A. Title Page: Professional Development Grant Report

Participation in the Nurse Educator Institute Annual Conference
Striving for Evidence-Based Practice in Nursing Education

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Assistant Professor of Nursing
Arkansas Tech University
Department of Nursing

August 18, 2009
B. Restatement of professional enhancement opportunity

The purpose of this faculty development activity was to provide an opportunity for professional growth and development and presentation of my research titled: "A New Trend for the Advanced Practice Nurse: Nursing Education. I was also able to attend an optional pre-conference for the Certified Nurse Educator certification exam.

The three main learning objectives of the 2009 Nurse Educator Institute: "Striving for Evidence-Based Practice in Nursing Education" were (1) examine a variety of teaching and educational strategies which impact student success, (2) develop teaching strategies for delegation, prioritization, and client acuity, and (3) cultivate civility in the nursing profession. The conference presentations that I attended are: 1) Challenges of Implementing Evidence-Based Teaching in Nursing Education, 2) Injecting New Life into Teaching, 3) Latest and Greatest Ways to Teach the IPod Generation and Instant Teaching Tools for Clinical Faculty. I was awarded 10.25 CEUs.
C. Restatement of problem researched, creative work, or professional enhancement

**opportunity:** “A New Trend for the Advanced Practice Nurse: Nursing Education” by Carey Bosold MSN, CNE, FNP-BC, Shelly Daily MSN, CNE, FNP-BC, Melissa Darnell MSN, CNE, FNP-BC

Schools of nursing are facing a crisis, not enough faculty to teach the future nurses we so desperately need (AACN, 2008). Responding to this shortage, experienced practitioners are increasingly entering nursing schools as new faculty (Diekelmann, 2004). As part of the numerous solutions suggested to remedy this shortage, advanced practice nurses are being recruited into faculty roles with some having arrangements made to also continue clinical practice (DeYoung et al, 2002). In a 2007 survey distributed to over 600 schools of nursing, 28% of faculty identified themselves as nurse practitioners (AACN). Is this a growing trend? At our own university, seven of the last eleven full-time faculty hired are advanced practice nurses, six of which are nurse practitioners. Clinical nurse specialists, as well as nurse practitioners, may not have formal education courses, but often have experience in the education of patients, families, and staff (Siela et al, 2008). These professionals who choose to enter the academic setting can offer a different perspective to the classroom and clinical setting that narrows the gap between theory and its application through practice (Blair, 2005). Unfortunately, as these experienced clinicians enter new roles in contemporary schools of nursing, their reflections of joining experienced educators have not always been favorable (Diekelmann, 2004). Clinicians considering the transition to nursing education should become familiar with the role of the nurse educator, as well as the advantages and
disadvantages associated with this career move. In review of the literature, a few of the advantages of becoming a nurse educator have been identified. These include a high level of personal fulfillment and job satisfaction, collaboration with other professionals, access to research and technology resources, autonomy, independence, a stimulating work environment, and a more flexible work schedule (Culleiton & Shellenbarger, 2007). With the wealth of literature available describing the nursing and faculty shortage, a lack of literature on the role of the advanced practice nurse in academia remains. This pilot study was conducted to more clearly identify factors influencing advanced practice nurses to choose to enter the academic environment as talented nurse educators.
D. Summary of findings, outcomes, or experiences had.

By attending the 2009 Nurse Educator Institute: "Striving for Evidence-Based Practice in Nursing Education", I was able to network with other nurse educators and Advanced Practice Nurses to discuss some of the current trends in nursing education. During the poster presentation I was able to meet several other nurse practitioners who currently serve in the nurse educator role. I was also able to hear about some exciting new teaching strategies to utilize in the classroom as well as suggestions to improve student retention of material.

On July 8, 2009, I passed the NLN Certified Nurse Educator Exam. By attending the prep course at the Nurse Educator Institute, I was able to focus my preparation efforts and successfully complete this exam on my first attempt.

E. Conclusion and Recommendations

In conclusion, this conference was an excellent opportunity on many levels. First, I was able to participate in a continuing education conference that resulted in 10.25 CEUs. Second, I was able to present my research findings. Third, I was able to prepare for the Certified Nurse Educator exam. I would like to thank the Professional Development Committee, Dr. Burris, Dr. Cohoon, and Dr. Watson for this opportunity.
You have **passed** this examination.

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<tr>
<th>Content Area</th>
<th>Your Score / Max Score</th>
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<td>1. Facilitate Learning</td>
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<td>2. Facilitate Learner Development and Socialization</td>
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<td>3. Use Assessment and Evaluation Strategies</td>
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<td>4. Participate in Curriculum Design and Evaluation of Program Outcomes</td>
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<td>5. Pursue Continuous Quality Improvement in the Academic Nurse Educator Role</td>
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<td>6. Engage in Scholarship, Service, and Leadership</td>
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The total score is based on 130 scored items on your examination. The examination you took included 20 unscored items for future tests.

Congratulations on passing the Certified Nurse Educator CM (CNE) examination. As a passing candidate, you are entitled to use the designation "CNE" after your name for a period of 5 years. A certification period begins on the day you receive your official score report and ends on the last day of the quarter in which you tested. In addition, you will receive your CNE certificate recognizing your achievement in approximately 14 to 16 weeks. If you have questions or need of further information, the NLN’s Academic Nurse Educator Certification Program may be contacted at:

**National League for Nursing**  
**Academic Nurse Educator Certification Program**  
61 Broadway, 33rd Floor  
New York, New York 10006  
Phone: 212-812-0340  
E-mail: certification@nln.org  
Website: www.nln.org/FacultyCertification/index.htm
Nursing faculty Carey Bosold (far left) and Shelly Daily (left) attended 9th Annual Nurse Educator Institute earlier this week in Northwest Arkansas.

During the annual conference, Bosold and Daily presented a poster presentation of their pilot study "A new trend for the Advanced Practice Nurse: Nursing Education."

Faculty member Melissa Darnell was involved in the research but was unable to attend the conference.

Bosold said the conference was designed to help nursing educators improve in the classroom.

Bosold said her favorite sessions discussed various ways to teach the "iPod generation." In the sessions, the educators practiced some of the various teaching styles that were discussed.

Bosold said the teachers in attendance also learned ways to improve student retention of information. Bosold added, "There were suggestions to improve student retention of material that I plan to implement in the clinical setting next week."

In addition to attending the sessions, Bosold said she had the opportunity to network with other nursing faculty that were attending the conference.

Find out more about the Department of Nursing at Arkansas Tech.
9th Annual
Nurse Educator Institute
STRIVING FOR EVIDENCE-BASED PRACTICE IN NURSING EDUCATION

MARCH 31–APRIL 3, 2009
CHATEAU ON THE LAKE RESORT & SPA
BRANSON, MISSOURI
CONFERENCE HISTORY

The 9th Annual Nurse Educator Institute is hosted by AHEC-NW at Harrison and North Arkansas College. Our mission is to bring world-class speakers with evidence-based guidelines to improve teaching skills with an emphasis on practical application. There will be opportunities to network with other professionals and many vendors in the beautiful Ozark Mountains.

TARGET AUDIENCE

Nurse Educators in ADN, BSN, Diploma, and PN programs, and other Health Care Educators.

ATTIRE

Business-casual attire is appropriate for the conference. Please note that the temperatures in the meeting rooms vary; dress in layers to ensure your comfort.

CONFERENCE OBJECTIVES

Upon completion of this conference the participant will be able to:

• Explore innovation in technology to maximize student learning outcomes.
• Recognize the impact of clinical simulation on assessment and accreditation outcomes.
• Examine a variety of teaching and educational strategies which impact student success.
• Identify evidenced-based assessment and evaluation strategies to enhance learning outcomes.
• Discuss successful strategies in mentoring new faculty.
• Apply the latest information on laboratory values and their clinical relevance to disease, diet, and medications.
• Develop teaching strategies for delegation, prioritization, and client acuity.
• Review publishing practices for career enhancement, profession renewal, and a zestful workplace.
• Cultivate civility in the nursing profession.

CALL FOR POSTERS

Consider submitting a poster! • Submit by January 1, 2009

You are invited to enrich the Nurse Educator Conference with your poster related to nursing education or an evidence-based clinical study with implications for nursing education. Abstracts will be peer reviewed and notification of acceptance will occur by January 15. For complete poster presentation guidelines, you may download information at www.northeast.edu/ahec. For questions, please email deanneblach@aol.com or call 870-715-7508.
The NLN Preparation Course for Certification as a Nurse Educator

A one-day, intensive workshop

National League for Nursing

This workshop is a comprehensive review of the major content areas of the CNE test blueprint. It is designed to help potential candidates assess their level of readiness and identify practice domains where further study may be needed.

Certification for academic nurse educators establishes nursing education as a specialty area of practice and creates a means for faculty to demonstrate their expertise in this role. Begin planning now to take the Certified Nurse Educator™ examination. Computer-based exams are available all year at over 120 testing centers. For more information on registering for the CNE exam, go to www.nln.org/FacultyCertification/index.htm.

Objectives

- Discuss the implications of certification for nursing faculty.
- Delineate the eligibility requirements, registration process and scheduling process for the CNE examination.
- Analyze the detailed CNE test blueprint.
- Describe the content of the CNE examination.
- Determine additional resources available for certification preparation.
- Describe the certification renewal process.

Speaker

Linda Turchin, MSN, RN, CNE

Linda is an Assistant Professor of Nursing at Fairmont State University in West Virginia. She is active in both the academic and clinical experiences of the school's ADN learners, which include Adult Health, Fundamental and Psychiatric Nursing and Ethical Issues of Nursing. Linda has found professional satisfaction in editorial projects with several nursing publishers resulting in acknowledgement in a variety of textbooks, NCLEX review resources, on-line CEUs, and learner remediation resources. Having successfully earned the CNE certification credential, Linda embraces the prospect of sharing her "hard earned wisdom" both professionally and personally.

CONTINUING EDUCATION INFORMATION

Six contact hours will be awarded for this program by the National League for Nursing, an approved provider through the International Association of Continuing Education and Training (IACET). The National League for Nursing is an approved provider of continuing education as authorized by the International Association of Continuing Education and Training (IACET). All states accept NLN continuing education programs, and IACET lists the American Nurses Association as one of the organizations who accept the IACET continuing education units. However, some states categorize the "type" of program they accept, and changes in state regulatory Board requirements for acceptance of CEUs/contact hours do occur. Therefore, it is important that individuals check with their state regulatory Board to confirm how an NLN approved program will be accepted.
PRE-CONFERENCE — SESSION 2
Monday, March 30 • 8:30am–4:00pm

Using E-Learning and Online Instruction to Maximize Student Learning Outcomes

This preconference session will provide instructors with real-world knowledge and insight regarding online education with an overall focus of assisting educators to integrate online education into the nursing program. Strategies to handle everyday challenges will be shared including time management, engaging students, new faculty members, testing and improving NCLEX pass rates.

Dr. Tim Bristol, a nurse educator and E-learning consultant, will guide attendees through a detailed highly interactive exploration of e-learning and online education. He will provide a detailed demonstration of online testing and evidence-based item analysis. There will be opportunities for “hands-on” training with use of laptops. The break out sessions will allow beginners and experts to practice with many of the technologies discussed.

Objectives

❖ Review regulation/policy that encourages E-learning.
❖ Analyze pedagogy/theory needs.
❖ Discuss best practices.
❖ Discuss strategic planning.
❖ Analyze a variety of tools and compare their characteristics to appropriate environments.
❖ Critique personal response to implementation issues.
❖ Analyze online testing and review technology for nursing students.
❖ Analyze areas for potential growth.

Speaker

Tim Bristol, PhD, MSN, RN

Tim is an E-learning Specialist and Consultant who teaches face-to-face (F2F) and on-line courses in undergraduate and graduate nursing programs. Tim has provided faculty development for public and private institutions, facilitated strategic planning for E-Learning, and served as a coach for faculty and administrators. Tim also assists organizations in developing effective instructional design for F2F, clinical, and lab resource centers.

This preconference session requires a laptop which will be provided with internet access.
PRE-CONFERENCE — SESSION 3

Monday, March 30 • 9:30am–4:30pm
7:30 – 8:30 Continental breakfast at the Chateau on the Lake
8:30 – 9:00 Transportation provided to College of the Ozarks
This session will be located at: College of the Ozarks
McKibben Center, Rooms 305/306 and Armstrong McDonald Nursing Laboratory #110
1 Opportunity Ave. • Point Lookout, MO 65726
Please call 870-391-3506 or toll free 888-625-9930 for availability. Limited space available.

Maximizing Simulation Technology to Design a Nourishing Learning Environment

Objectives
✦ Recall features of simulation that lead to effective learning.
✦ Differentiate between task trainers, micro simulation, and full-scale simulation.
✦ Participate as an observer in a simulation.
✦ Demonstrate appropriate debriefing techniques.
✦ Discuss how to set up a simulation lab (what you need to know).
✦ Recognize impact of Sim lab on assessment & accreditation outcomes.

Breakout sessions:
Select 2 sessions on the registration form.

Session 1: 1:45 – 3:00 (Choose A or B)
A. Creating a realistic simulation learning lab
B. Participate in a simulation with students

Session 2: 3:05 – 4:20 (Choose C or D)
C. An innovative clinical model: lived experiences
D. Practice with simulation/technology with students/faculty

Presented by the nursing faculty and students of the Armstrong McDonald School of Nursing at the College of the Ozark

Speakers

Dr. Janice Williams, RN
Janice is Nursing Program Director and Professor of Nursing at College of the Ozarks in Point Lookout, MO. She developed a new BSN program at the College of the Ozarks including a state-of-the-art clinical simulation laboratory located on campus in the old McDonald Hospital. Along with the faculty, she will share the experience of setting up a simulation laboratory in the clinical learning model the program designed to energize student learning while maximizing faculty time.

Karen Shepherd, MSN, RN
Karen is Assistant Professor of Nursing at the Armstrong McDonald School of Nursing at the College of the Ozarks. She works closely with students in the simulation laboratory preparing them for actual patient care and has been innovative in clinical teaching strategies to maximize learning. Her research and scholarly interests include preceptorship, humor and education, and critical thinking.
AGENDA

Monday, March 30

7:30 – 8:30  Registration for Pre-Conference only (continental breakfast provided)
8:30 – 4:30  Pre-Conference Sessions (lunch provided)
4:00 – 6:00  Early Conference Registration
6:00 – 8:00  Opening Networking Reception at The Keeter Center, College of the Ozarks

Opening Networking Reception
Monday, March 30  6-8 pm
College of the Ozarks • The Keeter Center
1 Opportunity Ave • Point Look Out, Missouri
(Transportation provided)

Hostesses: Janice Williams, Nursing Director, College of the Ozarks
Deanne Blach, Event Director & Nurse Planner, NAPHE

Located just a few minutes from the Chateau on the Lake Resort, the College of the Ozarks is sponsoring an opening networking reception for attendees and vendors. One complimentary guest pass is included with light refreshments being served.

Tuesday, March 31

7:30 – 8:30  Registration with continental breakfast
8:30 – 8:45  Welcome and Opening Remarks
  Deanne A. Blach, MSN, RN
8:45 – 9:45  Keynote Address: Challenges of Implementing Evidence-Based Teaching in Nursing Education
  Catherine Schultz, PhD, RN, FAAN – Incoming President, National League for Nursing
9:45 – 10:15  Break (Exhibits Open)
10:15 – 11:45  Injecting New Life Into Teaching
  Michele Deck, RN, BSN, M.Ed, LCCE, FACCE
11:45 – 1:00  Networking Lunch (provided)
1:00 – 2:30  Latest & Greatest Ways to Teach the iPod Generation
  Michele Deck, RN, BSN, M.Ed, LCCE, FACCE
2:30 – 3:00  Break with Exhibitors
3:00 – 4:15  Instant Teaching Tools for Clinical Faculty
  Michele Deck, RN, BSN, M.Ed, LCCE, FACCE
AGENDA

Wednesday, April 1

7:30 – 8:30  Registration with continental breakfast
8:30 – 9:45  Clinical Evaluation of Medication Administration: Using Critical Behaviors of Safe Practice  
Janet McMahon, MSN, RN
9:45 – 10:15  Break with Exhibitors
10:15 – 11:30  Nursing Leadership: Teaching Delegation, Prioritization & Client Acuity  
Janet McMahon, MSN, RN
11:30 – 1:00  Networking Lunch (provided)
1:00 – 2:15  Mentoring New Faculty: Strategies for Success in the Classroom  
Janet McMahon, MSN, RN

Enjoy the afternoon for dining, shopping & Branson shows!

Thursday, April 2

Lab Tests—Shaken and Stirred!
Barb Bancroft, RN, MSN, PNP

Enjoy the latest update on the Interpretation of Lab Tests and their clinical relevance to disease and dietary interpretation. Barb will discuss serum proteins, including albumin and the lipoproteins and their relationship to nutritional assessment and dietary manipulation. Anemias will also be discussed as they relate to B12, folic acid and iron deficiency. The WBC and differential will be discussed as it relates to various infections and their clinical manifestations. Barb will also include the influence of common drugs on various lab tests.

7:30 – 8:30  Registration with continental breakfast
8:30 – 9:45  WBCs — Maturation Process, Types, Functions & Common Clinical Conditions
9:45 – 10:15  Break with Exhibitors
10:15 – 11:30  WBCs — Common Clinical Conditions & Interpretation of Serum Protein Electrophoresis
11:30 – 12:30  Networking Lunch (provided)
12:30 – 1:45  RBCs — Maturation Process, Production & Common Lab Tests
1:45 – 2:00  Final Break with Exhibitors
2:00 – 3:00  RBCs — Laboratory Tests for RBC Function & Common Associated Clinical Conditions

Friday, April 3

7:30 – 8:30  Registration with continental breakfast
8:30 – 10:00  Dare to Share: Turn Your Everyday Practice into Publications  
Kathleen T. Heinrich, RN, PhD
10:00 – 10:30  Break
10:30 – 12:00  From Stress to Zest: How to Cultivate Civility In Your Professional Relationships  
Kathleen T. Heinrich, RN, PhD
12:00 – 12:15  Wrap up, evaluation, certificates of attendance
**Speakers**

**Keynote Speaker: Catherine Schultz, PhD, RN, FAAN**
Dr. Schultz is a nurse educator and dean. As President-Elect for the National League for Nursing, she further advocates for nursing education quality and nurse educator competency which she has done her entire career. She edited *Building a Science of Nursing Education: Foundation for Evidence-Based Teaching-Learning* (2009) which will be shortly released. She is a former president of the Arkansas Nurses Association and the Arkansas State Board of Nursing.

**Barb Bancroft, RN, MSN, PNP**
Barb is a widely acclaimed national speaker noted for her humorous, entertaining and information-packed seminars. She is the author of the books *Medical Minutiae, An Apple a Day – the ABCs of Diet and Disease* and *Live a Little, Laugh a Lot*. Many people can conduct health seminars, or write books on health, but very few can make them both thoroughly informative and entertaining. Barb makes complex health topics easily understandable, appealing and hilarious.

**Michele Deck, RN, BSN, MEd, LCCE, FACCE**
Michele is known for her innovative teaching methods in the field of health care education and training. She has been training educators and trainers full time for the last nineteen years. Michele acted as a consultant to Creative Training Techniques International, Inc. and was named “Best Overall Trainer” by the Creative Training Techniques Companies. She has won the prestigious “Excellence in Nursing” Award and has also been selected as one of the “Great 100 Nurses in Louisiana.” The National Nursing Staff Development Organization named Michele the recipient of the Belinda Puetz award in 2004.

**Kathleen T. Heinrich, RN, PhD**
Kathleen is a twice-tenured professor turned consultant who shares her “dare to share” publishing strategies with faculty groups to enhance their careers, renew their passion for the profession and foster zestful workplaces. A pioneer in researching incivility in nursing education, she has gathered hundreds of nurse educator stories that tell how their joy has been stolen on-the-job and what to do about it. Kathleen’s articles about zestful workplaces have appeared in *Reflections on Nursing Leadership, Nurse Educator and Nursing Education Perspectives*.

**Janet McMahon, MSN, RN**
Janet is an Assistant Professor at Francis Marion University in Florence, South Carolina. She is a consultant & national speaker for CE programs with expertise on clinical evaluation of students and mentoring of nursing faculty. She has received the distinguished Penn State Nursing Alumni award and is a recipient of The Penn State Emerging Graduate Professional Alumni Award. Janet has authored, contributed and reviewed for various publishers and textbooks, and writes for an online nursing newsletter. She is also a member and director of the South Carolina League for Nursing and involved with the NLNAC as a site visitor and NCLEX as an item writer and reviewer.
CHATEAU ON THE LAKE

Room Prices
Single or double standard room
$139 plus tax, per night

To make a reservation call
Toll free (888) 333-LAKE
Voice (417) 334-1161

Rooms Reserved Under
AHEC-NW Nurse Educator Institute

Visit the Chateau on-line at
www.chateauonthelelakebranson.com

415 North State Hwy. 265 • Branson, Missouri  65616
Limited block of rooms being held, please reserve early.
All room requests received after February 28th will be
subject to availability and rates.

Participants are responsible for their own hotel reservations
and should make payments for lodging and other hotel
services directly to Chateau on the Lake.

LOCAL BRANSON ATTRACTIONS

Welcome to Branson! You'll find world-class entertainment for
the whole family in the natural Ozark Mountains. Truly a remarkable
calendar destination, Branson has 49 magnificent live performance
theaters, three pristine lakes, 10 championship golf courses, an
international award-winning theme park, dozens of attractions and
museums, shopping galore, and a full range of dining options...
all waiting for you. For more information call 1-800-296-0463 or log
on to www.explorebranson.com.

WEATHER IN EARLY APRIL

From the mountaintop vantage point, Chateau guests enjoy the breathtaking beauty of four
spectacular seasons in the Ozark Mountains. The Ozark Mountains and Table Rock Lake are
world renowned for offering year round outdoor adventure opportunities. Ozark Mountain
temperatures vary in the springtime ranging from 60° to 70° during the day to the high 50s at
night, but are often warmer.
NATIONAL LEAGUE for NURSING

CERTIFICATE OF CONTINUING EDUCATION

PARTICIPANT INFORMATION

NAME: Bosold  Carey  A
ADDRESS: PO Box 10185  Russellville  AR  72802
RN LICENSE #: R52158  STATE OF LICENSURE: AR
SOCIAL SECURITY #: 430-69-0265

PROGRAM INFORMATION

PROGRAM NUMBER: 2046
PROGRAM TITLE: The NLN Preparation Course for Certification as a Nurse Educator
SPONSORED BY: National League for Nursing and Community Area Health Education Center
DATE: 3/30/2009
# OF CONTACT HOURS: 6.0
# OF CEUs: 0.6

The National League for Nursing has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 8405 Greensboro Drive, McLean, VA 22102. Specific provider numbers are assigned by the following states: Alabama (ABNP0382), California (CEP 13722), Delaware (DE 129), District of Columbia (CEBroker 59-2859), Florida (FBN3341), Kentucky (1-0013), Louisiana (LSBN 37), West Virginia (WV2000-0336RN). Kentucky Board of Nursing approval of an individual nursing continuing education provider does not constitute endorsement of program content. This activity meets Type II criteria for mandatory continuing education requirements toward relicensure as established by the Board of Nurse Examiners for the state of Texas.

DISCLAIMER: Although the National League for Nursing (NLN) has reviewed and approved this course for CEUs, we cannot guarantee or take responsibility for the accuracy or quality of the material presented, nor do we necessarily endorse, support, or recommend any products mentioned, opinions expressed, or actions/decisions suggested. Completion of this program does not authorize persons to practice outside the scope of practice defined by their State Board(s) of Nursing.

This certificate must be retained by the licensee for a period of 7 years. Do not send it to a State Board of Nursing unless requested to do so.
Location: Chateau on the Lake, Branson, MO
And is awarded 4.25 nursing contact hours
Date: March 31, 2009

NURSE EDUCATOR INSTITUTE 2009

Has successfully completed the Continuing Nursing Education Program

Carey Bosold
Certificate That

1515 Pioneer Drive
Harrison, AR 72601

University of Arkansas for Medical Sciences

Area Health Education Center-Northwest at Harrison