



## COLLEGE OF BUSINESS

### PERFORMANCE STANDARDS AND PROMOTION REQUIREMENTS

#### Instructors, Lecturers, and Senior Lecturers

##### Minimum Performance Expectations

To receive a satisfactory evaluation as an Instructor, faculty in this category must: 1) demonstrate at least adequate teaching as evidenced by student teaching evaluations, review of materials such as syllabi, on-line materials, lecture materials, etc., and/or direct observation of teaching performance; 2) provide adequate service to the department, college, or university and 3) must engage in sufficient professional activities within the five-year period as needed to sustain IP status as defined in table 1 of the USM College of Business Faculty Handbook. Performance ratings for faculty in this category will be weighted 65% for teaching and 35% for service/professional development. Faculty in this category who engage in scholarly activity may be eligible for promotion to Lecturer and/or Senior Lecturer as described below.

To receive a satisfactory evaluation as a Lecturer or Senior Lecturer, faculty in this category must: 1) demonstrate teaching excellence as evidenced by student teaching evaluations, review of materials such as syllabi, on-line materials, lecture materials, etc., and/or direct observation of teaching performance; 2) provide substantial service to the department, college, or university and 3) must engage in sufficient scholarly activities within the five-year period as needed to sustain SP status as defined in table 1 of the USM College of Business Faculty Handbook. Performance ratings for faculty in this category will be weighted 60% for teaching, 20% for scholarly activity, and 20% for service/professional development.

##### Requirements for Promotion

###### From Instructor to Lecturer:

Individuals appointed as Instructor are eligible to apply for promotion to Lecturer during their fifth year of service as an Instructor. Faculty members must demonstrate a continuous record of teaching excellence coupled with progressive contributions to departmental/college/university service and scholarly and/or professional activities to sustain IP or SP status as defined in table 1 of the USM College of Business Faculty Handbook.

###### From Lecturer to Senior Lecturer:

Individuals are eligible to apply for promotion to Senior Lecturer during their fifth year of service as a Lecturer. Faculty members must demonstrate excellent and innovative teaching coupled with notable contributions to departmental/college/university service and scholarly and/or professional activities to sustain IP or SP status as defined in table 1 of the USM College of Business Faculty Handbook within the five-year period.



## **Teaching Professors**

### **Minimum Performance Expectations**

To receive a satisfactory evaluation, faculty in this category must: 1) demonstrate at least adequate teaching as evidenced by student teaching evaluations, review of materials such as syllabi, on-line materials, lecture materials, etc., and/or direct observation of teaching performance; 2) provide adequate service to the department, college, or university; and 3) must engage in scholarly and/or professional activities needed to sustain PA or SA faculty status. Performance ratings for faculty in this category will be weighted 50% for teaching, 30% for scholarly activity, and 20% for service/professional development

### **Requirements for Promotion**

#### From Assistant Teaching Professor to Associate Teaching Professor:

Individuals appointed as Assistant Teaching Professor are eligible to apply for promotion to Associate Teaching Professor during their fifth year of service as an Assistant Teaching Professor. Faculty members must demonstrate excellent and innovative teaching coupled with progressive contributions to departmental/college/university service and scholarly and/or professional activities to sustain PA or SA status as defined in table 1 of the USM College of Business Faculty Handbook within the five-year period.

#### From Associate Teaching Professor to Teaching Professor:

Individuals are eligible to apply for promotion to Teaching Professor during their fifth year of service as an Associate Teaching Professor. Faculty members must demonstrate excellent and innovative teaching coupled with notable contributions to departmental/college/university service and scholarly and/or professional activities to sustain PA or SA status as defined in table 1 of the USM College of Business Faculty Handbook within the five-year period.

## **Professors of Practice**

### **Minimum Performance Expectations**

To receive a satisfactory evaluation, faculty in this category must: 1) demonstrate at least adequate teaching as evidenced by student teaching evaluations, review of materials such as syllabi, on-line materials, lecture materials, etc., and/or direct observation of teaching performance; and 2) provide adequate service to the department, college, or university. Performance ratings for faculty in this category will be weighted 65% for teaching and 35% for service/professional development.

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