

**University of Detroit Mercy**  
**College of Business Administration**  
**Statement of Faculty Qualifications**  
Approved October 18, 2024

**I. Rationale**

The College of Business Administration seeks to hire, develop, and deploy highly qualified faculty members who support our institutional mission through active participation in the creation, collection, and dissemination of current knowledge in business. In doing so, we are guided by the standards of our accrediting body, the Association to Advance Collegiate Schools of Business (AACSB). AACSB defines “qualified” faculty as having an appropriate level of initial academic preparation and professional experience, combined with sustained academic and/or professional engagement sufficient to maintain currency in the fields in which they teach.

Specifically, Standard 3, addresses faculty qualifications and engagement. “*Faculty qualifications status* refers to one of four categories designated to demonstrate current and relevant intellectual capital or professional engagement in the area of teaching to support the school’s mission and related activities. Categories for specifying faculty qualifications are based on both the initial academic preparation or professional experience, and sustained academic and professional engagement within the area of teaching ...Faculty members should be assigned one of these designations based on the school’s criteria for initial qualifications and sustained engagement activities that support currency and relevancy in the teaching field.”

At the same time, Standard 8 stipulates that “The school’s faculty collectively produce high-quality, impactful intellectual contributions that, over time, develop into mission-consistent areas of thought leadership for the school.”

**II. Guiding Principles**

A faculty member’s initial preparation—i.e., educational credentials and professional experience—should be appropriate for his or her tea-5(hi)2 significant and ongoing engagement with current business practices and a demonstrable impact on the theory, teaching, or practice of business in support of our mission. Both quality and impact may be judged by external validation from third parties. We can initially assess the quality of research by the review process to which it is subjected and the selectivity of the outlet in which it appears, and we evaluate its impact by its longer-term usefulness to other scholars or practitioners. Thus, a guiding principle in evaluating currency is the value that external stakeholders place on a faculty member's talent and intellectual contributions.

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### **III. Definition of Scholarly Academics (SA)**

A faculty member in the University of Detroit Mercy's College of Business Administration will be considered a Scholarly Academic (SA) provided that s/he meets the following conditions:

1. possesses a doctoral degree in (or related to) the field in which s/he is teaching; and
2. has completed at least 2 quality publications and 4 additional intellectual contributions over the past 6 years; and
3. can demonstrate that his or her research has an impact on the theory, teaching, or practice of business, and/or supports our institutional mission.

Exceptions:

- (i) Faculty:

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2. has retired within the past 2 years from a full-time position in business with significant job responsibilities related to the teaching field, or
3. has retired from a full-time position in business with significant job responsibilities related to the teaching field and has completed significant and sustained engagement activities over the past 6 years.

Exception:

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