




Department of Finance
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. Candidates for promotion will use the disciplinary standards in effect in the year in which they apply for promotion.

 _____ Department Chair	09/01/2023 _____ Date
 _____ Dean	1/18/24 _____ Date
 _____ Provost	1/22/2024 _____ Date

The Finance Department will next review its disciplinary standards
in Academic Year 2028/2029.

**The College of New Jersey
Department of Finance
Disciplinary Standards for Scholarship**

A. Alignment with Key Institutional Documents and Values

In outlining our disciplinary standards for scholarship with regard to reappointment, tenure, and promotion, we note the following:

The Finance Department's Disciplinary Standards are consistent with the Mission of the College, the School of Business, and the Finance Department. We recognize that the College will offer an unparalleled education in a vibrant, collaborative, and inclusive community of learners who will make a distinct mark on the world. Consistent with the College, the Finance Department expects that our faculty members are accomplished and engaged teacher-scholars. The School of Business at TCNJ educates learners to become successful professionals and socially responsible citizens poised for positions of leadership. Consistent with the School, the Finance Faculty will contribute to the expansion of business, economics, and financial knowledge through theoretical, applied, and pedagogical research, consistent with the TCNJ teacher-scholar model.

The guiding principles for reappointment, tenure, and promotion are aligned with those outlined in the TCNJ Reappointment and Promotions Document (RPD). Within the Finance Department, the document herein describes the specific standards applied in evaluating candidates for reappointment, tenure, and promotion within the Department. It is consistent with the College Reappointment and Promotion Policy and provides supplemental guidance. The Disciplinary Standards for Scholarship will be reviewed and revised as necessary.

B. Areas of Faculty Responsibility

The Department expects faculty to excel at academic research. Faculty members should conduct research in areas related to their academic interests as part of their responsibilities as teacher-scholars. This expectation is also consistent with requirements for maintenance of accreditation with the Association to Advance Collegiate Schools of Business (AACSB).

Each faculty member is encouraged, but not required, to involve students in their research projects. Dissemination of student research achievements can be achieved through a variety of outlets ranging from campus events like the Celebration of Student Achievement to professional conferences, to published scholarships.

C. Criteria to Evaluate Acceptable Scholarly/Professional/Creative Work

Pre-Tenure Reappointment Guidelines (unless a different agreement was made at the time of appointment):

The candidates will meet annually with the Finance Promotion and Reappointment Committee (PRC) for progress reviews prior to the tenure decision. The standards are to be interpreted as normally applying from the date of initial appointment at TCNJ but may include work completed elsewhere during the years granted towards a promotion at the initial hire.

1st – 2nd year: Actively engaged in scholarly work that will lead to the successful completion of some items explained in Section D, indicating a potential direction for professional research.

3rd year: Show clear research direction leading toward successful completion of some items explained in Section D; including presentation at a regional, national, or international conference.

4th year: Continued successful completion of some items explained in Section D; including presenting at a regional, national, or international conference. If the candidate does not have at least 1-2 peer-reviewed journal articles accepted by year 4, they are unlikely to meet the tenure requirements in year 6.

5th year: Continued successful completion of more items (2-3 peer-reviewed journal articles accepted) explained in Section D; including presenting at a regional, national, or international conference.

For Tenure and Promotion to Associate Professor:

The Department expects the following achievements from each candidate.

- 1) While at TCNJ, the faculty member should publish at least three peer-reviewed academic journal articles (in print or in press) that are consistent with the quality measures explained in Section D.
- 2) Additionally, an ongoing research program characterized by at least one research paper under peer review *or* one working paper, should be provided. Such evidence of an ongoing research program includes books, book chapters, textbooks, monographs, edited volumes, grants, working papers.
- 3) Along the route to publication in peer-reviewed journals with high impact, researchers typically present their work at an academic conference. As noted above, conference presentations are a means rather than an end. While not an absolute requirement, the Department encourages candidates for tenure and promotion to associate decisions to have at least two conference presentations.

For Promotion to Professor:

The Department expects the following achievements from each candidate.

- 1) The faculty member should publish at least four peer-reviewed academic journal articles (in print or in press) consistent with the quality measures explained in Section D since promotion to (or hiring at) the associate professor rank.
- 2) Additionally, an ongoing research program characterized by at least one research paper under peer review *or* one working paper, should be provided. Such evidence of an ongoing research program includes books, book chapters, textbooks, monographs, edited volumes, grants, working papers.
- 3) Along the route to publication in peer-reviewed journals with high impact, researchers typically present their work at an academic conference. As noted above, conference presentations are a means rather than an end. While not an absolute requirement, the Department encourages candidates for promotion to full decisions to have at least two conference presentations after being promoted to the associate professor rank.
- 4) Consistent with the College Reappointment and Promotion Document, the candidate should provide evidence of scholarly maturation supported by the improved and/or consistent metric for the research quality measures provided in Section D.

D. Quality Measures for Scholarly/Professional/Creative Work

The Finance program recognizes a range of modes of scholarship, such as the scholarship of discovery, the scholarship of application, and the scholarship of pedagogy.

1) Teacher-scholars should have a core of scholarship disseminated in nationally (or internationally) recognized peer-reviewed academic journals. There are some predatory journals that offer peer-review, but the acceptance rate is 100% as long as the authors pay for their publications. Articles published in such journals should not be included in the publication count. It is each candidate's responsibility to demonstrate that the article is not published in such a predatory journal.

2) Other evidence of ongoing research engagement includes books, textbooks, book chapters, edited volumes, financial/economic books, and grants.

Publications in established peer-reviewed academic journals with "high impact scores" are highly desirable. Citation counts for the candidate's published works also serve to establish quality. Publishing in established peer-reviewed journals with high impact is often aided by research grants. Consequently, the Department views grant awards as desirable, not required for tenure or promotions. Impact such as citation counts of a peer-reviewed article may only be relevant to promotion to Professor since an article needs to be in the literature for several years before its impact can be assessed.

The Department recognizes that some interdisciplinary research may reach its widest audience in journals not generally considered to be finance journals. Likewise, books, chapters in books, and invited articles may for various reasons be preferable to traditional peer-reviewed finance journals for certain types of research. However, because it may be more difficult for the Department to determine the quality of such publications, promotion and tenure candidates should consult with the Department PRC chair and other faculty in the Department before submitting their research papers to these outlets and verify that there are commonly accepted measures of quality for the publication in question.

Candidates demonstrate "primary responsibility for scholarship" through sole- or co-authored articles. Working with co-authors is an effective method to learn new research skills and gain insight into additional sub-fields. However, the degree and nature of authors' relative contributions should be specified for multiple-authored works. The candidate does not need to be the first author of all their published articles. An article published in a peer-reviewed journal, regardless of whether it is sole-authored or co-authored, counts equally as one full article. However, the overall body of their published work should support the inference that the candidate is able to generate new research ideas, show scholarly leadership, and publish this research in quality outlets.

It is each candidate's responsibility to provide the following items (if applicable) to demonstrate the quality of research projects.

1. Peer-Reviewed Academic Journal Articles:

- a. Peer review
- b. The stature of the editor of a special issue
- c. Acceptance/rejection rates for the journal
- d. Professional sponsorship or other affiliation status of the journal
- e. Inclusion of journal abstracts in disciplinary databases
- f. Article citations (e.g. SSCI, Google scholar, and whatever the college uses)
- g. Average citation record for the journal as assessed by impact factors within the subfield

2. **Books (authored or edited):**

- a. Peer review
- b. The academic standing of the publisher, e.g., university press, national recognition as an academic or textbook publisher
- c. Published reviews of the work
- d. Evidence of readership, e.g., size of the press run, sales, course adoptions
- e. Citation frequency

3. **Book Chapters:**

- a. Peer review
- b. Prestige of invitation, e.g., stature of the editor of the book
- c. (see items under #2)

4. **Invited contributions:**

These would include invited contributions to special issues of a journal, invited chapters in books, and invited addresses to meetings of professional organizations.

- a. The stature of other contributors to the publication or meetings of professional organizations
- b. The scope of the professional organization extending the invitation, i.e., international, national, regional, or local
- c. (See items under #D-2)

5. **Other published work:**

Proceedings papers, working papers, professional or trade journal, business case in a text or book, study guide or significant instructional software subject to public scrutiny.

- a. Peer review
- b. The stature of other contributors to the publication or meetings of professional organizations
- c. (See items under #D-2)

6. **Applied scholarly activities:**

- a. Number and scope of technical reports and monographs
- b. Number and scope of program evaluation reports
- c. Number and scope of case study reports
- d. Frequency and range of use of a product (such as a survey instrument)
- e. Number and scope of original databases developed for public use
- f. Number and scope of software developed for general public use

7. **Conference presentations** (e.g., symposia, papers, posters, discussant):

- a. A screening process used for the conference (e.g., peer review)
- b. The acceptance/rejection rates for comparable submissions
- c. The scope of the professional organization sponsoring the conference (i.e., international, national, regional, or local)

8. **Editorial roles:**

- a. Editor-in-Chief, Associate Editor, or Assistant Editor
- b. Guest Editor for a special issue of a journal
- c. Membership on an Editorial Board
- d. Invitations to serve as an ad hoc reviewer on journal submissions, book chapters, grant applications, or conference presentations
- e. Membership on a grant review panel

9. Professional honors, awards, and other forms of recognition

- a. Recognition through fellowship status in a professional organization, including consideration of the scope of the organization
- b. Awards, prizes, and other forms of recognition, including consideration of the scope of the organization presenting the award
- c. Obtaining an external research grant