Christine E. Lynn College of Nursing

Clinical Scholar Model (CSM)

1. Purpose of the Christine E. Lynn College of Nursing Implementing Clinical Scholars Model of Nursing Education

## Objective: improved clinical nursing education outcomes

## Goals

* + 1. Enhance development of clinical competence and facilitate transition of graduate nurses into professional practice.
    2. Effectively share expertise and resources during a time of nursing and faculty shortage
    3. Increase ability to expand FAU enrollments and capacity for high-quality clinical experiences
    4. Serve as a recruitment vehicle for clinical agencies by integrating nursing students into the facility and providing a smooth transition to employment (for those students selected to hire).

1. Clinical scholar (CS) role
   1. General role responsibilities
      1. Embrace the caring philosophy of the Christine E. Lynn College of Nursing
      2. Coordinate, supervise, and evaluate the clinical education of nursing students in collaboration with school of nursing faculty.
      3. Plan learning experiences
      4. Facilitate students’ ability to plan, implement, and evaluate care
      5. Serve as role models and mentors
   2. CS qualifications:
      1. Holds a master’s degree in nursing, preferably with a specialty focus in the area of teaching responsibility
      2. Recognized as clinical expert by the facility
      3. Clinical practice consistently demonstrates essential caring behaviors: Competence, compassion, commitment, confidence, conscience, and comportment.
      4. Embraces a philosophy of knowing self and others: Knowing, alternating rhythms, patience, honesty, trust, humility, hope and courage.
      5. Recommended minimum of 5 years of experience in acute care nursing and a minimum of 2 years of employment within the hospital or clinical agency.
      6. Demonstrated skill in communication and conflict management to clarify expectations and roles and guide the learning experience.
      7. Teaching skills: competence as an educator, consistent record of continuing professional development, history of service as a mentor to new employees and students, knowledgeable of adult learning principles and variation in learning styles.
      8. Communication skills: including active listening, empathy, honesty, perception of non-verbal communication, and interviewing techniques.
   3. Recruitment and Hiring of the CS
      1. The CS applicant recruited and recommended by facility based on:
         1. Extensive experience as a preceptor for new hires and nursing students
         2. Demonstrated teaching skills
         3. A passion for teaching in the clinical setting
         4. Jointly interview and select for hire.
2. Benefits
   1. Benefits to the student:
      1. Competency development
      2. Immersion in the clinical agency and move toward feeling like a part of the team more than an outsider.
      3. Socialization into the role of the professional nurse on the healthcare team
   2. Benefits to participating facility:
      1. Dedicated cohort of BSN nursing students that would complete all possible clinical assignments at the facility.
      2. Improved receptivity and integration of students the unit patient care activities.
      3. Consistency of clinical faculty with demonstrated expertise and familiarity with facility’s policies and procedures.
      4. Recruitment potential of new graduate nurses.
   3. Benefits for FAU:
      1. Coordination of learning experiences to meet all levels of student learning needs and expected course outcome competencies.
      2. Onsite support for problem solving and addressing student progression issues.
      3. Consistent communication of course expectations to agency staff development educators and preceptors.
      4. Course faculty assured of relevant and current clinical education.
3. Responsibilities
   1. Facility obligations include
      1. Recommendation of the CS
      2. Provision of employee benefits and professional liability insurance coverage for the CS as an employee
      3. Invoice for payment
      4. Designated services of the CS in teaching, scheduling, evaluating, and orienting students
   2. FAU’s obligations include
      1. Terms of payment of the CS
      2. Professional liability for students, and
      3. Disciplinary or academic action for violation of policies
      4. Professional development of and socialization of CS
      5. Provide a mentor to closely work with the CS during the early phases of teaching as a CS
      6. Graduate level classes in Nursing education open to all CS
   3. CS Responsibilities
      1. Primary responsibilities:
         1. Plan and coordinate student experiences and learning activities to meet expected competency outcomes
         2. Coordinate clinical experiences
         3. Safely integrate students into the clinical agency
         4. Prepare the unit and preceptors for student’s arrival and learning needs and ready to begin engaging students in learning activities appropriate for the level of student and course requirements
         5. Provide oversight of the clinical experience/ Clinical supervision of students
         6. Provide direct teaching and evaluation of groups of students with or without unit staff acting as preceptors
         7. Promote development of clinical reasoning
         8. Conduct frequent rounds to the unit, to assess critical thinking and clinical skills and to determine knowledge and application of the nursing process to provide an opportunity to reflect on care provided, as well as aspects of professional nursing roles and responsibilities.
         9. Promote integration of knowledge and skills across courses and curriculum
         10. Facilitate achievement of course goals and objectives
         11. Collaborate as a liaison with the school of nursing course faculty and program director for course and curriculum planning and revisions, and evaluation of clinical experiences at the clinical agency
         12. Attend at least one education-focused program or conference per year
      2. Evaluation of student clinical performance.
         1. Evaluate student performance in collaboration with the preceptor.
         2. CS Is a direct resource to the student, preceptor, and faculty in situations in which poor performance issues arise, clinical competencies are not adequately met, or concerns related to unsafe practice must be dealt with immediately.
         3. Act as a professional role model, intervening when student role behaviors may be problematic, and facilitating the student’s socialization as a member of the healthcare team and nursing profession.
         4. Provide a liaison to the preceptor and faculty and ensures consistent implementation of evaluation procedures and accurate documentation.
         5. In the event of a student failure, the CS is involved in the process to ensure fairness in the evaluation, consideration of options for review (e.g., assessment by an independent review of performance), or documentation of specific examples related to unmet competencies