



**Transforming Nursing Education for the Next Decade by Addressing the Nurse Faculty Shortage:
Ideas, Directions and Solutions**

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Purpose: The aim of ES-WSFI was to create a comprehensive needs assessment to identify common and unique issues related to the statewide shortage of undergraduate and graduate clinical nursing faculty; this project assessed current efforts and resources that are in place for recruitment, training and mentoring of clinical nursing faculty across Maryland.

Method: In collaboration with 12 universities, colleges and community colleges, a mixed-methods approach comprised of web-based surveys, faculty focus groups and interviews with deans/directors of nursing education programs was conducted over a two year period. The comprehensive needs assessment included establishment of relationships with prospective partners, collection of demographic information about partner programs (educational offerings, staffing needs by clinical specialty and level), compilation of existing approaches to address staffing needs, identification of untapped resources, and discussions with partners about gaps and possible solutions.

Implications: In addressing the nurse faculty shortage we are providing a future of nursing that is quality-driven, responsive to community needs and in accordance with evidenced-based, person-centered practice that will be more difficult to achieve if we are unable to meet the growing need for nursing faculty.