

DATE: 27 June 2006  
FROM: David Rees  
SUBJECT: Minimum Performance Standards for Department of Accounting  
TO: David Christensen  
Dean Templin  
Chairman, University Leave, Rank, and Tenure Committee  
Provost Haraff  
IN TURN

Attached is the minimum performance standards for the Department of Accounting. They were approved by the department faculty on 8 May 2006.

David Rees  
Chair, Dept. of Accounting LRT Committee \_\_\_\_\_

David Christensen  
Chair, Department of Accounting \_\_\_\_\_

Carl Templin  
Dean, School of Business \_\_\_\_\_

Attached: Minimum Performance Standards for Department of Accounting (8 May 06)

**MINIMUM PERFORMANCE STANDARDS FOR DEPARTMENT OF ACCOUNTING  
(Approved 8 May 2006)**

It is expected that all faculty members will make contributions consistent with their classification, and appropriate to the department's mission. All faculty members will document compliance to these standards in the Faculty Annual Activity Report (FAAR) per SUU Policy 6.1 (latest edition), due in September.

a. Minimum Standards to meet "standard professional performance" for FAAR:

**Teaching**

<i>Classification</i>	<i>Minimum Standard</i>
All faculty	Achieve a five-year average annual score of 4.0, with <u>student evaluations</u> (questions 1 through 10 of university student evaluation form) and <u>peer evaluations</u> (overall score on department peer evaluation form), weighted equally. Other criteria and evidence (e.g., materials evaluations) may be added at the discretion of the faculty member, who has the responsibility of providing evidence of the relevance and the quality/quantity of the other criteria and evidence.

**Scholarly/Creative** (per School of Business Intellectual Contribution Policy, latest edition)

<i>Classification</i>	<i>Minimum Standard</i>
Tenured and Tenure Track who teach undergraduate courses only	Publish one journal article and achieve ten publishing points in five years.
Tenured and Tenure Track who teach some graduate classes	Publish three journal articles and achieve fifteen publishing points in five years.
Non-tenure track	Comply with work plan negotiated with the Department Chair and the Dean.

**Service**

<i>Classification</i>	<i>Minimum Standard</i>
Tenured and Tenure Track	Serve on one committee and on one other service activity (e.g., journal referee, journal editor, conference discussant, consultation, or another committee assignment) annually.
Non-tenure track	Comply with work plan negotiated with the Department Chair and the Dean
All faculty	Attend two Professional Accounting Club activities per semester.

**Collegiality**

<i>Classification</i>	<i>Minimum Standard</i>
All faculty	Full compliance with SUU Policy 6.28 (latest edition), and achieve a five-year average score on collegiality of <u>0.80</u> from an anonymous survey of all department faculty members. The survey is completed by all department faculty members at the start of each academic year, and uses a two-point scale (0 = not collegial, and 1 = collegial).

b. Standards for rank advancement:

- (1) Satisfy department minimum standards as specified above.
- (2) Demonstrate consistent, high-quality performance, and continuous improvement in teaching, scholarly/creative, and service, as evidenced in FAAR per Policy 6.1.