TTUHSC School of Nursing  
ATTACHMENT L

Guidelines for Qualification of Faculty Rank  
Research Focus  
Non-Tenure Acquiring  

Educational Preparation and Professional Experience

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor¹,³</th>
<th>Assistant Professor¹,³</th>
<th>Associate Professor¹,³</th>
<th>Professor¹,³</th>
</tr>
</thead>
</table>
| Educational Preparation and Professional Experience | • Not eligible (refer to Board of Regents Policy). | • Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.  
• Evidence of a degree plan for doctoral study or an earned doctorate.  
• Minimum of two (2) years teaching experience.  
• Documented participation in research investigation. | • Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.  
• Earned doctorate.  
• Minimum of three (3) years teaching experience at Assistant Professor rank.  
• Documented initial development of a program of research. | • Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.  
• Earned doctorate.  
• Minimum of four (4) years' experience at Associate Professor rank.  
• Documented participation in a program of research. |

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

### Research Focus
#### Non-Tenure Acquiring

#### Teaching

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor&lt;sup&gt;1, 3&lt;/sup&gt;</th>
<th>Assistant Professor&lt;sup&gt;1, 3&lt;/sup&gt;</th>
<th>Associate Professor&lt;sup&gt;1, 3&lt;/sup&gt;</th>
<th>Professor&lt;sup&gt;1, 3&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teaching</strong></td>
<td>Not eligible (refer to Board of Regents Policy).</td>
<td>Demonstrates competency in content area, and in development, presentation, and evaluation of instruction.</td>
<td>Demonstrates innovation in content area, and in development, presentation, and evaluation of instruction.</td>
<td>Mentors faculty members in content area, and in development, presentation, and evaluation of instruction.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Successfully fulfills role of course or co-course facilitator.</td>
<td>Acts as external mentor/consultant/innovator.</td>
<td>Develops, provides, and evaluates structured and unstructured learning experiences for students related to clinical service area.</td>
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<tr>
<td></td>
<td></td>
<td>Participates as a contributor in curriculum delivery/development/evaluation.</td>
<td>Successfully fulfills role of course facilitator.</td>
<td>Assumes leadership in curriculum delivery/development/evaluation.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Obtains satisfactory ratings in teaching activities from students and/or faculty peers.</td>
<td>Assumes leadership in curriculum delivery/development/evaluation.</td>
<td>Provides leadership in curriculum delivery/development/evaluation.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Demonstrates progressive development of course material based on feedback.</td>
<td>Obtains satisfactory ratings in teaching activities from students and/or faculty peers.</td>
<td>Promotes use of evidence based content and teaching/learning approaches.</td>
</tr>
</tbody>
</table>

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<sup>1</sup> Criteria illustrate progression of responsibilities subsumed under each rank.

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

<sup>3</sup> 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  
Research Focus  
Non-Tenure Acquiring  
Academically – Related Public Service

<table>
<thead>
<tr>
<th>Performance Category</th>
<th>Instructor(^1,3)</th>
<th>Assistant Professor(^1,3)</th>
<th>Associate Professor(^1,3)</th>
<th>Professor(^1,3)</th>
</tr>
</thead>
</table>
| Academically-related public service | Not eligible (refer to Board of Regents Policy). | Member of local/state professional organization.  
Serves as committee member in a local/state organization.  
Serves as active member of school/institutional council/task forces.  
Assists with faculty recruitment and/or interviewing.  
Assists with faculty mentoring. | Serves as elected or appointed committee member or officer of a state/national professional organization.  
Serves as a committee member of a state/national professional organization.  
Serves as an elected or appointed member of school/institutional council or task forces.  
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 committees or officer of national/international professional organization.  
Demonstrates leadership as chair or officer on more than one [1] school/institutional council/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. |

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\(^2\) 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

### Research Focus

#### Non-Tenure Acquiring

**Scholarship with Appropriate Research Pursuits**

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<thead>
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<th>Performance Category</th>
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<th>Professor(^1,3)</th>
</tr>
</thead>
<tbody>
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<td>Scholarship with appropriate research pursuits</td>
<td>Not eligible (refer to Board of Regents Policy).</td>
<td>Identifies mentor in area of research interest during first year of appointment</td>
<td>Conducts scholarly inquiry as a co-principal investigator.</td>
<td>Conducts scholarly inquiry as a principal investigator in an identifiable program of research.</td>
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<td></td>
<td>Identifies research program and secures internal funding.</td>
<td>Secures grant funding from sources external to the School of Nursing.</td>
<td>Demonstrates a consistent record of publishing in refereed journals (at least one [1] per year accepted).</td>
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<tr>
<td></td>
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<td>Presents papers/posters at local/state meetings within past two (2) years.</td>
<td>Appointment requires two (2) or more publications in refereed journals.</td>
<td>Serves as a national/international grant reviewer or on an editorial board or as a reviewer of a journal.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Participates as a team member of a research study.</td>
<td>Involves students and/or faculty in research activities.</td>
<td>Secures grant funding from sources external to the Health Sciences Center.</td>
</tr>
<tr>
<td></td>
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<td><em>A letter stating a publication has been accepted to a peer reviewed journal is sufficient to meet the requirement of publication.</em></td>
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