

Dear Legislators,

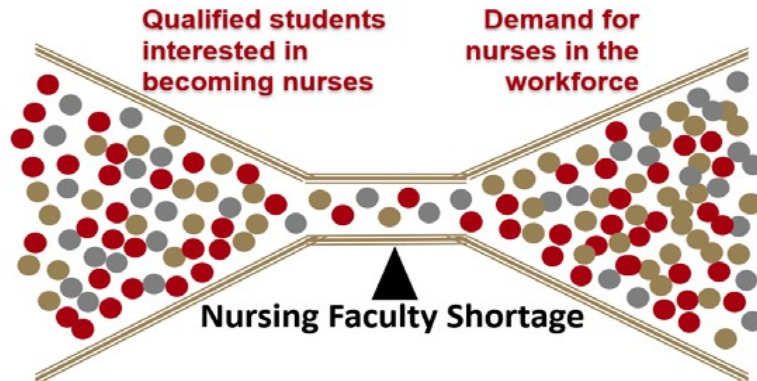
We are writing to ask for your support of the \$10 million state budget ASK to help address the present and future nurse faculty shortage in Wisconsin. The nurse faculty shortage has a direct impact on the supply of registered nurse graduates that will care for Wisconsin residents.

Administrators of Nursing Education in Wisconsin (ANEW) and the Wisconsin Nurses Association (WNA) seek to secure funding to encourage practicing nurses to enroll in a Doctor of Nursing Practice (DNP), a nursing Doctor of Philosophy (PhD) or a Master's of Science in Nursing (MSN) program to become nurse educators. Funding for recruitment of faculty to Wisconsin through a loan repayment program is also requested. In exchange for this financial support, awardees must make a 3-year commitment to teach in a Wisconsin nursing program.

The following facts support the need for funding:

- According to the Department of Workforce Development 2016 RN Workforce Survey, there are 825 nurse educators employed in Wisconsin. Their average age is 51 and 46% are 55 or older. In the next 7 years, 475 faculty positions will be vacated due to retirement exacerbating the shortage.
- Deans and Directors of Wisconsin's schools of nursing that prepare the future registered nurse workforce, advanced practice registered nurses, nurse educators, nurse administrators and nurse researchers report a lack of qualified faculty applicants and insufficient funds to hire faculty. A Fall 2018 ANEW survey identified over 80 vacant faculty positions across the state.
- Currently, the nurse faculty shortage is greater than the nurse workforce shortage. A major factor contributing to the nurse faculty shortage is the wage disparity between academia and practice along with increased practice opportunities for nurses with advanced degrees. Barriers to obtaining an advanced nursing degree include cost of tuition and lost work and benefits.
- The supply of new registered nurse graduates will not meet future demands in Wisconsin. According to Wisconsin Center for Nursing, the projected nursing workforce gap in 2040 will be approximately 35%, an unprecedented nursing shortage.
- The present number of nurse faculty in Wisconsin are not enough to maintain the current production of new graduates, much less the numbers needed to expand nursing programs to meet the future demand for registered nurses.

The following schematic demonstrates how the lack of nurse faculty impacts the ability to meet the demand for Wisconsin's nursing workforce.



As health care organizations that hire Registered Nurses, Advanced Practice Nurses, Master's prepared nurses and Doctoral prepared nurses, we ask that you vote yes to investing 10 Million dollars to mitigate the nursing faculty shortage, ensuring an adequate future nurse workforce for the health and well being of Wisconsin citizens.

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