

## Wisconsin Nurse Faculty Shortage

Regrettably, many people do not see the inextricable link between the nursing faculty shortage and the shortage of registered nurses (RNs). Simply stated, a nurse is not a nurse without an education. The lack of faculty to educate nurses, from entry-level to advanced practice, negatively impacts the nursing workforce and thus is a serious threat to patient safety and care.

### THE SHORTAGE

- In 2018, Wisconsin nursing schools turned away over 1000 students who wanted to enter the nursing profession or advance their education and improve their clinical skills.
- Statewide nurse faculty shortages are limiting student enrollment.<sup>1</sup>
  - The number of reported nurse faculty declined by 153 between 2016 and 2018.<sup>1</sup>
  - In 2018, schools reported 110 educator vacancies and anticipated 230 faculty retirements within the next five years.<sup>1</sup>
  - Over half of the faculty report their intent to leave current employment within 10 years.<sup>2</sup>
  - Nearly half of full-time faculty are 55 or older.<sup>2</sup>
- RNs are important providers of healthcare in WI. Frequently on the frontline, they make up the largest component of the healthcare workforce.<sup>3</sup>
- Nurses cite the cost of tuition, fees and materials as a challenge to further education.<sup>2</sup>

### THE SOLUTIONS

- 10 million dollar investment in nurses who pursue a Master of Science in Nursing-Nurse Education, Doctor of Nursing Practice, or PhD in nursing and loan forgiveness for new faculty hires with the requirement to teach in Wisconsin for 3 years. (Example: Nurses for Wisconsin project)
- Strengthen existing and establish new healthcare partnerships with schools of nursing. (Example: Marshfield Clinic Health Systems and the UW-Eau Claire College of Nursing and Health Sciences)

### RESOURCES

1. <https://drive.google.com/file/d/1DF8JPt9Du5OJND8RLjlfhoUFK1dVi99Z/view>
2. <https://wicenterfornursing.org/wp-content/uploads/2020/06/2018-Wisconsin-RN-Survey-Report-Final-with-Cover.pdf>
3. <https://www.wha.org/2020EconomicImpactReport.pdf>

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# Break the **BOTTLENECK**



## **END THE FACULTY SHORTAGE**

and ensure a strong nurse workforce for Wisconsin

The number of nursing faculty is **declining.**

### NUMBER OF NURSE EDUCATORS <sup>1</sup>



### A Solution:

## **NURSE FACULTY FOR WISCONSIN**

Grow our own with funding for nurses to return to school for graduate degrees in nursing.



Master's prepared nurses are needed to teach in associate and baccalaureate degree nursing programs.



PhD/DNP prepared nurses are needed to teach in baccalaureate and graduate degree nursing programs.



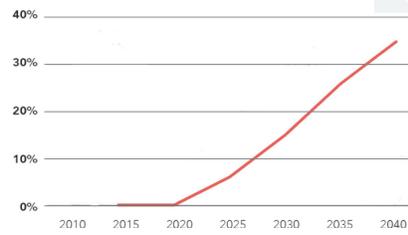
Encourage faculty from out-of-state to come to teach in Wisconsin by offering a student loan forgiveness program.

A three-year commitment to teach at a Wisconsin nursing program is required, replicating the Nurses for Wisconsin project. <http://www.nursesforwisconsin.org/>

# WISCONSIN NURSING SUPPLY WILL NOT MEET DEMAND

- The RN supply to demand gap is predicted to be a 6% gap by 2025 with an increase to 35% by 2040.<sup>2</sup>
- Without an increase in nursing enrollment we will not meet projected demand for nurses in Wisconsin.
- Without an increase in the number of nurse educators we will not be able to increase the enrollment of nursing students.

Projected Nursing Workforce Gap 2010-2040



Approximately

## 3,000

### ADN and BSN

prepared nurses graduate from Wisconsin programs each year.

Over

## 800

### qualified applicants

to 2 and 4-year nursing programs were denied admission.<sup>1</sup>  
(2017-18)

### GRADUATE DEGREES HELD IN NURSING<sup>2</sup>

**Master of Science in Nursing (MSN)**  
2018 – 8,811 (11%)

**Doctorate of Nursing Practice (DNP)**  
2018 – 720 (0.9%)

**PhD in Nursing**  
2018 – 259 (0.3%)

### BARRIERS TO PURSUING FURTHER EDUCATION<sup>2</sup>

Cost of tuition and fees

**50%**

Family/personal reasons

**33%**

Lost work time and benefits

**24%**

### NURSING FACULTY VACANCIES

## 110

Current Vacant Positions<sup>3</sup>

## 230

Anticipated Faculty Retirements Within 5 Years<sup>1</sup>

## 47%

faculty are 55 years and older<sup>2</sup>

## 56%

planning to leave current employment within 10 years<sup>2</sup>

<sup>1</sup> 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: 2018-2019 survey results*. Milwaukee, WI: Wisconsin Center for Nursing, Inc.

<sup>2</sup> Wisconsin Center for Nursing. (2019). *2018 Wisconsin RN survey report*. Retrieved from <https://wicenterfornursing.org/>

<sup>3</sup> Administrators of Nursing Education of Wisconsin. (2019). *Informal survey of Wisconsin nursing programs* [personal communication].