

UNIVERSITY OF KENTUCKY COLLEGE OF NURSING
APPOINTMENT, REAPPOINTMENT, PROMOTION AND TENURE CRITERIA BY TITLE SERIES and EVIDENCE OF HIGH MERIT

Faculty are reviewed for promotion and tenure using the criteria that were in place at the time of their most recent promotion or in the case that promotion has not occurred, at the time of their appointment to the specific title series. A faculty member may elect to use the most current criteria by submitting a request in writing to the Dean.

**Peer Reviewed Publications and Presentations:
 “Average” Annual Expectations by Title Series (includes typical DOE time assigned for Scholarship¹) and Rank**

Rank	Clinical Title Series (scholarship 10%, if applicable)	Special Title Series (scholarship 20-25%)	Regular Title Series (research 50%)	Research Title Series (research 100%)
Assistant Professor				
Presentation	1 st author every 2 years, regional OR	1 st author every 2 years, regional or national	1 st author every year, 1 regional or national	1 st author every year, 1 regional or national
Publication ^{2,3}	1 publication every 2 years, substantive contribution	1 publication every year with pattern of 1 st authorship	2 data-based every year with 1 as 1 st author	3 data-based every year with 1 as 1 st author
Associate Professor				
Presentation	1 st author every 2 years, regional or national	1 st author every 2 year, 1 national or international	1 st author every year, 1 national or international	1 st author every year, national or international
Publication ^{2,3}	1 st author every 2 years	1 publication every year with pattern of 1 st authorship	2 data based every year with 1 as 1 st author	3 data based every year with 1 as 1 st author
Professor				
Presentation	1 st author every 2 years national	1 st author every year, 1 national or international	1 st author every year, 1 national or international	1 st author every year, 1 national or international
Publication ^{2,3}	1 st author every 2 years	1 publication every year with 1 st author every 2 years	2.5 data based every year with 1 as 1 st author	3.5 data based each year with 1 as 1 st author

Note: All footnotes are at the end of this document, page 14.

LECTURER TITLE SERIES		
Lecturer Appointment	Lecturer Reappointment	Senior Lecturer Appointment and Reappointment
<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Minimum of Master's degree in nursing 2. Active Kentucky license as a registered nurse 3. Certification in clinical area of practice, if appropriate 4. Evidence of clinical competence 	<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Minimum of Master's degree in nursing 2. Active Kentucky license as a registered nurse 3. Certification in clinical area of practice, if appropriate. 4. Maintain clinical competence 	<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Meet lecturer general requirements 2. Minimum of 5 years of continuous service as a full-time Lecturer or demonstrated excellence in a non-academic setting
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Potential for effective teaching 2. Potential for satisfactory student advising 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Demonstrate teaching effectiveness⁴ 2. Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Evidence of excellence in teaching⁴ or excellence in the individual's area of expertise and potential for teaching excellence, with potential for teaching excellence 2. Potential for satisfactory student advising, if initial appointment is at Senior Lecturer; otherwise satisfactory advising, as assigned.
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Not required</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Not required</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Not required</p>
<p>D. SERVICE (the appointee should have the potential to serve)</p> <ol style="list-style-type: none"> 1. University or College⁵ 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University or College, membership as elected or appointed⁵ <ol style="list-style-type: none"> a. Satisfactory performance as a course coordinator, if applicable b. Evidence of satisfactory service to College or University 2. Public as relates to expertise, optional 3. Profession, membership in relevant professional organizations 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University or College, membership as elected or appointed⁵ <ol style="list-style-type: none"> a. Satisfactory performance as a course coordinator, if applicable b. Evidence of satisfactory service to College or University 2. Evidence of public service as relates to expertise 3. Evidence of leadership in relevant professional organizations
<p>E. PROFESSIONAL RECOGNITION Not required</p>	<p>E. PROFESSIONAL RECOGNITION Not required</p>	<p>E. PROFESSIONAL RECOGNITION Not required</p>

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Hold the terminal degree or other professional certification relevant to the clinical area (the latter shall be expressly identified in the position description request) 2. Demonstrate clinical competence 5. Active Kentucky license as a registered nurse 3. Certified as advanced practice registered nurse, as appropriate 4. Hold a master’s degree in nursing 5. Hold a doctoral degree if associate or full graduate status is applicable⁶ 6. Have the potential for significant professional growth in the clinical area, and contribution in the areas of clinical practice and instruction 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Clinical Instructor</p>	<p>A. GENERAL REQUIREMENTS Meet qualifications of Clinical Instructor and in addition must both have a terminal degree (as determined by the profession) and provide evidence appropriate to the profession of recognition at least at the local level. The requirement for a terminal degree at this rank, for exceptional professionals with a national reputation as being among the best in their field, may be waived⁷</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Clinical Assistant Professor, including having a terminal degree, and have exercised substantial commitments in practice and instruction</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Clinical Associate Professor and provide evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding practitioner</p>
<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Potential for effective teaching, including clinical 2. Potential for satisfactory student advising 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Developing teaching expertise⁴, as assigned 2. Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Demonstrate teaching effectiveness⁴ 2. Satisfactory advising, as assigned 3. Serve as a member on DNP advisory committee(s), and/or PhD advising committee(s) as an associate graduate 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁸ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations at conferences or events 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Continued excellence in teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁸ in: <ol style="list-style-type: none"> a. Scholarship, e.g., student paper and poster presentations

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
		faculty member (if applicable), as requested	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 (if applicable), as requested
C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities related to clinical service, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to clinical service that contribute to regional reputation, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to clinical service that contribute to national reputation, as applicable
D. SERVICE (the appointee should have the potential to serve) <ul style="list-style-type: none"> 1. University/College⁵ 2. Public as relates to expertise 3. Clinical practice as defined as appropriate⁹ 	D. SERVICE <ul style="list-style-type: none"> 1. University or College, membership as elected or appointed⁵ 2. Public as relates to expertise 3. Profession, membership in relevant professional organizations 4. Satisfactory clinical performance 	D. SERVICE <ul style="list-style-type: none"> 1. University and College, as elected or appointed⁵ 2. Public as relates to expertise 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice in area of expertise⁹ 	D. SERVICE <ul style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed⁵ 2. Public, leadership in community service activities as relates to expertise 3. Professional beginning leadership in relevant professional organization(s) at state and regional levels 4. Engage in clinical 	D. SERVICE <ul style="list-style-type: none"> 1. University/College, leadership in college and university committees, as elected or appointed⁵ 2. Public, sustained leadership in community activities as relates to expertise 3. Profession, leadership in relevant professional organizations at the regional or national levels 4. Engage in clinical

CLINICAL TITLE SERIES (see individual position descriptions)				
Clinical Instructor Appointment	Clinical Instructor Reappointment	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor
			practice and serve as a mentor to other advanced practitioners ⁹	practice, to include leading clinical practice initiatives and/or interdisciplinary teams ⁹
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Local reputation as an excellent clinician	E. PROFESSIONAL RECOGNITION Regional reputation as excellent clinician	E. PROFESSIONAL RECOGNITION Regional, and perhaps national, recognition as an excellent clinician

SPECIAL TITLE SERIES (see individual position descriptions)		
Assistant Professor (Tenure Track)	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed or promoted to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. An earned doctoral degree in nursing or a related field 2. Certification in clinical area of practice if included in position description 3. Potential for professional growth in scholarship 4. Potential for developing teaching excellence 5. Potential to effectively engage in service 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Assistant Professor and have exercised substantial commitments in instruction, scholarship, and/or practice, if applicable</p>	<p>A. GENERAL REQUIREMENTS Continue to 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 expertise⁴ 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 (if applicable), as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁸ 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 as a member 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 teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁸ 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 of PhD advisory committee(s) as a full member of graduate faculty (if applicable), as requested
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities that contribute to state or regional reputation</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities that contribute to national reputation, as applicable</p>
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University and College, as elected or appointed⁵ 2. Public as relates to expertise 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice as applicable and appropriate to expertise 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, beginning leadership in college and university committees, as elected or appointed⁵ 2. Public, leadership in community service activities as relates to expertise 3. Professional beginning leadership in relevant professional organization(s) at state and regional levels 4. Engage in clinical practice as applicable and appropriate to expertise 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, leadership in college and university committees, as elected or appointed⁵ 2. Public, sustained leadership in community activities as relates to expertise 3. Profession, leadership in relevant professional organizations at the regional or national levels 4. Engage in clinical practice as applicable and appropriate to expertise
<p>E. PROFESSIONAL RECOGNITION Local recognition for excellence in specialty area¹⁰</p>	<p>E. PROFESSIONAL RECOGNITION State and regional recognition for excellence in specialty area¹⁰</p>	<p>E. PROFESSIONAL RECOGNITION National or international recognition in specialty area¹⁰</p>

REGULAR TITLE SERIES		
Assistant Professor (Tenure track)	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed or promoted to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. Active Kentucky licensure as a registered nurse 2. An earned doctorate in nursing or a related field 3. Certification in specialty, if appropriate. 4. Potential for professional growth in the field of research 5. Potential for developing teaching excellence 6. Potential to effectively engage in service <p>For reappointment, person will continue to meet general requirements, including demonstrating professional growth in field of research and the following.</p>	<p>A. GENERAL REQUIREMENTS For reappointment, person will continue to meet general requirements of Assistant Professor and will demonstrate professional growth in field of research</p>	<p>A. GENERAL REQUIREMENTS For reappointment, person will continue to meet general requirements of Assistant Professor and will demonstrate professional growth in field of research</p>
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Developing teaching expertise⁴ 2. Satisfactory advising, as assigned 3. Serve as a member on DNP advisory committees and/or PhD advisory committees as an associate graduate faculty member, as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Excellence in teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of effective student mentoring⁸ 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 as member on PhD advisory committee(s) as an associate graduate faculty member, as requested 	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> 1. Continued excellence in teaching⁴ 2. Satisfactory advising, as assigned 3. Evidence of excellence in student mentoring⁸ 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 of PhD advisory committee(s) as a full member of graduate faculty, as requested
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Initiates own program of funded research</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, and/or grant development 2. Sustained program of funded research 3. Regional and national reputation in research 4. Mentorship of others in research 	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Outstanding achievements in research supported by grants or contracts 2. Outstanding contributions in research as evidenced by presentations, publications, consultations, and/or grant development 3. Sustained program of funded research 4. Mentorship of others in research

REGULAR TITLE SERIES		
Assistant Professor (Tenure track)	Associate Professor	Professor
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University and College, as elected or appointed 2. Public as relates to expertise⁵ 3. Profession, active participation in relevant professional organization(s) at local and 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 appointed⁵ 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 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College - leadership in college and university committees, as elected or appointed⁵ 2. Public - sustained leadership in community activities as relates to expertise 3. Profession - leadership in relevant professional organizations at the national or international levels
<p>E. PROFESSIONAL RECOGNITION Local reputation in research area</p>	<p>E. PROFESSIONAL RECOGNITION Regional reputation in a research area</p>	<p>E. PROFESSIONAL RECOGNITION National or International reputation for excellence in research area</p>

RESEARCH TITLE SERIES (see individual position descriptions)		
Research Assistant Professor	Research Associate Professor	Research Professor
<p>A. GENERAL REQUIREMENTS The person who is appointed to this rank shall present evidence of:</p> <ol style="list-style-type: none"> 1. Active Kentucky licensure as a registered nurse 2. An earned doctorate in nursing or a related field 3. Potential to demonstrate independent capability for conducting reliable research supported through contracts, grants, or other designated funds 4. Show potential for professional growth in the field of research <p>For reappointment, person will continue to meet general requirements, including demonstrating professional growth in a field of research and the following</p>	<p>A. GENERAL REQUIREMENTS Person will continue to meet the requirements for Assistant Professor rank and demonstrate professional growth in field of research</p>	<p>A. GENERAL REQUIREMENTS Person will continue to meet general requirements, including demonstrating professional growth in field of research and the following</p>
<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Assistant Professor criteria for Regular Title Series</p>	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Associate Professor criteria for Regular Title Series</p>	<p>B. TEACHING/ADVISING/OTHER INSTRUCTIONAL ACTIVITIES Not required unless indicated in position description, if required see Professor criteria for Regular Title Series</p>
<p>C. RESEARCH/CREATIVE PRODUCTIVITY Assist with, and initiate own, program of funded research</p>	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Continuous improvement and contribution in research as evidenced by presentations, publications, consultations, grant development, and funding 2. Regional and national reputation in research 3. Mentorship of others in research 	<p>C. RESEARCH/CREATIVE PRODUCTIVITY</p> <ol style="list-style-type: none"> 1. Outstanding achievements in research supported by grants or contracts 2. Outstanding contributions in research as evidenced by presentations, publications, consultations, grant development and funding 3. Mentorship of others in research
<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed⁵ 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s) 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed⁵ 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s) 	<p>D. SERVICE</p> <ol style="list-style-type: none"> 1. University/College, as indicated in position description and as elected or appointed⁵ 2. Public, as indicated in position description 3. Profession, membership in appropriate professional organization(s)
<p>E. PROFESSIONAL RECOGNITION Local reputation in research area</p>	<p>E. PROFESSIONAL RECOGNITION State or regional reputation for research area</p>	<p>E. PROFESSIONAL RECOGNITION National or international reputation for excellence in research area</p>

Examples of Evidence in Support of High Merit

Faculty who elect to apply for “high merit” should provide evidence for exceeding rank expectations in one or more mission – teaching, research/scholarship, and service, which includes practice, for the period under review. High merit is awarded for accomplishments within the calendar year(s) under review.

Examples include:

1. Professional recognition, including at the
 - a. local level for Lecturer and Clinical Instructor
 - b. state level for Senior Lecturer
 - c. regional for Assistant Professor (all series)
 - d. national Associate Professor (all series) or Clinical Professor
 - e. international for Professor (all series)
2. Creative pedagogy which has been sustained and disseminated in peer reviewed venues
3. Substantive participation in a public organization because of expertise (for example, American Cancer Society), including at the
 - a. local level for Lecturer and Clinical Instructor
 - b. local or state level for Senior Lecturer
 - c. state or regional for Assistant Professor (all series)
 - d. national level for Associate Professor (all series)
 - e. national or international level for Professor (all series)
4. Leadership in a public organization because of expertise (for example, American Cancer Society), including at the
 - a. local or state level for Assistant Professor (all series)
 - b. regional level for Associate Professor (all series)
 - c. national level for Professor (all series)
5. Leadership in professional organization, including at the
 - a. local level for Lecturer and Clinical Instructor
 - b. state level for Senior Lecturer
 - c. regional level for Assistant Professor
 - d. national level for Associate Professor
 - e. international level for Professor
6. Participation in clinical initiatives outside of DOE that strengthens College’s relationships across discipline and setting for lecturer
7. Engage in clinical practice innovation that positively impacts patient and/or delivery system outcomes and that strengthen College’s relationships across disciplines and settings for Clinical Instructor
8. Influence clinical practice beyond assigned clinical setting and DOE (e.g., practice guidelines adopted across multiple settings, statewide conference on best-practices)
9. Active engagement in research/scholarship (for example, collaborate with established research team) that exceeds expectation for DOE, rank and title series, as applicable
 - a. Substantive contribution to peer reviewed presentations and/or publications for Lecturer, Senior Lecturer and Clinical Instructor
 - b. Substantive contribution to scholarly creativity that produces book chapters, audiovisual learning tools, or other published/manufactured educational materials for Lecturer and Senior Lecturer
 - c. Substantive contribution to peer reviewed publication(s)² that describe practice innovation, teaching innovation, and/or unique contribution to the literature that exceeds expectations for DOE and rank within clinical and special title series and for Lecturers/Senior Lecturers
 - d. Substantive contribution to peer reviewed data based publications² that exceed expectations for rank and regular and research title series
10. Serving an editorial board as an Associate Professor (all title series) or as editor of a journal for Professor (all title series)
11. Service on regional research grant review panels for Assistant Professor and national research grant review panels for Associate Professor

12. Invited and serve as consultant on a funded grant for Assistant Professor
13. Invited and serve as a Visiting Professor as an Associate Professor
14. Participate in policy initiatives related to health care, including at the
 - a. local level for Lecturer, Senior Lecturer, Clinical Instructor, and Assistant Professor (all title series)
 - b. state level for Associate Professor (all title series)
 - c. national level for Professor (all title series)
15. Sustained mentorship of others (e.g., students, pre- or post-doctoral fellow, other health care professionals) in scholarship, research, practice innovation, or teaching innovation that exceeds DOE

PART-TIME FACULTY WITH ASSIGNMENT \geq .75 APPOINTMENT, REAPPOINTMENT AND PROMOTION GUIDELINES (see individual work assignment to determine which activity categories apply for reappointment and/or promotion)				
Instructor Appointment	Instructor Reappointment	Assistant Professor	Associate Professor	Professor
<p>A. GENERAL REQUIREMENTS</p> <ol style="list-style-type: none"> Active Kentucky license as a registered nurse Certified as advanced practice registered nurse, as appropriate Hold a master’s degree in nursing if involved in undergraduate instruction and a terminal degree if involved in graduate instruction.¹¹ Have the potential for significant professional growth in the specialty area, and contribution in the areas of clinical practice, if applicable, and instruction 	<p>A. GENERAL REQUIREMENTS Continue to meet general requirements for Instructor</p>	<p>A. GENERAL REQUIREMENTS Meet qualifications of Instructor and in addition must both have a terminal degree (as determined by the profession) and provide evidence appropriate to the profession of recognition at least at the local level. The requirement for a terminal degree at this rank, for exceptional professionals with a national reputation as being among the best in their field, may be waived⁷</p> <p>After a minimum of five years continuous service as a faculty Instructor with a work assignment \geq 75%, consideration for promotion to Assistant Professor may occur.</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Assistant Professor, including having a terminal degree, and have exercised substantial commitments in instruction and practice, if applicable</p> <p>Have a work assignment of \geq 75%</p>	<p>A. GENERAL REQUIREMENTS Meet the qualifications of Associate Professor and provide evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding educator and practitioner, if applicable</p> <p>Have a work assignment of \geq 75%</p>
<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Potential for effective teaching, including clinical if applicable Potential for satisfactory student advising, if applicable 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Developing teaching expertise⁴, as assigned Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Demonstrate teaching effectiveness⁴ Satisfactory advising, as assigned 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Excellence in teaching⁴ Satisfactory advising, as assigned Evidence of effective student mentoring⁸ in: <ol style="list-style-type: none"> Scholarship, e.g., student paper and poster presentations at conferences or events Leadership Development, e.g., advisor to UNAAC Career Development, e.g., 	<p>B. TEACHING/ADVISING/ OTHER INSTRUCTIONAL ACTIVITIES</p> <ol style="list-style-type: none"> Continued excellence in teaching⁴ Satisfactory advising, as assigned Evidence of excellence in student mentoring⁸ in: <ol style="list-style-type: none"> Scholarship, e.g., student paper and poster presentations at conferences or events Leadership Development, e.g., advisor to UNAAC Career Development,

PART-TIME FACULTY WITH ASSIGNMENT \geq .75 APPOINTMENT, REAPPOINTMENT AND PROMOTION GUIDELINES (see individual work assignment to determine which activity categories apply for reappointment and/or promotion)				
Instructor Appointment	Instructor Reappointment	Assistant Professor	Associate Professor	Professor
			mentoring in Nurse Scholars or Nurse Research Intern Programs	e.g., mentoring in Nurse Scholars or Nurse Research Intern Programs
C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Not required	C. RESEARCH/CREATIVE PRODUCTIVITY Demonstrates potential for productive involvement in scholarly activities related to teaching and/or clinical service, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to teaching and/or clinical service that contribute to regional reputation, as applicable	C. RESEARCH/CREATIVE PRODUCTIVITY Productive involvement in scholarly activities related to teaching and/or clinical service that contribute to national reputation, as applicable
D. SERVICE (the appointee should have the potential to serve) 1. University/College, if applicable ⁵ 2. Public as relates to expertise, if applicable	D. SERVICE 1. University or College, membership as elected or appointed, if applicable ⁵ 2. Public as relates to expertise, if applicable 3. Profession, membership in relevant professional organizations 4. Satisfactory clinical performance, if applicable	D. SERVICE 1. University and College, as elected or appointed, if applicable ⁵ 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at local or state levels 4. Engage in clinical practice in area of expertise, if applicable ⁹	D. SERVICE 1. University and College, as elected or appointed, if applicable ⁵ 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at state or regional levels 4. Engage in clinical practice and serve as a mentor to other advanced practitioners, if applicable ⁹	D. SERVICE 1. University and College, as elected or appointed, if applicable ⁵ 2. Public as relates to expertise, if applicable 3. Profession, active participation in relevant professional organization(s) at national or international levels 4. Engage in clinical practice, to include leading clinical practice initiatives and/or interdisciplinary teams, if applicable ⁹
E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Not required	E. PROFESSIONAL RECOGNITION Local reputation as an excellent teacher or clinician, if applicable	E. PROFESSIONAL RECOGNITION Regional reputation as excellent teacher or clinician, if applicable	E. PROFESSIONAL RECOGNITION Regional, and perhaps national, recognition as an excellent teacher or clinician, if applicable

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- ¹ When a faculty member's DOE scholarship time is less than the "typical assigned" percentage, annual expectations for presentation and publication will be adjusted accordingly.
- ² For clinical title series and special title series, in press or published manuscripts in peer reviewed journals, book chapters, and monographs will be considered. It is expected that across years that a faculty member in one of these title series will publish in peer reviewed journals. For regular and research title series, it is expected that publications will be in peer reviewed journals and will be in press or published.
- ³ Data-based, senior authored manuscripts are considered to have equal weight as first authored papers if the manuscript is based on data from the senior author's program of research.
- ⁴ Faculty are encouraged to use a teaching portfolio, student evaluations, and/or peer evaluations to document teaching effectiveness and excellence.
- ⁵ Full-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.
- ⁶ Terminal degree specified for associate or full graduate status as recommended by the Medical Center Clinical Sciences Area Committee in October 2008.
- ⁷ Waiver 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 individuals without a terminal degree will not be promoted beyond the Assistant Professor level.
- ⁸ Faculty 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.
- ⁹ Clinical practice definitions refined per feedback from the Medical Center Clinical Sciences Area Committee in October 2008.
- ¹⁰ Faculty 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.
- ¹¹ Option exists for College to present evidence that individual without appropriate degree meets teaching certification qualification; requires Dean and Provost approval.

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.