

Wisconsin's Nursing Associations convene to discuss and identify priorities for Wisconsin's nursing shortage.

Summary of issues, ideas, and priorities

Overview

WNA has sponsored two meetings for the purpose of bringing Wisconsin's Nursing Associations together to discuss issues and priorities for addressing Wisconsin's nursing shortage. Meetings occurred on Saturday September 10 which was all day and a follow-up meeting on December 1, 2022. Fourteen of the twenty-four nursing associations participated in the meetings and are listed below.

Administrators of Nursing Education of Wisconsin
Association of Women's Health, Obstetric & Neonatal Nurses – Wisconsin
Greater Milwaukee National Association of Hispanic Nurses
Racine/Kenosha Wisconsin Chapter of the National Black Nurse's Association
Southeastern Wisconsin Chapter of the Oncology Nursing Society
Wisconsin Association of School Nurses
Wisconsin Center for Nursing
Wisconsin Director of Nursing Council
Wisconsin Division of Public Health Office of Policy and Practice Alignment
Wisconsin Emergency Nurses Association
Wisconsin League for Nursing
Wisconsin Organization of Nurse Leaders
Wisconsin Perioperative Nurses Association
Wisconsin Nurses Association
Wisconsin Public Health Association – Public Health Nurse Division

Process for the September 10, 2022 meeting:

The September meeting began with introductions from the participants that included a summary of their member concerns regarding the nursing shortage. Following the introductions there were two reports provided regarding recent surveys about the nursing workforce. The data provided were presented by Dr. Susan Zahner, who is the lead of UW-Madison, College of Nursing RN Workforce Survey Research Team. She provided a report of the preliminary findings from the 2022 RN workforce survey. Her report captured the data that impacted nurse recruitment and retention. The second presenter was Dr. Linda Young, who is the lead of UW-Eau Claire College of Nursing 2019-2020 Wisconsin Nursing Education and Nurse Faculty Survey Research Team. Her report summarized the results of the 2019-2020 survey which addressed data from schools of nursing, applications for admission and the nursing faculty supply and demand.

The remainder of the day was spent responding to and identifying the issues related to the retention and recruitment of the nursing workforce. A summary of responses from discussions is provided below:

Report of identified issues and preliminary ideas from the September 10, 2022 meeting

Workplace satisfaction:

More control over work schedule, increase salaries, innovative technology, regular meetings with management, reduce exposure to workplace violence and verbal abuse, real-time support, culture supportive of diversity of the workforce, new delivery models of nursing care and onboarding that works.

Improve the image of nurses/nursing:

Public awareness of the role and profession of nursing, legislator awareness of nursing's contribution to health and healthcare, and statewide campaign focusing on recruiting into nursing.

Demonstrate value of "seasoned and experienced" nurses:

Increase recognition, salary considerations, encourage re-entry back into nursing, support time to precept and/or mentor.

Education

Retain nurse faculty, increase the diversity of the nursing faculty, continue state funding programs supporting growth in nurse faculty.

Increase nursing student exposure to non-traditional careers and increase number of minority nursing students.

Process for the December 1, 2022 meeting

Participants joined a two-hour virtual meeting that began with introductions and affirmations of the value of nurse's contribution to the health of the public. Their responses are below:

- Care and support during a time of need that is holistic and engages family and other important individuals to the patient.
- Develop support systems, address population health, and promote prevention.
- Serve as a voice and advocate for patients and communities.
- Potential for bridging health care systems with community-based care to support population health.
- Conduct research that drives clinical standards that drive improvement and quality at the bedside and beyond.
- Promote quality improvement through use of technology and data that can be applied to the person and communities. Quality improvement parameters include promoting health, mitigating disease, supporting life transitions, addressing health disparities and social determinants of health.
- Engage nursing students that prepare them for future nursing practice including, evidence-based practice, applying strategies for care improvement, innovation and assist in understanding their role and responsibilities as practitioners and advocates.
- Influence better health of the patient, work and partner within nursing and with members of the interprofessional team.
- Promote and lead quality and safety, utilizing nursing leaders who support coalition building with outcomes that lead to improving health and support the well-being of nurses.
- Utilize the expertise identified by Florence Nightingale, Lillian Wald and others to support health promotion, leadership and advocacy.

Report of the initial identified priorities

The participants reviewed and discussed the responses and topics that were identified at the September 10 meeting. There was consensus that the specific issues identified were applicable to all work settings. The participants identified five priorities for continued work and strategy:

Priority 1. Support the development of new nursing delivery models for care and support.

- Priority 2.** Promote strategies that improve nurse well-being (physical and psychological).
- Priority 3.** Improve Wisconsin's public health infrastructure through greater utilization of nurses.
- Priority 4.** Assure the supply of nurse faculty will meet the needs and demands for nurses.
- Priority 5.** Increase the public, legislators and key stakeholders' awareness of the role and responsibilities of nurses and the value they bring to health care and population health.

December 2023

WNA sponsored five virtual "Dialogue Forums" for members of the Organizational Affiliate members. Each priority had a dialogue forum for the purpose of reviewing the background submitted by the members in the past, the importance, and ideas or strategies for solutions. A summary of each dialogue forum was developed and reviewed.

March 2024

Members of the Organizational Affiliates decided that the information and recommendations for each of the priorities will be presented to any interested nurse in Wisconsin. A planning committee was formed to develop a state-wide Invitational Summit on Addressing Wisconsin's Nurse Workforce Shortage.