

School of Nursing Tenure and Promotion Task Force Academic Year 2017 to 2018

During the 2017 -2018 academic year a taskforce was formed to evaluate the current annual faculty evaluation documentation and guidelines as they related to tenure and promotion. This taskforce was a subgroup of the SON Tenure & Promotion Committee. Over the course of this academic year this group explored the nursing literature for best practices related to nursing faculty and teaching, scholarship, and service. Other colleges and department's guidelines within GCSU were examined and discussion were had with faculty and leaders from those departments.

SON Guidelines for Tenure and Promotion and revisions to the annual faculty evaluation were presented to NFO and approved. A presentation by Dr. Leslie Moore to the faculty about best-practices for completing the annual evaluation.

See examples of email traffic between committee members below. Also presented as evidence is the SON Tenure and Promotion Guidelines and the NFO faculty presentation.

From: leslie moore <Leslie.moore@gcsu.edu>
Sent: Monday, April 2, 2018 3:24 PM
To: krystal canady <krystal.canady@gcsu.edu>
Subject: Re: Today's T&P Meeting

I've heard a clinical vs. scholarship track mentioned before, but no major discussions have happened since I've been here. If that's what you're seeing as a possibility, we can discuss. I've seen it in terms of what your teaching responsibilities are and therefore what the expectations would be for how you spend your clinical/research day.

Leslie Moore, PhD, RN, CNE, MBA

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From: krystal canady
Sent: Monday, April 2, 2018 1:11:53 PM
To: leslie moore
Subject: Re: Today's T&P Meeting

Hey Leslie,

I haven't received the article I requested yet, but still very interested in making practice a bigger part of the document. I have continued to do some research how schools handle this, some have a "clinical tract?" Has there ever been any discussion about this?

Krystal Canady

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From: leslie moore
Sent: Monday, April 2, 2018 10:51:07 AM
To: Debbie Greene; JoAnne Raatz; josie doss; krystal canady
Subject: Today's T&P Meeting

Hi Everyone,

I hope you enjoyed the wonderful Easter weekend! I didn't receive any feedback yet from the group on Superior Teaching and Scholarship, so I'm sending the suggestions I've

worked on as a starting point for our discussion today. Feel free to suggest any changes. I've basically mirrored what we did with the evaluation form: there is now a section that discusses "minimal" expectations versus "superior" expectations. Minimals don't help you towards T&P, only superior activities (just like with the evaluation, superior gets you high ratings).

We can discuss today, just wanted you to have it a little ahead of the meeting in case you get a chance to look at it. See you at 4:00. Leslie

<https://gcsu.webex.com/meet/leslie.mooregcsu.edu>

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