

Journal Pre-proofs

Seizing The Opportunity Of The Moment; Nurse Education In Cameroon: a Grounded Theory Research Study

N. Maboh Michel, J. Martin Peter, P. Stallabrass Susan

PII: S2214-1391(19)30109-X
DOI: <https://doi.org/10.1016/j.ijans.2019.100178>
Reference: IJANS 100178

To appear in: *International Journal of Africa Nursing Sciences*

Received Date: 10 August 2018
Revised Date: 2 October 2019
Accepted Date: 1 December 2019

Please cite this article as: N. Maboh Michel, J. Martin Peter, P. Stallabrass Susan, Seizing The Opportunity Of The Moment; Nurse Education In Cameroon: a Grounded Theory Research Study, *International Journal of Africa Nursing Sciences* (2019), doi: <https://doi.org/10.1016/j.ijans.2019.100178>

This is a PDF file of an article that has undergone enhancements after acceptance, such as the addition of a cover page and metadata, and formatting for readability, but it is not yet the definitive version of record. This version will undergo additional copyediting, typesetting and review before it is published in its final form, but we are providing this version to give early visibility of the article. Please note that, during the production process, errors may be discovered which could affect the content, and all legal disclaimers that apply to the journal pertain.

© 2019 Published by Elsevier Ltd.



Title Page

Title

SEIZING THE OPPORTUNITY OF THE MOMENT; NURSE EDUCATION IN CAMEROON: A GROUNDED THEORY RESEARCH STUDY

Authors:

Maboh, Michel N, (PhD (Essex), Faimer Fellow (PA-USA))
Vice Provost Academic Affairs
Biaka University Institute of Buea, PO.BOX77, SWR, 237 Buea Cameroon

Martin, Peter J (PhD (Wales) RMN)
Professor
School of Health & Social Care, University of Essex, Wivenhoe Park,
Colchester, CO4 3SQ

Stallabrass, Susan P (MPH, MA, DipEd, SFHEA)
School of Health & Social Care, University of Essex, Wivenhoe Park,
Colchester, CO4 3SQ

Corresponding author:

P J Martin
Professor, School of Health & Social Care, University of Essex, Wivenhoe Park,
Colchester, CO4 3SQ
Telephone Contact: 01206 872854
Email: petem@essex.ac.uk

Total Word count (including abstract, highlights, key words submission and references)

4996

SEIZING THE OPPORTUNITY OF THE MOMENT; NURSE EDUCATION IN CAMEROON: A GROUNDED THEORY RESEARCH STUDY

Abstract

The aim of this paper is to present a constructivist grounded theory of the evolution of nurse education in Cameroon based on interviews and available historical records.

Cameroon became a republic in 1960 but tensions have continued over the last half century; such tensions, and some of the opportunities afforded, have shaped policy decisions around issues including nursing and nurse education.

Two data sources were used to develop the theory. Semi-structured interviews were carried out by the researcher with a purposive sample of 10 informants. Informants involved in the historical and current development of nurse education policy and practice were interviewed. Historical records were also located and examined to understand the differing philosophical and pragmatic basis for decision-making in relation to nurse education in Cameroon

The emergent grounded theory is entitled “Seizing the opportunity of the moment”. This theory outlines the evolution of nurse education in Cameroon since the country gained independence. The theory explores the centrality of timeliness and context on the evolution of nurse education policy.

Conclusions are drawn which identify the current context in Cameroon as a critical moment for harmonisation of policy and practice for nurse education.

Highlights

- Through a constructivist grounded theory, this study evidences the complex relationship between state and the minor professions
- The study underlines that opportunity to create positive change is often dictated by circumstances beyond the control of any single professional group.
- However, the study also shows how leadership can instil in professions a readiness to ‘*seize the moment*’ for positive change.

Key Words

Nurse Education, Grounded Theory, Cameroon, Higher Education,

Journal Pre-proofs

SEIZING THE OPPORTUNITY OF THE MOMENT; NURSE EDUCATION IN CAMEROON: A GROUNDED THEORY RESEARCH STUDY

INTRODUCTION

The origin of nurse education in post-colonial countries is complex; often bound to the emerging political context of the country. In Cameroon, the dearth of reliable evidence has made informed debate regarding the evolution of nurse education problematic.

To understand the lack of available evidence, it is important first to appreciate the traumas that Cameroon has undergone in becoming a republic. Such upheavals compromise the systematic recording of historical records or the creation of accessible archives for interrogation by researchers. Consequently, trying to construct a picture of the evolution of nurse education in Cameroon must rely on diverse sources of information which may, or may not, be consistent.

Cameroon

Cameroon is a country in west central Africa of some 183,568 sq. miles. It has a population of 23.3 million people (UNDP-HDR 2018) in which are represented many languages including the colonial legacy of French and English along with around 200 linguistic groups.

Cameroon has a complex colonial history. Kamerun was colonised by Germany from 1884; in 1916, with the defeat of Germany in the 1st World War, the country was 'given' by the League of Nations to France and the United Kingdom. In 1960 the Federal Republic of Cameroon was formed under President Ahidjo. This new republic incorporated much of the existing Cameroun with some small northern areas electing to become part of Nigeria.

Cameroon is ranked 153rd on the United Nation's Human Development Index and nearly half of the population are described as living in multidimensional poverty, despite this the country has a 75% literacy rate (UNDP-HDR 2018). In 2014, Cameroon's total expenditure on healthcare was 4.1% of GDP (WHO 2018). The Cameroon government do not fund a national healthcare system though some basic

services are provided. Of the total expenditure, public health measures represent around 0.9% GDP (UNDP-HDR 2018).

Since the establishment of the Republic of Cameroon in 1960, the country has experienced political and religious tensions, despite this a contemporary nursing service has developed. Operating within this inconstant context exposed the researcher to diverse and often contradictory positions and ideas about nurse education. In this study the researcher (MNM) sought to create a grounded theory of nurse education in Cameroon. This grounded theory would build from the views of stakeholders with influence over the development nurse education alongside whatever archival material could be located to offer some degree of triangulation.

STUDY AIM

The aim of this study was to generate a grounded theory of nurse education in Cameroon since 1960 (i.e. post-independence).

In order to achieve this aim, nurse education policy decisions emanating from the three Ministries who exercise control over policy were identified, deconstructed and analysed. The grounded theory enabled the present national nurse education model to be understood alongside competing ideological positions.

METHOD

Study Design

Grounded Theory was selected because it is an emergent method, defined as “...*inductive, indeterminate and open-ended*.” (Charmaz 2008:155). Other approaches were rejected in favour of grounded theory which has an explanatory power; valuable in illuminating the development of nurse education in Cameroon. Charmaz offers a constructivist approach to grounded theory.

“Research participants’ implicit meanings, experiential views –and researchers’ finished grounded theories – are constructions of reality.”
(Charmaz 2006:10)

A constructivist approach to grounded theory permits the researcher to be positioned within data revealing "... *the author of a construction of experience and meaning...*" (Mills et al 2006:32). The researcher (MNM) was integrally part of nurse education in Cameroon and, therefore, was already a component of the emerging theory.

The positioning of the researcher in this study is important because *theoretical sensitivity* (Strauss & Corbin 1990:44) includes the researcher's insight and awareness of complexity. The researcher, as a nurse educator in Cameroon, had such insights that would enable him to understand some of the complexities. However, it was equally important to ensure that such insights did not prejudice the data collection or analysis.

Ethical Considerations

Ethical approval was obtained from the University of Essex (UK) and University of Buea (Cameroon). All data were managed in accordance with data management policies existing at the time of the study.

This study comprised two data sets; face-to-face interviews with informants with relevant experiential knowledge and archival material regarding nurse education policy. These data sets were integrated to form a single data set from which findings and a grounded theory emerged.

Data Collection – Interviews

Purposive sampling was used initially. Participants were selected based on their role in nurse education in Cameroon. Nurses who had been involved in nurse education for many years as instructors and/or education administrators (at school level and within the ministries) were invited to take part in the study. No database existed in Cameroon to identify such nurses; consequently, potential participants were identified through professional association meetings and references from informal professional networks.

All interviews took place within Cameroon and were carried out by the researcher (MNM) in the English language, removing the need for translation. There were 10

primary semi-structured interviews which were digitally recorded and lasted 40-60 minutes.

(HERE IS TABLE 1)

Theoretical sampling; was used to attain greater depth in relation to the emerging theory; Charmaz describes this as sampling for theory construction and not for representativeness (2006:6). A further 3 follow-up interviews were carried out with participants who were able to offer specific insights into the emerging theory. For example, participants with mastery of the francophone system were sought out to elaborate on the emerging 'francophone perspective' of nurse education.

After these interviews, no new data were identified and the emerging categories were considered to be saturated. The researcher adopted a critical stance to saturation through supervision and actively seeking data to disprove saturation (Charmaz 2006:114).

Data Collection – Archival Material

For document analysis official texts relevant to nurse education from 1960 (year of independence) through 2015 were considered – see Table 2 and 3. The researcher accessed all the information that was made available to him, but there is no way of establishing, with any degree of veracity, if this was all the data available. Texts were copied from the regional archive offices, from archives of different nursing schools and some from the personal collections of informants.

(HERE IS TABLE 2 and 3)

Data Analysis - Interviews

Interviews were transcribed and imported into NVivo 10 software. *Initial Coding* (Charmaz, 2006), undertaken by meticulous line-by-line examination of the transcripts, resulted in the emergence of 600 initial categories. *Focused coding* (Charmaz, 2006:57) followed using the strongest or most significant codes to categorise data leading to emerging subcategories.

Constant comparison and *theoretical sampling* moved some focused codes to categories as their properties became more complex and demonstrated viable links between subcategories. The process continued until *theoretical saturation* was achieved; when “... *fresh data no longer sparks new theoretical insights or reveals new properties of emerging categories.*” (Charmaz, 2006:113).

Memos

Coding was facilitated by memos. Some initial memos highlighted the sense of ‘surprise’ experienced by the researcher. Memos allowed the researcher to reflect on the emerging codes in a reflexive manner while identifying new directions from the codes e.g. a memo ‘stopping Ministry of Health training’ reflected the researcher’s surprise at the emergence of such a bold unanticipated position from an informant.

Data Analysis – Archival material

Administrative documents were primarily policy statements, signed by the President of the Republic or Minister, or texts of application explaining policy implementation. Scanned copies of documents were imported into NVivo 10 software for data analysis.

Charmaz’s (2006:39-40) approach to studying texts was used to help establish the context; categories; unintended information and meanings; and the target of the text. Data, in the form of documents, were examined and interpreted to elicit meaning, gain understanding, and develop empirical knowledge (Corbin and Strauss, 2008). Document analysis thus generated additional questions; supplementary data; and a means of tracking change, and verifying findings (Bowen, 2009) from interviews.

TRUSTWORTHINESS

Using Lincoln and Guba’s (1985) approach:

- **Credibility:** achieved through allowing sufficient time for data collection, analysis; constant comparison, reflective notes and memos ensuring constant engagement with the data. Additionally triangulation of data collection methods and member-checking were utilised.

- Transferability and dependability: achieved by providing detail description of the study processes including context, background, sampling, data collection, analysis and decision making. These give readers enough insight to decide about replicating the study and/or applying results to their contexts.
- Detail descriptions of study methods and the reflexive account provide a distinct description of participants' perspectives and the researcher's interpretations. Readers can thus see that the grounded theory is a true product of the data, hence confirmability.

FINDINGS

(HERE IS FIG 1)

From the analysis of the interviews and the archival material eight categories emerged (Fig 1 & Table 1). These categories highlight factors that have influenced the evolution nurse education in Cameroon over the past 60 years.

(HERE IS TABLE 4)

A1. Multiple Births and Formation

"...health systems in those days were meant to serve the white establishment and the colonial masters who were there and those who were working in the big cities" (Int7:1)

Nurse education in Cameroon is described as having 'multiple births'; formal nursing in Cameroon originated from colonialism without integration of indigenous care. With the arrival of Independence, the government organised nurse education under the control of physicians:

"The general aims are the training of state registered nurses...who are generally qualified and are capable of fulfilling the various responsibilities devolving on them in the implementation of the health policy defined by the

government...as regards the development of the basic health services...
(Ch1:3 Order No.22, 1970)

"The director of a cycle B school has to be a holder of degree in medicine or the advanced nursing diploma from CESS" (Article 10 Decree No.80/198, 1980)

A2. Reactive Growth and Development

The growth of nurse education was reactive to the needs of the population.

"In the francophone area because we were not having too much [sic] health facilities...there is need of qualified personnel to carry out some activity and they started training of nurses" (Int6:2)

The preferred educational model was reactive, training nurses for immediate 'consumption' by the health system. However, insufficient nurses led to physicians training their own nurses; this was essentially unregulated:

"...doctors in particular decided to train their own nurses in their clinics for their use...and we don't even know whether to qualify them as the nurse's aide, nursing assistants or even the qualified registered nurses..." (Int7:3)

A3. Liberalisation and Education Expansion

The government introduced reforms in the 1990s and early 2000s as part of an international negotiated agreement to support the country's struggling economy. The agreement required the liberalisation of many sectors of the economy including higher education. This process saw many nursing programmes come under the control of the Ministry of Higher Education (MoHE)

"Higher education is made up of all programmes and post-secondary education provided by public higher education institutions and private higher institutions authorised... by the state" (Law No.005, 2001)

“[MoHE] launched its HND program...using a higher education model...with the hope of giving those nurses the opportunity to advance...becoming bachelor of nurses, masters...etc.” (Int7:2)

With Liberalisation other government ministries became involved in nurse education, these ministries did not always share a single coherent policy agenda.

“Somebody comes from the Ministry of Health (MoH), another goes to the Ministry of Professional Training and gets his own programme, the Ministry of Higher Education sets its own programme...” (Int1:11)

A4. Turf Wars and Intra-Professional Conflicts

The term ‘Turf War’ was selected to describe the various battle grounds on which the fight for dominance of nurse education was fought. These battles were played out in recruitment patterns and the membership of various professional associations:

“...there are...Higher Nursing Diplomas...state registered nurses...in the public service..., during recruitment they take both... But if the MoH has to organise its recruitment it doesn't take...the higher nursing diploma” (Int12:1)

“You're at A-levels...and start doing a degree course when you have not yet been a professional. There is a jump...and that is why we are not registering them” (Int8:2)

Also by nurses themselves:

“They somehow feel threatened that if they allow these young people to go into universities... [They] will come out with higher qualification...that may jeopardize their job and...position.” (Int9:1)

B1. The Change Mode

This category describes the appetite for change across Cameroon, for example, some nurses acknowledge the need for change:

“The profession is going down the drain...training is in the hands of the wrong people and then people are beginning to market nursing...So I think that there needs to be a change as far as nurse education...nursing practice is concerned” (Int11:3)

Some nurses expressed, very directly the opinion that the Ministry of Health should stop educating nurses:

“...somebody should come out and clearly tell them [to stop] but nobody has been able to say that...” (Int10:3)

The potential for positive and structured change within nurse education was perceived by participants as being hampered by career limitations and weakness in nursing leadership skills.

“In the beginning...in the public service there is a limit, even if you have a PhD, you cannot go into [employment] category A2, only category A1. This discouraged nurses going further” (Int1:1)

“Nobody is there to think through policies...to design policy...to plan policy. The people who plan policies have no nursing orientation” (Int3:2)

The educated nursing elite, the university and a regulatory nursing organisation were identified as education change leaders:

“...all our doctorates of nursing, all our masters will become a think tank that...will form a new board of nursing” (Int7:8)

“So a key proposition is that the university should lead it...come up with a position paper on which that policy will be based on” (Int7:5)

B2. Moving Nurse Education to Higher Education

The first bachelor nursing programme in Cameroon was initiated by a medical professor:

“[Professor] McMoli came in from Nigeria, she had learned the Nigerian system, the English system...against all controversy introduced the Faculty of Health Sciences training...the nursing cadre and the medical laboratory cadre.” (Int4:4)

Providing nurse education through a higher education model moved nurses beyond bedside nursing competence:

“The bachelor degree programmes come with extra skills like management, like research, like teaching, and...inasmuch as it is training the nurse at the bedside, it is also preparing them to be in managerial positions, to go onto teaching, to go into research and things like that.” (Int9:2)

However, this model was criticised for being too theoretical:

“There they know the theory, but strength in practice is a little bit negligent...In fact they're not very practical that's what it is...those of MoH...are practical” (Int13:3)

B3. Harmonisation of Nursing Programmes

A standard competency framework was considered critical to initiate change in nurse education:

“by harmonization, I mean basically – an agreed competencies or skills that every nurse...leaving a bachelor's degree programme for example...must have acquired” (Int9:4)

Harmonisation should lead to clarity and regulation of nurse education to improve accountability:

“At each level they should be guidelines...to be obeyed concerning recruitment criteria...training...duration...people who have to train the nurse, different categories of personnel, their various qualifications...and all that.” (Int12:6)

“...in order that we meet the exigencies of the society and...the holistic health care which we want to give the patients” (Int12:4)

B4. Professionalising Nursing

Professionalization was described by participants in terms of a ‘conceptualisation’ of nurse education to emphasize the value of nursing:

“Conceptualising nursing is a way of...education that says that when you are giving that injection what does it mean for the patient? ... When you were doing that dressing, you have done it so well but then what does it mean for the patient? What have you done for that patient? How has that patient conceptualised your practice during the dressing? This is where there is a big problem!” (Int3:5)

However, the existing lack of autonomy within nursing was seen as a drawback to professionalization:

“Nurses need to be the main actors driving their profession. They are not! They are not in the driving seat! Somebody else is in the driving seat ... somebody who does not have a listening ear ... That’s the big issue right now.” (Int7:1)

Linking the Categories

Based on Charmaz’s (2006) constructivist grounded theory, the researcher moved from descriptive model (Figure 1) to analytical model showing how categories were reconstructed to generate a unique theory. Figure 2 shows the framework of the emerging theory of *“seizing the opportunity of the moment”*.

(HERE IS FIG 2)

This framework shows the present as a product of the past. Up to the immediate pre-Liberalisation era, nursing’s evolution in Cameroon was uncoordinated; multiple

births, continuing reactive growth and erratic development were incited by events outside of the control of nursing.

Liberalisation brought nursing into higher education, an unplanned change which coincided with an internal desire for change. It also generated multiple educational frameworks which, in turn, provoked turf wars and intra-professional conflicts, all of which could have a potentially regressive impact.

However, Harmonisation in nurse education as an emerging strategy brings nurses together to address conflict and risk, offering empowerment and a coordinated future. It gives nursing the unique opportunity to take charge of its educational evolution; to *seize the opportunity of the moment*. Fig 2 is now explored in more detail with reference to the recent history of Cameroon.

Discussion

Time and National Events

In states where control is exerted centrally the development of professions is often reactionary and growth sporadic. Smith and Tang (2004) described how Chinese understanding of health influenced the professional development of nursing in China. In Cameroon as in many African colonies, government control of nursing rejected indigenous care models in favour of transitioning away from the local African training on the causes and management of diseases to 'modern education' (Mackie and Bagallay, 1954)

National agenda – Liberalisation and expansion of higher education

State dominance over professions has been explored by many authors: Fielding and Portwood (1980); Gieson (1984); Cocks and Jarauch (1990). The liberalization of higher education in Cameroon in 2001 was a consequence of reforms forced on the government during the 1990s through a combination of economic crises, multiparty politics, civil disobedience and international pressure (Konings, 2011). Liberalization led to increased access to nurse education; gave entrepreneurs a role in nurse education; introduced degree-oriented education and 'marketization' (Furedi, 2011) crowded the playing field of nurse education.

Despite the associated concerns, Liberalization improved quality through competition; increased choice; increased institutional autonomy and responsiveness to students' needs and global trends. This, in turn, provided higher qualifications for nurses thus raising their status and wages. Lindley and Machin (2012) argued that even with increasing numbers, demand for highly educated employees continue to remain steady.

Current Opportunity for Nursing to take Control of Development

Conjunction of the desire for change and move to higher education

Alongside centralised state control nursing has identified failures in its own leadership. Fortunately, this awareness is coinciding with the consolidation of nursing in higher education. The move into higher education is a planned policy for nursing, known as 'Academisation' (Ayalaa et al, 2014; Laiho, 2010; Burke 2006 Friedrichs and Schaub, 2011). In this study 'academisation' is occurring as a consequence of Liberalization.

Traynor and Rafferty (1999) identified context, convergence and contingency as the conditions necessary for change. This study shows that these conditions are met with *change* providing context; *Liberalization* providing convergence; and *academisation* providing contingency. However; Cameroon currently has no national nursing body which can seize this unique opportunity.

Turf wars and intra-professional conflict against opportunity for Harmonisation

Moving to higher education broadened the range of nursing competencies from bedside to management, creating a clash between the old and new. This new tension, alongside existing tensions over control of nurse education and embedded resistance, constituted a significant resistance to change.

In this study resistance is reinforced by the perceived effect of overall change on individual careers; for example, a diploma-level head nurse may fear loss of status to a younger degree-qualified nurse. A change strategy must include powerful individuals, occupying leadership positions who can frustrate change; addressing their concerns will reduce the forces of resistance (Lewin1951).

Realising educational advancement and professionalization through harmonisation

a) The Harmonization Project

The 'Bologna Process' aimed to create a more coherent strategy to facilitate the transition from vocational training to higher education within the European Higher Education Area (EHEA) (Davies, 2008; Patricio & Harden, 2010; Hengen, 2010). Harmonisation in this study is a comparable process; it provides a framework to integrate the education policies of different stakeholders, a pathway for resolving conflicts and a professional forum for debate.

b) Professionalizing nursing

Harmonization is anticipated to increase the professionalism through the delivery of a coherent professional nursing service. With increased autonomy nurses may be in a position to provide services that demonstrate the unique input of nursing with recognition from service users and stakeholders. This desire is a reflection of the functionalist definition of professions (Parsons, 1954; Marshall, 1963;).

The Harmonization Project to Achieve Control of Nurse Education: An Opportunistic Model

Professions recreated by governments in post-colonial societies typically build on colonial foundations, thus retaining the characteristics of their foreign origins. If the colonial model failed to incorporate indigenous approaches professional identity crises inevitably follow.

When such crises combine with strong state control, professional growth is sporadic and erratic. Even with an espoused desire for autonomy, rigid control is disabling and, when change opportunities arise, professions are unable to take advantage. In this study Liberalization provided such an opportunity, but instead of *seizing the moment*, nursing became embroiled in intra-professional conflicts and turf wars.

Change in the national agenda could present professions with a unique opportunity to seize control. This, in conjunction with a strong desire for change and the

advantages of Higher Education, become key engines in the forward drive for autonomy. However, a strategy for overcoming opposing forces like turf wars and intra-professional conflicts has to be developed. Harmonization emerges as such a strategy.

Implementation of the Harmonization Project holds the promise of consolidating educational advancement and the professionalization of nursing through education. Significantly, it also lays the groundwork to both seize the current narrative and set up for future challenges.

RECOMMENDATIONS FOR NURSING IN CAMEROON

Nurse education should be designed, validated and implemented by nurses within higher education working collaboratively with the Ministry of Health. The historical problems associated with interference from multiple ministries should be acknowledged and resolved.

A new national curriculum and competency framework for nursing should be developed by nurses and appropriately educated nurses should take responsibility for taking the profession forward through strong, visible leadership and role modelling.

A new identity for the nurse in Cameroon should be defined in order to indigenise nursing programmes. This will increase the cultural significance of nursing with added benefits to the health system and also allow Cameroon's nursing to make a unique and valuable contribution to the expanding knowledge base of global nursing.

Professions in state dominated systems must wrest control of their education and practice. Drawing from the experience of nurse education in Cameroon professions in every country must study, document and teach their history with a focus on how it is influencing their evolution.

CONCLUSION

“*Seizing the opportunity of the moment*” is a grounded theory demonstrating the complex relationship between the educational project of a profession and its historical context.

Taking advantage of the opportunities that evolutionary development offers greatly depends on a profession’s ability to overcome internal conflicts and adopt a strategy like Harmonization. When combined with a desire for change and the higher education experience, Harmonization becomes a vital tool with which to overcome conflicts and turf wars in order to achieve educational growth and professionalization.

For nurse education in Cameroon, “*seizing the opportunity of the moment*” has been 60 years in development. The findings and interpretation offered by this study have revealed a dire situation as well as hope for the future. If the recommendations of this study are not adopted by organised nursing in Cameroon, the evidence here suggests that another period of reactive and erratic development for nurse education will be unavoidable. If the recommendations are adopted these nurses can go forward with the confidence of a shared sense of direction in order to meet the needs of the Cameroon population for world-class nursing care.

References

Ayalaa A R, Fealy G M, Vanderstraetena R, & Brackea P (2014) ‘Academisation of nursing: An ethnography of social transformations in Chile’ *International Journal of Nursing Studies* 51 (4): 603–611 doi:10.1016/j.ijnurstu.2013.08.010

Bowen G A (2009) ‘Document Analysis as a Qualitative Research Method’ *Qualitative Research Journal* 9 (2): 27-40

Charmaz K (2006a) *Constructing Grounded Theory: A Practical Guide through Qualitative Analysis* London: Sage Publications Ltd.

Charmaz K (2008) Chapter 7 Grounded Theory as an emergent method (IN) Hesse-Bahçecik S N and Alpar P (Eds) Handbook of emergent methods New York: Guildford Press

Burke L M (2006) 'The process of integration of schools of nursing into higher education' *Nurse Education Today* 26: 63–70

Carr-Saunders A M & Wilson P M (1933) *The professions* London: Oxford University Press

Cocks G & Jarauch K H (eds) (1990) *German Professions 1800 – 1950* Oxford: Oxford University Press

Corbin J & Strauss A (2008) *Basics of qualitative research: Techniques and procedures for developing grounded theory* (3rd edition) Thousand Oaks CA: Sage.

Davies R (2008) 'The Bologna process: The quiet revolution in higher education' *Nurse Education Today* 28: 935–942

Fielding A & Portwood D (1980) 'Professions and the state – towards a typology of bureaucratic professions' *Sociological Review* 28(1): 23-54

Friedrichs A & Schaub H (2011) 'Academisation of the Health Professions – Achievements and Future Prospects' *GMS Z Med Ausbild* 28(4): Doc50 doi: 10.3205/zma000762 PMID: PMC3244734

Furedi F (2011) 'Introduction of marketization of higher education' In: Molesworth M, Scullion R, & Nixon E (eds) *The marketization of higher education and the student as a consumer* London and New York: Routledge Taylor and Francis Group

Geison G W (eds) (1984) *French Professions and the State, 1700-1900* Philadelphia: Pennsylvania University Press

Hengen, P. (2010). 'The "Bologna Process" in European higher education: Impact of bachelor's and Master's degrees on German medical education'. *Teaching & Learning Medicine*, 22, 142–147.

Konings P (2011) *The Politics of Neoliberal Reforms in Africa: State and civil society in Cameroon*

Laiho A (2010) 'Academisation of nursing education in the Nordic Countries' *Higher Education* 60(6): 641-656 Online at <http://www.jstor.org/stable/40930316> [Accessed: 09 March 2015]

Laiho A (2010) 'Academisation of nursing education in the Nordic Countries' *Higher Education* 60(6): 641-656 Online at <http://www.jstor.org/stable/40930316> [Accessed: 09 March 2015]

Lewin K (1951) IN Swanson D J & Creed A S (2014) 'Sharpening the focus of force field analysis' *Journal of Change Management* 9(1): 28–47, <http://dx.doi.org/10.1080/14697017.2013.788052>

Lindley J & Machin S (2012) 'The quest for more and more education: Implications for social mobility' *Fiscal Studies The Journal of Applied Public Economics* 33(2): 265-286 DOI: 10.1111/j.1475-5890.2012.00161.x

Mackie J W & Bagallay O (1954) 'Nursing education in Africa, *The American Journal of Nursing* 54(8): 984-985 Online at <http://www.jstor.org/stable/3460742> [Accessed: 24 May 2015]

Marshall T H (1963) *Sociology at the crossroads*, London: Heinemann In Abbot P & Meerabeau L (1998) 'Professionals, professionalism and the caring professions' in: Abbot P & Meerabeau L (eds) *The Sociology of the Caring Professions* (2nd Edition) London: UCA Press

Mills J, Bonner A & Francis K (2006) The development of Constructivist Grounded Theory *International Journal of Qualitative Methods* Open Access 25-35

Palese A, Zabalegui A, Sigurdardottir A K, Bergin M, Dobrowolska B, Gasser C, Pajnkihar M & Jackson C (2014) 'Bologna process, more or less: nursing education in the European Economic Area: a discussion paper' *International Journal of Nursing Education Scholarship* 11(1): 1–11 doi 10.1515/ijnes-2013-0022

Parsons T (1954) *Essays in sociological theory* In Abbot P & Meerabeau L (1998) 'Professionals, professionalism and the caring professions' In: Abbot P & Meerabeau L (eds) *The Sociology of the Caring Professions* (2nd edition) London: UCA Press

Patricio M & Harden R M (2010) 'The Bologna process – A global vision for the future of medical education' *Medical Teacher*, 32:305–315

Smith D R & Tang S (2004) 'Nursing in China: Historical development, current issues and future challenges' *Oita Care Research* 5(2): 16-20

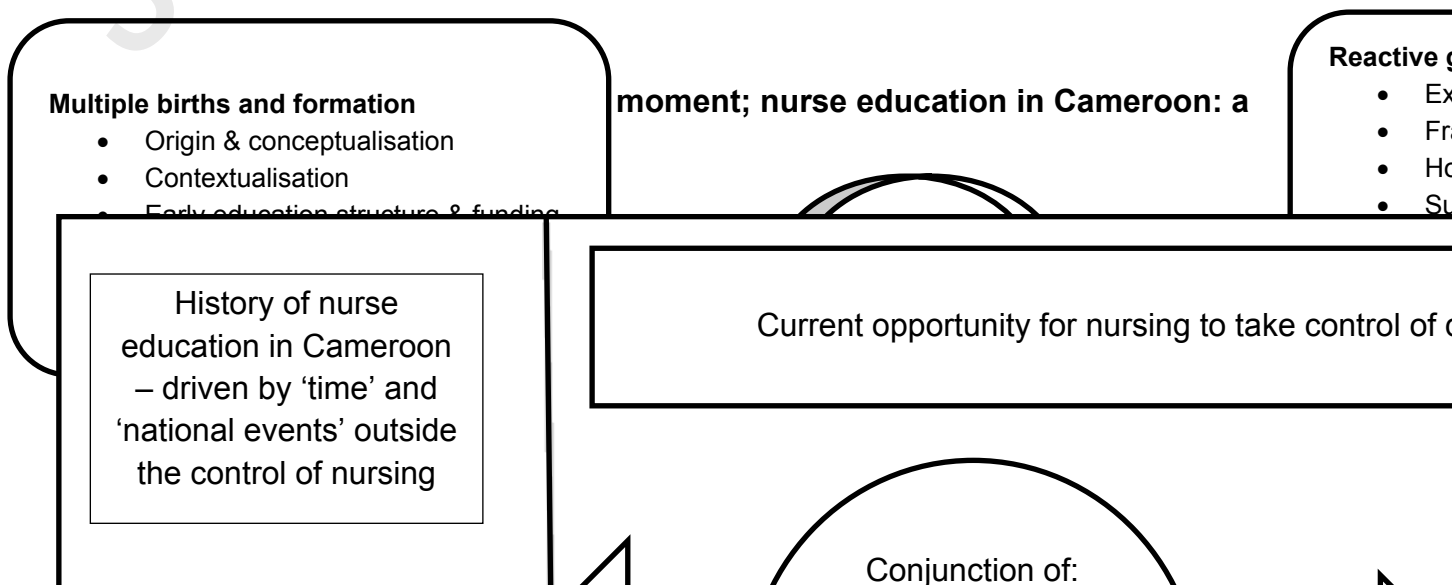
Strauss A & Corbin J (1990) *Basics of Qualitative Research: Grounded theory Procedures and Techniques* London: Sage Publications

Traynor M & Rafferty A M (1999) 'Nurse education in an international context the contribution of contingency' *International Journal of Nursing Studies* 36: 85-99

UNDP-HDR (2018) (United Nations Development Programme – Human Development Reports) <http://hdr.undp.org/en/countries/profiles/CMR#>

WHO 2018 <http://www.who.int/countries/cmr/en/>

Figure 1 - 8 categories emerging from analysis of the interviews and the archival material



Characteristic	Quality	Frequency
Gender	Male	06
	Female	04
	Total	10
Education	SRN	02
	BSc	00
	National Advanced Diploma	02
	BSc/National Advanced Diploma	01
	Masters	04
	PhD	01
	Total	10
Longevity in Service (years)	0-9	01
	10-19	00
	20-29	01
	30-39	04
	40-49	04
	50+	00
	Total	10

Table 2: Description of documents by source

Type Source	Laws	Decrees	Orders	Circular Letters	Total
Presidency of the republic	3	3	0	0	6
Prime Ministry	0	3	0	0	3
Ministry of Health	0	0	3	2	5
Ministry of Higher Education	0	0	6	0	6
Ministry of Vocational Training					
Total	3	6	9	2	20

Table 4 – 8 categories emerging from analysis of the interviews and the archival material

Historical events in nurse education whose influence remains active:	Fluid contemporary currents whose direction and form are still unfolding:
A1. Multiple births and formation	B1. The change mode
A2. Reactive growth and development	B2. Moving nurse education to higher

A3. Liberalisation and nurse education expansion	education
A4. Turf wars and intra-professional conflicts	B3. Harmonisation of nursing programmes B4. Professionalising nursing

Table 3: Classification of documents by date of publication

Type Date	Laws	Decrees	Orders	Circular Letters	Total
1960 – 1969	0	0	0	0	0
1970 – 1979	0	1	2	0	3
1980 – 1989	2	2	1	0	5
1990 – 1999	0	1	0	1	2
2000 – 2009	1	2	6	1	10
2010 – Present	0	0	0	0	0
Total	3	6	9	2	20

Conflict of Interest

Title

SEIZING THE OPPORTUNITY OF THE MOMENT; NURSE EDUCATION IN CAMEROON: A GROUNDED THEORY RESEARCH STUDY

1. Conflict of Interest

None

2. Funding sources

Not applicable. This research did not receive any specific grant from funding agencies in the public, commercial or not-for-profit sectors

3. Ethical Approval

Granted and detailed in manuscript (University of Essex & Biaka University Institute of Buea)

4. Acknowledgements

None

SEIZING THE OPPORTUNITY OF THE MOMENT; NURSE EDUCATION IN CAMEROON: A GROUNDED THEORY RESEARCH STUDY

The aim of this paper is to present a constructivist grounded theory of the evolution of nurse education in Cameroon based on interviews and available historical records.

Cameroon became a republic in 1960 but tensions have continued over the last half century; such tensions, and some of the opportunities afforded, have shaped policy decisions around issues including nursing and nurse education.

Two data sources were used to develop the theory. Semi-structured interviews were carried out by the researcher with a purposive sample of 10 informants. Informants involved in the historical and current development of nurse education policy and practice were interviewed. Historical records were also located and examined to understand the differing philosophical and pragmatic basis for decision-making in relation to nurse education in Cameroon

The emergent grounded theory is entitled "Seizing the opportunity of the moment". This theory outlines the evolution of nurse education in Cameroon since the country gained independence. The theory explores the centrality of timeliness and context on the evolution of nurse education policy.

Conclusions are drawn which identify the current context in Cameroon as a critical moment for harmonisation of policy and practice for nurse education.