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USPHS Scientific
Training
Symposium

Challenges in Nursing Education Leadership

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Faculty Challenges

- Nursing Shortage = Faculty Shortage
 - Pipeline issues (educational preparation)

- Current Faculty
 - Aging; Feeling overworked & underpaid
 - Clinically outdated
 - Fewer full-time; More part-time
 - In California ratio approximately 1:3
 - Faculty engagement



Faculty Challenges, cont.

- Quality in pre-licensure education
 - Knowledge and practice currency (clinical relevance, EHRs, agency policies, procedures etc)
 - Everyone wants to teach non-clinical or preceptored courses eg. research, leadership,
- Educational strategies
 - IT challenges; teaching-learning models changing; academic policies/procedures



Distributive Learning Technologies

Preparing Faculty, Environment, Budget for:

- Learners at a Distance
 - Interactive TV
 - Online strategies (voice over ppt; learning objects etc)
- You-Tube broadcasts
- Podcasting; clinical IPODs
- High-fidelity simulation



Clinical Challenges

■ Fewer Clinical Placement Opportunities

- More students = more demand
- Evening-Weekend rotations
- Preceptor-Unit Fatigue
- Consortia to manage placements

■ Restrictions on practice

- EHRs; Pyxis etc. Joint Commission visit = sudden student ban
- Graduates less prepared; Residency models needed post graduation



Curricular Expansion/Relevance

Staying Current & Relevant = Letting Go

- Cultural Competencies (bi-lingual; international experiences)
- Moving from Hospital to Community (NCLEX outcome impact)
- QSEN: Quality and Safety Education in Nursing
- Disaster Nursing/Global Health issues
- EBP; policy/political awareness



Classroom Environment

- Learners Different than Us
 - Not well prepared for level of coursework
 - Incivility in the classroom
 - Accountability and Responsibility demands
 - Multitasking in the classroom
 - 24 hour accessibility; emails
- Faculty c/o students = Faculty behavior



Student Challenges

- Diversity in Nursing
 - Language issues
 - Cultural issues
 - Men in nursing
- Generational Challenges
 - Student ethics; work ethics
- Employment Challenges
 - Nursing shortage long range; no jobs now



Ideas for Now and the Future

- Academic-Service Partnerships
 - Educational Preparation for Clinicians
 - Preceptor training
 - Educational certification programs
 - Clinical Practice for Educators
- Limiting student clinical rotations
 - Certain hospitals?/Certain specialties?
- Nurse Residency programs



Ideas for Now and the Future cont.

- Graduate preparation for the Nurse Educator role; Funding for EB Nursing Ed.
- Parity in Pay for nurse educators and educational preparation achieved; Recognition; Focus on the positives
- Succession planning for nursing education leaders/administrators

