

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:
 - i. High-impact practices (QCC HIPs: Undergraduate Research, Academic Service Learning, Global Diversity Learning, Learning Communities, Writing Intensive, Common Read and Collaborative Assignments)
 - ii. Creatively use technology to enhance student participation and active learning (podcasts, mobile devices, clickers, discussion board)
 - iii. 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.
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*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.