

Rank Matrix: Nursing

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Required				
Instructor	Earned doctorate degree AND Master of Science degree in Nursing with no required minimal years of professional or teaching experience AND a valid, current, unencumbered New York State RN license	Master of Science degree in Nursing with no required minimal years of professional or teaching experience. AND a valid, current, unencumbered New York State RN license	Potential	Potential	Potential	Potential
Assistant Professor	Earned doctorate degree AND Master of Science degree in Nursing; AND a valid, current, unencumbered New York State RN license AND four (4) years of professional experience, two (or part-time equivalent) of which must be successful	Master of Science degree in Nursing; AND a valid, current, unencumbered New York State RN license AND four (4) years of	Performance should be above satisfactory with clear demonstration of the potential to be outstanding. Evidence of curriculum development (e.g. review and revisions of existing courses or programs,	May be demonstrated by such things as success in developing and carrying out research in the subject matter field, publications and reputation among colleagues. It can also include the following types of activities:	Positive and proactive involvement in department activities including, but not limited to committees, projects, academic advising, assessment, student retention, and recruitment. Beginning to	Remaining current in field through coursework, attendance at appropriate meetings, and seminars.

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	college teaching in nursing.	professional experience, two (or part-time equivalent) of which must be successful college teaching in the specialization or relevant instructional area	creation of new courses or programs).	i) Membership in Professional Societies ii) Attendance at meetings of professional societies iii) Subscriptions to scholarly publications iv) Research work; Private, interdisciplinary, with colleagues locally or in other locations v) Consulting, analytical, technical or skilled work; private or governmental agencies, corporations, or nonprofit organizations vii) Publications; Reviews, editorials, articles, or textbooks viii) Meetings; Paper presentations, panel discussions, participation or guest lectures	contribute at the college-wide level.	

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				ix) Reputation among colleagues such as induction into scholarly societies, letters of commendation and awards for achievements		
Continuing Appointment	Earned doctorate AND Master of Science degree in Nursing; AND a valid, current, unencumbered New York State RN license AND seven (7) years of professional experience, four (4) years of which must be successful college teaching experience AND completion of a total of seven years in a position or positions of academic rank.	Master of Science degree in Nursing; AND a valid, current, unencumbered New York State RN license AND seven (7) years of professional experience, of which must be successful college teaching in the specialization or relevant instructional area	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance as defined by satisfactory or above rankings historically on student surveys and peer observations.	Participation in professional meetings and organizations. Serves on panels or presents posters at professional meetings. Some contributions to appropriate publications would serve as additional evidence.	Strong presence at departmental level as well as solid service at the college level. Showing solid signs of leadership on and in service areas. Becoming well-known to faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through coursework, attendance at appropriate meetings, and seminars. Membership in professional organizations.

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Associate Professor (Continuing Appointment Required)	Earned doctorate degree AND Master of Science degree in Nursing AND a valid, current, unencumbered New York State RN license AND eight (8) years of professional experience, (4) four (or part-time equivalent) of which must be successful college teaching in nursing.	Master of Science degree in Nursing plus thirty (30) graduate credit hours; AND a valid, current, unencumbered New York State RN license AND eight (8) years of professional experience, (4) four (or part-time equivalent) of which must be successful college teaching in nursing.	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance as defined by satisfactory or above rankings historically on student surveys and peer observations. Capable of peer mentoring new faculty.	Contributes to field by participating in professional speaking opportunities, serves on panels, presents posters and makes some contributions to appropriate publications. Being awarded grants would serve as additional evidence.	Record of solid service and effective leadership at the departmental and/or college level. Positive image perceived by faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through coursework, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. Increase in responsibility in administrative duties, such as committee involvement, department director, curriculum coordinator or course coordinator.
Professor	Earned doctorate degree AND Master of Science degree in Nursing AND	Earned doctorate degree AND Master of Science degree in Nursing;	Demonstrate significant mastery of teaching. Capable of utilizing full	A published article in a professional journal and/or a presentation at a professional meeting.	Clear evidence of sustained leadership at departmental and/or college levels in areas of service. Evidence of service	Leadership roles in professional organizations. Leadership roles that extend campus or university wide.

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	a valid, current, unencumbered New York State RN license AND eight (8) years of professional experience, (4) four (or part-time equivalent) of which must be successful college teaching in nursing.	AND a valid, current, unencumbered New York State RN license AND; ten (10) years of professional experience, four (or part-time equivalent) of which must be successful college teaching in the field of specialization or relevant instructional area. The educational program and rank should denote and signify an individual who has developed a high level of	range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent as defined by satisfactory or above rankings historically on student surveys and peer observations. Capable of mentoring new faculty.	Successful completion of IRB and college-approved research in field would serve as additional evidence.	to SUNY at a university-wide level would serve as additional evidence.	

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		competency in a nursing, is recognized as a superior teacher and has achieved a high personal level of general and specialized educational experiences.				
The Lecturer position is renewable for up to three years. It is not a rank that is considered on a track for continuing appointment.						
Lecturer	Master of Science degree Nursing AND a valid, current, unencumbered New York State RN license	Master of Science degree Nursing AND a valid, current, unencumbered New York State RN license	Potential	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.	Lecturers are welcome to participate, but are not required to.

1. All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.
2. To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.
3. To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.