

# Building Clinical Nursing Faculty Competency in Maryland

University of Maryland School of Nursing

Susan L. Bindon, DNP, RN, NPD-BC, CNE, CNE-cl, Project Director sbindon@umaryland.edu

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### Overview of Initiative

Goal: Make Maryland a leader in development & certification of clinical faculty

- Address urgent statewide need for clinical nursing faculty
- Prepare new clinical instructors who have clinical, but no teaching expertise
- Correct inconsistent preparation that leads to student & faculty dissatisfaction

#### **3 main steps** needed to achieve this goal:

- 1. Create a framework for clinical teaching, aligned with CNE-cl competencies
- Build upon previous success of clinical faculty workshop (NSP II #18-127)
  content, format, and strategies
- 3. Define follow-up activities to support workshop participants' ongoing learning needs related to teaching or certification as clinical nurse educators



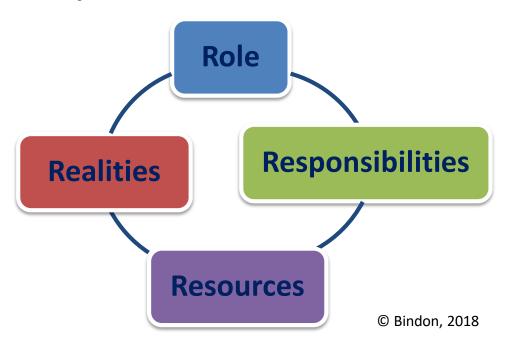
## Program

- Series of 2-day workshops, 3 x per year
- Statewide effort
- ANCC continuing education contact hours offered
- Information and skills practice for new adjunct clinical faculty
- Follow-up certification support
- Includes national teaching expert, UMSON faculty, nurse attorney, and practice with standardized students
- Workshop learning objectives
- 1. Define a personal philosophy of clinical teaching and learning
- 2. Discuss key elements of learner and faculty preparation
- 3. Align learner objectives with clinical learning opportunities
- 4. Communicate learner performance through verbal techniques





## Clinical Faculty Needs: The 4 Rs Framework



- Content and learning activities for workshop built upon this frame
- Topics include what clinical faculty *need to know* to be safe, effective, and successful
- Richness of group dialogue and engaging activities help participants achieve goals



# Program Outcomes to Date (FY20)

Over 70 participants from 33 programs in Maryland and neighboring states

Several participants have registered for and taken the CNE-cl certification exam

Consistently excellent evaluations from participants, 100% would recommend

Podium presentation at 2019 NLN Summit in Washington, DC

of full 2-day workshop and activities May 2020

Networking among new clinical faculty and statewide

#### Acknowledgement of additional faculty and staff who have contributed to the program's success:

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