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Evaluation of Faculty, CNG-100.36

PURPOSE

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

SCOPE

Students, Faculty, Administration

REFERENCES

Mohawk Valley Health Systems. (2007). Standards for timely completion of job performance evaluations. *St. Elizabeth Medical Center*

Policy Manual #HRP039

St. Elizabeth College of Nursing Faculty Manual

DEFINITIONS / ABBREVIATIONS

SECON: St. Elizabeth College of Nursing

MVHS: Mohawk Valley Health Systems

NLN: National League for Nursing

PROCEDURE / DIRECTIVE

1. Performance evaluations of the faculty are done on an annual basis as per the Standards for Timely Completion of Job Performance Evaluations Policy #HRP039.
2. Faculty evaluations are completed by the President of the College with input from the Deans of Student and Faculty Development using the appropriate performance evaluation supplied by the Human Resources Department.
3. Each faculty member maintains a Professional Portfolio demonstrating achievement of the NLN core competencies of a nurse educator which include:
 - Didactic Teaching

- Clinical Teaching
- Faculty Service
- Community Service
- Continuing Education

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.

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

7. Adjunct instructors are evaluated at the end of their semester assignment.

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

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Attachments:

No Attachments

Approval Signatures

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Applicability

MVHS