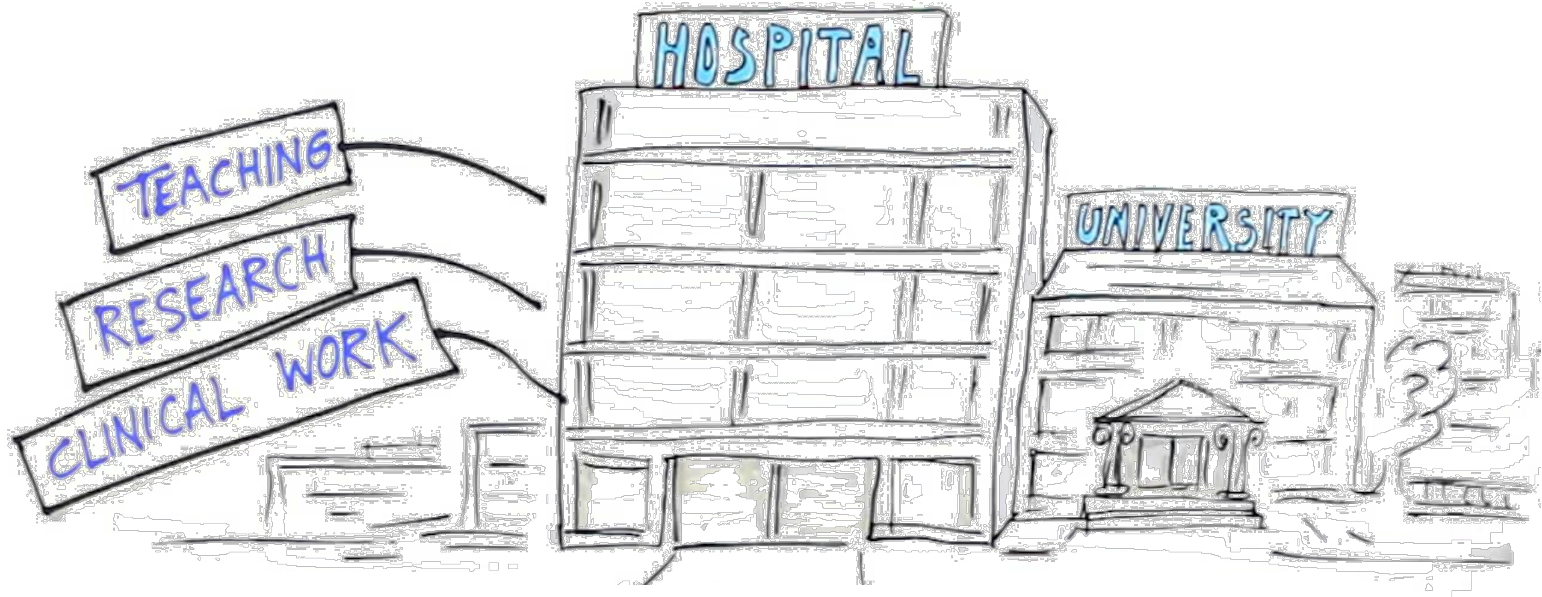




Clinical Academic Career Pathways

Catharina van Oostveen, RN PhD, Prof. Hester Vermeulen



ZonMw

Spaarne



Gasthuis

ACADEMIE





Content



ZonMw

Spaarne  Gasthuis
ACADEMIE





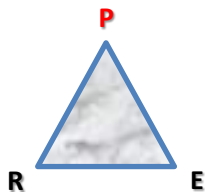
Clinical Academic Career Pathways

NOW

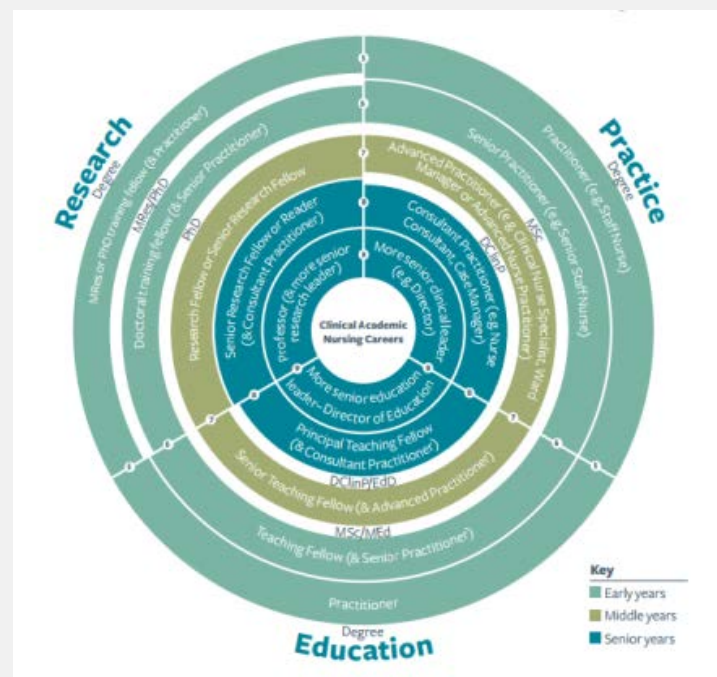
- Lack of career possibilities
- Recruitment and retention not optimal
- Knowledge drain

DESIRED Combination

- Research & Practice
- Practice & Education
- Education & Research



Clinical Academic Career Pathways



Nursing Career Path in Research at the NIH Clinical Center, America Clinical academic training pathway of the University of Southampton





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- ```
graph TD; A[Ministry of Health, Welfare and Sport] --> B[ZonMW]; B --> C[VOILA]; C --> D[HvA]; C --> E[AMC]; C --> F[InHolland]; C --> G[VUmc];
```





# Interviews & focusgroups

## 2 focus groups and 23 interviews

- What are the main barriers and facilitators of implementation a CACP for
  - 1) the patient,
  - 2) for nurses and
  - 3) for the organization?
- Do you agree on the design of the CAPC?



## All interviewees attitude + 4 themes emerged

- Culture
  - Academic
  - Nursing
- Leadership
  - Vision
  - Role models
  - Credibility

*“The valuation of people behind a desk is lower because it has not direct impact on an individual patient.”*

*Academic nurse (1)*





# Results (continued)

## Themes emerged

- Finances
  - Funding (skills)
- Infrastructure
  - Career ladder
  - Remuneration

*“Just to put it in very simple terms; Postdoctoral students will lose their job or they will send to the HvA. Besides that, there is nothing possible”  
Academic nurse (12)*





# From theory to strategy

## Taskforce

- Mission
- Vision
- Capacity, capability, personnel development policies, sustainable funding
- Focus on organizational culture
- FUWAF AZ

