

Research RECAP



NHSRU-KTEP

Nursing Health Services Research Unit -
Knowledge Translation & Exchange Program



BLOOMBERG

LAWRENCE S. BLOOMBERG
FACULTY OF NURSING
UNIVERSITY OF TORONTO

What factors influence nurse faculty to stay at their jobs?

What is this research about?

In order to have an adequate supply of nurses, it is important to also have an adequate supply of qualified nurse faculty. The shortage of nurse faculty limits the ability to educate new nurses. Nursing schools are turning away qualified applicants because they lack enough nurse faculty. Across Canada, nursing schools have identified factors that limit their ability to recruit new nurse faculty. These include: a shortage of qualified nurses seeking academic positions, non-competitive salaries and a lack of funds to create permanent positions. The reasons why nurse faculty decide to remain in or leave their current academic positions have not been well explored. These factors must be identified to develop strategies that encourage nurse faculty to remain in their jobs.

The purpose of this paper was to report findings from a nurse faculty survey. A previous focus group study established a model of factors that influence nurse faculty decision to remain in their jobs (Fig.1.). The survey was aimed at testing this hypothesized model. This study is the second phase of a larger study

aimed at developing, testing and refining this model.

What you need to know:

This study looked at the reasons why nurse faculty decide to remain in or leave their jobs. The reasons why nurse faculty want to stay in their jobs can be explained by satisfaction with a variety of factors. Academic leadership should develop strategies that target these factors. This can be done using strategies that support collegial relationships, increase full time positions, promote work-life balance, engage faculty in strengthening education and ensuring adequate human resources.

What did the researchers do?

Researchers identified eligible nurse faculty through the College of Nurses of Ontario 2010 registration database and surveys were mailed to each of them. A total of 650 (49%) nurse faculty surveys were studied. Survey concepts included: autonomy, role variety,



Research RECAP

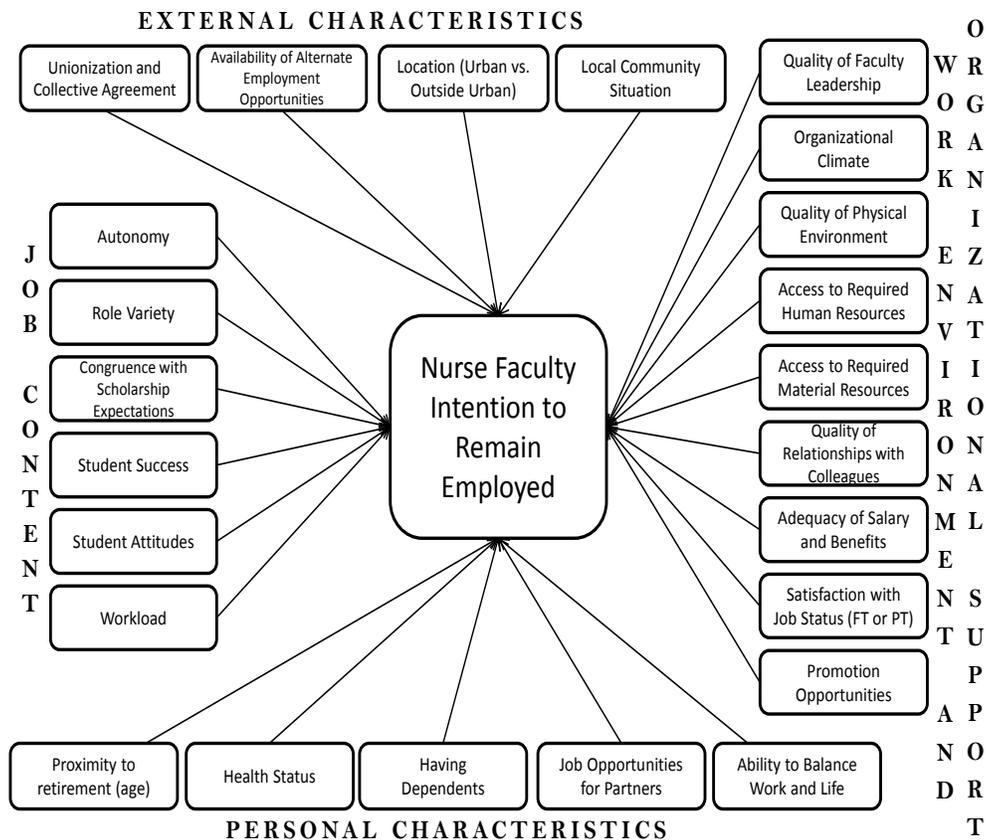


Fig. 1. Hypothesized model of factors influencing nurse faculty intention to remain employed

quality of leadership, perceived organizational support, quality of work environment, quality of collegial relationships, satisfaction with salary and benefits and more. Statistical analysis was carried out to understand the reasons why nurse faculty stay in their jobs.

What did the researchers find?

The researchers identified 10 reasons that nurse faculty intend to remain employed. Nurse faculty who were more likely to remain employed reported:

- Longer period until retirement

- Higher quality of relationships with colleagues
- Being employed full-time
- Having dependents
- Greater satisfaction with work and life balance
- Higher quality of education
- Greater satisfaction with job status
- Greater satisfaction with access to human resources
- Being unionized
- Less access to financial support for advanced education

Research

RECAP

Different from what was expected; financial support for continuing education was associated with lower nurse faculty intention to remain employed. This may be due to additional job opportunities made available as a result of increasing education.

The findings from this study do not support the notion of job satisfaction as a single concept influencing nurse faculty intention to stay employed. Instead, the study supports the theory that satisfaction with various aspects of employment is what influences nurse faculty decisions to remain employed. These findings support previous research on nurse intention to remain employed in both academic and healthcare settings.

How can you use this research?

Employers of nurse faculty should focus on creating faculty retention strategies that target known reasons why nurse faculty stay in or leave their jobs. There is no single strategy to promote retention, as there is no single reason why nurse faculty stay in their jobs. This research may help faculty employers take action to:

- Provide nurse faculty with opportunities to interact with each other;
- Advocate for and ensure proper human resources;
- Promote the development of high quality educational programs;
- Address nurse faculty preferred job status.

Original Article:

To learn more about this study, we invite you to read the original research article:

Tourangeau, A., Saari, M., Patterson, E., Ferron, E.M., Thomson, H. Widger, K. & MacMillan, K. (2013). Work, work environments and other factors influencing nurse faculty intention to remain employed: A cross-sectional study. *Nurse Education Today*.

About the Researcher

Ann Tourangeau is an Associate Professor in the Faculty of Nursing at the University of Toronto, and an adjunct scientist at ICES. tourangeau.research@utoronto.ca

Keywords

Work environments, intention to remain employed, job satisfaction, nurse education, nursing faculty, nursing education, personnel turnover
