

Stetson University
School of Business Administration
Faculty Qualifications

In accordance with the standards prescribed by The Association to Advance Collegiate Schools of Business (AACSB), the School of Business Administration at Stetson University focuses on high-quality mission-driven intellectual contributions consistent with the expected outcomes of our programs and strategic plans. Intellectual contributions such as basic or discovery scholarship, applied scholarship and teaching or learning scholarship, as well as academic and professional engagement and other related activities, are intended to advance the theory, practice and teaching of business.¹ These standards relate only to faculty qualifications as defined by AACSB. Meeting these standards are a requirement for promotion and tenure but do not indicate faculty have met the separate University or Divisional requirements for advancement.

Categories of Faculty:

AACSB's 2020 Business Accreditation Standard 3 sets forth four categories of qualified faculty. These are:

Scholarly Academics (SA) sustain currency and relevance through scholarship and related activities. Normally, SA status is granted to newly hired faculty members who earned their research doctorates within the last five years prior to the review dates. Doctoral students with teaching responsibilities who have attained all-but-dissertation ("ABD") status will be considered SA for three years from the commencement of ABD status. Subsequent to hiring, SA status is sustained as outlined below.

- a. Academic Preparation.
 - i. Doctorate in teaching field or related area.
 - ii. Doctorate degree outside of teaching field or related area.
 - iii. Specialized non-doctoral graduate degree in discipline related to their fields of teaching (e.g. taxation, business law, etc.).
- b. Evidence of sustained academic and/or professional engagement.
 - i. If (i) above then: two (2) items from the scholarship list and three (3) items from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.

¹ See Appendix for definitions, acceptable scholarship activities, other intellectual contributions examples and potential evidence that can be used to assess the impact of these endeavors.

- ii. If (ii) or (iii) above then: two (2) items from the scholarship list and four (4) items from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period immediately following initial appointment as SA, Thereafter, two (2) items from the scholarship list and three (3) items from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.
2. Practice Academics (PA) sustain currency and relevance through professional engagement, interaction and relevant activities. Normally, PA status applied to faculty members who augment their initial preparation as academic scholars with development and engagement activities that involve substantive linkages to practice, consulting, other forms of professional engagement, etc. based on the faculty members' earlier work as an SA faculty member, if applicable. For newly hired faculty members initially classified as PA, they may be counted as PA for five years from the date of conferral of the terminal degree. PA status is sustained as outlined below.
- a. Academic Preparation.
 - i. Doctorate in teaching field or related area.
 - ii. Doctorate degree outside of teaching field or related area.
 - iii. Specialized graduate degree in discipline related to their fields of teaching (e.g. taxation, business law, etc.).
 - b. Evidence of sustained professional engagement.
 - i. If (i) above then: two (2) items from the scholarship or intellectual contributions list and three (3) from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.
 - ii. If (ii) or (iii) above then: two (2) items from the scholarship or intellectual contributions list and four (4) from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period immediately following appointment as a PA. Thereafter, two (2) items from the scholarship or intellectual contributions list and three (3) from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.
3. Scholarly Practitioners (SP) sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional background and experience. Normally, SP status applies to practitioner faculty members who augment their experience with development and engagement activities involving substantive scholarly activities in the fields of teaching within the last five-year period. SP status is sustained as outlined below.
- a. Academic Preparation.

- i. Specialized graduate degree in discipline related to their fields of teaching (e.g. taxation, business law, etc.).
 - ii. Individuals without a graduate degree in the discipline related to their field of teaching may be qualified for this status “if the depth, duration, sophistication and complexity of their professional experience at the time of hiring” outweighs their lack of academic qualifications.
 - b. Evidence of sustained academic and/or professional engagement.
 - i. If (i) above then: one (1) item from the scholarship list and four (4) items from the scholarship list, the intellectual contributions list, or the professional activities list in the teaching discipline over a five-year period.
 - ii. If (ii) above then: two (2) items from the scholarship list and four (4) items from the scholarship list, the intellectual contributions list, or the professional activities list in the teaching discipline over a five-year period, immediately following appointment as a SP. Thereafter, one (1) item from the scholarship or intellectual contributions list and four (4) from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.
4. Instructional Practitioners (IP) sustain currency and relevance through continued professional experience and engagement related to their professional background and experience. Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience within the last five-year period as outlined below. IP status is sustained as outlined below.
- a. Academic Preparation.
 - i. Specialized non-doctoral graduate degree in discipline related to their fields of teaching (e.g. taxation, business law, etc.).
 - ii. Individuals without a graduate degree in the discipline related to their field of teaching may be qualified for this status “if the depth, duration, sophistication and complexity of their professional experience at the time of hiring” outweighs their lack of academic qualifications.
 - b. Evidence of sustained academic and/or professional engagement.
 - i. If (i) above then: three (3) items from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.
 - ii. If (ii) above then: four (4) items from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period immediately following appointment as an IP. Thereafter, three

(3) from either the scholarship list, the intellectual contributions list or the professional activities list in the teaching discipline over a five-year period.

5. Administrative Positions, including associate deans and others as specified by the dean as having significant administrative duties, are given a waiver for one (1) item from the scholarship list and one (1) item from either the intellectual contributions list or the professional activities list for a minimum of three years of service over one accreditation cycle. Special consideration will be given for service that spans two accreditation cycles.
6. Faculty members who do not fit in any of the above categories are categorized as “other.”

Faculty Transitioning Between Categories

Faculty are typically assigned to a category upon their initial hire. Current AACSB standards permit faculty to transition between qualification categories as their career progresses and changes. A faculty member in the Stetson School of Business Administration may transition to a new category, provided that the transition is consistent with the strategic plan of the School and will not have a significance, adverse impact on the School’s maintenance of AACSB accreditation. Faculty desiring to transition should meet with their department chair to develop a transition plan that will include what the faculty member is required to accomplish in order to meet the requirements for the new category and a time period over which this transition will be accomplished. This plan must be approved by the department chair and the dean of the School, following a consultative review by the School’s Accreditation Committee.

Appendix

AACSB Definitions and Benchmarks

Per AACSB Business Accreditation Standard 8 (2020):

"Intellectual Contributions are original works intended to advance the theory, practice, and/or teaching of business and management. Further, intellectual contributions may have the potential to address issues of importance to broader society. The contributions are scholarly in the sense that they are based on generally accepted academic research principles and are disseminated to appropriate audiences. The school's portfolio of Intellectual Contributions may fall into any of the following categories:

- Basic or Discovery Scholarship is directed toward increasing the knowledge base and the development of theory.*
- Applied or Integrative/Application Scholarship draws from basic research and uses accumulated theories, knowledge, methods, and techniques to solve real-world problems and/or issues associated with practice.*
- Teaching and Learning Scholarship explores the theory and methods of teaching and advances new understandings, insights, content, and methods that impact learning behavior.*

In addition to the categorization of intellectual contributions within the portfolio as basic, applied, or teaching/learning related, schools further characterize their intellectual contributions according to the level of peer or expert review that has occurred for the intellectual contributions appearing in their portfolio. For our purposes, peer-reviewed intellectual contributions are those that are subject to the scrutiny and evaluation of others who have recognized subject matter expertise in the same field, normally with a similar competence to those who are producing the outputs.

Impact of intellectual contributions is the advancement of theory, practice, and/or teaching of business through intellectual contributions. Impact is concerned with the difference made or innovations fostered by intellectual contributions—e.g., what has been changed, accomplished, or improved."

Further, per AACSB Business Standard 8 (2020):

8.1 The school's faculty collectively produce high-quality, impactful intellectual contributions that, over time, develop into mission-consistent areas of thought leadership for the school.

8.2 The school collaborates with a wide variety of external stakeholders to create and transfer credible, relevant, and timely knowledge that informs the theory, policy, and/or practice of business to develop into mission-consistent areas of thought leadership for the school.

8.3 The school's portfolio of intellectual contributions contains exemplars of basic, applied, and/or pedagogical research that have had a positive societal impact, consistent with the school's mission.

Finally, per AACSB Business Standard 3.2 (2020):

Sustained engagement activities, including research and scholarship, should be substantially connected with and in support of the primary teaching responsibilities of the faculty member.

Blend of Faculty

AACSB Standard 3 specifies normal minimums regarding the mix of faculty in the various categories as follows:

At least 90% must be in one of the four categories for the school and for each discipline.

At least 40% must be Scholarly Academics for the school and for each discipline.

Participating faculty:

AACSB Standard 3 defines faculty as “participating” or “supporting” and indicates that normally, participating faculty will deliver at least 75% of the school’s teaching and 60% of the teaching in each discipline. Participating faculty are those who are involved in teaching as well as research, service, advising etc. A supporting faculty member generally has only teaching responsibilities.

SCHOLARSHIP, OTHER INTELLECTUAL CONTRIBUTIONS, AND PROFESSIONAL ACTIVITIES LISTS

Scholarship List (SA, PA)

- Peer reviewed journal listed in the *Cabell's Directory* (business disciplines) or the *Washington and Lee Law Journal* rankings (for business-related, business law or tax scholarship) at the time of submission (i.e., basic or discovery scholarship, applied or integration/application scholarship and teaching and learning scholarship). Publications in other peer reviewed journals not listed in *Cabell's* (business disciplines) or the *Washington and Lee Law Journal* rankings (e.g., interdisciplinary journals) may be considered. See the School of Business Administration's "Process for Evaluation of a Non-listed Journal."
- Peer reviewed cases
- Chapter in a scholarly book, if subject to peer review.
- Research monograph.
- Published scholarly book in business or related areas (**counts as one for first editions; OIC thereafter**).
- Published textbook in business or related areas (**counts as one for first editions; OIC thereafter**).
- Additional activities to be justified by faculty with supporting evidence.

Scholarship List (SP, IP)

- Peer reviewed journal listed in the *Cabell's Directory* (business disciplines) or the *Washington and Lee Law Journal* rankings (for business-related, business law or tax scholarship at the time of submission (i.e., applied or integration/application scholarship and teaching and learning scholarship). Publications in other peer reviewed journals not listed in *Cabell's* (business disciplines) or the *Washington and Lee Law Journal* rankings (e.g., interdisciplinary journals) may be considered. See the School of Business Administration's "Process for Evaluation of a Non-listed Journal."
- Peer reviewed cases
- Published scholarly book in business or related areas (**counts as one for first editions; OIC thereafter**).
- Published textbook in business or related areas (**counts as one for first editions; OIC thereafter**).
- Additional activities to be justified by faculty with supporting evidence.

Other Intellectual Contributions List (SA, PA, SP, IP)

- Proceedings from scholarly meetings.
- Paper or individual or panel presentation at academic or professional meetings.
- Published non-peer reviewed case studies.
- Discussant at a scholarly meeting.
- Journal or conference reviews.
- Publications in non-listed, non-peer reviewed or open-sourced journals.

- Published book reviews.
- Chapter in published textbook.
- Chapter in a scholarly book, if subject to editorial review.
- Published revision or subsequent edition of a scholarly book in business or related areas.
- Published supplemental materials (e.g. PowerPoints, test banks, study guides, etc.).
- Externally funded grant related to the teaching field.
- Publicly available technical reports related to externally funded research projects.
- Software related to the teaching field that is widely used.
- Development and presentation of workshop or research seminar to external academic or professional audiences.
- Non-peer reviewed intellectual contributions for which faculty can provide substantive support for quality.
- Additional activities to be justified by faculty with supporting evidence.

Professional Activities list (SA)

For sustained SA status, faculty members may undertake a variety of academic engagement activities linked to the theory of business and management to support maintenance of SA status. A non-exhaustive list of academic engagement activities includes the following:

- Relevant, active editorships with academic journals or other business publications.
- Service on editorial boards or committees within business or related areas.
- Leadership positions in relevant academic or professional organizations.
- Substantive participation in recognized academic societies and associations related to the discipline.
- Invited talks or addresses associated with academic associations
- Significant participation in professional standard-setting bodies or policy-making bodies.
- Research awards or academic fellow status related to the discipline.
- Invited presentations, etc. related to the discipline.
- Significant media contributions relevant to discipline.
- Relevant licensure or certification.
- Development and presentation of executive or continuing professional education programs relevant to discipline.
- Documented continuing professional education experiences.
- Expert testimony related to discipline.
- Faculty internships relevant to discipline.
- Relevant consulting activities that are material in terms of time and substance (may count as one professional activity, regardless of the number of engagements).
- Relevant, active service on boards of directors (may count as one professional activity, regardless of the number of boards served).

Professional Activities list (PA)

For sustained PA status, faculty may undertake a variety of professional engagement activities to interact with business and management practice to support maintenance of PA status. A non-exhaustive list of professional engagement activities includes the following:

- Relevant consulting activities that are material in terms of time and substance.
- Faculty internships relevant to discipline.

- Development and presentation of executive or continuing education programs relevant to discipline.
- Participation in executive education relevant to discipline.
- Sustained professional work supporting qualified status.
- Significant participation in business professional associations, professional standard-setting bodies, or policy-making bodies.
- Applied or integration/application scholarship as defined in AACSB Standard 8.
- Relevant, active service on boards of directors.
- Documented continuing professional education experiences.
- Participation in professional events that focus on the practice of business, management, and related issues.
- Participation in other activities that place faculty in direct contact with business or other organizational leaders.
- Significant media contributions relevant to discipline.
- Relevant licensure or certification.
- Expert testimony related to discipline.

Professional Activities list (SP)

For sustained SP status, a non-exhaustive list of academic and professional engagement activities includes the following:

- Relevant scholarship outcomes as documented in Standard 8.
- Relevant, active editorships with academic, professional, or other business/management publications.
- Service on editorial boards or committees within business or related areas.
- Significant participation in business professional associations, professional standard-setting bodies, or policy-making bodies.
- Leadership positions in recognized relevant academic or professional organizations.
- Substantive participation in recognized academic societies and associations related to the discipline.
- Invited talks or addresses associated with academic associations
- Research awards or academic fellow status related to the discipline.
- Development and presentation of executive or continuing professional education programs relevant to discipline.
- Substantive roles and participation in academic associations.
- Significant media contributions relevant to discipline.
- Relevant licensure or certification
- Documented continuing professional education experiences.
- Faculty internships relevant to discipline.
- Expert testimony related to discipline.

Professional Activities list (IP)

For sustained IP status, a non-exhaustive list of professional engagement activities and interactions includes the following:

- Relevant consulting activities that are material in terms of time and substance.
- Faculty internships relevant to discipline.
- Development and presentation of executive or continuing professional education programs relevant to discipline.

- Participation in executive education relevant to discipline.
- Sustained professional work supporting IP status.
- Significant participation in business professional associations, professional standard-setting bodies or policy-making bodies.
- Relevant, active service on boards of directors.
- Documented continuing professional education experiences.
- Participation in professional events that focus on the practice of business, management, and related issues.
- Participation in other activities that place faculty in direct contact with business and other organizational leaders.
- Significant media contributions relevant to discipline.
- Relevant licensure or certification.
- Expert testimony related to discipline.

Note: The burden is on the individual faculty member to justify the relevance of their activities to their discipline.

Approved by the SOBA faculty on April 16, 2021.