

Teaching Excellence

1	Innovative Teaching Methods	<ul style="list-style-type: none"> Evaluation of teaching methods, such as use of technology, experiential learning, case studies, and innovative pedagogies that enhance student engagement. Evidence of course materials, curricula, or projects that have received positive feedback or have been widely adopted 	20	<p>1-4 points: No evidence of innovation or effective teaching methods.</p> <p>5-7 points: Limited use of innovative methods or technology, with some positive feedback.</p> <p>8-11 points: Regular use of innovative methods and technology with moderate positive feedback.</p> <p>12-15 points: High use of technology, case studies, or experiential learning, with strong positive feedback.</p> <p>16-20 points: Exceptional use of cutting-edge pedagogy and consistently receives high praise for innovation and engagement.</p>
	Student Feedback and Satisfaction	<ul style="list-style-type: none"> Consistently high ratings from student evaluations, demonstrating effectiveness in communication, clarity, and student engagement. Testimonials or letters from students or alumni, highlighting the candidate's impact on their academic or career development. 	15	<p>1-4 points: Low ratings from students; no evidence of engagement.</p> <p>5-7 points: Some positive feedback, but occasional concerns from students.</p> <p>8-10 points: Generally positive ratings with some areas for improvement.</p> <p>11-13 points: High ratings for clarity, engagement, and communication.</p> <p>14-15 points: Outstanding ratings with clear evidence of student success and satisfaction.</p>
	Mentorship and Student Development	<ul style="list-style-type: none"> Evidence of mentoring undergraduate or graduate students in research, internships, or career development. Track record of advising student projects, supervising theses, or guiding students toward successful academic or professional outcomes 	5	<p>1 point: Limited mentoring activities, with few successful outcomes.</p> <p>2-4 points: Strong mentorship record with multiple successful student outcomes (e.g., theses, internships).</p> <p>5 point: Exceptional mentorship, consistently leading students to high academic or career achievements.</p>

Research and Scholarly Contributions

2	Publication Record in Reputable Journals	<ul style="list-style-type: none"> Number and quality of publications in top-tier, peer-reviewed journals in business, economics, or related fields. Evaluation based on journal ranking, research impact, and relevance to current business or economic issues. 	20	<p>1-4 points: No publications or publications in low-tier journals.</p> <p>5-7 points: Few publications in reputable journals, but low impact.</p> <p>8-11 points: Moderate number of publications in recognized journals, with some impact.</p> <p>12-15 points: Strong publication record in high-ranking journals, contributing significantly to the field.</p> <p>16-20 points: Exceptional record of publications in top-tier journals, with wide academic and practical impact.</p>
	Research Impact and Citation Metrics	<ul style="list-style-type: none"> Total citations, h-index, i10-index, or other relevant metrics demonstrating the influence and reach of the candidate's work. Influence of the research within academic circles and its ability to guide further research in the field. 	15	<p>1-4 points: Low citation count, limited recognition in the field.</p> <p>5-8 points: Moderate citation count, with some recognition of the work.</p> <p>9-12 points: Strong citation count and clear influence in the academic community</p> <p>13-15 points: High citation count (e.g., h-index, i10-index), demonstrating significant influence and impact in the field.</p>
	Awards, Grants, and Recognition	<ul style="list-style-type: none"> Recognition through prestigious awards, research grants, or fellowships that underline the quality and impact of the candidate's work. Peer acknowledgment through awards from reputable academic or professional organizations. 	5	<p>1 point: Occasional recognition or small grants, but limited peer acknowledgment.</p> <p>2-3 points: Some significant awards, grants, or recognition from reputable sources.</p> <p>4-5 points: Regular recognition from prestigious organisations or institutions.</p>

Community and Industry Engagement

3	Industry Collaboration and Real-World Impact	<ul style="list-style-type: none"> • Participation in research collaborations with businesses, government bodies, or industry groups, resulting in practical applications or improved practices. • Involvement in consultancy projects, advisory roles, or board memberships that reflect the candidate's integration of academic knowledge into the business community. 	5	<p>1 point: Limited industry collaboration or application of research.</p> <p>2-3 points: Moderate engagement with industry, with some real-world impact.</p> <p>4-5 points: Strong and effective industry collaborations with tangible outcomes.</p>
	Public Policy and Community Contributions	<ul style="list-style-type: none"> • Contributions to public policy or engagement in community initiatives through research, white papers, or advisory roles that influence business practices or economic policies. • Activities such as public speaking, media presence, or community outreach, which demonstrate the candidate's commitment to making their work accessible and relevant to the broader public. 	5	<p>1 point: No involvement in public policy or community initiatives.</p> <p>2-3 points: Limited contributions to public policy or community outreach.</p> <p>4-5 points: Regular contributions to public policy or community impact.</p>

Academic Leadership and Service

4	Institutional and Departmental Leadership	<ul style="list-style-type: none"> • Roles in university or departmental committees, contributions to curriculum development, or leadership of significant academic initiatives. • Record of active service on academic committees, such as advisory boards, faculty senates, or other leadership roles that positively impact the institution. 	5	<p>1 point: No leadership roles or involvement in departmental activities.</p> <p>2-3 points: Limited leadership or service in departmental activities.</p> <p>4-5 points: Active leadership in departmental or institutional initiatives.</p>
	Mentorship of Junior Faculty and Peer Support	<ul style="list-style-type: none"> • Evidence of mentorship or support provided to junior faculty, doctoral students, or other early-career academics. • Engagement in activities that foster a positive, collaborative academic environment, such as leading workshops, providing peer reviews, or supporting diversity initiatives 	5	<p>1 point: No evidence of mentoring or peer support.</p> <p>2-3 points: Limited support or mentoring of junior faculty or peers.</p> <p>4-5 points: Strong record of mentorship and peer support, fostering collaboration.</p>