

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.

Associate Professor  
Criteria for Promotion

1. Demonstrates mastery of current knowledge and skills relevant to support/core courses.
2. Demonstrates knowledge and skill in curriculum development, implementation, and evaluation.
  - A. Designs innovative/creative teaching strategies.
  - B. Varies application of educational principles, strategies, and standards to achieve learning objectives and meet learner needs.
3. Role models effective communication and interpersonal skills to develop collaborative relationships.
4. Advises students, individually and in groups to enhance success in the program.

Examples of Evidence

1. Teacher evaluations in core/support courses.
2. Leadership in course and curriculum development, implementation and evaluation.
3. Integrates educational theories into curriculum and course related activities.
4. Guides less experienced faculty in design, testing and use of innovative teaching strategies,
5. Recognized as a master teacher
6. Demonstrates beginning success at securing extramural funding
7. Is recognized within the College and the State for expertise.
8. Membership on key college committees such as curriculum evaluation, admission and progression, etc.

Professor  
Criteria for Promotion

1. Integrates current evidence and clinical expertise into program planning, implementation, and evaluation.
2. Assumes a leadership role in course and curriculum development, implementation and/or evaluation.
3. Serves as a resource for colleagues
4. Is recognized as a master teacher
5. Demonstrates a pattern of facilitating and nurturing collaborative relationships.
6. Mentors peers to assure positive program outcomes.

Examples of Evidence

1. Chairs key College committees such as Curriculum, Evaluation,

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

Assistant Professor  
Criteria

1. Participates in research projects individually or with a team.
2. Integrates research methods and findings into curriculum and course- related activities.
3. Disseminates scholarly works at local and state levels.

Examples of Evidence

1. Collaborator on research projects.
2. Small grant funding.
3. Poster or podium presentations; electronic dissemination
4. Publication of peer-review articles, Chapters or books.

Associate Professor  
Criteria

1. Consistent involvement in research projects individually or with a team.
2. Disseminates scholarship regionally, nationally, or internationally.

Examples of Evidence

1. Principal investigator or co-investigator on research projects.
2. Submitted research proposals for funding
3. Peer-reviewed articles, chapters, books, and/or web-resources.
4. Peer reviewer for journal; invited presentations; consultation; work is cited by other scholars.
5. Co-researcher; peer reviewer; thesis ordissertation committee member.

Professor

## 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 programs.
  - D. Provide/supervise/contribute to health-related projects.
  - E. Improve health care delivery.
2. Integrates service activities into CON curriculum where appropriate.
3. Mentors less experienced faculty in Service-related activities/opportunities.
4. Faculty practice.

Professor  
Criteria

1. Demonstrates leadership on CON and University committees.
2. Demonstrates an expanded leadership role with:
  - A. Professional organizations at local, state, or national and/or international levels.
  - B. University-related community service activities, e.g.:
    - a) Serve on Board of Directors
    - b) Provide CE programs
    - c) Provide professional consultation or expert testimony
    - d) Provide direct health care
    - e) Special assignments as appointed by CON Dean

Examples of Evidence

1. Expands service role at local, state, national, international levels, e.g.:
  - A. Advanced faculty practice.
  - B. Leadership in health care activities:
    - a) Advisory Board/BOD member
    - b) Offer CE programs
    - c) Organize health care programs involving undergraduate or graduate students.
    - d) Contribute to implementing/improving health care delivery
2. Contributes to policy development/ updates/revisions for CON, University, and health care agencies.