

The Nursing Shortage: Strategies to Recruit and Retain Minority Faculty

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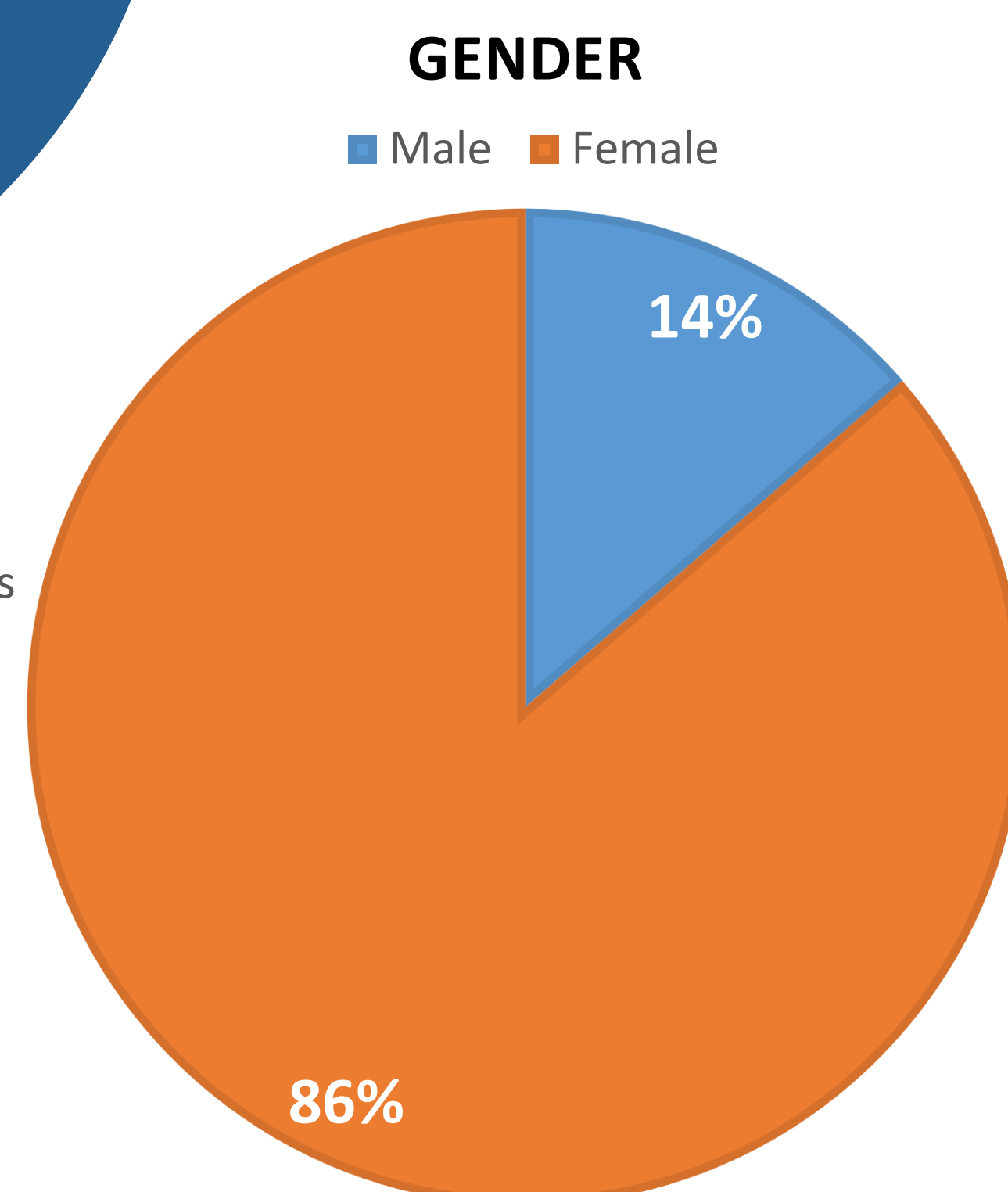
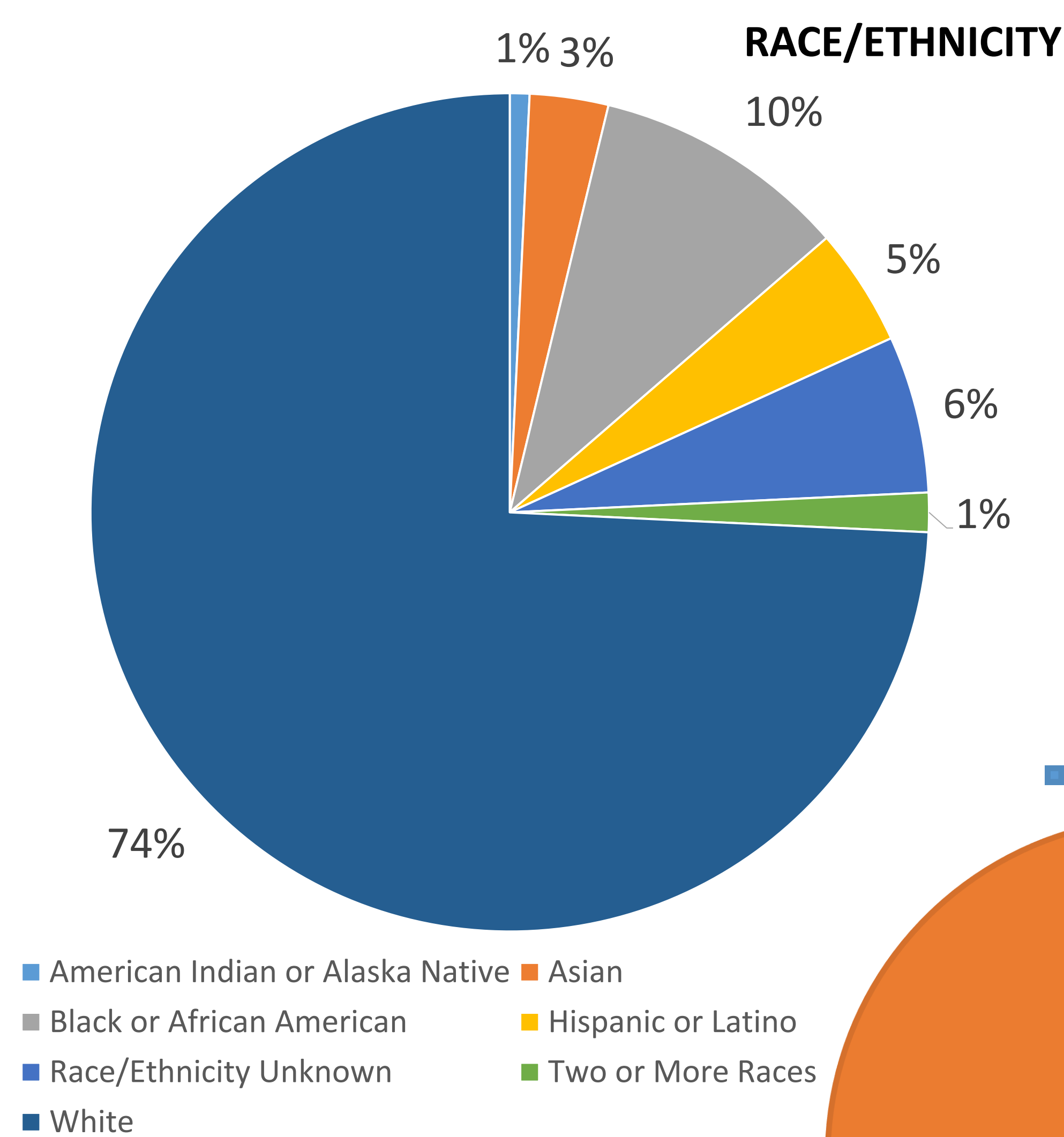


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Background

The shortage of minority nursing faculty is a critical issue within the broader nursing shortage. This shortage affects the diversity of the nursing workforce, the quality of nursing education, and impacts healthcare reform (American Association of Colleges of Nursing, 2017).

- While minority students make up 40.8% of the baccalaureate nursing population, only 16% of full-time nursing faculty are from minority backgrounds (National League for Nursing, 2019; Rosseter, 2023).
- This shortage can negatively impact the recruitment and retention of minority nursing students (Rosseter, 2023).



Aim

In alignment with the identified priorities of the strategic plan, this project aims to develop strategies to recruit and retain a highly qualified and diverse faculty that represents the people of North Carolina.

UNC-CH SON Strategic Plan Priorities

- ❖ Responsible Growth
 - ❖ Increase staff and faculty development
- ❖ Inclusive Excellence
 - ❖ Foster a warm and welcoming environment
 - ❖ Develop and implement curricula providing requisite knowledge to foster cultural humility in clinical practice, education, research, and service
- ❖ Recruit, admit, enroll, and retain a highly qualified and diverse student body that represents the people of North Carolina
- ❖ Recruit and retain a highly qualified and diverse faculty and staff that represents the people of North Carolina
- ❖ Operational Excellence
 - ❖ Value and retain people

Proposed Steps

- Conduct an analysis of faculty and staff demographics and compare with North Carolina demographics (Summer 2024)
- Conduct an anonymous climate survey (Fall 2024)
- Review recruitment/hiring processes (Summer/Fall 2024)
- Review onboarding/orientation processes (Summer/Fall 2024)
- Review informal/formal mentorship opportunities (Summer/Fall 2024)

Climate Survey Questions

- What brought you to the School of Nursing (SON)?
- How long have you been an employee at the SON?
- Outside of salary/financial incentives, what keeps you at the SON?
- Outside of salary/financial incentives, what would you like to change?
- Are salary/financial incentives the only reason you are at the SON?
- If yes, what would need to change to improve your work environment?
- Do you plan to remain at the SON for the next 2 to 3 years?
- If you are planning to leave, what could the SON do to keep you?
- What else would you like us to know?

Anticipated Outcomes

- ❖ Recruitment
 - ❖ Pipeline Programs: Nurse specialist & teaching assistant pathway
 - ❖ Community Partnerships & Outreach: Membership in hospital diversity committees
- ❖ Retention
 - ❖ Mentorship and Support Networks
 - ❖ Orientation Buddy
 - ❖ Formal mentorship program
 - ❖ Affinity Groups
 - ❖ Professional Development: Formal opportunities that focus on leadership, research and teaching skills



References



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Biography

I have been a nurse for over 20 years and in that time, much of my work has focused on simulation. Simulation and standardized patients have been used as both a replacement and to enhance in-person clinical experiences, and my teaching, research, and practice has demonstrated their efficacy. My UNC pre-licensure students have said that there is an immense need within their curriculum to learn how to recognize a distressed patient and intervene appropriately, and as such I have worked to develop projects to meet this need. In 2023, I was awarded the Bill and Mary Lou Booth Community Outreach Service Award as PI to begin work on a project to increase access to nursing education, research, and care to disadvantaged populations in North Carolina with a focus on low-income and minority groups such as Latinos and African Americans. I am a member of the National Association of Hispanic Nurses and the Society for Simulation in Healthcare. Moreover, I serve on over 10 University committees and nine community organizations, proving my dedication to the profession and the community.

Contact Information



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