

Academic nursing leader vacancies are on the rise and are expected to continue.

Workplace Satisfaction and Intent to Stay in Academic Nursing Leaders

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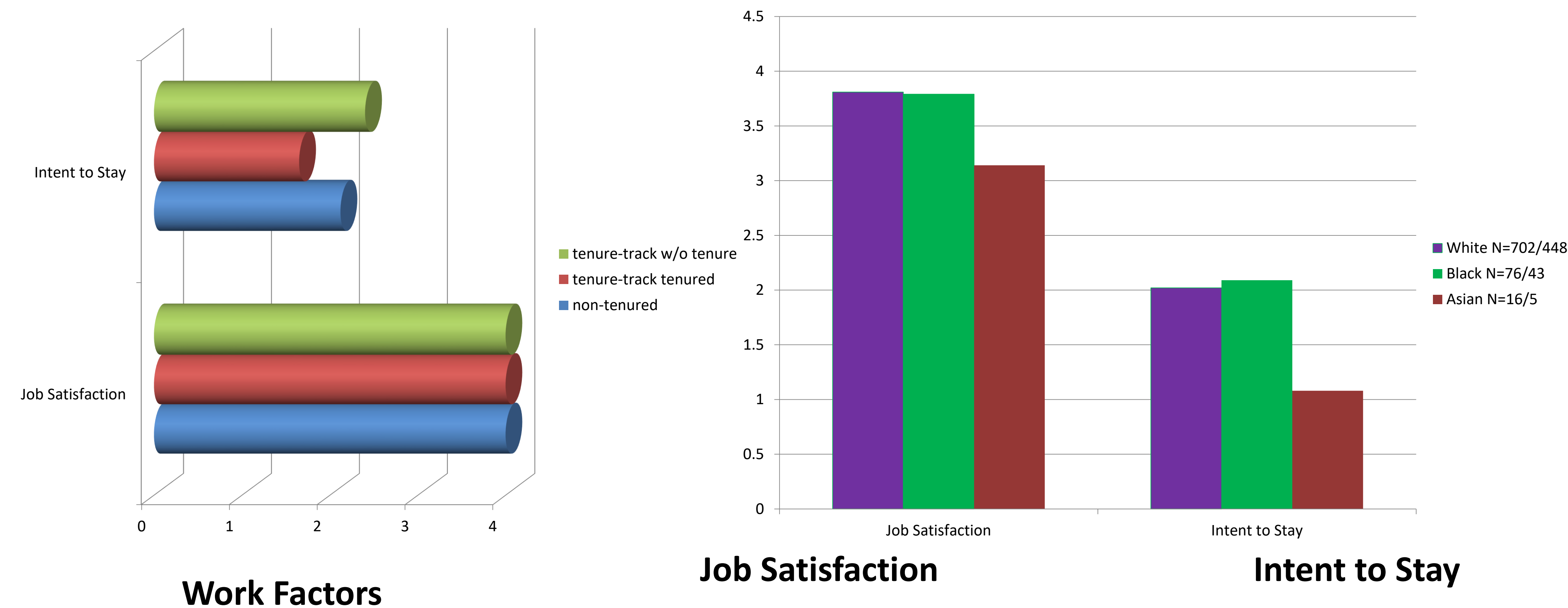
Academic nursing leaders are critical to leading the quest for excellence

Background

- The *Future of Nursing Report* (2011) recognizes the need for qualified leaders in practice and academic settings.
- Academic nursing leaders serve in an indirect role in caring for patients and communities by producing nursing graduates functioning at the bedside and beyond.
- Retaining qualified and effective academic nursing leaders can provide consistency and stability within programs of nursing.
- Academic nursing leaders face issues related to program delivery such as;
 - Nursing faculty shortages
 - Strict and ever changing regulations
 - Increased demand for nurses



Analysis



Work Factors	Job Satisfaction <i>r</i>	Intent to Stay <i>r</i>
Personal and Family Policies	0.6	
Collaboration	0.53	
Institutional Leadership	0.22	0.22
Shared Governance	0.54	0.21
Departmental Engagement	0.34	0.14

Results

- Workplace factors were found to have a significant relationship to job satisfaction and intent to stay in a sample of nursing administrators. See table.
- No significant relationships were found between demographic variables of age, gender or race.
- A significant relationship was found between intent to stay and academic ranking and tenure status. See chart.
- Institutional rank was not found to have a significant relationship with either job satisfaction or intent to stay.

Purpose

- The purpose of this study was to explore the workplace satisfaction and intent to stay of academic nursing leaders considering a variety of demographic and work related variables.

Methods

- This ex post facto study utilized The Collaborative on Academic Careers in Higher Education (COACHE) national survey data to discover the variables that motivated academic nursing leaders to remain or depart from an institution.
- The data were collected from responses to an online survey over a span of three years with average of 152 responses.
- The survey consisted of Likert-type scales and open-ended questions.
- The dependent variables in the study were job satisfaction and intent to stay. Independent variables included demographics and workplace factors. See results.
- One-way Analysis of Variance, *t*-tests and correlation coefficients were used to assess the relationships between the independent and dependent variables.

This study was published by Nursing Outlook. There complete reference is provided:
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Conclusions

- Academic nurse leaders have been placed in heightened stressful situations that are driven by budget cuts, greater accountability, and calls for more efficiency.
- The workplace factors found to be significant combined with responsibilities and added pressures in the role have resulted in many unfilled academic leadership.
- Modifiable factors should be considered for change of policies in higher education to recruit and retain academic nursing leaders.