Out nation is facing a critical nursing shortage. Compounding the nursing shortage is an even more severe nursing faculty shortage. A shortage of nursing school faculty is restricting nursing program enrollment. According to AACN’s report on 2004-2005 enrollment and graduation in Baccalaureate and Graduate programs in nursing, US nursing schools turned away 32,797 qualified applicants from baccalaureate and graduate nursing programs in 2004 (more than double than what was described in the 2003-2004 report) This was due to insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints. Three quarters (76.1%) of the nursing schools responding to the 2004 survey pointed to faculty shortages as a reason for not accepting all qualified applicants into nursing programs.(AACN, 2005) In response to this shortage, many schools of nursing, including Drexel University, College of Nursing and Health Professions (CNHP), have begun recruiting nurses who have little or no teaching experience but have extensive clinical expertise, to fill faculty vacancies.

This has resulted in a need to develop resources to support novice faculty in their teaching role. To accomplish this, CNHP has adapted online courseware (Blackboard) to create an innovative virtual faculty resource with the intent to provide support for novice nursing faculty. This innovative use of technology has contributed to recruitment, development, and retention of faculty at a time when most nursing schools in the US are reducing student enrollment due to a severe nursing faculty shortage. It has provided an effective means to providing clinical faculty with 24/7 access to important course/program information, tutorials and resources that support achieving program outcomes, maintaining continuity across the program and increasing faculty retention. Its flexibility and ease of use have contributed to our ability to quickly modify and make additions/enhancements.
This presentation will include a frank discussion of the process of design and development of virtual media assets, resources and tutorials for faculty, as well as the outcomes/results of this innovative approach. A demonstration of the Faculty Resource Center will also be included in this presentation which will highlight how the CNHP has used this technology to provide faculty with essential resources in a user friendly and organized manner.