



LOUISIANA
CENTER
FOR
NURSING

Nursing Education Capacity and Nursing Supply in Louisiana 2014

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

Nursing Education Capacity and Supply in Louisiana 2014

Executive Summary

The U.S. is projected to experience a shortage of Registered Nurses (RNs) that is expected to intensify as Baby Boomers age and the need for health care grows. Nursing schools across the country are struggling to expand capacity to meet the rising demand for healthcare, and at the same time, function within an infrastructure bombarded by budget cuts, limited numbers of qualified faculty, and the lack of available clinical placement sites (American Association of Colleges of Nursing, 2014). Data on the state's nursing education capacity and supply of nurses provides valuable information to the Louisiana State Board of Nursing (LSBN) board members, nurse employers, nursing schools, nurse faculty, workforce planners, and policy makers.

The Nursing Education Capacity report addresses current information on the pipeline for nursing; the production of new RNs and advanced practice registered nurses (APRNs). Data are presented on the growth of newly licensed nurses by degree type, admission, enrollment, demographics, passage on the National Council Licensure Examination for RNs (NCLEX-RN), and trends in post-licensure education. The data used in this section were obtained from annual reports submitted to LSBN from undergraduate and graduate nursing programs in Louisiana.

The Nursing Supply Report presents an overview and analysis of recent trends in Louisiana's nursing supply. This section addresses characteristics of the RN and APRN nurse workforce which includes trends in educational attainment, employment, demographics of the nursing workforce such as age, race/ethnicity and gender. The source for the information presented in this section of the report comes from the licensure renewal application and reflects any RN or APRN that held a license to practice in Louisiana within the current report year.

Some of the major findings presented in the report include, but are not limited to the following:

➤ **Nursing Education Capacity**

- Four thousand three hundred and fifty-one (4,351) qualified applicants applied for admission to Louisiana's pre-RN licensure programs which is a 7% decrease when compared to 4,661 applying in the previous report year.
- Approximately 32% (1,395) of the qualified applicants applying to Louisiana's pre-RN licensure programs in 2013-2014 were denied admission.
- Since 2010, there has been a 12% increase in the number of students enrolled in Baccalaureate programs, a 29% decrease in the number enrolled in Associate degree programs, and a 17% decrease in those enrolled in the state's only Diploma program.
- The number of graduates from Louisiana's pre-RN licensure programs decreased by 8% when compared to the previous report year.
- Over the last year there was a 32% decrease in number of licensed practical nurses graduating from Louisiana's AD programs, and a 42% decrease in the number graduating from Louisiana's BSN programs.
- Louisiana's annual pass rate in 2014 on the NCLEX-RN Examination (85.87%) exceeded that of the nation (81.79%).
- There has been a 63% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP and a 47% increase in the number with a PhD in Nursing over the last three years.

- The average salaries reported by Schools of Nursing in 2013-2014 indicate that although there was an increase in the mean salaries for instructors, there was a decrease in the mean salaries for assistant professors, associate professors, and professors when compared to 2012-2013.
- There was an overall 8% decrease in the number of students enrolled in Louisiana's APRN programs with the most significant decrease in enrollment occurring in NP programs (9% decrease).
- Since 2010, there has been a 29% decrease in the number of students enrolled in non-licensure graduate nursing programs (Nursing Education and Nursing Administration) in Louisiana.

➤ **Nursing Supply**

- In 2014, 62,356 nurses held a license to practice as a RN in Louisiana. This represents a 2% increase since 2013 and an 11% increase since 2010.
- In 2014, 50% of the licensed RNs residing in Louisiana reported that their basic educational preparation began at the baccalaureate degree level, which is a 4% increase when compared to 2013 and a 16% increase since 2010.
- In Louisiana, 54% of licensed RNs residing in Louisiana have a baccalaureate or higher degree in nursing (including a doctorate in a related field).
- There has been a 186% increase in the number of RNs enrolled in Louisiana's RN to BSN programs over the past five years and a 135% increase in the number of graduates.
- Hospitals employed 57% (Number of Respondents=53,083) of licensed RNs residing in Louisiana which is unchanged since 2013 in terms of percentage.
- There were 4,968 APRNs licensed to practice in Louisiana and 90% (4,469) were residents of Louisiana.
- In 2014, 63% (2,773) of all APRNs licensed and residing in Louisiana were Nurse Practitioners, 29% (1,272) were Certified Registered Nurse Anesthetists, 3% (127) were Clinical Nurse Specialists, and 0.7% (32) were Certified Nurse Midwives.
- Thirty-nine percent (1,645) of APRNs in Louisiana were employed by hospitals in 2014 which is a 5% increase since 2014 and a 15% increase since 2010.

For additional information please contact the LSBN-Center for Nursing at lcn@lsbn.state.la.us.

NURSING EDUCATION CAPACITY IN LOUISIANA 2014

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 2013-2014 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2014 Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved twenty-eight (28) pre-RN licensure programs during the 2013-2014 report year (Table 1). One (1) diploma program, thirteen (13) associate degree (AD) programs, and fourteen (14) baccalaureate in nursing (BSN) programs that prepare students to become candidates for initial RN licensure in Louisiana (see Appendix A for a List of LSBN Approved Nursing Education Programs). Our Lady of the Lake College phased out its AD program and graduated the last class in 2014. William Carey phased out its BSN program in Louisiana and graduated its last class in 2014.

Table 1. Pre-RN Licensure Programs in LA (2013-2014)

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 • South Louisiana Community College • Southern University in Shreveport 	13	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	28	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 2013-2014 decreased by 7% over the last year compared to a 3% increase in 2012-2013 (Table 2). Over the last five years, there has been an overall 8% decrease in the number of students applying for admission to Louisiana’s pre-RN licensure programs. In the current report year, 68% (2,956) of the 4,351 qualified applicants were admitted to Louisiana’s pre-RN licensure programs, in comparison to 62% (2,904) that were admitted in 2012-2013. Approximately 32% (1,395) of qualified applicants were denied admission to Louisiana’s pre-RN licensure programs in 2013-2014 compared to 38% (1,757) in 2012-2013 (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).

Over the past five years there has been a 13% decrease in the number of qualified students admitted to Louisiana’s pre-RN licensure programs.

Table 2. Applicants and Admissions for Pre-RN Licensure Programs in LA (2010-2014)

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.	%
2014	4,351	2,956	68%	1,395	32%
2013	4,661	2,904	62%	1,757	38%
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%
1 & 5 Year Variance	↓7% / ↓8%	↑2% / ↓13%		↓21% / ↑3%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2013-2014 Annual Report Year

As seen in Table 3a, 52% (2,262) of the qualified applicants applied to BSN programs when compared to 46% (2,011) that applied to AD programs. The number of qualified students applying to BSN programs decreased by 10% (2,506 in 2013), while the number of qualified students applying to AD programs decreased by 4% (2,085 in 2013) when compared to the previous year. Seventy-nine percent (79%) of the qualified applicants applying to BSN programs, 57% of those applying to AD programs, and 51% of those applying to the state's only Diploma program were admitted.

Sixty percent (60%) of the 2,956 qualified applicants admitted to pre-RN licensure programs in Louisiana were admitted to BSN programs, 39% to AD programs, and 1% to diploma programs.

Table 3a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2013-2014)

Applicants 2013-2014	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants	78	2,011	2,262
No. of Qualified Applicants Admitted	40	1,139	1,777
% of Qualified Applicants Admitted	51%	57%	79%
No. of Qualified Applicants Not Admitted	38	872	485
% of Qualified Applicants Not Admitted	49%	43%	21%

Although in the current report year there was a 9% increase in the number of students admitted to AD programs, over the last five years there has been an overall 27% decrease in the number of students admitted to AD programs. The number of students admitted to BSN programs decreased by 2% since the previous report year. There was no change in the number admitted to the only diploma program in Louisiana (Table 3b).

Table 3b. Admissions to Pre-RN Licensure Programs in LA (2010-2014)

Report Year	Diploma	Associate	Baccalaureate
2014	40	1,139	1,777
2013	40	1,046	1,818
2012	45	1,094	1,840
2011	45	1,466	1,741
2010	39	1,565	1,780
1 & 5 Year Variance	0% / ↑3%	↑9% / ↓27%	↓2% / ↓0.2%

Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2013-2014 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 2013-2014 report year (Table 4). Faculty salaries that are not competitive was second, followed by the lack of available qualified faculty coming in third. In a report recently released by Georgetown University Center on Education and the Workforce McCourt School of Public Policy (2015), lack of faculty, lack of clinical placement sites, and lack of classroom space were identified as the major hurdles to training more nurses nationwide.

Table 4. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2013-2014)

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	Qualified Faculty Not Available

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 12,575 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 5), which reflects a 10% decrease from the previous report year (14,050 in 2013). However, there was a 1% increase in the number of students enrolled in clinical nursing courses in 2013-2014 when compared to a 7% decrease in the previous report year (see Appendix B2 for a summary report on enrollments in pre-RN Licensure programs). The American Association of Colleges of Nursing (AACN) released preliminary survey data showing that enrollment in entry-level baccalaureate nursing programs increased by 2.6% from 2012 to 2013, which marks the lowest enrollment increase in professional registered nurse (RN) programs over the past five years.

Table 5. Enrollment in Pre-RN Licensure Programs in LA (2010-2014)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2014	12,575	5,836
2013	14,050	5,780
2012	13,245	6,214
2011	15,988	6,114
2010	14,779	6,175
1 & 5 Year Variance	↓10% / ↓15%	↑1% / ↓5%

In 2014, there were 5,836 students enrolled in Louisiana’s pre-RN licensure programs which reflects a 1% increase in number when compared to 2013 (Table 6). Over two-thirds (68%) of the students were enrolled in Baccalaureate programs, 31% in Associate degree programs, and 1% in the state’s only Diploma program. Since 2010, there has been a 12% increase in the number of students enrolled in Baccalaureate programs, a 29% decrease in the number enrolled in Associate degree programs, and a 17% decrease in those enrolled in the state’s only Diploma program.

Table 6. Pre-RN Licensure Programs Enrollment in LA (2010-2014)

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2014	54	1%	1,823	31%	3,959	68%	5,836
2013	55	1%	1,835	32%	3,890	67%	5,780
2012	56	1%	2,219	36%	3,939	63%	6,214
2011	64	1%	2,439	40%	3,611	59%	6,114
2010	65	1%	2,565	42%	3,545	57%	6,175
1 & 5 Year Variance	↓2% / ↓17%		↓0.6% / ↓29%		↑2% / ↑12%		↑1% ↓5%

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

Females represented 86% of students enrolled in pre-RN licensure programs in Louisiana in 2014, while males represented 14%. Although there was an overall 16% decrease in the number of male students enrolled in Louisiana’s pre-RN licensure programs between 2010 and 2014, there was a 2% increase in male enrollment in 2014 when compared to the previous report year (Table 7).

Table 7. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2010-2014)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2014	804	14%	5,032	86%	5,836
2013	788	14%	4,992	86%	5,780
2012	924	15%	5,290	85%	6,214
2011	834	14%	5,280	86%	6,114
2010	957	15%	5,218	85%	6,175
1 & 5 Year Variance	↑2% / ↓16%		↑0.8% / ↓4%		↑1% / ↓5%

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

In 2014, 65% of the students enrolled in pre-RN licensure programs in Louisiana were White, 26% were Black, 3% Hispanic, 3% Asian, and 4% Other (Table 8). There was an 18% increase in the number of Hispanics enrolled and a 26% increase in the number of Asians enrolled when compared to the previous year. Of the 227 students that reported their ethnicity as *Other*, 38 were self-reported as American Indian/Alaska Natives which represents a 36% increase when compared to 2013 (28 in 2013).

Table 8. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2010-2014)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2014	3,771	65	1,492	26	200	3	146	3	227	4
2013	3,797	66	1,449	25	169	3	116	2	249	4
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
1 & 5 Year Variance	↓0.7% / ↓3%		↑3% / ↓2%		↑18% / ↑16%		↑26% / ↑28%		↓9% / ↓52%	

Note: Total=5,836

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

Forty-six percent (46%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 21 and 25 years of age. The youngest group of students (17-20 years old) represented 17% of the student population, and the 26 to 40 year age group was represented by 31% of the student population (Table 9).

Table 9. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2012-2014)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2014	981	17%	2,711	46%	950	16%	842	14%	297	5%	51	1%	1	.02%
2013	936	16%	2,477	43%	1,057	18%	894	15%	330	6%	75	1%	3	.05%
2012	911	15%	2,720	44%	1,156	19%	990	16%	343	6%	85	1%	1	.02%
1 & 3 Year Variance	↑5% / ↑8%		↑9% / ↓0.3%		↓10% / ↓18%		↓6% / ↓15%		↓10% / ↓13%		↓32% / ↓40%		↓67% / 0%	

Note: Total=5,833

Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2010-2014)

Between 2013 and 2014 there was a 0.7% increase in the number of LPNs enrolled in clinical nursing courses in Pre-RN licensure programs in Louisiana. In contrast, there has been an overall 13% decrease in the number of LPN students enrolled in clinical courses in pre-RN licensure programs over the last five years. Ten percent (596) of the students that were enrolled in clinical nursing courses possessed a degree in another field and approximately 2% possessed prior education in a health field (see Table 10).

Table 10. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2010-2014)

Year	Practical Nurses		Non-Traditional Students				Total
	No.	%	Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	No.
2014	299	5.1	108	1.9	596	10.2	5,836
2013	297	5.1	187	3.2	523	9.0	5,780
2012	276	4.4	137	2.2	480	7.7	6,214
2011	290	4.7	73	1.2	481	7.9	6,114
2010	344	5.6	115	1.9	674	10.9	6,175
1 & 5 Year Variance	↑0.7% / ↓13%		↓42% / ↓6%		↑14% / ↓12%		↑1% / ↓5%

Graduates from Pre-RN Licensure Programs in Louisiana

When compared to the previous report year, the number of graduates from Louisiana’s pre-RN licensure programs decreased by 8%. Sixty-two percent (1,285) of the 2,081 graduates in the 2013-2014 report year were from baccalaureate programs, 37% (770) were from associate degree programs, and 1% (26) were from the one diploma program in the state (Table 11). There was a 3% increase in the number of graduates from BSN programs; compared to a 23% decrease in the number from AD programs, and a 10% decrease from the diploma program (see Appendix B2 for a summary report of RN graduates and Appendix B8 for the number of RN Graduates per program for 2014).

Table 11. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2010-2014)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2014	2,081	26	1%	770	37%	1,285	62%
2013	2,274	29	1%	999	44%	1,246	55%
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%
1 & 5 Year Variance	↓8% / ↓7%	↓10% / ↓33%		↓23% / ↓16%		↑3% / ↑0.08%	

Non-Traditional Graduates from Louisiana’s Pre-RN Licensure Programs

Over the past five years, there has been a 24% decrease in number of licensed practical nurses graduating from Louisiana’s AD programs, and an 18% decrease graduating from Louisiana’s BSN programs (Table 12). There was a 90% increase in the number of students graduating from accelerated BSN programs in Louisiana over the last year.

Table 12. Non-Traditional Graduates from Louisiana’s Pre-RN Programs

Report Year	LPN to AD	LPN to BSN	Accelerated AD	Accelerated BSN
2014	117	14	0	110
2013	173	24	0	58
2012	156	12	83	71
2011	175	8	101	72
2010	154	17	75	79
1 & 5 Year Variance	↓32% / ↓24%	↓42% / ↓18%	0% / ↓100%	↑90% / ↑39%

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

In 2014 there were a total of 2,031 RN candidates (2,186 in 2013) sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam with 1,744 (85.87%) passing on the first take (Table 13). The overall national passage rate on the NCLEX-RN for 2014 was 81.79% compared to 83.04% in 2013 (see Table 14 and Appendix B1 for NCLEX-RN results by program).

Table 13. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2014 – December 31, 2014)

Program Type	No. Taking	No. Passing	% Passing
Diploma	26	24	92.31%
Associate Degree	756	628	83.07%
Baccalaureate Degree	1,249	1,092	87.43%
Grand Total	2,031	1,744	85.87%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 81.79% for 2014.

The passage rate on the NCLEX-RN for graduates from Louisiana’s pre-RN licensure programs continues to exceed that of the nation (Table 14) in spite of the higher passing standard and the new test plan implemented in April 2013 by the National Council of State Boards of Nursing (NCSBN). There was a 7% decrease in the number of students sitting for the exam compared to 2013 (2,186). There was also a 7% decrease in the number of Diploma graduates (28 in 2013), and a 20% decrease in the number of AD graduates (942 in 2013) sitting for the NCLEX-RN exam. In contrast, there was a 3% increase in the number of BSN graduates (1,216 in 2013) sitting for the exam when compared to the previous year.

Table 14. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2010-2014)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA	Passage Rate for the Nation
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing	%	%
2014	24	92.31	628	83.07	1,092	87.43	85.87	81.79
2013	28	100	805	85.46	1,069	87.91	87.01	83.04
2012	30	100	925	92.13	1,132	93.71	93.09	90.34
2011	28	100	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
1 & 5 Year Variance	↓14% / ↓31%		↓22% / ↓26%		↑2% / ↓8%		↓1% / ↓6%	↓2% / ↓6%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2013-2014 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 as of October 15, 2014. These numbers are depicted by program type and full vs. part-time positions in Table 15. The number of full and part-time faculty positions fluctuate from year to year depending on the number of budgeted faculty positions, the availability of qualified faculty, and the school's need to fill full-time positions with part-time faculty.

There were a total of 484 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs in 2014 compared to 511 in 2013 which reflects a 5% decrease from the previous year. There was also a 4% decrease in the number of part-time faculty positions filled in 2014 (215) when compared to 2013 (225). Forty-seven (47) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 35 positions in 2013, which represents a 34% increase in the number of faculty positions funded by other sources.

Table 15. Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2013-2014)

Program Type	Faculty Positions		Nurse Faculty Positions Funded from other Sources	Number of Nurse Faculty Teaching in Louisiana's Pre-RN Licensure Programs for the 2013-2014 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	9	0	0	9
ADN (13)	144	57	23	201
BSN (14)	331	158	24	489
Total (28)	484	215	47	699

Note: Faculty funded from other sources was not included when reporting the total number of budgeted faculty.

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 16). Fourteen (14) vacant nurse faculty positions were reported by Louisiana's BSN programs and 12 by AD programs. The number of vacant full-time faculty positions will often determine the number of part-time positions needed. Many schools do not budget positions for part-time instructors, instead they are hired as needed.

Table 16. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2013-2014)

Program Type	Vacant Nurse Faculty Positions
Diploma	0
ADN	12
BSN	14
Total	26

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 112 new faculty appointments were reported by pre-RN licensure programs during the 2013-2014 report year compared to 84 in the previous year (Table 17). New appointments include part-time adjunct faculty that are hired for one or more semesters based on available funding. Seventy-one percent (71%) of the new faculty appointments were for BSN programs and 29% were for AD programs. There were no new faculty appointments for the diploma program.

Table 17. New Faculty Appointments, Exceptions and use of Preceptors (2013-2014)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	0	0	0
ADN (13)	33	15	116
BSN (14)	79	36	912
Total (28)	112	51	1,028

Faculty exceptions are granted to pre-RN licensure programs upon approval of the Board for a pre-approved time period. According to LSBN Rules and Regulations, Title 46, Part XLVII, Chapter 35, No. 3515 B.8, the number of faculty exceptions shall not exceed 20 percent of the number of full-time nurse faculty employed (not FTE) in the program. The need for faculty exceptions is indicative of the lack of available qualified nurse faculty. The number of faculty exceptions requested by pre-RN licensure programs went from 46 in 2013 to 51 in 2014 which represents an 11% increase in the number of faculty exceptions utilized by pre-RN licensure programs in 2014.

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 the 2013-2014 report year there were a total of 1,028 preceptors used by pre-RN licensure programs, compared to 1,153 in 2013 which reflects a 11% decrease in the number of preceptors used by pre-RN licensure programs over the last year.

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (Table 18). In 2013-2014 a total of 9 faculty went on leave (10 in 2012-2013). There were a total of 62 resignations in 2013-2014, compared to 47 in 2012-2013 which represents a 32% increase; 15 retirements (20 in 2012-2013); 36 terminations (15 in 2012-2013); and no deaths (one in 2012-2013).

Table 18. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2013-2014)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	0	0	0
ADN (13)	1	13	3 Retirements/21 Terminations/0 Deaths
BSN (14)	8	49	12 Retirements/15 Terminations/0 Deaths
Total (28)	9	62	15 Retirements/ 36 Terminations/0 Deaths

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, 2010), 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 (2012). In 2013-2014 approximately 18% (151) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 76% (647) were Masters prepared, and 6% (51) reported that their highest degree in nursing was a baccalaureate degree (Table 19). This represents a 3% increase in the number of faculty prepared at the doctoral level (146 in 2012-2013), a 6% decrease in the number prepared at the Masters' level (687 in 2012-2013), and an 11% increase in the number of faculty prepared at the BSN level (46 in 2012-2013) when compared to the previous year.

Table 19. Educational Preparation of Faculty (2013-2014)

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	0	9	0
ADN (13)	17	212	15
BSN (14)	134	426	36
Total (28)	151 (18%)	647 (76%)	51 (6%)

Note: Total = 849

There was an 11% increase in the number of faculty holding a DNP and a 10% increase in the number holding a PhD in Nursing teaching in pre-RN licensure programs in Louisiana in 2013-2014, however there was a 6% decrease in the number of faculty holding a DNS and no change in the number holding a doctorate in a related field (Table 20). It is interesting to note that there has been a 63% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP and a 47% increase in the number with a PhD in Nursing over the last three years.

Table 20. Doctoral Prepared Faculty Teaching in Pre-RN Licensure Programs

	DNS	DNP	PhD Nursing	PhD Related Field
2013-2014	30	31	44	46
2012-2013	32	28	40	46
2011-2012	30	19	30	46
1 & 3 Year Variance	↓6% / 0%	↑11% / ↑63%	↑10% / ↑47%	No Change

Board of Regents Nursing Faculty Stipends

According to the 2013-2014 annual reports from pre-RN licensure programs, 89 nurse faculty employed by pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a 21% decrease in number when compared to the previous year (Table 21). One faculty member pursuing a Master’s degree was funded by the BOR Nurse Faculty Stipend program in 2013-2014.

Table 21. Board of Regents Faculty Stipend Recipients

BOR Stipend Recipients	Masters	Doctoral	2013 Faculty that were BOR Stipends Recipients (Masters and Doctorate)
2013-2014	1	0	89
2012-2013	1	0	113
2011-2012	0	1	100
2010-2011	0	0	115
2009-2010	11	22	105
1 & 5 Year Variance			↓21% / ↓15%

Nurse Faculty Salaries

Noncompetitive salaries for nursing faculty has been consistently cited as one of the top four reasons why hundreds of qualified students are not admitted to Louisiana’s pre-RN licensure programs each year. 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 (National Advisory Council on Nurse Education and Practice, 2010). According to the American Association of Colleges of Nursing (AACN, 2014), the average salary of an NP, across settings and specialties, is \$94,050 compared to \$80,690 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, 2014). 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 four year colleges or universities is \$105,376 for Professors, \$74,914 for Associate Professors, \$63,694 for Assistant Professors and \$45,322 for Instructors (2013). The average salaries reported by Schools of Nursing in 2013-2014 (Table 22) indicate that although there was an increase in the mean salaries for instructors, there was a decrease in the mean salaries

for assistant professors, associate professors, and professors when compared to 2012-2013. Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four year public colleges.

Table 22. Mean Salaries for Nursing Faculty (2010-2014)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2014	\$52,497	\$56,745	\$65,414	\$85,801
2013	\$51,916	\$57,687	\$66,807	\$86,709
2012	\$51,918	\$57,061	\$65,783	\$85,887
2011	\$50,208	\$56,744	\$64,993	\$93,177
2010	\$48,801	\$55,839	\$61,917	\$74,687
1 & 5 Year Variance	↑1% / ↑8%	↓2% / ↑2%	↓2% / ↑6%	↓1% / ↑15%

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.

Nurse Faculty in Louisiana Demographics

Age

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 2013-2014 over half (55%) of the nurse faculty in Louisiana were 51 and older (Table 23). The average age of nurse faculty at retirement is approximately 62.5 according to a report published by AACN (2014). A wave of retirements is expected within the next 10 years among faculty teaching in nursing programs across the country (AACN, 2014). One hundred and thirty-six (18%) faculty currently teaching in Louisiana’s pre-RN licensure programs are 61+ years.

Table 23. Age Ranges for Nurse Faculty (2010-2014)

Age Category	No. of Faculty 2010		No. of Faculty 2011		No. of Faculty 2012		No. of Faculty 2013		No. of Faculty 2014	
	#	%	#	%	#	%	#	%	#	%
20-30	17	3	20	3	29	4	19	2	28	4
31-40	101	15	92	15	135	18	160	17	131	17
41-50	200	31	176	28	196	26	245	27	186	24
51-60	251	38	244	39	276	37	344	37	289	38
61-65	65	10	69	11	70	9	113	12	95	12
66-70	11	2	20	3	21	3	21	2	29	4
> 70	7	1	8	1	15	2	16	2	12	2
Total Faculty Reporting Age	652	100%	629	100%	742	100%	918	100%	770	100%

Gender

Although there was a decrease in the number of female and male faculty when compared to 2013, the majority of the faculty teaching in Louisiana’s pre-RN licensure programs in 2014 were female (94%) with only 6% of the nursing faculty represented by males (Table 24).

Table 24. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2013-2014)

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2014	43	6%	728	94%	771
2013	51	6%	870	94%	921
1 Year Variance	↓16%		↓16%		↓16%

Ethnicity

Faculty data on ethnicity was collected for the first time as a part of the 2012-2013 schools of nursing annual reports. Approximately 34% of the faculty teaching in Louisiana’s pre-RN licensure programs are minorities: 32% Black, 0.8% Hispanic, 0.5% Asian, and 0.2% Other.

Table 25. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2013-2014)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2014	510	66%	248	32%	6	0.8%	4	0.5%	3	0.4%
2013	651	71%	256	28%	8	1%	4	0.4%	2	0.2%
1 Year Variance	↓22%		↓3%		↓25%		0		↑50%	

Note: Total=771

Graduate Nursing Programs in Louisiana

Advanced Practice Registered Nurse (APRN) Education in Louisiana

There are seven Graduate Nursing Programs in Louisiana offering a degree as an advanced practice registered nurse (APRN). Six of the seven programs offer the Nurse Practitioner (NP) role; four the Clinical Nurse Specialist (CNS) role; and two the Certified Registered Nurse Anesthetist (CRNA) role (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 26).

Table 26. Advanced Practice Registered Nurse Programs in Louisiana (2014)

Master's 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 • Nicholls 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 Gerontology 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 Primary Care Adult Gerontology	NP 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 in Louisiana

In the 2013-2014 report year, there was a 7% decrease in the number of students admitted to APRN programs in Louisiana when compared to the previous report year (Table 27). There was a 7% decrease in NP program admissions and a 60% decrease in CNS admissions. The only role showing an increase in admissions was CRNA programs (1%). It is important to note that the numbers that are addressed in the annual reports from Louisiana's graduate nursing programs do not include RNs living and working in Louisiana that have been admitted to APRN programs in other states.

Table 27. Admission to APRN Programs in LA (2011-2014)

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
2014	438	2	76	516
2013	473	5	75	553
2012	412	5	81	498
2011	420	4	155	579
1 & 4 Year Variance	↓7% / ↓4%	↓60% / ↓50	↑1% / ↓51%	↓7% / ↓11%

Note: There were 105 students admitted to Louisiana's BSN-DNP APRN programs in 2013-2014 (NP=52; CRNA=51; CNS=2) which are reflected in Table 21.

Enrollment in APRN Programs in Louisiana

There was an overall 8% decrease in the number of students enrolled in Louisiana's APRN programs with the most significant decrease in enrollment occurring in NP programs (Table 28). The number of students enrolled in BSN to DNP APRN programs in Louisiana (121 in 2013; 187 in 2014) increased by 55%.

Table 28. Enrollment in APRN Programs in LA (2010-2014)

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
2014	932	8	147	1,087
2013	1,023	7	148	1,178
2012	888	10	203	1,101
2011	707	5	163	875
2010	726	18	228	972
1 & 5 Year Variance	↓9% / ↑28%	↑14% / ↓56%	↓0.7% / ↓36%	↓8% / ↑12%

Note: There were 187 students enrolled in Louisiana's BSN-DNP APRN programs during the 2013-2014 report year (NP=102; CRNA=83; CNS=2) which are reflected in Table 22.

Gender of Students Enrolled in APRN Programs in Louisiana

Eighty-one percent of the students enrolled in APRN programs in Louisiana were female and 19% were male (Table 29). The overall decrease in the number of students enrolled in APRN programs in Louisiana in the current report year resulted in a decrease in the number of males and females enrolled, with no significant change in the percentage of females and males.

Table 29. Gender of Students Enrolled in APRN Programs in Louisiana (2010-2014)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2014	208	19%	879	80%	1,087
2013	209	18%	969	82%	1,178
2012	221	20%	880	80%	1,101
2011	138	16%	737	84%	875
2010	206	21%	766	79%	972
1 & 5 Year Variance	↓0.5% / ↑1%		↓9% / ↑15%		↓8% / ↑12%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2010-2014)

In 2013, 29% of the students enrolled in Louisiana’s APRN programs were minorities, in 2014, 27% were minorities (Table 30). The greatest decrease in number in 2014 occurred among Blacks (↓20%).

Table 30. Ethnicity of Students Enrolled in APRN Programs in LA (2010-2014)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2014	797	73%	217	20%	23	2%	24	2%	26	2%
2013	842	71%	271	23%	21	2%	23	2%	21	2%
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%
1 & 5 Year Variance	↓5% / ↑18%		↓20% / ↑1%		↑10% / ↑15%		↑4% / ↑100%		↑24% / ↓48%	

Note: American Indian/Alaska Native (2) was included in *Other*. Total=1,087.

Age of Students enrolled in APRN Programs in Louisiana

Almost three-fourths (74%) of the students enrolled in APRN programs in Louisiana for the 2013-2014 report year were between 26 and 40 years of age (38% between 26-30 years; 36% between 31 and 40 years). There was a 42% increase in the number of students enrolled in APRN programs in Louisiana that were between 51 and 60 years of age (Table 31).

Table 31. Age of Students Enrolled in APRN Programs in LA (2012-2014)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2014	0	0%	91	8%	413	38%	395	36%	131	12%	54	5%	2	0.2%
2013	0	0%	109	9%	413	35%	462	39%	153	13%	38	3%	2	.2%
2012	0	0%	113	10%	391	36%	371	34%	180	16%	44	4%	2	.2%
1 & 3 Year Variance	0%/0%		↓17%/↓19%		0%/↑6%		↓15%/↑6%		↓14%/↓27%		↑42%/↑23%		0%/0%	

Note: Total=1,086

Graduates from APRN Programs in Louisiana

In the 2013-2014 report year, there were a total of 342 graduates from Louisiana’s APRN programs (Table 32) which represents a 6% increase when compared to the 323 graduates in the previous report year (2012-2013). The majority of the graduates were from NP programs (82%), which represent a 10% increase in the number of NP graduates (280 graduates in 2014; 255 graduates in 2013). Eighteen percent of the graduates were from CRNA programs (61 graduates). The number of graduates from CNS programs went from 5 in 2013 to 1 in 2014.

Table 32. Graduates from APRN Programs in Louisiana According to Program Type (2010-2014)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2014	342	280	82%	1	0.3%	61	18%
2013	323	255	79%	5	2%	63	20%
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 & 5 Year Variance	↑6% / ↑39%	↑10% / ↑61%		↓80% / ↓50%		↓3% / ↓13%	

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 2013-2014, 326 APRN candidates sat for their respective certification exams. Three hundred and eleven (311) candidates successfully passed their certification exams resulting in a 95.40% passage rate for the state (Table 33).

Table 33. Performance on APRN Certification Exams by Graduates of Louisiana’s APRN Programs (2010-2014)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2014	326	311	95.40
2013	274	266	97.08
2012	261	248	95.02
2011	270	262	97.04
2010	233	223	95.71
1 & 5 Year Variance	↑19% / ↑40%	↓0.4% / ↑19%	↓16% / ↓15%

Note: Could not use NCC numbers - number taking the exam was not reported.

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 Master’s Degree in Nursing Education and a Master’s Degree in Nursing Administration (Table 34). 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 the number of nurses that 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 34. Non-Licensure Masters Programs in Louisiana in Nursing Education and Administration (2013-2014)

Master's 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 • Nicholls 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 Gerontology Critical Care (Adult) Maternal Child & Family Adult Gerontology 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	Nursing Education Nursing Administration	Nursing Education Nursing Administration

Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2013-2014

In the 2013-2014 report year, 245 RN students were admitted to Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration (Table 35) which represents a 6% decrease in number when compared to the previous report year. The majority of the students (225 = 92%) were admitted to Nursing Administration programs across the state. Nursing Education programs admitted 20 graduate nursing students during the 2013-2014 report year compared to 7 in the previous year, which represents a 186% increase in the number of students selecting nursing education as a focus of study.

Of the 761 students admitted to graduate nursing programs across the state, 516 (68%) were admitted to APRN programs, 225 (30%) were admitted to Nursing Administration programs, and 20 (3%) were admitted to Nursing Education programs in 2013-2014.

Table 35. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2010-2014)

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
2014	20	225	245
2013	7	253	260
2012	11	215	226
2011	33	271	304
2010	43	302	345
1 & 5 Year Variance	↑186% / ↓53%	↓11% / ↓25%	↓6% / ↓29%

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2013-2014 report year, a total of 455 RN students were enrolled in Louisiana’s non-licensure graduate programs - Nursing Education and Nursing Administration (Table 36). The majority of the students (426) were enrolled in Nursing Administration programs across the state. There were 29 RN students enrolled in Nursing Education programs during the 2013-2014 report year which represents a 12% increase when compared to the previous year and a 59% decrease since 2010.

Of the 1,384 students enrolled in graduate nursing programs across the state, 929 (67%) were enrolled in APRN programs, 426 (31%) were enrolled in Nursing Administration programs, and 29 (2%) were enrolled in Nursing Education programs during the 2013-2014 report year.

Table 36. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2010-2014)

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
2014	29	426	455
2013	26	434	460
2012	44	436	480
2011	55	494	549
2010	71	567	638
1 and 5 Year Variance	↑12% / ↓59%	↓2% / ↓25%	↓1% / ↓29%

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 7% males (Table 37). In the current report year there was one male RN enrolled in Nursing Education and 31 males in Nursing Administration.

Table 37. Gender of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2012-2014)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2014	32	7%	423	93%	455
2013	43	9%	417	91%	460
2012	7	1%	473	99%	480
1 & 2 Year Variance	↓26% / ↑357%		↑1% / ↓11%		↓1% / ↓5%

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

During the 2013-2014 report year there was a 58% increase in the number of Asians and a 32% increase in the number of Blacks enrolled in non-licensure graduate nursing programs in Louisiana when compared to the previous year. In contrast, there was a 31% decrease in the number of Hispanics enrolled in non-licensure graduate programs (Table 38). The racial make-up for students enrolled in nursing education programs was 66% (19) White and 34% (10) Black. The racial make-up for students enrolled in the nursing administration programs was 60% (254) White, 22% (93)

Black, 4% (19) Asian, 2% (7) American Indian or Alaska Native, 4% (18) Hispanic, and 8% (35) ‘Other’ race.

Table 38. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2010-2014)

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2014	273	60%	103	23%	18	4%	19	4%	42	9%
2013	318	69%	78	17%	26	6%	12	3%	24	5%
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 & 5 Year Variance	↓15% / ↓38%		↑32% / ↓25%		↓31% / ↑13%		↑58% / ↑12%		↑75% / ↑17%	

Note: American Indian/Alaska Native (7) included in *Other*, Total=455.

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. In 2013-2014, over a third (34%) of the students enrolled in Louisiana’s non-licensure graduate nursing programs were between 41 and 50 years of age, 30% were between 31 and 40 years, and 23% were 51 and older (Table 39). Thirteen percent of the students enrolled in non-licensure graduate nursing programs were 30 years of age and younger.

Table 39. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2012-2014)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2014	0	0%	11	2%	47	10%	139	30%	155	34%	90	20%	14	3%
2013	0	0%	10	2%	51	11%	142	31%	155	34%	88	19%	14	3%
2012	0	0%	8	2%	68	14%	160	33%	131	27%	105	22%	8	2%
1 & 2 Year Variance	0 / 0		↑10% / ↑38%		↓8% / ↓31		↓2% / ↓13%		0% / ↑18%		↑2% / ↓14%		0 / ↑75%	

Note: Total=456

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2013-2014 report year, there was an overall 7% decrease in the number of students graduating from Louisiana’s non-licensure graduate nursing programs (Table 40). The majority of the graduates (164) were from Nurse Administration programs and 12 were from Nursing Education programs.

Table 40. Graduates from Non-APRN Programs in Louisiana According to Program Type (2010-2014)

Report Year	No. of Nursing Education Graduates		No. of Nursing Administration Graduates		Total No. of Graduates from Non-Licensure Graduate Nursing Programs
	#	%	#	%	
2014	12	7%	164	93%	176
2013	18	9%	172	91%	190
2012	27	13%	175	87%	202
2011	28	13%	194	87%	222
2010	31	12%	222	88%	253
1 & 5 Year Variance	↓33% / ↓61%		↓5% / ↓26%		↓7% / ↓30%

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 Master’s Degree in Nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 45, 4509 G 2.c) although most accrediting bodies prefer that graduate nursing faculty have a doctorate either in nursing or in a related field. Seventy-two percent (72%) of the faculty teaching in Louisiana’s graduate nursing programs held an earned doctorate in nursing or a related field in the current report year (Table 41). A Masters was the highest degree held by 24% of the faculty teaching in graduate nursing programs in Louisiana in 2013-2014, and 5% held a degree outside of nursing (e.g., MD, Pharm D.). These individuals possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

Table 41. 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 in a Related Field	No. of Mastered Prepared Nurses Teaching in an APRN Program	Total Faculty
2014	102	34	45	190
2013	96	40	54	190
2012	82	37	38	157
2011	73	32	39	144
2010	73	35	38	146
1 & 5 Year Variance	↑6% / ↑40%	↓15% / ↓3%	↓17% / ↑18%	0 / ↑30%

Note: Faculty with other degree/MD/Pharm D, etc. = 9

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 as of October 15, 2014. There were 112 filled full-time nurse faculty positions reported statewide which reflects a 2% decrease in the number of filled nurse faculty positions in Louisiana’s graduate nursing programs compared to the previous year (114 filled positions in 2012-2013). A total of 190 faculty taught at some point and time in the graduate nursing programs during the 2013-2014 report year (Table 42). There were 19 new faculty appointments and 13 faculty positions were reported as vacant. There was a 43% increase in the

number of faculty positions funded from other sources (e.g., grants, capitation funds) when compared to a 4% decrease in the previous report year.

Table 42. Faculty Positions in Graduate Nursing Programs in LA (2010-2014)

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
2014	112	190	33	13	19
2013	114	190	23	13	30
2012	88	165	24	9	25
2011	54	150	50	7	14
2010	72	149	50	9	13
1 & 5 Year Variance	↓2% / ↑56%	0% / ↑28%	↑43% / ↓34%	0% / ↑44%	↓37% / ↑46%

Graduate Nursing Faculty Attrition

As seen in Table 43, a total of 24 faculty left their teaching positions in graduate nursing programs in Louisiana in 2013-2014 for one of the following reasons: approved paid or unpaid leave (3), resignations (6), retirement (8), and ending of contract or termination (7). The number of retirements went from four in 2012-2013 to eight in 2013-2014.

Table 43. 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-Contracts Ended
2014	3	6	8 Retirements / 7 Contracts Ended
2013	3	6	4 Retirements / 3 Contracts Ended
2012	1	6	5 Retirements / 4 Contracts Ended
2011	5	9	6 Retirements
2010	1	5	6 Retirements / 3 Contracts Ended
1 & 5 Year Variance	0% / ↑200%	0% / ↑20%	↑114% / ↑67%

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

As noted in Tables 44 and 45, the majority of faculty teaching in graduate nursing programs in Louisiana are female (84%) and White (77%). There was a 3% decrease in the number of male faculty and a 2% increase in the number of female faculty since the previous report year (Table 44).

Table 44. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2014	31	16%	159	84%	190
2013	32	17%	156	83%	188
2012	26	17%	127	83%	153
1 & 3 Year Variance	↓3% / ↑19%		↑2% / ↑25%		↑1% / ↑24%

Twenty-three percent of the faculty teaching in the graduate nursing programs were minorities in the 2013-2014 report year (Table 45). There was an addition of one Hispanic faculty member and a loss of one Asian faculty member when compared to the previous report year.

Table 45. Ethnicity of Graduate Nursing Faculty (2012-2014)

Ethnicity of Graduate Nursing Faculty	2012		2013		2014	
	#	%	#	%	#	%
White	122	80%	144	77%	146	77%
Black	28	18%	37	20%	37	19%
Hispanic	2	1%	3	2%	4	2%
Asian	1	0.7%	2	1%	1	0.5%
American Indian/Alaska Native	0	0%	0	0%	0	0%
Other	0	0%	2	1%	2	1%
Total	153	99.7%	188	101%	190	99.5%

Sixty-one percent of the faculty teaching in graduate nursing programs in Louisiana were 51 and over compared to 58% in 2012-2013. Over a fourth of the graduate nursing faculty (27%) were 61 years and older (Table 46). Only 16% were 40 and younger.

Table 46. Age Distribution of Graduate Nursing Faculty (2012-2014)

Age Category	2012		2013		2014	
	#	%	#	%	#	%
30 and younger	2	1%	4	2%	2	1%
31-40	22	14%	34	18%	29	15%
41-50	36	24%	41	22%	43	23%
51-55	27	18%	27	14%	27	14%
56-60	35	23%	37	20%	38	20%
61-65	21	14%	34	18%	32	17%
66-70	5	3%	7	4%	15	8%
>71	5	3%	4	2%	4	2%
Total	153	100%	188	100%	190	100%

NURSING EDUCATION CAPACITY IN LOUISIANA
MAJOR FINDINGS
2014

Pre-RN Licensure Programs in Louisiana

- Applicants
 - The pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2013-2014 decreased by 7% over the last year.
 - Over the last five years, there has been an overall 8% decrease in the number of students applying for admission to Louisiana's pre-RN licensure programs.
 - Four thousand three hundred and fifty-one (4,351) qualified applicants applied for admission to Louisiana's pre-RN licensure programs.
 - Fifty-two percent 52% (2,262) of the qualified applicants applied to BSN programs, 46% (2,011) applied to AD programs, and 2% (78) applied to the Diploma program.
 - Approximately 32% (1,395) of the qualified applicants applying to Louisiana's pre-RN licensure programs in 2013-2014 were denied admission.
 - 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.
- Enrollment
 - In 2013-2014, there was a 10% decrease in the number of students enrolled in post-secondary education settings in Louisiana declaring nursing as their major (12,575 in 2014; 14,050 in 2013).
 - Over the last five years, there has been a 5% decrease in the number of students enrolled in clinical nursing courses.
 - Over the previous five years, there has been a 13% decrease in the number of LPNs enrolled in pre-RN programs in Louisiana.
- Demographics of Students enrolled in pre-RN licensure programs in Louisiana
 - There was a 2% increase in the number of males enrolled in Pre-RN licensure programs in 2014.
 - In 2014, 65% of the students enrolled in pre-RN licensure programs in Louisiana were White, 26% were Black, 3% Hispanic, 3% Asian, and 4% Other.
 - There was 3% increase in the number of Blacks, an 18% increase in the number of Hispanics, and a 26% increase in the number of Asians enrolled in Louisiana's pre-RN licensure programs when compared to the previous year.
 - Sixty-three percent (63%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 17 and 25 years of age.
- Graduates
 - The number of graduates from Louisiana's pre-RN licensure programs decreased by 8% when compared to the previous report year.
 - Sixty-two percent of the 2,081 graduates from pre-RN licensure programs in Louisiana in the 2013-2014 report year were from baccalaureate programs, 37% from associate degree programs, and 1% from the one diploma program in the state.
 - Over the last year there was a 32% decrease in number of licensed practical nurses graduating from Louisiana's AD programs, and a 42% decrease in the number graduating from Louisiana's BSN programs.

- There has been a 90% increase in the number of students graduating from accelerated BSN programs in Louisiana over the last year.
- Passage on the National Council Licensure Examination for Registered Nurses (NCLEX-RN)
 - In 2014 there were a total of 2,031 RN candidates that sat for the (NCLEX-RN) exam with 1,744 (85.87%) passing on the first take.
 - The overall national passage rate on the NCLEX-RN for 2014 was 81.79% compared to 83.04% in 2013.

Faculty Teaching in Pre-RN Licensure Programs

- Forty-seven (47) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 35 positions in 2013, which represents a 34% increase in the number of faculty positions funded by other sources.
- 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.
- The number of faculty exceptions requested by pre-RN licensure programs went from forty-six in 2013 to fifty-one in 2014 which represents an 11% increase in the number of faculty exceptions utilized by pre-RN licensure programs in 2014.
- In 2013-2014 approximately 18% (151) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 76% (647) were Masters prepared, and 6% (51) reported that their highest degree in nursing was a baccalaureate degree.
- There has been a 63% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP and a 47% increase in the number with a PhD in Nursing over the last three years.
- According to the 2013-2014 annual reports from pre-RN licensure programs, 89 nurse faculty employed by pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a 21% decrease in number when compared to the previous year.
- The average salaries reported by Schools of Nursing in 2013-2014 indicate that although there was an increase in the mean salaries for instructors, there was a decrease in the mean salaries for assistant professors, associate professors, and professors when compared to 2012-2013.
- Faculty Demographics
 - In 2013-2014 over half (56%) of the nurse faculty teaching in pre-RN programs in Louisiana were 51 and older.
 - One hundred and thirty-six (136) nurse faculty currently teaching in Louisiana's pre-RN licensure programs are 61+ years.
 - The majority of the faculty teaching in Louisiana's pre-RN licensure programs are female (94%) with only 6% of the nursing faculty represented by males.
 - Approximately 34% of the faculty teaching in Louisiana's pre-RN licensure programs are minorities: 32% Black, 0.8% Hispanic, 0.5% Asian, and 0.2% Other.

Advanced Practice Registered Nurse Programs in Louisiana

APRN Students

- There was a 7% decrease in NP program admissions and a 60% decrease in CNS admissions. The only role showing an increase in admissions was CRNA programs (1% increase).
- There was an overall 21% decrease in the number of students enrolled in Louisiana's APRN programs with the most significant decrease in enrollment occurring in NP programs (24% decrease).
- In 2014, 28% of the students enrolled in Louisiana's APRN programs were minorities.
- Three-fourths (75%) of the students enrolled in APRN programs in Louisiana for the 2013-2014 report year were between 26 and 40 years of age (38% between 26-30 years; 37% between 31 and 40 years).
- There were a total of 342 graduates from Louisiana's APRN programs which represents a 6% increase when compared to 323 graduates in the previous report year.
- The number of graduates from CNS programs went from five in 2013 to one in 2014 which represents an 80% decrease in the number of CNS graduates.

Non-Licensure Graduate Nursing Students

- In the 2013-2014 report year, 245 RN students were admitted to Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration which represents a 6% decrease in the total number of admits when compared to the previous report year.
- Ninety-two percent (225) of the students were admitted to Nursing Administration programs and 8% (20) were admitted to Nursing Education programs.
- There was a 186% increase in the number of students admitted to the Nursing Education program (7 admitted in 2013; 20 admitted in 2014).
- There was an overall decrease in the number of students enrolled in non-licensure graduate nursing programs in Louisiana in 2013-2014.
- Four hundred and twenty-six (426) students were enrolled in Louisiana's Nursing Administration programs and 25 were enrolled in Nursing Education programs in the 2013-2014 report year.
- In the current report year there was one male RN enrolled in Nursing Education and 31 males in Nursing Administration.
- During the 2013-2014 report year there was a 58% increase in the number of Asians (12 in 2013; 19 in 2014) and a 32% increase in the number of Blacks (78 in 2013; 103 in 2014) enrolled in non-licensure graduate nursing programs in Louisiana when compared to the previous year.
- In the 2013-2014 report year, there was an overall 7% decrease in the number of students graduating from Louisiana's non-licensure graduate nursing programs. The majority of the graduates (164) were from Nurse Administration programs and 12 were from Nursing Education programs.

Faculty Teaching in Graduate Nursing Programs

- Seventy-two percent (72%) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field. A Masters was the highest degree held by 24% of the faculty and 5% held a degree outside of nursing (e.g., MD, Pharm D.).

- A total of 16 faculty left their teaching positions in graduate nursing programs in Louisiana in 2013-2014 for one of the following reasons: approved paid or unpaid leave (3), resignations (6), retirement (8), and ending of contract or termination (7).
- The majority of faculty teaching in graduate nursing programs in Louisiana are female (84%) and White (77%).
- Sixty-one percent of the faculty teaching in graduate nursing programs in Louisiana were 51 and over compared to 58% in 2012-2013. Over a fourth of the graduate nursing faculty (27%) were 61 years and older.

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA
2014

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 2014 includes all registered nurses that held an active unencumbered license to practice as a registered nurse (RN) in Louisiana any time between February 1, 2014 and January 31, 2015. Descriptive analysis of the RN supply data, along with findings based on the analysis of the data, is being presented in the 2014 LSBN Annual Report.

Licensed Registered Nurses Residing in Louisiana

The Louisiana Nurse Practice Act requires annual license renewal for registered nurses. The LSBN is the state appointed agency assigned to implement, regulate, and monitor the issuance of a license to practice as a RN in the state of Louisiana. In 2014, 62,356 nurses held a license to practice as an RN in Louisiana. Eighty-six percent (53,731) of nurses licensed to practice in Louisiana also lived in Louisiana and 14% (8,599) reported home addresses outside of Louisiana. Over the past five years, there was a 12% increase in the number of RNs holding a license to practice nursing in Louisiana, an 11% increase in the number of RNs licensed and residing in Louisiana, and a 16% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana (Table 47).

Table 47. Licensed Registered Nurses Residing in LA (2010-2014)

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)	# of Nurses not designating a parish	Total # of Nurses Holding a LA RN License
2014	53,731	8,599	26	62,356
2013	52,556	7,927	25	60,508
2012	51,609	7,774	24	59,407
2011	50,142	7,630	16	57,788
2010	48,298	7,396	18	55,712
1 & 5 Year Variance	↑2% ↑11%	↑8% ↑16%	↑4% ↑44%	↑3% ↑12%

Note: Number of Respondents=62,330

Age Ranges for Licensed Registered Nurses Residing in Louisiana

The average age for RNs licensed in Louisiana in 2014 was 45 years and the median age was 44 years. The average age for RNs nationwide is 50 years (Budden, Zhong, Moulton, & Cimiotti, 2013). Over a third (38%) of the licensed RNs in Louisiana are 50 and over. There was a 9% increase in the number of licensed RNs that were 60 and over when compared to 2013 (Table 48). Since 2010, the number of licensed RNs that are 60 and over has increased by 71%.

Table 48. Age Distribution of Licensed Registered Nurses Residing in LA (2010-2014)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2014	6,443	12	13,608	25	13,019	24	12,008	22	8,653	16
2013	6,507	12	13,046	25	12,832	24	12,203	23	7,968	15
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 & 5 Year Variance	↓1%	↓9%	↑4%	↑13%	↑1%	↑7%	↓2%	↑0.6%	↑9%	↑71%

Note: Number of Respondents=53,731

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 (U.S. Census Bureau, 2014). Yet, the gender distribution for 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% for the past five years (Table 49). 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 of males has remained stagnant over the last five years.

Table 49. Gender Distribution of Licensed Registered Nurses Residing in LA (2010-2014)

Report Year	Male		Female	
	#	%	#	%
2014	6,054	11%	47,677	89%
2013	5,900	11%	46,656	89%
2012	5,754	11%	45,855	89%
2011	5,596	11%	44,546	89%
2010	5,393	11%	42,905	89%
1 & 5 Year Variance	↑3%	↑12%	↑2%	↑11%

Note: Number of Respondents=53,731

Ethnicity of Licensed Registered Nurses Residing in Louisiana

According to the U.S. Census Bureau (2015) minorities comprise approximately 37% of the U.S. population. In the U.S., Hispanics represent 17% of the population, Blacks 13%, Asians 5%, American Indian and Alaska Native 1%, and Native Hawaiians and other Pacific Islanders 0.2%. In Louisiana, minorities represent 40% of the population. Hispanics in Louisiana represent 5% of the population, Blacks 32%, Asians 2%, American Indian and Alaska Native 0.8%, and Native Hawaiians and other Pacific Islanders less than 0.1%. In 2014, the racial make-up of the RN workforce in Louisiana has remained relatively unchanged from 2013: 81% White, 16% Black, 2% Hispanic, 1% Asian, 0.5% American Indian and Alaska Native, and 0.1% Native Hawaiian/Pacific Islander (Table 50).

Table 50. Racial Distribution of Licensed Registered Nurses Residing in LA (2010-2014)

Report Year	White		Black		Hispanic		Asian		American Indian / Alaska Native		Native Hawaiian/Pacific Islander		No Response
	#	%	#	%	#	%	#	%	#	%	#	%	
2014	42,983	81%	8,235	16%	858	2%	691	1%	247	0.5%	73	0.1%	644
2013	42,275	81%	7,920	15%	821	2%	642	1%	224	0.4%	76	0.1%	598
2012	41,483	82%	7,652	15%	757	1%	619	1%	231	0.5%	66	0.1%	801
2011	40,332	82%	7,164	15%	706	1%	549	1%	195	0.4%	44	0.1%	740
2010	39,245	82%	6,768	14%	682	1%	547	1%	195	0.4%	36	0.1%	422
1 & 5 Year Variance	↑2%	↑10%	↑4%	↑22%	↑5%	↑26%	↑8%	↑26%	↑10%	↑27%	↓4%	↑103%	

Note: Number of Respondents=53,087

Basic Educational Preparation of Licensed Registered Nurses Residing in Louisiana

Nationally, 36% of the respondents to the 2013 National Workforce Survey of Registered Nurses reported their basic nursing education beginning with the baccalaureate degree in nursing. In 2014, 50% of the licensed RNs residing in Louisiana reported that their basic educational preparation began at the baccalaureate degree level, which is a 4% increase when compared to 2013 and a 16% increase since 2010. Forty-one percent of the RN workforce reported that their basic nursing education began at the AD level and 8% at the diploma. A 4% decrease was noted in the number of licensed RNs residing in Louisiana reporting that their basic nursing education began at the diploma level (Table 51). In 2014, over one thousand RNs (1,187) reported that they were licensed as an LPN prior to becoming a RN, which represents a 5% increase (+52) since 2013.

Table 51. Basic Educational Preparation of Registered Nurses Residing in Louisiana (2010-2014)

Report Year	Vocational/ Practical		Diploma Nurse		Associate Degree		BSN or Higher		Other/ No Answer #
	#	%	#	%	#	%	#	%	
2014	1,187	2	4,066	8	21,504	41	26,328	50	646
2013	1,135	2	4,257	8	21,327	41	25,238	49	599
2012	1,106	2	4,370	9	20,938	41	24,393	48	802
2011	1,181	2	4,574	9	20,443	41	23,183	47	761
2010			4,679	10	20,439	43	22,735	48	445
1 & 5 Year Variance	↑5%	0.5%	↓4%	↓13%	↑0.8%	↑5%	↑4%	↑16%	

Note: In 2014, 1,209 RNs reported the Master's Degree as their basic educational preparation as an RN and 40 indicated the Doctorate. Number of Respondents=53,085

Highest Degree Held by Licensed Registered Nurses Residing in Louisiana

According to the 2013 National Workforce Survey of Registered Nurses, 61% of the respondents to the study indicated that they obtained a baccalaureate or higher degree. Findings from the Health Resources and Services Administration (2013) study using 2008-2010 data from the American Community Survey indicated that 55% of RNs reported their highest degree as a baccalaureate or higher. In Louisiana, 63% of licensed RNs residing in Louisiana held a baccalaureate or higher degree (including Bachelor's or Master's degrees in other disciplines) and 54% held a baccalaureate or higher degree in nursing (including a doctorate in a related field) in 2013-2014 (Table 52). The Diploma was the highest degree in nursing held by 5% of the RN workforce (5% in 2013), 32% reported the Associate degree as being their highest educational preparation (32% in 2013), 42% the

Baccalaureate degree (41% in 2013), and 12% the Masters/Doctorate (Including doctorates in related fields). Licensed RNs residing in Louisiana having doctorates in nursing (PhD in Nursing, DNP, DNS) reflected an 18% increase in number between 2013 (281) and 2014 (332).

Table 52. Highest Degree held by Registered Nurses Residing in LA (2010-2014)

Report Year	Diploma in Nursing	Associate Degree In Nursing	Bachelors in Nursing	Bachelors not in Nursing	Masters in Nursing	Masters not in Nursing	Doc. in Nurs.	Doc. not in Nurs.
2014	2,663	16,978	22,397	3,104	5,631	1,503	332	237
2013	2,824	17,003	21,608	3,033	5,314	1,437	281	242
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
1 & 5 Year Variance	↓6% ↓24%	↓0.1% ↑5%	↑4% ↑15%	↑2% ↑20%	↑6% ↑37%	↑5% ↓3%	↑18% ↑98%	↓2% ↑45%

Note: 2014 Associate Degree Non-Nursing=243; No Response=643; Number of Respondents=53,088

There was a 27% increase in the number of licensed RNs with a DNP when compared to the previous year, and a 22% increase in those with a PhD in Nursing (Table 53).

Table 53. Types of Doctorates held by Licensed RNs Residing in Louisiana (2010-2014)

Report Year	PhD in Nursing	Doctorate in Other Field	DNP	DNS
2014	94	237	171	67
2013	77	242	135	69
2012	78	246	97	62
2011	93	244	54	50
2010	92	242	34	42
1 and 5 Year Variance	↑22% / ↑2%	↓2% / ↓2%	↑27% / ↑403%	↓3% / ↑60%

Education Progression

One of the recommendations from the Institute of Medicine Report on the Future of Nursing: *Leading Change, Advancing Health* addressed the importance of nurses achieving higher levels of education through an improved education system that promotes seamless academic progression (2011). There has been a 186% increase in the number of RNs enrolled in Louisiana’s RN to BSN programs over the past five years and a 135% increase in the number of graduates (Table 54).

Table 54. Post RN Student Enrollment and Graduates from Louisiana Nursing Programs

Report Year	RN to BSN Enrolled	RN to BSN Graduates
2014	1,269	463
2013	954	362
2012	723	243
2011	428	167
2010	443	197
1 & 5 Year Variance	↑33% / ↑186%	↑28% / ↑135%

In 2013, two questions related to education progression were added to the licensure renewal application in an effort to capture information on education progression from licensed RNs residing in Louisiana who are enrolled in post-RN programs that are not only in Louisiana but are outside of Louisiana as well. In 2014, over 4,000 (4,219) licensed RNs residing in Louisiana indicated that they were currently enrolled in school which is equivalent to 8% of the 53,731 licensed RNs residing in Louisiana (Table 55). Of those that were currently enrolled, 1,515 (36%) indicated that they were enrolled in a baccalaureate in nursing program, 1,828 (43%) were enrolled in a Master's in Nursing program, and 579 (14%) were enrolled in various types of doctoral programs. A total of 297 (7%) of licensed RNs reported being enrolled in non-nursing post-graduate education programs.

Table 55. Licensed RNs Enrolled in Post- RN Programs In and Out of Louisiana

Report Year	BSN	MSN	PhD	DNP	DNS/DNSC	Doctorate/ Non-nursing	Non-Nursing Post Graduate	Total
2014	1,515	1,828	68	398	20	93	297	4,219
2013	1,342	1,721	64	245	13	89	275	3,749
1 Year Variance	↑13%	↑6%	↑6%	↑62%	↑54%	↑4%	↑8%	↑13%

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

In 2014, 8,382 (16%) licensed RNs reported that they plan to work an additional 1-5 years as a RN and 19% plan to work an additional 6-10 years, which is equivalent to approximately 34% or one-third of licensed RNs in Louisiana reporting that they plan to be out of the nursing workforce within the next 10 years (Table 56).

Table 56. Number of Years Licensed Registered Nurses in Louisiana Plan to Work

Report Year	0 years		1-5 years		6-10 years		11-20 years		Over 20 years		No Answer #
	#	%	#	%	#	%	#	%	#	%	
2014	1,830	3	8,382	16	9,840	19	15,250	29	17,786	34	643
2013	1,571	3	7,422	14	10,132	20	15,617	30	17,216	33	598
2012			7,773	15	10,023	20	15,626	31	17,386	34	801
2011			7,296	15	9,851	20	15,775	32	16,480	33	740
2010			6,907	14	9,763	20	15,582	33	15,624	33	422
1 & 5 Year Variance	↑16%		↑13%	↑21%	↓3%	↑0.8%	↓2%	↓2%	↑3%	↑14%	

Note: Number of Respondents=53,088

Employment Distribution of Licensed Registered Nurses Residing in Louisiana

Eighty-eight percent (88%) of the licensed RNs residing in Louisiana were employed in a position requiring a RN license in 2014; 74% (39,329) full-time, 10% (5,180) part-time, and 4% (2,171) per diem (Table 57). Nationally, 82% of RN licensees were actively employed in nursing with 60% reporting full-time employment (National Workforce Survey of Registered Nurses, 2013). Between 2010 and 2014, there was an overall 7% increase in the number of licensed RNs in Louisiana reporting that they were not employed.

Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,385) or unemployed not seeking work as a nurse (3,019).

Table 57. Employment Distribution of Licensed Registered Nurses Residing in LA (2010-2014)

Report Year	Full-Time Nursing		Part-Time Nursing		Employed Other		Not Employed		No Response #
	#	%	#	%	#	%	#	%	
2014	39,329	74	5,180	10	979	2	4,404	8	644
2013	38,385	74	5,320	10	951	2	4,221	8	598
2012	37,875	75	5,277	10	928	2	4,157	8	801
2011	37,157	75	6,488	13	1,178	2	4,366	9	740
2010	36,171	76	6,227	13	1,150	2	4,116	9	422
1 & 5 Year Variance	↑2%	↑9%	↓3%	↓17%	↑3%	↓15%	↑4%	↑7%	

Note: 2014 Per Diem employment = 2,171; Volunteer = 177; Retired = 847; Number of Respondents=53,087

There has been an 8% increase in the past five years in the number of licensed RNs citing home/family care as the reason they were not employed (Table 58). The number of licensed RNs residing in Louisiana that reported difficulty finding employment as a RN decreased by 20%.

Table 58. Reasons for Unemployment (2010-2014)

Report Year	Home/Family Care	Difficulty Finding a Nursing Position	Currently in School	Disabled
2014	2,890	368	441	279
2013	2,668	460	408	267
2012	2,537	487	415	287
2011	2,048	501	426	316
2010	1,834	468	413	269
1 & 5 Year Variance	↑8% / ↑58%	↓20% / ↓21%	↑8% / ↑7%	↑4% / ↑4%

Note: Additional reasons for unemployment included inadequate salary (59) and other (1,690)

Employers of Licensed Registered Nurses Residing in Louisiana

In 2014 hospitals employed 57% (30,059) of licensed RNs residing in Louisiana which is unchanged since 2013 in terms of percentage (Table 59). There was an 11% increase in the number of RNs employed in community health and an 8% increase in those employed in clinic/ambulatory care settings when compared to 2013. Over the past five years, the area with the greatest growth in the number of employed licensed RNs was clinic/ambulatory care (29% increase).

Table 59. Employers of Licensed Registered Nurses Residing in LA (2010-2014)

Report Year	Hospital	Home Health	Clinic/ Ambulatory Care	Long Term Care	Nurse Educator	School Nurse	Comm. Health	Public Health
2014	30,059	3,520	5,063	1,661	1,143	957	758	391
2013	29,846	3,585	4,678	1,680	1,089	918	683	378
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
1 & 5 Year Variance	↑0.7% ↑8%	↓2% ↑8%	↑8% ↑29%	↓1% ↓12%	↑5% ↓0.7%	↑4% ↑16%	↑11% ↑21%	↑3% ↓11%

NOTE – Physician Office – 1,351, Insurance Claims/Benefits - 824, Dialysis Center – 767, Self Employed – 472, Correctional Facility - 276, Occupational Health - 233, Policy/Planning/Regulatory/Licensing Agency - 185 , Staff Agency – 165, and Other – 5,258 are not included in Table 51. No Response=648. Number of Respondents=53,083.

Positions Held by Licensed Registered Nurses Residing in Louisiana

Sixty-three percent (33,547) of RNs licensed in Louisiana in 2014 were employed as staff nurses. Approximately 10% (5,460) of the licensed RNs were nurse managers, 8% (4,066) APRNs, 3% (1,387) faculty, and 2% (1,207) administrators (Table 60). The positions showing the greatest growth in numbers over the last year were APRNs (8% increase).

Table 60. Types of Positions Held by Licensed Registered Nurses Residing in Louisiana (2010-2014)

Report Year	Staff Nurse	Nurse Manager	Advanced Practice	Nurse Executive	Faculty	Other	No Ans.
2014	33,547	5,460	4,066	1,207	1,387	6,364	648
2013	33,106	5,411	3,762	1,188	1,389	6,130	601
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
1 & 5 Year Variance	↑1% ↑13%	↑0.9% ↑29%	↑8% ↑42%	↑2% ↓19%	↓0.1% ↓2%	↑4% ↑19%	

Note: Consultants -869, Researcher – 183, Number of Respondents=53,083.

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

As noted in Table 61, five clinical, teaching, or practice areas in Louisiana with the largest number of RNs (licensed and residing in Louisiana) in 2014 were: medical-surgical units (7,306); acute care/critical care (5,491); OR/PACU (3,716), emergency room/trauma (3,503); and general practice/adult family health (2,872). There was a 12% increase in the number of RNs working in telehealth and community health. There was an 11% increase in the number of licensed RNs practicing in general practice/adult family health when compared to the previous report year.

Table 61. Major Clinical, Teaching or Practice Areas Reported by Licensed Registered Nurses Residing in LA (2010-2014)

Clinical, Teaching or Practice Area	2010	2011	2012	2013	2014	1 & 5 Year Variance	
Acute Care / Critical Care	5,485	5,672	6,544	5,475	5,491	↑0.3%	↑0.1%
Anesthesia	1,241	1,289	1,519	1,375	1,408	↑2%	↑13%
Community Health			660	643	723	↑12%	
Dialysis				1,059	1,129	↑7%	
Emergency Room / Trauma	2,959	3,139	3,384	3,404	3,503	↑3%	↑18%
General Practice / Adult Family Health	2,811	2,966	2,369	2,595	2,872	↑11%	↑2%
Geriatrics / Gerontology	1,919	1,989	1,922	1,887	1,939	↑3%	↑1%
Home Health			2,552	2,570	2,519	↓2%	
Maternal Child	2,617	2,486	2,280	2,316	2,344	↑1%	↓10%
Medical-Surgical	6,789	7,009	8,131	7,221	7,306	↑1%	↑8%
Pediatrics / Neonatal	1,863	1,913	2,895	2,488	2,588	↑4%	↑39%
Occupational Health	271	285	326	331	353	↑7%	↑30%
Oncology	1,008	1,049	1,088	1,062	1,069	↑0.7%	↑6%
OR/PACU	3,435	3,512		3,555	3,716	↑5%	↑8%
Palliative Care	539	620	597	576	593	↑3%	↑10%
Psych-Mental Health	2,125	2,116	2,150	2,220	2,208	↓0.5%	↑4%
Public Health	494	474	454	452	487	↑8%	↓1%
Rehab	769	810	807	832	851	↑2%	↑11%
School Health	637	672	834	779	789	↑1%	↑24%
Telehealth	411	490		539	602	↑12%	↑46%
Women's Health	821	902	1,066	938	930	↓0.8%	↑13%
Other	8,137	8,422	11,227	9,638	9,664	↑0.3%	↑19%
No Answer	422	740	804	601	647		

Note: in 2009- 2011 there was not a Home Health option on the licensure renewal application; therefore may have selected Community Health. Number of Respondents=53,731.

Licensed Registered Nurses Residing in Louisiana Providing Direct Patient Care

Nurses are the single largest component of the health care workforce and 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 2014 (79%) reported that they provided direct patient care in their practice (Table 62).

Table 62. Licensed Registered Nurses Residing in LA Providing Direct Patient Care (2010-2014)

RNs Residing in Louisiana	No. of RNs Providing Direct Patient Care	Number of Respondents	% of RNs Providing Direct Patient Care	No Answer
2014	42,085	53,076	79%	655
2013	41,498	51,934	80%	622
2012	41,451	50,777	82%	832
2011	40,647	49,371	82%	771
2010	39,576	47,812	83%	486
1 and 5 Year Variance	↑1% / ↑6%	↑2% / ↑11%		

Salaries from Positions held as a Registered Nurse Living in Louisiana

In 2014, 39,237 RNs licensed and residing in LA reported working full-time. Twenty-percent (7,728) of the licensed RNs residing in Louisiana reported annual salaries between \$35,001 and \$50,000, 46% (17,930) reported annual salaries between \$50,001 and \$75,000, and 20% (7,740) reported annual salaries between \$75,001 and \$100,000 (Table 63a). There was a 14% increase in the number of RNs working full-time reporting annual salaries between \$100,001 and \$150,000 when compared to 2013.

Table 63a. Salaries of Licensed Registered Nurses Living in Louisiana Working Full-Time (2010-2014)

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
2014	191	260	1,011	7,728	17,930	7,740	2,368	686	1,323
2013	264	278	1,034	7,829	17,698	7,206	2,078	637	1,319
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
1 & 5 Year Variance	↓28% ↓26%	↓6% ↓4%	↓2% ↑9%	↓1% ↑1%	↑1% ↑4%	↑7% ↑22%	↑14% ↑41%	↑8% ↑33%	↑.3% ↑3%

Note: Number of Respondents=39,237

Approximately 5,165 RNs licensed and residing in LA reported that they worked part-time in 2014. Twenty-four percent (1,256) of the RNs working part-time reported salaries of \$25,000 or less, 20% (1,029) reported annual salaries between \$25,001 and \$35,000, 33% (1,683) between \$35,001 and \$50,000, and 16% (814) indicated they had annual part-time salaries of \$50,001 to \$75,000 (Table 63b).

Table 63b. Salaries of Licensed Registered Nurses Living in Louisiana Working Part-Time (2010-2014)

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
2014	571	685	1,029	1,683	814	113	41	11	218
2013	618	709	1,093	1,716	791	122	28	3	228
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
1 & 5 Year Variance	↓8% ↓42%	↓3% ↓30%	↓6% ↓21%	↓2% ↓4%	↑3% ↓12%	↓7% ↓5%	↑46% ↑78%	↑267% ↓450%	↓4% ↓34%

Note: Number of Respondents=5,165

Over two thousand (2,171) licensed RNs residing in Louisiana reported that they were working per diem (Table 63c).

Table 63c. Salaries of Licensed Registered Nurses Living in Louisiana Working Per Diem

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
2014	475	329	364	471	345	67	18	7	95
2013	463	325	322	459	329	55	13	5	85
1 Year Variance	↑3%	↑1%	↑13%	↑3%	↑5%	↑22%	↑38%	↑40%	↑12%

Note: Number of Respondents=2,171

Advanced Practice Registered Nurses

Eight percent (4,469) of licensed RNs residing in Louisiana are also licensed to practice as an APRN. There was an overall 35% increase in the number of APRNs holding a license to practice in Louisiana between 2010 and 2014. The number of APRNs licensed and residing in Louisiana has also increased by 35% over the past five years, while the number of licensed APRNs residing outside of Louisiana has increased by 31% (Table 64).

Table 64. Number of Advanced Practice Registered Nurses Licensed in LA (2010-2014)

Report Year	# of APRNs holding a LA License (Residing in LA)	# of APRNs holding a LA License (Not Residing in LA)	No Response Available	Total # APRNs with an APRN License in LA
2014	4,469	495	4	4,968
2013	4,116	466	4	4,586
2012	3,821	409	4	4,234
2011	3,547	391	1	3,939
2010	3,309	379	0	3,688
1 & 5 Year Variance	↑9% ↑35%	↑6% ↑31%		↑8% ↑35%

Roles of Advanced Practice Registered Nurses Employed and Residing in Louisiana

In 2014, 63% (2,773) of all APRNs licensed and residing in Louisiana were Nurse Practitioners, 29% (1,272) were Certified Registered Nurse Anesthetists, 3% (127) were Clinical Nurse Specialists, and 0.7% (32) were Certified Nurse Midwives (Table 65). There was a 12% increase in the number of NPs licensed and residing in Louisiana between 2013 and 2014 and a 58% increase over the last five years. The number of Clinical Nurse Specialists licensed and residing in Louisiana has decreased by 20% since 2010. The number of Certified Nurse Midwives increased by 28% since the previous report year. The number of APRNs not employed as an APRN also increased by 5% between 2013 and 2014.

Table 65. Roles of Advanced Practice Registered Nurses Residing in LA (2010-2014)

Report Year	Nurse Practitioner	CNM	CRNA	CNS	Not Employed as an APRN	No Response	Total
2014	2,773	32	1,272	127	176	89	4,469
2013	2,482	25	1,244	133	167	65	4,116
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
1 & 5 Year Variance	↑12% ↑58%	↑28% ↑14%	↑2% ↑10%	↓5% ↓20%	↑5% ↑11%		

Note: Number of Respondents=4,380

Age of Advanced Practice Registered Nurses Residing in LA

The average age for licensed APRNs residing in Louisiana is 46 years (same as 2013) and the median age is 44 (45 in 2013) years. Over one third (35%) of licensed APRNs in Louisiana are 50+ years (Table 66). There was a 13% increase in the number of APRNs that were 60+ years when compared to 2013.

Table 66. Age Distribution of Licensed APRNs Residing in LA (2010-2014)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2014	132	3%	1,354	30%	1,428	32%	917	21%	638	14%
2013	126	3%	1,198	29%	1,316	32%	913	22%	563	14%
2012	105	3%	1,119	29%	1,195	31%	907	24%	495	13%
2011	220	6%	1,106	31%	1,021	29%	891	25%	309	9%
2010	172	5%	1,032	31%	955	29%	864	26%	286	9%
1 & 5 Year Variance	↑5%	↓23%	↑13%	↑31%	↑9%	↑50%	↑0.4%	↑6%	↑13%	↑123%

Note: Number of Respondents=4,469

Gender of Advanced Practice Registered Nurses Residing in LA

A larger percentage of APRNs in Louisiana are male when compared to the percentage of male RNs in Louisiana's entire RN population. Twenty-three percent (23%) of APRNs in Louisiana are male, whereas only 11% of all licensed RNs residing in Louisiana are male (Table 67).

Table 67. Gender Distribution of Licensed APRNs Residing in LA (2010-2014)

Report Year	Male		Female	
	#	%	#	%
2014	1,012	23%	3,457	77%
2013	957	23%	3,159	77%
2012	924	24%	2,897	76%
2011	867	24%	2,680	76%
2010	835	25%	2,474	75%
1 & 5 Year Variance	↑6%	↑21%	↑9%	↑40%

Note: Number of Respondents=4,469

Racial Distribution of Advanced Practice Registered Nurses Residing in LA

Minorities represent approximately 16% of licensed APRNs in Louisiana: 14% Black, 1% Hispanic, 0.9% Asian, 0.4% American Indian and Alaska Native, and 0.1% Native Hawaiian/Pacific Islander (Table 68).

Table 68. Racial Distribution of APRNs Residing in LA (2010-2014)

Report Year	White		Black		Hispanic		Asian		American Indian/Alaska Native	
	#	%	#	%	#	%	#	%	#	%
2014	3,734	84%	606	14%	57	1%	40	0.9%	18	0.4%
2013	3,467	84%	531	13%	53	1%	36	1%	18	0.4%
2012	3,271	86%	452	12%	36	1%	31	0.8%	20	0.5%
2011	3,053	86%	395	11%	42	1%	25	0.7%	10	0.3%
2010	2,858	86%	342	10%	44	1%	26	0.8%	10	0.3%
1 & 5 Year Variance	↑8%	↑31%	↑14%	↑77%	↑8%	↑30%	↑11%	↑54%	0%	↑80%

Note: 2014 – Native Hawaiian/Pacific Islander = 4; No Answer=10, Number of Respondents=4,459

Employment Status for Advanced Practice Registered Nurses Residing in LA

The majority of APRNs in Louisiana were employed full-time (85%). Nine percent (9%) reported part-time employment and 3% were not employed (Table 69). There was a 10% increase in the number of APRNs employed full-time since the previous report year and a 6% increase in the number employed on a part-time basis as an APRN. There was a 20% increase in the number of APRNs that were not employed when compared to 2013.

Table 69. Employment Distribution of APRNs Residing in LA (2010-2014)

Report Year	Full-Time Nursing		Part-Time Nursing		Per Diem		Employed Other		Not Employed		No Response #
	#	%	#	%	#	%	#	%	#	%	
2014	3,717	85%	386	9%	106	2%	19	.4%	127	3%	90
2013	3,378	85%	365	9%	78	2%	17	.4%	106	3%	151
2012	3,265	86%	318	8%	65	2%	33	.9%	111	3%	8
2011	3,033	86%	317	9%			64	2%	121	3%	2
2010	2,838	86%	276	8%			67	2%	113	3%	5
1 & 5 Year Variance	↑10%	↑31%	↑6%	↑40%	↑36%	63%	↑12%	↓72%	↑20%	↑12%	

Note: 2014 - Volunteer=10, Retired=14, Number of Respondents=4,379

Clinical Setting for Advanced Practice Registered Nurses Residing in Louisiana

Thirty-nine percent of APRNs in Louisiana work in hospitals which represents a 5% increase since 2013 and a 15% increase over the past five years (Table 70). Between 2013 and 2014 the clinical settings with the greatest increase in the number of APRNs employed were the HIV/AIDS clinic (60%↑) and the medicine clinic (54%↑).

Table 70. Clinical Setting Reported by APRNs Residing in LA (2010-2014)

Clinical, Teaching or Practice Area	2014	2013	2012	2011	2010	1 & 5 Year Variance
Hospital	1,645	1,570	1,537	1,498	1,429	↑5% / ↑15%
Outpatient Clinic	705	604	600	479	435	↑17% / ↑62%
Physician's Office	562	539	415	465	402	↑4% / ↑40%
Rural Clinic	238	201	201	179	146	↑18% / ↑63%
Private Clinic	243	229	193	168	147	↑6% / ↑65%
Emergency Department	99	89	79	49	55	↑11% / ↑80%
School of Nursing	59	58	71	69	79	↑2% / ↓25%
Pediatric Clinic	78	75	56	50	48	↑4% / ↑63%
Nursing Home	68	70	51	34	28	↓3% / ↑143%
School Clinic	50	46	43	43	42	↑9% / ↑19%
Women's Health Clinic	41	34	34	29	40	↑21% / ↑3%
Medicine Clinic	43	28	20	21	25	↑54% / ↑72%
Urban Clinic	24	32	19	13	22	↓25% / ↑9%
College Student Health Clinic	19	17	15	17	13	↑12% / ↑46%
HIV / AIDS Clinic	16	10	7	11	8	↑60% / ↑100%
Other	339	300	266	240	215	↑13% / ↑58%
No Answer	240	214	214	182	175	↑12% / ↑37%
TOTAL	4,469	4,116	3,821	3,547	3,309	↑9% / ↑35%

Note: Number of Respondents=4,229

Advanced Practice Registered Nurses Residing in Louisiana with Prescriptive Authority

Sixty-three percent (2,819) of licensed APRNs residing in Louisiana had prescriptive authority in 2014. The number of licensed APRNs having prescriptive authority in Louisiana has increased by 66% over the previous five years (Table 71).

Table 71. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2010-2014)

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2014	2,819	4,469	63%
2013	2,500	4,116	61%
2012	2,210	3,821	58%
2011	1,933	3,547	54%
2010	1,694	3,309	51%
1 & 5 Year Variance	↑13% ↑66%	↑9% ↑35%	

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA
Major Findings 2014

Registered Nurses

Licensees

- In 2014, 62,356 nurses held a license to practice as a RN in Louisiana. Of the 62,356 RNs holding a Louisiana license, 53,731 (86%) lived in Louisiana, while 8,599 (14%) reported home addresses outside of Louisiana.
- Over the past five years, there has been an 11% increase in the number of RNs holding a license to practice in Louisiana.

Demographics

- The average age for RNs licensed in Louisiana in 2014 remained 45 years and the median age was 44 years. The average age for RNs nationwide is 50 years (2013 National Workforce Survey of Registered Nurses, 2013).
- Over a third (38%) of the licensed RNs residing in Louisiana are 50 years and older. Since 2010, the number of licensed RNs that are 60 and over has increased by 71%.
- According to the U.S. Census Bureau (2015) minorities comprise approximately 37% of the U.S. population; minorities represent 40% of Louisiana's population and 19% of licensed RNs residing in Louisiana are minorities.
- In the past five years there has been no significant change in the percentage of male RNs in Louisiana. Males make up 11% of the RN workforce and females continue to be the majority at 89%.

Educational Preparation

- In 2014, 50% of the licensed RNs residing in Louisiana reported that their basic educational preparation began at the baccalaureate degree level, which is a 4% increase when compared to 2013 and a 16% increase since 2010.
- In 2014, over eleven hundred RNs (1,187) reported that they were licensed as an LPN prior to becoming a RN, which represents a 5% increase (+52) since 2013.
- In Louisiana, 63% of licensed RNs residing in Louisiana hold a baccalaureate or higher degree (including Bachelor's or Masters degrees in other disciplines) and 54% have a baccalaureate or higher degree in nursing (including a doctorate in a related field).
- There was an 18% increase in the number of nurses with a doctorate in nursing in 2014 when compared to the previous year.
- There was a 27% increase in the number of licensed RNs with a DNP when compared to the previous year, and a 22% increase in those with a PhD in Nursing.
- There has been a 186% increase in the number of RNs enrolled in Louisiana's RN to BSN programs over the past five years and a 135% increase in the number of graduates.
- In 2014, over 4,000 (4,219) licensed RNs residing in Louisiana indicated that they were currently enrolled in school which is equivalent to 8% of the 53,731 licensed RNs residing in Louisiana. This represents a 13% increase over the last year in the number of licensed RNs moving forward with their education.

Employment

- In 2014, 8,382 (16%) licensed RNs reported that they plan to work an additional 1-5 years as an RN and 19% plan to work an additional 6-10 years, which is equivalent to approximately 34% or one-third of licensed RNs in Louisiana reporting that they plan to be out of the nursing workforce within the next 10 years
- Eighty-eight percent (88%) of the licensed RNs residing in Louisiana were employed in a position requiring a RN license in 2014; 74% (39,329) full-time, 10% (5,180) part-time, and

4% (2,171) per diem. Over the last year there was a 4% increase in the number of licensed RNs that reported that they were not employed.

- In 2014 hospitals employed 57% (Number of Respondents=53,083) of licensed RNs residing in Louisiana which is unchanged since 2013 in terms of percentage.
- Over the past five years, the area with the greatest growth in the number of employed licensed RNs was clinic/ambulatory care (29% increase).
- Sixty-three percent (33,547) of RNs licensed in Louisiana in 2014 were employed as staff nurses. Approximately 10% (5,460) of the licensed RNs were nurse managers, 8% (4,066) APRNs, 3% (1,387) faculty, and 2% (1,207) administrators.
- Five clinical, teaching, or practice areas in Louisiana with the largest number of RNs (licensed and residing in Louisiana) in 2014 were: medical-surgical units (7,306); acute care/critical care (5,491); OR/PACU (3,716), emergency room/trauma (3,503); and general practice/adult family health (2,872).

Advanced Practice Registered Nurses in Louisiana

Number of Licensees

- In 2014, there were 4,968 APRNs licensed to practice in Louisiana and 90% (4,469) are residents of Louisiana.
- The number of APRNs licensed and residing in Louisiana has increased by 35% over the past five years. In addition, the number of APRNs with a LA license that do not reside in Louisiana has also increased by 31%.
- In 2014, 63% (2,773) of all APRNs licensed and residing in Louisiana were Nurse Practitioners, 29% (1,272) were Certified Registered Nurse Anesthetists, 3% (127) were Clinical Nurse Specialists, and 0.7% (32) were Certified Nurse Midwives.

Demographics

- The average age for licensed APRNs residing in Louisiana is 46 years (same as 2013) and the median age was 44 (45 in 2013) years.
- There is a greater male representation among APRNs in Louisiana, when compared to that of the RN workforce. Twenty-three percent (23%) of APRNs in Louisiana are male, whereas only 11% of all licensed RNs residing in Louisiana are male.
- Minorities represent approximately 16% of licensed APRNs in Louisiana: 14% Black, 1% Hispanic, 0.9% Asian, 0.4% American Indian and Alaska Native, and 0.1% Native Hawaiian/Pacific Islander.

Employment

- The majority of licensed APRNs residing in Louisiana were employed full-time (85%); 9% reported part-time employment and 3% were not employed.
- Thirty-nine percent (1,645) of APRNs in Louisiana were employed by hospitals in 2014 which is a 5% increase since 2013 and a 15% increase since 2010.
- Between 2013 and 2014 the clinical settings with the greatest increase in the number of APRNs employed were the HIV/AIDS clinic (60%↑) and the medicine clinic (54%↑).
- Sixty-three percent (2,819) of licensed APRNs residing in Louisiana had prescriptive authority in 2014.