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# The Nurse and Nurse Faculty Shortages:

Taking the Long View

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# Nurse and Nurse Faculty Shortages



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## My Usual Spiel:

❖ **U.S. will need new 500,000 nurses by 2025 to care for aging Baby Boomers.**

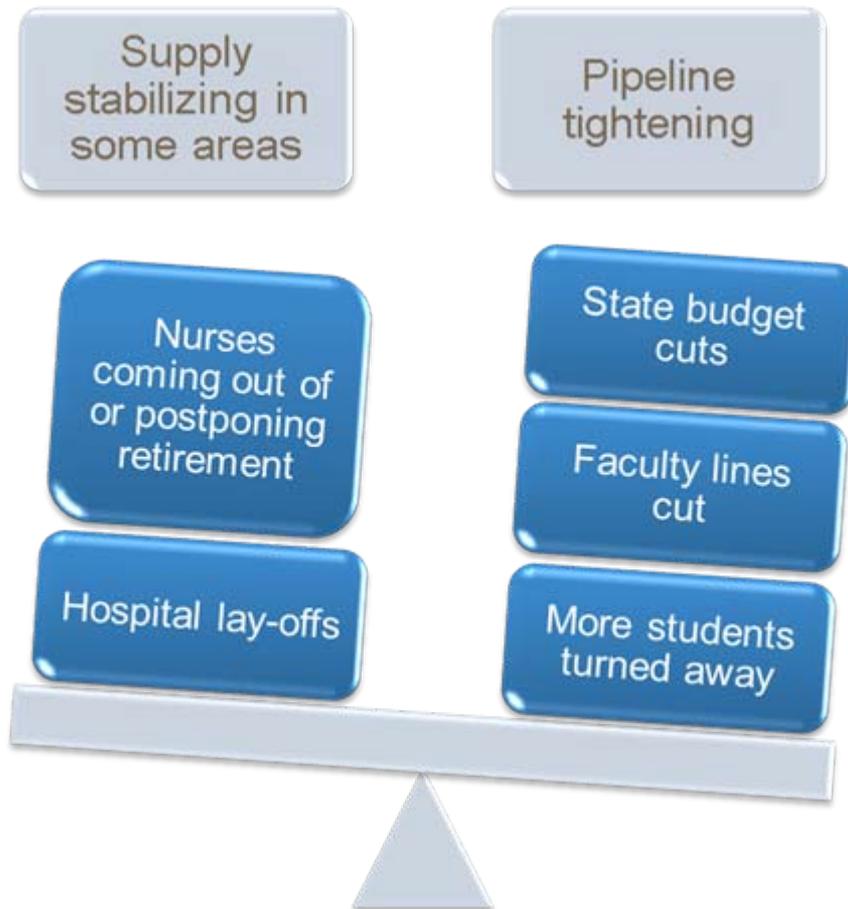
❖ **Yet nursing schools turned away thousands of qualified candidates each year, due to lack of faculty and space.**

**Businesses, consumers, government and foundations must collaborate to address the shortage – now.**

# Impact of the Economic Crisis



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

# Impact of Economic Crisis



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- ❖ **Budget cuts also affecting public health departments:**

**As Flu Hits, Local Health Agencies Are Depleted by Slump**



--- April 30<sup>th</sup> *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



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## 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.**

# The Nurse and Nurse Faculty Shortages



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**Nurses will be needed to:**

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

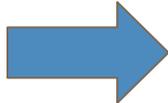
**We must continue long-term policies to address the nurse and nurse faculty shortages!**

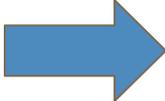
## Nursing Programs Have Four Goals:

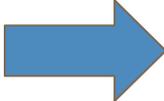
- 1) **Reverse nursing and nurse faculty shortages.**
- 2) **Develop clear link between nursing care and high-quality outcomes.**
- 3) **Create next generation of nurse leaders.**
- 4) **Provide nursing solutions for a reformed and more effective health and health care system.**

# 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** 

**Eliminate bottleneck issue** 

**Eliminate 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



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## 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



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- ❖ **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.**

# Summit to Build Nursing Education Capacity



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**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



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

❖ Teams learned from 18 state leaders and pledged to institute practices in their own states.

❖ 30 states 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



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**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.**



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



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- ❖ **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.)



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- ❖ **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](http://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



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- ❖ **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.**

**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.**

**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



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- ❖ **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](http://www.rwjf.org).**



# Take the Long View

- ❖ **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



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

# Thank You



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