



**UNIVERSITY OF  
KELANIYA** | Faculty of Commerce  
& Management Studies

**Criteria for Faculty Qualification and Sufficiency  
Faculty of Commerce and Management Studies  
University of Kelaniya, Sri Lanka**

**Approved by**

Faculty Board: **Meeting No. 306** held on the **14<sup>th</sup> of August 2024 (Amended Criteria)**.

Faculty Board: **Meeting No. 296** held on the **09<sup>th</sup> of August 2023 (Original Criteria)**.

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This document 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.

### **1. 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

## **2. Faculty Sufficiency and Qualification criteria**

### **2.1 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'.

#### **2.1.1 Participating faculty members**

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

A tentative list of activities in matters beyond direct teaching responsibilities

- Dean of the Faculty
- Head of the Department
- Member of the University Council or Senate
- Member of the Faculty Board
- Member of the Board of Studies
- Member of the Management Committee of the Faculty of Commerce and Management Studies
- Director of University/ Faculty Centres and members
- Coordinator of University/ Faculty Unit and members
- Degree programme coordinator
- MBA/ DBA Committee member
- Strategic Plan Coordinator of the school and department representatives
- Postgraduate degree programme coordinator/ Technical coordinators
- Academic Advisor
- Journal Editor or Editorial Board member of school's research journals
- Student Counsellors
- Student Mentor
- Academic Wardner
- School's Conference Committee Member
- Web masters

### 2.1.2 Supporting faculty members

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

### 2.2 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).

#### 2.2.1 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 No. KLN/FCMS/QA-P/23/1 (Those awarded Ph.Ds will be considered current for the subsequent 5 years)

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 No. KLN/FCMS/QA-P/23/1 relevant to SA Faculty.***

- i. At least three (03) research papers in peer-reviewed journals over a period of six (06) years (Refer Annexure 1 (point 1) – for PRJ classification) **OR**
- ii. Publish at least two (02) research papers in a peer-reviewed journal **and** publish/ present at least two (02) research papers in a research conference accepted by the FCMS (Refer Annexure 2 & 3) over a period of six (06) years
- iii. Those awarded Ph.Ds will be considered current for the subsequent 5 years.

### **2.2.2 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 for PA Faculty***

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 over 07 years of period,
- Serving in the capacity of Board of Directors (Executive or Non-executive)
- Providing business consultancies to medium and large companies in the preceding two (02) years
- Conducted executive development programs in the preceding two (02) years,

**And** the PA Faculty should publish,

- i. At least 02 research papers in peer-reviewed journals, **OR**
- ii. 01 industry report and 02 publications in trade journals, monographs and, other outlets widely assessed by practitioners.

In a block of six years.

### **2.2.3 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 along with professional experience in teaching or industry at least in preceding three years **and**,
- should maintain the currency and relevancy of the master's degree qualification through research publications in peer-reviewed journals and/ or in peer-reviewed Conferences related to their teaching field as per the School's Research publication policy No. KLN/FCMS/QA-P/23/1; **or**
- in the process of pursuing a Doctoral degree.

***Research publication policy for maintenance of currency as per the school's research Publication Policy No. KLN/FCMS/QA-P/23/1 relevant to SP Faculty.***

Publish at least three (03) ICs in research papers in a peer-reviewed journal **and/** or in research conferences accepted by the FCMS over a period of six (06) years.

**2.2.4 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; **and**
- who has professional experience substantial in preceding five (05) years duration **and**
- who sustain currency and relevancy **through continued professional experience and engagement** related to their professional background and experience in their teaching field.

***Professional experience and engagement for IP Faculty***

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

- Holds a Professional membership (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
- Serving as managerial-level employee in a private or state-owned corporation related to the area of teaching over 05 years of period,
- Providing business consultancies to medium and large companies in the preceding two (02) years
- Conducted executive development programs in the preceding two (02) years

**2.3 Additional Faculty (A)**

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

**Note:**

1. 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>

2. Classification of ICs including Peer-reviewed research papers in journals and conferences, the list of national conferences accepted by the school and the criteria to identify recognized international conferences are listed in the annexures.

## Annexure 1: Classification of Intellectual Contribution

The school has classified peer-reviewed intellectual contributions as follows. Faculty members are expected to provide details of their publications based on these criteria.

Category	A	B	C	D
Publications of research papers (PRJ)	<ul style="list-style-type: none"> <li>- The publications should be indexed in SSCI or</li> <li>- Scopus Q1 or Q2 Ranked,</li> <li>- A* or A in ABDC,</li> <li>- 4* or 4 in ABS</li> </ul>	<ul style="list-style-type: none"> <li>-The publications should be indexed in ESCI or</li> <li>- Scopus Q3 Ranked,</li> <li>- B in ABDC,</li> <li>- 3 or 2 in ABS</li> </ul>	Publication ranked, - C in ABDC, -1 in ABS	Other national and international peer-reviewed refereed journals are not contained in A, B or C categories.
Book Chapters	The book chapter should be peer-reviewed and published by a recognized international publisher.	The book chapter should be peer-reviewed and published by a recognized local publisher.	The book chapter should be peer-reviewed and published by any other international or local publisher	Editorially Reviewed Chapters
Case studies	This usually contains reputed case warehouses such as Harvard Business School and Ivey School	This usually contains reputed case warehouses such as Sage, Emerald, Springer, Dardens	This usually contains case studies published by the University with ISBN.	This usually contains case studies published by FCMS/ Departments with ISBN
Books and Textbooks	Published with reputed international publishers like Tata McGraw Hill, Pearson, Wiley, Cambridge, Sage	Published with reputed local publishers like Expographics, Sarasavi, Godage, Gunasena	Published by the university	Published by the authors (author publication)
Conferences	Publications/ Presentations at Scopus-indexed Conferences	Publications/ Presentations at International Conferences recognized by FCMS	Publications/ Presentations at National Conferences recognized by FCMS	Abstract Publications/ Presentations at Symposiums recognized by FCMS



## **Annexure 02 - List of National Conferences accepted by the school**

- International Conference on Business and Information (ICBI), University of Kelaniya
- International Conference for Accounting Researchers and Educators (ICARE), University of Kelaniya
- International Conference on Advanced Marketing (ICAM), University of Kelaniya
- International Student Research Conference in Marketing (ISRCM), University of Kelaniya
- International Research Conference on Management and Finance (IRCMF), University of Colombo
- International Undergraduate Finance Research Conference (IUFRC), University of Peradeniya
- International Conference on Business Management (ICBM) , University of Sri Jayewardenepura
- International Conference on Real Estate Management and Valuation (ICREMV), University of Sri Jayewardenepura
- International Conference on Contemporary Management, University of Jaffna
- International Conference on Management and Economics (ICME), University of Ruhuna
- International Conference on Management and entrepreneurship (COME), The Open University of Sri Lanka
- Annual International Research Conference (AIRC), South Eastern University of Sri Lanka
- International Research symposium on Management (IRSM), Rajarata University of Sri Lanka
- Interdisciplinary Conference on management Researchers (ICMR), Sabaragamuwa University of Sri Lanka
- International Research Conference of Uva Wellassa University (IRCUWV), Uva Wellassa University
- Wayamba University Research Congress (WURC), Wayamba University of Sri Lanka
- Research Conference on Business Studies (RCBS), University of Vauniya, Sri Lanka
- Other research conferences conducted by the institutes recognized by UGC of Sri Lanka.

## **Annexure 3: Criteria for evaluating International Conferences**

### **1. Reputation and Credibility**

#### **A. Organizers and Sponsorship:**

**Established Institutions:** Check if the conference is organized or sponsored by reputable institutions, professional organizations, or academic societies.

**Previous Editions:** Look at the history of the conference and its past editions to gauge its track record.

#### **B. Conference Scope and Focus:**

**Relevance:** Ensure the conference covers topics that align with relevant research or professional interests.

**Scope:** Evaluate whether the conference addresses current trends and significant issues in the field.

### **2. Quality of Content**

#### **A. Keynote Speakers and Presenters:**

**Expertise:** Review the credentials and expertise of keynote speakers and invited speakers.

**Diversity:** Consider the range of speakers and their contributions to the field.

#### **B. Accepted Papers and Sessions:**

**Peer Review Process:** Check if the conference employs a rigorous peer review process for paper submissions.

**Paper Quality:** Look into the quality and relevance of accepted papers and sessions from previous years.