



Criteria for Practice Mission Promotion & Tenure

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8/8/2002: Revised

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POLICY STATEMENT:

Scholarship is the obligation of all faculty members and serves as the as the basis for evaluation of faculty performance. Scholarship has been conceptualized by Boyer (1990) as having four distinct but overlapping elements. These elements are Discovery, Integration, Application, and Teaching.

The scholarship of practice is widely recognized to be a critical component in the advancement of clinical knowledge in the discipline. Scholarship in the practice mission is primarily the scholarship of application. Evidence of the scholarship of application addresses Boyer's questions: "How can knowledge be responsibly applied to consequential problems? How can it be helpful to individuals as well as institutions? Can social problems themselves define an agenda for scholarly investigation?" (Boyer, p. 21). From Boyer's perspective, it is through the scholarship of application that the gap between the academic setting and the needs of the larger world are addressed most directly. The scholarship of application is tied to the faculty member's specialty field of knowledge and relates to, and flows directly out of, this professional activity. Such scholarship is "serious, demanding work, requiring the rigor--and accountability--associated with research activities" (Boyer, p. 22). Scholarship in the practice mission also includes the scholarship of discovery, integration, and teaching.

According to the AACN position paper (<http://www.aacn.nche.edu/positions/scholar.htm>, 1999, p. 3), "Practice scholarship encompasses all aspects of the delivery of nursing service where evidence of direct impact in solving health care problems or in defining the health problems of a community is presented." The AACN document identifies four components of the scholarship of practice: 1) the development of clinical knowledge; 2) professional development; 3) application of technical or research skills, and 4) service.

Within each faculty rank within the OHSU School of Nursing (SON), there are established criteria for

¹ The Chair of the Faculty Committee/Council or Official Administrative Unit responsible for oversight

demonstrating Scholarship of Practice. Those criteria and related elements of the criteria are detailed below.

INSTRUCTOR

Evidence of practice competence that includes elements of the Scholarship of Application. Practice competence is reflected in such things as certification in a specialty area if available and appropriate, peer and supervisor evaluations of practice, evidence of effective leadership in practice within an agency or local community. Evidence of the use of theory and research in practice is required

ASSISTANT PROFESSOR

Evidence of a record of progressive practice expertise, leadership and collaborative activities within the School and with professional and community organizations. Demonstrates increasing competence and self-direction in relation to the practice area. Demonstrates beginning leadership in the area of practice. Collaborates with colleagues, students and others to facilitate practice initiatives. Provides a record of progressive commitment to a program of scholarship of application and dissemination of that scholarship. Demonstrates growth toward the Scholarship of Teaching and either the Scholarship of Discovery or Integration within the practice mission.

Criteria	Elements
Demonstrates competence in practice area	<ul style="list-style-type: none"> • Maintains certification in a practice area (if appropriate) • Maintains practice competencies • Monitors own practice competencies and initiates practice refinements • Demonstrates theory-guided, evidence-based practice • Assesses appropriateness of current practice model for needs of clients/patients.
Demonstrates beginning leadership in practice	<ul style="list-style-type: none"> • Participates in development of new practice initiative • Makes efforts to secure resources to sustain practice • Develops quality indicators to improve practice • Makes efforts to secure funding for practice initiatives
Collaborates with colleagues, students and others to facilitate practice initiatives	<ul style="list-style-type: none"> • Mentors students in practice activities • Mentors colleagues in practice activities • Serves as a resource to others in the area of practice expertise • Nurtures collaborative relationships with other health care providers
Evidence of a commitment to a program of scholarship.	<ul style="list-style-type: none"> • Applies theory and research findings to development of theory-based and evidence-based practice initiative • Uses the scholarship of integration to develop new knowledge base for a program of scholarship in practice • Seeks funding for a program of scholarship in practice • Conducts service-related research or evaluations
Dissemination of practice innovations and evaluations	<ul style="list-style-type: none"> • Applies theory and research findings to the development of theory-based and evidence-based practice initiatives. • Disseminates practice innovations and evaluations through publications • Disseminates practice scholarship by giving presentations at regional and national conferences

ASSOCIATE PROFESSOR

Unequivocal evidence of practice expertise, leadership and collaborative activities that have an impact on the university and/or the profession at the regional or national level. Demonstrates expertise and leadership in the practice area. Develops significant collaborative practice initiatives. Demonstrates sustained commitment to a program of scholarship in practice. Presents a sustained record of peer-reviewed publications and presentations. Is recognized as an expert in the practice area and provides leadership and mentorship related to it within the School. Demonstrates involvement of the Scholarship of Discovery or Integration, and the Scholarship of Teaching within the practice.

Criteria	Elements
Demonstrates expertise in the practice area	<ul style="list-style-type: none"> • Maintains certifications in a practice area • Makes a broad range, of frequent and high quality of contributions to the practice mission • Recognized as a master practitioner by others in region
Demonstrates leadership in practice	<ul style="list-style-type: none"> • Creates practice opportunities for more junior faculty • Develops practice standards • Advocates nursing's position on selected health related legislation through expert testimony or preparation of position papers • Administers units or programs creatively and effectively • Develops a new innovative practice intervention or care delivery model using scholarship of integration and application • Facilitates graduate student practice-related projects and clinical experiences • Obtains financial support for practice innovations
Develops significant collaborative practice initiatives	<ul style="list-style-type: none"> • Mentors faculty and clinical colleagues and students in the area of practice expertise • Collaborates with colleagues in initiation of interdisciplinary practice-related activities • Collaborates with others in obtaining funding for practice-related projects • Consults at the regional and national level regarding practice initiatives and issues
Demonstrates sustained commitment to a program of scholarship	<ul style="list-style-type: none"> • Develops evidence-based practice guidelines • Writes integrative reviews of the literature regarding service-related projects • Obtains external funding for supporting a program of scholarship in practice or service • Develops new knowledge related to practice area using the scholarship of application or integration • Conducts demonstration projects involving new models of nursing care delivery • Provides leadership for practice-related research/evaluation projects • Evaluates the effectiveness of alternative practice strategies
Sustained record of peer-reviewed publications and presentations	<ul style="list-style-type: none"> • Publishes in refereed journals related to the area of practice • Authors chapters or textbooks on practice phenomenon • Gives presentations related to practice scholarship at national and international conferences • Is sought as a speaker, panel leader, moderator or discussant for national and international meetings in the area of practice scholarship • Coordinates invited or peer-reviewed symposium at regional and national conferences in area of practice

PROFESSOR

Unequivocal evidence of significant, sustained practice expertise, leadership and collaborative activities that have an impact on the profession at a national level. Practice embodies the Scholarship of Application, provides substantial contribution to the teaching mission of the School, and has impact beyond the University. Is recognized regionally and nationally for practice expertise and leadership in practice. Documents and disseminates the impact of collaborative practice initiatives. Demonstrates incorporation of the Scholarship of Discovery and Integration within the practice mission.

Criteria	Elements
Is nationally recognized as a master practitioner	<ul style="list-style-type: none"> • Is recognized for significant, sustained contributions to the practice area • Maintains certifications applicable to the practice area • Initiates practice activities directed toward maintaining clinical competence of self and others • Receives national recognition / awards for practice expertise from professional and public groups
Is recognized nationally for leadership in area of practice	<ul style="list-style-type: none"> • Creates systems of health care delivery in which other faculty and graduate students can practice • Demonstrates impact of practice initiatives on improved quality • Advocates nursing's position on selected health related legislation through expert testimony or preparation of position papers • Administers units and programs creatively and effectively • Develops new innovative practice interventions or care delivery models using the scholarship of integration and application to address needs of selected clinical population • Facilitates design, implementation and evaluation of practice-related projects.
Documents impact of collaborative practice initiatives	<ul style="list-style-type: none"> • Demonstrates influence of practice scholarship on colleagues and institutions • Collaborates with colleagues in initiation of effective, innovative interdisciplinary practice-related activities or projects • Serves on interdisciplinary health care-related work groups or committees at the national level • Consults with individuals, groups, or institutions at the national/international level regarding issues and initiatives
Is recognized nationally for sustained commitment to a program of scholarship	<ul style="list-style-type: none"> • Is recognized for scholarship of application in development of evidence-based practice initiatives • Obtains external funding for practice-related program of scholarship • Is recognized for using scholarship of application and integration for developing new knowledge related to the practice area • Is recognized for practice-related research/ evaluation projects • Demonstrates impact of innovative models of nursing care delivery • Provides leadership in professional national organizations
Presents sustained, substantial record of peer-reviewed publications and presentations	<ul style="list-style-type: none"> • Publishes in refereed journals related to the area of practice • Publishes policy papers related to practice • Authors chapters or textbooks on practice phenomenon • Presents papers related to practice scholarship at national and international conferences • Invited to speak or serve as a panel leader, moderator or discussant for national and international meetings in the area of practice scholarship • Coordinates invited or peer-reviewed symposium at regional and national conferences in area of practice

DEFINITIONS, IMPLEMENTING PROCEDURES, RELATED REFERENCES, & NOTES:

Refer to the Appointment, Promotion, & Tenure Guidelines for procedures.

Boyer, E.L. (1990). *Scholarship Reconsidered: Priorities of the Professoriate (A special report)*. Princeton, NJ; The Carnegie Foundation for the Advancement of Teaching.

Committee/Council Chair or Official Administrative Approval required for new policies Original Signed Copies Stored in Office of Academic Affairs	
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Printed Name	
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Signature Saundra L. Theis, Interim Dean, PhD, RN	Date