The role of the faculty member at UT Health School of Nursing San Antonio, on a tenure track, is to contribute to the school’s mission by advancing the science of nursing through scholarship as a team member or independent investigator, as evidenced by a program of scholarship that systematically advances, in two of the following areas: teaching, research, application/service/practice, and integration through rigorous inquiry that 1) is significant to the profession, 2) is creative, 3) can be documented, 4) can be replicated or elaborated, and 5) can be peer-reviewed.” (AACN, 1999, p. 3). Advancement is determined by progressive significance and impact of the scholarship, which receives national or international recognition. (All faculty members are expected to demonstrate excellence in teaching and progressive contributions in service.) Examples of evidence that might be used to support the significance and impact of the faculty member’s work are listed below. These examples are illustrative only, to document significance and impact. To become tenured, faculty must demonstrate value to University/ School of Nursing mission and emerging National reputation, HOP Chapter 3, Sections 3.6, Policy 3.6.1.

<table>
<thead>
<tr>
<th>UT HEALTH SA-SON</th>
<th>ASSISTANT PROFESSOR</th>
<th>ASSOCIATE PROFESSOR</th>
<th>PROFESSOR</th>
</tr>
</thead>
</table>
| Minimum Criteria | Candidates for the rank of Assistant Professor have beginning scholarship endeavors that demonstrate creativity and promise in their early program of scholarship and have expertise in a substantive or methodological area.  
  • The earned doctorate in nursing or related field is required.  
  • Declared clinical area* (National Certification is recommended) | Candidates for the rank of Associate Professor have demonstrated excellence in a program of scholarship and have received regional recognition and an emerging national reputation for the significance and impact of their work.  
  • Minimum of 3 years in the rank of Assistant Professor  
  • National certification or its equivalent, if pertinent | Candidates for the rank of Professor are senior scholars who have a sustained record of excellence in a program of scholarship, and have received national/international recognition for the significance and impact of their work.  
  • Minimum of 3 years as an Associate Professor  
  • National certification or its equivalent, if pertinent |
**Discovery Scholarship:** The scholarship of discovery is inquiry that produces the disciplinary and professional knowledge that is at the very heart of academic pursuits (Boyer, 1990). The scholarship of discovery encompasses research and/or systematic investigation producing the knowledge that is the heart of all disciplines in academic life. The scholarship takes the form of primary empirical research, historical research, theory development and testing, methodological studies (participatory research), and philosophical inquiry and analysis. The scholarship increasingly is interdisciplinary and collaborative in nature, across professional groups and within nursing itself (AACN, 1999).

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<tr>
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</thead>
<tbody>
<tr>
<td>Discovery Scholarship</td>
<td>These faculty demonstrate:</td>
<td>In addition to meeting the criteria for the rank of Assistant Professor these faculty demonstrate:</td>
<td>In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:</td>
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<tr>
<td></td>
<td>● Potential excellence and significance and impact in scholarship of discovery (research).</td>
<td>● Excellence in scholarship of discovery (research), which is recognized nationally and leadership in research</td>
<td>● A sustained record of excellence in scholarship of discovery (research) which is recognized nationally/internationally and established leadership in research</td>
</tr>
</tbody>
</table>

**Highlighted Bolded Categories (HOP Chapter 3, Section 3.6, Policy 3.6.3)**

**Examples:**
- Focused area of team or independent research that has the promise for obtaining future extra-mural research funding
- Contributes to or conducts own pilot research project(s)
- Has applied for and or received intramural or extramural small grant funding
- Authors or co-authors published scholarly work from dissertation, post-doctoral research, or related research collaborations in peer-reviewed journals
- Authors or co-authors article(s) in non-refereed journals or book chapter(s) in area of research
- Presents research papers/posters at local, state and/or regional conferences

**Examples:**
- Obtains grants or other monies for research or other scholarly activities
- Serves or has served as a co-investigator or principal investigator on at least one extramurally funded research project.
- Strong record of collaboration in research with colleagues
- Presents research and scholarly findings at professional meetings
- Invited to present research at national conferences
- Strong record of publication of research and databased articles in focused field of research in peer reviewed journals, including top-tiered nursing research, nursing specialty, and interdisciplinary journals
- Authors or co-authors articles in widely disseminated non-refereed journals or book chapters
- Editor or co-editor of book(s) in area of research or as editor of special topic in nursing or interdisciplinary journal
- Impact of research publications is demonstrated by citations, published responses/evaluations/reviews
- Research has stimulated work of other researchers or provided new applications in field
- Research has impacted regional/national health practice, education, or policy
- Serves on thesis or dissertation committees or Health Science Center review boards.
- Demonstrates support of interdisciplinary research.

**Examples:**
- Recognized for excellence in research by professional or scientific institutions or organizations
- Has sustained record of success in extramurally funded research as a Principal Investigator.
  - Leads and mentors extramurally funded research team
- Sustained record of publication of research and data-based articles in focused field of research in peer-reviewed journals, including top-tiered nursing research, nursing specialty, and interdisciplinary journals
- Principal author of scholarly works of exceptional quality that are frequently cited and recognized as major contributions in the field
- Authors or edits book(s) and/or reports in area of research
- Invited to present keynote or featured presentations at national/international conferences
- Invitations to preside over sessions at national or international professional or scientific meetings.
- Research impacts national/international health practice, education, or policy
- Writes Center grants to develop student and faculty research
- Elected as Fellow of the American Academy of Nursing/ or other Professional National recognition
- Serves as Chair of thesis or dissertation committees
- Sustained recognition as an exemplar scientist outstanding for students and faculty.
### Teaching Scholarship

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<tr>
<th>UT HEALTH SA-SON</th>
<th>ASSISTANT PROFESSOR</th>
<th>ASSOCIATE PROFESSOR</th>
<th>PROFESSOR</th>
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</thead>
<tbody>
<tr>
<td>Teaching Scholarship</td>
<td>These faculty are beginning educators, and demonstrate:</td>
<td>In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:</td>
<td>In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:</td>
</tr>
<tr>
<td>Examples:</td>
<td>- potential for excellence in teaching</td>
<td>- Excellence in teaching</td>
<td>- A sustained record of excellence in teaching</td>
</tr>
<tr>
<td>- Develops course materials that reflect state of the science, current research findings and application of evidence to practice</td>
<td>- Leadership in education</td>
<td>- Leadership through design, organization, coordination, and evaluation of a course or courses (undergraduate, graduate or continuing education); administrative responsibility at the school or department level for curriculum; supervision of staff teaching within a course, department, or school.</td>
<td>- Leadership through design, organization, coordination, and evaluation of a course or courses (undergraduate, graduate or continuing education); administrative responsibility at the school or department level for curriculum; supervision of staff teaching within a course, department, or school.</td>
</tr>
<tr>
<td>- Demonstrates effective classroom and online/distance education, as evidenced by student evaluations or peer evaluations</td>
<td>- Recognizes and coordinates, organizes and evaluates a course or series of lectures</td>
<td>- Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
<td>- Demonstrates leadership recognition in education</td>
</tr>
<tr>
<td>- Uses feedback from student and peer evaluations to refine courses, teaching strategies, and/or evaluation methods</td>
<td>- Effective teacher as evidenced by mastery of both content and method and documented by student and faculty evaluation</td>
<td>- Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
<td>- Leads major initiative(s) within (UT Health SA SON) to plan, develop, implement, and evaluate new academic programs/curricula or major program/curricular revision</td>
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<td>- Presents innovations in teaching techniques at local conferences</td>
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<td>- Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
<td>- Provides leadership in developing and evaluating interdisciplinary educational programs featuring collaboration of UT Health SA &amp; SON</td>
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<td>- Recognized as an exemplary scientist or clinician whose teaching activities can be documented as providing an outstanding role model for students.</td>
<td>- Recognized as an exemplary scientist or clinician whose teaching activities can be documented as providing an outstanding role model for students.</td>
<td>- Sustained recognition as an exemplary teacher whose activities can be documented as providing an outstanding role model for students and faculty.</td>
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<td>- Mentors doctoral students to compete for extramural funding</td>
<td>- Mentors doctoral students to compete for extramural funding</td>
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</tr>
<tr>
<td></td>
<td>- Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
<td>- Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td>- Participates in interdisciplinary educational/ training programs within (UT Health SA &amp; SON), and/or locally oriented service-education partnerships, outreach programs, or collaborative projects involving external agencies</td>
<td>- Participates in interdisciplinary educational/ training programs within (UT Health SA &amp; SON), and/or locally oriented service-education partnerships, outreach programs, or collaborative projects involving external agencies</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td></td>
<td>- Is effective as a supervising professor for Doctoral Students.</td>
<td>- Is effective as a supervising professor for Doctoral Students.</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td>- Chairs student scholarly project committees such as thesis, directed research, capstone, or dissertation</td>
<td>- Chairs student scholarly project committees such as thesis, directed research, capstone, or dissertation</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td>- Participates in student guidance and counseling.</td>
<td>- Participates in student guidance and counseling.</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td>- Demonstrates innovation in teaching methods and production of texts or educational “software”.</td>
<td>- Demonstrates innovation in teaching methods and production of texts or educational “software”.</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td>- Participates in preparing or leading training grants</td>
<td>- Participates in preparing or leading training grants</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<tr>
<td></td>
<td>- Participates in interdisciplinary educational/ training programs within (UT Health SA &amp; SON), and/or locally oriented service-education partnerships, outreach programs, or collaborative projects involving external agencies</td>
<td>- Participates in interdisciplinary educational/ training programs within (UT Health SA &amp; SON), and/or locally oriented service-education partnerships, outreach programs, or collaborative projects involving external agencies</td>
<td>- Recognized by professional organizations for leadership in educational endeavors.</td>
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<td></td>
<td>- Serves as accreditation evaluator or visitor</td>
<td>- Serves as accreditation evaluator or visitor</td>
<td>- Contributions to teaching are being adopted or are affecting teaching programs at other institutions</td>
</tr>
</tbody>
</table>
**Section 3.4.7 SON Tenure Track Criteria**

**Application/Practice Scholarship:** Application/practice scholarship encompasses all aspects of the delivery of nursing service where evidence of direct impact in solving health care problems or in defining the health problems of a community is presented. Competence in practice is the method by which knowledge in the profession is both advanced and applied. Practice roles for faculty in health care delivery systems may include direct caregiver, educator, consultant, and administrator (Brown, et al., 1995; Norbeck & Taylor, 1998; Wright, 1993). Practice is conducted through the application of nursing and related knowledge to the assessment and validation of patient care outcomes, the measurement of quality of life indicators, the development and refinement of practice protocols/strategies, the evaluation of systems of care, and the analysis of innovative health care delivery models.

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<tr>
<th>UT HEALTH SA-SON</th>
<th>Service Scholarship</th>
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<tbody>
<tr>
<td>Service to UT Health</td>
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<tr>
<td>Science SA University &amp; SON</td>
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<tr>
<td>Service to the Profession</td>
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<tr>
<td>Service to the Community</td>
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</table>

**ASSISTANT PROFESSOR**

These faculty demonstrate beginning involvement in service, and demonstrate:

- Potential for excellence in service

Examples:

- Serves as member of school, association, agency, committee or task force on a local level
- Reviews abstracts for local meetings or conferences
- Engages in professional association membership

**ASSOCIATE PROFESSOR**

In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:

- Excellence in service and leadership in service

Examples:

- Shows consistent pattern of contributions to UT Health SA University & SON that increase over time in both quality and scope
- Provides leadership, consultation or service on UT Health SA University & SON committees or activities and/or participates in joint planning groups between programs within UT Health SA University & SON
- Participates in joint planning groups UT Health SA University & SON departments, divisions, or schools
- Serves as a member of UT Health SA University & SON University committee or task force
- Chairs UT Health SA University & SON committees or task forces
- Performs a key administrative role in patient care, research, or teaching activities within a department or division
- Provides staff responsibility for a service or specific area of patient care or clinical teaching for which peer recognition can be documented.
- Reviews extramural small-grant proposals for funding
  - Reviews extramural grant proposals for funding; ad hoc reviewer at NIH or other national group
- Provides service to the professional or lay community through education, consultations, or other roles.
  - Serves as member, officer, chair, or director of regional association, agency, task force committee(s)
  - Leads regional initiatives, programs, services, and policy committees
  - Consults for regional institutions, organizations or media
  - Engages in service contributions that have significant effects on policies or programs of organizations served
  - Organizes regional conferences or workshops
- Serves as editorial board member or section editor for research or professional journal(s)
- Publishes service-themed articles in peer-reviewed journals or in widely distributed non-refereed media
- Presents on service contributions at regional or national conferences or meetings

**PROFESSOR**

In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:

- A sustained record of excellence in service and established leadership in service

Examples:

- Senior staff responsibility for a service or specific area of patient care or clinical teaching
- Appointment to responsible positions within the institution or its affiliates (Chairs a committee, department, or division; membership on major decision-making Health Science Center committees).
  - Assumes key leadership positions within UT Health SA University & SON University
  - Spearheads major initiatives within UT Health SA University & SON University
- Recognition as an expert by other schools and departments within the Health Science Center and by local, state, regional, or national organizations or institutions.
- Sustained recognition as an exemplary clinician whose activities can be documented as providing an outstanding role model for community and profession.
- Serves on editorial boards of professional or scientific journals.
  - Serves as editor or chair of editorial board for research or professional journal(s)
  - Sustained record of reviewing articles for professional or research journal(s)
- Serves as an officer or committee chair in professional or scientific organizations.
  - Elected or appointed to leadership positions in national or international scientific organizations or professional societies
- Consultant to, or serves on, government review committees, study sections, or other national review panels.
  - Sustained record of service on review panels and/or study sections of national or international research funding organizations
  - Participates in leading national or international panel(s) for research or professional priority setting
  - Takes leadership role in national or international health care initiatives, programs, services, and policy committees that are concerned with professional issues
  - Consults for national or international institutions, organizations or media
- Election to responsible positions on civic boards or organizations concerned with health care issues at the local state, regional, national, or international levels.
- Presents on service contributions at national or international conferences or meetings
- Service activities have led to improved health care delivery or education, or significant impact on health at national or international level.
**Scholarship of Integration**: Scholarship of integration is making creative connectedness across disciplines which results in creating comprehensive intellectual patterns and interpretation and synthesis of knowledge thus shaping a more coherent and integrated use of knowledge that builds reciprocal relationships within a broader context of interdisciplinary partnerships with capacity to respond to multi-focal, complex human problems. (AACN, 1999; Wood et al., 1998; Hofmeyer, et al., 2007; Saltmarsh et al., 2009). Integrative scholarship includes multiple interdisciplinary relationships that encompasses reciprocal research, teaching, and community engaged service/practice with organizations at the local regional, national and global levels. Impact of such reciprocal cooperation include project development and programs, publications, presentations, funding, and health policy.

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</table>
| **Integration Scholarship** | These faculty demonstrate:  
- Potential to develop cross disciplinary at local level with areas of expertise | In addition to meeting the criteria for the rank of Assistant Professor without Tenure, these faculty demonstrate:  
- Regional and emerging National  | In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:  
- National/ International |
| **Highlighted Bolded Categories (HOP Chapter, Section Policy)** | Examples:  
- Focused area of community development projects  
- Interdisciplinary work with HSC  
- Teaching partnerships  
- Research projects  
- Integration  
- Community Development | Examples:  
- Obtains funding for interdisciplinary research project teaching  
- Funding  
- Serves or has served  
- Emerging Teaching partnerships  
- Research projects  
- Integration  
- Presentation  
- Regional and emerging National Level | Examples:  
- Recognized for teaching excellence  
- Funding  
- Emerging Teaching partnerships  
- Research projects  
- Integration  
- Presentation  
- National/ International Level |