

# Gatton College of Business and Economics Faculty Qualifications Policy

Last Revised 8/1/2021

## Criteria for Distinguishing Between Participating and Supporting Faculty

### Participating Faculty Criteria

Faculty members are considered “Participating Members” within the College if they are actively engaged in the activities of the College beyond teaching. The Gatton College considers its full-time faculty as participating members within the College. These faculty members participate in a variety of ways through involvement in curricula matters, research, advising student organizations, and/or membership on College committees.

### Supporting Faculty Criteria

Faculty members are considered “Supporting Members” within the College if they are not actively supporting the mission of the College outside of their immediate teaching assignments. Gatton College adjunct instructors and Ph.D. students are considered “Supporting Members” within the College.

## Criteria for Determining Academic and Professional Qualification

The criteria for determining qualification categories for the Gatton College of Business and Economics faculty were guided by AACSB Business Standards and the importance of intellectual contributions, which reflect the College’s mission. The criteria are summarized below:

### **Qualification Category I: Scholarly Academic (SA)**

Gatton College faculty members are considered Scholarly Academics (SA) by maintaining an active and ongoing research program or engaging in other meaningful scholarly activity.

- Initial SA Appointment

All faculty members receiving a research doctorate in their field within the last five years are automatically considered Scholarly Academics. Faculty members hired into tenure-track or tenured positions with prior academic experience will meet the criteria for maintenance of SA status.

- Maintenance Criteria for SA Status

Faculty members receiving their doctorate more than five years ago are expected to maintain currency in the fields in which they teach. SA status is maintained within a five-year review period through:

1. Publishing at least one peer reviewed intellectual contribution or receiving at least one competitive research grant

AND

- Engaging in at least one other significant scholarly activity including, but not limited to the following activities: authoring scholarly books and/or textbooks, director of a research center, academic journal editor, active editorial review board member, academic association officer, academic fellow designation, invited presenter at academic conferences or at other universities, and/or research award recipient.

Any evidence cited to demonstrate currency must be consistent with the faculty member's area of teaching responsibilities as determined by the department chair/unit head. Such contributions ensure that Gatton faculty members continue to develop scholarly advances in research while maintaining the expertise, relevance, and currency needed to fulfill the mission of the college.

#### SA Status for Doctoral Students

Doctoral students in a teaching role and designated as a "Type I TA" are considered to be Scholarly Academics upon successful completion of their comprehensive examinations. However, this status expires at three years beyond successful examination completion.

- SA Status for Faculty Members with Graduate Degrees in Law and Taxation

Initial SA status is granted to faculty with a Juris Doctor (JD) that deliver business law and legal environment of business courses. Initial SA status is also granted to faculty members with a graduate degree in taxation or an appropriate combination of graduate degrees in law and accounting to teach taxation. Criteria for maintenance of SA status is as described above for all other faculty members.

#### **Qualification Category II: Practice Academic (PA)**

Gatton College faculty members are considered Practice Academics (PA) by maintaining currency in their fields through professional activities, continuing education, or discipline- relevant publications.

- Initial PA Appointment

Normally, there would be no initial appointments of PA faculty members into tenure-track or tenured positions. Experienced hires into non-tenure track positions are expected to meet the maintenance criteria for PA status. A newly appointed faculty member into a non-tenure track position who received a research doctorate in their field within the prior five years would be considered SA.

- Maintenance Criteria for PA Status

Faculty members receiving their doctorate more than five years ago are expected to maintain currency in the fields in which they teach. PA status is maintained within a five year review period through professional engagement activities including, but not limited to: consulting activities, board memberships, faculty internships, earning or maintaining professional certifications such as CPA or CFA, sustained professional work supporting qualified status, publications relevant to the discipline (including, but not limited to, articles in practitioner publications, articles on pedagogy, textbooks, etc.), and/or development and presentation of executive education programs.

Any evidence cited to demonstrate currency must be consistent with the faculty member's area of teaching responsibilities as determined by the department chair/unit head.

### **Qualification Category III: Scholarly Practitioner (SP)**

Gatton College faculty members are considered Scholarly Practitioners (SA) by maintaining an active and ongoing research program or engaging in other meaningful scholarly activity.

- Initial SP Appointment

For initial appointment as a Scholarly Practitioner the faculty member shall hold at a minimum a master's degree relevant to the field in which they have teaching responsibilities. Additionally, the faculty member's professional experience must also be consistent with their teaching assignment, significant in duration and responsibility, and current at the time of hire.

In limited cases initial SP status may be granted for a faculty member that does not have a master's degree if the "depth, duration, sophistication, and complexity of their professional experience at the time of hiring outweigh their lack of master's degree qualifications."

- Maintenance Criteria for SP Status

SP status is maintained within a five-year review period through:

1. Publishing at least one peer reviewed intellectual contribution or receiving at least one competitive research grant

AND

2. Engaging in at least one other significant scholarly activity including, but not limited to the following activities: authoring books and/or textbooks, director of a research center, academic journal editor, active editorial review board member, academic association officer, academic fellow designation, invited presenter at academic conferences or at other universities, and/or research award recipient.

Any evidence cited to demonstrate currency must be consistent with the faculty member's area of teaching responsibilities as determined by the department chair/unit head.

### **Qualification Category IV: Instructional Practitioner (IP)**

Gatton College faculty members are considered Instructional Practitioners (IP) by maintaining currency in their fields through professional activities, continuing education, or discipline-relevant publications.

- Initial IP Appointment IP

For initial appointment as an Instructional Practitioner the faculty member shall hold at a minimum a master's degree relevant to the field in which they have teaching responsibilities. Additionally, the faculty member's professional experience must also be consistent with their teaching assignment, significant in duration and responsibility, and current at the time of hire.

In limited cases initial IP status may be granted for a faculty member that does not have a master's degree if the "depth, duration, sophistication, and complexity of their professional experience at the time of hiring outweigh their lack of master's degree qualifications."

- Maintenance Criteria for IP Status

IP status is maintained within a five year review period through professional engagement activities including, but not limited to: consulting activities, board memberships, faculty internships, earning or maintaining professional certifications such as CPA or CFA, sustained professional work supporting qualified status, publications relevant to the discipline (including, but not limited to, articles in practitioner publications, articles on pedagogy, textbooks, etc.), and/or development and presentation of executive education programs.

Any evidence cited to demonstrate currency must be consistent with the faculty member's area of teaching responsibilities as determined by the department chair/unit head.

### **Special Consideration**

- Maintenance for Faculty Administrators

Faculty administrators are assigned a qualification status based on ongoing teaching, research and service. To reflect the expected demands of the appointment responsibilities, the criteria to maintain the assigned qualification status will be reasonably modified. Faculty administrators will maintain their qualifications status for an additional three years beyond their administrative appointment, at which time the faculty will be classified according to the normal faculty qualifications criteria.