FLORIDA ATLANTIC UNIVERSITY
CHRISTINE E. LYNN COLLEGE OF NURSING
FLORIDA ATLANTIC UNIVERSITY

GUIDELINES FOR FACULTY APPRAISAL, APPOINTMENT, PROMOTION AND TENURE

INTRODUCTION

Florida Atlantic University is an academic institution with the multiple mission of teaching, research, and public service. The University is committed to evolving excellence in the development and dissemination of knowledge. The aim of the university is to educate persons as informed citizens who appreciate and understand the purpose of higher education and ultimately to prepare individuals with knowledge and skills to construct a moral and ethical life for the betterment of the global community. As a public institution, the University has the responsibility to instill a student with the spirit of commitment to the larger community, to inspire creativity, and to provide knowledge of inquiry. This enables the citizens of the future to appreciate their history and provides the base for contributing to the future. The mission and goals of the University and the philosophy and goals of the Christine E. Lynn College of Nursing are achieved through the combined and individual contributions of the faculty.

The philosophy and goals of the College of Nursing state that nursing is a discipline of knowledge and field of professional practice grounded in caring. The unique focus of nursing is nurturing the wholeness of persons and environment through caring, and the experience of nursing takes place in nursing situations: lived experiences in which caring between nurse and client fosters well-being. Beliefs about learning and environments which foster learning are derived from an understanding of person, the nature of nursing and nursing knowledge, and the Mission of the University. Learning is viewed as the creation of understanding through multiple ways of knowing. A caring environment is viewed as supportive to learning and is defined as one where all aspects of the human person are respected, nurtured, and celebrated. Collegial relationships with faculty and students are valued in the co-study of nursing.

The scholarship of teaching, research and service in nursing require the creative integration of multiple ways of knowing. Faculty of the College of Nursing is committed to nursing and to the advancement of knowledge in the discipline. Nurses participate with members of other disciplines to advance human understanding and to better personal and communal living within a global environment (geo-political, technological and ecological). Faculty of the College of Nursing is active participants in this dialogue within the surrounding community, the University, the state of Florida, and on the national as well as global level through their individual and collective commitments. The goals and philosophy of the College of Nursing are congruent with the mission and goals statement of Florida Atlantic University.

STATEMENT OF PURPOSE

The purpose of this document is to articulate the expectations and identify guidelines for the appraisal of faculty with respect to appointment, promotion and tenure. While the contribution of each individual is unique, candidates for appointment, promotion and tenure are expected to provide documented evidence of their achievements in teaching, research and service consistent with their rank or that which is sought.

ASSISTANT PROFESSOR

Appointment

The minimum rank of a tenure-earning faculty appointment in the College of Nursing is Assistant Professor. Consideration for appointment to the College of Nursing as an Assistant Professor requires that an individual possess a Doctorate in Nursing or related discipline. A doctorate in a related discipline will only be considered if an individual also has an advanced degree in nursing with a developed area of nursing practice and/or national specialty certification. This individual should demonstrate nursing practice competence, be able to express their ideas about nursing in a scholarly forum, be able to articulate their vision of a teaching agenda and have either initiated a program of research or be poised to do so. If the candidate is newly prepared at the doctoral level, dissertation research is published or under review for publication. Strong evidence of a commitment to nursing as a discipline, the advancement of nursing knowledge and the dissemination and application of nursing-based knowledge are essential.

ASSOCIATE PROFESSOR

Appointment/Promotion

Appointment or promotion to the rank of Associate Professor is based on recognition that the person has made substantive contributions to advance and disseminate knowledge in the discipline; has demonstrated achievement in both research and teaching, and has demonstrated commitment to service in the College and University. Candidates for the rank of Associate Professor shall evidence willingness and ability to make significant and sustained contributions to the quality of the University, the College of Nursing and the profession through teaching, research and service.

Candidates for tenure at the associate level are expected to *have demonstrated a commitment to participating as an active, caring member of the community of scholars of the College as a whole*. Candidates are responsible for creating, maintaining and fostering an environment of collegiality. Decisions for tenure are made through consideration of not only the candidates past performance but the anticipation of their *future sustained contributions* to the discipline, the College and the University. The following are expectations of one at the rank of Associate Professor.

Research at the Associate Professor Rank

Research refers to consistent and valuable contributions to the discovery and construction of new knowledge in the discipline of nursing.

Criteria to determine Achievement in Research at the Associate Professor rank includes:

1. Recognized engagement with a focused research agenda.
2. Scholarly advancement of knowledge in the discipline and practice of nursing.
3. Submission and funding of intramural grants (College and University) to advance a program of research.
4. Evidence of progressive development of a focused program of research including consistent efforts to acquire extramural grant funding from national or federal sources.

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Indicators of Achievement in Research at the Associate Professor Rank:

A. Consistent record of scholarly publications. This shall include but not be limited to publication of data-based and/or scholarly manuscripts in recognized peer reviewed journals on an annual basis. Chapters in scholarly books, scholarly edited or original books are recognized but do not replace the expectation of data-based, peer-reviewed works.
B. Creative projects, scholarly publications, and/or scholarly activities which have been evaluated and recognized by peers both inside and outside of the university
C. Presentations of peer-reviewed scholarly work at local, regional, state and national professional conferences.
D. Grant submission and/or funding consistent with a focused and progressive program of research.

Teaching at the Associate Professor Rank

Teaching refers to the demonstration of knowledge and expertise in a subject area, comprehensive understanding of the discipline, and consistent ability to transmit and transform knowledge.

Criteria to determine Achievement in Teaching at the Associate Professor rank includes:

1. Demonstration of knowledge and expertise in a subject area and comprehensive understanding of the discipline of nursing.
2. Consistent record of teaching effectiveness.
3. Integration of multiple ways of knowing in the study of nursing situations.

Indicators of Achievement in Teaching at the Associate Professor Rank:

A. Demonstrates the effective use of diverse teaching methods.
B. Pursues instructional development activities.
C. Mentors undergraduate/graduate student scholarship in the process of research and inquiry.
D. Integrates curricular activities that foster community engagement.
E. Earns recognition of teaching expertise and effectiveness by students, peers, and faculty evaluations.

Service at the Associate Professor Rank

Academic service refers to that which advances the mission of University and College. Professional service advances the profession and discipline of Nursing. External service is generally uncompensated use of knowledge to advance the academic or professional mission. Patterns of commitment to service are expected.

Criteria of the Achievement of Service at the Associate professor rank include:

1. Evidence of academic service to advance the mission of Florida Atlantic University and the College of Nursing.
2. Evidence of professional service which advances nursing.

Indicators of Achievement of Service at the Associate Professor Rank:

A. Consistent, active membership on College of Nursing committees.
B. Consistent active participation in University committees, task forces, initiatives or governance.
C. Representation of the College of Nursing on boards, planning committees or organizations.

PROFESSOR

Appointment/Promotion/Tenure

The appointment or promotion to the rank of full Professor of Nursing requires the demonstration of sustained excellence and distinctive contributions to the profession, college and university. For promotion to Professor the candidate must demonstrate, at a minimum, distinction in research and competence in teaching and service.

Excellence and distinction in research is reflected in a consistent record of scholarly endeavors which have significantly influenced the discipline through the discovery and construction of new knowledge. Excellence and competence in teaching & service are reflected in the recognition of the person as an active participant in a community of scholars on the local, national and/or global level.

Candidates for appointment at or promotion to the rank of full Professor are expected to demonstrate a record of sustained excellence in research, along with sustained competence in teaching, and service and promises continued contributions to the discipline of nursing, the College, and the University.

Candidates for both promotion and tenure to the rank of full professor are expected to have demonstrated on-going and sustained leadership as an active, caring member of the community of scholars of the College and of the discipline. Candidates are responsible for creating, maintaining and fostering an environment of collegiality. Decisions for tenure are made through consideration of not only the candidates past performance but the anticipation of their future sustained contributions to the discipline, the College and the University. The following are expectations of one at the rank of Professor.

Research at the Professor Rank

Research at the professor rank refers to consistent and valuable contributions to the discovery and construction of new knowledge in the discipline of nursing. That includes original works that are focused, shared, recognized by one's peers, and offer significant contributions to the discipline.

Criteria of Achievement in Research at the Professor rank include:

A. Distinguished contributions in scholarship that advance the profession and discipline of nursing.
B. National and/or international recognition from the community of scholars of sustained and significant contributions to the discipline.
C. Consistent progressive record of grant submissions leading to extramural funding to support scholarly endeavors.

Indicators of Achievement in Research at the Professor Rank:

A. Consistent scholarly publication record at the national and international level, including data -based publications in peer-reviewed journals; invited publications and/or publication of authored or edited scholarly books.
B. Sustained record of presentations of data-based and scholarly work at national and international professional conferences.
C. Recognition of expertise and distinction by national and/or international peers as a speaker, leader or award / honor recipient.
D. Extramural funding in an established program of research.

Teaching at the Professor Rank

Teaching at the Professor Rank is that which is intentional, studied, prepared, and shared. Expertise in teaching is recognized. The teaching at the professor rank fosters learning through nurturing the wholeness of persons, respect for diversity, and in understanding of the nature of nursing knowledge.

Criteria of Achievement in Teaching at the Professor Rank include:

A. Consistent record of competency in teaching .
B. Sustained commitment to curriculum development, program development and evaluation in an area of expertise to advance the college teaching mission.
C. Sustained commitment to teaching through a caring science framework.

Indicators of Achievement in Teaching at the Professor Rank:

A. Sustained evidence of teaching competence reflected in student, peer, and faculty evaluations and/or public recognition.
B. Assumes leadership in a variety of ways including but not limited to: curriculum innovation, program development, or program evaluation.
C. Sustained evidence of active mentorship of student scholarship, practice and /or service

Service at the Professor Rank

Academic service refers to that which advances the mission of the university and the college. Service at the rank Professor may include contribution to the college and the university through the administrative role and / or appointment. The scope of influence of service is expected to be broad, encompassing expression of caring values through contribution to academic institutions and to international, national, state and local communities, groups and organizations. Patterns of commitment to service are expected. External service is generally uncompensated use of knowledge to advance the academic or professional mission.

Criteria of Achievement in Service at the Professor Rank include:

A. Evidence of leadership in academic service to advance the mission of Florida Atlantic University and the College of Nursing
B. Mentorship of faculty in living the fullness of the academic role in teaching, scholarship and service.
C. Evidence of leadership in professional service which advances nursing science in national or international communities, groups, or organizations.

Indicators of Achievement in Service at the Professor Rank:

A. Consistent leadership of university and / or college committees, task forces or governance.
B. Leadership in the university community, including policy formation, chairing or actively participating on task forces, initiatives or governance
C. Demonstrated skill in consensus-building and the facilitation of collaboration toward the task of building community.
D. Leadership at the state, national, or international levels, including professional and community situations which advances nursing science and practice.

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