

PhD in Nursing: A BSN to PhD or 3-Year Accelerated Model to the Research Doctorate

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Do we need more nurses with a research doctorate?

- Impending shortage of nursing faculty
 - Shortage may be ameliorated by increasing number of new DNPs
- The needs remains for PhD prepared nurses to teach, do research, and serve as academic leaders

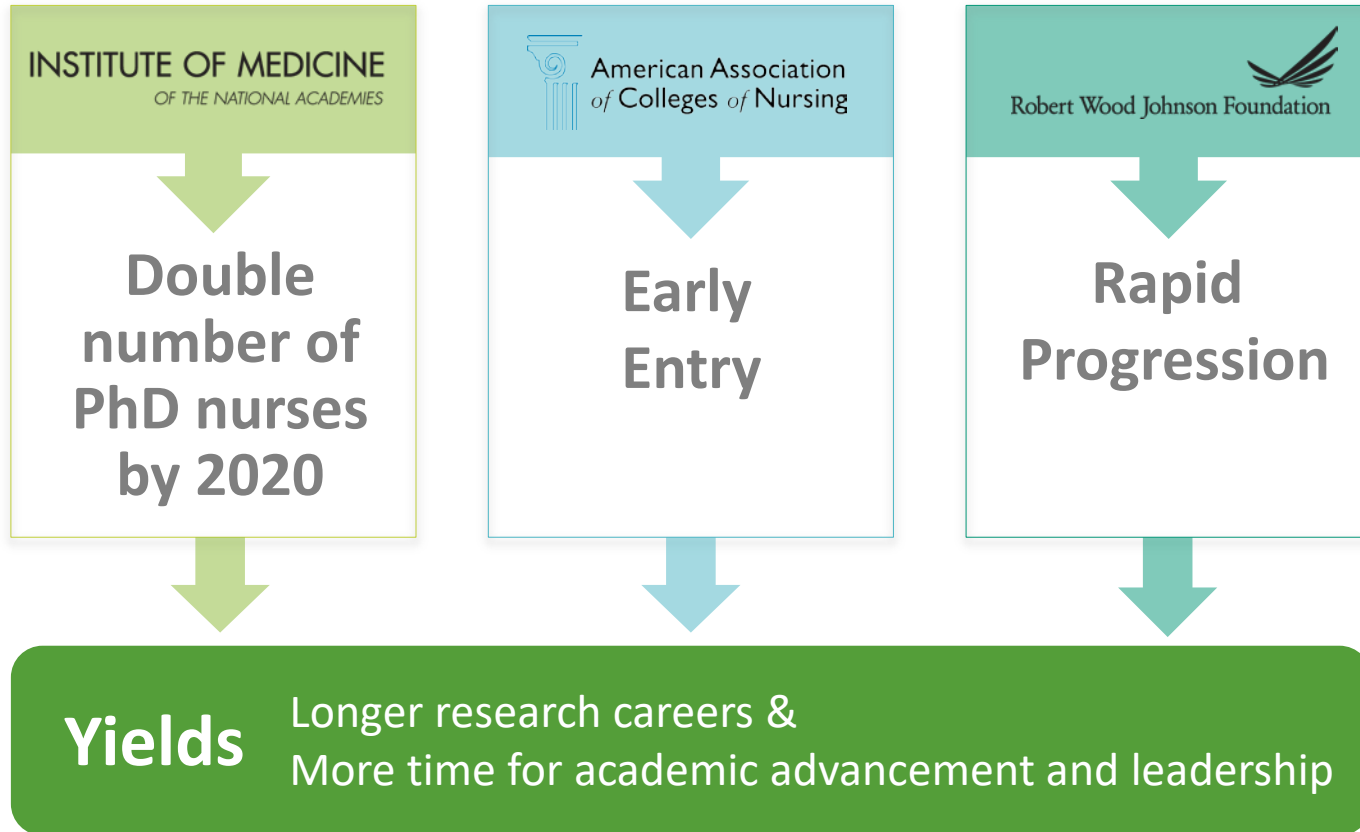
Shortage of PhD Prepared Nurses is not Improving

Only 1% of nurses hold research doctorate

Nurses enter PhD study later in life

Nurses have fewer years to teach, develop research programs, and advance through the ranks to become academic leaders

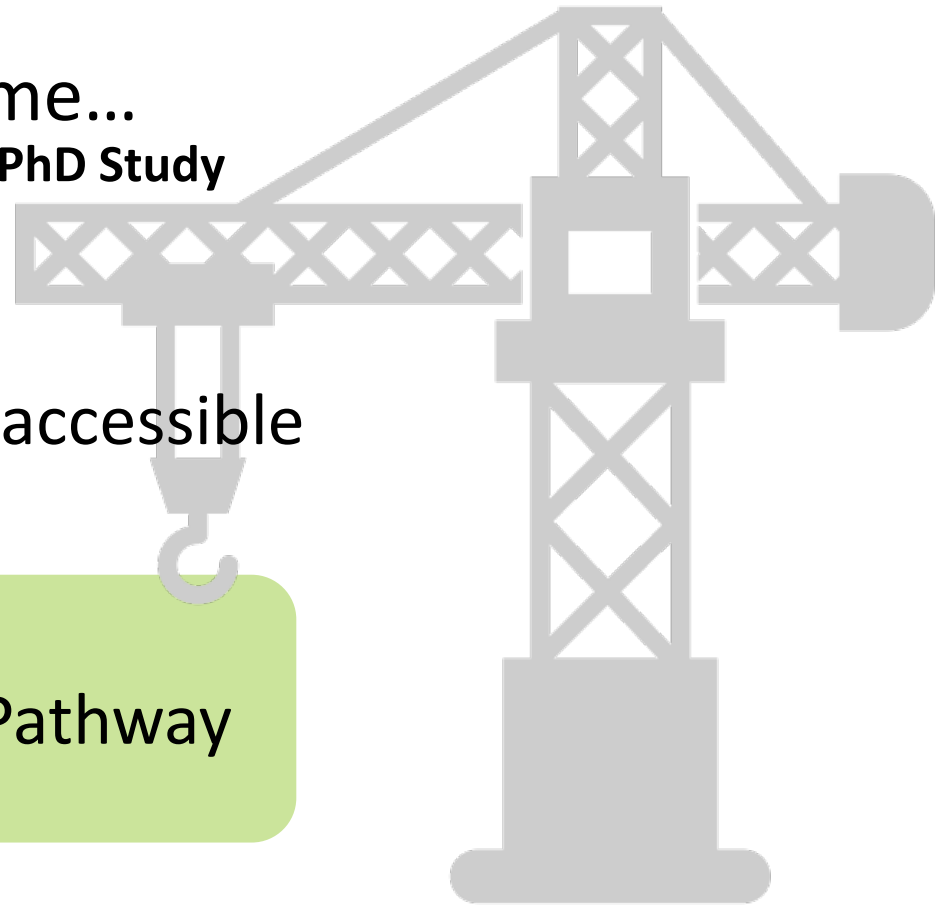
Policy Recommendations



If we build it, they will come...

UAB SON offers Multiple Options for PhD Study

- Full-time and Part-time
 - On-campus or distance accessible
- BSN to PhD
 - Three-year Accelerated Pathway
 - full time only



PhD in Nursing Program Building Blocks

To facilitate the accelerated pathways we...

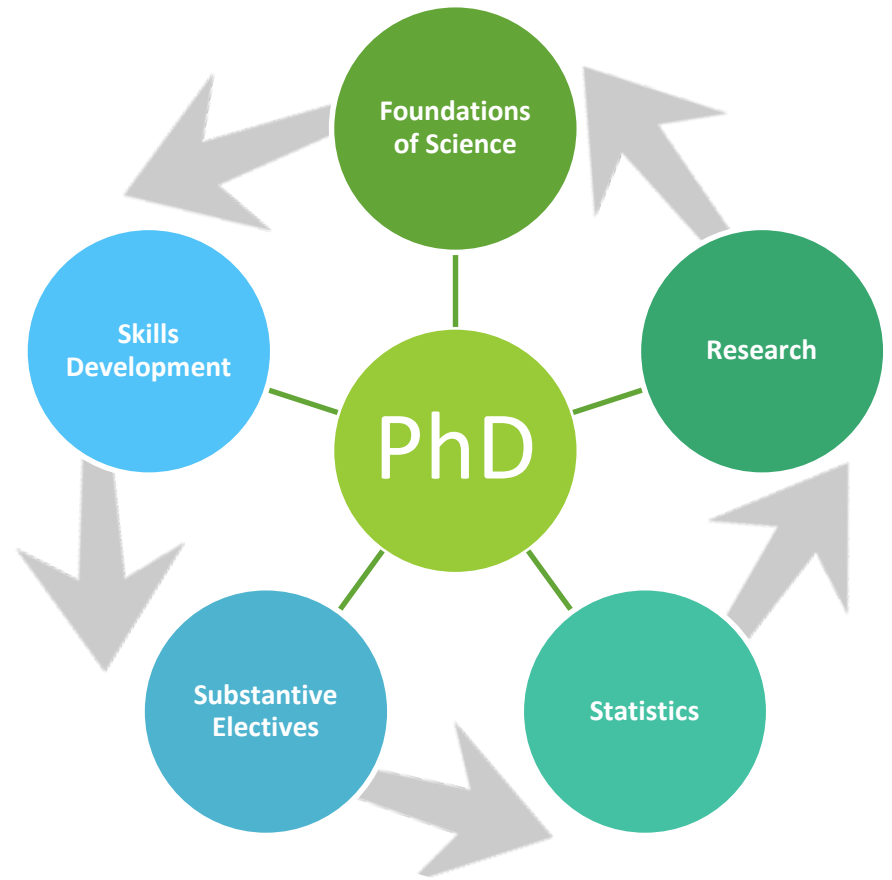


- 1 Redesigned curriculum
- 2 Focused recruitment
- 3 Increased funding for full-time study
- 4 Established benchmarks for progression
- 5 Enhanced intensive mentoring

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Redesigned PhD in Nursing Curriculum

- Five Core Areas



2 Focused recruitment



Faculty identify potential students

Recruit from BSN Honors Program

Multipart interviews

Pairing students with mentor

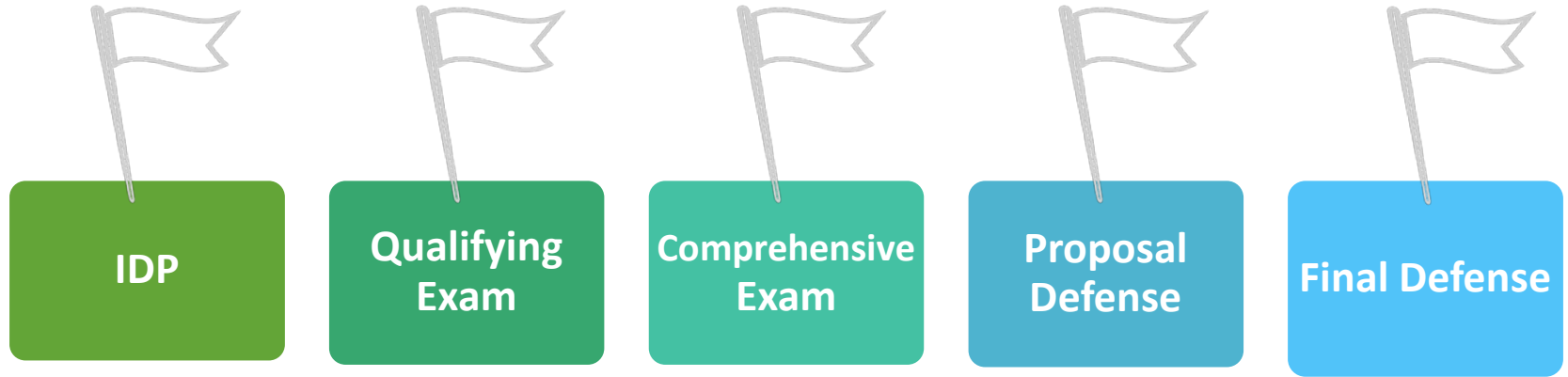
3 Increased funding for full-time study

- RWJF & other foundations
- University Fellowships
- Additional funds from SON
- Grant application support



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Established Benchmarks for Progression



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Enhanced intensive mentoring



- Formally trained mentors
- Guidance on students' career trajectories
 - Networking
- Frequent meetings with students
 - Students are immersed early into mentor's research team
- Opportunities for students to publish

New Pathways Enhancements

Early integration of promising undergraduates

- Research participation
- Research Faculty interaction
- Inclusion into PhD events
 - Poster Sessions
 - Talks



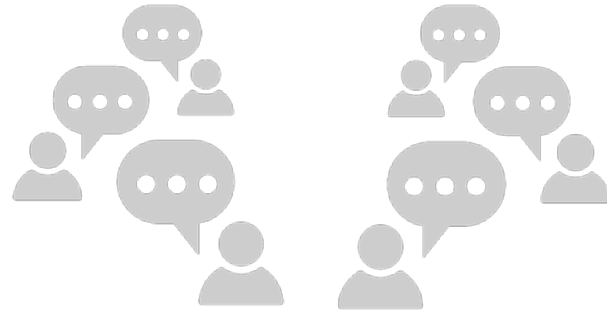
New Pathways Enhancements

Supplemental Faculty Support for BSN/Accelerated Students

- Adapted from RWJF Future of Nursing Scholars



Regular meetings with dedicated supplemental Faculty member for academic and emotional support



Group meetings of students and their mentors

Students Demographics

	Age at entry	Time to complete PhD	Dissertation Type	Funding Source	UAB Honors Program	Pubs
BSN to PhD	23	Anticipated 3 years	Qualitative	RWJF	N	1
	43	3 years	Mixed methods	UAB SON & Grant	N	12
	25	3 years	Qualitative	NIOSH	N	1
	27	Anticipated 5 years	TBD	Self-pay	N	2
	23	Anticipated 4 years	TBD	UAB & UAB SON	Y	1
	22	3 years	Quantitative	RWJF, Komen, ACS	Y	5
3 year	25	3 years	Qualitative	UAB SON & Komen	N	7
	36	Anticipated 3 years	Mixed methods	RWJF & ACS	N	4
	24	Anticipated 3 years	TBD	RWJF	Y	1
	28	3 years	Qualitative	UAB SON & ACS	N	6
	36	3 years	Quantitative	US Army	N	7
	34	Anticipated 3 years	Quantitative	RWJF	N	6

Limitations

- Short time frame
 - Few students
- Limited data
- Intensive stress due to program rigor
- Concerns from within academic nursing about sacrificing clinical practice experience



Questions for Future Research



- Would slightly longer time be preferred?
- Does progression improve for all students in PhD program?
- Would a clinical fellowship improve the experience or better prepare BSN to? PhD students

Conclusion

UAB SON BSN to PhD/Accelerated Pathways may serve as a blueprint for other PhD in Nursing Programs via;

- 1 Redesigned curriculum
- 2 Focused recruitment
- 3 Increased funding for full-time study
- 4 Established benchmarks for progression
- 5 Enhanced intensive mentoring

