

## Assessing and Reducing the Elusive Faculty Workload: The Role of the Graduate Nursing Student Faculty Navigator



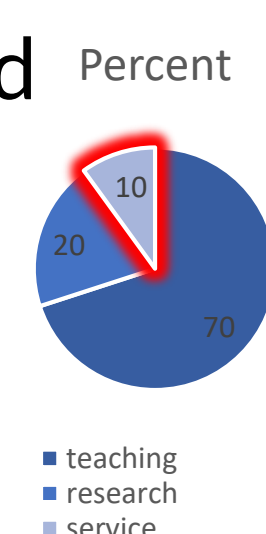
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### INTRODUCTION

- Excessive workloads dissatisfy nursing faculty.<sup>1-4</sup>
- Nursing programs struggle to define faculty workload.<sup>5-6</sup>
- Common Methods
  - ❑ Percentage, academic hours, & contact hours<sup>5-6</sup>
- Areas of Effort
  - ❑ Teaching, research, & service<sup>6</sup>
  - ❑ Some include practice
  - ❑ Effort based on teaching load does not acknowledge other roles.
- Influential Factors & Trends
  - ❑ Mission/vision of the institution<sup>6</sup>
  - ❑ Effort for DNP scholarly project & PhD dissertation<sup>7</sup>
  - ❑ Effort for online courses<sup>6</sup>
  - ❑ Effort for lead faculty role<sup>8</sup>
- Service
  - ❑ Often the smallest acknowledged effort
  - ❑ Multiple activities
    - Advising
    - Committee work
    - Professional service
    - Community service
    - Miscellaneous tasks
- The first purpose was to demonstrate the process used to identify student “touch points” with representatives at the health sciences university and begin to capture some previously elusive graduate nursing faculty roles.
- The second purpose was to assess faculty service involved in the process of evaluating applications for admission and describe how the faculty workload was reduced over the period of one year at the health sciences university.



# Refining the admission process reduced faculty workload by 1 hour *per* applicant.



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### METHODS

- Informal Interviews
  - ❑ Faculty & staff
  - ❑ Each department
- Identified 1 Task to Reduce Workload
- Assessed Average Time for Task
  - ❑ Faculty evaluation
  - ❑ Review MSN-DNP applications for admission
- Team Discussions
  - ❑ Options for staff assistance
- Planned for Quality Control
- Inter-Rater Testing
  - ❑ Faculty & staff

### RESULTS

- Student Touch Points
  - ❑ Enrolment
  - ❑ Admissions
  - ❑ Student Advisor
  - ❑ Registrar
  - ❑ IT & Learning Management
  - ❑ Faculty Advisor
  - ❑ Clinical Education
- Graduate Nursing Student Faculty Navigator, the Uncaptured, Previously Elusive Ancillary Faculty Roles
  - ❑ Collaborator w/ students & all departments
  - ❑ Investigator
  - ❑ Information technologist
  - ❑ Program marketer
  - ❑ Peacemaker/stabilizer/problem solver
  - ❑ Fill-in for all system malfunctions & gaps
- Admissions Process
  - ❑ Faculty reported 1 hour on average required to review each application
  - ❑ Clearly defined admissions rubric
  - ❑ Cross trained admissions staff to screen applications
  - ❑ Two staff reviewers
  - ❑ Guidelines for additional faculty review

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