(The following is based on AA/PPS 4.01.23; http://policies.txstate.edu/division-policies/academic-affairs/04-01-23.html)

01. PURPOSE

01.01 The faculty of practice appointment provides a route for individuals who wish to maintain primary emphasis on professional practice yet participate in education in an academic setting or who are entering academics from established careers in professional practice or management. Faculty of practice make a unique contribution to the university’s mission. Faculty of practice are generally full time faculty who have acquired extensive experience and expertise 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 as audit, tax, cost/managerial accounting, financial accounting, and accounting information systems. Faculty of practice are engaged in teaching, 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 accounting expertise.

01.02 Faculty of practice members 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 accounting programs.

02. ACADEMIC RANKS AND TITLES

02.01 The academic ranks and related titles in faculty of practice appointments shall be:

b. Assistant professor of practice
c. Associate professor of practice
d. Professor of practice
This series of ranks is established so credentialed and salaried faculty can be recruited and retained in the accounting discipline.

**APPOINTMENTS**

*03.01* All appointments will recognize the individual’s potential to provide education in relevant areas of accounting.

*03.02* Appointment and promotion to academic ranks related to positions in the faculty of practice appointments will be based on years of service to the profession, managerial level in a non-academic setting, academic degrees held, maintenance of relevant licenses or certifications, and depth and breadth of professional service.

*03.02.02* Assistant Professor of Practice. Appointment to the rank of assistant professor of practice may be extended to individuals with the following qualifications:

a. graduate or professional degree in a relevant academic field;
b. significant years (normally more than five) of experience in a professional practice or management capacity and potential for significant professional growth;
c. relevant professional presentations, workshops, articles or publications; and
d. leadership in relevant professional organizations.

*03.02.03* Associate Professor of Practice. Appointment to the rank of associate professor of practice may be extended to individuals with the following qualifications:

a. graduate or professional degree in a relevant academic field;
b. significant years (normally more than ten) of experience in a professional practice or management capacity and potential for significant professional growth;
c. relevant professional presentations, workshops, articles or publications; and
d. leadership in relevant professional organizations.

*03.02.04* Professor of Practice. Appointment to the rank of professor of practice may be extended to individuals with the following qualifications:

a. graduate or professional degree in a relevant academic field;
b. significant years (normally more than 15) of experience in a professional practice or management capacity and potential for significant professional growth;
c. relevant professional presentations, workshops, or publications;
d. leadership in relevant professional organizations; and
e. recognition by peers for professional contributions (for example awards).

*03.03* Faculty of practice members may be appointed to graduate faculty status by following the same departmental guidelines for other faculty in the accounting department.

*03.04* 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.
03.06 All faculty of practice appointments shall be annual appointments subject to annual reappointment review.

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

04. EVALUATION

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

04.02 Three areas of activity are important in the evaluation of individuals for performance review, promotion and merit in the faculty of practice track:

a. Teaching
b. Professional status and activities (or scholarly activities) /Industry/private/public sector outreach/consultancy activities
c. Service

04.03 All promotions shall be based upon teaching effectiveness, professional status and activities, and industry/private/public sector outreach/consultancy related activities and service. 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. Service to the university, college, department and community will also be considered.