

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

	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Average
Community Colleges	\$71,779	\$58,492	\$51,183	\$44,132	\$48,338	\$57,642
4-year Colleges	\$118,444	\$80,043	\$68,112	\$46,321	\$51,404	\$86,520

Source: AAUP Salary Survey April 2008



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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)



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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



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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

