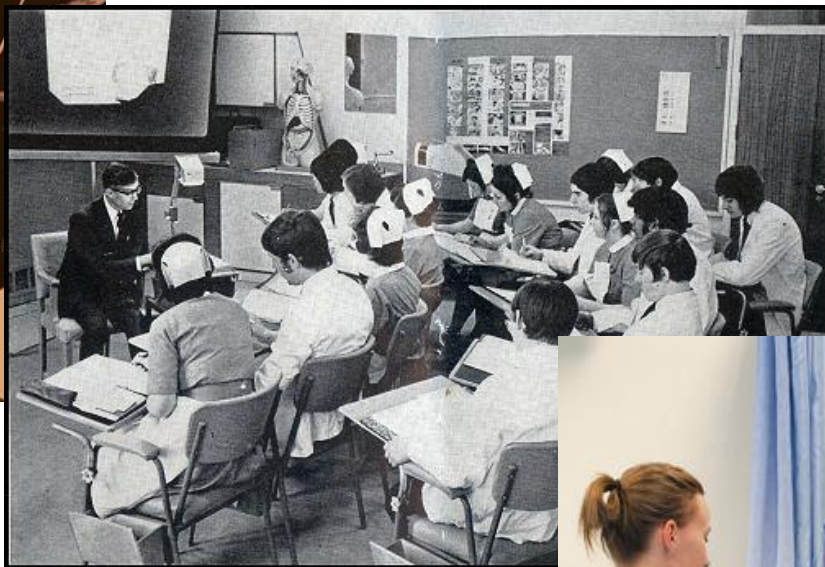
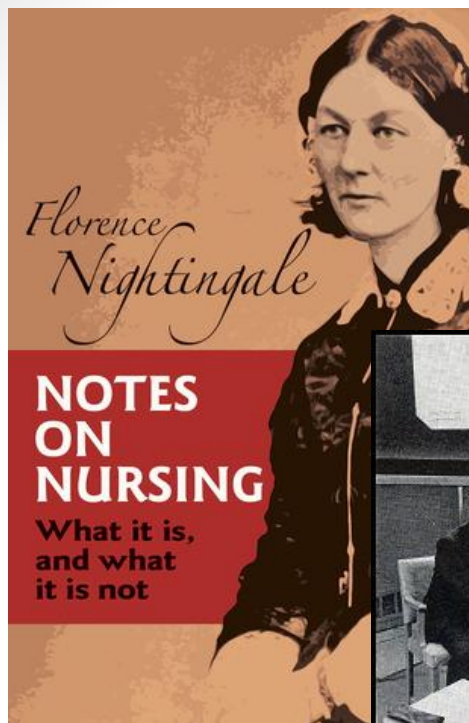


# Recognising Nurse Educators in Universities – A UK Example

Dr Carol Hall  
Vice President FINE  
Associate Professor  
The University of Nottingham

# Background/L'histoire

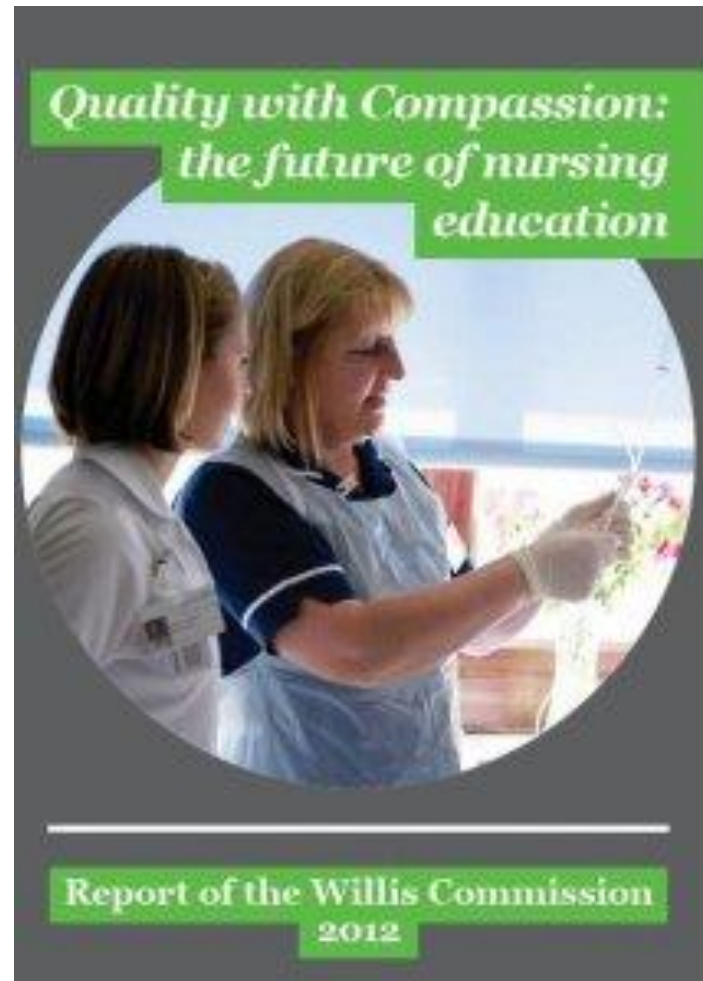
- 1885 Nursing education commenced Florence Nightingale
- 1916 Royal College of Nursing
- 1918 Professional Registration of Nurses
- 1948 The Wood report – recommended degree study for nursing
- 1962 First degree programme University of Edinburgh
- 1972 EU Directive requires nurse educators UK registered clinical nurse teacher RCNT and registered nurse teacher RNT
- 1984 'Sainsbury' review of nursing included practice mentorship in role of every nurse.
- 1995 nursing moves to University from NHS
- 2008 Standards for Learning and Assessment in Practice published for clinical practice
- 2015 All degree nursing



# Today/Aujourd'hui

- Nurse education located in University BUT shared between Practice and University
- Programme all degree - Follows EU Directive 4600 hours .
- 2300 practice based education 2300 hours in university setting.

# Professional Regulation and Review



# Nurse educators must be recognised and qualified

- As professional practitioners – Agenda of the profession
- As good teachers and academics. – Agenda of the university
- May work in practice, in joint roles OR in University settings.

# Nurse Educators in the University

- Employment usually requires Masters or PhD in subject area.
- For professions like nursing - registration with professional body
- Qualification
  - Post graduate Certificate in Education
  - Post graduate or Post doctoral study

But what next ?





# Recognising nurse educators

Research - Clinical Academic Careers (Butterworth et al 2005; HEE 2015)



Can we do it all?????

Learning and Teaching  
Teaching Excellence Framework TEF

Professional Practice (NMC, 2010)

(DBIS 2015)

# Teaching Excellence Framework (DBIS, 2015)

- Already have Research Evaluation Framework
- New fees for students = Very expensive £9,000 per year
- 
- Students want value for money
- Government critical that focus on research too much and not enough on learning and teaching
- **NEW Focus on Learning and Teaching**

# Recognising good teachers

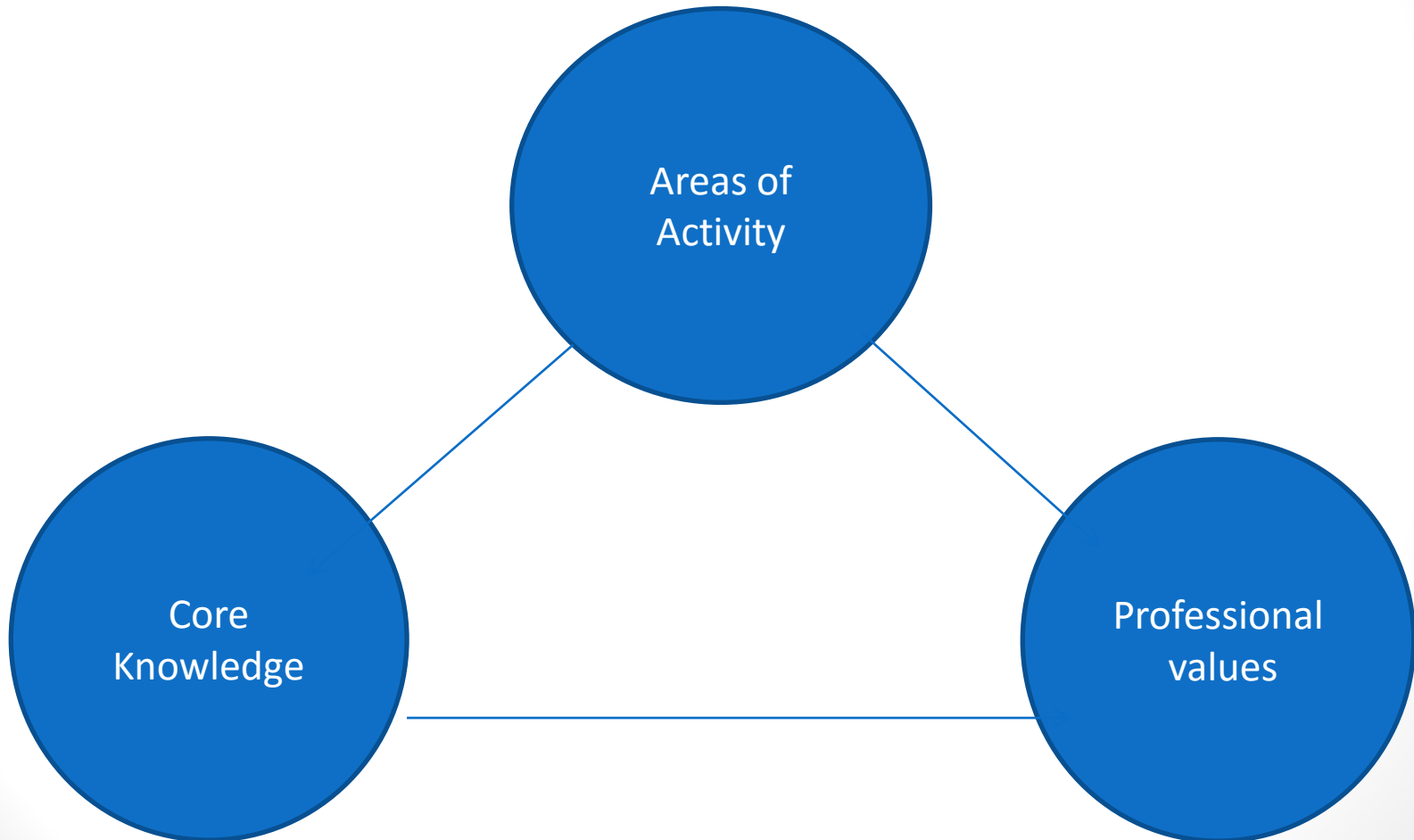
- Comparability with other academic careers -

**Nurse Professor is equal to a Medical Professor**

- Transferability across university departments and institutions
- A 'quality' mark for excellent teaching learning and support of students

# A new opportunity.....

## UK Professional Standards Framework



# Areas of Activity

- A1 Design and plan learning activities and/or programmes of study
- A2 Teach and/or support learning
- A3 Assess and give feedback to learners
- A4 Develop effective learning environments and approaches to student support and guidance
- A5 Engage in continuing professional development in subjects/disciplines and their pedagogy, incorporating research, scholarship and the evaluation of professional practices

# Core Knowledge

- K1 The subject material
- K2 Appropriate methods for teaching, learning and assessing in the subject area and at the level of the academic programme
- K3 How students learn, both generally and within their subject/ disciplinary area(s)
- K4 The use and value of appropriate learning technologies
- K5 Methods for evaluating the effectiveness of teaching
- K6 The implications of quality assurance and quality enhancement for academic and professional practice with a particular focus on teaching

# Professional Values

- V1 Respect individual learners and diverse learning communities
- V2 Promote participation in higher education and equality of opportunity for learners
- V3 Use evidence-informed approaches and the outcomes from research, scholarship and continuing professional development
- V4 Acknowledge the wider context in which higher education operates recognising the implications for professional practice

# Recognition by Higher Education Academy

- Associate Fellow (AFHEA)
- Fellow (FHEA)
- Senior Fellow (SFHEA)
- Principal Fellow (PFHEA)



# Also for careers.....

- AFHEA may indicate Clinical lecturer/Teaching Associate
- FHEA may indicate Lecturer/Assistant professor
- SFHEA may indicate Senior Lecturer/ Associate professor
- PFHEA may indicate Principal Lecturer /Professor

# Recognition for Senior Fellowship

- Be able to provide evidence of:
- I. Successful engagement across all five Areas of Activity
- II. Appropriate knowledge and understanding across all aspects of Core Knowledge
- III. A commitment to all the Professional Values
- IV. Successful engagement in appropriate teaching practices related to the Areas of Activity
- V. Successful incorporation of subject and pedagogic research and/or scholarship within the above activities, as part of an integrated approach to academic practice
- VI. Successful engagement in continuing professional development in relation to teaching, learning, assessment, scholarship and, as appropriate, related academic or professional practices
- VII. Successful co-ordination, support, supervision, management and/or mentoring of others (whether individuals and/or teams) in relation to teaching and learning

# So we can recognising good teachers

- Comparability with other academic careers -

**Nurse Professor is equal to a Medical Professor**

- Transferability across university departments and institutions
- A 'quality' mark for excellent teaching learning and support of students

# How do we recognise excellence?

- Individual portfolio application (Global now)
- Accreditation of recognised teaching course or development



# My questions for nursing education.....

- Does **generic** recognition separate nursing knowledge from Pedagogical knowledge or can we use this and apply the expected nursing activities core knowledge and values ?
- Do we know what should be expected for nurse educators given the presentations today ?

Thank You ..... Any questions?

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