

Introduction/Background

APSU Faculty Workload Policy (25 years old):
“Nursing Clinical Instruction- Nursing clinics involve groups of no more than ten students (mandated by State Board of Nursing). “
Nursing faculty workload credits exceeded Academic Affairs (AA) interpretation of the present policy. AA interpreted policy as all student groups would include 10 nursing students. Faculty determined this would be unacceptable due to facility limitations of student group size and safety in critical care areas.

Purpose

To amend the present workload policy reflecting university and School of Nursing faculty needs

Methods

Review of current affiliation agreements for limits of faculty to student ratio

Investigate Tennessee Board of Nursing clinical requirements

Literature review for safety and patient outcomes related to student to faculty ratio

Analysis of faculty clinical activities

Results

Affiliation Agreement- only 1 facility limited student: faculty to 6:1

BON finding: no limitation or policy regarding student to faculty ratio. Historically there were limits but they had been removed.

Literature Review:

- Increases in workload has led to decrease in numbers of faculty.
- Safety and Patient outcomes are not addressed since 1

Faculty clinical activities:

Nursing Laboratory: Faculty instruct student groups in the skills labs with low to high fidelity simulation

Nursing clinical instruction:

Direct care: Faculty supervise student groups in acute care facilities providing direct patient care

Indirect care: Faculty supervised student groups to experiences with no direct care provided

Practicum

New Workload Policy

- Nursing Lab (NL) Nursing clinical instructors in university lab settings should receive WLC's per clinical group and shall be the same as upper division labs
- Nursing Clinical Instruction Direct Instructors who supervise students in direct patient care settings will consist of 6-8 students per faculty group.
- Nursing Practicum- Preceptor-based Clinics of no more than 40 students

Conclusions

This was collaborative efforts of the EEAI scholar, in a new leadership role as interim Director, School of Nursing, the Dean of the College and nursing faculty.

Based on the outcomes of the results the new policy amendment was created and implemented in Fall 2016.

References

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- Roney, L., Sumpio, C., Beauvais, A.M., O'Shea, E. R. (2017) Describing clinical faculty experiences with patient safety and quality care in acute care settings: A mixed methods study. *Nurse Education Today*, 49. Pp. 45-50. <http://dx.doi.org/10.1016/j.nedt.2016.11.014>