Using Data to Make the Case for a Pending or Actual Nurse Faculty Shortage

Louisiana’s Journey

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President, National Forum of State Nursing Workforce Centers
Participant Outcomes

Following this presentation, participants will be able to:

- List three contributing factors that indicate that Louisiana may be experiencing a nurse faculty shortage.
- Identify three factors that may contribute to a pending or actual nurse faculty shortage in Louisiana.
- Articulate a minimum of two recommendations to address an actual or pending nurse faculty shortage in Louisiana.
Why Is This Topic Important?

- Looking ahead to 2025, the nation’s nursing workforce will be challenged by:
  - The aging of 76 million Baby Boomers, most of whom have multiple chronic diseases;
  - Physician shortages and the uneven geographic distribution of primary care and specialist physicians which will shift increasing amounts of healthcare delivery onto RNs and APRNs, who will need to find ways to maintain the public’s access to care, particularly in rural and other underserved areas;
  - The retirement of a significant segment of the RN workforce and the annual loss of millions of years of nursing experience (Buerhaus et al., 2017); and
  - The projected growth of the employment of registered nurses by 15% from 2016 to 2026, much faster than the average for all occupations (BLS, 2018).
Is Nursing Education Strategically Positioned To Prepare the Nursing Workforce That Will Be Able to Address These Challenges?
In 2016, U.S. nursing schools turned away 64,067 qualified applicants from baccalaureate and graduate nursing programs due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors and budget constraints (AACN, 2017).

In October 2016, in a survey of 821 baccalaureate and/or graduate nursing schools across the country, a total of 1,567 faculty vacancies were reported and in addition to the vacancies, schools cited the need to create an additional 133 faculty positions to accommodate student demand (AACN, 2016).

According to the American Association of Nurse Practitioners, the average salary of a nurse practitioner, across settings and specialties, is $97,083; AACN reported in 2016 that the average salary for a master’s-prepared Assistant Professor in schools of nursing was $77,022. A difference of approximately $20,000 a year.
In 2017, a total of 1,406 qualified applicants to Louisiana’s pre-RN programs were denied admission.

A review of the last four Louisiana State Board of Nursing annual reports (2014–2017) revealed that the top three reasons why qualified applicants were not admitted were: budgeted faculty positions were not available; faculty salary was not competitive; and qualified faculty were not available.

Between 2012 and 2016 there was a:
- 12% decrease in the number of students enrolled in pre-RN programs;
- 10% decrease in the total number of graduates from pre-RN programs;
- 12.3% decrease in the number of budgeted full-time faculty positions;
- 44.0% increase in the number of vacant faculty positions;
- 17.0% increase in the number of nurse faculty resignations; and
- 3 percentage point increase in the nurse faculty vacancy rate (4.5% in 2012 to 7.5% in 2016).

In 2016, approximately 22% (169) of the nurse faculty teaching in Louisiana’s pre-RN programs were 61+ years of age.
What Factors Are Contributing to a Pending or Actual Nurse Faculty Shortage in Louisiana?

The Louisiana Center for Nursing received funding in August 2017 from the Louisiana Health Works Commission to survey nursing faculty teaching in Louisiana’s LPN, RN, and Graduate Nursing Programs using the Massachusetts Nursing Workload Faculty Survey (2015) in an effort to identify factors that may be contributing to a pending or actual nurse faculty shortage in Louisiana.
Methods

- Nurse Faculty Survey Team Established - 1st Meeting 11/1/2017
  - Louisiana Association of Independent Colleges (LAICU)
  - Louisiana Center for Nursing (LCN)
  - Louisiana Community and Technical College System (LCTCS)
  - Louisiana Council of Administrators of Nursing Education (LaCANE)
  - Louisiana League for Nursing
  - Louisiana State Board of Practical Nurse Examiners (LSBPNE)
  - Louisiana State Board of Nursing (LSBN)
- Nurse Faculty email addresses were submitted to LCN by the Deans and Directors for the majority of the schools of nursing.
- 1,025 surveys were launched on January 22, 2018 with 15 bounce backs
- The survey was closed on March 5th with 508 completed surveys = 50% Response Rate
Is There a Nurse Faculty Shortage in Louisiana? (N=508)
A Snapshot of the Respondents to the 2018 Nurse Faculty Survey in Louisiana

Age
- Under 40: 6%
- 40-49: 27%
- 50-59: 16%
- 60-69: 23%
- 70+: 32%

Gender
- Male: 6%
- Female: 94%
Highest Degree Earned (N=508)

- Associate in nursing: 6.30%
- Bachelor in nursing: 8.46%
- Masters in nursing: 43.11%
- Enrolled in a Masters in nursing program: 1.97%
- Masters in another field: 0.79%
- Doctorate in nursing: PhD: 7.68%
- Doctorate in nursing: DNP: 11.61%
- Doctorate in another field: 7.28%
- Enrolled in doctoral program: PhD: 3.54%
- Enrolled in doctoral program: DNP: 3.15%
- Other (please specify): 6.10%
The chart shows the distribution of academic ranks among university faculty:

- **Instructor**: 40%
- **Assistant Professor**: 34%
- **Associate Professor**: 12%
- **Professor**: 7%
- **Other**: 7%
Paid Positions Held in Nursing Education

Faculty Holding a Joint Appointment
Employment Status as a Nurse Faculty

Part-time/Adjunct Nurse Faculty Interest in Pursuing a Full-Time Nurse Faculty Position

- **Employment Status as a Nurse Faculty**
  - Full time: 85%
  - Adjunct/Part-time: 11%
  - Other: 3%

- **Part-time/Adjunct Nurse Faculty Interest in Pursuing a Full-Time Nurse Faculty Position**
  - Yes: 24%
  - No: 56%
  - No Positions Available: 19%
Faculty Tenure Status

- Tenured faculty member: 19.88%
- On tenure track, but not tenured yet: 20.28%
- Not on tenure track: 34.25%
- Tenure track faculty position is not offered: 25.59%
<table>
<thead>
<tr>
<th>Years</th>
<th>Total Years as a Nurse Faculty</th>
<th>Number of Years as a Nurse Faculty at Primary Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 5</td>
<td>164 (37%)</td>
<td>227 (48%)</td>
</tr>
<tr>
<td>6-10</td>
<td>94 (21%)</td>
<td>104 (22%)</td>
</tr>
<tr>
<td>11-15</td>
<td>86 (19%)</td>
<td>82 (17%)</td>
</tr>
<tr>
<td>16-20</td>
<td>36 (8%)</td>
<td>29 (6%)</td>
</tr>
<tr>
<td>21-25</td>
<td>21 (5%)</td>
<td>14 (3%)</td>
</tr>
<tr>
<td>26-30</td>
<td>24 (5%)</td>
<td>15 (3%)</td>
</tr>
<tr>
<td>&gt;31</td>
<td>18 (4%)</td>
<td>6 (1%)</td>
</tr>
</tbody>
</table>

Total Years Teaching and Years Teaching At Primary Institution

- Over one third (37%) of the respondents have been nurse faculty for less than 5 years
- Nearly half (48%) of the respondents have been at their primary institutions for less than 5 years
- Over two thirds (69%) of the respondents reported teaching at their primary institutions for ten years or less.
Teaching Preparation

Courses in Nursing Education
- Yes: 59%
- No: 41%

Credentialed as a CNE
- Yes: 12%
- No: 88%
Primary Employment According to Regional Labor Market Area (N=503)
Job Dissatisfaction

- Salary: 61%
- Recognition: 28%
- Decisionmaking: 31%
- Career Advancement: 34%
- Support for Research: 34%
- Support for Community Service: 25%
- Workload: 33%
Reasons Likely to Leave Primary Academic Institution

- Retirement: 57%
- Workload: 21%
- Salary: 43%
- Flexibility: 25%
- Career Advancement: 18%
- Opportunity to Use Skills: 16%
- Better Benefits: 13%
- Autonomy: 12%
- Career Development: 11%
- Job Security: 10%
How Likely Are You to Leave Your Current Teaching Position in 1, 5, and 10 Years?

- **1 Year**
  - Very Likely: 53%
  - Somewhat Likely: 22%
  - Not Very Likely: 13%
  - Not at all Likely: 8%
  - Don’t Know: 4%

- **5 Years**
  - Very Likely: 20%
  - Somewhat Likely: 24%
  - Not Very Likely: 24%
  - Not at all Likely: 7%
  - Don’t Know: 4%

- **10 Years**
  - Very Likely: 20%
  - Somewhat Likely: 13%
  - Not Very Likely: 12%
  - Not at all Likely: 11%
  - Don’t Know: 7%
<table>
<thead>
<tr>
<th></th>
<th>Leave in One Year Overall</th>
<th>Leave in One Year LPN Faculty</th>
<th>Leave in One Year RN Faculty</th>
<th>Leave in One Year Graduate Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Workload</strong></td>
<td>-.29*** 427</td>
<td>-.35** 86</td>
<td>-.29*** 259</td>
<td>-.23* 72</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>-.23*** 397</td>
<td>-.32** 80</td>
<td>-.23*** 240</td>
<td>-.21 70</td>
</tr>
<tr>
<td><strong>Salary</strong></td>
<td>-.22*** 427</td>
<td>-.33** 82</td>
<td>-.16** 264</td>
<td>-.23* 70</td>
</tr>
<tr>
<td><strong>Job Security</strong></td>
<td>-.34*** 421</td>
<td>-.51*** 85</td>
<td>-.31*** 254</td>
<td>-.23* 73</td>
</tr>
<tr>
<td><strong>Job Flexibility</strong></td>
<td>-.30*** 435</td>
<td>-.37*** 86</td>
<td>-.32*** 267</td>
<td>-.18 73</td>
</tr>
<tr>
<td><strong>Recognition</strong></td>
<td>-.38*** 436</td>
<td>-.41*** 86</td>
<td>-.38*** 267</td>
<td>-.35** 74</td>
</tr>
<tr>
<td><strong>Supervision</strong></td>
<td>-.35*** 434</td>
<td>-.51*** 43486</td>
<td>-.27*** 265</td>
<td>-.37** 74</td>
</tr>
<tr>
<td><strong>Administration</strong></td>
<td>-.38*** 436</td>
<td>-.42*** 87</td>
<td>-.35*** 266</td>
<td>-.40*** 74</td>
</tr>
<tr>
<td><strong>Accomplishment</strong></td>
<td>-.34*** 436</td>
<td>-.44*** 87</td>
<td>-.32*** 266</td>
<td>-.29* 74</td>
</tr>
<tr>
<td><strong>Professional Growth</strong></td>
<td>-.38*** 431</td>
<td>-.39*** 87</td>
<td>-.36*** 262</td>
<td>-.37** 73</td>
</tr>
</tbody>
</table>
**Next Steps**

- Complete multivariate analysis on the data obtained from the Nurse Faculty Shortage Survey to further evaluate relationships between specific indicators of job dissatisfaction and reasons for leaving current faculty positions.
- Develop a report based on findings from the Nurse Faculty Survey to be presented to the Nursing Supply and Demand Council and the Louisiana Health Works Commission with recommendations to address the nurse faculty shortage in Louisiana with emphasis on:
  - The role of Administration in the recruitment and retention of new nurse faculty;
  - Mentoring New Nurse Faculty;
  - Developing innovative strategies to financially assist future nurse faculty with advancing their education;
  - Engaging non-nursing stakeholders such as legislators and health care systems in conversations about the nurse faculty shortage in LA.
LCN Nurse Faculty Survey Team

- Dr. Bronwyn Doyle - Louisiana Association of Independent Colleges (LAICU)
- Dr. Cynthia Bienemy - Louisiana Center for Nursing (LCN)
- Dr. Wendi Palermo - Louisiana Community and Technical College System (LCTCS)
- Dr. Dana Clawson - Louisiana Council of Administrators of Nursing Education (LaCANE)
- Dr. Edna Hall - Louisiana League for Nursing
- Ms. Johnette Kay - Louisiana State Board of Practical Nurse Examiners (LSBPNE)
- Dr. Patricia Dufrene - Louisiana State Board of Nursing (LSBN)
Thank You!

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