**Applicant Review for**:

**Tenure Track Level of Application**:

**Date**:

The College of Nursing follows the guidelines in the University Handbook for Appointed Personnel concerning policies for Promotion and Tenure; in addition, the college faculty has developed guidelines for faculty use. The College's promotion and tenure committee advises the Dean who, in turn, must write a recommendation to be forwarded to the Provost. The University Advisory Committee on Promotion and Tenure reviews the Dean's recommendation and makes recommendations to the President concerning the individual faculty member. The guidelines developed by the College of Nursing Promotion and Tenure Committee and accepted by the College of Nursing faculty follow.

**Recommended rank** based on the review of the evidence as outlined below:

**College of Nursing Criteria for Appointment of Tenure Track Faculty**

**Note:** Candidates for tenure only must also meet criteria for rank at which tenure is sought.

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| **Teaching** |
| **Assistant Professor** | **Associate Professor** |  **Professor** |
| **Entry:** Evidence of teaching ability and content expertise. **Third Year:** 1. Contributes to teaching with plan to assume leadership role in teaching.
2. Receives positive evaluations from students and colleagues.
3. Participates in student advising.

4. Participates on student committees, which may range from honors’ theses to postdoctoral projects.  | 1. Demonstrates leadership in teaching.
2. Demonstrates excellence in teaching by receiving positive student evaluations.
3. Provides leadership in the development and teaching of courses in his/her area of expertise.
4. Participates in student advising.

5. Assumes leadership on student committees, which may range from honors/theses to postdoctoral projects. | 1. Receives positive student and peer evaluations.
2. Receives recognition as a teacher through awards or other documentation.
3. Demonstrates leadership in academic programs.\*\*
4. Outstanding record of student advising, including service as chair of students' theses, dissertations or post-doctoral committees.

5. Provides evidence of mentoring through record of student achievement such as funding, scholarly publication and professional activities.  |
| **Additional relevant information** (use bulleted format): |

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| **Responsibilities of Rank** |
| **Research/Scholarly/Creative Activities** |
| **Assistant Professor** | **Associate Professor** | **Professor** |
|  **Entry:**1. Completed dissertation.

2. Ability to articulate focus of scholarship and direction of scholarly program.  3. Contributes data based articles in peer reviewed journals.  4. Makes data based presentations at local/regional professional meetings.  **Third Year:**1. Has research in progress that has a potential to add to science; this research should be relevant to his/her defined line of intellectual inquiry.
2. Has obtained funding for at least one project; includes extramural funding in his/her defined research area.
3. Demonstrates progress toward or plans for major extramural funding as a principal investigator.
4. Serves as first or second author (or last if discipline appropriate) on at least five data-based publications (in print or in press) in peer reviewed journals.
5. Integrates line of inquiry into teaching activities; include opportunities for student involvement.

 6. Demonstrates progress toward and plan for regional/national recognition.  |  1. Conducts research that adds to science as principal investigator on studies in his/her line of intellectual inquiry.  2. Demonstrates record of funding; includes extramural funding in his/her line of intellectual inquiry.  3. Serves as first or second author (or last if discipline appropriate) on data- based publications in peer reviewed journals.  4. Presents at national meetings based on knowledge generated in line of intellectual inquiry.  5. Integrates line of inquiry with teaching activities; includes opportunities for student involvement.  6. Recognition of expertise at  regional and national levels. |  1. Demonstrates record as a productive scholar through continuing publication activity over a period of years. \*\*  2. Has a clear and coherent line of inquiry.  3. Provides evidence of recognition at national and international levels. \*\*  4. Demonstrates leadership in seeking outside funding for scholarship through grants and contracts.\*\*  5. Provides evidence of integrating scholarly activities with teaching.  6. Engages students in collaborative research and scholarly activities. |
|  **Additional relevant information for Research/Scholarly/Creative Activities** (use bulleted format): |
|  **Summary of Research/Scholarly/Creative Activities:** |
| **Responsibilities of Rank** |
| **Service/Outreach** |
| **Assistant Professor** | **Associate Professor** | **Professor** |
|  **Entry:** Evidence of membership in appropriate professional organization(s).**Third Year:** 1. Contributes to College standing and other committees.  2. Provides service to professional organizations, committees and/or journals.  |  1. Contributes to College committees.  2. Provides service/leadership in professional organizations, committees and/or professional journals.  3. Contributes expertise at local, state or national levels.  |  1. Demonstrates leadership in the College and University.  2. Contributes to profession through outstanding and continued practice and/or service to professional organizations and/or professional journals.\*\*  3. Works with community and national agencies in area of expertise.\*\*  4. Contributes expertise at state, national and international levels.  |
| **Additional relevant information for Service/Outreach** (use bulleted format): |
| **Summary of Service/Outreach:** |

\* Represents entry level for rank.
\*\* Identifies where interdisciplinary activity is most likely to occur.
Revised 4/5/04

**Final Recommendation Summary:**

**Reviewed and unanimously agreed upon by FAPT Committee.**

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