

## **Outcomes of a Clinical Nurse Educator Initiative**

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### **Abstract**

#### **Purpose**

The purpose of this project is to describe the outcomes of a clinical nurse educator academy, the Eastern Shore Faculty Academy Initiative.

#### **Background**

Educating nurses to treat patients with complex, multisystem disorders and an aging population requires dedicated faculty. The nursing faculty shortage affects our ability to educate nurses capable of meeting these needs (Daw, Mills & Ibarra, 2018). One critical problem confronting nursing today is the lack of qualified nursing faculty (Gazza, 2018). The American Association of Colleges of Nursing (AACN) (2019) notes that nursing schools turned away 75,029 qualified applicants from baccalaureate/graduate programs in 2018 citing faculty shortages as the primary reason. In a survey of 872 nursing schools with baccalaureate programs, AACN identified 1,715 faculty vacancies (2019). The U.S. Bureau of Labor Statistics (2020) projects we will need to replace 550,000 nurses. Additionally, there are limited university resources for expanding nursing programs (Gleeson, 2019).

#### **Description**

In 2011, the Eastern Shore Faculty Academy Initiative (ES-FAMI) was created to prepare expert clinicians as part-time clinical faculty, expand faculty numbers in difficult-to-staff areas, and increase diversity in terms of gender, ethnicity and culture.

ES-FAMI is 30 contact hours with an initial face-to-face introductory session and two weeks of intensive online instruction. The second face-to-face session includes simulation sessions depicting real-life clinical encounters. Attendees receive a stipend and are expected to teach at least one clinical section per year for a two-year period. ES-FAMI maintains an electronic database of graduates for use by partner schools seeking clinical instructors.

#### **Outcomes**

In 2015, ES-FAMI expanded across Maryland through a continuation grant from the Maryland Higher Education Commission NSP II. In 2018, ES-FAMI further expanded offerings with academies physically located in Central and Western Maryland. ES-FAMI now includes Departments and Schools of Nursing at Salisbury University, Chesapeake Community College, Wor-Wic Community College, Towson University, Allegany College of Maryland, Hood College, and Frostburg State University.

Practice partners represent all regions of the Maryland Eastern Shore, including Atlantic General Hospital, Peninsula Regional Medical Center, and University of Maryland Shore Regional Health.

Since 2015, expansion has resulted in 22 Academies; ES-FAMI has a total of 170 graduates including 86 graduates currently teaching. Specialties represented are: medical-surgical (66), emergency (13), and cardiac/critical care (25). ES-FAMI has graduated high-demand individuals from specialties such as maternity (15), community health (10), psychiatric-mental health (14) and pediatrics (13). Seventy-six ES-FAMI graduates have bachelor's degrees, 81 are master's-prepared, and 13 are doctoral graduates. Of 165 graduates, 118 were White, 31 were Black, 12 were Asian, two were Hispanic, and two were Indian or Pacific Islander. Although the majority are female candidates, the Academy has graduated five males.

### **Implications**

The FAMI initiative has been successful in providing a pipeline of qualified part-time nursing faculty to help address the statewide nurse faculty shortage. Expansions to other geographic regions provide additional opportunities to address the growing need for part-time nursing faculty.