UC Davis  
Graduate School of Management  
Standards for Faculty Qualifications  
October 20, 2014

The faculty of the Graduate School of Management (GSM) at UC Davis are committed to maintaining professional competence and currency. This commitment is consistent with the faculty qualification standards established by AACSB International. As per the School’s strategic plan, “… the mission of the Graduate School of Management is to be a global leader in business and management research and education. As part of the world’s premier public university system, the University of California, we pursue significance, excellence and scholarly rigor in our research, teaching and service to society. We emphasize curiosity, creativity, and high standards in the generation and transmission of theoretical and practical knowledge relevant for for-profit and non-profit organizations.” The faculty qualification standards adopted by the Graduate School of Management are tightly aligned with the school’s core goals of producing influential scholarly works and high-quality teaching.

Below, we describe our guidelines for classifying faculty into one of four categories: Scholarly Academic (SA), Practice Academic (PA), Scholarly Practitioner (SP), and Instructional Practitioner (IP), as per the AACSB International accreditation Standard 15. The guidelines describe the requirements for initial academic preparation or initial professional experience and for sustained academic and professional engagement required for granting and maintaining one of the above faculty status categories.

For all classification categories, we require that the faculty maintain currency through continued scholarship, professional involvement and other activities associated with lifelong learning. To assure the high quality of intellectual contributions, we emphasize the importance of refereed publications, refereed research monographs, as well presentations at selective conferences, symposia and seminar series. We value high sustained research productivity. In particular, we require that the faculty in the AP and SP categories publish at least two refereed articles during the preceding five-year period, in addition to other professional activities. For the list of valued practitioner engagements, we require that these engagements be highly impactful as well as relevant to the courses taught. The classifications are done based on their latest available curriculum vitae.

**Scholarly Academic (SA) Guidelines:**

A Scholarly Academic faculty member (tenured, tenure-track or non-tenure track) must hold a Doctorate (or equivalent as defined by AACSB). For faculty who earned their doctorates more than five years ago, the following conditions also apply.

During the preceding five years, the SA faculty member must publish two of the following, in any combination: (1) a refereed journal article, (2) a refereed research monograph or (3) a refereed book chapter or (4) perform significant administrative duties (such as dean,
associate dean or center director). In addition, the faculty member must complete three additional scholarly activities from the list below. An activity may be repeated.

- Publish a refereed journal article
- Author a research monograph
- Publish an article in a non-refereed national professional journal
- Publish an article in a non-refereed national magazine
- Publish a book review
- Publish a refereed magazine article
- Publish a business case in a refereed outlet
- Author a textbook
- Serve as an editor, associate editor, or an active member of an editorial board for an academic journal
- Serve as an elected officer of an international or national professional organization
- Serve as a program chair for major academic conference that involves review of and decisions on numerous full manuscripts
- Present a paper at a selective conference, symposium, or a seminar series
- Serve as a special edition editor for an academic journal
- Win a research award or a grant
- Obtain an Academic Fellow status

**Practice Academic (PA) Guidelines:**

A Practice Academic faculty member (tenured, tenure-track or non-tenure track) must hold a Doctorate (or equivalent as defined by AACSB). For faculty who earned their doctorates more than five years ago, the following conditions also apply.

During the preceding five years, the PA faculty member must publish one of the following, in any combination: (1) a refereed journal article, (2) a refereed research monograph or (3) a refereed book chapter or (4) perform significant administrative duties (such as dean, associate dean or center director). In addition, the faculty member must complete a total of three additional activities from the following categories with at least one from each category. An activity may be repeated.

**Scholarly activities:**
- Publish a refereed journal article
- Author a research monograph
- Publish an article in a non-refereed national professional journal
- Publish an article in a non-refereed national magazine
- Publish a book review
- Publish a refereed magazine article
- Publish a business case in a refereed outlet
- Author a textbook
- Serve as an editor, associate editor, or an active member of an editorial board for an academic journal
- Serve as an elected officer of an international or national professional organization
- Serve as a program chair for major academic conference that involves review of and decisions on numerous full manuscripts
- Present a refereed paper at a symposium or at an international, national or regional conference
- Serve as a special edition editor for an academic journal
- Win a research award or a grant
- Obtain an Academic Fellow status

**Practitioner activities:**
- Continue professional education or maintain a professional certification
- Obtain new professional certification
- Sustain professional career
- Work on a significant business consulting project important to an organization in their discipline. The inclusion of a significant consulting activity would be determined jointly by members of the recruitment committee.
- Participate in non-consulting activities that place individual in direct contact with business and organizational leaders
- Serve on a board or other oversight position for a profit or not-for-profit organization
- Serve as an elected officer of business association or a professional organization
- Participate in a professional event that focuses on the practice of business, management, or related issues
- Participate in events that focus on the practice of management, finance, or accounting
- Appear as an expert in the media
- Participate in a high quality teaching workshop with pre-approval of the associate dean for teaching
- Publish an article in a practitioner publication

**Scholarly Practitioner (SP) Guidelines:**

A Scholarly Practitioner faculty normally holds at least a Master’s degree in an area related to the courses that they teach. Upon the time of hiring, the scholarly practitioner qualified faculty member’s experience should be relevant, current, and significant in duration and level of responsibility. In addition, scholarly practitioner qualified faculty are engaged in scholarly work and professional development that maintains their currency in the field.
During the preceding five years, the SP faculty member must publish two of the following, in any combination: (1) a refereed journal article, (2) a refereed research monograph or (3) a refereed book chapter. In addition, a faculty member must complete a total of three additional activities from the categories below with at least one from each category. An activity may be repeated.

**Scholarly activities:**
- Publish a refereed journal article
- Author a research monograph
- Publish an article in a non-refereed national professional journal
- Publish an article in a non-refereed national magazine
- Publish a book review
- Publish a refereed magazine article
- Publish a business case in a refereed outlet
- Author a textbook
- Serve as an editor, associate editor, or an active member of an editorial board for an academic journal
- Serve as an elected officer of an international or national professional organization
- Serve as a program chair for major academic conference that involves review of and decisions on numerous full manuscripts
- Present a refereed paper at a symposium or at an international, national or regional conference
- Serve as a special edition editor for an academic journal
- Win a research award or a grant
- Obtain an Academic Fellow status

**Practitioner activities:**
- Continue professional education or maintain a professional certification
- Obtain new professional certification
- Sustain professional career
- Work on a significant business consulting project important to an organization in their discipline. The inclusion of a significant consulting activity would be determined jointly by members of the recruitment committee.
- Participate in non-consulting activities that place individual in direct contact with business and organizational leaders
- Serve on a board or other oversight position for a profit or not-for-profit organization
- Serve as an elected officer of business association or a professional organization
- Participate in a professional event that focuses on the practice of business, management, or related issues
- Participate in events that focus on the practice of management, finance, or
• Appear as an expert in the media
• Participate in a high quality teaching workshop with pre-approval of the associate dean for teaching
• Publish an article in a practitioner publication

Instructional Practitioner (IP) Guidelines:

An Instructional Practitioner faculty normally holds at least a Master’s degree in an area related to the course taught. At the time of hire, the IP qualified faculty member’s experience should be relevant, current, and significant in duration and level of responsibility. In addition, IP qualified faculty are engaged in a professional development program that maintains their currency in the field.

During the preceding five years, the faculty member must complete three additional Practitioner activities from the list below. An activity may be repeated.

• Continue professional education or maintain a professional certification
• Obtain new professional certification
• Sustain professional career
• Work on a significant business consulting project important to an organization in their discipline. The inclusion of a significant consulting activity would be determined jointly by members of the recruitment committee.
• Participate in non-consulting activities that place individual in direct contact with business and organizational leaders
• Serve on a board or other oversight position for a profit or not-for-profit organization
• Serve as an elected officer of business association or a professional organization
• Participate in a professional event that focuses on the practice of business, management, or related issues
• Participate in events that focus on the practice of management, finance, or accounting
• Appear as an expert in the media
• Participate in a high quality teaching workshop with pre-approval of the associate dean for teaching
• Publish an article in a practitioner publication

NOTE: Faculty members are responsible for maintaining a portfolio of evidence to support his or her participation in the qualifying activities for SA, PA, SP, or IP status.