

# Accreditation Bulletin

## New Faculty Qualifications and Engagement Policy

In Spring 2014, the College began a process of discussing and drafting a new policy on faculty qualifications. The impetus was the new Standards adopted by the AACSB Accreditation Council in April, 2013. Our next AACSB Review is scheduled for February, 2016 and we will be reviewed using the new Standards beginning in Spring 2015. The draft was reviewed in two faculty forums, the faculty Academic Planning Council (an 8-member faculty committee representing all Departments/Schools), the AACSB Accreditation Steering Committee, and the College Management Team. It was continuously amended, incorporating feedback, and put to faculty vote. The LCoB Faculty Qualifications and Engagement Policy was approved by faculty vote on April 15, 2014, effective Fall 2014. (See the LCoB accreditation website for the full Policy: <http://www.sjsu.edu/co-baccrediation>)

The new faculty qualification designations are: Scholarly Academics (SA), Practice Academics (PA), Scholarly Practitioners (SP), and Instructional Practitioners (IP). These designations, along with criteria to maintain faculty qualification status, are detailed in the new Policy. At least 40% of faculty needs to be SA; 60% needs to be SA, PA, and SP; and 90% needs to be SA, PA, SP, and IP. The SA designation is the same as the Academically Qualified (AQ)

designation in the old policy, with the same publication requirements. PA, SP and IP are three variations of the Professionally Qualified (PQ) designation in the former policy. In keeping with the recommendations of the last AACSB Review Team, we have clarified the transition for doctoral faculty from SA to PA and to Other; and provided a transition period for doctoral faculty to regain SA status when returning from an administrative assignment.

Categories of intellectual contributions (A,B,C,D), and the associated point system, remain similar to the previous policy. Table 1 provides a summary.

**Table 1. Point System for Intellectual and Professional Contributions**

	SA	PA	SP	IP
Relevant Contribution Categories	A, B, C	A, B, C, D	A, B, C, D	D
Points Required from Specific Categories	At least 4 points from A	At least 2 points from A or B	At least 2 points from A, B, or C	At least 2 points from D
Minimum Total Points Required	6 points	4 points	4 points	2 points

Many thanks to all who participated in the development of our new Policy!

### MAINTENANCE OF ACCREDITATION TIMELINE

2014-2015  
Strategic Management Plan  
Business School Questionnaire  
Assurance of Learning  
Activities  
Scope Confirmed  
Select Peer Review Team  
Set Visit Date

2015-2016  
Strategic Management Plan  
Business School Questionnaire  
Assurance of Learning  
Activities  
Submit Maintenance Report  
Peer Review Team Visit

# Preliminary Faculty Qualification Ratios

## Current Snapshot

Faculty qualification ratios indicate the level to which faculty members maintain scholarly and/or professional currency, as outlined in our new LCoB Faculty Qualification and Engagement Policy. Figure 1 presents preliminary faculty qualification ratios for the College as they currently stand (2010-2014), based on faculty CVs collected in Spring 2014 and percent of time a faculty member is devoted to the LCoB mission. This is compared with the previous accreditation cycle (2006-2011). As shown, the faculty ratio percentages are comparable in the two cycles. In the current cycle, the percentage of SA is 62%, whereas the percentage of AQ in the previous cycle was 64%. The current percentage of SA+PA+SP+IP is 95%, as compared to PQ at 96% in the previous cycle. We currently meet or exceed the threshold ratios for each faculty qualification designation set by AACSB standards.

**Faculty Qualification Ratios**  
Current Snapshot and Prior Accreditation Cycle

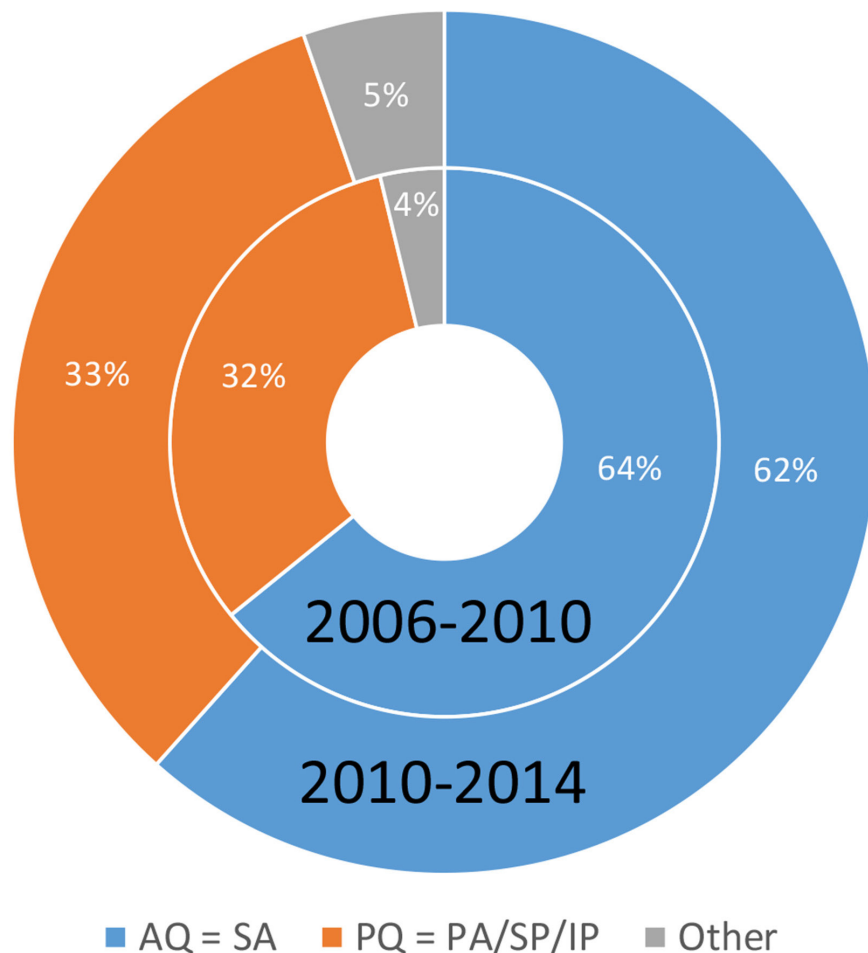


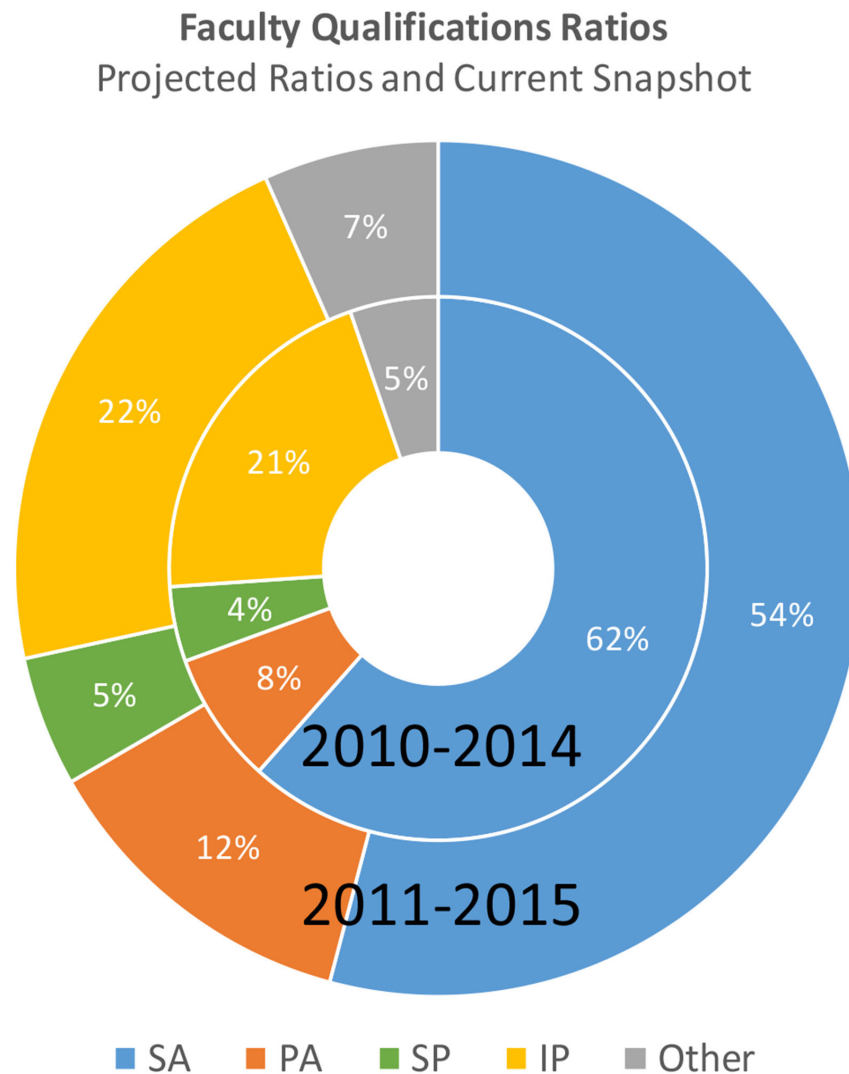
Figure 1. Faculty Qualifications Ratios-Current to Prior



# Preliminary Faculty Qualification Ratios

## Projected Ratios

Two semesters will be reviewed by the AACSB team: Spring 2015 and Fall 2015. Faculty qualification ratios will be determined by intellectual and professional contributions in the 2011-2015 period. Figure 2 shows the projected 2011-2015 faculty qualification ratios based on the latest CVs collected in Spring 2014, and reflect percentages if nothing changes. In other words, they do not reflect intellectual and professional contributions in CVs that will be collected in Spring 2015.



**Figure 2. Faculty Qualifications Ratios-Projected to Current**

As shown, the percentage of SA drops, while other faculty qualification ratios increase. The ratios for the College continue to meet thresholds: SA=54% ( $\geq 40\%$ ); SA+PA+SP=71% ( $\geq 60\%$ ); SA+PA+SP+IP=93% ( $\geq 90\%$ ). While our showing is good, let's give a final push to raise our SA ratio in 2015!



# Assessment Update

## Closing the Loop

'Measure twice, close the loop once' is the AACSB guideline for assurance of learning in any 5-year accreditation cycle. We are set to meet or exceed these expectations! For our BSBA program, core courses that hosted assessment in AY 2013-2014 include Bus 160/161 (Goal 4: Leadership, Teams & Diversity), Bus 170 (Goal 5: Critical Thinking), Bus 186 (Goal 3: Ethical Awareness), Bus 187 (Goal 1a: Business Knowledge-Global), Bus 188 (Goal 6: Innovation), and Bus 189 (Goal 2a: Oral Communication). For our graduate programs, assessment is ongoing towards closing the loop for goals in each program. Table 2 provides a summary of goals across programs that have been assessed/measured. A goal that is checked twice indicates that all assessments for that goal, including sub-goals, have been measured at least twice. As shown, we are close to full completion.

Table 2. Assessment Checklist

	BSBA		MBA		MSA		MST		MSTM	
	Once	Twice/+	Once	Twice/+	Once	Twice/+	Once	Twice/+	Once	Twice/+
Goal 1	√		√	√	√	√	√	√	√	√
Goal 2	√		√		√	√	√	√	√	
Goal 3	√	√	√	√	√	√	√	√	√	
Goal 4	√	√	√	√	√	√	√	√	√	√
Goal 5	√	√	√	√	√	√	√	√	√	
Goal 6	√		√		√	√	√	√	√	

Many, many thanks to all the faculty involved in assessment, and to members of the Core Course Community, Learning Goal Task Forces, Undergraduate Curriculum Committee, and graduate Program Directors. Your hard work and dedication is immensely appreciated!

## Welcome New Assessment Coordinator



Dr. Nanette Clinch has joined our AACSB accreditation team as Assessment Coordinator. She is working to finalize data collection and preparation of assessment reports for the AACSB team visit in 2016. She brings her keen organizational skills and attention to detail that is greatly appreciated as we approach the finish line of the current accreditation cycle. Welcome Nanette!

For more information on Accreditation topics, please visit our Web site at <http://www.sjsu.edu/cobaccreditation>

For questions, please contact Carol Reade at [carol.ream@sjsu.edu](mailto:carol.ream@sjsu.edu)

