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Background

While the need for nursing faculty has been widely discussed and recognized as a shortage area (AACN, October 2020), equally essential is the need for Clinical Instructors (Clinical Supervisors at Stevenson University) (SU) to educate students in the clinical setting. During the pandemic, there was a decrease in the number of nurses applying to be a Clinical Supervisor at a time when our student numbers increased. With the increase in students, more clinical sites were also needed. Clinical site requests required a decrease in the size of clinical groups, which further increased the need for clinical supervisors and clinical sites. After discussing these issues together, a partnership with Greater Baltimore Medical Center (GBMC), LifeBridge Northwest Hospital Center, MedStar Union Memorial (MUMH), MedStar Good Samaritan (MGSH) and MedStar Franklin Square Hospitals (MFSH) was proposed and approved for a NSP II grant to explore new models of clinical education (Lapinski & Czurzynski, 2020). This created much enthusiasm and brainstorming as a group in ways to increase the number of employee nurses serving as Clinical Supervisors. Professional development, including supporting graduate nursing education at SU for the Clinical Supervisors, is integral to the project. It is projected that students who experience clinical education in these partnered hospital clinical settings will have an enhanced clinical experience and may be more likely to seek employment as students and/or new graduates in partner hospitals.

Objectives

After reviewing this poster, the attendee will be able to:

1. Identify the clinical education model, implemented with the five partner hospitals, that promoted an increase in the number of Clinical Supervisors
2. Describe the data collected after Year 1 regarding number of Clinical Supervisors who are employees of partner hospitals and number of Stevenson University student placements

Development

Recognizing the growing need for clinical supervisors to support the growing number of nursing students enrolled, Stevenson University consulted members of our Nursing Advisory Council. In discussions with our Nursing Advisory Council, the influence of the Clinical Supervisor and their familiarity with their employer hospital were identified as factors that could enhance students' knowledge of and comfort with the hospital as a workplace. Therefore, a primary component of the clinical education models that will be developed is using employee nurses of the partner hospitals as Clinical Supervisors for Stevenson student groups. It was anticipated that the employment of hospital employees as Clinical Supervisors would help to meet the goals of both Stevenson University and its hospital partners.

Clinical Partnership Data – Year 1

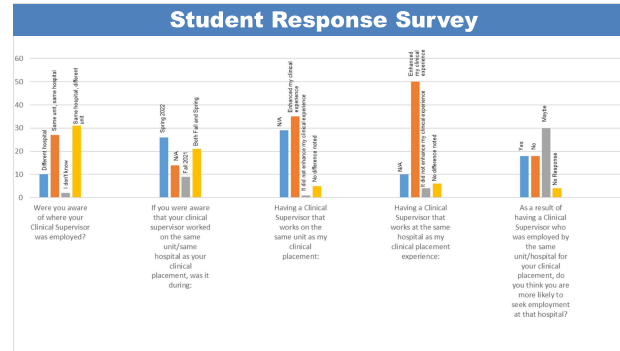
Table 1. Fall 2021

Hospital	Course	Clinical Supervisor	Unit Covered	# of days	# of hours/day	Total hours	Units Secured at Site	# of Students on Unit
Northwest	NURS 310 Northwest Nurse 1	SC	12	7.5	90	SC	6	6
	NURS 310 Northwest Nurse 2	(Small BS)	12	7.5	90	BS	6	6
	NURS 310 Northwest Nurse 3	(Small BS)	12	7.5	90	BS	6	6
MUMH	NURS 310 MUMH Nurse 1	9E	12	7.5	90	9E	6	6
	NURS 310 MUMH Nurse 2	9W	12	7.5	90	9W	6	6
	NURS 310 MUMH Nurse 3	4E (G-NHS)	12	7.5	90	4E (G-NHS)	6	6
MGSH	NURS 310 MGSH Nurse 1	4 O'Neil	12	7.5	90	4ON	6	6
	NURS 310 MGSH Nurse 2	4 O'Neil	12	7.5	90	4ON	6	6
MFSH	NURS 310 MFSH Nurse 1	(Bayview Med B)	12	8	96	Tower 1	6	6
	NURS 310 MFSH Nurse 2	(Tower 1)	12	7.5	90	Tower 1	6	6
GBMC	NURS 310 GBMC Nurse 1	Unit 34	12	7.5	90	Unit 34	6	6
	NURS 480 GBMC Nurse 2	(LHM 4E)	24	8	192	Peds & Peds ED	12	12

Table 2. Spring 2022

Hospital	Course	Clinical Supervisor	Unit Covered	# of days	# of hours/day	Total hours	Units Secured at Site	# of Students on Unit
Northwest	NURS 360 Northwest Nurse 1	3C	6	6	36	3C	6	6
	NURS 360 Northwest Nurse 2	3A	6	6	36	3A	6	6
	NURS 470 Northwest Nurse 1	PCU	6	12	72	PCU	12	12
MUMH	NURS 360 MUMH Nurse 1	9E	6	6	36	9E	6	6
	NURS 360 MUMH Nurse 2	9E	6	6	36	9E	6	6
	NURS 470 MUMH Nurse 1	ICUCCU	6	12	72	ICUCCU	12	12
MGSH	NURS 470 MGSH Nurse 1	ICUCCU	6	12	72	ICUCCU	12	12
	NURS 470 MGSH Nurse 2	ICUCCU	7	12	84	ICUCCU	12	12
	NURS 470 MGSH Nurse 3	ICUCCU	6	12	72	ICUCCU	12	12
MFSH	NURS 337 MFSH Nurse 1	Psych	6	8	48	PSB	18	18
	NURS 338 MFSH Nurse 1	MBUOB	9	8	72	MBU	18	18
	NURS 338 MFSH Nurse 2	MBUOB	9	8	72	MBU	18	18
GBMC	NURS 338 GBMC Nurse 1	OB	6	8	48	OB	12	12
	NURS 338 GBMC Nurse 2	OB	3	8	24	OB	6	6
	NURS 338 GBMC Nurse 3	OB	6	8	48	OB	12	12
GBMC	NURS 338 GBMC Nurse 4	OB	12	8	96	OB	24	24
	NURS 338 GBMC Nurse 5	OB	3	8	24	OB	6	6

Results



Clinical Supervisor Response Survey

Were you previously a clinical supervisor for a student clinical group at a hospital where you did not work?	Were you a clinical supervisor for Stevenson during the Fall 2021 or Spring 2022 semester or both?	As a clinical supervisor this academic year, were you assigned to:	Can you list the advantages you felt you had, being in the role of a clinical supervisor with a student clinical group on the same unit or hospital where you work?	Can you list any disadvantages you felt you had, being in the role of a clinical supervisor with a student clinical group on the same unit or hospital where you work?
Yes	Both	A different unit but the same hospital	Know the nursing staff	Other
No	Spring 2022	The same unit you work on	Know the nursing staff	Other
No	Both	A different unit but the same hospital	Acquainted to the unit/hospital. Know the nursing staff. Know the unit providers. Know the computer system/documentation. Able to give students an inside perspective of the unit/hospital. Able to provide students with an enriched clinical experience as aware of extra clinical opportunities. Able to share why you enjoy working on your unit/hospital. I enjoyed working as a clinical supervisor on the unit/hospital where I am employed.	Asked to do staff nurse duties while in the clinical supervisor role.
Yes	Spring 2022	The same unit you work on	Know the nursing staff. Know the unit providers. Know the computer system/documentation. Able to give students an inside perspective of the unit/hospital. Able to provide students with an enriched clinical experience as aware of extra clinical opportunities. Able to share why you enjoy working on your unit/hospital. I enjoyed working as a clinical supervisor on the unit/hospital where I am employed.	Asked to do staff nurse duties while in the clinical supervisor role.
Yes	Spring 2022	The same unit you work on	Know the nursing staff. Know the unit providers. Know the computer system/documentation. Able to give students an inside perspective of the unit/hospital. Able to provide students with an enriched clinical experience as aware of extra clinical opportunities. Able to share why you enjoy working on your unit/hospital. I enjoyed working as a clinical supervisor on the unit/hospital where I am employed.	Asked to do staff nurse duties while in the clinical supervisor role.

Methods

Stevenson University will:

1. Develop a Clinical Supervisor recruitment/information flyer specific for each of the 5 hospital partners. (See example)
2. Interview, hire, assign and compensate Employee Nurses who serve as Clinical Supervisors.
3. Develop and provide orientation for new Clinical Supervisors
4. Provide mentoring for new Clinical Supervisors in N310: Introduction to Clinical Nursing
5. Provide information about professional development opportunities including the Cohen Scholarship application for graduate studies in Nursing Education at Stevenson University.
6. Capture data on these initiatives through surveys of the Clinical Supervisors and students.

Hospital Partners will:

1. Provide information to Employee Nurses about Clinical Supervisor opportunities and recruit at least 2 Employee Nurses who are successfully hired as Clinical Supervisors.
2. Designate specific clinical units for Stevenson University nursing students.

Clinical Supervisors Wanted!

Stevenson University School of Nursing and Health Professions is hiring Clinical Supervisors! Have you ever considered teaching nursing students in the clinical setting? What if the clinical setting is at Greater Baltimore Medical Center?

Benefits include:

- Competitive compensation
- Supportive work environment
- Flexible scheduling options
- Professional development opportunities
- Access to our state-of-the-art facilities
- Access to our nursing students
- Access to our nursing faculty
- Access to our nursing research
- Access to our nursing education
- Access to our nursing practice
- Access to our nursing leadership
- Access to our nursing innovation
- Access to our nursing excellence
- Access to our nursing impact
- Access to our nursing legacy
- Access to our nursing future
- Access to our nursing vision
- Access to our nursing mission
- Access to our nursing values
- Access to our nursing culture
- Access to our nursing spirit
- Access to our nursing soul
- Access to our nursing heart
- Access to our nursing mind
- Access to our nursing body
- Access to our nursing life
- Access to our nursing love
- Access to our nursing hope
- Access to our nursing faith
- Access to our nursing grace
- Access to our nursing mercy
- Access to our nursing kindness
- Access to our nursing gentleness
- Access to our nursing patience
- Access to our nursing self-control
- Access to our nursing humility
- Access to our nursing meekness
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For more information, please email: StevensonNursing@stevenson.edu or visit our website: www.stevenson.edu/nursing

Findings

After the first year, each hospital met its goal of providing Stevenson University with 2 Clinical Supervisors. Each hospital also provided units designated for Stevenson University nursing students. The Clinical Supervisors reported taking on the role of a Clinical Supervisor on the unit or hospital where they worked as an Employee Nurse was a positive experience for their students. Students reported an enhanced educational experience when their Clinical Supervisor was an Employee Nurse of the unit or hospital of their clinical placement. Students also reported they were likely to seek employment at those hospitals based on their clinical placement experience with their Clinical Supervisor who was an Employee Nurse there. The clinical educational model of having Employee Nurses take on the role of Clinical Supervisors on their own unit or hospital does enhance the educational experience for students and the Clinical Supervisor. Future plans will build on this concept and increase the numbers of Clinical Supervisors and clinical placements from each partner hospital.

References

American Association of Colleges of Nursing (2020). Nursing Faculty Shortage. <http://www.aacnursing.org/News-Information/Fact-Sheets/Nursing-Faculty-Shortage>

Lapinski, J. & Czurzynski, S.M. (2020). Enhancing the sustainability of a dedicated education unit: Overcoming obstacles and strengthening partnerships. *Journal of Professional Nursing*, 36, 659-665.

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