

Performance Review Procedures for Tenured Faculty Department of Economics

October 27, 2006

This document is the Department's response to the requirements of section 310.015.B.1 of the University of Missouri Collected Rules and Regulations.

Standards for Satisfactory Performance. Tenured faculty members are generally expected to contribute to the teaching, research, and service missions of the Department. However, the emphasis in each of these areas naturally varies across tenured faculty members. The overall performance assessment of each tenured faculty member shall be an aggregate of performance in each of these three areas that accounts for differences in emphasis.

Teaching. Tenured faculty are expected to meet or arrange an appropriate substitute for all of their scheduled classes unless a conflict arises due to illness, emergency, or other professional University responsibility. Course content and structure, and presentation of material, must be within norms for similar courses in other PhD granting economics departments. Student evaluations of teaching must be administered in every regular class and scores must not fall significantly and systematically below Department averages for similar courses.

Research. Tenured faculty are expected to maintain ongoing professional research activities. The most important indicator of such activity is publication in high-quality refereed journals. However, there are many other indicators of such activity, including but not limited to publication of books or monographs, editing, refereeing for journals or funding organizations, consulting with policy-makers, participation in professional conferences or symposia, and presenting findings at other universities or institutes.

Service. Tenured faculty are expected to be active participants in Department-level committees as assigned or requested by the Department Chair. Tenured faculty members bear greater service responsibilities than untenured regular faculty. Full Professors, in particular, are expected to be active participants in College or University committees, and other administrative activities, as reasonably assigned or requested by the Department Chair or other College or University appointment procedures.

Committee for Five-Year Reviews. The committee mentioned in section 310.015.B.1.d of the University of Missouri Collected Rules and Regulations shall be all faculty holding the title of Full Professor in the Department, excluding the faculty member being evaluated.