



NYS FACULTY AND NURSING SCHOOL CAPACITY SURVEY FOR ACADEMIC YEAR 2016-2017: PRELIMINARY RESULTS

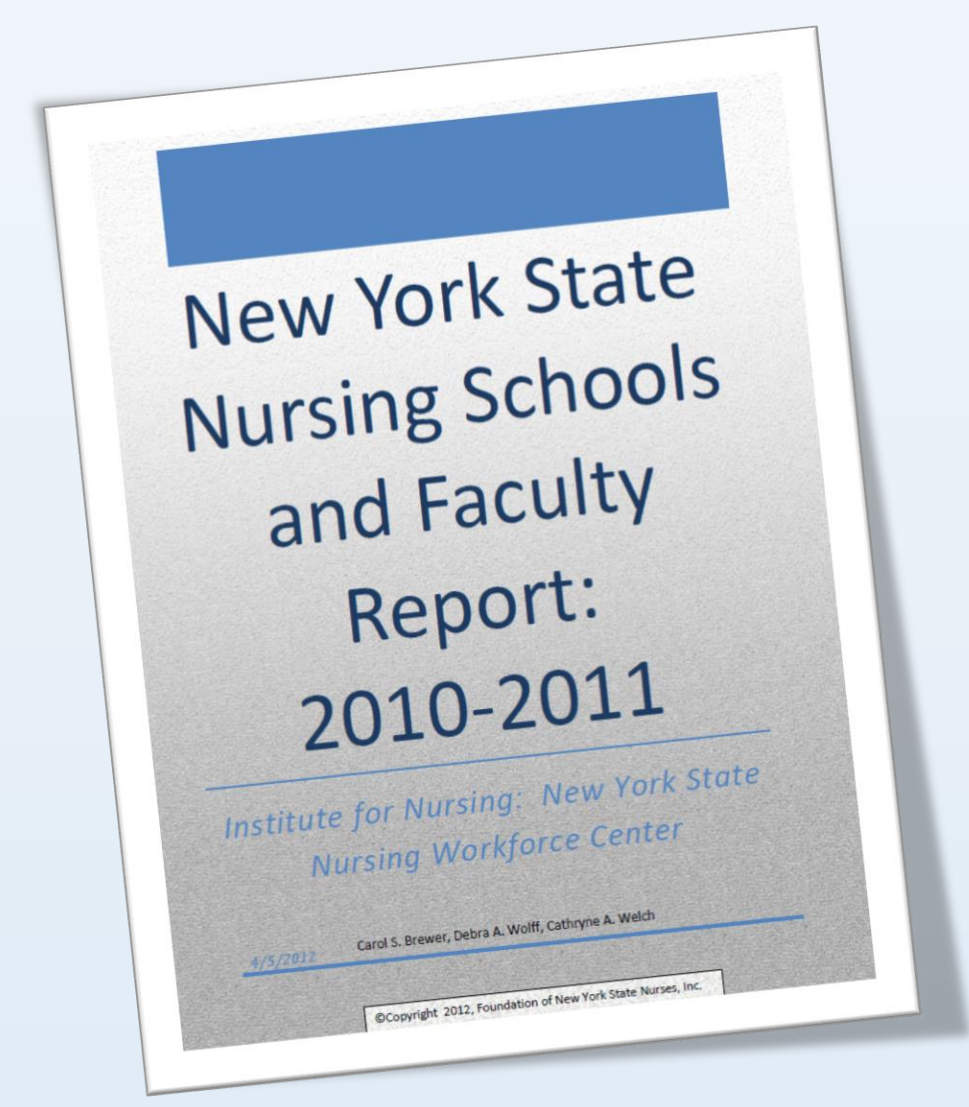
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Purpose

1. Present preliminary results from the New York State Faculty and Nursing School Capacity Survey for the academic year 2016-2017.
2. Discuss the implications for nursing related to the preliminary results from the New York State Faculty and Nursing School Capacity Survey.

Background

- Replication of New York State Nursing Schools & Faculty Report: 2010-2011
 - Survey data collected for academic year 2016-2017
 - Survey questions aligned with previous surveys
 - New areas of inquiry included online & hybrid programs
- Results provide detailed information about nursing faculty in New York State including:
 - Number of faculty by age, gender, race/ethnicity
 - Highest level of educational preparation
 - Tenure & full-time, part-time, or adjunct faculty status
 - Vacancies
 - Anticipated retirements
 - Recruitment strategies & approaches to vacancies



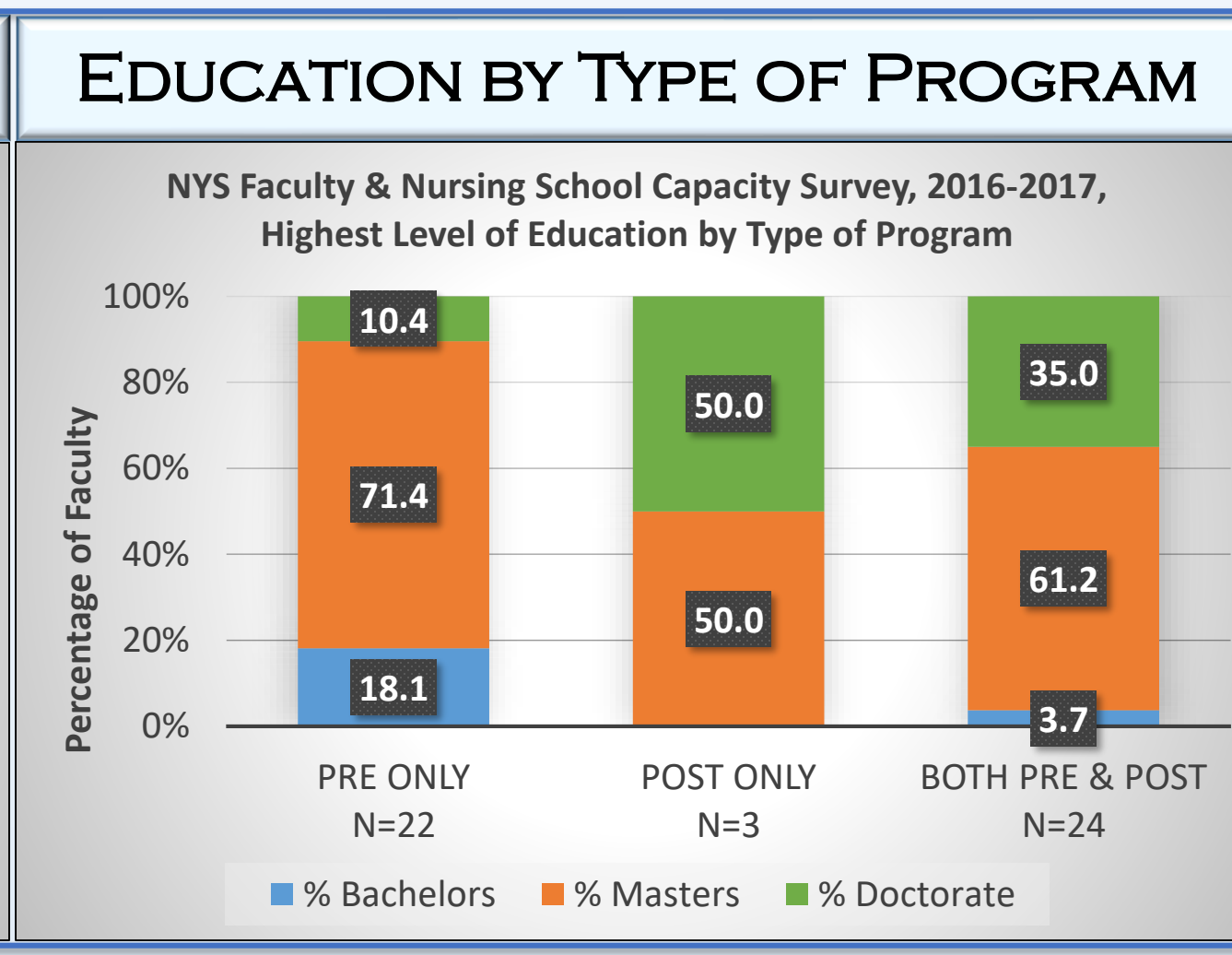
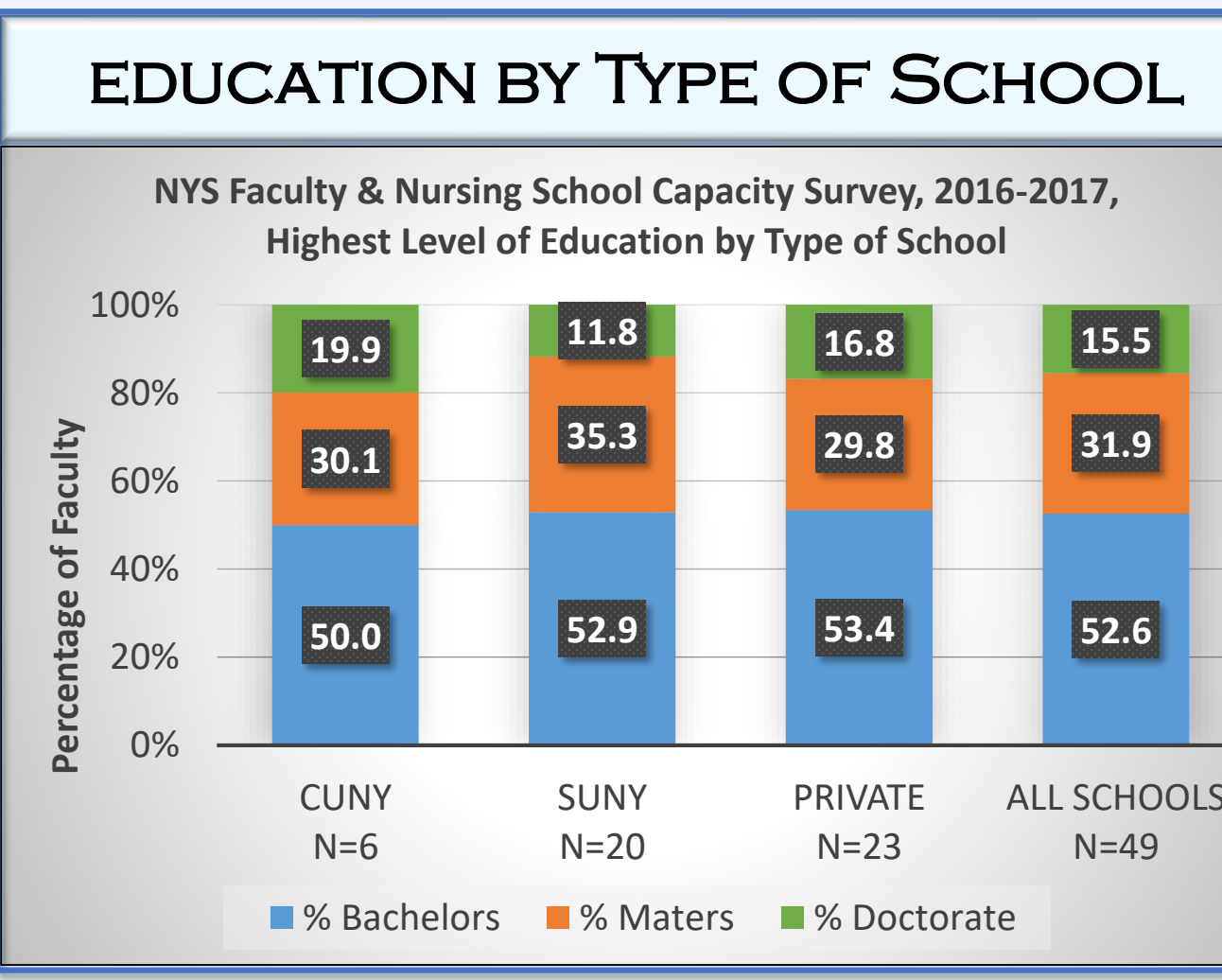
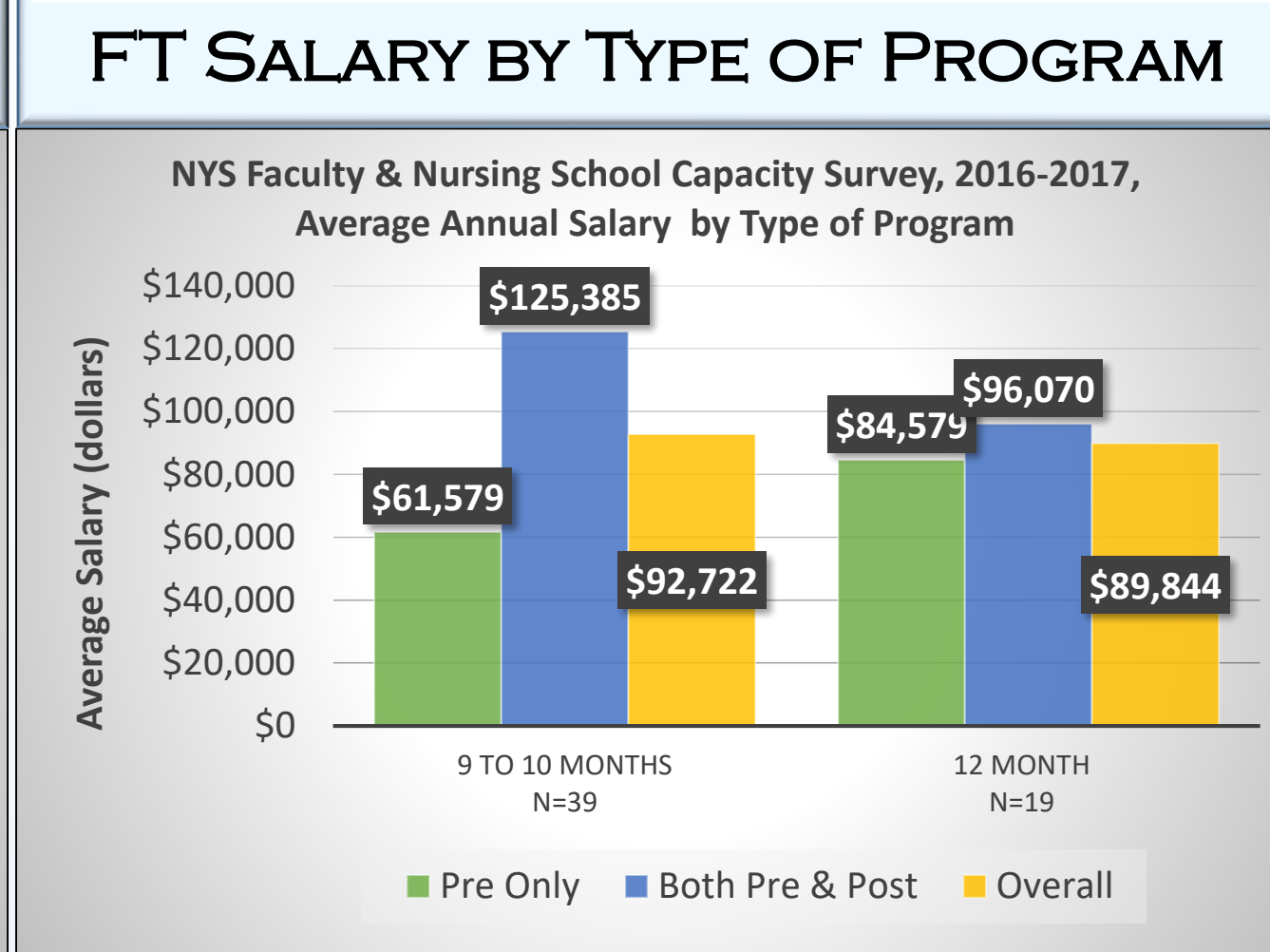
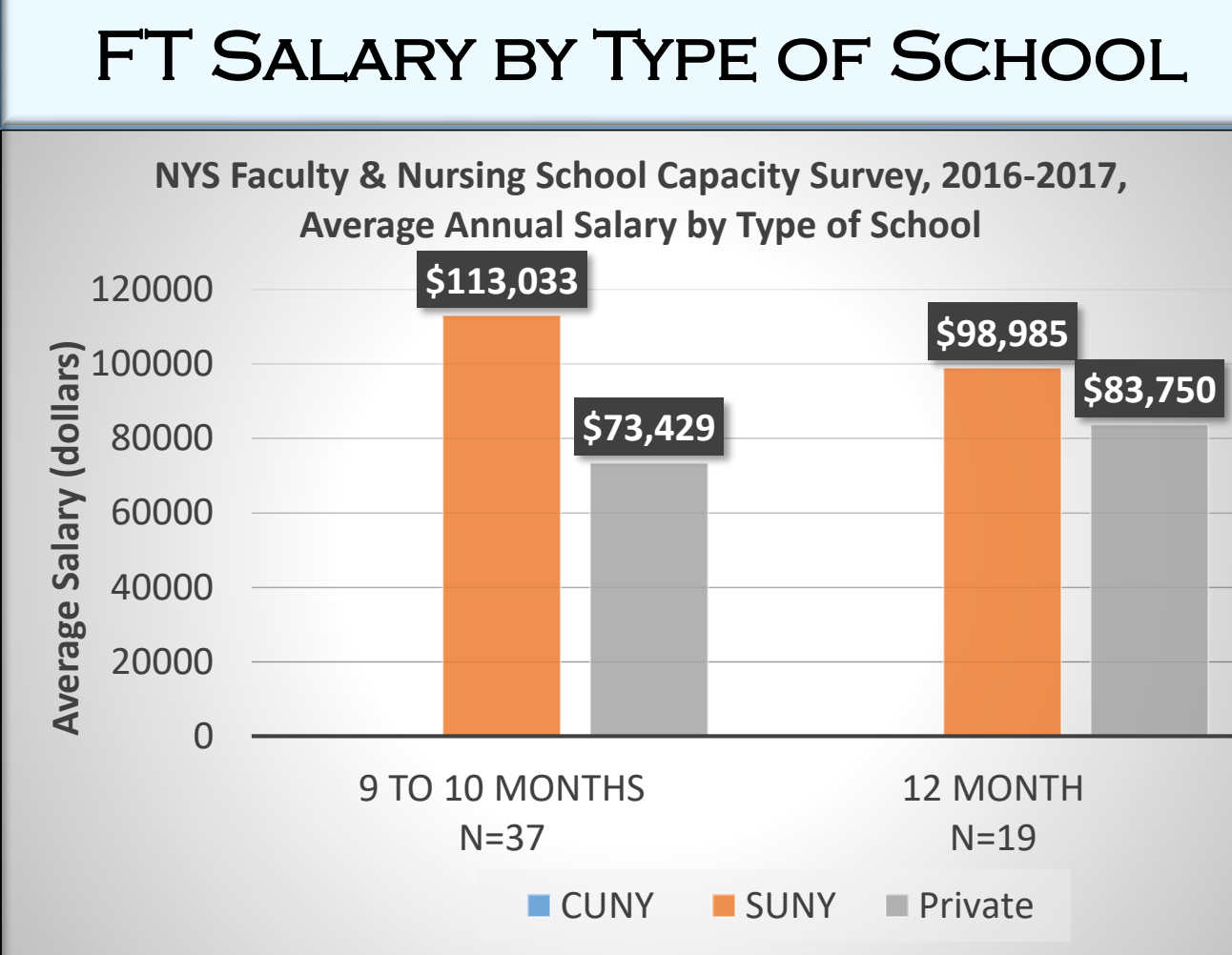
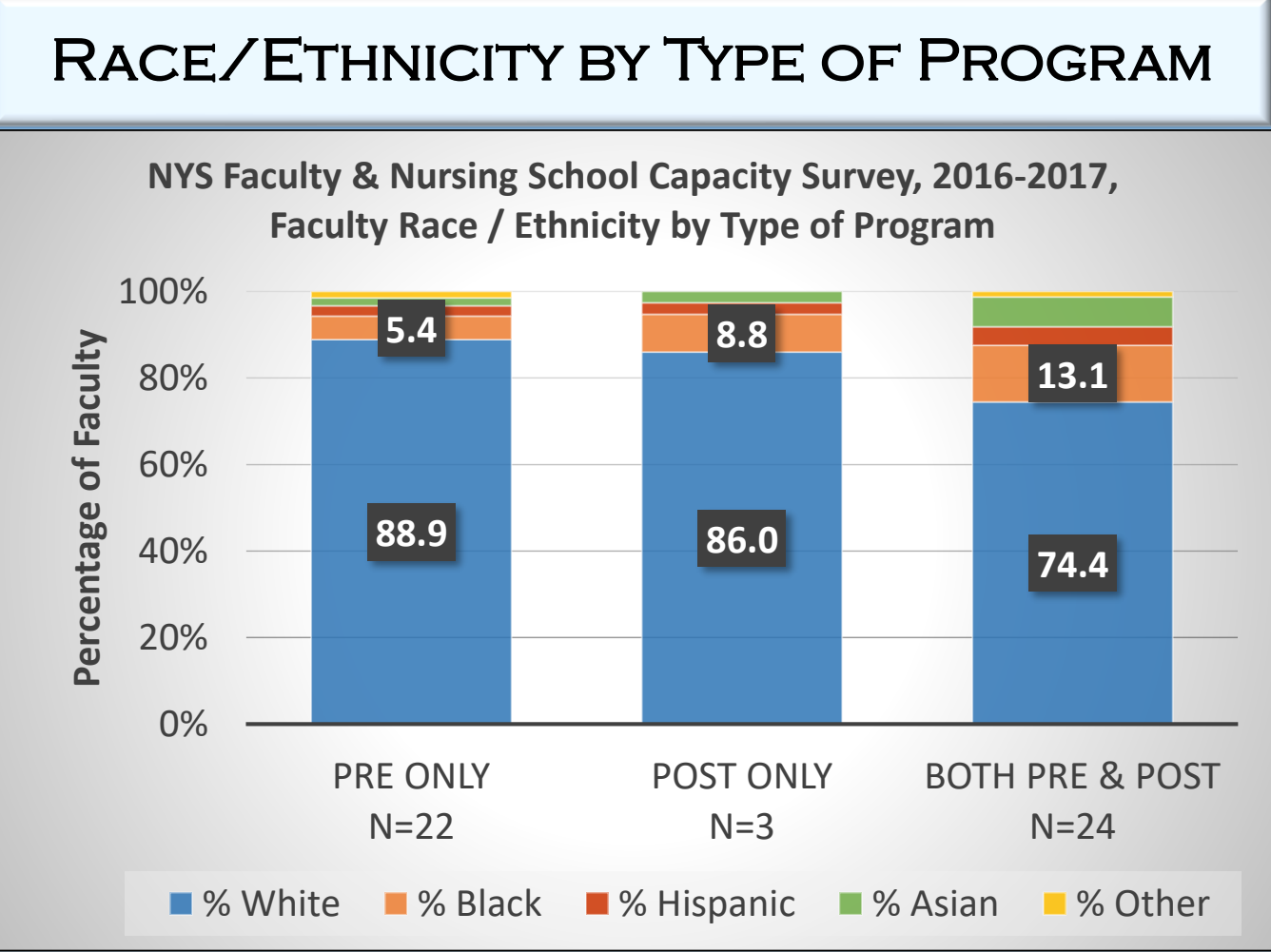
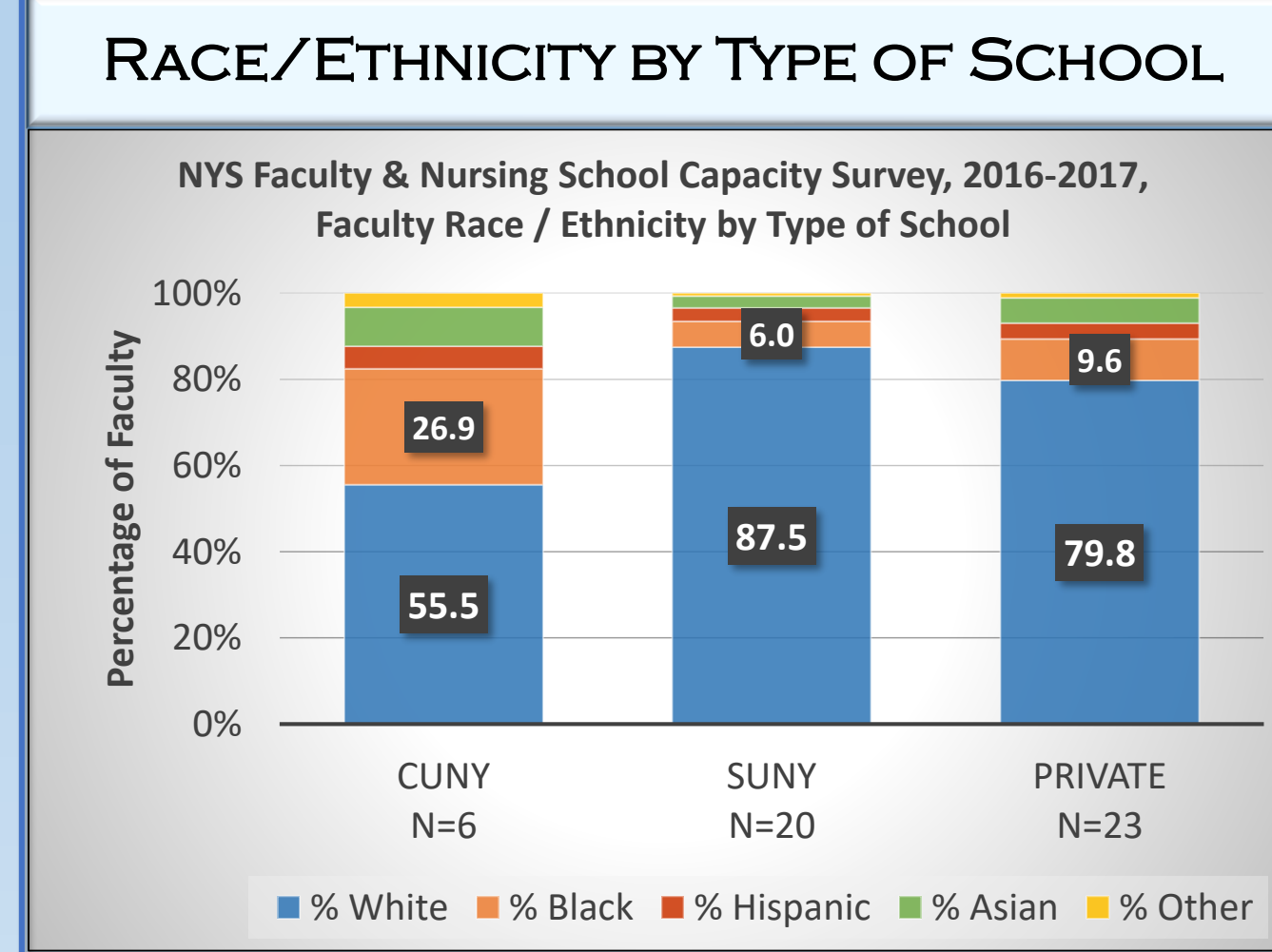
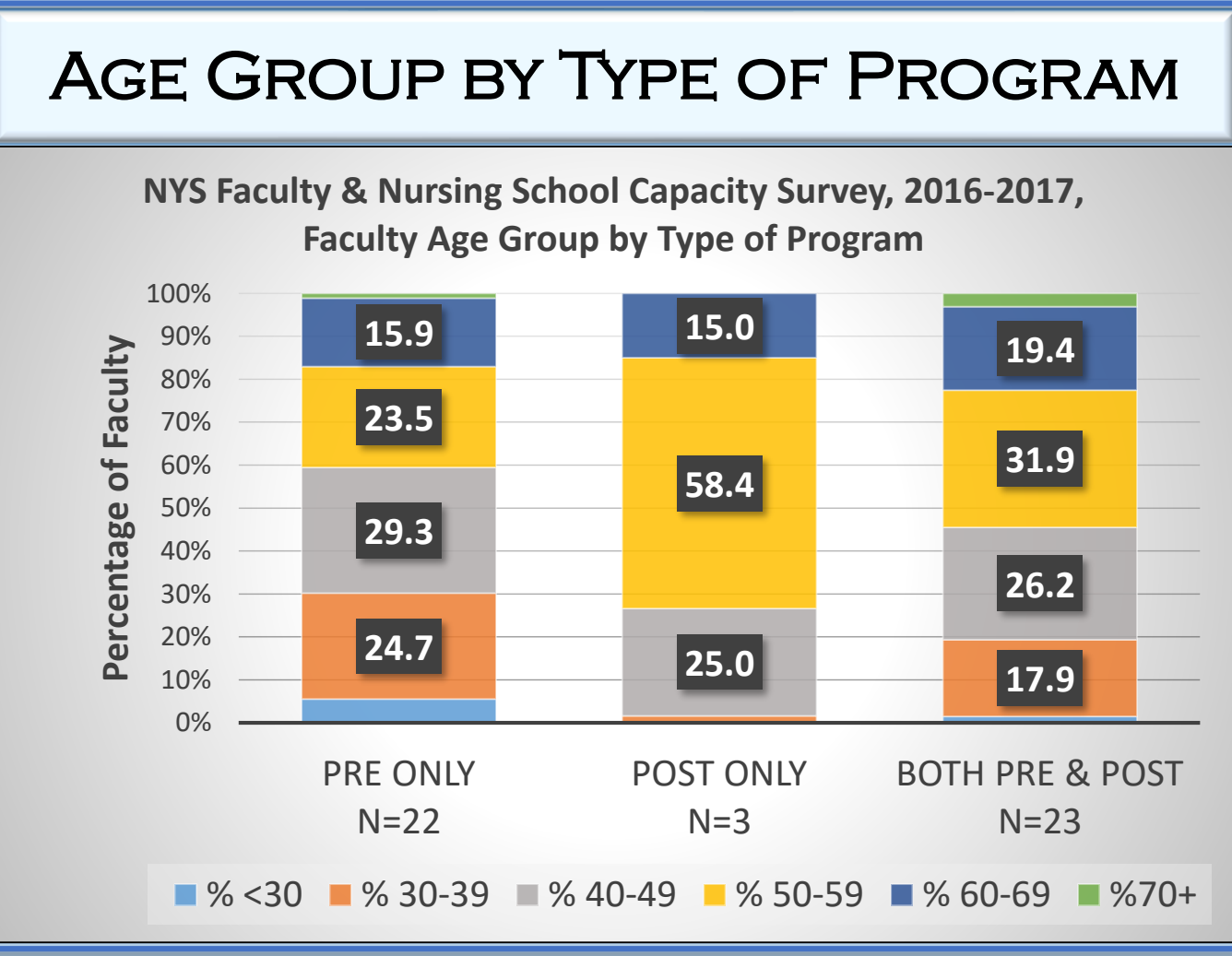
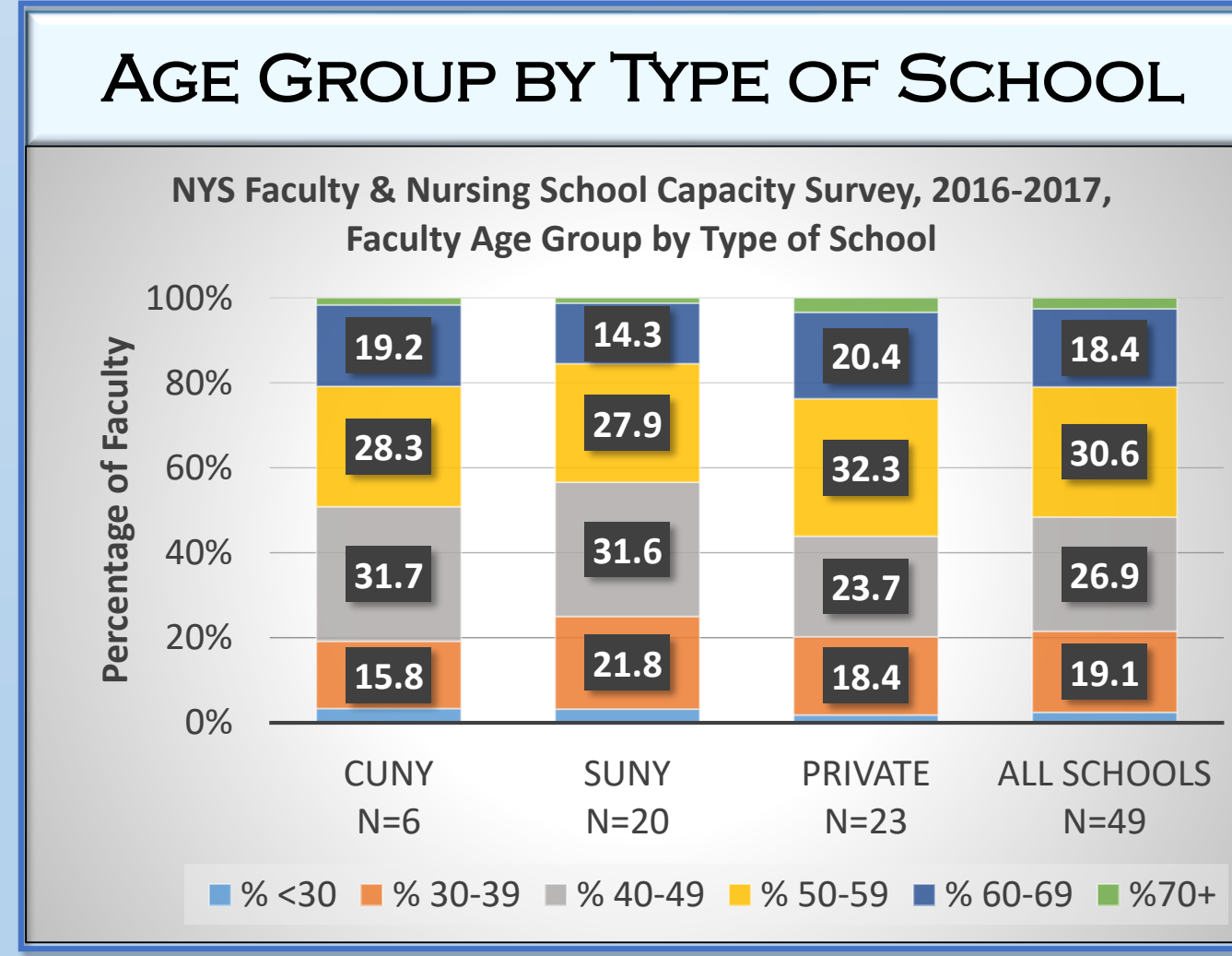
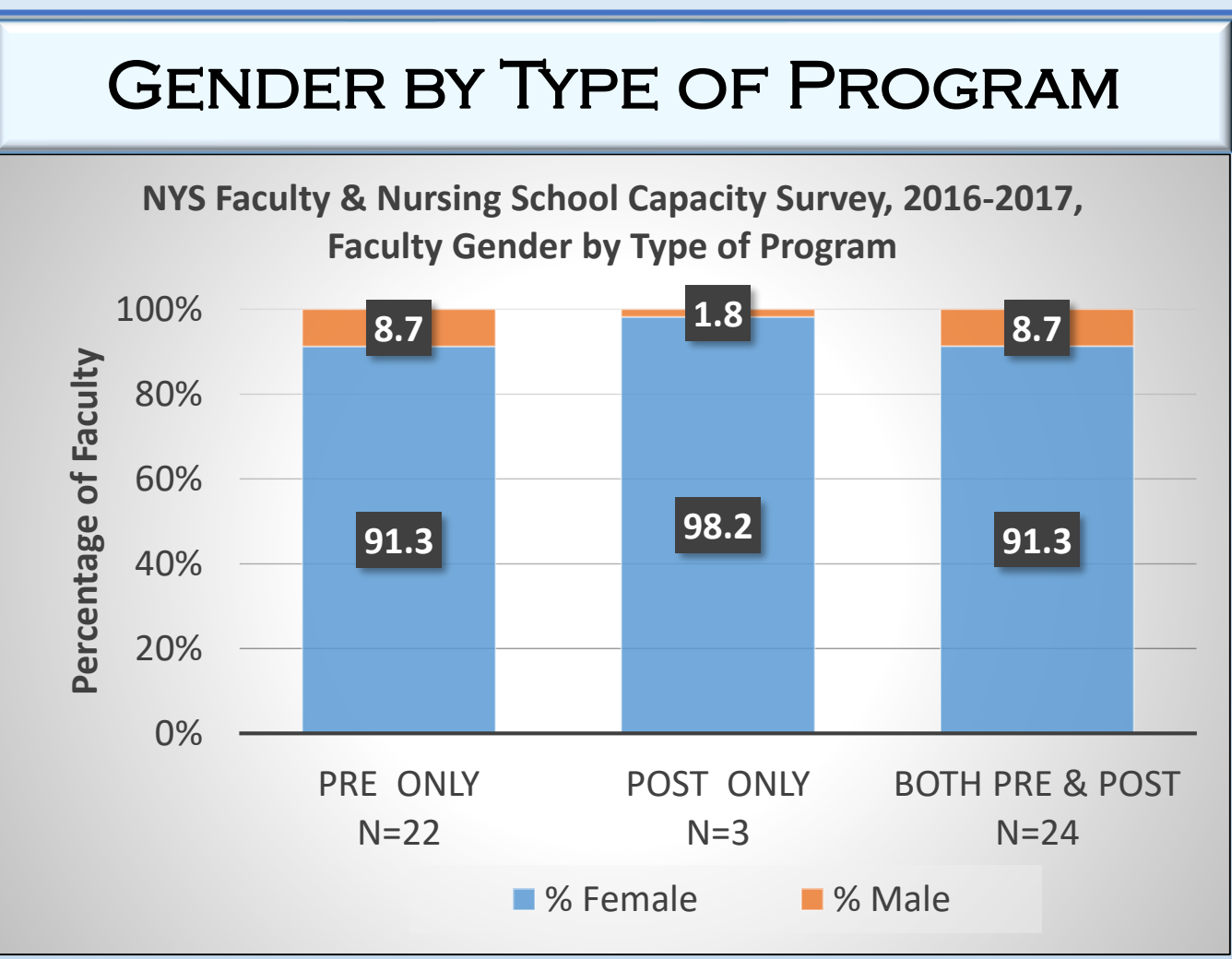
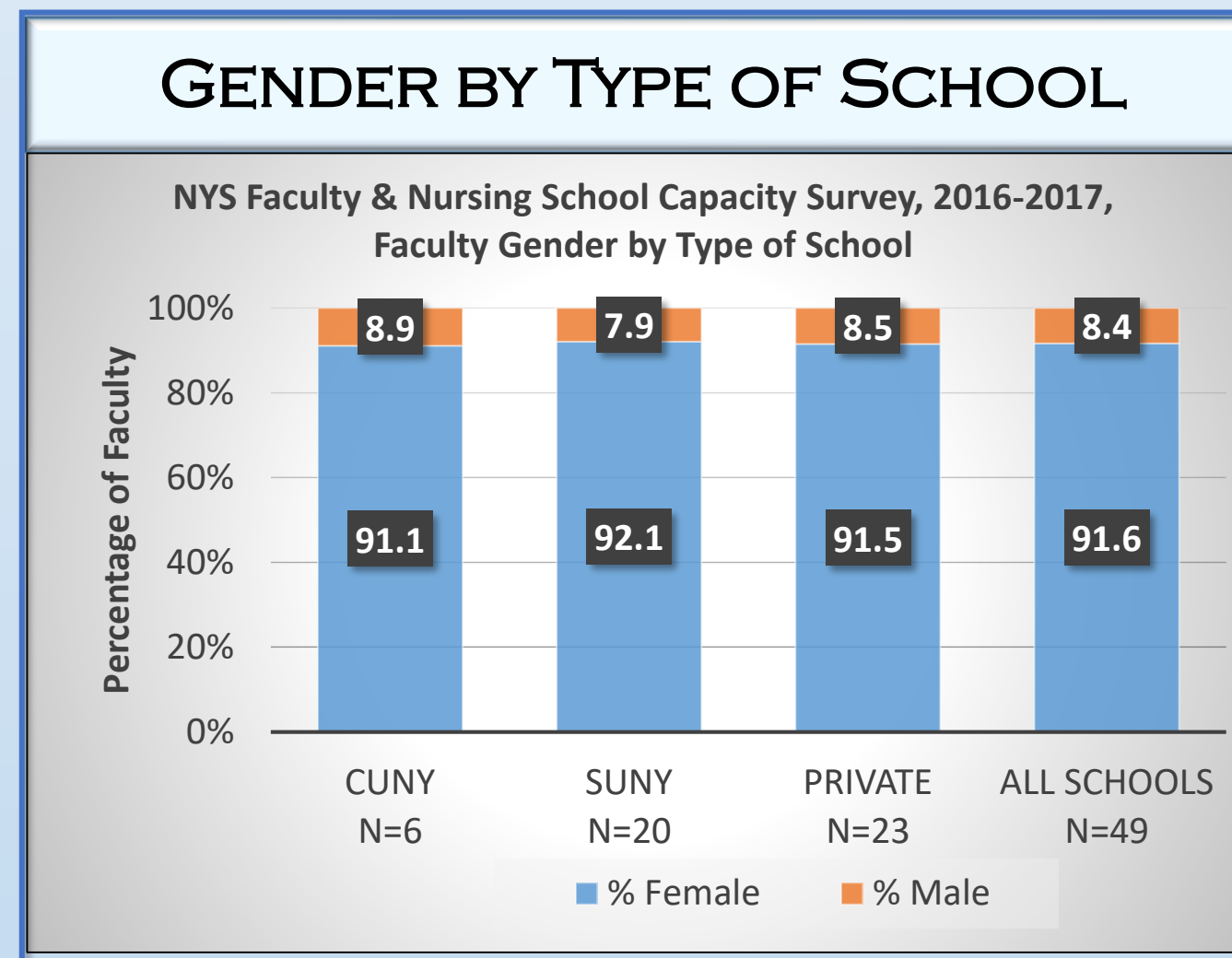
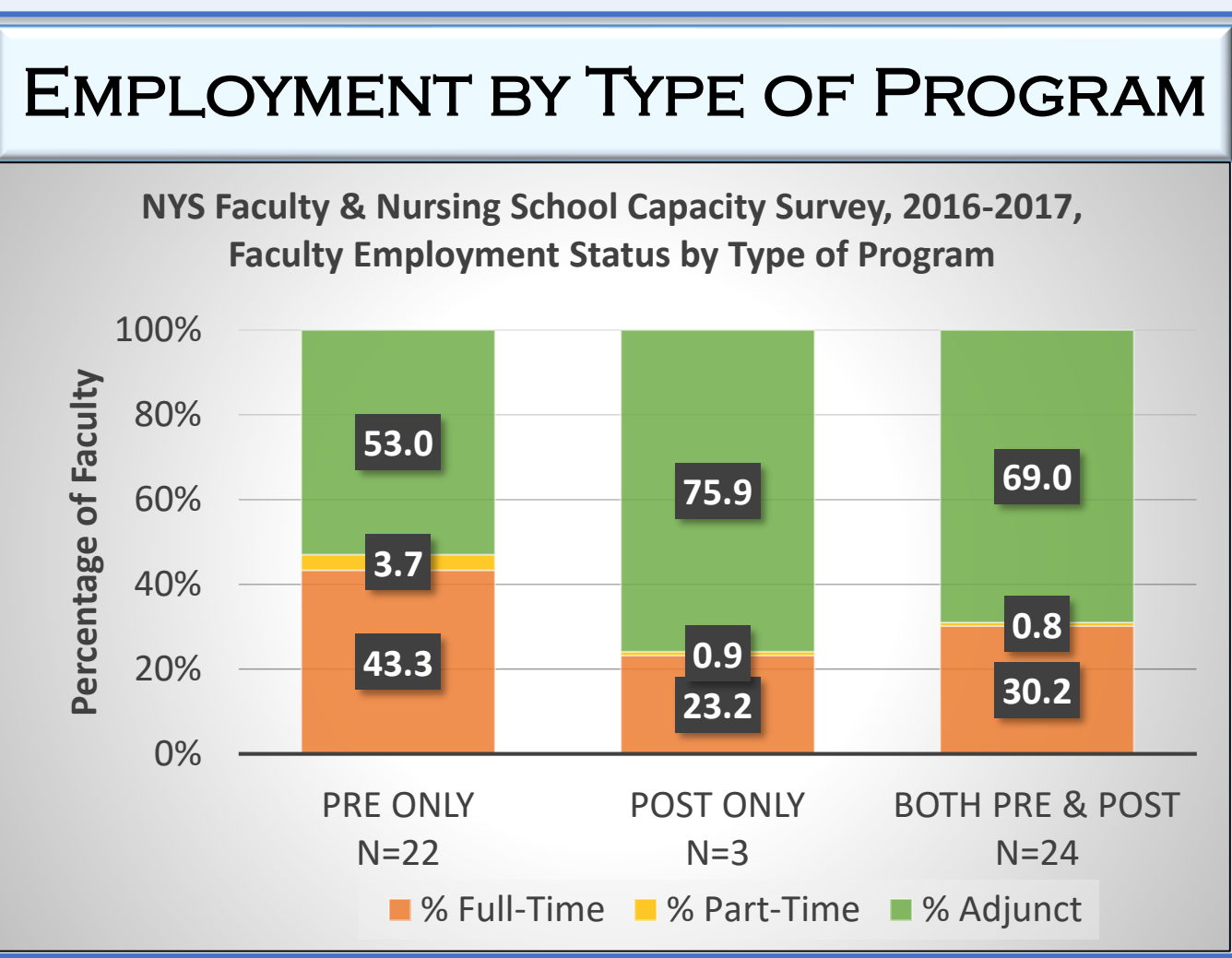
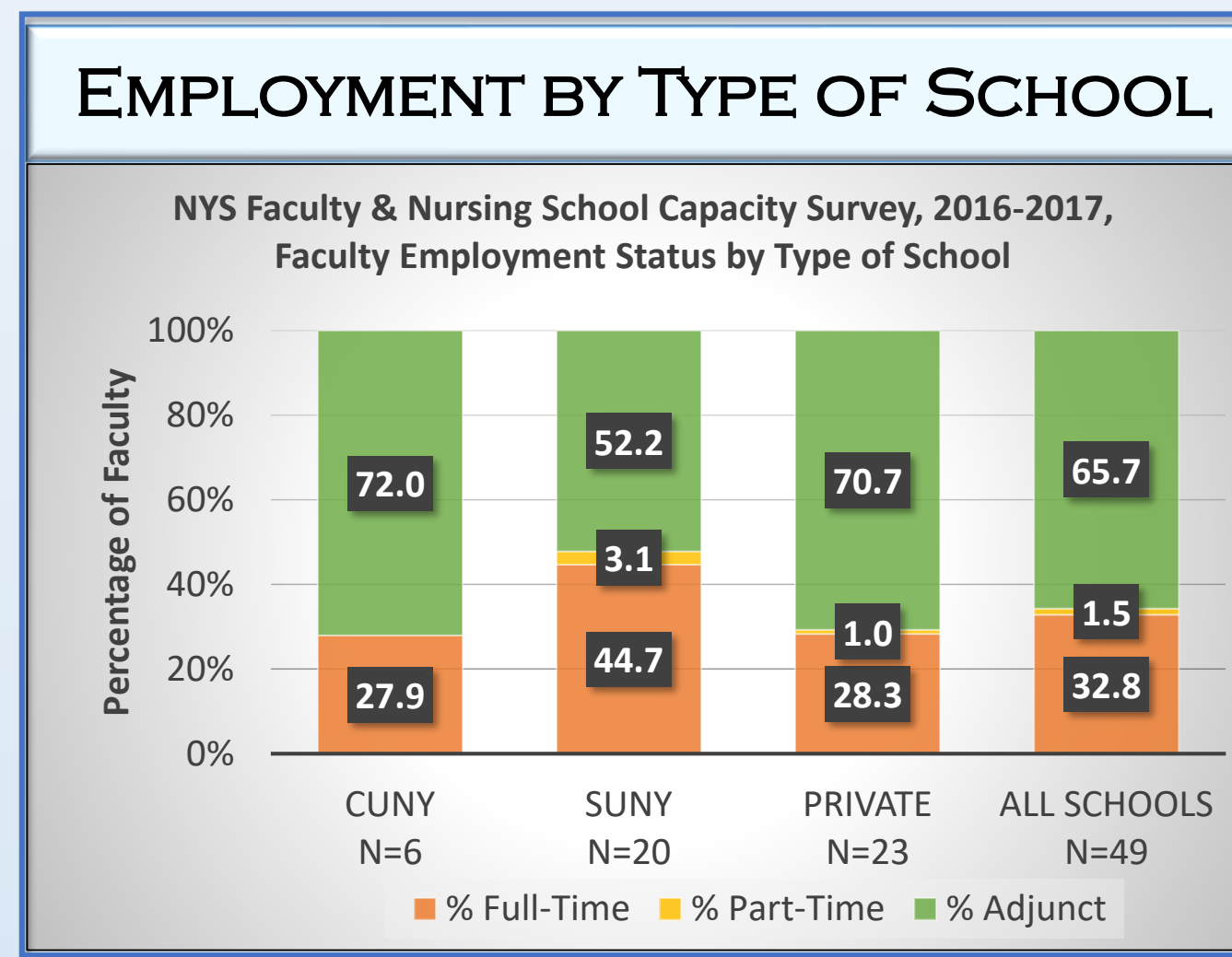
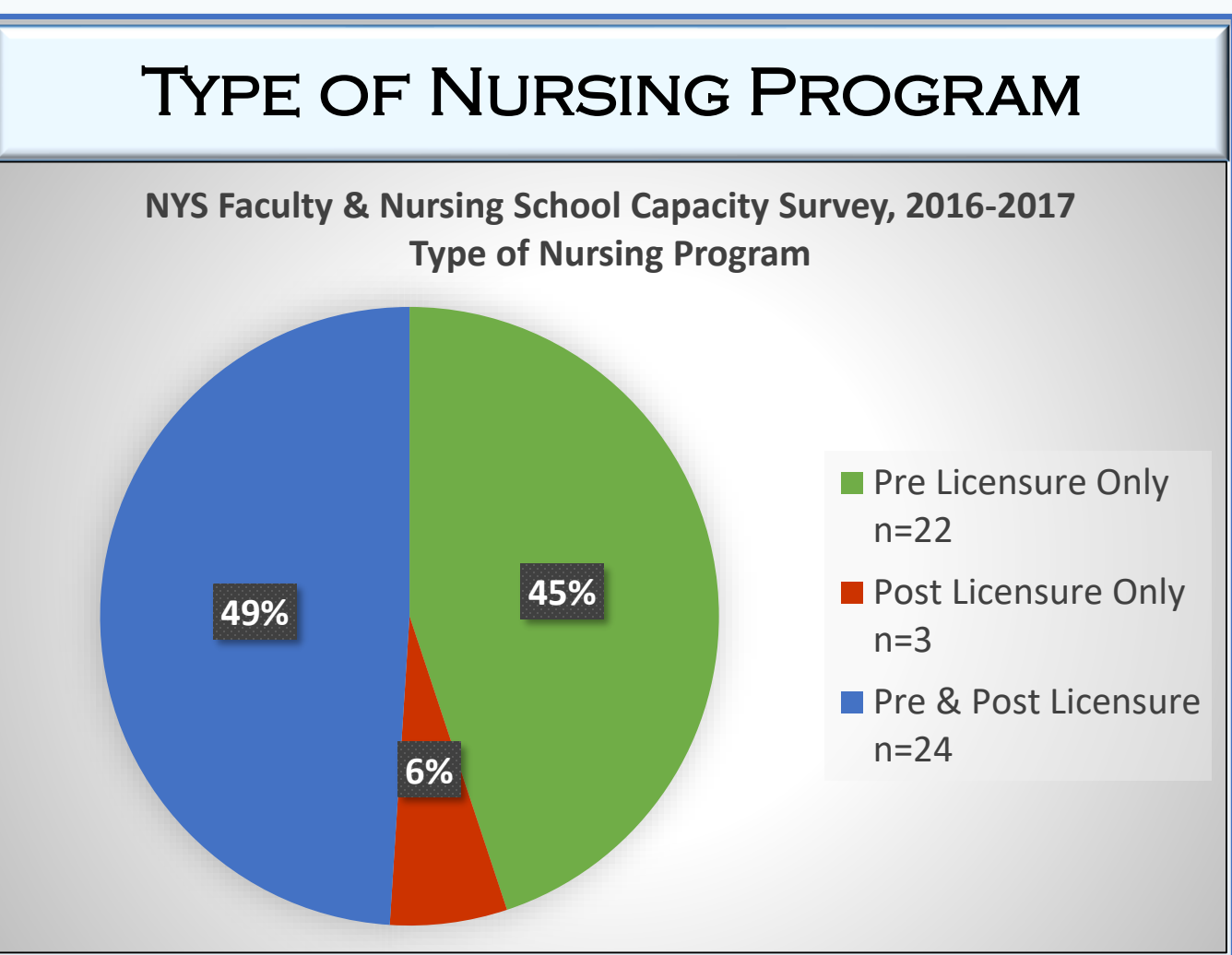
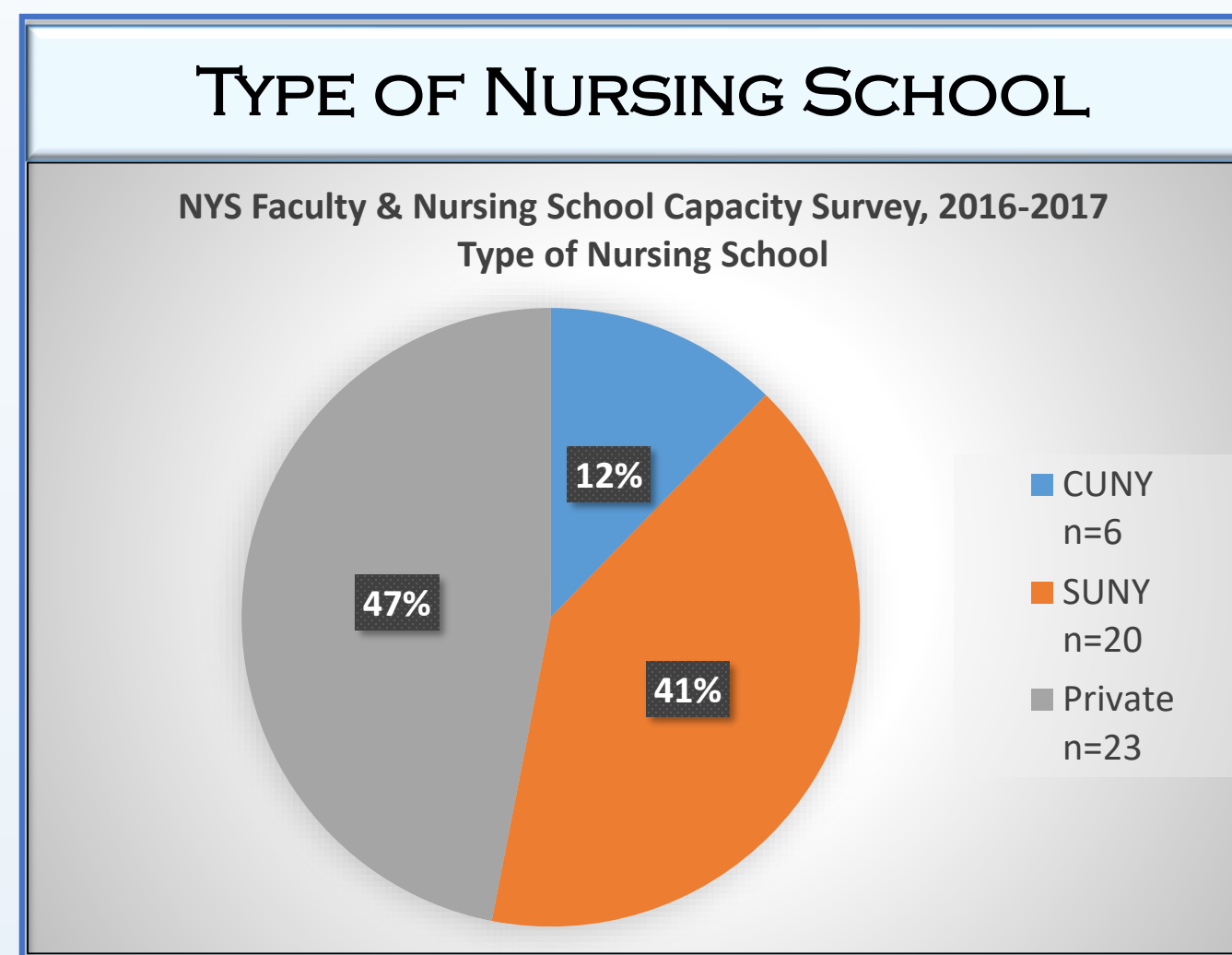
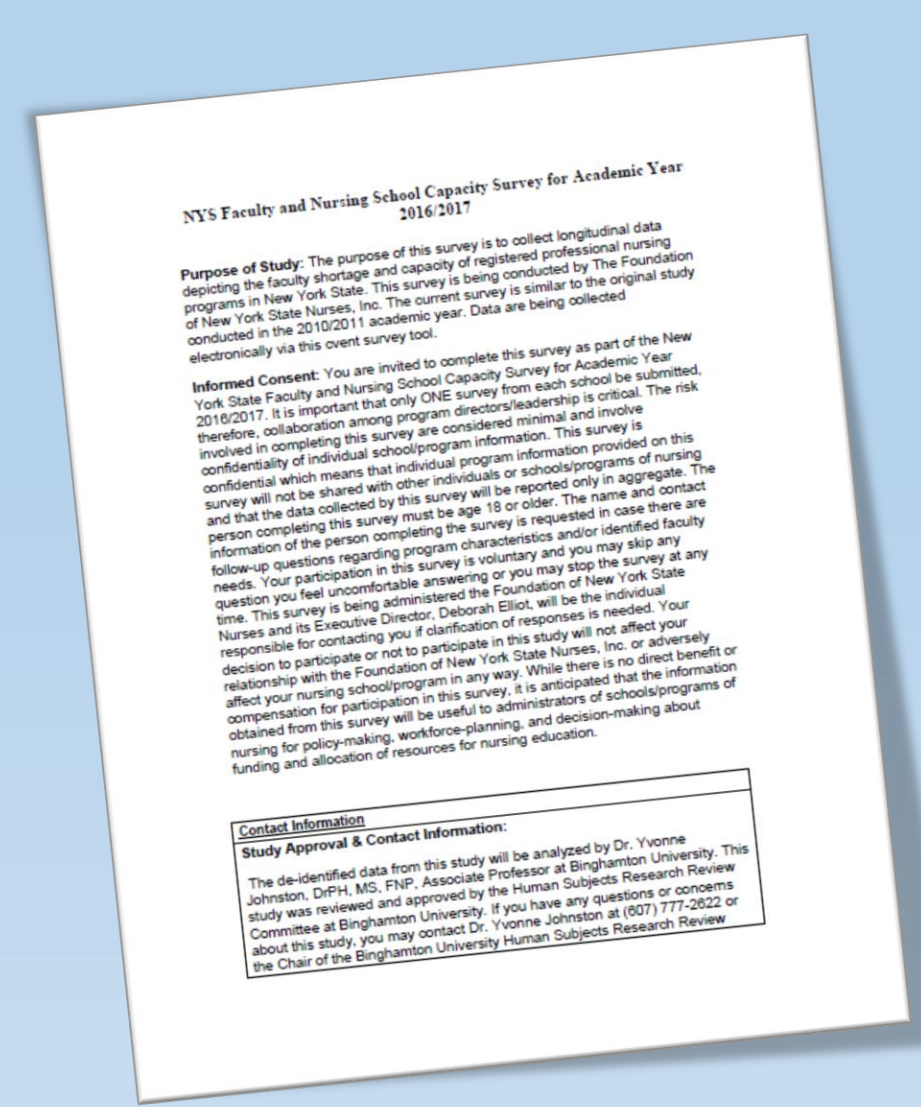
Methods

- Sample**
 - Convenient sample of members from:
 - Council of Deans of Nursing Senior Colleges and Universities of NYS
 - Council for Associate Degree Nursing
- Setting**
 - Survey created in Cvent software
 - Data collection period: October 28, 2017 to December 15, 2017 [extended till January 15, 2018]
- Data collection tool**
 - Revision of 2010-2011 New York State Nursing & Faculty Survey tool
 - Additions made by the steering committee based on previous survey recommendations
 - Three former nursing deans piloted the tool for validity and reliability
- Institutional Review Board approval**
 - IRB approval was obtained from Binghamton University
- Data collection process**
 - Data was collected electronically
 - Study was described to members of the councils prior to data collection
 - Email was sent from the study's steering committee by secretaries from both councils to members
 - Email described the study and provided an electronic link to the survey tool
- Analyses**
 - Data was downloaded from Cvent software into an Excel file
 - SPSS was used for data analysis
 - Data were analyzed using descriptive statistics



Survey

- School & Program type
- Methods of instruction
- Enrollments
 - Reasons for turning away applicants
- Faculty recruitment & recruitment strategies
 - Areas of need
 - Separation
 - Retirements
- Current faculty
 - Demographics
 - Educational preparation
 - Tenure status & Salary
 - Budgeted positions FT / PT
 - Vacancies
 - Payment method
 - New Positions



RESPONSE RATE

* Number of NYS nursing schools based on the NYS Education Department website
<http://www.op.nysed.gov/prof/nurse/nurseprogr.htm>

Number of Responses	*Number of NYS Nursing Schools	Response Rate
CUNY	6	46.1%
SUNY	20	43.5%
Private	23	41.8%
TOTAL	49	43.0%

- Vacancy Rates**
 - By School: CUNY 12.9% SUNY 5.1% Private 3.4% All Schools 4.8%
 - By Program: Pre Only 3.6% Post Only 24.1% Both Pre & Post 4.6%
- Top 3 reasons for faculty separation**
 - 1 Retirement, 2 Nursing position elsewhere, 3 Career change within nursing
- Top 3 difficult areas for recruitment**
 - 1 Psych/Mental Health, 2 Maternal-Child Health, 3 Pediatrics
- Top 3 budgeted full-time positions to fill**
 - 1 Psych/Mental Health, 2 Medical-Surgical, 3 Pediatrics
- Top 3 strategies to fill vacancies**
 - 1 Increase salaries, 2 Hire BS completing MS, 3 Convert PT to FT position

Summary

AREAS OF STRENGTH

- Increased faculty diversity, but ...
 - Not representative of population at large
- Greater proportion of males, but ...
 - Not representative of population at large
- Higher salaries
 - Salaries increased by ~35% over 6 year period for year-round employees
- Many post licensure programs
 - Greater capacity to support BS in 10
- Diversity of post licensure programs
 - Alternative formats support BS in 10
- Vacancies being filled by
 - Hiring those working toward next level of education
 - Converting part-time to full-time positions

AREAS OF CONCERN

- Use of adjunct over part time faculty
 - Challenging to ensure curriculum fidelity, faculty may need more support
- Aging faculty & number of retirements
 - Will stress existing human resources & require creative solutions to fill vacancies
- Specialty area needs: mental health, maternal-child health & pediatrics
 - Shortage of faculty may necessitate new modes of teaching & experiential learning
- New areas of expertise required for online teaching & simulation
 - Changing learning environments demand new skill development for faculty

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STEERING COMMITTEE MEMBERS