

# FACULTY QUALIFICATIONS AND ENGAGEMENT

College of Business  
University of Texas at San Antonio  
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## Mission and Faculty Activities

The mission of the College of Business is to serve a large undergraduate student body, many of whom are first-generation college students, as well as graduate programs to the doctoral level in business administration. Undergraduate and masters programs provide a blend of theory and applications as students are prepared for careers in business. On the other hand, the doctoral program prepares students for academic careers. The blend of discipline based research, as well as applications and practice is reflected in the expected outcomes from the faculty. These are explicitly reflected in the annual faculty appraisal process which, in turn, directly supports the mission of the College of Business.

A Scholarly Academic (SA) faculty member sustains currency and relevance through scholarship and related activities. Ordinarily, the SA is a faculty member who has a research doctorate and the appropriate scholarly activities. Faculty members who have a business or business-related research doctorate are SA if the degree has been awarded within the previous five (5) years. Doctoral students are classified as SA for three years if they have obtained ABD status.

A Practice Academic (PA) faculty member has a research doctorate and the appropriate scholarly and practice activities. A Scholarly Practitioner (SP) faculty member ordinarily has a master's degree in disciplines related to her/his fields of teaching. At the time of hiring, as with IP faculty, the faculty member's professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach. An Instructional Practitioner (IP) faculty member ordinarily has a master's degree in a discipline related to her/his fields of teaching. At the time of hiring, the faculty member's professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach.

Table 1 provides an overview of the alignment of faculty activities necessary for the College of Business to achieve its mission of serving a blend of undergraduate, masters and doctoral programs. A-D provides broad categories of engagement activities. The expected mix of intellectual contributions and/or engagement activities A-D is specified for each category of qualifications SA, PA, SP and IP.

**Table 1: Alignment of UTSA COB Mission and Faculty Engagement Activities**

Initial Academic Preparation And/or Professional Experience	Sustained Engagement Activities	
	Academic (Research/Scholarly)	Applied/Practice
Professional Experience, Substantial in Duration and Level of Responsibility for Teaching Responsibilities a) Master's degree and 18 hours in discipline for lower division support courses (introduction to statistics, principles of economics) b) 3 years experience for UG CBK c) 4 years experience for UG major courses and capstone/strategy course, MBA Core d) 5 years experience for masters' courses	Scholarly Practitioners (SP) Categories: A, B, C, D	Instructional Practitioners (IP) Categories: D
Doctoral Degree	Scholarly Academics (SA) Categories: A, B	Practice Academics (PA) Categories: A, B, C, or D

Category A: Peer Reviewed, Discipline Based Journal Articles

Category B: Scholarly Engagement Activities and Other Intellectual Contributions

Category C: Applied and Practice Intellectual Contributions

Category D: Applied and Practice Engagement Activities

## Faculty Qualifications and Engagement

Table 2 provides specific expectations for faculty engagement. The necessary mix of minimum engagement activities by category A-D is specified for each category of qualifications SA, PA, SP, IP.

**Table 2: Faculty Qualifications and Expected Engagement Activities**

	<b>SA</b>	<b>PA</b>	<b>SP</b>	<b>IP</b>
<b>Relevant Categories</b>	A, B	A, B, C, D	A, B, C, D	D
<b>Minimum Points Required by Category</b>	6 Points from A	4 Points from C or D	Peer Reviewed Journal Article From A, B, C	2 Points from D
<b>Minimum Total Points</b>	10 Points	10 Points	4 Points	2 Points

### **Intellectual Contributions**

#### **Category A: Peer Reviewed, Discipline Based Journal Articles**

The primary determinant for SA status is publication in discipline based, peer-reviewed journals listed and ranked in the Chartered Association of Business Schools (CABS) *Academic Journal Guide 2015* found at <http://charteredabs.org/academic-journal-guide-2015-view/>. The *AJG* rankings are supplemented by discipline-based journals, not part of the *AJG* rankings, with acceptance rates of 50% or less and more than 50% included in *Cabell's International* <http://cabells.com/index.aspx>. The review period is the previous five calendar years. Points are assigned to articles based on *AJG* and *Cabell's* journal "quality points" as follows:

<b>Journal Quality</b>	<b>Points Per Article</b>
<i>Academic Journal Guide</i> Grade 4	10
<i>Academic Journal Guide</i> Grade 3	8
<i>Academic Journal Guide</i> Grade 2	6
<i>Academic Journal Guide</i> Grade 1	4
<i>Cabell's International</i> Level 2**	2
<i>Cabell's International</i> Level 1*	1

\*\**Cabell's International* Level 2 – Defined here as Journal with acceptance rate of 50% or less

\* *Cabell's International* Level 1 – Defined here as Journal with acceptance rate of more than 50%

#### **Category B: Scholarly Engagement Activities and Other Intellectual Contributions (Points Specified)**

- Relevant, active editorships with academic journals (2 Points)
- Peer-reviewed article published in an academic journal not ranked by CABS *Academic Journal Guide* or *Cabell's* (2 Points)
- Research monograph (2 Points)
- Academic Meeting Proceedings (2 Points)
- Scholarly book published by a university press or equivalent academic publisher (2 Points)
- Textbook that is regularly updated and published by a commercial publisher (2 Points)
- Chapter in scholarly book published by a university press or equivalent academic publisher (1 Point)
- Service on editorial boards or committees (1 Point)
- Validation of SA status through leadership positions, participation in recognized academic societies and associations, research awards, academic fellow status, invited presentations (1 Point)
- Presentation of research paper at a national/regional conference (1 Point)
- Externally funded research grant (Points based on dollar value and journal equivalence)

**Category C: Applied and Practice Intellectual Contributions (Points Specified)**

- Peer Reviewed, Practice-oriented, applied or integration/application or pedagogical intellectual contribution – peer reviewed journal article in a journal (6 Points)
- Editorially Reviewed, Practice-oriented, applied or integration/application or pedagogical intellectual contribution – journal article in a journal (4 Points)
- Pedagogy/instructor materials, instructional software (4 Points)
- Professional Meeting Proceedings (4 Points)
- Relevant, active editorships with journals or other business publications (4 Points)
- Article, paper or case published in proceedings of a conference related to a faculty member's discipline (4 Points)
- Published technical report (2 Points)
- Article on practice in newspaper or magazine with broad readership (2 Points)
- Published book review in faculty teaching area (2 Points)
- Media contributions based on professional experience (2 Points)

**Professional Contributions and Engagement**

**Category D: Applied and Practice Engagement Activities (Points Specified)**

- Faculty internships (4 Points per internship)
- Sustained professional work supporting qualified PA or IP status (2 - 10 Points; case-by-case)
- Relevant, active service on boards of directors (4 Points)
- Consulting activities that are material in terms of time and substance (2 – 10 Points; case-by-case)
- Significant participation in business professional associations (2 – 10 Points; case-by-case)
- Documented continuing professional education experiences such as attending professional development workshops (2 Points each)
- Participation in professional events that focus on the practice of business, management, and related issues (2 Points each)
- Participation in other activities that place faculty in direct contact with business or other organizational leaders (2 Points each)
- Maintaining appropriate professional/technical certification (i.e., CPA, CMA, etc.) (2 Points each)
- Documented pedagogical development/engagement for faculty teaching lower division statistics and principles of economics (2 Points)