

Governors State University Preceptor Orientation

School of Health and Human Services
Department of Nursing

Dear Preceptor,

- Thank you for agreeing to precept a Governors State University Graduate nursing student during their practicum hours for Family Nurse Practitioner, Clinical Nurse Specialist, Nurse Executive & Innovative Leadership and Doctoral concentrations.
- Please complete the orientation which will takes approximately 15 minutes of your time.
- First, read the Welcome Letter attached to the email.

Governors State University

The Department of Nursing Mission

Mission Statement

To provide an accessible, quality professional nursing education which will: Foster the acquisition of professional knowledge, values, and skills; facilitate the development of leadership, professional vision, and advocacy to promote quality in health care for diverse and underserved populations; and prepare nursing professionals to practice evidence-based nursing in a dynamic healthcare environment.

How is Cultural Competence and diversity implement into your care of patients?

What is Cultural Competence?

Provide students examples of how this would apply to your practice.

- Cultural and linguistic competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations. 'Culture' refers to integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups. 'Competence' implies having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities. (Adapted from Cross, 1989).[1](#)
- Cultural competence requires that organizations:
- have a defined set of values and principles, and demonstrate behaviors, attitudes, policies, and structures that enable them to work effectively cross-culturally.

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- have the capacity to (1) value diversity, (2) conduct self-assessment, (3) manage the dynamics of difference, (4) acquire and institutionalize cultural knowledge and (5) adapt to diversity and the cultural contexts of the communities they serve.
- incorporate the above in all aspects of policy making, administration, practice, service delivery, and involve systematically consumers, key stakeholders, and communities.
- Cultural competence is a developmental process that evolves over an extended period. Both individuals and organizations are at various levels of awareness, knowledge, and skills along the cultural competence continuum.(2)
- Cultural competence is the **integration and transformation of knowledge** about individuals and groups of people **into specific standards, policies, practices, and attitudes** used in appropriate cultural settings to increase the quality of services; thereby producing **better outcomes**.(3)

Roles and Responsibilities

In the next few slides, a summary of the roles and responsibilities of the preceptor and student are discussed.

The Role of the Preceptor

- Provide high-quality academic instruction for the purpose of personal development and career and professional readiness
- Meet with the graduate student prior to the beginning of the practicum.
- Discuss the graduate student's clinical objectives for the practicum.
- Providing a safe environment for the student throughout clinical rotation.
- Plan the activities needed to meet the clinical objectives with the student.
- Orient the nursing staff to the graduate student's purpose and objectives for the clinical experience.
- Provide the student with the opportunities to design his/her own teaching strategies and evaluation tools.
- Review appropriate materials with the student.
- Assist the student in developing and using self-evaluation techniques.
- Participate in three-way evaluative conference(s) attended by student, professor, and the adjunct clinical faculty regarding the student's progress.
- Notify course faculty immediately of any concerns.

How You Were Chosen to Be a Preceptor

You were specifically selected for being:

- One who creates a caring learning relationship.
- An MSN/FNP/MD/DO/CNS/DNP who is strongly experienced in your role and work setting.
- One who is an “ideal” model.

Preceptor Communication

With your graduate student you should be:

- Aware of and in agreement with the students learning goals and objectives for their learning plan.
- Provide helpful constructive criticism.
- Comfortable with your student.

Practicum Hours

- Please help us ensure the Graduate student work is original and of mastery level.
- The student Clinical Time Log must be signed daily by the preceptor.
- Notify course faculty immediately of any concerns.

Preceptor Responsibilities

- Ensure public and MSN student safety
- Share your critical thinking with your student
 - when asking questions regarding a situation
 - your reasoning behind an action
 - your prioritizing of events or next step
 - your rationale of a decision
 - your assessment of the situational needs
- Maintain an ongoing dialogue describing who, what, when, where, why, how.
- Facilitate agreed upon goals and objectives with the Practicum plan.

Graduate Student Responsibilities

- Show their Clinical Clearance Letter to the preceptor of current, CPR, TB negative, Immunizations liability/insurance, drug screening and background check as needed.
- Coordinate with the preceptor in regards to hours and schedule availability.
- Be safe and a polite guest.
- When in doubt defer to the preceptor.
- Communicate well and respect your preceptor
- Ensure the public knows you are a Student
- Take advantage of every learning opportunity
- Maintain a Clinical Time Log

Preceptor, before allowing the student to begin their hours in your facility, ask the student to:

- Show you their **Clinical Clearance Letter** proof of the following: CPR, TB negative, Immunizations liability/insurance, covid vaccine status, drug screening and background check as needed.
- Ensure good communication between you and them
- Maintain a Clinical Time Log of all the time and activities accomplished.
- Please review and sign the student's practicum plan.

Preceptor-Student Evaluation

- You will evaluate each other
- The student needs honest constructive feedback

Evaluation

- Preceptor evaluation of the graduate student performance is based on the practicum objectives.
- Practicum objectives are modified by the faculty, and preceptor together to fit the specific setting in which the student is placed and the level of the student expertise.
- The Preceptor will complete a Midterm Evaluation and a Final Evaluation of the student performance in clinical.
- At course completion, evaluation by the graduate student and preceptor must be completed
- The student will complete an evaluation of the clinical agency and the preceptor
- The preceptor will complete an evaluation of the student and forms will be provided

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- The Graduate student and preceptor will coordinate agency orientation as needed.
- Keep anecdotal notes on the student's performance
- The student clinical time log will contribute to the practicum evaluation. The student Clinical Time Log must be signed daily by the preceptor. On the last day of the practicum the preceptor reviews the clinical time log and sign for the final time. The student will then submit clinical time log to the practicum professor for review and signature.

Contact Information

Any problems noted by you as the preceptor will be managed until resolution by the Practicum Professor, or Course Coordinator. If you have questions or experience difficulties, please contact:

- FNP Program Course Coordinator, Dr. Runez Bender Email address: rbender@govst.edu Phone: 708-235-7682
- CNS Program Course Coordinator, Dr. Nancy MacMullen, Email address: nmacmullen@govst.edu Phone: 708-534-4043
- NEIL Program Course Coordinator, Dr. Somi Nagaraj Email address: snagaraj@govst.edu Phone: 708-235-7385
- DNP Program Course Coordinator, Dr. Catherine Tymkow Email address: ctymkow@govst.edu Phone: 708-534-3144
- Director of Clinical Education for Nursing, Terri Chairse Email address: tchairse2@govst.edu Phone: 708-534-7894

Preceptor Orientation Certificate

- Once you complete and return your Preceptor Orientation Certificate your Graduate Nursing student may begin their Clinical Practicum.
- Return the Preceptor Orientation Certificate to tchairse2@govst.edu or call Terri Chairse at 708-534-7894.

Preceptor Orientation Evaluation

- Your feedback on this Preceptor Orientation is needed to help shape it into a highly beneficial tool for future preceptors.
- Please provide comments about the Preceptor PPT orientation on the bottom of the certificate.



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UNIVERSITY

Certificate of Completion

THIS ACKNOWLEDGES THAT

Name: _____

Has Successfully Completed the Online Preceptor Orientation

Nancy MacMullen

Chair Person/Director of Department of Nursing

Date: _____