are looking for a Director of Clinical Training for a developing PhD program in Clinical Health Psychology; therefore, the ideal candidate for this position will have experience administering a doctoral clinical program. The research area within clinical health psychology is open, but preference will be given to applicants with experience in primary care psychology.

Candidates will be expected to maintain an extensive research program (including collaborating with faculty within the university and medical schools), seek external funding, as well as teach graduate and undergraduate courses. Minimum qualifications for this position include: a doctoral degree from an APA-accredited clinical psychology program, completion of an APA-accredited internship, and licensure (or eligibility) as a psychologist in New Jersey. Women, minorities, and persons with disabilities are strongly encouraged to apply.

Rowan University is a comprehensive state-designated research institution with approximately 14,000 students. Its main campus is located in Glassboro, N.J., 20-miles southeast of Philadelphia, and it has a branch campus and medical school in Camden and a second medical school in nearby Stratford. Rowan is only the second university in the country to offer M.D. and D.O. medical-degree granting programs. The School of Osteopathic Medicine has a faculty practice plan that serves approximately 200,000 patients throughout Southern New Jersey. The institution is also home to the South Jersey Technology Park, which fosters the translation of applied research into commercial products and processes. Its business incubator also supports that mission. The University boasts eight colleges--Rohrer College of Business and colleges of Communication and Creative Arts, Education, Engineering, Graduate and Continuing Education, Humanities and Social Sciences, Performing Arts, and Science and Mathematics—and has been called upon by the state to create a College of Health Sciences.

Rowan University values diversity and is committed to equal opportunity in employment.

Deadline for receipt of applications is November 15, 2014. Interested candidates should apply online at the URL below by submitting a letter of application describing their research and teaching experiences, curriculum vitae, and selected reprints of publications.

Please e-mail copies of undergraduate and graduate transcripts and three letters of recommendation to MaryLou Kerwin, Ph.D. at kerwin@rowan.edu.

Complete the online application URL link:

September 1st, 2015

To: Departmental T&R Committee
(Drs. Michelle Soreth, Gerald Hough, Keiko Stoeckig, Valerie Davis-LaMastro and Bonnie Angelone)

From: Georita M. Frierson, PhD

Re: Re-weighting system for evaluation for tenure

I would like to respectfully ask the Departmental Tenure & Recontracting Committee to consider re-weighting the four categories for my tenure evaluation given the nature of my job description (which is attached). There are substantial service and professional development commitments to being a Director of Clinical Training in general and specifically, when starting a new Ph.D. Program in Clinical Psychology. While grants are expected for scholarship and research, there are certain grants (e.g., training), APA accreditation documents, and program applications that are required to be written to elevate and fortify a PhD Program in Clinical Psychology. Thus, I anticipate writing applications and/or grants that would be classified as scholarship/research as well as service. Furthermore, in addition to scientific conferences for my programmatic line of research, I will be expected to attend conferences to represent Rowan University as the DCT of the program (i.e., I may not be attending these conferences to present research finding). On August 28, 2015, I submitted my application for a 3-year term APA Commission on Accreditation Board position. There is a peer-review process for this highly selective and competitive position. If selected, this position starts January 2016 - January 2019. The APA Commission on Accreditation is the official body that reviews and awards programs official APA Accreditation status. This position involves reviewing 2-3 APA Accreditation Self-Study (new programs, programs on probations, previously accredited programs) applications 5 times a year (at official meetings held at APA). While I will be providing a service to the wider and professional community, I anticipate actually providing a greater service to Rowan University. I will be working with the Commission who sets the Accreditation policies and procedures. Thus, I will have greater insight, training and exposure to policies and procedures that will benefit the APA Accreditation application for the Ph.D. Program in Clinical Psychology at Rowan University. In the unfortunate situation that I am not selected for this prestigious position, I am trained to be an official site visitor for APA CoA Accreditation Self Study applications. While I intend to give 100% of my effort to all of the 4 categories, in light of the increased non-scholarship/research requirements for the DCT position for which I was hired, I would like to propose the following re-weighting of evaluation criteria.

	Current	Proposed
	T&R Dept Criteria	T&R Criteria for Frierson
Teaching Effectiveness	41%	35%
Professional Development	n/a	n/a
Scholarship & Research	39%	25%
Service to University Community	15%	25%
Service to Wider and Professional Community	5%	15%

September 10th, 2015

To: Departmental Promotion Committee
(Drs. DJ Angelone, Roberta Dihoff and Mary Louise Kerwin)

From: Georita M. Frierson, PhD

Re: Re-weighting system for evaluation for Promotion

I would like to respectfully ask the Departmental Promotion Committee to consider re-weighting the four categories for my tenure evaluation given the nature of my job description (which is attached). There are substantial service and professional development commitments to being a Director of Clinical Training in general and specifically, when starting a new Ph.D. Program in Clinical Psychology. While grants are expected for scholarship and research, there are certain grants (e.g., training), APA accreditation documents, and program applications that are required to be written to elevate and fortify a PhD Program in Clinical Psychology. Thus, I anticipate writing applications and/or grants that would be classified as scholarship/research as well as service. Furthermore, in addition to scientific conferences for my programmatic line of research, I will be expected to attend conferences to represent Rowan University as the DCT of the program (i.e., I may not be attending these conferences to present research finding). On August 28, 2015, I submitted my application for a 3-year term APA Commission on Accreditation Board position. There is a peer-review process for this highly selective and competitive position. If selected, this position starts January 2016 - January 2019. The APA Commission on Accreditation is the official body that reviews and awards programs official APA Accreditation status. This position involves reviewing 2-3 APA Accreditation Self-Study (new programs, programs on probations, previously accredited programs) applications 5 times a year (at official meetings held at APA). While I will be providing a service to the wider and professional community, I anticipate actually providing a greater service to Rowan University. I will be working with the Commission who sets the Accreditation policies and procedures. Thus, I will have greater insight, training and exposure to policies and procedures that will benefit the APA Accreditation application for the Ph.D. Program in Clinical Psychology at Rowan University. In the unfortunate situation that I am not selected for this prestigious position, I am trained to be an official site visitor for APA CoA Accreditation Self Study applications. While I intend to give 100% of my effort to all of the 4 categories, in light of the increased non-scholarship/research requirements for the DCT position for which I was hired, I would like to propose the following re-weighting of evaluation criteria.

	Current	Proposed
	Promotion Dept Criteria	Promotion Criteria for Frierson
Teaching Effectiveness	25%	20%
Professional Development	n/a	n/a
Scholarship & Research	50%	35%
Service to University Community	20%	35%
Service to Wider and Professional Community	5%	10%

September 10, 2015

Dr. Karen Magee-Sauer
Dean, College of Science & Mathematics
Rowan University

Dear Dean Magee-Sauer:

The Psychology Department Tenure & Recontracting Committee has reviewed Dr. Georita Frierson's request to modify the balance of the weighting system for the evaluation of candidates detailed in the 2015-16 Psychology Department Tenure & Recontracting document. The committee unanimously supports her request to modify the balance of the weighting system as follows:

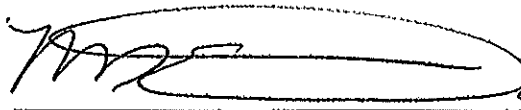
	Current	Modified
Teaching Effectiveness	41%	35%
Scholarship & Research	39%	25%
Service to University Community	15%	25%
Service to Wider and Professional Community	5%	15%

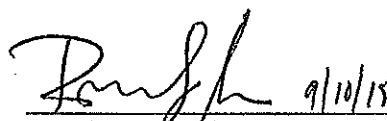
The requested modification of the department T&R weighting system is directly connected to Dr. Frierson's job description and professional development as the Director of Clinical Training (DCT) for the new Ph.D. Program in Clinical Psychology. The DCT position requires extensive service to the university and the wider professional community beyond what is typically expected of incoming faculty members in the psychology department. In her role as DCT, Dr. Frierson will be extensively involved in the American Psychological Association (APA) program accreditation process that will be critical to the success of the Ph.D program. For these reasons, the department T&R committee unanimously supports Dr. Georita Frierson's request to modify the weighting system of the department T&R criteria.

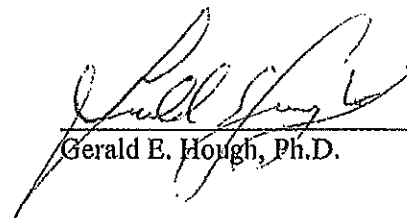
Votes submitted by Committee:

5 Affirmatives
0 Negatives
0 Abstentions

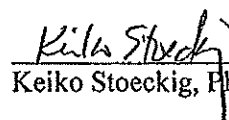
Sincerely,


9/10/2015
Michelle Ennis Soreth, Ph.D., BCBA-D
Chair, Department Tenure & Recontracting Committee


9/10/15
Bonnie L. Angelone, Ph.D.


9/10/15
Gerald E. Hough, Ph.D.


9/15/15
Valerie Davis-LaMastro, Ph.D.


9/11/15
Keiko Stoeckig, Ph.D.