Nursing Faculty Shortage: One NJ Nursing Education Collaborative’s Solution

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NJ Nursing Convention March 31, 2011
Atlantic City NJ

Learning Objectives

• Understand the factors contributing to the nursing faculty shortage
• Identify current national and regional strategies
• Discuss the NJ Nursing Education Collaborative and future implications

Nursing Faculty Shortage

• External factors
  – Future of health care and demand for nurses
  – Retirement of “baby boomers”
  – Faculty vacancy rate - 8.1%*
• Internal factors
  - Decreased educational preparation of faculty
  - Faculty Salary disparities
  - Increased expectations of the academic role

* AACN, Nursing Faculty Shortage Fact Sheet - 2005
National and Regional solutions

• National
  – Federal Nursing Faculty Repayment Loans
  – Nurses for a Healthier Tomorrow
• Private
  – AACN Scholars Program
  – RWJF Faculty Scholars Program
• Other
  – Nurse educator certificate programs
  – MSN nurse educator programs

Robert Wood Johnson Foundation
NJ Nursing Initiative Faculty Preparation Program

Purpose
To cultivate a cadre of masters prepared nurses who are prepared to teach in New Jersey based nursing programs and are committed to pursue a career in New Jersey nursing education

NJ Nursing Initiative Educational Competencies

1. Knowledge of curriculum development principles
2. Develop and evaluate curriculum, select appropriate learning activities and clinical teaching
3. Create a learning environment that facilitates socialization to the nursing and faculty role
**NJ Nursing Initiative Educational Competencies**

4. Develop creative teaching learning strategies, appropriate to the setting and sensitive to the learning needs of diverse student populations

5. Use evidence based tools and measure to evaluate the learner’s cognitive, psychomotor, and affective learning.

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**NJ Nursing Education Collaborative (NJNEC)**

Kean University- Union, NJ  
Minnie Campbell, DNSc, RN  
Richard Stockton College, Pomona, NJ  
Michelle Sabatini, PhD, APN  
The College of New Jersey, Ewing, NJ  
Leslie Rice, PhD., APN  
William Paterson University, Wayne, NJ  
Claire Donaghy, PhD., APN  

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**NJNEC Curriculum model**

- Scholars are enrolled in advanced practice programs (adult, family nurse practitioner and public health nursing)
- Three graduate education courses (9 credits) include curriculum development, classroom teaching strategies and clinical teaching strategies
**Faculty Socialization Activities**

- State wide- RWJF  
  - Collaborative Learning Communities  
  - Semi Annual meetings
- NJNEC  
  - Faculty mentoring, coaching, & advising  
    - Attendance/participation in:  
      - State/national nursing conferences  
      - Nursing faculty and curriculum meetings  
      - College/university meetings

**Faculty Socialization Activities**

- Teaching workshops e.g. Blackboard online institute, simulation training sessions, etc  
- Student teaching in classroom and clinical  
- Development of teaching plans and tests  
- Nursing Education Grand Rounds  
- Use of Teaching portfolios  
  - Scholarship  
  - Teaching  
  - Service

**Formative Evaluation Results**

- Fourteen scholars are progressing well in full-time course work and engaged in faculty socialization activities  
- Eight scholars will be graduating May/August 2011 and interested in a faculty position  
- Three scholars are presenting posters at the NJ Nursing Convention  
- Two scholars will be presenting a poster at the ANA Ethics Conference in June