

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

Year	Number of chairs
2015	261
2013	252
2009	202
2005	171
2003	132

Year	Number of joint appointments (between HEI and NHS Trust)
2015	24

Year	Gender and ethnicity
2015	74% female, 26% male 12 people identified themselves as BME - 5%
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
2015	<30 = 0 31-40 = 1 41-50 = 33 51-60 = 121 >60 = 29 (of 184 who answered this question)
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	Clinical Academic
2015	35 people identified themselves as being clinical academics (of 166 who answered this question) - 21%
2013	Information not collated
2009	Information not collated
2005	Information not collated
2003	Information not collated

Year	Inaugural lecture
2015	70% of respondees have done (or will be doing) an inaugural lecture (of 218 respondees)

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

O'Carroll (2016) Academic and research leadership: a longitudinal study of the nursing and midwifery professoriate (2003 –2015). Presentation given at the RCN 2016 research conference, 6-8 April 2016, Edinburgh, UK

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

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Programme Manager (Information and Resources)

Standards, Knowledge and Information Services

Royal College of Nursing

Types of Professor (UK)



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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

2009, 2013 & 2015: 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*

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



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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 Hundley**, 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

Method



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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

Professoriate survey 2015



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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/?):

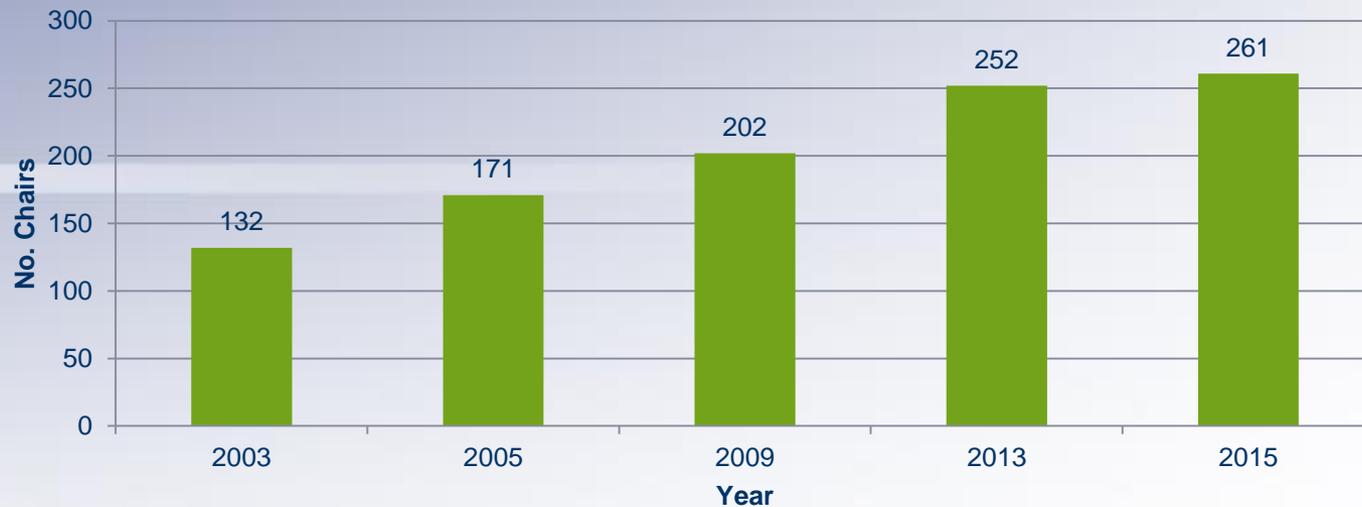
Age (<30; 30-40; 41-50; 51-60; >60):

Number of chairs



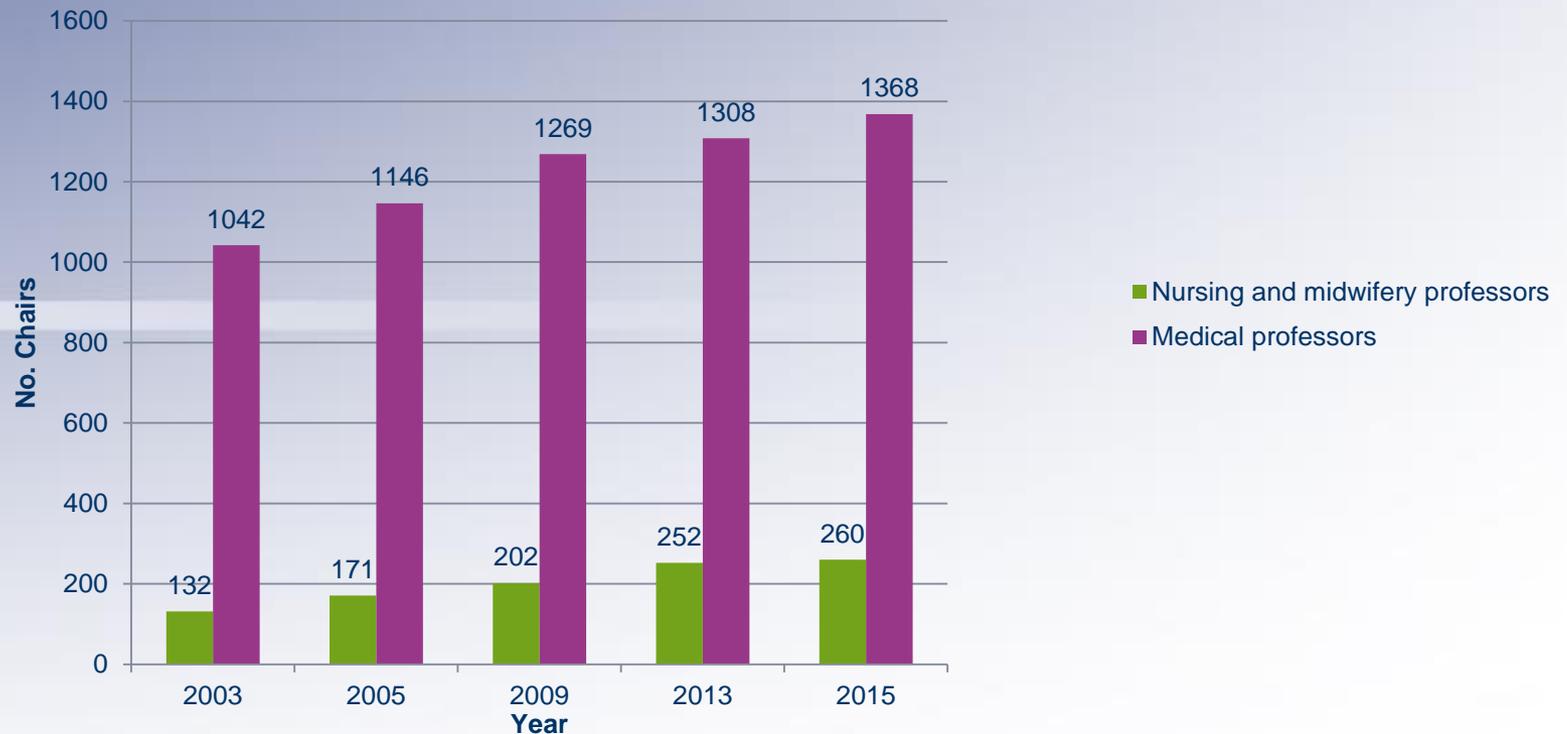
= proxy indicator of academic research leadership

Nursing and Midwifery Professors



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

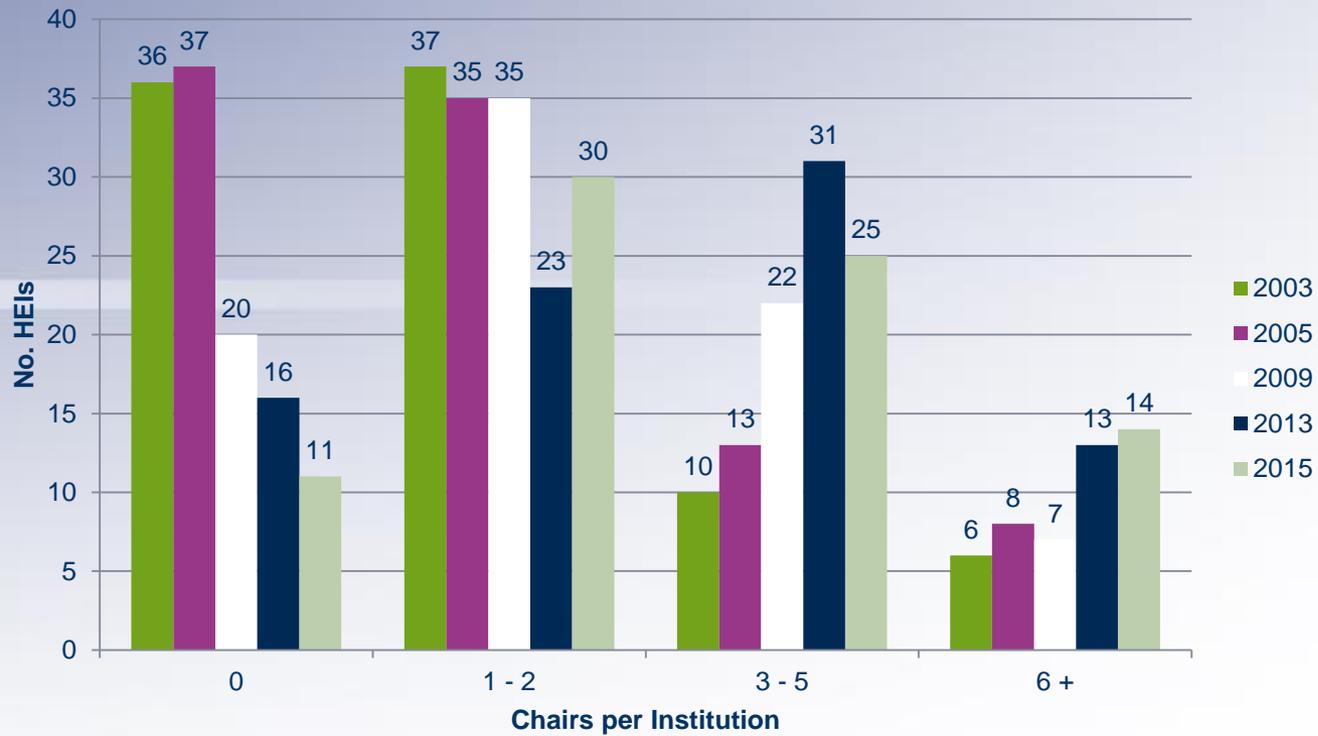
2013 = 3,368

Critical mass



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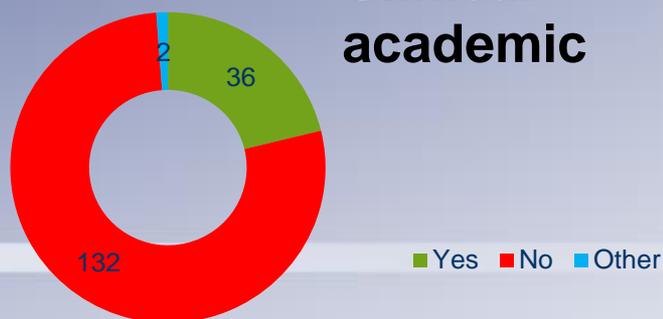
No. Chairs per Institution by Year



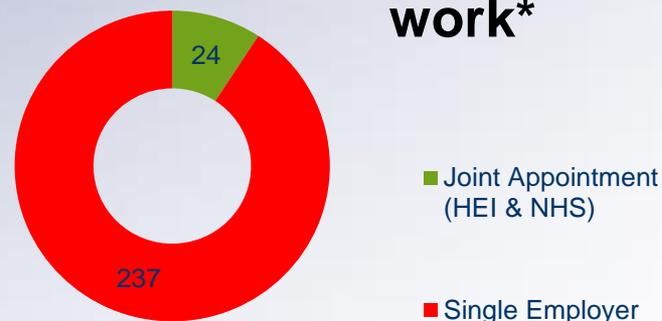
HEI = Higher Education Institution

Clinical academics

Clinical academic



Place of work*



What is a clinical academic?

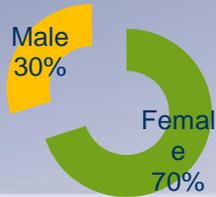
A research-focused clinician academic is a nurse or midwife who engages concurrently in clinical practice and research and provides clinical and research leadership in the pursuit of innovation and delivery of excellent evidence-based healthcare.

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

Gender

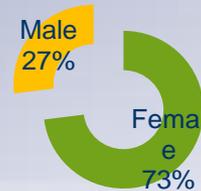
Professoriate

2009



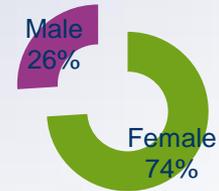
Professoriate

2013

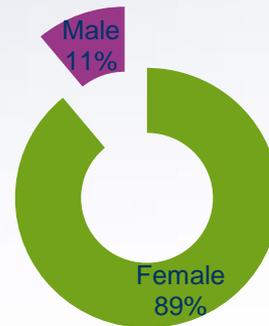


Professoriate

2015*



Nursing and Midwifery Workforce



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

Ethnicity

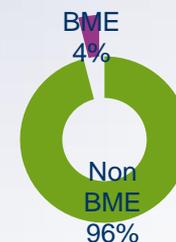
Professoriate

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2013

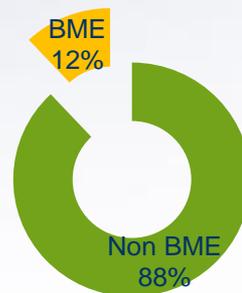


Professoriate

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2015*



Nursing & Midwifery workforce (RCN membership)

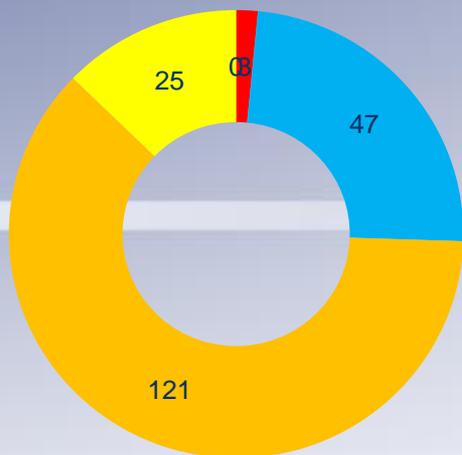


* Based on 2013 and 2015 aggregated responses (n= 234)

Age range

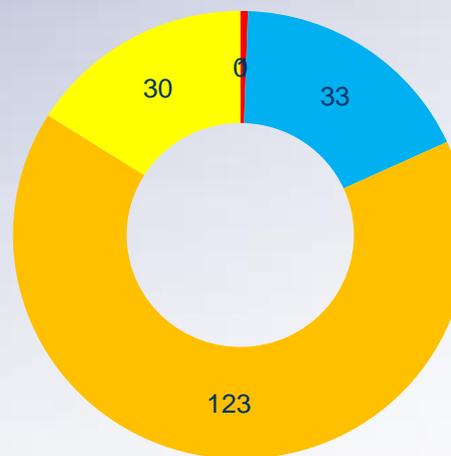


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**Age Range
(2013) (n=196)**

- <30 years
- 31-40 years
- 41-50 years
- 51-60 years
- >60 years



**Age Range
(2015) (n=187)**

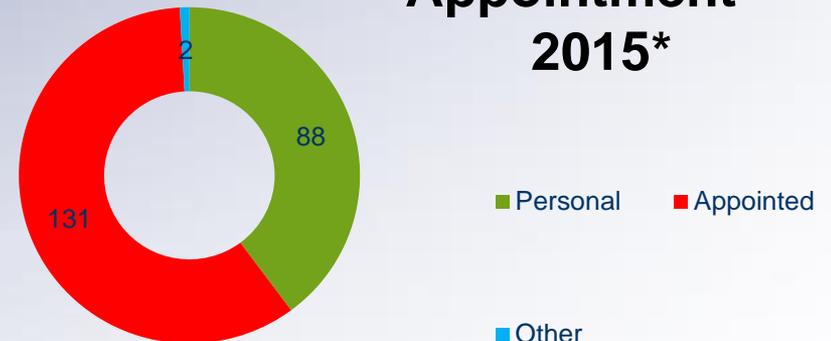
- <30 years
- 31-40 years
- 41-50 years
- 51-60 years
- >60 years

Type of appointment

Appointment 2013



Appointment 2015*



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

Limitations



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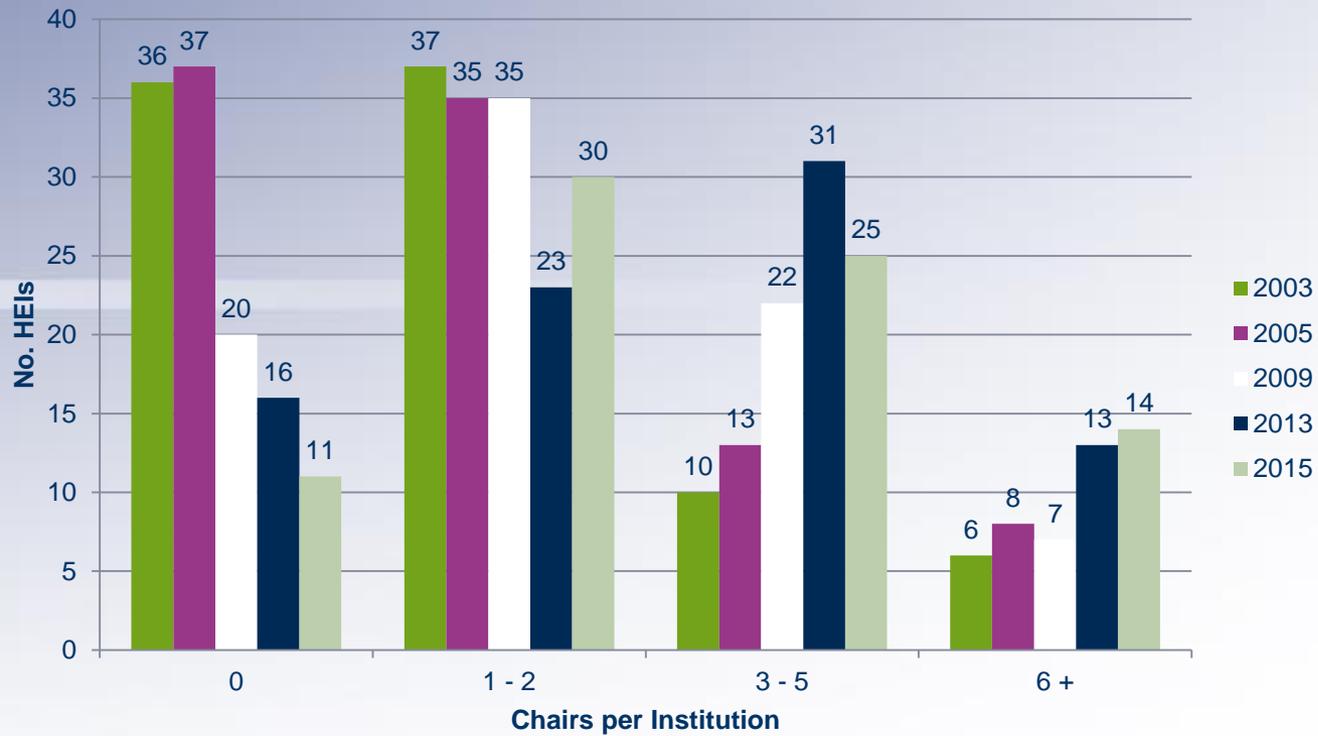
- ❖ *Inclusion criteria: once a nurse, always a nurse?*
- ❖ *The invisibility of nursing*
- ❖ *What are we actually measuring?*

Critical mass



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No. Chairs per Institution by Year



HEI = Higher Education Institution

Conclusions



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- ❖ ***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?

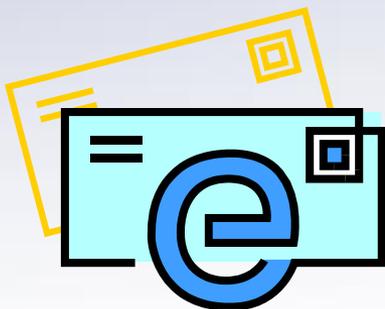
Further details and contact



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



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