

II. A. Evaluation Criteria for Tenured and Probationary Faculty.  
 Departmental Criteria  
 Department of Nursing: RTP Departmental Criteria  
 May 20, 2009

Notes: As with other entities in the institution, the RTP priorities are in this order: Teaching, Scholarship, University Service, Community Service.

| Teaching  | Scholarship, Research and Creative Achievements   | University Service  | Community Service  |
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| <p><b>SETE:</b> An overall SETE score of 3.5 in required courses within the major</p> <p><b>Uses a variety of teaching modalities:</b></p> <ul style="list-style-type: none"> <li>• Fluency in working in on-line environment</li> <li>• Integration of WebCt into all courses</li> <li>• Collaboration with other faculty</li> </ul> <p><b>Course Development:</b></p> <ul style="list-style-type: none"> <li>• Develops and maintains course syllabi, objectives and evaluation criteria</li> <li>• Uses outcome results for continual quality</li> </ul> | <p><b>Grants:</b> proposals and submissions. Does not have to be as PI</p> <p><b>Conference Presentations (international, national, state, community):</b> keynote, podium, poster, webinars and video streaming</p> <p><b>Community Policy Creation</b><br/>Creates published evidence-based peer reviewed documents while serving on local, state or federal boards, commissions and committees, obtains grants and other funding for community partners</p> <p><b>Professional Conference Organizer: Uses research and scholarship to design an evidence-based professional conference as chair or member of governing committee</b></p> | <p><b>Maintaining Department of Nursing Accreditation for University:</b></p> <ul style="list-style-type: none"> <li>• preparation for national and state certification by accrediting bodies</li> <li>• curriculum development</li> <li>• community collaboration of clinical placements and maintaining clinical partnerships/preceptorship</li> <li>• Team leadership: coordination within and between programs, mentoring and over-seeing lecturers</li> <li>• Internal or organizational advisors</li> <li>• Peer review of pedagogy in area of expertise (on-line, face to face, webstreaming, seminars)</li> </ul> | <p><b>Faculty Practice:</b> (paid or unpaid)</p> <ul style="list-style-type: none"> <li>• Clinical practice</li> <li>• Consulting</li> <li>• Post graduate work</li> <li>• Certification maintenance</li> </ul> <p><b>Community Projects:</b> active participation including collaborative efforts with community service organizations</p> <p><b>Professional service:</b></p> <ul style="list-style-type: none"> <li>• active participation in organizations, coalitions and initiatives that seek to further healthcare and professional nursing goals</li> </ul> |

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| <p>improvement</p> <ul style="list-style-type: none"> <li>• Maintains recency in license and certification (through CEUs, conferences, courses, classes and conferences)</li> </ul> <p><b>Student supervision:</b></p> <ul style="list-style-type: none"> <li>• Evaluate student performance within the clinical environment including simulation scenarios</li> </ul> | <p><b>Publishing:</b></p> <ul style="list-style-type: none"> <li>• reviewing and editing textbook chapters, writing book chapters and texts, book or journal editor</li> <li>• test bank development and item analysis for national certification, NCLEX and textbook test banks</li> <li>• peer reviewed journal articles, editorials</li> <li>• software &amp; computer program development</li> <li>• Innovative computer mediated programs</li> <li>• peer reviewed teaching modules</li> </ul> <p><b>Mentoring: Mentors</b> junior colleagues and students in evidence-based practice, research and scholarship, teaching, leadership and career mobility</p> <p><b>Program Evaluation Documents</b><br/>Creates evidence-based critical evaluations of educational programs</p> | <p><b>Service to School and University</b></p> <ul style="list-style-type: none"> <li>• Serves on school or university committee</li> </ul> |  |
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