**Faculty of Practice Appointments AA/PPS No. 04.01.23**

 **Issue No. 3**

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 **Sr. Reviewer: Associate Provost**

**POLICY STATEMENT**

*Texas State University is committed to recruiting and retaining fully-credentialed faculty of practice in disciplines where full-time industry, professional practice, or management experience has particular relevance and value.*

**01. BACKGROUND INFORMATION**

\*01.01 The faculty of practice appointment provides a route for individuals who are entering higher education from established careers in professional practice or management. This appointment is reserved for individuals with extensive full-time experience and accomplishments in industry, professional practice, the creative arts, public service, and other sectors that complement and enhance the goals of an academic unit.

01.02 Faculty of practice make a unique contribution to the mission of Texas State University through the integration of practical knowledge and skills with teaching, learning, and scholarship. Faculty of practice may be drawn from a variety of professional backgrounds and disciplines.

01.03 This policy establishes the appropriate rank and title for individuals who participate in academic programs that educate students for careers in professional practice or management and value contemporary practical experience and applied scholarship. The primary responsibilities of a faculty member appointed as a faculty of practice member are to share professional expertise and provide education in the area of professional practice or management, engage in scholarly efforts that enhance education or professional practice in a particular discipline, and serve internal and external constituents affiliated with the academic unit.

**02. ACADEMIC RANKS AND TITLES**

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

* 1. lecturer of practice;
	2. assistant professor of practice;
	3. associate professor of practice; and
	4. professor of practice.

02.02 This series of ranks is established so that Texas State can recruit and retain fully-credentialed and salaried faculty in those disciplines where professional practice or management experience has particular relevance. The series also provides the opportunity for faculty of practice in promotion-eligible ranks (i.e., assistant professor, associate professor, and professor) to seek advancement and promotion.

**03. PROCEDURES FOR HIRING AND APPOINTMENTS**

03.01. Search and hiring procedures for faculty of practice appointments are required, as described in [AA/PPS No. 04.01.01](https://policies.txstate.edu/division-policies/academic-affairs/04-01-01.html), Faculty Hiring.

03.02 Faculty of practice may be appointed at any academic rank, as long as the faculty member fulfills the requirements. All appointments will recognize the individual's professional background and contributions as well as the potential to provide education, scholarly and professional engagement, and service in relevant areas of professional practice or management.

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

03.04 Faculty of practice appointments are annual appointments subject to annual performance and reappointment review and contingent on continuity of funding and departmental need.

a. A lecturer of practice may 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.

b. An assistant professor of practice, associate professor of practice, or professor of practice may 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.

c. A faculty member may be reappointed in the practice track for one or more additional terms, contingent on satisfactory performance review, continuity of funding, and departmental need.

03.05 Faculty of practice may be appointed to graduate faculty status by following the same departmental guidelines used for faculty in that particular department. Faculty of practice members typically do not direct graduate theses and dissertations but may serve on thesis and dissertation committees as appointed (see [AA/PPS No. 04.01.30](https://policies.txstate.edu/division-policies/academic-affairs/04-01-30.html), Nomination and Evaluation Procedures for Graduate Faculty for guidelines and procedures for obtaining graduate faculty status).

03.06 If a current faculty of practice at Texas State pursues a tenure-track appointment at Texas State, years of service in the practice role will not be considered in the determination of the initial rank of appointment and probationary period for tenure or promotion purposes. If a current tenure-track faculty member at Texas State pursues a practice appointment, years of service in the tenure-track role will not be considered in the determination of the initial rank of appointment or eligibility for promotion.

**04. PROCEDURES FOR RANKINGS UPON INITIAL APPOINTMENT**

04.01 Lecturer of Practice – Appointment to the rank of lecturer of practice may be extended to an individual with the following qualifications:

a. meets the faculty qualifications policy of the hiring unit; including any professional credential or license required by the discipline;

b. demonstrates current and contemporary competence in professional practice or management; and

\*c. documents significant years (normally more than five beyond entry level) of experience in a full-time industry, professional practice, or management capacity and potential for significant professional growth.

04.02 Assistant Professor of Practice – Appointment to the rank of assistant professor of practice may be extended to an individual with the following qualifications:

a. meets the faculty qualifications policy of the hiring unit; including any professional credential or license required by the discipline;

b. demonstrates current and contemporary competence in professional practice or management;

\*c. documents significant years (normally more than five beyond entry level) of experience in a full-time industry, professional practice, or management capacity and potential for significant professional growth;

d. engages in scholarship through professional presentations, performances, publications, or similar contributions; and

e. demonstrates leadership in relevant professional organizations.

04.03 Associate Professor of Practice – Appointment to the rank of associate professor of practice may be extended to individuals with the following qualifications:

a. meets the faculty qualifications policy of the hiring unit; including any professional credential or license required by the discipline;

b. demonstrates current and contemporary competence in professional practice or management;

\*c. documents significant years (normally more than 10 beyond entry level) of experience in a full-time industry, professional practice, or management capacity of which at least three are in a leadership or upper administrative role and potential for significant professional growth;

d. engages in scholarship through professional presentations, performances, publications, or similar contributions; and

e. demonstrates leadership in relevant professional organizations.

04.04 Professor of Practice – Appointment to the rank of professor of practice may be extended to individuals with the following qualifications:

a. meets the faculty qualifications policy of the hiring unit; including any professional credential of license required by the discipline;

b. demonstrates current and contemporary competence in professional practice or management;

\*c. documents significant years (normally more than 15 beyond entry level) of experience in a full-time industry, professional practice, or management capacity of which at least five are in a leadership or upper administrative role and potential for significant professional growth;

d. engages in scholarship through professional presentations, performances, publications, or similar contributions;

* 1. demonstrates leadership in relevant professional organizations; and
	2. documents recognition by peers for professional contributions (e.g., awards).

**05. PROCEDURES FOR PERFORMANCE EVALUATION**

05.01 Appointees as faculty of practice are subject to annual performance review (see [AA/PPS No. 04.02.10](http://policies.txstate.edu/division-policies/academic-affairs/04-02-10.html), Performance Evaluation of Continuing Faculty and Post-Tenure Review for more information).

05.02 Lecture of practice duties and performance reviews are restricted to teaching functions and may include limited-service activities.

05.03 Three areas of activity are important in the evaluation of individuals for annual performance review in the faculty of practice track:

a. Effective Teaching – classroom, laboratory, and supervision of students;

b. Scholarly and Professional Engagement – peer-reviewed contributions that enhance knowledge, skills, and practice in education, or relevant disciplines (e.g., reports, presentations, publications, performances); and

c. Service – outreach activities to external entities, committee membership, program coordination, or related activities.

## 05.04 As applicable, each department or school will develop a policy for the annual review and reappointment of faculty of practice. The policy should specify the level of performance expected and clarify the requirements for documenting performance in teaching, scholarly and professional engagement, and service. Workload assignments for faculty of practice should align with the performance expectations.

## 06. PROCEDURES FOR PROMOTION REVIEWS

## 06.01 Procedures for promotion to academic ranks for faculty of practice appointments are described in [AA/PPS No. 04.02.20](http://policies.txstate.edu/division-policies/academic-affairs/04-02-20.html), Tenure and Promotion Review.

06.02 Three areas of activity are important in the evaluation of individuals for promotion in the faculty of practice track:

a. Effective Teaching – classroom, laboratory, and supervision of students;

b. Scholarly and Professional Engagement – peer-reviewed and published contributions, or equivalent, that enhance knowledge, skills, and practice in education or relevant disciplines (e.g., reports, presentations, publications, performances); and

c. Service – outreach activities to external entities, committee membership, program coordination, or related activities.

## 06.03 As applicable, each department or school will develop a policy for the promotion of faculty of practice in promotion-eligible ranks. The policy should specify the level of performance expected and clarify the requirements for documenting performance in teaching, scholarly and professional engagement, and service. Workload assignments for faculty of practice should align with the performance expectations.

06.04 Typically, faculty of practice spend five years in rank before being eligible for promotion. The year in which the promotion is reviewed will count as one of the years in rank.

**07. REVIEWER OF THIS PPS**

**07.01 Reviewer of this PPS includes the following:**

**Position Date**

**Associate Provost September 1 E4Y**

**08. CERTIFICATION STATEMENT**

This PPS has been approved by the following individual in their official capacities and represents Texas State Academic Affairs policy and procedure from the date of this document until superseded.

Associate Provost; senior reviewer of this PPS

Provost and Vice President for Academic Affairs