

<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>

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<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

<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 .60; approved by Faculty September 2022.

<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.