

UNIVERSITY OF KENTUCKY COLLEGE OF NURSING
APPOINTMENT, REAPPOINTMENT, PROMOTION AND TENURE CRITERIA BY TITLE SERIES

Faculty are reviewed for promotion and tenure using the criteria that were in place at the time of their most recent promotion or in the case that promotion has not occurred, at the time of their appointment to the specific title series. A faculty member may elect to use the most current criteria by submitting a request in writing to the Dean.

LECTURER TITLE SERIES – Lecturers comprise no more than 30% of faculty.		
Lecturer Appointment	Lecturer Reappointment	Senior Lecturer Appointment and Reappointment
A. GENERAL REQUIREMENTS 1. Minimum of Master's degree in nursing 2. Active Kentucky license as a registered nurse 3. Certification in clinical area of practice, if appropriate 4. Evidence of clinical competence	A. GENERAL REQUIREMENTS 1. Minimum of Master's degree in nursing 2. Active Kentucky license as a registered nurse 3. Certification in clinical area of practice, if appropriate. 4. Maintain clinical competence	A. GENERAL REQUIREMENTS 1. Meet lecturer general requirements 2. Minimum of 5 years of continuous service as a full-time Lecturer or demonstrated excellence in a non-academic setting
B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES 1. Potential for effective teaching 2. Potential for satisfactory student advising	B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES 1. Demonstrate teaching effectiveness ¹ 2. Satisfactory advising, as assigned	B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES 1. Evidence of excellence in teaching ¹ or excellence in the individual's area of expertise with potential for teaching excellence 2. Potential for satisfactory student advising, if initial appointment is at Senior Lecturer; otherwise satisfactory advising, as assigned.
C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required
D. SERVICE (the appointee should have the potential to serve) 1. University or College ² 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations	D. SERVICE 1. University or College, membership as elected or appointed ² a. Satisfactory performance as a course coordinator, if applicable b. Evidence of satisfactory service to College or University 2. Public as relates to expertise, optional 3. Profession, membership in relevant professional organizations	D. SERVICE 1. University or College, membership as elected or appointed ² a. Satisfactory performance as a course coordinator, if applicable b. Evidence of satisfactory service to College or University 2. Evidence of public service as relates to expertise 3. Evidence of leadership in relevant professional organizations
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required

All footnotes are at the end of this document.

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Hold the terminal degree³ or other professional certification relevant to the clinical area (the latter shall be expressly identified in the position description request) 2. Demonstrate clinical competence 3. Active Kentucky license as a registered nurse 4. Certified as advanced practice registered nurse, as appropriate 5. Hold a master's degree in nursing 6. Hold a doctoral degree if associate or full graduate status is applicable⁴ 7. Have the potential for significant professional growth in the clinical area, and contribution in the areas of clinical practice and instruction 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Clinical Instructor</p>	<p>A. GENERAL REQUIREMENTS Meet qualifications of Clinical Instructor and in addition must both have a terminal degree (as determined by the profession) and provide evidence appropriate to the profession of recognition at least at the local level. The requirement for a terminal degree at this rank, for exceptional professionals with a national reputation as being among the best in their field, may be waived⁵</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Clinical Assistant Professor, including having a terminal degree, and have exercised substantial commitments in practice and instruction</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Clinical Associate Professor and provide evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding practitioner</p>
<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Potential for effective teaching, including clinical 2. Potential for satisfactory student advising 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Developing teaching expertise¹, as assigned 2. Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Demonstrate teaching effectiveness¹ 2. Satisfactory advising, as assigned 3. Serve as a member on DNP advisory committee(s), and/or PhD advising committee(s) as an 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Continued excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
		associate graduate faculty member (if applicable), as requested	<ul style="list-style-type: none"> b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/or Co-chair or serve on PhD advisory committee(s) as an associate graduate faculty member (if applicable), as requested 	<ul style="list-style-type: none"> b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/or Co-chair or serve on PhD advisory committee(s) as an associate graduate faculty member (if applicable), as requested
C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities related to clinical service, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to clinical service that contribute to regional reputation, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to clinical service that contribute to national reputation, as applicable
D. SERVICE (the appointee should have the potential to serve) <ul style="list-style-type: none"> 1. University/College² 2. Public as relates to expertise 3. Clinical practice as defined as appropriate⁷ 	D. SERVICE <ul style="list-style-type: none"> 1. University or College, membership as elected or appointed² 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations 4. Satisfactory clinical performance 	D. SERVICE <ul style="list-style-type: none"> 1. University and College, as elected or appointed² 2. Public as relates to expertise 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice in area of expertise⁷ 	D. SERVICE <ul style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed² 2. Public, leadership in community service activities as relates to expertise 3. Professional beginning leadership in relevant professional organization(s) at state and regional levels 	D. SERVICE <ul style="list-style-type: none"> 1. University/College, leadership in college and university committees, as elected or appointed² 2. Public, sustained leadership in community activities as relates to expertise 3. Profession, leadership in relevant professional organizations at the regional or national levels

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
			4. Engage in clinical practice and serve as a mentor to other advanced practitioners ⁷	4. Engage in clinical practice, to include leading clinical practice initiatives and/or interdisciplinary teams ⁷
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Local reputation as an excellent clinician	E. PROFESSIONAL RECOGNITION Regional reputation as excellent clinician	E. PROFESSIONAL RECOGNITION Regional, and perhaps national, recognition as an excellent clinician

SPECIAL TITLE SERIES (see individual position descriptions)		
Assistant Professor (Tenure Track)	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed or promoted to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. An earned doctoral degree in nursing or a related field³ 2. Certification in clinical area of practice if included in position description 3. Potential for professional growth in scholarship 4. Potential for developing teaching excellence 5. Potential to effectively engage in service 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Assistant Professor and have exercised substantial commitments in instruction, scholarship, and/or practice, if applicable</p>	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Associate Professor and evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding teacher, scholar, and practitioner, as applicable</p>
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Developing teaching expertise¹ 2. Satisfactory advising, as assigned 3. Serve as a member on DNP advisory committee(s) and/or PhD advisory committee(s) as an associate graduate (if applicable), as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or events b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/or co-chair or serve on PhD advisory committee(s) as an associate graduate faculty member (if applicable), as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Continued excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or events b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/ or Chair or serve on PhD advisory committee(s) as a full member of graduate faculty (if applicable), as requested
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities that contribute to state or regional reputation</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities that contribute to national reputation, as applicable</p>
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University and College, as elected or appointed² 2. Public as relates to expertise 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice as applicable and appropriate to expertise 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed² 2. Public, leadership in community service activities as relates to expertise 3. Professional beginning leadership in relevant professional organization(s) at state and regional levels 4. Engage in clinical practice as applicable and appropriate to expertise 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, leadership in college and university committees, as elected or appointed² 2. Public, sustained leadership in community activities as relates to expertise 3. Profession, leadership in relevant professional organizations at the regional or national levels 4. Engage in clinical practice as applicable and appropriate to expertise
<p>E. PROFESSIONAL RECOGNITION Local recognition for excellence in specialty area⁸</p>	<p>E. PROFESSIONAL RECOGNITION State and regional recognition for excellence in specialty area⁸</p>	<p>E. PROFESSIONAL RECOGNITION National or international recognition in specialty area⁸</p>

REGULAR TITLE SERIES		
Assistant Professor (Tenure track)	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed or promoted to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. Active Kentucky licensure as a registered nurse 2. An earned research doctorate (PhD, DNS) in nursing or a related field⁹ 3. Certification in specialty, if appropriate 4. Potential for professional growth in the field of research 5. Potential for developing teaching excellence 6. Potential to effectively engage in service <p>For reappointment, person will continue to meet general requirements, including demonstrating professional growth in field of research and the following.</p>	<p>A. GENERAL REQUIREMENTS For reappointment, person will continue to meet general requirements of Assistant Professor and will demonstrate professional growth in field of research</p>	<p>A. GENERAL REQUIREMENTS For reappointment, person will continue to meet general requirements of Assistant Professor and will demonstrate professional growth in field of research</p>
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Developing teaching expertise¹ 2. Satisfactory advising, as assigned 3. Serve as a member on DNP advisory committees and/or PhD advisory committees as an associate graduate faculty member, as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or events b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/or co-chair or serve on PhD advisory committee(s) as an associate graduate faculty member, as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Continued excellence in teaching¹ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁶ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or events b. Leadership Development, e.g., advisor to UNAAC c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs 4. Chair or serve on DNP advisory committee(s) and/ or chair or serve on PhD advisory committee(s) as a full member of graduate faculty, as requested
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Initiates own program of funded research</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, and/or grant development 2. Sustained program of funded research 3. Regional and national reputation in research 4. Mentorship of others in research 	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Outstanding achievements in research supported by grants or contracts 2. Outstanding contributions in research as evidenced by presentations, publications, consultations, and/or grant development 3. Sustained program of funded research 4. Mentorship of others in research

REGULAR TITLE SERIES		
Assistant Professor (Tenure track)	Associate Professor	Professor
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University and College, as elected or appointed² 2. Public as relates to expertise 3. Profession, active participation in relevant professional organization(s) at local and state levels 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed² 2. Public, leadership in community service activities as relates to expertise 3. Profession, beginning leadership in relevant professional organization(s) at state and regional levels 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College - leadership in college and university committees, as elected or appointed² 2. Public - sustained leadership in community activities as relates to expertise 3. Profession - leadership in relevant professional organizations at the national or international levels
<p>E. PROFESSIONAL RECOGNITION Local reputation in research area</p>	<p>E. PROFESSIONAL RECOGNITION Regional reputation in a research area</p>	<p>E. PROFESSIONAL RECOGNITION National or International reputation for excellence in research area</p>

RESEARCH TITLE SERIES (see individual position descriptions)		
Research Assistant Professor	Research Associate Professor	Research Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. Active Kentucky licensure as a registered nurse 2. An earned doctorate in nursing or a related field 3. Potential to demonstrate independent capability for conducting reliable research supported through contracts, grants, or other designated funds 4. Show potential for professional growth in the field of research <p>For reappointment, person will continue to meet general requirements, including demonstrating professional growth in a field of research and the following</p>	<p>A. GENERAL REQUIREMENTS Person will continue to meet the requirements for Assistant Professor rank and demonstrate professional growth in field of research</p>	<p>A. GENERAL REQUIREMENTS Person will continue to meet general requirements, including demonstrating professional growth in field of research and the following</p>
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Assistant Professor criteria for Regular Title Series</p>	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Associate Professor criteria for Regular Title Series</p>	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Professor criteria for Regular Title Series</p>
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Assist with, and initiate own, program of funded research</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, grant development, and funding 2. Regional and national reputation in research 3. Mentorship of others in research 	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Outstanding achievements in research supported by grants or contracts 2. Outstanding contributions in research as evidenced by presentations, publications, consultations, grant development and funding 3. Mentorship of others in research
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed² 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s) 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed² 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s) 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed² 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s)
<p>E. PROFESSIONAL RECOGNITION Local reputation in research area</p>	<p>E. PROFESSIONAL RECOGNITION State or regional reputation for research area</p>	<p>E. PROFESSIONAL RECOGNITION National or international reputation for excellence in research area</p>

PART-TIME FACULTY WITH ASSIGNMENT ≥ .75 APPOINTMENT, REAPPOINTMENT AND PROMOTION GUIDELINES (see individual work assignment to determine which activity categories apply for reappointment and/or promotion)				
Instructor Appointment	Instructor Reappointment	Assistant Professor	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> Active Kentucky license as a registered nurse Certified as advanced practice registered nurse, as appropriate Hold a master’s degree in nursing if involved in undergraduate instruction and a terminal degree if involved in graduate instruction.¹⁰ Have the potential for significant professional growth in the specialty area, and contribution in the areas of clinical practice, if applicable, and instruction 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Instructor</p>	<p>A. GENERAL REQUIREMENTS Meet qualifications of Instructor and in addition must both have a terminal degree (as determined by the profession) and provide evidence appropriate to the profession of recognition at least at the local level. The requirement for a terminal degree at this rank, for exceptional professionals with a national reputation as being among the best in their field, may be waived⁴</p> <p>After a minimum of five years continuous service as a faculty Instructor with a work assignment ≥ 75%, consideration for promotion to Assistant Professor may occur.</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Assistant Professor, including having a terminal degree, and have exercised substantial commitments in instruction and practice, if applicable</p> <p>Have a work assignment of ≥ 75%</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Associate Professor and provide evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding educator and practitioner, if applicable</p> <p>Have a work assignment of ≥ 75%</p>
<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Potential for effective teaching, including clinical if applicable Potential for satisfactory student advising, if applicable 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Developing teaching expertise¹, as assigned Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Demonstrate teaching effectiveness¹ Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Excellence in teaching¹ Satisfactory advising, as assigned Evidence of effective student mentoring⁶ in: <ol style="list-style-type: none"> Scholarship, e.g., student paper and poster presentations at conferences or events Leadership Development, e.g., advisor to UNAAC Career Development, e.g., mentoring in Nurse 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Continued excellence in teaching¹ Satisfactory advising, as assigned Evidence of excellence in student mentoring⁶ in: <ol style="list-style-type: none"> Scholarship, e.g., student paper and poster presentations at conferences or events Leadership Development, e.g., advisor to UNAAC Career Development, e.g., mentoring in

PART-TIME FACULTY WITH ASSIGNMENT \geq .75 APPOINTMENT, REAPPOINTMENT AND PROMOTION GUIDELINES (see individual work assignment to determine which activity categories apply for reappointment and/or promotion)				
Instructor Appointment	Instructor Reappointment	Assistant Professor	Associate Professor	Professor
			Scholars or Nurse Research Intern Programs	Nurse Scholars or Nurse Research Intern Programs
C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities related to teaching and/or clinical service, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to teaching and/or clinical service that contribute to regional reputation, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to teaching and/or clinical service that contribute to national reputation, as applicable
D. SERVICE (the appointee should have the potential to serve) 1. University/College, if applicable 2. Public as relates to expertise, if applicable	D. SERVICE 1. University or College, membership as elected or appointed, if applicable ² 2. Public as relates to expertise, if applicable 3. Profession, membership in relevant professional organizations 4. Satisfactory clinical performance, if applicable	D. SERVICE 1. University and College, as elected or appointed, if applicable ² 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice in area of expertise, if applicable ⁷	D. SERVICE 1. University and College, as elected or appointed, if applicable ² 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at state or regional levels 4. Engage in clinical practice and serve as a mentor to other advanced practitioners, if applicable ⁷	D. SERVICE 1. University and College, as elected or appointed, if applicable ² 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at national or international levels 4. Engage in clinical practice, to include leading clinical practice initiatives and/or interdisciplinary teams, if applicable ⁷
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Local reputation as an excellent teacher or clinician, if applicable	E. PROFESSIONAL RECOGNITION Regional reputation as excellent teacher or clinician, if applicable	E. PROFESSIONAL RECOGNITION Regional, and perhaps national, recognition as an excellent teacher or clinician, if applicable

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- ¹Faculty are encouraged to use a teaching portfolio, student evaluations, and/or peer evaluations to document teaching effectiveness and excellence.
- ²Full-time faculty are expected to submit their name annually for two College of Nursing standing committees; the Faculty Council constructs the ballot and there is the potential that the faculty member will be elected to serve on 2 committees. In addition to standing committees, full-time faculty are encouraged to volunteer to serve on Task Forces. Part-time faculty service is based on time allocated according to individual work assignments.
- ³ Terminal degree for the College of Nursing is the doctorate in nursing or related field. The doctorate degrees in nursing include PhD, DNP, DNS, DSN, DNSc. The recognized doctorate degrees in related fields include the PhD and practice doctorates , e.g., DrPH, JD, EdD. (Definition applies to faculty who are nurses.)
- ⁴Terminal degree specified for associate or full graduate status as recommended by the Medical Center Clinical Sciences Area Committee in October 2008.
- ⁵Waiver of the terminal degree requirement includes: (i) the positive majority vote of the tenured and tenure-eligible faculty in the educational unit who are at or above the rank of Assistant Professor, (ii) the positive recommendation of the unit administrator and college dean, (iii) the positive recommendation of the appropriate Academic Area Advisory Committee, and the approval of the Provost. Please note that individuals without a terminal degree will not be promoted beyond the Assistant Professor level.
- ⁶ Faculty are encouraged to include a mentoring statement in their promotion and tenure dossier that documents their views on mentoring, availability and interest in student learning, and evidence that students seek their advice. Faculty may include letters from students and peers that provide evidence of student mentoring.
- ⁷ Clinical practice definitions refined per feedback from the Medical Center Clinical Sciences Area Committee in October 2008.
- ⁸ Faculty are expected to have developed expertise in a specialty area(s) beyond their baccalaureate education. Examples of specialty areas include, but are not limited to, oncology, informatics, advanced practice, innovative pedagogy, for example, simulation.
- ⁹ Per conversation in Fall 2010 with Dean and PATA Committee, faculty appointed to the Regular Title Series will hold a research doctorate (PhD, DNS).
- ¹⁰ Option exists for College to present evidence that individual without appropriate degree meets teaching certification qualification; requires Dean and Provost approval.

NOTES:

1. Criteria for Appointment, Reappointment, Promotion and Tenure by Title Series and Evidence of High Merit approved by College of Nursing Faculty April 2008.
2. Members of the 2007 and 2008 Merit Task Force included Lynne Jensen, Jane Kirschling, Gina Lowry, Debra Moser, Melanie Hardin-Pierce, Leslie Scott, Ruth Staten, and Darlene Welsh.
3. Revisions to Criteria for Appointment, Reappointment, Promotion and Tenure by Title Series approved by College of Nursing Faculty March 2010.
4. Criteria for Appointment, Reappointment and Promotion for Part-time Faculty with a Work Assignment \geq 75% approved by College of Nursing Faculty March 2010.
5. College of Nursing terminal degree definition and percentage of lecturers approved by faculty vote November 2010.
6. Evidence of High Merit for College of Nursing revised and removed as a separate document from Criteria for Appointment, Reappointment, Promotion and Tenure by Title Series document March 2011.