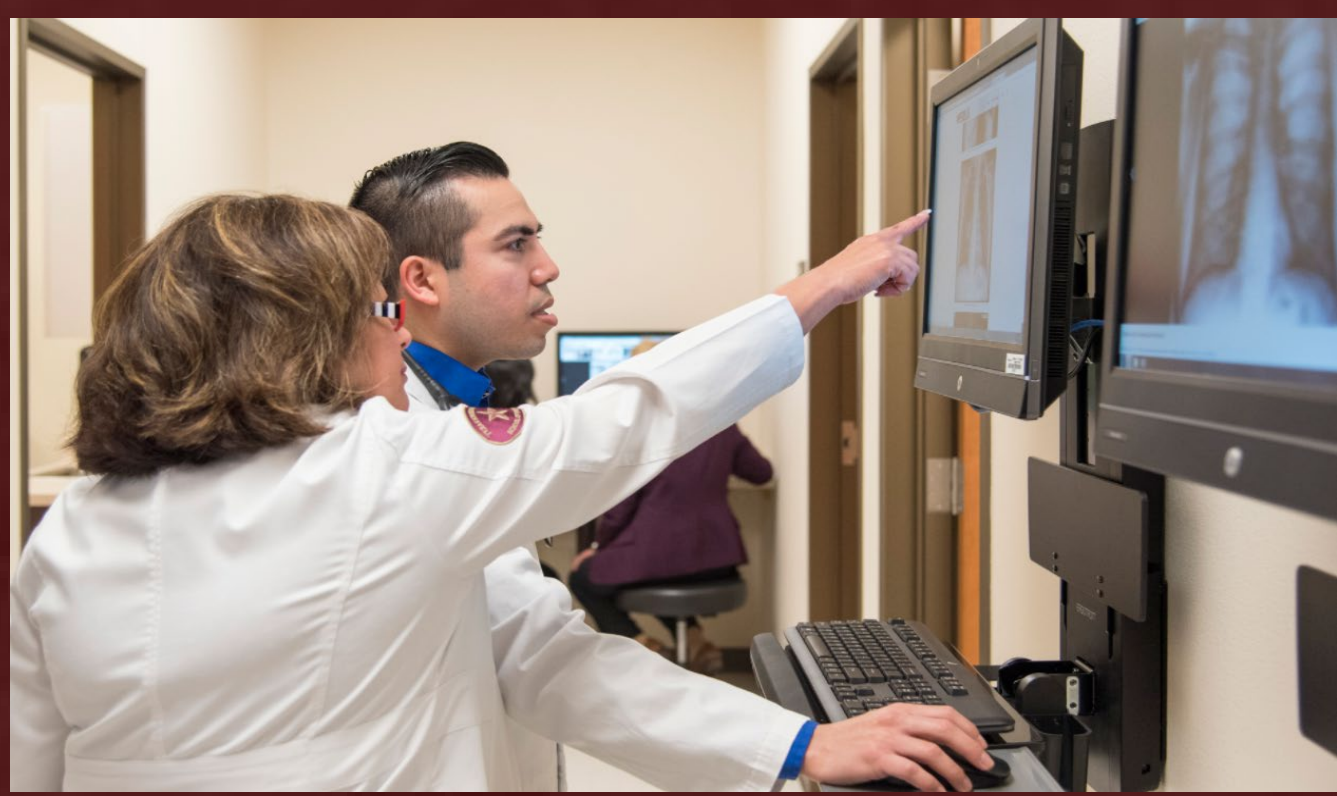


# Instruments to Measure Nurse Educator Retention Concepts: A Systematic Review

Virginia Tufano, EdD, MSN, RN

St. David's School of Nursing, - Texas State University



## Factors Contributing to Nurse Faculty Shortage

- ❖ The growing need for nurses in the global workforce, especially during the pandemic, has outpaced the number of faculty available to prepare future nurses
- ❖ Nursing shortage sets up a cycle that further increases the nursing faculty shortage.
  - ❖ Higher salaries and better benefits often offered in clinical practice settings
  - ❖ Increasing number and varieties of clinical nursing employment options
- ❖ Difficulty with role transition from clinical setting into academia and its required competencies
  - ❖ Often experience lack of mentoring and unsupportive institutional leadership
  - ❖ Role strain related to expectations for scholarship and service in addition to academic workload and maintaining clinical competency



## Purpose

The purpose of this systematic review was to identify quantitative instruments that measure attributes which support nurse educator recruitment and retention.

## Question

Which quantitative instruments exist that measure the overarching concepts of Social Support, Internal Motivators, and Work Opportunity for academic nurse educators?

## Nurse Educator Retention Framework with Conceptual Categories and Attributes



## Methods

PRISMA methodology was utilized to systematically identify studies that measure nurse educator retention.

### Step 1

21 electronic databases were searched according to inclusion criteria from Nurse Educator Retention Framework

### Step 2

List of instruments extracted from the studies and categorized according to the concepts in the Nurse Educator Retention Framework.

### Step 3

- ❖ Content themes identified personal motivators
- ❖ Further multi-step analysis of themes identified 3 overarching concepts:

- 1) Social Support
- 2) Internal Motivators
- 3) Work Opportunity



Retention Study Authors Pub year	Instrument Name and Number of Items	Reliability Cronbach Alpha	Nurse Educator Retention Framework Concepts			Instrument First Author Year of Publication
			Social Support	Internal Motivators	Work Opportunity	
Baker et al., 2011	Psychological Empowerment Scale N=12	0.85-0.91	0	3	0	Spreitzer, 1995
	Conditions for Work Effectiveness II* N=19	0.60-0.82	2	0	3	Laschinger et al., 2001
Chinweuba, 2007	Self-reported Stress, Sources of Stress, and Job Satisfaction N=25	Correlation score at 0.05 level of significance = 0.92	1	2	1	Chinweuba, 2007
Gui et al., 2014	Job Descriptive Index N=18	0.80-0.88	1	0	3	Balzer et al., 1997a
	Role Conflict and Ambiguity Scale N=14	0.71-0.82	1	3	1	Rizzo et al., 1970
	Group Identification Scale N=10	0.71	3	1	0	Brown et al., 1986
Gutierrez et al., 2012	Affective, Continuance and Normative Commitment Tool N=18	Internal consistency reliability coefficients for all instruments ranged from 0.69-0.95	0	3	0	Meyer et al., 1997
	Work Values Inventory N=21		0	1	3	Meyer et al., 1998
	Global Job Satisfaction Instrument N=6		0	3	0	Pond et al., 1991
Haydock et al., 2011	Maslach Burnout Inventory Educators Survey N=22	0.90 emotional exhaustion, 0.76 depersonalization	0	3	0	Maslach et al., 1996**
	Satisfaction Questionnaire N=not reported	Not reported	0	2	1	Haydock et al., 2011
Tse et al., 2014	The Satisfaction with Life Scale N=5	0.92-0.93. Test-retest correlations: 0.82-0.88	0	1	0	Diener et al., 1985
	Psychological Empowerment Scale N=12	0.74-0.87	0	3	0	Demerouti et al., 2010
Wang et al., 2015	The 2004 National Study of Postsecondary Faculty N=250	Calculated indices for data quality Test-Retest Reliability 0.89	0	2	2	Heuer et al., 2005

## Results

- 1 Of 98 quantitative articles retrieved, 85 underwent full review
- 2 7 articles met the inclusion criteria  
20 unique instruments were identified and analyzed for conceptual agreement.
- 3 Concept ranking was determined by number of items that described each concept attribute.
- 4 A thorough assessment of the items in each instrument revealed that they measured the overarching concepts of the Nurse Educator Retention Framework.

## Conclusions

All the overarching concepts in the Nurse Educator Retention Framework are found in the 20 identified quantitative instruments

Instruments were used in the identified studies to measure work environment satisfaction for academic educators.  
• May be helpful in examining nurse educator retention concepts using the Nurse Educator Retention Framework.

## Implications for Future Research

This multiconceptual model may provide a guide for academia to promote faculty development and foster nursing faculty retention