



Options for a Career or Work in Academia

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The many facets of nursing academia

Plan for Session

- Background information
 - with thanks to Samantha Horvath,
PhD student, McMaster
- Types of work and employment
- Preparation

The need for PhD prepared nurses in Canada

Shortages of PhD Prepared Nurses

- Qualified nursing faculty is a persistent problem across the field (Gazza, 2019)
- Current nursing professoriate continues to age and retire (Boamah et al., 2021; Menten & Phillips, 2021)

CASN 2019/20 National Student and Faculty Survey

To be published in November 2021

Currently working from 2017/2018 data

CASN 2019/20 National Student and Faculty Survey

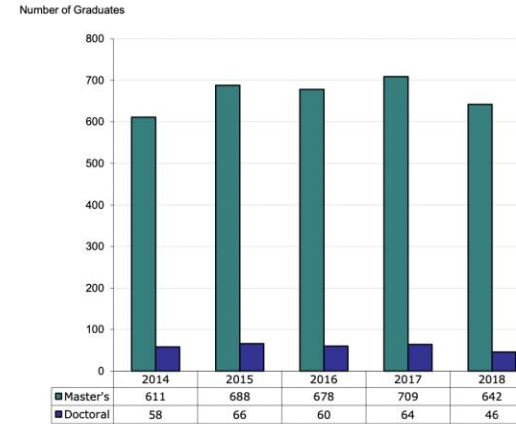
Master programs

- Admissions: 1111, increased of 11.7%
- Graduates: 642, decreased by 9.9%

Doctoral programs : 488 enrolled, 68 already
faculty members

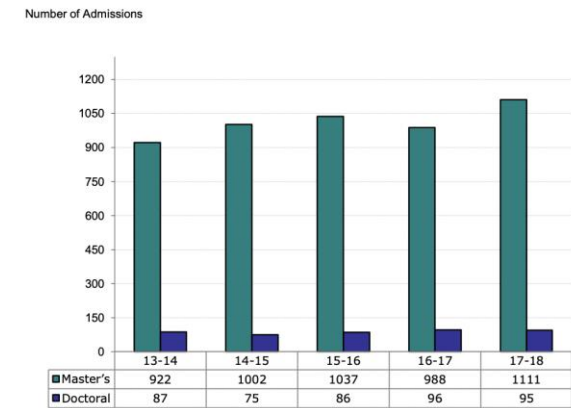
- Admissions: 95, decreased by 1%
- Graduates: 46, decreased by 32.7%
 - 17 of those 46 are in Ontario

Figure E: Graduates from Master's and Doctoral Programs, 2014 to 2018

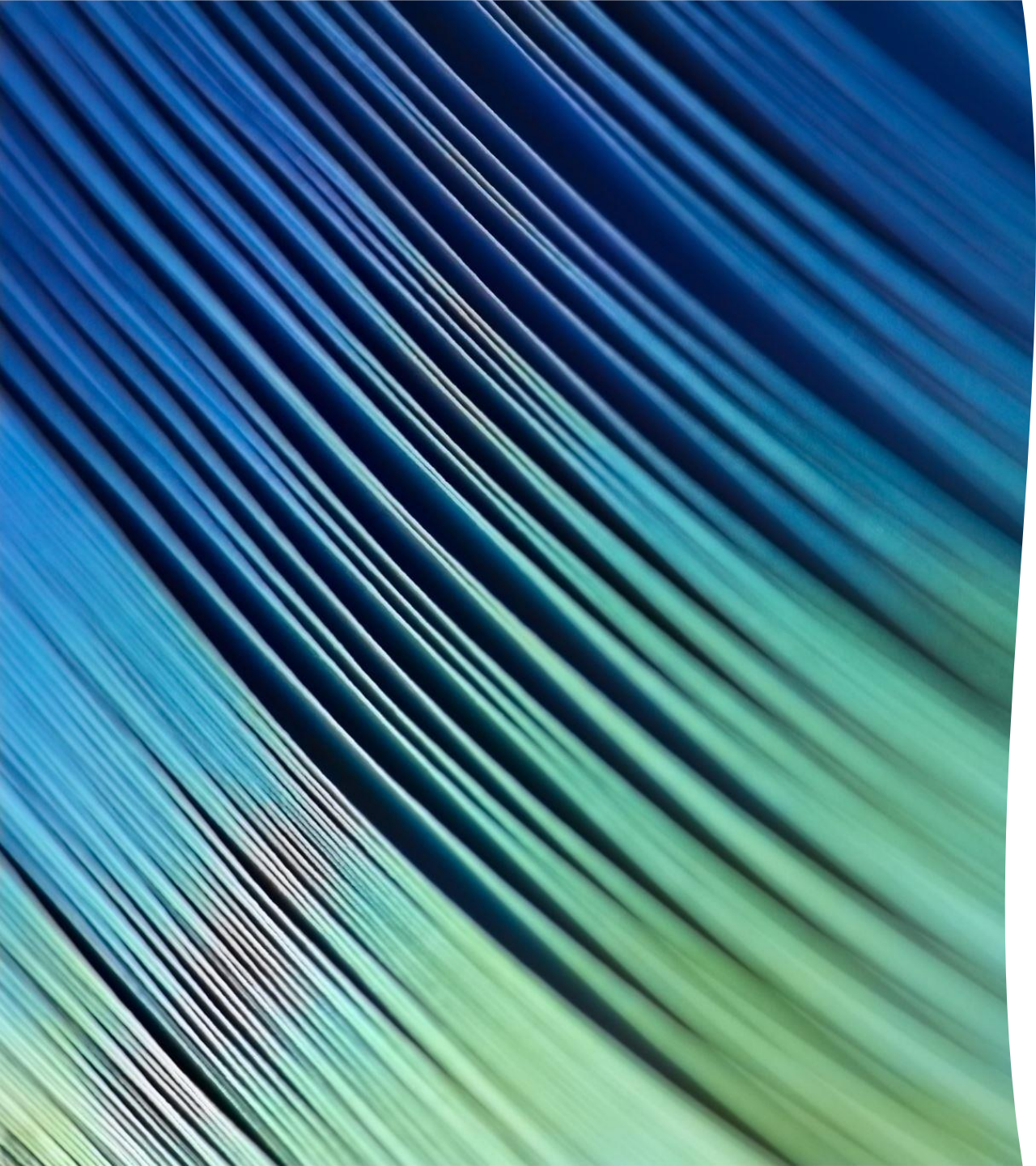


Source: National Student and Faculty Survey of Canadian Schools of Nursing

Figure D: Admissions to Master's and Doctoral Programs, 2013-2014 to 2017-2018



Source: National Student and Faculty Survey of Canadian Schools of Nursing



Current Nursing Faculty in Canada (CASN, 2019)

9,753 faculty members employed by schools of nursing in 2018 - Only 18.7% employed permanently*

*tenured/tenurable faculty teaching nursing courses at a university, or permanent FT or PT faculty who teach nursing courses in a college

Current Permanent Faculty Age

54% are 50+ years 38% are 55+ years

20% are 60+

Replacement Pool for Current Faculty (2017 /18 data)

Inadequate supply for retiring faculty

- 78 permanent FT faculty retired in 2018, and 53 left for other reasons other than retirement

Schools unable to fill 37 FT positions, representing a 2% vacancy rate

There was a projected need to hire 155 FT faculty in 2019 nationwide

- Ontario alone represents 66 of 155
- Ontario forecasted 17 doctoral graduates in 2018

What are
the roles
for PhD
prepared
nurses in
Academia?

Universities

- Research and Education Focus

Colleges

- Education Focus



Work Arrangements

- Sessional work
- Contract work (full and part time)
- Permanent
 - Tenure Track
 - Teaching Track

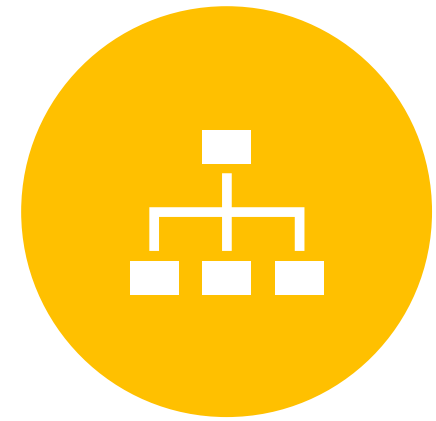
Typical Tenure-Track University Professor Work Arrangement: 40/40/20



RESEARCH
40%

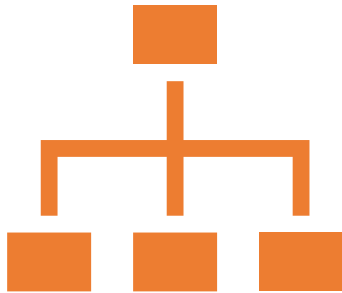


TEACHING
40%



ADMINISTRATION, CLINICAL, OR
SERVICE
20%


Typical Teaching Track Work Arrangement: 80/20



Scholarly Activity, Administration or Service
20%



Teaching
80%



Administration, Service and Clinical Practice

- Typically, a smaller part of faculty role
- Leadership opportunities
 - Level leads, Committee Chair
 - Formal Appointments
 - Assistant Dean, Coordinator
- Combining Clinical Practice with Faculty Appointment



Flexibility of Work Assignments

- Early career
- Research Funding Success
- Experience and Opportunity

Preparation for Roles in Academia

Research Experience and Productivity

- Post Doctoral work for University Tenure Track positions

Teaching Experience

- Teaching Assistant or Contract work
- Variety

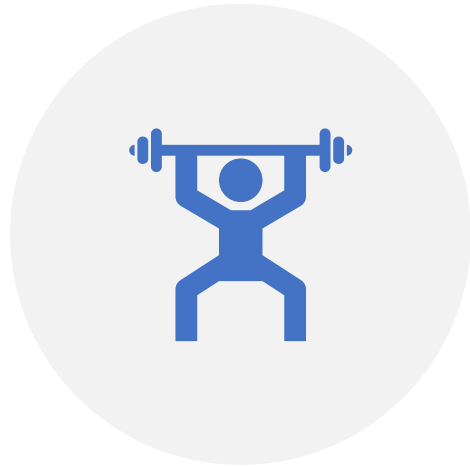
Involvement in School Administration

- Curriculum Development
- Activities such as Accreditation or Strategic Planning

Networking

- Local, Provincial, National

What is the best route for you?



WHAT ARE YOUR
STRENGTHS?



WHAT IS YOUR PASSION?

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