Joy E. Beatty, assistant professor of management studies, Department of Management Studies, College of Business, is recommended for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.

**Academic Degrees**

Ph.D. 2004  
Boston College, Boston, MA

M.S. 1990  
Carnegie Mellon University, Pittsburgh, PA

B.S. 1989  
Carnegie Mellon University, Pittsburgh, PA

**Professional Record**

2004 – Present  
Assistant Professor, University of Michigan-Dearborn

2003  
Adjunct Lecturer, Worcester Polytechnic Institute, Worcester, MA

Adjunct Lecturer, Northeastern University, Boston, MA

Adjunct Lecturer, Boston College, Newton, MA

1997  
Adjunct Lecturer, Wayne State University, Detroit, MI

**Summary of Evaluation:**

**Teaching:** Professor Beatty is rated significantly capable in her teaching. Both the department chair and Executive Committee members noted that she is innovative and inventive in her teaching as well as deeply committed to embracing service learning as part of her course designs. Her efforts to advance service learning in the college and on the campus have inspired many others to follow. Professor Beatty’s accomplishments and contributions have been recognized externally with her selection as the recipient of the 2007 National Organizational Behavior Teaching Society Outstanding New Educator Award as well as the 2008 Michigan Campus Compact Faculty Community Service Learning Award. Her student evaluation ratings are consistently above the mean and often in the top quartile for the department as well as the college.

**Research:** Professor Beatty is rated excellent in her research. She has twelve peer-reviewed publications, two book chapters, and 47 conference papers or presentations. Her work is high quality and includes some of the most highly regarded management journals such as *Academy of Management Learning and Education, Organization Dynamics,* as well as *Academy of Management Review,* widely recognized as one of the three premier journals in the field of management. Six of her publications are classified by the College of Business as either superior or very good and have been cited in seventy-two published papers.

Additionally, Professor Beatty serves as an associate editor and a member of the Editorial Review Board for *Academy of Management Learning and Education* journal, a prestigious assignment for an assistant professor and one that provides strong evidence of the respect of her discipline colleagues.
Recent and Significant Publications:

Service: Professor Beatty is rated excellent in her service. She has served on three college-level committees, two faculty search committees, Faculty Senate, and as well as the campus-wide Faculty Mentoring and Development Committee and the Steering Committee for the Civic Engagement Project.

External Reviewers:
Reviewer A: “Dr. Beatty has had a tremendous amount of research productivity....I see high quality, impactful contributions in diverse array of journals, including some of the most highly regarded journals in our field.”

Reviewer B: “Dr. Beatty has shown steady scholarly productivity and contributions that advance the fields of diversity management and management education and reflect positively on her own reputation as well as the reputation of the Department of Management Studies at the University of Michigan-Dearborn....her scholarship on teaching and learning integrates very well
with her effective practice of teaching…Her service to the profession is simply outstanding and frankly quite amazing for pre-tenure faculty member.”

Reviewer C: “In short, based on the record I was presented, and if I were on her P&T committee or member of her department, I would support her without hesitation. I believe she would be placed in the top 10 percent of her peers.”

Reviewer D: “…Dr. Beatty’s research outlets, the funding obtained for her research, and her reviewer and editorial service are indicative of her status in the field…. Dr. Beatty’s research productivity meets or exceeds expectations that I have seen applied at top institutions for promotion to Associate Professor.”

Reviewer E: “As a measure of its impact since 2005 (the year of publication), her article has been cited 51 times in Google Scholar and 18 times in Web of Knowledge database…”

**Summary of Recommendation:**
Professor Beatty is a highly regarded educator and researcher who has made significant contributions in her career. We are very pleased to recommend, with strong support of the College of Business Executive Committee, Joy E. Beatty for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.

Kim Schatzel  
Dean  
College of Business

Daniel Little  
Chancellor  
University of Michigan-Dearborn

May 2010