

Rank Matrix: Accounting

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
Instructor	ABD in Accounting	MS in Accounting or M.B.A. with CPA	Satisfactory performance in teaching	Potential	Potential	Potential
Assistant Professor	PhD in Accounting, DBA in Accounting.	MS in Accounting and CFA, CPA, CMA, or relevant terminal Degrees such as: PhD, DBA, JD. Or MBA & CPA or MS in Accounting & relevant terminal degree	Performance should be more than merely satisfactory, with clear demonstration of the potential to be outstanding. Evidence of curriculum development (e.g. review and revisions of existing courses or programs, creation of new courses or programs)	Dissertation contributes to field.	Positive and proactive involvement in department activities including by not limited to committees, projects, academic advising, assessment, student retention and recruitment. Beginning to contribute at the college wide level.	Remaining current in field through course work, attendance at appropriate meetings and seminars. Active status on earned licenses.
Continuing Appointment	See considerations above	See considerations above	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, as well a broad range of course levels (upper & lower	Participation in professional meetings and organizations. Serves on panels at professional meetings.	Strong presence at departmental level as well as solid service at the college level. Showing solid signs of leadership on and in service areas. Becoming well-known to	Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership in professional organizations.

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			levels), and a greater adaptability to meeting diverse student needs. Excellent classroom performance.		faculty and administrators outside the department through meetings, committees and projects.	Active status on earned licenses.
Associate Professor (Continuing Appointment Required)	See considerations above	See considerations above	See considerations above Additionally, capable of peer mentoring new faculty.	Contributes to field by participating in professional speaking opportunities, serves on panels and makes some contributions to appropriate publications. Being awarded grants would serve as additional evidence.	Record of solid service and effective leadership at the departmental and college level. Well-known to faculty and administrators outside the department through meetings, committees and projects.	See considerations above. Additionally, active role in leadership on campus.
Professor	See considerations above	See considerations above	Demonstrate significant mastery of teaching. Capable of utilizing full range of instructional	Solid record of contributions to field by articles in professional journals and presentations at professional	Clear evidence of sustained and outstanding leadership at departmental and college levels in areas of service.	Leadership roles in professional organizations. Leadership roles that extend campus or university wide.

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			methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent in all categories. Capable of mentoring new faculty.	meetings. Successful completion of sponsored research in field would serve as additional evidence.	Evidence of service to SUNY at a university wide level would serve as additional evidence.	Increase in responsibility in administrative duties, such as department chair.
The Lecturer position is renewable for up to three years. It is not a rank that is considered on a track for continuing appointment.						
Lecturer	Masters in Field	Masters in related field with 18 credit hours in the field.	Satisfactory performance in teaching	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.

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1. All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.
2. To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.
3. To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.