

Nursing Schools and Faculty Shortages in Wisconsin
Additional Information Requested by Wisconsin Legislative Council
Special Committee on Health Care Access
September 21, 2010

Total RNs in Wisconsin: 82, 135

Number of pre-licensure graduates taking Wisconsin NCLEX-RN in the last year (July 1, 2009 - June 30, 2010): 3128

- Associate degree: 1648 (53%)
- Bachelors or higher: 1480 (47%)

Pre-licensure Registered Nursing Programs in Wisconsin

Pre-licensure	Public	Private	total
Associate Degree	WTCS/Tribal: 16/1	3	20
Bachelors Degree	UW: 4	11	15
Total			35

Nursing schools with graduate programs – 13 in the state

- Four public schools with one more in the planning stage
- Nine private schools

To provide an updated picture of faculty shortages, I requested the graduate programs to complete a brief survey of faculty needs. The data confirmed that the key shortage continues at the doctoral level. For fulltime positions requiring a PhD:

- Administrative positions had a vacancy rate of 11%, with another 4% likely to retire within two years
- **Faculty positions had a 26% vacancy rate, with another 6% predicted to retire within the next two years. This is increased from 13% in 2006.**
- For fulltime positions requiring a masters degree in nursing (PhD preferred), the vacancy rate was 2%, with another 6% planning to retire within the next two years

PhD programs: three in the state

- All could accept more applicants
- Potential barriers to expansion included shortage of faculty for two of the three programs

Doctorate in Nursing Practice programs: six in the state

- Four could accept more applicants
- One is already turning away applicants
- Barriers to expansion included shortage of faculty for four of the schools

Masters in Nursing: Nurse practitioner programs: nine in the state

- Five could accept more applicants

- Four have been turning away applicants
- Barriers to expansion include shortage of faculty (7 programs), shortage of preceptors or clinical sites (8 programs).
- Two programs noted decreased job placements while seven did not

Masters in Nursing: clinical nurse specialists – five in the state

- All five could accept more applicants
- Barriers to expansion included shortage of faculty (3 programs), shortage of clinical sites/preceptors (3 programs).
- Two of the programs noted decreased job placement rates while three did not.

Masters in Nursing Education: ten in the state

- All ten could accept more applicants
- Barriers to expansion included shortage of faculty (four programs). There were no problems with shortage of clinical placements or job placement rates

Masters in Nursing Administration – five in the state

- Three could accept more applicants
- Barriers to expansion included shortage of faculty (four programs), shortage of preceptors/clinical sites (two programs)
- One program noted decreased job placement rates

Other Masters in Nursing programs include:

- Clinical Nurse Leader programs – two programs
- Advanced generalist masters – one program
- MS in Nursing/Masters in Public Health - one program
- MSN/MBA - one program
- All could accept more applicants

Conclusions:

- Wisconsin needs nursing graduate programs to produce the future nurse educators, nurse practitioners and other advanced practice nurses to provide for access to health care for Wisconsin citizens.
- The large shortage of nursing faculty at the doctoral level, noted in 2006 at 13%, has continued to grow, now reaching 26%!
- Graduate programs need additional support to offer competitive (market based) wages and benefits to recruit and retain nursing faculty.
- One program noted that there is some movement from agencies to request payment for the use of their staff as preceptors, similar to medical education. This would put an additional demand on programs for scarce resources
- Incentives are needed to encourage and reward nurses for obtaining graduate nursing degrees, especially at the doctoral level. Incentives might include fellowships, scholarships, tax credits, loan reimbursement, etc

Marilyn Kaufmann, PhD, RN

maka@gotoltc.edu 920-693-1661