



Teaching Effectiveness Framework

This foundational framework reflects PGBS's focus on developing market-ready, purpose-driven leaders through values-based business education. It aligns with PGBS's Transformational Learning Model, Pepperdine's Institutional Learning Outcomes, and benchmarks from teaching effectiveness frameworks and business education best practices.

STUDENT FOCUS AND ALIGNMENT	
Learning Environment & Engagement - Creates inclusive, motivating spaces for learning. Students feel seen, heard, and challenged. Emphasis on belonging, dialogue, and global/cultural awareness.	Exemplars: <ul style="list-style-type: none">• Active learning methods foster participation and dialogue.• Instructors establish norms for inclusive and respectful engagement.• Culturally responsive examples and perspectives are integrated into lessons.
Assessment & Achievement of Learning Outcomes - Clearly defined, market-relevant learning goals. Multiple forms of assessment are used to measure growth, application, and performance.	Exemplars: <ul style="list-style-type: none">• Rubrics are shared with students and aligned with course objectives.• Assessments balance knowledge, analysis, and application, while maintaining academic rigor and ensuring course integrity.• Evidence of student learning is used to improve instruction.
Advising, Mentorship & Professional Development - Supports students through coaching, career guidance, and strategic relationship-building. Connects students to alumni, recruiters, and industry mentors.	Exemplars: <ul style="list-style-type: none">• Holds regular office hours and responds promptly to student outreach.• Actively facilitates industry networking or panel events.• Encourages reflection on personal and professional growth.
SOCIETAL FOCUS AND ALIGNMENT	
Ethics, Social Responsibility & Sustainability - Courses explicitly address ethical decision-making, stakeholder responsibility, and sustainability principles. Prepares students to lead with faith-based values to support enterprise success and employee well-being.	Exemplars: <ul style="list-style-type: none">• Case discussions include ethical dilemmas and sustainability challenges.• Students reflect on values-based leadership in assessments.• Stakeholder considerations are embedded in course design.
Global & Cross-Cultural Perspectives - Prepares students to navigate and lead in diverse, global contexts by integrating intercultural awareness and international business practices.	Exemplars: <ul style="list-style-type: none">• Incorporates global case studies, readings, or examples.• Discusses how cultural values shape business decisions.• Facilitates intercultural dialogue and collaboration.
Innovative Use of Technology, Data & Digital Tools - Leverages technology—including AI, analytics tools, and the LMS—to enhance learning, engagement, and real-world application.	Exemplars: <ul style="list-style-type: none">• Uses LMS effectively to organize, communicate, and assess.• Incorporates AI or business tools (e.g., simulations, dashboards, GPT) to support learning.• Uses data visualization or interactive platforms to enhance comprehension.• Demonstrates digital fluency in instructional delivery.

INDUSTRY FOCUS AND ALIGNMENT	
Curriculum Relevance & Industry Alignment - Courses reflect current and emerging business practices, tools, and global market needs. Content is aligned with industry competencies and prepares students for real-world challenges.	Exemplars: <ul style="list-style-type: none"> • Curriculum is regularly updated to reflect emerging trends and technologies. • Course objectives align with career-ready skills and industry standards. • Readings and case materials include contemporary and global business issues.
Industry Collaborative Learning - Students engage with real companies, live cases, and field projects. Emphasizes critical thinking, problem-solving, and application of frameworks to business dilemmas.	Exemplars: <ul style="list-style-type: none"> • Includes experiential learning with external partners. • Students practice applying models/frameworks to real-world data or situations. • Assessment includes evaluation of applied learning and impact.
SELF-AWARENESS FOCUS AND ALIGNMENT	
Reflection, Iteration, and Professional Growth - Demonstrates continual course improvement based on reflection, student performance, and teaching research. Actively invests in own professional growth.	Exemplars: <ul style="list-style-type: none"> • Instructor adapts course based on student feedback and learning analytics. • Engages in peer observation, teaching workshops, or SoTL. • Documents teaching innovations or revisions for review and collaboration, including collaboration across disciplines.

This foundational framework is intended to serve as an informal, supportive resource for faculty in reflecting on and enhancing their teaching practices. It is designed to be used to:

- Informally evaluate one's own courses with a focus on continuous improvement;
- Identify areas of teaching to prioritize for development;
- Set meaningful, self-directed goals;
- Partner with AI tools to review and refine course structure and materials, including syllabi and assignments;
- Contribute to the informal developmental elements of the annual faculty evaluation process.

While the framework is designed to encourage thoughtful reflection and dialogue around teaching, the framework itself is not intended for use in formal evaluation, promotion, or tenure decisions.