

The Nursing Shortage: NEXus - a Strategy for Workforce Replenishment

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PURPOSE

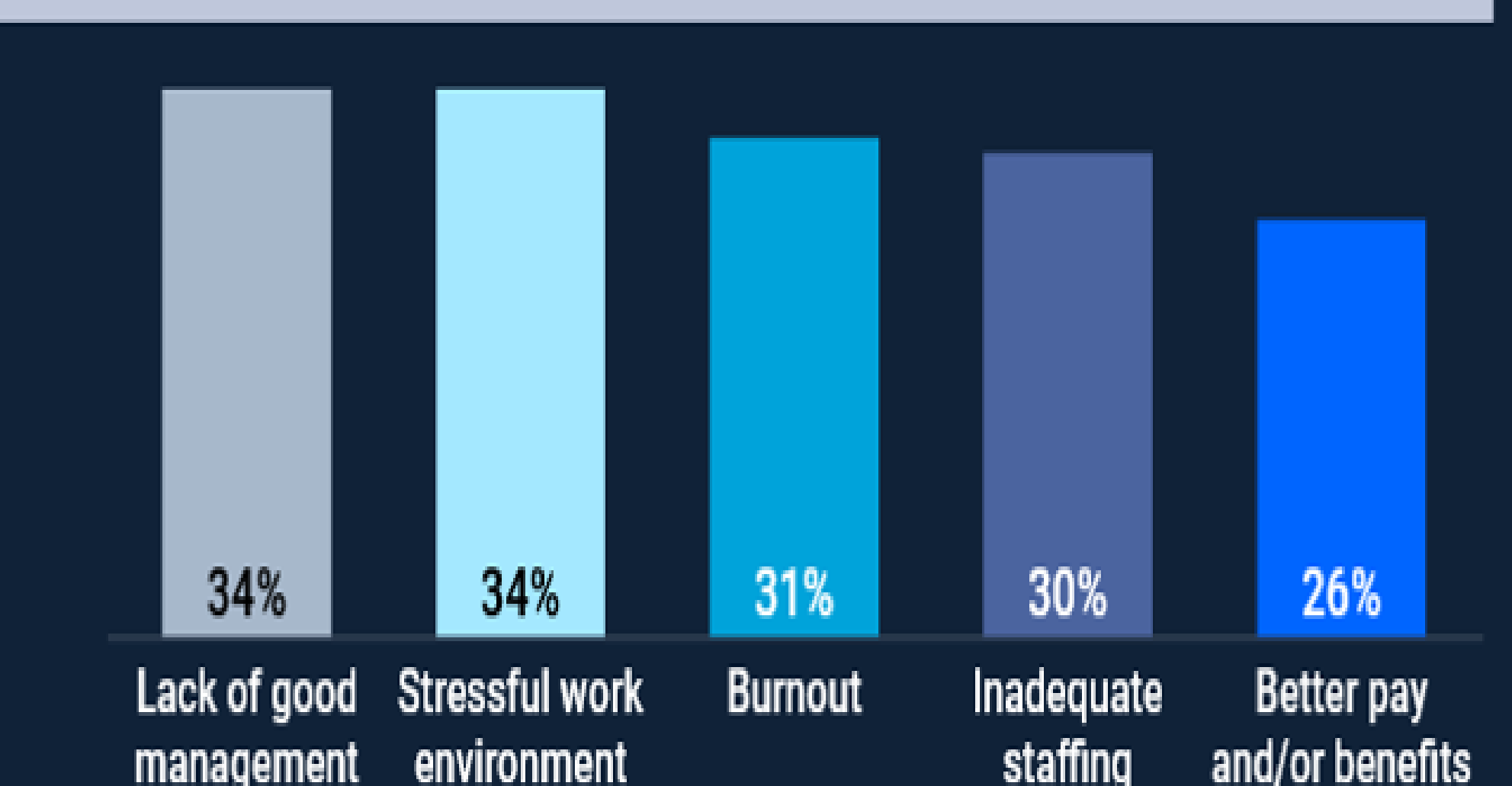
- Describe an innovative distance education strategy that enhances & expedites graduation rates of nurses pursuing doctoral education desiring to become faculty at schools of nursing.

BACKGROUND/RATIONALE

- The Covid-19 pandemic & its subsequent surges have all but decimated the nursing workforce in many parts of the country.
- It is critical to build the nursing workforce of the future now.
- Faculty vacancies through retirement and career changes may result in qualified applicants being turned away from nursing programs.
- Nurse faculty prepared at the doctoral level are needed to complete graduate programs as timely as possible.
- Consortiums such as the Nursing Education Xchange (NEXus) can help expedite program completion of future faculty desperately needed to educate the next generation of nurses.

The US is projected to face a shortage of registered nurses

Results from a survey taken in 2018 show the top reasons nurses leave their jobs:



The pandemic has exacerbated many of these challenges

<https://nihcm.org/publications/nursing-covid-19>

DESCRIPTION

- In the early 2000s, the Western Institute of Nursing explored ways of educating doctoral-prepared nurse educators & researchers through shared *complementary* resources across institutions.
- The Nursing Education Exchange (NEXus) was inaugurated in 2005.
- The NEXus consortium has grown from four participating schools to 16, offering over 250 courses.

250+ Courses Offerings

- Advanced Nursing Practice
- Children, Parents and Families
- Chronic and Disabling Conditions and Palliative Care
- Diverse and Vulnerable Populations
- Ethics
- Gerontology
- Interprofessional Collaboration
- Mixed Methods
- Non-Nursing Courses
- Nurse Education
- Nursing Knowledge Development: Theory, Philosophy and Science
- Qualitative Research Methods
- Quantitative Research Methods
- Research Methodology
- Scholarship and Writing
- Scientific Underpinnings for Advanced Nursing Practice
- Special Topics
- Systems, Leadership, Informatics and Policy

- Students in schools participating in the consortium may take any offered course from participating NEXus schools.
- Course credit is considered as if it were taken at the home institution.
- Courses are delivered on-line.

- NEXus eases institutional faculty shortages and associated costs by providing doctoral educated faculty without having to spend funds on faculty searches, hiring, & course development for classes already available through the Consortium.

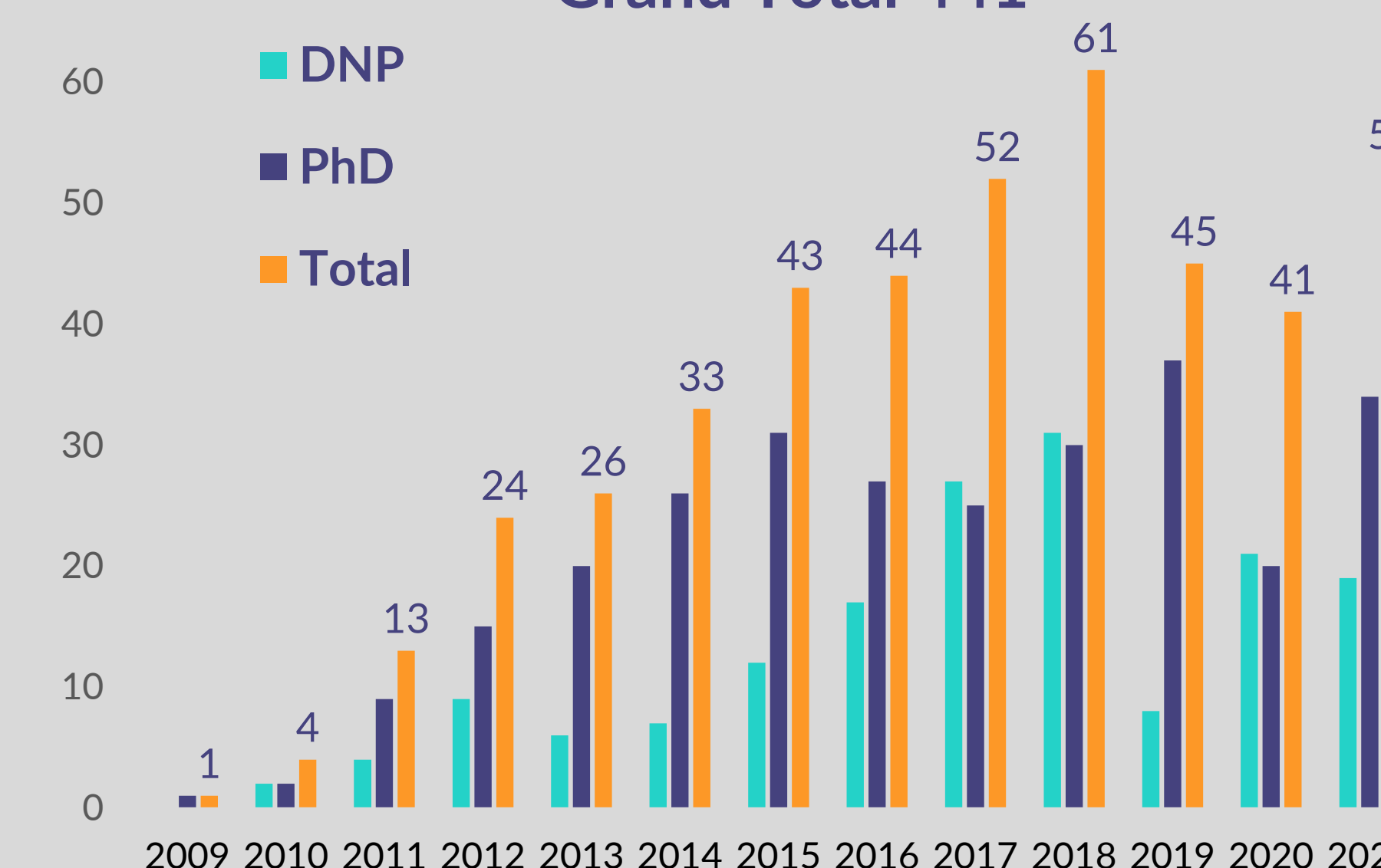
INSTITUTIONAL INCOME + COST SAVINGS

Academic Year 2019-2020	Average University Member	Total All Members
Tuition Income	\$13,000	\$220,300
Faculty Salary Cost Savings	\$61,000	\$1,033,200
Course Development Cost Savings	\$26,200	\$445,200
TOTAL Income + Cost Savings	\$100,200	\$1,699,000

OUTCOMES

- As of January 2022, there are 441 graduates earning PhDs & DNPs from participating universities that have taken a NEXus course.
- In a recent satisfaction survey of students (n=80), 96% agreed that enrolling in a NEXus course facilitated their remaining "on time" in their program of study.
- Over half of survey respondents (n=83) enrolled in a NEXus course because it was not offered at their home institution.
- A needs rating of 4.23 (out of 5) was reported by 85% of respondents that their NEXus course met their current needs.

NEXus Doctoral Graduates by Year Grand Total 441



CONCLUSIONS

- A key strategy to ameliorating a critical nursing workforce shortage, is to have sufficient faculty educated to teach the future nurses needed to meet the health care needs of the nation.
- Increasing the higher education throughput of nursing faculty is a priority.
- Consortiums such as NEXus help potential nursing faculty have choice and flexibility in their graduate curriculum.
- Students stay on track and graduate on time.

IMPLICATIONS FOR NURSING

Nursing workforce issues cannot be solved without a sustainable pipeline of nursing faculty. Through course sharing, NEXus can help expedite the next generation of faculty.

MEMBERS

Arizona State University
Loma Linda University
Oregon Health & Science University
The Ohio State University
The University of Iowa
The University of Oklahoma
The University of Texas at Tyler
University of Colorado
University of Hawaii at Manoa
University of Kansas
University of Nevada Las Vegas
University of New Mexico
University of Northern Colorado
University of Utah
Virginia Commonwealth University
Washington State University

