

School of Management's Expectations of Academically Qualified and Professionally Qualified Faculty

School of Management Expectations of Academically Qualified Faculty

Approved by the Strategic & Executive Management Committee Meeting on March 18, 2009

The AACSB Standards state that. . . "Academic qualification requires a combination of original academic preparation (degree completion) augmented by subsequent activities that maintain or establish preparation for current teaching responsibilities."

Original Academic Qualifications: The School's designation of a faculty member's current academic qualification is based upon academic preparation, current teaching assignment and record of intellectual contributions. Original academic preparation defines the minimum set of requirements for establishing academic qualification as follows:

- a. A doctoral degree in the area in which the individual teaches.
- b. A doctoral degree in a business field, but primary teaching responsibility in a business field that is not the area of academic preparation AND
 1. Completion of development activities that demonstrate active involvement in the area of teaching which includes intellectual contributions, practical experience, consulting and other professional development activities.

OR

2. Completion of course work or personal study sufficient to provide a base for participation in the mix of teaching, intellectual contributions and service sought by the school.
- c. A doctoral degree outside of business, but primary teaching responsibilities that incorporate the area of academic preparation AND
 1. Completion of development activities that demonstrate active involvement in the area of teaching which includes intellectual contributions, practical experience, consulting and other professional development activities.

OR

2. Completion of course work or personal study sufficient to provide a base for participation in the mix of teaching, intellectual contributions and service sought by the school.
- d. A doctoral degree outside of business and primary teaching responsibilities that do not incorporate the area of academic preparation AND
1. Completion of development activities that demonstrate active involvement in the area of teaching which includes intellectual contributions, practical experience, consulting and other professional development activities.

AND

2. Completion of course work or personal study sufficient to provide a base for participation in the mix of teaching, intellectual contributions and service sought by the school.
- e. A specialized graduate degree in law or taxation AND must teach only within the boundaries of the specialized degree or in general education courses in the school.
- f. Completion of a substantial amount of specialized coursework in the field of primary teaching responsibilities, but no research doctoral degree (the number of faculty that fall into this category will be strictly limited) AND completion of a significant level of development activities that demonstrate active involvement in the area of teaching which include intellectual contributions, practical experience, consulting and other professional development activities.

Maintenance of Academic Qualifications: Academically Qualified faculty members are expected to be involved in a variety of intellectual development activities directly related to their teaching responsibilities. To remain Academically Qualified, the faculty member must meet one of the following criteria:

- A. Be within five years of having completed his or her doctoral degree.

- B. Publish three peer-reviewed journal articles during a rolling five-year period as part of an intellectual contributions portfolio.
- C. Publish two peer-reviewed journal articles during a rolling five-year period as part of an intellectual contributions portfolio and have at least two other intellectual contributions.
- D. Publish two peer-reviewed journal articles during a rolling five-year period and have significant professional development relevant to the teaching area.
- E. Publish two peer-reviewed journal articles during a rolling five-year period and have significant practical experience, which does not violate the UAF ethics policy, relevant to the teaching area.
- F. Be within three years of having passed the comprehensive exams for the doctoral degree.

It is important to note that the maintenance of AQ status is not linked to the School of Management (SOM) policy on workload assignments nor can activities that violate the UAF ethics policy be counted toward maintenance of AQ status. To obtain a teaching load reduction from the standard five-course load for exceptional research the faculty member must demonstrate research productivity exceeding that for being AQ. Three published journal articles will not, and should not, result in a lower faculty teaching load. Additionally, a faculty member's AQ status will **not** be sufficient to meet SOM's standard for promotion and tenure.

School of Management Expectations of Professionally Qualified Faculty

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Faculty members who are professionally qualified may engage in different activities to maintain currency and relevance than academically qualified faculty members. The AACSB Standards state that "...Both relevant academic preparation and relevant professional experience will be required to establish a faculty member as professionally qualified. Normally, the academic preparation should consist of a master's degree in a field related to the area of teaching assignment. Normally, the professional experience should be relevant to the faculty member's teaching assignment, significant in duration and level of responsibility, and current at the time of hiring."

Original Professional Qualifications: The School's designation of a faculty member's current professional qualification is based upon academic preparation,

current teaching assignment and record of professional experience and contributions. To be selected as a Professionally Qualified Faculty Member, the individual should normally have

1. At least a master's degree in a field related to the area of the teaching assignment.
2. Professional experience at a substantial level of responsibility that is relevant to their teaching area at the time of hire.

Maintenance of Professional Qualifications To remain Professionally Qualified (PQ) the faculty member is expected to be involved in a variety of intellectual development activities directly related to the teaching area. This currency may be demonstrated through a combination of current relevant practical experience (which does not violate the UAF ethics policy), intellectual contributions, participation in professional meetings, workshops and other professional development activities.

Current relevant practical experience is defined as sufficient practical experience in an area related to the teaching area or the equivalent from any combination of the following activities during a rolling five-year period. For example, it might include one or more of the following:

- 1) Currently working in business with responsibilities related to the primary teaching area.
- 2) Consulting activities.
- 3) Demonstrating other practical work-related experience.
- 4) Serving as an active member of a board of directors with responsibilities related to the primary teaching area.
- 5) Presenting a seminar to practitioners.
- 6) Demonstrating significant active involvement in entrepreneurial activities (such as starting a business, developing a business plan or obtaining outside financing).

It is important to note that the maintenance of PQ status is not linked to the School of Management (SOM) policy on workload assignments nor can activities that violate the UAF ethics policy be counted toward maintenance of PQ status.

School of Management Expectations for the Intellectual Contributions of the Aggregate Faculty

According to AACSB Standards, "At least 90 percent of the faculty are either academically or professionally qualified," "At least 50 percent of the faculty are

academically qualified” and “Qualified faculty resources are distributed across programs, disciplines, and locations consistent with the school’s mission.” According to AACSB standards, “In the aggregate, the portfolio of current capabilities for all faculty members is sufficient to support high quality performance of all activities in support of the school’s mission.”

School of Management Process for Designating Faculty Qualification

In order to demonstrate that these standards are maintained, the Strategic and Executive Management Committee will serve as a faculty qualification committee and on a case-by-case basis, designate the academic or professional qualification of all full-time and part-time faculty members. This committee will complete this task each Spring using a 12/31 cut-off date and the previous five years of data. Their decisions also will be used to help make faculty workload and course scheduling decisions.