

## Pamplin Definitions for use with AACSB 2013 Faculty Classifications

### Policy 415

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Faculty will be assigned an AACSB classification when hired and during the annual evaluation process. The department head will review the corpus of activity by each faculty member and assess the contribution to the department's scholarly and professional profile. The department head will make a recommendation about classification that is consistent with the definitions below. The dean will make the final determination.

### 1. Faculty Holding Doctoral Degrees

Pamplin faculty will normally be required to have been awarded a research-based doctorate in their teaching area or a closely related discipline to be qualified for the Scholarly Academic (SA) or Practice Academic (PA) classifications.

#### 1.1. Scholarly Academic Status

Consistent with AACSB, Pamplin considers doctoral recipients to hold SA classification for five years from the awarding of the degree. Also consistent with AACSB, Pamplin considers dissertation stage doctoral candidates to have attained this classification for three years from the start of the dissertation. Any faculty member who is granted a tenure clock extension by Virginia Tech during the preceding five years will also have the time period for judging SA classification extended.

Faculty will maintain SA classification if they have published the number of articles in the approved Pamplin College list of elite journals required to qualify for summer research grant funding during the preceding five years and at least two other intellectual contributions from Table 1. (See Pamplin Elite Journal List for details.)

Alternately, faculty can maintain SA classification by achieving **at least four** intellectual contributions from Table 1, "Scholarly Contributions for Maintaining SA Status," within the preceding five years, **including at least two** refereed journal articles as described in Table 1, Point 1.

**Table 1**  
**Scholarly Contributions for Maintaining SA Status**

1. Peer reviewed journal article that is among those considered high quality and impactful by the academic department,
2. Scholarly book (i.e. not text or popular press) publication or book revision,
3. Scholarly book (i.e. not text or popular press) chapters,
4. Externally funded grant to support scholarly research,.
5. Publication of a full paper in refereed conference proceedings,
6. Presentation at a major, refereed national or international conference for the discipline,
7. Service as an editor, associate editor or member of an editorial board, or at least six ad hoc reviews for journals considered high quality and impactful by the academic department.

Editorships, book reviews, editorials, and activities in academic societies are encouraged but will not normally be sufficient to count as activities toward maintaining Scholarly Academic status.

## **1.2. Practice Academic Status**

Practice academic (PA) status applies to faculty members who possess a research-based doctorate in their teaching area or a closely related discipline and who have developed and maintained substantial contact and involvement with the business community. This contact and involvement should be current and based in large part on prior or current scholarship. Executive teaching for a business or professional association may be included; however, it must be of a nature that the faculty member would need to develop (as in the case of consulting) an in-depth understanding of some aspect of the particular current business practice. Teaching recurring business classes such as those offered in the Pamplin graduate programs—including EMBA, PMBA, and MIT programs—do not qualify.

While the focus of a Practice Academic is contact and involvement with the business community, Pamplin PA's are also expected to contribute to the scholarly mission of the college. The scholarly contribution expected of the PA is not as significant as is required by the SA and the range of activities which qualify as scholarly contributions is wider.

Specifically, to qualify for PA status, faculty members must report, within the preceding five years, **at least five** activities. **At least two** activities must be from Table 2 “Business Practice Activities” and **at least one** activity must be from Table 3 “Intellectual Contributions for Maintaining PA and SP Status.”

**Table 2**  
**Business Practice Activities**

1. Recognized professional designations (e.g., CPA, member of the bar, etc.),
2. Substantial paid or unpaid business consulting (greater than five days or cumulative forty hours during the year),
3. Full-time employment in a function related to teaching responsibilities,
4. Membership on business boards of directors,
5. Ownership interest in or substantial leadership responsibility for active businesses including new entrepreneurial ventures,
6. Active roles in business professional associations,
7. Substantial responsibility for investment of (non-personal) funds totaling \$2.5M or more,
8. Participation in organized professional development activities such as training courses or faculty internships offered by firms or business professional associations,
9. Executive teaching for a business or professional association but outside of recurring College degree or certificate programs,
10. Publication of books or articles on business topics in popular or trade press reflecting current professional expertise.

Ongoing commitments such as employment, board memberships and certifications that span multiple years will normally be counted once for each year of the appointment or activity.

**Table 3**  
**Intellectual Contributions for Maintaining PA and SP Status**

1. Peer reviewed journal article,
2. Academic book (i.e. textbook) or academic book chapter or revision,
3. Externally funded grant or grant proposal submitted to support scholarly research to a funding organization outside of Pamplin,
4. Publication of a paper or abstract in a refereed conference proceedings.
5. Presentation of research at an academic conference,
6. Other scholarly publication, journal editorial, book review, or paper published in non-peer reviewed journal,
7. Service as an editor, associate editor or member of an editorial board, or at least two ad hoc reviews for journals,
8. Active participation in a scholarly society such as holding an office, chairing a conference or track in a major conference,
9. Peer-reviewed presentation or poster at a scholarly conference,
10. Membership on a team which performs an extensive review of academic programs for a university other than Virginia Tech (e.g. AACSB PRT member).

## **2. Faculty Not Holding a Doctoral Degree**

Pamplin faculty will normally be required to have been awarded at least a master's degree in their teaching area or a closely related discipline to be qualified for the

Instructional Practitioner (IP) or Scholarly Practitioner (SP) classifications. In limited cases, IP or SP status may be appropriate for individuals without masters' degrees if the depth, duration, sophistication, and complexity of their professional experience at the time of hiring outweighs their lack of master's degree qualifications.

## 2.1. Instructional Practitioner Status

Pamplin faculty initially will be considered to have attained Instructional Practitioner (IP) status if they possess significant, current professional experience related to the area in which they will teach. Generally, this means serving in a full-time managerial or other professional capacity for a duration of several years. In addition, IP status requires an appropriate academic background as described above.

IP faculty sustain currency and relevance through continued professional experience and engagement related to their professional backgrounds and experience. Unlike the standard for Scholarly Academic where a lengthy delay is common between completing a Ph.D. and publishing peer reviewed journal articles, IP faculty are expected to demonstrate ongoing professional engagement soon after hiring.

In order to demonstrate sustained currency, faculty members holding IP status are expected to complete **at least five** professional engagement activities within the preceding five years from Table 2 "Business Practice Activities."

As in the case of PA status, ongoing commitments such as employment, board memberships and certifications that span multiple years will normally be counted once for each year of the appointment or activity.

## 2.2. Scholarly Practitioner Status

This status, according to the AACSB description, applies to faculty members who "augment their [business] experience with development and engagement activities involving substantive scholarly activities in their fields of teaching." Faculty might be hired with this status if they possess professional experience and academic qualifications similar to that required for IP status and in addition, if they have made recent contributions to scholarship. Alternately, faculty might migrate from another qualification, such as IP, if their contributions change over time.

To maintain SP status, faculty members must report, within the preceding five years, no fewer than **five** activities. At least **two** activities must be from Table 2 "Business Practice Activities" and at least **one** activity must be from Table 3 "Intellectual Contributions for Maintaining PA Status."

As in the case of PA status, ongoing commitments such as employment, board memberships and certifications that span multiple years will normally be counted once for each year of the appointment or activity.

Once again, faculty members are not required to have one activity in each category; they may use multiple activities in fewer categories to meet the requirements for PA status. Commitments such as board memberships that span multiple years will normally be counted once for each year of the appointment or activity.

### 3. Summary

Table 4 summarizes the minimum initial qualifications for achieving a particular faculty qualification while Table 5 summarizes the minimum requirements for maintaining the status. See the preceding sections for full explanations.

**Table 4**  
**Minimum Initial Qualifications for Faculty Qualifications**

<b>Qualification</b>	<b>Degree</b>	<b>Intellectual Contributions</b>	<b>Practice Contributions</b>
SA	Doctorate	Doctorate	N/A
PA	Doctorate	Doctorate	4 (Table 2)
IP	Master's	N/A	Significant professional experience
SP	Master's	2 (Table 3)	Significant professional experience

**Table 5  
Qualifications for Maintaining Faculty Qualifications beginning in 2015**

<b>Qualification</b>	<b>Degree</b>	<b>Minimum Intellectual Contribution</b>	<b>Minimum Practice Contribution</b>	<b>Minimum Total I&amp;P Contribution</b>	<b>Alternate Contribution</b>
SA	Doctorate	4 (Table 1) including 2 PRJ <sup>1</sup>	N/A	N/A	Pamplin "Elite Journal" summer grant and 2 IC from Table 1
PA	Doctorate	1 (Table 3)	2 (Table 2)	5 (Tables 2, 3)	N/A
IP	Master's	0 (Table 3)	3 (Table 2)	5 (Tables 2, 3)	N/A
SP	Master's	1 (Table 3)	2 (Table 2)	5 (Tables 2, 3)	N/A

#### **4. Classifying Faculty Members as Participating or Supporting**

Faculty will be assigned an AACSB classification when hired and during the annual evaluation process. The department head will review the corpus of activity by each faculty member and assess the contribution to the department's activities and mission. The department head will make a recommendation about classification that is consistent with the definitions below. The dean will make the final determination.

**Participating Faculty Member:** A participating faculty member actively engages in the activities of the school in matters beyond direct teaching activities. In Pamplin, examples of activities that would qualify a faculty member for participating status include:

- Publishing scholarly research
- Participation in and supervision of thesis or dissertation research with graduate students
- Participation in department, College, or University-Wide Committees
- Substantial participation (participation beyond attendance, e.g. as faculty advisor) in student organizations and related functions
- Participation in student extra-curricular academic activities such as SEED,

BASIS, or PRISM

- Participation in departmental or College outreach and development activities
- Ongoing and substantial participation in student academic or career advising

In order to be classed as Participating, a faculty member must participate in at least one qualifying activity for at least one semester during the most current year.

Supporting Faculty Member: A supporting faculty member does not, as a rule, participate in the intellectual or operational life of the school beyond the direct performance of teaching responsibilities.

In Pamplin, faculty members who teach courses but do not qualify as participating will be considered supporting. Supporting faculty members are not expected to participate in departmental or College governance. PhD students who teach as instructors of record are generally classed as Supporting unless they are advanced students hired as full-time instructors and satisfy the Participating requirements.

**Notes from AACSB 2013 standards:**

The school's blend of SA, PA, SP, and IP faculty members in support of degree programs, locations, and disciplines and other mission components must result from a strategic choice and be consistent with the school's mission, expected outcomes, and strategies.

1. Normally, at least 90 percent of faculty resources are Scholarly Academics (SA), Practice Academics (PA), Scholarly Practitioners (SP), or Instructional Practitioners (IP).
2. Normally, at least 40 percent of faculty resources are Scholarly Academics (SA).
3. Normally, at least 60 percent of faculty resources are Scholarly Academics (SA), Practice Academics (PA), or Scholarly Practitioners (SP).

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