

# What do the Results of the 2022 Wisconsin Registered Nurse Workforce Survey Reveal About RN Workforce Diversity?

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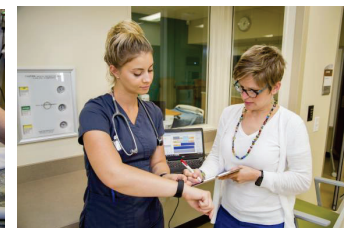
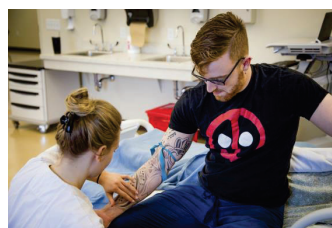
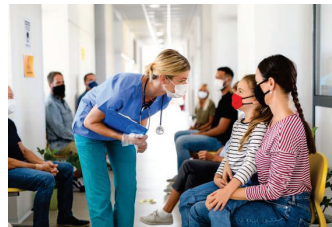
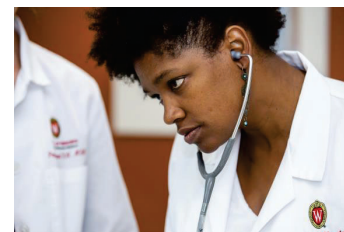


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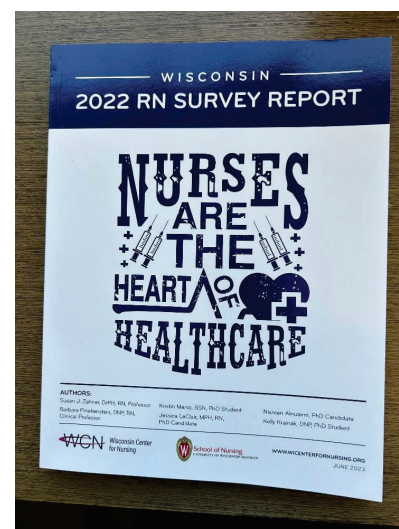
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## Acknowledgements

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- Research team:

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<https://wicenterfornursing.org/rn-lpn-survey-reports/>

Registered Nurses in Wisconsin

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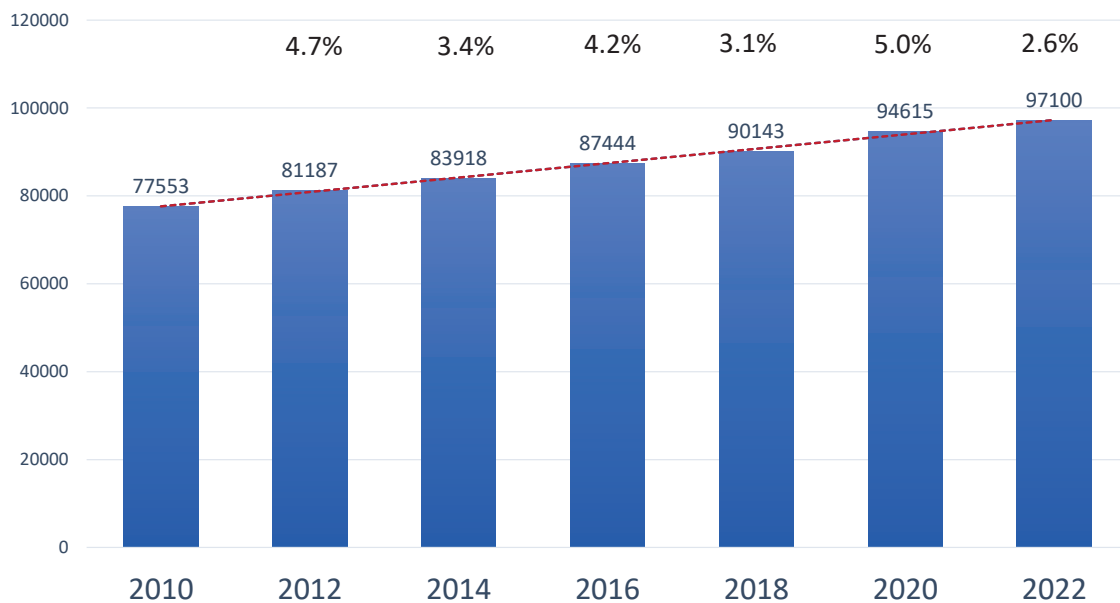


## ADMINISTRATION - EXCLUSIONS - LIMITATIONS

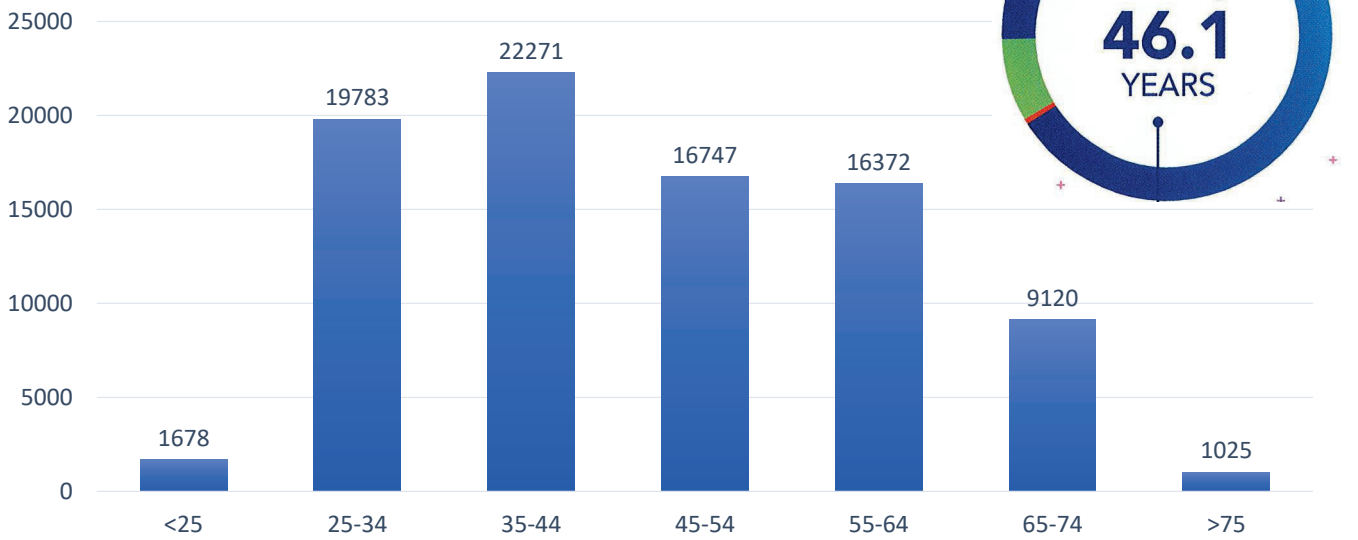
Electronic Responses Received (n = 96,971)	
Exclusion Criteria	Excluded
Duplicates	852
Does not live or work in Wisconsin	8,322
Date U.S. or Wisconsin RN license obtained prior to or at date of birth	43
First U.S. or Wisconsin license prior to age 16	106
Received first degree prior to age 16	115
Provided direct care prior to age 16	104
Working excessive hours in primary job, secondary job, or both <sup>a</sup>	759
Received first degree after age 70	6
First U.S. or Wisconsin license after age 75	6
Belongs to five or more ethnic groups	5
Working after age 85	17
<b>Usable Responses</b>	<b>87,100</b>



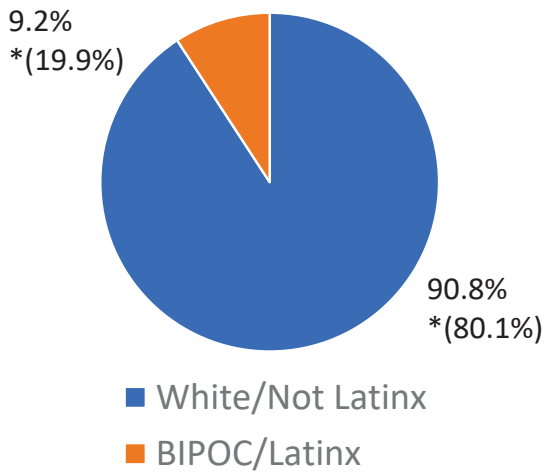
## WISCONSIN RN WORKFORCE: OVERALL SIZE 2010 - 2022



# Wisconsin RN Diversity: By Age



# Wisconsin RN Diversity by Race & Ethnicity



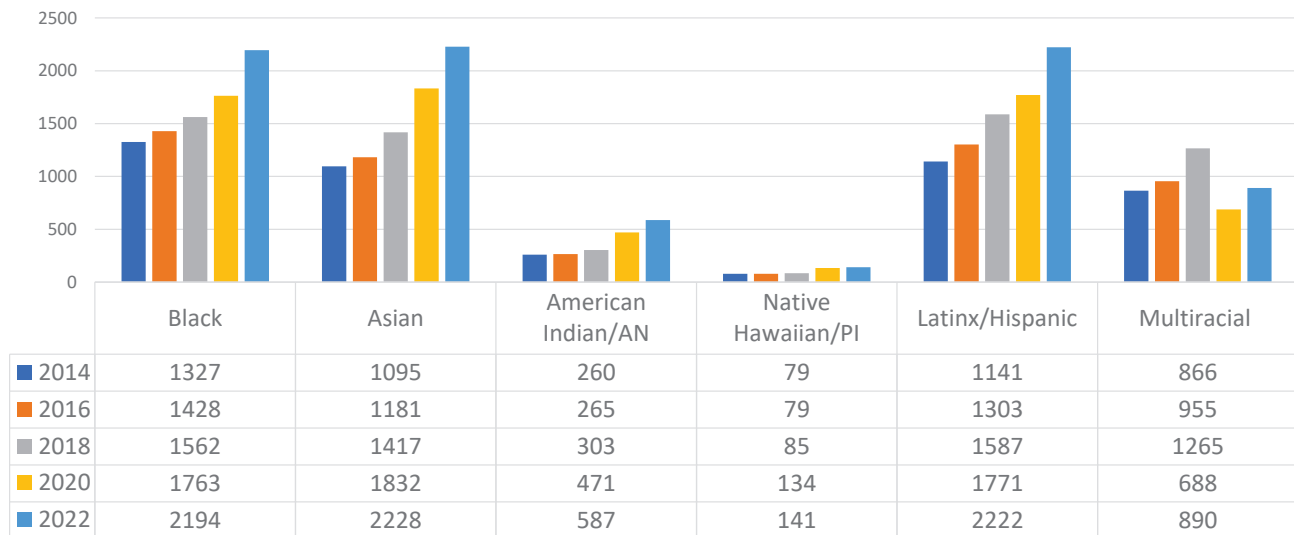
Race	Number	Percent	WI pop*
White	81,378	93.4	86.6
Black or African American	2,194	2.5	6.6
Asian	2,228	2.6	3.2
Native Hawaiian or Other Pacific Islander	141	0.2	0.1
American Indian or Native Alaskan	587	0.7	1.2
Other	1,523	1.7	-
Multiracial	890	1.0	-
Ethnicity			
Hispanic/Latino/Latinx	2,222	2.6	7.6

\*<https://www.census.gov/quickfacts/fact/table/WI/PST045222>



# Wisconsin RN: Increasing racial & ethnic diversity

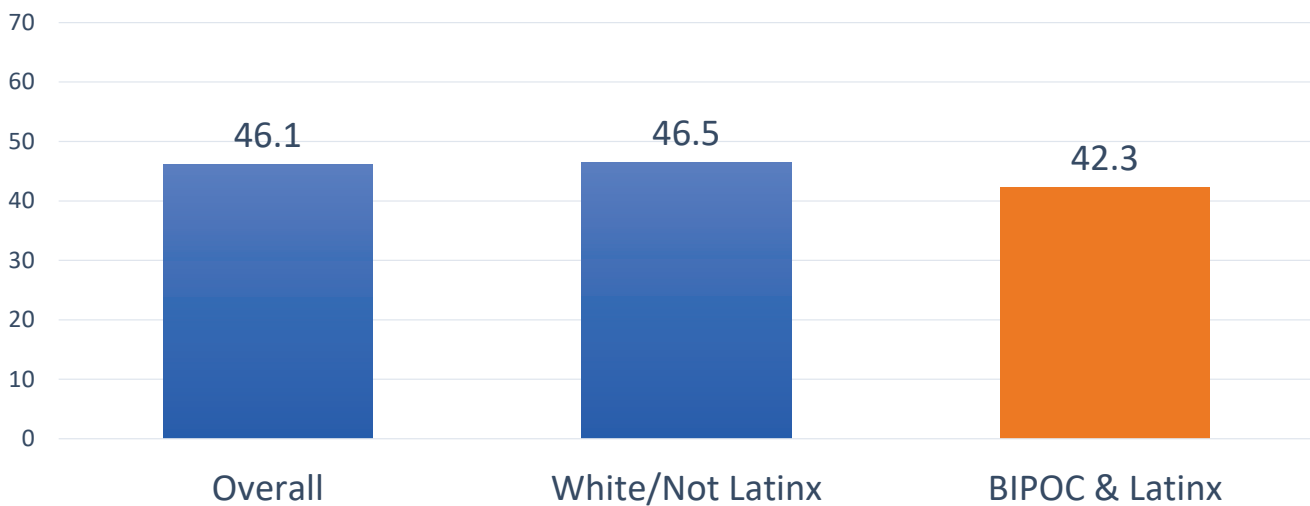
Racial & Ethnic Diversity in RN Workforce (2014 – 2022)



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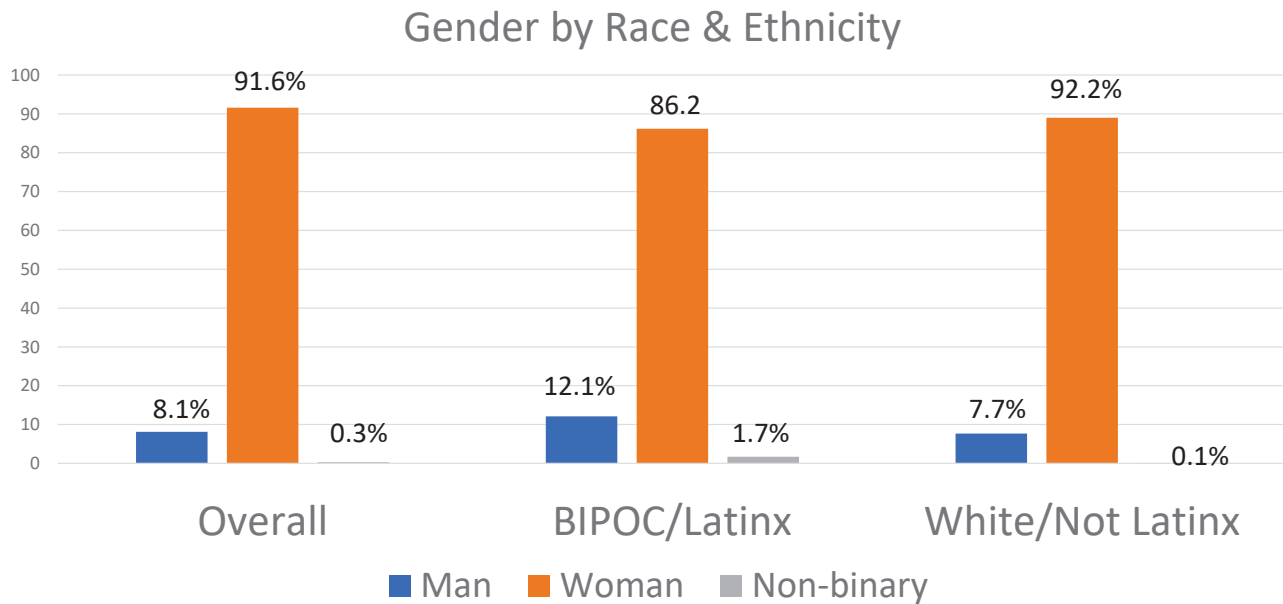
## Wisconsin RN Diversity: By Mean Age & Race/ethnicity



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# Wisconsin RN Diversity by Gender



## Diversity by rural/urban geography

### Rural RNs

- 92.3% women
- Mean age = 46
- Race
  - White = 96.8%
  - Black = 0.5%
  - AI/AN = 0.9%
  - Asian = 1.2%
  - NH/PI = 0.1%
- Ethnicity
  - Latinx = 1.4%

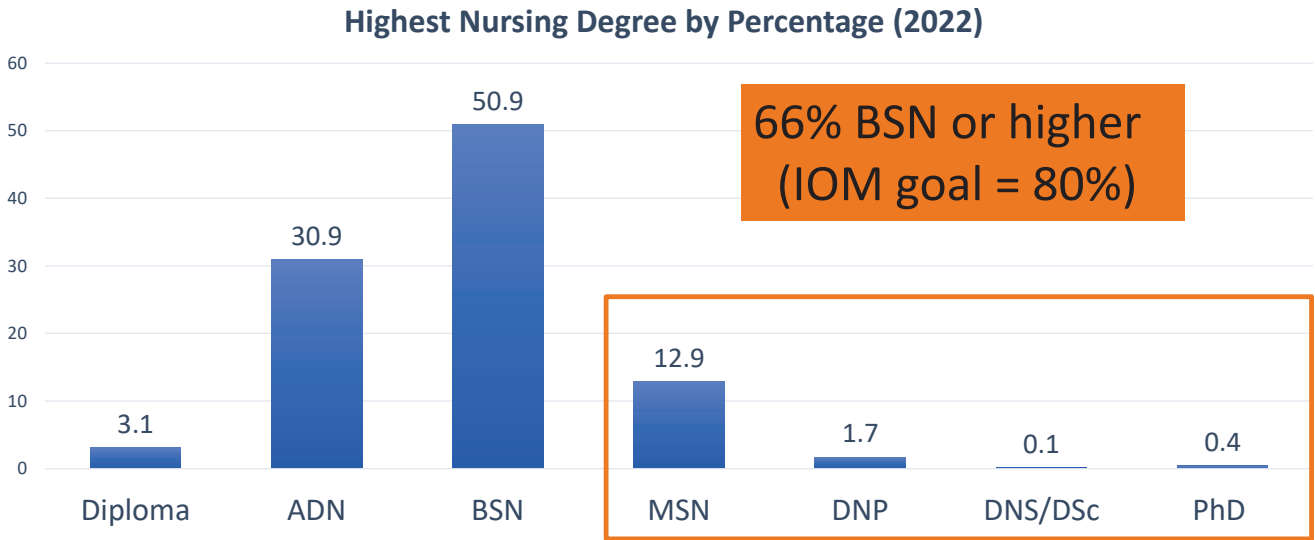


### Urban RNs

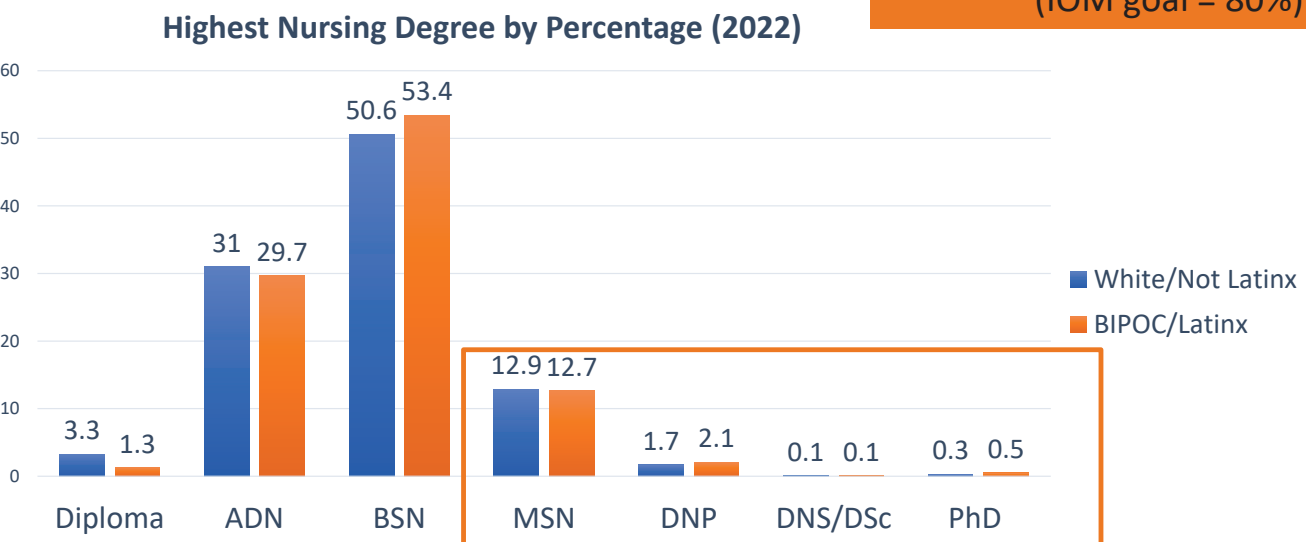
- 91.2% women
- Mean age = 43.2
- Race
  - White = 92.2%
  - Black = 3.1%
  - AI/AN = 0.6%
  - Asian = 3.2%
  - NH/PI = 0.2%
- Ethnicity
  - Latinx = 3.1%



# Wisconsin RN Diversity: Education



# Wisconsin RN Diversity: Education



## Plans for further education

	BIPOC/Latinx % (N)	White/Not Latinx %(N)
No plans	53% (4264)	76% (60,001)
Enrolled in BSN	5% (402)	3% (2509)
Enrolled in MSN	6% (467)	3% (2175)
Enrolled in DNP	2% (184)	1% (950)
Enrolled in PhD	0.2% (14)	0.1% (76)
Plan to pursue further education in next 2 years	32% (2553)	16% (12,380)



## Employment status

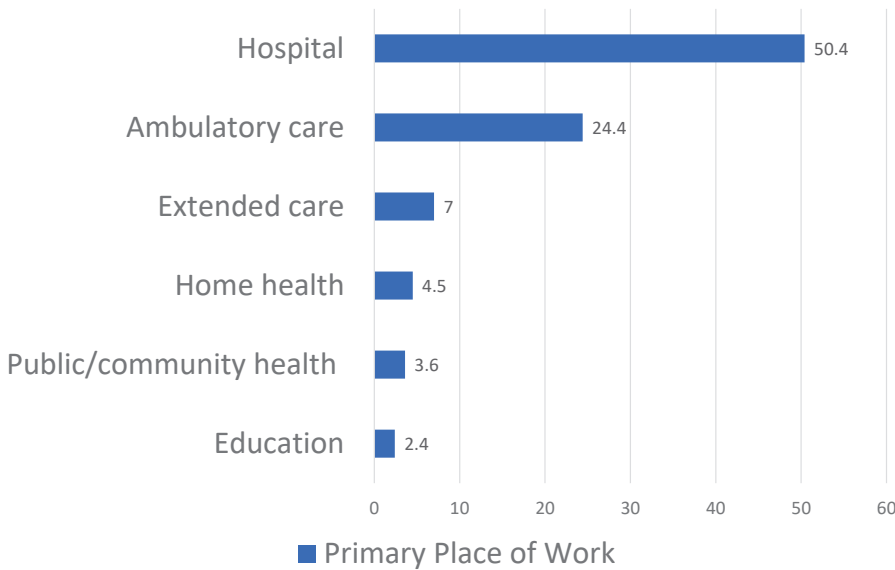
- 88% of RNs are employed
- 84% of RNs are employed as a nurse
- 2.4% of RNs are employed in health field, not as a nurse
- 1.5% of RNs are employed in another field

**Nurses Work!!**



# Employment

Primary Place of Work



## Primary position at principal place of work:

- 63% are staff nurses
- 83% provide direct patient care
- 67% reported caring for people with Covid-19

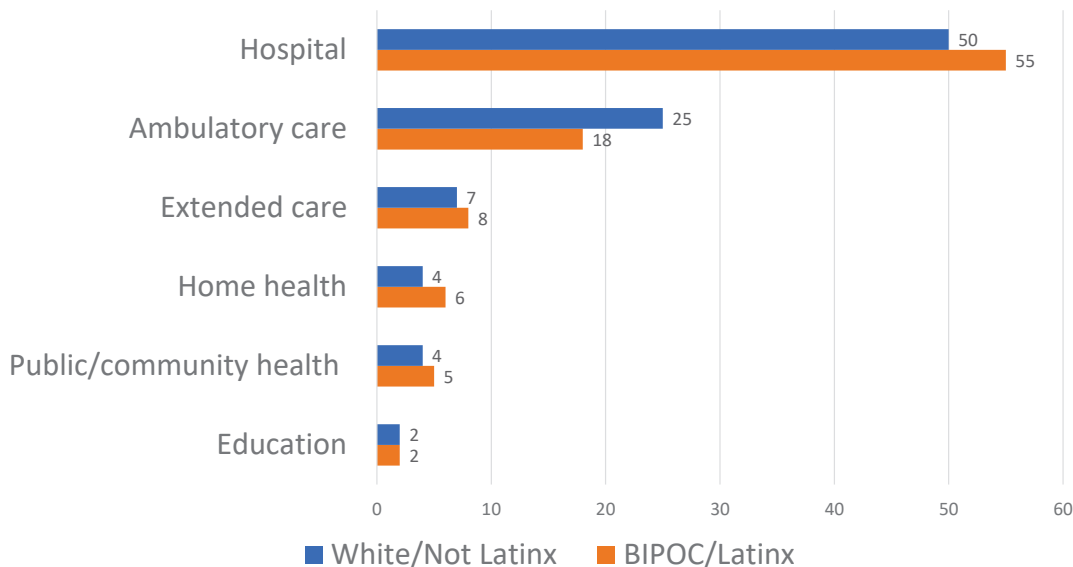
## Clinical specialty knowledge and experience:

- 27% medical-surgical
- 30% intensive care
- 7% psych/mental health
- 3% public health



# Employment diversity

Primary Place of Work by Race/Ethnicity (%)





# Wisconsin Advanced Practice Nurses

- 7996 APN in 2022 (5422 in 2020)
- 8.2 % of RN workforce
  - 8% of BIPOC/Latinx RNs are APNs
  - 9% of white/not Latinx RNs are APNs
- Education:
  - 80% with MS
  - 16% with DNP
- Regional variation
  - 1.37/1000 Overall
  - 2.37/1000 SE
  - 0.41/1000 Northern

	#	%	Age
NP	6506	81.4	45.3
CNS	397	5.0	53.2
CNM	247	3.1	47.3
CRNA	949	11.9	47
APNP*	7298	91.4	45.5

\*Advanced Practice Nurse Prescribers



## APN Population Focus

	n	%
Family/individual across the lifespan	3,165	46.9
Adult-gerontology	2,456	36.4
Psychiatric-mental health	394	5.8
Women's health/gender-related	385	5.7
Pediatric	209	3.1
Neonatal	145	2.1



# Wisconsin RNs who are Faculty

- 1201 faculty
- 1.6% of RN workforce overall
  - 1.5% (111) of BIPOC/Latinx are faculty
  - 1.6% (1090) of White/Not Latinx are faculty
- Education Setting
  - Academic Institution
    - 608 (58%)
  - Community/technical Colleges
    - 439 (42%)
- Mean Age 50.6
- **Gender/race/ethnicity**
  - 95% women
  - 5% men
  - 0.3% Non-binary
  - 10% BIPOC and/ or Latinx

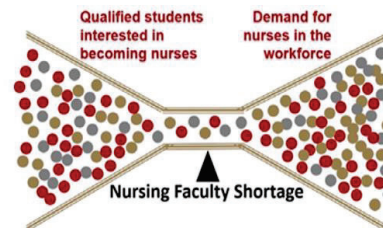


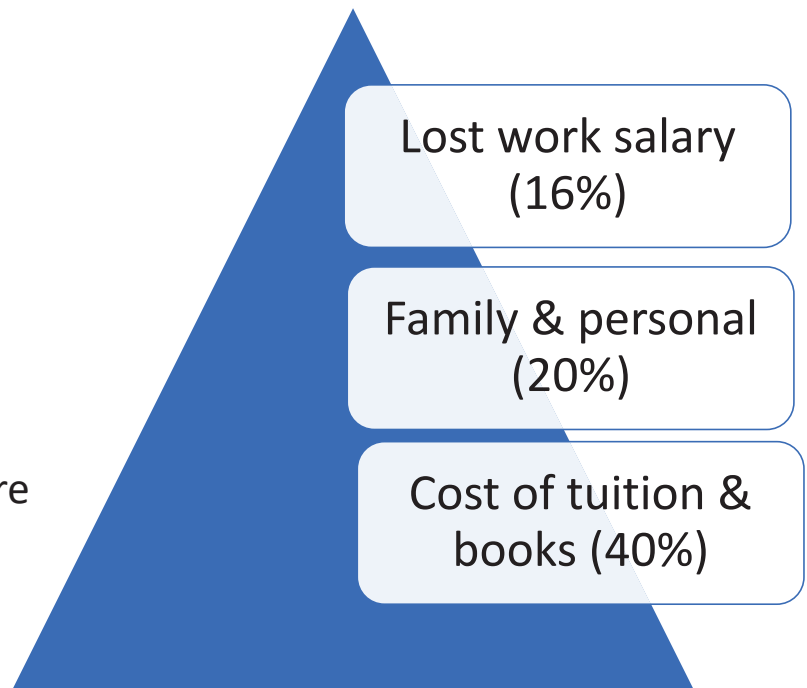
Image from <https://www.wisconsinnurses.org/immediately-address-the-critical-shortage-of-nurse-faculty/>



## Faculty

### Highest Nursing Degree:

- Bachelors 186 (16%)
- Masters 646 (56%)
- Doctorate 274 (23%)
  - 131 PhD in Nursing
  - 138 DNP
- 72% have no plans for more education

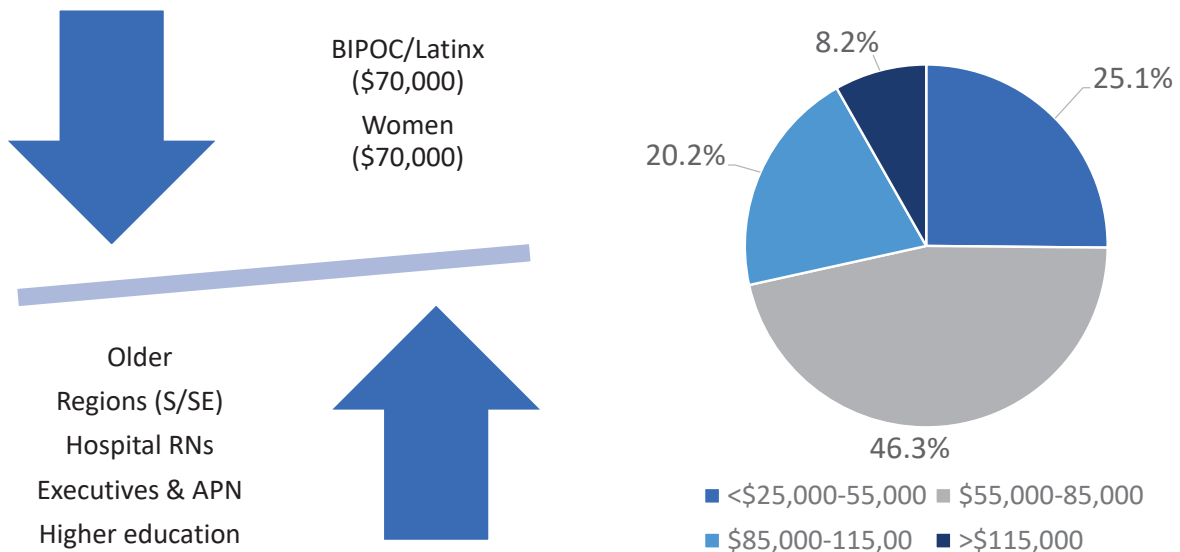


# WISCONSIN RN WORKFORCE: LEADERSHIP ROLES

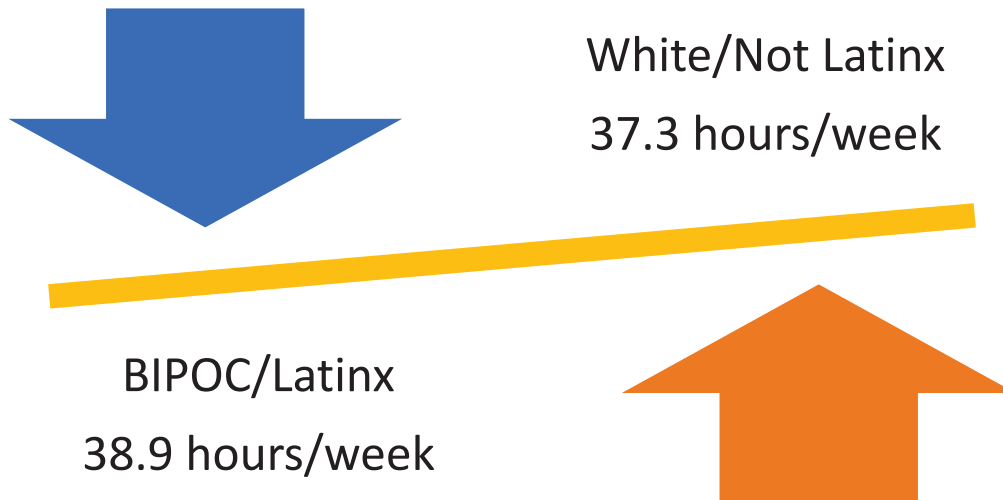
	State 41.2%	Work Area 83.4%	Organization Level 9.4%	Governance Board 1.9%	Public Official 0.4%	Major Committee Leader 4%	Professional Organization 8.3%
<b>State</b>	29,071	24,246	2,739	543	109	1,152	2423
<b>Women</b>	91%	91%	91 %	88%	84%	91 %	92%
<b>Men</b>	9%	9%	9%	12%	14%	9%	8%
<b>Mean Age</b>	44	44	48	48	49	46	43
<b>BIPOC &amp; Latinx</b>	10%	10 %	9%	12%	6%	8%	10%



## Median income for all RNs = \$80,000



## Average number of hours worked/week



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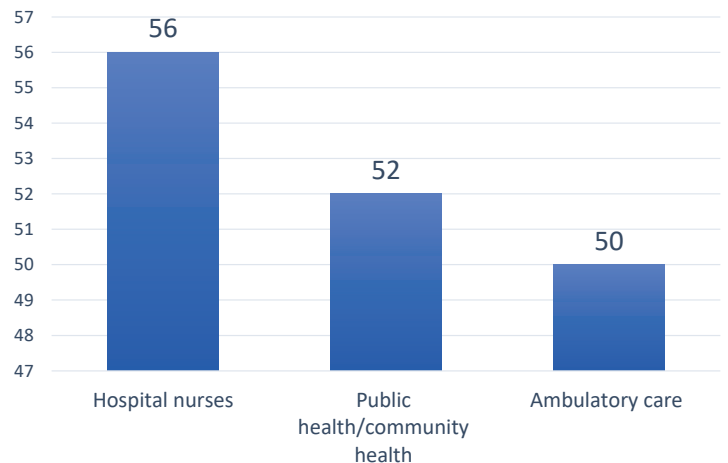


## *Compared to before the Covid pandemic, how would you rate your overall personal (physical or mental) health?*

- 8% Better
- 44% About the same
- 39% Worse
- 9% Much worse

**48% worse or much worse health**

Percent with “worse or much worse” overall health



## Health rating by age

- Compared to before the Covid pandemic, how would you rate your overall personal (physical or mental) health?

Age	< 25	25 - 34	35-44	45-54	55-64
Better	7 %	8%	8%	8%	8%
About the same	29%	30%	37%	44%	55%
Worse	49%	47%	44%	39%	32%
Much worse	15%	15%	11%	9%	5%

64%

62%

## Health rating by gender

- Compared to before the Covid pandemic, how would you rate your overall personal (physical or mental) health?

Gender	Men	Women	Non-binary
Better	10%	8%	15%
About the same	47%	44%	40%
Worse	34%	39%	23%
Much worse	10%	9%	22%

44%

48%

44%

## Health rating by race/ethnicity

- *Compared to before the Covid pandemic, how would you rate your overall personal (physical or mental) health?*

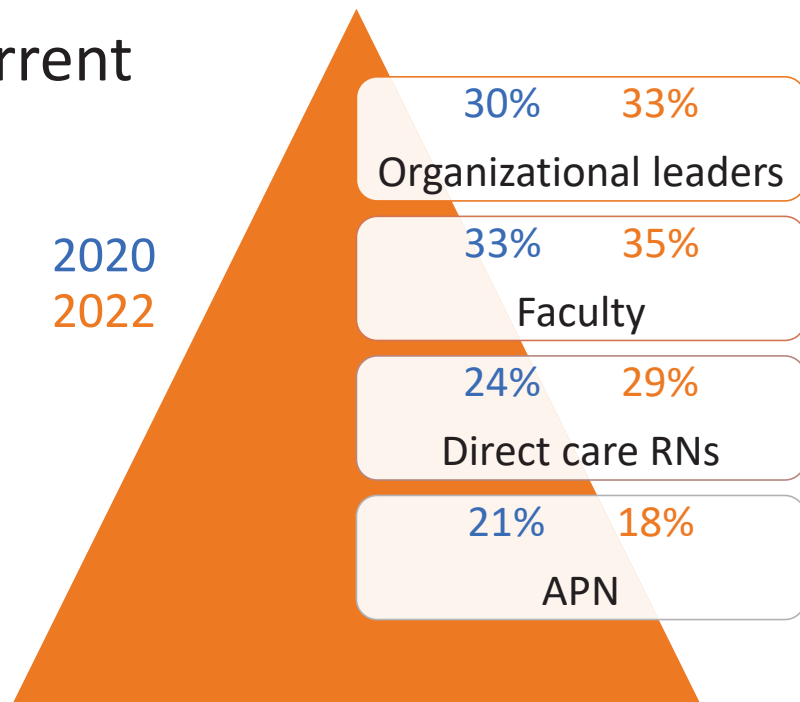
Race/ethnicity	Worse or Much worse health
White	48%
Black/African American	38%
Asian	42%
Native Hawaiian/Pacific Islander	43%
American Indian/Native Alaskan	52%
Hispanic/Latino/Latinx	51%

## Intent to continue providing direct patient care

Number of Years	2020 n	2020 %	2020 Mean Age	2022 n	2022 %	2022 Mean Age
Less than 2 years	5,180	8.7	52.1	7294	12.0	47.4
2-4 years	8,793	14.8	49.2	10,554	17.4	46.0
5-9 years	12,127	20.4	47.2	12,402	20.5	45.8
10-19 years	15,514	26.1	43.5	14,681	24.2	43.1
20-29 years	10,373	17.4	37.8	9472	15.6	37.9
30 or more years	7,563	12.4	31.7	6150	10.2	31.9

2020 N = 59,550; 2022 N = 60,553

## Intent to stay in current position < 5 years



## Changing work and workforce

	2020	2022
Working more hours/week	35.5	36.2
Increase in travel/temp work	1.7% (1278)	3.7% (2834)
Increased use of video call tech	3.5%	16.5%
More retired nurses	7.5% (6106)	8.2% (7141)
More listed “retirement” as the most important factor related to their change in employment in past year	1% (140)	9.3% (3106)

# Assessing Diversity in the Wisconsin RN Workforce

- RN workforce racial/ethnic diversity is increasing slowly but lags state/national population benchmarks
- BIPOC/Hispanic-Latinx RNs are, on average:
  - Younger
  - Higher % male
  - Work more hours
  - More interested in additional education
- Gender diversity is increasing slowly and lags national benchmarks
- Income disparities based on race/ethnicity exist



**Supreme Court Decision on Affirmative Action: The National Response and Resources to Move Forward**

On June 29, 2023, the U.S. Supreme Court ruled that race-conscious admissions practices are unconstitutional, ending decades of support for considering race as a factor in college admission decisions. To help schools understand the impact of this decision and adapt their efforts focused on advancing diversity, equity, and inclusion, AACN has created this new resource page, which will be updated on an ongoing basis.

**Webinars, Tool Kits, and Strategies**

- American Council on Education (ACE) Issue Brief
- ACE Podcast: The Supreme Court's Ruling on Race and Admissions
- National Association of College Admissions Counselors: Reactions, Tools, Webinars, News Coverage.

**State of Wisconsin Higher Educational Aids Board**

**NEP Program Types**

Each of the three program types have different application requirements.

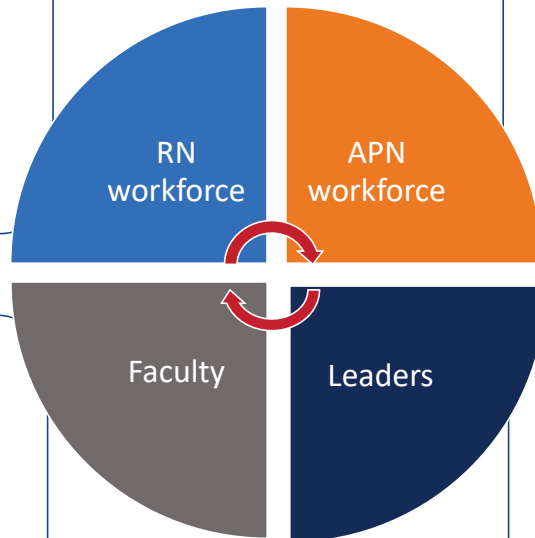
- Degree Program**  
A 100% forgivable loan for those seeking either a Master's Degree (MSN), Doctoral in Nursing Practice (DNP) or Doctoral of Philosophy in Nursing (PhD)  
Requirements
- Fellowship Program**  
A 100% forgivable loan for a post-doctoral fellowship appointment.  
Requirements
- Faculty Hire Program**  
Loan repayment for those recently hired full-time to perform work as a nurse educator.  
Requirements

## Implications & Impact



# IMPLICATIONS

- Fund education
- Fund scholarships/loan forgiveness
- Recruit for diversity
- Address health issues
- Recruit for rural areas
- Increase RN salaries
- Continue the biennial survey



- Fund supports for APN education
- Forecast demand by APN role & specialty
- Recruit for diversity
- Address climate & racism
- Full scope of practice

- Loan forgiveness, tuition support, scholarships
- Innovation in doctoral education
- Recruit for diversity
- Address climate & racism
- Increase PhD prepared faculty

- Enhance leadership training & mentoring
- Increase formal succession planning
- Continue efforts to appoint nurses to boards
- Recruit/mentor for diversity



## DISCUSSION & QUESTIONS

Photo credits: Alex Andre



**School of Nursing**  
UNIVERSITY OF WISCONSIN-MADISON

# Thank you!

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