

Promotion shall be through the faculty member's department/unit, and faculty members shall carry their rank with them if they change departments.

To be eligible to apply for promotion, a faculty member must have completed the following minimum number of years of full-time academic duties in rank:

1. Clinical Assistant Professor to Clinical Associate Professor-3 years in rank at UNF
2. Clinical Associate Professor to Clinical Professor - 4 years in rank with no fewer than three years at UNF.

Full time service for the purpose of promotion eligibility shall mean employment at 1.0 FTE during at least 39 weeks of any calendar or academic year contract. Employment for one semester shall constitute one half year of promotion-earning service.

Part-time service of a faculty member employed at least one semester in any twelve (12) month period shall be accumulated. For example, two semesters of half time service shall be considered one-half year of service toward the period of promotion- earning service.

University Criteria for Promotion.

Promotion from Clinical Assistant Professor to Clinical Associate Professor requires that the candidate maintain current certification/ licensure and practice, be an excellent teacher, demonstrate excellent clinical competency, and demonstrate continuing meaningful contributions in service.

- a. Excellence in teaching is evidenced by a record of high quality teaching and/or clinical supervision. High quality teaching is demonstrated by evidence of effectiveness in presenting knowledge and skills, in stimulating students' critical thinking and/or creative abilities, and the development or revision of curriculum and course structure.
- b. Excellent clinical competency is evidenced by recognition at the national level as an authority within a practice specialty based on documented excellence in patient care, student instruction, professional leadership, practice, and/or service. Publications in peer reviewed or non-peer reviewed journals or textbooks may also be included, as well as oral presentations at national and international conferences.
- c. Continuing meaningful contributions in service are evidenced by a record of active participation in University governance through committees and otherwise, as well as a record of active service to one's professional discipline and the broader public which may occur at the local, state, nation, and international levels.

Promotion from Clinical Associate Professor to Clinical Professor requires that the candidate maintain current certification/licensure and practice, be an outstanding teacher, demonstrate outstanding clinical competency and demonstrate continuing meaningful contributions in service.

- a. Outstanding teaching is evidence by an overall record of high quality teaching and/or clinical supervision. High quality teaching is demonstrated by evidence of effectiveness in presenting knowledge and skills, in stimulating students' critical thinking and/or creative abilities, and the development or revision of curriculum and course structure, .
- b. Outstanding clinical competency is evidenced by recognition at the national level as an authority within a practice specialty based on documented excellence in patient care, students instruction, professional leadership, practice, and/or service. Publications in peer reviewed or non-peer-reviewed journals or textbooks may also be included, as well as oral presentations at national and international conferences.
- c. Continuing meaningful contributions in service are evidence by a record of active participation in University governance through committees and otherwise, as well as a record of active service to one's professional discipline and the broader public which may occur at the local, state, national, and international levels.