

LeadNursingForward.org:

Addressing the Nurse Faculty Shortage by Connecting Aspiring Nurse Educators to Open Positions

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Educating Nurses for Maryland's Future



Introduction

LeadNursingForward.org provides access to open nursing education positions and related events and can serve as a model for others interested in expanding awareness of the need for nursing educators in academia and health care organizations.

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Purpose and Objectives

- The purpose of this research was to evaluate the searchable Career Portal on the LeadNursingForward.org website.
- Obj. 1: Describe the features of LeadNursingForward.org and the Career Portal
- Obj. 2: Discuss findings and recommendations from a beta test of the Career Portal.

Addressing the nursing faculty shortage-

www.leadnursingforward.org

- Informational features
 - Facts and figures about the nursing and nurse educator shortage
 - Career paths – academic vs hospital/healthcare organization
 - Video interviews with current nurse educators
 - Resources
 - Becoming a registered nurse
 - Advancing your education
 - Funding
 - Applying for graduate school
 - Applying for educator positions
 - Certifications
 - Mentorship
- Searchable career portal
 - Job postings-educator positions in schools and healthcare organizations
 - Degree and certificate programs
 - Continuing education events
 - Preceptor opportunities



Beta Test: Evaluate the Career Portal Features

Methods:

- 18-item anonymous web-based survey
 - Likert-scale and open-ended questions
 - Questions on navigation and functionality, visual appeal, clarity of information and purpose
- IRB approval
- Recruitment of review panel
 - Contributors: Maryland nursing program and hospital administrators
 - Users: Hal and Jo Cohen Scholarship recipients from two universities
- Data collection completed July 2019

Findings:

- Contributors n = 5/19; response rate 26%
- Users n= 12/35; response rate 34%
- All contributors agreed/strongly agreed that Career Portal was attractive and useful
- Most users agreed/strongly agreed (15/17) that it was easy to sign up and locate job postings.
- Two users found it difficult/extremely difficult to sign up and locate job postings
- Overall feedback was favorable; users liked that it was free, easy to use, visually appealing, helpful, and a stated that it was a necessary resource. Contributors questioned how outdated job/event postings would be removed. Users also desired clearer information related to compensation, appointment length, and types of organizations.

Conclusion

The nursing faculty shortage will persist throughout the next decade and is attributed to several factors including: the aging and impending retirement of a significant portion of the current faculty workforce, and non-competitive salaries (AACN, 2019; Fang & Kesten, 2017; National League for Nursing, 2018; Taylor & Gillespie, 2017). LeadNursingForward.org is addressing this shortage by connecting aspiring nurse educators to open positions.



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