STATE OF WASHINGTON
DEPARTMENT OF HEALTH

NURSING EDUCATION PROGRAMS
2022-2023 ANNUAL SCHOOL REPORT

STATISTICAL SUMMARY AND TRENDS ANALYSIS

Contents

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
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
WABON……Washington State Board of Nursing

Introduction

Background

The Washington State Board of Nursing (WABON) requires all nursing education programs to provide information annually [WAC 246-840-520(3)]. This report summarizes 2022-2023 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 four 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 WABON, 3) the in-state refresher program survey administered by WABON, and 4) the out-of-state program survey administered by WABON.

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

One hundred twelve out of state schools approved for clinical placements completed the out-of-state survey during the 2022-2023 academic year. These 112 colleges and universities reported on a total of 239 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.

Data Dashboards

Beginning in January 2023, WABON launched several interactive data dashboards on the nursing.wa.gov website (currently located under the [Research and Data](#) pages), that includes extensive Licensing Data, Workforce Data, Discipline Data, and 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.

For additional education data such as clinical hours, student enrollment and enrollment capacity, data by program, and more, please visit the [Education Data Dashboard](#).

In-State Programs

Forty-one approved nursing schools in Washington State completed the annual survey. There are seven licensed practical nurse (PN) programs, and twenty-five 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 and five offer LPN to BSN programs. Twelve universities offer Bachelor of Science in nursing (BSN) programs. One ADN to MSN (AD-MS) programs, one program offering master's degree graduate entry to the RN (GE), two master's degree advanced registered nurse practitioner (ARNP), and six other master's programs. Finally, there are three post-master's certificate (PMC) programs, seven doctoral of nursing practice (DNP) and two Ph.D. programs. The undergraduate and graduate program specifics are outlined below.

Prelicensure Programs

The total number of pre-licensure graduates increased from the 2021-2022 academic year to the 2022-2023 academic year. In 2022-2023, PN programs had 258 graduates and AD-RN programs had 1,708 graduates, indicating an increase for both program types. The number of BSN program graduates was 1,116, a slight decrease from the year prior.

Those completing Graduate Entry (GE) degrees are included in these graduation numbers because they are prelicensure programs.

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
2022-2023	258	1708	1116

Figure 1: Total Prelicensure Program Graduates by Type of Program
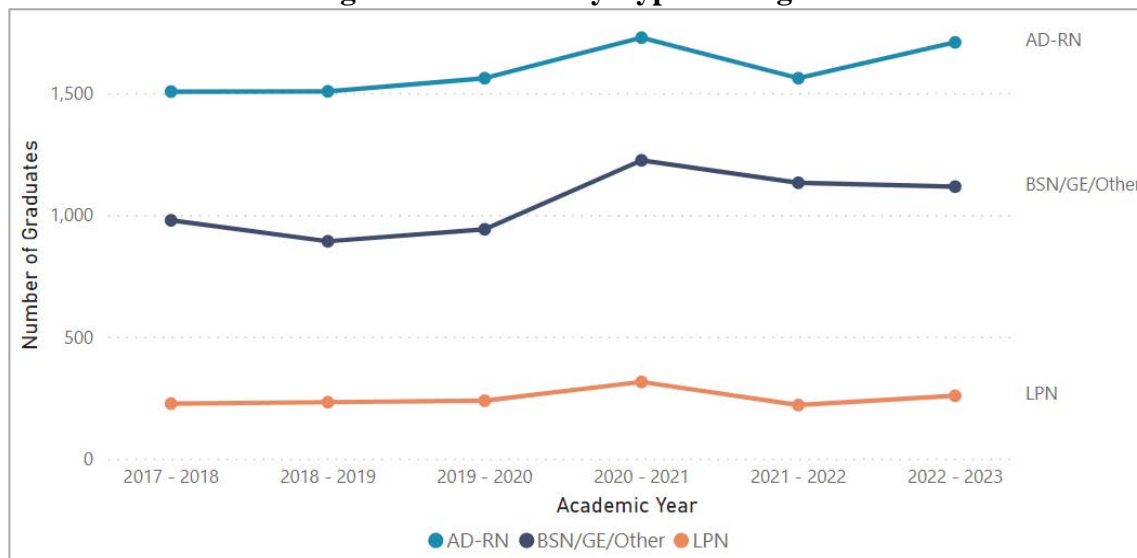
Table 1 and Figure 1 above provide prelicensure program graduations for comparison to the past six years. The amount of AD-RN and LPN graduates has increased since last year's decline, while BSN/GE/Other prelicensure graduates has remained about the same. The Institute of Medicine Report (IOM) [2010], 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 and LPN 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 873 during the last academic year. The 180 MSN graduates preparing for specialties that do not require an ARNP and 26 RN to MS graduates are combined. 171 master's prepared advanced registered nurse practitioners graduated in 2022-2023 and are combined with the 2 post-master's certificates in nursing (PMC) graduates. Also, programs reported 308 DNP and 16 PhD for a total of 324 graduates with a nursing doctorate in 2022-2023. The total number of graduates from post-licensure programs for five 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
2022-2023	873	206	173	324

Figure 2: Total Postlicensure Program Graduates by Type of Program
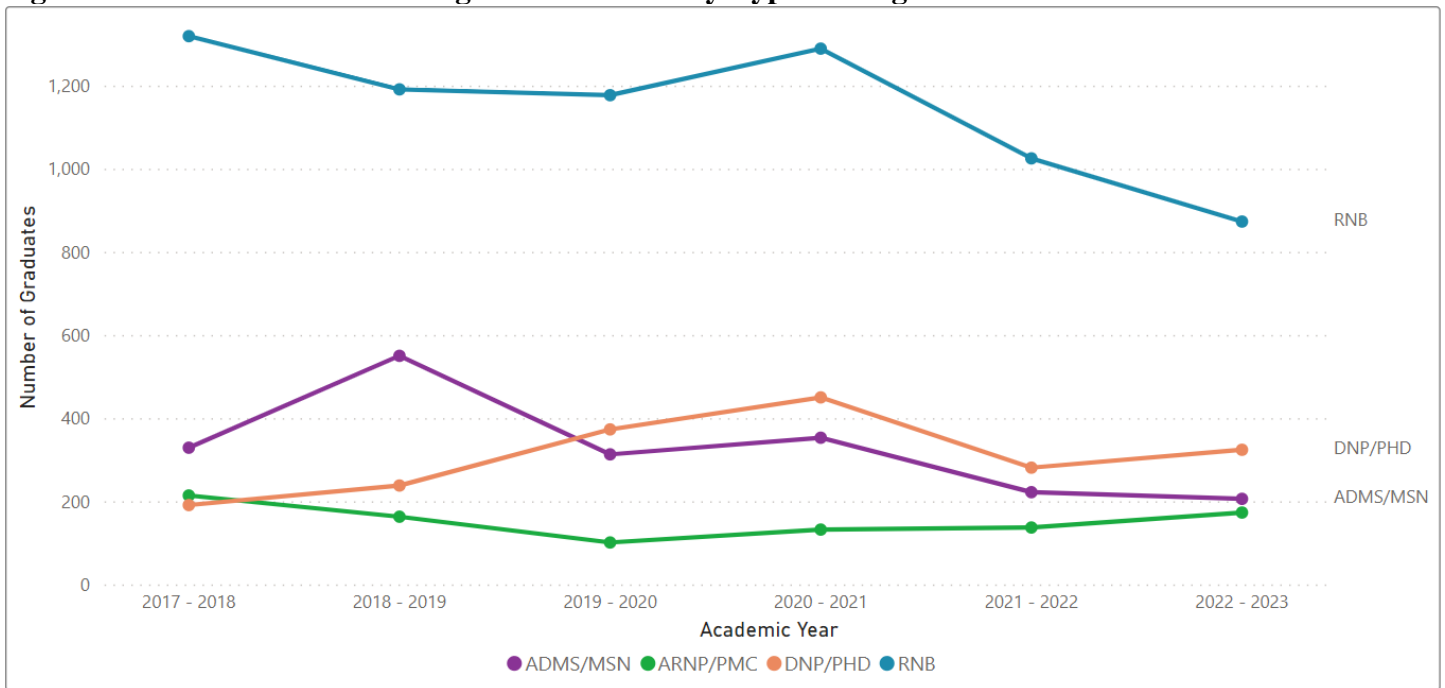
Although there were graduates from graduate entry (GE) programs during 2022-2023, the GE graduates were reported with undergraduate pre-licensure programs, so they are not included in the graduation numbers above.

Individual specialty programs are provided below 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 2022-2023

2022-2023	CNS	FNP	ANP	MHNP	PNP	GNP	MW	ANES	ED	Adm	POP	Other
ARNP-MN		112		59								
MSN									57	82	9	33
ARNP- DNP		138	11	53	18	28	25	15		6		
TOTALS	**0**	**250**	**11**	**112**	**18**	**28**	**25**	**15**	**57**	**88**	**9**	**33**

RN to BSN 2022-2023

The enrollment in RN to BSN programs in Washington schools started to rise sharply in 2013-2014 academic year and continued to rise to a high in 2017-2018 with 2,582 students enrolled in RNB programs. This year, there are 873 RNB graduates representing a decrease of graduates compared to last year's 1,025 graduates.

Figure 3: Comparing AD-RN and total BSN graduate trends
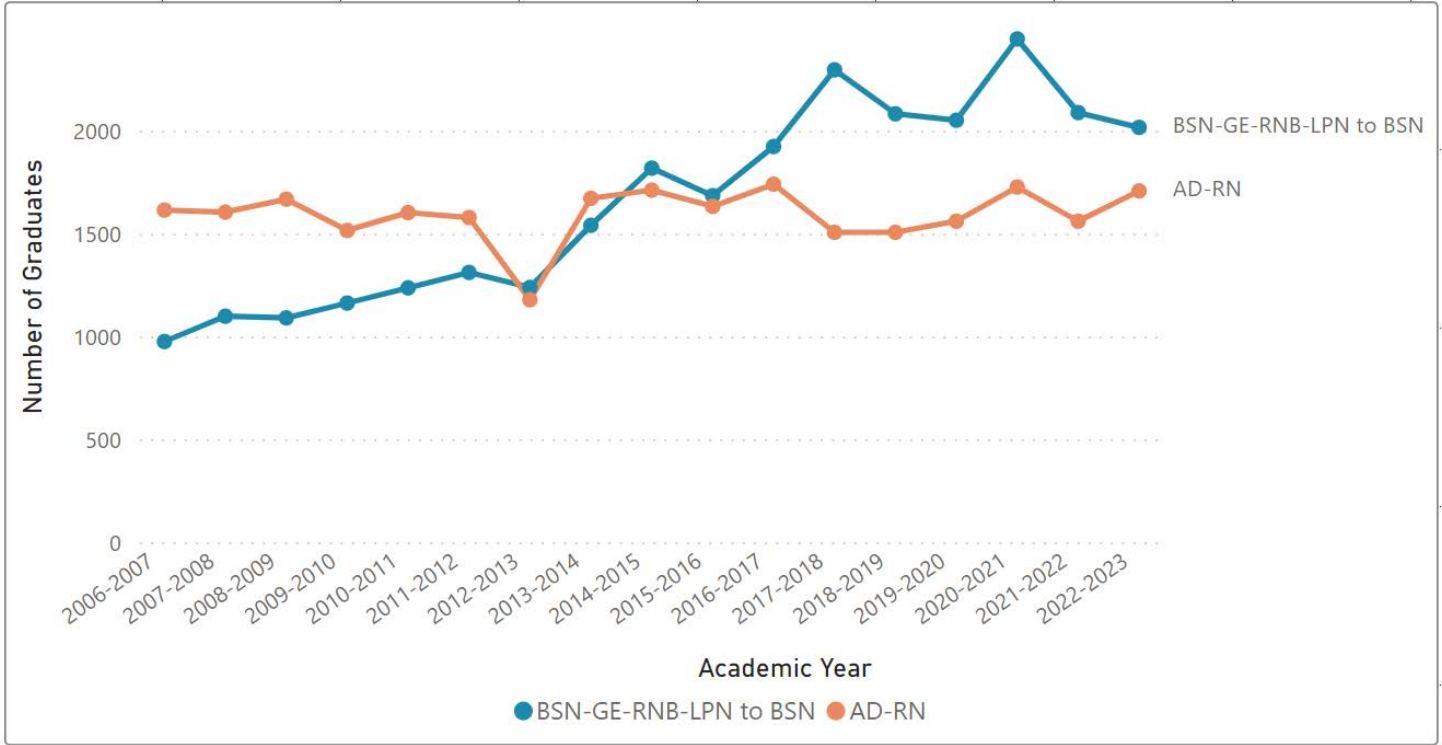
Figure 3 gives a little different picture of the results of successful academic progression strategies on increasing the number of RNs with BSN degrees. The number of RN to BSN graduates are combined with BSN, LPN to BSN, and GE graduates to represent the total BSN prepared RNs in 2022-2023. This can 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.

LPN to BSN Programs

Starting in the academic year 2022-2023, WABON has begun collecting data on LPN to BSN programs within the state. We were able to collect data from four of the five LPN to BSN programs this year. While it is too soon to begin trending this data, in table 5 below you can see some key highlights about these programs in Washington. These programs work towards WABONs goal of academic progression by offering a pathway for licensed practical nurses to obtain a Bachelor of Science degree in nursing.

Table 5: Overview of Key LPN to BSN Data Points

Overview	2022-2023
Total Enrollment	112
Total Enrollment Capacity	135
Applied to Program	193
Met Program Requirements	139

Admitted to Program	84
Total Graduates	28

Refresher Programs

Data on Refresher Programs within Washington state is collected separately from other education programs via the WABON Refresher Program Annual Survey. Refresher Programs serve to help nurses return their license to active status after they have been inactive or let their license lapse for three or more years. Washington State began collecting data on these programs in 2021-2022. Some key data points for these programs can be seen in table 6 below. Currently, we have 6 RN refresher programs in the state and 2 LPN refresher programs, that saw a total of 66 graduates last year, a decrease from the 77 graduates who completed the program the year prior.

Table 6: Overview of Key Refresher Program Data Points

Overview	LPN	RN
Number of Programs	2	6
Total Enrollment	17	112
Total Graduates	8	58

Faculty and Student Race and Ethnicity

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

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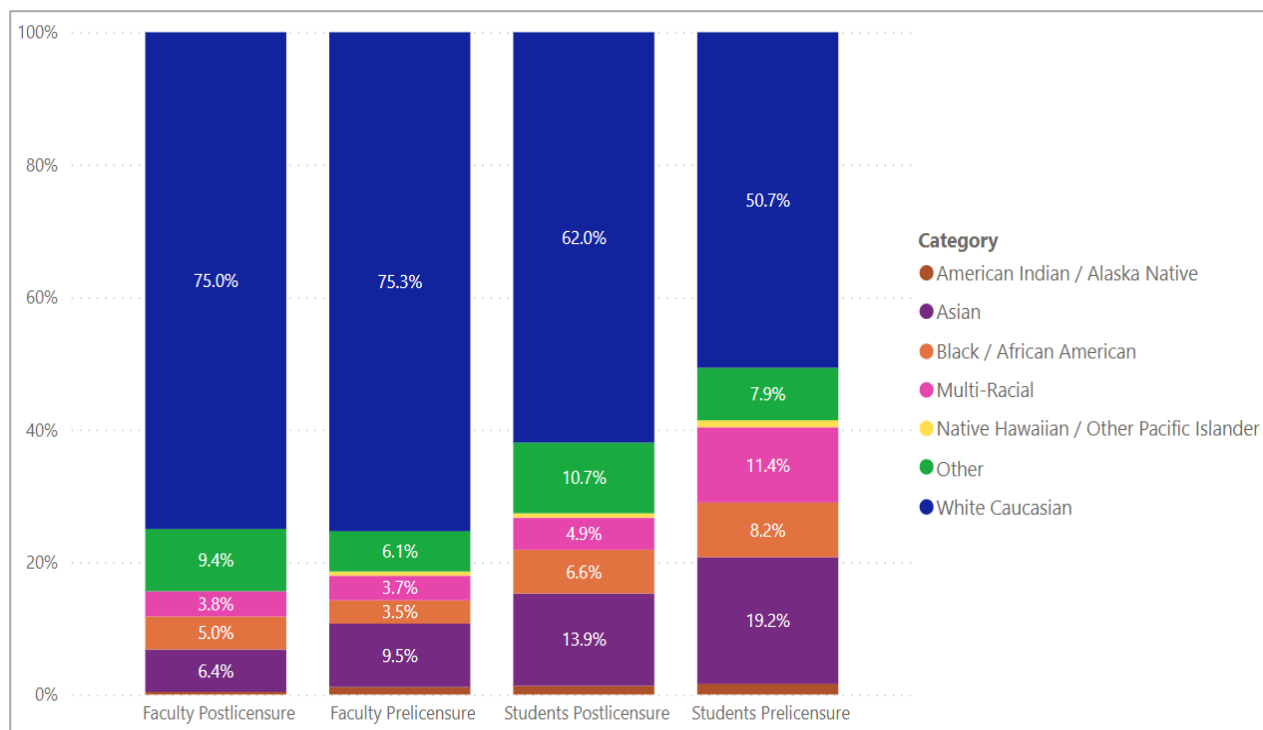
Figure 5: Percent of Faculty and Student Ethnicity
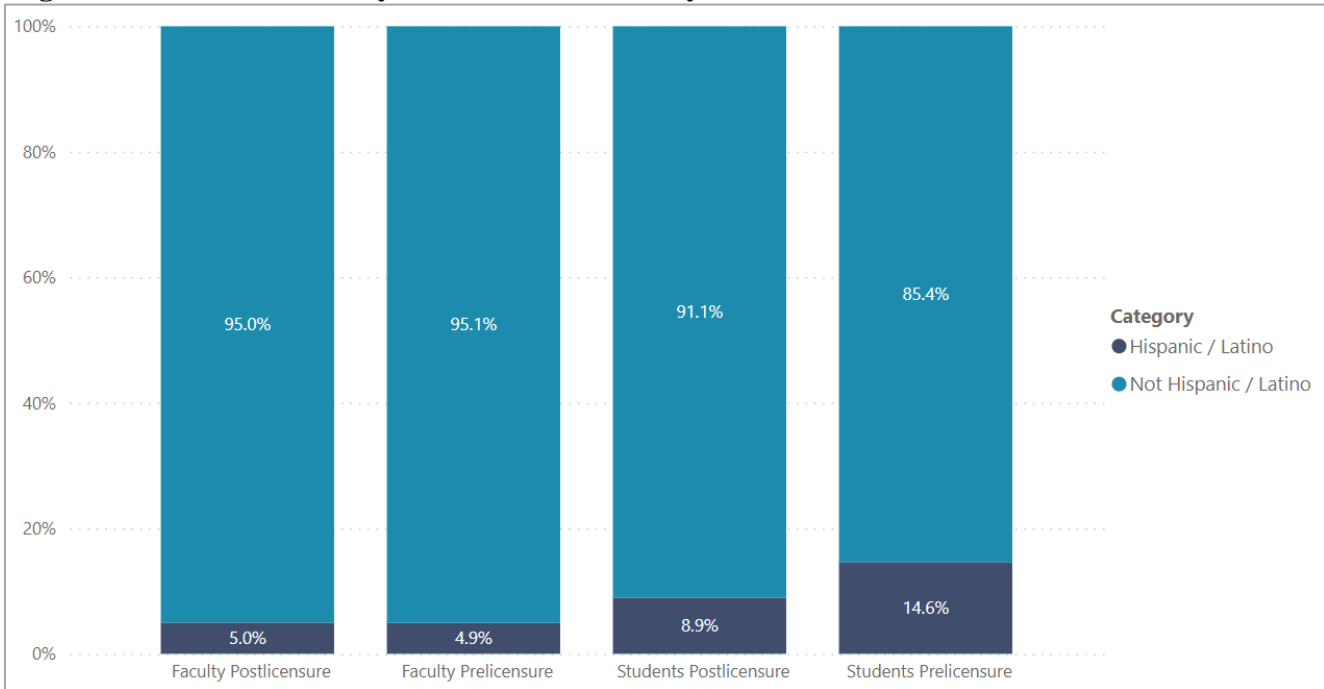
Figure 4 above illustrates the differences between racial population patterns between students and faculty in both prelicensure and post-licensure, and figure 5 illustrates the ethnicity distribution. Table 7 below provides the 2022-2023 percentage comparisons of student and faculty race with Washington State population. 75.3% percent of prelicensure fulltime and part time faculty members are White/Caucasian, 9.5% percent Asian, and 3.5% percent are black/African American, and 4.9% are Hispanic or Latino. 75.0% percent of post-licensure faculty are White/ Caucasian, 6.4% percent Asian, and 5.0% percent black/African American, and 5.0% report their ethnicity as Hispanic or Latino. Table 7 below shows that pre-licensure and post-licensure students for the academic year 2022-2023 were more diverse than faculty or than the state of Washington population.

Table 7: 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
Race: American Indian / Alaskan Native	2.0%	1.6%	1.3%	1.1%	0.4%
Race: Asian	10.0%	19.2%	13.9%	9.5%	6.4%
Race: Black / African American	4.5%	8.2%	6.6%	3.5%	5.0%
Race: Native Hawaiian / Other Pacific Islander	0.8%	1.0%	0.6%	0.6%	0.0%
Race: Multi-Racial	5.2%	11.4%	4.9%	3.7%	3.8%
Race: White Caucasian	77.5%	50.7%	62.0%	75.3%	75.0%
Race: Other / Unknown	n/a	7.9%	10.7%	6.1%	9.4%
Ethnicity: Hispanic or Latino	13.7%	14.6%	8.9%	4.9%	5.0%
Ethnicity: Non-Hispanic or Latino	86.3%	85.4%	91.1%	95.1%	95.0%

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Faculty Retention

Table 8 outlines important information on faculty retention. Nursing programs reported in 2022-2023 that 19.5 percent of full-time faculty are expected to retire in the next five years, the highest percentage reported in the last three years. Approximately 5.8 percent of faculty reported to have resigned in the last year, which is similar to the 5 percent reported the previous year.

Table 8: Full Time Faculty Turnover

Academic Year	Percent expected to retire in 5 years	Percent who resigned
2020-2021	12	10
2021-2022	13	5
2022-2023	19.5	5.8

Faculty Education

In the 2022-2023 academic year, community and technical colleges in Washington state reported that 92.3% of their full-time faculty had at least a master's level degree in nursing or a field other than nursing, and universities reported 78.0% of their full-time faculty having at least a doctoral level degree in nursing or a field other than nursing. In table 9 below, we can see this broken down by educational level attained and the college type.

Table 9: Number of Full-Time Faculty by Highest Level of Education in Academic Year 2022-2023

	BSN	MSN	DNP	PhD	Other Masters	Other Doctoral
Community/Technical Colleges	23	231	21	14	7	3
University	0	108	79	251	0	52
Total	**23**	**339**	**100**	**265**	**7**	**55**

Faculty Salary

A barrier to successful recruitment and retention of nursing faculty members is inadequate compensation. By asking nursing programs about the contract lengths and associated salary ranges for full-time and part-time nursing faculty, we are able to examine salary trends and make comparisons between college and program types. As seen below in table 10, nursing programs reported having the highest amount of faculty with full-time 9-month contracts, so our analysis primarily focused on this contract length.

Table 10: Number of Full-Time and Part-Time Faculty by Contract Length in Academic Year 2022-2023

	3 months	6 months	9 months	12 months	Adjunct
Full-Time	1	5	639	151	
Part-Time	326	102	240	35	
Adjunct					418
Total	**327**	**107**	**879**	**186**	**418**

In figure 6 below, we can see that, on average over the last five years for all programs, Washington state nursing program faculty salaries have been increasing, reaching new local maximums in the 2022-2023 academic year for 9-month contracts.

Figure 6: Average Salary Range for 9 Month Full-Time Faculty Contracts by Academic Year
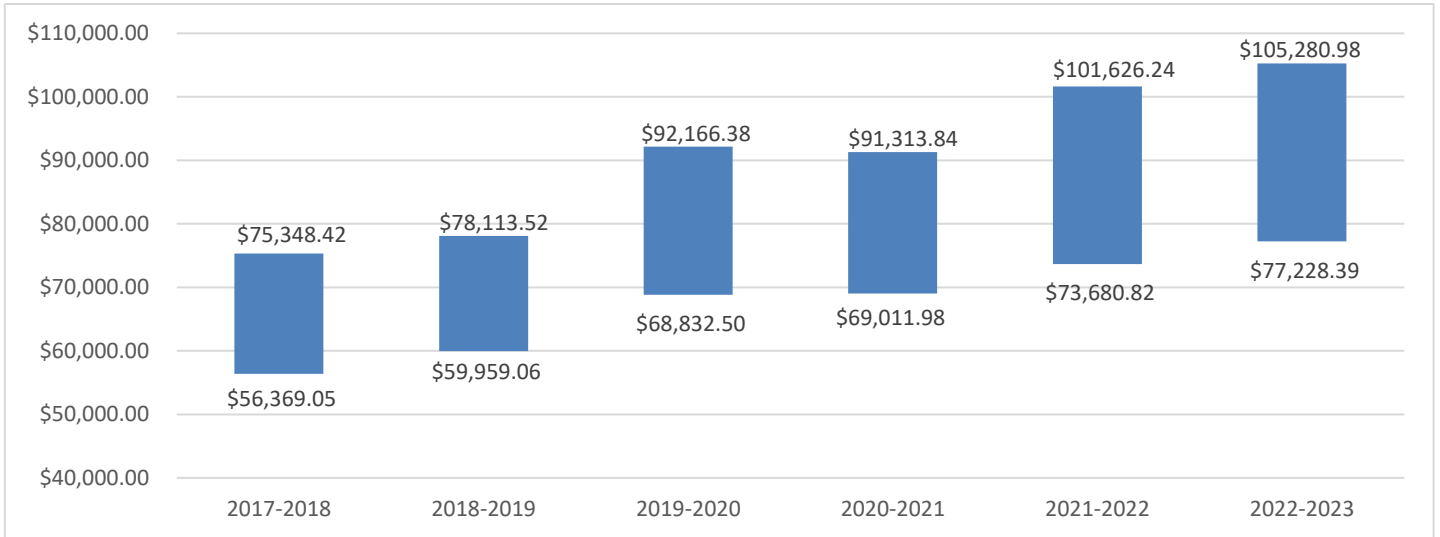
Breaking this down into the type of college or university the school is in table 11 below, we can see this trend of rising salaries is most prominent in Community/Technical Colleges and private universities, while public universities tend to have more fluctuation in their average highest and lowest full-time faculty salaries.

Table 11: Average Highest and Lowest 9-month Salaries for Full-Time Faculty Salary by College Type

	Community and Technical Colleges		Public Universities		Private Universities		All Programs	
	Average Lowest	Average Highest	Average Lowest	Average Highest	Average Lowest	Average Highest	Average Lowest	Average Highest
2018 – 2019	$58,249	$69,410	$66,167	$129,772	$63,160	$84,571	$59,959	$78,114
2019 – 2020	$68,785	$88,966	$75,374	$111,604	$65,894	$86,971	$68,833	$92,166
2020 – 2021	$73,052	$88,828	$70,483	$107,486	$60,557	$85,336	$69,012	$91,314
2021 – 2022	$80,528	$98,854	$74,828	$120,446	$59,694	$93,746	$73,681	$101,626
2022 – 2023	$83,126	$102,764	$72,982	$111,510	$68,163	$104,968	$77,228	$105,281

In figure 7 below, we can see a visual comparison of the average faculty salary ranges for full-time faculty with 9 month contracts from community/technical colleges compared to universities (both public and private combined).

Figure 7: Comparing College and University Salary Ranges for 9 Month Full-Time Faculty
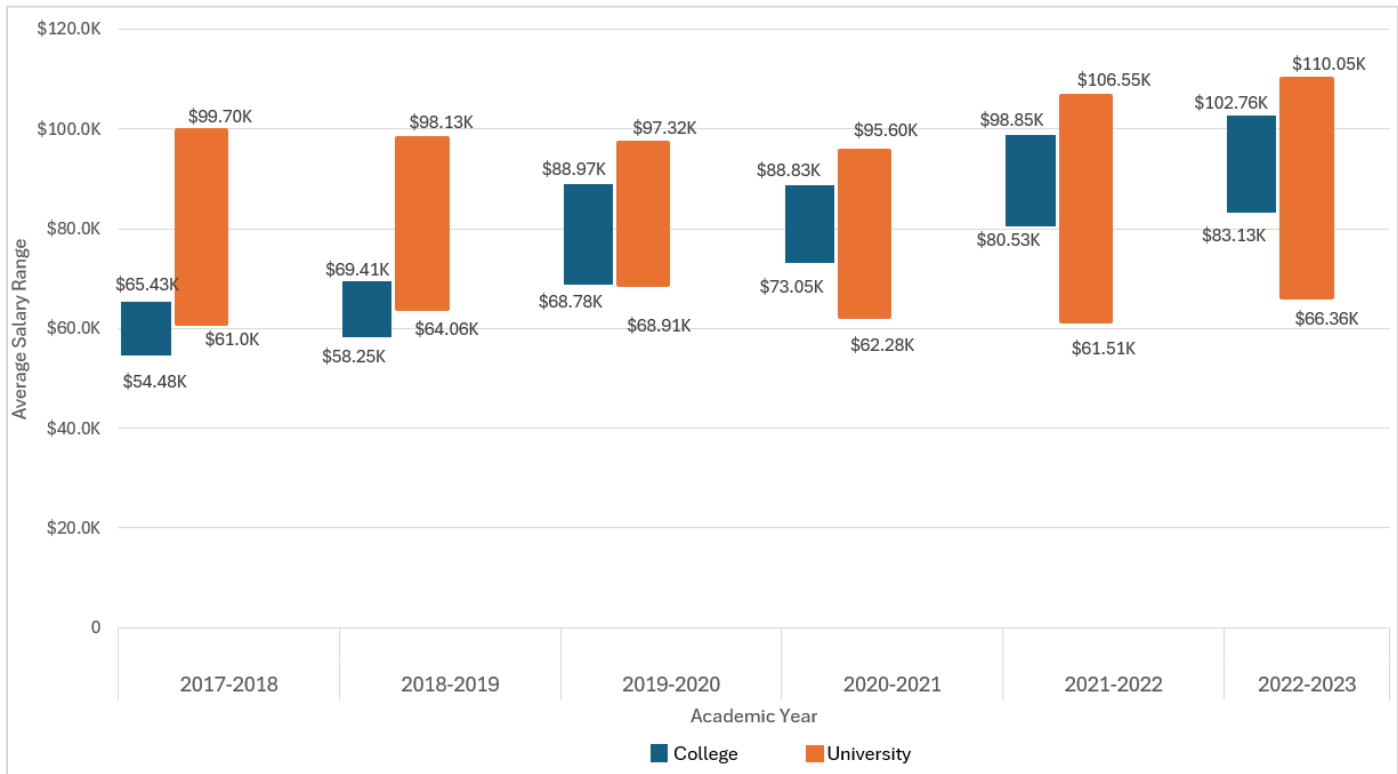
Out-of-State Programs

The out-of-state nursing program approval process for student clinical placement in Washington State began in 2012. 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. One hundred twelve approved colleges and universities completed the survey and indicated they had clinical placements in one or more tracks. Table 12 outlines the nineteen prelicensure programs and 220 post-licensure program tracks totaling 239 tracks with clinical placements this year.

Table 12: Out of State Programs and Student Clinical Placements 2022-2023

College/University (112 total)	Total Programs	Total Clinical Students
Prelicensure	19	1,008
Post-licensure	220	944
Totals	239	1,952

During the academic year 2022-2023, nineteen programs with clinical students in Washington State preparing graduates for initial PN or RN licensure completed the survey. Two practical nurse (PN) programs, four associate degree RN (AD-RN) programs, no graduate entry (GE) programs, and thirteen 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 twenty-four RN to BSN (RNB) programs, five associate degree to master's (AD-MS), fifty-three master's programs preparing for ARNP licensure (NP-MN) and forty-one other master's programs (MSN). Finally, there are thirty-three post master's certificate programs (PMC), fifty-eight doctoral of nursing practice (DNP) and six Ph.D. programs. The total number of programs by type is outlined below in Table 13 providing the previous five years results for comparison.

Table 13: 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
2022-2023	2	4	14	26	6	1	43	57	43	59	8	5	239

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 1,952 clinical site placements for students in the 2022-2023 academic year reflecting an increase from the total of 1,779 students in the 2021-2022 academic year.

Prelicensure program clinical placements from out of state programs preparing students for PN or RN licensure have slightly increased from what we saw last year. The ARNP MN program placements have increased after last year's decrease, while DNP programs saw a year of decrease.

Table 14: 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
2022-2023	180	256	572	235	3	0	72	457	55	113	9	16	1,952

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 after graduation. Answering this question had been optional last year but was required starting in the 2022-2023 survey. Out of state programs indicated a total of 497 students in clinical are planning to work in Washington state after they graduate, compared to a total of 944 students in Washington clinical enrolled in these programs. This means a total of 52.6% of students in Washington clinical from relevant programs are planning to stay in Washington after graduation. The breakdown of this number by program can be seen below in Table 15.

Table 15: Students with Clinical Site Placement from Out of State Programs who Plan to Work in Washington by Program Type

2022-2023 Academic Year	ADMS	ARNP	DNP	MSN	PHD	PMC	RNB	Total
Students Planning to Work in WA	3	264	82	14	9	33	92	497

Total Students in WA Clinical	3	457	113	72	9	55	235	944
% of Students Reported Staying	100%	57.8%	72.6%	19.4%	100%	60.0%	39.1%	**52.6%**

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.

Diversity/Inclusion

The survey results indicate that we are making improvements towards having a more diverse nursing workforce that better reflects the population of Washington state.

A diverse nursing workforce and faculty can help improve patient and population health outcomes, particularly related to reducing disparities in health. The prelicensure nursing student population continues to be the most diverse group reported on the education surveys, with postlicensure students showing some positive changes towards diversity as well. Nursing program faculty, particularly those from prelicensure programs, have some of the closest alignment to the Washington state population in terms of racial diversity. However, faculty in both pre- and post-licensure programs underrepresent the Hispanic or Latino ethnicity group when compared to Washington residents.

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 and supporting continued progress in ADN to BSN and LPN to BSN progression will be important as we move to developing academic progression pathways for CNAs and LPNs.

Enrollment and graduations in graduate-level programs have 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 after last year's decline. 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 provide a significant challenge for both in state and out of state programs.

Nursing Assistant Programs
The Washington State Board of Nursing began collecting data for the 2022-2024 nursing assistant program renewal period. This data is expected to be compiled by mid-2024 and should be included in the 2023-2024 annual report.

Faculty

 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.

Faculty salaries have, on average, been steadily increasing over the last five years. The passing of House Bill 2158 in 2021, also known as the Workforce Education Investment Act, has likely been a key contributor to the increases shown in Community and Technical Colleges across Washington state.

Conclusions

We continue to accelerate our progress toward the best 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 heath 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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