

Policy Title	Support for Faculty Role Development
Policy Number:	ACA 1.05
Department:	BSMCON
Functional Area:	Academic Affairs
Contributing Department	
Approved by:	RHEI Leadership Team
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Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ACA 1

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

Support for Faculty Role Development

III. Purpose

The purpose of this policy is to delineate the faculty support structure to promote expertise and advancement in their role

IV. Scope

Faculty role development can vary from advancing faculty knowledge and skill in a specific content area, developing, or enhancing skill in facilitating learning, progressing leadership abilities, practicing in their area of expertise, or advancing their education.

V. Policy Details

To support faculty role development, Bon Secours Memorial College of Nursing provides the following structure to include release time and funding.

Release Time

Faculty are provided release time to support their role development. Release time is provided during the time faculty are contracted to work. If role development time is requested outside of contracted time, then the faculty can do so without additional compensation. Release time includes supporting faculty responsibilities while off of campus. At least two weeks prior to release time, faculty submit a proposal of coverage to the program chair(s) and supervisor for approval. The following structure is provided for release time:

- Educational Leave
 - Conference/Workshop: Faculty are provided release time to attend sessions to promote role development. Release time is limited to no more than one week.
- Practice: Faculty may want or need to practice to maintain knowledge and skills in their area of specialty.
 - Volunteer: Practice in a volunteer capacity during normal business hours (Monday – Friday 8am to 5pm) can be negotiated and approved by the supervisor.
 - Paid: Practice in a paid capacity during normal business hours is prohibited unless negotiated and approved by the Dean of Academic Affairs and supervisor. Plans will only be approved if the faculty can provide a plan that shows evidence that contracted work can be completed without impact on faculty role and expectations. Faculty will not be excused from scheduled College commitments. Faculty will have demonstrated ability to manage time wisely in the past without incident.
- Doctoral time: Faculty pursuing their terminal degree are offered the following release time support.
 - On-site residency: If residency can be scheduled at the faculty's discretion, then faculty should schedule residency during a time when the faculty member does not have teaching obligations. If residency needs to be scheduled during a time that impacts teaching obligations, this will need to be approved by the supervisor.
 - Comprehensive Exams: No more than 5 days paid EDU leave for written and/or oral defense. If the comprehensive exam can be scheduled at the faculty member's discretion, it should be scheduled during a time with the faculty member has no teaching obligations.
 - Dissertation (e.g. PhD): Faculty will be granted a one semester workload release of five (5) workload units.
 - Doctoral Project (e.g. DNP, EdD): Faculty will be granted a one semester workload release. The amount of workload unit release is commensurate with the intensity of project requirements determined by the Dean of Academic Affairs and supervisor. Faculty will be required to submit documentation for review.

Funding

Funding for faculty role development is based on the College's annual budget for continuing education. The College makes every effort to request funds to support the education and development needs of all College faculty and staff.

- Annual Faculty Role Development Support – To support the ongoing development of each faculty, funds are budgeted annually to be used at the faculty member's request upon the approval of the Associate Dean of Faculty Affairs in collaboration with supervisor. The Campus Director and Dean of Academic Affairs has the authority to freeze educational funds as deemed necessary by the health system.

Faculty Travel Fund – The College determines the annual budget allocated for faculty travel. Faculty will be given the opportunity to request funding for travel to conferences, workshops, etc. Preference will be given to faculty in the following order: 1) faculty that are accepted to present a podium or poster presentation that is required as part of their job description; 2) faculty that are accepted to present a podium or poster presentation that is required for promotion; 3) faculty accepted to present a podium or poster presentation that is not required as described in the job description or needed for

promotion; and 4) faculty request to participate in a conference. Annual funding may change yearly based upon the annual budget as well as the needs of the program.

VI. Definitions

Training:

Faculty receive initial and ongoing training in educational and instructional methodology to enhance their effectiveness in teaching. Full-time faculty participate in training intensely in the first academic year and then at least twice annually in subsequent years. Adjunct faculty participate in the appropriate initial training then at least twice annually in subsequent years. Evidence of faculty participation in trainings are maintained in each faculty member's file. (ABHES Accreditation Manual 19th Edition, V.E.4.a & b).

Professional Development:

Faculty are required to participate in professional growth activities at least twice annually to support application of content area expertise and/or clinical application. Copies of certificates of attendance, current licensure/certification(s), and any other professional growth documentation are maintained in each faculty member's file (ABHES Accreditation Manual 19th Edition, V.E.4.d).

Distance Education:

- Distance education faculty are trained in effective distance education instructional methods. (ABHES Accreditation Manual 19th Edition, IX.E.4.a.)
- Distance education faculty are trained in the use of the institution's current distance education delivery system or learning management system (LMS) and instructional resources. (ABHES Accreditation Manual 18th Edition, IX.E.4.b.).
- Document that faculty members participate, at least annually, in training specific to distance education pedagogy (ABHES Accreditation Manual 19th Edition, IX.E.4.c.).

VII. Attachments

None

VIII. Related Policies and Procedures

ACA 1.01 Faculty Workload Policy

ACA 1.08 Faculty Use of Paid Time Off and Holiday Benefit Plans

ADM 6.01 Associate Educational Leave

ADM 6.02 Promotion and Sustaining Rank

IX. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by Bon Secours Memorial Regional Medical Center, LLC, and any party. BSMCON, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

X. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	6/24/2020	N/A	Revise and New Template	N/A	Dean of Academic Affairs
2.0	3/9/2022	N/A	Updated Title	1.0	CDDAA
3.0	1/27/2025	N/A	Revise and New Template	2.0	CDDAA
3.1	3/21/2025	3/21/2028	Reviewed Minor Changes	3.0	CDDAA
3.1	3/21/2025	3/21/2028	Reviewed Minor Changes	3.0	CDDAA
1	3/21/2025	3/21/2028	Version changed – BSMH Template Adopted	3.0	CDDAA

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy & procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center, and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.