

LeadNursingForward.org: Addressing the Nurse Faculty Shortage by Connecting Aspiring Nurse Educators to Open Positions

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NSP II Grant # 18-121

Abstract

Purpose

The purpose of this research was to evaluate the Career Portal on the *LeadNursingForward.org* website.

Method

After development of the Portal, the team established a review panel of aspiring educators (users) and prospective employers (contributors). An 18-item online survey was used to gather feedback on Portal features. Following Institutional Review Board approval, reviewers were asked to visit the *LeadNursingForward.org* website, explore features of the searchable Portal, and register as a user and/or contributor.

Results

Data from the review panel (n=17) were examined. Survey responses for contributors yielded a response rate of 26% (n=5/19) and 34% for users (n=12/35). Feedback was favorable; users liked that it was free, easy to use, visually appealing, and helpful, and they stated that it was a necessary resource. Contributors questioned how outdated job/event postings would be removed. Users also desired clearer information related to compensation, appointment length, and types of organizations.

Nursing Implications

LeadNursingForward.org provides access to open nursing education positions and related events and can serve as a model for others interested in expanding awareness of the need for nursing educators in academia and health care organizations.

Conclusions

The nursing faculty shortage will persist throughout the next decade and is attributed to several factors, including: the aging and impending retirement of a significant portion of the current faculty workforce and non-competitive salaries (American Association of Colleges of

Nursing, 2019; Fang & Kesten, 2017; National League for Nursing, 2018; Taylor & Gillespie, 2017). *LeadNursingForward.org* is addressing this shortage by connecting aspiring nurse educators to open positions.