

**University of Nebraska-Lincoln,
College of Business Administration
Policy on Faculty Qualifications
in compliance with
AACSB International Accreditation Standards
Standard 15**

This policy outlines the standards by which UNL College of Business Administration faculty members will be classified as qualified in the context of Standard 15 of the AACSB International accreditation standards:

The school maintains and strategically deploys participating and supporting faculty who collectively and individually demonstrate significant academic and professional engagement that sustains the intellectual capital necessary to support high-quality outcomes consistent with the school's mission and strategies. (FACULTY QUALIFICATIONS AND ENGAGEMENT]

The AACSB Maintenance of Accreditation process bases the judgment of a business school's compliance with Standard 15 on several objective benchmarks. In particular, at least 90 percent of faculty resources must be Scholarly Academics (SA), Practice Academics (PA), Scholarly Practitioners (SP), or Instructional Practitioners (IP). At least 40 percent of faculty resources are Scholarly Academics (SA) and at least 60 percent of faculty resources are Scholarly Academics (SA), Practice Academics (PA), or Scholarly Practitioners (SP). Finally, with reference to a school's mission, it must deploy a faculty that, in the aggregate, is sufficient to support the high quality performance of all activities related to the school's mission and that is appropriately distributed across programs, disciplines, and locations consistent with the mission. To implement Standard 15, a business school must develop precise definitions for faculty qualifications for each of the four categories.

Given the commitment of the UNL College of Business Administration to its graduate and undergraduate programs and the faculty's size, many faculty members teach at both the undergraduate and graduate levels. However, those that teach at the doctoral level must maintain research qualifications that qualify them as Scholarly Academics and may differ from those whose primary focus is at undergraduate or masters level teaching.

- **Scholarly Academics:** This category largely includes tenure track or tenured faculty member.
- **Practice Academics:** This category may include any tenure track or tenured faculty member who is not a Scholarly Academic.

To be Scholarly Academic or Practice Academic, a faculty member must have an appropriate academic degree and must accumulate a particular number of points, as detailed in Table 1 on the next page, over the course of the 5-year re-accreditation cycle. The number and source of such points required to earn or maintain classification shall be determined by an individual's status as Scholarly Academic or Practice Academic.

- **Scholarly Academic:** Scholarly Academic Faculty must accumulate 20 **points**, at least 12 of which must come from Section 1a of Table 1.
- **Practice Academic:** Practice Academic Faculty must accumulate 15 **points**, at least 8 of which must come from Section 1 of Table 1 and no more than 3 of which may come from Section 3 of Table 1.

Professionally qualified faculty members primarily contribute to the mission of the college primarily by teaching in the undergraduate program, but may also have some teaching responsibilities at the master level. Depending on initial academic preparation, professionally qualified faculty fall into two categories.

- **Scholarly Practitioners:** This category includes professors of practice with related master's degrees (or higher), who maintain their qualified status through academic or professional engagement.
- **Instructional Practitioners:** This category includes professors of practice with related master's degrees or professional credentials who maintain their qualified status through professional activities or community engagement.

To be a Scholarly or Instructional Practitioner, a faculty member must have relevant academic preparation and professional experience at the time of hiring that is significant in duration and level of responsibility and consistent with the area of teaching responsibilities.

- **Scholarly Practitioners:** To be a Scholarly Practitioner Faculty must accumulate 12 points from Table 1 from any section.
- **Instructional Practitioners:** To be an Instructional Practitioner Faculty must accumulate 9 points from Table 1 from any section.

TABLE 1: Activities to Maintain SA/PA/SP/IP Status

CATEGORY	ACTIVITY	POINT VALUE	MAX. POINTS ¹
Section 1: Discipline-based Scholarship			
Preparation & Publications	Section 1a		
Academic Preparation	A faculty member who has a doctoral degree ² in the area in which the faculty member teaches, which was earned during the period 2011-2014, automatically earns 20 points and is AQ for this reaccreditation cycle	20	20
Article	CBA Elite Journal	20	20
	Other discipline-based scholarly journal that appears on the department journal list	9	20
	Other peer reviewed discipline-based scholarly journal	6	20
	Non-peer reviewed discipline-based scholarly journal	4	8
	Published review of discipline-based scholarly book	1	3
	Best paper award from major professional conference	1	3
Book	Academic press, related to discipline-based scholarship	10	10
	Non-academic press, related to discipline-based scholarship	7	7
	Chapter in a book or monograph related to discipline-based scholarship	2	4
	Edited volume	7	7
Professional Activity	Section 1b		
	Paper related to discipline-based scholarship in conference proceedings.	1	3
	Presentation of discipline-based scholarship at national or international conference	3	9
	Presentation of discipline-based scholarship at local or regional conference	2	4
	President of national or regional academic organization	4	8
	Coordinator or co-coordinator/Session Chair/Moderator/Facilitator/Discussant/Panelist at academic conference	2	6
	Officer, conference director, division chair, member of board of directors for national or regional academic organization	2	4
	Service on an AACSB accreditation review team	2	4
Funded Research & Outreach	Section 1c		
Grants (PI or co-PI only); Funding coming to college	External discipline-based research grant received (\geq \$100,000)	5	10
	External discipline-based research grant received ($<$ \$100,000)	2	6
	External discipline-based research grant application submitted (\geq \$100,000)	3	6
	External discipline-based research grant application submitted ($<$ \$100,000)	1	2

CATEGORY	ACTIVITY	POINT VALUE	MAX. POINTS ¹
Editorial	Editor/co-editor College elite journal	20	20
	Associate/area/consulting/geographic/managing editor of college elite journal	5	10
	Editor/co-editor college elite journal (special edition)	4	8
	Editorial board college elite journal	4	12
	Editor/co-editor of other peer reviewed discipline-based scholarly journal	4	8
	Associate/area/consulting/geographic/managing editor of other peer-reviewed discipline-based scholarly journal	2	6
	Editor of academic conference proceedings	1	5
	Referee for college elite journal	1	3
Dissertation/ Thesis	Dissertation Committee Chair	2	6
	Dissertation Committee Member	1	3
	Master's Thesis Advisor	1	3
Administration	Section 1d		
	Administrator (Dept. Chair and higher): 1 point for each year of service	1	5
	Other Administrative appointments—anyone with a .5 or higher administrative component: .5 points for each year of service	0.5	3
Section 2: Pedagogical Research and Learning Activities			
Article	Peer reviewed pedagogical journal	6	18
	Non-peer reviewed pedagogical journal	3	9
Book	New textbook	10	20
	Textbook revision/new edition	5	10
	Instructor's manual or other teaching supplements for textbook	4	4
	Major academic press, related to pedagogical research or learning	10	20
	Non-academic press, related to pedagogical research or learning	5	10
	Chapter in a book related to pedagogical research or learning	2	10
	Published review of pedagogical research or learning book	1	5
Case	Published in refereed outlet	4	20
	Published in non-refereed outlet	2	10
	Coach of student case competition team	4	10
	Judging student case competition ³	2	6
Programs, Conferences, Proceedings, Workshops, and Presentations	Completion of course through the continuing education	6	10
	Paper or abstract related to pedagogical research or learning in conference proceedings	1	5
	Presentation of pedagogical research or learning at national or international conference	6	12
	Presentation of pedagogical research or learning at local or regional conference	3	9
	Presentation at pedagogically-oriented workshop or seminar (e.g., SOTL)	3	9

CATEGORY	ACTIVITY	POINT VALUE	MAX. POINTS ¹
Teaching	Development of a new course in the curriculum	5	10
	Development of a new preparation	3	6
	Substantial improvements to the currency of the material in a course (i.e., at least 20% of its content) by incorporating cutting-edge material.	2	8
Student Trips	Guide/lead/coordinate student international trip	6	12
	Guide/lead/coordinate student trip domestic	3	9
Grants (PI or co-PI only)	External pedagogical research and learning grant received (\geq \$100,000)	5	10
	External pedagogical research and learning grant received ($<$ \$100,000)	3	9
	External pedagogical research and learning grant application submitted (\geq \$100,000)	2	6
	External pedagogical research and learning grant application submitted ($<$ \$100,000)	1	2
Editorial	Editor/co-editor of peer reviewed pedagogical journal	10	20
	Associate/area/consulting/geographic/managing editor of peer reviewed pedagogical journal	3	9
	Editor/co-editor of pedagogical journal (special edition)	2	4
	Editorial board peer reviewed pedagogical journal	2	6
	Editor of pedagogically-oriented conference proceedings	1	5
Section 3: Contributions to Practice			
Academic/ Experiential Preparation	A faculty member whose initial date of appointment by UNL College of Business Administration was during the period of 2011-2014 may automatically earn 12 points and be SP or IP for this reaccreditation cycle, if he/she has an earned master's degree or higher and his/her previous professional (non-academic) position: (1) was held for a significant duration, (2) at a significant level of professional responsibility and experience, and (3) related to the faculty member's primary teaching assignment. **A faculty member should only rely on these points after consulting with his/her department chair and receiving the chair's agreement that it is appropriate	12	12

CATEGORY	ACTIVITY	POINT VALUE	MAX. POINTS ¹
Professional Credentials	Passing a professional exam and obtaining professional license/qualifications (CPA, CFE, CFA, CFP, etc.)	12	12
	Maintenance of active status of professional licensure/qualifications	4	8
Article/ Commentary	Trade journal or other professionally-oriented journal	3	9
	Media article (newspaper, magazine, business journal, etc.) not incorporating discipline-based scholarship	2	6
	Media interview regarding industry	1	3
	Technical Reports	2	6
Book	Business press book	4	12
Editorial	Editorial board for professionally-oriented or trade journal	2	6
Grant (PI or co-PI only)	External grant received for academic/business joint program	2	6
	External grant application submitted for academic/business joint program	1	2
Consulting	>24 days per year (for adjuncts only)	8	10 ⁴
	6-24 days per year (maximum allowable for full-time faculty)	5	
	3-5 days per year	3	
	1-2 days per year	1	
Work	Full-time practitioner job (significant level of responsibility)	8	
	Part-time practitioner job (significant level of responsibility)	4	
	Entrepreneurial endeavor including new product development or new business ventures	4	
Developmental Activities	Invited speaker at professionally-oriented conference	3	9
	Coordinator or co-coordinator/Session Chair/ Moderator/Facilitator/Discussant/Panelist at professionally-oriented conference	3	6
	Professionally-oriented conference or workshop attendance only (cannot be double counted with maintenance of professional credentials)	2	6
	Plant or company tour/briefing/other significant interaction with business community	1	5
	International business exchange or other significant professionally-oriented international business experiences	2	8
Corporate Service	Corporate board of directors	3	9
	Advisory board for business	2	4
	Present/teach in executive education program	2	6

CATEGORY	ACTIVITY	POINT VALUE	MAX. POINTS ¹
Community/ Government Service	Non-profit board of directors and/or officer	2	4
	Public/government board or committee	2	4
	Presentation or work shop to community, government, or university organization	1	5
Professional Service	Chair/president/director of national or state association related to discipline	5	10
	Officer in a national or state association related to discipline (other than chair/president/director)	3	6
	Committee or task force member of national or state association related to discipline	2	4
	Officer in a local association related to discipline	2	6

NOTES

¹This column represents the maximum total number of points an individual faculty member may accumulate for each activity during the relevant 5-year period.

² A “doctoral degree” is defined in Eligibility Procedures and Accreditation Standards for Business Accreditation by AACSB International as “completion of a degree program intended to produce scholars capable of creating original scholarly contributions through advances in research or theory. This includes individuals with a graduate degree in law who teach business law and legal environment of business.

³ Points for judging a case competition may not be earned by a faculty member who judges a competition that is part of a course for which the faculty member is the instructor of record.

⁴ The total combined point value that may be earned in any 5-year period from any combination of Consulting and/or Work activities is limited to 10.