

The Department of Management, Marketing and Hospitality

Statements of Department Benchmarks for Faculty Evaluations

Approved November 30, 2011

Introduction. The intent of this policy, which has been voted upon and approved by the faculty, is to provide FAAR benchmarks for acceptable performance in the areas of Teaching Effectiveness, Scholarly Activity, Service and Collegiality. Individual faculty members who fall below these standards may be subject to development plans and/or other efforts to bring up their performance levels to department standards. Further, separate benchmarks are enumerated for those who are applying for tenure or rank advancement. Documentation in each of these areas will be designed to provide support for evaluations of each faculty member. The goal is to develop excellence in our department in each of the relevant areas.

1) Standard MMH Benchmarks for annual FAARs:

Teaching:

All faculty will achieve an average (over a period of five years) score from student evaluations of at least 4 out of 5 (80%).

All faculty will also be reviewed periodically by peers. Tenure track faculty will receive peer evaluations annually, while tenured faculty will be evaluated by peers as needed.

Each faculty member may also submit other documentation that provides insight into their classroom performance, including summaries of creative teaching methodology, letters from students, the use of technology in the classroom, etc.

Intellectual Contributions:

The Department of Management, Marketing and Hospitality will perform at the same standards of output as the School of Business, as defined in the Intellectual Contributions policy.

Service:

For tenured and tenure track faculty: University service will consist of service on department, school or university clubs, committees, and other assignments each year. Professional service will consist of providing at least one contribution (e.g. journal

referee, conference discussant, consultation, or the equivalent) per year.

For non-tenure track, service will consist of complying with a work plan negotiated with the department chair and dean.

Collegiality:

All faculty will be in full compliance with SUU Policy 6.28.

2) MMH Benchmarks for the awarding of tenure:

Teaching:

All faculty will achieve an average (over a period of five years) score from student evaluations of at least 4 out of 5 (80%).

Applications for tenure will include peer evaluations. Each faculty member may also submit other documentation that provides insight into their classroom performance, including summaries of creative teaching methodology, letters from students, the use of technology in the classroom, etc.

Intellectual Contributions:

The Department of Management, Marketing and Hospitality will perform at the same standards of output as the School of Business, as defined in the Intellectual Contributions policy. Undergraduate faculty will publish at least 2 journal articles in the 5 year period before applying for tenure, while graduate faculty will publish at least 3 journal articles in the same 5 year period.

Service:

For tenured and tenure track faculty: University service will consist of service on department, school or university clubs, committees, and other assignments each year. Professional service will consist of providing at least one contribution (e.g. journal referee, conference discussant, consultation, or the equivalent) per year.

For non-tenure track, service will consist of complying with a work plan negotiated with the department chair and dean.

Collegiality:

All faculty will be in full compliance with SUU Policy 6.28.

3) MMH Benchmarks for rank advancement:

A) For Assistant Professor:

Teaching:

All faculty will achieve an average (over a period of five years) score from student evaluations of at least 4 out of 5 (80%). Applications for rank advancement will include peer evaluations. Each faculty member may also submit other documentation that provides insight into their classroom performance, including summaries of creative teaching methodology, letters from students, the use of technology in the classroom, etc.

Intellectual Contributions:

The Department of Management, Marketing and Hospitality will perform at the same standards of output as the School of Business, as defined in the Intellectual Contributions policy. Undergraduate faculty will publish at least 2 journal articles in the 5 year period before applying for rank advancement, while graduate faculty will publish at least 3 journal articles in the same 5 year period.

Service:

For tenured and tenure track faculty: University service will consist of service on department, school or university clubs, committees, or other assignments each year. Professional service will consist of providing at least one contribution (e.g. journal referee, conference discussant, consultation or the equivalent) per year.

For non-tenure track, service will consist of complying with a work plan negotiated with the department chair and dean.

Collegiality:

All faculty will be in full compliance with SUU Policy 6.28.

B) For Associate Professor:

Teaching:

All faculty will achieve an average (over a period of five years) score from student evaluations of at least 4 out of 5 (80%). Applications for rank advancement will include peer evaluations. Each faculty member may also submit other documentation that provides insight into their classroom performance, including summaries of creative teaching methodology, letters from students, the use of technology in the classroom, etc.

Intellectual Contributions:

The Department of Management, Marketing and Hospitality will perform at the same standards of output as the School of Business, as defined in the Intellectual Contributions policy. Undergraduate faculty will publish at least 2 journal articles in the 5 year period before applying for rank advancement, while graduate faculty will publish at least 3 journal articles in the same 5 year period.

Service:

For tenured and tenure track faculty: University service will consist of service on department, school or university clubs, committees or other assignments each year. Professional service will consist of providing at least one contribution (e.g. journal referee, conference discussant, consultation or the equivalent) per year.

For non-tenure track, service will consist of complying with a work plan negotiated with the department chair and dean.

Collegiality:

All faculty will be in full compliance with SUU Policy 6.28.

C) For Full Professor (considered Master Teachers):

Teaching:

All faculty will achieve an average (over a period of five years) score from student evaluations of at least 4 out of 5 (80%). Applications for rank advancement will include peer evaluations. Each faculty member may also submit other documentation that provides insight into their classroom performance, including

summaries of creative teaching methodology, letters from students, the use of technology in the classroom, etc.

Intellectual Contributions:

The Department of Management, Marketing and Hospitality will perform at the same standards of output as the School of Business, as defined in the Intellectual Contributions policy. Undergraduate faculty will publish at least 2 journal articles in the 5 year period before applying for rank advancement, while graduate faculty will publish at least 3 journal articles in the same 5 year period.

Service:

For tenured and tenure track faculty: University service will consist of service on department, school or university clubs, committees or other assignments each year. Professional service will consist of providing at least one contribution (e.g. journal referee, conference discussant, consultation or the equivalent) per year.

For non-tenure track, service will consist of complying with a work plan negotiated with the department chair and dean.

Collegiality:

All faculty will be in full compliance with SUU Policy 6.28.

NOTE: for rank advancement to Full Professor, the applicant must substantially exceed department standards in either Teaching or Intellectual Contributions.