UNIVERSITY OF SOUTH ALABAMA COLLEGE OF NURSING
STANDARDS OF PERFORMANCE, CRITERIA, AND **EXAMPLES OF EVIDENCE**
FOR PROMOTION AND TENURE

The mission of the College of Nursing requires faculty accomplishments in three areas: Teaching Effectiveness, Professional Development, and Professional Service. The promotion criteria listed herein provides guidelines for faculty development and evaluation. No candidate is expected to meet all criteria listed, but generally would meet the majority. The criteria for each level are based on full achievement of lower level criteria, i.e. Associate Professor criteria assume full achievement of Assistant Professor criteria.

STANDARD I: TEACHING EFFECTIVENESS

Assistant Professor
Criteria for Appointment

1. Demonstrates mastery of current knowledge and skills relevant to specialty area.
2. Demonstrates knowledge and skill in course development, teaching, and evaluation:
   A. Implements instruction based on course and class objectives.
   B. Is enthusiastic and creative
   C. Exhibits a caring attitude and is responsive to student learning needs.
   D. Effectively manages class and clinical learning environments (including student interaction, pacing of instruction, linkage to objectives, etc).
3. Demonstrates effective communication and interpersonal skills.

Examples of Evidence
1. Theory and clinical specialty course evaluations.
2. Clinical agency evaluations.
3. Course development.
4. Development of educational programs.
5. Use of innovative, creative teaching strategies.
6. Active participation on standing and Ad-hoc committees.
7. Participates in course development activities
8. Annual performance appraisal.

Admission and Progression, etc.

2. Leads program planning, implementation, and evaluation.
3. Synthesizes educational research and Theories; tests and evaluates innovative teaching strategies for integration into the curriculum and/or professional continuing education
4. Demonstrates consistent success in obtaining extramural funding
5. Mentors faculty
6. Is recognized beyond the State for expertise

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STANDARD II: PROFESSIONAL DEVELOPMENT

Criteria

1. Provides leadership as principal or co-investigator for extramurally funded research and/or program grants.
2. Demonstrates a productive research program.
3. Recognized beyond Alabama for expertise.
4. Mentors or coaches others in scholarly activities.

Examples of Evidence

1. Scholarly papers, data-based manuscripts in refereed journals; regional, national, or international presentation or web-resources.
3. Editorial board member, journal reviewer, dissertation/thesis committee member or chair; policy board member.
4. Awards, consulting, citations by other scholars and leaders in the profession.

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STANDARD III: PROFESSIONAL SERVICE

Assistant Professor
Criteria

1. Contributes to CON and University mission of professional service by active participation in/on:
   A. CON and University committees,   councils, and/or Faculty Senate.
2. Community organizations/activities.
3. Professional organizations.

Examples of Evidence

1. Participates in continuing education.
2. Active membership on committees as assigned
3. Participates in organizational activities:
   A. Convocation.
   B. Graduation.
   C. SNA activities.
   D. Career guidance to high schools.
   E. Student advisement.
4. Participates in faculty practice.

Associate Professor
Criteria

1. Demonstrates leadership on committees.
2. Serves on University and/or Ad Hoc committees as assigned.
3. Demonstrates leadership and professional involvement in professional organizations at local, state, or national level, and/or organizations that may effect change in health care, nursing, or education.

Examples of Evidence

1. Demonstrates leadership on CON, community, student-based, and/or volunteer activities, for example:
    A. Chair one or more CON committees.
    B. Serve on Advisory Board(s).
    C. Provide CE prograve.