

## **St. Olaf College Department of Nursing**

### **Guidelines for Evaluation of Significant Professional Activity**

#### **ASSUMPTIONS:**

These guidelines, developed by the nursing faculty, need to be flexible in order that the individual's particular expertise and achievements are considered and related to the balance and vitality of the department and the Minnesota Intercollegiate Nursing Consortium.

The potential of the candidate in relation to future goals of the department, Consortium and college is as important as high level professional achievement.

The quality of professional activity is more important than the quantity.

#### **GENERAL CRITERIA:**

All faculty being considered for promotion and/or tenure in the Department of Nursing must meet the following general criteria: (not necessarily listed in order of importance).

Participation in MINC curriculum development and continual creative development of established courses as well as new courses.

Involvement in professional reading of the literature of the discipline, such as research, clinical and/or technical advances, legal, ethical and political issues.

Ph.D. or plan and evidence of seriously working toward the goal of Ph.D. degree is an expectation.

Enhancement of departmental cohesiveness through evidence of effective collegiality.

Enhancement of interdepartmental cohesiveness through evidence of participation in division and college activities.

Maintenance of clinical competence in the area of individual teaching specialty.

Participation in continuing education courses or activities in nursing or related fields.

Participation in the preparation of credentialing reports (national accreditation and state approval).

Participation in professional nursing organization(s).

Collaboration with professional colleagues to promote exchange of academic knowledge.

#### **CRITERIA FOR TENURE AND PROMOTION:**

In addition to meeting the general criteria, faculty being considered for tenure must have begun work in (an) area(s) of significant professional activity. This work should reflect the individual's professional potential.

Faculty being considered for promotion must meet the general criteria as well as demonstrate significant professional activity in one of the following areas, or breadth of activity in several areas.

**Professional Writing and Scholarly Work**

Write grant proposals, obtain funds and/or oversee project(s).

Conduct research as the primary investigator or assistant.

Submit or have published professional articles, textbooks or textbook portions.

Present paper(s) at professional meetings(s).

Publish a work of local interest or write for in-house publications.

Edit, review or abstract professional articles(s) or textbook(s).

Serve as instructor or planner for continuing education/special workshops designed to assist the professional to maintain expertise or contribute to new scholarship in the profession.

**Involvement in Professional Organizations, Associations, Boards**

Election or appointment to nursing, education, or health related committees, task forces, boards or commissions at local, district, state or national levels.

Leadership role in professional nursing organizations at the local, district, state or national level.

**Notable Professional Contributions and Recognition**

Instructor, planner, speaker, panel member or seminar leader of a conference or workshop.

Consultant in nursing or health related activities.

Test item writer for national nursing examinations.

Accreditation site visitor.

Certification for advanced clinical practice in one's specialty area.

Recipient of award or honors for professional activity.

Election to membership in national professional honor societies.

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