

*CRITERIA AND STANDARDS FOR INSTRUCTION, SERVICE, AND CREATIVE  
AND SCHOLARLY ACTIVITIES IN THE DEPARTMENT OF NURSING FOR  
ANNUAL EVALUATION, PROMOTION, TENURE AND MERIT PAY*

*DEPARTMENT OF NURSING*

The primary purpose of the Department of Nursing is to prepare students for professional nursing practice. Professional nursing is a creative process which in its focus on health needs of man and society assists each individual in Professional nursing is an art and science which is committed to the essential services of the promotion and maintenance of health, the prevention of illness, the restoration and rehabilitation of the ill or injured, and the support of dying individual. The faculty believes that maintaining teaching excellence is the thrust of our effort and that scholarly and creative activities are meant to enhance that endeavor.

**Teaching:** The department recognizes that good teaching is an art that resists objective analysis. To the extent possible, however, the evaluation of teaching is based on: comment and formal assessment provided by other faculty members and by students, syllabi, examinations, and other class materials the faculty member may submit for review.

**Advisement:** Academic advisement is effective if the faculty member assists in the development of individualized degree plans, and provides for implementing those plans in an efficient and timely manner, and is available for counseling.

**Service:** Service includes contributions to the department, college, university, professional organizations, health care agencies, public schools, and to other appropriate community groups.

**Research and Creative Activity:** The faculty member will be evaluated based on the Statement of Creative Activity as defined by the Department of Nursing. The following are evidences of scholarly activity. They do not imply that all faculty must show evidence of each of the activities and is often dependent upon opportunity and request. The numbers do not reflect an order of priority, but should be viewed as types of evidence which indicates nursing creativity and scholarship.

1. Basic, applied, and clinical investigation.
2. Innovative approaches to curriculum design, innovative teaching tools, and the development of creative methods.
3. Publication of articles, monographs, book reviews, in regional, national, and international journals is a very important form of scholarship.
4. The publication of a book or chapter.
5. Technical reports.
6. The presentation of papers at a local, regional, national, or international professional conference.

7. The presentation of papers, directing or serving as a facilitator at conferences, symposia, seminars, or workshops.
8. Writing of grants and contracts and contracts to develop programs, conduct research, and provide services.
9. Advanced education.
10. Formal consultation to not only practitioners of nursing but also to other institutions who can benefit from the expertise of the faculty member.
11. Clinical nursing practice.

### **RATIONALE FOR INCLUDING CLINICAL PRACTICE AMONG RESEARCH AND CREATIVE ACTIVITIES**

The following statements are made to explain the basis for the importance of clinical nursing practice.

1. While nursing knowledge has been synthesized from theories of other disciplines, nursing theories will best be developed by clinical research stemming from patient care and direct patient contact.
2. Maintaining clinical expertise is paramount for nursing faculties. Nursing problems and their solutions are identified in the clinical setting, and current research findings are demonstrated to students and to other nurses. The clinical setting provides the teacher an arena to present an exemplary role model, to share and communicate findings with colleagues and to promote clinical competence and personal growth. Therefore, it is imperative that the faculty be afforded the time and opportunity for the clinical practice of nursing.
3. Evidence of current clinical practice is to be considered as a component of research and other creative activities for the purpose of annual evaluation and for consideration of promotion and tenure.

### **MERIT PAY CRITERIA STATEMENT**

In the Department of Nursing, merit increases are recommended on the basis of a faculty member's performance in teaching, advising, scholarship, and service. The chairperson makes such recommendations to the Dean of the College, who in turn makes recommendations to the Vice President for Academic Affairs. The Department of Nursing recommends that faculty members who receive a rating of "Good" or better on their annual evaluation will be eligible for merit pay. Merit pay will be divided equally among all faculty members with a rating of "Good" or better.