

Deep Dive Discussion

AACN's Doctoral Education Conference
January 31, 2020
Feasibility, Sustainability, and the PhD Pipeline

- **Background**

- Diversity in programs and institutions
- Student needs and cohort sizes will influence recruitment and retention strategies

- **Key Points for Small Group Discussion**

- Institutional Characteristics
 - Characteristics of the institution affect programming needs
 - May use PhD students as TA's
 - PhD students often have need for help with writing skills
 - Senior faculty should mentor newer faculty
 - Consider offering a dissertation boot camp
 - Offer student-student tips and pearls
- PhD Programming
 - Format: online, F-T-F, hybrid, environment optional
 - Need increased discussion for hybrid and alternative models
 - May have synchronous online meetings with on-campus intensives
 - Who is admitted?
 - Do we match by focus area or methodology (each have pros and cons)
 - Need to support student passion rather than faculty interests
 - Can we consider European apprenticeship model?
 - Need to rethink courses that are sacred cows
 - Can we try methodology-based teaching (similar to case based teaching used by medicine)
 - Embrace students interested in non-research goals (academe, public policy, etc) because these areas also need researchers to advance profession
 - Mentored research in various methodologies and then move to interdisciplinary research
 - May need to emphasize grant-writing
 - Dissemination should be included in the program (consider a 3 chapter/portfolio model)
- Role of Institutional Agreements
 - Need mentors
 - Low participation in this due to barriers (differing schedules, tuition rates. . .)

- Need enrollment equity between PhD in nursing and DNP programs (same pay for DNP courses with 20 students and a PhD course with 8 students)
 - Low interest because PhD graduates are needed to teach in more profitable programs (fear of brain drain)
 - Student-Centric Programming
 - Barriers to f-t-f include travel time, rural locations
 - Need to develop a sense of community among students
 - If online, need strong IT support
 - Need more research into effective practices
 - What is role (& what could role be) of TA's/grad assist
 - PT vs FT impacts program design and stress is present for both types of student
 - Like the concept of offering counseling within nursing programs
 - International students must be f-t-f and FT
 - Students want flexibility of online but value f-t-f interactions
 - Would like more data on compensating chair of dissertation committee
 - Future Needs
 - Better question is what are the societal changes and needs?
 - Ex – geriatrics, world health, community service, climate change and the effect on health
 - Need to use big data in association with other disciplines
 - Reconsider consortium-based research – is individual research not consistent with current realities?
 - What are the needs of the profession?
 - Make PhD attainable – start creating a culture of inquiry in the BSN program
 - Leadership succession and faculty mentoring is critical
 - Need to accept that while scientists are extremely important, many PhD grads will not be working as scientists
- **Strategies to Consider**
 - Institutional agreements
 - Can obtain an MSN in home institution and, through an MOU, complete PhD elsewhere
 - Do not leave home institution
 - Interprofessional education
 - Co-education for common courses
 - Badges
 - Break program into 'chunks' (for example, nursing core, research core...)
 - Less intimidating to students
 - Gives them confidence to enter a PhD program
 - Provides a sense of accomplishment