



## Faculty Qualifications and Engagement Policy

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Standard15

Faculty Qualifications  
and Engagement

		Sustained engagement activities	
		Academic (Research/Scholarly)	Applied/Practice
Initial academic preparation and professional experience SA+PA+SP+IP≥90% SA+PA+SP≥60% SA≥40%	Significant professional experience	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
	Doctoral degree	Scholarly Academics (SA)	Practice Academics (PA)

1. Scholarly Academics (SA)

“Scholarly Academics (SA) – sustain currency and relevance through scholarship and related

E. Has at least two (2) peer-

- A. A **Doctoral Degree** in a business area related to the primary field of teaching, earned more than five years ago, or
- B. A **Doctoral Degree** in a non-business field that is augmented by substantial academic and professional engagements in a business area directly related to the primary field of teaching, earned more than five years ago, or
- C. Appropriate academic qualifications earned more than five years ago in the following areas typically taught with business programs:
  - a. Individuals with a graduate degree in law (J.D. from an accredited law school) if teaching business law and/or legal environment of business
  - b. Individuals with a graduate degree in taxation or appropriate combination of graduate degrees in law and accounting if teaching taxation
- D. Graduated from an AACSB accredited Post-Doctoral Bridge to Business Program more than five years ago  
<http://www.aacsb.edu/events/bridgeprograms/bridgetobusiness/about>)

### PA Status Maintenance

A faculty member in the Romain College of Business is qualified as a PA if the person has the academic preparation found above under initial appointment criteria for a PA faculty member and the sustained academic and professional engagement activity criteria noted below AND MUST have a written plan approved by both their department chair and the Dean outlining activities that support the achievement and maintenance of PA status.

Maintenance of PA Status requires:

- A. A total of five (5) **professional engagement activities** over the last five years that reflect significant interaction or involvement with business and management practice and are related to the primary field of teaching.

Examples of professional engagement activities include, but are not limited to:

- a. Consulting activities that are material in terms o

PA Faculty are expected to engage in quality teaching, professional engagement, and service. Significant levels of community or student engagement that extend beyond the classroom, support the RCOB mission and vision, and raise the visibility of RCOB may qualify for a course reduction.

### 3. Scholarly Practitioners (SP)

"Scholarly Practitioners (SP) sustained currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional background and experience."

#### SP Initial Appointment

SP status granted by Academic Preparation, Professional Experience, and Scholarship (at initial appointment):

- A. Academic Preparation
  - a. An earned ~~Master's Degree~~ in a business area related to the primary field of teaching, or
  - b. An earned ~~Master's of Business Administration Degree~~ that is augmented by substantial academic and professional engagements in a business area directly related to the primary field of teaching, or
  - c. An earned ~~Master's Degree~~ in a non-business field along with a minimum of 18 graduate credit hours completed in the primary field directly related to the teaching - that is also augmented by substantial academic and professional engagements in a business area directly related to the primary field of teaching
- B. Professional Experience
  - a. Have a record of significant relevant professional experience in three of the last five years linked to the primary field of teaching
- C. Scholarship
  - a. At least one (1) peer-reviewed journal article over the last five years

#### SP Status Maintenance

A faculty member in the Romain College of Business is qualified as an SP if the person has **both** the academic preparation found above under initial appointment criteria for an SP faculty member and the sustained academic and professional engagement activity criteria noted below:

Maintenance of SP Status requires:

- A.

AND

- B. At least one (1) additional scholarly product with documented impact over the last five years Examples of scholarly products and activities include, but are not limited to:
- i. Peer-reviewed journal articles<sup>5</sup>
  - ii. Scholarly book (including new textbook)
  - iii. Publications in conference proceedings<sup>6</sup>
  - iv. Presentations at academic or professional meetings<sup>7</sup>
  - v. Chapters in a book
  - vi. Monographs





- (x) Recent record of professional engagement. Examples of professional engagement include, but are not limited to:
  - 1. Consulting
  - 2. Faculty internships
  - 3. Continuing professional education
    - a. including completion of graduate courses in a relevant discipline, but
    - b. excluding CPEs required to maintain certification
  - 4. Meaningful service in a professional association

### **IP Status Maintenance**

A faculty member in the Romain College of Business may be considered qualified as an IP if the

## 5. Other and AtRisk Designations

Faculty members with research doctorates who do not meet the minimum qualifications of

