

**College of Business**  
**Faculty Sufficiency**  
**Definition of Participating and Supporting Faculty**  
**Updated September 2020**

The College of Business at the University of Texas at San Antonio (UTSA) follows AACSB International's Standard 3 "Faculty and Professional Staff Resources". In particular, Standard 3.1 states "*The school maintains and strategically deploys sufficient participating and supporting faculty who collectively demonstrate significant academic and professional engagement that, in turn, supports high-quality outcomes consistent with the schools' mission.*"

Standard 3.1 and related guidelines define Participating and Supporting Faculty as follows:

A **participating faculty member** actively and deeply engages in the activities of the school in matters beyond direct teaching responsibilities. Normally, the school considers participating faculty members to be ongoing members of the faculty, regardless of whether their appointments are full-time or part-time, whether their positions with the school are considered their principal employment, and whether the school has tenure policies.

Such matters might include policy decisions, advising, research, and service commitments. The faculty member may participate in the governance of the school and be eligible to serve as a member on appropriate committees responsible for academic policymaking and/or other decisions. The individual may participate in a variety of non-class activities such as directing an extracurricular activity, providing academic and career advising, and representing the school on institutional committees. The individual may be eligible for, and participate in, faculty development activities and take non-teaching assignments, such as advising or committee assignments, as appropriate to the faculty role the school has defined, taking into consideration the depth and breadth of the nonteaching assignment. Engagements can also include working with and mentoring undergraduate and graduate students; curriculum development, assisting with course scheduling; serving on committees pertaining to undergraduate/graduate education and student issues; participating in College of Business and UTSA events, and other duties as assigned.

A **supporting faculty member** does not normally participate in the intellectual or operational life of the school beyond the direct performance of teaching responsibilities.

Usually, a supporting faculty member does not have deliberative or involvement rights on faculty issues, membership on faculty committees, or assigned responsibilities beyond direct teaching functions (e.g., classroom and office hours). A supporting faculty member's classification does not rely on the person's contractual status with the institution.

A faculty member in the College of Business meets the AACSB guidelines for faculty sufficiency in a variety of ways. Generally,

- All tenured and tenure-track faculty are normally participating since there is an expectation of contributions beyond direct classroom instruction in support of the mission of the College.
- Full-time fixed-term-track (FTT) faculty members with continuing appointments are engaged in activities beyond direct teaching responsibilities and are participating.
- Faculty members who are not engaged beyond direct instruction are supporting.
- Doctoral students with assigned teaching assignments (e.g. instructors of record) are supporting.

Faculty will be considered participating if they are involved in activities beyond classroom instruction and office hours, taking into consideration the depth and breadth of the nonteaching assignment. Some examples include (but are not limited to):

**Instructional Activities**

- Actively serve on a department, college or university committee or task force related to curriculum, instruction, or other pedagogical innovations.
- Attend teaching/pedagogy seminars or workshops; develop pedagogical content for seminars/workshops.
- Develop and/or publish teaching materials.
- Participate in College of Business student immersions.
- Participate in assessment of learning activities.
- Serve on an honors thesis, offer independent studies, or participate in a student competition.
- Participate in other activities outside the classroom that support the instructional mission of the college.

**Intellectual Contribution Activities**

- Conduct original research
- Participate in funded research or grants
- Make presentations at academic or professional meetings
- Publish in scholarly or professional journals
- Publish in proceedings from scholarly or professional meetings
- Develop educational case studies

**Service Activities**

- Regularly attends department, college and/or university meetings
- Active service on department, college or university committees
- Provide student advising/mentorship
- Serve as an administrator within a department or the college
- Serve as a faculty advisor for a registered business student organization
- Participate in department, college, or university activities such as symposia
- Participate in other activities that support the mission of the College of Business