

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Beverly W. Dabney, assistant professor of nursing, School of Nursing, is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

Ph.D.	2013	University of Michigan, Nursing, Ann Arbor, Michigan
M.S.N.	2008	University of Michigan, Nursing/Nursing Administration, Ann Arbor, Michigan
B.S.N.	1996	Eastern Michigan University, Nursing, Ypsilanti, Michigan

Professional Record:

2015-present	Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, Michigan
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Summary of Evaluation:

Teaching: Professor Dabney's primary teaching focus is in the online Registered Nurse (RN) to Bachelor of Science in nursing (BSN) program and includes instruction for NUR 421 (Synthesis of Knowledge for Professional Nursing Practice), NUR 316 (Research in Nursing for Registered Nurses), and NUR 420 (Leadership and Management for RNs). Her secondary teaching emphasis is mentoring graduate nursing students engaged in research projects required for completion of the Doctor of Nursing Practice (DNP) degree.

Professor Dabney has demonstrated excellence in teaching since her appointment in 2015. She has used creative and evidence-based high quality and high impact practices to educate her students. She is a highly collaborative faculty member who works synergistically with her faculty colleagues. She spearheaded the creation of an undergraduate certificate in case management that will soon be available for RN to BSN majors. She consistently works to improve her courses each semester and is highly responsive to the needs of students. In her teaching philosophy, Professor Dabney indicates that she believes it is important that students not only achieve the objectives outlined for each course, but that they perceive that their learning is relevant to their nursing practice and career goals. Professor Dabney's students and faculty peers give her outstanding ratings as an effective teacher who actively engages students in their learning. The following is a quote from a student who nominated Professor Dabney for a Golden Apple award last year: "Dr. Dabney is a kind and patient professor ... Her flexibility creates a more relaxed experience as you balance college, life, and work."

Research: Professor Dabney is a serious-minded and productive scholar whose research focuses on two sustainable pathways: 1) clinical research on safe, quality inpatient nursing care and 2) educational research related to teaching/learning strategies and student satisfaction with their BSN educational experience. To ensure patient safety and quality in inpatient settings, Professor

Dabney contributes substantively through her studies on the relationship between and among RN staffing levels, missed nursing care, nursing errors, and patient mobility. She has published 11 articles since 2012; five of these were published since her appointment to the School of Nursing (SON) in 2015. She has also disseminated her research through peer-reviewed podium and poster presentations at four local, regional, and national venues since 2016. She continues to quickly and steadily build her program of research.

Recent and Significant Publications:

- Dabney, B. W., Linton, M., Duncan, C., & Koonmen, J. (2018). Measuring the gap between students' expectations and experiences in an RN-to-BSN nursing program. *Nursing Education Perspectives*. doi: 10.1097/01.NEP.0000000000000331. [Epub ahead of print]
- Dabney, B. W., Linton, M., & Koonmen, J. (2017). School nurses and RN to BSN nursing students: A community health partnership in Michigan. *NASN School Nurse*, 32(1), 30-32. doi:10.1177/1942602X16675021
- Dabney, B. W., & Mitchell, R. (2016 in press). Flipping an undergraduate gerontological nursing course: Student perceptions. *Nursing Education Perspectives*, 38(6), 340-341.

Service: Professor Dabney generously provides service to the SON, the university, the profession of nursing, and the community. Professor Dabney's service contributions to the school (and former Department of Nursing) include chairing/membership on ten school and university committees or task forces. Professor Dabney's service to the profession is significant and noteworthy. She is a peer reviewer for six professional journals including *Nurse Education Today*, *Journal of Nursing Care Quality*, *Journal of Nursing Management*, *Huber: Leadership & Nursing Care Management*, and the *International Journal of Nutrition and Metabolism*. She is a member of many state and national professional organizations including the Midwest Nursing Research Society, Midwest Nursing Research Society Grant Review Committee, and Sigma Theta Tau International Honor Society of Nursing.

External Reviewers:

Reviewer (A): "Considering the requirements stated for promotion and tenure, Dr. Dabney meets the stated criteria and has identified an area of research that is not only sustainable, but also holds the potential to impact nursing practice and education."

Reviewer (B): "... Dr. Dabney's research activity meets the outlined expectations at the University of Michigan-Flint. It is of the scope and relevance to impact health care outcomes."

Reviewer (C): "She has established a professional reputation as a scholar and an expert in the field of inpatient service quality. Her contributions to the profession and nursing and the University's mission are noteworthy."

Reviewer (D): "She clearly meets the criteria of Boyer's Scholarship and shows promise for future dissemination of nursing research."

Reviewer (E): "... I judge Professor Dabney's scholarly work ... to be of substantial quality and solid quantity."

Reviewer (F): “She is doing exceptional work with nursing education scholarship, and has [made] multiple important contributions to her university and the nursing profession.”

Summary of Recommendations:

Professor Dabney’s teaching, scholarship, service, and the impact of her scholarship on nursing and health care. Without reservation, I recommend Beverly W. Dabney for promotion to associate professor of nursing, with tenure, School of Nursing.

Recommended by:



Margaret M. Andrews, Dean and Professor
School of Nursing

Recommendation endorsed by:



Susan E. Alcock, Interim Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

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