

A Final Report on the 2009 National Study of Doctoral Nursing Faculty (Both DNP & PhD) in the United States

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Objectives:

- The 2009 national comprehensive U.S. doctoral nursing faculty survey is the first study to examine demographics and views of faculty who teach in either a PhD or a Doctor of Nursing Practice (DNP/DrNP) Program or both.
- The survey's primary aim was to understand the *state* of current doctoral nursing faculty status, views on the future of doctoral nursing education, and succession planning.



Purpose:

The purpose of this study was to get an *accurate picture* of the current workforce and subsequent plans for succession of faculty and administrators at U.S. universities that offer both the PhD and the professional/practice DNP/DrNP degrees. This presentation will focus on DNP faculty views compared to PhD nursing faculty views.



Introduction

According to Robert Wood Johnson Foundation (2007), a large percentage of senior nursing faculty members will retire over the next five years and half of the current nursing faculty are likely to retire by 2016. Many of these senior faculty members are doctoral faculty as well as funded researchers. These critical positions will need to be filled when the senior faculty retire.



Introduction

As current senior faculty contemplate moving on, we need to focus on providing the next generation of doctoral faculty (PhD & DNP) with the requisite knowledge and skills that will be needed to survive and thrive in academia.

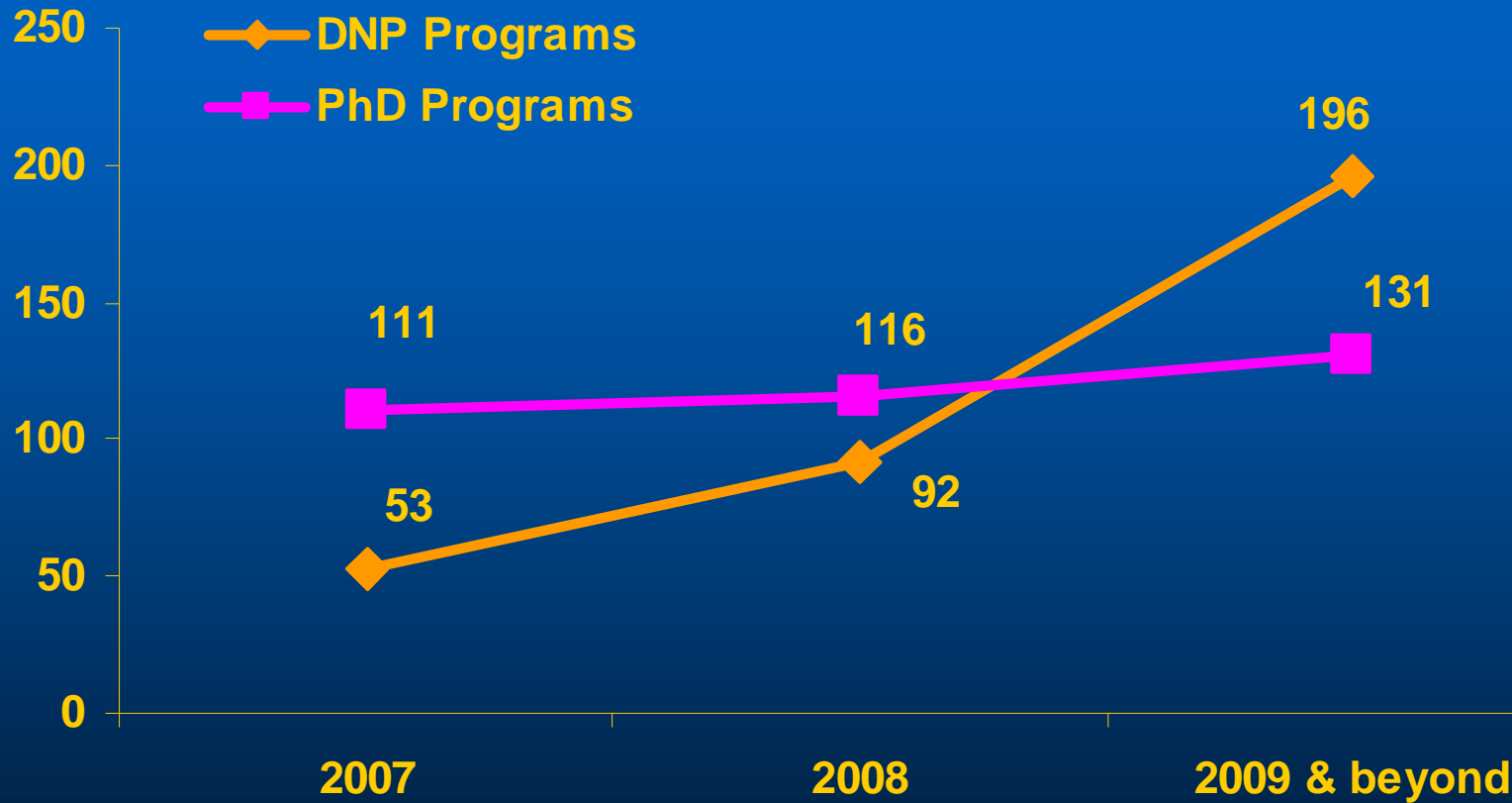


The Burning Questions!

- Are current academic administrators actively engaged in succession planning?
- Are doctoral faculty satisfied with their current role?
- Are faculty concerned about whether DNP Program enrollment will surpass and negatively effect PhD program enrollment?
- Are faculty concerned about the DNP's effect on nursing knowledge development?
- If the DNP graduate does not belong in academia, are faculty concerned about who will teach nursing students in the future?



Number of Current & Planned Doctor of Nursing Practice Programs

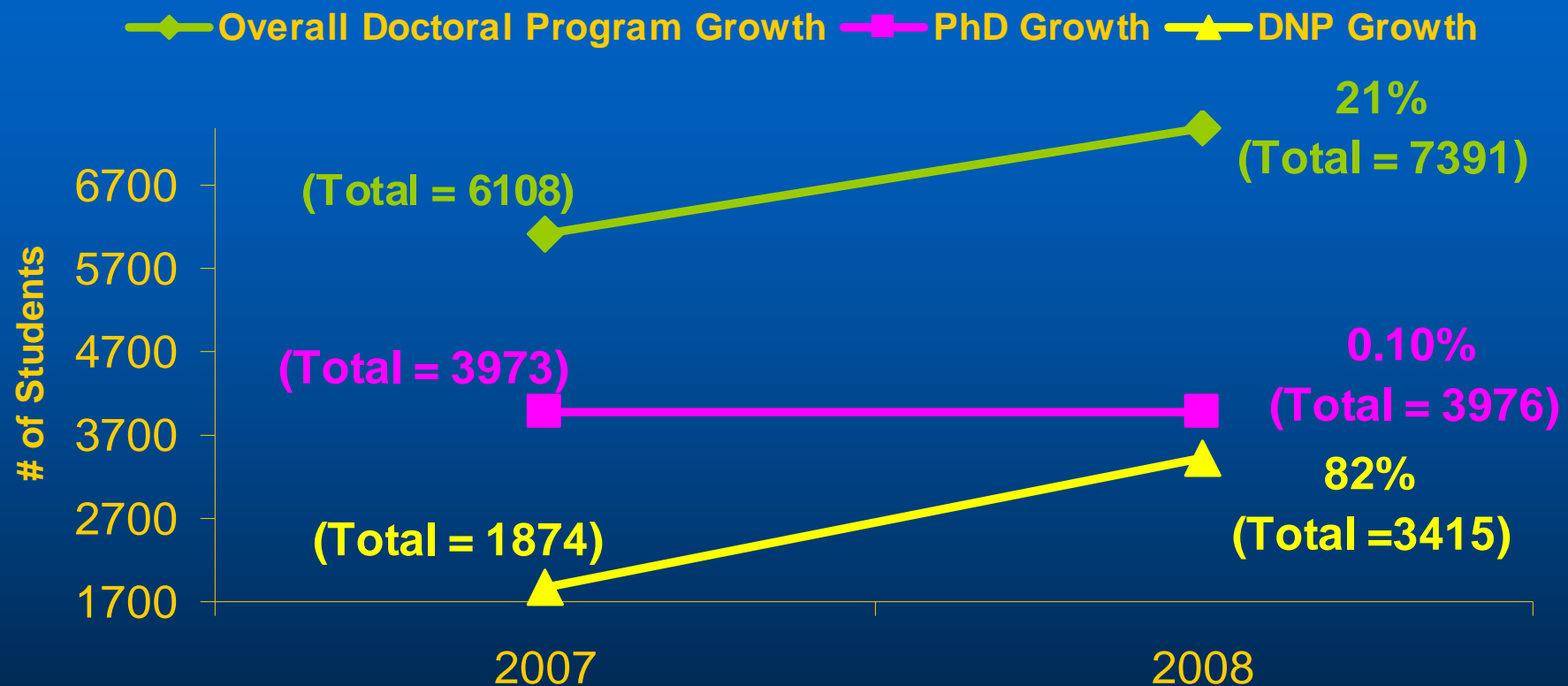


(AACN, 2008)



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Comparison of student enrollment in DNP and PhD Nursing Programs-2007-08



(AACN, 2008)



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Who Completed this Survey?

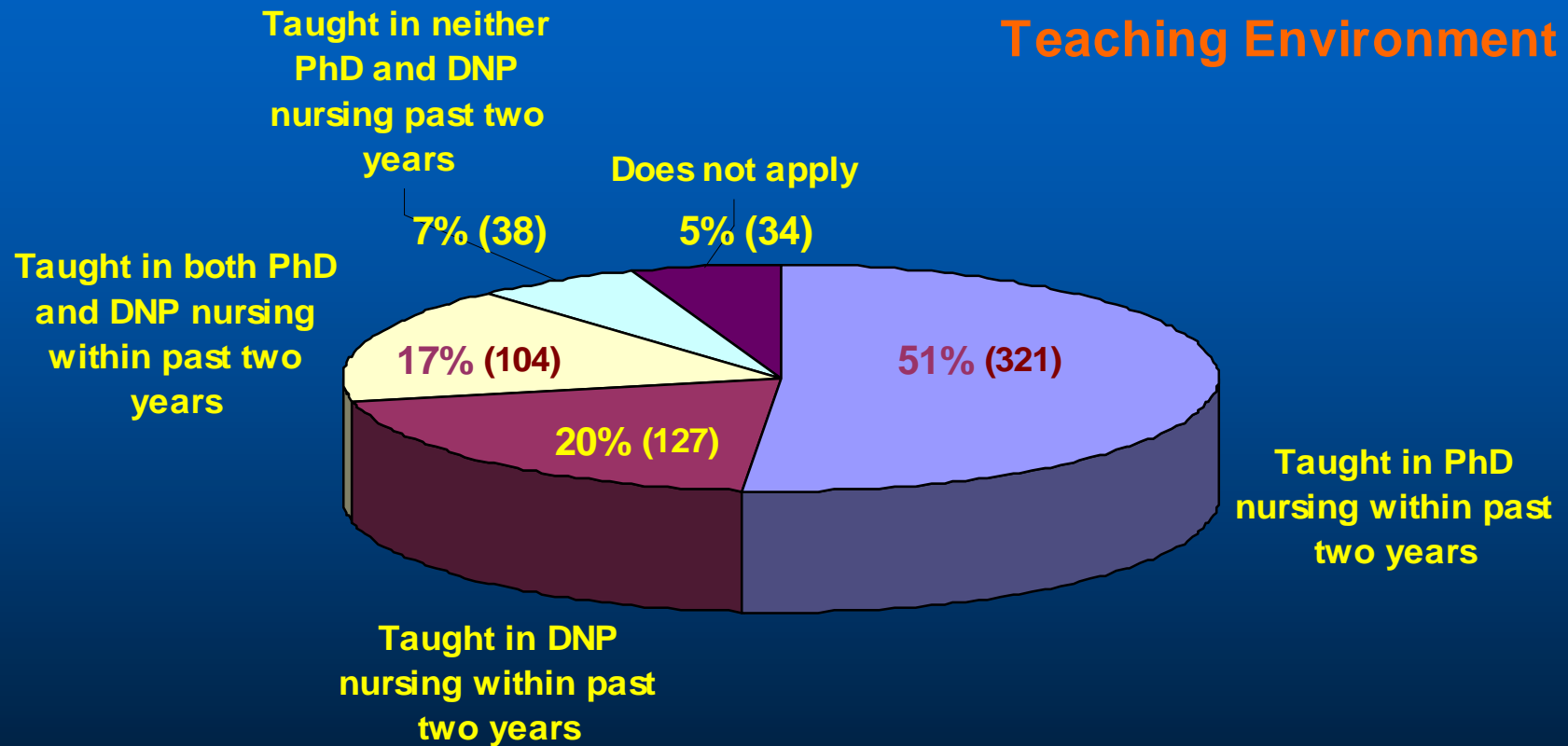
1. First, all dept chairs of DNP and PhD programs were identified in the U.S. & the survey link was sent to them. We requested they snowball forward it to their 'designated doctoral faculty' – NOT just faculty with a doctorate
2. The link was also sent to nursing education listservs predominated with graduate nursing faculty
3. The link was sent to all registrants at the 2009 Hilton Head Island, SC Doctor of Nursing Practice Conference hosted by Drexel
4. We specifically requested no one complete it twice
5. Data was collected from October 2008 - Feb 2009 & IRB approved



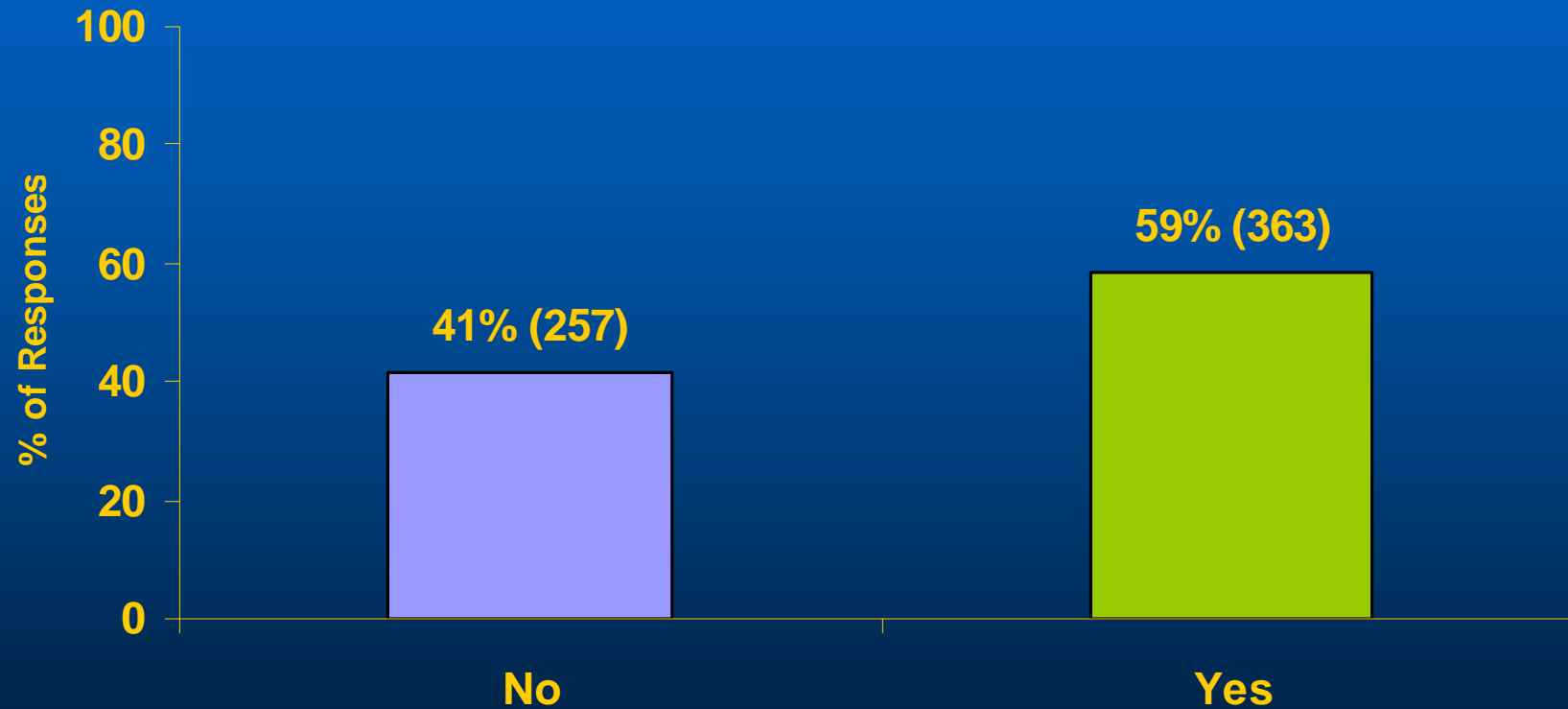
1. Check all that apply: you must answer 'YES' to one of the items in order to be eligible to complete this survey:

(N=624)

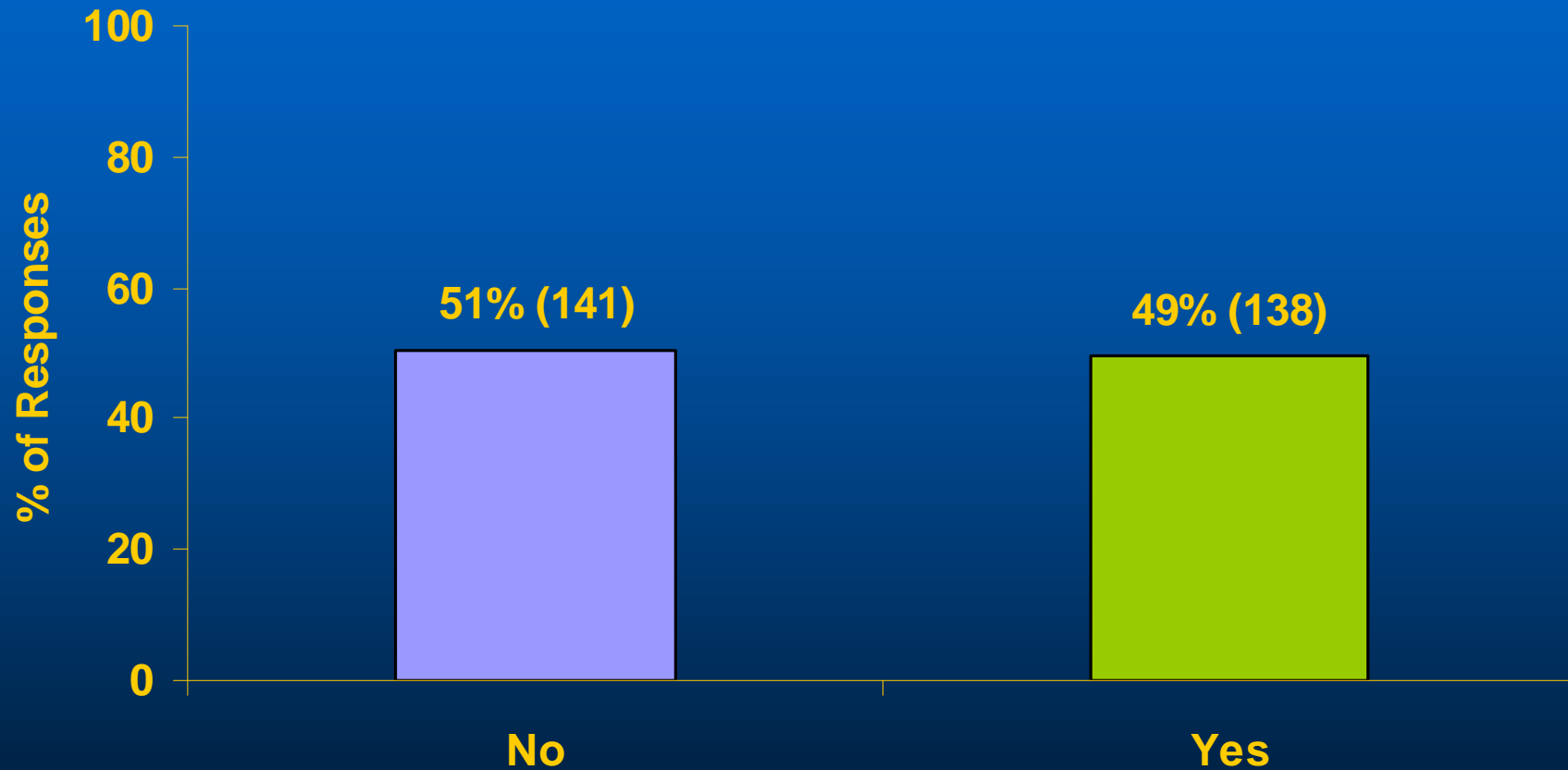
Teaching Environment



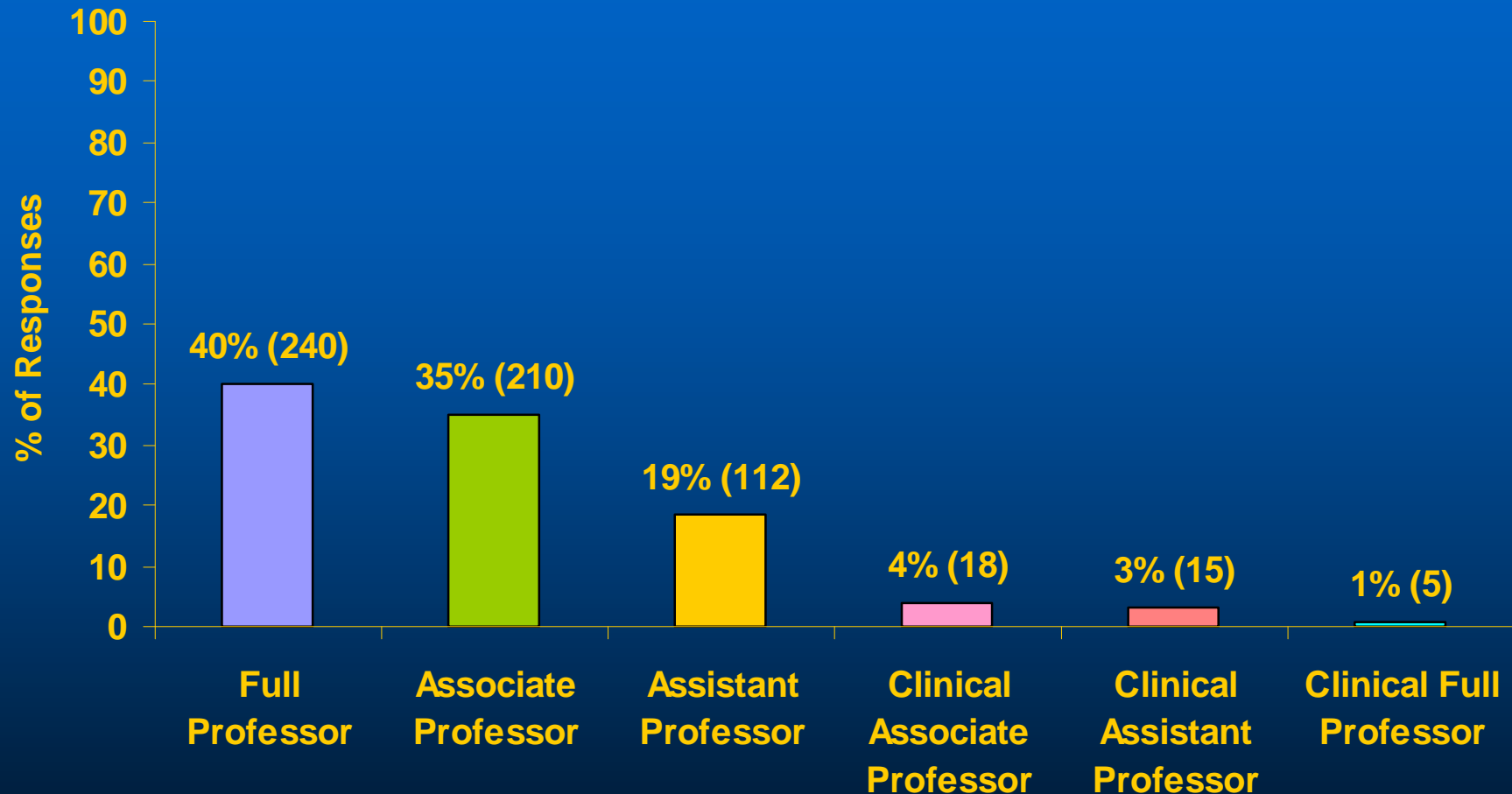
2. I am tenured. (N=620)



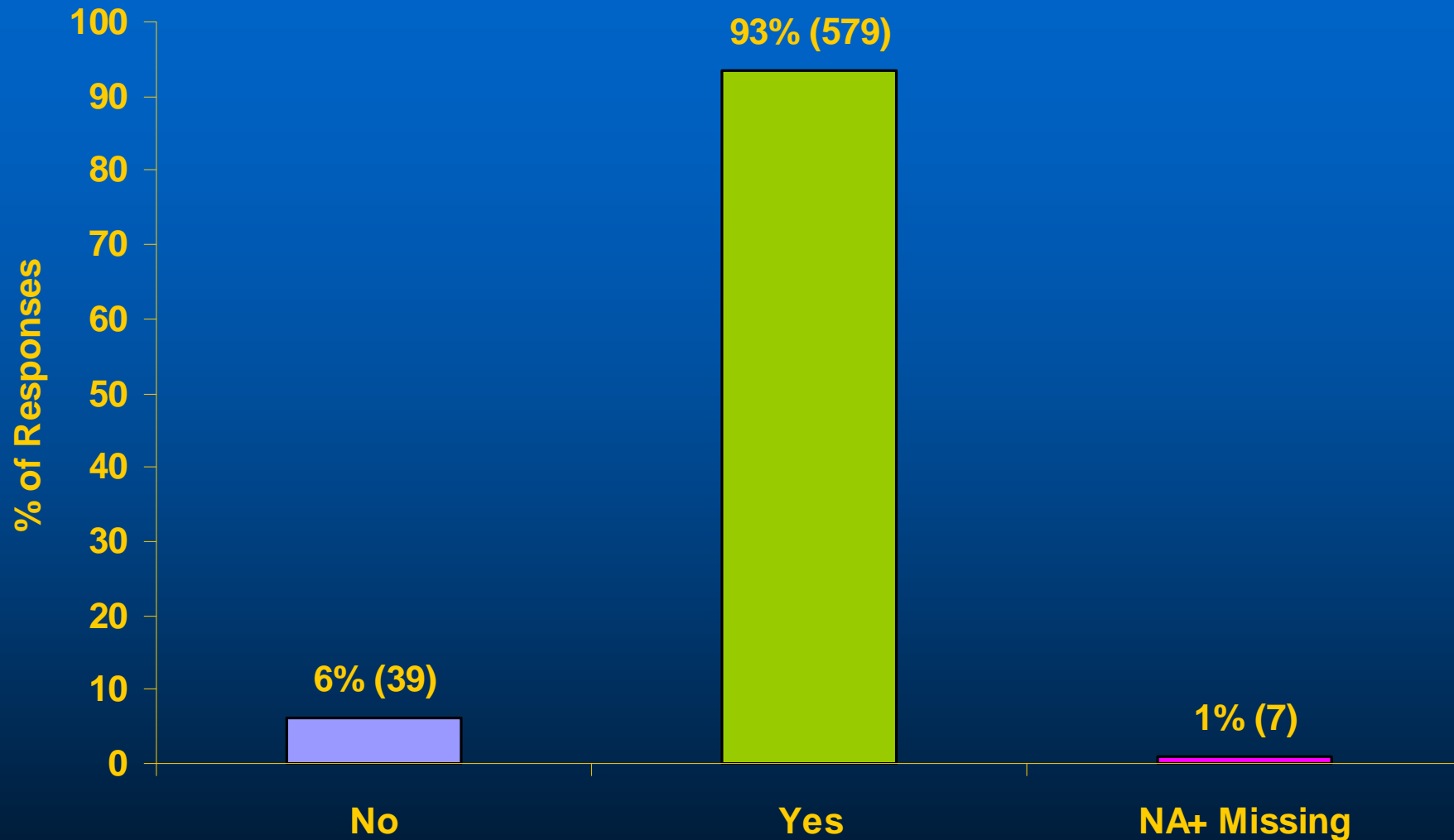
3. If I am not tenured, I am tenure-track (N=279)



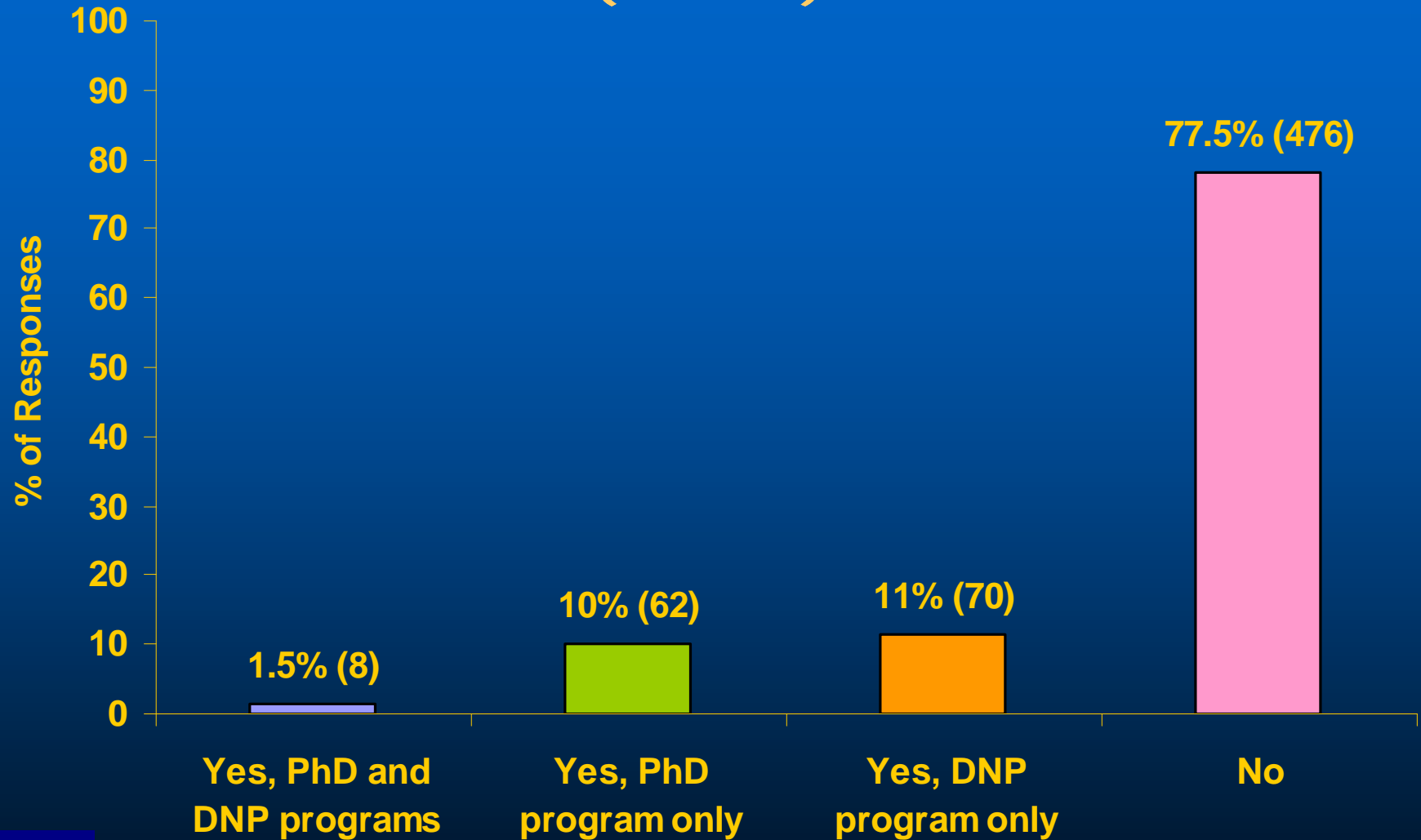
4. My current rank is best described as: (N=600)



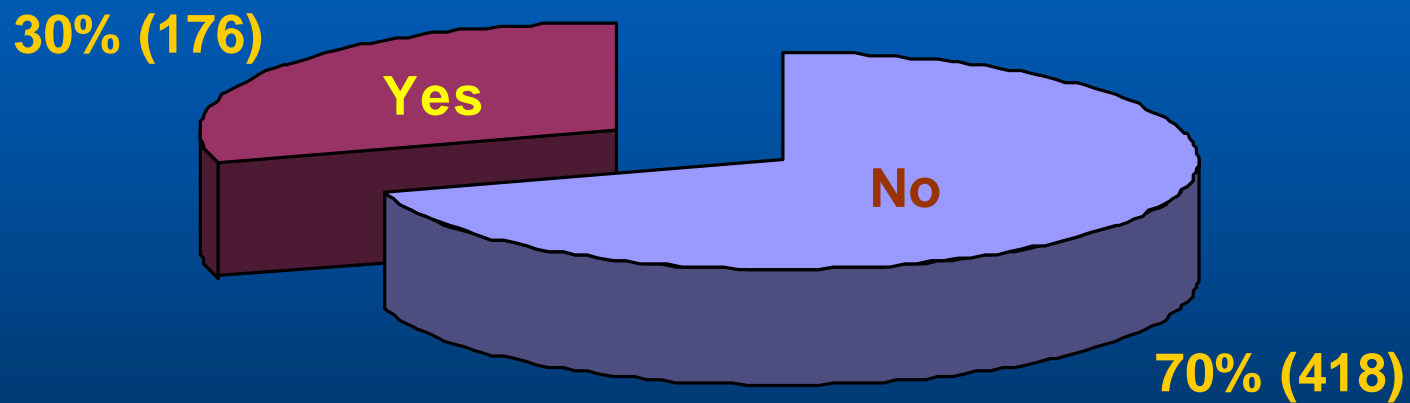
5. I am full-time in my school/university (N=618)



6. I am the director or chair of a doctoral nursing program. (N=616)

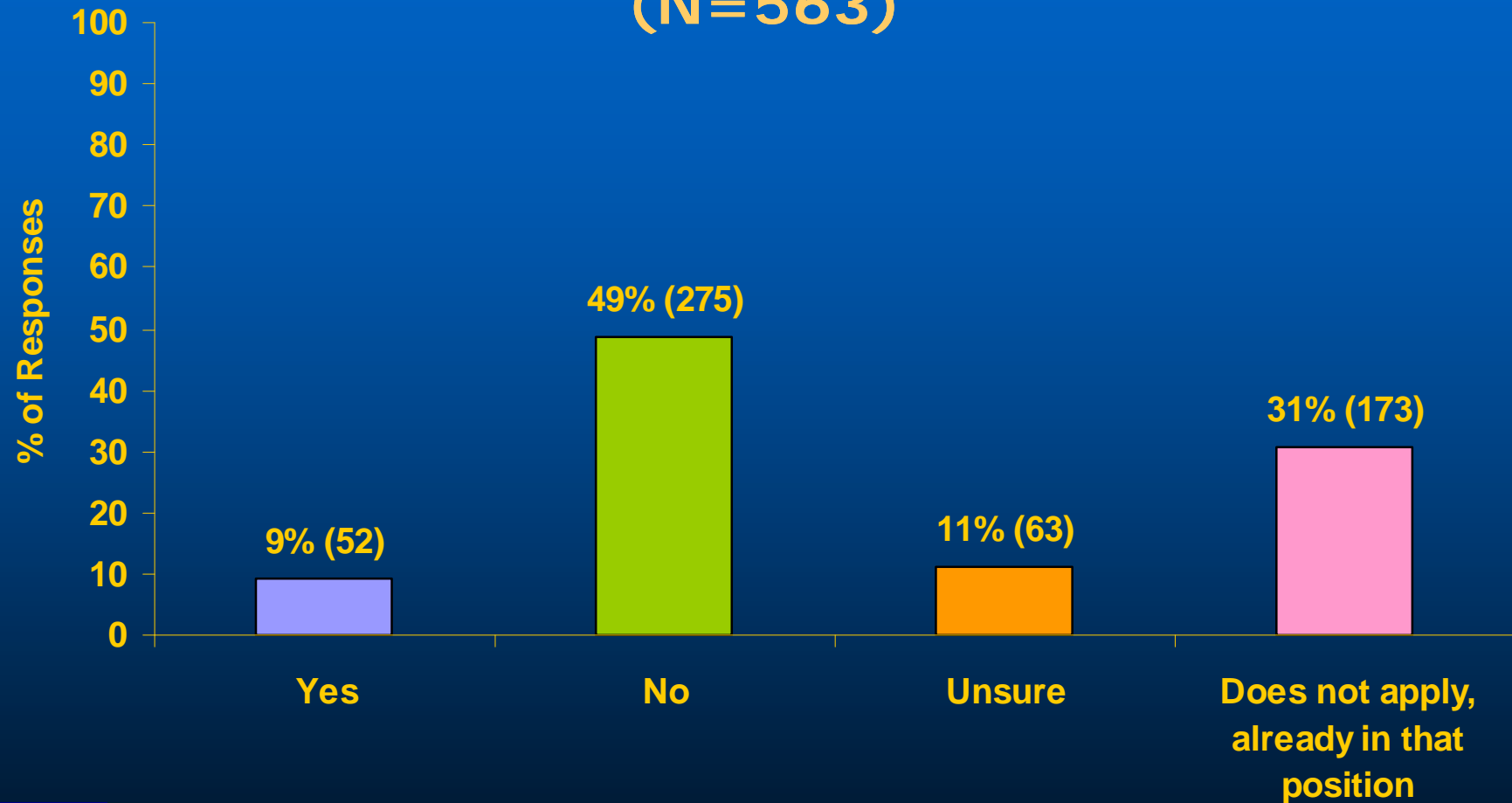


**7. I am an academic nursing administrator other than a director or chair of doctoral nursing program:
(N=594)**

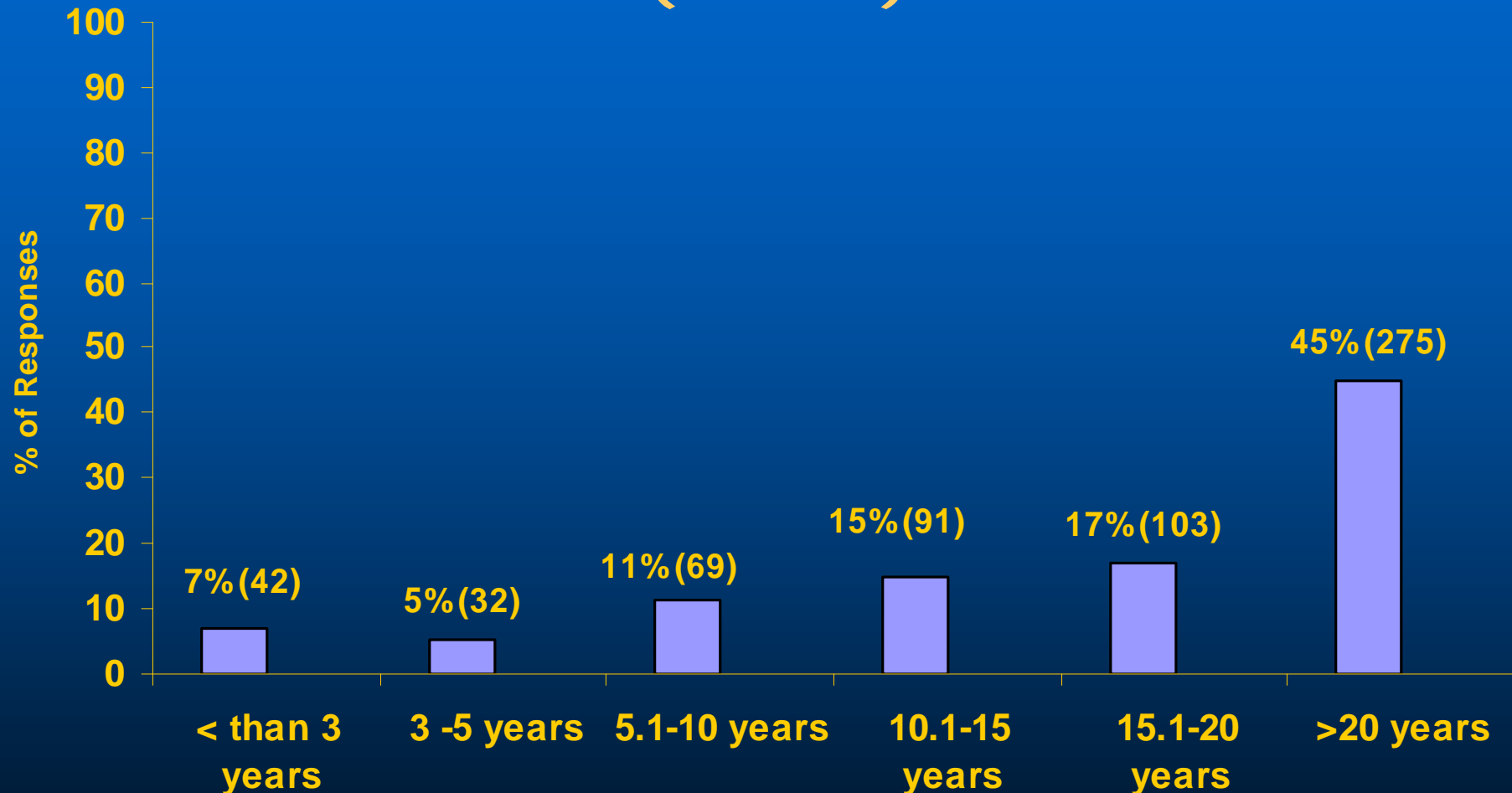


8. I am not an academic nursing administrator but I have aspirations to become a director or chair of a doctoral nursing program.

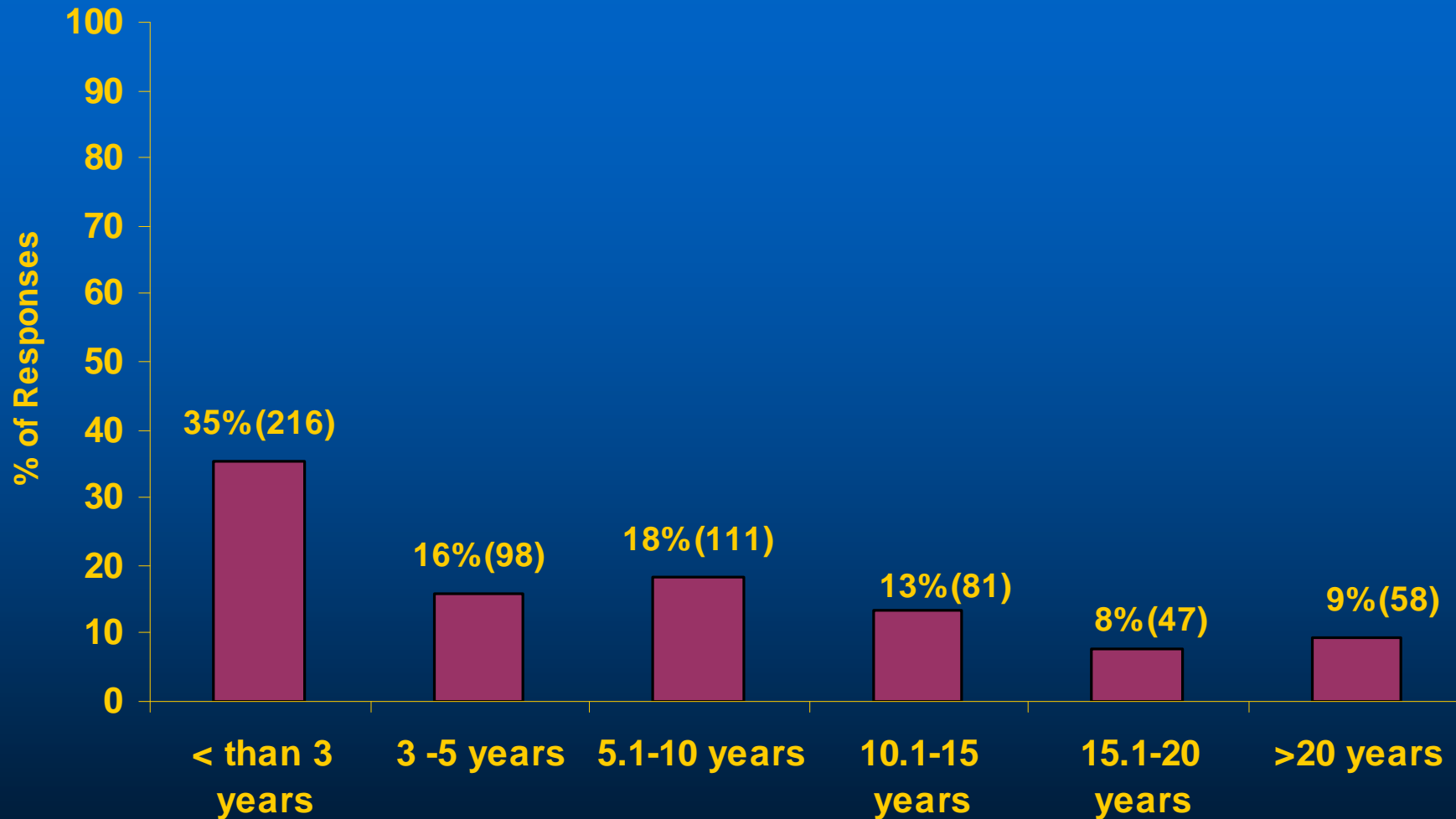
(N=563)



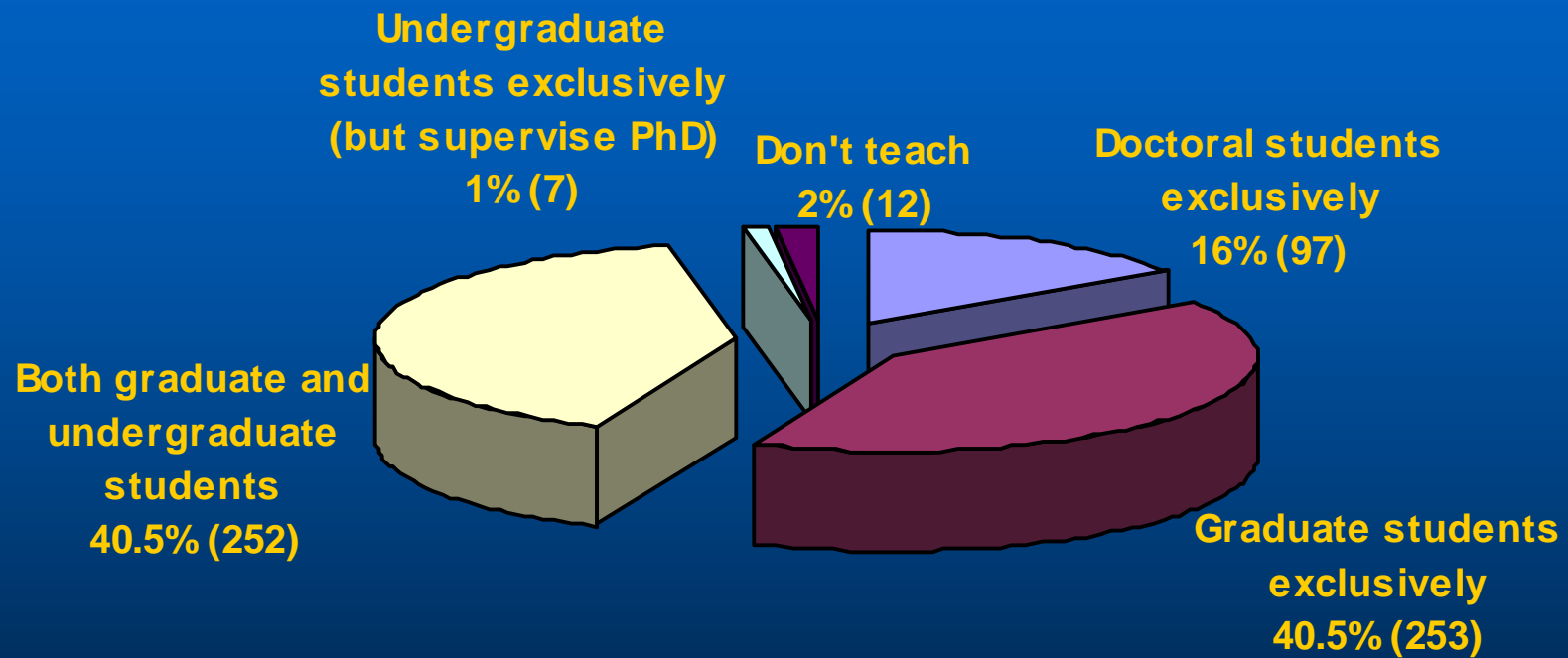
9. How many total years have you taught full-time in nursing education? (N=612)



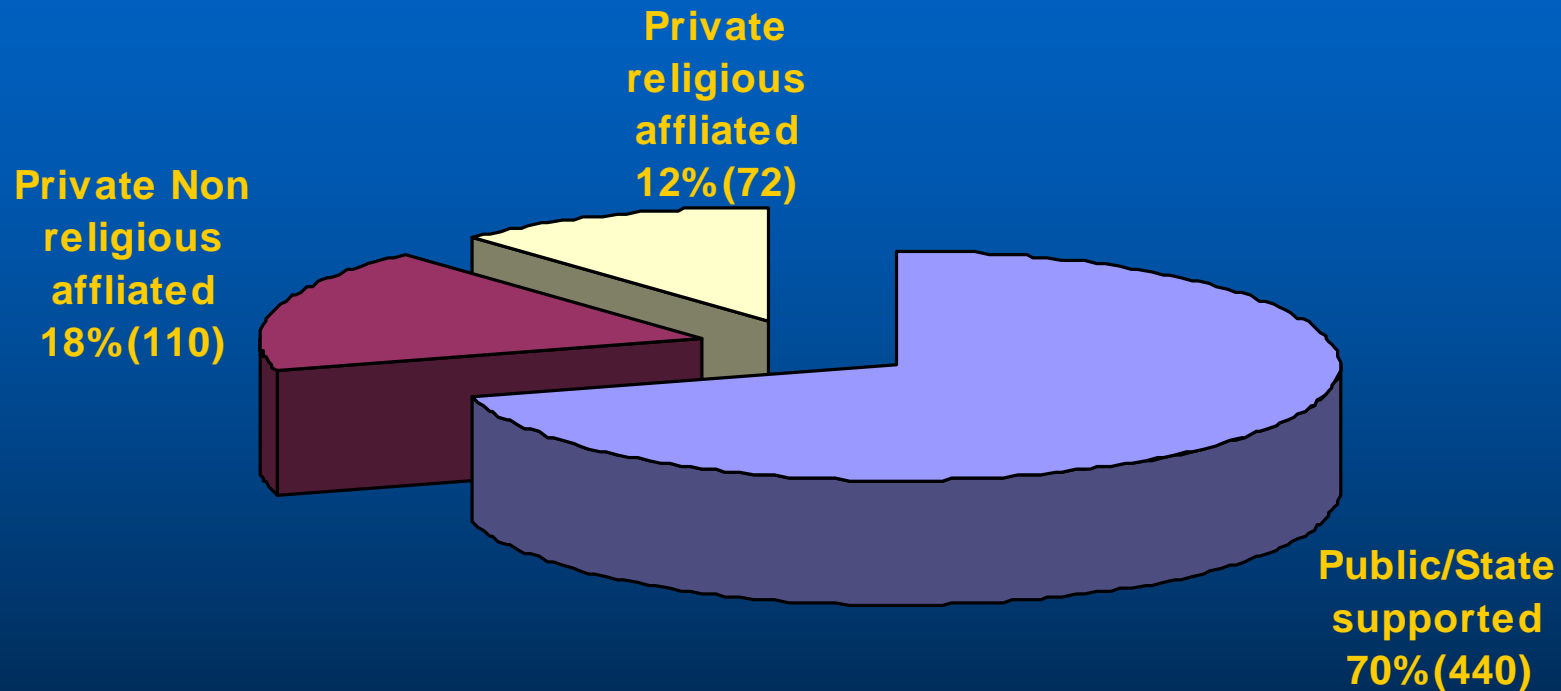
10. How many total years have you taught in any doctoral nursing program? (N=611)



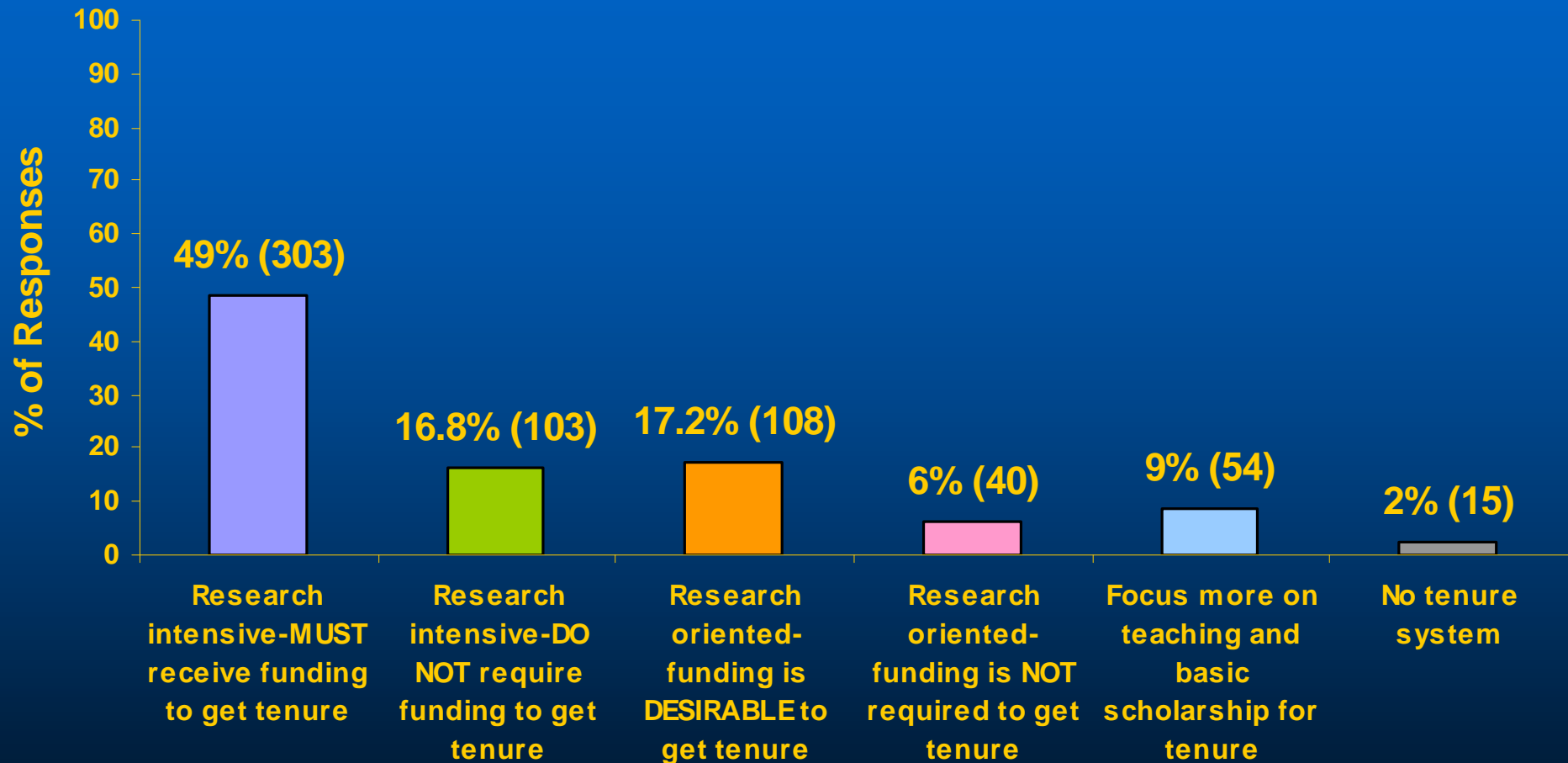
11. Which statement best describes your teaching role: (N=621)



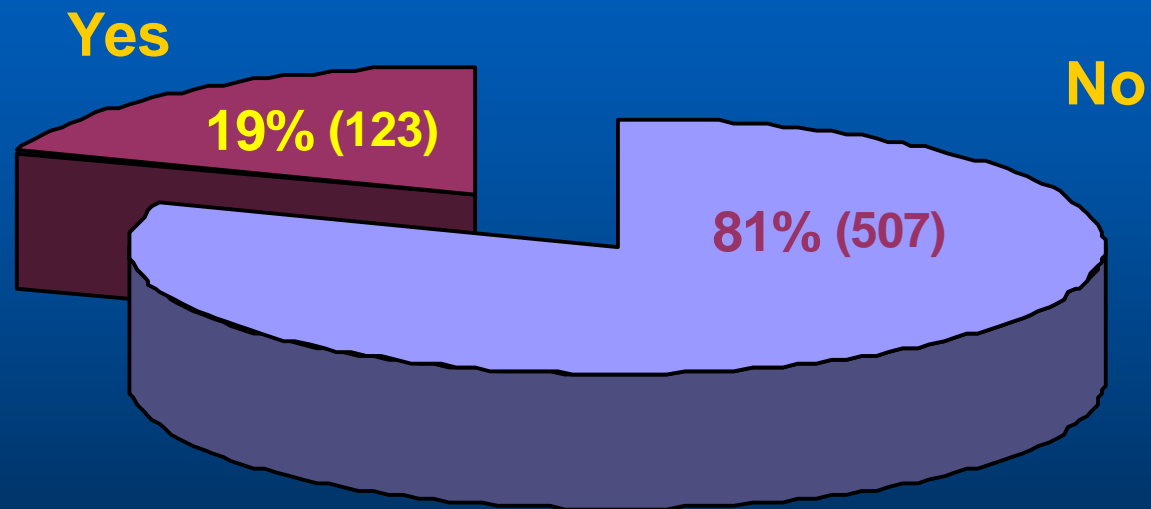
12. My school/university can best be described as: (N=622)



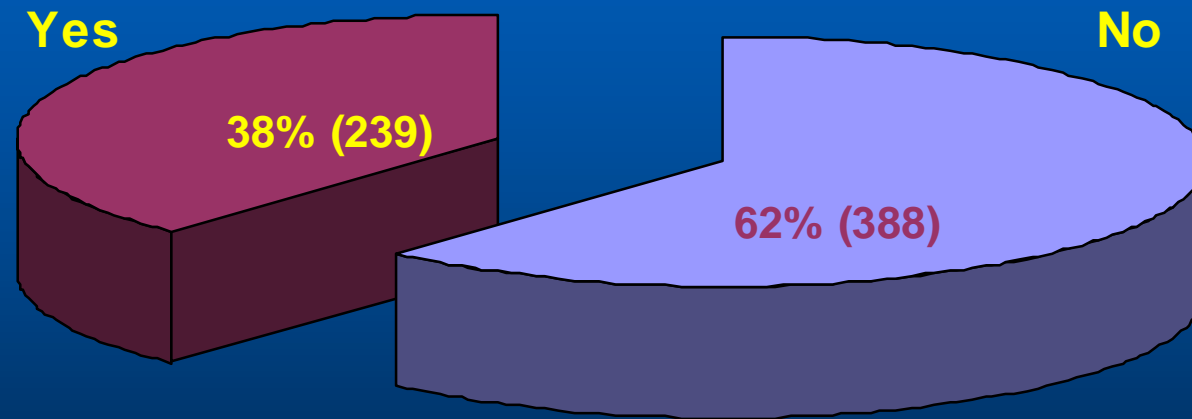
13. Which statement best describes your school/university? (N=623)



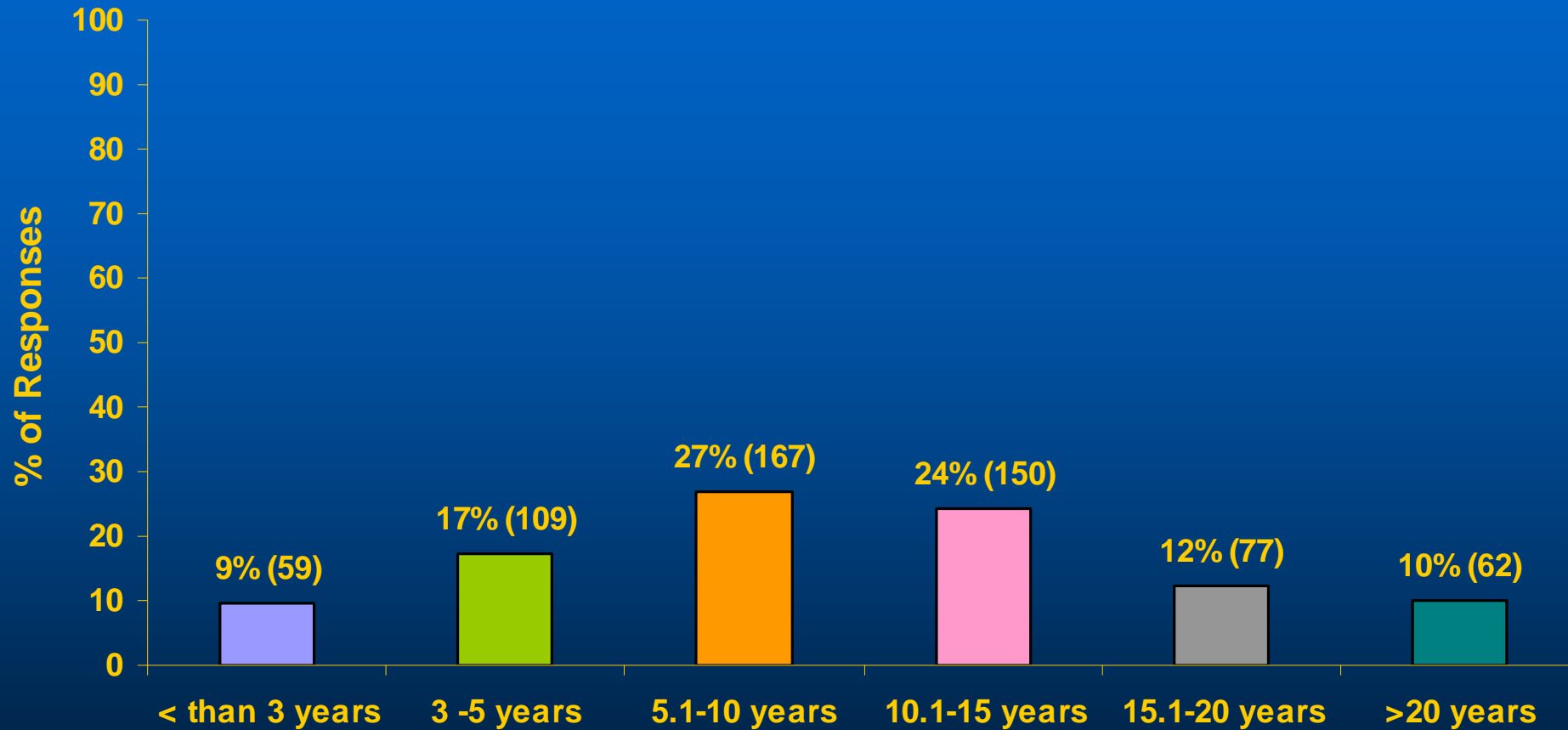
14. I completed a formal post doc: (N=630)



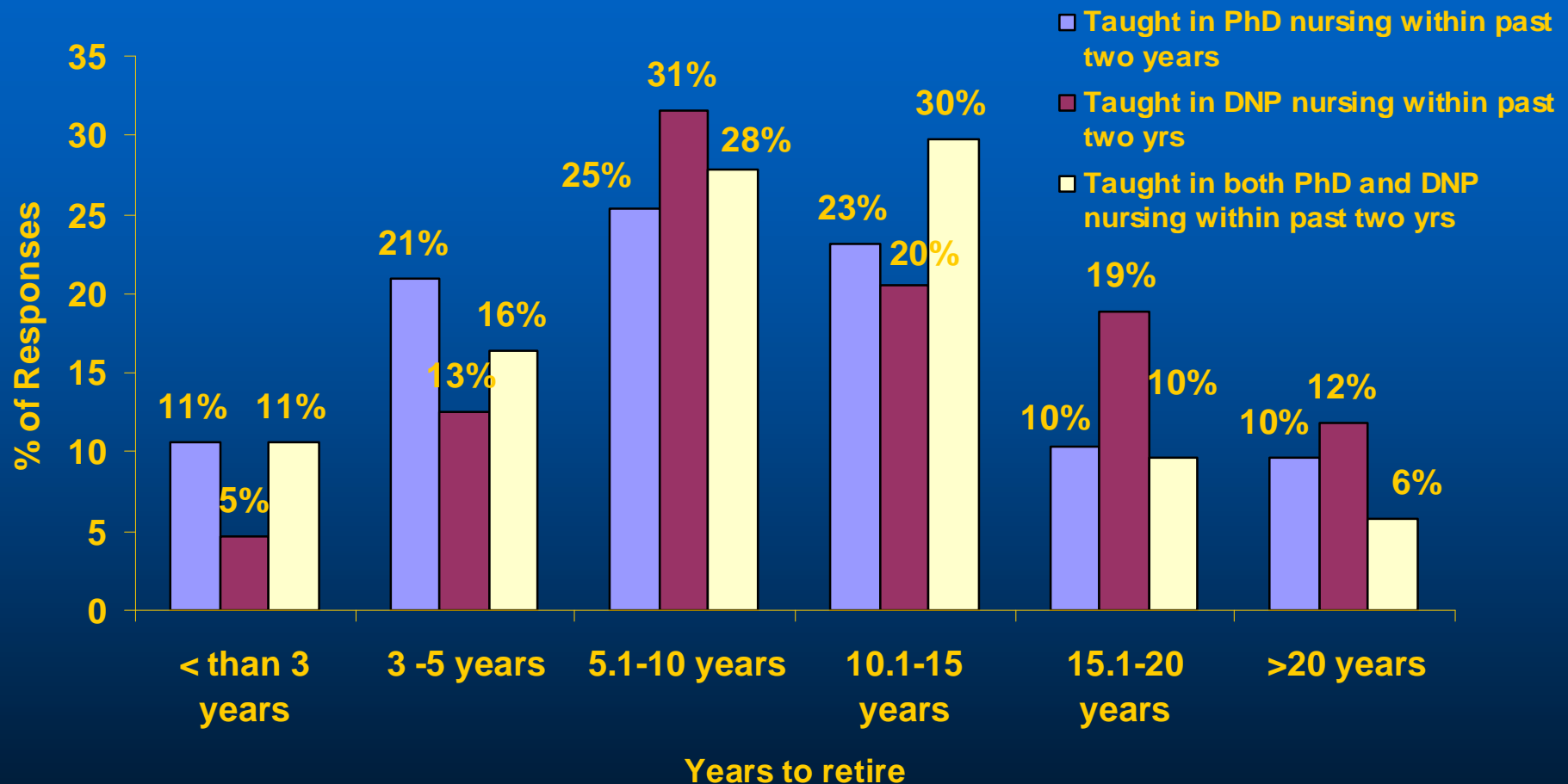
**15. I have obtained a least one NIH research grant as a PI in my career.
(N=627)**



16. I plan to retire: (N=624)



Sub analysis Q 16. Number of years to retire for faculty teaching in different nursing programs

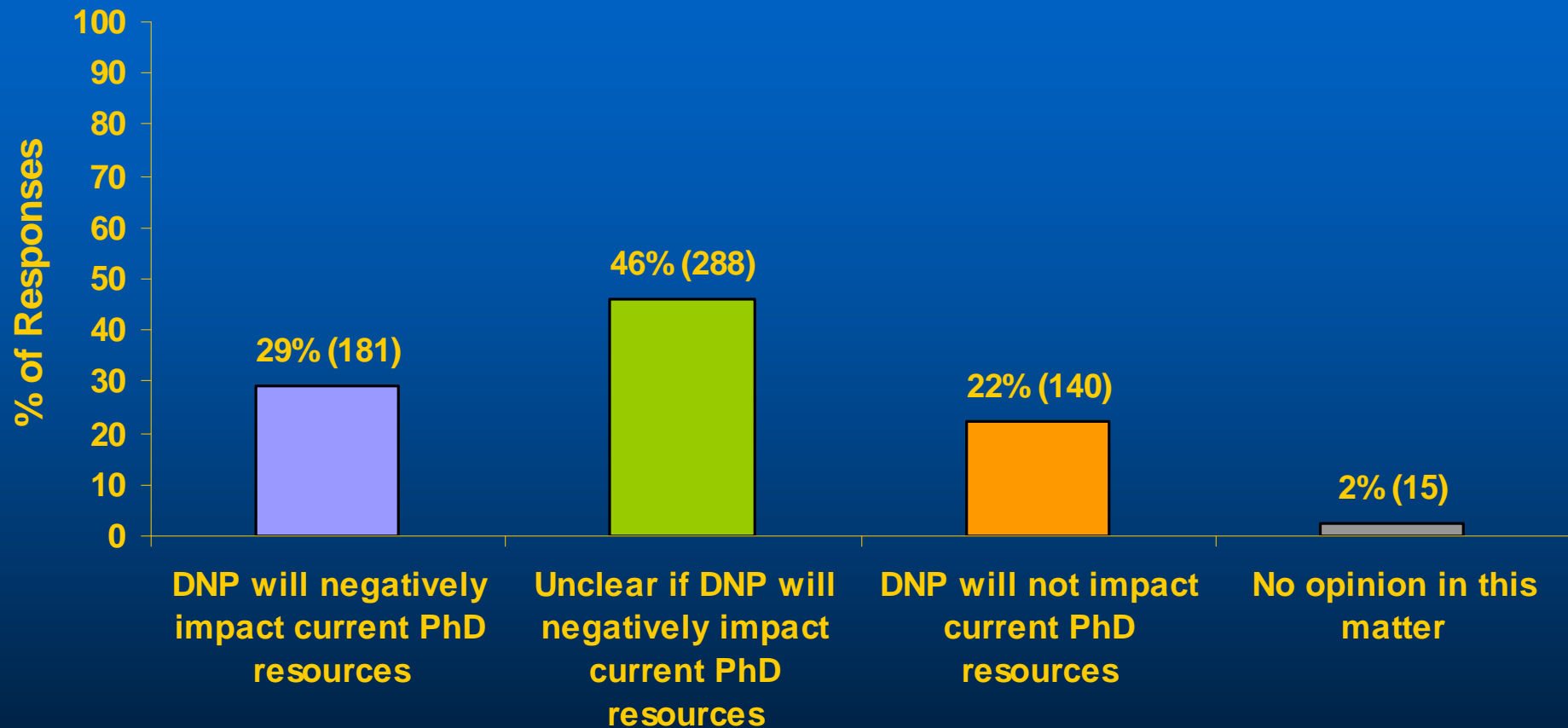


17. Which statement best supports your current view of doctoral nursing education? (N=620)

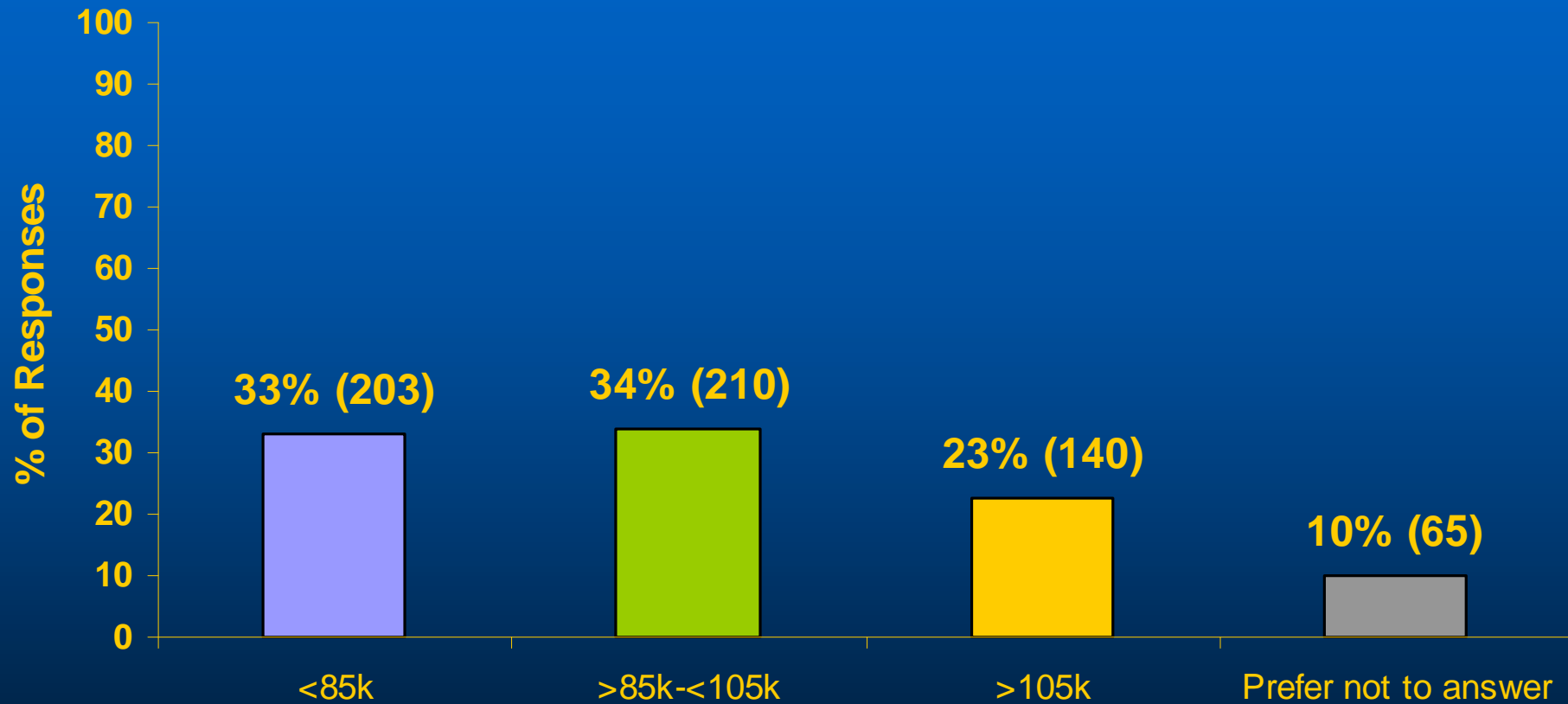
- **I support the PhD and the DNP enthusiastically - 265 (42.7%)**
- **I support the PhD and DNP moderately - 139 (22.2%)**
- I support the PhD, but not the DNP – **102 (16.5%)**
- I support the PhD and the DNP reluctantly - **84 (13.5%)**
- Neither statement best reflects my current view –there are other alternative views not included here - **30 (4.8%)**



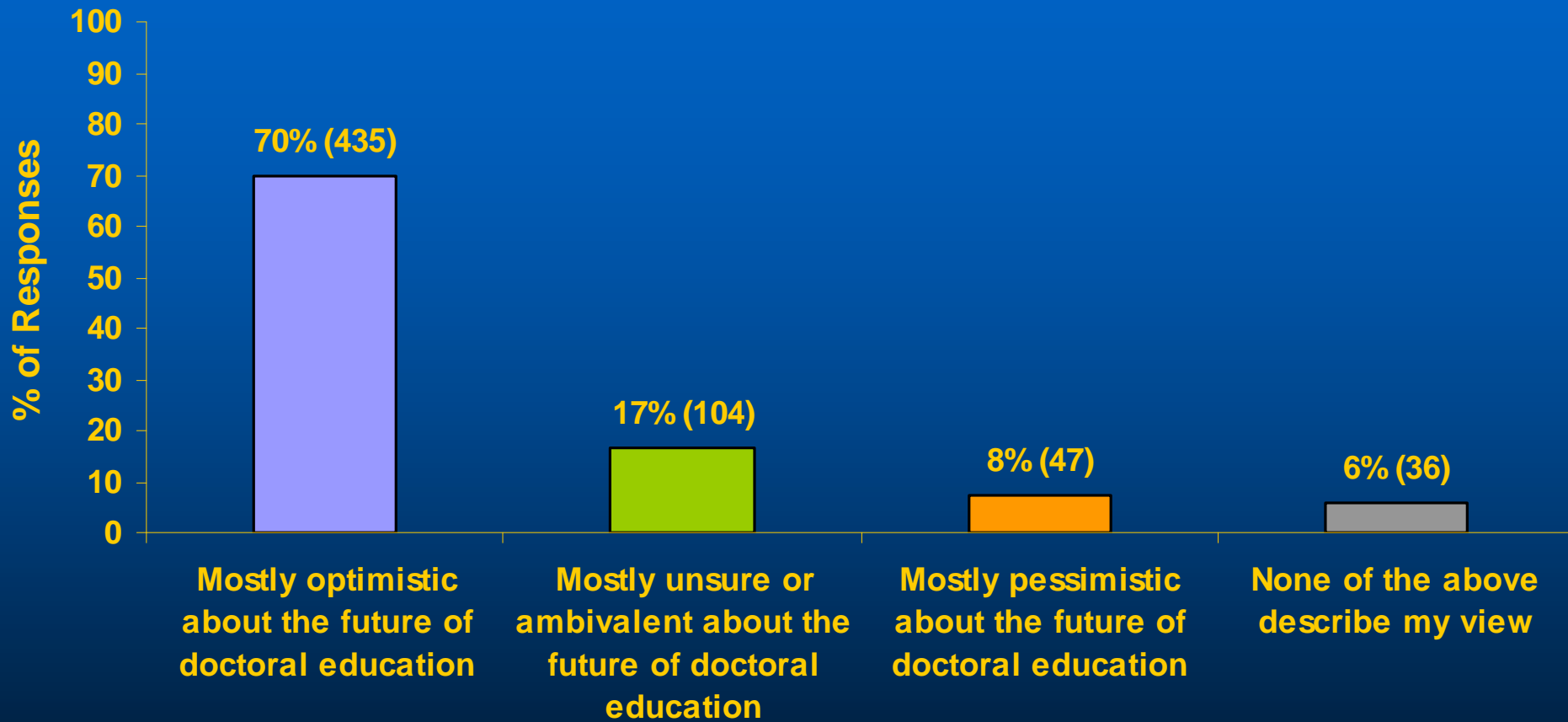
18. Which statement best reflects your view? (N=624)



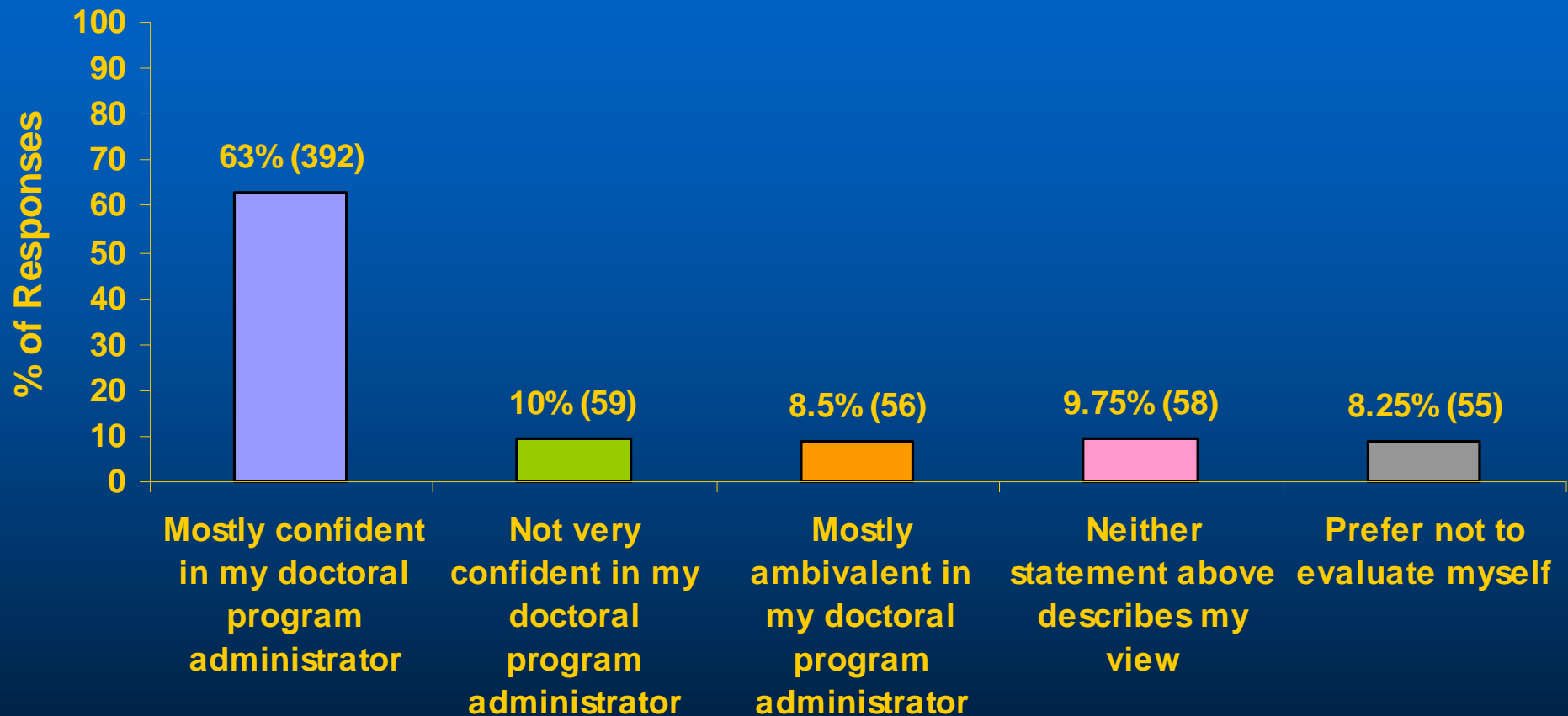
19. What is your current salary? (N=618)



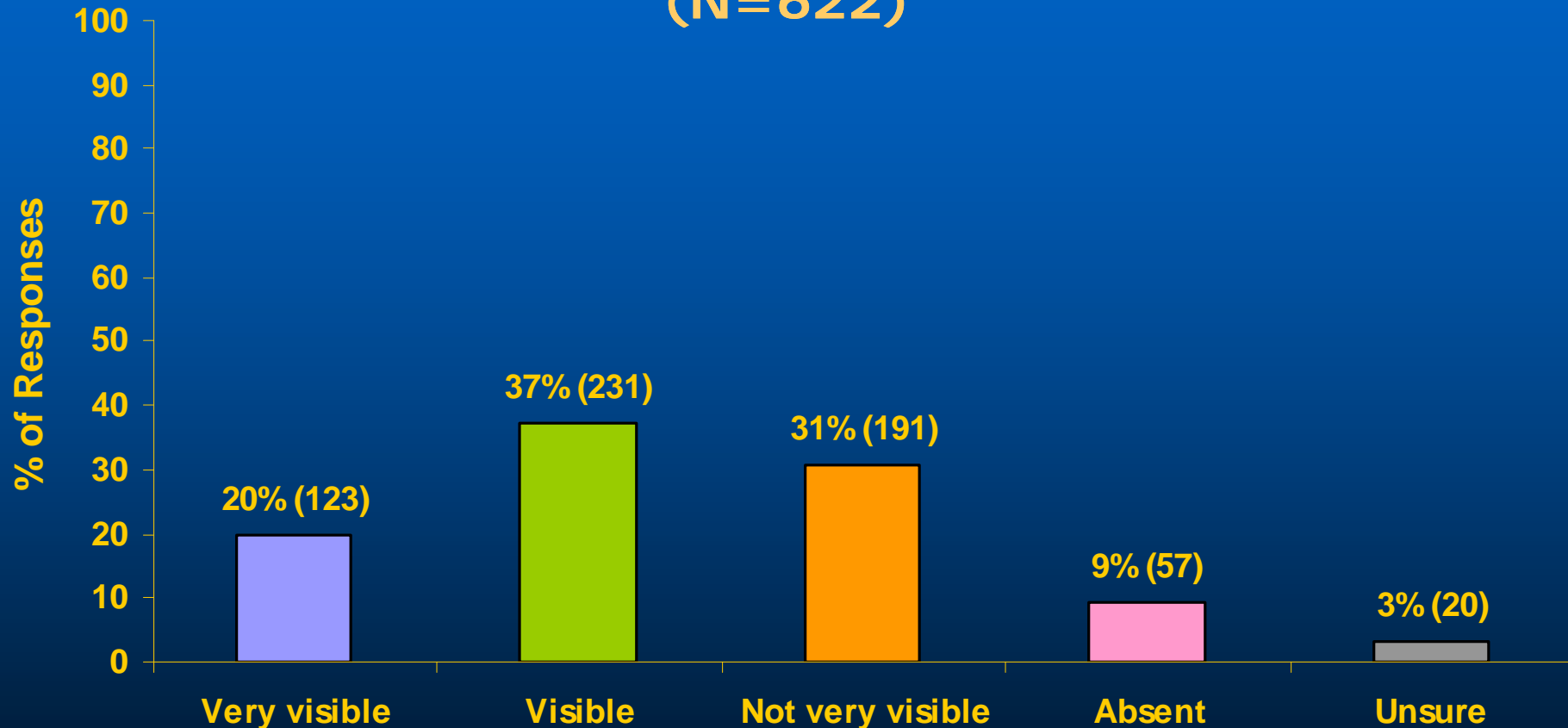
20. Which statement best reflects your point of view? (N=622)



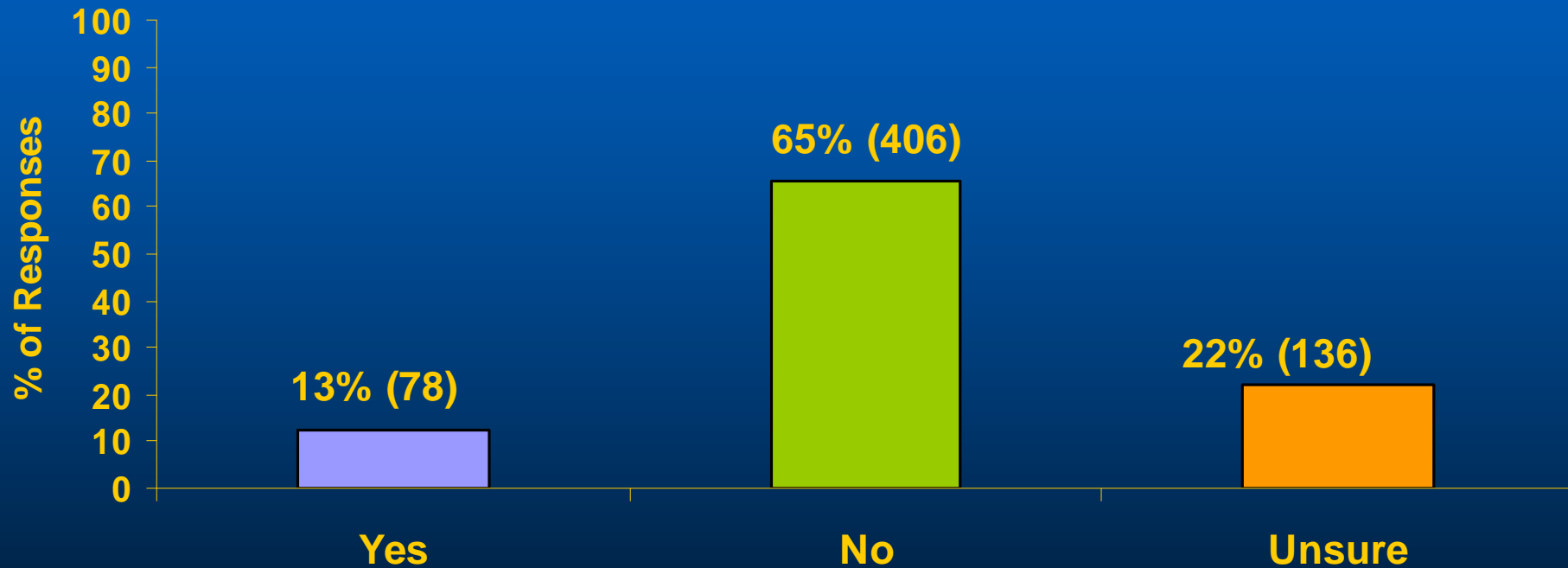
21. How confident are you in the leadership of the administrator of the doctoral program you teach in most? (N=620)



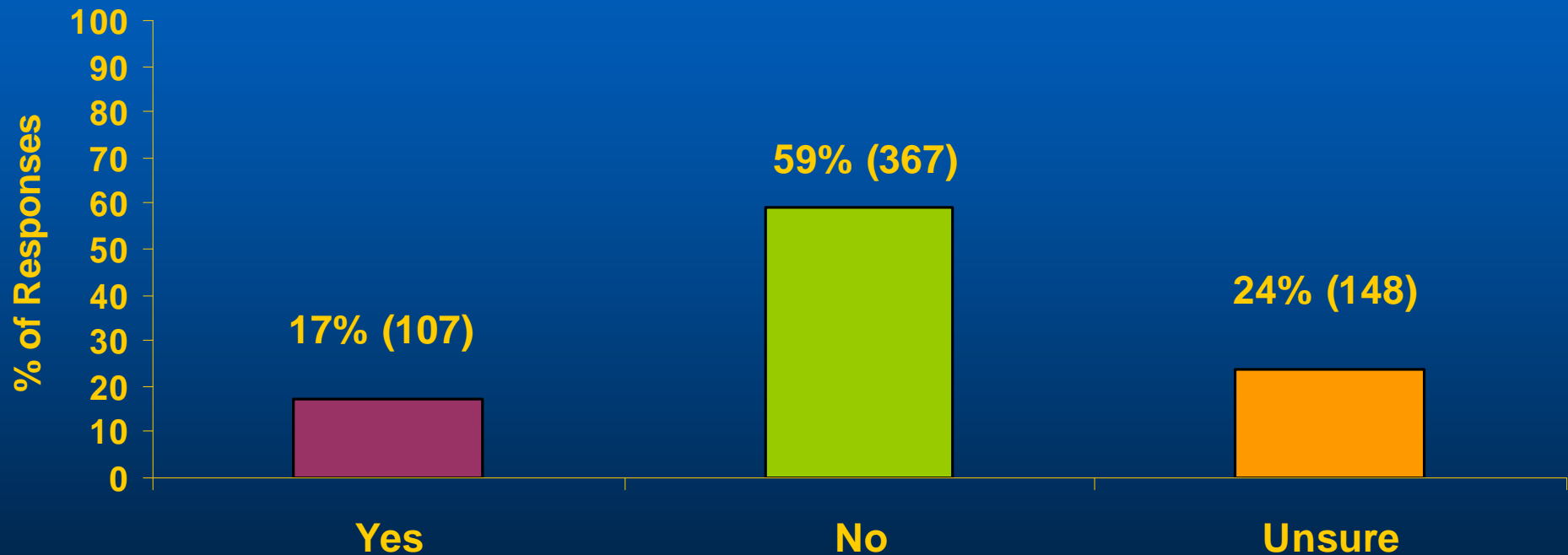
22. How prevalent is the discussion of succession planning in your doctoral nursing program (pertaining to recruitment of new doctoral nursing faculty and administrators)? (N=622)



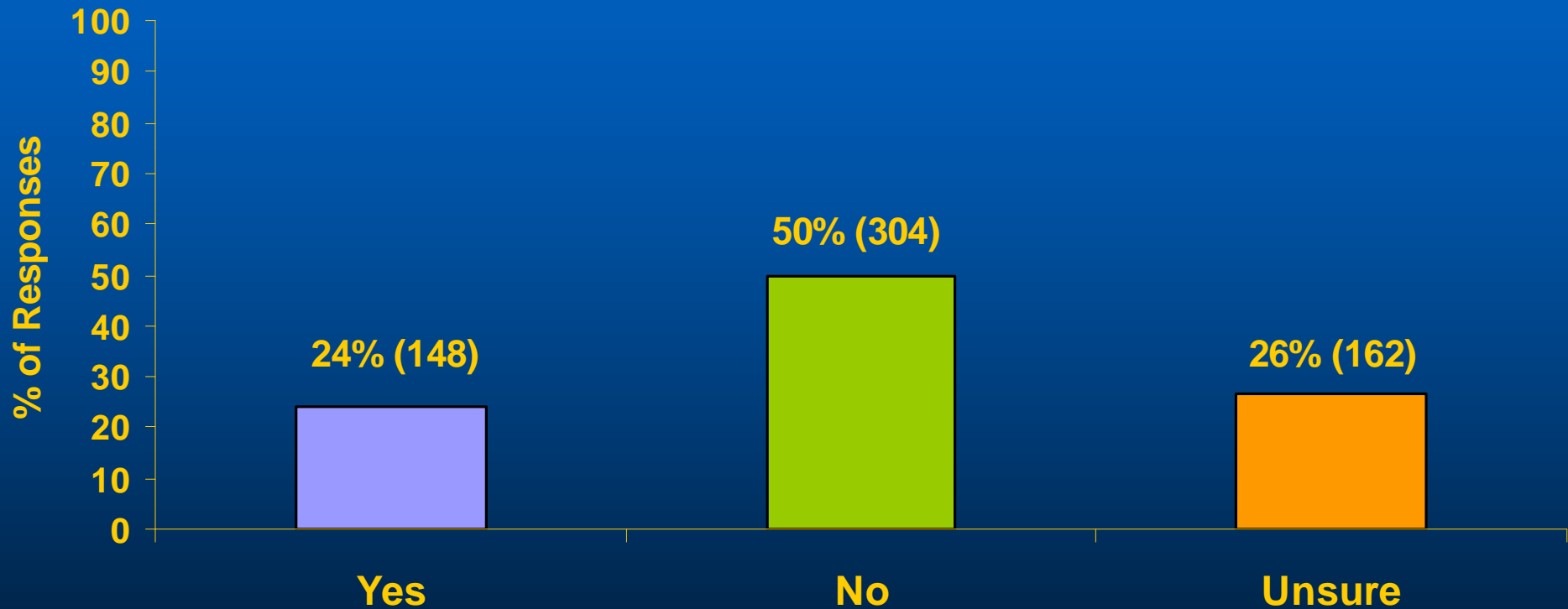
23. Do you think there is going to be an adequate supply of nurse scientists to replace the retiring nurse scientists in the next 5 years?
(N=620)



24. Do you think there is going to be an adequate supply of nursing faculty qualified to teach in **PhD** programs in the next 5 years?
(N=622)



25. Do you think there is going to be an adequate supply of nursing faculty qualified to teach in **DNP** programs in the next 5 years?
(N=614)



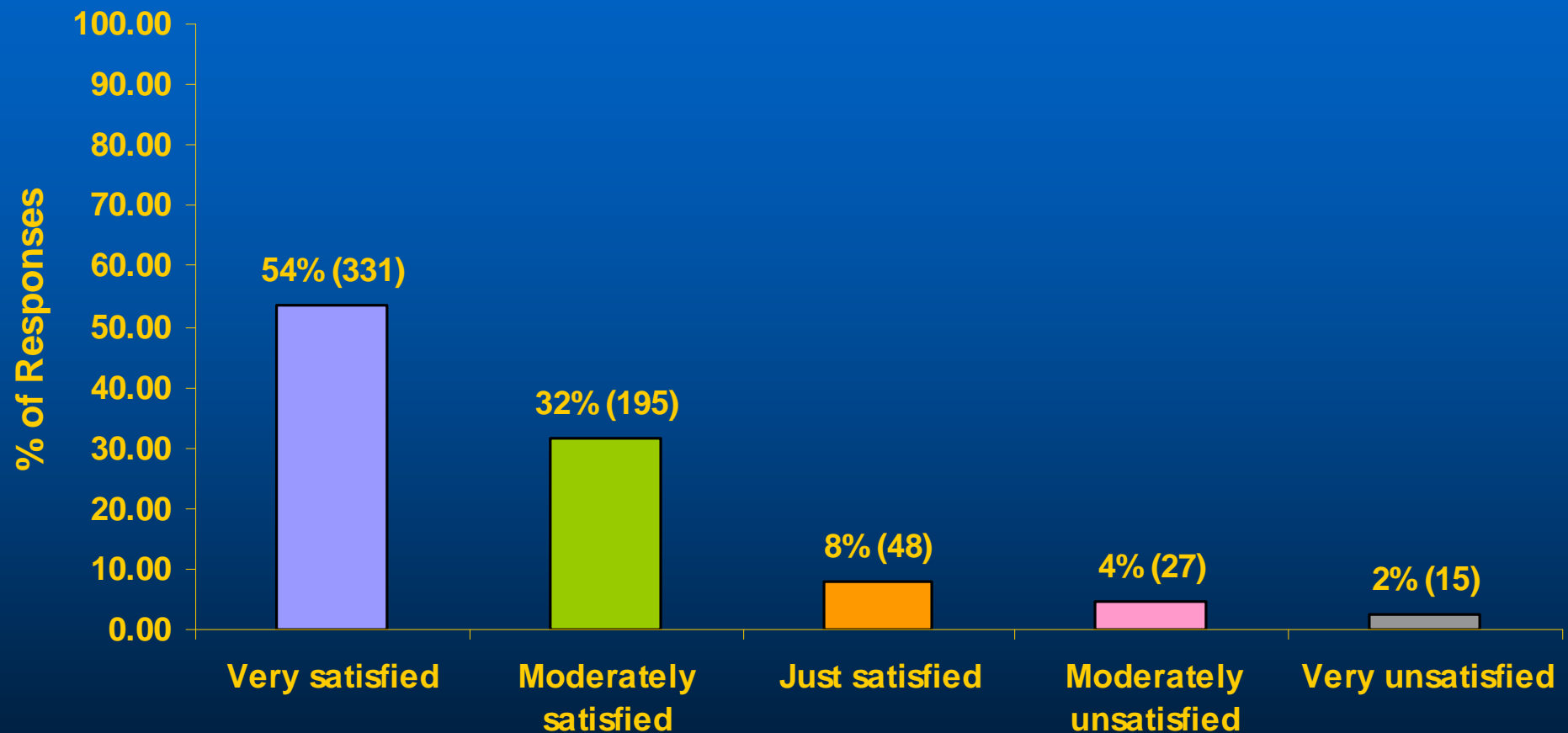
26. How possible is it going to be for future doctoral nursing faculty, particularly those teaching in DNP programs to be tenure track, pursue substantive scholarship and maintain clinical hours for certification?

(N=619)

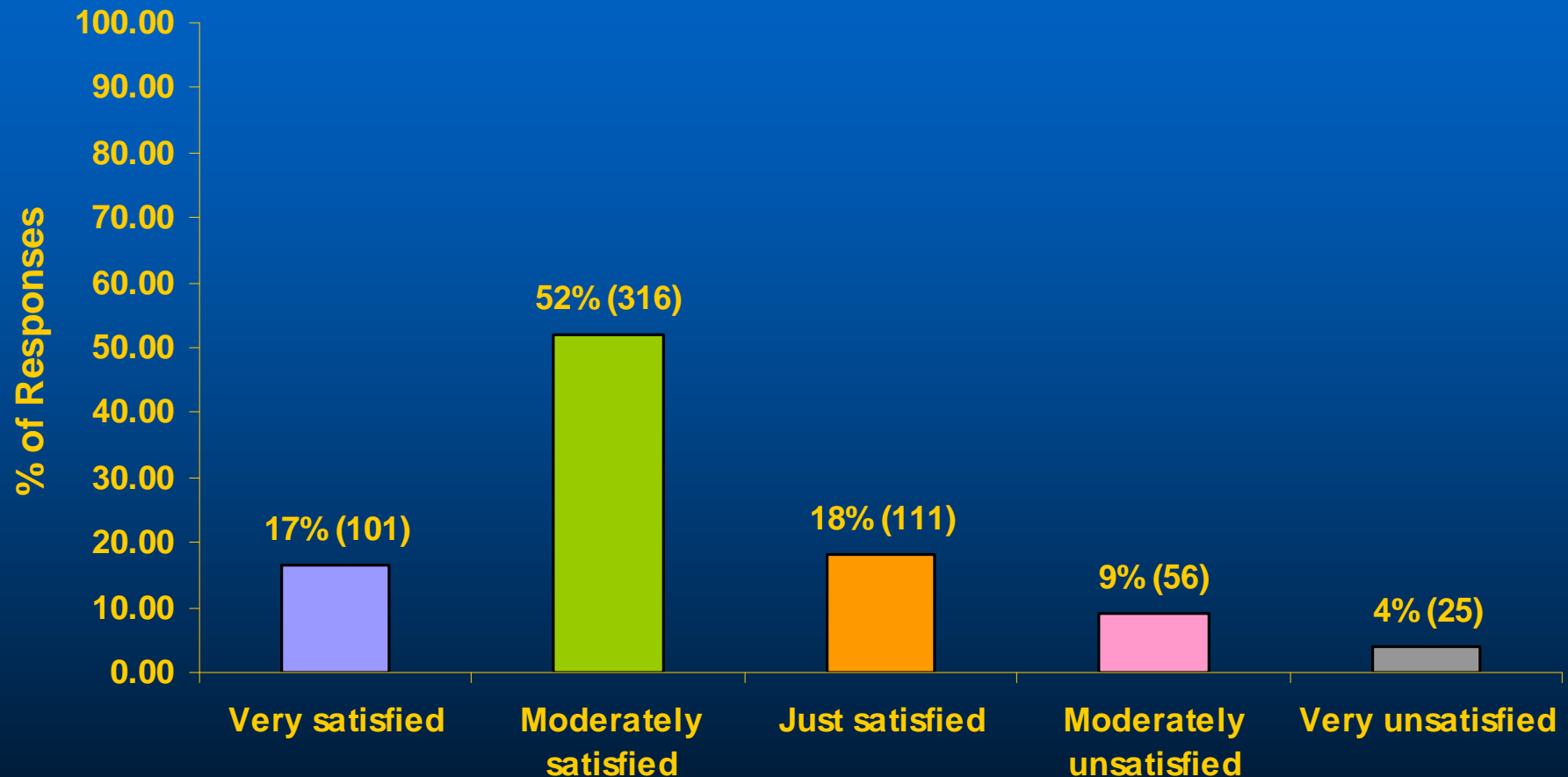
- **More challenging than it is today – 44.3% (274)**
- **Nearly impossible – 24.9% (154)**
- No More challenging than it is today – 21.8% (135)
- Unsure – 5.5% (34)
- Less challenging than it is today – 3.6% (22)



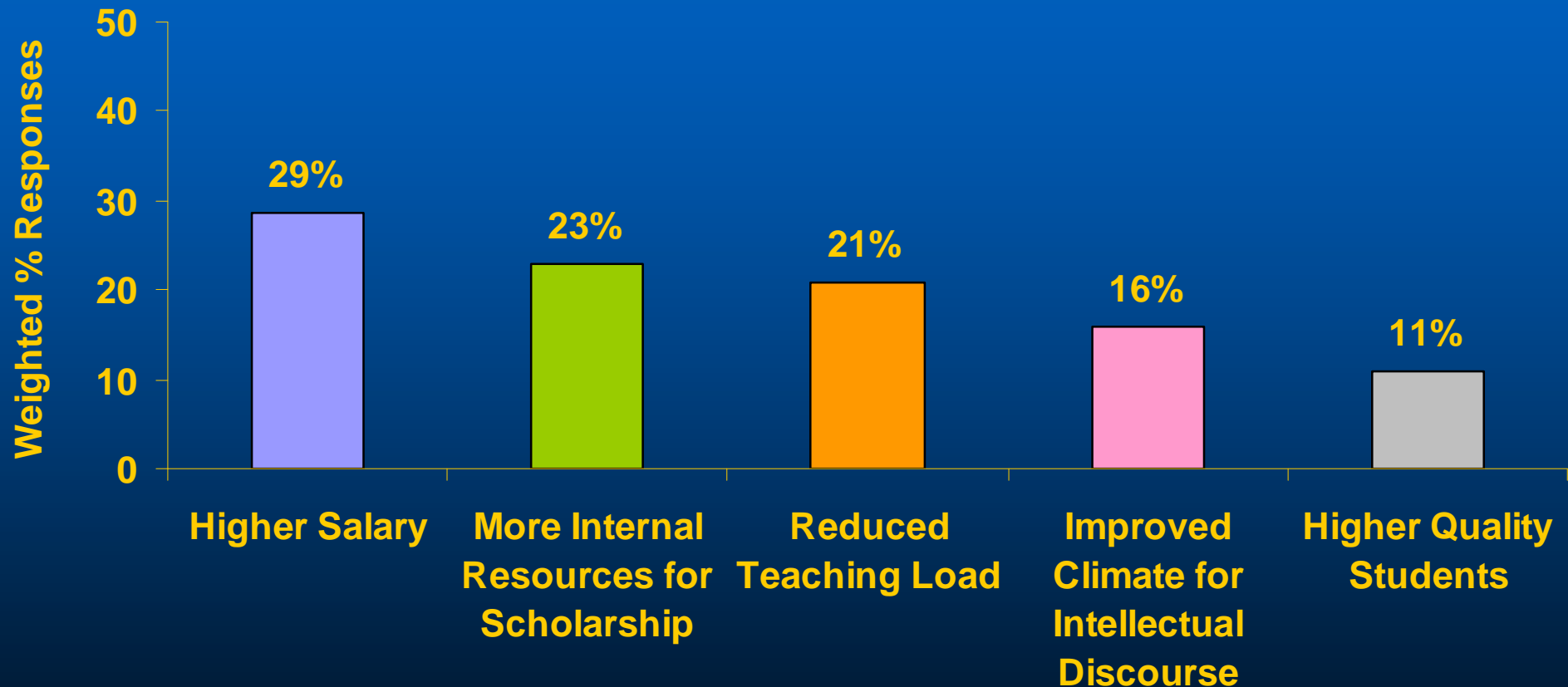
27. How satisfied are you with your current faculty position? (N=616)



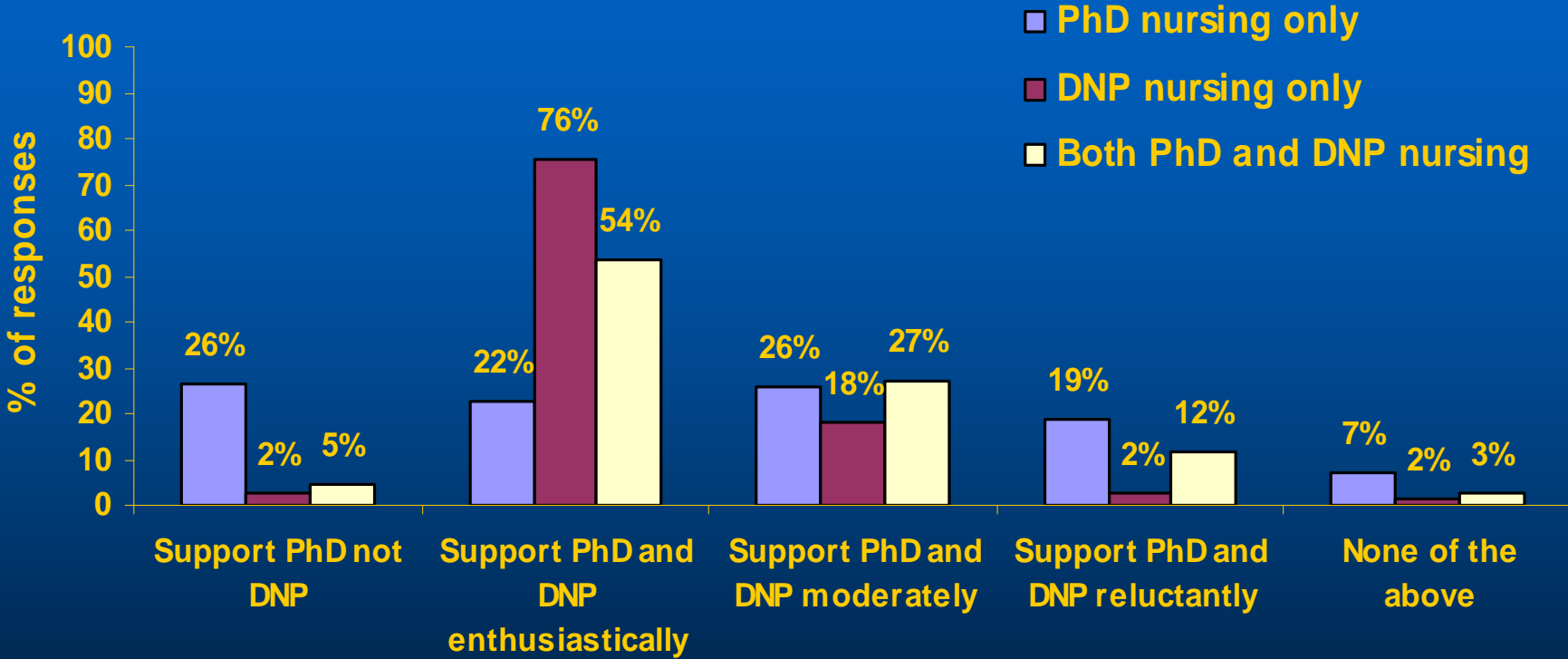
28. What is your prediction for how future doctoral nursing faculty in your institution will view the quality of their work life? (N=609)



29. Rank 1-5 the following items in order of priority (#1 is the most important to you) if you could request them to improve your faculty work life (N=604)



Current view on doctoral nursing by faculty teaching in these programs within the past two years

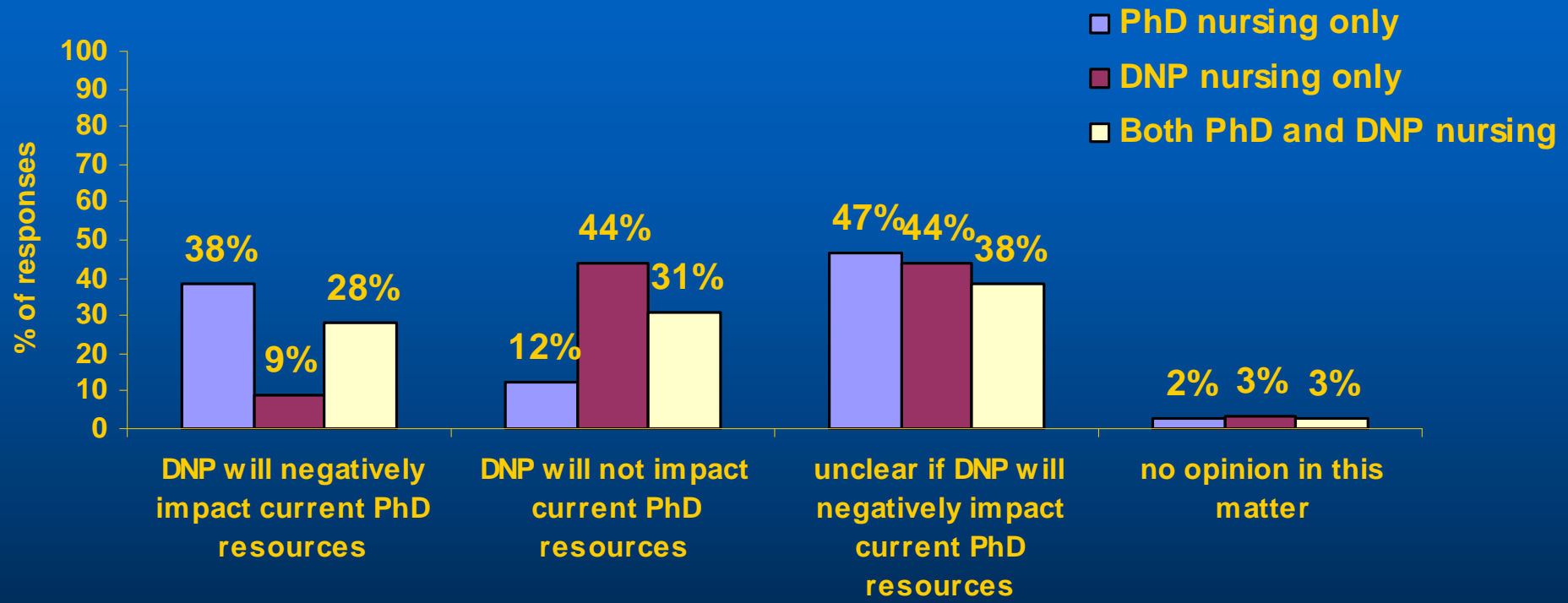


Current view of doctoral nursing program

Chi Square $p < 0.001$



Future view about DNP by faculty teaching in these programs within the past two years



View on impact of DNP

Chi-Square $p < 0.001$



32. Additional Comments & Emerging Themes

DNP-PhD Controversy

“I fear the DNP is going to take PhD students”

“DNP programs have not been clearly or consistently implemented across the country.”

“The DNP in many schools is turning out to be as rigorous as the PhD and if that is the case, there will be no real difference between them. The DNP should maintain its clinical focus”



Research/Scholarship

“The PhD is our research doctorate, we need to grow more nurse scientists...Research still needs to be a major focus in nursing academia”

“ The pressure to gain grant funding is the biggest problem in developing a DNP Program”

“Many of the DNP faculty in our institution are not qualified to generate knowledge and do not value research....who will be doing the research necessary to move our discipline forward and to provide the evidence for evidence-based practice?”



Dividing Resources/Faculty

“If a PhD program is already in place, then adding a DNP program would divide resources”

“I fear the DNP is going to take PhD students”

“Smaller programs running both DNP and PhDs are financially forced to include both students in the same classes. This weakens the research preparation of the PhD students...and also diminishes the clinical rigor for DNP students”



Respect

“The term ‘doctorate’ applies to DNP as well as PhD. If clinical practice faculty are equally valued, why are they not awarded tenure? It needs to be all or none. Either offer tenure to both research and practice faculty or to neither.”

“Our ‘doctoral council’ is limited to PhDs. The DNP faculty are disenfranchised and made to feel inferior ...”

“The issue that is most appalling to me is the opinion of tenure-track faculty that a DNP is a second class doctoral degree.”



Four Final Thoughts

1. The data from 2008 indicates DNP enrollment will soon surpass PhD enrollment. With the DNP being a non-research doctorate in the U.S. (with rare exceptions), what are the implications for future nursing knowledge development?
2. By 2010 the number of DNP programs may surpass the current number of PhD programs. Will the nursing PhD become the 'less common degree' and perhaps more 'elite'?



More Final Thoughts

3. With the DNP not being designed as a degree for 'academia' - will DNP graduates be marginalized in academic positions?
4. Will we have an adequate supply of nursing faculty? Will less than competitive doctoral faculty salaries seriously affect succession planning? Will PhD faculty lines be replaced by DNP prepared faculty?

