

# Nursing Education Capacity and Nursing Supply in Louisiana

2010

Louisiana Center for Nursing



## **NURSING EDUCATION CAPACITY IN LOUISIANA**

### **Analysis of 2009-2010 Annual Reports from Louisiana's Pre-RN Licensure Programs**

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 2009-2010 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the Nursing Education Capacity Report.

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

LSBN approved twenty-seven (27) pre-RN licensure programs during the 2009-2010 report year (see Table 10). One (1) diploma program, thirteen (13) associate degree programs, and thirteen (13) baccalaureate programs prepare students to become candidates for initial RN licensure in Louisiana.

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

<b>Program Type</b>	<b>No. of Programs</b>	<b>% of Total Programs</b>
<b>Diploma</b> <ul style="list-style-type: none"> <li>• <b>Baton Rouge General Medical Center</b></li> </ul>	1	4%
<b>Associate Degree</b> <ul style="list-style-type: none"> <li>• <b>Baton Rouge Community College</b></li> <li>• <b>Bossier Parish Community College</b></li> <li>• <b>Delgado Charity School of Nursing</b></li> <li>• <b>Fletcher Technical Community College</b></li> <li>• <b>Louisiana Delta Community College*</b></li> <li>• <b>LSU Alexandria</b></li> <li>• <b>LSU Eunice</b></li> <li>• <b>Louisiana Tech University</b></li> <li>• <b>McNeese State</b></li> <li>• <b>Nicholls State</b></li> <li>• <b>Northwestern University</b></li> <li>• <b>Our Lady of the Lake</b></li> <li>• <b>Southern University in Shreveport</b></li> </ul>	13	48%
<b>Baccalaureate Degree</b> <ul style="list-style-type: none"> <li>• <b>Dillard</b></li> <li>• <b>Grambling</b></li> <li>• <b>Louisiana College</b></li> <li>• <b>LSU Health Science Center</b></li> <li>• <b>McNeese State</b></li> <li>• <b>Nicholls State</b></li> <li>• <b>Northwestern University</b></li> <li>• <b>Our Lady of Holy Cross</b></li> <li>• <b>Southeastern Louisiana University</b></li> <li>• <b>Southern University</b></li> <li>• <b>University of LA at Lafayette</b></li> <li>• <b>University of LA at Monroe</b></li> <li>• <b>William Carey N.O.</b></li> </ul>	13	48%
<b>Total No. of Pre-RN Programs</b>	27	100%

\*Enrolled first students in clinical in Spring 2010.

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

The pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2009-2010 decreased by 3.3% over the last year (see Table 2). Between 2008 and 2010 there has been a decline in the pool of qualified applicants to pre-RN licensure programs in Louisiana. In the current report year, 3,384 of the 4,737 qualified applicants (71.4%) were admitted, in comparison to 3,306 of 4,898 (67.5%) in 2008-2009. There was also a 15% decrease in the number of qualified students that were denied admission to Louisiana’s pre-RN licensure programs in 2009-2010 as compared to a 6% decrease in the previous report year.

**Table 2. Applicants and Admissions for Pre-RN Licensure Programs in LA (2006-2010)**

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.	%
2010	4,737	3,384	71.4%	1,353	28.6%
2009	4,898	3,306	67.5%	1,592	32.5%
2008	5,110	3,420	66.9%	1,690	33.1%
2007	4,489	3,030	67.5%	1,459	32.5%
2006	4,909	3,317	67.6%	1,592	32.4%
<b>1 &amp; 5 Year Variance</b>	<b>↓3.3% / ↓3.5%</b>	<b>↑2.4% / ↑2.0%</b>		<b>↓15.0% / ↓15.0%</b>	

**Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2009-2010 Annual Report Year**

Although there appeared to be more students applying to Associate Degree programs in 2010 (see Table 3a), more students were actually admitted to Baccalaureate programs in Louisiana over the past 5 years (see Table 3b). During the 2010 report year, there were 2,432 applications submitted to Louisiana’s Associate Degree programs and 2,210 submitted to Baccalaureate programs, whereas, 81% (1,780) of the applicants applying to Baccalaureate programs were admitted and only 64% (1,565) of applicants to Associate Degree programs were admitted (see Table 3a). Less than half (41%) of qualified applicants pursuing a Diploma in nursing were admitted in 2010.

**Table 3a. Applicants and Admissions for Pre-RN Licensure Programs in LA by Program Type for the 2009-2010 Annual Report Year**

Applicants 2010	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants	95	2,432	2,210
No. Qualified Applicants Admitted	39	1,565	1,780
<b>% of Qualified Applicants Admitted</b>	<b>41%</b>	<b>64%</b>	<b>81%</b>
No. Qualified Applicants Not Admitted	56	867	430
<b>% of Qualified Applicants Not Admitted</b>	<b>59%</b>	<b>36%</b>	<b>19%</b>

**Table 3b. Admissions to Pre-RN Licensure Programs in LA (2006-2010)**

Report Year	Diploma	Associate	Baccalaureate
2010	39	1,565	1,780
2009	41	1,537	1,728
2008	51	1,628	1,741
2007	47	1,398	1,585
2006	45	1,378	1,529
<b>1 &amp; 5 Year Variance</b>	<b>↓4.9% / ↓13.3%</b>	<b>↑1.8% / ↑13.6%</b>	<b>↑3.0% / ↑16.4%</b>

**Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2009-2010 Annual Report Year)**

The top three reasons identified by Louisiana’s pre-RN licensure programs for the past three years as to why qualified applicants were not admitted has remained unchanged: 1) limited budgeted faculty positions; 2) non-competitiveness in faculty salaries; and 3) limited qualified faculty (see Table 4). In the current report year faculty also indicated that the lack of clinical specialty sites also limited the number of students admitted to Louisiana’s pre-RN licensure programs. In the previous report year (2008-2009) faculty ranked the unavailability of classroom and clinical sites as major limitations to the number of students that could be accommodated by the programs.

**Table 4. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2009-2010)**

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
No. 4	Lack of Clinical Specialty Sites

**Enrollment in Pre-RN Licensure Programs in Louisiana**

In 2010, 14,779 students enrolled in post-secondary education settings in LA declared nursing as their major (see Table 5), which reflects a 3% decrease from the previous report year (15,232 in 2009). However, there was a 1.6% increase in the number of students enrolled in clinical nursing courses in the current report year.

**Table 5. Enrollment in Pre-RN Licensure Programs in LA(2006-2010)**

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2010	14,779	6,175
2009	15,232	6,077
2008	13,797	6,311
2007	14,113	5,723
2006	14,785	5,534
1 & 5 Year Variance	↓3.0% / ↓0.04%	↑1.6% / ↑11.6%

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

Although there was a 1% increase from last year (14% in 2009 to 15% in 2010) in the percentage of males enrolled in Louisiana’s pre-RN licensure programs and a 1% decrease in the percentage of females, females remain the dominant gender of enrollees at 85% (5,218) (see Table 6).

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

Report Year	Male		Female	
	#	%	#	%
2010	957	15%	5,218	85%
2009	880	14%	5,397	86%
2008	882	14%	5,566	86%
2007	817	14%	5,116	86%
1 & 4 Year Variance	↑8.8% / ↑17.1%		↓3.3% / ↑2.0%	

Note: Data submitted in 2006 was based on the number of students reporting nursing as a major and not the number of students enrolled in clinical courses. Therefore the 2006 numbers were not included in this analysis.

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

In 2010, 63.1% (3,896) of students enrolled in pre-RN licensure programs in Louisiana were White, which represented a 6.2% (3,896) decline from 2009 (4,154). The number of Blacks enrolled in Louisiana’s pre-RN licensure programs also dropped by 6.6% (a difference of 107 students) in 2010. In contrast, there was a 22.9% increase in the number of Hispanic students and a 90% increase in the number of students reporting “Other” as their ethnicity (see Table 7). Of the 473 students that reported their ethnicity as ‘Other,’ 20 were self-reported as Native American/Alaskan Natives.

**Table 7. Ethnicity of Students Enrolled in Pre-RN Licensure Programs in LA (2007-2010)**

Report Year	White		Black		Hispanic		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2010	3,896	63.1	1,520	24.6	172	2.8	114	1.8	473	7.6
2009	4,154	66.2	1,627	25.9	140	2.2	107	1.7	249	4.0
2008	4,542	70.4	1,443	22.4	153	2.4	90	1.4	220	3.4
2007	4,084	68.8	1,417	23.9	112	1.9	108	1.8	212	3.6
<b>1 &amp; 4 Year Variance</b>	↓6.2% / ↓4.6%		↓6.6% / ↑7.3%		↑22.9% / ↑53.6%		↑6.5% / ↑5.6%		↑90% / ↑123.1%	

Note: Data submitted in 2006 was based on the number of students reporting nursing as a major and not the number of students enrolled in clinical courses. Therefore the 2006 numbers were not included in this analysis.

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

There were a total of 2,239 graduates from pre-RN licensure programs from Louisiana's schools of nursing in 2010 which is only nine more graduates than the previous report year. The largest percentage of graduates came from baccalaureate programs (57%), with 41% coming from associate degree programs, and 2% from the only diploma program in the state. There was a significant shift in the distribution of graduates across the various programs. The number of graduates from baccalaureate programs increased by 11%, whereas, the number of graduates from associate degree programs decreased by 12% (see Table 8). The number of diploma graduates went from 30 in 2009 to 39 in 2010 which reflects a 30% increase over the previous year.

**Table 8. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2006-2010)**

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2010	2,239	39	2%	916	41%	1,284	57%
2009	2,230	30	1%	1,043	47%	1,157	52%
2008	2,113	36	1%	939	44%	1,138	54%
2007	1,946	36	1%	944	49%	966	50%
2006	1,828	27	1%	895	49%	906	50%
<b>1 &amp; 5 Year Variance</b>	↑0.4% / ↑22.5%	↑30.0% / ↑44.4%		↓12.2% / ↑2.3%		↑11.0% / ↑41.7%	

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

There were a total of 2,271 RN candidates sitting for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam in 2010 with 2,064 (90.89%) passing on the first take (see Table 9). The overall national passage rate on the NCLEX-RN for 2010 was 87.42%.

**Table 9. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2010 – December 31, 2010)**

Program Type	No. Taking	No. Passing	% Passing
Diploma	37	35	94.59
Associate Degree	917	848	92.48
Baccalaureate Degree	1,317	1,181	89.67
<b>Grand Total</b>	<b>2,271</b>	<b>2,064</b>	<b>90.89</b>

Note: The National Average Passage Rate on the NCLEX-RN Examination was 87.42% for 2010.

The passage rate on the NCLEX-RN for graduates from Louisiana’s pre-RN licensure programs has exceeded that of the nation for the previous 4 years (see Table10) in spite of the higher passing standard implemented in April 2010 by the National Council of State Boards of Nursing. However, there was a 4% decrease in the number of Associate Degree graduates passing the NCLEX-RN exam on the first take during the 2009-2010 report year.

**Table 10. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (2006-2010)**

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA	Passage Rate for the Nation
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2010	35	94.59	848	92.47	1,181	89.67	90.89	87.42
2009	35	97.22	883	91.84	1,052	90.45	90.83	88.42
2008	36	97.30	776	88.79	1,013	91.10	90.21	86.73
2007	35	100.00	795	85.58	923	88.49	87.34	85.47
2006	21	95.40	808	89.90	804	86.20	88.10	88.10
<b>1 &amp; 5 Year Variance</b>	<b>0.0% / ↑66.7%</b>		<b>↓4.0% / ↑5.0%</b>		<b>↑12.3% / ↑46.9%</b>		<b>↑0.1% / ↑3.2%</b>	<b>↓1.1% / ↓0.8%</b>

## Graduate Nursing Programs in Louisiana

### Advanced Practice Registered Nurse Education in Louisiana

#### APRN Programs in Louisiana

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

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

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

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

**Enrollment in APRN Programs in Louisiana**

Over the past five years there has been a 65% increase in the number of students enrolled in APRN programs in Louisiana. There was a 14.9% increase in the number of RNs enrolled in NP programs in the 2009-2010 report year when compared to 2008-2009, and an 89.1% increase since 2006. The number of students enrolled in CNS programs increased from eight (8) in 2009 to eighteen (18) in the current report year which reflects a 125% increase, but there has been an overall 10% decrease in the number of students enrolled in CNS programs across the state over the past 5 years (see Table 12). The number of students enrolled in CRNA programs in Louisiana has also increased over the last year by 5.1% and over the past 5 years by 23.2%.

**Table 12. Enrollment in APRN Programs in LA (2006-2010)**

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
2010	726	18	228	972
2009	632	8	217	857
2008	567	9	225	801
2007	420	15	212	647
2006	384	20	185	589
1 & 5 Year Variance	↑14.9% / ↑89.1%	↑125.0% / ↓10.0%	↑5.1% / ↑23.2%	↑13.4% / ↑65.0%

**Gender of Students Enrolled in APRN Programs in Louisiana**

In 2010, 78.8% (766) of the students enrolled in APRN programs in Louisiana were female, a small decrease from 80% in the previous year, and 21.2% were male, an increase from 20.1% in 2009 (see Table 13). Although females represent the majority of students enrolled in APRN programs, the percent of men enrolled in Louisiana’s APRN programs is almost double the overall percentage of men (11%) licensed to practice as an RN in Louisiana in 2010.

**Table 13. Gender of Students Enrolled in APRN Programs in Louisiana**

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2010	206	21.2%	766	78.8%	972
2009	172	20.1%	685	79.9%	857
1 Year Variance	↑19.8%		↑11.8%		↑13.4%

**Ethnicity of Students Enrolled in APRN Programs in Louisiana in 2010**

Although the percentage of White students enrolled in APRN programs in LA has decreased by 4%, the majority of students enrolled in APRN programs in Louisiana continue to be White (69.4%). Blacks comprise 22.1% of students enrolled in APRN programs with Hispanic and Asian students representing 2.1% and 1.2%, respectively (see Table 14). These percentages are in close alignment with that of students enrolled in pre-RN licensure programs in Louisiana. The number of students reporting “Other” as their ethnicity increased significantly in 2010 (50) when compared to 2009 (11).

**Table 14. Ethnicity of Students Enrolled in APRN Programs in LA (2010)**

Report Year	White		Black		Hispanic		Asian		Other		Total APRN Students
	#	%	#	%	#	%	#	%	#	%	
2010	675	69.4%	215	22.1%	20	2.1%	12	1.2%	50	5.1%	972
2009	626	73.0%	197	23.0%	16	1.9%	7	0.8%	11	1.3%	857
1 Year Variance	↑7.8%		↑9.1%		↑25.0%		↑71.4%		↑354.5%		↑13.4%

## Graduates from APRN Programs in Louisiana in 2010

In the 2009-2010 report year, there were a total of 246 graduates from Louisiana's APRN programs (see Table 15). The majority of those graduates were from NP programs (70.7%) and CRNA programs (28.5%). The smallest percentage of graduates (0.8%) were from CNS programs.

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

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2010	246	174	70.7%	2	0.8%	70	28.5%

Note: The Annual Report was revised in 2010 to solicit separate data to reflect type of APRN graduate.

## Performance of APRN Graduates on Certification Exams

In the current report year (October 16, 2009 thru October 15, 2010) 233 APRN candidates sat for their respective certification exams. Two hundred and twenty-three (223) candidates successfully passed their certification exam resulting in a 95.7% passage rate for the state.

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

Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education and a Masters Degree in Nursing Administration (see Table 16). Currently, LSBN only has jurisdiction over graduate nursing programs that lead to the APRN degree and not those that lead to a Masters in Nursing Education or Nursing Administration. In order to better inform policy makers about nursing workforce demand and to be able to predict future nursing workforce needs, it will be important to identify how many nurses are being prepared to take on the role of vacated faculty positions in Louisiana, as well as leadership positions in hospitals and other clinical settings. Thus, we have decided to include information about Louisiana's non-licensure graduate nursing programs (Education and Administration) in the 2010 Annual Report.

**Table 16. Masters Programs in Nursing Education and Administration in LA**

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

**Admission and Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana**

In the 2010 report year, a total of 345 RN students were admitted to Louisiana’s non-licensure graduate programs in Nursing Education and Nursing Administration. The majority of the students (302) were admitted to Nursing Administration programs across the state. Nursing Education programs admitted 43 graduate nursing students during the current report year. Of the 1,610 students enrolled in graduate nursing programs across the state, 972 (60.4%) were enrolled in APRN programs in Louisiana, 567 (35.2%) were enrolled in Nursing Administration programs, and 71 (4.4%) were enrolled in Nursing Education programs in the 2009-2010 report year.

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

The numbers of students enrolled in non-licensure graduate nursing programs differs significantly from those enrolled in APRN programs, yet the ethnic distribution of students enrolled in these programs is relatively similar. Whites 67.6% (n=431) represent the majority of students enrolled in non-licensure graduate nursing programs in Louisiana, Blacks 21.6% (n=138), Hispanics 2.5% (n=16), Asians 2.7% (n=17), American Indians 0.9% (n=6), and “Other” 4.7% (n=30).

## Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2009-2010 report year, there were a total of 253 graduates from Louisiana's non-licensure graduate nursing programs. The majority of the graduates (222) were from Nurse Administration Programs and 31 were from Nursing Education programs.

## Nursing Faculty in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2009-2010 Annual Reports submitted to LSBN by the Deans and Directors of pre-RN licensure programs and APRN programs in the state of Louisiana.

### Faculty Teaching in Pre-RN Licensure Programs

Deans and Directors were asked to report the number of filled and vacant faculty positions in their pre-RN licensure programs from October 16, 2009 to October 15, 2010. These numbers are depicted by program type and full vs. part-time positions in Table 17.

There were a total of 536 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs in 2009-2010. The budgeted positions were filled with 542 full-time and 200 part-time faculty members. Seventeen faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources. This represents an increase in the number of full-time faculty by approximately 6.9% (+35 full-time faculty). There was also a 25.8% increase (+41) in the number of part-time faculty employed when compared to the previous report year. In contrast, there was a 69% decrease (-38) in the number of nurse faculty positions funded by other sources during the 2008-2009 report year.

**Table 17. Filled Nurse Faculty Positions in Pre-RN Licensure Programs in LA**

Program Type	Filled Faculty Positions		Nurse Faculty Positions Funded from other Sources	Number of Nurse Faculty Teaching in Louisiana's Pre-RN Licensure Programs for the 2009-2010 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	12	0	0	12
ADN (13)	203	74	3	277
BSN (13)	327	126	14	453
<b>Total (27)</b>	<b>542</b>	<b>200</b>	<b>17</b>	<b>742</b>

### Vacant Nurse Faculty Positions

There were a total of 32 full-time vacant nurse faculty positions reported by Deans and Directors, which is an increase by 5 additional vacant positions from the previous report year (n=27 in 2008-2009) (see Table 18). The majority (17) of vacant full-time nurse faculty positions were reported by Louisiana's associate degree programs, followed by 14 vacant positions reported by baccalaureate programs. The number of vacant full-time faculty positions will often determine the number of part-time positions needed. Many schools do not budget positions for part-time instructors, instead they are hired as needed.

**Table 18. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2009-2010)**

<b>Program Type</b>	<b>Vacant Nurse Faculty Positions</b>
<b>Diploma</b>	1
<b>ADN</b>	17
<b>BSN</b>	14
<b>Total</b>	<b>32</b>

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

The majority of pre-RN licensure programs in Louisiana reported hiring new faculty appointments with the average number being 1.92 for associate degree programs and 3.46 for baccalaureate programs (see Table 19). One pre-RN licensure program reported having 14 new faculty appointments for the 2009-2010 report year, which included 4 full-time and 10 part-time faculty.

**Table 19. New Faculty Appointments, Exceptions and use of Preceptors**

<b>Program Type</b>	<b>No. of New Faculty Appointments</b>	<b>No. of Faculty Exceptions</b>	<b>Preceptors</b>
<b>Diploma (1)</b>	1	1	0
<b>ADN (13)</b>	25	17	355
<b>BSN (13)</b>	45	26	613
<b>Total (27)</b>	<b>71</b>	<b>44</b>	<b>968</b>

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. A total of 44 faculty exceptions were granted to pre-RN licensure programs during the 2009-2010 annual report year which is a 21.4% decrease from the previous year (n = 56 in 2008-2009).

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). Approximately 968 preceptors were used by pre-RN licensure programs during 2009-2010, which represents a decrease in number by 17 from the previous year (985 preceptors reported in 2009). In preceptor-student relationships, nursing faculty retain the responsibility for selecting, guiding and evaluating student learning experiences with input from the preceptor.

## Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (see Table 20). During the 2009-2010 annual report year, a total of 5 faculty went on leave, which is relatively unchanged from 2008-2009 (n=4), and 47 faculty resigned (46 in 2008-2009). Nineteen nurse faculty retired in 2010 which reflects a 35.7% increase in faculty attrition related to retirement when compared to 2009 (14 nursing faculty retired in 2009).

**Table 20. Faculty Attrition: Leave, Resignation, and Retirement/Termination**

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirement/Termination
Diploma (1)	0	2	0
ADN (11)	1	20	16
BSN (13)	4	25	26
<b>Total (25)</b>	<b>5</b>	<b>47</b>	<b>42 (19 Retirements/ 23 Terminations)</b>

## Educational Preparation of Nurse Faculty

The Institute of Medicine Report on the Future of Nursing: Leading Change, Advancing Health recommends that the proportion of nurses with a baccalaureate degree be increased to 80% and the number of nurses with a doctorate be doubled by 2020 (IOM Report, 2010). According to the Carnegie Study (Benner, Sutphen, Leonard and Day, 2009), in order to meet the projected shortages for registered nurses, nursing education programs must increase their capacity by approximately 90%. The educational preparation of nursing faculty is essential. In order to properly educate the next generation of RNs, nurse faculty must be prepared to teach nursing students how to care for clients with complex diagnoses and treatment plans; be familiar with essential principles of teaching and learning; be able to appropriately use the newest teaching learning healthcare technology; and have the ability to engage nursing students in the teaching-learning process.

The Southern Association of Colleges and Schools (SACS), require that at least 25 % of nursing course hours in a Baccalaureate Nursing program be taught by faculty members holding the terminal degree (2010). In 2010 there were 742 nurse faculty teaching in Louisiana’s pre-RN licensure programs: 105 (14.2%) were prepared at the doctoral level, 593 (79.9%) were Masters prepared, and 44 (5.9%) reported that their highest degree in nursing was a baccalaureate degree (see Table 21).

**Table 21. Educational Preparation of Faculty (2009-2010)**

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of Faculty Exceptions
Diploma (1)	1	10	1
ADN (13)	24	237	18
BSN (13)	80	347	26
<b>Total (27)</b>	<b>105 (14.2%)</b>	<b>593 (79.9%)</b>	<b>44 (5.9%)</b>

## Board of Regents Nursing Faculty Stipends

According to the 2009-2010 annual reports from pre-RN-licensure programs, 105 nurse faculty that were employed in pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends, a decrease by 2 nurse faculty when compared to the 2008-2009 numbers (see Table 22). The number of graduate nursing students that received BOR stipends also declined during the 2009-2010 report year. The number of graduate nursing students enrolled in Masters in Nursing Programs that received BOR nurse faculty stipends decreased by 42% and the number receiving stipends for Doctoral education decreased by 52%.

**Table 22. Board of Regents Faculty Stipend Recipients**

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

## Nurse Faculty Salaries

The Deans and Directors of pre-RN licensure programs in Louisiana reported the average salaries of nursing faculty according to rankings of instructor, assistant professor, associate professor, and professor. The Southern Regional Education Board (SREB) mean salary for full-time instructional faculty teaching in nursing programs in four year colleges or universities in LA was \$63,347 in 2008-2009 (SREB, 2010). The average salary reported by 23 of the 27 pre-RN licensure programs in Louisiana during 2009-2010 for the rank of nursing instructor was \$48,800.92. The average salary for an assistant professor of nursing in Louisiana for 2009-2010 was \$55,839.29, which is a slight decrease from \$55,891 in 2008-2009. The average salaries for an associate professor (\$61,917.49) and professor (\$74,687.25) decreased by 7.4% (-\$4913.51) and 12.2% (-\$10,342.75) respectively, during the 2009-2010 report year (see Table 23).

Noncompetitive salaries for nursing faculty has been consistently cited as one of the major reasons why there are a limited number of qualified faculty available to teach in Louisiana's pre-RN licensure programs. Noncompetitive salaries leads to an inadequate number of filled nurse faculty positions which is cited as a major reason for denying admission to qualified students (Maloney and Burns, 2006). Findings from a survey conducted by the American Association of Colleges of Nursing (AACN) (2009) revealed that higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching. AACN reported in March 2009 that master's prepared faculty earned an annual average salary of \$69,489, as compared to the average salary of \$81,060 for nurse practitioners across settings and specialty areas (Rollet, 2010). Joynt and Kimball (2008), authors of a white paper entitled *Blowing Open the Bottleneck: Designing New Approaches to Increase Nurse Education Capacity* stated "While nursing faculty compensation adjustments alone will not solve the nursing education capacity problem, the value of the educators must be acknowledged and rewarded in order to move forward"(p.12).

**Table 23. Faculty Salaries (2009-2010)**

Faculty Role/Rank	No. of Programs Reporting	Mean	Minimum	Maximum
Instructor	23	\$48,800.92	\$32,000	\$69,914
Assistant Professor	21	\$55,839.29	\$45,000	\$82,103
Associate Professor	19	\$61,917.49	\$50,000	\$90,038
Professor	16	\$74,687.25	\$55,000	\$115,655

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

### Age Ranges for Nurse Faculty

Aging nurse faculty and a decline in the number of younger nurses choosing nursing education as a potential career has to be addressed when planning for a projected nursing shortage. The literature contends that younger nurses tend to choose practice roles over faculty roles (Joynt, and Kimball, 2008). In 2009-2010 over a third (38.5%) of the nurse faculty in the state of LA were between 51 to 60 years of age, 30.7% (200) were between 41 to 50 years of age, and 12.7% (83) were 61 and older (see Table 24).

**Table 24. Age Ranges for Nurse Faculty (2008-2009)**

Age Category	No. of Faculty 2008-2009		No. of Faculty 2009-2010	
	#	%	#	%
20-30	16	2.5	17	2.6
31-40	102	16.0	101	15.5
41-50	192	30.0	200	30.7
51-60	240	37.6	251	38.5
61-65	63	9.9	65	10.0
66-70	21	3.3	11	1.7
> 70	5	0.8	7	1.1
<b>Total Faculty Reporting Age</b>	<b>639</b>		<b>652</b>	

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

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

Faculty teaching in APRN programs in Louisiana must have a minimum of a Masters Degree in Nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 45, 4509 G 2.c) although most accrediting bodies prefer graduate nursing faculty have a doctorate either in nursing or in a field outside of nursing. Ideally, with the transition to the Doctorate of Nursing Practice (DNP), in an effort to ensure the scholarship of nursing practice, the faculty teaching in a DNP program would be prepared at the doctoral level, however all of the faculty teaching in DNP programs will not have to possess a DNP credential (AACN, 2006). In 2009-2010 74% (108) faculty teaching in APRN programs in Louisiana held an earned doctorate (see Table 25). The Masters was the highest degree held by approximately one fourth (26%) of the 146 faculty teaching in APRN programs in Louisiana in 2010. These individuals possessed credentials and/or expertise

in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

**Table 25. Educational Preparation of Faculty Teaching in APRN Programs**

Program Type	No. of Faculty with a Doctorate in Nursing	No. of Faculty with a Doctorate outside of Nursing	No. of Mastered Prepared Nurses Teaching in an APRN Program	Total Faculty
2010	73	35	38	146
2009	62	39	32	133
<b>1 Year Variance</b>	<b>↑17.7%</b>	<b>↓10.2%</b>	<b>↑18.7%</b>	<b>↑9.7%</b>

Note: Two MDs and one JD with a Masters in Nursing Degree are included in the Masters Prepared Faculty. One MD and two Pharmacists that did not have masters degrees in nursing were not included in the numbers in Table 21.

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

The annual report requests that Nursing Programs submit the number of full-time faculty positions that are filled instead of the number of full time equivalents (FTEs). Deans and Directors of APRN Programs in Louisiana reported that there were 72 full-time filled faculty positions statewide in all APRN programs which is an increase from the 70 full-time filled faculty positions reported in the previous year (see Table 26). Nine (9) nurse faculty positions were reported as being vacant (no change from 2009) and 50 were funded from other sources (e.g., grants, capitation funds), which represents a 316.7% increase (12 positions in 2009; 50 positions in 2010) in the number of faculty positions that were funded by other sources and that may not be available for subsequent terms or semesters. There were a total of 13 new faculty appointments to APRN programs in Louisiana during 2010, which represents no change from the previous report year.

**Table 26. Faculty Positions in APRN Programs in LA**

Report Year	Full-time Filled Faculty Positions	Number of Full –time and Part-time Faculty Teaching in APRN Programs	Nurse Faculty Positions Funded from other Sources	Vacant Nurse Faculty Positions	No. of New Faculty Appointments
2010	72	149	50	9	13
2009	70	120	12	9	13
<b>1 Year Variance</b>	<b>↑2.8%</b>	<b>↑24.1%</b>	<b>↑316.7%</b>	<b>0%</b>	<b>0%</b>

### APRN Nursing Faculty Attrition

A total of 15 faculty left their teaching positions in APRN programs in Louisiana in 2010 for one of the following reasons: approved paid or unpaid leave (1), resignations (5), retirement, death or termination (9). Six (6) faculty members teaching in APRN programs retired in 2010 as compared to 3 that retired in 2009 which represents a 100% increase in the number of retirements (see Table 27).

**Table 27. APRN Nursing Faculty Attrition: Leave, Resignation, and Retirement/Death/Termination**

<b>Program Type</b>	<b>No. of Faculty on Leave</b>	<b>No. of Faculty Resignations</b>	<b>No. of Faculty Retiring/Death/Termination</b>
<b>2010</b>	1	5	9 (6 Retirements/3 Contracts Ended)
<b>2009</b>	2	4	3 (3 Retirements)
<b>1 Year Variance</b>	↓50.0%	↑25.0%	↑200.0%

**NURSING EDUCATION CAPACITY IN LOUISIANA**  
**MAJOR FINDINGS**  
**2009-2010**

**Pre-RN Licensure Programs in Louisiana**

- In 2010, there were a total of 27 pre-RN licensure programs in Louisiana; 1 diploma, 13 associate degree; and 13 baccalaureate degree programs. Nicholls State has phased out its AD program (last graduates reported on the 2009-2010 annual report) and OLOL College has submitted a letter of intent to develop a BSN program.
- For the past three years there has been a decline in the pool of qualified applicants to pre-RN licensure programs in Louisiana.
- There was a 15% decrease in the number of qualified applicants that were denied admission to Louisiana's pre-RN licensure programs in 2009-2010 as compared to a 6% decrease in the previous report year.
- Although there were more students applying to Associate Degree programs in 2010 (2,432), more students were admitted to Baccalaureate programs in Louisiana over the past 5 years when compared to Associate Degree programs (see Table 12b).
- 81% (1,780) of the applicants applying to Baccalaureate programs were admitted, 64% (1,565) applying to Associate Degree programs were admitted, and 41% of qualified applicants pursuing a Diploma in nursing were admitted in 2010.
- In 2010, 14,779 students enrolled in post-secondary education settings in Louisiana declared nursing as their major, which reflects a 3% decrease from the previous report year (15,232 in 2009).
- Although there was a 1% increase from last year (14% in 2009 to 15% in 2010) in the percentage of males enrolled in Louisiana's pre-RN licensure programs and a 1% decrease in the percentage of females, females remain the dominant gender of enrollees at 85% (5,218) in 2010.
- In 2010, 63.1% (3,896) of students enrolled in pre-RN licensure programs in Louisiana were White, which represented a 6.2% decline from 2009 (-258). The number of Blacks enrolled in Louisiana's pre-RN licensure programs also dropped by 6.6% (-107) in 2010. In contrast, there was a 22.9% increase (+32) in the number of Hispanic students and a 90% increase (+224) in the number of students reporting "Other" as their ethnicity.
- There were a total of 2,239 graduates from pre-RN licensure programs in Louisiana in 2010 which is reflective of only 9 more graduates than the previous report year. The largest percentage of graduates came from Baccalaureate programs (57%), with 41% coming from Associate Degree programs, and 2% from the only Diploma program in the state.
- The number of graduates from baccalaureate programs increased by 11%, whereas, the number of graduates from associate degree programs decreased by 12%.
- There were a total of 2,271 RN candidates that sat for the NCLEX-RN exam in 2010 with 2,064 passing on the first take resulting in a 90.89% passage rate for the state, which exceeds the national passage rate of 87.42%.

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

- There are seven Graduate Nursing Programs in Louisiana offering a degree as an Advanced Practice Registered Nurse (APRN). Six of the seven programs offer the Nurse Practitioner (NP) role; four the Clinical Nurse Specialist (CNS) role; and two the Certified Registered Nurse Anesthetist (CRNA) role. There are currently no programs offering the Certified Nurse Midwife (CNM) role in Louisiana.
- Over the past five years there has been a 65% increase in the number of students enrolled in APRN programs in Louisiana.
- In 2010 there were a total of 972 students enrolled in Louisiana's APRN programs: 726 in NP programs, 228 in CRNA programs, and 18 in CNS programs.
- When compared to the 2008-2009 report year, there was a 14.9% increase in the number of RNs enrolled in NP programs in the 2009-2010 report year and an 89.1% increase since 2006. The number of students enrolled in CRNA programs has also increased over the last year by 5.1% and over the past 5 years by 23.2%.
- There was a 10% decrease in the number of students enrolled in CNS programs across the state over the past 5 years.
- Although females represent the majority of students enrolled in APRN programs, the percent of men enrolled in Louisiana's APRN programs (21.2%) is almost double the percentage of men that were licensed to practice as an RN in Louisiana in 2010 (11%).
- The majority of students enrolled in APRN programs in Louisiana continue to be White (69.4%), although that number did decrease by 4% in 2010; Blacks comprise 22.1% of students enrolled in APRN programs with Hispanics and Asians representing 2.1% and 1.2% , respectively
- In the 2009-2010 report year, there was a total of 246 graduates from Louisiana's APRN programs. The majority of those graduates were from NP programs (70.7%) and CRNA programs (28.5%). The smallest number of graduates (2) were from CNS programs.
- In the current report year (October 16, 2009 thru October 15, 2010) 233 APRN candidates sat for their perspective certification exams. Two hundred and twenty-three (223) candidates successfully passed their certification exam resulting in a 95.7% passage rate for the state.

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

- Six of the seven Graduate Nursing Programs in Louisiana offer a Masters Degree in Nursing Education, and Nursing Administration.
- Currently, LSBN does not have jurisdiction over graduate nursing programs that lead to the Masters in Nursing Education and Nursing Administration.
- In 2010, a total of 345 RN students were admitted to Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration; 302 were admitted to Nursing Administration programs and 43 were admitted to Nursing Education programs.
- Of the 1,610 students enrolled in graduate nursing programs across the state, 972 (60.4%) were enrolled in APRN programs in Louisiana, 567 (35.2%) were enrolled in Nursing Administration programs, and 71 (4.4%) were enrolled in Nursing Education programs during the 2009-2010 report year.

- Whites (n=431; 67.6%) represent the majority of students enrolled in non-licensure graduate nursing programs in Louisiana, Blacks 21.6% (n=138), Hispanics 2.5% (n=16), Asians 2.7% (n=17), American Indians 0.9% (n=6), and “Other” 4.7% (n=30).
- There were a total of 253 graduates from Louisiana’s non-licensure graduate nursing programs during the 2009-2010 report year; 222 were from Nurse Administration Programs and 31 were from Nursing Education programs.

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

- There were a total of 536 budgeted full-time nurse faculty positions reported by Louisiana’s pre-RN licensure programs in 2009-2010. Seventeen additional faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources.
- 542 full-time and 200 part-time faculty members were employed by pre-RN licensure programs during the 2009-2010 report year..
- There were a total of 32 full-time vacant nurse faculty positions reported by Deans and Directors, which is an increase by 5 additional vacant positions from the previous report year (n=27 in 2008-2009)
- A total of 44 faculty exceptions were granted to pre-RN licensure programs during the 2009-2010 annual report year which is a 21.4% decrease from the previous year (n = 56 in 2008-2009).
- Nineteen (19) nurse faculty retired in 2010 which reflects a 35.7% increase in faculty attrition related to retirement when compared to 2009 (14 nursing faculty retired in 2009).
- In 2010 there were 742 nurse faculty teaching in Louisiana’s pre-RN licensure programs: 105 (14.2%) were prepared at the doctoral level, 593 (79.9%) were Masters prepared, and 44 (5.9%) reported that their highest degree in Nursing was a Baccalaureate degree.
- The number of graduate nursing students enrolled in Masters in Nursing Programs that received Board of Regents nursing faculty stipends decreased by 42% and the number receiving stipends for Doctoral education decreased by 52% in 2010.
- The average salary reported by pre-RN licensure programs in Louisiana during 2009-2010 for the rank of nursing instructor was \$48,800.92; assistant professor of nursing 55,839, which is a slight decrease from \$55,891 in 2008-2009; associate professor \$61,917.49; and professor \$74,687.25. Salaries for both the associate professor and professor decreased by 7.4% (-\$4913.51) and 12.2% (-\$10,342.75) respectively, during the 2009-2010 report year.
- In 2009-2010, 200 (30.7%) nurse faculty were between 41 to 50 years of age, 251 (38.5%) were between 51 to 60 years of age, and 12.8% (83) were 61 and older.
- In 2009-2010 74% (108) faculty teaching in APRN programs in Louisiana held an earned doctorate. The Masters was the highest degree held by approximately one fourth (26%) of the 146 faculty teaching in APRN programs in Louisiana in 2010. These individuals possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

- There were 72 full-time filled faculty positions statewide in all APRN programs which is an increase from the 70 reported in the previous year. Nine (9) nurse faculty positions were reported as being vacant (no change from 2009) and 50 were funded from other sources (e.g., grants, capitation funds), which represents a 316.7% increase (12 positions in 2009).
- A total of 15 faculty left their teaching positions in APRN programs in Louisiana in 2010 for one of the following reasons: approved paid or unpaid leave (1), resignations (5), retirement, death or termination (9).
- Six (6) faculty members teaching in APRN programs retired in 2010 as compared to 3 that retired in 2009 which represents a 100% increase in the number of retirements

**NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA**  
**2009-2010**

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 2010 includes all registered nurses that held an active unencumbered license to practice as a registered nurse (RN) in Louisiana any time between February 1, 2010 and January 31, 2011. Descriptive analysis of the RN supply data, along with findings based on the analysis of the data, is being presented in the 2010 LSBN Annual Report.

**Licensed Registered Nurses Residing in Louisiana**

The Louisiana Nurse Practice Act requires annual license renewal for registered nurses. LSBN is the state appointed agency assigned to implement, regulate, and monitor the issuance of a license to practice as a RN in the state of Louisiana. In 2010, 55,712 nurses held a license to practice as a registered nurse (RN) in Louisiana. Of the 55,712 RNs holding a Louisiana license, 48,298 (87%) lived in Louisiana, while 7,396 (13%) reported home addresses outside of Louisiana. Overall, there has been a 13.3% increase in the number of RNs holding a license to practice nursing in Louisiana since 2006; a 14.5% increase in the number of RNs licensed and residing in Louisiana; and a 10.4% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana (see Table 28). Yet, during the current report year, there was a decrease (1.7%) in the number of RNs living outside of LA that held a license to practice in Louisiana.

**Table 28. Licensed Registered Nurses Residing in LA (2006-2010)**

<b>Report Year</b>	<b># of Nurses holding an RN License in LA (Residing in LA)</b>	<b># of Nurses holding an RN License in LA (Not Residing in LA)</b>	<b>Total # Nurses Holding a LA RN License</b>
<b>2010</b>	48,298	7,396	55,712
<b>2009</b>	46,828	7,523	54,366
<b>2008</b>	44,700	7,344	52,052
<b>2007</b>	43,548	7,316	50,873
<b>2006</b>	42,186	6,701	49,189
<b>1 &amp; 5 Year Variance</b>	<b>↑3.1% / ↑14.5%</b>	<b>↓1.7% / ↑10.4%</b>	<b>↑2.5% / ↑13.3%</b>

Note: Parishes were not designated for 18 Licensed RNs

## Employment Distribution of Licensed Registered Nurses Residing in Louisiana

The majority of RNs holding an active RN license in Louisiana reported full-time employment (74.9%), while 12.9% reported part-time employment. There has been a 12.4% increase since 2006 in the number of RNs that are working full-time and a 14.8% increase in the number that are working part-time. In contrast, 2.4% (1,150) of the RN workforce reported being employed in a field outside of nursing which included nurses employed in another health field and nurses employed in a field outside of health care.

Over 4,000 RNs (4,116) reported that they were unemployed, which reflects an increase of 786 unemployed RNs since 2009. This represents a 25.1% increase in the number of unemployed RNs in Louisiana since 2006 (see Table 29). Nurses reporting being unemployed indicated that they were seeking a nursing position (1,399), seeking a position outside of nursing (132), or they were not seeking employment (2,585).

**Table 29. Employment Distribution of Licensed Registered Nurses Residing in LA (2006-2010)**

Report Year	Full-Time Nursing		Part-Time Nursing		Employed Other		Not Employed*		No Response	
	#	%	#	%	#	%	#	%	#	%
2010	36,171	74.9	6,227	12.9	1,150	2.4	4,116	8.5	422	0.9
2009	35,485	75.8	6,080	13.0	1,145	2.4	3,330	7.1	384	0.8
2008	34,432	77.0	5,818	13.0	871	1.9	3,388	7.6	191	0.4
2007	33,383	76.7	5,648	13.0	1,014	2.3	3,269	7.5	234	0.5
2006	32,184	76.3	5,426	12.9	1,013	2.4	3,290	7.8	273	0.6
<b>1 &amp; 5 Year Variance</b>	<b>↑1.9% / ↑12.4%</b>		<b>↑2.4% / ↑14.8%</b>		<b>↑0.4% / ↑13.5%</b>		<b>↑23.6% / ↑25.1%</b>		<b>↑9.9% / ↑54.6%</b>	

Note: Two-hundred twelve (212) nurses indicated that they served as volunteers.

The major reasons given by nurses that were unemployed were that they were taking care of home and family, retired, or had difficulty finding a nursing position (see Table 30).

**Table 30. Reasons for Unemployment (2009-2010)**

Report Year	Home/Family Care	Retired	Difficulty Finding a Nursing Position	Currently in School	Disabled
2010	1,834	754	468	413	269

## Employers of Licensed Registered Nurses Residing in Louisiana

Employers of RNs in Louisiana are becoming more and more diverse. Although hospitals continue to be the primary employers of RNs in 2010, employing 57.4% of the available RN workforce in Louisiana, there was a 1.0% decrease in the number of RNs employed by hospitals in 2010 (see Table 31). Since 2006, there has been a 44.1% increase in the number of RNs employed in home health/community health/public health, a 53.2% increase in Long Term Care, and an 83% increase in the number of licensed RNs employed in physician's offices. Employers showing the greatest growth in numbers of licensed RNs in 2010 were physician's offices (57.7%), long term care (28.6%), home health/community health/public health (15.2%). In

contrast, there was a 13.6% decrease in the number of nurses employed in clinic/ambulatory care settings in 2010.

**Table 31. Field of Employment for Licensed Registered Nurses Residing in LA (2006-2010)**

Report Year	Hospital	Home/Comm/Public Health	Clinic/Ambulatory Care	Long Term Care	Nurse Educator	Physician Office	School Nurse	Other*	No Response
2010	27,722	4,320	3,927	1,888	1,151	1,268	827	6,773	422
2009	28,014	3,751	4,545	1,468	1,125	804	799	5,933	389
2008	27,046	3,247	3,885	1,300	972	721	736	6,591	202
2007	26,231	3,169	3,664	1,261	904	703	699	6,627	290
2006	25,338	2,998	3,393	1,232	871	693	643	6,569	449
<b>1 &amp; 5 Year Variance</b>	↓1.0% / ↑9.4%	↑15.2% / ↑44.1%	↓13.6% / ↑15.7%	↑28.6% / ↑53.2%	↑2.3% / ↑32.1%	↑57.7% / ↑83.0%	↑3.5% / ↑28.6%	↑14.2% / ↑3.1%	↑8.5% / ↓6.0%

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

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

The average age for RNs licensed in Louisiana in 2010 is 41 years as compared to an average age of 44 years in 2009. Nationwide, the average age for RNs is 47 yrs (BHPr., 2010). Approximately twenty-eight percent (27.5%) of the available RN workforce in LA was between 30-39 years of age in 2010, followed by 22.5% that were between 40-49 years. The age group with the greatest increase in number over the past year was RNs that were less than 30 years of age which showed a 10.9% increase since 2009 and a 50.9% increase since 2006.

In 2009, there was a significant increase in the number of RNs 60 and older (+1328 RNs). In 2010 this number decreased by 154 RNs, representing a 4.3% decrease since 2009. There was relatively no change in the number of licensed RNs between 50-59 years of age. Although there was a 1.9% increase in the number of RNs between 40-49 years of age between 2009 and 2010, there has been a 13.7% decrease in the number of licensed RNs in this age category since 2006 (see Table 32).

**Table 32. Age Distribution of Licensed Registered Nurses Residing in LA (2006-2010)**

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2010	11,135	23.1	13,298	27.5	10,850	22.5	9,600	19.9	3,415	7.1
2009	10,037	21.4	12,973	27.7	10,648	22.7	9,601	20.5	3,569	7.6
2008	9,071	20.3	12,894	28.8	12,399	27.7	8,095	18.1	2,241	5.0
2007	8,208	18.8	12,488	28.7	12,547	28.8	7,967	18.3	2,338	5.4
2006	7,377	17.5	12,162	28.8	12,571	29.8	7,752	18.4	2,324	5.5
<b>1 &amp; 5 Year Variance</b>	↑10.9% / 50.9%		↑2.5% / ↑9.3%		↑1.9% / ↓13.7%		↓0.0% / ↑23.8%		↓4.3% / ↑46.9%	

### Gender of Licensed Registered Nurses Residing in Louisiana

In 2009, the gender distribution for the U.S. population was 49.3% males and 51.4% females, which does not differ significantly from that of the gender distribution for Louisiana which was 48.6% male and 51.4% female (U.S. Census Bureau, 2005-2009). Nationwide, males comprise approximately 6.2% of employed RNs who were licensed before 2000 and 9.6% of those licensed in 2000 or later (DHHS/HRSA, 2010). In Louisiana, males have consistently represented 11% of the RN workforce and females 89% (see Table 33). The percentage of male RNs has been constant and equal to the rate of increase in the number of female RNs in Louisiana over the past 5 years.

**Table 33. Gender Distribution of Licensed Registered Nurses Residing in LA (2006-2010)**

Report Year	Male		Female	
	#	%	#	%
2010	5,393	11%	42,905	89%
2009	5,231	11%	41,597	89%
2008	5,037	11%	39,663	89%
2007	4,872	11%	38,676	89%
2006	4,679	11%	37,505	89%
<b>1 &amp; 5 Year Variance</b>	↑3.1% / ↑15.3%		↑3.1% / ↑14.4%	

### Ethnicity of Licensed Registered Nurses Residing in Louisiana

According to the U.S. Census Bureau (2010) minorities comprise approximately 35% of the U.S. population. In the U.S. Hispanics represent 15.8% of the population, Blacks 12.9%, Asians 4.6%, Native Americans 1%, and Native Hawaiians and other Pacific Islanders 0.2%. In Louisiana, Hispanics represent 3.6% of the population, Blacks, 32.1%, Asians, 1.5%, Native Americans, 0.6%, and Native Hawaiians and other Pacific Islanders, less than .01%. In 2010, the RN workforce in Louisiana remained majority White (83%) which is reflective of a 1% increase in the total percentage of all licensed RNs in Louisiana. Although the percentage of the Hispanic RN workforce did not change, there was a 23.6% increase in the number of Hispanic RNs in Louisiana when compared to 2009. There was also a 14.7% increase in the number of Native American RNs in Louisiana from the previous year (see Table 34).

**Table 34. Ethnicity of Licensed Registered Nurses Residing in LA (2006-2010)**

Report Year	White		Black		Hispanic		Asian		Native American		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2010	39,245	83%	6,768	14%	682	1%	547	1%	195	.4%	439	.9%
2009	38,613	82%	6,480	14%	552	1%	561	1%	170	.4%	266	.6%
2008	37,087	83%	6,094	14%	515	1%	534	1%	166	.4%	246	.6%
2007	36,324	83%	5,719	13%	496	1%	529	1%	171	.4%	241	.6%
2006	35,329	84%	5,369	13%	458	1%	579	1%	163	.4%	226	.6%
1 & 5 Year Variance	↑1.6% / ↑11.1%		↑4.4% / ↑26.1%		↑23.6% / ↑48.9%		↓2.5% / ↓5.5%		↑14.7% / ↑19.6%		↑65.0% / ↑94.2%	

Note: In 2010 the following ethnic groups were captured and placed under ‘Other’ until enough data is collected that will allow for trending: Native Hawaiian/Pacific Islander=36; Multiracial=196; Other=207. No Response Answers: 2010=422; 2009=186; 2008=58; 2007=68; 2006=122.

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

In 2010, 47.1% of the RN workforce reported on their licensure renewal application that their basic educational preparation began at the baccalaureate degree or higher level. This represents only a 0.5% increase. In contrast, there was a 7.5% increase in the number of RNs reporting that their basic RN education began at the associate degree level. There continues to be a decline in the number of licensed RNs reporting their basic educational preparation at the diploma level (see Table 35).

**Table 35. Basic Educational Preparation of Registered Nurses Residing in LA (2006-2010)**

Report Year	Diploma Nurse		Associate Degree		Baccalaureate or Higher		Other/No Answer	
	#	%	#	%	#	%	#	%
2010	4,679	9.7	20,439	42.3	22,735	47.1	445	.9
2009	4,748	10.1	19,021	40.6	22,633	48.3	426	.9
2008	4,808	10.8	18,097	40.5	21,353	47.8	433	1.0
2007	5,010	11.5	17,515	40.2	20,540	47.2	468	1.1
2006	5,193	12.3	16,834	39.9	19,650	46.6	487	1.2
1 & 5 Year Variance	↓1.5% / ↓9.9%		↑7.5% / ↑21.4%		↑0.5% / ↑15.7%		↑4.5% / ↓8.6%	

Note: In 2009, Masters and Doctorate were added to the Licensure Renewal Application under Basic Educational Preparation and applicants responded with the following results for 2010: Masters 845; Doctorate 23. The 868 RNs reporting Masters or Doctorate as Basic Educational Preparation were included in the Baccalaureate or Higher column.

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

The RN nursing workforce in Louisiana reported having degrees in nursing as well as areas outside of nursing. For the purposes of the annual report and in order make comparisons with the 2008 National Sample Survey of Registered Nurses conducted by Health Resources and Services Administration (HRSA), only those degrees that are in nursing, or a related field (i.e., doctorate in another field) will be included in the following discussion.

According to the National Sample Survey of Registered Nurses (DHHS/HRSA, 2010), the highest degree reported by 13.9% of the U.S. RN workforce is the diploma, 36.1% the associate degree, 36.8% the baccalaureate degree, and 13.2% the Masters/Doctorate degree. In Louisiana, the highest degree held for 7.37% of the RN workforce is the diploma, 33.3% report the associate degree as being their highest educational preparation, 40.2% the baccalaureate degree and 9.2% the Masters/Doctorate. Thus, Louisiana falls slightly below the nation in terms of the % of its RN workforce that is prepared at the baccalaureate or higher degree level (Louisiana-49.4%; U.S.-50%). Between 2006 and 2010 there was a 41.7% increase in the number of licensed RNs prepared at the Masters level and a 60% increase in the number of RNs possessing a doctorate in Nursing (see Table 36). The 2010 RN licensure renewal application gave licensees additional options that would allow them to report types of doctorates held which included: Doctorate in Nursing (92), Doctorate of Nursing Practice (34), and Doctorate of Nursing Science or Doctorate of Science in Nursing (42). The 2010 licensure renewal application also allowed RNs licensed in Louisiana to select Juris Doctorate (79) as an option when reporting highest educational preparation.

**Table 36. Highest Degree held by Registered Nurses Residing in LA (2006-2010)**

Report Year	Diploma in Nursing	Associate Degree	Bachelors in Nursing	Bachelors not in Nursing	Masters in Nursing	Masters not in Nursing	Doc. in Nurs.	Doc. not in Nurs.
2010	3,513	16,104	19,402	2,593	4,103	1,544	168	163
2009	3,645	15,853	18,575	2,496	3,946	1,545	161	225
2008	3,524	15,361	17,842	2,495	3,426	1,530	123	210
2007	3,743	14,975	17,320	2,332	3,135	1,481	115	213
2006	3,853	14,463	16,690	2,266	2,896	1,436	105	202
<b>1 &amp; 5 Year Variance</b>	↓3.6% / ↓8.8%	↑1.6% / ↑11.3%	↑4.5% / ↑16.2%	↑3.9% / ↑14.4%	↑4.0% / ↑41.7%	↓0.1% / ↑7.5%	↑4.3% / ↑60.0%	↓27.6% / ↓19.3%

Note: No Response Answers (2010=422; 2009=382; 2008=189; 2007=234; 2006=275).

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

In 2010, 6,907 nurses (14%) reported that they plan to work 0-5 years as an RN and 9,763 (20%) indicated that they will be working an additional 6-10 years. Hence, in 2010 over one third (34%) of Louisiana's RN workforce planned to work as an RN for 10 years or less which could result in a substantial decrease in the RN workforce in Louisiana over the next 10 years. There was a 10.6% increase since last year in the number of RNs that plan to work over 20years (see Table 37).

**Table 37. Number of Years Licensed Registered Nurses in LA Plan to Work**

Report Year	0-5 years		6-10 years		11-20 years		Over 20 years		No Answer	
	#	%	#	%	#	%	#	%	#	%
2010	6,907	14	9,763	20	15,582	32	15,624	32	422	.9
2009	6,866	15	9,713	21	15,736	34	14,123	30	390	.8
2008	6,096	14	9,450	21	15,792	35	13,161	29	201	.4
2007	6,039	14	9,378	22	15,538	36	12,335	28	258	.6
2006	5,765	14	9,029	21	15,316	36	11,737	28	339	.8
<b>1 &amp; 5 Year Variance</b>	↑10.6% / ↑19.8%		↑0.5% / ↑8.1%		↓1.0% / ↑1.7%		↑10.6% / ↑33.1%		↑8.2% / ↑24.5%	

## Positions Held by Licensed Registered Nurses Residing in Louisiana

The majority of RNs (61%) licensed in Louisiana in 2010 were employed as staff nurses. Approximately 9% (4,231) of the RN workforce were nurse managers, 6% (2,871) were advanced practice nurses, 3% (1,492) were administrators, and 3% (1,413) indicated that they were instructors (see Table 38). The positions showing the greatest growth in numbers in 2010 were instructors (18.4% growth) and nurse managers (17.2% growth). The positions showing the greatest amount of growth over the past 5 years were APRNs (36.2%) and instructors (33.4%). On the 2010 online licensure renewal application, 5,349 RNs indicated ‘Other’ under the type of positions held. Some of the *other* positions reported by Louisiana’s RNs included Director of Nursing/Nursing Supervisor, Education/Patient and Staff, Clinical Coordinator, Student, Telephone Health Coach, Volunteer, Wound Care, and Unemployed.

**Table 38. Types of Positions Held by Licensed Registered Nurses Residing in Louisiana (2006-2010)**

Report Year	Staff Nurse	Nurse Manager	Advanced Practice	Administrator	Instructor	Other	No Ans.
2010	29,608	4,231	2,871	1,492	1,413	5,349	422
2009	29,115	3,609	2,871	2,386	1,193	4,956	386
2008	28,135	4,148	2,370	1,617	1,142	6,477	195
2007	27,310	4,072	2,203	1,571	1,118	6,379	276
2006	26,358	4,069	2,108	1,483	1,059	6,006	439
<b>1 &amp; 5 Year Variance</b>	↑1.7% / ↑12.3%	↑17.2% / ↑4.0%	0% / ↑36.2%	↓37.5% / ↑0.6%	↑18.4% / ↑33.4%	↑7.9% / ↓10.9%	↑9.3% / ↓3.9%

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

The top five clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana in 2010 were: 1) medical-surgical units (6,789); 2) special care units/critical care areas (5,485); 3) operating room/post anesthesia care units (3,435); 4) emergency room (2,959); and 5) general practice/adult family health (2,811). Maternal child, although one of the top five practice areas reported by RNs in LA in 2009, showed a 15.7% decrease in 2010. There was also a 15.7% decrease in the number of RNs that reported working in community/public health in 2010. In contrast, there was an 8.6% increase in the number of nurses working in geriatrics in 2010 (see Table 39). There was a 26% decrease in the number of RNs selecting ‘Other’ when responding to the practice area question on the 2011 renewal application. This may be due to the addition of selections provided in the dropdown menu based upon a review of the responses shared by licensees during the 2010 renewal period.

**Table 39. Major Clinical, Teaching or Practice Areas Reported by Licensed Registered Nurses Residing in LA (2006-2010)**

Clinical, Teaching or Practice Area	2006	2007	2008	2009	2010	1 & 5 Year Variance
Medical-Surgical	6,461	6,558	6,811	7,492	6,789	↓9.4%/↑5.1%
Special Care Units	5,359	5,513	5,610	4,983	5,485	↑10%/↑2.4%
OR/PACU	3,123	3,185	3,192	3,345	3,435	↑2.7%/↑10%
Emergency Room	2,543	2,732	2,808	2,957	2,959	↑0.1%/↑16.4%
General Practice/Adult Family Health	1,713	1,783	1,859	2,044	2,811	↑37.5%/↑64.1%
Community/Pub. Health	3,074	3,186	3,155	2,913	2,456	↓15.7%/↓20.1%
Maternal Child	2,664	2,785	2,831	3,104	2,617	↓15.7%/↓1.8%
Psych-Mental Health	1,903	1,979	2,043	2,096	2,125	↑1.4%/↑11.7%
Geriatrics/Gerontology	1,465	1,469	1,534	1,767	1,919	↑8.6%/↑31%
Pediatrics	1,546	1,652	1,765	1,914	1,863	↓2.7%/↑20.5%
Anesthesia	1,119	1,171	1,235	1,290	1,241	↓3.8%/↑10.9%
Oncology	863	934	988	1,014	1,008	↓0.6%/↑16.8%
Dialysis					912	
Women's Health					821	
Rehab					769	
School Health					637	
Palliative Care					539	
Telehealth					411	
Occupational Health	326	312	310	315	271	↓14%/↓16.9%
Inservice Education					177	
Other	9,455	9,808	10,139	11,011	8,137	↓26.1%/↓13.9%
No Answer	347	243	194	384	422	↑9.9%/↑21.6%

### Licensed Registered Nurses Residing in Louisiana Providing Direct Patient Care in 2010

Nurses are the single largest component of the health care workforce and they provide the majority of direct care to patients (Institute of Medicine Report on the Future of Nursing, 2010; 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 2010 (82%) reported that they provided direct patient care in their practice which is a 1% increase from 2009 (see Table 40). Sixty-two percent (62%) of the RNs that lived outside of Louisiana, but held a Louisiana RN license in 2010, reported that their practice also involved direct patient care which reflects a 9% increase in comparison to 2009.

**Table 40. Licensed Registered Nurses Residing in LA Providing Direct Patient Care (2010)**

<b>RNs State of Residence</b>	<b>No. of RNs Providing Direct Patient Care</b>	<b>Total No. Licensed RNs</b>	<b>% of Total RNs Providing Direct Patient Care</b>	<b>No Answer</b>
<b>In LA</b>	39,576	48,298	82%	486
<b>Out of LA</b>	4,595	7,396	62%	451
<b>All RNs</b>	44,181	55,712	79%	941

Note: Parish of residence could not be identified for 18 RNs.

**Salaries from Positions held as a Registered Nurse Living in Louisiana**

Of the 36,146 RNs licensed and residing in LA in 2010 that reported working full-time, 47.5% (17,163) reported annual salaries from RN positions between \$50,001.00 and \$75,000. Approximately 21% of the fulltime RN workforce residing in LA reported salaries between \$35,001.00 and \$50,000.00, while 17.5% reported salaries between \$75,001 and \$100,000.00 (see Table 41a). Annual salaries greater than \$100,000 dollars were reported by 5% of RNs working fulltime in 2010.

**Table 41a. Salaries of Licensed Registered Nurses Living in LA Working Full-Time**

<b>Year</b>	<b>\$15,000 or less</b>	<b>\$15,001 to \$25,000</b>	<b>\$25,001 to \$35,000</b>	<b>\$35,001 to \$50,000</b>	<b>\$50,001 to \$75,000</b>	<b>\$75,001 to \$100,000</b>	<b>\$100,001 to \$150,000</b>	<b>&gt;\$150,000</b>	<b>Declined</b>
<b>2010</b>	258	261	1,002	7,648	17,163	6,337	1,675	517	1,285
<b>2009</b>	602	434	1,103	6,996	15,580	5,869	1,646	487	1,803
<b>1 Year Variance</b>	↓57%	↓40%	↓9%	↑9%	↑10%	↑8%	↑2%	↑6%	↓29%

Note: On the 2011 licensure renewal application the question related to income was reworded to clarify that the answer should be based on income obtained from work as an RN (25 RNs did not indicate their personal income).

Approximately 6,220 RNs licensed and residing in LA reported that they worked part-time in 2010. Twenty-eight percent (1,754) of the RNs working part-time indicated that they had annual salaries between \$35,001.00 and \$50,000.00 and 21% (1,300) reported annual salaries between \$25,001 and \$35,000.00 in 2010 (see Table 41b). Annual salaries greater than \$50,000 were reported by 14% of RNs working part-time.

**Table 41b. Salaries of Licensed Registered Nurses Living in LA Working Part-Time**

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
2010	981	982	1,300	1,754	729	119	23	2	330
2009	680	899	1,137	1,535	833	197	70	25	489
<b>1 Year Variance</b>	<b>↑44%</b>	<b>↑9%</b>	<b>↑14%</b>	<b>↑14%</b>	<b>↓12%</b>	<b>↓40%</b>	<b>↓67%</b>	<b>↓92%</b>	<b>↓33%</b>

Note: On the 2011 licensure renewal application the question related to income was reworded to clarify that the answer should be based on income obtained from work as an RN. 7 RNs did not indicate their personal income.

### Advanced Practice Registered Nurses

There has been a 26.2% increase in the number of APRNs holding a license to practice in Louisiana since 2006. The number of APRNs licensed and residing in Louisiana has increased by 31.5% , while the number of licensed APRNs residing outside of Louisiana has decreased by 5.3% during the same time period. The rate of growth in the number of APRNs licensed and residing in Louisiana declined somewhat in 2010 (↑0.4%) when compared to previous years (2009=↑14.8%; 2008=↑8.5%; 2007=↑5.2%). There appears to be a steady decline in the number of licensed APRNs residing outside of Louisiana (see Table 42).

**Table 42. Number of Advanced Practice Registered Nurses Licensed in LA (2006-2010)**

Report Year	# of APRNs holding a LA License (Residing in LA)	# of APRNs holding a LA License (Not Residing in LA)	Total # APRNs with an APRN License in LA
2010	3,309	379	3,688
2009	3,297	395	3,692
2008	2,871	373	3,244
2007	2,647	380	3,027
2006	2,517	400	2,922
<b>1 &amp; 5 Year Variance</b>	<b>↑0.4% / ↑31.5%</b>	<b>↓4.1% / ↓5.3%</b>	<b>↓0.1% / ↑26.2%</b>

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

In 2010, 53% (1,760) of all APRNs licensed and residing in Louisiana were nurse practitioners, 35% (1,154) were Certified Registered Nurse Anesthetists, 4.8% (158) were Clinical Nurse Specialists, and 0.8% (28) were Certified Nurse Midwives. In contrast, 4.8% of licensed APRNs were not employed as APRNs. This number has increased by 39.5% over the past 5 years. Although there has been a 50.3% increase in the number of NPs licensed and residing in Louisiana between 2006 and 2010, in 2010 there was a 0.5% decrease in the number of licensed NPs. Certified Nurse Midwives, although small in number, increased by 21.7% between 2009

and 2010, whereas the number of Clinical Nurse Specialist licensed and residing in Louisiana decreased by 10.7% during the same time period (see Table 43).

**Table 43. Areas of Employment for Advanced Practice Registered Nurses Residing in LA (2006-2010)**

Report Year	Nurse Practitioner	CNM	CRNA	CNS	Not Employed as an APRN	No Response	Total
2010	1,760	28	1,154	158	159	50	3,309
2009	1,769	23	1,129	177	151	48	3,297
2008	1,399	21	1,089	175	129	58	2,871
2007	1,268	21	1,008	181	117	52	2,647
2006	1,171	23	976	194	114	39	2,517
<b>1 &amp; 5 Year Variance</b>	↓0.5% / ↑50.3%	↑21.7% / ↑21.7%	↑2.2% / ↑18.2%	↓10.7% / ↓18.6%	↑5.3% / ↑39.5%	↑4.2% / ↑28.2%	↑0.4% / ↑31.5%

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

The number of licensed APRNs having prescriptive authority in Louisiana increased by 77.8% between 2006 and 2010, with only a very small increase noted between 2009 and 2010 (+6). For the last two years there has been no change in the percentage of APRNs (51%) having prescriptive authority that were licensed and resided Louisiana (see Table 44).

**Table 44. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2006-2010)**

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2010	1,694	3,309	51%
2009	1,688	3,297	51%
2008	1,301	2,871	45%
2007	1,127	2,647	43%
2006	953	2,517	38%
<b>1 &amp; 5 Year Variance</b>	↑0.4% / ↑77.8%	↑0.4% / ↑31.5%	

**NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA**  
**MAJOR FINDINGS**  
**2009-2010**

- In 2010, 55,712 nurses held a license to practice as a registered nurse (RN) in Louisiana. Of the 55,712 RNs holding a Louisiana license, 48,298 (87%) lived in Louisiana, while 7,396 (13%) reported home addresses outside of Louisiana. There was a 3.1% increase in the number of licensed RNs that lived in Louisiana, and a 1.7% decrease in the number of RNs licensed to practice in Louisiana, but residing outside of Louisiana.
- Since 2006 there has been a 14.5% increase in the number of RNs that were licensed to practice in Louisiana and also lived in Louisiana.
- 74.9% of RNs holding an active RN license in Louisiana reported full-time employment and 12.9% reported part-time employment.
- Over 4,100 RNs (4,116) reported that they were unemployed, which reflects an increase of 786 unemployed RNs since 2009.
- Nurses reporting being unemployed indicated that they were seeking a nursing position (1,399), seeking a position outside of nursing (132), or they were not seeking employment (2,585).
- The major reasons given by nurses that were unemployed and not seeking employment were the following: taking care of home and family (1,834), retired (754), or currently in school (413).
- Four hundred and sixty-eight (468) nurses indicated that they were unemployed and had difficulty finding a nursing position.
- Although hospitals continue to be the primary employer of RNs in 2010, employing 57.4% of the available RN workforce in Louisiana, there was a 1.0% decrease in the number of RNs employed by hospitals in 2010.
- Employers showing the greatest growth in numbers of licensed RNs in 2010 were physician's offices (57.7%), long term care (28.6%), and home health/community health/public health (15.2%). In contrast, there was a 13.6% decrease in the number of nurses employed in clinic/ambulatory care settings in 2010.
- The average age of RNs licensed in Louisiana in 2010 was 41 years as compared to 44 years in 2009, while the nationwide average age for RNs is 47 yrs (BHPr., 2010).
- Registered nurses in Louisiana that are less than 30 years of age represent 23.1% of the RN workforce; this age group has shown the greatest percent increase in number over the past five years (50.9%).
- In 2010, the number of RNs 60 and older exhibited a 4.3% decrease in number.
- Although there was a 1.9% increase in the number of RNs between 40-49 years of age in 2010, there has been a 13.7% decrease in the number of licensed RNs in this age category since 2006.
- Nationwide, males comprise approximately 6.2% of employed RNs who were licensed before 2000 and 9.6% of those licensed in 2000 or later (DHHS/HRSA, 2010). In Louisiana, males have consistently represented 11% of the RN workforce and females 89% for the previous 5 years.

- The ethnicity of the RN workforce in Louisiana went from 82% White in 2009 to 83% in 2010. Although the percentage of the RN workforce for the remaining ethnic groups remains relatively unchanged, there was a 23.6% increase in the number of Hispanic RNs and a 14.7% increase in the number of Native American RNs in Louisiana in 2010. In contrast, there was a 2.5% decrease in the number of Asian RNs in Louisiana.
- In 2010, 47.1% of the RN workforce indicated that they received their basic nursing education at the baccalaureate or higher level, while 42.3% reported that their initial RN educational preparation was at the associate degree level and 9.7% at the diploma level.
- In 2010, there was a 7.5% increase in the number of RNs reporting that their basic RN education began at the associate degree level and a 0.5% increase in the number for those reporting that their basic RN education began at the baccalaureate level.
- In Louisiana, the highest degree held for 7.3% of the RN workforce was the diploma, 33.3% reported the associate degree as being their highest educational preparation, 40.2% the baccalaureate degree and 9.2% the Masters/Doctorate.
- Louisiana falls slightly below the nation in terms of the % of its RN workforce that is prepared at the baccalaureate or higher degree level (Louisiana 49.4%; U.S. 50%).
- In the past five years there has been a 41.7% increase in the number of licensed RNs prepared at the Masters level and a 60% increase in the number of RNs possessing a doctorate in Nursing. The number of nurses reporting having a doctorate outside of nursing declined by 27.6% in 2010.
- Doctorally prepared nurses in 2010 include: Nurses reporting a Doctorate in Nursing (92), Doctorate of Nursing Practice (34), and Doctorate of Nursing Science or Doctorate of Science in Nursing (42).
- 14% (6,907) of Louisiana's available RN workforce planned to work an additional 0-5 years as a RN and 20% (9,763) planned to work an additional 6 to 10 more years, which means that over one third of Louisiana's current available RN workforce may need to be replaced within the next 10 years.
- The majority of RNs (61%) licensed in Louisiana in 2010 were employed as staff nurses. The positions showing the greatest growth in numbers in 2010 were instructors (18.4% growth) and nurse managers (17.2% growth).
- The top five clinical, teaching or practice areas reported by RNs licensed and residing in Louisiana in 2010 were: 1) medical-surgical units (6,789); 2) special care units/critical care areas (5,485); 3) operating room/post anesthesia care units (3,435); 4) emergency room (2,959); and 5) general practice/adult family health (2,811).
- There was an 8.6% increase in the number of nurses working in geriatrics in 2010.
- Maternal child, although one of the top five practice areas reported by RNs in LA in 2009, showed a 15.7% decrease in number in 2010. There was also a 15.7% decrease in the number of RNs that reported working in community/public health in 2010.
- The majority of RNs licensed and residing in Louisiana in 2010 (82%) reported that they provided direct patient care in their practice, which is a 1% increase from 2009.
- Of the 36,171 RNs licensed and residing in LA in 2010 working full-time, 47.4% (17,163) reported annual salaries from RN positions between \$50,001 and \$75,000.

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

- In 2010, there were 3,309 APRNs that were licensed to practice in Louisiana, as well as resided in Louisiana, which reflects a 31.5% increase in number since 2006.
- The number of APRNs licensed and residing outside of Louisiana has decreased by 5.3% during the same time period.
- In 2010, 53% (1,760) of all APRNs licensed and residing in Louisiana were nurse practitioners, 35% (1,154) were Certified Registered Nurse Anesthetists, 4.8% (158) were Clinical Nurse Specialists, and 0.8% (28) were Certified Nurse Midwives.
- Although there has been a 50.3% increase in the number of NPs licensed and residing in Louisiana between 2006 and 2010, in 2010 there was a 0.5% decrease in the number of licensed NPs. The number of Clinical Nurse Specialist licensed and residing in Louisiana also decreased by 10.7% during the past year.
- The number of licensed APRNs having prescriptive authority in Louisiana increased by 77.8% over the past five years, with only a very small increase noted between 2009 and 2010 (+6).

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