

**MONTANA STATE UNIVERSITY
COLLEGE OF NURSING**

POLICY #E-8

TITLE: FACULTY PRACTICE POLICY

POLICY: The College of Nursing is committed to the exploration and implementation of faculty practice as a core component of the faculty role. It is the policy of the CON that distribution of college resources and assignment design will reflect this commitment. Faculty practice is integrated into the academic roles of teaching, scholarship and service.

RATIONALE: It is essential to the CON for faculty to maintain and further develop their individual clinical expertise. Individual clinical expertise is one of the cornerstones on which nursing educational program quality is built and maintained.

PROCEDURE:

1. It is the responsibility of the individual faculty member to show evidence of the contribution faculty practice makes to teaching, scholarship, and/or service.
2. The procedure for decision making related to faculty practice is illustrated in Appendices A and B. These procedures assist the individual faculty member in showing/documenting/presenting the needed information and pursuing the needed decisions related to establishing a faculty practice.
3. If the faculty practice is to be considered part of faculty workload Appendix A is to be followed. If faculty practice is not to be considered part of faculty workload, Appendix B is to be followed.
4. The faculty member whose practice has been negotiated to be a part of faculty workload answers the questions in the Appendix A decision making tree. The faculty member consults with the campus director and/or CON administration during the planning stages of faculty practice.
 - a. If the faculty practice is to be considered in the annual performance evaluation with the CON, it is addressed under teaching, scholarship, and/or service.
 - b. Questions within the tree as to whether or not the faculty practice site is a clinical site are designed to assist the faculty with clear role delineation related to teaching and/or practice responsibilities.
5. The faculty member whose practice is not considered part of faculty workload answers

the questions in the Appendix B decision making tree. The faculty member consults with the campus director and/or CON administration during the planning stages of faculty practice.

- a. Questions within the tree as to whether or not the faculty practice site is a clinical site are designed to assist the faculty with clear role delineation related to teaching and/or practice responsibilities.
 - b. It is important to note that full-time faculty who do not wish their faculty practice to be considered as part of their faculty workload need to be in compliance with the current university consultation policy for full-time faculty.
6. It is expected that faculty will access additional resources in the form of established vehicles and systems in order to facilitate the CON's entrepreneurial work. Some suggestions of possible resources follow. This is by no means an exhaustive list.
- a. Montana State University Resources
 - i. Office of the Vice President for Research
 - ii. Grants and Contracts
 - iii. Payroll and Personnel
 - iv. Affirmative Action Office
 - v. University Attorney
 - vi. Others currently involved in faculty practice
 - b. Resources outside the University
 - i. Department of Labor: OSHA, Labor Law
 - ii. Department of Administration - Division of Tort
 - iii. Attorney General's Office
 - iv. State Statutes - Montana Codes and Annotated And Administrative Rules
 - v. National Association of Nurse Practitioner Faculty
 - vi. American Nurses Association

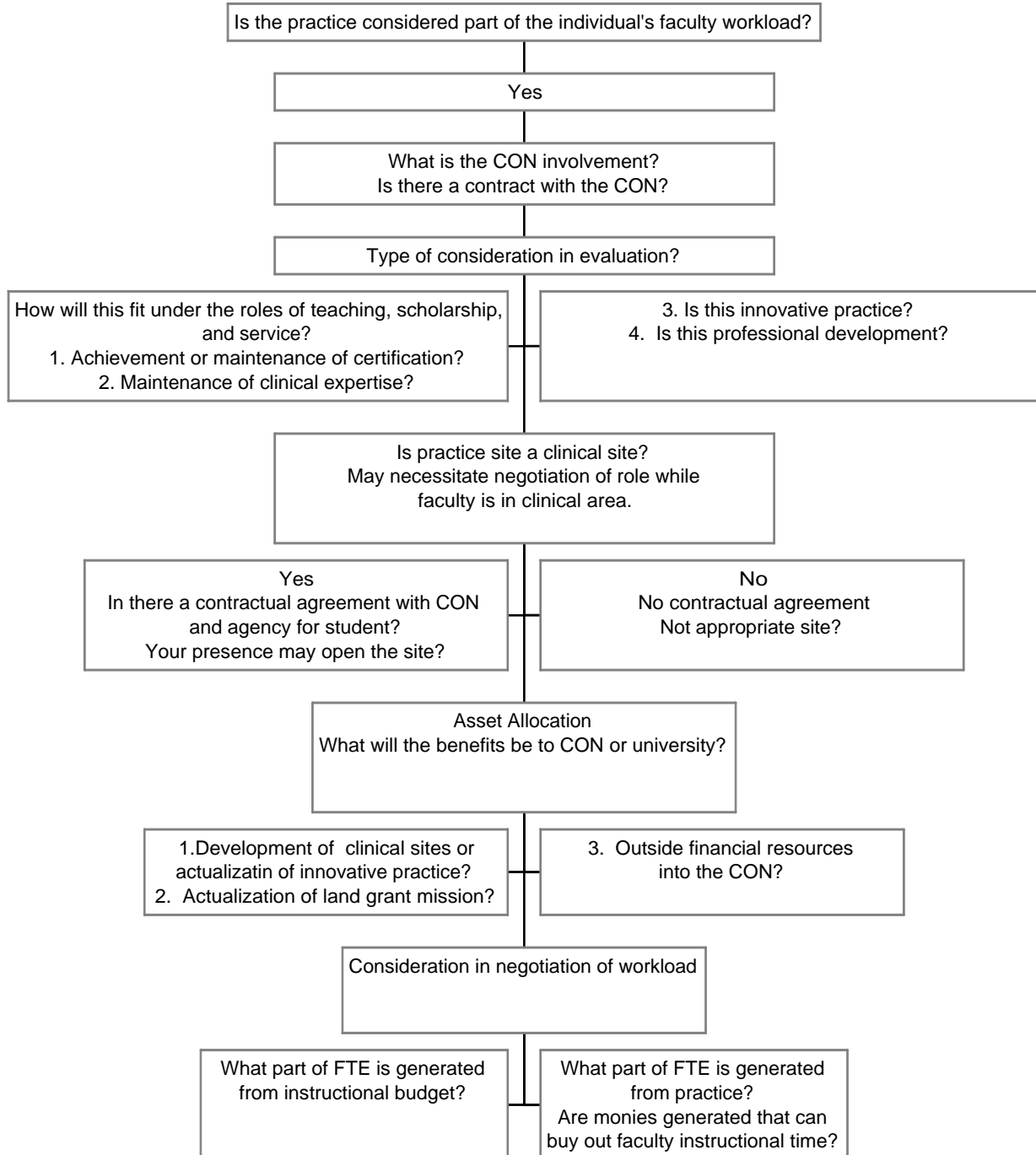
Reviewed/Approved by:

Level I: Faculty Affairs Committee (Oct, 2003)

Level II: Dean (Oct, 2003)

Appendix A

Faculty Practice Considered Part of Workload



Appendix B
Faculty Practice Not Considered Part of Workload

