

University of Utah School of Business
Tenured Faculty Review Statement

Approved by Tenure-line Faculty of the School of Business: September 3, 2019

Approved by Dean: September 5, 2019

Approved by the Senate Faculty Review Standards Committee: November 19, 2019

Approved by the Sr. Vice President: July 1, 2020

I. Preamble:

The purpose of a Tenured Faculty Review (TFR) is to assist faculty members in their careers and to enhance each member's contribution to the department and the University. To that end, we recognize the need for a regular process for assessing and promoting the development and goals of each tenured faculty member. We understand this process to be part of our collegial responsibility and our collective endeavor to enhance our scholarly standing and profile.

Reviews are conducted in accord with the requirements of University Policy 6-321 (Tenured Faculty Reviews), Utah Board of Regents Policy R481 (Post-Tenure Review), and this approved TFR Statement, in conjunction with University Guidelines approved by the Senate Faculty Review Standards Committee and cognizant Senior Vice President.

II. Procedure:

- (a) Reviews will be conducted in the Spring Semester.
- (b) Reviews will be conducted by a TFR Committee.
- (c) TFR Committee Composition:
Per University Policy, all *tenured* faculty in the same department as the person being reviewed, except for the Department Chairperson, Dean, faculty members holding higher level University administrative positions, and those under review, are eligible to serve on the TFR Committee.

The TFR Committee will consist of all tenured faculty members at or above the rank of the reviewed faculty member. In the event that the TFR committee has fewer than two members, a special exception for membership may be approved in advance by the cognizant senior vice president. The choice of outside member(s) will be made by the dean in consultation with the department chair and all the tenured faculty members.

The Committee shall elect its chair and allocate duties as it deems appropriate.

III. Criteria and Standards:

- (a) The review shall result in a determination of whether the reviewed faculty

member is *meeting the standards for a tenured member in the department as defined below in section III.(c)*.

- (b) Areas considered in TFR are (a) quality of performance as a scholar and researcher; (b) quality of performance as a teacher; and (c) quality of service to the University, College, and profession. The weights placed on each area in a TFR may vary across individuals to reflect contributions across different roles.
- (c) In order to make meaningful and sustained contributions in one's role as a tenured faculty member in the unit, one must:
 - (1) Contribute to the development and dissemination of new knowledge through sustained publication of research results and by maintaining a sustainable research program, which may include, but are not limited to, the following:
 - A record of publications in impactful and peer-reviewed journals appropriate to one's field over the five-year period
 - Publication of books or book chapters; publications in prestigious annual series
 - Presentations at conferences and other forums to share one's research findings
 - (2) Make sustained contributions in the areas of course instruction, curriculum/program development, and student advising and mentoring, which may include, but are not limited to, the following:
 - Effective performance in fulfilling assigned teaching duties
 - Continued development of course material and curriculum innovations
 - Awards and honors for course instruction and/or mentoring
 - Student advising and mentoring (undergraduate and graduate)
 - Working with PhD students
 - (3) Provide sustained service contributions to one's profession and to the University, which may include, but are not limited to, the following:
 - University committee leadership and service
 - College committee leadership and service
 - Department committee leadership and service
 - Professional society leadership and service
 - Editorial service and/or service as a referee for peer-reviewed journals and conferences

Appendix A: Notice of Senate Faculty Review Standards Committee and Vice Presidential Final Approval.

Review Committee Approval:



Trina Rich, SFRSC Committee
Secretary

11.19.2019

Date

Senior Vice President Approval:



Sarah Projansky, Designee

7.1.2020

Date