

APPROVED:



2/25/2018

Mānoa Chancellor's Office

Date

Tenure and Promotion Standards for the SOA:

Under University Tenure and Promotion Guidelines a department (or school in this case) is allowed to establish Tenure and Promotion guidelines to supplement the University and College guidelines. These departmental guidelines should provide clarification of the University and College guidelines as applied to the department's particular discipline. Departmental guidelines must not contradict University or College guidelines.

Co-Authorship

University guidelines for both promotion and tenure state:

Unlike some fields which stress individual research and publication credit, collaborative research and joint and shared publication may be the norm in some fields or disciplines. Applicants in such fields or disciplines should provide DPCs and DCs with documentation that such is the norm to aid the review process. The significance of such work within the discipline or field should be described to assist the review. Both 1) the proportion of time among given tasks and functions in research and/or writing and 2) the total proportion of time and effort in the research or publication should be described to aid the review process. Co-author or researcher concurrence or an independent report on such contributions is needed to aid in review.

Shidler College of Business guidelines for both promotion and tenure state:

Proven ability to conduct research can be demonstrated by research via publication in quality research outlets. Co-authorship is acceptable and often necessary for publication in major journals. However, to establish oneself as a scholar, it is incumbent on the candidate to demonstrate independent research capabilities in the context of coauthorship.

Given these guidelines the following standard is proposed for the SOA:

Co-authorship is the norm for publication in quality Accounting research journals. Candidates are not required to have any single authored articles. In keeping with University Tenure and Promotion Guidelines, when a publication is co-authored the candidate should provide documentation sufficient to establish the contribution of the candidate to both 1) the proportion of time among given tasks and functions in performance of the research and writing of the publication and 2) the total proportion of time and effort to the work that resulted in the co-authored publication.

Breadth And Depth Of Teaching

University guidelines for both promotion and tenure state (emphasis mine):

The faculty member must provide evidence of a mature level of performance and achievement as a teacher and the versatility to contribute to all levels of the department's instructional program.

Given the nature of the Accounting instructional program the following is used:

The candidate may demonstrate his/her versatility to contribute to all levels of the Accounting instructional program by successfully teaching at least three different courses with at least one being a graduate level course. If the candidate does not meet these criteria the candidate must demonstrate that the candidate could have successfully taught the courses necessary to meet this criteria if given the opportunity. To demonstrate this the candidate could show that they have successfully taught these courses at another institution of comparable quality to UH Manoa or that the candidate's education, research, or professional experience has prepared him/her with the background necessary to teach these courses if required to do so.
