Clinical nursing faculty committed to growing their knowledge are well positioned to provide high quality instruction just as nurses committed to learning are better able to provide high quality, safe patient care (Hall & Mast, 2015).

The Maryland Advanced Faculty Academy and Mentorship Initiative (MA-FAMI), was created with the goals of developing a multicultural, multiethnic pool of nursing adjunct instructors who are prepared to handle the complexities inherent in the current clinical academic setting.

Introduction

Objective I: Identify factors influencing the nursing shortage

Objective II: Describe the use of an advanced academy to address the faculty shortage

Objective III: Discuss the benefits of an online academy for nursing faculty that teaches advanced content

Methods

• Fully online format
• Synchronous sessions
• Builds on a well-established pre-requisite introductory program
• Quality Matters (QM) expectations guided course structure
• Topics guided by
  • the National League for Nursing (NLN) CNE®cl exam and (NLN, 2020)
  • feedback from Introductory Academy participants and facilitators

MA-FAMI Solution

Recruit
Mentor &
Train
Clinical Nurse Faculty

Successful candidates:

• Full cohort of 11 participants
• Majority strongly agreed
  • simulated teaching encounters with actors helped prepare them,
  • synchronous sessions were effective,
  • modules were delivered in an organized manner,
  • the course met their expectations.

Challenges:

• moving the course to fully online due to COVID-19
• the pace of the course was too fast according to 30% of participants
• lack of racial and gender diversity among participants

Bibliography


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