AMERICAN PSYCHOLOGICAL ASSOCIATION

MODERNIZING TENURE AND PROMOTION: REWARDING TRANSPARENCY, RIGOR, AND THE PUBLIC GOOD (OCT. 1, 2026)

SESSION DESCRIPTION

How can academia reshape its incentive systems to truly reflect the values that make science stronger, more equitable, and more impactful? This essential science conversation brings together leading experts to discuss how academia can modernize hiring, tenure, and promotion systems to better align with core scholarly values. The session explores emerging national and international reform efforts that emphasize transparency, rigor, openness, and public impact in research. Panelists will share practical strategies for reshaping incentives to support high-quality, equitable, and socially relevant science.

Any opinions, findings, and conclusions or recommendations expressed by the presenters in this webinar do not necessarily reflect the views, policies or positions of the American Psychological Association.

RELATED RESOURCES

Board of Scientific Affairs Task Force on Inequities in Academic Tenure and Promotion: Task Force Chage
In 2021, APA's Board of Scientific Affairs and the Council of Graduate Departments of Psychology established a task force to examine the systemic barriers and inequities that affect the evaluation of psychological scientists of color under review for promotion and tenure decisions. **https://www.apa.org/science/leadership/bsa/academic-tenure-promotion-task-force**

American Psychological Association, APA Task Force on Inequities in Academic Tenure and Promotion. (2023) APA Task Force Report on Promotion, Tenure and Retention of Faculty of Color in Psychology. Retrieved from https://www.apa.org/pubs/reports/inequitiesacademic-tenure-promotion.pdf.

American Psychological Association. (2023). *A suggested blueprint for academic administrators: Tenure and promotion for faculty of color*. https://www.apa.org/pubs/reports/blueprint-academic-administrators.pdf

Council of Graduate Departments of Psychology. (n.d.). *COGDOP principles for modernizing hiring, tenure, and promotion in psychological science*. COGDOP. https://cogdop.org/cogdop-principles-for-modernizing-hiring-tenure-and-promotion-in-psychological-science

Dougherty, M. R., Carter, C., McKiernan, E., Tananbaum, G., Parker, Z., & García, C. (2024, May 10). *Toolkit for aligning incentives 2.0* (Version 2). OSF Preprints. https://osf.io/preprints/osf/8x4e9_v2

McKiernan, E., Carter, C., Dougherty, M. R., & Tananbaum, G. (2024, July 31). *A framework for values-based assessment in promotion, tenure, and other academic evaluations*. OSF Preprints. https://doi.org/10.31219/osf.io/s4vc5

Modernizing Academic Appointment and Advancement (MA3) Challenge
The Modernizing Academic Appointment and Advancement (MA3) Challenge invites proposals from U.S.-based accredited, tax-exempt colleges and universities to reimagine their academic hiring, review, promotion, and tenure (RPT) processes. https://www.ma3challenge.org/