

Faculty Qualifications and Engagement Standards

Spring 2023

SCHOLARLY ACADEMICS (SA) & PRACTICE ACADEMICS (PA)

Initial Academic Preparation for SA and PA Status

In most circumstances, a research doctoral degree related to the faculty member's field of teaching is the appropriate initial academic preparation for SA and PA status.

In some fields, a doctoral degree in an allied discipline may be considered related to one's teaching responsibilities at Zicklin. For example, a Ph.D. in Mathematics, Economics or Statistics might be related to many business disciplines, depending on one's research focus and teaching area. Similarly, a Ph.D. in Psychology could be related to teaching in Marketing and Management, among other fields. Furthermore, in the fields of Taxation and Law, an appropriate terminal professional degree (such as an LL.M. or J.D.) will satisfy this requirement.

Sustained Engagement Activities for SA Status: There are two paths to maintain SA status at Zicklin.

1. **Alternative #1:** The publication of no less than two refereed scholarly journal articles, related to the theory of business and management, in the most recent five-year period. The published article must be in a journal that is listed in either the Web of Science (WoS) or in Journal Citation Report (JCR); both databases are available from the library. Alternatively, the article must be in a journal that the Department deems acceptable as a peer-reviewed journal for AACSB status.
2. **Alternative #2:** The publication of one refereed journal article related to the theory of business and management, in addition to **three** additional scholarly publications found in Category A and/or scholarly activities found in Category B within the same five-year period. The published article must be in a journal that is listed in either the Web of Science (WoS) or in Journal Citation Report (JCR); both databases are available from the library. Alternatively, the article must be in a journal that the Department deems acceptable as a peer-reviewed journal for AACSB status.

Doctoral Students and SA Status

Faculty members who have completed their dissertation research and have been awarded PhD degrees (or an equivalent research doctorate or terminal law degree) shall be considered "Scholarly Academics" for five years following the award of their doctoral degrees. Doctoral students who are members of the faculty shall be designated "Scholarly Academics" for three years starting from the completion of their comprehensive examinations, whereupon they are classified ABD.

Sustained Engagement Activities for PA Status

Practice Academic status requires a total of five publications and/or professional engagement activities from Categories A, B, C or D in the most recent five-year period. Any combination of five publications or activities from those four categories will suffice.

SCHOLARLY PRACTITIONERS (SP) & INSTRUCTIONAL PRACTITIONERS (IP)

Initial Academic and Professional Preparation for SP and IP Status

In most circumstances, for SP and IP status, a faculty member must have, at a minimum, a master's degree in a field related to the faculty member's field of teaching. In addition, the faculty member must have no less than five years of recent professional experience at the time of hire for SP and IP status. The experience must be at a high level of professional responsibility in positions closely related to the faculty member's field of teaching at Zicklin.

In some cases, SP or IP status may be appropriate for a faculty member without a master's degree if, in the words of the AACSB, "the professional experience at the time of hiring is of such depth, duration, sophistication, and complexity, the lack of the master's degree is overcome." Accounting faculty with the BBA/BA/BS degree in Accountancy, CPA certification, and five (5) years of professional experience in the field are assumed to be so qualified.

Sustained Engagement Activities for SP Status:

There are two paths to maintain SP status at Zicklin:

Alternative #1: The publication of no less than two refereed scholarly journal articles, related to the theory of business and management, in the most recent five-year period.

Alternative #2: The publication of one refereed journal article related to the theory of business and management, in addition to **three** additional scholarly publications found in Category A and/or scholarly activities found Category B within the same five-year period.

Sustained Engagement Activities for IP Status

Instructional Practitioner status can be maintained with a combination of publications and professional activities. In order to maintain IP status, faculty members must have no less than three publications and/or professional activities listed in Categories A, B, C, D or E.

ADDITIONAL (A)

Full-time tenured faculty who are neither SA or PA are categorized as Additional (A). This pertains to full-time tenured faculty who have no peer-reviewed publications or other scholarly activity as described under SA status. These faculty will not be eligible to teach large course sections that earn lecture saving. In rare cases, faculty categorized as (A) but who are instrumental instructors and/or contribute substantial service to

the department, School and/or College can become eligible to teach large course sections if recommended by the Chair and approved by the Dean's office.

ZICKLIN EXECUTIVE COMMITTEE BARUCH COLLEGE (CUNY)

Policy Commentary & Guidelines on the Revised Faculty Qualifications and Engagement Standards

Spring 2023

- (1) **Publication Date for Journal Articles:** The publication date for a journal article will be either the date that the article first appeared in print or the date that the article officially appeared online, if the journal provides such information. Articles that have been accepted but have not appeared either online or in print may be listed as 'forthcoming' and will count for the purposes of accreditation and teaching.
- (2) **Originality:** Publication of work that has been published previously in substantially the same form cannot count as an intellectual contribution under this Policy Statement. For example, subsequent editions of books with limited updates or editorial changes, or the re-publication of a previously published article, whether altered or not, as a book chapter, would not count under this standard. In addition, if a faculty presents an original scholarly paper at a major conference and later publishes that paper in a scholarly journal in substantially the same form, the paper and the article cannot both be counted as intellectual contributions during the same review cycle.
- (3) **Service:** Service as an editor-in-chief or in a leadership role in a scholarly organization will only count under this Policy Statement for SA, PA and SP status if the position requires significant time demands upon the faculty member and the publication or organization is well-known within one's discipline.
- (4) **Peer-Review:** In some disciplines, such as Taxation and Law, prominent and well- respected journals within the field are student-edited under faculty supervision. Such journals shall count as refereed under this standard. In addition, the published article must be in a journal that is listed in either the Web of Science (WoS) or in Journal Citation Report (JCR). Alternatively, the article must be in a journal that the Department deems acceptable as a peer-reviewed journal for AACSB status.
- (5) **Journal Rankings and Quality:** At the present time, the Zicklin Executive Committee will not consider the ranking, impact factor or prominence of particular journals when determining whether a faculty member satisfies Research Active or Scholarly Practitioner standards.
- (6) **Authorship Credit:** A publication cannot count under this Policy Statement unless the faculty member is specifically credited, by name, as an author of the document.
- (7) **Peer-Review for PA Status Publications:** Publications used to maintain PA status typically do not require peer review (though refereed publications

obviously will count for PA status).

(8) **Online and Self-Published Materials:** The Dean, Associate Dean and the Executive Committee reserve the right to evaluate whether online or self-published materials ought to count as “published” under the Faculty Engagement Standards.

(9) **Teaching Opportunities:**

SA Status: Faculty with Scholarly Academic status will be eligible and have priority to teach large classes that earn lecture saving.

PA Status: Faculty with Practice Academic status will be eligible and have priority to teach large classes that earn lecture saving only if the faculty member has four publications during the five-year period under review.

SP Status: Full-time faculty members with SP status will be eligible to teach large classes that earn lecture saving.

IP Status: Faculty members with IP status will be eligible to teach large classes that earn lecture saving.

A Status: Faculty members with Additional status will not be eligible to teach large classes that earn lecture saving (unless exception requested by Chair and approved by the Dean’s Office).

Appendix I: Faculty Publications and Professional Activities

Category A: Scholarly Publications

- (1) Refereed articles in scholarly journals related to the theory of business, management and law.
- (2) First editions of scholarly books published at prominent scholarly presses.
- (3) Refereed articles related to business education or pedagogy.
- (4) Case studies published as part of a recognized case study series.
- (5) Chapters of original material in scholarly books published by prominent scholarly presses.

Category B: Significant Scholarly Activities

- (1) Service as the editor-in-chief of a major scholarly journal within one's field.
- (2) Service in the primary leadership position of a well-recognized academic society or scholarly association.
- (3) The presentation of an original scholarly paper at a nationally recognized conference within one's field.
- (4) Invited talk or keynote speech.

Category C: Professional and Practical Publications

- (1) Books or treatises aimed at professionals, practitioners, businesspeople or policymakers.
- (2) Chapters in books aimed at professionals, practitioners, businesspeople or policymakers that are designed to impact the practice of business, management or law.
- (3) Student textbooks.
- (4) Articles in print and online periodicals geared for professionals, practitioners, businesspeople, or policymakers.
- (5) Publicly available reports of professional organizations or government bodies.
- (6) Patents.

Category D: Professional Leadership Activities

- (1) Making a formal presentation at an event for professionals, policymakers or businesspeople.
- (2) Developing or presenting at continuing professional education programs.
- (3) Serving on boards of directors of companies, charitable organizations or other entities whose work is related to the mission of the Zicklin School of Business.
- (4) Serving in a leadership role in professional associations.
- (5) Serving as an editor of a scholarly or professional journal.
- (6) Providing sustained and regular consulting services demanding a high degree of expertise and experience in the field.

Category E: Other Professional Engagement Activities

- (1) Documented attendance at continuing professional education events.
- (2) Sustained professional work related to the faculty member's area of teaching.
- (3) Maintenance of professional accreditation within one's field.
- (4) Holding an editorial position of any kind, for at least one year, at a publication geared for scholars, practitioners, businesspeople or policymakers.
- (5) Membership in a professional organization.

In addition, any other professional or scholarly publications or activities may be deemed by the Dean or the Zicklin Executive Committee to be substantially equivalent to those listed above.

Appendix 1: Faculty Publications and Professional Activities

Items	Interfolio
Category A: Scholarly Publications	
(1) Refereed articles in scholarly journals related to the theory of business, management and law. The published article must be in a journal that is listed in either the Web of Science (WoS) or in Journal Citation Report (JCR); both databases are available from the library. Alternatively, the article must be in a journal that the Department deems acceptable as a peer-reviewed journal for AACSB status	<ul style="list-style-type: none"> • Research and Creative Activities
(2) First editions of scholarly books published at prominent scholarly presses.	<ul style="list-style-type: none"> • Research and Creative Activities
(3) Refereed articles related to business education or pedagogy.	<ul style="list-style-type: none"> • Research and Creative Activities
(4) Case studies published as part of a recognized case study series.	<ul style="list-style-type: none"> • Research and Creative Activities
(5) Chapters of original material in scholarly books published by prominent scholarly presses.	<ul style="list-style-type: none"> • Research and Creative Activities
Category B: Significant Scholarly Activities	
(1) Service as the editor-in-chief of a major scholarly journal within one's field.	<ul style="list-style-type: none"> • Professional
(2) Service in the primary leadership position of a well-recognized academic society or scholarly association.	<ul style="list-style-type: none"> • Professional Memberships • Service: Professional
(3) The presentation of an original scholarly paper at a nationally recognized conference within one's field.	<ul style="list-style-type: none"> • Research and Creative Activities
(4) Invited talk or keynote speech.	<ul style="list-style-type: none"> • Research and Creative Activities
Category C: Professional and Practical Publications	
(1) Books or treatises aimed at professionals, practitioners, businesspeople or policymakers.	<ul style="list-style-type: none"> • Research and Creative Activities
(2) Chapters in books aimed at professionals, practitioners, businesspeople or policymakers that are designed to impact the practice of business, management or law.	<ul style="list-style-type: none"> • Research and Creative
(3) Student textbooks.	<ul style="list-style-type: none"> • Research and Creative Activities
(4) Articles in print and online periodicals geared for professionals, practitioners, businesspeople, or policymakers.	<ul style="list-style-type: none"> • Research and Creative Activities

(5) Publicly available reports of professional organizations or government bodies.	<ul style="list-style-type: none"> • Research and Creative Activities
(6) Patents.	
Category D: Professional Leadership Activities	
(1) Making a formal presentation at an event for professionals, policymakers or businesspeople.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Faculty Development Activities Attended • Media Appearances • Research and Creative Activities
(2) Developing or presenting at continuing professional education programs.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Media Appearances • Research and Creative Activities
(3) Serving on boards of directors of companies, charitable organizations or other entities whose work is related to the mission of the Zicklin School of Business.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Service: Professional
(4) Serving in a leadership role in professional associations.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Professional Memberships • Service: Professional
(5) Serving as an editor of a scholarly or professional journal.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Service: Professional
(6) Providing sustained and regular consulting services demanding a high degree of expertise and experience in the field.	<ul style="list-style-type: none"> • Consulting
Category E: Other Professional Engagement Activities	
(1) Documented attendance at continuing professional education events.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Faculty Development Activities Attended
(2) Sustained professional work related to the faculty member's area of teaching.	<ul style="list-style-type: none"> • Workshop Facilitation and Other Non-Credit Instruction • Faculty Development Activities Attended

(3) Maintenance of professional accreditation within one's field.	<ul style="list-style-type: none"> • Faculty Development Activities Attended • Licensures and Certifications • Professional Memberships
(4) Holding an editorial position of any kind, for at least one year, at a publication geared for scholars, practitioners, businesspeople or policymakers.	<ul style="list-style-type: none"> • Service: Professional
(5) Membership in professional organizations.	<ul style="list-style-type: none"> • Faculty Development Activities Attended • Licensures and Certifications • Professional Memberships • Service: Professional
Miscellaneous	
SA/PA/SP/IP	<ul style="list-style-type: none"> • Education

Participation	<ul style="list-style-type: none"> • Academic Advising • Directed Student Learning • Graduate Center • Department • School • College • University
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