



Nursing Education Capacity and Nursing Supply in Louisiana

**Louisiana State Board of Nursing
Center for Nursing**



Nursing Education Capacity and Supply in Louisiana 2010-2011

Executive Summary

This report analyzes trends in Louisiana's nursing education capacity and faculty supply using data from the Louisiana State Board of Nursing (LSBN) 2010-2011 School of Nursing annual reports which are submitted by pre-RN licensure programs and advanced practice registered nurse (APRN) programs in Louisiana. Data used to describe the size and characteristics of Louisiana's RN and APRN workforce (nursing supply) is taken from the annual licensure renewal applications that were submitted to LSBN on or before January 31, 2012. Listed below are some of the major findings obtained from the analysis of the data (a more extensive list of the major findings is located at the end of each of the reports) along recommendations that address the major findings.

Nursing Education Capacity

Major findings from the 2010-2011 Nursing Education Capacity report indicate:

- Beginning in 2008, there has been a steady decline in the number of qualified applicants applying to Louisiana's pre-RN licensure programs.
- Since 2008, there has been a 16% increase in the number of qualified applicants denied admission to Louisiana's pre-RN licensure programs.
- The top four reasons why qualified applicants are not admitted to Louisiana's pre-RN licensure programs are: 1) limited budgeted faculty positions; 2) a limited number of qualified faculty; 3) non-competitiveness in faculty salaries; and 4) lack of clinical specialty sites.
- Baccalaureate programs produced 51% of the graduates from pre-RN licensure programs, followed by 48% from Associate Degree Programs, and 1% from Diploma programs.
- Over the past year, there has been an overall decline in the number of students enrolled in Louisiana's APRN programs.
- Between 2010 and 2011, there has been a 22% decrease in the number of students enrolled in graduate nursing education programs and 13% decrease in the number enrolled in nursing administration programs.
- In 2010-2011, one hundred and fifteen (115) faculty members teaching in pre-RN licensure programs in Louisiana were former recipients of the Board of Regents nurse faculty stipends. Due to statewide budget cuts to higher education, funds were not available for stipends for graduate nursing students during the 2010-2011 annual report year.
- In 2010-2011, twenty faculty members left their teaching positions in graduate nursing programs in Louisiana for the following reasons: approved paid or unpaid leave (5); resignations (9); and retirement (6). This represents a 33% increase in graduate nurse faculty attrition since 2009-2010.

Recommendations:

- Enhancing nursing education capacity in Louisiana is essential if we are to meet the future nursing workforce needs in Louisiana.
 - Faculty positions must be made attractive to nurses considering pursuit of an advanced degree in nursing. Academic administrators and university trustees

should create salary and benefit packages that are market competitive to recruit and retain highly qualified academic and clinical nurse faculty (IOM Report on the Future of Nursing, 2011).

- Nursing education must remain a priority for colleges, universities, and legislators, even in tough economic times. Louisiana cannot afford to cut vacant nurse faculty positions.
 - Private and public funders should collaborate, and when possible pool funds, to expand baccalaureate and graduate programs to enroll more students by offering scholarships and loan forgiveness, hiring more faculty, expanding clinical instruction through new clinical partnerships, and using technology to augment instruction (IOM Report on the Future of Nursing, 2011).
 - Leaders in nursing education must come together to develop a statewide plan to address the recommendations from the Institute of Medicine's Report on the Future of Nursing which focuses on the need to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020 and double the number of nurses with doctorates. This will need to be accomplished through collaborative efforts between universities, community colleges, and health care organizations.
- A data-driven approach to sustaining or expanding Louisiana's nursing education capacity is needed to maximize the state's use of scarce fiscal, human, and clinical resources.

Nursing Supply

Major findings from the 2011 Nursing Supply report indicate:

- In 2011, 57,788 nurses held a license to practice as a RN in Louisiana which reflects a 4% increase in the number of nurses licensed to practice in Louisiana over the last year, and a 15% increase over the past 5 years.
- The average age for RNs licensed in Louisiana in 2011 was 44 years, whereas, nationwide the average age for RNs is 47 yrs (BHP., 2010).
- The two age groups with the greatest increase in numbers over the past five years were the youngest RNs (less than 30 years) and the oldest (60 years or greater).
- Twenty-six percent of licensed RNs in Louisiana were 50 years or older in 2011.
- Over one third (35%) of Louisiana's RN workforce plans to be in the workforce for 10 years or less.
- There was a 21% increase since 2010 in the number of licensed RNs that retired.
- In 2011, the racial make-up of RN workforce in Louisiana was 80% White, 14% Black, 1% Hispanic, 1% Asian, .4% Native American, and .4% other race.
- Louisiana continues to fall slightly below the nation in terms of the percentage of its RN workforce that is prepared at the baccalaureate or higher degree level (Louisiana-49.5%; U.S.-50%).
- Since 2007, there has been an 88% increase in the number of RNs employed in physician's offices and a 60% increase in the number employed in long-term care facilities.
- There has been a 30% increase in the number of APRNs holding a license to practice in Louisiana since 2007.
- There was a 55% increase in the number of NPs licensed and residing in Louisiana between 2007 and 2011 and a 12% increase between 2010 and 2011.

Recommendations:

- Utilize state level nursing supply, demand and education data to forecast future RN workforce needs in an effort to avoid a severe nursing shortage in the future.
- Strategic efforts must be put into place to prepare for the exodus of 33% of the current RN workforce over the next ten to fifteen years due to retirement and to retain new graduate nurses in the profession for the long term.
 - The creation of partnerships between nursing education and nursing practice in establishing nurse residency programs for new graduates has proven to increase retention rates for new graduates.
 - It has been reported that new graduates are having difficulty finding positions in hospitals, therefore new graduates should be informed of employment opportunities in other healthcare settings such as long-term care facilities.
 - Appropriate emphasis on geriatric and long-term care in school, as well as formalized orientations to the field from employers is needed.
 - In an effort to retain older experienced nurses that possess years of organizational experiential knowledge that can be shared with younger nurses, efforts must be made to extend the work-life of older nurses through workplace and role redesign (Florida Center for Nursing, 2010).
- Health care organizations should encourage nurses with associate's and diploma degrees to enter baccalaureate nursing programs by offering tuition reimbursement, creating a culture that fosters continuing education, and provide a salary differential and promotion.
- With the implementation of the Affordable Care Act and the tremendous need for primary care providers in Louisiana, barriers to practice for all nurses must be identified, addressed, and eliminated with the ultimate goal being to provide high quality, patient-centered, cost-effective care to the citizens of our state.

NURSING EDUCATION CAPACITY IN LOUISIANA 2010-2011

It is the charge of the Louisiana State Board of Nursing (LSBN) to closely monitor all nursing programs in the state that prepare nursing students for initial licensure as a registered nurse (RN), as well as those graduate programs that prepare RNs as advanced practice registered nurses (APRNs). It is the responsibility of LSBN to ensure that these programs are preparing safe and effective practitioners to care for the citizens of Louisiana. Deans and Directors of Pre-RN Licensure programs in Louisiana must submit an annual report to LSBN in the fall of each year to demonstrate ongoing compliance with all rules and regulations relative to nursing education. Information such as the number of applicants accepted into the programs each year, the number of students enrolled in clinical nursing courses, the number of graduates and the qualifications of faculty teaching in the programs is used to determine RN education capacity. An analysis of the data obtained from the 2010-2011 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved twenty-six (26) pre-RN licensure programs during the 2010-2011 report year (Table 1). One (1) diploma program, twelve (12) associate degree programs (one less from last year – Nicholls no longer has an AD program), and thirteen (13) baccalaureate programs prepare students to become candidates for initial RN licensure in Louisiana (see Appendix A for a List of LSBN Approved Nursing Education Programs).

Table 1. Pre-RN Licensure Programs in LA (2011)

Program Type	No. of Programs	% of Total Programs
Diploma <ul style="list-style-type: none"> • Baton Rouge General Medical Center 	1	4%
Associate Degree <ul style="list-style-type: none"> • Baton Rouge Community College • Bossier Parish Community College • Delgado Charity School of Nursing • Fletcher Technical Community College • Louisiana Delta Community College • LSU Alexandria • LSU Eunice • Louisiana Tech University • McNeese State University • Northwestern University • Our Lady of the Lake College • Southern University in Shreveport 	12	46%
Baccalaureate Degree <ul style="list-style-type: none"> • Dillard • Grambling • Louisiana College • LSU Health Science Center • McNeese State • Nicholls State • Northwestern University • Our Lady of Holy Cross • Southeastern Louisiana University • Southern University • University of LA at Lafayette • University of LA at Monroe • William Carey N.O. 	13	50%
Total No. of Pre-RN Programs	26	100%

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana

The pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2010-2011 decreased by 1% over the last year (Table 2). Beginning in 2008, there has been a steady decline in the number of qualified applicants applying to pre-RN licensure programs - dropping from 5,110 applicants in 2008 to 4,705 in 2011 reflective of an 8% decrease in the last 4 years. A 4% decrease in the number of qualified applicants admitted to pre-RN licensure programs in the past year was also noted. In the current report year, 3,252 of the 4,705 qualified applicants (69%) were admitted, in comparison to 71% that were admitted in 2009-2010. Approximately 31% of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2010-2011 (see Appendix B1 for a summary report of applicants and admissions to pre-RN Licensure programs and Appendix B2 for a breakdown of applicants and admissions by programs).

Table 2. Applicants and Admissions for Pre-RN Licensure Programs in LA (2007-2011)

Report Year	Qualified Applicants	No. and % of Qualified Applicants Admitted to Pre-RN Licensure Programs		No. and % of Qualified Applicants Not Admitted to Pre-RN Licensure Programs	
	No.	No.	%	No.	%
2011	4,705	3,252	69%	1,453	31%
2010	4,737	3,384	71%	1,353	29%
2009	4,898	3,306	67%	1,592	33%
2008	5,110	3,420	67%	1,690	33%
2007	4,489	3,030	67%	1,459	33%
1 & 5 Year Variance	↓1% / ↑5%	↓4% / ↑7%		↑7% / ↓.4%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2010-2011 Annual Report Year

Although there were more students applying to Associate Degree programs in 2011 (Table 3a), more students were actually admitted to Baccalaureate programs in Louisiana over the past 5 years (Table 3b). During the 2011 report year, there were 2,393 applications submitted to Louisiana’s Associate Degree programs and 2,221 submitted to Baccalaureate programs, whereas, 78% (1,741) of the applicants applying to Baccalaureate programs were admitted and only 61% (1,466) of the applicants applying to Associate Degree programs were admitted, resulting in a 6% decrease in the number of students admitted to Associate Degree programs and a 2% decrease in those admitted to Baccalaureate programs between 2010 and 2011. Forty-nine percent of qualified applicants pursuing a Diploma in nursing were admitted in 2011 compared to 41% in 2010 (see Appendix B2 for a breakdown of applicants and admissions by programs).

Over the last four years (2008-2011) there has been a 12% decrease in the number of admits to diploma programs, a 10% decrease in admits to Associate degree programs, and no relative change in the number of students admitted to Baccalaureate programs leading to an overall 5% decrease in the number of qualified applicants admitted to pre-RN licensure programs in Louisiana during this time period.

Table 3a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2010-2011)

Applicants 2010	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants	91	2,393	2,221
No. Qualified Applicants Admitted	45	1,466	1,741
% of Qualified Applicants Admitted	49%	61%	78%
No. Qualified Applicants Not Admitted	46	927	480
% of Qualified Applicants Not Admitted	51%	39%	22%

Table 3b. Admissions to Pre-RN Licensure Programs in LA (2007-2011)

Report Year	Diploma	Associate	Baccalaureate
2011	45	1,466	1,741
2010	39	1,565	1,780
2009	41	1,537	1,728
2008	51	1,628	1,741
2007	47	1,398	1,585
1 & 5 Year Variance	↑15% / ↓4%	↓6% / ↑5%	↓2% / ↑10%

Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2010-2011 Annual Report Year)

The top four reasons identified by Louisiana’s pre-RN licensure programs as to why qualified applicants are not admitted has remained unchanged: 1) limited budgeted faculty positions; 2) limited number of qualified faculty; 3) non-competitiveness in faculty salaries; and 4) lack of clinical specialty sites (Table 4). The ranking for these reasons did change in the 2010-2011 report year placing a lack of qualified faculty as number 2 instead of number 3, and non-competitive salaries as number 3 instead of number 2. The lack of available classroom space, clinical sites, and skills lab space were ranked numbers 4, 5 and 6, respectively.

Table 4. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2010-2011)

Rank	Reason Why Qualified Applicants Are Not Admitted to Pre-RN Licensure Programs in Louisiana
No. 1	Budgeted Faculty Position Not Available
No. 2	Qualified Faculty Not Available
No. 3	Faculty Salary Not Competitive
No. 4	Lack of Clinical Specialty Sites

Enrollment in Pre-RN Licensure Programs in Louisiana

In 2011, 15,988 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 5), which reflects an 8% increase from the previous report year (14,779 in 2010). However, there was a 1% decrease in the number of students enrolled in clinical nursing courses in the current report year (see Appendix B1 for a summary report on enrollments in pre-RN Licensure programs).

Table 5. Enrollment in Pre-RN Licensure Programs in LA(2007-2011)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2011	15,988	6,114
2010	14,779	6,175
2009	15,232	6,077
2008	13,797	6,311
2007	14,113	5,723
1 & 5 Year Variance	↑8% / ↑13%	↓1% / ↑7%

Gender of Students Enrolled in Pre-RN Licensure Programs in Louisiana

There was a 13% decrease in the number of males enrolled in Pre-RN licensure programs in 2011 compared to a 9% increase in 2010. Females represented 86% of students enrolled in pre-RN licensure programs in Louisiana in 2011 (85% in 2010), while males represented 14% (15% in 2010) (Table 6).

Table 6. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2007-2011)

Report Year	Male		Female	
	#	%	#	%
2011	834	14%	5,280	86%
2010	957	15%	5,218	85%
2009	880	14%	5,397	86%
2008	882	14%	5,566	86%
2007	817	14%	5,116	86%
1 & 4 Year Variance	↓13% / ↑2%		↑1% / ↑3%	

Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in Louisiana

In 2011, 67% (4,126) of the students enrolled in pre-RN licensure programs in Louisiana were White, which represented a 6% increase in number over the past year. The number of Blacks enrolled in Louisiana's pre-RN licensure programs decreased by 3% (a difference of 47 students) in 2011. In contrast, there was an 18% increase in the number of Asian students enrolled in Louisiana's pre-RN licensure programs (Table 7). Of the 226 students that reported their ethnicity as *Other*, 23 were self-reported as Native American/Alaskan Natives.

Table 7. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2007-2011)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2011	4,126	67	1,473	24	154	3	135	2	226	4
2010	3,896	63	1,520	25	172	3	114	2	473	8
2009	4,154	66	1,627	26	140	2	107	2	249	4
2008	4,542	70	1,443	22	153	2	90	1	220	3
2007	4,084	69	1,417	24	112	2	108	2	212	4
1 & 4 Year Variance	↑6% / ↑1%		↓3% / ↑4%		↓11% / ↑38%		↑18% / ↑25%		↑52% / ↑7%	

Graduates from Pre-RN Licensure Programs in Louisiana

There were a total of 2,281 graduates from pre-RN licensure programs from Louisiana's schools of nursing in 2011 which is forty-two more graduates than the previous report year. Fifty-one percent of the graduates came from baccalaureate programs (57% in 2010), 48% came from associate degree programs (41% in 2010), and 1% from the only diploma program in the state (2% in 2010). There was a noted shift in the distribution of graduates across the various programs. The number of graduates from baccalaureate programs decreased by 9%, whereas, the number of graduates from associate degree programs increased by 18% (Table 8). The number of diploma graduates went from 39 in 2010 to 30 in 2011 which reflects a 23% decrease over the previous year (see Appendix B1 for a summary report of RN graduates and Appendix B6 for the number of RN Graduates per program for 2011).

Table 8. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2007-2011)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2011	2,281	30	1%	1,084	48%	1,167	51%
2010	2,239	39	2%	916	41%	1,284	57%
2009	2,230	30	1%	1,043	47%	1,157	52%
2008	2,113	36	1%	939	44%	1,138	54%
2007	1,946	36	1%	944	49%	966	50%
1 & 5 Year Variance	↑2% / ↑17%	↓23% / ↓17%		↑18% / ↑15%		↓9% / ↑21%	

Pre-RN Licensure Students in Louisiana Performance on the NCLEX-RN

In 2011 there were a total of 2,294 RN candidates (2,271 in 2010) sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam with 2,082 (90.76%) passing on the first take (Table 9). The overall national passage rate on the NCLEX-RN for 2011 was 87.90% compared to 87.42 in 2010 (see Appendix B7 for NCLEX-RN results by program).

Table 9. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2011 – December 31, 2011)

Program Type	No. Taking	No. Passing	% Passing
Diploma	28	28	100%
Associate Degree	1,104	1,001	90.67
Baccalaureate Degree	1,162	1,053	90.62
Grand Total	2,294	2,082	90.76

Note: The National Average Passage Rate on the NCLEX-RN Examination was 87.90% for 2011.

The passage rate on the NCLEX-RN for graduates from Louisiana’s pre-RN licensure programs has exceeded that of the nation for the previous 5 years (Table 10) in spite of the higher passing standard implemented in April 2010 by the National Council of State Boards of Nursing. There was a 2% decrease in the NCLEX-RN passage rate for Associate Degree programs (1,001/1,104 Passing) in 2011, a 1% increase in the passage rate for Baccalaureate programs (1,053/1,162 Passing) and a 6% increase for Louisiana’s one Diploma program (28/28 Passing). There was an 11% decrease in the number of graduates from baccalaureate programs passing the NCLEX-RN exam and an 18% increase in the number of graduates from Associate Degree programs. There was a 20% decrease in the number of graduates from the state’s only Diploma nursing program.

Table 10. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2007-2011)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA	Passage Rate for the Nation
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2011	28	100.00	1,001	90.67	1,053	90.61	90.76	87.90
2010	35	94.59	848	92.47	1,181	89.67	90.89	87.42
2009	35	97.22	883	91.84	1,052	90.45	90.83	88.42
2008	36	97.30	776	88.79	1,013	91.10	90.21	86.73
2007	35	100.00	795	85.58	923	88.49	87.34	85.47
1 & 5 Year Variance	↓20%/ ↓20%		↑18% / ↑26%		↓11% / ↑14%		↓0.1% / ↑4%	↑0.5% / ↑3%

Graduate Nursing Programs in Louisiana

Advanced Practice Registered Nurse Education in Louisiana

APRN Programs in Louisiana

There are seven Graduate Nursing Programs in Louisiana offering a degree as an Advanced Practice Registered Nurse (APRN). Six of the seven programs offer the Nurse Practitioner (NP) role; four the Clinical Nurse Specialist (CNS) role; and two the Certified Registered Nurse Anesthetist (CRNA) role (see Appendix A for a list of LSBN Approved Graduate Nursing Programs). There are currently no programs offering the Certified Nurse Midwife (CNM) role in Louisiana (Table 11).

Table 11. Advanced Practice Registered Nurse Programs in Louisiana (2011)

Masters Program	Specialties	Roles*
Grambling State University	Family Pediatrics	NP NP
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) <ul style="list-style-type: none"> • McNeese State University • Southeastern Louisiana University • University of Louisiana at Lafayette 	Adult Health Adult/Psychiatric Mental Health Family Health Family Psychiatric/Mental Health	NP/CNS NP/CNS NP NP
LSU Health Science Center	Adult Health Psych/Community/Mental Health Advanced Public/Community Health Neonatal Primary Care Family Anesthesia	CNS CNS CNS NP NP CRNA
Loyola University	Family Adult	NP NP
Northwestern State University	Family Women's Health Pediatric Neonatal Acute Care Adult Health Critical Care (Adult)	NP NP NP NP NP CNS CNS
Our Lady of the Lake College	Nurse Anesthesia	CRNA
Southern University	Family Gerontology Post-Masters	NP NP/CNS

Advanced Practice Registered Nurse Roles: Nurse Practitioner (NP), Clinical Nurse Specialist (CNS), Certified Registered Nurse Anesthetist (CRNA).

Enrollment in APRN Programs in Louisiana

Over the past year there has been an overall decline in the number of students enrolled in Louisiana's APRN programs. Between 2010 and 2011 there was a 3% decrease in the number of students enrolled in Louisiana's NP programs, a 72% decrease in those enrolled in CNS programs, and a 29% decrease in those enrolled in CRNA programs. However, over the past five years there has been a 68% increase in the number of students enrolled in NP programs in Louisiana, in contrast to a 67% decrease in CNS programs and a 23% decrease in students enrolled in Louisiana's CRNA programs (Table 12).

Table 12. Enrollment in APRN Programs in LA (2007-2011)

Report Year	No. of Students Enrolled in NP Programs	No. Students Enrolled in CNS Programs	No. Students Enrolled in CRNA Programs	Total No. Students Enrolled in APRN Programs
2011	707	5	163	875
2010	726	18	228	972
2009	632	8	217	857
2008	567	9	225	801
2007	420	15	212	647
1 & 5 Year Variance	↓3% / ↑68%	↓72% / ↓67%	↓29% / ↓23%	↓10% / ↑35%

Gender of Students Enrolled in APRN Programs in Louisiana

Over the past year there has been a 33% decrease in the number of male students enrolled in Louisiana's APRN programs as well as a 4% decrease in the number of female students (Table 13). However, female enrollment continues to be the predominating gender in APRN programs in Louisiana.

Table 13. Gender of Students Enrolled in APRN Programs in Louisiana (2009-2011)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2011	138	16%	737	84%	875
2010	206	21%	766	79%	972
2009	172	20%	685	80%	857
1 and 2 Year Variance	↓33% / ↓20%		↓4% / ↑8%		↓10% / ↑2%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2010 – 2011)

Over the last year there was a 7% decrease in the number of White and Black students enrolled in APRN programs across the state, as well as a 5% decrease in the number of Hispanic students. In contrast, there was a 17% increase in the number of Asian students (+2). In 2011, the racial make-up of students enrolled in Louisiana's APRN programs was 72% White, 23% Black, 2% Hispanic, 2% Asian and 1% other race (Table 14).

Table 14. Ethnicity of Students Enrolled in APRN Programs in LA (2009 - 2011)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2011	629	72%	200	23%	19	2%	14	2%	13	1%
2010	675	69%	215	22%	20	2%	12	1%	50	5%
2009	626	73%	197	23%	16	2%	7	1%	11	1%
1 and 2 Year Variance	↓7% / ↑.5%		↓7% / ↑2%		↓5% / ↑19%		↑17% / ↑100%		↓57% / ↓18%	

Graduates from APRN Programs in Louisiana in 2011

In the 2010-2011 report year, there were a total of 279 graduates from Louisiana's APRN programs (Table 15) which represents a 13% increase from 2009-2010 (see Appendix C for Enrollment and Graduates from APRN Programs in Louisiana). The majority of the graduates were from NP programs (72%) and CRNA programs (26%). Two-percent of the graduates were from CNS programs.

Table 15. Graduates from APRN Programs in Louisiana According to Program Type (2010 - 2011)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2011	279	200	72%	6	2%	73	26%
2010	246	174	71%	2	1%	70	28%
1 Year Variance	↑13%	↑15%		↑200%		↑4%	

Performance of APRN Graduates on Certification Exams

Certification examinations taken by graduates from Louisiana's APRN programs include, but are not limited to the American Nurses Credentialing Center (ANCC), the American Academy of Nurse Practitioners (AANP), the Council on Certification for Nurse Anesthetists (CCNA), the National Certification Corporation (NCC), the Pediatric Nursing Certification Board (PNCB), and the American Association of Critical Care Nurses (AACCN). In 2010-2011, 270 APRN candidates sat for their respective certification exams. Two hundred and sixty-two (262) candidates successfully passed their certification exams resulting in a 97% passage rate for the state (Table 16).

Table 16. Performance on APRN Certification Exams by Graduates of Louisiana's APRN Programs (2010 - 2011)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2011	270	262	97.04
2010	233	223	95.71
1 and 2 Year Variance	↑16%	↑17%	↑1%

Graduate Nursing Programs in Louisiana Offering Non-Licensure Degrees in Nursing Education and Nursing Administration

Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education and a Masters Degree in Nursing Administration (Table 17). Currently, LSBN only has jurisdiction over graduate nursing programs that lead to the APRN degree which require licensure, and not those that lead to a Masters in Nursing Education or Nursing Administration. In order to better inform policy makers about nursing workforce demand and to be able to predict future nursing workforce needs, it will be important to identify how many nurses are being prepared to take on faculty positions in Louisiana, as well as leadership positions in hospitals and other clinical settings. A major limitation related to reporting on enrollment of Louisiana's RNs in

APRN and non-licensure Graduate Nursing programs is the inability to track those nurses that are enrolled in online or out-of-state programs that do not come under the jurisdiction of the Board of Nursing.

Table 17. Non-Licensure Masters Programs in Louisiana in Nursing Education and Administration (2010 - 2011)

Masters Program	Specialties	Roles
Grambling State University	Nursing Education	Nursing Educator
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) <ul style="list-style-type: none"> • McNeese State University • Southeastern Louisiana University • University of Louisiana at Lafayette 	Nursing Education Nursing Administration	Nurse Educator Nurse Administrator
Loyola University	Health Care Management System	Nurse Administrator
LSU Health Science Center	Nursing Education Nursing Administration	Nurse Educator Nurse Administrator
Northwestern State University	Adult Critical Care (Adult) Maternal Child & Family Adult Critical Care (Adult) Maternal Child & Family	Nursing Education Nursing Education Nursing Education Nursing Administration Nursing Administration Nursing Administration
Our Lady of the Lake College	Nursing Education Nursing Administration	Nurse Educator Nurse Administrator
Southern University	Family Health Nursing	Nursing Education Nursing Administration

Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2010-2011

In the 2011 report year, a total of 304 RN students were admitted to Louisiana’s non-licensure graduate programs in Nursing Education and Nursing Administration (Table 18). The majority of the students (271) were admitted to Nursing Administration programs across the state which represents a 10% decrease when compared to 2010. Nursing Education programs admitted 33 graduate nursing students during the 2011 report year, which represents a 23% decrease from the previous year. Of the 883 students admitted to graduate nursing programs across the state, 579 (66%) were admitted to APRN programs, 271(31%) were admitted to Nursing Administration programs, and 33 (4%) were admitted to Nursing Education programs in the 2010-2011 report year.

Table 18. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2010-2011)

Report Year	No. of Students Admitted to Nursing Education Programs	No. Students Admitted to Nursing Administration Programs	Total No. Students Admitted to Non-Licensure Graduate Nursing Programs
2011	33	271	304
2010	43	302	345
1 Year Variance	↓23%	↓10%	↓12%

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2011 report year, a total of 549 RN students were enrolled in Louisiana’s non-licensure graduate programs in Nursing Education and Nursing Administration (Table 19). The majority of the students (494) were enrolled in Nursing Administration programs across the state. There were 55 RN students enrolled in the state’s Nursing Education programs during the 2011 report year. Of the 1,424 students enrolled in graduate nursing programs across the state, 875 (61%) were enrolled in APRN programs, 494 (35%) were enrolled in Nursing Administration programs, and 55 (4%) were enrolled in Nursing Education programs during the 2010-2011 report year. Between 2010 and 2011, there was a 22% decrease in the number of students enrolled in nursing education programs and a 13% decrease in the number enrolled in nursing administration programs.

Table 19. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2010-2011)

Report Year	No. of Students Enrolled in Nursing Education Programs	No. Students Enrolled in Nursing Administration Programs	Total No. Students Enrolled in Non-Licensure Graduate Nursing Programs
2011	55	494	549
2010	71	567	638
1 Year Variance	↓22%	↓13%	↓14%

Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana

During the 2010-2011 report year there was a 14% decrease in the number of Whites, a 17% decrease in the number of Blacks, and a 6% decrease in the number of Asian RN students enrolled in Louisiana’s non-licensure graduate nursing programs. There was a 19% increase (+3) in the number of Hispanic RN students enrolled in the state’s non-licensure graduate nursing programs (Table 20).

Table 20. Racial Distribution of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2010 - 2011)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2011	372	68%	115	21%	19	3%	16	3%	27	5%
2010	431	68%	138	22%	16	3%	17	3%	36	6%
1 Year Variance	↓14%		↓17%		↑19%		↓6%		↓25%	

Note: American Indian/Alaskan Native (5) included in *Other*.

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2010-2011 report year, there were a total of 222 graduates from Louisiana's non-licensure graduate nursing programs which represents a 12% decrease from the previous report year (Table 21). The majority of the graduates (194) were from Nurse Administration Programs and 28 were from Nursing Education programs.

Table 21. Graduates from Non-APRN Programs in Louisiana According to Program Type (2010 - 2011)

Report Year	No. of Nursing Education Graduates		No. Nursing Administration Graduates		Total No. Graduates from Non-Licensure Graduate Nursing Programs
2011	28	13%	194	87%	222
2010	31	12%	222	88%	253
1 Year Variance	↓10%		↓13%		↓12%

Nursing Faculty in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2010-2011 Annual Reports submitted to LSBN by the Deans and Directors of pre-RN licensure programs and APRN programs in the state of Louisiana.

Faculty Teaching in Pre-RN Licensure Programs

Deans and Directors were asked to report the number of filled and vacant faculty positions in their pre-RN licensure programs from October 16, 2010 to October 15, 2011. These numbers are depicted by program type and full vs. part-time positions in Table 22.

There were a total of 560 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs in 2010-2011 compared to 536 in 2009-2010 which reflects a 4% increase. The budgeted positions were filled with 533 full-time and 192 part-time faculty members, a total of 725 faculty compared to a total of 742 in 2009-2010. Thus, in 2011 there were more budgeted full-time faculty positions reported by pre-RN licensure programs when compared to the previous year (+24), but less full and part-time faculty employed (-17) which reflects a 2% decrease in the number of faculty. Sixty-four faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 17 positions in 2010, a 276% increase.

Table 22. Filled Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2010-2011)

Program Type	Filled Faculty Positions		Nurse Faculty Positions Funded from other Sources	Number of Nurse Faculty Teaching in Louisiana's Pre-RN Licensure Programs for the 2010-2011 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	11	1	0	12
ADN (12)	192	62	23	254
BSN (13)	330	129	41	459
Total (26)	533	192	64	725

Vacant Nurse Faculty Positions

There were a total of 27 full-time vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 32 in the previous report year (Table 23). The majority (15) of vacant full-time nurse faculty positions were reported by Louisiana's associate degree programs, followed by 12 vacant positions reported by baccalaureate programs. The number of vacant full-time faculty positions will often determine the number of part-time positions needed. Many schools do not budget positions for part-time instructors, instead they are hired as needed.

Table 23. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2010-2011)

Program Type	Vacant Nurse Faculty Positions
Diploma	0
ADN	15
BSN	12
Total	27

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 82 new faculty appointments were reported by pre-RN licensure programs during the 2010-2011 report compared to 71 in the previous year, a 15% increase in the number of faculty appointments (Table 24).

Faculty exceptions are granted to pre-RN licensure programs upon approval of the Board for a pre-approved time period. According to LSBN Rules and Regulations, Title 46, Part XLVII, Chapter 35, No. 3515 B.8, the number of faculty exceptions shall not exceed 20 percent of the number of full-time nurse faculty employed (not FTE) in the program. The need for faculty exceptions is indicative of the lack of available qualified nurse faculty. The number of faculty exceptions requested by pre-RN licensure programs went from 56 in 2009, to 44 in 2010 and 40 in 2011, which represents a 29% decrease in the number of faculty exceptions utilized by pre-RN licensure programs over the last two years.

Preceptors are valuable resources in nursing education. Preceptors are used only during the last two academic semesters of a baccalaureate program and during one of the last two semesters of a diploma or associate degree program (LSBN Rules and Regulations, Title 46, XLVII, Chapter

35, No.3541B). In preceptor-student relationships, nursing faculty retain the responsibility for selecting, guiding and evaluating student learning experiences with input from the preceptor. In 2010, there were 968 preceptors used by pre-RN licensure programs and 1,190 in 2011 which reflects a 23% increase in the number of preceptors used by pre-RN licensure programs.

Table 24. New Faculty Appointments, Exceptions and use of Preceptors

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	2	1	0
ADN (12)	23	15	398
BSN (13)	57	24	792
Total (26)	82	40	1,190

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (Table 25). During the 2010-2011 annual report year, a total of 15 faculty went on leave in comparison to 5 from the previous report year (a 200% increase). There were a total of 47 resignations, which is no change from the previous year, 18 retirements (19 in 2010), and 19 terminations (23 in 2010).

Table 25. Faculty Attrition: Leave, Resignation, and Retirement/Termination

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirement/Termination
Diploma (1)	0	1	1
ADN (12)	2	13	17
BSN (13)	13	33	19
Total (26)	15	47	37 (18 Retirements/ 19 Terminations)

Educational Preparation of Nurse Faculty

The Institute of Medicine Report on the Future of Nursing: Leading Change, Advancing Health recommends that the proportion of nurses with a baccalaureate degree be increased to 80% and the number of nurses with a doctorate be doubled by 2020 (IOM Report, 2011). According to the Carnegie Study (Benner, Sutphen, Leonard and Day, 2009), in order to meet the projected shortages for registered nurses, nursing education programs must increase their capacity by approximately 90%. The educational preparation of nursing faculty is essential. In order to properly educate the next generation of RNs, nurse faculty must be prepared to teach nursing students how to care for clients with complex diagnoses and treatment plans; be familiar with essential principles of teaching and learning; be able to appropriately use the newest teaching learning healthcare technology; and have the ability to engage nursing students in the teaching-learning process.

The Southern Association of Colleges and Schools (SACS), require that at least 25 % of nursing course hours in a Baccalaureate Nursing program be taught by faculty members holding the terminal degree (2010). In 2011 approximately 16% (122) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 79% (617) were Masters prepared, and

5% (40) reported that their highest degree in nursing was a baccalaureate degree (Table 26). This represents a 16% increase in the number of faculty prepared at the doctoral level, a 4% increase in those prepared at the Masters' level, and a 9% decrease in faculty prepared at the BSN level.

Table 26. Educational Preparation of Faculty (2010-2011)

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	2	10	1
ADN (13)	24	247	15
BSN (13)	96	360	24
Total (27)	122 (16%)	617 (79%)	40 (5%)

Note: Total = 779

Board of Regents Nursing Faculty Stipends

According to the 2010-2011 annual reports from pre-RN-licensure programs, 115 nurse faculty employed in pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends, an increase of 10 nurse faculty when compared to the 2009-2010 report year (Table 27). Due to statewide budget cuts to higher education, funds were not available for stipends for graduate nursing students during the 2010-2011 annual report year.

Table 27. Board of Regents Faculty Stipend Recipients

BOR Stipend Recipients	2008-2009	2009-2010	2010-2011
Masters	19	11 (↓42%)	0
Doctoral	46	22 (↓52%)	0
Faculty Currently Employed that were BOR Stipends Recipients (Masters and Doctorate)	107	105 (↓2%)	115 (↑10%)

Nurse Faculty Salaries

Noncompetitive salaries for nursing faculty has been consistently cited as one of the major reasons why there are limited numbers of qualified faculty available to teach in Louisiana's pre-RN licensure programs. Noncompetitive salaries leads to an inadequate number of filled nurse faculty positions which is cited as a major reason for denying admission to qualified students (Maloney and Burns, 2006). According to the American Association of Colleges of Nursing (AACN, 2012), the average salary of a NP, across settings and specialties, is \$91,310 compared to \$72,028 for a master's prepared faculty. The higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching (AACN, 2009). Joynt and Kimball (2008), authors of a white paper entitled *Blowing Open the Bottleneck: Designing New Approaches to Increase Nurse Education Capacity* stated "While nursing faculty compensation adjustments alone will not solve the nursing education capacity problem, the value of the educators must be acknowledged and rewarded in order to move forward"(p.12).

The Deans and Directors of pre-RN licensure programs in Louisiana reported the average salaries of nursing faculty according to the rankings of instructor, assistant professor, associate professor, and professor. The Southern Regional Education Board (SREB) mean salary for full-time instructional faculty teaching in nursing programs in four year colleges or universities in

Louisiana was \$91,275 for Professors, \$68,557 for Associate Professors, \$58,067 for Assistant Professors and \$42,506 for Instructors, with the average salary being \$65,909 (SREB, 2012). Although there was an increase in mean salaries for all levels of faculty teaching in pre-RN licensure programs in Louisiana in the 2010-2011 report year when compared to the 2009-2010 annual report year, mean faculty salaries for Assistant Professors, Associate Professors and Professors in Louisiana still fall below the SREB mean for four year public colleges (Table 28).

Table 28. Mean Salaries for Nursing Faculty (2010-2011)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2011	\$50,208	\$56,744	\$64,993	\$93,177
2010	\$48,801	\$55,839	\$61,917	\$74,687
1 Year Variance	↑3%	↑2%	↑5%	↑25%

Note: Salaries in terms of length of appointment (9 month, 10 month, or 12 month) could not be determined based on information provided in the annual report.

Age Ranges for Nurse Faculty

Aging nurse faculty has to be addressed when planning for a projected nursing shortage. The literature contends that younger nurses tend to choose practice roles over faculty roles (Joynt, and Kimball, 2008). In 2010-2011 over a third (39%) of the nurse faculty in Louisiana were between 51 to 60 years of age and 28% (176) were 41 to 50 years of age. Fifty-four percent (54%) of nursing faculty teaching in Louisiana’s pre-RN licensure programs are 51 years of age or older (Table 29). “The average age of nurse faculty at retirement is 62.5 years with a wave of retirements expected within the next 10 years (AACN, 2012).

Table 29. Age Ranges for Nurse Faculty (2009-2011)

Age Category	No. of Faculty 2009		No. of Faculty 2010		No. of Faculty 2011	
	#	%	#	%	#	%
20-30	16	3	17	3	20	3
31-40	102	16	101	15	92	15
41-50	192	30	200	31	176	28
51-60	240	38	251	38	244	39
61-65	63	10	65	10	69	11
66-70	21	3	11	2	20	3
> 70	5	1	7	1	8	1
Total Faculty Reporting Age	639	100%	652	100%	629	100%

Nurse Faculty Teaching in Graduate Nursing Programs in Louisiana

Educational Preparation of Nursing Faculty Teaching in Graduate Nursing Programs in Louisiana

Faculty teaching in Graduate Nursing programs in Louisiana must have a minimum of a Masters Degree in Nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 45, 4509 G 2.c)

although most accrediting bodies prefer graduate nursing faculty have a doctorate either in nursing or in a related field outside of nursing. In 2010-2011 73% (105) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate which is relatively little change from the 2009-2010 report year (74% or 108 in 2009-2010) (Table 30). The Masters was the highest degree held by a little over one-fourth (27%) of the 144 faculty teaching in graduate nursing programs in Louisiana in 2011. These individuals possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

Table 30. Educational Preparation of Faculty Teaching in Graduate Nursing Programs

Program Type	No. of Faculty with a Doctorate in Nursing	No. of Faculty with a Doctorate outside of Nursing	No. of Mastered Prepared Nurses Teaching in an APRN Program	Total Faculty
2011	73	32	39	144
2010	73	35	38	146
2009	62	39	32	133
1 & 3 Year Variance	↑0% / ↑18%	↓9% / ↓18%	↑3% / ↑22%	↓1% / ↑8%

Filled and Vacant Nurse Faculty Positions in Graduate Nursing Programs in Louisiana

Deans and Directors of Louisiana's graduate nursing programs were asked to submit the number of budgeted full-time faculty positions that were filled for the current report year. There were 54 filled full-time nurse faculty positions reported statewide which reflects a 25% decrease in the number of filled full-time nurse faculty positions in Louisiana's graduate nursing programs since 2009-2010. The number of full-time and part-time faculty filling the 54 budgeted positions changed very little since 2010 (Table 31). Seven (7) nurse faculty positions were reported as being vacant (2 less than 2010) and there was no change in the number of faculty positions funded from other sources (e.g., grants, capitation funds) since the previous report year.

Table 31. Faculty Positions in Graduate Nursing Programs in LA (2009-2011)

Report Year	Number of Budgeted Nurse Faculty Positions Filled	Number of Full-time and Part-time Faculty Teaching in Graduate Nursing Programs	Nurse Faculty Positions Funded from other Sources	Vacant Nurse Faculty Positions	No. of New Faculty Appointments
2011	54	150	50	7	14
2010	72	149	50	9	13
2009	70	120	12	9	13
1 & 2 Year Variance	↓25% / ↓23%	↑1% / ↑25%	↑0% / ↑317%	↓22% / ↓22%	↑8% / ↑8%

Graduate Nursing Faculty Attrition

A total of 20 faculty left their teaching positions in graduate nursing programs in Louisiana in 2011 for one of the following reasons: approved paid or unpaid leave (5), resignations (9), and retirement (6) (Table 32). This represents a 33% increase in overall faculty attrition since 2010 -

a 400% increase in the number of faculty on leave and an 80% increase in faculty resignations. Six (6) graduate faculty retired in 2010 and 6 retired in 2011.

Table 32. Graduate Nursing Faculty Attrition: Leave, Resignation, and Retirement/Death/Termination

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retiring/Death/Termination
2011	5	9	6 (All retirements)
2010	1	5	9 (6 Retirements/3 Contracts Ended)
2009	2	4	3 (3 Retirements)
1 & 2 Year Variance	↑400% / 150%	↑80% / ↑125%	↓33% / ↑100%

NURSING EDUCATION CAPACITY IN LOUISIANA
MAJOR FINDINGS
2010-2011

Pre-RN Licensure Programs in Louisiana

- In 2011, there were a total of 26 pre-RN licensure programs in Louisiana; 1 diploma, 12 associate degree; and 13 baccalaureate degree programs. Nicholls State has phased out its AD program (last graduates reported on the 2009-2010 annual report) and OLOL College has submitted a letter of intent to develop a BSN program.
- Beginning in 2008, there has been a steady decline in the number of qualified applicants applying to Louisiana's pre-RN licensure programs - dropping from 5,110 applicants in 2008 to 4,705 in 2011 (8% decrease in the last 4 years).
- More qualified students applied to Associate Degree programs in 2011 (2,393) than Baccalaureate programs (2,221), but more students were admitted to Baccalaureate programs (1,741) than Associate Degree programs (1,466).
- Since 2008, there has been a 12% decrease in the number of students admitted to Louisiana's only diploma program, a 10% decrease in admits to Associate Degree Programs and no movement up or down in the number of students admitted to baccalaureate programs.
- Since 2008, there has been a 16% increase in the number of qualified applicants denied admission to Louisiana's pre-RN licensure programs.
- The top four reasons identified by Louisiana's pre-RN licensure programs as to why qualified applicants are not admitted has remained unchanged: 1) limited budgeted faculty positions; 2) limited number of qualified faculty; 3) non-competitiveness in faculty salaries; and 4) lack of clinical specialty sites.
- There was a 13% decrease in the number of males enrolled in Pre-RN licensure programs in 2011 compared to a 9% increase in 2010.
- The racial make-up of students enrolled in Louisiana's pre-RN licensure programs in 2010-2011 was 67% White, 24% Black, 3% Hispanic, 2% Asian and 4% Other, which reflects a 6% increase in the number of Whites enrolled, a 3% decrease in Blacks, a 11% decrease in Hispanics, an 18% increase in Asians and a 52% increase in Other Race students.
- Baccalaureate programs produced 51% of the graduates from pre-RN licensure programs, followed by 48% from Associate Degree programs and 1% from the Diploma program.
- The number of graduates from baccalaureate and diploma programs decreased by 9% and 23% respectively, while the number of graduates from Associate Degree programs increased by 18% between 2010 and 2011.
- In 2011 there were a total of 2,294 RN candidates sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam with 2,082 passing on the first take resulting in a 90.76% pass rate for the state which exceeded the national pass rate of 87.90.

Advanced Practice Registered Nurse Education in Louisiana

- There are seven Graduate Nursing Programs in Louisiana offering a degree as an Advanced Practice Registered Nurse (APRN). Six of the seven programs offer the Nurse Practitioner (NP) role; four the Clinical Nurse Specialist (CNS) role; and two the Certified Registered Nurse Anesthetist (CRNA) role. There are currently no programs offering the Certified Nurse Midwife (CNM) role in Louisiana.
- Over the past year there has been an overall decline in the number of students enrolled in Louisiana's APRN programs. Between 2010 and 2011 there was a 3% decrease in the number of students enrolled in Louisiana's NP programs, a 72% decrease in those enrolled in CNS programs, and a 29% decrease in those enrolled in CRNA programs.
- Over the past year there has been a 33% decrease in the number of male students enrolled in Louisiana's APRN programs.
- The racial make-up of students enrolled in Louisiana's APRN programs is 72% White, 23% Black, 2% Hispanic, 2% Asian, and 1% Other race.
- In the 2010-2011 report year, there was a total of 279 graduates from Louisiana's APRN programs. The majority of those graduates were from NP programs (72%) and CRNA programs (26%). Two-percent (6) of the APRN graduates were from CNS programs.
- In the current report year (October 16, 2010 thru October 15, 2011) 262 candidates successfully passed their certification exams resulting in a 97% passage rate for the state.

Non-Licensure Graduate Nursing Programs: Nursing Education and Nursing Administration

- Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education, and Nursing Administration.
- Currently, LSBN does not have jurisdiction over graduate nursing programs that lead to the Masters in Nursing Education and Nursing Administration.
- Of the 883 students admitted to graduate nursing programs across Louisiana, 579 (66%) were admitted to APRN programs, 271(31%) were admitted to Nursing Administration programs, and 33 (4%) were admitted to Nursing Education programs in the 2010-2011 report year.
- Of the 1,424 students enrolled in graduate nursing programs across the state, 875 (61%) were enrolled in APRN programs, 494 (35%) were enrolled in Nursing Administration programs, and 55 (4%) were enrolled in Nursing Education programs during the 2010-2011 report year.
- Between 2010 and 2011, there was a 22% decrease in the number of students enrolled in graduate nursing education programs and a 13% decrease in the number enrolled in nursing administration programs.
- The racial make-up of students enrolled in non-licensure graduate nursing programs in Louisiana is 68% White, 21% Black, 3% Hispanic, 3% Asian and 5% Other race.
- In the current report year there were a total of 222 graduates from Louisiana's non-licensure graduate nursing programs which represents a 12% decrease from the previous report year. The majority of the graduates (194) were from Nurse Administration programs and 28 were from Nursing Education programs.

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

- There were a total of 560 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs in 2010-2011 compared to 536 in 2009-2010 which reflects a 4% increase in the number of full-time budgeted positions.
- In 2011 there were more budgeted full-time faculty positions reported by pre-RN licensure programs when compared to the previous year (+24), but less full and part-time faculty employed (-17) which reflects a 2% decrease in the number of faculty teaching in Louisiana's pre-RN licensure programs.
- Sixty-four faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 17 positions in 2010, a 276% increase.
- There were a total of 27 full-time vacant nurse faculty positions reported by Deans and Directors in the 2010-2011 report year, compared to 32 reported in the previous report year.
- A total of 82 new faculty appointments were reported by pre-RN licensure programs during the 2010-2011 report compared to 71 in the previous year which represents a 15% increase in the number of faculty appointments.
- The number of faculty exceptions requested by pre-RN licensure programs went from 56 in 2009, to 44 in 2010, and 40 in 2011, which represents a 29% decrease in the number of faculty exceptions utilized by pre-RN licensure programs over the last two years.
- 1,190 preceptors were utilized by pre-RN licensure programs during the current report year which reflects a 23% increase in the number of preceptors used by pre-RN licensure programs when compared to the previous year.
- During the 2010-2011 annual report year, a total of 15 faculty went on leave in comparison to 5 from the previous report year (a 200% increase).
- In 2010-2011 approximately 16% (122) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 79% (617) were Masters' prepared, and 5% (40) reported that their highest degree in nursing was a baccalaureate degree. This represents a 16% increase in the number of faculty prepared at the doctoral level, a 4% increase in those prepared at the Masters' level, and a 9% decrease in faculty prepared at the BSN level when compared to 2010.
- One hundred and fifteen (115) nurse faculty teaching in pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nurse Faculty Stipends, an increase of 10 nurse faculty when compared to the 2009-2010 report year. Due to statewide budget cuts to higher education, funds were not available for stipends for graduate nursing students during the 2010-2011 annual report year.
- Although there was an increase in mean salaries for all levels of faculty teaching in pre-RN licensure programs in Louisiana in the 2010-2011 report year when compared to the 2009-2010 annual report year, mean faculty salaries for Assistant Professors, Associate Professors and Professors in Louisiana still fall below the SREB mean for four year public colleges.

Faculty Teaching in Graduate Nursing Programs

- In 2010-2011 73% (105) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate which reflects a 1% decrease from the previous report year.
- There were 54 filled full-time nurse faculty positions reported statewide by graduate nursing programs which reflects a 25% decrease in the number of filled full-time nurse faculty positions in Louisiana's graduate nursing programs since 2009-2010.
- A total of 20 faculty left their teaching positions in graduate nursing programs in Louisiana between 2010 and 2011 for one of the following reasons: approved paid or unpaid leave (5), resignations (9), and retirement (6). This represents a 33% increase in overall faculty attrition since 2010 - a 400% increase in the number of faculty on leave and an 80% increase in faculty resignations.

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA
2010-2011

The Louisiana State Board of Nursing (LSBN) collects demographic information about Louisiana’s registered nurse workforce as a component of the licensure renewal process. The target population for the nursing supply data for 2011 includes all registered nurses that held an active unencumbered license to practice as a registered nurse (RN) in Louisiana any time between February 1, 2011 and January 31, 2012. Descriptive analysis of the RN supply data, along with findings based on the analysis of the data, is being presented in the 2011 LSBN Annual Report. The raw data on which this report is based can be found in Appendix D.

Licensed Registered Nurses Residing in Louisiana

The Louisiana Nurse Practice Act requires annual license renewal for registered nurses. LSBN is the state appointed agency assigned to implement, regulate, and monitor the issuance of a license to practice as a RN in the state of Louisiana. In 2011, 57,788 nurses held a license to practice as a registered nurse (RN) in Louisiana. Of the 57,788 RNs holding a Louisiana license, 50,142 (87%) lived in Louisiana, while 7,630 (13%) reported home addresses outside of Louisiana. Overall, over the past five years, there has been a 14% increase in the number of RNs holding a license to practice nursing in Louisiana, a 15% increase in the number of RNs licensed and residing in Louisiana, and a 4% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana (Table 33).

Table 33. Licensed Registered Nurses Residing in LA ((2007-2011)

Report Year	# of Nurses holding an RN License in LA (Residing in LA)	# of Nurses holding an RN License in LA (Not Residing in LA)	Total # Nurses Holding a LA RN License
2011	50,142	7,630	57,788
2010	48,298	7,396	55,712
2009	46,828	7,523	54,366
2008	44,700	7,344	52,052
2007	43,548	7,316	50,873
1 & 5 Year Variance	↑4% ↑15%	↑3% ↑4%	↑4% ↑14%

Note: Parishes were not designated for 16 licensed RNs

Employment Distribution of Licensed Registered Nurses Residing in Louisiana

The majority of RNs holding an active RN license in Louisiana reported full-time employment (74%), while 13% reported part-time employment. There has been a 11% increase since 2007 in the number of RNs that are working full-time and a 15% increase in the number that are working part-time. Over 4,000 RNs (4,366) reported that they were unemployed, which reflects a 6% increase in the number of unemployed RNs during the 2010-2011 report year when compared to a 25% increase in the number of unemployed RNs reported during the 2009-2010 report year (Table 34). Nurses that were not employed indicated that they were either

unemployed and seeking a nursing position (1,460), seeking employment, but not in nursing (146), or not seeking employment at all (2,760).

Table 34. Employment Distribution of Licensed Registered Nurses Residing in LA (2007-2011)

Report Year	Full-Time Nursing		Part-Time Nursing		Employed Other		Not Employed		No Response
	#	%	#	%	#	%	#	%	#
2011	37,157	74	6,488	13	1,178	2	4,366	9	740
2010	36,171	75	6,227	13	1,150	2	4,116	9	422
2009	35,485	76	6,080	13	1,145	2	3,330	7	384
2008	34,432	77	5,818	13	871	2	3,388	8	191
2007	33,383	77	5,648	13	1,014	2	3,269	8	234
1 & 5 Year Variance	↑3%	↑11%	↑4%	↑15%	↑2%	↑16%	↑6%	↑34%	

There was a 17% increase in the number of licensed RNs indicating that some form of disability was their reason for not seeking employment and a 12% increase in the number of RNs citing home and family care as their major reason for not seeking employment. There was a 21% increase since 2010 in the number of licensed RNs that were retired (Table 35).

Table 35. Reasons for Unemployment (2010-2011)

Report Year	Home/Family Care	Retired	Difficulty Finding a Nursing Position	Currently in School	Disabled
2011	2,048	916	501	426	316
2010	1,834	754	468	413	269
1 Year Variance	↑12%	↑21%	↑7%	↑3%	↑17%

Note: Additional reasons for unemployment included inadequate salary (26) and other (675)

Employers of Licensed Registered Nurses Residing in Louisiana

Although hospitals continue to be the primary employers of RNs in 2011, the percentage of RNs employed by hospitals went from 57% in 2010 to 56% in 2011. The number of RNs employed by hospitals did increase by 2% in the current report year compared to a 1% decrease in 2010 (Table 36). Since 2007, there has been an 88% increase in the number of RNs employed in physician's offices and a 60% increase in the number employed by long term care facilities. In addition to hospitals, employers showing the lowest growth in numbers of licensed RNs over the past year include Home/Community/Public Health (1%), Nurse Educators (1%), and School Nurses (3%). In 2011 there was a 9% increase in the number of RNs employed in clinic/ambulatory care settings in contrast to the 14% decrease in 2010.

Table 36. Field of Employment for Licensed Registered Nurses Residing in LA (2007-2011)

Report Year	Hospital	Home/Community Public Health	Clinic/Ambulatory Care	Long Term Care	Nurse Educator	Physician Office	School Nurse	Other	No Response
2011	28,283	4,365	4,260	2,018	1,161	1,322	851	4,831	740
2010	27,722	4,320	3,927	1,888	1,151	1,268	827	6,773	422
2009	28,014	3,751	4,545	1,468	1,125	804	799	5,933	389
2008	27,046	3,247	3,885	1,300	972	721	736	6,591	202
2007	26,231	3,169	3,664	1,261	904	703	699	6,627	290
1 & 5 Year Variance	↑2% ↑8%	↑1% ↑38%	↑9% ↑16%	↑7% ↑60%	↑1% ↑28%	↑4% ↑88%	↑3% ↑22%	↓29% ↓27%	

Age Ranges for Licensed Registered Nurses Residing in Louisiana

The average age for RNs licensed in Louisiana in 2011 is 44 years, whereas, nationwide the average age for RNs is 47 yrs (BHP., 2010). There was a 12% increase in the number of licensed RNs that were less than 30 years of age, which is also the age category that had the greatest growth in numbers in 2010 (11% increase). Licensed RNs in Louisiana between the ages of 30 and 39 represented 27% of the RN workforce, followed by 22% that were 40-49. Twenty-six percent of licensed RNs were 50 years or older. RNs that were 60 and older continue to decrease in number reflected by a 3% decrease in 2011 and a 4% decrease in 2010. The two age groups with the greatest increase in numbers over the past five years were the youngest RNs (less than 30 years) and the oldest (60 years or greater) (Table 37).

Table 37. Age Distribution of Licensed Registered Nurses Residing in LA ((2007-2011)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2011	12,435	25	13,660	27	11,122	22	9,626	19	3,299	7
2010	11,135	23	13,298	28	10,850	22	9,600	20	3,415	7
2009	10,037	21	12,973	28	10,648	3	9,601	21	3,569	8
2008	9,071	20	12,894	29	12,399	8	8,095	18	2,241	5
2007	8,208	19	12,488	29	12,547	9	7,967	18	2,338	5
1 & 5 Year Variance	↑12%	↑52%	↑3%	↑9%	↑3%	↓11%	↑.3%	↑21%	↓3%	↑41%

Gender of Licensed Registered Nurses Residing in Louisiana

In 2010, the gender distribution for the U.S. population was 49.2% males and 50.8% females, which does not differ significantly from that of the gender distribution for Louisiana which was 49% male and 51% female (2010 U.S. Census Bureau). Nationwide, males comprise approximately 6.2% of employed RNs who were licensed before 2000 and 9.6% of those licensed in 2000 or later (DHHS/HRSA, 2010). In Louisiana, males have consistently represented 11% of the RN workforce and females 89% (Table 38).

Table 38. Gender Distribution of Licensed Registered Nurses Residing in LA ((2007-2011))

Report Year	Male		Female	
	#	%	#	%
2011	5,596	11%	44,546	89%
2010	5,393	11%	42,905	89%
2009	5,231	11%	41,597	89%
2008	5,037	11%	39,663	89%
2007	4,872	11%	38,676	89%
1 & 5 Year Variance	↑4%	↑15%	↑4%	↑15%

Ethnicity of Licensed Registered Nurses Residing in Louisiana

According to the U.S. Census Bureau (2010) minorities comprise approximately 36% of the U.S. population. In the U.S. Hispanics represent 16% of the population, Blacks 13%, Asians 5%, Native Americans 1%, and Native Hawaiians and other Pacific Islanders 0.2%. In Louisiana, Hispanics represent 4% of the population, Blacks, 32%, Asians, 2%, Native Americans, 0.7%, and Native Hawaiians and other Pacific Islanders, less than .01%. In 2011, the racial make-up of RN workforce in Louisiana was 80% White, 14% Black, 1% Hispanic, 1% Asian, .4% Native American, and .4% other race (Table 39). Hispanic RNs had the greatest growth in number over the past five years (42% increase in number).

Table 39. Racial Distribution of Licensed Registered Nurses Residing in LA ((2007-2011))

Report Year	White		Black		Hispanic		Asian		Native American		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2011	40,332	80%	7,164	14%	706	1%	549	1%	195	.4%	220	.4%
2010	39,245	83%	6,768	14%	682	1%	547	1%	195	.4%	439	.9%
2009	38,613	82%	6,480	14%	552	1%	561	1%	170	.4%	266	.6%
2008	37,087	83%	6,094	14%	515	1%	534	1%	166	.4%	246	.6%
2007	36,324	83%	5,719	13%	496	1%	529	1%	171	.4%	241	.6%
1 & 5 Year Variance	↑3%	↑11%	↑6%	↑25%	↑4%	↑42%	↑.4%	↑4%	↑0%	↑14%	↓50%	↓9%

Note: Additional breakdown includes - Native Hawaiian/Pacific Islander (44), Multiracial (192), Other (220), No Response (740).

Basic Educational Preparation of Licensed Registered Nurses Residing in Louisiana

In 2011, 46% of the RN workforce reported on their licensure renewal application that their basic educational preparation began at the baccalaureate degree or higher level, which is a 2% increase when compared to 2010 and a 13% increase over the previous five years. There was less than a 1% increase in the number of RNs reporting that their basic RN education began at the associate degree level, yet since 2007 there has been a 17% increase in the number RNs reporting the associate degree as their basic educational preparation. There continues to be a decline in the number of licensed RNs reporting their basic educational preparation at the diploma level (Table 40). In 2011, the question relative to initial preparation as a nurse at the vocational/practical level was added as an option in order to comply with the Forum for State Nursing Workforce

Center's minimum data set for nursing supply. Over one thousand RNs (1,181) reported Vocational/Practical Nursing as their basic nursing preparation.

Table 40. Basic Educational Preparation of Registered Nurses Residing in Louisiana (2007-2011)

Report Year	Diploma Nurse		Associate Degree		Baccalaureate or Higher		Other/No Answer #
	#	%	#	%	#	%	
2011	4,574	9	20,443	41	23,183	46	761
2010	4,679	10	20,439	42	22,735	47	445
2009	4,748	10	19,021	41	22,633	48	426
2008	4,808	11	18,097	40	21,353	48	433
2007	5,010	12	17,515	40	20,540	47	468
1 & 5 Year Variance	↓2%	↓9%	↑.02%	↑17%	↑2%	↑13%	

Note: 612 RNs reported the Masters Degree as their basic educational preparation as an RN and 16 indicated the Doctorate.

Highest Degree Held by Licensed Registered Nurses Residing in Louisiana

For the purposes of the annual report and in order to make comparisons with the 2008 National Sample Survey of Registered Nurses conducted by Health Resources and Services Administration (HRSA), only those degrees that are in nursing, or a related field (i.e., doctorate in another field) will be included in the following discussion. According to the National Sample Survey of Registered Nurses (DHHS/HRSA, 2010), the highest degree reported by 13.9% of the U.S. RN workforce is the diploma, 36.1% the associate degree, 36.8% the baccalaureate degree, and 13.2% the Masters/Doctorate degree. In Louisiana, the highest degree held for 7% of the RN workforce is the diploma, 33% report the associate degree as being their highest educational preparation, 40% the baccalaureate degree and 9.5% the Masters/Doctorate which reflects minimal change from 2010 (Table 41). Louisiana continues to fall slightly below the nation in terms of the percentage of its RN workforce that is prepared at the baccalaureate or higher degree level (Louisiana-49.5%; U.S.-50%).

Members of the RN workforce possessing doctorates in nursing reflected a 17% increase between 2010 and 2011 and a 71% increase over the past five years. Types of doctorates in nursing included: PhD in Nursing (93), Doctorate of Nursing Practice (54), and Doctorate of Nursing Science or Doctorate of Science in Nursing (50). There has been a 59% increase in the number of licensed RNs holding a DNP since 2010 (Table 42).

Table 41. Highest Degree held by Registered Nurses Residing in LA (2007-2011)

Report Year	Diploma in Nursing	Associate Degree	Bachelors in Nursing	Bachelors not in Nursing	Masters in Nursing	Masters not in Nursing	Doc. in Nurs.	Doc. not in Nurs.
2011	3,358	16,485	20,132	2,731	4,452	1,553	197	168
2010	3,513	16,104	19,402	2,593	4,103	1,544	168	163
2009	3,645	15,853	18,575	2,496	3,946	1,545	161	225
2008	3,524	15,361	17,842	2,495	3,426	1,530	123	210
2007	3,743	14,975	17,320	2,332	3,135	1,481	115	213
1 & 5 Year Variance	↓4% ↓10%	↑2% ↑10%	↑4% ↑16%	↑5% ↑17%	↑9% ↑42%	↑.6% ↑5%	↑17% ↑71%	↑3% ↓21%

Note: Juris Doctorate – 76; No Response - 740

Table 42. Types of Doctorates held by Licensed RNs Residing in Louisiana (2010-2011)

Report Year	PhD in Nursing	Doctorate in Other Field	DNP	DNS	JD
2011	93	168	54	50	76
2010	92	163	34	42	79
1 Year Variance	↑1%	↑3%	↑59%	↑19%	↓4%

Number of Years Licensed Registered Nurses Residing in Louisiana Plan to Work

In 2011, 7,296 nurses (15%) reported that they only plan to work an additional 0-5 years as an RN, which reflects a 6% increase since 2010. Nine thousand eight hundred and fifty-one RNs (20%) indicated that they plan to work 6-10 more years. Over one third (35%) of Louisiana’s RN workforce plan to be in the workforce for 10 years or less (Table 43).

Table 43. Number of Years Licensed Registered Nurses in Louisiana Plan to Work

Report Year	0-5 years		6-10 years		11-20 years		Over 20 years		No Answer #
	#	%	#	%	#	%	#	%	
2011	7,296	15	9,851	20	15,775	31	16,480	33	740
2010	6,907	14	9,763	20	15,582	32	15,624	32	422
2009	6,866	15	9,713	21	15,736	34	14,123	30	390
2008	6,096	14	9,450	21	15,792	35	13,161	29	201
2007	6,039	14	9,378	22	15,538	36	12,335	28	258
1 & 5 Year Variance	↑6%	↑21%	↑1%	↑5%	↑1%	↑2%	↑6%	↑34%	

Positions Held by Licensed Registered Nurses Residing in Louisiana

Sixty percent (30,165) of RNs licensed in Louisiana in 2011 were employed as staff nurses. Approximately 9% (4,329) of the RN workforce were nurse managers, 6% (3,104) advanced practice registered nurses, 3% (1,428) administrators, and 3% (1,525) indicated that they were instructors (Table 44). The positions showing the greatest growth in numbers overall for both the one year and five year mark were advanced practice registered nurses (↑8% and ↑47% respectively) and instructors (↑8% and ↑44% respectively). There continues to be a decline in the number of RNs serving as nurse administrators.

Table 44. Types of Positions Held by Licensed Registered Nurses Residing in Louisiana (2007-2011)

Report Year	Staff Nurse	Nurse Manager	Advanced Practice	Administrator	Instructor	Other	No Ans.
2011	30,165	4,329	3,104	1,428	1,525	5,697	740
2010	29,608	4,231	2,871	1,492	1,413	5,349	422
2009	29,115	3,609	2,871	2,386	1,193	4,956	386
2008	28,135	4,148	2,370	1,617	1,142	6,477	195
2007	27,310	4,072	2,203	1,571	1,118	6,379	276
2006	26,358	4,069	2,108	1,483	1,059	6,006	439
1 & 5 Year Variance	↑2% ↑14%	↑2% ↑6%	↑8% ↑47%	↓4% ↓4%	↑8% ↑44%	↑7% ↓5%	

Major Clinical, Teaching or Practice Areas Reported by Registered Nurses Residing in Louisiana

The top five clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana in 2011 were: 1) medical-surgical units (7,009); special care units/critical care areas (5,672); 3) operating room/post anesthesia care units (3,512); 4) emergency room (3,139); and 5) general practice/adult family health (2,966). Community/Public Health came in at number 6 (2,880), with a 17% increase in the number of RNs working in these types of clinical settings as compared to a 16% decrease in 2010. The number of RNs holding positions in maternal child health continued to decline in 2011 (↓5%) compared to a decrease of 16% in 2010 (Table 45).

Table 45. Major Clinical, Teaching or Practice Areas Reported by Licensed Registered Nurses Residing in LA (2007-2011)

Clinical, Teaching or Practice Area	2007	2008	2009	2010	2011	1 & 5 Year Variance	
Medical-Surgical	6,558	6,811	7,492	6,789	7,009	↑3	↑7%
Special Care Units	5,513	5,610	4,983	5,485	5,672	↑3%	↑3%
OR/PACU	3,185	3,192	3,345	3,435	3,512	↑2%	↑10%
Emergency Room	2,732	2,808	2,957	2,959	3,139	↑6%	↑15%
General Practice/Adult Family Health	1,783	1,859	2,044	2,811	2,966	↑6%	↑66%
Community/Pub. Health	3,186	3,155	2,913	2,456	2,880	↑17%	↓10%
Maternal Child	2,785	2,831	3,104	2,617	2,486	↓5%	↓11%
Psych-Mental Health	1,979	2,043	2,096	2,125	2,116	↓.4%	↑7%
Geriatrics/Gerontology	1,469	1,534	1,767	1,919	1,989	↑4%	↑35%
Pediatrics	1,652	1,765	1,914	1,863	1,913	↑3%	↑16%
Anesthesia	1,171	1,235	1,290	1,241	1,289	↑4%	↑10%
Oncology	934	988	1,014	1,008	1,049	↑4%	↑12%
Dialysis				912	986	↑8%	
Women's Health				821	902	↑10%	
Rehab				769	810	↑5%	
School Health				637	672	↑6%	
Palliative Care				539	620	↑15%	
Telehealth				411	490	↑19%	
Occupational Health	312	310	315	271	285	↑5	↓13%
Inservice Education				177	195	↑10%	
Other	9,808	10,139	11,011	8,137	8,422	↑4	↓11%
No Answer	243	194	384	422	740		

Licensed Registered Nurses Residing in Louisiana Providing Direct Patient Care in 2011

Nurses are the single largest component of the health care workforce and they provide the majority of direct care to patients (Institute of Medicine Report on the Future of Nursing, 2011; National Advisory Council on Nurse Education and Practice, 2008). This is true not only for the nation, but also for Louisiana. The majority of RNs licensed and residing in Louisiana in 2011 (81%) reported that they provided direct patient care in their practice, which is a 3% increase from 2010 (Table 46).

Table 46. Licensed Registered Nurses Residing in LA Providing Direct Patient Care (2010-2011)

RNs Residing in Louisiana	No. of RNs Providing Direct Patient Care	Total No. Licensed RNs	% of Total RNs Providing Direct Patient Care	No Answer
2011	40,647	50,142	81%	771
2010	39,576	48,298	82%	486
1 Year Variance	↑3%			

Salaries from Positions held as a Registered Nurse Living in Louisiana

Of the 37,148 RNs licensed and residing in LA in 2011 that reported working full-time, 47% (17,498) reported annual salaries between \$50,001.00 and \$75,000. Twenty-one percent of the full-time RN workforce reported receiving annual salaries between \$35,001 to \$50,000. There was a 6% increase in the number of RNs working full-time reporting annual salaries between \$15,001 and \$25,000 which is in direct contrast to the 40% decrease reported in 2010. Approximately 65% of the fulltime RN workforce residing in LA reported salaries between \$50,001.00 and \$100,000 (Table 47a). Annual salaries greater than \$100,000 dollars were reported by 6% of RNs working full-time in 2011, an increase of 1% when compared to 2010.

Table 47a. Salaries of Licensed Registered Nurses Living in Louisiana Working Full-Time (2009-2011)

Year	\$15,000 or less	\$15,001 to \$25,000	\$25,001 to \$35,000	\$35,001 to \$50,000	\$50,001 to \$75,000	\$75,001 to \$100,000	\$100,001 to \$150,000	>\$150,000	Declined
2011	204	276	1,027	7,815	17,498	6,733	1,753	536	1,301
2010	258	261	1,002	7,648	17,163	6,337	1,675	517	1,285
2009	602	434	1,103	6,996	15,580	5,869	1,646	487	1,803
1 & 3 Year Variance	↓21% ↓66%	↑6% ↓36%	↑3% ↓7%	↑2% ↑12%	↑2% ↑12%	↑6% ↑15%	↑5% ↑7%	↑4% ↑10%	↑1% ↓28%

Note: There were 37,148 Licensed RNs residing in Louisiana working full-time in 2011.

Approximately 6,484 RNs licensed and residing in LA reported that they worked part-time in 2011. Thirty one percent (1,983) of the RNs working part-time reported salaries of \$25,000 or less, 21% (1,393) reported annual salaries between \$25,001 and \$35,000.00, 29% (1,878) between \$35,001.00 and \$50,000.00, and 12% (757) indicated they had annual part-time salaries of \$50,001 to \$75,000 (Table 47b). Annual part-time salaries greater than \$100,000 were reported by less than 1% of RNs working part-time.

Table 47b. Salaries of Licensed Registered Nurses Living in Louisiana Working Part-Time (2009-2011)

Year	\$15,000 or less	\$15,001 to \$25,000	\$25,001 to \$35,000	\$35,001 to \$50,000	\$50,001 to \$75,000	\$75,001 to \$100,000	\$100,001 to \$150,000	> \$150,000	Declined
2011	999	984	1,393	1,878	757	101	36	10	326
2010	981	982	1,300	1,754	729	119	23	2	330
2009	680	899	1,137	1,535	833	197	70	25	489
1 & 3 Year Variance	↑2% ↑47%	↑.2% ↑10%	↑7% ↑23%	↓9% ↑22%	↑4% ↓9%	↓15% ↓49%	↑57% ↓49%	↑400% ↓60%	↓1% ↓33%

Note: There were 6,484 licensed RNs residing in Louisiana working part-time in 2011.

Advanced Practice Registered Nurses

There has been a 30% increase in the number of APRNs holding a license to practice in Louisiana since 2007. The number of APRNs licensed and residing in Louisiana has increased by 34%, while the number of licensed APRNs residing outside of Louisiana has increased by only 3% over the previous five years (Table 48).

Table 48. Number of Advanced Practice Registered Nurses Licensed in LA ((2007-2011))

Report Year	# of APRNs holding a LA License (Residing in LA)	# of APRNs holding a LA License (Not Residing in LA)	Total # APRNs with an APRN License in LA
2011	3,547	391	3,939
2010	3,309	379	3,688
2009	3,297	395	3,692
2008	2,871	373	3,244
2007	2,647	380	3,027
1 & 5 Year Variance	↑7% ↑34%	↑3% ↑3%	↑7% ↑30%

Roles of Advanced Practice Registered Nurses Employed and Residing in Louisiana

In 2011, 55% (1,966) of all APRNs licensed and residing in Louisiana were nurse practitioners, 35% (1,191) were Certified Registered Nurse Anesthetists, 4% (156) were Clinical Nurse Specialists, and 0.6% (23) were Certified Nurse Midwives. In contrast, 5% of licensed APRNs were not employed as APRNs. This number has increased by 41% over the past 5 years. There has been a 55% increase in the number of NPs licensed and residing in Louisiana between 2007 and 2011 and a 12% increase between 2010 and 2011. Certified Nurse Midwives, although small in number, decreased by 18% between 2010 and 2011 and the number of Clinical Nurse Specialist licensed and residing in Louisiana decreased by 1% during the same time period (Table 49).

Table 49. Areas of Employment for Advanced Practice Registered Nurses Residing in LA (2007-2011)

Report Year	Nurse Practitioner	CNM	CRNA	CNS	Not Employed as an APRN	No Response	Total
2011	1,966	23	1,191	156	165	46	3,547
2010	1,760	28	1,154	158	159	50	3,309
2009	1,769	23	1,129	177	151	48	3,297
2008	1,399	21	1,089	175	129	58	2,871
2007	1,268	21	1,008	181	117	52	2,647
1 & 5 Year Variance	↑12% ↑55%	↓18% ↑10%	↑3% ↑18%	↓1% ↓14%	↑4% ↑41%		

Note: No answer - 46

Advanced Practice Registered Nurses Residing in Louisiana with Prescriptive Authority

Fifty-four percent (1,933) of APRNs holding a license to practice in Louisiana have prescriptive authority. The number of licensed APRNs having prescriptive authority in Louisiana increased by 72% between 2007 and 2011, with a 14% increase noted between 2010 and 2011 (Table 50).

Table 50. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2007-2011)

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2011	1,933	3,547	54%
2010	1,694	3,309	51%
2009	1,688	3,297	51%
2008	1,301	2,871	45%
2007	1,127	2,647	43%
1 & 5 Year Variance	↑14% ↑72%	↑7% ↑34%	

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA

Major Findings

- In 2011, 57,788 nurses held a license to practice as a registered nurse (RN) in Louisiana which reflects a 4% increase in the number of nurses licensed to practice in Louisiana over the last year and a 15% increase over the previous 5 years.
- Of the 57,788 RNs holding a Louisiana license, 50,142 (87%) lived in Louisiana, while 7,630 (13%) reported home addresses outside of Louisiana.
- 74% of RNs holding an active RN license in Louisiana reported full-time employment and 13% reported part-time employment.
- 4,366 RNs reported that they were unemployed, which reflects a 6% increase in number since 2010.
- There was a 17% increase in the number of licensed RNs indicating that some form of disability was their reason for not seeking employment and a 12% increase in the number of RNs citing home and family care as their major reason for not seeking employment.
- There was a 21% increase since 2010 in the number of licensed RNs that were retired.
- There was a 7% increase in the number of RNs indicating that they had difficulty finding a job during the current report year.
- Although hospitals continue to be the primary employers of RNs in 2011, the percentage of RNs employed by hospitals went from 57% in 2010 to 56% in 2011.
- Since 2007, there has been an 88% increase in the number of RNs employed in physician's offices and a 60% increase in the number employed by long term care facilities.
- The average age for RNs licensed in Louisiana in 2011 was 44 years, whereas, nationwide the average age for RNs is 47 yrs (BHP., 2010).
- The two age groups with the greatest increase in numbers over the past five years were the youngest RNs (less than 30 years) and the oldest (60 years or greater).
- Twenty-six percent of licensed RNs in Louisiana were 50 years or older in 2011.
- In Louisiana, males have consistently represented 11% of the RN workforce and females 89%. Nationwide, males comprise approximately 6.2% of employed RNs who were licensed before 2000 and 9.6% of those licensed in 2000 or later (DHHS/HRSA, 2010).
- In 2011, the racial make-up of RN workforce in Louisiana was 80% White, 14% Black, 1% Hispanic, 1% Asian, .4% Native American, and .4% other race. Hispanic RNs had the greatest growth in number over the past five years (42% increase in number).
- In 2011, 46% of the RN workforce reported that their basic educational preparation began at the baccalaureate degree or higher level, which is a 2% increase when compared to 2010 and a 13% increase over the previous five years.
- There was less than a 1% increase in the number of RNs reporting that their basic RN education began at the associate degree level in 2011, yet since 2007 there has been a 17% increase in the number RNs reporting the associate degree as their basic educational preparation.
- Over one thousand RNs (1,181) reported Vocational/Practical Nursing as their basic nursing preparation in 2011.

- Louisiana continues to fall slightly below the nation in terms of the percentage of its RN workforce that is prepared at the baccalaureate or higher degree level (Louisiana-49.5%; U.S.-50%).
- Members of the RN workforce possessing doctorates in nursing reflected a 17% increase between 2010 and 2011 and a 71% increase over the past five years.
- During the 2010-2011 report year, there has been a 59% increase in the number of licensed RNs holding a DNP.
- Over one third (35%) of Louisiana's RN workforce plans to be in the workforce for 10 years or less.
- The majority of RNs (60%) licensed in Louisiana in 2011 were employed as staff nurses.
- The positions held by licensed RNs showing the greatest growth in numbers overall for both the one year and five year mark were APRNs (↑8% and ↑47% respectively) and instructors (↑8% and ↑44% respectively). There continues to be a decline in the number of RNs serving as nurse administrators.
- The top five clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana in 2011 were: 1) medical-surgical units; special care units/critical care areas; 3) operating room/post anesthesia care units; 4) emergency room; and 5) general practice/adult family health.

Advanced Practice Registered Nurses in Louisiana

- There has been a 30% increase in the number of APRNs holding a license to practice in Louisiana since 2007.
- In 2011, 55% (1,966) of all APRNs licensed and residing in Louisiana were nurse practitioners, 35% (1,191) were Certified Registered Nurse Anesthetists, 4% (156) were Clinical Nurse Specialists, and 0.6% (23) were Certified Nurse Midwives.
- There has been a 55% increase in the number of NPs licensed and residing in Louisiana between 2007 and 2011 and a 12% increase between 2010 and 2011.
- The number of licensed APRNs with prescriptive authority in Louisiana increased by 72% between 2007 and 2011, with a 14% increase noted between 2010 and 2011.

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APPENDIX A

LSBN Approved Nursing Education Programs

Louisiana State Board of Nursing

17373 Perkins Road
Baton Rouge, LA 70810
Telephone: (225) 755-7500 Fax: (225) 755-7580
www.lsbn.state.la.us

LSBN APPROVED NURSING EDUCATION PROGRAMS

DIPLOMA PROGRAM

Baton Rouge General Medical Center

School of Nursing
3616 North Boulevard
Baton Rouge, LA. 70806
225-387-7623 FAX 225-381-6168
Director: Carol Tingle, PhD, MSN, RN
Approval Status: Full

ASSOCIATE DEGREE PROGRAMS

Baton Rouge Community College

Division of Nursing & Allied Health
201 Community College Drive
Baton Rouge, LA 70806
225-216-8044 FAX 225-216-8100
Dean: Elaine Vallette, DrPH, RN
Approval Status: Full

LSU at Alexandria

Division of Nursing
8100 Highway 71 South
Alexandria, LA 71302
318-473-6458 FAX 318-473-6567 LINC 223-6458
Chair: Elizabeth Battalora, DHSc, RN
Approval Status: Full

Bossier Parish Community College

Division of Science and Allied Health
Nursing Program
6220 East Texas Street
Bossier City, LA 71111
318-678-6267 FAX 318-678-6199
Program Director: Sharon Turley, MSN, RN
Approval Status: Full

LSU at Eunice

Division of Nursing & Allied Health
P.O. Box 1129
Eunice, LA. 70535
337-457-7311, Ext. 311 FAX 337-550-1289
Acting Program Director: Suzanne Dunbar, MSN,
APRN
Approval Status: Full

Delgado Community College/Charity School of Nursing

450 South Claiborne Avenue
New Orleans, LA. 70112
504-568-6411 FAX 504-568-5494
Executive Dean CSN Campus/
Dean: Cheryl Meyers, PhD, RN
Approval Status: Full

Louisiana Delta Community College

Division of Nursing
7500 Millhaven Road
Monroe, LA 71203
318-345-9173 FAX 318-345-9573
Chair: Bonnie Johnson, MSN, RN
Approval Status: Full

Fletcher Technical Community College

Nursing and Allied Health
310 St. Charles Street
Houma, LA 70360-5033
985-876-8900
Fax 985-876-8961
Sonia F. Clarke, RN, HCSM, MSN
Head, Dept. of Nursing and Allied Health
Nursing Program Coordinator: Darla Patrick, RN,
MSN
Approval Status: Initial

Louisiana Tech University

Division of Nursing
P. O. Box 3152
Ruston, LA. 71272
318-257-3101 or 318-257-3103
FAX 318-257-4569
Director: Pamela Moore, RN, MSN, CNS, CPN
Approval Status: Full

McNeese State University

College of Nursing
P.O. Box 90415
Lake Charles, LA 70609
337-475-5820 FAX 337-475-5924
Department Head: Rebecca Riley, MS, RN
Dean: Peggy Wolfe, PhD, RN
Approval Status: Full

Northwestern State University

College of Nursing
Nursing Education Center
1800 Line Avenue
Shreveport, LA. 71101-4612
318-677-3100 FAX 318-677-3127
Associate Director, ASN Program: Pamela Holcombe,
MSN, RN
Senior Director: Pamela Simmons, PhD, RN
Dean: Norann Y. Planchock, PhD, APRN, FNP-BC
Approval Status: Full

Our Lady of the Lake College

School of Nursing
7500 Hennessy Boulevard
Baton Rouge, LA. 70809
225-768-1750 FAX 225-768-1760
Dean: Jennifer Beck, PhD, RN, CNE
Approval Status: Full

Southern University at Shreveport

School of Nursing
Metro Center-610 Texas St., Ste. 500D
Shreveport, LA 71101
318-670-9641 FAX 318-670-6639
Dean: Sandra Tucker, PhD, RN, JD
Approval Status: Full

BACCALAUREATE PROGRAMS

Dillard University

School of Nursing
2601 Gentilly Blvd. PSB 102
New Orleans, LA. 70122-3097
504-816-4717 FAX 504-816-4861
Interim Chair: Lenetra Jefferson, PhD, RN, CNE, LMT,
Approval Status: Full

Grambling State University

School of Nursing
Box 4272
Grambling, LA. 71245
318-274-2672 FAX 318-274-3491
Interim Associate Dean: Danita Potter, PhD, RN
BSN Program Director: Jamil Norman, PhD, RN
Approval Status: Conditional

Louisiana College

Division of Nursing
1140 College Drive - Box 556
Pineville, LA. 71359-0556
318-487-7127 FAX 318-487-7488
Dean: Kimberly Sharp, PhD, RN
Approval Status: Full

LSU Health Sciences Center

School of Nursing
1900 Gravier
New Orleans, LA. 70112
Assistant Dean for Student Services: Catherine Lopez,
RN, MEd
504-568-4180 FAX 504-568-5154
Dean: Demetrius Porche, DNS, APRN, FNP, PhD
Approval Status: Full

McNeese State University

College of Nursing
P.O. Box 90415
Lake Charles, LA. 70609
337-475-5820 FAX-337-475-5924
Department Head for Undergraduate Nursing Programs:
Rebecca Riley, MS, RN
Dean: Peggy Wolfe, PhD, RN
Approval Status: Full

Nicholls State University

College of Nursing and Allied Health
University Station - Box 2143
Thibodaux, LA. 70310
985-448-4696 FAX 985-448-4932
Department Head: Rebecca Lyons, MSN, RN, CCRN
Dean: Velma Westbrook, DNS, RN, MA
Approval Status: Full

Northwestern State University of Louisiana

College of Nursing
Nursing Education Center
1800 Line Avenue
Shreveport, LA. 71101-4612
318-677-3100 FAX 318-677-3127
BSN Program: Linda Copple, MSN, MBA
Senior Director: Pamela Simmons, PhD, RN
Dean: Norann Y. Planchock, PhD, APRN, FNP-BC
Approval Status: Full

Our Lady of Holy Cross College

Department of Nursing and Allied Health
4123 Woodland Drive
New Orleans, LA. 70131
504-398-2213 FAX 504-391-2421
Interim Provost/Chair: Patricia Prechter, EdD, RN
Approval Status: Full

Southeastern Louisiana University

School of Nursing
SLU 10781
Hammond, LA. 70402
985-549-3772 FAX 985-549-5087 or 5179
Interim Dept. Head: Eileen Creel, DNS, RN
Interim Dean: Ann Carruth, DNS, RN
Approval Status: Full

Southern University

School of Nursing
P.O. Box 11794
Baton Rouge, LA. 70813
225-771-2166 FAX 225-771-2641
BSN Chair: Jacqueline Hill, PhD, RN
Interim Dean: Cheryl Taylor, PhD, MN, RN, FAAN
Approval Status: Full

University of Louisiana Lafayette

College of Nursing & Allied Health Professions
P.O. Box 43810
Lafayette, LA. 70504
337-482-6808 FAX 337-482-5649
Department Head and Associate to Dean: Lisa Broussard,
DNS, RN, CNE
Associate Dean: Melinda Oberleitner, DNS, APRN, CNS
Dean: Gail Poirrier, DNS, RN
Approval Status: Full

University of Louisiana Monroe

School of Nursing

700 University Avenue

Monroe, LA. 71209-0460

318-342-1640 FAX 318-342-1567

Interim Director: Emily Doughty, EdD, RN

Approval Status: Full

William Carey University

New Orleans Campus

School of Nursing

N.O.B.T.S.

3939 Gentilly Blvd., Box 308

New Orleans, LA 70126

504-286-3275 FAX 504-286-3299

Dean Janet Williams, PhD, RN

Dean of Nursing Program:

Marilyn Cooksey, PhD, RN, CNE

Associate Dean

Jeanette Commagere, MSN, RN

Undergraduate Coordinator, N.O. Campus

Approval Status: Conditional

LSBN APPROVED GRADUATE PROGRAMS IN NURSING

Grambling State University

School of Nursing
P.O. Box 4272
Grambling, LA 71245
MSN Program Director:
Rhonda Hensley, EdD, APRN, BC
318-274-2897
Interim Associate Dean: Danita Potter, PhD, RN
Approval Status: Full

Intercollegiate Consortium for a Master of Science in Nursing (ICMSN): Approval Status: Full

1. McNeese State University

College of Nursing
P.O. Box 90415
Lake Charles, LA 70601
Coordinator, Graduate Nursing Program:
Valarie Waldmeier, MSN, APRN
337-475-5753
Dean: Peggy Wolfe, PhD, RN

2. Southeastern Louisiana University

School of Nursing
SLU 10781
Hammond, LA 70402
Graduate Program Coordinator:
Lorinda Sealey, PhD, RNC-MNN
985-549-5045
Fax: 985-549-5087
Interim Dean: Ann Carruth, DNS, RN

3. University of Louisiana Lafayette

College of Nursing & Allied Health Professions
P.O. Box 43810
Lafayette, LA 70454
Graduate Program Coordinator:
Donna Gauthier, PhD, RN
337-482-6808
Dean: Gail Poirrier, DNS, RN

LSU Health Sciences Center

School of Nursing
1900 Gravier Street
New Orleans, LA 70112
Dean: Demetrius Porche, DNS, APRN, FNP, PhD
504-568-4106
Approval Status: Full

Loyola University

School of Nursing
6363 St. Charles Avenue, Campus Box 45
New Orleans, LA 70118
504-865-3142
Director: Ann H. Cary, PhD, MPH, RN, A-CCC
RWJ Executive Nurse Fellow
Approval Status: Full

Northwestern State University

College of Nursing
Nursing Education Center
1800 Line Avenue
Shreveport, LA 71101
Director of Graduate Studies: Dana Roe, WHNP-C,
DNS
318-677-3100
Dean: Norann Y. Planchock, PhD, APRN, FNP-BC
Approval Status: Full

Our Lady of the Lake College

School of Nursing
7500 Hennessy Boulevard
Baton Rouge, LA 70809
Program Director: Phyllis Pedersen, CRNA, MHS
225-214-6979
Interim Dean: Jennifer Beck, PhD, RN, CNE
Approval Status: Full

Southern University

School of Nursing
P.O. Box 11794
Baton Rouge, LA 70813
Chair, Graduate Nursing Program:
Sharon Hutchinson, PhD, MN, APRN, CNE
225-771-2663
Interim Dean: Cheryl Taylor, PhD, MN, RN, FAAN
Approval Status: Full

**OUT OF STATE SCHOOLS APPROVED TO OFFER CLINICAL
EXPERIENCE IN LOUISIANA**

UNDERGRADUATE PROGRAMS

PANOLA COLLEGE

ADN Program
Nursing and Health Sciences
1109 West Panola Street
Carthage, TX 75633
Phone- 903-694-4000, Fax- 903-694-4010
Dean: Barbara Cordell, PhD, RN, AHN-BC
Dates of Approval: July 13, 2011 through July 13, 2013

PEARL RIVER COMMUNITY COLLEGE

ADN Program
101 Hwy 11 North
Poplarville, MS 39470
Phone- 601-403-1018
Director: Dr. Arlene Jones
Dates of Approval: July 13, 2011 through July 13, 2013

SOUTHERN ARKANSAS UNIVERSITY

ADN Program
Department of Nursing
P.O. Box 9406
Magnolia, AR 71754
Phone- 870-235-4332, Fax- 870-235-5058
Director: Laura Shirey, MSN, RN
Dates of Approval: July 13, 2011 through July 13, 2013

GRADUATE PROGRAMS

FRONTIER NURSING UNIVERSITY

195 School Street
PO Box 528
Hyden, Kentucky 41749
Phone-(606) 672-2312
Fax-(606) 672-3776
Rhonda Arthur DNP, CNM, WHNP, FNP
Program Director, Family Nursing
Approval: Fall 2011-Fall 2013
Programs: DNP (Post-Master's)
 CNM (Master's & Post Master's)
 FNP (Master's & Post Master's)
 WHNP (Master's & Post Master's)

GEORGETOWN UNIVERSITY

School of Nursing & Health Studies
3700 Reservoir Road, NW
St. Mary's Hall 101
Washington, DC 20057-1107
Phone-(202) 687-3118
Fax-(202) 687-4572
Martin Y. Iguchi, Ph.D.
Dean, School of Nursing
Approval: Fall 2011-Fall 2013
Programs: FNP
 CNM/WHNP

GRACELAND UNIVERSITY

School of Nursing
1401 W. Truman Road
Independence, MO 64050
Phone-(816) 833-0524
Fax-(816) 833-2990
Claudia Horton, PhD, RN, CNE
Dean, School of Nursing
Conditional Approval: Fall 2011-Fall 2013
Programs: FNP

TEXAS CHRISTIAN UNIVERSITY

School of Nurse Anesthesia
TCU Box 298626
Fort Worth, Texas 76129
Phone-(817) 257-7887
Fax-(817) 257-5472
Kay Sanders, DNP, RN, Dean
Timothy Gollaher, CRNA, MHS, Associate Director
TCU School of Nurse Anesthesia
Approval: Fall 2011-Fall 2013
Programs: MSNA
 DNP-Anesthesia (Post-Baccalaureate)

TEXAS WESLEYAN UNIVERSITY

1201 Wesleyan Street
Fort Worth, Texas 76105-1536
Phone-(817) 531-4406
Fax-(817) 531-6508
John Martin, CRNA, MSN, MSNA
Director, Graduate Programs of Nurse Anesthesia
Approval: Fall 2011-Fall 2013
Programs: MSNA

UNIVERSITY OF ALABAMA BIRMINGHAM

School of Nursing
1701 University Boulevard
Birmingham, AL 35294-1210
Phone-(205) 934-5360
Doreen Harper, PhD, RN, FAAN
Dean, School of Nursing
Approval: Fall 2011-Fall 2013
Programs: Adult Gerontology NP (Acute and Primary)
 Adult WHNP (Acute and Primary)
 PNP (Acute and Primary)
 NNP
 PMHNP
 FNP
 DNP (Post-Master's)

UNIVERSITY OF CINCINNATI

College of Nursing
PO Box 210038
Cincinnati, OH 45221
Phone-(513) 558-5500
Cheryl Hoying, PhD, RN
Interim Dean, College of Nursing
Andrea Ballinger
Clinical Site Coordinator
Approval: Spring 2012-Spring 2014
Programs: ANP
 WHNP
 PNP
 Nurse Administration (non APRN)

UNIVERSITY OF SOUTH ALABAMA

College of Nursing
USA Springhill
307 University Boulevard, N
Mobile, AL 36688-0002
Phone-(251) 445-9409
Fax-(251) 445-9416
Debra Davis, DSN, MSN, RN, Dean
Rosemary Rhodes, DNS, RN, Associate Dean for
Academic Affairs

Approval: Fall 2011-Fall 2013

Programs: FNP
Adult Gerontology NP (Acute & Primary)
PNP (Acute and Primary)
WHNP
NNP
FPMHNP
Family / Adult Gerontology NP (Acute)
Adult Health CNS
Pediatric CNS
BSN-DNP
MSN-DNP

VANDERBILT UNIVERSITY

School of Nursing
213 Godchaux Hall
461 21st Avenue South
Nashville, TN 37240-1119
Phone-(615) 322-3804
Fax-(615) 322-1708
Colleen Conway-Welch, Dean
Lee Ann Ruderer, Interim Director Clinical
Placements

Approval: Fall 2011-Fall 2013

Programs:
Adult/Gerontology NP (Master's & Post Master's)
Family NP (Master's & Post Master's)
FNP Acute Care-Emergency Care
NNP (Master's & Post Master's)
CNM (Master's & Post Master's)
CNM/FNP
PNP (Acute & Primary) (Master's & Post Master's)
PMHNP (Master's & Post Master's)
WHNP (Master's & Post Master's)
WHNP/Adult NP

APPENDIX B

Admissions, Enrollment, Graduates and NCLEX-RN Passage Rates

Appendix B1
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2001-2011)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2011	4,705	3,252	6,114	15,988	1,453	2,281
2010	4,737	3,384	6,175	14,779	1,353	2,239
2009	4,898	3,306	6,077	15,232	1,592	2,230
2008	5,110	3,420	6,311	13,797	1,690	2,113
2007	4,489	3,030	5,723	14,113	1,459	1,946
2006	4,909	3,317	5,534	14,785	1,592	1,828
2005	4,334	2,950	4,627	13,346	1,384	1,722
2004	3,864	2,741	5,034	14,456	1,123	1,662
2003	3,445	2,372	4,501	13,496	1,073	1,412
2002	2,535	2,151	3,881	10,976	384	1,501
2001	2,051	1,843	3,720	9,718	208	1,474

Appendix B2
Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree
Programs in Nursing, 2008-2011

Program	Qualified Applicants				Admissions			
	2008	2009	2010	2011	2008	2009	2010	2011
<u>Associate Degree</u>								
Baton Rouge CC	139	174	204	218	61	65	69	66
Bossier Parish CC	N/A	N/A	40	127	0	0	30	39
Charity/Delgado	644	616	627	630	515	403	377	343
Fletcher Tech CC	18	101	16	28	18	35	15	28
LSU Alexandria	193	201	292	217	166	140	145	136
LSU Eunice	135	142	133	99	81	80	95	66
Louisiana Delta	N/A	N/A	47	60	0	0	30	42
Louisiana Tech	131	164	137	187	88	96	68	78
McNeese	55	53	42	52	53	44	42	45
Northwestern	312	270	263	214	167	171	174	153
Our Lady of the Lake	623	589	483	431	389	408	402	380
Southern Univ. at Shreveport	228	181	148	130	90	95	118	90
TOTAL	2,478	2,491	2,432	2,393	1,628	1,537	1,565	1,466
<u>Baccalaureate</u>								
Dillard	36	42	32	45	36	41	31	45
Grambling	88	79	119	118	88	79	119	118
Louisiana College	26	45	44	63	26	36	32	47
LSU Health Sciences Center	623	495	278	240	251	226	252	230
McNeese	173	164	224	169	173	164	181	165
Nicholls	183	204	212	250	183	184	175	126
Northwestern	231	180	189	164	171	156	162	164
Our Lady of Holy Cross	85	100	82	123	65	75	65	69
Southeastern	465	404	359	353	204	216	181	176
Southern	220	187	261	262	160	169	207	222
UL Lafayette	278	259	231	259	231	223	218	224
UL Monroe	114	109	81	110	103	103	80	102
William Carey – N.O.	57	56	98	65	50	56	77	53
TOTAL	2,579	2,324	2,210	2,221	1,741	1,728	1,780	1,741
<u>Diploma</u>								
Baton Rouge Gen. Med. Ctr.	53	83	95	91	51	41	39	45
TOTAL	53	83	95	91	51	41	39	45
GRAND TOTAL	5,110	4,898	4,737	4,705	3,420	3,306	3,384	3,252

Appendix B3
Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN Licensure Programs in 2010-2011

Nursing Programs	Number of Qualified Applicants Not Admitted	Reasons Checked for Non-Admission of Qualified Applicants*							
		Budgeted Faculty Position Not Available	Qualified Faculty Not Available	Faculty Salary Not Competitive	Classroom Space Not Available	Skills Lab Space Not Available	Clinical Placement Sites Not Available	Lack of Clinical Specialty Sites	Other
<u>Associate Degree</u>									
Baton Rouge Comm. Coll.	152	1	0	4	6	5	3	2	
Bossier	88	3	5	4	1	2	6	7	
Charity/Delgado	287	0	1	0	0	0	2	4	3
Fletcher Tech Comm. Coll.	0	7	1	3	4	6	5	2	
LSU Alexandria	81	1	3	4	2	5	6	7	0
LSU Eunice	33	7	1	1	7	3	3	2	
Louisiana Delta College	18	1	5	4	6	7	2	3	
Louisiana Tech	109	1	2	3	0	0	0	0	0
McNeese State	7	0	0	0	0	0	0	0	
Northwestern State	61	1	3	2	6	5	5	4	
Our Lady of the Lake	51	6	0	2	3	4	5	1	
Southern Univ. Shreveport	40	1	5	4	2	3	6	7	
Total	927	29	26	31	37	40	43	39	3
<u>Baccalaureate Degree</u>									
Dillard	0	1	5	2	7	6	3	4	1
Grambling	0	0	0	0	0	0	0	0	
Louisiana College	16	0	3	2	0	0	0	0	1
LSU Hlth Science Cntr	10	1	2	6	5	7	3	4	0
McNeese State	4	0	0	0	0	0	0	0	
Nicholls State	124	0	0	0	0	0	0	0	1
Northwestern State	0								
Our Lady of Holy Cross	54	1	2	3	4	7	5	6	
Southeastern	177	1	3	2	0	6	5	4	0
Southern	40	2	3	1	6	7	4	5	
UL Lafayette	35	1	2	0	3	4	5	0	0
UL Monroe	8	1	3	2	6	4	5	7	
William Carey N. O.	12	0	0	0	1	0	0	0	
Total	480	8	23	18	32	41	30	30	3
<u>Diploma</u>									
Baton Rouge General	46	3	2	3	2	1	0	0	3
Total	46	3	2	3	2	1	0	0	3
Grand Total	1,453	40	51	52	71	82	73	69	6

Appendix B4
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana during the 2010-2011 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	23	15	127	85	150
Bossier	11	20	45	80	56
Charity/Delgado	59	9	577	91	636
Fletcher Technical Comm. Coll.	5	0.1	45	.9	50
LSU Alexandria	34	16	182	84	216
LSU Eunice	24	22	87	78	111
Louisiana Delta	3	14	19	86	22
Louisiana Tech	19	14	119	86	138
McNeese State	8	13	53	87	61
Northwestern	31	12.5	217	87.5	248
Our Lady of the Lake	46	7	575	93	621
Southern Univ. at Shreveport	33	25	97	75	130
Total	296	12	2,143	88	2,439
<u>Baccalaureate</u>					
Dillard	4	4	105	96	109
Grambling	26	12	195	88	221
LA College	17	22	61	78	78
LSU Health Science Center	72	15	422	85	494
McNeese State	87	20	346	80	433
Nicholls State	51	15	291	85	342
Northwestern	47	16	245	84	292
Our Lady of Holy Cross	17	9	169	91	186
Southeastern	56	16	289	84	345
Southern	54	13	360	87	414
UL Lafayette	54	14	332	86	386
UL Monroe	32	14	195	86	227
William Carey-N.O.	9	11	75	89	84
Total	526	15	3,085	85	3,611
<u>Diploma</u>					
Baton Rouge General	12	19	52	81	64
Total	12	19	52	81	64
Grand Total	834	14	5,280	86	6,114

**Appendix B5
Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2010-2011 Report Year**

Nursing Education Programs	Hispanic		Asian		Black		White		Other		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	
Associate Degree											
Baton Rouge Comm. Coll.	1	.7	3	2	20	13	122	81	4	3	150
Bossier	2	4	1	2	16	29	36	64	1	2	56
Charity/Delgado	35	6	17	3	130	20	419	66	35	55	636
Delta Comm. College	0	0	0	0	6	27	16	73	0	0	22
Fletcher Tech Comm Coll.	1	2	1	2	7	14	41	82	0	0	50
LSU Alexandria	6	3	2	.9	34	16	161	75	13	6	216
LSU Eunice	3	3	0	0	15	14	88	79	5	5	111
Louisiana Tech	0	0	3	22	5	4	103	75	27	.7	138
McNeese State	0	0	0	0	6	10	53	87	2	3	61
Northwestern State	9	4	9	4	35	14	177	71	18	7	248
Our Lady of the Lake	7	1	10	2	64	10	521	84	19	3	621
Southern Univ. Shreveport	2	2	1	.8	64	49	63	48	0	0	130
Total	66	3	47	2	402	16	1,800	74	124	5	2,439
Dillard	0	0	0	0	106	97	2	2	1	1	109
Grambling	0	0	1	.5	171	77	19	9	30	14	221
Louisiana College	1	1	2	3	11	14	62	79	2	3	78
LSU Hlth Science Cntr	26	5	22	4	42	10	403	82	1	2	494
McNeese State	2	.5	7	2	68	16	336	78	20	5	433
Nicholls State	7	2	4	1	47	14	275	80	9	3	342
Northwestern State	11	4	5	2	49	17	202	69	25	9	292
Our Lady of Holy Cross	11	6	16	9	32	17	124	67	3	2	186
Southeastern	6	2	14	4	31	9	293	85	1	.3	345
Southern	2	.5	7	2	370	89	35	8	0	0	414
UL Lafayette	12	3	3	.8	44	11	322	83	5	1	386
UL Monroe	3	1	2	.9	52	23	167	74	3	1	227
William Carey N. O.	6	7	4	5	41	49	31	37	2	2	84
Total	87	2	87	2	1,064	29	2,271	63	102	3	3,611
Baton Rouge General	1	2	1	2	7	11	55	86	0	0	64
Total	1	2	1	2	7	11	55	86	0	0	64
Grand Total	154	2.5	135	2.2	1,473	24.0	4,126	67.5	226	3.7	6,114

Appendix B6
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs,
report years 2007 - 2011

Nursing Program	2007	2008	2009	2010	2011	Projected 2012
<u>Associate</u>						
Baton Rouge Community College	0	0	34	30	34	59
Bossier Parish Community College	N/A	N/A	N/A	0	0	18
Charity/Delgado	284	296	255	246	308	250
Fletcher Tech/Comm. College	N/A	0	12	15	10	25
LSU Alexandria	98	96	97	70	86	86
LSU Eunice	63	53	51	80	57	70
Louisiana Delta				0	0	18
Louisiana Tech	55	65	69	63	75	54
McNeese State	30	30	41	38	40	29
Nicholls State	12	5	13	8	0	0
Northwestern	170	97	156	116	132	121
Our Lady of the Lake	197	249	260	216	290	250
Southern Univ. at Shreveport	35	51	55	34	52	90
<u>Total</u>	944	939	1,043	916	1,084	1,070
<u>Baccalaureate</u>						
Dillard	13	12	10	7	6	20
Grambling	61	66	97	103	48	92
Louisiana College	20	28	25	22	40	31
LSU Health Science Center	100	179	148	166	184	223
McNeese State	121	128	159	153	124	130
Nicholls State	82	116	146	142	72	93
Northwestern	173	193	82	108	96	98
Our Lady of Holy Cross	43	34	34	42	41	46
Southeastern	157	152	159	122	162	153
Southern	70	120	85	118	113	123
UL Lafayette	150	124	102	161	137	127
UL Monroe	65	72	74	87	93	80
William Carey – N.O.	0	12	36	53	51	34
<u>Total</u>	1,055	1,236	1,157	1,284	1,167	1,250
<u>Diploma</u>						
Baton Rouge Gen. Med. Center	36	36	30	39	30	31
<u>Total</u>	36	36	30	39	30	31
Grand Total	2,035	2,211	2,230	2,239	2,281	2,351

Appendix B7

Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1-December 31, 2011.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
BRCC	33	32	96.97
Charity/Delgado	309	275	89.00
Fletcher Tech.CC	11	8	72.73
Louisiana Delta CC	NA	NA	NA
LSU Alexandria	86	82	95.35
LSU Eunice	57	52	91.23
Louisiana Tech	76	72	94.74
McNeese	39	33	84.62
Northwestern	130	124	95.38
Our Lady of Lake College	312	274	87.82
Southern Shreveport	51	49	96.08
Total	1,104	1,001	90.67
Diploma			
Baton Rouge Gen'l	28	28	100
Total	28	28	100
Baccalaureate			
Dillard	6	5	83.33
Grambling	68	47	69.12
Louisiana College	40	35	87.50
LSU Health Science Center	178	175	98.31
McNeese	121	107	88.43
Nicholls	73	68	93.15
Northwestern	95	92	96.84
Our Lady Holy Cross	41	41	100.00
Southeastern	161	147	91.30
Southern BR	111	96	86.49
Univ of LA Lafayette	132	125	94.70
Univ of LA Monroe	85	77	90.59
William Carey – N. O.	51	38	74.51
Total	1,162	1,053	90.62
GRAND TOTAL	2,294	2,082	90.76

APPENDIX C

Enrollment and Graduates from Advanced Practice Registered Nurse Programs in Louisiana

Appendix C1
ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2008-2011)

NURSING EDUCATION PROGRAM	ENROLLMENT													
	Clinical Nurse Specialist			Nurse Practitioner			Nurse Anesthetist							
	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011	2008	2011
Grambling University	N/A	N/A	N/A	N/A	33	41	67	18	N/A	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)	1	0	1	1	168	148	203	280	N/A	N/A	N/A	N/A	N/A	N/A
McNeese State University Southeastern Louisiana Univ. of Louisiana- Lafayette														
LSU Health Science Center	8	8	17	4	58	60	72	67	133	128	145	47		
Loyola Univ.	N/A	N/A	N/A	0	89	105	92	50	N/A	N/A	N/A	N/A	N/A	N/A
Northwestern St. Univ.	0	0	0	0	172	194	178	165	N/A	N/A	N/A	N/A	N/A	N/A
Our Lady of the Lake	N/A	N/A	N/A	0	N/A	N/A	N/A	0	92	89	83	26		
Southern Univ.	0	0	0	0	49	75	114	127	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	9	8	18	5	567	623	726	707	225	217	228	73		

Appendix C2
GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2007-2011)

NURSING EDUCATION PROGRAM	GRADUATION				
	2007	2008	2009	2010	2011
Grambling University	9	12	11	11	18
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Southeastern Louisiana University University of Louisiana at Lafayette	40	45	62	33	47
Loyola University	26	21	21	25	49
LSU Health Science Center	64	57	64	83	66
Our Lady of the Lake College	0	29	33	27	26
Northwestern State University	30	31	43	49	56
Southern University	10	7	18	18	17
TOTALS	179	202	242	246	279