

**Gonzaga University**  
**School of Business Administration**

**Participating and Supporting Faculty Determination**

The Gonzaga University School of Business Administration seeks to hire, develop, and deploy highly qualified faculty members which support its institutional mission. In this work, the School is guided by the standards of the Association to Advance Collegiate Schools of Business (AACSB).

Section 3.1 in Standard 3 of the 2020 Standards for accreditation with AACSB defines participating and supporting faculty members as follows:

- A participating faculty member actively and deeply engages in the activities of the school in matters beyond direct teaching responsibilities. Normally, the school considers participating faculty members to be ongoing members of the faculty, regardless of whether their appointments are full-time or part-time, whether their positions with the school are considered their principal employment, and whether the school has tenure policies.
  
- A supporting faculty member does not normally participate in the intellectual or operational life of the school beyond the direct performance of teaching responsibilities.

Since the 2016 CIR, the SBA has developed, adopted and applies a point system to quantify the depth and breadth of activities that are required to attain participating and supporting status annually. The criteria is due to be reviewed in 2022. **The SBA's criteria in this point system for classifying faculty members as participating or supporting quantify the** activities faculty members engage in represent our values of academic excellence, engagement with our university and community and inspired Jesuit education.

**VALUES**

There is no substitute for academic excellence.

We will be active and engaged in our university and our community.

We will embrace the Jesuit legacy of confident, enlightened, and innovative action.

**VISION**

We will be an exemplar of Jesuit business education.

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Each item listed counts as one point, regardless of the number of occasions. For example, if you published 1 article or 4, you receive one point. **Fewer than 10 points qualifies a faculty member as supporting. More than 10 points qualifies a faculty member as participating.**

#### **Excel:**

- Publication or academic conference presentation (includes all types of intellectual contribution) that is related to business education and research, ethics; diversity, equity and inclusion; Jesuit mission
- Editorial board position within business or related areas.
- Obtaining a grant or other funding from a major funding agency as a Principal Investigator for scholarly activity within business or related areas.
- Full-time faculty teaching load
- Advising
- Service in an SBA Leadership Role (includes Associate Dean, Directors, Discipline Leads, AoL Lead, Committee Chair)
- Hold significant administrative/leadership appointment within the institution.
- Maintain significant managerial responsibilities in an outside business
- Develop instructional software
- Review a discipline-related textbook
- Achieve and/or maintain professional licensure
- Earn at least 15 hours of continuing education per academic year within the discipline you teach
- Complete coursework towards a masters' or qualifying degree in discipline

#### **Engage**

- Service on University Board/s, Committee/s and/or Task Force/s
- Service on SBA Committee/s and/or Task Force/s
- Presentation within business or University mission-related areas to professional groups or other scholars within business or related areas.
- Consulting work within the discipline you teach.
- Regular attendance at faculty meetings
- Hold a faculty internship, fellow, or visiting practitioner role with an external organization
- Serve as a member of an AACSB Peer Review Team

#### **Inspire**

- Invited publication or presentation in University mission-related areas.
- Service as a mentor
- Serve as a board member of a for-profit and/or not-for-profit organization
- Club Advising
- Collaboration activities with Opportunity Northeast
- Organize and direct a discipline-related workshop or seminar for practitioners
- Leading events and experiential learning activities related to the Jesuit mission
- Maintain significant managerial responsibilities in an outside business
- Serve as an expert witness