

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 SERIES¹⁴		
Lecturer Appointment	Lecturer Reappointment	Senior Lecturer Appointment and Reappointment
A. GENERAL REQUIREMENTS 1. Minimum of Master’s degree 2. Active Kentucky license as a registered nurse, if applicable ¹³ 3. Certification in clinical area of practice, if appropriate 4. Evidence of clinical competence, if applicable	A. GENERAL REQUIREMENTS 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	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

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.

³Terminal 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 individual without a terminal degree will not be promoted beyond the Assistant Professor level.

⁶Faculty 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.

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

⁸Faculty 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.

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

¹⁰Reference to the complete College of Nursing Scholarship document.

¹¹Regional 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>)

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

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

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

¹⁵The 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 $\geq 75\%$ 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.