Who will care? Nursing at the turning point...

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April 25, 2007
Purpose

- Five things that matter in caring
- One university’s response
- Set stage for discussion
#1: The demographic equation of caring is failing...

The nursing workforce = white + middle class + middle-aged + women
### Age of Registered Nurse Population

<table>
<thead>
<tr>
<th></th>
<th>1980</th>
<th>2000</th>
<th>2004</th>
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<tbody>
<tr>
<td>Average Years</td>
<td>40.3</td>
<td>45.2</td>
<td>46.8</td>
</tr>
<tr>
<td>Less than 30 years</td>
<td>25.7%</td>
<td>9.1%</td>
<td>8.1%</td>
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<tr>
<td>Less than 35 years</td>
<td>41.4%</td>
<td>18.4%</td>
<td>16.6%</td>
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<tr>
<td>Less than 40 years</td>
<td>54.0%</td>
<td>31.9%</td>
<td>26.6%</td>
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<tr>
<td>40 years and over</td>
<td>46.0%</td>
<td>68.1%</td>
<td>73.4%</td>
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Source: National Sample Survey of Registered Nurses, BHPPr, HRSA.
DISTRIBUTION OF REGISTERED NURSES BY RACE/ETHNIC BACKGROUND (HRSA)

2004 RN Population*  
U.S. Population 2000 Census

* “Not specified” is not shown in chart = 7.5%
ARE YOU MAN ENOUGH...

...TO BE A NURSE?

If you want a career that demands intelligence, courage, and skill, and offers unlimited opportunity, consider nursing.

For information about careers in nursing, and educational and financial resources in Oregon, go to www.oregoncenterfornursing.org
Demographics of faculty even more extreme...

- Older + less diversity + more rapid loss than overall RN population
- Increasing enrollments
#2: The shortage is worsening

- Demand continues to increase
- Supply is inadequate to demand
- Retention continues to be a challenge
- There is an increasing reliance on FNGs
Number of Projected Open RN Positions
United States 2005-2020

Newly Licensed Foreign Educated Nurses in U.S., 1994-2004*

*with thanks to Dr. Linda Aiken
#3: Workplace issues exacerbate the shortage

- Quality & safety
- Utilization of knowledge & skills
- Retention continues to be a challenge
- Opportunities beyond direct care are expanding for nurses
Trend in New Entrants and Losses to the RN Population: 1988-2004

Source: National Sample Survey of Registered Nurses, Division of Nursing, BHPr, HRSA.

Health Resources and Services Administration Bureau of Health Professions - Division of Nursing
YOU DON'T LOOK SO GOOD... SHOUL I CALL THE NURSE?

I AM THE NURSE!
#4. The “boomers” have arrived…

- Older adults fastest growing segment
- Older adults require more care than other populations
- The platform for their care is eroding
The decline of "natural" Social Security
Employment Settings of Registered Nurses, 2000 and 2004

Source: National Sample Survey of Registered Nurses, BHPr, HRSA.

Health Resources and Services Administration Bureau of Health Professions - Division of Nursing
RN Job Satisfaction by Setting
(2000 RNSS – HRSA, USDHHS)

(Score of 100 = Job satisfaction among professional workers, General Social Survey, The National Opinion Research Center, 1999)
#5: Care is not what is used to be (or will become)

- Care settings are shifting
- Increasing reliance on non-professional and/or informal care
- Changing roles/opportunities for nurses
Residential care is fastest growing older adult care setting...
The reality of care in the community

- Decreasing #’s of nurses
- 57% of community care is informal (higher for people of color)
- Often unskilled & unsupported
- Decreasing availability
Who will care?
One university’s response:
Looking beyond the numbers...
Creating capacity beyond numbers…

Research:

- Increasing self-care & overall independence
- Creating new care environments
- Improving care quality & effectiveness
- Bringing disciplines together to find creative new answers
Collaboration that expands capacity...
Educational innovation…

- Interdisciplinary faculty & teaching
- Early doctoral education
- Engaging clinicians in teaching
- Research in teaching innovation
Engaging in the broader discourse

- Workforce research
- Policy engagement
- Partnering to raise awareness & image
- Leadership in global nursing workforce development
Thank you.....