

**TEXAS WOMAN'S UNIVERSITY  
COLLEGE OF NURSING  
FACULTY APPOINTMENT OR PROMOTION CRITERIA**

DEFINITIONS:

**Effective teaching** requires knowledge of the subject, an ability to present material clearly, & an ability to motivate students to learn.

Four areas of effective teaching are (AACN, 1999):

- 1) Knowledge of the nursing discipline or specialty in teaching-learning;
- 2) Development of innovative teaching & evaluation methods;
- 3) Program development & learning outcome evaluation;
- 4) Professional role modeling/mentoring

**Scholarship** in nursing can be defined as those activities that systematically advance the teaching, research, & practice of nursing through rigorous inquiry that 1) is significant to the profession, 2) is creative, 3) can be documented, 4) can be replicated or elaborated, & 5) can be peer-reviewed through various methods. The four areas of scholarship critical to academic work are:\*

1) *discovery*, where new & unique knowledge is generated;\*\*

2) *teaching*, where the teacher creatively builds bridges between his or her own understanding & students' learning;\*\*

3) *application* (practice), a critical component in the maintenance of clinical competency of faculty and advancement of clinical knowledge.\*\*

4) *integration*, refers to writings or other products that use concepts or original work from nursing and other disciplines in placing knowledge in a larger context beyond nursing.\*\*

**\*All four areas of scholarship do not have to be addressed.**

\*\*AACN (1999) Position Paper

The three targets of **service** by the faculty member are the:

1. University, which includes all non-teaching work done for the CON and TWU;

2. Profession of nursing, which includes active involvement in professional organizations and publications and their endeavors;  
and,  
In the Community, which includes application of knowledge for the good of society by sharing clinical expertise with  
community organizations.

**Faculty members are expected to meet the majority of the activities, in each area (teaching, scholarship, service) and present documentation that best represents their work.**

**TEXAS WOMAN'S UNIVERSITY  
UNIVERSITY GENERAL STANDARDS  
TENURE TRACK FACULTY**

**TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit.</li> <li>• Demonstration of current capability and desire for excellence in teaching, scholarship and service.</li> <li>• Demonstrated potential for significant accomplishments in these three areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU n that rank.</li> <li>• Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor.</li> <li>• Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service.</li> <li>• Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than length of service.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY  
COLLEGE OF NURSING  
CRITERIA FOR FACULTY RANK  
TENURE TRACK APPOINTMENTS**

**College of Nursing – Tenure Track Faculty General Requirements**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ol style="list-style-type: none"> <li>1) Master's degree in nursing or meets the Texas Board of Nursing criteria for teaching in a baccalaureate nursing program.</li> <li>2) An earned doctorate in nursing or a related field such as education, health studies, public health, family sciences, child development, women's studies, or allied health.</li> <li>3) A specified area of nursing knowledge.</li> <li>4) Clinical expertise or national certification in clinical specialty area, if required for teaching responsibilities.</li> <li>5) A minimum of 2 years of clinical experience in the specified area of clinical expertise or nursing knowledge.</li> <li>6) Graduate educational preparation in the teaching role (preferred).</li> </ol>	<ol style="list-style-type: none"> <li>1) Master's degree in nursing or meets the Texas Board of Nursing criteria for teaching in a baccalaureate program.</li> <li>2) An earned doctorate in nursing or a related field such as education, health studies, public health, family sciences, child development, women's studies, or allied health.</li> <li>3) A specified area of nursing knowledge.</li> <li>4) Clinical expertise or national certification in clinical specialty area if required for teaching responsibilities.</li> <li>5) Graduate educational preparation in the teaching role (preferred).</li> <li>6) Normally served full-time at the rank of Assistant Professor a minimum of 6 years at an accredited institution; it is preferred that a minimum of 2 years be completed at TWU. Years spent serving at the clinical assistant professor rank may count towards the 6 years, at the discretion of the Dean, if the candidate had an earned doctoral degree while serving in the clinical rank.</li> </ol>	<ol style="list-style-type: none"> <li>1) Master's degree in nursing or meets the Texas Board of Nursing criteria for teaching in a baccalaureate program.</li> <li>2) An earned doctorate in nursing or a related field such as education, health studies, public health, family sciences, child development, women's studies, or allied health.</li> <li>3) A specified area of nursing knowledge.</li> <li>4) Clinical expertise or national certification in clinical specialty area if required for teaching responsibilities.</li> <li>5) Graduate educational preparation in the teaching role (preferred).</li> <li>6) Normally, served full-time at the rank of Associate Professor a minimum of 6 years at an accredited institution; it is preferred that a minimum of 4 years be completed at TWU. Years spent serving at the clinical associate professor rank may count towards the 6 years, at the discretion of the Dean, if the candidate had an earned doctoral degree while serving in the clinical rank.</li> </ol>

**TWU Requirements for Teaching (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Participate effectively in course development and evaluation;</li> <li>• Obtain membership in the Graduate Faculty, in components with graduate programs.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Demonstrate leadership in the development of academic programs;</li> <li>• Maintain full membership in the Graduate Faculty, in components with graduate programs;</li> <li>• Serve as a resource to other faculty.</li> </ul>

### College of Nursing Criteria – Tenure Track Faculty Teaching Requirements

Assistant Professor	Associate Professor	Professor
<ol style="list-style-type: none"> <li>1) Demonstrates the potential to be an effective teacher and student advisor.</li> <li>2) Demonstrates the nursing knowledge appropriate to expected teaching responsibilities.</li> <li>3) Demonstrates the potential to use research and evidence-based guidelines to teach course content.</li> <li>4) Demonstrates the potential to develop innovative teaching strategies &amp; evaluation methods.</li> <li>5) Demonstrates the potential to participate in course and/or curriculum development and evaluation.</li> <li>6) Demonstrates the potential to successfully apply technology to teaching strategies &amp; evaluation methods that meet individual learning styles.</li> <li>7) Demonstrates the potential to implement the results of constructive feedback in course revisions.</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates excellence in all aspects of teaching at the undergraduate and graduate levels., as assigned</li> <li>2) Demonstrates in-depth knowledge appropriate to teaching responsibilities.</li> <li>3) Evaluates, synthesizes and integrates evidence-based new knowledge in didactic course content and clinical practice guidelines.</li> <li>4) Has developed and tested innovative teaching strategies &amp; evaluation methods.</li> <li>5) Uses understanding of curriculum and teaching methodologies in the development, revision, and/or evaluation of courses.</li> <li>6) Applies technology to teaching strategies &amp; evaluation methods that meet students’ varying learning styles and cultural backgrounds.</li> <li>7) Uses constructive feedback in course revisions.</li> <li>8) Has associate membership on the Graduate Faculty and participates as a member of student research</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates excellence in all aspects of teaching and is recognized as a master teacher who disseminates knowledge about excellence in teaching to others within the university and in the local, state, national, and international community.</li> <li>2) Demonstrates in-depth knowledge related to teaching responsibilities and, within the university and at all community levels, participates in disseminating this knowledge.</li> <li>3) Demonstrates consistent development of course content that reflects evidence based new knowledge and clinical practice guidelines – and evidence of potential to mentor other faculty and community members to develop their skills.</li> <li>4) Develops and refines innovative and effective teaching strategies &amp; evaluation methods that meet individual and culturally appropriate learning styles and disseminates this knowledge to other faculty.</li> <li>5) Exhibits leadership in the</li> </ol>

	committees.	<p>development, revision, and or evaluation, of outcomes related to curriculum and teaching methodologies, and participates in the dissemination of this knowledge to other faculty.</p> <p>6) Demonstrates development and successful application of technological teaching strategies &amp; evaluation methods, and disseminates this knowledge to other faculty.</p> <p>7) Demonstrates implementation of the results of constructive feedback in course revisions.</p> <p>8) Has full membership on the Graduate Faculty</p>
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**TWU Requirements for Scholarship and Other Creative Activities (See Board of Regents Policy 5.06 for complete requirements)**

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in research and creative activities;</li> <li>• Share the results of their scholarly work in peer reviewed forums;</li> <li>• Seek internal and external funding, as appropriate to the field</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Document a program of research and/or creative activities;</li> <li>• Serve as a research/creative mentor to colleagues/graduate students;</li> <li>• Seek and/or secure internal or external funding, as appropriate to the field;</li> <li>• Disseminate the results of scholarly work in peer reviewed forums</li> </ul>



### College of Nursing Criteria – Tenure Track Faculty Scholarship Requirements

Assistant Professor	Associate Professor	Professor
<ol style="list-style-type: none"> <li>1) Demonstrates the potential to develop a program of scholarship or creative activities that generates, teaches, applies, or integrates new knowledge.</li> <li>2) Demonstrates the potential to assist with, or prepare, intra- or extra-mural grant proposals related to area(s) of scholarship.</li> <li>3) Demonstrates the potential to integrate and/or disseminate new knowledge to professional and lay audiences at a local/regional level.</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates excellence in research and creative activities by having initiated and established a beginning program of scholarship or creative activities in an identified area that generates, teaches, applies, or integrates new knowledge.</li> <li>2) Has prepared and submitted intra- or extra-mural grant proposals related to area(s) of scholarship.</li> <li>3) Integrates and disseminates new knowledge to audiences at a regional/national level, in peer-reviewed venues.</li> <li>4) Demonstrates some mentoring of graduate students in their development of a program of scholarship or creative activities and serves as a resource to other faculty.</li> <li>5) Has regional/national recognition as a scholar in area of scholarship</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates excellence in research and creative activities by having an established program of scholarship or creative activities in an identified area that generates, teaches, applies, or integrates new knowledge.</li> <li>2) Has record of funding for scholarly work.</li> <li>3) Has record of integrating and disseminating new knowledge to audiences at a national/international level, in peer-reviewed venues.</li> <li>4) Has a well established record of mentoring graduate students and demonstrates the potential to mentor other faculty in development of a program of scholarship or creative activities; acts as a networking resource to promote scholarly activities at TWU CON.</li> <li>5) Is developing a national/international reputation as a master nurse scholar.</li> </ol>

**TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements.)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the component and college;</li> <li>• Participate in recruitment, advising, and mentoring of students;</li> <li>• Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the university;</li> <li>• Demonstrate leadership within professional and/or community organizations;</li> <li>• Serve as a mentor to students/student organizations.</li> </ul>

**College of Nursing Criteria – Tenure Track Faculty Service Requirements**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ol style="list-style-type: none"> <li>1) Demonstrates active local membership in professional organizations.</li> <li>2) Demonstrates potential to mentor students in service related activities.</li> <li>3) Demonstrates potential to participate in service within the university, in professional organizations, and in the community.</li> <li>4) Demonstrates potential to participate in student recruitment and advising.</li> <li>5) Demonstrates potential to participate in CON student organization activities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates active local/regional membership in professional organizations.</li> <li>2) Demonstrates effective mentoring of students.</li> <li>3) Presents health-care related programs to regional community groups.</li> <li>4) Has a leadership role on CON committees and/or task forces.</li> <li>5) Participates in student recruitment.</li> <li>6) Actively advises students.</li> <li>7) Contributes in a positive way to the mission of the college and university by activities such as providing leadership in CON and TWU student organization activities.</li> <li>8) Volunteers in a professional capacity with community organizations.</li> </ol>	<ol style="list-style-type: none"> <li>1) Demonstrates leadership roles in local/regional professional organizations and participation in national and international organizations.</li> <li>2) Has well established record of mentoring students in service activities.</li> <li>3) Has well established record of presenting health-related programs at the local and regional level.</li> <li>4) Has record of leadership on CON committees and task forces and on University committees.</li> <li>5) Participates in student recruitment.</li> <li>6) Advises students.</li> <li>7) Participates in, and serves as advisor for, CON and University student organization activities.</li> <li>8) Has volunteer leadership role, in a professional capacity, with community organizations.</li> </ol>

**TEXAS WOMAN'S UNIVERSITY  
COLLEGE OF NURSING  
CRITERIA FOR TENURE WITHOUT PROMOTION**

**Criteria for Tenure Without Promotion**

Although the tenure decision routinely coincides with the decision for promotion within the tenured ranks, there are some conditions in which the tenure decision occurs in isolation from promotion to a higher rank. In these instances the guidelines below are in effect.

**Standards for Tenure for Associate Professor:**

The candidate must meet the criteria required for appointment or promotion to Associate Professor as set forth by the College of Nursing in this document.

**Standards for Tenure for Professor:**

The candidate must meet the criteria required for appointment or promotion to Professor as set forth by the College of Nursing in this document.

**TEXAS WOMAN'S UNIVERSITY  
UNIVERSITY STANDARDS  
CLINICAL TRACK FACULTY**

**TWU General Requirements (See Board of Regents Policy 5/06 for complete requirements)**

<b>Clinical Instructor</b>	<b>Asst. Clinical Professor</b>	<b>Assoc. Clinical Professor</b>	<b>Clinical Professor</b>
<ul style="list-style-type: none"> <li>• Completion of appropriate master's degree in the discipline and/or licensure in the discipline</li> <li>• Minimum of two years of clinical experience.</li> <li>• A minimum of one year of teaching experience in the clinical areas(s) of expertise preferred.</li> </ul> <p>Clinical practice may substitute for teaching experience for persons appointed to the clinical track at the discretion of the dean.</p>	<ul style="list-style-type: none"> <li>• Completion of appropriate master's degree in the discipline and/or licensure in the discipline</li> <li>• Minimum of four years of clinical practice required.</li> <li>• A minimum of two years of teaching experience in the clinical area(s) of expertise preferred.</li> <li>• Normally, candidate will have served full time a minimum of two years at the rank of Clinical Instructor and will have served full time at least one year at TWU.</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of the appropriate master's degree and/or licensure in the discipline</li> <li>• Minimum of six years of clinical practice and, if applicable, national certification in clinical specialty area is required.</li> <li>• A doctoral degree or enrollment in a doctoral program is preferred.</li> <li>• A minimum of three years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>• Normally, candidate will have served full time a minimum of four years at the</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of a doctorate in a field related to the clinical specialty and the appropriate professional master's degree and/or licensure in the discipline.</li> <li>• Minimum of seven years of clinical practice is required as well as, if applicable, national certification in a clinical specialty area.</li> <li>• A minimum of six years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>• Normally, candidate will have served a minimum of six</li> </ul>

		rank of Assistant Clinical Professor and will have served full time a minimum of two years at TWU.	years full-time at the rank of Associate Clinical Professor and will have served full time a minimum of four years at TWU.
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**TEXAS WOMAN'S UNIVERSITY  
COLLEGE OF NURSING  
CRITERIA FOR FACULTY RANK  
CLINICAL TRACK APPOINTMENTS**

**College of Nursing – Clinical Track Faculty General Requirements**

<b>Clinical Instructor</b>	<b>Asst. Clinical Professor</b>	<b>Assoc. Clinical Professor</b>	<b>Clinical Professor</b>
<ul style="list-style-type: none"> <li>1) Master's degree in nursing or meets the Texas Board of Nursing criteria for teaching in a baccalaureate nursing program.</li> <li>2) A specified area of clinical expertise.</li> <li>3) A minimum of 2 years of clinical practice in the specified area of clinical expertise.</li> <li>4) A minimum of 1 year of teaching experience in the clinical area(s) of expertise (preferred).</li> </ul>	<ul style="list-style-type: none"> <li>1) Same</li> <li>2) National certification in clinical specialty area (if required for teaching responsibilities)</li> <li>3) A minimum of 4 years of clinical experience in the specified area of clinical expertise.</li> <li>4) A minimum of 2 years teaching in the clinical area(s) of expertise (preferred). Nursing practice may substitute for teaching experience at the discretion of the dean.</li> </ul>	<ul style="list-style-type: none"> <li>1) Same</li> <li>2) An earned doctorate (preferred) in nursing or a related field such as education, health studies, public health, family sciences, child development, women's studies, or allied health.</li> <li>3) National certification in clinical specialty area (if required for teaching responsibilities)</li> <li>4) A minimum of 6 years of clinical experience.</li> <li>5) A minimum of 3 years of teaching experience in the clinical area(s) of expertise. Nursing practice may substitute for teaching experience at the discretion of the dean.</li> </ul>	<ul style="list-style-type: none"> <li>1) Same</li> <li>2) An earned doctorate in nursing or a related field such as education, health studies, public health, family sciences, child development, women's studies, or allied health.</li> <li>3) National certification in clinical specialty area (if required for teaching responsibilities).</li> <li>4) A minimum of 7 years of clinical experience.</li> <li>5) A minimum of 6 years of teaching experience in the clinical area(s) of expertise is preferred. Nursing practice may substitute for teaching experience at the discretion of the dean.</li> </ul>

**Requirements for Teaching (See Board of regents Policy 5.06 for complete requirements)**

Clinical Instructor	Assist. Clinical Professor	Assoc. Clinical Professor	Clinical Professor
	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• maintain current clinical expertise in teaching area(s);</li> <li>• demonstrate excellence in all aspects of teaching;</li> <li>• participate effectively in course development and evaluation.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• maintain current clinical expertise in teaching area(s);</li> <li>• demonstrate excellence in all aspects of teaching;</li> <li>• participate effectively in course development and evaluation;</li> <li>• obtain assistant/associate/full membership on the Graduate Faculty, as appropriate.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• maintain current clinical expertise in teaching area(s);</li> <li>• demonstrate excellence in all aspects of teaching;</li> <li>• demonstrate leadership in the development of academic programs;</li> <li>• obtain/maintain associate/full membership on the Graduate Faculty, as appropriate;</li> <li>• serve as a resource to other faculty.</li> </ul>



### College of Nursing Criteria – Clinical Track Faculty Teaching Requirements

Clinical Instructor	Asst. Clinical Professor	Assoc. Clinical Professor	Clinical Professor
<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Demonstrate potential to be an effective teacher.</li> <li>2) Demonstrate potential to use research and evidence-based guidelines to teach course content.</li> <li>3) Demonstrate nursing knowledge appropriate to teach course content.</li> </ol>	<p>The candidate</p> <ol style="list-style-type: none"> <li>1) Is recognized by students &amp; colleagues as an effective teacher.</li> <li>2) Uses research &amp; evidence-based practice guidelines in teaching course content.</li> <li>3) Maintains nursing knowledge appropriate to teaching responsibilities.</li> <li>4) Uses innovative teaching strategies &amp; evaluation methods that assist student learning and reflect diverse learning styles.</li> <li>5) Successfully applies technology to teaching &amp; learning.</li> <li>6) Participates in course development &amp; evaluations.</li> <li>7) Implements the results of student evaluations and other feedback in course revisions.</li> <li>8) Is active as a professional role model.</li> </ol>	<p>The candidate</p> <ol style="list-style-type: none"> <li>1) Is recognized as an excellent teacher within the TWU CON and the local and state community by students &amp; colleagues.</li> <li>2) Is recognized for using research &amp; evidence-based practice guidelines in teaching course content.</li> <li>3) Demonstrates nursing knowledge appropriate to teaching responsibilities, including maintaining current clinical expertise.</li> <li>4) Demonstrates use of innovative teaching strategies &amp; evaluation methods that assist student learning and reflect diverse learning styles.</li> <li>5) Demonstrates application of technology to teaching &amp; learning.</li> <li>6) Demonstrates</li> </ol>	<p>The Candidate</p> <ol style="list-style-type: none"> <li>1) Is recognized as a master teacher within the TWU CON (or previous position) and the local and regional community.</li> <li>2) Develops research &amp; evidence-based practice guidelines in teaching course content.</li> <li>3) Maintains nursing knowledge appropriate to teaching responsibilities.</li> <li>4) Develops and implements innovative and effective teaching strategies &amp; evaluation methods that assist student learning.</li> <li>5) Creates, implements, &amp; evaluates innovative online, classroom, laboratory, &amp; clinical learning environments that support diverse groups of students and learning styles.</li> <li>6) Consistently revises courses based on</li> </ol>

		<p>leadership in the development, revision and/or evaluation of the curriculum &amp; teaching/learning methodology.</p> <p>7) Consistently revises courses based on student and other evaluation.</p> <p>8) Is active as a professional role model.</p> <p>9) Participates in student advisement.</p>	<p>student and other evaluation methods.</p> <p>7) Is active as a professional role model and serves as a resource to other faculty.</p> <p>8) Participates in student advisement.</p> <p>9) May obtain or maintain associate or full membership on the Graduate Faculty.</p>
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**TWU Requirements for Scholarship and Other Creative Activities (See Board of regents Policy 5.06 for complete requirements)**

<b>Clinical Instructor</b>	<b>Assist. Clinical Professor</b>	<b>Assoc. Clinical Professor</b>	<b>Clinical Professor</b>
	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• Share clinical expertise with colleagues in clinical settings;</li> <li>• Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• Serve as a mentor to colleagues in scholarship/clinical area of expertise</li> <li>• Obtain and/or maintain national certification in clinical specialty area, when applicable</li> <li>• Receive peer recognition as an expert in a specific area of clinical practice</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• Serve as a scholar-mentor to colleagues in clinical area of expertise</li> <li>• Maintain national certification in clinical specialty area, when applicable</li> <li>• Receive peer recognition as an expert in a specific area of clinical practice</li> <li>• Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research</li> <li>• Disseminate the results of scholarly work in peer reviewed forums</li> </ul>

### College of Nursing Criteria – Clinical Track Faculty Scholarship Requirements

Clinical Instructor	Asst. Clinical Professor	Assoc. Clinical Professor	Clinical Professor
<p>The Candidate should be recognized as having clinical expertise.</p>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Demonstrate clinical expertise/practice.</li> <li>2) Demonstrate ability to apply and integrate clinical expertise in clinical settings.</li> <li>3) Demonstrate potential to receive local recognition as an expert in area of clinical practice/expertise.</li> </ol>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Maintain clinical expertise/practice. National certification in clinical specialty when applicable.</li> <li>2) Have established reputation for clinical excellence among academic and clinical colleagues through applying and integrating clinical expertise in clinical settings.</li> <li>3) Have some regional/national recognition as an expert in area of clinical practice/expertise.</li> <li>4) Mentor colleagues in scholarship/clinical area of expertise.</li> </ol>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Maintain clinical expertise/practice. National certification in clinical specialty when applicable.</li> <li>2) Mentor faculty/clinical colleagues to apply and integrate knowledge in the clinical area of expertise.</li> <li>3) Have demonstrated ability to advance nursing practice through own integrated clinical practice/scholarship activities.</li> <li>4) Receive national/international recognition as an expert in area of clinical practice/expertise.</li> <li>5) Have record of disseminating scholarly work in peer-reviewed journals and at professional meetings.</li> </ol>

**TWU Requirements for Service (See Board of regents Policy 5.06 for complete requirements)**

Clinical Instructor	Assist. Clinical Professor	Assoc. Clinical Professor	Clinical Professor
	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• contribute in a positive way to the mission of the component, college, and university;</li> <li>• participate in recruitment, advising, and mentoring of students;</li> <li>• demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• contribute in a positive way to the mission of the component, college, and university;</li> <li>• demonstrate leadership within the component and college;</li> <li>• participate in recruitment, advising, and mentoring of students;</li> <li>• demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• contribute in a positive way to the mission of the component, college, and university;</li> <li>• demonstrate leadership within the University;</li> <li>• demonstrate leadership within professional and/or community organizations;</li> <li>• serve as a mentor to students/student organizations.</li> </ul>

### College of Nursing Criteria – Clinical Track Faculty Service Requirements

Clinical Instructor	Asst. Clinical Professor	Assoc. Clinical Professor	Clinical Professor
<p>The Candidate should demonstrate active membership in professional organizations.</p>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Have membership in local professional organizations.</li> <li>2) Mentor colleagues in the CON at the local campus level.</li> <li>3) Present health-related programs to local community groups.</li> <li>4) Contribute in a positive way to the mission of the college and university, including participating on campus/center and CON committees and/or task forces.</li> <li>5) Participate in student recruitment.</li> <li>6) Advise students.</li> <li>7) Participate in CON student organization activities.</li> </ol>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Participate actively in local/regional membership in professional organizations.</li> <li>2) Mentor students in the CON at the local level.</li> <li>3) Presents health-care related programs to local community groups.</li> <li>4) Contribute in a positive way to the mission of the college and university by activities including serving on CON and university committees and/or task forces.</li> <li>5) Participate in student recruitment.</li> <li>6) Advise students.</li> <li>7) Provide leadership in CON and University student organization activities.</li> <li>8) Volunteer in a professional capacity with community organizations.</li> </ol>	<p>The Candidate should</p> <ol style="list-style-type: none"> <li>1) Demonstrate leadership role in local/regional professional organizations.</li> <li>2) Demonstrate potential to mentor colleagues at the CON/University level.</li> <li>3) Present health-care related programs to regional community groups.</li> <li>4) Demonstrate leadership within the university by activities such as serving in a leadership role on CON and university committees and/or task forces.</li> <li>5) Participate in student recruitment.</li> <li>6) Advise students.</li> <li>7) Contribute in a positive way to the mission of the college and university by activities, including providing leadership in CON and TWU student organization activities.</li> </ol>

		9) Demonstrate leadership within the college.	8) Provide leadership in volunteer activities in professional capacity with community organizations.
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