

Department Clarification “Framework”

Department:

Data Science and Business Analytics

Clarifications formally approved on:

April 26, 2026

Departmental clarifications:

Background for Data Science and Business Analytics (DSBA) Clarifications

This document clarifies the ways the activities of faculty members in DSBA reflect or relate to the more general university criteria for reappointment and promotion. DSBA’s mission and vision statements align closely with those of the University, thus it is helpful to begin by reviewing these statements.¹

Florida Polytechnic Mission Statement: We serve students and industry through educational excellence and the discovery, advancement, and application of knowledge in science, technology, engineering, and mathematics.

Florida Polytechnic Vision Statement: Highly desirable graduates and solutions for a resilient high-tech economy

DSBA Mission Statement: Educating students with cutting-edge concepts, techniques, and practices in data science and business analytics to innovatively solve challenges and provide informed decision support for industry and society.

DSBA Vision Statement: DSBA will consist of faculty who educate highly desirable graduates, produce relevant applied research, and provide analytics-driven and solutions to organizations aligned with Florida Poly’s mission.

1.0 Instruction

Core Criterion: A faculty member must clearly be contributing to the instructional mission by demonstrating proficiency and breadth in instructional quality and capacity.

Clarifications listed below:

1.2 Overall Criterion Considerations & Requirements 1.2 (A) A faculty member must clearly be contributing to the instructional mission

1.2 (B) Instructional effectiveness

1.2 (C) Student assessment of instruction 1.3 Factors to consider in terms of “effort “

1.4 Factors to consider in “quality” 1.5 Further Criterion Considerations

- As an emerging and interdisciplinary field, development of new courses in Data Science and Business Analytics in some, but not all, instances requires significant effort beyond that which is customarily associated with a more established discipline, such that courses may be developed where textbooks do

¹ University statements are as described at https://floridapoly.edu/board-of-trustees/assets/agendas/2023/09/09.27.23_board_of_trustees_meeting_board_book_v3.pdf

not yet exist, there are few, if any, publisher's resources, and there are few if any examples of courses at other universities to draw upon.

2.0 Research or Other Creative/Scholarly Activities

Core Criterion: a faculty member has a **unique and scholarly expertise in their field** and has activity that **aligns with this professional direction.** Clarifications listed below

- The department is interdisciplinary and is comprised of faculty with degrees in a broad range of disciplines. Therefore, research expectations are grounded by both the departmental mission and vision and by the faculty member's specific discipline or expertise. The faculty member's research is expected to advance the University and department's mission, vision, and academic programs.
- Because DSBA is an interdisciplinary department that includes faculty with expertise in management, organizational behavior, analytics strategy, and applied decision sciences, scholarly activity may take forms common in business and management disciplines. These include practice-oriented research, case studies, editorial board service, applied decision-support work, and pedagogical scholarship. Such activities are aligned with the department's mission to provide informed decision support and to prepare graduates who contribute to a resilient high-tech economy.
- DSBA values relevant applied research and provision of technical advice, informed decision support, and solutions to local and state industries and Florida Poly stakeholders.
- Impactful scholarly activity in DSBA may be technical or managerial in nature. Contributions that improve decision-making, organizational effectiveness, analytics strategy, or business processes are aligned with the department's mission and the university's vision of producing highly desirable graduates and solutions for a resilient high-tech economy.
- Due to the interdisciplinary and developing nature of DSBA and the broad range of relevant applications, it is common to have a breadth of research activity across various fields and for the results of that activity to be disseminated across a range of outlets. The department values publications in traditional academic outlets such as journals and conferences. The department may also value dissemination of scholarly work in other outlets, such as trade journals; online publications of relevant organizations, such as government agencies, industry partners, or supporting foundations; and technical papers for government agencies or industry partners. Dissemination in these outlets will require more careful consideration to determine the impact and quality of the work.
- DSBA values participation by faculty in professional consulting, including consulting with academics, industry, government, or non-profits on professional matters (compensated or not) related to the faculty member's scholarly expertise. When that work engages people in cutting-edge data science and business analytics and leads to innovation or new approaches to improving decisions, practices, or outcomes, it is valued as relevant scholarly activity.
- DSBA values faculty participation in editorial boards of reputable academic or professional journals, including interdisciplinary or management-focused outlets. Editorial board service is recognized as a scholarly contribution that advances the faculty member's field, enhances the visibility of DSBA, and strengthens the university's academic reputation.

- Consulting work must comply with University regulation FPU-6.008, Outside Employment and Outside Activities, and be approved by the Department Chair and Provost prior to start of engagement.
- Professional-practice scholarship, including applied research, case development, industry-partner projects, and contributions to practitioner-oriented publications, is valued when it advances DSBA's mission to provide informed decision support and strengthens relationships with industry or academic partners.

2.2 Further Criterion Considerations

2.3 Proposal and grant application

- External funding flows in Business Analytics and constituent disciplines are relatively small and infrequent and thus external funding is not an expectation for Business Analytics faculty.
- While not expected in Business Analytics, when such externally funded activity is present, it is valued. In addition to valuing presence as a PI and/or Co-PI, collaborative activity in supporting roles on externally funded projects is also valued when present.
- When appropriate external funding activity is present for faculty in constituent disciplines, it is more likely to come from industry, state or local government, or regional, state, or local charitable foundations, or similar sources, than is the case in disciplines where grant funding flows through organization such as NIH or NSF are higher and more frequent. Research funded through such sources is valued by the department.

3.0 Service: a faculty member is contributing to their department and profession in a positive way.

Clarifications listed below

3.2 Criterion Considerations

- DSBA values participation by faculty in professional consulting, including consulting with academics, industry, government, or non-profits on professional matters (compensated or not) related to scholarly expertise. When that work does not apply and extend cutting-edge practice or lead to innovation, but rather applies scholarly expertise to provide valuable advice or services to partners, the department values such consulting as service to a university stakeholder. Faculty are expected to comment on how the consulting activity has benefited the university and aligns with its mission.
- Consulting work must comply with University regulation FPU-6.008 Outside Employment and Outside Activities and approved by Department Chair and Provost prior to start of engagement.
- The department recognizes that faculty may be invited to teach specialized courses, workshops, or modules in external graduate or professional programs (e.g., Doctor of Business Administration programs). When such teaching leverages the faculty member's scholarly expertise and strengthens Florida Poly's visibility, reputation, or partnerships, it is considered a valuable form of professional service. These activities must comply with FPU-6.008 (Outside Employment and Outside Activities) and receive prior approval from the Department Chair and Provost.

- The department recognizes that faculty may be invited to serve on doctoral dissertation committees or provide dissertation mentorship at other accredited institutions. When such service draws on the faculty member's scholarly expertise and enhances Florida Poly's academic visibility, reputation, or partnerships, it is considered a valuable form of professional service. Participation must comply with FPU-6.008 (Outside Employment and Outside Activities) and receive prior approval from the Department Chair and Provost when required.
- ABET criteria are not applicable to the Business Analytics program. Faculty are expected to contribute to the established department and university assessment metrics and program learning objectives.
- Faculty engaging in external scholarly or instructional activities should articulate how these activities benefit Florida Poly through enhanced visibility, strengthened partnerships, or contributions to the high-tech economy.

3.3 Special Consideration of Administration Contribution

4.0 Overall recommendation: criteria notes, appropriate to rank and reappointment and/or reappointment: strong, ongoing contribution to the University, ability to perform their full suite of duties with a high degree of quality and independence by demonstrating accomplishment in teaching, appropriate trajectory in research, and service that positively advances the University, department, and program