

University of Michigan – Dearborn
College of Business
Teaching Professor Review Guidelines and Criteria
September 1, 2025

A. Categories of Evaluation

University guidelines and the union contract provide that consideration for the working title of Teaching Professor for eligible faculty be guided by evaluation in the following two selection criteria:

1. **Faculty Knowledge:** Growth and advancement of the employee's empirical, conceptual, and procedural knowledge relevant to the subject areas in which they provide instruction.
 - a. What innovations has the individual made to their teaching method over the years?
 - b. How is this growth demonstrated in their courses and syllabi?
 - c. Do they demonstrate the ability for continued growth and innovation in their knowledge of their subject area?
2. **Instructional Success:** Evidence that the employee has evaluated and improved methods of instruction and shown high teaching standards.
 - a. How has the individual's theoretical approach to pedagogy grown over the course of their time as an instructor?
 - b. How has the individual's practical application of the delivery of instruction evolved?
 - c. Does the individual demonstrate that they are attentive to pedagogy and are able to express how they evaluate pedagogy in order to continue to improve?

Faculty must also provide one letter of support (not to exceed two pages) from a peer demonstrating that the individual meets one or more of the selection criteria.

B. Eligibility and Process

Faculty may, at the time of a Continuing Review, request consideration for the Teaching Professor working title. Such application will include, in addition to the peer review letter, a letter explaining how they have demonstrated strong overall proficiency in the two selection criteria. The letter may be short as it can reference other materials included in the continuing reviews and/or from previous annual reviews.

The Lecturer Review Committee will provide feedback to the department chair on the application for the working title. If the department chair recommends to the dean that the Continuing Review is successful, the recommendation will also include a recommendation whether or not the Teaching Professor working title should be awarded. The dean of the College of Business will determine the college's recommendation to the provost.

Evaluation will be based on evidence being shown that strong overall proficiency in teaching has characterized the faculty member's work. Faculty may also refer to their outside professional work to demonstrate how this proficiency has been developed for the benefit of the faculty member's students.

C. Additional Supporting Material

Any application for the Teaching Professor working title may include additional support in the following areas:

1. Demonstrated scholarly or creative work within their field and positioned themselves both internally and externally as having a heightened status within their field.
2. Participation in activities or programs to advance the mission of the university, support their unit, or improve the culture of the learning environment.
3. Participation in curriculum development.
4. Improvement, growth, or advancement in their administrative or service duties if such duties are a part of their appointment.