

Nursing Education Surveys

A Report on Findings

June, 2013

**A Joint Effort of
Pennsylvania Action Coalition
and**

Pennsylvania Coalition for the Advancement of Nursing Education

With Collaboration from the Jonas Scholars Program, AY 2012-2013

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Introduction

In summer, 2012, members of both the Pennsylvania Coalition for the Advancement of Nursing Education (PCANE) and the Pennsylvania Action Coalition (PA-AC) agreed to survey nursing education programs in the state and to analyze data and disseminate findings to appropriate stakeholders. In fall, 2012, surveys were sent to program directors within the following nursing education sectors: (1) Practical Nursing Programs; (2) Diploma School of Nursing Programs; (3) Associate Degree Nursing Programs; and (4) Baccalaureate and Higher Degree Nursing Programs.

Survey questions were tailored as appropriate to each sector. Across pre-licensure registered nurse and practical nurse sectors, questions were universally asked about the following: (1) adequacy of nursing faculty numbers, both full-time and part-time, to meet current enrollment as well as market demand; (2) rejection rate of qualified applicants due to lack of adequate numbers of full-time and/or part-time faculty; and (3) reasons for inability to recruit and hire additional nursing faculty to meet current and/or projected faculty needs. For both diploma schools of nursing and associate degree nursing programs, queries were made regarding academic progression mechanisms in place to transition to baccalaureate education programs, including both articulation agreements and dual agreements. For graduate programs preparing advanced practice registered nurses (APRNs), questions were asked regarding need for clinical preceptors, from the perspectives of both current need and anticipated market demand from qualified applicants. For institutions offering either, or both, the PhD in Nursing degree or the clinical doctoral degree (the Doctor of Nursing Practice degree, either

the DNP or the DrNP), questions addressing sources of student funding, faculty grants, and limitations on expansion of programs were also asked. Appendices A through D include the surveys as uploaded on Survey Monkey. Survey data was collected from December, 2012, through April, 2013.

The surveys were sent to the following individuals: (1) sixty-nine directors of Practice Nursing Programs included on the Pennsylvania Association of Practical Nursing Administrators list; (2) nineteen directors of Diploma Schools of Nursing obtained from the Hospital Association of Pennsylvania's Council for Health Professions Education and listed as approved programs by the Pennsylvania State Board of Nursing; (3) twenty-six directors of Associate Degree Nursing Programs obtained from the Pennsylvania Colleges of Associate Degree Nursing association and listed as approved programs by the Pennsylvania State Board of Nursing; and (4) forty-one directors of baccalaureate and higher degree nursing programs obtained from the Pennsylvania Higher Education Nursing Schools Association. The response rate to these surveys was as follows: (1) Practical Nursing program directors – 43 of 69 surveyed (62.32%); (2) Diploma Schools of Nursing – 19 of 19 surveyed (100%); (3) Associate Degree program directors – 25 of 26 surveyed (96.15%); (4) Baccalaureate and Higher Degree program directors – 41 of 41 surveyed (100%).

This document provides findings obtained from respondents to these surveys across all four sectors. The registered nurse data is further divided into the following sections: (1) Diploma Schools of Nursing; (2) Associate Degree Nursing Programs; (3) Graduate APRN Programs; and (4) Doctoral Programs. The final section contains the Practical Nursing Program findings. A summary of findings is provided as a conclusion section, followed by recommendations.

Diploma Schools of Nursing

Findings from the nineteen Diploma School of Nursing program respondents (100% response rate) are as follows:

- Eighteen institutions (97.74%) operating diploma schools were private, not-for-profit organizations; one (5.26%) was listed as a proprietary institution.
- Eighteen respondents (94.74%) reported an adequate number of nursing faculty to support the anticipated enrollment for Academic Year 2013-2014.
- None (100%) reported rejection of qualified applicants due to lack of nursing faculty.
- Five (26.32%) reported current existing vacant faculty lines, including three reporting full-time vacancies and two reporting part-time vacancies.
- None (100%) reported the need for new faculty lines to be compliant with regulatory standards, agency mandates, or accreditation expectations.
- Reasons checked for inability to hire additional faculty were as follows, if appropriate:

Table 1. Reasons for Inability to Hire Additional Diploma Program Nursing Faculty.

Reason	Percent
• Inadequate base funding for faculty lines	2 ; 10.53%
• Lack of institutional willingness to fund additional faculty lines	3 ; 15.79%
• Low nursing faculty salaries compared to clinical agencies in the region	6 ; 31.58%
• Low nursing faculty salaries compared to other nursing programs in the region	1 ; 5.26%
• High nursing faculty workload	3 ; 15.79%
• Competition from nursing programs in your region for faculty	4 ; 21.05%
• Inadequate applicant pool of potential nursing faculty in your region	4 ; 21.05%
• Lack of candidates prepared with skills in education	8 ; 42.11%
• Inadequate numbers of clinical specialty faculty in your region	5 ; 26.32%
• Unattractive recruitment package offered to attract new faculty to your institution	4 ; 21.05%
• Other; please specify: <i>“unable to compete with our five day work week schedule as compared to a three day work week schedule for the same salary”</i>	1 ; 5.26%

- None (100%) reported having articulation agreements or dual admission agreements with Associate Degree Nursing Programs
- Eighteen (94.7%) reported having articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.
- For the programs reporting articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania, the following statements describing these agreements applied:

Table 2. Statements Describing Articulation Agreements with Baccalaureate Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the baccalaureate program without further review	6 ; 31.6%
• Transcripts of our graduates are evaluated by the baccalaureate program prior to enrollment in that program	17 ; 89.5%
• Students graduate with the baccalaureate degree upon completion of the full-time course of study without replicating past course content	5 ; 26.3%

- Eight (42.1%) reported having dual admission agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.
- For the programs reporting dual admission agreements with Baccalaureate Nursing Degree Programs in Pennsylvania, the following statements describing these agreements applied:

Table 3. Statements Describing Dual Admission Agreements with Baccalaureate Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the baccalaureate program without further review	4 ; 21.1%
• Transcripts of our graduates are evaluated by the baccalaureate program prior to enrollment in that program	5 ; 26.3%
• Students graduate with the baccalaureate degree upon completion of the two years equivalent full-time study	2 ; 10.5%

- Eighteen (94.73%) Diploma Schools of Nursing had either, or both, articulation agreements or dual admission agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.
- Five (26.32%) reported having RN-to-MSN agreements with graduate nursing programs in Pennsylvania. These agreements are with Carlow University, Drexel University, Robert Morris University, and Thomas Jefferson University.
- Table 4 on next page lists institutions with established articulation and dual admission agreements between Diploma Schools of Nursing and Baccalaureate Nursing Programs.

Table 4. Articulation and Dual Admission Agreements between Diploma Schools of Nursing and Baccalaureate Nursing Programs.

Diploma School of Nursing	Articulation Agreements with BSN Programs	Dual Admission Agreements with BSN Programs	RN-to-MSN Program Agreement
St. Margaret School of Nursing	Chatham University, Penn State University, La Roche College, Waynesburg University		
The Washington Health System School of Nursing	Waynesburg University		
Aria Health School of Nursing		Penn State University	
Lewistown Hospital School of Nursing		Penn State University	
Roxborough Hospital School of Nursing	Thomas Jefferson University	Thomas Jefferson University	Thomas Jefferson University
Mercy Hospital School of Nursing - UPMC	Carlow University, Robert Morris University, Waynesburg University		
Joseph McCloskey School of Nursing at Schuylkill Health	Penn State University		
Abington Memorial School of Nursing	Thomas Jefferson University	Penn State University	
Western PA School of Nursing	Clarion University		
Sharon Regional Health System School of Nursing	Penn State University, Youngstown State University, Slippery Rock University	Penn State University	
Conemaugh Valley Memorial Hospital School of Nursing	Chatham University, Mount Aloysius College, Carlow University, Drexel University	Mount Aloysius College	Carlow University, Drexel University
University of Pittsburgh Medical Center	Chatham University	Chatham University	
Citizens School of Nursing	Penn State University		Robert Morris University
Heritage Valley Sewickley School of Nursing	La Roche College	La Roche College, Slippery Rock University, Penn State University, Waynesburg University, Duquesne University, Carlow University	Robert Morris University
Reading Hospital School of Health Sciences	Alvernia University		
St. Luke's School of Nursing	Moravian College		
Ohio Valley Hospital School of Nursing	Robert Morris University, La Roche College	Robert Morris University	Robert Morris University
Jameson Memorial Hospital School of Nursing	Penn State University, Slippery Rock University		

- There are fourteen baccalaureate nursing programs that offer articulation agreements with Diploma Schools of Nursing programs. These institutions include:
 - Alvernia University
 - Carlow University
 - Chatham University
 - Clarion University Venango College
 - Drexel University
 - La Roche College
 - Moravian University
 - Mount Aloysius College
 - Pennsylvania State University
 - Robert Morris University
 - Slippery Rock University
 - Thomas Jefferson University
 - Waynesburg University
 - Youngstown University

- There are ten baccalaureate nursing programs that offer dual admission agreements to Diploma Schools of Nursing programs. These institutions include:
 - Carlow University
 - Chatham University
 - Duquesne University
 - La Roche College
 - Mount Aloysius College
 - Pennsylvania State University
 - Robert Morris University
 - Slippery Rock University
 - Thomas Jefferson University
 - Waynesburg University

Associate Degree Nursing Programs

Findings from the twenty-five Associate Degree Nursing program respondents (96.15% response rate) are as follows:

- Sixteen (64%) of the institutions were public, part of the Pennsylvania State System of Higher Education (PASSHE); four (16%) were State-Related Institutions; four (16%) were private, Catholic; and one (4%) was a private, not-for-profit health care system.
- Table 5 illustrates the academic degrees awarded by the Associate Degree Nursing Programs

Table 5. Types of Degrees Awarded by the Associate Degree Nursing Program Respondents.

Degree Awarded	Type of Degree	Percent
Associate of Applied Science degree, major in Nursing	Terminal; workforce	11 ; 44%
Associate of Science degree, a major in Nursing	Transfer	11 ; 44%
Associate of Applied Arts degree, a major in Nursing	Terminal; workforce	3 ; 12%

- Seven (17.10%) reported that other nursing programs were offered in their institutions; one reported a BSN program offered; one reported offering a BSN, an RN-to-BSN, and an RN-to-MSN program; three reported offering RN-to-BSN programs; one reported a practical nursing program; and one reported offering both a practical nursing program and a diploma nursing program.
- Eighteen (72%) reported an adequate number of nursing faculty to support the anticipated enrollment for Academic Year 2013-2014.
- Two (8%) reported rejection of qualified applicants due to lack of nursing faculty.
- Nine (36%) reported current existing vacant faculty lines, including one program reporting five full-time vacancies, two reporting part-time vacancies, and two reporting a mixture of full-time and part-time vacancies.
- Twelve (48%) reported a need for new faculty lines to admit additional qualified applicants to their programs; of those reporting need for additional faculty, one

reported the need for new full-time faculty and ten reported the need for part-time faculty; one reported the need for both full-time and part-time faculty. The range of new full-time faculty lines reported as needed to admit additional qualified applicants was from was one to four, with most requesting respondents indicating a need for one more full-time faculty. Similarly, for those respondents requesting additional part-time lines to admit additional qualified applicants, the average request was for three part-time lines.

- Two (8%) reported a current need for new part-time faculty lines for clinical supervision to be compliant with regulatory standards, agency mandates, or accreditation expectations.

- The reasons checked for inability to hire additional faculty, if applicable, were as follows:

Table 6. Reasons for Inability to Hire Additional Associate Degree Nursing Program Faculty.

Reason	Percent
• Inadequate base funding for faculty lines	5 ; 20%
• Lack of institutional willingness to fund additional faculty lines	4 ; 16%
• Low nursing faculty salaries compared to clinical agencies in the region	10 ; 40%
• Low nursing faculty salaries compared to other nursing programs in the region	0 ; 0%
• High nursing faculty workload	2 ; 8%
• Competition from nursing programs in your region for faculty	10 ; 40%
• Inadequate applicant pool of potential nursing faculty in your region	10 ; 40%
• Lack of candidates prepared with skills in education	7 ; 28%
• Inadequate numbers of clinical specialty faculty in your region	6 ; 24%
• Unattractive recruitment package offered to attract new faculty to your institution	1 ; 4%
• Other; please specify: (1) <i>“cost;”</i> and (2) <i>“we hire BSN;, MSNs are not available”</i>	2 ; 8%

- Twenty-four (96%) reported having articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.

- For the twenty-four programs reporting articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania, the following statements describing these agreements applied:

Table 7. Statements Describing Articulation Agreements with Baccalaureate Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the baccalaureate program without further review	10 ; 40%
• Transcripts of our graduates are evaluated by the baccalaureate program prior to enrollment in that program	11 ; 44%
• Students graduate with the baccalaureate degree upon completion of the full-time course of study without replicating past course content	8 ; 32%

- Twelve (48%) reported having dual admission agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.
- For the programs reporting dual admission agreements with Baccalaureate Nursing Degree Programs in Pennsylvania, the following statements describing these agreements applied:

Table 8. Statements Describing Dual Admission Agreements with Baccalaureate Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the baccalaureate program without further review	4 ; 16%
• Transcripts of our graduates are evaluated by the baccalaureate program prior to enrollment in that program	4 ; 16%
• Students graduate with the baccalaureate degree upon completion of the two years equivalent full-time study	2 ; 8%

- One reported having an RN-to-MSN agreement with a graduate nursing program in Pennsylvania. La Roche College offers an three degrees with seamlessness between levels—Associate, Baccalaureate, and Graduate
- Table 9 on next page provides a list of institutions with established articulation and dual admission agreements between Associate Degree Nursing and Baccalaureate Degree Nursing Programs

Table 9. Articulation and Dual Admission Agreements between Associate Degree Nursing Programs and Baccalaureate Nursing Programs.

Associate Degree Nursing Program	Articulation Agreements with BSN Programs	Dual Admission Agreements with BSN Programs
Allegheny County Community College	California University of PA, Capella University, Drexel University, Slippery Rock University	
Bucks County Community College	Immaculata University, Thomas Jefferson University, Drexel University, LaSalle University	
Butler County Community College	Slippery Rock University	
Clarion University Venango College	Clarion University Venango College	Clarion University Venango College
Community College of Beaver County	Drexel University, University of Pittsburgh, La Roche College, Slippery Rock University	
Community College of Philadelphia	Thomas Jefferson University	Thomas Jefferson University
Delaware County Community College	West Chester University, Thomas Jefferson University	Thomas Jefferson University
Gwynedd Mercy College	Gwynedd Mercy College	
Harrisburg Area Community College	Alvernia University, Capella University, Drexel University, Eastern Mennonite University, St. Davids University, Edinboro University, Immaculata University, Indiana University of PA, Kaplan University, Lancaster General College of Nursing and Health Sciences, Penn State University, Pennsylvania College of Technology	Millersville University
Harrisburg Area Community College at Gettysburg Campus	Penn State University, Lock Haven University, Pennsylvania State University, Alvernia University, Eastern Mennonite University	Millersville University
La Roche College	La Roche College	La Roche College
Lancaster General College of Nursing and Health Sciences		
Lehigh Carbon Community College	Cedar Crest College, Drexel University, Bloomsburg University, Moravian College De Sales University	
Lock Haven University	Lock Haven University	Lock Haven University
Luzerne County Community College	Misericordia University, Thomas Jefferson University, Bloomsburg University, East Stroudsburg University	Misericordia University, Thomas Jefferson University

Associate Degree Nursing Program	Articulation Agreements with BSN Programs	Dual Admission Agreements with BSN Programs
Mercyhurst University Northeast Campus	Mercyhurst University	
Montgomery County Community College	Drexel University, Widener University, Gwynedd Mercy College, Villanova University	Thomas Jefferson University
Mount Aloysius College	Mount Aloysius College	Mount Aloysius College
Northampton Community College	De Sales University, Cedar Crest University, Moravian University, Drexel University	
Pennsylvania College of Technology	Pennsylvania College of Technology	Pennsylvania College of Technology
Penn State University	Penn State University	
Reading Area Community College	Slippery Rock University	
University of Pittsburgh at Bradford	University of Pittsburgh	University of Pittsburgh
University of Pittsburgh at Titusville	University of Pittsburgh at Bradford	
Westmoreland Community College	Penn State University, Indiana University of PA, California University of PA, Carlow University	

- There are thirty-two baccalaureate nursing programs that offer articulation agreements to Associate Degree Nursing programs. These institutions include:
 - Alvernia University
 - Bloomsburg University
 - California University of Pennsylvania
 - Carlow University
 - Capella University
 - Cedar Crest University
 - Clarion University Venango College
 - De Sales University
 - Drexel University
 - Eastern Mennonite University
 - East Stroudsburg University
 - Edinboro University
 - Gwynedd Mercy College
 - Immaculata University
 - Indiana University of PA
 - Kaplan University
 - Lancaster General College of Nursing and Health Sciences

- La Roche College
 - La Salle University
 - Lock Haven University
 - Mercyhurst University
 - Misericordia University
 - Moravian University
 - Mount Aloysius College
 - Pennsylvania College of Technology
 - Pennsylvania State University
 - Slippery Rock University
 - Thomas Jefferson University
 - University of Pittsburgh
 - Villanova University
 - West Chester University
 - Widener University
- There are nine baccalaureate nursing programs that offer dual admission agreements to Associate Degree Nursing programs. These institutions include:
 - Clarion University Venango College
 - La Roche College
 - Lock Haven University
 - Millersville University
 - Misericordia University
 - Mount Aloysius College
 - Pennsylvania College of Technology
 - Thomas Jefferson University
 - University of Pittsburgh

Baccalaureate and Advanced Practice Registered Nurse Graduate Programs

Findings from the forty-one Baccalaureate and Higher Degree Nursing program respondents (100% response rate) are as follows:

- Table 10 indicates the types of institutions represented among the baccalaureate and higher degree nursing programs that responded to the survey.

Table 10. Types of Baccalaureate and Higher Degree Institutions that Responded to the Survey.

Types of Institutions	Percent
Private; Independent; Catholic	17 ; 41.5%
Public; part of the Pennsylvania State System of Higher Education (PASSHE)	9 ; 22.0%
Private; Independent	9 ; 22.0%
State-Related Institution	3 ; 7.3%
Private; Independent; Christian	1 ; 2.4%
Private; Independent; Baptist	1 ; 2.4%
Private; Health-Sciences University	1 ; 2.4%

- Table 11 illustrates the academic degrees awarded by the baccalaureate and higher degree nursing programs that responded to the survey.

Table 11. Types of Degrees Awarded by the Baccalaureate and Higher Degree Nursing Respondents.

Degree Awarded	Percent
Bachelor of Science in Nursing (BSN)	32 ; 78%
BS degree with a major in Nursing	9 ; 22%
Post-Baccalaureate School Nursing Certificate	10 ; 24.4%
MS degree with a major in Nursing	8 ; 19.5%
Master of Science in Nursing (MSN)	29 ; 70.7%
MA with a major in Nursing	0 ; 0%
Doctor of Nursing Practice (DNP)	13 ; 31.7%
DrNP degree	1 ; 2.4%
PhD in Nursing	7 ; 17.1%
Post-Master's Certificate	21 ; 51.2%
Post-Baccalaureate Certificate – Other than School Nursing	8 ; 19.5%

- Table 12 lists the types of post-baccalaureate certificate programs, other than school nursing, offered by eight programs in Pennsylvania.

Table 12. Types of Post-Baccalaureate Certificate Programs Offered in Pennsylvania, Other than School Nursing.

Post-Baccalaureate Certificate Program	Institution
Simulation (currently in approval process)	Indiana University of Pennsylvania
Simulation	Robert Morris University
Nursing Education	DeSales University
Gerontology	The Pennsylvania State University
Clinical Trials Research; Forensic Trends and Issues in Contemporary Healthcare; Leadership in Health Systems Management; Innovation and Intra/Entrepreneurship; and Nursing Education and Faculty Role	Drexel University
RN Refresher Program (Post-RN)	Villanova University
Genetics; Nursing Research	University of Pittsburgh
Forensic Nursing	La Roche College

- Twenty-five (61%) reported an adequate number of nursing faculty members to support the anticipated enrollment for Academic Year 2013-2014.
- Thirty-four (82.9%) reported that they did not reject qualified applicants to their undergraduate programs due to inadequate numbers of nursing faculty.
- Six (14.6%) reported that they rejected qualified applicants to their undergraduate programs in Academic Year 2012-2013 due to inadequate numbers of nursing faculty. Of these six, two did not specify how many such applicants were rejected; one indicated that 20 were rejected; one indicated that 100 such applicants were rejected; and one indicated that 143 were rejected.
- Twenty-two (53.7%) reported current vacancies in existing undergraduate faculty positions. Of those reporting vacancies, the majority (15; 68.18%) had current vacancies in existing full-time faculty positions; two (9%) reported vacancies in part-time (or adjunct) clinical faculty positions; and five (22.73%) reported a combination of full-time and part-time vacancies. Of those institutions reporting currently vacant full-time faculty lines, the range of vacancies was from one to seven, with the majority reporting one or two vacancies. Only one institution reported five vacancies, one reported six

vacancies, and one reported seven vacancies. Of the institutions reporting currently vacant part-time faculty lines, the majority reported one such vacancy.

- Twenty-five (64.10%) undergraduate program directors indicated that they would require new faculty positions in order to admit additional qualified applicants to their programs. Thirteen (36.11%) of these respondents indicated that they would require a combination of both full-time instructional faculty and part-time (or adjunct) clinical education faculty to admit additional qualified applicants; others indicated either a need for full-time instructional faculty only (6; 1.67%) or part-time (or adjunct) clinical education faculty (3; 8.33%). Of the institutions noting a need for additional full-time instructional faculty to meet market demand, the majority (16; 69.57%) would require either one or two such faculty. The majority of respondents who indicated a need for additional part-time faculty noted a need for five or less such positions (15; 75%).
- The majority of undergraduate program respondents (30; 76.92%) indicated that they did not currently need additional faculty lines to meet regulatory standards, clinical agency mandates, and/or accreditation expectations. Of those indicating a current need for faculty positions to meet such standards and expectations, three indicated a need for full-time faculty; four indicated a need for part-time faculty; and two indicated a need for both full-time and part-time faculty.
- For those programs unable to hire additional faculty, the reasons given are noted in table 13.

Table 13. Reasons for Inability to Hire Additional Baccalaureate Degree Nursing Program Faculty.

Reason	Percent
• Inadequate base funding for faculty lines	16 ; 39%
• Lack of institutional willingness to fund additional faculty lines	14 ; 34.1%
• Low nursing faculty salaries compared to clinical agencies in the region	15 ; 36.6%
• Low nursing faculty salaries compared to other nursing programs in the region	2 ; 4.9%
• High nursing faculty workload	11 ; 26.8%
• Competition from nursing programs in your region for faculty	16 ; 39%
• Inadequate applicant pool of potential nursing faculty in your region	12 ; 29.3%
• Lack of candidates prepared with skills in education	13 ; 31.7%
• Inadequate numbers of clinical specialty faculty in your region	10 ; 24.4%
• Unattractive recruitment package offered to attract new faculty to your institution	6 ; 14.6%
• Other; please specify: (1) <i>“my institution sets quotas for each college;”</i> and (2) <i>“faculty qualifications, [not enough] doctorally prepared research intensive faculty”</i>	2 ; 4.8%

- Fifteen (65.21%) of the twenty-three institutions offering graduate APRN programs reported an adequate number of nursing faculty members to support the anticipated enrollment for Academic Year 2013-2014.
- Eighteen (78.26%) reported that they did not reject qualified applicants to their APRN graduate programs due to inadequate numbers of nursing faculty. Five (21.74%) reported that they rejected qualified applicants to their APRN graduate programs in Academic Year 2012-2013 due to inadequate numbers of nursing faculty. Of these five, one reported that six such applicants were rejected; one indicated that 10 were rejected; one indicated that 11 such applicants were rejected; one indicated that 15 were rejected; and one respondent did not specify a number of rejected applicants.
- Fourteen (63.64%) reported a need for new faculty lines to admit additional qualified applicants to their APRN graduate program. Seven of these respondents indicated that they would need both full-time instructional faculty as well as part-time clinical faculty;

five indicated a need for full-time instructional faculty only; and two reported a need specifically for part-time faculty. The majority of respondents who indicated a need for full-time faculty reported a need for one new faculty member; those who indicated a need for part-time faculty required between one and two such lines.

- Twelve (52.17%) reported current vacancies in existing APRN graduate program faculty positions. Of these vacancies, eight (75%) had current vacancies in existing full-time faculty positions; and three (25%) reported a combination of full-time and part-time vacancies. Of those institutions reporting currently vacant full-time faculty lines, the range of vacancies was from one to four, with the majority reporting one or two vacancies. Only one institution reported three vacancies and another reported four vacancies. Of the institutions reporting currently vacant part-time faculty lines, the majority reported two such vacancies.
- Twelve (52.17%) reported that they had the number of voluntary preceptors needed for the clinical education and supervision of APRN graduate students.
- Fourteen (63.64%) reported that they would require additional voluntary preceptors for clinical education and supervision of APRN graduate students in order to meet the market demand for their program. The range of required additional voluntary preceptors needed was from 1 to 60, based on enrollment in the program.
- For those APRN graduate programs unable to hire additional faculty, the reasons given are noted in table 14.

Table 14. Reasons for Inability to Hire Additional APRN Graduate Program Faculty.

Reason	Percent
• Inadequate base funding for faculty lines	5 ; 21.74%
• Lack of institutional willingness to fund additional faculty lines	4 ; 17.39%
• Low nursing faculty salaries compared to clinical agencies in the region	12 ; 52.17%
• Low nursing faculty salaries compared to other nursing programs in the region	0 ; 0%
• High nursing faculty workload	6 ; 26.09%
• Competition from nursing programs in your region for faculty	8 ; 34.78%
• Inadequate applicant pool of potential nursing faculty in your region	6 ; 26.09%
• Lack of candidates prepared with skills in education	8 ; 34.78%
• Inadequate numbers of clinical specialty faculty in your region	4 ; 17.39%
• Unattractive recruitment package offered to attract new faculty to your institution	2 ; 8.70%
• Other; please specify: (1) <i>“need to open new tracks and get approval;”</i> and (2) <i>“faculty qualifications, [not enough] doctorally prepared and certified”</i>	2 ; 8.70%

- Table 15 lists the types of post-master’s certificate programs offered by twenty programs in Pennsylvania.

Table 15. Types of Post-Master’s Certificate Programs Offered in Pennsylvania, Other than School Nursing.

Post-Master’s Certificate Program	Institution
Family Nurse Practitioner	Carlow University; Misericordia University
Family Psychiatric Mental Health	Robert Morris University
Nurse Practitioner, Clinical Nurse Specialist, Nursing Education, Nurse Executive	Wilkes University
Family Nurse Practitioner; Adult Clinical Nurse Specialist	DeSales University
Family Nurse Practitioner; Nurse Anesthesia	Gannon University; University of Scranton
Adult-Gerontology Nurse Practitioner—Primary Care	Neumann University
Nurse Practitioner; Clinical Nurse Specialist Nursing Administration	University of Pennsylvania
Nursing Education	La Salle University; Messiah College
Family Nurse Practitioner; Clinical Nurse Specialist	Widener University
Family Nurse Practitioner, Adult Nurse Practitioner; Acute Care Nurse Practitioner	Pennsylvania State University
Nurse Practitioner; Acute Care Nurse Practitioner; Women’s Health Nurse Practitioner; Pediatric Nurse Practitioner; Psychiatric/Mental Health Nurse Practitioner; Family Nurse Practitioner; Advanced Role; Education; Victimology; CIT	Drexel University
Family Nurse Practitioner; Forensics	Duquesne University
All Nurse Practitioner specialties; Nursing Education	Thomas Jefferson University
Nurse Practitioner; Nurse Anesthesia; Nursing Education; Health Care Administration	Villanova University
Nursing Education; Nursing Educator	Millersville University
Acute Care Nurse Practitioner; Neonatal Nurse Practitioner; Gerontology Nurse Practitioner; Health Care Genetics; Nursing Education; Informatics; School Nurse	University of Pittsburgh
Nursing Education; Nursing Administration	Holy Family University

Research Doctorates (PhD in Nursing) and Clinical Doctorates (DNP and DrNP)

Pennsylvania offers seven PhD in Nursing programs and fourteen clinical doctoral programs, one offering a DrNP and thirteen offering the DNP degree.

- Table 16 indicates the institutions offering research and/or clinical doctoral degrees, the type of institution and the year the program was first established.

Table 16. Research and Clinical Doctoral Degree Programs Offered in Pennsylvania.

Institution	Institution Type	PhD; Date	DrNP or DNP Date
Carlow University	Private; Independent; Catholic		DNP; 2009
De Sales University	Private; Independent; Catholic		DNP; 2012
Drexel University	Private; Independent		DrNP; 2005
Duquesne University	Private; Independent; Catholic	1994	DNP; 2009
Indiana University of Pennsylvania	Public; PASSHE	2008	
La Salle University	Private; Independent; Catholic		DNP; 2010
Pennsylvania State University	State-Related University	1998	
Robert Morris University	Private; Independent		DNP; 2007
Temple University	State-Related University		DNP; 2010
Thomas Jefferson University	Private; Health Sciences University		DNP; 2007
University of Pennsylvania	Private; Independent	1983	
University of Pittsburgh	State-Related University	1938	DNP; 2007
Villanova University	Private; Independent; Catholic	2003	DNP
Waynesburg University	Private; Independent		DNP; 2007
Widener University	Private; Independent	2008*	DNP; 2009
Wilkes University	Private; Independent		DNP; 2010
York College of Pennsylvania	Private; Independent		DNP; 2011

*Widener University's Doctor of Nursing Science (DNSc) program was established in 1983; it transitioned to a PhD in Nursing Program in 2008.

- There was a wide range of responses to these questions: How many matriculated PhD in Nursing students were enrolled in fall, 2012? Of these, how many are full-time and how

many are part-time? Table 17 illustrates the data received.

Table 17. Numbers of Matriculated Students in PhD in Nursing Programs in Fall, 2012.

Institution	Total Number Matriculated Students	Total Number Full-time Matriculated Students	Total Number Part-Time Matriculated Students
Duquesne University	57	26	31
Indiana University of Pennsylvania	30	0	30
Pennsylvania State University	18	8	10
University of Pittsburgh	32	30	2
University of Pennsylvania	60	58	2
Villanova University*			
Widener University	82	2	80
TOTAL:	279	124	155

*Data on Villanova's PhD in Nursing Program not available at time of analysis.

- None of the PhD in Nursing programs accept only grant-funded, full-time students in their programs; all of the responding institutions accept full-time and part-time students who are not grant-funded and pay tuition.
- The responding institutions also provided information on their numbers of full-time and part-time faculty, as well as their number of full-time faculty with grants to support students full-time in their programs, based on AY 2012-2013 data (see Table 18).

Table 18. Numbers of Full-Time and Part-Time PhD in Nursing Program Faculty with Teaching Responsibilities.

Institution	Number FT Faculty	Number PT Faculty	Number FT Faculty with Grants to Support Students FT
Duquesne University	15	2	
Indiana University of Pennsylvania	5	0	
Pennsylvania State University	15	0	11
University of Pittsburgh	19	0	12
University of Pennsylvania	8	0	5
Villanova University*			
Widener University	4	0	0

*Data on Villanova's PhD in Nursing Program not available at time of analysis.

- The responding institutions indicated if they offered Graduate Teaching Assistantships (TAs) to their new doctoral students. Five indicated that they did provide such Teaching Assistantships. Table 19 provides additional information in this area.

Table 19. Availability of Teaching Assistantships in PhD in Nursing Programs.

Institution	Do you offer a TA Program?	Average Stipend for TAs	Years that TAs Have Been Available
Duquesne University	Yes	\$1,170	10
Indiana University of Pennsylvania	Yes	\$22,397	4
Pennsylvania State University	Yes	\$16,000	2
University of Pittsburgh	Yes	\$24,000	7
University of Pennsylvania	Yes	\$22,000	3
Villanova University*			
Widener University	No		

*Data on Villanova's PhD in Nursing Program not available at time of analysis.

- Respondents indicated limiting factors, if any, to expansion of their PhD in Nursing Programs; this information is outlined in table 20.

Table 20. Reasons for Inability to Expand the PhD in Nursing Program.

Reason	Percent
• Inadequate base funding for faculty lines	0; 0%
• Lack of research intensive nursing faculty	0; 0%
• Lack of institutional willingness to expand the program	0; 0%
• Low nursing faculty salaries	0; 0%
• Unattractive recruitment packages for research intensive nursing faculty	0; 0%
• Low nursing faculty salaries compared to other academic institutions in your region	0; 0%
• High nursing faculty workload	0; 0%
• Competition from nursing programs in your region for faculty	2; 33.33%
• Inadequate applicant pool of potential nursing faculty in your region	1; 16.67%
• Lack of institutional resources to support research intensive nursing faculty	1; 16.67%
• Other; please specify: (1) "lack of funds to support student tuition and stipends;" and (2) "lack of qualified applicants."	4; 66.67%

- All of the respondents who offer either a DrNP or a DNP program (13; 100%) indicated that their students pay tuition rather than receive grant funding.
- There was a wide range of responses to three questions: How many full-time and part-time matriculated DrNP or DNP students were enrolled in fall, 2012? How many grant-funded students are enrolled in your DrNP or DNP program? Table 21 illustrates the data received.

Table 21. Numbers of Matriculated Students in DrNP and DNP Programs in Fall, 2012.

Institution	Total Number Full-time Matriculated Students	Total Number Part-Time Matriculated Students	Do You Have Grant-Funded Matriculated Students
Carlow University	40	12	No response
De Sales University	6	0	No
Drexel University	13	47	Yes
Duquesne University	46	2	Yes
La Salle University	6	7	No
Robert Morris University	0	123	Yes
Temple University	0	40	No
Thomas Jefferson University	0	36	No
University of Pittsburgh	28	105	Yes
Villanova University*	No response	No response	No response
Wilkes University	0	92	Yes
Waynesburg University	0	9	No
Widener University	1	19	No
York College of Pennsylvania	11	0	No
TOTAL:	151	492	

*Data on Villanova's DNP Program not available at time of analysis.

- The responding institutions also provided information on their numbers of full-time and part-time faculty with teaching responsibilities in the DrNP or DNP Program based on AY 2012-2013 data (see Table 22).

Table 22. Numbers of Full-Time and Part-Time Faculty with Teaching Responsibilities in DrNP or DNP Programs in Academic Year 2012-2013.

Institution	Total Number Full-Time Teaching Nursing Faculty	Total Number Part-Time Teaching Nursing Faculty
Carlow University	5	10
De Sales University	4	No response
Drexel University	10	0
Duquesne University	21	2
La Salle University	6	4
Robert Morris University	9	6
Temple University	8	0
Thomas Jefferson University ¹	Not Applicable	0
University of Pittsburgh	12	5
Villanova University ²	No response	No response
Wilkes University	4	4
Waynesburg University	2	5
Widener University ³	2	3
York College of Pennsylvania	8	0

¹This is the data provided by Thomas Jefferson University on their survey.

²Data on Villanova’s DNP Program not available at time of analysis.

³At Widener University, 2 are FT faculty in the DNP program and 3 additional FT faculty teach across the curricula, including the DNP program.

- Respondents indicated limiting factors, if any, to expansion of their APRN Program, whether it be an MSN, a DrNP or a DNP degree program; this information is outlined in table 23. Four institutions—Robert Morris University, Temple University, University of Pittsburgh, and Wilkes University—of the BSN to DNP program leading to APRN certification.

Table 23. Reasons for Inability to Expand APRN Graduate Programs.

Reason	Percent
<ul style="list-style-type: none"> • Inadequate base funding for faculty lines 	8 ; 42.11%
<ul style="list-style-type: none"> • Lack of research intensive nursing faculty 	3 ; 15.79%
<ul style="list-style-type: none"> • Lack of institutional willingness to expand the program 	0 ; 0%
<ul style="list-style-type: none"> • Low nursing faculty salaries 	8 ; 42.11%
<ul style="list-style-type: none"> • Unattractive recruitment packages for clinically expert nursing faculty 	5 ; 26.32%
<ul style="list-style-type: none"> • Low nursing faculty salaries compared to other academic institutions in your region 	4 ; 21.10%
<ul style="list-style-type: none"> • High nursing faculty workload 	5 ; 26.32%
<ul style="list-style-type: none"> • Lack of a faculty practice plan for salary supplementation 	8 ; 42.11%
<ul style="list-style-type: none"> • Competition from nursing programs in your region for faculty 	6 ; 31.58%
<ul style="list-style-type: none"> • Inadequate applicant pool of potential nursing faculty in your region 	4 ; 21.10%
<ul style="list-style-type: none"> • Lack of institutional resources to support clinically expert nursing faculty 	2 ; 10.53%
<ul style="list-style-type: none"> • Other; please specify: (1) <i>"inadequate number of preceptors;"</i> (2) <i>need for dedicated Program Director to dedicate time to expand the program;"</i> and (3) <i>"lack of resources and applicant pool."</i> 	5 ; 26.32%

Practical Nursing Programs

Findings from the forty-three Practical Nursing program respondents (62.32%) are as follows:

- Thirty-eight institutions (88.4%) operating practical nursing programs were private, not-for-profit organizations; one (2.32%) was listed as a private, for-profit institution, and four (9.3%) were listed as private, not-for-profit institutions.
- Ten (23.26%) offered other programs in addition to practical nursing. Six offered Associate Degree Nursing (ADN) programs; two offered AND/BSN/MSN/Doctoral programs; two offered Certified Nursing Assistant programs; and one offered both an ADN program and an RN-to-BSN program.
- Thirty-seven respondents (86.9%) reported an adequate number of nursing faculty to support the anticipated enrollment for Academic Year 2013-2014.
- Forty-two (97.67%) reported that they did not reject qualified applicants due to lack of nursing faculty.
- Fourteen (32.6%) reported that they would require new faculty positions to admit additional qualified applicants to their programs. The types of new faculty positions required to admit additional qualified applicants to the programs included four reporting the need for additional full-time faculty; seven reporting the need for additional part-time faculty; and three reporting the need for both full-time and part-time faculty. Six institutions reported that they would require one additional full-time faculty member to admit more qualified applicants; four institutions reported that they would need two additional full-time faculty members for this purpose; ten reported a need for two additional part-time faculty members and four reported a need for one new part-time faculty member.
- Fourteen (32.6%) reported current existing vacant faculty lines, including two reporting full-time vacancies, eight reporting part-time vacancies, and four reporting both full-time and part-time vacancies.
- Six (14.0%) reported the need for new part-time faculty lines to be compliant with regulatory standards, agency mandates, or accreditation expectations.

- Reasons checked for inability to hire additional faculty were as follows, if appropriate:

Table 24. Reasons for Inability to Hire Additional Practical Nursing Program Faculty.

Reason	Percent
<ul style="list-style-type: none"> Inadequate base funding for faculty lines 	6 ; 14.0%
<ul style="list-style-type: none"> Lack of institutional willingness to fund additional faculty lines 	6 ; 14.0%
<ul style="list-style-type: none"> Low nursing faculty salaries compared to clinical agencies in the region 	16 ; 37.2%
<ul style="list-style-type: none"> Low nursing faculty salaries compared to other nursing programs in the region 	4 ; 9.3%
<ul style="list-style-type: none"> High nursing faculty workload 	5 ; 11.6%
<ul style="list-style-type: none"> Competition from nursing programs in your region for faculty 	10 ; 23.3%
<ul style="list-style-type: none"> Inadequate applicant pool of potential nursing faculty in your region 	12 ; 27.9%
<ul style="list-style-type: none"> Lack of candidates prepared with skills in education 	11 ; 25.6%
<ul style="list-style-type: none"> Inadequate numbers of clinical specialty faculty in your region 	9 ; 20.9%
<ul style="list-style-type: none"> Unattractive recruitment package offered to attract new faculty to your institution 	6 ; 14.0%
<ul style="list-style-type: none"> Other; please specify: <i>“hard to find MSN prepared nurses plus low salaries;” “our adjuncts do not get contracts;” “we chose not to hire to maintain fiscal health;” “when enrollment increases, we will need a part-time faculty;” and “no medical benefits for part-time faculty.”</i> 	6 ; 14.0%

- Eighteen (41.9%) reported having articulation agreements with Associate Degree Nursing Programs
- For the programs reporting articulation agreements with Associate Degree Nursing Programs in Pennsylvania, the following statements describing these agreements applied:

Table 25. Statements Describing Articulation Agreements with Associate Degree Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the ADN program without further review	1 ; 2.3%
• Transcripts of our graduates are evaluated by the ADN program prior to enrollment in that program	16 ; 37.2%
• Students graduate with the ADN degree upon completion of the full-time course of study without replicating past course content	3 ; 7.0%

- Three (7.0%) reported having articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania.
- For the programs reporting articulation agreements with Baccalaureate Nursing Degree Programs in Pennsylvania, the following statements describing these agreements applied:

Table 26. Statements Describing Articulation Agreements with Baccalaureate Nursing Programs in Pennsylvania.

Statement	Percent
• Our graduates automatically enroll in the baccalaureate program without further review	0 ; 0%
• Transcripts of our graduates are evaluated by the baccalaureate program prior to enrollment in that program	3 ; 7.0%
• Students graduate with the baccalaureate degree upon completion of the full-time course of study without replicating past course content	3 ; 7.0%

- One institution – Mercyhurst University (2.3%) reported having a dual admission agreement to the institution’s Associate Degree Nursing Program.
- Table 27 on next page lists institutions with established articulation and dual admission agreements between Practical Nursing Programs and Associate Degree Nursing Programs and Baccalaureate Nursing Programs.

Table 27. Articulation and Dual Admission Agreements between Practical Nursing Programs and Associate Degree Nursing and Baccalaureate Degree Nursing Programs.

Practice Nursing Program	Articulation Agreements with ADN Programs	Dual Admission Agreements with ADN Programs	Articulation Agreements with BSN Programs
Harrisburg Area Community College	Harrisburg Area Community College		
Crawford Career and Technical Center	Mercyhurst University		
Lawrence County Career and Technical Center	Mercyhurst University		
Reading Area Community College	Reading Area Community College		
Luzerne County Community College	Luzerne County Community College		Lancaster General College of Nursing and Health Sciences; Drexel University; Cedar Crest College; Bloomsburg University
Lancaster County Career and Technical Center	Harrisburg Area Community College; Lancaster General College of Nursing and Health Sciences		
Pennsylvania State University Berks	Reading Hospital School of Nursing; St. Luke's University Health System School of Nursing		
Chester County Intermediate Unit	Delaware County Community College		
Career Center Lackawanna County	Pennsylvania State University Worthington Campus; Luzerne County Community College		University of Scranton; Marywood University; Misericordia University
Franklin County Career and Technical Center	Excelsior		
Mercyhurst University	Mercyhurst University	Mercyhurst University	
Clearfield County Practical Nursing Program	Mercyhurst University		
Clarion County Career and Technical Center	Clarion University; Mercyhurst University; Butler County Community College		

Practice Nursing Program	Articulation Agreements with ADN Programs	Dual Admission Agreements with ADN Programs	Articulation Agreements with BSN Programs
Venango Technical Center	Jamestown Community College; Mercyhurst University; Clarion University		
Hazeltown Area Career Center	Luzerne County Community College		
Susquehanna County Career and Technical Center	Luzerne County Community College		
Northampton Community College	Northampton Community College		East Stroudsburg University

- There are twelve Associate Degree Nursing programs that offer articulation agreements with Practical Nursing programs. These institutions include:
 - Butler County Community College
 - Clarion University
 - Delaware County Community College
 - Excelsior
 - Harrisburg Area Community College
 - Jamestown Community College
 - Lancaster General College of Nursing and Health Sciences
 - Luzerne County Community College
 - Mercyhurst University
 - Northampton Community College
 - Pennsylvania State University Worthington Campus
 - Reading Area Community College

- Only Mercyhurst University offers a dual admission agreement to its Associate Degree Nursing Program.

- There are four institutions that offer articulation agreements with Baccalaureate Degree Nursing programs. These institutions include:
 - Bloomsburg University
 - Cedar Crest College
 - Drexel University
 - Lancaster General College of Nursing and Health Sciences

Respondents' Interest in Participating in Regional Action Coalitions

All respondents to the Nursing Education Surveys were asked if they were interested in participating in a Regional Action Coalition sponsored by the Pennsylvania Action Coalition. Table 28 reveals the interest of respondents from the Diploma Schools of Nursing, the Associate Degree Nursing Programs, and the Baccalaureate and Higher Degree Nursing Programs. Table 29 reports the interest of respondents to receiving a copy of the report.

Table 28. Respondents' Interest in Participating in a Regional Action Coalition.

Regional Action Coalition	Diploma School Respondents	Associate Degree Program Respondents	Baccalaureate and Higher Degree Program Respondents	Practical Nursing Program Respondents
Northwest	2 ; 10.5%	4 ; 16%	2 ; 4.9%	7 ; 16.3%
North Central	0 ; 0%	1 ; 4%	2 ; 4.9%	2 ; 4.7%
Northeast	1 ; 5.3%	5 ; 20%	6 ; 14.6%	5 ; 11.6%
Southeast 1	3 ; 15.8%	3 ; 12%	9 ; 22.0%	8 ; 18.6%
Southeast 2	2 ; 10.5%	2 ; 8%	0 ; 0%	4 ; 9.3%
South Central	0 ; 0%	3 ; 12%	2 ; 4.9%	3 ; 7.0%
Southwest	5 ; 26.3%	4 ; 16%	7 ; 17.1%	4 ; 9.3%
Not interested in participating	6 ; 31.6%	3 ; 12%	11 ; 26.8%	10 ; 23.3%

Table 29. Respondents' Interest in Receiving the Survey Results.

Request to Receive Survey Report	Diploma School Respondents	Associate Degree Program Respondents	Baccalaureate and Higher Degree Program Respondents	Practical Nursing Program Respondents
Yes	19 ; 100%	23 ; 92%	33 ; 80.5%	37 ; 86%
No		1 ; 4%	6 ; 14.6%	6 ; 14%

Summary of Report

Findings from this report reveal that the majority of nursing programs at all four levels – practical nursing programs, diploma schools of nursing, associate degree nursing programs, and baccalaureate and higher degree programs have adequate nursing faculty to meet current programmatic capacity. Additionally, the majority do not reject qualified applicants due to inadequate numbers of nursing faculty for programmatic capacity. The survey did not include specific questions related to institutional admissions’ processes or procedures. For those who require additional faculty to meet current and/or anticipated market demand from qualified applicants, few new full-time and/or part-time faculty lines would be required. It is relevant to note that the survey did not specify need for specific types of full-time faculty, including, for example, tenure-track full-time faculty versus non-tenure track or clinical educator track full-time faculty. For graduate programs preparing advanced practice registered nurses at the master’s or clinical doctoral levels, additional voluntary clinical preceptors would be required to admit additional qualified applicants.

The majority of diploma and associate degree programs have articulation agreements and/or dual admission agreements in place to enable their graduates to progress to baccalaureate education. While these academic progression mechanisms are in place, progression for students may require transcript evaluation prior to matriculation into a four-year program. It remains unclear from the data if graduates transition as either *rising junior* or *junior level* students in cooperating four-year programs. By contrast, the majority of practical nursing programs do not have articulation agreements or dual admission agreements with either associate degree nursing programs or baccalaureate nursing programs.

There are seven PhD in Nursing programs and fourteen clinical doctoral programs (awarding either the DrNP or the DNP degree) in Pennsylvania. Of the clinical doctoral programs, four institutions—Robert Morris University, Temple University, University of Pittsburgh, and Wilkes University—offer a BSN-to-DNP program leading to APRN certification. Most students in clinical doctoral programs pay tuition and attend on a part-time basis, rather attending full-time with grant funding. There are more full-time students in PhD programs than

in clinical doctoral programs, with grant funding and teaching assistantships available for financial support. Other possible sources of funding for either PhD or clinical doctoral students were not addressed in this survey.

Limitations to expansion of PhD programs include competition for qualified faculty from other academic programs, an inadequate pool of potential faculty, lack of institutional resources to support research intensive faculty, inadequate funding for student support, and an inadequate pool of qualified applicants. Limitations to expansion of DrNP and DNP program were more varied, including inadequate base funding for salaries, lack of a faculty practice plan for salary supplementation, competition for qualified faculty from other academic programs, inadequate numbers of clinical preceptors, and high workload. It is important to note that the number of respondents to these queries were quite small, limiting inferences to be made from the data.

The Pennsylvania Action Coalition, consistent with its objectives as defined in its State Implementation Program award from the Robert Wood Johnson Foundation, will undertake the following next steps based on the data in this report: (1) obtain data from baccalaureate nursing programs from academic years 2010-2011, 2011-2012, and 2012-2013 as follows: [a] numbers of students accepted into these programs from the partner practical nursing, diploma and associate degree programs with whom they have articulation and/or dual admission agreements with and [b] demographic profile of students accepted according to gender, race, and ethnicity; (2) explore academic progression models from among those reporting articulation agreements and/or dual admission agreements to cull out possible “*Best Practices*” in terms of both volume of students admitted to four-year programs from partnering practical nursing, diploma and associate degree programs and diversity indices (i.e., gender, race/ethnicity) of those admitted; (3) exploration of possible funding sources to assist PhD and clinical doctoral students, with a focus on targeted underrepresented groups, to engage in one or more semesters of full-time study in order to progress to graduation more quickly; (4) exploration with Pennsylvania Department of Education administrators to expand the academic passport within the Pennsylvania State System of Higher Education, as well as discussions regarding collection of data concerning gender, race, and ethnicity; and (5) exploration with the

Pennsylvania State Board of Nursing to modify the regulation regarding educational requirements for individuals recruited to serve as clinical educators for pre-licensure students.

Appendix A

Diploma Schools of Nursing Survey

Appendix B

Associate Degree Nursing Programs Survey

Appendix C

Baccalaureate and Higher Degree Programs Survey

Appendix D

Practical Nursing Programs Survey