

School of Business Faculty Contributions Model

May 9, 2019

Working Group Members

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- Constant Cheng, Marketing
- Matt Cronin, Management
- Laura D'Antonio, Foundations
- Sid Das, ISOM
- Cheryl Druehl, ISOM/Dean's Office
- Janet Faughnan, Accounting
- Lisa Gring-Pemble, Foundations
- Jim Harvey, Marketing
- Mahesh Joshi, Management
- Nirup Menon, ISOM
- Rob Pierce, Foundations
- Steve Pilloff, Finance
- Kevin Rockmann, Management

Overview

- Purpose of working group
- Benefits for Faculty
- New model
- Process
- Use for 2018-2019 – Transition period timeline
- Working group process
- Feedback and questions
- Next actions for Faculty

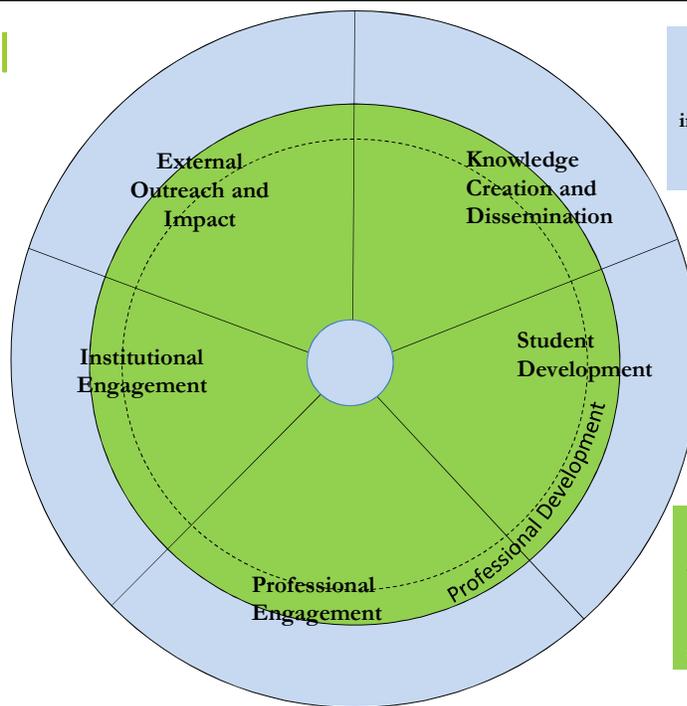
Purpose

- Acknowledge we have a portfolio of faculty and faculty activities
- Recognize, view, and measure a wider set of faculty activities

Benefits for Faculty

- Ability to reflect on what we each are doing to advance ourselves and mission of School
- Tool to discuss development and contribution with Area Chair, mentor, etc.
- Less to input
 - Scholarly activities worksheet and Practice activities worksheet no longer need to be filled out as the information will be captured through this process
 - Capturing data from other SBUS sources
- Faculty still have ability to verify and edit information

Model



Exploration Activities:
These are new and innovative activities that the School wants to encourage.

Execution Activities:
These are activities we already do and add value to our various stakeholders by doing.

New Model

- New model has 5 categories instead of 3
 - External Outreach and Impact
 - Knowledge Creation and Dissemination
 - Student Development
 - Institutional Engagement
 - Professional Engagement
- Within each category, activities are labeled as either Execution or Exploration
 - Execution: These are activities that we already do and add value to our various stakeholders by doing (lower risk, core job functions)
 - Exploration: These are new and innovative activities that the School wants to encourage (higher risk, non-core job functions)

New Model, continued

- This model allows you to show your individual portfolio of activities
- We do not expect everyone to have activities in all 5 categories or everyone to have exploration activities
- We recognize that activities may fall into more than one category. We have tried to place them into one, but please feel free to let us know if you prefer an activity elsewhere and why

Process



What does not change in 2018-2019?

- Faculty Qualifications (SA, PA, IP, Other)
- Faculty Workload (Teaching loads) – still based on publication patterns as currently defined
- Journal list
- Annual evaluation (this is to be revised in future)

Use for 2018-2019 – Transition Period Timeline

- All year – Maintain updated CV
- Each semester - data on teaching put into Sedona by Dean's Office
- May – Faculty committee chairs complete form on committee member engagement
- June-July – data gathered from other locations per data sources and entered
- June-July – Faculty member fills out contribution form for activities (and measures as indicated) and impact statements, and then submits updated CV (required).

Use for 2018-2019 – Transition Period Timeline - continued

- August-September – data entry into Sedona by Dean's office staff completed
- September – Faculty sent Sedona FAR to verify and edit
- September - FAR, student evaluation of teaching addendum go to annual evaluation process
- October - Contributions and impact statements go to Area chairs and Deans for 1) faculty development discussions, 2) Area and School planning, 3) Review and update of process as needed

Working Group Process

- Kickoff meeting July 2018 – met with Dean, brainstormed roles of faculty
- Met 11 times over this academic year, including three times with Dean
- Discussed
 - Faculty activities
 - Categories to classify activities
 - How to capture in a model and graphically display
 - Measurement and data capture process

Feedback and Questions



Next Actions for Faculty

- Update your CVs
- Read Faculty Contribution Model Documentation
- Fill out Faculty Contributions Form and submit CVs this summer

Schedule and details to follow