Time for Disruptive Innovation in Nursing Education? Survey results of selected Western United States Nursing Programs.

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What is Disruptive Innovation?  
(Christensen, Raynor, & McDonald, 2015)

- Developed in the world of business.
- Smaller company displacing an established company.
- Providing a service/product to customers whose needs were overlooked or deemed unimportant.
- Initially the new “product” considered inferior by mainstream consumers; once the product is improved then mainstream accepts.
Innovation Competencies
(White, Pillay, & Huang, 2016)

• Nurse leaders have significant gaps in innovation competencies.
• Recommendation to include innovation competencies in nursing curricula.
Where is Disruptive Innovation in Nursing Education?

For-profit higher education businesses offering online programs.

- Focused solely on providing online educational programs – do not have the “burden” of meeting research, service, and practice missions.

- Partnerships to provide “back-end” expertise (Mallory, 2017)
  - Building online course platforms.
  - Managing students and marketing.

AND...
Bureaucracy in Higher Education
• Global Perspective (Nardi & Gyurko, 2013).
  • Aging faculty.
  • Poor salaries.
  • Lack of funding.
  • Faculty dissatisfaction with the role.
  • Decreasing number of full-time equivalent faculty positions.
Methods

• Sample
  • Sampling frame: 116 nursing programs in 13 WIN states that are members of American Association Colleges of Nursing (Fall 2017).
  • Identify contact information for nursing leader responsible for academic mission
    • 100 leaders identified from 116 programs.
    • 42 responses
Survey Questions

1. Currently, what do you see as the most challenging issues facing nursing education at your institution? Please list 2-3 issues.

2. What do you anticipate will be the most challenging issues facing nursing education at your institution in the next 10-20 years? Please list 2-3 issues.

3. Please describe at least one innovative strategy you have implemented in response to a challenge in nursing education at your institution.

4. Please describe at least one potentially disruptive innovation you think may impact nursing education at your institution in the next 30 years.

5. What else would you like to share about nursing education that we have not asked?
Survey Demographics

1. Majority Public Institutions: 60% \( (n = 25) \)

2. Hispanic serving: 14 of 20 (undergraduate enrollment of at least 25% Hispanic)

3. Enrollment
   a) 201-500: 33% \( (n = 14) \)
   b) >500: 36% \( (n = 15) \)

4. Type of degree offered
   a) Pre-licensure BSN 74% \( (n = 31) \)
   b) Graduate degree 69% \( (n = 29) \)
Question 1: Currently, what do you see as the most challenging issues facing nursing education at your institution?

119 Issues – 5 Themes

- Limited Clinical Sites
- Qualified Faculty
- Budget
- Student Needs
- Curricular Advances
Question 2: What do you anticipate will be the most challenging issues facing nursing education at your institution in the next 10-20 years?

90 Issues – 4 major themes

Limited Clinical Sites

Faculty Recruitment & Retention

Budget

Licensure Pass Rates

Curricular Advances

Student Needs & Recruitment

External Forces

Physical Space

Research/Scholarship
Question 4: Please describe at least one potentially disruptive innovation you think may impact nursing education at your institution in the next 30 years.

27 Innovations – 4 Major Themes

Increased Simulation

Virtual Simulation

New Technology

Competency-based Curriculum

Privatization

Cross-disciplinary curriculum

Payment for Preceptors

Self-sustaining programs

NMNEC Curriculum Adoption

Carousel course offerings for Pre-Licensure students

Population Health focus

Improved Program Evaluation

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Survey Limitations

- Administered only to academic leaders and not a cross-section of nursing faculty.
- No true disruptive innovations presented by the respondents.
- Needed to include a definition of disruptive innovation.

Future research

- Include focused interviews with nursing leaders.
- Refine the survey and distribute nationally.
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QUESTIONS?
References & Resources


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