

LAMAR UNIVERSITY
Minimum Criteria for Tenure and Promotion

Criteria for tenure and promotion delineated in Lamar University MAPP 02.02.27 (Tenure and Promotion of Tenure-track and Tenured Non-library Faculty) are listed below, and they represent the minimum levels of achievement necessary to be considered. In general, the successful candidate for tenure and/or promotion to a professorial rank will have demonstrated sustained, high-quality performance in all three areas for promotion to the indicated ranks.

COLLEGE OF ARTS AND SCIENCES
School of Nursing Tenure and Promotion Guidelines

from a regionally accredited institution required. Six years as a full-time professor at a university (i.e., candidate is applying no earlier than the fall of the sixth year of full-time service, applying early as listed under the terms of specified in MAPP 02.02.27); demonstrated scholarly production, research, and professional service; and demonstrated performance as a leader in college and university affairs; and demonstrated performance as

ASSOCIATE PROFESSOR

from a regionally accredited institution required. Six years as a full-time professor at a university; demonstrated proficiency in teaching; recognized scholarly achievement; and productive participation in college and university affairs. The sixth year of full-time service (counting credit for prior service as a full-time faculty member at the rank of Assistant Professor must be considered for promotion to the rank of Associate Professor. The personnel committee will act only on the combined action.

for achievements at the international, national, regional, state, and local level. Invited, self-published, or reviewed by editors. Note if an article is published with Lamar University students. Acceptance

Teaching

Associate Professor

Educational Leadership

- x Serves as a course leader
- x Serves as a peer reviewer for nursing exams
- x Serves as peer reviewer for teaching

Professor

Educational Leadership

- x Leads department, college, or university initiatives in education
- x

Research/Creative Scholarly Activities:	
Associate Professor	Professor

- x Poster presentation at state, regional, national and/or international conferences
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Service	
Associate Professor	Professor
<p>Demonstrates engagement in professional nursing service since appointment as Assistant Professor as evidence by a minimum of two (2) of the following in at least two (2) categories (Profession, University, Community). Service activities may include but are not limited to:</p> <p>Profession</p> <ul style="list-style-type: none"> x Holds office in local nursing organization x Serves on health care or interdisciplinary related advisory board x Contributes to state or national nursing organization operational activities (committee, conference development, guideline development) x Serves as a peer reviewer for Nursing or Medical Journal <p>University/College/School</p> <ul style="list-style-type: none"> x Serves in a remunerated leadership position within the SON x Serves on a University Committee x Serves on a College Committee x Serves as chair of a School of Nursing committee x Participates as a member of at least two (2) nursing committees x Assumes leadership role within the SON x Serves as advisor to a university student organization <p>Community</p> <ul style="list-style-type: none"> x Serves as a member of a local or regional health or interdisciplinary committee or organizations x Provides health related services to the community as a volunteer x Provides community health related education x Develops engaging health related service activity for students or faculty 	<p>Demonstrates leadership in professional nursing service since appointment as Associate Professor as evidence by a minimum of three (3) of the following in at least two (2) categories (Profession, University, Community). Service activities may include but are not limited to:</p> <p>Profession</p> <ul style="list-style-type: none"> x Holds office in local nursing organization x Serves as a leader on health care or interdisciplinary related advisory board x Serves as a leader in a state or national nursing organization operational activities x Serves on editorial board of a Nursing or Medical Journal <p>University/College/School</p> <ul style="list-style-type: none"> x Serves in a remunerated leadership position within the SON x Serves on a University Committee x Serves as chair on a College Committee x Serves as chair of a School of Nursing committee x Assumes leadership role within the SON x Leads service initiative at the department, college, or university level <p>Community</p> <ul style="list-style-type: none"> x Serves in a leadership position on a local or regional health or interdisciplinary committee or organizations x Develops initiatives for health-related services or education to the community as a volunteer x Leads initiative for engaging health related service activity for students or faculty

JoAnne Gay Dishman School of Nursing
Faculty Teaching Effectiveness Score

The faculty teaching effectiveness score is derived from faculty course evaluations. Nine questions are pulled from the evaluations that are listed below and are averaged together for a total effectiveness score per course. The score is derived on a 5-point Likert scale. The School of Nursing benchmark for satisfactory performance is 3.5 or greater of the 5 points across all course evaluations within an evaluation cycle.
