

College of Nursing Faculty Standards of Performance

<p>STANDARDS FOR TEACHING PERFORMANCE Creighton exists for students and for learning (CU Mission Statement). Teaching effectiveness of faculty members is evaluated in the areas of classroom, lab and clinical teaching performance as well participation in curriculum planning and improvement initiatives.</p>			
Standards for Instructor	Standards for Promotion to Assistant Professor	Standards for Promotion to Associate Professor	Standards for Promotion to Professor
<ol style="list-style-type: none"> 1. Demonstrates effective teaching and supervision of students in classroom and clinical practicum activities as assigned 2. Demonstrates content knowledge through peer and student evaluations. 3. Demonstrates teaching effectiveness through peer and student evaluations 4. Provides effective advisement and guidance to assigned advisees. 5. Uses faculty development opportunities to improve or enhance teaching 6. Assists in the evaluation of course effectiveness and course improvement 	<ol style="list-style-type: none"> 1. Exhibits effectiveness in all criteria for the Instructor rank 2. Assumes responsibility for course management in courses as assigned. 3. Serves on committees or task forces related to teaching, curriculum, evaluation, accreditation, or student admissions and progression. 4. Recognized for excellence in teaching within the college. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness in all criteria for the Assistant Professor rank. 2. Mentors new faculty and provides leadership in course and curriculum development and evaluation. 3. Develops innovative teaching and assessment strategies and materials. 4. Chairs committees or taskforces to improve teaching, curriculum, assessment, program evaluation, accreditation, or student admissions and progression. 5. Demonstrates both depth and breadth in a broad range of teaching assignments and strategies. 6. Recognized for excellence in teaching within the University and/or community 	<ol style="list-style-type: none"> 1. Demonstrates effectiveness in all criteria for the Associate Professor rank. 2. Sought for external presentations and/or consultations based on teaching, curriculum, assessment or evaluation expertise (e.g. accreditation site visitor). 3. Recognized for excellence in teaching at a national and/or international level.

STANDARDS FOR RESEARCH / SCHOLARLY PERFORMANCE All faculty are expected to participate in scholarly activities appropriate to their appointment, position and rank. Variations in productivity may occur based on position and workload. Merit decisions will be based on quantity and quality of the contributions.

Standards for Instructor	Standards for Promotion to Assistant Professor	Standards for Promotion to Associate Professor	Standards for Promotion to Professor
<ol style="list-style-type: none"> 1. Holds at least an earned master's degree. 2. Engages as a team member in one research or scholarly activity every three years. This may include doctoral studies. Averages one presentation every three years at a local, state or regional conference. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness in all criteria for the Instructor rank 2. Holds an earned terminal degree. 3. Demonstrates involvement in ongoing research/creative scholarly activity as a co-investigative/co-author. 4. Authorship in a refereed publication on average one every three years 5. Presents at local, state or regional, conferences an average of one every three years. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness in all criteria for the assistant professor rank. 2. Recognized regionally for an area of research/scholarly expertise 3. Authorship in a refereed publication on average one every two years 4. Presents at local, state, regional or national conferences an average of one every two years 5. Active participant in ongoing research/scholarly activities as a principal or co-investigator. 6. Serves as a reviewer for professional journals 7. Applies for intra or extramural funding for research, demonstration projects, or other scholarly activities. 8. Serves as a mentor for students and/or colleague's research/scholarly activities. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness in all criteria for the associate professor rank. 2. Recognized nationally or internationally in area of research/scholarly expertise. 3. Authorship in a refereed publication on average one every year 4. Presents at national or international conferences annually. 5. Serves as an editorial board member for professional journals or reviews abstracts for national conferences. 6. Serves as a consultant in area of research/scholarly expertise, (e.g., grants, funding agencies) 7. Receives external funding for research/scholarly activities.

STANDARDS FOR SERVICE All faculty will be involved in service roles within the University, the profession, and the community. The expectations of tenure track faculty for service reflect a flexible balance of these three aspects as appropriate to expertise and interests.

Standards for Instructor	Standards for Promotion to Assistant Professor	Standards for Promotion to Associate Professor	Standards for Promotion to Professor
<ol style="list-style-type: none"> 1. Serves as a member of a committee or task force within the CON. 2. Maintains membership and participates in professional nursing organizations. 3. Participates in community service. 4. Participates in University &/or College of Nursing ceremonies, events & social functions. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness for all criteria for instructor rank. 2. Serves as a member of a committee or task force within the University. 3. Assumes leadership role in community service projects. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness for all criteria for assistant professor rank. 2. Adopts a leadership role in University and CON committees. 3. Provides consultation or continuing education to local or regional agencies or providers. 4. Provides leadership in local, state or regional professional organizations. 5. Assumes leadership in community projects that address public health needs or policy. 	<ol style="list-style-type: none"> 1. Exhibits effectiveness for all criteria for associate professor rank. 2. Recognized for outstanding leadership in the University, health sciences, CON and/or the profession. 3. Provides consultation with state, national or international agencies or providers. 4. Serves on local, state or national boards that address health related policies, services or needs.