



LOUISIANA
CENTER
FOR
NURSING

Nursing Education Capacity and Nursing Supply in Louisiana

Louisiana State Board of Nursing
Center for Nursing

2012

Nursing Education Capacity and Supply in Louisiana 2011-2012

Executive Summary

This report analyzes trends in Louisiana's nursing education capacity using data from the Louisiana State Board of Nursing (LSBN) 2011-2012 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, 2013. Some of the major findings obtained from analysis of the data include, but are not limited to the following:

Nursing Education Capacity

➤ Major Findings (2011-2012):

- Since 2008, there has been a steady decline in the number of qualified applicants applying to pre-RN licensure programs in Louisiana - dropping from 5,110 applicants in 2008 to 4,544 in 2012 which is reflective of an 11% decrease in the last 5 years.
- The number of qualified applicants applying to BSN programs increased by 11% and the number applying to AD programs decreased by 17%.
- The passage rate on the NCLEX-RN Exam for graduates from Louisiana's pre-RN licensure programs in 2012 was 93.09% compared to a national average of 90.34%.
- There was a 63% decrease in the number of faculty positions funded by other sources (i.e., grants, capitation funds, additional appointments, or other funding sources) in 2011-2012.
- Approximately 106 (14%) faculty currently teaching in Louisiana's pre-RN licensure programs are 61 years of age and over and could potentially retire in the next two to four years.
- Seventy percent (70%) of the students enrolled in graduate nursing programs in Louisiana were enrolled in APRN programs, 28% in Nursing Administration programs, and 3% in Nursing Education programs.
- Over the last five years, the number of students enrolled in NP programs has increased by 57%.

➤ Recommendations:

- Partner with state entities and colleges and universities to create salary and benefit packages that are market competitive in an effort to recruit and retain highly qualified academic and clinical nurse faculty.
- Petition the Health Works Commission to re-establish the nurse faculty stipend program for RNs enrolled in doctoral programs.
- Utilize an evidence-based decision making model to strategically expand Louisiana's nursing education capacity at the undergraduate and graduate levels to prepare the future nursing workforce.

Nursing Supply

- Major findings (2011-2012):
 - In 2012, 59,407 nurses held a license to practice as a registered nurse (RN) in Louisiana which reflects a 3% increase since 2011 and a 14% increase since 2008.
 - In 2012, the percentage of licensed RNs prepared at the baccalaureate or higher degree level in Louisiana exceeded the nation - Louisiana-50.9%; U.S.-50%.
 - Since 2010, the number of licensed RNs that are 60 and over have increased by 44%.
 - Approximately 34% of licensed RNs in Louisiana reported that they only plan to work up to 10 more years as a nurse.
 - In 2012, 58% (2,205) of all APRNs licensed and residing in Louisiana were nurse practitioners, 32% (1,220) were Certified Registered Nurse Anesthetists, 4% (139) were Clinical Nurse Specialists, and 0.6% (23) were Certified Nurse Midwives.
 - The number of licensed APRNs having prescriptive authority in Louisiana increased by 70% between 2008 and 2012, with a 14% increase noted between 2011 and 2012.
 - There was an 80% increase in the number of licensed RNs holding a DNP over the past year and a 185% increase over the past three years. In contrast, the number of RNs holding a PhD in nursing decreased by 16% between 2011 and 2012.
- Recommendations:
 - Develop a forecasting model to predict future RN workforce needs for Louisiana.
 - Utilize findings from the nursing supply and demand forecasting model to strategically plan for the potential exodus of 33% of the current RN workforce over the next ten years.
 - Develop a statewide plan that would lead to the creation of partnerships between universities and community colleges that will result in the seamless transition into higher degree programs for RNs educated at the Diploma and AD level.
 - Encourage employers to give incentives such as tuition reimbursement, flexible schedules, salary differential, and opportunities for promotion to nurses desiring to advance their education.
 - Develop a statewide plan which involves a collaborative effort between nursing education, nursing practice, and nursing regulation 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 and doubling the number of nurses with doctorates by 2020.

NURSING EDUCATION CAPACITY IN LOUISIANA 2011-2012

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 2011-2012 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-seven (27) pre-RN licensure programs during the 2011-2012 report year (Table 1). One (1) diploma program, twelve (12) associate degree (AD) programs, and fourteen (14) baccalaureate in nursing (BSN) programs (as compared to 13 in 2011) 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 (2011-2012)

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	44%
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 • Our Lady of the Lake College • Southeastern Louisiana University • Southern University • University of LA at Lafayette • University of LA at Monroe • William Carey N.O. 	14	52%
Total No. of Pre-RN Programs	27	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 2011-2012 decreased by 3% over the last year compared to a 1% decrease in 2010-2011 (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 4,544 in 2012 reflective of an 11% decrease in the last 5 years. An 8% decrease in the number of qualified applicants admitted to pre-RN licensure programs in the past year was also noted (4% decrease in 2011). In the current report year, 2,979 (66%) of the 4,544 qualified applicants were admitted to Louisiana's pre-RN licensure programs, in comparison to 69% that were admitted in 2010-2011. Approximately 34% of qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2011-2012 compared to 31% in 2011 (see Appendix B2 for a summary report of applicants and admissions to pre-RN Licensure programs and Appendix B3 for a breakdown of applicants and admissions by programs).

Table 2. Applicants and Admissions for Pre-RN Licensure Programs in LA (2008-2012)

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.	%
2012	4,544	2,979	66%	1,566	34%
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%
1 & 5 Year Variance	↓3% / ↓11%	↓8% / ↓13%		↑8% / ↓7%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2011-2012 Annual Report Year

As can be seen in Table 3a, there were more students applying to BSN programs (2,472) in 2011-2012 when compared to AD programs (1,985) which is in direct contrast to 2011 (BSN 2,221, AD 2,393). The number of qualified students applying to BSN programs increased by 11%, while the number of qualified students applying to AD programs decreased by 17%. Sixty-two percent (62%) of the 2,979 qualified applicants admitted to pre-RN licensure programs in Louisiana were admitted to BSN programs, 37% to AD programs, and 1.5% to diploma programs (Table 3b). These findings represent a 25% decrease in the number of students admitted to AD programs and a 6% increase in the number admitted to BSN programs when compared to 2010-2011.

Over the last five years (2008-2012) there has been a 12% decrease in the number of admits to diploma programs, a 33% decrease in admits to AD programs, and a 6% increase in admits to BSN programs. There was an overall 7% 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 (2011-2012)

Applicants 2011-2012	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants	87	1,985	2,472
No. of Qualified Applicants Admitted	45	1,094	1,840
% of Qualified Applicants Admitted	52%	55%	74%
No. of Qualified Applicants Not Admitted	42	891	633
% of Qualified Applicants Not Admitted	48%	45%	26%

Table 3b. Admissions to Pre-RN Licensure Programs in LA (2008-2012)

Report Year	Diploma	Associate	Baccalaureate
2012	45	1,094	1,840
2011	45	1,466	1,741
2010	39	1,565	1,780
2009	41	1,537	1,728
2008	51	1,628	1,741
1 & 5 Year Variance	0% / ↓12%	↓25% / ↓33%	↑6% / ↑6%

Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2011-2012 Annual Report Year)

A lack of budgeted faculty positions remains the number one reason identified by Louisiana's pre-RN licensure programs as to why qualified applicants were not admitted during the 2011-2012 report year (Table 4). The second reason identified was that faculty salaries are not competitive. The lack of available clinical placement sites and classroom space came in third and fourth, respectively. Limited number of qualified faculty and lack of clinical specialty sites were identified in the top four reasons for not admitting qualified students in 2010-2011.

Table 4. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2011-2012)

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

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 13,245 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 5), which reflects a 17% decrease from the previous report year (15,988 in 2011). However, there was a 2% increase in the number of students enrolled in clinical nursing courses in 2011-2012 (see Appendix B2 for a summary report on enrollments in pre-RN Licensure programs).

Table 5. Enrollment in Pre-RN Licensure Programs in LA (2008-2012)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2012	13,245	6,214
2011	15,988	6,114
2010	14,779	6,175
2009	15,232	6,077
2008	13,797	6,311
1 & 5 Year Variance	↓17% / ↓4%	↑2% / ↓2%

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

There was an 11% increase in the number of males enrolled in Pre-RN licensure programs in 2012 compared to a 13% decrease between 2010 and 2011 (Table 6). Females represented 85% of students enrolled in pre-RN licensure programs in Louisiana in 2012 (86% in 2011), while males represented 15% (14% in 2011).

Table 6. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2008-2012)

Report Year	Male		Female	
	#	%	#	%
2012	924	15%	5,290	85%
2011	834	14%	5,280	86%
2010	957	15%	5,218	85%
2009	880	14%	5,397	86%
2008	882	14%	5,566	86%
1 & 5 Year Variance	↑11% / ↑5%		↑0.2% / ↓5%	

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

In 2012, 64% (3,968) of the students enrolled in pre-RN licensure programs in Louisiana were White, which represented a 4% decrease over the past year. The number of Blacks enrolled in Louisiana's pre-RN licensure programs increased by 11% (an increase of 167 students) in 2012. There was a 31% increase in the number of Hispanic students enrolled in Louisiana's pre-RN licensure programs and a 4% increase in Asian students (Table 7). Of the 263 students that reported their ethnicity as *Other*, 39 were self-reported as Native American/Alaskan Natives.

Table 7. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2008-2012)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2012	3,968	64	1,640	26	202	3	141	2	263	4
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
1 & 5 Year Variance	↓4% / ↓13%		↑11% / ↑14%		↑31% / ↑32%		↑4% / ↑57%		↑16% / ↑20%	

Age of Students enrolled in Pre-RN Licensure Programs in Louisiana

Information about the age of students enrolled in pre-RN licensure programs in Louisiana was solicited for the first time on the 2011-2012 LSBN Annual Report. The majority (44%) of the students enrolled in pre-RN licensure programs in Louisiana are between 21 and 25 years of age with 15% between 17 and 20 years of age (Table 8).

Table 8. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2012)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2012	911	15%	2,720	44%	1,156	19%	990	16%	343	6%	85	1%	1	.02%

Note: No Answer - 8

Graduates from Pre-RN Licensure Programs in Louisiana

It is interesting to note that there was no change in the number of graduates from pre-RN licensure programs from Louisiana's schools of nursing between 2011 and 2012. Fifty-two percent of the graduates were from baccalaureate programs, 46% from associate degree programs, and 1% from the one diploma program in the state. There was a noted shift in the distribution of graduates across the various programs. In 2012, there was a 2% increase in the number of graduates from BSN programs as compared to a 9% decrease between 2010 and 2011 and a 3% decrease in the number of graduates from AD programs as compared to an 18% increase in the previous report year (Table 9). The number of diploma graduates went from 30 in 2011 to 31 in 2012 which reflects a 3% increase over the previous year (see Appendix B2 for a summary report of RN graduates and Appendix B7 for the number of RN Graduates per program for 2012).

Table 9. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2008-2012)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2012	2,281	31	1%	1,055	46%	1,195	52%
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%
1 & 5 Year Variance	↑↓0% / ↑8%	↑3% / ↓14%		↓3% / ↑12%		↑2% / ↑5%	

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

In 2012 there were a total of 2,242 RN candidates (2,294 in 2011) sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam with 2,087 (93.09%) passing on the first take (Table 10). The overall national passage rate on the NCLEX-RN for 2012 was 90.34% compared to 87.90% in 2011 (see Appendix B1 for NCLEX-RN results by program).

Table 10. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2012 – December 31, 2012)

Program Type	No. Taking	No. Passing	% Passing
Diploma	30	30	100%
Associate Degree	1,004	925	92.13%
Baccalaureate Degree	1,208	1,132	93.71%
Grand Total	2,242	2,087	93.09%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 90.34% for 2012.

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 11) in spite of the higher passing standard implemented in April 2010 by the National Council of State Boards of Nursing (NCSBN). The passing standard will be increased again on April 1, 2013 (NCSBN, 2013). There was an 8% increase in the number of students passing the NCLEX-RN exam from BSN programs in 2012 compared to an 11% decrease in 2011. In contrast, there was an 8% decrease in the number of graduates from AD programs passing the NCLEX-RN exam compared to an 18% increase from the previous year. A total of 30 graduates from the Diploma program passed the NCLEX-RN exam which reflects an additional 2 students when compared to 2011 (28).

Table 11. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2008-2012)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA	Passage Rate for the Nation
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing	%	%
2012	30	100.00	925	92.13	1,132	93.71	93.09	90.34
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
1 & 5 Year Variance	↑7% / ↓17%		↓8% / ↑19%		↑8% / ↑12%		↑3% / ↑3%	↑3% / ↑4%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2011-2012 Annual Reports submitted to LSBN by the Deans and Directors of pre-RN licensure programs and APRN programs in the state of Louisiana.

Deans and Directors were asked to report the number of filled and vacant faculty positions in their pre-RN licensure programs from October 16, 2011 to October 15, 2012. These numbers are depicted by program type and full vs. part-time positions in Table 12.

There were a total of 526 budgeted full-time nurse faculty positions reported by Louisiana’s pre-RN licensure programs in 2011-2012 compared to 533 in 2010-2011 which reflects a 1% decrease compared to a 4% increase in the previous year. The budgeted positions were filled with 526 full-time and 201 part-time faculty members, a total of 727 faculty compared to a total of 725 in 2010-2011. Twenty-four (24) faculty positions were funded from grants, capitation

funds, additional appointments, and/or other funding sources compared to 64 positions in 2011, which represents a 63% decrease in the number of faculty positions funded by other sources.

Table 12. Filled Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2011-2012)

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 2011-2012 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	7	0	0	7
ADN (12)	175	68	5	243
BSN (14)	344	133	19	477
Total (27)	526	201	24	727

Vacant Nurse Faculty Positions

There were a total of 26 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 27 in the previous report year (Table 13). Eighteen (18) vacant nurse faculty positions were reported by Louisiana's BSN programs and 7 by AD programs, which is in direct contrast to the previous year when the majority of vacant positions were reported by AD programs (15 in 2011) when compared to BSN programs (12 in 2011). There was one vacant position reported by the diploma program in 2012. 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 13. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2011-2012)

Program Type	Vacant Nurse Faculty Positions
Diploma	1
ADN	7
BSN	18
Total	26

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 85 new faculty appointments were reported by pre-RN licensure programs during the 2011-2012 report compared to 82 in the previous year which represents a 4% increase in the number of new faculty appointments (Table 14). Approximately two-thirds (62%) of the new faculty appointments were for BSN programs, followed by 38% for AD programs. There were no new faculty appointments for the diploma program.

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 has gone from 56 in 2009 to 35 in 2012 which represents a 38% decrease in the number of faculty exceptions utilized by pre-RN licensure programs over the last four 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, 1,190 in 2011, and 1,215 in 2012 which reflects a 26% increase in the number of preceptors used by pre-RN licensure programs over the last three years.

Table 14. New Faculty Appointments, Exceptions and use of Preceptors (2011-2012)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	0	1	0
ADN (12)	32	13	377
BSN (14)	53	21	838
Total (27)	85	35	1,215

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (Table 15). In 2011-2012 a total of 12 faculty went on leave. There were a total of 47 resignations in 2011-2012 (no change from the previous year), 19 retirements (18 in 2011), and 17 terminations (19 in 2011).

Table 15. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2011-2012)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations
Diploma (1)	0	2	0
ADN (12)	1	11	3 / 14
BSN (14)	11	34	16 / 3
Total (27)	12	47	36 (19 Retirements/ 17 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 BSN 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 2012 approximately 15% (125) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 80% (650) were Masters prepared, and 5% (38) reported that their highest degree in nursing was a baccalaureate degree (Table 16). This represents a 2% increase in the number of faculty prepared at the doctoral level (16% increase in 2011), a 5% increase in those prepared at the Masters' level (4% increase in 2011), and a 5% decrease in the number of faculty prepared at the BSN level (9% decrease in 2011).

Table 16. Educational Preparation of Faculty (2011-2012)

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	2	9	1
ADN (13)	11	241	12
BSN (13)	112	400	25
Total (27)	125 (15%)	650 (80%)	38 (5%)

Note: Total = 813

Doctoral prepared faculty teaching in pre-RN licensure programs in Louisiana in 2011-2012 include 30 faculty with a Doctorate in Nursing Science, 19 with a Doctorate of Nursing Practice, 30 with a PhD in Nursing, and 46 with a PhD in a related field.

Board of Regents Nursing Faculty Stipends

According to the 2011-2012 annual reports from pre-RN licensure programs, 100 nurse faculty employed by pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a decrease of 15 nurse faculty when compared to the 2010-2011 report year (Table 17). According to reports from pre-RN licensure programs, one faculty member pursuing a doctoral degree was funded by the BOR Nurse Faculty Stipend program in 2011-2012.

Table 17. Board of Regents Faculty Stipend Recipients

BOR Stipend Recipients	Masters	Doctoral	2011 Faculty Currently Employed that were BOR Stipends Recipients (Masters and Doctorate)
2011-2012	0	1	100
2010-2011	0	0	115
2009-2010	11	22	105
2008-2009	19	46	107
1 & 4 Year Variance			↓13% / ↓7%

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 an 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 2011-2012 in mean salaries for instructors, assistant professors, and associate professors, there was a 10% decrease in the mean salary for professors teaching in pre-RN licensure programs in Louisiana (Table 18). Mean faculty salaries for assistant professors, associate professors, and professors in Louisiana still fall below the SREB mean for four year public colleges.

Table 18. Mean Salaries for Nursing Faculty (2010-2012)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2012	\$52,019	\$56,768	\$65,239	\$83,851
2011	\$50,208	\$56,744	\$64,993	\$93,177
2010	\$48,801	\$55,839	\$61,917	\$74,687
1 & 3 Year Variance	↑4% / ↑7%	↑.04% / ↑2%	↑.4% / ↑5%	↓10% / ↑12%

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

When planning for a projected nursing shortage, issues related to an aging nurse faculty must be addressed. The literature contends that younger nurses tend to choose practice roles over faculty roles (Joynt, and Kimball, 2008). In 2011-2012 over half (51%) of the nurse faculty in Louisiana were 51 and older (Table 19). “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). Approximately 106 faculty currently teaching in Louisiana’s pre-RN licensure programs are sixty-one and over and could potentially retire in the next two years.

Table 19. Age Ranges for Nurse Faculty (2009-2012)

Age Category	No. of Faculty 2009		No. of Faculty 2010		No. of Faculty 2011		No. of Faculty 2012	
	#	%	#	%	#	%	#	%
20-30	16	3	17	3	20	3	29	4
31-40	102	16	101	15	92	15	135	18
41-50	192	30	200	31	176	28	196	26
51-60	240	38	251	38	244	39	276	37
61-65	63	10	65	10	69	11	70	9
66-70	21	3	11	2	20	3	21	3
> 70	5	1	7	1	8	1	15	2
Total Faculty Reporting Age	639	100%	652	100%	629	100%	742	100%

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 20).

Table 20. Advanced Practice Registered Nurse Programs in Louisiana (2012)

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 NP NP
LSU Health Science Center	Adult Health Public/Community Health Neonatal Primary Care Family Anesthesia	CNS CNS NP NP CRNA
Loyola University	Family Adult	NP NP
Northwestern State University	Family Women’s Health Pediatric Adult Gerontology Acute Care Adult Gerontology	NP NP NP NP CNS
Our Lady of the Lake College	Nurse Anesthesia	CRNA
Southern University	Family Gerontology	NP NP/CNS

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

Admission to APRN Programs

Between 2011 and 2012, the number of students admitted to APRN programs in Louisiana decreased by 14%, with a 2% decrease in admits to NP programs and a 48% decrease in admits to CRNA programs (Table 21). The number of students admitted to CNS programs remains low, but did increase by one in 2012. It is important to keep in mind that the numbers that are addressed in the annual report do not include RNs living and working in Louisiana that have been admitted to APRN programs in other states.

Table 21. Admission to APRN Programs in LA (2011 and 2012)

Report Year	No. of Students Admitted to NP Programs	No. of Students Admitted to CNS Programs	No. of Students Admitted to CRNA Programs	Total No. of Students Admitted to APRN Programs
2012	412	5	81	498
2011	420	4	155	579
1 Year Variance	↓2%	↑25	↓48%	↓14%

Note: The 42 students admitted to the BSN-DNP program were included NP admissions in 2012.

Enrollment in APRN Programs in Louisiana

Over the past year there was an overall 26% increase in the number of students enrolled in Louisiana’s APRN programs which is in direct contrast to the previous year in which there was a

10% decrease in overall enrollment. In the current report year (2011-2012) there was an increase in enrollment in programs offering all APRN roles (Table 22), compared to the previous year when there was a decrease in the number of students enrolled in these programs. Over the last five years, the number of students enrolled in NP programs has increased by 57% while the number enrolled in CRNA programs has decreased by 10%.

Table 22. Enrollment in APRN Programs in LA (2008-2012)

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
2012	888	10	203	1,101
2011	707	5	163	875
2010	726	18	228	972
2009	632	8	217	857
2008	567	9	225	801
1 & 5 Year Variance	↑26% / ↑57%	↑100% / ↑11%	↑25% / ↓10%	↑26% / ↑37%

Note: There were 37 NP students enrolled in Loyola’s BSN-DNP program in the current report year. This number is included in the 2012 NP student enrollment.

Gender of Students Enrolled in APRN Programs in Louisiana

Although the majority of students enrolled in APRN programs in Louisiana were female (80%), there was a 60% increase in the number of male students enrolled in Louisiana’s APRN programs over the last year and a 28% increase over the last 3 years (Table 23).

Table 23. Gender of Students Enrolled in APRN Programs in Louisiana (2009-2012)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2012	221	20%	880	80%	1,101
2011	138	16%	737	84%	875
2010	206	21%	766	79%	972
2009	172	20%	685	80%	857
1 and 3 Year Variance	↑60% / ↑28%		↑19% / ↑28%		↑26% / ↑28%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2011-2012)

The majority of the students enrolled in APRN programs in Louisiana are White (71%) followed by 23% Black, 2% Hispanic, 2% Asian, and 3% Other. There was a 43% increase in the number of Asian students enrolled in APRN programs over the last year (+6 students), a 42% increase in the number of Hispanic students (+8 students), a 26% increase in the number of Blacks (+51 students) and a 24% increase in the number of White students (+150 students). In 2010-2011 there was a decrease in enrollment for Hispanics, Blacks and Whites with Asian enrollment up by 17% (Table 24).

Table 24. Ethnicity of Students Enrolled in APRN Programs in LA (2009-2012)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2012	779	71%	251	23%	27	2%	20	2%	24	3%
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 4 Year Variance	↑24% / ↑24%		↑26% / ↑27%		↑42% / ↑69%		↑43% / ↑186%		↑85% / ↑118%	

Note: American Indian/Alaskan Native (8) included in *Other*.

Age of Students enrolled in APRN Programs in Louisiana

Information about the age of students enrolled in APRN programs in Louisiana was solicited for the first time on the 2011-2012 LSBN Annual Report. Over two thirds (70%) of the students enrolled in Louisiana's APRN programs are between 26 and 40 years of age, while 16% are between 41 and 50 years (Table 25).

Table 25. Age of Students Enrolled in APRN Programs in LA (2012)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2012	0	0%	113	10%	391	36%	371	34%	180	16%	44	4%	2	.2%

Graduates from APRN Programs in Louisiana in 2012

In the 2011-2012 report year, there were a total of 307 graduates from Louisiana's APRN programs (Table 26) which represents a 10% increase when compared to the 279 graduates in the previous report year (2010-2011). The majority of the graduates were from NP programs (77%) and CRNA programs (22%), although there was a 7% decrease in the number of graduates from CRNA programs over the last year. CNS programs produced 1% of the graduates from APRN programs.

Table 26. Graduates from APRN Programs in Louisiana According to Program Type (2010-2012)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2012	307	235	77%	4	1%	68	22%
2011	279	200	72%	6	2%	73	26%
2010	246	174	71%	2	1%	70	28%
1 and 3 Year Variance	↑10% / ↑25%	↑18% / ↑35%		↓33% / ↑100%		↓7% / ↓3%	

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 2011-2012, 261 APRN candidates sat for their respective certification exams. Two hundred and forty-eight (248) candidates successfully passed their certification exams resulting in a 95.02% passage rate for the state (Table 27).

Table 27. Performance on APRN Certification Exams by Graduates of Louisiana’s APRN Programs (2010-2012)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2012	261	248	95.02
2011	270	262	97.04
2010	233	223	95.71
1 and 3 Year Variance	↓3% / ↑12%	↓5% / ↑11%	↓2% / ↓.7%

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 28). 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 is 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 health care 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 28. Non-Licensure Masters Programs in Louisiana in Nursing Education and Administration (2011-2012)

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 2011-2012

In the 2011-2012 report year, 226 RN students were admitted to Louisiana’s non-licensure graduate programs in Nursing Education and Nursing Administration (Table 29) which represents a 26% decrease in number when compared to the previous report year. The majority of the students (215) were admitted to Nursing Administration programs across the state which represents a 21% decrease when compared to 2010-2011. Nursing Education programs admitted 11 graduate nursing students during the 2011-2012 report year compared to 33 in the previous year, which represents a 67% decrease in the number of students selecting nursing education as a focus of study. Of the 724 students admitted to graduate nursing programs across the state, 498 (69%) were admitted to APRN programs, 215 (30%) were admitted to Nursing Administration programs, and 11 (2%) were admitted to Nursing Education programs in 2011-2012.

Table 29. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2010-2012)

Report Year	No. of Students Admitted to Nursing Education Programs	No. of Students Admitted to Nursing Administration Programs	Total No. of Students Admitted to Non-Licensure Graduate Nursing Programs
2012	11	215	226
2011	33	271	304
2010	43	302	345
1 and 2 Year Variance	↓67% / ↓74%	↓21% / ↓29%	↓26% / ↓34%

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2011-2012 report year, a total of 480 RN students were enrolled in Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration (Table 30). The majority of the students (436) were enrolled in Nursing Administration programs across the state. There were 44 RN students enrolled in the state's Nursing Education programs during the 2011-2012 report year which represents a 20% decrease from the previous year and a 38% decrease since 2010. Of the 1,581 students enrolled in graduate nursing programs across the state, 1,101 (70%) were enrolled in APRN programs, 436 (28%) were enrolled in Nursing Administration programs, and 44 (3%) were enrolled in Nursing Education programs during the 2011-2012 report year.

Table 30. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2010-2012)

Report Year	No. of Students Enrolled in Nursing Education Programs	No. of Students Enrolled in Nursing Administration Programs	Total No. of Students Enrolled in Non-Licensure Graduate Nursing Programs
2012	44	436	480
2011	55	494	549
2010	71	567	638
1 and 2 Year Variance	↓20% / ↓38%	↓12% / ↓23%	↓13% / ↓25%

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

The vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana are female, with only 1% males (Table 31). In the current report year there were three male RNs enrolled in Nursing Education and four in Nursing Administration.

Table 31. Gender of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2012)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2012	7	1%	473	99%	480

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

During the 2011-2012 report year there was a 15% decrease in the number of Whites, a 10% decrease in the number of Blacks, and a 31% decrease in the number of Asian RN students enrolled in Louisiana's non-licensure graduate nursing programs. There was a 5% increase (+1) in the number of Hispanic RN students enrolled in the state's non-licensure graduate nursing programs (Table 32).

Table 32. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2010-2012)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2012	316	66%	104	22%	20	4%	11	2%	29	6%
2011	372	68%	115	21%	19	3%	16	3%	27	5%
2010	431	68%	138	22%	16	3%	17	3%	36	6%
1 and 3 Year Variance	↓15% / ↓27%		↓10% / ↓25%		↑5% / ↑25%		↓31% / ↓35%		↑7% / ↓19%	

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

Age of Students enrolled in Non-Licensure Graduate Nursing Programs in Louisiana

Information about the age of students enrolled in non-licensure programs in Louisiana was solicited for the first time on the 2011-2012 LSBN Annual Report. A third (33%) of the students enrolled in Louisiana’s non-licensure graduate nursing programs are between 31 and 40 years of age, 27% are between 41 and 50 years, and 24% are 51 and older (Table 33). Fourteen percent (14%) of the students enrolled in non-licensure programs are between 26 and 30 years of age.

Table 33. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2012)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2012	0	0%	8	2%	68	14%	160	33%	131	27%	105	22%	8	2%

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2011-2012 report year, there were a total of 202 graduates from Louisiana’s non-licensure graduate nursing programs which represents a 9% decrease from the previous report year (Table 34). The majority of the graduates (175) were from Nurse Administration programs and 27 were from Nursing Education programs.

Table 34. Graduates from Non-APRN Programs in Louisiana According to Program Type (2010-2012)

Report Year	No. of Nursing Education Graduates		No. of Nursing Administration Graduates		Total No. of Graduates from Non-Licensure Graduate Nursing Programs
	#	%	#	%	
2012	27	13%	175	87%	202
2011	28	13%	194	87%	222
2010	31	12%	222	88%	253
1 and 3 Year Variance	↓4% / ↓13%		↓10% / ↓21%		↓9% / ↓20%

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. Seventy-six percent (119) of the faculty teaching in Louisiana’s graduate nursing programs held an earned doctorate compared to 73% (105) in 2010-2011 (Table 35). A Masters’ was the highest degree held by 24% of the 157 faculty teaching in graduate nursing programs in Louisiana in 2012. These individuals possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

Table 35. Educational Preparation of Faculty Teaching in Graduate Nursing Programs

Report Year	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
2012	82	37	38	157
2011	73	32	39	144
2010	73	35	38	146
2009	62	39	32	133
1 & 4 Year Variance	↑12% / ↑32%	↑16% / ↓5%	↓3% / ↑19%	↑9% / ↑18%

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 88 filled full-time nurse faculty positions reported statewide which reflects a 63% increase in the number of filled nurse faculty positions in Louisiana’s graduate nursing programs compared to the previous year (54 filled positions in 2010-2011). The number of full-time and part-time faculty filling the 88 budgeted positions increased by 10% over the last year and by 38% since 2009 (Table 36). Nine (9) nurse faculty positions were reported as being vacant (2 more than 2011). There was also a 52% decrease in the number of faculty positions funded from other sources (e.g., grants, capitation funds) when compared to the previous report year.

Table 36. Faculty Positions in Graduate Nursing Programs in LA (2009-2012)

Report Year	No. of Budgeted Nurse Faculty Positions Filled	No. 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
2012	88	165	24	9	25
2011	54	150	50	7	14
2010	72	149	50	9	13
2009	70	120	12	9	13
1 & 4 Year Variance	↑63% / ↑26%	↑10% / ↑38%	↓52% / ↑100%	↑29% / 0%	↑79% / ↑92%

Graduate Nursing Faculty Attrition

A total of 16 faculty left their teaching positions in graduate nursing programs in Louisiana in 2012 for one of the following reasons: approved paid or unpaid leave (1), resignations (6), retirement (5), and ending of contract or termination (4). This represents a 20% decrease in overall faculty attrition since 2010–2011 (Table 37).

Table 37. Graduate Nursing Faculty Attrition: Leave, Resignation, and Retirement/Death/Termination

Report Year	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retiring/Death/Termination
2012	1	6	9 (5 Retirements / 4 Contracts Ended)
2011	5	9	6 (All retirements)
2010	1	5	9 (6 Retirements / 3 Contracts Ended)
2009	2	4	3 (3 Retirements)
1 & 4 Year Variance	↓80% / ↓50%	↓33% / ↑50%	↑50% / ↑200%

Gender, Ethnicity, and Age of Faculty Teaching in Graduate Nursing Programs in Louisiana

As noted in Tables 38 and 39, the majority of faculty teaching in graduate nursing programs in Louisiana are female (83%) and white (80%).

Table 38. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female	
	#	%	#	%
2012	26	17%	127	83%

Table 39. Ethnicity of Graduate Nursing Faculty (2012)

Ethnicity	#	%
White	122	80%
Black	28	18%
Hispanic	2	1%
Asian	1	0.7%
Native American	0	0%
Other	0	0%

Sixty-one percent (61%) of the faculty teaching in graduate nursing programs in Louisiana are 51 and over (Table 40). Whereas, only 15% of the graduate nursing faculty teaching in the graduate nursing programs in Louisiana are 40 or younger.

Table 40. Age Distribution of Graduate Nursing Faculty (2012)

Age Category	#	%
30 and younger	2	1%
31-40	22	14%
41-50	36	24%
51-55	27	18%
56-60	35	23%
61-65	21	14%
66-70	5	3%
>71	5	3%

NURSING EDUCATION CAPACITY IN LOUISIANA
MAJOR FINDINGS
2011-2012

Pre-RN Licensure Programs in Louisiana

Pre-RN Licensure Students

- In 2012, there were a total of 27 pre-RN licensure programs in Louisiana; 1 diploma, 12 associate degree; and 14 baccalaureate degree programs, which represents a total of one BSN program (LOLOL College).
- Since 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 4,544 in 2012 reflective of an 11% decrease in the last 5 years.
- The number of qualified students applying to BSN programs increased by 11% while the number of qualified students applying to AD programs decreased by 17%.
- Sixty-two percent (62%) of the 2,979 qualified applicants admitted to pre-RN licensure programs in Louisiana were admitted to BSN programs, 37% to AD programs, and 1.5% to diploma programs.
- In 2012, 13,245 students enrolled in post-secondary education settings in Louisiana declared nursing as their major, which reflects a 17% decrease from the previous report year (15,988 in 2011).
- There was an 11% increase in the number of males enrolled in Pre-RN licensure programs in 2012 compared to a 13% decrease between 2010 and 2011.
- The number of minorities enrolled in Louisiana's pre-RN licensure programs increased during the 2011-2012 report year: the number of Blacks increased by 11%, the number of Hispanic students increased by 31%, and the number of Asian students increased by 4%.
- Fifty-two percent of the graduates from pre-RN licensure programs were from BSN programs (51% in 2011), 46% from associate degree programs (48% in 2011), and 1% from the one diploma program in the state (1% in 2011).
- There was a 2% increase in the number of graduates from BSN programs as compared to a 9% decrease between 2010 and 2011, and a 3% decrease in the number of graduates from AD programs as compared to an 18% increase in the previous report year.
- The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs in 2012 was 93.09% compared to a national average of 90.34%.

Faculty Teaching in Pre-RN Licensure Programs

- There was a 63% decrease in the number of faculty positions funded by other sources (i.e., grants, capitation funds, additional appointments, or other funding sources).
- Eighteen (18) vacant nurse faculty positions were reported by Louisiana's BSN programs and 7 by AD programs, which is in direct contrast to the previous year when the majority of vacant positions were reported by AD programs (15 in 2011) when compared to BSN programs (12 in 2011).
- Approximately two-thirds (62%) of the 85 new faculty appointments in 2011-2012 were for BSN programs, followed by 38% for AD programs.

- The number of faculty exceptions requested by pre-RN licensure programs has gone from 56 in 2009 to 35 in 2012 which represents a 38% decrease over the last four years.
- There were a total of 47 resignations in 2011-2012 (no change from the previous year), 19 retirements (18 in 2011), and 17 terminations (19 in 2011).
- The number of faculty prepared at the doctoral level increased by 2% in 2012 (16% increase in 2011), 5% increase in Masters' prepared faculty (4% increase in 2011), and a 5% decrease in the number of faculty prepared at the BSN level (9% decrease in 2011).
- In 2011-2012, one hundred nurse faculty employed in pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a decrease of 15 nurse faculty when compared to the 2010-2011 report year.
- Although there was an increase in mean salaries for instructors, assistant professors, and associate professors in 2012, there was a 10% decrease in the mean salary for professors teaching in pre-RN licensure programs in Louisiana.
- Mean faculty salaries for assistant professors, associate professors, and professors in Louisiana remain below the SREB mean for four year public colleges.
- "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). Approximately 106 faculty currently teaching in Louisiana's pre-RN licensure programs are 61 years and over and could potentially retire in the next two years.

Advanced Practice Registered Nurse Programs in Louisiana

APRN Students

- Between 2011 and 2012, the number of students admitted to APRN programs in Louisiana decreased by 14%, with a 2% decrease in admits to NP programs and a 48% decrease in admits to CRNA programs.
- Over the last five years, the number of students enrolled in NP programs has increased by 57% while the number enrolled in CRNA programs has decreased by 10%.
- Although the majority of students enrolled in APRN programs in Louisiana are female (80%), there was a 60% increase in the number of male students enrolled in Louisiana's APRN programs over the last year and a 28% increase over the last 3 years.
- There was a 43% increase in the number of Asian students enrolled in APRN programs over the last year, a 42% increase in the number of Hispanic students, a 26% increase in the number of Blacks, and a 24% increase in the number of White students.
- There was an 18% increase in the number of graduates from NP programs and a 7% decrease in the number of graduates from CRNA programs over the last year.

Non-Licensure Graduate Nursing Students

- Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education and a Masters Degree in Nursing Administration.
- Of the 724 students admitted to graduate nursing programs across the state, 498 (69%) were admitted to APRN programs, 215 (30%) were admitted to Nursing Administration programs, and 11 (2%) were admitted to Nursing Education programs in 2011-2012.
- 1,581 students were enrolled in graduate nursing programs across the state, 1,101 (70%) were enrolled in APRN programs, 436 (28%) were enrolled in Nursing Administration

programs, and 44 (3%) were enrolled in Nursing Education programs during the 2011-2012 report year.

- The vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana are female, with only 1% males.
- In the 2011-2012 report year, there were a total of 202 graduates from Louisiana's non-licensure graduate nursing programs which represents a 9% decrease from the previous report year. The majority of the graduates (175) were from Nurse Administration Programs and 27 were from Nursing Education programs.

Faculty Teaching in Graduate Nursing Programs

- Seventy-six percent (119) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate compared to 73% (105 in 2010-2011).
- There were 88 filled full-time nurse faculty positions reported statewide which reflects a 63% increase in the number of filled nurse faculty positions in Louisiana's graduate nursing programs compared to the previous year (54 filled positions in 2010-2011).
- There was also a 52% decrease in the number of faculty positions funded from other sources (e.g., grants, capitation funds) when compared to the previous report year.
- A total of 16 faculty left their teaching positions in graduate nursing programs in Louisiana in 2012 for one of the following reasons: approved paid or unpaid leave (1), resignations (6), retirement (5), and ending of contract or termination (4). This represents a 20% decrease in overall faculty attrition since 2010-2011.
- The majority of faculty teaching graduate nursing programs are female (83%) and white.
- Sixty-one percent (61%) of the faculty teaching in graduate nursing programs in Louisiana are 51 and over, with 23% between 56 and 60 years of age. Only 15% of the graduate nursing faculty are 40 or younger.

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA
2011-2012

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 2012 includes all registered nurses that held an active unencumbered license to practice as a registered nurse (RN) in Louisiana any time between February 1, 2012 and January 31, 2013. Descriptive analysis of the RN supply data, along with findings based on the analysis of the data, is being presented in the 2012 LSBN Annual Report.

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 an RN in the state of Louisiana. In 2012, 59,407 nurses held a license to practice as an RN in Louisiana. Of the 59,407 RNs holding a Louisiana license, 51,609 (87%) lived in Louisiana, while 7,774 (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 6% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana (Table 41).

Table 41. Licensed Registered Nurses Residing in LA (2008-2012)

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
2012	51,609	7,774	59,407
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
1 & 5 Year Variance	↑3% ↑15%	↑2% ↑6%	↑3% ↑14%

Note: Parishes were not designated for 24 licensed RNs

Age Ranges for Licensed Registered Nurses Residing in Louisiana

The average age for RNs licensed in Louisiana in 2012 was 45 (44.95) years and the median age was 44 years. The average age for RNs nationwide is 47 years (BHPr., 2010). Over the last year there was a 10% decrease in the number of licensed RNs that were less than 30 years of age, whereas there was a 23% increase in the number of licensed RNs that were 60 and over (Table 42). Since 2010, the number of licensed RNs that are 60 and over has increased by 44%. Thirty-seven percent (37%) of the licensed RNs in Louisiana are 39 and younger, while 38% are 50 and over. One fourth of licensed RNs are between 40 and 49 years of age.

Table 42. Age Distribution of Licensed Registered Nurses Residing in LA (2008-2012)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2012	6,717	13	12,606	24	12,682	25	12,347	24	7,257	14
2011	7,460	15	12,170	24	12,456	25	12,147	24	5,908	12
2010	7,112	15	12,073	25	12,115	25	11,941	25	5,056	10
1 & 3 Year Variance	↓10%	↓6%	↑4%	↑4%	↑2%	↑5%	↑2%	↑3%	↑23%	↑44%

Note: Ages listed above have been corrected based on birthdates.

Gender of Licensed Registered Nurses Residing in Louisiana

The gender distribution for the U.S. population is 49.2% males and 50.8% females, which does not differ significantly from that of the gender distribution for Louisiana which is 48.9% male and 51.1% female (2013 U.S. Census Bureau). Yet, the gender distribution for male RNs in Louisiana is not reflective of the state or national percentages. In Louisiana, males have consistently represented 11% of the RN workforce and females 89% (Table 43). According to a U.S. Census Bureau Study released on February 25, 2013, the proportion of male RNs has more than tripled since 1970, from 2.7% to 9.6%. Although there has been a 3% increase in the number of licensed male RNs in Louisiana over the last year, the overall percentage has not increased over the past five years.

Table 43. Gender Distribution of Licensed Registered Nurses Residing in LA (2008-2012)

Report Year	Male		Female	
	#	%	#	%
2012	5,754	11%	45,855	89%
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%
1 & 5 Year Variance	↑3%	↑14%	↑3%	↑16%

Ethnicity of Licensed Registered Nurses Residing in Louisiana

According to the U.S. Census Bureau (2013) minorities comprise approximately 36.6% of the U.S. population. In the U.S., Hispanics represent 16.7% of the population, Blacks 13.1%, Asians 5.0%, Native Americans 1.2%, and Native Hawaiians and other Pacific Islanders 0.2%. In Louisiana, Hispanics represent 4.4% of the population, Blacks 32.4%, Asians 1.6%, Native Americans 0.7%, and Native Hawaiians and other Pacific Islanders less than 0.1%. In 2012, the racial make-up of the RN workforce in Louisiana was 80% White, 15% Black, 1% Hispanic, 1% Asian, .4% Native American, and .4% other race (Table 44). Native American and Hispanic RNs had the greatest growth in number over the past year, 18% and 13% respectively.

Table 44. Racial Distribution of Licensed Registered Nurses Residing in LA (2008-2012)

Report Year	White		Black		Hispanic		Asian		Native American / Alaskan Native	
	#	%	#	%	#	%	#	%	#	%
2012	41,483	80%	7,652	15%	757	1%	619	1%	231	.4%
2011	40,332	80%	7,164	14%	706	1%	549	1%	195	.4%
2010	39,245	83%	6,768	14%	682	1%	547	1%	195	.4%
2009	38,613	82%	6,480	14%	552	1%	561	1%	170	.4%
2008	37,087	83%	6,094	14%	515	1%	534	1%	166	.4%
1 & 5 Year Variance	↑3%	↑12%	↑7%	↑26%	↑7%	↑47%	↑13%	↑16%	↑18%	↑39%

Note: Additional breakdown includes - Native Hawaiian/Pacific Islander (66) and No Response (801).

Basic Educational Preparation of Licensed Registered Nurses Residing in Louisiana

In 2012, 47% 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 5% increase when compared to 2011 and a 14% increase since 2008. There was a 2% increase in the number of RNs reporting that their basic RN education began at the associate degree level, with a 16% increase over the previous five years. There continues to be a decline in the number of licensed RNs reporting their basic educational preparation at the diploma level (Table 45). In 2012, over one thousand RNs (1,106) reported that they were licensed as an LPN prior to pursuing education as an RN.

Table 45. Basic Educational Preparation of Registered Nurses Residing in Louisiana 2008-2012)

Report Year	Diploma Nurse		Associate Degree		Baccalaureate or Higher		Other/No Answer #
	#	%	#	%	#	%	
2012	4,370	8	20,938	41	24,393	47	802
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
1 & 5 Year Variance	↓4%	↓9%	↑2%	↑16%	↑5%	↑14%	

Note: 1,022 RNs reported the Masters Degree as their basic educational preparation as an RN and 31 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 held 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 by 6% of the RN workforce is the diploma (7% in 2011), 33% report the associate degree as being their highest educational preparation, 40% the baccalaureate degree, and 10% the Masters/Doctorate

compared to 9.5% Masters/Doctorate in 2011 (Table 46). In 2012, the percentage of licensed RNs prepared at the baccalaureate or higher degree level in Louisiana exceeded the nation - Louisiana-50.9%; U.S.-50%.

Members of the RN workforce possessing doctorates in nursing reflected a 20% increase between 2011 and 2012 and a 93% increase over the past five years. Overall, there was an increase in the number of RNs holding all forms of doctorates except for the PhD in nursing. There was an 80% increase in the number of licensed RNs holding a DNP over the past year and a 185% increase over the past three years. In contrast, the number of RNs holding a PhD in nursing decreased by 16% between 2011 and 2012 (Table 47).

Table 46. Highest Degree held by Registered Nurses Residing in LA (2008-2012)

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.
2012	2,970	16,870	20,878	3,018	4,919	1,462	237	246
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
1 & 5 Year Variance	↓12% ↓16%	↑2% ↑10%	↑4% ↑17%	↑11% ↑21%	↑10% ↑44%	↓6% ↓4%	↑20% ↑93%	↑46% ↑17%

Note: No Response = 801 and Associate not in nursing = 208

Table 47. Types of Doctorates held by Licensed RNs Residing in Louisiana (2010-2012)

Report Year	PhD in Nursing	Doctorate in Other Field	DNP	DNS
2012	78	246	97	62
2011	93	244	54	50
2010	92	242	34	42
1 and 3 Year Variance	↓16% / ↓15%	↑1% / ↑2%	↑80% / ↑185%	↑24% / ↑48%

Note: Juris doctorates are included in 'Doctorate in other field.'

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

In 2012, 7,773 nurses (15%) reported that they only plan to work an additional 0-5 years as an RN, which reflects a 7% increase since 2011. Nineteen percent (19%) of the licensed RNs plan to work an additional 6-10 years, which is equivalent to approximately 34% of licensed RNs in Louisiana reporting that they plan to be out of the nursing workforce within the next 10 years. It is interesting to note that over the last five years there has been a 32% increase in the number of RNs that plan to work over twenty years and a 28% increase in the number that plan to work between zero and five years (Table 48).

Table 48. 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
	#	%	#	%	#	%	#	%	#
2012	7,773	15	10,023	19	15,626	30	17,386	34	801
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
1 & 5 Year Variance	↑7%	↑28%	↑2%	↑6%	↓1%	↓1%	↑5%	↑32%	

Employment Distribution of Licensed Registered Nurses Residing in Louisiana

The majority of RNs holding an active RN license in Louisiana reported full-time employment (73%), while 10% reported part-time employment. There was a 10% increase in the number of RNs that are working full-time and a 9% decrease in the number that are working part-time between 2008 and 2012. Although there was an overall 23% increase in the number of unemployed RNs in Louisiana between 2008 and 2012, the number of unemployed RNs decreased by 5% during the 2011-2012 report year (Table 49). Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,531) or unemployed not seeking work as a nurse (2,626).

Table 49. Employment Distribution of Licensed Registered Nurses Residing in LA (2008-2012)

Report Year	Full-Time Nursing		Part-Time Nursing		Employed Other		Not Employed		No Response
	#	%	#	%	#	%	#	%	#
2012	37,875	73	5,277	10	928	2	4,157	8	801
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
1 & 5 Year Variance	↑2%	↑10%	↓19%	↓9%	↓21%	↑7%	↓5%	↑23%	

Note: Per Diem employment = 1,790; Volunteer = 188; Retired = 593.

There was a 24% increase in the number of licensed RNs citing home/family care as the reason they were not employed. There was a decrease in the percentage of RNs reporting that they experienced difficulty in finding a nursing position (3% decrease), RNs that were not employed because they were currently in school (3% decrease), and RNs that were disabled and could not work (9% decrease). It is interesting to note that there was a 35% decrease in the number of licensed RNs reporting they were retired compared to a 21% increase in the previous report year (Table 50).

Table 50. Reasons for Unemployment (2010-2012)

Report Year	Home/Family Care	Retired	Difficulty Finding a Nursing Position	Currently in School	Disabled
2012	2,537	593	487	415	287
2011	2,048	916	501	426	316
2010	1,834	754	468	413	269
1 and 3 Year Variance	↑24% / ↑38%	↓35% / ↓21%	↓3% / ↑4%	↓3% / .5%	↓9% / ↑7%

Note: Additional reasons for unemployment included inadequate salary (39) and other (1,615)

Employers of Licensed Registered Nurses Residing in Louisiana

The percentage of RNs employed by hospitals increased from 56% in 2010-2011 to 58% in 2011-2012 (Table 51). There was also an increase in the number of nurses employed in both community health (39% increase) and public health (25% increase) during 2011-2012. Between 2011 and 2012 there was a 17% decrease in the number of RNs employed in long-term care.

Table 51. Field of Employment for Licensed Registered Nurses Residing in LA (2008-2012)

Report Year	Hospital	Home Health	Clinic/ Ambulatory Care	Long Term Care	Nurse Educator	School Nurse	Comm. Health	Public Health
2012	29,875	3,249	4,326	1,684	1,058	951	931	518
2011	28,283	3,282	4,260	2,018	1,161	851	670	413
2010	27,722	3,251	3,927	1,888	1,151	827	628	441
2009	28,014	2,886	4,545	1,468	1,125	799	865	
2008	27,046		3,885	1,300	972	736		
1, 3, 4 & 5 Year Variance	↑6% ↑10%	↓1% ↑13%	↑2% ↑11%	↓17% ↑30%	↓9% ↑9%	↑12% ↑29%	↑39% ↑8%	↑25% ↑17%

NOTE – Correctional facility (248), insurance claims/benefits (652), occupational health (254) and policy/planning/regulatory/licensing agency (189) are not included in Table 51.

Positions Held by Licensed Registered Nurses Residing in Louisiana

Sixty-three percent (32,625) of RNs licensed in Louisiana in 2012 were employed as staff nurses. Approximately 11% (5,458) of the RN workforce were nurse managers, 7% (3,448) APRNs, 3% (1,440) faculty, and 2% (1,078) administrators (Table 52). The positions showing the greatest growth in numbers overall for both one year and five year intervals were nurse managers, APRNs, and staff nurses. There continues to be a decline in the number of RNs serving as nurse administrators and there was a 6% decrease in the number of RNs teaching in schools of nursing.

Table 52. Types of Positions Held by Licensed Registered Nurses Residing in Louisiana (2008-2012)

Report Year	Staff Nurse	Nurse Manager	Advanced Practice	Administrator	Faculty	Other	No Ans.
2012	32,625	5,458	3,448	1,078	1,440	5,763	804
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
1 & 5 Year Variance	↑8% ↑16%	↑26% ↑32%	↑11% ↑45%	↓25% ↓33%	↓6% ↑26%	↑1% ↓11%	

Other health: 3,785; Other non-health: 1,978; Consult: 796; Researcher: 197

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

As noted in Table 53, five clinical, teaching, or practice areas in Louisiana with the largest number of RNs (licensed and residing in Louisiana) in 2012 were: medical-surgical units (8,131); acute care/critical care (6,544); emergency room/trauma (3,384); pediatrics/neonatal (2,895); and home health (2,552). There has been a 51% increase in the number of licensed RNs working in pediatrics/neonatal since last year and a 64% increase over the past five years. There was a 20% decrease in the number of RNs working in general practice/adult family health in the 2011-2012 report year.

Table 53. Major Clinical, Teaching or Practice Areas Reported by Licensed Registered Nurses Residing in LA (2008-2012)

Clinical, Teaching or Practice Area	2008	2009	2010	2011	2012	1 & 5 Year Variance	
Medical-Surgical	6,811	7,492	6,789	7,009	8,131	↑16%	↑19%
Acute Care / Critical Care	5,610	4,983	5,485	5,672	6,544	↑15%	↑17%
Emergency Room / Trauma	2,808	2,957	2,959	3,139	3,384	↑8%	↑21%
Pediatrics / Neonatal	1,765	1,914	1,863	1,913	2,895	↑51%	↑64%
Home Health					2,552		
General Practice / Adult Family Health	1,859	2,044	2,811	2,966	2,369	↓20%	↑27%
Maternal Child	2,831	3,104	2,617	2,486	2,280	↓8%	↓19%
Psych-Mental Health	2,043	2,096	2,125	2,116	2,150	↑2%	↑5%
Geriatrics / Gerontology	1,534	1,767	1,919	1,989	1,922	↓3%	↑25%
Anesthesia	1,235	1,290	1,241	1,289	1,519	↑18%	↑23%
Oncology	988	1,014	1,008	1,049	1,088	↑4%	↑10%
Women's Health			821	902	1,066	↑18%	
Rehab			769	810	807	↓4%	
School Health			637	672	834	↑24%	
Palliative Care			539	620	597	↓4%	
Occupational Health	310	315	271	285	326	↑14%	↑5%
Other	10,139	11,011	8,137	8,422	11,227	↑33%	↑11%
No Answer	194	384	422	740	804		

Note: Community Health = 660; Public Health = 454

Licensed Registered Nurses Residing in Louisiana Providing Direct Patient Care in 2012

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 2012 (80%) reported that they provided direct patient care in their practice, which is a 2% increase from the previous year (Table 54).

Table 54. Licensed Registered Nurses Residing in LA Providing Direct Patient Care (2010-2012)

RNs Residing in Louisiana	No. of RNs Providing Direct Patient Care	Total No. Licensed RNs	% of Total RNs Providing Direct Patient Care	No Answer
2012	41,451	51,609	80%	832
2011	40,647	50,142	81%	771
2010	39,576	48,298	82%	486
1 and 3 Year Variance	↑2% / ↑5			

Salaries from Positions held as a Registered Nurse Living in Louisiana

Of the 37,853 RNs licensed and residing in LA in 2012 that reported working full-time, 47% (17,841) reported annual salaries between \$50,001 and \$75,000. Twenty percent of the full-time RN workforce reported receiving annual salaries between \$35,001 to \$50,000 and twenty-three percent reported receiving salaries between \$75,001 and \$150,000. There was an 18% increase in the number of RNs working full-time reporting annual salaries between \$75,001 and \$100,000 (Table 55a). Annual salaries greater than \$100,000 dollars were reported by 7% of RNs working full-time in 2012, an increase of 1% when compared to 2011.

Table 55a. Salaries of Licensed Registered Nurses Living in Louisiana Working Full-Time (2009-2012)

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
2012	259	283	1,006	7,681	17,841	6,906	1,928	597	1,352
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 & 4 Year Variance	↑27% ↓57%	↑3% ↓35%	↓2% ↓9%	↓2% ↑10%	↑2% ↑15%	↑3% ↑18%	↑10% ↑17%	↑11% ↑23%	↑4% ↓25%

Note: Information was available on 37,853 Licensed RNs residing in Louisiana working full-time in 2012.

Approximately 5,273 RNs licensed and residing in LA reported that they worked part-time in 2012. Twenty-seven percent (1,398) of the RNs working part-time reported salaries of \$25,000 or less, 20% (1,074) reported annual salaries between \$25,001 and \$35,000, 31% (1,634) between \$35,001 and \$50,000, and 14% (757) indicated they had annual part-time salaries of

\$50,001 to \$75,000 (Table 55b). Annual part-time salaries greater than \$100,000 were reported by less than 1% of RNs working part-time.

Table 55b. Salaries of Licensed Registered Nurses Living in Louisiana Working Part-Time (2009-2012)

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
2012	631	767	1,074	1,634	757	106	28	7	269
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 & 4 Year Variance	↓37% ↓7%	↓22% ↓15%	↓23% ↓6%	↓13% ↑6%	0% ↓9%	↑5% ↓46%	↓22% ↓60%	↓30% ↓72%	↓17% ↓45%

Note: Information was available on 5,273 licensed RNs residing in Louisiana working part-time in 2012.

Advanced Practice Registered Nurses

There was a 30% increase in the number of APRNs holding a license to practice in Louisiana between 2008 and 2012. The number of APRNs licensed and residing in Louisiana has increased by 33% since 2008, while the number of licensed APRNs residing outside of Louisiana has increased by 10% over the last five years (Table 56).

Table 56. Number of Advanced Practice Registered Nurses Licensed in LA (2008-2012)

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
2012	3,821	409	4,234
2011	3,547	391	3,939
2010	3,309	379	3,688
2009	3,297	395	3,692
2008	2,871	373	3,244
1 & 5 Year Variance	↑8% ↑33%	↑5% ↑10%	↑7% ↑31%

Roles of Advanced Practice Registered Nurses Employed and Residing in Louisiana

In 2012, 58% (2,205) of all APRNs licensed and residing in Louisiana were nurse practitioners, 32% (1,220) were Certified Registered Nurse Anesthetists, 4% (139) were Clinical Nurse Specialists, and 0.6% (23) were Certified Nurse Midwives (Table 57). There was a 58% increase in the number of NPs licensed and residing in Louisiana between 2008 and 2012 and a 12% increase between 2011 and 2012. The number of Clinical Nurse Specialist licensed and residing in Louisiana decreased by 11% during the past year and by 21% over the past five years. The number of APRNs reporting that they were not working as an APRN increased by 3% between 2011 and 2012, and by 32% between 2008 and 2012.

Table 57. Roles of Advanced Practice Registered Nurses Residing in LA (2008-2012)

Report Year	Nurse Practitioner	CNM	CRNA	CNS	Not Employed as an APRN	No Response	Total
2012	2,205	23	1,220	139	170	64	3,821
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
1 & 5 Year Variance	↑12% ↑58%	0% ↑10%	↑2% ↑12%	↓11% ↓21%	↑3% ↑32%		

Advanced Practice Registered Nurses Residing in Louisiana with Prescriptive Authority

Fifty-eight percent (2,210) of APRNs holding a license to practice in Louisiana and also reside in Louisiana have prescriptive authority. The number of licensed APRNs having prescriptive authority in Louisiana increased by 70% between 2008 and 2012, with a 14% increase noted between 2011 and 2012 (Table 58).

Table 58. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2008-2012)

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2012	2,210	3,821	58%
2011	1,933	3,547	54%
2010	1,694	3,309	51%
2009	1,688	3,297	51%
2008	1,301	2,871	45%
1 & 5 Year Variance	↑14% ↑70%	↑8% ↑33%	

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA

Major Findings

- In 2012, 59,407 nurses held a license to practice as a registered nurse (RN) in Louisiana which reflects a 3% increase in the number of nurses licensed to practice in Louisiana over the last year and a 14% increase over the previous 5 years.
- Of the 59,407 RNs holding a Louisiana license, 51,609 (87%) lived in Louisiana, while 7,774 (13%) reported home addresses outside of Louisiana.
- The majority of RNs holding an active RN license in Louisiana reported full-time employment (73%), while 10% reported part-time employment.
- There was a 10% increase in the number of RNs that are working full-time and a 9% decrease in the number that were working part-time between 2008 and 2012.
- Although there was an overall 23% increase in the number of unemployed RNs in Louisiana between 2008 and 2012, the number of unemployed RNs decreased by 5% decrease during the 2011-2012 report year.
- There was a 24% increase in the number of licensed RNs citing home/family care as the reason they were not employed.
- There was a 35% decrease in the number of licensed RNs reporting they were retired compared to a 21% increase in the previous report year.
- The percentage of RNs employed by hospitals increased from 56% in 2011 to 58% in 2012.
- Since 2008, there has been a 30% increase in the number of RNs working in long-term care facilities, however between 2011 and 2012 there was a 17% decrease in the number of RNs employed in long-term care.
- There was an increase in the number of nurses employed in both community health (39% increase) and public health (25% increase) during 2011-2012.
- The average age for RNs licensed in Louisiana in 2012 was 45 (44.95) years and the median age was 44 years. The average age for RNs nationwide is 47 years (BHPPr., 2010).
- Over the last year there was a 10% decrease in the number of licensed RNs that were less than 30 years of age and there was a 23% increase in the number of licensed RNs that were 60 and over.
- Since 2010, the number of licensed RNs that are 60 and over has increased by 44%.
- Although there has been a 3% increase in the number of licensed male RNs in Louisiana over the last year, the overall percentage has not increased over the past five years.
- In 2012, the racial make-up of the RN workforce in Louisiana was 80% White, 15% Black, 1% Hispanic, 1% Asian, .4% Native American, and .4% other race.
- There was a 2% increase in the number of RNs reporting that their basic RN education began at the associate degree level and a 5% increase in those reporting the baccalaureate degree as their entry level RN education.
- In 2012, the percentage of licensed RNs prepared at the baccalaureate or higher degree level in Louisiana exceeded the nation - Louisiana-50.9%; U.S.-50%.
- Members of the RN workforce possessing doctorates in nursing reflected a 20% increase between 2011 and 2012 and a 93% increase since 2008.

- There was an 80% increase in the number of licensed RNs holding a DNP over the past year and a 185% increase over the past three years. In contrast, the number of RNs holding a PhD in nursing decreased by 16% between 2011 and 2012.
- Approximately 34% of licensed RNs in Louisiana reported that they only plan to work up to 10 more years as a nurse and 34% plan to work over 20 more years in nursing.
- The nursing positions showing the greatest growth in numbers overall for both one year and five year intervals were nurse managers, APRNs, and staff nurses.
- There continues to be a decline in the number of RNs serving as nurse administrators and there was a 6% decrease in the number of RNs teaching in schools of nursing.
- The five clinical, teaching, or practice areas in Louisiana with the largest number of RNs employed were: medical-surgical units (8,131); acute care/critical care (6,544); emergency room/trauma (3,384); pediatrics/neonatal (2,895); and home health (2,552).
- Sixty-five percent of licensed RNs working full-time and residing in Louisiana reported annual incomes from working as a nurse between \$50,001 and \$100,000.

Advanced Practice Registered Nurses in Louisiana

- There was a 31% increase in the number of APRNs holding a license to practice in Louisiana between 2008 and 2012.
- In 2012, 58% (2,205) of all APRNs licensed and residing in Louisiana were nurse practitioners, 32% (1,220) were Certified Registered Nurse Anesthetists, 4% (139) were Clinical Nurse Specialists, and 0.6% (23) were Certified Nurse Midwives.
- There was a 58% increase in the number of NPs licensed and residing in Louisiana between 2008 and 2012 and a 12% increase between 2011 and 2012.
- Fifty-eight percent (2,210) of APRNs holding a license to practice in Louisiana and residing in Louisiana have prescriptive authority.
- The number of licensed APRNs having prescriptive authority in Louisiana increased by 70% between 2008 and 2012, with a 14% increase noted between 2011 and 2012.

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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.lsbns.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
225-216-8047 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
318-473-6459 FAX 318-473-6567
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
337-550-1357 FAX 337-550-1289
Acting Program Director: Jennifer Creswell, 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
318-345-9174 FAX 318-345-9573
Director, RN Program
Marcus Gaut, MSN, RN, CPE
Approval Status: Full

Fletcher Technical Community College

Nursing and Allied Health
5396 Highway 311
Houma, LA 70360
985-857-3655
Fax 985-857-3689
Sonia F. Clarke, RN, HCSM, MSN
Dean of Nursing and Allied Health
Approval Status: Full

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: Conditonal

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

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: Conditional

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: Mary Green, PhD, MN, RN
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 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: Initial

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
Provost and Chair, Dept. of Nursing and Allied Health
Patricia Prechter, RN, MSN, Ed.D.
Approval Status: Full

Southeastern Louisiana University

School of Nursing
SLU 10781
Hammond, LA. 70402
985-549-21562 FAX 985-549-5087 or 5179
Interim Dept. Head: Eileen Creel, DNS, RN
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
Dean: Janet Rami, PhD, RN
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

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 of Nursing Program:

Janet Williams, PhD, RN

Approval Status: Full

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
Degrees: MSN
Programs: FNP (MSN, PMC)
PNP (MSN)
Nurse Educator (MSN)

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

Approval Status: Full
Degrees: MSN, Post Master DNP
Programs: FNP (MSN, PMDNP)
FPMHNP (MSN, PMDNP)
AHNP (MSN)
AHCNS (MSN)
APMHNP (MSN)
Nurse Educator (MSN)
Nurse Executive (MSN)

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
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
Degrees: MSN, DNP
Programs: AHCNS (MSN, PMDNP)
Public/Comm Health CNS (MSN, PMDNP)
FNP (primary care) (MSN, PMDNP)
NNP (MSN, PMDNP)
CRNA (MSN, PMDNP, BSN-DNP)
Nurse Educator (MSN)
Nurse Administrator (MSN)

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
Degrees: MSN, DNP
Programs: FNP (MSN, PMC, PMDNP, BSN-DNP)
ANP (MSN, PMC)
Nurse Administrator (HCSM) (MSN)

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
Degrees: MSN
Programs: FNP (MSN, PMC)
PNP (MSN, PMC)
WHNP (MSN, PMC)
Adult Gerontology NP- Acute Care
(MSN, PMC)
Adult Gerontology CNS (MSN, PMC)
Nurse Educator (MSN)
Nurse Administrator (MSN)

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

Dean: Jennifer Beck, PhD, RN, CNE

Approval Status: Full

Degree: MSN, MSNA

Programs: CRNA (MSNA)

Nurse Educator (MSN)

Nurse Administrator (MSN)

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

Dean: Janet Rami, PhD, RN,

Approval Status: Full

Degrees: MSN, PM Post Master's DNP

Programs: FNP (MSN, PMC, PMDNP)

Gerontology NP (MSN)

Gerontology CNS (MSN)

Nurse Educator (MSN)

Nurse Administrator (MSN)

**OUT OF STATE SCHOOLS APROVED 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
Box 5760
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
Degrees: MSN, DNP
Programs: CNM (MSN, PMC, PMDNP)
FNP ((MSN, PMC, PMDNP)
WHNP ((MSN, PMC, PMDNP)

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
Stasia Levin
Director of Operations, Online Program
Laura Hlava
Assistant Director of Operations, Online Program
Approval: Fall 2011-Fall 2013
Degrees: MSN
Programs: FNP (MSN)
CNM/WHNP (MSN)

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
Approval: Fall 2011-Fall 2013
Degrees: MSN
Programs: FNP (MSN)

ST. JOSEPH'S COLLEGE OF MAINE

Online Graduate Nursing Education Program
278 Whites Bridge Road
Standish, ME 04084
Phone-(207)893-7969
Patricia Thompson Leavitt, MS, APRN, BC-ANP
Lead Clinical Faculty
Approval: Fall 2012-Fall 2014
Degrees: MSN
Programs: FNP (MSN)

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
Degrees: MSNA, DNP
Approval: Fall 2011-Fall 2013
Programs: CRNA- MSNA, BSN-DNP)

TEXAS WESLEYAN UNIVERSITY

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

TROY UNIVERSITY

School of Nursing
400 Pell Avenue
Troy, Alabama 36802
Phone-(334) 670-3428
L. Diane Weed, PhD, FNP-BC
Director, School of Nursing
Approval: Fall 2012-Fall 2014
Degrees: MSN, DNP
Programs: FNP (MSN, PMC, PMDNP, BSN-DNP)

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
Degrees: MSN, DNP
Programs: Adult Gerontology NP (Acute and Primary) (MSN)
Adult WHNP (Acute and Primary) (MSN)
PNP (Acute and Primary) (MSN)
NNP (MSN)
PMHNP (MSN)
FNP (MSN)
DNP (Post-Master's)

UNIVERSITY OF CINCINNATI

College of Nursing
 PO Box 210038
 Cincinnati, OH 45221
 Phone-(513) 558-5500
 Suzanne Perraud PMHCNS-BC, PhD
 Sr, Associate Dean Academic Affairs
 Cheryl Hoying, PhD, RN
 Interim Dean, College of Nursing
 Andrea Ballinger
 Clinical Site Coordinator

Approval: Spring 2012-Spring 2014**Degrees - MSN**

Programs: ANP (MSN)
 WHNP (MSN)
 PMHNP (MSN)
 CNS/ Nurse Educator (MSN)
 NNP (MS)
 CNM (MSN)

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**Degrees: MSN, DNP**

Programs: FNP (MSN)
 Adult Geron NP (Acute & Primary)(MSN)
 PNP (Acute & Primary) (MSN)
 WHNP (MSN)
 NNP (MSN)
 FPMHNP (MSN)
 Family / Adult Geron NP (Acute) (MSN)
 Adult Health CNS (MSN)
 Pediatric CNS (MSN)
 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**Degrees: MSN****Programs:**

Adult/Gerontology NP (MSN,PMC)
 FNP(Acute and primary) (MSN,PMC)
 NNP (MSN,PMC)
 CNM (MSN,PMC)
 CNM/FNP(MSN)
 PNP (Acute & Primary) (MSN,PMC)
 PMHNP (MSN,PMC)
 WHNP (MSN,PMC)
 WHNP/Adult NP (MSN)

APPENDIX B

NCLEX-RN Passage Rates Admissions, Enrollment, Graduates

Appendix B1
**Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-
RN, regardless of where taking examination, January 1 - December 31, 2012.**

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
BPCC	18	18	100
BRCC	46	46	100
Charity/Delgado	226	219	96.90
Fletcher Tech.CC	26	25	96.15
Louisiana Delta CC	18	16	88.89
LSU Alexandria	49	47	95.92
LSU Eunice	63	58	92.06
Louisiana Tech	70	68	97.14
McNeese	28	26	92.86
Northwestern	113	105	92.92
Our Lady of Lake College	264	232	87.88
Southern Shreveport	83	65	78.31
Total	1,004	925	92.13
Diploma			
Baton Rouge Gen'l	30	30	100
Total	30	30	100
Baccalaureate			
Dillard	18	16	88.89
Grambling	99	65	65.66
Louisiana College	28	27	96.43
LSU Health Science Center	210	206	98.10
McNeese	119	113	94.96
Nicholls	93	91	97.85
Northwestern	128	121	94.53
Our Lady Holy Cross	45	45	100
Southeastern	159	150	94.34
Southern BR	88	82	93.18
Univ of LA Lafayette	127	127	100
Univ of LA Monroe	77	75	97.40
William Carey – N. O.	17	14	82.35
Total	1,208	1,132	93.71
GRAND TOTAL	2,242	2,087	93.09

Appendix B2
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2001-2012)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2012	4,544	2,979	6,214	13,245	1,566	2,281
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 B3
Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree
Programs in Nursing (2008-2012)

Program	Qualified Applicants					Admissions				
<u>Associate Degree</u>	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Baton Rouge CC	139	174	204	218	156	61	65	69	66	67
Bossier Parish CC	N/A	N/A	40	127	167	0	0	30	39	50
Charity/Delgado	644	616	627	630	675	515	403	377	343	295
Fletcher Tech CC	18	101	16	28	27	18	35	15	28	27
LSU Alexandria	193	201	292	217	115	166	140	145	136	115
LSU Eunice	135	142	133	99	135	81	80	95	66	97
Louisiana Delta	N/A	N/A	47	60	78	0	0	30	42	42
Louisiana Tech	131	164	137	187	120	88	96	68	78	55
McNeese	55	53	42	52	62	53	44	42	45	36
Northwestern	312	270	263	214	172	167	171	174	153	143
Our Lady of the Lake	623	589	483	431	80	389	408	402	380	77
Southern Univ. at Shreveport	228	181	148	130	198	90	95	118	90	90
TOTAL	2,478	2,491	2,432	2,393	1,985	1,628	1,537	1,565	1,466	1,094
<u>Baccalaureate</u>										
Dillard	36	42	32	45	190	36	41	31	45	113
Grambling	88	79	119	118	114	88	79	119	118	86
Louisiana College	26	45	44	63	56	26	36	32	47	56
LSU Health Sciences Center	623	495	278	240	250	251	226	252	230	241
McNeese	173	164	224	169	250	173	164	181	165	166
Nicholls	183	204	212	250	213	183	184	175	126	124
Northwestern	231	180	189	164	174	171	156	162	164	122
Our Lady of Holy Cross	85	100	82	123	82	65	75	65	69	63
Our Lady of the Lake	0	0	0	0	183	0	0	0	0	162
Southeastern	465	404	359	353	367	204	216	181	176	178
Southern	220	187	261	262	257	160	169	207	222	205
UL Lafayette	278	259	231	259	198	231	223	218	224	198
UL Monroe	114	109	81	110	103	103	103	80	102	91
William Carey – N.O.	57	56	98	65	35	50	56	77	53	35
TOTAL	2,579	2,324	2,210	2,221	2,472	1,741	1,728	1,780	1,741	1,840
<u>Diploma</u>										
Baton Rouge Gen. Med. Ctr.	53	83	95	91	87	51	41	39	45	45
TOTAL	53	83	95	91	87	51	41	39	45	45
GRAND TOTAL	5,110	4,898	4,737	4,705	4,544	3,420	3,306	3,384	3,252	2,979

Appendix B4
**Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN
 Licensure Programs in 2011-2012**

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
Associate Degree									
Baton Rouge Comm. Coll.	89	1	0	4	6	5	3	2	
Bossier	117	3	6	4	1	4	6	7	0
Charity/Delgado	380	0	0	0	0	0	1	2	3
Fletcher Tech Comm. Coll.	0	7	6	5	3	4	1	2	
LSU Alexandria	0								
LSU Eunice	38	7	1	5	7	7	5	7	2
Louisiana Delta College	36	0	0	0	1	2	3	4	
Louisiana Tech	65	1	2	3	0	0	0	0	0
McNeese State	26	0	0	0	0	0	0	0	0
Northwestern State	29	1		2					
Our Lady of the Lake	3	6	0	3	4	5	2	1	0
Southern Univ. Shreveport	108	7	6	3	1	2	4	5	0
Total	891	33	21	29	23	29	25	30	5
Baccalaureate Degree									
Dillard	77	1	3	2	6	7	4	5	*
Grambling	28	0	0	0	0	0	0	0	0
Louisiana College	0								
LSU Hlth Science Cntr	9	1	2	6	5	7	3	4	0
McNeese State	84	1	0	0	0	2	3	4	0
Nicholls State	89	0	0	0	0	0	0	0	1
Northwestern State	52	1		2					
Our Lady of Holy Cross	19	1	5	2	3	7	4	6	
Our Lady of the Lake	21	6	0	3	4	5	2	1	0
Southeastern	189	0	3	2	1	4	5	6	0
Southern	52	2	3	1	6	7	4	5	
UL Lafayette	0	0	0	0	0	0	0	0	
UL Monroe	12	1	3	2	4	6	5	7	
William Carey N. O.	1								
Total	633	14	19	20	29	45	30	38	1
Diploma									
Baton Rouge General	42	3	2	3	2	1	0	0	
Total	42	3	2	3	2	1	0	0	
Grand Total	1,566	50	42	52	54	75	55	68	6

Appendix B5
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana
during the 2011-2012 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	30	19	131	81	161
Bossier	14	17.5	66	82.5	80
Charity/Delgado	85	14	509	86	594
Fletcher Technical Comm. Coll.	6	11	47	89	53
LSU Alexandria	22	12	164	88	186
LSU Eunice	34	25	103	75	137
Louisiana Delta	9	21	33	79	42
Louisiana Tech	19	17	92	83	111
McNeese State	7	11	58	89	65
Northwestern	28	12	210	88	238
Our Lady of the Lake	45	13	296	87	341
Southern Univ. at Shreveport	37	18	174	82	211
Total	336	15	1,883	85	2,219
<u>Baccalaureate</u>					
Dillard	15	8	167	92	182
Grambling	22	11	183	89	205
LA College	16	22	58	78	74
LSU Health Science Center	64	14	405	86	469
McNeese State	99	19	432	81	531
Nicholls State	46	13	309	87	355
Northwestern	59	18	277	82	336
Our Lady of Holy Cross	15	9	157	91	172
Our Lady of the Lake	25	15	138	85	163
Southeastern	56	15	328	85	384
Southern	64	15	357	85	421
UL Lafayette	56	15	318	85	374
UL Monroe	41	19	177	81	218
William Carey-N.O.	6	11	49	89	55
Total	584	15	3,355	85	3,939
<u>Diploma</u>					
Baton Rouge General	4	7	52	93	56
Total	4	7	52	93	56
Grand Total	924	15	5,290	85	6,214

Appendix B6

Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2011-2012 Report Year

Nursing Education Programs	Hispanic		Asian		Black		White		Other		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	
<u>Associate Degree</u>											
Baton Rouge Comm. Coll.	1	.6	3	2	25	16	123	76	9	6	161
Bossier	4	5	1	1	8	10	66	83	1	1	80
Charity/Delgado	53	9	29	5	128	22	341	57	43	7	594
Delta Comm. College	0	0	0	0	2	5	40	95	0	0	42
Fletcher Tech Comm Coll.	0	0	1	2	8	15	41	77	3	6	53
LSU Alexandria	4	2	2	1	28	15	143	77	9	5	186
LSU Eunice	1	.7	0	0	23	17	113	82	0	0	137
Louisiana Tech	0	0	2	2	7	6	83	75	19	17	111
McNeese State	1	2	0	0	18	28	46	71	0	0	65
Northwestern State	12	5	6	3	43	18	156	66	21	9	238
Our Lady of the Lake	14	4	8	2	75	22	233	68	11	3	341
Southern Univ. Shreveport	1	.5	1	.5	124	59	82	39	3	1	211
Total	91	4	53	2	489	22	1,467	67	119	5	2,219
<u>Baccalaureate</u>											
Dillard	1	.5	0	0	178	98	2	1	1	.5	182
Grambling	0	0	2	.9	155	76	11	5	37	18	205
Louisiana College	4	5	0	0	9	12	57	77	4	5	74
LSU Hlth Science Cntr	19	4	25	5	35	7	384	82	6	1	469
McNeese State	6	1	7	1	85	16	411	77	22	4	531
Nicholls State	9	3	4	1	43	12	293	83	6	2	355
Northwestern State	10	3	4	1	57	17	236	70	29	9	336
Our Lady of the Lake	7	4	5	3	36	22	109	67	6	4	163
Our Lady of Holy Cross	10	6	11	6	29	17	95	55	27	16	172
Southeastern	13	3	18	5	31	8	320	83	2	.5	384
Southern	5	1	4	1	377	90	35	8	0	0	421
UL Lafayette	15	4	1	.3	47	13	308	82	3	.8	374
UL Monroe	3	1	4	2	43	20	167	77	1	.5	218
William Carey N. O.	7	13	2	4	23	42	23	42	0	0	55
Total	109	3	87	2	1,148	29	2,451	62	144	4	3,939
<u>Diploma</u>											
Baton Rouge General	2	4	1	2	3	5	50	89	0	0	56
Total	2	4	1	2	3	5	50	89	0	0	56
Grand Total	202	3	141	2	1,640	26	3,968	63	263	4	6,214

Appendix B7
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs
(2007–2012)

Nursing Program	2007	2008	2009	2010	2011	2012	Projected 2013
<u>Associate</u>							
Baton Rouge Community College	0	0	34	30	34	46	60
Bossier Parish Community College	N/A	N/A	N/A	0	0	18	30
Charity/Delgado	284	296	255	246	308	226	250
Fletcher Tech/Comm. College	N/A	0	12	15	10	26	16
LSU Alexandria	98	96	97	70	86	50	60
LSU Eunice	63	53	51	80	57	64	73
Louisiana Delta				0	0	18	18
Louisiana Tech	55	65	69	63	75	54	62
McNeese State	30	30	41	38	40	28	42
Nicholls State	12	5	13	8	0	0	0
Northwestern	170	97	156	116	132	115	136
Our Lady of the Lake	197	249	260	216	290	317	235
Southern Univ. at Shreveport	35	51	55	34	52	93	60
<u>Total</u>	944	939	1,043	916	1,084	1,055	1,042
<u>Baccalaureate</u>							
Dillard	13	12	10	7	6	18	27
Grambling	61	66	97	103	48	87	71
Louisiana College	20	28	25	22	40	27	33
LSU Health Science Center	100	179	148	166	184	206	196
McNeese State	121	128	159	153	124	121	174
Nicholls State	82	116	146	142	72	93	113
Northwestern	173	193	82	108	96	128	143
Our Lady of the Lake						0	0
Our Lady of Holy Cross	43	34	34	42	41	45	39
Southeastern	157	152	159	122	162	161	160
Southern	70	120	85	118	113	88	148
UL Lafayette	150	124	102	161	137	127	140
UL Monroe	65	72	74	87	93	77	64
William Carey – N.O.	0	12	36	53	51	17	28
<u>Total</u>	1,055	1,236	1,157	1,284	1,167	1,195	1,336
<u>Diploma</u>							
Baton Rouge Gen. Med. Center	36	36	30	39	30	31	29
<u>Total</u>	36	36	30	39	30	31	29
Grand Total	2,035	2,211	2,230	2,239	2,281	2,281	2,407

APPENDIX C

Enrollment and Graduates from Advanced Practice Registered Nurse Programs in Louisiana

Appendix C1
ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2008-2012)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Grambling University	N/A	N/A	N/A	N/A	N/A	33	41	67	18	58	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Southeastern Louisiana Univ. of Louisiana- Lafayette	1	0	1	1	0	168	148	203	280	350	N/A	N/A	N/A	N/A	N/A
LSU Health Science Center	8	8	17	4	9	58	60	72	67	117	133	128	145	39	118
Loyola Univ.	N/A	N/A	N/A	N/A	N/A	89	105	92	50	47	N/A	N/A	N/A	N/A	N/A
Northwestern St. Univ.	0	0	0	0	1	172	194	178	165	178	N/A	N/A	N/A	N/A	N/A
Our Lady of the Lake	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	92	89	83	124	85
Southern Univ.	0	0	0	0	0	49	75	114	127	138	N/A	N/A	N/A	N/A	N/A
TOTALS	9	8	18	5	10	567	623	726	707	888	225	217	228	163	203

Appendix C2

**GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2007-2012)**

APRN PROGRAM	GRADUATION					
	2007	2008	2009	2010	2011	2012
Grambling University	9	12	11	11	18	19
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	46
Loyola University	26	21	21	25	49	46
LSU Health Science Center	64	57	64	83	66	84
Our Lady of the Lake College	0	29	33	27	26	26
Northwestern State University	30	31	43	49	56	51
Southern University	10	7	18	18	17	35
TOTALS	179	202	242	246	279	307