

UNIVERSITY OF HAWAII AT HILO
College of Business and Economics

Criteria for Classifying Faculty

Ratified, ???/??/2013-15?

Table 4.9, CIR, 2016

Amended by Unanimous Vote of the CoBE Faculty Senate, 8/15/2017

Amended by Unanimous Vote of the CoBE Faculty Senate, 3/12/2019

Amended by Unanimous Vote of the CoBE Faculty Senate, 5/13/2020

Criteria for Classifying Faculty as Scholarly Academic (SA)

A faculty member (including full and part time positions) is considered a “scholarly academic” by meeting one of the following standards:

SA1. The faculty member has not earned a doctoral degree but s/he is ABD and completing his/her first year of service in the College of Business and Economics.

SA2. The faculty member has earned a Doctoral degree (or a JD when s/he is teaching courses in law, legal environment or ethics) within the previous five years, providing that:

- a. the degree is in the area in which the individual teaches OR
- b. If the doctoral degree is not in the area in which the individual teaches, additional professional development is evident (specialized graduate coursework or intellectual contributions in a relevant business field).

SA3. The faculty member has earned a Doctoral degree (or a JD when s/he is teaching courses in law, legal environment or ethics) more than five years previously and the faculty member has earned at least 75 points in Intellectual Contributions over the previous 5 years, with a minimum of one peer-reviewed journal publication (25 points from Category A), as specified in Appendix G. Journals must be genuinely peer-reviewed and care must be taken to avoid predatory journals.

Exemplar: A tenure-track professor teaching a 3 course per semester load, dedicating 25% of time to research activities, and actively involved in service.

Criteria for Classifying Faculty as Practice Academic (PA)

A faculty member (including full and part time positions) is considered a “practice academic” if the faculty member has earned a Doctoral degree (or a JD when s/he is teaching courses in law, legal environment or ethics) more than five years previously and has demonstrated continued professional engagement via one of the following:

- a. Maintains a part-time (minimum ¼-time) relevant practice (e.g. consulting, training, accounting practice, or serving on corporate boards).
- b. Operates or owns a viable business in a relevant field which requires the owner to engage in business-related activities for a minimum ¼-time.

- c. Teaches or presents in professional programs, such as company programs or in professional associations, or presentations of applied research in academic programs at least 10 hours per month.
- d. Is involved half-time or more in academic administration.
- e. Engages in other activities which may not meet the requirements defined in items (a), (b), or (c) above but has a significant business impact.

Exemplar: An instructor with a Doctoral degree or JD, teaching a 4 course per semester load, active both in faculty service and in the business community.

Criteria for Classifying Faculty as Scholarly Practitioner (SP)

A faculty member (including full and part time positions) is considered a “scholarly practitioner” by meeting the following standards:

The faculty member possesses at least a Master’s degree in a field related to the area of the teaching assignment, and

- a. Possesses professional experience that is relevant to the teaching assignment, that is significant in duration and level of responsibility, and that is current within five years at time of hiring or later;
OR
- b. Possesses current professional certification in a relevant field, OR
- c. Has earned at least 75 points in Intellectual Contributions over the previous 5 years, as specified in Appendix G. Unlike the Scholarly Academic, the Scholarly Practitioner is not required to publish in a peer-reviewed journal and may make up the 75 points from a combination of all intellectual contribution activities.

Exemplar: A faculty member with a doctoral degree who does not publish actively, but who has founded one or more successful ventures, is recognized as an industry leader, and is able to connect students with internships and jobs.

Criteria for Classifying Faculty as Instructional Practitioner (IP)

A faculty member (including full and part time positions) is considered an “instructional practitioner” by meeting the following standards:

The faculty member possesses at least a Master’s degree in a field related to the area of the teaching assignment OR possesses a bachelor’s degree with demonstrated significant career achievement relevant to the teaching assignment.

The faculty member has demonstrated continued professional engagement via one of the following:

- a. Maintains a part-time (minimum ¼-time) relevant practice (e.g. consulting, training, accounting practice, or serving on corporate boards).
- b. Operates or owns a viable business in a relevant field which requires the owner to engage in business-related activities for a minimum ¼-time.

- c. Teaches or presents in professional programs, such as company programs or in professional associations, or presentations of applied research in academic programs at least 10 hours per month.
- d. Is involved half-time or more in academic administration.

Exemplar: A lecturer with a Bachelor’s degree and a distinguished and successful business career, teaching 1-2 classes per semester and getting students and alumni involved in industry by connecting them to colleagues.

INITIAL ACADEMIC PREPARATION and PROFESSIONAL EXPERIENCE	SUSTAINED ENGAGEMENT ACTIVITIES	
	Academic	Applied
Doctoral or JD	Scholarly Academic (SA)	Practice Academic (PA)
Substantial professional experience	Scholarly Practitioner (SP)	Instructional Practitioner (IP)

Participating Faculty Members “Participating” faculty members assist the School in achieving its mission through activities beyond direct teaching responsibilities. A faculty member will be deemed participating if, in addition to teaching, he or she participates in the governance of the college through participation in curriculum development and college/department committee assignments.

Supporting Faculty Members Faculty will be designated as “Supporting” if they have a contractual arrangement that does not include responsibilities other than teaching. Supporting faculty members do not participate in governance or curriculum development.