



Nursing Faculty Shortage in Wisconsin: Impact on Nursing Workforce

Over 10,000 nurses will be leaving the workforce by 2020!

Wisconsin is in the midst of an unprecedented nursing and nursing faculty workforce shortage which negatively impacts both the quality of, and access to healthcare for the people of our state.

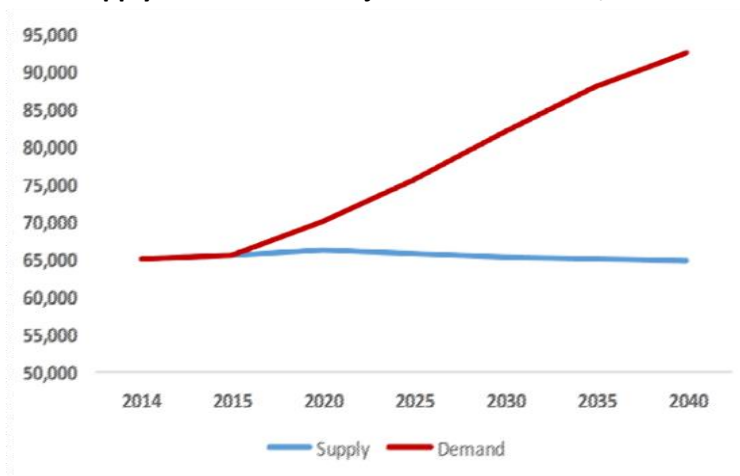
WISCONSIN POPULATION TRENDS

- 800,000 increase by 2040
- 90% increase in people 65-84 years of age by 2034
- 140% increase in people 85 years and older by 2040

WISCONSIN NURSING AND NURSING EDUCATION TRENDS AND FORECASTS

The RN supply to demand gap is predicted to be 35% (23,000 nurses) by 2040.¹

RN Supply and Demand Projections: Wisconsin, 2014-2040



Nursing Workforce

- 40.6% (20,140) of the nursing workforce plan to leave direct patient care within the next ten years with retirement as a major reason.²
- 77% of the nurse workforce in Wisconsin earned their most recent degree in Wisconsin and are working in the state.³
- Projections suggest there will be a 43% increase in demand in the nursing and health-related professional career cluster with only a 13% increase in available workforce.⁴

Nursing Faculty Workforce

- 50% of the nursing faculty workforce are 55 years of age or older and 58% are planning to retire within 10 years.⁵
- 27% of Wisconsin undergraduate nursing faculty positions are not being filled due to lack of qualified applicants and funding.⁶
- 89.6% of faculty vacancies at U.S. nursing schools are for positions for which a doctoral degree is required or preferred.⁷

Nursing Students

- 50-80% of qualified applicants to baccalaureate nursing programs are denied admission to UW System nursing programs because of capacity issues.⁸
- Wisconsin schools currently graduate slightly over 3,000 nurses per year. Without an increase in nursing enrollment we will not meet projected demand for nurses in Wisconsin.⁵

WISCONSIN GRADUATE PREPARED NURSING WORKFORCE TRENDS AND FORECASTS

- Presently the UW System provides the majority of doctorally prepared nursing graduates.⁹ However, it is not sufficient to meet faculty staffing demand.
- There is interest from nurses to return to school for a doctorate, if funded, as evidenced by the over one hundred and fifty inquiries received by the Project Director for Nurses for Wisconsin.¹⁰ This 3.2-million-dollar University of Wisconsin System Incentive grant was an effort to increase the number of nursing faculty through fellowships and a loan repayment program. In exchange for this financial support, fellows and faculty made a three-year commitment to teach in a Wisconsin nursing program.
- The most frequently reported barriers to pursuing additional education were cost related to tuition and fees (32%) and costs related to lost work time and benefits (23.2%).³
- Only 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.^{2,7}
- Wisconsin nursing programs are in competition with healthcare organizations which require the same academic preparation but who offer a much higher salary.¹²
 - Nurse Educator \$66,700 (Master's or Doctoral degree required; national average = \$73,633¹³)
 - Registered Nurse \$62,990 (Associate or Baccalaureate degree required)
 - Nurse Practitioner \$86,670 (Master's or Doctoral degree required)
 - Nurse Midwife \$98,410 (Master's or Doctoral degree required)
 - Nurse Anesthetist \$172,000 (Master's or Doctoral degree required)

SOLUTIONS FOR THE NURSING AND NURSING FACULTY WORKFORCE SHORTAGE

The projected Wisconsin demand for RNs and nurse practitioners 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.

- a. Increase the number of funded nurse faculty positions
- b. Grow our own nurse faculty with funding for nurses to return to school for graduate degrees in nursing
- c. Entice nursing faculty to come to Wisconsin with a loan reduction/forgiveness program and sign-on bonuses
- d. Entice mid-career and senior faculty to come to Wisconsin to address the shortage of nurse leadership positions with sign-on bonuses
- e. Increase nursing faculty salaries to be able to compete in the marketplace for new hires
- f. Increase nursing faculty salaries to retain our present nursing faculty and delay retirement
- g. Establish public/private partnerships with state incentives and seed money

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Nursing Faculty Shortage in Wisconsin: Resource list

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