INTRODUCTION

Adjunct clinical faculty growth by 422.1% between 1970 and 2003 (Eaton & Kezar, 2014).

It is expected by 2040 the percentage of tenured faculty will be below ten percent of all faculty employed in higher education (Schaprio, 2015).

Public and political demand for a quality education that provides learning opportunities of an acceptable quality for students (El Hassan, 2013)

With the dramatic increase in the use of adjunct clinical faculty, it is critical to understand how they are being evaluated and how that information is being utilized as it related to maintaining quality assurance.

RESEARCH QUESTIONS

How do undergraduate nursing program administrators evaluate adjunct clinical faculty?

How do administrators of undergraduate nursing programs utilize the data obtained from adjunct clinical faculty evaluations?

RESEARCH DESIGN

Exploratory Descriptive

Survey followed by interviews with administrators of undergraduate baccalaureate programs with Middles States Commission on Higher Education and Commission on Collegiate Nursing Education accreditation.

RESULTS

Student evaluations were identified as the most common method of evaluation with 92% of administrators using this method. The second most identified method, reported by 53.85% of administrators, was evaluation by the course coordinator or course faculty.

The review process identified by most administrators included a member of the division, such as the director, course coordinator or faculty committee, reviewing the evaluations.

The primary responses included sending a letter to the adjunct (6), meeting the adjunct (15) or providing online access (3) to the results in order to inform the adjunct clinical faculty member of their evaluation results.

THEMES

Inconsistent Process
“Participant rate (STE) is very low, under 50%...we can’t use the data it may not be reliable”
“We went to computerized evaluations, some of them (clinical sites) are reluctant to do them”

Red Flag
“Some incident takes place on the clinical site that warrants or that puts red flags up in regards to what that person has actually been doing”

Decision Tree
“Don’t hire them back”
“If I determine it is an issue with an adjunct clinical faculty, I may not be able to bring them back”
“We may not use that faculty member again”.

RECOMMENDATION FOR PRACTICE

Development of a comprehensive approach for the evaluation of adjunct clinical faculty.

Include clinical site administrator as a component of the evaluation.