



Nursing Care Quality Assurance Commission

Nursing Programs Annual Report Summary

2004 – 2005 Academic Year

The Department of Health works to protect and improve the health of people in Washington State

Executive Summary

Annual report data from the 2004-2005 academic year is summarized on the following pages. Four major factors are addressed in the data: the success of Washington State's nursing programs in increasing the number of nursing graduates; the impact lack of clinical sites is having on Washington's 40 nursing programs; and the continued difficulty in hiring nursing faculty. Ongoing curriculum differences among the "specialty" areas of obstetrics, pediatrics, and psychiatric nursing are also identified.

1. Three pieces of data validate each other regarding the success of Washington's programs in increasing the number of graduates. The nursing programs are to be commended!
 - The nursing programs report the number of graduates annually. Over the last four academic years (2001-2002 academic year to 2004-2005 academic year):
 - 45% increase (from 522 to 759) in the number of *licensed practical nursing* (LPN) graduates;
 - 48% increase (from 799 to 1179) in the number of *associate degree in nursing* (ADN) graduates;
 - 50% increase (from 374 to 560) in the number of *bachelor of science in nursing* (BSN) / *master's entry (ME)* graduates;
 - 48% increase (from 1173 to 1739) in the total number of pre-licensure RN graduates (ADN & BSN / ME).
 - Over five calendar years, numbers of first-time takers of the national licensing examination from Washington State nursing programs have increased:
 - 76% for LPN (from 579 in 2001 to 1018 in 2005);
 - 140% for ADN programs (from 487 in 2001 to 1169 in 2005);
 - 31% for BSN/ME programs (from 464 in 2001 to 608 in 2005);
 - 87% increase (from 951 in 2001 to 1777 in 2005) in the total number of pre-licensure RN first-time test takers (ADN & BSN/ME).
 - Program Directors were asked to identify their enrollment numbers in Fall 2000; Fall 2005; and forecast for Fall 2010. The numbers indicated an increase of 76% from 2000 to 2005 and a projected increase of another 20% by 2010.
2. There are approximately 40 nursing programs in Washington State, some with multiple "tracks" (e.g., LPN, LPN to ADN, BSN, and master's entry). 26 of these programs indicated a lack of clinical sites is inhibiting their ability to expand the programs. 12 programs have been "bumped" from clinical sites by other nursing programs. 25 programs have added evening shifts, 17 have added day shifts, 8 have added weekend shifts to their programs, and 2 have added summer clinicals to attempt to resolve this issue. The use of various community out-patient sites has also expanded.

3. To manage these additional students, nursing programs have hired additional nursing faculty. 27 stated they had hired additional part-time faculty, 24 have added full-time positions and sharing faculty with other nursing programs and/or clinical agencies is occurring. Faculty salary issues, lack of qualified applicants, and lack of master's degree prepared candidates are the primary deterrents to faculty recruitment/retention.
4. Clinical sites in the "specialty" areas (obstetrics, pediatrics, and psychiatric nursing) are a major problem for nursing programs. Tracking over the last two annual reports shows that among the various levels of programs (LPN, ADN, BSN), the number of clinical hours required increases as the level of education increases. However, some LPN programs continue to require more hours in these specialty areas than the 2 levels of RN programs, and some associate degree programs require more clinical hours in the specialty areas than the average for baccalaureate programs.

It should be noted that Washington State's nursing programs continue to produce nursing graduates who are regularly successful on the national licensing examination, with the great majority of the programs exceeding the regulatory requirement of an 80% pass rate. Over the last year there has also been a 25% increase in the number of RNs receiving their bachelor's degree and a 42% increase in the number of *advanced registered nurse practitioners* (ARNP) graduates in the state.

Acronyms

ADN - Associate Degree in Nursing – Registered Nurse
ARNP - Advanced Registered Nurse Practitioner
BSN – Bachelor of Science in Nursing – Registered Nurse
LPN – Licensed Practical Nurse
ME – Master's Entry
MSN – Masters in Science Nursing
NCLEX – National Council Licensure Examination
NCQAC – Nursing Care Quality Assurance Commission
NLN – National League for Nursing
RN – Registered Nurse
RNB – Registered Nurse Bachelors'

WAC 246-840-520(3) requires approved nursing education programs to submit an annual report to the *Nursing Care Quality Assurance Commission* (NCQAC), allowing the Nursing Commission to monitor data related to nursing education. Highlights of the data for the academic year of 2004-2005 are summarized below, with comparisons to previous years on the bar graph that follows.

Pre-licensure programs

LPN programs

- 759 graduates represents a 15% increase over 2003-2004 (n= 661).
- 55% of the qualified applicants* were admitted (1030/1890).

ADN programs (RN)

- 1179 graduates represents a 27% increase over 2003-2004 (n=922).
- 32% of the qualified applicants* were admitted (1426/ 4408).

BSN / ME programs (RN)

- 606 graduates represents a 33% increase over 2003-2004 (n=453).
- 55% of the qualified applicants* were admitted (1005/2214).

Post-licensure programs

RNB programs

- 251 already licensed registered nurses received their bachelor's degree in nursing. Another 475 registered nurses were admitted to baccalaureate nursing programs.

ARNP programs

- 170 graduates represents a 42% increase over 2003-2004 (n = 120).
- 70% of the qualified applicants* were admitted (291/ 415).

MSN programs

- 69 graduates represents a 26% decrease from 2003-2004 (n = 93).

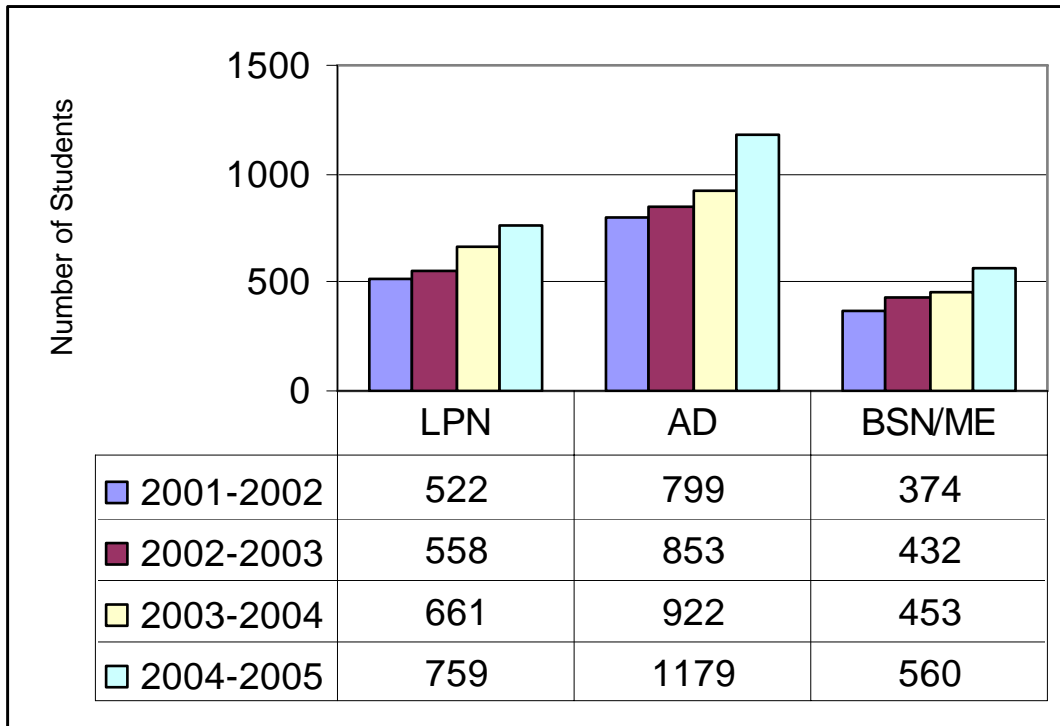
Graduate programs in nursing report 24 individuals graduated with a nursing education major.

* There is no data regarding how many qualified individuals applied to more than one program.

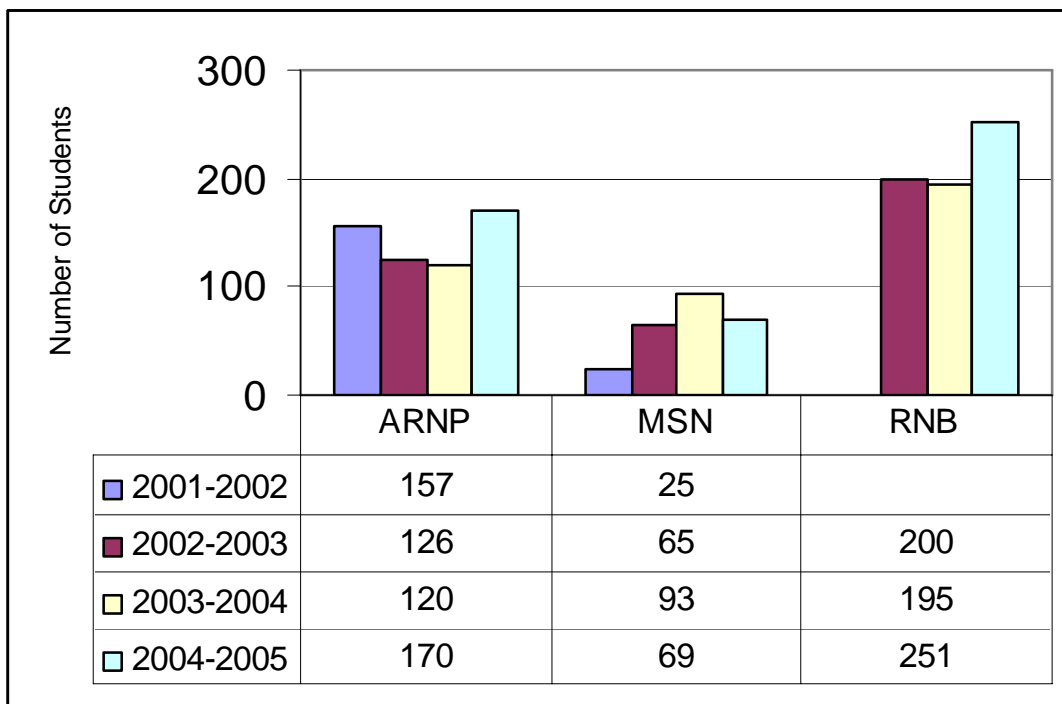
Annual Report

2004 – 2005

Pre-Licensure Nursing Graduates by Program



Post-Licensure Graduates



Pre-Licensure Clinical Hours

For the last two years, Nursing Care Quality Assurance Commission (NCQAC) has collected data regarding the minimum number of clinical hours students spend in the “specialty” areas of maternal-infant/obstetrics nursing, care of children/ pediatrics nursing, and psychiatric/ mental health nursing. Information on clinical hours for professional role assimilation/ preceptorship has also been collected. As nursing programs increasingly struggle to identify clinical sites for their expanding nursing programs, these areas are commonly identified as least available.

Data gathered in 2003-2004 showed marked discrepancies between types of programs, with some practical nursing programs requiring more “specialty” hours than some of the bachelor degree-RN programs. This pattern continues for 2004-2005. However, on average, the three levels of programs (LPN, ADN, and BSN) require increasing number of clinical hours in obstetrics, pediatrics, and psychiatric nursing care. There is no specific number of clinical hours required in the WACs; clinical experiences are required for registered nursing students [WAC 246-840-575(3) (b)]. *Principles and skills of practical nursing consistent with the practical nurse role of the beginning practitioner...* are required for licensed practical nursing students [WAC 246-840-575(2)(c)].

	LPN	AD - RN	BS/ME - RN
Obstetrics			
Range	12-56	22-112	32-112
Means (average)	33	54	70
Median (mid-point)	34	52	63
	(13 programs)	(21 programs)	(7 programs)
Pediatrics			
Range	12-96	4-106	58-125
Means (average)	40	50	84
Median (mid-point)	32	40	75
	(12 programs)	(21 programs)	(7 programs)
Psychiatric			
Range	20-180	32-160	74-210
Means (average)	69	77	117
Median (mid-point)	64	66	112
	(11 programs)	(21 programs)	(7 programs)
Role Assimilation / Preceptorship			
Range	50-180	16-230	100-320
Means (average)	113	118	189
Median (mid-point)	135	132	135
	(6 programs)	(18 programs)	(5 programs)

Pre-licensure Nursing Program

1. What percent of the **Director's position** is release time for administrative duties?

Range = 33 - 100 % release time (mean = 73.3%; median = 72%)

Full-time faculty numbers ranged from 2 - 34

Student numbers ranged from 26 - 414

2. The Director's position is classified: **27** - Faculty **13** - Administrator

(Note: There was no apparent correlation between percent of release time, number of students, and number of faculty. Nor did any of these factors appear to correlate to the classification of the Director's position.)

3. Is the program using a national exam or series of exams to help **measure student learning**?

- a) **21** programs are using Assessment Technologies, 3 are using National League for Nursing, 3 are using Educational Resources, Inc and 2 are using Health Education Systems, Inc. 5 additional programs are using *National Council Licensure Examination (NCLEX)* review exams from various companies.
- b) Use of the national exams is primarily for assessment of student learning and curriculum evaluation. The majority of programs use the results as feedback for students, including identifying areas of knowledge that need strengthening. Three of the private programs require specific levels of success on the national examination(s) for progression in the nursing program.

4. How are you using **distance technology** in your nursing program?

Several programs reported use of blackboard as a communication assistant in the program. 7 nursing programs identified portions of specific courses that were available on-line, 1 program stated all course syllabi and course materials are available on-line. 5 programs are using interactive television, 2 reported web-based/web-enhanced courses, and 1 program is video-streaming selected courses.

5. How are you using **simulation technology** in your nursing program?

8 programs used simulation technology in 2004-2005. 5 of these reported case scenarios that are used throughout the program (n=3) or at a specific point in the curriculum (n=2). Computer simulation via CDs/DVDs was reported by 2 programs and 1 program used simulation for skills practice.

6. Is there a portion of your curriculum that focuses specifically on **gerontology/ care of the aged**? *(Note: Not simply care provided in nursing homes, extended care or skilled nursing facilities. Asking regarding content aimed at specific needs for aging populations; not congestive heart failure patient who happens to be 80 years old, rather an 80 y.o. who happens to have congestive heart failure.)*

30 programs replied **yes**. 5 programs (1 LPN, 3 ADN, and 1 BSN) have a separate course on gerontology. 14 programs identified a specific portion of a course or courses that focused on gerontological nursing. 11 programs identified gerontology as a curriculum thread, with specific course objectives across the curriculum.

Nursing Shortage

To the best of your ability, please identify how the pre-licensure nursing program is responding to the nursing shortage:

1. Enrollment
 - a) Fall 2000 number = **2,503**
 - b) Fall 2005 number = **4,403** (increase of 1,900 students = 76%)
 - c) Fall 2010 anticipated number = **4,839** (increase of 906 students = 20% from 2005)

(Note: this data is not accurate. It was clear that several of the programs entered admission numbers for the fall terms listed above, not the enrollment numbers. However, each school was consistent in the way they entered the data so the trends indicated in the data are probably accurate.)

2. Enrollment has increased by (**number** of programs who responded yes):

- 30** Increasing the number admitted each fall
- 16** Adding another timing for admission (e.g., adding a spring cohort)
- 5** Adding another pre-licensure program
Please give a brief description of these changes:
 - 3** Added part-time cohort
 - 2** Admit additional 8 each quarter
 - 1** Added evening cohort
 - 2** Focusing on retention
 - 3** Adding more LPNs

- a) If your enrollment has increased, please indicate how you have managed clinical placement of these additional pre-licensure students: (check all that apply)

- 17** Added day shifts
- 25** Added evening shifts
- 8** Added weekend shifts
- 16** Added out-patient sites
- 6** Added home health sites
- 10** Added school health sites

Other:

- Summer clinicals (**2**)
- Staggered clinical days
- Compressed clinical rotations

- b) If your enrollment has increased, please indicate how you have managed additional faculty:

- 24** Added full-time positions
- 27** Added part-time positions
- 2** Sharing faculty with other nursing programs
- 5** Sharing faculty with clinical agencies

3. Please identify factors restricting faculty recruitment/retention:

- 27 Faculty salary
- 29 Salaries low compared to clinical facilities
- 8 Salaries low compared to other nursing programs
- 19 Lack of qualified applicants
- 5 Not BSN-prepared
- 18 Not master's degree prepared
- 10 Lack clinical background in areas needed (e.g., psych, peds)

Clinical placements

1. Is lack of clinical sites inhibiting the program's expansion?

26 programs said **Yes**

2. Has the nursing program been "bumped" from clinical sites due to the expansion/establishment of other nursing programs in the area?

12 programs said **yes**. *(6 ADN & 2 BSN programs have been bumped. 2 additional ADN programs stated they were bumped due to preference for BSN programs by the health care organization. 2 LPN programs were bumped by RN only or BSN only decisions by hospitals.)*

3. How has the nursing program attempted to deal with issues related to limited clinical placements?

In addition to increased activity among nursing programs for coordinating use of clinical sites and exploring use of simulation technology, programs reported:

- Preceptorship on night shift (LPN program; ADN program)
- Seeking community sites
- Increasing clinical size (8 - 9 students instead of 6)
- May reduce clinical hours
- Run mock clinics with volunteer patients



NURSING CARE QUALITY ASSURANCE COMMISSION

Nursing Programs Annual Report Summary

2004 – 2005

Addendum 1:

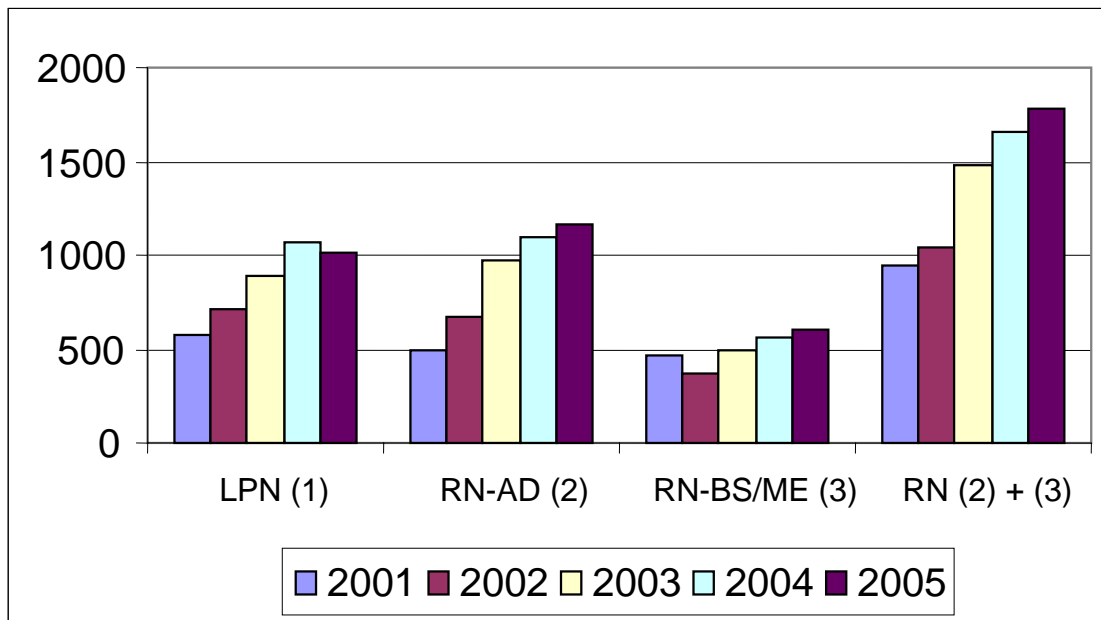
National Council Licensure Examination (NCLEX) Data

NCLEX Totals

Another valuable source of information for the Nursing Commission is the number of individuals who qualify via Washington state nursing programs to take the NCLEX-PN and NCLEX-RN exams. The data summarized in the following table shows an impressive increase in the numbers of graduates produced.

NCLEX: First-time Takers (Washington State Schools)

	LPN (1)	RN-AD (2)	RN-BS/ME (3)	RN (2) + (3)
2001	579	487	464	951
2002	706	675	369	1044
2003	897	979	499	1478
2004	1063	1099	565	1664
2005	1018	1169	608	1777
Increase	439; 76%	682; 140%	144; 31%	826; 87%



The new nursing education WACs (effective June 26, 2005) require the Nursing Commission to monitor NCLEX results over a five year time span. Programs with passing rates below 80% for two years or more are required to communicate with the Nursing Commission regarding action to address the passing rate [see WAC 246-840-530 (3)(j)]. NCLEX –PN and NCLEX-RN passing rates are public information; the following tables have been prepared to monitor the nursing programs as required.

ADN

	2001	2002	2003	2004	2005
Bellevue Community College	32/34 = 94.1%	31/42 = 74%	39/40 = 97.5%	43/47 = 91.5%	43/48 = 91.7%
Bellingham Technical College					
Big Bend Community College			12/14 = 85.7%	18/19 = 94.7%	15/21 = 71.4%
Centralia College					
Clark College	73/75 = 97.3%	4/6 = 66.7%	72/77 = 93.5%	75/81 = 92.6%	87/92 = 94.6%
Columbia Basin College	48/53 = 90.6%	50/62 = 81%	39/46 = 84.8%	38/42 = 90.5%	42/56 = 75%
Everett Community College	49/50 = 98%	44/48 = 92%	41/43 = 95.4%	67/71 = 94.4%	73/74 = 98.6%
Grays Harbor College		19/21 = 90%	18/22 = 81.8%	21/28 = 75%	20/29 = 68.9%
Highline Community College	50/55 = 90.9%	47/56 = 84%	46/57 = 80.7%	51/58 = 87.9%	54/64 = 84.4%
Lower Columbia College	33/34 = 97.1%	22/24 = 91.6%	40/46 = 87%	45/50 = 90%	48/53 = 90.6%
North Seattle Community College					14/15 = 93%
Olympic College	20/22 = 90.9%	34/37 = 92%	40/46 = 87%	46/55 = 83.6%	41/46 = 89.1%
Peninsula College	13/14 = 92.9%	13/13 = 100%	16/19 = 84.2%	14/15 = 93.3%	20/23 = 87%
Pierce College					9/11 = 82%
Seattle Central Community College			15/22 = 68.2%	15/21 = 71.4%	27/30 = 90%
Shoreline Community College	73/78 = 93.6%	70/73 = 96%	83/86 = 96.5%	87/91 = 95.6%	80/85 = 94%
Skagit Valley College		42/45 = 93%	37/38 = 97.4%	55/60 = 91.7%	43/49 = 87.8%
South Puget Sound Community College		26/28 = 93%	39/45 = 86.7%	49/61 = 80.3%	42/55 = 76.4%
Spokane Community College		64/69 = 93%	101/107 = 94.4%	103/121 = 85.1%	90/103 = 87.4%
Tacoma Community College	41/42 = 97.6%	38/39 = 97%	52/59 = 88.2%	50/61 = 82%	69/72 = 95.8%
Walla Walla Community College		55/64 = 86%	84/93 = 90.3%	82/99 = 82.8%	98/126 = 77.8%
Wenatchee Valley College		31/33 = 94%	50/62 = 80.7%	56/65 = 86.2%	54/63 = 85.7%
Whatcom Community College					
Yakima Community College	24/30 = 80%	30/31 = 97%	48/57 = 84.2%	43/54 = 79.6%	47/54 = 87%

LPN

	2001	2002	2003	2004	2005
Bates Technical College	50/50 = 100%	63/63 = 100%	46/46 = 100%	61/62 = 98.4%	69/69 = 100%
Bellingham Technical College	38/41 = 92.7%	42/50 = 84%	50/58 = 86.2%	78/81 = 96.3%	68/74 = 91.9%
Big Bend Community College	20/20 = 100%	16/17 = 94%	21/21 = 100%	19/21 = 90.5%	12/12 = 100%
Centralia College		26/28 = 93%	24/25 = 96%	43/44 = 97.7%	35/41 = 85.4%
Clark College	10/12 = 83.3%	13/13 = 100%	2/2 = 100%		
Clover Park Tech	65/69 = 94.2%	60/62 = 97%	89/90 = 98.9%	91/91 = 100%	68/71 = 95.9%
Columbia Basin College		33/34 = 97%	34/34 = 100%	50/52 = 96.2%	36/36 = 100%
Everett Community College	27/27 = 100%	13/13 = 100%	27/27 = 100%	34/34 = 100%	34/34 = 100%
Grays Harbor College	9/9 = 100%	9/12 = 75%	26/27 = 96.3%	30/34 = 88%	36/38 = 94.7%
Green River Community College	20/21 = 95.2%	12/12 = 100%	36/39 = 92.3%	35/36 = 97.2%	21/24 = 87.4%
Heritage College					
Lake Washington Tech	12/17 = 70.6%	28/35 = 80%	62/68 = 91.2%	39/41 = 95.1%	60/67 = 89%
Lower Columbia College	51/51 = 100%	38/38 = 100%	62/62 = 100%	73/74 = 98.7%	63/64 = 98.4%
North Seattle Community College	31/36 = 86.1%	23/25 = 92%	41/42 = 97.6%	33/36 = 91.7%	52/54 = 96.3%
Olympic College			12/15 = 80%	20/25 = 80%	23/25 = 92%
Renton Technical College	15/16 = 93.8%	54/56 = 96%	29/36 = 80.6%	75/79 = 94.9%	50/52 = 96%
Skagit Valley - Whidbey	24/26 = 92.3%	27/29 = 93%	29/31 = 93.6%	53/57 = 93%	36/48 = 75%
Skagit Valley College		10/10 = 100%	5/5 = 100%	13/13 = 100%	12/12 = 100%
South Puget Sound Community College	23/23 = 100%	23/24 = 96%	46/46 = 100%	28/28 = 100%	31/32 = 97%
South Seattle Community College				23/25 = 92%	24/29 = 82.8%
Spokane Community College	61/61 = 100%	49/49 = 100%	63/65 = 96.9%	52/53 = 98.1%	49/49 = 100%
Walla Walla Community College	36/37 = 97.3%	39/39 = 100%	42/43 = 97.7%	51/52 = 98.1%	48/48 = 100%
Wenatchee Valley College	30/30 = 100%	60/62 = 96.7%	64/64 = 100%	66/66 = 100%	88/88 = 100%
Yakima Community College	31/33 = 93.9%	33/35 = 94%	51/51 = 100%	53/59 = 94.9%	51/51 = 100%

BSN / MEPN

	2001	2002	2003	2004	2005
Gonzaga University - BSN					
Northwest University - BSN		0/1 = 0%	11/16 = 68.8%	22/30 = 73.3%	25/32 = 78%
Pacific Lutheran University - BSN	65/72 = 90.3%	66/70 = 94%	49/54 = 90.7%	75/86 = 87.2%	63/66 = 95%
Pacific Lutheran University - MEPN					11/11 = 100%
Seattle Pacific University - BSN	49/55 = 89.1%	44/51 = 86%	44/50 = 88%	36/54 = 66.7%	39/49 = 80%
Seattle University - BSN	91/106 = 85.8%	29/35 = 83%	92/107 = 86%	95/108 = 88%	83/95 = 87%
Seattle University- MEPN					19/19 = 100%
University of Washington - BSN	68/72 = 94.4%	73/77 = 95%	71/80 = 88.8%	74/80 = 92.5%	88/93 = 94.6%
University of Washington - MEPN					19/19 = 100%
Walla Walla College - BSN	31/35 = 86.6%		38/41 = 92.7%	32/41 = 78.1%	45/46 = 97.8%
Washington State University-ICNE - BSN	105/124 = 84%	114/135 = 84%	142/151 = 94%	154/166 = 92.8%	161/178 = 90%

Acronyms

ADN - Associate Degree in Nursing
 ARNP - Advanced Registered Nurse Practitioner
 BSN – Bachelor of Science in Nursing
 LPN – Licensed Practical Nurse
 ME – Master’s Entry
 MEPN – Master’s entry program in nursing
 MSN – Masters in Science Nursing
 NCLEX – National Council Licensure Examination
 NCQAC – Nursing Care Quality Assurance Commission
 NLN – National League for Nursing
 PN – Licensed Practical Nurse
 RN – Registered Nurse
 RNB – Registered Nurse Bachelors’