

The Future of Nursing in Texas

Progress on the Campaign for Action's Dashboard Indicators

In 2010, the Institute of Medicine (IOM) published *The Future of Nursing: Leading Change, Advancing Health*, in which they made recommendations for the nursing workforce.¹ The Campaign for Action developed dashboard indicators to measure progress towards achieving IOM's recommendations.²

The Texas Center for Nursing Workforce Studies (TCNWS) modeled this series of dashboards after the Campaign for Action Dashboard and its indicators to assess Texas' progress towards the IOM recommendations.

Table of Contents

Indicator 1: Education	2
Indicator 2: Doctoral Degrees	3
Indicator 3: State Practice Environment	4
Indicator 4: Interprofessional Collaboration	5
Indicator 5: Leadership	6
Indicator 6: Workforce Data	7
Indicator 7: Diversity (Race/Ethnicity)	8
Indicator 7: Diversity (Gender)	9

1. IOM recommendations from: The Institute of Medicine of the National Academy of Sciences. (2010). *The Future of Nursing: Leading Change, Advancing Health*. Retrieved from:

nationalacademies.org/hmd/reports/2010/the-future-of-nursing-leading-change-advancing-health.aspx

2. Dashboard Indicators from: Campaign for Action. (2017). *Welcome to the Future of Nursing: Campaign for Action Dashboard*. Retrieved from:

campaignforaction.org/resource/dashboard-indicators/



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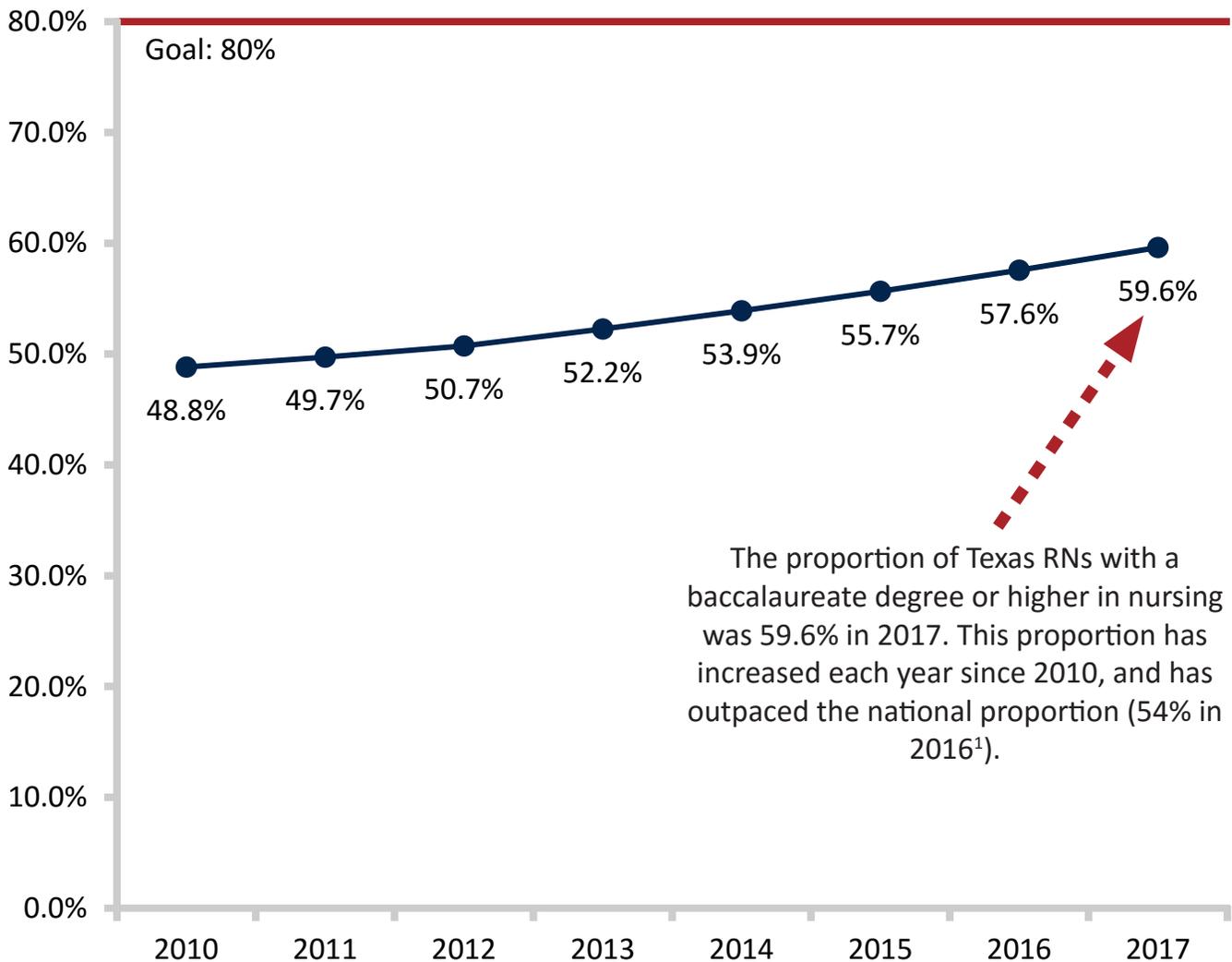
For the underlying data, please email the Texas Center for Nursing Workforce Studies at TCNWS@dshs.texas.gov.

Last updated: July 27, 2018

Indicator 1: Education

IOM Recommendation: Increase the proportion of nurses with a baccalaureate degree to 80% by 2020

Percentage of active Texas registered nurses (RNs) with a bachelor's degree or higher in nursing, 2010-2017



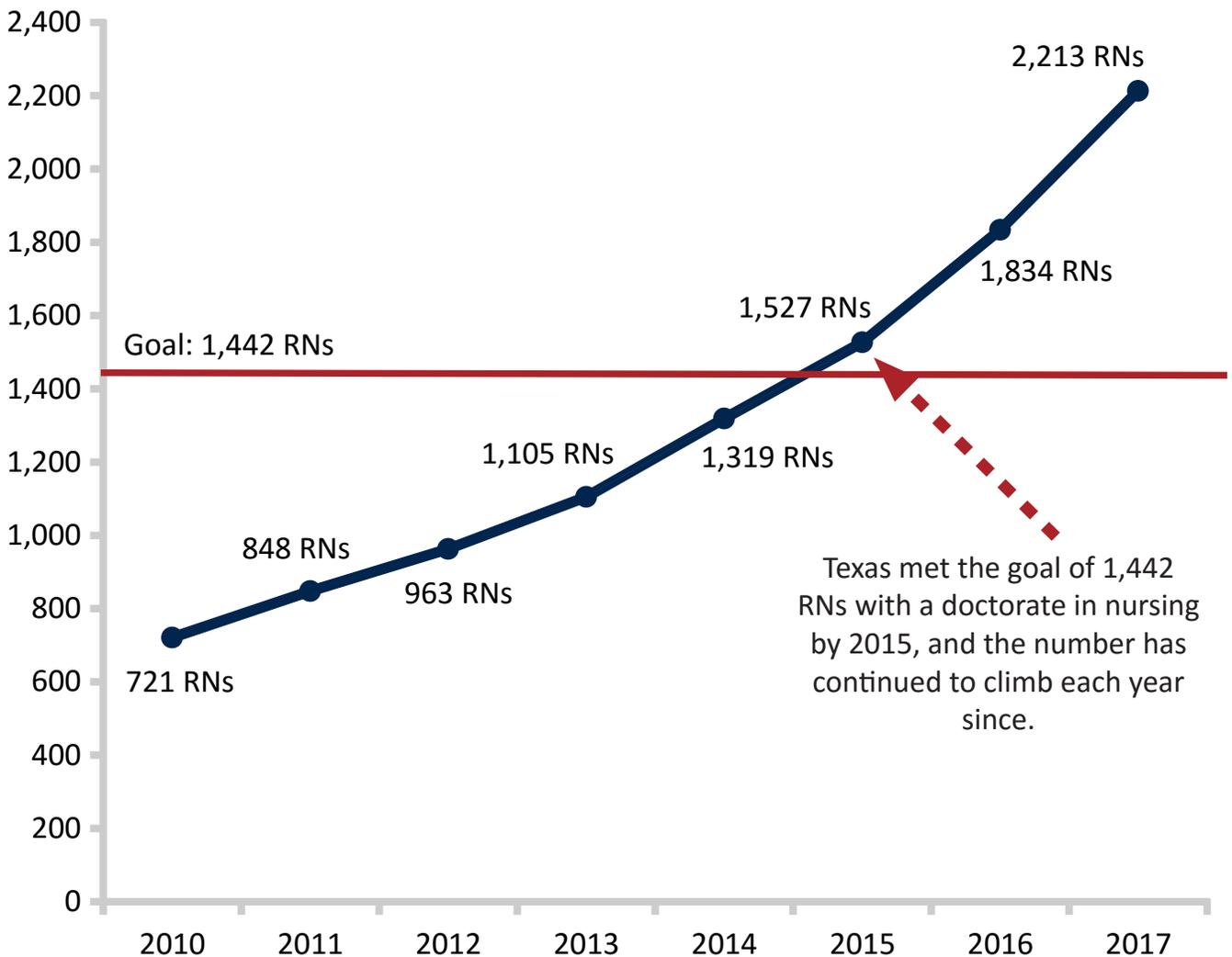
Source: Texas Board of Nursing Registered Nurse Relicensure Files [data files], 2010-2017.

1. Campaign for Action. (2017). Welcome to the Future of Nursing: Campaign for Action Dashboard. Retrieved from: campaignforaction.org/resource/dashboard-indicators/

Indicator 2: Doctoral Degrees

IOM Recommendation: Double the number of nurses with a doctorate by 2020

Number of active Texas RNs with a doctorate in nursing, 2010-2017



Source: Texas Board of Nursing Registered Nurse Relicensure Files [data files], 2010-2017.

Indicator 3: State Practice Environment

IOM Recommendation: **Advanced practice registered nurses (APRNs) should be able to practice to the full extent of their education and training**

To measure progress on this indicator, the following list shows which of the major elements of the APRN Consensus Model Texas has implemented.

Texas has implemented these elements:

- ✓ State recognition of each of the four described roles
- ✓ Title of APRN in one of the four described roles
- ✓ Licensure as an RN and as an APRN in one of the four described roles
- ✓ Certification at advanced level from an accredited program that is maintained
- ✓ Graduate or post graduate education from an accredited program

Texas has not implemented these elements:

- ✗ Independent prescribing
- ✗ Independent practice

Source: National Council of State Boards of Nursing. (2018). APRN Campaign for Consensus: Moving Toward Uniformity in State Laws. Retrieved from:

www.ncsbn.org/campaign-for-consensus.htm

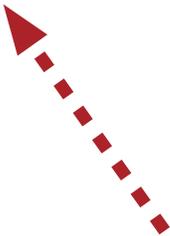
Indicator 4: Interprofessional Collaboration

IOM Recommendation: **Expand opportunities for nurses to lead and disseminate collaborative improvement efforts**

To measure progress on this indicator, TCNWS asks pre-licensure RN programs for the number of required nursing courses that offer clinical or simulation experiences for both pre-licensure RN students and one or more types of other graduate-level health professional students (interprofessional collaboration courses). This table shows the percentage and number of pre-licensure RN Bachelor's of Science in Nursing (BSN) programs in public colleges and universities with at least one interprofessional collaboration course (IPC), as well as descriptive statistics on the number of IPC courses these programs reported.

Descriptive statistics of interprofessional collaboration courses in public college and university pre-licensure RN BSN programs

Survey Year	Number of Programs with at Least 1 IPC Course	Percent of Programs with IPC Course	Minimum Number of Courses Reported	Median Number of Courses Reported	Maximum Number of Courses Reported
2013	6	27.3%	1	2.5	21
2014	9	42.9%	1	6.0	13
2015	12	54.5%	1	3.0	10
2016	10	47.6%	1	6.0	11
2017	11	52.4%	1	2.0	9



Since TCNWS started tracking this indicator in 2013, the proportion of pre-licensure RN BSN programs in public colleges and universities with at least one interprofessional collaboration course has increased from 27.3% to 52.4% in 2017.

Source: Texas Center for Nursing Workforce Studies/Texas Board of Nursing. Nursing Education Program Information Survey for Professional Nursing Programs [data files], 2013-2017.

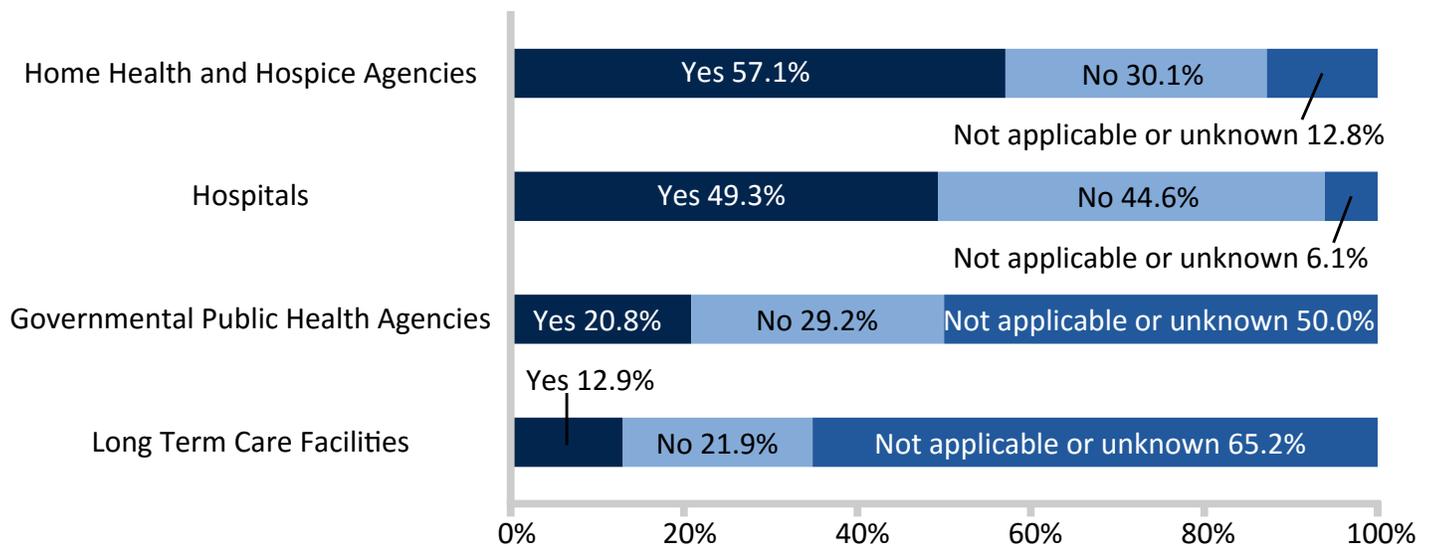
Note: These data are self-reported by nursing education programs.

Indicator 5: Leadership

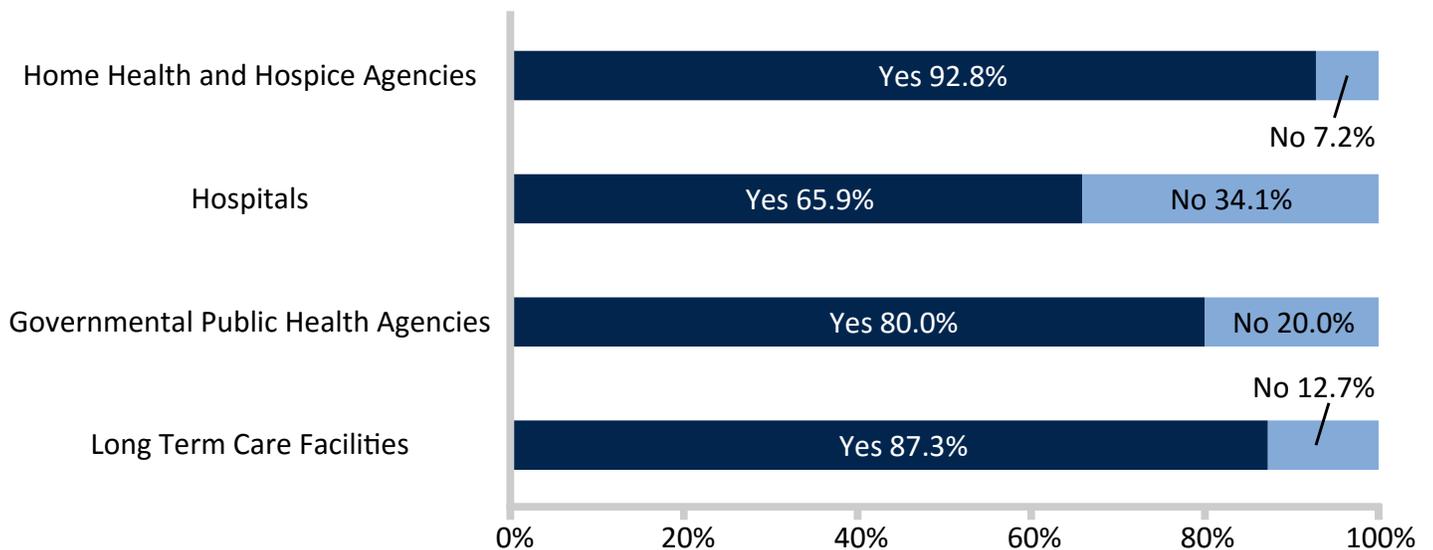
IOM Recommendation: Health care decision-makers should ensure leadership positions are available to and filled by nurses

To measure this indicator, TCNWS asked employers in a 2017 nurse staffing survey if they had nurses on their boards, and whether those nurses had voting privileges.

Does the employer have any RN members on their board?



Do those RN board members have voting privileges?



Source: Texas Center for Nursing Workforce Studies. Hospital Nurse Staffing Study, Home Health and Hospice Care Nurse Staffing Study, Long Term Care Nurse Staffing Study, and Texas Governmental Public Health Nurse Staffing Study [data files], 2017.

Indicator 6: Workforce Data

IOM Recommendation: Build infrastructure for collection and analysis of interprofessional health care workforce data

TCNWS routinely collects, analyzes, and reports on the supply and demand of nurses and nursing education programs in Texas.

Supply and Demand Data

For data on the supply and demand of nurses in Texas, please visit the TCNWS Publications page at:

dshs.texas.gov/chs/cnws/Npublica.shtm

Education Data

For data on the nursing education programs in Texas, please visit the TCNWS Nursing Education Reports page at:

dshs.texas.gov/chs/cnws/Nursing-Education-Reports/

Indicator 7: Diversity (Race/Ethnicity)

IOM Recommendation: **Make diversity in the nursing workforce a priority**

These tables compare the proportions of racial/ethnic groups in the projected Texas population, the active Texas RN workforce, and prelicensure RN graduates over time.

The projected Texas population by race/ethnicity, 2010-2017

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017
White/Caucasian	45.3%	44.7%	44.1%	43.4%	42.8%	42.2%	41.5%	40.9%
Black/African American	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.4%	11.4%
Hispanic/Latino	37.6%	38.1%	38.6%	39.1%	39.5%	40.0%	40.5%	41.0%
Other	5.6%	5.7%	5.9%	6.0%	6.2%	6.4%	6.5%	6.7%

The active Texas RN workforce by race/ethnicity, 2010-2017

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017
White/Caucasian	65.9%	65.0%	63.9%	62.7%	61.8%	60.9%	60.0%	59.0%
Black/African American	10.3%	10.7%	11.1%	11.4%	11.8%	12.1%	12.4%	12.7%
Hispanic/Latino	12.0%	12.4%	12.8%	13.4%	13.9%	14.4%	14.8%	15.4%
Other	11.8%	12.0%	12.3%	12.4%	12.5%	12.6%	12.8%	12.9%

Prelicensure RN graduates by race/ethnicity, 2010-2017

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017
White/Caucasian	53.9%	54.2%	56.9%	54.9%	52.9%	52.7%	51.1%	49.2%
Black/African American	11.6%	13.0%	11.5%	11.6%	12.4%	12.4%	12.4%	12.5%
Hispanic/Latino	23.5%	23.5%	22.9%	23.2%	24.7%	25.5%	27.0%	27.9%
Other	11.0%	9.3%	8.8%	10.3%	10.0%	9.4%	9.5%	10.3%

Sources: Texas Department of State Health Services. Census Population & Intercensal Estimates by Year, Current race/ethnicity category definitions, 2010, and Population Projections by Year, 2011-2017 [data files]. TX: Texas Department of State Health Services. Date last modified: July 2, 2015. Retrieved from: dshs.texas.gov/chs/popdat/downloads.shtm

Texas Board of Nursing Registered Nurse Relicensure Files [data files], 2010-2017.

Texas Center for Nursing Workforce Studies/Texas Board of Nursing. Nursing Education Program Information Survey for Professional Nursing Programs [data files], 2010-2017.

Indicator 7: Diversity (Gender)

IOM Recommendation: **Make diversity in the nursing workforce a priority**

These tables compare the proportions of males and females in the projected Texas population, the active Texas RN workforce, and prelicensure RN graduates over time.

The projected Texas population by gender, 2010-2017

Gender	2010	2011	2012	2013	2014	2015	2016	2017
Male	49.6%	49.6%	49.7%	49.7%	49.7%	49.7%	49.7%	49.8%
Female	50.4%	50.4%	50.3%	50.3%	50.3%	50.3%	50.3%	50.2%

The active Texas RN workforce by gender, 2010-2017

Gender	2010	2011	2012	2013	2014	2015	2016	2017
Male	11.1%	11.3%	11.5%	11.7%	12.0%	12.2%	12.3%	12.5%
Female	88.9%	88.7%	88.5%	88.3%	88.0%	87.8%	87.7%	87.5%

Prelicensure RN graduates by gender, 2010-2017

Gender	2010	2011	2012	2013	2014	2015	2016	2017
Male	17.7%	17.0%	14.9%	16.4%	15.1%	14.5%	18.0%	14.2%
Female	82.3%	83.0%	85.1%	83.6%	84.9%	85.5%	82.0%	85.8%

Sources: Texas Department of State Health Services. Census Population & Intercensal Estimates by Year, Current race/ethnicity category definitions, 2010, and Population Projections by Year, 2011-2017 [data files]. TX: Texas Department of State Health Services. Date last modified: July 2, 2015. Retrieved from: dshs.texas.gov/chs/popdat/downloads.shtm

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