



National League for Nursing NLN/Elsevier Innovation in Technology Excellence program

Location: US (Alabama, North Carolina, Virginia)

Budget: \$60,000 (2020),
\$100,000 a year (2021-2022).

Target group: Nursing Faculty
teaching in 5 Historically Black
Colleges and Universities.



Primary outcome

Build capacity for faculty educators in Historically Black Colleges and Universities (HBCUs) schools of nursing to train nurses of color, ensure a diverse nursing workforce, and address scarcity in resources for faculty development in HBCUs.

Overview

Building nurse educator expertise in the use of teaching strategies that enhance higher-level reasoning skills is paramount for next generation learners. Building a nursing workforce that can critically think to deliver safe and effective care in the current and future complex healthcare environments is equally critical. This need is even greater in HBCUs Schools of nursing where resources for faculty development are often limited and the students they teach are from underrepresented populations.

The NLN HBCUs schools of nursing community brought together five HBCUs' faculty previously enrolled in the [NLN Coaching for Excellence](#) course, supported by the Elsevier Foundation: Hampton University, North Carolina Agricultural and Technical State University, Tuskegee University, Winston-Salem State University, and North Carolina Central University. They received coaching and mentoring as a community of nurse educators and faculty development webinars focused on the use of neuroscience teaching and learning strategies. The program addressed nursing students' challenges and how educators can help with the transition to professional practice. It equipped nursing faculty to enhance their coaching skills, meet the needs of learners and promote student's critical thinking skills.

Goals

- Develop new and enhance existing faculty expertise with active teaching and learning strategies, to meet students' needs, understand challenges and promote reflective learning.
- Apply strategies to give effective feedback to the novice nurse in clinical and non-clinical settings through an online environment.
- Broaden the integration of teaching excellence across all nursing faculty in the HBCUs schools of nursing.

Activities and milestones

- Engage faculty in a community of nursing education practice through a 3-month intensive program that focused on integrating neuroscience teaching strategies and fostering the development of a community of practice. The objectives of the courses and the mentoring were:
 - Operationalize the nurse educator role.
 - Utilize contemporary teaching and learning strategies.
 - Guide student preparation for Next Gen NCLEX.
 - Apply the leadership aspects in the nurse educator role.
- The program ran from September to December 2022, and was attended by a total of 16 faculty.
- The HBCUs faculty engaged in synchronous/asynchronous development activities during these community of practice sessions.
- These activities were conducted by NLN nurse educators serving as faculty coaches. The coaches, together, worked with each school and across schools to build community engagement.

Challenges

- The main challenge was faculty commitment to 3-month intensive sessions, each lasting 3.5 hours.
- Nurse faculty are under a great deal of pressure at HBCU's. Schools of nursing are experiencing faculty shortages requiring them to ask faculty to take on extra course-loads to meet the students' teaching and learning needs.
- This project was a continuation of building faculty expertise in the use of contemporary teaching and learning strategies over the past two years. To mitigate the faculty time issue, , NLN assigned specific coaches across other universities to work with each school of nursing to foster a cohesive community of practice.

Sustainability and future plans

- NLN secured a robust technology platform, NLN Connect, designed to enhance faculty engagement in learning communities. The platform ensures that the future sustainability of the project.
- Over the last three months of this project, HBCUs schools of nursing faculty were engaged in using a the NLN Connect Platform designed to sustain community conversation and share resources. The immersive NLN community of practice is intended for faculty to enhance their teaching and coaching skills working together with their nurse educator colleagues across like institutions. It has also generated substantial enthusiasm across the educator community with two HBCUs nurse educators assuming a leadership champion role to maintain an engaging dialogue.