

## POLICY ON HIRING CRITERIA

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### Policy

This policy was developed with respect to the issue of how the Department of Psychology may allocate faculty positions, when these become available.

Proposals for allocating positions are expected to provide evidence relevant to all the criteria below, to the extent possible. The evidence provided will address both track record of the research area, as well as the future implications of hiring in the area. For those criteria where numerical data are requested the research program should report the average per full time faculty position over the last 6 years in order to provide a fair comparison.

### Knowledge Generation (Research)

#### Research Productivity

##### *Output Measures*

- a. Number of peer reviewed publications. Within the category of scholarly products this will always be weighted most heavily. Hence, proposals should, to the extent possible, also provide evidence, such as journal citation data (ISI rankings), journal selectivity (e.g. rejection rates), that addresses the relative quality of publication outlets.
- b. Citation counts
- c. Number of books and book chapters
- d. Number and type of research related awards
- e. Number of papers and Invited presentations at conferences, major invited presentations at other institutes (acceptance rates for these conferences should also be indicated)
- f. Organizational memberships
- g. Indices of international/national reputation.
- h. Membership on editorial boards or Editorships
- i. Sources of research support, and funds received.

##### *Programs should also address the following criteria:*

- a. Fundability: Are there adequate internal and external funding resources to support research in the proposed area of hire?
- b. National/International trends: What are the implications for prominence given disciplinary trends?
- c. Collaborative Opportunities: Would a hire in this area enhance prominence through potential collaborations with other scholars in the Department and/or with other University of Calgary scholars? Does the position enhance opportunities for interdisciplinarity, broadly conceived?
- d. Building on Strengths: Would a hire further enhance the area's reputation for scholarship in a

- particular area?
- e. Would a hire fit into the current Academic Plan or other institutional initiatives of the University of Calgary?

## Knowledge Dissemination

### Graduate Training

Prominence or promise may be reflected in the track record of a graduate training program for contributing to the next generation of scholars and/ or practitioners. To those ends, programs should provide evidence that addresses:

- a. Training Success
  - Number of MSc and PhD graduates
  - Number of PhDs in academic and research positions and where
  - Any other evidence of prominence such as published program rankings, awards, etc.
- b. Demonstrated need for graduate training
  - Employment prospects for graduates over the next five to ten years.
  - Employment success of graduates
  - Number of suitable applications to graduate program
- c. Critical mass
  - Demonstrating need for a program to attain or maintain a critical mass of faculty to provide a viable training environment for graduate training.

### Undergraduate Program

For purposes of allocating positions to research areas, undergraduate program needs are normally considered secondary to the criteria already described.

## Contextual Factors

The Department will consider, in addition to the above evidence, any additional relevant circumstances at the time, to the extent that the additional considerations are relevant to the prominence goal. These might include, but need not be limited to:

- a. Unique funding opportunities.
- b. Congruence with stated goals of the Academic Plan of the University or other institutional initiatives.
- c. Consideration of replacement of positions lost within research programs due to retirement or turnover.

## Procedures

Every Fall, the Department will discuss and identify key areas for hiring, if positions become available. This list will first be reviewed for inclusion, using the above criteria. Identified positions that are considered key hires will then be rank-order, and this rank-ordered list will be incorporated into the Department's annual budget submission.