

Lundquist College of Business Faculty Qualification Definitions

Below are the definitions that qualify all instructional faculty to be placed in one of five categories for the purposes of AACSB accreditation. These categories are not intended to have a direct relation to other Lundquist College policies, such as criteria for promotion.

Initial Qualification

Initial faculty status qualification is based on the initial academic preparation and initial professional experience. College department heads are responsible to ensure that faculty members in their departments are maintaining currency and relevance in their fields of teaching and/or research. Annually, department heads review activities reported in the Faculty Activity Report and Curriculum Vitae of faculty and incorporate these reviews in discussions with the faculty regarding their workload and teaching schedule discussions. If concern arises regarding maintenance of currency and relevance, department heads and the Associate Dean for Academic Affairs will work with individual faculty members to develop a plan to restore status.

Scholarly Academic (SA): [SA-i] Faculty are hired with a doctorate in the advertised teaching and research discipline or a highly related area from an AACSB or similarly accredited university. [SA-ii] SA also includes PhD students who have passed their comprehensive exams, in good academic standing, who are instructors of record for a course. [SA-iii] Faculty who hold appropriate terminal degrees such as a J.D. or LL.M. are also considered SA if they are teaching in an area linked to their degree. Any faculty member who is granted a tenure clock extension during the preceding six years will also have the time period for judging SA classification extended. [SA-iv] Faculty who were newly hired and earned their doctorate in the advertised teaching and research discipline or a highly related area from an AACSB or similarly accredited university within the last six years prior to the review dates.

For faculty who earned their doctorates more than six years ago, one of the following accomplishments ***within the most recent six years*** qualify the faculty member as SA.

- [SA-1i] Published or unconditional acceptance of at least one peer-reviewed journal (PRJ) article in a journal that is on the [Financial Times list](#) of top business journals.
- [SA-1ii] Published or unconditional acceptance of at least two peer-reviewed journal (PRJ) articles in journals that are rated “B” or higher on [Australian Business Deans Council journal quality list](#).

Exceptions: If faculty do not meet the criteria outlined above, they may qualify on an exception basis if there is compelling evidence that they are a scholarly academic [SA2]. For example, faculty members who hold significant administrative positions and were a scholarly academic (SA) at the time of initial appointment to that administrative position can continue to be classified as an SA. Once these individuals cease administrative functions and return as faculty members, they can remain an SA for up to 3 years so that they have time to reinvigorate their research activities; Another example would be if the faculty member has produced a scholarly book published by a reputable press (e.g., [Soltes 2016](#)). Exceptions will be evaluated by the Dean (or

designee).

Doctoral Students and SA Status: Doctoral students who are members of the faculty shall be designated as SA for three years after the completion of their comprehensive examinations. Doctoral students who have not yet completed their comprehensive examinations are often expected to teach business classes and undertake sufficient course work and teacher training to deliver these classes at a high level. Doctoral students who have not yet completed their comprehensive examinations shall be classified as IP if their past education and experience qualify for that status. Otherwise, they shall be classified as "Additional" (A) faculty.

Practice Academic (PA): [PA-i] Faculty are hired with a terminal degree (i.e., doctorate, J.D., LL.M.) from an AACSB accredited or similarly accredited university. Normally, PA status applies to faculty members who augment their initial preparation as academic scholars with engagement activities that involve substantive and sustained linkages to practice or other forms of professional engagement. In order to support the maintenance of PA status faculty may undertake a variety of professional engagement activities to interact with business and management such as:

Faculty who, ***within the most recent six-year period***, satisfy one or more of the following:

- **[PA-1i]** Actively engaged in consulting, **[PA-1ii]** executive education (not including the OEMBA program), **[PA-1iii]** publications, or **[PA-1iv]** other professional development activities related to their current teaching assignments
- **[PA-2]** Received significant peer-reviewed external funding for research or teaching/instruction;
- **[PA-3]** Developed successful new executive development programs (outside of the OEMBA program); or
- **[PA-4]** Substantive linkages to/engagement with practitioners, consultants, and other types of engagement with practice.
- **[PA-5]** Sustained professional work supporting qualified status
- **[PA-6]** Significant participation in business professional associations
- **[PA-7]** Relevant, active service on boards of directors
- **[PA-8]** Documented continuing professional education experience
- **[PA-9]** Participation in professional events that focus on the practice of business, management and related issues
- **[PA-10]** Participation in other activities that place faculty in direct engagement with business or other organizational leaders

Scholarly Practitioner (SP): [SP-i] SP status is granted to practitioners who hold at least a master's degree and who are hired initially because of their significant and sustained professional experience. SP sustain currency and relevance through continued professional experience, engagement or interaction that is in turn used to engage in scholarship related to their professional background and experience.

In order to support the maintenance of SP status, faculty must undertake at least one of the following ***within the most recent six years***.

- **[SP-1i]** Applied or integration/application scholarship that synthesizes new understandings or interpretations of knowledge or technology; **[SP-1ii]** develops new technologies or processes, tools or uses; and/or refines, develops new technologies. Intellectual contributions in this category are normally intended to impact the practice of business or management.
- **[SP-2]** Teaching and learning scholarship that develops and advances new understanding, insight and teaching content and methods that impact learning behavior.

In addition to a required record of publication and scholarship as detailed above, faculty may undertake any of the following ***within the most recent six years***.

- **[SP-3]** Relevant, active editorships with academic, professional, or other business/management publications
- **[SP-4]** Service on editorial boards or committees
- **[SP-5]** Development and presentation of continuing professional education activities or executive education programs (outside of the OEMBA program)
- **[SP-6]** Service as ad hoc reviewers for academic journals
- **[SP-7]** Validation of SP status through leadership positions, participation in recognized academic societies and associations, research awards, academic fellow status, invited presentations etc.
- **[SP-8]** Substantive roles and participation in academic associations, professional standard setting bodies or policy-making bodies

Instructional Practitioner (IP): **[IP-i]** IP status is granted to newly hired faculty members with master's degrees who are hired because of their significant and substantive professional experience. **[IP-ii]** Rarely, IP status is granted to individuals without master degrees if the depth, duration, sophistication and complexity of their professional experience at the time of hiring outweighs their lack of a master's degree qualification. For example, a partner of a CPA firm is hired to teach accounting. To maintain IP status, the faculty member is expected to demonstrate, on an on-going basis, activity in at least one category below ***within the most recent six years***.

- **[IP-1]** Consulting activities that are material in terms of time and substance
- **[IP-2]** Faculty internships
- **[IP-3]** Development and presentation of executive education programs (not including those within the OEMBA program)
- **[IP-4]** Sustained professional work supporting IP status
- **[IP-5]** Significant participation in business professional associations and societies
- **[IP-6]** Relevant, active service on boards of directors
- **[IP-7]** Documented continuing professional education experiences
- **[IP-8]** Documented professional certifications in the area of teaching
- **[IP-9]** Participation in professional events that focus on the practice of business, management, and related issues
- **[IP-10]** Participation in other activities that place faculty in direct contact with business and other organizational leaders
- **[IP-11]** Other professional activities approved by the department chair and dean

Additional (A) Faculty: Those that don't qualify under SA, PA, IP or SP. Occasionally faculty may be hired who don't qualify under one of the four initial qualification status, but who provide teaching or other engagement consistent with the core mission. This category may also apply to retired or emeritus faculty who continue to teach in the College but who are no longer research or professionally active. Research active emeritus faculty will generally retain the appropriate SA or SP qualification.

Relationship of Faculty Qualification Policy to other College Policies

All faculty members are subject to promotion and annual review policies of the College, which incorporate an evaluation of intellectual contributions as well as teaching and service. This faculty qualification policy is intended to complement these promotion and annual review policies, not replace them. Modifications and adjustments to this policy may be made as promotion and annual review policies of the College are updated or revised. Faculty are expected to follow all policies. Any concerns regarding these policies should be addressed to the department heads, Associate Dean for Academic Affairs or the College's Academic Council.

Participating and Supporting Faculty Definitions:

Participating faculty are those who are actively and deeply engaged in the activities of the College in matters beyond teaching responsibilities on either a full- or part-time basis. Such matters might include policy decisions, advising, research and service responsibilities. The faculty member may participate in the governance of the College and be eligible to serve as a member on appropriate committees responsible for academic policymaking and/or other decisions. The individual may participate in a variety of non-class activities such as directing an extracurricular activity, providing academic and career advising and representing the College on institutional committees.

Supporting faculty members do not generally participate in the intellectual or operational life of the school beyond the direct performance of teaching responsibilities. Usually, a supporting faculty member does not have deliberative or involvement rights on faculty issues, membership on faculty committees, or assigned responsibilities beyond direct teaching functions (e.g. classroom and office hours). Normally a supporting faculty member's appointment is on either an emeritus or an ad hoc basis—for one term or one academic year without the expectation of continuation—and is exclusively for teaching responsibilities.