

LA CENTER FOR  
NURSING



LA STATE  
BOARD  
OF  
NURSING



# NURSING EDUCATION CAPACITY & NURSING SUPPLY IN LOUISIANA



2009

## **NURSING EDUCATION CAPACITY IN LOUISIANA**

### **Analysis of 2008-2009 Louisiana Pre-RN Licensure Programs Annual Reports**

It is the charge of the Louisiana State Board of Nursing to closely monitor all nursing programs in the state that prepare nursing students for initial licensure as an RN, as well as those graduate programs that prepare RNs as advanced practice registered nurses. 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 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 as set forth by LSBN. 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 are used to determine RN education capacity. An analysis of the data obtained from the 2008-2009 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 in 2009 preparing individuals for licensure as registered nurses: one (1) diploma program, eleven (12) associate degree programs, and thirteen (13) baccalaureate programs (see Table 1).

### **Applicants and Admissions to Pre-RN Licensure Programs in Louisiana**

There were 4,898 qualified applicants applying to pre-RN licensure programs in Louisiana in 2009, which reflects a 4% decrease between 2008 and 2009 (see Table 2). Of the 4,898 qualified applicants, only 67.5% (3,306) were admitted to pre-RN licensure programs in Louisiana in 2009. The number of qualified applicants denied admission to pre-RN licensure programs over the past five years has increased by 15%, while the number admitted has only increased by 12% with a 3% decrease between 2008 and 2009).

**Table 1. Pre-RN Licensure Programs in LA**

<b>Program Type</b>	<b>No. of Programs</b>	<b>% of Total Programs</b>
<b>Diploma</b> <ul style="list-style-type: none"> <li>• <b>Baton Rouge General Medical Center</b></li> </ul>	1	4%
<b>Associate Degree</b> <ul style="list-style-type: none"> <li>• <b>Baton Rouge Community College</b></li> <li>• <b>Delgado Charity School of Nursing</b></li> <li>• <b>Fletcher Technical Community College</b></li> <li>• <b>Louisiana Delta Community College*</b></li> <li>• <b>LSU Alexandria</b></li> <li>• <b>LSU Eunice</b></li> <li>• <b>Louisiana Technical College</b></li> <li>• <b>McNeese State</b></li> <li>• <b>Nicholls State</b></li> <li>• <b>Northwestern University</b></li> <li>• <b>Our Lady of the Lake</b></li> <li>• <b>Southern University in Shreveport</b></li> </ul>	12	46%
<b>Baccalaureate Degree</b> <ul style="list-style-type: none"> <li>• <b>Dillard</b></li> <li>• <b>Grambling</b></li> <li>• <b>Louisiana College</b></li> <li>• <b>LSU Health Science Center</b></li> <li>• <b>McNeese State</b></li> <li>• <b>Nicholls State</b></li> <li>• <b>Northwestern University</b></li> <li>• <b>Our Lady of Holy Cross</b></li> <li>• <b>Southeastern Louisiana University</b></li> <li>• <b>Southern University</b></li> <li>• <b>University of LA at Lafayette</b></li> <li>• <b>University of LA at Monroe</b></li> <li>• <b>William Carey N.O.</b></li> </ul>	13	48%
<b>Total No. of Pre-RN Programs</b>	26	100%

\*Enrolled first students in clinical in Spring 2010.

**Table 2. Applicants and Admissions for Pre-RN Licensure Programs in LA (2005-2009)**

<b>Report Year</b>	<b>Qualified Applicants</b>	<b>No. and % of Qualified Applicants Admitted to Pre-RN Licensure Programs</b>		<b>No. and % of Qualified Applicants Not Admitted to Pre-RN Licensure Programs</b>	
	<b>No.</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
2009	4,898	3,306	67.5%	1,592	32.5%
2008	5,110	3,420	66.9%	1,690	33.1%
2007	4,489	3,030	67.5%	1,459	32.5%
2006	4,909	3,317	67.6%	1,592	32.4%
2005	4,334	2,950	68.1%	1,384	31.9%

**Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2008-2009 Annual Report Year**

Baccalaureate programs admitted 1,728 new students, followed by 1,537 admitted to associate degree programs and 41 admitted to diploma programs in 2009 (see Table 3). The number of qualified applicants that were not admitted to pre-RN licensure programs included fifty-one percent (42) of the qualified applicants applying to diploma programs, 38% (954) applying to associate degree programs, and 26% (596) applying to baccalaureate programs in 2009.

**Table 3. Applicants and Admissions for Pre-RN Licensure Programs in LA by Program Type for the 2008-2009 Annual Report Year**

<b>Applicants 2009</b>	<b>Diploma</b>	<b>Associate Degree</b>	<b>Baccalaureate</b>
No. of Qualified Applicants	83	2,491	2,324
No. Qualified Applicants Admitted	41	1,537	1,728
No. Qualified Applicants Not Admitted	42	954	596
<b>% of Qualified Applicants Not Admitted</b>	<b>51%</b>	<b>38%</b>	<b>26%</b>

**Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2008-2009 Annual Report Year)**

Nursing faculty reported that the top three reasons why qualified applicants were not admitted to Pre-RN licensure programs for the 2008-2009 report year were all related to nursing faculty issues which included a lack of budgeted faculty positions, non-competitiveness in faculty salaries, and limited qualified faculty (see Table 4). A lack of classroom space and clinical placement sites were also cited as reasons for not admitting qualified faculty to pre-RN licensure programs in LA.

**Table 4. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2008-2009)**

<b>Rank</b>	<b>Reason Why Qualified Applicants Are Not Admitted to Pre-RN Licensure Programs in Louisiana</b>
No. 1	Budgeted Faculty Position Not Available
No. 2	Faculty Salary Not Competitive
No. 3	Qualified Faculty Not Available
No. 4	Classroom Space Not Available Clinical Placement Sites Not Available

## Enrollment in Pre-RN Licensure Programs in Louisiana

In 2009, 15,232 students enrolled in post-secondary education settings in LA declared nursing as a major which reflects a 14% increase over the previous 5 years (see Table 5). Although there has been a 31% increase in the number of students enrolled in clinical nursing courses over the past 5 years, a 4% decline in this number occurred between 2008 and 2009.

**Table 5. Enrollment in Pre-RN Licensure Programs in LA(2005-2009)**

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2009	15,232	6,077
2008	13,797	6,311
2007	14,113	5,723
2006	14,785	5,534
2005	13,346	4,627

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

Females remain the dominant gender of enrollees in pre-RN licensure programs in Louisiana at 86% (5,397) with males representing 14% (880) of the students enrolled in pre-RN licensure programs in Louisiana (see Table 6).

**Table 6. Gender of Students Enrolled in Pre-RN Licensure Programs in LA**

Report Year	Male		Female	
	#	%	#	%
2009	880	14%	5,397	86%
2008	882	14%	5,566	86%
2007	817	14%	5,116	86%
2006*	2,112	14%	12,673	86%
2005*	2,002	15%	11,364	85%

\*Data submitted in the 2006 and 2005 annual reports was based on the number of students reporting nursing as a major and not the number of students enrolled in clinical courses.

Note: In some of the previous report years RN students were included in the number of enrollments and in other report years all students declaring nursing as a major were included in the enrollment numbers, thus only percentages are given in the table.

## Ethnicity of Students Enrolled in Pre-RN Licensure Programs in Louisiana

Over the last three years the number of minority students enrolled in Pre-RN licensure programs in LA has shown a steady increase. There was a 25% increase in the number of Hispanic students enrolled in pre-RN licensure programs in LA between 2007 and 2009 and a 14% increase in the number of Black students (see Table 7). Between 2008- 2009 there was a 19% increase in the number of Asian students enrolled in pre-RN programs in LA. Thirty-two percent (32%) of Louisiana's population is Black, 3.4% Hispanic, 1.4% Asian, and 0.6% Native American. The population of students enrolled in pre-RN licensure programs in LA is a better reflection of the state's population than was the licensed RN workforce in 2009.

**Table 7. Ethnicity of Students Enrolled in Pre-RN Licensure Programs in LA (2005-2009)**

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2009	4,154	66.2	1,627	25.9	140	2.2	107	1.7	249	4.0
2008	4,542	70.4	1,443	22.4	153	2.4	90	1.4	220	3.4
2007	4,084	68.8	1,417	23.9	112	1.9	108	1.8	212	3.6
2006*	8,811	59.6	5,008	33.9	219	1.5	201	1.4	546	3.7
2005*	8,684	65.0	3,944	30.0	185	1.0	166	1.0	367	2.7

\*Data submitted in the 2006 and 2005 annual reports was based on the number of students reporting nursing as a major and not the number of students enrolled in clinical courses.

Note: In some of the previous report years RN students were included in the number of enrollments and in other report years all students declaring nursing as a major were included in the enrollment numbers, thus only percentages are given in the table.

### Graduates from Pre-RN Licensure Programs in Louisiana

There were a total of 2,230 graduates from pre-RN licensure programs in 2009 which represents a 30% increase in the number of RN graduates produced by Louisiana pre-RN licensure programs over the past five years, but only a 6% increase between 2008 and 2009 (see Table 8). The majority of the RN graduates (52%) were produced by baccalaureate programs and 47% were produced by associate degree programs. The number of RN graduates from associate degree programs had the greatest rate of increase between 2008 and 2009 (increased by 11%), while the graduates from baccalaureate programs increased by 2%. There was a slight decrease in the number of diploma graduates, which has produced 1% of the total number of RN graduates for LA for each of the previous 5 years.

**Table 8. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2005-2009)**

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
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%
2006	1,828	27	1%	895	49%	906	50%
2005	1,722	21	1%	779	45%	922	54%

Note: These numbers do not include graduates from RN to BSN programs.

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

There were a total of 2,169 RN candidates sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam in 2009 with 1,970 (90.83%) passing on the first take (see Table 9). The overall passage rate on the NCLEX-RN for the nation was 88.42% .

**Table 9. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2009 – December 31, 2009)**

Program Type	No. Taking	No. Passing	% Passing
Diploma	36	35	97.22
Associate Degree	970	883	91.84
Baccalaureate Degree	1,163	1,052	90.45
Grand Total	2,169	1,970	90.83

Note: The National Average is 88.42% on the NCLEX-RN Examination for 2009.

The passage rate on the NCLEX-RN for graduates from Louisiana’s pre-RN licensure programs has exceeded that of the nation for the last 3 years (see Table10) in spite of the higher passing standard implemented in 2007 by the National Council of State Boards of Nursing. The National Council has voted to increase the passing standard even higher for graduates that will be taking the NCLEX-RN after April 1, 2010.

**Table 10. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (2005-2009)**

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for the LA	Passage Rate for the Nation
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
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
2006	21	95.40	808	89.90	804	86.20	88.10	88.10
2005	17	85.00	738	92.13	776	85.84	88.75	80.70

**Advanced Practice Registered Nurse Education in Louisiana**

**Masters in Nursing Programs in Louisiana**

There are seven Graduate Nursing Programs in Louisiana offering a degree as an Advanced Practice Registered Nurse. Six of the seven programs offer the Nurse Practitioner Role; 4 offer the Clinical Nurse Specialist role; and 2 offer the Certified Registered Nurse Anesthetist Role (see Table 11).

**Graduate Nursing Programs in Louisiana Offering a Degree in Nursing Education and Nursing Administration**

Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education, and five graduate programs offer a Masters Degree in Nursing Administration (see Table 12). Currently, LSBN does not have jurisdiction over graduate nursing programs that do not lead to the APRN degree.

## Enrollment in APRN Programs in Louisiana

There has been a 126% increase in the number of RNs enrolled in NP programs over the last 5 years in mark contrast to the number of RNs enrolled in CNS programs which showed a 71% decline between 2005 and 2009 (see Table 13). The number of students enrolled in CRNA programs in Louisiana has also increased over the past 5 years by 37%. Overall, there was an 84% increase in the number of RN students enrolling in APRN programs in LA.

## Gender of Students Enrolled in APRN Programs in Louisiana

In 2009, 80% (685) of the students enrolled in APRN programs in Louisiana were female and 20% (172) were male. Although females represent the majority of students enrolled in APRN programs, the percent of men pursuing a Masters Degree as an APRN is greater than the overall percentage of men (11%) licensed to practice as an RN in Louisiana in 2009.

**Table 11. Advanced Practice Registered Nurse Programs in LA**

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

\*Roles: NP=Nurse Practitioner; CNS=Clinical Nurse Specialist; CRNA=Certified Nurse Anesthetist



**Table 12. Masters Programs in Nursing Education and Administration in LA**

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

**Table 13. Enrollment in APRN Programs in LA (2005-2009)**

<b>Report Year</b>	<b>No. of Students Enrolled in NP Programs</b>	<b>No. Students Enrolled in CNS Programs</b>	<b>No. Students Enrolled in CRNA Programs</b>	<b>Total No. Students Enrolled in APRN Programs</b>
2009	632	8	217	857
2008	567	9	225	801
2007	420	15	212	647
2006	384	20	185	589
2005	280	28	158	466

## Nurse Faculty Teaching in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2008-2009 Annual Reports submitted to the LSBN by the deans and directors of all pre-RN licensure 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, 2008 to October 15, 2009. These numbers are depicted by program type and full vs. part-time positions in Table 14.

A total of 507 full-time and 159 part-time positions were reportedly filled during the 2008-2009 reporting timeframe, along with 55 positions that were funded from other sources (grants, capitation, positions donated by hospital, etc.), giving a total of 721 filled nurse faculty positions for the 2008-2009 reporting year.

**Table 14. Filled Nurse Faculty Positions in Pre-RN Licensure Programs in LA**

Program Type	Filled Faculty Positions		Nurse Faculty Positions Funded from other Sources	Number of Nurse Faculty Positions filled for the 2008-2009 Report Year
	Full-time	Part-time /Adjunct		
<b>Diploma (1)</b>	10	0	0	10
<b>ADN (11)</b>	193	60	19	272
<b>BSN (13)</b>	304	99	36	439
<b>Total (25)</b>	507	159	55	721

### **Vacant Nurse Faculty Positions**

There were a total of 27 full-time vacant nurse faculty positions reported by the deans and directors (see Table 15). The majority (15) of the pre-RN licensure programs reported not having any vacant full-time budgeted nurse faculty positions, while on the other hand, one of Louisiana's associate degree programs reported having 6 vacancies and one of the baccalaureate programs reported having 7 vacancies. The number of filled or 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 15. Vacant Nurse Faculty Positions in Pre-RN Licensure Programs in LA**

Program Type	Vacant Nurse Faculty Positions
<b>Diploma</b>	0
<b>ADN</b>	12
<b>BSN</b>	15
<b>Total</b>	27

## New Nurse Faculty Appointments, Exceptions and use of Preceptors

The majority (80%) of the pre-RN licensure programs in Louisiana reported hiring new faculty appointments with the average number being 3.44 (see Table 16). One pre-RN licensure program reported having 19 new faculty appointments, but only 4 were for full-time nurse faculty positions, the remaining 15 were part-time nurse faculty positions.

**Table 16. New Faculty Appointments, Exceptions and use of Preceptors**

<b>Program Type</b>	<b>No. of New Faculty Appointments</b>	<b>No. of Faculty Exceptions</b>	<b>Preceptors</b>
<b>Diploma (1)</b>	3	1	0
<b>ADN (11)</b>	31	18	240
<b>BSN (13)</b>	52	37	745
<b>Total (25)</b>	<b>86</b>	<b>56</b>	<b>985*</b>

Note: There may be some duplication due to submission of the names of preceptors more than once on the annual report.

Faculty exceptions are granted to pre-RN licensure programs upon approval of the Board for a pre-approved time period. The number of faculty exceptions shall not exceed 20 percent of the number of full-time nurse faculty employed (not FTE) in the program (LSBN Rules and Regulations, Title 46, Part XLVII, Chapter 35, No. 3515 B.8). A total of 56 faculty exceptions were granted to pre-RN licensure programs during the 2008-2009 Annual Report Year. The need for faculty exceptions is indicative of the lack of available qualified nurse faculty.

Preceptors are valuable resources in nursing education. Preceptors are used only during the last 2 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). Approximately 985 preceptors were used by pre-RN licensure programs during 2008-2009. In preceptor-student relationships, nursing faculty retain the responsibility for selecting, guiding and evaluating student learning experiences with input from the preceptor.

## Nursing Faculty Attrition

Faculty attrition via faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (see Table 17). During the 2008-2009 annual report year, a total of 4 faculty went on leave, there were 46 resignations, and 34 faculty either retired, died or were terminated (including faculty whose contracts were completed).

**Table 17. 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
Diploma (1)	1	0	1
ADN (11)	2	20	7
BSN (13)	1	26	26
<b>Total (25)</b>	<b>4</b>	<b>46</b>	<b>34</b>

### Educational Preparation of Nurse Faculty

In order to meet the projected shortages for registered nurses, nursing education programs must increase their capacity by approximately 90% according to the results of the Carnegie Study recently published in *Educating Nurses: A Call for Radical Transformation* (Benner, Sutphen, Leonard and Day, 2009). 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; nurse faculty must be familiar with essential principles of teaching and learning; they must be able to appropriately use the newest teaching learning healthcare technology; and they must 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 percent of nursing course hours in a Baccalaureate in Nursing program are taught by faculty members holding the terminal degree (2010). Currently in Louisiana there are a total of 803 nurse faculty teaching in Pre-RN licensure programs: 114 (14.2%) are prepared at the doctoral level, 633 (78.8%) are masters prepared, and 56 (7.0%) have less than a Masters Degree in Nursing (see Table 18).

**Table 18. Educational Preparation of Faculty (2008-2009)**

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of Faculty Exceptions
Diploma (1)	0	11	1
ADN (11)	25	239	18
BSN (13)	89	383	37
<b>Total (25)</b>	<b>114 (14.2%)</b>	<b>633 (78.8%)</b>	<b>56 (7.0%)</b>

### Board of Regents Nursing Faculty Stipends

According to the 2009 Health Works Commission Summary Report, there have been 142 recipients of the Board of Regents (BOR) Nursing Faculty Stipends since the inception of the program in 2003-2004. The 2008-2009 LSBN Annual report data indicates that 107 (13.33%) of the nursing faculty employed in pre-RN licensure programs in the state of Louisiana were recipients of the BOR Nursing Faculty Stipends (see Table 19).

**Table 19. Board of Regents Faculty Stipend Recipients**

BOR Stipend Recipients 2008-2009	No.
Masters	19
Doctoral	46
Faculty Currently Employed that were BOR Stipends Recipients (Masters and Doctorate)	107

**Nurse Faculty Salaries**

The reasons most often cited by pre-RN licensure programs in LA that were having difficulty finding qualified faculty were noncompetitive salaries of nurse faculty when compared to positions in the practice arena (AACN, 2009) and a limited pool of nurse faculty prepared at the doctoral level. Findings from a survey conducted by AACN (2009) revealed that higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching. AACN reported in March 2009 that master's prepared faculty earned an annual average salary of \$69,489, as compared to the average salary of \$81,060 for nurse practitioners across settings and specialty areas (Rollet, 2010). The deans and directors of pre-RN licensure programs in LA reported the average salaries of nursing faculty according to the rankings of instructor, assistant professor, associate professor, and professor (see Table 20). The mean salary for an assistant professor of nursing in LA is \$55,891. The Southern Regional Education Board (SREB) mean for salaries of full-time instructional faculty teaching in nursing programs in four year colleges or universities in LA is \$63,347.00 for 2008-2009 (SREB, 2010).

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).

**Table 20. Faculty Salaries (2008-2009)**

Faculty Role/Rank	No. of Programs Reporting	Mean	Minimum	Maximum
Instructor	18	\$48,605.00	\$33,000.00	\$70,185.00
Assistant Professor	19	\$55,891.00	\$36,519.00	\$81,519.00
Associate Professor	15	\$66,831.40	\$37,078.00	\$87,078.00
Professor	12	\$85,030.00	\$60,580.00	\$120,580.00

Note: All schools did not report data for each type of faculty role/rank. Salaries in terms of length of appointment (9 month, 10 month, or 12 month) could not be determined based on information requested on the annual report form.

## Age Ranges for Nurse Faculty

Aging nurse faculty and a decline in the number of younger nurses choosing academia is another important component of the strategic planning process that 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). Over a third (37.5%) of the nurse faculty in the state of LA (based on information submitted on the Pre-RN licensure programs 2009 Annual Reports) are between 51 to 60 years of age, and 30% are between 41 to 50 years of age (see Table 21). There are 63 (9.9%) nurse faculty that are between 61 and 65 years of age and 26 (4.0%) that are 66 years old or greater. Louisiana could potentially lose 89 (14%) of its nurse faculty to retirement in the next 2 to 3 years.

**Table 21. Age Ranges for Nurse Faculty (2008-2009)**

Age Category	No. of Faculty
20-30	16
31-40	102
41-50	192
51-60	240
61-65	63
66-70	21
> 70	5
<b>Total Faculty Reporting Age</b>	<b>639</b>

## Nurse Faculty Teaching in Advanced Practice Registered Nurse (APRN) Programs

### Educational Preparation of Nursing Faculty Teaching in APRN Programs in Louisiana

Faculty teaching in APRN 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 field outside of nursing. It has been proposed by the major accrediting body for graduate and undergraduate programs that in the future, with the transition to the Doctorate of Nursing Practice, all faculty teaching in APRN programs will be expected to have a doctorate. In 2009 76% (101) faculty teaching in APRN programs in Louisiana held an earned doctorate (see Table 22). Only 24% (32) nurse faculty teaching in APRN programs in LA held a Masters degree. Masters prepared nurse faculty teaching in APRN programs in LA in 2009 possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

**Table 22. Educational Preparation of Faculty Teaching in APRN 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
2009	62	39	32

## Filled and Vacant Nurse Faculty Positions in APRN Programs in Louisiana

The annual report requests that Nursing Programs submit the number of full-time faculty positions that are filled instead of the number of full time equivalents (FTEs). Deans and Directors of APRN Programs in Louisiana reported that there were 70 full-time filled faculty positions statewide in all APRN programs (see Table 23). One third (24) of these positions were filled by faculty members that taught in multiple programs (e.g., ASN, BSN, and MSN) within the same College or School of Nursing. A faculty member may have been teaching full-time but the FTE for that faculty member may be split between 2 programs within the College or School of Nursing. The same is true for part-time faculty. One FTE may have been divided into as many as 4 part-time positions.

Nine (9) nurse faculty positions were reported as being vacant and 12 were funded from other sources (e.g., grants, capitation funds) that may not be available for subsequent terms or semesters. There were a total of 13 new faculty appointments to APRN programs in Louisiana during 2009.

**Table 23. Faculty Positions in APRN Programs in LA**

Report Year	Full-time Filled Faculty Positions	Number of Full-time and Part-time Faculty Teaching in APRN Programs	Nurse Faculty Positions Funded from other Sources	Vacant Nurse Faculty Positions	No. of New Faculty Appointments
2009	70	120	12	9	13

## APRN Nursing Faculty Attrition

A total of 9 nurse faculty left their positions teaching in APRN programs in Louisiana in 2009 for one of the following reasons: approved paid or unpaid leave, resignations, retirement, death or termination (see Table 24).

**Table 24. APRN 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
2009	2	4	3

## **Nursing Education Capacity in Louisiana**

### **Major Findings**

#### ***Pre RN Licensure Programs in Louisiana***

- The number of RN graduates produced by Louisiana pre-RN licensure programs increased by 30% over the past five years.
- The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs exceeded that of the nation for the last 3 years (2007-2009).
- 52% of RN graduates were produced by Baccalaureate programs and 47% were produced by Associate Degree programs.
- In the last year, the number of RN graduates from Associate Degree programs increased by 11%.
- There was a 25% increase in the number of Hispanic students enrolled in pre-RN licensure programs in LA between 2007 and 2009 and a 14% increase in the number of Black students.
- There was a 19% increase in the number of Asian students enrolled in Pre-RN licensure programs between 2008 and 2009.
- Approximately 1/3 of all qualified candidates for admission to Pre-RN licensure programs in LA were denied admission each year between 2005 and 2009 due to a lack of budgeted faculty positions, non-competitiveness of faculty salaries, and lack of available qualified faculty.
- The lack of available classroom and clinical space is cited more frequently as a reason why qualified students are denied admission to Pre-RN licensure programs in LA.
- There was a 4% decrease in both the number of students applying to Pre-RN Licensure programs in LA and the number of students enrolled in clinical nursing courses between 2008-2009.
- 86% (5,397) of the students that were enrolled in Pre-RN licensure programs in Louisiana in 2009 were female and 14% (880) were male.

#### ***Advanced Practice Registered Nurse Education in Louisiana***

- There was a 126% increase in the number of RNs enrolled in NP programs between 2005 and 2009.
- Overall, there was an 84% increase in the number of RN students enrolled in APRN programs over the past 5 years.
- Enrollment in CRNA programs in Louisiana increased by 37% between 2005 and 2009.
- Enrollment in CNS programs declined by 71% between 2005 and 2009.



### ***Faculty Teaching in Pre-RN Licensure Programs in Louisiana***

- A total of 27 nurse faculty positions were reported vacant during 2008-2009.
- There were 86 new faculty appointments and 84 nurse faculty positions vacated due to attrition (e.g., faculty leave, resignation, retirement) in 2009.
- A total of 56 faculty exceptions were granted to pre-RN licensure programs during the 2008-2009 Annual Report Year.
- In 2009, there were 803 nurse faculty teaching in Pre-RN licensure programs in LA: 12.2% (114) were doctorally prepared; 78.8% (633) were masters prepared, and 7.0% (56) had less than a masters degree in nursing.
- 13.3% (107) of the nursing faculty employed in pre-RN licensure programs in Louisiana were recipients of the BOR Nursing Faculty Stipend Awards.
- The mean salary for an assistant professor of nursing in Louisiana in 2009 was \$55,891.00. The Southern Regional Education Board (SREB) average salary for full-time instructional faculty teaching in nursing programs in four year colleges or universities in 2009 was \$63,347.00 (SREB, 2010).
- Of the 639 faculty, 38% (240) were 51 to 60 years of age; 30% (192) were 41 to 50 years of age; 63 were 61 and 65 years of age; and 26 were 66 years old or greater.
- Louisiana could potentially lose 89 (14%) of its nurse faculty to retirement in the next 2 to 3 years.

### ***Faculty Teaching in Advanced Practice Registered Nurse Programs (APRN) in Louisiana***

- In 2009, 76% (101) of faculty teaching in APRN programs in Louisiana held an earned doctorate.
- The highest degree earned by 24% (32) nurse faculty teaching in APRN programs in 2009 was a Masters degree. These faculty members possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies

## Recommendations

- Make academia more attractive to experienced nurses by increasing nurse faculty salaries
- Continue Board of Regents Nurse Faculty Stipends to increase the available nurse faculty pool prepared at the Masters and Doctoral level.
- Pursue funding for the collaborative development of alternative clinical experiences for students enrolled in pre-RN licensure programs needs to be pursued.
- Use marketing strategies to maintain a positive image of nursing in the eyes of legislators, profit and non-profit agencies, healthcare consumers, and young people that are deciding on a future career choice.
- Focus on the retention of qualified students that are admitted to pre-RN licensure programs in LA.
  - Explore retention and attrition rates for all students enrolled in pre-RN licensure programs in LA.
  - Explore the gap between enrollment and graduation for minority students enrolled in pre-RN licensure programs in LA. In 2009, 34% of the students enrolled in pre-RN licensure programs in LA were minorities, yet only 17% of the available RN workforce in LA were minorities.
- LSBN Annual Report for Schools of Nursing
  - Revise items on the LSBN Annual Report that may be somewhat ambiguous in an effort to increase the accuracy of data submitted by schools of nursing.
  - Develop an online annual report that would be user friendly for deans and directors of schools of nursing and that would decrease the human error associated with paper and pencil analysis of data.

## **NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA**

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 2009 includes all registered nurses that held an active unencumbered license to practice as an RN in Louisiana any time between February 1, 2009 and January 31, 2010. Descriptive analysis of the RN supply data, along with findings based on the analysis of the data is being presented in the 2009 LSBN Annual Report.

### **Licensed Registered Nurses Residing in Louisiana**

The Louisiana Nurse Practice Act requires that licenses for registered nurses are to be renewed every year. The Louisiana State Board of Nursing is the state appointed agency assigned to implement, regulate, and monitor the issuance of a license to practice as a registered nurse in the state of Louisiana. In 2009, 54,366 nurses held a license to practice as a registered nurse (RN) in Louisiana. Of the 54,366 RNs holding a Louisiana license, 46,828 (86%) lived in Louisiana, while 7,523 (14%) reported home addresses outside of Louisiana. Although there has been a 14% increase in the number of RNs holding a license to practice nursing in Louisiana since 2005, there has also been a 13.5% increase in the number of RNs holding a Louisiana license that do not reside in Louisiana (Table 25).

**Table 25. Licensed Registered Nurses Residing in LA (2005-2009)**

<b>Report Year</b>	<b># of Nurses holding an RN License in LA (Residing in LA)</b>	<b># of Nurses holding an RN License in LA (Not Residing in LA)</b>	<b>Total # Nurses Holding a LA RN License</b>
<b>2009</b>	46,828	7,523	54,366
<b>2008</b>	44,700	7,344	52,052
<b>2007</b>	43,548	7,316	50,873
<b>2006</b>	42,186	6,701	49,189
<b>2005</b>	41,073	6,627	47,715

### **Employment Distribution of Licensed Registered Nurses Residing in Louisiana**

The majority of RNs holding an active RN license in Louisiana reported full-time employment (76%), while 13% reported part-time employment. There has been a 15% increase since 2005 in the number of RNs that are working full-time and a 14% increase in the number that are working part-time. In contrast, 2% (1,145) of the RN workforce reported being employed in a field outside of nursing and 7% (3,330) reported that they were unemployed. This represents a 10% increase in the number of unemployed RNs in Louisiana since 2005. There was a 14% decrease in the number of RNs employed in fields outside of nursing between 2007 and 2008, but between 2008 and 2009, the number of RNs employed outside of nursing increased by 31% (see Table 26).

**Table 26. Employment Distribution of Licensed Registered Nurses Residing in LA (2005-2009)**

Report Year	Full-Time Nursing	Part-Time Nursing	Employed Other	Not Employed*	No Response
2009	35,485	6,080	1,145	3,330	384
2008	34,432	5,818	871	3,388	191
2007	33,383	5,648	1,014	3,269	234
2006	32,184	5,426	1,013	3,290	273
2005	30,791	5,324	1,055	3,718	185

\*Employment was further expanded in the 2010 RN Licensure Renewal application to reflect volunteer nurses=199 and retired/disabled nurses=205.

### Employers of Licensed Registered Nurses Residing in Louisiana

Employers of RNs in Louisiana are becoming more and more diverse. Hospitals continue to be the primary employer of RNs in 2009, employing 60% of the available RN workforce in Louisiana which has been consistent over the past five years (see Table 27). Although there has been a 14% rate of increase in the number of RNs employed by hospitals over the past five years, there has been an even larger rate of increase in the number of RNs employed by clinics and ambulatory settings (45% increase), home/community health agencies (31% increase) and schools of nursing (31%) over the past 5 years.

**Table 27. Field of Employment for Licensed Registered Nurses Residing in LA (2005-2009)**

Report Year	Hospital	Home/Comm Health	Clinic/Ambulatory Care	Long Term Care	Nurse Educator	Office Nurse	School Nurse	Other*	No Response
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
2006	25,338	2,998	3,393	1,232	871	693	643	6,569	449
2005	24,642	2,865	3,138	1,232	859	696	621	6,609	408

\*Other fields of employment for RNs included insurance companies, self-employment, staffing agencies, industry, research, hospice, correctional centers, dialysis, health coach, health dialog, health management, call center, and case management.

### Age Ranges for Licensed Registered Nurses Residing in Louisiana

The average age of RNs in Louisiana is currently 44 years, while the nationwide average age for RNs is 47 yrs (BHP, 2010). Twenty-eight percent (28%) of the available RN workforce in LA was between 30-39 years of age in 2009, followed by 23% that were between 40-49 years. There was a 9.5% increase in the number of RNs that were between 30-39 years of age. Registered nurses in Louisiana that were less than 30 years of age, represented only 13% of the available RN workforce, yet RNs in this age range showed the greatest percent increase (53%) in number since 2005.

In 2009, the number of RNs 60 and older represented 8% of Louisiana's available RN workforce, whereas in previous years (2005-2008), they accounted for approximately 5% of the RN workforce. This same age group showed a 60% increase in number for 2008-2009. Potentially 8% of Louisiana's RN workforce could be retiring in the next 5 years or less (see Table 28).

**Table 28. Age Distribution of Licensed Registered Nurses Residing in LA ((2005-2009)**

Report Year	<30	30-39	40-49	50-59	60 and >
2009	10,037	12,973	10,648	9,601	3,569
2008	9,071	12,894	12,399	8,095	2,241
2007	8,208	12,488	12,547	7,967	2,338
2006	7,377	12,162	12,571	7,752	2,324
2005	6,574	11,846	12,660	7,644	2,349

**Gender of Licensed Registered Nurses Residing in Louisiana**

Nationwide, males comprise approximately 5.8% of the 2.9 million RNs in the U.S. (HRSA, 2004), however, in Louisiana, males represented 11% of the RN workforce (see Table 29). The rate of increase in the number of male RNs has been constant and equal to the rate of increase in the number of female RNs in Louisiana over the past 5 years.

**Table 29. Gender Distribution of Licensed Registered Nurses Residing in LA ((2005-2009)**

Report Year	Male		Female	
	#	%	#	%
2009	5,231	11%	41,597	89%
2008	5,037	11%	39,663	89%
2007	4,872	11%	38,676	89%
2006	4,679	11%	37,505	89%
2005	4,568	11%	36,504	89%

**Ethnicity of Licensed Registered Nurses Residing in Louisiana**

According to the 2008 U.S. Census Data, minorities make up over 35% of the U.S. population. Minorities consist of Hispanics (15.4%), Blacks (12.8%), Asian (4.5%), Native Americans (1%), and Native Hawaiian and other Pacific Islanders (0.2%). Yet, Hispanics make up only 5.5% of the nation's 3.1 million RNs (HRSA, 2010). In addition, Blacks represent 5.4% of the nation's RN workforce, Asians or Native Hawaiians or Pacific Islanders (5.8%), and American Indians (0.3%). In Louisiana, 32% of the population is Black, 3.4% Hispanic, .4% Asian, and 0.6% Native American. Yet, only 14% of Louisiana's available RN workforce is Black and 1% is Hispanic. Thus, the RN workforce in Louisiana which is 82% White, does not mirror the population that it serves (see Table 30).

**Table 30. Ethnicity of Licensed Registered Nurses Residing in LA ((2005-2009)**

Report Year	White		Black		Hispanic		Asian		Native American		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
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%
2006	35,329	84%	5,369	13%	458	1%	579	1%	163	.4%	226	.6%
2005	34,566	84%	5,087	12%	448	1%	472	1%	169	.4%	219	.6%

Note: No Response Answers (2009=186; 2008=58; 2007=68; 2006=122; 2005=112)

## Basic Educational Preparation of Licensed Registered Nurses Residing in Louisiana

In 2009, the majority of the RN workforce licensed to practice in Louisiana (48%) received their basic nursing education at the baccalaureate level, which is higher than the nation at 33.7%, while 41% reported that their initial RN educational preparation was an associate degree in nursing. Only 10% of the RNs licensed in Louisiana in 2009 received a diploma in nursing. There has been a 10% decrease in the number of RNs that are licensed to practice in Louisiana that received their initial RN preparation at the diploma level. In contrast, over the past five years, there has been a 19% increase in the number of RNs licensed in Louisiana whose first RN degree was at the baccalaureate level and a 17% increase for those prepared at the associate degree level (see Table 31).

**Table 31. Basic Educational Preparation of Registered Nurses Residing in LA (2005-2009)**

Report Year	Diploma Nurse	Associate Degree	Baccalaureate or Higher	Other
2009	4,748	19,021	22,633	39
2008	4,808	18,097	21,353	433
2007	5,010	17,515	20,540	468
2006	5,193	16,834	19,650	487
2005	5,301	16,240	19,080	427

Note: No Response Answers (2009=387; 2008=9; 2007=15; 2006=22; 2005=25)

\*In 2009, Masters and Doctorate were added to the Licensure Renewal Application under Basic Educational Preparation and applicants responded with the following results: Masters 1,377; Doctorate 22. This information was not requested in 2005-2008 (there was just an 'other' column). The 1,399 RNs reporting Masters or Doctorate as Basic Educational Preparation were included in the Baccalaureate or Higher column.

## Highest Degree Held by Licensed Registered Nurses Residing in Louisiana

The 2008 National Sample Survey of Registered Nurses conducted by the HRSA, showed that 50% of the nation's RN workforce held a baccalaureate or higher degree in nursing or a nursing related field, while 45.4% earned an associate degree and 20% a diploma in nursing. In 2009, Louisiana RN workforce exceeded the nation in the number of licensed RNs holding a baccalaureate or higher degree (57%). The percentage of licensed RNs holding an associate degree in Louisiana (34%) was in close proximity to that of the nation's findings. There has been an 8% decrease in the number of RNs licensed in Louisiana reporting that their highest degree as the diploma in nursing. In contrast, there has been a 14% increase in the number of RNs licensed in Louisiana that have a baccalaureate in nursing as their highest degree, followed by a 13% increase in those reporting that the associate degree is their highest degree of preparation since 2005 (see Table 32). It is important to note that although the numbers are still relatively small, over the past five years there has been a 61% increase in the number of RNs licensed in Louisiana holding a doctorate in nursing, and a 34% overall increase in the total number of faculty holding a doctorate in nursing or a field outside of nursing.

**Table 32. Highest Degree held by Registered Nurses Residing in LA (2005-2009)**

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.
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
2006	3,853	14,463	16,690	2,266	2,896	1,436	105	202
2005	3,983	14,044	16,261	2,167	2,715	1,435	100	189

Note: No Response Answers (2009=382; 2008=189; 2007=234; 2006=275; 2005=179)

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

In 2009, 6,855 nurses (15%) reported that they plan to work 0-5 years as an RN and 9,713 (21%) indicated that they will be working an additional 6-10 years. Hence, in 2009 over one third (36%) of Louisiana’s RN workforce planned to work as an RN for 10 years or less which could result in a substantial decrease in the RN workforce in Louisiana over the next 10 years. Sixty four percent (64%) of the RN workforce indicated that they plan to work an additional 11-20 years as an RN (see Table 33).

**Table 33. Number of Years Licensed Registered Nurses in LA Plan to Work**

Report Year	0-5 years	6-10 years	11-20 years	Over 20 years	No Answer
2009	6,866	9,713	15,736	14,123	390
2008	6,096	9,450	15,792	13,161	201
2007	6,039	9,378	15,538	12,335	258
2006	5,765	9,029	15,316	11,737	339
2005	5,260	8,608	15,377	11,547	281

### Positions Held by Licensed Registered Nurses Residing in Louisiana

The vast majority of RNs (62%) licensed in Louisiana are employed as staff nurses. Eight percent (3,609) are nurse managers, 6% work as advanced practice nurses, 5% are administrators and 2.5% indicated that they were instructors (see Table 34). On the 2010 online licensure renewal application, 4,956 RNs indicated ‘other positions held’ which indicated quite a diversity in the types of positions held by RNs licensed in Louisiana. Some of the additional positions reported by LA RNs included assistant professor, nurse supervisor, case manager, charge nurse, nursing informatics, quality assurance/improvement, health coach, school nurse, student, tele-nursing, and wound care nurse.

**Table 34. Types of Positions Held by Licensed Registered Nurses Residing in Louisiana (2005-2009)**

Report Year	Staff Nurse	Nurse Manager	Advanced Practice	Administrator	Instructor	Consultant	Other	No Ans.
2009	29,115	3,609	2,871	2,386	1,193	572	4,956	386
2008	28,135	4,148	2,370	1,617	1,142	616	6,477	195
2007	27,310	4,072	2,203	1,571	1,118	619	6,379	276
2006	26,358	4,069	2,108	1,483	1,059	664	6,006	439
2005	25,563	4,014	1,960	1,405	1,037	643	6,055	396

Note: The following positions were added to the 2010 RN License Renewal Application: Quality Assurance=398, Case Manager=804, and Utilization Review=538. .

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

The top six clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana were medical-surgical units (7,792), special care which includes critical care areas (4,983), OR/PACU (3,345), maternal child (3,104), emergency room (2,957) and community health (2,913). General practice and pediatrics had a 30% increase in the number of RNs choosing to practice in these areas, followed by anesthesia and maternal child care with a 22% increase (see Table 35). Almost one fourth (24%) of the 46,828 licensed RNs residing in Louisiana did not feel that their practice areas were identified in the current listing on the 2010 online licensure renewal application. The most frequently reported practice areas by this group were ambulatory care settings, cardiac/cardiology/cardiac catheterization laboratory/telemetry, hospice, administration, orthopedics, case management, and rehabilitation.

### **Licensed Registered Nurses Residing in Louisiana Providing Direct Patient Care in 2009**

Nurses are the single largest component of the health care workforce and they provide the majority of direct care to patients (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 2009 (81%) reported that they provided direct patient care in their practice (see Table 36). Fifty-three percent (53%) of the RNs that lived outside of Louisiana, but held a Louisiana RN license in 2009, reported that their practice also involved direct patient care.

### **Personal Income of Licensed Registered Nurses Living in Louisiana**

Of the 35,485 RNs licensed and residing in LA in 2009 that reported working full-time, 44% (15,580) reported personal incomes between \$50,001.00 and \$75,000 per year. Eighteen percent (18%) of the fulltime RN workforce residing in LA reported a personal income between \$35,001.00 and \$50,000.00, while 17% reported a personal income between \$75,001 and \$100,000.00 (see Table 37a).



**Table 35. Major Clinical, Teaching or Practice Areas Reported by Licensed Registered Nurses Residing in LA (2005-2009)**

Clinical, Teaching or Practice Area	2005	2006	2007	2008	2009
Anesthesia	1,055	1,119	1,171	1,235	1,290
Community Health	2,955	3,074	3,186	3,155	2,913
Emergency Room	2,497	2,543	2,732	2,808	2,957
General Practice	1,569	1,713	1,783	1,859	2,044
Geriatrics/Gerontology	1,472	1,465	1,469	1,534	1,767
Staff Development	228	225	238	226	199
Maternal Child	2,534	2,664	2,785	2,831	3,104
Medical-Surgical	6,325	6,461	6,558	6,811	7,492
Occupational Health	292	326	312	310	315
Oncology	876	863	934	988	1,014
OR/PACU	2,992	3,123	3,185	3,192	3,345
Pediatrics	1,475	1,546	1,652	1,765	1,914
Psych-Mental Health	1,846	1,903	1,979	2,043	2,096
Special Care	5,061	5,359	5,513	5,610	4,983
Other	9,642	9,455	9,808	10,139	11,011
No Answer	262	347	243	194	384

**Table 36. Licensed Registered Nurses Residing in LA Providing Direct Patient Care (2009)**

RNs State of Residence	No. of RNs Providing Direct Patient Care	Total No. Licensed RNs	% of Total RNs Providing Direct Patient Care	No Answer
In LA	38,029	46,828	81.21%	1,603
Out of LA	3,980	7,523	52.90%	1,615
All RNs	42,015	54,366	77.28%	3,225

Note: 15 RNs did not indicate the parish in which they reside.

**Table 37a. Personal Income of Licensed Registered Nurses Living in LA Working Full-Time (2009)**

RNs Responding	\$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
In LA	602	434	1103	6996	15580	5869	1646	487	1803

Approximately 6,080 RNs licensed and residing in LA reported that they work part-time as an RN. The majority (1,535) of those RNs working part-time indicated that they had personal incomes between \$35,001.00 and \$50,000.00 and 1,137 reported personal incomes between \$25,001 and \$35,000.00 in 2009 (see Table 37b).

**Table 37b. Personal Income of Licensed Registered Nurses Living in LA Working Part-Time (2009)**

RNs Responding	\$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
In LA	680	899	1137	1535	833	197	70	25	489

**Advanced Practice Registered Nurses**

There was an overall 35% increase in the number of APRNs licensed to practice in Louisiana between 2005 and 2009, regardless of place of residence. There was a 41% increase in the number of licensed APRNs that actually resided in LA (see Table 38). Between 2008 and 2009 there was a 6% increase in the number of APRNs residing outside of LA that held a license to practice in LA.

**Table 38. Number of Advanced Practice Registered Nurses Licensed in LA ((2005-2009))**

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
2009	3,297	395	3,692
2008	2,871	373	3,244
2007	2,647	380	3,027
2006	2,517	400	2,922
2005	2,340	405	2,745

**Areas of Employment for Advanced Practice Registered Nurses Residing in Louisiana**

In 2009, 54% (1,769) of all APRNs licensed and residing in Louisiana were nurse practitioners (NPs) followed by 34% (1,129) that were Certified Registered Nurse Anesthetists (CRNAs). There has been a 69% increase in the number of NPs licensed and residing in Louisiana between 2005 and 2009. In contrast, the number of APRNs that were not employed as APRNs increased by 42% over the last five years. The number of Certified Nurse Midwives and Clinical Nurse Specialist licensed and residing in Louisiana between 2005 and 2009 decreased by 8% (see Table 39).

**Table 39. Areas of Employment for Advanced Practice Registered Nurses Residing in LA (2005-2009)**

Report Year	Primary Nurse	CNM	CRNA	CNS	Not Employed as an APRN	No Response	Total
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
2006	1,171	23	976	194	114	39	2,517
2005	1,048	25	937	193	106	31	2,340

**Advanced Practice Registered Nurses Residing in Louisiana with Prescriptive Authority**

The number of licensed APRNs having prescriptive authority in LA increased by 103% between 2005 and 2009. In 2009, 51% (1,688) of APRNs licensed and residing in Louisiana had prescriptive authority. This represents the highest percentage of APRNs granted prescriptive authority within any one report year in the state of Louisiana (see Table 40).

**Table 40. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2005-2009)**

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2009	1,688	3,297	51%
2008	1,301	2,871	45%
2007	1,127	2,647	43%
2006	953	2,517	38%
2005	833	2,340	36%

## **NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA**

### **Major Findings**

- In 2009, 54,366 nurses held a license to practice as a registered nurse (RN) in Louisiana. Of the 54,366 RNs holding a Louisiana license, 46,828 (86%) lived in Louisiana, while 7,523 (14%) reported home addresses outside of Louisiana.
- There was a 14% increase in the number of RNs holding a license to practice nursing in Louisiana since 2005.
- 76% of RNs holding an active RN license in Louisiana reported full-time employment and 13% reported part-time employment.
- Between 2005 and 2009, there was a 10% increase in the number of unemployed RNs in Louisiana.
- Between 2008 and 2009, the number of RNs employed outside of nursing increased by 31%.
- Hospitals continued to be the primary employer of RNs in 2009, employing 60% of the available RN workforce in Louisiana.
- There was a 45% increase in the number of RNs employed by clinics and ambulatory care settings and a 31% increase in the number of RNs employed by Schools of Nursing between 2005 and 2009.
- The average age of RNs in Louisiana is currently 44 years, while the nationwide average age for RNs is 47 yrs (BHP., 2010).
- Registered nurses in Louisiana that were less than 30 years of age, represented only 13% of the RN workforce, yet RNs in this age range exhibited the greatest percent increase (53%) in number since 2005.
- In 2009, the number of RNs 60 and older represented 8% of Louisiana's available RN workforce, whereas in previous years (2005-2008), RNs in this age group accounted for only 5% of the available RN workforce.
- In 2009, the age range for licensed RNs in Louisiana showing the greatest % increase in number between 2008 and 2009 were those 60 years and greater (59% increase).
- Males represented 11% of the available RN workforce and females represented 89% in 2009. This ratio has not changed since 2005.
- In the last five years there was a 2% increase in the number of Black RNs licensed in the state of Louisiana and a 0% increase in the number of Hispanic, Asian and Native Americans.
- In 2009, the majority of the RN workforce licensed to practice in Louisiana (48%) received their basic nursing education at the baccalaureate level, while 41% reported that their initial RN educational preparation was at the associate degree level.
- Over the past five years, there was a 19% increase in the number of RNs licensed in LA with initial preparation at the baccalaureate level, and a 17% increase for those prepared at the associate degree level.
- Between 2005 and 2009 there was a 61% increase in the number of RNs licensed in Louisiana holding a doctorate.
- 15% (6,866) of Louisiana's available RN workforce planned to work an additional 0-5 years as a nurse and 21% (9,713) planned to work an additional 6 to 10 more years as an

- 62% (29,115) of RNs licensed in Louisiana are employed as staff nurses.
- The top six clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana were medical-surgical units (7,792), special care which includes critical care areas (4,983), OR/PACU (3,345), maternal child (3,104), emergency room (2,957) and community health (2,913).
- Approximately one fourth (24%) of the 46,828 licensed RNs residing in Louisiana did not feel that their practice areas were identified on the 2010 online RN renewal application. These RNs cited 'other' practice areas as ambulatory care settings, cardiac/cardiology clinics, catheterization laboratory, telemetry, hospice, administration, orthopedics, case management and rehabilitation.
- 81.21% of RNs licensed and residing in Louisiana in 2009 reported that they provided direct patient care in their practice.

### **Advanced Practice Registered Nurses in Louisiana**

- In the past five years (2005-2009) there was a 41% increase in the number of licensed APRNs residing in Louisiana.
- Between 2005 and 2009 there was an overall 35% increase in the number of APRNs that were licensed to practice in Louisiana.
- In 2009, 54% (1,769) of all of the 3,297 APRNs licensed and residing in Louisiana were nurse practitioners and 34% (1,129) were CRNAs.
- There has been a 69% increase in the number of nurse practitioners licensed and residing in Louisiana between 2005 and 2009.
- The number of APRNs licensed and residing in Louisiana having prescriptive authority has increased by 103% within the last five years.
- In 2009, 51% (1,688) of the APRNS licensed and residing in Louisiana had prescriptive authority. This represents the highest percentage of APRNs that have had prescriptive authority in any one report year.

## **Recommendations:**

- Obtain nursing demand data from LA employers which can be used with nursing supply and education data in nursing forecasting models
- Develop and implement strategies to address the needs of an aging RN workforce
- Seek funding earmarked for the recruitment and retention of males and minorities in pre-RN licensure programs in LA
- Increase the number of RNs that are prepared at the doctoral level in an effort to increase the pool of available qualified nurse faculty
- Analysis of the nursing supply data collected by LSBN revealed that there is a tremendous amount of demographic data available on RN supply in Louisiana via the licensure renewal process. It is believed that a discussion of the following topics will enhance the accuracy of the data collected by LSBN for Nursing Supply and Demand Forecasting Studies:
  - A review of the items on the RN and APRN licensure renewal application to determine the extent to which the items reflect the Forum for Nursing Workforce Centers Nursing Supply Minimum Dataset
  - Establishment of a protocol to electronically maintain raw data on the target population under study to allow for consistency in subsequent analysis and reporting of findings;
  - Obtaining nursing supply data midyear (June of each year) to allow for more timely preparation of the Nursing Supply Annual Report.

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