The Nurse and Nurse Faculty Shortages:
Taking the Long View

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Nurse and Nurse Faculty Shortages

My Usual Spiel:

- U.S. will need new 500,000 nurses by 2025 to care for aging Baby Boomers.
- Yet nursing schools turned away thousands of qualified candidates each year, due to lack of faculty and space.

Businesses, consumers, government and foundations must collaborate to address the shortage – now.
Impact of the Economic Crisis

More than 50% of hospitals are considering lay-offs – AHA survey

- Supply stabilizing in some areas
- Pipeline tightening
- Nurses coming out of or postponing retirement
- State budget cuts
- Faculty lines cut
- More students turned away
- Hospital lay-offs
Impact of Economic Crisis

- Budget cuts also affecting public health departments:

  As Flu Hits, Local Health Agencies Are Depleted by Slump

--- April 30th New York Times
Impact of Economic Crisis

Nurse lay-offs and hiring freezes:

In Georgia,

- Public health nurses are being furloughed to cut costs.
- They’re struggling to provide essential public health services, particularly to the poor and underserved.
The Bottom Line:

The nurse shortage is stabilizing in some parts of the country.

BUT...

We can’t let policy-makers think the shortage is over.
The Nurse and Nurse Faculty Shortages

Each factor still present:

- By 2010, 40% of workforce over age 50.
- Huge knowledge loss as nurses retire.
- Still need 500,000 nurses to care for us by 2025.
- Aging population in poorer health.
Nurses will be needed to:

- Provide coordinated care for aging population.
- Care for patients in the event of natural disasters, pandemics and terrorist attacks.

We must continue long-term policies to address the nurse and nurse faculty shortages!
Nursing Programs Have Four Goals:

1) **Reverse nursing and nurse faculty shortages.**

2) **Develop clear link between nursing care and high-quality outcomes.**

3) **Create next generation of nurse leaders.**

4) **Provide nursing solutions for a reformed and more effective health and health care system.**
Taking the Long View at RWJF

We have the luxury of funding programs that address root causes of complex issues.

Example: Build nursing education capacity

Tackle bottleneck issue

Solve nurse faculty shortage

Address nursing shortage.
My Goals Today:

1. Discuss RWJF programming.
   - Summits to Build Nursing Education Capacity
   - New Jersey Nursing Initiative
   - Initiative on the Future of Nursing, at the IOM
2. Explain why nursing issues must be part of health reform.
3. Encourage you to apply to be an RWJF Executive Nurse Fellow.
Summits to Build Nursing Education Capacity

Partners:

- AARP Center to Champion Nursing in America
- HRSA/Division of Nursing
- Department of Labor

June 2008, Washington, D.C.
February 2009, Baltimore
Summit to Build Nursing Education Capacity

- 18 state teams selected to attend first Summit.
- Teams included leaders from nursing, hospitals, industry, government, local foundations and state AARP affiliates.
- Selected teams were leaders in redesigning curriculum, developing faculty and promoting diversity.
Teams shared best practices and discussed ways to:

- Form strategic partnerships and align resources.
- Develop policy and regulation.
- Increase faculty and diversity.
- Redesign education.
Summit to Build Nursing Education Capacity

All-Country Summit: 47 state teams + D.C.

_teams learned from 18 state leaders and pledged to institute practices in their own states._

_teams receive technical assistance from the Center to Champion Nursing in America._

**Goal:** to disseminate findings and move action to policy -- and policy to funding.
Next Step:

Center to Champion Nursing in America to hold Solutions Forum:

- June 2009, Washington, D.C.
- Goal: Discuss strategies to build capacity in the nursing workforce.
- High-profile health care leaders to attend, including RWJF & AARP presidents.
- National press invited.
New Jersey Nursing Initiative

Program to develop, implement and evaluate a statewide model to recruit and retain nurse faculty.

Goals:

- Build educational capacity in N.J.
- Produce at least 46 new nurse faculty members committed to working in N.J.
New Jersey Nursing Initiative

The Chamber will manage groups that bring together stakeholders in the nursing community to:

- work on retention
- build faculty capacity
- create sustainable funding
- improve state policy and regulations

Goal: to address the nurse faculty shortage
Initiative on the Future of Nursing, at the IOM

- **Goal:** to produce a transformational report on new directions for nursing.
- **Will examine ways to improve health care quality and provide crucial information, insight and guidance on the future role of nursing in care delivery.**
- **Could look at ways to increase nursing school capacity and redesign education.**
Initiative on the Future of Nursing, at the IOM (cont.)

- Will seek ways to attract and retain well-prepared nurses in multiple care settings, including public health.

- Will provide crucial information, insight and guidance on the future role of nursing in the delivery of care – a perspective that must be incorporated into health care reform discussions.

- www.iom.edu/nursing
Nurses and Health Reform

Most health reform proposals seek to decrease health care costs and improve:

- Quality
- Access to care
- Prevention

Can’t do it without nurses!
Nurses improve health care quality and patient safety:

- Health professionals most likely to intercept medical errors, which lead to adverse patient outcomes and cost hospitals $3.5 billion each year.
- Can play leading roles in coordinating patient care and managing chronic disease.
Nurses and Health Reform

- Instrumental in health promotion efforts to encourage prevention and wellness.
- Play critical roles in population health.

But...

We need a sufficient nurse workforce to improve patient quality and prevention and cut costs.
We also need sufficient nurse workforce to increase access to care.

Massachusetts health reform

Delays in seeing primary care physician.

Nurse practitioners can fill primary care role.

State laws should allow nurse practitioners to practice independently and write prescriptions.
Nurses and Health Reform

Center to Champion Nursing in America getting the message out to policy-makers.

Champion Nursing Coalition:

- Represents consumers, insurers, businesses, health care providers and others.

- Educates Americans about the role of nurses in ensuring access and quality of care in all settings.
Nurses and Health Reform

We’re advocating for public health nurses:

- Educate public and policy-makers about valuable role public health and community nurses play in society.
- Must consider needs of nurses in non-acute settings.
Executive Nurse Fellows

- Advanced leadership program for nurses in senior executive roles who aspire to shape and lead the U.S. health system.
- Over 185 Fellows part of RWJF family.
- We’d love more public health nurses to join us.

Apply this Fall at www.rwjf.org.
We may have reached a workforce stabilization, especially in acute-care settings.

But we need to spread message that lull is temporary.

Encourage new graduates to work in community health and long-term care.

Care is moving to the community, and the needs are critical.
Take the Long View

Only in taking the long view will we be able to improve health and health care for all Americans.
Thank You