

Guidelines for Appointment, Evaluation and Promotion of College of Nursing Faculty

Note: These Board of Trustees criteria were accepted by the Faculty Assembly in May 1984 with instructions to the Personnel Policies Committee to quantify and/or modify them as appropriate. The following is the committee's efforts in that direction.

I. MASTERY OF SUBJECT MATTER: As demonstrated by such things as advanced degrees, licenses, honors, awards reputation for clinical and didactic expertise in subject matter field, development of courses, content, teaching tools.

Instructor/Lecturer	Assistant Professor	Associate Professor	Professor
<p><u>For Appointment</u> A. Has a masters degree in nursing. B. Is prepared in an area of clinical specialization. C. At least one year of teaching and clinical experience in a college or university nursing program or acceptable equivalent is preferred. D. Enrollment in a doctoral program of studies is desired.</p> <p><u>For Reappointment</u> A. Discusses recent developments in theoretical area of expertise. B. Demonstrates knowledge of recent developments in current theoretical and clinical area(s) of expertise. C. Enrollment in a doctoral program of studies is desired.</p>	<p>In addition to all the stated criteria for instructor/lecturer, the Assistant Professor.</p> <p><u>For Appointment</u> A. Has an earned doctorate in nursing or related discipline.</p> <p><u>For Appointment or Promotion</u> B. Has a minimum of two years teaching experience in a college or university nursing program or acceptable equivalent.</p> <p><u>For Reappointment</u> A. Acts as a resource for faculty in an area of clinical expertise OR B. Acts as a consultant in nursing or a related discipline. OR C. Holds a joint appointment in another college of DMC or an adjunct or honorary appointment in another institution.</p>	<p>In addition to all the stated criteria for previous ranks, the Associate Professor.</p> <p><u>For Appointment or Promotion</u> A. Has a minimum of four years teaching experience in a college or university nursing program. B. Acts as a consultant in nursing or related discipline. C. Contributes to professional publications. OR D. Has been awarded recognition from a professional organization for contribution in nursing or related discipline.</p>	<p>In addition to all the stated criteria for previous ranks, the Professor.</p> <p><u>For Appointment or Promotion</u> A. Has a minimum of six years teaching experience at the baccalaureate level. B. Receives recognition from the professional community for work in a nursing discipline.</p>

II. **Effectiveness In Teaching:** As demonstrated by such things as development of teaching materials of new courses and student reactions, as determined from surveys, interview and classroom observations and as determined by evaluation of colleagues and students.

Instructor/Lecturer	Assistant Professor	Associate Professor	Professor
<p>A. Implements the teaching learning process.</p> <p>B. Seeks guidance from colleagues in implementing teaching when appropriate.</p> <p>C. Creates an atmosphere which promotes learning.</p> <p>D. Encourages student participation in their own learning.</p> <p>E. Encourages students to think independently.</p> <p>F. Relates nursing theories and evidence based findings to specific nursing situations.</p> <p>G. Encourages development of students' conceptual abilities.</p> <p>H. Communicates a philosophy which is compatible with that of the College of Nursing.</p> <p>I. Communicates effectively with students and peers.</p> <p>J. Uses a variety of teaching strategies.</p> <p>K. Improves performance based on self, peer and student evaluation.</p>	<p>In addition to all the stated criteria for instructor/lecturer, the Assistant Professor.</p> <p>A. Offers guidance to less experienced faculty.</p> <p>B. Contributes to the teaching - learning process by serving in a leadership role.</p>	<p>In addition to all the stated criteria for previous ranks, the Associate Professor.</p> <p>A. Takes leadership role actively in faculty development concerning the teaching-learning process.</p> <p>B. Demonstrates innovative approaches in teaching.</p> <p>C. Serves as a role model for faculty and students.</p>	<p>In addition to all the stated criteria for previous ranks, the Professor.</p> <p>A. Serves as a primary resource for the continual improvement of teaching effectiveness by mentoring junior faculty, dissemination of research, grant writing, scholarly publication.</p> <p>B. Designs new approaches to be used in teaching and evaluation.</p>

III. **Scholarly Ability:** As demonstrated by such things as success in developing and carrying out significant research work in the subject matter field... publications and reputation among colleagues

Instructor/Lecturer	Assistant Professor	Associate Professor	Professor
<p><u>For Appointment</u></p> <p>A. Enrollment in a doctoral program of studies is desired.</p> <p>B. Demonstrate familiarity with literary sources in one's specialty area.</p> <p>C. Maintains membership in a scholarly association.</p> <p><u>For Reappointment:</u> In addition to the above.</p> <p>A. Implements selected research findings from nursing or related discipline.</p> <p>B. Shares knowledge or emerging trends and developments in area of expertise.</p> <p>C. Supports scholarly efforts and activities of the university and the profession.</p> <p>D: Maintains membership in a scholarly association.</p>	<p>In addition to all the stated criteria for instructor/lecturer, the Asst. Professor.</p> <p>A. Participates in nursing and/or interdisciplinary research .</p> <p>B. Prepares a scholarly paper in nursing or in another discipline from a nursing perspective for publication in refereed journals or presentations at professional meeting.</p> <p style="text-align: center;">OR</p> <p>C. Submits an article for publication in a professional journal or textbook.</p> <p style="text-align: center;">OR</p> <p>D. Participates in writing a grant or fellowship applications in nursing or a related discipline.</p> <p>Conducts one or more of the following activities in nursing or another discipline:</p> <p>B. Scholarly paper C. Article D. Writing a grant</p>	<p>In addition to all the stated criteria for previous ranks, the associate professor.</p> <p>A. Evaluates nursing and related research in the classroom and clinical settings.</p> <p>B. Has publications accepted in referred journal or major publishers of professional textbooks.</p> <p>C. Submits a grant or fellowship application to an external funding source.</p> <p style="text-align: center;">OR</p> <p>D. Presents scholarly papers at multiple professional meetings.</p>	<p>In addition to all the stated criteria for previous ranks, the Professor.</p> <p>A. Is recognized as a resource person in an area of nursing expertise.</p> <p>B. Continues active research in nursing and/or with a related discipline.</p> <p>C. Mentors faculty, students, interdisciplinary colleges in the development of research, scholarly papers, publications, presentations at professional meeting, grant applications.</p>

IV. **Effectiveness of University Service:** As demonstrated by such things as College and University service, e.g. committee work, community outreach, administrative work and work with students in addition to formal teacher - student relationship.

Instructor/Lecturer	Assistant Professor	Associate Professor	Professor
<p>A. Participates in College and University Committee.</p> <p>B. Interprets the SUNY philosophy and nursing program to students and the public.</p> <p>C. Attends center-wide faculty assembly meetings.</p> <p>D. Contributes to civic and/or health related community agencies.</p>	<p>In addition to all the stated criteria for instructor/lecturer, the Assistant Professor.</p> <p>A. Assumes greater responsibilities on College and University committees.</p> <p>B. Serves, on request, as a preceptor for graduate students during a teaching practicum.</p> <p>C. Represents the College at professional meetings, conferences and conventions.</p>	<p>In addition to all the stated criteria for previous ranks, the Associate Professor.</p> <p>A. Serves in a leadership role on college and/or university committees.</p> <p>B. Participates actively in civic and/or health related activities.</p> <p>C. Provides leadership in the implementation of College and University Initiatives e.g. grant development, special projects, continuing professional education.</p>	<p>In addition to all the stated criteria for previous ranks, the Professor.</p> <p>A. Presents evidence of leadership in civic and/or health related activities.</p> <p>B. Participates with other disciplines inside and outside the institution to promote nursing and changes in health policies</p>

V. **Continuing Growth:** as demonstrated by activities such as reading research to keep abreast of current development in his/her field and being able to handle increased responsibilities successfully.

A. Participates in professional and/or educational organization.

N.B. The remaining criteria for continuing growth appear to have been delineated under the previous criteria.