

Enhancing Career Development Strategies to Strengthen Graduate Preparedness for Nurse Educator Roles

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Background

The nursing faculty shortage is expected to intensify as 30% of the workforce is estimated to retire by 2025. A statewide initiative funded by the Maryland Higher Education Commission's Nurse Support Program II was created to help address the nurse faculty and clinical instructor shortage. Over the past two years, academic and professional development strategies were implemented to support and strengthen new graduates' success in assuming (securing) teaching roles in Maryland. It was anticipated that an increase in well-prepared graduate and doctoral nursing students would improve their readiness to teach and meet the demand for qualified nursing faculty.

Objectives

1. Identify factors influencing new graduate nurse preparation for educator roles.
2. Explore various career and professional development strategies to enhance future nurse educators' preparation.
3. Discuss the implications of enhanced activities to assure preparation of qualified nurse faculty and hospital-based educators in Maryland.

Purpose

Working with current nurse educators and collaborating with the Office of Academic & Career Success, we worked to integrate various career and professional development strategies to enhance graduates' preparation for nurse educator roles.

Approaches

This poster presentation reports on innovative career and professional development strategies that work to support graduates' readiness for nurse educator roles. Current nurse educators shared their roles and the expectations they experienced on becoming a faculty member, thus offering a forum for dialogue and networking. Interviewing skills, curriculum vitae development, cover letter development, professional networking strategies, effective job searching, Myers Briggs Type Indicator, and effective communication techniques were included.



Results and Implications

Enhancing the readiness of highly skilled graduate nurses has led to increased academic, clinical, and hospital-based nurse educator placements. The number of graduate and doctoral students prepared as nurse educators rose from 15 in May 2020 to 46 by Dec 2022. This initiative supported the preparation of 61 graduate and doctoral-prepared educators for Maryland's academic and clinical settings, with 11 students currently enrolled in the program. Graduates acknowledged a greater understanding of the nurse faculty roles and success in securing teaching positions as academic faculty, clinical instructors, and professional development specialists.

References

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