

## Addressing the Nursing Faculty Shortage: 10 million Legislative Budget Request

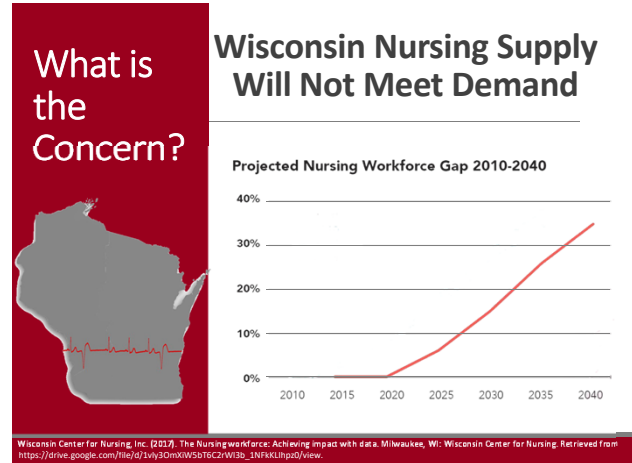
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Dean  
College of Nursing and Health Sciences  
University of Wisconsin-Eau Claire



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## Estimated Number of Nursing Graduates Needed Annually to Meet Projected Demand

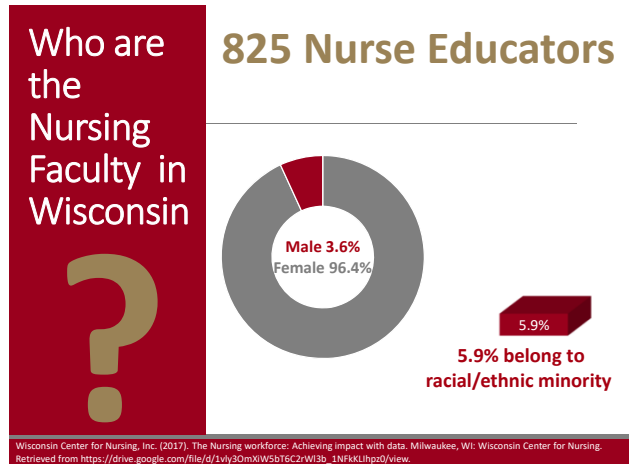
2020	3,700
2025	9,800
2030	16,700
2035	23,000
2040	27,700

3500 nurses take the RN licensing exam (NCLEX) per year

Wisconsin Center for Nursing, Inc. (2017). The Nursing workforce: Achieving impact with data. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from [https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b\\_1NFkLhpq0/view](https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b_1NFkLhpq0/view).

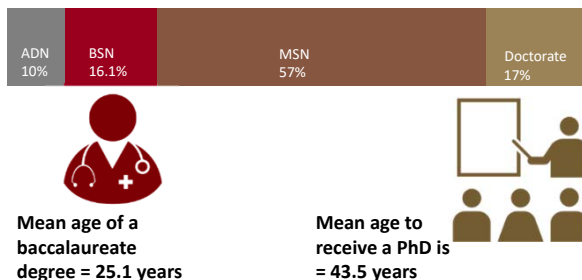
Wisconsin Center for Nursing, Inc. (2016). Wisconsin registered nurse supply and demand forecasting update: 2014-2040. Retrieved from <https://drive.google.com/file/d/1y9G242z8fCw5lVPR5uK9lqz0ED6v/view>.

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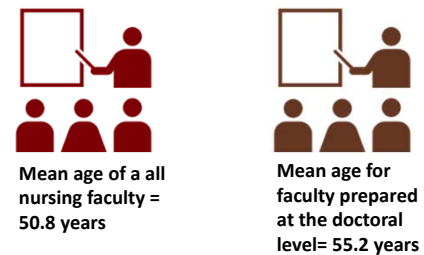
## Nursing Faculty: Highest Nursing Degree Earned and Age



Wisconsin Center for Nursing, Inc. (2017). The Nursing workforce: Achieving impact with data. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from [https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b\\_1NFkLhpq0/view](https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b_1NFkLhpq0/view).

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## Nursing Faculty: Highest Nursing Degree and Age



Wisconsin Center for Nursing, (2016). Wisconsin 2016 RN Workforce Survey. (2016). Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from <https://drive.google.com/file/d/1y9G242z8fCw5lVPR5uK9lqz0ED6v/view>.

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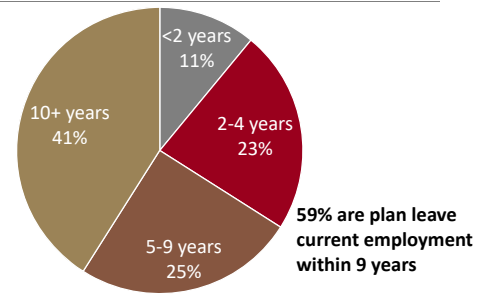
### 46% of RNs working in nursing education programs are 55 or older



Wisconsin Center for Nursing. (2016). Wisconsin 2016 RN Workforce Survey. (2016). Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from <https://drive.google.com/file/d/1i9NiG242R8fCw5YPRsuK9JqZnE6v/view>.

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### Nursing Faculty: Intent to Leave Current Employment



Wisconsin Center for Nursing, Inc. (2017). The Nursing workforce: Achieving impact with data. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from [https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b\\_1NFkLlhpz0/view](https://drive.google.com/file/d/1vly30mXlW5bT6C2rWl3b_1NFkLlhpz0/view).

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### Current Vacant Positions for Full- and Part-time Faculty



As reported in a recent ANEW survey of Wisconsin nursing programs, 2018.

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### Nursing Faculty Work Force Shortage

**30%** of Wisconsin undergraduate nursing faculty positions are not being filled due to lack of qualified applicants and lack of funds to hire faculty

Wisconsin Center for Nursing. (2015). Wisconsin nursing education and nurse faculty: 2013 survey results. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from <https://drive.google.com/file/d/1sUpdL2vR9u65OPmuhlyN5cENVRUk9Q5/view>.

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### National Vacant Faculty Positions

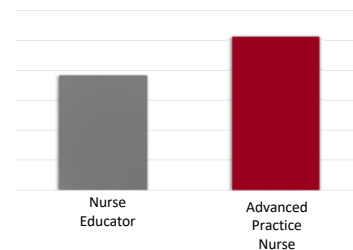
**1,715** Full-time faculty vacancies

**91%** are faculty positions which require or prefer a doctoral degree

American Association of Colleges of Nursing. (2019). Special Survey on Vacant Faculty Positions for Academic Year 2018-2019. Washington, DC: American Association of Colleges of Nursing. Retrieved from <https://www.aacnursing.org/Portals/42/News/Surveys-Data/Vacancy18.pdf>

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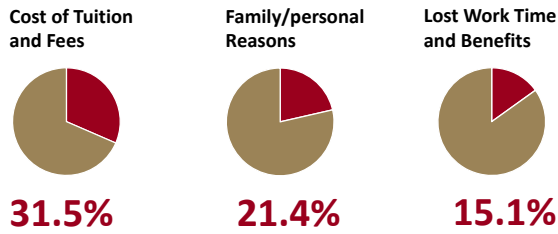
### Wisconsin Nurse Educators Earn 30% Less



Office of Occupational Statistics and Employment Projections, Bureau of Labor Statistics, U.S. Department of Labor. (2017) May 2017 State Occupational Employment and Wage Estimates Wisconsin. Retrieved from [https://www.bls.gov/oes/2017/may/oes\\_wi.html#29-0000](https://www.bls.gov/oes/2017/may/oes_wi.html#29-0000).

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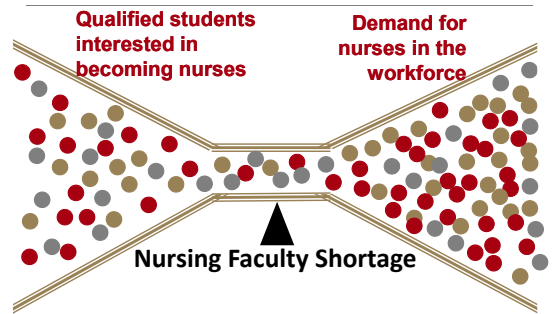
### Barriers to Obtaining an Advanced Degree



Wisconsin Center for Nursing. (2016). Wisconsin 2016 RN Workforce Survey. (2016). Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from <https://drive.google.com/file/d/1lgNiG24ZrBfiCw5YPRSuK9lqjznED6v/view>.

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### Unblocking the Education Bottleneck: Meeting the Demand

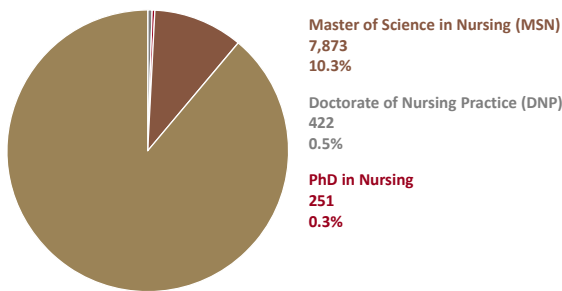


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### Graduate Degrees Held in Nursing



Wisconsin Center for Nursing. (2016). Wisconsin 2016 RN Workforce Survey. (2016). Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from <https://drive.google.com/file/d/1lgNiG24ZrBfiCw5YPRSuK9lqjznED6v/view>.

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**The nursing faculty shortage has to be fixed NOW to protect the health of all Wisconsin citizens**

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**What is the Message to Legislators?**

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**Support a 10 Million Dollar Initiative**

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**10 Million to:**




- Grow our own faculty with funding for nurses to return to school for graduate degrees in nursing
  - Master's prepared nurses needed to teach in associate and baccalaureate degree nursing programs
  - PhD/DNP prepared nurses 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

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**Your Handout**



**Addressing the Nursing Faculty Shortage: 10 Million Legislative Budget Request**

- The RN supply to demand gap is predicted to be 37,760 nurses by 2026.
- Without an increase in nursing enrollment we will not meet predicted demand for nurses in Wisconsin.
  - 1,000 more new RNs from our own DCEC per year.
- Without an increase in the number of nurse educators we will not be able to increase the enrollment of nursing students.
  - 30-40% of qualified applicants to baccalaureate nursing programs are from out-of-state in 100 baccalaureate nursing programs because of equity issues.

**WISCONSIN NURSING EDUCATION TRENDS**

- RNs nurses, in 2018, reported seeking in academic education, 11% were 33 or older.
- 70% reported to have worked employment within 3 years.
- 80 baccalaureate institutions were identified. Based on a recent survey 18 DNP PhD full time average and 51 full time 8.
- 80% of those seeking a degree in nursing.
- 50% of out-of-state nursing faculty positions were not filled due to lack of qualified applicants and funding.
- Most frequently reported barriers to pursuing additional education were tuition and fees costs.
- Only 10% of the nursing workforce is prepared at the doctoral level. Wisconsin nursing programs will need to more than double that number by 2020 to meet projected demand.
- 33% of faculty vacancies at U.S. nursing schools are for positions for which a doctoral degree is required or preferred.
- Salaries of Nurse Educators are approximately 20% less than those of Advanced Practice Nurses. Healthcare organizations are often much higher salaries to nurses with comparable academic preparation.

**A SOLUTION FOR THE NURSING FACULTY WORKFORCE SHORTAGE**

Wisconsin's demand for RNs is widespread and will only worsen over the decades. To meet this demand, actions to increase the number of nursing faculty must be dramatic and immediate.

- Grow our own faculty 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 programs.
- PhD/DNP prepared nurses are needed to teach in baccalaureate and graduate degree programs.
- Encourage faculty from out-of-state to live and teach in Wisconsin by offering a student loan forgiveness program.

Support our 10 Million Dollar ASK to help ensure a strong nurse workforce!

WNA Wisconsin Nurses Association | ANEW Administrators of Nursing Education

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**Thank you for your efforts!**



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