

NURSE EDUCATOR SHORTAGE



Wisconsin has been facing a severe nursing shortage. To solve this problem, we have to look upstream. As the interest of qualified students seeking admission to nursing programs is **increasing**, the number of nurse educators available to teach is **decreasing**. Wisconsin Nursing programs are forced to turn away hundreds of qualified applicants because they did not have the faculty to teach them³.

Last session, **\$5 million per year** was granted to HEAB to fund the Nurse Educators Program and address the critical shortage of nurse faculty. However, \$10 million per year is needed to increase the number of nurses in our workforce. Therefore, ANEW & WNA are working with legislators to include **\$5 million per year this biennium to fully fund the Nurse Educator Program.**

89 students have received funds from HEAB's Nurse Educators Program over the last 2 years

\$3.26 million has been awarded and the full \$5 million is anticipated to be spent before the end of this fiscal year

12 participating WI Universities have awarded students through the Nurse Educator's Program

OUR STRATEGY

1

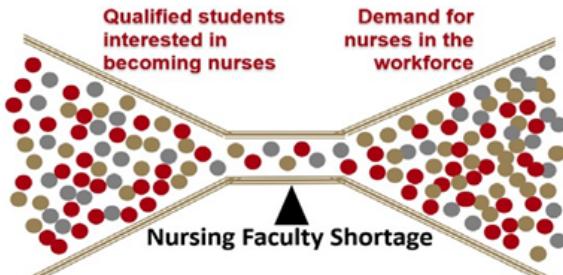
Grow Our Own: Provide forgivable grants for nurses to pursue any of three advanced degrees required to teach professional nursing in Wisconsin in exchange for a 3-year teaching obligation at a nursing school in Wisconsin once they complete their degree.

2

Recruit New Faculty: Forgive a portion of qualifying student loans of an out-of-state nurse educator or appropriately credentialed practicing Wisconsin nurse in exchange for a 3-year teaching obligation at a nursing school in Wisconsin

UNBLOCKING THE BOTTLENECK

Successfully piloted by 4 UW Nursing Programs to include all accredited nursing programs that have a physical presence in Wisconsin. This two pronged strategy will recruit and commit up to 250 nurse educators to 3 years of teaching in Wisconsin Nursing Programs.



ISSUE

The COVID-19 pandemic has revealed the severity of the nursing shortage in Wisconsin. Before the pandemic, a nurse shortage of 2,800 was estimated for 2020¹. That shortage will only increase as the burden from the COVID-19 causes more nurses to leave the profession. To address the basic needs of the future nurse workforce, we must **immediately address the critical shortage of nurse faculty**.

SOLUTION

Administrators of Nursing Education of Wisconsin (ANEW), representing all of the nursing programs in the state, and the Wisconsin Nurses Association (WNA), representing all of Wisconsin's registered nurses, are seeking **\$10 million per year** in state funding to support a two-pronged solution to address the present and future nurse faculty shortage in Wisconsin.



*Wisconsin graduates over **3,000** new nurses a year and **74% of Wisconsin nurses** received education from a school in state². Nurses who are educated in Wisconsin are more likely to stay and work in the state.*

By 2030,
58% of Nurse
Faculty
will be retired.

Recruit and
commit up to **250**
nurse educators
to **3 years** of
teaching.

Programs Reporting:

Public, private, non-profit, and technical colleges are participating in the Nurse Educator Program from every region of the state.

- | | |
|-----------------------------------|--|
| 1. Alverno College | 8. Marquette University |
| 2. Cardinal Stritch University | 9. Milwaukee Area Technical College |
| 3. Carroll University | 10. Mount Mary University |
| 4. Columbia College of Nursing | 11. MSOE University |
| 5. Concordia University Wisconsin | 12. University of Wisconsin- Milwaukee |
| 6. Gateway Technical College | 13. Waukesha County Technical College |
| 7. Herzing University, Brookfield | 14. Wisconsin Lutheran College |



FUNDING BREAKDOWN

Growing Our Own	Annual Awards	Award Amount	Years Eligible	Total
PhD	30	\$50,000	1 to 2	\$1,500,000
DNP	40	\$40,000	1 to 2	\$1,600,000
Master's in Nursing Education	60	\$30,000	1 to 2	\$1,800,000
Recruit New Faculty	Participants	Maximum Award Amount		Total
PhD	50	\$50,000		\$2,500,000
DNP	50	\$40,000		\$2,000,000
Master's in Nursing Education	20	\$20,000		\$400,000
Administration and Promotion				\$200,000.00
TOTAL				\$10,000,000.00

References

- ¹ Casal, M. and Walsh, T. (2020). "Wisconsin Registered Nurse Supply and Demand Forecasts Results Report 2018-2020." Department of Workforce Development.
² Zahner, S., Pinekenstein, B., Kowalkowski, J., Henriques, J., & Brzozowski, S. (2019). Wisconsin 2018 RN workforce survey. Milwaukee, WI: Wisconsin Center for Nursing, Inc.
³ Young, L. K., Alasagheirin, M., Aschenbrenner, A., Marcyjanik, D., Hanson Brenner, G., Sohn,K., & Adams J. L. (2020). 2018 Wisconsin nursing education and nurse faculty survey report. Milwaukee, WI: Wisconsin Center for Nursing, Inc.
⁴ Young, LK. (2018). Nurses for Wisconsin handout. Eau Claire, WI: University of Wisconsin-Eau Claire