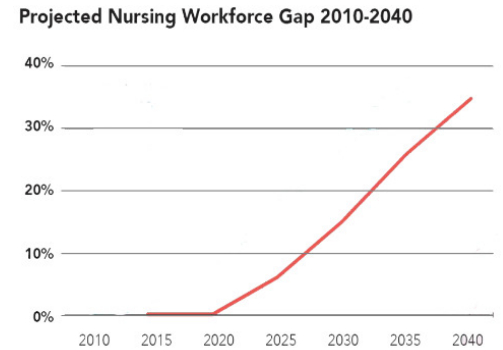




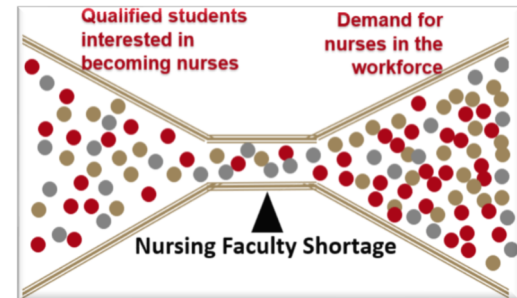
Addressing the Nursing Faculty Shortage

1. The RN supply to demand gap is predicted to be 27,700 nurses by 2040.
2. Without an increase in nursing enrollment we will not meet projected demand for nurses in Wisconsin.
 - o Wisconsin Schools graduate approximately 3000 ADN and BSN nurses a year.
3. Without an increase in the number of nurse educators we will not be able to increase the enrollment of nursing students.
 - o Over 500 qualified applicants to traditional baccalaureate nursing programs were denied admission (2017-2018).



WISCONSIN NURSING EDUCATION TRENDS

- The number of reported nurse faculty declined between 2016 and 2018. Nursing programs reported 1256 faculty in 2018 (-153) and individual RNs identifying themselves as nurse faculty declined by 53.
- Nursing programs employ 808 full-time and 448 part-time nurse educators.
 - o 55% full-time faculty are 51 or older
 - o 58% intended to leave current employment within 9 years
- 110 educator vacancies were identified, based on a recent survey.
 - o 34 full-time DNP/PhD openings and 31 full-time and 30 part-time Master's degree openings
 - o Nursing programs anticipate that 230 faculty will retire within the next five years
- 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 nurses with comparable academic preparation.
- Most frequently reported barrier to pursuing additional education were tuition and fee costs.



A SOLUTION FOR THE NURSING FACULTY WORKFORCE SHORTAGE

Wisconsin's demand for RNs is widespread and will only worsen over the decades. To meet this demand, actions to increase the number of nursing faculty must be dramatic and immediate.

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

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