
President's High Growth Job Training Initiative

University of Utah's Clinical Faculty Associate Model



Grant Amount: \$871,707

Grantee: The University of Utah

Key Partners: University of Utah College of Nursing, University of Utah Hospitals and Clinics, Intermountain Health Care, the Veterans Administration Medical Clinic, and the Utah Department of Workforce Services

Leveraged Amount: \$527,000 in cash

Location of Grant Activities: Salt Lake County

Challenge: A growing shortage of nurse educators in the United States limits the capacity of colleges and universities to meet current and projected demand for nurse education and training. The American Association of Colleges of Nursing reports that nursing schools turned away nearly 16,000 qualified applicants across the United States in 2003 due to insufficient number of faculty, clinical sites, and classroom space. In Utah, the state with the third most severe registered nursing shortage in the nation, colleges and universities turn away over three times as many qualified Registered Nursing applicants as they admit each year. In order to address its nursing shortage, Utah needs to increase its capacity to train Registered Nurses by increasing the quantity of nursing faculty.

Addressing the Challenge: The University of Utah will 1) increase the number of clinical faculty available to train nurses at the baccalaureate level and 2) help retain clinical nurses and faculty by promoting career advancement through a Clinical Faculty Associate (CFA) model. The model combines a customized online Teaching Nursing Specialty Master's Program with career and educational counseling and mentoring to CFAs. By training additional CFAs, the university will open up additional seats in its baccalaureate nursing program. These seats will be made available to students eligible for training funds under the Workforce Investment Act.

Projected Outcomes:

- Customized Teaching Nursing Specialty curriculum for Clinical Faculty Associates;
- On-line synchronous and asynchronous delivery of the CFA Teaching Nursing Specialty Master's Program;
- 13 Clinical Faculty Associates enrolled in the University of Utah's Teaching Nursing program; and
- 32 additional students enrolled in baccalaureate nursing programs.

