



Graduate Faculty Policy

Preamble The existence of a Graduate Faculty at TCU is consistent with the mission and goals of the university, reflects the highest ideals of teaching and scholarship, and has the distinct value of representing to students the high caliber of faculty who sustain the institution's commitment to excellence throughout its graduate enterprise. It also contributes to the institution's reputation as assessed by the regional accrediting association and signaled through national categorical descriptors of colleges and universities. Harris College of Nursing and Health Sciences (HCNHS) will follow similar principles of the TCU graduate faculty policy. One important change is that HCNHS will have three distinctions: 1) Research Graduate Faculty, 2) Clinical Graduate Faculty, and 3) Associate Graduate Faculty to reflect better our faculty expertise. The following principles and procedures shall constitute the Graduate Faculty Policy for HCNHS.

I. Principles

The primary role of Graduate Faculty members at TCU is the academic and scholarly instruction of graduate students. Members of the Graduate Faculty are expected to transmit an advanced/specialized body of knowledge effectively and to mentor graduate students in the systematic development of skills of inquiry and creativity that result in a meaningful contribution to the discipline. By engaging in service to the university and the discipline as well as recurring professional development activities, members of the Graduate Faculty also serve as role models for their students. Graduate Faculty membership, therefore, is a distinction that is earned and maintained.

II. Criteria for Membership

Appointment/reappointment to a membership category of the Graduate Faculty requires that the individual meet the applicable minimum, general, and unit criteria. Consideration of the degree to which a faculty member has met all applicable criteria must be based primarily on issues of quality, not merely quantity.

A. Minimum Criteria

1. Appropriate terminal degree or equivalent

Individuals must hold a terminal degree appropriate to the discipline or present evidence of exceptional competence for the responsibilities assigned. For those individuals awaiting the awarding of their terminal degree, certification by the degree-granting institution that they have met all requirements for the degree is acceptable.

2. Faculty Status

Full-time, tenure-track faculty members with professorial rank in HCNHS at TCU are eligible for appointment as Research Graduate Faculty. Full-time, professional practice track faculty members in HCNHS at TCU may be considered for appointment as Research Graduate Faculty when demonstrated sustained scholarly achievements are distinctive significant contributions to the discipline. Full or part time professional practice faculty members who demonstrate distinctive professional achievements in the field or within their discipline are eligible for appointment as Clinical Graduate Faculty. Any full-time, tenure track faculty member with professorial rank in HCNHS at TCU are eligible for appointment as Associate Graduate Faculty if they demonstrate distinctive professional achievements in the field or within their discipline and don't meet the requirements for Research Graduate Faculty.

B. General Criteria

1. Teaching and mentoring of graduate students

TCU and HCNHS expect each faculty member to have a knowledge of the subject area commensurate with graduate-level teaching, to engage regularly in the development of his/her teaching skills, and to evidence consistently a record of effective teaching. Recognizing the unique distinctions that characterize master's and doctoral-level teaching and mentoring, faculty must demonstrate teaching abilities appropriate to the level of graduate instruction to which they are assigned.

2. Scholarship and its equivalents for Research Graduate Faculty

TCU's intention is to assure graduate students that the development of their skills of scholarship and creativity is directed by faculty members who are recognized scholars/artists continually engaged in the production of significant contributions to their disciplines. To that end, faculty members are expected to demonstrate a sustained record of scholarship/creative activities that is appropriate to the discipline. Sustained research, for the purposes of research graduate faculty status, on average, is one peer-reviewed publication a year. Over a three year period, on average, two of the publications should be first author or senior author peer reviewed original research. Faculty expected to direct doctoral dissertations independently must have attained distinction in their scholarly/creative endeavors and demonstrated their ability to direct students in the pursuit of original and substantive scholarship.

3. Distinctive Professional Achievements for Clinical Graduate Faculty

TCU's intention is to assure graduate students that the development of their clinical skills and experiences are directed by faculty members who are recognized for such endeavors in their discipline. To that end, faculty members are expected to demonstrate a sustained record of professional achievements that is appropriate to their discipline. Sustained professional achievements, for the purposes of clinical graduate faculty status, are identified in professional practice standards in each discipline. As appropriate to the discipline, Clinical Graduate faculty must maintain certification(s) and/or professional practice in their discipline.

C. Unit Criteria

Department (or equivalent unit) and school/college documents provide specific standards and emphases which (a) further interpret the General Criteria, (b) are appropriate to the responsibilities to which the individual is to be assigned, and (c) in the Ph.D.-granting departments, make distinctions between master's and doctoral level program assignments.

III. Membership Categories and Responsibilities

A. Research Graduate Faculty

Individuals appointed/reappointed to the category, Research Graduate Faculty, may

1. teach courses earning graduate credit
2. independently direct doctoral dissertations or master's theses
3. serve as a member of advisory, thesis, or dissertation committees
4. serve as a member of the Graduate Council Except as described in Section VI

Individuals are appointed/reappointed as Research Graduate Faculty for a specified term not to exceed three years. Appointment/reappointment as Research Graduate Faculty may be terminated by action of the appropriate academic dean.

B. Clinical Graduate Faculty

Individuals appointed/reappointed to the category, Clinical Graduate Faculty will hold a master's degree or higher and may

1. teach courses earning graduate credit
2. serve as a member of advisory, thesis, or dissertation committees
3. serve as chair of graduate project committees (not considered thesis or dissertation)
4. serve as a member of the Graduate Council Except as described in Section VI

Individuals are appointed/reappointed as Clinical Graduate Faculty for a specified term not to exceed three years. Appointment/reappointment as Clinical Graduate Faculty may be terminated by action of the appropriate academic dean.

C. Associate Graduate Faculty

Individuals appointed/reappointed to the category, Associate Graduate Faculty may

1. teach courses earning graduate credit
2. serve as a member of advisory, thesis, or dissertation committees

Individuals are appointed/reappointed as Associate Graduate Faculty for a specified term not to exceed three years. Appointment/reappointment as Associate Graduate Faculty may be terminated by action of the appropriate academic dean.

D. Provisional (see section VI, University Policy for more information)

Normally, new junior research faculty will be given this appointment until they have received tenure and promotion. The timing will be defined by the letter of hire. All other provisional appointment procedures will follow the TCU Graduate Faculty Policy (section VI).

IV. Appointment/Reappointment and Appeal Procedures

Nominations for appointment/reappointment and appeal procedures to each of the above categories for Graduate Faculty membership will follow the TCU Graduate Faculty Policy (section IV) with one change to the appointment/reappointment procedures.

Nominations from the department or equivalent unit will be forwarded to the Harris College associate dean for research who will recommend approval or disapproval of the appointment to the Dean for the final approval or disapproval appointment.