Clinical Faculty and Preceptor Academy (CFPA)

What is this academy?

Geisinger was a Health Resources & Services Administration (HRSA) grant recipient in September of 2022 for the development of a clinical faculty and preceptor academy. There are two components associated with the academy. One component is a self-guided online educational training module to learn the art of precepting and working as a clinical instructor. This culminates in a certificate from the Geisinger School of Nursing along with optional continuing education credits. The second part is resources and updates for reference, including future updates to training based on current trends. The new skills, techniques, and knowledge gained from this program will allow clinical faculty and/or preceptors to enhance nursing education through the provision of elevated educational experiences.

What is the purpose?

The CFPA serves to fill the clinical faculty gap existing in schools of nursing and strengthening undergraduate nursing education by leveraging forward facing staff nurses to participate as skilled clinical faculty and/or preceptors through the development of a comprehensive, self-guided training program.

The CFPA provides the opportunity to support professional growth and development of staff, support nursing schools' educators, clinical faculty, and preceptors, which in turn will improve the severe nursing shortage that has worsened since the pandemic. This program is intended to encourage nurses to work as preceptors and clinical faculty to nursing students while completing their clinical rotations.

****This does not reflect a formal job application or position change, nor does it require a formal school admission process. Rather, it represents an educational opportunity for nursing professional development in alignment with your current role. Should you have interest in pursuing a position as a clinical instructor, you can seek a position with any institution of higher education with an associated school of nursing.**

What does the training course entail within the Academy?

The CFPA encompasses various components, featuring a competency-based learning approach. This program is asynchronous in nature, allowing participants to progress at their own pace through an online educational platform that comprises multiple modules.

Its design places emphasis on innovation in content delivery and ensures accessibility from any location.

What makes up the Academy?

The CFPA encompasses a training educational course, a reference section, continuous educational updates, and the opportunity to connect and network with others who have completed the training.

Who are clinical faculty?

Clinical faculty are individuals employed by a nursing education program to provide academic instruction via clinical education to groups of nursing students. Many Geisinger nurses work as clinical faculty outside of their FTE, and this program will help to train those interested in becoming clinical faculty and brush up the skills of those who already serve in that role.

What is a preceptor?

A preceptor is an individual employed by Geisinger who provides individual education in a 1:1 assignment to an undergraduate nursing student in the clinical setting.

What is the application process?

There is no formal application process required to participate in the training program. It is open to all RN/LPN's who are interested in taking the educational modules without any prerequisites. All Geisinger nurse employees, across the entire Geisinger system, can complete the education. You will be required to register and take the initial survey to be eligible to participate. You can teach at any school in our area; the aim is to support all nursing programs who need clinical educators.

Why do I need to take the RedCap survey?

To participate in this program, HRSA requires all participants to answer some questions. All information returned to the government is confidential and de-identified.

How do I enroll for the clinical education training program?

- Please visit Clinical Faculty & Preceptor Academy | Geisinger School of Nursing
- Click course modules
- Once in modules, click Access the course (this will take you to the RedCap survey)
- Continue to complete Redcap survey (must be completed to access course)
- Register for CFPA 101: Fundamental Concepts for Clinical Faculty and Preceptors course

Monetary compensation is not provided for course completion as this is a professional development opportunity.

CEU's

Geisinger employees will be eligible to receive CEU's upon completion of the entire academy. Partial completion will not allow for partial CEU's to be awarded. Geisinger's Department of Continuing Education maintains the required CE credit maintenance, for which there is a $25 fee. To claim the 10 contact hours, participants must pay this fee directly to the Continuing Education department.

Course Completion Certificate

A certificate from the Geisinger School of Nursing will be awarded after completion of all training modules in the CFPA and the completion of the post survey. This will not be an immediate print out certificate but given after confirmation of completion review.

The training course takes an estimated 8-10 hours for completion and should be undertaken at your own discretion. Grant funds do not cover the costs associated with taking the modules.

Should you have further questions or need clarification, please reach out to CFPA@geisinger.edu