

**Scholarship Standards for Tenure and Promotion for  
The School of Business and Economics**  
*May 2006*

The new Seattle Pacific University faculty evaluation criteria require that each school identify its own expectations for promotion and tenure. The School of Business and Economics (SBE) seeks to maintain a high level of scholarship and professional development and is, therefore, affirming its existing standards. These standards are appropriate for an AACSB accredited school that has a primary emphasis on teaching. The following standards will apply for promotion (from Assistant to Associate, from Associate to Full) and for tenure decisions.

While in many departments at SPU there is a distinction between graduate and undergraduate faculty, we make no such distinction in SBE because virtually all full-time faculty members teach both undergraduate and graduate courses. Further the undergraduate/graduate credit loads often change year to year. Thus these standards will apply to all SBE faculty equally regardless of their undergraduate or graduate teaching assignments.

**Number of intellectual contributions**

Candidates applying for tenure or for promotion to associate professor are normally expected to have made at least five intellectual contributions during the five years prior to application. Two such contributions must be published in peer-reviewed journals. Candidates seeking promotion to Full Professor are expected to have five intellectual contributions during the five years prior to application, and they are expected to have at least three peer-reviewed publications since their promotion to Associate Professor.

We encourage collaboration on intellectual contributions. Thus co-authored publications are granted equal standing with single-author publications. If a publication has three or more authors, however, the candidate is required to describe the extent of his or her contribution to the project and the committee will use that information to decide how much weight to give to the publication. For example, the candidate can indicate the nature of his or her contribution and what proportion of the paper was attributed to his or her efforts and/or provide input from the co-authors. The publication will receive less than full credit unless the candidate establishes that he or she made a principal contribution to the paper, in that the paper would not have been produced without his or her involvement.

**Nature of intellectual contributions**

SBE prizes the scholarship of discovery, teaching, application and synthesis and incorporates by reference the descriptions contained in Section 5.2.2.2 of the Faculty Employment Handbook. While faculty members are free to pursue their individual scholarly interests, candidates are encouraged to engage in scholarship that contributes to SBE's mission of faith integration and the development of a theology of business.

Generally, intellectual contributions will exist in a public written form and will be available for scrutiny by academic peers or practitioners. As appropriate, many forms of intellectual outputs may be acceptable including (but not limited to): Publications in refereed journals (academic, professional, and pedagogical), research monographs, scholarly books, chapters in scholarly books, textbooks, proceedings from scholarly meetings, papers presented at academic or professional meetings, publicly available research working papers, papers presented at faculty research seminars, publications in trade journals, in-house journals, book reviews, written cases with instructional materials, instructional software, and other publicly available materials describing the design and implementation of new curricula or courses. While not adequate in the absence of any other academic intellectual contributions we also look favorably on pieces that reach a wide audience of practitioners in business or related fields, for instance editorials in national newspapers or articles in publications widely read by practitioners. Of these different contributions, we value most highly articles or cases published in peer-reviewed journals.

The peer-reviewed contributions to journals must be publicly available and meet the following standards:

1. At least one must be published in an in-field journal related to the candidate's discipline.
2. All such contributions must be published in reputable journals related to one's discipline and/or SBE's mission.
3. Such contributions will preferably reflect a mix of scholarship across disciplinary and instructional areas to include discovery, synthesis, application and teaching.
4. It is preferable that candidates publish in more than one journal.

It is the candidate's responsibility to establish the quality of a journal by using criteria such as acceptance rates, significance of journal in the field, editorial process, expert/external testimony, and sponsor.

### **Guidelines and exceptions**

These standards are considered guidelines for tenure and promotion decisions. While satisfaction of these standards will satisfy the scholarship component of any such application, in certain appropriate cases such an application may be granted even if the faculty member has failed to fully satisfy the criteria listed above. In such a circumstance it is the responsibility of the candidate to make the case explaining why his or her scholarship/publications are sufficient for promotion or tenure. For example, if the candidate is short one peer-reviewed contribution to a journal, his or her application could nonetheless be judged sufficient if the candidate demonstrates that the contributions that have been made are published in higher quality ("Tier-1"), in-field journals with very low acceptance rates and/or large readership. Another example might be where the candidate is short one peer-reviewed contribution but has been published in journals that reach a wide audience of practitioners in business or related fields and is regularly quoted in the popular press as an expert in his or her field.