

Faculty Qualifications/Sufficiency Criteria

1. The School’s Criteria for SA, PA, SP, and IP Faculty

The College strategically deploys faculty members who demonstrate significant academic and professional engagement and requires that they maintain their scholarship and professional engagement. COM faculty consists of both academics and business practitioners, which enables students to acquire both theoretical and practical knowledge. In addition, the COM has established procedures to evaluate initial faculty qualifications, and an annual evaluation process to assess how faculty members sustain their qualifications.

The COM has set its faculty qualification standards to match the four classifications required in the 2020 AACSB standards: SA = Scholarly Academic; PA = Practice Academic; SP = Scholarly practitioner; IP = Instructional Practitioner. In developing criteria with which to further define our faculty, the COM’s College Affairs Committee received feedback from the Advisory Committee and subsequently developed the Guidelines Governing Faculty Qualification Standards, which describe the expected level of engagement of faculty members in teaching, research, academic/professional activities. The COM’s criteria for each of the qualified faculty status categories (SA, PA, SP, and IP) are outlined as follows.

1.1 Scholarly academics (SA)

- (1) Possess a doctoral degree and engage in academic research and related scholarly activities.
- (2) Have published at least 2 peer-reviewed research articles in the selected journal database.
- (3) Have earned at least 60 points in the past 5 years from items designated as SA activities in the Faculty Activities List.
- (4) Faculty members who have earned a doctoral degree within the last 5 years or are ABDs for less than 3 years are automatically granted SA status.

* For Scholarly Academic (SA) faculty, both criterion 2 and criterion 3 must be met.

Item	SA Faculty Activities List	Points
1	Served as a journal editor or committee member for 1 year.	10
2	Served as a member of a recognized academic organization or association for 1 year. ¹	10
3	Received an award for academic research. ²	10
4	Received an invitation to serve as a keynote speaker at an event held by an academic division. ³	20
5	Received approval for at least one research project by the Ministry of Science and Technology (MOST), Ministry of Education (MOE), or other government agencies.	20
6	Published 1 SCI, SSCI, TSSCI, EI, EconLit, Finance Literature Index, and Australian Business Deans Council (ABDC) Quality Journal List journal article	40
7	Published 1 peer-reviewed journal article	20
8	Published 1 conference paper	10
9	Published 1 textbook/ e-book	10
10	Published 1 case	10
11	Published 1 professional article	10

12	Published 1 newspaper article	5
13	Published 1 academic/professional book	10
14	Conducted 1 review of PRJs Not in Prohibited List	5
15	Was awarded a patent	20
16	Received a recognized professional certificate	10

Footnotes :

¹Served as a member, director, or supervisor of the academic organization or association.

²Received the 'Best Paper Award' issued by the MOST, Ministry of Education, or the academic journal.

³Served as a keynote speaker at an international symposium or conference.

1.2 Practice academics (PA)

- (1) Possess a doctoral degree and engage in practical activities.
- (2) Have published at least 1 peer-reviewed research article in the selected journal database or 2 conference papers in the past 5 years.
- (3) Have earned at least 60 points in the past 5 years from items designated as PA activities in the Faculty Activities List.

* The PA criteria into two major categories: 1-8 for practical contributions, and 9-13 for academic contributions. PA faculty seeking qualification must produce output in both areas, and achieve a total score of 60 or more in order to be recognized as PA faculty.

Item	PA Faculty Activities List	Points
1	Hosted collaborative projects between industry and academia or served as a consultant for the Small Business Innovative Research (SBIR) or Service Industry Innovation Research (SIIR) programs, with accumulated funds of NT \$50,000 or 1 project.	20
2	Hosted University Social Responsibility (USR) projects, with accumulated funds of NT \$100,000 or 1 project.	20
3	Served as an independent director, supervisor, or consultant of a listed company for 1 year.	20
4	Served as a manager in a profit organization or government agency for 1 year.	20
5	Worked in a non-profit organization, such as an association, foundation, etc., as a committee member or a senior manager, for 1 project.	20
6	Served in an administrative managerial position at the university or in one of its academic divisions for 1 year.	20
7	Served in a leadership role of a recognized academic organization or association for 1 year. ¹	15
8	Completed an industry learning or research project in a partner enterprise or cooperating industry related to teaching for a period of at least six months or 26 weeks, which can be accumulated over time, in accordance with the National Pingtung University Regulations Governing the Implementation of Industry Learning or Research for Faculty. ²	40
9	Earned an award for outstanding instruction.	40

10	Published 1 SCI, SSCI, TSSCI, EI, EconLit, Finance Literature Index, and Australian Business Deans Council (ABDC) Quality Journal List journal article.	35
11	Published 1 peer-reviewed journal article.	15
12	Published 1 conference paper.	10
13	Taught 1 MOE accredited online teaching course.	15
14	Was awarded patent.	20
15	Received a recognized professional certificate.	10

Footnotes :

¹Served as a director or supervisor of the academic organization or association. Serving in a leadership role of an academic organization or association involves application of management knowledge and skills to the professional world, which will lead to the accretion of practical business experience.

²There are many ways to fulfill the requirements laid out in the National Pingtung University Regulations Governing Implementation of Industry Learning or Research for Faculty. However, the College of Management encourages qualified faculty members who teach professional or technical courses to work in a company during the winter or summer breaks to update their knowledge base and gain first-hand experience in the business sector.

1.3 Scholarly practitioners (SP)

- (1) Possess a master's degree and have substantial professional experience, and engage in academic research and related scholarly activities.
- (2) Have published at least 1 peer-reviewed research article in the selected journal database or 2 conference papers in the past 5 years.
- (3) Have earned at least 60 points in the past 5 years from items designated as SP activities in the Faculty Activities List.

Item	SP Faculty Activities List	Points
1	Served as a journal editor or committee member for 1 year.	20
2	Served as a member of a recognized academic organization or association for 1 year. ¹	20
3	Received an award for academic research. ²	20
4	Received an invitation to serve as a keynote speaker at an event held by an academic division. ³	40
5	Received approval for at least one research project by the Ministry of Science and Technology (MOST), Ministry of Education (MOE), or other government agencies.	40
6	Published 1 SCI, SSCI, TSSCI, EI, EconLit, Finance Literature Index, and Australian Business Deans Council (ABDC) Quality Journal List journal article	60
7	Published 1 peer-reviewed journal article	30
8	Published 1 conference paper	15
9	Published 1 textbook/ e-book	20
10	Published 1 case	20
11	Published 1 professional article	20
12	Published 1 newspaper article	10

13	Published 1 academic/professional book	20
14	Conducted 1 review of PRJs Not in Prohibited List	10
15	Was awarded a patent	30
16	Received a recognized professional certificate	15

Footnotes :

¹Served as a member, director, or supervisor of the academic organization or association.

²Received the ‘Best Paper Award’ issued by the MOST, Ministry of Education, or the academic journal.

³Served as a keynote speaker at an international symposium or conference.

1.4 Instructional practitioners (IP)

- (1) Possess a master’s degree and have at least two years of professional experience, and engage in practical activities.
- (2) Have earned at least 60 points in the past 5 years from items designated as IP activities in the Faculty Activities List.

Item	IP Faculty Activities List	Points
1	Hosted collaborative projects between industry and academia or served as a consultant for Small Business Innovative Research (SBIR) or Service Industry Innovation Research (SIIR), with funds of every accumulated NT\$50, 000 or 1 project.	20
2	Hosted University Social Responsibility (USR) projects with accumulated funds of NT \$100,000 or 1 project.	20
3	Served as an independent director, supervisor, or consultant of a listed company for 1 year.	20
4	Served as a manager in a for-profit organization or government agency for 1 year.	20
5	Worked in a non-profit organization, such as an association, foundation, etc., as a committee member or a senior manager, for 1 year.	20
6	Completed an industry learning or research project in a partner enterprise or cooperating industry related to teaching for a period of at least six months or 26 weeks, which can be accumulated over time, according to the National Pingtung University Regulations Governing the Implementation of Industry Learning or Research for Faculty. ¹	60
7	Earned an award for outstanding instruction.	40
8	Served in an administrative managerial position at the university or in one of its academic divisions for 1 year.	25
9	Helped guide 1 student to take part in national competitions or obtain certifications or research grants.	5
10	Possess advanced certification in the field of management. For example, a pass certificate in the Senior Civil Service Examination, an accounting license, and so on. If the certificate is valid life long, the 5-year limit does not apply.	40
11	Taught 1 MOE-accredited online teaching course	20
12	Was awarded a patent	30
13	Received a recognized professional certificate	15

Footnote:

¹There are many ways to fulfill the requirements related to the National Pingtung University Regulations Governing Implementation of Industry Learning or Research for Faculty. However, the College of Management encourages qualified faculty members who teach professional or technical courses to work in a company during the winter or summer breaks update their knowledge base and gain first-hand experience in the business sector.

2. Criteria for COM Participating Faculty

The participating faculty of COM needs to simultaneously satisfy the four requirements of teaching activities, policy activities, advising activities, as well as Research, Industry, Project Activities, and Services in order to reach 100 points. On the other hand, supporting faculty only needs to satisfy teaching activities.

1. Teaching Activities (either one) (50 points)	<ol style="list-style-type: none">1. Achieve required teaching hours and fill in the syllabus2. Arrange office hours meet with students
2. Policy Activities (either one) (10 points)	<ol style="list-style-type: none">1. Attend department meetings at least 3 times (each semester)2. Attend school or university meetings at least 1 time (each semester)3. Participate in AOL Committee, Core Curriculum Course or General Professional Course Team
3. Advising Activities (either one) (20 points)	<ol style="list-style-type: none">1. Mentor students in either curricular or extracurricular student activities2. Advise Senior project/thesis3. Participate in student career advice.4. Supervise student internship program5. Mentor student(s) to join competitions.6. Participate in program promotion activities
4. Research, Industry, Project Activities, and Services (either one) (20 points)	<ol style="list-style-type: none">1. Publish in academic or professional journals2. Make presentations at academic/professional conferences.3. Participate in professional organization related to one's field (26 weeks)4. Conduct and participate in academic-industry projects5. Obtain a patent6. Conduct and participate in government projects (MOE, NSTC, etc.)7. Provide consulting/training services to local companies