



College	Edson College of Nursing and Health Innovation
Unit	Edson College of Nursing and Health Innovation
Document	Promotion Criteria for Tenure Faculty

Unit and college approval

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Provost office approval

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Vice Provost for Academic Personnel Patricia Friedrich	Date

EDSON COLLEGE OF NURSING AND HEALTH INNOVATION

ARIZONA STATE UNIVERSITY

Revised: 01/29/2026. Tenure Eligible and Tenure promotion guidelines should be reviewed by the TE-T/PAC every 10 years and revised as deemed appropriate by the faculty.

EDSON COLLEGE OF NURSING AND HEALTH INNOVATION CRITERIA FOR PROMOTION TO ASSOCIATE PROFESSOR WITH TENURE

A person is promoted and/or granted tenure on the basis of excellent performance and the promise of continued excellence after meeting all qualifications for hire and Assistant Professor criteria. A person must demonstrate contributions to and excellence in teaching, research and service at the rank of Associate Professor. Excellence in one area does not necessarily compensate for a lack of excellence in others.

Teaching and mentoring

Demonstrates expert knowledge and the ability to transmit and extend that knowledge to undergraduate students, graduate students, postdoctoral trainees, and others. Demonstrates the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, evaluation, and revision of courses and/or applied programs.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Assesses, plans, teaches, evaluates, and revises instruction for effective student learning
- Provides self-evaluation in achieving teaching goals
- Utilizes innovative teaching strategies
- Demonstrates teaching effectiveness through student, peer, and external evaluation
- Develops, implements, and/or leads curriculum development.
- Utilizes research, theory, and evidence-based knowledge in guiding teaching, best practice or policy.
- Mentors undergraduate, graduate and post-doctoral students
- Co-publishes or co-presents with students/trainees as lead or co-authors.
- Serves as doctoral dissertation committee chair or member
- Engages in activities to maintain and increase teaching effectiveness
- Publishes scholarly works related to teaching

Research and Scholarship

Has developed a nationally recognized scholarly program of research demonstrated by a sustained trajectory of peer-reviewed, extramurally funded research and scholarly publication. Is recognized as an independent investigator achieving national recognition and impact, which must include 1) serving as a principal investigator (PI) or multiple principal investigator (MPI) on a federally funded award or equivalent competitive funding source. While the Edson College and Arizona State University recognize that funding for-mentored training grants may contribute to promotion and can be acquired from various sources, the most heavily weighted criteria evidence will come from serving as a PI or MPI; and 2) meeting the recommended minimum average (across years) of 2 publications per year, of which 1 to 2 per year should be data-driven in peer-reviewed journals as first or senior author.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Serve as a content expert or co-investigator in collaborative extramurally funded research
- Publishes co-authored scholarly articles in peer-reviewed indexed journals
- Presents research papers at local, state, national and/or international conferences
- Recognized by external colleagues as an expert in a research focused area as evidenced by awards, citations, peer and aspirational peer letters of recognition, requests for collaboration
- Uses research-based content expertise to guide best practice, policy making, and invited presentations

Service

Provides leadership to the profession through appointed and voluntary activities that contribute to the college, university, community, and profession.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Serves as a member or chair of college and/or university communities
- Serves as an officer or in a leadership role in a professional organization at the local, state, and/or national level
- Serves as a peer reviewer to a local, state, national and/or international conferences agencies or organizations
- Participates in community service relevant to their content expertise
- Develops resources to increase the knowledge and skills of members of their profession

EDSON COLLEGE OF NURSING AND HEALTH INNOVATION CRITERIA FOR PROMOTION TO PROFESSOR

A person is promoted or retained based on excellent performance and the promise of continued excellence after meeting all qualifications for hire and Associate Professor with tenure criteria. A person must demonstrate contributions to and excellence in teaching, research and service at the Professor rank and be recognized at a national/international level.

Teaching and mentoring

For promotion to full professor, the candidate will exhibit accomplishments above and beyond their endeavors at the time of their promotion to associate professor. The candidate will demonstrate depth and excellence in leadership, expert knowledge and the ability to transmit and extend that knowledge to undergraduate students, doctoral students, postdoctoral trainees, and peers. The candidate will demonstrate the ability to develop critical, creative thinkers through continuous analysis, planning, implementation, evaluation, and revision of courses and best practice programs. The candidate will have an expansive and established record of effectiveness in teaching in the classroom and clinical area as evidenced through evaluation.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Provides leadership in curriculum and program revision and evaluation
- Provides self-evaluation in achieving teaching goals
- Utilizes innovative teaching strategies
- Presents invited papers about teaching effectiveness at local, state, national and/or international seminars/conferences
- Demonstrates teaching effectiveness through student, peer, and external evaluation
- Develops, implements, and/or leads curriculum development
- Utilizes research, theory, and evidence-based knowledge in guiding teaching, best practice, or policy
- Co-publishes or co-presents with students/trainees as lead or co-authors
- Mentors doctoral students and colleagues at all ranks as a reviewer, senior mentor and co-investigator for their scholarship and research endeavors
- Serves as a doctoral dissertation committee chair and member
- Mentors undergraduate, graduate and post-doctoral students
- Engages in activities to maintain and increase teaching effectiveness
- Obtains external funding for educational projects
- Publishes in scholarly journals related to innovative teaching strategies
- Publishes scholarly works (e.g., book chapters) related to teaching

Scholarship and Research

Has established a nationally/internationally recognized scholarly program of research demonstrated by multiple years of sustained, peer-reviewed extramurally funded research and scholarly publication. This must include 1) serving as a principal or multiple principal investigator on substantial federally funded awards or equivalent competitive funding sources and 2) meeting the recommended minimum average (across years) of 2 publications per year, of which 1 to 2 per year should be data-driven in peer-reviewed journals as first or senior author. Recognized as an expert by external colleagues for sustained efforts in a focused area of inquiry. Publishes scholarly articles, book chapters and/or books. In addition, full professors mentor early career colleagues and students in all scholarship activities. The individual has achieved a depth and breadth in their program of research that was not evident at the Associate Professor level.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Publishes scholarly articles in peer-reviewed journals as first author or as senior (last) author, preferably in highly regarded journals in their field
- Publishes co-authored articles in peer-reviewed journals
- Presents research papers at local, state, national and/or international conferences
- Invited speaker/presenter at local, state, national and/or international conferences and scientific meetings
- Awards from national and international organizations for research and scholarship program, requests for content expert co-investigator, reviews, seminars, presentations, keynote addresses, and awards from peer universities
- Demonstrates documented changes in research methodology, standards of best practice, and policy resulting from their research findings
- Publishes data-driven research in other scholarly works (e.g., books, book chapters)
- Demonstrates impact in their field as indicated by citations or impact indices (e.g., H-index, I10-index).

Service

Provides sustained leadership through appointed and voluntary activities that contribute to the college, university, community, and profession.

Examples of ways to meet the criteria may include (and are not limited to) the following:

- Serves as a member or chair of college and university committees
- Serves in leadership positions as an officer or committee chair in a professional organization at the local, state, national and/or international level
- Serves as a collaborator, advisor, or peer reviewer to local/state/ national and/or international agencies or organizations
- Participates in community service, policy and practice
- Develops resources to increase the knowledge and skills of members of their profession
- Provides leadership in program/college/university activities that contribute toward college and university goals
- Serves as editorial board member for peer reviewed journals
- Serves as federal, national or international research review grant review panel member
- Serves as an invited contributor to federal or professional expert panels
- Recognized as a fellow (or equivalent status) by their professional organization (e.g., FAAN, FSBM)