

**DUSON
TRACK I APT Criteria**

The role of the faculty member in DUSON's Track I, a tenure earning track, is to contribute to the school's mission by advancing the science of nursing through research as an independent investigator, as evidenced by a program of research, scholarly publications, and extramural research funding. Advancement in Track I is determined by progressive significance and impact of the scholar's research, which receives national or international recognition. Significance refers to the importance or consequence of one's work. The impact of scholarship involves the academic, societal, and economical value on the larger world. Impact is defined as scholarly work that is of exceptional quality and influences clinical care, community and public health, the education of learners, policy, and other domains.

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 at each rank are listed below. These examples are illustrative only, a subset of these examples is necessary to document significance and impact, and other examples may be used.

	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR WITHOUT TENURE	ASSOCIATE PROFESSOR WITH TENURE	PROFESSOR WITH TENURE
	Candidates for the rank of Assistant Professor in Track I have an earned doctoral degree and are beginning investigators who have demonstrated creativity and promise in their early program of research, have expertise in a substantive or methodological area, and have peer reviewed publications.	Candidates for the rank of Associate Professor without Tenure in Track I have demonstrated excellence in a program of research, have received regional recognition for the significance and impact of their work, and demonstrate a sustained pattern of peer reviewed and research based publications.	Candidates for the rank of Associate Professor with Tenure in Track I have demonstrated excellence in a program of research, have received national recognition for the significance and impact of their work, and demonstrate a sustained pattern of peer reviewed and research based publications.	Candidates for the rank of Professor with Tenure in Track I are senior investigators who have a sustained record of excellence in a program of research, have received national/international recognition for the significance and impact of their work, and demonstrate a sustained pattern of peer reviewed and research based publications.
Research^a	These faculty demonstrate: <ul style="list-style-type: none"> potential excellence, significance and impact in research 	In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate: <ul style="list-style-type: none"> excellence in research, which is recognized regionally evidence of a developing a pattern of research funding linked with dissemination through publications 	In addition to meeting the criteria for the rank of Associate Professor without Tenure, these faculty demonstrate a sustained pattern of: <ul style="list-style-type: none"> excellence in research, which is recognized nationally research funding linked with dissemination through publications 	In addition to meeting the criteria for the rank of Associate Professor with Tenure, these faculty demonstrate a sustained record of: <ul style="list-style-type: none"> excellence in research, which is recognized nationally and/or internationally established leadership in research recognized nationally and/or internationally

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<p>Research (cont.)</p>	<p>Examples:</p> <ul style="list-style-type: none"> • Focused area of independent research that has the promise for obtaining future extramural research funding • Conducts own pilot research project(s) • Has 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; usually a minimum of 3 peer reviewed research based publications. • Presents research papers/posters at local, state and/or regional conferences 	<p>Examples:</p> <ul style="list-style-type: none"> • Serves or has served as principal investigator on at least one extramurally funded research project, equivalent to a career development award or R03 • Peer reviewed research-based publications include but are not limited to: databased, methodological, research protocols, theoretical. • Serves or has served as co-investigator, participating investigator, or consultant on research projects of other faculty • Regularly publishes research and databased articles in focused field of research in peer-reviewed journals, including top-tiered nursing research, nursing specialty, and interdisciplinary journals; usually a minimum of 15 peer reviewed, research based publications of which there should be a sustained pattern of first or senior author. • Receives local/regional award(s) for outstanding research, publication(s), or invited lectures 	<p>Examples:</p> <ul style="list-style-type: none"> • Serves or has served as principal investigator on one or more significant (R01 equivalent) extramurally funded research project • Strong record of collaboration in research with colleagues • 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 interprofessional journals; usually a minimum of 25 peer reviewed research-based publications of which there should be a sustained pattern of first or senior author • Invited to present research at national conferences • 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 • For an individual involved in team science, there is a clear pattern of leadership • Elected as Fellow in professional societies (e.g., American Academy of Nursing) 	<p>Examples:</p> <ul style="list-style-type: none"> • Has sustained record of success in extramurally funded research • Leads and mentors extramurally funded research team • Sustained 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; usually a minimum of 50 peer reviewed research-based pubs of which there should be a sustained pattern of first or senior author. • Principal author of scholarly works of exceptional quality that are frequently cited and recognized as major contributions in the field • Invited to present keynote or featured presentations at national/international conferences • Leadership in research includes: consultant on grants, study section member, visiting professorship • Research impacts national/international health practice, education, or policy • Writes Center grants to develop student and faculty research
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^a Faculty may submit for consideration alternative or non-traditional forms of scholarship if they are able to show evidence of impact. The onus is on faculty to provide evidence of impact in the Intellectual Statement. Examples of non-traditional scholarship: (1) Intellectual Property: patent applications; copyrights (including software); trademarks; tangible property (e.g., devices); invention disclosures; novel data products, processes, and procedures; installation of creative works; commissioned works; entity creations (e.g., startup organizations); (2) Novel Statistical Methods: new statistical methods, novel application of existing statistical methods; (3) Artificial Intelligence: incorporation into electronic health records, translation into clinical care or public health; and (4) Others with impact.

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Teaching	<p>Assistant Professor: These faculty are beginning educators, and demonstrate:</p> <ul style="list-style-type: none"> potential excellence in teaching 	<p>Associate Professor without Tenure: In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:</p> <ul style="list-style-type: none"> excellence in teaching 	<p>Associate Professor with Tenure: In addition to meeting the criteria for the rank of Associate Professor without Tenure, these faculty demonstrate:</p> <ul style="list-style-type: none"> excellence in teaching, and leadership in education 	<p>Professor with Tenure: In addition to meeting the criteria for the rank of Associate Professor with Tenure, these faculty demonstrate:</p> <ul style="list-style-type: none"> a sustained record of excellence in teaching, and established leadership in education
	<p>Examples:</p> <ul style="list-style-type: none"> Develops course materials that reflect state of the science, current research findings and application of evidence to practice Demonstrates effective classroom and online/distance education, as evidenced by student evaluations or peer evaluations Uses feedback from student and peer evaluations to refine courses, teaching strategies, and/or evaluation methods Presents innovations in teaching techniques at local conferences 	<p>Examples:</p> <ul style="list-style-type: none"> Active in program curriculum development and review Develops and actively promotes new learning opportunities and clinical sites for students Involves students in research/scholarly activity or publication Serves on student scholarly committees such as directed research, DNP projects, or dissertation Mentors students in meeting professional goals; evidence of impact on the professional careers of former students Publishes articles in peer-reviewed or non-refereed journals or books in area of educational expertise (e.g., innovative teaching techniques, course development, program evaluation, etc.) Presents innovations in teaching techniques at local or regional conferences in nursing education Serves as teaching or curriculum consultant in the local or regional area 	<p>Examples:</p> <ul style="list-style-type: none"> Develops, implements, and evaluates innovative teaching techniques that promote critical thinking and independent approaches to student learning Demonstrates internal leadership (DUSON) in planning, implementing, evaluating, reviewing, and revising curricula Chairs student scholarly project committees such as directed research, DNP projects, or dissertation Mentors doctoral students to compete for extramural funding Participates in preparing or leading training grants Participates in interdisciplinary educational/training programs within Duke Health or Duke University, and/or locally oriented service-education partnerships, outreach programs, or collaborative projects involving external agencies Serves as accreditation evaluator or visitor Recognized by DUSON, professional organizations or other groups for excellence and leadership in teaching Sustained record of effective teaching Editor or co-editor of book(s) in area of expertise or as editor of special topic in nursing or interdisciplinary journal 	<p>Examples:</p> <ul style="list-style-type: none"> Leads major initiative(s) within DUSON to plan, develop, implement, and evaluate new academic programs/curricula or major program/curricular revision Provides leadership in developing and evaluating interdisciplinary educational programs featuring collaboration of DUSON with Duke Health or Duke University Provides leadership in developing and securing funding for educational/training programs within national or international service-education partnerships, outreach programs, or collaborative projects involving external agencies Mentors postdoctoral fellows and junior faculty members to receive extramural funding Serves on training grant review panels Writes T32 grants to develop students and faculty Record of scholarly publication in peer-reviewed journals and/or books in area of teaching or substantive expertise; authors, co-authors, edits, or co-edits monographs, books, or professional reports in the field of education Invited to present in area of expertise at national or international meetings or conferences Receives award(s) for teaching and/or mentoring Invited to serve as visiting professor or educational or curriculum consultant to national or international organizations or educational institutions Participates in task forces/committees producing monographs, books, or professional reports

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				<p>related to teaching or in the field of nursing education</p> <ul style="list-style-type: none">• Recognized by professional organizations for leadership in educational endeavors.• Contributions to teaching are being adopted or are affecting teaching programs at other institutions• Authors or edits book(s) and/or reports in area of expertise
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<p style="text-align: center;">Service</p> <p>Service to DUSON, Duke Health, and Duke University</p>	<p><u>Assistant Professor:</u> These faculty demonstrate beginning involvement in service, and demonstrate:</p> <ul style="list-style-type: none"> • potential for excellence in service 	<p><u>Associate Professor without Tenure:</u> In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:</p> <ul style="list-style-type: none"> • excellence in service 	<p><u>Associate Professor with Tenure:</u> In addition to meeting the criteria for the rank of Associate Professor without Tenure, these faculty demonstrate:</p> <ul style="list-style-type: none"> • excellence in service, and • leadership in service 	<p><u>Professor with Tenure:</u> In addition to meeting the criteria for the rank of Associate Professor with Tenure, these faculty demonstrate:</p> <ul style="list-style-type: none"> • a sustained record of excellence in service, and • established leadership in service
<p>Service to the Profession</p> <p>Service to the Community</p>	<p>Examples:</p> <ul style="list-style-type: none"> • Serves as member of school, association, agency, committee or task force on a local level • Reviews abstracts for local meetings or conferences 	<p>Examples:</p> <ul style="list-style-type: none"> • Shows consistent pattern of contributions to DUSON that increase over time in both quality and scope • Provides leadership on DUSON committees or activities and/or participates in joint planning groups between programs within DUSON • Serves as a member of a Duke Health or Duke University committee or task force • Serves as member, officer, chair, or director of local or state associations, agency, task force committee(s) • Reviews submissions to research or professional journal(s) • Reviews extramural small-grant proposals for funding • Organizes local and state conferences or workshops • Participates in local, state, or regional health care or education-focused initiatives, programs, services, policy committees; may take leadership role at the local, state or regional level • Consults for local institutions, organizations or media • Publishes service-themed articles that describe innovative contributions to the profession and/or community • Presents on service contributions at local or state conferences or meetings 	<p>Examples:</p> <ul style="list-style-type: none"> • Chairs DUSON committees or task forces • Participates in joint planning groups (DUSON with Duke Health or Duke University departments, divisions, or schools) • Serves as member, officer, chair, or director of regional association, agency, task force committee(s) • Serves as editorial board member or section editor for research or professional journal(s) • Reviews extramural grant proposals for funding; ad hoc reviewer at NIH or other national group • Organizes regional conferences or workshops • Leads regional initiatives, programs, services, and policy committees • Consults for regional institutions, organizations or media • 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 • Engages in service contributions that have significant effects on policies or programs of organizations served 	<p>Examples:</p> <ul style="list-style-type: none"> • Assumes key leadership positions within DUSON, Duke Health, and/or Duke University • Spearheads major initiatives within DUSON, Duke Health, and/or Duke University • Elected or appointed to leadership positions in national or international scientific organizations or professional societies • 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) • 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 • 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

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<p style="text-align: center;">Practice (Clinical) (Optional Area)</p>	<p>Assistant Professor: If involved in clinical practice, these faculty are beginning their involvement, and demonstrate:</p> <ul style="list-style-type: none"> • potential excellence in clinical practice 	<p>Associate Professor without Tenure: If involved in clinical practice, these faculty, in addition to meeting the criteria for the rank of Assistant Professor, demonstrate:</p> <ul style="list-style-type: none"> • excellence in clinical practice 	<p>Associate Professor with Tenure: If involved in clinical practice, these faculty, in addition to meeting the criteria for the rank of Associate Professor without Tenure, demonstrate:</p> <ul style="list-style-type: none"> • excellence in clinical practice, and • leadership in professional practice 	<p>Professor with Tenure: If involved in clinical practice, these faculty, in addition to meeting the criteria for the rank of Associate Professor with Tenure, demonstrate:</p> <ul style="list-style-type: none"> • a sustained record of excellence in clinical practice, and • established leadership in advancing professional practice
	<p>Examples: Practice Activities</p> <ul style="list-style-type: none"> • Certified in specialty • Practice in specialty • Engages in evidence-based practice and uses research findings to improve practice 	<p>Examples:</p> <ul style="list-style-type: none"> • Participates in constructing or reviewing questions for certification exams in specialty • Develops and implements innovative nursing/health care models for practice (or in area of expertise) • Participates in efforts that use research findings to improve practice • Participates in evaluation activities • Regularly translates research into recommendations for improvement of practice • Provides clinical supervision for students from nursing and other healthcare professions • Publishes clinical innovations or findings in peer-reviewed journals • Presents clinical innovations or findings at local conferences • Engages in advocacy and/or provides expert testimony at local level • Contributes to development of practice guidelines in specialty • Serves as a local consultant in area of specialty • Receives local awards for practice activities 	<p>Examples:</p> <ul style="list-style-type: none"> • Leads in developing, implementing, and evaluating innovative nursing/health care models for practice (or in area of expertise) • Collaborates in planning, obtaining funding for, and conducting evaluation activities • Provides leadership in translating research findings into practice • Presents clinical innovations/findings at regional meetings • Advocates and provides /expert testimony at regional level • Evaluates regional practice guidelines or certification requirements in the specialty area • Serves as a regional consultant in area of specialty • Receives regional awards for practice activities 	<p>Examples:</p> <ul style="list-style-type: none"> • Serves on committees/task forces that review and evaluate national certification and credentialing policy for specialty • Initiates practice activities that lead to creation/development of new systems for improved health care delivery • Develops proposals for national/international collaboration and innovative health care models for practice (or in area of expertise) • Mentors colleagues in translating research findings into the practice arena and evaluating effectiveness of translation • Invited to present on practice and policy innovations at national/international conferences • Provides national/international advocacy and expert testimony • Appointed to national/international nursing or interdisciplinary task forces, or committees charged with determining best practices or policy in area of specialty • Receives national/international awards for practice activities