

Nursing Shortage: BIG Challenges require BIG Solutions

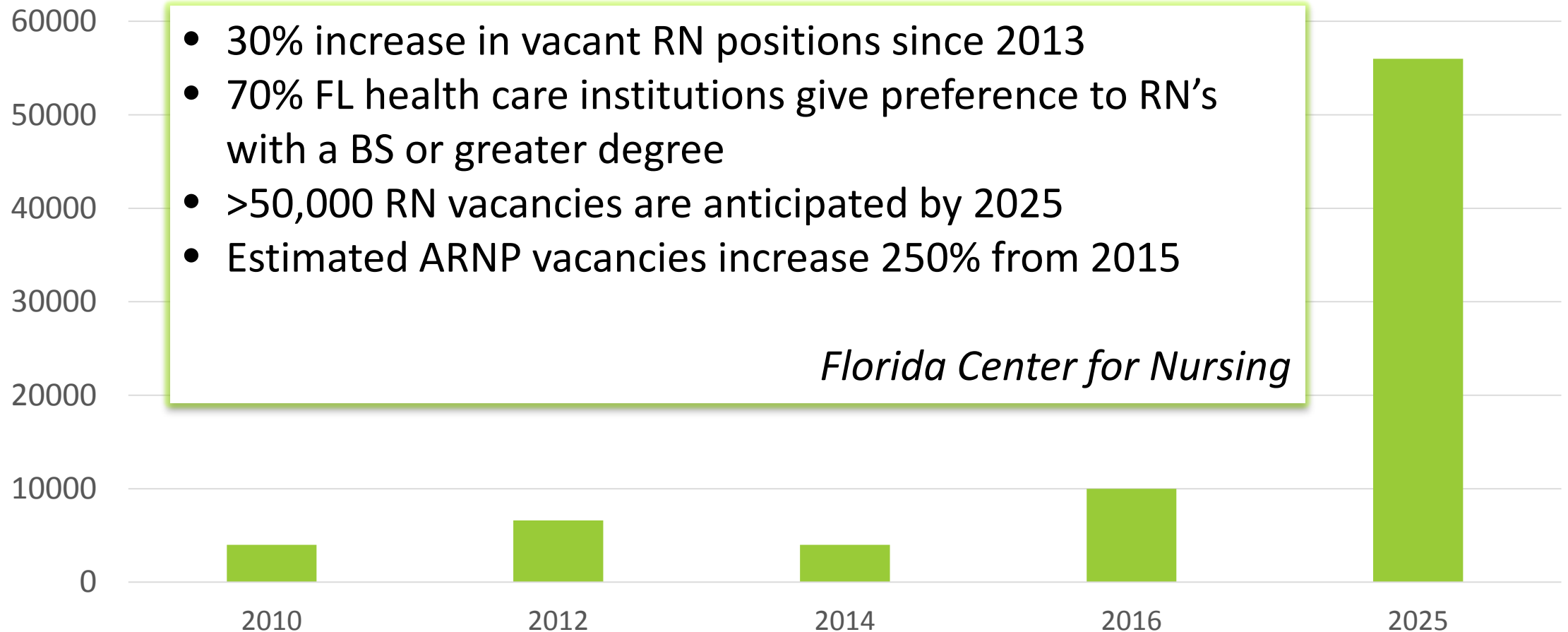
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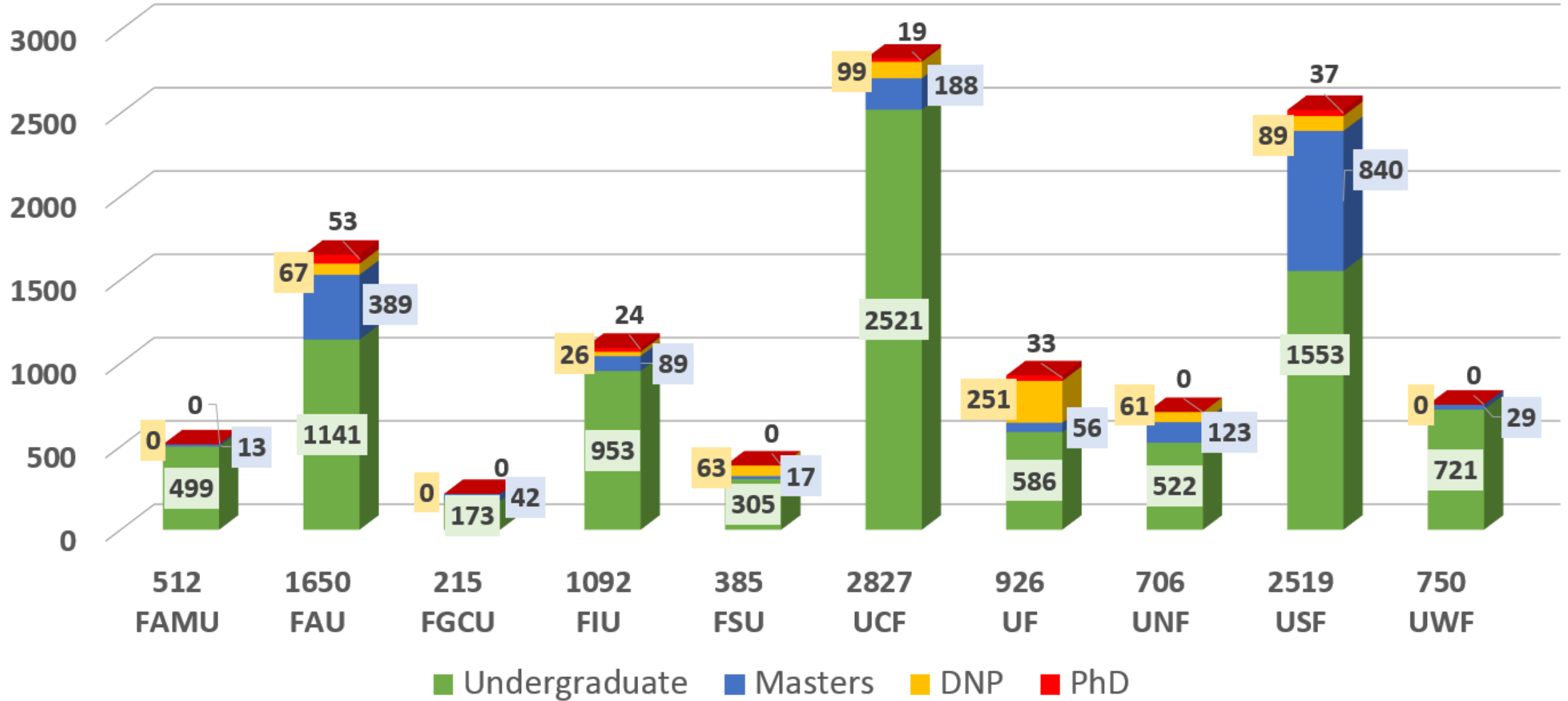
SENIOR ASSOCIATE VICE PRESIDENT USF HEALTH



Florida's Nursing Workforce: Past, Present & Future Vacancies



SUS College of Nursing Enrollments 2014



SUS Board of Governors http://www.flbog.edu/resources/iud/enrollment_search.php, accessed 11/21/15

Why a Focus on Faculty

U.S. nursing schools turned away 68,938 qualified applicants from baccalaureate and graduate nursing programs in 2014 due to an insufficient number of faculty

70% of public universities in Florida reported difficulties in hiring faculty as barrier to educating more students

Behind every nurse who touches a life, there is a nursing educator



Pipeline for Nursing: Nursing faculty 1 year impact

On average one Faculty touches
300 students/per year



Each graduate cares for approximately
1920 patients per year

Total patient impact 576,000

Pipeline for Nursing: Nursing faculty 40 year impact

40 year career = @12,000 nursing students over a lifetime



Each graduate cares for approximately
76800 patients over a lifetime

Total patient impact over 40 years ≈ **23 million**

Reasons for Faculty Shortage

Anticipated retirements - average age of doctorally-prepared nursing professors is 62

Higher compensation in clinical and private-sector settings

Increasing responsibilities to maintain license and accreditation demands creates significantly heavier workloads

Current Tuition/Fee Rates \neq Cost of Education
More complex care = more complex education

Minimal Financial Support For PhD Students and Early Career Faculty

NIH Changes to Pre/Post-doc Awards (current SUS R01s = 8)

A Week in the Life of a Nursing Faculty

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Morning		Teach UG class from 9-12 @90 students	Clinical Site Visit in Ocala to evaluate 1 FNP student	Teach UG class from 9-12 @90 students	Teach IPE class from 9-12 @40 students	College Committee meeting Faculty Council Meeting	Practice – maintain professional certification
Afternoon	Work on Journal Article and grant	Writing group University Committee Meeting	Office Hours from 2-4 Prepare for classes including test construction	Clinical site visit in Ft. Myers to evaluate 1 FNP student	Simulation lab hours 1-3 Grant work with team	Training session in the computer lab on new online education system	Practice – maintain professional certification
Evening	Grade papers, review lectures	Grade papers	Teach Grad class 7-10	Attend workshop on main campus	Grade papers	Meet with junior faculty mentees	Review emails

Two-prong approach to nursing faculty shortage



Build capacity

Expanding the faculty workforce

Solidify the Base

Developing, Maintaining &
Advancing Current Faculty

A Recommendation for Recruiting and Retention of Nursing Faculty: INFORM

USF Institute for Nursing Faculty Recruitment, Retention, and Mentoring (INFORM)

Formal mentoring program for faculty

- Develop network of mentors for content (subject matter), research/scholarship, educational process, & professional development

4 core components of INFORM

- Open-forum Scientific Discourse
- Evidence-Base for Educational Practice
- Dissemination of Best Practices in Education, Research & Practice
- Academic Citizenship/Professional Role

INFORM: Open-Forum Scientific Discourse

Opportunities for junior and senior scientists to develop ideas & get feedback on proposed research

- Scientific Inquiry Forums
- Journal Club to review latest research articles

Scientists provide overview of junior scientist's work who solicit specific feedback

Discussants from other disciplines (e.g. College of Engineering, Center for Entrepreneurship/College of Business) are invited

INFORM: Evidence Base for Educational Practice

Prepare nurse educators recruited from nursing practice or nurse-scientist training programs

Provide expertise in educational practice

Journal Club to review Evidence-Based Teaching/Learning Journal Articles

Examples of seminar topics include:

- *How Learning Works: Seven Research-Based Principles for Smart Teaching*
- 3D model of debriefing
- experiential learning
- interprofessional education
- diversity of learners and learning styles
- evidence based instructional strategies
- supporting veteran students

INFORM: Dissemination of Best Practices in Education, Research & Practice

Scholarship and dissemination critical for successful academic careers

Strategy to mentor and engage faculty in scholarly writing, develop necessary skills and work habits, and build confidence

Senior faculty provide direction, goal-setting, input and review of manuscripts in progress

Special Seminars: *Writing Your Journal Article in 12 Weeks*

INFORM: Academic Citizenship/Professional Roles

Addresses needs for central knowledge and skills related to faculty role development

Understanding contribution to the mission of home university and FL SUS

Topics for discussion led by senior faculty include:

- academic culture
- balancing responsibilities
- establishing peer network for support across
- setting goals (5-year, 3-year, semester-academic year, monthly weekly, daily)
- presenting yourself and promoting your work
- collaborations with college, university, institutions within the SUS

Recommendations for Recruiting and Retaining Nursing Faculty: Budgetary implications (1 of 2)

Recommendation	Est. Cost Mid	@Cost Low	@Cost High
“Train the trainers” to implement INFORM across SUS	312,500	275,000	350,000
24 Senior INFORM Champion Faculty\SUS Nursing Dean’s meetings (1-4 champions per institution based on capacity)	1,060,000	880,000	1,600,000
25% release time to mentor teams of 2 to 3 junior faculty (1-2 senior faculty per institution)	750,000	500,000	1,000,000
25% release time/mini-INFORM sabbatical for newly tenured faculty to mentor junior faculty (5-10 faculty per institution)	300,000	200,000	400,000
Monies directed towards recruitment initiatives	250,000	100,000	400,000
Jonas award matches (@10 throughout SUS)	300,000	300,000	300,000
FL SUS Institutional Post-docs for all PhD granting institutions (1-3 per institution)	800,000	100,000	1,500,000
FL SUS Institutional Pre-docs for all PhD granting institutions (1-2 per institution)	525,000	350,000	700,000
Sub-Total	\$4,297,500	\$2,705,000	\$5,890,000

Recommendations for Recruiting and Retaining Nursing Faculty: Budgetary implications (2 of 2)

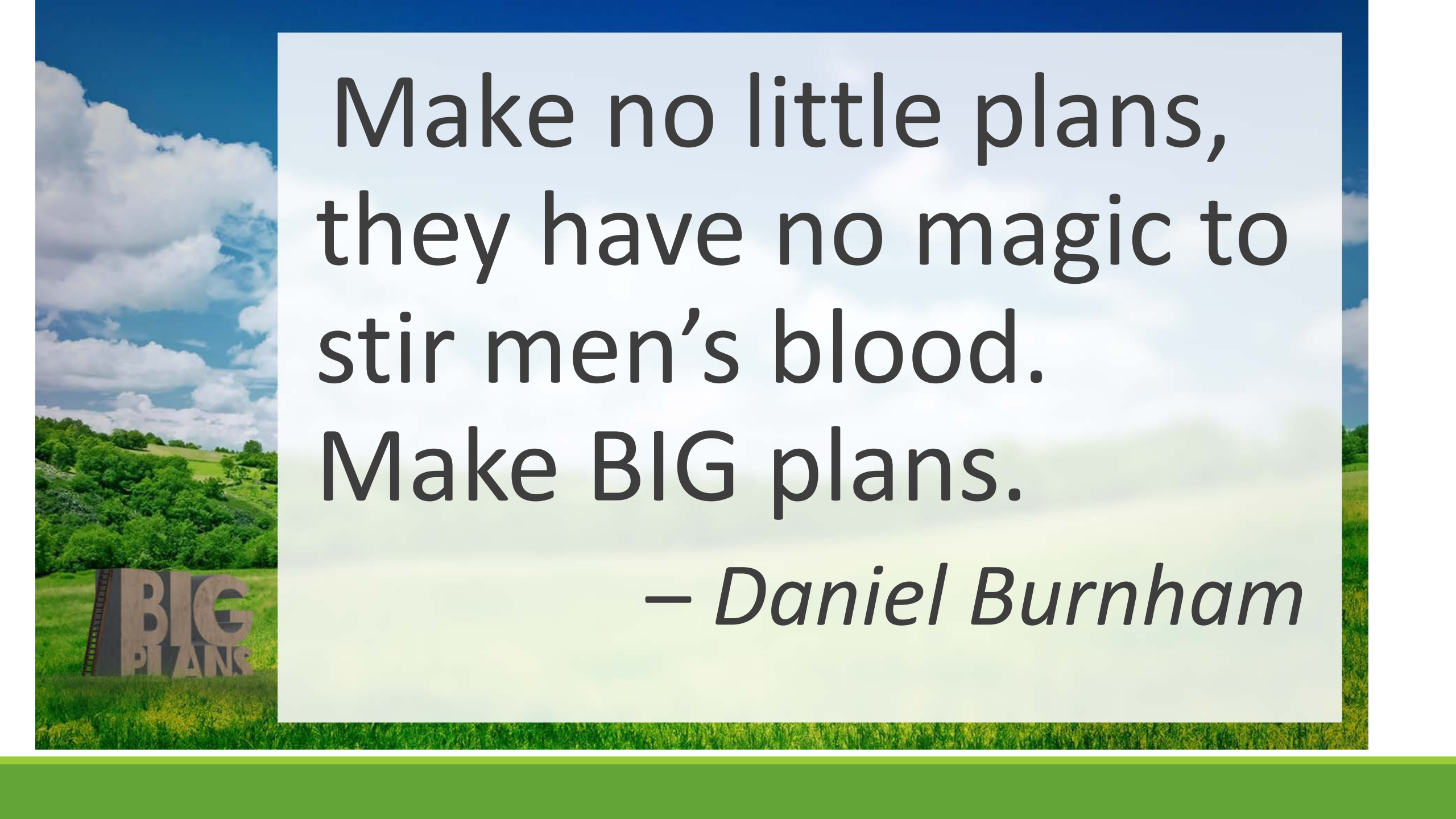
Recommendation	@Cost Mid	@Cost Low	@Cost High
Pre-tenure partial sabbatical release time (10-20 faculty across SUS institutions)	450,000	300,000	600,000
Recruitment and start-up packages (pilot funding, RA, release time) 1-3 per institution	862,500	575,000	1,150,000
Loan forgiveness for faculty to facilitate recruitment	400,000	300,000	500,000
FL SUS Consortium (distance clinical site evaluation, PhD education, etc.)	150,000	150,000	150,000
Sub-Total	1862500	1,325,000	2,400,000
Total	\$6,160,000	\$4,030,000	\$8,290,000

BIG challenges require BIG solutions

Be **BOLD** in embracing new initiatives

Be **INTENTIONAL** in providing sufficient support where it can truly make a difference

Be **GENUINE** in your public service by improving the health of Florida residents through high quality nursing education



Make no little plans,
they have no magic to
stir men's blood.
Make BIG plans.

– *Daniel Burnham*