PURPOSE

1. The faculty of practice appointment provides a route for individuals who are entering academics from established careers in professional practice or management. Faculty of practice make a unique contribution to the mission of the university. Faculty of practice are generally full time faculty who have acquired extensive experience in professional practice or management and who bring insights to the classroom that are unique to the practicing professional. Faculty of practice may be drawn from such fields agriculture, business, computer science, communication design, criminal justice, engineering, engineering technology, information technology, interior design, journalism, media and communication, the natural sciences, or any other discipline that values contemporary practical experience. Faculty of practice are not only engaged in teaching, but also in industry/private/public sector outreach, internship or cooperative education supervision, program development and/or other areas of practical application relating particularly to the interface between the university and industry in private and public sectors. The faculty of practice appointment establishes the appropriate rank and title for individuals who participate in academic programs that educate students for careers in professional practice or management in industry and/or the private/public sectors of the economy. The primary responsibilities of a faculty member appointed as a faculty of practice member are to provide education in the area of professional practice or management, share professional expertise with students, and to direct educational experiences in professional practice or management settings in a particular professional field of expertise.

2. Faculty of practice members have extensive experience and expertise in professional practice or management settings. They may also be engaged in industry, private and/or public sector consultation concurrent with teaching assignments. They are individuals who have elected to maintain their professional licensure and/or certifications in their primary field of expertise, and who can specifically contribute to academic programs particularly in the areas of industry/private/public sector professional practice or management. In fields where licenses are common, faculty of practice maintain their professional licensure and/or certifications in their area.

ACADEMIC RANKS AND TITLES
3. The academic ranks and related titles in faculty of practice appointments shall be:
   a. Lecturer of practice
   b. Assistant professor of practice
   c. Associate professor of practice
   d. Professor of practice

4. This series of ranks is established so the university can recruit and retain fully credentialed and salaried faculty in those disciplines where professional practice or management experience has particular relevance. It is intended to accommodate those faculty who wish to maintain primary emphasis on professional practice or management yet participate in education in an academic setting.

   **APPOINTMENTS**

5. All appointments will recognize the individual's potential to provide education in relevant areas of professional practice or management.

6. Procedures for appointment and promotion to academic ranks related to positions in the faculty of practice appointments are the same as for regular appointments. (PPS 8.10 and Faculty Handbook)

7. Faculty of practice members may be appointed to graduate faculty status by following the same departmental guidelines for other faculty in that particular department. Faculty of practice members typically do not direct graduate theses and dissertations, but they may serve on thesis and dissertation committees as appointed. A department/school may petition that Faculty of Practice can direct master’s theses provided they have the appropriate qualifications as outlined in PPS 7.03.

8. If the appointment of a faculty member is changed from the practice appointment to a tenure track appointment, years of service will not be considered in the determination of the probationary period.

9. Faculty of practice can be appointed at any academic rank as long as the faculty member fulfills the requirements.

10. All faculty of practice appointments shall be annual appointments subject to annual reappointment review.

11. A lecturer of practice shall be appointed for a specific term, not to exceed three years or, if for a lesser period of time, the time period specified, subject to annual reappointment review.

12. An assistant professor of practice, associate professor of practice, or professor of practice shall be appointed for a term not to exceed five years or, if for a lesser period of time, the time period specified, subject to annual reappointment review. A faculty member may be reappointed in
the practice track for one or more additional terms, contingent upon continuity of funding, the individual's evaluations, and departmental need.

13. A faculty member on appointment as faculty of practice is eligible for all benefits except tenure.

14. Lecturer of Practice. Appointment to the rank of lecturer of practice is extended to an individual who has:
   a. Demonstrated competence in professional practice or management
   b. Significant years (normally more than five years) of experience in a practice or management capacity and potential for significant professional growth.

15. Assistant Professor of Practice. Appointment to the rank of assistant professor of practice is extended to individuals with the following qualifications:
   a. Graduate or professional degree in a relevant academic field
   b. Competence in professional practice or management. In fields where relevant licenses or certifications exists, earn and maintain credential (e.g., Registered Professional Engineer, Accreditation in Public Relations, Registered Professional Architect, Certified Manufacturing Engineer, A.I.C. Professional Constructor, LEED Associate Professional, Certified Safety Professional, Registered Professional Land Surveyor, Certified Financial Analyst, Certified Public Accountant, Certified Human Resources Manager, etc.)
   c. Significant years (normally more than five) of experience in a professional practice or management capacity and potential for significant professional growth
   d. Relevant professional presentations, workshops, articles, publications or workshops
   e. Leadership in relevant professional organizations.

16. Associate Professor of Practice. Appointment to the rank of associate professor of practice is extended to individuals with the following qualifications:
   a. Graduate or professional degree in a relevant academic field
   b. Competence in professional practice or management and holds a relevant license/certification in their field of expertise (e.g., Registered Professional Engineer, Accreditation in Public Relations, Registered Professional Architect, Certified Manufacturing Engineer, A.I.C. Professional Constructor, LEED Associate Professional, Certified Safety Professional, Registered Professional Land Surveyor, Certified Financial Analyst, Certified Public Accountant, Certified Human Resources Manager, etc).
   c. Significant years (normally more than ten) of experience in a professional practice or management capacity and potential for significant professional growth
   d. Relevant professional presentations, workshops, article,
publications or workshops

e. Leadership in relevant professional organizations.

17. Professor of Practice. Appointment to the rank of professor of practice is extended to individuals with the following qualifications:
   a. Graduate or professional degree in a relevant academic field
   b. Competence in professional practice or management and holds a relevant license/certification in their field of expertise (e.g., Registered Professional Engineer, Accreditation in Public Relations, Registered Professional Architect, Certified Manufacturing Engineer, A.I.C. Professional Constructor, LEED Associate Professional, Certified Safety Professional, Registered Professional Land Surveyor, Certified Financial Analyst, Certified Public Accountant, Certified Human Resources Manager, etc.).
   c. Significant years (normally more than 15) of experience in a professional practice or management capacity and potential for significant professional growth
   d. Relevant professional presentations, workshops, or publications
   e. Leadership in relevant professional organizations
   f. Recognition by peers for professional contributions (for example awards).

EVALUATION

18. Appointees as faculty of practice shall be subject to annual performance review as is customary for other faculty.

19. Three areas of activity are important in the evaluation of individuals for performance review, promotion and merit in the faculty of practice track:
   a. Effective teaching - classroom, laboratory, and internship/cooperative education supervision
   b. Professional status and activities (equivalent to scholarly activity)
   c. Industry/private/public sector outreach/consultancy activities (equivalent to service activity)

20. All promotions shall be based upon teaching effectiveness, professional status and activities, and industry/private/public sector outreach/consultancy related activities. Effective classroom, laboratory, and/or internship/cooperative education teaching is assessed by student, peer, and self evaluations designed by the faculty member's department in accordance with college policy. Professional status consists of level of education, quality and level of professional experience, and professional practice or management experience/ recognition and will vary by professional discipline. Consultancy activity consists of current performance in establishing linkages between the academic program and relevant industries, professional associations, government agencies, etc., and contributing to the professional education and preparation of program students.
CERTIFICATION STATEMENT

21. This PPS has been approved by the reviewer listed below and represents Texas State's Division of Academic Affairs policy and procedure from the date of this document until superseded.

Review Cycle: ____________________________  Review Date: ____________________________

Reviewer: ________________________________  Date: ________________________________

Approved: ________________________________  Date: ________________________________

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Last Updated: October 17, 2013
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