

AY23-39-I

Faculty Senate Issue Log Form

Date-Submitted: 03/06/24

Title-of-Issue: Nursing Faculty Salary Increases

On behalf of nursing faculty, nursing faculty need an update on funds earmarked for salary increases.

Description: In July, Virginia legislators approved \$5.75M funding for nursing faculty increases for public schools of nursing. Of the \$5.75M, ODU received \$560,000

Since July, there have been no updates to faculty on how or when that funding will be applied to faculty salaries. We are unsure of where the funding is.

Here's more info on the proposed budget amendment here on how this funding was intended by our legislators to be

used: <https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fbudget.lis.virginia.gov%2Famendment%2F2023%2F1%2F800%2FIntroduced%2FFA%2F287%2F2s%2F&data=05%7C02%7Cjmoody%40odu.edu%7C0de8dc2903b24578359608dc3d9c5626%7C48bf86e811a24b8a8cb368d8be2227f3%7C0%7C0%7C638452988873063796%7CUnknown%7CTWFpbGZsb3d8eyJWIjoimc4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=jgpxcDjOK4thPVTqXxuFfrLBKedQvjbV4zt62jdH%2F1w%3D&reserved=0.>

Education Acceleration Program and transfers funding to higher education institutions to increase nursing faculty salaries at nursing schools to encourage more nurses to move into teaching. The lack of nurse faculty severely limits... the pipeline of new nurses in the absence of sufficient nursing faculty. This amendment also removes the designation of the program as one-time because such programs will take many years to have their desired effect. The mandatory carry forward of any year end balance is also removed.

Rationale: We are in a health care crisis due to a nationwide nursing shortage. Nursing faculty are paid severely, severely below market value with new graduates greatly outdistancing us in pay. From colleagues, we understand that other nursing programs in the state are moving forward with salary increases leaving ODU behind. Several nursing leaders across the state submitted data/supporting the critical issue and resulting in successfully obtaining funds for the critical need to raise nursing faculty salaries. This is a widely known nationwide issue with a partial solution offered by Va legislators in hand but it seems ODU has been slow to respond. When I've asked for updates on where this money is and how it will be disbursed, I've been unable to obtain a response.

Requesting an update on the status of nursing faculty salary increases/use of the funding that ODU School of Nursing has been awarded.

Name: anonymous/fear of reprisal

Department: Nursing

Date: 03/06/24

Signature: anonymous/fear of reprisal

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