

SCHOOL OF BUSINESS
STANDARDS FOR SCHOLARSHIP AND CREATIVE ACTIVITY

TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

RIGOR

To reach its potential, scholarship/creative activity must be shared and tested publicly. Thus, across the University, peer review is considered the hallmark of academic rigor and the primary indicator of high quality academic and creative pursuits. Thus, the candidate must provide evidence that scholarly and/or creative activities have been subjected to the peer review process in a manner appropriate to the discipline and form of scholarship/creative activity.

The **School of Business** organizes faculty intellectual contributions into two categories: (1) peer-reviewed journal publications and (2) all other intellectual contributions. Academically qualified faculty (those with an earned doctorate) are expected to publish at least two peer-reviewed journal articles, as well as have at least three other intellectual contributions (which may be additional peer-reviewed journal articles), in a 5-year period to meet minimum AACSB Accreditation standards for scholarship. However, additional peer reviewed publications are expected to meet the minimum standards for promotion to Associate and tenure. Appropriate journal quality is defined as blind peer review, ready availability for public access and scrutiny, and inclusion in *Cabell's Directory**. Faculty publishing in journals not listed in *Cabell's* must provide evidence that the journal meets quality standards. Intellectual contributions other than peer-reviewed journal articles must be verifiable, public, academically directed to business issues, and not self-published. They normally include (but are not restricted to): research monographs, books, book chapters, peer-reviewed conference proceedings, research paper presentations, faculty research seminar presentations, and non-peer-reviewed journals. On-line scholarship is expected to meet the same standards as other scholarship.

ENGAGEMENT

The candidate must demonstrate active participation with and contribution to her/his discipline, and/or interdisciplinary activities that emphasize the candidate's disciplinary strengths. As a teacher-scholar, the candidate must demonstrate the influence of scholarship on classroom instruction/curriculum development/librarianship and/or the involvement of students in research/creative activities.

In the **School of Business**, it is expected that faculty scholarship will be in their field of teaching. However, this is not intended to imply that publications in journals or presentations at conferences that are not in field will be considered unacceptable. Publications or presentations out of field that apply an individual's field expertise to other areas are acceptable and encouraged. Additionally, faculty professional activities such as work experience, maintenance of professional licensure/certification, consulting, and professional development/ activities are valued as means of maintaining currency. It is also expected that faculty will demonstrate the influence of their scholarly activities on the classroom and in course and curriculum development.

EVOLUTION

Scholarly and creative activities must reflect the incorporation of current practices within the discipline and demonstrate that the candidate is developing his or her own line of scholarship since arriving at Stetson.

Faculty scholarship in the **School of Business** is expected to reflect current and emerging practices in the discipline and/or evolving theory. The scholarship record should demonstrate an enhanced knowledge and understanding of the discipline over time. This knowledge and understanding should be documented through content in publications, presentations and course syllabi.

CONSISTENCY

The candidate must demonstrate commitment to the discipline by providing evidence of continued participation in scholarly or creative activities. Though quality of scholarship and creative activity is more significant than quantity, candidates for tenure and promotion must demonstrate an involvement in ongoing scholarly and/or creative work and the ability to complete and communicate high quality work. Generally speaking, consistency is demonstrated by some form of scholarly contribution and/or creative expression every year.

It is expected that faculty in the **School of Business** will be actively involved in scholarly activities on a continuous basis and there should not be periods of inactivity. Faculty should demonstrate scholarship activities every year. Prolonged periods of inactivity must be explained and justified by the candidate.

* This is a directory of refereed business publications that provides information on publication guidelines, type of review, number of external reviews, acceptance rate, submission process, etc.

PROMOTION TO PROFESSOR

RIGOR

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MATURITY

The candidate must demonstrate intellectual growth in scholarly and creative activities since tenure/promotion to Associate Professor and over time.

Faculty scholarship in the **School of Business** is expected to reflect current and emerging practices in the discipline and/or evolving theory. The scholarship record should reflect the process of intellectual growth and maturity within the discipline. This could be demonstrated by publications in progressively higher quality journals or venues for presentations, invited presentations, service as a reviewer or on editorial boards, etc.

DEVELOPMENT OF EXPERTISE

Scholarly and creative activities must have sufficient focus that demonstrates that the candidate has distinguished herself/himself by becoming an expert in some aspect(s) of her/his field and by making meaningful contributions to the field.

Scholarly activities in the **School of Business** must have sufficient focus so that the candidate develops an expertise in his/her discipline. Expertise can be demonstrated in a manner similar to those discussed above under Maturity.

RECOGNITION

The candidate must demonstrate that her/his contributions to the discipline have been acknowledged as significant by peers/peer review and/or prestigious organizations.

In the **School of Business**, the candidate must demonstrate that their contribution to the discipline has been acknowledged by peers or professional organizations. This can be demonstrated by citations to the candidate's publications or presentations, invitations to serve as a reviewer or on an editorial board, invitations or appointments to professional committees, service as a consultant, etc.

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CONSISTENCY

While it is recognized that there are often legitimate reasons for periods of inactivity with regard to scholarly or creative activities, the ability to meet other standards (e.g., maturity and development of expertise) requires consistent scholarly or creative output. Thus, significant gaps in productivity should be addressed in the narrative, and the candidate must demonstrate that she/he has a lifetime record of scholarly or creative achievement that is highly likely to continue. Thus, sufficient time must elapse following periods of inactivity to demonstrate a solid resumption of activity that is highly likely to continue beyond promotion.

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