

Disciplinary Statement for Promotion and Tenure

The University of North Carolina at Pembroke

College/School: Thomas School of Business

Department: Management, Marketing, and International Business

Disciplines: Management, Marketing, and International Business

Departments comprising multiple disciplines may, at their discretion, submit a statement for each discipline. The information provided below is intended as a guide for all evaluators participating in the promotion and tenure review process. The statement reflects disciplinary orientations and is not intended to limit the appropriate discretion of evaluators or to serve as a binding agreement with candidates. It is understood that no two individual faculty members under review will address these expectations similarly. Even so, candidates should be mindful of expectations for their discipline as communicated in this statement, annual evaluations, informal mentoring with colleagues, meetings with the department chair, and other administrators.

I. Degree Requirements:

List all acceptable terminal degrees in your discipline(s): (Ex. Ph.D., DBA, D.Sc. etc.)

- Ph.D. or DBA in Management, Marketing, or International Management, or other relevant disciplines.

Is a terminal degree required for tenure? Yes, **X** No ___

Is a terminal degree required for promotion? Yes, **X** No ___

If an answer is no to either question above provide a brief rationale: NA.

II. Discipline-Specific Attributes for Faculty Performance:

Regarding **teaching**, identify any unique or special characteristics regarding how this activity occurs or is evaluated in your discipline.

- The faculty member's self-evaluation report, tenure materials, and promotion application must show teaching competency.
- *Major evaluations for renewal, tenure, and promotion will include documentation of teaching effectiveness. This documentation typically includes copies of representative syllabi, tests, assignments, and handouts; samples of student work and the faculty member's response to the work; and Student Evaluation Reports. (Faculty Handbook, 2020-2021, pg. 76.)*

Regarding scholarship, identify any unique or otherwise special characteristics regarding how this activity occurs or is evaluated in your discipline.

- The MMIB department follows the guidelines set forth in the FACULTY SUFFICIENCY & QUALIFICATIONS report which the faculty approved on 02/23/2022. This document is presented in its entirety in Appendix A.
- Specific guidelines for scholarship can be found in Appendix A.

Regarding service, identify any unique or otherwise special characteristics regarding how this activity occurs or is evaluated in your discipline.

- Service requirements can include a variety of activities.
- Of particular importance are activities that provide a measure of **societal impact**. Examples of societal impact can be found in Appendix A.

III. Disciplinary Expectations for Tenure and Promotion: **Expectations for Tenure**

Beyond the eligibility criteria outlined in this policy, what key achievement thresholds in the following areas should a candidate for tenure attain to meet disciplinary expectations?

Teaching: The same expectations described in section II above apply for tenure and promotion.

Scholarship: The same expectations described in section II above apply for tenure and promotion.

Service: The same expectations described in section II above apply for tenure and promotion.

Expectations for Promotion to Associate Professor

Beyond the eligibility criteria outlined in this policy, what key achievement thresholds in the following areas should a candidate for promotion to associate professor attain to meet disciplinary expectations?

Teaching: The same expectations described in section II above apply for promotion to Associate Professor.

Scholarship: The same expectations described in section II above apply for promotion to Associate Professor.

Service: The same expectations described in section II above apply for promotion to Associate Professor.

Expectations for Promotion to Full Professor

Beyond the eligibility criteria outlined in this policy, what key achievement thresholds in the following areas should a candidate for promotion to associate professor attain in order to meet disciplinary expectations?

Teaching: The same expectations described in section II above apply for promotion to Full Professor.

Scholarship: The same expectations described in section II above apply for promotion to Full Professor.

Service: The same expectations described in section II above apply for promotion to Full Professor.

In the case of exceptional candidates, the term at UNCP may be shortened per university policy.

IV: Approvals

Department Chair John S. Spellan Date: 10/19/2022
Department Vote: Yes 5 No 0 Abstain 0 Date 10/19/2022
Dean [Signature] Date 10/01/2022
Provost Marthe Polard Date 11/17/22