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## FUTURE OF NURSING™ CAMPAIGN FOR ACTION

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### **FAMI-MD and Cohen Scholars - A Partnership to Develop Nursing Faculty and Clinical Educators**

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#### **Abstract**

**Background:** The scarcity of nursing faculty is an ongoing issue of statewide and national concern as it coincides with growing demand for qualified registered nurses (Mazinga, 2020). An aging faculty, impending retirements, and inability to fill vacant positions are factors in this shortage (American Association of Colleges of Nursing, 2020; Daniel & Smith, 2018; Fang & Kesten, 2017). Innovative solutions to address this complex problem are needed (Gazza, 2019).

**Objectives:** In Maryland, the Nurse Support Program II provides funding for Cohen Scholars to complete graduate degrees (MS, MSN, DNP, PhD, EdD) and core education coursework, to prepare them to become a nurse faculty and clinical educators to produce the additional nursing graduates required by Maryland's hospitals and health systems.

**Methods:** One program that provides core education coursework is the Faculty Academy and Mentorship Initiative of Maryland (FAMI-MD). FAMI-MD offers a foundation in educational theory, legal aspects of clinical teaching, giving formative and summative feedback, and strategies for dealing with difficult students (Jarosinski, J., Seldomridge, L., Reid, T., & Hinderer, K., 2019). Delivered through a blend of synchronous and asynchronous online instruction, simulated clinical teaching encounters, and mentoring over a 6-week period, participants are awarded 40 CEs upon completion.

**Results:** This research reports outcomes of Cohen Scholars who participated in FAMI-MD from October 2020 to present. Data include demographics (gender, race, clinical specialty, geography), educational advancement, teaching assignments for partners and advanced certification. In just 18 months, 40 Cohen scholars are available to take clinical faculty positions.

**Conclusions:** FAMI-MD is an efficient and effective option for Cohen Scholars to complete a portion of their education coursework. As a virtual program, the Academy bridges geographic barriers and maximizes time utilization for busy clinicians who are also graduate students. The FAMI-MD and Cohen Scholar collaboration is a practical and economical approach to address a common problem. Recommendations for improvement will be discussed.

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