

Policies on Academic Qualifications

Academically Qualified Faculty

Academically Qualified (AQ) status is achieved based on academic preparation and maintained by publishing in appropriate peer-reviewed publications. Other published contributions may also be considered if they have the potential for scholarly impact.

Achieving AQ Status—the normal expectation is that AQ faculty will have an earned doctorate from an institution at which the ability to conduct original research intended to make a substantive contribution to the field is a key element of the program. For AQ faculty without academic preparation in the field in which they teach or a related field, research activity leading to publications in the field in which they teach or additional academic preparation/professional experience must be demonstrated. Doctoral students who have completed at least 18 hours of graduate work in their discipline and are no more than three years beyond the completion of their comprehensive exams are considered to have met the academic preparation requirement.

Maintaining AQ Status—to maintain AQ status, every five years faculty members must publish at least two articles or equivalent intellectual contributions, including scholarly books, research monographs, or sections/chapters of such publications, subject to peer review. Other published contributions may also be considered if they have the potential for scholarly impact.

Overall, 60% of faculty are expected to maintain AQ status; however faculty teaching in the doctoral program are expected to maintain AQ status via discipline-based research in peer-reviewed publications. Faculty whose principal teaching assignments are in discipline-specific master's, professional programs (MBA and MS in Entrepreneurship), and the undergraduate program may develop a portfolio of peer review intellectual contributions that includes discipline-based research, contributions to practice, and contributions to learning/pedagogy.

Faculty who have recently completed a doctorate are considered AQ for five years from the date of the degree; doctoral students who have completed at least 18 graduate hours in their disciplines maintain their AQ status for three years beyond the completion of their comprehensive exams.

Professionally Qualified Faculty

Achieving PQ Status—Professional Qualification is achieved by fulfilling two requirements:

1. In most cases, possess at least a master's degree (or equivalent qualification) in a discipline or field related to the area of teaching responsibilities;
2. Professional experience at the time of hiring that is significant in duration and level of responsibility and consistent with the area of teaching responsibilities

Maintaining PQ Status—All faculty must maintain continuous development activities that demonstrate the maintenance of intellectual capital (of currency in the teaching field) consistent with the teaching responsibilities. Other standards for maintaining PQ status differ for supporting and participating faculty. Supporting faculty may maintain PQ status by continuing substantial employment, or other appropriate professional activity, or by any of the means available to participating PQ faculty.

Participating faculty are required to demonstrate continued intellectual capital in the field. This may be demonstrated in either of two arenas:

1. Academic activity in the field such as articles written, conference presentations, case research and writing, and/or other scholarly work, or,
2. Professional activity in the field such as participation in workshops, technical and trade publications, maintaining professional certification, consulting, serving as an expert witness, and other applied pursuits.

To remain PQ, participating faculty must have performed at least two of the demonstrations of currency within the past five years.

To teach graduate classes, the same requirements apply except that the faculty member must possess a terminal degree in the field taught.