

PROMOTION RECOMMENDATION
The University of Michigan
College of Literature, Science, and the Arts

Thore J. Bergman, associate professor of psychology, with tenure, and associate professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of psychology, with tenure, and professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2000	Washington University
B.S.	1993	University of Wisconsin
Certificate	1993	University of Wisconsin

Professional Record:

2017 – present	Co-Director, Capuchins at Taboga, Costa Rica
2014 – present	Associate Professor, Department of Psychology and Department of Ecology and Evolutionary Biology, University of Michigan
2013 - present	Co-Director, Evolution and Human Adaptation Program, University of Michigan
2005 - present	Co-Director, University of Michigan Gelada Research Project, Ethiopia
2006 - 2014	Assistant Professor, Department of Psychology, Department of Ecology and Evolutionary Biology, University of Michigan
2001 - 2005	NRSA Post-doctoral Fellow, Moremi Game Reserve, Botswana and the University of Pennsylvania

Summary of Evaluation:

Teaching – Professor Bergman is a dedicated instructor who has demonstrated excellence in teaching large undergraduate lecture courses, with Q1 and Q2 average ratings in the upper quartile. His upper level undergraduate courses also have average Q1 and Q2 ratings in the upper quartile. Lastly, his graduate seminars are in the upper quartile for Q1 and 5.0 for Q2. He also has a very strong record of mentorship. He has served on six doctoral dissertation committees since his last promotion, including chairing two of them. In addition, many undergraduate students have worked in Professor Bergman’s lab for course credit, including UROP students and honors students. All the student letters were extremely supportive, describing Professor Bergman as an excellent role model who uses a variety of different tools (lectures, discussion, written reflections, and research projects) to foster students’ development.

Research – Professor Bergman is a comparative psychologist, who investigates vocalizations in primates in order to gain insight into the evolution of language. He studies three different species who live in very different social environments, which allows him to examine how those environmental differences influence social communication. His primary method is to record natural vocalizations, perform detailed spectral analysis of the sounds, play back different sounds to animals in the wild, and observe how they respond. This approach has led to a number of

important discoveries about the forces that influence the evolution of language, including how living in large versus small communities affects social communication and how changes in the social environment affect communication. Professor Bergman has an outstanding record of publishing in top-tier journals and has been continually funded through external grants. His excellent research program has substantial momentum with a major new grant and clear directions for future inquiry, which bodes extremely well for his continued high level of productivity and success.

Recent and Significant Publications:

“The speech-like properties of non-human primate vocalizations,” with J. C. Beehner, et al., *Animal Behaviour*, 151, 2019, pp. 229-37, <https://doi.org/10.1016/j.anbehav.2019.02.015>.

“The social functions of complex vocal sequences in wild geladas,” with M. L. Gustison, et al., *Behavioral Ecology and Sociobiology*, 73(14), 2018, <https://doi.org/10.1007/s00265-018-2612-5>.

“Is there an evolutionary trade-off between quality signaling and social recognition?” with M. J. Sheehan, *Behavioral Ecology*, 27(1), 2016, pp. 2-13.

“Measuring social complexity,” with J. C. Beehner, *Animal Behaviour*, special issue on Social Evolution and Cognition 103, 2015, pp. 203-209.

Service – Professor Bergman has provided excellent service, both locally and to his field.

Locally, he co-directs the Evolution and Human Adaptation Program (EHAP) and has served on over 20 committees since his last promotion, including the Psychology Department Executive Committee. He served as an editor for the flagship journal in his field (*Animal Behaviour*) and established and manages two field sites for primate research. He even established a non-profit organization to help protect the primate species that he studies.

External Reviewers:

Reviewer (A)

“There is no question in my mind that Professor Bergman would be promoted to Full Professor at my university and I hope that there is no question in your minds that he is a bright and accomplished scientist who has made some important discoveries and has many more to come.”

Reviewer (B)

“I would place Thore Bergman right at the top of primate field researchers, among the top five of the best internationally...”

Reviewer (C)

“...Thore is a highly accomplished researcher, publishing a number of articles on a range of topics and receiving continuous funding from the National Science Foundation. His achievements to date strike me as perfectly in line with a successful Full Professor promotion.”

Reviewer (D)

“Overall, Dr. Bergman’s promotion materials are extremely impressive. His record of scholarly productivity and thoughtful teaching would make him an easy choice for promotion to full Professor in my department, and I believe he would be awarded this promotion at any R1 university.”

Reviewer (E)

“Put simply, I endorse Thore’s candidacy for promotion. He has developed an interesting and novel research program, his publication record is strong (H-index 36, >4000 citations), he has maintained funding to support his research (including multiple renewals of his NSF grant), and he has been an able and engaging teacher...”

Reviewer (F)

“...I rank Dr. Bergman as one of the top researchers worldwide examining what primate vocal systems can tell us about the evolution of human language.”

Reviewer (G)

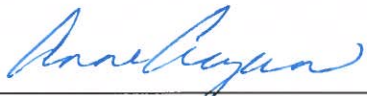
“...I have seen many promotion files and I feel that I can judge their chances of success quite well ... I am quite confident that Thore Bergman would be promoted to Full Professor in my department...”

Reviewer (H)

“In sum, I would rank Bergman’s academic record as superb, with an outstanding research and publication record.”

Summary of Recommendation:

Professor Bergman has made numerous important contributions in research, teaching, and service. His work reflects very well on his departments, as well as the college and the university. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Associate Professor Thore J. Bergman be promoted to the rank of professor of psychology with tenure, and professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.



Anne Curzan, Dean
Geneva Smitherman Collegiate Professor of
English Language and Literature, Linguistics
and Education
Arthur F. Thurnau Professor
College of Literature, Science, and the Arts

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