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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

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 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.

- 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 calendar year.
- C. Adjunct instructors are evaluated at the end of their semester assignment.

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

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NSG-CNG-100.36

Approval Signatures

Step Description	Approver	Date
Owner	Faculty Organization	2/22/2022

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