



Pathways to Tenure on the Education-Intensive Track at UMSON

Responsible Administrator: Dean

Sponsoring Unit: Dean's office

Effective Date: 09/20/2022

Last Reviewed: 09/20/2022

Next Scheduled Review: 06/2025

- **Group 1:** Faculty hired on the education-intensive tenure track
- **Group 2:** Dean's Teaching Scholars and/or faculty hired on non-tenure track and actively seeking to switch to the education-intensive tenure track. They have already demonstrated commitment/promise/trajectory likely to lead to a successful education-intensive tenure application. These are faculty who expect to apply for transfer to the education-intensive tenure track by year 5 of initial appointment at the rank of assistant or associate professor.
- **Group 3:** Faculty hired on non-tenure track and who wish to develop an education trajectory consistent with moving to the education-intensive tenure track. They have not yet demonstrated commitment/promise/trajectory that is likely to lead to successful education-intensive tenure application.

Support available from UMSON and UMB

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- UMNursing-related grants
- ICTR vouchers, if applicable
- Editing services for pubs and grants
- Statistical support
- Research QA/IRB support
- Pre-award budget/submission support from Administrative Services
- APT advice
- Scholarship workload per policy
- Grant mock review

	Year 1	Year 2	Year 3	Year 4	Year 5
Group 1 Support	<p>20% RT to be negotiated with the dept chair along with support available to all, above</p> <p>Demonstrate trajectory to a successful education-intensive tenure application (i.e., prior funding)</p> <p>Identify mentor(s) and teams to develop content and strong collaborations for grant applications</p>	<p>20% RT to be negotiated with the dept chair</p> <p>Sustained funding and dissemination</p>	<p>0% RT to be negotiated with the dept chair</p> <p>Sustained funding and dissemination Meet with APT</p>	<p>0% RT to be negotiated with the dept chair</p> <p>Sustained funding and dissemination Meet with APT</p>	<p>Apply Associate Professor with tenure: dept chair supports</p>
Group 2 Support	<p>20% RT to be negotiated with the dept chair along with support available all, above</p> <p>Demonstrate commitment/promise/trajectory likely to lead to a successful education-intensive tenure application (i.e., pubs, draft proposal). Demonstrate collaborations with identified mentors and co-investigators for grant applications</p>	<p>20% RT to be negotiated with the dept chair</p> <p>Refine proposal and submit</p>	<p>0% RT to be negotiated with the dept chair</p> <p>Resubmit proposal</p>	<p>0% RT to be negotiated with the dept chair</p> <p>Proposal funded and initiated</p> <p>Possible transfer to tenure track/ meet with APT</p>	<p>Dept chair supports transfer to tenure track</p>
Group 3 Support	See support available to all	See support available to all	See support available to all	See support available to all	See support available to all
ANTICIPATED SCHOLARSHIP					
Group 1 Scholarship	≥ 1 pub submission (concept, viewpoint, white paper, consensus, etc.)	1 pub + ≥2 accepted and/or submitted (concept, viewpoint, white paper, consensus, etc.)	1 pub + ≥2 accepted and/or submitted (concept, viewpoint,	1 pub + ≥2 accepted and/or submitted concept,	2 pubs: cumulative 8+ accepted pubs (≥at least 5) concept, viewpoint, white

	Year 1	Year 2	Year 3	Year 4	Year 5
	<p>Preliminary/pilot data/education concept generated Proposal/IRB if applicable</p> <p>Apply for grant/contract (\$5-10K/year plus) as PI/MPI</p>	<p>Preliminary/pilot data generated/education concept developed Proposal/IRB if applicable</p> <p>Apply for grant/contract (\$5-10K/year plus) as PI/MPI</p>	<p>white paper, consensus etc.)</p> <p>Data generated/education concept implemented or re-conceptualized Proposal/IRB if applicable</p> <p>Secure grant/contract (2-3 years, \$10-25K/year plus) as PI/MPI</p> <p>Fund of own salary/RT will depend on funding from grants and negotiation with the dept chair</p>	<p>viewpoint, white, consensus etc.)</p> <p>Data generated Proposal/IRB if applicable</p> <p>Submit/secure 2nd grant (3 years plus) as PI/MPI</p> <p>Fund of own salary/RT will depend on funding from grants and negotiation with the dept chair</p>	<p>paper, consensus etc.), pub shall be first and/or corresponding author</p> <p>Implement 2nd grant (3 years plus) as PI/MPI</p> <p>Fund of own salary/RT will depend on funding from grants and negotiation with the dept chair</p>
Group 2 Scholarship	<p>1 pub building on previous work + 1 other pub accepted</p> <p>ID mentor/collaborators</p> <p>Educational program/research development plan</p>	<p>1 pub + ≥2 accepted</p> <p>Preliminary proposal generated Proposal/IRB</p>	<p>1 pub + ≥2 accepted</p> <p>Proposal generated Proposal/IRB</p>	<p>1 pub + ≥2 DB accepted</p> <p>Proposal generated Proposal/IRB</p>	<p>1 pub: cumulative 4+ pubs (≥at least3) (i.e., concept, viewpoint, white, consensus etc.). Pub shall be first and/or corresponding author.</p> <p>Proposal generated Proposal/IRB</p>

	Year 1	Year 2	Year 3	Year 4	Year 5
		Apply for small external funding	Apply for (\$10K/year plus) grant/contract Fund of own salary/ RT will depend on funding from grants and negotiation with the dept chair	Apply for (\$10K/year plus) grant Fund of own salary/ RT will depend on funding from grants and negotiation with the dept chair	Apply for (\$10-25K/year plus) grant Fund of own salary/ RT will depend on funding from grants and negotiation with the dept chair
Group 3 Scholarship	Identify mentor and collaborators; 1 pub from previous work + 1 other pub	1 pub from previous/CO-I work + 1 other pub Apply for CO-I with other team member grants	1 pub from previous work + 1 other pub Apply for small external funding (e.g., ANF) May be CO-I with other team member grants	1 pub from previous work + 1 other pub Funded/apply for small external funding May be CO-I with other team member grants	2 pubs from previous work + 1 other pub (≥at least 3) Pub shall be first and/or corresponding author Funded/apply for small external funding May be CO-I with other team member grants
ANTICIPATED TEACHING					
Group 1 Teaching	5.5 IWLU with FEQ>4	5.5 IWLU with FEQ >4	7.5 IWLU with FEQ >4	Depends on % funded 7.5 IWLU with FEQ >4 (≥65% salary support from funding, minimal to no teaching required)	Depends on % funded 7.5 IWLU with FEQ >4 (≥65% salary support from funding, minimal to no teaching required)

	Year 1	Year 2	Year 3	Year 4	Year 5
			1 committee or taskforce (UMSON/UMB and beyond)	pub/grant reviewer) 1 committee or taskforce (UMSON/UMB and beyond)	1 committee or taskforce (UMSON/UMB and beyond)
Group 2 Service	UMB/UMSON: local committee	UMB/UMSON: committee: local service	UMB/UMSON: committee: regional service	Local and national service (i.e., UMSON/national committee, pub/grant reviewer)	Local and national service (i.e., UMSON/national committee, pub/grant reviewer)
Group 3 Service	Per Workload Policy	Per Workload Policy	Per Workload Policy	Per Workload Policy	Per Workload Policy

Key to abbreviations:

- ANF = American Nurses Foundation
- APT = appointment, promotion, and tenure position
- CO-I = co-investigator
- DB = data based
- dept chair = department chair
- DNP = Doctor of Nursing Practice
- FEQ = Faculty evaluation score
- ICTR = Institute for Clinical and Translational Research
- IRB = Institutional Review Board
- IWLU = instructional workload unit
- MPI = multiple principal investigator
- PI = principal investigator
- pub = publication

- RT= release time
- UMB = University of Maryland Baltimore
- UMSON = University of Maryland School of Nursing