

Faculty Awards for Teaching, Research, and Service, and the Spirit of Walker Award
(Revised 2017)
John A. Walker College of Business

Teaching excellence is high on the list of priorities in the John A. Walker College of Business, and research and scholarly excellence are integral components of the College's mission. Additionally, faculty are regularly called upon to serve the College, the University, and other organizations in important service capacities. Starting in 2018, the Spirit of Walker Award is added to recognize the individuals who most exemplify the Walker College core values and bring positive, significant recognition to the college and university. The purpose of the College of Business Faculty Awards Program has been to provide recognition of outstanding accomplishments in these four areas.

I. Eligibility and Nominations

1. All tenure-track faculty with at least two years of service at ASU are eligible to receive an award, except that an award recipient is ineligible to receive the same award again within the next four years.
2. Nominations may be made by colleagues, administrators, or alumni. Students may submit letters of support.
3. All nominations must be in writing and be submitted to the Dean of the College.
4. Thereafter, nominees shall be notified of their nomination and be requested to accept or reject it.

II. The Selection Process

1. A separate selection committee shall be appointed annually by the Dean to evaluate nominations for each award. The Dean shall designate a chairperson for each committee.
2. Each of the teaching, research, and service committees shall be comprised of at least five faculty members, including department chairs and previous award winners, if desired. Terms for committee membership are not limited, and reappointments may be made. The committee for the Spirit of Walker award will include one faculty member, one staff member, one chair, and one associate dean.
3. All faculty are eligible to serve on the selection committees, but faculty who have demonstrated excellence in the respective award area should be given priority consideration.

4. Each committee shall have broad discretion in carrying out its duties.
5. Each committee will recommend at least two names to the Dean, if eligible candidates exist. The committee may elect and is encouraged to submit the names in ranked order of preference. However, if no qualified applicants are deemed to exist, a committee is not bound to submit any nominees.
6. Deliberations in the committees should be confidential, and the committees will disclose no information on nominees or any other matters under their deliberation.

III. Schedule

The following schedule each year is recommended for the nomination and selection process for each award.

- End of Fall Semester-by start of Spring Semester: Announcement and call for nominations from the Dean.
- Mid-January: Appointment of the four selection committees and the committee chairs.
- Late-January: Deadline for submission of nominations to the Dean.
- March 1: Recommendations from the selection committees to the Dean.

IV. Selection Criteria

Recommended criteria for consideration by the awards selection committee in each of the three areas are given in the following sections. In order to be considered for an award in any one area, the performance of the nominee in the other two areas must be at least satisfactory. Achievement of satisfactory performance will be determined by the nominee's prior years' annual reviews, verified by the respective Chairperson.

1. Criteria For Teaching Awards

- (1) The committee should consider and identify a body of achievement which represents a consistent and commendable performance over time, with an emphasis on recent performance.
- (2) The committee must:
 - a. consider input from students, including summary teaching evaluations to be made available by the Dean's Office.

- b. consider course syllabi and other course- and teaching-related materials (such as teaching philosophy, supervision of an Honors thesis, etc.), obtained from the nominee's DIGITAL MEASURES inputs.

(3) The committee may:

- a. visit classes.
- b. invite and consider comments from faculty.
- c. consider scholarly publications of an educational nature, e.g. teaching kits and other teaching related writings.
- d. consider lesson plans, class projects, examinations, and any other instructional materials.
- e. consider any other information that they deem appropriate.

2. Criteria for Research Awards

(1) The award recipient will be selected based upon demonstrated accomplishment in research in his/her field. This will be defined as a **consistent** record of research over time with an emphasis on recent research endeavors. **All relevant information will be obtained from the nominee's DIGITAL MEASURES inputs.**

(2) The specific criteria for evaluating research accomplishment should include:

- a. quality of journals in which the faculty member has published his/her research.
- b. quality of proceedings and conference presentations based upon selectivity and importance of the meeting to the field.
- c. quality and contribution of other research efforts such as books, monographs, book and article reviews.
- d. Evidence of research stream(s) or some programmatic body of research.
- e. Evidence of significant contribution to the faculty member's field and meaningful implications for other fields.
- f. Level of recognition and exclusivity of grant and/or award receptions.

(3) Members of the selection committee are responsible for determining the quality and importance of each applicant's research record.

3. Criteria For Service Awards

- (1) The service award will be based on achievements to reflect a continuing commitment to the service area over time, with an emphasis on recent performance. **All relevant information will be obtained from the nominee's DIGITAL MEASURES inputs.**
- (2) While specific weights for different activities will be determined by the selection committee, it is suggested that greater weight be given to service in leadership positions or positions that bring recognition to the college and university.
- (3) Examples of service activities:

The following are offered as examples to illustrate the idea, but are not intended to be an exhaustive list.

- a. Internal service activities (within the University)
 - Department committees, such as DPC, curriculum committee, and textbook selection committee
 - College committees, such as the awards committee, undergraduate curriculum committee, and the dean selection committee
 - University committees, such as the faculty senate, Hubbard Center and academic policies and procedures committee
 - Provide in-house training or seminars to other faculty; provide consultation, advice and counsel to others ("collegiality")
 - Participate in international programs
- b. Services to students
 - Act as an academic advisor (formal or informal) to students
 - Serve as faculty advisor to a student organization
 - Develop job contacts for students for internships and full-time employment

- c. External services to the business or professional community
 - Serve as an officer or act as discussant or session chair at conferences of professional organizations within the individual's own discipline.
 - Serve as a journal editor or reviewer.
 - Serve as officer or otherwise participate in professional organizations that are industry-oriented.
 - Participate in seminars or other training programs for businesses through agencies.
 - Develop relationships for the college with business leaders and organizations, serve on advisory boards, teach review courses for certification examinations, or perform other activities for organizations within the business or professional community.

- d. External services to the social community
 - Serve in a volunteer leadership position for public and / or private agencies.

4. Criteria for Spirit of Walker Awards

- (1) These awards will allow us to go beyond the traditional narrow look at just one aspect of a faculty member's work (teaching, research, or service), and to instead look at their contributions to the mission, vision, and values as a whole. The Spirit of Walker awards will be based on actions that most exemplify the Walker College core values and bring positive, significant recognition to the college and university.

- (2) Specific weights for different activities will be determined by the selection committee appointed by the dean. The committee will include one faculty member, one staff member, one chair, and one associate dean.

- (3) The Walker College values are listed below. Nominators are encouraged to provide examples describing how nominees exhibit these values in the context of fulfilling the mission and vision of the college.
 - a. Vision: We aspire to be a national leader in business education that emphasizes experiential learning, interdisciplinary collaboration, social engagement, and value driven innovation to address complex issues and help co-create a more sustainable world. In doing so, we seek to develop students who adapt well to and are resilient in an ever changing world.

 - b. Mission: We deliver transformational educational experiences that prepare

and inspire students to be ethical, innovative, and engaged business leaders who positively impact our community, both locally and globally.

Dedicated to instructional excellence, our faculty is also actively engaged in scholarship in the areas of practice, theory and pedagogy, as well as service activities that make possible these transformational educational experiences and serve to benefit the business discipline and the broader community.

c. Values

- **Integrity** - We are committed to honesty and ethical behavior in all that we do;
- **Quality** - We seek quality in our programs and emphasize its virtue to our students;
- **Meaning** - We cultivate meaningful relationships among students, faculty, and staff so that each can learn, grow, and be fulfilled in their work;
- **Global** - We provide opportunities for multicultural and international learning and experiences;
- **Diversity** - We respect and celebrate our differences and emphasize the power of combining our uniqueness;
- **Innovation** - We are discoverers, explorers, and experimenters, constantly challenging the status quo to create value for our many stakeholders;
- **Collegiality** - We maintain a supportive, collegial learning environment that respects individuals, preserves academic freedom, and promotes interdisciplinary collaboration;
- **Responsiveness** - We respond to the needs of students, alumni, the business and wider community, and other stakeholders through active listening;
- **Sustainability** - We cultivate a deep understanding of the powerful role of business in advancing a productive and healthy society.