



Faculty Outcomes

To provide superior nursing education distinguished by academic excellence facilitated by master instruction, innovation, integrity, and world class service, known as Chamberlain Care, faculty of the Chamberlain College of Nursing participate in a range of evaluation processes designed to promote effective and innovative teaching and learning, known as Master Instruction. The goal of these evaluation processes is to provide a meaningful assessment of faculty productivity, promote the development of goals and expectations, foster and support faculty development and mentorship, and to assess the quality of each faculty member's performance. Chamberlain's evaluation processes include both formative and summative evaluation of teaching. These evaluation processes include: Faculty Outcome Exemplars, Individual Performance Plans (IPPs), Individual Development Plans (IDPs), and Rank & Promotion Portfolios as well as job specific requirements.

Formatively, Faculty Outcome Exemplars are designed to align with the National League for Nursing Nurse Educator Competencies (2005) and Boyer's Model of Scholarship (1990), which the American Association of Colleges of Nursing (AACN) supports. These Faculty Outcomes aim to facilitate professional development, encourage personal growth, and guide the faculty member's achievement of career goals in nursing education. Each Outcome offers faculty a range of pathways to successful achievement. For example, to demonstrate Best Practice of Teaching and Learning, faculty may show evidence of the use of instructional effectiveness data for continuous improvement; maintain academic integrity; apply best practice in nursing education; encourage student-faculty interaction in and out of class; and/or facilitate interactive learning environments. In this way, Faculty Outcome Exemplars are formative evaluation processes that enhance personal and professional development.

At Chamberlain College of Nursing, faculty are expected to demonstrate evidence of the following Faculty Outcome Exemplars:

1. Evidence-Based Teaching/ Learning and Master Instruction
2. Nursing Practice Expertise
3. Commitment to Professional Nursing
4. Professional Role Model /Chamberlain Care
5. Professional Service
6. Lifelong learning

1. Evidence-Based Teaching/Learning and Master Instruction

Alternative ways to demonstrate Evidence-Based Teaching and Learning include:

- A. Use instructional effectiveness data for continuous improvement
- B. Maintain academic integrity
- C. Apply best practice in nursing education
- D. Encourage student-faculty interaction in-and-out of class
- E. Facilitate interactive learning environments

2. Nursing Practice Expertise

Alternative ways to demonstrate Nursing Practice Expertise include:

- A. Professional service in area of practice expertise.
- B. Clinical/nonclinical instruction of students
- C. Volunteer work in practice settings
- D. Active professional certification



3. Commitment to Professional Nursing

Alternative ways to demonstrate Nursing Practice Expertise include:

- A. Membership in professional nursing organizations
- B. Participation in local, state, national, and/or national professional activities
- C. Publication, editing, and/or reviewing of scholarly endeavors
- D. Published and unpublished scholarly and creative work as appropriate including articles, chapters, books, reviews, reports and conference presentations.

4. Professional Service

Alternative ways to demonstrate Professional Service include:

- A. Service to the College – Location, national, or course leadership
- B. Service to the Profession – Activities at local, state, regional, national or international level in conferences, presentations, editorial work and proposal review
- C. Service to the Community – Contributions to local, state, regional, national, or international outreach programs or activities

5. Professional Nursing Role Model/Chamberlain Care

Alternative ways to demonstrate Professional Nursing Role Modeling include:

- A. Evidence of leadership in or contributions to professional organizations
- B. Exhibit professional behaviors in all interactions with students, colleagues, administration and the public
- C. Mentoring of students and/or colleagues

6. Lifelong Learning

Alternative ways to demonstrate Lifelong Learning include:

- A. Completion of formal educational courses/certification
- B. Doctoral or post-doctoral coursework
- C. Continuing education programs
- D. Independent study
- E. Honors, awards and other recognition



NLN Core Competencies

FACULTY OUTCOMES		Facilitate Learning	Facilitate Learner Development & Socialization	Use Assessment & Evaluation Strategies	Participate in Curriculum Design & Evaluation of Program Outcomes	Function as a Change Agent and Leader	Pursue Continuous Quality Improvement in the Nurse Educator	Engage in Scholarship	Function within the Educational Environment
	Best Practice of Teaching and Learning	X	X	X	X		X	X	X
	Practice Expertise					X	X	X	
	Commitment to Professional Nursing		X			X	X	X	
	Professional Role Model		X			X	X	X	
	Service to the Community					X	X	X	X
	Lifelong Learning	X	X	X	X	X	X	X	X

BOYER (AACN SUPPORTED)

FACULTY OUTCOMES		Scholarship of Discovery	Scholarship of Teaching	Scholarship of Practice	Scholarship of Integration
	Best Practice of Teaching and Learning	X	X	X	X
	Practice Expertise		X	X	
	Commitment to Professional Nursing	X	X	X	X
	Professional Role Model	X	X	X	X
	Service to the Community			X	X
	Lifelong Learning	X	X	X	X