

	Title: Appointment Promotion and Tenure for Tenure Track Faculty	Review Frequency: Two Years	Effective Date: Revised May 13, 2013
	Document Category / Document Type: Policy	Doc Control #	CON-303
		Revision #	1

1. Purpose/Objectives.

- 1.1. This document outlines the criteria for appointment, promotion and tenure for tenure-track College of Nursing (CON) faculty.

2. Scope.

- 2.1. This policy applies to tenure track PhD faculty at the College of Nursing.

3. Content.

3.1. Tenure and the Science of Health

- 3.1.1. 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.
- 3.1.2. 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.
- 3.1.3. 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, p.5).

- 3.1.4. 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.
- 3.1.5. 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.
- 3.1.6. 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.

3.1.7. 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.

3.1.8. 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

4. Responsibilities.

RESPONSIBILITIES	
Position/Title/Group	Requirements/Expectations/Duties
CON Faculty Affairs Committee, Office of Academic Affairs	Responsible for assuring adherence to this policy and reviewing and approving promotion based on recommendation from Faculty Affairs Committee and review of performance prior to the granting of tenure as a basis for an expectation of sustained contributions, leadership, and growth in productivity. The Dean will work with Human Resources to update faculty contracts in accordance with this document.

5. Records Applicability/Retention

5.1. “Documentation related to this policy will be maintained in accordance with UNM Administrative Policies and Procedures, UAPPM Policy 6020, and applicable requirements of the New Mexico Public Records Act, N.M.S.A § 14-3-1 et. seq.”

6. External Reference(s).

6.1. NINR Strategic Plan 2016, <https://www.ninr.nih.gov/aboutninr/ninr-mission-and-strategic-plan>

7. Internal Reference(s).

7.1. UNM UAPPM Policy 6020: <https://policy.unm.edu/university-policies/6000/6020.html>

8. Definitions.

8.1.

9. Key Words.

9.1. Tenure, Appointment, Promotion, faculty

10. Attachments.

10.1. Criteria for Appointment, Promotion and Tenure on the Tenure Track

11. Approval Authority.

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.
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12. Document History.

HISTORY LOG				
Date and Date Type: (Specify: Origination, Effective or Retired Date) In addition: Add Review Date when Effective Date does not change due to no major updates.	New/ Revision #	Title of Document:	Description of Change(s):	Approved By: Print Name/Title
4/13/2013	1	Appointment, Promotion, and Tenure for Tenure Track Faculty	New document	Dean, Nancy Ridenour
4/1/2020	2	Appointment, Promotion, and Tenure for Tenure Track Faculty	Transferred CON Policy #3.2.1 content to revised HSC policy template and numbering system to #CON 303.	

Appendix

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

(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. 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 <ul style="list-style-type: none"> • Current Funding; • Submission or resubmission of an external grant • 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