# Nursing Department Guidelines for Reappointment, Tenure and Promotion

## Teaching Effectiveness
consistently positive peer observation reports and student evaluations in the classroom and the clinical setting. Faculty must also demonstrate:

- Professional Development Workshops related to the advancement of teaching and pedagogy, such as those offered by CETL and the Professional Nursing Organizations.
- Growth and development as an educator by obtaining certification in nursing education and/or certification in specialized clinical areas.
- Incorporation of the following into the classroom:
  1. High-impact practices (QCC HIPs: Undergraduate Research, Academic Service Learning, Global Diversity Learning, Learning Communities, Writing Intensive, Common Read and Collaborative Assignments)
  2. Creatively use technology to enhance student participation and active learning (podcasts, mobile devices, clickers, discussion board)
  3. Innovations in instructional methods that result in more effective teaching and learning.
- Utilization of student success products (adaptive quizzing, virtual simulation, interactive case studies, and videos)

## Scholarship
consistent record of scholarly efforts with a focus on nursing education pedagogy or clinical specialty areas of practice as demonstrated by the following:

- Invited or contributed departmental, local, regional, and national presentation (posters and podium) at conventions of professional nursing societies or other institutions.
- Grant writing PI or co-PI, or participation in grant projects.
- Publication of book chapters or books; editing journals or books; publications in peer-reviewed journals.

*If faculty have a strong publication record or presentation record, grant writing may be optional.
**At least one peer reviewed article is recommended for consideration for tenure.

## Service & Collegiality
as demonstrated by the following:

- Consistent record of contributions to the department with evidence of participation and accountability on the semester and department level (committee work, test construction, curriculum revision, and course assessment).
- College contributions in the form of committee work, participation in significant initiatives (e.g., course and program assessment), course and curriculum development and student advisement.
- Participation in collaborative service activities demonstrating collegiality in interactions with other members of the department and College community.
- Attendance at meetings with follow through on assignments.
- Accepting constructive criticism, respect, professionalism, and kindness to fellow members.