

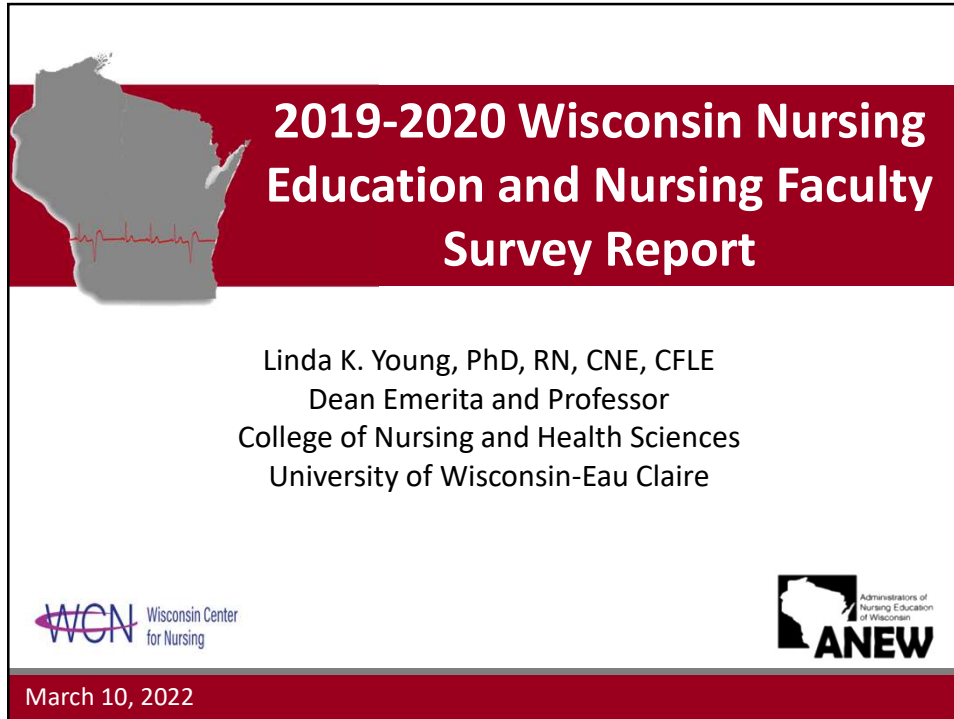
Board of Nursing 3/10/2022
Item H. Education and Examination Matters 1) Review of 2021
NCLEX Pass Rate Results

Test	Edu Program	Delivered	Passed	Pass Rate
NCLEX-PN	WI - BLACKHAWK TECHNICAL COLLEGE - PN (US50100000)	31	30	96.77%
	WI - BRYANT AND STRATTON COLLEGE - PN (US50110000)	90	72	80.00%
	WI - CHIPPEWA VALLEY TECHNICAL COLLEGE - PN (US50109700)	93	91	97.85%
	WI - FOX VALLEY TECHNICAL COLLEGE - PN (US50105700)	40	40	100.00%
	WI - FOX VALLEY TECHNICAL COLLEGE - STAND ALONE (US50101200)	30	26	86.67%
	WI - GATEWAY TECHNICAL COLLEGE - PN (US50105900)	96	90	93.75%
	WI - HERZING COLLEGE - PN (US50102000)	1	1	100.00%
	WI - HERZING UNIVERSITY - BROOKFIELD - PN (US50110400)	32	31	96.88%
	WI - HERZING UNIVERSITY - KENOSHA - PN (US50110300)	76	59	77.63%
	WI - LAC COURTE OREILLES OJIBWE COMMUNITY COLLEGE - PN (US50110100)	3	3	100.00%
	WI - LAKESHORE TECHNICAL COLLEGE - PN (US50109800)	22	21	95.45%
	WI - LAKESHORE TECHNICAL COLLEGE - PN STAND ALONE (US50110200)	12	12	100.00%
	WI - MADISON AREA TECHNICAL COLLEGE - PN (US50105600)	46	46	100.00%
	WI - MATC-MADISON PN STAND ALONE (US50101300)	11	10	90.91%
	WI - MID STATE TECHNICAL COLLEGE - PN (US50101000)	39	38	97.44%
	WI - MILWAUKEE AREA TECHNICAL COLLEGE - PN (US50105800)	53	46	86.79%
	WI - MILWAUKEE AREA TECHNICAL COLLEGE - STAND ALONE (US50101400)	20	17	85.00%
	WI - MORAINE PARK TECHNICAL COLLEGE - PN (US50105300)	57	54	94.74%
	WI - NICOLET AREA TECHNICAL COLLEGE - PN (US50100100)	8	6	75.00%
	WI - NORTH CENTRAL TECHNICAL COLLEGE - PN (US50100500)	42	40	95.24%
	WI - NORTHEAST WISCONSIN TECHNICAL COLLEGE - PN (US50105200)	93	85	91.40%
	WI - NORTHEAST WISCONSIN TECHNICAL COLLEGE - STAND ALONE (US50100600)	70	62	88.57%
	WI - PARTIAL RN EDUCATION TAKING PN (US50909700)	1	1	100.00%
	WI - SOUTHWEST WISCONSIN TECHNICAL COLLEGE - PN (US50109600)	45	43	95.56%
	WI - WAUKESHA COUNTY TECHNICAL COLLEGE - PN (US50109900)	22	20	90.91%
	WI - WESTERN TECHNICAL COLLEGE - PN (US50109500)	21	21	100.00%
WI - WISCONSIN INDIANHEAD TECHNICAL COLLEGE - PN (US50100300)	52	49	94.23%	
NCLEX-RN	WI - ALVERNO COLLEGE - BS (US50509100)	154	134	87.01%
	WI - BELLIN COLLEGE - BS (US50502200)	121	116	95.87%
	WI - BLACKHAWK TECHNICAL COLLEGE - ADN (US50407700)	57	52	91.23%
	WI - BRYANT & STRATTON COLLEGE - ADN (US50400200)	126	101	80.16%

WI - BRYANT & STRATTON COLLEGE - BS (US50510500)	92	80	86.96%
WI - CARDINAL STRITCH UNIVERSITY - BS (US50502700)	47	43	91.49%
WI - CARDINAL STRITCH UNIVERSITY - RUTH S. COLEMAN COLLEGE OF NURSING - ADN (US50408300)	6	4	66.67%
WI - CARROLL UNIVERSITY - BS (US50500000)	108	104	96.30%
WI - CARTHAGE COLLEGE OF NURSING (US50510400)	55	45	81.82%
WI - CHIPPEWA VALLEY TECHNICAL COLLEGE - ADN (US50408100)	177	168	94.92%
WI - CLOSED PROGRAM (US50900000)	1	1	100.00%
WI - COLLEGE OF MENOMINEE NATION - ADN (US50402500)	1	0	0.00%
WI - COLUMBIA COLLEGE - MT MARY COLLEGE - BS (US50502000)	6	2	33.33%
WI - CONCORDIA UNIVERSITY WISCONSIN - BS (US50509400)	84	78	92.86%
WI - EDGEWOOD COLLEGE - BS (US50507500)	127	123	96.85%
WI - FOX VALLEY TECHNICAL COLLEGE - ADN (US50407000)	78	78	100.00%
WI - GATEWAY TECHNICAL COLLEGE - ADN (US50407800)	122	117	95.90%
WI - GEORGE WILLIAMS COLLEGE OF AURORA UNIVERSITY (US50510600)	28	26	92.86%
WI - HERZING COLLEGE - ADN (US50405500)	6	2	33.33%
WI - HERZING UNIVERSITY - BROOKFIELD/KENOSHA - BS (US50500200)	65	58	89.23%
WI - HERZING UNIVERSITY - KENOSHA - BS (US50509900)	193	157	81.35%
WI - HERZING UNIVERSITY - MADISON - BS (US50510300)	40	40	100.00%
WI - HOLY FAMILY COLLEGE (US50510200)	1	0	0.00%
WI - LAC COURTE OREILLES OJIBWE COMMUNITY COLLEGE - ADN (US50400300)	24	7	29.17%
WI - LAKESHORE TECHNICAL COLLEGE - ADN (US50407600)	33	30	90.91%
WI - MADISON AREA TECHNICAL COLLEGE - ADN (US50407900)	187	180	96.26%
WI - MARANATHA BAPTIST UNIVERSITY - BS (US50500100)	11	11	100.00%
WI - MARIAN COLLEGE FOND DU LAC - BS (US50503900)	31	30	96.77%
WI - MARQUETTE UNIVERSITY - BS (US50509000)	125	120	96.00%
WI - MARQUETTE UNIVERSITY - MSN (US50509700)	225	209	92.89%
WI - MID STATE TECHNICAL COLLEGE - ADN (US50400000)	54	53	98.15%
WI - MILWAUKEE AREA TECHNICAL COLLEGE - ADN (US50408000)	126	122	96.83%
WI - MILWAUKEE SCHOOL OF ENGINEERING - BS (US50504400)	80	78	97.50%
WI - MORAIN PARK TECHNICAL COLLEGE - ADN (US50408200)	87	82	94.25%
WI - NICOLET AREA TECHNICAL COLLEGE - ADN (US50400100)	22	21	95.45%

WI - NORTH CENTRAL TECHNICAL COLLEGE - ADN (US50407500)	104	98	94.23%
WI - NORTHEAST WISCONSIN TECHNICAL COLLEGE - ADN (US50407300)	214	200	93.46%
WI - RASMUSSEN COLLEGE - GREEN BAY - BSN (US50510000)	18	17	94.44%
WI - RASMUSSEN COLLEGE - WAUSAU - ADN (US50400400)	55	46	83.64%
WI - RASMUSSEN COLLEGE - WAUSAU - BSN (US50510100)	19	18	94.74%
WI - RASMUSSEN COLLEGE- GREEN BAY- ADN (US50408500)	43	40	93.02%
WI - SOUTHWEST WISCONSIN TECHNICAL COLLEGE - ADN (US50407100)	56	52	92.86%
WI - UNIVERSITY OF WISCONSIN - BS (US50508100)	252	237	94.05%
WI - UNIVERSITY OF WISCONSIN - BS (US50508300)	256	226	88.28%
WI - UNIVERSITY OF WISCONSIN - BS (US50508400)	111	110	99.10%
WI - UNIVERSITY OF WISCONSIN - BS (US50509500)	211	199	94.31%
WI - VITERBO COLLEGE - BS (US50508200)	164	153	93.29%
WI - WAUKESHA COUNTY TECHNICAL COLLEGE - ADN (US50407400)	83	80	96.39%
WI - WESTERN TECHNICAL COLLEGE - ADN (US50408400)	108	106	98.15%
WI - WISCONSIN INDIANHEAD TECHNICAL COLLEGE - ADN (US50407200)	75	66	88.00%
WI - WISCONSIN LUTHERAN COLLEGE - BS (US50500500)	27	27	100.00%

**Board of Nursing 3/10/2022
Item F. Dr. Linda Young, Primary Researcher, 2019-2020
Nursing Education and Nurse Faculty Survey Including
Information Regarding the Recruitment and Retention of
Students**



2019-2020 Wisconsin Nursing Education and Nursing Faculty Survey Report

Linda K. Young, PhD, RN, CNE, CFLE
Dean Emerita and Professor
College of Nursing and Health Sciences
University of Wisconsin-Eau Claire

WON Wisconsin Center for Nursing

Administrators of Nursing Education of Wisconsin
ANEW

March 10, 2022

1

<p>Data Collected in the Study</p>	<ol style="list-style-type: none">1. Program data2. Faculty data3. Student data
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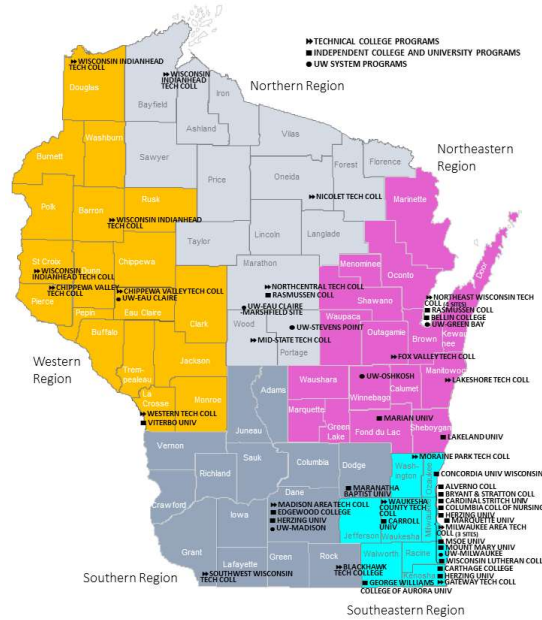
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Program Data Summary

3

40 out of 41 Nursing Programs Returned Survey

- ▶ TECHNICAL COLLEGE PROGRAMS
- INDEPENDENT COLLEGE AND UNIVERSITY PROGRAMS
- UW SYSTEM PROGRAMS



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Wisconsin Nursing Programs

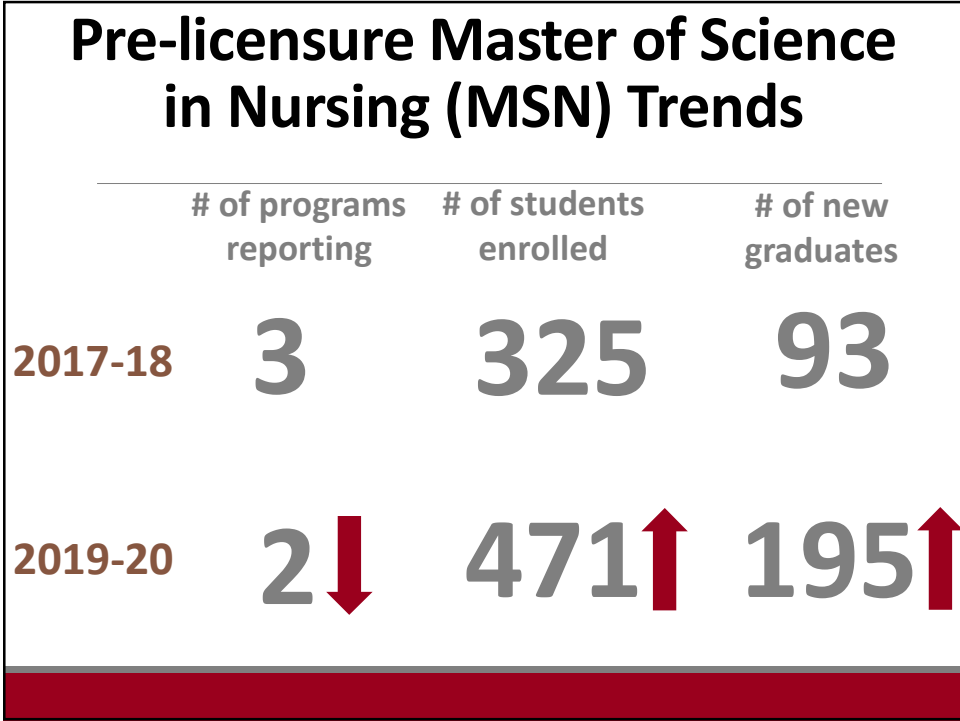
	# of programs reporting		# of students enrolled		# of new graduates	
	2017-18	2019-20	2017-18	2019-20	2017-18	2019-20
Program Trends						
LPN Programs	4	6	298	497	136	222
ADN Programs	15	17	2,968	4,686	1,134	1,619
Pre-licensure BSN Programs	22	25	5,924	5,548	1,834	1,843
Pre-licensure MSN Programs	3	2	325	471	93	195
RN-BSN	15	14	1,109	876	476	344
Clinical Track MSN Program	8	*	495	*	249	*
Non-Clinical Track MSN Programs	10	*	159	*	20	*
MSN Program	*	13	*	925	*	176
DNP	9	13	541	725	148	139
PhD	3	3	123	114	26	14

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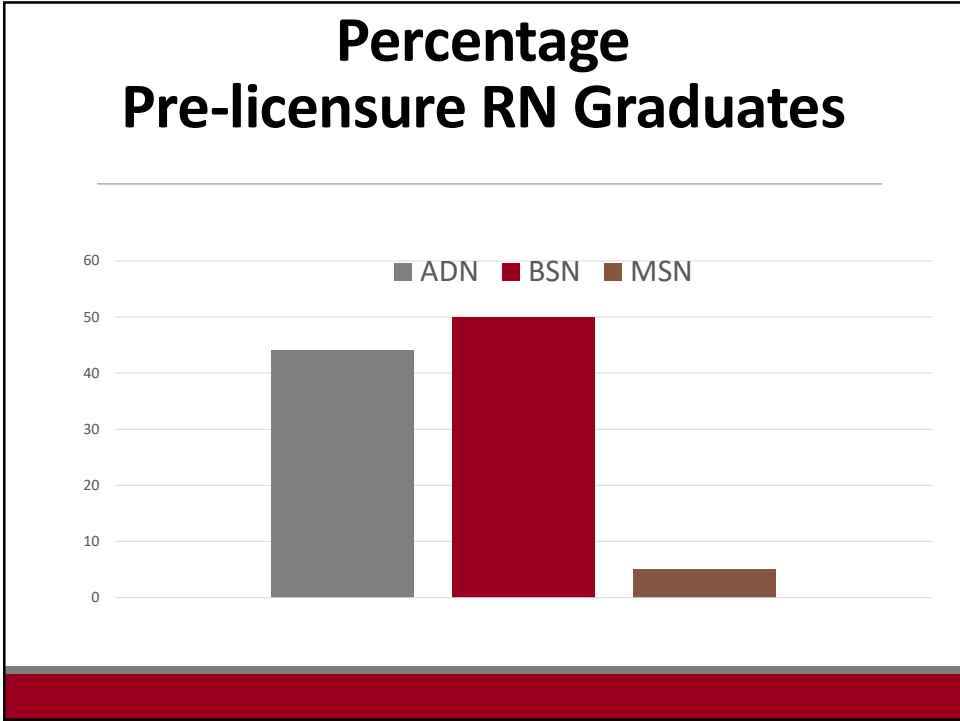
MSN Nurse Educator Program Trends

	# of programs reporting	# of students enrolled	# of new graduates
2017-18	4	89	20
2019-20	7↑	76↓	20↑

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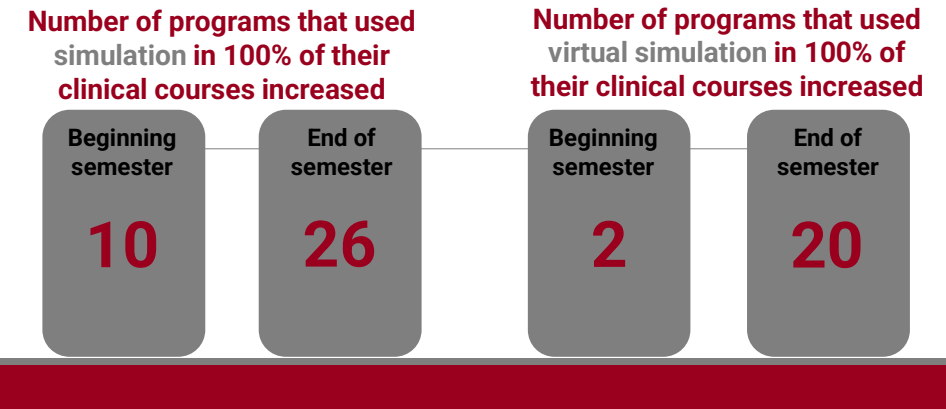
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Simulation and Virtual Simulation

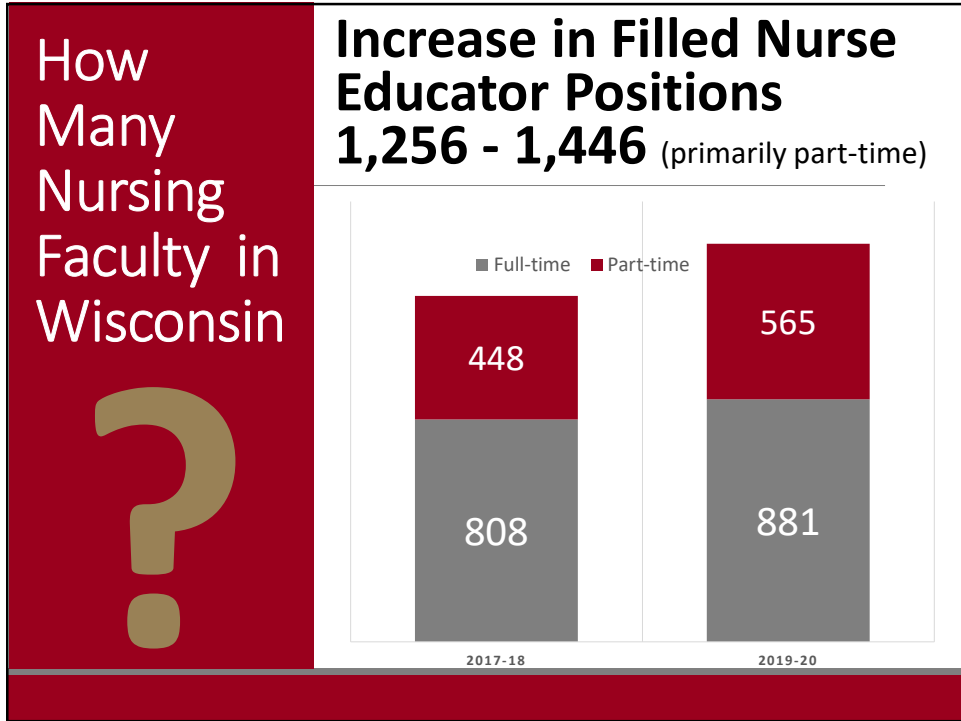
Below is the number of programs that used simulation and virtual simulation in 100% of their clinical courses during the 2020 spring semester.



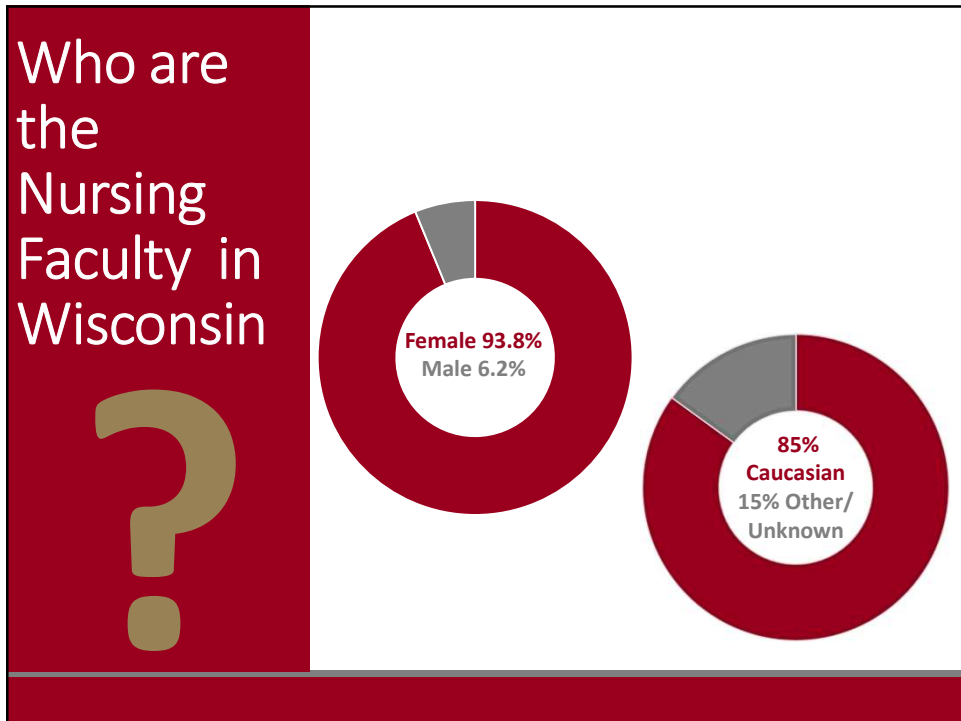
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Faculty Data Summary

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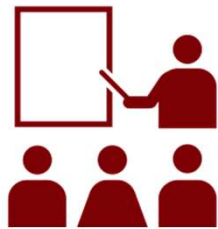
Faculty Education by Highest Degree Earned

There was an increase in number of full-time PhDs but part-time faculty with a PhD declined. The number of DNP and MSN increased in both the full-time and part-time categories. The number of BSN-prepared faculty almost doubled.

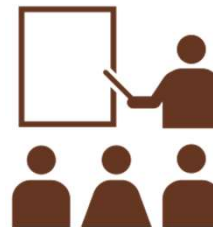
Academic Year Institutions Reporting	2017-18		2019-20	
	n	%	n	%
PhD in Nursing	170	14.4	176	12.1
Doctor of Nursing Practice	153	13.0	206	14.2
Doctorate Non-Nursing	43	3.6	31	2.1
Other Nursing Research Doctorate	7	0.6	6	0.4
Master's in Nursing	728	61.5	902	62.0
Master's Non-Nursing	10	0.9	14	1.0
Bachelor's in Nursing	60	5.1	115	7.9
Bachelor's Non-Nursing	1	0.1	0	0
Associate or Diploma in Nursing	0	0.0	5	0.3

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Nursing Faculty: Mean Age



Mean age of all
nursing faculty =
50.9 years



Mean age for
faculty prepared at
the doctoral level=
53.4 years

Zahner, S. J., Kowalkowski, J., Henriques, J., LeClair, J., Merss, K. B., & Cho, H. (2021). *Wisconsin 2020 RN workforce survey report*. Wisconsin Center for Nursing.

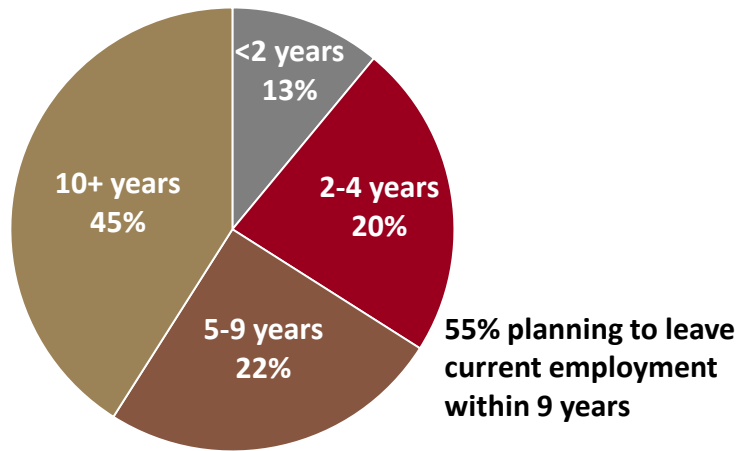
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48% of Full-Time Faculty are 51 Years and Older



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Nursing Faculty: Intent to Leave Current Employment



Zahner, S. J., Kowalkowski, J., Henriques, J., LeClair, J., Merss, K. B., & Cho, H. (2021). *Wisconsin 2020 RN workforce survey report*. Wisconsin Center for Nursing.

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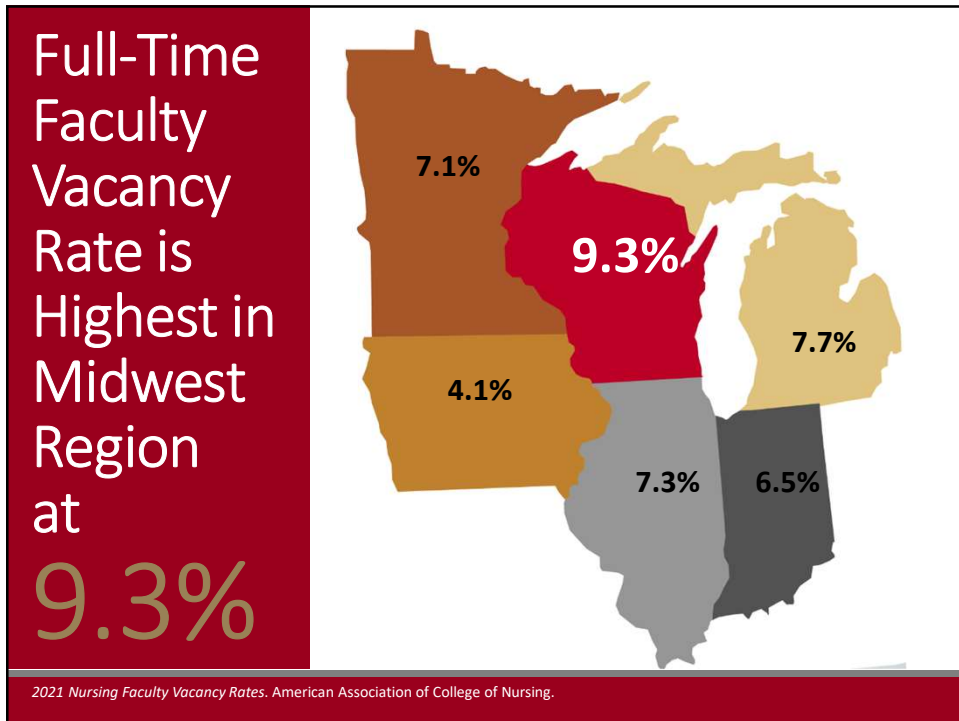
Faculty Hires & Separations



The most notable changes from the 2017-18 survey to the 2019-20 survey are identified below.

<p>Number of new staff hired increased from 159 to 252</p>	<p>Number of retirement and separations increased from 91 to 137</p>	<p>Number of staff not replaced increased from 10 to 37</p>	<p>If funding were available, the number of positions that would be added increased from 87 to 142</p>
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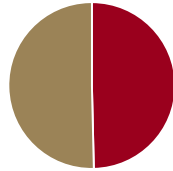
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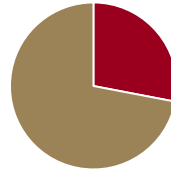
Top 3 Barriers Faculty Identified to Pursuing Further Education

Cost of Tuition and Fees



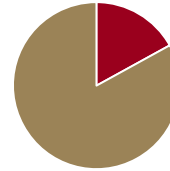
50%

Family/personal Reasons



28%

Lost Work Time and Benefits



17%

Zahner, S., Pinekenstein, B., Kowalkowski, J., Henriques, J., & Brzozowski, S. (2019). *Wisconsin 2018 RN workforce survey*. Milwaukee, WI. Wisconsin Center for Nursing, Inc.

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Nursing Faculty Work Force Shortage Factor

Wisconsin BSN, MSN, and DNP nursing programs report that faculty positions are not being filled due to a

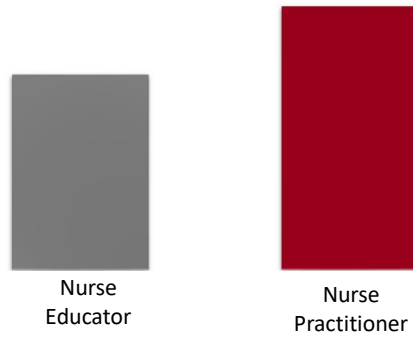
lack

of qualified applicants

Lack of clinical placement sites was also identified as a limiting factor by most programs.

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Wisconsin Nurse Educators Earn **25%** Less than Nurse Practitioners



Office of Occupational Statistics and Employment Projections, Bureau of Labor Statistics, U.S. Department of Labor. (2020) May 2020 State Occupational Employment and Wage Estimates Wisconsin.

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Student Data Summary

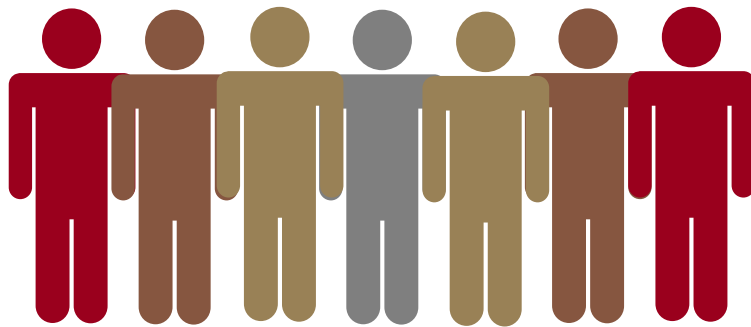
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Wisconsin Graduates Over 3500 ADN and BSN Nurses a Year

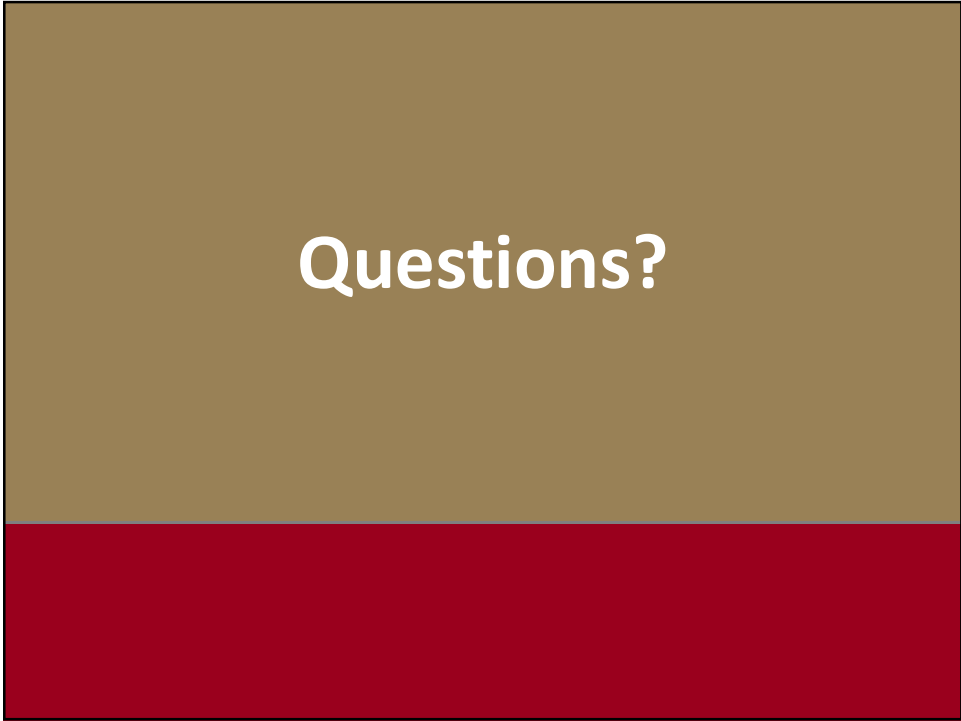
qualified applicants not admitted
997 – traditional BSN
128 – 2nd degree BSN

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**Slightly more diversity is reported
among nursing students in the current
survey than in previous surveys**



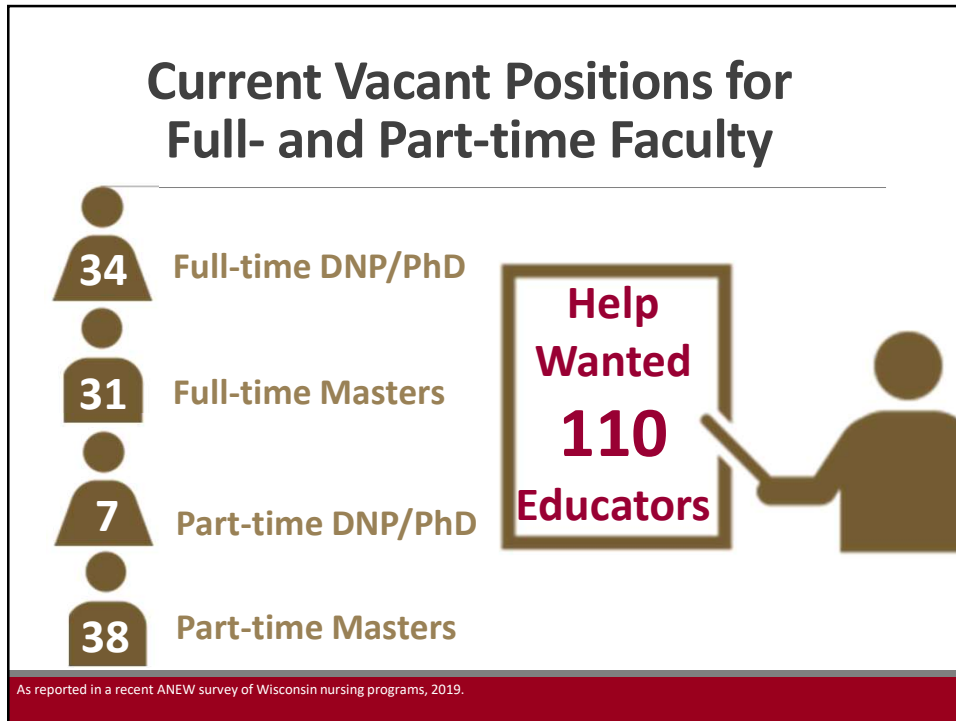
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5 Million to:



➤ **Grow our own faculty with funding for nurses to return to school for graduate degrees in nursing**

- Master's prepared nurses needed to teach in associate and baccalaureate degree nursing programs
- PhD/DNP prepared nurses needed to teach in baccalaureate and graduate degree nursing programs

**WITH A 3-YEAR REQUIREMENT TO
TEACH IN WISCONSIN**

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National Vacant Faculty Positions

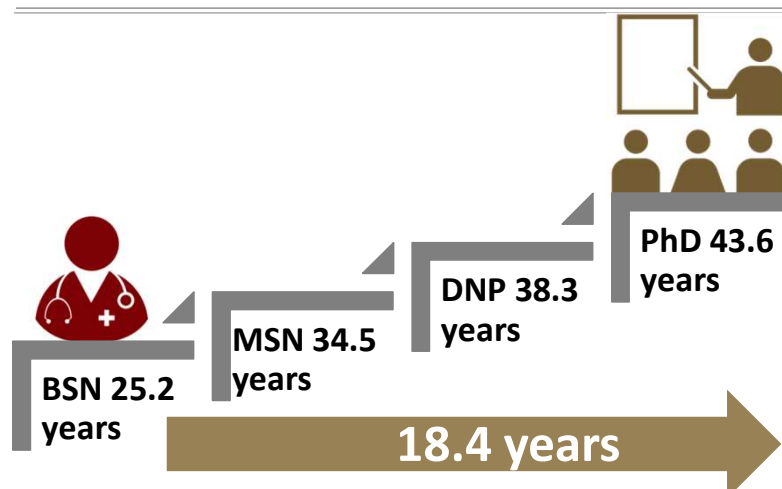
1,715 full-time
faculty vacancies

91% are faculty positions
which require or prefer
a doctoral degree

American Association of Colleges of Nursing. (2019). Special Survey on Vacant Faculty Positions for Academic Year 2018-2019. Washington, DC: American Association of Colleges of Nursing. Retrieved from <https://www.aacnursing.org/Portals/42/News/Surveys-Data/Vacancy18.pdf>

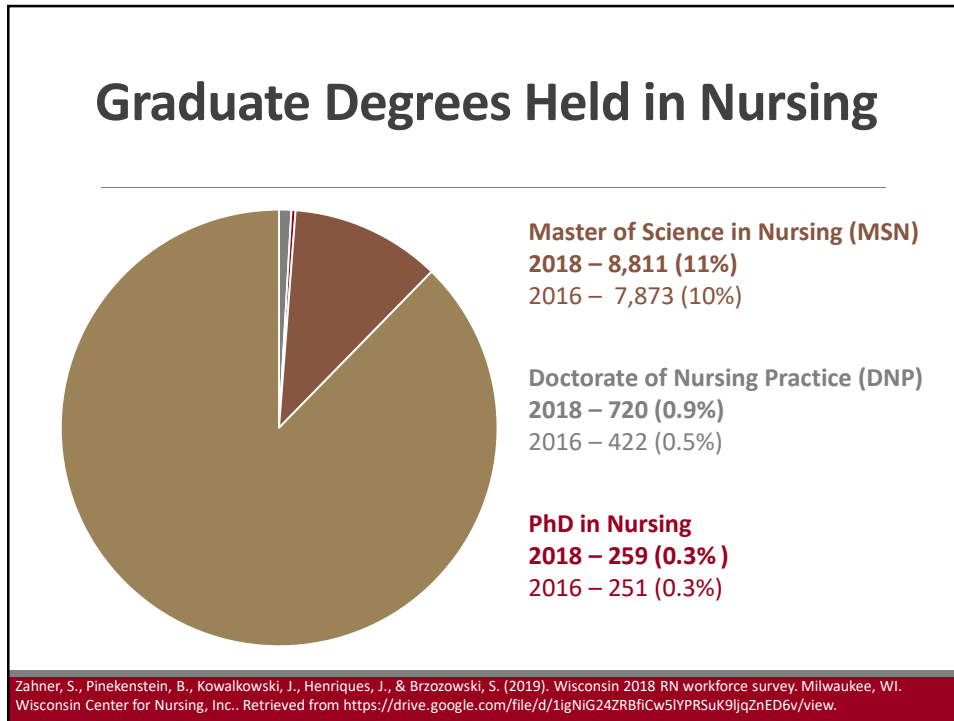
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Mean Age of BSN in Nursing and subsequent nursing degrees earned (if any)

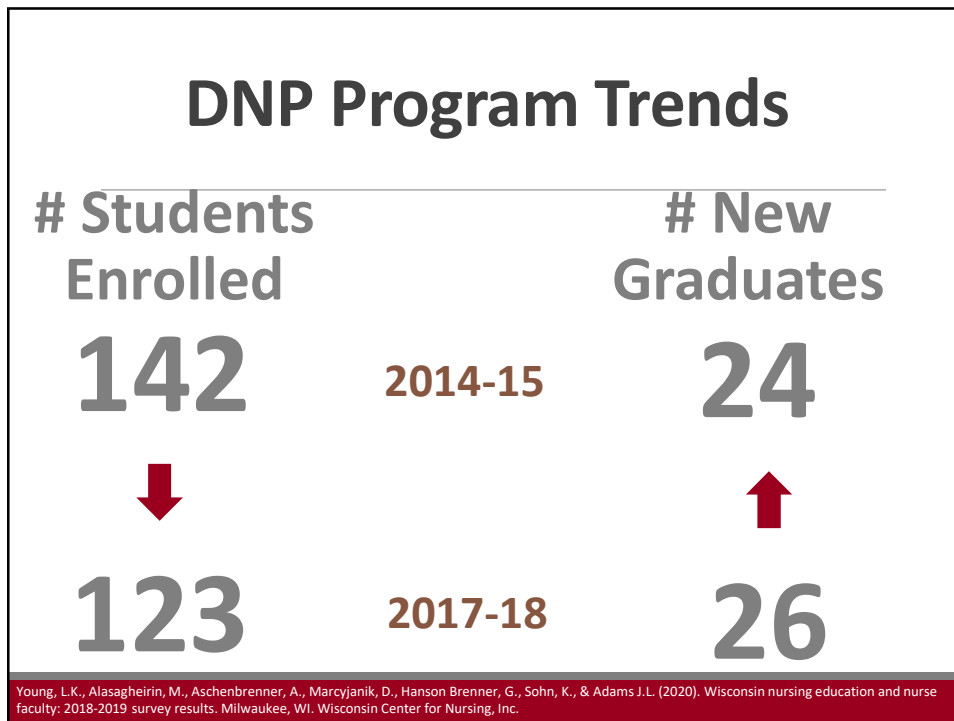


Zahner, S., Pinekenstein, B., Kowalkowski, J., Henriques, J., & Brzozowski, S. (2019). Wisconsin 2018 RN workforce survey. Milwaukee, WI. Wisconsin Center for Nursing, Inc.

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Overview of the Workforce Survey and Analysis

1. Began in 2010. Data received from the leadership of each university, college or technical school program
2. Has had participation issues over time
3. Last survey administered 2015
4. Now based at UW-Eau Claire College of Nursing and Health Sciences
5. Issues with the consistency of survey response
6. The survey will be administered and analyzed every two years
7. Survey work supported financially by WCN and ANEW

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Wisconsin Nursing Supply Will Not Meet Demand

Estimated Number of Nursing Graduates Needed Annually to Meet Projected Demand

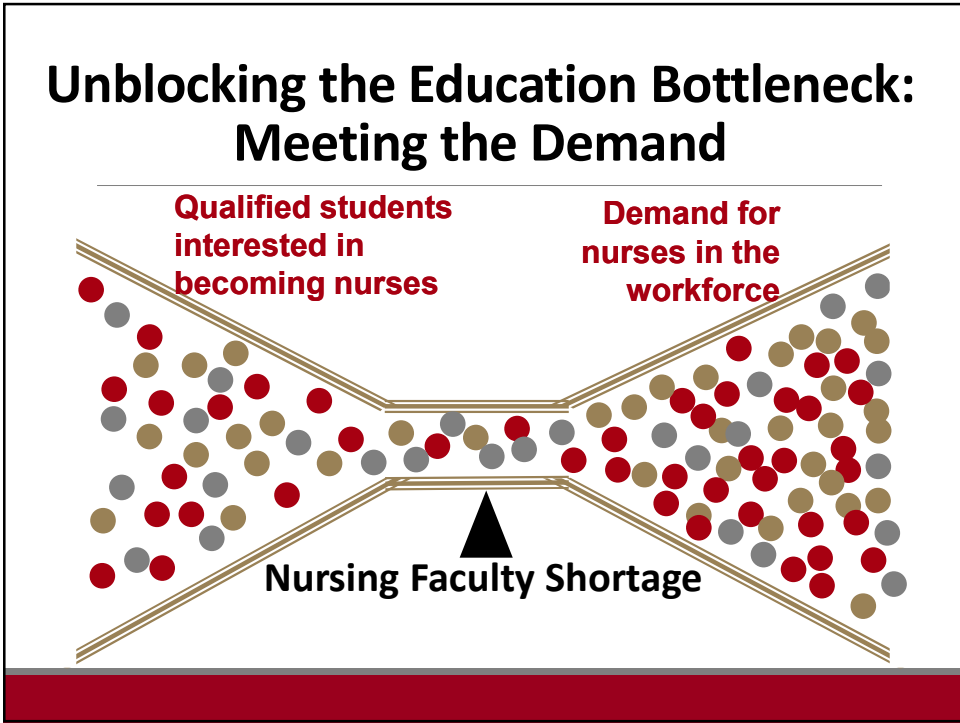
2025	9,800
2030	16,700
2035	23,000
2040	27,700

Projected Nursing Workforce Gap 2010-2040

Year	Projected Gap (%)
2010	0%
2015	0%
2020	~2%
2025	~10%
2030	~18%
2035	~28%
2040	~35%

Wisconsin Center for Nursing, Inc. (2017). The Nursing workforce: Achieving impact with data. Milwaukee, WI: Wisconsin Center for Nursing. Retrieved from

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