

Nurse Practitioner Preceptor Shortage: Challenges

Presenter

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Introduction

- **1965 – Nurse practitioner movement began in response to the need of primary Care Providers**
 - **Dr. Loretta Ford started the first educational program for NP**

(Zandt, Sloand, & Wilkins, 2008)

Continued

- 2030 – American Association of Medical Colleges projected a shortage of PCP from 40,800 to 104,900

Mann, 2017

- 2012 – Graduate Nurse Education Demonstration project

(Center for Medicare & Medicaid Innovation)

Continued

- 2010 – Affordable Care Act (Obama Care)
- Increase demand for NP's
- Institute of Medicine (IOM) calls on nurses to take a significant role to fill the gap

(IOM, 2012)

- 2020 – 19% growth of our profession

(US Labor & Statistics 2015)

Purpose

- To identify and affirm the barriers and incentives to increase NP commitment to the preceptor role.
- To describe & make recommendation in preceptor retention
- To provide preceptor training

Description of the project

- The primary focus of this project is to identify barriers and incentives of NP preceptorship
- The secondary focus is to develop an educational preceptor training tools
- The third focus is to provide an incentive: access to an online academic library

Goals

The overall goal of this project is to identify and affirm the barriers and incentives of preceptorship and develop strategies and recommendation to increase retention of preceptors and clinical sites

Objectives

1. Within the first two weeks of NP student's clinical rotation, first faculty site visit will be conducted
2. The clinical faculty will conduct the first survey during the first site visit
3. Within the 10th to 12th weeks of clinical rotation, a second site visit and the last survey questionnaire is conducted
4. Strategize the development of educational tool based on data collected from the survey at the end of clinical rotation

Research Questions

- What are the barriers and incentives the preceptors have while teaching NP students
- Does educational training materials improve the preceptor's confidence in mentoring NP students
- Does online library access complement their clinical practice resources

Literature Review

- Increase need for Nurse Practitioners

(Zervopoulos, Davis, Swartwout, Danko & Delaney 2016)

(Donley, Flaherty, Sarsfield, Burkhard, O'Brien & Anderson, 2014)

- Increase demand for preceptors

(Morgan, Brewer, Buchalter, Collette & Parrott, 2018)

- Lack of clinical sites and preceptors

(Porter, 2014)

NP Preceptor Challenges/Themes

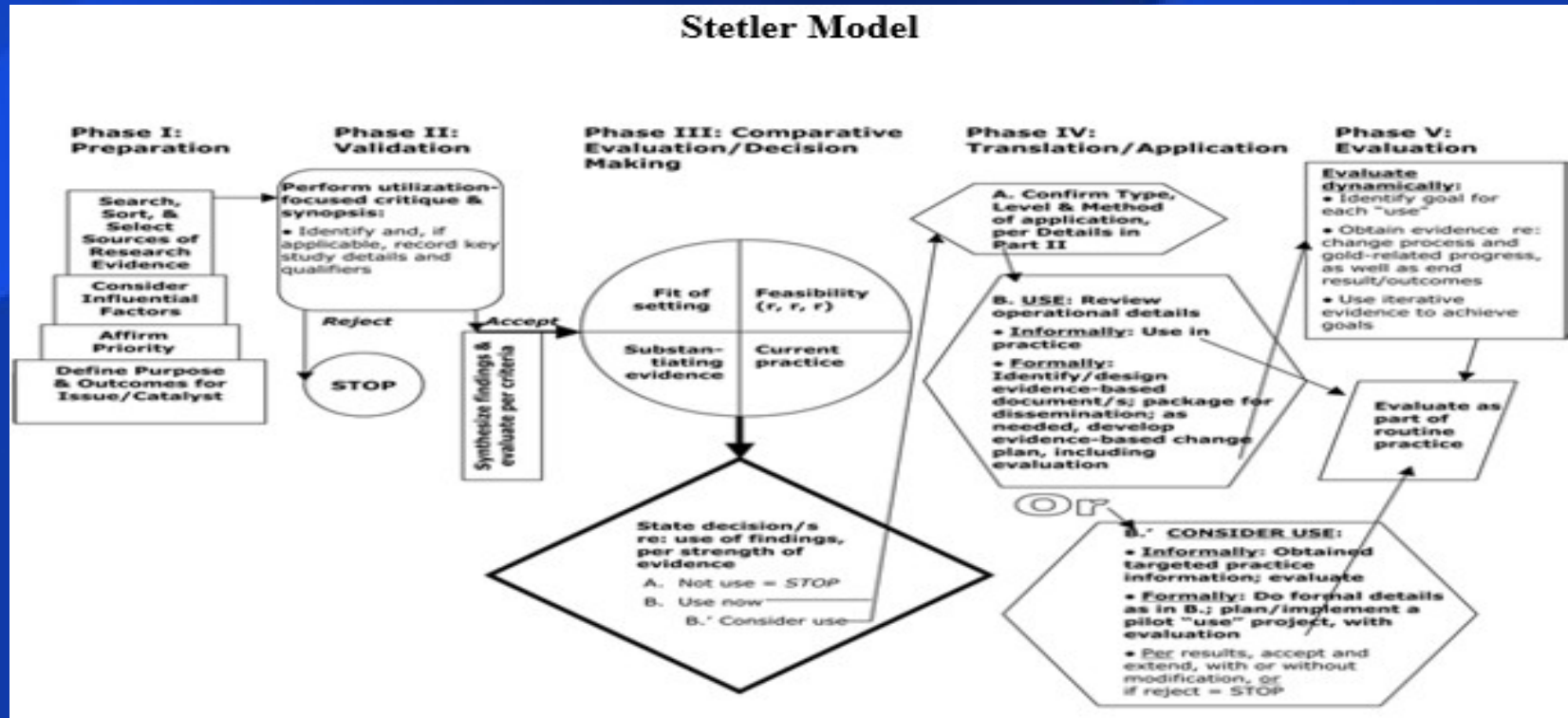
1. Increase demand for nurse practitioner preceptor
2. Barriers in preceptorship (Webb, Palan Lopez & Guarino, 2015)
3. Incentives to preceptorship (Wiseman, 2013)
4. Preservation of preceptors & clinical sites

Wilkinson, Turner, Ellis, Knestrick & Bondmass, 2015

Martensson, Lofmark, Manheider & Skytt, 2015

Conceptual Model

Stetler Model



Reprinted from Nursing Outlook, Vol. 49. Stetler, C.B., Updating the Stetler Model for Research Utilization to Facilitate Evidenced-Based Practice. Page 272-279, 2001

Methodology

- A Qualitative research – survey questionnaire utilizing the tool developed by Dr. Dolly Goldenberg (pending approval of use)
- The survey will be conducted at Harris County and Houston surrounding area
- Clinical faculty will distribute the survey questionnaire to current preceptors utilized in a semester

Population & Sampling

- Convenience sampling – nurse practitioners, physician assistants and physicians who currently serve as preceptors to NP students
- Clinical faculty will explain the survey questionnaire to the preceptors during first site visit

Instrument & Data Collection

The data collection tool used will be based on the questionnaire developed by Dibert & Goldenberg

(Dibert & Goldengerg1995.p.1150)

- Section A: Demographic data
- Section B: Nurse preceptor's perceptions of benefits and rewards of the preceptor role
- Section C: Nurse preceptors' perceptions of support for the preceptor role
- Section D: Nurse preceptors' perceptions of commitment to the preceptor role

Recruitment procedure

- Institutional Review Board approval
- Ethical clearance
- Participation is voluntary
- Informed consent secured
- Information collected will be kept confidential

Data Analysis

- The Statistical Package for the Social Sciences (SPSS) is utilized
- Data will be analyzed by using both descriptive and inferential statistics
- Statistical assistance from a statistician will be utilized as need arise