

Background

- Preceptors are essential in the successful orientation, integration and socialization of students and novice clinicians
- Preceptors are expected to teach and mentor
- In clinical practice, preceptor preparation is often limited
- The healthcare workforce shortage is a national problem with Maryland facing its greatest shortage in history

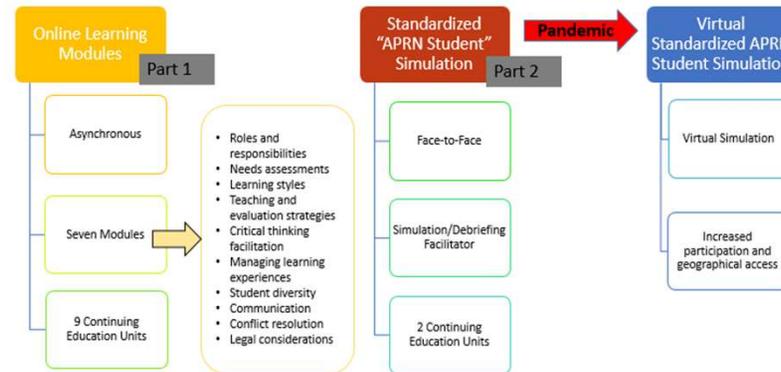
Significance

- The AACN identified that a shortage of faculty and clinical sites creates limitations in accepting qualified nursing applicants
- Maryland schools of nursing face challenges in finding both preceptors and clinical sites
- Preceptors' knowledge, skills and abilities to teaching and mentor APRN students vary due to several internal and external factors
- Preceptor development is a key component to address the issue

Desired Outcomes

- Increase the number and quality of prepared advanced practice registered nurse (APRN) preceptors.
- Increase the capacity of nursing education to meet the demands for APRN's in the state of Maryland.

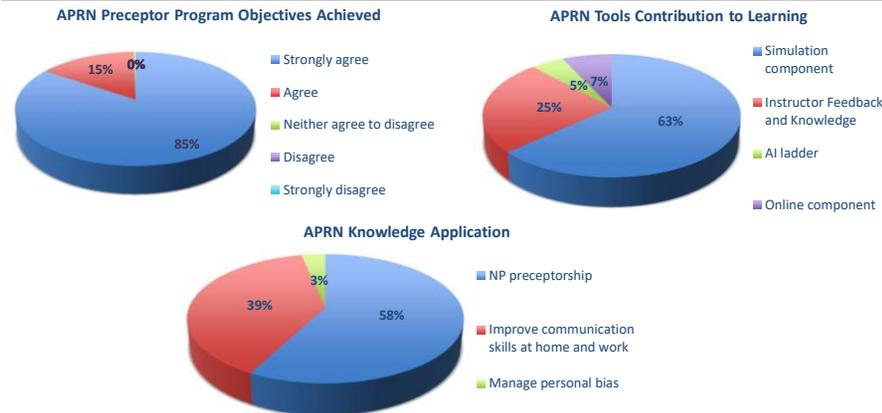
Methods



Conclusions

- Program aided APRNs to prepare for precepting or to build upon pre-existing precepting skills
- Participants, ranging from novice to expert, reported that they gained knowledge and skills as preceptors
- Participants found the simulation piece the most helpful for learning
- Formal preceptor programs are recommended to improve the quality, number, and confidence of preceptors
- The goal of UMSON is to establish a permanent preceptor program virtually that will first be offered in Maryland and then nationally

Figures



Results

Participant Reported Program Evaluation Summary	
Program Completion <ul style="list-style-type: none"> • Since March 2017, participant completion, n= 454 • Participants were asked if they have ever precepted before: 241 responded, 127 said yes, and 114 said no 	Three Main Themes <ul style="list-style-type: none"> • Extent at which APRN program met its objectives • Knowledge gained and practice implications • Program component that contributed most to learning
Limitations <ul style="list-style-type: none"> • Clinicians have limited time available, which restrains simulation time • There is no ideal time to run a simulation 	COVID-19 Impact <ul style="list-style-type: none"> • Impelled the transition to a virtual platform • Greatly reduced the number of participants • The new virtual platform promotes sustainability

Bibliography

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- Rosseter, R. (2020). *Fact sheet: Nursing faculty shortage*. American Association of Colleges of Nursing. <https://www.aacnursing.org/Portals/42/News/Factsheets/Faculty-Shortage-Factsheet.pdf>

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