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<th>College</th>
<th>College of Nursing and Health Solutions</th>
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<td>Unit</td>
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<td>Document</td>
<td>Criteria</td>
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<td>Approved by the faculty</td>
<td>Date:</td>
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<td>Reviewed by the dean</td>
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Provost office approval

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<th>Vice Provost for Academic Personnel</th>
<th>Date</th>
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Qualifications for Appointment
Master’s degree in nursing
Doctoral degree in nursing or a related field
Arizona RN License
Teaching experience at the college level preferred.
Demonstrated scholarship

Criteria

Teaching
Demonstrates expert knowledge in the field of research and theory and in the ability to transmit and extend that knowledge to students and others. Demonstrates the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, evaluation and revision of courses and clinical practice programs. Ways to meet the criteria may include but are not limited to the following examples:

- Assesses, plans, teaches, evaluates, and revises instruction for effective student learning
- Provides self-evaluation in achieving teaching goals
- Assesses, plans, intervenes and evaluates care for positive patient outcomes
- Demonstrates teaching and/or clinical effectiveness through student, peer, and preceptor evaluation
- Publishes scholarly articles in refereed journals and/or book chapters related to teaching
- Utilizes research, theory, and evidence-based knowledge in teaching or clinical practice
- Mentors undergraduate and/or graduate students
- Serves as thesis or applied project committee chair or member
- Engages in activities to maintain and increase clinical expertise and teaching effectiveness
Scholarship and Research
Demonstrates the ability to conduct original research, demonstrates evidence of research expertise and ongoing research activity. Ability to design and implement rigorous research studies. Writes and submits research grant proposals. Must demonstrate competence in initiating and disseminating knowledge in one’s field to colleagues and students. Actively involved in the initiation and development of a program of research directed towards the generation of knowledge and innovation, which enhances the discipline. Ways to meet the criteria may include but are not limited to the following examples:

- Collaborates in and/or initiates research studies
- Collaborates in and/or initiates writing grant proposals
- Publishes research and scholarly articles in refereed journals
- Presents research papers at local and regional conferences
- Seeks support for program of research

Service
Includes participation in elected, appointed and voluntary activities that contribute to the college of nursing, university, community, profession and higher education in Arizona. Ways to meet the criteria may include but are not limited to the following examples:

- Serves as a member of college and/or university and community committees
- Participates in community service and/or faculty practice activities
- Belongs to and participates in state and national professional organizations
- Participates in community education
CRITERIA FOR PROMOTION TO ASSOCIATE PROFESSOR with Tenure

A person is promoted, granted tenure or retained on the basis of excellent performance and the promise of continued excellence. A person must demonstrate contributions to service and excellence in research and service at the Associate Professor rank. All qualifications and criteria must be met at the preceding rank.

Criteria

Teaching
Demonstrates expert knowledge in the field of research and theory and in the ability to transmit and extend that knowledge to students and others. Demonstrates the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, evaluation and revision of courses and clinical practice programs. Ways to meet the criteria may include but are not limited to the following examples:

- Assesses, plans, teaches, evaluates, and revises instruction for effective student learning
- Provides self-evaluation in achieving teaching goals
- Assesses, plans, intervenes and evaluates care for positive patient outcomes
- Utilizes innovative teaching strategies
- Demonstrates teaching and/or clinical effectiveness through student, peer, and preceptor evaluation
- Develops, implements, and/or leads curriculum development
- Publishes scholarly articles in refereed journals and/or book chapters related to teaching
- Utilizes research, theory, and evidence-based knowledge in teaching or clinical practice
- Mentors undergraduate and/or graduate students
- Serves as thesis or applied project committee chair or member
- Engages in activities to maintain and increase clinical expertise and teaching effectiveness
- Obtains external funding for educational or evidence-based practice/research projects

Scholarship and Research
Has developed a scholarly program of research that is recognized at a national level as evidenced by:

- A sustained trajectory of peer-reviewed external research funding. While the College of Nursing and Arizona State University recognize that funding for pilot studies and training grants (e.g., K awards from NIH) may contribute to promotion and can be acquired from various sources, the most heavily weighted evidence will come from being a principal investigator on a substantially funded federal grant.
Demonstrates competence in initiating and disseminating knowledge in one’s field of research as evidenced by:

- Publishes scholarly articles, book chapters and/or books
- Recommended number of publications should average 2 per year; the most heavily weighted evidence is from data-based articles in refereed journals as first author.
- Presents research papers at state/regional/national conferences
- Assists students and colleagues in research endeavors as a reviewer, mentor, and consultant

Recognized by external colleagues as an expert in a research focused area as evidenced by awards, citations, peer and aspirational peer letters of recognition, requests for consultation, use of research in clinical practice, and invited presentations.

Service
Provides leadership to the profession through appointed and voluntary activities that contribute to the college, university and community. Ways to meet the criteria may include but are not limited to the following examples:

- Serves as a member or chair of college and/or university committees
- Serves as an officer or committee chair in a professional organization at a state or national level
- Serves as a consultant or peer reviewer to a local/state/national agencies or organizations
- Participates in community service and/or faculty practice
- Develops resources to increase the knowledge and skills of members of the profession

PAC: Associate professor promotion with tenure
Approved 4-17-06
A person is promoted or retained on the basis of excellent performance and the promise of continued excellence. A person must demonstrate contributions to service and excellence in research and service at the Professor rank. All qualifications and criteria must be met at the preceding rank.

Criteria

Teaching

Demonstrates expert knowledge in the field of research and theory and in the ability to transmit and extend that knowledge to students and others. Demonstrates the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, evaluation and revision of courses and clinical practice programs. Has an established record of effectiveness in teaching in the classroom and clinical area as evidenced through faculty and peer evaluation. Ways to meet the criteria may include but are not limited to the following examples:

- Provides leadership in curriculum and program revision and evaluation
- Provides self-evaluation in achieving teaching goals
- Serves on college and university academic curriculum and teaching committees
- Mentors faculty in teaching
- Utilizes innovative teaching strategies
- Publishes in scholarly journals related to innovative teaching strategies
- Presents invited papers at seminars/conferences locally, nationally, and internationally
- Publishes innovative and scholarly chapters or books related to teaching
- Demonstrates teaching and/or clinical effectiveness through student, peer, and preceptor evaluation
- Develops, implements, and/or leads curriculum development
- Utilizes research, theory, and evidence-based knowledge in teaching or clinical practice
- Mentors undergraduate and/or graduate students
- Serves as dissertation, thesis or applied project committee chair or member
- Engages in activities to maintain and increase clinical expertise and teaching effectiveness
- External funding for educational or evidence-based practice/research projects
- Develops original and innovative work which extends the science of nursing education
Scholarship and Research

Has developed a scholarly program of research that is recognized at a national level as evidenced by:

- Obtains sustained funding for research program. The most heavily weighted evidence will come from being a principal investigator on externally funded federal grants, preferably at the level of RO1s

Recognized as an expert by external colleagues for sustained efforts in a focused area of inquiry that contributes to the science of nursing and its foundation of knowledge. The individual has achieved a depth and breadth in their program of research that was not evident at the Associate Professor level. Ways to meet the criteria may include but are not limited to the following examples:

- Publishes scholarly articles, book chapters and/or books, of which some are cited by other authors
- Recommended average number of publications per year is 2, of which 1 to 2 should be data-based in refereed journals with the majority as first author. In addition, full professors mentor junior colleagues and students in all scholarship activities. The products of these activities are above and beyond the average number of 2 publications per year.
- Presents research papers at state/regional/national/international conferences
- Assists students and colleagues as a reviewer and consultant for their scholarship and research endeavors
- Invited speaker/presenter at national conferences and meetings
- Awards from national organizations for research and scholarship program, requests for consultations, reviews, seminars, presentations, keynote addresses, and awards from other schools of nursing
- Documented changes in standards of care resulting from the individual’s research findings
- Serves as editorial review board member, federal and professional research review panel member, or invited participation on federal or professional expert panels.

Service

Provides sustained leadership through appointed and voluntary activities that contribute to the college, university, and community. Ways to meet the criteria may include but are not limited to the following examples:

- Serves as a member or chair of college and/or university committees
- Serves in leadership positions as an officer or committee chair in a professional organization at a state or national level
- Serves as a consultant or peer reviewer to a local/state/national/international agencies or organizations
- Participates in community service and/or faculty practice
- Develops resources to increase the knowledge and skills of members of the profession
- Provides leadership in program/college/university activities that contribute toward college and university goals