

Addressing the Nursing Faculty Shortage

- Based upon three DWD forecasting models, in 2025 Wisconsin could see a nursing shortage of between 2,300 – 6,300 nurses.
- In 2018, Wisconsin nursing schools turned away over 1000 students who wanted to enter the nursing profession or advance their education and improve their clinical skills.

2 reasons for the looming shortage

Statewide nurse faculty shortages are limiting student enrollment into nursing programs.

- The number of reported nurse faculty declined by 153 between 2016 and 2018.
- In 2018, schools reported 110 educator vacancies and anticipated 230 faculty retirements within the next five years.
- Over half of the faculty report their intent to leave current employment within 10 years.
- Nearly half of full-time faculty are 55 or older.

Nurses cite the cost of tuition, fees and materials as a challenge to further education.

2 responses to the looming shortage

Provide forgivable grants for nurses to pursue any of three advanced degrees required to teach professional nursing in Wisconsin in exchange for a 3-year teaching obligation at an accredited public, private, two-year, or four-year nursing program in Wisconsin.

and

Forgive a portion of qualifying student loans of an out-of-state nurse educator or appropriately credentialed practicing Wisconsin nurse in exchange for a 3-year teaching obligation at an accredited public, private, two-year, or four-year nursing program in Wisconsin.

The Demonstration Nurses for Wisconsin

- \$3.2 million Nurses for Wisconsin initiative, funded through a 2013-2015 UW System incentive grant, invested in nurses to help them advance their degrees and required them to teach at a Wisconsin nursing program for 3 years.
- 54 nurses participated across 4 UW System nursing programs.
- 46 nurse educators completed or are completing their commitment.
- 98% participants stayed in Wisconsin.

The ASK \$10 million to unblock the bottleneck

- Fund up to 250 nurses for 3-years of teaching.
- Administered through the Wisconsin Higher Educational Aids Board.
- Funds will be spent out beyond the one year of award.
- A plan will be developed that ensures funding for educating nursing faculty into the future.
- The Governor budgeted \$5 million, We are advocating for the 10 million.
- COVID Federal Relief dollars could be used to cover our ASK.

