This update presents data for the 40 Texas professional nursing programs that indicated they had a post-licensure RN to BSN (Bachelor's of Science in Nursing) program track during the 2015 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 at least a baccalaureate degree in nursing by the year 2020.[1] Note that beginning 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 surveys. This report includes only Texas programs, not RN to BSN programs from other states.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data in the 2015 Board of Nursing's (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 1, 2015. The reporting period was academic year (AY) 2014-2015 (September 1, 2014 – August 31, 2015) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

[1]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 AY 2014-2015. Qualified applications were those that met all criteria for admission.[2]

Table 1. Qualified Applications, Admissions, & QANA, 2013-2015

	Enrollment Capacity[3,4]	Qualified Applications	Offered Admission	Qualified Applications Not Offered Admission	Newly Enrolled Post-Licensure Students
2013	11,332	8,280	8,221	59 (0.7%)	5,165
2014	11,620	4,934	4,858	76 (1.5%)	4,021
2015	12,247	5,198	4,752	446 (8.6%)	4,135

- 2 programs did not admit new RN to BSN applicants in AY 2014-2015.
- Enrollment capacity increased by 5.4% in 2015, while the number of programs increased from 28 to 40.
- 446 qualified applications were not admitted in 2015 (8.6% of all qualified applications), up from 76 qualified applications in 2014.
- 31 programs offered admission to all students with qualified applications in 2015.
- Of the 4,752 applications offered admission, 4,135 (87.0%) registered and enrolled in a post-licensure RN to BSN program for the 2014-2015 academic year, an increase from the previous year (82.8%).
- Between 2013 and 2014, the survey methodology changed. In previous years it was not made clear for RN to BSN programs, especially online programs, to only include Texas residents, which explains the decrease in applications and admissions.

The 7 programs that did not accept all qualified applications were asked to rate the importance of reasons why qualified applications were not accepted.

- Of those 7 programs, 4 (57.1%) reported that lack of budgeted faculty positions was an important or very important reason why qualified applications were not accepted. 3 programs (42.9%) reported that lack of qualified faculty applicants for budgeted positions was an important or very important reason why qualified applications were not accepted.

[2]Qualified applications refers to applications submitted, not individual applicants, since candidates for admission may apply to more than one nursing program.

[3]Enrollment capacity does not distinguish between non-Texas and Texas residents.

[4]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 logistical concerns such as 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 in AY 2014-2015. Newly enrolled students are those who were offered admission and decided to register and enroll in the program.

- There was a total of 4,135 newly enrolled post-licensure students in AY 2014-2015.
- From AY 2013-2014 to AY 2014-2015, the number of newly enrolled students increased by 2.8%.
- The number of newly enrolled students was lower (by 8,112 students or 66.2% of enrollment capacity) than the total enrollment capacity of post-licensure nursing programs.

Table 2. Change in Newly Enrolled Students, 2012-2015

|	Newly Enrolled Post-Licensure Students	% Annual Change
2012	4,515	-
2013	5,165	14.4%
2014	4,021	-22.1%
2015	4,135	2.8%

- 49.9% (4,051) of these unfilled spots were in one program.
- The median percent of unfilled enrollment capacity for all programs was 73.5%.

Total Enrollment in Post-Licensure RN to BSN Programs

On September 30, 2015, as shown in Figure 1, there were 6,770 students enrolled in post-licensure RN to BSN programs.

- From 2014 to 2015, enrollment increased by 1,296 students (23.7% increase) and the number of RN to BSN programs also increased.
- From AY 2013-2014 to AY 2014-2015, 8 programs had a decrease in total enrollment, 13 programs reported increased total enrollment, and 3 programs did not have a change in enrollment. 10 programs reported enrollment for the first time in AY 2014-2015.
- The number of programs increased from 28 in 2014 to 40 programs in 2015 (42.9% increase).
- The previously mentioned change in survey methodology between 2013 and 2014 explains the large decrease in enrollment between those years.

Figure 1. Total Enrollment in Post-Licensure RN to BSN Programs, 2009-2015
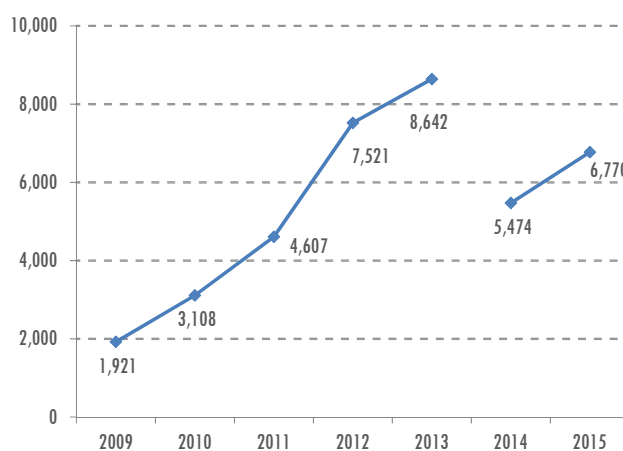
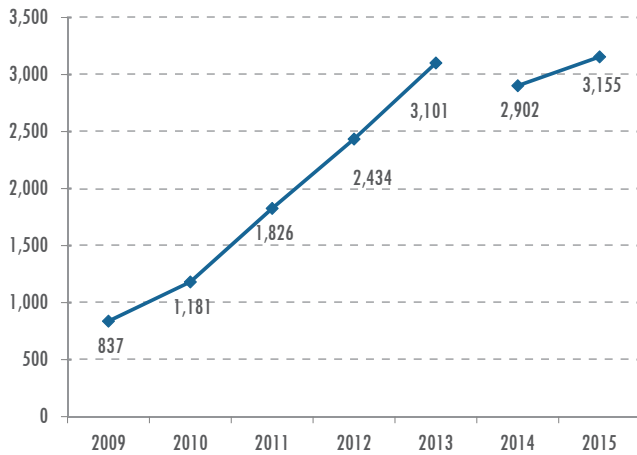## Graduates from Post-Licensure RN to BSN Programs

As shown in Figure 2 (page 3), there were 3,155 post-licensure RN to BSN graduates during the 2014-2015 academic year.

- This represented an 8.7% increase from the 2013-2014 academic year (253 more graduates).
- 13 programs reported a decrease in the number of post-licensure RN to BSN graduates during the 2014-2015 academic year while 11 programs were able increase the number of graduates. 2 programs reported the same number of graduates as AY 2013-2014, 8 programs reported no graduates, and 6 program reported graduates for the first time in AY 2014-2015.
- As previously mentioned, RN to BSN programs were asked to only include students that were Texas residents. This change in reporting methods explains the decrease in graduates.

Figure 2. Graduates from Post-Licensure RN to BSN Programs, 2009-2015

Barriers to Increasing the Number of Graduates

The 40 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 employer flexibility (6 programs or 15.0%), lack of clinical space/competition with other programs (4 programs or 10.0%), and cost of program or student financial difficulties (4 programs or 10.0%).

Level of Difficulty for Graduates to Find a Job in Nursing

38 of the 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.

- 25 programs reported that it was very easy for graduates to find a job in nursing.
- 9 programs reported that it was easy for graduates to find a job in nursing.
- 4 programs reported a neutral level of difficulty.
- No programs reported that it was difficult or very difficult for graduates to find a job in nursing. This is to be expected, since post-licensure graduates are already RNs.

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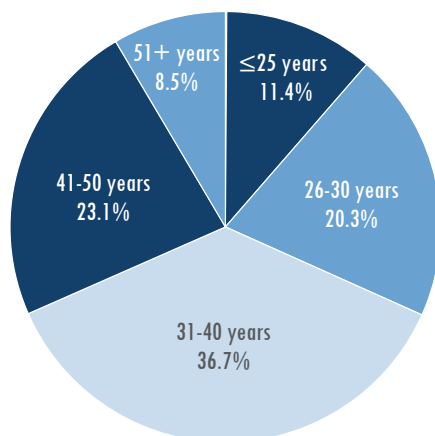
Sex

Females made up 85.2% of the 2015 newly enrolled post-licensure RN to BSN student population, which is slightly smaller than the proportion who were female in 2014 (86.0%).

Age

Figure 3 displays the breakdown of age among newly enrolled post-licensure RN to BSN students in 2015.

Figure 3. Age of Newly Enrolled Students

- Newly enrolled RN to BSN students remain fairly evenly distributed among age groups 21-30, 31-40, and 41 or more years.
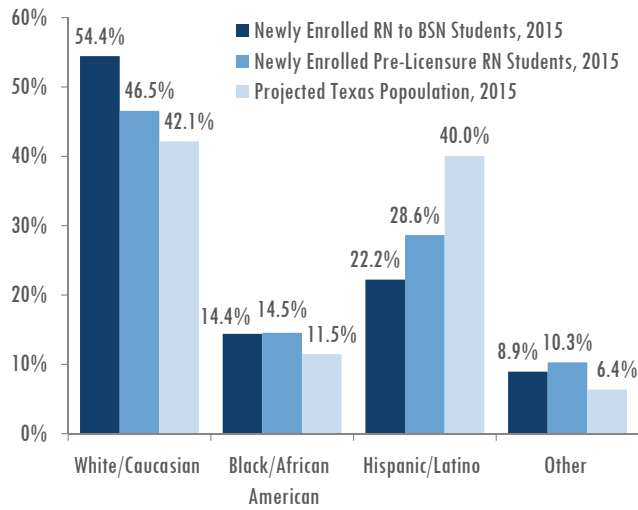
- There were considerably more post-licensure RN to BSN students aged 51 and older (8.5%) compared to pre-licensure RN students (2.0%).

Race/Ethnicity

Figure 4 (page 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 1.9% of newly enrolled RN to BSN students.

- White/Caucasians made up a greater proportion of post-licensure RN to BSN newly enrolled students (54.4%) compared to pre-licensure RN students (46.5%) and compared to the Texas population (42.8%). The post-licensure RN to BSN white/Caucasian student proportion was slightly higher than in 2014 (52.8%).
- Hispanics/Latinos continued to be underrepresented among post-licensure RN to BSN students. While the proportion of Hispanics/Latinos was 40.0% in Texas, Hispanics/Latinos made up only 22.2% of the post-licensure RN to BSN student population, compared to 28.6% of the pre-licensure RN student population.
- Newly enrolled black/African American RN to BSN students (14.4%) more closely mirrored the proportion who were black/African American

Figure 4. Race/Ethnicity of Newly Enrolled RN to BSN Students, 2015 Pre-Licensure RN Students, 2015,[5] & Texas Population, 2015[6]

Legend:
- Newly Enrolled RN to BSN Students, 2015
- Newly Enrolled Pre-Licensure RN Students, 2015
- Projected Texas Popoulation, 2015

White/Caucasian: 54.4%, 46.5%, 42.1%
Black/African American: 14.4%, 14.5%, 11.5%
Hispanic/Latino: 22.2%, 28.6%, 40.0%
Other: 8.9%, 10.3%, 6.4%

pre-licensure RN students (14.5%) and in the 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 47 newly enrolled students who were international (1.1% of all RN to BSN newly enrolled students).[4]

[4]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.

[5]Pre-licensure RN data comes from the 2015 RN NEPIS fact sheets located here: http://www.dshs.state.tx.us/chs/cnws/EducReports.shtm#Professional.

[6]Texas population data comes from the 2015 Texas State Data Center population projections (http://www.dshs.state.tx.us/chs/popdat/ST2015.shtm).

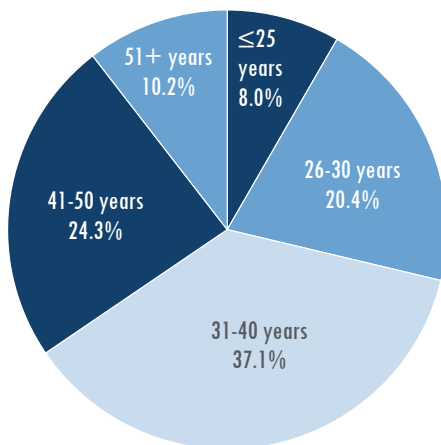## Demographics of Post-Licensure RN to BSN Graduates

Sex

Females made up 87.3% of the 2015 post-licensure RN to BSN graduate population, which is slightly more than the proportion who were female in 2014 (85.6%).

Age

Figure 5 displays the breakdown of age among post-licensure RN to BSN graduates in 2015.

Figure 5. Age of Graduates

- ≤25 years 8.0%
- 26-30 years 20.4%
- 31-40 years 37.1%
- 41-50 years 24.3%
- 51+ years 10.2%

- 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 (10.2%) compared to pre-licensure RN graduates (2.3%).
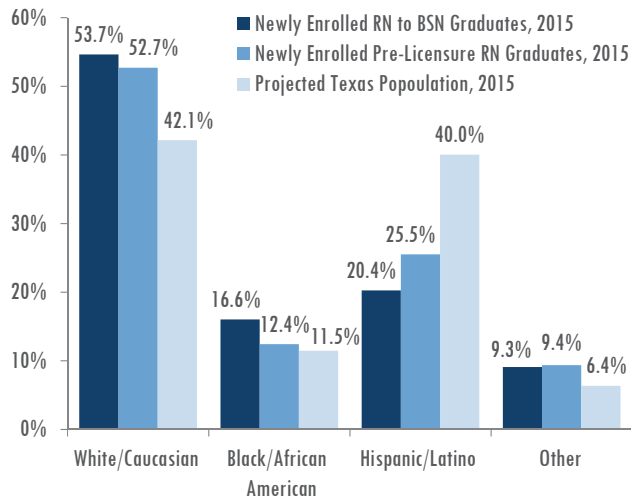
Race/Ethnicity

Figure 6 (page 5) 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 1.6% of RN to BSN graduates.

- White/Caucasians made up a larger proportion of post-licensure RN to BSN graduates (53.7%) than pre-licensure RN graduates (52.7%) and the Texas population (42.1%). The post-licensure RN to BSN white/Caucasian graduate proportion increased from 2014 (51.4%).
- While the proportion of Hispanics/Latinos was 40.0% in Texas, Hispanics/Latinos made up only 20.4% of post-licensure RN to BSN graduates, compared with 25.2% of pre-licensure RN graduates.
- There were more black/African American post-licensure RN to BSN graduates (16.6%) compared to pre-licensure RN graduates (12.4%) and the Texas population (11.5%).

Figure 6. Race/Ethnicity of RN to BSN Graduates, 2015, Pre-Licensure RN Graduates, 2015,[5] & Texas Population, 2015[6]

- 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 26 graduates who were international students (0.9% of all post-licensure RN to BSN graduates).[4]