

II. Policy for the Evaluation of Research/Scholarship

The standards described in this section are intended to define competence, substantial excess over competence, and high quality in Research/Scholarship.

While the quantity and frequency of scholarly or creative products is important, the quality of the scholarly or creative products, is what is ultimately important is evaluating the scholarly or creative productivity of a faculty member going up for tenure and promotion. Faculty should present evidence of the quality and impact of their scholarly work.

A. Requirements for Reappointment:

A probationary faculty member must demonstrate that there is a reasonable probability of satisfying the scholarship requirements for promotion to the rank of associate professor in the period prior to mandatory review. If the probationary faculty member has the rank of associate or full professor, there must be a reasonable probability of meeting the scholarship requirements for promotion to that rank prior to mandatory review for tenure.

B. Requirements for Promotion to Associate Professor and/or Tenure:

Promotion to Associate Professor and/or granting of tenure requires unambiguous evidence of sustained scholarly activity in the faculty member's field of study.

- ~~Demonstrated~~ Competence in scholarly/creative activities: The contribution of ~~six~~ five scholarly or creative products, ~~three~~ one of which must be a peer-reviewed articles in an academic journals (PRJ). Otherwise, evidence of equivalent activities must be demonstrated. (See "Guidance" below)
- Scholarly/creative activities that substantially exceed the minimum requirements of ~~demonstrated~~ competence: The contribution of ~~six~~ five scholarly or creative products, ~~three~~ two of which must be PRJs. Otherwise, evidence of equivalent activities must be demonstrated. ~~Moreover, at least one of these articles must demonstrate substantial quality.~~
- Scholarly/creative activities of high quality: The contribution of five scholarly or creative products, three of which must be PRJs. Otherwise, evidence of equivalent activities must be demonstrated. ~~Moreover, at least one of these articles must demonstrate substantial quality. (See "Guidance" below)~~

C. Requirements for Promotion to Professor:

Promotion to professor requires unambiguous evidence of continuing scholarly activity in the faculty member's field of study since the last promotion.

~~Demonstrated~~ Competence in scholarly/creative activities: The contribution of ~~six~~ five scholarly or creative products, ~~three~~ one of which must be a PRJ. Otherwise, evidence of equivalent activities must be demonstrated. (See "Guidance" below)

- Scholarly/creative activities that substantially exceed the minimum requirements of ~~demonstrated~~ competence: The contribution of ~~six~~ five scholarly or creative products, ~~three~~ two of which must be PRJs. Otherwise, evidence of equivalent activities must be demonstrated. ~~Moreover, at least one of these articles must demonstrate substantial quality.~~

- Scholarly/creative activities of high quality: ~~The contribution of five scholarly or creative products, three of which must be PRJs. Otherwise, evidence of equivalent activities must be demonstrated. Moreover, at least one of these articles must demonstrate substantial quality. (See “Guidance” below)~~

D. Requirements for Post-tenure Review:

A faculty member who meets the criteria for academic qualification will be considered to have satisfactory productivity for the purposes of post-tenure review. (See Academic Qualification Standards for UH Hilo College of Business & Economics Faculty policy statement).

E. Guidance:

Evidence of equivalent activities may be established by using the following equivalencies: one PRJ counts for at least two published non-PRJ items, and one PRJ with substantial quality counts for at least two PRJs or at least four published non-PRJ items.

Some suggestions for providing evidence that a published work is of substantial quality include:

1. Demonstrating the quality of an article through the ranking of the journal as measured by the
 - a. Journal’s h-index
 - b. Journal’s Thompson Impact Factor
 - c. Refereed Articles that Rank Journals
 - d. Financial Times’ Journal List
2. A peer reviewed article appearing in a journal generally recognized to be rated “B” or higher on a three value scale is of substantial quality.
3. Demonstrating the quality of an article by the citations to the work
4. Review by a panel of scholars at comparable institutions in the candidate’s field. (The panel should be appointed by the DC or DPC chair after consultation with the candidate)

Other methods of demonstrating quality may be equally acceptable but the burden of proof will lie with the candidate.