



UNIVERSITY of MARYLAND  
SCHOOL OF NURSING  
INSTITUTE FOR EDUCATORS

# 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



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- 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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