

PROMOTION RECOMMENDATION  
The University of Michigan-Flint  
School of Nursing

Constance J. Creech, associate professor of nursing, with tenure, School of Nursing, is recommended for promotion to professor of nursing, with tenure, School of Nursing.

Academic Degrees:

Ed.D.	2005	Wayne State University (Curriculum and Instruction), Detroit, Michigan
M.S.N.	1987	Wayne State University (Adult Primary Care), Detroit, Michigan
B.S.N.	1980	University of Michigan-Flint, Flint, Michigan
Diploma	1977	Hurley Medical Center School of Nursing, Flint, Michigan

Professional Record:

Academic positions

2017-present	Director of Graduate Nursing Affairs, School of Nursing, University of Michigan-Flint, Flint, Michigan
2012-present	Associate Professor of Nursing (with tenure), School of Nursing, University of Michigan-Flint, Flint, Michigan
2012-present	Nurse Practitioner (part-time), National Diagnostic Services, Southfield, Michigan
2006-2012	Assistant Professor of Nursing, Department of Nursing, School of Health Professions and Studies, University of Michigan-Flint, Flint, Michigan
2006-2011	Nurse Practitioner, Urban Health and Wellness Center, University of Michigan-Flint, Flint, Michigan
2005-2016	Director, Graduate Nursing Programs, Department of Nursing, School of Health Professions and Studies, University of Michigan-Flint, Flint, Michigan
1994-2006	Nurse Practitioner, Student Services, University of Michigan-Flint, Flint, Michigan

Summary of Evaluation:

Teaching: Professor Creech is exceptionally committed to improving her courses and developing rigorous graduate nursing curricula to prepare the next generation of advanced practice nurses, nurse educators, nurse scholars, and nurse leaders. Using her formal academic preparation in education and nursing, Professor Creech established a master of science in nursing (MSN) nurse educator program in partnership with the UM-Flint Department of Education to which students were admitted in January 2018. This program is being offered in response to the state and national shortage of nursing faculty. It also addresses the need for well-prepared staff with the knowledge and skills to provide clinically focused continuing professional education at medical centers and other healthcare facilities. Professor Creech is a national and global leader in creating student-centered, flexible online delivery modes for the graduate education of nurse practitioners. Her online delivery actively engages students in their learning and prepares them for success on national certification exams. As a board certified adult nurse practitioner, Professor Creech integrates her extensive clinical experience into her didactic and clinical instruction in ways that promote students' mastery of critical thinking and clinical problem solving. Professor Creech consistently receives excellent peer reviews of her teaching and end-of-course evaluations from students.

Research and Scholarship: Since 2006, Professor Creech has focused her research and scholarship on nursing education and clinical practice that is consistent with Ernest Boyer's Model of Scholarship. A skillful and successful grant writer, Professor Creech has received more than \$8.2 million in the past seven years for sponsored programs that focus on the improvement of health care for medically underserved urban and rural populations, cultural competence, and workforce diversity. Her scholarly

projects include those that focus on improving students' readiness to practice as nurse practitioners and promoting a quality student-preceptor experience. Professor Creech is nationally and globally known for her scholarship on diversity and cultural competence and for facilitating academic success and degree completion in graduate nursing education.

#### Recent Peer-Reviewed Publications:

- Creech, C., Cooper, D., Aplin-Kalisz, C., Maynard, G., & Baker, S. (2017) (in press). Examining admission factors that predict success in graduate nursing students. *The Journal of Nursing Education*.
- Hughes, S., Martin, M., McFarland, M., & Creech, C. (2017). Healthcare provider compliance with the 2013 ACC/AHA Adult Cholesterol Guideline Recommendation for high-intensity dose statins for patients with coronary artery disease. *Heart & Lung: The Journal of Acute and Critical Care*. doi: 10.1016/j.hrtlng.2017.03.005
- Creech, C., Paulson, J., Andrews, M., & Cooper, D. (2017) (in press). Academic partnerships: Preparing nurse practitioners for underserved populations, *Nursing Education Perspectives*.
- Kupferschmid, B., Creech, C., Lesley, M., Filter, M., & Aplin-Kalisz, C. (2017). Evaluation of DNP students' competencies in an online informatics course. *Journal of Nursing Education*. 56, 6, 364-367. doi: 10.3928/01484834-20170518-09
- Brown-Deacon, C., Brown, T., Creech, C., McFarland, M., Nair, A., & Whitlow, K. (2016). Can follow-up phone calls improve patients' self-monitoring of blood glucose? *Journal of Clinical Nursing*. 26, 61-67. doi: 10.1111/jocn.13367
- Durante, J., McBride, J., Miklo, L., Killeen, M., & Creech, C. (2017). Implementation of an educational intervention to reduce inappropriate antibiotics in upper respiratory tract infections. *Journal of Doctoral Nursing Practice*. 10, 1, 45-49. doi: 10.1891/2380/9418.10.1.45
- Creech, C., Filter, M., Wehbe-Alamah, H., McFarland, M., Andrews, M., & Pryor, G. (2017). An intervention to improve cultural competence in graduate nursing education. *Nursing Education Perspectives*. 38, 6, 333-336. doi: 10.1097/01.NEP.0000000000000163.

Service: Professor Creech made significant service contributions to the community, profession, and university that align with her teaching and scholarship. Her voluntary service includes membership on the Genesee Health Plan Pharmacy Committee, the Genesee Health Plan Quality Assurance Committee, and the Genesee County Health Department Behavioral Advisory Committee. In 2017, she organized and mentored the UM-Flint School of Nursing Student Nurse Practitioner Association members in an interdisciplinary project that involved planning health screening and health education services for low-income Flint residents while they utilized the School of Management's no-cost tax preparation services. Professor Creech provided *pro bono* cervical cancer screening and educational services at an event co-sponsored by the Genesee County Health Department and the University of Michigan Comprehensive Cancer Center. Professor Creech is currently a member of seven national and/or state professional organizations to which she makes significant contributions. She also serves as a peer reviewer for four professional nursing journals. It is noteworthy that her service to the university contributed to the development of faculty governance on the Flint campus. Lastly, Professor Creech played a key leadership role in the creation of the UM-Flint School of Nursing and in meeting the rigorous Commission on Collegiate Nursing Education's accreditation standards for its graduate programs.

#### External Reviewers:

Reviewer A: "The quality of Dr. Creech's scholarly work is high. She is well-respected in the nursing world and by her colleagues in the School of Nursing.... Her publications show team work ... and are published in scholarly nursing and multidisciplinary journals."

Reviewer B: "Dr. Creech's publications are worthy of professorship and tenure. She has excelled in research, grant writing, and publications. She has served her community, the school, and the public through her works. It would be difficult to find a candidate more worthy of this promotion."

Reviewer C: "It appears that she has made it her life's work to actively champion nursing, nursing education, primary care and policy work to cultural awareness and access to care."

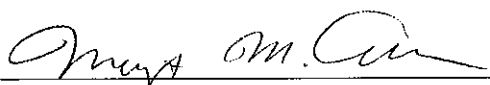
Reviewer D: "I believe she more than meets the expectation for service, practice and publication."

Reviewer E: "I am impressed with both the quantity and the quality of her scholarship. ... It is amazing how much she has been published in addition to working as a full time faculty and in clinical practice."

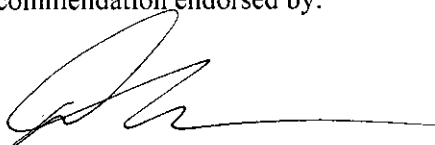
Reviewer F: "My impression of her scholarship is that it is of high quality, adequate in quantity, and exceptionally focused on ... educational innovations, cultural competence, and primary care practice for rural and underserved populations. ... Her record underscores a strong case for excellence in the scholarship of teaching and application appropriate for the rank of full professor with tenure."

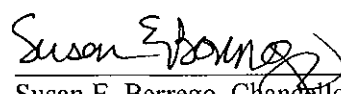
Summary of Recommendation: Professor Creech is a dynamic, energetic, multi-talented, highly successful teacher, scholar, researcher, and American Nurses Credentialing Center board certified adult nurse practitioner who serves her community, profession, the University of Michigan-Flint, and the School of Nursing with a spirit of generosity. I agree with, and enthusiastically support, the unanimous recommendation of the members of the School of Nursing Promotion and Tenure Review and Executive Committees that Constance J. Creech be promoted to professor of nursing, with tenure, School of Nursing.

Recommended by:

  
Margaret M. Andrews, PhD, RN, CTN-A, FAAN  
Interim Dean and Professor of Nursing  
School of Nursing

Recommendation endorsed by:

  
Douglas G. Knerr, Provost and  
Vice Chancellor for Academic Affairs

  
Susan E. Borrego, Chancellor  
University of Michigan-Flint

May 2018