

Promotion Criteria: Tenured and Tenure Track Faculty

Updated 2/06/2015

Introduction

The evaluation of faculty in the Loewenberg School of Nursing for the purposes of tenure and/or promotion reflects the mission of the University of Memphis: teaching, research/scholarship, and service. Faculty who desire consideration for tenure and/or promotion must provide evidence of effective teaching as well as productivity in the areas of research/scholarship and service.

The review of faculty for purposes of tenure and/or promotion is based on the policies and standards set forth in the current *U of M Faculty Handbook* which can be accessed at

http://www.memphis.edu/aa/resources/facres/facultyhandbook/docs/2014_faculty_handbook.pdf

Tenure track faculty are annually reviewed by the Tenure and Promotion Committee for progress towards tenure.

While some subjectivity is inherent in all evaluation processes, the criteria identified in this document are aimed at making the process as objective as possible.

In compiling data for review and other assistance, tenure track faculty members are encouraged to consult tenured faculty as recommended by the chairperson.

Tenure and Promotion Calendar

The tenure and promotion calendar set forth by the Provost's office will be the calendar followed by the LSON. The calendar changes on a yearly basis.

Faculty Effort

The general effort expected by the faculty is:

Teaching	40-60%
Research/Scholarship	20-50%
Service	10-30%

Appointment and Promotion Criteria

Assistant Professor:

1. Earned doctorate from an accredited institution in nursing or related area
2. Evidence of potential ability in instruction of undergraduate and/or graduate nursing students
3. Evidence of potential ability to provide public service (LSON, University of Memphis, and the nursing community)
4. Evidence of potential ability to actively conduct research and scholarly work
5. Evidence of professional integrity and academic responsibility

Associate Professor:

1. Earned doctorate from an accredited institution in nursing or related area
2. Minimum of five years teaching experience of undergraduate and/or graduate nursing students
3. Documented evidence of ability in instruction of undergraduate and/or graduate nursing students
4. Documented evidence of public service (LSON, University of Memphis, and the nursing community)
5. Documented evidence of consistent research and scholarly work (such as publication in peer reviewed journals and funded research projects)
6. Documented evidence of high quality professional productivity which is leading to national recognition in nursing
7. Evidence of professional integrity and academic responsibility

Professor:

1. Earned doctorate from an accredited institution in nursing or related area
2. Minimum of ten years professional experience in higher education
3. Documented evidence of excellence in teaching undergraduate and/or graduate nursing students
4. Documented evidence of outstanding public service (LSON, University of Memphis, and the nursing community)
5. Documented evidence of a focused program of research (such as publication in peer-reviewed journals, funded research projects, textbooks, and professional presentations)
6. Documented evidence of sustained high quality professional productivity and national recognition in the academic discipline
7. Evidence of professional integrity and a high degree of academic responsibility

Promotion Criteria: Clinical Faculty

Introduction According to the Tennessee Board of Regents Policy, 5:02:07:10, revised on June 20, 2014.

<https://policies.tbr.edu/policies/faculty-appointments-universities>

Clinical-track appointments are full-time faculty appointments; are non-tenurable appointments for a fixed term; are renewable; permit promotion in rank; and permit conversion of the appointment to tenure-track at any time prior to but not later than the expiration of the first three-year term, depending on funding availability and faculty performance.

1. In instances where the appointment is converted to tenure-track, the three (3) years served in the Clinical-track appointment, at the discretion of the president, may be credited toward the individual's probationary status.
2. Faculty in this classification participate in the academic programs by providing professional services, by exposing students to their professional expertise, and by directing students' educational experiences in clinical/professional settings where the faculty members practice.
3. Clinical-track appointments may be supported, in whole or in part, by appropriated funds or funding from grants or contracts, from clinical practice or clinical/professional facilities, or from other sources.

Clinical Assistant Professor

1. Minimum of Master's degree in nursing from an accredited institution
2. Minimum of two years of clinical experience in discipline of nursing
3. Evidence of potential ability to teach undergraduate and/or graduate nursing students
4. Evidence of potential ability to provide public service (LSON, University of Memphis, and the nursing community)
5. Ability to integrate evidence-based state-of-the-art knowledge and technology into teaching
6. Evidence of professional integrity and academic responsibility

Clinical Associate Professor

1. Minimum of Master's degree in nursing from an accredited institution
2. National board certification in area of specialty
3. Minimum of five years teaching experience of undergraduate and/or graduate nursing students
4. Documented evidence of ability in teaching undergraduate and/or graduate nursing students
5. Documented evidence of public service (LSON, University of Memphis, and the nursing community)
6. Evidence of ability to integrate state-of-the-art knowledge and technology into teaching

7. Evidence of professional integrity and academic responsibility

Clinical Professor

1. Earned doctorate from an accredited institution in nursing or related area (this criteria is implemented in fall 2015)
2. National board certification in area of specialty
3. Minimum of ten years teaching experience of undergraduate and/or graduate nursing students
4. Documented evidence of excellence in teaching undergraduate and/or graduate nursing students
5. Documented evidence of extensive public service (LSON, University of Memphis, and the nursing community)
6. Evidence of excellence in integration of evidence-based state-of-the-art knowledge and technology into teaching
7. Evidence of professional integrity and a high degree of academic responsibility

Procedure for Promotion of Clinical Track Faculty

The review of clinical faculty for purposes of promotion is based on the policies and standards set forth in the current *U of M Faculty Handbook*

http://www.memphis.edu/aa/resources/facres/facultyhandbook/docs/2014_faculty_handbook.pdf

Clinical faculty is annually reviewed by the Tenure and Promotion Committee. When clinical faculty is evaluated for promotion, the Tenure and Promotion Committee will invite higher ranked clinical faculty to participate in the evaluation process. The Tenure and Promotion Committee provides the recommendation to the Dean.