

PROMOTION RECOMMENDATION  
University of Michigan-Flint  
School of Health Professions and Studies  
Department of Nursing

Constance J. Creech, assistant professor of nursing, Department of Nursing, School of Health Professions and Studies, is recommended for promotion to associate professor of nursing, with tenure, Department of Nursing, School of Health Professions and Studies.

Academic Degrees:

Ed. D.	2005	Wayne State University, Detroit, Michigan
M.S.N.	1987	Wayne State University, Detroit, Michigan
B.S.N.	1980	University of Michigan-Flint, Flint, Michigan
Diploma in Nursing	1977	Hurley Medical Center School of Nursing, Flint, Michigan

Professional Record:

2006 – Present	Assistant Professor of Nursing, School of Health Professions and Studies, University of Michigan-Flint
2006 – 2011	Nurse Practitioner, Urban Health and Wellness Center, University of Michigan-Flint
2005 – Present	Director of Graduate Nursing Program, School of Health Professions and Studies, University of Michigan-Flint
1999 – 2006	Lecturer, Nursing Department, School of Health Professions and Studies, University of Michigan-Flint
1999 – 2001	Nurse Practitioner, Planned Parenthood, Flint, Michigan
1996 – 2003	Nurse Practitioner, Mott Children's Health Center, Flint, Michigan
1995 – 1999	Adjunct Lecturer, Nursing Department, School of Health Professions and Studies, University of Michigan-Flint
1994 – 2006	Nurse Practitioner, Student Services, University of Michigan-Flint
1990 – 1994	Adjunct Clinical Preceptor, School of Nursing, University of Michigan, Ann Arbor
1989 – 1994	Nurse Practitioner, Briarwood Family Practice, Ann Arbor, Michigan
1983 – 1989	Clinical Nurse Specialist/Educator, Flint Osteopathic Hospital, Flint, Michigan
1982 – 1983	Assistant Head Nurse, Intensive Care Unit, Flint Osteopathic Hospital, Flint Michigan
1979 – 1982	Registered Nurse, Coronary Care Unit, McLaren Regional Medical Center, Flint, Michigan
1977 – 1979	Registered Nurse, Coronary Care Unit, Hurley Medical Center, Flint, Michigan

Summary of Evaluation:

Teaching – Professor Creech has established an outstanding record as an effective teacher and mentor in nursing mostly at the graduate level and in an on-line or mixed mode fashion. She has expended a tremendous amount of effort with teaching. Professor Creech has taught 39 sections of nine different graduate-level courses, five of which were theory/classroom or online courses, most of which she has

either developed or substantively redesigned. She has also taught undergraduate pathophysiology. Professor Creech's syllabi reflect clear, measurable learning outcomes and include a range of assessments. She includes detailed rubrics for her major assignments which provide guidance and support to her students. She offers prompt feedback and individual support to students who need additional opportunities to master the content and her expectations. Professor Creech's teaching demonstrates a strong commitment to student learning and success. Her course evaluations illustrate her commitment and success in student learning, student engagement and student satisfaction, and she uses student evaluations to help her improve her own teaching. Much of Professor Creech's teaching has been in the context of training students to conduct various research projects. She currently serves as chair or co-chair on five research projects in the DNP program. In addition she has served as chair on eight MSN theses. A significant amount of these student research efforts has built upon her areas of expertise in pain management and delivering quality health care to underserved populations.

An equally important teaching venue for Professor Creech has been in the direct clinical care arena. She has taught or co-taught four different graduate level clinical/practicum courses, supervised numerous students in clinical practice over several semesters, and has performed clinical evaluation visits at a variety of local practice sites. She and her colleagues have also received grants to integrate clinical simulation into the nursing curricula. As both a skilled teacher and clinician, Professor Creech has integrated her teaching with her scholarship and service. Professor Creech is a valued colleague and mentor in the Nursing Program at the University of Michigan-Flint.

Research and Scholarly Activity – Since Professor Creech's appointment as an assistant professor in fall 2006, she is the first author of her four peer-reviewed journal articles. Professor Creech has a total of 13 podium/oral or poster peer-reviewed presentations. She also published her dissertation as a book in 2010, Part-Time Nursing Faculty as Defined by Boyer's Model of Scholarship (Lap-Lambert Press, Germany). As part of the Scholarship of Application (Boyer's Model) much of her scholarly focus has been on providing quality health care to underserved populations. She has also focused on nurse practitioner management of chronic musculoskeletal pain, a very common and important issue in outpatient medicine. In the arena of scholarship of teaching/pedagogy much of her emphasis has been on the education of nurses highlighting issues of increasing demands on part-time nursing faculty and on how to select the best students for nurse practitioner programs.

Professor Creech's extensive grant-writing activities are evidence of her skills in the *integration* component of Boyer's Model. She has received over \$2.4 million in highly competitive federal grant funding (a total of five grants) from the Department of Health and Human Services Health Resources and Services Administration (HRSA) in 2010 and 2011. She was also awarded an HRSA grant for \$700,771 to improve care to underserved populations in keeping with her ongoing commitment to train a diverse student population in culturally sensitive health care. Professor Creech obtained a total of six research or teaching grants funded by the University of Michigan-Flint in which she is the principal investigator/project director (three grants), co-principal investigator (two grants), and fellow (one teaching/training grant). She used these efforts to mentor other junior faculty in grant writing. Overall these projects support both applied research and pedagogic endeavors in nursing (providing funding for academic initiatives in evidence-based practice and increasing nurses' cultural competence). A substantial portion of the funds support students in the School of Health Professions and Studies in the form of scholarships resulting in increased enrollments. The net result of these accomplishments includes increased student diversity and an enhanced commitment to improved care for underserved populations.

Professor Creech is an accomplished scholar who has been awarded significant extramural grant funding and she has a record of peer-reviewed journal publications and presentations. Professor Creech has mentored other faculty in grant writing and has engaged masters and DNP students in her scholarly work, serving as research advisor and clinical practice supervisor. Professor Creech's scholarly activities have advanced the field of Nursing – both in the education and training of future practitioners and in promoting progress in meeting the healthcare needs of underserved populations.

Recent and Significant Publications:

- Creech, C., Clark, S., Grube, G., Louisell-McFawn, M., Rench, J., Wiltse, K., and McFarland, M. 2011. "Nurse Practitioner Management of Chronic Musculoskeletal Pain: A Chart Review." *The Nurse Practitioner*. 36 (9), 29-36.
- Creech, C. and Aplin-Kalisz, C. 2011. "Selection of DNP Students." *Journal of the American Academy of Nurse Practitioners*. 23 (8), 404-409.
- Creech, C. 2008. "Are We Moving Toward an Expanded Role for Part-Time Faculty?" *The Nurse Educator*. Jan/Feb. 31-34.
- Creech, C. 1993. "Ectopic Pregnancy: A Review and Protocol for Nurse Practitioners." *Journal of the American Academy of Nurse Practitioners*. Nov/Dec 5, 6, 249-258.
- Creech, C., Kornblau, B. and Strugar-Fritsch, D. "A Model Plan for the Uninsured: Delivering Quality and Affordability in a Limited Benefit Managed Care Safety Net Program." *Journal of Health Care for the Poor and Underserved*. (Accepted for publication in 9/2011 and scheduled for publication in 2/2012).

Service – At the department level, Professor Creech has served as chair of both the Program Committee and Program Evaluation Committee, and as a member of the Curriculum and Student Affairs Committees. The work of these committees includes work on program policies, curriculum reviews, quality assurance reports, and student petitions and other requests. In addition, she serves on the Scholarships and Awards Committee and the Administrative Advisory Committee. She takes a leading role in assigning other graduate nursing faculty to serve on these committees and she has contributed heavily to accreditation documentation for new and existing nursing programs.

For the School, Professor Creech has been a member of the Student Appeals Committee and the Health Affairs Committee. Since 2006, she has provided primary care in the Urban Health and Wellness Center one day a week while precepting a number of students in this clinic.

At the University level, Professor Creech has served as a member of the Institutional Review Board (IRB) since 2007 and on the Research and Creative Awards Committee which evaluates the merit of creative projects and research across the multiple disciplines of the institution. She is a member of the Graduate Programs Committee which reviews all new graduate programs and performs continuing reviews of existing programs and has previously served as chair of this committee. Professor Creech has served on the Technology Committee which addresses policies and funding awards to faculty for innovations in use of technology and most recently (2011), she has been elected to serve on the Academic Assessment Committee.

At the national level, she is an elected official in the American Academy of Nurse Practitioners (AANP). She is the State of Michigan representative coordinating the selection of the state award for nurse practitioner (NP) excellence for AANP and representing AANP on various committees and in legislative activities. She has been an active member of the Advanced Practice Registered Nurses Coalition in support of recent bills to define NP practice at the state level and effect change in the NP

community. She serves as a consultant to the State Board of Nursing for nurse practitioner practice related legal cases and has recently been a presenter for the Michigan Center for Nursing on Faculty Development. Professor Creech has been a manuscript reviewer for the *Journal of the American Academy of Nurse Practitioners* and for the *Journal of Advanced Nursing Practice*.

Professor Creech has served on several community advisory boards including the Genesee Health Plan Quality Assurance Committee and the Genesee County Health Department Behavioral Advisory Committee. Both of these committees focus on the improvement of health care for underserved populations in the local Flint area. In recognition for her service she was awarded the Golden SHPS Alumni Award for service in 2011. Professor Creech has performed a wide variety of service that benefits the department, school, university, the greater community, and the nursing profession. Her service activities are inter-related and reflect her commitment to the meaningful integration of teaching and scholarship.

#### External Reviewers:

Reviewer (A):

“While many of Dr. Creech’s [sic] publications are fairly recent relative to her tenure, her work adds to the discipline of nursing and highlights the contribution of nurse managed centers to the care of the underserved. ... Dr. Creech’s [sic] review describing her home university’s approach for selecting students for Doctor of Nursing programs addresses a timely issue faced by many colleges of nursing who strive to select optimal students often for on-line programs. Her review is a welcome addition for those institutions seeking an evidence-based approach to student selection.”

Reviewer (B):

“I find that her list of writings shows a wide palette of issues important to advanced practice nursing, specifically, and the health care system as a whole, generally. Her article on the Genesee County Health Plan is succinct and extremely useful to other states contemplating similar challenges to providing health care services to the medically under and uninsured. Using data to illustrate how well monies from private foundation funding contributed to the expansion and sustainability of health care delivery in the medically underserved in the United States is both timely and generalizable. Dr Creech’s service contribution is over and above her peer group of NP’s, who work in graduate nursing programs. She is a member of the National Honor Society for Nursing and most importantly, to me, state representative from Michigan to the AANP. I can attest to the number of hours that this elected position can require every week to contribute to national legislative, leadership and policy issues for NP’s.”

Reviewer (C):

“I believe the article on developing a selection method for graduate nursing students was very interesting and practical. This article gave clear cut guidelines on how to select graduate students for a MSN/DNP program. I found this to be a very good example or prototype applicable to the graduate program we currently have.”

Reviewer (D):

“Her publications appear in highly ranked peer reviewed journals, such as the *American Academy of Nurse Practitioners*, which has published two of her articles, and *Nurse Educator*. ... she has also co-authored a steady stream of peer reviewed scientific and professional papers that have been presented at professional conferences such as the Annual Academy of Nurse Practitioners, the National Organization of Nurse Practitioner Faculty, and the Scholarship of Learning and Teaching in Nursing.”

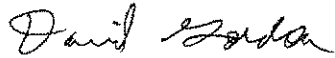
Reviewer (E):

“In relation to other NP faculty members across the nation who must juggle heavy service demands of clinical practice, complex teaching schedules, and continue to advance the field via research and grant seeking, Dr. Creech has achieved high standing in her ability to master these complex demands.”

Summary of Recommendation:

Professor Creech is an excellent teacher, and has made major contributions to the nursing curriculum, particularly at the graduate level. She is also a nationally recognized expert in nurse practitioner training programs, and is recognized for her contributions in pain management, and the care of underserved and disadvantaged patient populations. She is an excellent role model in the clinical teaching arena. She has been an excellent leader in obtaining grant funding for the School and in providing mentorship to our various students and junior faculty. With strong support from the Promotion and Tenure Review Committee, I enthusiastically recommend Constance J. Creech for promotion to associate professor of nursing, with tenure, Department of Nursing, School of Health Professions and Studies.

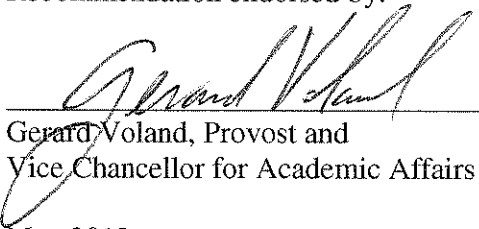
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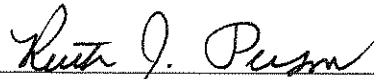
David Gordon, Dean  
School of Health Professions and Studies

Recommendation endorsed by:



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Gerard Voland, Provost and  
Vice Chancellor for Academic Affairs



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Ruth J. Person, Chancellor  
University of Michigan-Flint

May 2012