

AACSB FACULTY CLASSIFICATIONS 2019

1 Overview

All full-time faculty must be assigned a classification when hired and during the annual review process. There are four such classifications (besides the residual “Other”). Table 1 comes directly from the AACSB and is the starting point for assignment. This document provides more guidance for classifying faculty into each category.

Table 1: AACSB CLASSIFICATION

<i>Qualifications</i>	TYPE OF ACTIVITY	
	<i>Academic</i>	<i>Applied/Practice</i>
<i>Doctorate</i>	Scholarly Academic (SA)	Practice Academic (PA)
<i>Professional Experience</i>	Scholarly Practitioner (PA)	Instructional Practitioner (IP)

Faculty are classified according to the quality and quantity of their scholarly and professional accomplishments. In the Appendix, Tables 3 - 5 list the three levels of **scholarly** accomplishments. Table 6 lists **professional** accomplishments.

Table 2 provides a summary of the DMSB’s requirements for each of the four classifications. The rest of this document provides more detail for understanding Table 2.

2 Faculty with Doctoral Degrees: SA and PA Status

Faculty must have earned a research-based doctorate in their teaching area or a closely related discipline to qualify for SA or PA status. SA status is granted for five years from the awarding of the degree (or longer if granted a tenure extension for family or medical reasons), regardless of achievement. Dissertation

Table 2: REQUIREMENTS
GUIDELINES FOR MAINTAINING FACULTY STATUS

<i>Status</i>	<i>Minimum Degree</i>	<i>Minimum Primary Contribution</i>	<i>Minimum Secondary Contribution</i>	<i>Minimum Total Contribution</i>
SA	Doctorate	2 (Table 3)	4 (Table 4)	6 (Table 3, 4)
PA	Doctorate	2 (Table 3, 4, 5)	3 (Table 6)	7 (Table 3– 6)
IP	Master’s*	–	7 (Table 6)	7 (Table 6)
SP	Master’s*	2 (Table 3 – 5)	2 (Table 6)	6 (Table 3 – 6)

* Not necessary if compensated by relevant experience

stage doctoral candidates will be considered SA for three years from the start of the dissertation stage.¹

Faculty will be evaluated over a **five-year rolling window**. Both publications and acceptances are considered.

2.1 Scholarly Academic Status (SA)

To maintain SA status, the faculty member must have accomplished **two** tasks from Table 3 and **four** from Table 4. The first of these lists high-impact accomplishments (“Level 1”) and the second lists those of secondary importance (“Level 2”).

Exceptions to these requirements may be considered when the candidate’s inter-disciplinary work resulted in well-regarded publications in disciplines outside of business, when a single publication is noteworthy for impact or visibility, or when there is a strong pipeline of work in late stages of the review process. Exceptions may also be permitted in the case of highly visible and influential work that appears in non-traditional outlets.

2.2 Practice Academic Status (PA)

The research requirements for PA status are not as stringent as those for SA status, but a level of professional engagement is necessary.

To earn PA status, the faculty member must have developed and maintained significant levels of engagement with the business community, the public-policy community, or relevant non-profit organizations. The engagement should be linked to prior or current areas of scholarship and must reflect an in-depth understanding of current business and organizational practices and/or public policy issues. The kinds of professional engagement that qualify are given in Table 6.

The kinds intellectual activities that serve for PA status (but not SA status) are given in Table 5. To qualify for PA status the faculty member must have accomplished at least **seven activities**, with at least **two** from Tables 3 or 4 or 5, and **three** from Table 6.

3 Faculty without a Doctoral Degree: IP and SP Status

It is expected that faculty who are classified as IP or SP have a Master’s degree in a relevant field from an accredited institution. In select cases, extraordinary experience both in duration and significance may serve as a substitute for a Master’s degree. As above, accomplishments are assessed over a **five-year rolling window**.

These classifications require that professional engagement be maintained. Such engagement could include consulting, executive education, managing student consulting projects, professional development activities, or maintaining professional certification. Professional experience should be significant and current at the time of hiring. The level of experience required may vary with the nature of the course being taught, with five years relevant experience required for introductory courses. For more advanced courses, eight years of experience is required along with significant organizational responsibility and decision-making authority. There may also be instances where specialized training beyond the master’s degree

¹Faculty in roles that are primarily administrative in nature will be classified as whatever classification was appropriate when they entered into the administrative role. That classification is retained post-assignment for five years.

may be considered when determining whether the amount of professional experience is sufficient to merit the IP or SP designation.

3.1 Instructional Practitioner (IP) Status

IP status is maintained by demonstrating engagement in professional activities relevant to teaching content. Part-time instructors who continue with employment in their practitioner role would demonstrate maintenance of IP status. For instructors who have left their professional role, the level of professional engagement required will increase as the time since their prior employment increases. For a faculty member who has left a professional role for five years or more, maintaining the IP classification requires at least **seven** activities from Table 6.

3.2 Scholarly Practitioner (SP) Status

SP status is similar to IP status, but there is some scope for substituting intellectual contributions for professional engagement. Both publications and acceptances are considered for intellectual contributions.

For a faculty member who has been out of professional employment for five years or more, maintaining the SP classification requires at least **six** activities over the last five years with at least **two** activities from Tables 3 or 4 or 5, and **two** activities from Table 6.

4 Notes:

- No more than 10 percent of faculty resources can be classified as “Other” in any department. Normally, at least 40 percent of faculty resources must be SA and at least 60 percent must be SA, PA, or SP.
- Faculty are responsible for maintaining documentation required to establish the appropriate rating. Failure to maintain appropriate qualifications (SA, PA, SP, or IP) or to maintain appropriate documentation may affect renewal and terms and/or the availability of summer/dual compensation and research support.

APPENDIX TABLES

TABLE 3: LEVEL 1 INTELLECTUAL CONTRIBUTIONS

1	Publish in highly respected discipline-wide journals
2	Publish in high quality journals that are important outlets within a sub-discipline
3	Publish a scholarly book by a prestigious academic press.

TABLE 4: LEVEL 2 INTELLECTUAL CONTRIBUTIONS

1	Publish in good, refer-reed academic journals that do not meet the standard of high impact
2	Scholarly book chapters
3	Articles in pedagogical journals or reputable practitioner journals
4	Service in a significant (at least seven days of service per year) editorial role at an influential journal (each year of service counting as a contribution)
5	Presents or discuss a paper at a major national or international conference
6	Externally funded grants (funded at significant levels)
7	Invited research seminar presentations
8	Service on doctoral dissertation committees
9	Leadership roles in important academic organizations (e.g., program chair for a major academic conference)
10	Published cases, instructional material, or instructional development grants
11	Textbooks requiring integration and synthesis of research within the discipline
12	Ad-hoc reviews (with 5 reviews required to count for an intellectual activity)

TABLE 5: LEVEL 3 INTELLECTUAL CONTRIBUTIONS

1	Publish a book review
2	Present a paper at an academic conference
3	Regular attendance at department seminar series
4	Serve as a reviewer for academic journals or meetings

TABLE 6: PROFESSIONAL ENGAGEMENT

1	Consulting or expert witness work requiring at least three days
2	Faculty -led student consulting or field projects requiring at least five days of corporate or project engagement
3	Faculty-led short-term study abroad projects requiring five days of corporate engagement
4	Executive education program design and delivery requiring at least 3 days
5	Grant funding for applied research
6	Maintenance of recognized professional designations
7	Maintenance of full-time or significant part-time employment related to teaching responsibility (each year of employment counts as three activities)
8	Board membership, including for relevant non-profit organizations
9	Ownership interest in new entrepreneurial ventures
10	Publication of trade books, book reviews, or articles in applied outlets, including those with a public policy focus
11	Technical guides or manuals that demonstrate content expertise
12	Presentations at conferences with an applied, practitioner, or public policy focus
13	Engagement with DMSB Centers and/or advisory boards focused on outreach and engagement
14	Service on an Industry Committee/Task Force/Working Group (for government, non-profit and for-profit sectors)
15	Active roles in business or applied professional associations
