

## **Section VIII: CBE FACULTY QUALIFICATION**

The purpose of this section is to outline college standards for maintenance of faculty qualifications. These standards are distinct from faculty evaluation criteria, which are outlined in Section IX. Consistent with AACSB (2013) standard 15, qualified faculty status is based on academic preparation, professional experience, and ongoing engagement with academic and professional activities. The four categories of qualified faculty status are:

- Scholarly Academics (SA)
- Practice Academics (PA)
- Scholarly Practitioners (SP)
- Instructional Practitioners (IP)

SA and PA qualified faculty shall have a terminal degree such as a doctorate in a field related to their teaching area. All faculty shall be considered SA qualified for the five years following completion of their doctoral degree.

SP and IP qualified faculty shall, with only rare exceptions, have completed a master's degree and also possess meaningful professional experience.<sup>1</sup>

### **Maintenance of Qualifications:**

Tenured and tenure-track (T/TT) faculty are generally expected to maintain qualification as Scholarly Academics. In certain cases and with the approval of their chair and dean, a small number of T/TT faculty may instead maintain qualification as Practice Academics.

The College of Business and Economics considers two tiers of scholarly activity and one tier of professional activity in evaluating the maintenance of faculty qualifications.

These are:

Primary Scholarly Activities (each activity counts as 2 points):

- Peer-reviewed academic research article published in journal with acceptance rates of 50% or less. Journal should be listed in either Cabell's Directory of Publishing Opportunities or the Australian Business School Deans' List of publications<sup>2</sup>. Faculty contribution to article, as reported by the faculty member, should be no less than 20%.
  - In certain cases, a journal publication deemed to be of exceptional quality by the chair and the department may count as more than one activity.
- Peer-reviewed pedagogical article or case study published in journal with acceptance rates of 50% or less. Journal should be listed in either Cabell's Directory of

Publishing Opportunities or the Australian Business School Deans' List of publications<sup>2</sup>. Faculty contribution to article, as reported by the faculty member, should be no less than 20%.

- In keeping with the mission and values of CBE, pedagogical article shall be considered equivalent to academic research.
- A Scholarly book chapter. A scholarly book containing multiple chapters written by the faculty member shall be considered two to three activities depending on the length and quality of the manuscript.<sup>1</sup> Faculty contribution to chapters, as reported by the faculty member, should be no less than 20%.
- Published research or pedagogical monograph.
- Other activities expressly deemed equivalent to the items listed above by the department.

Secondary Scholarly Activities (each activity counts as 1 point):

- Peer-reviewed conference proceeding.
- Scholarly paper presented at a scholarly conference and approved by the department chair.
- Peer-reviewed academic research article published in journal with acceptance rates of greater than 50%. Journal should be listed in either Cabell's Directory of Publishing Opportunities or the Australian Business School Deans' List of publications<sup>2</sup>.
- Peer-reviewed pedagogical article or case study published in journal with acceptance rates of greater than 50%. Journal should be listed in either Cabell's Directory of Publishing Opportunities or the Australian Business School Deans' List of publications<sup>2</sup>.
  - In keeping with the mission and values of CBE, pedagogical article shall be considered equivalent to academic research.
- Textbook chapter. Textbook containing multiple chapters written by the faculty member shall be considered two to three activities depending on the length and quality of the manuscript.<sup>1</sup>
- Scholarly book review published in academic journal.
- Policy report.
- Published article in trade journals.
- Significant externally-funded research project.
- Widely available software developed by faculty.
- Other activities expressly deemed equivalent to the items listed above by the department.

Professional Activities (each activity counts as 1 point):

- Professional work related to the teaching discipline that is material in terms of time and substance. This may count as multiple points depending on the duration of the activity.
- Relevant consulting activity that are material in terms of time and substance.
- Relevant volunteer activity that are material in terms of time and substance.
- Professional paper presented at an industry conference and approved by the department chair.
- Developing and presenting of executive education program.
- Significant participation in business professional associations and societies.
- Relevant, active service on board of directors.
- Significant professional education.
- Relevant certification.
- Relevant editorial service with relevant academic or professional publication.
- Service on editorial board or committee.
- Active participation in academic or professional association.
- Other activities expressly deemed equivalent to the items listed above by the department.

Note that no single work product may be considered as multiple activities without the consent of the Chair of the department advised by the faculty of that department.

Maintenance of SA status: All faculty members shall be deemed SA qualified for the five years following their completion of their doctoral degree. Subsequent to that five year period, faculty members must earn four points from the activities listed above during each five year review period. At least two of those points must be earned from Primary Scholarly Activities, and at least three of those points must be earned from either Primary or Secondary Scholarly Activities.

Maintenance of PA status: Faculty must have a doctoral degree or equivalent and earn four points from the activities listed above in the last five years. Note that faculty shall only be considered PA qualified if they are not SA qualified.

Maintenance of SP status: Faculty must generally hold a master's degree or terminal degree in a field related to their teaching area and earn at least four points from the activities listed above in the last five years. At least two of those points must come from either Primary or Secondary Activities. Note that faculty shall only be considered SP qualified if they are not SA or PA qualified.

Maintenance of IP status: Faculty must hold a master's degree or terminal degree in a field related to their teaching area and earn at least three points from the activities listed above in the last five years. Note that faculty shall only be considered IP qualified if they are not SA, PA or SP qualified.

<sup>1</sup> Determined by the Chair of the department advised by the faculty of that department.

<sup>2</sup> In certain cases, a publication in a journal with a higher acceptance rate may qualify, but only where there is other evidence of quality and selectivity in that journal. If the publication is in a non-business-related journal, but is associated with the overall mission and values of CBE, the points shall be determined by the chair as advised by the department.