



Board of Governors

Strategic Planning Committee

January 26, 2006

Nursing Education



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Nursing Education

1. Overview of data indicating a nursing shortage
2. Overview of SUS Nursing Programs
3. Bottleneck for nursing program admissions
4. Funding to increase nursing program capacity
5. Demand vs. degree production
6. Doctor of Nursing Practice



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Nursing Workforce Shortage

Key Issues:

- State & national data indicate shortage of registered nurses
- Low student/faculty ratio limits enrollment capacity
- Shortage of faculty & clinical sites inhibit expansion
- Nursing programs nationwide turn away thousands
- **SUS unable to admit 3,144 applicants in 2005-06***
- Community colleges unable to admit 6,753 in 2005-06.
- Independent institutions have a similar problem

* Some duplication in headcount because many students apply to more than one program.



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Nursing Workforce Shortage

Florida Agency for Workforce Innovation

2004 occupational projections for Registered Nurses:

- 3.14 percent annual growth rate in openings to 2012
- 7,158 annual openings to 2012

2004 occupational projections for Nursing Educators:

- 3.15 percent annual growth rate in openings to 2012
- 75 annual openings to 2012

NOTE: Forecasts may be understating demand because surveys focus on current levels of employment, rather than desired level of staffing.

SOURCE: AWI Labor Market Statistics interactive website, Employment Projections (to 2012), <http://www.labormarketinfo.com/library/ep.htm>



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Nursing Workforce Shortage

Florida Hospital Association

Annual survey of member hospitals:

- 2,987 openings during week of February 22, 2004
- 8.2 % statewide vacancy rate (varies by region)
(1.5 – 20+ %)
- Steady decline in vacancy rate from 15.6 % in 2001
- 10.8 % annual turnover rate statewide (varies by region)
- 21 % report more than 90 days to fill positions (down from 45 % in 2002)
- 93.1 % of member hospitals agree there is a nursing shortage
- 49.3 % consider it severe



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Nursing Workforce Shortage

Florida Center for Nursing

2004 and 2006 fact sheets on the Nursing Workforce:

- 7,158 RNs needed annually through 2012, down from 8,060 forecast in 2004 (2005 AWI data)
- Twice as many RNs licensed by endorsement of out-of-state credentials than by new graduate examination (8,690 vs. 4,677 per Florida Board of Nursing in 2002-03)
- 1.2 million plus new and replacement nurses needed nationally by 2014 (US Labor)
- 46.8 is average age of RN in U.S.
- 55.7 is average age of nursing faculty with doctorate in U.S.



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State University Nursing Programs

Current University Nursing Programs

- 10 Bachelor of Science in Nursing (BSN) for initial licensure
- 8 ASN to BSN programs
- 9 Master of Science in Nursing (MSN) (Includes ARNP)
- 5 Doctoral programs (2 new in 2004)

Enrollments 2005	Degrees Granted 2004-05	Projected Degrees 2012-13
BSN = 6,626	BSN = 1,479	BSN = 2,066
MSN = 1,175	MSN = 427	MSN = 732
Doctoral = 131	Doctoral = 12	Doctorate = 53

In 2004 the SUS produced approximately 27% of the new registered nurse graduates in Florida.



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State University Nursing Programs

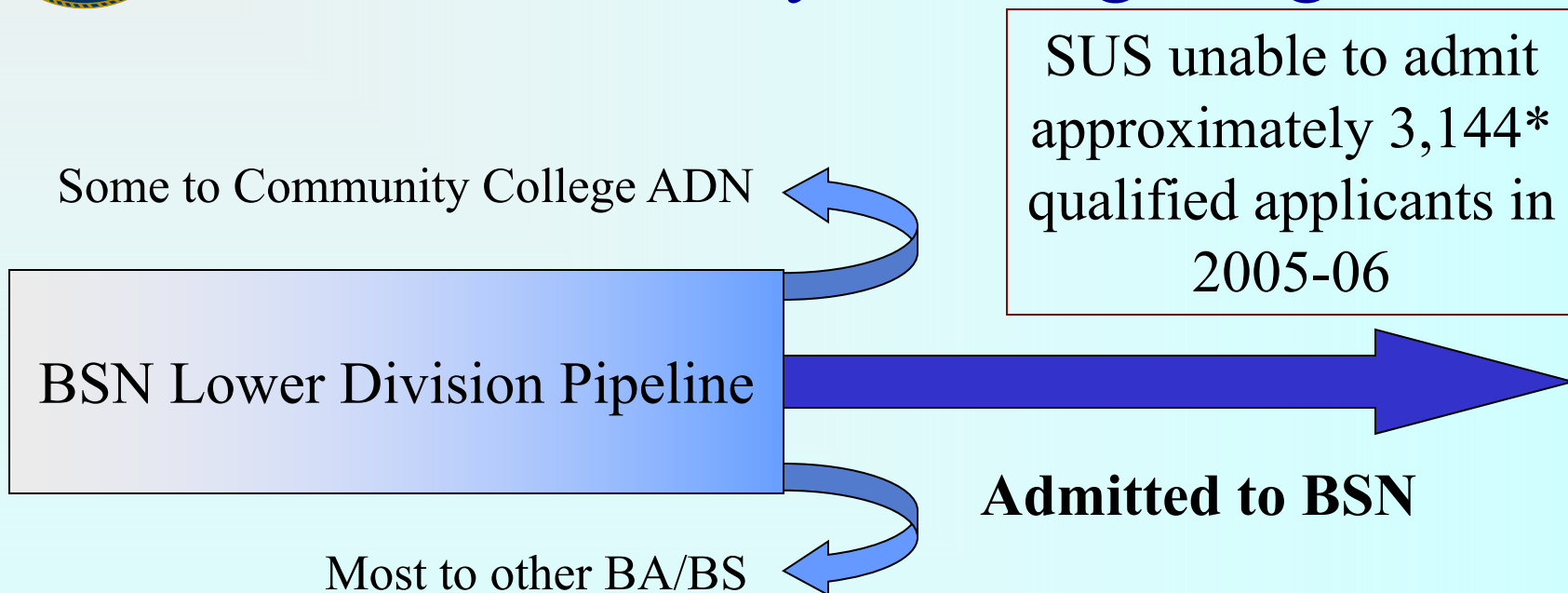
PROGRAM	U F	F S U	F A M U	U S F	U C F	FI U	F A U	U N F	U W F	F G C U
BSN Generic	X	X	X	X	X	X	X	X	X	X
ASN to BSN	X	X		X	X		X	X	X	X
MSN*	X	X	X	X	X	X	X	X		X
Nurse Anesthetist						x		x		
Nurse Practitioner	x	x	x	x	x	x	x	x		x
Nurse Midwifery	x									
PHD, DNS	X			X	X	X	X			

* ALL MSN students can, and increasingly are, being prepared for teaching roles, and are a source of clinical faculty. Those prepared with advanced clinical knowledge (e.g., ARNP, etc) are actually much more versatile in the clinical teaching role because they have advanced clinical nursing knowledge.



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State University Nursing Programs



Year 1	Year 2	Year 3	Year 4
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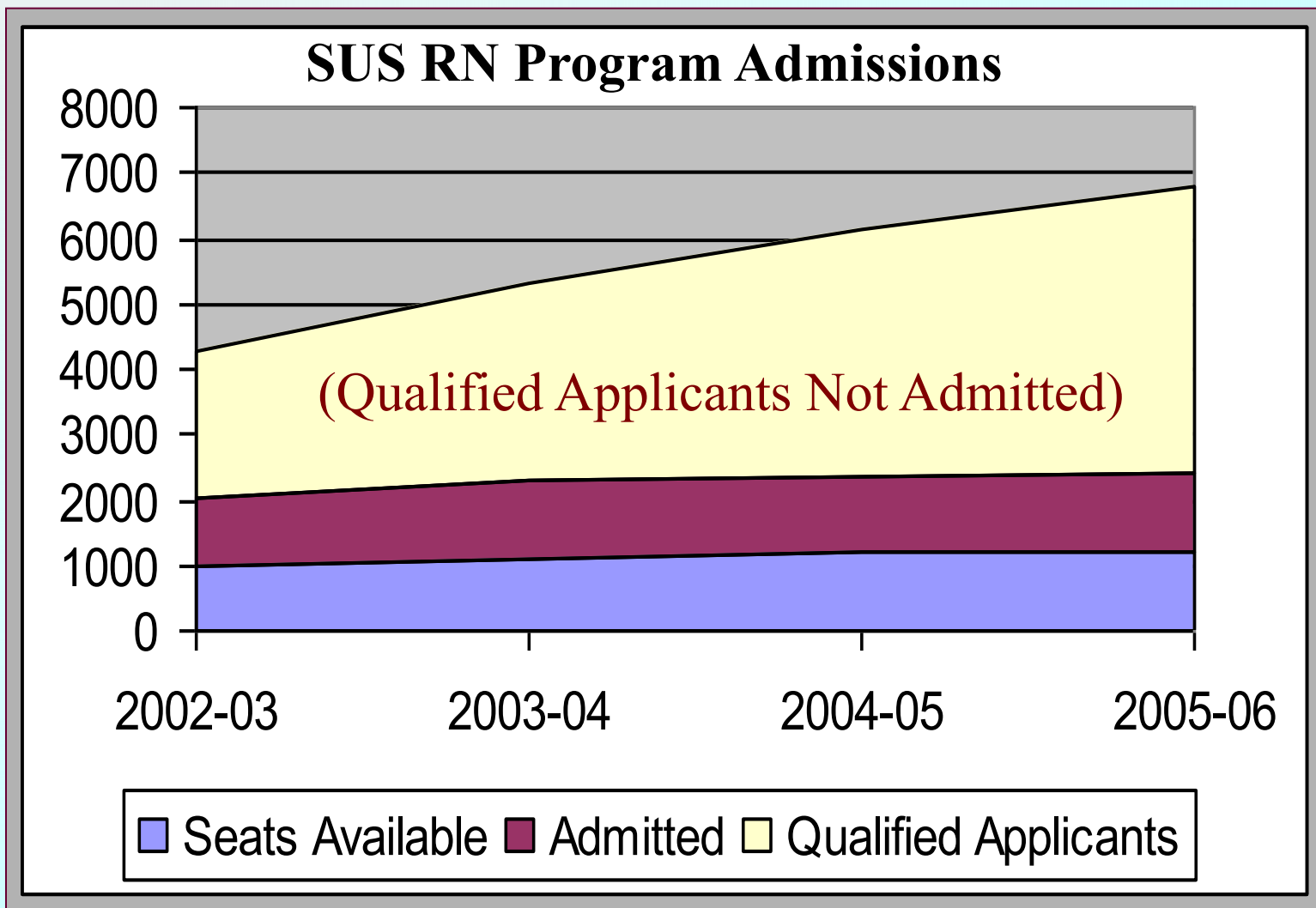
State University Nursing Program Bottleneck

* Some duplication in headcount because many students apply to more than one program.



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State University Nursing Programs



SOURCE: BOG 2005 Nursing Program Admission Survey



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State University Nursing Programs

Major Barriers to Nursing Program Expansion

- Recruitment of Qualified Faculty
 - ✓ aging of current faculty:
 - ✓ graduate enrollment remains relatively flat
 - ✓ salaries in private practice are generally higher
- Funding for:
 - ✓ facilities
 - ✓ adequate clinical sites
 - ✓ scholarships
 - ✓ additional faculty, competitive salaries



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State University Nursing Programs

Alternate Pathways and Acceleration Mechanisms

- Dual enrollment ADN and BSN
- Online and site delivered RN to BSN programs
- Fast Track BSN 2nd degree for other BA/BS grads
- New MSN tracks with an Education Focus
- New RN-BSN/MSN programs
- Expanded use of virtual reality & simulation training
- Interactive television and synchronous distance ed
- Flexible program delivery (accelerate progression and overcome barriers to enrollment)



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Targeted Funding for Nursing

2002-2003 SUS Enrollment Growth for Nursing in Proviso

University	EG \$\$	Nursing \$\$	Percent of EG
UF	\$5,022,825	\$681,000	13.5%
FSU	\$5,215,998	\$701,811	13%
FAMU	\$719,446	\$0	0%
USF	\$7,349,576	\$118,514	1.6%
FAU	\$4,685,353	\$775,646	16.5%
UWF	\$2,723,879	\$262,800	9.6%
UCF	\$12,922,506	\$813,569	6.2%
FIU	\$3,647,898	\$214,356	5.8%
UNF	\$2,315,574	\$70,050	3%
FGCU	\$0	\$0	N/A
NCF	\$121,649	N/A	N/A
TOTAL	\$44,724,704	\$3,637,746	8%

SOURCE: 2004 Report to Legislature based upon survey of universities



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Targeted Funding for Nursing

SUCCEED Grants

The 2005 Florida Legislature created SUCCEED Grants for **Nursing**, Teacher Certification, and High School Career Academies.

- \$10 million available for nursing
- \$4,544,369 to five SUS projects
- Funding for the grants was non-recurring, and
- Non-recurring funds cannot sustain increased enrollments
- Grant period was established as ending June 30, 2006.
- SUS projects primarily address the faculty shortage.
- Some SUS funding provided to community college partners



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Targeted Funding for Nursing

SUS SUCCEED	Projected Increase	Description
UNF/UF \$1,194,378	38 Accl. BSN at UNF 10 Acc. BSN at UF 10 CNL MSN at UF	UNF- targeting accelerated BSN for non-nursing BA/BS UF - targeting MSN Clinical Nurse Leader to lead nursing care
USF \$1,280,794	15 Doctoral	USF - creating a fast-track MSN to DNP targeting local community college and Univ. of Tampa faculty
FSU/ 6 Feeder CC \$366,300	16 (8 MSN, 8 Post Masters Certificate in Nursing Educator)	FSU - targeting community college faculty with only a BSN and practicing MSN nurses to prepare them to be nursing faculty
UCF \$420,397	15 RN-MSN Fast-track 28 MSN 4 PhD	UCF - targeting enrollments in programs that prepare nursing faculty
FIU/MDC \$1,282,500	128 ASN at MDC 70 BSN at FIU (foreign Dr.) 24 MSN at FIU (nurse educator)	Joint proposal between FIU and Miami Dade College to produce more BSN and MSN nurse educators



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Targeted Funding for Nursing

NET Gain Nursing 2006 Legislative Budget Request

- To increase programs' enrollment capacity
- \$13,793,500 in year one
- \$18,960,000 each year thereafter

Goals are to increase graduates from:

- BSN Generic and Accelerated programs
- MSN programs, with emphasis on educator prep
- Doctoral programs to address faculty shortage

Additional Degrees	2006-07	2007-08	2008-09	2009-10	2010-11
BSN	--	253	253	253	253
BSN, Accl.	253	253	253	253	253
MSN	--	94	94	94	94
PhD	--	--	--	25	25



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Meeting the Demand for Nurses

Projected RN Eligible Graduates

	2005	2006	2011	2013
NET Gain	0	253	506	506
SUS	1,479	1,577	2,010	2,066
FL CC ASN	3595	3832	4882	5014
FL RN Needed	7158	7158	7158	7158

NOTES:

SUS increases based upon projected degrees granted for Strategic Plan

Community College numbers based on percentage increase comparable to SUS

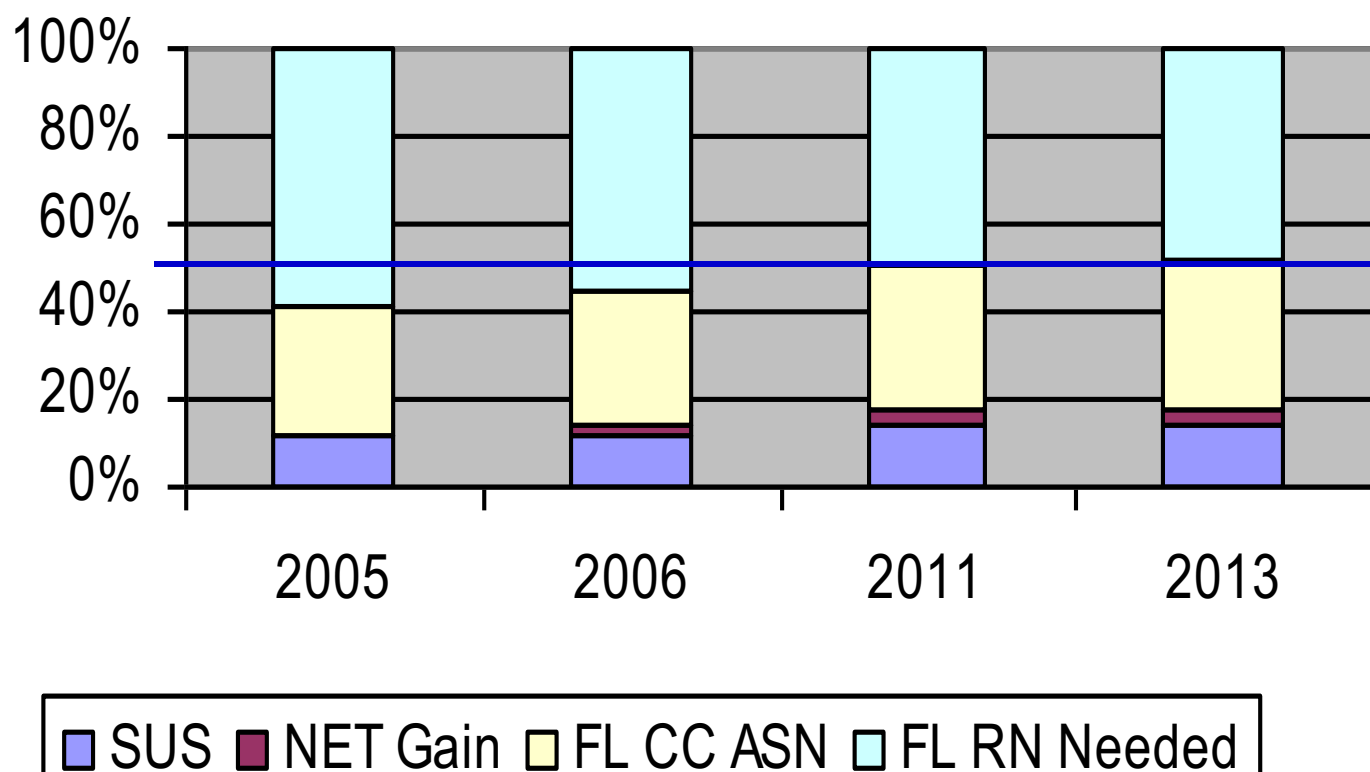
FL RN Needed based upon 2005 AWI projection of 7,158 average annual openings to 2013



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Meeting the Demand for Nurses

Projected RN Eligible Graduates



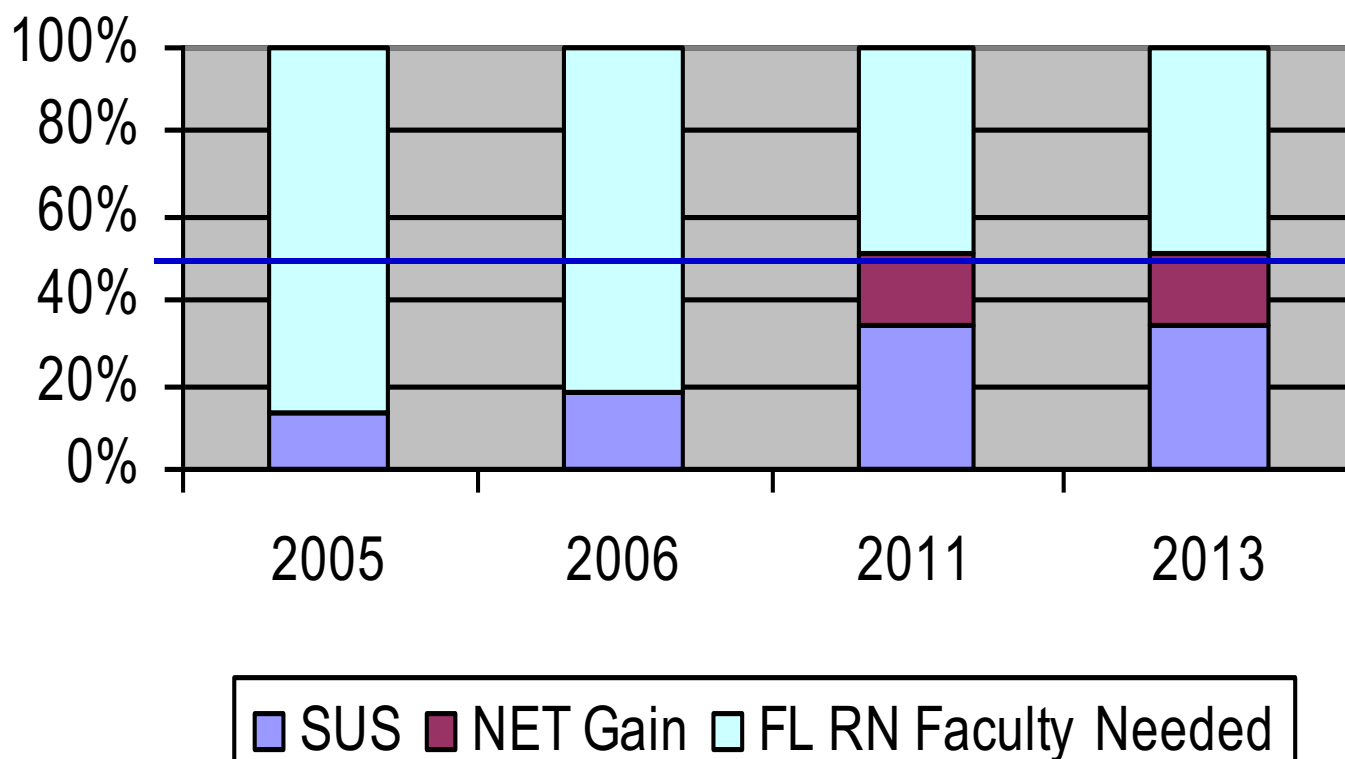
NOTE: 2004 NCLEX Pass Rate for Florida RN Graduates was 83.2 %



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Meeting the Demand for Nurses

Projected Nursing Doctorate Degrees Granted



NOTE: The University of Miami and Barry University also offer nursing doctorates.



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Doctor of Nursing Practice

American Association of Colleges of Nursing (AACN)

“Knowledge required to provide clinical care and leadership in the discipline of nursing has become complex and is changing rapidly, thus there is a need for doctoral level education to prepare advanced practice clinicians and clinical faculty.”

Commission on Collegiate Nursing Education (CCNE)

An autonomous accrediting body of the AACN, will accredit the DNP.



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Doctor of Nursing Practice (DNP)

- DNP focus is preparing individuals for careers in advanced practice nursing, including clinical teaching
- The PhD in nursing focus is preparing individuals for careers in research and as faculty
- DNP recipients will also be eligible for faculty roles
- UF, USF, and FIU are planning to elevate their MSN advanced practitioner programs to a DNP
- By 2015, AACN expects all Advanced Registered Nurse Practitioner (ARNP) programs to be DNP
- DNP will be only nursing practice doctorate eligible for CCNE accreditation



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Doctor of Nursing Practice

American Association of Colleges of Nursing (AACN)

The following benefits of practice-focused doctoral programs have been identified:

- Development of needed advanced competencies for increasingly complex clinical, faculty and leadership roles;
- Enhanced knowledge to improve nursing practice and patient outcomes;
- Enhanced leadership skills to strengthen practice and health care delivery;
- A better match of program requirements, credits and time with the credential earned;



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Doctor of Nursing Practice

American Association of Colleges of Nursing (AACN)

The following benefits of practice-focused doctoral programs have been identified:

- Provision of an advanced educational credential for those who require advanced practice knowledge but do not need or want a strong research focus (e.g., clinical faculty);
- Parity with other health professions, most of which have a doctorate as the credential required for practice;
- Enhanced ability to attract individuals to nursing from non-nursing backgrounds;
- Increased supply of faculty for clinical instruction; and
- An improved image of nursing



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Doctor of Nursing Practice (DNP)

SUS Nursing Program Accreditation:

- 7 programs accredited by Commission on Collegiate Nursing Education (CCNE) (UF, FSU, USF, FAU, UWF, UCF, FGCU)
- 7 programs accredited by National League for Nursing Accrediting Commission (NLNAC) (FAMU, USF, FAU, UCF, FIU, UNF, FGCU)
- Accreditation status exempts the programs from certain rules of the State Board of Education
- CCNE supports AACN position on DNP
- NLNAC has not issued a formal statement on DNP



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Doctor of Nursing Practice (DNP)

Decision Points for Approval of DNP Programs:

1. Is it appropriate for the MSN advanced nurse practitioner program(s) to be elevated to a DNP?
2. Should other MSN programs also be elevated to the DNP? (e.g., Clinical Nurse Leader)
3. What should the approval process be for a DNP?
 - a. All DNP proposals to BOG for a decision.
 - b. University with nursing doctorate can implement with UBOT approval, subject to satisfactory review by BOG staff. All others to BOG for decision.