C. Faculty Qualifications and Sufficiency Criteria

Criteria to distinguish between participating and supporting Faculty:

The Faculty of Business (FoB) has a definition for faculty sufficiency to distinguish between participating and supporting Faculty. The faculty sufficiency criteria enable us to adequately differentiate between "participating" and "supporting" Faculty so that the academic staff can contribute to the school's mission of "*educating entrepreneurs and leaders*" with *an "international perspective*" and ability to "*keep pace with contemporary needs*" as well as "*lifelong learning*."

Consistent with the AACSB definitions, Dokuz Eylul University Faculty of Business follows the following requirements in deciding whether a faculty is participating or supporting.

1. **Supporting Faculty**
    1.1. Part-time Faculty and/or Faculty appointed only to teach a class)
    1.2. All but dissertation (ABD) faculty members and PhDs with no teaching responsibilities.

2. **Participating Faculty**: faculty members who have teaching responsibilities and have at least **two** other involvements (beyond classroom instruction and office hours) from the list below:
    2.1. Being a member of Faculty or University Level Boards
    2.2. Being a member of Faculty or University Level committees
    2.3. Participation in curriculum-related activities, such as curriculum reviews and updates
    2.4. Participation in activities that contribute to the scholarship mission of the college (such as research projects and national or international academic collaboration with scholars)
    2.5. Active participation in Faculty or University level student-advisory activities (such as being advisor/coordinator/mentor of student clubs or participating in Faculty or University Level activities aimed to advise students about academic fields/career development/international exchange programs, e.g., Erasmus)
    2.6. Active participation in Faculty or other student-focused activities to enhance students' interaction with each other, show them real-life practices, prepare them for their business life, and increase their knowledge, experience, and competence (such as bringing students together with notable personages in their discipline by arranging seminars, conferences, talks, etc.)
    2.7. Active participation in either preparation or construction or delivery of instruction in non-degree programs/training/certificate programs of the Faculty of Business (such as training programs for executives)
    2.8. Active participation in the marketing activities of the Faculty of Business for prospective students (such as speaking for the FoB in introductory meetings arranged by high school administrations to assist students in their university/department choices)
    2.9. Active participation in the development of academic and professional research output of the Faculty of Business and Dokuz Eylul University (such as arranging and giving webinars)

Criteria to classify Faculty according to their academic qualifications:

The FoB has a clear definition to classify the Faculty according to their qualifications to ensure that the Faculty sufficiently contributes to the school's mission to "educate entrepreneurs and leaders" and to maintain producing "quality research." The definitions enable the FoB to distinguish the Faculty according to their qualifications and define performance expectations for annual review.

1. **Scholarly Academics (SA)**
    Initial Requirement: To be qualified as a Scholarly Academic (SA), a faculty member has to meet one of the following criteria:
    - Doctoral degree that is directly related to the area of teaching.
        - For faculty members with a Ph.D. that is not directly related to the teaching discipline, the faculty member has to demonstrate high levels of sustained and substantive academic engagement in teaching.

- Faculty members who acquired their Ph.D. degrees less than five years ago will automatically be considered SA during the first four years. To maintain the SA status in year 5, the production of Intellectual Contributions listed in Table 3.1a is required (see below for detailed definition).
- After completing their qualifying exams (all-but-dissertation, ABD status) until they complete their degrees, PhD candidates are considered as SA without any further requirements. CoHE requires a certain time limit for completing a Ph.D. degree, which usually corresponds to a maximum of three years.

Maintaining the Qualification of SA:

Faculty members who acquired their Ph.D. degrees **more than five years ago** must maintain the qualification by meeting the following requirements on a **rolling 5-year basis:**

- A faculty member is considered an SA and maintains SA status if they make the following contributions during the last five years.

  - **One intellectual contribution from item 1 of Table 3.1a OR two intellectual contributions from item 2 of Table 3.1a**
    AND
  - **One intellectual contribution from items 1, 2, 3, or 4 of Table 3.1a**
    AND
  - **Two intellectual contributions from any items in Table 3-1a during the past five years.**

Faculty members who acquired their Ph.D. degrees **less than five years ago** must maintain the SA qualification should meet the above requirements **at the end of year five.**

Faculty members teaching in the law field can maintain the qualification with the same requirements as above. Yet, their intellectual contributions could include **item 5 in Table 3-1a** among various other items, occasionally incorporating contributions from items 1 and 2.

Table 3-1a: Intellectual Contributions

1	Paper published in Journals listed in Web of Science Core Collection (SCI-Exp, SSCI, AHCI, ESCI)
2	Paper published in Journals listed in SCOPUS, Proquest_ABI Inform, EBSCO, EconLit
3	Scholarly peer-reviewed book chapter in a book whose publisher has been in business for at least four years and published 20 books in the field or book chapter listed in Web of Science BKCI.
4	A scholarly peer-reviewed book whose publisher has been in business for at least four years and published at least 20 books in the field or book listed in Web of Science BKCI
5	A paper published in a Journal listed in the Turkish quality list TR-Dizin (ULAKBİM) and other indices
6	Leader or researcher in an externally funded project grant
7	Full paper in a peer-reviewed conference proceeding or proceeding listed in Web of Science CPCI.
8	Presentation in national or international conferences
9	Editor, associate editor, guest editor, or member of an editorial board in a national or international academic journal
10	At least six article reviews as a reviewer

11	Participating in national or international academic events (conferences, workshops) by serving as a chair, by being a member of organizational or scientific committee

2. Practice Academics (PA)

Initial Requirement: To be qualified as a **Practice Academic (PA)**, a faculty member has to meet both of the following criteria:

- Doctoral degree that is related to the area of teaching.
  - For faculty members with a Ph.D. that is not directly related to the teaching discipline, the faculty member has to demonstrate higher levels of sustained and substantive academic engagement in teaching.
- A faculty member is considered a PA and maintains PA status if they make the following contributions during the last five years.

  - **More than 50% external employment with job responsibilities related to the field of teaching responsibilities and at least one intellectual contribution from Table 3-1a,**
    OR
  - **Four business practice activities from Table 3.1b and at least one intellectual contribution from Table 3-1a.**

Table 3-1b: Business Practice Activities [1]

1	Recognized professional titles (CPA, member of a bar association, member of a business association, etc.)
2	Serve as a member of the board of directors for NGOs, private and/or public institutions
3	Serve as a high-level administrator for NGOs, private and/or public institutions related to the area of teaching
4	Completion of a consultancy that produces a verifiable project or document
5	Completion of an audit that produces a verifiable project or document
6	Completion of a mediation that produces a verifiable project or document
7	Completion of a conciliation that produces a verifiable project or document
8	Completion of an arbitration that produces a verifiable project or document
9	Leader and/or participation in a project in cooperation with NGOs, private and/or public institutions. (no less than three months)
10	Development and coordinating executive education programs for NGOs and private and/or public institutions related to teaching.
11	Teaching in programs developed for NGOs, private and/or public institutions
12	Publications (e.g., newspaper articles, journals, blogs) related to business practice where the audience is the business community
13	Maintaining active professional consulting and facilitating activities for NGOs, private and/or public institutions (no less than three months)
14	Organizing professional events such as conferences/seminars, broadcasts, webinars, radio shows, seminars, conferences, etc., whose participants are mainly professionals.

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[1] Private and public institutions include businesses, associations, foundations, trusts, governmental agencies, not-for-profit organizations, and similar entities.

15	Being a keynote/invited speaker at a professional event such as conferences/seminars, broadcasts, webinars, radio shows, seminars, conferences, etc. whose participants are mainly professionals.
16	Less than 50% employment with job responsibilities related to the field of teaching responsibilities

3. Scholarly Practitioner (SP)

Initial Preparation: To be qualified as a **Scholarly Practitioner (SP)**, a faculty member has to meet both of the following criteria:

- At least a master's degree in the teaching discipline or a closely related field.
- A faculty member is considered SP and maintains SP status if they make the following contributions during the last five years.
    - One intellectual contribution from Item 1 and at least one other from the activities listed in Table 3-1a during the last five years.

        OR

    - One Intellectual contribution from Item 2 and at least two others from the activities listed in Table 3-1a during the last five years.

4. Instructional Practitioner (IP)

Initial Preparation: To be qualified as an **Instructional Practitioner (IP)**, a faculty member has to meet both of the following criteria:

- At least a master's degree in the teaching discipline or a closely related field
- A faculty member is considered an IP and maintains IP status if they make the following contributions during the last five years.
    - More than 50% employment with job responsibilities related to the field of teaching responsibilities

        OR

    - Four business practice activities are listed in Table 3-1b.

Exception for Faculty holding key administrative appointments:

According to the 2020 Guiding Principles, different faculty qualifications criteria can be maintained for Faculty holding key administrative appointments. Key academic administrators in the Faculty of Business are Deans and Vice Deans for whom the obligation for teaching and research is close to zero. They can keep their status throughout their duties and three years after the end of their duties.

Minimum requirements for key administrative appointments:

A key academic administrator is considered an SA or SP and maintains their status if they have completed the following requirements during the past five years:

- One intellectual contribution from Items 1-5 listed in Table 3.1a **and**
- One additional intellectual contribution from any of the items listed in Table 3.1a

A key academic administrator is considered as PA or IP and maintains their status if they have completed the following requirements during the past five years:

- Two business practice activities are listed in Table 3.1b