# Guidelines for Qualification of Faculty Rank

**Non-Tenure Acquiring Positions**

## Academic Focus

<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, 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. | • 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. | • 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). | • 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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| Teaching             | • 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 or co-course facilitator.  
• Participates as a contributor in curriculum delivery/development/evaluation.  
• Develops and implements courses utilizing an evidence-based approach. | • 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. | • 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 utilizing evidence-based approach. |
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| Academically-related public service | • 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. | • 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. | • 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. | • 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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<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 minimum, two scholarly activities in the category of <em>Teaching</em>.</td>
<td>• Demonstrates on a bi-annual basis, at minimum, two scholarly activities in the category of <em>Teaching and</em> two in any additional scholarship category or categories.</td>
<td>• Demonstrates on an annual basis, at minimum, one scholarly activity in the category of <em>Discovery</em>. • Demonstrates a consistent record of scholarly activity in any category (average of two [2] scholarly activities per year).</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 Definition of scholarly activities located in appendix A.

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