Welcome to the Future of Nursing:
Campaign for Action
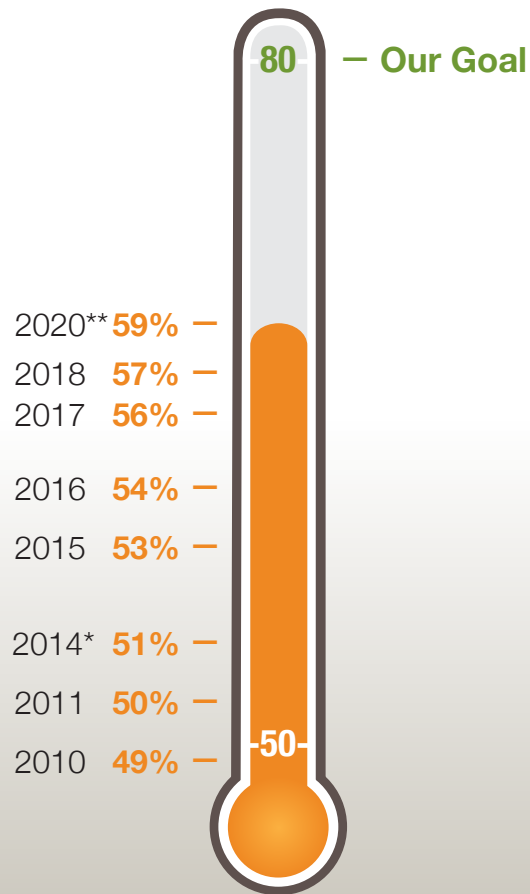# Dashboard

About This Dashboard:

These graphs and charts show goals by which the *Campaign* evaluates its efforts to implement recommendations in the Institute of Medicine's (IOM) *The Future of Nursing: Leading Change, Advancing Health.*

Indicator 1: Education

IOM Recommendation:

Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

Percentage of employed nurses with a baccalaureate (or higher) degree in nursing

80 — **Our Goal**

2020** **59%** —
2018 **57%** —
2017 **56%** —

2016 **54%** —
2015 **53%** —

2014* **51%** —
2011 **50%** —
2010 **49%** — **50**

Data Source: American Community Survey, *Public Use Microdata Sample* (series)
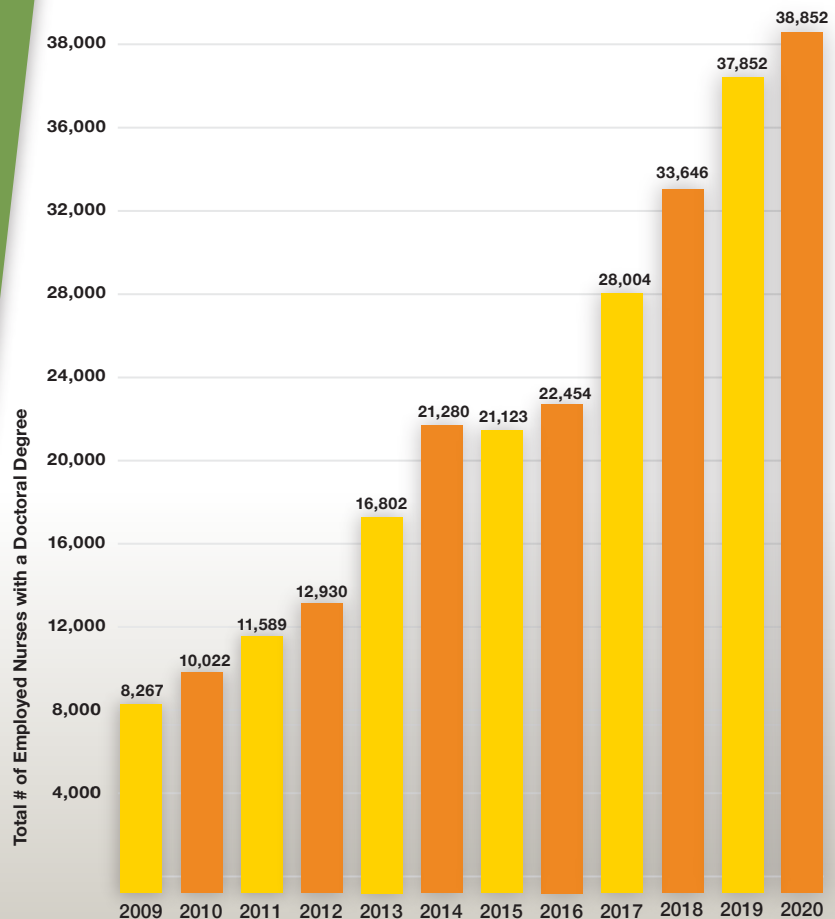*No change between 2012 and 2014. No change between 2019 and 2020**.

Indicator 2: Doctoral Degrees

IOM Recommendation:

Double the number of nurses with a doctorate by 2020

THIS RECOMMENDATION HAS BEEN ACHIEVED

Number of employed nurses with a doctoral degree

Total # of Employed Nurses with a Doctoral Degree

Year	Total
2009	8,267
2010	10,022
2011	11,589
2012	12,930
2013	16,802
2014	21,280
2015	21,123
2016	22,454
2017	28,004
2018	33,646
2019	37,852
2020	38,852

Data Source: American Community Survey, *Public Use Microdata Sample* (series)

Updated: March 8, 2022

Indicator 3: State Practice Environment

IOM Recommendation:

Advanced practice registered nurses should be able to practice to the full extent of their education and training

State progress in improving access to care provided by nurse practitioners

WA
MT
OR
ID
WY
ND (2011)
SD (2017)
NE (2015)
MN (2014)
IA
WI
MI
VT (2011)
ME
NH
NY (2014)
MA (2020)
RI (2013)
CT (2014)
NJ
DE (2021)
MD (2015)
DC
NV (2013)
UT (2016)
CA (2020)
CO
AZ
NM
KS
MO
IL (2017)
IN
OH
KY (2014)
WV (2016)
VA
PA
NC
TN
SC
GA
AL
MS
LA
AR
OK
TX
HI
AK
FL (2020)

In 24 states and the District of Columbia, nurse practitioners are allowed to provide full care.

Legend:
- Full access achieved before *Campaign* began (13 and DC)
- Full access achieved since *Campaign* began (11)
- Substantial improvement made since *Campaign* began (7)
- Incremental improvement made since *Campaign* began (10)
- No progress has been made since the *Campaign* began (9)

Data source: Center to Champion Nursing in America
*View definition criteria at https://campaignforaction.org/resource/state-progress-removing-barriers-practice-care/
Years denote when laws were passed.

Updated: March 8, 2022

Indicator 4: Interprofessional Collaboration

IOM Recommendation:

Expand opportunities for nurses to lead and disseminate collaborative improvement efforts

Number of required clinical courses and/or activities at top nursing schools that include both RN students and graduate students of other health professions

School	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Duke University	2	2	2	1	0	0	1	1	1	0
Yale University	0	0	1	1	1	1	1	2	1	1
UC, San Francisco	0	1	1	1	0	0	0	0	0	0
University of North Carolina	0	0	0	0	0	1	1	0	4	6
University of Washington	2	2	5	4	5	5	3	4	3	2
University of Pennsylvania	0	1	4	7	9	*	*	*	*	4
University of Michigan	0	0	0	0	2	2	0	0	*	3
University of Pittsburgh	1	1	3	4	4	4	4	4	*	1
Oregon Health & Science University	0	1	2	2	2	2	2	2	2	2
Johns Hopkins University	1	1	3	3	6	4	4	4	4	4

Data Source: Top nursing schools (as determined by *US News & World Report* rankings) that also have graduate-level health professions schools at their academic institutions. Course offerings and requirements include clinical and/or simulation experiences.

*Data was not provided.

Indicator 5: Leadership
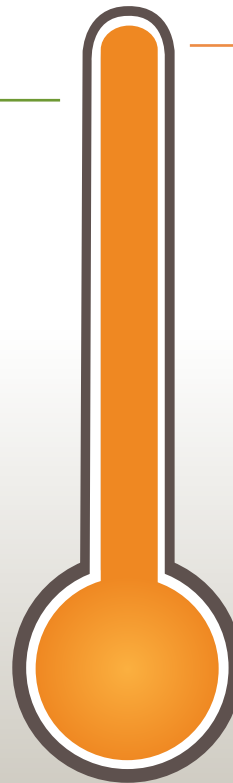
IOM Recommendation:

Health care decision-makers should ensure leadership positions are available to and filled by nurses

The number of board seats filled by nurses

Our goal: to get 10,000 board seats filled by nurses by 2020

OUR GOAL
10,000 board seats filled by nurses

As of 12/31/21
10,353 board seats have been filled by nurses*

Data Source: Nurses on Boards Coalition, *NursesonBoardsCoalition.org.*

In 2014, the Campaign convened more than 20 national nursing organizations and others working to build a healthier America to form the Nurses on Boards Coalition (NOBC). The NOBC launched as an independent organization in August 2015 and is working toward the goal of seating 10,000 nurses on boards by 2020.

*The Nurses on Boards Coalition updates these numbers on a regular basis.

Updated: March 8, 2022

Indicator 6: Workforce Data

IOM Recommendation:

Build infrastructure for collection and analysis of interprofessional health care workforce data

States that collect data on nurse education programs, supply of nurses, and demand for nurses

State	Nurse Supply Data	Nurse Demand Data	Nurse Education Program Data
Alabama	✓		✓
Alaska			
Arizona	✓		✓
Arkansas	✓		✓
California	✓	✓	
Colorado	✓		✓
Connecticut	✓		✓
Delaware			
Florida	✓	✓	✓
Georgia	✓	✓	✓
Hawaii	✓	✓	✓
Idaho	✓	✓	✓
Illinois	✓	✓	✓
Indiana	✓	✓	✓
Iowa	✓	✓	✓
Kansas	✓		
Kentucky	✓		✓
Louisiana	✓	✓	✓
Maine	✓		✓
Maryland	✓		✓
Massachusetts	✓		
Michigan	✓		✓
Minnesota	✓		✓
Mississippi	✓	✓	✓
Missouri	✓	✓	✓

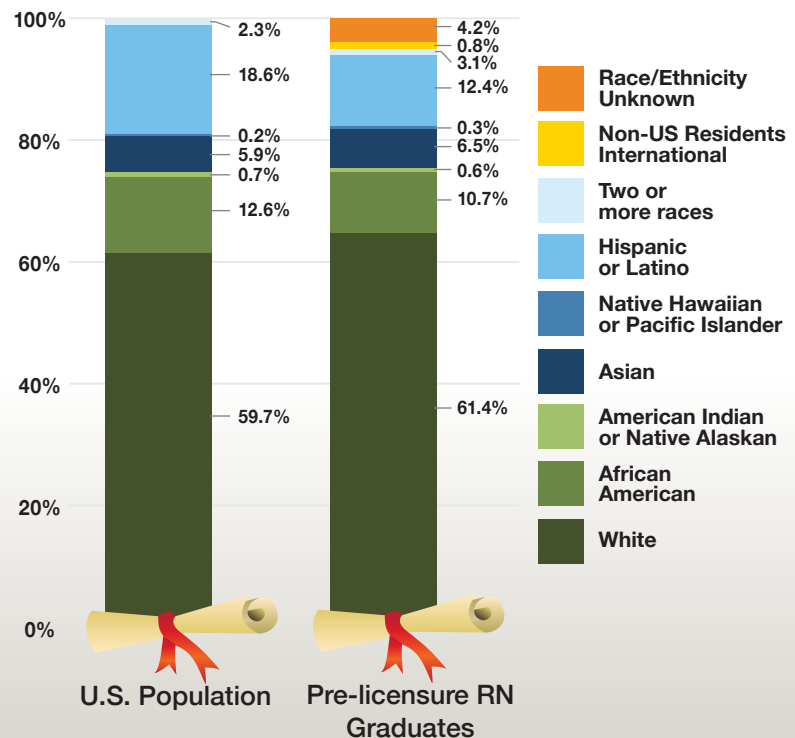| State	Nurse Supply Data	Nurse Demand Data	Nurse Education Program Data
Montana	✓		✓
Nebraska	✓		✓
Nevada	✓	✓	✓
New Hampshire			
New Jersey			✓
New Mexico	✓		✓
New York	✓	✓	✓
North Carolina	✓		
North Dakota	✓	✓	✓
Ohio	✓		✓
Oklahoma	✓	✓	✓
Oregon	✓	✓	✓
Pennsylvania			
Rhode Island	✓		✓
South Carolina	✓	✓	✓
South Dakota	✓		✓
Tennessee			✓
Texas	✓	✓	✓
Utah	✓	✓	✓
Vermont	✓		✓
Virginia	✓		✓
Washington	✓	✓	✓
West Virginia	✓		✓
Wisconsin	✓	✓	✓
Wyoming	✓		

Data Source: The National Forum of State Nursing Workforce Centers and Philip R. Lee Institute for Health Policy Studies.

Indicator 7: Diversity

IOM Recommendation:

Make diversity in the nursing workforce a priority

Pre-licensure registered nursing program graduates by race/ethnicity and by gender compared with the U.S. population

	U.S. Population	Pre-licensure RN Graduates
Race/Ethnicity Unknown		4.2%
Non-US Residents International		0.8%
Two or more races	2.3%	3.1%
Hispanic or Latino	18.6%	12.4%
Native Hawaiian or Pacific Islander	0.2%	0.3%
Asian	5.9%	6.5%
American Indian or Native Alaskan	0.7%	0.6%
African American	12.6%	10.7%
White	59.7%	61.4%

In the U.S., the female/male population is **50.8% female** and **49.2% male**.
In 2020, pre-licensure RN program graduates were **85.3% female** and **13.9% male**.

The Campaign is working to promote diversity in the nursing workforce so that the profession reflects America's changing population.

Sources: American Association of Colleges of Nursing, Enrollment & Graduations in Baccalaureate and Graduate Programs in Nursing (series); Integrated Postsecondary Education Data System (IPEDS), Completions Survey (series); US Census Bureau, Population Division

Updated: March 8, 2022