Operating Policy and Procedure

SON OP: 20.015 Role and Responsibilities of Faculty

PURPOSE:

The purpose of this policy is to describe the roles and responsibilities of SON faculty. Faculty employed by the School of Nursing are awarded rank commensurate with their education and preparation.

REVIEW:

This section of the handbook shall be reviewed by the Dean and Faculty Council by September 1 on odd-numbered years.

POLICY/PROCEDURE

Upon hire, faculty negotiates with the Dean for appointment to a tenure or non-tenure track. The expectations of the faculty role may include but are not limited to teaching, engaging in scholarly activities, including research, and clinical and practice-related service, and academically-related public service. In addition, faculty must select an academic, research, clinical service, patient care delivery or practice focus that is supported by SON OP 20.065, Selecting and Changing Focus Area. Selecting a focus allows a faculty member to devote sufficient time and effort to activities consistent with the expectations at or above the current rank.

Faculty with an academic focus are supervised by the Department Chair/Associate Dean who are responsible for ensuring that the program needs are met. Faculty with a clinical service, practice, or patient care delivery focus must establish an income generating practice commensurate with release time, which is approved by the Department Chair/Associate. Faculty with a research focus must identify an area of research interest and secure sources of funding. For example, internal and external grant funding. This is accomplished with guidance and approval from the Associate Dean for Research and the faculty member’s Department Chair/Associate Dean. Scholarly research activities are reviewed and approved by the Associate Dean of Research for all focuses.

The facets of the faculty role may vary in priority each year. The priorities designated for each activity in the faculty role are based on yearly planning by the faculty member, in collaboration with the Department Chair/Associate Dean or Regional Dean.

All focuses have a teaching component. The teaching role consists of teaching in the assigned program(s) based on the faculty member’s expertise and needs of the School of Nursing. In addition to the teaching role, faculty members are expected to engage in the following activities as defined in the promotion criteria: scholarly pursuits; involvement in professional associations; participation in academically related service; and assisting in...
community groups as representatives of the School of Nursing/Texas Tech University Health Sciences Center. Faculty members are required to perform an annual self-evaluation and must establish professional goals that are aligned with the School of Nursing’s Strategic Plan and the Texas Tech University Health Sciences Center Values-Based culture.