



INNOVATIVE TEACHING AWARD POLICY

Objective:

The innovative teaching award in the College of Business aims to recognize excellence in teaching by acknowledging faculty members who demonstrate outstanding effectiveness and commitment to student success. It encourages innovative teaching practices that enhance student engagement and learning outcomes while fostering a culture of continuous improvement among educators. By promoting diverse teaching approaches, the award celebrates the various methods that effectively meet students' needs. Aligned with institutional goals, the award highlights the importance of quality teaching in business education and creates opportunities for awardees to share best practices and mentor colleagues, fostering a collaborative teaching environment.

Application Process:

- Completed application form with supporting documentations
- A cover letter highlighting the major activities/accomplishments and explaining why deserve the award – *not more than 2 pages*

Teaching Award Evaluation Committee:

- Department chairs
- Department chairs nominate one faculty member from each department
- Dean assigns one of the members as the chair of the committee
- No current applicant can serve in the committee for that evaluation period

Award Criteria:

1. Teaching Effectiveness

- Demonstrates a clear ability to convey course material and facilitate student understanding.
- Utilizes diverse instructional strategies to meet varying learning styles.

2. Innovation in Teaching

- Implements creative and effective teaching methods, including technology integration, active learning, and experiential learning opportunities.

- Adapts curriculum to reflect current trends and practices in the business field.

3. Student Engagement

- Fosters an inclusive and interactive classroom environment that encourages student participation and collaboration.
- Develops meaningful relationships with students, promoting a supportive learning atmosphere.

4. Impact on Student Learning

- Shows measurable improvements in student performance, retention, and satisfaction.
- Utilizes assessments and feedback to enhance teaching and learning outcomes.

5. Professional Development

- Actively engages in ongoing professional development related to teaching and pedagogy.
- Participates in workshops, conferences, or collaborative projects that enhance teaching skills.

6. Contribution to the Academic Community

- Involves oneself in mentoring colleagues, contributing to departmental initiatives, and participating in faculty governance.
- Shares best practices and resources with peers to promote a culture of excellence in teaching.

7. Student Feedback

- Receives consistently positive feedback from students through formal evaluations and informal comments.
- Demonstrates responsiveness to student feedback for continuous improvement.

These criteria aim to comprehensively evaluate faculty performance in teaching, ensuring that the award recognizes those who significantly contribute to the educational experience in the College of Business.

Teaching Award Evaluation Rubric:

Criteria	1 - Unsatisfactory	2 - Needs Improvement	3 - Satisfactory	4 - Good	5 - Excellent
Teaching Effectiveness	Limited clarity and organization; fails to engage students.	Some clarity but often confusing; minimal engagement.	Generally clear; engages students occasionally.	Clear presentation; engages students effectively.	Exceptionally clear and organized; consistently engages all students.
Innovation in Teaching	No evidence of innovative methods; strictly traditional.	Rarely incorporates innovative practices; minimal adaptation.	Some innovative methods used; basic adaptation of materials.	Frequently uses innovative practices; adapts effectively.	Highly innovative; consistently integrates new methodologies and technologies.
Student Engagement	Little to no interaction; classroom feels disengaged.	Some interaction but lacks depth; students are mostly passive.	Moderate interaction; students participate at times.	High level of interaction; students are actively engaged.	Exceptional student involvement; fosters a collaborative learning environment.
Impact on Student Learning	No measurable improvement; negative feedback from students.	Some evidence of learning but minimal impact; mixed feedback.	Moderate improvement in performance; generally positive feedback.	Significant improvement in student outcomes; positive feedback.	Exceptional impact; students demonstrate remarkable learning and satisfaction.
Professional Development	No engagement in professional growth; stagnant.	Limited participation in development opportunities.	Participates in some development activities; shows growth.	Actively engages in professional growth; seeks out opportunities.	Highly committed to ongoing development; frequently

Criteria	1 - Unsatisfactory	2 - Needs Improvement	3 - Satisfactory	4 - Good	5 - Excellent
					shares insights with peers.
Contribution to Academic Community	No involvement; isolates from the faculty community.	Minimal contribution; limited mentoring or collaboration.	Some involvement in community activities; supportive of peers.	Actively contributes to community; mentors colleagues regularly.	Highly engaged; fosters collaboration and shares best practices extensively.
Student Feedback	Consistently negative feedback; complaints are frequent.	Mixed feedback; some concerns raised by students.	Generally positive feedback; minor issues addressed.	Strong positive feedback; responsive to student needs.	Exceptionally positive feedback; students express high satisfaction and appreciation.

Scoring:

- **Total Score:** Sum the scores from all criteria (7 criteria x max score of 5 = 35).
- **Interpretation:**
 - **30-35:** Outstanding candidate
 - **24-29:** Strong candidate
 - **18-23:** Satisfactory candidate
 - **Below 18:** Needs improvement

This rubric provides a structured framework for evaluating nominees comprehensively, ensuring fairness and clarity in the selection process.

Awards:

- The evaluation committee will select between **one and three awardees**, depending on the number and quality of applications received.

- The awardee will receive a certificate from the College.
- A monetary award may also be available, depending on the financial situation.