



School of Nursing

THE GEORGE WASHINGTON UNIVERSITY

Recruitment Challenges: Doctoral Programs

Jennifer Hayes-Klosteridis &
Anthony Spatola

GNAP April 3, 2018

Introductions

Jennifer Hayes-Klosteridis

Assistant Dean for Student Affairs



Anthony Spatola

Director of Enrollment Management



Presentation Overview



- Call for Doctoral trained Nurses
- Why is this important?
- The Challenges
- What do we do from here?

Call for Doctoral Trained Nurses

Schools of nursing, with support from private and public funders, academic administrators and university trustees, and accrediting bodies, should double the number of nurses with a doctorate by 2020 to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.

The Future of Nursing: Leading Change, Advancing Health (2011): <https://www.nap.edu/read/12956/chapter/2#13>

Marion E. Broome (2012)

I believe the role of the doctorally prepared nurse (PhD or DNP) is twofold: (1) To lead educational reform at all program levels and (2) to co-lead patient outcomes improvement initiatives in health care delivery.

*The number of doctorally prepared younger faculty in their 30s to 40s is insufficient to maintain the academic workforce **or** implement the full scope of the academic role and mission in the future if things do not change.*

Marion E. Broome: Doubling the amount of doctoral nurse: [http://www.nursingoutlook.org/article/S0029-6554\(12\)00077-2/fulltext](http://www.nursingoutlook.org/article/S0029-6554(12)00077-2/fulltext)

Here are our challenges

- Program Length
- Curricular Issues
- D.N.P. vs. Ph.D.
- Cost and lack of Financial Resources
- Career Advancement and Incentives
- Lack of Prior Research Experience

Ketefian and Redman: A critical examination of developments in nursing doctoral education in the United States

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4547057/>

What do we do from here?

- Small group discussions

Find question card at your table, discuss the challenge presented with your group, and strategize three solutions to share with the larger group.

Thank you!

Jennifer Hayes-Klosteridis
jhkloste3@gwu.edu

Anthony Spatola
aspatola@gwu.edu

School of Nursing

THE GEORGE WASHINGTON UNIVERSITY

nursing.gwu.edu