Building Clinical Nursing Faculty Competency in Maryland

University of Maryland School of Nursing

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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
2. 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
- First virtual offering of full 2-day workshop and activities May 2020
- Networking among new clinical faculty and statewide

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