

PROMOTION RECOMMENDATION
The University of Michigan-Flint
College of Arts and Sciences
Department of Psychology

Terrence G. Horgan, associate professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences, is recommended for promotion to professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Academic Degrees:

Ph.D.	2001	Northeastern University, Boston, Massachusetts
M.A.	1989	University of Missouri-Columbia, Missouri
B.S.	1984	Illinois State University, Normal, Illinois

Professional Record:

2010 – Present	Associate Professor of Psychology, with tenure, University of Michigan-Flint
2004 – 2010	Assistant Professor, University of Michigan-Flint
2001 – 2004	National Institute of Mental Health Post-doctoral Fellow, Ohio State University, Columbus, Ohio

Summary of Evaluation:

Teaching – Professor Horgan is a stellar teacher who is committed to excellence in presenting the science of psychology to undergraduate students. He has worked with over 45 students in research mentorship during his career at the University of Michigan-Flint, including bringing six students to the level of co-authorship with him in peer reviewed articles, as well as a dozen more to authorship of conference papers or posters. A review of his course materials, student evaluations, and peer evaluations reveal a rich variety of theoretical materials and real world examples which form the basis for highly interactive and engaged learning experiences. He has taught some of the most challenging courses in the curriculum, and he consistently receives high marks for the quality and accessibility of his teaching. He has amply demonstrated that he continues to develop and refine his already strong pedagogy.

Research – Professor Horgan’s research can be broadly categorized as being in the domain of social cognition, the investigation of the cognitive processes involved in making sense of the social world. He has published 14 peer reviewed experimental psychology articles during his career, and he is a well-cited scholar whose work is frequently lauded for its “rigor and creativity in design.” Since promotion to associate professor, he has published three peer reviewed journal articles, two book chapters, two pedagogical articles, and he has also become an author on the textbook, Nonverbal Communication in Human Interaction, 8th edition. This textbook is widely regarded as the “gold standard” against which all other introductory undergraduate nonverbal communication textbooks are compared. His co-authors, Judith Hall and Mark Knapp noted, “He brought a needed, fresh perspective, dynamic writing style, and a high level of professionalism to this volume.” Rather than resting on his laurels, Professor Horgan has also developed a new line of research, secured internal funding, and is carrying out experimental research (Environment, Traits, and Behavior-ETB). In all of his research, Professor Horgan provides exceptional learning opportunities for his undergraduate students, many of whom have become co-authors or co-presenters with him. The consistent quality and trajectory of Professor Horgan’s scholarship is outstanding.

Recent and Significant Scholarly Activity:

Book

Knapp, M. L., Hall, J. A. and Horgan, T. G. (2014). Nonverbal Communication in Human Interaction (8th ed.). Boston, MA: Wadsworth.

Book Chapter

Hall, J. A., Gunnery, S. D. and Horgan, T. G. (2015). "Gender Differences in Interpersonal Accuracy." In Hall, J. A., Schmid Mast, M. and West, T. V. (Eds.), The Social Psychology of Perceiving Others Accurately. Cambridge, UK: Cambridge University Press.

Peer-Reviewed Journal Articles

Horgan, T. G., Grey, M., Looney, N. L., Long, T., and Lindenmulder, J. (*under review*). "Sex Doesn't Always Sell: The Effects of Objectifying Images on Perceivers' Judgments of a Female Speaker."

Horgan, T. G., Broadbent, J., McKibbin, W. F. and Duehring, A. J. (2015). "Show Versus Tell? The Effects of Mating Context on Women's Memory for a Man's Physical Features and Verbal Statements." *Journal of Social and Personal Relationships*, 1-8.

Grey, M. J., Horgan, T. G., Long, T. A., Looney, N. K. and Lindenmulder, J. R. (2015). "Contrasting Objectification and Competence: Body Competent Images of Women Relieve Women of Self-Objectification." *Journal of Media Psychology*. DOI: 10.1027/1864-1105/a000159.

Horgan, T.G., Stein, J. M., Southworth, J. and Swarbrick, M. (2012). "Gender Differences in Memory for What Others Say About Themselves and Their Family Members." *Journal of Individual Differences*, 33, 169-174.

Horgan, T. G. (2011). "Thinking More Versus Less About Interpreting Nonverbal Behavior: A Gender Difference in Decoding Style." *Thesis Abstract and Dissertation Abstracts*.

Conference Presentations

Duehring, A., Dyszlewski, S., Taylor, B., Broadbent, J., McKibbin, W. and Horgan, T. (2015). "Show Versus Tell? The Effects of Mating Context on Women's Memory for a Man's Physical Features and Verbal Statements." Student Research Conference, University of Michigan-Flint, Michigan.

Duehring, A., Broadbent, J., McKibbin, B. and Horgan, T. (2014). "Show Versus Tell? The Effects of Mating Context on Women's Memory for a Man's Physical Features and Speech." Nonverbal Behavior Preconference at The Society for Personality and Social Psychology (SPSP), Austin, Texas.

Long, T., Wegman, P., McGrath, M. and Horgan, T. (2014). "Trimming Women's Advantage Over Men in Appearance Accuracy." American Psychological Society, San Francisco, California.

Russell, E., Halabicky, K., Looney, N. and Horgan, T. (2014). "The Effects of Objectifying Images on Women's and Men's Relative Memory for the Dress and Physical Features of an Average Versus Thin Speaker." Midwestern Psychological Association, Chicago, Illinois.

Long, T., Wegman, P., McGrath, M. and Horgan, T. (2014). "Trimming Women's Advantage Over Men in Appearance Accuracy." Meeting of Minds, Oakland University, Rochester, Michigan.

Looney, N; Halabicky, K., Russell, E. and Horgan, T. (2014). "The Effects of Objectifying Images on Women's and Men's Relative Memory for the Dress and Physical Features of an Average Versus Thin Speaker." Meeting of Minds, Oakland University, Rochester, Michigan.

Service – Professor Horgan has amassed a wide-ranging record of departmental, institutional, and professional service and is an engaged and respected citizen of the University of Michigan-Flint. Since receiving tenure and promotion to an associate professor, he has assumed leadership roles in the department, including as unofficial temporary department chairperson in summer 2014, and he has chaired several search committees. He has continued and expanded important service in the department as a peer mentor, classroom observer, and coordinator of the introductory psychology Human Subject Participant Pool.

Beyond the department, he has participated on the CAS Strategic Plan Taskforce, the Nominating Committee, and the Research and Creative Activity Committee, which he led in 2010-2011 and 2012-2013. His ad hoc reviewing for several social psychology journals is also valuable service to his profession. Professor Horgan's service is solid in depth and in breadth and UM-Flint is fortunate to have such a committed and effective faculty member.

External Reviewers:

Reviewer (A): "His research is methodologically rigorous and conceptually thoughtful. He is first author on 5 peer reviewed journal articles and has published 13 peer reviewed articles total, with the articles published primarily in journals that are widely read and respected by researchers interested in the intersection of gender, personality, and social psychology... The programmatic nature of his research is clear, as its social importance... His integration of social and personality psychology ensures that his work makes a meaningful contribution to the field and also has broad implications for mental health."

Reviewer (B): "My overall impression is that the works are methodologically sound... The Horgan, Broadbent, McKibbin, and Duehring (in press) paper on short-term versus long-term impact of a male's physical appearance and verbal statements replicates the Berscheid and Walster work of the 1970s about the importance of physical appearance... The attempt to contemporize these well-established findings is in placing the work in an evolutionary theory and mating context is a nice twist..."

Reviewer (C): "...he has six other publications in well-respected psychology journals such as *Sex Roles*, *Journal of Experimental Social Psychology*, *Journal of Individual Differences*, and [sic] *Personality and Social Psychology Bulletin*. These articles are well-written and have innovative and well-executed experimental designs... The book was already one of the best in the business before Dr. Horgan was involved but his contributions have made it even better. His excerpts from the text are interesting and research-based. I think undergraduates will like them as examples (especially the one on women wearing butt crack revealing jeans) and the excerpts are a good way to ground abstract research topics in examples students can understand... The paper [*Journal of Media Studies*, 2015] is interesting and well-written. In short, it is good, rigorous science... I would say that the quality of Dr. Horgan's work is quite high. They are well-designed and interesting experiments that tackle important issues."

Reviewer (D): "The quality of the work is encouraging. Of particular note is Dr. Horgan's theoretical grasp that visual imagery are important conduits of meaning in priming short and longer term socialization processes... The social relevance of this work is commendable, especially in the ways that Dr. Horgan and his research associates have isolated gender variance. The experiments were conducted with rigor and creativity in design. As a set of articles they signal a clear sense of programmatic focus."

Reviewer (E): "...his questions are devoted to timely topics and the need for quality nonverbal behavior research is continuous because the methods are time consuming and challenging. All in all, the impact is quite good... He has a steady record of moderately impactful papers."

Reviewer (F): "I'm impressed by the quality... the papers reveal that he is researching an interesting and important topic."

Reviewer (G): "It [Nonverbal Communication in Human Interaction, 8th edition] is widely regarded as the 'gold standard' against which all other introductory undergraduate nonverbal communication textbooks are judged... As they [co-authors Mark Knapp and Judith Hall] say in the preface of the newest edition, 'we are especially thankful for the high-quality and tireless work that Terry Horgan invested in this edition. He brought a needed, fresh perspective, dynamic writing style, and a high level of professionalism to this volume'... Rather than singling out any particular publication, I prefer to say

that, collectively, Dr. Horgan's scholarship makes a solid contribution to the field of nonverbal communication."

Reviewer (H): "...Dr. Horgan's research has also received some significant coverage... ...he has received an average of about 37 citations per publication over his 11 refereed publications (excluding 'in press' article). This is well above the average of 1.9 to 14.5 citations for most scientific articles in psychology. Therefore I would say that his work is having a significant impact in the field, suggesting good quality..."

Summary of Recommendation:

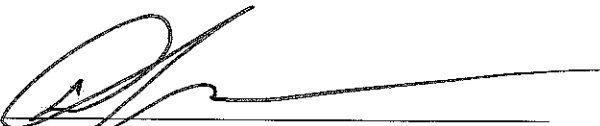
Student feedback and peer evaluations of Professor Horgan's teaching remain consistently positive and he clearly enjoys his research collaborations with large numbers of students. He is a sought after instructor and advisor who provide vital instruction in several required areas of the curriculum. He has developed a strong and coherent program of quality research, expanded into new areas of research, and was selected to become a co-author on a leading textbook regarding nonverbal communication. Professor Horgan is poised to expand his work with nearly a half dozen additional projects in various stages of completion. Professor Horgan performed exemplary and meaningful service for his department and the university, and has grown into holding several leadership positions. He serves his profession through ad hoc editorial reviewing as well. Overall, Professor Horgan is a valued member of the Department of Psychology, the college, and the university. With enthusiasm and great pride, I recommend that Terrence G. Horgan be promoted to professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Recommended by:

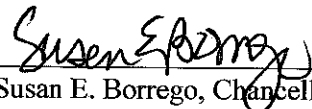


Susan Gano-Phillips, Dean
College of Arts and Sciences

Recommendation endorsed by:



Douglas G. Knerr, Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

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