

Title: Appointment, Promotion, and Tenure for Tenure Track Faculty		
Doc Type: Policy	Policy #: 3.2.1	Effective Date: 5/13/2013
Owner(s): Faculty Affairs Committee, Office of Academic Affairs	Version #: 1	Applies To: Tenure and Tenure Track Faculty

PURPOSE

Tenure and the Science of Health

The awarding of tenure represents a commitment by the University and the College of Nursing to the faculty member as well as by the faculty to the institution. Tenure is awarded based on review of performance prior to the granting of tenure as a basis for an expectation of sustained contributions, leadership, and growth in productivity. In a research oriented setting such as the UNM College of Nursing, the criteria for tenure reflect the components of the faculty role which include meaningful and quality research, excellence in teaching, and substantial service contributions to the College, University, community, and profession. For purposes of these criteria, research is defined as activities that advance the science of nursing through rigorous inquiry that reflects discovery and innovation and is systematic, significant, creative, and peer reviewed or capable of being peer reviewed.

Consistent with the position of the National Institute for Nursing Research, the tenure track faculty “seeks to advance nursing science by supporting research on the science of health, which focuses on the promotion of health and quality of life. The science of health is based on the premise that individuals would benefit from being actively involved in maintaining their own health through the prevention of disease and the direct participation in the management of illness. Individuals should be supported in their efforts to understand, interpret, and apply health strategies to promote and manage their own well-being. This approach to health care includes the affirmation that societal and cultural roots are important to health. Thus, the science of health encompasses the investigation of multiple health determinants — including psychological, physiological, genomic, environmental, familial, societal, and cultural factors — and their impact on the health promotion and self-management behavior of individuals within their communities” (NINR Strategic Plan, 2012).

For purposes of promotion and tenure, tenure-track faculty members in the College of Nursing are expected to develop a program of research and extramural funding that is sustained and for which there is substantial evidence of significance and quality. Teaching should reflect the delivery of quality learning experiences that provide students with an increased knowledge base, an opportunity to develop thinking and reasoning skills, and an appreciation for learning consistent with best practices in pedagogy. Service includes both meaningful and substantive contributions to the work necessary for the ongoing operation of the College and the University, and also includes service to the profession at large. The active engagement of faculty in ongoing



governance and operations of the College and the University are essential to their daily and long range functions. Based on a record of significant quality in the areas of research, teaching, and service, a tenure track faculty member can be awarded tenure with the expectation that there will be continued contributions to the work of the College and the advancement of the discipline

APPLICABILITY

POLICY STATEMENT

CRITERIA FOR APPOINTMENT, PROMOTION AND TENURE ON THE TENURE TRACK
University of New Mexico College of Nursing
Approved by CON Faculty on May 13, 2013

Also refer to the [UNM Faculty Handbook](#) for further information.

CRITERIA FOR APPOINTMENT TO ASSISTANT PROFESSOR
<ul style="list-style-type: none"> • PhD in Nursing or related field • Articulates a plan for a program of fundable, extramural research • Articulates a plan for dissemination of research

	CRITERIA FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR	CRITERIA FOR PROMOTION TO PROFESSOR
Research	<p>A consistent pattern of systematic research productivity and dissemination, and progress toward a national reputation, demonstrated by peer-reviewed publications and presentations at regional, national, or international conferences are expected for tenure.</p> <p>Specific criteria include:</p> <ul style="list-style-type: none"> • An average of 1-2 peer-reviewed publications per year with the majority data-based and first authored. • Apply for intramural/pilot funding within the first year • Complete funded projects • Complete initial application for extramural funding prior to submission of midpoint (Code 3) dossier. • Demonstrate progress toward extramural funding by tenure through a pattern of submission and resubmission based on critique • Contribute to the research climate of the College (e.g. participation in College research initiatives, mentoring of doctoral students) 	<p>A sustained and consistent pattern of research productivity and dissemination is expected for promotion to Professor.</p> <p>Specific criteria include:</p> <ul style="list-style-type: none"> • An average of 1-2 peer-reviewed publications per year since tenure • History of extramural research funding with salary support • Evidence of a national or international reputation • Professional or research mentoring of junior faculty and students
Teaching	<ul style="list-style-type: none"> • 15 credits per calendar year or as negotiated • Evidence of increasing proficiency in teaching as evaluated by current CON norms 	<ul style="list-style-type: none"> • 15 credits per calendar year or as negotiated • Evidence of proficiency in teaching as evaluated by current CON norms
Service	<p>Pre-Code 3:</p> <ul style="list-style-type: none"> • Ongoing membership on a CON committee or task force <p>Post-Code 3:</p> <ul style="list-style-type: none"> • Increasing responsibility as leader on a CON committee or task force • Participation on a HSC or UNM committee or task force 	<ul style="list-style-type: none"> • Evidence of leadership at the CON and UNM or HSC • Evidence of leadership in state, regional, national or international professional organizations

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(For individuals tenured after 8/15/99)

Refer to UNM Faculty Handbook for further information

Minimum evidence necessary for tenured faculty to avoid a deficit review:

	Criteria
Research	<p>A continual record of research productivity and dissemination is expected.</p> <p>Specific criteria include:</p> <ul style="list-style-type: none"> • An average of one peer-reviewed publication published or in press every year • Evidence of at least one of the following two out of every three years • If multiple authors on publications or multiple investigators on grants, explain contributions to publications or grants
Teaching	<ul style="list-style-type: none"> • 15 credits per calendar year or as negotiated • Evidence of teaching proficiency as evaluated by current CON norms
Service	<ul style="list-style-type: none"> • Evidence of service and a pattern of leadership at the CON, HSC, or UNM

DEFINITIONS

(Define any terms that are specific to this policy.)

REFERENCES

(Cite related laws, regulations, or policies. Give complete references and ensure that documents cited are readily available. If needed, provide additional background discussion here.)

RESPONSIBILITIES

(Who is responsible for enforcing this policy?)

RESOURCES/TRAINING

The office and specific individual position title – with telephone number and email address, as appropriate – that should be contacted for interpretations, resolution of problems, and special situations.

Resource/Dept	Contact Information
Faculty Affairs Committee	
Senior Faculty Committee	
Click here to enter text.	

SUMMARY OF CHANGES

(A brief summary of significant changes to existing documents. Please include the last revision date and title of the document being replaced.)

DOCUMENT APPROVAL & TRACKING

Item	Contact	Date	Approval
Owner	CON Faculty	6/17/13	Y
	CON Administration		[Y or N/A]
	Other: Click here to enter text.		[Y or N/A]
Consultant(s)	CON Senior Faculty, CON Tenured Faculty, or CON Leadership Team/ Department		[Y or N/A]
Committee(s)	CON Faculty Affairs Committee	5/13/2013	Y
	Staff Council		[Y or N/A]
	Other:		[Y or N/A]
Legal (if applicable)			[Y or N/A]
Official Approver	Nancy Ridenour, Dean, College of Nursing		[Y or N/A]
Official Signature		Click here to enter a date.	
2nd Approver (Optional)	President <i>pro tempore</i> of CON Faculty	Click here to enter a date.	
Signature		Click here to enter a date.	
CON Faculty Approval:		Click here to enter a date.	
Effective Date:		Click here to enter a date.	
Origination Date:		Click here to enter a date.	
Issue Date:		Click here to enter a date.	
<i>Policy originally approved in 2013 and posted to College intranet.</i>			

ATTACHMENTS

List and attach all forms needed to complete the procedure. A transaction flow chart might also be included in this section. Attach document(s), beginning on the next page, or provide an electronic file and list its filename here.

Attachments follow.