

Management Department Guidelines for Hiring Non-Terminal Degree Candidates

Initial Hire Criteria for Professionally Qualified (PQ) Status:

1. A minimum of a master's degree in a field or discipline closely related to teaching responsibilities. Candidates with master's degrees should meet SACS criteria for accreditation or possess significant relevant industry experience as specified in #2 below.
2. Candidates for faculty positions should have professional and/or technical experience of a significant duration, usually a minimum of five years. Professional experience should be related to the specific teaching area and course responsibilities (these vary significantly across the courses offered by the department). Such experience should typically be at the mid-management level or above, where responsibility and authority of the position might include decision-making, project management, budget development and/or approval, human resource management and/or other relevant areas of authority and responsibility. Professional experience at executive levels with job titles such as CEO, President, Vice President or owner are preferred but positions such as divisional manager, regional manager, director, or senior consultant will also be considered.

Maintaining Professionally Qualified Status:

1. Faculty members who are classified as Professionally Qualified (PQ) at the time of hire must participate in appropriate developmental activities to maintain their currency and retain their PQ status. These activities include (but are not limited to) the following:
 - maintaining an active consulting practice of relevance and duration
 - creating and/or delivering successful executive education programs
 - serving on one or more boards of directors
 - successfully publishing papers in academic, professional, or trade journals
 - presenting papers at national meetings
 - publishing other intellectual contributions such as technical reports, conference proceedings, textbooks, and other classroom support materials
 - obtaining a new or appropriate professional certification or license
 - continuing in an active role of significance in a business enterprise
2. If there are no significant developmental activities within five years as determined by the department chair and department senior faculty, PQ status is lost. PQ status may be regained with appropriate developmental activities that demonstrate the faculty member has reestablished intellectual currency that is relevant to the teaching field.