



*Moving Nursing Education Forward*



## Investment in the Health of Wisconsin through Increasing the Supply of Nursing Faculty

Wisconsin, like much of the nation, is suffering from a growing nursing shortage. This is occurring at a time when interest by qualified students seeking admission to nursing programs is increasing, whereas the number of nurse educators available to teach is decreasing. To address the nurse educator shortage, Administrators of Nursing Education in Wisconsin (ANEW) and the Wisconsin Nurses Association (WNA) seek to secure funding to encourage practicing nurses to enroll in a Master of Science in Nursing (MSN), a Doctor of Nursing Practice (DNP), or a nursing Doctor of Philosophy (PhD) program. Funding for recruitment of faculty through a loan repayment program is also requested. In exchange for this financial support, students and faculty must make a 3-year commitment to teach in a Wisconsin nursing program.

### Facts about Wisconsin's Registered Nurse Workforce

According to the Department of Workforce Development 2016 RN Workforce Survey, there are 87,444 licensed registered nurses in Wisconsin. The average age of an RN is 46 years. Ten percent of RNs hold a master's degree but less than 1% hold a doctorate. Currently, Wisconsin schools graduate slightly over 3,000 new nurses a year. A recent forecast by the Wisconsin Center for Nursing (WCN) projects a shortage of 1,000 nurses beginning in 2020 with demand continuing to outpace supply into the future. According to WCN, the projected nursing workforce gap in 2040 will be approximately 35%. An alarming finding from the 2016 Survey was that 42% of the RN workforce expressed an intent to leave direct patient care positions within the next nine years.

### Wisconsin Demand for Registered Nurses

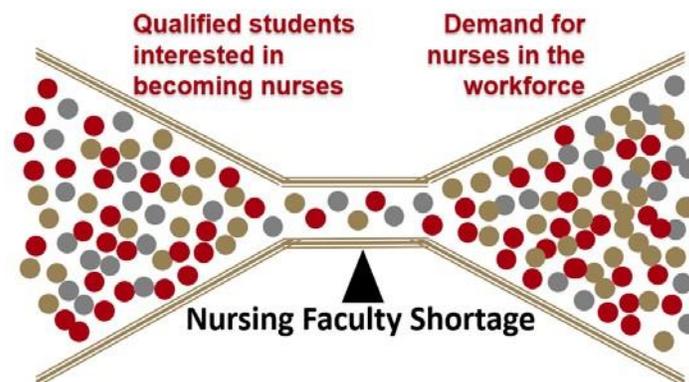
The demand for registered nurses in Wisconsin will continue to increase for the following reasons:

- The number of people aged 65 years and older is expected to grow by 640,000 people or a 72% increase by 2040. A significant proportion, 92% of the aging population, will have at least one chronic disease and 77% will have at least two.
- Older adult populations with chronic disease(s) will need health care interventions that include services and care provided by registered nurses and advanced practice registered nurses, such as Nurse Practitioners and Clinical Nurse Specialists.
- Without improving the social determinants of health for the state's at risk and vulnerable populations the demand for RNs will remain high.
- The rise of opioid abuse and addiction will require more nurses specialized in addiction to assist in effective prevention and treatment.

## Facts about Nursing Faculty in Wisconsin

According to the Department of Workforce Development 2016 RN Workforce Survey, there are 825 nurse educators employed in Wisconsin. Their average age is 51 years and 46% are age 55 years or older. Deans and Directors of Wisconsin's schools of nursing that prepare pre-licensed registered nursing students, advanced practice registered nurses, nurse educators, nurse administrators, and nurse researchers report there is a lack of qualified faculty applicants and insufficient funds to hire faculty. A Fall 2018 ANEW survey identified over 80 vacant faculty positions across the state.

The following schematic demonstrates how the lack of nurse faculty impacts the ability to meet the demand for Wisconsin's nursing workforce.



## What can we do to grow the nursing faculty workforce in Wisconsin?

Wisconsin needs to invest in increasing the number of doctorally prepared (PhD, DNP) and master's degree nurses in order to provide the faculty that associate, baccalaureate, and graduate degree nursing programs require to teach the next generation of nurses.

## Solutions to Unblocking the Nurse Faculty Shortage Bottleneck

ANEW and WNA would like to replicate a pilot project that was funded by a UW System Economic Development Incentive grant in 2013-2015. The project, *Nurses for Wisconsin: Learn, Teach, Lead*, invested in nurses to help them advance their degrees and required them to teach at a Wisconsin nursing program for three years. An award of \$3.2 million funded two programs (1) doctoral fellowships for students, and (2) student loan repayment for new faculty hires. Forty-nine of the 54 participants have or are completing their commitment. Given that there will be 487 new nurse educators needed in WI over the next seven years, this provided minimal relief. The pilot, however, did demonstrate that encouraging nurses to return for an advanced degree and supporting them through fellowships or loan repayment can increase the supply of nurse educators.

### Budget request for the 2019-2021 Biennium Budget

ANEW and WNA are requesting an allocation of \$10 million dollars over two years to fund 150 nurses to earn their master's or doctoral degrees as well as student loan forgiveness for new faculty hires with a requirement to teach in Wisconsin.

The following is the breakdown of the budget request: *Investment in the Health of Wisconsin through Increasing the Supply of Nurse Faculty.*

| <b>Funding toward degree</b>   | <b>Participants</b> | <b>Award Amount</b> | <b>Total</b>        |
|--|---------------------|---------------------|---------------------|
| PhD  | 30                  | \$50,000            | \$1,500,000         |
| DNP  | 40                  | \$40,000            | \$1,600,000         |
| Master's in Nursing Education  | 60                  | \$30,000            | \$1,800,000         |
| <b>Loan repayment program for new faculty hires</b>  |                     |                     |                     |
| PhD  | 50                  | maximum \$50,000    | \$2,500,000         |
| DNP  | 50                  | maximum \$40,000    | \$2,000,000         |
| Master's in Nursing Education  | 20                  | maximum \$20,000    | \$400,000           |
| <b>Administrative support</b> (funds allocated to cover indirect costs such as marketing and administrative support over the multi-year life of the project) |                     |                     | \$200,000           |
|  |                     |                     | <b>\$10,000,000</b> |

Based on a vote by the ANEW membership in the summer of 2018, the majority of administrators of nursing education programs in Wisconsin (ANEW) voted to proceed with a state budget request to support increasing the number of nursing faculty in Wisconsin. Three regional legislative breakfasts were then organized to inform the legislative representatives and candidates of the critical need for nursing faculty and the need for funding nurses to doctoral or master's degrees. This letter summarizes the information presented at these breakfasts and the signatures of ANEW members who presently support the ten-million-dollar state budget request.

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