

INDIANA UNIVERSITY SCHOOL OF NURSING
Criteria for Appointment and Promotion
Standards & Criteria for Excellent Performance in Service

Criterion #1 Demonstrates a commitment to a program of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Doctorate in nursing or doctorate in another field with a major in nursing. 2. Submits proposals to seek internal funds for service efforts. 3. Provides leadership for development of programs/services to meet community-identified needs or concerns. 4. Identifies program of service-related scholarship. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Conducts integrative reviews of the literature regarding service-related area of interest. 2. Applies for external funding at local/regional level for service-related program of scholarship. 3. Receives internal funding for service-related program of scholarship. 4. Provides leadership (co-investigator) for service-related research project. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Received external funding at regional/national level for service-related program of scholarship. 2. Coordinates knowledge integration projects regarding service-related area of interest. 3. Continuously receives internal and/or local external funding for service-related program of scholarship. 4. Leads interdisciplinary projects regarding service-related program of scholarship. 5. Enhances collaborative efforts within nursing and across disciplines.

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Criterion #2 Disseminates results from program of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Participates in local and state continuing education programs. 2. Publishes dissertation findings in service-related journal. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Publishes concerning service activities (averages 1 per two year in current rank). 2. Publishes in the area of group work, academic mission or faculty development. 3. Presents at regional conferences regarding service-related area of interest. 4. Authors book chapters on service-related area of interest. 5. Sought as speaker, panel leader, moderator, discussant in local and state meetings in area of service. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Publishes concerning service activities (averages 1 per year in current rank). 2. Sought as speaker, panel leader, moderator, discussant in national/international meetings in area of service. 3. Represents the profession in media/public appearances. 4. Invited speaker for presentations or papers regarding service-related area of interest. 5. Sought out to write white papers or executive summaries on health related topics. 6. Primary author for books related to the nursing profession and/or health care.

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Criterion #3 Demonstrates adequate preparation/knowledge for conduct of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Develops a plan to meet service-related learning needs. 2. Participates in continuing education programs as learner. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Provides documentation of other committee members' assessment of successful group participation. 2. Demonstrates and documents knowledge of academic goals of the division. 3. Demonstrates initiative in developing skills in group work and committee structure for the purpose of advancing service to the campus/university. 4. Demonstrates participation in development of computer programs for purpose of advancing service for the profession. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Helps to organize or presents workshops or presentations on group skills, committee work or other strategies for reaching organizational goals. 2. Receives positive evaluations from committee chairs regarding participation in and contributions to committee work. 3. Develops computer programs for advancing service for the profession.

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Criterion #4 Assumes leadership roles related to scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Promotes the CAMPUS/UNIVERSITY academic and administrative goals through successful membership in selected committees and work groups. 2. Actively participates in professional organization. 3. Serves on selected campus and university committees, consistent with personal and professional goals. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Participates in the recruitment of members for professional organizations. 2. Serves in leadership roles on committees of a state/regional professional organization. 3. Represents the nursing professional organizations to selected constituencies, such as legislators. 4. Advocates organized nursing's position on selected health related legislation. 5. Appointed to state or national positions by elected officials (governor, etc.). 6. Recognized as a regional or national leader in public health advocacy. 7. Assists regularly with commencement/awards ceremonies. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Receives public awards or citations for service contributions. 2. Serves in elected public office (related to discipline-based expertise). 3. Serves on advisory boards/boards of directors for community-based projects. 4. Assumes elected office. 5. Receives public awards or recognition from professional and public groups. 6. Chairs public task forces or work groups of the city, county, or state. 7. Participates in committee and other work groups at the state or national level, representing university faculty or administrative roles, health care professional roles or other related expertise. 8. Serves as chair of external Institutional Review Boards. 9. Serves as a committee chair of external boards of directors or advisory boards.

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Criterion #5 Extends knowledge to colleagues, other disciplines, and constituencies		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Represents the division on formal occasions as role model for nursing. 2. Assumes leadership positions on task forces or other work groups. 3. Provides leadership in the establishment of a climate that supports cultural and ethnic diversity on the campus. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Provides direct-care services regularly to individuals/groups/communities. 2. Serves as mentor to other faculty regarding service contributions. 3. Periodically contributes to work of regional/national professional organization (receives grants, develops policies, etc.). 4. Sought as speaker, panel leader, moderator, discussant in state and regional meetings in area of service. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Consults in national/international continuing education programs. 2. Sought out for advice or consultation. 3. Works with groups of faculty to develop their faculty roles through formal and informal presentations. 4. Represents school and university at national/international levels, e.g., as a board member, at forums, etc. 5. Chairs committees of a regional/national professional organization. 6. Contributes consistently to work of a regional/national professional organization (e.g., reviews abstracts, develops policies, grant development). 7. Sought as a discussant, speaker, panel member, moderator at national/international meetings in area of service. 8. Sought out for national and international work groups or task forces to define or advance nursing practice. 9. Serves on interdisciplinary health care-related work groups or committees at the national and international level.

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Criterion #6 Effectively engages learners in knowledge acquisition process related to service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Sought by students to provide assistance regarding personal, academic, or health issues. 2. Develops and implements service-learning components within existing courses. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Directs student service projects. 2. Teaches a course including a service-learning component. 3. Provides for students mentorship within the service learning environment. 4. Assists students in seeking funding for service-related projects. 5. Participates on graduate student projects related to scholarship of service. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Directs graduate student projects related to scholarship of service. 2. Mentored students are consistently recognized for service-related contributions. 3. Develops and implements interdisciplinary student service-related experience. 4. Develops/directs student service-related clinical experience. 5. Mentored students receive funding for service-related projects.

INDIANA UNIVERSITY SCHOOL OF NURSING
Criteria for Appointment and Promotion
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Criterion #1 Demonstrates a commitment to a program of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Doctorate in nursing or doctorate in another field with a major in nursing. 2. Assists in the development of programs/ services to meet community-identified needs or concerns. 3. Submits proposals to seek internal funds for service efforts. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Assists in conduct of integration review of literature regarding service-related area of interest. 2. Participates as member of service-related research project (i.e., costs of care, outcomes measurement). 3. Receives internal funding for service-related teaching/knowledge development project. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Independently conducts integrative review of literature regarding service-related area of interest. 2. Provides leadership (co-investigator) for service-related research project. 3. Receives external funding for service-related teaching/knowledge development project. 4. Participates as a member of interdisciplinary team to develop/deliver services that address real-world problems.

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Criterion #2 Disseminates results from program of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Participates in local continuing education programs. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Co-authors a professional publication related to service activities. 2. Participates in local and state continuing education programs. 3. Provides written reports of successful committee or other work group work. 4. Co-authors book chapters for service-related area of interest. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Makes presentations on defining and advancing nursing roles. 2. Co-authors publication which defines or advances the professional nursing role. 3. Provides information to the public about nursing organizations. 4. Makes presentations to professional and lay groups about nursing and health care. 5. Is invited to make presentations to national and international lay groups on health care topics. 6. Authors book chapters for service-related area of interest.

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Criterion #3 Demonstrates adequate preparation/knowledge for conduct of scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Identifies service-related learning needs. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Attends workshops or conferences on service, group dynamics or group process. 2. Documents committee or other work group productivity. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Documents the identification and use of the literature on organizational goal attainment, service through committee work, etc. 2. Demonstrates initiative in developing skills in group work and committee structure for the purpose of advancing service to the campus/university. 3. Provides documentation of other committee members= assessment of successful group participation.

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Criterion #4 Assumes leadership roles related to scholarship of service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Represents school and university at local and state level, e.g., as board member, at forums, etc. 2. Provides leadership in local and state eleemosynary and health care agencies. 3. Provides leadership within the department. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Provides leadership within the department. 2. Assumes responsibility for leadership for at least one committee. 3. Serves on selected campus and university committees, consistent with personal and professional goals. 4. Provides health-related educational resource for public or private agencies. 5. Attends commencement/award ceremonies. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Chairs a systemwide or corridor standing committee. 2. Sits as a member of a university standing committee. 3. Develops policies/procedures supportive of the function of the academic unit. 4. Receives positive evaluations from committee chairs regarding contributions to committee work. 5. Receives formal or informal recognition for contributions to mission of academic unit. 6. Assumes leadership role in authoring policy for health care agencies or organizations. 7. Is recognized as a regional or national leader in public health advocacy.

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Criterion #5 Extends knowledge to colleagues, other disciplines, and constituencies		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Represents school and university at regional level. 2. Involved in efforts to establish a climate that supports cultural and ethnic diversity on the campus. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Provides collaboration within nursing and across disciplines. 2. Provides consultative services to a community organization/group congruent with professional expertise. 3. Provides direct-care services regularly to individuals/groups/communities utilizing professional knowledge/skills. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Works with selected faculty as advisor. 2. Is sought out by those outside the division to represent the division=s interest. 3. Provides direct-care services regularly to individuals/groups/communities. 4. Serves as a committee member of work group for a regional/national/international professional organization.

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Criterion #6 Effectively engages learners in knowledge acquisition process related to service		
Assistant Professor	Associate Professor	Professor
<p>Examples:</p> <ol style="list-style-type: none"> 1. Conducts tutoring sessions for students. 2. Enhances the linkage/cohesion of students to each other and to the university. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Assists other faculty in development of student service projects. 2. Co-teaches a course which includes a service-learning component. 3. Assists with coordinating student's service learning activities with appropriate community organizations. 4. Invited as guest speaker regarding service-related topics. 	<p>Examples:</p> <ol style="list-style-type: none"> 1. Participates in graduate student projects related to scholarship of service. 2. Provides for students= mentorship within the service learning environment. 3. Assists students in seeking funding for service-related projects. 4. Directs student service-related clinical experiences.