

Annual Evaluation of Tenured Faculty Performance Standards
Department of Management, Marketing, and International Business

Teaching Standards

Meets Standards

1. The faculty member has followed a program of professional development resulting in an excellent command of his/her discipline.
2. The faculty member's syllabi clearly articulate course objectives agreed upon by Program Faculty for core and multi-section courses.
3. The faculty member consistently meets his/her classes. If absent from class, the appropriate form is completed.
4. The faculty member has eight established office hours and commits to those office hours.
5. The faculty member is collegial in his/her department and program area, making meaningful contribution to instructional or curricular development, ensuring consistent multi-section courses, sharing teaching ideas, participating in departmental activities related to strengthening teaching, and mentoring junior faculty.
6. The faculty member has administered the student evaluations and the peer evaluation as required for his/her rank.

Exceeds Standards

The faculty member "Meets Standards" above plus either of the following standards:

1. The faculty member has received an award for teaching excellence at the Departmental, College, University, or professional level.
2. The faculty member has designed an innovative course or instructional program.
3. The faculty member has directed student learning in activities beyond classroom instruction.

Below Standards

The faculty member has failed to meet the standards. This failure may include one or more of the following, but is not limited to the following:

1. The faculty member lacks a program of continuing professional development to maintain disciplinary currency to improve instructional effectiveness.
2. The faculty member's instruction is not up-to-date and/or is not delivered effectively.
3. The faculty member's syllabi do not adhere to consistent course objectives and/or description agreed upon by Program Faculty for core and/or multiple section courses.
4. Syllabi do not indicate a schedule for exams, chapters to study, and student assignments.
5. Class assignments are not clear, rigorous, and/or well-organized.
6. The faculty member does not distribute the course syllabi by the second class period.
7. The faculty member does not hold all classes, is late for class, and/or lets students out early from class.
8. The faculty member is unprepared for class.
9. The faculty member does not have a set minimum of eight office hours and/or is not available during his/her office hours.
10. The faculty member lacks collegiality in his/her department and/or program area; for example, the faculty might not participate in contributing to instructional or curricular development, ensuring consistent multi-section courses, sharing teaching ideas, participating in departmental activities related to strengthening teaching, and/or mentoring junior faculty.
11. The faculty member has not administered the required student evaluations and/or the peer evaluation as required for his/her rank.

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Research Standards

Meets Standards

The faculty member must be SA or PA as defined by the ECU School of Business Faculty Qualifications Policy and Processes.

Exceeds Standards

The faculty member "Meets Standards" above plus either of the following standards:

1. Publish an A-level journal article from approved list in a faculty member's discipline during the evaluation year.
2. Publish two B-level journal articles from approved list in a faculty member's discipline during the evaluation year.

Below Standards

The faculty member is not academically qualified as SA or PA.

Service Standards

Meets Standards

The faculty member "Meets Standards" by providing service to the institution, public, and/or profession in ALL Category 1 items and TWO items in Category 2 during the evaluation year.

Category 1

1. Participation in service activities consistent with Departmental, College, and/or University missions.
2. Committee participation and/or leadership at the Departmental, College, and/or University level.
3. Service as a student academic advisor.

Category 2 service includes, but is not limited to, the following service opportunities:

Category 2

1. Service as a faculty advisor for student organization.
2. Supervision and/or mentoring of undergraduate or graduate students or research activities.
3. Progression in roles of leadership within the program, Department, College, and University.
4. Participation in College and/or University governance.
5. Service as a reviewer of manuscripts for peer-reviewed journals that meet the AACSB requirements of peer-review publications.
6. Engagement with consulting projects, workshops, or partnerships with businesses, governmental organizations, or not for-profit organizations.
7. Appointment or election to offices or significant leadership roles in regional and national professional societies.
8. Administrative duties and responsibilities in the Department, College, and/or University.
9. Service on editorial boards for peer-reviewed journals that meet the AACSB requirements of peer-review publications.
10. External grant funded in evaluation year.

Exceeds Standards

The faculty member “Meets Standards” above plus either of the following standards:

Exemplary institutional, public, and/or professional services include evidence of national recognition, but are not limited to, the following accomplishments:

1. Honors or awards from national organizations in service.
2. Invited lectures or seminars at national or international meetings.
3. Exemplary high-impact student success service.

Below Standards

The faculty member is “Below Standards” for not achieving either of the standards below:

1. Not providing service in all areas of Category 1.
1. Not providing service in two Category 2 items.