

Accreditation Bulletin

Summary of Faculty Qualifications Discussion Forum

Following our successful re-accreditation in spring 2016, and in the spirit of continuous improvement, the LCOB is revisiting our faculty qualifications policy. The Research and Development committee was tasked with two things: 1) making clear that publications in predatory journals will not count towards faculty qualification and that faculty should not publish in them and 2) encouraging intellectual contributions that are high quality and high impact. The R&D committee first met with each department and then convened a meeting of the college.

Three main topics emerged during the conversation on the LCOB Research Policy revision on Friday, November 18, 2016 - how to deal with predatory journals, how to motivate faculty to engage in high impact practices and what the R&D committee should do next.

With regards to the first point, how to deal with the proliferation of predatory journals, there seemed to be a consensus among the faculty at the meeting that there should be no reward for publishing in predatory journals. The next step is for the Research and Development Committee to draft and propose wording to reflect this in the new LCOB Research Policy. The wording will be along the lines of - no points shall be given for articles published in predatory journals at the time of article submission, Beall's list (<https://scholarlyoa.com/publishers/>) was suggested as a good source of information on predatory journals. Also, an argument was made that potentially if a journal happens to be on any predatory journal list but the faculty thinks that the journal is not predatory the case can be made to the Exceptions Committee that the journal is not predatory.

With regards to the second point, how to motivate faculty to publish in high impact journals, the discussion circled around the idea that some reward system needs to be developed to reward higher impact research activity versus normal level impact activity. There were suggestions to give more points for A+ publications (3, 4 or even 6 points for top level publications), to give money as a motivator and release time. There was a fairly large number of faculty in attendance who favored release time for engagement in high impact practices.

With regards to the third point, what we should do next, the consensus was to revise the LCOB Research Policy to reflect no rewards for predatory journals first this coming spring 2017 semester. At a later stage come back and revise the Research Policy to reflect differential reward system to motivate high impact practices and in the meantime, we should continue our discussions of how exactly to do that.

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On the Horizon

Upcoming discussions will also focus on:

- **Defining “practioner”.** The team chair noted a need to document continuous engagement with professional practices among our faculty seeking SP or IP status.
- **AACSB has launched a new *Collective Vision for Business Education*.** As we anticipate a new strategic plan, we should integrate these elements into our plan:
 - Co-Creators of Knowledge
 - Catalysts for Innovation
 - Hubs of Lifelong Learning
 - Leaders on Leadership
 - Enablers of Global Prosperity

Calendar for Faculty Qualification Points

Faculty qualification points are used to determine faculty qualification category: SA (scholarly academic), PA (practice academic), SP (scholarly practitioner), IP (instructional practitioner), or other.

There are four kinds of qualification points: Category A: Peer Reviewed Publications, Category B: Other Publications, Category C: Other Intellectual Contributions, Category D: Professional Contributions. Points expire after 5 years. The figure below shows when the last semester for which a publication will count, based upon date of publication.

- **Only intellectual contributions after January 1, 2016 will count towards faculty qualifications at the next AACSB reaccreditation in January 2020**

The following clarification was approved by the College Management Team in fall 2016

- Faculty who do not achieve SA status by the stated deadline (June 30 for the upcoming spring semester and Dec 31 for the upcoming fall semester) will not receive the .2 assigned time appointment for research. This may result in their being scheduled for 4 classes a semester. If faculty complete intellectual contributions between the deadline and the start of the semester, they may appeal their status by submitting to the Director of Accreditation documentation that the intellectual contribution points were earned after the deadline. The Director of Accreditation will determine faculty qualification status. The Dean, in consultation with the faculty member's department chair/school director, will decide any adjustments to the teaching appointment and TR&D, if feasible and practical.

All policies and the calendar are online at www.sjsu.edu/cobaccreditation/policies

			When points "expire"								
			Fa 16	Sp 17	Fa 17	Sp 18	Fa 18	Sp 19	Fa 19	Sp 20	Fa 20
Date by which an article must be published to be counted	Dec 31 2011	Published by 1/1/12 counts towards SA through fall 2016 Does not count towards SA in spring 2017									
	July 1, 2012	Published by 7/1/12 counts towards SA through spring 2017 Does not count towards SA in fall 2017									
	Dec 31 2012	Published by 1/1/13 counts towards SA through fall 2017 Does not count towards SA in spring 2018									
	July 1, 2013	Published by 7/1/13 counts towards SA through spring 2018 Does not count towards SA in fall 2018									
	Dec 31 2013	Published by 1/1/14 counts towards SA through fall 2018 Does not count towards SA in spring 2019									
	July 1, 2014	Published by 7/1/14 counts towards SA through spring 2019 Does not count towards SA in fall 2019									
	Dec 31, 2014	Published by 1/1/15 counts towards SA through fall 2019 Does not count towards SA in spring 2020									
	July 1, 2015	Published by 7/1/15 counts towards SA through spring 2020 Does not count towards SA in fall 2020									
	Dec 31 2015	Published by 1/1/16 counts towards SA through fall 2020 Does not count towards SA in spring 2021									

