



National Problem

National faculty shortage = 8.8%

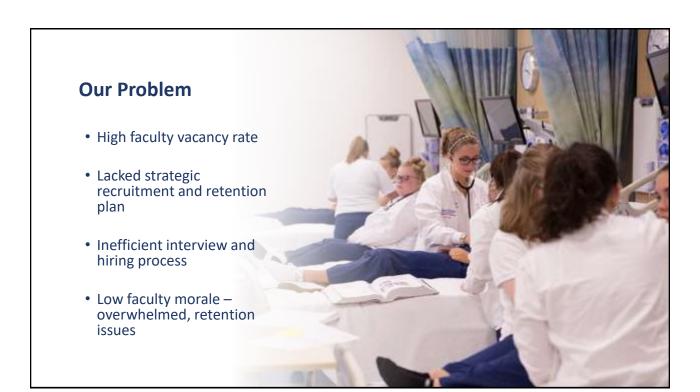
Factors contributing to shortage:

- Wave of faculty retirements
- Higher compensate in clinical roles
- MSN/Doctoral programs not producing enough nurse educators

Faculty shortages lead to:

- Poor morale and a cycle of recruitment and retention issues
- Flattening of enrollment in nursing programs
- Chasm between supply and demand of nursing workforce

(AACN, 2022)











Innovative Solution: Recruitment and Development Coach

- Member of the academic leadership team
- Strategizes with HR, MarCom, and Leadership on recruitment and retention
- Creating and sustaining relationships with all faculty
- Supporting transition from clinician to educator
- Provides feedback on progress

 continuous improvement
 process



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What a Difference a Year Makes!

- 13 full time, newly hired educators onboarded and retained
- 37 clinical adjuncts hired
- Proactive approach to faculty recruitment
- Ongoing nursing faculty development based as specific needs
- Improving student and faculty satisfaction





Lessons Learned

- Strategic recruitment campaign and routine follow up
- Analyze finances and seek innovative solutions to problems
- Standardize the interview and hiring process
- Pay attention to the new hire orientation generic HR + new role
- Continuous and consistent presence of the Coach
- Experienced faculty need a Coach too
- Supports the well-being of the faculty
- Student experience is positively influenced by quality educators and innovative teaching strategies supported by this model

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References

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Questions?

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