

University of Central Arkansas
School of Nursing
Graduate Faculty Status Criteria

Faculty recommended for graduate faculty status must provide evidence of teaching effectiveness, scholarship, and service. In accordance with the UCA guidelines for Graduate Faculty Appointments (refer to guidelines from 08/2025), faculty will be eligible for status as Graduate Faculty, Associate Graduate Faculty, or Affiliated Graduate Faculty. Initial appointment will be for a 3-year term; reappointment will be for either 3 or 8-year terms.

Full Graduate Faculty Status

A. Initial Membership - a 3-year term based on meeting the following criteria.

1. Recommendation by the Assistant Director of Graduate Programs, School of Nursing Director, and the College Dean.
2. A Doctorate in Nursing (or doctorate in a related field with master's in nursing)

B. Continued Membership- a 3- or 8-year renewal term based on meeting the following criteria in each area during the previous term.

Evidence of Teaching Effectiveness: Faculty must contribute to the graduate level degree program of this department through successful teaching practice. Evidence of successful teaching at the graduate level can be demonstrated by at least one of the following for a three-year term or at least 2 of the following for an 8-year term.

1. Specialist certification as verification of advanced knowledge (e.g., Nurse Practitioner, Clinical Nurse Leader, Nurse Educator, Nursing Informatics, etc.)
2. Instructor/course evaluations consistent with college and university averages for previous three years (undergraduate if the teacher has not taught graduate courses previously).
3. Evidence of course/curricular development based on sound pedagogy and professional standards.
4. Development of educational experiences that emphasize evidence-based practice.
5. Successful application of innovative teaching methods (including technology, concept mapping, simulation, service learning, etc.).
6. Other

Evidence of Scholarship: Faculty must be involved in scholarship. Consistent with the American Association of Colleges of Nursing (2017) scholarship position statement. (www.accn.nche.edu/Publications/positions/scholar.htm) the UCA School of Nursing recognizes the scholarship of discovery, teaching, application or practice. Scholarship is defined as “those activities that systematically advance the teaching, research, and practice of nursing through rigorous inquiry that (a) is significant to the profession, (b) is creative, (c) can be documented, (d) can be replicated or elaborated, and (e) can be peer-reviewed” (AACN Position Statement, 2017). Evidence of involvement in scholarship can be

demonstrated by at least **one** of the following for a three-year term **or** at least **one every two years** from any of the following categories for an 8-year term. Examples of scholarship may include:

1. Peer-reviewed publications, presentations, or grant awards related to practice issues, research, theory, teaching methodology or philosophical essays
2. Mentorship of junior colleagues or students in scholarly activities.
3. Editorial activities for state, regional, or national publications.
4. Manuscript reviewer for professional journal(s).
5. Management of internal or external grants.
6. Leading development of accreditation reports (i.e., CCNE, State Board, SON Annual Report, Simulation Accreditation)
7. Policy papers (legislative or organizational) related to practice
8. Quality improvement and/or translational science projects or policies.
9. Experience in teaching, clinical supervision, or professional practice in a clinical setting relevant to courses being taught.
10. Other

Evidence of Service: Faculty members must be actively involved in professional service.

Evidence of service can be demonstrated by at least one activity in a 3-year term **or** at least one every two years in for an 8-year term.

1. Community service activities that require professional skills (Health fair, flu immunization campaign, school screening, special Olympics, etc.).
2. Serving on the editorial board for a professional publication.
3. Serving as an officer or committee member in a state, regional, or national professional organization.
4. Participation in SON, college and university activities (i.e. Bear Facts, CHBS Research Symposium, Nursing Expo, etc).
5. Participation in SON, college and university committees.
6. Other

Associate Graduate Faculty Status

A. Initial Membership - a 3-year term based on meeting the following criteria.

1. Recommendation by the Assistant Director of Graduate Programs, School of Nursing Director, and the College Dean.
2. Terminal degree or minimum of master's degree with national certification according to area of specialty (ex. Nurse Practitioner, Nurse Educator, Clinical Nurse Leader, Nursing Informatics).

B. Continued Membership- a 3- or 8-year renewal term based on meeting the following criteria in each area during the previous term.

Evidence of Teaching Effectiveness: Faculty must contribute to the graduate level degree program of this department through successful teaching practice. Evidence of successful teaching at the graduate level can be demonstrated by at least one of the following for a three-year term or at least 2 of the following for an 8-year term.

1. Specialist certification as verification of advanced knowledge (e.g., Nurse Practitioner, Clinical Nurse Leader, Nurse Educator, Nursing Informatics, etc.)
2. Instructor/course evaluations consistent with college and university averages for the previous three years (undergraduate if the teacher has not taught graduate courses previously).
3. Evidence of course/curricular development based on sound pedagogy and professional standards.
4. Development of educational experiences that emphasize evidence-based practice.
5. Successful application of innovative teaching methods (including technology, concept mapping, simulation, service learning, etc.).
6. Other

Evidence of Scholarship: Faculty must be involved in scholarship. Consistent with the American Association of Colleges of Nursing (2017) scholarship position statement. (www.aacn.nche.edu/Publications/positions/scholar.htm) the UCA School of Nursing recognizes the scholarship of discovery, teaching, application or practice, ~~and integration~~. Scholarship is defined as “those activities that systematically advance the teaching, research, and practice of nursing through rigorous inquiry that (a) is significant to the profession, (b) is creative, (c) can be documented, (d) can be replicated or elaborated, and (e) can be peer-reviewed” (AACN Position Statement, 2017). Evidence of involvement in scholarship can be demonstrated by at least one from any of the following categories for a three-year term or at least one every two years from any of the following categories for an 8-year term. Examples of scholarship may include:

1. Peer-reviewed publications, presentations, or grant awards related to practice issues, research, theory, teaching methodology or philosophical essays
2. Mentorship of students in scholarly activities.
3. Management of internal or external grants.

4. Contribute to development of accreditation reports (i.e., CCNE, State Board, SON Annual Report, Simulation Accreditation)
5. Policy papers (legislative or organizational) related to practice
6. Quality improvement and/or translational science projects or policies.
7. Experience in teaching, clinical supervision, or professional practice in a clinical setting relevant to courses being taught.
8. Other

Evidence of Service: Faculty members must be actively involved in professional service. Evidence of service can be demonstrated by at least one activity in a 3-year term **or** at least one every two years for an 8-year term.

1. Community service activities that require professional skills (Health fair, flu immunization campaign, school screening, special Olympics, etc.).
2. Serving as an officer or committee member in a state, regional, or national professional organization.
3. Participation in SON, college and university activities (i.e. Bear Facts, CHBS Research Symposium, Nursing Expo, etc).
4. Participation in SON, college and university committees.
5. Other

Affiliate Graduate Faculty Status

A. Initial Membership - a 3-year term based on meeting the following criteria.

1. Recommendation by the Assistant Director of Graduate Programs, School of Nursing Director, and the College Dean.
2. Terminal degree or minimum of master's degree with specialization.

B. Continued Membership- a 3- or 8-year renewal term based on meeting the following criteria in each area during the previous term.

Evidence of Teaching Effectiveness: Faculty must contribute to the graduate level degree program of this department through successful teaching practice. Evidence of successful teaching at the graduate level can be demonstrated by at least one of the following for a three year term or at least 2 of the following for an 8-year term.

1. Specialist certification as verification of advanced knowledge (e.g., Nurse Practitioner, Clinical Nurse Leader, Nurse Educator, Nursing Informatics, etc.)
2. Instructor/course evaluations consistent with department averages.
3. Successful application of innovative teaching methods (including technology, concept mapping, simulation, service learning, etc.).
4. Other

Evidence of Scholarship: Faculty must be involved in scholarship. Consistent with the American Association of Colleges of Nursing (2017) scholarship position statement. (www.accn.nche.edu/Publications/positions/scholar.htm) the UCA School of Nursing recognizes the scholarship of discovery, teaching, application or practice, and integration. Scholarship is defined as “those activities that systematically advance the teaching, research, and practice of nursing through rigorous inquiry that (a) is significant to the profession, (b) is creative, (c) can be documented, (d) can be replicated or elaborated, and (e) can be peer-reviewed” (AACN Position Statement, 2017). Evidence of involvement in scholarship

Examples of scholarship may include:

1. Peer-reviewed publications, presentations, or grant awards related to practice issues, research, theory, teaching methodology or philosophical essays
2. Mentorship of students in scholarly activities.
3. Management of internal or external grants.
4. Contribute to development of accreditation reports (i.e., CCNE, State Board, SON Annual Report, Simulation Accreditation)
5. Policy papers (legislative or organizational) related to practice
6. Quality improvement and/or translational science projects or policies.
7. Experience in teaching, clinical supervision, or professional practice in a clinical setting relevant to courses being taught.
8. Other