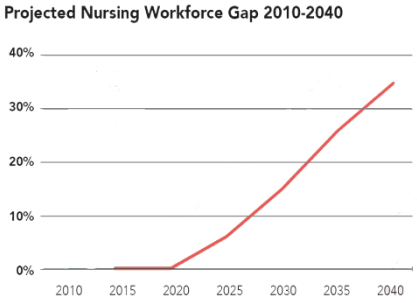
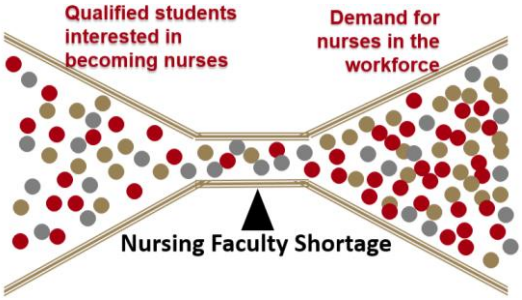
# Nursing Faculty Shortage in Wisconsin:
## Policy Solutions

1. The RN supply to demand gap is predicted to be 27,700 nurses by 2040.
2. Without an increase in nursing student enrollment we will not meet projected demand for nurses in Wisconsin.
    a. Wisconsin currently graduates slightly over 3000 RN nurses per year.
3. Without an increase in the number of nurse educators we will not be able to increase the enrollment of nursing students.
    a. 50-80% of qualified applicants to baccalaureate nursing programs are denied admission to UW System nursing programs because of capacity issues.




## STATUS OF NURSING EDUCATION IN WISCONSIN




- 825 nurse educators work in the state.
- 46% of RNs working in nursing education programs are 55 or older.
- 59% intend to leave current employment within 9 years.
- 81 educator openings were unfilled in 37 nursing programs.
- 30% of undergraduate nursing faculty positions were not filled due to lack of qualified applicants and funding.
- Most frequently reported barrier to pursuing additional education was tuition and fee costs.
- 0.8% (690) of the nursing workforce is prepared at the doctoral level. Wisconsin nursing programs will need to more than double that number by 2020 in order to meet projected demand.
- 93% of faculty vacancies at U.S. nursing schools are for positions for which a doctoral degree is required or preferred.
- Nursing programs are in competition with healthcare organizations which require the same or less academic preparation but who offer a much higher salary. For example:
    - Wisconsin nurse educator salary=$72,900 (Master's or Doctoral degree required; national average= $77,022)
    - Wisconsin nurse practitioner salary=$98,250 (Master's or Doctoral degree required)

## SOLUTIONS FOR THE NURSING AND NURSING FACULTY WORKFORCE SHORTAGE

Wisconsin's demand for RNs over the next decade is staggering. To meet this demand, actions to increase the number of nursing faculty and expand nursing programs must be dramatic and immediate.

- Grow our own nurse faculty with funding for nurses to return to school for graduate degrees in nursing.
- Entice nursing faculty to come to Wisconsin with loan reduction or forgiveness programs and sign-on bonuses.
- Increase nursing faculty salaries to compete in the marketplace for new hires.
- Increase nursing faculty salaries to retain current nursing faculty and delay retirement.
- Establish public/private partnerships such as funding of joint appointments.
- Increase the number of funded nurse faculty positions.

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