

Department of Economics Tenure and Promotion Clarifications

College of Liberal Arts and Sciences, University of Florida

Approved by Faculty Vote: 19 In Favor and 1 Absent on Friday, September 4, 2020

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.

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 is 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.

When evaluating evidence of research output, the voting faculty will review all of the candidate's written work and evaluate its contribution to the literature. 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 assessed. Because quality and impact are strongly emphasized, it is not possible to convey a required or expected number of accepted or published papers in particular journals or overall. That being said, one acceptance/publication annually, on average, in a high-quality (i.e., leading general interest or field) journal generally constitutes a strong case for tenure. When interpreting this measure, for candidates who were hired at UF immediately upon completing their Ph.D., the relevant calculation is the number of years as an Assistant Professor at the University of Florida less the number of years by which the tenure probationary period may have been extended. This specific measure of research excellence is intended as a very broad, general guideline. No specific number of publications is required for, nor can guarantee, a recommendation of promotion and/or tenure for any tenure candidate.

Because the refereeing process is especially slow in the discipline, with an accepted publication normally requiring multiple rounds of revision and review at the accepting journal, the Department of Economics acknowledges that some candidates' publications may be consolidated at later stages of the tenure probationary period. 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 may pass between the initial submission of an excellent paper and its acceptance to 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.

Favorable letters from external experts in the candidate's research area(s), obtained following the standard University and College procedures, are also important for a positive tenure recommendation.

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 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.

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.