

PROMOTION RECOMMENDATION
University of Michigan-Flint
School of Health Professions and Studies

Marilyn Ruth McFarland, associate professor of nursing, without tenure, Department of Nursing, School of Health Professions and Studies, is recommended for promotion to professor of nursing, with tenure, Department of Nursing, School of Health Professions and Studies.

Academic Degrees:

Ph.D.	1995	Wayne State University, Nursing, Detroit, Michigan
M.S.N.	1982	Wayne State University, Nursing, Detroit, Michigan
B.S.N.	1969	Wayne State University, Nursing, Detroit, Michigan
Diploma	1966	Henry Ford Hospital, Nursing, Detroit, Michigan

Professional Record:

2006 – Present	Associate Professor, without tenure, Department of Nursing, University of Michigan-Flint
2004 – Present	Adjunct Professor, School of Nursing, Duquesne University, Pittsburgh, Pennsylvania
1997 – 2006	Adjunct Professor, Crystal M. Lange College of Nursing and Health Sciences, School of Nursing, Saginaw Valley State University, Saginaw, Michigan
2004	Adjunct Professor, Madonna University, Department of Nursing, Livonia, Michigan
1984 – 1986	Nursing Continuing Education Coordinator, Delta College, Saginaw, Michigan
1982 – 1983	Clinical Nursing Instructor, Saginaw Valley State University, Saginaw, Michigan
1973 – 2005	Nurse, Private Physician's Office, Bay City, Michigan
1971 – 1972	Clinical Nurse Instructor, Oakland Community College, Pontiac, Michigan
1966 – 1969	Nurse, Henry Ford Hospital, Detroit, Michigan

Summary of Evaluation:

Teaching: Professor McFarland engages students in the learning experiences both within and external to the classroom. She has demonstrated excellent teaching effectiveness (mean overall score of at least 4.13/5.00) across all 15 different undergraduate and graduate nursing courses she has taught. Her syllabi are well organized and her course learning objectives are clearly stated.

Professor McFarland uses experiential teaching strategies in her courses. She actively encourages students to design service learning and research projects that involve the public. Professor McFarland's focus on teaching is heavily embedded in the Cultural Care Theory where she fuses nursing practice with cultural diversity. Much of her teaching is based on application of nursing practice concepts to real world problems teaching nurse practitioner students to utilize evidence

based research practices in making decisions about patient care. Professor McFarland developed and taught a series of courses on evidence-based translational research for the Doctor of Nurse Practitioner (DNP) program. She is a skilled and devoted mentor to the DNP students who work through their full research projects in the course sequence she teaches. Her students commend her for providing constructive feedback on their research project work.

Professor McFarland has contributed significantly to curriculum development, particularly in the area of transcultural nursing at both the undergraduate and graduate levels. She co-developed the International Nursing Course (NUR 600) and recently co-developed three of six new courses for the Doctor of Nursing Practice program (NUR 810: Advanced Transcultural Care; and two online research courses, NUR 700 and NUR 701: Research I and Research II).

Research: Professor McFarland is recognized as a leader at the state, national, and international level in transcultural nursing. Prior to joining the University of Michigan-Flint, Professor McFarland had established a research and publication track record in transcultural nursing, carrying on the work of her doctoral advisor, Madeleine Leininger, with whom she has many co-authored journal articles, books and book chapters. Since her faculty appointment at the University of Michigan-Flint in 2006, Professor McFarland has published one book chapter and nine peer-reviewed journal articles of which she was first author on one. She has also given invited talks and platform/poster presentations annually at the Annual Conference of the Transcultural Nursing Society since 2006. During the past two years, Professor McFarland also conducted/organized eight continuing education workshops on evidence-based transcultural nursing and cultural competence and conducted five Webinars on the same topic.

Professor McFarland actively seeks out grant support for nursing training grants and educational project grants. She served as an interim project director on a Health Resources and Services Administration (HRSA) grant to develop cultural competency in nurses and recently submitted a renewal application to HRSA. She worked jointly on a grant from the University of Michigan-Flint, Office of Research to develop a computer-based simulation game on cultural competency.

In recognition of her national and international work, Professor McFarland was awarded the *American Journal of Nursing* Book of the Year Award in 2003 for *Transcultural Nursing: Concepts, Theories, Research and Practice* (3rd edition; M. Leininger and M. McFarland, editors) and The Transcultural Nursing Society awarded her The Transcultural Nursing Scholar's Recognition Award in 2005.

Recent and Significant Publications:

- McFarland, M. and Leininger, M. (2010). "Culture Care Theory of Diversity and Universality." In A. M. Tomey and M. R. Alligood (Eds.), *Nursing Theorists and Their Work* (7th ed. with revisions from 2006 edition, Ch. 22, pp. 454-479). St. Louis: Elsevier.
- McFarland, M. R. (October 2010). "Theoretical Basis for Transcultural Care" (Ch. 3, Section B): Theory of Culture Care Diversity and Universality (Madeleine Leininger), *Journal of Transcultural Nursing*, 21(1S). 92S-101S.
- McFarland, M. R. (October 2010). "Research Methodologies For Investigating Cultural Phenomena and Evaluating Interventions" (Ch. 10, Section B): *Ethnonursing: A Research*

Method Designed to Facilitate Discovery of Data Focused on Leininger's Theory of Culture Care Diversity and Universality, *Journal of Transcultural Nursing*, 21(1S). 378S-380S. Page 4 of 23.

Wehbe-Alamah, H. and McFarland, M. R. (October 2010). "Cultural Health Assessment" (Ch. 7, Section B): Leininger's Assessment Guides, *Journal of Transcultural Nursing*, 21(1S). 317S-322S.

Clarke, P. N., McFarland, M. R., Andrews, M. A., and Leininger, M. M. (July 2009). "Caring: Some Reflections on the Impact of the Culture Care Theory by McFarland and Andrews and a Conversation with Leininger." *Nursing Science Quarterly*, (22)3, 233-239.

McFarland, M. R. and Eipperle, M. K. (2008). "Culture Care Theory: A Proposed Practice Theory Guide For Nurse Practitioners in Primary Care Settings." *Advances in Contemporary Transcultural Nursing, Special Issue, 2e, Contemporary Nurse: An International Refereed Journal for Health Care Professionals*, 28(1-2), Australia, 48-63.

Service: Professor McFarland is a recognized leader and role model for her professional service to the National Organization of Nurse Practitioner Faculties, American Academy of Nurse Practitioners, Michigan Council of Nurse Practitioners, American Nurses Association, American Academy of Nursing, and the Transcultural Nursing Society. Her service to these organizations includes committee membership with some in leadership roles, provision of continuing education workshops, conference planning, and journal editing. Professor McFarland has also provided extensive service to the Nursing Department at the University of Michigan-Flint and is currently completing a three year term on the University Faculty Council.

External Reviewers:

Reviewer A:

"[scholarly writings] are thoughtful, wise, well researched and have passed the review of well known peer reviewed journals...."

Reviewer B:

"[scholarly writings] demonstrate her usual ability to present high level theoretical material in a clear and accessible text. The research standards are of high quality and well documented. Her work is well organized and well written."

Reviewer C:

"[publications on transcultural nursing] are foundational, sufficient and contributory to the continued existence and involvement of this specific nursing arena. She is to be commended for the exemplary manner of her scholarship which encourages and allows others to enter into the transcultural nursing arena and move the field along."

Reviewer D:

"It is my impression that she is in the top tier of her peer group. ...[materials presented for review] represent a very well balanced and extremely productive career."

Reviewer E:

“... high quality articles ... that provide an excellent source for any organization developing a core curriculum for transcultural nursing and health care.”

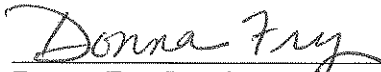
Reviewer F:

“... well-recognized classic text used by nursing programs across the nation. The text has helped to make the vast transcultural nursing literature more accessible, by bringing together into a coherent whole the scattered studies. In fact, chapter 34 is a curricular map that has guided undergraduate and graduate nursing curriculum development in the area of transcultural nursing.”

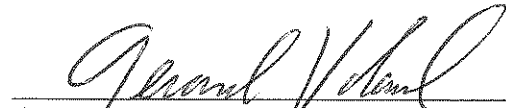
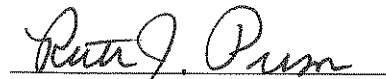
Summary Recommendation:

Professor McFarland is a nationally recognized expert in transcultural nursing who has made significant contributions to the field that have influenced theory, research, and curriculum. She is an excellent teacher who teaches students both inside the classroom and in the clinic and service arena. Professor McFarland provides extensive service to her professional nursing organizations and has provided service to the Department of Nursing, School of Health Professions and Studies, and the University of Michigan-Flint. It is with the support of the School of Health Professions and Studies Promotion and Tenure Review Committee that Marilyn Ruth McFarland is recommended for promotion to professor of nursing, with tenure, Department of Nursing, School of Health Professions and Studies.

Recommended by:



Donna Fry, Interim Dean
School of Health Professions and Studies


Gerard Voland, Provost and
Vice Chancellor for Academic Affairs
Ruth J. Person, Chancellor
University of Michigan-Flint

May 2011