

TEXAS A&M UNIVERSITY – CORPUS CHRISTI

College of Nursing and Health Science

January 2025 – December 2025

Faculty Performance Review

Criteria for Assessing Scholarship/Creative Activity, Teaching and Service

Teaching Review Criteria	Self Review	Chair Review	Comments
Group 1 (Mandatory)			
Achieving a mean rating of 4 to 4.49 on annual mean student evaluation (Meets)			
Achieving a mean rating of 4.5 or higher on annual mean student evaluations (Exceeds)			
Annual mean student evaluations unavailable due to low enrollment or no teaching assignments^			
Teaching self-reflection based on student course evaluations: (Including plans to address all students' concerns indicated in the students' evaluation surveys and in students' narrative comments)			
Group 2			
Teach the course as assigned by the chair and provide support and feedback in teaching assignments in terms of objectives, schedule, format, or simulation (didactic or clinical)			
Provide students, through LMS, syllabi, grades and feedback on didactic exams, assignments, and clinical sessions			
Submit required documents (current CV, syllabi, textbook orders, mid-term/final grades) as scheduled			
Complete all trainings required by the university by designated due dates			
Be available during posted office hours and/or available to students throughout clinical sessions			
Peer evaluation score $\geq 75\%$ (positive) OR professional teaching awards			
Provide evidence of professional development or additional certificates or certification that enhance teaching and improve student learning			
Utilize innovative/appropriate technology in didactic or clinical course/sessions delivery			
Coordinate and/or participate in curriculum revision or development of new curriculum			
Provide documentation on clinical post-conference/debriefing topics			

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Provide formative and summative evaluations with each student at completion of clinical sessions			
The course(s) or end of program mean score(s) on standardized exam(s) are above the national average			
50% or higher student response rate on course evaluations			
Group 3			
**Program Coordinator (Refer to CONHS Faculty Handbook)			
*Course Manager (Refer to CONHS Faculty Handbook)			
Rubric			
Exceeds expectations (2) = An annual mean student evaluation score of 4.5 or higher + 7 'yes' from Group 2 (and 3).			
Meets expectations (1) = An annual mean student evaluation score of 4 to 4.49, or unavailable due to low enrollment or no teaching assignments + 5 'yes' responses from Group 2 (and 3).			
Unsatisfactory (0) = An annual mean student evaluation score of < 3.99 (exception: first-year new faculty is 3.5).			
^If there is no teaching assignment, then the % for teaching and service will be adjusted.			

Service Review Criteria	Self Review	Chair Review	Comments
Group 1 (Mandatory)			
Membership on department, college, and/ or university committees or task force with evidence of good attendance and participation			
Participate in ceremonies (e.g. White Coat, Recognition, Commencement) and meetings according to college and university guidelines with evidence of good attendance			
Volunteer for department, college, or university events (e.g., Island Days, Poverty Sim, etc.)			
Group 2			
Holds leadership positions in community committee, initiatives, task forces, or organizational events			

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Holds leadership positions in department, college, or university committees			
Is a current board or committee member of a professional organization at regional, state, national, or international level			
Serves on high-impact committees as determined by the chair (e.g., Faculty Senate, University Curriculum, Promotion and Tenure Committee, IRB, IBC)			
Receives service award (e.g., CONHS, University, professional organization, etc.)			
Represents faculty at student functions and recruitment events			
Manuscript or grant proposal reviewer			
Editor or editor-in-chief for peer-reviewed journal			
Participate in professional and community service activities that serve the university's mission (e.g., search committees, provide CPR training to community, etc.)			
Serves as an advisor/mentor to junior faculty and students or as advisor to professional student organization			
Group 3			
<i>Nursing Clinical Placement Coordinator (Refer to CONHS Faculty Handbook)</i>			
<i>Sim Lab Supervisor (Refer to CONHS Faculty Handbook)</i>			
Rubric			
Exceeds expectations (2) = 3 'yes' from Group 1 + 3 'yes' from Group 2 (and 3)			
Meets expectations (1) = 2 'yes' from Group 1 + 2 'yes' from Group 2 (and 3)			
Unsatisfactory (0) = 1 'yes' or fewer from either group.			

Scholarship and/or Creative Activity Review Criteria	Self Review	Chair Review	Comments
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Group 1 (Mandatory)			
Published in quality peer-reviewed journal(s) as first author. Each publication = one 'yes.'*			
Podium or poster (only count one poster presentation per year) presentation at a local, state, national, or regional peer-reviewed (non- invited) conference based on your rank and track (e.g., Tenure-track)			
Funded external grant PI/ Co-PI \geq \$15,000			
Group 2			
Additional quality peer-reviewed journal publications as second or third author			
Publish in quality peer-reviewed journal			
Maintains an active, focused research agenda to support research efforts			
Published article in a non-peer-reviewed professional journal (limited to one time for credit) or Published in professional newsletter (limited to one time for credit) or Published at conference proceeding or abstract in a peer-reviewed journal			
Unfunded CONHS, university, state, foundation or agency, federal or national grant, PI/ Co-PI			
Funded external grant, PI/ Co-PI $<$ \$15,000			
Funded university grant, PI/ Co-PI			
Participation in research workshops, research events, or seminars			
Lead author of a peer-reviewed book or book chapter in the discipline			
Participate in undergraduate research or honor's projects			
Participate in graduate research or DNP Capstone (not including DNP chair)			
Receives research or publication award			
*Mandatory with the second Faculty Annual Performance Review cycle; chairs have discretion for first-year tenure-track new hires. **Based on rank and track			

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Rubric
Exceeds expectations (2) = 2 'yes' from Group 1 + 1 'yes' from Group 2; or 3 or more 'yes' from Group 1.
Meets expectations (1) = 1 'yes' from Group 1 + 2 'yes' from Group 2; or 2 'yes' from Group 1.
Unsatisfactory (0) = No 'yes' from either group.

** The faculty member must improve performance in any area of teaching, Scholarship/creative activity, and/or service that is scored unsatisfactory in the annual review and will be given a written set of expectations for improvement in a defined improvement plan. Unit supervisors may develop, in consultation with faculty, multi-year improvement plans*