### TTUHSC School of Nursing
#### ATTACHMENT M

**Guidelines for Qualification of Faculty Rank**

**Academic Focus**

**Non-Tenure Acquiring**

**Educational Preparation and Professional Experience**

<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>
| Educational Preparation and Professional Experience | - Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.  
- Master’s degree with major in area of teaching.  
- Minimum of two (2) years of nursing practice experience. | - Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.  
- Master’s degree with major in area of teaching, and minimum of two (2) years teaching experience or Earned doctorate.  
- Achieve certification in area of expertise or education (as applicable). | - 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.  
- Continued formal and informal education in specialty area to maintain certification (as applicable). | - 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.  
- Continued formal and informal education in specialty area to maintain certification (as applicable). |

\(^1\) 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

**Academic Focus**

**Non-Tenure Acquiring**

### Teaching

<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>
| Teaching             | • During first year of appointment seeks mentorship to develop faculty role.  
                        • Demonstrates evidence of basic knowledge of instructional process and basic knowledge of educational evaluation techniques.  
                        • Receives positive student and teaching Course Satisfaction Analysis Reports.  
                        • Demonstrates competency in content area, and in development, presentation, and evaluation of instruction.  
                        • Provides learning experiences for students related to area of expertise.  
                        • Successfully fulfills role of course facilitator.  
                        • Participates as a contributor in curriculum delivery/development/evaluation.  
                        • Develops and implements courses utilizing an evidence based approach.  
                        • Obtains satisfactory ratings in teaching activities from students and/or faculty peers.  
                        • Demonstrates progressive development of course material based on feedback.  
                        • 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/evaluation.  
                        • Assumes responsibility for courses utilizing evidence-based approach.  
                        • Obtains commendable satisfactory ratings in teaching activities from students and/or faculty peers.  
                        • Demonstrates progressive development of course material based on feedback.  
                        • Mentors faculty members in content area, and in development, presentation, and evaluation of instruction.  
                        • Acts as external mentor/consultant/innovator.  
                        • Develops, provides, and evaluates structured and unstructured learning experiences for students.  
                        • Provides leadership in curriculum delivery/development/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. |

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
Non-Tenure Acquiring Positions
Academic Focus
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>
<tbody>
<tr>
<td>Academically-related public service</td>
<td>• Serves as a member of a professional organization.</td>
<td>• Serves as a committee member on a local/state professional organization.</td>
<td>• Serves as elected or appointed committee member or officer of a state/national professional organization.</td>
<td>• Serves as elected or appointed committee member or officer of a national/international professional organization.</td>
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<tr>
<td></td>
<td>• During the first year of faculty role implementation, explores membership on school/ institutional committees and task forces.</td>
<td>• Serves as an active member of school/institutional committees/task forces.</td>
<td>• Serves as a committee member of a state/national professional organization.</td>
<td>• Demonstrates leadership as chair or officer on more than one (1) school/institutional committee/task force.</td>
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<tr>
<td></td>
<td>• During second year of faculty role implementation serves as a member of at least one (1) school or institutional committee/task force.</td>
<td>• Assists with faculty recruitment and/or interviewing</td>
<td>• Serves as an elected officer on school/institutional committees or task forces.</td>
<td>• Consistently assists with faculty recruitment and/or interviewing.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Assists with faculty mentoring.</td>
<td>• Consistently assists with faculty recruitment and/or interviewing.</td>
<td>• Consistently assists with mentoring new faculty members.</td>
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<td></td>
<td></td>
<td></td>
<td>• Consistently assists with mentoring new faculty members.</td>
<td>• Serves as consultant in area of expertise on national/international rank.</td>
</tr>
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### Guidelines for Qualification of Faculty Rank

**Non-Tenure Acquiring Positions**

**Academic Focus**

**Scholarship with Research Pursuits as Appropriate**

<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>
<tbody>
<tr>
<td>Scholarship with research pursuits as appropriate</td>
<td>• In third and successive years in the faculty role, serves as an officer of at least one (1) school or institutional committee/task force.</td>
<td>• Demonstrates at least two (2) scholarly activities within previous two (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, or poster or podium presentation at local/state rank).</td>
<td>• Has two (2) publications in refereed journals within past two (2) years.</td>
<td>• At least one (1) article accepted to peer-reviewed journal every year.</td>
</tr>
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<td></td>
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<td>*A letter stating a publication has been accepted to a peer reviewed journal is sufficient to meet the requirement of publication.</td>
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Reviewed: PDC 09/01/17

20.005-13 ATTACHMENT M – Guidelines for Qualification of Faculty Rank – Academic Focus – Non-Tenure Acquiring
Page 4 of 4
9/1/2017