

**SOULES COLLEGE OF BUSINESS
FACULTY QUALIFICATIONS AND ENGAGEMENT**

AACSB International accreditation Standard 3 requires accredited schools to develop policies, aligned with the Soules College of Business (Soules COB) mission, that provide criteria for classifying faculty according to initial academic preparation, professional experience, ongoing scholarship, and ongoing professional engagement. Faculty are to be classified into one of four categories: Scholarly Academic (SA), Practice Academic (PA), Scholarly Practitioner (SP), or Instructional Practitioner (IP). The definition of these categories and the criteria to obtain and maintain the specific faculty status are outlined below. All full-time faculty are expected to qualify for one of the four categories. **Note that maintaining a particular faculty status is independent of annual evaluation criteria, performance levels required for continuation of employment, or promotion/tenure criteria. Qualifying as a SA, for example, in no way implies or guarantees a positive annual evaluation or meeting the criteria for promotion or tenure (or vice-versa).**

		Sustained engagement activities	
		Academic Research/Scholarly	Applied/Practice
Initial academic preparation and professional experience	Professional experience, substantial in duration and level of responsibility	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
	Doctoral degree	Scholarly Academics (SA)	Practice Academics (PA)

Based on the AACSB standards, the definitions for each category are:

Scholarly Academic (SA)

“Normally, a doctoral degree emphasizing advanced foundational discipline-based research is appropriate initial academic preparation for SA status, and there must be ongoing, sustained, and substantive academic activities supporting the SA status.” A faculty member is classified as SA if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a doctorate or appropriate terminal degree in the teaching area, or a closely associated area. Normally, faculty members who have earned their research doctorate or appropriate terminal degree within the past five years prior to the review dates are granted SA status.

2. Demonstrated currency through sustained and substantive academic activities relevant to the faculty member’s field of teaching.

To maintain SA status, during the previous five years, a faculty member must:

- Author 2 publications from the most recent Soules COB journal list (a publication from the A+ category will count as 2 publications). In addition to the 2 articles, 30 points from the Intellectual Contributions or Academic Engagement categories.

OR

- Author 1 publications as above and a significant externally funded research grant (a research grant over \$100,000 may count for 2 publications) plus 30 points from the Intellectual Contributions or Academic Engagement categories.

Practice Academic (PA)

“Normally, a doctoral degree emphasizing advanced foundational discipline-based research is appropriate initial academic preparation for PA status, and there must be ongoing, sustained, and substantive professional engagement activities supporting the PA status.” A faculty member is classified as PA if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a doctorate or appropriate terminal degree in the teaching area, or a closely associated area.
2. Demonstrated currency through academic and professional engagement activities related to the faculty member’s field of teaching.

To maintain PA status, a faculty member must earn, during the previous five years, a minimum of 50 points from the **Maintenance of Qualifications List**, with at least 30 points from the *Academic Engagement* or Professional Engagement categories.

Scholarly Practitioner (SP)

“Normally, SP status applies to practitioner faculty members who augment their experience with development and engagement activities involving scholarly activities in their fields of teaching.” A faculty member is classified as SP if he or she has:

1. Completed appropriate academic preparation in the teaching area normally evidenced by a master’s degree in a discipline related to his or her field of teaching. At the time of hire, the faculty member’s professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach.
2. Demonstrated currency through academic and professional engagement activities related to the faculty member’s field of teaching.

To maintain SP status, a faculty member must earn, during the previous five years, a minimum

of 30 points from the **Maintenance of Qualifications List**, with at least 20 points from the *Intellectual Contributions* and *Academic Engagement* sections.

Instructional Practitioner (IP)

“Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience.” A faculty member is classified as IP if he or she has:

1. Completed appropriate academic preparation in the teaching area normally evidenced by a master’s degree in a discipline related to his or her field of teaching. At the time of hire, the faculty member’s professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach.

2. Demonstrated currency through sustained professional engagement activities in the faculty member’s field of teaching. A faculty member may undertake a variety of ongoing professional engagement activities to interact with business and management practice to support maintenance of IP status.

To maintain IP status, a faculty member must earn, during the previous five years, a minimum of 30 points from the *Academic Engagement* or *Professional Engagement* sections of the **Maintenance of Qualifications List**.

Maintenance of Qualifications List

POINTS	INTELLECTUAL CONTRIBUTIONS
30	Externally funded research grant of more than \$50,000 total
30	Publication from the A+ journal list
20	Publication from the A journal list
15	Publication from the B journal list
15	Internally funded research grant
15	Published refereed proceeding at a regional conference
15	Publication in a trade journal
15	Publication of a case in a textbook
15	Publication of a book chapter or monograph
15	Published book review
10	Published refereed proceedings at a national conference
10	Publication of software
10	Externally funded research grant of \$10,000 to \$50,000 total
10	Published refereed journal article not on the Soules COB journal list

POINTS	ACADEMIC ENGAGEMENT
15	Externally funded program grant of more than \$50,000
15	Officer or Board member of a national academic organization
15	Editor or Associate Editor of a journal on the Soules COB journal list
15	Officer or Board member of state or regional professional organization
15	Program chair at a regional or national conference
15	Track chair at a national conference
10	Obtaining a discipline-based certification
10	Program chair at a regional conference
10	Present a paper, workshop, or panel at national conference
10	Editorial review board member of a journal on the Soules COB journal list
10	Externally funded program grant of \$10,000 to \$50,000
5	Editor, Associate Editor, or Editorial Board for peer-reviewed journal not on the Soules COB journal list
5	Attendance at a national or regional academic conference
5	Reviewer for a national or regional conference
5	Ad Hoc reviewer for a journal or grant
5	Author of a pedagogical textbook supplement
5	Externally funded program grant of less than \$10,000

POINTS	PROFESSIONAL ENGAGEMENT
30	Substantive experience in a managerial/professional role in previous 5 years
30	Officer or Board member of a national professional organization
20	Externally funded development grant of more than \$50,000
10	Consulting projects (each)
10	Board of Directors of business or non-profit organization
10	Leadership of business professional associations

10	Faculty internships
10	Own/operate a business (each year – maximum 30 points)
10	Expert witness in case related to discipline area
10	Editor or Associate Editor of practitioner or trade publication
10	Externally funded development grant of \$10,000 to \$50,000
5	Editorial Review Board of practitioner or trade publication
5	Continuing professional education (maximum of 20 points over 5-year period)
5	Developing or presenting executive education programs
5	Developing or presenting practitioner-related workshops
5	Leadership or active involvement in practitioner-related events
5	Presentation at a trade or professional (non-academic) meeting in discipline area
5	Author/editor of a newspaper column or practitioner newsletter
5	Attendance at a practitioner (non-academic) conference
5	Externally funded development grant of less than \$10,000

The faculty member is responsible for maintaining a portfolio of evidence to support his or her participation in the qualifying activities for SA, PA, SP or IP status. The portfolio will be presented to and discussed with the Chair/Coordinator during the annual evaluation process. The Chair/Coordinator will specify the appropriate category for the faculty member. If deemed necessary by the Chair/Coordinator, a development plan will be established.

Faculty Qualifications for Administrators

Administrators who have minimal or no teaching responsibilities (Dean or Associate Dean) may be either SA or PA with PA being the normal expectation. Administrators can maintain their PA status by engaging in a variety of professional development activities. A minimum of 30 points from activities listed in the *Intellectual Contributions, Academic Engagement, and Professional Engagement* sections and/or activities specific to senior academic leaders in a College of Business listed in the *Administrative Engagement* section below must be earned during the previous five-year period.

POINTS	ADMINISTRATIVE ENGAGEMENT
20	Publishing articles about academic leadership or education issues

15	Serving in a leadership role in a regional or national professional association
15	Serving as an AACSB consultant or peer review team member
10	Participation in AACSB conferences and workshops
10	Serving in a significant role in local government organizations
10	Serving on the boards of companies and philanthropic organizations
10	Involvement with the Chamber of commerce
10	Involvement with accreditation agencies relevant to the college
5	Participating in continuing education such as is required for CPA's

For administrators who also have some teaching responsibilities (Department Chairs or Coordinators, Directors (undergraduate and graduate), or Associate Dean) may be SA or PA with SA being the normal expectation. These administrators can maintain their SA status by publishing and engaging in a variety of activities from the *Intellectual Contributions* or *Academic Engagement* categories.

To maintain SA status, during the previous five years, an administrative faculty member must:

- Author 2 publications from the most recent Soules COB journal list (a publication from the A+ or Exceptional categories will count as 2 publications). In addition to the 2 articles, 30 points from the *Intellectual Contributions* or *Academic Engagement* categories.

OR

- Author 1 publications as above and a significant externally funded research grant (a research grant over \$100,000 may count for 2 publications) plus 30 points from the *Intellectual Contributions* or *Academic Engagement* categories.

Participating and Supporting Faculty

AACSB Standard 5 requires the school to maintain sufficient, qualified faculty to meet its mission. Depending upon their responsibilities, faculty must be either designated **Participating Faculty** or **Supporting Faculty**.

Participating Faculty are those who participate in activities beyond the instruction of their classes. All full-time continuing faculty designated as Participating Faculty, regardless of rank, are expected to provide effective and meaningful instruction, engage in course/curricular decisions, advise students, conduct research, complete service assignments, and have a voice in relevant

policy decisions. In addition, adjunct faculty and part-time faculty members who engage in course/curricular decisions and take part in and vote in faculty meetings for those purposes are designated Participating Faculty.

Supporting Faculty are those who are assigned to instructional responsibilities without any expectations for involvement in course/curricular decision making, research, or service activities