

MISSISSIPPI CRITICAL NURSING FACULTY SHORTAGE INITIATIVE PROJECT OVERVIEW

The purpose of the Mississippi Critical Nursing Faculty Shortage Initiative is to address one of the root problems that contribute to the nursing shortage, the nursing faculty shortage. The goal of the project is to develop a multi-dimensional approach to increase and retain nursing faculty that more accurately reflect the ethnicity and gender of our population by the following objectives:

- 1) develop an innovative, accelerated educational path to a nursing faculty career;**
- 2) develop an evidence-based image and recruitment campaign to showcase nursing education as a desirable career;**
- 3) develop multiple adjunct faculty roles with formal relationships between education and service; and**
- 4) improve education and clinical workplace cultures.**

Mississippi Hospital Association (MHA) Health, Research and Educational Foundation, in partnership with the Mississippi Office of Nursing Workforce (ONW) and the Mississippi Department of Employment Security (MDES), has recently been selected as one of 10 foundations nationwide to participate in Partners Investing in Nursing's Future (PIN), a new national initiative to develop and test solutions to America's nursing shortage. Led by the Robert Wood Johnson Foundation (RWJF) and the Northwest Health Foundation (NWHF), the program encourages local foundations to act as catalysts in developing grassroots strategies to establish a stable, adequate nursing workforce.

To help develop solutions and lead efforts within the region, MHA Health, Research and Educational Foundation via the Mississippi Office of Nursing Workforce has been awarded a two-year grant of \$375,000, including funds from the RWJF, NWHF and matching funds provided by MDES. Organizations selected for the program are exploring an array of initiatives that meet their communities' specific needs, including recruiting and retaining nursing faculty, developing new roles for nurses in the care setting, and empowering nurses to better assume leadership roles.

Partners Investing in Nursing's Future is a five-year, \$10 million initiative. "As nursing shortages vary across communities, so must the solutions - that's why a range of programs is being explored through this program," said Judith Woodruff, J.D., director of strategic initiatives of NWHF and PIN program director. "We are pleased to offer this grant to the MHA Health, Research and Educational Foundation and partners, which is well-qualified to explore solutions for the people of Mississippi. One size won't fit all - and we need solutions that will work close to home."

For more information about the MHA Health, Research and Educational Foundation, Mississippi Office of Nursing Workforce and Mississippi Department of Employment Security's Mississippi Critical Nursing Faculty Shortage Initiative, visit www.monw.org. Information about Partners Investing in Nursing's Future is available at www.PartnersInNursing.org.

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation's largest philanthropy devoted exclusively to improving the health and health care of all Americans, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change. For more than 30 years the Foundation has brought experience, commitment, and a rigorous, balanced approach to the problems that affect the health and health care of those it serves. When it comes to helping Americans lead healthier lives and get the care they need, the Foundation expects to make a difference in your lifetime. See www.rwjf.org.

Northwest Health Foundation was founded in 1997 from the net proceeds of the sale of PACC Health Plans and PACC HMO and has awarded more than \$25 million to organizations serving the health needs of the region. It is an independent, charitable foundation committed to advancing, supporting, and promoting the health of the of Oregon and southwest Washington. See www.nwhf.org.

