

Creating Long-term Solutions to the Nurse Faculty Shortage: Using Qualitative Data

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Background and Rationale

- This is a time of scarce resources for nursing faculty hiring and retention.
- A looming nurse faculty shortage adds urgency to creating long-term solutions

The ascent of nurse faculty retirements, just beginning, is expected to impact the education of future generations aspiring to become BSN prepared registered nurses. Deans and Directors of nursing are seeking new nurse faculty and at the same time experiencing the loss of institutional memory from the increasing numbers of nurse faculty retirees.

Making meaning of the complex nurse faculty shortage using qualitative data revealed important results.

Purpose of the study:

Identify facilitators to recruiting and retaining nurse faculty

Methods

- 1. What methods and strategies do nurse educational leaders find successful?
- 2. What are the facilitators to methods and strategies to address the nurse faculty shortage?
- A qualitative, case study research was conducted within 2 months in one Midwestern state

3 Deans & 3 Directors interviewed at 6 academic settings

College/University websites= uniform collection of documents and artifacts

Onsite semi-structured interview (45 minutes to 90 minutes)

Audio-recorded interviews - transcribed verbatim, including a notebook of observations= 6 case study records.

Findings



Figure 1. Deans & Directors Transcribed Interviews

The most significant and ever present theme was lack of nurse faculty with a doctorate or terminal degree.

Study Findings:

Facilitators for ameliorating the nurse faculty shortage:

- **Supportive administrators**
- Faculty Research-created **Hospital-University joint appointments, endowed professorship**
- A new curriculum-Using high fidelity simulation to teach clinical-**Building Capacity**

Barriers to ameliorating the nurse faculty shortage:

- Low salary was the most frequently reported
- Competition for nurse faculty
- New faculty failed to attain tenure status, creating another open position

Conclusion

Implications for Deans & Directors:

Strategies to improve the nurse faculty shortage:

- Promote Collaboration with healthcare facilities
- Innovate curriculums; high fidelity simulations, build capacity
- Keep informed regarding the DNP
- Begin succession planning- A systematic plan for faculty to learn from senior faculty nearing retirement



Figure 2. Implications & Recommendations

Method to reduce barriers:

-Implement ways to increased the visibility of the nurse faculty shortage to: faculty, academic administration, state policy makers & the community.

Future Directions

A strategic framework model of change and outcome criteria is needed

“Without a strategic model of change, and the outcomes criteria one solution will appear as good as any other”
(Kowalski & Kelly, 2013, p. 7)

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