

**NEW JERSEY
NURSING EDUCATION
PROGRAMS:
2012 REPORT**

*PREPARED FOR
THE
NEW JERSEY
STATE BOARD OF
NURSING
OCTOBER 4, 2013*



New Jersey Collaborating Center for Nursing

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This three-part report includes findings from a survey of all New Jersey pre-licensure and post-licensure registered nurse training programs during the 2012-reporting year.* Survey items were those included in the nursing minimum data set (MDS) compiled by the National Forum of State Nursing Workforce Centers

The **45 pre-licensure programs** represented in this report include: 9 Diploma, 17 Associate Degree in Nursing (ADN) Generic, 17 ADN Bridge, and 19 Bachelor of Science in Nursing (BSN) programs. The **42 post-licensure programs** represented in this report include: 17 RN-to-BSN, 14 Master of Science in Nursing (MSN), 8 Doctor of Nursing Practice (DNP), and 3 Doctor of Philosophy (PhD) programs.

PART 1: PRE-LICENSURE PROGRAM ADMISSIONS AND GRADUATIONS

Pre-licensure programs are those that prepare students for the **initial** National Council Licensure Examination (NCLEX-RN) that leads to licensure as a registered nurse.

Table 1 provides details on the number of student applicants, the number of students admitted, and the number of students who enrolled in one of the 45 programs that lead to licensure as a registered nurse (RN).

Qualified applicants were those who met the admission requirements for the pre-licensure RN program.

- ✓ The number of qualified applicants exceeded the number of seats available for all program types with the largest disparity occurring in the BSN programs
 - No seats available for 65% of qualified BSN applicants
- ✓ On average 61% of all qualified applicants were admitted to a program leading to RN licensure
- ✓ On average 97% of admitted applicants enrolled in a Diploma or ADN (Generic and Bridge) program
 - Only 49% of admitted BSN applicants enrolled in a program

Table 1. Number of Qualified Pre-Licensure Student Applicants, Admissions, and Enrollments by Program Type

	Program Type				Total
	Diploma N=9	ADN Generic N=17	ADN Bridge N=17	Baccalaureate N=19	
Number RN seats available	926	1,770	465	1,816	4,977
Number qualified applicants	1,094	2,320	706	5,200	9,320
Number qualified applicants admitted (%)	928 (84.8)	1,624 (70.0)	421 (59.6)	2,744 (52.8)	5,717 (61.3)
Number admitted who actually enrolled (%)	907 (97.7)	1,542 (95.0)	412 (97.9)	1,350 (49.2)	4,211 (73.7)

Note: Baccalaureate program type includes BSN Generic, accelerated BSN (2nd degree) and pre-licensure Master's.

Table 2 lists the demographic characteristics of students enrolled in all of the pre-licensure RN programs.

- ✓ The overwhelming majority (84%) of students enrolled in pre-licensure programs were female
- ✓ The largest percent (63%) of white students enrolled in ADN Generic programs
- ✓ The largest percent (59%) of black students enrolled in ADN Bridge programs
- ✓ The largest percent (26%) of Hispanic students enrolled in Diploma programs
- ✓ Students enrolled in a ADN Bridge program were older with an average age of 38 years
- ✓ Students enrolled in a BSN Generic program were the youngest with an average age of 23 years

Table 2. Demographic Characteristics of Enrolled Pre-Licensure Students by Program Type

Characteristic	Program Type					
	Diploma No. (%)	ADN Generic No. (%)	ADN Bridge No. (%)	BSN Generic No. (%)	Accelerated BSN No. (%)	Master's No. (%)
Gender						
Female	2,654 (84.6)	2,445 (82.3)	378 (90.9)	3,013 (86.2)	603 (81.8)	37 (80.4)
Male	483 (15.4)	526 (17.7)	38 (9.1)	484 (13.8)	134 (18.2)	9 (19.6)
Race/Ethnicity						
White/Caucasian	931 (29.7)	1,857 (62.5)	109 (26.2)	1,741 (49.8)	366 (49.7)	20 (43.5)
Black/African-American	985 (31.4)	403 (13.6)	245 (58.9)	480 (13.7)	146 (19.8)	15 (32.6)
Asian/Pacific Islander	391 (12.5)	329 (11.0)	32 (7.7)	757 (21.6)	103 (14.0)	6 (13.0)
Am Indian/Alaska Native	24 (0.8)	12 (0.4)	3 (0.7)	3 (0.1)	1 (0.1)	0 (0.0)
Hispanic/Latino	806 (25.6)	370 (12.5)	27 (6.5)	516 (14.8)	121 (16.4)	5 (10.9)
Age Groups						
17-20	346 (11.0)	150 (5.1)	0 (0.0)	1,448 (41.4)	1 (0.1)	0 (0.0)
21-25	940 (29.9)	833 (28.0)	23 (5.5)	1,513 (43.3)	258 (35.0)	14 (30.4)
26-30	739 (23.6)	671 (22.6)	75 (18.0)	268 (7.7)	227 (30.8)	11 (23.9)
31-40	654 (20.8)	847 (28.5)	162 (38.9)	194 (5.5)	181 (24.6)	13 (28.3)
41-50	353 (11.3)	386 (13.0)	112 (26.9)	62 (1.8)	56 (7.6)	7 (15.2)
51-60	99 (3.2)	78 (2.6)	42 (10.1)	12 (0.3)	13 (1.8)	1 (2.2)
61+	6 (0.2)	6 (0.2)	2 (0.5)	0 (0.0)	1 (0.1)	0 (0.0)
Mean Age	29.75	31.11	37.93	22.69	29.77	31.63
Total Student Enrollment	3,137 (100)	2,971 (100)	416 (100)	3,497 (100)	737 (100)	46 (100)

Note: Mean Age is calculated by weighted averaging median values within each range

Pre-licensure graduates. A total of 3,075 students graduated from a pre-licensure RN program during the 2011-2012 academic year. Of these 515 (16.7%) graduated from a Diploma program, another 1,363 (44.3%) graduated from an ADN program, and 1,197 (39.0%) graduated from a BSN program.

Table 3 shows the percentage of first-time candidates that passed the National Council Licensure Examination (NCLEX-RN) for registered nurses. On average the candidates that graduated from ADN (Generic and Bridge) and Diploma programs were more successful in passing the NCLEX-RN than those that graduated from BSN (Generic and Accelerated) programs.

Table 3. Percent of First-Time Candidate Pass Rate of NCLX-RN by Program Type

Characteristic	Program Type					
	Diploma %	ADN Generic %	ADN Bridge %	BSN Generic %	Accelerated BSN %	MSN %
Mean	91.2	91.3	92.7	86.3	89.0	100.0
Max	96.6	100.0	100.0	100.0	100.0	100.0
Min	86.0	73.0	69.0	74.0	74.0	100.0

Note: Only one pre-licensure program in New Jersey offers an MSN

PART 2: POST-LICENSURE PROGRAM ADMISSION AND GRADUATIONS

Table 4 provides details on the number of student applicants, the number of students admitted, and the number of students who enrolled in one of the 42 post-licensure RN programs that lead to a BSN or a graduate degree in nursing.

- ✓ The number of qualified MSN applicants exceeded the number of available seats
 - No seats available for 29% of qualified MSN applicants
- ✓ All of the qualified RN-to-BSN applicants were admitted to a program and 92% of these students enrolled

- ✓ All of the students who were admitted to a PhD program enrolled
- ✓ The overwhelming majority (93%) of students admitted to a post-licensure program enrolled in a program

Table 4. Post-Licensure Applicants and Admission by Program Type

	Program Type				
	RN-to-BSN N=17	MSN N=14	DNP N=8	PhD N=3	Total N=42
Number of seats available	2,158	1,440	206	27	3,831
Number of qualified applicants	1,998	1,651	186	38	3,829
Number of qualified applicants admitted (%)	1,998 (100.0)	1,206 (73.0)	128 (68.8)	28 (73.7)	3,313 (86.5)
Number admitted who actually enrolled (%)	1,830 (91.6)	1,114 (92.4)	123 (96.1)	28 (100.0)	3,095 (93.4)

Note: MSN includes clinical and non-clinical tracks

Table 5 lists the demographic characteristics of students enrolled in post-licensure BSN and graduate nursing programs.

- ✓ The overwhelming majority (91%) of students enrolled in post-licensure programs were female
- ✓ More than half (60%) of the students enrolled in post-licensure programs were white
 - On average 19% of students enrolled in post-licensure programs were black
 - On average 9% of students enrolled in post-licensure programs were Hispanic
- ✓ Students enrolled in post-licensure programs were on average 40 years of age
 - Doctoral students were slightly older at an average age of 46 years

Table 5. Post-Licensure Program Enrollments and Student Demographic Characteristics

Characteristic	Program Type				
	RN-to-BSN No. (%)	MSN No. (%)	MSN non-clinical No. (%)	DNP No. (%)	PhD No. (%)
Gender					
Female	4,307 (90.2)	2,065 (91.4)	267 (91.4)	303 (94.1)	114 (85.7)
Male	469 (9.8)	194 (8.6)	25 (8.6)	19 (5.9)	19 (14.3)
Race/Ethnicity					
White/Caucasian	3,108 (65.1)	1,249 (55.2)	176 (60.3)	184 (57.1)	84 (63.2)
Black/African-American	677 (14.2)	445 (19.7)	47 (16.1)	68 (21.1)	32 (24.1)
Asian/Pacific Islander	469 (9.8)	332 (14.7)	37 (12.7)	43 (13.4)	8 (6.0)
American Indian/Alaska Native	12 (0.3)	8 (0.4)	1 (0.3)	1 (0.3)	0 (0.0)
Hispanic/Latino	510 (10.6)	225 (10.0)	31 (10.6)	26 (8.1)	9 (6.7)
Age Groups					
17-20	27 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
21-25	556 (11.6)	169 (7.5)	26 (8.9)	15 (4.7)	0 (0.0)
26-30	1,059 (22.2)	670 (29.7)	46 (15.8)	29 (9.0)	12 (9.0)
31-40	1,377 (28.8)	801 (35.5)	116 (39.7)	45 (14.0)	30 (22.6)
41-50	1,158 (24.2)	416 (18.4)	59 (20.2)	99 (30.7)	38 (28.6)
51-60	567 (11.9)	185 (8.2)	41 (14.0)	115 (35.7)	47 (35.3)
61+	32 (0.7)	18 (0.7)	4 (1.4)	19 (5.9)	6 (4.5)
Mean Age	36.96	35.74	38.07	45.80	45.65
Total Student Enrollment	4,776 (100)	2,259 (100)	292 (100)	322 (100)	133 (100)

Note: Mean Age is calculated by weighted averaging median values within each range

Post-licensure graduates. A total of 1,339 students graduated from a post-licensure RN program during the 2011-2012 academic year. Of these 579 (43.2%) graduated from a RN-to-BSN program, 596 (44.5%) from a MSN program, 117 (8.7%) from a DNP program and, 47 (3.5%) from a PhD program.

PART 3: NURSING FACULTY

Table 6 lists the number of faculty employed in all pre-licensure and post-licensure nursing programs. A total of 1,354 nursing faculty are employed either full-time (n=579) or part-time (n=775) across all program types.

- ✓ On average nursing programs reported a 8% vacancy rate among full-time faculty and a 9% vacancy rate among part-time faculty
- ✓ Baccalaureate and graduate programs reported the highest vacancy rate at 11% for full-time faculty
- ✓ Associate degree and baccalaureate and graduate programs reported a 10% vacancy rate for part-time faculty

Table 6. Number of Full-Time and Part-Time Nursing Faculty Positions Filled and Vacant by Program Type

Faculty Positions	Program Type			Total
	Diploma N=9	Associate Degree N=17	Baccalaureate & Graduate N=19	
Full-time position vacancies (%)	3 (3.8)	6 (3.7)	38 (11.2)	47 (8.1)
Full-time faculty employed	79	161	339	579
Part-time position vacancies (%)	8 (7.8)	22 (9.7)	43 (9.6)	73 (9.4)
Part-time faculty employed	102	225	448	775

Table 7 lists the demographic characteristics of full-time and part-time faculty employed in pre-licensure and post-licensure nursing programs.

- ✓ The overwhelming majority (95%) of all full-time and part-time nursing faculty were female
- ✓ On average full-time and part-time nursing faculty were 52 years of age
- ✓ The overwhelming majority of full-time (81%) and part-time nursing (68%) faculty across all programs were white
- ✓ The largest percent of black faculty were employed part-time in Diploma (10%), ADN (18%) and baccalaureate and graduate (14%) programs
- ✓ On average Hispanic faculty represented 4% of all full-time and part-time faculty
 - Only 2% of full-time faculty in the baccalaureate and graduate programs were Hispanic
- ✓ The overwhelming majority of nursing faculty were graduate prepared with 95% of full-time and part-time faculty having obtained a master’s degree
- ✓ The highest percent (67%) of doctorally prepared faculty were employed in baccalaureate and graduate programs

Table 7. Demographic Characteristics of Full-Time and Part-Time New Jersey Nursing Faculty by Program Type

Characteristic	Program Type					
	Diploma		Associate		Baccalaureate & Graduate	
	FT No. (%)	PT No. (%)	FT No. (%)	PT No. (%)	FT No. (%)	PT No. (%)
Gender						
Male	3 (3.8)	5 (4.9)	5 (3.1)	14 (6.2)	26 (7.7)	33 (7.4)
Female	76 (96.2)	97 (95.1)	156 (96.9)	211 (93.8)	313 (92.3)	415 (92.6)
Faculty Age						
Age 30 or younger	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.4)	1 (0.3)	12 (2.7)
Age 31-40	5 (6.3)	15 (14.7)	5 (3.1)	22 (9.8)	25 (7.4)	81 (18.1)
Age 41-50	21 (26.6)	16 (15.7)	34 (21.1)	84 (37.3)	64 (18.9)	155 (34.6)
Age 51-55	19 (24.1)	34 (33.4)	27 (16.8)	74 (32.9)	52 (15.4)	83 (18.5)
Age 56-60	21 (26.6)	18 (17.6)	51 (31.7)	29 (12.9)	80 (23.6)	59 (13.2)
Age 61-65	9 (11.4)	10 (9.8)	30 (18.6)	8 (3.6)	71 (20.9)	40 (8.9)
Age 66-70	4 (5.0)	6 (5.9)	13 (8.1)	6 (2.7)	32 (9.4)	13 (2.9)
Age 71 and older	0 (0.0)	3 (2.9)	1 (0.6)	1 (0.4)	14 (4.1)	5 (1.1)
Mean Age	52.96	52.43	55.53	49.62	55.60	48.44
Race/Ethnicity						
White/Caucasian	61 (77.2)	60 (58.8)	134 (83.2)	161 (71.6)	279 (82.3)	330 (73.6)
Black/African-American	9 (11.4)	20 (19.7)	11 (6.8)	40 (17.8)	36 (10.6)	62 (13.8)
Asian/Pacific Islander	6 (7.6)	19 (18.6)	7 (4.4)	13 (5.8)	17 (5.0)	28 (6.3)
Am Indian/Alaska Native	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Hispanic/Latino	3 (3.8)	3 (2.9)	9 (5.6)	11 (4.8)	7 (2.1)	28 (6.3)
Highest level of education						
Associate Degree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	12 (2.7)
Baccalaureate	0 (0.0)	0 (0.0)	0 (0.0)	2 (0.9)	0 (0.0)	2 (0.4)
Non-nursing Baccalaureate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Master	76 (96.2)	97 (95.0)	153 (95.0)	215 (95.6)	108 (31.9)	364 (81.3)
Non-nursing Master	1 (1.3)	0 (0.0)	0 (0.0)	0 (0.0)	4 (1.2)	15 (3.3)
PhD	0 (0.0)	1 (1.0)	2 (1.2)	3 (1.3)	99 (29.2)	11 (2.5)
Doctorate	2 (2.5)	2 (2.0)	3 (2.0)	4 (1.8)	55 (16.2)	26 (5.8)
Other Doctorate	0 (0.0)	0 (0.0)	2 (1.2)	0 (0.0)	24 (7.1)	11 (2.5)
Non-nursing	0 (0.0)	2 (2.0)	1 (0.6)	1 (0.4)	49 (14.4)	7 (1.5)
Total Faculty	79 (100)	102 (100)	161 (100)	225 (100)	339 (100)	448 (100)

Note: Mean Age is calculated by weighted averaging median values within each range

SUMMARY OF IMPORTANT ISSUES

The Institute of Medicine (IOM) in its report, *The Future of Nursing: Leading Change, Advancing Health*, recommends that nurses achieve higher levels of education and training, and that we increase the proportion of nurses with a baccalaureate degree to 80% by 2020. New Jersey does not have an adequate number of seats to accommodate the number of qualified students who apply to registered nurse training programs statewide, a problem specific to the pre-licensure baccalaureate programs. This is an issue that may continue to plague New Jersey since many nursing faculty are nearing retirement age. In the baccalaureate and graduate programs, where faculty vacancy rates are the highest, full-time faculty are on average 56 years of age.

The IOM also recommends efforts to increase the diversity of the nursing profession. New Jersey is one of the most racially and ethnically diverse states in the nation; yet, minority populations are poorly represented across all RN programs. A lack of diversity in New Jersey nursing programs is found among students and faculty, alike.

This report was respectfully submitted to the New Jersey Board of Nursing by the faculty and staff of the New Jersey Collaborating Center for Nursing on October 4, 2013.

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* Missing data were imputed and data were analyzed using standard techniques



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