

**Reappointment, Promotion and
Tenure Guidelines Department of
Economics University of North Texas
(enacted April, 2013; revised March 2015
& November 2017; & March 2018 &
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I. Introduction

A faculty member being evaluated for promotion and/or tenure will receive an annual evaluation from the Promotion and Tenure Committee (the “P&T Committee” which serves as the Unit Review Committee as defined in UNT Policy 06.0004, III)) as well as from the Chair of the Department. Faculty members being evaluated for tenure will meet with the P&T Committee to review the evaluation. In addition, these faculty members will also meet with the Chair of the Department and the Chair of the P&T Committee for additional review. The P&T Committee will meet at least once during their first year with new faculty members to explain the promotion and tenure process. Please see the *University of North Texas College of Liberal Arts and Social Sciences Guidelines for Documentation of Reappointment, Promotion and/or Tenure Cases* (5/15/2017; revised 7/3/17) for procedures and required materials.

II. Promotion to Associate Professor with Tenure

A. General Guidelines

When evaluating faculty members for promotion to associate professor with tenure, the P&T committee will consider the minimal criteria needed for promotion, which are outlined in sections IIB or IIC. In general, the candidate must provide evidence of professional growth in all three areas: research, teaching, and service. In addition, the candidate must give evidence of a commitment to continued scholarship. The P&T Committee will evaluate all facets of a candidate’s application in making a decision on whether or not to recommend tenure; however, the faculty member must show "evidence of sustained excellence in the domains of teaching and scholarship along with evidence of sustained effectiveness in the domain of service." (See UNT Policy 0.6.0004, IV.A.1.)

B. The department will follow UNT Policy 06.0004 II & III for the Reappointment Reviews.

C. Candidates Hired on Normal (Six-Year) Tenure Track

1. Research

In general, scholarship in economics is indicated by publication in peer-reviewed professional journals, publications of books, publications of chapters in books edited by others, grants received, frequency of citation, and others. To be sure, the discipline values peer-reviewed journal articles most heavily. In an effort to provide an idea of both the quantity and quality of scholarship, in 2004 UNT’s Department of Economics designed a scholarly points system. This was revised in 2013. The system includes a division of more than 400 journals into 3 quality tiers. While a perfect ranking system is not possible, this one was created with as much objectivity as possible. Journals were delegated to particular tiers according to factual data collected. Journals were assigned to one of 3 tiers based on their 5- year Social

Science Citation Index impact factor, as well as on several published rankings of economics journals. The specific criteria for inclusion in a particular tier are explained in the attached journal ranking document in the Appendix 1.

When a faculty member publishes an article in a journal, the number of scholarly points assigned depends on the tier to which the journal has been assigned. This ranking is periodically revised and updated as new journals come along, and as additional information appears about a particular journal. A given publication might be worth as few as three points or as many as 15. Specific details can be gleaned from the attached document (see Appendix 1).

A final note involves collaborative research. In general, the department encourages faculty members to work with colleagues within and outside the department. To provide incentives for co-authorship, the department assigns equal scholarly points to sole authored and coauthored research. Given the size and mission of the department, co-authorship by UNT senior faculty with UNT probationary faculty is especially important, as it facilitates the scholarly development of junior faculty and it promotes better department collegiality. We also recognize that in other disciplines, the ordering of the authors' names carries some meaning. In Economics, however, there is no particular convention in this regard. The first author listed is not necessarily the principal author.

In an effort to calibrate our expectations to the norms in our discipline we have gathered curricula vitae of academic economists at the 40 institutions that are ranked directly above UNT in terms of research output. The particular programs comprising this group are listed in Appendix 2. The sample includes a total of 229 CVs. It should be noted that all of these individuals received tenure – our data do not include individuals who were denied tenure. Information regarding the distribution of scholarly points of these individuals during their probationary periods is shown in Appendix 2. The 25th percentile in this group is 37 scholarly points, with a median of 53. Regarding the total number of articles, the 25th percentile in this group is 5 articles, with a median of 7.

Although exceptional cases may arise, based on this evidence we consider 30 scholarly-development points to be the minimum level acceptable for tenure. Achieving this minimum threshold should not be construed as indicating that tenure will be awarded – rather, it should be viewed as the minimum standard necessary to be considered. A candidate is not expected to publish in the premier tier, but a candidate should have at least one publication in tier 1 or tier 2. Candidates are given full credit for forthcoming publications in peer-reviewed journals. Tenure-track faculty should concentrate their efforts on publishing in peer-reviewed journals; therefore, a maximum of 5 points will be given for each occurrence of these other scholarly activities. In addition, tenure-track faculty members are not expected to write grant proposals designed to bring money into the department. However, scholarly-development points may be given for funded research grant proposals (at the discretion of the P&T Committee). A book publication is not expected of an assistant professor in Economics. A book publication will receive credit according to the quality of the press. Our points system includes a mechanism to assign scholarly-development points for interdisciplinary scholarly activity (see Appendix 1, Interdisciplinary Journals),

although it is expected that the bulk of a successful candidate's scholarly points come from economics journals.

It is the function of the P&T Committee to weigh scholarly development against other factors (e.g., teaching, service, and commitment to continued scholarship). Satisfying the minimum scholarly-development level will not guarantee tenure; for example, a poor record of service or teaching may lead a candidate to be denied tenure despite reaching this minimum level of scholarship.

2. Teaching

The Department of Economics is committed to quality instruction, and classroom performance will be a critical element in all promotion decisions. The assessment of a faculty member's teaching performance will be based on a broad range of indicators including student evaluations, peer evaluations, P&T Committee evaluations, and additional information (when available) from classroom visitations, performance in departmentalized courses, and student exit interviews. To be considered for tenure, a candidate must have demonstrated a high level of teaching competence during his or her probationary period. Based on the teaching evaluation scale currently in use by the Department of Economics, a candidate must have an overall average score of no higher than 2.5 (on a scale of 1 to 4 with 1 being the best score) while at UNT to qualify for tenure. As is the case with the minimum scholarly-development level, achieving the minimum teaching score does not guarantee tenure.

3. Service

The candidate must establish and maintain an adequate level of service to the department; however, tenure-track faculty members are not expected to perform the same level of departmental service as tenured faculty. While the tenure decision cannot be based on the strength of professional service alone, a faculty member is expected to be a good departmental citizen and be willing and able to perform departmental and university service assignments as necessary.

D. Candidates Hired on Short (Less than Six-Year) Tenure Track

If a faculty member is hired on a tenure track of less than 6 years, the minimum requirements for tenure candidacy will differ from those listed in section IIB above. Specifically, the minimum number of scholarly-development points will be smaller and the expected level of departmental service will be reduced. The P&T Committee will establish the minimum requirements for short tenure tracks on a case-by-case basis. In addition, the P&T Committee will inform the faculty member of the minimum requirements for tenure candidacy prior to the end of his or her initial semester at UNT.

III. Criteria for Granting Tenure for Associate Professor and Professor

A. General Guidelines

The department will follow UNT Policy 06.0004 IV C. The P&T Committee will inform the faculty member of the minimum requirements for tenure candidacy prior to the end of his or her initial semester at UNT.

IV. Promotion to Professor

A. General Guidelines

When evaluating faculty members for promotion to professor, the P&T committee will evaluate the candidate's record in all three areas: research, teaching, and service. It should be recognized, however, that for promotion to professor special emphasis is placed on scholarly output.

B. Research

The *University of North Texas Policy Manual* states that the successful candidate for promotion to professor will have attained "...national or international reputation and recognition" (UNT Policy 06.0004 IV B). In the discipline of Economics, this is mainly demonstrated by publications in scholarly journals. Nevertheless, there are other important forms of scholarship and these may also contribute to a national or international reputation. These include publications of books, publications of chapters in books edited by others, grants received, contracts, frequency of citation, and others.

In an effort to calibrate our expectations to the norms in our discipline we have gathered curricula vitae of academic economists at the 40 institutions that are ranked directly above UNT in terms of research output (see Appendix 2 for details). The sample includes a total of 111 CVs. Several caveats are in order. First, it should be noted that all of these individuals were promoted to professor – our data do not include individuals who did not achieve this milestone. Second, our data only include information about publications in scholarly journals. We do not have comparable norms for other forms of scholarship.

There is no expectation that a candidate will publish books or engage in any of these other forms of scholarship in order to be eligible for promotion, but the P&T Committee will assign scholarly points for these activities on a case-by-case basis.

Information about the distribution of successful candidates for professor at schools in our comparison group can be found in Appendix 2. The data indicate that successful candidates for promotion to professor have a median of eight peer-reviewed articles, of which three are in the top quality tier. The median number of scholarly points is 54.

In light of the preceding evidence, the Promotion and Tenure Committee of the UNT Department of Economics determines that a faculty member whose scholarly output over the period as associate professor is in the range of the median would make a strong case for promotion. Naturally, achievement of these milestones should in no way be construed as guaranteeing promotion, since other factors also must be considered.

Finally, other cases where the candidate exhibits other forms of scholarships, besides journal publications may also be recognized and honored. In such situations, a convincing argument must be made that the candidate is outstanding as a scholar within these other forms of scholarship and that he or she brings considerable national or international recognition to the department and/or the university.

V. Post Tenure Review

A tenured faculty member will receive an unsatisfactory designation for post tenure review if either one of the following occurs:

1. Teaching evaluations rank a faculty member higher than 2.75 for two consecutive semesters (on a scale of 1 to 4 with 1 being the best score) **or** a faculty member receives an unsatisfactory Peer Teaching Review for the spring and fall semesters preceding the annual peer review process.
2. The annual peer review process rates the faculty member below a 2.0 on research **and** below a 2.0 on service (on a scale of 1 to 5 with 5 being the best score).

APPENDIX 1:

Journal Ranking and Scholarly Development Point System Department of Economics University of North Texas (Revised 1/25/13)

The Ranking

To quantify the quality of the research published by faculty members in the Economics Department, the department has ranked 445 economics journals. Journals were assigned to one of 3 tiers based on their 5-year Social Science Citation Index impact factor (SSCI5IF), as well as on rankings of economics journals published by Engermann and Wall (2009), Kalaitzidakis, Mamuneas, and Segnos (2003 and 2011), Barrett, Olin, and Bailet (2000), and Kodrzycki and Yu (2006).

Ranking Criteria

14 journals are singled out as being premier journals. As the vast majority of articles published in these journals are written by economists at the top 25 Ph.D. programs in the country, we believe that publication in one of them should be given additional recognition. These journals are denoted with an asterisk.

Another 86 journals are ranked in Tier 1. These are journals which have SSCI5IFs greater than 1.8, or that have SSCI5IFs greater than 1.0 and also have an average ranking of at least 80th in the studies listed above, or that have SSCI5IFs greater than 0.5 and average rank of at least 70th.

Journals in our second tier have SSCI5IFs greater than 0.6, or have SSCI5IFs greater than 0.4 and an average rank of 120th or higher. There are 81 journals meeting these criteria.

We also list another 264 journals in our third tier. There are in addition many other peer-reviewed journals in Economics that we do not list for reasons of parsimony. All peer-reviewed journals not elsewhere listed will be considered part of this third tier unless persuasive evidence is presented to the Promotion and Tenure Committee that suggests a higher placement (see amendments section below).

Interdisciplinary Journals

We recognize scholarship that may fall outside the traditional bounds of economics. Because citation impact factors are not always comparable across disciplines, we will consider the top 20% of journals (as determined by that field's SSCI5IFs) in a given field to be on par with our Tier 1. Those journals in the next 20% will be counted in Tier 2. For example, within the 138 sociology journals listed in the Journal Citation Reports, those with the 27 highest SSCI5IFs would be considered the equivalent of a Tier 1 economics journal.

Weight for Articles Published in Each Tier

Points for each publication (For the purpose of summing scholarly development points, co-authored and single-authored publications will be treated similarly):

Tier 1*15 -- Premier Journals

Tier 1 10

Tier 2 6

Tier 3 3

Amendments and Changes to the Ranking

Non-ranked journals, including new journals, can be added to the Journal Ranking. Journals can be placed on the list by the Promotion and Tenure Committee. The faculty member who has published in a non-ranked journal has the initial responsibility to notify the Promotion and Tenure Committee. It is then the Promotion and Tenure Committee's responsibility to determine to which tier the unranked journal should be added. To the greatest extent possible, the journal's SSCI5IF should be used to inform the ranking.

The purpose of ranking the journals is to proxy the quality of the published research. The department recognizes that the quality of journals does change over time (and that our means to rank journals necessarily contains some measurement error). A faculty member may appeal to have any ranked journal moved up to a higher tier. As with establishing a ranking for unranked journals, the Promotion and Tenure Committee is responsible for changing the ranking of a journal. It is, however, the faculty member's responsibility to petition the Promotion and Tenure Committee to consider a change.

Relationship to Previous Ranking System

This ranking replaces an earlier one. Articles published in or after 2013 will be evaluated according to the ranking below. Articles published prior to 2013 will be evaluated according to the previous system.

References

1. Barrett, C. B., Olin, A., and Von Bailey, D. (2000). Subdiscipline-specific journal rankings—Whither applied economics? *Applied Economics* 32(2), 239–252.
2. Engemann, K., and Wall H.J. (2009) A journal ranking for the ambitious economist,' *Federal Reserve Bank of St. Louis Review* 91: 127–39.
3. Kalaitzidakis P., Mamuneas T. P. and Stengos T. (2003). Rankings of academic journals and institutions in economics. *Journal of the European Economic Association* 1: 1346-1366.
4. Kalaitzidakis P., Mamuneas T. P. and Stengos T. (2011) An update ranking of academic journals in economics, *Canadian Journal of Economics* 44(4): 1525—38.
5. Kodrzycki, Y. and Yu, P. (2006) New approaches to ranking economics journals. *Contributions to Economic Analysis and Policy* 5: 1--42.

Journal Ranking List
 Department of Economics
 University of North Texas
 (Journals listed alphabetically within tiers)

Tier	Journal
	Tier 1: 101 Journals
1	American Economics Review: Papers and Proceedings
1	American Economic Journal: Applied Economics
1	American Economic Journal: Economic Policy
1	American Economic Journal: Macroeconomics
1	American Economic Journal: Microeconomics
1*	American Economic Review
1	American Journal of Agricultural Economics
1	Annual Review of Economics
1	Annual Review of Resource Economics
1	Brookings Papers on Economic Activity
1	Canadian Journal of Economics
1	Demography
1	Ecological Economics
1	Econometric Reviews
1	Econometric Theory
1*	Econometrica
1	Economic Development and Cultural Change
1	Economic Inquiry
1*	Economic Journal
1	Economic Policy
1	Economic Theory
1	Economica
1	Economics Letters
1	Economics of Education Review
1	Energy Economics
1	Energy Journal
1	Environment and Development Economics
1	European Economic Review
1	Experimental Economics
1	Explorations in Economic History
1	Food Policy
1	Games and Economic Behavior
1	Health Economics
1	Industrial and Labor Relations Review
1	Industrial Relations
1	International Economic Review
1	International Journal of Forecasting
1	International Journal of Game Theory

1	International Journal of Industrial Organization
1	International Tax and Public Finance
1	Journal of Accounting and Economics
1	Journal of Applied Econometrics
1	Journal of Banking and Finance
1	Journal of Business and Economic Statistics
1	Journal of Comparative Economics
1	Journal of Development Economics
1*	Journal of Econometrics
1	Journal of Economic Behavior and Organization
1	Journal of Economic Dynamics and Control
1*	Journal of Economic Growth
1	Journal of Economic History
1	Journal of Economic Literature
1*	Journal of Economic Perspectives
1	Journal of Economic Surveys
1*	Journal of Economic Theory
1	Journal of Environmental Economics and Management
1*	Journal of Finance
1	Journal of Financial and Quantitative Analysis
1	Journal of Financial Economics
1	Journal of Health Economics
1	Journal of Human Resources
1	Journal of Industrial Economics
1	Journal of International Economics
1	Journal of International Money and Finance
1	Journal of Labor Economics
1	Journal of Law and Economics
1	Journal of Law, Economics, and Organization
1	Journal of Mathematical Economics
1*	Journal of Monetary Economics
1	Journal of Money Credit and Banking
1*	Journal of Political Economy
1	Journal of Population Economics
1	Journal of Public Economics
1	Journal of Regional Science
1	Journal of Risk and Uncertainty
1	Journal of the European Economic Association
1	Journal of Urban Economics
1	Labour Economics
1	Land Economics
1	Macroeconomic Dynamics
1	Monthly Labor Review
1	National Tax Journal
1	Oxford Bulletin of Economics and Statistics

1	Oxford Economic Papers
1	Oxford Review of Economic Policy
1	Public Choice
1*	Quarterly Journal of Economics
1*	Rand Journal of Economics
1	Regional Science and Urban Economics
1	Review of Economic Dynamics
1	Review of Environmental Economics and Policy
1	Review of Financial Studies
1*	Review of Economic Studies
1*	Review of Economics and Statistics
1	Review of Income and Wealth
1	Scandinavian Journal of Economics
1	Small Business Economics
1	Southern Economic Journal
1	Urban Studies (added February 21, 2014) ¹
1	World Bank Economic Review
1	World Development
	Tier 2: 81 Journals
2	Advances in Econometrics
2	Agricultural Economics
2	Annals of Regional Science
2	Annual Review of Financial Economics
2	Applied Economics
2	Australian Journal of Agricultural and Resource Economics
2	British Journal of Industrial Relations
2	Cambridge Journal of Economics
2	Canadian Journal of Agricultural Economics
2	Cato Journal
2	China Economic Review
2	Contemporary Economic Policy
2	Developing Economies
2	Development and Change
2	Econometrics Journal
2	Economic Development Quarterly
2	Economic History Review
2	Economic Modelling
2	Economic Record

¹ Urban Studies is an interdisciplinary journal. In every year between 2007 and 2012, its Social Science Citation Index 5-year Impact Factor placed it in the top 20% for its field (Urban Studies).

2	Economics and Philosophy
2	Economics of Transition
2	Empirical Economics
2	Environmental and Resource Economics
2	European Review of Agricultural Economics
2	Feminist Economics
2	Fiscal Studies
2	Growth and Change
2	Housing Policy Debate
2	Information Economics and Policy
2	International Labour Review
2	International Monetary Fund Staff Papers
2	International Regional Science Review
2	International Review of Economics Education (approved by P&T 5/4/2013)
2	International Small Business Journal
2	Journal of African Economics
2	Journal of Agrarian Change
2	Journal of Agricultural and Resource Economics
2	Journal of Agricultural Economics
2	Journal of Competition Law and Economics
2	Journal of Development Studies
2	Journal of Economic Education
2	Journal of Economic Psychology
2	Journal of Economics (Zeitschrift)
2	Journal of Economics and Business
2	Journal of Economics and Management Strategy
2	Journal of Evolutionary Economics
2	Journal of Financial Econometrics
2	Journal of Forecasting
2	Journal of Forest Economics
2	Journal of Housing Economics
2	Journal of Labor Research
2	Journal of Macroeconomics
2	Journal of Media Economics
2	Journal of Policy Analysis and Management
2	Journal of Policy Modelling
2	Journal of Productivity Analysis
2	Journal of Real Estate Finance and Economics
2	Journal of Real Estate Research
2	Journal of Regulatory Economics
2	Journal of Risk and Insurance
2	Journal of Sports Economics
2	Journal of the Japanese and International Economies
2	Journal of Transport Economics and Policy
2	Kyklos

2	Open Economy Review
2	Public Finance
2	Public Finance Quarterly/Public Finance Review
2	Real Estate Economics
2	Regional Studies
2	Resource and Energy Economics
2	Review of Agricultural Economics
2	Review of Development Economics
2	Review of Industrial Organization
2	Review of International Political Economy
2	Review of World Economics (Weltwirtschaftliches Archiv)
2	Scottish Journal of Political Economy
2	Social Choice and Welfare
2	Social Science Quarterly
2	Studies in Nonlinear Dynamics and Econometrics
2	Theory and Decision
2	World Bank Research Observer
2	World Economy
	Tier 3: 264 Journals
3	Academia Economic Papers
3	African Development Review
3	African Economic History
3	Agricultural and Resource Economics Review
3	Agricultural Economics
3	Agricultural Economics Research
3	Agricultural History
3	American Economist
3	American Journal of Economics and Sociology
3	American Prospect
3	Annals of Public and Co-operative Economy
3	Annals of Regional Science
3	Antitrust Bulletin
3	Applied Economics Letters
3	Applied Financial Economics
3	Archives of Economic History
3	Asian Development Review
3	ASIAN Economic Bulletin
3	Asian Economic Journal
3	Asian Economic Policy Review
3	Asian Journal of Agricultural Economics
3	Asian-Pacific Economic Literature
3	Asia-Pacific Development Journal
3	Asia-Pacific Economic Review

3	Atlantic Economic Journal
3	Australian Bulletin of Labour
3	Australian Economic History Review
3	Australian Economic Papers
3	Australian Economic Review
3	Australian Journal of Agricultural Economics
3	Bangladesh Development Studies
3	Bank of Israel Economic Review
3	Bank of Japan Monetary and Economic Studies
3	BE Journal of Economic Analysis and Policy
3	BE Journal of Macroeconomics
3	BE Journal of Theoretical Economics
3	Briefing Notes in Economics
3	British Review of Economic Issues
3	Bulletin for International Fiscal Documentation
3	Bulletin of Economic Research
3	Business and Economic History
3	Canadian Journal of Development Studies
3	Canadian Public Policy
3	Capital and Class
3	Chinese Economy
3	Cityscape: A Journal of Policy Development and Research
3	Communist Economies and Economic Transformation
3	Comparative Economic Studies
3	Computational Economics
3	Constitutional Political Economy
3	Contributions to Political Economy
3	Defence and Peace Economics
3	Development
3	Development Southern Africa
3	East African Economic Review
3	Eastern Economic Journal
3	Eastern Economic Review
3	Eastern European Economics
3	Economic Affairs
3	Economic Analysis and Policy
3	Economic Analysis and Workers' Management
3	Economic and Financial Modelling
3	Economic and Labour Relations Review
3	Economic and Social Review
3	Economic Development Commentary
3	Economic Issues
3	Economic Notes
3	Economic Philosophy
3	Economic Planning Journal of Agriculture

3	Economic Policy: A European Forum
3	Economic Research
3	Economic Review (Keizai Kenkyu)
3	Economic Systems
3	Economic Systems Research
3	Economics of Human Biology
3	Economics of Innovation and New Technology
3	Economics of Planning
3	Education Economics
3	Ekonomika
3	Empirica
3	Empirical Finance
3	Energy Studies Review
3	Enterprise Development and Microfinance (formerly Small Enterprise Development)
3	Environmental Modelling & Software
3	European Journal of Development Research
3	European Journal of Law and Economics
3	European Journal of Political Economy
3	European Journal of the History of Economic Thought
3	European Review of Economic History
3	Family Economics and Nutrition Review
3	Finnish Economic Papers
3	Forum for Development Studies
3	Forum for Social Economics
3	Foundation Journal Public Finance
3	Global Economic Review
3	Greek Economic Review
3	History of Economic Ideas
3	History of Economics Review
3	History of Political Economy
3	Hitosubashi Journal of Economics
3	Hong Kong Economic Papers
3	Human Resource Development Quarterly
3	Humanomics
3	Independent Review
3	Indian Economic and Social History Review
3	Indian Economic Journal
3	Indian Economic Review
3	Indian Journal of Applied Economics
3	Indian Journal of Labour Economics
3	Indian Journal of Quantitative Economics
3	Indian Journal of Quantitative Methods
3	Industrial and Corporate Change
3	Industrial Organization Review
3	Integration and Trade

3	International Advances in Economic Research
3	International Economic Journal
3	International Journal of Finance and Economics
3	International Journal of Production Economics
3	International Journal of Social Economics
3	International Journal of Sociology and Economics
3	International Journal of the Economics of Business
3	International Journal of Transport Economics
3	International Policy Review
3	International Review of Applied Economics
3	International Review of Economics and Finance
3	International Review of Law and Economics
3	International Social Science Journal
3	International Trade Journal
3	Islamic Economic Studies
3	Japan Quarterly
3	Japan and the World Economy
3	Japan Research Quarterly
3	Japanese Economic Review
3	Journal of the History of Ideas
3	Journal for Studies in Economics and Econometrics
3	Journal of Agricultural Economics Research
3	Journal of Applied Economics
3	Journal of Asian Economics
3	Journal of Australian Political Economy
3	Journal of Behavioral Economics
3	Journal of Borderland Studies
3	Journal of Common Market Studies
3	Journal of Consumer Policy
3	Journal of Developing Areas
3	Journal of Economic and Social Measurement
3	Journal of Economic Cooperation among Islamic Countries
3	Journal of Economic Development
3	Journal of Economic Growth
3	Journal of Economic Issues
3	Journal of Economic Methodology
3	Journal of Economic Studies
3	Journal of Economic Theory and Econometrics
3	Journal of Economics (MVEA)
3	Journal of Economics and Finance
3	Journal of Energy and Development
3	Journal of Environmental Law
3	Journal of Environmental Planning and Management
3	Journal of European Economic History
3	Journal of Evolutionary Economics

3	Journal of Forensic Economics
3	Journal of Income Distribution
3	Journal of Institutional and Theoretical Economics
3	Journal of International Development
3	Journal of International Forecasting
3	Journal of International Trade and Economic Development
3	Journal of Korean Trade
3	Journal of Post Keynesian Economics
3	Journal of Public Economic Theory
3	Journal of Public Finance and Public Choice
3	Journal of Regional Analysis and Policy
3	Journal of Reseach in Pharmaceutical Economics
3	Journal of Rural Development
3	Journal of Social and Economic Development
3	Journal of Socio-Economics
3	Journal of Taxation
3	Journal of the History of Economic Thought
3	Journal of the Japanese and International Economics
3	Journal of the Social Sciences
3	Journal of Time Series Analysis
3	Journal of World Trade
3	Keio Economic Studies
3	Kobe University Economic Review
3	Kredit and Kapital
3	Law and Contemporary Problems
3	Manchester School Studies
3	Marine Resource Economics
3	Mathematical Social Sciences
3	Metrika
3	Metroeconomica
3	Middle East Business and Economic Review
3	Middle East Technical University Studies in Development
3	MOGT-MOST: Economic Policy in Transitional Economies
3	Natural Resource Journal
3	Nebraska Journal of Economics and Business
3	New Economy
3	New England Economic Review
3	New Political Economy
3	New York Economic Review
3	New Zealand Economic Papers
3	Nomura Research Institute Quarterly Economic Review
3	North American Journal of Economics and Finance
3	OECD Economic Studies
3	Open Economies Review
3	Osaka Economic Papers

3	Oxford Development Studies
3	Pacific Economic Bulletin
3	Pacific Economic Review
3	Pakistan Development Review
3	Pakistan Economic and Social Review
3	Pakistan Journal of Applied Economics
3	Pacific Economic Review
3	Papers in Regional Science
3	Pennsylvania Economics Review
3	Perspectives on Labour and Income
3	Policy Analysis
3	Politica Economica
3	Population Research and Policy Review
3	Prague Economic Papers
3	Problems of Economic Transition
3	Property Tax Journal
3	Public Policy
3	Quarterly Review of Economics and Business
3	Quarterly Review of Economics and Finance
3	Regional Economics
3	Regulation
3	Research in Economic History
3	Research in Economics
3	Review of African Political Economy
3	Review of Agricultural Economics
3	Review of Agricultural Economics
3	Review of Austrian Economics
3	Review of Black Political Economy
3	Review of Economic Design
3	Review of Economics Conditions in Italy
3	Review of Financial Economics
3	Review of International Economics
3	Review of International Political Economy
3	Review of International Studies
3	Review of Political Economy
3	Review of Radical Political Economics
3	Review of Regional Studies
3	Review of Social Economy
3	Review of Urban and Regional Development Studies
3	RISEC: International Review of Economics and Business
3	Russian and East European Finance and Trade
3	Scandinavian Economic History Review
3	Science and Society
3	Seoul Journal of Economics
3	Singapore Economic Review

3	South African Journal of Economics
3	Southwestern Journal of Economics
3	Spaces and Flows
3	Spanish Economic Review
3	Studies in Economic Analysis
3	Studies in Economics and Finance
3	Swedish Economic Policy Review
3	Taiwan Economic Review
3	Telecommunications Policy
3	Ukrainian Economic Review
3	UNCTAD Review
3	Urban Affairs Quarterly/Urban Affairs Review
3	Western Journal of Agricultural Economics
3	Western Tax Review
3	Work Employment and Society

Last revised by McPherson, 1/25/13

Appendix 2: Calibrating Scholarly Norms

The most recent ranking of U.S. Economics programs was published in the *Southern Economic Journal* in July 2012, and we use data from that study. The data involve pages published in the top-50 journals in the discipline by faculty over the 1994-2009 period. We use as a comparison group the 40 programs that are ranked directly above UNT's position. We consider this to be programs to which we aspire. These programs are as follows (in alphabetical order): Bentley University, Brandeis University, California State University- Fullerton, Claremont McKenna University, CUNY Graduate Center, DePaul University, East Carolina University, Florida International University, Fordham University, Georgia Institute of Technology, Indiana University Purdue University Indianapolis, Miami University, Northeastern University, Oklahoma State University, San Diego State University, Southern Illinois University - Carbondale, Swarthmore College, Temple University, Texas Tech University, University of Arkansas, University of Central Florida, University of Cincinnati, University of Hawaii, University of Memphis, University of Mississippi, University of Nebraska – Lincoln, University of Nevada – Las Vegas, University of Nevada - Reno, University of New Mexico, University of North Carolina - Greensboro, University of South Florida, University of Tennessee, University of Texas - Arlington, Utah State University, Virginia Commonwealth University, Wake Forest University, Wayne State University, Wellesley College, Wesleyan University, and Williams College.

To calibrate of scholarly points system we collected curricula vitae of faculty members at these 40 programs. The CV data include articles published through 2011, and these were evaluated using the ranking of journals presented in Appendix 1. An effort was made to gather the CV of every economics professor who was tenured or promoted to professor at any of the 40 programs.² If a CV was unavailable online, the faculty member was contacted and asked to provide us with a CV.

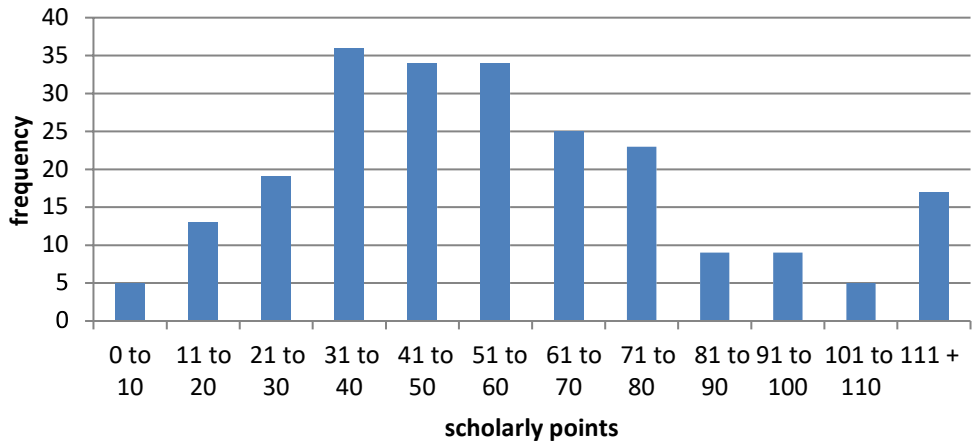
Scholarly Output During the Probationary Period

Summary statistics regarding this comparison group are as follows:

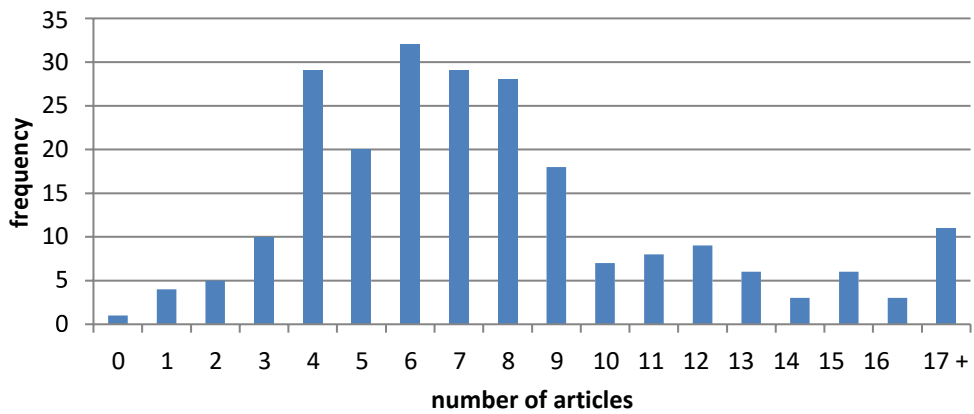
Scholarly Output During the Probationary Period: 40 Programs Ranked Above UNT			
	25th Percentile	Median	75th Percentile
Scholarly Points	37	53	72
Total # of Articles	5	7	9
# Articles, Tier I and above	2	4	6
# Articles, Tier II	0	1	2
# Articles, Tier III	1	2	4
observations	229		

² We excluded faculty members who earned their doctorates prior to 1980, on the argument that the discipline has changed quite a bit since that time.

Scholarly Points During Probationary Period: 40 Programs Ranked Above UNT



Articles During Probationary Period: 40 Programs Above UNT



Scholarly Output During the Associate Professor Period

Scholarly Output During Associate Professor Period: 40 Programs Ranked Above UNT			
	25th Percentile	Median	75th Percentile
Scholarly Points	34.5	54	76
Total # of Articles	5	8	11
# Articles, Tier I and above	1	3	5
# Articles, Tier II	0	1	2
# Articles, Tier III	1	3	6
observations		111	

