

Rank Matrix: Human Services, Psychology and Behaviorology

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
Instructor	<p>Human Services - M.S., MEd, ABD, MSW 3 years working in field, 3 years teaching</p> <p>Psychology - M.S., MEd, ABD, 5 years working in field 2 years teaching</p> <p>Behaviorology - ABD in doctorate in behaviorology (e.g., DLBC) including older names (e.g., TEAB or ABA).</p>	<p>Human Services - Masters in Field, 2 years teaching in subject and 2 years working in field or Masters with HSBCP Credential and five years working in the field.</p> <p>Psychology - Masters in Field, 3 years teaching in subject and 3 years working in field</p> <p>Behaviorology - MA or MS in behaviorology (e.g., MLBC) including older names (e.g., TEAB or ABA).</p>	Satisfactory performance in teaching	Potential	Potential	Potential
Assistant Professor	<p>Human Services - PhD, PsyD, EdD LMSW, LCSW, LMHC, LMFT</p>	<p>Human Services - Masters degree with HSBCP credential and</p>	Performance should reflect an ongoing effort to improve teaching and the potential	Dissertation, Beginning to contribute to field. Publication and or	Positive and proactive involvement in department activities	Remaining current in field through course work,

Rank Matrix: Human Services, Psychology and Behaviorology

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
	<p>Psychology - Doctorate in the field PhD, PsyD, EdD From APA Accredited program License pending</p> <p>Behaviorology - Doctorate in behaviorology (e.g., DLBC)</p>	<p>7 years working in the field with 5 years teaching</p> <p>Psychology - Masters degree with license, or 90 graduate credits. 5 years working in the field 5 years teaching</p> <p>Behaviorology - Master degree in behaviorology (e.g., MLBC) preferably with behaviorology certification or license (e.g., currently including BCBA)</p>	<p>to be outstanding. Evidence of curriculum development (e.g. review and revisions of existing courses or programs, creation of new courses or programs)</p>	<p>professional presentations.</p>	<p>including by not limited to committees, projects, academic advising, assessment, student retention and recruitment. Beginning to contribute at the college wide level.</p>	<p>Reading, attendance at professional meetings and seminars and Professional memberships.</p>
Continuing Appointment	<p>Human Services - PhD, PsyD, EdD LMSW/LCSW LMHC</p>	<p>Human Services – Same considerations as above</p>	<p>Should exhibit a mastery of more diverse methodologies,</p>	<p>Participation in professional meetings and organizations.</p>	<p>Strong presence at departmental level as well as solid service at</p>	<p>Remaining current in field through course work, attendance</p>

Rank Matrix: Human Services, Psychology and Behaviorology

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
	<p>Psychology – PhD, PsyD, EdD Licensed</p> <p>Behaviorology - Doctorate in behaviorology (e.g., DLBC)</p>	<p>Psychology - MSW/LCSW, M.S. LMHC</p> <p>Behavioryology - Masters degree in behaviorology (e.g., MLBC) preferably with behaviorology certification or license (e.g., currently including BCBA)*</p>	<p>an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.</p>	<p>Serves on panels at professional meetings. Some contributions to appropriate publications would serve as additional evidence.</p>	<p>the college level. Showing solid signs of leadership on and in service areas. Becoming well-known to faculty and administrators outside the department through meetings, committees and projects.</p>	<p>at professional meetings and seminars. Membership in professional organizations.</p>
Associate Professor (Continuing Appointment Required)	<p>Human Services - PhD, PsyD, EdD LMSW/LCSW LMHC</p> <p>Psychology - PhD, PsyD, EdD</p> <p>Behaviorology - Doctorate in behaviorology (e.g., DLBC)</p>	<p>Human Services – Same considerations as above</p> <p>Psychology - MSW/LCSW, M.S. LMHC 90 Graduate credits >5 years teaching >5years practicing</p>	<p>Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom</p>	<p>Contributes to field by participating in professional speaking opportunities, serves on panels and makes some contributions to appropriate publications. Being awarded grants would</p>	<p>Record of solid service and effective leadership at the departmental and college level. Well-known to faculty and administrators outside the department through meetings,</p>	<p>Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. Increase in responsibility in</p>

Rank Matrix: Human Services, Psychology and Behaviorology

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
		Behaviorology - Master degree in behaviorology (e.g., MLBC) with behaviorology certification or license (e.g., currently including BCBA) strongly preferred (if other categories not already exceeded).	performance. Capable of peer mentoring new faculty.	serve as additional evidence.	committees and projects.	administrative duties, such as department chair.
Professor	Human Services - PhD, PsyD, EdD LMSW/LCSW LMHC Psychology - Doctorate PhD, PsyD, EdD Behaviorology - Doctorate in behaviorology (e.g., DLBC)	Human Services – Same considerations as above Psychology - See considerations above * Behaviorology - Doctorate in behaviorology (e.g., DLBC)	Demonstrate significant mastery of teaching. Capable of utilizing full range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-	Solid record of contributions to field by articles in professional journals and presentations at professional meetings. Successful completion of sponsored research in field would serve as additional evidence.	Clear evidence of sustained and outstanding leadership at departmental and college levels in areas of service. Evidence of service to SUNY at a university wide level would serve as additional evidence.	Leadership roles in professional organizations. Leadership roles that extend campus or university wide.

Rank Matrix: Human Services, Psychology and Behaviorology

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
			assurance to the full spectrum of students' educational needs. Classroom performance excellent in all categories. Capable of mentoring new faculty.			
The Lecturer position is renewable for up to three years. It is not a rank that is considered on a track for continuing appointment.						
Lecturer	Masters in field Behaviorology - Masters in behaviorology (e.g., MLBC) including older names (e.g., TEAB or ABA).	Masters in relevant field with at least 18 graduate credits in the field.	Satisfactory performance in teaching	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.

1. **All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.**
2. **To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.**
3. **To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.**