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## A career ladder for newly appointed assistant professor of faculty of nursing in Japan-a draft based on literature review and expert's discussion

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In the past twenty years, the number of universities offering faculty of nursing is rapidly increased. However, despite this rapid increase in the number of nursing universities, there is still a shortage of nursing teachers. In addition, there have been some reports that Faculty Development (FD) programs are not comprehensive enough to produce competent nursing teachers. As a result, many young teachers' particularly assistant professors were unable to acquire necessary teaching skills and develop expertise that makes them leave the university after a few years of practicing their profession. In response to these circumstances, the Japan association of nursing programs in universities (or JANAP) proposed some guidelines for the FD of young nursing faculties. To support this goal, Chiba University developed "FD Mother Map" and disseminated it to nursing universities in Japan. With the help of these guidelines and literature review, the team is working on the development of a career ladder which serves as a reference standard for newly appointed assistant professors. These guidelines also aim to develop their competencies through on/off the job training while receiving support from their superiors and mentors. In this presentation we would like to announce the process and draft of the career ladder and exchange opinions with participants.

### Biography

Kyoko Oyamada has completed her PhD at St Luke's College of Nursing. She is a Professor and her specialty is Nursing Education.

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