**Example of Nurse Faculty Promotion Requirements**

There is a process for academic nurse faculty career progression and the requirements to achieve promotion in a university setting. This is one example of the teaching time and degree requirements for a Maryland University nursing program.

**Promotion from Assistant Professor to Associate Professor:**

For most faculty, this will take place at the same time as their tenure evaluation, during their 6th year. (They must have 6 years of full-time university/college teaching experience with at least five years in the Assistant Professor rank. \*)  Some exceptions:

* At the time of hiring, the faculty member can be given “x” years of credit toward promotion. (Note that this is different from credit toward tenure.)  If this is done, they then are reviewed during their 6 minus “x” year.
  + Typically, those hired at either the Associate Professor or Professor rank are credited with 3 years towards tenure.
* If a faculty member is hired before having completed the doctoral or terminal degree for their discipline, they are not gaining experience at the Assistant Professor level until they complete this degree.
  + When hired in this manner, they are to complete their terminal degree within one year; if they do so, they will still be reviewed for promotion and tenure at the same time (as they will still have accumulated the required 5 years of experience at the Assistant Professor rank by that time).
  + If they do not complete their terminal degree within one year, and they were granted an extension by their Chair, Dean, and the Provost, they will not begin to accrue experience at the Assistant Professor level until that degree is conferred.  Thus they will become eligible to apply for promotion to Associate Professor during the 5th year after their completion of their terminal degree.

**Promotion from Assistant Professor to Professor:**

For most faculty, they will become eligible during the 7th year following their promotion to Associate Professor.  (They must have a minimum of 10 years of full-time university/college teaching experience with at least seven years in the Associate Professor rank. \*)

 \*While the experience required for tenure needs to be completed (again, with the exception of whatever years were credited at the time of hiring), for promotion, it is not required that the years of experience teaching at the university/college level at any specific rank be completed.