

University of Detroit Mercy
College of Business Administration
Guidelines for Promotion and Tenure

I. For promotion from Assistant to Associate Professor and Tenure:

MISSION-BASED. All criteria listed are emphasized and measured with the College Mission in mind. Thus, we want to measure and show excellence in teaching, research and service consistent with the College and University Missions.

TEACHING. We are a teaching university, so teaching excellence is the major concern. Discipline coordinators will sit in on at least one class/semester for the first year of a faculty member's tenure track position. This provides necessary feedback to a non-tenured faculty member and begins a desirable mentoring process with that member. It also provides an additional measure for evaluation purposes. Since what we measure communicates what we consider important, it also clearly provides support for our mission and shows we live what we preach. Peer evaluation will be in addition to student evaluations and other measurements collected by the faculty member and/or the discipline area coordinator.

SERVICE. Junior faculty are expected to make contributions in service to the College and University without necessarily taking a leadership role in these efforts. We try to provide committee memberships that do not place a heavy time burden on our junior faculty.

RESEARCH. We expect our faculty to be active in research and to maintain activity throughout their careers. Certainly, our faculty should be Scholarly Academics, as defined in the CBA Statement of Faculty Qualifications, by showing a record and future agenda of research to remain current for our students. Generally, a minimum of four (4) quality publications as listed in the *CBA Statement of Faculty Qualifications* adopted by the Faculty on December 5, 2014 is required to become eligible for consideration of tenure and promotion to Associate Professor, and evidence that the candidate will continue as a Scholarly Academic, as defined in the *CBA Statement of Faculty Qualifications*. At least three (3) of these quality publications must be submitted in final form with UDM affiliation included.

- II. **For promotion from Associate to Full Professor.** All criteria are measured from the time of attainment of tenure and promotion to Associate Professor and, therefore, are in addition to those listed above:

MISSION-BASED. All criteria listed are emphasized and measured with the College Mission in mind. Thus, we want to measure and show excellence in teaching, research and service consistent with the College and University Missions. Faculty members are expected to demonstrate leadership in the criteria listed that is consistent with the College and University Missions.

TEACHING. Faculty Members are expected to provide evidence of ongoing excellence in teaching.

SERVICE. Senior faculty members are expected to provide a high level of service to the College, the University, his/her Profession and the Community. Such service should reflect not only participation but a leadership role in two or more phases of service, ie., College, University, Profession and Community. Senior faculty members are expected to demonstrate leadership in mentoring junior faculty.

RESEARCH. Two critical measures are expected to be met at this level. First, a candidate must be a Scholarly Academic, as defined in the *CBA Statement of Faculty Qualifications*, during tenure as an Associate Professor (or at least the last ten years while in this rank), which suggests currency in the profession. Second, a candidate must have a record of research activity that includes a minimum of six (6) current, i.e., within the last ten (10) years, quality publications as described in the document *CBA Statement of Faculty Qualifications* adopted by the Faculty on December 5, 2014. At least four (4) of these quality publications must be submitted in final form with UDM affiliation included.

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