**CBAPPS 5.09**

**Effective Date: 9/1/2023**

**Last Review Date: 4/20/2023**

**Next Review Date: 9/1/2025**

**Sr. Reviewer: Dean, McCoy College**

**McCOY COLLEGE OF BUSINESS**

**CBAPPS 5.09**: Faculty of Practice Recruitment, Appointment and Activities

**POLICY STATEMENT**

The purpose of this policy is to communicate to faculty the college requirements governing the faculty of practice recruitment, appointment and activities.

**UNIVERSITY POLICIES**

AA/PPS 04.01.23 Faculty of Practice Appointments

AA/PPS 04.01.01 Faculty Hiring

AA/PPS 04.02.10 Performance Evaluation of Continuing Faculty and Post-Tenure Review

AA/PPS 04.02.20 Tenure and Promotion Review

**MCCOY COLLEGE POLICIES**

CBAPPS 5.01 Faculty Evaluation

CBAPPS 5.02 Evaluation Non-Tenure Track Faculty for Reappointment

CBAPPS 5.05 Tenure/Promotion Policy

CBAPPS 5.07 Criteria for Faculty Qualifications.

**GENERAL INFORMATION**

1. Faculty of Practice Definition
2. The McCoy College of Business follows AA/PPS 04.01.23 with respect to the definition of faculty of practice. The faculty of practice appointment provides a path for individuals who are entering higher education from established careers in professional practice or management.
3. Faculty of practice make a unique contribution to the college’s mission through acquired extensive experience and expertise in professional practice or management and bring insights to the classroom that are unique to the practicing professional.
4. Faculty of practice are engaged in teaching, applied scholarship, and various activities such as industry/private/public sector outreach, internship or cooperative education supervision, program development, and/or other areas of practical application connecting the university and industry.
5. 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 of practice are to provide education in the area of professional practice or management, engage in scholarly efforts that enhance education or professional practice in a particular discipline, share professional expertise with students, and to direct educational experiences in professional practice or management settings in a particular professional field of expertise.
6. 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 uniquely contribute to academic programs.
7. ACADEMIC RANKS, TITLES, AND INITIAL APPOINTMENTS
   1. The McCoy College of Business follows AA/PPS 04.01.23 with respect to the academic ranks, titles, and initial appointments of faculty of practice.
   2. Faculty of practice members may be nominated to graduate faculty status by following the same departmental guidelines for other faculty in the department.
   3. Faculty of practice workloads may be reduced appropriately based on level of research and publication.
   4. A faculty member on appointment as faculty of practice is eligible for all benefits except tenure.
8. EVALUATION
9. Appointees as faculty of practice shall be subject to annual performance review as outlined in CBAPPS 5.02 Evaluation Non-Tenure Track Faculty for Reappointment and consistent with AA/PPS 04.01.23.
10. Three areas of activity are important in the evaluation of individuals for performance review and merit in the faculty of practice track:
11. Effective teaching
12. Scholarly and Professional Engagement, including peer-reviewed contributions that enhance knowledge, skills, and practice in education or relevant disciplines (e.g., reports, presentations, publications, books, papers), as well as industry engagement or consultancy activities
13. Service, including outreach activities to external entities, committee membership, program, coordination, or related activities
14. PROMOTION REVIEW
15. 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.
16. Three areas of activity are important in the evaluation of individuals for promotion in the faculty of practice track:
17. Effective Teaching – classroom, laboratory, and supervision of students;
18. 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, books, papers), as well as industry engagement or consultancy activities; and
19. Service – outreach activities to external entities, committee membership, program coordination, or related activities.
20. Teaching
21. A candidate is required to establish a strong record in teaching. Evidence of sustained teaching effectiveness and commitment to continuous improvement must be documented by the candidate and must include:
22. Statement of teaching philosophy;
23. Student evaluations;
24. Evaluations by department chair, if any;
25. Evaluations based on classroom observations by personnel committee members (only required for promotion to associate professor); and
26. Other evidence which may include: letters from former students, development or revision of courses or programs, innovative instructional materials and teaching techniques, faculty development activities focused on improving teaching effectiveness (such as attendance at conferences and workshops or formal academic study), and teaching awards and honors.
27. Scholarly and Professional Engagement
28. A potentially successful candidate is expected to have a sustained record in scholarly and professional engagement.
29. Scholarly and Professional Engagement Criteria for Promotion to the Rank of Associate Professor of Practice:
30. A candidate is expected to have a minimum of three peer-reviewed publications in addition to other intellectual contributions. In cases where a candidate has an extremely high-impact, peer-reviewed journal article or book, said publication may count as two peer-reviewed publications. As in all promotion cases, the judgment of the dean (with input from the department chair and personnel committee) will determine whether a given article counts for two publications for an individual candidate.
31. Other intellectual contributions do not substitute for peer-reviewed publications.
32. A candidate is also expected to demonstrate significant experience in professional practice, industry engagement, or management capacity and potential for continued professional growth. Conducting relevant professional presentations and workshops is also considered.
33. A candidate hired with previous experience or research productivity must have the same number of intellectual contributions, including peer-reviewed journal articles or years of experience, over the course of his or her career as any other candidate. In addition, there must be evidence of research productivity and professional engagement from the time of hire at Texas State.
34. Scholarly and Professional Engagement Criteria for Promotion to the Rank of Professor of Practice
35. A candidate should have a minimum of three peer-reviewed publications in addition to other intellectual contributions since promotion to associate professor of practice. In cases where a candidate has an extremely high-impact, peer-reviewed journal article or book, said publication may count as two peer-reviewed journal publications. As in all promotion cases, the judgment of the dean (with input from the department chair and personnel committee) will determine whether a given article counts for multiple publications for an individual candidate.
36. Other intellectual contributions do not substitute for peer-reviewed journal publications.
37. A candidate should also demonstrate additional significant experience in professional practice, industry engagement, or management capacity since the last promotion. A candidate should also demonstrate leadership in relevant professional organizations and recognition by peers for professional contributions (e.g., awards). Conducting relevant professional presentations and workshops is also considered.
38. A candidate hired with previous experience or research productivity must have the same number of intellectual contributions, including peer-reviewed journal articles or years of experience, over the course of his or her career as any other candidate. In addition, there must be evidence of research productivity and/or professional engagement from the time of hire at Texas State.
39. Service
40. A candidate is required to contribute to the McCoy College of Business mission by engaging in service. Evidence of a strong commitment to service may include:
41. Serving on university, college, and/or department committees;
42. Participating and/or leadership in national, regional, and/or local professional organizations;
43. Reviewing manuscripts and serving on editorial review boards;
44. Serving as faculty advisor to student organizations;
45. Community service, including pro bono consulting activities;
46. Formally mentoring students or faculty;
47. Reviewing grant proposals;
48. Chairing university, college, or department committees; and
49. Administrative activities.
50. Service expectations increase with rank. Candidates for Professor are required to document leadership and service because an “outstanding record of leadership and service is expected” for promotion to this rank, but is “less critical for promotion to Associate” (see AA/PPS 04.02.20 (8.10) Tenure and Promotion Review.)
51. Procedures for promotion to academic ranks for faculty of practice appointments are described at the university level in AA/PPS 04.01.23 Faculty of Practice Appointments and outlined in AA/PPS 04.02.20 Tenure and Promotion Review.

CERTIFICATION STATEMENT

This CBAPPS has been approved by the reviewers listed below and represents the McCoy College of Business policy and procedure from the date of the document until superseded.

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Review Cycle: E5Y

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Approved: Date: Sanjay Ramchander

Dean of the McCoy College of Business