The State of the State’s Nursing Education Programs 2012

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Nursing Programs in Maine

- Central Maine Community College (CMCC)  
  - AD
- Central Maine Medical Center (CMMC)  
  - AD
- Eastern Maine Community College (EMCC)  
  - AD
- Husson University (HU)  
  - BS, RN-BS, MS
- Kennebec Valley Community College (KVCC)  
  - AD
- Northern Maine Community College (NMCC)  
  - AD
- Saint Joseph’s College of Maine (SJC)  
  - BS, RN-BS, MS
- Southern Maine Community College (SMCC)  
  - AD
- University of Maine (UM)  
  - BS, RN-BS, MS
- University of Maine at Augusta (UMA)  
  - AD, RN-BS
- University of Maine at Fort Kent (UMFK)  
  - BS, RN-BS
- University of New England (UNE)  
  - BS, MS
- University of Southern Maine (USM)  
  - BS, RN-BS, MS, DNP

- 9 Public
  - 6 Associate
  - 3 Baccalaureate
    - 2 offer accelerated
    - 3 offer traditional
    - 4 schools offer RN-BS
    - 2 schools offer MS (1DE)

- 4 Private
  - 1 Associate
  - 3 Baccalaureate
    - 3 offer RN-BS
    - 1 offers accelerated
    - 3 offer MS
The salary gap

According to the American Academy of Nurse practitioners the average salary of nurse practitioners across settings is $91,310.

In contrast, AACN reported in March 2011 that master's prepared faculty earned an annual average salary of $72,028.
Salary in Maine Nursing Programs

2009:
- Masters: $47,100
- Doctoral: $58,246

2011:
- Masters: $44,125
- Doctoral: $63,666
Faculty Challenges

• According to AACN’s report on [2010-2011 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing](#), U.S. nursing schools turned away 67,563 qualified applicants from baccalaureate and graduate nursing programs in 2010 due to:

  – insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints.

  – Almost two-thirds of the nursing schools responding to the survey pointed to faculty shortages as the primary reason for not accepting all qualified applicants into their programs.
Faculty Age

- 2007:
  - <30 Years: 1%
  - 31-40 Years: 5%
  - 41-50 Years: 22%
  - 51-60 Years: 51%
  - >60 Years: 20%

- 2009:
  - <30 Years: 1%
  - 31-40 Years: 8%
  - 41-50 Years: 22%
  - 51-60 Years: 48%
  - >60 Years: 22%

- 2011:
  - <30 Years: 2%
  - 31-40 Years: 6%
  - 41-50 Years: 15%
  - 51-60 Years: 53%
  - >60 Years: 24%
Age Distribution of Faculty in AD Programs

- 2007: 1 < 30, 3 31-40, 14 41-50, 25 51-60, 13 > 60
- 2009: 6 < 30, 19 31-40, 29 41-50, 13 51-60, 13 > 60
- 2011: 1 < 30, 4 31-40, 9 41-50, 32 51-60, 10 > 60
Age Distribution of Faculty in BS and MS Programs

2007:
- <30 Years: 4
- 31-40 Years: 16
- 41-50 Years: 44
- 51-60 Years: 14

2009:
- <30 Years: 6
- 31-40 Years: 15
- 41-50 Years: 47
- 51-60 Years: 21

2011:
- <30 Years: 2
- 31-40 Years: 5
- 41-50 Years: 13
- 51-60 Years: 24

2007 2009 2011
Nursing Faculty – Highest Degree: AD Programs

2009
- DC - N: 4%
- DC - O: 2%
- MA - N: 86%
- MA - O: 3%
- BA - N: 7%

2011
- DC - N: 8%
- DC - O: 2%
- MA - N: 86%
- MA - O: 2%
- BA - N: 2%
Nursing Faculty – Highest Degree: BS Programs

- 2009:
  - DC - N: 27%
  - DC - O: 11%
  - MA - N: 59%
  - MA - O: 2%
  - BA - N: 1%

- 2011:
  - DC - N: 36%
  - DC - O: 4%
  - MA - N: 57%
  - MA - O: 3%
  - BA - N: 3%
Increasing numbers of PT faculty

- The National League for Nursing’s 2006 census estimated that the number of part-time baccalaureate faculty grew 72.5 percent since 2002, and that more than 58 percent of baccalaureate and higher degree programs and almost half of associate degree programs (47.5 percent) reported hiring part-time faculty as their primary strategy to compensate for unfilled, budgeted, full-time positions.

Comparison of PT/FT Faculty AD

PT = from 35 up to 48 an Increase of 37%
FT = from 30 up to 51 an Increase of 70%

2009:
PT: 54%  
FT: 46%

2011:
PT: 48%  
FT: 52%
Comparison of PT/FT Faculty BS & MS

PT = from 92 to 141 an increase 53%
FT = from 47 to 91 an increase 94%
Vacant Position’s in Maine Nursing schools (current)

- 1. Director of the Nursing Education program - vacant 6 months. Masters required, doctorate preferred.
- 2. Undergraduate Nursing Faculty - vacant 6 months Masters required, doctorate preferred.
- 3. Anticipated addition Undergraduate Nursing faculty - Masters required, doctorate preferred.
- 4. FT Tenure track, doctoral prepared, will accept Masters in Nursing/Advanced Practice.
- 5. Faculty for Family/Pediatrics - vacant 1 year FT Tenure track, doctoral prepared, will accept Masters in Nursing/Advanced Practice.
- 6. Faculty for Mental Health - vacant 1 year.
- 7. Instructor, MSN, not currently vacant.
- 8. Laboratory Learning Coordinator, Vacant one Semester, Qualifications - minimum of Masters Degree in Nursing, prefer at least 2 years teaching experience, variety of clinical area experience.
- 9. Lecturer I: Master's prepared; psychiatric mental health, adult health, or pediatrics - vacant since fall; searching since spring 2011.
- 10. Lecturer I: Master's prepared; psychiatric mental health, adult health, or pediatrics - prefer advanced practice preparation - vacant since May 2011 and searching since fall 2011.
- 11. Assistant Professor: Doctoral preparation, advanced practice preferred, psychiatric mental health, family, or adult health - vacant since December 2011 but searching since fall 2011.
- 12. Lecturer, MSN required, pediatrics. Vacancy will begin in May 2012. Possibly one retirement, PhD tenure-track. FNP program.
In October 2010, the Institute of Medicine and the Robert Wood Johnson Foundation released its report on The Future of Nursing. The report (based on independent research on patient outcomes) called for increasing the number of baccalaureate-prepared nurses in the workforce to 80% and doubling the population of nurses with doctoral degrees by 2020.

Maine’s current nursing workforce falls far short of these recommendations with only 50% of registered nurses prepared at the baccalaureate or graduate degree level.

We are ill positioned to meet this challenge.
Applications & Admissions to AD Programs

<table>
<thead>
<tr>
<th>Year</th>
<th>Applicants</th>
<th>Qualified</th>
<th>Accepted</th>
<th>Accepted and Deferred</th>
<th>Qualified and Denied</th>
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## Applications & Admissions to BS Programs

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<th>Year</th>
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<td>1693</td>
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Total Maine Nursing Faculty / Student

- The 2007 Faculty: Student ratio was 16:1
- The 2009 Faculty: Student ratio was 23:1
- The 2011 Faculty: Student ratio was 31:1
Should schools of nursing decrease enrollment in response to economic downturn and slowed hiring

• In a joint statement released in July 2010, the Tri-Council for Nursing acknowledged the temporary easing of the nursing shortage in some regions of the U.S., but “raised concerns about slowing the production of RNs given the projected demand for nursing services, particularly in light of healthcare reform.”

• In this same statement, nursing workforce analyst Peter Buerhaus from Vanderbilt University School of Nursing called for stakeholders to “resist the short-term urge to curtail the production of RNs” since the impending wave of RN retirements and the increasing demand for healthcare services underscores the need to maintain our nation’s nursing education capacity.

Adjusted admissions based on employment data - 2011

75% Yes
25% No
Adopted the Maine Nursing Competencies as outcome criteria? 2011

- Yes: 73%
- No: 27%
Maine’s Work

• Established a steering committee (MNPEP) with co-chairs from Practice and Education
• Sought funding from The Bingham Foundation to write for a RWJ- PIN Project
• Added a competency for care of the older adult based on Maine’s demographic as “the oldest state”
• Sought funding through HRSA to conduct a statewide strategic plan
• Gap Analysis of new nurse preceptors and new nurses to determine gaps in nurse of the future and the newly developed competency in gerontology
• Gaps identified:
  – care of the elderly across care settings
  – care across the continuum
  – Support and mentoring of first year nurses
• Funding of 10 statewide projects to address gaps
Increasing graduates

- SMCC a potential increase of 16 students through an agreement with Maine Medical Center.
- UNE has transitioned from AD to BS program with 60 BSN students entering in fall of 2011 and 2012 - and will continue to admit minimum of 60 students per year. The Accelerated BSN program started with 23 and will increase to 30 by 2013. The RN to BSN Completion program has plans to increase to 25 entering per year.
- USM is accepting a second cohort of 24 students into its collaborative Pilot project with MMC for students with a prior baccalaureate degree. They will begin classes in May 2012.
- UMA is increasing its RN - BSN program - it has no caps and is a new program.
Increasing RN-BS education

- Improving consortium agreements in state nursing schools (UM, USM, UMA, UMFK).
- Statewide planning meeting with curriculum chairs and Directors from all 13 schools with a consultant from the Oregon Consortium (at UMaine in May).
- Participation in the Northeast Regional Coalition National meeting in May by Maine delegates from education and practice.
- New requirements for educational advancement (a BS in 5) required in some hospitals upon hire.
Recommendations

- Collaborate with researchers on workforce data to
  - Improve collection of minimum data
  - Increase the focus on demand side data
- Disseminate the strategic plan for nursing with recommendations for education
- Sustain faculty growth and promote doctoral education
- Develop and mentor part-time faculty
- Test new models of education that promote seamless transitions from AD to BS, BS to MS and MS to doctoral education
- Explore faculty models where our best educated nurses work as PT faculty with FT faculty support
- Focus on building competencies for new graduates through extended residencies and mentorship programs; sustaining the workforce we are working so hard to educate-- keep them in nursing, keep them in Maine
- Educate our stakeholders about the need to increase BS education and graduate education
The Challenge: Re-imagine Nursing Education
Report from the Future of Nursing Campaign for Action

• Attended the fourth of a series of four regional meetings gathering educators and stakeholders to share models and initiatives to advance *The Future of Nursing: Leading Change, Advancing Health* report recommendations in the area of education
Campaign For Action: 4 proposed models

- Common (shared) curriculum
- BSN at the Community College
- Competency (outcome) based
- Accelerated Programs
<table>
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<tr>
<th>State</th>
<th>Common (shared) Curriculum</th>
<th>Competency Based Curriculum</th>
<th>BSN at Community College</th>
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