

College	Edson College of Nursing and Health Innovation
Document	Promotion Criteria for Instructors

Unit and college approval

Date of approval by the faculty	09/15/2025
Date of approval by the dean	10/14/2025

Provost office approval

	October 16, 2025
Vice Provost for Academic Personnel Patricia Friedrich	Date

NOTE: The main role of an Instructor is to provide educational oversight for assigned courses. This includes maintaining communication with course leads, curriculum committee members, and program directors to ensure the course(s) are being taught effectively and are consistent with meeting course and program outcomes. Service is not a required component of an Instructor's workload; however, it is expected that Instructors will mentor students and stay current with curricular activities such as discussing updates and/or revisions to assigned courses. Scholarship is not a required component of an Instructor's workload; however, it is expected that Instructors will stay current in professional discipline.

Qualifications for Initial Appointment	Instructor	Senior Instructor	Principal Instructor
Health programs education requirements	- Degrees must be from accredited institutions. - A graduate degree in a related discipline is required. - A doctoral or terminal degree in a related discipline is preferred.	- Degrees must be from accredited institutions. - A graduate degree in a related discipline is required. - A doctoral or terminal degree in a related discipline is preferred.	- Degrees must be from accredited institutions. - A doctoral or terminal degree in a related discipline is required.
Nursing program-specific education requirements	- Degrees must be from accredited institutions. Prelicensure BSN clinical courses: - The requirement for didactic faculty, OR - A baccalaureate degree with a major in nursing and at least three years of experience as a registered nurse providing direct patient care. Prelicensure BSN didactic courses, RN/BSN, and MS in Nursing programs: - A graduate degree.	- Degrees must be from accredited institutions. Prelicensure BSN didactic courses, RN/BSN, and MS in Nursing programs: - A graduate degree is required. - If the graduate degree is not in nursing, the faculty member shall hold a minimum of a baccalaureate degree in nursing. - A doctoral or terminal degree in nursing or a related discipline is preferred. DNP program, APRN clinical courses:	- Degrees must be from accredited institutions. Prelicensure BSN didactic courses, RN/BSN, and MS in Nursing programs: - A doctoral or terminal degree in nursing or a related discipline is required. - If the graduate degree is not in nursing, the faculty member shall hold a minimum of a baccalaureate degree in nursing. DNP program, APRN clinical courses:

	- If the graduate degree is not in nursing, the faculty member shall hold a minimum of a baccalaureate degree in nursing. - A doctoral or terminal degree in nursing or a related discipline is preferred. DNP program, APRN clinical courses: - A doctoral degree in nursing with a relevant health population focus is required. DNP program, Interdisciplinary (non-clinical) courses: - A doctoral degree in nursing or a related discipline is required.	- A doctoral degree in nursing with a relevant health population focus is required. DNP program, Interdisciplinary (non-clinical) courses: - A doctoral degree in nursing or a related discipline is required	- A doctoral degree in nursing with a relevant health population focus is required. DNP program, Interdisciplinary (non-clinical) courses: - A doctoral degree in nursing or a related discipline is required
Health programs clinical/professional experience	A minimum of three years of relevant clinical and/or professional experience is required.	A minimum of three years of relevant clinical and/or professional experience is required.	A minimum of three years of relevant clinical and/or professional experience is required.
Nursing-program specific clinical/professional experience	- A minimum of three years of relevant clinical and/or professional experience is required for all programs. Prelicensure BSN, RN/BSN, MS in Nursing programs: - At least three years of experience as a registered nurse providing direct patient care is required. DNP program, APRN clinical courses:	- A minimum of three years of relevant clinical and/or professional experience is required for all programs. Prelicensure BSN, RN/BSN, MS in Nursing programs: - At least three years of experience as a registered nurse providing direct patient care is required.	- A minimum of three years of relevant clinical and/or professional experience is required for all programs. Prelicensure BSN, RN/BSN, MS in Nursing programs: - At least three years of experience as a registered nurse providing direct patient care is required.

	- Two years of APRN clinical experience in the role and population focus. DNP program, Interdisciplinary (non-clinical) courses: - Two years of relevant experience.	DNP program, APRN clinical courses: - Two years of APRN clinical experience in the role and population focus. DNP program, Interdisciplinary (non-clinical) courses: - Two years of relevant experience.	DNP program, APRN clinical courses: - Two years of APRN clinical experience in the role and population focus. DNP program, Interdisciplinary (non-clinical) courses: - Two years of relevant experience.
Teaching experience	At least three years teaching experience is preferred.	- Substantial and sustained record of excellent performance since initial hire. - At least five years of excellent teaching at ASU is required for promotion from Instructor to Senior Instructor.	- Substantial and sustained record of excellent performance since the previous promotion. - At least seven years of excellent teaching at ASU is required for promotion from Senior Instructor to Principal Instructor.
Health programs certification and licensure requirements	Depending on position: - Current unencumbered license to practice in Arizona, if required by discipline. - National certification per industry standard.	Depending on position: - Current unencumbered license to practice in Arizona, if required by discipline. - National certification per industry standard.	Depending on position: - Current unencumbered license to practice in Arizona, if required by discipline. - National certification per industry standard.
Nursing program-specific certification and licensure requirements	Prelicensure BSN, RN/BSN, MS in Nursing programs: - Current unencumbered RN license or multi-state privilege to practice in Arizona is required. - Certification in specialty is preferred. For DNP, APRN clinical courses:	Prelicensure BSN, RN/BSN, MS in Nursing programs: - Current unencumbered RN license or multi-state privilege to practice in Arizona is required. - Certification in specialty is preferred. For DNP, APRN clinical courses:	Prelicensure BSN, RN/BSN, MS in Nursing programs: - Current unencumbered RN license or multi-state privilege to practice in Arizona is required. - Certification in specialty is required. For DNP, APRN clinical courses:

	• Current unencumbered RN license or multi-state privilege to practice registered nursing in Arizona, and • current unencumbered Arizona APRN certificate, and • current knowledge, competence and national certification as an APRN in the role and population focus consistent with teaching responsibilities. DNP program, Interdisciplinary (non-clinical) courses: • Advanced preparation in the areas of course content, • current unencumbered license to practice in Arizona, if required by discipline, and • national certification when industry standard within respective discipline and appropriate for assigned role are required.	• Current unencumbered RN license or multi-state privilege to practice registered nursing in Arizona, and • current unencumbered Arizona APRN certificate, and • current knowledge, competence and national certification as an APRN in the role and population focus consistent with teaching responsibilities. DNP program, Interdisciplinary (non-clinical) courses: • Advanced preparation in the areas of course content, • current unencumbered license to practice in Arizona, if required by discipline, and • national certification when industry standard within respective discipline and appropriate for assigned role are required.	• Current unencumbered RN license or multi-state privilege to practice registered nursing in Arizona, and • current unencumbered Arizona APRN certificate, and • current knowledge, competence and national certification as an APRN in the role and population focus consistent with teaching responsibilities. DNP program, Interdisciplinary (non-clinical) courses: • Advanced preparation in the areas of course content, • current unencumbered license to practice in Arizona, if required by discipline, and • national certification when industry standard within respective discipline and appropriate for assigned role are required.
Nursing program-specific clinical health and safety requirements	• Compliance with clinical agencies' health and safety requirements if teaching clinical course(s).	• Compliance with clinical agencies' health and safety requirements if teaching clinical course(s).	• Compliance with clinical agencies' health and safety requirements if teaching clinical course(s).

Criteria for retention and promotion are based on teaching.

TEACHING	Instructor	Senior Instructor	Principal Instructor
Criteria	• Demonstrates knowledge in the respective field and the ability to transmit and extend that knowledge to students and others through dynamic, stimulating, and creative strategies. • Exhibits the ability to develop critical, innovative thinkers. • Revises instructional strategies based on data. Required: • Assesses, plans, teaches, and evaluates courses for effective student learning. • Provides mentorship for positive student outcomes. • Demonstrates teaching effectiveness through student evaluations. • Engages in activities to maintain clinical/professional expertise and teaching effectiveness.	• Demonstrates proficient knowledge in the respective field and the ability to transmit and extend that knowledge to students and others through dynamic, stimulating, and creative strategies. • Applies evidence-based teaching strategies to develop critical, innovative thinkers. • Revises instructional strategies and courses based on data. Required: • Assesses, plans, teaches, and evaluates courses for effective student learning. • Provides mentorship for positive student outcomes. • Demonstrates teaching effectiveness through student evaluations. • Engages in activities to maintain clinical/professional expertise and teaching effectiveness.	• Demonstrates expert knowledge in the field and the ability to transmit and extend that knowledge to students, clients, colleagues, and others through dynamic, stimulating, and innovative strategies. • Expertly applies evidence-based teaching strategies to develop critical, innovative thinkers. • Revises instructional strategies and courses based on data. • Participates in programmatic evaluation and revision. Required: • Assesses, plans, teaches, and evaluates courses for effective student learning. • Provides mentorship for positive student outcomes. • Demonstrates teaching effectiveness through student evaluations. • Engages in activities to maintain clinical/professional expertise and teaching effectiveness. • Participates in course revision. • Utilizes evidence-based interventions in teaching.

TEACHING	Instructor	Senior Instructor	Principal Instructor
		Plus, Candidates are expected to demonstrate some of these examples. • Participates in course revision. • Serves as course coordinator. • Utilizes evidence-based interventions in teaching. • Mentors faculty, professional colleagues, preceptors, and/or team members. • Develops and/or implements innovative teaching, professional, and/or practice strategies.	Plus, Candidates are expected to demonstrate some of these examples. • Serves as course coordinator. • Mentors faculty, professional colleagues, preceptors, and/or team members. • Serves on applied project or honors thesis committees. • Develops and/or implements innovative teaching, professional, and/or practice strategies. • Demonstrates impact in teaching, clinical practice, and/or professional activities.