

Directions

Please submit the final report as a **Word document via email** to gkitchen@uwsa.edu (no hard copies please). The annual report is due by **Wednesday, July 27, 2016 at noon**. The following information must be provided:

Institution Name(s): UW-Eau Claire, UW-Madison, UW-Milwaukee, UW-Oshkosh	Project Title: Nurses for Wisconsin Identifying, Recruiting, and Retaining Nurse Educators in Wisconsin
Principal Investigator: Dr. Linda Young Email: younglk@uwec.edu	Person submitting Report: Dr. Linda Young Contact Phone #: 715-836-4904
Grant Award Amount: : \$3,218,703	Report Date: July 27, 2016
Grant Funding Spent (to date): 2,401,887 Grant Funding Encumbered: 797,125 Grant Funding Carryover: 19,691	Date project began: December 1, 2013
	Date project ends (projected): June 30, 2016

I. Status Report

The purpose of the project is threefold: 1) increase the number of nursing faculty available across the UW System, 2) support nursing enrollments, and 3) mitigate projections for unprecedented shortage of registered nurses in the state.

Nurses for Wisconsin continues to address the above goals by building upon its early successes. It has also become a catalyst for collaboration among private and public organizations to address the nursing and nurse educator workforce shortage. This unexpected outcome is providing sustainability beyond what was originally anticipated.

The previous annual report indicated that 1.3 million dollars had been awarded to individuals, with almost 2 million encumbered. Today, nearly 2.5 million has been distributed to DNP and PhD fellows and faculty participating in the loan reimbursement program and less than \$800,000 remains encumbered. It is anticipated that nearly all funds will be paid out during the upcoming academic year in fulfillment of obligations to awardees. Our prior reports outlined primary and ancillary activities: laying a strong foundation for the project; developing and implementing a marketing plan; formulating procedures, documents and guidelines; hiring the project coordinator; identifying project campus liaisons; and planning two Nurses for Wisconsin:

Learn.Teach.Lead conferences. This status report will focus on four specific areas:

1. Updating awardee information
2. Describing the third Nurses for Wisconsin: Learn.Teach.Lead conference
3. Delineating communication and additional marketing efforts
4. Sharing unexpected outcomes from this project

Awardee Information

Over the course of the project the number of active awards had declined from 51 to 48 (Table 1.) Two predoctoral fellows at UW-Madison withdrew from the program. One graduated with a DNP and is employed in to the private sector, the other did not complete her PhD program. Both have entered into a repayment program and their returned award amounts will be used to fund scholarships for students attending the UW-Madison Nurse Educator Certificate program. As mentioned in the 2014-2015 status report (p.3), “Returned funds will remain with the nursing program which originated the fellowship, and will be used in a manner that reflects the intent and goals of the project.” UW-Madison’s plan fulfills this condition. Faculty loan reimbursement awardees decreased by one when a UW-Milwaukee faculty member left the university after two years. The remaining funds will be used to fund a new PhD predoctoral student at UW-Milwaukee beginning the fall of 2016. UW-Eau Claire and UW Oshkosh did not experience any changes.

Table 1.

Campus	Predoc DNP Fellowships	Predoc PhD Fellowships	Postdoctoral Fellowships	Faculty Repayment Program	Total Awards as of 6/16	Total Adjustments as of 6/16
UW- Eau Claire	11	3	1 (DNP predoc extended)	4	19	No change
UW- Madison	3-1=2	3-1=2	1	3	8	2 predocs withdrew
UW- Milwaukee	4	3	1	1-1=0	8	1 faculty withdrew
UW Oshkosh	8	3	0	2	13	No change
2016 Project Total	25	11	3	9	48	
<i>Project Goal</i>	<i>22 (revised from 30)</i>		7	30	59	
<i>Deviation from Target</i>	<i>+14</i>		<i>-4</i>	<i>-21</i>	<i>-11</i>	

Nurses for Wisconsin predoctoral fellows have begun to graduate from their programs and take positions at UW System nursing schools (Table 2). Fourteen (14) predoctoral students earned their DNP degree and one PhD degree was awarded. Six DNPs are now employed at UW System nursing programs and one PhD graduate has been hired as a clinical assistant professor. Of the remainder, four graduates are in professional practice deferment, three have yet to finalize their plans and one withdrew from the project. The remaining awardees will be completing their studies within the next 12-24 months. The postdoctoral students continue to participate in the program. Please note that award amounts vary because some recipients received funding across two award cycles.

Table 2.

Campus	Last Name	Award Type	Award Amount	Current Status
UW-Osh	Nickasch	DNP	21,500	UW-Osh employee
UW-Osh	Veltus	DNP	86,000	UW-Osh employee

UW-Osh	Elertson	Fac Loan	50,000	UW-Osh employee
UW-Osh	Schmidt	Fac Loan	28,304	UW-Osh employee
UW-Osh	Smolinski	PhD	43,000	UW-Osh employee
UW-Mil	Kennedy*	Fac Loan	50,000	UW-Mil employee (2 years only)
UW-Mad	Lothe	Fac Loan	50,000	UW-Mad employee
UW-Mad	Fischer	Fac Loan	50,000	UW-Mad employee
UW-Mad	Saladar	Fac Loan	33,000	UW-Mad employee
UW-EC	Chapek	DNP	43,000	UW-EC employee
UW-EC	Larson	DNP	43,000	UW-EC employee
UW-EC	Recine	DNP	43,000	UW-EC employee
UW-EC	Smith	DNP	43,000	UW-EC employee
UW-EC	Alasagheirin	Fac Loan	7,615	UW-EC employee
UW-EC	Arriola	Fac Loan	50,000	UW-EC employee
UW-EC	Hofmann	Fac Loan	50,000	UW-EC employee
UW-EC	Kenney (Kromrie)	Fac Loan	50,000	UW-EC employee
UW-EC	Parsons	DNP	40,000	Student
UW-EC	Rock (Bukowic)	DNP	40,000	Student
UW-EC	Thomas	DNP	40,000	Student
UW-EC	Zien	DNP	43,000	Student
UW-EC	Hanson-Brenner	PhD	51,845	Student
UW-EC	Marcyjanik	PhD	51,845	Student
UW-EC	Pritchard	PhD	53,195	Student
UW-Mad	Matthews	DNP	86,000	Student
UW-Mad	Alexander	PhD	86,000	Student
UW-Mad	Krupp	PhD	86,000	Student
UW-Mad	Mead	PhD	86,000	Student
UW-Mil	Christenson	DNP	86,000	Student
UW-Mil	Rukamp	DNP	86,000	Student
UW-Mil	Weis	DNP	86,000	Student
UW-Mil	Calkins	PhD	86,000	Student
UW-Mil	McAndrew	PhD	86,000	Student
UW-Mil	Yohn	PhD	86,000	Student
UW-Osh	Kunstman	DNP	86,000	Student
UW-Osh	Menet	DNP	86,000	Student
UW-Osh	Pascarella	DNP	43,000	Student
UW-Osh	Rogalsky	DNP	86,000	Student
UW-Osh	Blakeslee	PhD	12,196	Student
UW-Osh	Englund	PhD	86,000	Student
UW-EC	Recine	PhD Post Doc	21,500	Postdoc
UW-Mad	Snedden	PhD Post Doc	75,000	Postdoc

UW-Mil	Bonis	PhD Post Doc	155,584	Postdoc
UW-EC	Funk	DNP	43,000	Practice deferment
UW-EC	Matott	DNP	43,000	Practice deferment
UW-EC	Rude	DNP	43,000	Practice deferment
UW-Mad	Kilen	DNP	86,000	Practice deferment
UW-Mil	Servi	DNP	78,416	TBD
UW-Osh	King	DNP	86,000	TBD
UW-Osh	Winger	DNP	86,000	TBD
UW-Mad	Shannon*	DNP	43,000	Repayment (graduated)
UW-Mad	Guggino*	PhD	8,157	Repayment (withdrew)
		Total	3,089,157	

(* subtracted from Table 1)

The deans who initiated the Nurses for Wisconsin program added professional practice as an option for deferment as outlined in the UW System Nursing Fellowship Promissory Note (p.2). Currently, deferment is allowable for postdoctoral experiences. However, the deans deemed that upon receiving a Doctor of Nursing Practice (DNP) degree, professional practice for 24 months is as beneficial as participating in a postdoctoral experience.

Third Nurses for Wisconsin Conference

A third Nurses for Wisconsin.Learn.Teach.Lead Conference was held at the College of Nursing, UW-Milwaukee campus on June 9-10, 2016. Barbara Nichols, DNSc (hon) MS, RN, FAAN presented the keynote, entitled, “Diversity and Nursing Leadership: Perspective, Purpose and Promise.” She called on participants to recognize that a diverse nursing work force which reflects the patient population, both minorities and men, will help alleviate disparities in health access and outcomes. She also told the audience that part of leadership in nursing is to ensure that you are at the table and articulate your views forcefully.

Two workshops were offered. A three-hour session on time management in the academic setting was presented by Dr. Mindi Thompson. She focused on how to efficiently prioritize tasks and manage daily activities to ensure that scholars have time for writing and research. Her presentation, “Time Management: How to Align Work Time with Institutional and Personal Priorities” also included the need to build a support network that matches the various challenges academics face. As a result of her participation, the audience received access to a variety of online resources published by National Center for Faculty Development & Diversity. A five-hour writing workshop was presented by Dr. Leslie H. Nicoll entitled, “Being Strategic and Successful in Writing for Publication.” As both an editor and author she delivered a wealth of tips and tools for researching, writing, preparing, and publishing a manuscript. She shared numerous first hand experiences and examples.

In addition, a nursing leadership roundtable that included Linda K. Young, PhD, RN, CNE, CFLE Dean, UW-Eau Claire, Susan Gallagher-Lepak, PhD, RN, Chair of Nursing, UW-Green Bay, Sally Lundeen, PhD, RN, FAAN, Dean, UW-Milwaukee and Dr. Barbara Nichols responded to questions from the audience.

This year’s conference was open to Nurses for Wisconsin awardees, as well as nursing program faculty who were recently hired. Over forty individuals participated in the two-day event. Post-conference evaluations were very positive for all sessions. In particular, attendees indicated that the content presented met their needs as related to networking, time management and scholarly writing. For example, all responders strongly agreed or agreed that key objectives had been met, such as “I can list a least two techniques to help develop a support

network” or “I have an increased understanding of the steps necessary to submit a manuscript successfully.” The program brochure is attached. Informal communications with participants underscored their appreciation for these conferences and a hope that they will have an opportunity to attend future conferences hosted by Nurses for Wisconsin.

Communication and Marketing Efforts

With the project now moving into a “monitoring” phase communication amongst project partners continues but to a lesser degree. Nurses for Wisconsin appears as an agenda item for UW System nursing program dean’s meetings. Project liaisons primarily communicate via email. They also continue to communicate with and monitor their awardees. A small work group met via phone several times to organize the 2016 conference in Milwaukee. Status reports continue to be submitted by awardees in August and February. A semi-annual (January and June) tracking form has been instituted to compile both awardee demographic information and expenditures to awardees on each campus. Liaisons will complete the form and return to UW-Eau Claire.

The Nurses for Wisconsin website <http://www.nursesforwisconsin.org/> received a facelift in the spring of 2016 and features new pages with new content for both participants and those interested in pursuing a career as a nurse educator. Content that appeared on the Nurses for Wisconsin Desire to Learn (D2L) site was moved to the website. The D2L site was closed.

A video series was developed to highlight the six UW System baccalaureate nursing programs, UW-Eau Claire, UW-Green Bay, UW-Madison, UW-Milwaukee, UW Oshkosh and UW-Stevens Point. An introductory video, “Nurses for Wisconsin: The Nurse Shortage,” https://youtu.be/Aw5NGDCb_BA encourages nurses to consider a career as nurse educator and informs other stakeholders on the growing demand in this healthcare sector. This video links to individual campus segments <https://www.youtube.com/playlist?list=PLz-0FIcaFzT5yNeQi-Y7GshvwUsTVAH3>. Each campus was visited by a videographer who interviewed faculty, staff and students. The final product shines a light on the unique strengths of each nursing program and encourages both potential faculty members and prospective students to investigate further. In addition, a separate video, “What Impact Could YOU Make?,” <https://youtu.be/RAbwkBC261E> features UW System undergraduate and graduate nursing students voicing their gratitude to nursing faculty members who helped shape their careers and made a positive impact on their lives.

Nurses for Wisconsin continues to garner media attention.

- Dean Linda Young was a guest on the regional radio program, Spectrum West, June 23, 2016 <http://www.wpr.org/shows/spectrum-west-june-23> and discussed the nursing and nurse educator shortage and its impact on the health status of Wisconsin citizens.
- A news segment featuring Dean Leslie Neal-Boylan was produced by the WLUK television station <http://fox11online.com/news/local/fox-cities/uw-system-videos-to-address-nursing-educator-shortage>.
- Stevens Point Journal covered the release of the nurse educator videos in a recent article <http://www.stevenspointjournal.com/story/life/2016/06/03/videos-aim-attract-nurse-educators/85308764/>
- An article detailing the Nurses for Wisconsin project, *Nurses for Wisconsin: A Collaborative Initiative to Enhance the Nurse Educator Workforce* [http://www.professionalnursing.org/article/S8755-7223\(15\)00146-5/abstract](http://www.professionalnursing.org/article/S8755-7223(15)00146-5/abstract) has been published online by the Journal of Professional Nursing in December, 2015. The article also appears in print in Volume 32, Issue 4, July–August 2016. Lead author is Dr. Linda Young.

Unexpected Outcomes:

Nurses for Wisconsin has also been a catalyst for state-wide dialogs and activities to ensure that we have the nursing workforce necessary to care for Wisconsin citizens, including the following.

- Project deans and Wisconsin nursing leadership presented a nursing and nursing faculty update to Wisconsin legislators on March 16, 2016 followed by a discussion.
- Dean Linda Young was asked to represent nursing on the BeBold III: Accelerate Wisconsin committee which is a state-wide task force working on education and employment issues related to the healthcare sector.
- Dean Young is working with other Wisconsin nursing organizations to plan a regional meeting for western Wisconsin healthcare stakeholders scheduled for October, 2016.

The investment made by the UW System in Nurses for Wisconsin has begun to reap multiple benefits. Not only is the project helping to alleviate the nursing faculty shortage by increasing the number of highly-qualified nurse educators but it has also become a proactive force in engaging professional societies, healthcare facilities, policymakers, and others in a conversation around potential next steps to meet the growing demand for nurses in a rapidly evolving healthcare environment.

II. Updated Goals/Performance Metrics and Assessment Plans

No changes have been made to project goals/performance metrics and assessment plan during this period, July 1, 2015 – June 30, 2016.

III. Project/Program Budget and Expenditures

Expenditures are detailed by category (Table 3). The source of funds is the Economic Development Incentive Grant, 2013-2015. A carryover plan was submitted to the Office of Budget and Planning UW System Administration which requested that remaining dollars be used for a video series and third conference. Both activities have been completed. However, a balance of \$19,691 still remains due to savings related to the project coordinator position and fewer expenses related to the third conference. An additional carry over request will be made to UW System for the remaining funds be used to sponsor a fourth Nurses for Wisconsin conference next summer.

Table 3.

	Original Budget	Revised Budget	Expenditures	Encumbered	Remainder
Salary and Benefits					
Project Coordinator	45,000	45,000	37,678	0	7,323
Materials and Supplies					
Education Summits (3)	45,000	45,000	32,645		12,355
Marketing & Video Project	38,703	38,703	43,645	0	-4,942
Awards					
Fellowship & Faculty Loans	3,090,000	3,089,157	2,287,919	797,125	4,112
Award remainder		843			843
Totals	3,218,703	3,218,703	2,401,887	797,125	19,691
Total					3,218,703

IV. Changes

The recent budget challenges have constrained hiring across the UW System. In response, the project deans expanded the employment options available to DNP and PhD fellows. Although encouraged to apply at UW-Eau Claire, UW-Green Bay, UW-Madison, UW-Milwaukee, UW Oshkosh and UW-Stevens Point, participants may now seek employment as an instructor at any Wisconsin nursing program. Employment for three years at any of these institutions will constitute fulfillment of their teaching obligation. In addition, recent graduates may request a deferment to participate in a postdoctoral or professional practice experience. The program dean may grant the deferment for up to 24 months. Monitoring of all awardees throughout the process will continue.

Due to concerns over university account balances, it was determined that the remaining Nurses for Wisconsin funds allocated to UW-Madison, UW-Milwaukee and UW Oshkosh (\$721,962) be disbursed to those campuses. This series of transactions occurred at the end of June, 2016. Prior to the transfer of funds, programs submitted details outlining expenditures to fellows and faculty participants and were reimbursed by UW-Eau Claire. To ensure that we maintain a similar level of monitoring and can more easily track participants a form was developed to be completed on a semi-annual basis by each campus liaison for submission to UW-Eau Claire.