UPMC | NURSING

UPMC Precepting for Success – Nursing Course Information Sheet

What is a preceptor?

In her book, *Mastering Precepting* (3rd ed., 2024), Beth Ulrich defines a nurse preceptor as, "an individual with demonstrated competence in a specific area who guides, assesses, and validates the knowledge, skills, and attitudes needed to transition to a new role, specialty, or environment." She also identifies seven key roles of a preceptor, including Role Model, Facilitator, Educator/Coach, Evaluator, Socializer, Protector, and Communicator.

Course Purpose and Overview

The UPMC Precepting for Success – Nursing course is based on Ulrich's model for precepting, which defines preceptor role competencies and their relationship to quality, safety, and evidence in the larger context of professional nursing. Completing the course will equip you with the skills you need to effectively support nurses, student nurses, and student nurse interns as they transition into new roles at UPMC. The content in the online modules provides an introduction to the Tiered Skills Acquisition Model (TSAM®) and prepares you to successfully practice as a preceptor in your department. Nurses who complete the course can receive four ANCC® nursing contact hours for continuing education and can apply the course as a contribution for the My Nursing Career ladder.

For questions about the UPMC Precepting for Success – Nursing Course, please contact the Clinical Education Support Service Account: **ClinicalEdSupport@upmc.edu**

Learning Outcomes

After completing this course, you will be able to:

1. Develop and implement learning plans based on preceptees' needs and goals.
2. Provide constructive feedback and evaluate preceptees.
3. Teach preceptees the skills needed to provide safe, quality patient care.
4. Manage challenges that arise during the preceptorship experience.

Course Information

The 4-hour UPMC Precepting for Success – Nursing Course is divided into two parts. Both must be completed to receive credit.

- **Part 1** consists of self-paced online modules that take 2 hours to complete. The self-paced modules are a prerequisite to the live workshop and must be completed in order to register for the workshop.
- **Part 2** is a 2-hour live workshop hosted on Microsoft Teams.

Self-service Links

- UPMC Precepting for Success - Nursing
- Precepting for Success Workshop (2-hr) - Nursing
- Home Health and Hospice Precepting for Success Workshop (2-hr)
- **If you are unable to use the links, search the course titles in HR Direct Learning as they appear above.**
- Registration for the virtual workshop closes 7 days in advance of the workshop date.

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Course Content

Topics covered in the self-paced online modules include:

- Preceptor Roles and Expectations
- Essential Preceptor Skills
    - Knowing Yourself, Your Preceptee, and Your Resources
    - Assessing Learning Needs and Documenting Progress
    - Assessing and Validating Competency
    - Teaching Critical Thinking, Prioritization, and Delegation
    - Assessing Reasoning Using the One-Minute Preceptor
    - Providing Feedback and Crucial Conversations
    - Coaching Your Preceptee
    - Managing Incivility and Conflict
    - Preceptor Stress and Self-Care

Topics covered during the live Teams workshop include:

- Preceptor-to-Preceptor Handoff
- Daily Debriefing
- Documenting Progression
- Using the One-Minute Preceptor
- Providing Constructive Feedback and Crucial Conversations
- Teaching Critical Thinking, Prioritization, and Delegation
- Conflict Management: Dealing with a Difficult Preceptee

Contact Hours

In support of improving patient care, the University of Pittsburgh is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME®), the Accreditation Council for Pharmacy Education (ACPE®), and the American Nurses Credentialing Center (ANCC®), to provide continuing education for the healthcare team.

To receive **4.0 Contact Hours**, the learner must:

- Complete the self-paced online modules.
- Sign into the Teams workshop, attend the entire activity, and complete the required evaluation.

Disclosures of Conflicts of Interest

All individuals in a position to control the content of this education activity are required to disclose all relevant financial relationships with any proprietary entity producing, marketing, re-selling, or distributing health care goods or services, used on, or consumed by, patients. The following information was provided: The planning committee for this activity does not have any relevant financial relationships with a commercial interest.

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2026 Live Virtual Nursing Workshop Dates & Times

Date	Time	Date	Time	Date	Time
Oct 21	1:00PM-3:00PM	**Nov 10**	9:00AM-11:00AM	**Dec 10**	1:00PM-3:00PM
Oct 26	1:00PM-3:00PM	**Nov 16**	8:00AM-10:00AM		
Nov 6	1:00PM-3:00PM	**Dec 4**	9:00AM-11:00AM		

2027 Live Virtual Nursing Workshop Dates & Times

Date	Time	Date	Time	Date	Time
Jan 8	9:00AM-11:00AM	**May 7**	9:00AM-11:00AM	**Sept 10**	1:00PM-3:00PM
Jan 11	8:00AM-10:00AM	**May 13**	8:00AM-10:00AM	**Sept 22**	8:00AM-10:00AM
Jan 20	9:00AM-11:00AM	**May 17**	1:00PM-3:00PM	**Sept 27**	1:00PM-3:00PM
Jan 25	1:00PM-3:00PM	**May 28**	9:00AM-11:00AM	**Oct 8**	8:00AM-10:00AM
Feb 5	8:00AM-10:00AM	**June 4**	1:00PM-3:00PM	**Oct 20**	1:00PM-3:00PM
Feb 18	1:00PM-3:00PM	**June 8**	1:00PM-3:00PM	**Oct 25**	1:00PM-3:00PM
Feb 22	1:00PM-3:00PM	**June 14**	8:00AM-10:00AM	**Nov 5**	1:00PM-3:00PM
Mar 5	1:00PM-3:00PM	**June 28**	1:00PM-3:00PM	**Nov 9**	9:00AM-11:00AM
Mar 17	8:00AM-10:00AM	**July 9**	9:00AM-11:00AM	**Nov 15**	8:00AM-10:00AM
Mar 29	9:00AM-11:00AM	**July 20**	1:00PM-3:00PM	**Dec 3**	9:00AM-11:00AM
Apr 9	8:00AM-10:00AM	**July 26**	9:00AM-11:00AM	**Dec 9**	1:00PM-3:00PM
Apr 20	1:00PM-3:00PM	**Aug 6**	9:00AM-11:00AM		
Apr 26	1:00PM-3:00PM	**Aug 12**	1:00PM-3:00PM		
		Aug 16	1:00PM-3:00PM		
		Aug 23	8:00AM-10:00AM		

*** UPMC Home Healthcare & Home Health Therapy and Family Hospice nurses should contact their local education department for Workshop dates and times.**