

**Graduate Faculty
Appointment and Reappointment
Criteria and Standards**

*Revised by vote of the Management Department Graduate Faculty, October 2018
References the Department's most recent P & T Guidelines and Journal List*

Department:	Management
College:	Business
Department Chair:	Kevin Mossholder
Date Approved by Faculty:	October 26, 2018

Professional Affiliate

Level 0: The faculty member may teach at the 6000/7000 level, but is not eligible to serve on thesis or dissertation committees or teach at the 8000 level. To receive graduate credit, a doctoral student enrolled in a course taught by a Professional Affiliate must secure prior approval from both the Management Department's graduate faculty and the Dean of the Graduate School.

For the initial appointment, the candidate must have obtained either:

1. A Master's degree recognized by the department as directly applicable to the professional field, and evidence of exceptional professional experience (as allowed by SAC Criteria for Accreditation, Section 4.8.2.3) that is directly relevant and applicable to the professional program in which the individual will be teaching. This can be exhibited by professional experience at the rank of chief executive officer and/or owner, or recognized expertise and professional experience in the relevant field of no less than eight years, or
2. A terminal degree (e.g., Ph.D., JD, MD) recognized by the department as directly applicable to the professional program.

Credentials of all candidates are to be reviewed in advance by a departmental committee prior to any course assignment.

For reappointment as a professional affiliate, the candidate must have contributed to the graduate program as demonstrated by maintaining a level of teaching quality commensurate with departmental peers in graduate courses, as evidenced by relevant student and/or peer teaching evaluations.

Graduate Faculty Levels 1 and 2

Level 1: The faculty member may teach at the 6000/7000/8000 level, and is eligible to serve on or chair Master's advisory committees and may serve as a member of Ph.D. dissertation committees.

For initial or reappointment, the candidate must have obtained both

1. A terminal degree recognized by the department, and
2. An appointment at the rank of Assistant Professor or above.

In addition, the candidate must meet the following requirements:

- a. The candidate shall have a record of scholarly publication. This will be satisfied typically by one or more publications at journals on the most recent Management Department list. Additionally, a candidate may provide reputational evidence for scholarly textbooks or articles in journals not on the list.
- b. The candidate should demonstrate other significant professional scholarly commitment. This could involve such activities as: reading papers before learned and professional organizations; writing book reviews, scientific and industrial reports, short notes, popular articles, or similar materials; rendering consulting service which provides evidence of the scholar's professional standing and competence in his/her special field; participating in the activities of appropriate scholarly professional organizations by holding office or serving in other responsible capacities; performing significant administrative duties connected with the graduate program of a department or the university; or attainment of extramural support that is evidence of professional standing.

Level 2: The faculty member is eligible for all duties described under Level 1. Additionally, the faculty member is eligible to chair Ph.D. dissertation committees.

For initial or reappointment, the candidate must have demonstrated all competencies described for Level 1 status in addition to those listed below:

1. The candidate must have demonstrated publication proficiency in "Category 1" or "Elite" journals from the most recent Management Department journal list. Additionally, a candidate may provide reputational evidence for scholarly textbooks or articles in journals not on the list. A distinguishing factor for Level 2 candidates is that they should have demonstrated proficiency on multiple projects.
2. The candidate should demonstrate other significant professional scholarly commitment, as described in the Level 1 description above.
3. The candidate should have demonstrated her/his ability to direct graduate level research. The candidate may be called upon to chair dissertations, so they should possess the scholarly reputation and qualities necessary to do so.
4. A research contract or grant award from a prestigious national funding agency (e.g., NSF, NIH) that has undergone a rigorous review process will be considered similar in stature to a journal publication. As indicators of research competency, contract and grant awards from less prestigious funding agencies will be considered commensurately on their own merits.

For either initial appointment or reappointment at Level 2, a faculty member believing other evidence of competency is appropriate can request the Department Chair establish a committee comprised of Level 2 faculty and the Associate Dean to weigh the acceptability of this evidence.

Terms of Appointments

For Level 0, 1, or 2, the term of appointment is 7 years.

A faculty member appointed to Level 1 may be nominated for Level 2 status at any time. Faculty members serving at Level 2 can be nominated for reappointment at Level 1 or Level 2 during the last year of their term.

Confirmation Procedures

For Level 0, credentials of the applicant are reviewed by an ad hoc departmental committee of three Level 1 or 2 graduate faculty members. This committee determines whether Level 0 qualifications have been met. A vote of all departmental graduate faculty members is not required.

For Level 1 and 2, credentials of the applicant are reviewed by eligible graduate faculty members. Level 2 graduate faculty are eligible to vote on Level 2 applicants; Level 1 and 2 graduate faculty are eligible to vote on Level 1 applicants. For either level, a simple majority of those eligible to vote determines whether the applicant is confirmed by the department.