

Central Connecticut State University
Management Information Systems Department
Guidelines for DEC for Promotion, Tenure and Renewal
March 4, 2009

- All guidelines in this document can be superseded by comparable standards as defined in the Collective Bargaining Agreement (CBA).
- In accordance with the CBA these guidelines are weighted in the order of Load Credit Activity, Creative Activity, Productive Service, and Professional Activity.
- All guidelines expect a level of activity commensurate with rank.

Expectations of all Faculty

The Management Information Systems department requires that all full-time faculty:

- hold a doctorate in a field relevant to the teaching areas in the Management Information Systems department.
- teach courses in their specialty.
- engage in research.
- mentor and advise students.
- practice intellectual and academic honesty and behave in a collegial and ethical manner.

A full-time, senior faculty member of the department is assigned as a mentor for a junior faculty member upon hiring.

Expectations for the First Year Renewal

Load Credit Activity The Department expects:

- evidence of adequate preparation for teaching duties as well as a commitment to developing sound teaching practices.
- that the faculty member will qualitatively assess his/ her teaching methods and identify areas for continued improvement.
- that faculty solicit classroom visits from senior colleagues for the purpose of peer evaluation of teaching.

Creative Activity The Department expects:

- new faculty will have a well-defined research plan.
- evidence that research output (e.g. journal articles, conference proceedings, presentations) are in process or under review.

Productive Service The Department expects:

- a minimal level of service to the department, school, and university.

Professional Activity The Department expects:

- activities outside the university within the candidate's professional area like conference/workshop attendance, and/or membership and service in appropriate professional organizations.

Expectations for Subsequent Renewals

The department expects continuous growth and productive output in each of the contractual areas suitable to the rank held.

Expectations for Tenure

Load Credit Activity: The Department expects:

- the ability to communicate ideas and concepts clearly and in ways that students understand.
- the fulfillment of responsibilities related to the candidate's teaching assignments.
- evaluation of teaching effectiveness by the candidate for tenure.
- for any non-teaching additional load credit activity, the candidate for tenure should document the nature of the work and the benefit to the university, school or department.

Creative Activity The department expects:

- productive research output for the purpose of improving effectiveness as a teacher/scholar and generating new knowledge.
- evidence of a sustained level of productive research activity and output.

Productive Service The Department expects:

- a continually increasing level of service to the department, school, and university.

Professional Activity The Department expects:

- activities outside the university within the candidate's professional area like conference/workshop attendance, and/or membership and service in appropriate professional organizations.

Expectations for Promotion to Associate Professor and Professor

The department expects a level of activity within each contractual area commensurate with the rank being sought.

Expectations for Six-year Review

The department expects a level of activity within each contractual area commensurate with the member's rank.