

## FACULTY PURSUING DOCTORAL DEGREE (DNP, PHD)

### Rationale

To build and maintain our cadre of senior faculty requires support of faculty who wish to pursue doctoral study in institutions other than UTHSCSA. The School of Nursing believes that investment in our own faculty will encourage doctoral study, engender commitment and loyalty to the School, and strengthen our graduate and doctoral programs. Therefore, support in the form of stipends and/or workload release will be sought for eligible individuals. In addition, eligible applicants are urged to apply for federal funding for doctoral education.

### Criteria

1. Minimum of 1 year full-time on the UTHSCSA SoN faculty. As funds allow, part-time faculty working at least 50% will be considered for funding on a proportional basis; that is, % employment would equal % funding support in accordance with the HOP policy 4.10.2 (<http://uthscsa.edu/hop2000/4.10.2.pdf>) and 4.10.3 (<http://uthscsa.edu/hop2000/4.10.3.pdf>).
2. Highly valued as faculty member (good teacher, valuable contributor)
3. Focal area of study relevant to SoN priorities.
4. Program of study is approved by Vice Dean for Faculty Excellence/ Dean. The Office for Faculty Excellence reserve the right to prioritize applicants based on programmatic goals of the office and SoN.
5. Accepted or already enrolled in DNP or PhD study
6. No previously earned doctorate

### Conditions

1. Expressed intent to remain on SoN faculty a minimum of one year for each year of support. The decision for ongoing employment remains with the Office for Faculty Excellence.
2. Continuous enrollment, evidence of progression (transcript).
3. Complete a minimum of 15 semester hours, or the equivalent, each year, renewable annually on a competitive basis.
  - a) Amount of subsidy\*:
    - Full tuition and fees up to a limit to be determined based on full-time or part time employment level.
    - Full salary as long as the individual has a full-time faculty appointment and carries a 50% workload as a minimum.

- Study-related travel expenses not to exceed \$1500 per year \$1000 for final project/dissertation expenses
- Subsidy may be subject to taxation. Determination of the taxability of payments is made by the HSC Business Affairs Office.
- Part-time faculty subsidy will be disbursed on a proportional basis corresponding to their % employment in SoN.

b) Special considerations to be addressed individually

- Obligations of the individual who is awarded a full-time post-doctoral fellowship will be considered at the completion of the fellowship.
- Movement to tenure track after 5<sup>th</sup> year of employment cannot be assured
- Obligations of individuals who are granted a leave of absence will be considered on an individual basis
- Reimbursements may be subject to taxation. Determination of the taxability of payments is made by the HSC Business Affairs Office.

