

**Eberly College of Business and Information Technology**  
**Criteria for Judging Faculty Classification based on AACSB 2013 Standards--SA/PA/SP/IP**

**TABLE 1--** Brief Definitions (for detailed definition, please consult AACSB documentations/website)

<b>SA-- Scholarly Academics</b>	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.
<b>PA-- Practice Academics</b>	Completion of doctoral degree in business or related field or specialized graduate degree with appropriate certification and active professional advancement relevant to the teaching assignment will be considered “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.”
<b>SP—Scholarly Practitioners</b>	Faculty holding a master’s degree in business or related field with sustained “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.”
<b>IP-- Instructional Practitioners</b>	Faculty (normally newly hired) holding a master’s degree in business or related field with substantial managerial/ technical experience and active professional advancement relevant to the teaching assignment. Exceptions can be made for active industry leaders who are currently engaged in guiding a substantial enterprise.
P	Participating faculty (all tenured, tenure-track faculty)
S	Supporting faculty (basically teaching faculty with limited responsibility beyond teaching and advising); almost all faculty on one-semester or one-year appointments.

**TABLE 2--** Minimum Requirement as set by AACSB

Requirement	<b>Faculty Resources Deployment as defined by the AACSB Standard 15 (2013)</b> (Refer to AACSB documentation for details)
Condition-1	Faculty Sufficiency Indicators <sup>1</sup> : <ul style="list-style-type: none"> <li>• Overall: <math>P/(P+S) \geq 75\%</math></li> <li>• By discipline, location, delivery mode, or program: <math>P/(P+S) \geq 60\%</math></li> </ul>
Condition-2	Faculty Qualifications Indicators <sup>1</sup> : <ul style="list-style-type: none"> <li>• Minimum SA: <math>(SA)/(SA + PA + SP + IP + O) \geq 40\%</math></li> <li>• Minimum SA + PA + SP: <math>(SA + PA + SP)/(SA + PA + SP + IP + O) \geq 60\%</math></li> <li>• Minimum SA + PA + SP + IP: <math>(SA + PA + SP + IP)/(SA + PA + SP + IP + O) \geq 90\%</math></li> </ul>

<sup>1</sup> This is the minimum criteria for undergraduate programs only. But Schools with doctoral and master’s degree programs “are expected to have higher percentages of SA and PA faculty, maintain a strong focus on SA faculty, and place high emphasis on faculty who possess research doctoral degrees and who undertake scholarly activities to maintain SA status.”

**Criteria for Judging Faculty as  
Scholarly Academics / Scholarly Practitioners (SA / SP)**

Faculty possesses a doctoral degree in business or related field or specialized graduate degree with appropriate certification and active professional advancement relevant to the teaching assignment.

As per Standard 15 of the AACSB handbook, Scholarly Academics (SA) sustain currency and relevance through continued scholarship and related activities.

As per Standard 15 of the AACSB handbook, Scholarly Practitioners (SP) sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional backgrounds and experience.

In the 2013 Standards, there is significant focus on continuous quality improvement in the areas of engagement, innovation, and impact. Specifically, “AACSB will continue to emphasize that business schools integrate assurance of learning into their curriculum management processes and produce intellectual contributions that make a positive impact on business theory, teaching, or practice.” In the examples that demonstrate intellectual impact, AACSB lists “Publications in highly recognized, leading peer-review journals” AND “Citation counts” as the top two. In addition, AACSB peer review teams have been scrutinizing the publication outlets (e.g., predatory journals) more thoroughly and have heightened their expectations for faculty to have research agendas pertaining to their teaching areas (e.g., not being 3rd/4th authors consistently on publications).

**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 commitment to research activities remains synchronous with the ECOBIT mission to help maintain and advance their quality of instruction through relevance of basic and applied research to classroom teaching and pedagogy effectiveness.

Faculty’s 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 seven 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 seven 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.

- Each faculty member shares his/her updated personal research agenda each year by September 1 (starting 2018) which includes research and publication goals in areas pertaining to their core teaching areas. The research goals must be commensurate with the typical teaching load of the faculty member at undergrad, masters, and doctoral levels.
- All journals in which Eberly College faculty can publish and get credit are classified and ranked as A1, A2, A3, and A4 journals. The classification is based on widely accepted objective criteria. The three major classifications considered include Thomson Reuter's Journal Impact Factor, SCImago's Scientific Journal Ranking, and the Australian Business Deans Council ranking. In addition, Google Scholar was considered but since it includes non-refereed publications and does not rank journals, it was not used for the purpose of journal ranking. Over 4,000 business journals will be listed on Sedona and other easily accessible locations along with the ranking for faculty to decide where to publish.
  - a. Thomson Reuters Journal Impact Factor (JIF). The most widely accepted index in top schools and is based on TR's indexes in Web of Science (WoS). Quite restrictive in the inclusion of journals. 12,000 journals in ALL fields and about 1,000 in business. JIF is basically the average number of citations in the last two years per published article in the journal in the last two years. For example, if a journal has a JIF of 2.0, on average, the articles published one or two years ago have been cited two times.
  - b. SCImago's Scientific Journal Ranking (SJR) Index. Similar to JIF but takes into account *three* years of publications. More inclusive than TR's JIF.
  - c. Australian Business Deans Council (ABDC) ranks journals as A\*, A, B, and C. It has a comprehensive list of 2,777 journals in Accounting, Law, Economics, Finance, Management, Marketing, MIS, Statistics, Others. Journals need to apply to get into the list and the classification is based on impact as measured by citation metrics, expert panel review and a sort of Delphi method. Widely used outside of the ANZ region. A\* (5-7% of the top journals), A (next 15-25%), B (next 35-40%) and C (remaining recognized journals).

**TABLE 3—Categories of Intellectual Contribution (SA & PA)**

<b>Category (Points/Item)</b>	<b>Example Components (Non-exhaustive)</b>
A1 (50 points per item)	<p>PRJ Classified as A1 if <u>any one</u> of the following criteria is met:</p> <ul style="list-style-type: none"> <li>• Journals with Thomson Reuters' JIF of 2.0 and above</li> <li>• Journals with SCImago's SJR of 1.5 and above</li> <li>• Journals ranked as ABDC's A* journals</li> </ul>
A2 (50 points per item)	<p>PRJ Classified as A2 if <u>any one</u> of the following criteria is met:</p> <ul style="list-style-type: none"> <li>• Journals with Thomson Reuters' JIF between 0.5 and 1.99</li> <li>• Journals with SCImago's SJR between 0.5 and 1.49</li> <li>• Journals ranked as ABDC's A or B journals</li> </ul> <p><b><u>Scholarly books (upon approval by the faculty committee and the dean)</u></b></p>
A3 (35 points per item)	<p>PRJ Classified as A3 if <u>any one</u> of the following criteria is met:</p> <ul style="list-style-type: none"> <li>• Journals with Thomson Reuters' JIF less than 0.5</li> <li>• Journals with SCImago's SJR less than 0.5</li> <li>• Journals ranked as ABDC's C journals</li> </ul> <p><b><u>Scholarly books (upon approval by the faculty committee and the dean)</u></b></p>
A4 (25 points per item)	<p>Any journal that is not classified as A1, A2, A3 AND is not listed in the Cabell's Directory of "Black-list" of journals (predatory journals) AND has evidence of being peer-reviewed.</p>
B (20 points per item)	<ul style="list-style-type: none"> <li>• Text book or Reading Book authored in business or related field published by recognized publishers (1<sup>st</sup> Edition) such as Elsevier, McGraw Hill/Irwin, Pearson, etc.</li> <li>• Non-refereed Trade Journal Publication/Magazine</li> <li>• Edited Book</li> <li>• Book Chapter (Peer-reviewed or invited)</li> <li>• Peer-reviewed Conference Proceedings (International, national, &amp; regional)</li> <li>• Published Case Study</li> <li>• Instructional Software</li> <li>• Editorships of Professional Journal (can be counted once in 5 years)</li> <li>• Technical Report for External Constituents</li> <li>• Acquire Certification in Related Field</li> <li>• External Grant Acquisitions</li> <li>• Fulbright Award</li> </ul>
C (15 points per item)	<ul style="list-style-type: none"> <li>• Text Book Revision</li> <li>• Instructor's Manual</li> <li>• Published Book Review</li> <li>• Program Chair for a Conference</li> <li>• Conference Proceedings (local)</li> <li>• Research Report to Sponsor</li> <li>• Proceedings Editor</li> <li>• Editorial Board of a Peer-reviewed Journal</li> <li>• Journal Reviewer</li> <li>• Invited Lectures</li> <li>• Conference Paper Presentation (without proceedings)</li> <li>• Regional and National Awards pertaining to scholarship.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participation in Panel at Regional &amp; National Professional Organization</li> <li>• Documented contributions to Scholarly Growth of One's Peers (mentoring)</li> </ul>
D (10 points per item)	<ul style="list-style-type: none"> <li>• Paper Reviewer/Discussant/Session Chair at a Conference</li> <li>• Textbook or Textbook Chapter reviewer</li> <li>• Track Chair at a Conference</li> <li>• Working Paper</li> <li>• Serving on Ph.D. Thesis/Dissertation Committees</li> <li>• Conference/Seminar Participant</li> <li>• Conference/Seminar Training</li> <li>• Expert Witness</li> <li>• Member of Board of Directors</li> <li>• Management Position</li> <li>• Offices Held in Professional Organization</li> <li>• Development of Experimental Programs (including Distance Education)</li> <li>• Internal Grant Acquisitions</li> <li>• Program Related Projects</li> <li>• Consultantship</li> <li>• Research Project (Documented)</li> <li>• Newspaper Article</li> <li>• Additional Graduate Course Work</li> </ul>

1. To be classified as SA or SP, a faculty member must secure:
  - a. At least 75 points in the most recent 5-year period, AND
  - b. At least two items from categories A1 to A4 in the most recent 5-year period, AND
  - c. At least one item from categories A1 to A4 in the most recent 3-year period

***Faculty members who wish to teach at the Graduate level must meet the IUP Graduate School criteria. All faculty members who have secured approval from the Graduate School will be eligible to teach at the graduate level. Preference to teach courses will be given consistently to faculty who meet the additional criteria as outlined below:***

2. For Master's courses, preference will be given to SA or SP Faculty who meet the following criteria:
  - a. At least 85 points in the most recent 5-year period, AND
  - b. At least two items from categories A1 to A4 in the most recent 5-year period, AND
  - c. At least one item from categories A1 to A3 in the most recent 5-year period, AND
  - d. At least one item from categories A1 to A4 in the most recent 2-year period\*
3. For Doctoral courses, preference will be given to SA Faculty who meet the following criteria:
  - a. At least 110 points in the most recent 5-year period, AND
  - b. At least three items from categories A1 to A4 in the most recent 5-year period, AND
  - c. At least two items from categories A1 to A3 in the most recent 5-year period, AND
  - d. At least one item from categories A1 to A4 in the most recent 2-year period\*

\*If the faculty member demonstrates that their manuscript is in the second or greater iteration of review in an A1, A2 or A3 journal, they shall not be held responsible for meeting 2d or 3d for at least six extra months.

Notes:

- For all of the above, the clock will start from September 2018 and progress will be monitored. Once the first 5-year period is completed in August 2023, there will be an active rolling horizon of five years with the above criteria. However, starting AY 2018-19, SA or PA faculty must have in the most recent 5-year period at least two PRJs in *any* journal and for SA faculty to teach at the Master's level, preference will be given to faculty who have at least three PRJ's in *any* journals in the most recent 5-year period. There will be separate criteria for first-time assignment of faculty to teach at the doctoral level.
- Documentation, when appropriate, must be provided by the faculty to receive credit for any scholarly work.
- An ABD faculty member is considered SA for 3 years. A "newly hired" faculty member with a terminal degree is considered SA for up to 3 years after being awarded the doctoral degree.

**Criteria for Judging Faculty as  
Instructional Practitioners / Practice Academics (IP / PA)**

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.

As per Standard 15 of the AACSB handbook, Instructional Practitioners (IP) sustain currency and relevance through continued professional experience and engagement related to their professional backgrounds and experience. As per Standard 15 of the AACSB handbook, Practice Academics (PA) sustain currency and relevance through professional engagement, interaction, and relevant activities.

**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.
- must accumulate at least 75 points over an immediately preceding 5-year moving window.
- 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.

**TABLE 4-- Categories of Sustained Professional Engagement/Experience**

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

**Organizational Size**

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

Faculty members who wish to teach at the Graduate level must meet the IUP Graduate School criteria. All faculty members who have secured approval from the Graduate School will be eligible to teach at the graduate level. IP and PA faculty will not be given preference to teach at the doctoral level. Preference to teach Master’s courses will be given consistently to IP and PA faculty who meet the additional criteria as outlined below:

- At least 100 points over an immediately preceding 5-year window which includes at least one peer reviewed journal publication in categories A1 to A4 listed in the SA categories of Intellectual Contribution.