

**Wisconsin Nursing Education Plan
Status, Recommendations & Progress – July 2014**

A plan from the Wisconsin Center for Nursing, Inc. as part of the *Taking the LEAD for Nursing in Wisconsin: Leadership, Educational Advancement & Diversity* State Implementation Program (SIP) grant #70696 awarded by the Robert Wood Johnson Foundation®

Introduction

The plan to increase the number of nursing graduates and advance nursing education in Wisconsin has been adapted from the *Wisconsin Nursing Workforce: Status & Recommendations* report developed by the Wisconsin Center for Nursing, Inc. (WCN) in fall, 2013 to ensure an adequate, competent and diverse nursing workforce for the future healthcare needs of the people in our state.

Information for this comprehensive report was obtained with input and consensus from a wide variety of stakeholders, including Wisconsin Action Coalition members, nursing leadership from the Wisconsin Organization of Nurse Executives (W-ONE) and members of the Administrators of Nursing Education of Wisconsin (ANEW) The plan documents specific issues in Wisconsin and the strategies to address them, and is aligned with key recommendations from the 2011 report from the Institute of Medicine, *The Future of Nursing: Leading Change, Advancing Health*. The Wisconsin report in its entirety and accompanying workforce data reports can be downloaded at www.wicenterfornursing.org

The components of the plan that follows include recommendations and strategies to increase the nursing pipeline and advance nursing education in Wisconsin, as well as exemplars which indicate progress to date. The Wisconsin Center for Nursing and the Wisconsin Action Coalition are widely disseminating this report and engaging stakeholders to participate in the recommended strategies.

The Wisconsin plan is aligned with the following IOM Report Key Message:

Nurses should achieve higher levels of education & training through an improved education system that promotes seamless academic progression toward 80% of workforce with BSNs and double the number of nurses at the doctoral level by 2020.

Wisconsin Education Issue:		
There is a need to expand educational capacity to meet the projected demand for 7,500 new graduates annual by 2020, based upon forecasting models from the Wisconsin Department of Workforce Development, Office of Economic Advisors.		
Supporting Data:		
Current # Wisconsin nursing graduates per year = 3,200-3,400		
Average age Wisconsin RN = 48		
Potential gap in supply by 2035 = 34-36% (15,000-20,000 nurses)		
Direct care nurses plan to leave workforce within 10 years = 59.9%		
Nurses licensed in Wisconsin from racial/ethnic minorities = 6.4%; males = 6.9%		
Recommendation:	Strategies	Progress to Date & Exemplars
Allocate additional resources to universities & colleges to maximize program capacity and	Secure state funding to support significant expansion of Wisconsin nursing school capacity to meet demand for at least 3,000 additional BSN graduates per year.	Preliminary dialogue w/all chancellors of all UW system nursing programs for increased funding to expand nursing programs – July 2014. Nursing education has been designated as a priority focus.

<p>infrastructure to decrease wait lists & double capacity by 2020.</p>		<p>State Collaborative formed; WI Nurses Association (WNA) leading efforts to analyze & make recommendations on increasing number of NP graduates in state. Barriers identified.</p> <p>New MSN in Health Systems Administration offered by Milwaukee School of Engineering Nursing Program.</p>
	<p>Implement innovative programs, partnerships and strategies to remove barriers to access for education including funding and increased employer support.</p>	<p>New partnership - Bellin College Nursing Program & Medical College of Wisconsin (MCW) for interprofessional education opportunities, beginning June, 2015. Also working with MCW to explore funding for interprofessional grants, including collaboration with Oneida nation.</p>
	<p>Evaluate the expanded use of evidence-based clinical simulation as a teaching method to the fullest extent possible in both educational & practice settings.</p>	<p>New \$53 million UW Madison School of Nursing opening Fall, 2014 with state of the art interprofessional simulation classrooms & to support 30% growth in faculty, research programs and enrollment.</p> <p>Milwaukee School of Engineering Nursing Program partnership with Medical College of Wisconsin for interprofessional simulation learning pilot.</p> <p>Bellin College & Medical College of Wisconsin adding space to current simulation area for inter professional simulation as well as for standardized patients. Over \$1million dollars being spent on expansion</p>
	<p>Investigate possibility of BSN completion programs in Wisconsin Technical College System.</p>	
	<p>Improve retention & graduation rates of nursing students, including students from underrepresented populations, through the implementation of comprehensive strategies by Wisconsin nursing education programs.</p>	<p><i>2012 WI Education Survey</i> indicates ADN student diversity mirrors Wisconsin population.</p> <p>SIP grant diversity tool kit in development to support racial/ethnic minorities to graduation.</p> <p><i>WI Diversity Assessment Tool</i> in development.</p> <p><i>2012 WI Education Survey</i> indicates student diversity mirrors that of Wisconsin population (based on 83% schools reporting).</p>
	<p>Implement academic-practice partnerships to establish dedicated educational units (DEUs) for nursing in practice settings that expedite clinical practicums.</p>	
	<p>Expand early student recruitment efforts to the</p>	<p><i>Discover Nursing Camp</i> - Week long pre-college experience for high school</p>

nursing professions with middle and high school students through a variety of programs (e.g., summer nursing immersion experiences, such as the Discover Nursing program).	students at Milwaukee School of Engineering Nursing Program Multiple colleges/ organizations offering camps to increase the interest of middle and high school students in health care careers, i.e. Northeast WI Area Health Education Centers, Bellin College.
Create partnerships with high school based Certified Nurse Assistant (CNA) programs to connect high school students to RN programs.	
Collaborate with university STEM Programs (Science, Technology, Engineering & Math) to create curriculum related to nursing as a career option.	
Explore opportunities to partner to promote recruitment of high-achieving students to the nursing profession.	<i>Accelerated 2nd Degree BSN</i> offered by Milwaukee School of Engineering Nursing Program for students with previously earned BS or BA degrees; compressed 16 month program. <i>Accelerated 2nd Degree BSN</i> offered by UW Oshkosh College of Nursing offered as hybrid program in 12 months.

Wisconsin Education Issue:
Currently 54.1% of nurses licensed in Wisconsin have a BSN, or higher degree. Wisconsin will need to increase the educational capacity of BSN completion programs to support seamless academic progression options to meet the goal of 80% BSN by 2020.

Supporting Data:
BSN degree or higher = 54.1%
BSN degree only = 43.8%
Number of ADN's licensed in Wisconsin to advance = 28,402
Nurses licensed in Wisconsin from racial/ethnic minorities = 6.4%; males = 6.9%

Recommendations:	Strategies	Progress to Date & Exemplars
Triple the number of ADN nurses completing a BSN or higher degree annually by 2020. Remove identified barriers to academic progression which include: funding, access and time constraints. Assist ADN graduates from underrepresented populations to achieve	Implement dual track enrollment between technical colleges and 4-year institutions to facilitate students' ability to attain a BSN or higher degree. Seek state funding for the expansion of capacity for face-to-face and online BSN completion programs.	UW Milwaukee BSN leadership & community health nursing courses being offered at Milwaukee Area Technical College. Concordia University of WI offers dual enrollment options. Articulation agreements in place with all WI Technical School System schools & the Wisconsin <i>BSN @ Home</i> program Preliminary dialogue w/all chancellors of all UW system nursing programs for increased funding to expand nursing programs – July 2014. Nursing education has been designated as a priority focus. New online BSN completion at UW Stevens Point in Wisconsin as part of <i>BSN @ Home</i> program

BSN or higher education.	Expand the shared curriculum & shared competencies models and accelerated curriculum options.	<p>All 16 WI Technical College System nursing programs have shared curriculum & shared competency model in place since 2006.</p> <p>Six UW Campuses share common core online RN to BSN curriculum entitled <i>BSN@HOME</i>.</p> <p><i>Accelerated 2nd Degree BSN</i> offered by Milwaukee School of Engineering Nursing Program for students with previously earned BS or BA degrees; compressed 16 month program.</p> <p><i>Accelerated 2nd Degree BSN</i> offered by UW Oshkosh College of Nursing offered as hybrid program in 12 months.</p> <p><i>2012 WI Education Survey</i> indicates 33% increase in RN to BSN student enrollments from 2011 (based on 83% schools reporting).</p>
	Evaluate & implement innovative push-pull models, with established partnerships between ADN and BSN programs to facilitate students furthering their education, including specific models to identify and support students from underrepresented populations.	<p>UW Milwaukee College of Nursing partnership with Milwaukee Area Technical College with nursing advisor of color on staff to work with ADN students to enter BSN programs</p> <p>Some technical colleges have University representation on their campus at key times and/or on a regular basis for advising students.</p> <p>Annual BSN & higher “educational fairs” with representation from BSN programs on the technical college campuses.</p> <p>WI Technical Colleges System new <i>Bridge Program for Paramedics to RN</i></p>
	Develop a one credit professional course offered during the ADN program to include content on career pathways in nursing and academic requirements.	<p>Career pathways & academic advancement integrated into the ADN curriculum in Fundamentals of Nursing and Nursing Management & Professional Concepts in WI Technical School System.</p> <p>Southwestern Technical College is developing a ‘nursing trajectory course’ or an orientation for all WTCS students to take while in ADN Program.</p>
	Assess educational status of nursing staff by healthcare systems by 2014, develop and implement plans by December 2015, and monitor achievement of progress annually.	Statewide survey of health systems in development in partnership w/ WONE, WCN & Administrators of Nursing Education in WI (ANEW)
	Foster innovative strategic regional partnerships between schools and healthcare systems to advance nursing education opportunities, including	Rural urban pilot programs to advance nursing education partnerships in development.

	increased tuition support and “time to study” (flex time) options.	<p>New <i>RN to BSN Flex Option</i> in place at UW Milwaukee College of Nursing. New <i>BSN Completion Program</i> offered by Bellin College Nursing Program for Bellin Health employees; starting January 2015</p> <p>New partnership w/ Marquette University College of Nursing, Children's Hospital of WI and two community organizations to provide nurse practitioners for community-based clinics.</p> <p>New partnership w/ Marquette University College of Nursing & Zablocki VA Hospital \$5million to train nurses for positions at the VA facilities after graduation.</p>
	Seek private dollars from foundations, corporations and individuals for scholarships for undergraduate and graduate education to accelerate academic progression.	<p>Wisconsin Funders Network in development to bring together foundations, CNOs & Deans.</p> <p>New partnership w/ Group Health Cooperative South Central WI & Edgewood College of Nursing- \$1million for <i>Center for Primary Care Innovation</i> to engage nursing students and graduates in progressive models of primary care delivery.</p>
	Continue seamless academic progression and support for LPNs to achieve ADN or BSN degree completion.	LPN Progression program in place which gives credit for prior learning to LPNs.

Wisconsin Education Issue:

Currently, 0.6% of Wisconsin nurses hold a doctoral degree in nursing. To assure an adequate faculty supply, along with increasing diversity, Wisconsin will need to double the number of nurses with doctoral degrees by 2020.

Supporting Data:

PhD degrees = 0.4%

DNP degrees = 0.2%

Average age of Wisconsin faculty = 53

Faculty plans to retire within 4 or less years = 33%

Insufficient capacity in second degree programs = 61% rejected applicants

Recommendation:	Strategies:	Progress to Date & Exemplars
Remove salary inequities for nurse faculty to provide market competition between practice & education to recruit /retain faculty and researchers.	Explore and expand creative public-private funding models to support additional nurse faculty positions to increase student enrollment	<p><i>2012 WI Education Survey</i> indicates increase in full-time faculty across all institutions.</p> <p><i>Nurses for Wisconsin: Lead, Teach, Learn</i> \$3.2million WI Workforce Incentive grant for loan forgiveness for pre-post doc students in return for 3 year teaching commitment.</p>
	Increase dual faculty positions between two educational institutions, or an educational program	Bellin College & Bellin Health (Green Bay) employees will co-teach courses for RN to BSN Completion Program beginning January, 2015.

	and a clinical agency.	Rural Black River Falls Hospital is exploring having MSN prepared employees teaching RN to BSN courses on site.
	Actively recruit faculty from underrepresented groups.	
	Expand & enhance loan forgiveness and traineeship programs for nursing faculty.	<i>Nurses for Wisconsin: Lead, Teach</i> (above)
Increase DNP & PhD capacity	Initiate new programs or expand existing programs	New DNP program at Henry Predolin School of Nursing -Edgewood College, Madison New post MSN-DNP Executive Program for Nurse Leaders at Marquette University, Milwaukee

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Wisconsin Nursing Education and Nurse Faculty: 2012 Survey Results

A report from the Wisconsin Center for Nursing, Inc. as part of the *Taking the LEAD for Nursing in Wisconsin: Leadership, Educational Advancement & Diversity* State Implementation Program (SIP) grant #70696 awarded by the Robert Wood Johnson Foundation®

The 2011-2012 Wisconsin Educational Survey had responses from 83% of Wisconsin nursing education programs. The following are high level results from that survey related to RN to BSN programs, and other aspects of nursing education in Wisconsin. The full report is available at http://www.wisconsincenterfornursing.org/wisconsin_education_surveys.html

For Wisconsin RN to BSN Programs:

	2011	2012	% Increase
Qualified applicants	769	956	20%
Student seats	Unlimited	Unlimited	NA
Students admitted	769	955	20%
Rejected applications	0	1	NA
New enrollees	506	751	33%
Students graduated	380	425	12%

Additional data from the 2012 Wisconsin Education survey results:

- Increase in # of ADN programs reported in 2012, so data better reflects program capacity.
- Lack of clinical sites most commonly identified factor limiting admissions to both ADN & BSN
- Many BSN completion programs indicated unlimited space.
- Lack of funds to hire faculty & lack of campus resources identified as factors that limited admissions
- Diversity of student population in WI programs continues to reflect diversity of the general population.
- Males consistently underrepresented in all nursing programs in WI.
- Diversity continues to be greater in ADN programs
- Increase in DNP graduates & new DNP student enrollment reported.
- Decrease in PhD student graduates & new PhD student enrollment reported
- Increase % of full-time faculty noted across all institutions reporting.
- Gender, race/ethnicity for faculty very different than students.
- Across all programs, almost all faculty female (95%) & Caucasian (93.5%).