### TTUHSC SCHOOL OF NURSING
ATTACHMENT I

Guidelines for Qualification of Faculty Rank

**Clinical Service Focus**
**Tenure Acquiring**

#### Educational Preparation and Professional Experience

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor(^1, ^2, ^3)</th>
<th>Assistant Professor(^1, ^2, ^3)</th>
<th>Associate Professor(^1, ^2, ^3)</th>
<th>Professor(^1, ^2, ^3)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Educational Preparation and Professional Experience</strong></td>
<td>• Tenure-track appointments only available at Assistant/Associate/Professor ranks (refer to Board of Regents Policy).</td>
<td>• Current license to practice in Texas, as appropriate, professional nursing licensure in Texas, including continuing education requirements required for nursing faculty. • Master’s degree area of clinical expertise, required for nursing. • Minimum of two (2) years teaching experience. • Achieve state recognition or national certification in area of clinical expertise, recognition as an Advance Practice Nurse required for nursing faculty. • Continue formal and informal education in clinical service area.</td>
<td>• Current license to practice in Texas as appropriate, professional nursing licensure in Texas, including continuing education requirements required for nursing faculty. • Earned doctorate. • Minimum of three (3) years’ experience at Assistant Professor rank. • Maintain state recognition or national certification in area of clinical expertise, recognition as an Advanced Practice Nurse required for nursing faculty.</td>
<td>• Current license to practice professional nursing in Texas as appropriate professional nursing licensure in Texas, including continuing education requirements required for nursing faculty. • Earned doctorate. • Minimum of four (4) years’ experience at Associate Professor rank. • Maintain state recognition or national certification in area of clinical expertise, recognition as an Advanced Practice Nurse required for nursing faculty.</td>
</tr>
</tbody>
</table>

---

1 Criteria illustrate progression of responsibilities subsumed under each rank.
2 Only members of the faculty who are employed full-time with the rank of Associate Professor and Professor are eligible to apply for tenure.
3 All publications and scholarly activity are during period of particular time of initial appointment or tenure. Please note that chapter reviews and case studies are not acceptable at the Associate Professor or Professor ranks.
### Guidelines for Qualification of Faculty Rank

**Clinical Service Focus**

**Tenure Acquiring**

#### Teaching

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor(^1, 2, 3)</th>
<th>Assistant Professor(^1, 2, 3)</th>
<th>Associate Professor(^1, 2, 3)</th>
<th>Professor(^1, 2, 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching</td>
<td>• Tenure-track appointments only available at Assistant/Associate/Professor ranks (refer to Board of Regents Policy).</td>
<td>• Seeks mentorship to develop faculty role. • Demonstrates competency in content area, and in development, presentation, and evaluation of instruction. • Provides learning experiences for students related to clinical service area. • Successfully fulfills role of course or co-course facilitator. • Participates as a contributor in curriculum delivery, development and evaluation. • Obtains satisfactory ratings in teaching activities from students and/or faculty peers. • Demonstrates progressive development of course material based on feedback.</td>
<td>• Demonstrates innovation in content area, and in development, presentation, and evaluation of instruction. • Acts as internal mentor/consultant/innovator. • Successfully fulfills role of course facilitator. • Assumes leadership in curriculum delivery, development and evaluation. • Obtains satisfactory ratings in teaching activities from students and/or faculty peers. • Demonstrates progressive development of course material based on feedback.</td>
<td>• Mentors faculty members in content area, and in development, presentation, and evaluation of instruction. • Develops, provides, and evaluates structured and unstructured learning experiences for students related to clinical service area. • Acts as external mentor/consultant/innovator. • Provides leadership in curriculum delivery, development and evaluation. • Promotes use of evidence based content and teaching/learning approaches. • Obtains satisfactory ratings in teaching activities from students and/or faculty peers. • Demonstrates progressive development of course material based on feedback.</td>
</tr>
</tbody>
</table>

\(^1\) Criteria illustrate progression of responsibilities subsumed under each rank.

\(^2\) Only members of the faculty who are employed full-time with the rank of Associate Professor and Professor are eligible to apply for tenure.

\(^3\) All publications and scholarly activity are during period of particular time of initial appointment or tenure. Please note that chapter reviews and case studies are not acceptable at the Associate Professor or Professor ranks.
## Guidelines for Qualification of Faculty Rank
### Clinical Service Focus
#### Tenure Acquiring

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor(^1, 2, 3)</th>
<th>Assistant Professor(^1, 2, 3)</th>
<th>Associate Professor(^1, 2, 3)</th>
<th>Professor(^1, 2, 3)</th>
</tr>
</thead>
</table>
| Academically-related public service | - Tenure-track appointments only available at Assistant/Associate/Professor ranks (refer to Board of Regents Policy). | - Member of local/state professional organization.  
- Serves as committee member in a local/state professional organization.  
- Serves as an active member of school/institutional committees/task forces.  
- Assists with faculty recruitment and/or interviewing.  
- Assists with faculty mentoring. | - Serves as elected or appointed committee member or officer of state/national professional organization.  
- Serves as a committee member of a state/national professional organization.  
- Serves as an elected or appointed member of a school/institutional committees or task force.  
- Consistently assists with faculty recruitment and/or interviewing.  
- Consistently assists with faculty mentoring. | - Serves as elected or appointed member or officer of a national/international professional organization.  
- Demonstrates leadership as chair or officer on more than one (1) school/institutional committee/task force.  
- Consistently assists with faculty recruitment and/or interviewing.  
- Consistently assists with faculty mentoring.  
- Serves as a consultant in area of expertise at the state and/or national rank. |

---

\(^1\) Criteria illustrate progression of responsibilities subsumed under each rank.  
\(^2\) Only members of the faculty who are employed full-time with the rank of Associate Professor and Professor are eligible to apply for tenure.  
\(^3\) All publications and scholarly activity are during period of particular time of initial appointment or tenure. Please note that chapter reviews and case studies are not acceptable at the Associate Professor or Professor ranks.
### Guidelines for Qualification of Faculty Rank

#### Clinical Service Focus

#### Tenure Acquiring

#### Clinical Service

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor(^1,,2,,3)</th>
<th>Assistant Professor(^1,,2,,3)</th>
<th>Associate Professor(^1,,2,,3)</th>
<th>Professor(^1,,2,,3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Service</td>
<td>Tenure-track appointments only available at Assistant/Associate/Professor ranks (refer to Board of Regents Policy).</td>
<td>Develops an income-generating clinical service within an approved position which supports the Mission of the School of Nursing as evidenced by annual productivity report.</td>
<td>Maintains an income-generating clinical service within an approved position which supports the Mission of the School of Nursing as evidenced by annual productivity report.</td>
<td>Maintains an income-generating clinical service within area of certification and licensed expertise and pertinent to geographic area.</td>
</tr>
<tr>
<td></td>
<td>Incorporates students in clinical service arena.</td>
<td>Provides mentorship to nurse colleagues and/or students in clinical service role.</td>
<td>Serves as clinical service consultant in local and state agencies other than own clinical service site.</td>
<td>Obtains external grant funding to support clinical service initiatives.</td>
</tr>
<tr>
<td></td>
<td>Develops a strategic plan for own clinical service program.</td>
<td>Implements quality improvement approaches for own clinical service site.</td>
<td>Implements quality improvement approaches for own clinical service site.</td>
<td>Provides leadership in developing/implementing/evaluating innovative approaches to care.</td>
</tr>
<tr>
<td></td>
<td>Participates in developing new approaches to providing care.</td>
<td>Participates in the utilization of research findings in clinical service.</td>
<td>Participates in the utilization of research findings in clinical service.</td>
<td>Evaluates own clinical performance for improvement or new service areas.</td>
</tr>
<tr>
<td></td>
<td>Demonstrates expertise in area of specialty documented by clinical service facility.</td>
<td>Assumes leadership in developing new approaches to providing care.</td>
<td>Assumes leadership in developing new approaches to providing care.</td>
<td>Contributes to the development of national practice guidelines.</td>
</tr>
</tbody>
</table>

\(^1\) Criteria illustrate progression of responsibilities subsumed under each rank.

\(^2\) Only members of the faculty who are employed full-time with the rank of Associate Professor and Professor are eligible to apply for tenure.

\(^3\) All publications and scholarly activity are during period of particular time of initial appointment or tenure. Please note that chapter reviews and case studies are not acceptable at the Associate Professor or Professor ranks.
## Guidelines for Qualification of Faculty Rank

**Clinical Service Focus**

### Tenure Acquiring

#### Scholarship

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor¹,²,³</th>
<th>Assistant Professor¹,²,³</th>
<th>Associate Professor¹,²,³</th>
<th>Professor¹,²,³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Tenure-track appointments only available at Assistant/Associate/Professor ranks (refer to Board of Regents Policy).</td>
<td>• Demonstrates at least two (2) scholarly activities within previous three (3) years (e.g., contribution to book, article submission, media development, web-based continuing education development, submission and receipt of grant funding, innovative approaches to direct/indirect care of clients or poster or podium presentation at local/state rank).</td>
<td>• At least one (1) article accepted to peer-reviewed journal every two (2) years. • Demonstrates at least two (2) or more scholarly activities within past 2 years. (e.g., write or edit a book; write a book chapter; media development, web-based continuing education development, submission and receipt of grant funding, innovative approaches to direct/indirect care of clients or poster or podium presentation at state/national rank).</td>
<td>• At least one (1) article accepted to peer-reviewed journal every year. • Demonstrates consistent (at least one [1] per year) record of scholarly activity (e.g., write or edit a book; writing a book chapter, media development, web-based continuing education development, submission and receipt of grant funding, innovative approaches to direct/indirect care of clients or poster or podium presentation at national/international rank).</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Involves students in scholarly activities</td>
<td>• Involves students in scholarly activities</td>
<td>• Involves students in scholarly activities</td>
<td>• Involves students in scholarly activities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• A letter stating a publication has been accepted to a peer reviewed journal is sufficient to meet the requirement of publication.</td>
<td>• A letter stating a publication has been accepted to a peer reviewed journal is sufficient to meet the requirement of publication.</td>
<td>• A letter stating a publication has been accepted to a peer reviewed journal is sufficient to meet the requirement of publication.</td>
<td></td>
</tr>
</tbody>
</table>

¹ Criteria illustrate progression of responsibilities subsumed under each rank.

² Only members of the faculty who are employed full-time with the rank of Associate Professor and Professor are eligible to apply for tenure.

³ All publications and scholarly activity are during period of particular time of initial appointment or tenure. Please note that chapter reviews and case studies are not acceptable at the Associate Professor or Professor ranks.

Revised: FAC:lk:sh 01-29-02
Adopted by GFM 03-15-02
Revised: FAC:co/tw 09-21-09
Adopted by FAC:sh 01-11-10
Approved: FAC 5-21-12
Approved: FAM 9-25-12
Reviewed: PDC/lt 10-20-14
Approved: PDC/lt 9/1/2015
Reviewed: PDC/lt 9/1/2016
Reviewed: PDC 09/01/17

20.005-09 ATTACHMENT I – Guidelines for Qualification of Faculty Rank – Clinical Service Focus – Tenure Acquiring
Page 5 of 5
9/1/2017