

JACKSON STATE UNIVERSITY

COLLEGE OF BUSINESS

**FACULTY QUALIFICATIONS
STANDARDS**

FACULTY QUALIFICATION CLASSIFICATIONS

**TABULAR PRESENTATION OF REQUIREMENTS
FOR SCHOLARLY ACADEMIC STATUS**

**IMPACT OF INTELLECTUAL CONTRIBUTIONS
AND CONTINUOUS IMPROVEMENT**

Office of the Dean
College of Business
Jackson State University

Dr. Sheila Porterfield
Interim Dean

College of Business – Jackson State University

Faculty Qualifications Standards

The College of Business at Jackson State University maintains and strategically deploys participating and supporting faculty who collectively and individually demonstrate significant academic and professional engagement that sustains the intellectual capital necessary to support high-quality outcomes consistent with the College's mission and strategies.

Faculty Qualification Classifications

	Sustained Engagement Activities	
	Academic (Research/Scholarly)	Applied/Practice
Initial Academic Preparation and Professional Experience	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
Professional Experience, Substantial in Duration, and Level of Responsibility		
Doctoral Degree	Scholarly Academics (SA)	Practice Academics (PA)

Scholarly Academics (SA) sustain currency and relevance through scholarship and related activities. Normally, SA status is granted to newly hired faculty members who earned their research doctorates within the last five years prior to the review dates. Subsequent to hiring, SA status is sustained as outlined below.

Practice Academics (PA) sustain currency and relevance through professional engagement, interaction, and relevant activities. Normally, PA status applies to faculty members who augment their initial preparation as academic scholars with development and engagement activities that involve substantive linkages to practice, consulting, other forms of professional engagement, etc., based on the faculty members' earlier work as an SA faculty member. PA status is sustained as outlined below.

Scholarly Practitioners (SP) sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional background and experience. 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. SP status is sustained as outlined below.

Instructional Practitioners (IP) sustain currency and relevance through continued professional experience and engagement related to their professional backgrounds and experience. Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience as outlined below. IP status is sustained as outlined below.

Tabular Presentation of Requirements for Scholarly Academic Status

In order to be considered *Scholarly Academic* (SA), faculty must have an earned Ph.D/DBA in Business or Economics preferably from an institution whose Business program is accredited by AACSB, or a terminal degree in a closely related discipline with at least 18 credit hours in their field of teaching at the College of Business.

And they must attain the following record of intellectual contributions at the time of hire for newly hired faculty and thereafter continuously in every five year period immediately preceding the point of assessment of faculty qualifications status.

Faculty Teaching Designation	Peer Reviewed Journal (PRJ)*	Other Intellectual Contributions (OICs)**	Total Required Intellectual Contributions
Undergraduate Level	<p>3</p> <ul style="list-style-type: none"> All journals must be included on the Target Journal List (TJL) as specified below. 	2	5
MBA/MPA Level	<p>3</p> <ul style="list-style-type: none"> <u>At least one</u> PRJ must be published in journals ranked Highly-Competitive or higher on the Target Journal List and the other two PRJs must be published in journals included on the Target Journal List as specified below; The faculty member must be the first author for <u>at least one</u> of the three articles. 	2	5

Jackson State University College of Business
Revised Scholarly Academic (SA) Faculty Qualifications

Ph.D. Level	3	2	5
	<ul style="list-style-type: none"> • <u>At least two</u> PRJs must be published in journals ranked Highly-Competitive or higher on the Target Journal List and the third PRJ must be published in journals included on the Target Journal List as specified below; • The faculty member must be the first author for <u>at least two</u> of the three articles. • <u>All three</u> articles must have <u>at most three authors</u> (articles with more than three authors will not be counted towards satisfying this requirement) 		
<p>PRJs that are single-authored, dual-authored, and tri-authored will count as 1 publication for each author.</p> <p>PRJs that are authored by <u>more than three</u> authors will count proportionately for each author -- for example, each author on a publication with four authors will receive a count of 0.25 of a publication; and each author on a publication with five authors will receive a count of 0.20 of a publication.</p>			
<p>New Ph.D./DBA holders are considered SA by virtue of the earned doctorate for the first five years immediately after receiving their terminal Ph.D./DBA degree. Recent Ph.D./DBA holders will remain SA according to the following schedule: (a) SA at Ph.D. level for the first 2 years; (b) SA at Masters level in the 3rd year; (c) SA at undergraduate level for the remaining 2 years.</p>			
<p>New hires with a graduate degree in taxation or an appropriate combination of graduate degrees in law and accounting will be considered SA to teach taxation subject to continued, sustained academic and professional engagements.</p>			
<p>New hires with a J.D. degree who have been admitted to the Bar are considered Scholarly Academic for teaching courses in business law at both undergraduate and graduate levels.</p>			
<p>ABD candidates will be considered Scholarly Academic to teach in the undergraduate business program for 2 years after the date of hire if they have completed all requirements for obtaining their Ph.D./DBA degrees except preparing and defending their final dissertation in the immediate academic year prior to the date of hire.</p>			

Target Journal List: All peer reviewed journal publications must be in journals listed in one of the following three journal lists. The three lists together form the *Target Journal List* for the College of Business.

Target Journal List	ABDC Australian Business Dean Journal List	Econ Lit	SJR Scimago Journal Rank
Elite Journal	A*	Elite Tier acceptance rate less than 10%	Q1
Top Ranked Journals	A	Top Tier acceptance rate 10%-14%	Q2
Highly Competitive Journals	B	Highly-Competitive Tier acceptance rate 15%-19%	Q3
Highly Regarded Journals	C	Highly-Regarded Tier acceptance rate 20%-25%	Q4

**** Other Intellectual Contributions and Professional Activities:** the remaining intellectual contributions, if any, may include the following OICs: peer reviewed conference proceedings, self or co-authored original academic papers presented at academic conferences, published cases with instructional materials, instructional software that is widely used, publicly available materials describing the design and implementation of new curricula or courses, research monographs, publically available working papers, consulting reports, serving as an editor of an academic journal, awarded a competitive external grant, chapters in books, and self or co-authored textbooks published by national publishers (only the first edition of a textbook counts and self-published textbooks will not be considered).

Special Considerations:

The journal quality and impact requirements, as well as the requirements for lead authorship, and the weighting of multi-authored articles with more than three authors will go into effect starting January 1, 2017.

A. Publication in other equally ranked journals not listed on the Target Journal List:

Faculty members at the College of Business are expected to target their PRJ publications in journals listed on the COB Target Journal List.

However, it is acknowledged that the unique mission-based nature of a faculty member's article may warrant publication in a highly reputable journal which is not listed on the COB Target Journal List.

On such occasions, the faculty member with the desire to publish in such a journal should, prior to submission of the article, discuss the mission-based justification for that submission with his/her Department Chair, the Faculty Qualification Task Force Chair, and the COB Dean, and provide documentation that the said target journal is ranked B or above in at least two separate journal ranking indices.

B. Transition Period:

- a. Credit for Completed Work: Peer Reviewed Journal articles which are published between January 1, 2016, and December 31, 2016, will count towards satisfying the 3 PRJ publication requirements as long as the journals are “not” included among those on the List of Predatory Journals/Publishers. (<https://scholarlyoa.com/individual-journals/>);
- b. Credit for Nearly-Completed Work: Articles submitted in 2016 for publication in a peer reviewed journal for which no decision letter has been received from the journal, will count towards satisfying the 3 PRJ publication requirements if they are eventually accepted and published in the same journal. The journals in which the article is eventually published must not be included on the List of Predatory Journals/Publishers. The authors are also exempted from the lead authorship and multi-authorship weighing requirements since the scholarship work has been nearly completed and the article is ready for submission, without sufficient time left to make authorship modification. Documentation of submission by December 31, 2016, and eventual publication in the same journal to which it was submitted is required.
- c. Credit for Work In Progress: To recognize and reward efforts spent on articles that have been in development but not ready for submission yet, any article that is submitted for publication during the 2016-2017 academic year (ending May 31, 2017) to a well-regarded peer reviewed journal will count towards satisfying the 3 PRJ publication requirements if it is eventually accepted and published in the same journal (which is not included on the List of Predatory Journals/Publishers). Lead authorship, and multi-authorship weighing requirements will be in effect for this scholarship work. Documentation of submission by May 31, 2017, and eventual publication in the same journal to which it was submitted is required.
- d. Promoting Interdisciplinary Scholarship Collaborations: To create a deep culture of high quality and impactful scholarship at the College of Business, research collaboration among faculty will be encouraged. Monthly COB Faculty Research Seminars will serve as a conduit for identifying interdisciplinary research partners, and research-active faculty members will be encouraged to mentor colleagues who may benefit from such research guidance and leadership.

During the transition period ending May 31, 2017, research-active faculty members who lead the preparation and publication of multi-authored PRJ articles will be rewarded as follows:

- i. The lead authors of two-author and three-author PRJ article will receive priority among the co-authors in conference travel funding to present the article (subject to the availability of funds). Additionally, the lead author of two-author and three-author PRJ articles will receive an additional \$200 towards conference travel, article review fee, or other costs associated with publication of the PRJ article in the journal listed on the COB Target Journal List (subject to the availability of funds).
- ii. The lead author of a four-author peer reviewed journal article will receive full PRJ credit towards publication of journal articles submitted during the transition period (ending May 31, 2017) and subsequently published in a well-regarded peer reviewed journal which is not included on the List of Predatory Journals/Publishers. Additionally, the lead authors of a four-author PRJ article will receive priority among the four authors in conference travel funding to present the article (subject to the availability of funds).

The goal of this award is to encourage research-active faculty to mentor and guide their colleagues towards a deeper culture of scholarship and peer reviewed publications during the transition period.

- iii. Each remaining author of four-author PRJ articles will receive an additional count of 0.25 publication credit during the transition period (ending May 31, 2017), for a total count of 0.5 publication credit, towards publication of journal articles submitted during the transition period and subsequently published in a journal which is not included on the List of Predatory Journals/Publishers.

The goal of this award is to encourage interdisciplinary scholarship collaborations, which begins during the transition period and becomes a part of the COB culture of scholarly activities persisting well beyond the transition period.

Impact of Intellectual Contributions and Continuous Improvement

The portfolio of intellectual contributions by the faculty of JSU-COB is expected to have an impact through “making a difference” and “fostering innovations” that are consistent with the mission, vision, and goals of the College.

Accordingly, the portfolio of intellectual contributions of the COB faculty will include:

- a. Applied scholarship that prepares our students to provide business-centered solutions that promote economic and social advancement, and is expected to have an impact on the local and national economies;
- b. Teaching and Learning scholarship to develop innovative teaching methodologies and instructional tools that impact the learning outcome and career success of our student body which is growing in diversity, and includes students from historically disadvantaged backgrounds; and
- c. Discipline-Based scholarship which generates new knowledge and develops new methodologies to impact the theory, particularly at the PhD level, impacts the practice of business administration, especially in the MBA and MPA programs, and effectively communicates the new knowledge and methodologies to develop our students as technologically advanced and globally aware business leaders.

The portfolio of the intellectual contributions of the COB faculty will therefore persistently affect the advancement of knowledge and practice of management sciences, have an impact on the teaching and learning pedagogy of business education, improve teaching excellence, and contribute to the career development of our students and career advancement of our faculty.

College of Business Faculty will discuss the composition and impact of their intellectual contributions as described above during their annual performance review with the Department Chair and periodically and as necessary with the Dean of the College of Business. The expected contribution of newly-hired faculty to the portfolio of the College’s intellectual contribution will be clearly conveyed during the hiring process and onboarding.

The impact of intellectual contributions and the influence of individual faculty members' scholarship to the portfolio of intellectual contribution at the College of Business may be measured in different ways.

Quantitatively, faculty will evaluate the impact of their scholarship through resources such as Thomson Reuters Impact Factor measures (<http://www.wokinfo.com/essays/impact-factor/>).

The College of Business Target Journal List, composed of the those listed in the ABDC, SJR, and EconLit, consists of journals evaluated to be of high quality and impactful in each respective academic discipline within the College. The journals are, as matter of fact, selected and ranked not only based on their peer evaluation status and acceptance rates but also based on *impact measures* such as total number of citations, citations per documents for 2 and 3 year periods, H Index, total and per document references, and percentage of international collaborations, among other impact measures.

College of Business faculty, upon consultation with the Department Chair and the Faculty Qualifications Committee, may wish to take measures to realign the impact of their intellectual contributors beyond those measured by the quality and impact of the journals from among those listed on the Target Journal List in which they have published.

Qualitatively, faculty evaluate and report the mission-based impact of their respective portfolios of intellectual contributions in general, and the mission-based impact of their PRJ articles and other OICs, in particular, in terms of *differences made* and *innovations fostered*. These reports will be annually reviewed by the Department Chairs, Faculty Qualifications Committee, and the Dean.

The strength of each faculty member's intellectual contribution will lead to an impactful COB portfolio of intellectual contributions.

The *impact of the College of Business Portfolio of Intellectual Contributions* as the sum of COB faculty members' contributions will hence be measured through a variety of evidence such as quality and impact of journals in which the publications appear, the quality and rigor of the conferences where faculty members' intellectual contributions are presented, the breadth of faculty engagement and production of intellectual contributions within each discipline, awards/recognitions/editorships, and other forms of validation of accomplishments of faculty through their intellectual contributions. Special attention will be paid to scholarship that impacts economic development of the local community, metro Jackson, and the State of Mississippi, and scholarship that influences the economic and social prosperity of people of color.