

# February 2016 Nursing Lunch and Learn Workshop



Nurse Educator Careers:  
Various Nursing Careers including  
becoming a Nursing Instructor, Staff  
Development Specialist or  
Clinical Nurse Expert

# What is a Nurse Educator?

A Nurse Educator has knowledge and skills in adult learning principles, nursing career development, program development and management, continuing education, and leadership



# What is a Nurse Educator?

A Nurse Educator helps nurses engage in lifelong learning to develop and maintain their competencies, advance their professional nursing practice, and facilitate their achievement of academic and practice career goals.



# Where Do Nurse Educators Work?

- Academic Medical Centers coordinating new RN orientation and CEU courses
- Community-based Hospitals
- Colleges/Schools of Nursing
- They support nursing research, evidence-based practice, and quality improvement through professional nurse development



# One Type of Nurse Educator: Nursing Staff Development Specialists



Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator

Cheryl Mitchell, DNP, RN  
University of Kentucky, Nursing Staff Development Specialist  
Critical Care Medicine Medicine Service

# Staff Development Specialist

Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator



# Staff Development Specialist

Cheryl Mitchell, DNP, RN  
University of Kentucky, Nursing Staff  
Development Specialist  
Critical Care Medicine Service



# How Does One Become a Staff Development Specialist?



How did you become a Nurse Educator?

*I was asked to apply for the Women's Care Nurse Educator position at another facility by my manager at the time. I had been actively involved on the education team as a staff nurse for the unit and she felt like it would be good fit for me.*

Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator



# How Does One Become a Staff Development Specialist?

As a staff nurse, I enjoyed the preceptor role and working with various students from different programs. I also enjoyed many aspects of leadership as well. My initial plan post-baccalaureate was to complete my MSN with an area of concentration in nursing administration and nursing education. At that time, I was not allowed to enroll in both programs. I selected nursing education with the goal of obtaining my nursing administration degree post-masters.

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# What is the Education Needed to Become a Staff Development Specialist?



**When I first started as an educator, I had my bachelor's degree. As I progressed in the role as a Nurse Educator a Master's Degree was preferred. There was so much to learn with regards to being a nurse educator so in 2012 I started to research various programs and went back to school for my MSN degree.**

Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator

# What is the Education Needed to Become a Staff Development Specialist (SDS)?

MSN for SDS role or faculty role with ADN program; PhD or DNP for baccalaureate/graduate programs for Assistant/Associate Professor

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# Why Did You Select Your MSN Program?

I explored both traditional and online programs. Time was a factor as I had just had my daughter. I chose an online program that was flexible enough to allow me to work full time and take care of my three children. I also applied for several scholarships and the program I chose offered me the most scholarships to help assist with obtaining my degree.

Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator



# Why Did You Select Your DNP Program?

I explored ECU and UK's MSN and DNP programs. Both programs were attractive because they were flexible with my fulltime work schedule. I selected ECU because I wanted to explore a different philosophy/environment. I completed my BSN at UK.

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# What Are the Roles for Nurse Educators?

As an educator, one wears many different hats. I have been a Unit Based Educator and a Generalist. I also had the opportunity to be a Simulation Coordinator and most recently a Nursing Student Placement Coordinator.

Elaine Smith, MSN, RN-BC, RNC-LRN  
University of Kentucky, Staff Development Specialist  
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# What Are the Roles for Nurse Educators?

Staff Development Instructor, Clinical Faculty, Assistant Professor, Nursing Staff Development Specialist

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# Career Outlook and Where To Job Search?

The career outlook for nurse educator is very bright. It is extremely diverse and ever changing. Nothing is ever routine and that is what I love about the job. Job openings are usually posted on HR website and you can also go to the ANPD (Association of Nursing Professional Development) to find some positions that are posted.

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University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator





# Career Outlook and Where To Job Search?

Many career opportunities for nurse educators in different learning environments: clinical, classroom, online. Advances in technology allow regional universities to connect with learners across the United States (online programs).

*Cheryl Mitchell, DNP, RN*

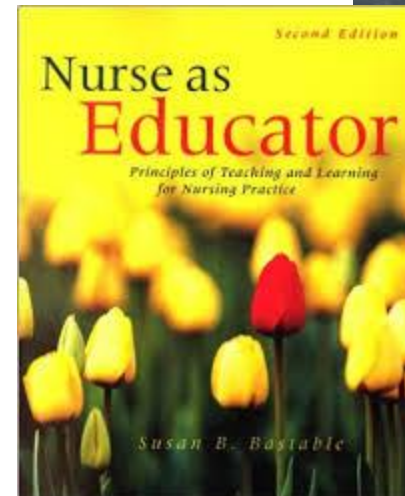
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# Pearls of Wisdom

Don't be afraid to think outside of the box. There are lots of different ways to teach and even more ways for people to learn .....so be creative.

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University of Kentucky, Staff Development Specialist  
Nursing Student Placement Coordinator



# Pearls of Wisdom

“Patience is a virtue...whether you are facilitating learning or you are the learner. It does not happen instantaneously, it is a process. But, when learning occurs and you are able to witness “ah ha” moments, it is simply fabulous! It will make you want to do the happy dance!”

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# Clinical Nurse Expert

**Erica Page, RN, BSN**

**Clinical Nurse Expert (CNE)**

**Acute Care and Trauma Services**





# What is a Clinical Nurse Expert?

- Clinical Nurse Experts provide the necessary guidance, coaching, education and expertise to nursing staff. Clinical expertise will flow from Acute Care through Progressive Care and/or Critical Care. Focus is on these specific areas so that there will be better recognition and response to patient care issues, improved quality of care and opportunity for development of critical thinking skills and global perspective with the novice or inexperienced nurse.

# The Role of a Clinical Nurse Expert

- Clinical Nurse Experts have increased responsibility for coaching, mentoring and assisting nurses with problem solving, critical thinking, and early intervention of patient decline as well as mobilization of needed resources.

**Erica Page, RN, BSN**  
**Clinical Nurse Expert (CNE)**  
**Acute Care and Trauma Services**

# How Did You Become a Clinical Nurse Expert?

- This is my first experience as a nurse educator. While working bedside, I had worked with other CNE's that I utilized as a resource on many occasions. After working for the trauma/surgical service line for 6 years, a CNE position became available. I enjoyed orienting and teaching new nurses so I decided that I was ready to take a position that allowed me to offer more guidance, coaching, and education.



# Education and Experience Needed for a CNE

- BSN preferred with 3 years experience



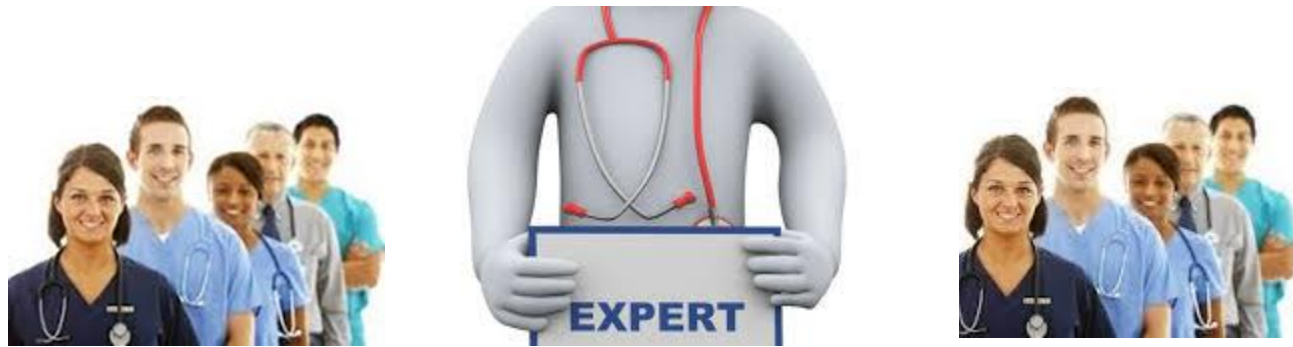
Erica Page, RN, BSN  
Clinical Nurse Expert (CNE)  
Acute Care and Trauma Services

# What Graduate Programs Are You Exploring?

- I explored several different graduate programs. I ultimately decided to pursue the acute care nurse practitioner role. The 2 graduate programs that I decided to apply for included the DNP program at the University of Kentucky and the master's program at the University of Cincinnati. I decided on these 2 programs because they both allow me to maintain a full time job here at UK, while completing graduate studies.

# Roles for Clinical Nurse Experts?

- This is my first position in a nurse educator role.



Erica Page, RN, BSN  
Clinical Nurse Expert (CNE)  
Acute Care and Trauma Services

# Career Outlook for Clinical Nurse Experts and Where to Job Search?

- I believe that the career outlook for RN's considering going into this profession is definitely positive and increasing. The CNE position is a fairly new position within the trauma/surgical service line (about 5 years). The success of the role and satisfaction from the staff have warranted more positions for the CNE's. The CNE's are service line dependent and the positions can be found on the UK site for job postings.

# Pearls Of Wisdom

- “I feel that an important thing for a nurse educator is to appreciate various learning styles and individual ways of functioning.”

Erica Page, RN, BSN  
Clinical Nurse Expert (CNE)  
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# Contact or Shadow Me

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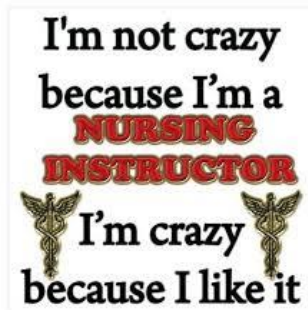
# Third Type of Nurse Educator: Nursing Faculty/Instructor

Jessica L. Wilson, PhD, APRN  
Coordinator, RN-BSN Option  
Assistant Professor, University of Kentucky  
Advanced Practice Nurse, Select Medical



# Background and Career Path

Jessica Wilson, is an Assistant Professor in College of Nursing at UK. I have been a nurse for 22 years, Nurse Educator for 14 years. First obtained ADN, followed by BSN, then MSN, then PhD. I started my career at UK Healthcare and worked in med/surg with neuro focus for 2 years before moving into a research coordinator role with Neurosurgery. Did home health nursing while obtaining MSN. Practiced as NP at UK for 2 years, began PhD program and started teaching simultaneously, first at small liberal arts school and now UK College of Nursing.





# What is the Role of Nursing Faculty/Instructor?

Faculty members have many roles that are varied- they are not all alike. At UK, roles depend on your Title Series- Research Title Series, Clinical Title Series, Special Title, Lecturer, etc. ALL include teaching and curricular design and development, and committee work. Some include administration, leadership in coordinating a specific course or courses, clinical practice, or research (writing grants, conducting studies, and publishing findings).

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# How Did You Become a Nursing Faculty/Instructor?

I applied for a faculty position and learned on the job! I had 2 awesome faculty mentors when I was in my BSN and MSN programs and I wanted to be able to mentor nurses in the same way they mentored me because it changed my career.

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# What is the Education Needed to Become a Nursing Faculty/Instructor?

Doctorate- either PhD or DNP for full-time faculty positions teaching in BSN programs or higher; MSN for LPN or ADN programs or if interested in part-time Clinical or Lecturer

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# Why Did You Select Your Ph.D. Program?

I attended Spalding University for my Master's degree because they had a very specific NP track I was interested in. It was the only program I applied too. I attended UK for my PhD because I live in Lexington and UK and U of L are the only 2 PhD programs in the state. The DNP was a new option at that time and I wanted to be able to conduct research. At that time there were not many out of state programs that were totally online as they are today. UK has a national and international reputation for nursing. Your school choice DOES impact the ability to get an academic job.

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# What Are the Roles for Nursing Faculty?

Classroom teacher, Online teacher, Clinical Instructor, Committee Chair and/or Member, Course Coordinator, Nurse Practitioner, Researcher

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# Career Outlook and Where To Job Search?

Excellent for doctorally-prepared. There is a shortage of nurses with doctoral degrees and they are highly sought after. I receive emails and phone calls from head hunters multiple times each week. You can go on specific school's website or subscribe to listserves such as Academic Keys to find out about positions. If there is a particular University you are interested in, find out who their Administrators are from their website and send an email with your CV to the Chair or Associate Dean of the nursing program inquiring about job openings.



# Pearls of Wisdom

“I think nursing education/faculty roles are highly misunderstood. Those outside academia think it is an 8-5 M-F job and it couldn't be further from the truth! You have to have excellent communication skills- orally to large groups as well as written. You will have to have crucial conversations with colleagues and students. Not everyone will like you! You have to maintain the values and standards essential to nursing excellence and be OK living with the fact that not everyone who goes to nursing school has what it takes to be a good nurse. You need to develop your own philosophy of teaching and stick to it. Have to be willing to accept constructive criticism when reading teaching evaluations. You cannot be static, you have to continue be thinking of innovative ways to teach and know that the content is ever-changing because healthcare is constantly changing. You have to stay in touch with the healthcare environment to prepare nurses who are workforce ready. In academia there are a lot of meetings. Have to be willing to participate in discussions where everyone may not agree and keep your focus on what is in the best interest of your students.”



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# Q & A

