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  - Clinically outdated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

- 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