


Addressing the Nursing Faculty Shortage 2020




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March 4, 2020 Nurses Day at the Capitol

Your Handout



Addressing the Nursing Faculty Shortage

- The faculty to demand gap is predicted to be 27,700 vacant by 2040.
- Without an increase in nursing enrollment we will not meet projected demand for nurses in Wisconsin.
 - Wisconsin Schools graduate approximately 2000 ADN and BSN nurses a year.
- Without an increase in the number of nurse educators we will not be able to increase the enrollment of nursing students.
 - Over 500 of qualified applicants to traditional baccalaureate nursing programs were denied admission (2017-2018).

WISCONSIN NURSING EDUCATION TRENDS

- The number of traditional nursing faculty declined between 2016 and 2018. Nursing programs reported 1261 faculty in 2016, 1153 in 2017, and 1042 in 2018.
- Nursing programs employ 808 full-time and 448 part-time nurse educators.
 - 13% of full-time faculty are 55 or older.
 - 53% of part-time faculty have current certification within 9 years.
 - 113 educator vacancies were identified, based on a recent survey.
 - 14 full-time OERWIS positions and 51 full-time and 24 part-time Master's Degree openings.
 - Nursing programs with a gap of 200 faculty will raise tuition if it is not filled.
 - A majority of Wisconsin nursing programs report that faculty positions are not filled due to lack of qualified applicants. Followed closely by low salaries.
 - Salaries of faculty are approximately 20% less than those of Advanced Practice Nurses. Healthcare organizations can offer much higher salaries to attract and retain qualified applicants.
 - Most frequently reported barrier to pursuing additional education were tuition and fees costs.


A SOLUTION FOR THE NURSING FACULTY WORKFORCE!

Wisconsin's demand for RNs is substantial and will only grow as we increase the number of nursing faculty needed to:

- Grow our own faculty with funding for nurses to:
- Master's prepared nurses are needed to teach.
- PN/GNP prepared nurses are needed to teach in baccalaureate programs.

Support our 10 Million Dollar ASK to help ensure a strong nurse workforce.


3-year requirement to teach in Wisconsin!



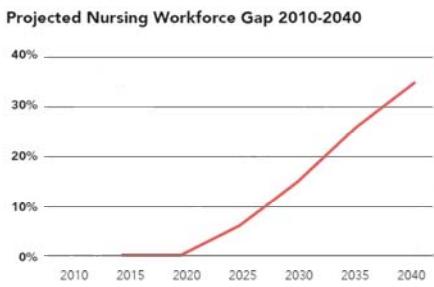
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What is the Concern?

Wisconsin Nursing Supply Will Not Meet Demand



Projected Nursing Workforce Gap 2010-2040



Wisconsin Center for Nursing, Inc. (2017). The Nursing workforce: Achieving impact with data. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from https://drive.google.com/file/d/1vly3OmXW5bT6C2rW3Bz_1NFkLhpxz0/view.

Estimated Number of Nursing Graduates Needed Annually to Meet Projected Demand

| | |
|------|--------|
| 2025 | 9,800 |
| 2030 | 16,700 |
| 2035 | 23,000 |
| 2040 | 27,700 |

Wisconsin Schools graduate approximately 3000 ADN and BSN nurses a year.

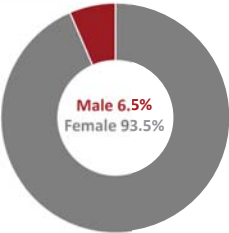
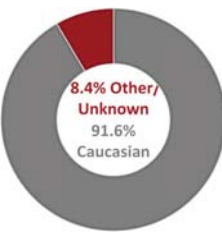
Over 500 qualified applicants to traditional baccalaureate nursing programs were denied admission. (2017-18)

Wisconsin nursing education and nurse faculty 2018 survey results. (propo) Milwaukee, WI: Wisconsin Center for Nursing, Inc.

Wisconsin Center for Nursing, Inc. (2016). Wisconsin registered nurse supply and demand forecasting update: 2014-2040. Retrieved from <https://drive.google.com/file/d/1igNIG24Z8BfCw5YPRsuK9IjzNE6v/view>.


Who are the Nursing Faculty in Wisconsin?

808 Full-Time 448 Part-Time





Young, L.K., Alasagheir, M., Aschenbrenner, A., Marcyjanik, D., Hanson Brenner, G., Sohn, K., & Adams J.L. (in press). Wisconsin nursing education and nurse faculty 2018 survey results. Milwaukee, WI: Wisconsin Center for Nursing, Inc.

Nursing Faculty: Mean Age

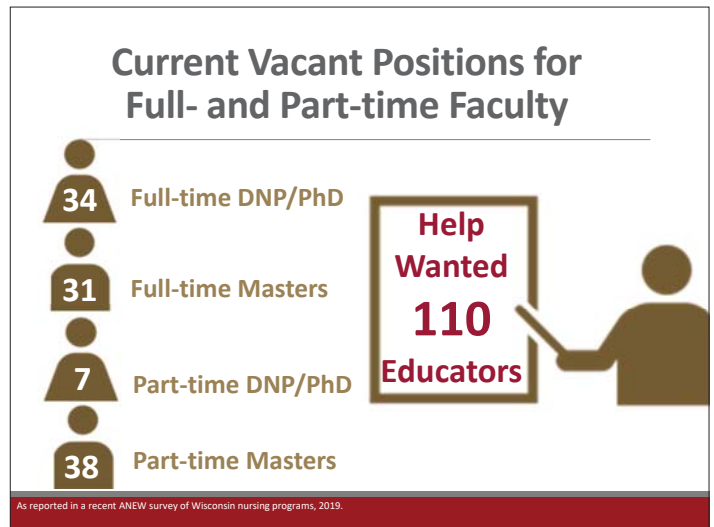
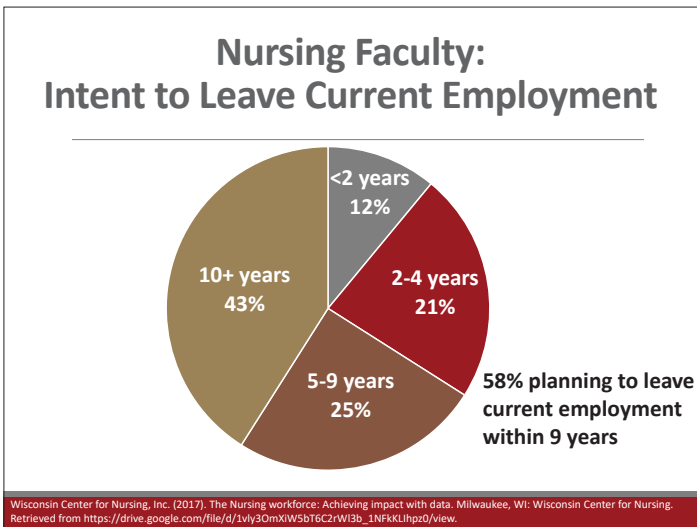
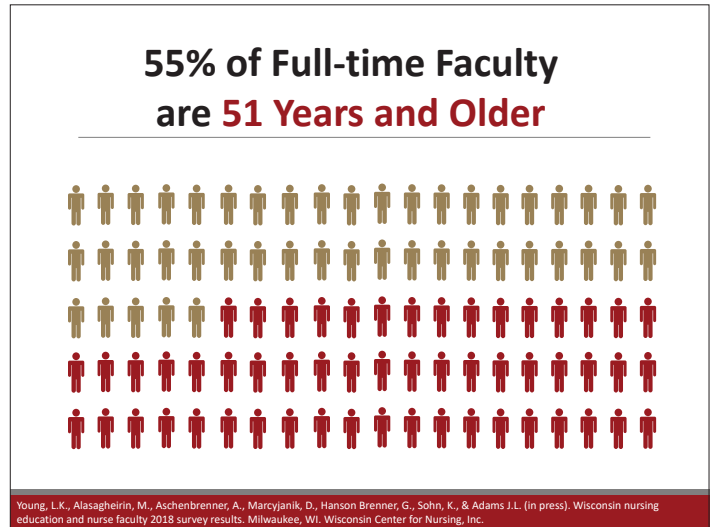
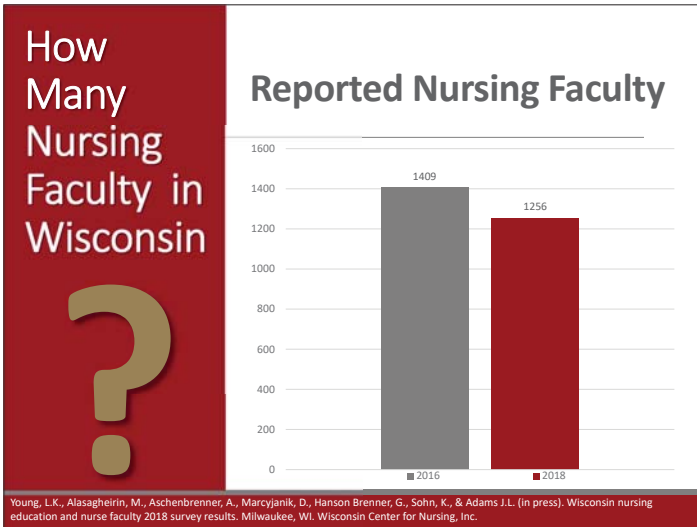


Mean age of all nursing faculty = 50.6 years



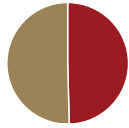
Mean age for faculty prepared at the doctoral level = 54.6 years

Zahner, S., Pinekenstein, B., Kowalkowski, J., Henriques, J., & Brzozowski, S. (2019). Wisconsin 2018 RN workforce survey. Milwaukee, WI: Wisconsin Center for Nursing, Inc. Retrieved from <https://drive.google.com/file/d/1XUHuFK21CIS9pTfU6XCBBunE4EWEqD5/view>



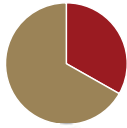
Barriers to Pursuing Further Education

Cost of Tuition and Fees



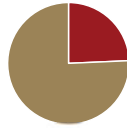
49.6%

Family/personal Reasons



33.2%

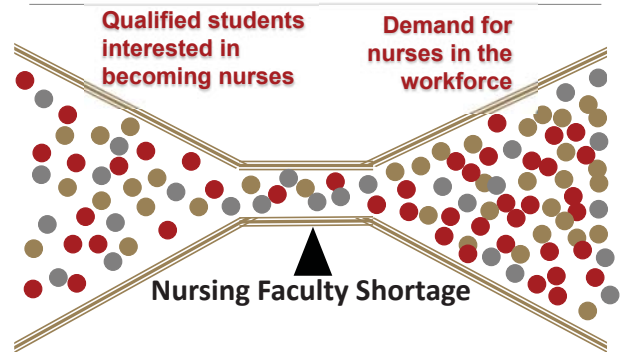
Lost Work Time and Benefits



24.3%

Zahner, S., Pinekenstein, B., Kowalkowski, J., Henriques, J., & Brzozowski, S. (2019). Wisconsin 2018 RN workforce survey. Milwaukee, WI. Wisconsin Center for Nursing, Inc. Retrieved from <https://drive.google.com/file/d/1XUHuFK21CJ59pTUf6XCbbunE4EWEqtds/view>

Unblocking the Education Bottleneck: Meeting the Demand



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Nurses Day at the Capitol

The nursing faculty shortage
has to be fixed NOW to
protect the health of all
Wisconsin citizens

March 4, 2020

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What is the Message to
Legislators?

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Support a
10 Million Dollar
Initiative

Funded through

- Tax surplus dollars, or
- 2021-2022 budget request

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10 Million
to:



- Grow our own faculty with funding for nurses to return to school for graduate degrees in nursing
 - Master's prepared nurses needed to teach in associate and baccalaureate degree nursing programs
 - PhD/DNP prepared nurses needed to teach in baccalaureate and graduate degree nursing programs
- Encourage faculty from out-of-state to come to teach in Wisconsin by offering a student loan forgiveness program

**ALL WITH A 3-YEAR REQUIREMENT
TO TEACH IN WISCONSIN**

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Thank you for
your efforts!



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