

**Criteria for Judging
Faculty as Academically Qualified (AQ)
Or Professionally Qualified (PQ)**

Brief Definitions (for detailed definition, please consult AACSB documentations and/or their website)

AQ	Academically qualified: Completion of doctoral degree in business or related field or specialized graduate degree with appropriate certification and active scholarship for currency relevant to the teaching assignment. (See Intellectual Contributions)
PQ	Professionally qualified: Faculty holding a master's degree in business or related field with substantial managerial/ technical experience and active professional advancement relevant to the teaching assignment will be considered PQ. Exceptions can be made for active industry leaders who are currently engaged in guiding a substantial enterprise.
PF	Participating faculty (all tenured, tenure-track faculty)
SF	Supporting faculty (basically teaching faculty with limited responsibility beyond teaching and advising); almost all faculty on one-semester or one-year appointments.

Minimum Requirement as set by AACSB:

Requirement	Faculty Resources Deployment as defined by the AACSB Standard 10 (Refer to AACSB documentation for details)
Condition-1	AQ \geq 50%. That is, AQ Faculty Resources should account for at least 50% of total Faculty Resources Deployed for each program and the school (college). <u>Example of calculation:</u> [# of AQ Faculty] as a percentage of [# of full-time faculty + # of full-time equivalent part-time faculty]
Condition-2	(AQ + PQ) \geq 90% for each program and the school (college)
Condition-3	PF \geq 60% for each program
Condition-4	PF \geq 75% for the school (college)

Criteria for Judging Faculty as Academically Qualified (AQ)

Intellectual Contributions: Indiana University of Pennsylvania's ECOBIT, with an understanding of and appreciation for the guidelines taken from the Collective Bargaining Agreement (Article 12, B), emphasizes effective teaching, continuous scholarly growth, and service appropriate to the college, university, profession and the general community. This policy is consistent with the College Mission Statement and emphasizes the Teacher-Scholar Model.

Faculty continuous scholarly growth contributions will be classified as discipline-based research, contributions to practice, or learning and pedagogical research.

In an effort to apply fair, consistent, and uniform standards to these continuous scholarly growth contributions:

- Table grouping the activities into five categories has been developed based on the impact of and effort of the contribution to the business field.
- Weight (points) assigned to each of the five categories reflects the relative impact of the scholarly contribution.
- Table provides examples of intellectual contributions in each category. Activity not listed will be reviewed by the department and the college dean to determine its placement.
- All faculty members *must* accumulate at least 75 points within the most recent five year period and *must* include a minimum of 50 points from Categories A1 and/or A2 combined.
- Faculty teaching at the graduate level is expected to contribute at a higher level and in a more consistent way—e.g., the most recent 2-year period *must* not be inactive in Categories A1 and/or A2 combined.
- If a faculty member meets the higher graduate teaching expectation by accumulating at least 75 points *just* from Categories A1 and/or A2 combined, they may be provided some incentives pertaining to scholarship.¹

¹ At this time, approved faculty travel to conferences is funded at the level of \$600 and at the level of \$800 for premiere conferences and international conferences (up to 75% of total expenses in both the cases). For faculty members who meet the graduate teaching expectations, these funding levels will be increased to \$800 and \$1,000 respectively which represent an increase of 33% and 25% respectively.

Table for Intellectual Contribution (AQ)

Category (Points/Item)	Example Components (Non-exclusive)
<p align="center">A1 (40 points per item)</p>	<ul style="list-style-type: none"> • Top Tier Journal Publication (up to 20 per discipline based on published rankings)² OR any journal in the field that has an acceptance rate of 20% or less (as published in public venues such as Cabell's). • Authored Scholarly Research-based Book in business or related field (1st Edition)-published by a well-known university press such as Harvard, Columbia, Oxford, etc.
<p align="center">A2 (25 points per item)</p>	<ul style="list-style-type: none"> • Peer-reviewed³ Journal Publication (scholarly, pedagogical, or professional)
<p align="center">B (20 points per item)</p>	<ul style="list-style-type: none"> • Text book or Reading Book authored in business or related field published by recognized publishers (1st Edition) such as Elsevier, McGraw Hill/Irwin, Prentice Hall, etc. • Non-refereed Trade Journal Publication/Magazine • Edited Book • Book Chapter (Peer-reviewed or invited) • Peer-reviewed Conference Proceedings (International, national, and regional) • Published Case Study • Instructional Software • Editorships of Professional Journal (can be counted only once in 5 years) • Technical Report for External Constituents • Acquire Certification in Related Field • External Grant Acquisitions • Fulbright Award
<p align="center">C (15 points per item)</p>	<ul style="list-style-type: none"> • Text Book Revision • Instructor's Manual • Published Book Review • Program Chair for a Conference • Conference Proceedings (local) • Research Report to Sponsor • Proceedings Editor • Editorial Board of a Peer-reviewed Journal • Journal Reviewer • Invited Lectures • Conference Paper Presentation (without proceedings) • Regional and National Awards pertaining to scholarship. • Participation in Panel at Regional & National Professional Organization • Documented contributions to Scholarly Growth of One's Peers (mentoring)

² To be determined by the Department and approved by the College Dean.

³ The definition of the peer review process as provided in "Eligible Procedures and Accreditation Standards for Business Accreditation, AACSB International as revised on January 31, 2007" is implied here.

D (10 points per item)	<ul style="list-style-type: none"> • Paper Reviewer/Discussant/Session Chair at a Conference • Textbook or Textbook Chapter reviewer • Track Chair at a Conference • Working Paper • Serving on Ph.D. Thesis/Dissertation Committees • Conference/Seminar Participant • Conference/Seminar Training • Expert Witness • Member of Board of Directors • Management Position • Offices Held in Professional Organization • Development of Experimental Programs (including Distance Education) • Internal Grant Acquisitions • Program Related Projects • Consultanship • Research Project (Documented) • Newspaper Article • Additional Graduate Course Work
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Notes:

- Documentation, when appropriate, must be provided by the faculty to receive credit for any scholarly work.
- An ABD faculty member is considered AQ for 2 years.
- A faculty member with a terminal degree is considered AQ for 3 years after being awarded the degree.
- The same work cannot be counted in two categories. For example, upon acceptance for a journal publication, the same work cannot be also listed as a Working Paper.

**Criteria for Judging
Faculty as Professionally Qualified (PQ)**

Overview:

- The table below provides examples of professional contributions in each category.
- The activities not shown in the table will be considered by the Dean of the Eberly College of Business and Information Technology on the basis of whether or not these activities enhance faculty's professional qualifications.
- Over an immediately preceding 5-year moving window, a person must accumulate at least 75 points.
- A minimum of 40 points must come from categories A and/or B combined; and a minimum of 25 points must come from C and/or D combined.
- Points are available for those who have held the position(s) indicated at any time during the immediately prior 5-year period.
- Points will be counted for each publication, presentation, report, service as an expert witness and conference attendance or service as a trainer during the immediate prior 5-year period.

Category (Points/ item)	Example Components (Non-exclusive)
A (40 points per item)	<ul style="list-style-type: none"> • Member of Board of Directors (large publicly listed firm) or a large private firm (for each year) • Senior management position in a very large private or a large publicly listed firm (for each year) • Executive position in a professional organization that is nationally/internationally recognized (for each year)
B (20 points per item)	<ul style="list-style-type: none"> • Professional Certification in Related Field (for each year) • Senior Management Position in small to mid-size business (for each year) • Executive position in regional professional organization (for each year) • Trade or peer reviewed journal publications (per publication) • Technical report for external constituents (per report) • Active consultant (for each year)
C (15 points per item)	<ul style="list-style-type: none"> • Conference/Seminar speaker/presentation (per event) • Research report to sponsor (per report) • Member of Board of Directors (non-profit or small/medium sized privately held organization) for each year • Published Book Review (per review)
D (10 points per item)	<ul style="list-style-type: none"> • Member of Board of Directors (Charitable) (for each year) • Leadership position in Civic Organizations (for each year) • Conference/Seminar Participant (for each year) • Conference/Seminar Training (for each year) • Expert Witness for each case

Organizational Size

	Large	Medium	Small
Corp – Market Capitalization	\$5 billion or more	\$1 to 4.99 billion	Below \$1 billion
Corp – Number of Employees	More than 1,000	101 to 1,000	Up to 100
Professional Association	International	Regional	Local