

## **Henry W. Bloch School of Management Promotion and Tenure Guidelines**

**Approved April 16, 2021**

Philosophy: The Henry W. Bloch School of Management expects candidates for promotion and tenure to show a record of strong research, teaching, and service. We look for evidence that a candidate has a scholarly agenda, is producing work of significance, and is developing a national and international reputation. We also value collegiality but it should never be interpreted to impinge on academic freedom, or to discourage free expression of diverse or unpopular positions and beliefs, or to discourage whistle-blowing.

Procedures: We will follow the Bloch School's Promotion and Tenure Policies and Procedures, the UMKC campus procedures as contained in the current version of Chancellor's Memorandum #35, and the University of Missouri System Collected Rules and Regulations Chapter 310 and Chapter 320.035. Should there be conflict among procedures at different levels, the rules at the higher level will apply. Departments may develop more specific procedures for their own faculty, which conform to the university guidelines and the Bloch School's criteria. To assure a common philosophy and standards across the school, department statements require approval of the Bloch faculty.

### Criteria:

Attainment of tenure and/or promotion to Associate Professor rank requires the following:

- Evidence of high merit in research including articles published in Elite or High-Academic Impact journals and/or other work of scholarly significance. There should be potential for development of a national reputation and a likelihood of future impact. Although publications based on dissertation research can provide some of this evidence, the candidate's research program needs to have gone beyond his/her dissertation. A record of successful grant-seeking would be viewed positively but is not required. The evidence of research merit needs to be ongoing with indications that it will continue.

- An “Elite” journal refers to the most respected and impactful outlets within the broad disciplines represented within the Bloch School. In determining whether a journal should be considered elite, consideration should be given to factors such as the impact factor, acceptance rates, the renown of the journal’s editorial board, inclusion on widely-regarded third party lists of journal quality, and the degree to which it is regarded as rigorous and prestigious across disciplines. Journals of this sort usually require multiple and lengthy revisions, with extensive editorial feedback provided and months typically spent on each revision.
- High-Academic Impact journals include the top journals in more specialized areas. These specialized journals focus on a well-developed sub-field and are widely read by those scholars focused on this sub-field. Such journals are highly valued by the sub-set of scholars focused on that specialized area. High-Academic Impact journals would also include a small set of respected “general-interest” journals that fall just below elite outlets in terms of the impact factor and reputation. Review processes are rigorous and acceptance rates are low. Consistent publication in high-academic impact outlets would help a scholar build a national or international reputation.
- Evidence of teaching merit and contribution to the education mission of the School. This can be exhibited in a number of ways, including, but not limited to, student teaching evaluations, awards for teaching excellence, evidence of teaching innovations, and peer assessments of teaching. This will take into account number and variety of courses taught, number of students taught, supervision of independent studies, internships or doctoral students, and involvement in curriculum planning.
- Evidence of service to the Department, School, University, the community, and/or the academic field.

Promotion to full Professor will be based on the following:

- Evidence of a national or international reputation for significant scholarly impact and influence in the candidate’s discipline. A record of successful grant-seeking would be viewed positively but is not required.

- Evidence of teaching merit and contribution to the education mission of the School, ideally in multiple programs or levels. Evidence for teaching may include items like those listed above for tenure/promotion to Associate Professor.
- Evidence of service to the Department, School, University, the community, profession and/or the academic field including leadership in at least one of these types of service. Evidence of leadership could include holding office in a professional organization, program leadership in a professional conference, serving as an editor or associate editor of a journal, chairing a Bloch School or University committee, serving as advisor to a student team or organization, or taking leadership in an initiative that is significant for the school, the campus, or the community.
- Evidence that the candidate supports the professional development and success of faculty colleagues and students is valued, but not required.