

## COLLEGE OF BUSINESS PROMOTION AND TENURE POLICY

This policy articulates the promotion and tenure expectations for the College of Business.

### Tenure and Promotion to Associate Professor

#### Basic Criteria

As specified in the Lamar University Faculty Handbook, Section 12.1.2:

For promotion to the rank of associate professor, the minimum requirements are an earned doctoral (or if appropriate, a recognized terminal) degree from a regionally-accredited institution of higher education; six years of service as a full-time assistant professor, including at least three years as a full-time assistant professor at Lamar University; demonstrated proficiency in teaching; recognized scholarly production, research, and professional achievement; and productive participation in college and university affairs

In the fall of the sixth year of full-time service (including any credit for prior service), a fulltime faculty member at the rank of assistant professor (and entering Lamar employment after fall 2012) must apply for and be considered for both tenure and promotion to the rank of associate professor. The personnel committee at each level will vote only on the combined action. If the candidate is successful, his or her tenure and associate professor rank would begin with fall of the seventh year of service.

Within the College of Business, candidates for tenure and promotion to associate professor are expected to have a terminal degree appropriate to the faculty member's teaching field. As noted in the faculty handbook, tenure and promotion requires evaluation of **teaching, service, and research and professional achievement**. While research and professional achievement can be objectively measured and a point system is used, the policy allows for flexibility in teaching and service with the faculty submitting a dossier of teaching and service activities that demonstrates excellence.

The expectations outlined below are designed for faculty applying for tenure. Other factors such as employment at other universities or previous employment at Lamar in a non-tenure track position may create exceptions to the presented guidelines. For example, for a faculty member hired with credit towards tenure, research published prior to joining Lamar may be considered along with the work done at Lamar.

As specified in Section 12.10 of the Lamar University Faculty Handbook, exceptions may be made with the prior written approval of the Dean of the College of Business and the Provost.

## Research

The research requirement for promotion and tenure will be based on the publication of refereed journal articles, other intellectual contributions, and professional service related to research. The faculty member is expected to demonstrate, through published research, the ability to perform research in his or her discipline including conceptualization, building theory, and appropriate methodology.

- Basic, applied, and teaching-related research are all valued.
- Cross disciplinary research is acceptable if it clearly applies the applicant's discipline to another field.

Because promotion and tenure uses past performance as an indicator of future performance, evidence of a consistent pattern of ongoing research is required.

The Australian Business Deans' Council (ABDC) list, Cabell's, or the Construction Management Journal List (2007-2012) are acceptable.





influence student evaluations.

- Other indicators of teaching effectiveness include:
  - offering independent study courses,
  - supervising theses, dissertations, honors projects, or special projects,
  - development of innovative teaching methods,
  - fostering student engagement,
  - successful development and teaching of new courses or curricula,
  - successful development and implementation of new teaching tools and techniques, or
  - special recognition of teaching such as awards for teaching excellence.

## **Service**

In the context of promotion and tenure, service refers to service to the department, college, and university (internal service) as well as community service. Professional service is counted as research as noted above.

The most important activity for a new faculty member during the probationary period is to become engaged in the research and teaching agenda of the College. Probationary faculty members are encouraged to minimize their focus on service to focus on research and teaching. As a faculty member moves toward review for tenure, his or her service (internal and professional) contribution should increase.

- Faculty members are expected to participate regularly in department and College faculty meetings and other department and College activities.
- Prior to tenure review, probationary faculty members are expected to serve on at least one (1) College committee or taskforce per year and are expected to serve on department committees as needed.
- Faculty members are expected to be available for regular informal interactions with other department and College of Business members and graduate students (when appropriate).

Service requirements for promotion to the rank of associate professor should be moderate. While service demands should not interfere with the research and teaching required for the attainment of promotion and tenure, assistant professors should demonstrate a willingness to serve.

The following are additional examples of the types of service activities that should count toward



B. A **minimum of 60 additional** points, **since achieving the rank of associate professor**, from the following lists of intellectual contributions and professional service related to research:

<b>POINTS</b>	<b>INTELLECTUAL CONTRIBUTIONS</b>
30	Externally funded research grant of more than \$250,000
20	Externally funded research grant over \$50,000 up to \$250,000
15	Externally funded research grant over \$25,000 up to \$50,000
10	Externally funded research grant over \$5,000 up to \$25,000
5	Externally funded research grant of less than \$5,000
5	University or College research grant
30	Publication (A*) from the ABDC or CM journal list
25	Publication (A) from the ABDC or CM journal list
20	Publication (B) from the ABDC or CM journal list
15	Publication © from the ABDC or CM journal list
10	Published refereed proceedings at a national or regional conference
10	Presentation of a paper, workshop, or panel session at an academic conference
10	Presentation of a paper, workshop, or panel session at an industry conference
15	Author (1 <sup>st</sup> or 2 <sup>nd</sup> ) on a textbook or scholarly book
10	Publication of a case in a refereed journal not on the ABDC or CM Journal List
10	Publication of software
10	Published refereed journal article not on the ABDC or CM journal list
5	Grants or contracts for equipment, service, etc.
5	Publication in a trade journal
5	Publication of a case in a textbook
5	Publication of a book chapter or monograph
5	Published book review
5	Research awards, honors, scholarships, and fellowships received
5	Author of a pedagogical textbook supplement

<b>POINTS</b>	<b>PROFESSIONAL SERVICE RELATED TO RESEARCH</b>
15	
15	Editor or Associate Editor of a A* or A ABDC or CM list journal
15	Editorial review board member of a

10	Program chair or co-chair at a national conference
10	Obtaining a discipline-based certification
10	Editor, Associate Editor, or Editorial Board for a B ABDC or CM list journal
5	Editor, Associate Editor, or Editorial Board for peer-reviewed journal not on the ABDC or CM list journal
5	Track chair at a national or regional conference
5	Program chair at a regional conference
5	Attendance at a national or



The faculty must submit a dossier that demonstrates excellence in both teaching and service activities, and supports the promotion to Professor.

**The promotion and tenure policy outlined in this document will be effective for faculty hired for Fall 2024 or after for tenure and promotion to associate professor. The promotion policy outlined in this document for promotion to professor will be effective Fall 2024.**