



Innovative Model

Schools of nursing are encouraged to adapt the intensive two-day Clinical Faculty Academy to meet the specific needs of their program and community. The Clinical Faculty Academy materials can easily be used by a single school as their orientation to teaching for new clinical instructors to prepare them for their new education duties. It can also be used by a collaboration of schools or as part of a larger initiative.

Here's the innovative model we use in Kansas City: 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 55 percent increase in enrollment or 560 additional nursing students annually. This model also has been replicated in the St. Louis metropolitan area, resulting in a 31 percent increase in enrollment or 380 additional nursing students annually.

The initiative is based on a 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.

In this model, bedside nurses remain employees of the hospital and continue to receive their pay and benefits. In some cases, the schools have a formal agreement with the hospital to use their nurses as clinical faculty. If the school has an agreement with the hospital, the hospital may accept 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. In other cases, the hospitals may donate the nurses' time to the schools. In other cases, the schools contract directly with nurses to teach as clinical instructors.

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).