The 5 Rs of Developing Clinical Faculty Competence

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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

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? |

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-CI certification exam.
- Transition to virtual format in spring 2020 was well-executed and embraced by attendees.

Evaluation Top Comments
- Plan to use the tools to provide more useful feedback to students
- Greater understanding of how to facilitate learning with students in the clinical setting
- Should be mandatory workshop for all clinical faculty
- Plan to listen more to better understand student goals and perspectives
- Plan to provide more useful feedback to students

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