

# Centralized Faculty Resource Center

## Connecting Talent to Teaching

### Background Summary

At a time when a large percent of hospital Registered Nurses (RNs) are approaching retirement age, nursing schools are constrained in their ability to enroll new students. In 2005, California nursing schools turned away approximately 62 percent of qualified applicants, mostly due to a severe shortage of nursing school faculty. The faculty shortage is caused by several factors, including an aging faculty workforce, teaching salaries below those offered by healthcare providers, and a lack of awareness of the benefits of teaching and how to become an educator.

While schools and, to some extent, the larger healthcare community recognize the significance of the faculty shortage, there is limited information available for experienced nurses who may consider teaching and little coordination to find solutions to address this issue. Prospective nurse faculty members are often unaware of teaching opportunities and conversely, schools of nursing are unable to access a pool of qualified faculty.

### More Teachers=More Nurses

In September 2004, the Betty Irene Moore Nursing Initiative (BIMNI) granted more than \$140,000 to help the Foundation for California Community Colleges (FCCC) and the California Institute for Nursing & Health Care (CINHC) implement the Centralized Faculty Resource Center (CFRC).

This Web resource, [www.iteachnursing.org](http://www.iteachnursing.org), contains databases of available Bay Area nurse educator positions and qualified nurse educators, as well as information about how to become a qualified nurse educator. With a large number of Baby Boomer generation nurses expected to retire in the next 10 years, the CFRC hopes to reach retirees and non-practicing nurses who may be interested in a gratifying second career. The CFRC also assists part-time nurse educators looking for additional positions and those graduating from nurse educator degree programs.

### Looking Forward

The long-term goals of the program are to:

- Raise awareness of the benefits of becoming a nurse educator
- Provide information that makes it as easy as possible to become a nurse educator
- Educate potential nurse educators about the requirements needed
- Streamline the job hunting process for nurses
- Streamline the hiring process for nursing schools
- Make it easy to track the supply and demand of nurse instructors in the Bay Area
- Facilitate the matching of qualified faculty and open teaching positions, with the goal of increasing Bay Area educational capacity