



## Post-Licensure RN to BSN Education Programs

# 2014

**This update presents data for the 28 Texas RN (registered nurse) programs that indicated they had a post-licensure RN to BSN (Bachelor's of Science in Nursing) program track during the 2014 reporting year.**

The focus on post-licensure RN students is due to the Institute of Medicine's 2011 recommendation that 80 percent of RNs have a baccalaureate degree in nursing by the year 2020.<sup>1</sup> Note that in 2014 all RN to BSN programs, especially online programs, were asked to only include data on students that were Texas residents, which was not specified in previous reports.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2014 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2014. The reporting period was academic year (AY) 2013-2014 (September 1, 2013 – August 31, 2014) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

<sup>1</sup>Institute of Medicine, Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing. (2011). Front matter. *The future of nursing: Leading change, advancing health.*

### Qualified Applications for Post-Licensure RN to BSN Programs

Table 1 presents data on qualified applications and admissions to post-licensure RN to BSN programs in 2013 and 2014. Qualified applications were those that met all criteria for admission.<sup>2</sup>

**Table 1. Qualified Applications, Admissions, & QANA, 2013-2014**

	Enrollment Capacity <sup>3,7</sup>	Qualified Applications	Offered Admission	Qualified Applications Not Offered Admission
2013	11,332	8,280	8,221	59 (0.7%)
2014	11,620	4,934	4,858	76 (1.5%)

- The total number of qualified applications in 2014 made up 42.5% of the total capacity for enrollment among the post-licensure RN programs, down from 73.1% in 2013.
- Admission was offered to all but 76 qualified applications (1.5% of all qualified applicants), up from 59 qualified applications in 2013.
- 20 programs offered admission to all

students with qualified applications in 2014.

- Among schools that did not accept all qualified applications, the reasons most often cited as important were a lack of budgeted faculty positions (7 programs) and a lack of qualified faculty applicants for budgeted positions (6 programs).
- Enrollment capacity increased by 2.5% in 2014 even though the number of programs decreased. This probably is due to the fact that 12 programs increased their overall enrollment capacity in 2014.
- Of the 4,858 applications offered admission, 4,021 (82.8%) registered and enrolled in a post-licensure RN to BSN program for the 2013-2014 academic year, an increase from last year (63.8%).

<sup>2</sup>Qualified applications refers to applications submitted, not individual applicants, since candidates for admission may apply to more than one nursing program.

<sup>3</sup>Enrollment capacity does not distinguish between non-Texas and Texas residents.

<sup>7</sup>Per the survey operational definition, enrollment capacity refers to the maximum number of students that a program can enroll in any given admission period. Enrollment capacity may be limited by Board of Nursing rules or logistical concerns (faculty size, classroom space, etc.).

### Newly Enrolled Students in Post-Licensure RN to BSN Programs

Table 2 shows the yearly change in newly enrolled, first year students from 2013 to 2014. Newly enrolled students are those who were offered admission and decided to register and enroll in the program.

**Table 2. Change in Newly Enrolled Students, 2012-2014**

	Newly Enrolled Post-Licensure Students	% Annual Change
2012	4,515	-
2013	5,165	14.4%
2014	4,021	-22.1%



- There was a total of 4,021 newly enrolled post-licensure students in AY 2013-2014.
- From AY 2012-2013 to AY 2013-2014, the number of newly enrolled students decreased by 22.1%.

- The number of newly enrolled students was lower (by 9,849 students or 71% of enrollment capacity) than the total enrollment capacity of post-licensure nursing programs.

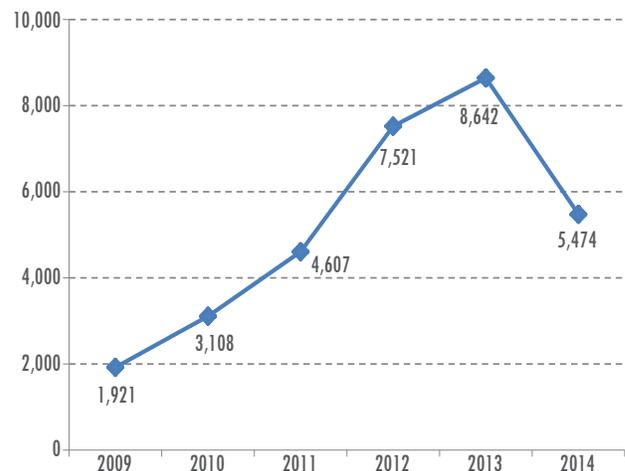
## Total Enrollment in Post-Licensure RN to BSN Programs

On September 30, 2014, as shown in Figure 1, there were 5,474 students enrolled in post-licensure RN to BSN programs.

- From 2013 to 2014, enrollment decreased by 3,168 students (36.7% decrease) and the number of RN to BSN programs also decreased.
- From AY 2012-2013 to AY 2013-2014, 18 programs had a decrease in total enrollment, 8 programs reported increased total enrollment, and 1 program did not have a change in enrollment. 1 program reported enrollment for the first time in AY 2013-2014.
- The number of programs decreased from 31 in 2013 to 28 programs in 2014 (9.7 % decrease).
- In previous years it was not made clear for RN to BSN programs, especially online programs, to only include Texas residents, which may explain the large decrease in enrollment in 2014.

- Still, from 2009 to 2014, enrollment increased by 3,553 students (185% increase).

**Figure 1. Total Enrollment in Post-Licensure RN to BSN Programs, 2009-2014**

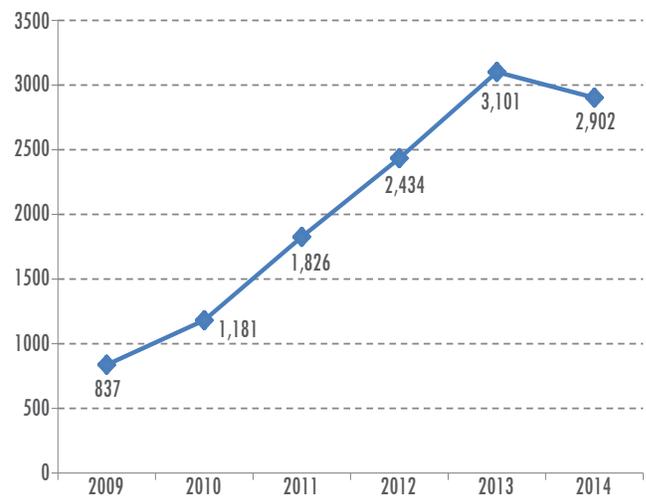


## Graduates from Post-Licensure RN to BSN Programs

As shown in Figure 2, there were 2,902 post-licensure RN to BSN graduates during the 2013-2014 academic year.

- This represented a 6.4% decrease from the 2012-2013 academic year (199 less graduates).
- 12 programs reported a decrease the number of post-licensure RN to BSN graduates during the 2013-2014 academic year while 13 programs were able increase in the number of graduates. 3 programs reported the same number of graduates as AY 2012-2013, 2 programs reported no graduates, and 1 program reported graduates for the first time in AY 2013-2014.
- As previously mentioned, RN to BSN programs were asked to only include students that were Texas residents, which may explain the decrease in graduates.

**Figure 2. Graduates from Post-Licensure RN to BSN Programs, 2009-2014**



## Barriers to Increasing the Number of Graduates

The 28 post-licensure RN to BSN programs were asked to describe any barriers they faced in increasing post-licensure RN to BSN graduates.

- A variety of barriers were cited including lack of

qualified student applications (5 programs), lack of qualified faculty available (3 programs), and cost of program/student financial difficulties (3 programs).

- Another barrier cited included low enrollment in the program (2 programs).

## Level of Difficulty for Graduates to Find a Job in Nursing

The 28 post-licensure RN to BSN programs reported the perceived level of difficulty that their post-licensure RN to BSN graduates experience in finding a job in nursing.

- 13 programs reported that it was very easy for graduates to find a job in nursing.

- 10 programs reported that it was easy for graduates to find a job in nursing.
- 1 program reported that it was difficult for graduates to find a job in nursing.
- The remaining programs reported a neutral level of difficulty.

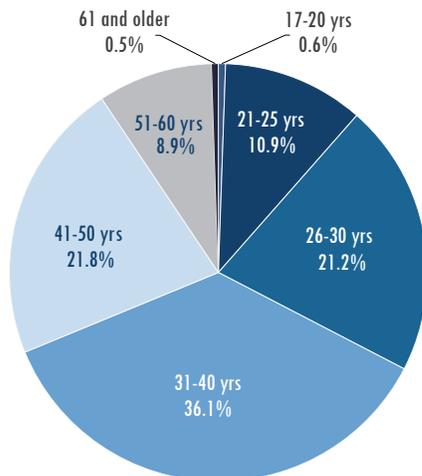
## Demographics of Newly Enrolled Post-Licensure RN to BSN Students

### Sex and Age

Females made up 86% of the 2014 newly enrolled post-licensure RN to BSN student population, which is slightly larger than the proportion who were female in 2013 (85.4%).

Figure 3 displays the breakdown of age among newly enrolled post-licensure RN to BSN students in 2014.

Figure 3. Age of Newly Enrolled Students

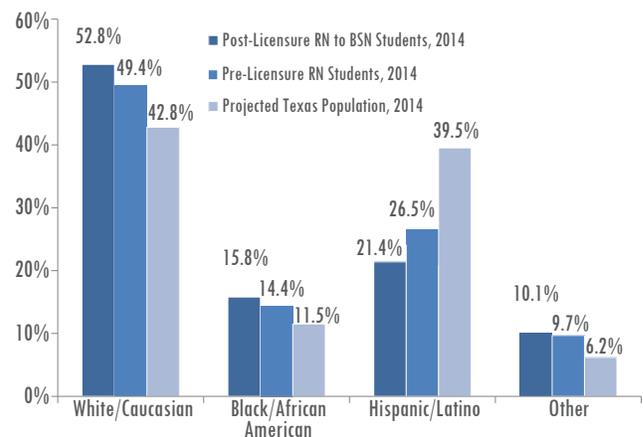


- Newly enrolled RN to BSN students remain fairly evenly distributed between age groups 21-30, 31-40, 41-50 years.
- There were considerably more post-licensure RN to BSN students aged 51 and older (9.4%) compared to pre-licensure RN students (2.1%).
- Students aged 21-25 years made up 10.9% of the post-licensure RN to BSN student population, in contrast to 36.6% of pre-licensure RN students.

### Race/Ethnicity

Figure 4 displays the race/ethnicity distribution of post-licensure RN to BSN students in comparison to the race/ethnicity distribution of pre-licensure RN students and the Texas population. Race/ethnicity data was missing for 4.2% of newly enrolled RN to BSN students.

Figure 4. Race/Ethnicity of Newly Enrolled RN to BSN Students, 2014 Pre-Licensure Students, 2014,<sup>5</sup> & Texas Population, 2014<sup>6</sup>



- White/Caucasians made up a slightly greater proportion of post-licensure RN to BSN newly enrolled students (52.8%) compared to pre-licensure RN students (49.4%) and compared to the Texas population (42.8%). The post-licensure RN to BSN white/Caucasian student proportion was slightly higher than 2013 (52.5%).
- Hispanics/Latinos continued to be underrepresented among post-licensure RN to BSN students.
  - While the proportion of Hispanics/Latinos was 39.5% in Texas, Hispanics/Latinos made up only 21.4% of the post-licensure RN to BSN student population, compared with 26.5% of the pre-licensure RN student population.
- There were slightly more black/African American newly enrolled post-licensure RN to BSN students (15.8%) compared to newly enrolled pre-licensure RN students (14.4%) and the Texas population (11.5%).
- Other students, which include Asians, Native Hawaiian, Alaskan, and other race/ethnicities, also represented a greater proportion of the post- and pre-licensure student population than the Texas population.

- Programs reported a total of 50 newly enrolled students who were international (1.2% of all RN to BSN newly enrolled students).<sup>4</sup>

<sup>4</sup>International was defined as a person who is not a citizen or permanent resident of the United States and who is in this country on a temporary basis and does not have the right to remain indefinitely.

<sup>5</sup>Pre-licensure RN data comes from the 2014 RN NEPIS fact sheets located here: <http://www.dshs.state.tx.us/chs/cnws/EducReports.shtm#Professional>.

<sup>6</sup>Texas population data comes from the 2014 Texas State Data Center population projections (<http://www.dshs.state.tx.us/chs/popdat/ST2014.shtm>).

## Demographics of Post-Licensure RN to BSN Graduates

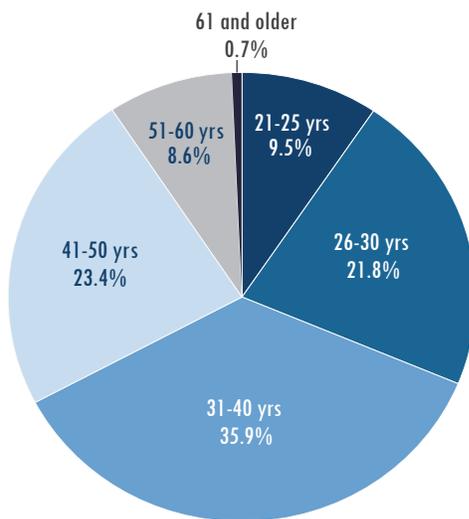
### Sex and Age

Females made up 85.6% of the 2014 post-licensure RN to BSN graduate population, which is slightly more than the proportion who were female in 2013 (84.8%).

Figure 5 displays the breakdown of age among post-licensure RN to BSN graduates in 2014.

- RN to BSN graduates were fairly evenly distributed among age groups 21-30, 31-40, and 41-50 years.
- There were considerably more post-licensure RN to BSN graduates aged 51 and older (9.3%) compared with pre-licensure RN graduates (2.7%).
- Students aged 21-25 years made up a much smaller percentage of post-licensure RN to BSN graduates than pre-licensure RN graduates (9.5% vs. 35.4%).
- Programs did not report any 17-20 year old graduates in AY 2013-2014.

Figure 5. Age of Graduates



### Race/Ethnicity

Figure 6 displays the race/ethnicity distribution of post-licensure RN to BSN graduates in comparison to the race/ethnicity distribution of pre-licensure RN graduates and the Texas population. Race/ethnicity data was missing for

3.7% of RN to BSN graduates.

- White/Caucasians made up a slightly smaller proportion of post-licensure RN to BSN graduates (51.4%) than pre-licensure RN graduates (52.9%) but a greater proportion than the Texas population (42.8%). The post-licensure RN to BSN white/Caucasian graduate proportion decreased from 2013 (53.5%).
- While the proportion of Hispanics/Latinos was 39.5% in Texas, Hispanics/Latinos made up only 19.7% of post-licensure RN to BSN graduates, compared with 24.7% of pre-licensure RN graduates.
- There were more black/African American post-licensure RN to BSN graduates (17.2%) compared to pre-licensure RN graduates (12.4%) and the Texas population (11.5%).
- Other race/ethnicities also represented a greater proportion of the post- and pre-licensure graduate population than the Texas population.
- Programs reported a total of 56 graduates who were international students (1.9% of all post-licensure RN to BSN graduates).<sup>4</sup>

Figure 6. Race/Ethnicity of RN to BSN Graduates, 2014,<sup>5</sup> Pre-Licensure Graduates, 2014,<sup>5</sup> & Texas Population, 2014<sup>6</sup>

