



**Faculty Handbook  
Operating Policy and Procedure**

**SON OP: 20.015 Role and Responsibilities of Faculty**

**PURPOSE:** Faculty employed by the Anita Thigpen Perry School of Nursing are awarded rank commensurate with their education and preparation.

**REVIEW:** This section of the handbook shall be reviewed by the Dean, Leadership Council, and Faculty Affairs Committee by September 1<sup>st</sup> on odd-numbered years.

**POLICY/PROCEDURE**

Upon hire, faculty negotiates with the Dean for appointment to the tenure or non-tenure track. The expectations of the faculty role may include teaching, scholarship (including research), clinical service, and academically-related public service.

In addition, faculty select a focus of teaching, research, clinical service or patient care delivery. Choosing a focus allows a faculty member to devote sufficient effort to activities consistent with the expectations at or above the current rank. The facets of the faculty role receive varying priority from year to year for each faculty member and vary from person to person. The priorities designated for each type of activity and the related plan are based on yearly planning by the faculty member, in collaboration with the departmental chairs.

The teaching role consists of teaching in the assigned program(s) with consideration of expertise. The clinical service role is negotiated and reviewed at least annually with the Associate Dean for Research and Clinical Service. Scholarly research activities are reviewed at least annually with the Associate Dean for Research and Clinical Service. Faculty with the academic focus negotiate with the Chair of the Department.

In addition to the teaching role, individuals are expected to engage in the following activities as defined in the promotion criteria: to write for publication; be involved in professional associations; to participate in academically related service; and to assist community groups as representatives of the Anita Thigpen Perry School of Nursing/Texas Tech University Health Sciences Center. Faculty should establish personal and professional goals consistent with those of the School. Faculty goals are reviewed and established on an annual basis in collaboration with the appropriate department chair(s) and in alignment with the Strategic Plan.

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