



Pricing Structure

The Clinical Faculty Academy is a two-day, intensive training program to prepare bedside nurses for their new educational duties as clinical faculty. The Academy is the centerpiece of a larger communitywide initiative in the metropolitan region of Kansas City to expand the number of clinical nursing faculty in order to increase nursing school enrollment.

Since its inception in January 2005, the Kansas City region initiative has produced new clinical faculty resulting in a 30 percent increase in enrollment or 300 additional nursing students annually. This model also has been replicated in the St. Louis metropolitan area, resulting in a 20 percent increase in enrollment or 360 additional nursing students annually.

The initiative is based on a leased faculty model where hospitals use the Academy to train bedside nurses to serve as clinical faculty at area nursing schools and, in exchange, nursing schools are able to expand nursing school enrollment. This model eliminates one of the biggest single barriers to expanded enrollment facing nursing schools — the lack of clinical faculty.

Through this model, bedside nurses remain employees of the hospital and continue to receive their pay and benefits. When hospitals contract with the schools, the hospital accepts a fee that is equivalent to what schools typically pay their clinical adjunct faculty. While this amount does not cover all hospital costs, hospitals typically are willing to subsidize the difference in order to gain expanded enrollment.

Regional collaborative initiatives of hospitals and nursing schools can use the Academy to train:

- hospital-employed bedside nurses who will serve as clinical faculty
- new or current clinical faculty employed by nursing schools
- registered nurses who want to work directly for nursing schools as clinical adjunct faculty to supplement their regular work

Individual nursing schools can use the Academy training materials to enhance and standardize the training of new clinical faculty without being part of a regional initiative.

The curriculum for the Academy was developed collaboratively by the Collegiate Nurse Educators of Greater Kansas City in conjunction with the Kansas City Area Nurse Executives and The Health Alliance of MidAmerica (a regional office of the Kansas and Missouri hospital associations).

These materials, based on adult learning theory, have been piloted, critically reviewed, and refined. The nine educational modules, consistent with National League for Nursing clinical competencies, range from pre- and post-conference planning to student evaluation.

Through a Workforce Innovations in Economic Development (WIRED) grant, the original stakeholders formalized the curriculum and support materials in 2007, which includes the following.

- a comprehensive faculty reference manual for participants who attend the two-day Academy session
- an instructor’s guide for individuals who serve as presenters during the two-day Academy
- an administrator’s guide that provides details on replicating the clinical faculty/nurse expansion initiative through use of the Academy, including sample documents and forms
- a full set of companion PowerPoint slides that correspond to the individual sessions

The Health Alliance of MidAmerica, which maintains the copyright on the curriculum, is pleased to provide these resources to other communities that share a common vision for strengthening the nursing workforce and nursing education.

Each organization that purchases the Academy materials is required to sign a usage/release agreement, which includes annual reporting requirements. We require feedback on the Academy model to help us measure its overall effectiveness and incorporate improvements over time.

Organizations that want to modify the copyright materials to fit their individual needs may do so with specific written permission.

TRAINING MATERIALS AND FEE SCHEDULE

The copyright-protected Academy training materials have been adapted to permit the replication and implementation of the clinical faculty training program in other communities through a unique, all inclusive turnkey program. The pricing structure for the program is based on the type of entities involved and number of potential users.

NURSING PROGRAMS IN REGION OR STATE	ONE-TIME FEE *
Individual School/Single User	\$1,500
5 – 9	\$5,000
10 – 19	\$10,000
20 – 29	\$15,000
30 – 45	\$20,000
46 – 79	\$25,000
over 80	\$30,000

* Fee is based on National League of Nursing data for total number of diploma, associate degree, BSN degree and BS to BSN programs. The training materials are not available for purchase in the state of Kansas and Missouri as the Clinical Faculty Academy program is coordinated by the Kansas and Missouri hospital associations.

Individual Nursing School User

Individual nursing schools will have unlimited use of Academy training materials for their respective nursing school at one geographic location, including use at one additional remote campus directly affiliated with the nursing school. The copyright-protected materials may be used to provide orientations for new and existing clinical faculty. The one-time fee includes:

- one copy of Academy faculty reference manual for participants
- one copy of Academy instructor's guide
- one copy of Academy administrator's guide
- CD with all Word and PDF files for reproducing the faculty reference manual, instructor's guide, administrator's guide, Academy logo, binder covers, evaluation form and other sample documents
- password to secure Web site to access future updates to Academy training materials
- full set of companion PowerPoint slides that correspond to each individual session

Multiple Nursing Schools/Regional/Statewide Initiatives

Organizations with multiple school of nursing campuses, regional collaboratives, and local consortium or metropolitan hospital associations acting for multiple nursing schools in a defined region, will have unlimited use of the Academy training materials with all nursing schools.

State hospital associations, state boards of nursing or other statewide entities acting on behalf of all nursing schools in the state will have unlimited use of the Academy training materials for all nursing schools and hospitals in their state.

The one-time fee includes:

- two copies of Academy faculty reference manual for participants
- two copies of Academy instructor's guide
- two copies of Academy administrator's guide
- CD with all Word and PDF files for reproducing the faculty reference manual, instructor's guide, administrator's guide, Academy logo, binder covers, evaluation form and other sample documents
- password to secure Web site to access future updates to Academy training materials
- full set of companion PowerPoint slides that correspond to each individual session
- two hours of consultation with staff or other key Kansas City stakeholders (telephone support)

Questions regarding the Clinical Faculty Academy training program should be directed to Michael R. Dunaway, senior vice president, Kansas City Metropolitan Healthcare Council at mdunaway@mail.mhanet.com or 913/327-7200.