The University System of Georgia Responds to the Nursing Shortage

Lucy N. Marion, PhD, RN, FAAN
Chair, USG Nursing Education Task Force
Dean, MCG School of Nursing

October 4, 2007

“Creating A More Educated Georgia”
National Nursing Shortage

• Shortfall projections vary widely but all are too big to rectify without major system change
  – By 2020, HRSA projects an estimated national shortfall of nearly 1 million registered nurses

• Nursing schools must increase the number of graduates by 90% to meet demand.
Startling Statistics - Georgia

- In 2006, the GA Department of Labor reported the state will need an additional 20,000 nurses by 2012.

- Currently, Georgia’s nursing programs can only produce a maximum of 12,000 new nurses over the next five years.

“Creating A More Educated Georgia”
Faculty Shortage

• A Survey (Darden, 2006) of all Georgia nursing programs reported:
  – 513 full-time faculty positions
  – 8% vacancy rate
  – 19 planned retirements within one year; 63 anticipated in five years.

• From 2002 to 2006, USG reported only 16 doctoral degrees in nursing conferred.

“Creating A More Educated Georgia”
Faculty Shortage

• In FY06, the Task Force on Health Professions Education reported 41 percent of nursing school faculty are age 55 or older (Rahn, 2006).

• In 2004, the national average age of the nursing workforce climbed to 46.8 years, the highest since 1980 (HRSA, 2006).

“Creating A More Educated Georgia”
Startling Statistics - USG

- The USG nursing programs denied admittance to nearly 2000 qualified students in 2006; few enrolled in other USG programs
- Program capacity is limited by:
  - Faculty shortages
  - Clinical placements

“Creating A More Educated Georgia”
Georgia’s Nursing Education

- 36 prelicensure nursing programs in Georgia - 25 of these programs are in the USG.
- USG produced an estimated 1,726 prelicensure graduates in FY06 – 79% of total prelicensure graduates in Georgia.
- The southern part of the state has acute shortage of BSN programs.

“Creating A More Educated Georgia”
Georgia Nursing Programs
Graduates, Spring 2007

Source: NETF Survey
USG Response:
Nursing Education Task Force

“Creating A More Educated Georgia”
What is the Nursing Education Task Force (NETF)?

- USG Chancellor Erroll Davis and Senior Vice Chancellor Daniel Rahn charged the NETF to recommend changes in the 25 USG nursing programs to address the state nursing shortage.
- All effort is donated.
- Representatives are from USG, DTAE, BON, and AHEC with USG staff.
- ASN, BSN, masters entry (Clinical Nurse Leader) prelicensure programs are targeted.

“Creating A More Educated Georgia”
Nursing Education Task Force

Members

Dr. Lucy A. Marion, Chair
Dean, School of Nursing
Medical College of Georgia

Dr. Jean Bartels
Dean, School of Nursing
Georgia Southern University

Dr. Joan Darden
VP for Academic Affairs
Darton College

Ms. Julia E. Gould
Nursing Education Consultant
Georgia Board of Nursing

Dr. Lisa Beck
Curriculum Program Specialist
GA Department of Adult and Technical Education

Dr. Christina Horne
Director of the Undergraduate Nursing Program
Kennesaw State University

Dr. Anita Hufft
Dean, College of Nursing
Valdosta State University

Dr. Joyce Johnson
Dean, College of Health Professions
Albany State University

Dr. Susan Kelley
Dean, College of Health and Human Sciences
Georgia State University

Ms. Denise Kornegay
Director
Area Health Education Center

Dr. Jean Mistretta
Asst. VP of Health Sciences
Georgia Perimeter College

Dr. June Goyne
Chair, Department of Nursing
Columbus State University

“Creating A More Educated Georgia”
Nursing Education Task Force

Institutions represented in Task Force Subgroups:

- Augusta State University
- Albany State University
- Board of Regents Subcommittee on Nursing
- Columbus State University
- Darton College
- Georgia Board of Nursing
- Department of Technical and Adult Education
- Georgia Perimeter College
- Georgia Southern University
- Kennesaw State University
- Medical College of Georgia
- GA Area Health Education Center
- North Georgia College and State University
- Valdosta State University
- University of Georgia
- Georgia Hospital Association
- Georgia Department of Human Resources, Division of Public Health
- Southern Regional Education Board
- Southwest Georgia Technical College

“Creating A More Educated Georgia”
Vision and Goals

• **Vision of the NETF:** To position the University System of Georgia (USG) as a national leader in high quality, efficient, and accessible nursing education.

• **Purpose of the NETF:** To develop a plan to meet the current and future demand for registered nurses in Georgia.

• **Specific Goal:** By 2010, increase the number of new registered nurses prepared by the USG to 2700, by 50%, annually (2006 baseline 1726)

“Creating A More Educated Georgia”
NETF Subgroups

The task force has several subgroups:

- Data
- Student enrollment/retention
- Faculty
- Curriculum
- Clinical placement partnerships

“Creating A More Educated Georgia”
Subgroup Strategies

- **Curriculum**
  - Learning objects
  - Shared curriculum components

- **Student**
  - Remedial support systems
  - Housing for students

- **Clinical experiences**
  - Partner with GHA for regionally coordinated clinical assignments
  - System-wide simulation training

- **Faculty**
  - Share specialty faculty
  - Provide statewide faculty orientation
  - Increase faculty salaries (~$20K below market)

“Creating A More Educated Georgia”
Subgroup Strategies (cont’d)

• Data
  – Review current data collection and reporting to identify data needs, gaps, flaws
  – Collaborate across the USG to redesign nursing data retrieval

• ASN-BSN Mix
  – Review of existing studies
  – Review Georgia’s need for increased knowledge-based nursing
  – Increase BSN graduates
Outcomes and Deliverables

“Creating A More Educated Georgia”
Outcomes

- Initiated revision of USG nursing data collection and reporting.
- Completed survey of all USG nursing programs.
- Implemented the Nursing Education Initiative (NEI) - a competitive funding application process for USG nursing programs.
- Developed a faculty mentor program to improve nursing education and reduce turnover.
- Created a “tool” kit for curriculum development, starting with the launch of the medical calculations learning module.
- Established structure for grant writing/development for system-wide projects.

“Creating A More Educated Georgia”
Data Collection and Reporting

Worked with USG Office of Strategic Planning and Analysis to:

- Revise USG coding to separate RN-BSN data from prelicensure data
- Track qualified nursing applicants denied admission in USG
- Monitor graduates in the Georgia labor market
- Develop a cost-per-graduate formula to identify system efficiencies

“Creating A More Educated Georgia”
USG Nursing Survey

- Established baseline data for key program outcome indicators
- Targeted faculty, student, and program data
- Enabled accurate count of RN-BSN vs. prelicensure graduates.
- Provided “big picture” of program demographics across Georgia
- Discovered of the 442 funded USG nursing faculty positions, there were 38 vacancies in Fall 2006, with 10 planned retirees for FY07.

“Creating A More Educated Georgia”
NEI - Funding Initiative

• In Spring 2007, the NETF announced a competitive funding initiative to increase prelicensure nursing graduates in the USG over a three year period.

• 16 of 24 applications were granted funding. Grant amounts ranged from $140,097 to $189,320.

• By 2010, funded programs are projected to increase the total number of USG prelicensure graduates by 694, a 40% increase from FY06.*

*SOURCE: Dr. Cathie Hudson, USG OSPA, August 2007.

“Creating A More Educated Georgia”
Faculty Development

- System-wide faculty role orientation
- First development workshop planned for Spring 2008
  - Targeted at new nursing faculty
  - Designed to increase faculty retention
- Will establish faculty mentor partnerships

“Creating A More Educated Georgia”
In Fall 2007, the NETF announced the release of the first of three learning modules.

Available free online at http://florida.theorangegrove.org/usg (Keyword Search: Nursing).

“Creating A More Educated Georgia”
Creating A More Educated Georgia

Learning Objects

• Combines best practices with online delivery (audio, video, downloadable) to maximize nursing educational quality throughout Georgia.

Developed by USG Advanced Learning Technologies, in partnership with NETF Curriculum Subgroup and MCG Instructional Design.
Grant Writing/ Development

System-wide solutions envisioned

- HRSA grants in development:
  - Student Retention
  - Simulation

- Future grants planned:
  - Diversity
  - Faculty Development

“Creating A More Educated Georgia”
• Participating on NETF
  – Dean Lucy Marion – Chair
  – Dr. Lori Schumacher – Clinical Subgroup – writing system-wide HRSA grant to expand simulation

• Addressing the Faculty Shortage: Doctorate of Nursing Practice
  – First class enrolled in 2005 – 26 graduates as of August 07
  – 7 active satellite sites across Georgia, planning for Savannah

• Collaborating on clinical placements
  – Convened regional clinical placement session in Summer 2007

• Sharing of best practices
  – Hosted first statewide Skills Lab Summit in September 2007
Looking Ahead...
Goals

- Create Center for Nursing/ Health Professions
- Add Data Manager and Project Coordinator for NETF operations support
- Implement statewide clinical place coordination system
- Develop curriculum “toolkit”
- Maximize shared resources and inter-institutional cooperation
- Secure resources to enhance education opportunities, targeting faculty salaries

“Creating A More Educated Georgia”
Questions?

“Creating A More Educated Georgia”
Thank you

“Creating A More Educated Georgia”