| CLINICAL TITLE SERIES (see individual position descriptions)[15] | | | | |
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| **Clinical Instructor Appointment** | **Clinical Instructor Reappointment** | **Clinical Assistant Professor** | **Clinical Associate Professor** | **Clinical Professor** |
| A.  GENERAL REQUIREMENTS<br>1.  Hold the terminal degree[3] or other professional certification relevant to the clinical area (the latter shall be expressly identified in the position description request)<br>2.  Active Kentucky license as a registered nurse, if applicable[13]<br>3.  Demonstrate clinical competence<br>4.  Certified as advanced practice registered nurse, as appropriate<br>5.  Have the potential for significant professional growth in the clinical area, and contribution in the areas of clinical practice and instruction | A.  GENERAL REQUIREMENTS<br>Continue to meet general requirements for Clinical Instructor | A.  GENERAL REQUIREMENTS<br>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[6] | A.  GENERAL REQUIREMENTS<br>Meet the qualifications of Clinical Assistant Professor, including having a terminal degree, and have exercised substantial commitments in practice and instruction | A.  GENERAL REQUIREMENTS<br>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 |
| B.  TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES<br>1.  Potential for effective teaching, including clinical<br>2.  Potential for satisfactory student advising | B.  TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES<br>1.  Developing teaching expertise,[1] as assigned<br>2.  Satisfactory advising, as assigned | B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES<br>1.  Demonstrate teaching effectiveness<br>2.  Satisfactory advising, as assigned<br>3.  Evidence of effective student mentoring[6] in:<br> a.  Scholarship, e.g., student paper and poster presentations at conferences or events<br> b.  Leadership Development, e.g., advisor to UNAAC<br> c.  Career Development, e.g., mentoring in Nurse Scholars or | B.  TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES<br>1.  Excellence in teaching[1]<br>2.  Satisfactory advising, as assigned<br>3.  Evidence of effective student mentoring[6] in:<br> a. Scholarship, e.g., student paper and poster presentations at conferences or events<br> b. Leadership Development, e.g., advisor to UNAAC<br> c. Career Development, e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs | B.  TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES<br>1.  Continued excellence in teaching[1]<br>2.  Satisfactory advising, as assigned<br>3.  Evidence of excellence in student mentoring[6] in:<br> a. Scholarship, e.g., student paper and poster presentations at conferences or events<br> b. Leadership Development, e.g., advisor to UNAAC<br> c. Career Development, e.g., mentoring in Nurse Scholars or |

| CLINICAL TITLE SERIES (see individual position descriptions)[15] | | | | |
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| Clinical Instructor Appointment | Clinical Instructor Reappointment | Clinical Assistant Professor | Clinical Associate Professor | Clinical Professor |
| | | Nurse Research Intern Programs<br>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<br>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<br>Not required | C. RESEARCH/CREATIVE PRODUCTIVITY<br>Not required | C. RESEARCH/CREATIVE PRODUCTIVITY<br>Demonstrates potential for productive involvement in scholarly activities related to clinical service, as applicable | C. RESEARCH/CREATIVE PRODUCTIVITY<br>Productive involvement in scholarly activities related to clinical service that contribute to regional reputation, as applicable | C. RESEARCH/CREATIVE PRODUCTIVITY<br>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)<br>1. University/College[2]<br>2. Public as relates to expertise<br>3. Clinical practice as defined as appropriate[7] | D. SERVICE<br>1. University or College, membership as elected or appointed[2]<br>2. Public as relates to expertise<br>3. Profession, membership in relevant professional organizations<br>4. Satisfactory clinical performance | D. SERVICE<br>1. University and College, as elected or appointed[2]<br>2. Public as relates to expertise<br>3. Profession, active participation in relevant professional organization(s) at local or state levels<br>4. Engage in clinical practice in area of expertise[7] | D. SERVICE<br>1. University/College, beginning leadership in college and university committees, as elected or appointed[2]<br>2. Public, leadership in community service activities as relates to expertise<br>3. Profession, beginning leadership in relevant professional organization(s) at state and regional levels<br>4. Engage in clinical practice and serve as a mentor to other advanced practitioners[7] | D. SERVICE<br>1. University/College, leadership in college and university committees, as elected or appointed[2]<br>2. Public, sustained leadership in community activities as relates to expertise<br>3. Profession, leadership in relevant professional organizations at the regional or national levels<br>4. Engage in clinical practice to include leading clinical practice initiatives and/or interdisciplinary teams.[7] |
| E. PROFESSIONAL RECOGNITION<br>Not required | E. PROFESSIONAL RECOGNITION<br>Not required | E. PROFESSIONAL RECOGNITION<br>Not required | E. PROFESSIONAL RECOGNITION<br>1. Regional reputation as excellent clinician[11] | E. PROFESSIONAL RECOGNITION<br>1. Regional, and national recognition as an excellent clinician |

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

[2]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.

[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.)

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

[5]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.

[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]Option exists for College to present evidence that individual without appropriate degree meets teaching certification qualification; requires Dean and Provost approval.

[10]Reference to the complete College of Nursing Scholarship document.

[11]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)

[12]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)

[13]Per the Kentucky Board of Nursing requirements, all faculty teaching in the undergraduate program are required to have a degree in nursing.

[14]The ratio of Lecturers to Tenure Track faculty should be no more than .60; approved by Faculty September 2022.

[15]The ratio of Clinical Title Series faculty to Tenure Track faculty should be no more than .70; approved by faculty April 2020.

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 ≥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.