

III. Definition of Scholarly Academics (SA)

A faculty member in the University of Detroit Mercy's College of Business Administration will be considered a Scholarly Academic (SA) provided that s/he meets the following conditions:

1. possesses a doctoral degree in (or related to) the field in which s/he is teaching; and
2. has completed at least 2 quality publications and 4 additional intellectual contributions over the past 6 years; and
3. can demonstrate that his or her research has an impact on the theory, teaching, or practice of business, and/or supports our institutional mission.

Exceptions:

- (i) Faculty members who have earned a terminal degree in the discipline in which they teach (or who have completed the AACSB-endorsed Post-Doctoral Bridge to Business Program) within the last 6 years will be considered SA.
- (ii) Faculty members who have a terminal degree outside of their teaching discipline and satisfy conditions (2) and (3) within the teaching discipline above will be considered SA.

Notes:

- (i) Six years refers to the AACSB accreditation review period.
- (ii) Faculty will receive full credit for intellectual contributions with co-authors in the CBA as well those external to the CBA.

IV. Definition of Instructional Practitioners (IP)

A faculty member in the University of Detroit Mercy's College of Business A-1.6 (n)-1.3

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- i. It is the author's (authors') responsibility to document the journal's quality for such things as review process, acceptance rate, and public availability.
- ii. The College's Promotion and Tenure Committee will review the journal and submit a recommendation to the dean.
 1. The Committee will take into consideration such information and resources as
 - a. Information provided by all of the authors of the article.
 - b. Cabell's and other predatory reports
 - c. Directory of Open Access Journals

VIII. Other Intellectual Contributions

In addition to journal articles, other intellectual contributions include, but are not limited to,

1. textbooks
2. chapters in scholarly books
3. invited or non-refereed articles
4. proceedings papers
5. articles in trade journals
6. conference presentations
7. business-oriented newsletters
8. external grants.

IX. Engagement Activities

An **engagement activity** is an activity or accomplishment that is of value to an independent third-party. Typically, the third-party has "purchased" the talent or expertise of a faculty member, either literally or by selecting the faculty member to perform a highly valued function. The rationale for an engagement activity is that a faculty member possesses current knowledge, a skill, or ability that is sought after by the business, government, or non-profit community or by others in academe. It is the faculty member's responsibility to demonstrate that the engagement activities have been significant and sustained.

Examples of **engagement activities for Practice Academics (PA)** include, but are not limited to, the following:

1. a leadership position in a professional association related to business, government or the non-profit sector.
2. service on a corporate board of directors.
3. obtaining new and appropriate professional certification.
4. a faculty internship where a faculty member works full-time for a company for a minimum period of time (at least 5 weeks) and is given a project to complete or set of responsibilities to execute.
5. maintaining an active consulting practice.
6. developing and/or delivering executive education seminars.
7. editorial responsibilities with a journal or practitioner periodical.
8. an external grant.
9. intellectual contributions such as a textbook or an invited article for a nationally-known practitioner periodical.

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Examples of **engagement activities for Instructional Practitioners (IP)** include, but are not limited to, the following:

1. holding an executive position in a formal organization.
2. obtaining and/or maintaining relevant professional certification.
3. service on a corporate board of directors.
4. creating and/or delivering executive education seminars.
5. maintaining an active consulting practice.
6. serving as a member of a board of directors for a formal organization.
7. writing an invited article for a nationally-known practitioner periodical.
8. writing a popular press book that achieves wide distribution.
9. delivering speeches nationally to businesspeople through a contractual arrangement with a speaker's bureau.
10. authoring papers or reports that are widely disseminated.
11. publishing (and sustaining the publication of) a newsletter or sequence of reports that attracts a large subscription base.
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