

**DUSON**  
**TRACK II APT Criteria**

The role of the faculty member in DUSON's Track II, a non tenure earning practice/clinical track, is to contribute to the school's mission through scholarly practice as a clinician, administrator or educator, as evidenced by dissemination of practice innovations in scholarly venues and leadership that transforms and improves practice. Advancement in Track II is determined by progressive significance and impact of the faculty member's scholarly practice, 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.

	<b>ASSISTANT PROFESSOR</b>	<b>ASSOCIATE PROFESSOR</b>	<b>PROFESSOR</b>
	Candidates for the rank of Assistant Professor in Track II usually hold an earned doctoral degree, are beginning a career in scholarly practice and teaching, and demonstrate promise for excellence in these areas.	Candidates for the rank of Associate Professor in Track II hold an earned doctoral degree, have demonstrated excellence in scholarly practice, and have received local or regional recognition for the significance and impact of their contributions.	Candidates for the rank of Professor in Track II have a sustained record of excellence in scholarly practice, and have received national or international recognition for the significance and impact of their contributions.
<b>Scholarly Practice</b>	<p>These faculty are beginning their involvement in scholarly practice and demonstrate:</p> <ul style="list-style-type: none"> <li>● potential for excellence in scholarly practice</li> </ul>	<p>These faculty, in addition to meeting the criteria for the rank of Assistant Professor, demonstrate:</p> <ul style="list-style-type: none"> <li>• excellence in scholarly practice and</li> <li>• leadership in practice</li> </ul>	<p>These faculty, in addition to meeting the criteria for the rank of Associate Professor, demonstrate:</p> <ul style="list-style-type: none"> <li>● a sustained record of excellence in scholarly practice and</li> <li>● an established history of leadership in practice</li> </ul>
	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Achieves certification in area of scholarly practice</li> <li>• Provides professional services to patients/families/communities or organizations</li> <li>• Participates in implementing practice innovations and guidelines</li> <li>• Engages in evidence-based practice and uses research findings to improve practice</li> <li>• Authors or co-authors practice innovations or findings in peer-reviewed journals or in magazines, professional newsletters or other non-refereed publications</li> <li>• Presents practice innovations or findings at local conferences</li> </ul>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Provides excellent professional service to patients/families/communities or organizations</li> <li>• Participates in developing and evaluating practice innovations to improve health or advance excellence in nursing education</li> <li>• Engages in advocacy and policy formulation efforts related to practice</li> <li>• Contributes to the development of practice guidelines or standards</li> <li>• Serves as a consultant in area of scholarly practice</li> <li>• Regularly translates research into recommendations for improvement of practice</li> <li>• Participates in the development of grants and contracts focused on achieving excellence in practice</li> <li>• Regularly authors or co-authors scholarly articles, monographs, books, media or other works in peer-reviewed publications</li> </ul> <p>Contributions to practice scholarship are acknowledged through citation in the works of others</p>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Provides outstanding professional service to patients/families/communities or organizations</li> <li>• Leads the development/implementation/evaluation of practice innovations</li> <li>• Uses expertise to shape policy, advance quality improvement initiatives, or plan/direct practice innovations at the national/international level</li> <li>• Sustained record of publications that have influenced substantive changes in practice</li> <li>• Provides leadership at the national/international level that advance excellence in practice</li> <li>• Invited to present on practice and policy issues at national/ international conferences</li> <li>• Significant record of funded activities that advance practice</li> <li>• Receives national/international awards for contributions to practice</li> </ul>

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<b>Teaching</b>	<p><b><u>Assistant Professor</u></b> These faculty are beginning teachers who demonstrate:</p> <ul style="list-style-type: none"> <li>● potential for excellence in teaching</li> </ul>	<p><b><u>Associate Professor</u></b> In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:</p> <ul style="list-style-type: none"> <li>● excellence in teaching and</li> <li>● leadership in education</li> </ul>	<p><b><u>Professor</u></b> In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:</p> <ul style="list-style-type: none"> <li>● a sustained record of excellence in teaching and</li> <li>● and established leadership in education</li> </ul>
	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Develops course materials that reflect state of the science, current research findings, and application of evidence to practice</li> <li>• Demonstrates effective classroom and online/distance education, as evidenced by student evaluations or peer evaluations</li> <li>• Uses feedback from student and peer evaluations to refine courses, teaching strategies, and/or evaluation methods</li> <li>• Presents innovations in teaching techniques at local conferences</li> </ul>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Develops, implements and evaluates innovative teaching techniques that promote critical thinking and independent approaches to student learning</li> <li>• Develops and actively promotes new learning opportunities and clinical sites for students</li> <li>• Involves students in research/scholarly activities or publications</li> <li>• Serves on or chairs student scholarly project committees such as thesis, directed research, capstone or dissertation</li> <li>• Mentors students and colleagues in meeting their professional goals; evidence of impact on the professional careers of former students</li> <li>• Participates in preparing or leading training grants</li> <li>• Demonstrates internal leadership (DUSON) in planning, implementing, evaluating and revising curricula</li> <li>• Participates in interdisciplinary educational/training programs within Duke Medicine, Duke University, and/or local or regional service-education partnerships, outreach programs, or collaborative projects involving external agencies</li> <li>• Publishes article(s) in peer-reviewed or non-refereed journals or books in area of educational expertise (e.g., innovative teaching techniques, etc.)</li> <li>• Serves as an accreditation program evaluator or visitor</li> <li>• Serves as a teaching or curriculum consultant in the local/regional area</li> <li>• Presents teaching scholarship or innovations in teaching techniques at local or regional conferences in nursing education</li> <li>• Recognized by DUSON or other groups for excellence and leadership in teaching</li> <li>• Sustained record of effective teaching.</li> </ul>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Leads major initiative(s) within DUSON to plan, develop, implement and evaluate new academic programs/curricula or major revisions of existing programs/curricula</li> <li>• Provides leadership in developing and evaluating interdisciplinary educational programs featuring collaboration of DUSON with Duke Medicine or Duke University</li> <li>• 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</li> <li>• Mentors colleagues in writing training grants</li> <li>• Serves on training grant review panels</li> <li>• 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</li> <li>• Invited to present in area of expertise at national or international meetings or conferences</li> <li>• Receives awards for teaching and/or mentoring</li> <li>• Invited to serve as a visiting professor, educational or curriculum consultant to national or international organizations or educational institutions.</li> <li>• Participates in task forces/committees that produce monographs, books or professional reports related to teaching or in the field of nursing education</li> <li>• Recognized by professional organizations for leadership in educational endeavors.</li> <li>• Contributions to teaching are being adopted or are affecting teaching programs at other institutions</li> </ul>

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Service	<u>Assistant Professor</u> These faculty are beginning their service contributions and demonstrate: <ul style="list-style-type: none"> <li>● potential for excellence in service</li> </ul>	<u>Associate Professor</u> In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate: <ul style="list-style-type: none"> <li>● excellence in service and</li> <li>● potential for leadership in service</li> </ul>	<u>Professor</u> In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate: <ul style="list-style-type: none"> <li>● a sustained record of excellence in service and</li> <li>● and established leadership in service</li> </ul>
	<b>Examples:</b> <ul style="list-style-type: none"> <li>• Serves as member of school, association, agency, committee or task force on a local level</li> <li>• Reviews abstracts for local conferences or meetings</li> </ul>	<b>Examples:</b> <ul style="list-style-type: none"> <li>• Shows consistent pattern of contributions to DUSON that increase over time in both quality and scope</li> <li>• Provides leadership on DUSON committees or activities and/or participates in joint planning groups between programs within DUSON</li> <li>• Serves as member of a Duke Medicine or Duke University committee or task force</li> <li>• Serves as member, officer, chair, director of local, state or regional associations, agencies, committees, task forces or review groups</li> <li>• Reviews conference papers, posters, book chapters, or submissions to professional journals</li> <li>• Organizes local, state, or regional conferences or workshops</li> <li>• 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</li> <li>• Advocates for or testifies on issues at the local, state or regional level</li> <li>• Consults for local, state or regional institutions, organizations or media</li> <li>• Publishes service-themed articles that describe innovate contributions to the profession and/or community.</li> <li>• Presents on service contributions at local, state or regional conferences or meetings</li> <li>• Engages in service contributions that have significant effects on policies/programs of organizations served</li> </ul>	<b>Examples:</b> <ul style="list-style-type: none"> <li>• Assumes key leadership positions within DUSON, Duke Medicine, and/or Duke University</li> <li>• Spearheads major initiatives within DUSON, Duke Medicine, and/or Duke University</li> <li>• Elected or appointed to leadership positions in national or international organizations or professional societies</li> <li>• Serves as editor or chair of editorial board for professional journal(s)</li> <li>• Sustained record of reviewing articles for professional journals</li> <li>• Participates in organizing national or international conferences or workshops</li> <li>• Takes leadership role in national or international initiatives, programs, services, policy committees that are concerned with professional issues</li> <li>• Advocates for or testifies on national or international policy issues that affect health care or education</li> <li>• Consults for national or international institutions, organizations or media</li> <li>• Presents on service contributions at national or international conferences or meetings</li> <li>• Service activities have led to improved health care delivery or education, or significant impact on health at national or international level</li> </ul>

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<b>Research (Optional)</b>	<p><b><u>Assistant Professor</u></b> These faculty demonstrate:  <ul style="list-style-type: none"> <li>● potential for significance contributions to research in one's area of practice</li> </ul> </p>	<p><b><u>Associate Professor</u></b> In addition to meeting the criteria for the rank of Assistant Professor, these faculty demonstrate:  <ul style="list-style-type: none"> <li>● excellence in contributions to research in area of practice, and</li> <li>● potential for leadership in research in one's area of practice</li> </ul> </p>	<p><b><u>Professor</u></b> In addition to meeting the criteria for the rank of Associate Professor, these faculty demonstrate:  <ul style="list-style-type: none"> <li>● a sustained record of excellence in contributions to research in one's area of practice, and</li> <li>● an established history of leadership in research in one's area of practice</li> </ul> </p>
	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>● Conducts small or pilot research studies in practice area</li> <li>● Receives small or pilot intra-mural grant funding for research in practice area</li> <li>● Co-authors peer-reviewed practice-focused research articles</li> <li>● Authors or co-authors articles on the evaluation of EBP in area of practice</li> <li>● Presents research papers/posters at local conferences</li> <li>● Receives local recognition for research contributions in area of practice</li> </ul>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>● Participates in developing intramural or extramural research funding proposals in area of practice</li> <li>● Participates in interprofessional research teams at Duke</li> <li>● Adds independent research questions to larger interdisciplinary studies</li> <li>● Receives small extra-mural funding as PI or Co-PI for peer-reviewed research in area of practice</li> <li>● Mentors students in research in area of practice</li> <li>● Authors or co-authors state of the science or meta-analysis papers in area of practice</li> <li>● Authors or co-authors scholarly articles (in refereed or non-refereed journals) or book chapters about research in area of practice</li> <li>● Presents research papers/posters at local/regional meetings</li> <li>● Serves as a grant reviewer for professional organizations</li> <li>● Reviews research articles in area of practice for professional journals</li> <li>● Engages in research that has a local/regional impact in area of practice</li> </ul>	<p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>● Receives significant extra-mural funding as a PI for research in area of practice</li> <li>● Participates in multi-site research teams in area of practice</li> <li>● Mentors junior faculty or clinicians in research in area of practice</li> <li>● Authors or co-authors research-focused articles in peer-reviewed journals, widely-disseminated non-refereed journals, or relevant books</li> <li>● Sustained publication record of research or research application in area of practice in peer-reviewed journals</li> <li>● Presents research papers/posters at national/international conferences</li> <li>● Receives national/international recognition (e.g., awards, invited papers/lectures) of research contributions in area of practice</li> <li>● Reviews grants for federal agencies/foundations in area of practice</li> <li>● Serves as the editor of a peer-reviewed research-focused journal in area of practice</li> <li>● Conducts research in area of practice that has a national/international impact</li> </ul>