

A Continuing Challenge Shortage of Nursing Faculty:

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recruitment materials by

- ◆ There are also high expectations for individuals who select academic careers.
- ◆ The following trends affect all work environments and provide a context in which the nursing shortage is involving:
 - > Time over money
 - > Professional versus personal work
 - > Integration of home work
 - > Gen X entrepreneurs
 - > Collaborative management

Strategies to counter shortage

- ◆ Retaining productive senior faculty.
- ◆ Strategy for preplanning for the replacement of faculty in a timely manner is to negotiate a loan from the patient institution of the nursing programme, which will be paid back as senior individuals retire.
- ◆ A visual educational report in the media about the value of nursing education in terms of the health care is needed.
- ◆ Each nurse and current nursing students can be effective recruiters.
- ◆ Organizations that give attention to the employees mark and understand what people are seeking from the work environment have a better

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Why Nursing Shortage?

- ◆ The aging of Nurse Faculty, the narrowing of the pipeline due to fewer young people entering the workforce, as well as individuals seeking different career positions is obviously a factor for both shortage situations.
- ◆ Image of nursing profession - Although the media's impact has not been systematically studied, the media's portrayal of nurses as doctors' hand maidens has reinforced myths of job instability and presented "Nursing as dirty work".
- ◆ Impact of new opportunities for women in other professions.
- ◆ Lack of interest in teaching.
- ◆ The pipeline for replacing the current generation of nursing faculty seems to have narrowed.
- ◆ Lower job satisfaction among younger faculty members.
- ◆ Nurse with graduate degrees have multiple opportunities in health care including administrative and entrepreneurial and clinical research positions that provide more financial rewards than faculty positions.
- ◆ Gender discrimination in the recruitment of male nurses into nursing programmes such as the lack of men being used in

Nursing profession is facing a unique shortage of nursing faculty. Nursing has always had a shortage of doctoral prepared Nursing Faculty. The academic norm for teaching faculty in post graduate and graduate programmes.

The shortage of nursing faculty is interwoven with the current national shortage of nurses. The shortage of nursing faculty will also limit the professional leaders who are able to shape health Policy in the state, national and international arenas.

The shortage of nurses requires the educational programmes of the profession to supply more graduates. But the shortage of nursing faculty will limit student enrollments. It is important to examine this issue because the nursing faculty shortage has major consequences for the discipline/profession.

Thus, the increase in faculty shortage could severely affect the profession in terms of providing the needed supply of nurses as well as curtailing the leadership capabilities of nursing among interdisciplinary colleagues and in shaping the health policy.

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Interested candidates may send their Bio-data and copies of the certificates and passport size photo to the above mentioned address. Salary as per U.G.C. Norms.

S.No	Department	Professor	Asso. Prof.	Lect.	Asst. Lect.
1	Fundamental of Nursing	03 [SC-1] [Open-2]	NIL	02 [SC-1] [Open-1]	04 [SC-1] [ST-1] DT/NT-1 Open-1]
2	Admn./Education Nursing	02 [SC-1] [Open-1]	02 [SC-1] [Open-1]	03 [SC-1] [Open-2]	04 [SC-1] [ST-1] DT/NT-1 Open-1]
3	Community Health Nursing	02 [SC-1] [Open-1]	02 [SC-1] [Open-1]	02 [SC-1] [Open-1]	06 [SC-1] [ST-1] DT/NT-1 [OBC-1] [Open-2]
4	Psychiatric Nursing	1 [Open]	NIL	NIL	NIL

Application are invited from the eligible candidates for the following posts to be filled in Bharati Vidyapeeth University College of Nursing at Pune and Proposed College of Nursing at Navi Mumbai & Sangli.

WANTED

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Lal Bahadur Shastri Marg, Pune - 411 030
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- are needed to be developed, tested and shared in terms of their effectiveness. Each nursing programme is confronted with the issue of a shortage of nursing faculty and each must treat it as a major dilemma that demands the best of each one's intellectual creativity.
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- Conclusion
- The nursing discipline is confronted with a unique shortage of nursing faculty. It is unique in the sense that there has never been a fully prepared faculty. However, this situation will be one of the most challenging concerns of the next decade. New creative strategies
- ♦ Funding for the recruitment of bright young people in nursing profession through financial as well as funding to support graduate education for the development of advanced practice nurses and nursing faculty will be imperative.
 - ♦ Eliminate barriers and stigmas facing men.