

Job Description: Postgraduate Residency Training Programs: Psychiatric/Mental Health NP Residency Chief of Preceptors

Reports To: Medical Director, Behavioral Health Department. Date Prepared: October, 2017

CHC, Inc. is committed to training the next generation of health professionals. As part of this commitment, it created the country's first postgraduate residency training program for new family nurse practitioners in 2007. At that time, the program leaders anticipated further development of postgraduate training in other specialties and disciplines which are essential to providing primary care for the vulnerable populations served by community health centers and other safety net providers. In 2017, following an earlier "pilot" year, CHC, Inc. formally launched its psychiatric/mental health postgraduate residency training program.

While unique to the discipline of nursing, CHCI's postgraduate residency training programs share much in common with physician and other residency training programs. According to the ACGME Institutional Requirements, "the purpose of graduate medical education (GME) is to provide an organized educational program with guidance and supervision of the resident, facilitating the resident's ethical, professional, and personal development while ensuring safe and appropriate care for patients." CHCI supports this philosophy. In recognition that expert precepting is at the heart of its residency program, CHCI created the position of Chief of Preceptors for the PMH nurse practitioner residency program to provide senior guidance, coaching, and consistency across the program. The Chief of Preceptors works directly with CHC's Postgraduate Residency Team; CHC's Sr. VP/Clinical Director, M. Flinter, APRN, PhD, and CHC's Medical Director, Behavioral Health, Tichianaa Armah and CBHO, Dr. Tim Kearney, PhD.

Responsibilities of the Chief of Preceptors include:

- Select, approve, train, coach and evaluate all preceptors in the NP Residency program
- Participate in the selection of the NP residents from a qualified pool of applicants on an annual basis.
- Participate in initial baseline assessment of each individual NP resident's level of competence/confidence/preparation as psychiatric/mental health nurse practitioners.
- Monitor, both directly and indirectly, the clinical progress of residents towards competence and confidence as psychiatric/mental health NPs and report back to CBHO, Senior VP/Clinical Director, and Residency Program Coordinator on individual and group progress.
- Participate directly as a preceptor for a minimum of one session per month per site to assess progress, variation in precepting across sites, and to assess programmatic consistency.
- Provide clinical, office, and electronic health record efficiency coaching and guidance based on the needs and skills of the residents
- Develop action plans for correction of areas as identified by clinical faculty, peer review, patient feedback, etc, provided on a quarterly basis.
- Lead monthly "check in" meeting with the PMH NP residents.
- Participates in reading and commenting on the weekly PMH NP residents reflective journals
- Engage in the weekly didactic sessions attended by the psychiatric/mental health NP Residents to ensure quality through review, participation and/or post didactic evaluations. Provide critical feedback to program staff on the value, content, and efficacy of the didactic sessions.

Qualifications:

The Psychiatric Mental Health NP Residency Chief of Preceptors should be licensed as a Psychiatric APRN and a member of CHCI's medical staff and demonstrate experience, expertise, and aptitude in teaching, coaching, and precepting.

A monthly allocation of 10 hours specifically to the psychiatric/MH NP residency training program will be given.