

## ***Five Strategies for Cultivating Adjunct Faculty***

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In the midst of a growing faculty shortage, many educational institutions are using adjunct faculty to teach undergraduate nursing students. The term, adjunct faculty, refers to part-time or non-tenure track faculty primarily responsible for clinical education of undergraduate students at clinical sites.

Although adjuncts may be clinical experts many have not been immersed in teaching nursing students. Thus, many adjuncts are not familiar with teaching strategies, evaluation methods, or curriculum development.

Three strategies to enhance the knowledge and abilities of adjunct faculty include:

- **Clinical Adjunct Workshops -**  
Workshops focused on helping adjunct faculty adapt to their new role can improve the quality of the educational experience for both adjuncts and students.
- **Mentoring Programs -**  
Although adjuncts may be clinical experts many are not experienced in educating new students. Guidance and nurturing from seasoned faculty members can ease the transition.
- **Technology -**  
Technology can be a useful resource for adjunct faculty. Using resources such as Blackboard or PDAs offer opportunities for adjuncts to access orientation information, ask questions of experienced faculty, and manage assignments.

Offering these opportunities to novice adjunct faculty can result in confident clinical educators.