

MEMORANDUM OF UNDERSTANDING

Whereas, the faculty of the College of Nursing and the department of Mechanical Engineering in the College of Engineering have recommended to the Deans of the respective colleges for the establishment of full-time non-tenure track faculty (copies of the recommendation are attached hereto and made a part hereof as attachment A and B, respectively); and,

Whereas, the Deans of the respective Colleges have approved these recommendations; and,

Whereas, the Akron-AAUP and The University of Akron mutually agree to the establishment of full-time non-tenure track faculty positions within the College of Nursing and one such position in the department of Mechanical Engineering in the College of Engineering consistent with the recommendations of bargaining unit faculty in those colleges.

Now, therefore, the Akron-AAUP and The University of Akron agree as follows:

1. There shall be temporarily established in the College of Nursing the full-time non-tenure track classification of Assistant Professor, Associate Professor, and Professor of Clinical Nursing (Non-Tenure Track) in accordance with the recommendations of the bargaining unit faculty as set forth in Attachment A and as approved by the Provost. These positions shall be referred to as Assistant Professor of Clinical Nursing (NTT), Associate Professor of Clinical Nursing (NTT), and Professor of Clinical Nursing (NTT). These positions shall be established as tenure track positions in accordance with Article 8 (Retention, Tenure and Promotion) and Article 34 (Initial Hire) prior to the expiration of the current collective bargaining agreement.
2. There shall be established in the department of Mechanical Engineering in the College of Engineering one full-time non-tenure track position for teaching Design, with the possible ranks of Assistant Professor (NNT), Associate Professor (NNT), or Professor of Engineering (NNT) in accordance with the recommendations of the bargaining unit faculty as set forth in Attachment B and as approved by the Provost.
3. All appointments shall be subject to approval by The University of Akron Board of Trustees.
4. All full-time non-tenure track faculty whose positions are subject to this memorandum of understanding shall be members of the Akron-AAUP bargaining unit and shall be covered by the Akron-AAUP and The University of Akron Collective Bargaining Agreement.

5. In the event that there are additional recommendations in the future from the Colleges with the approval of the departmental bargaining unit faculty members for full-time non-tenured faculty positions, and these recommendations are approved by the Dean, the parties agree to negotiate on the establishment of those full-time non-tenure track positions.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be made effective this 31st day of October, 2005.

THE UNIVERSITY OF AKRON

Edward J. Smole
Witness

By: *Steven M. Bond*

THE AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS,
UNIVERSITY OF AKRON CHAPTER

John J. Main, IV
Witness

By: *J. Michael Chang*

College of Nursing Clinical Track Proposal

May 17, 2005

Cynthia Capers PhD, MSN
Professor and Dean
The College of Nursing

Dear Dr. Capers;

It is with great pleasure that we enclose the Preamble and the Criteria for Rank and Progression of Faculty in the Clinical Track that was approved by the faculty at the April 25, 2005 Faculty Organization meeting. As you know the criteria was brought to the Faculty Organization for approval from the Faculty Practice Committee and the Retention Promotion and Tenure Committee. The final document represents the cumulative work of the faculty which could not have progressed without your guidance and support. These criteria address clinical scholarship as an essential component of a practice based profession

We recognize that our college is setting precedent for a clinical track at The University of Akron. However, at least two other state universities in Ohio and several other universities across the country have clinical tracks in place.

Thank you for taking these documents forward to the University Administration.

Respectfully,

Therese Dowd PhD, RN
Chair, Retention Promotion and Tenure Committee

Elizabeth Kinion EdD, MSN, APN-BC, FAAN
Chair, Faculty Practice Committee

Criteria for Appointment, Promotion and Reappointment in the Clinical Track

Attachment A

Criteria for Rank and Progression of Faculty in the Clinical Track
College of Nursing
The University of Akron 2005

Preamble:

The four major areas of teaching activity in which growth is expected between ranks are: 1) depth of knowledge 2) involvement in planning, implementation, and evaluation of courses in the College including teaching/advising other faculty in the process, 3) development of innovative teaching materials and/ or strategies, and 4) involvement in the overall curriculum and evaluation process.

The four major areas of professional activity in which growth is expected between ranks are: 1) clinical expertise in preferred/specialty area of nursing practice, 2) participation in professional nursing organizations, 3) utilization/development of scholarly activities in clinical practice, 4) Service on committees at the college, university, local, national, and/or international level that are relevant to practice.

Rules and guidelines for qualified Clinical Nursing Track Faculty Appointment and Reappointments:

1. The purpose of the Clinical Nursing Track Faculty appointments is to sanction the efforts made to maintain the expert clinical performance of faculty and affirm the commitment to maintain and improve the discipline of nursing.
2. Initial appointments to the college may be at any rank in the Clinical Nursing Track if new faculty meet criteria.
3. Doctorally prepared faculty with the appropriate clinical credentials are invited to apply for rank in the Clinical Nursing Track.
4. All ranks shall be reviewed annually. The faculty member can request a longer period between reviews for appointment. There is no limit to the number of times that faculty may request reappointment at their level.

The University of Akron
College of Nursing
Criteria for Rank and Progression in the Clinical Track

The purposes of the Clinical Track are to: 1) acknowledge the scholarly contributions of clinical experts to the College of Nursing, The University of Akron and the discipline of nursing and 2) confer a parallel rank for the clinical track faculty within the University.

The following information is presented to describe the Scholarship of Practice (Application) as defined by the American Association of Colleges of Nursing (AACN) and to identify the information that served as a guide for developing the criteria for faculty in the Clinical Track.

AACN Definitions of Scholarship Reference: American Association of Colleges of Nursing. (1999). Position statement: Defining scholarship for the discipline of nursing. (www.aacn.nche.edu/Publications/positions/scholar.htm); adapted from: Boyer, E. (1990). Scholarship reconsidered: Priorities for the professoriate. Princeton, NJ: The Carnegie Foundation for the Advancement of Teaching.

Scholarship of Practice (Application): "The scholarship of practice encompasses all aspects of the delivery of nursing service where evidence of direct impact in solving health care problems or in defining the health problems of a community is presented" (AACN, 1999, p.4) and includes "application of nursing and related knowledge to the assessment and validation of patient care outcomes, the measurement of quality of life indicators, the development and refinement of practice protocols/strategies, the evaluation of systems of care, and the analysis of innovative health care delivery modes" (AACN, 1999, p.5.)

Examples of Scholarship of Practice:

Peer-reviewed publications of research, case studies, technical applications, or other practice issues,
Presentations related to practice,
Consultation reports,
Reports compiling and analyzing patient or health services outcomes,
Products, patents, license copyrights,
Grant awards in support of practice,
State, regional, national, or international recognition as a master practitioner,
Professional certifications, degrees, and other specialty credentials,
Reports of meta-analyses related to practice problems,
Reports of clinical demonstration projects,
Policy papers related to practice (AACN, 1999, p.5-6)

Criteria for Appointment, Promotion and Reappointment in the Clinical Track

College of Nursing Clinical Track Proposal

CRITERIA FOR APPOINTMENT, PROMOTION, AND REAPPOINTMENT ASSISTANT PROFESSOR, CLINICAL TRACK

Appointment to the rank of assistant professor includes the criteria for instructor and, in addition:

ACADEMIC PREPARATION & OTHER CREDENTIALS	TEACHING ACTIVITIES	PROFESSIONAL, COMMUNITY AND UNIVERSITY SERVICE	SCHOLARSHIP
<p>INITIAL APPOINTMENT/PROMOTION</p> <p>Minimum of a Masters degree in nursing.</p> <p>Holds national certification in specialty area or requisite licensure for specialty area.</p> <p>Three years current practice in designated area of clinical experience.</p>	<p>INITIAL APPOINTMENT/PROMOTION</p> <p>Teaching experience in a collegiate nursing program is preferred.</p>	<p>INITIAL APPOINTMENT/PROMOTION</p> <p>Participates in activities and/or committees of professional organizations.</p>	<p>INITIAL APPOINTMENT/PROMOTION</p> <p>Demonstrates recent involvement in a scholarly activities (for example peer reviewed presentations, consultation reports, or recognition as an expert clinician).</p>
<p>REAPPOINTMENT</p> <p>Above, plus:</p> <ol style="list-style-type: none"> Assumes responsibility for working with faculty and students in the planning, guidance, implementation, and evaluation of learning experience of students. Demonstrates competence in teaching by: <ul style="list-style-type: none"> Positive peer evaluations Positive student evaluations Functions as a role model for peers. Provides leadership within a clinical or functional area. Serves as a student advisor. 	<p>REAPPOINTMENT</p> <p>Above, plus:</p> <ol style="list-style-type: none"> Participates actively in the course groups, faculty organization meetings, and College of Nursing committees. Demonstrates accountability for completion of committee work and assigned projects. Contributes professional expertise to the community. Serves in a leadership role in the college. 	<p>REAPPOINTMENT</p> <p>Above, plus:</p> <ol style="list-style-type: none"> Further defines clinical interests in specialty practice. Develops a focus for and begins to implement scholarly activities in the area of application. (See attached AACN definition for Scholarship of Practice.) Disseminates clinical knowledge that impacts patient outcomes and/or healthcare policies. Receives peer recognition for practice innovation which could include serving as a clinical consultant. Participates in regional/national nursing conference(s) yearly. 	<p>REAPPOINTMENT</p> <p>Above, plus:</p> <ol style="list-style-type: none"> Further defines clinical interests in specialty practice. Develops a focus for and begins to implement scholarly activities in the area of application. (See attached AACN definition for Scholarship of Practice.) Disseminates clinical knowledge that impacts patient outcomes and/or healthcare policies. Receives peer recognition for practice innovation which could include serving as a clinical consultant. Participates in regional/national nursing conference(s) yearly.

NLMAC: National League for Nursing Accrediting Commission
 CCNE: Commission on Collegiate Nursing Education

College of Nursing Clinical Track Proposal

**CRITERIA FOR APPOINTMENT, PROMOTION, AND REAPPOINTMENT
ASSOCIATE PROFESSOR, CLINICAL TRACK**

Appointment and promotion to the rank of associate professor includes the criteria for assistant professor and, in addition:

ACADEMIC PREPARATION & OTHER CREDENTIALS	TEACHING ACTIVITIES	PROFESSIONAL, COMMUNITY AND UNIVERSITY SERVICE	SCHOLARSHIP
<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>Minimum of a Masters degree in nursing</p> <p>Maintains national certification in specialty area or requisite licensure for specialty area.</p> <p>Four years current practice in designated area of clinical experience.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Has experience equivalent to or at the rank of assistant professor at this university or one of equal standing.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Demonstrates leadership on college committees and/or membership on university committees (attends meetings regularly).</p> <p>2. Demonstrates accountability for completion of committee work and assigned projects.</p> <p>3. Participates as a leader in community activities.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Recognized as a clinical expert</p> <p>2. Disseminates clinical and/or research knowledge consistent with the Scholarship of Practice via peer reviewed publications and/or presentations.</p>
	<p>REAPPOINTMENT Above plus:</p> <p>1. Demonstrates depth and currency in specialty area.</p> <p>2. Develops and teaches courses and participates in major curriculum revisions as necessary.</p> <p>3. Develops and evaluates innovative methods of teaching.</p> <p>4. Works with students outside the classroom to further their professional growth.</p> <p>5. Mentors other faculty in their teaching, and provides service to colleagues in their teaching.</p> <p>6. Guides student scholarly activities.</p> <p>7. Serves as a student advisor.</p>	<p>REAPPOINTMENT Above plus:</p> <p>1. Participates in local, regional, or national level professional association meetings.</p> <p>2. Serves in a leadership role in a related professional organization at local or state level.</p>	<p>REAPPOINTMENT Above plus:</p> <p>1. Continues to be recognized as a clinical expert.</p> <p>2. Participates in or conducts evidence based teaching projects or clinical projects and/or clinical demonstration projects (Scholarship of Practice.)</p> <p>3. Assumes an active participant role in the development, implementation and/or evaluation of healthcare policies or clinical protocols/standards at the local, state or regional level.</p> <p>4. Continues to disseminate clinical and/or research knowledge consistent with Scholarship of Practice (publications, presentations, etc.)</p>

College of Nursing Clinical Track Proposal

CRITERIA FOR APPOINTMENT, PROMOTION, AND REAPPOINTMENT PROFESSOR, CLINICAL TRACK

Appointment to the rank of professor supposes in addition to the fulfillment of the requirements of the previous ranks, evidence of each outstanding quality of scholarship as to merit general recognition among scholars and educators outside the local area. In addition to having the qualifications of an associate professor, the appointee shall have demonstrated a degree of proficiency in teaching and clinical practice sufficient to establish an excellent reputation among regional, national, and/or international colleagues.

ACADEMIC PREPARATION & OTHER CREDENTIALS	TEACHING ACTIVITIES	PROFESSIONAL, COMMUNITY AND UNIVERSITY SERVICE	SCHOLARSHIP
<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Earned, terminal research or clinical doctorate in nursing or related field. If the earned doctorate is in a related field, master's degree must be in nursing from an NLNAC or CCNE accredited program.</p> <p>Maintains national certification in specialty area or requisite licensure for specialty area.</p> <p>Four years current practice in designated area of clinical experience.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION/</p> <p>1. Has experience at the rank of associate professor at this university or one of equal standing.</p> <p>2. Develops and teaches courses; and participates in major curriculum revisions as necessary.</p> <p>3. Develops and evaluates innovative methods of teaching.</p> <p>4. Works with students outside the classroom to further their professional growth.</p> <p>5. Mentors other faculty in their teaching, providing service to colleagues in their teaching.</p> <p>6. Guides student research and scholarship. Serves as master practitioner/teacher role model.</p> <p>7. Serves on and/or chairs thesis and dissertation committees; guiding student research and scholarship.</p> <p>8. Creates teaching/learning opportunities from own research.</p> <p>9. Serves as a student advisor.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Serves as a resource person beyond local level.</p> <p>2. Is recognized by colleagues for expertise in nursing at national and/or international levels.</p> <p>3. Provides leadership on college and university committees (attends meetings regularly).</p> <p>4. Demonstrates accountability for completion of committee work and assigned projects.</p> <p>5. Participates in local, regional, national, or international level professional association meetings.</p>	<p>INITIAL APPOINTMENT/ REAPPOINTMENT/PROMOTION</p> <p>1. Evidence of sustained clinical excellence and continued growth as a clinical scholar.</p> <p>2. Evidence of established record and continued scholarly writing.</p> <p>3. Evidence of leadership in the development, implementation and/or evaluation of healthcare policies or clinical protocols/standards at the local, state, regional and national level.</p> <p>4. Fosters collaborative clinical scholarship and other types of scholarly endeavors beyond the College of Nursing.</p> <p>5. Assumes the mentoring role with colleagues as a scholar and practitioner.</p> <p>6. Engages in activities to secure financial awards in support of practice / clinical scholarship</p>

Haritos,George K

From: Batur,Celal
Sent: Wednesday, September 21, 2005 10:30 AM
To: Haritos,George K
Subject: FW: Hiring a Design Professor in Mechanical Engineering

From: Batur, Celal
Sent: Thursday, June 02, 2005 1:36 PM
To: Haritos,George K
Subject: Hiring a Design Professor in Mechanical Engineering

Dr. Haritos,

Faculty of Mechanical Engineering have unanimously voted today to hire a design professor once you the have funds available for this purpose.

They feel that a non-tenure track design faculty will help the department to:

- (i) maintain the College's lead in competitive student design projects,
- (ii) teach design courses in the department, and
- (iii) help the department for accreditation work for both programs.

They think that an individual can be hired on a three to five-year renewable contract to this permanent position in the department.

We thank you for offering a solution to solve this "design professor" issue once and for all.

Best Regards

Celal