

Sarah Easter: Application Portfolio for Tenure and Promotion (Fall 2021)

University and Department Tenure and Promotion Requirements: Evidence of Accomplishments			
	<u>University:</u> Specific Criteria for Tenure and Promotion (Faculty Handbook)	<u>College:</u> Specific Criteria for Tenure and Promotion (Expansion of Criteria for College of Business Administration – as relevant)	<u>Evidence from Portfolio:</u>
Teaching Effectiveness	The faculty member should be recognized as an effective teacher. Generally recognized qualities of effective teaching are: knowledge of subject matter, ability to communicate, self-reflection and improvement, interest in the student, integration of faith and learning		Evidence of Teaching Effectiveness • My teaching evaluations have improved since I started in Fall 2016. My averages in the area of instruction have been above 4 since Fall 2018, ranging from 4.22 – 4.98 (see “Summary of Growth” within the Teaching section) • I have worked to make improvements to my teaching based on student evaluations (see “Innovations and Adjustments to Specific Courses” within the Teaching section) • I have been very involved in getting to know and mentoring students including, for example, hosting a bible study in my home and serving as a faculty advisor for ACU Enactus (see “Mentoring

			Students” within the Teaching section) • I have worked to integrate my faith inside and outside the classroom; I highlight how I have grown and developed in this area (see “Integration of Faith and Learning” within the Teaching section)
Scholarship	The faculty member should provide evidence of her professional competence through scholarship and/or other creative activities appropriate to the discipline. The applicant must justify the number and type of products in the promotion materials in reference to the university and discipline-specific criteria	Evidence of at least 5 peer-reviewed intellectual contributions (e.g., book chapter, conference presentation), at least one of which must be a peer-reviewed journal article	Evidence of Scholarship • Peer reviewed articles: I have published 2 peer-reviewed journal articles and 14 peer-reviewed conference presentations & symposia • A summary of all peer reviewed contributions is provided within the “Scholarship” section of this portfolio • I reflect on the challenges I have encountered in the publishing process (see “Scholarly Profile” and “Perseverance in the Research Journey to Publication” within the Research section)
Service	The faculty member’s service should grow out of her academic and professional commitments, as well as out of a generous understanding of Christian discipleship.		Evidence of Service: <u>To ACU:</u> • I have been involved in committees at the university level (e.g., University Athletics Committee - Academics, Faculty

	Service may extend to the profession, the university or its constituent parts, the church and/or the community		Senate) and at the college level (e.g., Faculty Professional Development Committee, co-chair for BBA Core Task Force) • I have mentored students in professional and informal capacities (see “Mentoring Students” within the Teaching section) <u>To the Profession:</u> • I serve as an editorial board member for the <i>Journal of International Business Studies</i> (2015 – present) • I regularly review for a number of well-respected management journals <u>To the Church and Community:</u> • I am an active member at Highland Church of Christ; I have been involved in a number of activities including, for example, serving as a rotational teacher in my women’s Sunday morning bible class. I also served as a co-chair for the 2018-2019 preacher search process • For a more detailed look at my service activities, please visit the “Service” section of this portfolio
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Collegiality	The faculty member should demonstrate collegiality involving relationships within departments/schools, within colleges, and within the university. These interactions should support the mission and goals of each level of the institution.		Evidence of Collegiality: • I have been involved in multiple teaching collaborations with faculty in the College of Business and I have participated in colleagues' classes across campus • I have been involved in several research collaborations with ACU faculty • I am regularly involved in the life of the College of Business • I have been involved in a number of Adams Center initiatives including New Faculty Development and the Master Teacher Program • I have developed friendships with colleagues inside and outside my college • For a more complete overview, please see the "Collegiality" section of this portfolio
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