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# *Virginia's Nursing Education Programs: 2017-2018 Academic Year*

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Healthcare Workforce Data Center

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## Contents

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<b>Results in Brief</b> .....	<b>5</b>
<b>Summary of Trends</b> .....	<b>6</b>
<b>PRACTICAL NURSING EDUCATION PROGRAM</b> .....	<b>7</b>
<b>Program Structure</b> .....	<b>7</b>
Program Details .....	8
Clinical Hours .....	9
Admissions.....	11
Background of Admitted Students .....	12
Capacity .....	13
Enrollment .....	14
Attrition .....	15
Graduates .....	16
Background of Graduates.....	17
Comprehensive Examination Prohibiting Graduation.....	18
Long-Term Trends .....	19
<b>Faculty Information</b> .....	<b>20</b>
Employment .....	20
Faculty Demographics .....	21
Faculty Educational Background .....	22
Faculty Appointments and Resignations .....	23
Future Faculty Requirements .....	24
<b>REGISTERED NURSING EDUCATION PROGRAMS</b> .....	<b>25</b>
<b>Program Structure</b> .....	<b>25</b>
Program Details .....	26
Clinical Hours .....	27
Admissions.....	29
Background of Admitted Students .....	30
Capacity .....	31
Enrollment .....	32
Attrition .....	33
Graduates .....	34
Background of Graduates.....	35
Comprehensive Examination Prohibiting Graduation.....	36
Long-Term Trends .....	37
<b>Faculty Information</b> .....	<b>38</b>
Employment .....	38
Faculty Demographics .....	39
Faculty Educational Background .....	40
Faculty Appointments and Resignations .....	41
Future Faculty Requirements .....	42

Virginia's Nursing Education Programs		
	PN Programs	RN Programs
<b>Mean Program Length</b>	16 Months	25 Months
<b>% with SACS Accreditation</b>	45%	67%
<b>% with CCNE Accreditation</b>	N/A	39%
<b>% with ACEN Accreditation</b>	7%	35%
<b>% offering Evening Courses</b>	31%	41%
<b>% offering Weekend Courses</b>	20%	28%
<b>% offering Online Courses</b>	14%	50%
<b>Median Clinical Experience Hours</b>	426-450	576-600
<b>Median Direct Client Care Hours</b>	400+	500+
<b>Students</b>		
<b>Total Applicants</b>	5,504	17,207
<b>% Qualified Applicants</b>	69%	65%
<b>Total 1<sup>st</sup> Year Students Enrolled</b>	2,594	6,447
<b>Mean GPA of Admitted Students</b>	2.8	3.2
<b>Mean Age of Admitted Students</b>	27	27
<b>1<sup>st</sup> Year Student Capacity</b>	3,251	7,110
<b>% Unfilled Capacity</b>	19%	11%
<b>Total Enrollment</b>	3,026	11,350
<b>Attrition Rate</b>	37%	19%
<b>Total Graduates</b>	1,117	4,141
<b>% Male Graduates</b>	9%	11%
<b>Diversity Index*</b>	64%	54%
<b>Faculty</b>		
<b>Total Faculty</b>	461	2,304
<b>% Full-Time Employees</b>	42%	44%
<b>Mean Student-to-Faculty Ratio</b>	7.8	6.0
<b>% Female</b>	94%	90%
<b>Diversity Index</b>	49%	45%
<b>Most Common Degree</b>	BSN	MSN
<b>Full-Time Turnover Rate</b>	27%	13%
<b>Full-Time Newly Appointed Rate</b>	35%	16%
<b>% with Adequate Budget for Full-Time Hiring</b>	89%	90%
<b>% of Full-Time Vacancies in Active Recruitment</b>	90%	76%
<b>% Expecting More Future Employment Disruption</b>	4%	3%

\*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of a different race or ethnicity (using the categories listed in the Demographics section of the report).

Source: VA. Healthcare Workforce Data Center

## Summary of Trends

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In the 2017-18 year, 58 of 59 PN programs and 76 of 78 RN programs responded to the survey. There are some changes over the years in the statistics relating to Nurse Education programs that are worth noting. Total enrollment increased and is at an all-time high for both PN and RN programs. The total enrollment increased from 2,466 last year to 3,026 in the current report for PN programs and from 10,503 in 2016-17 to 11,350 in 2017-18 for RN programs. The number of graduates increased from the previous year for both programs; RN programs have the second highest number of graduates ever. For RN programs, the number of graduates increased by 4% and admission also increased by 5%. The number admitted into RN programs is at an all-time high at 7,711. For PN programs, the number of admission increased from the previous school year and is at a 3-year high. For admission and graduation, the PN program increased by 12% and 25% respectively.

The percent of registered nursing (RN) programs offering online courses increased in the past year. In the past academic year, 50% of RN programs offered online classes compared to 35% in the 2016-17 year. The percent of PN programs offering online classes also increased slightly from 13% to 14% in the same period. A lower percentage of PN and RN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 45% and 67% of PN and RN programs, respectively, were SACS accredited in the current report compared to 50% and 76% in 2016-17. Accreditation by the Accreditation Commission for Education in Nursing (ACEN) declined from 9% to 7% for PN programs but stayed at 39% for RN programs.

Mean program length increased from 24 months in 2016-17 year to 25 months for RN programs. However, mean program length stayed at the same 16 months for PN programs. Some changes were also recorded with regards to students and applicants. The number of total PN program applicants has been erratic over the years. It was 5,504 in this current report compared to 4,114, 5,072, 5,667, 4,391, and 5,013 in 2016-17, 2015-16, 2014-15, 2013-14, and 2012-13, respectively. The number of total first year PN students enrolled increased to a 5-year high of 2,594. Similarly, the number of first year RN students enrolled hit a 5-year high at 6,447. Both programs also reduced their unfilled first year student capacity. Unfilled first year student capacity declined from 27% in the 2016-17 year to 19% in the 2017-18 year for PN programs. Similarly for RN programs, unfilled first year student capacity declined from 13% in the 2016-17 year to 11% in the 2017-18 year.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in PN and RN programs are at a 6-year high of 461 and 2,304. The percent of faculty that were full time declined to a 6-year low for RN programs; 44% of RN faculty are fulltime in 2017-18 compared to 46% in 2016-17. For PN programs, the percent full time increased from 2016-17's 5-year low of 41% to 42% in 2017-18; however, the percent of faculty that are full-time this year is lower than the four years prior to 2016-17. Full time faculty turnover rates declined slightly for PN programs; it went from 28% in 2016-17 to 27% in the current report. However, faculty turnover rate increased slightly from 12% to 13% for RN programs. Full time faculty newly appointed rate, however, increased for both programs. For PN programs, the rate increased from 27% to 35% whereas for RN programs, the rate increased from 14% to 16%.

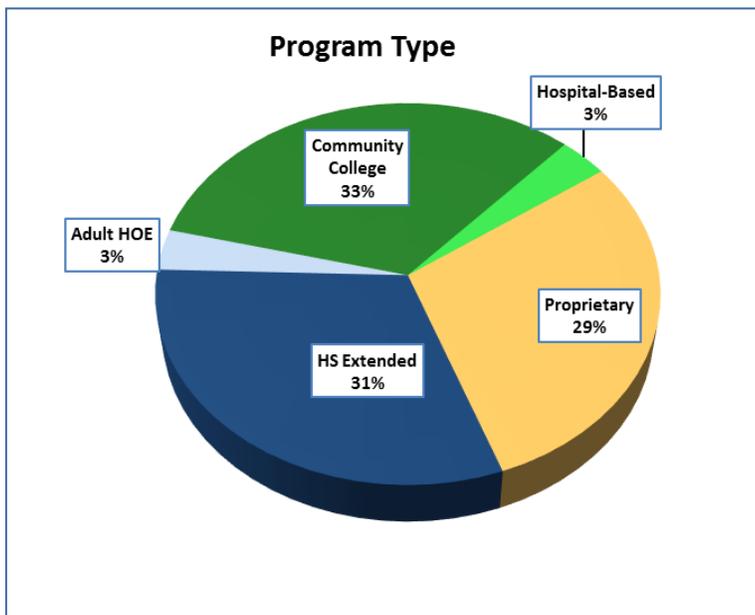
## Practical Nursing Education Program

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
High School Extended	18	31
Post-Secondary Adult HOE	2	3
Community College	19	33
Hospital-Based	2	3
Proprietary	17	29
<b>Total</b>	<b>58</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Community College:	33%
HS Extended:	31%
Proprietary:	29%

#### Delivery Method

Semester:	77%
Trimester:	12%
Quarter:	11%

#### Mean Program Length

HS Extended:	19 Mos.
Adult HOE:	18 Mos.
Community College:	15 Mos.
Proprietary:	14 Mos.

Source: VA. Healthcare Workforce Data Center

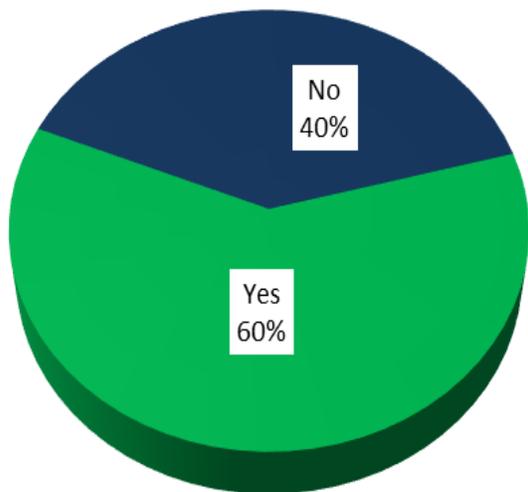
*There were 59 Practical Nursing (PN) Education Programs approved in Virginia during the 2017-2018 academic year. 58 of these programs responded to this year's survey.*

Program Type	Program Length (Months)				
	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
HS Extended	19	18	18	19	21
Adult HOE	18	18	18	18	18
Community College	15	12	12	18	24
Hospital-Based	12	12	12	12	12
Proprietary	14	12	13	15	16
<b>All Programs</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>24</b>

Source: VA. Healthcare Workforce Data Center

Program Details

**Program Changes in Past Year**



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Schedule Options**

Daytime Courses:	92%
Evening Courses:	31%
Weekend Courses:	20%
Online Courses:	14%

**Admissions Frequency (Annual)**

One:	68%
Two:	7%
Three:	7%
Four or More:	18%

Source: VA. Healthcare Workforce Data Center

*Over half of Virginia’s PN programs initiated a change to their program within the past year. Twenty-four programs had faculty changes, twelve reported curriculum changes, four reported schedule changes, and three reported changes in course content.*

Scheduling Option	#	%
<b>Daytime Courses</b>	54	92%
<b>Evening AND Weekend Courses</b>	12	20%
<b>Online Courses</b>	8	14%
<b>Evening Courses</b>	6	10%
<b>Accelerated Courses</b>	1	2%
<b>Weekend Courses</b>	0	0%

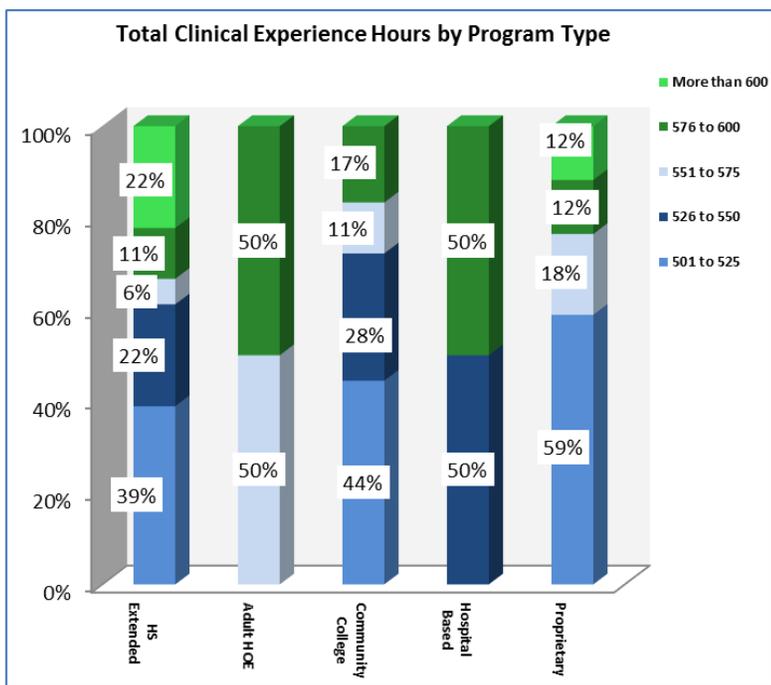
Source: VA. Healthcare Workforce Data Center

**Accreditation**

Accrediting Agency	Abbv.	#	%
<b>Southern Association of Colleges and Schools</b>	<b>SACS</b>	26	45%
<b>Accreditation Commission for Education in Nursing</b>	<b>ACEN</b>	4	7%
<b>Accrediting Bureau of Health Education Schools</b>	<b>ABHES</b>	3	5%
<b>Council on Occupational Education</b>	<b>COE</b>	2	3%
<b>Accrediting Council for Independent Colleges and Schools</b>	<b>ACICS</b>	2	3%
<b>Accrediting Commission of Career Schools and Colleges</b>	<b>ACCSC</b>	1	2%
<b>Commission for Nursing Education Accreditation</b>	<b>CNEA</b>	1	2%

Source: VA. Healthcare Workforce Data Center

## Clinical Hours



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Median Clinical Hours

Clinical Experience: 426-450  
 Direct Client Care: 400+  
 Direct Client Care in Va.: 440  
 Clinical Simulation: 1-25  
 Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

Nearly 80% of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; the rest required more than 476 hours. Pursuant to 18VAC 90-27-100.D, Virginia's PN programs are required to provide 400 hours of direct client care, of which 25% may be simulated.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	2	3%
North Carolina	0	0%
Maryland	1	2%
West Virginia	0	0%
Tennessee	2	3%
<b>At least One</b>	<b>5</b>	<b>9%</b>

Source: VA. Healthcare Workforce Data Center

Only 5 programs offered clinical experience hours outside of Virginia. Washington, D.C. and Tennessee were the only places where clinical experience was offered by more than one program.

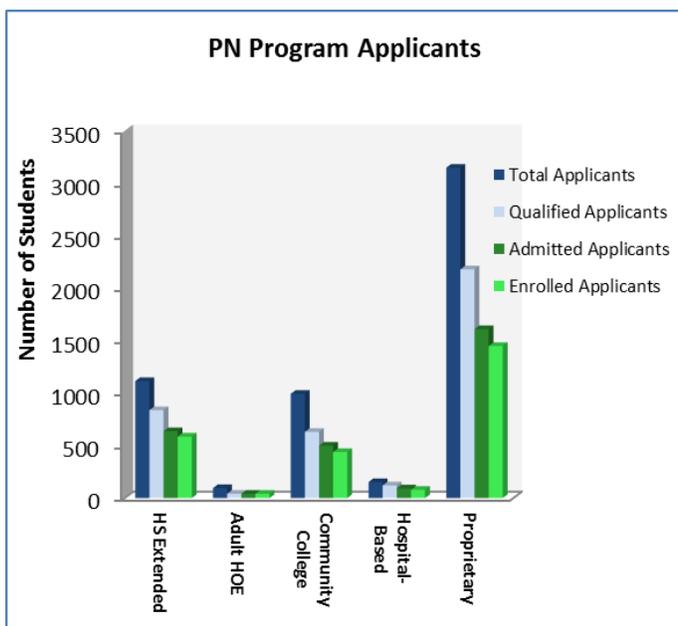
## Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	0%
	401 to 425	7	0	8	0	10	25	44%
	426 to 450	4	0	5	1	0	10	18%
	451 to 475	1	1	2	0	3	7	12%
	476 to 500	2	1	3	1	2	9	16%
	More than 500	4	0	0	0	2	6	11%
	<b>Total</b>		<b>18</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>17</b>	<b>57</b>
Direct Client Care Hours	300 or less	0	0	0	0	0	0	0%
	301 to 325	0	0	0	0	1	1	2%
	326 to 350	1	0	1	0	0	2	4%
	351 to 375	1	0	1	0	0	2	4%
	376 to 400	2	0	2	2	2	8	14%
	More than 400	14	2	14	0	13	43	77%
	<b>Total</b>		<b>18</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>16</b>	<b>56</b>
Clinical Simulation Hours	None	6	2	5	0	2	15	26%
	1-25	7	0	7	0	6	20	34%
	26 to 50	4	0	3	1	6	14	24%
	51 to 75	0	0	4	0	0	4	7%
	76 to 100	1	0	0	1	1	3	5%
	More than 100	0	0	0	0	2	2	3%
	<b>Total</b>		<b>18</b>	<b>2</b>	<b>19</b>	<b>2</b>	<b>17</b>	<b>58</b>
Clinical Observation Hours	None	7	2	11	1	13	34	59%
	1-25	8	0	8	0	4	20	34%
	26 to 50	2	0	0	1	0	3	5%
	51 to 75	0	0	0	0	0	0	0%
	76 to 100	1	0	0	0	0	1	2%
	<b>Total</b>		<b>18</b>	<b>2</b>	<b>19</b>	<b>2</b>	<b>17</b>	<b>58</b>

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Program Applicants**

Total:	5,504
Qualified:	3,812
Admitted:	2,880
Enrolled:	2,594
Waitlisted:	82

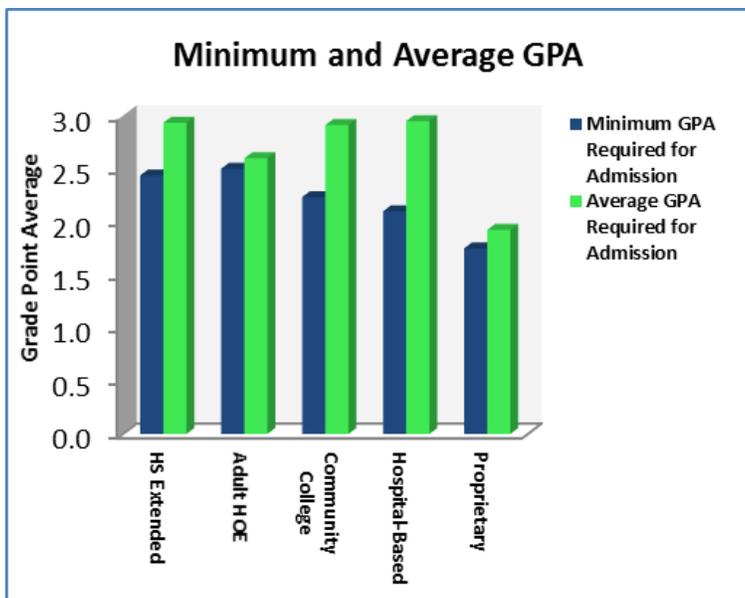
*Virginia's PN programs received a total of 5,504 student applications during the 2017-2018 academic year. Less than half of these applications ultimately resulted in an enrolled student.*

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>HS Extended</b>	1,115	838	75%	637	76%	586	92%	53%
<b>Adult HOE</b>	95	42	44%	41	98%	41	100%	43%
<b>Community College</b>	994	631	63%	500	79%	439	88%	44%
<b>Hospital</b>	152	121	80%	92	76%	79	86%	52%
<b>Proprietary</b>	3,148	2,180	69%	1,610	74%	1,449	90%	46%
<b>All Programs</b>	<b>5,504</b>	<b>3,812</b>	<b>69%</b>	<b>2,880</b>	<b>76%</b>	<b>2,594</b>	<b>90%</b>	<b>47%</b>

Source: VA. Healthcare Workforce Data Center

*Out of 3,812 qualified applications, 932 did not result in an offer of admission. Six programs cited lack of clinical space and another six mentioned lack of classroom space. Six programs also mentioned lack of faculty. Four programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students and another four mentioned the family and personal circumstances of the students. Seven mentioned other reasons such as lack of finances, having admission in an ADN or RN program or not passing the entrance examination.*

## Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**GPA (mean)**  
 Minimum Requirement: 2.3  
 Student Average: 2.8

**Age (mean)**  
 Overall: 27  
 HS Extended: 23  
 Proprietary: 31

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	23
Post-Secondary Adult HOE	26
Community College	28
Hospital-Based	29
Proprietary	31
<b>All Programs</b>	<b>27</b>

Source: VA. Healthcare Workforce Data Center

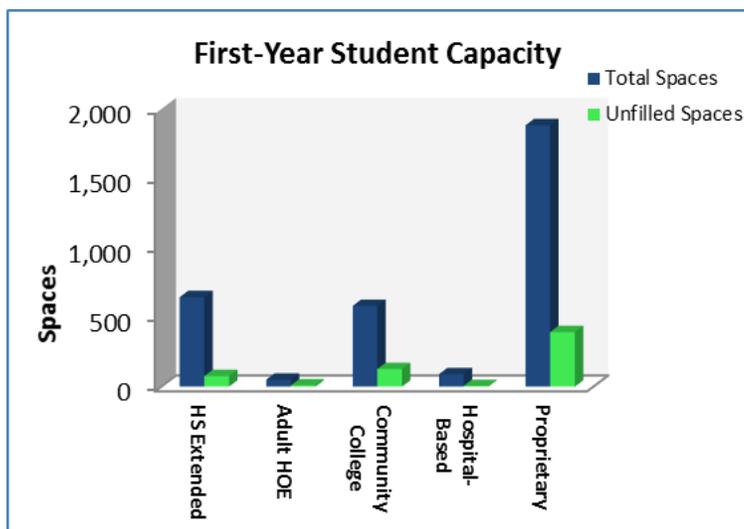
*The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 23, while Proprietary programs had the highest average age of admitted students at 31.*

GPA		
Program Type	Min	Avg.
High School Extended	2.4	2.9
Post-Secondary Adult HOE	2.5	2.6
Community College	2.2	2.9
Hospital-Based	2.1	3.0
Proprietary	1.8	1.9
<b>All Programs</b>	<b>2.3</b>	<b>2.8</b>

Source: VA. Healthcare Workforce Data Center

*A typical PN program required that prospective students have a minimum GPA of 2.3, while the average GPA among admitted students was 2.8. On average, Post-Secondary Adult HOE programs had the highest minimum GPA requirements for admission. Although Hospital-Based programs had the second lowest minimum required GPA, they had the highest average GPA among admitted students.*

## Capacity



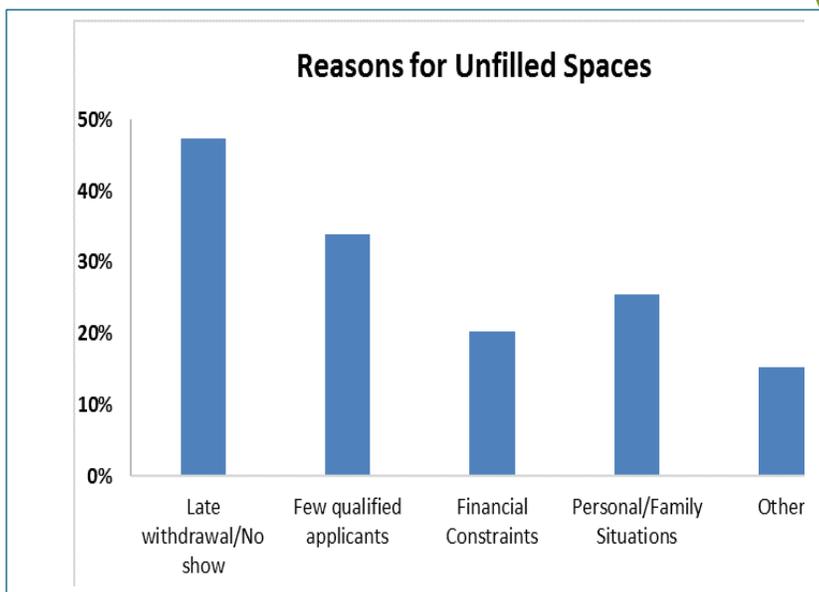
Source: VA. Healthcare Workforce Data Center

### At a Glance:

**1st-Year Student Capacity**  
 Spaces Available: 3,251  
 Spaces Unfilled: 610

**Unfilled Capacity**  
 % of Programs: 28%  
 % of Total Capacity: 19%

Source: VA. Healthcare Workforce Data Center



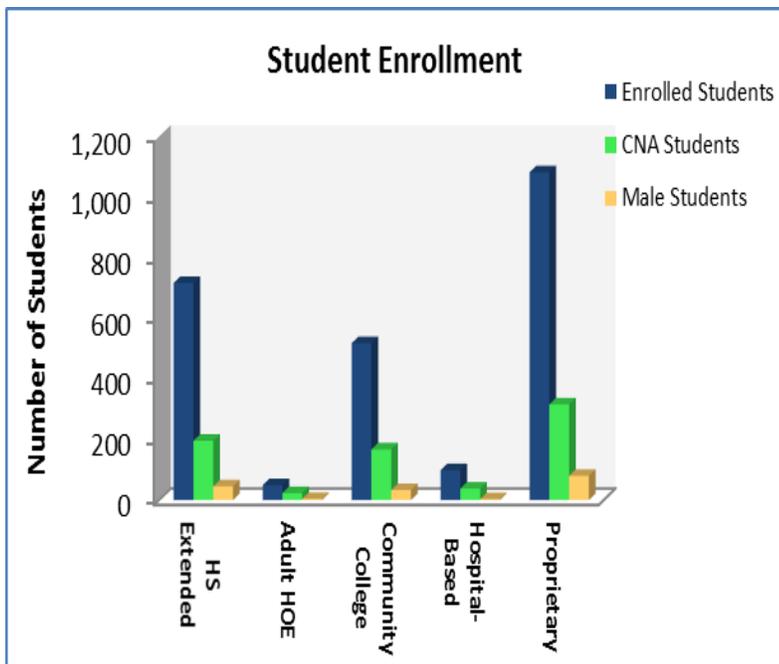
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 81% of their available first-year student capacity.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
<b>HS Extended</b>	7	11	76	12%	645	12%
<b>Adult HOE</b>	0	2	9	1%	50	18%
<b>Community College</b>	5	13	127	21%	582	22%
<b>Hospital-Based</b>	0	2	5	1%	90	6%
<b>Proprietary</b>	4	13	393	64%	1,884	21%
<b>All Programs</b>	<b>16</b>	<b>41</b>	<b>610</b>	<b>100%</b>	<b>3,251</b>	<b>19%</b>

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Enrollment**

Total:	3,026
CNA:	894
Male:	203

**Enrollment by Program Type**

Proprietary:	54%
HS Extended:	25%
Community College:	16%

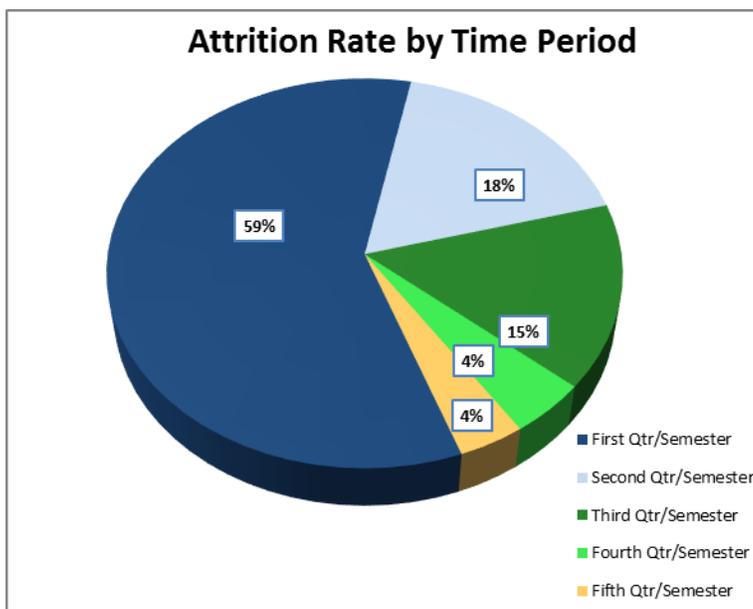
Source: VA. Healthcare Workforce Data Center

A total of 3,026 students were enrolled in Virginia’s PN programs during the current academic year. 30% of these students were CNAs, while 7% of enrolled students were male.

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	762	25%	200	22%	56	28%
<b>Adult HOE</b>	63	2%	42	5%	4	2%
<b>Community College</b>	480	16%	175	20%	22	11%
<b>Hospital-Based</b>	96	3%	35	4%	3	1%
<b>Proprietary</b>	1,625	54%	442	49%	118	58%
<b>All Programs</b>	<b>3,026</b>	<b>100%</b>	<b>894</b>	<b>100%</b>	<b>203</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	353	59%
Second	106	18%
Third	92	15%
Fourth	27	4%
Fifth	23	4%
<b>Total</b>	<b>601</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Graduation Rate**

Adult HOE: 83%

Hospital-based: 76%

HS Extended: 57%

**Attrition Rate**

All Programs: 37%

HS Extended: 34%

Community College: 28%

Source: VA. Healthcare Workforce Data Center

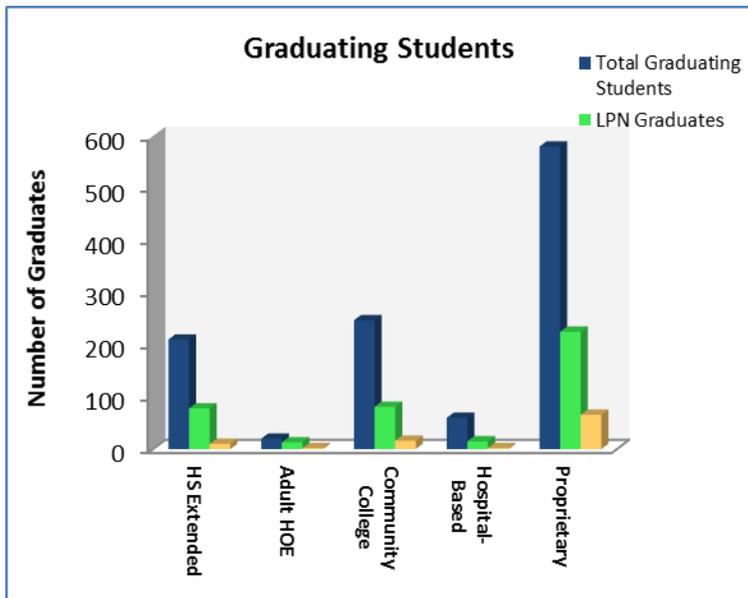
Over half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
<b>Scheduled to Graduate</b>	370	24	499	76	1,094	<b>2,063</b>
<b>Graduated on Time</b>	210	20	261	58	507	<b>1,056</b>
<b>On-Time Graduation Rate</b>	57%	83%	52%	76%	46%	<b>51%</b>
<b>Permanently Left Program</b>	126	4	141	14	477	<b>762</b>
<b>Attrition Rate</b>	34%	17%	28%	18%	44%	<b>37%</b>

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 51% ultimately did graduate. Meanwhile, 37% of students expected to graduate this year permanently left their respective program instead.

## Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Graduates

Total: 1,117  
 % CNA: 37%  
 % Male: 9%

#### Grad. by Program Type

Proprietary: 52%  
 Community College: 22%  
 HS Extended: 19%

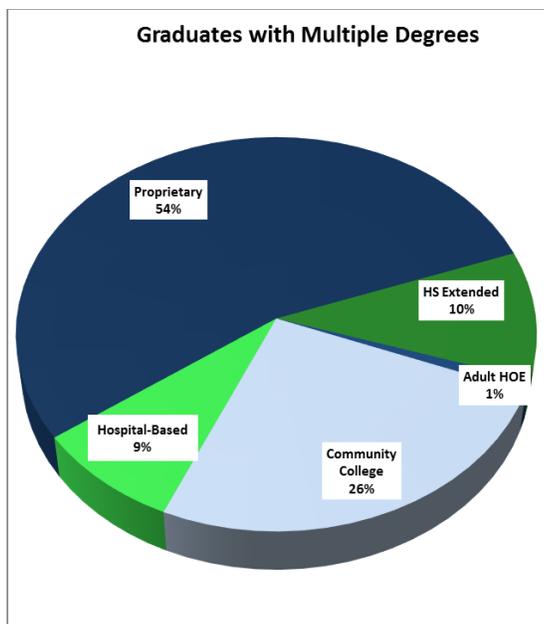
Source: VA. Healthcare Workforce Data Center

*A total of 1,117 students graduated from Virginia's PN programs during the current academic year. 37% of these graduates were CNA students, while 9% were male. Over half graduated from Proprietary PN programs.*

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	210	19%	78	19%	10	10%
<b>Adult HOE</b>	20	2%	13	3%	2	2%
<b>Community College</b>	247	22%	81	20%	16	17%
<b>Hospital-Based</b>	60	5%	15	4%	2	2%
<b>Proprietary</b>	580	52%	225	55%	66	69%
<b>All Programs</b>	<b>1,117</b>	<b>100%</b>	<b>412</b>	<b>100%</b>	<b>96</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Background of Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Race/Ethnicity**  
 White: 45%  
 Black: 39%  
 Hispanic: 6%

**Multi-Degree Grads.**  
 Multi-Degree Graduates: 105  
 % of Total Graduates: 9%

Source: VA. Healthcare Workforce Data Center

Nine percent of all graduates from Virginia's PN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	11	10%	5%
Adult HOE	1	1%	5%
Comm. College	27	26%	11%
Hospital Based	9	9%	15%
Proprietary	57	54%	10%
All Programs	105	100%	9%

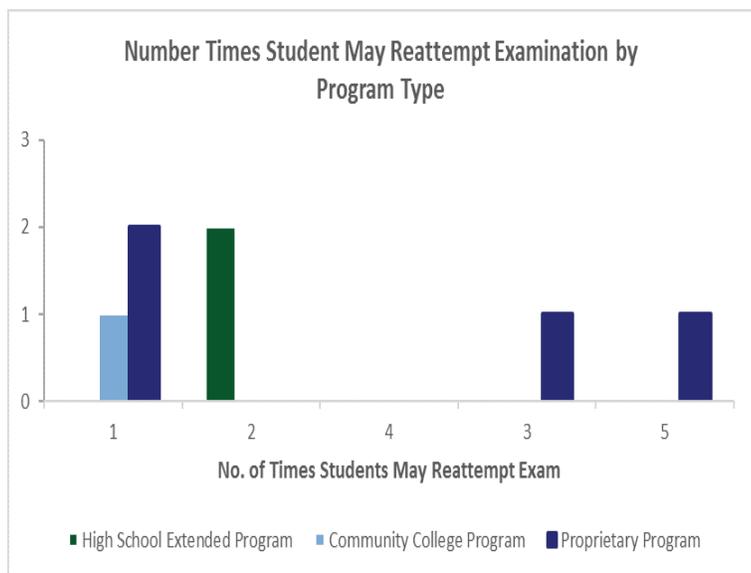
Source: VA. Healthcare Workforce Data Center

Close to half of all graduates from Virginia's PN programs are non-Hispanic White, while more than one-third of all graduates are non-Hispanic Black.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	142	63%	13	65%	199	75%	35	58%	129	23%	518	45%
<b>Black</b>	32	14%	5	25%	48	18%	15	25%	342	60%	442	39%
<b>Hispanic</b>	24	11%	0	0%	12	4%	2	3%	36	6%	74	6%
<b>Asian</b>	10	4%	0	0%	1	0%	2	3%	44	8%	57	5%
<b>American Indian</b>	0	0%	1	5%	1	0%	0	0%	1	0%	3	0%
<b>Pacific Islander</b>	1	0%	0	0%	1	0%	1	2%	2	0%	5	0%
<b>Two or More</b>	4	2%	0	0%	5	2%	3	5%	11	2%	23	2%
<b>Unknown</b>	14	6%	1	5%	0	0%	2	3%	3	1%	20	2%
<b>Total</b>	<b>227</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>267</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>568</b>	<b>100%</b>	<b>1,142</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### No. of Programs Requiring Comprehensive Exam

Proprietary:	8
HS. Extended:	2
Community College:	1

#### No. Who Did Not Graduate.

Proprietary:	7
Community College:	7

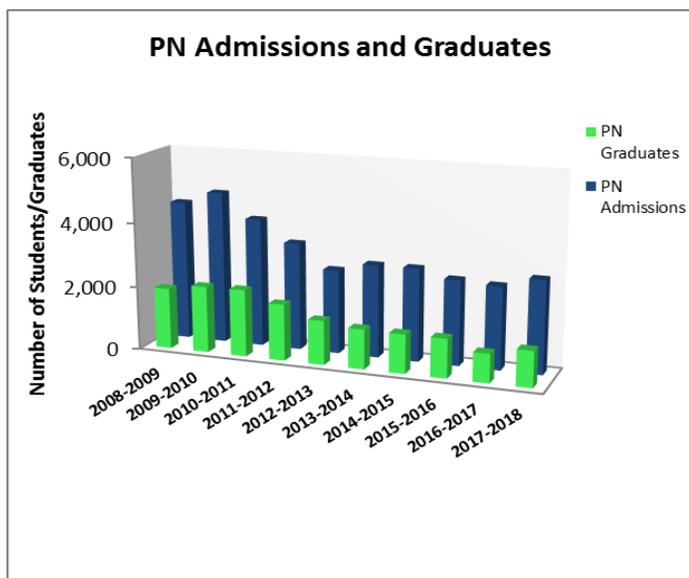
Source: VA. Healthcare Workforce Data Center

*Twelve programs require students to pass a comprehensive examination before graduating. In the 2017-18 year, 17 students did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>HS Extended</b>	2	11%	1	50%	2	3
<b>Adult HOE</b>	1	50%	1	0%	1	0
<b>Community College</b>	1	5%	1	100%	1	7
<b>Hospital-Based</b>	0	0%	0	0%	N/A	N/A
<b>Proprietary</b>	8	47%	8	100%	2	7
<b>All Programs</b>	<b>12</b>	<b>21%</b>	<b>11</b>	<b>92%</b>	<b>6</b>	<b>17</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Admissions

Total: 2,880  
Year-over-Year Change: 12%

#### Graduates

Total: 1,117  
Year-over-Year Change: 25%

Source: VA Healthcare Workforce Data Center

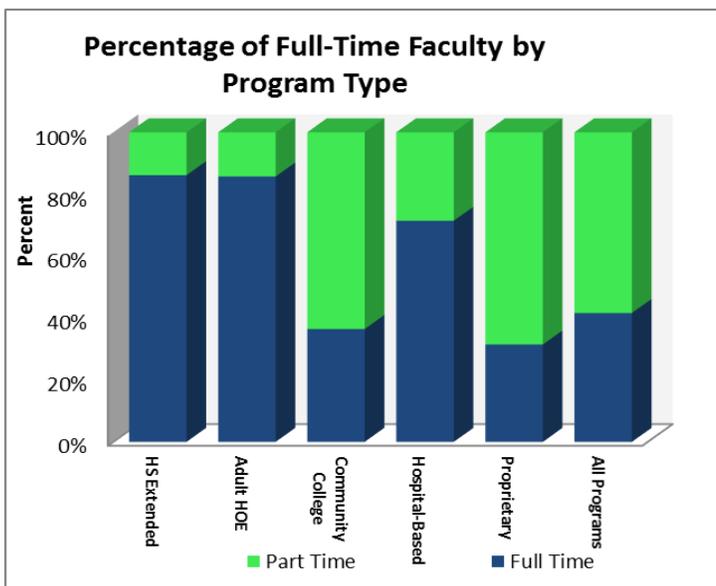
*The number of new students who were admitted into Virginia’s PN programs increased by 12% during the 2017-2018 academic year. The number of enrolled students who graduated from these programs increased by a quarter. This is the highest increase in a decade and the first increase in seven years.*

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2008-2009	4,358	-	1,900	-
2009-2010	4,742	9%	2,072	9%
2010-2011	4,003	-16%	2,086	1%
2011-2012	3,346	-16%	1,753	-16%
2012-2013	2,614	-22%	1,371	-22%
2013-2014	2,881	10%	1,235	-10%
2014-2015	2,887	0%	1,214	-2%
2015-2016	2,645	-8%	1,215	0%
2016-2017	2,573	-3%	895	-26%
2017-2018	2,880	12%	1,117	25%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

*Over half of all faculty work in proprietary programs, but only 31% of those workers have full-time jobs. Only High School Extended, Adult HOE, and Hospital-Based programs have more than half of their faculty members in full-time positions.*

**At a Glance:**

**% of Total Faculty**

Proprietary:	62%
Community College:	21%
HS Extended:	14%

**% Full-Time**

HS Extended:	86%
Adult HOE:	86%
Hospital Based:	71%

**Student-Faculty Ratio**

Community College:	5.0
Hospital-Based:	5.9
Proprietary:	7.1

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
HS Extended	56	29%	9	3%	65	14%	86%	6.8	11.4	15.0
Adult HOE	6	3%	1	0%	7	2%	86%	8.7	9.0	9.0
Community College	35	18%	61	23%	96	21%	36%	1.9	5.0	7.1
Hospital Based	5	3%	2	1%	7	2%	71%	5.9	5.9	5.9
Proprietary	90	47%	196	73%	286	62%	31%	2.0	7.1	10.2
<b>All Programs</b>	<b>192</b>	<b>100%</b>	<b>269</b>	<b>100%</b>	<b>461</b>	<b>100%</b>	<b>42%</b>	<b>3.4</b>	<b>7.8</b>	<b>10.9</b>

Source: VA. Healthcare Workforce Data Center

*On average, the typical PN program had a student-to-faculty ratio of 7.8. However, three of the five program types had student-to-faculty ratios that were below the overall average, which was skewed upward by the higher mean of HS Extended programs.*

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	2	1%	0	0%	2	0%	0%
25 to 34	14	7%	46	18%	60	13%	23%
35 to 44	43	23%	65	25%	108	24%	40%
45 to 54	63	33%	76	29%	139	31%	45%
55 to 64	59	31%	47	18%	106	23%	56%
65 to 74	10	5%	18	7%	28	6%	36%
75 and Over	0	0%	5	2%	5	1%	0%
Unknown	0	0%	4	2%	4	1%	0%
<b>Total</b>	<b>191</b>	<b>100%</b>	<b>261</b>	<b>100%</b>	<b>452</b>	<b>100%</b>	<b>42%</b>

Source: VA. Healthcare Workforce Data Center

*A typical faculty member would be a female between the ages of 45 and 54. Less than half of all faculty members held full-time positions.*

### At a Glance:

#### Gender

% Female: 94%  
% Female w/ FT Job: 42%

#### Age

% Under 35: 14%  
% Over 54: 31%

#### Diversity

Diversity Index (Total): 49%  
Diversity Index (FT Jobs): 36%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	9	5%	18	7%	27	6%	33%
Female	181	95%	251	93%	432	94%	42%
<b>Total</b>	<b>190</b>	<b>100%</b>	<b>269</b>	<b>100%</b>	<b>459</b>	<b>100%</b>	<b>41%</b>

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 49% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.*

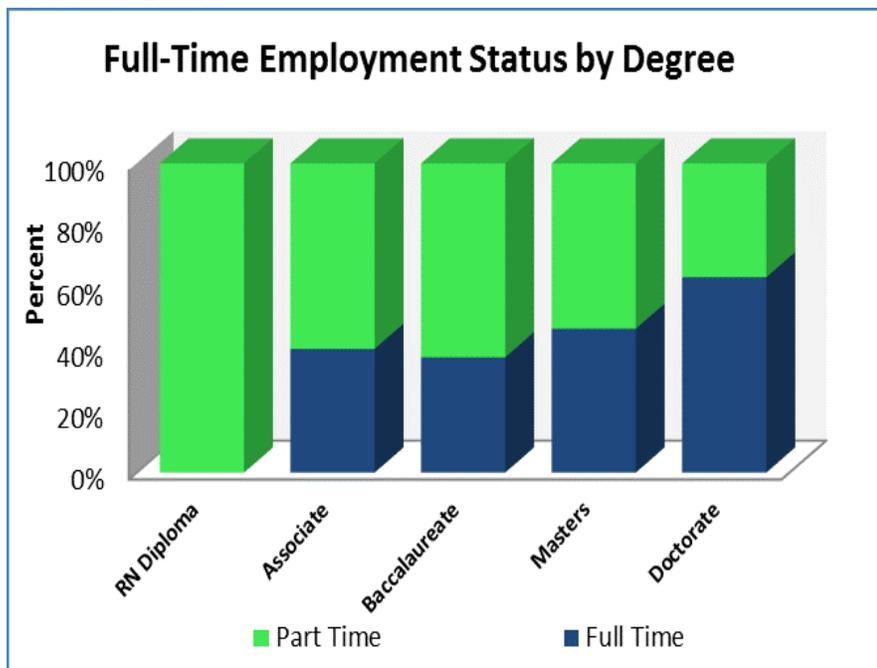
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	150	78%	160	60%	310	67%	48%
Black	19%	33	17%	75	28%	108	23%	31%
Asian	6%	3	2%	16	6%	19	4%	16%
Other Race	0%	3	2%	1	0%	4	1%	0%
Two or more races	2%	2	1%	5	2%	7	2%	29%
Hispanic	9%	1	1%	6	2%	7	2%	14%
Unknown	0	0	0%	5	2%	5	1%	0%
<b>Total</b>	<b>100%</b>	<b>192</b>	<b>100%</b>	<b>268</b>	<b>100%</b>	<b>460</b>	<b>100%</b>	<b>42%</b>

\*\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: VA. Healthcare Workforce Data Center

## Faculty Educational Background

### A Closer Look:



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Degree

BSN: 43%  
 Masters in Nursing: 37%  
 Non-Nursing Bachelors: 11%

#### Full-Time Employment

Doctorate: 63%  
 Masters in Nursing: 47%  
 BSN: 38%

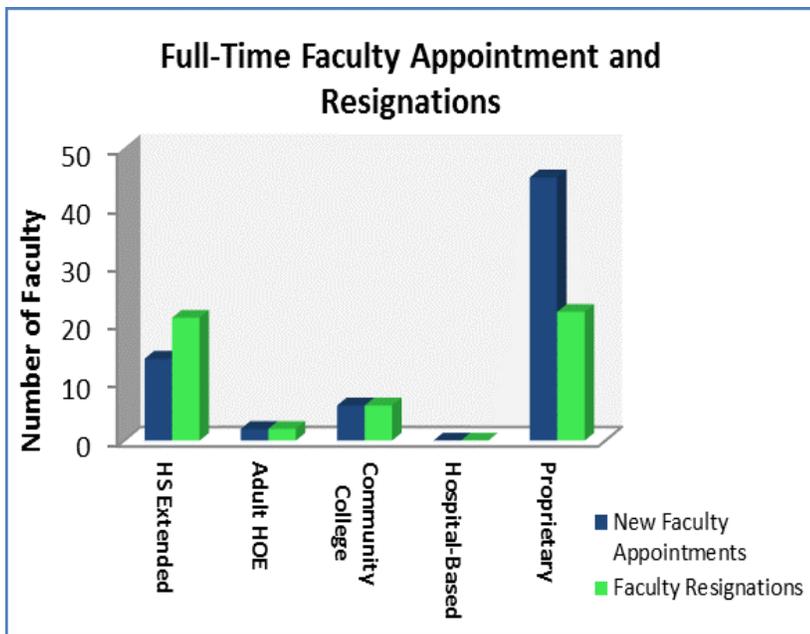
Source: VA. Healthcare Workforce Data Center

*Over 75% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 42% were employed on a full-time basis.*

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	0	0%	4	2%	4	1%	0%
<b>ASN</b>	2	1%	3	1%	5	1%	40%
<b>Non-Nursing Bachelors</b>	14	8%	28	12%	42	11%	33%
<b>BSN</b>	65	39%	105	45%	170	43%	38%
<b>Non-Nursing Masters</b>	5	3%	6	3%	11	3%	45%
<b>Masters in Nursing</b>	68	41%	78	34%	146	37%	47%
<b>Doctorate</b>	12	7%	7	3%	19	5%	63%
<b>Total</b>	<b>166</b>	<b>100%</b>	<b>231</b>	<b>100%</b>	<b>397</b>	<b>100%</b>	<b>42%</b>

Source: VA. Healthcare Workforce Data Center

## Faculty Appointments and Resignations



Source: VA, Healthcare Workforce Data Center

### At a Glance:

#### Full-Time Faculty

Turnover Rate: 27%  
 Newly Appointed Rate: 35%

#### Turnover Rate

HS Extended: 38%  
 Adult HOE: 33%  
 Proprietary: 24%

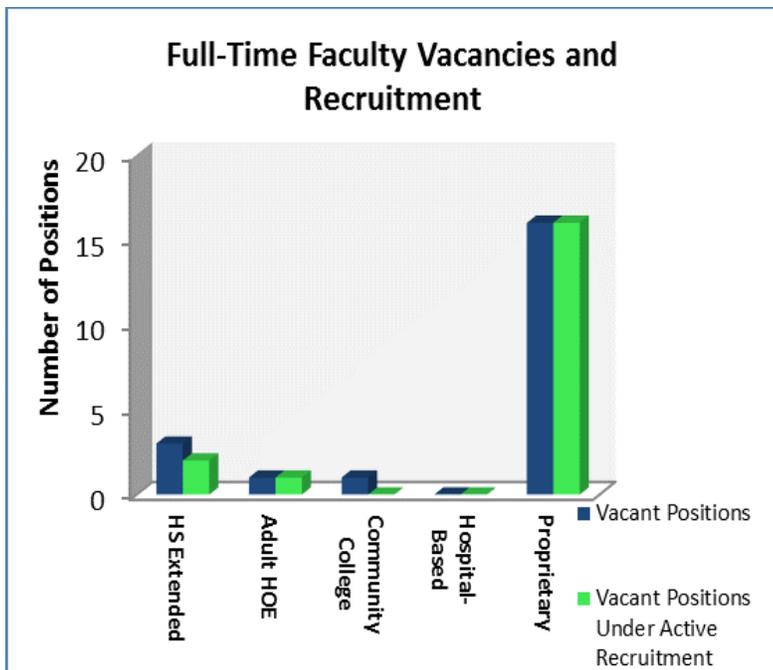
Source: VA, Healthcare Workforce Data Center

*Among full-time faculty, Virginia's PN programs experienced a 27% turnover rate and a newly appointed faculty rate of 35% over the past year.*

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
<b>Total</b>	<b>56</b>	<b>6</b>	<b>35</b>	<b>5</b>	<b>90</b>	<b>192</b>
<b>Newly Appointed</b>	14	2	6	0	45	67
<b>Resignations</b>	21	2	6	0	22	51
<b>Turnover Rate</b>	38%	33%	17%	0%	24%	27%
<b>Proportion Newly Appointed</b>	25%	33%	17%	0%	50%	35%

Source: VA, Healthcare Workforce Data Center

## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 Full-Time Hiring: 90%  
 Part-Time Hiring: 96%

**Budget Adequacy**  
 Full-Time Hiring: 89%  
 Part-Time Hiring: 90%

**Expected Job Disruption**  
 Less: 59%  
 Same: 37%  
 More: 4%

Source: VA. Healthcare Workforce Data Center

*A total of 19 full-time faculty positions and 26 part-time faculty positions are currently in active recruitment. About 80% of these jobs are needed in Proprietary programs.*

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	47	89%	43	90%
<b>No</b>	6	11%	5	10%
<b>Total</b>	<b>53</b>	<b>100%</b>	<b>48</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>HS Extended</b>	14	78%	4	22%	0	0%	18	100%
<b>Adult HOE</b>	0	0%	2	100%	0	0%	2	100%
<b>Community College</b>	8	50%	6	38%	2	13%	16	100%
<b>Hospital</b>	0	0%	1	100%	0	0%	1	100%
<b>Proprietary</b>	10	59%	7	41%	0	0%	17	100%
<b>All Programs</b>	<b>32</b>	<b>59%</b>	<b>20</b>	<b>37%</b>	<b>2</b>	<b>4%</b>	<b>54</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Only 4% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet their faculty needs.*

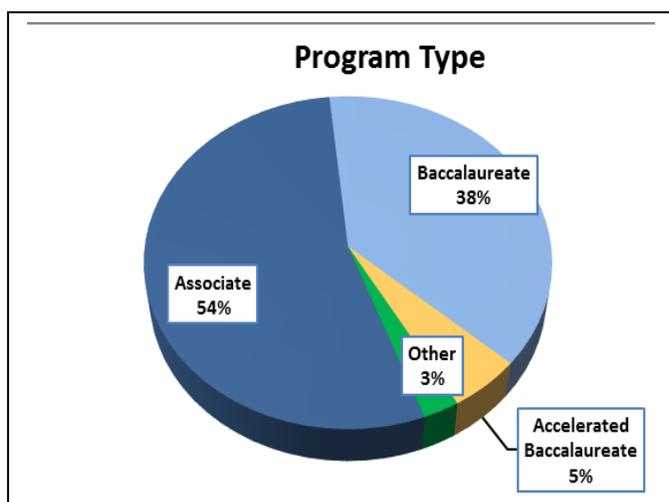
## Registered Nursing Education Programs

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
Associate	41	54%
Baccalaureate	28	37%
Baccalaureate Online	1	1%
Accelerated Baccalaureate	4	5%
Accelerated Masters	2	3%
<b>Total</b>	<b>76</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Associate: 54%  
Baccalaureate: 37%  
Accelerated Baccalaureate: 5%

#### Delivery Method

Semester: 86%  
Quarters: 9%

#### Mean Program Length

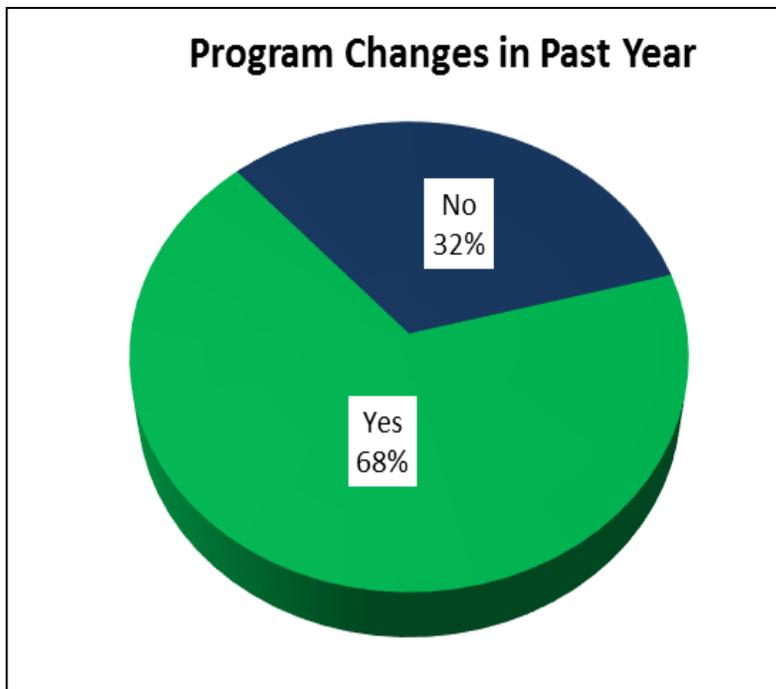
Accel. Baccalaureate: 19 Mos.  
Associate: 22 Mos.  
Accel Master's: 22 Mos.

Source: VA. Healthcare Workforce Data Center

*There were 78 Registered Nursing (RN) Education Programs approved in Virginia during the 2017-2018 academic year. Two did not complete this survey. Twenty-nine of the remaining programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.*

Program Length, Months					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
Associate	22	15	20	24	33
Baccalaureate	28	15	22	36	36
Baccalaureate Online	32	32	32	32	32
Accelerated Baccalaureate	19	16	16	20	21
Accelerated Masters	22	20	20	22	24
<b>All Programs</b>	<b>25</b>	<b>15</b>	<b>20</b>	<b>29</b>	<b>36</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Schedule Options**

Daytime Courses:	91%
Evening Courses:	50%
Online Courses:	41%

**Admissions Frequency (Annual)**

One:	38%
Two:	34%
Three:	16%
Four or More:	12%

Source: VA. Healthcare Workforce Data Center

*Two-thirds of all RN programs implemented a change to their nursing program in the past year. 37 programs initiated faculty changes whereas 21 made curriculum changes. Another 11 made schedule changes whereas 9 changed course content.*

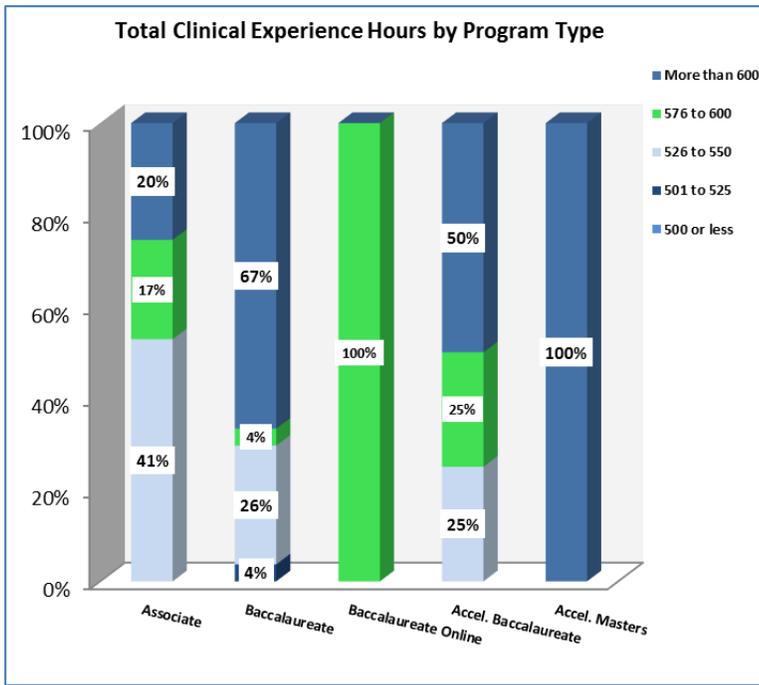
Scheduling Option	#	%
<b>Daytime Courses</b>	71	91%
<b>Online Courses</b>	32	41%
<b>Evening Courses</b>	24	31%
<b>Evening &amp; Weekend Courses</b>	15	19%
<b>Weekend Courses</b>	7	9%
<b>Accelerated Courses</b>	5	6%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
<b>Southern Association of Colleges and Schools</b>	<b>SACS</b>	51	67%
<b>Commission on Collegiate Nursing Education</b>	<b>CCNE</b>	30	39%
<b>Accreditation Commission for Education in Nursing</b>	<b>ACEN</b>	27	35%
<b>Accrediting Bureau of Health Education Schools</b>	<b>ABHES</b>	7	9%
<b>Accrediting Council for Independent Colleges and Schools</b>	<b>ACICS</b>	4	5%
<b>Commission for Nursing Education Accreditation</b>	<b>CNEA</b>	3	4%
<b>Council on Occupational Education</b>	<b>COE</b>	1	1%

Source: VA. Healthcare Workforce Data Center

Clinical Hours



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Median Clinical Hours**

Clinical Experience: 576-600  
 Direct Client Care: 500+  
 Direct Client Care in Va.: 525  
 Clinical Simulation: 26-50  
 Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

*More than half of all RN programs in Virginia required at least 576 total hours of clinical experience from their students. Pursuant to 18VAC 90-27-100.D, Virginia’s RN programs are required to provide 500 hours of direct client care, of which 25% may be simulated.*

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	11	14%
Maryland	6	8%
North Carolina	5	6%
West Virginia	3	4%
Tennessee	2	3%
Kentucky	1	1%
Other <sup>1</sup>	5	8%
<b>At least One</b>	<b>21</b>	<b>28%</b>

Source: VA. Healthcare Workforce Data Center

*Twenty-one programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.*

<sup>1</sup> Could be a combination of the states above.

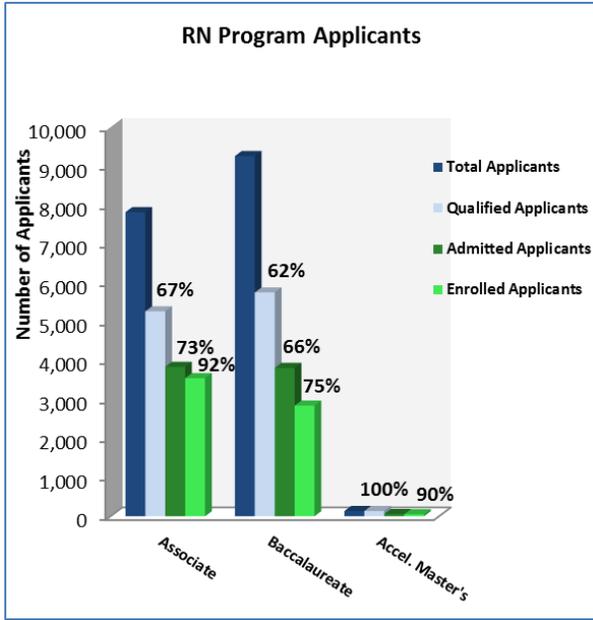
## Breakdown of Clinical Hours by Program Type

	Hours	Program Type					
Type	Amount	Associate	Baccalaureate	Baccalaureate Online	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0
	501 to 525	0	1	0	0	0	1
	526 to 550	17	7	0	1	0	25
	551 to 575	9	0	0	0	0	9
	576 to 600	7	1	1	1	0	10
	More than 600	8	18	0	2	2	30
	<b>Total</b>	<b>41</b>	<b>27</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>75</b>
Direct Client Care Hours	400 or less	2	0	0	0	0	2
	401 to 425	0	0	0	0	0	0
	426 to 450	1	1	0	0	0	2
	451 to 475	5	0	0	0	0	5
	476 to 500	8	4	0	1	0	13
	More than 500	24	21	1	3	2	51
	<b>Total</b>	<b>40</b>	<b>26</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>73</b>
Clinical Simulation Hours	None	2	5	0	1	0	8
	1 to 25	10	5	0	2	0	17
	26 to 50	16	8	1	1	2	28
	51 to 75	3	5	0	0	0	8
	76 to 100	3	3	0	0	0	6
	More than 100	7	2	0	0	0	9
	<b>Total</b>	<b>41</b>	<b>28</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>76</b>
Clinical Observation Hours	None	30	12	0	0	1	43
	1 to 25	8	6	0	3	1	18
	26 to 50	2	2	0	1	0	5
	51 to 75	0	3	0	0	0	3
	76 to 100	1	3	1	0	0	5
	More than 100	0	2	0	0	0	2
	<b>Total</b>	<b>41</b>	<b>28</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>76</b>

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Program Applicants

Total:	17,207
Qualified:	11,155
Admitted:	7,711
Enrolled:	6,447
Waitlisted:	833

Source: VA. Healthcare Workforce Data Center

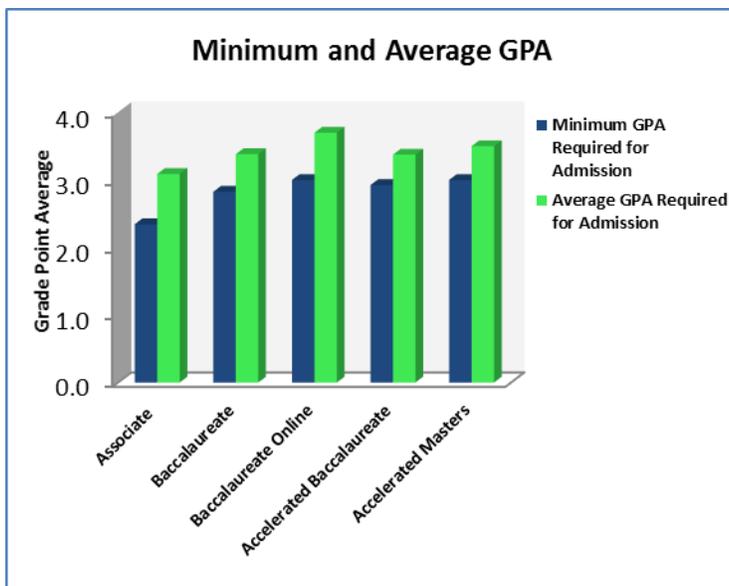
*Virginia's RN programs received a total of 17,207 student applications during the 2017-2018 academic year. Approximately 37% of these applications ultimately resulted in an enrolled student.*

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>Associate</b>	7,817	5,268	67%	3,841	73%	3,550	92%	45%
<b>Baccalaureate</b>	7,844	4,891	62%	3,340	68%	2,466	74%	31%
<b>Baccalaureate Online</b>	806	397	49%	210	53%	173	82%	21%
<b>Accel. Baccalaureate</b>	606	465	77%	262	56%	206	79%	34%
<b>Accel. Masters</b>	134	134	100%	58	43%	52	90%	39%
<b>All Programs</b>	<b>17,207</b>	<b>11,155</b>	<b>65%</b>	<b>7,711</b>	<b>69%</b>	<b>6,447</b>	<b>84%</b>	<b>37%</b>

Source: VA. Healthcare Workforce Data Center

*Out of 11,155 qualified applicants, 3,444 were not given an admission offer. Twenty-six programs cited the lack of clinical space, while 23 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants. The lack of qualified faculty and classroom space, and students' personal, financial, and family issues, were also common reasons for failing to admit qualified applicants.*

## Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### GPA (mean)

Minimum Requirement: 2.6  
 Student Average: 3.2

#### Age (mean)

Overall: 27  
 Associate: 29  
 Baccalaureate: 23

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
Associate	29
Baccalaureate	23
Baccalaureate Online	18
Accelerated Baccalaureate	26
Accelerated Masters	27
All Programs	27

Source: VA. Healthcare Workforce Data Center

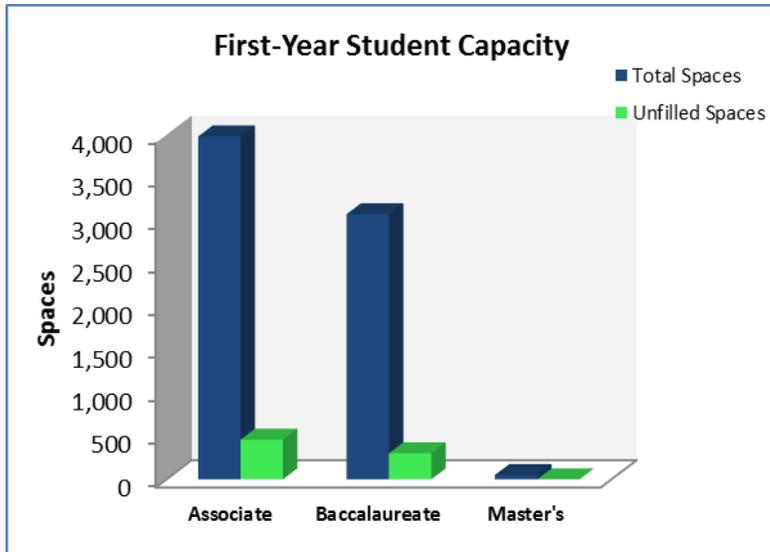
The average age of students who were admitted into Virginia's RN programs was 27. Baccalaureate Online programs had the lowest average age of admitted students at 18, while Associate programs had the highest average age of admitted students at 29.

Program Type	Min	Avg.
Associate	2.3	3.1
Baccalaureate	2.8	3.4
Baccalaureate Online	3.0	3.7
Accelerated Baccalaureate	2.9	3.4
Accelerated Masters	3.0	3.5
All Programs	2.6	3.2

Source: VA. Healthcare Workforce Data Center

A typical RN program required that prospective students have a minimum GPA of 2.6, while the average GPA among admitted students was 3.2. On average, Associate programs had the lowest minimum GPA requirements for admission. Baccalaureate Online programs had the highest average GPA among admitted students.

Capacity



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**1st-Year Student Capacity**  
 Spaces Available: 7,110  
 Spaces Unfilled: 763

**Unfilled Capacity**  
 % of Programs: 54%  
 % of Total Capacity: 11%

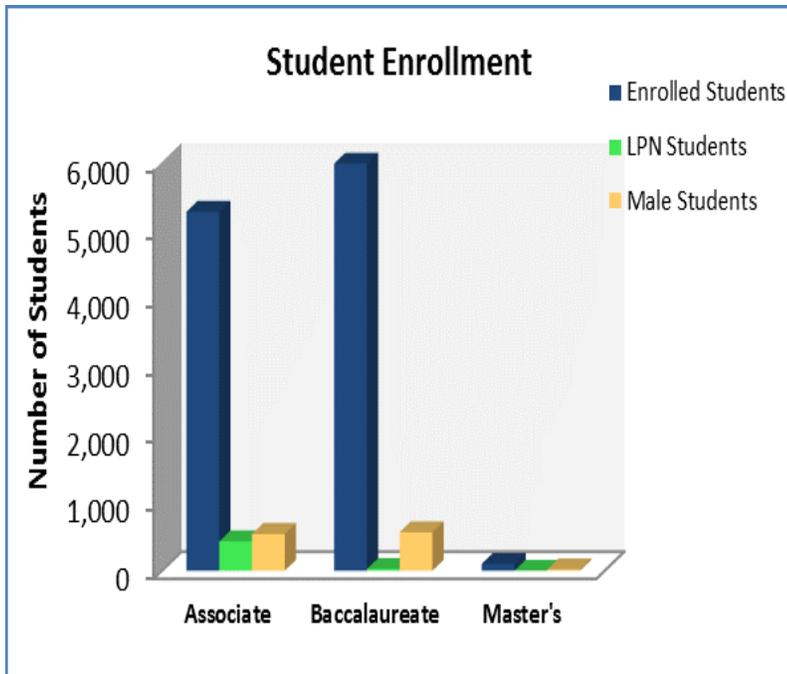
Source: VA. Healthcare Workforce Data Center

*Virginia's RN programs were able to utilize 89% of their available first-year student capacity. Programs provided a variety of reasons for the unfilled spaces. One of the most common explanations was late withdrawal or no shows. Another key reason was lack of qualified applicants. Many programs also cited financial situation of students and other personal and family situations that interfered with students' enrollment. Some students could also not be admitted because they did not take or pass the entrance examination or did not pass a drug screening test.*

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
<b>Associate</b>	0	1	16	2%	202	8%
<b>Baccalaureate</b>	18	21	461	60%	3,982	12%
<b>Accelerated Baccalaureate</b>	14	12	257	34%	2,641	10%
<b>Baccalaureate Online</b>	1	3	29	4%	235	12%
<b>Accelerated Masters</b>	0	1	0	0%	50	0%
<b>All Programs</b>	<b>33</b>	<b>38</b>	<b>763</b>	<b>100%</b>	<b>7,110</b>	<b>11%</b>

Source: VA. Healthcare Workforce Data Center

## Enrollment



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Enrollment

Total:	11,350
LPN:	458
Male:	1,124

### Enrollment by Program Type

Baccalaureate:	47%
Associate:	46%

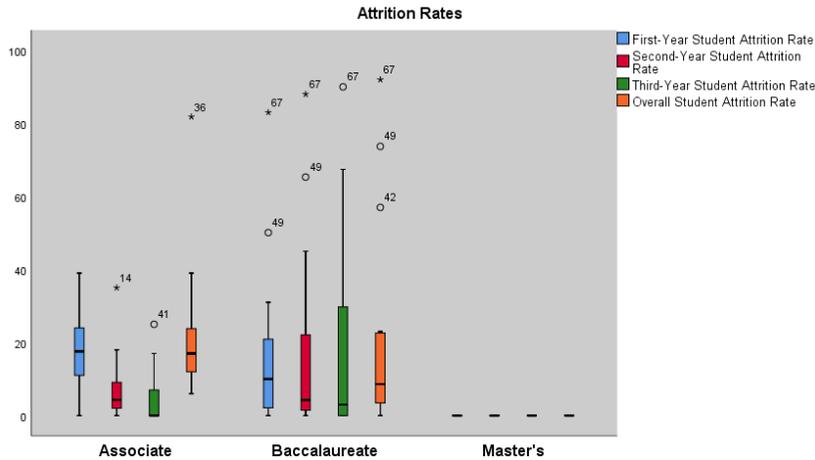
Source: VA. Healthcare Workforce Data Center

Over 11,000 students were enrolled in Virginia's RN programs during the current academic year. Of these students, 4% were LPNs while 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>Associate</b>	5,272	46%	432	94%	540	48%
<b>Baccalaureate</b>	5,332	47%	24	5%	494	44%
<b>Baccalaureate Online</b>	335	3%	0	0%	22	2%
<b>Accelerated Baccalaureate</b>	311	3%	2	0%	48	4%
<b>Accelerated Masters</b>	100	1%	0	0%	20	2%
<b>All Programs</b>	<b>11,350</b>	<b>100%</b>	<b>458</b>	<b>100%</b>	<b>1,124</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Attrition Rate**

1 <sup>st</sup> Year Avg.:	18%
2 <sup>nd</sup> Year Avg.:	9%
3 <sup>rd</sup> Year Avg.:	4%
Overall Avg.:	19%

**Attrition by Program Type**

Associate:	21%
Baccalaureate:	16%
Accel. Baccalaureate:	10%

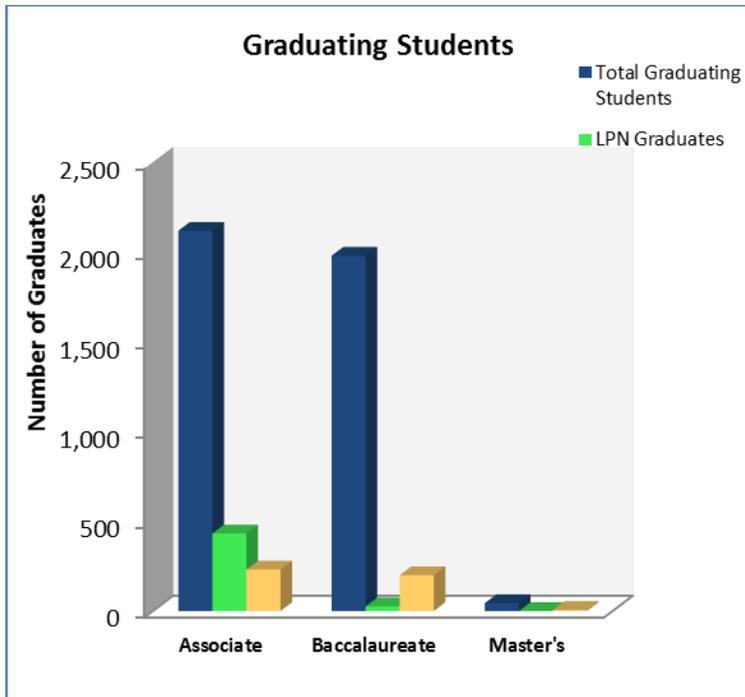
*Source: VA. Healthcare Workforce Data Center*

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	18%	0%	61%	4
	2nd Year Attrition	7%	0%	35%	5
	3rd Year Attrition	4%	0%	25%	23
	<b>Overall Attrition</b>	<b>21%</b>	<b>0%</b>	<b>82%</b>	<b>4</b>
Baccalaureate	1st Year Attrition	12%	0%	83%	5
	2nd Year Attrition	14%	0%	88%	4
	3rd Year Attrition	17%	0%	90%	14
	<b>Overall Attrition</b>	<b>16%</b>	<b>0%</b>	<b>92%</b>	<b>4</b>
Baccalaureate Online	1st Year Attrition	31%	31%	31%	0
	2nd Year Attrition	0%	0%	0%	0
	Third Year Attrition	29%	29%	29%	0
	<b>Overall Attrition</b>	<b>9%</b>	<b>9%</b>	<b>9%</b>	<b>0</b>
Accelerated Baccalaureate	1st Year Attrition	7%	0%	14%	0
	2nd Year Attrition	11%	0%	40%	0
	3rd Year Attrition	%	0%	0%	3
	<b>Overall Attrition</b>	<b>10%</b>	<b>0%</b>	<b>21%</b>	<b>0</b>
Accelerated Masters	1st Year Attrition	2%	0%	3%	0
	2nd Year Attrition	2%	0%	4%	0
	3rd Year Attrition	0%	0%	0%	1
	<b>Overall Attrition</b>	<b>2%</b>	<b>0%</b>	<b>4%</b>	<b>0</b>
Total	1st Year Attrition	15%	0%	83%	11
	2nd Year Attrition	9%	0%	88%	11
	3rd Year Attrition	10%	0%	90%	43
	<b>Overall Attrition</b>	<b>18%</b>	<b>0%</b>	<b>92%</b>	<b>10</b>

Source: VA. Healthcare Workforce Data Center

*The overall attrition rate across all program types was 18%. Associate programs had the highest overall average attrition rate, with 21% of all students leaving the program. Baccalaureate programs had an attrition rate of 16%, while Accelerated Masters programs had the lowest overall attrition rate at 2%.*

## Graduates



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Graduates

Total:	4,141
% LPN:	11%
% Male:	12%

### Grad. by Program Type

Associate:	51%
Baccalaureate:	40%
Accel. Baccalaureate:	4%

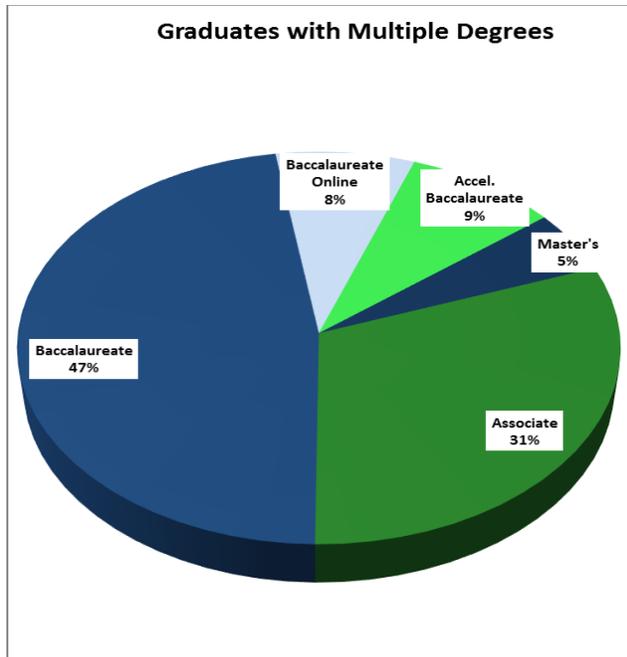
Source: VA. Healthcare Workforce Data Center

*A total of 4,141 students graduated from Virginia's RN programs during the current academic year. 11% of these graduates were LPN students and another 11% were male. Half of all graduating students came from Associate programs.*

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>Associate</b>	2,118	51%	432	94%	231	53%
<b>Baccalaureate</b>	1,669	40%	24	5%	161	37%
<b>Baccalaureate Online</b>	136	3%	0	0%	14	3%
<b>Accelerated Baccalaureate</b>	174	4%	2	0%	24	6%
<b>Accelerated Masters</b>	44	1%	0	0%	6	1%
<b>All Programs</b>	<b>4,141</b>	<b>100%</b>	<b>458</b>	<b>100%</b>	<b>436</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Race/Ethnicity**

White:	65%
Black:	17%
Asian:	6%
Hispanic:	6%

**Multi-Degree Grads.**

Multi-Degree Graduates: 862  
 % of Total Graduates: 27%

Source: VA. Healthcare Workforce Data Center

More than 20% of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	265	31%	14%
Baccalaureate	408	47%	27%
Baccalaureate Online	69	8%	57%
Accel. Baccalaureate	76	9%	23%
Accel. Masters	44	5%	138%
All Programs	862	100%	22%

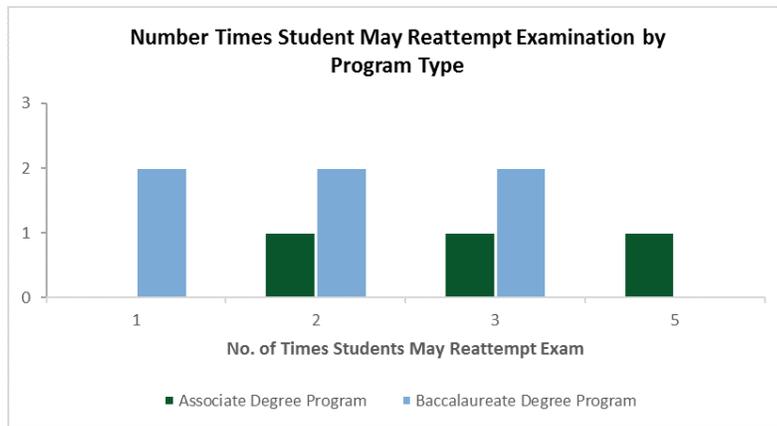
Source: VA. Healthcare Workforce Data Center

65% of all graduates from Virginia's RN programs are non-Hispanic White, while 17% of all graduates are non-Hispanic Black.

Race/Ethnicity	Associate		BSN		BSN Online		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	1,117	68%	907	62%	4	80%	118	68%	29	66%	2,175	65%
<b>Black</b>	328	20%	234	16%	1	20%	17	10%	2	5%	582	17%
<b>Hispanic</b>	80	5%	86	6%	0	0%	14	8%	4	9%	184	6%
<b>Asian</b>	70	4%	128	9%	0	0%	15	9%	4	9%	217	6%
<b>American Indian</b>	3	0%	1	0%	0	0%	0	0%	1	2%	5	0%
<b>Pacific Islander</b>	2	0%	5	0%	0	0%	2	1%	0	0%	9	0%
<b>Two or More</b>	37	2%	62	4%	0	0%	7	4%	2	5%	108	3%
<b>Unknown</b>	11	1%	51	3%	0	0%	1	1%	2	5%	65	2%
<b>Total</b>	<b>1,648</b>	<b>100%</b>	<b>1,474</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>174</b>	<b>100%</b>	<b>44</b>	<b>100%</b>	<b>3,345</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### No. of Programs Requiring Comprehensive Exam

Baccalaureate: 6  
Associate: 3

#### No. Who Did Not Graduate.

Baccalaureate: 0

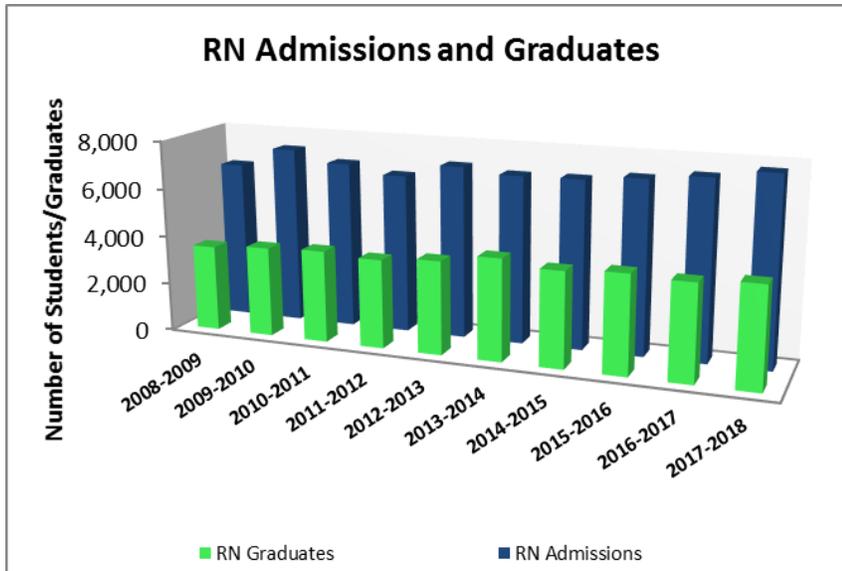
Source: VA. Healthcare Workforce Data Center  
Source: VA. Healthcare Workforce Data Center

*Nine programs require students to pass a comprehensive examination before graduating. In the 2017-18 year, no students did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>Associate</b>	3	7%	3	100%	4	0
<b>Baccalaureate</b>	6	21%	6	100%	1	0
<b>Accel. Baccalaureate</b>	0	0%	0	N/A	N/A	N/A
<b>Baccalaureate Online</b>	0	0%	0	N/A	N/A	N/A
<b>Accel. Masters</b>	0	0%	0	N/A	N/A	N/A
<b>All Programs</b>	<b>9</b>	<b>12%</b>	<b>9</b>	<b>100%</b>	<b>5</b>	<b>0</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

**At a Glance:****Admissions**

Total: 7,711  
Year-over-Year Change: 5%

**Graduates**

Total: 4,141  
Year-over-Year Change: 4%

Source: VA. Healthcare Workforce Data Center

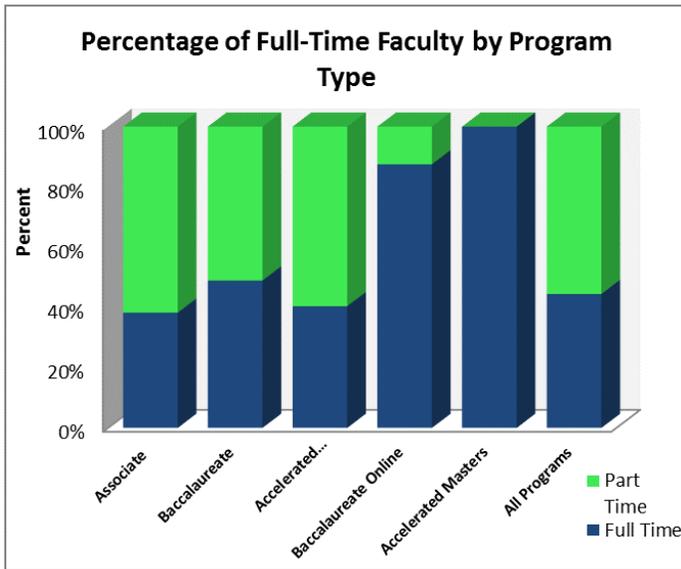
*The number of admissions into Virginia's RN programs and the number of graduates from the programs increased during the 2017-18 academic year. The number of graduates is the second highest in the past decade.*

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2008-2009	6,526	-	3,536	-
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%
2013-2014	6,912	-3%	4,186	9%
2014-2015	6,943	0%	3,926	-6%
2015-2016	7,149	3%	4,062	-3%
2016-2017	7,373	3%	3,966	-2%
2017-2018	7,711	5%	4,141	4%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Baccalaureate:	55%
Associate:	32%
Accel. Baccalaureate:	10%

% Full-Time

Overall:	44%
Baccalaureate Online:	88%
Baccalaureate:	49%

Mean Student-Faculty Ratio

Overall:	6.0
Baccalaureate Online:	14
Associate:	6.8

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,304 faculty members, 44% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
Associate	330	32%	533	42%	863	37%	38%	4.9	6.8	8.3
Baccalaureate	564	55%	589	46%	1,153	50%	49%	2.4	5.3	7.2
Baccalaureate Online	21	2%	3	0%	24	1%	88%	14.0	14.0	14.0
Accelerated Baccalaureate	105	10%	155	12%	260	11%	40%	0.6	1.4	2.2
Accelerated Masters	4	0%	0	0%	4	0%	100%	2.5	2.5	2.5
All Programs	1,024	100%	1,280	100%	2,304	100%	44%	3.6	6.0	7.7

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.0. Baccalaureate Online programs had an average student-to-faculty ratio of 14, whereas Accelerated Baccalaureate programs had an average student-to-faculty ratio of 1.4.

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	4	0%	4	0%	0%
25 to 34	64	7%	135	12%	199	9%	32%
35 to 44	158	16%	284	24%	442	21%	36%
45 to 54	272	28%	292	25%	564	26%	48%
55 to 64	326	33%	189	16%	515	24%	63%
65 to 74	85	9%	68	6%	153	7%	56%
75 and Over	5	1%	6	1%	11	1%	45%
Unknown	65	7%	188	16%	253	12%	26%
<b>All Programs</b>	<b>975</b>	<b>100%</b>	<b>1,166</b>	<b>100%</b>	<b>2,141</b>	<b>100%</b>	<b>46%</b>

Source: VA. Healthcare Workforce Data Center

*90% of all faculty are female, and over half are between the ages of 45 and 64. In addition, 46% of all faculty currently hold full-time jobs.*

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	43	4%	92	7%	135	6%	32%
Female	925	96%	1,092	85%	2,017	90%	46%
Unknown	0	0%	94	7%	94	4%	0%
<b>Total</b>	<b>968</b>	<b>100%</b>	<b>1,278</b>	<b>100%</b>	<b>2,246</b>	<b>100%</b>	<b>43%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

Gender

% Female: 90%  
% Female w/ FT Job: 46%

Age

% Under 35: 9%  
% Over 54: 32%

Diversity

Diversity Index (Total): 45%  
Diversity Index (FT Jobs): 34%

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 45% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.*

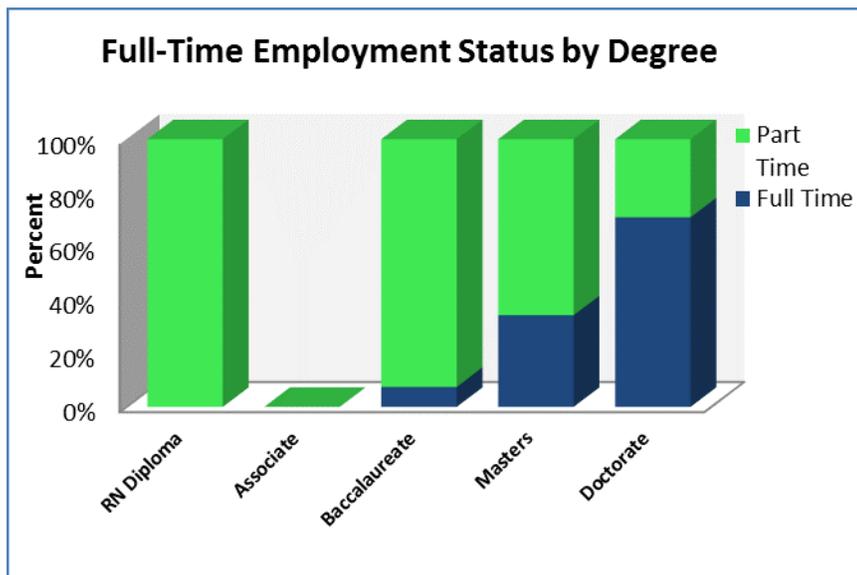
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	62%	794	80%	832	65%	1,626	72%	49%
Black	19%	147	15%	224	18%	371	16%	40%
Asian	6%	28	3%	39	3%	67	3%	42%
Other Race	1%	3	0%	4	0%	7	0%	43%
Two or more races	3%	2	0%	6	0%	8	0%	25%
Hispanic	9%	8	1%	17	1%	25	1%	32%
Unknown	0	12	1%	155	12%	167	7%	7%
<b>Total</b>	<b>100%</b>	<b>994</b>	<b>100%</b>	<b>1,277</b>	<b>100%</b>	<b>2,271</b>	<b>100%</b>	<b>44%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 60%  
 Nursing Doctorate: 23%  
 BSN: 11%

Full-Time Employment

Overall: 41%  
 Nursing Doctorate: 72%  
 Non-Nursing Doctorate: 65%  
 Masters in Nursing: 34%

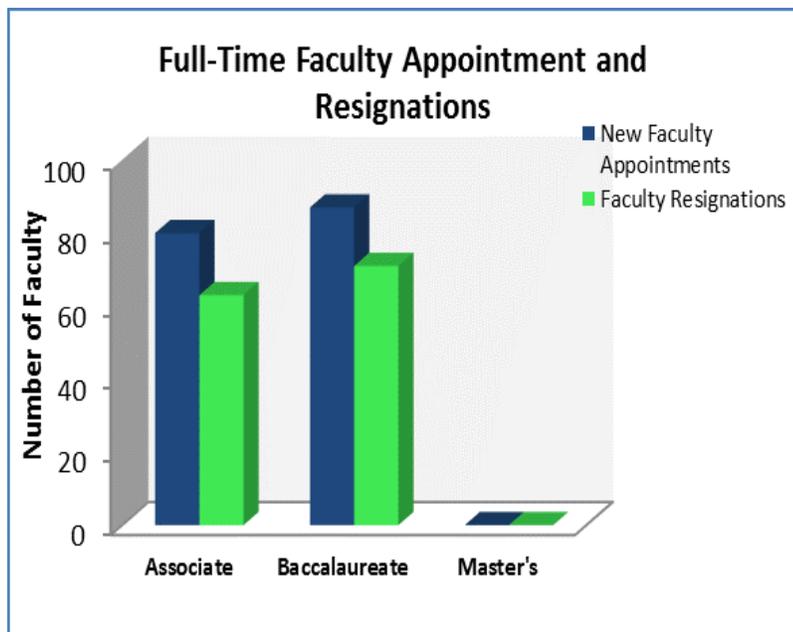
Source: VA. Healthcare Workforce Data Center

60% of all faculty members held a MSN as their highest professional degree, while 23% held a doctorate in nursing. Among all faculty with a reported degree, 41% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	0	0%	0	0%	0%
ASN	0	0%	4	0%	4	0%	0%
Non-Nursing Bachelors	0	0%	0	0%	0	0%	0%
BSN	16	2%	199	18%	215	11%	7%
Non-Nursing Masters	7	1%	22	2%	29	2%	24%
Masters in Nursing	391	51%	743	67%	1,134	60%	34%
Non-Nursing Doctorate	37	5%	20	2%	57	3%	65%
Nursing Doctorate	315	41%	125	11%	440	23%	72%
<b>Total</b>	<b>766</b>	<b>100%</b>	<b>1,113</b>	<b>100%</b>	<b>1,879</b>	<b>100%</b>	<b>41%</b>

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Full-Time Faculty**  
 Turnover Rate: 13%  
 Newly Appointed Rate: 16%

**Turnover Rate**  
 Baccalaureate Online: 24%  
 Associate: 19%  
 Baccalaureate: 10%

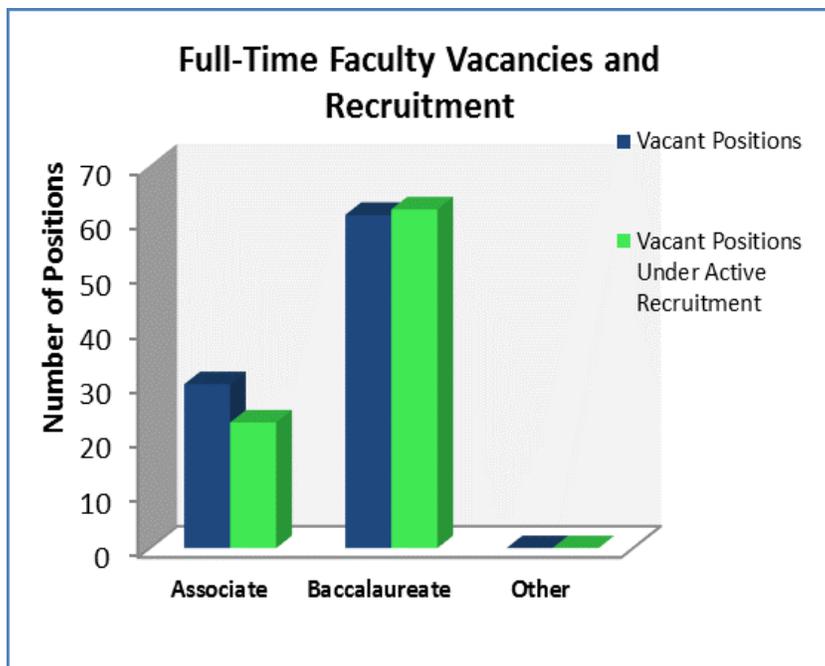
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's RN programs experienced a 13% turnover rate and a newly appointed faculty rate of 16% over the past year.*

Full-Time Faculty	Program Type					
	ASN	BSN	BSN Online	Accel. BSN	Accel. Masters	All Programs
<b>Total</b>	330	564	21	105	4	1,024
<b>Newly Appointed</b>	80	69	6	12	0	167
<b>Resignations</b>	63	58	5	8	0	134
<b>Turnover Rate</b>	19%	10%	24%	8%	0%	13%
<b>Proportion Newly Appointed</b>	24%	12%	29%	11%	0%	16%

Source: VA. Healthcare Workforce Data Center

## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 % of FT Vacancies: 76%  
 % of PT Vacancies: 112%

**Budget Adequacy**  
 Full-Time Hiring: 90%  
 Part-Time Hiring: 98%

**Expected Job Disruption**  
 Less: 51%  
 Same: 46%  
 More: 3%

Source: VA. Healthcare Workforce Data Center

*A total of 115 full-time faculty positions and 48 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-time job need is highest in Associate programs.*

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	60	90%	63	98%
<b>No</b>	7	10%	1	2%
<b>Total</b>	<b>67</b>	<b>100%</b>	<b>64</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>Associate</b>	18	45%	20	50%	2	5%	40	100%
<b>Baccalaureate</b>	14	61%	9	39%	0	0%	23	100%
<b>Baccalaureate Online</b>	-	-	-	-	-	-	-	-
<b>Accelerated Baccalaureate</b>	2	50%	2	50%	0	0%	4	100%
<b>Accelerated Masters</b>	-	-	-	-	-	-	-	-
<b>All Programs</b>	<b>34</b>	<b>51%</b>	<b>31</b>	<b>46%</b>	<b>2</b>	<b>3%</b>	<b>67</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Only 3% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.*