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

Nursing and midwifery professoriate survey - 2015

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 indicator 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 2015. A 74% response rate was achieved.

Nursing and midwifery professoriate survey 2015 - Some key facts

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>261</td>
</tr>
<tr>
<td>2013</td>
<td>252</td>
</tr>
<tr>
<td>2009</td>
<td>202</td>
</tr>
<tr>
<td>2005</td>
<td>171</td>
</tr>
<tr>
<td>2003</td>
<td>132</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of joint appointments (between HEI and NHS Trust)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>24</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Gender and ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>74% female, 26% male</td>
</tr>
<tr>
<td></td>
<td>12 people identified themselves as BME - 5%</td>
</tr>
<tr>
<td>2013</td>
<td>73% female, 27% male</td>
</tr>
<tr>
<td></td>
<td>11 people identified themselves as BME - 4% (Question re-phrased)</td>
</tr>
<tr>
<td>2009</td>
<td>70% female, 30% male</td>
</tr>
<tr>
<td></td>
<td>13 people identified themselves as BME - 7%</td>
</tr>
<tr>
<td>2005</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2003</td>
<td>Information not collated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Age range</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>&lt;30 = 0</td>
</tr>
<tr>
<td></td>
<td>31-40 = 1</td>
</tr>
<tr>
<td></td>
<td>41-50 = 33</td>
</tr>
<tr>
<td></td>
<td>51-60 = 121</td>
</tr>
<tr>
<td></td>
<td>&gt;60 = 29</td>
</tr>
<tr>
<td></td>
<td>(of 184 who answered this question)</td>
</tr>
<tr>
<td>2013</td>
<td>&lt;30 = 0</td>
</tr>
<tr>
<td></td>
<td>31-40 = 3</td>
</tr>
<tr>
<td></td>
<td>41-50 = 47</td>
</tr>
<tr>
<td>Year</td>
<td>Clinical Academic</td>
</tr>
<tr>
<td>------</td>
<td>-------------------</td>
</tr>
<tr>
<td>2015</td>
<td>35 people identified themselves as being clinical academics (of 166 who answered this question) - 21%</td>
</tr>
<tr>
<td>2013</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2009</td>
<td>Information not collated</td>
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<td>2005</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2003</td>
<td>Information not collated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Inaugural lecture</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>70% of respondees have done (or will be doing) an inaugural lecture (of 218 respondees)</td>
</tr>
<tr>
<td>2013</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2009</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2005</td>
<td>Information not collated</td>
</tr>
<tr>
<td>2003</td>
<td>Information not collated</td>
</tr>
</tbody>
</table>

Questions asked in the Nursing and Midwifery Professoriate Survey 2015

- Name:
- Job Title:
- Place of Work:
- Type of chair: (Personal / Appointed / Emeritus):
- Gender:
- Do you identify yourself as being a member of the BME community (Y/N):
- Do you identify yourself as being in a clinical academic role (Y/N/?):
- Age (<30; 30-40; 41-50; 51-60; >60):
- Inaugural lecture (Y/N):
- Institution:
- Date:
- Title:
- Where to access it (if available):

Previous surveys

Information about the 2013 survey and 2009 survey are also available.

Related material

Academic and research leadership: a longitudinal study of the nursing and midwifery professoriate (2003 – 2015)

Dave O’Carroll
Programme Manager (Information and Resources)
Standards, Knowledge and Information Services
Royal College of Nursing
Holders of Established Chairs are appointed principally to provide leadership in a particular academic subject and to bring distinction to activities in this discipline.

Personal Chairs are in general awarded solely on grounds of high academic merit. They usually have international recognition as a scholar and contribute high-level authority in an area of scholarship and research.

An Honorary Professor is often someone who holds a substantive appointment outside the University sector (for example a Director of Nursing), who has made a significant contribution to their field, and lends their expertise and support to a University.

A Visiting Professor is often someone who holds a substantive appointment (though not necessarily at the grade of Professor) with one University, but spends a part of their time at another University.

Emeritus is conferred on a Professor who has retired, but continues to lend their expertise and support to their University.
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


*We couldn’t answer the question, and nobody held complete data on academic workforce of nursing and midwifery professors
What did we set out to do?

Number of chairs

Critical mass of academic research capability and leadership

Policy drive for clinical academics

Gender and ethnicity

Age range
Nursing and midwifery professoriate

University of Birmingham
1. Professor Debbie Carrick-Sen, Florence Nightingale Foundation Professor of Clinical Nursing and Midwifery Practice Research
2. Professor Fiona Irvine, Jenny Jones Chair in Nursing
3. Professor Julie Taylor, Professor of Child Protection

Birmingham City University
1. Professor David Gray, Professor of Wound Healing
2. Professor Lucy Land, Professor of Nursing
3. Professor Mervyn Morris, Professor of Community Mental Health
4. Professor Joy Notter, Professor of Community Nursing
5. Professor Mark Radford, Professor of Nursing

Bournemouth University
1. Professor Ann Hemingway, Professor of Public Health and Wellbeing
2. Professor Vanora Hundleby, Professor of Midwifery
3. Professor Elizabeth Rosser, Professor of Nursing and Deputy Dean, Education and Professional Practice
4. Professor Stephen Tee, Executive Dean of Faculty of Health and Social Sciences
5. Professor B. Gail Thomas, Professor of Health Care Policy and Practice and Dean of School of Health and Social Care

University of Bradford
1. Professor Udy Archibong, Professor of Diversity
2. Professor Gerry Armitage, Professor of Health Services Research
3. Professor Gwendolen Bradshaw, Director of Quality Enhancement and Standards

University of Brighton
1. Professor Julie Scholes, Professor of Nursing

http://www2.rcn.org.uk/development/research_and_innovation/career/nursing_professoriate
Method

2013 dataset was reviewed, cleansed and updated using institutional websites as the primary data source – the list on the RCN website is based on this publicly available information.

The questionnaire was subsequently sent by email to all known nurses and midwives holding a chair in the UK (n=261).

A reminder email was sent to non-respondents 3 weeks after the first communication.

The survey was conducted between September - October 2015.

A 74% response rate was achieved.

NB All responses are confidential, have never been shared, are stored in a password-protected spreadsheet, only seen by the author of this paper.
Name:

Job Title:

Place of Work:

Type of chair: (Personal / Appointed):

Gender:

*Do you identify yourself as being a member of the BME community (Y/N?):*

*Do you identify yourself as being in a clinical academic role (Y/N/?):*

Age (<30; 30-40; 41-50; 51-60; >60):
Number of chairs

= proxy indicator of academic research leadership

Nursing and Midwifery Professors

<table>
<thead>
<tr>
<th>Year</th>
<th>No. Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>132</td>
</tr>
<tr>
<td>2005</td>
<td>171</td>
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<td>2009</td>
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<tr>
<td>2013</td>
<td>252</td>
</tr>
<tr>
<td>2015</td>
<td>261</td>
</tr>
</tbody>
</table>
Number of chairs

Number of chairs - comparison with medical profession

686,782 nurses and midwives on the register
(NMC, 2015)

273,853 doctors on the register
(GMC, 2015)
Number of chairs

Nursing and midwifery professors

2015 = 261 (0.04%)

Medical professors

2014 = 1,368 (0.50%)

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

3,434

2013 = 3,368
Critical mass

No. Chairs per Institution by Year

No. HEIs

<table>
<thead>
<tr>
<th>Chairs per Institution</th>
<th>2003</th>
<th>2005</th>
<th>2009</th>
<th>2013</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>36</td>
<td>37</td>
<td>37</td>
<td>35</td>
<td>35</td>
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<tr>
<td>1 - 2</td>
<td>20</td>
<td>16</td>
<td>23</td>
<td>30</td>
<td>23</td>
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<tr>
<td>3 - 5</td>
<td>10</td>
<td>13</td>
<td>22</td>
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</tr>
<tr>
<td>6 +</td>
<td>6</td>
<td>8</td>
<td>7</td>
<td>13</td>
<td>14</td>
</tr>
</tbody>
</table>

HEI = Higher Education Institution
Clinical academics

What is a clinical academic?
A research-focused clinician academic is a nurse or midwife who engages concurrently in clinical practice and research and provides clinical and research leadership in the pursuit of innovation and delivery of excellent evidence-based healthcare.

AUKUH Clinical Academic Careers Group, February 2012

* Based on 2013 and 2015 aggregated responses (n=221) and institutional website data (n=40)
Gender

Professoriate – 2009

Female 70%
Male 30%

Professoriate – 2013

Female 73%
Male 27%

Professoriate – 2015*

Female 74%
Male 26%

Nursing and Midwifery Workforce

* Based on 2009, 2013 and 2015 aggregated responses (n = 236)
**Ethnicity**

**Professoriate**
- **2013**
  - Non BME: 95%
  - BME: 5%

**Professoriate**
- **2015***
  - Non BME: 96%
  - BME: 4%

*Based on 2013 and 2015 aggregated responses (n= 234)

**Nursing & Midwifery workforce (RCN membership)**
- Non BME: 88%
- BME: 12%
Age range

Age Range (2013) (n=196)
- <30 years: 25
- 31-40 years: 47
- 41-50 years: 121

Age Range (2015) (n=187)
- <30 years: 30
- 31-40 years: 0
- 41-50 years: 33
- 51-60 years: 123
- >60 years: 0
Type of appointment

* Based on 2013 and 2015 aggregated responses (n=221)
Limitations

- Inclusion criteria: once a nurse, always a nurse?
- The invisibility of nursing
- What are we actually measuring?
Critical mass

No. Chairs per Institution by Year

HEI = Higher Education Institution
Conclusions

- **Use with caution.** At best, a proxy indicator.

- **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.

- **Clinical academics.** Would increasing the number of joint appointments, or honorary contracts, with the NHS, help?

- **Gender and ethnicity.** Little evidence of movement.

- **Age.** A ticking time bomb?

- **Type of appointment.** Should we be worried at the apparent reduction in appointed Chairs?
Further details and contact

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

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- david.ocarroll@rcn.org.uk