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### Aspects of the difficulty of newly appointed assistant professors of nursing faculty in Japan

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In the past two decades, the number of universities opening a faculty of nursing has rapidly increased and faculty members run short in Japan. Along with the situation, the faculty members had to deal with an increasing number of undergraduate students with diverse backgrounds, and the difficulty of teaching

has increased. In response to these circumstances, the Japan Association of Nursing Programs in Universities (or JANPU) proposed the guidelines for newly appointed assistant professors. According to the guidelines, the "FD Mother Map" has been developed and distributed it to faculties of nursing all over the country. A prototype career development ladder for newly appointed assistant professors has also developed and introduced. However, it was clarified that newly appointed assistant professors are still facing difficulties right after their inauguration. The purpose of this research is to clarify the aspects of the difficulties that newly appointed assistant professors are facing in order to improve the career development ladder for newly appointed assistant professors. According to the literature review, it is found that a teacher development proceeds along the three phases,

<survival>, <familiarization with teaching activities> and <commitment as middle level>. In each phase, there were the characteristics of the professional experience as a teacher. In the survival phase, there are the three characteristics; <role transition>, <seeking identity>, <challenge to continue teaching>. Among them, <seeking identity> is a unique characteristic of the professional experience as a newly appointed assistant professor of nursing faculty who has an abundance of clinical experience. Therefore, it is suggested that "establishing an identity as a teacher" is a necessary aspect to include for the career development ladder for assistant professors of nursing faculty.

### Biography

Manami Nozaki has completed her Ph.D. from Waseda University. She is a Professor and her specialty in Nursing Education. She has published some textbooks and DVD as educational materials.

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