**On track for Meritorious**

**On track for Excellent**

**Overall criterion for Teaching:** A beginning record of scholarly/creative work, teaching effectiveness, potential for future leadership in teaching, and collegiality contributing to the teaching mission of CU Nursing.

**TO BE EVALUATED AS BEING ON TRACK FOR MERITORIOUS IN TEACHING, A CANDIDATE MUST MEET ALL THREE CRITERIA**

**Criterion 1.** Demonstrates competence and self-development in relation to an area of teaching. E.g.
1. Demonstrates expertise in identifying curricular content in area of teaching responsibility.
2. Uses theory-guided, evidence-based content and teaching materials.
3. Demonstrates selectivity and flexibility in the use of teaching methods based on educational theory and research.
4. Demonstrates understanding of philosophy, framework, and course structure of CU Nursing’s curriculum.
5. Mentors and advises students appropriately within context of their program.
6. Uses evaluative feedback to modify course organization and teaching strategies.

**Criterion 2.** Participates in CU Nursing’s educational programs through informal or formal leadership activities. E.g.
1. Contributes to the refinement of course offerings.
2. Participates in the development of new courses or modules.
3. Participates actively in curriculum development and/or revision.
4. Uses student and peer feedback to significantly revise course syllabus and materials.
5. Participates in supervising independent studies or student research projects.
6. Leads an academic program, specialty option, or certificate track.

**Criterion 3.** Collaborates with clinical/faculty colleagues and constituencies related to the teaching mission. E.g.
1. Serves as a resource to colleagues (i.e., faculty, clinical) in relation to area of teaching expertise.
2. Collaborates with colleagues in development of new educational strategies and course offerings.
3. Engages in productive planning with student preceptors.

**TO BE EVALUATED AS BEING ON TRACK FOR EXCELLENT IN TEACHING, A CANDIDATE MUST MEET BOTH OF THE FOLLOWING ADDITIONAL CRITERIA:**

**Criterion 1.** Demonstrates commitment to a program of scholarship in teaching, e.g.
1. Uses scholarship of application to apply educational standards and research findings to teaching/learning activities.
2. Uses the scholarship of integration in developing effective teaching methods and materials.
3. Initiates evaluation studies that serve as a basis for academic decision-making.
4. Obtains funding for program of scholarship.

**Criterion 2.** Disseminates tier 2 scholarship, e.g.
1. Shares knowledge of teaching through publications in refereed professional journals.
2. Authors chapters or makes other contributions to the development of textbooks.
3. Shares knowledge of teaching through peer-reviewed presentations at regional and national/international scholarly conferences.
4. Develops curriculum or teaching materials.
5. Presents papers related to program of scholarship at regional and national/international conferences.
4. Participates in developing and implementing grants that support the teaching mission.

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**Overall criterion for Scholarship:** A beginning record of scholarly work, expertise in an area of research or practice, potential for future leadership in advancing research or practice, and collaborative activities in research or practice that are likely to contribute to the development of disciplinary and professional knowledge.

<table>
<thead>
<tr>
<th>THE CANDIDATE MUST MEET ALL THREE CRITERIA:</th>
<th>TO BE EVALUATED AS EXCELLENT IN SCHOLARSHIP OF RESEARCH AND PRACTICE, A CANDIDATE MUST MEET BOTH OF THESE ADDITIONAL CRITERIA:</th>
</tr>
</thead>
</table>
| **Criterion 1. Demonstrates competence and self-development in substantive and methodological issues related to an area of scholarship, e.g.**
1. Demonstrates competence in using appropriate methods of inquiry to address questions of significance to the discipline of nursing.
3. Implements quality improvement initiatives or evaluates clinical programs to improve practice outcomes.
4. Uses rigorous methods to assess needs and develop solutions for research or practice problems.
5. Documents identifiable unique contributions when working collaboratively with others.
6. Participates in learning experiences to enhance substantive and/or methodological expertise. |
| **Criterion 1. Demonstrates commitment to a program of scholarship on a focused topic area, e.g.**
Examples:
1. Engages scholarship of discovery to produce disciplinary and professional knowledge.
2. Demonstrates initiative in developing research or other knowledge development projects.
3. Obtains funding for program of scholarship.
4. Applies theory and research findings to development of theory-based and evidence-based practice initiative.
5. Uses scholarship of integration to develop new knowledge for practice.
6. Obtains funding for program of scholarship.
7. Conducts leadership and service-related research or evaluation projects. |
| **Criterion 2. Documents progressive leadership roles related to a program of scholarship, e.g.**
1. Conducts pilot study or needs assessment in preparation for proposal seeking external funding.
2. Develops and evaluates new measurement tools or quality indicators.
3. Serves as co-investigator on major grant initiative led by more experienced researcher or practice leader.
4. Demonstrates efforts to secure resources that support research or practice initiatives.
5. Obtains internal or external funds for proposed research or practice initiatives. |
| **Criterion 2. Disseminates tier 2 scholarship, e.g.**
1. Publishes research findings in refereed journals (e.g., data-based, methodological, or theory articles).
2. Publishes articles on methodological issues.
3. Authors articles explicating clinical applications of research findings in refereed and non-refereed journals or books.
4. Authors chapters or textbooks in area of practice expertise. |
| Criterion 3. Collaborates with colleagues and students in scholarly activities, e.g. | 5. Presents papers related to program of scholarship at regional or national/international conferences.  
6. Is invited as speaker, panel leader, moderator or discussant for regional and national meetings in area of scholarship. |
|---|---|
| 1. Serves as resource to faculty, students, and colleagues in nursing or other disciplines related to content area of scholarship or practice.  
2. Serves as a resource to faculty, students, and colleagues in nursing or other disciplines related to areas of methodological or clinical expertise.  
3. Supervises student scholarship as a member of committees for comprehensive exams, honors projects, DNP projects, and/or dissertation committees  
4. Collaborates with students on research or evaluation projects. | |

**Overall criterion for Leadership and service:** A record of participation in institutional, professional, and/or community service.

**Criterion 1. Demonstrates competence and continued growth in leadership and service-related activities. e.g.**

1. Demonstrates progressive contributions to policy development and governance of CU Nursing.  
2. Demonstrates active participation in professional organizational activities at the local or regional level.  
3. Receives positive evaluations from colleagues regarding participation in and contributions to committee or other organizational work.

**Criterion 1. Demonstrates informal and beginning formal leadership and service related activities. e.g.**

1. Serves on task forces and committees within CU Nursing.  
2. Advocates nursing’s position in selected health related legislation.  
3. Serves on committees or in elected role (e.g., Secretary, Treasurer) for community or professional organizations.  
4. Documents significant contributions to committee and organizational activities.

**Criterion 2. Engages in consultative and collaborative activities with colleagues and constituencies related to leadership and service initiatives. e.g.**

1. Serves as resource to others in area of expertise.  
2. Effectively contributes to work goals of group.  
3. Provides consultation to other individuals or organizations in areas of expertise.

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### ATTACHMENT B

**CU NURSING PRIMARY UNIT CRITERIA**

**CRITERIA FOR TENURE & PROMOTION to ASSOCIATE PROFESSOR**

<table>
<thead>
<tr>
<th>Meritorious</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall Criterion for Teaching:</strong> A sustained and consistent record of teaching effectiveness, leadership in education, and collegiality including substantial contribution to the teaching mission of CU Nursing.</td>
<td>Per Regent Policy 5.D.(B), a recommendation for tenure based on excellence in teaching shall include multiple measures of teaching evaluation and demonstrated achievement at the campus, local, national, and/or international level which furthers the practice and/or scholarship of teaching and learning beyond one’s immediate instructional setting. TO BE EVALUATED AS EXCELLENT IN TEACHING AT CU NURSING, A CANDIDATE THEREFORE MUST MEET BOTH OF THE FOLLOWING ADDITIONAL CRITERIA:</td>
</tr>
</tbody>
</table>

**THE CANDIDATE MUST MEET ALL THREE CRITERIA**

**Criterion 1.** Is recognized as an expert teacher at CU Nursing, e.g.
1. Demonstrates teaching expertise in a subject area, including use of evidence-based and theory-based teaching approaches.
2. Demonstrates skill in communicating knowledge.
3. Documents the ability to stimulate and challenge the intellectual capacity of students in individual and group settings.
4. Demonstrates versatility in teaching strategies.
5. Demonstrates competence in teaching a broad range of courses within area of expertise.
7. Participates in learning experiences to assure current knowledge of teaching theory or practice.

**Criterion 2.** Demonstrates leadership related to CU Nursing’s teaching mission, e.g.
1. Designs and implements innovative instructional strategies and materials.
2. Originates and develops new courses or programs.
3. Takes initiative in programmatic and teaching innovations.
4. Participates actively in curriculum development, evaluation, and/or revision.
5. Supervises student research activities.
6. Chairs thesis and/or dissertation committees.

**Criterion 3.** Mentor and collaborates in curriculum development and teaching innovations, e.g.
1. Serves as a resource to colleagues (i.e., faculty, clinical, and/or interprofessional colleagues) regarding teaching/learning.
2. Collaborates with colleagues in development of educational strategies and offerings.
3. Mentors others in programmatic and teaching innovations.

**Criterion 2.** Presents a sustained record of peer-reviewed publications and presentations, e.g.
1. Shares knowledge of teaching through publications in refereed professional journals.
2. Authors chapters or makes other contributions to the development of textbooks.
3. Shares knowledge of teaching through peer-reviewed presentations at regional and national/international scholarly conferences.
|             | 4. Participates in developing and implementing grants that support programmatic or innovative teaching projects. | 4. Develops curriculum or teaching materials that are adopted by other colleagues.  
5. Presents papers related to program of scholarship at regional and national/international conferences. |
|---|---|---|
| **Overall Criterion for Scholarship:** A sustained and consistent record of scholarly work, demonstrated expertise in an area of research or practice, leadership in advancing research or practice, and collaborative activities in research or practice that contribute to the development of disciplinary and professional knowledge | **THE CANDIDATE MUST MEET ALL THREE CRITERIA:**  

**Criterion 1. Demonstrates expertise in substantive and methodological issues related to an area of scholarship, e.g.**  
1. Is recognized by peers for special competence in an area of research or practice.  
2. Receives regional/national awards for research expertise from professional or public groups.  
3. Receives regional/national recognition or awards for clinical expertise from professional or public groups.  
4. Incorporates learning experiences to enhance substantive, clinical, and/or methodological expertise.  

**Criterion 2. Demonstrates leadership related to a program of scholarship, e.g.**  
1. Provides leadership in the development and implementation of research projects (e.g., PI or Co-I).  
2. Leads practice initiatives that result in scholarly work products such as practice standards or quality improvement work.  
3. Affects public policy to advance nursing’s position, e.g. through expert testimony or position papers that result in legislative or policy changes.  
4. Administers research teams, practice units, or programs effectively.  
5. Is recognized for scholarly impact on the field.  
6. Shapes knowledge development in area of research.  
7. Develops new innovative interventions or care delivery models, which have a demonstrated effect on local practice and/or are adopted by outside groups.  

Per Regent Policy 5.D.(B), a recommendation of tenure based on excellence in scholarly/creative work shall include evidence of impact beyond the institution. THEREFORE, TO BE EVALUATED AS EXCELLENT IN SCHOLARSHIP, A CANDIDATE MUST MEET BOTH OF THESE ADDITIONAL CRITERIA:  

**Criterion 1. Demonstrates sustained commitment to a program of scholarship on a focused topic area, e.g.**  
1. Uses the scholarship of discovery to conduct well-designed research studies addressing questions of significance to the discipline of nursing.  
2. Uses scholarship of application to apply theory and research findings to development of theory-based and evidence-based practice initiatives.  
3. Formulates theoretical paradigms or models.  
4. Obtains external funding for a program of scholarship.  
5. Uses the scholarship of application to develop innovative methodology related to area of research expertise.  
6. Develops new knowledge related to clinical area of expertise using the scholarship of application or scholarship of integration.  
7. Leads practice-related research/evaluation project(s).  
8. Implements focused program(s) of research.  
9. Conducts demonstration projects involving new models of nursing care delivery.  
10. Evaluates the effectiveness of alternative practice strategies. |
**Criterion 3.** Mentors and collaborates effectively with disciplinary and/or interprofessional colleagues in scholarly activities, e.g.  
1. Serves as resource to faculty, students, and colleagues in nursing or other disciplines related to content area of scholarship or practice.  
2. Serves as a resource to faculty, students, and colleagues in nursing or other disciplines related to areas of methodological or clinical expertise.  
3. Serves on interprofessional health care-related work groups or committees at the regional and national level.  
4. Supervises student scholarship as a member of committees for comprehensive exams, honors projects, DNP projects, and/or dissertation committees.  
5. Collaborates with students on research or evaluation projects.  
6. Collaborates with others in seeking external funding for research or clinical initiatives.  
7. Consults with individuals, groups, or institutions at the regional or national level regarding research or clinical issues.

**Criterion 2.** Presents a sustained record of peer-reviewed publications and presentations, e.g.  
1. Publishes results of a research or practice initiatives in refereed journals (e.g., data-based, methodological, or theory articles).  
2. Publishes articles on methodological issues.  
3. Writes an integrative review of literature in substantive area.  
4. Authors articles explicating clinical applications of research findings in refereed and non-refereed journals or books.  
5. Presents papers related to program of scholarship at regional and national/international conferences.  
6. Receives invitations to be invited speaker, panel leader, or discussant at regional or national/international meetings in area of scholarship.  
7. Authors chapters or textbooks on practice phenomenon.  
8. Coordinates invited or peer-reviewed symposium at regional and national conference related to area of scholarship.

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**Overall Criterion for Leadership and service:** A sustained and consistent record of accomplishments in leadership and service that includes providing effective contributions, demonstrating leadership, and facilitating others through collaborative service at the University, profession, and regional/national community levels.

**Criterion 1.** Demonstrates competence and continued growth in leadership and service-related activities. e.g.  
1. Documents range, frequency, and quality of contributions to the mission and functioning of CU Nursing and/or the University.  
2. Contributes substantively to professional and/or community organizations.  
3. Demonstrates initiative in developing skills in group work to advance institutional or professional leadership and service.  
4. Receives positive evaluations from others regarding participation in and contributions to committee or other organizational work.  
5. Is recognized by awards for leadership and service contributions.

**Criterion 1.** Demonstrates formal and informal leadership related to the leadership and service mission. e.g.  
1. Serves on or chairs committees or task forces within CU Nursing.  
2. Serves on committees, task forces, study groups, review committees of local, state, and/or national professional or community organizations.  
3. Serves in elected leadership roles (e.g., President, Board of Directors) for community or professional organizations.  
4. Represents the nursing profession to selected constituencies.  
5. Advocates nursing’s position in selected health related legislation.  
6. Exercises initiative in defining and assuming institutional or professional responsibilities.  
7. Is recognized as a leader in areas related to service.  
8. Is appointed to state or national panels focusing on issues of health care delivery by elected officials (e.g., governor).
## Criterion 2: Extends contributions to broader community by collaborating and consulting with colleagues and constituencies. e.g.

1. Contributes to creating an effective working relationship in CU Nursing committees or other work groups.
2. Serves as a resource to faculty colleagues or clinical colleagues regarding leadership and service initiatives.
3. Collaborates with others within the discipline to achieve leadership and service outcomes.
4. Provides consultation to other individuals, groups, or organizations.
5. Mentors others in committee, task force, or board roles.
ATTACHMENT C
CU NURSING PRIMARY UNIT CRITERIA

CRITERIA FOR PROMOTION to PROFESSOR

<table>
<thead>
<tr>
<th>Meritorious</th>
<th>Excellent</th>
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<tbody>
<tr>
<td><strong>Overall Criterion for Teaching:</strong> A sustained and consistent record of teaching effectiveness, leadership in education, and collegiality including substantial contribution to the teaching mission of CU Nursing with demonstrated impact beyond the University at the national or international level.</td>
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</tr>
<tr>
<td><strong>THE CANDIDATE MUST MEET ALL THREE CRITERIA:</strong></td>
<td><strong>TO BE EVALUATED AS EXCELLENT IN TEACHING, A CANDIDATE MUST MEET BOTH OF THE FOLLOWING ADDITIONAL CRITERIA:</strong></td>
</tr>
<tr>
<td><strong>Criterion 1. Is recognized as a master teacher within and outside the University.</strong></td>
<td><strong>Criterion 1. Is recognized nationally for a sustained commitment to a program of scholarship in teaching, e.g.</strong></td>
</tr>
<tr>
<td>1. Is recognized for mastery of expertise in a subject area, including use of evidence-based and theory-based teaching approaches.</td>
<td>1. Uses the scholarship of integration in developing effective teaching methods, materials, and evaluative techniques.</td>
</tr>
<tr>
<td>2. Is recognized by others for skill in communicating knowledge.</td>
<td>2. Uses the scholarship of application to apply educational standards and research findings to teaching/learning.</td>
</tr>
<tr>
<td>3. Is acknowledged for stimulating and challenging the intellectual capacity of students in classroom and/or clinical settings.</td>
<td>3. Obtains external funding for program of scholarship.</td>
</tr>
<tr>
<td>4. Provides advisement to students that results in career success.</td>
<td>4. Conducts well designed evaluation studies that serve as a basis for academic decision making.</td>
</tr>
<tr>
<td>5. Is recognized at national/international levels for teaching expertise.</td>
<td>5. Develops new knowledge related to the scholarship of teaching using the scholarship of integration or scholarship of application.</td>
</tr>
<tr>
<td><strong>Criterion 2. Demonstrates sustained leadership related to CU Nursing’s teaching mission.</strong></td>
<td><strong>Criterion 2. Presents a sustained, substantial record of peer-reviewed publications and presentations, e.g.</strong></td>
</tr>
<tr>
<td>1. Is recognized for designing/implementing innovative instructional strategies and materials.</td>
<td>1. Shares knowledge of teaching through publications in refereed professional journals.</td>
</tr>
<tr>
<td>2. Originates and develops new courses or programs.</td>
<td>2. Authors chapters or makes other contributions to the development of textbooks.</td>
</tr>
<tr>
<td>3. Is recognized for formal or informal leadership in curriculum development and evaluation.</td>
<td>3. Shares knowledge of teaching through peer-reviewed presentations at regional and national/international scholarly conferences.</td>
</tr>
<tr>
<td>4. Is sought out to supervise student research activities.</td>
<td>4. Develops curriculum or teaching materials that are adopted by other colleagues.</td>
</tr>
<tr>
<td>5. Chairs thesis and/or dissertation committees.</td>
<td>5. Presents papers related to program of scholarship at regional and national/international conferences.</td>
</tr>
<tr>
<td><strong>Criterion 3. Serves as an expert and mentor in curriculum development and teaching innovations within and beyond the University.</strong></td>
<td></td>
</tr>
<tr>
<td>1. Is sought out as a resource by colleagues (i.e., faculty, clinical, and/or interprofessional colleagues) or policy makers regarding teaching/learning.</td>
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</tr>
<tr>
<td>2. Collaborates effectively with colleagues in developing educational strategies and offerings.</td>
<td></td>
</tr>
<tr>
<td>3. Mentors others in programmatic and teaching innovations within and beyond the University.</td>
<td></td>
</tr>
<tr>
<td>4. Serves as a consultant on educational or training grants.</td>
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</tbody>
</table>
**Overall Criterion for Scholarship:** A sustained and consistent record of scholarly work, demonstrated expertise in an area of research or practice, leadership in advancing research or practice, and collaborative activities in research or practice that is recognized nationally/ internationally as contributing to the development of disciplinary and professional knowledge.

<table>
<thead>
<tr>
<th>THE CANDIDATE MUST MEET ALL THREE CRITERIA:</th>
<th>TO BE EVALUATED AS EXCELLENT IN SCHOLARSHIP, THE CANDIDATE MUST MEET BOTH OF THESE ADDITIONAL CRITERIA:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criterion 1. Is recognized nationally/internationally for significant substantive and methodological expertise in area of scholarship, e.g.</td>
<td>Criterion 1. Is recognized nationally for a sustained commitment to a program of scholarship on a focused topic area, e.g.</td>
</tr>
<tr>
<td>1. Is recognized by national/international peers for research expertise.</td>
<td>1. Is recognized for scholarship of discovery through conducting well-designed research studies addressing questions of significance to the discipline of nursing.</td>
</tr>
<tr>
<td>2. Is recognized by national/international peers for significant, sustained contributions to practice.</td>
<td>2. Is recognized for theoretical paradigms or models.</td>
</tr>
<tr>
<td>3. Receives national awards for research or practice expertise from professional or public groups.</td>
<td>3. Obtains external funding for a program of knowledge development for the discipline or profession.</td>
</tr>
<tr>
<td>4. Is invited to participate in prestigious groups because of substantive and/or methodological expertise in practice or research.</td>
<td>4. Is recognized for developing innovative methodology related to area of research expertise.</td>
</tr>
<tr>
<td>Criterion 2. Is recognized nationally/internationally for sustained contributions in area of scholarship, e.g.</td>
<td>5. Documents impact of focused program(s) of research.</td>
</tr>
<tr>
<td>1. Is recognized for developing and implementing major research or practice projects (e.g., as principal investigator, co-investigator, or program director).</td>
<td>Criterion 2. Presents a sustained, substantial record of peer-reviewed publications and presentations.</td>
</tr>
<tr>
<td>2. Is recognized for scholarly impact on the field through research or practice activities.</td>
<td>1. Publishes results of a program of research or practice scholarship in refereed journals (e.g., data-based, methodological, or theory articles).</td>
</tr>
<tr>
<td>3. Affects public policy to advance nursing’s position, e.g. through expert testimony or position papers that result in legislative or policy changes.</td>
<td>2. Writes an integrative review of literature in substantive area.</td>
</tr>
<tr>
<td>4. Creates new initiatives that lead to the development of significant research or practice expertise by others (e.g., training center grants, individual mentoring).</td>
<td>3. Authors articles explicating clinical applications of research findings in refereed and non-refereed journals or books.</td>
</tr>
<tr>
<td>5. Influences the work of other scholars directly or indirectly through explication of germinal ideas.</td>
<td>4. Presents papers related to program of scholarship at regional and national/international conferences.</td>
</tr>
<tr>
<td>6. Shapes knowledge development in area of research or practice expertise.</td>
<td>5. Is invited to be speaker, panel leader, or discussant at national/international meetings in area of scholarship.</td>
</tr>
<tr>
<td>7. Produces scholarship that has a demonstrated effect on standards of practice nationally or internationally.</td>
<td>6. Publishes articles on methodological issues.</td>
</tr>
<tr>
<td>Criterion 3. Is recognized for collaborative and mentoring activities with students and disciplinary and/or interprofessional colleagues.</td>
<td>7. Authors articles explicating clinical applications of research findings in refereed and non-refereed journals or books.</td>
</tr>
<tr>
<td>1. Serves as a resource to faculty colleagues, students, and clinical colleagues in nursing and other disciplines in area of scholarship, research methods, or practice expertise.</td>
<td>8. Authors chapters or textbooks on practice phenomenon.</td>
</tr>
<tr>
<td>2. Mentors colleagues in their scholarly activities.</td>
<td>9. Coordinates invited or peer-reviewed symposium at regional and national conference related to area of scholarship.</td>
</tr>
<tr>
<td>3. Demonstrates influence of practice scholarship on colleagues and institutions beyond CU Nursing.</td>
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</tr>
<tr>
<td>4. Is invited to consult on interprofessional research or clinical initiatives nationally or internationally.</td>
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</tr>
<tr>
<td>5. Supervises student scholarship as a member of committees for comprehensive exams, honors projects,</td>
<td></td>
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</tbody>
</table>
DNP projects, and/or dissertation committees including some outside of CU Nursing.

6. Serves on interprofessional health care-related work groups or committees at the regional and national level.

7. Consults with individuals, groups, or institutions at the regional or national level regarding research or clinical issues.

Overall Criterion for Leadership and service: A sustained and consistent record of significant, sustained accomplishments in leadership and service that includes providing effective contributions, demonstrating leadership and facilitating others through collaborative service at the University, broader profession, and national/international community levels.

| Criterion 1. Is recognized for competence in expanding scope of leadership and service-related activities. | 1. Documents broad range, frequency, and quality of contributions to the mission and functioning of the University.
2. Contributes substantively to professional organizations at the national/international level.
3. Demonstrates greater involvement and expanded responsibilities in community organizations.
4. Is recognized for outstanding quality contributions to organizational work.
5. Is recognized by awards for leadership and service contributions. |
|---|---|
| Criterion 2. Is recognized for sustained leadership contributions to the University, profession, and community. | 1. Provides leadership in CU Nursing and University of Colorado activities.
2. Serves on committees, task forces, study groups, or review committees of state and/or national/international professional or community organizations.
3. Serves in elected leadership roles (e.g., President, Board of Directors) for broad community or national/international professional organizations.
4. Advocates nursing’s position in selected health related legislation.
5. Is recognized as a leader in areas related to service.
6. Is appointed to state or national panels focusing on issues of health care delivery by elected officials (e.g., governor). |
| Criterion 3. Is recognized for collaborative contributions to broader community. | 1. Is actively sought after as a resource regarding leadership and service initiatives.
2. Collaborates with disciplinary and interprofessional colleagues to achieve leadership and service outcomes.
3. Provides expert consultation to other individuals, groups, or organizations.
4. Mentors others in committee, task force, or board roles.
5. Is invited to be reviewer for foundation grants.
6. Serves on journal editorial board(s) in area of expertise. |