Barriers and Incentives to Precepting Nurse Practitioner Students

Judith Webb, DNP, ANP-BC
Ruth Palan Lopez, PhD, GNP & AJ Guarino, PhD
MGH Institute of Health Professions
Boston, MA

Problem
Finding adequate numbers of clinical placements for a growing number of NP students.

Background

- Enrollments
- Programs
- Hours
- Preceptor productivity demands

(AACN, 2012)
Purpose

Instrumentation

64-items from literature on preceptor rewards, incentives, & barriers
Questionnaire developed
Face validity
Two domains
Incentives
5 subscales
Incentive or Barrier
1 subscale

40 Incentive Items
5 Subscales

<table>
<thead>
<tr>
<th>If available, how influential would these factors be in your decision to precept?</th>
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<tbody>
<tr>
<td>Access to academic credit or resources (10 items)</td>
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<tr>
<td>Gifts, rewards, remuneration (6 items)</td>
</tr>
<tr>
<td>Information, preparation for the role (10 items)</td>
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<td>Professional rank or status (6 items)</td>
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<tr>
<td>Recognition, Acknowledgement (8 items)</td>
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Incentives Subscale

- Not at all influential
- Slightly influential
- Somewhat influential
- Very influential
- Extremely influential

17 Items
Barrier or Incentive Subscale

- Barrier
  - -2 Strong
  - -1 Weak
- Neither
- Incentive
  - +2 Strong
  - +1 Weak

Procedure

- Web-based survey
- Snowball sample
- Chi-square goodness-of-fit tests
Sample

521
N= 521 Preceptors or potential preceptors

Selected demographics

Gender: 92% female
Age: Mean 47 yrs
Certification: 33% FNP; 32% ANP
Race/ethnicity: 93% White
Degree: MS 82%

Practice type: 38% Primary Care
Specialty: 17% Family; 14% Med
State: 76% Mass; 11% NY
Ever precepted: 83%

Results
Neither Incentive nor Barrier

- Liability risks
- Administration’s attitudes toward precepting
- Precepting other learners (PA, MD)
- Faculty presence in site
- Geographic location of site
- Availability of space for students
- Level of student

10 Most Influential Incentives

- Letters of reference
- Adjunct faculty status
- Financial remuneration
- Access to conference resources
- Tutors available
- Support for student performance issues
- Online clinical resources
- Faculty contact
- Student evaluation of experience
- Recertification credit

2 Barriers ~ 9 Incentives
### Implications

<table>
<thead>
<tr>
<th>Incentives</th>
<th>Barriers</th>
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| - Emphasize in recruitment  
  - Recertification  
  - Adjunct faculty status  
  - Student feedback  
| - Rewards that incentivize  
  - Clinical references (online)  
  - Vouchers  
  - Stipends  
  - Faculty support  
  - Student issues  
| - Address productivity  
  - Prepare students to appreciate preceptor’s productivity demands  
| - Respect preceptor time  
  - Efficient methods of contact  
  - Schedule site visits at preceptor’s convenience  
| - And... |

### Thank you.

### Questions?

### Contact Information

Judith Webb, DNP  
Clinical Assistant Professor  
MGH Institute of Health Professions  
School of Nursing  
Boston, MA  
Contact information: jwebb@mghihp.edu
Selected References