

UNIVERSITY OF SOUTH ALABAMA COLLEGE OF NURSING
STANDARDS OF PERFORMANCE, CRITERIA, AND EXAMPLES OF EVIDENCE
FOR INSTRUCTORS AND SENIOR INSTRUCTORS

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.

STANDARD I: TEACHING EFFECTIVENESS

Instructor
Criteria for Appointment

1. Demonstrates proficiency of skills and knowledge of current content and evidence in clinical area.
2. Participates with senior faculty in developing course materials, teaching, and evaluation:
 - A. Implements instruction based on course and class objectives.
 - B. Instruction reflects enthusiasm, creativity, clarity, and is appropriate to educational level of student.
 - C. Teaching is based on teaching learning principles and student learning is evaluated using appropriate tools and procedures.
 - D. Effectively organizes classroom and clinical instruction using course objectives to meet learning needs of students.
3. Demonstrates effective communication and interpersonal skills
4. Maintains a caring attitude in classroom and clinical.

Examples of Evidence

1. Specialty theory clinical course evaluations.
2. Clinical agency evaluations.
3. Course and/or curriculum development information.
4. Active participation in course workgroups.
5. Annual performance appraisal.
6. Certification (when available) in area of specialization.

Senior Instructor
Criteria for Appointment or Promotion:

1. Demonstrates mastery of current educational and clinical evidence in classroom and clinical teaching.
2. Demonstrates knowledge and skill in course development, teaching, and evaluation:
 - A. Integrates current information from state, regional, and national associations (specialty clinical organizations and accrediting agencies) into coursework.
 - B. Is responsive to student learning needs.
 - C. Effectively manages class and clinical learning environments (including student interaction, pacing of instruction, linkage to objectives, etc).
3. Participates with senior faculty in developing course materials, teaching, and evaluation:
4. Models effective communication and interpersonal skills.
5. Advises students individually or in groups to enhance success in the program.

Examples of Evidence

1. Theory and clinical specialty course evaluations.
2. Clinical agency evaluations.
3. Course development.
4. Use of innovative, creative teaching strategies.
5. Active participation on standing and Ad-hoc committees.
6. Annual performance appraisal.
7. Maintains specialty Certification

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STANDARD II: PROFESSIONAL DEVELOPMENT

Instructor
Criteria for Appointment

1. Attends conferences within specialty
2. Develops broader clinical expertise
3. Demonstrates a beginning pattern of scholarship (local, state, or regional).
4. Integrates current evidence into course-related activities

Examples of Evidence

1. Collaborates on clinical projects.
2. Poster presentations at local and state level
3. Uses evidence as a foundation for practice.

Senior Instructor
Criteria for Appointment or Promotion

1. Participates as a team member in clinical scholarship.
2. Assumes responsibility for personal professional development.
3. Participates in team disseminates scholarly works at local and state levels.

Examples of Evidence

1. Collaborator on clinical projects.
2. Poster presentations at local, state, regional conferences.
3. Integrates current evidence into theory and clinical courses.
4. Participates in professional development offerings at the state, regional and national level.

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STANDARD III: PROFESSIONAL SERVICE

Instructor
Criteria for Appointment

1. Participates in CON and University governance.
2. Contributes to extracurricular student organizations/activities.
3. Contributes to CON mission of community service
4. Participates in professional organizations.

Examples of Evidence

1. Participates in continuing education.
2. Regularly attends committees as assigned
3. Participates in organizational activities:
 - A. Convocation.
 - B. Graduation.
 - C. SNA activities.
 - D. Career guidance to high schools.
 - E. Advising
4. Participates in faculty practice.

Senior Instructor
Criteria for Appointment or Promotion

1. Participates in CON and departmental committees
2. Participates in extracurricular student organizations/activities.
3. Demonstrates leadership on CON committees.
4. Demonstrates leadership and professional involvement in:
 - A. Professional organizations
 - B. Organizations that effect change in health care, nursing, or education.

Examples of Evidence

1. Provides continuing education offerings.
2. Attends regularly/serves on committees as assigned, for example:
 - A. Contributes to professional organizations/community agencies.
 - B. Serves on Advisory Boards.
3. Provide/supervise/contribute to health–related projects sponsored by CON
4. Integrates service activities into CON courses