Unraveling the Career Conundrum: Faculty Agency in Collaborative Undergraduate Nursing Programs

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Introduction

- **Context**
  - Looming faculty shortage
  - Steady state of collaborative nursing programs
  - Complexity of collaborative partnerships: disjunction between institutional expectations, CASN expectations of faculty teaching in BScN programs.

- **Self efficacy**
- **Social Cognitive Theory & Cognitive Motivation Theory** *(Bandura, 1997)*
- **Job satisfaction**
Overarching Research Question

How do undergraduate nursing faculty who participate in a series of focus groups, interpret and understand the results from the analysis of the quantitative component of the study?
Quantitative Objectives

- To predict what demographic characteristics of faculty working in collaborative undergraduate nursing programs, impact most on what tasks,

- To determine whether there is any correlative relationship between confidence in completing tasks and job satisfaction.
Qualitative objectives

- To better understand how completion of the identified tasks is perceived to be problematic and why these problems occur.
- Finally to identify what strategies could be implemented to deal with the identified problems.
Hypotheses

- Extrinsic factors in the work environment have an impact on the faculty member’s confidence to complete tasks related to work (teaching, research & administration)

- Perceived problems with task completion have an impact on job satisfaction
Research Design

- mixed-methods two strand sequential explanatory design with priority weighting on the QUANTITATIVE strand.
  - QUANTITATIVE SURVEY
  - Connecting phase
  - Qualitative focus groups
  - Integration of quantitative & qualitative results
Quantitative Strand

- The cross-sectional survey will target all faculty teaching in the 14 English language collaborative baccalaureate nursing programs in Ontario.
- Two attitudinal tools; the Self Efficacy Questionnaire (SEQ) and the Facet-specific Job Satisfaction Questionnaire (FSJSQ)
- Demographic questionnaire
Quantitative Analysis

- Reduce 84 item SEQ
- Descriptive analysis - characteristics, distribution of their responses, strength of association among variables
- Inferential predictive results from calculations among the two attitudinal scales & the demographics
- T-test to compare college & university cohort
- ANOVA – SEQ faculty employed by university & colleges & adm. & research subscales
- Pearson’s to calculate a number of covariates
Connecting Phase

- Integration of QUANTITATIVE & Qualitative strands

Procedures:
- Outcomes from survey & demographic analysis informs the development of open-ended qualitative interview questions
- Informed selection criteria purposive sample stratified by the strongest associations determined through quantitative analysis.
- Interview protocol (mode, teleconferencing)
Qualitative Strand

Qualitative semi structured focus group interview

- Faculty will self identify for focus group participation through a question on the demographic questionnaire.
- All volunteers from the selected sites will be sent participant information about the focus group session, a consent form and notified by e-mail regarding the time and date of the teleconference for their site.
- Additional case study data such as job descriptions, workload measures and policy for promotion, tenure and permanence will be gathered to create a more comprehensive data base for each partner site in the selected collaborations (cases).
Qualitative Analysis

- 3 cases (one university & two partnered colleges/site)
- Intra and inter case coding and thematic analysis will be conducted.
- Discriminant sampling and member checking will be carried out to verify/validate the analysis. Transcripts of the analysis will be sent in PDF format to self-selected faculty from the relevant groups.
Integration of QUANTITATIVE & Qualitative Results

- Interpret & explain some likely foci…
  - What was the association among self efficacy, job satisfaction, and rank, position, years teaching in a baccalaureate nursing program, and doctoral status.
  - How quantitative results shaped the interview questions
  - How do finding from the second strand illuminate findings from the first strand
  - The discussion will explore overall inferences & foci for future research