Policy & Partnership Approaches to the Nurse & Faculty Shortages

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The Nurse Shortage: Dimensions

- Worldwide phenomenon
- AHA est. 8.1% hospital RN vacancy rate nationwide
- Buerhaus projects national shortage of 500,000 RNs by 2025
- Council on Physician and Nurse Supply: must add 30,000 new grads a year to keep pace with need
The Nurse Shortage: Rising Demand vs. Scarce Supply

**Demand Factors**
- Overall population growth
- Demographics: % pop. age 65+ rising 42% over 2005-2015
- Increasing medical advances/clinical expansions
- Increasing patient acuity

**Supply Factors**
- Attrition: aging nurse workforce
- Faculty shortage: nurse education bottleneck
The Nurse Shortage: Typical Workforce Solutions

- Overtime, adding shifts
- Employing temporary agency RNs
- Importing foreign-educated RNs
- Reducing services
Impact of the Nurse Shortage

- Reduced access to care
- Declining quality of care
- Increased cost of care
- Dissatisfaction of patients, physicians, nurses, and other caregivers
Principal Barriers to Increasing Educational Capacity

- Not enough nursing educators: too few nurses prepared for or interested in teaching
- Below market faculty compensation
- Limited funds to hire / pay educators
- Limited clinical sites / school facilities
The Heart of the Problem: Faculty Shortage

- Attrition: Graying faculty
- Minimum degree requirement: MS (need doctorate for bacc and higher)
- Cost of grad education / student debt
- Earnings differential
- Faculty-student ratios
Average Faculty Salaries in US by Rank, All Faculty, All Disciplines - 2007-2008

<table>
<thead>
<tr>
<th></th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructor</th>
<th>Lecturer</th>
<th>Average</th>
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</thead>
<tbody>
<tr>
<td>Community Colleges</td>
<td>$71,779</td>
<td>$58,492</td>
<td>$51,183</td>
<td>$44,132</td>
<td>$48,338</td>
<td>$57,642</td>
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<tr>
<td>4-year Colleges</td>
<td>$118,444</td>
<td>$80,043</td>
<td>$68,112</td>
<td>$46,321</td>
<td>$51,404</td>
<td>$86,520</td>
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</tbody>
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Source: AAUP Salary Survey April 2008
Impact of Faculty Shortage

• Potential nurses discouraged: SON receives many more qualified applicants than it can enroll
• Nationwide, 40,285 qualified applicants denied admission to nursing schools in 2007-2008
• Snowball effect: fewer nurses → fewer nurse educators → fewer nurses …
Solutions to Faculty Shortage

- Advocacy
- Educational Partnerships
- Academic Innovation
- External Funding
Advocacy - raising awareness to generate interest & funds

**Mass Media**

- **Johnson & Johnson Campaign for Nursing’s Future:** $50m, combines promotion with educational funding

**Workforce Data & Policy**

- **Center to Champion Nursing in America:** two-pronged approach attracts new nurses and retains current nurses
- **Illinois Center for Nursing:** workforce data collection & strategic planning
Educational Partnerships

Oregon Consortium for Nursing Education (OCNE)
- 13 campuses
- Combines faculty, facilities, clinical resources

Southern California Regional Collaborative
- Multiple sectors
- Focus on distance learning and simulation
Academic Innovations

Univ. of Portland (OR) Dedicated Education Units

Southern Regional Education Board (SREB)

Doctor of Nursing Practice (DNP)
Public Sector Funding: Federal

- Title VIII Public Health Services Act
- Nurse Reinvestment Act (NRA)
- Nurse Faculty Loan Program (NFLP)
- Graduate Assist. In Area of National Need (GAANN)
Public Sector Funding: State

State budget or administered by state

Many uses - faculty hiring, student scholarships, loan forgiveness, infrastructure

Examples: Maryland NSP II
Florida SUCCEED
Private Sector Funding: Philanthropy/Health Care Industry

Philanthropy
- Robert Wood Johnson Foundation
- Moore Foundation
- Who Will Care

Health Care Industry
- Blue Cross/Blue Shield
- Hospital Foundations
Who Will Care?

• Increase graduates from A.D.N. and B.S.N. nursing programs in Maryland from the current level of 2,039 each year to 3,539 each year.

• Start with an increase of 1,800 1st year nursing students in academic year 2008. Maintain the increased class size indefinitely.
Recommendations

• Replicate successful models
• Support state workforce centers
• Establish national nursing workforce center
• Publish results
Conclusion

• Temporary fixes exacerbate crisis
• Structural solution to workforce shortage demands solution to faculty shortage
• Nursing education must be funding priority
• Health care “reform” not meaningful unless we ensure ability of system to deliver