

Faculty Qualifications – Standard 15 – AACSB

AACSB CATEGORIES

Initial Academic Preparation and Professional Experience	Sustained Engagement Activities	
	Academic (Research/Scholarly)	Applied/Practice
Professional Experience, Substantial in Duration, and Level of Responsibility	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
Doctoral Degree	Scholarly Academics (SA)	Practice Academics (PA)

Scholarly Academics (SA) sustain currency and relevance through scholarship and related activities. Normally, SA status is granted to newly hired faculty members who earned their research doctorates within the last five years prior to the review dates.

Practice Academics (PA) sustain currency and relevance through professional engagement, interaction, and relevant activities. Normally, PA status applies to faculty members who augment their initial preparation as academic scholars with development and engagement activities that involve substantive linkages to practice, consulting, other forms of professional engagement, etc., based on the faculty members' earlier work as an SA faculty member.

Scholarly Practitioners (SP) sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional background and experience. Normally, SP status applies to practitioner faculty members who augment their experience with development and engagement activities involving substantive scholarly activities in their fields of teaching.

Instructional Practitioners (IP) sustain currency and relevance through continued professional experience and engagement related to their professional backgrounds and experience. Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience as outlined below. IP status is sustained as outlined below.

SPROTT SCHOOL OF BUSINESS – DEFINITION OF CRITERIA

Scholarly Academics

Faculty members are defined as **Scholarly Academics (SA)** if they have specialized advanced preparation in their field (normally a doctorate degree) augmented by subsequent development activities to assure currency in their field(s). Faculty members may be deemed to be initially SA by meeting one of the five following criteria:

- (1) Those who hold a doctorate in business or a related field are defined as scholarly academics for a period of five years since the completion of their degree requirements
- (2) Those who hold a graduate degree in law will be considered SA for teaching business law and legal requirements for a period of five years since the completion of their degree requirements
- (3) Those who hold a graduate degree in taxation or an appropriate combination of graduate degrees in law and accounting to teach taxation for a period of five years since the completion of their degree requirements

- (4) Those who are enrolled in a doctoral program in business or a related field and who have successfully completed their comprehensive examination are defined as scholarly academics for a period of three years after the examination
- (5) Those who have completed substantial post-graduate coursework in the field of their primary teaching responsibilities may also be considered scholarly academics, but this category is limited to a very small percentage of total faculty resources

Faculty members whose advanced preparation in the field (as noted above) is more than five years old must demonstrate currency and relevance in their fields in order to remain as SA. For almost all SAs, this is demonstrated by the production of peer-reviewed journal articles. In particular, faculty are deemed to be scholarly academics on a continuing basis if they publish three or more peer reviewed articles in their substantive field over the previous five-year period. At most, one of the three peer reviewed journal articles may be replaced by an edited book, a monograph, two refereed book chapters or three peer reviewed presentations in conference proceedings, or an appropriate combination of these. Exceptions to these definitions, if any, must be justified on a case-by-case basis.

Practice Academics

Faculty members are defined as **Practice Academics (PA)** if they have specialized advanced preparation in their field (normally a doctorate degree) augmented by subsequent development activities that involve substantive linkages to practice, consulting, and other forms of professional engagement, etc., based on the faculty member's earlier work as an SA faculty member.

Faculty members whose advanced preparation in the field is more than five years old must demonstrate currency and relevance in their fields in order to be classified as PA. For almost all PAs, this is demonstrated through sustained linkages to practice. Faculty members may demonstrate this in a number of ways including any one the following:

- (1) Those who continue to hold responsible part-time or full-time work in their area
- (2) Those who are engaged in consulting activities that are material in terms of their time and substance
- (3) Those who take a leading role in the development and preparation of executive education programs
- (4) Those who are active in business professional associations and can demonstrate holding leadership positions in their field
- (5) Those who hold a position of Dean or Associate Dean in the School
- (6) Those who produce practice-oriented intellectual contributions, including textbooks or publication of pedagogical cases.
- (7) Those who demonstrate active service on boards of directors
- (8) Those who are engaged in continuing professional education experiences
- (9) Those who participate in professional events that focus on the practice of business, management and related issues
- (10) Those who participate in other activities, including engagement with the media, that place faculty in direct contact with business or other organizational leaders

Scholarly Practitioners

Faculty are defined to be **Scholarly Practitioners (SP)** if they hold a Master's degree in the field and have at least five years of progressively responsible work experience in the area of their primary teaching responsibilities. In

addition, individuals with a Bachelor's degree who also hold an LLB and are active members of the Bar, or who hold a CPA (Chartered Professional Accountant) designation and are active members of CPA Canada or who hold a CFA designation and are active in the field of Investments, are deemed to hold the equivalent of a Master's degree in law, accounting or finance as appropriate. This equivalency is based on the extensive professional preparation required by the Provincial Bar Associations, CPA Canada and the CFA Institute for admission to these professional bodies.

In terms of sustained and relevant practice, SPs are required to demonstrate currency in their field(s) of teaching by evidence of scholarly activity. Faculty members may demonstrate this in a number of ways including any one the following:

- (1) Those who produce scholarly or practice-oriented intellectual contributions, including text books, or publication of pedagogical cases.
- (2) Those who hold leadership positions in recognized academic societies, research awards, academic fellow status, and invited presentations
- (3) Those who have participated in relevant editorships with academic, professional, or other business/management publications
- (4) Those who engage in the development and presentation of continuing professional education activities or executive education programs
- (5) In addition, a combination of the activities set out in (1)-(4) may serve to demonstrate maintenance of Professional Qualifications

Instructional Practitioners

Faculty are defined to be **Instructional Practitioners (IP)** if they hold a Master's degree in the field and have at least five years of progressively responsible work experience in the area of their primary teaching responsibilities. In addition, individuals with a Bachelor's degree who also hold an LLB and are active members of the Bar, or who hold a CPA (Chartered Professional Accountant) designation and are active members of CPA Canada or who hold a CFA designation and are active in the field of Investments, are deemed to hold the equivalent of a Master's degree in law, accounting or finance as appropriate. This equivalency is based on the extensive professional preparation required by the Provincial Bar Associations, CPA Canada and the CFA Institute for admission to these professional bodies.

Instructional practitioners are also required to demonstrate currency in their field(s) of teaching. Faculty members may demonstrate this in a number of ways including any one the following:

- (1) Those who continue to hold responsible part time or full time work in their area
- (2) Those who are active consultants in their area and can demonstrate working on a minimum of five consulting projects over the previous five-year period
- (3) Those who are active in their professional association(s) and can demonstrate holding leadership positions in their field
- (4) Those who have significant participation on Boards of Directors of organizations
- (5) Those who engage in significant professional development activities such as taking courses (particularly courses leading to a professional certification), attending seminars and conferences, and engaging in individual research and study
- (6) In addition, a combination of the activities set out in (1)-(5) may serve to demonstrate maintenance of Professional Qualifications