

# College or Department Level Promotion/Tenure Criteria

**College** Business & Technology  
**Department** Accountancy Tenure and Promotion Criteria  
**Approved** 11-08-2016

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## Department of Accountancy Promotion and Tenure Guidelines

### Teaching

The ETSU Faculty Handbook requires that candidates for **Tenure** present clear evidence of “teaching ability” and “potential for continued development.” For **promotion to the ranks of Assistant Professor and Associate Professor**, candidates must provide evidence of “teaching effectiveness.” In addition to providing evidence of “teaching effectiveness,” candidates for **promotion to Professor** must provide evidence of “teaching excellence.”

Evidence of “teaching ability,” “potential for continued development,” “teaching effectiveness,” and “teaching excellence” must be demonstrated in two ways.

#### Currency and Competency

First, candidates must demonstrate competency and currency in the subject matter of their courses. Such evidence can appear in a variety of forms including, **but not limited to**, the following:

- Practicing the pedagogical art at a high level by utilizing a variety of advanced techniques to enhance the learning experience for students.
- Staying current and relevant by incorporating the latest research, business practice and environmental exigencies into his or her lectures, exercises, case studies and projects.
- Teaching multiple preparations, covering a wide variety of classes, developing new experimental classes to include online, Webex, and ITV, and teaching written, oral and technologically intensive classes.
- Maintaining rigorous standards and requiring and expecting a high level of performance by students.

#### Effective delivery of course content

Second, candidates must demonstrate effective delivery of course content. Such evidence **must** include student assessment of instruction and input and evaluations from peers or chairpersons. In addition, evidence can appear in a variety of forms including, **but not limited to**, the following:

- Recognized college, university or organizational awards for teaching excellence.
- Student performance on professional examinations or other accepted outcome measures associated with the faculty’s teaching responsibilities.
- Performance of students in subsequent classes.
- A preponderance of favorable comments on senior exit surveys, written student evaluations, alumni surveys or employer surveys.
- Unsolicited letters or statements from past students describing teaching effectiveness.

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## Research and Scholarly Activity

The ETSU Faculty Handbook requires that candidates for **promotion to the rank of Assistant Professor** provide evidence of “promise of productive creative and scholarly research.” **Tenure** candidates must provide evidence of peer reviewed “research, scholarship and/or creative activities.” Candidates for **promotion to Associate Professor** must provide evidence of “high quality professional productivity,” and candidates for promotion to **Professor** must show evidence of “*sustained* high quality scholarly or creative activity.”

ETSU policy emphasizes that candidates provide “clear evidence of the quality” of their work and that it be peer-reviewed. In addition, the Faculty Handbook clearly states that “quality is more important than quantity.” Finally, the candidates must identify their contributions to co-authored work and must verify the stages of development of all research in progress.

### **Research and Scholarly Activity in the Accountancy Department**

Consistent with the mission of the Department of Accountancy, the goals of the department’s research and scholarly activity are the production of Applied Research that benefits accounting practitioners and the production of Pedagogical Research that improves the quality and effectiveness of accounting instruction.

### **Indicators of Research Quality**

Publications of articles in academic and professional journals are of primary importance. Articles appearing in peer-reviewed journals are valued more than in non-refereed journals. Similarly, publication in higher-quality journals is valued more than in lesser-quality journals. Indicators of journal quality may include, *but are not limited to*, the journal acceptance rates and size of journal circulation. Similarly, evidence of the quality of individual articles may be indicated by factors including, *but not limited to*, the number of times the article has been cited by subsequent articles, the reprinting of the article in other journals, and the quality of citing article.

Typically, papers presented at professional meetings carry less weight than journal articles. On the other hand, a paper presented at a peer-reviewed national or international meeting could be considered a more significant contribution than an article published in a non-refereed journal. Papers presented at national and international professional meetings are valued higher than those presented at regional, state, and local professional meetings. The significance of content and selection process should be considered when reviewing such presentations.

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## Service

The ETSU Faculty Handbook requires that candidates for **promotion to the rank of Assistant Professor** provide evidence of “promise of professional service.” **Tenure** candidates must provide documented evidence of contributions in Public, University, and/or Professional service. Candidates for **promotion to Associate Professor** must provide evidence of service activities of a “significant nature,” and candidates for promotion to **Professor** must show evidence of service activities of an “outstanding nature.”

### Indicators of Public Service

Public service primarily involves sharing professional expertise to benefit the community and society at large. Public service by the Accountancy faculty would include activities such as, *but not limited to*:

- Service as treasurer or member of the finance board of a church or civic organization
- Serving as coordinator of the VITA program

### Indicators of University Service

University service includes, *but is not limited to*, serving on departmental committees and participating in college and university committees and student advising. University service by the Accountancy faculty would include activities such as, *but not limited to*:

- Leadership roles on university, college, and departmental committees and task forces.
- Serving as faculty advisor to Beta Alpha Psi.
- Participation on university, college, and departmental committees and task forces.

### Indicators of Professional Service

Professional service refers to the work done for organizations related to one's discipline or to the teaching profession generally. Service to the profession includes association leadership, journal editorships, articles and grant proposal review, guest lecturing on other campuses, and other appropriate activities.

Professional service by the Accountancy faculty would include activities such as, *but not limited to*:

- Leadership roles on professional organizations such as the TSCPA or the IMA.
- Presentations at the annual Accounting, Auditing, and Tax Updating Conference that is provided to local practitioners by the Department of Accountancy.