

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

*Revised by vote of the Management Department Graduate Faculty, October, 2010*

Department: Management  
College: Business  
Department Head: Sharon L. Oswald  
Date Approved by Faculty: October 12, 2010

**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:

1. Maintaining a level of teaching quality commensurate with departmental peers in graduate courses, as evidenced by relevant student and/or peer teaching evaluations.
2. Maintaining a current knowledge of the field as demonstrated through active participation in professional associations, reaffirmation of professional licensure or certification, continuing education, continued professional practice, or other indicators as approved by the Management Department's graduate faculty.

## Graduate Faculty Levels 1 and 2

**Level 1:** The faculty member may teach at the 6000/7000 level, and is eligible to serve on or chair Master's advisory committees and Ph.D. qualifying paper committees, and may serve as a member of Ph.D. dissertation committees. Graduate Level 2 status must be met in order to teach courses in the Ph.D. program or to chair Ph.D. dissertation committees.

For the initial appointment, 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 publication of at least three full-length research articles in reputable refereed journals (reputable are those journals identified as such by faculty in the Management Department list. The research in these articles should reflect methodology appropriate to the candidate's field. The publication of a book or research monograph may satisfy this requirement if it makes a scholarly contribution to the author's field of specialization. Such publications must clearly demonstrate the author's research competence. In those areas where publication is not customarily the end result of scholarly activity, evidence of comparable achievement suitable for establishing professional standing must be presented.
- b. The candidate should demonstrate other significant professional scholarly commitment. This involves any one, or combination of 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.

For reappointment as a Level 1 faculty member, the candidate must have prior service at either Level 1 or Level 2, and must have contributed to the graduate program as demonstrated by:

1. Maintaining a level of teaching quality commensurate with departmental peers in graduate courses as evidenced by relevant student and/or peer teaching evaluations, or
2. Contributing as a member of Master's or Ph.D. advisory committees or qualifying paper committees.

**Level 2:** The faculty member is eligible for all duties described under Level 1. Additionally, the faculty member is eligible to teach 8000 level courses and chair Ph.D. dissertation committees.

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

1. The candidate should have three years of experience participating regularly in the graduate program of the candidate's department at Auburn or another institution of higher education, or demonstrated in some other way her/his ability to direct graduate level research.
2. The candidate must have served on at least three examining committees. These may be three final master's level examinations or three doctoral level examinations or a combination of these.
3. The candidate must have three publications in "high quality" or "elite" journals from the Management Department journal list over the last seven years.
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 an "elite" journal publication. As indicators of research competency, contract and grant awards from less prestigious funding agencies will be considered commensurately on their own merits.

*In rare cases*, when the candidate has established a significant scholarly record, and demonstrated in some other outstanding way her/his ability to direct doctoral students, the Graduate Dean may approve a reduction in the requirements of years of experience or examining committees. Such strongly justified, written requests must be supported by a majority vote of the department's Level 2 faculty.

For reappointment as a Level 2 faculty member, the candidate must have prior service at Level 2, and must have contributed to the graduate program as demonstrated by:

1. Maintaining a level of teaching quality commensurate with departmental peers in graduate courses as evidenced by relevant student and/or peer teaching evaluations. Contributed as a member of Master's or Ph.D. advisory committees or qualifying paper committees.
2. The candidate must have three publications in "high quality" journals or "elite" journals from the Management Department journal list over the last seven years. As indicators of research competency, contract and grant awards will be considered in a fashion commensurate with the prestige and rigor of the review process of the funding agency.

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 of reappointment at Level 1 or Level 2 during the last 6 months of their term.