

Faculty Retention and the Workforce: A Panel Discussion



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Nursing Educators and Administrators Attrition Study

Presented by: Ada Woo PhD, VP – Innovative Learning Sciences
Kristen Shockley PhD- lead PI

2023 ATI Nursing Education Summit

Shockley, K. (2022). *Nursing Educators and Administrators Attrition Study: Phase 2 Results*. Unpublished data.

PROBLEM STATEMENT

What are the key pain points driving nursing faculty and administrator attrition?

- Multi-phase study
 - Phase 1: Interviews with 18 ATI employees that were previously in nursing educator or administrator roles. We content coded these interviews and recorded common themes.
 - Phase 2: Determine if the findings from Phase 1 generalize to a broader sample, using quantitative metrics (survey).

PHASE 2 METHODOLOGY

SAMPLE

- Contacted distribution list of Ascend clients who were likely to meet the study criteria (currently in a nursing faculty or administrator role)
- **1163** people completed at least some of the survey questions.

ROLE INFORMATION

31.6% administrators (386)

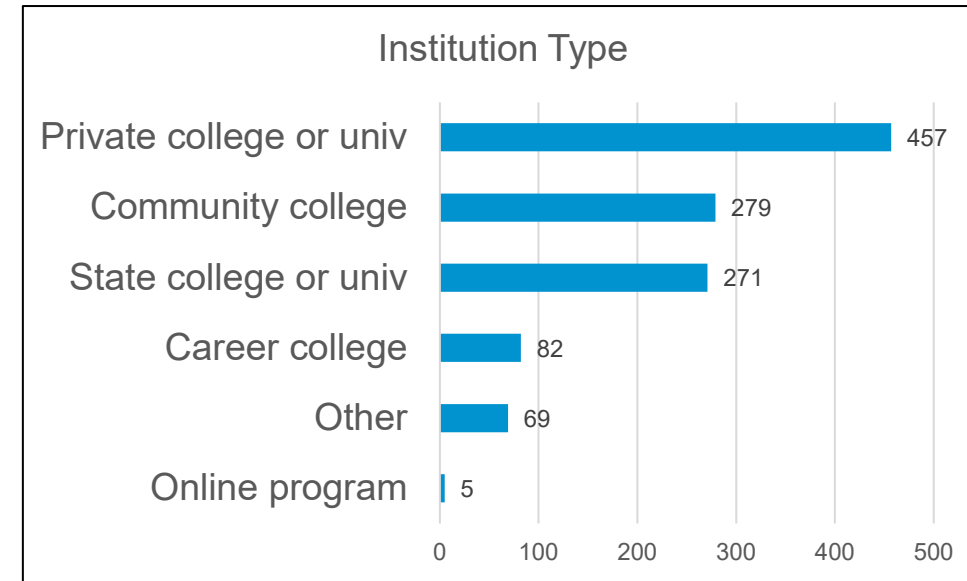
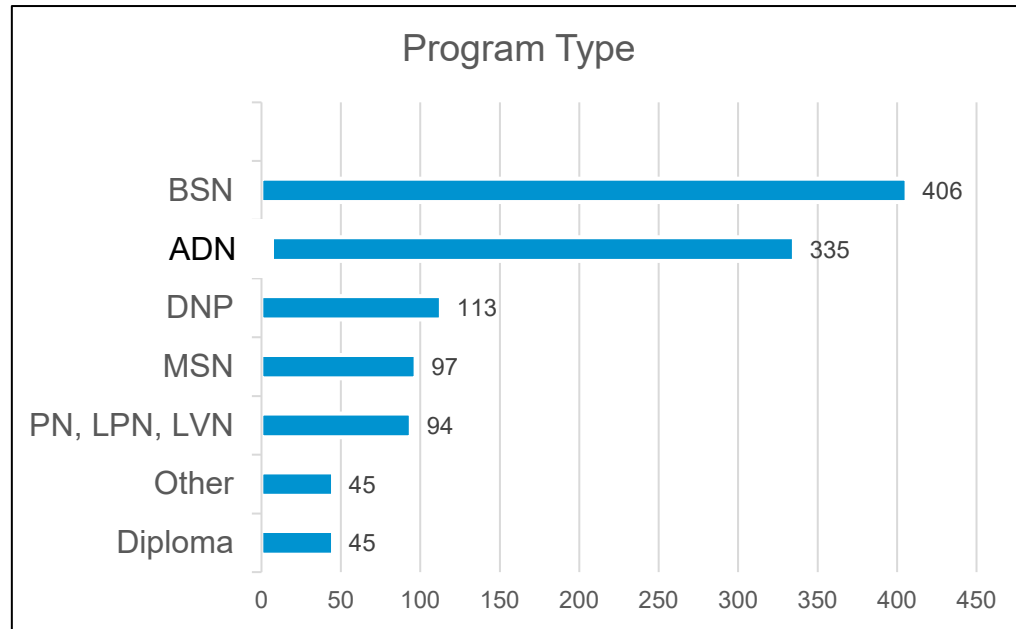
68.4% faculty (795)

26.7% tenure track

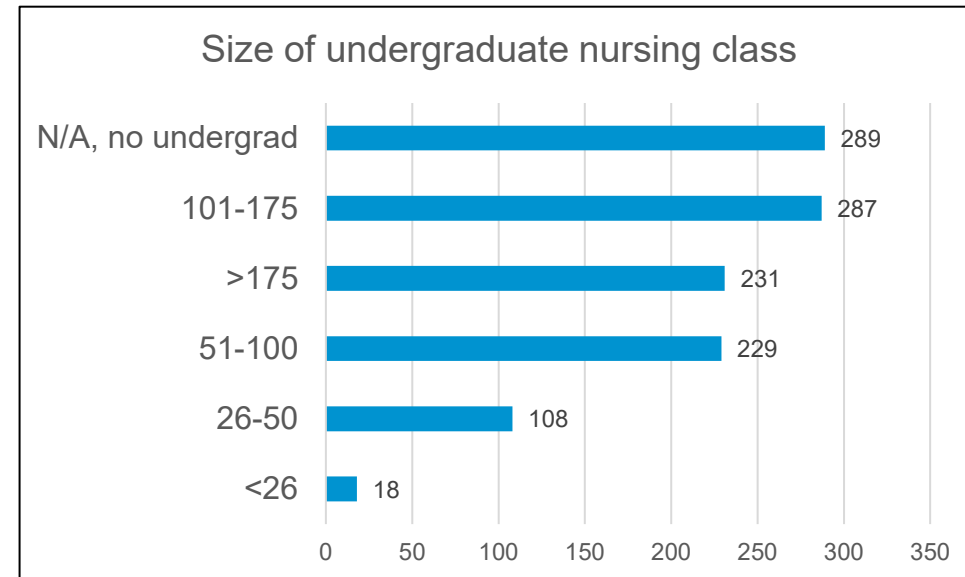
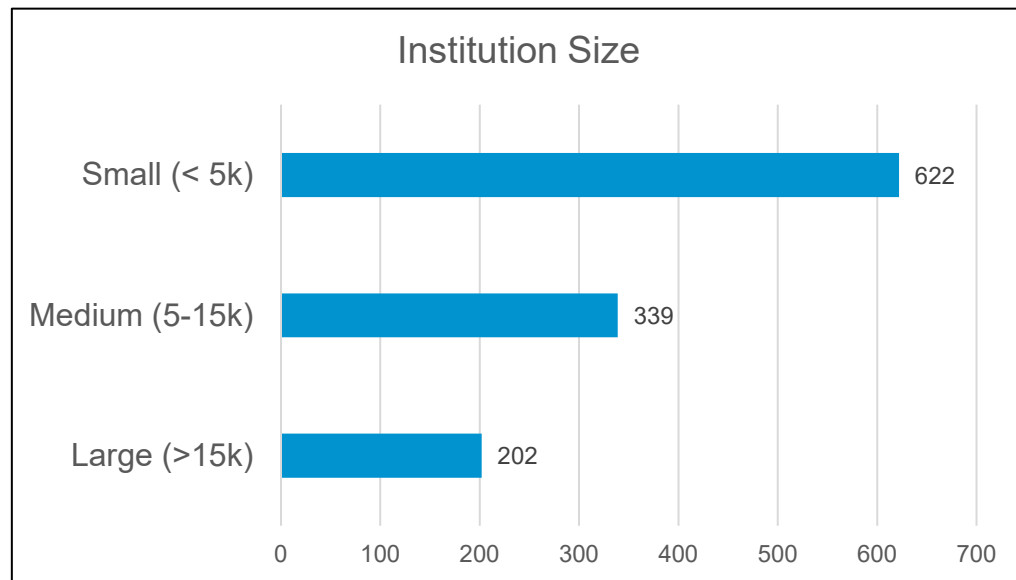
**Most (82.3% and 80.8%) have no or little
research and grant requirements**

Average tenure at institution is 6.7 years

SAMPLE INFORMATION



68.1% non-profit



METHODOLOGY: CHECKLIST QUESTIONS

Two Steps:

- Participants first viewed a checklist of the pain points listed previously and were told:

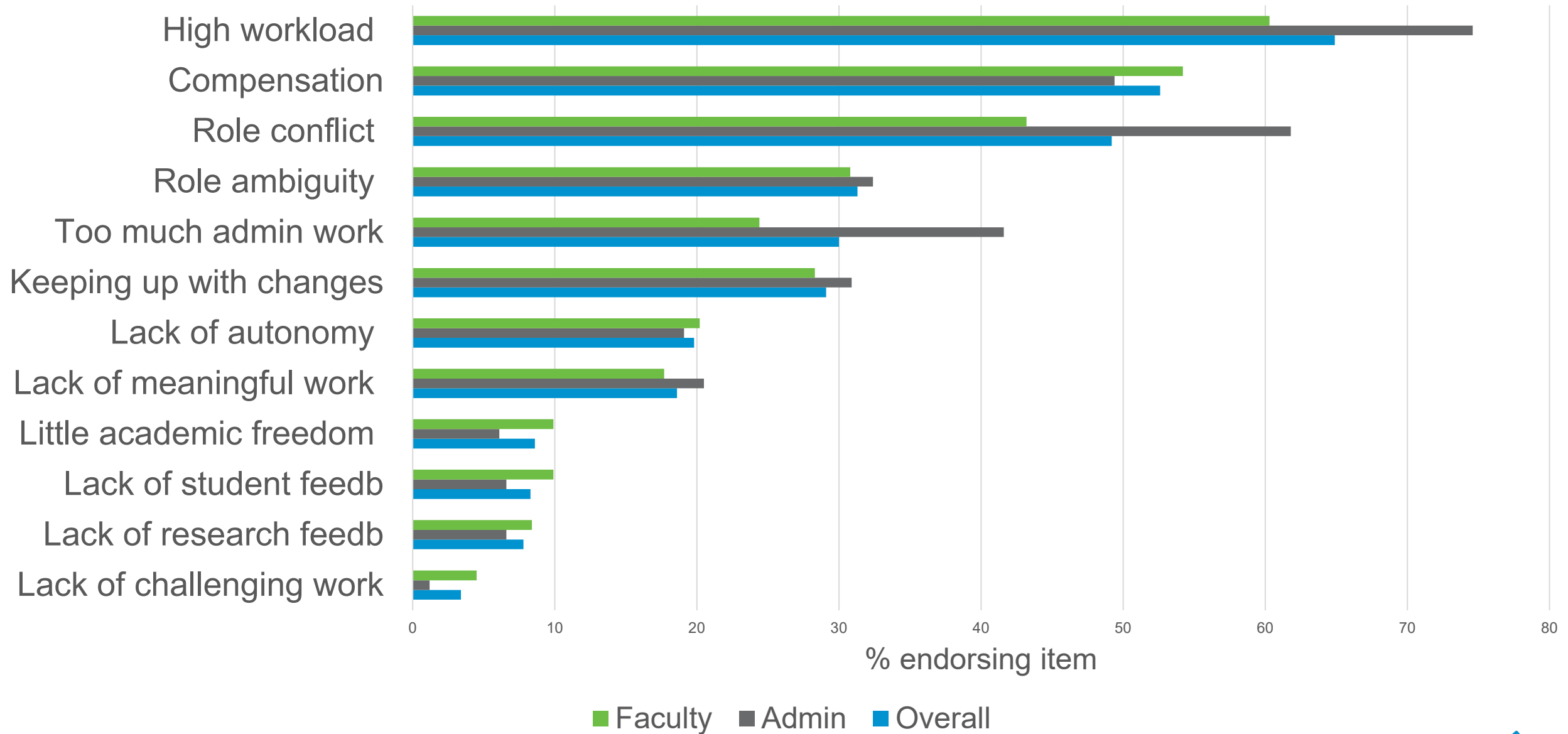
“Below are lists of factors that past research has shown contribute to people's frustrations in their jobs. This is both in general research and research specific to nursing faculty and administrators. Please select anything on these lists that has been a stressor or struggle for you in your current role.”

- Then for those that they selected, they were shown additional measures that aimed to examine the extent to which they experiences those stressors. These were rated on a 5-point Likert scale (strongly disagree to strongly agree)

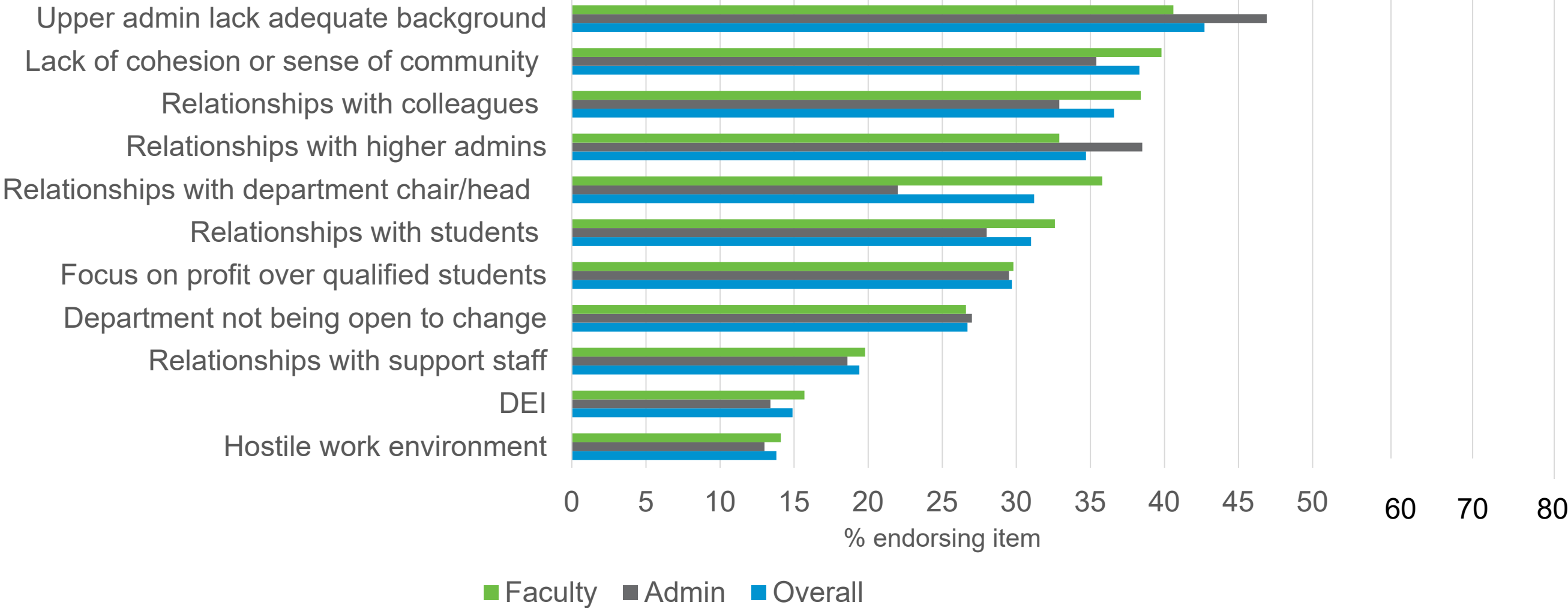
Examples:

- For role conflict: “I receive incompatible requests from 2 or more people.”
- For training, “I was sufficiently trained for my role as a faculty administrator.”

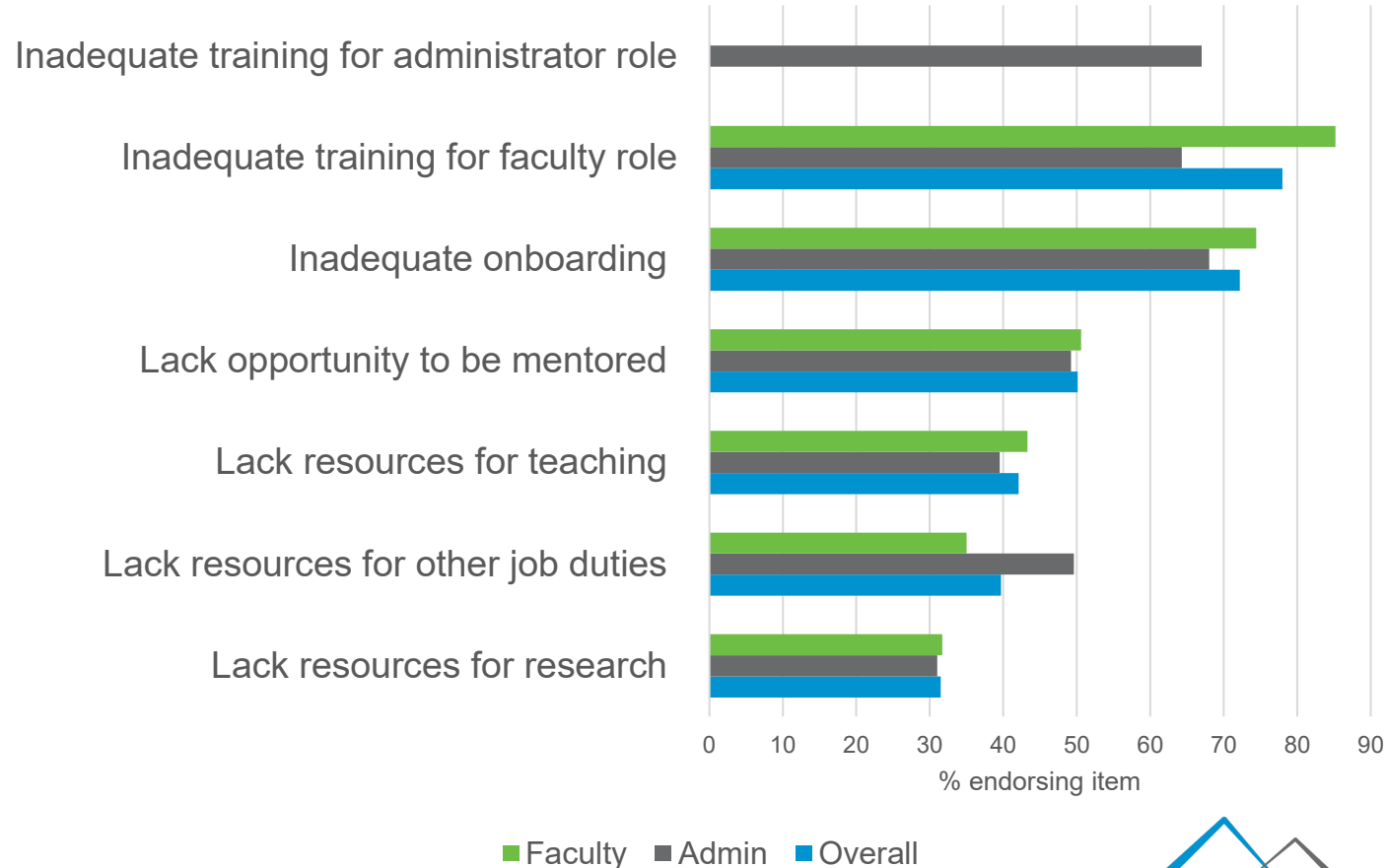
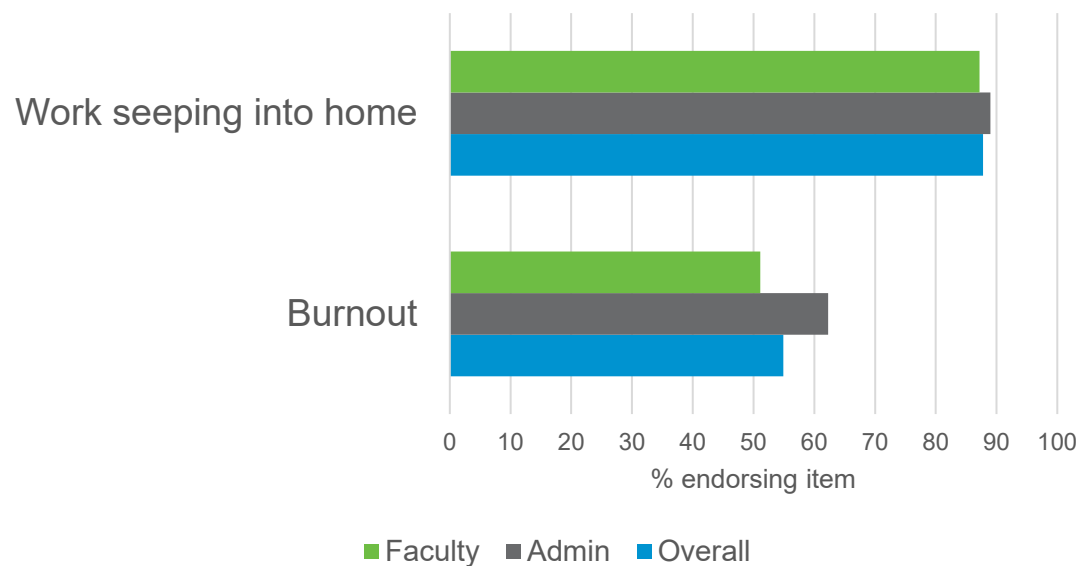
RESULTS: ASPECTS OF THE WORK ITSELF



RESULTS: RELATIONSHIPS AT WORK

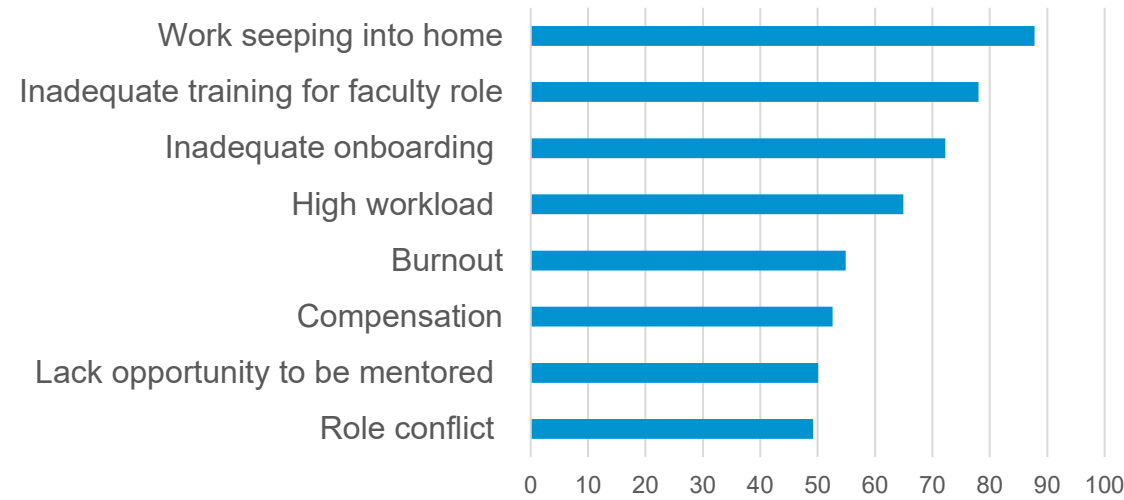


RESULTS: WELL-BEING, RESOURCES, AND TRAINING

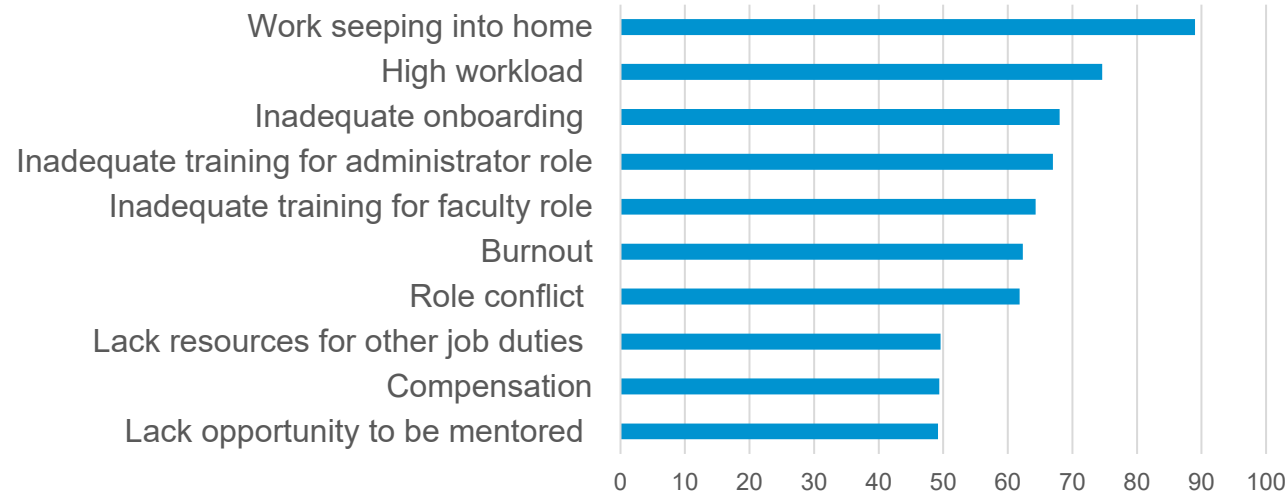


HIGHEST ENDORSED ITEMS ACROSS CATEGORIES

Overall



Administrators



Faculty

