

**Radford University School of Nursing
Tenure and Promotion Guidelines
March 23, 2017**

The *School of Nursing Tenure and Promotion Guidelines* are based on Boyer's (1990) model of scholarship and on the American Association of Colleges of Nursing *Position Statement: Defining Scholarship for the Discipline of Nursing* (1999). These guidelines supplement the guidelines included in the *Radford University Teaching and Research Faculty Handbook*.

Guidelines for Promotion from Instructor to Assistant Professor

In accord with the *Radford University Teaching and Research Faculty Handbook*, in order to be promoted to the rank of Assistant Professor, the faculty member must hold a terminal degree. In the RU School of Nursing this may be a PhD in Nursing, DNP, DNS, or doctorate in a related field.

The emphasis for promotion from Instructor to Assistant Professor is on excellence in teaching and clinical expertise. Evaluation of excellence in teaching is not limited to data from student evaluations, but also includes course materials, course organization, consistency with the curriculum, and collaboration with colleagues and clinical agencies. Clinical practice is an integral part of nursing, therefore, excellence in clinical practice is highly valued in promotion considerations. The following list is not exhaustive. It gives possible examples of documentation of scholarship at this level. A faculty member needs to submit a portfolio of several, but not all of the following or similar scholarly activities.

Teaching

- Developing new courses
- Developing online/distance learning courses
- Developing programs/workshops
- Applying technology to teaching/learning
- Implementing innovations in teaching
- Course coordination
- Teaching undergraduate courses
- Demonstrating excellence in clinical supervision
- Contributing to curriculum evaluation and development

Professional Contributions

- Maintaining certification/licensure
- Serving as an officer or committee member of local professional organizations
- Clinical practice
- Consultation
- Participating in research projects
- Professional presentations at local and regional meetings and conferences

- Participating in multidisciplinary collaboration
- Guest lecturing for other departments on campus
- Multidisciplinary presentations

University Service

- Serving on department level committees
- Advising

Guidelines for Promotion from Assistant Professor to Associate Professor

For promotion to the rank of Associate Professor the faculty member needs to expand his or her scholarly contributions to include at least two publications in a peer reviewed professional journal, book, or book chapter authored or co-authored during the time since promotion to the current rank. Writing an externally funded grant, for which the faculty member is the Primary Investigator, is also considered a peer-reviewed professional publication, if funded. The faculty member needs to submit a portfolio including publications and several, but not all, of the following or similar scholarly activities.

Teaching

- Developing new courses
- Developing online/distance learning courses
- Developing programs/workshops
- Applying technology to teaching/learning
- Implementing innovations in teaching
- Course coordination
- Developing and teaching undergraduate and/or graduate courses
- Demonstrating excellence in clinical supervision
- Contributing to curriculum evaluation and development

Professional Contributions

- Maintaining certification/licensure
- Serving as an officer or committee member of local, state, or national professional organizations
- Clinical practice
- Consultation
- Developing evidence-based guidelines or procedures
- Participating in grant-writing to fund research
- Conducting research
- Serving as a grant, journal, or textbook reviewer
- Writing research reports for publication
- Professional presentations at state, regional, or national conferences
- Writing or contributing to accreditation reports

- Publishing creative and scholarly work that integrates knowledge from multiple disciplines
- Multidisciplinary presentations at state, regional, or national conferences

University Service

- Serving on relevant department, college, or university committees
- Guest lecturing for other departments on campus
- Advising

Guidelines for Promotion from Associate Professor to Professor

For promotion to the rank of Professor the faculty member needs to author or co-author at least two publications in peer reviewed journals, books, or book chapters since promotion to the current rank. Writing an externally funded grant, for which the faculty member is the Primary Investigator, is also considered a peer-reviewed professional publication, if funded. The faculty member needs to submit a portfolio demonstrating significant contributions to his or her field. The following are possible examples of scholarly contributions at this level. The faculty member will submit a portfolio including publications and several, but not all, of the following or similar scholarly activities.

Teaching

- Developing new courses
- Developing online/distance learning courses
- Developing programs/workshops
- Applying technology to teaching/learning
- Implementing innovations in teaching
- Course coordination
- Developing and teaching undergraduate and/or graduate courses
- Demonstrating excellence in clinical supervision
- Conducting curriculum evaluation and development

Professional Contributions

- Maintaining certification/licensure
- Serving as an officer or committee member of local, state, or national professional organizations
- Developing evidence-based guidelines or procedures
- Conducting research to evaluate patient outcomes
- Developing evidence-based protocols and procedures
- Evaluating health care delivery
- Developing new nursing roles
- Developing practice standards
- Serving on an accreditation team

- Publishing case studies
- Developing or testing learning theories
- Writing accreditation reports
- Publishing textbooks or learning materials
- Writing grants related to teaching/learning
- Developing public policy
- Developing health care delivery models to improve access to care
- Leadership roles in practice settings
- Consultation
- Peer reviews of practice
- Grant-writing to fund research
- Conducting research
- Serving as a grant, journal, or textbook reviewer
- Professional presentations at national or international conferences
- Publishing research reports
- Multidisciplinary presentations at national and international conferences
- Conducting multidisciplinary research
- Publishing books, chapters, or articles that integrate knowledge from multiple disciplines

University Service

- Assuming leadership roles on relevant department, college, or university committees
- Guest lecturing for other departments on campus or at other universities
- Advising

Guidelines for Tenure

Tenure is granted based on the faculty member's performance in the three evaluation categories Teaching, Professional Contributions, and University Service during the six year probationary period. Additional considerations outlined in Section 1.7.1 of the Radford University Teaching and Research Faculty Handbook include "the projected need for the individual's expertise within the department; professional cooperation with colleagues within the department, college, and institution; and positive contributions to the objectives of the department, college, and institution."

To be granted tenure, a faculty member needs to author or co-author at least two articles in peer reviewed professional journals, books, or book chapters during the six year probationary period. Writing an externally funded grant, for which the faculty member is the Primary Investigator, is also considered a peer-reviewed professional publication, if funded. The same publications can be used toward promotion considerations if the timeframes are concurrent or overlap. In addition to publication, the faculty member will submit a portfolio documenting scholarly productivity including several, but not all of the following or similar scholarly activities.

Teaching

- Developing new courses
- Developing online/distance learning courses
- Developing programs/workshops
- Applying technology to teaching/learning
- Implementing innovations in teaching
- Course coordination
- Developing and teaching undergraduate and/or graduate courses
- Demonstrating excellence in clinical supervision
- Contributing to curriculum evaluation and development

Professional Contributions

- Maintaining certification/licensure
- Serving as an officer or committee member of local, state, or national professional organizations
- Clinical practice
- Consultation
- Developing evidence-based guidelines or procedures
- Participating in grant-writing to fund research
- Conducting research
- Serving as a grant, journal, or textbook reviewer
- Writing research reports for publication
- Professional presentations at regional, national, or international conferences
- Serving on an accreditation team
- Writing or contributing to accreditation reports
- Publishing creative and scholarly work that integrates knowledge from multiple disciplines
- Multidisciplinary presentations at regional, national, and international conferences

University Service

- Serving on relevant department, college, or university committees
- Guest lecturing for other departments on campus
- Advising

References

American Association of Colleges of Nursing (1999). *Defining scholarship for the discipline of nursing*. Washington, D. C.: Author.

Boyer, E. (1990). *Scholarship reconsidered: Priorities of the professoriate*. Princeton, NJ: The Carnegie Foundation for the Advancement of Teaching.

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 Signature

