

## **Importance of on-boarding new nursing educators**

Onboarding programs for new nurse educators can help them transition into academia and improve their satisfaction and retention. Onboarding can help new faculty feel comfortable in their roles, which can increase their likelihood of staying long-term. It can also help them gain professional knowledge and confidence and make a positive first impression on the organization.

Some best practices for onboarding nurse educators include:

- Mentoring: Assigning a mentor and meeting with them regularly
- Professional development: Offering workshops and continuing education.
- Clear communication: Establishing frequent and clear communication channels.
- Civility and belonging: Creating a supportive environment that encourages civility and a sense of belonging.
- Advancement: Encouraging advancement opportunities

### **Onboarding orientation for novice nurse faculty: A quality improvement pilot project.**

Teaching and Learning in Nursing. Volume 18, Issue 1, January 2023, Pages 212-218.

<https://www.sciencedirect.com/science/article/abs/pii/S1557308722000907?via%3Dihub>

#### Highlights

- Novice nurse faculty must develop a new skill set to develop competence in academia.
- Orientation with mentoring and professional development can increase role competence.
- Onboarding orientation programs can be utilized to promote satisfaction and retention of novice nurse faculty.

### **Descriptive Analysis of Newly Hired Academic Nurse Educator Onboarding Practices**

Hansbrough, Wendy PhD, RN, CNE; Dunker, Kimberly DNP, RN, CNE, CNEcl; Duprey, Melissa EdD, RN, CNE; Lawrence, April MSN, RN, CNEcl. *Nurse Educator* 48(4):p 192-196, July/August 2023. | DOI: 10.1097/NNE.0000000000001402 <https://doi.org/10.1097/nne.0000000000001402>

#### Abstract

Background: Prelicensure nursing programs often hire clinical experts who are novice educators to teach integration of nursing clinical judgment within the context of patient care experiences.

Purpose: To describe practices of schools of nursing to onboard, orient, and mentor newly hired faculty.