

**Promotion and Tenure Criteria for:**

- Assistant professors hired before January 2021 until promoted to associate professors or until the end of year 2025, whichever occurs first.
- Associate professors hired before January 2021 until the end of year 2025.

<b>Tenure Track: Promotion and Tenure Criteria by Rank</b>			
<b>Category</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Teaching</b>	Demonstrates collaboration and innovation in course development and implementation.	Demonstrates collaboration and mastery in course, implementation, curricular design, and evaluation.	Demonstrates leadership in course and program evaluation of course and trending program curricular.
	Identifies innovation in teaching and integrates current and relevant literature into teaching.	Employs mastery integration of current and relevant best practices in course design and student activities.	Assumes a mentoring role and provides leadership for the integration of current and relevant best practices and designing appropriate programmatic outcomes.
	Formulates and communicates a teaching philosophy.	Reflects and evaluates teaching philosophy by addressing feedback from peer, student, and administrative evaluations.	Employs a variety of philosophies in diverse teaching/learning environments.
	Applies and evaluates AUSON Curricular Outcomes in course content delivery.	Evaluates course and program outcomes for effectiveness based on identified benchmarks for student, peer, and administrative evaluations.	Maintains consistency in achieving expected outcomes based on identified benchmarks for student, peer, and administrative evaluations.

**Tenure Track: Promotion and Tenure Criteria by Rank**

Category	Assistant Professor	Associate Professor	Professor
<p><b>Research/Scholarship</b></p>	<p>Priority research area identified with a professional development plan to guide research/scholarly goal achievement.</p>	<p>Demonstrates consistent progress toward achieving research /scholarly goals.</p>	<p>Demonstrates a consistent record of independent and collaborative research/scholarly productivity.</p> <ul style="list-style-type: none"> <li>• Yearly presentations at invited or refereed national or regional; professional meetings</li> <li>• Serves in leadership (e.g., 1<sup>st</sup> author) and mentoring roles in writing publications for peer-reviewed journals.</li> <li>• Serves in leadership (e.g, PI or Co-PI) and mentoring roles in submitting externally funded research proposals.</li> </ul>
	<p>Engages in <u>collaborative</u> research and scholarly activities.</p> <ul style="list-style-type: none"> <li>• Participates in a minimum of one presentation (poster and/or podium; invited or refereed) at a national, regional, state or local level per year.</li> <li>• Submits a minimum of one manuscript to a peer reviewed journal or a book chapter per year.</li> <li>• Submits a minimum of one internal <b>or</b> external research proposal or grant that supports identified priority research area within first three years.</li> </ul>	<p>Engages in collaborative and/or independent research/scholarly productivity.</p> <ul style="list-style-type: none"> <li>• Participates in a minimum of two presentations (poster and/or podium; invited or refereed) at a national, regional, or state level per year.</li> <li>• Publish at least one manuscript in a peer reviewed journal or book chapter per year and as first author 2 out of 3 years.</li> <li>• Collaboratively submits a minimum of two research proposals/ grants/projects</li> </ul>	<p>Nationally recognized as a leader and/or expert in the relevant area of research through publications and funded research projects.</p>

		<p>(internally or externally funding), as PI, Co-PI or Co-Investigator within three years.</p> <ul style="list-style-type: none"> <li>• Successfully secure grant funding (intramural and/or extramural) that supports identified research area.</li> <li>• Participates as a reviewer for peer-reviewed journal(s) and/or research grant panels.</li> </ul>	
--	--	--	--

<b>Tenure Track: Promotion and Tenure Criteria by Rank</b>			
<b>Category</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Service</b>	Participates in collaborative service on School or University committees or task forces.	Demonstrates leadership within School or University committees or task forces.	Leadership role on School, University Committee and/or Task Force committees.
	Participates in collaborative service local/community programs.	Facilitates service or planning within an area of expertise at the local, state and/or regional level community programs.	Assumes a leadership role in functions at the University, SON and/or community programs at the state/regional and/or national level.
	Provides service to professional organizations in area of expertise at local/state levels.	Participates in collaboration and consultation in area of expertise at the local/state and/or regional level. Developing a regional/national service reputation.	Demonstrates leadership in nursing profession and/or professional organizations to effect change in health care or nursing education at the regional and/or national level.

<b>Outreach</b>	Represents SON and/or the nursing profession to promote health to diverse populations at the local and/or state levels.	Collaborates in the planning, implementation and evaluation of innovative approaches to outreach activities to advance health care knowledge or improve the quality of life for diverse populations at the local/state and/or regional level.	Promotes change through outreach leadership activities to advance health care knowledge or improve the quality of life for diverse populations at the regional and/or national level.
		Collaboratively develops funding proposals for outreach activities.	Provides leadership and mentoring in seeking internal and external funds for implementation and evaluation of outreach activities.
		Contributes independently and/or collaboratively to the dissemination of outreach activities through presentations or publications at the state, regional or national levels.	Promotes change through leadership and consultation in the dissemination of the impact of outreach activities with presentations or publications at the regional or national levels.

<b>Clinical Track: Promotion Criteria by Rank</b>			
<b>Category</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
<b>Teaching</b>	Demonstrates collaboration and innovation in course development and implementation.	Demonstrates collaboration and mastery in course implementation, curricular design, and evaluation.	Demonstrates leadership in strategic oversight in evaluation of course and program curricular trending.
	Identifies innovation in teaching and integrates current and relevant literature into classroom and clinical teaching.	Employs mastery integration of current and relevant best practices in classroom and clinical teaching.	Assumes a mentoring role and provides leadership for the integration of current and relevant best practices and designing appropriate programmatic outcomes in classroom and clinical settings.
	Formulates and communicates classroom and clinical teaching philosophy.	Reflects and evaluates teaching philosophy by addressing feedback from peer, student, and administrative evaluations.	Employs a variety of philosophies in diverse clinical and teaching/learning environments.
	Applies and evaluates AUSON curricular outcomes in course and clinical content delivery.	Evaluates course and program outcomes for effectiveness based on identified benchmarks for student, peer, and administrative evaluations.	Maintains consistency in achieving expected outcomes based on identified benchmarks for student, peer, and administrative evaluations

**Clinical Track: Promotion Criteria by Rank**

Category	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
<p><b>Scholarship</b></p>	<p>Participates in scholarly/creative activities, including evidence-based projects that support teaching and clinical expertise.</p>	<p>Demonstrates consistent progress in scholarly productivity relative to clinical field.</p> <ul style="list-style-type: none"> <li>• Demonstrates collaborative and independent leadership skills in promoting, planning, and implementing evidence-based scholarly/creative activities.</li> <li>• Acceptance to a minimum of 2 podium or poster presentations at a local/state/regional/national level per year.</li> <li>• Publish a teaching or clinically relevant article to a peer-reviewed professional journal or book chapter at least every other year.</li> </ul>	<p>Establishes a consistent record of independent and collaborative evidence-based scholarly/creative activities.</p> <ul style="list-style-type: none"> <li>• Demonstrates a consistent record of independent and collaborative presentations at national levels.</li> <li>• Demonstrates a consistent record of publications in peer-reviewed practice journals.</li> <li>• Provides leadership and mentoring in writing project proposals that support scholarly inquiry related to teaching/clinical areas of expertise.</li> </ul>
	<p>Engages in collaborative projects that support scholarly inquiry related to teaching and clinical field.</p> <ul style="list-style-type: none"> <li>• Submit proposal for a minimum of 1 podium or poster presentation at a local/state/regional/national level per year.</li> <li>• Collaboratively participate in writing a manuscript, book chapter, OR project proposal (internally or externally funding) that supports scholarly inquiry related to teaching and clinical field at least every other year.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaboratively participates in developing project proposals (internally or externally funding) that support scholarly inquiry related to teaching and clinical field at least every other year.</li> </ul>	<p>Nationally recognized as a leader in professional practice and teaching through projects and/or scholarly productivity in area of clinical expertise.</p>

**Clinical Track: Promotion Criteria by Rank**

<b>Category</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
<b>Service</b>	Participates in collaborative service on School or University committees or task forces.	Provides consistent service on School or University committees or task forces.	Provides leadership on School and/or University committees, task forces, and service activities.
	Promotes service or consultation representing SON to local/community programs and/or activities.	Facilitates service or planning within their area of expertise at the local/state and regional level.	Assumes a leadership role related to efforts in service and consultation activities at the local/state/regional/national level.
	Collaborates in professional organizations in area of expertise at local/state levels.	Collaborates and consults in area of expertise at the local and state level and developing a state or regional professional reputation.	Demonstrates leadership in professional organizations in areas of expertise that has an impact at the state/regional and/or national levels.
<b>Practice/Outreach</b>	Maintains currency in clinical practice and contributes to the health of diverse community via service or faculty practice.	Develops opportunities for clinical service within clinical specialty at agencies and/or community levels.	Established reputation for excellence in clinical practice at the state/regional and/or national level.
	Preparing for national certification in clinical specialty and attains within two years of employment.	Maintains certification in clinical specialty.	Plans and implements service programs/projects at state, regional and national levels.

A. These promotion and tenure criteria will be effective in Spring 2021 for new faculty hires and current faculty with the following exceptions:

- Current assistant professors will use current guidelines until promoted to associate professors or until the end of year 2025, whichever occurs first.
- Current associate professors will use the current guidelines until the end of year 2025.

B. Tenure Criteria: The following criteria will be used to evaluate faculty for tenure. Evidence of:

- 1) A consistent trajectory of scholarly inquiry and potential for continued growth in productivity
- 2) Recognition of expertise with a reputation beyond SON
- 3) Consistent contributions to the goals and needs of SON and the University

C. Promotion Criteria:

An individual seeking appointment or promotion to any rank is expected to have met all criteria for the previous rank as well as the criteria listed for the rank sought

Clinical and Tenure Faculty		
Assistant Professor	Associate Professor	Professor
Identify teaching, research/scholarship, service and outreach area with a development plan to guide professional goal achievement and engagement in collaborative activities.	Demonstrate consistent progress toward achieving teaching, research /scholarship, service, and outreach goals; and engage in independent and collaborative productivity.	Demonstrate a consistent record of independent and collaborative teaching, research/scholarship, service, and outreach productivity and be recognized nationally as a leader and mentor in the relevant area of expertise.

Teaching-Clinical and Tenure Track		
Assistant Professor	Associate Professor	Professor
Participate in collaborative teaching and provide substantive feedback to course leaders and course faculty in the development and implementation of courses	Coordinate theory and/or clinical course, assess effectiveness, and revise as needed based on data	Design, develop, implement, and evaluate curricula



Apply and evaluate AUSON curricular outcomes in course content delivery	Evaluate course and program outcomes for effectiveness based on identified benchmarks.	Demonstrate leadership in evaluating programs for effectiveness, trending program outcome data, and implementing revisions based on data.
Develop critical thinking/clinical judgment capacity of students	Develop creative/innovative teaching strategies and new learning opportunities or clinical sites for students	Recommend creative/innovative teaching strategies to faculty
Advise and mentor students regarding academics	Mentor students in scholarly or teaching projects; serve as a committee member on graduate project/thesis/dissertation committee	Mentor graduate students and/or interdisciplinary students in scholarly or teaching projects; chair graduate project/thesis/dissertation committee
Mentor clinical associates/graduate students	Mentor new/junior faculty in the area of teaching	Offer continuing education/workshop/brown bag sessions regarding teaching for faculty
Address diversity and cultural uniqueness in classroom content and clinical experiences	Guide students to recognize different perspectives	Cultivate a diverse and inclusive learning environment where different perspectives are recognized, respected, and seen as a source of strength

Scholarship/Research-Clinical and Tenure Track		
Assistant Professor	Associate Professor	Professor
Identify a priority research area with a professional development plan to guide research/scholarly goals at one-year mark.	Produce a clear program of research/scholarship through presentations, publications, and grant funding.	Produce a nationally-recognized program of research/scholarship through invited presentations, referred publications and continued extramural grant funding.
Identify potential mentor(s) for assisting with research/scholarship activities at one-year mark.	Participate as a member of a mentorship team assisting faculty with a professional development plan to guide research/scholarly goals.	Serve in leadership and mentorship role assisting faculty with a professional development plan to guide research/scholarly goals.
Participate in a minimum of 6 presentations (poster and/or podium; invited or refereed) at a national,	Serve in leadership role (e.g., 1st author) for a minimum of 12 presentations (poster and/or podium; invited or refereed) at a state, regional, or national level at the time	Serve in leadership (e.g., 1st author) and mentoring roles for a minimum of 12 additional presentations (poster and/or podium; invited or refereed) at a national

<p>regional, state, local, or university level at the third-year mark (Tenure track)</p> <p>Participate in a minimum of 4 presentations (poster and/or podium; invited or refereed) at a state, local or university level at the third-year mark (Clinical track)</p>	<p>of seeking promotion or appointment (Tenure track).</p> <p>Serve in leadership (e.g., 1st author) or collaborative role for a minimum of 8 presentations (poster and/or podium; invited or refereed) at a state, regional or national level at the time of seeking promotion or appointment (Clinical track).</p>	<p>and international level at the time of seeking promotion or appointment (Tenure track)</p> <p>Serve in leadership (e.g., 1st author) and mentoring role for a minimum of 8 additional presentations (poster and/or podium; invited or refereed) at a national or international level at the time of seeking promotion or appointment (Clinical track).</p>
<p>Publish a minimum of three manuscripts to peer-reviewed journals or book chapters at the third-year mark (Tenure track).</p> <p>Publish a minimum of 1 manuscript to peer-reviewed journal or book chapter at the third-year mark (Clinical track).</p>	<p>Serve in a leadership role (e.g., 1st author) and publish a minimum of 12 manuscripts with at least 50% as the first author at the time of seeking promotion or appointment (Tenure track)</p> <p>Serve in leadership role (e.g., 1st author) and publish a minimum of 6 manuscripts with at least one as the first author at the time of seeking promotion or appointment (Clinical track)</p>	<p>Serve in leadership (e.g., 1st author) and mentoring roles (e.g., correspondence author) for a minimum of 12 additional manuscripts at the time of seeking promotion or appointment (Tenure track)</p> <p>Serve in a leadership (e.g., 1st author) and mentoring (e.g., correspondence author) role to publish a minimum of 6 additional manuscripts at the time of seeking promotion or appointment (Clinical track)</p>
<p>Submit a minimum of one internal or external research proposal or grant as a PI that supports identified priority research/scholarship area at the third-year mark (Tenure track).</p> <p>Submit a minimum of one internal or external research/scholarly proposal or grant as PI or Co-I that supports identified priority research/scholarship</p>	<p>Collaboratively submit a minimum of 6 competitive intramural or extramural research grant/program grant proposals, as PI, Co-PI, or Co-Investigator at the time of seeking promotion or appointment (Tenure track).</p> <p>Collaboratively submit a minimum of 3 competitive intramural or extramural research grant/program grant proposals, as PI, Co-PI or Co-Investigator at the time of</p>	<p>Serve in leadership (e.g, PI or Co-PI) and mentoring roles in submitting additional 6 competitive extramural research or program grant proposals at the time of seeking promotion or appointment (Tenure track).</p> <p>Serve in leadership (e.g, PI or Co-PI), and mentoring role in submitting additional 3 competitive extramural research or program grant proposals at the time of</p>

area at the third-year mark (Clinical track).	seeking promotion or appointment (Clinical track).	seeking promotion or appointment (Clinical track).
Secure at least one intramural or extramural grant funding as PI or Co-PI that supports identified research/scholarship area at the third-year mark (Tenure track).	Successfully secure at least one competitive extramural grant funding as PI or Co-PI that supports identified research/scholarship area and pays both direct and indirect costs at the time of seeking promotion or appointment (Tenure track).	Serve in leadership (e.g. PI or Co-PI) and mentoring role to secure at least one additional competitive extramural funding that pays both direct and indirect costs at the time of seeking promotion or appointment (Tenure track).
Secure at least one intramural grant or extramural funding as PI or Co-PI that supports identified research/scholarship area at the third-year mark (Clinical track).	Successfully secure at least one competitive extramural grant funding as PI or Co-PI that supports identified research/scholarship area and includes salary support at the time of seeking promotion or appointment (Clinical track).	Serve in leadership (e.g. PI or Co-PI) and mentoring role to secure at least one competitive extramural funding that pays both direct and indirect costs at the time of seeking promotion or appointment (Clinical track).
Participate as a reviewer for at least one peer-reviewed journal at the third-year mark	Continue to serve as a reviewer for peer-reviewed journals	Mentor junior faculty to be a reviewer for peer-reviewed journals
Participate as a reviewer for at least one grant panel within SON at the third-year mark	Participate as a reviewer for at least one grant panel within the university	Participate as a reviewer for at least one research or program grant panel outside of the university

Service-Clinical and Tenure Track		
Assistant Professor	Associate Professor	Professor
Participate in AUSON committee work	Chair AUSON committee or participate in a major initiative/AU committee	Lead a major initiative in AUSON and Chair AU Committee
Hold membership in state, regional, and/or national professional nursing/interdisciplinary organization	Serve on advisory board/task force in area of expertise	Hold elected, appointed, or consultant position in state, regional, or national level professional organization

Outreach-Clinical and Tenure Track		
Assistant Professor	Associate Professor	Professor
Assume a participatory role in community outreach activities with AUSON faculty, students, or staff.	Assume an active role in community outreach activities and/or initiates new ideas or collaborative/ interdisciplinary efforts with AUSON faculty, students, and staff.	Assume leadership roles in community outreach activities through active participation, recommendations, modifications, or change with interdisciplinary teams and AUSON faculty, students, and staff.