

## **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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