PREPARING FACULTY TO ADVANCE THE SCIENCE OF NURSING EDUCATION
Faculty Development Program to Advance Scholarship and Promote the Science of Nursing Education
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BACKGROUND
• Nursing faculty have limited experience in pedagogy, education-focused leadership, or scholarship
• Few schools of nursing have faculty development programs
• Moderate research-intensive university with doctoral program seeks designation as a NLN Center of Excellence (COE) in Nursing Education

PURPOSE OF THE ENFLA PROJECT
• Model was developed/initiated to help faculty expand their own education-focused scholarship
• Model will help the school position itself for COE designation in the category of "Creating Environments that Advance the Science of Nursing Education"
• A major component of the model was the creation of a Center for Nursing Education Excellence
• Center is housed in the school and focuses on helping faculty enhance their expertise related to pedagogy, education-focused scholarship, and leadership

SIGNIFICANCE TO THE SCHOOL OF NURSING AND NURSING EDUCATION COMMUNITY
• Faculty who guide doctoral dissertations must be supported to become and remain accomplished pedagogical scholars and leaders
• The school subscribes to a model of scholarship (e.g., Boyer) and aims to "live" that model more explicitly
• The science that underlies our practice as nurse educators is limited and must be developed

DEVELOPMENT OF A MODEL TO HELP THE SCHOOL OF NURSING INTEGRATE SCHOLARLY INITIATIVES

IMPLEMENTATION GUIDELINES (KOTTER, 1995)
• Establish a sense of urgency
• Form a powerful coalition
• Create a vision
• Communicate the vision
• Empower others to act on the vision
• Plan for and create short-term wins
• Consolidate improvements/producing more change

EVALUATION
Evaluation measures of the project:
• #faculty who agree to participate in shaping the faculty development program and the Center
• #faculty who attend the faculty development programs
• #faculty who initiate or extend their programs of pedagogical research
• Accomplishment of individual leadership goals (of the scholar) via the Goal Attainment Scale

Evaluation of the project will also include:
• Knowledge Utilization Survey results
• Submission of a NLN Center of Excellence in Nursing Education application for Promoting the Pedagogical Expertise of Faculty

Evaluation of the project will also include:
• Submission of a NLN Center of Excellence in Nursing Education application for Advancing the Science of Nursing Education

REFERENCES