

# Kean University

Tenure and Promotion Guidelines for Professorial Rank Faculty:  
Department Expectations for Scholarship, Teaching and Service  
Department of Accounting and Finance  
College of Business and Public Management

## Table of Contents

PURPOSE.....	1
APPLIES TO .....	1
CAMPUS.....	1
ORIGINS OF THESE CRITERIA .....	2
MISSION OF THE DEPARTMENT .....	2
CONTEXT .....	2
Departmental Expectations for Scholarship .....	2
Tenure and/or promotion to the rank of associate professor.....	3
Tenure and/or promotion to the rank of professor. ....	6
Departmental Expectations for Teaching.....	6
Tenure and/or promotion to the rank of associate professor.....	<b>Error! Bookmark not defined.</b>
Tenure and/or promotion to the rank of professor. ....	7
Departmental Expectations for Service.....	7
Tenure and/or promotion to the rank of associate professor.....	<b>Error! Bookmark not defined.</b>
Tenure and/or promotion to the rank of professor. ....	<b>Error! Bookmark not defined.</b>
DEPARTMENT PROCEDURES.....	7
ARTP Ratings for Performance.....	7

## PURPOSE

To articulate the standards and procedures for promotion and/or tenure for the Department of Accounting and Finance.

## APPLIES TO

Tenure-Track Faculty within the Department of Accounting and Finance.

## CAMPUS

KU

# ORIGINS OF THESE CRITERIA

The Department of Accounting and Finance developed these criteria based on academic best practices, AACSB accreditation standards, and Kean University's goal of achieving and sustaining R2 research classification. Recognizing the institution's unique characteristics, including a high teaching load and no access to standard databases in the field (WRDS, CRSP etc.), these criteria balance rigorous research expectations with the realities of faculty responsibilities and resource availability. The framework ensures that faculty can maintain an active research agenda while fulfilling their instructional and institutional commitments.

# MISSION OF THE DEPARTMENT

The Department of Accounting and Finance is committed to providing high-quality education, advancing research in accounting, finance, and related fields, and preparing students for professional careers in investment banking, corporate finance, insurance, and financial advising through an innovative curriculum that integrates Bloomberg terminals, experiential learning, and real-world applications.

# CONTEXT

The Department of Accounting and Finance supports students across undergraduate and graduate programs. Faculty engage in research, teaching, and service that align with the department's mission and the broader goals of Kean University.

# Departmental Expectations for Scholarship

In the following sections, the procedures and standards for scholarship in the Department of Accounting and Finance are provided for tenure-track faculty seeking tenure and/or promotion to the rank of associate or full professor. The decision to promote from Assistant to Associate Professor will weigh scholarship, teaching, and service in approximately the following manner with total adding to 100%:

- Scholarship and/or Creative Works: 40%
- Teaching: 40%
- Service: 20%

Recognizing Kean special environment, including a high teaching load and no access to standard databases in the field (WRDS, CRSP etc.), these criteria balance rigorous research expectations with the realities of faculty responsibilities and resource availability.

## Tenure and/or promotion to the rank of associate professor

Faculty must demonstrate a sustained research agenda appropriate for a teaching-focused R2 institution. In general, faculty are expected to maintain Scholarly Academic (SA) status under AACSB standards to be eligible for tenure and promotion. The pathways below distinguish between standard expectations for meeting tenure and promotion requirements and exceptional cases that exceed those expectations. Pathways 1 and 2 represent the department's normal standards for demonstrating research productivity for Accounting and Finance faculty, while Pathway 3 represents the department's normal standards for Business Law faculty. Pathway 4 recognizes extraordinary scholarly achievement. In cases of discrepancies among ABDC, Scimago and ABS rankings, the highest ranking will be applied.

### Meeting Research Expectations (Standard Tenure Pathways)

Faculty ordinarily meet departmental research expectations by satisfying Pathway 1, 2 or 3 below. These pathways reflect the level of productivity expected of successful tenure by the Department of Accounting and Finance:

**Pathway 1:** Four peer-reviewed journal articles over five years, including:

- At least one article ranked **A** in the ABDC list (or Q1 in Scimagojr).
- At least one article ranked **B** or better (or Q2 in Scimagojr).

**Pathway 2:** Three peer-reviewed journal articles, including at least:

- One article in the **ABS list, ranked 3 or higher**.
- One article ranked **B** or better in ABDC (or Q2 in SJR).

**Pathway 3:** In alignment with established practice, law-specific journal rankings, including the [Washington & Lee Law Journal Rankings](#), the [Meta-Ranking of Flagship U.S. Law Reviews](#), [U.S. News Law School Rankings](#), [U.S. News Law School Peer Reputation Rankings](#), [Google Scholar Metrics](#), and [HeinOnline's Law Journal Rankings](#), are used to assess the quality and placement of articles for a business law faculty. Three law review or journal articles, including at least:

- One article ranked 150 or higher in general journals (law reviews) on the Washington & Lee or Meta list (or 50 or higher in subject-specific specialized journals).
- One article ranked 300 or higher in general journals (law reviews) on the Washington & Lee or Meta list (or 100 or higher in subject-specific specialized journals).

Scholarship in business law and related legal fields follow publication norms that differ materially from those in accounting and finance with respect to publication venues, authorship practices, manuscript length, and editorial review processes. Legal scholarship in the United States is primarily disseminated through general law reviews and specialty law journals affiliated with accredited law schools, rather than through international journals indexed in ABDC or Scimago ranking systems. Only a limited number of law reviews are indexed in those ranking systems, and an even smaller subset is classified as Q1/Q2 or A/B. Law review articles are generally single-authored, substantially longer in length (typically 25,000–30,000 words), and subject to highly competitive editorial selection processes, with leading journals receiving thousands of submissions per cycle. As a result, disciplinary prestige and

scholarly impact in law are evaluated using multiple, field-specific ranking metrics including the Washington & Lee Law Journal Rankings, the Meta-Ranking of Flagship U.S. Law Reviews, U.S. News Law School Rankings, U.S. News Law School Peer Reputation Rankings, Google Scholar Metrics, and HeinOnline's Law Journal Rankings, and no single ranking norm is universally controlling. Accordingly, law-specific journal rankings and metrics are used to ensure equitable and discipline-appropriate evaluation of business law faculty scholarship. In U.S. legal academia, law reviews generally accept submissions during two primary annual cycles (typically February and August) and conduct rolling review. Most journals accept submissions and process expedited review requests through centralized submission platforms such as [Scholastica](#). Law review publishing follows an offer-and-expedite system, under which journals with higher relative standing typically review manuscripts only after receiving an expedited request following an offer from another journal, and many journals discontinue consideration once available publication slots are filled. Detailed information regarding law review submission practices is available in Allen Rostron & Nancy Levit, *Information for Submitting Articles to Law Reviews & Journals* (SSRN, July 17, 2025), available at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=1019029](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1019029). Additional examples of journal submission instructions are publicly available from flagship law reviews, such as the Columbia Law Review (<https://columbialawreview.org/submissions-instructions/>) and the University of Michigan Law Library's Research Guides on Submitting Papers to Law Journals ([https://libguides.law.umich.edu/journal\\_submissions](https://libguides.law.umich.edu/journal_submissions)), as well as Scholastica's Law Review Submission Center (<https://scholasticahq.com/law-review-submission-season-hq/>).

**Note:** Faculty hired before Fall 2021 may qualify for tenure with three publications, including one ranked **B** in ABDC (or Q2 in SJR).

## Exceeding Research Expectations (Extraordinary Scholarly Achievement)

### **Pathway 4:** At Least One FT50 Publication

In rare and extraordinary cases, faculty may exceed departmental research expectations through publication in a journal included on the Financial Times (FT) Research Ranking (FT50) list, as identified in Appendix A. Publication in an FT-ranked journal reflects an exceptionally high level of scholarly achievement, as these outlets are widely regarded as top-tier journals with extremely low acceptance rates and lengthy, multi-round review processes. A single FT-ranked publication typically represents several years of sustained research effort, advanced methodological rigor, and a level of scholarly contribution comparable to multiple non-FT publications.

As a teaching-focused R2 institution, Kean University values impactful research conducted alongside substantial teaching and service responsibilities. Within this context, a single FT-ranked publication provides compelling and sufficient evidence of tenure-level research excellence that exceeds standard departmental expectations and may, on its own, be considered evidence of scholarly distinction in Accounting and Finance.

## Scoring System for Publications

Candidates may accumulate 12 points based on journal ranking as part of satisfying the scholarship requirements under one of the designated pathways.

- FT50: **12 points**
- ABS 4\*: **10 points**
- ABS 4: **9 points**
- ABS 3: **8 points**
- ABS 2: **6 points**
- ABDC A\*: **9 points**
- ABDC (or Scimago) A (Q1): **7 points**
- ABDC (or Scimago) B (Q2): **3 points**
- Book chapters of well-known academic publishers (e.g., Cambridge, Oxford, Springer, Elsevier): **2 points**

For business law faculty evaluated under Pathway 3, law review placements will be assigned point equivalencies for purposes of the scoring system based on their relative standing, as assessed using the law-specific ranking metrics identified in Pathway 3:

- A law review ranked 50 or higher in general journals (or 15 or higher in subject-specific specialized journals) shall be assigned 12 points.
- A law review ranked 100 or higher in general journals (or 35 or higher in subject-specific specialized journals) shall be assigned 10 points.
- A law review ranked 150 or higher in general journals (or 50 or higher in subject-specific specialized journals) shall be assigned 8 points.
- A law review ranked 300 or higher in general journals (or 100 or higher in subject-specific specialized journals) shall be assigned 3 points.

**Note:** Business law faculty not necessarily must publish **ONLY** in law journals, but they may also publish in business journals.

**Authorship:** Per AACSB, authorship position is **not** a factor in evaluation. In addition, since KU faculty do not have access to any database required in Accounting and Finance research, single authored papers should not be expected. In exceptional cases, faculty who publish single-authored papers will receive two (2) extra points per publication.

### Other Scholarly Contributions (at least 3)

Faculty must demonstrate at least three distinct scholarly contributions, which may include multiple contributions within the same category, provided they reflect meaningful scholarly engagement and are appropriately documented.

- Book Chapters: Must be from an academic publisher (e.g., Cambridge, Oxford, Springer, Elsevier). The ARTP committee may assign special ABDC-equivalent rankings.
- Books: Must be from a reputable academic press and will be evaluated for quality equivalence to PRJ articles.

- Conference Proceedings: Encouraged for AACSB accreditation but not required for tenure and promotion.
- Publication in a peer-reviewed conference proceeding or acceptance of a peer-reviewed paper for presentation at an academic conference.
- Invited presentation of a refereed paper at an academic or professional conference.
- Panelist or discussant at an academic or professional event.
- Article in an editorially reviewed academic journal or professional publication.
- Chapter, book review, or case study published in an editorially reviewed book.
- Active editor, editorial board member, or committee member for a relevant academic journal or business publication.
- Leadership position in an academic or professional organization.
- Documented reviewer or referee of a textbook, journal manuscript, or conference paper.
- Receipt of an academic or competitive research grant.
- Mentor for student consulting or research projects (such as Kean Research Days).
- Faculty advisor for a student competition team/organization (such as Bloomberg Challenge).
- Host or organizer of a student research event.
- Presentation of research at a college or university sponsored event.
- Publishing original open education resources (OER).
- Publishing research or providing expertise on a professional or academic website.

### Holistic Consideration

- Faculty contributions are assessed **holistically**, allowing flexibility for significant scholarly impact beyond these pathways.

### Tenure and/or promotion to the rank of professor.

Faculty must maintain **AACSB Scholarly Academic (SA) status** and:

- Continue publishing **high-quality journals**.
- Demonstrate leadership in **service**, such as chairing committees or contributing to accreditation.
- Strengthen their academic and professional reputation at the **national and international level**.

## Departmental Expectations for Teaching

In addition to the criteria established in the general university guidelines, in the following sections the procedures and standards for teaching in the Department of Accounting and Finance are provided for tenure-track faculty seeking tenure and/or promotion to the rank of associate or full professor. The department supports a **40% teaching weight** (tenure-track faculty who have not obtained RTR for all 5 years will receive a higher teaching score) aligned with Kean's R2 goals. Potential Adjustments: Earlier-career faculty may emphasize teaching more, while later-career faculty may shift focus to research.

## Tenure and/or promotion to the rank of associate professor.

Faculty are expected to excel in teaching through:

### 1. **Course Evaluations & Peer Observations:**

- Evaluations must be contextualized to account for extreme responses.
- Peer observations may shift from **annual to biennial** to improve effectiveness. So, peer observations should be conducted biannually in the first, third, and fifth years to ensure continuous faculty development and effectiveness.

Also, Faculty are encouraged to engage

### 2. **Teaching Innovations & Scholarship of Teaching and Learning (SoTL- The Scholarship of Teaching and Learning & DBER- Disciplinary-Based Educational Research):**

- Faculty could engage in activities on **research on teaching effectiveness**.
- Faculty could use technology, experiential learning, and innovative pedagogical methods.

### 3. **Curriculum Development:**

- Design of new courses and revision of existing ones.

## Tenure and/or promotion to the rank of professor.

Faculty must continue contributing to curriculum development and/or engaging in research on teaching effectiveness, including the use of technology, experiential learning, and innovative pedagogical methods.

## Departmental Expectations for Service

The Accounting and Finance department supports a **20% service weight** and will follow the [general university guidelines](#) when evaluating service.<sup>1</sup>

## DEPARTMENT PROCEDURES

### ARTP Ratings for Performance

Using the criteria described above, the candidate's performance in the areas of teaching, scholarship, and service will be rated using the terms "exceeds", "meets", or "needs improvement", defined as follows:

1. "Exceeds" means the candidate exceeds expectations for tenure and/or promotion to this rank.
2. "Meets" means the candidate meets expectations for tenure and/or promotion to this rank.
3. "Needs Improvement" means the candidate falls below expectations for tenure and/or promotion to this rank.

---

<sup>1</sup> See Expectation for Service in page 9 (University-wide Guidelines for Scholarship, Teaching, and Service, 2025)

Absent exceptional circumstances, no candidate may be recommended for promotion or tenure without meeting standards in all applicable areas of performance, and strong candidates are likely to exceed expectations in one or more categories.

**APPROVED BY:**

The Department of Accounting & Finance.

**APPROVED ON:**

DATE: January 26, 2026

# Tenure and Promotion Guidelines for Professorial Rank Faculty: Department Expectations for Scholarship, Teaching and Service Department of Accounting and Finance College of Business and Public Management

The aforementioned disciplinary expectations detailed have been developed reviewed and approved by the departmental faculty, the College Dean, and the Provost.

**NOTE:** For candidates for reappointment, the disciplinary standards in effect during a faculty member's first year of employment are used for reappointment and tenure decisions. Candidates for promotion use the disciplinary standards in effect in the year in which they apply for promotion.

  
\_\_\_\_\_  
Department Chair

February 25, 2026  
\_\_\_\_\_  
Date

\_\_\_\_\_  
College Dean

\_\_\_\_\_  
Date

\_\_\_\_\_  
Provost

\_\_\_\_\_  
Date

**Review and Approval:**

**Effective Date:** September 1, 2026

**Policy Review Cycle:** Years ending in 0 and 5 or as needed

This document may be amended by a two-thirds vote of the department's tenured and tenure-earning faculty. After an amendment, it must be approved by the Offices of the Dean and Provost.

**Change History:**

## Appendix A. The Financial Times (FT50) list

1. Academy of Management Journal
2. Academy of Management Review
3. *Accounting, Organizations and Society*
4. Administrative Science Quarterly
5. American Economic Review
6. *Contemporary Accounting Research*
7. Econometrica
8. Entrepreneurship Theory and Practice
9. Harvard Business Review
10. Human Relations
11. Human Resource Management
12. Information Systems Research
13. *Journal of Accounting and Economics*
14. *Journal of Accounting Research*
15. Journal of Applied Psychology
16. Journal of Business Ethics
17. Journal of Business Venturing
18. Journal of Consumer Psychology
19. Journal of Consumer Research
20. *Journal of Finance*
21. *Journal of Financial and Quantitative Analysis*
22. *Journal of Financial Economics*

23. Journal of International Business Studies
24. Journal of Management
25. Journal of Management Information Systems
26. Journal of Management Studies
27. Journal of Marketing
28. Journal of Marketing Research
29. Journal of Operations Management
30. Journal of Political Economy
31. Journal of the Academy of Marketing Science
32. Management Science
33. Manufacturing and Service Operations Management
34. Marketing Science
35. MIS Quarterly
36. Operations Research
37. Organization Science
38. Organization Studies
39. Organizational Behavior and Human Decision Processes
40. Production and Operations Management
41. Quarterly Journal of Economics
42. Research Policy
43. *Review of Accounting Studies*
44. Review of Economic Studies
45. *Review of Finance*

46. *Review of Financial Studies*

47. Sloan Management Review

48. Strategic Entrepreneurship Journal

49. Strategic Management Journal

50. *The Accounting Review*

## Appendix 2. ABS 4\* & 4 list

The Table below shows Accounting and Finance journals with a 4\* & 4 grade. Complete ABS journal ranking can be found at [Academic Journal Guide | Chartered Association of Business Schools](#) and at [ABS Journal Ranking 2024 - Journal Ranking Portal](#)

ISSN	FIELD	TITLE	PUBLISHER	AJG2024	AJG2021	AJG2018
1558-7967	ACCOUNT	Accounting Review	American Accounting Association	4*	4*	4*
1873-6289	ACCOUNT	Accounting, Organizations and Society	Elsevier	4*	4*	4*
1879-1980	ACCOUNT	Journal of Accounting and Economics	Elsevier	4*	4*	4*
1475-679X	ACCOUNT	Journal of Accounting Research	Wiley-Blackwell	4*	4*	4*
1911-3846	ACCOUNT	Contemporary Accounting Research	Wiley-Blackwell	4	4	4
1573-7136	ACCOUNT	Review of Accounting Studies	Springer Nature	4	4	4
1540-6261	FINANCE	Journal of Finance	Wiley-Blackwell	4*	4*	4*
0304-405X	FINANCE	Journal of Financial Economics	Elsevier	4*	4*	4*
1465-7368	FINANCE	Review of Financial Studies	Oxford University Press	4*	4*	4*
1872-6313	FINANCE	Journal of Corporate Finance	Elsevier	4	4	4

ISSN	FIELD	TITLE	PUBLISHER	AJG2024	AJG2021	AJG2018
1756-6916	FINANCE	Journal of Financial and Quantitative Analysis	Cambridge University Press	4	4	4
1096-0473	FINANCE	Journal of Financial Intermediation	Elsevier	4	4	4
1538-4616	FINANCE	Journal of Money, Credit and Banking	Wiley-Blackwell	4	4	4
1573-692X	FINANCE	Review of Finance	Oxford University Press	4	4	4