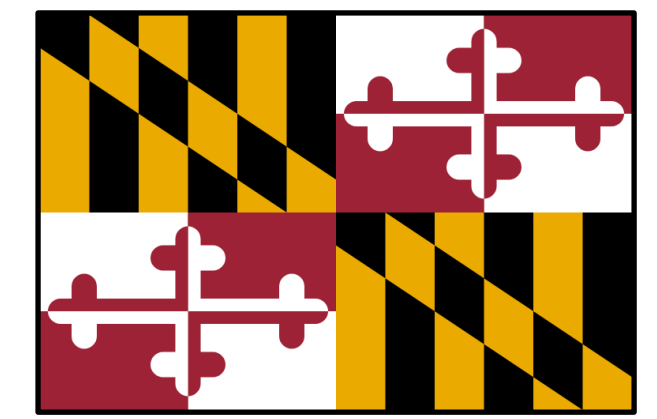# The 5 Rs of Developing Clinical Faculty Competence
University of Maryland School of Nursing

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Purpose

To increase the number of competent clinical nursing instructors by preparing new and novice clinical faculty for Maryland's pre-licensure nursing programs.

Background/Introduction

- **Successful statewide faculty development program built on "5 Rs" and using standardized students to help clinical faculty gain practical knowledge, skills, and abilities**
- Clinical faculty vital link to help pre-licensure students apply classroom or sim lab concepts
- Address statewide need for clinical nursing faculty
- Prepare clinical instructors with clinical, but no teaching expertise
- Consistent preparation to enhance faculty and student experience
- Seamless transition from onsite to virtual delivery due to COVID, on time and under budget

Innovation

Teaching the Teachers

Standardized Students Provide Real-Life Scenarios at Teaching Workshop
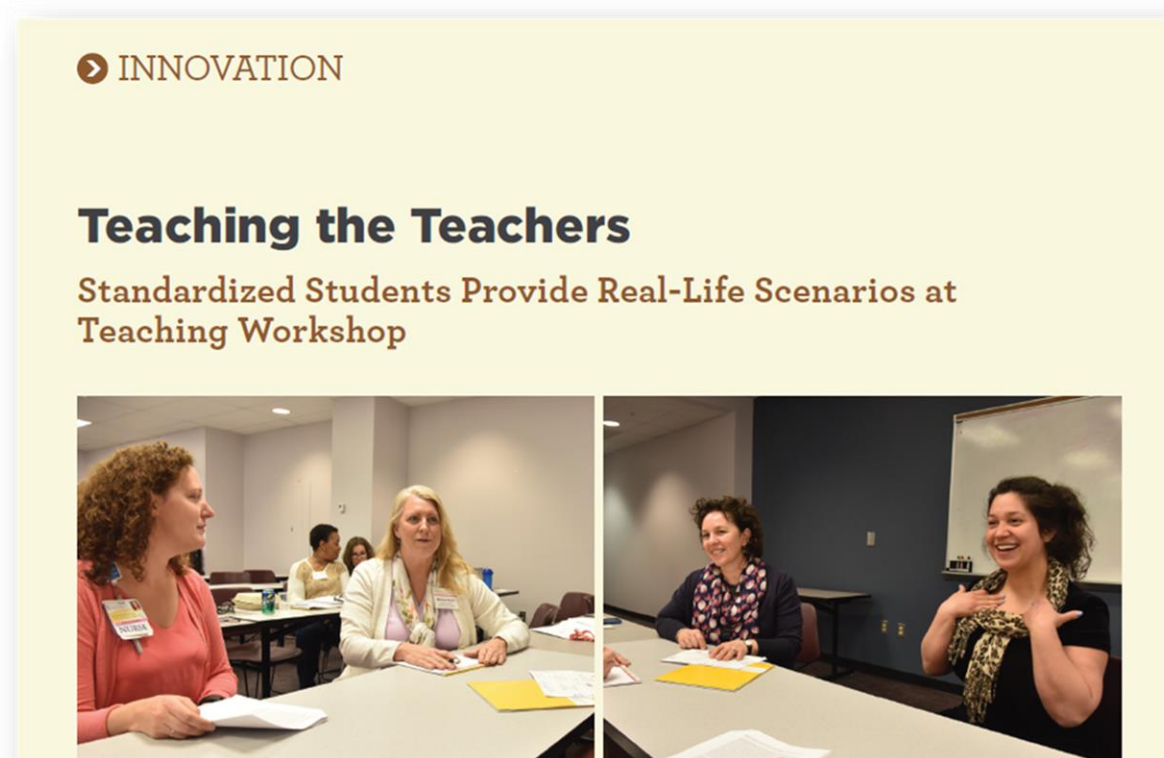
5 Rs Framework

Role: What is a clinical faculty member?

Responsibilities: What will I do, & how?

Resources: Where can I go for help?

Realities: What happens when…?

Relationships: Who will I connect with?

(Bindon, 2020)

Activities

- Content aligned with 5Rs framework
- 2-day, no-cost faculty workshops offered 3 x year
- Approximately 30 participants, 5 faculty each session
- 13.5 ANCC CNE contact hours available
- National expert keynote, U of MD faculty, nurse attorney
- Didactic, active learning, and small group work
- Focus on application of concepts
- Safe supportive environment to practice skills
- Practice and debriefing with standardized students
- Provision of clinical teaching handbook to participants
- Follow-up support, networking, certification funding

Results/Outcomes

- **During the grant (FY19-21) 135 faculty from 32 different sites** across Maryland have completed the program.
- Evaluation data are excellent for program design & delivery **(all items >4.5 on 5-point scale), 100% of attendees would recommend** to peers.
- Participant engagement is high and represents geographic, programmatic, and learner **diversity**.
- Several attendees have taken and **passed the CNE-Cl certification exam**.
- Transition to **virtual format in spring 2020** was well-executed and embraced by attendees.

Evaluation Top Comments

Should be mandatory workshop for all clinical faculty

Plan to use the tools to provide more useful feedback to students

Plan to listen more to better understand student goals and perspectives

Greater understanding of how to facilitate learning with students in the clinical setting

Funding and Contact Information