



Origination 10/12/2017
Last Approved 2/5/2025
Effective 2/5/2025
Last Revised 2/5/2025
Next Review 2/5/2027

Owner Faculty Organization
Policy Area College of Nursing CNG
Applicability MVHS

Evaluation of Faculty, CNG-100.36

PURPOSE

To define the process involved in the evaluation of faculty members at St. Elizabeth College of Nursing (SECON).

SCOPE

Students, Faculty, Administration

REFERENCES

Employee Performance Review/Orientation - MVHS, MV-06-029

Halstead, J. A. (2018). *NLN core competencies of nurse educators: A decade of influence*. Wolters Kluwer.

Shellenbarger, T. (2018). *Clinical nurse educator competencies*. Wolters Kluwer.

St. Elizabeth College of Nursing Faculty Manual

DEFINITIONS / ABBREVIATIONS

SECON: St. Elizabeth College of Nursing

MVHS: Mohawk Valley Health System

NLN: National League for Nursing

PROCEDURE / DIRECTIVE

1. Performance evaluations of the faculty are done on an annual basis as per the Employee Performance

Review/Orientation - MVHS, MV-06-029

2. Faculty evaluations are completed by the President of the College with input from the Dean of Student and Faculty Development using the appropriate performance evaluation supplied by the Human Resources Department.

3. The President of the College meets with each faculty member individually to review their evaluation and develop goals for the upcoming academic year.

4. Each faculty member maintains a Professional Portfolio demonstrating achievement of the NLN core competencies for the Academic and Clinical Nurse Educator:

- Academic Nurse Educator
 - Facilitate Learning
 - Facilitate Learner Development and Socialization
 - Use Assessment and Evaluation Strategies
 - Participate in Curriculum Design and Evaluation of Program Outcomes
 - Function as a Change Agent and Leader
 - Pursue Continuous Quality Improvement in the Nurse Educator Role
 - Engage in Scholarship
 - Function within the Educational Environment
- Academic Clinical Nurse Educator
 - Function within the Education and Health Care Environments
 - Function in the Clinical Educator Role
 - Operationalize the Curriculum
 - Abide by Legal Requirements, Ethical Guidelines, Agency Policies, and Guiding Framework
 - Facilitate Learning in the Health Care Environment
 - Demonstrate Effective Interpersonal Communication and Collaborative Inter-professional Relationships
 - Apply Clinical Expertise in the Health Care Environment
 - Facilitate Learner Development and Socialization
 - Implement Effective Clinical and Assessment Evaluation Strategies

4. The faculty member submits their updated portfolio to the President of the College for review. This is done every two years on the even years.

5. Student feedback related to the faculty member's performance in the classroom and clinical setting is obtained via anonymous surveys and utilized for additional feedback to the faculty member related to strengths and opportunities for improvement.

A. New faculty members will be evaluated for both clinical and theory each semester for three

- years.
- B. After the third year, each faculty member will be evaluated at least once for clinical and theory per academic year.
- C. Adjunct instructors are evaluated at the end of their semester assignment.

CONTENT EXPERT(S) / RESEARCHER(S) / CONTRIBUTOR(S):

This Document Replaces:

NSG-CNG-100.36

Approval Signatures

Step Description	Approver	Date
Owner	Faculty Organization	2/5/2025

Applicability

MVHS