

Environmental Scan of New Jersey's Nursing Faculty Shortage

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Environmental Scan

- Provide RWJF senior staff with data on the current nursing faculty workforce environment in New Jersey
- Collaborate with other RWJF consultants conducting national scans
- Convene a forum of the NJ-AAN to confirm initial findings and discuss gaps in knowledge and potential solutions

Factors Underlying Nursing Faculty Shortage

- Demand for nurses
- Competition from practice arena
- Extensive retirements so cross-sectional data do not reflect the urgency of the problem

Factors Underlying Nursing Faculty Shortage

- Late age at entry into doctoral study, part-time doctoral study; 46 years when complete doctoral degree and retire at 62
- Culture of requiring practice before graduate education

NJ Nursing Education Basics

- Doctorally prepared
 - Programs= 2 nursing and 1 urban health based in a school of nursing
 - 2005 Graduates= 3

- Masters-prepared
 - Programs=11
 - 2005 graduates=197

- Baccalaureate (generic and BSN)
 - Programs= 17
 - 2005 graduates=758

- Diploma/associate degree
 - Programs=24
 - Annual graduates=1614

Focus of Environmental Scan

- Pipeline to nursing faculty workforce
- Baccalaureate, masters, and doctoral programs

Activities

- Literature review of reports by national and NJ experts on the nursing faculty shortage
- Internet searches for nursing curricula, faculty credentials and other public information to inform the scan

Activities

- Interviews with Deans in the three schools with PhD programs
- Interviews with selected nursing education experts

Review of Recent Literature on Nursing Faculty Shortage

- Dickson and Flynn publications from the NJ Collaborating Center for Nursing
 - Dickson, Flynn & Beal, 2004
 - Dickson & Flynn, 2005, 2006
- Nursing Outlook Publications
- National League for Nursing (NLN) and the American Association of Colleges of Nursing (AACN)

What the Current Reports Do Not Address

- Where did the current doctorally prepared faculty in NJ receive their degrees?
- Do schools/colleges report they are experiencing an adequate supply of faculty members?
- Are there presently budgeted vacancies?
- What are the future expectations on vacancies?

Preliminary Scan

- Current NJ nursing faculty: Where were they educated?
- Current educational opportunities in New Jersey for preparing graduates of Baccalaureate, Masters and Doctoral programs for pipeline to faculty workforce

Current Faculty: From Where?

- Data from Deans from Rutgers, Seton Hall and UMDNJ on doctorally prepared faculty
- Website searches

Current Faculty: From Where?

Rutgers University

- 35 full time faculty members
 - 23 doctorally prepared
 - 66% of faculty are doctorally prepared
- 6 NYU
- 4 Columbia
- 2 University of Penn
- 1 Temple
- 8 Rutgers (5 College of Nursing, others Graduate School of Education, etc.)
- Others from outside geographic proximity

Current Faculty: From Where?

Seton Hall University (interview)

- 46 full time
 - 31 doctorally prepared
 - 67% of faculty are doctorally prepared
 - 9 NYU
 - 7 Columbia
 - 2 University of Penn
 - 2 Weidner
 - 2 Rutgers
 - Others from outside geographic proximity

Current Faculty: From Where?

UMDNJ

- 62 full time
 - 31 doctorally prepared
 - 50% of faculty are doctorally prepared
 - 8 Columbia
 - 4 NYU
 - 4 Rutgers
 - 2 Seton Hall
 - 2 UPenn
 - 1 Widener
 - Others from outside geographic proximity

Current Faculty: Summary

- NJ doctorally-prepared faculty at the 3 universities above the national AACN norm for 2005-2006 (48.4%)
- Two of New Jersey's colleges of nursing are highly ranked by the US News & World Report

Current Educational Opportunities for Pipeline into Faculty Work Force

17 BSN programs in 2005

- 9 are RN to BSN
- Applicants in BSN-generic= 3440; transfer students=480
- New enrollments in BSN-generic= 810
- Graduates= 758 (518 generic and 240 RN to BSN)

Current Educational Opportunities for Pipeline into Faculty WorkForce

- BSN-Generic enrollment increased by 16% between 2004 and 2005 (AACN)
- Only 30% of BSN-Generic schools have waiting lists (Dickson & Flynn, November 2006); many qualified students turned away were not placed on a waiting list

Current Educational Opportunities

- 1,111 Enrollees in Masters programs as of Fall 2005 (AACN)
 - 197 New Jersey Masters Graduates in the school year '04-'05 (AACN)
- 36 Enrollees in Ph.D. programs throughout New Jersey as of Fall 2005

Current Educational Opportunities

- 3 PhD programs offered by colleges/schools of nursing (Rutgers, Seton Hall, UMDNJ)
 - Average 0-8 students/year since 1995.
 - BSN to PhD model at Rutgers (new; accelerated)

Current Educational Opportunities

- Several schools starting Doctor of Nursing Practice (DNP) programs
 - UMDNJ
 - Rutgers
 - FDU (AACN reports)
 - Seton Hall (proposed)
- DNP is offered as the highest level of clinical education for nurses in advanced practice or leadership role (AACN)

Nursing Faculty Vacancies

- AACN July 2006 Special Survey of Vacant Faculty Positions for 2006-2007 Nationally
 - 66% say they have vacancies and need additional faculty
 - 16.7% say no vacancies, but need additional faculty
 - 16.7% say no vacancies; no additional faculty needed
- NJ Deans report small number of funded positions not filled and some faculty lines are not funded

Doctorally-Prepared Nursing Faculty Mean Salaries for Academic Year (AACN, 2006)

- Professor = \$90,290
- Associate Professor = \$71,914
- Assistant Professor = \$62,857

NJ Nursing Faculty Salaries

- NJ Private University for 10 month contracts
 - Professor \$100,000
 - Associate Professor \$60,000 - \$70,000
 - Assistant Professor \$58,000 - \$60,000
 - Instructor \$53,000
- NOTE: NJ Public University funding for these positions was not available at the time of this publication but will be included in the overall Environmental Scan

Other Findings on Faculty Salary

- Nursing faculty may earn more for summer and courses beyond their contract but increases workload (example, over a 12-credit load for tenure-track; 15 credits for non-tenure tack)
- Law, business and graduate medical education faculty receive industry-standard salaries
- Competition from outside state

Other Findings

- State Board of Nursing requirements
 - 1:10 ratio in clinical rotations
 - MSN for faculty
- Graduate degrees on line becoming more accessible
 - Seton Hall and Rutgers offers now
 - Programs from outside NJ attracting NJ students (for example, Phoenix, Case Western Reserve, George Washington)

Other Findings

- Traineeships and scholarships are very limited
 - Reduced at the federal level
 - Some states are stepping in (example California, Illinois, Maryland, Pennsylvania)
AACN Partnerships/Grant Funded 2006

Thoughts

- Potential for the accelerated BSN programs to generate candidates for masters and doctoral degrees is high—students are focused and mature

Thoughts

- DNP programs: what is the potential for faculty workforce?
- Clinical Nurse Leader: how does it fit into the faculty pipeline if at all?
- How will the NJSNA proposal for a “BSN in 10 years” affect the faculty pipeline?

Literature Recommends

- Early encouragement of students to consider academic life
 - Need earlier age at entry into doctoral study
 - Need full time doctoral study
- Adopt career pathways like other disciplines
- Develop accelerated pathways for masters and doctoral education
 - BSN to PhD at Rutgers

Literature Recommends

- Centers of Excellence to Educate Faculty (Yordy, 2006)
- Faculty Fellowship Program

Discussion

- What are the gaps in information on the NJ Nursing Faculty Workforce?
- What recommendations/solutions can be offered to increase the supply of doctorally-prepared nursing faculty?
- What recommendations/solutions can be offered to increase the supply of masters-prepared nursing faculty?