

SPECIAL TITLE SERIES (see individual position descriptions)		
Assistant Professor (Tenure Track)	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS For appointment, reappointment or promotion, person shall present evidence of:</p> <ol style="list-style-type: none"> 1. An earned doctoral degree in nursing or a related field³ 2. Active Kentucky licensure as registered nurse, if applicable 3. Certification in clinical area of practice if included in position description 4. Potential for professional growth in scholarship 5. Potential for developing teaching excellence 6. Potential to effectively engage in service 	<p>A. GENERAL REQUIREMENTS 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>A. GENERAL REQUIREMENTS 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. 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 faculty member (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/SCHOLARLY PRODUCTIVITY</p> <ol style="list-style-type: none"> 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.^{10, 12} 	<p>C. RESEARCH/SCHOLARLY PRODUCTIVITY</p> <ol style="list-style-type: none"> 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.^{10, 11} 2. Continuous improvement and contribution in scholarly activity as evidenced by presentations, publications, consultations, and/or funding development with evidence of peer review 3. Regional and/or National reputation in area of scholarship¹¹ 4. Mentorship of others in scholarly activity 	<p>C. RESEARCH/SCHOLARLY PRODUCTIVITY</p> <ol style="list-style-type: none"> 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.¹⁰ 2. Continuous record of scholarly activity as evidenced by presentations, publications, consultations and/or funding development with evidence of peer review 3. National and/or International reputation in area of scholarship 4. Mentorship of others in scholarly activity
<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 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed² 	<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

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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 ⁸	E. PROFESSIONAL RECOGNITION State and regional recognition for excellence in specialty area ^{8, 11}	E. PROFESSIONAL RECOGNITION National or international recognition in specialty area ⁸

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.