

Professional Development Nurses Benefit the Future of Nursing

I recently had the privilege to present “Nursing Professional Development Specialist as an Academic Counselor” at the Association for Nursing Professional Development (ANPD) Annual Convention in Orlando, Florida. This is the ‘go to’ conference for nurse educators in healthcare. Formerly called the National Nursing Staff Development Organization (NNSDO), ANPD emerged with a broaden vision and mission striving to provide educational services, advocacy and research to support the unique needs of nursing professional development.

The role of the academic counselor is part of the scope of responsibility and accountability for the nursing professional development specialist that includes other key career development responsibilities such as career coaching, creating and supporting clinical advancement models, and assisting in role transition and succession planning. In our center, an academic counselor helps guide staff nurses toward successful education pathways. Partnerships are fostered with nursing schools to help staff achieve their goals, financial incentive is available, and motivational strategies are employed.

Research supports that better educated nurses improve patient and healthcare outcomes. It is only with strong collaborations and the value on lifelong education can we hope to achieve an increase in the proportion of nurses with baccalaureate degrees to 80% by 2020 - one of the goals within the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine.

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