

Information Letter for the Research Study: Promoting Retention of Ontario University and College Nurse Faculty (Phase 2: Nurse Faculty Survey)



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Introduction

You are invited to take part in a research study. Before agreeing to participate in this study, it is important that you read and understand the following information about the purpose, procedures, risks, and benefits associated with participating. This information letter also describes your right to refuse to participate or withdraw from the study at any time. In order to decide whether you wish to participate in this study, you should understand enough about study risks and benefits to be able to make an informed decision. Your completion and return of this survey in the enclosed pre-addressed, postage-paid envelope indicates your consent to participate in this study. All research is voluntary.

What is the purpose of the research?

Attaining and maintaining an adequate supply of nurses in Ontario is dependent on attaining and maintaining an adequate supply of nurse faculty. Yet little is known about determinants of nurse faculty retention or about strategies that would be effective in promoting nurse faculty retention. Furthermore, there is almost no knowledge about nurse faculty work environments and nurse faculty responses to their work environments. In this research, we will begin to fill in these knowledge gaps. Most importantly, this research will lay the foundation to plan and implement practical strategies to ensure that Ontario has an adequate supply of nurse faculty to educate new nurses, provide continuing education, and educate nurses at the graduate level. This study is being conducted by a team of researchers from the University of Toronto and the Humber Institute of Technology & Advanced Learning and is funded by the Ontario Ministry of Health & Long-Term Care.

You are invited to participate in this study by completing the enclosed nurse faculty survey because you are registered with the College of Nurses of Ontario as being employed at an Ontario college or university. The overall purpose of this research is twofold: 1.) to develop, test, and refine a model of determinants of nurse faculty intention to remain employed in Ontario colleges and universities, and 2.) to identify retention-promotion strategies appropriate for different generations of nurse faculty in Ontario colleges and universities.

This study has three phases. The first phase has been completed and involved focus group discussions with nurse faculty working in Ontario colleges and universities regarding what work-related factors, life circumstances, and external factors encourage them to remain in or leave their current faculty / school roles. Based on phase 1 focus group findings and from a review of research literature, we developed a tentative model of determinants of Ontario nurse faculty intention to remain employed.

You are being asked to participate in the second phase of the study. This phase involves a nurse faculty survey that was developed based on findings from phase 1 focus groups and from previous research. This survey has been mailed to a large sample of nurse faculty working in Ontario colleges and universities. Responses will be used to test and refine the developed model of determinants of nurse faculty intention to remain employed.

The third and final phase of the study, yet to take place, will involve nurse faculty, college and university decision makers, and government policy makers (from the Ministry of Health & Long-Term Care and the Ministry of Training, Colleges and Universities) who will be invited to participate in 1 of approximately 6 focus groups across Ontario. The purposes of these focus groups will be to discuss findings from study phases 1 and 2, to validate and interpret findings, and to identify key strategies that should be implemented to strengthen Ontario nurse faculty intention to remain employed.

What does participation in the Phase 2 Nurse Survey involve?

If you agree to participate in phase 2, you are asked to complete and return the enclosed survey. We estimate that this will take approximately 30 minutes. The survey asks you to rate work-related factors, life situations, and internal / external conditions that influence your intention to remain

employed in your current faculty / school position. All survey information will be kept confidential and anonymous. If you do not work in a college or university in Ontario, or if you do not wish to participate in this study, please mark an X in the appropriate box on the front cover of the survey booklet and return the blank survey in the enclosed pre-addressed, postage-paid envelope. This will ensure that we do not contact you again about this study.

What are the risks?

There are no known risks involved in participating in this study phase. However, there may be minimal risk that emotional distress or discomfort may be created by some survey questions. Should you experience distress or discomfort while completing this survey, you can suspend or end your participation in the study without providing a reason. Participation in this study is entirely voluntary. Your decision to participate, or not to participate, or to later withdraw participation may be done without explanation.

What are the benefits?

You may receive no individual benefits from participating in this study, although you may find that completing this survey provides an opportunity to reflect upon your employment. The information you provide will assist in understanding factors that encourage or discourage Ontario nurse faculty to remain employed. This information will be used to refine the hypothesized model and will lead to the creation of appropriate strategies to strengthen nurse faculty intentions to remain employed. If you wish, a copy of the summary of study findings can be provided for you. Please see contact information provided on the following page.

How will confidentiality be maintained?

All aspects of the study, including results, will be kept strictly confidential and only the investigators and research staff will have access to anonymous information collected about you and your responses. Your completed survey will be identified with a study number only. This study number is important and allows us to keep track of who has returned either a completed or blank survey. No names or identifying information will be included on any surveys or will be used in any presentation or report that may be published. All data will be reported in aggregate (grouped) format only. All information will be securely locked in the research office of the principal investigator, Ann Tourangeau, at the Lawrence S. Bloomberg Faculty of Nursing, University of Toronto for a seven-year period. Electronic data files will be stored in a password protected computerized database.

What is the cost of participating in the Phase 2 Nurse Survey?

The cost to you will be the time to complete this survey, which will take approximately 30 minutes.

Will I be reimbursed for participating in the Phase 2 Nurse Survey?

You will not receive reimbursement for completing this survey.

Who do I contact if I have a question about the study?

If you have any questions or concerns about the study or if you wish to request a report of study results, please contact the principal investigator, Ann Tourangeau, in Toronto at (416) 978-7706; toll free at 1-866-408-8772, or by email at tourangeau.retentionstudy@utoronto.ca.

If you have any concerns or questions about your rights as a research participant in this study, please contact the Office of Research Ethics, University of Toronto at 416-946-3273 or by email ethics.review@utoronto.ca

Consent

I understand that by returning a completed survey, I have consented to being included in the above mentioned study and ensure that any questions I have were addressed to my satisfaction. I understand that my participation is voluntary and that I may withdraw at any time without affecting my employment. I understand that I will not benefit from my involvement in the study and that a copy of this information letter has been given to me. I voluntarily consent to participate in this study.

Thank you very much for considering to participate in this study.



Ann Tourangeau RN PhD
Principal Investigator

DISCLAIMER

The College of Nurses of Ontario's involvement in this research is limited to the provision of a mailing list. The College does not endorse or participate in this research in any manner.