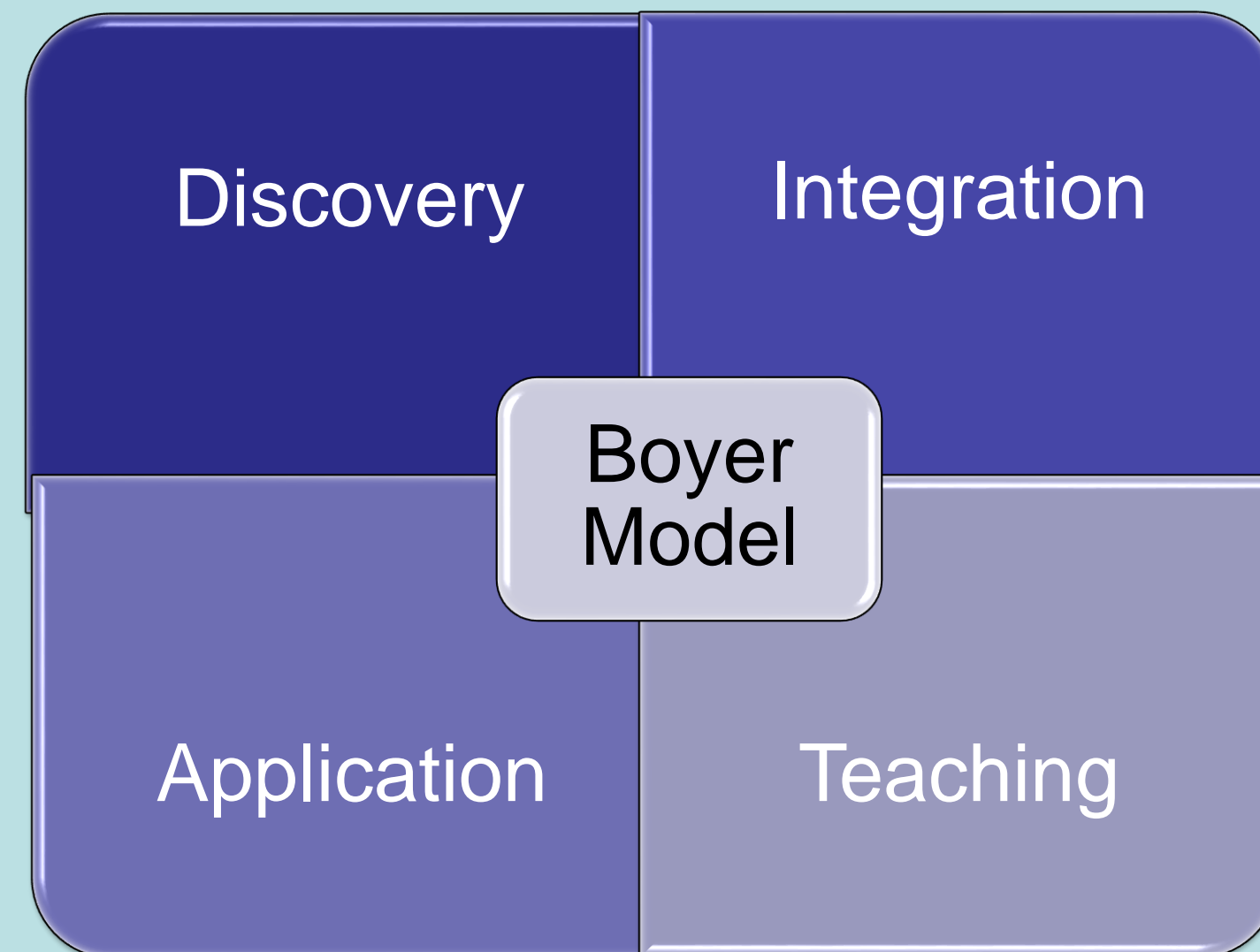


Background

As part of a for-profit, non-tenured university, scholarship according to the Boyer Model was identified as part of the requirements for the full time faculty but not well-defined. This project took on the task of defining and applying Boyer's Model to Scholarship expectations for present faculty.



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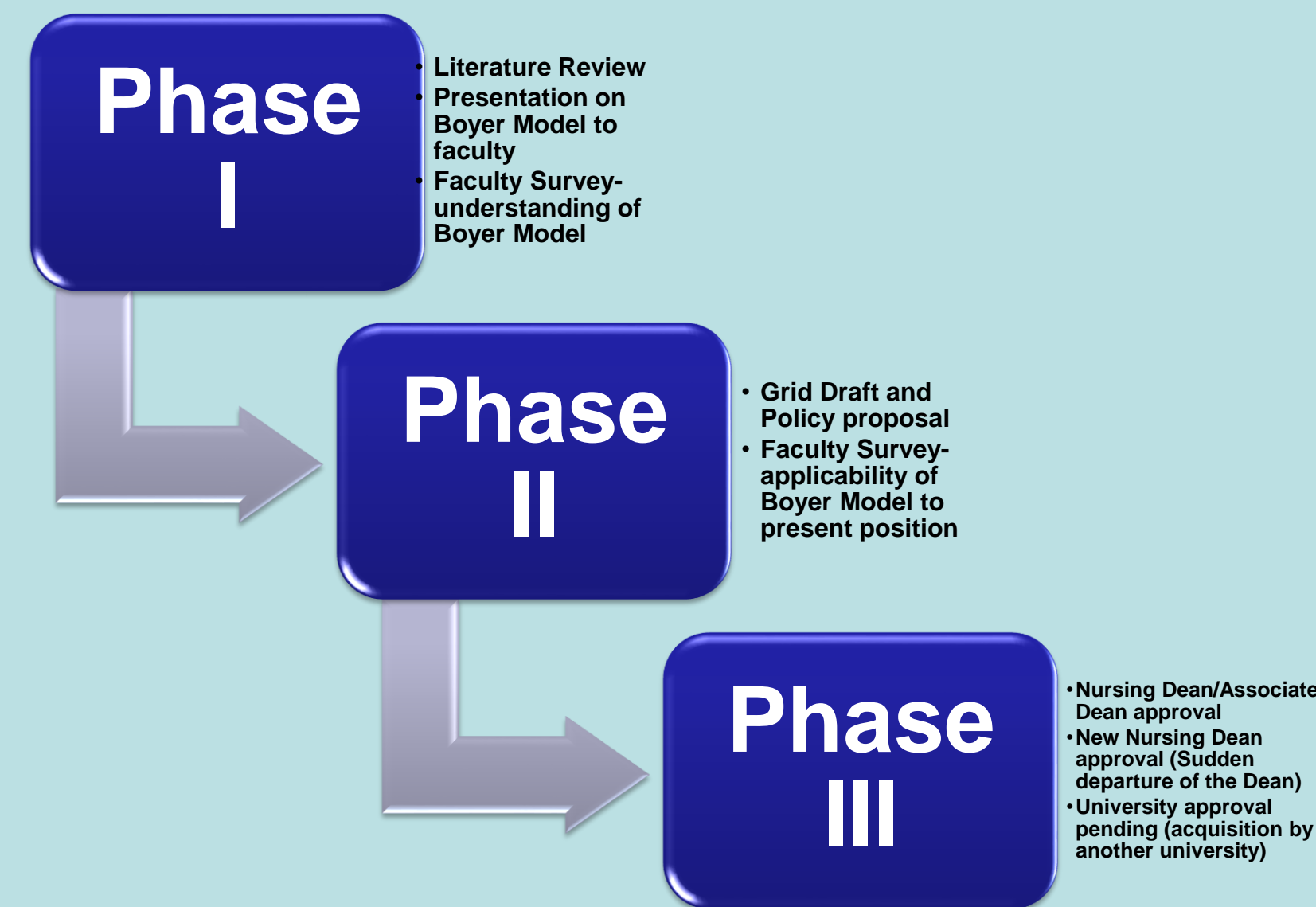
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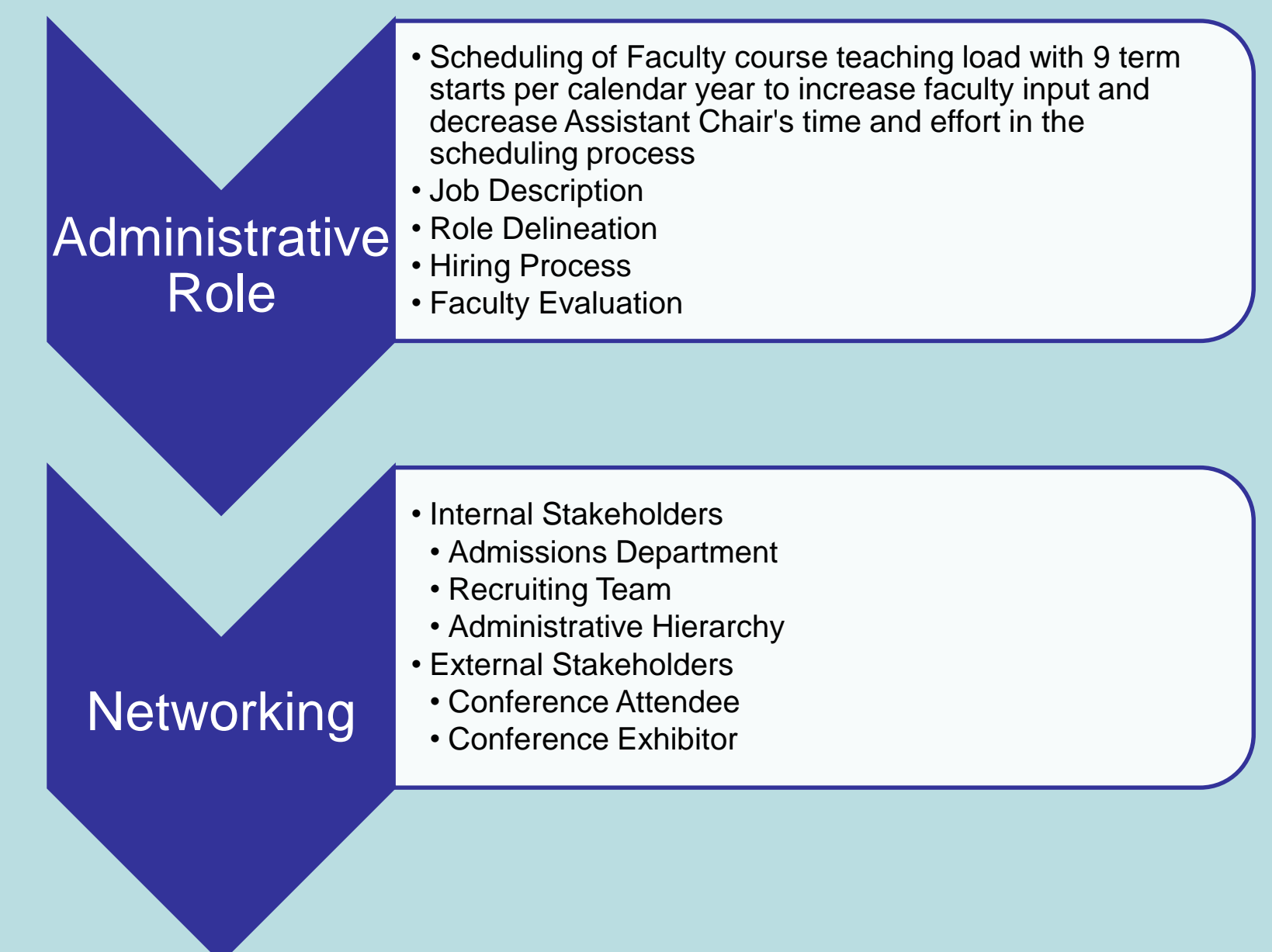
Process



Faculty Scholarship Grid

Discovery	Integration	Application	Teaching
<ul style="list-style-type: none"> Present a paper or poster by the faculty member that adds to the body of nursing knowledge in the author's area of expertise <p>Example: An APN presents a paper or poster on new knowledge gained related to an issue with the flow of patients in the office, specifically wait times. Based on the assessment, changes were instituted and results were a reduction of 5 minutes per patient with these changes.</p>	<ul style="list-style-type: none"> Publish the application of an interdisciplinary-related theory or clinical practice issue <p>Example: Publication in a professional journal based on new interdisciplinary knowledge of preventing caregiver burnout</p>	<ul style="list-style-type: none"> Present (podium/poster) on a current topic in area of expertise via radio, television, professional organizations both inside and outside your area of expertise <p>Example: An advanced practice nurse, specializing in pediatrics, speaks about the influenza vaccine for children on radio, television, school advisory boards, and professional groups</p> <p>Example: APN in charge of emergency medicine uses research to set up a special needs shelter during hurricane and documents outcomes.</p>	<ul style="list-style-type: none"> Develop new courses and/or programs <p>Example: Serves as Subject Matter Expert for new courses in Acute Care Adult Gerontology Nurse Practitioner. Develops innovative ways to teach concepts and assess the skills in a simulation setting and then in the clinical setting.</p>

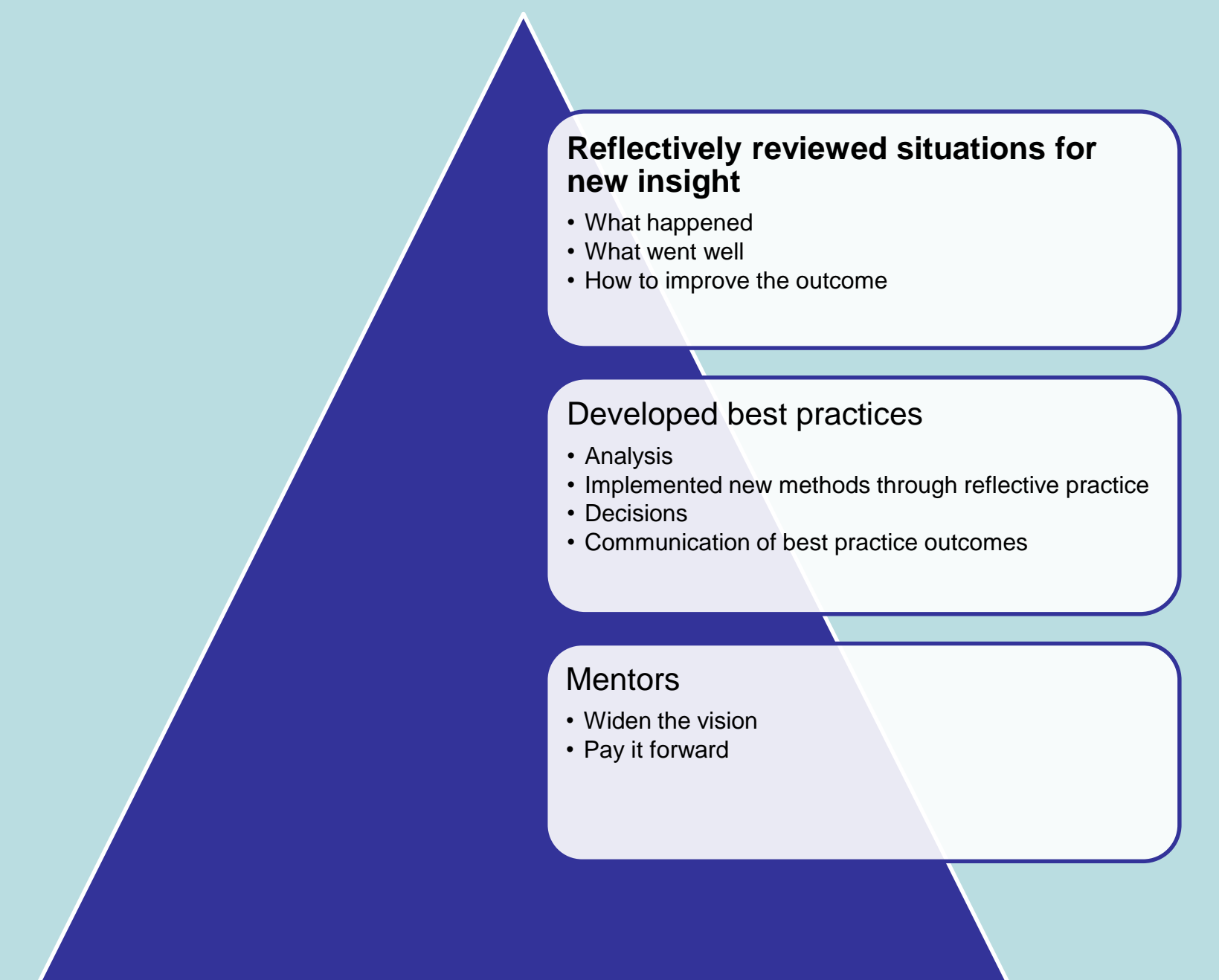
The Journey of Growth



- Administrative Role**
- Scheduling of Faculty course teaching load with 9 term starts per calendar year to increase faculty input and decrease Assistant Chair's time and effort in the scheduling process
 - Job Description
 - Role Delineation
 - Hiring Process
 - Faculty Evaluation

- Networking**
- Internal Stakeholders
 - Admissions Department
 - Recruiting Team
 - Administrative Hierarchy
 - External Stakeholders
 - Conference Attendee
 - Conference Exhibitor

Lessons Learned



- Reflectively reviewed situations for new insight**
- What happened
 - What went well
 - How to improve the outcome

- Developed best practices**
- Analysis
 - Implemented new methods through reflective practice
 - Decisions
 - Communication of best practice outcomes

- Mentors**
- Widen the vision
 - Pay it forward