AACSB International accreditation Standard 15 requires accredited schools to develop policies that provide criteria for classifying faculty into one of four categories: Scholarly Academic (SA), Practice Academic (PA), Scholarly Practitioner (SP) and Instructional Practitioner (IP). The policies must be aligned with the school’s mission so that faculty accomplishments can be viewed in their proper context. Schools must report the percentage of faculty resources in each category. This document provides COBE’s guidelines for initial academic preparation or initial professional experience and sustained academic and professional engagement required for granting and maintaining the SA, PA, SP and IP classifications.

COBE’s definitions are as follows:

**Scholarly Academic (SA)**

“Normally, a doctoral degree emphasizing advanced foundational discipline-based research is appropriate initial academic preparation for SA status, and there must be ongoing, sustained, and substantive academic activities supporting the SA status.” A faculty member is classified as SA if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a doctorate or appropriate terminal degree in the teaching area, or a closely associated area. Normally, faculty members who have earned their research doctorates or appropriate terminal degree within the past five years prior to the review dates are granted SA status.
2. Demonstrated currency through sustained and substantive academic activities relevant to the faculty member’s field of teaching.

To maintain SA status, a faculty member must:

- Author at least two peer or editorial reviewed publications\(^1\) in recognized quality academic or professional outlets during the previous five years, OR
- Author one peer or editorial reviewed publication\(^1\) in a recognized quality academic or professional outlet within the previous five years, and complete three Other Intellectual Contributions (defined below).

\(^1\) Acceptable publications are those that (1) are subject to a formal, documented review process including a peer or editorial review, and (2) are readily available for public scrutiny. Peer and editor reviewed publications include a) articles in reputable journals, b) 1st edition textbooks and c) scholarly books published (but not self-published).
Other Intellectual Contributions:

- Present and/or publish a proceedings in a peer or editorial reviewed discipline-related or teaching-related paper at a respected regional, national, or international conference.
- Author a peer or editorial reviewed chapter in a textbook or an academic/ professional book of significant stature in the discipline
- Publish a peer or editorial reviewed pedagogical case in a textbook
- Publish a pedagogical supplement other than a solution or test manual
- Publish a book review
- Serve as a program chair for a major academic conference that involves review of and decisions on numerous full manuscripts
- Serve as editor, active associate editor, or active member of an editorial board for a journal, having reviewed numerous full manuscripts in that editorial capacity
- Develop academic software that is published by a respected academic enterprise
- Publish a publicly available research report based on a grant or sponsored project through such entities as the BRED Center, another recognized Boise State University affiliate, or another respected organization
- Obtain grant(s) or contract(s) for research and scholarly activities
- Obtain a new professional certification issued by a state, or a nationally or internationally recognized entity
- Present a paper or serve on a panel at a conference or conduct a workshop with an administrative focus (administrators only)
- Author a 2nd or higher edition a) textbook or b) scholarly book published by a respected commercial publisher

Practice Academic (PA)

“Normally, a doctoral degree emphasizing advanced foundational discipline-based research is appropriate initial academic preparation for PA status, and there must be ongoing, sustained, and substantive professional engagement activities supporting the PA status.” A faculty member is classified as PA if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a doctorate or appropriate terminal degree in the teaching area, or a closely associated area.
2. Held the rank of at least Associate Professor for 10 years or more and is tenured.
3. Demonstrated currency through sustained and substantive academic and professional engagement activities related to the faculty member’s field of teaching.

To maintain PA status, a faculty member must complete requirements 1 through 3 below during the previous five years:

1. One item from the list below:
   - Author a publication in a recognized academic or professional outlet
   - Present and/or publish a proceedings in a discipline-related or teaching-related paper at a respected regional, national, or international conference.
   - Author a chapter in a textbook or an academic/ professional book of significant stature in the discipline
   - Publish a pedagogical case in a textbook
   - Publish a pedagogical supplement other than a solution or test manual
   - Publish a book review
• Serve as a program chair for a major academic conference that involves review of and decisions on numerous full manuscripts
• Serve as editor, active associate editor, or active member of an editorial board for a journal, having reviewed numerous full manuscripts in that editorial capacity
• Develop academic software that is published by a respected academic enterprise
• Publish a publicly available research report based on a grant or sponsored project through such entities as the BRED Center, another recognized Boise State University affiliate, or another respected organization
• Obtain grant(s) or contract(s) for research and scholarly activities
• Present a paper or serve on a panel at a conference or conduct a workshop with an administrative focus (administrators only)
• Author a 2nd or higher edition a) textbook or b) scholarly book published by a respected commercial publisher

2. Annual involvement as a representative of COBE in developing and presenting practical education. Examples include:
   • EMBA
   • Center for Professional Development workshops
   • Executive education
   • Practitioner-related workshops
   • Other activities involving instruction related to faculty member’s discipline

3. Sustained and high quality involvement in one or more of the following activities:
   • Participation in professional events that focus on the practice of business, management and related issues
   • Participation in other activities that place faculty in direct contact with business or other organizational leaders
   • Consulting
   • Relevant, active service on boards of directors
   • Significant participation in business professional associations (leadership roles)
   • Documented continuing professional education experiences (includes new professional certifications)
   • Faculty internships

**Scholarly Practitioner (SP)**

“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.” A faculty member is classified as SP if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a master’s degree in a discipline related to his or her field of teaching. At the time of hire, the faculty member’s professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach.
2. Demonstrated currency through sustained academic and professional engagement activities related to the faculty member’s field of teaching.

To maintain SP status a faculty member must complete requirements 1 and 2 below during the previous five years:
1. Publish at least one peer or editorial reviewed publication in recognized quality academic or professional outlets
2. Have sustained and high quality involvement in one or more of the following activities:
   - consulting
   - faculty internships
   - professional work
   - leadership positions in recognized professional/academic societies
   - advanced coursework
   - relevant, active service on boards of directors
   - professional development experiences
   - participation in professional and/or academic conferences
   - development and presentation of executive education programs

**Instructional Practitioner (IP)**

“Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience.” A faculty member is classified as IP if he or she has:

1. Completed appropriate academic preparation in the teaching area as evidenced by a master’s degree in a discipline related to his or her field of teaching. At the time of hire, the faculty member’s professional experience is current, substantial in terms of duration and level of responsibility, and clearly linked to the field in which the person is expected to teach.
2. Demonstrated currency through sustained professional engagement activities in the faculty member’s field of teaching. A faculty member may undertake a variety of ongoing professional engagement activities to interact with business and management practice to support maintenance of IP status.

To maintain IP status a faculty must have sustained and high quality involvement in at least one of the following activities over the previous five years:

   - consulting
   - faculty internships
   - professional work
   - leadership positions in recognized professional/academic societies
   - advanced coursework
   - relevant, active service on boards of directors
   - professional development experiences
   - participation in professional and/or academic conferences
   - development and presentation of executive education programs

Note: The faculty member is responsible for maintaining a portfolio of evidence to support his or her participation in the qualifying activities for SA, PA, SP or IP status.

Under *special circumstances* a faculty member may be classified as SA, PA, SP or IP even if he or she doesn’t expressly meet the conditions listed above. Only the Dean can approve SA, PA, SP or IP classification under such special circumstances and the Dean is responsible for justifying all special circumstance classifications to the AACSB International visitation team.