

**MONTANA STATE UNIVERSITY
COLLEGE OF NURSING**

**POLICY # A-5
Attachment #9**

Position Description: Faculty Member

Faculty members of the Montana State University College of Nursing are expected to be engaged in teaching, research / creative work, and service or outreach, consistent with the criteria for academic rank ([CON policy #E-1](#), Sections 331-333). Each faculty member's relative emphasis on teaching, research, and service is individually determined to serve the mission and responsibilities of the college and campus and to best utilize the strengths and interests of that faculty member, while recognizing the available resources of the College. Faculty members are expected to maintain a continuous program of professional development that includes attendance and participation at professional meetings and keeping current with the literature in their discipline.

Requirements for appointment:

1. Earned doctoral degree in nursing or a related field is required for a tenure-track appointment.
2. Master's degree appropriate to teaching assignment for non-tenure-track appointment.
3. Individuals teaching nursing courses are required to hold licensure as a Registered Nurse in the State of Montana. Individuals responsible for clinical supervision of APRN students must have appropriate APRN endorsement.

Expectations unique to the four campus nursing program:

1. The College's four-campus system may require faculty members to travel among the four campuses for faculty meetings. Faculty members must also travel to clinical agencies where teaching, service or research occurs. Faculty are required to travel to Bozeman at least two times per year for faculty meetings.
2. Collaborative and respectful working relations with students, staff and faculty colleagues on all campuses are expected.
3. Each faculty member must meet and abide by all requirements for the practice of professional nursing for the State of Montana as set forth by the State Board of Nursing Rules and Regulations. In addition, faculty members are governed by University and College of Nursing policies and procedures, general professional nursing standards, and the specific requirements of clinical agencies in which they conduct teaching, research or service activities.
4. While functioning in the teaching role in clinical agencies, the faculty member must meet all health standards set forth by that particular agency and, at a minimum, meet communicable disease control standards set forth by the CON (see CON Policies [A-20](#), [A-31](#) and [A-32](#)).

5. Represents both the College of Nursing and the University and, thus, must act in a manner which reflects positively on the College and the University.

Reporting and Evaluation:

1. The Campus Director is the faculty member's immediate supervisor. The Dean is overall administrator.
2. Faculty are evaluated annually. In addition, tenure-track faculty are normally evaluated in their third year for retention, and in their sixth year for tenure and/or promotion ([CON Policy E-1](#)).

Reviewed/Approved by:

Level I: Dean (August, 2008)

Level II: Executive Council (August, 2008)