

**State University System  
Education and General  
2017-2018 Legislative Budget Request  
Form I**

<b>University(s):</b>	<b>10 SUS institutions with nursing schools: University of West Florida, University of North Florida, Florida A&amp;M University, Florida State University, University of Florida, University of Central Florida, University of South Florida, Florida Gulf Coast University, Florida Atlantic University, and Florida International University</b>
<b>Issue Title:</b>	<b>Nursing Faculty Recruitment and Retention Program</b>
<b>Priority Number</b>	
<b>Recurring Funds Requested:</b>	
<b>Non-Recurring Funds Requested:</b>	<b>\$15,000,000</b>
<b>Total Funds Requested:</b>	<b>\$15,000,000</b>
<b>Please check the issue type below:</b>	
<b>Shared Services/System-Wide Issue for Fiscal Year 2017-2018</b>	<input checked="" type="checkbox"/>
<b>New Issue for Fiscal Year 2017-2018</b>	<input checked="" type="checkbox"/>

- I. Description** – 1. Describe the service or program to be provided and how this issue aligns with the goals and objectives of the strategic priorities and the 2016 Work Plan established by your institution (include whether this is a new or expanded service/program). If expanded, what has been accomplished with the current service/program? 2. Describe any projected impact on academic programs, student enrollments, and student services.

The Nursing Faculty Recruitment and Retention Program was developed as a response to the findings from a year-long environmental scan of health topics undertaken by the Health Initiatives Committee of the Board of Governors. A scan of Florida’s healthcare workforce, healthcare delivery and health-related research as they relate to the State University System (SUS) informed the Committee’s development of a Health Strategic Plan. The Health Strategic Plan was unanimously approved by the Board of Governors in March 2016.

The priorities and strategies established in the Strategic Plan, which serve as the foundational work of this program, was guided by a collaboration between the Board of Governors and an advisory group to the Health Initiatives Committee consisting of representatives of the Florida Council of Medical School Deans, the Florida Department of Health, the Florida Medical Association, the Florida Center for Nursing, the Florida Hospital Association, and the SUS Vice Presidents for Research. The Deans and Directors of the SUS nursing programs also provided input on the barriers they face in increasing the capacity of the bachelors, masters, and doctoral nursing programs.

The first goal of the Health Strategic Plan is to meet the health workforce needs of Florida. In conducting a gap analysis of Florida's future workforce needs, the Committee found that Florida will definitely face a shortage of nurses. Currently the SUS nursing programs only contribute 11% of all new nurses licensed annually. The Committee also learned that the number one limitation to meeting the demand for nurses in Florida is a shortage of nursing faculty.

A strategic increase in the number of nursing faculty for the SUS would achieve two aims. First, it would move Florida forward on the percent of registered nurses with bachelor's degrees, as recommended in the 2010 Institute of Medicine report *The Future of Nursing: Leading Change, Advancing Health*. The report suggests 80% of registered nurses nationally should hold a baccalaureate degree by 2020. Currently, only 46% of working registered nurses in Florida hold a baccalaureate degree or higher. Despite the addition of RN-BSN completion programs across the state, Florida will not be able to reach the 80% goal by 2020 without expanding program capacity -- which requires more nursing faculty. Second, an increase in the number of faculty would also allow programs to increase capacity in the masters and doctoral programs. These programs prepare Ph.D. students to become faculty and fill leadership roles in clinical settings and prepare Advanced Practice Nurses who can teach as clinical faculty.

Recruiting and retaining faculty in the short-term and building up the nursing faculty pipeline in the long-term are critical steps in meeting student demand for SUS nursing programs and employer demand for nurses with advanced education. Faculty shortages are of particular concern with a national nursing faculty vacancy rate of 7.1% according to the most recent survey conducted by the American Association of Colleges of Nursing. This vacancy rate translates into 1,328 faculty vacancies across 741 nursing colleges and schools nationally (AACN, 2015). Nursing schools who need to hire additional full-time faculty cited the following barriers: insufficient funds to hire new faculty (65.4%), unwillingness of administration to commit to additional full-time positions (53.1%), inability to recruit qualified faculty due to competition in other job markets (36.2%), and a critical shortage of qualified applicants (22.3%). AACN also reported that 90.7% of faculty vacancies require or prefer doctoral degree, however there is a critical shortage of nurses prepared at this level.

The SUS is seeking \$15 million in state support for a program that will award funds to cover innovative strategies that target the recruitment and/or retention of nursing faculty. The nursing schools are expected to demonstrate how one-time funds will increase the number of nursing faculty in Florida, and how that will in turn lead to increases in SUS

nursing program capacity. Program funds will be used to cover direct expenses incurred in the recruitment or retention of nursing faculty.

Proposed activities may include:

a) one-time funds used for non-recurring strategies associated with the recruitment and hiring process such as sign-on bonuses, loan forgiveness, start-up packages for research, or partnership development for joint appointments and/or

b) multi-year, but short-term, funding for retention strategies (such as providing release time for mentoring, awarding pre- and post-doctoral researcher salaries, employing adjuncts to fill voids for low teaching loads, or creating professional development opportunities).

The SUS nursing schools will prepare project proposals that support the recruitment and/or retention of nursing faculty through innovative programs showing a clear return on investment and capacity-building for educating additional nurses in Florida. Each of the SUS nursing schools may apply for a grant by themselves or they may partner with other SUS nursing schools if a greater return on investment is expected. Funded projects will have three years to spend the one-time funds and will report on project outcomes for six years.

Projects that receive support from this program will be evaluated on the number of new faculty hired and the number of faculty retained. Participating nursing schools will also project and track additional program capacity in specific nursing programs that will result from increased numbers of nursing faculty. Projects that include a commitment of additional university support for nursing faculty salaries should be given priority.

**II. Return on Investment** - *Describe the outcome(s) anticipated, dashboard indicator(s) to be improved, or return on investment. Be specific. For example, if this issue focuses on improving retention rates, indicate the current retention rate and the expected increase in the retention rate. Similarly, if it focuses on expanding access to academic programs or student services, indicate the current and expected outcomes.*

The following categories of benefits are expected from implementation of the competitive program:

1) Efficient Retention and Recruitment for the Nursing Faculty Pipeline

- Investment in the program is expected to increase the nurse faculty pipeline in both the short and long-term. The pipeline can be increased in the long-term if schools put new faculty efforts towards growth in Ph.D. programs or ARNP tracks that emphasize teaching.
- The program allows the SUS nursing schools to be competitive in a tight national market for nursing faculty.
- Where faculty salaries are increased with university funds under this program, the nursing schools are more likely to successfully recruit practicing clinical nurses with valuable skills who can educate the next generation of nurses and nursing faculty.

2) Better Healthcare Aims

- Increasing the education level of nurses has been demonstrated to improve health outcomes for patients. Several recent studies show that a 10% increase in the number of nurses with a BSN result in a 7-10% decrease in patient mortality.
- Research efforts of new and retained faculty will contribute to better teaching and better care in the field. Programs that put new faculty resources into graduate programs may enhance the research training of students as well. These students will go on to apply research skills in leadership positions within healthcare.

3) Economic Development and Workforce Aims

- Nurses with advanced education make higher salaries.
- A financial boost to the faculty recruitment and retention efforts of the SUS nursing programs will contribute to sustainable capacity growth across the System. The investment will create programs that can employ new faculty resources to meet student demand for high-quality and affordable nursing programs.
- The ultimate outcome expected from the investment is meeting the workforce demand and reducing shortages of nurses at all levels by expanding SUS program capacity.

**III. Facilities** *(If this issue requires an expansion or construction of a facility, please complete the following table.):*

	<b>Facility Project Title</b>	<b>Fiscal Year</b>	<b>Amount Requested</b>	<b>Priority Number</b>
1.	N/A			
2.				