

Muma College of Business Faculty Qualification/Credentials

To ensure graduates have the knowledge, skills and abilities required to compete successfully in the global environment of business, leading business schools have expanded course offerings, especially at the graduate level, to include courses not traditionally considered elements of business curricula. Examples include written, oral and electronic communications; business intelligence; cybersecurity; and presentation skills, among others. The faculty engaged to develop and teach these courses are, in many cases, adjunct faculty who bring special expertise and experience to the classroom. These faculty members are considered “Muma College of Business” faculty and are based in the dean’s office rather than in discipline-based departments.

The USF Policy 10-115, in accordance with SACSOC faculty credential guidelines, addresses faculty qualifications for teaching at the undergraduate and graduate levels. The SACSOC guidelines “Faculty Credentials” notes that (1) faculty teaching baccalaureate courses are expected to hold a doctoral or master’s degree in the discipline taught or a master’s degree with a concentration in the discipline equivalent to 18 graduate semester hours and (2) faculty teaching graduate or post- baccalaureate courses are expected to hold a doctorate or other terminal degree in the field taught or a related field. USF policy 10-115, in accordance with SACSOC accreditation principle 3.7.1, notes that “Exceptions may be made for individuals who do not meet the above qualifications but who are considered by the department to possess other demonstrated competencies and achievements that provide evidence to support effective teaching and student achievement.”

The Muma College of Business holds separate accreditation from the Association to Advance Collegiate Schools of Business (AACSB). AACSB Standard 15, which addresses faculty qualifications, requires that faculty meet criteria for classification as Scholarly Academic, Practice Academic, Scholarly Practitioner, or Instructional Practitioner with at least 40% of faculty meeting the criteria for Scholarly Academic (terminal degree in the field taught or equivalent and a record of basic, discipline-based research); 60% meeting the criteria for Scholarly Academic or Practice Academic (terminal degree in the field taught or equivalent and a record of substantive “linkages to practice”); and at least 90% meeting the criteria for one of the four categories.

Muma College of Business Interpretation

Because business draws on concepts and theories from a diverse set of disciplines including psychology, sociology, anthropology, economics, mathematics and statistics, neuroscience, mass communication/advertising, public policy, communication, social media, information and computer science and other related areas, terminal or master’s degrees in any of these fields may be considered sufficient academic preparation to teach specialized business courses.

To teach at the undergraduate level, Muma College of Business faculty must hold 1) a Ph.D. or equivalent degree from an accredited institution in the field in which they teach or in a related

discipline as described above, or 2) a master's degree with 18 graduate semester hours in the field in which s/he teaches or a related field. In exceptional cases, significant experience in the field in the profit or not-for-profit sector may substitute for 18 graduate hours in the field; however, master's degree or equivalent is required.

To teach at the graduate level, College of Business faculty must hold a Ph.D. or equivalent degree from an accredited institution in the field in which they teach or in a related discipline as described above. In exceptional cases, for Master's courses significant relevant experience in the field may substitute for terminal degree academic preparation. The appointment is on a temporary basis. Such exceptions must be approved by a two-thirds vote of the Graduate Policy Committee and the Dean. These exceptions are subject to college oversight regarding AACSB and SACS accreditation guidelines.