

DEPARTMENT INTELLECTUAL CONTRIBUTIONS STATEMENT

Statement on Intellectual Contributions Department of Information Systems & Operations Management The Joseph M. Bryan School of Business and Economics

4/23/2009

Preface

The purpose of this document is to improve the understanding of the considerations and criteria used for the assessment of faculty¹ intellectual contributions in the Department of Information Systems & Operations Management. Such awareness should provide for better planning of faculty development through annual goal-setting activities. The guidelines presented in this document shall be used to evaluate annual performance of individual faculty members by his/her department peers, the department Head, the school-wide evaluation committee, and the Dean.

Tenured and tenure-track faculty are expected to develop and maintain a research agenda of discipline-based scholarship. The department expects that all tenured and tenure-track faculty and specified non-tenure track faculty members maintain their academic qualifications by on-going activities that result in intellectual contributions. The nature, quality and quantity of intellectual contributions expected will vary depending on the faculty member's teaching, research and service role and responsibilities. Meeting the minimum expectations of academic qualifications establishes minimal expectations for intellectual contributions. Merit salary increases and recommendations for reappointment, permanent tenure, and promotions require intellectual contributions significantly beyond those minimal expectations.

Intellectual Contributions Definitions

The Department recognizes that the nature of intellectual contributions can vary widely. Intellectual contributions include: refereed published academic journal articles and proceedings, practitioner journal articles, books, book chapters and monographs; abstracts of articles published in proceedings from scholarly meetings, papers presented at academic or professional meetings, research working papers submitted for review, papers presented at faculty research seminars, publications in trade journals, and scholarly book reviews; external research grants and contracts awards and external grants for curriculum development; and textbooks, mini-cases in textbooks, and unpublished instructional development contributions such as cases with written instructions, instructional software, supplemental learning materials, materials describing the design and implementation of new curricula or courses, including distance learning (on-line) course materials and similar contributions which aid the practice or instruction of the teaching related discipline.

¹ Full-time faculty not holding administrative appointments

Intellectual contributions also may be classified as contributions to the academic discipline, contributions to practice, and contributions to pedagogy. Because the departmental portfolio of intellectual contributions should support the departmental and school mission, the majority of intellectual contributions produced by departmental faculty should be contributions to the academic discipline.

Intellectual Contributions Assessment Criteria

The following criteria will be used to evaluate faculty intellectual contributions in the context of the faculty member's teaching, research and service role and responsibilities:

- 1 The intellectual contribution must be in a format allowing review by others and must be subjected to some type of peer evaluation – whether by academic colleagues or practitioners.
2. The judged quality of the intellectual contribution will be assessed critically in terms of:
 - a. content factors such as relevance and significance (perceived value added, citation index, etc.) to the field, quality of design and methodology, creativeness or innovativeness; and,
 - b. outlet factors such as reputation or visibility (based on ratings and rankings) of the journal, review process (peer reviewed/blind, etc.), acceptance rates of the publication, and credentials of other authors who have published in that journal. The quality of the contributions is more important than the number of contributions.
 - c. The proportional contribution of multi-authored contributions.
 - d. Whether publication credit for the intellectual contribution has been attributed in a previous year.
 - e. The faculty member's research pipeline.

Annual Faculty Intellectual Contributions Performance Reviews and Evaluations

The annual faculty intellectual contributions performance review and evaluation process will consist of two steps.

Step One: Maintenance of Academic Qualifications

Step one will be the determination of whether the faculty member's intellectual contributions over the past five years meet the school and departmental minimum standards for maintenance of academic qualifications.² The following **guidelines** will be used to determine maintenance of academic qualifications:

The following **guidelines apply to the maintenance of academic qualifications.**

² The *Bryan School Standards for Maintenance of Academic Qualifications* provide the baseline for departmental standards for maintenance of academic qualifications.

1. School³ and departmental standards for maintenance of academic qualifications are the minimal expectations for intellectual contributions productivity.
2. The intellectual contributions expectations for maintenance of academic qualifications are higher for faculty with lower than “normal”⁴ teaching loads and for faculty with predominantly graduate or doctoral course teaching assignments.
3. Failure to maintain academic qualifications over the most recent five year period will result in unsatisfactory intellectual contributions and unsatisfactory overall annual performance evaluations. Two successive years of unsatisfactory performance evaluations for tenured faculty will trigger the development of a three (3) year faculty development plan as specified in the *UNCG Post-Tenure Review Plan* and *Administrative Memorandum Number 371: Performance Review of Tenured Faculty*.

Departmental standards for maintenance of academic qualifications are as follows:

1. Over a five year period, the minimum requirements for maintenance of academic qualifications for a faculty member teaching predominantly undergraduate courses is **at least two peer reviewed journal publications together with at least three other ICs such as book chapters and refereed conference proceedings to maintain qualifications.**
2. **Over a five year period**, the minimum intellectual contributions for the maintenance of academic qualifications for faculty teaching predominantly masters courses is **at least three peer reviewed journal publications with a majority in high quality⁵ or higher quality journals, together with at least two other intellectual contributions.**
3. **Over a five year period**, the minimum intellectual contributions for the maintenance of academic qualifications for faculty teaching predominantly doctoral courses is **at least three peer reviewed journal publications with at least one in a very high quality journal and others in at least high quality journals, together with at least two other intellectual contributions.**

Step 2-Annual Review and Evaluation of Intellectual Contributions

Step two will be the review and evaluation of new contributions (in-print or accepted for publications and other contributions available for review) during the current year and research work in progress in the context of the prior years’ intellectual contributions. The following **guidelines** will be used to evaluate intellectual contributions productivity:

³ *Bryan School Standards for Maintenance of Academic Qualifications*

⁴For tenured and tenure track faculty, a “normal” load is defined as the equivalent of a 3/3 section load for faculty teaching undergraduate and masters courses and the equivalent of a 2/3 section load for faculty teaching at the doctoral level. For non-tenure track faculty, a “normal” load is defined as the equivalent of a 4/4 section teaching load.

⁵ A list of the journals in various categories can be found in the appendix in this document.

1. Performance evaluations reflect the degrees to which the faculty member's intellectual contributions exceed, meet or do not meet expectations. The following five performance categories will be used for evaluating intellectual contributions:
 - a. Performance is far above expectations for teaching, research and service profile or role
 - b. Performance is above expectations for teaching, research and service profile or role
 - c. Performance meets expectations for teaching, research and service profile or role
 - d. Performance is below expectations for teaching, research and service profiles or role but sufficient to maintain academic qualifications
 - e. Unsatisfactory performance due to lack of research required for maintenance of academic qualifications

2. The research pipeline in the current year and research productivity in the two prior years are also considered in the assignment of a research performance category.

3. Faculty members with the equivalent of a "normal" 3/3 section teaching load and/or teaching predominantly undergraduate courses will receive a **Good rating (meets expectations)** if they achieve any of the following:
 - A proceeding at highly selective conferences such as ICIS or Academy of Management.
 - One peer reviewed Book Chapter acceptance together with some other IC such as proceedings in National or International conferences (such as AMCIS, DSI, etc.).
 - An acceptance in a quality journal together with some other IC such as submissions, papers under review in at least high quality profile journals or proceedings in National or International conferences (such as AMCIS, DSI, etc.).
 - A major external grant submission.

Higher than Good ratings will be based on multiple contributions, quality of publications, journal quality, sole versus multiple authorships as well as other considerations as deemed appropriate.

4. Faculty members with the equivalent of a "normal" 2/3 section teaching load and/or teaching predominantly master's courses will receive a **Good rating (meets expectations)** if they achieve any of the following:
 - An acceptance in a high quality journal.
 - A proceeding at highly selective conferences such as ICIS or Academy of Management in combination with at least two journal articles in the prior two years.
 - One peer reviewed Book Chapter acceptance together with an acceptance in a quality journal.

- A major external grant submission together with some other IC such as submissions, papers under review either in at least high quality profile journals or proceedings at National or International conferences (such as AMCIS, DSI, etc.) and in combination with at least two journal articles in the prior two years.

Higher than Good ratings will be based on multiple contributions, quality of publications, journal quality, sole versus multiple authorships as well as other considerations as deemed appropriate.

5. Faculty members with the equivalent of a 2/2 load and/or teaching predominantly doctoral courses will receive a **Good rating (meets expectations)** if they achieve any of the following:
 - An acceptance in a very high quality journal.
 - An acceptance in a high quality journal together with some other IC such as submissions, papers under review in very high quality journals.
 - An acceptance in a high quality journal together with some other IC such as proceedings at highly selective conferences like ICIS or Academy of Management.
 - A grant from an external agency together with some other IC such as submissions, papers under review in either very high quality or high quality journals or proceedings at highly selective conferences such as ICIS or Academy of Management.
 - An edited scholarly book together with some other IC such as submissions, papers under review in very high quality or high quality journals, proceedings at highly selective conferences such as ICIS or Academy of Management.

Higher than Good ratings will be based on multiple contributions, quality of publications, journal quality, sole versus multiple authorships as well as other considerations as deemed appropriate.

APPENDIX
Category of IS Journals for ISOM Department
Journals within each category are not ranked

No	IS JOURNAL NAME	New Category
1	Decision Sciences	Elite
2	Information Systems Research	Elite
3	Journal of Management Information Systems	Elite
4	MIS Quarterly	Elite
5	ACM Transactions	VHQ
6	Communications of the ACM	VHQ
7	Communications of the Association for Information Systems	VHQ
8	Decision Support Systems	VHQ
9	European Journal of Information Systems	VHQ
10	Human Computer Interaction	VHQ
11	IEEE Computer	VHQ
12	IEEE Transactions	VHQ
13	Information & Management	VHQ
14	Information Systems	VHQ
15	Information Systems Frontiers	VHQ
16	Information Systems Journal	VHQ
17	International Journal of Electronic Commerce	VHQ
18	Journal of Information Technology	VHQ
19	Journal of Strategic Information Systems	VHQ
20	Journal of the ACM	VHQ
21	Journal of the Association for Information Systems	VHQ
22	MISQ Executive	VHQ
23	The Data Base for Advances in Information Systems	VHQ
24	ACM Computing Surveys	HQ
25	Behaviour and Information Technology (BIT)	HQ
26	Computers and Industrial Engineering	HQ
27	Computers and Operations Research	HQ
28	Computers and Security	HQ
29	Computers in Human Behavior	HQ
30	Data and Knowledge Engineering	HQ
31	Electronic Markets	HQ
32	E-Services Journal	HQ
33	Expert Systems with Applications	HQ
34	IEEE Intelligent Systems	HQ
35	IEEE Internet Computing	HQ
36	IEEE Software	HQ
37	Information Resources Management Journal	HQ
38	Information Systems Management	HQ

No	IS JOURNAL NAME	New Category
39	Information Technology and Management	HQ
40	Information Technology and People	HQ
41	International Journal of Information Security and Privacy	HQ
42	International Journal of Semantic Web and Information Systems	HQ
43	Journal of Computer Information Systems	HQ
44	Journal of Electronic Commerce Research	HQ
45	Journal of Global Information Management	HQ
46	Journal of Global Information Technology Management	HQ
47	Journal of Information Privacy and Security (JIPS)	HQ
48	Journal of Information Technology Cases & Applications Research	HQ
49	Journal of Information Technology Management	HQ
50	Annals of Cases on Information Technology	Quality
51	Australian Journal of Information Systems	Quality
52	Business Process Management Journal	Quality
53	Case Research Journal	Quality
54	Data Management	Quality
55	Electronic Journal on Information Systems in Developing Countries	Quality
56	Industrial Management & Data Systems	Quality
57	Information and Organization	Quality
58	Information Sciences	Quality
59	Interface (the Education Journal)	Quality
60	International Journal of Expert Systems	Quality
61	International Journal of Human Computer Studies	Quality
62	International Journal of Information Management	Quality
63	International Journal of Intelligent Information Technologies	Quality
64	International Journal of Technology Management	Quality
65	Journal of Database Management	Quality
66	Journal of Decision Systems	Quality
67	Journal of End-User Computing	Quality
68	Journal of Enterprise Information Management	Quality
69	Journal of Information Systems Education	Quality
70	Journal of Information Technology Education	Quality
71	Journal of Information Technology Theory and Application	Quality
72	Journal of Knowledge and Information Systems	Quality
73	Journal of MIS Education	Quality
74	Journal of Software Maintenance	Quality
75	Quarterly Journal of Electronic Commerce	Quality
76	Scandinavian Journal of Information Systems	Quality
77	Simulation	Quality
78	Socio-Economic Planning Services	Quality

*Selected journals only, evaluated based on transactions that publish IS articles

Category	# of Journals	%
Elite	4	5
VHQ	19	24
HQ	26	33
Q	29	37

Category of OM Journals for ISOM Department
Journals within each category are not ranked

Categorization of OM JOURNALS		
No	JOURNAL NAME	New Category
	Elite Journals	
1	IIE Transactions	Elite
2	Management Science	Elite
3	Operations Research	Elite
4	Production and Operations Management	Elite
5	Mathematics of Operations Research	Elite
	Very High Quality Journals	
1	Journal of Heuristics	VHQ
2	Computers and Operations Research	VHQ
3	Expert Systems	VHQ
4	International Journal of Physical Distribution and Logistics Management	VHQ
5	Journal Of Scheduling	VHQ
6	Interfaces	VHQ
7	European Journal of Operational Research	VHQ
8	Journal of Operations Management	VHQ
9	Journal of Productivity Analysis	VHQ
10	Journal of the Operational Research Society	VHQ
11	Mathematics of Operations Research	VHQ
12	Naval Research Logistics Quarterly	VHQ
13	Omega (The International Journal of Management Science) -	VHQ
	High Quality Journals	
1	Decision Sciences Journal of Innovative Education	HQ
2	Annals of Operations Research	HQ
3	International Journal of Operations & Production Management	HQ
4	International Journal of Production Economics	HQ
5	International Journal of Production Research	HQ
6	Journal of Supply Chain Management (Formerly Journal of Purchasing and Materials Management)	HQ
7	Transportation Research	HQ
8	International Journal of Physical Distribution & Logistics Management	HQ
9	Journal of Manufacturing Systems	HQ
10	Journal of Service Research	HQ
11	Manufacturing & Service Operations Management	HQ
12	Transportation Science	HQ
13	Manufacturing Review	HQ
14	International Journal of Operations and Quantitative Management	HQ

Categorization of OM JOURNALS		
No	JOURNAL NAME	New Category
15	International Journal of Productivity and Quality Management	HQ
16	International Journal of Service and Operations Management	HQ
17	International Journal of Service Operations and Informatics	HQ
18	International Journal of Logistics Research and Applications	HQ
19	International Journal of Logistics Systems and Management	HQ
20	International Journal of Operational Research	HQ
21	International Transactions in OR	HQ
22	OR Insight The Operational Research Society	HQ
23	OR Spectrum	HQ
24	Production Planning and Control	HQ
25	Quality and Reliability International	HQ
26	RAIRO - Operations Research	HQ
27	Transportation Research Part E: Logistics and Transportation Review	HQ
28	Journal of Mathematical Modelling and Algorithms	HQ
29	Journal of Simulation	HQ
30	Optimization	HQ
31	INFOR Canadian Operational Research Society	HQ
	Quality Journals	
1	International Journal of Quality & Reliability Management	Quality
2	Computational Management Science	Quality
3	Computational Optimization and Applications	Quality
4	Decision Analysis	Quality
5	International Journal of Logistics	Quality
6	International Journal of Service Industry Management	Quality
7	International Transactions in Operational Research	Quality
8	Journal of Industrial Engineering	Quality
9	Journal of Information & Optimization Science	Quality
10	Operations Research Letters	Quality
11	Production & Inventory Management Journal	Quality
12	Quality Digest	Quality
13	Quality Management Journal	Quality
14	Quality Progress	Quality
15	Supply Chain Management	Quality

Category	# of Journals	%
Elite	5	8
VHQ	13	20
HQ	31	48
Q	15	23

