



**UNIVERSITY OF RHODE ISLAND
COLLEGE OF BUSINESS**

AACSB

Appendix H: Faculty Qualifications

2013-2018

THINK BIG  WE DO™



Faculty Changes 2013 to 2018

2013 Fall	2017 Fall	2018 Fall
ACCOUNTING		
Beckman, Judy - Professor	Beckman, Judy - Professor	Beckman, Judy - Professor
Blanthorne, Cynthia - Assoc. Professor	Blanthorne, Cynthia - Assoc. Professor	Blanthorne, Cynthia - Professor
Boyle, Edmund - Assoc. Professor	Boyle, Edmund - Assoc. Professor	Boyle, Edmund - Assoc. Professor
D'Adamo, Joseph - Lecturer	D'Adamo, Joseph- Senior Lecturer	D'Adamo, Joseph- Senior Lecturer
De Angelis, Michael A - Lecturer		
Hazera, Alejandro - Professor	Hazera, Alejandro - Professor	Hazera, Alejandro - Professor
Hickox, Charles - Professor		
Jelinek, Kate - Assistant Professor	Jelinek, Kate - Assoc. Professor	Jelinek, Kate - Assoc. Professor
	Liu, Qi - Asst. Professor	Liu, Qi - Asst. Professor
Jervis, Kathryn - Assoc. Professor	Jervis, Kathryn - Professor	Jervis, Kathryn - Professor
Martin, Spencer J - Professor		
Matoney Jr, Joseph P - Professor		
	Newell, Roberta - Lecturer	Newell, Roberta - Senior Lecturer
Rose, Deborah - Lecturer		
Sacco, Ann-Marie P - Lecturer	Sacco, Ann-Marie - Senior Lecturer	Sacco, Ann-Marie - Senior Lecturer
Schwarzbach, Henry R - Professor	Schwarzbach, Henry - Professor	
Shin, Seung Kyoon - Assoc. Professor	Shin, Seung Kyoon - Assoc. Professor	Shin, Seung Kyoon - Assoc. Professor
	Triki, Anis - Asst. Professor	Triki, Anis - Asst. Professor
Westin, Stuart - Professor	Westin, Stuart -Professor	Westin, Stu - Professor
ENTREPRENEURIAL MANAGEMENT		
Comerford, Robert - Professor	Comerford, Robert - Professor	
Cooper, Elizabeth - Professor	Cooper, Elizabeth - Professor	Cooper, Elizabeth - Professor
	Cowan, Amanda - Asst. Professor	Cowan, Amanda - Asst. Professor
Creed, Douglas - Professor	Creed, Douglas - Professor	Creed, Douglas - Professor
Djurdjevic, Emilija - Asst. Professor	Djurdjevic, Emilija - Asst. Professor	Djurdjevic, Emilija - Asst. Professor
Dorado, Silvia - Assoc. Professor	Dorado, Silvia - Assoc. Professor	Dorado, Silvia - Assoc. Professor
Dugal, Sanjiv - Assoc. Professor	Dugal, Sanjiv - Assoc. Professor	Dugal, Sanjiv - Assoc. Professor
Dunn, John - Assoc. Professor	Dunn, John - Assoc. Professor	Dunn, John - Assoc. Professor
	Forster-Holt, Nancy - Asst. Professor	Forster-Holt, Nancy - Asst. Professor

	Gamache-Griffiths, Donna - Lecturer	Gamache-Griffiths, Donna - Lecturer
	Haas, Craig - Lecturer	
	Heaphy, Emily - Asst. Professor	
	MaGuire, Ryan - Lecturer	
Phelps, Aimee- Lecturer	Phelps, Aimee - Teaching Prof.	Phelps, Aimee - Teaching Prof.
		Potter, Sandra - Lecturer
Prokopovych, Bogdan - Lecturer		
		Riley, Susan - Lecturer
		Rogers, Sean - Assoc. Professor
Scholl, Richard W - Professor		
St Laurent, Diane - Lecturer		
Taylor, Scott R - Lecturer		
Wheeler, Anthony R, Associate Professor		
		Ying Chen- Asst. Prof.
FINANCE AND DECISION SCIENCES		
Beausoleil, Nancy - Lecturer	Beausoleil, Nancy - Senior Lecturer	Beausoleil, Nancy - Senior Lecturer
Budnick, Frank S - Professor		
Chen, Shaw - Associate Dean	Chen, Shaw - Associate Dean	Chen, Shaw - Associate Dean
Dadalt, Peter J - Asst. Professor		
	D'Aloisio, Brooke - Senior Lecturer	D'Aloisio, Brooke - Senior Lecturer
Dash Jr, Gordon H - Professor	Dash, Gordon - Professor	Dash, Gordon - Professor
	Gilmore, Joshua - Lecturer	Gilmore, Joshua - Lecturer
	Goto, Shingo - Assoc. Professor	Goto, Shingo - Assoc. Professor
	Hasbora, Ongun - Lecturer	Hasbora, Ongun - Lecturer
Heissan, A Mia - Lecturer		
	Ice, Michael - Lecturer	Ice, Michael - Lecturer
Jarrett, Jeffrey - Professor	Jarrett, Jeffrey - Professor	Jarrett, Jeffrey - Professor
Kayakachoian, Gary - Lecturer	Kayakachoian, Gary - Senior Lecturer	Kayakachoian, Gary - Senior Lecturer
Lee, Yul - Assoc. Professor	Lee, Yul - Assoc. Professor	Lee, Yul - Assoc. Professor
Lin, Bing-Xuan - Assoc. Professor	Lin, Bing-Xuan - Professor	Lin, Bing-Xuan - Professor
Lloyd, Scott J - Assoc. Professor	Lloyd, Scott J - Associate Professor	Lloyd, Scott J - Associate Professor
Oppenheimer, Henry R - Professor		
	Tsafack, Georges - Asst. Professor	Tsafack, Georges - Asst. Prof.
Wu, Su-Hsiu - Senior Lecturer	Wu, Su-Hsiu - Senior Lecturer	Wu, Su-Hsiu - Senior Lecturer
	Xu, Xiaowei - Asst. Professor	Xu, Xiaowei - Asst. Prof.
Yu, Tong - Professor		

MARKETING		
	Ashley, Christy - Assoc. Professor	Ashley, Christy - Assoc. Professor
Atlas, Stephen - Asst. Professor	Atlas, Stephen - Asst. Professor	Atlas, Stephen - Asst. Professor
Della Bitta, Albert - Professor	Della Bitta, Albert - Professor	
Dholakia, Nikhilesh - Professor		
Dholakia, Ruby R - Professor	Dholakia, Ruby R - Professor	
		Hossain, Mehdi - Assistant Prof.
		Labrecque, Lauren - Assist. Prof.
Leonard, Hillary A - Assistant Prof.	Leonard, Hillary - Assoc. Prof.	Leonard, Hillary - Assoc. Prof.
Mazze, Edward M - Professor	Mazze, Edward - Professor	Mazze, Edward - Professor
Mitchell, David M - Lecturer	Mitchell, David - Senior Lecturer	Mitchell, David - Senior Lecturer
Rosen, Deborah E - Professor	Rosen, Deborah - Professor	
Sheinin, Daniel A - Professor	Sheinin, Daniel - Professor	Sheinin, Daniel - Professor
	Xia, Feihong - Asst. Professor	Xia, Feihong - Asst. Professor
SUPPLY CHAIN M ANAGEMENT		
		Beliveau, Jack - Lecturer
Chen, Yuwen - Assoc. Professor	Chen, Yuwen - Assoc. Professor	Chen, Yuwen - Assoc. Professor
Estrella Jr., Joseph M - Lecturer	Estrella, Joe - Senior Lecturer	Estrella, Joe - Senior Lecturer
Hales, Douglas N - Professor	Hales, Douglas - Professor	Hales, Douglas - Professor
	Karamemis, Gulver - Asst. Professor	Karamemis, Gulver - Asst. Professor
Mangiameli, Paul M - Professor		
Ni, John Z. - Asst. Professor		
Ozpolat, Koray - Asst. Professor	Ozpolat, Koray - Assoc. Professor	Ozpolat, Koray - Assoc. Prof.
Schniederjans, Dara - Asst. Professor	Schniederjans, Dara - Asst. Professor	Schniederjans, Dara - Assoc. Professor
	Trandafir, Eugen - Lecturer	Trandafir, Eugen - Lecturer
	Walsh, Brian - Senior Lecturer	Walsh, Brian - Senior Lecturer
	Yalcin, Mehmet - Asst. Professor	Yalcin, Mehmet - Asst. Professor

	Initial Academic Qualifications	Professional Experience
Sustained Activities	Doctoral Degree	Substantial Relevant Professional Experience
	Scholarly Academics (SA)	Scholarly Practitioners (SP)
	Practice Academics (PA)	Instructional Practitioners (IP)

- (1) SA must be equal or greater than 40%
- (2) The sum of SA + PA + SP must be 60%
- (3) The sum of SA + PA + SP + IP must be 90%

The College adopted the ABDC ranking as the base for measuring quality of publication. The ABDC listing is not restrictive and nor exhaustive. Journals not listed in ABDC can be accepted. However, it is the responsibility of the Author to provide data to support the quality of the journal. A committee of the faculty will review and vote whether to accept or reject inclusion of the journal. Thus, it is strongly recommended that Authors submit their request to the committee as soon as they consider a journal that is not included in the ABDC list.

Scholarly Academics

The Scholarly Academics (SA) status is granted to newly hired faculty members who earned their research doctorates from an AACSB accredited program within the last five years prior to the review dates. COB PhD students who have passed comprehensive exams will be considered as having SA status. Newly hired faculty with ABD status will be considered as having SA status for the first two years. Individuals with a graduate degree in law will be considered SA if their appointment occurs within one year of graduation of either a JD or MLL degree and they teach law classes. Subsequent to hiring, SA status is sustained through publishing two top tier (A or A* based on ABDC ranking) peer reviewed journal articles within a five-year period, or through publishing one peer reviewed journal article from the ABDC list and significant (50% or more) administrative activity by appointment (e.g. Dean, Associate Dean). A funded grant from a reputable outside source such as NSF or NIH will count as one top tier Journal publication.

Faculty who are teaching doctoral seminars must:

1. have published three peer reviewed, full-length journal articles, or
2. have published two peer reviewed, full-length journal articles and served on academic editorial board
3. have published two peer reviewed, full-length journal articles and held significant administrative appointments
4. at least one of the published articles must be considered discovery based research

Practice Academics

The Practice Academics (PA) status is granted to faculty with research doctorates who sustain currency and relevance through a significant level of professional engagement, interaction, and relevant activities, such as the activities listed below, or some combination of academic (as included in the definition of SA) and professional engagement. PA status applied to faculty members who augment their initial preparation as academic scholars with activities that demonstrate on-going engagement with the business and/or non-profit community, including social entrepreneurial organizations, and other community related agencies. PA status is sustained as outlined below.

Faculty may undertake a variety of scholarly and/or professional engagement activities to interact with business and management practice and maintain their PA status. In addition, significant administrative service to the college or university (dean, associate dean, area coordinator – our version of department chair, president of the union) may be considered evidence of professional qualification, per the AACSB 2013 Standards (p. 42).

Professional engagement activities include, but are not limited to, the following:

- Publication of textbooks or trade books (2 points)
- Publication of textbook or trade book chapters (1 point)
- Publication of practitioner journal articles (1 point)
- Publication of papers in conference proceedings (1 point)
- Publication of book reviews (0.5 points)
- Editorship of academic or practitioner journals (2 points)
- PI for a funded grant from recognized and reputable organizations such as NSF and NIH (3 points)
- Co-PI for funded grant from recognized and reputable organizations such as NSF and NIH (2 points)
- Regularly published other media content (e.g. columns, blog, television) (1 point)
- Consulting activities that are material in terms of time and substance (as approved by Area Coordinator; maximum 1 point per year)
- PI for a funded grant from recognized and reputable organizations such as NSF and NIH (3 points)
- Co-PI for funded grant from recognized and reputable organizations such as NSF and NIH (2 points)
- Keynote speaking engagements (1 point)
- Expert witness activities in field of expertise (1 point)
- Faculty internships (2 points)
- Development and presentation of executive education programs (1 point)
- Sustained professional work related to discipline (as approved by Area Coordinator and the Dean or designated individual; maximum 1 point per year)
- Significant leadership role in an academic or business professional association (1 point)
- Relevant, active service on boards of directors (2 points)

- Documented continuing professional education experiences (0.5 points)
- Participation in professional events that focus on business/management (0.25 points)
- Writing grant proposals to secure grants to fund economic or research activities (0.25 points)
- Participation in other activities that place faculty in direct contact with business or other organizational leaders (0.5 points)
- Continuous evidence of intellectual contribution (1 point)
- Significant administrative academic service (2 points)
- Practice-oriented intellectual contributions (1 point)
- Instructional case development (1 point)

To be categorized as a Practice Academic, the faculty member should generate ten points each five year, rolling period. Per AACSB 2013 Standards, Area Coordinators who are no longer SA may be designated PA throughout their tenure as Area Coordinator, and will be designated PA for an additional two years after stepping down from this role so they have sufficient time to reinvigorate their research programs. Administrators (such as Vice Provost, Dean, Associate Dean) who return to their home areas will be designated PA for the five years after they resume their positions as faculty, or until they regain SA status, assuming a minimum of one year in the administrative role.

Scholarly Practitioners

Scholarly Practitioners sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional background and experience. Normally, SP status applies to practitioner faculty members who have a master degree in the relevant field of teaching and augment their experience with development and engagement activities involving substantive scholarly activities in their fields of teaching. To meet the college mission, SP status is sustained as outlined below. Faculty who have earned a master degree in the field they teach, or earned doctorates from non-AACSB programs or research doctorates in other disciplines (e.g. education, humanities, engineering) in the last five years are granted SP status.

For sustained SP status, a non-exhaustive list of academic and professional engagement activities may include the following:

- Relevant peer-reviewed journal publications (2 points)
- Publication of practitioner journal articles (1 point)
- Research reports for state and regional governmental agencies (2 points)
- Published conference proceedings (1 point)
- Paper presentations at academic conferences (0.5 points)
- PI for a funded grant from recognized and reputable organizations such as NSF and NIH (3 points)
- Co-PI for funded grant from recognized and reputable organizations such as NSF and NIH (2 points)
- Instructional case development (1 point)
- Service on committees (0.5 points)
- Publication of textbook, trade book, or monograph (2 points)
- Publication of textbook or trade book chapters (1 point)
- Publication of book reviews (0.5 points)
- Regularly published other media content (e.g. newspaper columns, blog, television) (1 point)
- Writing grant proposals to secure grants to fund economic or research activities (0.25 points)
- Leadership positions in recognized academic societies (1 point)
- Research awards (1 point)
- Keynote speaking engagements (1 point)
- Invited presentations (0.5 points)
- Presentation of papers at practitioner-oriented societies and conferences (1 point)
- Development and presentation of continuing professional education activities or executive education programs (1 point)
- Substantive roles and participation in academic associations or professional societies/trade organizations (1 point)
- Expert witness activities in field of expertise (1 point)
- Service on boards of directors of notable business or not-for-profit agencies (2 points)

Point values are per item or per academic year. To be categorized as a Scholarly Practitioner, the faculty member should generate ten points each five year, rolling period. Professional activities are expected to primarily focus on contributions to the practice of their discipline and on the transfer of knowledge to students and practitioners that improves managerial efficiency and effectiveness.

Instructional Practitioners

Instructional Practitioners (IP) are expected to regularly engage in professional activities that will enhance the currency and depth of their knowledge in order to improve the educational mission of their institution and the practice of their chosen profession. Normally, IP status is granted to newly hired faculty members who join the faculty with significant and substantive professional experience and teach in the area of their expertise. For sustained IP status, the faculty member should engage in activities that include, but are not limited to:

- Full time employment - professionals in their respective fields (for per course instructors only; full time faculty are not eligible for full time employment in their respective fields) (Eight points, 8 point maximum for rolling, 5 year period)
- Sustained professional work (15-30 hours/week) related to discipline (as approved by Area Coordinator and the Dean or designated individual; 2 points per year, 8 point maximum for rolling, 5 year period)
- Participation in professional events that focus on the practice of business, management, and related issues (0.5 points)
- Expert witness activities in their fields of expertise (1 point)
- Consulting activities that are material in terms of time and substance (as approved by Area Coordinator; maximum 1 point per year)
- Faculty Externships (2 points)
- PI for a funded grant from recognized and reputable organizations such as NSF and NIH (3 points)
- Co-PI for funded grant from recognized and reputable organizations such as NSF and NIH (2 points)
- Development and presentation of executive education programs (1 point)
- Significant participation in business professional associations and societies (1 point)
- Relevant, active service on boards of directors (2 points)
- Documented continuing professional education experiences (0.5 points)
- Documented professional certifications in the area of teaching (2 points)
- Attendance at professional/industry workshops or seminars relevant to teaching (0.25 points)
- Participation in other activities that place faculty in direct contact with business and other organizational leaders (0.5 points)

Point values are per item or per academic year. To be categorized as an Instructional Practitioner, the faculty member should generate ten points each five year, rolling period.

Table 2-2: Five-Year Summary of Peer- and Editorial-Reviewed Journals and Number of Publications in Each

Five-Year Summary of Peer- and Editorial-Reviewed Journals and Number of Publications in Each (No Duplicates, By Area)	
Peer- and Editorial-Reviewed Journals and ABDC Rank	Number of Publications
Accounting Area: 13 Participating (10 Tenure-Track), 3 Supporting (Per Course Instructors)	25.16
International Journal Of Accounting Information Systems (A)	1
Issues In Accounting Education (A)	0.5
Journal of Accounting Literature (A)	1
Journal of American Taxation Association (A)	1
Journal Of Business Ethics (A)	2
Journal Of Business Research (A)	1
Journal Of Information Systems (A)	1
Advances In Accounting Behavioral Research (B)	2
International Journal of Managerial Finance (B)	2
Journal Of Accounting Education (B)	1
Research In Accounting Regulation (B)	1
Accounting Educators' Journal (C)	2
Advances in Accounting Education: Teaching and Curriculum Innovations (C)	1
Business Horizons (C)	2
International Journal of Accounting, Auditing and Performance Evaluation (C)	0.66
International Journal of Critical Accounting (C)	1
Journal of Emerging Technologies in Accounting (C)	4
Journal of Information System Security (N)	1
Finance Area: 8 Participating (6 Tenure-Track), 3 Supporting (1 Per Course Instructor, 2 PhD Students)	34.33
Journal Of Banking And Finance (A*)	1
Journal Of Corporate Finance (A*)	2
Journal Of Financial And Quantitative Analysis (A*)	1
Review of Accounting Studies (A*)	1
Strategic Management Journal (A*)	1
Journal Of Accounting And Public Policy (A)	2
Journal Of Accounting Auditing And Finance (A)	1

Journal Of Business Ethics (A)	1
Journal Of Business Finance & Accounting (JBFA) (A)	2
Journal Of Empirical Finance (A)	1
Journal Of Fixed Income (The) (A)	1
Journal Of International Financial Markets, Institutions And Money (A)	1
Journal Of Management Inquiry (A)	1
Journal of Portfolio Management (A)	1
Transportation Research Part D (A)	0.5
Applied Economics Letters (B)	2
European Journal Of Finance (B)	1
Geneva Papers on Risk and Insurance - Issues and Practice (B)	1
International Transactions in Operational Research (B)	1
Journal Of Economics And Business (B)	2
Journal of Product and Brand Management (B)	0.33
Journal of Risk (B)	1
China Journal of Accounting Research (C)	2
International Review Of Economics & Finance (C)	1
Gendai Finance (Nippon Finance Association) (N)	1
Journal of Applied Operational Research (N)	1
Neuroscience (N)	1
Security Analysts Journal of Japan (N)	2
The EURO Journal on Decision Processes (N)	1
Management Area: 13 Participating (11 Tenure-Track), 6 Supporting (6 Per Course Instructors)	22.33
Academy Of Management Journal (A*)	1
Academy Of Management Review (A*)	2
Journal of Applied Psychology (A*)	2
Journal Of Organizational Behavior (A*)	1
Organization Science (A*)	1
Organizational Research Methods (A*)	1
Business & Society (A)	1
Human Resource Management Journal (A)	1

Journal of Business Venturing (A)	1
Journal Of Management Inquiry (A)	2
Organization Studies (A)	1
Research in the Sociology of Organizations (A)	2
Entrepreneurship Research Journal (B)	1
Journal Of Applied Behavioral Science (B)	1
Journal of Retirement (C)	1
Case Research Journal (N)	1
Emotion Review (N)	1
International Journal of Accounting, Auditing and Performance Evaluation (N)	0.33
Small Business Institute Journal (N)	1
Marketing Area: 11 Participating (9 Tenure-Track), 5 Supporting (3 Per Course, 2 PhD Candidates)	27.33
European Journal of Marketing (A*)	1
Journal of Consumer Research (A*)	1
Journal of Marketing Research (A*)	1
Journal of Retailing (A*)	1
Journal of Business Research (A)	1
Journal of Retailing And Consumer Services (A)	1
Psychology & Marketing (A)	1
Business Horizons (B)	1
Journal of Consumer Marketing (B)	1
Journal of Internet Commerce (B)	1
Journal of Marketing Communications (B)	1
Journal of Marketing Theory & Practice (B)	3
Journal of Product & Brand Management (B)	0.33
Services Marketing Quarterly (B)	1
Arts & the Market (C)	1
Journal of Marketing for Higher Education (C)	1
Marketing Education Review (C)	1
Atlantic Marketing Journal (N)	2
Family Advocate (N)	1

International Journal of China Marketing (N)	1
Nature Sustainability (N)	1
Social Behavior and Psychology (N)	2
The Agenda (N)	2
Supply Chain Management Area: 8 Participating (6 Tenure Track), 5 Supporting (2 Per Course Instructors, 3 PhD Candidates)	35.83
Decision Sciences (Journal of) (A*)	1
Decision Support Systems (A*)	2
Information Systems Research (A*)	1
International Journal Of Production Economics (A*)	5
Annals Of Operations Research (A)	1
International Journal Of Logistics Management (A)	1
Journal Of Business Research (A)	1
Supply Chain Management: An International Journal (A)	1
Tourism Economics (A)	1
Transportation Part D: Transportation and Environment (A)	0.5
Business Process Management Journal (B)	1
Decision Sciences Journal of Innovative Education (B)	1
Journal Of Product & Brand Management (B)	0.33
Production Planning & Control (B)	2
Transportation Journal (B)	3
International Journal of Operational Research (C)	2
Journal of Humanitarian Logistics and Supply Chain Management (C)	1
Journal Of Management Systems (JMS) (C)	1
Operations Management Research (C)	1
Eurasian Journal of Business and Economics (EJBE) (N)	1
Global Education Journal (N)	1
International Journal of Lean Enterprise Research (N)	1
International Journal of Quality Innovation (N)	1
Journal of Business and Management Landscapes (N)	1
Journal of Cleaner Production (N)	1

Journal Of Commerce (N)	1
Rapid Prototyping Journal (N)	1
Research in Logistics and Production (N)	1
Business Analytics: 13 Participating (6 Tenure Track); 6 Supporting (Per Course Instructors)	17
Decision Support Systems (A*)	1
Issues In Accounting Education (A)	0.5
Journal Of Computer Information Systems (A)	1
Quality & Quantity (B)	1
Accounting Educators' Journal (C)	0.5
Journal of Asian Business Studies (C)	2
Journal Of Business And Management (C)	1
Advances in Business and Management Forecasting (N)	1
Asia Pacific Journal of Information Systems (N)	1
Health Quality Technology (N)	1
Informing Sciences Journal (N)	1
International Journal of the Academic Business World (N)	1
International Journal of Virtual Communities and Social Networking (N)	1
Journal Of Asia-Pacific Business (N)	2
Renewable Energy (N)	1
SF Journal of Intellectual Property Rights (N)	1

Table 15-1: Faculty Sufficiency and Qualifications Summary for 2017-2018 Academic Year (by Courses)

Area: Accounting									
Portfolio			Sufficiency *		% of Time Devoted to Mission for Each Qualification Group *				
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
Beckman, Judy	1992	Ph.D., 1991	4			100.00%			
Blanthorne, Cynthia	2007	Ph.D., 2000	6		100.00%				
Boyle, Edmund	1988	Ph.D., 1990	6		100.00%				
Hazera, Alejandro	1989	Ph.D., 1989	4		100.00%				
Jelinek, Kate	2005	Ph.D., 2005	5		100.00%				
Jervis, Kathryn	2007	Ph.D., 1997	4			100.00%			
Liu, Qi	2017	Ph.D., 2014	4		100.00%				
Marquez, Gilberto	2018	Ph.D., 2014	2		50.00%				
Schwarzbach, Henry	1976	Ph.D., 1976	3			50.00%			
Triki, Anis	2015	Ph.D., 2015	3		100.00%				
Newell, Roberta	2014	M.Acc., 1996	8				100.00%		
Clements, Alexis	2016	M.S.A., 2016		2				25.00%	
D'Adamo, Joseph	2004	M.B.A., 1979	4					100.00%	
Jones, Tanya	2017	M.S.A., 2014		1				12.50%	
Ryle, Patrick	2017	M.B.A., 2017		3				37.50%	
Sacco, Ann-Marie	2012	M.B.A., 1983	8					100.00%	
Accounting:			61	6	6.5	2.5	1	2.75	0

SA faculty have 2+ Peer Reviewed Journals or completed a PhD in the field they are teaching in the past five years. Practitioner academics have significant interaction with practice and/or administrative responsibilities. Scholarly practitioners are engaged in scholarship and/or they earned certifications or credentials during the five year period. Instructional practitioners were engaged with industry and gained experience relevant to the field they are teaching on an ongoing basis.

Area: Finance									
Portfolio			Sufficiency *			% of Time Devoted to Mission for Each Qualification Group *			
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
Dash, Gordon	1974	D.B.A., 1978	4		100.00%				
Goto, Shingo	2016	Ph.D., 2002	3		100.00%				
Lin, Bing-Xuan	2001	Ph.D., 2001	5		100.00%				
Tsafack Kemassong, Georges	2016	Ph.D., 2008	2		100.00%				
Chen, Shaw	1986	Ph.D., 1988	2		50.00%				
Jarrett, Jeffrey	1971	Ph.D., 1967	6		100.00%				
Wang, Zhao	2013	Pursuing Ph.D.		2	25.00%				
Xu, Xiaowei	2016	Ph.D., 2014	4		100.00%				
Lee, Eugene	1992	Ph.D., 1986	5			100%			
Frink, Felene	2007	M.S., 1990		2				25.00%	
Ice, Michael	2015	M.B.A., 1989	6					100%	
Kayakachoian, Gary	2007	Ph.D., 2000	6						100.00%
Starkey, Christopher	2016	Pursuing Ph.D.		2	25.00%				
Finance			43	6	7	1	0	1.25	1

Area: Management									
Portfolio			Sufficiency *			% of Time Devoted to Mission for Each Qualification Group *			
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
Cowan, Amanda	2015	Ph.D., 2013	4		100.00%				
Creed, W.E.	2003	Ph.D., 1994	6		100.00%				
Djurdjevic, Emilija	2013	Ph.D., 2013	4		100.00%				
Dorado, Silvia	2006	Ph.D., 2001	5		100.00%				
Dugal, Sanjiv	1989	Ph.D., 1991	5						100%
Forster-Holt, Nancy	2016	Ph.D., 2011	4		100.00%				
Heaphy, Emily	2016	Ph.D., 2008	4		100.00%				
Cooper, Elizabeth	1985	Ph.D., 1985	6			100.00%			
Dunn, John	1982	J.D., 1977	4						62.50%
Gamache-Griffiths, Donna	2016	J.D., 1997	2				25.00%		
Haas, Craig	2017	Ph.D., 2004		3			25.00%		
Kirsch, Kenneth	2011	Ph.D., 1980		2			25.00%		
Phelps, Aimee	2001	Ph.D., 2016	4				50.00%		
Maguire, Ryan	2017	M.F.A., 2012	4					100.00%	
Riley, Susan	2013	J.D., --N/A--		2				25.00%	
Silver, Barbara	2013	M.B.A., --N/A--		4			50.00%		
Suvari, Madis	2014	J.D., 2010		3				37.50%	
Swift, Judith	1971	MA, 1971		1				12.50%	
Comerford, Robert	1975	Ph.D., 1976	6						100.00%
Management:			58	15	6	1	1.75	1.75	2.63

Area: Marketing									
Portfolio			Sufficiency *			% of Time Devoted to Mission for Each Qualification Group *			
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
An, Jiyeon	2016	Pursuing Ph.D.		1	12.50%				
Ashley, Christy	2015	Ph.D., 2006	6		100.00%				
Atlas, Stephen	2013	Ph.D., 2013	2		100.00%				
Della Bitta, Al	1971	Ph.D., 1971	5			100.00%			
Dholakia, Ruby	1981	Ph.D., 1976	3		50.00%				
Hattat, Ahmet	2016	Pursuing Ph.D.		1	12.50%				
Rosen, Deborah	1992	Ph.D., 1992	1			12.50%			
Sheinin, Daniel	2002	Ph.D., 1994	4		100.00%				
Xia, Feihong (Jerry)	2016	Ph.D., 2016	4		100.00%				
Leonard, Hillary	2005	Ph.D., 2005	3			100.00%			
Mazze, Edward	1998	Ph.D., 1966	4			100.00%			
Johnson, Robert	2015	M.B.A., 1980		1				12.50%	
Kollitides, Melissa	2018	M.B.A., 2004		1				12.50%	
Latzman, Andrew	2018	M.B.A., 2010		1				12.50%	
Mitchell, David	2012	Ph.D., 2001	4				50.00%		
Potter, Sandra	2017	Ph.D., 2010		5			50.00%		
Marketing:			36	10	4.75	3.125	1	0.375	0

Area: Supply Chain Management									
Portfolio			Sufficiency *			% of Time Devoted to Mission for Each Qualification Group *			
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
Chen, Yuwen	2008	Ph.D., 2008	4		100.00%				
Ebrahimpour, Maling [NTF]	2015	Ph.D., 1986			100.00%				
Hales, Douglas	2005	Ph.D., 2005	4		100.00%				
Karamemis, Gulver	2016	Ph.D., 2016	4		100.00%				
Kwon, Hee-Yoon	2015	Pursuing Ph.D.		2	25.00%				
Ozpolat, Koray	2011	Ph.D., 2011	5		100.00%				
Schniederjans, Dara	2012	Ph.D., 2012	3		100.00%				
Yalcin, Mehmet	2017	Ph.D., 2017	5		100.00%				
Yun, Gawon	2015	Pursuing Ph.D.		2	25.00%				
Estrella, Joseph	2008	J.D., 1993	6				100.00%		
Walsh, Brian	2014	M.B.A., 2003	6				100.00%		
Hong, Leo	2016	Pursuing Ph.D.		1				12.50%	
Wadensten, Karl	2017	M.B.A., 2009		2				25.00%	
Supply Chain Management:			37	7	7.5	0	2	0.375	0

Area: Non-Degree (Quantitative and Law)									
Portfolio			Sufficiency *			% of Time Devoted to Mission for Each Qualification Group *			
Member Name	Appt	Degree, Year	Participating	Supporting	SA	PA	SP	IP	Oth
Hermiz, Katherine	2014	M.B.A., 2012		1				12.50%	
Liese, Bryan	2013	M.B.A., 2013		1				12.50%	
Trubiano, Antonio	2016	J.D., --N/A--		1				12.50%	
Dunn, John	1982	J.D., 1977	3						37.25%
Gamache-Griffiths, Donna	2016	J.D., 1997	5				75.00%		
D'Aloisio, Brooke	2013	Ph.D., 2017	4				50.00%		
Wu, Su-Hsiu	2003	Ph.D., 2001	6				100.00%		
McCray, John	1991	Ph.D., --N/A--		2			25.00%		
Shin, Seung Kyoan	2002	Ph.D., 2002	5		100.00%				
Lloyd, Scott	1999	Ph.D., 1995	5		100.00%				
Westin, Stuart	1983	Ph.D., 1983	6			100.00%			
Page, Kimberly	2016	M.B.A., 2010		4			50.00%		
Beausoleil, Nancy	2006	M.S., 1980	8					100.00%	
Bouthillier, Patrick	2003	M.B.A., 1999		5				50.00%	
Gilmore, Joshua	2016	M.S., 2015	4					50.00%	
Hasbora, Ongun	2016	M.S., 2009	3					50.00%	
			49	14	2	1	3.00	2.88	0.37

Organizational Unit: School Status source: Teaching Schedule * Aggregation Unit: Classes Taught										
Benchmarks	Faculty Sufficiency Indicators *				Full-Time Equivalents					
	School	Participating	Supporting	Total	% Taught by Participating	SA	PA	SP	IP	Oth
Accounting	61	6	67	91%	6.5	2.5	1	2.75	0	12.75
Finance	43	6	49	88%	7	1	0	1.25	1	10.25
Management	58	15	73	79%	6	1	1.75	1.75	2.63	13.13
Marketing	36	10	46	78%	4.75	3.125	1.00	0.38	0.00	9.25
Supply Chain Management	37	7	44	84%	7.5		2.00	0.38	0.00	9.88
Quantitative and Law	49	14	63	78%	2	1	3.00	2.88	0.37	9.25
College Totals:	284	58	342	83.04%	33.75	8.63	8.75	9.38	4.00	64.50

Benchmarks	Faculty Qualifications Indicators		
	School	SA (40%)	SA+PA+ SP (60%) +SP+IP (90%)
Accounting	51%	78%	100%
Finance	68%	78%	90%
Management	46%	67%	80%*
Marketing	51%	96%	100%
Supply Chain Management	76%	96%	100%
Quantitative and Law	22%*	65%	96%
College Totals:	52%	79%	94%

* Faculty hired (three tenure-track, two full-time lecturers) beginning Fall 2018 will increase SA, SP, and IP in Management

** Courses support degrees (e.g. Math, Business Law); no degrees offered in this area

TABLE 15-2: DEPLOYMENT OF FACULTY BY QUALIFICATION STATUS IN SUPPORT OF DEGREE PROGRAMS FOR 2017-2018

	Faculty percent of teaching by program and degree level (courses taught)					
	Scholarly Academic (SA) %	Practice Academic (PA) %	Scholarly Practitioner (SP) %	Instructional Practitioner (IP) %	Other (O) %	Total %
Bachelor's Program	40%	10%	21%	21%	9%	100%
MBA Program	44%	18%	14%	14%	10%	100%
MS Accounting	75%	8%		17%		100%
Doctoral Program	93%	7%				100%
Total	41%	11%	18%	25%	6%	100%