**Introduction**

To explore and describe the cultural context initially—as the first step in making interventions and effecting change for the better. This descriptive Ethnographic Analysis does not offer solutions for, but rather descriptions of the culture. It paints a picture.

**Research Question**

What is the cultural context of nurse educators in tenure-granting institutions not associated with a health science center?

**Methodology**

Ethnography is the act of studying, describing, and revealing unique aspects of a cultural group. This cultural group consists of professional nurses who are practicing in academia, a socially constructed culture. Repeating Patterns emerged after 12 interviews. Interview questions evolved over time. Transcribed interviews were verified. All interview data are secure.

**Sample Demographics**

- Age: Range 30-74, average 53
- Races: Caucasian (7), Native American (4), and Asian (1)
- Time in Faculty Role: Range: 3-45 years, average 15
- Schools represented: 3 private faith based institutions and 2 state programs, one with online delivery of curriculum.
- 7 of 12 had formal educational preparation to the faculty role.

**Analysis of Domains**

- Rules
- Rituals
- Language
- Beliefs
- Components within domains and exemplars

**Cultural themes discovered with compenental analysis**

- Witch and Learn
- Learning on my own
- Networking is Essential
- Trust/Mistrust
- Conflict
- Incivility
- Mentors and Important
- Many Facets of Scholarship
- Workloads are challenging
- Bureaucracy Reigns

**General Ethnographic Statements**

- Learning Patterned ways of thinking
- Relationality
- Bureaucracy
- Credibility

**Nurses in Academia: Sink or Swim**

Karen Cotter, PhD, RN & Lory Clukey PhD, PsyD, RN, CNS

- Nurses practicing within academia must identify what is expected of them
- They learn the language
- They learn the rules, rituals, and beliefs
- Only then can they negotiate the culture successfully.

**Recommendations**

- Network of support is essential
- Retention and continued development of faculty
- Address Horizontal Incivility
- Role modeling healthy behaviors for socialization of students to the profession
- Need for Clearly defined expectations of scholarship