

SCHOOL OF BUSINESS AND TECHNOLOGY
DEPARTMENT OF BUSINESS
POLICY FOR PROMOTION AND GRANTING OF TENURE
October 27, 2016

- A. Effective teaching is a necessary condition for promotion and the granting of tenure, and will be determined from student evaluations, documents prepared for merit review, and from information provided by the candidate in accordance with PRC guidelines.
- B. A continuing program of research and creative activity is expected of all faculty members and is a necessary condition for promotion and the granting of tenure. Normally five intellectual contributions in appropriate peer-reviewed outlets, including a minimum of three peer-reviewed journal publications, are required for tenure and promotion to Associate Professor. These five contributions must be accepted or published within the last five years. Actual numbers may vary in individual cases, depending on quality and significance. Reports by external reviewers will be solicited and included in the tenure dossier. These reports will be used to help assess the quality and significance of the faculty's work. Peer review implies the research and creative activity is evaluated by two or more academic or practitioner peers prior to publication or presentation.

Promotion to Professor requires additional intellectual contributions of the same minimum quantity and quality, achieved during the last five years. A sustained record of high impact research is an important factor guiding the Full Professor Committee's decision, particularly for faculty who declare their scholarly activities as their area of distinction. Example evidence of quality and impact include, but are not limited to, feedback from external reviewers, citations, usage of cases or teaching materials, number of documented downloads, and other impact factors as identified in the department's strategic plan.

- C. Effective service contributions to one's department, school, university, community and/or profession is expected of all faculty members. In general, faculty are expected to make contributions in their area of expertise to the business/professional community and/or to other organizations in the community. Tenured faculty are expected to provide a greater level of service than untenured faculty.
- D. An individual is evaluated based on the overall contribution in these three areas (teaching, research, and service). While an individual must meet the minimum standard in each of the three areas, accomplishments above the minimum standard in at least one area are necessary for tenure and promotion.
- E. The dossier should be available to the Executive Committee by December 1 of the academic year the faculty member is applying for tenure or promotion.