

Disciplinary Standards Cover Page

Department of Accounting and Information Systems

The College of New Jersey

Disciplinary Standards for Reappointment, Tenure, and Promotion

The attached disciplinary standards have been reviewed and approved by the Committee on Faculty Affairs, the Council of Deans, and the Provost.

To avoid creating a moving target for candidates for reappointment, the disciplinary standards in effect during a faculty member's first year of employment will be used for reappointment and tenure applications in years 1-4. Candidates for promotion will use the disciplinary standards in effect in the year in which they apply for promotion.

Senula Ahlweert
Department Chair

11/30/2012
Date

William W. Keys
Dean

11/16/12
Date

Ann B. Smith
Provost

3/14/13
Date

The Department of Accounting and Information Systems will next review its disciplinary standards in Academic Year [2017-2018].

Department of Accounting and Information Systems
School of Business
The College of New Jersey

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1. Introduction

This document articulates guiding principles for the evaluation of a candidate's scholarship when he or she is applying for reappointment or promotion within the Department of Accounting and Information Systems. The TCNJ Promotions and Reappointment Document (<http://www.tcnj.edu/~fhh/Promotion-Reappointment2011.pdf>) provides the minimum qualifications and the general bases and standards for promotion, reappointment and tenure at the College. It also defines the timeline, the processes and the responsibilities of committees and candidates, including templates for the application documents. Note that important requirements are clearly specified in Appendix I – Standard Application for Reappointment, Tenure, and Promotion. Candidates are strongly encouraged to become intimately familiar with the College's reappointment and promotion policies.

The present document is supplemental to TCNJ College Promotions and Reappointment Document and with the College's policies. It is designed to offer specific interpretation of the general standards with respect to scholarly activity and to provide additional guidance to candidates by highlighting other documents and policies, providing examples, and clarifying departmental expectations.

2. Areas of Faculty Responsibility

TCNJ is a primarily undergraduate institution with a select number of targeted masters programs and a relatively short "tenure clock." Candidates for tenure must apply at the end of the fourth year. The Department of Accounting & Information Systems is committed to the values of the teacher-scholar model presented in the College's mission statement. Candidates for tenure and promotion are evaluated in the areas of teaching, scholarly activity, and service. An evaluation of the total performance of the candidate is the basis for a Reappointment and Promotion decisions. In order for the Department to serve the mission of the college, it is necessary that performance in the three realms be highly satisfactory. The Department's standards for scholarship are outlined below.

3. Principles and Criteria

The Department concurs that "the best teachers remain devoted learners" (see TCNJ Promotions and Reappointment Document) and recognizes different types of scholarship, including:

- The Scholarship of Discovery – the traditional research model in which new content knowledge is acquired;

- The Scholarship of Integration – the creation of new knowledge by synthesizing and making connections across disciplines or sub-disciplines;
- The Scholarship of Application – the bridging of the gap between theory and practice through both research and action; and,
- The Scholarship of Pedagogy – the discovery or an evaluative analysis of the ways students learn, and the identification and assessment of methods used to foster learning.

The Department embraces the following principles for evaluating scholarship:

- a) Primacy of quality over quantity of work – the Department believes that quality of scholarship is more important than mere quantity. The Department believes that there can be flexibility and latitude in how the quality of the completed scholarship can be demonstrated. Indicators of quality include, but not limited to: a) measures of quality of a particular outlet (e.g., Journal Citation Report numbers for particular journals, if available; ranking of journal on reputable lists of journals; the reputation of the publisher of a book); b) acceptance rate of a journal (e.g., per Cabell directory); c) type and nature of review process; d) stature of editor and review board members of a journal, particularly for new outlets as citation rates are unavailable in the early years of a new outlet; e) number of citations of an article (e.g., the Social Science Citation Index), although the Department recognizes that citations are not likely to surface until years after the work has been distributed; f) extent of distribution or book adoption, g) quality of independent reviews, h) scope and stature of the professional organization sponsoring the outlet (e.g., international, national, regional); i) prominence of other contributors; and j) professional honors, awards, and other forms of recognition. In addition to these objective factors, quality can be evaluated by the TCNJ faculty’s internal assessment of the quality, importance and depth of the published work. New and emerging outlets and venues (e.g., online journals) are acceptable to the extent that the quality of them can be evaluated in a similar manner as more traditional outlets.

It is incumbent upon the candidate for tenure or promotion to provide indications of quality.

- b) Single or co-Authored scholarship – both sole authorship and joint authorship works will be considered and encouraged; in instances when a candidate has co-authors, he/she should clearly explain the degree and nature of collaboration. The Department values collaboration with others, but it is incumbent on the candidate to present evidence (e.g., letter from co-authors) that he/she has contributed in a significant manner to the scholarship that is presented for tenure or promotion.

- c) Evidence of sustained scholarship program – history of continuing publications and contributions, evidence of capability to define and carry out a program of research, and collaborative relationships with co-authors, editors, or publishers. The candidate should make clear which scholarly accomplishments were achieved subsequent to appointment at TCNJ and which were achieved since tenure or the last promotion.
- d) Flexibility with respect to disciplinary focus and interdisciplinary endeavors – the accounting and information systems area is interdisciplinary in nature and has roots and/or connections to other fields (e.g., psychology, criminology, computer science). Interdisciplinary scholarship is desirable and encouraged as such efforts often lead to rich research agendas and to valued publications. Although it is expected that faculty members in the Department will have a disciplinary core that allows them to publish in their field or sub-field, the Department believes in flexibility with respect to the range of outlets for faculty members’ scholarship in terms of disciplinary focus (e.g., behavioral decision making journals) to the extent that they meet the standards of quality as noted above.
- e) Scholarship of pedagogy – although scholarship of pedagogy is valued within the context of a larger research agenda, pedagogical contributions for an academic audience alone will not be enough to gain tenure or promotion.
- f) Integration of teaching and service to a candidate’s scholarly agenda – The involvement of students in a candidate’s research is valued and encouraged by the College and the Department, although collaboration with students is not a requirement for reappointment, tenure, or promotion.
- g) Challenges for certain types of scholarship – some scholarship, such as work that requires collaboration with colleagues at other institutions, collaboration with professionals in the field (e.g., practicing auditors, tax accountants) or the collection of longitudinal data, may encounter challenges that might lead to slower publication rates. The department supports these types of scholarly endeavors and recognizes the special challenges, however, the department recommends that faculty on the tenure track with its fixed time limit for tenure recognize that it is incumbent upon the candidate to provide a record of scholarship at the time of evaluation for tenure that meets or exceeds the basic criteria set forth in this document.

4. Evaluating Scholarship

Quality scholarly activity is essential for a positive recommendation for promotion and/or tenure. The following range of activity encompasses scholarship:

- Publications in peer-reviewed journals.
- Publications in refereed conference proceedings.
- Articles in refereed professional or trade journals.

- Published research in support of teaching as reflected by cases in peer reviewed journals, textbooks, book chapters, cases in books, study guides, or significant instructional software subject to peer review.
- Publication of a book (authored) or edited book.
- Publication resulting from peer review of digital research and/or digital research tools.
- Funded, peer-reviewed grants.
- Invited chapters, invited articles in special issue of a journal.
- Invited lectures/presentations at regional, national, or international professional organizations (e.g., AAA, AICPA).
- Refereed presentations of scholarly work at regional, national and international conference.
- Editorial roles.

4.1 Disciplinary Standards for Reappointment and Tenure

Subject to the evaluation criteria outlined above, by the time of application for tenure it is expected that the candidate has published (or has been accepted for publication) a minimum of two contributions in peer-reviewed journals since joining TCNJ and demonstrates evidence of a sustainable program of scholarship. A successful scholarship program will be exemplified by: 1) several projects in different stages of development or a systematic plan for one's projects; 2) significant contribution to the scholarly works presented for consideration (i.e., sole authorship or significant contribution to a multi-authored work); 3) work initiated at TCNJ; and 4) record of appropriate dissemination of scholarly work.

Although exceptions to this will be considered, the applicant would need to provide substantial documentation of scholarly activities, reasons for less productivity, and evidence of a scholarly program that is both sustainable and likely to yield future publications. It should be noted that meeting the minimum of two publications is not, in and of itself, sufficient for tenure.

4.2 Disciplinary Standards for Promotion

For promotion to the Associate level, candidates should show evidence of continued achievement since initial appointment including contribution to one's discipline. At a minimum, the Department expects: 1) at least three contributions in peer-reviewed journals since initial appointment, and 2) evidence of a sustainable research program. Articles completed prior to employment at TCNJ may be considered in the promotion to Associate decision.

Promotion to Professor requires candidates to show clear evidence of maturation as a scholar, contribution to one's discipline, and recognition by other professionals in their field of scholarship. The Department recognizes that, as a faculty member progresses toward Professor, his/her widening reputation may present valuable publication opportunities in addition to peer-reviewed journals, such as (but not limited to) scholarly books and invited articles. Such contributions are encouraged as they are often the sign of an established scholar; the quantity and quality of these contributions will be evaluated by the Department in accordance with the

criteria stated in the **Principles and Criteria** section of this document. The two main principles of evaluation are: 1) the quality of the work submitted for promotion to professor should be consistent with the level of quality normally associated with contributions in peer-reviewed outlets; and 2) since promotion or appointment to Associate Professor, the candidate should have published or accepted for publication a body of work that is equivalent in quantity to what three peer-reviewed journal articles would represent.

5. Review of this document

These departmental Disciplinary Standards shall be reviewed every five years by a departmental sub-committee, consistent with regular reviews by the School of Business, consistent with periodic accreditation review.