

CBA Preamble to the R & T Standards

All 5 departments (Accounting, Management & Leadership, Info Systems & Business Analytics, Marketing and Finance) in the CBA agree to the following:

The College of Business Administration at LMU aligns its activities with a strong college mission focus; “We advance knowledge and develop business leaders with moral courage and creative confidence to be a force for good in the global community.” Inherent in the mission is a commitment to the principles of responsible management education which influences our teaching, research and service. Additionally, the promotion of diversity, equity, and inclusion are intrinsic to both the University and College mission. CBA values and recognizes inclusive excellence which fully integrates values of diversity, equity and inclusion into all aspects of its functioning, including its curriculum, teaching/advising, scholarly work, policies, procedures and community activities. The College values, acknowledges and rewards all forms of faculty diversity, equity and inclusion work in the areas of teaching/advising, scholarship, and service.

The CBA acknowledges the disruptive influence of the global pandemic that started in 2020 on faculty productivity related to teaching, research and service. We recognize that some faculty have needed to pivot and adjust their scholarship trajectory as a result, and the increased demands in teaching, advising, service, and personal responsibilities may have shifted the balance of the workload. Additionally, we recognize that external forces have impacted the process by which research moves through the pipelines of submission, revisions and acceptances. In light of this, the College reaffirms its commitment to engaging in the careful reflection needed to provide holistic evaluation of each applicant impacted by the disruption of the pandemic for rank and tenure, recognizing that our intent is not to lower the standards set by each department in the College. We encourage each applicant to tenure and promotion to provide a meaningful narrative laying out the important framework for evaluation of the dossier.