




**Enough About Millennial Students,
Let's Talk Millennial Nursing Faculty:
Findings From a Qualitative Study on
Their Lived Experience**

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AACN Transform 2021 Conference
December 3, 2021





1



Statement of Purpose

The purpose of this presentation is to disseminate the findings of a study on the lived experience of millennial nursing faculty.



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2

Phenomenon of Interest

- **Statement of the Problem**
 - Millennial representation in nursing faculty roles is rising, yet little is known about their experience
- **Purpose of the Study**
 - Perspectives can inform recruitment, transition, retention

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3

Phenomenon of Interest

- **Research Questions**
 1. What is the lived experience of early-career millennial nursing faculty?
 2. What is the meaning behind the lived experience of early-career millennial nursing faculty?

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4

Method of Inquiry

- Qualitative Approach
- Van Manen's Interpretive, Hermeneutic Phenomenology

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5

Method of Inquiry

- Sample
 - Birth year 1981-2000
 - First five years of teaching in nursing full-time
 - Baccalaureate level or higher in the United States
- Recruitment Methods
 - Facebook
 - Active nursing faculty groups

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6

Method of Inquiry

- **Data Collection Procedure**

- **Qualtrics**
 - Study description, consent, demographic data
- **Hushmail**
 - Encrypted email
- **Grand Tour Question**
 - Can you share with me what it is like to be a millennial nursing faculty?

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7

Method of Inquiry

- **Data Analysis Procedure**

- **NVivo**
 - Word count, annotations, coding

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8

Description of Study Participants

- Demographic Data
 - n=9
 - All female, not Hispanic or Latino, non-tenure track

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9

Emergence of Themes and Subthemes

Theme:
Being Educators at Heart

- Subtheme: Discovering Early
- Subtheme: Preparing Intentionally
- Subtheme: Expressing Affirmation
- Subtheme: Demonstrating Resilience

Theme:
Settling Into the Role

- Subtheme: Developing a New Awareness
- Subtheme: Striving for Balance
- Subtheme: Wanting Supportive Relationships

Theme:
Forging Our Own Path

- Navigating Non-Millennial Faculty Relationships
- Subtheme: Breaking Through Stereotypes
- Subtheme: Bringing Fresh Insight
- Subtheme: Navigating Student Relationships



10

Theme: Being Educators at Heart

- 21 mentions of the word love

“millennial educators do identify as real educators at heart”
-Ally

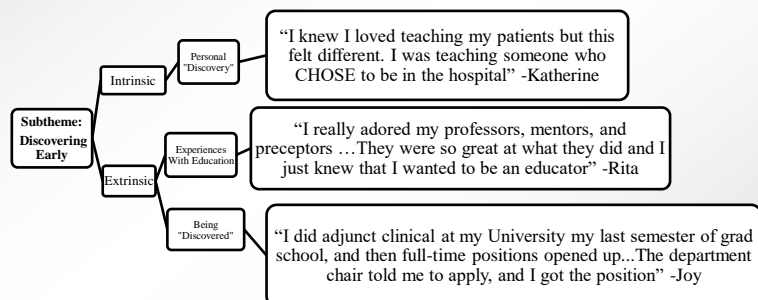
“heart to do teaching”
-Brittany



11

Theme: Being Educators at Heart

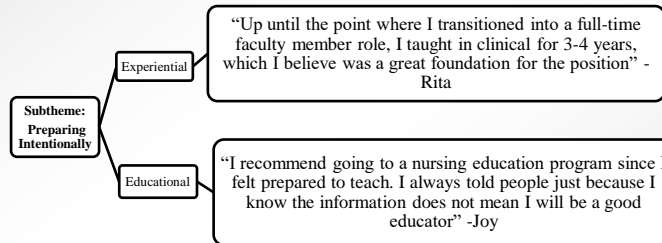
- Subtheme: Discovering Early



12

Theme: Being Educators at Heart

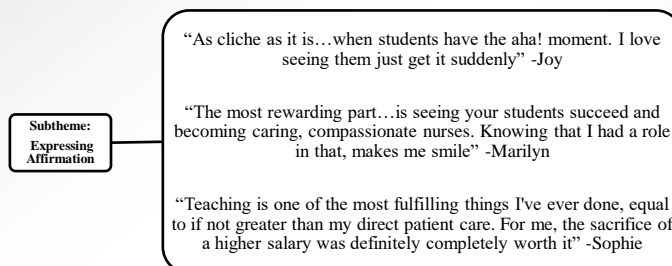
- Subtheme: Preparing Intentionally



13

Theme: Being Educators at Heart

- Subtheme: Expressing Affirmation



14

Theme: Being Educators at Heart

- Subtheme: Demonstrating Resilience

Subtheme:
Demonstrating
Resilience

“All of the faults of higher-ed and the political complexities I hate, I still love teaching” -Ally

“I hope to become one of those seasoned nurse educators that are really confident” -Marilyn



15

Theme: Settling Into the Role

“getting settled
in”
-Sophie

“it has taken
awhile to learn
the ins and outs”
-KJ



16

Theme: Settling Into the Role

- Subtheme: Developing a New Awareness

Subtheme:
Developing a
New Awareness

“Coming into my role I at least had a sense of awareness of accreditation policies, documentation, and various other bureaucratic tasks that were part of the role” -Kay

“Be aware of everything a nursing faculty position encompasses. I knew it was not just teaching, but I was not aware of the things that went on throughout the entire University” -Joy



17

Theme: Settling Into the Role

- Subtheme: Striving for Balance

Subtheme:
Striving for
Balance

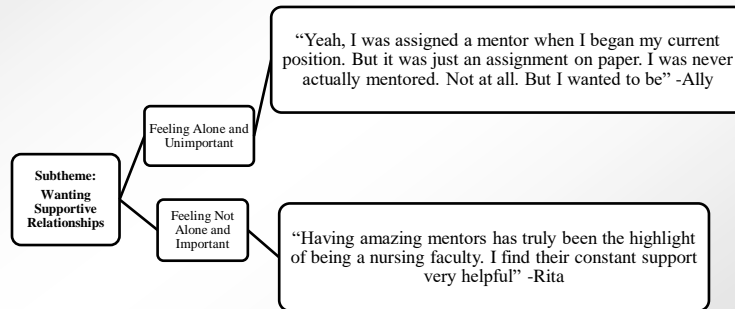
“I feel like I do a good job with work-life balance because I’m very adamant that I spend time working, and I spend uninterrupted time with family. This is something that my colleagues all say is a “millennial frame of mind,” because I don’t work 24/7 (although I feel like I should be)” -KJ



18

Theme: Settling Into the Role

- Subtheme: Wanting Supportive Relationships



19

Theme: Forging Our Own Path

“students and my colleagues have stereotypes about the millennial generation”
-Ally

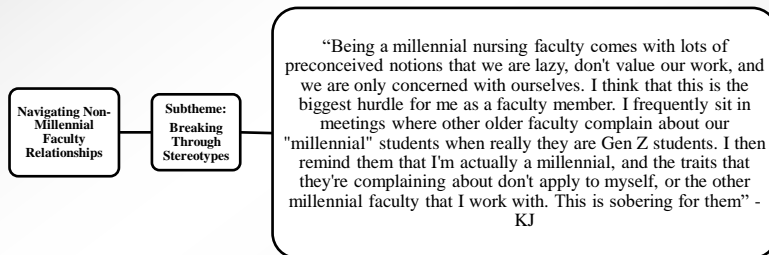
“it has been an interesting dynamic within our department”
-Kay



20

Theme: Forging Our Own Path

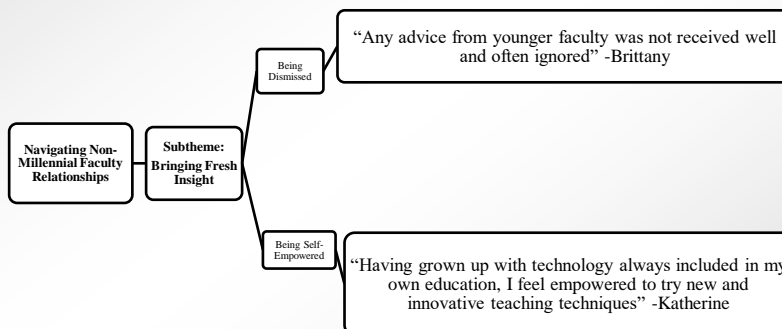
- Subtheme: Breaking Through Stereotypes



21

Theme: Forging Our Own Path

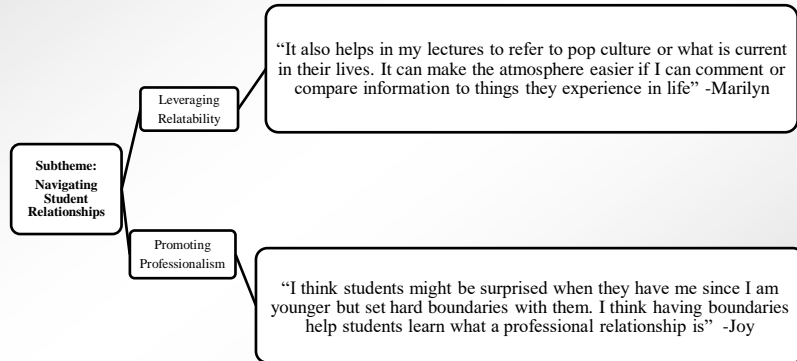
- Subtheme: Bringing Fresh Insight



22

Theme: Forging Our Own Path

- Subtheme: Navigating Student Relationships



23

Implications for Nursing Education

- Recruitment
 - Early conversations
 - Part-time opportunities
 - Shadowing, mentoring
- Educational Preparedness for the Role
 - Lack of PhD interest
 - Leveraging background
 - Career mentoring

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Implications for Nursing Education

- Transition
 - Promoting acclimation to role
 - Perceptions of work-life balance
 - Formal mentorships
- Retention
 - Impact of stereotypes and being dismissed
 - Barriers to succession planning
 - Capitalizing on educator-student relationship

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Implications for Nursing Education

- Email Interviewing as a Method
 - Positive feedback
 - Untapped potential

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26

Conclusion

Factors that draw millennials to this role, how they perceive their transition, and their unique challenges due to their age must be considered. A culture that embraces generational diversity and fosters inclusivity is vital to attract and retain these faculty.

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27

Special Thank You

University of Nevada, Las Vegas

Dr. Lori Candela

Dr. Catherine Dingley

Dr. Dieu-My Tran

Dr. Natalie Pennington

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28

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29



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30