



The University of Utah

College of Nursing

CLINICAL FACULTY ASSOCIATE MODEL PROGRAM



OVERVIEW

The Clinical Faculty Associate (CFA) Model Program is one of twelve President George W. Bush's High Growth Job Training Initiatives funded by the US Department of Labor. This \$1.4 million dollar grant has been designed to create a collaborative, innovative clinical teaching model for practicing RNs to promote career advancement and retention; implement a formal program of study in teaching nursing to prepare CFAs for a teaching role; provide career and educational counseling and mentoring to CFAs; and to improve patient access to quality health care through CFA supervision of students and retention of clinical nurses.

In collaboration with University of Utah Health Care, Intermountain Healthcare and the VA Medical Center, the University of Utah College of Nursing has developed a model program to promote career advancement for RNs working in a clinical setting. Clinical Faculty Associates (CFAs) have 50% release time from staffing standards to supervise students and participate in teaching team meetings for 16 weeks per semester.

As a CFA, you will have the opportunity and be encouraged to:

- ♦ Augment your existing clinical skills and knowledge by acquiring formal education resulting in a Master's degree, Post-Master's certificate or specific coursework related to teaching nursing, clinical instruction and nursing education.
- ♦ Receive mentorship and guidance from master teachers at the University of Utah College of Nursing.
- ♦ Supervise 7 – 10 undergraduate nursing students per semester in clinical rotations at your workplace.
- ♦ Serve as Voluntary Teaching Staff in University of Utah College of Nursing.

The University of Utah College of Nursing is proud to have been recognized as an innovator in the field of nursing. Our vision is to develop leaders in nursing and health care whose actions, discoveries, and voices strengthen and transform the health of individuals and communities worldwide.

CFA RESPONSIBILITIES

- ♦ Attend CFA orientation and in-services.
- ♦ Establish and participate in meetings with assigned mentor.
- ♦ Supervise and teach students in a clinical setting.
- ♦ Attend all student clinical days, conferences and team teaching meetings.
- ♦ Help design student clinical learning experiences, including grading and giving feedback on clinical paperwork.
- ♦ Conduct a clinical evaluation of each assigned student.
- ♦ Participate in the evaluation of the CFA Model program.



CFA APPLICATION CRITERIA

- ◆ Be an employee of University Hospitals and Clinics, Intermountain Healthcare or Veteran's Administration Medical Center.
- ◆ Have permission of the Nurse Manager or Chief Nursing Officer.
- ◆ Master's degree in nursing preferred.
- ◆ BSNs who are enrolled in graduate study or who are willing to enroll in graduate study will be considered. This can include matriculated status in a master's program or enrollment as a non-matriculated student in Teaching-Nursing classes at CoN.
- ◆ Have a current Utah nursing license.
- ◆ Have formal or informal teaching experience (e.g. CE presentations, unit nurse educator, preceptor, adjunct clinical appointment).
- ◆ Have clinical expertise in the area needed for teaching.

CFA STIPEND OPPORTUNITY

All Clinical Faculty Associates who are enrolled in the Teaching Nursing master's program, Teaching Nursing post-master's certificate program or taking continuing education classes in Teaching Nursing at the University of Utah will receive a \$2,000 stipend each semester they meet eligibility requirements. The stipend is to be used for costs associated with the Teaching Nursing program including: computer, web camera, high speed internet service, non-reimbursed books, tuition and/or immunizations.

CFA APPLICATION PROCESS

Clinical nurses interested in becoming Clinical Faculty Associates should discuss the CFA Model Program with their Nurse Manager. Becoming a CFA requires that your Nurse Manager agree to release you for 20 hours per week during the 16 weeks of the semester. It is recommended you discuss release time with your Nurse Manager prior to beginning the application process.

The application process consists of preparing an application packet and interviewing with College of Nursing faculty. Upon acceptance as a CFA, program staff will notify the Clinical Staff Educator at your hospital to formalize the agreement. The RN should notify the Nurse Manager.

The following materials are required for an application packet to be considered complete:

- ◆ Data Sheet found on the back side of this brochure. Clip and return with the following documents.
- ◆ Current Resume
- ◆ Copy of current Utah Nursing License
- ◆ Two Letters of Reference. One letter must be submitted by the applicant's Nurse Manager. The second letter may be from an educator, clinical nurse coordinator and/or director. Letters should address the following areas:
 - Leadership
 - Professional responsibilities
 - Clinical expertise, Work attendance
 - Communication skills
 - Teaching capabilities, Experience working with students

If you are interested in more information about the CFA program, please contact Jan Abramson at the University of Utah College of Nursing, (801) 587-9638 or jan.abramson@nurs.utah.edu.

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CLINICAL FACULTY ASSOCIATE DATA SHEET

PRIVACY ACT NOTICE: The University of Utah confidentially maintains your social security number for routine uses, such as facilitating document matching and verifying your identity. Disclosure of your social security number is voluntary but helpful in identifying and matching your application information. Failure to provide your social security number may result in delay and confusion in this regard.

Name:	_____	Date:	_____
Social Security No.:	_____	Utah RN License No.:	_____
Street Address:	_____	Cell Phone No:	_____
City, State:	_____	Home Phone No.:	_____
ZIP Code:	_____	Home e-mail:	_____

Place of Employment: _____

Facility Name/Unit: _____

Address: _____

Work Phone: _____

Work e-mail: _____

Nurse Manager/
Director of Nursing: _____

UofU/UHC ID number _____

Educational Institution	Highest Degree	Year Graduated
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please list the following information on the individuals that are providing your letters of reference:

Name	Position	Telephone
_____	_____	_____
_____	_____	_____

Please provide information regarding your areas of interest, expertise, and/or experiences that support your teaching role, and areas you would be comfortable teaching.

FOR QUESTIONS OR TO SUBMIT APPLICATION MATERIALS:

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