



BOISE STATE UNIVERSITY

COLLEGE OF HEALTH SCIENCES

School of Nursing

Evaluating Associate Degree Nursing Faculty Job Satisfaction

By

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Disclosures

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The authors have no potential or actual conflicts of interest with this presentation.

Objectives

Identify the factors contributing to ADN faculty job satisfaction.

Identify cost-effective strategies to promote job satisfiers.

No sponsorship or commercial support was received by the authors for this study

Problem & Change

Qualified nursing school applicants are being denied admission into ADN programs due to a shortage of nursing faculty.

This project identified the factors that contribute to ADN faculty job satisfaction.

Identifying these factors is the first step towards initiating changes to retaining nursing faculty.

Background Information

History of A.D.N. programs

Statistics

RETENTION of faculty

Literature review & synthesis

- Baccalaureate vs A.D.N faculty
- Job satisfaction & intent to leave academia
- Lack of literature

Setting & Target Population

Survey sent via email

FT & PT faculty

703 ADN programs

Average 14 members/institution

9402 emails sent

Theoretical Framework

Theoretical model & framework

Autonomy
Responsibility
Challenging Job

Salary
Benefits
Collegial
Relationships

Job Satisfaction
Intent to Stay



Measurement Tool

Index of Work Satisfaction (Stamps, 1997)

- Measure specific factors
- Easily understood
- Utilized routinely

Implementation

- Pre-test of the online survey
- Targeted date
- Reminder-different day/time
- Second reminder
- Survey sent directly to faculty
- Final response rate: 26.3% (n = 2,479)

Data Collection & Analysis

- Part A –Index of Work Satisfaction
- Paired comparisons technique
- Part B – Index of Work Satisfaction
- Likert Scale
 - Frequency of answers converted to percentages
 - Unweighted estimates of satisfaction level
 - Assigned to a quartile

Data Collection & Analysis

		Quartiles			
Component	Range of scores	First	Second	Third	Fourth
QUARTILES for PART B (LIKERT SCALE)					
Pay	6-42	6-15	16-24	25-33	34-42
Autonomy	8-56	8-20	21-32	33-44	45-56
Task Requirements	6-42	6-15	16-24	25-33	34-42
Organizational Policies	7-49	7-17	18-28	29-38	39-49
Professional Status	7-49	7-17	18-28	29-38	39-49
Interaction	10-70	10-25	26-40	41-55	56-70
Nurse-to-Nurse	5-35	5-13	14-20	21-27	28-35
Nurse-to-Administrator	5-35	5-13	14-20	21-27	28-35
Total Scale Score	44-308	44-112	113-180	181-248	249-308
QUARTILES for PART A (PAIRED COMPARISONS)					
Component Weighting Coefficients	0.9-5.3	0.9-2.0	2.1-3.1	3.2-4.2	4.3-5.3
Component Adjusted Scores	0.9-37.1	0.9-9.9	10.0-19.0	19.1-28.1	28.2-37.1
Index of Work Satisfaction	0.5-39.7	0.5-10.3	10.4-20.0	20.1-29.7	29.8-39.7

Demographics

94.26% female

85.46% Caucasian

70.36% 45-64 years old

~ 25% respondents from E. North Central

13.71% from S. & mid-Atlantic region

Results

Components of greatest → least satisfaction:

- Interactions
- Professional Status
- Autonomy
- Task Requirements
- Faculty → Administrator Interactions
- Salary

Results

Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score (Part B)	III. Component Mean Score (Part B)	IV. Component Adjusted Scores
Pay	3.51	19.22	3.20	11.232
Autonomy	3.90	*38.76	4.85	18.876
Task Requirements	2.90	24.16	4.03	11.687
Org Policies	2.57	28.20	4.12	10.588
Prof Status	2.72	*41.46	5.92	16.102
Interaction	2.93	*49.56	4.96	14.533
Nurse-Nurse	-----	25.71	5.14	-----
Nurse-Admin	-----	23.85	4.77	-----
Total Scale Score: 201.4 Mean Scale Score: 4.6 Index of Work Satisfaction: 13.8 (range: 44-308) (range 1-7) (range 0.9-37.1)				

Economic, Social & Political Environment

Economics

- Barrier to increasing nursing faculty

Social

- Nurses perceptions = barrier
- Lack of respect = barrier
- Misperceptions = barrier

Political: Lack of funding = barrier

Social & Cultural Environment

- Lack of ethnic diversity
- Challenging biases

Recommendations & Meaningfulness to Practice

- Autonomy over salary
- Improve relationships between faculty & administrators
- Adjust or reallocate tasks
- Develop innovative solutions & teaching models

Recommendations & Meaningfulness to Practice

Strong implications for faculty retention

Significant number retiring in 3 years

Not enough prospective faculty

Collaborate with facilities

Develop partnerships

Share resources

Conclusion

This information is congruent with similar findings.

Nursing faculty shortage is a symptom of the world-wide nursing shortage

This information can be utilized to assist with faculty retention.

Areas of least satisfaction need to be addressed

Conclusion

Support greater faculty autonomy

Improve interactions between faculty & administrators

Positive environment encourages faculty to remain in academia

Faculty retention & recruitment are critical

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