

Criteria for Faculty Qualification and Sufficiency

Faculty of Commerce and Management Studies

University of Kelaniya, Sri Lanka

This section explains the criteria for staff sufficiency and qualification of the Faculty of Commerce and Management Studies (**name of the Business School and identified as the 'School' hereafter**), University of Kelaniya.

Identification of the Academic Faculty

The school identifies the academic faculty by their discipline and not by the organizational structure. Accordingly, 06 disciplines were identified based on the majors of the school's degree programs, designed based on the school's mission statement.

1. Accounting
2. Finance and Economics
3. Marketing
4. Human Resource and Organizational Management
5. Entrepreneurship
6. Business Technology and Decision Science

a. Faculty sufficiency criteria

The school identifies academic faculty members as 'participating' and 'supporting', considering their activities in connection with the School's mission statement. The below criteria classify a faculty as 'Participating' and 'Supporting'.

Participating faculty members

- The academic faculty members who are on the payrolls of the University; and,
- The academic faculty member should actively and deeply engage in the school's activities in matters beyond direct teaching responsibilities.

Supporting faculty members

- Those who support teaching and other institutional activities may not necessarily be on the payroll of the University.

b. Faculty qualification criteria

Based on the currency and relevancy of the intellectual capital and/or professional engagement of the faculty in the area of teaching to support the mission statement, the school identifies the academic faculty as;

- Scholarly Academics (SA)
- Practice Academics (PA)
- Scholarly Practitioners (SP)
- Instructional Practitioners (IP).

School's criteria to identify the academic faculty qualification status

Scholarly Academics (SA)

The school identifies the faculty as a SA considering the below criteria;

- Academic faculty should possess a terminal degree in the area of teaching; and;
- Faculty should maintain the currency and relevancy of the doctoral qualification through research publications in peer-reviewed journals and/ or in peer-reviewed International Conferences related to their teaching field as per the School's Research publication policy.

A terminal degree is defined as:

- Doctoral degrees in Business or a closely related field (PhD or DBA)
- A degree in Law (LLB) for those who teach course units related to the legal environment of business

Research publication policy for maintenance of currency as per the School's research Publication Policy

- Biennially publish at least 01 research paper in a Scopus-indexed journal.
- Biennially publish at least 01 research paper in a peer-reviewed journal.
- Annually publish at least 01 research paper in an international conference accepted by the FCMS.

Those awarded Ph.Ds will be considered current for the subsequent 5 years.

Practice Academics (PA)

The school identifies the faculty as a PA considering the below criteria;

- Faculty should possess a terminal degree (PhD or a DBA) in the area of teaching; and;

- Faculty should maintain the currency and relevancy of the doctoral qualification through professional engagement, interaction, and activities related to their field of teaching.

Professional engagement, interaction, and activities are referred to, but not limited to,

- Serving as an executive-level employee in a private or state-owned corporation related to the area of teaching
 - Serving in the capacity of Board of Directors (Executive or Non-executive)
 - Providing business consultancies to medium and large companies in the preceding two years
 - Conducted executive development programs in the preceding two years, and
- Publication of peer-reviewed journals, industry reports, publications in trade journals, monograms, and other outlets widely accessed by practitioners.

Scholarly Practitioners (SP)

The school identifies the faculty as a SP considering the below criteria;

- Academic Faculty should possess a master's degree related to their field of teaching or
- Academic Faculty who has professional experience substantial in duration and responsibility at the time of hire; and
- who sustain currency and relevancy through publications in indexed peer-reviewed journals, **and/or** publication of industry reports, publications in trade journals, monograms, and other outlets widely accessed by practitioners related to their professional background and experience in their teaching field.

Instructional Practitioners (IP)

The school identifies the faculty as an IP considering the criteria below;

- Faculty should possess a master's degree related to their field of teaching; or
- Faculty who has professional experience substantial in duration and responsibility in the preceding five years; and
- who sustain currency and relevancy **through continued professional experience and engagement** related to their professional background and experience in their teaching field.

Additional Faculty (A)

- Faculty who do not meet the school's SA, PA, SP, or IP criteria.

Definitions

Professional experience

Serving medium or large-scale enterprises (state or private-owned) for at least five years in the capacity of a Chairman, Member of the Board, Chief Executive Officer, Executive level employee, or Business Consultant

Recognized professional qualification;

- Fellowships or Associateships in relevant teaching areas by Professional Institutions recognized by the University Senate in relation to the Board of Studies of the Commerce and Business Management, University of Kelaniya.

Note:

The faculty's workload is decided based on the Academic Accountability Policy of the School. It explains how student contact hours and research-related workload weights differ between faculty designations (Ex: Head of the Departments, Professor, Senior Lecturers, Lecturers, Lecturer (Probationary), and Instructors).

Link: <https://fcms.kln.ac.lk/media/attachments/2024/02/06/academic-accountability-framework-fcms.pdf>