Title: Effect and Success

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Session Title: Poster Presentations
Slot (superslotted): PST: Friday, April 8, 2016: 10:00 AM-10:45 AM
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Keywords: Faculty training, Simulation and onboarding

References:

Abstract Summary:
This project will involve the creation of a multimedia approach to faculty onboarding and development that includes the use of simulation, computer-based training, mentoring, and in-services. It is hoped that it will later be determined if the program will improve the competence and feelings of self-efficacy of the nursing faculty.

Learning Activity:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tr>
<td>The learner will be able to identify best practices to instruct a variety of learners</td>
<td>The multimedia approach is designed in a manner that will facilitate learning in learners of all types.</td>
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The learner will be able to identify his or her weaknesses and strengths in their instructional methods. The use of simulation and mentors will provide valuable feedback to the learner about their instructional methods and provide information for methods of improvements.

Abstract Text:

The growth of technology and increase in the human lifespan has greatly changed the way nursing care is delivered. As such, nursing education should change as well. The goal of any higher learning institution should be to promote the graduation of practice ready nurse. To achieve this goal the facility to focus on recruiting and retaining competent faculty. Many faculty start their teaching careers with little to no training and often experienced faculty members’ teaching techniques become outdated due to a lack of professional development and continual training (Hardell, 2011). The proposal is for the development of a training and professional development program for faculty. This program will consist of computer-based training, in-services, and mentorship from trained mentors. This approach will dress learners of all types and promote the growth of competent faculty who are able to educate the students effectively and confidently. The potential benefits of this program are numerous. This program can improve the confidence and skills of both novice and experienced faculty. An increase in the confidence of nursing instructors will improve their instructional techniques and encourage them to use various methods of instruction (Singh et al., 2013). The instructors will also learn best practices for educating the student more efficiently. This is be beneficial to both students and faculty. The program will be developed for nursing faculty, but has the potential to expand across other disciplines. Davidson and Rourke (2012) emphasized the importance of the training and onboarding process of novice instructors. Inadequate training leads poor retention as the instructors often leave within their first year. Many of these instructors leave because they feel as though they are not competent or prepared enough to instruct their students (Davidson & Rourke, 2012). With the development of an adequate training program, this could be prevented. Technology is greatly incorporated in education today. However, many instructors feel uncomfortable using technology and other innovations in the classroom. With proper training instructors will become more comfortable with using media types in the classroom such as simulation (both manikin and virtual), games, case studies, and more (Berry, 2009). Proper training is critical in aiding faculty to explore new methods of instruction. There also needs to be a focus on clinical nursing faculty as well. The program needs to include options for training that are based on the needs of clinical faculty as well. Often clinical faculty have no clear direction on how to properly educate students and instead teach students how to perform nursing tasks the way that they practice (Xou, Zhu, & Zheng, 2011). This is a dangerous practice as it is not often rooted in evidence-based practice. This program hopes to improve the confidence and competence of nursing faculty. By doing so this will improve the pass rates for the NCLEX and aid the higher learning institution in its accreditation journey. This program will also help to improve the morale of the faculty at the higher learning institution. Improving the morale of the faculty will also increase student learning. This is of great importance for the success of the facility and to the profession of nursing. The goal of every nursing instructor is to have his or her student graduate and pass the NCLEX, then go on to be an effective nurse who cares for patients in a holistic manner. The nursing profession is facing a shortage that will only increase in the coming years. This is mostly due to a lack of qualified faculty to teach perspective students (Heller, Oros, & Durney-Crowley, 2013). A program that provides for the growth of professional development, confidence, and competence will aid the nursing profession by decreasing the shortage. In conclusion, faculty development is essential to the success of any higher learning institution. Nursing is a profession that requires lifelong learning, even if the instructors are no longer practicing at the bedside they should strive to learn continually. This program will enable the faculty members to educate themselves continually and examine current instructional techniques and changes in healthcare. Effective instructors yield competent students.