



The Case for Giving

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The Foundation of the National Student Nurses Association (FNSNA), established in 1969, is a 501 C-3 charitable organization with the sole purpose of supporting nursing education. FNSNA has awarded over \$6.9 million dollars in scholarships to undergraduate nursing students. With the country in the midst of a nursing shortage that is predicted to worsen, bold action is necessary. FNSNA has established a broad fundraising effort to enhance its current endowment by \$2 million and triple the number of scholarships available in perpetuity.

Situation Summary

In its most recent report, the U.S. Bureau of Labor Statistics (BLS) projects the nursing workforce to grow by 6%, or 195,400 nurses over the next decade. The BLS also predicts that there will be 203,200 job openings each year through 2031 due to retirements and nurses leaving the workforce. (Bureau of Labor Statistics, 2022). A separate analysis by McKinsey and Company estimates that by 2025, the US nursing workforce will be short between 200,000 and 450,000 nurses (Berlin et al, 2022).

The COVID-19 pandemic has hastened the expected nursing workforce shortage, and nurses, exhausted and burned out from two years of the COVID-19 pandemic, are exiting the workforce. According to an analysis published in April on the blog, *Health Affairs Forefront*, the nursing workforce lost 100,000 RNs between 2019 to 2021, a 1.8% decline (Auerbach DI, et al, 2022). And with the average age of an RN at 52 years (Over 21% are over the age of 65 (US News and World Report, 2022.)), there will likely be a significant number of additional nurses exiting the workforce in the next 15 years (NCSBN, 2021).

An adequate supply of nurses is essential to ensure access to affordable, high-quality healthcare for all. Importantly, by 2034, there will be 77.0 million people ages 65 years and older (U.S Census Bureau, 2018). Increasing numbers of elders with multiple chronic conditions such as diabetes, heart disease and cancer will contribute to a growth in disease burden and an escalating demand for nursing services in acute care, community care and especially long- term care. According to a report in *U.S. News and World Report*, nursing homes lost 15% of their workforce since the pandemic (Berlin et al, 2022), threatening the availability of care for a growing elderly population.

Peter Buerhaus, PhD, RN, FAAN, a leading work force analyst who has conducted several studies on the nursing industry, has predicted that the shortage of nurses will be, “a gathering storm that will be like a Category Three hurricane, but one that hits the entire nation.” As Dr. Buerhaus noted, “Unless there is significant progress in expanding the size of the future nursing workforce, realizing the goals of health care reform will be difficult.” The decreased supply of nurses and the increased demand for them portends an even more intense nursing shortage in the coming years.

A shortage of the size anticipated “could incapacitate the health care system. Low nurse staffing affects the quality of care. There is a clear impact on patients: more infections, falls, cardiac arrests and medication errors.”

Peter Buerhaus

Compounding the problem is the fact that nursing colleges and universities across the country are struggling to expand capacity due to a shortage of qualified nursing faculty.

Here are some fast facts concerning the nurse shortage:

- Capacity in schools of nursing is not growing fast enough to meet the projected demand for nurses over the next 10 years. As the American Association of Colleges of Nursing (AACN) reported in *Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*, U.S. nursing schools turn away thousands of qualified applicants from baccalaureate and graduate nursing programs each year because of lack of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints. (AACN, 2017). The aging of nurse faculty will exacerbate the faculty shortage: The National Council of State Boards of Nursing (NCSBN) and the Forum of State Nursing Workforce Centers' 2013 National Workforce Survey of RNs notes that 72% of full-time faculty were age 50 or older. (Budden et al, 2013)
- Shortages in some specialties are already severe: only 40% of U.S. schools have a full-time school nurse; 25% have no nurse at all (Willgerodt et al, 2018).
- Health care is becoming increasingly complex. The Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health*, calls for nurses to "achieve higher levels of education and training through an improved education system that promotes seamless academic progression. Education should include opportunities for seamless transition into higher degree programs—from licensed practical nurse (LPN) licensed vocational nurse (LVN) diplomas; to the associate's ADN) and bachelor's (BSN) degrees; to master's, PhD, and Doctor of Nursing Practice (DNP) degrees." (IOM, 2010)

If nursing students are unable to apply, enroll, and graduate from nursing education programs, this will further worsen the nurse shortage and the U.S. health system will suffer. Safe, quality care depends on nurses.

How FNSNA Supports Education of Nursing Students

FNSNA has worked diligently to support undergraduate nursing students through the years with its scholarship and leadership development programs. In fact, it is the only organization completely committed to their education and development through scholarships and grants.

A sampling of the Foundation's scholarship and grants efforts include:

- Mary Ann Tuft Endowment – In its 41st year, the Fund has awarded \$276,000 in scholarships to nursing students.

"We have a much higher acuity level patient who requires a lot more nursing care and we have fewer nurses to provide that care."

Dr. Timothy Babineau
Chief Medical Officer
University of Maryland Medical
Center

"The U.S. has been dealing with a nursing deficit of varying degrees for decades, but today—due to an aging population, the rising incidence of chronic disease, an aging nursing workforce, and the limited capacity of nursing schools—this shortage is on the cusp of becoming a crisis, one with worrying implications for patients and health-care providers."

Rebecca Grant, Family Member &
Free-lance Writer. The U.S. Is Running
Out of Nurses, The Atlantic, February
2016

- Helene Fund Health Trust Endowment – Scholarships have been awarded each year since 2006 from this \$500,000 endowment.
- Marilyn Bagwell Leadership Development Endowment – Established in 2003, this fund has provided grants to nursing schools to support leadership development in state and national NSNA activities.
- RWJ Executive Nurse Fellows Leadership Legacy Endowment supports an annual leadership lecture to advance the connection between experienced and emerging nurse leaders.
- The 3M Littmann Stethoscope Scholarship fund, established in 2004 with a \$100,000 endowment, awards scholarships each year.

Of special note is the Johnson & Johnson *Promise of Nursing* Scholarship and Grants program, established in 2002, which, until 2017, was part of the company's comprehensive Campaign for Nursing's Future. Regional *Promise of Nursing* galas, sponsored by Johnson & Johnson, celebrated registered nurses for their extraordinary contribution and raised money for the nursing community regionally. The FNSNA continues to manage the fund and oversee the selection of recipients. The events have raised more than \$15 million undergraduate nursing student scholarships, graduate nursing education fellowships to prepare nurse faculty, and grants to regional nursing schools to help expand their student capacity.

"I am so grateful for the opportunity to make my nursing education possible. I come from a big family; my father is disabled, and my mother works as a medical assistant, so this support is going to make a big difference in my ability to complete nursing school. I have wanted to be a nurse since I was a little girl, because I love to help people and I want to serve our community. I believe that I can make a difference between life and death, comfort and pain, and knowledge and fear. That is a powerful feeling."

Scholarship Recipient

Efforts are making an impact to increase the supply of nurses, but more needs to be done. The American Association of Colleges of Nursing (AACN) reports that while 2021 enrollments to baccalaureate programs increased by 3.3%, the rate of increase was down from prior years (AACN, 2021). College tuition relief and availability of government support for undergraduate nursing scholarships is inadequate. While private funding may be available through some colleges and universities, funding sources for those in community colleges pursuing associate degrees is very limited. The FNSNA is the only national foundation providing scholarships for nursing students enrolled in all undergraduate nursing education programs as well as RN completion programs.

To date, the FNSNA General Scholarship program provides between 150 and 250 scholarships per year. We know there are many potential nursing students, eventual career nurses, who would greatly benefit by FNSNA scholarships. We are driven to begin a long-term process to ensure that those who want to become registered nurses have the opportunity, and we are motivated by our mission to ensure high quality health care for generations to come.

The Foundation needs to increase the numbers of scholarships available, and to ensure that the necessary dollars are available on an annual basis. To achieve this goal, the Foundation plans to enhance its current endowment by \$2M, bringing the total from \$3M to \$5M, through a concerted national fund-raising effort. By doing so, FNSNA can triple the numbers of scholarships available for undergraduate student nurses. In addition to the broader quantifiable increase, there are broader effects to celebrate as well. The resulting awareness of this effort will be dramatic, as will the momentum for future fundraising initiatives to further expand the endowment.



How Those Who Support Nursing Can Help

The impact of an insufficient supply of registered nurses is alarming. Successful campaigns and programs that address the shortage are making some impact; however, these efforts are not designed to continue in perpetuity. The enduring impact of the FNSNA's endowed scholarship program is that it will always be there to ensure that nursing students will have the financial support they need to focus on their studies and join the nursing profession. They are sorely needed.

Accordingly, FNSNA has decided to continue its

"Annual contributions from corporations, associations and individuals are needed and important. This annual giving, however, is not guaranteed—the economy fluctuates, the individuals committed to the program move on, and missions change. The only long-term guarantee we can count on is endowment. I can't think of a better way for corporations, associations, and individuals who support nursing, to have permanent recognition, and ongoing celebration of their support and generosity."

Diane J. Mancino, EdD, RN, CAE, FAAN
Executive Director Emeritus
Foundation of the
National Student Nurses Association

major Capital Campaign seeking to greatly bolster the organization's endowment, provide an inextricable link from present to future, and present a wonderful opportunity to hundreds, and eventually thousands, of qualified nursing students over time.

The success of the campaign is predicated on the endorsement and support of those served by the FNSNA and NSNA and others who view the issue as critically as we do. It is only through the successful partnership among the FNSNA and NSNA family, the Board of Trustees, and others that our ambitious goals and plans can be realized.

Your involvement in this important endeavor is welcomed!

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