

Abstract

AIM

- To ascertain the current number of Massachusetts (MA) nurse faculty
- Determine intentions to remain teaching
- Identify MA nurse faculty academic preparations

BACKGROUND

- A national shortage of nursing faculty exists
- Identifying the current number of nursing faculty in MA may assist in developing workforce initiatives

METHODS

- With IRB approval in 3/2020, a 13-question web-based survey was sent to all MA nurse faculty
- The sample frame emanated from MA BORN database
- All faculty teach at BORN approved nursing schools at the ADN or BSN level

RESULTS

- 280 responses, 73.2% identified as full-time faculty
- Findings show an aging nursing faculty with plans to stay in their role an average of ten more years
- 40% have a doctoral level degree, with only 20% attaining the Nurse Educator CNE certification

IMPLICATIONS

- The MA faculty are aging creating an unprecedented shortage
- Many will leave teaching in 10 years
- Workforce development initiatives for MA faculty recruitment and retention need to be underway now
- Special attention needs to ensure MA faculty are qualified to teach; i.e. CNE initiatives

Outcomes

Following a review of this poster the learner should be able to:

- Assess faculty teaching intentions
- Identify the need to develop MA nurse faculty
- Encourage initiatives that strengthen nurse faculty academic preparedness

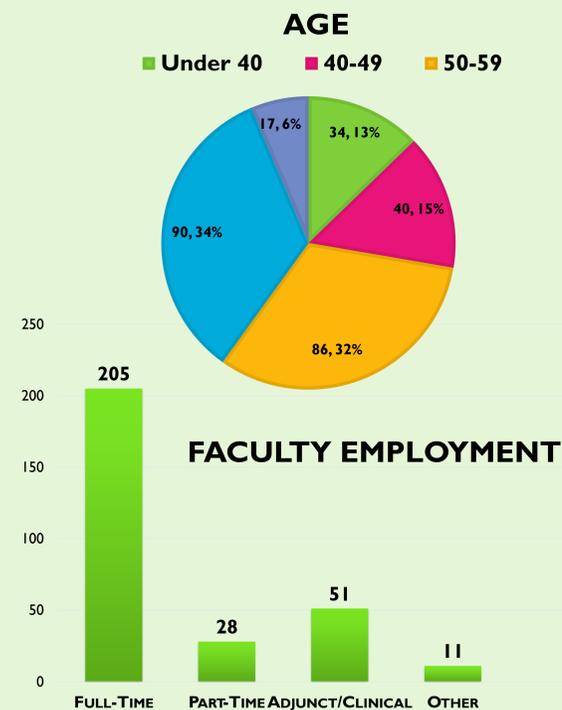
Review of Literature

- U.S. nursing schools turned away more than 75,000 qualified applicants from baccalaureate and graduate nursing programs in 2018 (AACN)
- One of the reasons for this was the shortage of faculty
- The Massachusetts Action Coalition (now defunct due to budget constraints – with few agencies working on) was formed to advance future nursing initiatives for the nursing faculty shortage in Massachusetts
- The goal is to create a more highly educated, diverse nursing workforce

Methods

- Online descriptive, cross-sectional survey
- Recruitment of faculty in ADN and BSN degree nursing programs via convenience sampling through professional organizations in Massachusetts
- IRB approval was attained on 3/2020
- Electronic administration of 13-item survey due to ease of delivery for participants
- Survey link and recruitment letter made available to administrator at nursing programs and via social media sites for statewide associate and baccalaureate organizations

Results

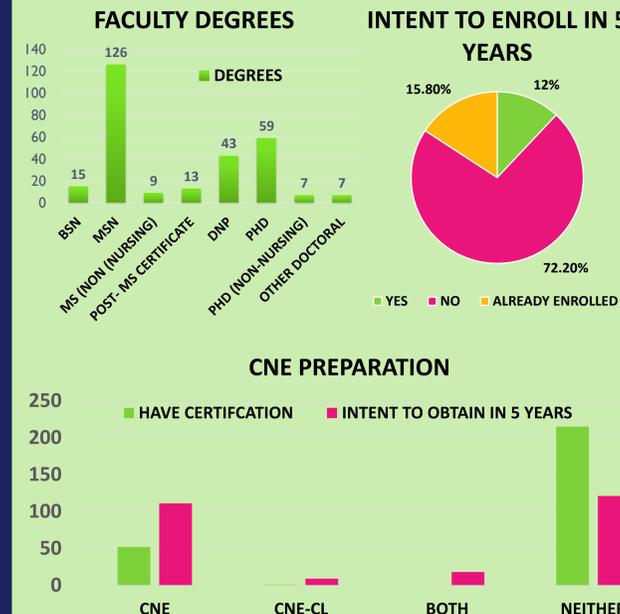


- 280 Massachusetts faculty responses
- 73.2% of these respondents were full time faculty
- Mean age was 55 years with an age range of 26-80 years and 78.4% had 20 years or more in nursing
- Median age of nursing faculty in Massachusetts is currently 57 years old
- Of those respondents, 64% plan to leave the nursing faculty role within 10 years
- Faculty were teaching in different types of programs: Associates (22%), Bachelors (37.5%) with 16.4% teaching in more than one program
- 34 of the 280 respondents (12%) were under 40 years old. 38% are 60+ years of age

Advanced Degree & Certification

IMPORTANCE

- Nursing school accrediting bodies and the MA BORN recommend that nursing faculty have terminal degrees to advance their knowledge to teach nursing students
- Encouraging faculty that advanced degrees and certification should be a top priority
- Terminal degree status does not assure required course preparation for the nurse teaching role (McNelis, 2019)
- CNE certification demonstrates professionals have been taught how to teach and how to educate their students on how to learn



RESULTS

- 5% of the faculty were BSN, 45% of the faculty were MSN prepared, and 36.5% had nursing DNP or PhD
- Only 12% of the faculty surveyed had plans to enroll in an advanced degree program in the next five years
- 15.8% were already enrolled in a degree program
- Only 20% of the faculty surveyed held the CNE certification
- Of those that did not hold current CNE certification, 42% planned on attaining it in the next five years

IMPLICATION

- Advanced degree initiatives will ensure faculty education and allow students to learn by example
- A Massachusetts state-funded initiative could be used to make CNE certification a reality for all nurse faculty
- Obtaining CNE certification can ensure our workforce of nurse educators has the proper training to prepare the next generation of nurses

Discussion

- Past studies have analyzed the aging workforce for nursing education
- Full-time faculty aged 60 and older increased from 17.9% in 2006 to 30.7% in 2015 (Fang, 2017)
- Roughly one third of total faculty in 2015 will be retiring by 2025
- There is limited time to recruit new faculty to these roles
- Bond (2017) surveyed BSN nursing students regarding their intent for a future nursing faculty role, and 25% stated they intend to pursue a faculty role in nursing education
- Strategies are needed to encourage this intention with knowledge and teaching experiences to enhance the nursing workforce
- Younger faculty need time to learn from seasoned faculty who will soon retire from their nurse faculty role

Implications

- Urgency in needed to implement any strategies or initiatives that are developed
- There is an aging nursing faculty in Massachusetts
- Nursing faculty on average intend on leaving their position in the next ten years
- Future strategies need to be implemented with urgency to develop the nurse faculty workforce
- Support is needed for nurse educators
- Encouragement is lacking for advanced academic preparedness
- Initiatives are needed to strengthen faculty expertise
- There is lack of intention for advanced education from current nurse faculty requiring more investigation
- Standardized training for nursing faculty is needed to ensure quality education for nursing students
- A larger, more advanced study is needed to adequately assess the needs of the nurse faculty in Massachusetts

Next Steps

- Identify key nursing faculty who plan to retire in the next few years
- Ask them to serve as mentors for new nurse faculty
- Streamline orientation and education programs for new programs to help facilitate role transition

References upon request
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