

Towson University
College of Business and Economics
Policy Statement on Faculty Qualifications
April 2019

Scholarly Academic (SA)

A CBE faculty member is deemed to be a scholarly academic if he or she meets one of the following criteria:

1. Faculty members who have earned an appropriate doctorate during the most recent five-year period are considered a scholarly academic.
2. A faculty member holds a doctorate degree in a business field, but primary teaching responsibility in a business field that is not the area of academic preparation. The faculty must maintain active involvement in the areas of teaching responsibility through writing, participation in professional meetings, or related activities.
3. Faculty members who have officially achieved ABD status are considered a scholarly academic for a period of three years from the time they were designated ABD.
4. A doctoral degree outside of business, but primary teaching responsibilities that incorporate the area of academic preparation. The faculty must maintain active involvement in the areas of teaching responsibility through writing, participation in professional meetings, or related activities.
5. The faculty member holds an appropriate doctorate degree in the area in which she or he teaches, or JD degree or M.S. in taxation for those teaching business law/legal or accounting tax classes, respectively.

To maintain the scholarly academic qualification, a faculty member should:

Publish at least two (2) scholarly, peer reviewed journal articles related to the college mission supplemented, if necessary, by activities from the various sources of intellectual contributions listed in the academic engagement table during the most recent 5 year period to secure a total of at least 18 points. See table at end.

Practice Academic (PA)

A CBE faculty member is deemed to be a practice academic if he or she meets one of the following criteria:

1. A faculty member holds a doctorate degree in a business field, but primary teaching responsibility in a business field that is not the area of academic preparation. The faculty must maintain active involvement in the areas of teaching responsibility through writing, participation in professional meetings, or related activities.
2. A doctoral degree outside of business, but primary teaching responsibilities that incorporate the area of academic preparation. The faculty must maintain active involvement in the areas of teaching responsibility through writing, participation in professional meetings, or related activities.

3. Individuals with a graduate degree in law will be considered PA for teaching business law and legal environment of business, subject to ongoing, sustained, and substantive academic and/or professional engagement activities demonstrating currency and relevance related to the teaching field.
4. Individuals with a graduate degree in taxation or an appropriate combination of graduate degrees in law and accounting will be considered PA for teaching tax accounting, subject to ongoing, sustained, and substantive academic and/or professional engagement activities demonstrating currency and relevance related to the teaching field.

To maintain the practice academic, a faculty member should:

Complete activities from the various sources of intellectual contributions listed in the academic engagement table and those items listed in the professional engagement table during the most recent 5 year period to secure a total of at least 11 points. See tables at end.

Scholarly Practitioner (SP)

1. The faculty member holds an *appropriate master's degree or higher* in a field related to the teaching discipline.
2. The faculty member has *practical work experience* that is relevant to the teaching area, and significant in duration, currency and level of responsibility, at the time of hiring (up to five years after hire).

To maintain scholarly practitioner qualification, a faculty member should:

Publish at least one (1) scholarly, peer reviewed journal article(s) related to the college mission and complete activities from the various sources of intellectual contributions listed in the academic engagement table and those items listed in the professional engagement table during the most recent 5 year period to secure a total of at least 11 points. See tables at end.

Instructional Practitioner (IP)

1. The faculty member holds an *appropriate master's degree or higher* in a field related to the teaching discipline. In some limited cases, a faculty member without a master's degree in the field related to teaching or without a master's degree can be considered if the professional experience at the time of hiring is of such depth, duration, sophistication, and complexity, the lack of a master's degree in the field of teaching is overcome.
2. The faculty member has *practical work experience* that is relevant to the teaching area and significant in duration, currency and level of responsibility, at the time of hiring (up to five years after hire).

To maintain Instructional Practitioner qualification, a faculty member should:

Show evidence of continuous learning during the most recent five-year period. They can demonstrate continuing currency by engaging in at least three (3) professional activities listed in the professional engagement table, at least one of which must be associated with maintaining their knowledge in the field.

Part-time faculty members who remain employed in their area of expertise are deemed to be maintaining currency. Part-time faculty, no longer in the workforce, and full-time faculty who are deemed instructional practitioners, must maintain currency in their field as well as in the pedagogical area.

Administrative Roles: In accordance with AACSB policy, faculty who serve in key administrative capacities (e.g., dean, associate or assistant dean, chair), and are teaching, are deemed professional academic (PA) unless during their administrative tenure, they maintain their SA status. In addition, they shall be classified as participating faculty. They maintain their qualifications by participating in activities that are related to their administrative roles and responsibilities, or through scholarship, or a combination of both.

Upon the returning to the faculty, the following standards apply:

- An administrator who returns to a department in compliance with the scholarly academic standards shall be SA.
- An administrator who returns to a department shall be deemed PA for two years unless they maintain their SA status. By the third year, the former administrator must have published **one** quality peer-reviewed journal article to remain PA. By the fifth year, the former administrator is expected to achieve the standards for SA.

Updated Point System (presented to CBE Council on 9/3/2021)

Academic Engagement Activities (for SA and PA Qualifications)

Type of Academic Engagement	Points
Article published in a Category 3 or 4 [A/A+] peer-reviewed journal	13
Article published in a Category 2 [B] peer-reviewed journal	9
Principal Investigator or Co-PI on a research grant from external agencies with an award totaling at least \$50,000	9
Published book (first edition of textbook, edited volume, academic or practitioner)	9
Article published in a Category 1 [C] peer-reviewed journal	5
Peer reviewed practice-oriented ICs (professional or practitioner journal)	5
Principal Investigator or Co-PI on research grant from external agencies with an award totaling at least \$25,000 but less than \$50,000	5
Peer-reviewed book chapter	5
Significant annual editorial responsibilities for a quality peer reviewed journal	5
Principal Investigator or Co-PI on research grant from external agencies with an award totaling less than \$25,000	3
Publication of a professional book	3
Peer-reviewed published case study with instructional materials	3
Peer-reviewed paper presentation at academic or professional conferences	3
Peer-reviewed conference proceeding	3
Development of first-edition, peer-reviewed, publicly available software with instructional materials	3
Editorially reviewed ICs	3

Type of Academic Engagement	Points
Revision of a published textbook	2
Provided academic expertise to external media on an issue other than those on the UN SDG	2

Academic Societal Impact Measures (for all qualification categories)

Using academic expertise to support non-profit or government board or taskforce	4
Providing substantive pro-bono consulting service to community	4
Provided academic expertise to external media on an issue on the UN SDGs	2
Using academic platform to address societal issues	2

Professional Engagement Activities (for SP, PA and IP Qualifications)

Type of Professional Engagement	Points
Principal Investigator or Co-PI on a research grant from external agencies with an award totaling at least \$50,000	9
Peer reviewed practice-oriented ICs (professional or practitioner journal)	5
Principal or secondary investigator in a research grant of at least \$25,000 but less than \$50,000 from external agencies	5
Paper presentation at an academic or professional conference	3
Invited paper presentation	3
Leadership positions and participation in recognized academic or industry societies and associations (e.g., session chair, program chair, officer, etc.)	3
Principal Investigator or Co-PI on research grant from external agencies with an award totaling less than \$25,000	3
Documented maintenance of a current professional certification or license	3
Documented continuing professional education experiences	3
Material and time intensive consulting activities (paid)	3
Faculty internships	3
Development and presentation of executive education programs	3
Significant participation in business professional associations	3
Maintaining an active consulting practice deemed to be significant and related tot teaching area	3
Development of a new course or new degree program	3
Meaningful participation in faculty development and continuous education programs with demonstrated pedagogical outcomes	3
Editorially reviewed ICs	2
Panel discussant at an academic or professional conference	2
Reviewer for a journal or conference in the area of specialization	2
Participation in professional events (e.g., speaking engagements)	2
Provided professional expertise to external media issue other than those on the UN SDG	2