

Post Tenure Review Minimum Standards
Department of Management, Marketing, & Information Systems

FES 1 – Chair’s Evaluation of Teaching

Minimum standard is 2.5.

On COBA’s FES Scoring Guidelines this is classified as “*Average. Meets expectations; acceptable; normal*”.

FES 2 – Students’ Evaluation of Teaching (IDEA)

Minimum standard is 1.5. On the IDEA form this equates to ~45 which is in the 30th percentile.

The IDEA results provide several overall averages (e.g., Discipline, University, Overall IDEA). The department will use the IDEA score chosen by COBA, which is currently the Discipline Adjusted Averages.

FES 3 - Research

The research component is based on AACSB’s Scholastic Academician (SA) requirement. Currently this is a minimum of 3 proceeding/presentations and 2 peer reviewed journal articles in a 5 year period. Individual may choose to have more prjs to substitute for the proceedings. If the SA requirement changes, then the research requirement for post tenure will be re-evaluated.

If the individual does not meet this requirement, an “adequate” amount of time will be given to the individual to rectify the deficiency. The individual’s progress will be monitored by the DPTAC in order to ensure sufficient progress is being made towards SA.

FES 4 - Service

Minimum standard is 2.5 (Average)

On COBA’s FES Scoring Guidelines this is classified as “*Average. A Participating Faculty Member. Meets expectations; acceptable; normal. Attends but rarely leads or becomes heavily involved. Contributes towards meeting the college’s initiatives in a minimal manner.*”

If a faculty member is performing below the appropriate minimum level, then a Plan for Assisted Faculty Development will be formulated to address the deficiencies.