

PRIMER FOR NURSE PRECEPTOR ROLES IN THE HEALTH & HEALTH CARE SETTING

This information is intended to provide clarification to preceptors about the preceptor role and other roles related to the education of nurses in the academic, health care or clinical practice setting.

NURSE PRECEPTOR ROLE

Example of General Responsibilities

Preceptor responsibilities include, but are not limited to the orientation, supervision, teaching and evaluation of the performance of students in the clinical setting.

More specifically, Nurse Preceptors

- Facilitate student learning through clinical instruction, guidance, direct observation, and feedback
- Facilitate and/or assess the student's use of clinical inquiry and clinical reasoning in planning for and providing clinical care
- Assess and promote the student's development and use of evidence-based practice
- Actively engage in providing regular feedback to the Faculty about student performance
- Collaborate with Faculty or Clinical Resource in assigning learning activities across the continuum of care
- Participate in the ongoing process improvement of integration of the student as a team member in the delivery of patient care

NURSE PRECEPTOR ROLE

Health or Clinical Practice Setting

In general, **Nurse Preceptor** is defined as a professional that provides supervision and mentoring to students during the clinical experience phase of education.

The preceptor plays a vital role in the educational process and acts as a resource while students apply the knowledge obtained during the didactic phase of education.

A nurse preceptor facilitates adult learning and the development of clinical judgment necessary for safe and effective practice.

A nurse preceptor can serve as a resource or support to a university or college faculty member through supervision and mentoring of students from that educational institution.

Example of Minimum Qualifications

- Current license to practice
- Appropriately credentialed
- Minimum of one year practice experience, in clinical specialty and role
- Willingness to participate actively in the education and evaluation process of the student
- Usually hold a degree at the same or higher level than the degree program of the student



Federal Nursing Service Council

The Federal Nursing Service Council Chiefs strongly encourage nurses to support the education of our next generation of nurse leaders by serving as mentors and preceptors.

FACULTY ROLE

In the academic setting the term **faculty** is broadly used for academic staff of a university or college and generally includes professors, associate professors, and (full) professors. The ranks relate to the qualifications of a faculty member's achievements in the three aspects of the role.

Teaching generally includes actual in-class time working with students, as well as time spent mentoring and directing research by graduate students and preparing for class. Depending on the specific institution, such time could also include office hours as well as time spent revising old or creating new courses.

Research refers to the inquiry and/or discovery activities of the faculty member.

Service in the context of academia generally refers to service to the institution, the external community, and the larger academic community. What qualifies as service varies greatly and depends upon the specific institution. Service also includes activities and leadership in professional societies and other national organizations as well as service on study sections for granting agencies, participation in advisory councils, etc. . .

Faculty Rank

The University or college defines criteria for rank

Assistant Professor An introductory level professor. A position generally taken after receiving a research or clinical doctoral degree

Associate Professor A mid-level professor

Professor (sometimes referred to as "full professor") A senior professor

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ADJUNCT FACULTY ROLE

Health or Academic Setting

An **adjunct faculty** member is generally defined as one whose primary employment is outside the university or college, but who is fully qualified professionally and performs, on a part-time basis, duties otherwise assigned to full-time faculty. A doctoral degree is not always required to fill the role. The prefix "Adjunct" is generally used before the instructional titles: Instructor, Assistant and Associate Professor, and Full Professor.

The primary duty of adjuncts is teaching. Teaching includes classroom hours, clinical supervision, grading, office hours, communication with students, managing courses, online discussions, teaching online, student advising or directing writing or learning centers. Research or administration is not generally part of adjunct responsibilities. Adjunct faculty may or may not be paid for teaching or precepting.

Example of Minimum Qualifications

- Generally minimum of a Master's degree or expert knowledge in the appropriate discipline.
- An adjunct faculty appointment is given by a university or college. Each school defines the criteria and processes to apply for appointment as an adjunct faculty.
- An adjunct appointment may be granted by a university or college in recognition of an individual's substantive contributions.

TERMS

Tenure and Non-tenure Positions

Tenure refers to full-time faculty engaged in both undergraduate and graduate teaching, mentoring, research and service and carries strong job security. Adjunct faculty cannot attain tenure.

Non-tenure refers to faculty members that focus on teaching and do not engage in research; they may or may not have administrative or service roles, and are eligible for job security that is less strong than tenure.

Other Faculty Roles

Lecturer/Instructor is a full-time or part-time position at a university or college that does not involve research, but can include administrative service. This role does not require a doctoral degree.