

Proposed Management Department Promotion and Tenure Guidelines

Philosophy: The Management Department 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 and evidence that a candidate is a good citizen of the school and the profession.

Procedures: The Management Department follows the Bloch School's Promotion and Tenure Policies and Procedures, the UMKC campus procedures as contained in Chancellor's Memorandum #35, and the University of Missouri System Collected Rules and Regulations Chapter 310.

Criteria:

Attainment of tenure requires the following:

- Evidence of high merit in research including articles published in peer-reviewed national or international scholarly journals and/or other work of scholarly significance. There should be potential for development of a national reputation in the candidate's discipline. 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. The evidence of research merit needs to be ongoing with indications that it will continue.
- Evidence of good teaching, preferably at both undergraduate and graduate levels.
- Evidence of service to the University, the community, and/or the academic field.
- Meet agreements made in hiring.

Promotion to full professor requires the following:

- Evidence of a national or international reputation for research excellence in the candidate's discipline.
- Evidence of good teaching.
- Evidence of service to the University, the community, and/or the academic field including leadership in at least one of these types of service.
- Evidence of professional recognition outside the department and campus.
- The candidate should be a conscientious colleague and a role model to his/her colleagues.