

DUSON
TRACK III APT Criteria

The role of the faculty member in DUSON's Track III, a non tenure earning track, is to contribute to the school's research mission in one of two ways, as an independent investigator or as a methodological consultant/ collaborator on other DUSON faculty research programs as evidenced by either an independent program of research or methodological expertise, extramural or intramural research funding, or scholarly publications on data-based research and research methods. Advancement in Track III is determined by progressive significance and impact of the faculty member's program of research or methodological area, 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, a subset of these examples is necessary to document significance and impact, and other examples may be used.

DUSON	ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		PROFESSOR	
	Candidates for the rank of Assistant Professor in Track III usually have a doctoral degree, and are beginning investigators who have expertise in a substantive research or methodological area, and have demonstrated creativity and promise in their early research.		Candidates for the rank of Associate Professor in Track III have a doctoral degree in a research-related field, and have demonstrated excellence in research or methodological expertise. They have received local or regional recognition, and are developing national recognition for the significance and impact of their work.		Candidates for the rank of Professor in Track III are senior investigators or methodologists with a sustained record of excellence in their program of research or methodological expertise, who have attained national and international recognition for the significance and impact of their work.	
Research	These faculty demonstrate: ● potential excellence and potential significance and impact of their work.		In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate: ● excellence in research or methodological area ● and leadership in research or methodological area		In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate: ● a sustained record of excellence in research or methodological area ● and established leadership in research or methodological area	
	Methodological Consultant / Collaborator	Independent Investigator	Methodological Consultant / Collaborator	Independent Investigator	Methodological Consultant / Collaborator	Independent Investigator
	Examples: <ul style="list-style-type: none"> • Focused area of methodological expertise that has promise for obtaining future extramural support. • Potential to provide consultation to faculty, students or nursing staff based on expertise in a defined area of research design, measurement or statistics. • Potential to participate in developing intramural or extramural research funding applications. • Co-author of peer-reviewed research-related publications. • Co-author of non-refereed articles/chapters in journals, books, reports, monographs, etc. • Participates in local or regional research presentations or workshop sessions on research design, measurement or statistics. 	Examples: <ul style="list-style-type: none"> • Focused area of research that has promise for obtaining future extramural support • Potential to provide consultation to faculty, students, or nursing staff based on expertise in a defined area of research. • Potential to participate in developing intramural or extramural research funding applications. • Co-authors or first author of peer-reviewed research-related publications, books, reports, monographs, etc. • Participates in local or regional research presentations or workshop sessions on own research. 	Examples: <ul style="list-style-type: none"> • Collaborates in developing and writing intramural and extramural research funding applications • Mentors junior faculty, students or nursing staff in a defined methodological area, e.g., research design, measurement or statistics. • Co-investigator on funded studies • Regularly publishes peer-reviewed data-based papers as co-author and first author. • Participates in local, regional, and national research presentations or workshop sessions on design, measurement or statistics. • Collaborates in developing School-sponsored, local and regional research presentations or workshop sessions. • Serves as methodological reviewer for internal or external research funding applications. • Receives local/regional recognition as a methodologist through awards, invited papers, lectures. 	Examples: <ul style="list-style-type: none"> • Develops and submits intramural and extramural research funding applications to support a defined program of research. • Mentors junior faculty, students or nursing staff in a defined program of research or a methodological area. • Serves as principal investigator on funded studies. • Regularly publishes peer-reviewed data-based papers as first author and co-author. • Participates in local, regional, and national research presentations/workshop sessions. • Collaborates in developing School-sponsored, local, and regional research presentations or workshop sessions. • Serves as science reviewer for internal or external research funding applications. • Receives local/regional recognition as a scientist through awards, invited papers, lectures. 	Examples: <ul style="list-style-type: none"> • Collaborates with faculty to obtain extramural funding for multiple studies; may possibly obtain extramural funding as principal investigator for methodological investigation. • Mentors junior and senior faculty as well as students and nursing staff in the area of methodological expertise. • Sustained record of publication as co-author or first author on peer-reviewed research articles, some of which are in top-ranked nursing research journals and interdisciplinary journals; serves as first and/or senior author on methodological articles. • Collaborates in extramurally funded research with findings that have significant application to basic science, practice, and/or policy. • Receives national recognition as a methodologist through awards, invited papers, lectures. 	Examples: <ul style="list-style-type: none"> • Obtains extramural funding as principal investigator for multiple studies which support a defined program of research. • Mentors junior and senior faculty as well as students in scholarship and research endeavors. • Sustained record of publication as first or senior author and coauthor on peer-reviewed research articles, some of which are in top-ranked nursing research journals and interdisciplinary journals. • Leads an ongoing program of extramurally funded research with findings that have significant application to basic science, practice, and/or policy • Receives national or international recognition as a scientist through awards, invited papers, lectures.

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Teaching	<p><u>Assistant Professor</u> These faculty are beginning educators and demonstrate:</p> <ul style="list-style-type: none"> ● potential excellence in teaching 	<p><u>Associate Professor</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 teaching ● and leadership in education 	<p><u>Professor</u> In addition to meeting the criteria for the rank of Associate Professor, 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 curriculum/program review ● Excellent in classroom and/or online and distance education, as evidenced by student evaluations or peer evaluations ● Member or co-chair for Master's theses and research projects and for doctoral student capstone and dissertation research projects ● Involves students in research, scholarly activity, and publication ● Effectively mentors graduate students and junior faculty in research design (if independent investigator), or in methodology / measurement / statistics (if methodological consultant or collaborator) ● Participates in interdisciplinary educational/ training programs within Duke Medicine or the University, and/or locally oriented service-education collaborations, educational outreach programs, or collaborative educational projects involving external agencies ● Publishes contributions (such as articles in peer-reviewed or non-refereed journals, books, chapters, tapes, or computer materials) that support education in research or methodological specialty ● Delivers presentations on research and education at regional or national meetings ● Receives local or regional recognition or awards for effectiveness in educating students, postdocs, and junior faculty in research design (if independent investigator) or in methodology / measurement / statistics (if methodological consultant or collaborator) 	<p>Examples:</p> <ul style="list-style-type: none"> ● Synthesizes current research across disciplines in teaching ● Outstanding in classroom and/or online and distance education, as evidenced by student evaluations or peer evaluations ● Chair for Master's theses and research projects and for doctoral student capstone and dissertation research projects (Independent investigator role only) ● Takes leadership role in School's educational programs ● Regularly involves students in research, scholarly activity, and publication. ● Recruits students via reputation for research and scholarship ● Effectively mentors graduate students, postdoctoral fellows, and colleagues in research and research design (if independent investigator), or in methodology / measurement / statistics (if methodological consultant or collaborator) ● Receives regional or national recognition or awards for effectiveness in educating students, postdocs, or junior faculty in research design (if independent investigator) or in methodology / measurement / statistics (if methodological consultant or collaborator) ● Recognized by professional organizations for leadership in the education of researchers ● Evidence of impact on the professional careers of former students and colleagues

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<p style="text-align: center;">Service</p> <p>Service to DUSON, Duke Medicine, and Duke University</p>	<p><u>Assistant Professor</u> These faculty are at a beginning level of involvement in service, and demonstrate:</p> <ul style="list-style-type: none"> ● potential excellence in service 	<p><u>Associate Professor</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 ● and leadership in service 	<p><u>Professor</u> In addition to meeting the criteria for the rank of Associate Professor, 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 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 Medicine or Duke University committee or task force • Serves as a member, officer, chair, or director of local, state or regional associations, agencies, committees, task forces or review groups • Reviews conference papers, posters or submissions to research or professional journal(s) • Reviews extramural small-grant proposals for funding • Organizes local, state or regional 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 • Advocates for or testifies on issues at the local, state or regional level • Consults for local, state or regional institutions, organizations or media • Publishes service-themed articles that describe innovative contributions to the profession and/or community • Presents on service contributions at local, state or regional 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 Medicine, and/or Duke University • Spearheads major initiatives within DUSON, Duke Medicine, 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 research or professional 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 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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Practice (Clinical or Administrative) (Optional Area)	<u>Assistant Professor</u> If involved in clinical or administrative practice, these faculty show a beginning level of involvement, and demonstrate: <ul style="list-style-type: none"> ● potential excellence in professional practice as a clinician or administrator 	<u>Associate Professor</u> If involved in clinical or administrative practice, these faculty, in addition to meeting the criteria for the rank of Assistant Professor, demonstrate: <ul style="list-style-type: none"> ● excellence in professional practice as a clinician or administrator ● and leadership in professional practice 	<u>Professor</u> If involved in clinical or administrative practice, these faculty, in addition to meeting the criteria for the rank of Associate Professor, demonstrate: <ul style="list-style-type: none"> ● a sustained record of excellence in advancing professional practice as a clinician or administrator ● and established leadership in advancing professional practice
	Examples: <ul style="list-style-type: none"> • Certified in specialty • Practice in specialty • Engages in evidence-based practice and uses research findings to improve practice 	Examples: <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 • Publishes clinical innovations or findings in peer-reviewed journals • Presents clinical innovations or findings at local/regional conferences • Engages in advocacy and/or provides expert testimony at local/regional level • Contributes to development of practice guidelines in specialty • Serves as a local/regional consultant in area of specialty • Receives local/regional awards for practice activities 	Examples: <ul style="list-style-type: none"> • Serves on committees/task forces that review and evaluate 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 or 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 • Significant role in academic administration • Invited to present on practice and policy innovations at national and international conferences • National/international advocacy and expert testimony • Appointed to national 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