

RTP Criteria for the
Department of Technology Management
Professorial Track

School of Applied Technology & Construction
College of Technology & Computing
Utah Valley University

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Introduction

This Review, Tenure, and Promotion (RTP) Criteria document has been developed by the full-time faculty within the Department of Technology Management. The criteria were developed within the context of several UVU “umbrella” policies including Policy 637 – “Tenure and Appeals”, Policy 638 – “Post-Tenure Review”, and Policy 632 – “Assignment and Advancement in Academic Rank” which can be found in UVU’s Online Policy System at <http://www.uvu.edu/policies/officalpolicy/>. In addition, the criteria are also tightly linked to the College of Technology & Computing “Faculty Evaluation Guidelines” document found in the UVlink Groups Area under Files – T&C Forms. The idea is that the yearly faculty planning, reporting, and evaluation process should drive all RTP requests. Goals and their evaluation criteria should be set and agreed upon with the chair in such a way that upon successful completion will meet the RTP criteria established in this document.

Philosophy

The faculty within the Technology Management (TM) Department consider themselves a community of educators who work together under the direction of a department chair to define educational curriculum, improve teaching, establish department standards, and solve department problems. This same philosophy was followed in the development of the RTP criteria found within this document. An overarching criterion in all areas of evaluation is therefore that each faculty member in the department demonstrates collegiality as described under “Faculty Responsibilities” in UVU Policy 635.

The TM faculty members recognize that the development of any set of criteria cannot include every possible item of evaluation which a faculty member may desire. They also recognize that the standards found within the criteria may need clarification from time-to-time and that there may be exceptions to the rules specified within the criteria. When such issues arise, they must be resolved within the yearly faculty planning process and not after the fact. Faculty members should first attempt resolution by meeting with the department chair. If agreement cannot be reached at this level, the issues will be discussed at a faculty meeting until a consensus decision is reached. This decision will be documented in the faculty meeting minutes, which may then be used by the faculty member in his/her RTP portfolio to aid in decision making by the RTP Committee.

Criteria Overview

The criteria found in the next section of this document are in tabular form. There are three main dimensions for each table as shown in the list below.

- Assessment Area (Teaching, Scholarship, and Service)
- Review Period (Tenure Mid-Term, Tenure, Rank Advancement to Full-Professor, Post-tenure/rank advancement)
- Evaluation Item (Primary - those required to “Meets Expectation,” Secondary - those require to “Exceeds Expectation”)

Associated with each evaluation item is a source of evidence. These pairs form the basic criteria developed by the TM faculty. The criteria are divided into two sections (Primary, Secondary) as shown above. It is expected that all faculty members achieve a “Meets Expectation” rating each year by the department chair for each assessment area. To accomplish this, a faculty member must meet each of the Primary criteria (above the shaded row in each table). The Secondary criteria items are intended to be used for tenure and rank advancement and for merit pay determination if and when such funds become available. Items below the shaded row may be used to achieve an “Exceeds Expectation” rating. This is accomplished by the faculty member and the chair agreeing upon a set of goals that “Exceeds Expectation” during the faculty member’s annual planning process.

The criteria tables are presented in two views. The first is the Career View containing tables for each Assessment Area. The columns in these tables are ordered by Review Period. The purpose of this view is to show the reader how the criteria increase from period to period. This view is helpful for long term planning and goal setting. The second view is the RTP Advancement View containing a table for each Review Period. The columns in this view are ordered by Assessment Area. This view is most useful for faculty when preparing a portfolio for a specific review and for the RTP Committee in reviewing TM portfolios.

Career View

Teaching

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Third Year on Tenure Track 80% - 90%	Tenure and Advancement to Associate Professor 70% - 80%	Promotion to Full Professor 50% - 70%	Post-Tenure/Post Rank Advancement 50% - 70%
Percent of Yearly Goals				
REQUIREMENTS FOR ALL FACULTY MEMBERS				
Create tenure plan for first-year faculty and five-year, post-tenure plan for intention to advance to full professor	- Receives approval from Vice President of Academic Affairs to continue on tenure track			- Plan is approved by faculty member, department chair, and RTP committee
Teaching effectiveness as evaluated by students	- SRI average of at least 3.0 for all classes for the entire evaluation period (3 tenure years), not including summer - Goals set and accomplished in yearly faculty plan and report to correct any items less than 3.0	- SRI average of at least 3.5 for four selected courses for the evaluation period (typically 5 years), not including summer - Goals set and accomplished in yearly faculty plan and report to correct any items less than 3.5	- SRI average of at least 4.0 for four selected classes each year for past five year period - Goals set and accomplished in yearly faculty plan and report to correct any items less than 4.0	- Must maintain the standard for their rank
Teaching effectiveness as perceived by peers and/or colleagues	- Overall minimum rating of 3.5/50 points (70%) each year based on two peer evaluations per year	- Overall rating of 40/50 points (80%) for three of the previous five years based on two evaluations per year in different subjects and by different people	- Overall rating of 42.5/50 points (85%) for three of the previous five years based on two evaluations per year with at least one completed by a peer outside the department	- Must maintain the standard for their rank
Professional development	- Attends Teaching Academy or equivalent activity or work with established instructor to develop new prep	- Attends two activities promoting effective teaching in five years	- In yearly faculty plan, sets appropriate goals to continue teaching improvement	
Use of engaged learning	- Applies one new technique to at least two courses	- Applies one new technique to at least four courses	- Applies engaged learning techniques in all courses	- Must maintain the standard for their rank
Annual Chair Evaluation	- Receives an overall minimum rating of "Meets Expectations" for each year based on faculty member's Annual Chair's Evaluation	- Receives an overall rating of "Exceeds Expectations" for two of the previous five years based on Annual Chair's Evaluation	- Receives a rating of "Exceeds Expectations" in teaching and at least one other category for three of the previous five years based on Annual Chair's Evaluation	- Receives an overall minimum rating of "Meets Expectations" each year based on faculty member's Annual Chair's Evaluation
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS				
Evaluation Item	Candidates should work with department chair to choose items for Annual Plan in order to reach the level of "Exceeds Minimal Goal"			
Develop new course, program, degree, or apply technology to existing course	Develop new course, substantially update an existing course, or put existing course online			
Professional development activities which lead to improved teaching	Demonstrate the use of engaged learning pedagogy in additional classes			
Advising/mentoring of student projects or other faculty members	Advise student projects (e.g. Senior capstone) or assist new faculty members with new course prep for at least one semester			
Teaching Awards	Nomination, recommendation, or receipt of T&C or UVU teaching award			
Peer evaluation of course design	Receives a minimum of 85% based on peer evaluation form			
Peer evaluation by SCOTS	Receives a minimum of 85% based on peer evaluation form			
Peer evaluation of course management	Receives a minimum of 85% based on peer evaluation form			
Peer evaluation of subject expertise	Receives a minimum of 85% based on peer evaluation form			
Teaching grants, including CEL Grant	Attend at least one presentation on engaged learning and apply for or obtain at least one grant			
SRI Student comments	List favorable student comments			
Student feedback outside SRI	Letters of recommendation, additional course surveys, or surveys of graduates can be used to demonstrate teaching effectiveness			

Career View

Scholarship

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Third Year on Tenure Track 5% - 15%	Tenure and Advancement to Associate Professor 10% - 20%	Promotion to Full Professor 15% - 35%	Post-Tenure/Post Rank Advancement 15% - 35%
REQUIREMENTS FOR ALL FACULTY MEMBERS				
Presentations	- One local presentation	- One regional peer-reviewed presentation	- Two national/international peer-reviewed presentations within the previous five years	- Must maintain the standard for their rank
Publications		- One peer-reviewed publication as primary or secondary author in an academic journal or professional publication	- One peer-reviewed publication as primary author in an academic journal or professional publication within the previous five years	- Must maintain the standard for their rank
Professional Development	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	- Must maintain the standard for their rank
Degrees	- Approved progress towards doctorate degree (if applicable)	- Completed doctorate degree (if applicable)		
Grants		- Apply for one grant	- Apply for and receive one grant from outside the university	- Must maintain the standard for their rank
Engaged Scholarship/Undergraduate Research			- One research project with students accepted for presentation or publication	- Must maintain the standard for their rank
Annual Chair Evaluation	- Receives an overall minimum rating of "Meets Expectations" for each year based on faculty member's Annual Chair's Evaluation	- Receives an overall rating of "Exceeds Expectations" in scholarship or service for two of the previous five years based on faculty member's Annual Chair's Evaluation	- Receives a rating of "Exceeds Expectations" in scholarship or service for three of the previous five years based on faculty member's Annual Chair's Evaluation	- Must maintain the standard for their rank
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS				
Evaluation Item				
Goal"				
Presentations	Peer reviewed presentation or additional presentations			
Publications	Publication as primary or secondary author, publication of chapter in book, or additional publications			
Degrees	Post-doctorate			
Other	Grants, patents, commendations, scholarship awards—college/university or professional development			

Career View		Service		
RTP Criteria for Technology Management Department – Professorial Track				
Evaluation Item	Third Year on Tenure Track 5% - 15%	Tenure and Advancement to Associate Professor 10% - 20%	Promotion to Full Professor 15% - 35%	
Percent of Yearly Goals	5% - 15%	10% - 20%	15% - 35%	
University Service	- Serve on one Department, School, or College committee	<p>REQUIREMENTS FOR ALL FACULTY MEMBERS</p> <ul style="list-style-type: none"> - Over a five year period serve on three committees on the Department, School or College level - Be an active member in a professional organization every year - One volunteer service which contributes to professional organization (e.g. leadership, volunteer for national meetings) 	<ul style="list-style-type: none"> - Serve as faculty senator, major university initiative, act as department chair or other administrative position - Be an active member in a professional organization every year - Leadership service at a regional or national level for a professional, educational, non-profit or political organization related to the University and/or discipline 	<ul style="list-style-type: none"> - Must maintain the standard for their rank - Must maintain the standard for their rank
Professional/ Other Service	- Be an active member in a professional organization every year	<ul style="list-style-type: none"> - Be an active member in a professional organization every year - One volunteer service which contributes to professional organization (e.g. leadership, volunteer for national meetings) 	<ul style="list-style-type: none"> - Leadership service at a regional or national level for a professional, educational, non-profit or political organization related to the University and/or discipline 	<ul style="list-style-type: none"> - Must maintain the standard for their rank
Student Service	- Maintain 10 regular office hours and/or lab hours per week	<ul style="list-style-type: none"> - Maintain 10 regular office hours and/or lab hours per week - Involvement in student/campus organization 	<ul style="list-style-type: none"> - Maintain 10 regular office hours and/or lab hours per week - Primary sponsor for year-long extracurricular student activity 	<ul style="list-style-type: none"> - Must maintain the standard for their rank
Annual Chair Evaluation	- Receives an overall minimum rating of “Meets Expectations” for each year based on faculty member’s Annual Chair’s Evaluation	<ul style="list-style-type: none"> - Receives an overall rating of “Exceeds Expectations” in scholarship or service for two of the previous five years based on faculty member’s Annual Chair’s Evaluation 	<ul style="list-style-type: none"> - Receives a rating of “Exceeds Expectations” in scholarship or service for three of the previous five years based on faculty member’s Annual Chair’s Evaluation 	<ul style="list-style-type: none"> - Must maintain the standard for their rank
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS				
<i>Evaluation Item</i>	<i>Candidates should work with department chair to choose items to be added to Annual Plan/Report in order to reach the level of “Exceeds Minimal Goal”</i>			
University Service	Serve on university committee or other university service			
Professional/ Other Service	Community service related to university and/or your discipline or leadership position in professional organization			
Student Service	Faculty sponsor to student activities, initiatives, or organizations			
Other	Service as reviewer for professional journals, magazines, textbooks, and/or ancillary materials; service in recruiting full-time or adjunct faculty or advisory committee members as needed; service awards; or other, where weight is proposed by candidate and approved by Technology Management RTP committee			

Advancement View

Third Year on Tenure Track

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Teaching	Evaluation Item	Scholarship	Evaluation Item	Service
Percent of Yearly Goals	80% - 90%	Evaluation Item	5% - 15%	Evaluation Item	5% - 15%
REQUIREMENTS FOR ALL FACULTY MEMBERS					
Create tenure plan for first-year faculty and five-year, post-tenure plan for intention to advance to full professor	- Receives approval from Vice President of Academic Affairs to continue on tenure track	Presentations	- One local presentation	University Service	- Serve on one Department, School, or College committee
Teaching effectiveness as evaluated by students	- SRI average of at least 3.0 for all classes for the entire evaluation period (3 tenure years), not including summer years) - Goals set and accomplished in yearly faculty plan and report to correct any items less than 3.0	Publications		Professional/ Other Service	- Be an active member in a professional organization every year
Teaching effectiveness as perceived by peers and/or colleagues	- Overall minimum rating of 3.5/5.0 points (70%) each year based on two peer evaluations per year	Professional Development	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	Student Service	- Maintain 10 regular office hours and/or lab hours per week
Professional development	- Attends Teaching Academy or equivalent activity or work with established instructor to develop new prep	Degrees	- Approved progress towards doctorate degree (if applicable)		
Use of engaged learning	- Applies one new technique to at least two courses	Grants			
		Engaged Scholarship/Undergraduate Research			
Annual Chair Evaluation	- Receives an overall minimum rating of "Meets Expectations" for each year based on faculty member's Annual Chair's Evaluation	Annual Chair Evaluation	- Receives an overall rating of "Exceeds Expectations" in scholarship or service for two of the previous five years based on faculty member's Annual Chair's Evaluation	Annual Chair Evaluation	- Receives an overall minimum rating of "Meets Expectations" for each year based on faculty member's Annual Chair's Evaluation.
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS					
<i>Candidates should work with department chair to choose items to be added to Annual Plan/Report in order to reach the level of "Exceeds Minimal Goal"</i>					
TEACHING					
Develop new course, program, degree, or apply technology to existing course	Develop new course, substantially update an existing course, or put existing course online				
Professional development activities which lead to improved teaching	Demonstrate the use of engaged learning pedagogy in additional classes				
Advising/mentoring of student projects or other faculty members	Advise student projects (e.g. Senior capstone) or assist new faculty members with new course prep for at least one semester				
Teaching Awards	Nomination, recommendation, or receipt of T&C or UVU teaching award				

Peer evaluation of course design	Receives a minimum of 85% based on peer evaluation form
Peer evaluation by SCOTS	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of course management	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of subject expertise	Receives a minimum of 85% based on peer evaluation form
Teaching grants, including CEL Grant	Attend at least one presentation on engaged learning and apply for or obtain at least one grant
SRI Student comments	List favorable student comments
Student feedback outside SRI	Letters of recommendation, additional course surveys, or surveys of graduates can be used to demonstrate teaching effectiveness
SCHOLARSHIP	
Presentations	Peer reviewed presentation or additional presentations
Publications	Publication as primary or secondary author, publication of chapter in book, or additional publications
Degrees	Post-doctorate
Other	Grants, patents, commendations, scholarship awards—college/university or professional development
SERVICE	
University Service	Serve on university committee or other university service
Professional/ Other Service	Community service related to university and/or your discipline or leadership position in professional organization
Student Service	Faculty sponsor to student activities, initiatives, or organizations
Other	Service as reviewer for professional journals, magazines, textbooks, and/or ancillary materials; service in recruiting full-time or adjunct faculty or advisory committee members as needed; service awards; or other, where weight is proposed by candidate and approved by Technology Management RTP committee

Advancement View

Associate Professor

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Teaching 70% - 80%	Evaluation Item	Scholarship 10% - 20%	Evaluation Item	Service 10% - 20%
REQUIREMENTS FOR ALL FACULTY MEMBERS					
Create tenure plan for first-year faculty and five-year, post-tenure plan for intention to advance to full professor		Presentations	- One regional peer-reviewed presentation	University Service	- Over a five year period serve on three committees on the Department, School or College level
Teaching effectiveness as evaluated by students		Publications	- One peer-reviewed publication as primary or secondary author in an academic journal or professional publication	Professional/ Other Service	- Be an active member in a professional organization every year - One volunteer service which contributes to professional organization (e.g. leadership, volunteer for national meetings)
Teaching effectiveness as perceived by peers and/or colleagues	- SRI average of at least 3.5 for four selected courses for the evaluation period (typically 5 years), not including summer - Goals set and accomplished in yearly faculty plan and report to correct any items less than 3.5	Professional Development	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	Student Service	- Maintain 10 regular office hours and/or lab hours per week - Involvement in student/campus organization
Professional development	- Overall rating of 40/50 points (80%) for three of the previous five years based on two evaluations per year in different subjects and by different people - Attends two activities promoting effective teaching in five years	Degrees	- Completed doctorate degree (if applicable)		
Use of engaged learning	- Applies one new technique to at least four courses	Grants	- Apply for one grant		
		Engaged Scholarship/Undergraduate Research			
Annual Chair Evaluation	- Receives an overall rating of "Exceeds Expectations" for two of the previous five years based on Annual Chair's Evaluation	Annual Chair Evaluation	- Receives an overall rating of "Exceeds Expectations" in scholarship or service for two of the previous five years based on faculty member's Annual Chair's Evaluation	Annual Chair Evaluation	- Receives an overall rating of "Exceeds Expectations" in scholarship or service for two of the previous five years based on faculty member's Annual Chair's Evaluation
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS					
<i>Candidates should work with department chair to choose items to be added to Annual Plan/Report in order to reach the level of "Exceeds Minimal Goal"</i>					
TEACHING					
Develop new course, program, degree, or apply technology to existing course	Develop new course, substantially update an existing course, or put existing course online				
Professional development activities which lead to improved teaching	Demonstrate the use of engaged learning pedagogy in additional classes				
Advising/mentoring of student projects or other faculty members	Advise student projects (e.g. Senior capstone) or assist new faculty members with new course prep for at least one semester				

Teaching Awards	Nomination, recommendation, or receipt of T&C or UVU teaching award
Peer evaluation of course design	Receives a minimum of 85% based on peer evaluation form
Peer evaluation by SCOTS	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of course management	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of subject expertise	Receives a minimum of 85% based on peer evaluation form
Teaching grants, including CEL Grant	Attend at least one presentation on engaged learning and apply for or obtain at least one grant
SRI Student comments	List favorable student comments
Student feedback outside SRI	Letters of recommendation, additional course surveys, or surveys of graduates can be used to demonstrate teaching effectiveness
SCHOLARSHIP	
Presentations	Peer reviewed presentation or additional presentations
Publications	Publication as primary or secondary author, publication of chapter in book, or additional publications
Degrees	Post-doctorate
Other	Grants, patents, commendations, scholarship awards—college/university or professional development
SERVICE	
University Service	Serve on university committee or other university service
Professional/ Other Service	Community service related to university and/or your discipline or leadership position in professional organization
Student Service	Faculty sponsor to student activities, initiatives, or organizations
Other	Service as reviewer for professional journals, magazines, textbooks, and/or ancillary materials; service in recruiting full-time or adjunct faculty or advisory committee members as needed; service awards; or other, where weight is proposed by candidate and approved by Technology Management RTP committee

Advancement View

Full Professor

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Teaching	Evaluation Item	Scholarship	Evaluation Item	Service
Percent of Yearly Goals	50% - 70%		15% - 35%		15% - 35%
REQUIREMENTS FOR ALL FACULTY MEMBERS					
Create tenure plan for first-year faculty and five-year, post-tenure plan for intention to advance to full professor		Presentations	- One regional peer-reviewed presentation	University Service	- Serve as faculty senator, major university initiative, act as department chair or other administrative position
Teaching effectiveness as evaluated by students	- SRI average of at least 4.0 for four selected classes each year for past five year period - Goals set and accomplished in yearly faculty plan and report to correct any items less than 4.0	Publications	- One peer-reviewed publication as primary or secondary author in an academic journal or professional publication	Professional/ Other Service	- Be an active member in a professional organization every year - Leadership service at a regional or national level for a professional, educational, non-profit or political organization related to the University and/or discipline
Teaching effectiveness as perceived by peers and/or colleagues	- Overall rating of 4.2.5/50 points (85%) for three of the previous five years based on two evaluations per year with at least one completed by a peer outside the department	Professional Development	- Attend professional development as approved by Chair in annual plan (e.g., courses completed, conferences attended)	Student Service	- Maintain 10 regular office hours and/or lab hours per week - Primary sponsor for year-long extracurricular student activity
Professional development	- In yearly faculty plan, sets appropriate goals to continue teaching improvement	Degrees	- Completed doctorate degree (if applicable)		
Use of engaged learning	- Applies engaged learning techniques in all courses	Grants	- Apply for one grant		
		Engaged Scholarship/Undergraduate Research			
Annual Chair Evaluation	- Receives a rating of "Exceeds Expectations" in teaching and at least one other category for three of the previous five years based on Annual Chair's Evaluation	Annual Chair Evaluation	- Receives an overall rating of "Exceeds Expectations" in scholarship or service for two of the previous five years based on faculty member's Annual Chair's Evaluation	Annual Chair Evaluation	- Receives a rating of "Exceeds Expectations" in scholarship or service for three of the previous five years based on faculty member's Annual Chair's Evaluation
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS					
Evaluation Item	Candidates should work with department chair to choose items to be added to Annual Plan/Report in order to reach the level of "Exceeds Minimal Goal"				
TEACHING					
Develop new course, program, degree, or apply technology to existing course	Develop new course, substantially update an existing course, or put existing course online				
Professional development activities	Demonstrate the use of engaged learning pedagogy in additional classes				

which lead to improved teaching	
Advising/mentoring of student projects or other faculty members	Advise student projects (e.g. Senior capstone) or assist new faculty members with new course prep for at least one semester
Teaching Awards	Nomination, recommendation, or receipt of T&C or UVU teaching award
Peer evaluation of course design	Receives a minimum of 85% based on peer evaluation form
Peer evaluation by SCOTS	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of course management	Receives a minimum of 85% based on peer evaluation form
Peer evaluation of subject expertise	Receives a minimum of 85% based on peer evaluation form
Teaching grants, including CEL Grant	Attend at least one presentation on engaged learning and apply for or obtain at least one grant
SRI Student comments	List favorable student comments
Student feedback outside SRI	Letters of recommendation, additional course surveys, or surveys of graduates can be used to demonstrate teaching effectiveness
SCHOLARSHIP	
Presentations	Peer reviewed presentation or additional presentations
Publications	Publication as primary or secondary author, publication of chapter in book, or additional publications
Degrees	Post-doctorate
Other	Grants, patents, commendations, scholarship awards—college/university or professional development
SERVICE	
University Service	Serve on university committee or other university service
Professional/ Other Service	Community service related to university and/or your discipline or leadership position in professional organization
Student Service	Faculty sponsor to student activities, initiatives, or organizations
Other	Service as reviewer for professional journals, magazines, textbooks, and/or ancillary materials; service in recruiting full-time or adjunct faculty or advisory committee members as needed; service awards; or other, where weight is proposed by candidate and approved by Technology Management RTP committee

Advancement View

Post-Tenure/Post Rank Advancement

RTP Criteria for Technology Management Department – Professorial Track

Evaluation Item	Teaching 50% - 70%	Evaluation Item	Scholarship 15% - 35%	Evaluation Item	Service 15% - 35%
REQUIREMENTS FOR ALL FACULTY MEMBERS					
Percent of Yearly Goals	Teaching 50% - 70%	Evaluation Item	Scholarship 15% - 35%	Evaluation Item	Service 15% - 35%
Create tenure plan for first-year faculty and five-year, post-tenure plan for intention to advance to full professor	- Plan is approved by faculty member, department chair, and RTP committee	Presentations	- Must maintain the standard for their rank	University Service	- Must maintain the standard for their rank
Teaching effectiveness as evaluated by students	- Must maintain the standard for their rank	Publications	- Must maintain the standard for their rank	Professional/ Other Service	- Must maintain the standard for their rank
Teaching effectiveness as perceived by peers and/or colleagues	- Must maintain the standard for their rank	Professional Development	- Must maintain the standard for their rank	Student Service	- Must maintain the standard for their rank
Professional development	- In yearly faculty plan, sets appropriate goals to continue teaching improvement	Degrees			
Use of engaged learning	- Must maintain the standard for their rank	Grants	- Must maintain the standard for their rank		
		Engaged Scholarship/Undergraduate Research	- Must maintain the standard for their rank		
Yearly Chair Evaluation	- Receives an overall minimum rating of “Meets Expectations” each year based on faculty member’s Annual Chair’s Evaluation	Yearly Chair Evaluation	- Must maintain the standard for their rank	Annual Chair Evaluation	- Must maintain the standard for their rank
THE FOLLOWING ACTIVITIES ARE ACCEPTABLE GOALS THAT CAN BE USED FOR ANNUAL FACULTY PLAN TO EXCEED MINIMAL REQUIREMENTS					
<i>Candidates should work with department chair to choose items to be added to Annual Plan/Report in order to reach the level of “Exceeds Minimal Goal”</i>					
TEACHING					
Develop new course, program, degree, or apply technology to existing course	Develop new course, substantially update an existing course, or put existing course online				
Professional development activities which lead to improved teaching	Demonstrate the use of engaged learning pedagogy in additional classes				
Advising/mentoring of student projects or other faculty members	Advise student projects (e.g. Senior capstone) or assist new faculty members with new course prep for at least one semester				
Teaching Awards	Nomination, recommendation, or receipt of T&C or UVU teaching award				
Peer evaluation of course design	Receives a minimum of 85% based on peer evaluation form				
Peer evaluation by SCOTS	Receives a minimum of 85% based on peer evaluation form				
Peer evaluation of course management	Receives a minimum of 85% based on peer evaluation form				
Peer evaluation of subject expertise	Receives a minimum of 85% based on peer evaluation form				
Teaching grants, including CEL Grant	Attend at least one presentation on engaged learning and apply for or obtain at least one grant				
SRI Student comments	List favorable student comments				
Student feedback outside SRI	Letters of recommendation, additional course surveys, or surveys of graduates can be used to demonstrate teaching effectiveness				

SCHOLARSHIP	
Presentations	Peer reviewed presentation or additional presentations
Publications	Publication as primary or secondary author, publication of chapter in book, or additional publications
Degrees	Post-doctorate
Other	Grants, patents, commendations, scholarship awards—college/university or professional development
SERVICE	
University Service	Serve on university committee or other university service
Professional/ Other Service	Community service related to university and/or your discipline or leadership position in professional organization
Student Service	Faculty sponsor to student activities, initiatives, or organizations
Other	Service as reviewer for professional journals, magazines, textbooks, and/or ancillary materials; service in recruiting full-time or adjunct faculty or advisory committee members as needed; service awards; or other, where weight is proposed by candidate and approved by Technology Management RTP committee