



STATE OF WASHINGTON
DEPARTMENT OF HEALTH

NURSING EDUCATION PROGRAMS
2021-2022 ANNUAL SCHOOL REPORT

STATISTICAL SUMMARY AND TRENDS ANALYSIS

DOH 669-269 (Revised May 2022)
Public Health – *Always Working for a Safer and Healthier Washington*

Acronyms

AD-RN	Associate Degree in Nursing – Registered Nurse
AD-MS	Associate Degree in Nursing to Master of Nursing
ARNP	Advanced Registered Nurse Practitioner
BSN	Bachelor of Science in Nursing – Registered Nurse
PN.....	Licensed Practical Nurse
PN-RN	Licensed Practical Nurse to Associate Degree in Nursing Programs
GE.....	Graduate Entry Programs – Registered Nurse
MSN.....	Master of Science Nursing
NCLEX®.....	National Council Licensure Examination
NCQAC.....	Nursing Care Quality Assurance Commission
RN	Registered Nurse
RNB.....	Registered Nurse Bachelor (Bachelor's degree programs for licensed RNs)
PMC	Post Master's Certificate Nurse
DNP	Doctorate of Nursing Practice
MN	Master of Nursing
MS	Master of Science
NA.....	Nursing Assistant
CNS.....	Clinical Nurse Specialist
FNP.....	Family Nurse Practitioner
ANP.....	Adult Nurse Practitioner
MHNP.....	Mental Health Nurse Practitioner
PNP.....	Pediatric Nurse Practitioner
GNP.....	Geriatric Nurse Practitioner
MW.....	Midwife
ANES.....	Nurse Anesthetist
ED.....	Education
Adm.....	Administration and Leadership
POP.....	Population Health

Nursing Programs Annual Report 2021-2022 ACADEMIC YEAR

Introduction

Background

The Nursing Care Quality Assurance Commission (NCQAC) requires all nursing education programs to provide information annually [WAC 246-840-520(3)]. This report summarizes 2021-2022 academic year survey data from approved Washington State nursing programs and out-of-state programs approved for clinical placement of students. Selected data trends are highlighted.

This report combines results from three different surveys; 1) the in state prelicensure nursing program survey administered by the National Council of State Boards of Nursing (NCSBN), 2) the in state post-licensure program survey administered by the NCQAC and, 3) the out-of-state program survey administered by NCQAC.

Twelve universities and 29 community and technical colleges (CTC) with approved nursing schools in Washington State completed the pre-licensure and post-licensure surveys as applicable.

Ninety-nine out of state schools approved for clinical placements completed the out-of-state survey during the 2021-2022 academic year. These 99 colleges and universities reported on a total of 235 approved programs.

The report will combine, when possible, prelicensure and post-licensure student and faculty program information provided by nursing schools in the state of Washington. The more limited but valuable out-of-state program results are provided after the in-state program information. When appropriate, Washington state responses will be compared to national benchmarks and selected research findings. Finally, there is a summary and analysis of the annual survey findings, with a list of recommended actions based on these results and trend analysis.

Nurse Workforce

Workforce Survey Analysis

Beginning in January 2018, nurses (LPNs, RNs and ARNPs) in Washington State were informed of a requirement to complete an online survey with questions about their demographics, work characteristics, and education history when they renewed their nursing license or applied for a new license. The initial analyses for RNs, LPN, and ARNPs with an active Washington State license was completed on May 31, 2019 ([Stubbs 2020](#)). A second analyses for RNs, LPN, and ARNPs with an active Washington State license was released May 2022 ([WCN 2021](#)). A more complete picture of the nursing workforce can be appreciated combining the results of the Workforce Survey Analysis (WCN 2021) with this Nursing Programs Annual Report, as well as on the Workforce Data Dashboard.

Data Dashboards

Beginning in January 2023, NCQAC launched several interactive data dashboards on the nursing.wa.gov website (currently located under the Research, Data, and Reports pages), that includes extensive Licensing Data, Workforce Data, and will soon be covering Education Data. With the introduction of the data dashboards,

users can now access nursing data more directly and can find the answers to questions they may have more easily. Data processing and validation methods have also changed with the introduction of the data dashboards. Because of this, some data found within the dashboard may vary slightly from the information reported in previous annual reports.

Notable changes from past reports include:

- 2019-2020 total Out of State Students in Washington clinical
- RN to BSN programs are now consistently counted in post-licensure totals rather than undergraduate totals
- Total graduates from prelicensure and post-licensure programs were adjusted to account for the different collection methods

In-State Programs

Forty-one approved nursing schools in Washington State completed the annual survey. There are seven licensed practical nurse (PN) programs, and 25 associate degree RN (AD-RN) programs. Eight of the AD programs also offer an LPN to AD pathway. Six universities and four community colleges offer RN to BSN (RNB) programs. Ten universities offer Bachelor of Science in nursing (BSN) programs. Two ADN to MSN (AD-MS) programs, one program offering master's degree graduate entry to the RN (GE), one program indicating "other" and one master's degree advanced registered nurse practitioner (ARNP) and six other master's programs. Finally, there are three post-master's certificate (PMC) programs, six doctoral of nursing practice (DNP) and two Ph.D. programs. The undergraduate and graduate program specifics are outlined below.

Prelicensure Programs

The number of pre-licensure graduates has decreased since last year's impressive rise. In 2021-2022, practical nursing programs (PN) had 220 graduates representing a decrease to pre-pandemic numbers, the number of AD-RN graduates has also decreased to 1561 in 2021-2022 and the number of BSN program graduates to 1132. Those completing Graduate Entry (GE) degrees are included in these graduation numbers because they are prelicensure programs, however, the GE student and faculty demographics are included with the graduate program results.

Table 1. In State Prelicensure Graduates

	PN	AD-RN	BSN/GE/other
2017-2018	226	1507	978
2018-2019	232	1507	892
2019-2020	238	1561	941
2020-2021	315	1727	1224
2021-2022	220	1561	1132

Figure 1: Total Prelicensure Program Graduates by Type of Program

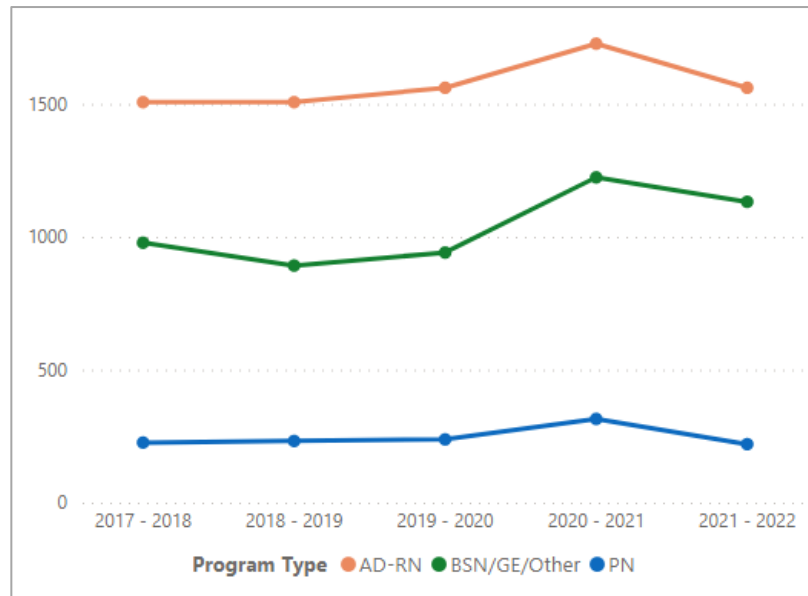


Table 1 and Figure 1 above provide prelicensure program graduations for comparison to the past four years. There is a significant decrease in graduates from all program types following last year's sharp rise. The Institute of Medicine Report (IOM) [2010], titled *The Future of Nursing*, identifies nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression. Washington State has been a leader in successful strategies for academic progression from AD to BSN.

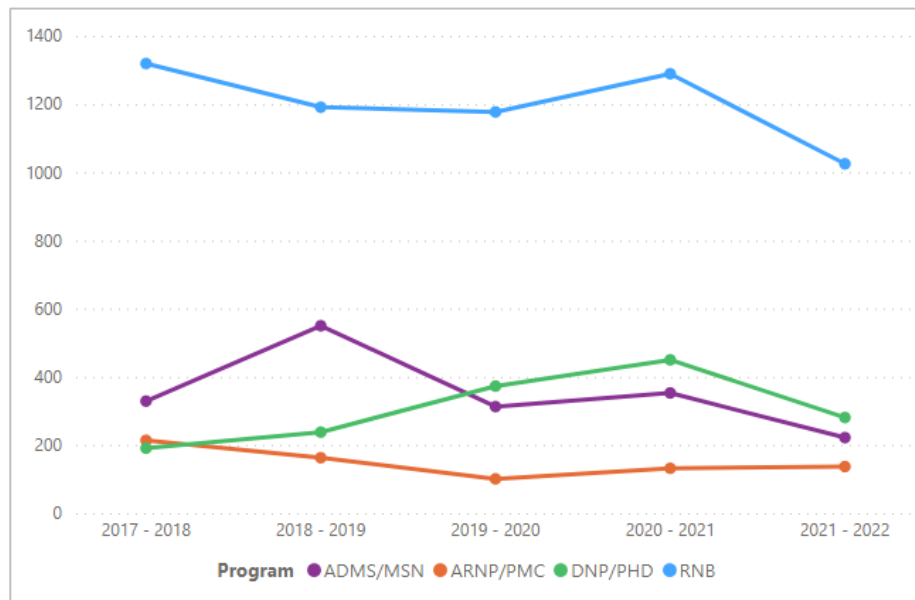
Post-licensure Programs

Table 3 and Figure 2 below outline the RNB, masters, and doctoral graduates by type of program combining graduates into one RNB category, 2 master's categories, and one doctoral category for illustration. The graduates of RNB programs decreased to 1025 during this academic year. The 91 MN graduates preparing for specialties that do not require an ARNP and 131 RN to MS graduates are combined. 132 master's prepared advanced registered nurse practitioners graduated in 2021-2022 and are combined with the 5 post-master's certificates in nursing (PMCN) graduates. Also, programs reported 271 DNP and 10 PhD for a total of 281 graduates with a nursing doctorate in 2021-2022. The total number of graduates from master's and doctoral programs for four years is outlined below.

Table 3. Post-licensure Total Number of Graduates by Program

	RNB	MSN/ADMN Non ARNP	MSN/ARNP/PMC	PhD/DNP
2018-2019	1191	550	163	238
2019-2020	1177	313	101	373
2020-2021	1289	353	132	450
2021-2022	1025	222	137	281

Figure 2: Total Postlicensure Program Graduates by Type of Program



Although there were graduates from graduate entry (GE) programs during 2021-2022, the GE graduates were reported with undergraduate pre-licensure programs, so they are not included in the graduation numbers above.

Individual specialty programs are provided in Table 4. The graduates prepared in different specialty areas meet needs across the state in primary care, education, research, and other areas of practice. The number of graduates by program and specialty area are outlined below from three types of programs and 12 different specialty areas.

Table 4. In-State Post licensure Graduates by Program and Selected Specialty Areas 2021-2022

2021-2022	CNS	FNP	ANP	MHNP	PNP	GNP	MW	ANES	ED	Adm	POP	Other
ARNP-MN	0	86	0	46	0	0	0	0	0	0	0	0
MSN	0	0	0	0	0	0	0	0	12	23	8	23
ARNP-DNP	1	137	0	63	17	25	17	0	0	4	0	6
TOTALS	1	223	0	109	17	25	17	0	12	27	8	29

RN to BSN 2021-2022

The number of RN to BSN enrollment in Washington schools started to rise sharply in 2013-2014 academic year and continued to rise to a high in 2017-2018 with 2582 students enrolled in RNB programs. This year, there are 1025 RNB graduates representing a decrease of graduates since last year.

Figure 3: Comparing AD-RN and total BSN graduate trends (RN)

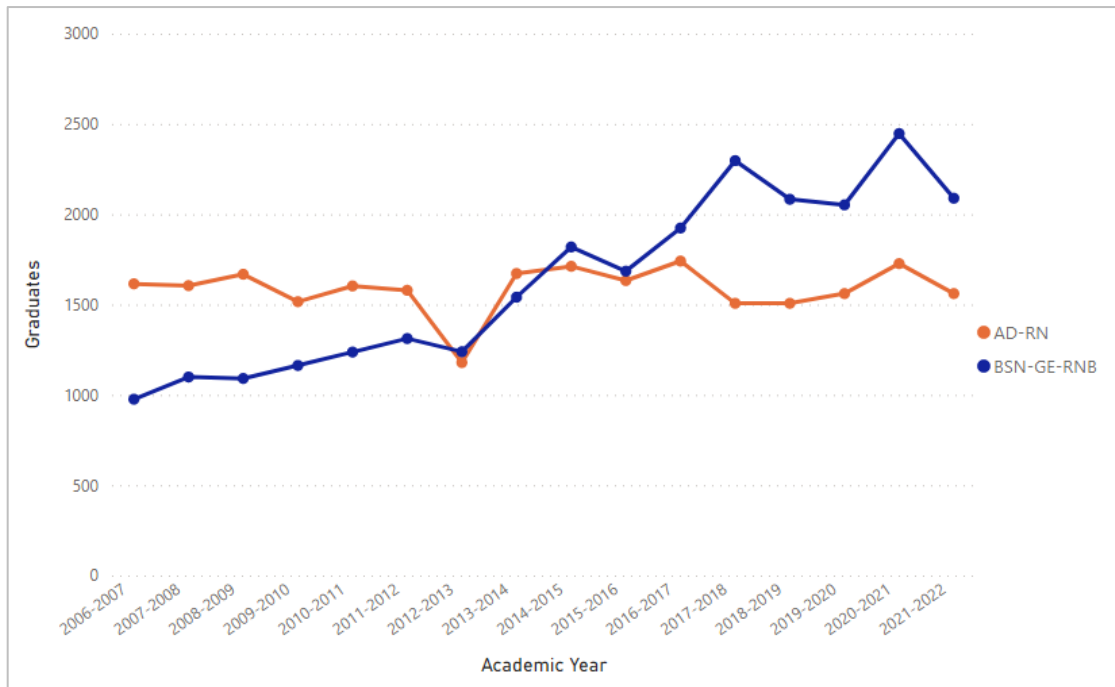


Figure 3 gives a little different picture of the results of successful academic progression strategies on increasing the number of RNs with BSN degrees. The number of RN to BSN graduates are combined with BSN and GE graduates to represent the total BSN prepared RNs in 2021-2022. This can be compared with the ADN prepared RN graduates. Although an imperfect comparison, it can provide some insight into the changing nursing education landscape in the state.

Faculty and Student Race

The 2021-2022 academic survey was completed by nursing programs. Washington State nurse educators are committed to the goal of assuring faculty and students reflected the diversity of the Washington State residents they serve. These efforts have accelerated with commitment to infuse all work with goals of equity and inclusion.

Figure 4: Percent of Faculty and Student Race and Ethnicity

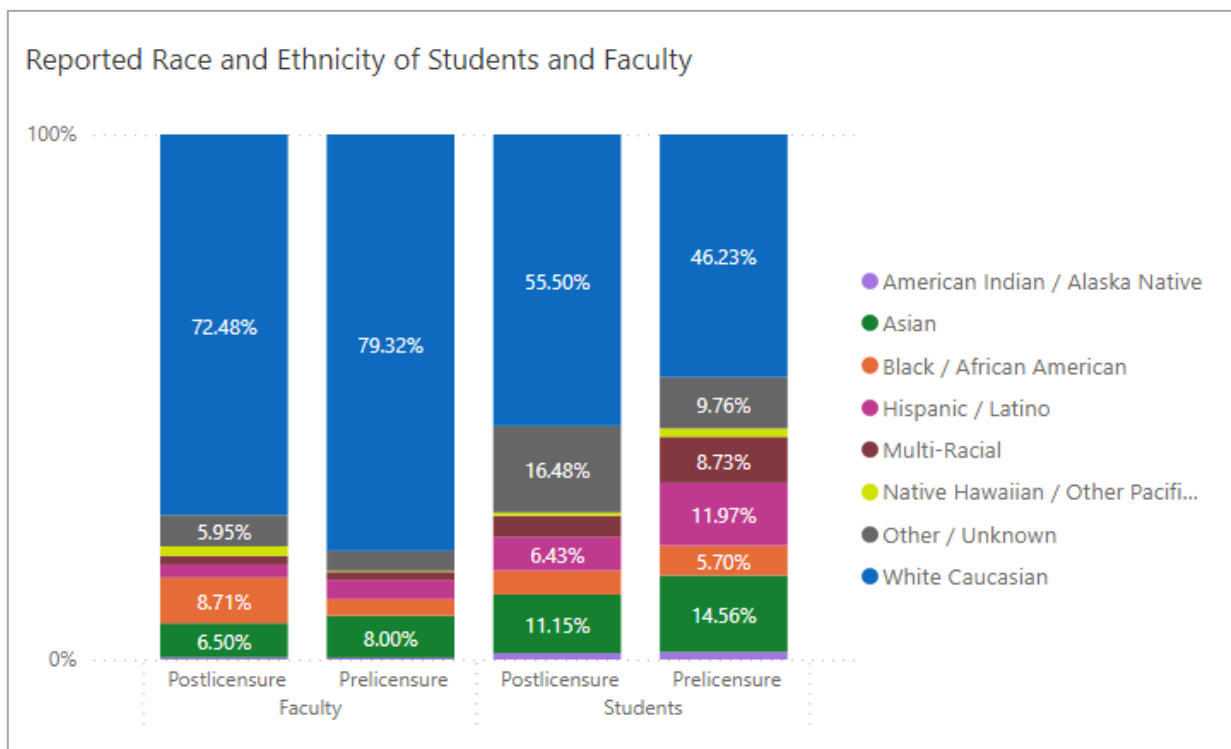


Figure 4 above illustrates the differences between population patterns between students and faculty. There have been some improvements in diversity of students and post-licensure faculty. Table 5 below provides the 2021-2022 percentage comparisons of student and faculty race with Washington State population. Seventy-nine percent of prelicensure fulltime and part time faculty members are White/Caucasian, 8 percent Asian, and 3 percent black/African American. Seventy-two percent of post-licensure faculty are White/ Caucasian, 7 percent Asian, and 9 percent black/African American. The figure below illustrates that pre-licensure and post-licensure students are more in line than faculty with the diversity of the state population in the variable of race/ethnicity.

Table 5: Percent of Faculty and Student Race and Ethnicity Compared with WA State Population

Race / Ethnicity	WA St Pop Estimates 2022	Student Pre-licensure	Student Post-licensure	Faculty Pre-licensure	Faculty Post-licensure
White Caucasian	78	46	56	79	72
American Indian / Alaskan Native	2	1	1	0	0
Asian	10	15	11	8	7
Black / African American	5	6	5	3	9
Native Hawaiian / Other Pacific Islander	1	2	1	0	2
Hispanic / Latino	14	12	6	4	2
Multi-Racial	5	9	4	2	2
Other / Unknown	n/a	10	16	4	6

Faculty Retention

Table 6 outlines important information on faculty retention. Nursing programs reported in 2021-2022 that 13 percent of full-time faculty are expected to retire in the next five years compared to 12 percent the year before. There are 5 percent of faculty reported to have resigned in the last year compared to 10 percent the previous year. Retaining full time faculty in this time of transition is a major concern.

Table 6: Full Time Faculty Turnover in 2020-2021 and 2021-2022

Academic Year	Percent expected to retire in 5 years	Percent who resigned
2020-2021	12	10
2021-2022	13	5

Out-of-State Programs

The out-of-state nursing program approval process for student clinical placement in Washington State began in 2012. Initial data were gathered by calendar year in 2013 and 2014. The out-of-state survey was revised to reflect the academic year beginning 2014-2015 so it could be reported with the data from in-state programs to offer a more complete picture of nursing education program capacity in the state.

Because the approval process relates to clinical placements only, the data gathered are different from that gathered from the in-state programs. The student numbers reflect student clinical placement only and do not currently include graduation numbers. Ninety-nine approved colleges and universities completed the survey and indicated they had clinical placements in one or more tracks. Table 7 outlines the 23 prelicensure programs and 211 post-licensure program tracks totaling 234 tracks with clinical placements this year.

Table 7: Out of State Programs and Student Clinical Placements 2021-2022

College/University (99 total)	Total Programs	Total Clinical Students
Prelicensure	23	853
Post licensure	211	926
Totals	234	1779

During the academic year 2021-2022, twenty-three programs with clinical students in Washington State preparing graduates for initial PN or RN licensure completed the survey. Two practical nurse (PN) programs, six associate degree RN (AD-RN) programs, two graduate entry (GE), and 13 schools have students in Bachelor of Science in nursing (BSN) programs.

The remaining programs with clinical students prepare graduates to advance their education post-licensure. There are 21 RN to BSN (RNB) programs, four associate degree to master's (AD-MS), 51 master's programs preparing for ARNP licensure (NP-MN) and 38 other master's programs (MSN). Finally, there are 41 post master's certificate programs (PMC), 49 doctoral of nursing practice (DNP) and six Ph.D. programs. The total number of programs by type is outlined below in Table 8 providing the previous four years results for comparison.

Table 8: Number and Types of Out of State Programs with Clinical Site Placements

	PN	AD-RN	BSN	RNB	AD-MS	GE	MSN	NP-MN	PMC	DNP	PhD	Other	Total
2018-2019	3	6	28	33	6	4	41	41	34	51	8	3	258
2019-2020	1	6	29	30	9	5	39	43	30	44	9	0	252
2020-2021	2	4	18	23	7	2	43	46	38	53	5	2	243
2021-2022	2	6	13	21	4	2	38	51	41	49	6	1	234

Out-of-State Student Statistics

The number of students placed in clinical by out of state programs is illustrated below showing trends for the last five years. Approved out-of-state programs completing the survey provided 1,766 clinical site placements for students in the 2021-2022 academic year reflecting a decrease from a total of 1,856 students in 2020-2021.

Prelicensure program clinical placements from out of state programs preparing students for PN or RN licensure have maintained similar numbers to what we saw last year. The ARNP MN program placements have decreased slightly after several years of increase, while DNP programs saw another year of increase.

Table 9: Students with Clinical Site Placement from Out of State Programs by Program Type

	PN	AD-RN	BSN	RNB	AD-MS	GE	MSN	NP-MN	PMC	DNP	PhD	Other	Total
2018-2019	168	276	534	240	2	4	140	516	185	191	0	0	2,256
2019-2020	20	163	206	107	3	0	61	557	28	94	1	0	1,240
2020-2021	126	235	551	155	1	1	86	530	51	114	4	0	1,854
2021-2022	156	225	472	232	0	0	48	414	69	146	4	13	1,779

Starting in the 2021-2022 survey, we asked out of state post-licensure programs for the number of graduates completing clinical or practice experiences in Washington State who plan to work in Washington State. Answering this question was optional this year but will be required starting in the 2022-2023 survey. Of the 99 colleges and universities surveyed, 31 universities responded with number of students, 17 left the question blank, and 51 reported unknown or 0 students. Those who did collect this data and answered the question indicated a total of 271 students in clinical plan to work in Washington state after they graduate, compared to a total of 357 students in Washington clinical from the colleges that responded to the question. This means a total of 75.9% of students in Washington clinical from colleges that responded plan to stay in Washington after graduation. The breakdown of this number by program can be seen below in Table 10.

Table 10: Students with Clinical Site Placement from Out of State Programs who Plan to Work in Washington by Program Type

	ARNP	DNP	MSN	PMC	RNB	Total
Students staying in WA	110	37	4	34	86	271
Total Students in WA Clinical	149	61	12	43	92	357

% of Students Reported Staying	73.8%	60.7%	33.3%	79.1%	93.5%	75.9%
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Summary/Analysis

Washington State nurse educators made the commitment in 2011 for a higher educated and more diverse nursing workforce, when the Council for Nurse Education in Washington State (CNEWS) and the Washington Center for Nursing (WCN) collaborated to develop a Master Plan for Nursing Education ([WCN, 2014](#)). The commitment has been reinforced with the work of *Action Now!* and the Critical Gap workgroups addressing the gaps in the nursing workforce. This report highlights trends in the direction to meet these goals as well as refocused goals and priorities due to the pandemic.

Diversity/Inclusion

The survey results indicate there are continued challenges meeting our commitment to a more diverse nursing workforce. Our experiences in the pandemic have further illustrated the urgency of assuring our faculty and students reflect the population they serve.

A diverse nursing workforce and faculty can help improve patient and population health outcomes, particularly related to reducing disparities in health. The undergraduate student diversity continues to resemble diversity in Washington residents, and some types of graduate students are showing some positive changes. However, the nursing faculty diversity is furthest from the state population and there has been little change over the past four years (NAM 2021).

Academic Progression

Access to academic progression for nurses at all levels from nursing assistant (CNA) to PhD is an important piece of retaining and maintaining the nursing workforce. Nurse educators in Washington have responded with expanded program enrollments. Tracking of the and supporting continued progress in ADN to BSN progression will be important as we move to developing academic progression pathways for CNAs and LPNs. Several projects examining LPN academic progression continue and significant work has been ongoing standardizing nursing assistant curriculum.

Enrollment and graduations in graduate programs has continued to show increases responding to the shortage of nurse faculty, primary care providers, and researchers. Our state mirrors national trends with more ARNP students moving to DNP programs from MSN programs. Approval of out-of-state programs tracks for clinical placements helps ensure quality and additional capacity in high-need areas. Availability of quality clinical placements for all nurses continues to provides a significant challenge for both in state and out of state programs.

Faculty

The overall educational preparation of all faculty (full time and adjunct) needs to be increased to meet state (WAC 246-840-523) and national (CCNE 2017) standards for a master's degree in CTC and a doctorate in universities. Faculty must complete graduate studies potentially accruing additional debt and further straining income inequities. In addition to the imperative to increase nursing faculty education level, there are impending retirements and vacancies. Salary trends for university nursing faculty are being tracked, validated, and will be shared in September.

Conclusions

We continue to learn from the difficulties of the pandemic and accelerate our progress providing the educational mix of nurses for safe and quality care in Washington State. The complex multiple education pathways in nursing provide multiple opportunities to increase the overall education level of nurses.

Across settings, nurses are being called upon to coordinate care and to collaborate with a variety of health professionals, including physicians, social workers, physical and occupational therapists, and pharmacists, most of whom hold master's or doctoral degrees. There has been a significant investment of state resources to support nursing education through faculty salary increases, payment to preceptors, quality simulation and more.

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity (NAM 2021) renews the recommended focus on the education preparation of nurses and challenges nurses to be leaders in the urgent work to advance health equity. Nursing education capacity in Washington State continues to increase, adding to a higher educated workforce and we must continue to accelerate our progress to meet the growing health care needs of the residents of Washington State.

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