Transitioning from the Clinic to the Classroom: An Academic Survival Guide

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Speaker Introduction

- Dr. Jessica Peck is an expert pediatric clinician and anti-trafficking advocate who provides innovative, visionary and award-winning leadership to develop and lead inclusive and diverse interprofessional teams in multiple arenas to provide outcomes of high-quality health care.

Disclosures

- No general disclosures
- No financial disclosures
- No discussion of off-label and/or investigational uses of drugs and/or devices

Learning Objectives

1. Differentiate the roles of academic and clinical practitioners.
2. Plan a successful transition from a clinical practice to a scholastic environment.
3. Identify strategies to achieve academic excellence in a faculty role.

Entry levels into nursing

- ADN vs BSN
  - https://www.aacnnursing.org/News-Information/Position-Statements-White-Papers/Bacc-Degree-Prep
- MSN vs DNP
  - https://www.aacnnursing.org/MSN/Position-Statements
- Post-Master's Certification
  - Acute vs Primary Care
  - https://www.npjournal.org/article/S1555-4155(17)30180-0/fulltext
- DNP vs PhD
  - https://journals.lww.com/nursing/FullText/2015/08000/Choosing_a_pathway__PhD_or_DNP_.aspx

Nursing Workforce Shortage

- RN workforce expected to grow from 2.9M in 2016 to 3.4M in 2026 (15%)
- One million RNs will retire by 2030
- Most intense shortages projected in the South and West
- October 2010-IOM Future of Nursing
  - Increase the number of BSN-prepared nurses to 80% (56% in 2013)
  - Double the number of doctorally-prepared nurses
Contributing Factors

- Academic capacity
  - 2018-2019: >75,000 qualified applicants turned away from nursing programs
- Retirement
  - 50.9% of the RN workforce over the age of 50
- Aging population
  - US residents >65 yrswill double by 2050 from 43 to 83 million
- Insufficient staffing
  - 75% RNs QOL adversely affected
  - Links to safety
- High turnover rates
  - 13% RNs change first job within 1 year
  - 37% ready to change jobs
- Emergence of transitioning NP Workforce
  - More than 270,000 NPs in 2019

[Link](https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage)

Nursing Faculty Shortage

- Vacancy Rate 7.9%
- 90% require a doctoral degree
- One-third of current workforce expected to retire by 2025

<table>
<thead>
<tr>
<th>Academic Role</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
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<tr>
<td>Clinical Specialty</td>
<td>55.5</td>
<td>56.4</td>
<td>50.6</td>
</tr>
<tr>
<td>Academic Role</td>
<td>$71,083</td>
<td>$76,775</td>
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- Higher compensation in the clinical arena
- Lack of capacity in doctoral programs

[Link](https://www.aacnnursing.org/News-Information/Fact-Sheets/DNP-Fact-Sheet)

Growth of the DNP Degree

- July 2006: AACN Board of Directors endorsed Task Force on the Roadmap to the DNP
- 2014: AACN commissions The DNP by 2015 report
- 2018: 236 programs accredited by CCNE
- 2020: 348 DNP programs currently enrolling, 98 additional in the planning stages

[Link](https://www.aacnnursing.org/DNP/Position-Statement)

AACN DNP Essentials

- "However, the basic DNP curriculum does not prepare the graduate for a faculty teaching role... Graduates planning a faculty career will need preparation in teaching methodologies, curriculum design and development, and program evaluation."
- [Link](https://www.aacnnursing.org/DNP/Position-Statement)
- Practice doctorate programs, as in research-focused doctoral programs, are encouraged to offer additional coursework and practica that would prepare graduates to fill the role of nurse educators
- [Link](https://www.aacnnursing.org/DNP/Position-Statement)

Jumping In-Academics 101

- Choosing an academic institution
  - ADN
  - BSN
  - MSN
  - PhD
  - Doctoral
- Considering Adjunct vs. Appointed
  - Part-time vs. Full-time
  - 9-month vs. 12-month
- Understanding Academic Rank
  - Instructor
  - Assistant Professor
  - Associate Professor
  - Full Professor
- Designating a Track
  - Faculty, Clinical

[Link](https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage)
Adjunct Faculty

- Clinical Contract
- Conflicts of interest disclosures
- Publications
- Non-compete
- Academic Qualifications
- Degree
- Experience
- Just because you can, doesn’t mean you should
- Time Considerations
- Online vs. face-to-face
- Clinical vs. didactic
- Precepted vs. group clinical
- Other time factors
- Lab
- Exam development/review
- Lecture development
- Student supervision
- Grading Requirements

Thinking it through

- Pros
  - Short-term commitment
  - Ability to gauge the culture
  - Explore compatibility
  - Do you like teaching?
  - Opportunity to try different subjects and roles
  - Extra cash
- Cons
  - Work-life balance
  - Stress of a new role
  - Maybe you hate it
  - Strain on your clinical role
  - Challenges of teaching digital natives

The Bottom Line

- Contract Options
  - By course
  - By credit hour
  - By time
  - By number of students
- Negotiating Contracts
  - "What would this institution consider reasonable, given my education and experience?"
  - Ask around!
  - Great deals vs. no-wins

SHOW ME THE MONEY

Jumping in the deep end

- Consider the institution
  - All about the dean
  - Vision, mission, values, purpose
  - Religious vs. secular
  - Private vs. public
  - Online or face-to-face
  - Faculty ratios
  - MSN vs. DNP vs. PhD
  - Accomplishments
  - Length of service
  - Program affiliation
  - Timeline
  - Turnover rate
  - Reputation
  - Accreditation

Getting Started

- Create a curriculum vitae (CV)
  - Education
  - Academic experience
  - Professional experience
  - Professional presentations
  - Peer-reviewed publications
  - Funded grants
  - Awards
- Look at job postings
- Contact an academic recruiter
- Send a letter of inquiry to the dean with your CV
- Prepare for an interview
  - Grey or navy suit
  - Three things about you
  - Prepare questions in advance
- Develop an academic lecture
- Be confident about what you don’t know

Creating a win-win

- Interview process
  - Search committee, departments, faculty of the whole
  - Negotiating rank
  - Look at the promotion and tenure guidelines
- Salary
  - State institutions have public records
  - Annual salary reports by region
- Clear expectations up front
  - How many days in the office? In clinic?
  - How are courses assigned?
  - What are the service requirements?
  - What are the expectations of scholarship?
Scholarship Expectations

- Boyer’s Model of Scholarship
- Scholarly work exhibits
  - Publications
  - Presentations
  - Funded research grants
  - Authoring enduring materials
  - Service to a professional organization
  - Quality improvement projects
- Academic Appointments, Promotion and Tenure
  - PhD vs. DNP
  - Annual review

More Pros and Cons

**Pros**
- Flexibility
- Inspirational
- Professional growth
- Networking
- Travel opportunities
- Tuition reimbursement
- Student loan forgiveness

**Cons**
- Workload and work-life balance
- Pressure
- High turnover
- Academic incivility
- Limited earning potential
- Going back to school

Questions?

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References