



Applied Science University  
College of Administrative  
Sciences



*College Quality Assurance and  
Accreditation Unit*

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### AACSB Criteria for Faculty Qualifications

#### Five Years

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This policy is intended to define the qualification of Participating and Supporting Faculty at the College, as well the qualification standards for AACSB continuing qualification.

Four categories of qualification are recognized:

- **Scholarly Academics (SA)** are faculty who have normally attained a terminal degree in a field related to the area of teaching and who sustain currency and relevancy through scholarship and activities related to the field of teaching.
- **Practice Academics (PA)** are faculty who have normally attained a terminal degree in a field related to the area of teaching and who sustain currency and relevancy through professional engagement, interaction, and activities related to the field of teaching.
- **Scholarly Practitioners (SP)** are faculty who have normally attained a master's degree related to the field of teaching; have professional experience substantial in duration and responsibility at the time of hire; and who sustain currency and relevancy through scholarship related to their professional background and experience in their field of teaching.
- **Instructional Practitioners (IP)** are faculty who have normally attained a master's degree related to the field of teaching; have professional experience substantial in duration and responsibility at the time of hire; and who sustain currency and relevancy through continued professional experience and engagement related to their professional background and experience in their field of teaching.

Faculty whose qualifications do not meet the criteria established by the college for SA, PA, SP, or IP status will be classified as “**Additional**” Faculty.

In addition, the following categories hold:

- At least 40 percent of the College's faculty are SA and 90 percent are SA+PA+SP+IP across the college and in the following disciplines: Accounting, Finance, Economics, Management, Marketing, Management Information Systems. As the College is currently offering postgraduate programs, at least 60% must be qualified as Scholarly Academic and Practice Academic. The qualification standards apply to all faculty members, regardless of contractual status.

- The combination of initial academic qualification, the ongoing scholarly intellectual and professional contributions determine whether a faculty member is qualified in one of these four categories. Faculty members can sustain qualifications through a variety of efforts including production of intellectual contributions, professional development, and current professional activities. All faculty members are expected to demonstrate activities that sustain the currency and relevance of their instruction in alignment with their primary teaching responsibilities and in support of the College mission. Note that a faculty member can be considered SA or PA for five years from the date of conferral of the terminal degree.
- To be considered for placement in either of the “Academic” qualification categories (Scholarly Academic or Practice Academic), a faculty member must have a doctoral degree and 50 points from the intellectual contributions and professional development and activities (see Table 1). In the “practitioner” qualification categories (Instructional or Scholarly), both academic preparation and professional experience are relevant in establishing a faculty member’s initial qualification. Education should, at a minimum, consist of a master's degree in a field related to the area of teaching assignment and a faculty member should collect 30 points from the intellectual contributions and professional development and activities (see Table 1).
- A detailed description of the Intellectual and Professional contributions to maintain the faculty qualification on one of the four categories for a five-year cycle is given in Table 2. These contributions are not meant to be exhaustive, but indicative, of the meaning of academic qualification.

**Table 1: AACSB Faculty Qualifications**

Classification	Initial Academic Qualification	Qualification Maintenance <i>(Minimum points required)</i>			
		Total Points	IC		PC
			PRJ	OIC	
SA: Scholarly Academics	PhD/DBA in business-related fields	50	30	-	-
PA: Practice Academics		50	15		15
SP: Scholarly Practitioners	Masters in business-related fields	30	10		10
IP: Instructional Practitioners		30	-		20

**Note:** IC (intellectual Contribution); PRJ (Peer-reviewed Journals); OIC (Other Intellectual Contribution); PC (Professional Contribution)

**Table 2: Intellectual and Professional Contributions**

Level	Description	Points
Peer Reviewed Journals	<b>A category:</b> Journals ranked according to their Scopus into 1 <sup>st</sup> quartile (Q1)	30
	<b>B category</b> Journals ranked according to their Scopus into 2 <sup>nd</sup> or 3 <sup>rd</sup> quartile (Q2/Q3)	15
	<b>C category:</b> Journals ranked according to their Scopus into 4 <sup>th</sup> quartile (Q4)	8
OIC (Other Intellectual Contribution)	<b>Peer or Editorial Reviewed Intellectual Contributions</b>	
	Peer reviewed academic or professional proceedings	5
	Peer reviewed articles in professional publications	5
	Competitive research awards	5
	Refereed textbooks/books	15
	Peer reviewed Chapters, Cases Studies, Readings, Supplements	5
	Patents/Inventions	50
	Research Grants	20
	Reports from consulting and projects	5
	Member in review panels for national or international research organizations	15
	Editorial board member. Limited to Q1 and or Q2, and to a maximum of 1 membership.	10
	<b>All Other Intellectual Contributions</b>	
	Invited applied research presentations. Limited to a maximum of 1 presentation.	5
Other IC (Invited Papers), subject to be in line with the non-predatory journal policy. Limited to a maximum of 1 paper.	5	
PC (Professional Contribution)	Practice-oriented intellectual contributions	10
	Faculty internships	10
	Relevant, active service on boards of directors	10
	Consulting in one's field of expertise of significant level, substance, and duration	10
	Development and presentation of executive education programs	5
	Serving on a company/organization's board in an active capacity	10
	Obtaining a new and appropriate professional certification	10
	Maintaining the professional certification through continuous professional education requirements	10
	Serving as a committee/task group chair/member in a regional, national, or international professional/governmental organization	5
	Participation in professional events that focus on the practice of business, management, and related issues	5
	Other professional engagement activity with business or other organizational leaders	5