



# Nursing Education Programs in Pennsylvania

Data from 2012 Nursing Education Program Annual Reports



**Bureau of Health Planning  
Division of Plan Development**

**Volume 11, January 2014**



## TABLE OF CONTENTS

List of Tables .....	i
List of Figures .....	ii
Introduction .....	iii
Methods .....	v
Number and Distribution of Nursing Education Programs.....	1
Nursing Education Programs Student Enrollment and Faculty .....	4
Qualifications of Nursing Education Program Faculty .....	10
Nursing Education Program Applicants .....	13
Nursing Education Program Graduates .....	17
Student Attrition for Nursing Education Programs .....	19
Curriculum Programing of Nursing Education Programs.....	22
Appendix 1: 2011-2012 Academic Year Nursing Education Program Annual Report Form.....	25
Appendix 2: Definitions.....	43
Sources.....	44
Acknowledgements.....	45

## LIST OF TABLES

Table 1: Number of Nursing Education Annual Reports Reviewed, Pennsylvania 2001-2012 .....	2
Table 2: Number of Nursing Education Programs by Program Type, Pennsylvania 2002-2012 .....	3
Table 3: Number of Nursing Education Programs by Program Type, Pennsylvania 2003-2012 .....	6
Table 4: Nursing Programs Faculty Size and Changes, Pennsylvania 2003-2012 .....	8
Table 5: Average Faculty Age Groups by Program Type, Pennsylvania 2012 .....	9
Table 6: Number of Years Until Anticipated Retirement of Full-Time Faculty by Program Type, Pennsylvania 2012 .....	9
Table 7: Nursing Education Program Faculty with Required Degrees, Pennsylvania 2003-2012 .....	12
Table 8: Applicants to Nursing Education Programs, Pennsylvania 2012 .....	14
Table 9: Reasons Nursing Education Programs Were Unable to Admit All Qualified Applicants, Pennsylvania 2012 .....	15
Table 10: Nursing Education Programs With Vacant Seats, Pennsylvania 2006-2012 .....	15
Table 11: Nursing Education Program Graduates, Pennsylvania 2002-2012 .....	18
Table 12: Nursing Education Program Student Attrition Number and Rate by Program Type, Pennsylvania 2005-2012 .....	20
Table 13: Nursing Education Program Reasons for Student Attrition by Program Type, Pennsylvania 2012 .....	20
Table 14: Level of Difficulty for Nursing Education Programs that Indicated Difficulty in Obtaining Clinical Sites for Student Experiences by Areas of Clinical Practice, Pennsylvania 2012 .....	24
Table 15: Relative Weight of Factors Assigned by Nursing Schools Contributing to the Difficulty in Obtaining Clinical Sites by Program Type, Pennsylvania 2012 .....	24

## LIST OF FIGURES

Figure 1: Nursing Education Programs, Pennsylvania 2012 .....	3
Figure 2: Pennsylvania RN Education Program Enrollments, Pennsylvania 2003-2012.....	7
Figure 3: Pennsylvania PN Education Programs Enrollments, Pennsylvania 2003-2012 .....	7
Figure 4: Nursing Education Programs With Vacant Seats, Pennsylvania 2012.....	16
Figure 5: Nursing School Graduates by Program Type, Pennsylvania 2002-2012 and 2013 Estimate.....	18
Figure 6: Nursing Education Program Attrition Rate by Program Type and Class Year, Pennsylvania 2004-2012.....	21
Figure 7: Students Re-Admitted to Nursing Education Programs by Program Type, Pennsylvania 2004-2012.....	21

## INTRODUCTION

In response to legislative concerns regarding the lack of data available to inform policy discussions related to the shortage of health professionals, the Pennsylvania Department of Health convened a Health Professions Study Group in January 2002. The goal of this study group was to develop an objective understanding of the supply and distribution of the healthcare workforce in Pennsylvania, the impact and potential impact upon our communities, and possible solutions to the emerging healthcare workforce shortage. This group met initially as a whole and later as a set of task forces. The groups developed a continuing dialogue among state agencies, employers, nursing leaders, academics and others.

As part of the activities of the Health Professions Study Group, staff from the Department of Health and the Department of State discussed the nature and scope of data available through the Department of State's Bureau of Professional and Occupational Affairs. The study group focused its attention on data available through the State Board of Nursing.

The Department of State, Bureau of Professional and Occupational Affairs, State Board of Nursing is responsible for administering the professional and vocational standards of Title 49, Chapter 21 of the Pennsylvania Code to ensure safe nursing services for the citizens of the commonwealth.

The Board's responsibilities set forth at 49 Pa.Code § 21.3 are to:

- 'establish safe standards for the preparation of registered and practical nurses in approved education programs;' and
- 'assure safe standards of nursing practice through examination and licensure of graduates of approved educational programs, through endorsement of registered and practical nurses from other jurisdictions, and through the regulation of the practice of nursing in this commonwealth.'

In order to fulfill the responsibilities according to statutory authority<sup>1</sup>, the State Board of Nursing collects demographic and regulatory compliance data from the commonwealth's nursing education programs. These nursing education programs include baccalaureate (RN-BS), hospital-based diploma (RN-DIP) and associate degree (RN-AD) programs for professional registered nurses (RN) and community college, hospital, private-licensed and vocational-education programs for practical nurses (PN).

The source of information included in this report is the Professional/Practical Nursing Education Program Annual Report (Appendix 1). The annual report collects demographic and statistical information of pre-licensure nursing education programs in Pennsylvania. Through this report, the State Board of Nursing collects information on each program, including number of faculty, faculty changes, number of faculty with required degrees by regulation, number of secondary site campuses, number of credits required by the program, student enrollment and graduation.

## INTRODUCTION, CONTINUED

Since the annual report is completed by all RN and PN programs approved in Pennsylvania, it is an excellent source of trend information regarding basic nursing education.

The Clinical Education Taskforce of the Pennsylvania Center for Health Careers recommended that new questions be added to the 2007 annual report, and the State Board of Nursing accepted the recommendation. These questions address faculty and students who speak other languages fluently, as well as gender and race of graduates. Also, the Clinical Education Taskforce included definitions of full-time nurse faculty, part-time nurse faculty and contracted nurse faculty, which are included in Appendix 2.

The Department of Health recognizes that objective data is crucial to understanding the status of the healthcare workforce and is committed to continuing its collaboration with the State Board of Nursing on the collection and analysis of these data. This report is the eleventh in a series intended to present information on nursing education programs – information that can dramatically influence the supply side of the nursing workforce.

## METHODS

The data on nursing education programs were collected from the 2012 Professional/Practical Nursing Education Program Annual Report and compared to previously available annual report data when appropriate. Annual reports have been submitted by 124 or more programs annually since 1994. Table 1 indicates the number of annual reports reviewed by the Department of Health. The information in this report is based on data provided by these programs unless specified otherwise.

For the sixth time, annual report submissions were done electronically via the database system EppiccNURSE (Education Program Portal Information and Communication Channel). Inconsistent and/or incomplete data may appear due to the availability of the requested data at the time the report is due or because of changes occurring in the program. For example, a nurse education program may be going through a period of expansion, closure or merger of controlling institutions, and this will affect how program numbers, options, admission, attrition and other information are recorded. Completeness of the data was a factor in the creation of a number of tables in this report.

The number of annual reports is not the same as the number of approved nursing programs. For the year in review, if a program did not admit students before Oct. 1, then no annual report was collected.

# **Number and Distribution of Nursing Education Programs**

## Number and Distribution of Nursing Education Programs

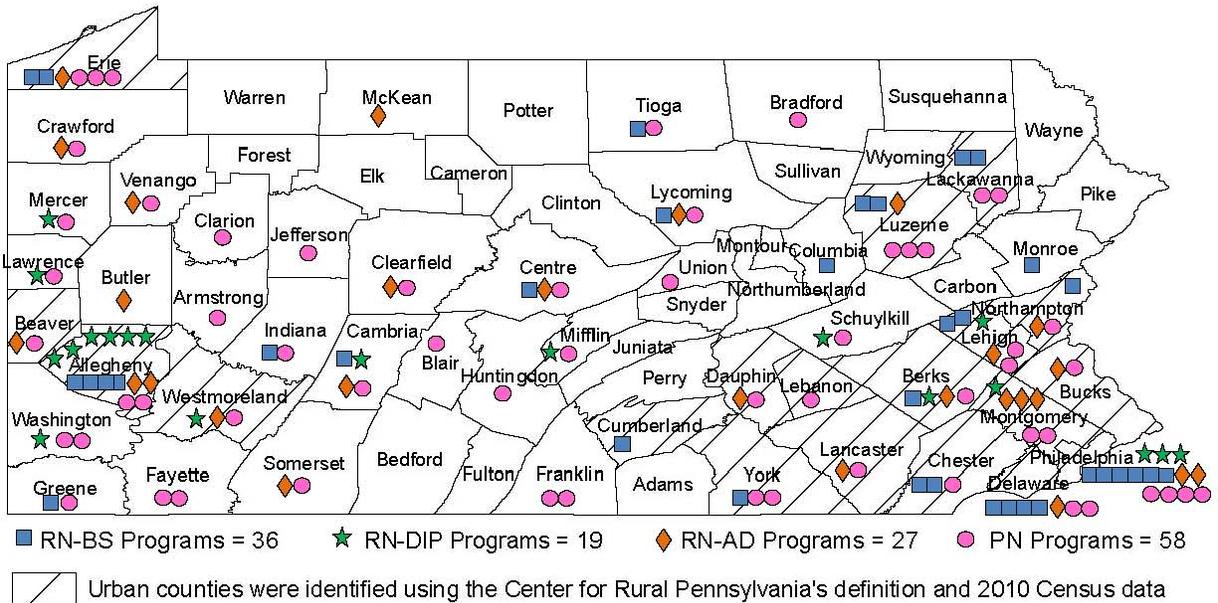
- In 2012, 140 nursing education programs submitted reports to the Pennsylvania Department of State, State Board of Nursing for review (Table 1).
  - 36 registered nurse baccalaureate degree programs (RN-BS)
  - 19 registered nurse diploma programs (RN-DIP)
  - 27 registered nurse associate degree programs (RN-AD)
  - 58 practical nurse programs (PN)
  
- During the 2011-2012 academic year, one RN-DIP program closed. The RN-DIP program that closed did not submit an annual report.
  
- Twenty counties do not have either a PN or RN program, and are all rural counties as defined by the Center for Rural Pennsylvania’s definition and 2010 Census data. Several approved programs have established satellite programs in these counties.
  
- Philadelphia County had the largest number of nursing programs with 15, followed by Allegheny County with 14 (Figure 1).
  
- Twenty-eight percent of RN programs and 47 percent of PN programs were located in rural counties (Figure 1). According to the Center for Rural Pennsylvania’s definition and 2010 Census data, 27 percent of Pennsylvania’s population resides in rural counties. <sup>2</sup>

**Table 1: Number of Nursing Education Annual Reports Reviewed, Pennsylvania 2001-2012**

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>RN-BS</b>	34	33	33	33	35	35	35	35	36	36	36	36
<b>RN-DIP</b>	24	23	23	22	23	22	22	22	22	21	20	19
<b>RN-AD</b>	22	22	22	25	27	27	27	27	27	27	27	27
<b>Total RN</b>	<b>80</b>	<b>78</b>	<b>78</b>	<b>80</b>	<b>85</b>	<b>84</b>	<b>84</b>	<b>84</b>	<b>85</b>	<b>84</b>	<b>83</b>	<b>82</b>
<b>PN</b>	46	42	48	49	48	50	53	52	55	57	58	58
<b>All Programs</b>	<b>126</b>	<b>120</b>	<b>126</b>	<b>129</b>	<b>133</b>	<b>134</b>	<b>137</b>	<b>136</b>	<b>140</b>	<b>141</b>	<b>141</b>	<b>140</b>

## Number and Distribution of Nursing Education Programs

**Figure 1: Nursing Education Programs, Pennsylvania 2012**



Note: This map does not show satellite campuses.

**Table 2: Number of Nursing Education Programs by Program Type, Pennsylvania 2002-2012**

Program Type	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>RN-BS</b>	33	33	33	35	35	35	35	36	36	36	36
<b>RN-DIP</b>	23	22	22	23	23	22	22	22	21	20	19
<b>RN-AD</b>	22	22	25	27	27	27	27	27	27	27	27
<b>RN Total</b>	<b>78</b>	<b>78</b>	<b>80</b>	<b>85</b>	<b>85</b>	<b>84</b>	<b>84</b>	<b>85</b>	<b>84</b>	<b>83</b>	<b>82</b>
<b>PN Community College</b>	8	10	9	11	14	11	11	11	11	11	11
<b>PN Hospital-Based</b>	2	3	3	2	2	2	1	1	1	1	1
<b>PN Vo-Tech School</b>	32	35	37	35	36	40	40	43	32	32	32
<b>PN Private Licensed</b>	-	-	-	-	-	-	-	-	13	14	14
<b>PN Total</b>	<b>42</b>	<b>48</b>	<b>49</b>	<b>48</b>	<b>52</b>	<b>53</b>	<b>52</b>	<b>55</b>	<b>57</b>	<b>58</b>	<b>58</b>

# **Nursing Education Programs Student Enrollment and Faculty**

## RN

- Enrollment increased in RN programs by 4 percent (from 21,194 to 22,004) between 2011 and 2012. While RN-BS programs had an increase of 10 percent, RN-DIP and RN-AD had decreases of 10 percent and 1 percent, respectively (Table 3).
- Since 2003, enrollment in RN programs increased by 40 percent (from 15,651 to 22,004) [Table 3].
- The total number of faculty employed in RN programs increased by 8 percent (from 4,081 to 4,423) between 2011 and 2012. RN-BS and RN-AD programs each increased 9 percent, while RN-DIP increased 3 percent (Table 3).
- Contracted or per diem faculty increased by 4 percent for RN-AD programs, 20 percent for RN-BS programs and 57 percent for RN-DIP programs between 2011 and 2012 (Table 3).
- Between 2011 and 2012, the only decreases in RN faculty were for full-time and part-time faculty in RN-DIP programs at 1 percent and 8 percent, respectively, due to the closure of a program (Table 3).
- Since 2003, total faculty in RN programs increased by 126 percent (from 1,961 to 4,423), when four new programs were added (Tables 1 and 3).
- In 2012, the weighted student faculty ratio reached an all-time low for both RN-DIP programs (7.2 to 1) and RN-AD programs (8.5 to 1) since 2003 (Table 3). For RN-BS programs in 2012 this ratio increased to 9.2:1 (Table 3).
- The total number of newly hired faculty increased for all RN programs from 2011 to 2012. Part-time faculty held steady or increased for all types of RN programs, while both increases and decreases occurred in full-time and contracted (or per diem) faculty (Table 4).
- Turnover for part-time faculty in all RN programs was higher than for full-time or contracted (or per diem) faculty (Table 4).

## PN

- Enrollment decreased in PN programs by 1 percent (from 3,622 to 3,573) between 2011 and 2012 (Table 3). Since 2003, the total number of students enrolled in PN programs increased by 29 percent (2,772 to 3,573) [Table 3].
- The total number of faculty employed in PN programs increased by less than 1 percent (from 751 to 755) between 2011 and 2012. Part-time faculty increased by 30 percent, while per diem faculty decreased by 13 percent (Table 3).
- Since 2003, total faculty in PN programs increased by 39 percent (from 544 to 755), when 10 new programs were added (Tables 1 and 3).
- For the past three years, the weighted student faculty ratio for PN programs held steady at 8.2 to 1 (Table 3). PN programs employ approximately two part-time and/or contracted (or per diem) faculty for each full-time faculty (Table 4).

Note: Overall faculty numbers vary each year based on the timing of resignations and new hires. Some nursing education programs count faculty that may only teach one course as a part-time faculty member. Part-time faculty may also be working either part time or contracted for several different nurse education programs.

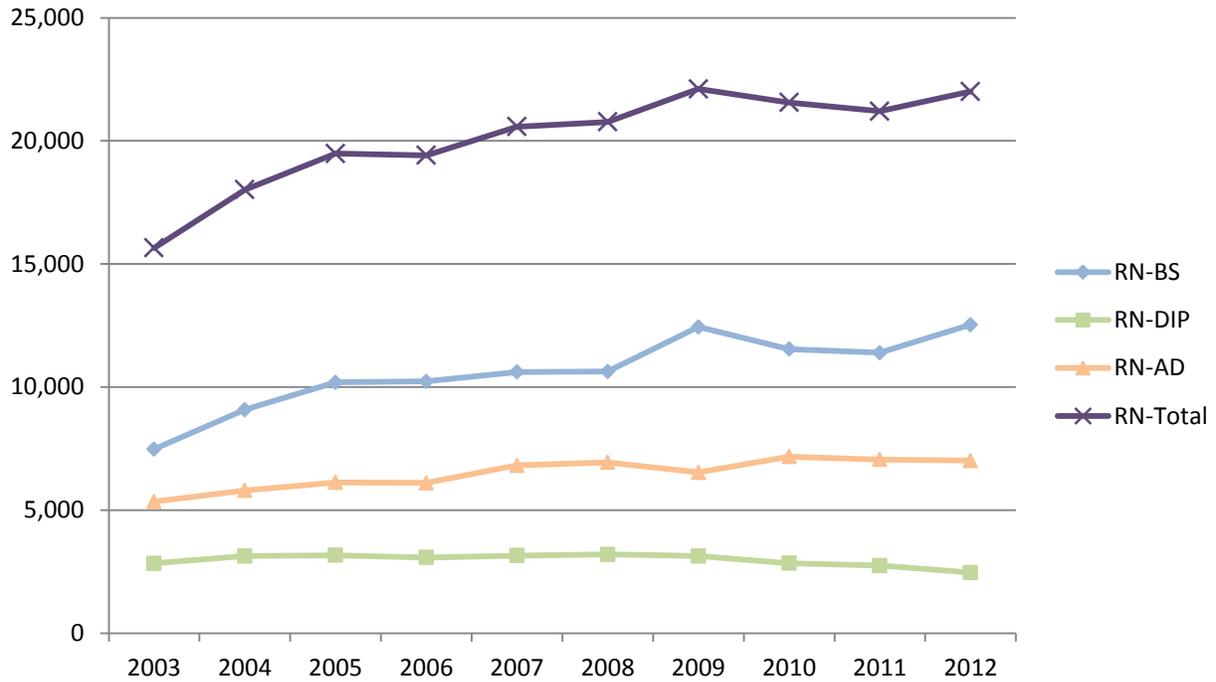
Nursing Education Programs Student Enrollment and Faculty

**Table 3: Number of Nursing Education Programs by Program Type, Pennsylvania 2003-2012**

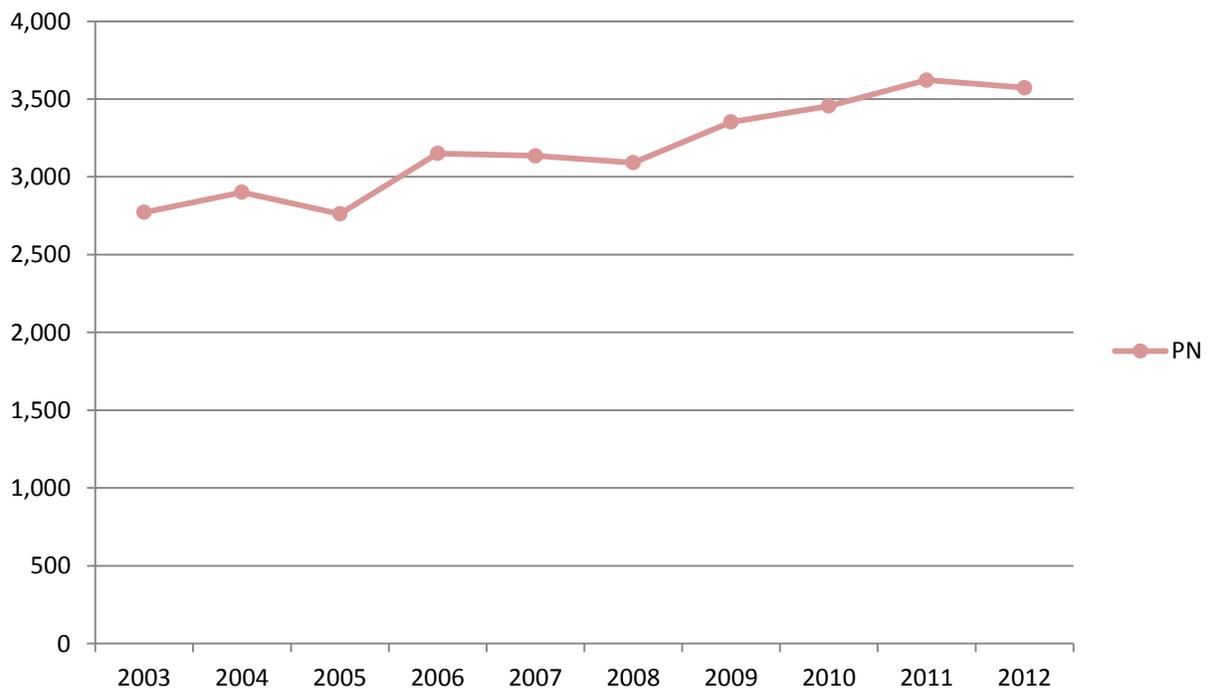
Program Type	Year	Number Enrolled			Faculty				Student Faculty Ratio	
		Full-Time Program	Part-Time Program	Total	Full Time	Part Time	Contracted (Per Diem)	Total	Un-weighted	Weighted*
RN-BS	2003	6,767	710	7,477	515	462	N/A	977	7.7:1	11.0:1
	2004	8,041	1,039	9,080	556	508	N/A	1,064	8.5:1	12.2:1
	2005	9,000	1,193	10,193	597	630	N/A	1,227	8.3:1	12.3:1
	2006	9,229	900	10,229	659	372	547	1,578	6.5:1	10.6:1
	2007	9,521	1,090	10,611	730	521	541	1,792	5.9:1	9.8:1
	2008	9,630	1,115	10,745	773	389	682	1,844	5.8:1	9.5:1
	2009	10,172	2,270	12,442	747	446	621	1,814	6.9:1	10.6:1
	2010	10,643	900	11,543	840	678	1,079	2,597	4.4:1	8.5:1
	2011	10,625	767	11,392	782	650	1,056	2,488	4.6:1	9.0:1
2012	11,497	1,035	12,532	793	652	1,262	2,707	4.6:1	9.2:1	
RN-DIP	2003	2,510	355	2,833	252	83	N/A	335	8.6:1	9.5:1
	2004	2,696	438	3,134	270	92	N/A	362	8.7:1	9.6:1
	2005	2,703	465	3,168	275	106	N/A	381	8.3:1	9.4:1
	2006	2,660	416	3,076	292	74	15	381	8.1:1	8.8:1
	2007	2,724	429	3,153	302	53	49	404	7.8:1	8.6:1
	2008	2,832	366	3,198	308	51	46	405	7.9:1	8.8:1
	2009	2,783	350	3,133	301	65	35	401	7.8:1	8.8:1
	2010	2,581	263	2,844	286	62	31	379	7.5:1	8.6:1
	2011	2,497	247	2,744	279	50	35	364	7.5:1	8.5:1
2012	2,230	234	2,464	275	46	55	376	6.6:1	7.6:1	
RN-AD	2003	2,803	1,691	5,341	268	381	N/A	649	8.2:1	8.9:1
	2004	4,111	1,692	5,803	317	477	N/A	793	7.3:1	10.4:1
	2005	3,760	2,363	6,123	317	487	N/A	804	7.6:1	9.9:1
	2006	4,770	1,336	6,106	341	320	192	853	7.2:1	10.9:1
	2007	4,765	2,050	6,815	353	292	370	1,015	6.7:1	10.2:1
	2008	4,947	1,995	6,942	373	291	357	1,021	6.8:1	10.2:1
	2009	4,537	1,998	6,535	370	348	426	1,144	5.7:1	8.9:1
	2010	4,854	2,320	7,174	448	410	446	1,304	5.5:1	8.2:1
	2011	5,130	1,928	7,058	382	397	450	1,229	5.7:1	9.5:1
2012	4,815	2,193	7,008	398	476	466	1,340	5.2:1	8.5:1	
PN	2003	2,254	494	2,772	202	342	N/A	544	5.1:1	8.3:1
	2004	2,194	707	2,901	211	360	N/A	571	5.1:1	7.9:1
	2005	2,254	508	2,762	236	372	N/A	602	4.6:1	7.2:1
	2006	2,390	761	3,151	190	137	153	480	6.6:1	9.8:1
	2007	2,593	542	3,135	217	141	267	625	5.0:1	8.6:1
	2008	2,498	593	3,091	216	165	264	645	4.8:1	8.2:1
	2009	2,717	636	3,353	225	199	262	686	4.9:1	8.5:1
	2010	2,708	828	3,456	237	206	263	697	5.0:1	8.2:1
	2011	2,785	837	3,622	239	163	349	751	4.8:1	8.2:1
2012	2,856	717	3,573	240	213	302	755	4.7:1	8.2:1	

\* In calculating the weighted student faculty ratio, part-time students and part-time/contracted faculty are both weighed as 0.25x full-time student or faculty. In some cases, a breakdown of full-time and part-time students and part-time/contracted faculty was not available from every program. Where this occurred, those programs were not included in the calculation of the weighted student faculty ratio. **Note:** Lower numbers denote improved ratios.

**Figure 2: Pennsylvania RN Education Program Enrollments, Pennsylvania 2003-2012**



**Figure 3: Pennsylvania PN Education Programs Enrollments, Pennsylvania 2003-2012**



Nursing Education Programs Student Enrollment and Faculty

**Table 4: Nursing Programs Faculty Size and Changes, Pennsylvania 2003-2012**

Program Type	Year	Total Faculty				Newly Hired			Left Employment			Turnover Rate**		
		Full Time	Part Time	Contracted (per diem)	FT/PT*	Full Time	Part Time	Contracted (per diem)	Full Time	Part Time	Contracted (per diem)	Full Time	Part Time	Contracted (per diem)
RN-BS	2003	515	462	N/A	1.1:1	63	277	N/A	37	51	N/A	7%	11%	N/A
	2004	556	508	N/A	1.1:1	93	166	N/A	48	95	N/A	9%	19%	N/A
	2005	597	630	N/A	0.9:1	101	251	N/A	60	92	N/A	10%	15%	N/A
	2006	659	372	547	0.7:1	101	158	171	34	39	84	5%	10%	15%
	2007	730	521	541	0.7:1	100	214	N/A	54	106	N/A	7%	20%	N/A
	2008	773	389	682	0.7:1	80	162	176	72	92	195	9%	24%	29%
	2009	747	446	621	0.7:1	78	197	221	54	109	135	7%	24%	29%
	2010	840	678	1,079	0.5:1	83	148	229	61	73	169	7%	11%	16%
	2011	782	650	1,056	0.5:1	83	119	250	52	79	181	7%	12%	17%
	2012	793	652	1,262	0.4:1	47	256	189	72	163	78	9%	25%	6%
RN-DIP	2003	252	83	N/A	3.0:1	54	35	N/A	32	10	N/A	13%	12%	N/A
	2004	270	92	N/A	2.9:1	51	36	N/A	33	22	N/A	12%	24%	N/A
	2005	275	106	N/A	2.6:1	63	41	N/A	41	20	N/A	15%	19%	N/A
	2006	292	74	15	3.3:1	35	27	9	30	16	8	10%	22%	53%
	2007	302	53	49	3.0:1	48	18	N/A	42	19	N/A	14%	36%	N/A
	2008	308	51	46	3.2:1	38	19	14	28	13	13	9%	25%	28%
	2009	301	65	35	3.0:1	27	15	16	34	17	8	11%	26%	23%
	2010	286	62	31	3.1:1	19	20	10	22	17	13	8%	27%	42%
	2011	279	50	35	3.3:1	19	11	12	34	13	17	12%	26%	49%
	2012	275	46	55	2.7:1	23	11	15	28	8	7	10%	17%	13%
RN-AD	2003	268	381	N/A	0.7:1	53	214	N/A	19	78	N/A	7%	20%	N/A
	2004	317	477	N/A	0.7:1	63	214	N/A	19	77	N/A	6%	16%	N/A
	2005	317	487	N/A	0.7:1	38	172	N/A	28	75	N/A	9%	15%	N/A
	2006	341	320	192	0.7:1	27	102	85	16	65	44	5%	20%	23%
	2007	353	292	370	0.5:1	45	219	N/A	32	99	N/A	9%	34%	N/A
	2008	373	291	357	0.6:1	43	160	134	27	81	97	7%	28%	27%
	2009	370	348	426	0.5:1	27	126	130	28	91	145	7%	26%	34%
	2010	448	410	446	0.5:1	39	106	135	33	63	117	7%	15%	26%
	2011	382	397	450	0.5:1	27	105	163	36	88	125	9%	22%	28%
	2012	398	476	466	0.4:1	25	161	118	37	116	36	9%	24%	8%
PN	2003	202	342	N/A	0.6:1	38	160	N/A	22	47	N/A	11%	15%	N/A
	2004	211	360	N/A	0.6:1	25	133	N/A	13	50	N/A	6%	14%	N/A
	2005	236	372	N/A	0.6:1	33	137	N/A	24	46	N/A	10%	12%	N/A
	2006	190	137	153	0.7:1	39	53	70	31	30	13	16%	22%	8%
	2007	217	141	267	0.5:1	49	123	N/A	26	38	N/A	12%	27%	N/A
	2008	216	165	264	0.5:1	25	49	83	28	36	49	13%	22%	19%
	2009	225	199	262	0.5:1	32	60	53	27	39	69	12%	20%	26%
	2010	237	206	263	0.5:1	49	70	68	37	42	68	16%	20%	26%
	2011	239	163	349	0.5:1	43	56	79	37	40	55	15%	25%	16%
	2012	240	213	302	0.5:1	47	64	77	46	51	51	19%	24%	17%

\* FT=Full-time faculty; PT=Part-time faculty; FT/PT Ratio=FT faculty/PT faculty + contracted faculty

\*\* Turnover Rate=Faculty who left employment divided by total faculty x 100

Nursing Education Programs Student Enrollment and Faculty

- For RN-BS programs, most full-time faculty were in the 46-50 age group (Table 5). Most full-time faculty for RN-DIP, RN-AD and PN programs were in the 51-55 age group (Table 5).
- Most part-time/contracted faculty in all RN programs were in the 41-45 age group, while most part-time/contracted faculty in PN programs were in the 46-50 age group (Table 5).
- Within the next three years, 15 percent of full-time faculty in PN programs and 10 percent of full-time faculty in RN programs anticipated retiring. Variation was seen among the program types with 8 percent in RN-BS programs, 13 percent in RN-DIP programs and 10 percent in RN-AD programs of full-time faculty that anticipated retiring (Table 6).

**Table 5: Average Faculty Age Groups by Program Type, Pennsylvania 2012**

Age	RN-BS				RN-DIP				RN-AD				PN			
	Full Time		Part Time /Contracted		Full Time		Part Time /Contracted		Full Time		Part Time /Contracted		Full Time		Part Time /Contracted	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
31-35	0	0%	4	12%	0	0%	0	0%	0	0%	1	4%	1	2%	2	4%
36-40	0	0%	6	18%	0	0%	4	25%	0	0%	2	8%	3	5%	4	7%
41-45	2	6%	13	38%	0	0%	6	38%	1	4%	10	38%	7	13%	10	18%
46-50	15	43%	5	15%	7	37%	1	6%	7	27%	9	35%	16	29%	20	36%
51-55	14	40%	6	18%	11	58%	3	19%	12	46%	3	12%	18	32%	17	31%
56-60	4	11%	0	0%	1	5%	2	13%	6	23%	1	4%	8	14%	1	2%
61-65	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
65+	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	1	2%
<b>Total</b>	<b>35</b>		<b>34</b>		<b>19</b>		<b>16</b>		<b>26</b>		<b>26</b>		<b>56</b>		<b>55</b>	

**Table 6: Number of Years Until Anticipated Retirement of Full-Time Faculty by Program Type, Pennsylvania 2012**

Program Type	Total Full Time Faculty	0-3 Years		4-6 Years		7-10 years	
		Number	Percent	Number	Percent	Number	Percent
RN-BS	793	65	8%	82	10%	125	16%
RN-DIP	275	35	13%	40	15%	51	19%
RN-AD	398	40	10%	50	13%	65	16%
PN	240	35	15%	32	13%	69	29%

# **Qualifications of Nursing Education Program Faculty**

## Qualifications of Nursing Education Program Faculty

RN faculty can be hired with a minimum requirement of a bachelor's degree in nursing to work as an assistant for a maximum of five cumulative years under the direct guidance of a fully qualified faculty member, as set forth at 49 Pa.Code § 21.71(c)(1-2). This subsection also sets forth that, during these five years, the assistant shall give evidence of actively pursuing a graduate degree in nursing.

PN faculty can be hired with a baccalaureate degree, preferably in nursing, as set forth at 49 Pa.Code § 21.192.

- Of the 4,423 RN faculty members in Pennsylvania in 2012, 4,415 (99.8 percent) met the faculty requirements or were working towards completing that requirement within five years (Table 7).
- Of the 755 PN faculty members in Pennsylvania in 2012, 753 (99.7 percent) met the faculty requirements or were working towards completing that requirement (Table 7).

Qualifications of Nursing Education Program Faculty

Table 7: Nursing Education Program Faculty with Required Degrees\*, Pennsylvania 2003-2012

Program Type	Year	Full-Time Faculty			Part-Time/Contracted Faculty			Total Faculty		
		Total	Number With Required Degree	Percent With Required Degree	Total	Number With Required Degree	Percent With Required Degree	Total	Number With Required Degree	Percent with Required Degree
RN-BS	2003	515	513	99.6%	462	389	84.2%	977	902	92.3%
	2004	556	554	99.6%	508	408	80.3%	1,064	962	90.4%
	2005	597	592	99.2%	630	497	78.9%	1,227	1,089	88.8%
	2006	659	654	99.2%	919	389	42.3%	1,578	1,043	66.1%
	2007	730	689	94.4%	1,062	808	76.1%	1,792	1,497	83.5%
	2008	773	726	93.9%	1,071	849	79.3%	1,844	1,575	85.4%
	2009	747	744	99.6%	1,067	1,003	94.0%	1,814	1,747	96.3%
	2010	840	840	100.0%	1,757	1,757	100.0%	2,597	2,597	100.0%
	2011	782	782	100.0%	1,706	1,706	100.0%	2,488	2,488	100.0%
2012	793	793	100.0%	1,914	1,911	99.8%	2,707	2,704	99.9%	
RN-DIP	2003	252	225	89.3%	83	56	67.5%	335	281	83.9%
	2004	270	227	84.1%	92	61	66.3%	362	288	79.6%
	2005	275	224	81.5%	106	70	66.0%	381	294	77.2%
	2006	292	251	86.0%	89	45	50.6%	381	296	77.7%
	2007	302	267	88.4%	102	61	59.8%	404	328	81.2%
	2008	308	278	90.3%	97	49	50.5%	405	327	80.7%
	2009	301	280	93.3%	100	86	86.0%	401	354	95.7%
	2010	286	285	99.7%	93	92	98.9%	379	377	99.5%
	2011	279	278	99.6%	85	84	98.8%	364	362	99.5%
2012	275	274	99.6%	101	100	99.0%	376	374	99.5%	
RN-AD	2003	268	257	95.9%	381	171	44.9%	649	428	65.9%
	2004	317	303	95.6%	477	197	41.3%	794	500	63.0%
	2005	317	299	94.3%	487	211	43.3%	804	510	63.4%
	2006	341	329	96.5%	512	236	46.1%	853	565	66.2%
	2007	353	337	95.5%	662	338	51.1%	1,015	675	66.5%
	2008	373	362	97.1%	648	348	53.7%	1,021	710	69.5%
	2009	370	368	99.5%	774	679	87.7%	1,144	1,047	91.5%
	2010	448	447	99.8%	856	854	99.8%	1,304	1,301	99.8%
	2011	382	381	99.7%	847	845	99.8%	1,229	1,226	99.8%
2012	398	397	99.7%	942	940	99.8%	1,340	1,337	99.8%	
PN	2003	202	195	96.5%	342	283	82.7%	544	478	87.9%
	2004	211	207	98.1%	360	313	86.9%	571	520	91.1%
	2005	236	227	96.2%	372	329	88.4%	608	556	91.4%
	2006	190	180	94.7%	290	266	91.7%	480	446	92.9%
	2007	217	209	96.3%	408	370	90.7%	625	579	92.6%
	2008	216	210	97.2%	429	382	89.0%	645	592	91.8%
	2009	225	225	100.0%	461	441	95.7%	686	666	97.1%
	2010	232	232	100.0%	474	473	99.8%	706	705	99.9%
	2011	239	239	100.0%	512	498	97.3%	751	737	98.1%
2012	240	240	100.0%	515	513	99.6%	755	753	99.7%	

\* Required degree refers to graduate nursing degree for RN programs and a bachelor's degree or higher for PN programs. Regulation allows for achievement of the required degree within five years from the date of appointment.

# **Nursing Education Program Applicants**

## Nursing Education Program Applicants

- Of those who applied to nursing education programs in 2012, 48 percent of RN and 61 percent of PN applicants were qualified for admission (Table 8).
- PN programs reported the highest level of qualified applications at 61 percent, and RN-AD programs reported the lowest level of qualified applicants at 44 percent (Table 8).
- RN programs admitted 56 percent of the qualified applicants into this year’s class, while PN programs admitted 74 percent of the qualified applicants (Table 8).
- RN and PN programs reported a variety of reasons for not accepting all qualified applicants. RN-BS and RN-DIP programs most frequently reported physical capacity as a limitation, while RN-AD programs most frequently reported clinical capacity as a limitation. PN programs most frequently reported ‘other’ reasons, which included applicants not enrolling after acceptance into the program (Table 9).
- In 2012, 35 percent of RN programs had vacant seats, a reduction from 40 percent in 2011 (Table 10).
- In 2012, 55 percent of PN programs had vacant seats, the same percentage as 2011 (Table 10).
- Twenty-eight percent of RN programs and 45 percent of PN programs with vacant seats were in rural counties (Figure 4).
- RN programs had a 35 percent decrease in the number of vacant seats from 2011 to 2012, while PN programs had a 45 percent increase in the number of vacant seats from 2011 to 2012 (Table 10).

**Table 8: Applicants to Nursing Education Programs, Pennsylvania 2012**

	Total Applicants	Total Qualified Applicants	Percent Qualified Applicants	Number Admitted	Percent of Qualified Applicants Admitted to this Class
<b>RN-BS</b>	24,434	12,075	49%	6,584	55%
<b>RN-DIP</b>	4,177	2,217	53%	1,394	63%
<b>RN-AD</b>	13,636	5,977	44%	3,331	56%
<b>RN Total</b>	42,247	20,269	48%	11,309	56%
<b>PN</b>	7,031	4,306	61%	3,191	74%

Nursing Education Program Applicants

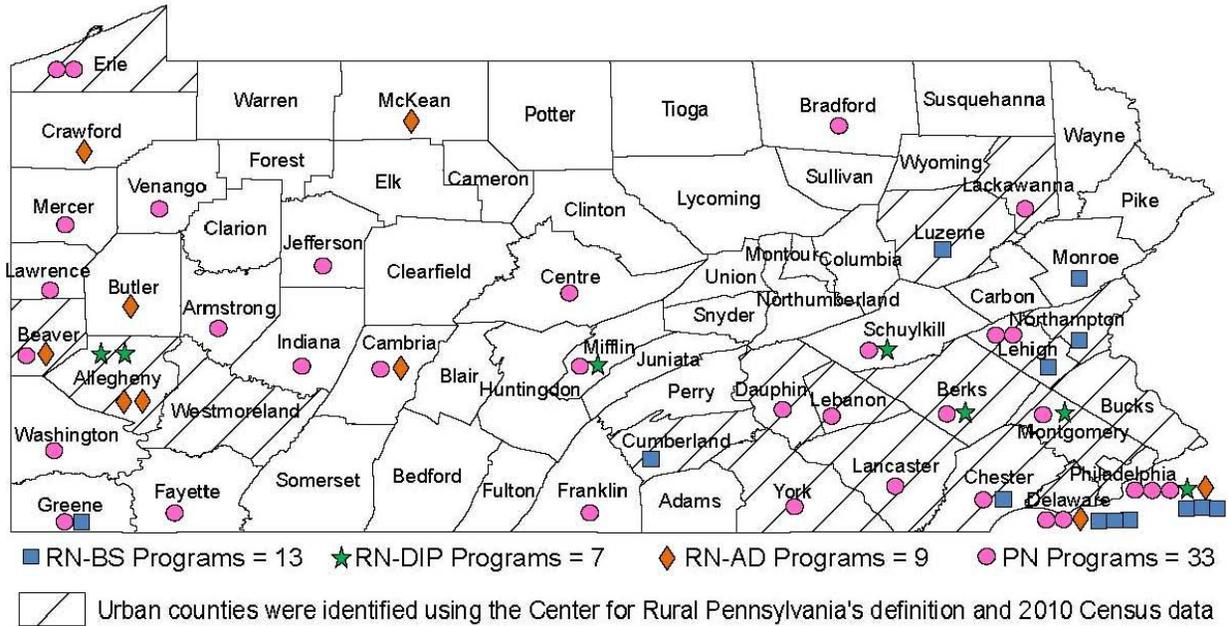
**Table 9: Reasons Nursing Education Programs Were Unable to Admit All Qualified Applicants, Pennsylvania 2012**

	Total Programs Responding	At Physical Capacity		At Faculty Capacity		At Clinical Capacity		Other Reason	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
RN-BS	20	14	70%	11	55%	13	65%	6	30%
RN-DIP	9	8	89%	6	67%	3	33%	2	22%
RN-AD	23	16	70%	17	74%	19	83%	6	26%
<b>RN Total</b>	<b>52</b>	<b>38</b>	<b>73%</b>	<b>34</b>	<b>65%</b>	<b>35</b>	<b>67%</b>	<b>14</b>	<b>27%</b>
PN	34	13	38%	12	35%	14	41%	18	53%

**Table 10: Nursing Education Programs With Vacant Seats, Pennsylvania 2006-2012**

Program Type	Year	Total Programs Responding	Programs with Vacant Seats	Total Number of Vacant Seats	Percent of Programs With Vacant Seats
RN-BS	2006	35	11	95	31%
	2007	35	12	110	34%
	2008	34	15	1,189*	44%
	2009	36	12	108	33%
	2010	36	10	153	28%
	2011	36	14	261	39%
	2012	36	13	194	36%
RN-DIP	2006	22	9	71	41%
	2007	22	8	44	36%
	2008	22	8	79	36%
	2009	22	7	70	32%
	2010	21	14	226	67%
	2011	20	11	267	55%
	2012	19	7	126	37%
RN-AD	2006	27	10	91	37%
	2007	27	5	50	19%
	2008	27	5	256	19%
	2009	27	4	58	15%
	2010	27	8	145	30%
	2011	27	8	124	30%
	2012	27	9	104	33%
PN	2006	48	27	198	56%
	2007	53	23	155	43%
	2008	52	20	284	39%
	2009	55	24	271	44%
	2010	57	31	344	54%
	2011	58	32	425	55%
	2012	58	33	617	55%

Figure 4: Nursing Education Programs With Vacant Seats, Pennsylvania 2012



# **Nursing Education Program Graduates**

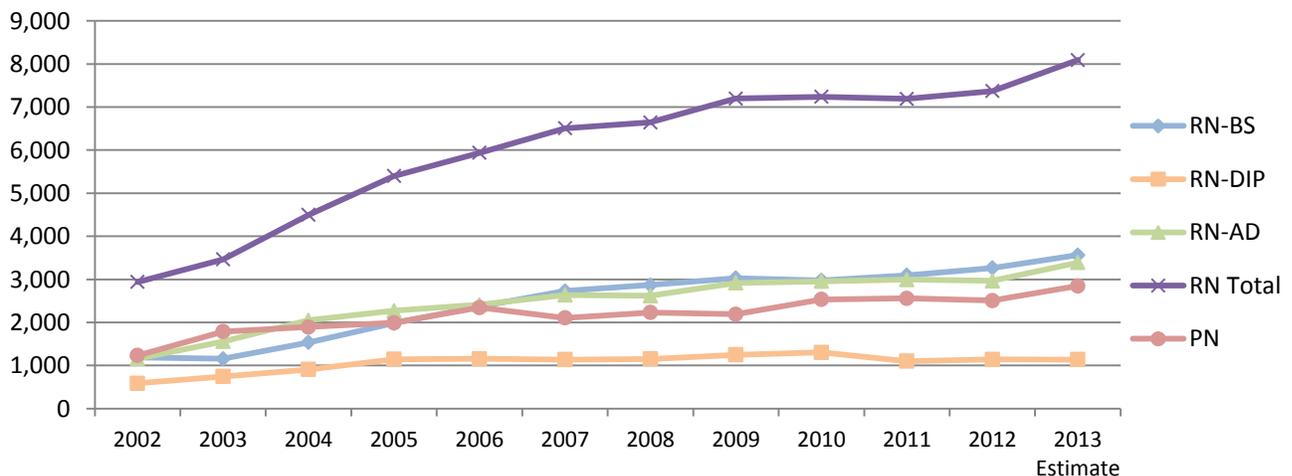
## Nursing Education Program Graduates

- The total number of RN program graduates increased 151 percent from 2,939 in 2002 to 7,372 in 2012 (Table 11). This is a new highest number of total RN program graduates.
- Between 2011 and 2012, the total number of RN program graduates increased by 3 percent (Table 11). This was a combination of a 5 percent increase for RN-BS programs, a 4 percent increase in RN-DIP programs and a 1 percent decrease in RN-AD programs (Table 11).
- Between 2002 and 2012, the number of PN program graduates increased 103 percent from 1,236 to 2,509 (Table 11). The year with the highest number of PN program graduates was 2011 with 2,559 (Table 11).
- PN programs had a 2 percent decrease in graduates from 2011 to 2012.
- In 2012, RN programs graduated 843 or 10 percent fewer students than previously estimated for 2012 (Table 11).
- In 2012, PN programs graduated 329 or 12 percent fewer students than previously estimated for 2012 (Table 11).

**Table 11: Nursing Education Program Graduates, Pennsylvania 2002-2012**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012 Estimate	2012	2013 Estimate
<b>RN-BS</b>	1,190	1,158	1,538	1,983	2,368	2,731	2,870	3,029	2,978	3,095	3,344	3,264	3,563
<b>RN-DIP</b>	588	747	909	1,146	1,158	1,138	1,153	1,251	1,304	1,100	1,262	1,142	1,138
<b>RN-AD</b>	1,161	1,559	2,050	2,272	2,411	2,637	2,620	2,917	2,955	2,997	3,609	2,966	3,392
<b>RN Total</b>	2,939	3,464	4,497	5,401	5,937	6,506	6,643	7,197	7,237	7,192	8,215	7,372	8,093
<b>PN</b>	1,236	1,790	1,894	1,993	2,347	2,106	2,233	2,191	2,536	2,559	2,838	2,509	2,849

**Figure 5: Nursing School Graduates by Program Type, Pennsylvania 2002-2012 and 2013 Estimate**



**Student Attrition  
for  
Nursing Education Programs**

## Student Attrition for Nursing Education Programs

When students leave a program before graduation, it is known as attrition. Nursing programs were asked to provide attrition numbers for each graduating class. The percentages in Table 12 indicate the total attrition rate for the classes of that specific year. Table 13 shows the reasons for students leaving a program and the percentages for each reason by program type.

- Attrition rates in 2012 increased for all nursing education programs from the rates in 2011. RN-BS programs maintained the lowest rate among all programs at 22 percent, and RN-AD programs had the highest rate at 39 percent (Table 12).
- While attrition due to academic failure remained the most reported reason for attrition, it decreased from 61 percent in 2011 to 58 percent in 2012 (Table 13). RN-BS continued to have the lowest rate of attrition due to academic failure at 46 percent (Table 13).
- Change in career goals was the second most commonly cited reason for RN student attrition at 14 percent (Table 13). 'Other' was the second most commonly cited reason for PN student attrition at 24 percent (Table 13). Specific reasons in the category of 'other' were mostly personal or family issues.

**Table 12: Nursing Education Program Student Attrition Number and Rate by Program Type, Pennsylvania 2005-2012**

	2005		2006		2007		2008		2009		2010		2011		2012	
	Num.	Rate														
<b>RN-BS</b>	246	22%	352	12%	496	19%	580	18%	860	11%	428	12%	460	11%	850	22%
<b>RN-DIP</b>	351	41%	446	30%	438	28%	409	27%	370	23%	297	18%	284	18%	367	24%
<b>RN-AD</b>	451	37%	702	23%	901	26%	1,026	29%	1,023	27%	952	27%	972	25%	1,426	39%
<b>RN Total</b>	1,048	33%	1,500	20%	1,835	24%	2,015	24%	2,253	17%	1,677	19%	1,716	18%	2,643	29%
<b>PN</b>	559	35%	577	30%	816	26%	898	28%	828	29%	869	28%	1,074	30%	1,194	34%
<b>All Programs</b>	1,607	33%	2,077	19%	2,651	24%	2,913	25%	3,081	19%	2,546	21%	2,790	21%	3,837	31%

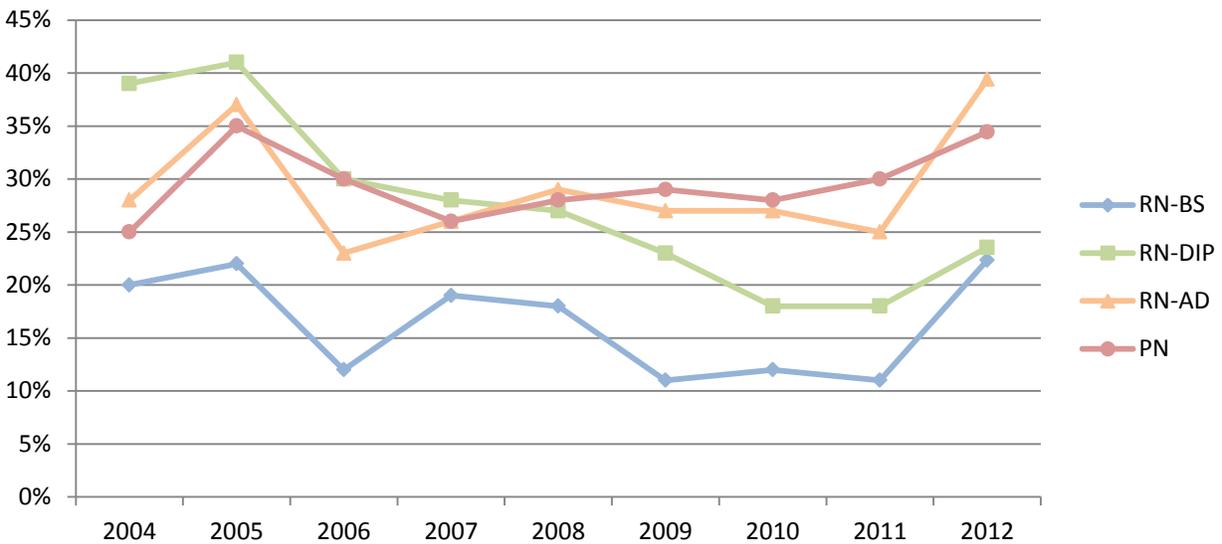
Note: Previous reports showed attrition rates as negative numbers. The rates are calculated in the same way but are now displayed as positive numbers.

**Table 13: Nursing Education Program Reasons for Student Attrition by Program Type, Pennsylvania 2012**

	<b>RN-BS</b>	<b>RN-DIP</b>	<b>RN-AD</b>	<b>RN Total</b>	<b>PN</b>	<b>Combined</b>
<b>Academic Failure</b>	46%	76%	66%	61%	50%	58%
<b>Financial</b>	7%	3%	8%	7%	7%	7%
<b>Change In Career Goals</b>	20%	10%	11%	14%	9%	12%
<b>Health</b>	2%	4%	5%	4%	8%	5%
<b>Relocation</b>	3%	1%	1%	1%	1%	1%
<b>Other Reasons</b>	21%	6%	10%	13%	24%	16%

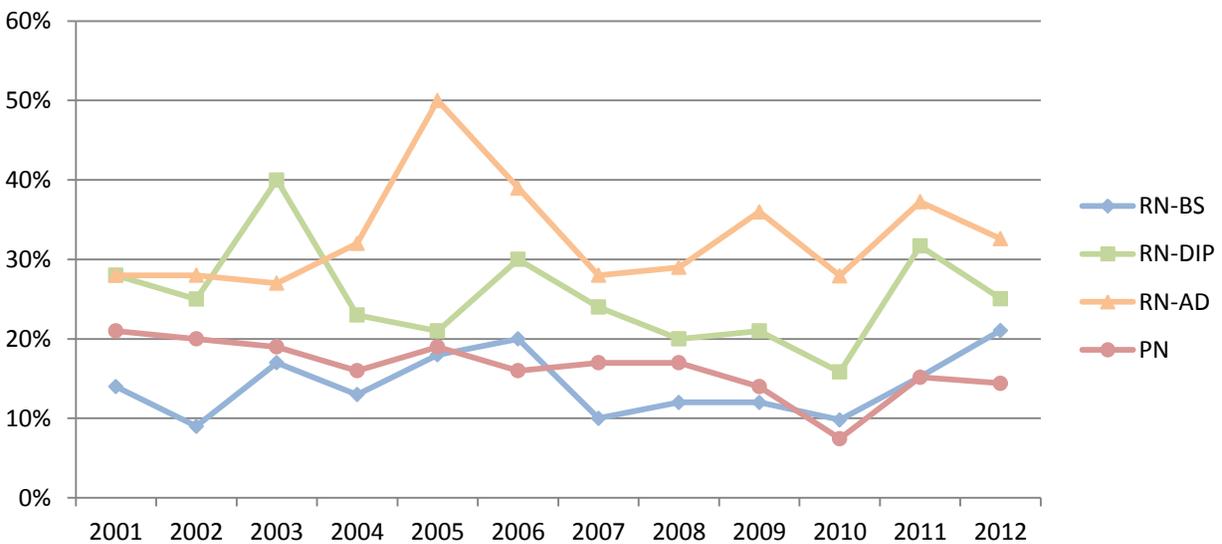
## Student Attrition for Nursing Education Programs

**Figure 6: Nursing Education Program Attrition Rate by Program Type and Class Year, Pennsylvania 2004-2012**



- Twenty-eight percent of all RN students who left nursing education programs were later readmitted (Figure 7). RN-AD programs had the highest percentage (33 percent) of students who were readmitted, followed by RN-DIP programs (25 percent) and RN-BS programs (21 percent) [Figure 7].
- PN programs readmitted 14 percent of students who left nursing education programs (Figure 7).

**Figure 7: Students Re-Admitted to Nursing Education Programs by Program Type, Pennsylvania 2004-2012**



# **Curriculum Programing of Nursing Education Programs**

Nursing education programs are required to establish agreements with clinical agencies approved by state and/or national bodies, if such exist, to meet curriculum objectives as set forth at 49 Pa.Code §§ 21.61, 21.62, 21.63 and 21.184. In order for their nursing students to gain clinical experiences, nursing education programs establish cooperative agreements with healthcare providers or facilities. These agreements ensure students receive a variety of high-quality, planned learning experiences.

Clinical practice placements are an integral part of nursing education. Since 2003, the Nursing Program Annual Report has included the following questions regarding the clinical placement practice:

- Has the program experienced any difficulty in obtaining clinical sites for student experience?
- If 'yes', for which areas of clinical practice has your program experienced the most difficulty?
- What do you believe to be the factor(s) contributing to difficulty in obtaining clinical sites for student learning experiences? Please rank your responses from 1 to 5, with 1 being the most significant contributing factor.

The following results were drawn from the responses to these questions.

- Difficulty obtaining clinical sites for student experience was indicated by 86 percent of RN-BS programs, 78 percent of RN-AD programs, 58 percent of RN-DIP programs and 93 percent of PN programs (Table 14).
- All programs reported the highest levels of difficulty obtaining clinical sites for pediatric, obstetric and psychiatric practice (Table 14).
- Community health experiences were the most reported clinical site in the category of 'other' for RN programs (Table 14).
- Use of the facility by another nursing program was rated the most significant factor contributing to difficulty in obtaining clinical sites for RN-BS, RN-AD and PN programs (Table 15). PN programs noted that preference is given to RN students and some clinical sites are not open to PN students. RN-DIP programs reported decreased census as the most significant factor contributing to difficulty obtaining clinical sites (Table 15).

**Table 14: Level of Difficulty for Nursing Education Programs that Indicated Difficulty in Obtaining Clinical Sites for Student Experiences by Areas of Clinical Practice, Pennsylvania 2012**

	Total Number of Programs with Difficulty		Obstetrics			Pediatrics			Psychiatry			Medical - Surgical			Critical Care			Other		
	#	%	#	%	LD	#	%	LD	#	%	LD	#	%	LD	#	%	LD	#	%	LD
<b>RN-BS</b>	31	86%	28	78%	2.3	31	86%	1.9	29	81%	2.9	24	67%	4.6	20	56%	4.0	15	42%	3.5
<b>RN-DIP</b>	11	58%	7	37%	1.9	9	47%	1.3	7	37%	2.7	3	16%	4.3	5	26%	4.2	4	21%	4.0
<b>RN-AD</b>	21	78%	15	56%	1.9	20	74%	1.7	15	56%	2.9	14	52%	3.9	11	41%	4.0	1	4%	6.0
<b>PN</b>	54	93%	44	76%	1.8	52	90%	2.0	39	67%	3.1	36	62%	3.4	17	29%	3.9	6	10%	4.8

LD = Average level of difficulty experienced in obtaining clinical sites on a scale of 1 to 6 (1 is the area of most difficulty and 6 is the area of least difficulty)

**Table 15: Relative Weight of Factors Assigned by Nursing Schools Contributing to the Difficulty in Obtaining Clinical Sites by Program Type, Pennsylvania 2012**

	Decreased Length of Stay	Decreased Census	Other Nursing Program Using Facility	Distance to Facility	Other
<b>RN-BS</b>	3.32	2.30	1.30	3.36	2.89
<b>RN-DIP</b>	2.22	1.88	1.89	4.17	3.00
<b>RN-AD</b>	2.65	2.37	1.42	3.56	2.00
<b>PN</b>	3.14	2.62	1.41	3.70	1.95

Note: Average weight of factors contributing to difficulty obtaining clinical sites on a scale of 1 to 5 (1 is the most significant contributing factor and 5 is the least significant contributing factor)

**PENNSYLVANIA STATE BOARD OF NURSING  
Nursing Program Annual Report**

To Nursing Program Administrator/Director/Chairperson

1. Submit the following required Annual Report data to the State Board of Nursing no later than
2. The Annual Report is open for submission beginning
3. Submit Program information for the period starting October 1,
4. Submit only information for those students enrolled in an approved Prelicensure Program.
5. Submit a SEPARATE report for EACH type (PN, ADN, BSN etc.) of nursing education program.

**GENERAL NURSING EDUCATION PROGRAM INFORMATION**

Please check the Type of Nursing Program:

Practical Nursing     RN Diploma     Associate Degree     Baccalaureate Degree

**Please complete the following program information:**

Name Of Nursing Education Program

College or University Affiliation/Controlling Institution

Nursing Education Program Administrator/Director/Chairperson/Coordinator Name & Title

Administrator/Director/Chairperson/Coordinator Telephone Number Including area code and extension (Board office use only)

Nursing Education Program Address

City, State, Zip

County

Nursing Education Program Telephone Number Including area code and extension

Email Address For Board Office Use Only

Email Address For Public Contact

Nursing Education Program Web Site Address

**ACCREDITATION PROFILE FOR NURSING EDUCATION PROGRAM**

(Please select all that apply. Include the corresponding Date Initiated and Date Expired.)

**National League For Nursing Accreditation Commission**  Yes  No

	Type of Accreditation	Date Initiated Month/Year	Date Expired Month/Year
--	-----------------------	------------------------------	----------------------------

- Accreditation
- Accreditation with Condition
- Focused Report Required
- NLNAC Withdrawal of Accreditation
- Voluntary Withdrawal of Accreditation
- Not Applicable

**Commission on Collegiate Nursing Education**  Yes  No

	Type of Accreditation	Date Initiated Month/Year	Date Expired Month/Year
--	-----------------------	------------------------------	----------------------------

- Accreditation
- "Special Report" Required
- CCNE Withdrawal of Accreditation
- Voluntary Withdrawal of Accreditation
- Not Applicable

**Other Accreditation/Licensing**  Yes  No

**DO NOT LIST Board of Nursing**

	Type of Accreditation	Date Initiated Month/Year	Date Expired Month/Year
--	-----------------------	------------------------------	----------------------------

- Other (Insert Name)
- Other (Insert Name)

**ACCREDITATION FOR CONTROLLING INSTITUTION**     Yes     No

	Type of Accreditation	Date Initiated Month/Year	Date Expired Month/Year
--	-----------------------	------------------------------	----------------------------

- Joint Commission
- Middle States Association
- Other (Insert Name)
- Other (Insert Name)

**Note: It is not necessary to list PA Board of Nursing.**

**CURRICULUM PROGRAMMING**

	<b>Please check all options that apply to the program</b>
--	---

- Full-Time Program With Daytime Scheduling
- Part-Time Program With Daytime Scheduling
- Part-Time Program With Evening/Weekend Scheduling
- Program Offered At Site(s) Other Than Main Campus.  
Please Indicate The Number Of Sites

**TYPE OF CONTINUING EDUCATION PROGRAM(S) OFFERED**

Please indicate the type(s) of continuing education nursing program(s) offered. Click on the box(es) for the program type and if applicable to RN and/or PN.

RN	LPN	Other types of continuing education program offerings (Check if for RN, PN or both)
----	-----	--

- Pharmacology Course
- IV Therapy Course
- NCLEX Review Course
- Refresher Course
- Other

**THIS SECTION TO BE COMPLETED ONLY BY RN NURSING EDUCATION PROGRAMS**

**Program Administrator/Director**

**Please indicate the highest earned NURSING degree of the program Administrator/Director/Chairperson/Coordinator by checking the appropriate box next to the degree:**

- |       |                          |
|-------|--------------------------|
| PhD   | <input type="checkbox"/> |
| EdD   | <input type="checkbox"/> |
| DNSc  | <input type="checkbox"/> |
| DNP   | <input type="checkbox"/> |
| MSN   | <input type="checkbox"/> |
| BSN   | <input type="checkbox"/> |
| OTHER | <input type="checkbox"/> |

**Please indicate the highest earned degree of the program Administrator/Director/Chairperson/Coordinator by checking the appropriate box next to the degree:**

- |       |                          |
|-------|--------------------------|
| PhD   | <input type="checkbox"/> |
| EdD   | <input type="checkbox"/> |
| DNSc  | <input type="checkbox"/> |
| DNP   | <input type="checkbox"/> |
| MSN   | <input type="checkbox"/> |
| BSN   | <input type="checkbox"/> |
| OTHER | <input type="checkbox"/> |

**Indicate the TOTAL NUMBER of ALL RN FACULTY (regardless of employment status ie, FT, PT, perdiem). DO NOT COUNT the Administrator/Director/Chairperson/Coordinator**

**PROFESSIONAL NURSING FACULTY: Full-time faculty only**

(\* Note: The numbers entered in 2 through 5 should equal the total number of full-time faculty)

<b>Insert Number</b>	<b>Do not count the Administrator/Director/Chairperson/Coordinator</b>
----------------------	--

1. \*Indicate the total number of full-time RN faculty.

**In the boxes below please break the total number of full-time RN faculty into the following qualification categories:**

2. Indicate the number of full-time RN faculty that "hold at least one graduate degree in nursing."

3. Indicate the number of full-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

4. Indicate the number of full-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

5. Indicate the number of full-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program MORE than 5 years.

**PROFESSIONAL NURSING FACULTY: Part-time faculty only**

(\* Note: The numbers entered in 2 through 5 should equal the total number of part-time faculty)

<b>Insert Number</b>	
----------------------	--

1. \*Indicate the total number of part-time RN faculty.

**In the boxes below please break the total number of part-time RN faculty into the following qualification categories:**

2. Indicate the number of part-time RN faculty that "hold at least one graduate degree in nursing."

3. Indicate the number of part-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

4. Indicate the number of part-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

5. Indicate the number of part-time RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program MORE than 5 years.

**PROFESSIONAL NURSING FACULTY: Contracted or per diem faculty only**

(\* Note: The numbers entered in 2 through 5 should equal the total number of contracted or per diem faculty)

<b>Insert Number</b>	
----------------------	--

1. Indicate the total number of contracted or per diem RN faculty.

**In the boxes below please break the total number of contracted or per diem RN faculty into the following qualification categories:**

2. Indicate the number of contracted or per diem RN faculty that "hold at least one graduate degree in nursing."

3. Indicate the number of contracted or per diem RN Faculty Assistants (BSN faculty without a graduate degree in nursing) enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

4. Indicate the number of contracted or per diem RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program LESS than 5 years.

5. Indicate the number of contracted or per diem RN Faculty Assistants (BSN faculty without a graduate degree in nursing) NOT enrolled in graduate studies leading to a graduate degree in nursing but employed by a nursing program MORE than 5 years.

**Why does the Professional Nursing education program hire PART-TIME, CONTRACTED and Per Diem faculty? (Check all that apply)**

- Teach didactic lessons
- Supervise clinical education
- Other - Enter in box provided

**NURSING EDUCATION PROGRAM CREDIT/COURSE UNITS (Note: Diploma programs please enter either program hours, or credit hour equivalents.)**

<b>Insert Number</b>	<b>Please Indicate The Number Of Academic Credits Or Course Units If Applicable</b>
----------------------	---

Nursing Course Credits Or Course Units

Non-Nursing Course Credits Or Course Units

Total Credits Or Course Units Required For Completion

**THIS SECTION TO BE COMPLETED ONLY BY PRACTICAL NURSING EDUCATION PROGRAMS**

**Program Administrator/Director/Coordinator**

**Please indicate the highest earned NURSING degree of the program Administrator/Director/Chairperson/Coordinator by checking the appropriate box next to the degree:**

- |          |                          |
|----------|--------------------------|
| PhD      | <input type="checkbox"/> |
| EdD      | <input type="checkbox"/> |
| DNSc     | <input type="checkbox"/> |
| DNP      | <input type="checkbox"/> |
| MS / MSN | <input type="checkbox"/> |
| BSN      | <input type="checkbox"/> |
| ADN      | <input type="checkbox"/> |
| Diploma  | <input type="checkbox"/> |
| Other    | <input type="checkbox"/> |

**Please indicate the highest earned degree of the program Administrator/Director/Chairperson/Coordinator by checking the appropriate box next to the degree:**

- |                              |                          |
|------------------------------|--------------------------|
| PhD                          | <input type="checkbox"/> |
| EdD                          | <input type="checkbox"/> |
| DNSc                         | <input type="checkbox"/> |
| DNP                          | <input type="checkbox"/> |
| MS / MSN                     | <input type="checkbox"/> |
| Master's in Other Field      | <input type="checkbox"/> |
| BSN                          | <input type="checkbox"/> |
| Baccalaureate in Other Field | <input type="checkbox"/> |
| Other                        | <input type="checkbox"/> |

**PRACTICAL NURSING FACULTY**

**Indicate the TOTAL NUMBER of ALL PN FACULTY (regardless of employment status ie, FT, PT, per diem). DO NOT COUNT the Administrator/Director/Chairperson/Coordinator.**

**PRACTICAL NURSING FACULTY: Full-time faculty only**

<b>Insert Number</b>	<b>Do not count the Administrator/Director/Chairperson/Coordinator</b>
----------------------	--

1. \*Indicate the total number of full-time PN

**In the boxes below please break the total number of full-time PN faculty into the following qualification categories:**

2. Indicate the number of full-time PN faculty with a master's or doctorate degree.

3. Indicate the number of full-time PN faculty with a bachelor's degree.

4. Indicate the number of full-time PN faculty currently enrolled in baccalaureate studies leading to a BS or BSN degree within 5 years of employment in a nursing education program.

5. Indicate the number of faculty not enrolled in baccalaureate program but employed by the nursing education program for less than 5 years.

6. Indicate the number of faculty who have not earned a baccalaureate degree after 5 years of employment in a nursing education program.

**PRACTICAL NURSING FACULTY: Part-time faculty only**

<b>Insert Number</b>	
----------------------	--

1. Indicate the total number of part-time PN faculty.

**In the boxes below please break the total number of part-time PN faculty into the following qualification categories:**

2. Indicate the number of part-time PN faculty with a master's or doctorate degree.

3. Indicate the number of part-time PN faculty with a bachelor's degree.

4. Indicate the number of part-time PN faculty currently enrolled in baccalaureate studies leading to a degree within 5 years of employment in a nursing education program.

5. Indicate the number of part-time PN faculty not enrolled in baccalaureate program but employed by the nursing education program for less than 5 years.

6. Indicate the number of faculty who have not earned a baccalaureate degree after 5 years of employment in a nursing education program.

**PRACTICAL NURSING FACULTY: Contracted or per diem faculty only**

<b>Insert Number</b>	
----------------------	--

1. Indicate the total number of contracted or per diem PN faculty.

**In the boxes below please break the total number of contracted or per diem PN faculty into the following qualification categories:**

2. Indicate the number of contracted or per diem PN faculty with a master's or doctorate degree.

3. Indicate the number of contracted or per diem PN faculty with a bachelor's degree.

4. Indicate the number of contracted or per diem faculty currently enrolled in baccalaureate studies leading to a degree within 5 years of employment in a nursing education program.

5. Indicate the number of contracted or per diem faculty not enrolled in baccalaureate program but employed by the nursing education program for less than 5 years.

6. Indicate the number of contracted or per diem faculty who have not earned a baccalaureate degree after 5 years of employment in a nursing education program.

**Why does the Practical Nursing education program hire PART-TIME, CONTRACTED and Per Diem faculty? (Check all that apply)**

- Teach didactic lessons
- Supervise clinical education
- Other - Enter in box provided

**PROGRAM HOURS (PROGRAM HOURS TO BE ANSWERED ONLY BY PN PROGRAMS)**

<b>Insert Number</b>	<b>Please indicate the number of hours required for completion of this nursing education program.</b>
----------------------	---

Nursing Theory Hours

Nursing Clinical Hours

Total Program Hours Required For Completion  
(Total hours must add up to 1500 or greater hours)

**THIS SECTION TO BE COMPLETED BY ALL NURSING EDUCATION PROGRAMS  
CURRENT FACULTY**

**Faculty Hired Since the Last Annual Report**

1. Submit the names of all hired faculty, hired during the period Oct. 01, through Oct. 01,
2. Full-time faculty who have been hired since the last Annual Report Insert Number:
3. Part-time faculty who have been hired since the last Annual Report Insert Number:
4. Perdiem / Contract faculty who have been hired since the last Annual Report: 0

**Faculty Who Left Since the Last Annual Report**

1. Submit the names of all faculty, who left the program during the period Oct. 01, through Oct. 01,
2. Full-time faculty who left since the last Annual Report: Insert Number:
3. Part-time faculty who left since the last Annual Report: Insert Number:
4. Perdiem / Contract faculty who left since the last Annual Report: Insert Number: 0

**FACULTY POSITIONS, VACANT**

**1. Indicate the current Number of unfilled full-time faculty positions:**

Community:

Critical Care:

Maternity:

Medical Surgical:

Pediatric:

Psychiatric:

Other-please specify area:

Other Area:

**2. Indicate the current number of unfilled Non-full-time (part-time and per diem/contracted) faculty positions:**

a. How many Full Time equivalence (FTEs) positions do these unfilled non-full time positions represent ?

Community:

Critical Care:

Maternity:

Medical Surgical:

Pediatric:

Psychiatric:

Other-please specify area:

Other Area:

**Faculty Characteristics**

**Please check the appropriate box:**

**What is the average age of the Full-Time faculty in your nursing education program for the current academic year?**

- |                                      |                                      |
|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> 31-35 years | <input type="checkbox"/> 56-60 years |
| <input type="checkbox"/> 36-40 years | <input type="checkbox"/> 61-65 years |
| <input type="checkbox"/> 41-45 years | <input type="checkbox"/> 65+ years   |
| <input type="checkbox"/> 46-50 years | <input type="checkbox"/> Unknown     |
| <input type="checkbox"/> 51-55 years |                                      |

**What is the average age of the Part-Time, Contracted, and Per Diem faculty in your nursing education program for the current academic year?**

- |                                      |                                      |
|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> 31-35 years | <input type="checkbox"/> 56-60 years |
| <input type="checkbox"/> 36-40 years | <input type="checkbox"/> 61-65 years |
| <input type="checkbox"/> 41-45 years | <input type="checkbox"/> 65+ years   |
| <input type="checkbox"/> 46-50 years | <input type="checkbox"/> Unknown     |
| <input type="checkbox"/> 51-55 years |                                      |

**How many of your Full-Time faculty do you anticipate will retire in the next Three years? (Insert Number)**

**How many of your Full-Time faculty do you anticipate will retire in the next 4-6 years? (Insert Number)**

**How many of your Full-Time faculty do you anticipate will retire in the next 7-10 years? (Insert Number)**

**What percentage of time is a FULL-TIME faculty member expected to engage in each of the following tasks: (Note: The sum of the total percentage must add up to 100%)**

Didactic Lessons

Clinical Education

Scholarship

Service

Other

**What percentage of time is a PART-TIME faculty member expected to engage in each of the following tasks: (Note: The sum of the total percentage must add up to 100%)**

Didactic

Clinical

Scholarship

Service

Other

**Please check the appropriate box for each question:**

**Does the Nursing Education Program regularly engage full-time faculty in training or professional development programs?**

Yes     No

**Does the Nursing Education Program regularly engage part-time faculty in training or professional development programs?**

Yes     No

**Does the Nursing Education Program regularly engage contracted or per diem faculty in training or professional development programs?**

Yes     No

**Indicate the number of faculty who speak the following languages fluently?  
(This does not have to equal the total faculty population)**

Spanish

Russian

Italian

Chinese

German

Vietnamese

French

Other (Specify)

**Clinical Agencies:**

**Has the program experienced any difficulty in obtaining clinical sites for student experience?  
Please check the appropriate box:**

No     Yes

	<b>Insert Number</b>
--	----------------------

- Pediatrics
- Obstetrics
- Psych
- Critical Care
- Med-Surg
- Other (Specify)

	<b>Insert Number</b>
--	----------------------

- Decreased length of stay
- Decreased census
- Other nursing programs using facility
- Distance to facility from school
- Other - Please Indicate

**ENROLLMENT INFORMATION**

**ENROLLMENT/GRADUATION AND ATTRITION DATA**

**Insert number in the corresponding boxes:**

1. Number classes admitted into Full-Time program each year.
2. Number classes admitted into Part-Time program each year.
3. Total number of applicants to nursing education program for the most recent class(es).
4. Total number of qualified applicants for the most recent class(es).
5. Of the total number of qualified applicants, how many were admitted into the most recent class(es)?

**If the nursing education program was unable to admit all of its qualified applicants this year, please indicate why. (Check all that apply)**

- Program at maximum physical capacity (facilities, fixtures, etc.)
- Program at maximum faculty capacity (not enough faculty)
- Program at maximum clinical site capacity
- Other (Please specify)

6. How many vacant seats does the program have this year?
7. Number of students currently enrolled in the Full-Time program.
8. Number of students currently enrolled in the Part-Time program.
9. Total (all classes) nursing program enrollment.
10. Total number of students expected to complete the nursing education program between October 1, \_\_\_\_\_ & September 30, \_\_\_\_\_
11. Total number of students who completed the nursing education program between October 1, \_\_\_\_\_ & September 30, \_\_\_\_\_

**Attrition Data**

**In the boxes below, indicate the number of students in this class(es) who left the program before graduating between 10/01/ and 9/30/ :**

1. Provide the total number of nursing students originally admitted to the class(es) that completed the program during October 1, and September 30, .
2. From the total number of nursing students identified in #1 how many students left the program between the period of October 1, and September 30, .

**Number of Persons Leaving For Each Reason Listed Below**

Academic Failure

Financial

Change In Career Goals

Health

Relocation

Other Please Specify

**Were any of these students readmitted to the program?**

Yes  No

**If yes, indicate how many and to which class?**

Class of Next Year 0

Class of TwoPlus Year 0

Current Class 0

**STUDENT DEMOGRAPHICS:**

<b>Gender of graduates - Optional</b>	<b>Percent of graduates (Total needs to be 100%)</b>
---------------------------------------	--

Female:

Male:

<b>Racial/Ethnic distribution Of graduates - Optional</b>	<b>Percent of graduates (Total needs to be 100%)</b>
---	--

American Indian/Alaskan Native

Asian

Native Hawaiian/Pacific Islander

Black

Hispanic

White

Other/Unknown

**Please indicate the number of students who speak the following languages fluently? (This does not have to equal the total student population)**

Spanish

Italian

German

French

Russian

Chinese

Vietnamese

Other (Specify)

**What percent of your student population speak English as a secondary language? Please check the appropriate percentage:**

<=0-10%

<=11-20%

<=21-30%

<=31-40%

<=41-50%

>50%

## AFFIDAVIT

**As the Nursing Education Program Administrator/Director/ Chairperson/Coordinator, I understand that the legal practice of nursing in this Commonwealth is contingent upon possession of a current Commonwealth license or permit. By Regulation, the Nursing Education Administrator/Director/Chairperson/Coordinator of a Pennsylvania approved nursing education program must be currently licensed in Pennsylvania. As the Nursing Education Program Administrator/Director/Chairperson/Coordinator of this program, I have read this report and accept responsibility for its contents.**

I certify that all of the information is correct. I understand that any false statement made is subject to the penalties of 18 Pa. C.S. §4904 relating to unsworn falsification to authorities and may result in sanctions of my license or certificate and/or disposition of civil penalties.

YES

***"I acknowledge that my typed name in the below box shall have the same legal effect as a handwritten signature."***

YES

**Nursing Education Program Administrator/Director/Chairperson/Coordinator Signature:**

**Nursing Education Program Administrator/Director/Chairperson/Coordinator Title:**

**Date:**

**Please forward to the Nurse Board Office the following most current program documents:**

- 1. Program Catalogue & Program of Studies**
- 2. Nursing Program Student Handbook**

---

---

The Professional Nursing Law and the Practical Nurse Law resulted in the Pennsylvania State Board of Nursing developing regulations for the educational requirements for nursing schools, the conduct of nursing programs, education of professional and practical nurses, and the practice of professional and practical nursing. The laws established the following definitions of the practice of professional nursing (registered nurse) and the practice of practical nursing (licensed practical nurse).

**The practice of professional nursing (registered nurse):** Diagnosing and treating human responses to actual or potential health problems through such services as case finding, health teaching, health counseling, provision of care supportive to or restorative of life and well-being, and executing medical regimens as prescribed by a licensed physician or dentist.<sup>3</sup>

**The practice of practical nursing (licensed practical nurse):** The performance of selected nursing acts in the care of the ill, injured or infirm under the direction of a licensed professional nurse, a licensed physician or a licensed dentist which do not require the specialized skill, judgment and knowledge required in professional nursing.<sup>4</sup>

The State Board of Nursing is charged to establish safe standard for the preparation of registered and practical nurses in approved education programs as set forth at 49 Pa.Code §§ 21.51 and 21.172. The information presented in this report is categorized by four basic types of nursing education programs:

**RN baccalaureate program (RN-BS):** Four-year college degree program of nursing developed under the authority of a regionally accredited university or college.

**RN hospital-based diploma program (RN-DIP):** Approximately a two-year nursing diploma program developed under the authority of a hospital accredited by the Joint Commission.

**RN associate program (RN-AD):** Two-year college degree program of nursing developed under the authority of a regionally accredited university or college.

**Licensed practical nursing program (LPN):** A program for the education of practical nurses developed under the authority of a hospital, educational institution or combination thereof.

**Full-time nurse faculty** are employed by and receive benefits from an academic institution in exchange for working at least 32 hours a week. Their responsibilities may include teaching didactic courses, supervising students at clinical sites, scholarship and service.

**Part-time nurse faculty** are employed by an academic institution to work no more than 32 hours a week. They received limited benefits from the academic institution. They may teach didactic courses and/or supervise students at clinical sites.

**Contracted/per diem nurse faculty** are hired on an 'as needed' basis by the academic institution for services rendered by semester, year or course. They may or may not receive payment and/or benefits from the academic institution. They may teach didactic courses and/or supervise students in clinical settings.

## SOURCES

<sup>1</sup> Commonwealth of Pennsylvania, *The Professional Nursing Law*, on the internet at [http://www.portal.state.pa.us/portal/server.pt/community/state\\_board\\_of\\_nursing/12515](http://www.portal.state.pa.us/portal/server.pt/community/state_board_of_nursing/12515) (last accessed January 24, 2013).

<sup>2</sup> The Center for Rural Pennsylvania, *Rural/Urban PA*, on the internet at [http://www.rural.palegislature.us/demographics\\_rural\\_urban.html](http://www.rural.palegislature.us/demographics_rural_urban.html) (last accessed January 17, 2013).

<sup>3</sup> Commonwealth of Pennsylvania, *The Professional Nursing Law*, on the internet at [http://www.portal.state.pa.us/portal/server.pt/community/state\\_board\\_of\\_nursing/12515](http://www.portal.state.pa.us/portal/server.pt/community/state_board_of_nursing/12515) (last accessed January 24, 2013).

<sup>4</sup> Commonwealth of Pennsylvania, *Practical Nurse Law*, on the internet at [http://www.portal.state.pa.us/portal/server.pt/community/state\\_board\\_of\\_nursing/12515](http://www.portal.state.pa.us/portal/server.pt/community/state_board_of_nursing/12515) (last accessed January 24, 2013).

## **ACKNOWLEDGEMENTS**

### **Pennsylvania Department of Health**

Bureau of Health Planning  
Division of Plan Development  
Room 1033, Health and Welfare Building  
625 Forster St.  
Harrisburg, PA 17120

Telephone: 717-772-5298  
Email: [ra-workforce@pa.gov](mailto:ra-workforce@pa.gov)

### **Pennsylvania Department of State**

Bureau of Professional and Occupational Affairs  
2601 N. Third St.  
Harrisburg, PA 17110

Telephone: 717-783-8503  
Email: [st-nurse@pa.gov](mailto:st-nurse@pa.gov)