



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Gayle Greve Hunt School of Nursing

**Guidelines for Qualification of Faculty Rank
Non-Tenure Acquiring Positions
Academic Focus**

Performance Category	Instructor^{1, 3}	Assistant Professor^{1, 3}	Associate Professor^{1, 3}	Professor^{1, 3}
Educational Preparation and Professional Experience	<ul style="list-style-type: none">• 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, required for nursing faculty.• Master's degree in nursing with certification in area of expertise or education.• Minimum of two (2) years' experience in practice.	<ul style="list-style-type: none">• 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, required for nursing faculty OR Master's degree in nursing with certification in area of expertise or education OR earned doctorate.• Minimum of two (2) years teaching experience in an accredited college or university with nursing program accreditation.	<ul style="list-style-type: none">• Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.• Minimum of three (3) years teaching experience.• Earned doctorate.• Continued formal and informal education in specialty area to maintain certification (as applicable).	<ul style="list-style-type: none">• Current license to practice professional nursing in Texas, including continuing education requirements or licensure in area of expertise, as appropriate.• Minimum of five (5) years teaching experience.• Earned doctorate.• Continued formal and informal education in specialty area to maintain certification (as applicable).



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Page 2

Performance Category	Instructor ^{1, 3}	Assistant Professor ^{1, 3}	Associate Professor ^{1, 3}	Professor ^{1, 3}
Teaching	<ul style="list-style-type: none"> • Demonstrates evidence of basic knowledge of instructional process and basic knowledge of educational evaluation techniques. • Receives positive student and teaching Course Satisfaction Analysis Reports 	<ul style="list-style-type: none"> • 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 or co-course facilitator. • Participates as a contributor in curriculum delivery/development/evaluation. • Develops and implements courses utilizing an evidence based approach. 	<ul style="list-style-type: none"> • Demonstrates competency 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. 	<ul style="list-style-type: none"> • Demonstrates competency in content area, and in development, presentation, and evaluation of instruction. • Acts as external mentor/consultant/innovator. • Maintains leadership in curriculum delivery development /evaluation. • Maintains responsibility for courses utilized evidence-based approach.



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Page 3

Performance Category	Instructor ^{1, 3}	Assistant Professor ^{1, 3}	Associate Professor ^{1, 3}	Professor ^{1, 3}
Academically-related public service	<ul style="list-style-type: none"> Serves as a member of more than one (1) professional organization. During the first year of faculty role implementation, explores membership on school/institutional committees and task forces. During second year of faculty role implementation serves as a member of at least one (1) school or institutional committee/task force. 	<ul style="list-style-type: none"> Serves on local, regional, or state committees of professional organizations. Serves as a member of school/ institutional committees/task forces. Assists with faculty recruitment and mentorship. 	<ul style="list-style-type: none"> Current or recent service as committee member or officer of a local, regional, state, national, and/or international professional organization. Current or recent service as chair of school/institutional committees or task forces. Consistently assists with faculty recruitment and mentoring new faculty members. 	<ul style="list-style-type: none"> Current or recent service as officer or chair of state/national/international committees of state/national/international professional organization. Current or recent demonstration of leadership on more than one (1) school/institutional committee/task force. Continues faculty recruitment and mentorship activities.



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Page 4

Performance Category	Instructor ^{1, 3}	Assistant Professor ^{1, 3}	Associate Professor ^{1, 3}	Professor ^{1, 3}
Scholarship with research pursuits as appropriate	<ul style="list-style-type: none"> In third and successive years in the faculty role, serves as an officer of at least one (1) school or institutional committee/task force. 	<ul style="list-style-type: none"> Demonstrates, at minimum, two scholarly activities in the category of <i>Teaching</i>. 	<ul style="list-style-type: none"> Demonstrates on a bi-annual basis, at minimum, two scholarly activities in the category of <i>Teaching</i> and two in any additional scholarship category or categories. 	<ul style="list-style-type: none"> Demonstrates on an annual basis, at minimum, one scholarly activity in the category of <i>Discovery</i>. Demonstrates a consistent record of scholarly activity in any category (average of two [2] scholarly activities per year).

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 Definition of scholarly activities located in appendix A.

Criteria based on Board of Regents Rules, October 11, 2007.

Developed: FAC:sh 03-21-06

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