



SOCIAL ENTREPRENEURSHIP

Approved by FEC February 2020

College of Liberal Arts
Department of Social Entrepreneurship

Evaluation Criteria for Tenure, Promotion to Associate Professor, and Promotion to Professor Reviews

The faculty evaluation process serves two functions. First, it provides individual faculty members with feedback on their performance so they can improve their teaching, scholarship, and service activities. Second, it provides the deliberative bodies (Candidate Evaluation Committee, Faculty Evaluation Committee, Dean, Provost, and President) with information so they can make better tenure and/or promotion decisions.

It is the responsibility of faculty candidates to make their case that they merit tenure and/or promotion. Candidates will be evaluated on the basis of the evidentiary case that is presented to the Candidate Evaluation Committee (CEC). The following criteria (in order of importance) will be used by the Department of Social Entrepreneurship Candidate Evaluation Committee (CEC) to evaluate tenured faculty and candidates for tenure and/or promotion:

- Teaching
- Research and intellectual contributions
- Service

In terms of relative importance, the Department of Social Entrepreneurship thinks of the value of teaching as about twice the value of research and intellectual contributions and the value of research and intellectual contributions as about twice the value of service. All candidates for tenure or promotion must be meritorious in all three areas (teaching, research and intellectual contributions, service), as per the College Bylaws. Taken together, these criteria will serve as the basis for CEC recommendations.

Teaching

Since the primary mission of the Department of Social Entrepreneurship is undergraduate education, we regard this area of evaluation as the most important of the three and we expect tenured faculty and candidates to emphasize teaching excellence.

Table 1 shows the factors CEC will consider in evaluating teaching. With reference to the candidate, “mandatory” means that the candidate must present evidence in these areas, while “optional” means that the candidate may present evidence in these areas at their discretion. With reference to the CEC, “mandatory” means that the CEC must utilize these sources of information in making its judgments, while “optional” means that CEC may consider these sources of information, if available.

At the minimum, we expect candidates for tenure and/or promotion to Associate Professor to present evidence of current academic qualifications, and a pattern of effectiveness in developing and revising rigorous, well-organized courses, student learning, interactive pedagogy (integrating active and experiential learning), and student satisfaction to demonstrate teaching excellence.

We expect tenured faculty and candidates for promotion to Professor to present evidence of current academic or professional qualifications and continuing effectiveness and growth as a teacher beyond that achieved for tenure in developing and revising rigorous, well-organized courses, student learning and application of that learning, interactive pedagogy (integrating active and experiential learning), and student satisfaction to demonstrate teaching excellence. In general, candidates must provide evidence of a level of pedagogical sophistication appropriate to the candidate’s rank and years of service.

In applying the Teaching criterion, the CEC will consider (1) the quality of the evidence presented; (2) the relevance of the evidence to the Department of Social Entrepreneurship teaching mission; and (3) the sufficiency of the evidence to establish that the candidate is an excellent teacher.

Table 1: Teaching

| <p>Candidates should provide the following kinds of evidence:</p> | <p>CEC should consider the following sources of information:</p> |
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| <p>MANDATORY</p> <ul style="list-style-type: none"> • Evidence of current, up-to-date, academic competence in her/his discipline • Evidence of active, experiential, innovative learning techniques incorporated into courses • Evidence of the ability to motivate student learning and performance • Evidence of student abilities to independently apply what they learned to class projects and activities (e.g. research papers, exams/quizzes, business plan development, pitches in public settings, problem-solving for community partners associated with class) • Evidence of student satisfaction with the courses taught by the candidate • Evidence of the ability to organize coherent, rigorous, useful courses reflecting Department of Social Entrepreneurship mission and competencies • Evidence that new knowledge, perspectives, methods, and materials are regularly incorporated into current courses • The ability to communicate the important dimensions of the discipline to students • Evidence that teaching is relevant to the mission of Rollins College <p>OPTIONAL</p> <ul style="list-style-type: none"> • Current professional certifications and licenses • Activities leading to teaching improvements | <p>MANDATORY</p> <ul style="list-style-type: none"> • The candidate’s vita • The candidate’s self-assessment • Course syllabi • Course materials (e.g. handouts, examinations, writing assignments, and other relevant documents) • New courses developed/taught and/or revised courses • New/evolving teaching methods/pedagogy • Sample student work • Student evaluations • CEC classroom visits <p>OPTIONAL</p> <ul style="list-style-type: none"> • Teaching awards • Articles/papers written by the candidate about teaching issues (these count toward the research area of evaluation but can also demonstrate growth and reflection in teaching) • Participation by the candidate in teaching improvement workshops • New teaching technology • Any other information the candidate wants CEC to consider |

Research and Intellectual Contributions

The Department of Social Entrepreneurship expects tenured faculty and candidates for tenure and/or promotion to make the case that their research, scholarship, and intellectual contributions represent a pattern of professional development, suggesting an intellectual life that is continuing and will continue after the awarding of tenure or promotion.

Since AACSB-International emphasizes peer-reviewed intellectual contributions in evaluating faculty qualifications, the candidate is expected to provide to the CEC evidence of publications.

Each individual being evaluated for Tenure and/or Promotion to Associate Professor is expected to present evidence of an integrative pattern of intellectual contributions covering their years of service. At the minimum, the following is required:

Publication of at least three refereed journal articles, and four other intellectual contributions. Of the refereed journal articles, at least two must be published in journals on the Australian Business Dean's Council list or SCOPUS index.

- A scholarly book or a scholarly book chapter may substitute for one of the three required refereed journal articles.
- Additional scholarly books and scholarly book chapters may be used as supplementary evidence of productivity, once the research criteria for peer reviewed journal articles have been met.
- Articles/books published in certain open-access publishers and journals, as determined by the CEC, and “pay-to-publish” venues, are not accepted.
- All contributions must specify the candidate's Rollins affiliation.

Other intellectual contributions include but are not limited to:

- Textbook
- Peer-reviewed case
- Published instructor's manual or student study guide
- Edited book
- Other publication for local, state, national or international organization

- Non-peer reviewed community engaged research related to the discipline of social entrepreneurship
- Proceedings from scholarly meetings
- Competitively selected presentation at scholarly or professional conference
- Published article in professional journal
- Article published in edited academic publication or journal
- Published book review
- Published software or simulation.

Each individual being evaluated for promotion to Professor is expected to demonstrate professional development via intellectual contributions *beyond* those reviewed as part of the initial tenure/promotion decisions. The candidate is also expected to demonstrate the wider impact (regional, national, and/or international) of her/his research since being evaluated for tenure or promotion to Associate Professor. At the minimum, the following is required:

Publication of at least four refereed journal articles, and five other intellectual contributions. Of the refereed journal articles, at least two must be published in journals on the Australian Business Dean's Council list or SCOPUS index.

- A scholarly book or a scholarly book chapter may substitute for one of the four required refereed journal articles.
- Additional scholarly books and scholarly book chapters may be used as supplementary evidence of productivity, once the research criteria for peer reviewed journal articles have been met.
- Articles/books published in certain open-access publishers and journals, as determined by the CEC, and "pay-to-publish" venues, are not accepted.
- All contributions must specify the candidate's Rollins affiliation.

For tenure, promotion to Associate Professor, and promotion to Professor, we expect candidates to demonstrate that they are maintaining academic qualifications by providing evidence that they are making intellectual contributions (on an ongoing basis) in at least two of the following areas:

- Basic discipline based scholarship (contributions to the discipline)
- Applied research and development (contributions to business and social entrepreneurship practice)

- Instructional research and development (contributions to teaching and learning)

For tenure, promotion to Associate Professor, and promotion to Professor, a case must be made for quality/academic impact of the candidate's peer-reviewed journal articles and other scholarly pursuits. One measure of impact is built into the publishing requirements above (ABDC journal list/SCOPUS index).

Additional examples of scholarship quality/academic impact include but are not limited to:

- Citation counts
- Evidence of impact on stakeholders and society, such as changes in business practices, professional standards, or public policy
- Case studies that document the impact of intellectual contributions on stakeholders and society
- Download counts for electronic journals
- Editorships, associate editorships, editorial board memberships, and/or invitations to act as journal reviewers for recognized, leading peer-review journals
- Elections or appointments to leadership positions in academic and/or professional associations, standards-setting bodies, and professional societies
- Recognitions for research (e.g. Best Paper Award), Fellow status in an academic society, and other recognition by professional and/or academic societies for intellectual contribution outcomes
- Invitations to participate in research conferences, scholarly programs, and/or international, national, or regional research forums
- Competitive grants awarded by major national and international agencies (e.g., NSF and NIH) or third-party funding for research projects
- Patents awarded
- Appointments as visiting professors or scholars in other schools or a set of schools

We also expect tenured faculty and candidates to demonstrate that they are meeting current AACSB International Standards for continuing maintenance of academic qualifications.

- A faculty member is qualified as a *Scholarly Academic (SA)* if they have an appropriate doctorate or L.L.M. and publish at least three peer-reviewed articles (or the equivalent, e.g. scholarly book or book chapter) in the last five years.
- A faculty member is qualified as a *Practice Academic (PA)* if they have an appropriate doctorate or L.L.M. plus substantive linkages to practice, consulting, or other forms of professional engagement.
- A faculty member is qualified as a *Scholarly Practitioner (SP)* if they have an appropriate graduate degree, sustain currency and relevancy through continued professional experience, and publish at least three peer reviewed articles in the last five years.
- A faculty member is qualified as an *Instructional Practitioner (IP)* if they have an appropriate graduate degree and sustain currency and relevancy through continued professional experience and involvement.

Tenure-track and tenured faculty members in the Department of Social Entrepreneurship are expected to be SA qualified on a 5-year rolling basis. A candidate must be qualified as Scholarly Academic for tenure, promotion to Associate Professor, and promotion to Professor.

In applying the Research and Intellectual Contributions criterion the CEC will consider (1) the quality of the research and intellectual contributions, (2) the appropriateness of the research and intellectual contributions to the field of social entrepreneurship, and (3) the sufficiency of the research and intellectual contributions to establish that the candidate is maintaining academic/professional competency.

Service

The Department of Social Entrepreneurship expects faculty members to make contributions beyond their teaching and scholarship. One of the core values of Rollins College is community, and all tenured faculty and candidates for tenure and/or promotion must engage in service to the department and the college.

Service to the community and/or to the profession are also valuable in their support of the department and college missions.

We recognize that service can take many forms, including student advising, service to student organizations, service to the department, service on College committees/taskforces, service to interdepartmental programs, service to the academic discipline, service to the profession, service to the practitioner community, and participation in the cultural and intellectual life of the College. We expect the candidate to make the case that their service activities are appropriate. Service to Rollins and the greater academy is embodied in the practice of the AAUP Standards of Ethical Conduct. We expect candidates to display a pattern of behavior supporting these standards. Table 2 shows the factors that that the CEC will consider in evaluating service.

At the minimum, we expect tenured faculty and candidates for tenure and/or promotion to Associate Professor to present evidence of a pattern of active participation in department and college service activities, including membership on a college committee; community and/or professional service activities are also valuable in their support of the department and college missions.

We have higher expectations for candidates for promotion to Professor. We expect them to present evidence of a continuing pattern of service activities in several areas (Department, College, and Community/Profession), including evidence of service in a leadership role on a college committee.

In applying the Service criterion the CEC will consider (1) the significance and extent of the service activities, (2) the appropriateness of the activities to the missions of Rollins and the Department of Social Entrepreneurship, and (3) the sufficiency of the activities to establish that the candidate is making contributions beyond teaching and scholarship.

Table 2

| <p>Candidates should provide the following kinds of evidence:</p> | <p>CEC should consider the following sources of information:</p> |
|---|--|
| <p>MANDATORY</p> <ul style="list-style-type: none"> • Evidence of student advising • Evidence of service to students • Evidence of service to the department • Evidence of service to Rollins College • Evidence of service on College committees/taskforces • Evidence of support for the academic mission <p>OPTIONAL</p> <ul style="list-style-type: none"> • Evidence of service as a reviewer for scholarly or professional journals or textbooks or conferences • Evidence of service on editorial review boards of scholarly/professional journals • Evidence of organizing a scholarly or professional conference • Evidence of service as session organizer, chair, participant, or discussant at scholarly or professional conferences • Evidence of service to student organizations • Evidence of participation in the cultural and intellectual life of the College • Evidence of service to interdepartmental/interdisciplinary programs • Evidence of service to the practitioner community • Evidence of professional service to the Central Florida community | <p>MANDATORY</p> <ul style="list-style-type: none"> • The candidate’s vita • The candidate’s self-assessment • Participation in Social Entrepreneurship Department activities • Participation in Rollins activities <p>OPTIONAL</p> <ul style="list-style-type: none"> • Participation in student activities • Participation in professional activities • Any other information the candidate wants CEC to consider |