

·College of Nursing

& Health Innovation

A R I Z O N A S T A T E U N I V E R S I T Y

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**Criteria for Research Track Faculty**

# College of Nursing and Health Innovation

**Approved by Academic Assembly on 12/17/2012 Approved by the Dean on 12/17/12**

RESEARCH FACULTY

Research faculty positions vary and are outlined by the notice of appointment (NOA). Research faculty are fixed-term faculty members who are qualified to engage in, be responsible for, and/or oversee a significant area of research or scholarship. Criteria for promotion of research faculty are dependent on the activities outlined in the NOA, and not all criteria in this document will apply. Thus, evaluation should include the relevant criteria and reflect the effort in scholarship and research, teaching, and service as outlined in the research faculty member's NOA.

## CRITERIA FOR RESEARCH ASSISTANT PROFESSOR

Qualifications for Appointment

Doctoral degree in nursing, health, social sciences or a related field Demonstrated scholarship

Criteria

Scholarship and Research

Demonstrates ability to conduct original research, evidence of research expertise, and engagement in ongoing research activity. Ability to design and implement rigorous research studies. Writes, submits, and/or significantly contributes to research grant proposals. Must demonstrate competence in generating and disseminating knowledge in one's area of research to colleagues and students.

Actively involved in the initiation and development of a program (or programs) of research directed towards the generation of knowledge and innovation. 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 scholarly articles in refereed journals, book chapters, and/or other venues
* Presents research papers at local and regional conferences
* Seeks support for program of research

Teaching

Demonstrates expert knowledge in the area of research and theory and in the ability to transmit and extend that knowledge to students and peers. Demonstrates the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, and evaluation. Ways to meet the criteria may include but are not limited to the following examples:

* Revision of courses and programs
* Assesses, plans, teaches, evaluates, and revises instruction for effective student learning
* Provides self-evaluation in achieving teaching goals
* Demonstrates teaching and effectiveness through student and peer evaluation
* Invited lecturer presenting theories or methods
* Utilizes research, theory, and evidence-based knowledge in teaching
* Mentors undergraduate and/or graduate students
* Serves as thesis or applied project committee chair or member
* Engages in activities to maintain and increase expertise and teaching effectiveness

Service

Includes participation in elected, appointed, and voluntary activities that contribute to the college, university, community, profession, and higher education. 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

Belongs to and participates in state and national professional organizations

* Participates in community education

CRITERIA FOR PROMOTION TO RESEARCH ASSOCIATE PROFESSOR

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 Associate Professor rank. Relevant qualifications and criteria based on the individual's NOA must be met at the preceding rank.

Criteria

Scholarship p and Research

Has developed or helped to develop one or more scholarly programs of research recognized at a national level as evidenced by:

* + A trajectory of participation in pursuing and obtaining external funding for peer-reviewed research. Most heavily weighted evidence will come from serving as an investigator on substantially funded grants and/or contracts.
  + Important contributions to grants applications, funded grants, and programs of research

Demonstrates competence in generating and disseminating knowledge in one's area of expertise as evidenced by:

* + Publishes scholarly articles, book chapters and/or other venues
  + Recommended number of publications should average 2 per year; the most heavily weighted evidence is from theoretical or empirical articles in refereed journals
  + Presents research papers at state/regional/national conferences
  + Assists students and peers in research endeavors as a reviewer, mentor, and consultant

Recognized by external colleagues as an expert in a research area as evidenced by:

* + Awards, citations, and peer letters of recognition
  + Requests for consultation, use of research in clinical practice, and invited presentations

Teaching

Demonstrates expert knowledge of research and theory and 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, and evaluation. Ways to meet the criteria may include but are not limited to the following examples:

* + Revision of courses and programs
  + Assesses, plans, teaches, evaluates, and revises instruction for effective student learning
  + Provides self-evaluation in achieving teaching goals
  + Demonstrates teaching and effectiveness through student and peer evaluation
  + Invited to lecture on theories or methods
  + Utilizes research, theory, and evidence-based knowledge in teaching
  + Mentors undergraduate and/or graduate students
  + Serves as thesis or applied project committee chair or member
  + Engages in activities to maintain and increase expertise and teaching effectiveness
  + Utilizes innovative teaching strategies
  + Demonstrates teaching effectiveness through student, peer, and preceptor evaluation
  + Develops, implements, and/or leads curriculum development
  + Obtains funding for educational or evidence-based practice/research projects

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 journals, local, state, and/or national agencies or organizations
* Participates in community service
* Develops resources to increase the knowledge and skills of members of the profession

CRITERIA FOR PROMOTION TO RESEARCH PROFESSOR

A person is promoted or retained on the basis of excellent performance and the promise of continued excellence. An individual has achieved a depth and breadth in their area of research and scholarship that was not evident at the Research Associate Professor level. A person must demonstrate sustained contributions to service and sustained excellence in research and service at the Professor rank. Relevant qualifications and criteria based on the individual's NOA must be met at the preceding rank.

Criteria

Scholarship and Research

Demonstrates a scholarly program (or programs) of research recognized at a national level as evidenced by:

* + A sustained trajectory of participation in pursuing and obtaining external funding for peer­ reviewed research. Most heavily weighted evidence will come from serving as an investigator on substantially funded grants and/or contracts.
  + Sustained contributions to grant and contract applications, funded grants and contracts, and research programs

Demonstrates expertise in disseminating knowledge in one's area of expertise, as evidenced by: Publishes scholarly articles, book chapters, and/or books that 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.

Mentor junior colleagues and students in scholarship activities.

* + Presents research papers at state, regional, national, and/or 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

Recognized as an expert by colleagues for sustained efforts in their area of expertise, as evidenced by:

* + Awards from national organizations for research and scholarship program,
  + Requests for consultations, reviews, seminars, presentations, and/or keynote addresses

Teaching

Demonstrates expert knowledge of research and theory and 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, and evaluation. Has an established record of effectiveness in teaching in the classroom and in the person’s area of expertise as evidenced through faculty and peer evaluation. 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
  + Demonstrates teaching effectiveness through student and peer evaluation
  + Invited to lecture on theories or methods
  + Utilizes research, theory, and evidence-based knowledge in teaching
  + Mentors undergraduate and/or graduate students
  + Serves as thesis or applied project committee chair or member
  + Engages in activities to maintain and increase expertise and teaching effectiveness
  + Utilizes innovative teaching strategies
  + Demonstrates teaching effectiveness through student, peer, and preceptor evaluation
  + Develops, implements, and/or leads curriculum development
  + Obtains funding for educational or evidence-based practice/research projects
  + Provides leadership in revision and evaluation of curricula and programs
  + Provides self-evaluation in achieving teaching goals
  + Serves on college and university academic curriculum and teaching committees
  + Mentors faculty in teaching
  + Presents invited papers at seminars/conferences locally, nationally, and internationally
  + Engages in activities to maintain and increase expertise and teaching effectiveness
  + Develops original and innovative work that extends the science of health-related education

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 as a consultant or peer reviewer to journals, local, state, and/or national agencies or organizations
  + Participates in community service
  + Develops resources to increase the knowledge and skills of members of the profession
  + Provides leadership in program, college, and/or university activities that contribute toward college and university goals
  + Serves as editorial review board member, federal or professional research review panel member, or invited participant on federal or professional expert panels