

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.**

<b>LECTURER TITLE SERIES<sup>14</sup></b>		
<b>Lecturer Appointment</b>	<b>Lecturer Reappointment</b>	<b>Senior Lecturer Appointment and Reappointment</b>
<b>A. GENERAL REQUIREMENTS</b> 1. Minimum of Master’s degree 2. Active Kentucky license as a registered nurse, if applicable <sup>13</sup> 3. Certification in clinical area of practice, if appropriate 4. Evidence of clinical competence, if applicable	<b>A. GENERAL REQUIREMENTS</b> 1. Minimum of Master’s degree 2. Active Kentucky license as a registered nurse, if applicable 3. Certification in clinical area of practice, if appropriate 4. Maintain clinical competence, if applicable	<b>A. GENERAL REQUIREMENTS</b> 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>B. TEACHING/ADVISING/OTHER INSRUCTIONAL ACTIVITIES</b> 1. Potential for effective teaching 2. Potential for satisfactory student advising	<b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b> 1. Demonstrate teaching effectiveness <sup>1</sup> 2. Satisfactory advising, as assigned	<b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b> 1. Evidence of excellence in teaching <sup>1</sup> 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
<b>C. RESEARCH/CREATIVE PRODUCTIVITY</b> Not required	<b>C. RESEARCH/CREATIVE PRODUCTIVITY</b> Not required.	<b>C. RESEARCH/CREATIVE PRODUCTIVITY</b> Not required
<b>D. SERVICE (the appointee should have the potential to serve)</b> 1. University or College <sup>2</sup> 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations	<b>D. SERVICE</b> 1. University or College, membership as elected or appointed <sup>2</sup> 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	<b>D. SERVICE</b> 1. University or College, membership as elected or appointed <sup>2</sup> 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
<b>E. PROFESSIONAL RECOGNITION</b> Not required	<b>E. PROFESSIONAL RECOGNITION</b> Not required	<b>E. PROFESSIONAL RECOGNITION</b> Not required

<b>CLINICAL TITLE SERIES (see individual position descriptions)<sup>15</sup></b>				
<b>Clinical Instructor Appointment</b>	<b>Clinical Instructor Reappointment</b>	<b>Clinical Assistant Professor</b>	<b>Clinical Associate Professor</b>	<b>Clinical Professor</b>
<p><b>A. GENERAL REQUIREMENTS</b></p> <ol style="list-style-type: none"> <li>1. Hold the terminal degree<sup>3</sup> or other professional certification relevant to the clinical area (the latter shall be expressly identified in the position description request)</li> <li>2. Active Kentucky license as a registered nurse, if applicable<sup>13</sup></li> <li>3. Demonstrate clinical competence</li> <li>4. Certified as advanced practice registered nurse, as appropriate</li> <li>5. Have the potential for significant professional growth in the clinical area, and contribution in the areas of clinical practice and instruction</li> </ol>	<p><b>A. GENERAL REQUIREMENTS</b></p> <p>Continue to meet general requirements for Clinical Instructor</p>	<p><b>A. GENERAL REQUIREMENTS</b></p> <p>Meet qualifications of Clinical Instructor and in addition must both have a terminal degree (as determined by the profession) and provide evidence of recognition appropriate to the profession at least at the local level. The requirement for a terminal degree at this rank may be waived for exceptional professionals with a national reputation as being among the best in their field<sup>6</sup></p>	<p><b>A. GENERAL REQUIREMENTS</b></p> <p>Meet the qualifications of Clinical Assistant Professor, including having a terminal degree, and have exercised substantial commitments in practice and instruction</p>	<p><b>A. GENERAL REQUIREMENTS</b></p> <p>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>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Potential for effective teaching, including clinical</li> <li>2. Potential for satisfactory student advising</li> </ol>	<p><b>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Developing teaching expertise,<sup>1</sup> as assigned</li> <li>2. Satisfactory advising, as assigned</li> </ol>	<p><b>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Demonstrate teaching effectiveness</li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of effective student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or</li> </ol> </li> </ol>	<p><b>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of effective student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs</li> </ol> </li> </ol>	<p><b>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Continued excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of excellence in student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or</li> </ol> </li> </ol>

<b>CLINICAL TITLE SERIES (see individual position descriptions)<sup>15</sup></b>				
<b>Clinical Instructor Appointment</b>	<b>Clinical Instructor Reappointment</b>	<b>Clinical Assistant Professor</b>	<b>Clinical Associate Professor</b>	<b>Clinical Professor</b>
		Nurse Research Intern Programs 4. Serve as a member on DNP advisory committee(s), and/or PhD advising committee(s) as an associate graduate faculty member (if applicable), as requested	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	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 provide service) 1. University/College <sup>2</sup> 2. Public as relates to expertise 3. Clinical practice as defined as appropriate <sup>7</sup>	D. SERVICE 1. University or College, membership as elected or appointed <sup>2</sup> 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations 4. Satisfactory clinical performance	D. SERVICE 1. University and College, as elected or appointed <sup>2</sup> 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 expertise <sup>7</sup>	D. SERVICE 1. University/College, beginning leadership in college and university committees, as elected or appointed <sup>2</sup> 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 4. Engage in clinical practice and serve as a mentor to other advanced practitioners <sup>7</sup>	D. SERVICE 1. University/College, leadership in college and university committees, as elected or appointed <sup>2</sup> 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 to include leading clinical practice initiatives and/or interdisciplinary teams. <sup>7</sup>
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION 1. Regional reputation as excellent clinician <sup>11</sup>	E. PROFESSIONAL RECOGNITION 1. Regional, and national recognition as an excellent clinician

<b>SPECIAL TITLE SERIES (see individual position descriptions)</b>		
<b>Assistant Professor (Tenure Track)</b>	<b>Associate Professor</b>	<b>Professor</b>
<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person shall present evidence of:</p> <ol style="list-style-type: none"> <li>1. An earned doctoral degree in nursing or a related field<sup>3</sup></li> <li>2. Active Kentucky licensure as registered nurse, if applicable</li> <li>3. Certification in clinical area of practice if included in position description</li> <li>4. Potential for professional growth in scholarship</li> <li>5. Potential for developing teaching excellence</li> <li>6. Potential to effectively engage in service</li> </ol>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will meet general requirements for Assistant Professor and have exercised substantial commitments in instruction, scholarship and/or practice, if applicable</p>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will 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>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Developing teaching expertise<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Serve as a member on DNP advisory committee(s) and/or PhD advisory committee(s) as an associate graduate faculty member (if applicable), as requested</li> </ol>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of effective student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs</li> </ol> </li> <li>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</li> </ol>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Continued excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of excellence in student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs</li> </ol> </li> <li>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</li> </ol>
<p><b>C. RESEARCH/SCHOLARLY PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Demonstrates potential for productive scholarly activity that is disseminated in peer-reviewed and widely accessible mediums and has a significant impact at the local level.<sup>10, 12</sup></li> </ol>	<p><b>C. RESEARCH/SCHOLARLY PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Has a productive program of scholarly activity that is disseminated in peer-reviewed and widely accessible mediums and has a significant impact on the state and/or regional level.<sup>10, 11</sup></li> <li>2. Continuous improvement and contribution in scholarly activity as evidenced by presentations, publications, consultations, and/or funding development with evidence of peer review</li> <li>3. Regional and/or National reputation in area of scholarship<sup>11</sup></li> <li>4. Mentorship of others in scholarly activity</li> </ol>	<p><b>C. RESEARCH/SCHOLARLY PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Has a productive program of scholarly activity that is disseminated in peer-reviewed and widely accessible mediums and has a significant impact at the National and/or International level.<sup>10</sup></li> <li>2. Continuous record of scholarly activity as evidenced by presentations, publications, consultations and/or funding development with evidence of peer review</li> <li>3. National and/or International reputation in area of scholarship</li> <li>4. Mentorship of others in scholarly activity</li> </ol>
<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University and College, as elected or appointed<sup>2</sup></li> <li>2. Public as relates to expertise</li> <li>3. Profession, active participation in relevant professional organization(s) at local or state levels</li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, beginning leadership in college and university committees, as elected or appointed<sup>2</sup></li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, leadership in college and university committees, as elected or appointed<sup>2</sup></li> <li>2. Public, sustained leadership in community activities as relates to expertise</li> </ol>

<b>SPECIAL TITLE SERIES (see individual position descriptions)</b>		
<b>Assistant Professor (Tenure Track)</b>	<b>Associate Professor</b>	<b>Professor</b>
4. Engage in clinical practice as applicable and appropriate to expertise	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 4. Engage in clinical practice as applicable and appropriate to expertise	3. Profession, leadership in relevant professional organizations at the national levels 4. Engage in clinical practice as applicable and appropriate to expertise
E. PROFESSIONAL RECOGNITION Local recognition for excellence in specialty area <sup>8</sup>	E. PROFESSIONAL RECOGNITION State and regional recognition for excellence in specialty area <sup>8, 11</sup>	E. PROFESSIONAL RECOGNITION National or international recognition in specialty area <sup>8</sup>

<b>REGULAR TITLE SERIES (see individual position descriptions)</b>		
<b>Assistant Professor (Tenure Track)</b>	<b>Associate Professor</b>	<b>Professor</b>
<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will present evidence of:</p> <ol style="list-style-type: none"> <li>1. An earned doctorate in nursing or a related field</li> <li>2. Active Kentucky licensure as a registered nurse, if applicable</li> <li>3. Certification in specialty, if appropriate</li> <li>4. Potential for professional growth in the field of research</li> <li>5. Potential for developing teaching excellence</li> <li>6. Potential to effectively engage in service</li> </ol>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will meet general requirements of Assistant Professor and will demonstrate professional growth in field of research</p>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will meet general requirements of Associate Professor and will demonstrate professional growth in field of research</p>
<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Developing teaching expertise<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Serve as a member on DNP advisory committees and/or PhD advisory committees as an associate graduate faculty member, as requested</li> </ol>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of effective student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs</li> </ol> </li> <li>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</li> </ol>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b></p> <ol style="list-style-type: none"> <li>1. Continued excellence in teaching<sup>1</sup></li> <li>2. Satisfactory advising, as assigned</li> <li>3. Evidence of excellence in student mentoring<sup>6</sup> in:                             <ol style="list-style-type: none"> <li>a. Scholarship, e.g., student paper and poster presentations at conferences or events</li> <li>b. Leadership Development, e.g., advisor to UNAAC</li> <li>c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs</li> </ol> </li> <li>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</li> </ol>
<p><b>C. RESEARCH/CREATIVE PRODUCTIVITY</b> Initiates own program of funded research</p>	<p><b>D. RESEARCH/CREATIVE PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Has a productive program of scholarly activity that is disseminated in peer-reviewed and widely accessible mediums and has a significant impact on the state and/or regional level.<sup>10, 11</sup></li> <li>2. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, and/or grant development</li> <li>3. Sustained program of funded research</li> <li>4. Regional and National reputation in research<sup>11</sup></li> <li>5. Mentorship of others in research</li> </ol>	<p><b>D. RESEARCH/CREATIVE PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Has a productive program of research activity that is disseminated in peer-reviewed and widely accessible mediums and has a significant impact at the National and International level.<sup>10</sup></li> <li>2. Continuous improvement and outstanding contribution in research as evidenced by presentations, publications, consultations and/or funding development with evidence of peer review</li> <li>3. Sustained program of funded research</li> <li>4. National and International reputation in research</li> <li>5. Mentorship of others in research</li> </ol>
<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University and College, as elected or appointed<sup>2</sup></li> <li>2. Public as relates to expertise</li> <li>3. Profession, active participation in relevant professional organization(s) at local and state levels</li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, beginning leadership in college and university committees, as elected or appointed<sup>2</sup></li> <li>2. Public, leadership in community service activities as relates to expertise</li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, leadership in college and university committees, as elected or appointed<sup>2</sup></li> <li>2. Public, sustained leadership in community activities as relates to expertise</li> </ol>

<b>REGULAR TITLE SERIES (see individual position descriptions)</b>		
<b>Assistant Professor (Tenure Track)</b>	<b>Associate Professor</b>	<b>Professor</b>
	3. Profession, beginning leadership in relevant professional organization(s) at state and regional levels	3. Profession, leadership in relevant professional organizations at the national or international levels
E. PROFESSIONAL RECOGNITION Local reputation in research area	E. PROFESSIONAL RECOGNITION Regional reputation in a research area	E. PROFESSIONAL RECOGNITION National or International reputation for excellence in research area

<b>RESEARCH TITLE SERIES (see individual position descriptions)</b>		
<b>Research Assistant Professor</b>	<b>Research Associate Professor</b>	<b>Research Professor</b>
<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion person will present evidence of:</p> <ol style="list-style-type: none"> <li>1. An earned doctorate in nursing or a related field</li> <li>2. Active Kentucky licensure as a registered nurse, if applicable</li> <li>3. Potential to demonstrate independent capability for conducting reliable research supported through contracts, grants, or other designated funds</li> <li>4. Show potential for professional growth in the field of research</li> </ol>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion person will meet the requirements for Assistant Professor rank and demonstrate professional growth in field of research</p>	<p><b>A. GENERAL REQUIREMENTS</b> For appointment, reappointment or promotion, person will meet general requirements, including demonstrating professional growth in field of research</p>
<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b> Not required unless indicated in position description; if required see Assistant Professor criteria for Regular Title Series</p>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b> Not required unless indicated in position description; if required see Associate Professor criteria for Regular Title Series</p>	<p><b>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</b> Not required unless indicated in position description; if required see Professor criteria for Regular Title Series</p>
<p><b>C. RESEARCH/CREATIVE PRODUCTIVITY</b> Assist with, and initiate own, program of funded research</p>	<p><b>C. RESEARCH/CREATIVE PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, grant development, and funding</li> <li>2. Regional and National reputation in research<sup>11</sup></li> <li>3. Mentorship of others in research</li> </ol>	<p><b>C. RESEARCH/CREATIVE PRODUCTIVITY</b></p> <ol style="list-style-type: none"> <li>1. Outstanding achievements in research supported by grants or contracts</li> <li>2. Outstanding contributions in research as evidenced by presentations, publications, consultations, grant development and funding</li> <li>3. National and International reputation in research</li> <li>4. Mentorship of others in research</li> </ol>
<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, as indicated in position description and as elected or appointed<sup>2</sup></li> <li>2. Public, as indicated in position description</li> <li>3. Profession, membership in appropriate professional organization(s)</li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, as indicated in position description and as elected or appointed<sup>2</sup></li> <li>2. Public, as indicated in position description</li> <li>3. Profession, membership in appropriate professional organization(s)</li> </ol>	<p><b>D. SERVICE</b></p> <ol style="list-style-type: none"> <li>1. University/College, as indicated in position description and as elected or appointed<sup>2</sup></li> <li>2. Public, as indicated in position description</li> <li>3. Profession, membership in appropriate professional organization(s)</li> </ol>
<p><b>E. PROFESSIONAL RECOGNITION</b> Local reputation in research area</p>	<p><b>E. PROFESSIONAL RECOGNITION</b> State or Regional reputation in research area<sup>11</sup></p>	<p><b>1. PROFESSIONAL RECOGNITION</b> National or International reputation for excellence in research area</p>



<sup>1</sup>Faculty are encouraged to use a teaching portfolio, student evaluations, and/or peer evaluations to document teaching effectiveness and excellence.

<sup>2</sup>Full-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.

<sup>3</sup>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.)

<sup>4</sup>Terminal degree specified for associate or full graduate status as recommended by the Medical Center Clinical Sciences Area Committee in October 2008.

<sup>5</sup>Waiver 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 individual without a terminal degree will not be promoted beyond the Assistant Professor level.

<sup>6</sup>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.

<sup>7</sup>Clinical practice definitions refined per feedback from the Medical Center Clinical Sciences Area Committee in October 2008.

<sup>8</sup>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.

<sup>9</sup>Option exists for College to present evidence that individual without appropriate degree meets teaching certification qualification; requires Dean and Provost approval.

<sup>10</sup>Reference to the complete College of Nursing Scholarship document.

<sup>11</sup>Regional level is defined as “relating to or coming from a particular part of the country or world”. (<https://dictionary.cambridge.org/us/dictionary/english/regional>)

<sup>12</sup>Local level is defined as “of, relating to, or characteristics of a particular place: not general or widespread”. (<https://www.merriam-webster.com/dictionary/local>)

<sup>13</sup>Per the Kentucky Board of Nursing requirements, all faculty teaching in the undergraduate program are required to have a degree in nursing.

<sup>14</sup>The ratio of Lecturers to Tenure Track faculty should be no more than .35; approved by Faculty April 2019.

<sup>15</sup>The ratio of Clinical Title Series faculty to Tenure Track faculty should be no more than .70; approved by faculty April 2020.

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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.
7. Revisions to Criteria for Appointment, Reappointment and Tenure by Title Series approved by College of Nursing Faculty November, 2019.