Research and development leadership in nursing across the UK: A longitudinal study

Nursing and midwifery professoriate survey - 2013

Since 2003, the RCN have kept a record of nurses, midwives and health visitors who hold tenured chairs in UK Higher Education Institutions. The numbers of nurses holding professorial positions in the UK may serve as a proxy indictor of the development of nursing research and academic leadership within the professions, particularly when compared with cognate professional groups.

The last comprehensive survey was conducted in 2013. A 85% response rate was achieved.

Nursing and midwifery professoriate survey 2013 - Some key facts

Year	Number of chairs
2013	252
2009	202
2005	171
2003	132

Year	Funding of chair - joint
2013	29
2009	21
2005	32
2003	12

Year	Gender and ethnicity
2013	73% female, 27% male 11 people identified themselves as BME - 4% (Question re-phrased)
2009	70% female, 30% male 13 people identified themselves as BME - 7%
2005	Information not collated
2003	Information not collated

Year	Age range
2013	<30 = 0 31-40 = 3 41-50 = 47 51-60 = 123 >60 = 29 (of 202 who answered this question)
2009	Information not collated
2005	Information not collated
2003	Information not collated

Year	Length of time a professor
2013	Average = 7 years (of 208 respondees)
2009	Information not collated
2005	Information not collated
2003	Information not collated

Year	Inaugural lecture
2013	75% of respondees have done (or will be doing) an inaugural lecture (of 187 respondees)

Questions asked in the Nursing and Midwifery Professoriate Survey 2013

- Name:
- Job Title:
- Place of Work:
- Type of chair: (Personal / Appointed / Emeritus):
- Funding of Chair: (University/NHS/Joint):
- Gender:
- Do you identify yourself as being a member of the BME community (Y/N):
- Length of time a professor:
- Age (<30; 31-40; 41-50; 51-60; >60):
- Inaugural lecture
- Institution:
- Date:
- Title:
- Where to access it* (if available):

Previous surveys

Information about the 2009 survey is also available.

Related material

O'Carroll (2014) Trends in the UK nursing professions' professoriate over the last ten years. Presentation given at the RCN 2014 research conference, 2-4 April 2014, Glasgow, UK

Trends in the UK nursing professions' professoriate over the last ten years (2003 – 2013)

Dave O'Carroll
Programme Manager (Information and Resources)
Standards, Knowledge and Information Services
Royal College of Nursing

A Definition of Professor (UK)

Holders of Established Chairs are appointed principally to provide leadership in a particular academic subject and to bring distinction to activities in this discipline. They are also expected to represent their subject – and their university – on a national scale, so that their promotion of the subject is widely recognised and supported by peer review.

Personal Chairs are in general awarded solely on grounds of high academic merit. The holder of a Personal Chair will be expected to have international recognition as a scholar and to contribute high-level authority to the university's involvement in an area of scholarship and research. Often such a professor will head an active research group, leading an identifiable subject-stream within a department, and this function is often recognised by a specific title to the Chair.

National Conference of University Professors

Drivers

2002: Enquiry from a Director of Nursing at a large hospital, wanting to know number of joint professorial appointments *

2003: Baseline assessment done

2005: Repeat of exercise

2008: Query about number of professors from Black & Minority Ethnic community

2009 & 2013: Process of enquiry. Additional questions asked

*We couldn't answer the question, and nobody held complete data on academic workforce of nursing and midwifery professors

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2009 survey

Research and development leadership in nursing across the UK: A biennial review

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Data collected (via email questionnaire and follow-up) September 2008 - February 2009,
Royal College of Nursing Research & Development Co-ordinating Centre, March 2009.
For more information about this poster, please contact Dave O'Carroll, email: david.ocarroll@rcn.org.uk

Background

81 academic institutions which offer a health-related (pre- or post-registration) course were identified. Of these, 63 institutions had at least one chair, and a contact from each of these was contacted asking for a complete list of nursing/midwifery chairs within the institution. 53 respondees identified a total of 199 chairs. The websites of the remaining 10 institutions were referenced to check the validity of current information held. The same process was done with the 18 institutions which had no chairs identified. 3 further chairs were identified, coming from organisations where the affiliated University could not be ascertained. All 202 chairs were sent questionnaires.

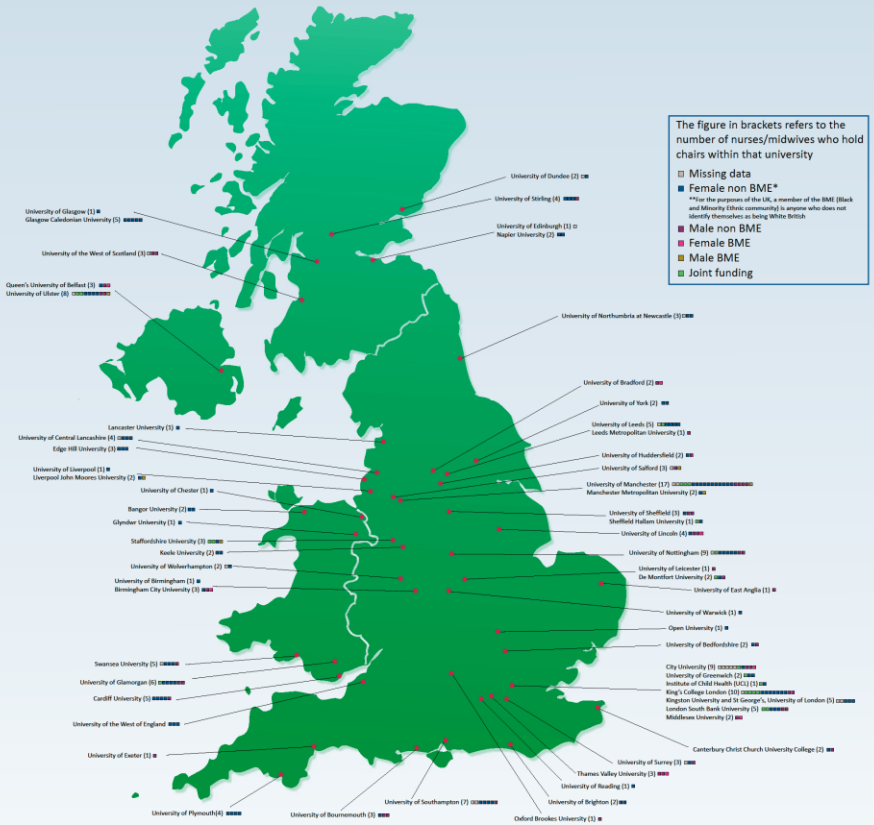

Table 1 - Number of chairs

	2003	2005	2009
Number of chairs reported...as a percentage of the nursing and midwifery workforce	132 0.02%	171 0.02%	202 0.03%
Number of medical chairs...as a percentage of the medical workforce	1,042 0.47%	1,146 0.52%	1,269 0.54%

[Source: RCN (2009), NMC (2007), CHMS (2007), GMC (2009)]

Conclusions:

1. There has been a small % increase in the number of Nursing and Midwifery chairs in relation to the nursing and midwifery workforce
2. This continues to compares unfavourably with the medical profession

Table 2 - Number of Joint appointments*

	2003	2005	2009
Of those who identified funding arrangements (58% in 2003, 70% in 2005, 87% in 2009), number of joint appointments	12	32	21
...as a percentage of the number of chairs	9.1%	18.8%	12%

Conclusion:

1. The trend towards jointly-funded chairs has reversed

* By joint appointments, we are referring to those chairs who have a clinical role within the NHS as well as an academic role within a Higher Education Institute

Table 3 - Gender and ethnicity*

	2009
Of those who identified gender and ethnicity (87%, 2009), number and percentage of female and male Professors	70% (122) Female, 30% (53) Male
...compared with percentage of female/male in the nursing and midwifery workforce	91% Female. 9% Male
number and percentage of Professors who identify themselves as being a member of the black and minority ethnic community (BME)	7% (13) BME
...compared with percentage of BME in the nursing and midwifery workforce	12 % BME

* Figures not available for 2003 and 2005

Conclusion

1. Women and the BME community are under-represented in the nursing and midwifery professoriate

Table 4 - RAE 2008 and the nursing professoriate

University of Manchester has 17 chairs, 5 other universities have 7 or more, and a further 7 universities have 5 or more chairs
Looking at the RAE 2008 Unit of Assessment 11 (Nursing and Midwifery) Power Rankings Analysis*, the top 5 places are occupied by 5 of the 6 universities which have 7 or more chairs (the 6th university did not submit under UoA 11). One other university with 5 or more chairs did not submit to UoA 11, and the remaining 6 universities with 5 or more chairs are spread throughout the rankings (from 7th to 31st of a total of 36 submissions)

Conclusion

1. Further analysis needs to be done, but there appears to be a correlation between success in the RAE 2008, and a high number of nursing chairs
2. Once the number of chairs drops below 7, the correlation disappears

* Research Fortnight (2008)

www.SCIENCEPOETRY.co.uk

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What did we set out to do?

- Number of chairs
- Critical mass of research capability
- Policy drive for clinical academics
- Gender and ethnicity
- Age range

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Method

- 2009 dataset was reviewed, cleansed and updated using institutional websites as the primary data source
- The questionnaire was subsequently sent by email to all known nurses and midwives holding a chair in the UK (n=234)
- A reminder email was sent to non-respondents 3 weeks after the first communication
- Professors identified for the first time during the census were also sent the questionnaire (n=27)
- The survey was conducted between June - September 2013
- An 85% response rate was achieved.

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Professoriate survey 2013

(Spot the mistake!)

Name:
Job Title:
Place of Work:
Type of chair: (Personal / Appointed / Emeritus):
Funding of Chair: (University/NHS/Joint):
Gender:
Do you identify yourself as being a member of the BME community (Y/N):
Length of time a professor:
Age (<30; 31-40; 41-50; 51-60; >60):

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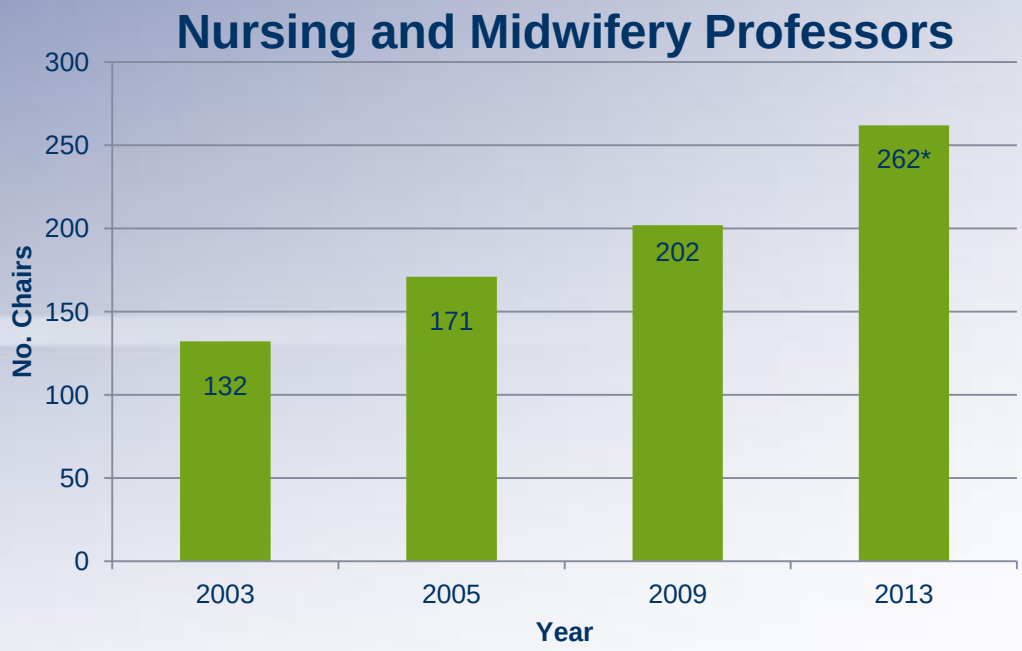
Number of chairs = proxy indicator of research leadership



On the surface, this looks good. A near 100% rise in nursing and midwifery professors in 10 years

** Includes 10 Emerita Professors*

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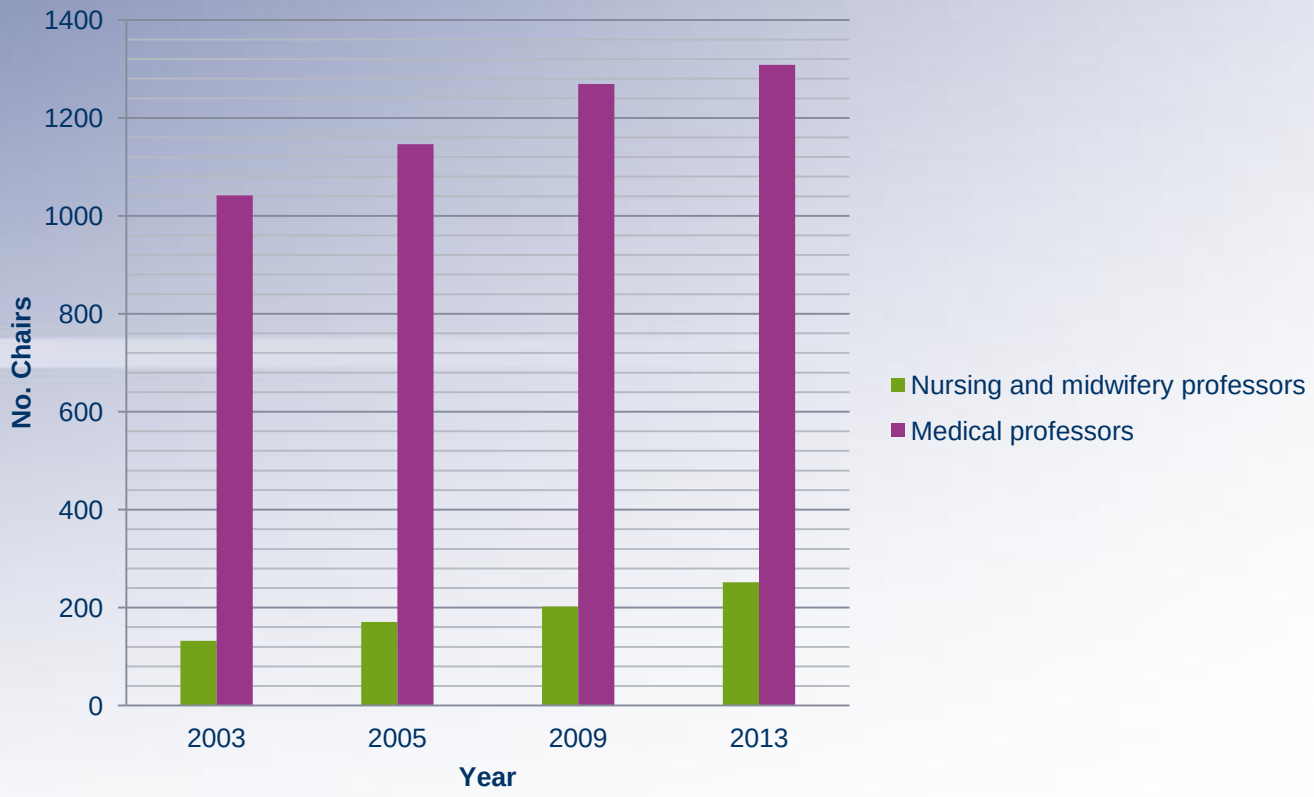
Number of chairs - comparison with medical profession



673,567 nurses and midwives on the register (NMC, 2013)

259,680 doctors on the register (GMC, 2014)

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Nursing and midwifery professors

2013 = 252* (0.04%)

673,567 nurses and midwives on the register (NMC, 2013)

Medical professors

2012 = 1,308 (0.50%)

259,680 doctors on the register (GMC, 2014)

Number of nursing and midwifery chairs if it matched the medical profession (0.5% of the workforce) =

**Excludes the 10 retired professors to enable comparison*

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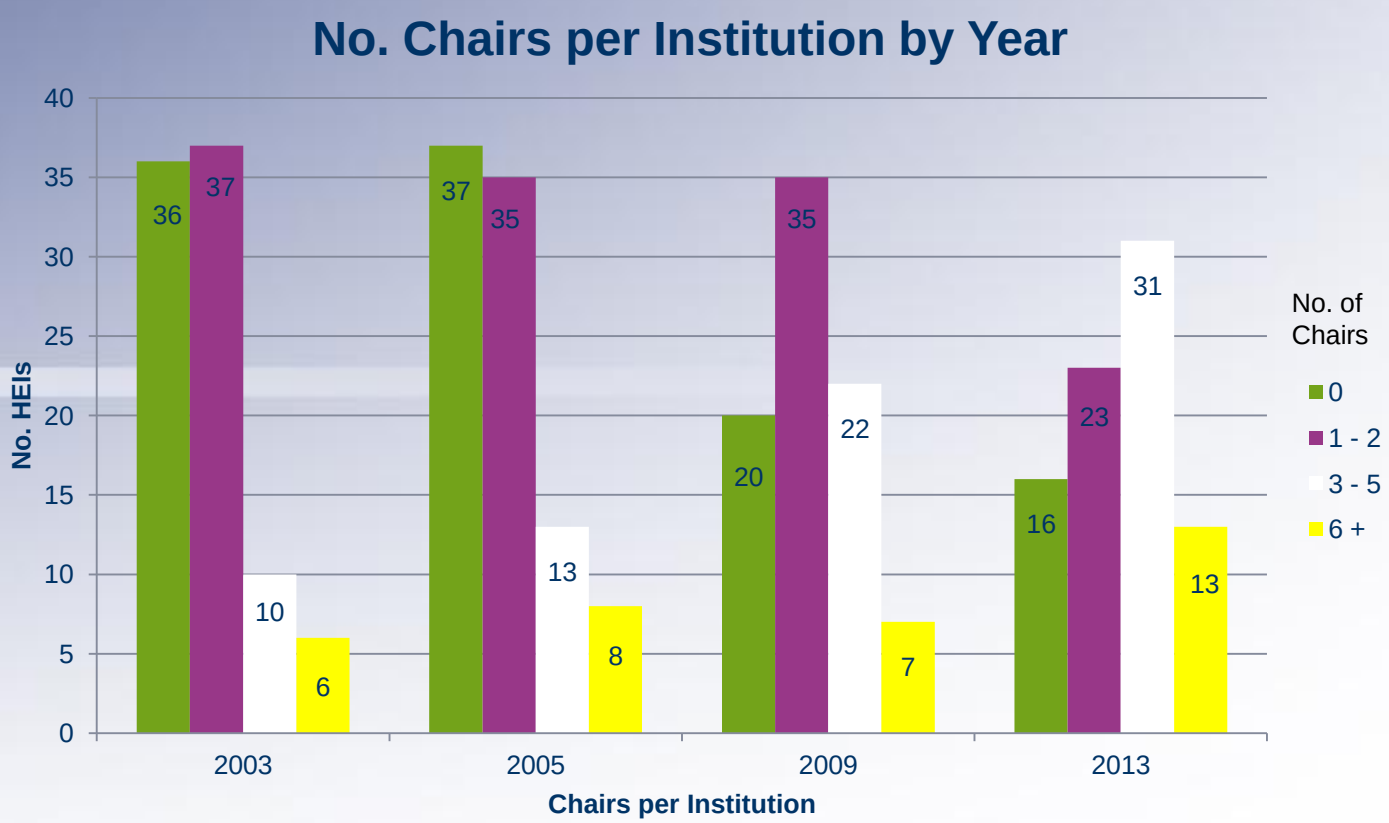
3,368

Critical mass of research capability



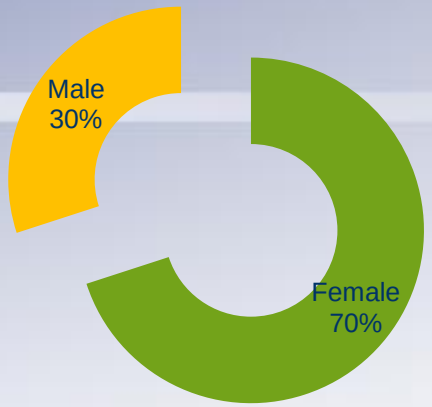
HEI = Higher Education Institution

Policy drive for clinical academics – is this borne out?

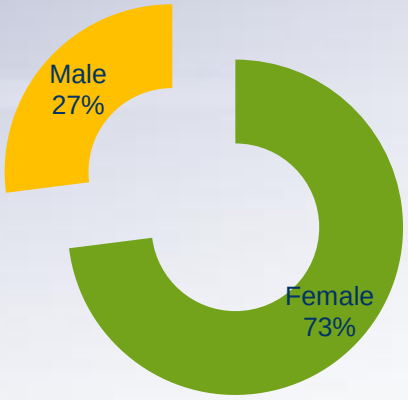
** Of 214 (85%) who answered this question*

Gender – a glass ceiling?

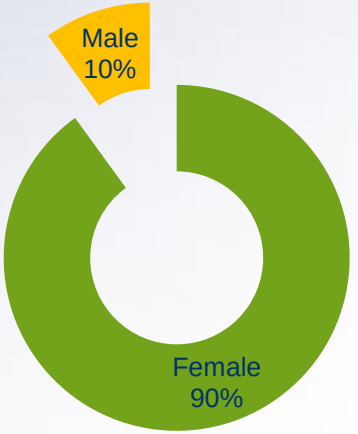
Professoriate – 2009



Professoriate – 2013



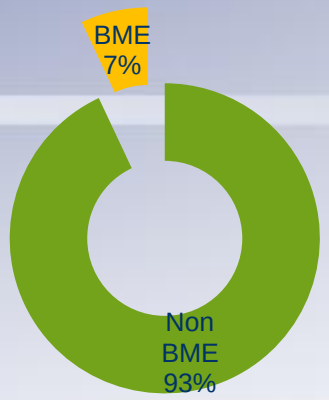
Nursing and Midwifery Workforce



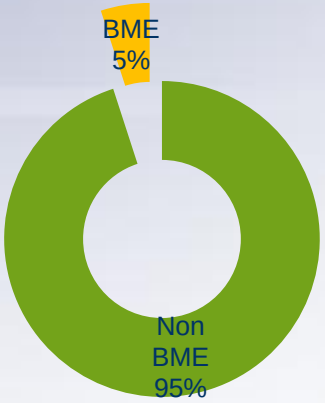
Gender

Ethnicity – a glass ceiling?*

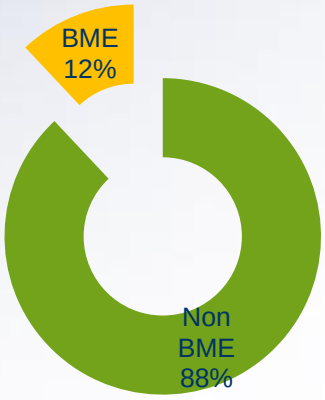
Professoriate - 2009



Professoriate - 2013*

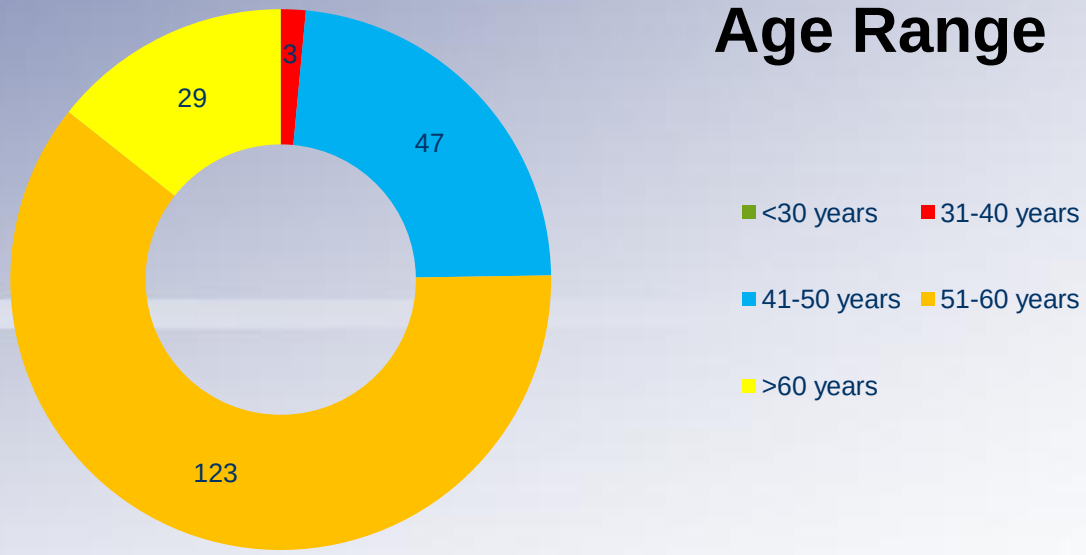


Nursing & Midwifery workforce



Ethnicity

** Of 226 (86%) who answered this question*



Age range*

*2013 - <30 = **0;** 31-40 = **3**; 41-50 = **47**; 51-60 = **123**; >60 = **29***

** Of 202 (77%) who answered this question*

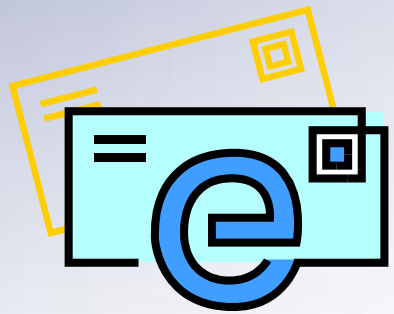
Conclusions

- ***Number.*** **Doubling of number is a step in the right direction, but nowhere near the number of the medical profession**
- ***Critical mass.*** **Some evidence of growing critical mass within specific institutions**
- ***Joint appointments.*** **The cause of the 2005 blip is unclear**
- ***Gender and ethnicity.*** **Little evidence of movement, although it is perhaps too early to demonstrate trends**
- ***Age.*** **A ticking time bomb?**

Further details and contact

Nursing professoriate: www.rcn.org.uk/development/research

- 0161-226 3406



- david.ocarroll@rcn.org.uk

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