

Faculty and Professional Staff Resources

Table 12 (AACSB Table 3-1)
Faculty Sufficiency and Qualifications Summary
 Fall 2020 - Spring 2021

Organizational Unit: Discipline Source: Member Profile Aggregation Unit: Student Credit Hour												
Discipline	Faculty Sufficiency Indicators				Full-Time Equivalents						Faculty Qualifications Indicators	
	Participating	Supporting	Total	% Taught by Participating	SA	PA	SP	IP	A	Total	SA (>40%)	SA+PA+SP+IP (>90%)
Accounting 23 members, 12.40 FTE	6,626	454	7,080	93.59%	9.00 (72.6%)			3.40 (27.4%)		12.40	72.60%	100.00%
Finance 14 members, 6.35 FTE	1,768	1,184	2,952	59.89%	5.00 (78.7%)			1.35 (21.3%)		6.35	78.68%	100.00%
Management Information Systems 13 members, 5.29 FTE	722	1,410	2,132	33.86%	4.00 (75.6%)			1.29 (24.4%)		5.29	75.58%	100.00%
Economics 10 members, 8.23 FTE	3,803	280	4,083	93.14%	5.00 (60.8%)	2.00 (24.3%)		0.19 (2.3%)	1.04 (12.6%)	8.23	60.75%	87.36%
Management 45 members, 14.71 FTE	3,556	2,613	6,169	57.64%	10.00 (68.0%)			4.71 (32.0%)		14.71	67.98%	100.00%
Marketing 22 members, 9.29 FTE	3,301	537	3,838	86.01%	7.00 (75.3%)			2.29 (24.7%)		9.29	75.32%	100.00%
Operations 20 members, 5.88 FTE	1,611	1,228	2,839	56.75%	2.00 (34.0%)			2.88 (48.9%)	1.00 (17.0%)	5.88	34.04%	82.98%
College Totals 147 members, 62.15 FTE	21,528	7,565	29,093	74.00%	42.00 (67.6%)	2.00 (3.2%)		16.11 (25.9%)	2.04 (3.2%)	62.15	67.57%	96.72%

Faculty Sufficiency Indicators

- Discipline: $P/(P+S) > 60\%$ required to be taught by participating members
- College: $P/(P+S) > 75\%$ required to be taught by participating members

Faculty Qualifications Indicators

- Minimum SA: $(SA)/(SA+PA+SP+IP+A) > 40\%$
- Minimum SA + PA + SP + IP: $(SA+PA+SP+IP)/(SA+PA+SP+IP+A) > 90\%$

Of the more than 29,000 credit hours taught in the SBA during the fall of 2020 and spring of 2021, participating faculty were responsible for 21,528 hours – 74% of the total – slightly below the expected threshold for college-wide sufficiency. At an individual level, three disciplines fell below the 60% threshold expected for disciplines – Management Information Systems, Management, and Finance. Multiple factors contribute to these below-threshold totals:

- Faculty retirements, phased retirement – all three of the disciplines noted above had a tenured faculty member retire or use Gonzaga’s phased retirement program (which removes a faculty member for every other semester over three years) during the 20-21 academic year. In two disciplines (Finance and MIS), a replacement faculty member has already been hired and will begin with us in the fall of 2021. In Management, a search has already commenced to replace Dr. Buller, who will retire in spring of this coming year.
- Course releases – in the Management discipline, nearly a third of the participating faculty in that discipline have at least one or more course releases because of holding an administrative position or an endowed professorship.
- Core course distribution – the MIS and Management disciplines teach five of the fifteen 100 through 400 – level course content that all SBA students must complete as part of their degree requirements. These courses (BUSN 111, BMIS 283, MGMT 350, BUSN 480, and BUSN 481) are serviced by a balance of participating and supporting faculty. Given the number of students that pass through these courses each semester, the influence of participating faculty on overall participation rates is significant.

Overall, more than 74% of credit hours delivered during the 2020-21 academic year were delivered by participating faculty – a figure that far exceeds the AACSB recommended standard. 96.72% of course work during that year was delivered by qualified faculty as defined by current standards.

Faculty Qualification Status

Table 13 (AACSB Table 3-2) Deployment of Faculty by Qualification Status in Support of Degree Programs Fall 2020 and Spring 2021					
Degree Programs	SA	PA	SP	IP	A
BBA*	59.9%	3.7%		33.4%	3.0%
MAcc	66.6%			33.4%	
MBA/MBA-AIE	71.3%			28.7%	
MSTax	52.2%			47.8%	
Qualification Status Totals**	60.8%	3.2%		33.3%	2.7%
<p>29,043 student credit hours were generated in 2020-21.</p> <p>* For the purposes of this table, coursework toward all four undergraduate degrees is represented as one degree program; the overlapping coursework between these four programs makes it impossible to count many core classes as being tied on one undergraduate major over another.</p> <p>** Represents the percentages of the 29,043 total credit hours, not an average of programs</p>					

Across all degree programs and levels, more than 60% of credit hours taught in the SBA during the 2020-21 academic year were taught by Scholarly Academic (SA) faculty while slightly more than 33% of the remainder were taught by Instructional Practitioner (IP) faculty. The BBA, MAcc, and MBA degree programs closely follow the overall school-wide trend, while the MSTax degree field has recently trended to a larger representation by IP faculty than SA. Much of this can be explained by the continued evolution of the MSTax program, which has brought in many qualified professionals in the field who do not aspire to scholarly contributions.

Table 18
Published and Accepted Intellectual Contributions (AACSB Table 8-1)
 Academic Years 2016-17 through 2020-21

Discipline Area	Portfolio of Intellectual Contributions (published and accepted)				Types of Intellectual Contributions				Percentages of Faculty Producing Intellectual Contributions	
					Peer/Editor- Reviewed		Other	Total	Part*	All
	BDS	AIS	TLS	Total	PRJ	APR/ER				
Accounting	33.5	10	23	66.5	29.5	34	3	65.5	100%	73.6%
Finance	18.5	-	-	18.5	16.5	2	-	18.5	80%	61.5%
Management Information Systems	27.5	5	2	34.5	12.5	21	1	33.5	100%	76.3%
Economics	18	5	2	25	12	12	1	25	87.5%	86.6%
Management	37	16	52.2	105.2	32.2	54	19	105.2	80%	61.9%
Marketing	33.5	7	7.8	48.3	23.3	24	1	48.3	100%	75.0%
Operations	10	5	3	18	8	10	-	18	66.7%	38.9%
College Totals (147 members, 66.57 FTE)	178	48	90	316	134	157	25	314	89.1%	68.8%

BDS: Basic or Discovery Scholarship AIS: Applied Integrative/Application Scholarship TLS: Teaching and Learning Scholarship

* While 50 faculty are identified as Participating Faculty because of their appointment status, only 46 of those faculty have research expectations included as part of their appointment. The discipline and college-wide percentages are calculated based on the 46 faculty with research expectations.