

**DeWitt School of Nursing
Justification for Tenure and Promotion**

Candidate: _____

Assessment Period: _____

School of Nursing

Policy for Tenure and/or Promotion:

Pre-tenure _____ **Associate Professor** _____ **Professor** _____

Criteria for Tenure and/or Promotion

The granting of tenure and/or promotion is based upon a continued record of exemplary performance in the three areas of teaching, research/scholarly/creative accomplishment, and service. Criteria in each category are considered as a whole. A candidate for tenure and/or promotion must demonstrate an ability to effectively synthesize and disseminate knowledge through teaching. Potential value as a tenured faculty member will also be documented by identification of, and progress toward, measurable goals that are consistent with the missions and philosophies of the School of Nursing (SON), the College of Sciences and Mathematics (CoSM) and Stephen F. Austin State University (SFASU).

Recommendations for granting tenure and/or promotion will be based on verifiable record of performance presented in a portfolio. Pre-tenure review will be consistent with SFASU's Tenure and continued Employment Policy (SFASU Policy 7.29). The committee will annually assess the performance of the faculty during the probationary (pre-tenure) period and communicate the committee's findings to the faculty candidate and director. The faculty will develop an annually updated portfolio that includes curriculum vitae, administrative evaluations, and other supporting documentation. In addition to the annual tenure and promotion review, the faculty candidate will be required to participate in a complete mid-tenure review at the college level at the end of their third academic year of service.

A candidate for promotion to the rank of Associate Professor must demonstrate excellence in teaching and excellence in either scholarly activities or service and at least a satisfactory rating in the remaining category. Although tenure and/or promotion to Associate Professor are often tied together, each may be granted or denied separately. A candidate for Professor must demonstrate excellence in all three categories.

The criteria listed below are accomplishments to be considered for tenure and/or promotion. A successful candidate need not meet each criterion. A candidate's accomplishments must be considered as a whole, and a candidate's career goals and contributions to the profession should increase over time.

Areas considered essential for tenure and/or promotion:

- I. Teaching
- II. Research/scholarly/creative accomplishment
- III. Service

I. Teaching:

Teaching focuses on the faculty member's areas of expertise and may take the form of clinical or didactic instruction. These include coaching, mentoring, and facilitating students' learning through a variety of innovative and substantiated teaching strategies. Both didactic and clinical instruction assist students to become critical, creative thinkers and active participants in life-long learning.

Criteria for consideration include but are not limited to the following:

1. Application of scholarly expertise to stimulate critical thinking (development of new simulations, case studies, learning activities, etc.)
2. Incorporation of research principles and findings in development and teaching of courses
3. Development of well-organized courses, including didactic and clinical sections
4. Participation in remediation activities
5. Acceptable assessment through student evaluations*
6. Being nominated or receiving teaching awards
7. Development of new courses at the University
8. Assessing student outcomes (HESI scores etc.)
9. Major revisions of existing courses to improve student learning
10. Teaching courses outside faculty normal workload (SFA 101, nursing electives)
11. Demonstration of collegiality

**Criteria #5 must be met for satisfactory, meritorious, or excellent performance*

Satisfactory performance requires meeting at least five (5) of these criteria.

Meritorious performance requires meeting at least six (6) of these criteria.

Excellence in performance requires meeting at least seven (7) of these criteria.

II. Research/Scholarly/Creative Accomplishments:

Scholarship includes discovery, integration, application, and teaching. All faculty members are expected to participate in scholarly activities. Criteria for consideration include but are not limited to the following:

1. Participation in research activities within nursing
2. Publication of articles in journals (refereed and non-refereed)
3. Dissemination of scholarly work through presentations in different formats
4. Participation in the creation and submission of grants proposals (funded and not funded)
5. Membership in professional organizations
6. Continuing education
7. Curriculum development
8. Authoring or co-authoring a chapter within a book
9. Recognition or award for achievements in scholarly activities
10. Reviewing manuscripts
11. Demonstration of collegiality

Satisfactory performance requires meeting at least five (5) of these criteria.

Meritorious performance requires meeting at least six (6) of these criteria.

Excellence in performance requires meeting at least seven (7) of these criteria.

III. Service:

Service includes faculty members engaging in service activities in the school, the college, the university, and the community. Service activities are professional acts which are of benefit to others. The criteria for service include, but are not limited to the following:

1. Membership and participation in professional organizations
2. Membership and participation in the community organizations
3. Professional consulting
4. Service on department, college, and university committees
5. Accompanying students to professional or educational meetings
6. Speaking engagements
7. Recruitment and retention activities
8. Service on an editorial or referee board of a professional journal
9. Recognition or award for achievements in service
10. Participation in health-related activities in the community
11. Serving as an advisor for students' organizations
12. Serving as course or program coordinators
13. Participation in accreditation activities
14. Demonstration of collegiality

Satisfactory performance requires meeting at least five (5) of these criteria.

Meritorious performance requires meeting at least six (6) of these criteria.

Excellence in performance requires meeting at least seven (7) of these criteria.

**RECOMMENDATION ON PROMOTION/TENURE
DEWITT SCHOOL OF NURSING**

Candidate: _____

Department: _____

Committee Reporting:

	Committee on Tenure and Promotion to Associate Professor
	Committee on Tenure and Promotion to Professor

Committee Evaluation:

Component	Meets Departmental Criteria	Does Not Meet Departmental Criteria
Teaching Effectiveness		
Professional Growth in Research/Scholarship;/Creative Activities		
Service		

Committee Recommendation:

	Favorable	Unfavorable
Pre-Tenure Review		
Tenure		
Promotion		

Discussion: (Include comments that support committee recommendation and that document candidate's adherence to college and university policy and procedures, including requirement related to collegiality.)

	Yes	No
Dissenting opinion attached?		

