

Saving Nurses Faculty

MISSISSIPPI OFFICE OF NURSING WORKFORCE

MISSISSIPPI CRITICAL NURSING FACULTY SHORTAGE INITIATIVE

PROJECT OVERVIEW

The purpose of the Mississippi Critical Nursing Faculty Shortage Initiative is to address one of the major issues that contributes to the nursing shortage, and that is the nursing faculty shortage. The goal of the project is to develop a multi-dimensional approach to increase and retain nursing faculty by implementation of the following objectives:

- 1) develop an innovative, accelerated educational path to a nursing faculty career;
- 2) develop an evidence-based image and recruitment campaign to showcase nursing education as a desirable career;
- 3) develop multiple adjunct faculty roles with formal relationships between education and service; and
- 4) improve education and clinical workplace cultures.

IMPACT

- 96% of the nurse executives are willing to support nursing staff who may want to hold adjunct faculty positions
- 44% of the nurse managers hold a Master's Degree and those who do not hold a Master's Degree, 43% are considering pursuit
- 7% of the staff nurses hold a Master's Degree
- 45% of the staff nurses would consider pursuit of a Master's Degree
- 44% of the current nursing students are considering a teaching role

ACCOMPLISHMENTS

- Developed and implemented "Saving Nurses Saves Lives" public service campaign
- Provided educational forum for Jackson area hospitals and schools of nursing on the nursing and nursing faculty shortage
- Facilitated partnership development of collaborating schools of nursing and hospitals
- Disseminated nursing faculty shortage statistics and initiatives to statewide stakeholders and national conferences
- Conducted research of nurses in practice and nursing students' educator role intentions
- Provided guidance and support for implementation of pilot projects Fall, 2007

NEXT STEPS

- Develop and implement evidence-based nursing educator role marketing plan
- Assess academic and practice workplace environments
- Create www.iteachnursingMS.com website
- Identify and ameliorate barriers to continuing education for nurse educator role

PARTNERSHIPS

HOSPITALS

Central Mississippi Medical Center
Mississippi Baptist Medical Center
St. Dominic-Jackson Memorial Hospital

SCHOOLS OF NURSING

Hinds Community College - School of Nursing
Mississippi College - School of Nursing
University of Mississippi Medical Center

ROBERT WOOD JOHNSON FOUNDATION

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NORTHWEST HEALTH FOUNDATION

Northwest Health Foundation was founded in 1997 from the net proceeds of the sale of PACC Health Plans and PACC HMO and has awarded more than \$25 million to organizations serving the health needs of the region. It is an independent, charitable foundation committed to advancing, supporting, and promoting the health of the of Oregon and southwest Washington. See www.nwhf.org.

