

Nursing Staff in Hospitals Study Committee

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Nursing

Nursing Faculty Shortage

- National and State Issue Alike
 - Dramatically limits student capacity
- Factors contributing
 - Budget constraints
 - An aging faculty
 - Increasing job competition and lack of preceptors/role models
 - Master's and doctoral programs not meeting demand

Scope of the Faculty Shortage

- National Level
 - U.S. nursing schools turned away 32,797 applicants for undergraduate and graduate programs
 - AACN July 2004 reported 717 vacancies
 - In addition have need for 122 positions to accommodate demand
 - Translates to 2.9 vacancies/school

Strategies at National Level

- American Association of Colleges of Nursing
 - Support efforts to increase loan and scholarship programs for students
 - Faculty Career Link
 - Online resource for persons considering teaching
 - Development of White Papers
 - Grassroots efforts with states

Scope of the Faculty Shortage

- State Level
 - November 2004 nursing programs reported 85 faculty vacancies
 - 27 full-time
 - 58 part-time
 - More than 80 % have increased enrollments
 - Strain on resources, increased faculty workloads, admission waiting lists, more clinical groups

Projections

- Iowa nursing programs projected 04-05
 - 24 full time faculty
 - 39 part time faculty
 - 65 adjunct faculty
- In June 2004, 86% of the programs anticipated a need to cap enrollment as a response
- At the College of Nursing at Iowa
 - In the next 7-10 years
 - 30-35 % of faculty will be retiring

Strategies at the State Level

- Priorities given to individuals interested in teaching
 - Loan repayment programs
 - Support use on clinical areas of BSN prepared nurses
 - Creative programs (BSN-PhD)
 - Support 100 Great Nurses Celebration

Strategies Undertaken and Outcomes

- BSN-PhD program
 - 9 students
- NFLP support
 - Received last 2 years
 - Renewing application
 - Supported 12-15 students
- AACN-Monster care scholarship requests
- Great 100 Nurses Celebration in partnership with IHA, INA and INF
 - Scholarship support (INF)

Resources

- American Association of Colleges of Nursing. Nursing Faculty Shortage Fact Sheet at www.aacn.nche.edu/IDS.
- Iowa Department of Public Health: Division of Health Promotion and Chronic Disease Prevention, Bureau of Health Care Access, Center for Health Workforce Planning. Issue Brief: Status of the Nursing Workforce in Iowa 2005 (January 2005).

- Iowa Department of Public Health: Center for Health Workforce Planning, Bureau of Health Care Access. Nursing Educators in Iowa Speak Out: A Call to Action (June 1, 2004).
- Status of Nursing Supply and Demand in Iowa: 2004. A Presentation to the Government Oversight Committee Prepared by the Center for Health Workforce Planning, Iowa Department of Public Health (September 9, 2004). Prepared by Eileen Gloor.

- Thank you for this opportunity !



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