

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business
Department of Management Studies

Approved by the Regents
May 20, 2010

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
1998, 1999, 2001	Adjunct Lecturer, Northeastern University, Boston, MA
1999, 2001, 2002	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:

- Beatty, J. E. (in press), "For *which* future?: Exploring the implicit futures of service-learning," *International Journal of Organizational Analysis*, special issue on service-learning. Accepted 8/6/09.
- Beatty, J. E., and Leigh, J. S. A. (in press), "The scholarship of teaching in management: A comparison of three management education journals,," *Journal of Management Education*, Accepted 3/31/09.
- Beatty, J. E., Leigh, J., and Lund Dean, K. (2009), "Finding our roots: An exercise for creating a personal teaching philosophy statement," *Journal of Management Education*, 33 (1), 99-114.
- Beatty, J. E., Leigh, J., and Lund Dean, K. (2009), "Philosophy rediscovered: Exploring the connections between teaching philosophies, educational philosophies, and philosophy," *Journal of Management Education*, 33 (1), 115-130.
- Leigh, J. S. A., Beatty, J. E., and Szwed, P. (2008), "Team on teams," *Organization Management Journal*, 5 (4), 194-205.
- Beatty, J. E., and Joffe, R. (2006), "An overlooked dimension of diversity: The career effects of chronic illness. *Organizational Dynamics*, 35 (2), 182-195.
- Beatty, J. E., and Kirby, S. L. (2006), "Beyond the legal environment: How stigma influences invisible identity groups in the workplace," *Employee Responsibilities and Rights Journal*, 18 (1), 29-44.
- Clair, J. A., Beatty, J. E., and MacLean, T. (2005), "Out of sight but not out of mind: Managing invisible social identities in the workplace," *Academy of Management Review*, 90 (1), 79-95.
- Beatty, J. E. (2004), "Grades as money and the role of the market metaphor in management education," *Academy of Management Learning and Education*, 3 (2), 187-198. *Book Chapters*
- Dehler, G.E., Beatty, J.E., and Leigh, J. (in press), "From 'good teaching' to 'good learning': Teaching as scholarship in management education and learning," In C. Wankel and R.DeFillippi (Eds.), *Being and becoming a management education scholar*. New York: Information Age Publishing.
- Beatty, J. E. (2007), "Women and invisible social identities: Women as the Other in organizations," In Bilimoria, D. and Piderit, S. K. (Eds.), *Handbook of Women in Business and Management* (pp. 34 – 56). Northhampton, MA: Edward Elgar Publishing.

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.”

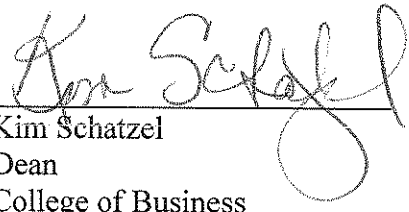
Reviewer C: “In short, based on the record I was presented, and if I were on her P&T committee or member of her department, I would support her without hesitation. I believe she would be placed in the top 10 percent of her peers.”

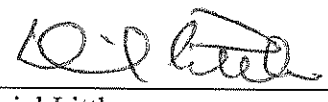
Reviewer D: “...Dr. Beatty’s research outlets, the funding obtained for her research, and her reviewer and editorial service are indicative of her status in the field..... Dr. Beatty’s research productivity meets or exceeds expectations that I have seen applied at top institutions for promotion to Associate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

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