

College of Nursing Professional Track | Clinical Faculty Rank Criteria

The table below represents criteria for professional track | clinical faculty at the ranks of instructor, assistant, associate and professor.

Promotion:

To request promotion to the next rank, faculty should meet all criteria at their current rank and meet portions of criteria for the rank they are seeking for promotion. “Meets” is defined as meeting the criteria indicated with an “M.” If a faculty achieves criteria designated as “E,” they are exceeding criteria at that corresponding rank. Faculty are not eligible for promotion to the next rank if they do not meet all criteria at their current rank marked with an “M.”

Annual Evaluation:

Use these criteria to project goals in each category of Teaching, Research/Scholarship, and Service/Practice on your CON Faculty Goals & Accomplishments Worksheet. Evaluate your goals in relationship to rank criteria when listing accomplishments and performing your self-evaluation for your annual review on this worksheet.

Your evaluation will summarize how well you met your goals and are progressing at rank. Documents to be submitted for annual evaluation are: Completed Faculty Goals & Accomplishments Worksheet, updated CV, Peer Teaching Evaluation, and CEQ/TEQ report.

	Teaching	Scholarship/Research	Practice/Service
Clinical Instructor	<ul style="list-style-type: none"> • Average of 3.0 on TEQs/CEQs (M) • DASH evaluations indicate effectiveness (if teaching in simulation) (E) • On average, satisfactory Peer Teaching Evaluations (M) • Participates in CEU related to education (M) • Maintains and upgrades courses (E) • Follows course accreditation standards (M) • Mentors students (E) 	<ul style="list-style-type: none"> • Attends professional conferences, journal club, or other related professional activity (M) • Seeking terminal degree (M) 	<ul style="list-style-type: none"> • Participates on CON committee & attends meetings regularly (M) • Proficient in practice via national certification (E)

	Teaching	Scholarship/Research	Practice/Service
Clinical Assistant	<ul style="list-style-type: none"> • Average of 3.0 on TEQs & CEQs (M) • Average of 5 on DASH (if teaching in simulation) (E) • On average, satisfactory Peer Teaching Evaluations (M) • Maintains & upgrades courses (M) • Follows course accreditation standards (M) • Participates in CEU and/or educational offerings related to pedagogical practices (M) • Implements innovation and/or revision in courses to improve outcomes and student learning needs (E) • Mentors students by third year at rank (M) • Mentors faculty (E) • Maintains national certification in education, simulation education, or other related expertise (E) 	<ul style="list-style-type: none"> • Attends professional conferences, journal club, or other related professional activity (M) • Submits, on average, 1-2 manuscripts and/or book chapters a year with progression to publication by third year at rank/time of application for promotion(M) • Averages one presentation per year at local, state, regional, or international level with at least one peer-reviewed, on average, once every 3 years (M) • Participates on grant application and funding (E) 	<ul style="list-style-type: none"> • Participates on CON committee & attends meetings regularly (M) • Begins service leadership at CON (i.e committee or council chair) (E) • Begins participation at University level (such as Faculty Senate committee participation, university awards committee participation) (E) • Serves in an Administrative Role (E) • Reviews manuscripts, conference abstracts, book chapters, and/or grants (E) • Proficient in practice/specialty via national certification (E)
	Teaching	Scholarship/Research	Practice/Service
Clinical Associate	<ul style="list-style-type: none"> • At least 3 years of teaching experience (M) • Average of 5 on DASH (if teaching in simulation) (E) • Average of 3.0 on TEQs/ CEQs (M) • Participates in CEU and/or educational 	<ul style="list-style-type: none"> • Attends professional conferences, journal club, or other related professional activity (M) • Has a history of consistently publishing manuscripts in peer reviewed journals and/or book chapters (M) 	<ul style="list-style-type: none"> • Participates on CON committee & attends meetings regularly (M) • Service participation at University level (such as Faculty Senate committee participation, university awards

	<ul style="list-style-type: none"> offerings related to pedagogical practice (M) Maintain and upgrades courses (M) Implements innovation and/or revision in courses to improve outcomes and student learning needs (M) Follows course accreditation standards (M) Participates in course revision (M) Mentors students, participates on graduate committees (M) Mentors faculty (E) Collaborates on course & simulation/focused program development as applicable (E) Leads course or simulation/focused program development as applicable (E) Participates in curricular revision (E) Maintains national certification in education, simulation education, or other related expertise (E) 	<ul style="list-style-type: none"> Averages two presentations/year at local, state, regional, national or international level with at least one national presentation every 2 years (M) Contributes to practice/policy guidelines (E) Leads or participates on grant application and funding (E) 	<ul style="list-style-type: none"> committee participation) (M) Leadership position at CON or local/state professional organization level (M) Serves in an Administrative Role (E) Reviews manuscripts and/or grants (E) Proficient in practice/specialty via national certification (E)
	Teaching	Scholarship/Research	Practice/Service
Clinical Professor	<ul style="list-style-type: none"> At least 6 years teaching experience (M) Average of 3.0 on TEQs & CEQs (M) Average of 5 on DASH (if teaching in simulation) (E) 	<ul style="list-style-type: none"> Attends professional conferences, journal club, or other related professional activity (M) Publishes on average 1-2 manuscripts in peer reviewed journals 	<ul style="list-style-type: none"> Leads CON council, committee, or task force & attends meetings regularly (M) Serves on committee or task force participation at the

	<ul style="list-style-type: none"> • Participates in CEU and/or educational offerings related to pedagogical practices (M) • Maintain and upgrade courses (M) • Implements innovation and/or revision in courses to improve outcomes and student learning needs (M) • Follows course accreditation standards (M) • Mentors students, participates on graduate committees (M) • Mentors faculty (M) • Maintains national certification in education, simulation education, or other related expertise* • Leads course & simulation/focused program development as applicable (E) • Presents CEU offerings (E) • Leads curricular revision (E) 	<p>and/or book chapters annually (M)</p> <ul style="list-style-type: none"> • Averages two presentations per year with at least one per year at the national or international level (M) • Contributes to practice/policy guidelines (M) • Leads or participates on grant application and funding (E) 	<p>University level (such as Senate committees) (M)</p> <ul style="list-style-type: none"> • Demonstrates leadership (or holds office/position) at state, national, or international level (M) • Reviews manuscripts and/or grants or serves on editorial board (M) • Proficient in practice/specialty via national certification* • Serves in an Administrative Role (E) <p>* Faculty at the Clinical Professor rank on the professional track are expected to hold a minimum of one active national certification relevant to their area of expertise</p>
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