

## Department of Economics Tenure and Promotion Clarifications

### College of Liberal Arts and Sciences, University of Florida

(Approved March 7, 2025 | Faculty Vote: 17 Yes, 0 No)

The University criteria for tenure and promotion recognize three broad categories of professional activity: 1) research, 2) instruction, and 3) service. Consistent with the University criteria, the Department of Economics expects candidates for promotion to demonstrate excellence in at least two of these three areas, and these are normally research and instruction. The Department acknowledges that any evaluation of a faculty member's performance must be consistent with their assignment. Faculty who are assigned 100% of their effort to only one of the three areas can only be expected to demonstrate excellence in that area.

Below, some clarifications of the general promotion criteria are provided. These comments are not intended to establish a minimum threshold above which departmental support for promotion is guaranteed. They similarly are not intended to establish a necessary minimum threshold.

#### Promotion to Associate Professor and Award of Tenure

**Research:** The Department of Economics expects candidates to present a substantial body of high-quality research output and provide compelling evidence of a sustained trajectory of future research productivity. While the Department considers several activities and accomplishments when evaluating research output, publications in high-quality peer-reviewed journals are generally necessary and most heavily weighted. A non-exhaustive list of other valued activities includes: 1) scholarly books, 2) chapters in scholarly books, 3) invited talks and research presentations, 4) presentations at professional conferences, 5) research grants, 6) awards, 7) honors, and 8) ad hoc reviewing for and service on the editorial boards of leading journals. Consistent with norms in the discipline, coauthorship does not diminish the weight of a candidate's publication(s), provided that the candidate is a full and equal contributor to the research. Relatedly, in economics, authors typically are listed alphabetically. In such a listing, the order of authors does not convey information about their respective contributions. All authors are presumed to be full and equal contributors. A minor contributor typically is thanked in the acknowledgments section but not listed as an author.

A portfolio of articles that demonstrates distinction in economic research is necessary for tenure. One example of such a portfolio is five to six articles published in leading general interest and field journals. Articles that are deemed to be of especially high quality (as evidenced by publication in the discipline's top general interest or field journals, for example) are particularly meritorious and may reduce the number of articles required to demonstrate distinction in economic research.<sup>1</sup>

Research quality is far more important than quantity when establishing a national and/or international reputation in the discipline. While the quantity of accepted and published papers is not irrelevant, the Department does not count papers or assign points for publishing in certain journals. Instead, the candidate's entire body of research and likelihood of sustained research productivity is holistically

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<sup>1</sup> The Department does not adjust these expectations following an extension of the tenure probationary period. That is, the expected body of work does not increase when a candidate for tenure and/or promotion extends their probationary period.

assessed. Because quality and impact are strongly emphasized, no specific number of publications is required for, nor can guarantee, a recommendation of promotion and/or tenure.

The Department encourages junior faculty to initially submit to top journals, which have a reputation of identifying and publishing high-quality research, and in which publication is most highly valued. This process implies that multiple years typically pass between the initial submission of an excellent paper and its acceptance at a journal. The Department considers this reality when evaluating research output and considering the candidate's expected research trajectory. The Department also favorably views pending invitations by journals to revise and resubmit research articles at the time the candidate is evaluated. An invitation to revise and resubmit to a leading general interest or top field journal suggests that a manuscript has a very high probability of being published in a leading journal. These invitations also assist in demonstrating a trajectory for sustained research productivity.

The refereeing process is especially slow in the discipline. The average time from initial submission to publication at leading economics journals is more than two years, which is twice as long as in the other social sciences and four times as long as in the natural sciences.<sup>2</sup> An accepted publication normally requires multiple rounds of revision and peer review at the accepting journal. For these reasons, the Department of Economics anticipates that candidates' publications will be consolidated at later stages of the tenure probationary period. The Department values a journal acceptance exactly as it values a journal publication. Furthermore, it does not expect candidates to amass a large number of citations before the end of tenure probationary period.

Favorable letters from distinguished external experts in the candidate's research area(s), obtained following the standard University and College procedures, are very important for a positive tenure recommendation. Strong letters from outstanding scholars at leading research institutions typically constitute compelling evidence that the profession thinks highly of the candidate's research quality, and that the candidate has developed a strong national or international reputation. These letters are especially important given the substantial lag in publishing manuscripts and gaining citations in the economics profession.

Instruction: The Department of Economics expects candidates to demonstrate evidence of excellence in the area of teaching and instruction. The area of teaching and instruction includes undergraduate and graduate teaching, thesis and dissertation advising, and course and curriculum development. Students' evaluations of the candidate's courses are an important but not the only means by which excellence can be demonstrated. Evidence of excellence in teaching may be provided by 1) student evaluations, 2) peer reviews of teaching, 3) instructional materials, and 4) teaching awards. The Department expects that the candidate's classes are conducted with high professional standards, and that candidate's teaching enhances the educational reputation of the Department, College, and University. Additionally, while the Department does not expect Assistant Professors to chair doctoral supervisory committees, these faculty are expected to assist the senior faculty in enhancing the research of graduate students.

Service: Service is an integral component of faculty performance. However, the Department of Economics would normally expect a candidate for promotion to Associate Professor to demonstrate

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<sup>2</sup> Hadavand, Aboozar, Daniel S. Hamermesh, and Wesley W. Wilson. "Publishing economics: How slow? Why slow? Is slow productive? How to fix slow?." *Journal of Economic Literature* 62.1 (2024): 269-293.

excellence in research and instruction. For this reason, the Department tries to reduce the service assignments of Assistant Professors whenever possible.

#### Promotion to Full Professor

**Research:** The Department of Economics expects candidates to have established a national and/or international reputation through their research output. Most of the considerations described above for candidates for the Associate Professor rank similarly apply to candidates for the rank of Professor. Similar to those clarifications provided above, candidates for the Professor rank will be evaluated on the quality of their research output and its contributions to the literature. The Department expects evidence of substantial research output since the candidate's last promotion and strong promise of sustained future research productivity. Published articles and other scholarly works that were included in the candidate's application for tenure and/or promotion to the rank of associate professor will not be considered.

**Instruction:** The Department of Economics expects candidates to demonstrate sustained excellence in the area of teaching and instruction. Most of the clarifications described above for candidates for the Associate Professor rank similarly apply to candidates for the rank of Professor with one important exception. The Department expects candidates for the Professor rank will have provided substantial guidance to graduate students, including serving as the chair of the supervisory committee of successful doctoral students.

**Service:** Service is an integral component of faculty performance. The Department of Economics expects candidates for the rank of Professor to be active contributors to faculty governance. Candidates may demonstrate this service in several ways, including program administration and service to departmental, college, and university leadership positions and committees.

#### Promotion to Senior Lecturer

**Research:** The Department of Economics typically assigns Lecturer faculty a very small percentage of effort to research activity or none at all. The evaluation of a candidate's research output must be consistent with their assignment. If a Lecturer has a research assignment, the Department will consider their research output when recommending their promotion to Senior Lecturer. The Department values Lecturers' research output and acknowledges its positive contribution to the overall research reputation of the Department, College, and University. The Department considers several activities and accomplishments when evaluating research output. These include but are not limited to: 1) scholarly books, 2) chapters in scholarly books, 3) invited talks and research presentations, 4) presentations at professional conferences, 5) research grants, 6) awards, 7) honors, and 8) ad hoc reviewing for and service on the editorial boards of leading journals.

**Instruction:** The Department of Economics expects candidates to demonstrate evidence of excellence in the area of teaching and instruction. The area of teaching and instruction traditionally comprises the majority of a Lecturer's assigned duties and thus would be the most heavily weighted area. This area includes undergraduate and graduate teaching, thesis and dissertation advising, and course and curriculum development. Students' evaluations of the candidate's courses are an important but not the only means by which excellence can be demonstrated. Evidence of excellence in teaching may be provided by 1) student evaluations, 2) peer reviews of teaching, 3) instructional materials, and 4)

teaching awards. The Department expects that the candidate's classes are conducted with high professional standards, and that candidate's teaching enhances the educational reputation of the Department, College, and University.

If the candidate holds graduate faculty status with the University of Florida Graduate School, service on doctoral supervisory committees can positively influence the candidate's overall evaluation. This is not, however, essential for demonstrating excellence in teaching.

**Service:** Service is an integral component of faculty performance. The Department of Economics expects candidates to be active contributors to faculty governance. Candidates may demonstrate this service in several ways, including service to departmental, college, and university leadership positions and committees and program administration.

#### Promotion to Master Lecturer

**Research:** The Department of Economics typically assigns Senior Lecturer faculty a very small percentage of effort to research activity or none at all. The evaluation of a candidate's research output must be consistent with their assignment. If a Senior Lecturer faculty has a research assignment, the Department will consider their research output when recommending their promotion to Senior Lecturer. The Department values Senior Lecturers' research output and acknowledges its positive contribution to the overall research reputation of the Department, College, and University. The Department considers several activities and accomplishments when evaluating research output. These include but are not limited to: 1) scholarly books, 2) chapters in scholarly books, 3) invited talks and research presentations, 4) presentations at professional conferences, 5) research grants, 6) awards, 7) honors, and 8) ad hoc reviewing for and service on the editorial boards of leading journals.

**Instruction:** The Department of Economics expects candidates to demonstrate sustained excellence in the area of teaching and instruction. Most of the clarifications described above for candidates for the Senior Lecturer rank similarly apply to candidates for the rank of Master Lecturer.

If the candidate holds graduate faculty status with the University of Florida Graduate School, service on doctoral supervisory committees can positively influence the candidate's overall evaluation. This is not, however, essential for demonstrating excellence in teaching.

**Service:** Service is an integral component of faculty performance. The Department of Economics expects candidates to be active contributors to faculty governance. Candidates may demonstrate this service in several ways, including service to departmental, college, and university leadership positions and committees and program administration. Candidates should demonstrate a more substantial service contribution than what is expected for promotion to Senior Lecturer.

Candidates for Master Lecturer are expected to demonstrate evidence of departmental leadership. A non-exhaustive list of appropriate leadership activities includes: 1) service as Undergraduate Coordinator, 2) service as Honors Thesis Coordinator, 3) service as Combined BA/MA Director, 4) substantial curriculum development activities, and 5) creation of study abroad or internship programs.