



Bowen Center for
Health Workforce
—Research & Policy—
Indiana University School of Medicine

Data Report

2015 Indiana Nursing Licensure Survey

May 2016



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Executive Summary

The mission of the Bowen Center for Health Workforce Research & Policy (Bowen Center) is to improve population health by contributing to informed health workforce policy through data management, community engagement, and original research. The Bowen Center has a rich history of collecting, analyzing, and disseminating health workforce data and research for the State of Indiana. These health workforce data are important to informing health workforce policy and planning efforts throughout Indiana.

The nursing workforce represents the largest segment of the health workforce and works in a variety of settings to fulfill direct patient care, coordination of care, administrative and research roles.¹ In fact, in 2015 Indiana had over 104,000 registered nurses (RNs) renew their professional license. Furthermore, as the number of medical students choosing to specialize in primary care continues to decline, the number of advanced practice nurses (APNs) has more than doubled over the past 20 years.² Understanding the supply and distribution of the RN and APN workforce is critical for understanding their capacity to meet health care needs and improve population health.

The 2015 Indiana Nursing Licensure Survey Data Report presents key information and data collected from the registered nurse re-licensure survey administered by the Indiana Professional Licensing Agency (IPLA) during nurses' biennial license renewal. As of 2015, 104,475 RNs were licensed to practice in the state of Indiana. Of these, 67,554 RNs reported having an Indiana practice address and were included in this report.

In five rural Indiana counties, there are more than 200 residents per RN full-time equivalent (FTE).³ Additionally, the number of residents per APN FTE ranges from 839 to 26,295 residents per APN FTE. Almost one-half (48.2%) of RNs reported working at least 37 hours per week, with the highest proportion (20.4%) of those RNs report working in an acute/critical care setting. Over one-third of APNs (34.5%) reported working with an adult health/family physician in an ambulatory care setting. Although the median age for RNs is 45 and APNs 51.8, Indiana's nursing workforce is young: the highest proportion (27.1%) of RNs are under 35 years of age.

The data presented in this report provide a snapshot of key demographic and practice characteristics of the RN and APN workforce to provide stakeholders with information needed to improve the quality and accessibility of health care through policymaking, workforce development, and resource allocation. Additional analyses and reports may be made available through the Bowen Center's website (<http://family.medicine.iu.edu/hws/workforce-form/>).

¹ Institute of Medicine (IOM). (2011). *The Future of Nursing: Leading Change, Advancing Health*. Washington, D.C.: The National Academies Press.

² Ibid.

³ Full-time equivalent (FTE) is a measure used to indicate the workload of an employed person in order to make workloads comparable. An FTE of 1.0 is equivalent to a full-time worker or student, while an FTE of 0.5 signals half of a full workload. Zimmermann, P. (2002). *Nursing management secrets*; 974(13) of Secrets series. Elsevier Health Sciences. p. 55

Introduction

The Bowen Center for Health Workforce Research & Policy (Bowen Center) aims to improve population health by informing health workforce policy through data management, community engagement, and original research. Formerly known as the Bowen Research Center, the Bowen Center has a rich history of collecting, analyzing, and disseminating health workforce data and research for the State of Indiana. Understanding the status of Indiana's health care workforce is critical to ensuring that Indiana residents have access to high quality care, developing programs that will train practitioners to meet future needs, and recruiting and retaining health care professionals in Indiana. Indiana's nursing workforce is a fundamental part of Indiana's overall health care workforce, filling positions in a wide array of occupations and work settings.

The 2015 Nursing Licensure Survey Data Report presents data collected from the nursing re-licensure survey administered by the Indiana Professional Licensing Agency (IPLA) during the biennial license renewal period. The report includes data on the nursing professional workforce that may be used to promote meaningful policy discussion and to inform evidence-based policy development.

Data in this report are presented in two sections: (1) registered nurses (RN) and (2) advanced practice nurses (APN). Both sections describe demographic and professional characteristics as well as geographic distribution information (supply).

Methods

Survey Administration

Indiana's nursing re-licensure survey was adapted from the nursing Minimum Data Set (MDS) created by the Health Resources and Services Administration (HRSA), National Center for Health Workforce Analysis. HRSA has established MDS tools for many licensed health professionals to facilitate the establishment of national databases with consistent core data elements covering demographic, educational, credentialing, and practice characteristics of the health professions. Indiana's nursing re-licensure survey was administered by the IPLA during the biennial licensure renewal period. Only nurses who renewed their license electronically (n=102,093) were invited to complete the voluntary survey.

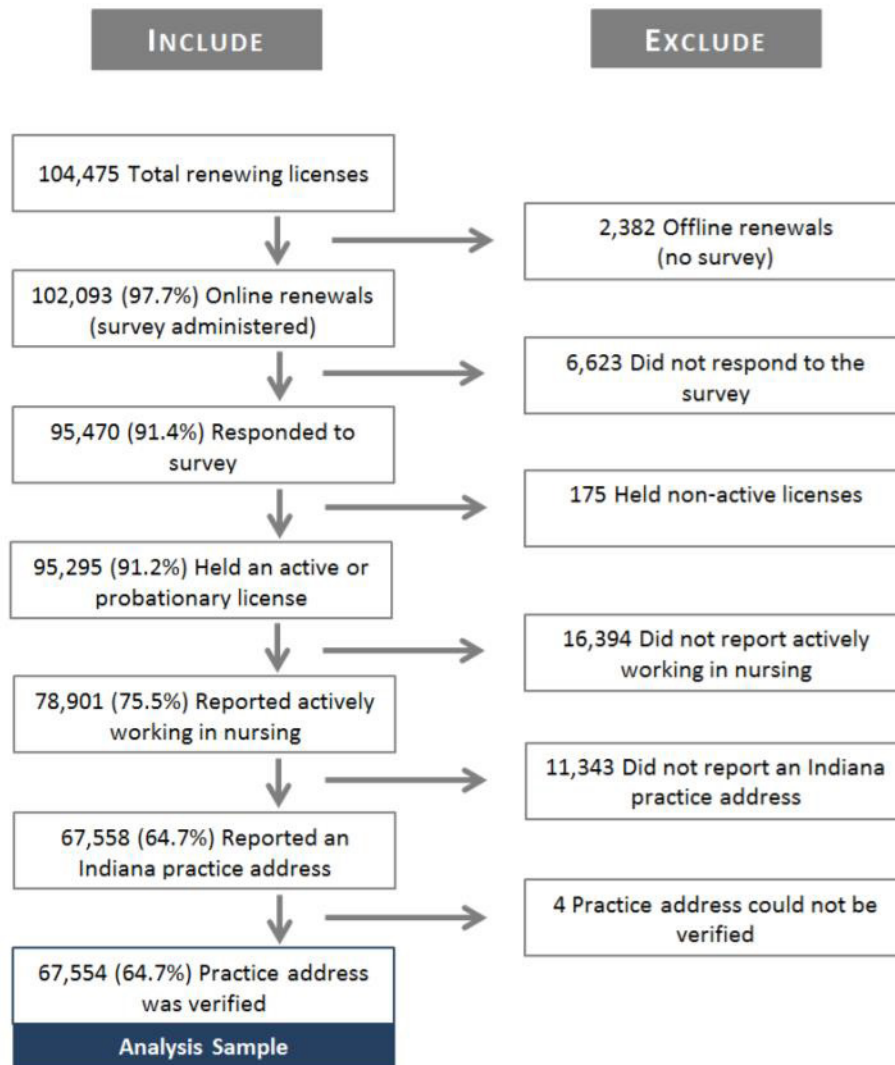
Dataset Construction

The data used for this report were extracted from the nursing base license and the nursing survey data files provided by the IPLA through the Indiana State Department of Health (ISDH). The base license file contains administrative data such as license status, expiration date, license number, and date of birth. The base license file was merged with the nurse survey file by unique license number.

Inclusion and exclusion criteria were applied to the survey response data to define the sample of nurses actively practicing in Indiana. Therefore, the following inclusion criteria were applied:

1. Nurse renewed license online (electronically) in 2015;
2. Nurse responded to the 2015 re-licensure survey;
3. Nurse holds an active, 'valid to practice while reviewed' or probationary license;
4. Nurse reported actively working in nursing; and
5. Nurse reported an Indiana practice address.

Nurses who did not meet the inclusion criteria were excluded from the sample. Figure 1 provides a diagram of inclusion/exclusion criteria for the study sample. The final sample includes 67,554 RNs who held an active, 'valid to practice while under review' or probationary license, reported actively working in nursing, and provided an Indiana practice location which could be verified.

Figure 1.1: Inclusion and Exclusion Criteria

Practice Address Verification

Validation of License Address through Geocoding

For this report, the address to which a nurse's license is mailed was used to determine the nurse's county location. Addresses were first cleaned by correcting spelling of street names and removing suite, building, apartment and room numbers. After cleaning, addresses were analyzed through a geocoding program in SAS 9.4. This program matched the license address to an address in a TIGER/Line file and returned the geographical coordinates and county FIPS⁴ code for each address. Addresses returned with geographic coordinates were considered valid. Addresses returned without geographic coordinates were considered invalid and excluded from the analysis sample.

⁴ Federal Information Processing Standard. See www.census.gov/geo/reference/geocodes.html for more information.

FTE Assignment

A full-time equivalent (FTE) was assigned to each individual based on his or her survey response indicating the average number of hours per week spent in direct patient care. FTEs were assigned to each individual in order to accurately map the distribution of the RN workforce providing FTE through direct patient care throughout Indiana. Individuals in each hourly category were assigned an FTE as shown in Table 1.1. Those individuals who have not reported any hours in direct patient care have been assigned 0.0 FTE but are included in this report as they may be working in roles such as teaching or administration. Geographic information system (GIS) maps present the distribution of the workforce by FTE throughout the report.

Table 1.1: FTE Calculation for Reported Hours per Week in Patient Care.

Hours per Week in Patient Care	Assigned FTE
0	0.0
1 – 4	0.1
5 – 8	0.2
9 – 12	0.3
13 – 16	0.4
17 – 20	0.5
21 – 24	0.6
25 – 28	0.7
29 – 32	0.8
33 – 36	0.9
37 – 40	1.0
40 or more	1.0

Rurality

Rurality was determined by whether an area is considered “rural” as defined by the Office of Management and Budget (OMB). The OMB defines an area as a Metropolitan Statistical Area (MSA) with the following definition:⁵

- one city with a population of 50,000 or more; or
- an urbanized area (as defined by the Bureau of the Census) with a population of at least 50,000 and a total MSA population of at least 100,000.

Each MSA must include the county in which the central city is located and additional contiguous counties (fringe counties), if they are economically and socially integrated with the central county. Any county not included in an MSA is considered non-metro or “rural.” For this report, counties that meet the criteria as a metropolitan statistical area are considered “urban.” Metro and non-metro county designations were derived from the 2013 OMB delineation files.

Limitations

The analyses and data presented in this report have several key limitations that should be taken into account when utilizing and interpreting these data. The information in this report was gathered as self-reported responses to a voluntary survey. As is the case with all survey research, it is likely that there is some level of response bias. In this case, it is possible responses to a question do not reflect the absolute practice characteristics of a provider. Although, self-reported data may not be considered absolute provide a best estimate of a provider’s practice characteristic and should only be used to inform policy discussion.

⁵ See <https://www.census.gov/population/metro/> for further information.

Additionally, the data presented in this report only represent a sample of the entire nursing workforce. Due to missing data and the voluntary nature of the survey some nurses are not represented in the final sample of this report. Although, only a sample is present in these data, it is a fairly large sample of the nursing workforce and may be valuable in informing health workforce policies.

Lastly, the nursing licensure survey has been updated several times over the years in order to meet the needs of the State of Indiana. Therefore, trend analyses on these data are not presented in this report due to changes in the data collection process and questions asked on the survey.

Supplemental Data Tables

The primary purpose of the 2015 Indiana Nursing Licensure Survey Data Report is to provide a snapshot of key information pertaining to the nursing workforce in Indiana. This report only presents highlights of the 2015 nursing survey data. Additional data tables and reports may be made available online or may be requested through the Bowen Center website's Data-Technical Assistance Request Form.



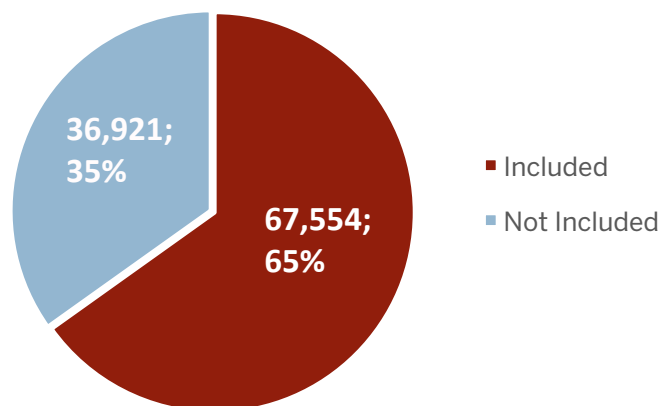
Registered Nurses Workforce

The nursing workforce makes up the largest sector of the health workforce. It is comprised of a diverse group of professionals with a wide range of credentials working in a variety of settings. Although 104,475 RNs renewed their license in 2015, only 67,554 RNs reported actively working in nursing in Indiana and had a valid Indiana practice address (Figure 2.1). This section focuses on demographic and practice characteristics of the RN workforce, including RNs who also are credentialed as an APN. A subsequent section will examine characteristics of the APN workforce.

Highlights

- With the exception of urban LaPorte County, rural counties have the highest number of residents per RN FTE (Crawford, LaGrange, Noble, Orange)
- The respondent sample contains more than 15 times as many female RNs vs. male RNs
- Over 90% of respondents identified as White non-Hispanic
- Nearly one-half (48.2%) of RNs reported working at least 37 hours per week
- The highest proportion (20.4%) of RNs reported working in acute care/critical care specialties

Figure 2.1 Percentage of Registered Nurses Included in Report



Comparison of the proportion of licensed RNs in Indiana who have been included in this report.

Table 2.1: Registered Nurses, Distribution

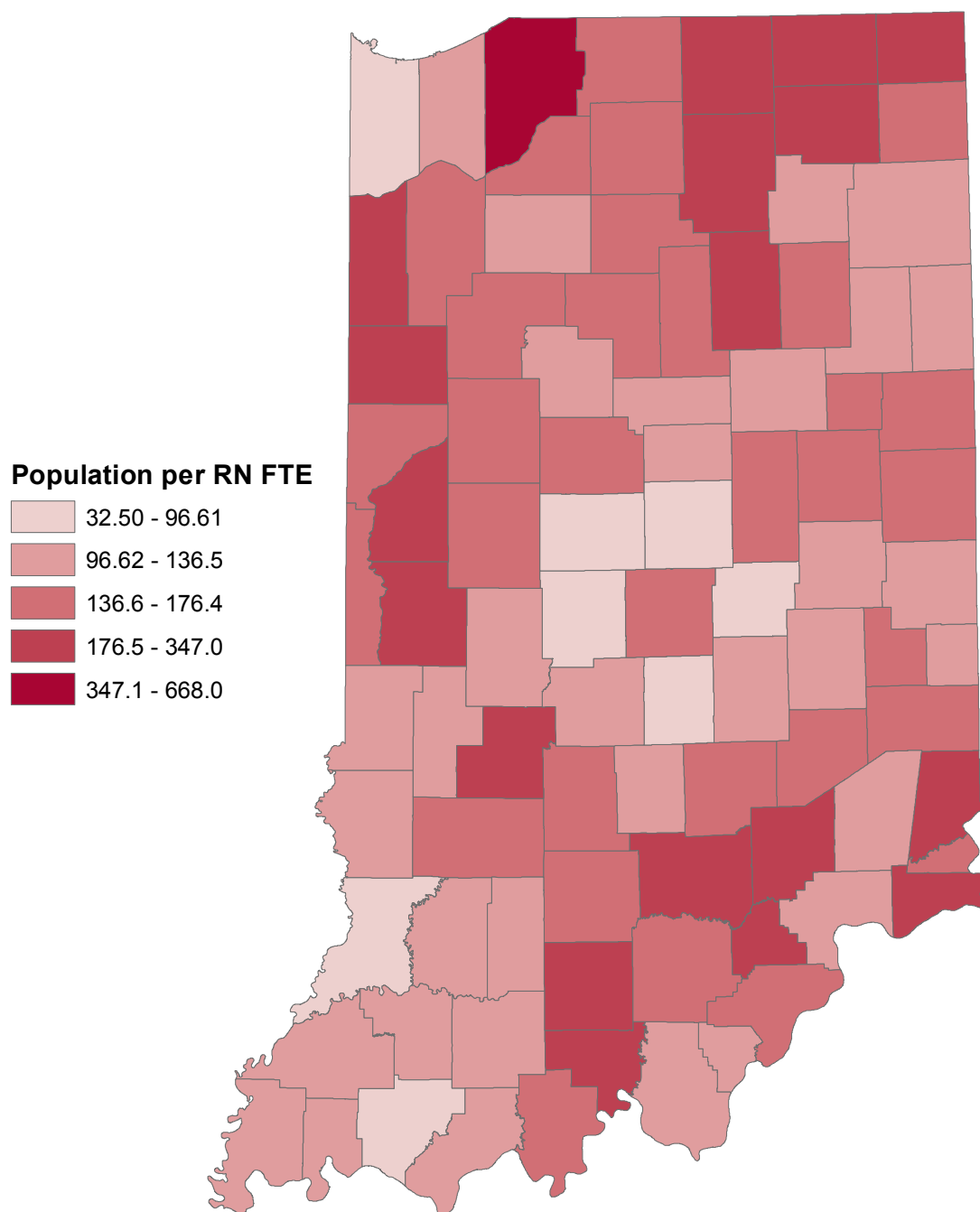
County	Rurality	Population per RN FTE
Adams	Rural	135
Allen	Urban	113
Bartholomew	Urban	151
Benton	Urban	205
Blackford	Rural	149
Boone	Urban	86
Brown	Urban	118
Carroll	Urban	115
Cass	Rural	164
Clark	Urban	144
Clay	Urban	127
Clinton	Rural	157
Crawford	Rural	222
Daviess	Rural	136
DeKalb	Rural	148
Dearborn	Urban	195
Decatur	Rural	134
Delaware	Urban	142
Dubois	Rural	103
Elkhart	Urban	182
Fayette	Rural	147
Floyd	Urban	117
Fountain	Rural	178
Franklin	Rural	148
Fulton	Rural	136
Gibson	Rural	122
Grant	Rural	116
Greene	Rural	136
Hamilton	Urban	80
Hancock	Urban	83
Harrison	Urban	130
Hendricks	Urban	74
Henry	Rural	127
Howard	Urban	119
Huntington	Rural	138
Jackson	Rural	178
Jasper	Urban	142
Jay	Rural	166
Jefferson	Rural	131
Jennings	Rural	188
Johnson	Urban	87
Knox	Rural	95
Kosciusko	Rural	195
LaGrange	Rural	347
LaPorte	Urban	666
Lake	Urban	32
Lawrence	Rural	155

County	Rurality	Population per RN FTE
Madison	Urban	148
Marion	Urban	149
Marshall	Rural	158
Martin	Rural	109
Miami	Rural	145
Monroe	Urban	155
Montgomery	Rural	176
Morgan	Urban	126
Newton	Urban	196
Noble	Rural	211
Ohio	Urban	163
Orange	Rural	215
Owen	Urban	196
Parke	Rural	173
Perry	Rural	172
Pike	Rural	129
Porter	Urban	107
Posey	Urban	126
Pulaski	Rural	131
Putnam	Urban	130
Randolph	Rural	146
Ripley	Rural	114
Rush	Rural	119
Scott	Urban	185
Shelby	Urban	123
Spencer	Rural	121
St Joseph	Urban	140
Starke	Rural	142
Steuben	Rural	183
Sullivan	Urban	115
Switzerland	Rural	184
Tippecanoe	Urban	151
Tipton	Rural	126
Union	Rural	115
Vanderburgh	Urban	125
Vermillion	Urban	152
Vigo	Urban	128
Wabash	Rural	199
Warren	Rural	152
Warrick	Urban	91
Washington	Urban	161
Wayne	Rural	131
Wells	Urban	111
White	Rural	158
Whitley	Urban	111

Source: Indiana Nursing Re-Licensure Survey, 2015

Notes: Urban and rural classification based on Office of Management and Budget (OMB) definitions.

Map 2.1 Population per RN FTE



Source: Indiana Nursing Re-Licensure Survey, 2015

Demographic Characteristics

Table 2.2: Registered Nurses, Age/Gender

	Gender							
	Female		Male		Non-Respondents		Total	
Age Category	N	%	N	%	N	%	N	%
Under 35	16,981	26.9	1,162	29.3	186	34.3	18,329	27.1
35 - 44	15,244	24.2	1,132	28.5	101	18.6	16,477	24.4
45 - 54	15,128	24.0	957	24.1	85	15.7	16,170	23.9
55 - 64	13,368	21.2	603	15.2	126	23.2	14,097	20.9
65 and Older	2,243	3.6	106	2.7	30	5.5	2,379	3.5
Non-Respondents	81	0.1	7	0.2	14	2.6	102	0.2
Total	63,045	100.0	3,967	100.0	542	100.0	67,554	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Notes: The Indiana Professional Licensing Agency (IPLA) did not provide gender data for every respondent. Age was calculated by measuring the difference between the date of birth provided by IPLA and the survey completion date.

Table 2.3: Registered Nurses Race/Ethnicity

Race	N	%
White	61,834	91.5
Black or African American	2,656	3.9
Asian	804	1.2
Multiracial	668	1.0
American Indian or Alaska Native	103	0.2
Native Hawaiian/Pacific Islander	51	0.1
Other	850	1.3
Non-Respondents	588	0.9
Total	67,554	100.0
Ethnicity		
Not Hispanic or Latino	65,068	96.3
Hispanic or Latino	1,421	2.1
Non-Respondents	1,065	1.6
Total	67,554	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Education/Training Characteristics

Table 2.4: Education and Training Characteristics

First Qualifying Education Program Location	N	%
Indiana	54,831	81.2
Other U.S. State	10,919	16.2
Non-Respondents	1,804	2.7
Total	67,554	100.0
Highest Education		
Vocational/Practical Certificate - nursing	8	0.0
Diploma - nursing	2,500	3.7
Associate Degree - nursing	22,301	33.0
Baccalaureate Degree - nursing	26,046	38.6
Master's Degree - nursing	6,291	9.3
Doctoral Degree - nursing	417	0.6
Associate Degree - other field	302	0.5
Baccalaureate Degree - other field	3,246	4.8
Master's Degree - other field	1,532	2.3
Doctoral Degree - other field	193	0.3
Non-Respondents	4,718	7.0
Total	67,554	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Employment/Practice Setting Characteristics

Table 2.5: Registered Nurses, Work Setting Characteristics

Paid Positions	N	%
1 position	56,121	83.1
2 positions	5,827	8.6
3 positions	557	0.8
4 or more positions	227	0.3
Non-Respondents	4,822	7.1
Total	67,554	100.0
Primary Work Setting	N	%
Hospital	39,914	59.1
Ambulatory Care Setting	6,009	8.9
Nursing Home/Extended Care Facility/Assisted Living Facility	5,029	7.4
Other	4,754	7.0
Home Health	4,058	6.0
School Health Service	1,393	2.1
Community Health	1,375	2.0
Academic Setting	1,313	1.9
Insurance Claims/Benefits	1,033	1.5
Public Health	704	1.0
Occupational Health	578	0.9
Correctional Facility	303	0.5
Policy/Planning/Licensing Agency	26	0.0
Non-Respondents	1,065	1.6
Total	67,554	100.0
Primary Practice Hours	N	%
0 hours per week	261	0.4
1 - 4 hours per week	570	0.8
5 - 8 hours per week	845	1.3
9 - 12 hours per week	879	1.3
13 - 16 hours per week	935	1.4
17 - 20 hours per week	1,359	2.0
21 - 24 hours per week	3,311	4.9
25 - 28 hours per week	2,776	4.1
29 - 32 hours per week	2,923	4.3
33 - 36 hours per week	9,225	13.7
37 - 40 hours per week	21,191	31.4
41 or more hours per week	11,325	16.8
Non-Respondents	11,954	17.7
Total	67,554	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Specialties

Table 2.6: Registered Nurses, Employment Specialty

Employment Specialty	N	%
Acute Care/Critical Care	13,794	20.4
Other	12,282	18.2
Medical Surgical	8,136	12.0
Geriatric/Gerontology	4,398	6.5
Pediatrics/Neonatal	3,604	5.3
Adult Health/Family Health	3,186	4.7
Maternal and Child Health	3,114	4.6
Home Health	3,065	4.5
Psychiatric/Mental Health/Substance Abuse	2,108	3.1
Oncology	1,902	2.8
Trauma	1,649	2.4
Rehabilitation	1,487	2.2
Women's Health	1,465	2.2
School Health	1,260	1.9
Community	809	1.2
Palliative Care	776	1.2
Anesthesia	674	1.0
Public Health	659	1.0
Occupational Health	647	1.0
Non-Respondents	2,539	3.8
Total	67,554	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Advanced Practice Nurses Workforce

Highlights

- Switzerland County has no reported APN FTE. Like the RN nursing supply, except for LaPorte County, the counties with the highest population per APN are rural (Benton, Crawford, LaGrange, Orange). The counties with the least population per APN FTE are urban (Boone, Hamilton, Hendricks, Lake, Warrick).
- The highest proportion of APNs are 45 - 54 years old
- 92.4% of APNs identified as non-Hispanic White
- Over one-third (34.3%) of APNs reported working in an ambulatory care setting with a physician specializing in adult health/family health (34.5%).

Figure 3.1 Percent of Nursing Workforce with an APN Credential

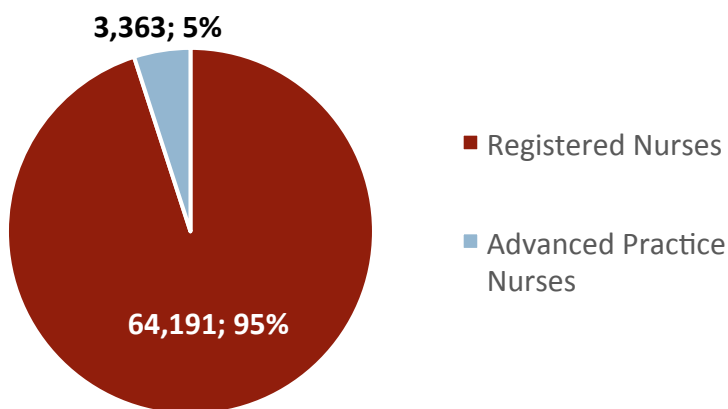
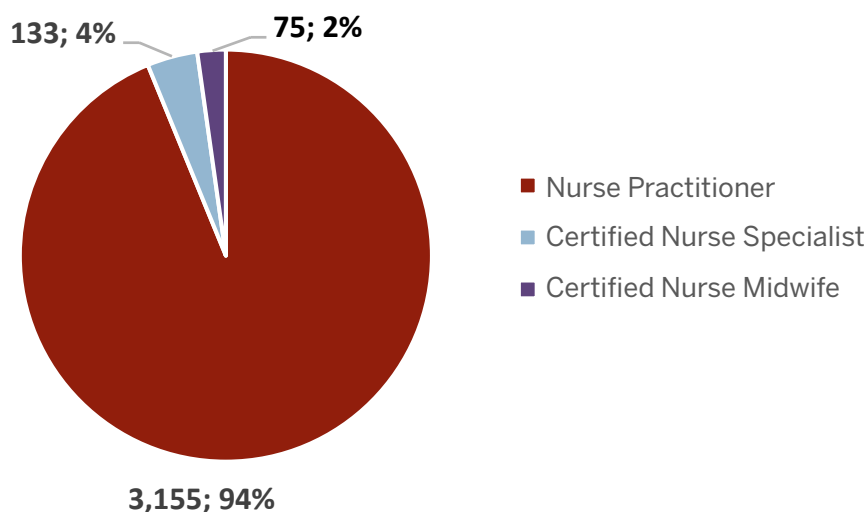


Figure 3.2 Breakdown of APN Type



Geographic Workforce Distribution**Table 3.1: Advanced Practice Nurses, Distribution**

County	Rurality	Population to Provider Ratio		
		Certified Nurse Midwife	Clinical Nurse Specialist	Nurse Practitioner
Adams	Rural	-	-	3,422
Allen	Urban	87,965	54,132	1,883
Bartholomew	Urban	76,484	40,255	2,771
Benton	Urban	-	-	8,671
Blackford	Rural	-	-	6,162
Boone	Urban	-	28,689	1,010
Brown	Urban	-	-	2,049
Carroll	Urban	-	-	2,044
Cass	Rural	-	18,912	2,741
Clark	Urban	121,727	-	2,846
Clay	Urban	43,912	-	2,462
Clinton	Rural	-	-	8,067
Crawford	Rural	-	-	26,295
Daviess	Rural	-	-	1,747
DeKalb	Rural	37,987	-	2,713
Dearborn	Urban	-	-	5,464
Decatur	Rural	-	-	2,552
Delaware	Urban	109,269	-	2,620
Dubois	Rural	-	-	2,675
Elkhart	Urban	40,603	194,894	3,303
Fayette	Rural	-	47,184	2,247
Floyd	Urban	-	-	1,863
Fountain	Rural	-	-	3,648
Franklin	Rural	-	-	5,207
Fulton	Rural	-	-	1,931
Gibson	Rural	-	32,607	3,432
Grant	Rural	-	-	3,507
Greene	Rural	-	-	3,705
Hamilton	Urban	78,021	22,116	1,032
Hancock	Urban	-	173,775	1,655
Harrison	Urban	-	-	7,016
Hendricks	Urban	60,487	37,223	1,280
Henry	Rural	65,659	-	3,148
Howard	Urban	-	54,178	2,630
Huntington	Rural	-	-	3,125
Jackson	Rural	-	-	2,556
Jasper	Urban	-	64,668	3,717
Jay	Rural	-	-	2,685
Jefferson	Rural	-	-	5,601
Jennings	Rural	-	27,866	2,933
Johnson	Urban	-	138,325	1,948
Knox	Rural	-	35,387	2,661
Kosciusko	Rural	38,013	76,026	5,354
LaGrange	Rural	-	-	11,944
LaPorte	Urban	976,448	488,224	17,313
Lake	Urban	27,035	7,037	839
Lawrence	Rural	-	25,149	3,234

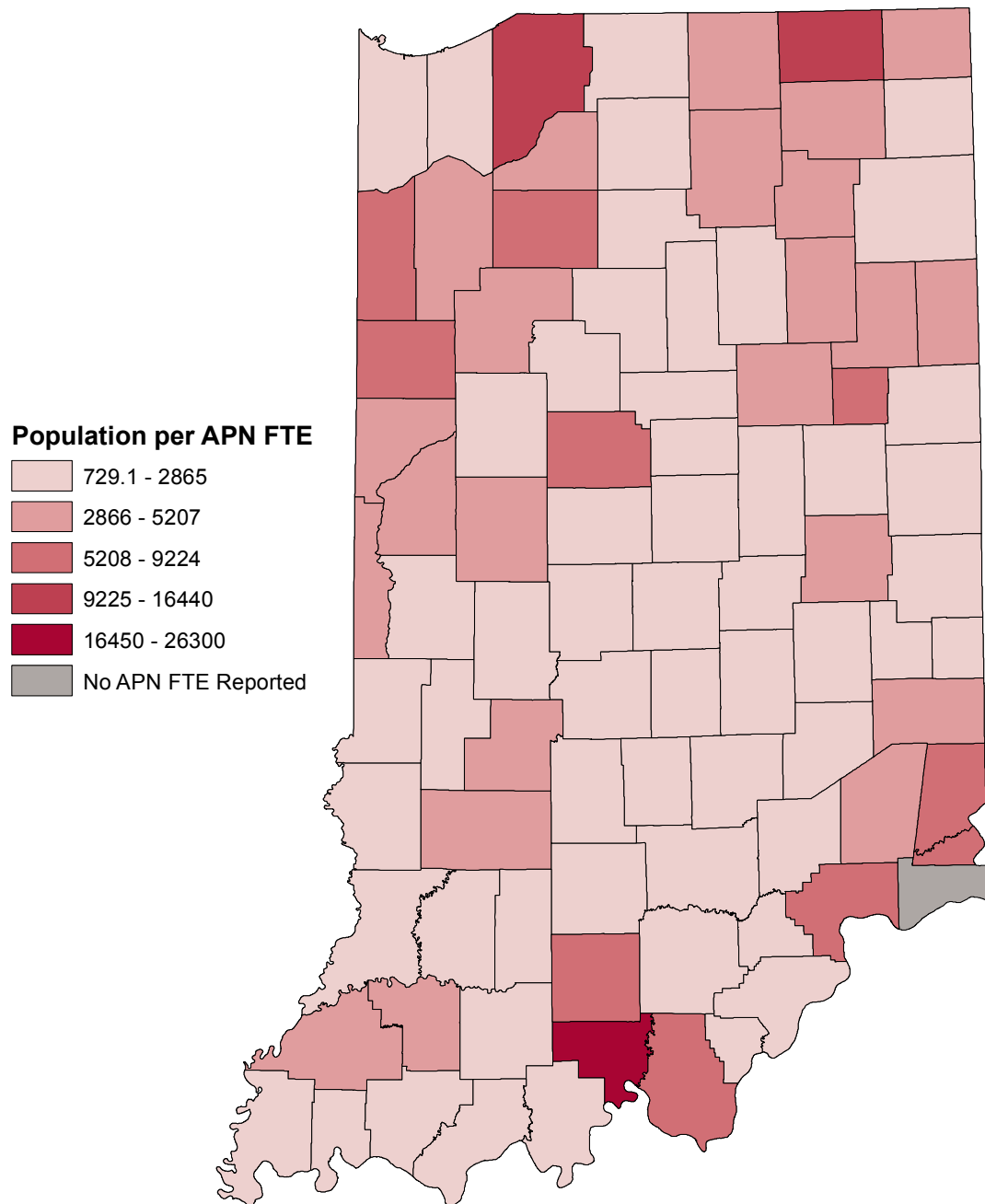
Table 3.1: Advanced Practice Nurses, Distribution, Continued

County	Rurality	Population to Provider Ratio		
		Certified Nurse Midwife	Clinical Nurse Specialist	Nurse Practitioner
Madison	Urban	45,926	124,001	2,551
Marion	Urban	94,016	31,449	2,430
Marshall	Rural	35,610	-	1,987
Martin	Rural	-	-	1,846
Miami	Rural	-	-	2,558
Monroe	Urban	28,425	39,084	1,727
Montgomery	Rural	-	-	3,224
Morgan	Urban	-	-	2,086
Newton	Urban	-	-	5,368
Noble	Rural	46,458	-	3,904
Ohio	Urban	-	-	5,946
Orange	Rural	-	-	9,224
Owen	Urban	-	-	3,751
Parke	Rural	-	-	2,790
Perry	Rural	-	-	2,359
Pike	Rural	-	13,929	7,835
Porter	Urban	62,020	179,168	2,631
Posey	Urban	-	25,426	3,101
Pulaski	Rural	-	-	7,609
Putnam	Urban	-	-	2,399
Randolph	Rural	12,766	-	2,128
Ripley	Rural	-	-	3,753
Rush	Rural	-	-	2,534
Scott	Urban	-	-	2,536
Shelby	Urban	21,797	43,594	1,839
Spencer	Rural	-	-	2,514
St Joseph	Urban	72,678	133,881	2,590
Starke	Rural	-	46,186	5,020
Steuben	Rural	-	-	3,601
Sullivan	Urban	-	19,040	2,608
Switzerland	Rural	-	-	-
Tippecanoe	Urban	67,377	34,405	2,142
Tipton	Rural	-	-	2,083
Union	Rural	-	-	2,220
Vanderburgh	Urban	-	86,600	2,052
Vermillion	Urban	-	-	3,023
Vigo	Urban	-	98,481	2,122
Wabash	Rural	-	-	2,477
Warren	Rural	-	-	4,171
Warrick	Urban	-	12,820	1,305
Washington	Urban	-	-	1,723
Wayne	Rural	73,128	15,670	2,561
Wells	Urban	-	-	4,823
White	Rural	-	-	3,955
Whitley	Urban	-	-	4,309

Source: Indiana Nursing Re-Licensure Survey, 2015

Notes: Urban and rural classification based on Office of Management and Budget (OMB) definitions.

Map 3.1 Population per APN FTE



Source: Indiana Nursing Re-Licensure Survey, 2015

Notes: Population to APN FTE could not be calculated in counties with no reported FTE.

Demographic Characteristics

Table 3.2: Advanced Practice Nurses, Age/Gender

	Gender							
	Female		Male		Non-Respondents		Total	
Age Category	N	%	N	%	N	%	N	%
Under 35	665	20.9	25	15.2	0	0.0	690	20.5
35 - 44	817	25.7	47	28.5	1	6.7	865	25.7
45 - 54	863	27.1	58	35.2	5	33.3	926	27.5
55 - 64	707	22.2	29	17.6	9	60.0	745	22.2
65 and Older	131	4.1	6	3.6	0	0.0	137	4.1
Non-Respondents	0	0.0	0	0.0	0	0.0	0	0.0
Total	3,183	100.0	165	100.0	15	100.0	3,363	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Notes: The Indiana Professional Licensing Agency (IPLA) did not provide gender data for every respondent. Age was calculated by measuring the difference between the date of birth provided by IPLA and the survey completion date.

Table 3.3: APN Race/Ethnicity

Race	N	%
White	3,107	92.4
Black or African American	114	3.4
Multiracial	37	1.1
Asian	33	1.0
Native Hawaiian/Pacific Islander	2	0.1
American Indian or Alaska Native	2	0.1
Other	37	1.1
Non-Respondents	31	0.9
Total	3,363	100.0
Ethnicity		
Not Hispanic or Latino	3,265	97.1
Hispanic or Latino	60	1.8
Non-Respondents	38	1.1
Total	3,363	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Education/Training Characteristics

Table 3.4: Advanced Practice Nurses, Education and Training Characteristics

First Qualifying Education Program Location	N	%
Indiana	2,664	79.2
Other U.S. State	29	0.9
Non-Respondents	670	19.9
Total	3,363	100.0
Highest Education		
Vocational/Practical Certificate - nursing	1	0.0
Diploma - nursing	1	0.0
Associate Degree - nursing	1	0.0
Baccalaureate Degree - nursing	83	2.5
Master's Degree - nursing	2,841	84.5
Doctoral Degree - nursing	157	4.7
Associate Degree - other field	0	0.0
Baccalaureate Degree - other field	1	0.0
Master's Degree - other field	72	2.1
Doctoral Degree - other field	26	0.8
Non-Respondents	180	5.4
Total	3,363	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Employment/Practice Setting Characteristics

Table 3.5: Advanced Practice Nurses, Work Setting Characteristics

Paid Positions	N	%
1 position	2,652	78.9
2 positions	515	15.3
3 positions	89	2.6
4 or more positions	28	0.8
Non-Respondents	79	2.3
Total	3,363	100.0
Primary Work Setting	N	%
Ambulatory Care Setting	1,152	34.3
Hospital	910	27.1
Other	536	15.9
Community Health	287	8.5
Nursing Home/Extended Care Facility/Assisted Living Facility	141	4.2
Occupational Health	102	3.0
Academic Setting	76	2.3
Home Health	61	1.8
School Health Service	31	0.9
Public Health	28	0.8
Correctional Facility	18	0.5
Insurance Claims/Benefits	2	0.1
Policy/Planning/Licensing Agency	0	0.0
Non-Respondents	19	0.6
Total	3,363	100.0
Primary Practice Hours	N	%
0 hours per week	16	0.5
1 - 4 hours per week	24	0.7
5 - 8 hours per week	64	1.9
9 - 12 hours per week	57	1.7
13 - 16 hours per week	75	2.2
17 - 20 hours per week	139	4.1
21 - 24 hours per week	186	5.5
25 - 28 hours per week	142	4.2
29 - 32 hours per week	222	6.6
33 - 36 hours per week	368	10.9
37 - 40 hours per week	1,105	32.9
41 or more hours per week	888	26.4
Non-Respondents	77	2.3
Total	3,363	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Specialties

Table 3.6: Advanced Practice Nurses, Employment Specialty

Employment Specialty	N	%
Adult Health/Family Health	1,161	34.5
Other	473	14.1
Acute Care/Critical Care	365	10.9
Pediatrics/Neonatal	272	8.1
Psychiatric/Mental Health/Substance Abuse	205	6.1
Women's Health	205	6.1
Geriatric/Gerontology	133	4.0
Occupational Health	92	2.7
Oncology	62	1.8
Medical Surgical	54	1.6
Community	52	1.5
Palliative Care	51	1.5
Maternal and Child Health	43	1.3
Trauma	39	1.2
Home Health	21	0.6
School Health	14	0.4
Anesthesia	13	0.4
Public Health	11	0.3
Rehabilitation	9	0.3
Non-Respondents	88	2.6
Total	3,363	100.0

Source: Indiana Nursing Re-Licensure Survey, 2015

Closing Summary

The data presented in this report provides information on demographics and practice characteristics for the nursing workforce. Of the total nursing workforce renewing their license, 64.7% of nurses reported working in Indiana and were included in the analysis for this report. The sample included in this report demonstrated more than one-fourth of nurses (27.1%) are under 35 years of age. The nursing workforce also showed a lack of diversity as 91.5% identified as non-Hispanic white. Regarding practice characteristics, over half of the nursing workforce (59.1%) reported working in a hospital and the highest proportion (20.4%) reported their practice specialty as acute care/critical care. Nearly one-half (48.2%) of nurses reported spending at least 37 hours/week in direct patient care.

Understanding the characteristics of the nursing workforce is important for informing policy and improving health care needs. Implications and recommendations from the data provided in this report are provided in the 2015 Nursing Policy Report.