**PTR CRITERIA**

**DEPARTMENT OF ECONOMICS**

For the purpose of post tenure review (PTR), an individual faculty will be identified with the following relevant data: (a) $w\_{ij}$ where *i* is the prior *five-year* *evaluation* *period* 1*,* 2*,* 3*,* 4*,* 5 and *j* the *three* *categories* research (*r*), teaching (*t*) and service (*s*) and (b) $e\_{ij}$ the annual evaluation score assigned to category *j* in year *i*. Some facts about the nature of this data are noted.

While weights on individual categories add up to 1 each year the weights for a single category across the 5-year evaluation period will likely *not* add up to 1.

Each $e\_{ij}$ (the annual evaluation score for year *i* for category *j*) is a number between 0 and 5.

In view of this, a possible measure that incorporates both annual evaluations and assignments in each year merely constructs a new score by taking the appropriate weighted time average for each category.

1. $e\_{j}=\sum\_{i=1}^{5}\left(\frac{w\_{ij}}{\sum\_{i=1}^{5}w\_{ij}}\right)e\_{ij}$

The data $e\_{r},e\_{t},e\_{s}$ calculated using (1) can now be used to define the performance metric “meets expectations” for each category and overall.

1. *Meets* *Expectations* *for* *research* is achieved if the faculty maintains Scholarly Academic status at the master's level every year for the 5-year evaluation period or $e\_{r}\geq 3$
2. *Meets* *Expectations* *for* *teaching* is achieved with $e\_{t}\geq 3$.
3. *Meets* *Expectations* *for* *service* is achieved with $e\_{s}\geq 3$.
4. If a faculty meets expectations in *all* *three* categories, the faculty will be evaluated as having *met* *expectations* *for* *the* *purpose* *of* *PTR* *for* *that* *evaluation* *period.*
5. *Suggested* *language* *for* *"exceeded* *expectation"*: A faculty that has met expectations according to point 4 above, will be rated as having *exceeded* *expectations* *for* *the* *purpose* *of* *PTR* *for* *the* *evaluation* *period* *under* *consideration* if (a) the faculty is SA qualified under the “doctoral variant” definition of qualification for the year of PTR evaluation and (b) the average annual evaluation in the preceding 5 years is at least 4*.*
6. Faculty can supplement or complement their PTR file by making the case for “meets expectations” and “exceeds expectations” by appealing to qualitative or other quantitative measures of excellence. Such cases will be given the same consideration as the quantitative measures outlined in (1)-(5).

Notes and Comments: All scores computed using (1) and averages of annual evaluations mentioned in (1)-(5) should be rounded off to the nearest ones. For definition of terms “Scholarly Academic” and “Scholarly Academic – Doctoral Variant” please refer to the Addendum on page 2. The addendum replicates information from the relevant portion of faculty approved qualifications based on guidelines provided by AACSB.

**ADDENDUM TO DEPARTMENT OF ECONOMICS PTR CRITERIA**

**Sustained Engagement Activities for SA**

**Scholarly Academics (SA)**

The SA qualification for most faculty (those who teach masters-level courses or a mix of masters and undergraduate courses in an academic year) requires at least three scholarly publications or activities from appendix categories A or B, a minimum of two must be refereed scholarly journal articles (Appendix category A.1) within the most recent five years. This grouping (undergraduate and masters-level teaching) encompasses the majority of the College’s faculty. Masters programs within the College are professional-focused; we do not offer research masters degrees (typically requiring an original scholarship thesis). Though AACSB standards require a minimum of 40% of faculty resources to be SA, as a doctoral granting institution with high research activity (R2), we strive for at least 60% of our instructional faculty deployment to be SA for the entire College and within each discipline. Other faculty segments (such as by campus, delivery mode, etc.) will meet or exceed AACSB faculty deployment guidance of 40% SA.

*Doctoral variant* (applicable to faculty who teach a doctoral course in an academic year) – instructors in this category are charged with developing new scholars; faculty of this group are expected to achieve the highest level of scholarly production in the College. To maintain SA status, faculty providing doctoral instruction must publish either a Financial Times 50 or Academic Journal Guide of The Chartered Association of Business Schools (AJG) 4\* article, OR at least four scholarly publications or activities from Appendix categories A or B, a minimum of two must be unique, refereed scholarly journal articles (category A.1) within the most recent five calendar years. At least one article must be in an AJG 3 or greater journal, or in an Australian Business Dean’s Council (ABDC) A or A\* journal.

**Appendix – Faculty Publication and Scholarly Activities**

*Note: Repeated instances of each activity count separately towards meeting status maintenance requirements, except those noted by the \*, which are limited to one occurrence.*

Category A – Scholarly Publication Activities

1. Publication of a refereed article in a scholarly journal related to instructional portfolio, course portfolio, or academic programs of the College.
2. Publication of an instructional case study, or instructional simulation software.
3. Publication of a chapter, or original material in a scholarly book.
4. Publication of an academic monograph or textbook where the content of the work comes predominantly from other contributors (e.g. edited books with multiple sections, a compilation of articles, multi-authored textbooks, or multi-authored academic reports or collections).
5. Publication of a second edition (or greater) of a textbook in the field.
6. Publication of a book review in a scholarly journal.

*The following “scholarly publication activities” count as two activities towards maintenance requirements due to the intensive development necessary for highest quality research (counting as two is not applicable to faculty qualified under the* ***doctoral variant*** *as that status requires a minimum of two distinct peer reviewed publications and additional intellectual contributions to demonstrate extensive, high quality scholarly engagement):*

1. An article (Appendix Category A.1) published in a journal in the Academic Journal Guide of the Chartered Association of Business Schools (AJG) at a level 3 or greater OR within the Australian Business Dean’s Council (ABDC) A or A\* publication classifications.
2. Publication of a first edition textbook in the field, or the first edition of a scholarly book where the faculty member is the writer of the book’s original content.

Category B – Significant Scholarly Activities

1. Inclusion of a paper at a regional, national, or international conference program or proceedings related to the individual’s instructional portfolio, course portfolio, or academic programs of the College.
2. Giving an invited scholarly talk or a scholarly keynote speech at a regionally, nationally, or internationally recognized organization/event.
3. Serving as a member of the editorial board for an academic journal within one’s field.
4. Serving in a top leadership position (with substantial scholarly responsibility) of a regionally, nationally, or internationally recognized academic society, or scholarly association.
5. Receipt of a minimum $25,000 externally funded grant.
6. Receipt of a Fulbright scholarship/appointment.
7. Development or maintenance of datasets of interest to the public that are connected to, or informative to ongoing scholarly research.

*Following “significant scholarly activities” count as two activities towards meeting status maintenance requirements due to their intensive nature:*

1. Serving as program or track chair in a nationally or internationally recognized academic conference.
2. Serving as the editor or associate editor for a nationally or internationally recognized academic journal within one’s field.