

School of Nursing

Promotion and Tenure Guidelines

INTERPRETIVE STATEMENTS FOR PROMOTION AND TENURE FOR THE USCA SCHOOL OF NURSING

TEACHING

- While both scholarship and service are valued, teaching is considered the highest priority for nursing faculty.
- SON Faculty members are expected to show evidence of remaining current in their specialty areas such as certification, practice, attendance at conferences and workshops, etc.
- Student Evaluations of Teaching (SETs) are valued but only within the context of the faculty member's overall performance.
- The scholarship of nursing pedagogy is valued, including the development of educational materials.
- Faculty members are expected to work within the philosophy and conceptual framework of the SON curriculum in the development and implementation of their assigned courses.
- Regular internal and external peer evaluations are expected.

SCHOLARSHIP

- The nursing faculty adheres to the definition of scholarship endorsed by Sigma Theta Tau International Nursing Honor Society which includes the Scholarship of Discovery (research, funded research, peer reviewed publications in professional journals); Scholarship of Integration (use of research in curriculum design, publication of review articles, presentation at professional meetings); Scholarship of Application (clinical certification, joint appointment, faculty practice); and Scholarship of Teaching (development of educational materials, evidence of teaching excellence).
- The collaboration of multiple authors is encouraged and expected, as is collaborative research. The order of authors can mean many things; the candidate is expected to define his or her contribution when seeking promotion and/or tenure.
- Multiple presentations of the same topic are acceptable as long as the level of audience differs, i.e. local, regional, national, international, or type of professional society varies.
- Poster presentations at professional conferences are peer reviewed and valued as a means of disseminating nursing knowledge.
- Mentoring junior faculty is encouraged and valued and often results in multiple authoring.

- The scholarship of clinical practice is valuable to faculty who teach in the clinical arena.
- The pursuing of advanced degrees is encouraged.

SERVICE

- The nursing faculty value service contributions to the University, the School of Nursing, professional organizations, and the community.
- Although a wide variety of service opportunities are engaged in by the nursing faculty, those that directly impact the health and wellness of the community are particularly encouraged and valued.

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