



Appraisal Policy – Faculty of Nursing

1. Policy Statement

The Faculty of Nursing at An-Najah National University is committed to fostering a culture of continuous improvement and professional development. This appraisal policy aims to assess and enhance the performance of faculty members, ensuring excellence in teaching, research, and community service.

2. Objectives

- 2.1. Performance Evaluation: Regularly assess faculty members' performance to ensure alignment with the faculty's mission and goals.
- 2.2. Professional Development: Identify areas for growth and provide opportunities for faculty members to enhance their skills and competencies.
- 2.3. Accountability: Ensure that faculty members meet their responsibilities in teaching, research, and service.

3. Scope

This policy applies to all academic staff within the Faculty of Nursing, including full-time and part-time faculty members.

4. Appraisal Process

- 4.1. Frequency: Faculty members will undergo an annual appraisal.
- 4.2. Criteria: Evaluations will be based on teaching effectiveness, research contributions, community service, and administrative duties.
- 4.3. Methods: The appraisal process will include self-assessment, peer review, student feedback, and evaluation by department heads.

5. Implementation Strategies

- 5.1. Training: Provide training sessions for faculty members on the appraisal process and criteria.
- 5.2. Feedback: Offer constructive feedback to faculty members post-appraisal to guide their professional development.
- 5.3. Documentation: Maintain records of appraisals for reference in promotions, contract renewals, and professional development planning.

6. Monitoring and Evaluation

The Faculty Council will oversee the appraisal process, ensuring its effectiveness and fairness. Regular reviews of the policy will be conducted to incorporate best practices and feedback.

7. Review and Revision

This policy will be reviewed every two years to ensure its relevance and effectiveness. Amendments will be made as necessary to align with institutional goals and advancements in nursing education.

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