



Eastern Shore Faculty Academy and Mentorship Initiative (ESFAMI): A Forward Thinking Collaboration to Develop a Diverse Clinical Faculty Workforce

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Across the nation, our health and well-being are affected by various factors including the nursing faculty shortage and lack of diversity within the nursing faculty workforce. Recruitment and retention of highly qualified individuals from diverse backgrounds to teach students in clinical settings is challenging. Educating practicing nurse experts about the complexity of the clinical academic environment requires a multifaceted approach. To address the insufficiencies, a collaborative effort between three nursing programs was developed and named the Eastern Shore Faculty Academy and Mentoring Initiative (ES-FAMI). The ES-FAMI is a hybrid educational program. The ES-FAMI experience includes face-to-face meetings, interactive online modules, simulated clinical teaching experiences, and mentoring. Specific goals of the ES-FAMI are recruitment of a racially, ethnically, and gender-diverse group of participants and expansion of the pool of trained faculty with clinical backgrounds in psychiatric/mental health, maternal/newborn, pediatrics, and community health. This poster documents the key components of a successful clinical nursing faculty training initiative. It draws on the benefits and challenges and reports the outcomes to date.