

Economics Program Standards Aligned with College Standards

Preamble

The Economics Program faculty supports the College and School standards and intends the elements of its standards to elucidate the areas of teaching, scholarship, and service from the perspective of economics, broadly defined.

Refinements and elucidations of as well as additions to the College Standards—which together with this Preamble comprise the Economics Program Standards—appear in italics.

These standards apply to all members of the Economics Program faculty, including tenured faculty, tenure-track faculty, non-tenure track faculty, and part-time faculty.

5.00 COLLEGE STANDARDS FOR FACULTY EVALUATION

The College expects faculty to excel in a variety of ways and to balance teaching, scholarship/creative activity, and service effectively. Sustained excellence in teaching is a necessary but not in itself a sufficient condition for tenure or promotion to higher rank. Except in unusual circumstances, scholarship leading to peer-reviewed publication and/or peer reviewed creative activity is also a requirement for tenure and promotion to higher rank. Any exception to the expectation will be documented in writing. Faculty are also expected to contribute to College, community and/or professional life through service activities.

5.1 COLLEGE STANDARDS

5.1.1 This section outlines College standards for the evaluation of all faculty and the process whereby School and Program standards, consistent with the College standards are re-stated in terms consistent with the character of the different Schools and disciplines.

5.1.2 The College expects all faculty to meet and continue to meet these standards. For probationary faculty the College will expect consistent evidence of positive development in all areas of evaluation. Adjunct, part-time, and tenured faculty are expected to sustain an overall pattern of excellence consistent with their rank and assigned responsibilities.

5.1.3 The College recognizes that faculty members, either in response to evaluations or in the interest of continuing vitality, may create individual paths towards excellence in a blend of teaching, scholarship/creative activity and service that allows them to distinguish themselves. Consistent accomplishment over time will be evaluated positively, while recognizing that a candidate's relative contributions to the campus community in terms of teaching/librarianship scholarly/creative/professional activity and service normally will vary over time. Therefore, short periods of relatively less activity in one area should be complemented by greater activity in the others, producing balance and a consistently high level of accomplishment overall.

The Economics Program faculty recognizes that its members have diverse paths to excellence which will be reflected in Individual Plans for Tenure and Promotion, as developed through mutual agreement of each faculty member and his/her program mentors.

6.00 ELABORATION OF COLLEGE STANDARDS FOR TEACHING FACULTY

6.1 Teaching

6.1.1 6.1.1 Educating students, both inside and outside the classroom, studio, or laboratory is the College's primary purpose. Therefore, performance in teaching carries the greatest weight in the evaluation of faculty. All aspects of teaching, including preceptorial teaching, will be evaluated in order to gain a clear understanding of each faculty member's performance. *The Economics Program's highest priority is excellence in teaching.*

6.1.2 In broad terms excellence in teaching is characterized by:

6.1.2.1 A thorough and current command of the subject matter, teaching techniques and methodologies of the disciplines one teaches. *Teaching in economics, as in the other social and behavioral sciences, is particularly vital and challenging given the constantly changing nature of the subject, emerging research findings, societal implications, the often contentious nature of the issues, as well as the direct and important policy implications of the knowledge and understanding we foster. Economics program members' teaching is expected to reflect these characteristics of the subject matter. Such teaching is critically important to the program's overarching goal of shaping engaged citizens, trained professionals, critical analysts, scientists, and contemplative scholars.*

6.1.2.2 Sound course design and delivery in all teaching assignments – whether program, non-program (e.g., interdisciplinary minors), or General Studies, introductory or advanced offerings — as evident in clear learning goals and expectations, content reflecting the best available scholarship or artistic practices, and teaching techniques aimed at student learning.

6.1.2.3. The ability to organize course material and to communicate this information effectively. The development of a comprehensive syllabus for each course taught, including expectations, *goals and objectives*, grading and attendance policies, and the timely provision of copies to students.

6.1.2.4 Excellence in teaching also entails respect for students as members of the Stockton academic community, the effective response to student questions, and the timely evaluation of and feedback to students.

6.1.2.5 *The Economics Program expects its members to engage in professional and respectful precepting.*

6.1.2.6 *Given the technical nature of economics, the Economics Program recognizes that student evaluations alone may be insufficient to assess excellence in teaching. Therefore, evidence of teaching excellence will include: a reflective self-evaluation, peer observations, a portfolio of course materials, and any other evidence a faculty member considers important in this regard.*

6.1.3 Where appropriate, additional measures of teaching excellence are:

6.1.3.1 Ability to use technology in teaching.

6.1.3.2 The capacity to relate the subject matter to other fields of knowledge.

6.1.3.3 Seeking opportunities outside the classroom to enhance student learning of the subject matter. *The Economics Program recognizes the vital importance of engaged and creative teaching; and, that the role of teacher may extend beyond the classroom. In Economics, these non-classroom opportunities may include:*

- *The development and supervision of internships, independent studies, and student research.*
- *The development and fostering of opportunities for community, social and policy engagement for our students through voluntary civic involvement, research endeavors, and formal student organizations.*

6.2 Scholarly and Creative Activity

6.2.1 The teacher-scholar model recognizes that a serious and continuing commitment to scholarship or creative activity enriches teaching and is the foundation of sustained excellence within the classroom.

6.2.2 Publications and creative work in support of reappointment and tenure are those achieved during the applicant's probationary period. Activity in support of a post-tenure promotion or range adjustment is that work completed since the most recent promotion or range adjustment.

6.2.3 The College recognizes a wide variety of scholarly vehicles: disciplinary or interdisciplinary research, pedagogical research, applied research, integrative scholarship, artistic or creative activity, grant acquisition. Scholarly or creative activities may take many forms and use different vehicles to communicate with the broader academic community. *In Economics, significant value is placed on theoretical and empirical scholarship that: 1) enriches society's understanding of social and economic change and human behavior in a variety of social and institutional contexts, and/or 2) enhances public understanding of economic issues and current economic policy, and/or 3) assesses policy interventions intended to affect the well-being of individuals, families, organizations, and communities. Reflecting its commitment to the diversity of economic thought and analysis, the Economics Program recognizes that such scholarship often demands crossing disciplinary boundaries. Hence, the Economics Program values dissemination of its member's scholarly work not only in traditional disciplinary outlets but also in ones that are interdisciplinary in nature and/or ones grounded in related disciplines.*

6.2.3.1 The College recognizes that the time and effort required to complete scholarly or artistic projects may vary markedly among disciplines and sub-disciplines. Such variance is addressed in approved school and these Economic Program standards.

6.2.4 It is always the case that the burden is on the candidate to document the excellence of one's work. In cases of shared or multiple authorship, clarification of the degree of one's participation is expected. In cases of conference presentations or proceedings, clarification should be provided with regard to the selectivity of the review process. Typically, central to judgments regarding scholarly and creative activity are:

6.2.4.1 The capacity to bring scholarly or creative projects to completion.

6.2.4.2 A mix of scholarly activities appropriate to one's appointment, e.g., in some cases scholarly activity will be primary, in others creative activity.

6.2.4.3 Judgments of the worth and significance of the work by those qualified to make such judgments. These may include disciplinary peers, professional organizations, *ad hoc* groups such as evaluation, judging, or refereeing panels.

6.2.4.4 Documentation of the impact of one's work

- with students
- within the scholarly area
- within higher education generally
- on documented standards of best practices in pedagogy
- in the application of one's work
- as evident in citations of one's work
- on public policy or institutions
- in the artistic/cultural realm
- or in educational settings

6.2.4.5 Just as in the case of traditional scholarship involving the discovery of new knowledge, when one's work consists of pedagogical, integrative or applied scholarship, its significance may be documented by demonstration of clear goals, adequate preparation, appropriate methods, significant results, effective presentation, and reflective critique. Presentation before peers and colleagues and advancing the discipline are also expectations of alternate forms of scholarship. *As further reflection of the Economics Program's commitment to quality teaching, we believe that research, publication, or other endeavors that advance pedagogical understanding and develop quality teaching in economics and related disciplines are also a valued contribution to the faculty member's portfolio of scholarly and creative activity.*

6.2.4.6 The College understands excellence in a variety of scholarly or creative activities to embody the following:

6.2.4.6.1 Books should be published by reputable academic or trade presses and reviewed in appropriate journals.

6.2.4.6.2 Articles, essays, and creative writings should be published in appropriate scholarly journals, whether print or electronic. Some assessment should be made as to the quality of the journal in which the piece appears; in particular, its scholarly reputation and whether or not the journal or proceedings are peer reviewed.

6.2.4.6.3 Scholarly and creative activity that involves students as co-presenters, co-participants, or co-authors.

6.2.4.6.4 A presentation should be evaluated on the quality of its content and on the prestige of the meeting where it was delivered. Qualitative judgments are best made when copies of presentations are made available. National and regional meetings should rank higher than local meetings in most instances. Scholarly presentations should be ranked more highly than non-scholarly ones. Competitive selections as well as presentations receiving disciplinary acknowledgement for excellence should be noted. In most disciplines a record of scholarship based on presentations alone will not be evaluated as highly as one including refereed publications.

6.2.4.6.6 Other forms of scholarly or creative activity that may appear in emerging scholarly or artistic media may be included as well, provided that comparable standards of peer review can be applied to them.

6.2.4.6.6.1 In applying the standards of diverse forms of scholarly or creative activities explicitly recognized and enumerated in sections 6.2.4.6.1—6.2.4.6.6 to publication norms within the discipline of economics, the Economics Program places an emphasis on substantive publications that demonstrate the candidate's expertise within his/her field. Substantive publications within the discipline generally includes professional books or monographs, professional journal articles, book chapters, substantial, refereed academic encyclopedia or dictionary entries, policy documents, working papers, and applied research publications. Other publications or media that help inform citizens, shape public or academic dialogue, inform policymaking, and improve the lives of diverse groups of people may be defined as substantive if they meet appropriate review standards or if the faculty member can otherwise demonstrate that they meet the college-wide standards for scholarly and creative activity.

6.2.4.6.6.2 Book reviews, public or professional presentations, presentations for online professional educational teleconferences, op-ed pieces, editorial and peer-review related work associated with the production of books and professional academic journals may play an important role in this process and will also be valued as examples of engaged scholarship.

6.2.4.6.7 Reviews (if submitted as documentation) from appropriate journals may be included. Where reviews are included in a file as evidence of the worth of scholarly or artistic work, attention should be given to the professional credentials of the reviewer and the reputation of the journal or publication.

6.2.4.6.8 Professional activities undertaken as a practitioner or consultant are considered scholarly activity when they go beyond the routine application of knowledge to the creation of new knowledge and the development of new standards for practice. Such qualities distinguish between scholarship and professional service. Those making the judgments regarding the standards for applied research necessarily involve more than clients and include academic peers familiar with the area of practice under consideration. *In Economics, such applied research (which is often carried out in connection with local agencies, organizations, or businesses) can foster student engagement, address local/regional issues, and contribute to the body of scholarly work. In the event such activities and research fall outside the scope of traditional peer-review processes, the faculty member should find alternative criteria to demonstrate quality and impact.*

6.2.4.6.9 In those disciplines with strong expectations of practice to maintain current competency, appropriate standards for determining the significance of

this work will be developed at the program level and approved through the standard procedure.

6.2.4.6.10 Grants or monetary awards that are funded or reviewed as fundable from governmental or non-governmental organizations are considered examples of scholarship if those grants and awards are subject to external peer review.

6.2.4.6.11 Faculty engaged in community outreach can make a difference in their communities and beyond by defining or resolving relevant social problems or issues, by facilitating organizational development, by improving existing practices or programs, and by enriching the cultural life of the community. Scholarship may take the form of widely disseminating the knowledge gained in community-based projects in appropriate professional venues in order to share its significance with those who do not benefit directly from the project. *In Economics, contributions of this interdisciplinary nature are valued, encouraged, and supported in a faculty member's portfolio.*

6.2.4.6.12 The Program criteria for tenure and promotion to Associate rank in the area of scholarship and creative activity are intended to elaborate the College standards and reflect norms within the discipline. The Economics Program expects candidates for tenure and promotion to Associate rank to have authored or co-authored two substantive publications (in print, or accepted and nearing publication) during the probationary period; such publications should have the potential for broad dissemination and some impact on public or academic dialogue. The term "substantive publications" is broadly defined as encompassing the publishable forms described in 6.2.4.6.6.1 in order to reflect disciplinary standards. Substantive publications are generally peer reviewed, but for some policy-oriented publications, the faculty member should find alternative criteria to demonstrate quality and impact. These substantive publications should be supplemented by the various forms of scholarly and creative activities enumerated throughout 6.2.4.6.6.2.

6.2.4.6.13 The Program criteria in the area of scholarship and creative activity for promotion to Professor in the Economics program include evidence of a continued record of scholarly engagement and activity that meets the College standards. This record should include additional substantive publications since the candidate's last promotion.

6.3 College and Community Service

6.3.1 The faculty role includes contributions to the achievement of the College's mission through effective participation in governance activities including leadership roles at the program, school, or College-wide levels. These contributions may require the capacity to work collaboratively with other members of the College community, including activities related to alumni and the College Foundation. *Because economics, as a social science, is necessarily entwined with ongoing changes and challenges in society, policy, and culture, the Economics Program recognizes that community service can be an important part of faculty development.*

6.3.1.1 In Economics, multiple modes of community engagement are valued and consistent with the obligations of its faculty members. Among others, such contributions may include:

- *The development, enrichment, or leadership of the academic program, including service as program coordinator, assessment coordinator, coordination and management of ongoing internship placement relationships, suggestion and organization of new program tracks, faculty sponsor of the Economics Society or the Economics Honors Society.*
- *Service to the college and school through participation or leadership in committees or other formal or informal college initiatives.*
- *Service to the campus community through the development of engagement or enrichment opportunities for our students, or for future students.*

6.3.2 Faculty may also contribute in broader arenas such as state or regional organizations or disciplinary associations. In addition, faculty may contribute to the College's public mission through service to our community, region, and the State or the Nation.

6.3.2.1 In Economics, such contributions may include, among others:

- *Broader community service with local, regional, or national organizations, including service on boards of directors and advisory committees in areas broadly related to economics.*
- *Professional service of many types, including advisement, consultation, and planning.*

6.3.3 Normally the College expects probationary faculty to serve the College and community in selected activities, while faculty who are tenured and/or of senior rank would be expected to have more substantial records in this area, as demonstrated by achievements in leadership on campus and to their disciplines and professional organizations.

6.3.4 Evaluation of achievements in this area focuses on the significance of participation, the impact of service, the scope of responsibilities, and the effectiveness of participation. Clear goals, adequate preparation and appropriate methods of providing service, significant results of the service, and reflection on the contribution and its use to improve the quality of future service are all aspects of documenting achievement in campus and community service.

6.3.5 Evidence of effectiveness in College or community service may include such items as:

6.3.5.1 One or more instances when one has used one's professional skills or knowledge for the benefit of the College, or of a non-college group or individual.

6.3.5.2 Contributions to professional organizations that are focused on service or professional responsibility as opposed to scholarship, research, or artistic/creative work. For example, an officership or service on a professional board may be more appropriately listed here, whereas editing a special issue of a journal may be more appropriately listed under the section on scholarship.

6.3.5.3 General civic or community activities to which one has contributed one's professional skills or a significant amount of time, talent, energy, and involvement beyond that which might be expected by the usual citizen or member. *In Economics, service which brings a faculty member's skills, analytical abilities, or academic expertise to bear on a social challenge or objective is particularly valuable; similarly, general*

social engagement that enriches the community, tightens the bonds between campus and community, helps fulfill the college's responsibilities as citizen, or allows the faculty member to form a richer understanding of community issues and bring that understanding to their teaching is also of value. The centrality of community and professional service to the applied research and teaching of many program faculty members may link service with teaching and research in important and indelible ways, and thus enrich multiple aspects of the faculty member's contribution to the college, community, and society.

Summary

Economics program faculty should demonstrate excellence in teaching, in scholarship, and in college and community service. Because of the vital importance of economics in society, and the discipline's interdisciplinary nature, the Economics Program recognizes that teaching, scholarship, and college and community service go hand in hand and reinforce one another. The Economics Program recognizes that while faculty will contribute in all areas in the long run, there may be temporary periods during which performance in one area outweighs performance in other areas.