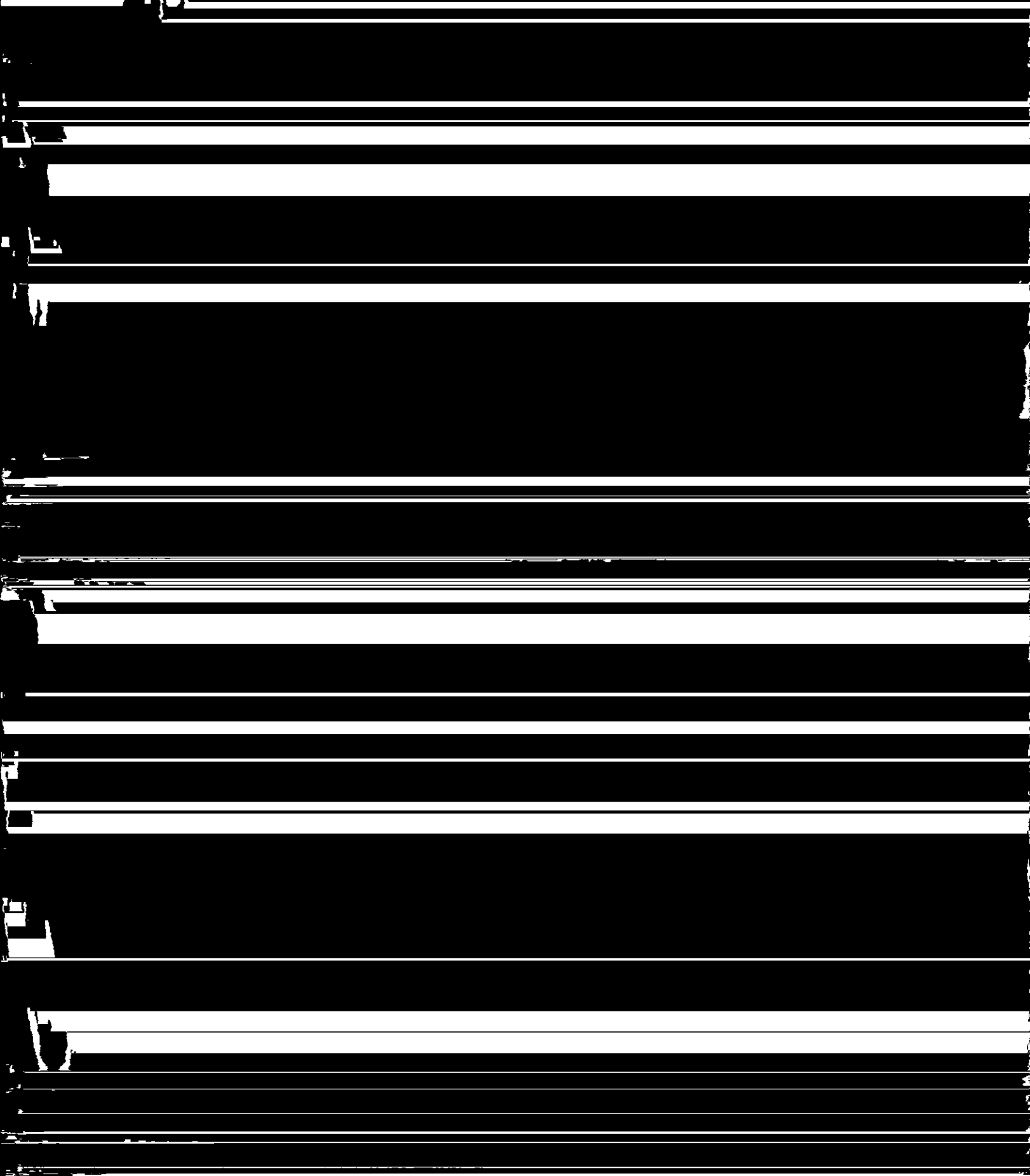


ROHRER COLLEGE OF BUSINESS

~~UNIVERSITY OF ILLINOIS STATEMENT OF CRITERIA AND PROCEDURES FOR~~



Assistant Professor:

- Possesses terminal degree in field of specialization.
- Shows evidence of potential for excellence in teaching.

Associate Professor: In addition to the above, a minimum of five years of professional teaching experience at an accredited institution.

Evidence of excellence in teaching is demonstrated by:

- A consistent pattern of excellence in teaching.
- A consistent pattern of excellence in advising.
- Contribution to the development of learning materials.
- Evidence of professional development activities.
- Other relevant evidence.

Full Professor: In addition to the above, a minimum of eight years of professional teaching experience at an accredited institution.

Excellence in **all areas** of teaching as demonstrated by:

- A consistent pattern of excellence in teaching.
- A consistent pattern of excellence in student engagement and advising.
- Excellence in the development of learning materials.
- Evidence of professional development activities.
- Other relevant evidence.

A Academic Instruction

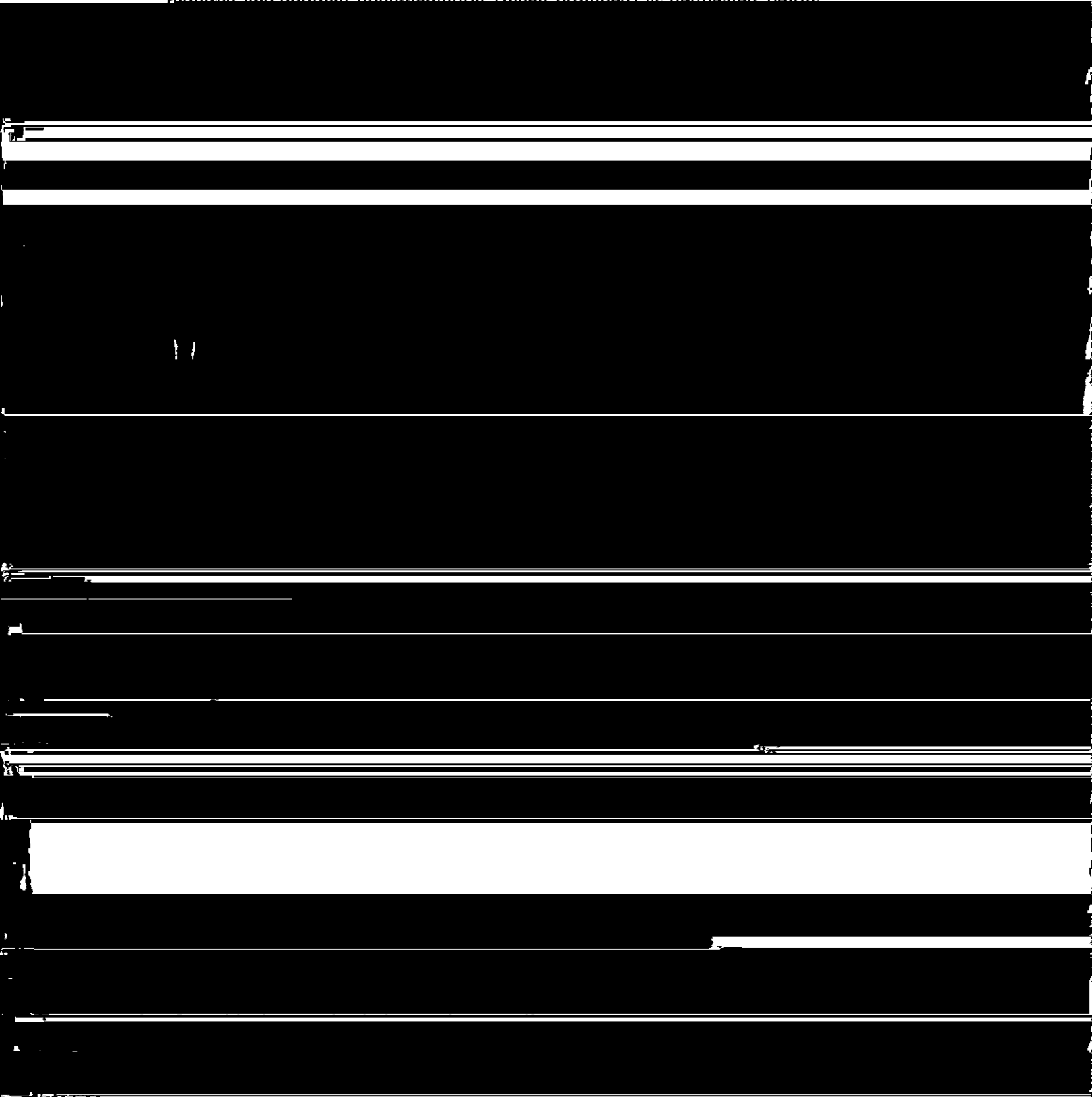


- Flexibility in approaches to teaching
- Appropriate student learning outcomes
- Other characteristics appropriate to the candidate's program as identified in the

records pertaining to the activities considered to demonstrate excellence in instruction.

Documentation for the Evaluation of a Candidate's Academic Instruction

The Committee will assess each candidate's academic instruction by evaluating the required and optional documentation (when provided) as delineated below:



- A statement summarizing how stakeholder feedback was collected and how this feedback was utilized in developing learning activities
- A statement summarizing how other course-embedded or program learning outcomes assessment information was utilized in developing learning activities
- Representative copies of the candidate's syllabi as well as teaching materials for courses taught within the past year. The Committee will review the syllabi to

- Maintaining currency in discipline-specific and pedagogical concepts.
- Collaborating with colleagues.
- Evaluating the teaching of colleagues including temporary and adjunct faculty.

Characteristics of Excellence in Developing as a Teacher

Characteristics of excellence in developing as a teacher may include:

- Demonstrated commitment to conducting instructional and classroom research (for professor positions).
- Demonstrated commitment to maintaining discipline-specific and pedagogical currency through attending and participating in professional development activities.
- Demonstrated record of collaboration with colleagues.
- Demonstrated commitment to colleague evaluation.

Documentation for the Evaluation of a Candidate's Developing as a Teacher

The committee will assess each candidate's developing as a teacher by evaluating the

Required Documentation:

- Advising and mentoring students, e.g., career, academic, or personal counseling referral
- Advising students in research projects
- Advising student groups and organizations

Characteristics of excellence in advising

1. Advises and mentors students, e.g., academic, career, and development

Instructors are expected to participate in ongoing activities which improve their currency and/or standing in their area of instruction and professional discipline.

research and creative activity (scholarly activity). This activity should enhance or reinforce the faculty member's academic instruction. The predominant mode of scholarship for faculty in business is through the publication of refereed journal articles, although other forms of scholarly and creative activity may also be used. It is the candidate's responsibility to demonstrate that scholarly and creative activities represent high quality research.

A. Characteristics of Excellence in Scholarly and Creative Activity

For instructors, excellence in scholarly and creative activity will be based on the appropriateness of their activities given their teaching responsibilities, discipline, and professional stature.

For Assistant, Associate and Full professors, excellence in scholarly and creative activity is demonstrated through research quality and impact, leadership in the research endeavor, continuity of research, and relevance to the field of teaching.

journals used for their global rankings of Business schools. See:
<https://www.ft.com/content/3405a512-5cbb-11e1-8f1f-00144feabdc0>

ABDC:

<http://www.abdc.edu.au/master-journal-list.php?title=&issn=10596011&for=0&rating=>

A Journals: Very Strong Impact

Publications in A journals are encouraged with the understanding that acceptance into an A journal is very challenging. One publication in an A journal is preferred but not required.

B Journals: Significant Impact

Publications in B journals are the norm for business schools with three course per semester teaching loads, similar to RCOB. It is expected that a preponderance of journal publications will be in journals that are B or higher.

C Journals: Moderate Impact

include:

- a. Scholarly activities may be interdisciplinary in nature as long as they relate to the candidate's field(s) of teaching or closely related disciplines.
- b. The College of Business considers refereed journals to be the most important type of scholarly activity for professor positions, however other scholarly activities (listed in the section below) will be considered as supporting information.
- c. Scholarly activities that are not directly or indirectly related to the candidate's field(s) of teaching may be considered under Professional Practice and Service.

B. Ranking Scholarly and Creative Activity for faculty at or applying for rank of Assistant Professor or above

editions, number of downloads, number of views, use in teaching, sales volume, etc.)

- Publications that focus on research methods and pedagogy
- Research-based learning projects with companies, institutions, and/or non-profit organizations
- Instructional software (by number of programs developed, number of users, etc.)
- Case study development (by number of studies developed, number of users, etc.)

teaching. The candidate is expected to participate in scholarly activities in each of

D. Documentation for the Evaluation of a Candidate's Scholarly and Creative Activity

The committee will assess each candidate's scholarly and creative activity by

efforts

3. Any other relevant material the candidate wishes to provide the committee.

III. CONTRIBUTION TO THE UNIVERSITY COMMUNITY

In accordance with the Memorandum of Agreement, contribution to the University community is described as the efforts by faculty members to participate in the shared governance process and use their expertise, knowledge, and professional judgment for the betterment of the institution.

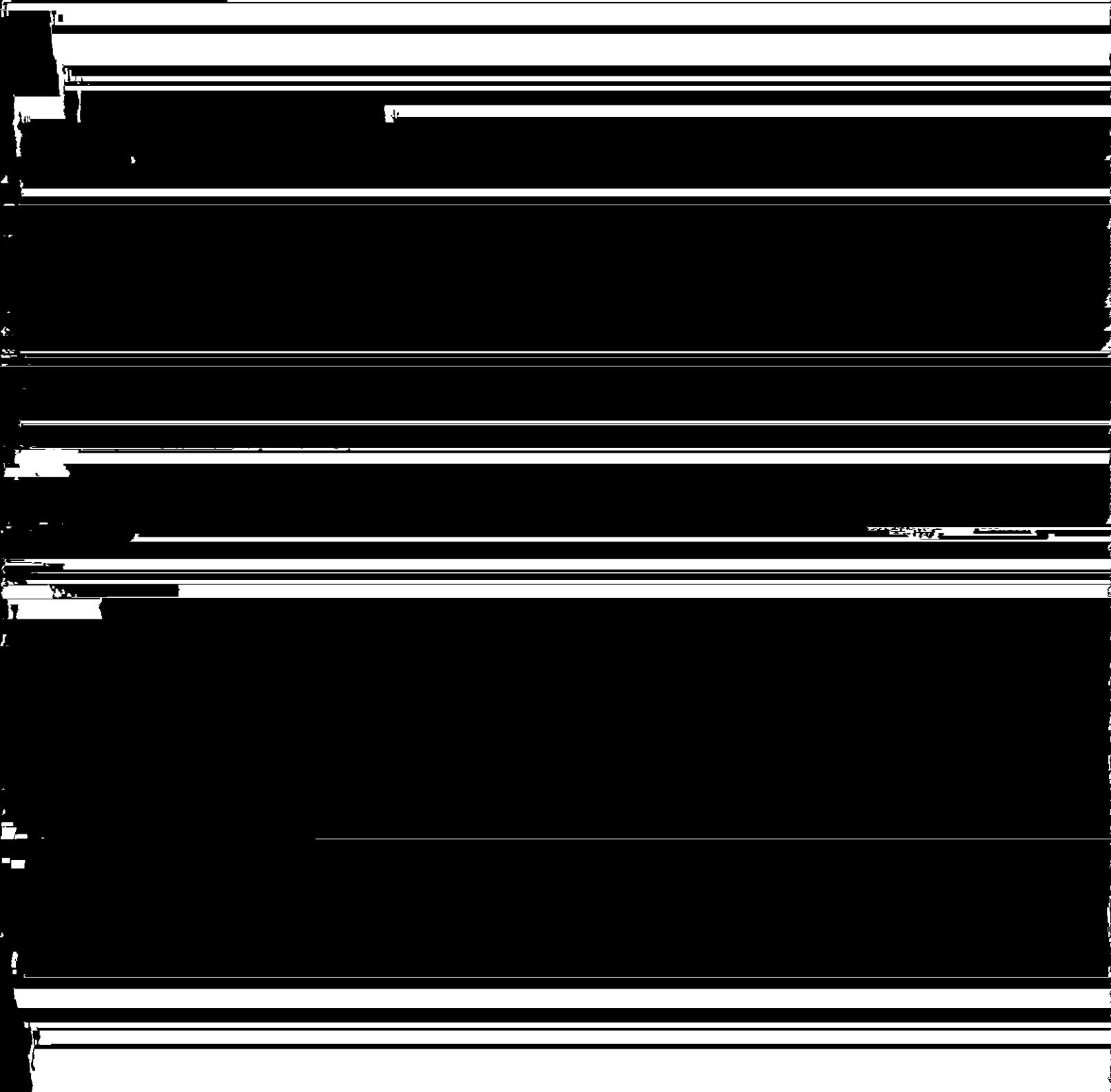
~~Classification of Faculty Members in Contribution to the University Community~~

1. Exemplary service to the Department, College or University consistent with the *Memorandum of Agreement*.

contributions such as receiving reassigned time for particular services. Each candidate's contribution should be regular and ongoing.

Required Documentation

It is the candidate's responsibility to document the extent and level of service he

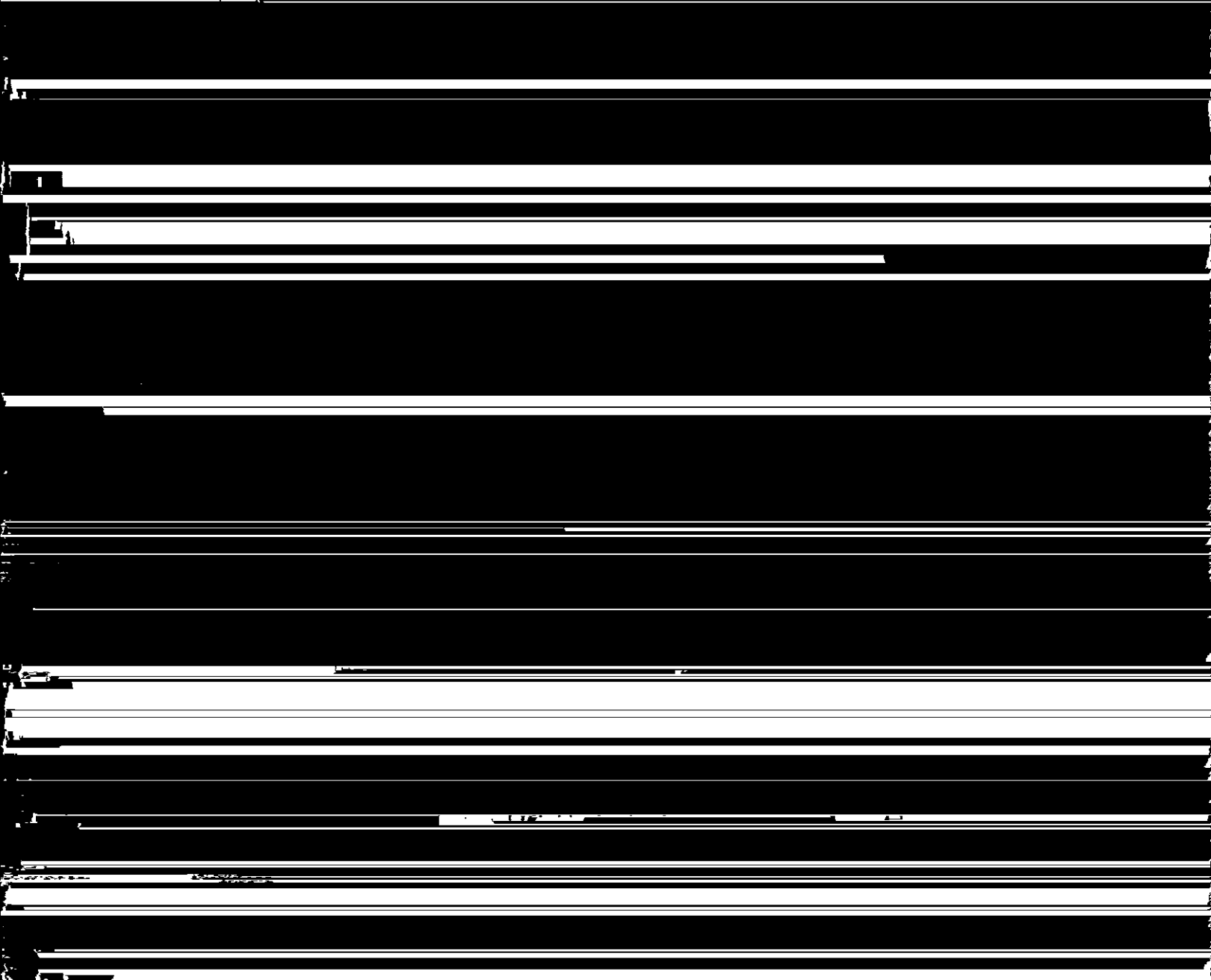


Characteristics of excellence in Contribution to the Wider and Professional Community include:

1. Service to the Profession. The committee will assess the various areas of service to the candidate's profession. These include but are not limited to the following:

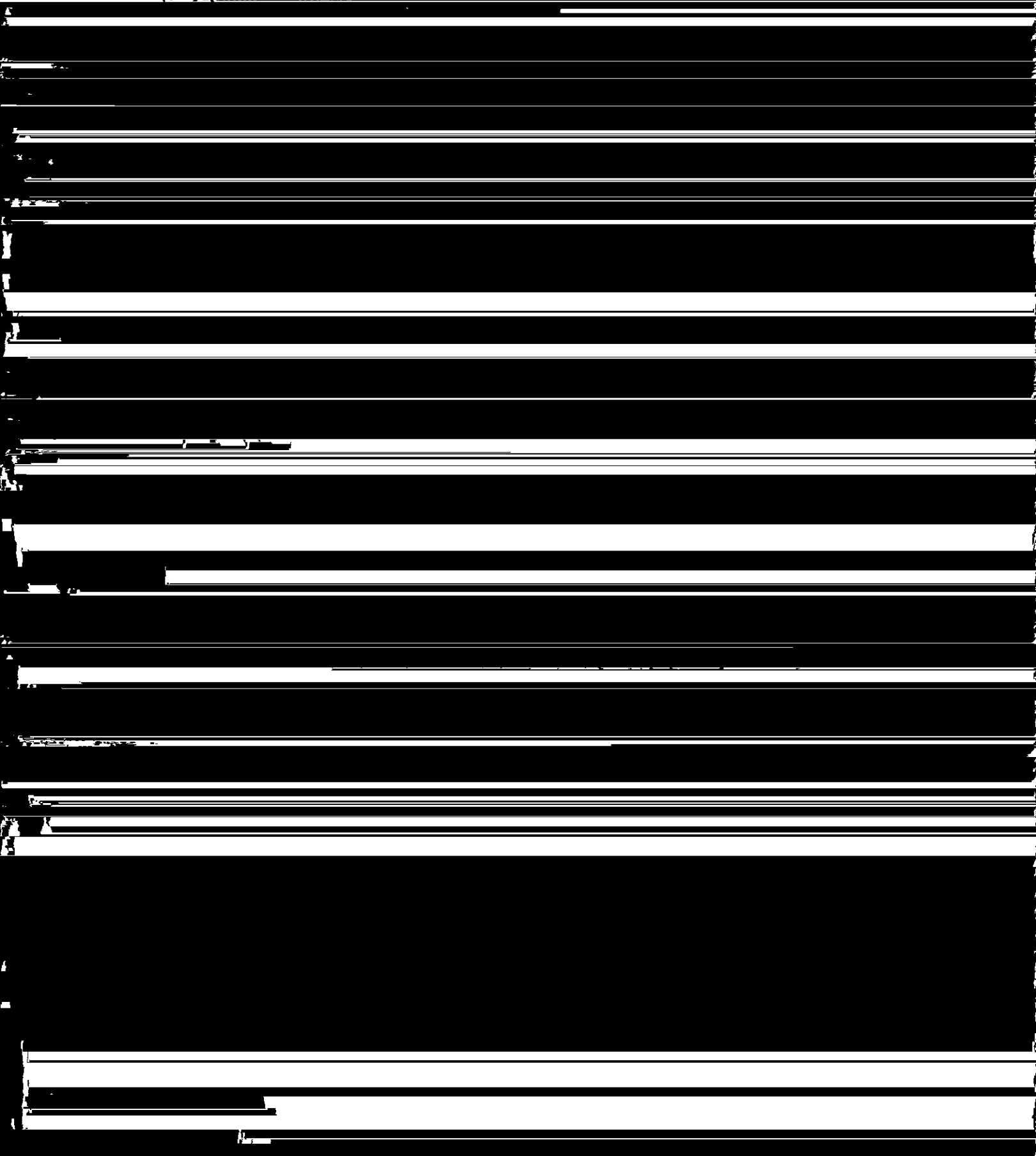
a. Membership in professional organizations

b. Active participation and service in leadership roles of association, boards or



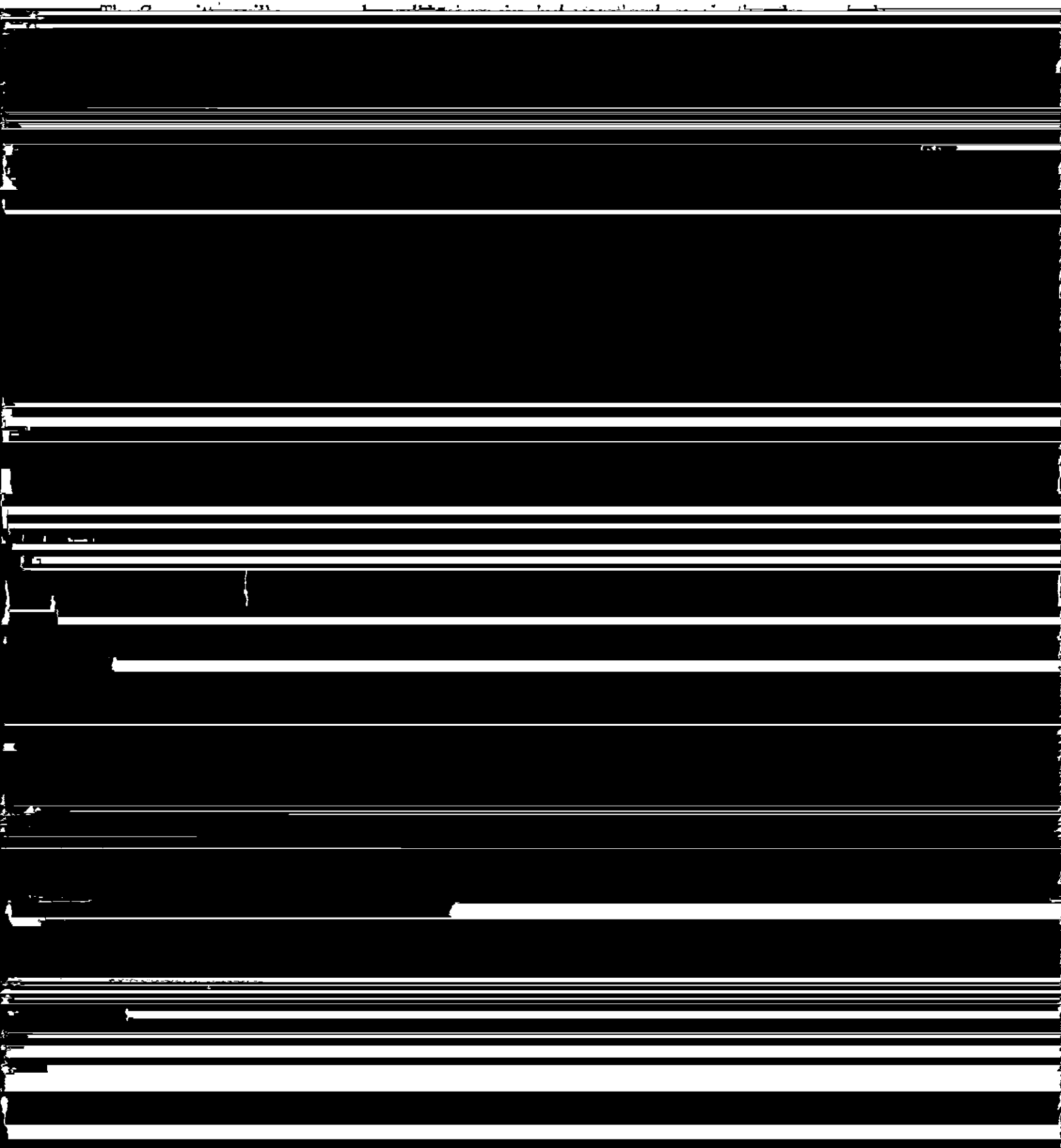
candidate's contribution to the wider and professional community:

1. Testimony from association, profession, industry, or agency leaders.



Summary of Required and Optional Documentation

Documentation for the Evaluation of a Candidate's Academic Instruction



proposals are lengthy. The candidate will provide a statement indicating the role he or she played in preparing the proposal.

5. If references are made to websites, the full URL should be provided along with any passwords necessary to access the web materials. The reference should make it clear

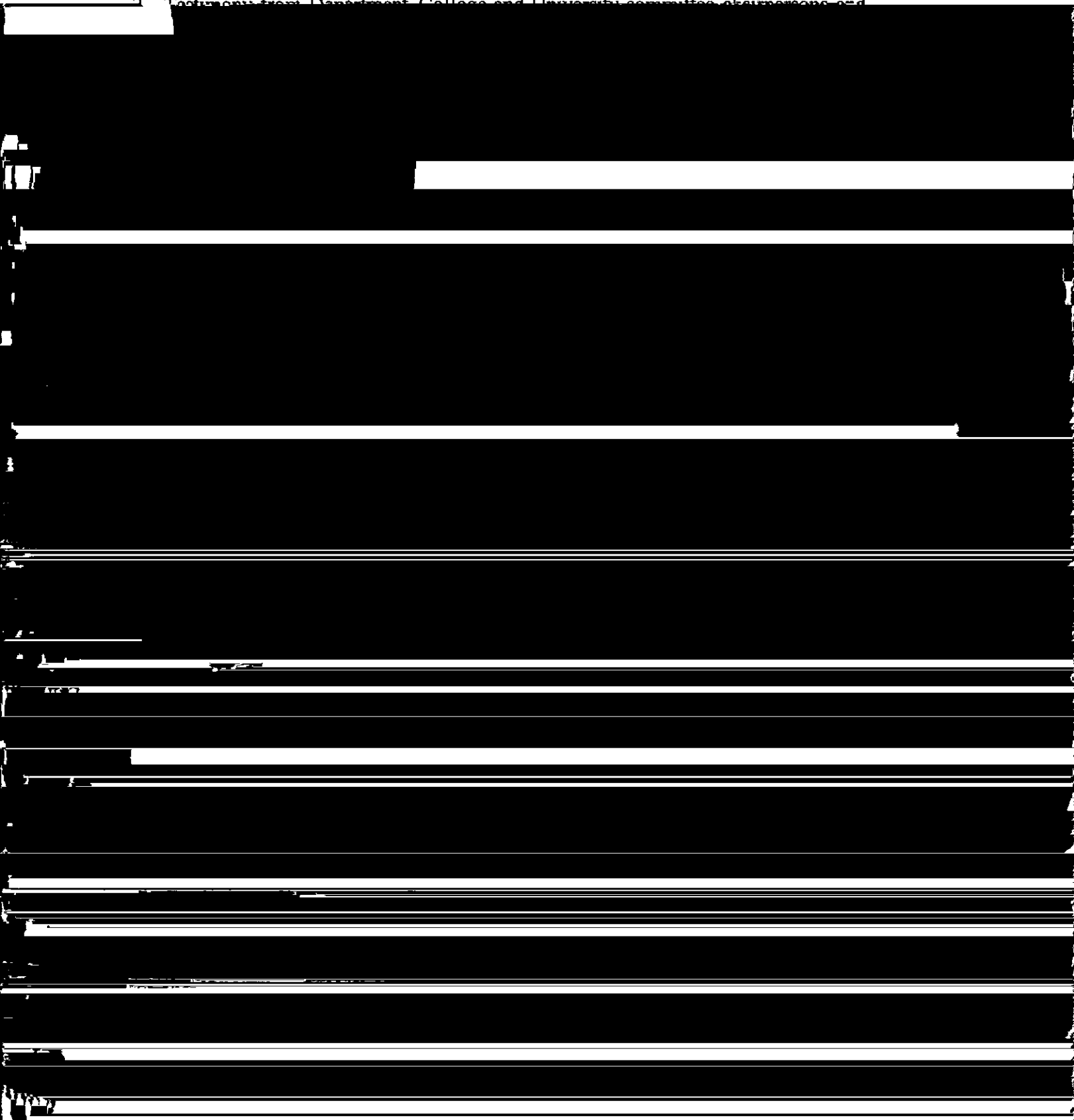
Documentation for the Evaluation of a Candidate's Scholarly and Creative Activity

Required Documentation

1. Documentation must include:
 - a. A summary (listing) of the candidate's scholarly activities,
 - b. Clear indication of the impact and category (basic research, applied research or instructional development) of each scholarly activity undertaken.
 - c. A reflective statement as to how the candidate's scholarly activity meets

has provided. The committee will examine the following in evaluating a candidate's contribution to the University community:

1. Statement by the candidate explaining his or her service
2. Testimony from Department, College and University committee chairpersons and



APPENDIX A

Rowan University Mission Statement

A leading public institution, Rowan University combines liberal education with professional

preparation for the 21st century. Rowan University provides a collaborative