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MARTINE DUCHATELET
DEAN OF THE COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

MARY ANN KEOGH HOSS
INTERIM PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS
PREAMBLE

The Department of Accounting and Information Systems & Business Analytics (AISBA) within the College of Business & Public Administration (CBPA) is a unit of Eastern Washington University (EWU), a regional comprehensive public university located in Cheney and Spokane, Washington, with programs offered throughout the state and online.

The Department operates under and is governed by its Policies and Procedures (P&P) as approved by vote of the AISBA faculty, by the CBPA Dean, and by the Chief Academic Officer, subject to the provisions of the EWU Collective Bargaining Agreement (CBA 2013-2016), and the CBPA P&P (June 8, 2015). The AISBA P&P will be revisited and revised at least every three years and whenever the CBA is renegotiated and ratified or the CBPA P&P is substantially altered.

RELATION TO THE MANAGEMENT DEPARTMENT (MGMT)

This document establishes basic policies and procedures that affect the operation of the AISBA department. Since AISBA and MGMT share the business programs, when either the AISBA or the MGMT P&P is substantially altered, the other will be reviewed and revised if needed to ensure that the necessary points of continuity, consistency, and equity are maintained.

MISSION AND STRATEGIC PLANS

- MISSION: The AISBA department, composed of the Accounting (ACCT), Information Systems (MISC), Business Analytics (BSAN), and Business and Marketing Education (BUED) disciplines, is committed to providing quality educational programs in a student-centered learning environment with a high quality faculty that integrates scholarship and business practices in order to provide service to the region and to nurture ethical, critical, and engaged minds. Note: BSAN was previously known as Decision Science (DSCI).

- STRATEGIC PLAN: The goals and objectives for the AISBA department and its programs will be met through developing and teaching a broad spectrum of courses, through scholarly activities, and through professional service both within and outside the university. The goals and the specific actions related to them are as follows:
  - GOAL 1: Offer a rigorous curriculum in all disciplines that is both current in concept and technology and applicable to business constituents in our region and beyond.
    - AISBA will regularly assess its curriculum and expected student learning outcomes to ensure currency, relevance, and rigor.
    - AISBA will conduct reviews of peer, competing, and aspirant programs as part of the curriculum update process.
    - AISBA will seek to address noted curricular deficiencies by updating or creating the relevant courses or programs.
    - AISBA will encourage students to take primary responsibility for their own learning while actively supporting individualized discipline-based advising, internships, mentoring, and job placement.
  - GOAL 2: Facilitate faculty development in all disciplines to the greatest extent possible under current funding constraints.
AISBA P&P Draft 3

• AISBA will request permission to search and hire high-quality culturally-diverse faculty as needed to develop and sustain an innovative, relevant, and rigorous curriculum.
• AISBA will request permission to search and hire high-quality culturally-diverse faculty as needed to maintain the faculty qualification ratios specified by AACSB-International.
• AISBA will support and encourage faculty enrichment, including productive scholarly research, conference travel, professional interaction and collaboration, creative achievement, certification and/or licensure, continuing study, professional service, and other forms of faculty enrichment.

DEPARTMENT CHAIR

The chief administrative officer of the academic department is responsible for coordinating and managing the department to achieve its mission and to accomplish its strategic plan. This includes, but is not limited to, providing effective leadership by (1) representation of the department at college and university levels, (2) responsibility for fiscal and personnel management within the department including the evaluation of faculty for retention and promotion; (3) administrative support for discipline-related instructional and faculty activities, and (4) Manage the workload assignments and course scheduling in coordination with faculty. For responsibilities, selection process, appointment term, compensation, and evaluation process, see CBA 10.

COMMITTEES

Unless specified by Senate rules or university policies which supersede department policies, committee membership is determined by faculty self-nomination or faculty nomination or department chair nomination. If faculty nominated agree to serve, all full-time faculty in the department will vote on the nominees. The faculty member who got a majority vote will serve on the committee.

DEPARTMENTAL PERSONNEL COMMITTEE: The Departmental Personnel Committee (DPC) is discussed in CBA 5. Only tenured associate and full professors may serve on DPCs. Associate professors are recused from decisions involving promotion to full professor and shall be temporarily replaced by a full professor from within the department or from an affiliated discipline if no replacements are available within the department. Service terms last for three years and are staggered so that one member normally elected each spring quarter. The chair of the committee is traditionally, but not required to be, the member in the third year of service.

MBA CURRICULUM COMMITTEE: The MBA Curriculum Committee (MBA) is a joint committee to facilitate the coordination of the business programs at the graduate level. It consists of, at a minimum, two voting representatives from each of business departments (AISBA and MGMT) and the ex-officio non-voting MBA director. The membership of this committee may be expanded, at the discretion of the voting membership, to include additional voting faculty members (including department chairs) or ex-officio non-voting administrators to assist with its tasks. The responsibilities of this committee include:
AISBA P&P Draft 3

1. Approving topical outlines for each of the courses offered by the program.
2. Reviewing completed assessment results and summaries related to the program generated by the college assessment process.
3. Benchmarking the program relative to peer and aspirant schools and relative to community needs.
4. Recommending changes after periodic review of the program learning outcomes, the prerequisites, the core and the overall structure of the program. Note: Major changes to the structure of the program must be approved by a vote of all full time faculty who have taught in the graduate business program over the three most current years.
5. Communicating concerns to the appropriate department chairs about the coverage and pedagogy of individual courses in the program.
6. Advising and assisting department chairs, the director and the dean on non-curricular matters as requested.

UNDERGRADUATE BUSINESS CURRICULUM COMMITTEE: The Undergraduate Business Curriculum Committee (UBC) is a joint committee to facilitate the coordination of the business programs at the undergraduate level. It consists of, at a minimum, two voting representatives from each of business departments (AISBA and MGMT). The membership of this committee may be expanded, at the discretion of the voting membership, to include additional voting faculty members (including department chairs) or ex-officio non-voting administrators to assist with its tasks. The responsibilities of this committee mirror those of the MBA committee (see above) but are focused on the undergraduate business core and programs. Note: Major changes to the structure of the program must be approved by a vote of all qualified full-time business faculty.

AD HOC COMMITTEES AND WORK GROUPS: These may be created as needed by the department, by a discipline, or by faculty for useful purposes. When the work for which the committee was created is completed, the committee shall be dissolved.

ADVISORY BOARDS: These may be formed by disciplines within the departments. Members are selected by the discipline being advised, with inputs from the Department Chair and the CBPA Dean. These members are representatives of public and community constituencies who can provide advice and support to discipline related activities. Operational specifics of these boards are to be determined by the discipline and by the board itself in consultation with the Department Chair.

GOVERNANCE

Within the provisions of the CBA, the faculty is responsible for determining curriculum, academic content, and tenure/promotion policies as well as providing the instructional activities consistent with University policies, accreditation requirements and professional standards.

VOTING: Matters of importance to the operation and well-being of AISBA, such as changes to this P&P, will be handled by the following voting process. Voting will be done electronically with a one-week window so that all qualified voters may participate. This timeline may be expedited if absolutely necessary to meet university imposed deadlines. Exceptions to this process may be made where specified by the CBA.
QUALIFIED FACULTY: Faculty eligible to vote includes tenured, tenure track, senior lecturers and lecturers with a half time or greater appointment within the department. Other qualified faculty members are those on sabbaticals, short term medical leave and administrators with faculty appointments within the department. Faculty not qualified to vote include those not primarily assigned to the department and those within the department with less than half time appointments or on long term leave. Quarterly faculty and faculty-in-residence are not qualified to vote.

EXPECTATIONS OF FACULTY

EXPECTATIONS: All faculty members are expected to be in compliance at all times with:
- Minimum faculty expectations found in Section 4 of the CBPA P&P.
- The demands of any accreditations held by the department or discipline.

STUDENT COURSE EVALUATION: According to CBPA P&P (June 8, 2015), all faculty members are expected to do course evaluation in every course and every quarter, including summer quarter. The process for administering student course evaluations is as below:
- Secretaries or administrative assistants prepare paper evaluation forms in the correct number and inserting them in open envelopes.
- Envelopes are then placed in faculty mail box or other accessible venue.
- Faculty give envelope to a student to administer in the classroom.
- Faculty member must not be present during the course evaluation.
- The student administering the evaluation places all evaluation forms back in the envelope, seals the envelope, and signs her/his name on the seal.
- The student then places the envelope in a box or other place designated for collection of evaluations.
- Usually, course evaluations can be conducted anytime in last three weeks of the quarter.

PROMOTION AND MERIT CRITERIA

Tenured and tenure-track faculty are expected to (1) be effective instructors as demonstrated through a teaching portfolio and not only by a single number calculated from the student evaluations, (2) engage in research or equivalent activities leading to professional recognition, and (3) actively participate in public or academic service. Time frames for meeting the following requirements with respect to FAPs may be found in CBA 7.4.2. Promotion and merit requirements are as follows:

- To transition from tenure-track Assistant Professor to tenured Associate Professor:
  - A teaching portfolio that demonstrates teaching effectiveness. Course assessments and activities undertaken in response to these assessments shall be included in this portfolio. The quality of the teaching portfolio will be determined by the DPC and department chair who both make recommendations to the dean.
  - To be eligible for promotion from Assistant to Associate Professor with tenure, the AISBA department requires that a faculty member achieves a certain level of intellectual contribution to his/her field. The AISBA department requires the
publication of five (5) refereed journal articles prior to the granting of promotion and tenure. However, journal-article-equivalents (See Appendix 1) may be used to substitute for up to a maximum of two refereed journal article publications. Thus, a candidate may elect to supplement the minimum acceptable number of refereed journal articles (3) with journal-article-equivalents to reach the total (5) required for promotion.

- The candidate for promotion will be the lead author in at least one of the journal articles. If there are more than four authors and the candidate is not the lead author (as defined by contribution), the DPC will determine whether the journal article meets the standard for intellectual contribution based on documentation provided by the candidate as to his/her contribution to the article.

- A minimum of one service activity in any capacity for each year of the FAP period. These may be either internal (university) or external (community or professional). External contributions must be related to the faculty member’s discipline.

To transition from tenured Associate Professor to tenured Full Professor:

- A teaching portfolio that demonstrates teaching effectiveness and innovation. Course assessments and activities undertaken in response to these assessment shall be included in this portfolio. The quality of the teaching portfolio will be determined by the DPC and department chair who both make recommendations to the dean.

- The AISBA department requires that faculty eligible for promotion from associate to full professor offer evidence that they have maintained a certain level of intellectual contribution to their field. The AISBA department requires the publication of four (4) additional refereed journal articles prior to the granting of promotion to full professor. However, journal-article-equivalents (See Appendix 1) may be used to substitute for up to a maximum of two refereed journal article publications. Thus, a candidate may elect to supplement the minimum acceptable number of refereed journal articles (2) with journal-article-equivalents to reach the total (4) required for promotion.

- The candidate for promotion will be the lead author in at least one of the two required journal articles. If there are more than four authors and the candidate is not the lead author (defined by contribution), the DPC will determine whether the journal article meets the standard for intellectual contribution based on documentation provided by the candidate as to his/her contribution to the article. If a student is a co-author of a journal article, the candidate must submit the article for DPC review. A published scholarly book plus one refereed journal article will completely meet the intellectual contribution expectations for promotion to full professor. A published textbook plus two refereed journal articles will completely meet the intellectual contribution expectations for promotion to full professor.

- A minimum of two service activities in any capacity for each year of the FAP period with at least one activity being in a leadership role. These may be either internal (university) or external (community or professional). External contributions must be related to the faculty member’s discipline.
To transition from Lecturer to Senior Lecturer:
  o A teaching portfolio that demonstrates excellent teaching effectiveness as indicated in CBA 4.6.2.
  o Maintain AACSB qualifications if relevant.
  o The lecturer is needed for course coverage.

To demonstrate Full Professor Merit in a particular area:
  o Meet the full professor merit teaching expectation in Section 4 of the CBPA P&P
  o At least four peer reviewed articles during the FAP period with a maximum of one journal-article-equivalents (see Appendix 1) is required for Research Merit.
  o A minimum of two service activities. One should be long term (one year or more) ongoing leadership activity for each year of the FAP term resulting in significant internal (university) or external (community or professional) contributions is needed for Service Merit. External contributions must be related to the faculty member’s discipline. Significance of the contribution will be determined by the DPC and department chair.

AACSB FACULTY QUALIFICATIONS CRITERIA

AACSB adopted new standards in 2013 that superseded the old AQ/PQ designations for faculty. The following criteria are consistent with the mission of university, college and department as well as with AACSB Accreditation Standard 15. Faculty members not satisfying the criteria for any of the following categories will be designated as "other". Determination of a faculty member's status is done by the DPC and department chair in consultation with the dean and associate dean. The academic points and professional points are defined in Table 1 and Table 2, respectively.

- Scholarly Academics (SA)
  o These faculty members “sustain currency and relevance through scholarship and related activities.” (AACSB Standard 15)
  o Initial preparation – These faculty members normally possess a research doctorate in the teaching discipline or a closely related field. Those holding graduate degrees in law or taxation also satisfy this criterion for those fields. Faculty members who earned a research doctorate in the teaching discipline or closely related field within the last five years hold this status. Faculty members who attained ABD status in a research doctoral program within the last three years hold this status.
  o Sustaining activities – A minimum of 12 academic points within the most current five years related to the teaching discipline or closely related field and meet one of the following conditions:
    a. Have either one A journal publication in the mix of the 12 points earned, or:
    b. Have 2 journal publications in any category other than an A such as one B and one C or two Cs, etc., or:
    c. Have 3 unranked journal publications.

- Practice Academics (PA)
These faculty members "sustain currency and relevance through professional engagement, interaction, and relevant activities." (AACSB Standard 15)

Initial preparation – These faculty members normally possess a research doctorate degree in the teaching discipline or a closely related field. Those holding graduate degrees in law or taxation also satisfy this criterion for those fields.

Sustaining activities – A minimum of 12 academic and/or professional points within the last five years related to the teaching discipline or closely related field. At least 5 of these points must from academic points.

**Scholarly Practitioners (SP)**

These faculty members "sustain currency and relevance through continued professional experience, engagement, or interaction and scholarship related to their professional backgrounds and experience." (AACSB Standard 15)

Initial preparation – These faculty members normally possess a master's degree at the time of hiring along with professional experience that is current and substantial in terms of both duration and level of responsibility. Those holding graduate degrees in law or taxation also satisfy this criterion for those fields. This professional experience must clearly be linked to the field in which the person is expected to teach.

Sustaining activities – A minimum of 12 academic and/or professional points within the last five years related to the teaching discipline or closely related field. At least 5 points must be from PRJ article(s).

**Instructional Practitioners (IP)**

These faculty members "sustain currency and relevance through continued professional experience and engagement related to their professional backgrounds and experience." (AACSB Standard 15)

Initial preparation – These faculty members normally possess a master's degree at the time of hiring along with professional experience that is current and substantial in terms of both duration and level of responsibility. Those holding graduate degrees in law or taxation also satisfy this criterion for those fields. This professional experience must clearly be linked to the field in which the person is expected to teach.

Sustaining activities – A minimum of 12 academic and/or professional points within the last five years related to the teaching discipline or closely related field.

Notes:

- Faculty who are qualified to teach MBA classes need to hold EWU graduate faculty status.
- Recent Ph.D. granted faculty are considered SA faculty for five years after their dissertation defense.
- ABD faculty are considered SA faculty for three years after their proposal defense.
- Allowances are made for faculty who have administrative responsibilities. We grant 12 professional points to a full-time professional who teaches as a quarterly faculty or PTOL. By the same token, we will grant our full time faculty professional points prorated to the portion of full time they devote to administrative or professional duties. This includes dean, associate dean, chairs, and others.
Business department chairs and associate dean will be considered SA by accumulating at minimum 12 points of professional and academic points with at least 5 points from peer reviewed journal publications.

WORKLOAD & OVERLOAD: Workloads shall be handled in accord with CBA 7.7.5. Faculty members of AISBA have a reduced workload with respect to university standards due to their greater research requirement. Faculty buy-out time and course releases that reduces teaching load will be managed by the department chair in conjunction with the dean. Courses of fewer than 4 credits may be combined with other courses or course releases to be considered equivalent to a 4-credit course. As discussed in CBA 7.7.7, overload assignments should be of a non-recurring nature. The determination of overload need is to be done by the department chair in conjunction with the dean.

Emeritus Faculty Status

Emeritus status will be granted to retiring full professors by a majority vote of full-time AISBA department faculty members. The criteria to be used are (1) achieved excellence in teaching, (2) intellectual contributions, and (3) service to the university, the college, the department, the community, and the profession over the candidate's entire career in the AISBA department.

Faculty Development Fund Distribution

The AISBA department disburses faculty development money as defined by the CBA according to the college professional development policy. The balance of the funds remaining will be managed by the department chair for purposes of faculty development including, but not limited to, faculty instructional training and the purchase of software and hardware. When available and appropriate, other department funds may also be used for professional development purposes.

Quarterly Faculty

The AISBA department hires quarterly faculty from time to time to meet its scheduling needs. Quarterly faculty will normally have a graduate degree in the appropriate or a related field. This degree requirement may be waived in extraordinary circumstances if a quarterly faculty member has significant recent relevant work experience.

Quarterly faculty will use a syllabus and textbook approved by the department/discipline. Their courses will meet the content, evaluation, and grading standards as expected of full-time faculty in the relevant discipline. Full-time faculty in the relevant discipline will review the syllabus and evaluative materials to ensure that the course is meeting the requirements of the discipline. The quarterly faculty will be responsible for collecting assessment data in their courses as mandated by the chair and associate dean.
### Table 1 - AACSB Academic Points

<table>
<thead>
<tr>
<th>Scholarly Contribution</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publication in an A journal</td>
<td>12</td>
</tr>
<tr>
<td>Publication in a B journal</td>
<td>8</td>
</tr>
<tr>
<td>Publication in a C journal</td>
<td>5</td>
</tr>
<tr>
<td>Publication in an unranked journal</td>
<td>4</td>
</tr>
<tr>
<td>Scholarly book</td>
<td>3-12</td>
</tr>
<tr>
<td>Book chapter</td>
<td>3</td>
</tr>
<tr>
<td>Textbook, first edition</td>
<td>1</td>
</tr>
<tr>
<td>Textbook, subsequent edition</td>
<td>1</td>
</tr>
<tr>
<td>Book review</td>
<td>1</td>
</tr>
<tr>
<td>Academic conference presentation (abstract or poster)</td>
<td>1</td>
</tr>
<tr>
<td>Academic proceedings publication</td>
<td>2</td>
</tr>
<tr>
<td>Non-academic presentation</td>
<td>.5</td>
</tr>
<tr>
<td>Consulting report in the public domain</td>
<td>5</td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

Other activities not listed will be submitted to the dean for discussion at the College Council. Upon agreement, the activity will be ratified and formally included in the list of scholarly points for all departments. If the College Council is unable to reach a determination, the activity will be submitted to the appropriate DPC, and if needed subjected to external validation from two members of peer institutions, one selected by the concerned faculty member, one chosen by the dean.

Journal publications must be peer-reviewed. The journal rank will be established by the highest ranking quoted for the journal in any of the four lists recognized by the CBPA. These lists are:
- The Harzing Journal Quality List found at: http://www.harzing.com/jql.htm
- The Kalliny List as provided to the dean’s office, department chairs and faculty.

The AISBA Department shall consider three ranks regardless of the number of ranking in the list being used. Journal that are unranked in any of the four lists will be considered “unranked” unless they belong to a related, but non-business discipline and the author can make a case for a rank, by looking at non-business academic journal ranking lists.
AISBA P&P Draft 3

Rank A will be equivalent to A* or A in the ABDC list, 4 in the ABS list or Gold in the Kalliny list. Rank B will be equivalent to B in the ABDC list, 3 in the ABS list and Silver in the Kalliny list. Rank C will be equivalent to C in the ABDC list, 2 or 1 in the ABS and Bronze in the Kalliny list.

To be counted, journal publications may not be in a predatory journal. See: http://chronicle.com/blogs/brainstorm/on-predatory-publishers-a-qa-with-jeffrey-beall/47667) If for some reason a ranked journal appears in the predatory journal list, the ranking shall prevail.

Other Considerations:
• To be counted a paper may not have more authors than number of pages.
• To be counted a book or a portion of a book may not be published in a vanity press.
• All intellectual and scholarly contribution must be relevant to the field of teaching.
• We recognize contributions to the discipline, contribution to the practice of the discipline as well as contribution to the teaching and learning pedagogy in the discipline.
• We do not value single authorship any differently than multiple authorship.

Publications will not be double counted for the different steps in a five-year period. For example, suppose that a paper is presented at an academic conference, the author receives 1 point. Subsequently, the paper is published in academic proceedings, the author now has 2 points (not 3). Subsequently, if the paper is published in a peer-reviewed B journal, the author now has 8 points (not 11). However, if the papers published in proceedings and in the journal are at least 30% different, then the paper would count both as a proceeding and as a journal publication.

<table>
<thead>
<tr>
<th>TABLE 2 – AACSB PROFESSIONAL POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development and presentation of executive education program</td>
</tr>
<tr>
<td>Consulting activities that are material in time and substance, with written report</td>
</tr>
<tr>
<td>Faculty internship (3 per quarter full time)</td>
</tr>
<tr>
<td>Significant participation in business professional associations</td>
</tr>
<tr>
<td>Relevant, active service on boards of directors – Chair</td>
</tr>
<tr>
<td>Relevant, active service on boards of directors – Member</td>
</tr>
<tr>
<td>Sustained professional work supporting qualified status (pro-rated: 12 = full-time for 12 month)</td>
</tr>
<tr>
<td>Relevant, active service in advisory board – Chair</td>
</tr>
<tr>
<td>Relevant, active service in advisory board – Member</td>
</tr>
<tr>
<td>Documented continuing professional education experience</td>
</tr>
<tr>
<td>Acquisition of certification relevant to the teaching field (CPA, CFA, SPHR, PHR, PMP, etc.)</td>
</tr>
<tr>
<td>Participation in professional events that focus on the practice of business, management or other organizational leaders</td>
</tr>
<tr>
<td>Service on editorial boards or committees</td>
</tr>
</tbody>
</table>
Relevant active editorships with academic journals, or other business publications (per year) | 2-4
---|---
Participation in professional events (e.g., speaking engagements, panelists) | 1
Significant role and participation in academic/professional associations | 1-3
Attendance of academic/professional conferences/seminar in field | 1
Significant volunteer services to non-profit calling for expertise in the area of teaching | 1-3
Short-term fellowship/visiting professorship (per occurrence) | 2
Principal investigator or Co-PI on a research grant from external agencies (depending on the magnitude of the grant, per grant) | 3-12
Plenary lecture/talk at a conference/symposium/workshop and/or at a university/company | 1-3
External graduate study advising – PhD research, etc. | 1

*Other Activity:* For any activity omitted from this list that may arise, the chair and faculty will bring it to the dean’s attention for discussion at the College Council for ratification and formal inclusion in the list of professional points for all departments. Any disagreement will be submitted to the appropriate DPC, and if needed subjected to external validation from two members of peer institutions, one selected by the concerned faculty member, one chosen by the dean.

TBD
APPENDIX 1—SCHOLARLY ACTIVITY/JOURNAL ARTICLE EQUVALENCIES

Note: Work must be editorially reviewed or refereed to be counted as an equivalency.

Note: Pre-approval by the Department Personnel Committee (DPC) is recommended for those marked with *.

<table>
<thead>
<tr>
<th>Intellectual Contribution Relevant to Field</th>
<th>Equivalent to (# of journal articles):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book:</td>
<td></td>
</tr>
<tr>
<td>• Scholarly</td>
<td>3</td>
</tr>
<tr>
<td>• Textbook</td>
<td>2 for 1st edition, 1* for later editions</td>
</tr>
<tr>
<td>• Workbooks and teaching supplements</td>
<td>0.25</td>
</tr>
<tr>
<td>• Other</td>
<td>1*</td>
</tr>
<tr>
<td>Anthology:</td>
<td></td>
</tr>
<tr>
<td>• Editor</td>
<td>0.5</td>
</tr>
<tr>
<td>• Editor and one substantive chapter</td>
<td>1</td>
</tr>
<tr>
<td>Book chapter:</td>
<td></td>
</tr>
<tr>
<td>• Invited</td>
<td>0.5</td>
</tr>
<tr>
<td>• Refereed</td>
<td>1</td>
</tr>
<tr>
<td>• Series</td>
<td>0.25* (maximum total of 1 per series)</td>
</tr>
<tr>
<td>Conference: **</td>
<td></td>
</tr>
<tr>
<td>• Presentation or poster only</td>
<td>0.25*</td>
</tr>
<tr>
<td>• Regional proceedings publication</td>
<td>0.5</td>
</tr>
<tr>
<td>• National or international proceedings publication</td>
<td>0.5***</td>
</tr>
<tr>
<td>Published journal articles</td>
<td>1</td>
</tr>
<tr>
<td>Professional presentations to practitioners</td>
<td>0.25 to 0.5*</td>
</tr>
</tbody>
</table>

* Subject to DPC judgment.
** Conference papers count as presentation or as proceedings publications, but not both.
*** If award-winning, this may be adjusted upward to a maximum of 1 by the DPC.