

**Bylaws**  
**Faculty Recognition, Advancement, and Development (RAD) Committee**

The purposes of the Faculty Recognition, Advancement, and Development (RAD) Committee are to: recognize faculty achievements and facilitate team-building, assist in the advancement of rank and tenure, and facilitate development of all faculty in the areas of teaching, scholarship, service, and practice. The RAD also participates in and contributes to specified components of the Systematic Evaluation Plan.

Membership will consist of:

1. A minimum of three faculty members, at least one of whom will be tenured/tenure track.
2. A minimum of three (3) tenure track faculty are recommended
3. Dean or his/her designee.
4. One post-licensure graduate student.

Functions and responsibilities of the RAD committee include but are not limited to:

- I. Recognition: Coordinate all recognition activities for faculty, staff, alumni
  - A. Facilitate the process of selection of Faculty Fellows for recommendation to the Dean.
  - B. Coordinate and administer recognition of special occasions, awards, and achievements for faculty and staff.
  - C. Solicit and submit stories for the SoN newsletter
  - D. Collaborate with PLU Alumni office to promote alumni relations and disseminate alumni activities
  
- II. Advancement: Assist the SoN faculty in understanding/articulating expectations for teaching excellence, scholarly activities, service to the profession, and service to the community
  - A. Teaching excellence
    1. Establish and maintain a formal mentoring program
    2. Establish and maintain a formal peer review process
    3. Implement ongoing faculty self-evaluation
    4. Coordinate the development, revision, and maintenance of a School of Nursing faculty handbook
  
  - B. Scholarly activities
    1. Promote faculty awareness of conferences
    2. Promote faculty awareness of dissemination opportunities-local, state, regional
    3. Display faculty publications, textbooks, presentations
  
  - C. Service to the profession/community
    1. Encourage faculty practice at all levels in accordance with accreditation standards
    2. Encourage community participation such as volunteering for the CBC, participating in faith-based activities
    3. Assure PLU Sigma Theta Tau International Counselors have been selected
  
- III. Facilitate Faculty Development
  - A. Provide an orientation program and ongoing mentoring process for new faculty members.
  - B. Coordinate J-term faculty workshops and issues forums
  - C. Collaborate with CIC and relevant faculty in the development of undergraduate and graduate preceptor policies and handbooks.
  - D. Solicit faculty input for ongoing monthly lunch and learn development programs

IV. Program Evaluation

A. Coordinate faculty-related components of program evaluation.

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