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
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 track)

- 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?
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?