North Dakota Nursing Needs Study
Year 6

North Dakota Board of Nursing

July 17, 2008
Patricia Moulton, PhD
Terri Lang, BA

Center for Rural Health

- Established in 1980, at the University of North Dakota School of Medicine and Health Sciences in Grand Forks, ND
- Focuses on:
  - Education, Training, & Resource Awareness
  - Community Development & Technical Assistance
  - Native American Health
  - Rural Health Workforce
  - Rural Health Research
  - Rural Health Policy
- Web site: http://ruralhealth.und.edu
## North Dakota Nursing Needs Study

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## Status of North Dakota Nurse Supply and Demand

![Balloon Image]
RN Supply

Licensed RNs per 1,000 People

Sources: ND Board of Nursing Annual Reports and US Census Population Estimates.
North Dakota RNs per 1,000 Population

North Dakota Nursing Education Graduates: RNs

Source: North Dakota Board of Nursing Annual Education Reports. Note. The 2000-2005 graduate numbers also include graduates from Concordia College as a part of the Tri-College Program.
Licensed LPNs per 1,000 People

North Dakota LPNs per 1,000 Population

Sources: ND Board of Nursing Annual Reports and US Census Population Estimates.
North Dakota Nursing Education Graduates: LPNs

Source: North Dakota Board of Nursing Annual Education Reports

LPN Retirement Plans

LPN and RN Demand

North Dakota Statewide Vacancy Rates

Percentage of Nurses Working 36-40 Hours per Week


Nurses with a Secondary Nursing Job

North Dakota Statewide Turnover Rates

Conclusions

- Continued support of North Dakota’s nursing education programs in particular support for the recent expansion of class size will play an important role in ensuring an adequate supply of nurses in the future.

- The distribution of an inadequate number of nurses across rural areas of the state remains a concern.

- There is some indication of a worsening LPN shortage. This should be closely monitored.

- Increased turnover rates of nurses in health care facilities indicate a need to improve the work environment and maximize retention of nurses.

- Given the number of factors that can impact supply and demand, it is important to collect data and track changes over time.

North Dakota Registered Nurse FTE Supply and Demand Projections

The estimate of supply and demand utilized the USDHHS Health Resources and Services Administration National Center for Health Workforce Analysis Nursing Supply and Demand software. Please see the methods section for more detail.

Faculty Survey Results
Age

Ethnicity

[Bar charts showing age distribution and ethnic composition by faculty level]
Highest Degree

- Total Faculty: 17.4% Doctorate, 61.7% Masters, 20.9% Bachelors
- Associate Professor/Professor: 64.0% Doctorate, 36.0% Masters
- Assistant Professor: 10.0% Doctorate, 87.5% Masters, 2.5% Bachelors
- Instructor: 88.0% Doctorate, 12.0% Masters
- Clinical Faculty: 38.7% Doctorate, 61.3% Masters

Student Loan Debt

- 0 - 9,999: Clinical Faculty 66%, Instructor 56%, Assistant Professor 29%, Associate Professor/Professor 3%
- 10,000 - 29,999: Clinical Faculty 31%, Instructor 35%, Assistant Professor 26%, Associate Professor/Professor 4%
- 30,000 - 49,999: Clinical Faculty 4%, Instructor 4%, Assistant Professor 46%, Associate Professor/Professor 8%
- > 50,000: Clinical Faculty 5%, Instructor 5%, Assistant Professor 15%, Associate Professor/Professor 8%
Continuing Education

Full time/Part Time Positions
Tenure Status

Tenured: Clinical Faculty 4%, Instructor 4%, Assistant Professor 4%, Associate Professor/Professor 64%
On tenure track: Clinical Faculty 20%, Instructor 10%, Assistant Professor 37%, Associate Professor/Professor 20%
On a non-tenure track: Clinical Faculty 20%, Instructor 25%, Assistant Professor 10%, Associate Professor/Professor 20%
There is no tenure system: Clinical Faculty 4%, Instructor 10%, Assistant Professor 26%, Associate Professor/Professor 50%

Years in Nursing Education

2003 All Faculty: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11
All Faculty: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11
Associate Professor/Professor: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11
Assistant Professor: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11
Instructor: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11
Clinical Faculty: Clinical Faculty 3, Instructor 5, Assistant Professor 10, Associate Professor/Professor 11

Average Number of Years Teaching
Number of Years in Current Position

- 2003 All Faculty: 9
- All Faculty: 3
- Associate Professor/Professor: 11
- Assistant Professor: 3
- Instructor: 2
- Clinical Faculty: 4

Average Number of Years in Current Position

Workload Hours

- All Faculty
  - Part-Time: 38
  - Full-time: 53
- Associate Professor/Professor
  - Part-Time: 47
  - Full-time: 50
- Assistant Professor
  - Part-Time: 41
  - Full-time: 53
- Instructor
  - Part-Time: 35
  - Full-time: 58
- Clinical Faculty
  - Part-Time: 34
  - Full-time: 49
Average Miles to Teach in Nursing Education Program

- Total Faculty
- Associate Professor/Professor
- Assistant Professor
- Instructor
- Clinical Faculty

Self-Reported Salary

- 9 month
- 10 month
- 12 month
# One-Year and ADN Program Reported Salary

**Academic Year Average Salary by Rank for One-Year and ADN Programs**

<table>
<thead>
<tr>
<th>Rank</th>
<th>North Dakota</th>
<th>Midwestern Region</th>
<th>National</th>
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<tbody>
<tr>
<td>Instructor**</td>
<td>$41,752</td>
<td>$41,760</td>
<td>$43,000</td>
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<td>Assistant Professor</td>
<td>$47,678</td>
<td>$43,850</td>
<td>$45,000</td>
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<td>Associate Professor</td>
<td>$57,840</td>
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<tr>
<td>Professor</td>
<td>$53,856</td>
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**Notes:**
- There were no programs that indicated salaries for doctorally prepared faculty.
- For programs that indicated 12-month contract salaries, they were converted to academic year equivalent salary.

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# BSN and Graduate Program Reported Salary

**Academic Year Average Salaries for Baccalaureate and Graduate RN Programs by Rank and Degree**

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<thead>
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<th>Rank</th>
<th>Doctoral</th>
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<th>Midwestern Region</th>
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<td>$44,326</td>
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<td>$44,501</td>
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<td>Professor</td>
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<table>
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<tr>
<td>Assistant Professor</td>
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<td>Professor</td>
<td>$61,945</td>
<td>$66,969</td>
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**Notes:**
- Programs that indicated greater than 10-month contract salaries were converted to academic year equivalent salary and averaged.
52% of the faculty indicated they have been contacted by a recruiter with information about a faculty position at another program out of state.

“$34.00 hour for clinical teaching”

“$100,000 for 9-month full-time position with guarantee of no summer work required. It also came with the guarantee of no work on weekends and holidays. The hours were guaranteed at an average of 8 a day and no evenings or nights required. I also would not have to obtain a terminal degree to maintain employment.”

“salary $90,000/year plus $300,000 allowance for housing”
Nurse Faculty Intern Study

- Have Not Participated: 68%
- Academic Consultant: 12%
- Mentor: 19%
- Nurse Faculty Intern: 4%

Faculty Survey Policy Recommendations

- Examine current benefit packages including tuition assistance for those pursuing a higher degree.
- Examine salaries that would be more commensurate with actual workload.
- Examine new recruitment and retention strategies for nursing faculty.
- Offer an annual faculty development boot camp focusing on curriculum development, teaching strategies, evidence-based practice, test preparation, clinical simulation and utilization of technology, etc.
CONCLUSIONS

- Targeted programs should market nursing to children in order to increase interest.
- Efforts should be increased to recruit and retain nursing faculty.
- Persistent shortage in nurses is worsening for LPNs, continues to be a problem for RNs.
- Salary inconsistency should be addressed by individual facilities. Examine creative salary and benefit packages. Also examine workplace characteristics such as nurse representation.

Year 7 Proposed Projects

- Supply and Demand Fact Sheet
- Nursing Faculty Fact Sheet
- Licensed Nurse Survey
- Nursing Student Survey
For more information contact:

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Fax: (701) 777-6779

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Connecting resources and knowledge to strengthen the health of people in rural communities.