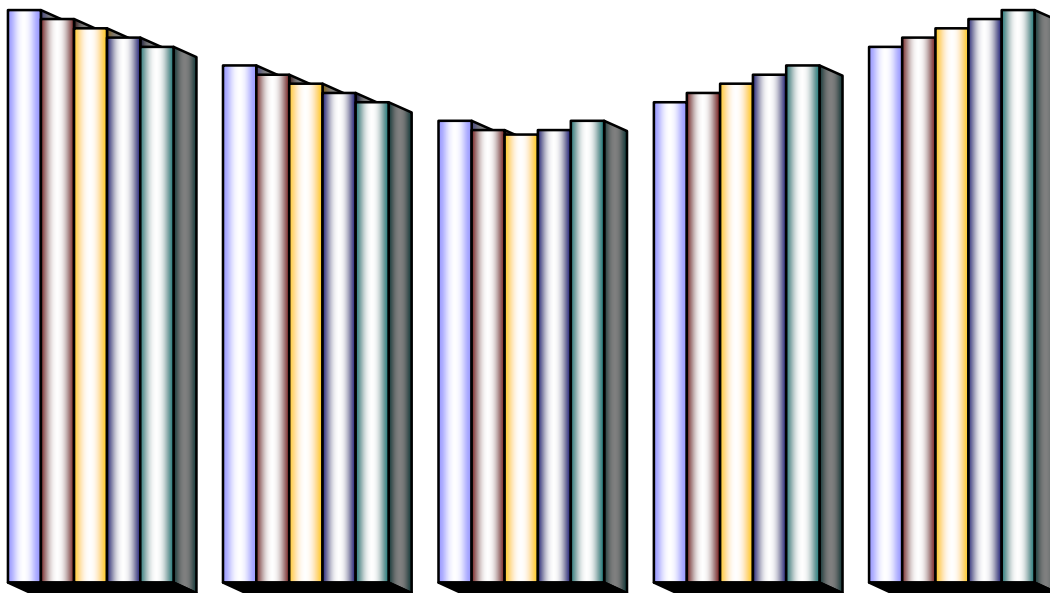




□ 1985 □ 1996 □ 1999 □ 2002 □ 2005



South Dakota  
Center for Nursing Workforce



Board of Nursing



# REPORT OF NURSING WORKFORCE SUPPLY IN SOUTH DAKOTA

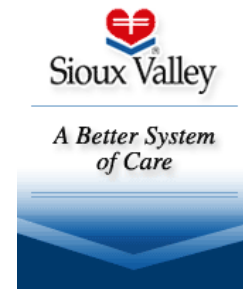


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## PREFACE

This report is based on findings from surveys returned with nurse licensure renewal forms to the South Dakota Board of Nursing, which renews RN and LPN licenses every two years. This report is based on surveys received through February 1, 2005. Data from previous years are available in reports dated June 1997, November 1999, and June 2002; each of the former reports is based on surveys returned within a two-year timeframe preceding its publication.

The survey was distributed to every nurse licensed in the state, with no nurse being surveyed more than once. Of the 10,881 actively licensed RNs, 10,750 returned completed surveys, for a 98.8% response rate. Of 2,183 actively licensed LPNs, 2,130 were returned for a response rate of 97.6%. The overall response rate for all RNs and LPNs was 98.6%.

This report is one component of a larger project. The current report is part of an effort to capture current nursing workforce supply data so that it can be compared with historical data, and with future projections regarding supply and demand for nurses.

Survey data were processed and analyzed by the State of South Dakota Central Data Processing in Pierre. A sample of the survey used is found in the Appendix.

Questions regarding this 2005 Report of Nursing Workforce Supply in South Dakota may be addressed to:

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## Nursing Licensure Status

Table 1 presents data regarding the status of RN and LPN licenses in South Dakota as of February 1, 2005. Advanced Practice Nurses (APNs) are included within the RN category. Retirements are reflected in the inactive or lapsed license categories. Retirements reflect one of several reasons for licensure inactivation or lapse; for example, nurses who leave the profession or leave the state may also be included in these numbers.

**Table 1**  
**Currently Licensed Nurses**

SOUTH DAKOTA LICENSED NURSES 2005	ACTIVE LICENSE		INACTIVE LICENSE		LAPSED LICENSE	
	#	% OF TOTAL	#	% OF TOTAL	#	% OF TOTAL
RNs	10,881	83.3%	11,450	77.8%	10,876	74.1%
LPNs	2,183	16.7%	3,274	22.2%	3,793	25.9%
ALL SD NURSES	13,064		14,724		14,669	

## Previous Data

The data provided from 1996 to 2005 were processed and analyzed by the State of South Dakota Central Data Processing in Pierre. The Hein Report, published in 1985, captured data in several categories from the nursing workforce from three time periods: 1980-81, 1981-83, and 1983-85. The Hein Report findings from October 1983 to September 1985 were used, when available, as a comparison group for this study, tracking nursing workforce changes in certain categories over time. Actively licensed nurses within each of the timeframes are as follows. Table 2 illustrates that the number of actively licensed RNs and actively licensed LPNs in South Dakota have both increased from 2002 to 2005.

**Table 2**  
**Licensed Nurses: 1985-2005**

SOUTH DAKOTA LICENSED NURSES	ACTIVE RNs	PERCENT CHANGE	ACTIVE LPNs	PERCENT CHANGE
2005	10,881	+6.9%	2,183	+2.5%
2002	10,183	-1.7%	2,130	-3.1%
1999	10,362	+3.8%	2,198	-4.9%
1996	9,983	+53.9%	2,311	-1.7%
1985	6,487		2,351	

## Nurse Migration

South Dakota, along with seventeen other states, participates in the Nurse Licensure Compact which allows RNs and LPNs multistate privileges to practice. As a result, nurse migration is more difficult to measure because nurses living in Compact states only hold a license in the state in which they reside. Many nurses may come in or out of South Dakota to practice as an RN or LPN using their Compact license. Some may never hold an active South Dakota license.

**Table 3**  
**Nurse Migration**

NURSE MIGRATION FEBRUARY 2002 – FEBRUARY 2005	LPNs	RNs	APNs
MIGRATED INTO SD	590	2,892	*288
◆MIGRATED FROM SD	317	2,403	18

\*Advanced Practice Nurses (APNs) are required to hold both RN and APN licenses. An APN may use an active RN license from another Compact RN state. APNs must obtain a South Dakota APN license to practice.

◆These nurses may be practicing in multiple states; they may be practicing in South Dakota.

# LPN SURVEY DATA



## 2005 ACTIVE LPN WORKFORCE IN SOUTH DAKOTA

### Actively Licensed LPNs

As illustrated in Table 4 below, the number of actively licensed LPNs increased slightly from 2002 to 2005.

**Table 4**  
**Actively Licensed LPNs**

ACTIVELY LICENSED LPNS	NUMBER	CHANGE FROM PREVIOUS	
		CHANGE	PERCENT
2005	2,183	+53	+2.5%
2002	2,130	-68	-3.1%
1999	2,198	-113	-4.9%
1996	2,311	-40	-1.7%
1985	2,351		

### Gender of LPNs

2005 data reflects that the percentage of men in the South Dakota LPN workforce comprises 3.3% of the actively licensed LPN population, up 0.8% from 2002 as noted in Table 5 below.

**Table 5**  
**Gender of LPNs**

GENDER OF LPNS	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
MALE	53	2.3%	56	2.5%	54	2.5%	73	3.3%
FEMALE	2,075	89.8%	2,108	95.9%	1,933	90.8%	2,110	96.7%
MISSING	183	7.9%	34	1.5%	143	6.7%	0	-
TOTAL	2,311		2,198		2,130		2,183	

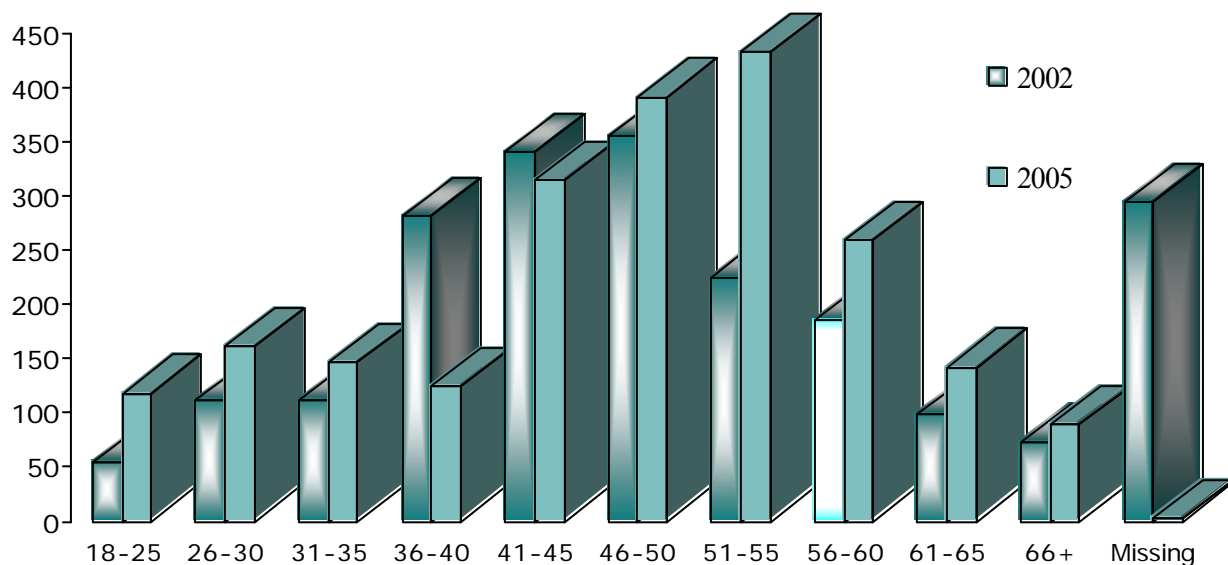
## Age of LPNs

As illustrated in Table 6 and in Figure 1, from 2002 to 2005 actively licensed LPNs between the ages of 18-25 have increased by 2.9%, and LPNs 26-30 years old have increased by 2.2%. However, LPNs between the ages of 46-50, 51-55, and those over age 55 years comprise the greatest number of LPNs at 49.6%.

**Table 6**  
**Age of LPNs**

AGE RANGE OF LPNs	1996		1999		AGE RANGE	2002		2005	
	#	%	#	%		#	%	#	%
18-25	67	2.9%	69	3.1%	18-25	54	2.5%	118	5.4%
26-30	103	4.5%	130	5.9%	26-30	111	5.2%	162	7.4%
31-35	293	12.7%	170	7.7%	31-35	111	5.2%	147	6.7%
36-40	370	16.0%	332	15.1%	36-40	282	13.2%	124	5.7%
41-45	478	20.7%	463	21.1%	41-45	341	16.0%	315	14.4%
46-50	0	-	0	-	46-50	355	16.7%	391	17.9%
51-55	0	-	0	-	51-55	225	10.6%	433	19.8%
OVER 55	279	12.1%	335	15.2%	56-60	185	8.7%	259	11.9%
DATA NOT AVAILABLE IN THIS FORMAT.					61-65	98	4.6%	142	6.5%
					OVER 65	73	3.4%	89	4.2%
MISSING	721	31.2%	699	31.8%	MISSING	295	13.8%	3	0.1%
TOTAL	2,311		2,198			2,130		2,183	

**Figure 1**  
**Age Range of LPNs 2002 – 2005**



## LPN EMPLOYMENT

### LPN Employment Status

2005 data, as reflected in Table 7, reveals 1,914 LPNs employed either full time or part time in nursing positions, representing 87.7% of the actively licensed LPN population, compared to 82.4% in 2002. Another 9.9% of actively licensed LPNs are those who are “Employed in Another Field” (89), and those who are “Unemployed” which include retired and volunteer LPNs (127).

**Table 7**  
**LPN Employment Status**

EMPLOYMENT STATUS OF LPNS	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
FULL-TIME IN NURSING	1,010	43.0%	1,284	55.6%	1,306	59.4%	1,261	59.2%	1,396	63.9%
PART-TIME IN NURSING	737	31.3%	649	28.1%	614	27.9%	495	23.2%	518	23.7%
TOTAL EMPLOYED IN NURSING	1,747	74.3%	1,933	83.6%	1,920	87.4%	1,756	82.4%	1,914	87.7%
EMPLOYED IN ANOTHER FIELD	150	6.4%	68	2.9%	86	3.9%	87	4.1%	89	4.1%
UNEMPLOYED	299	12.7%	134	5.8%	139	6.3%	88	4.1%	127	5.8%
MISSING	155	6.6%	176	7.6%	53	2.4%	199	9.3%	53	2.4%
TOTAL	2,351		2,311		2,198		2,130		2,183	

## LPN Places of Employment

Table 8 and Figures 2, 3, and 4 illustrate the number of LPNs employed in various healthcare settings. From 2002 until 2005, data reflects that employment opportunities for LPNs increased in the Long Term Care setting by 5.9%, Private Duty setting by 1.9%, and in the Office/Clinic Nurse settings by 6.1%. Data also reflects that LPN employment numbers were fairly consistent since 2002 in the hospital, school of nursing, and school nurse settings.

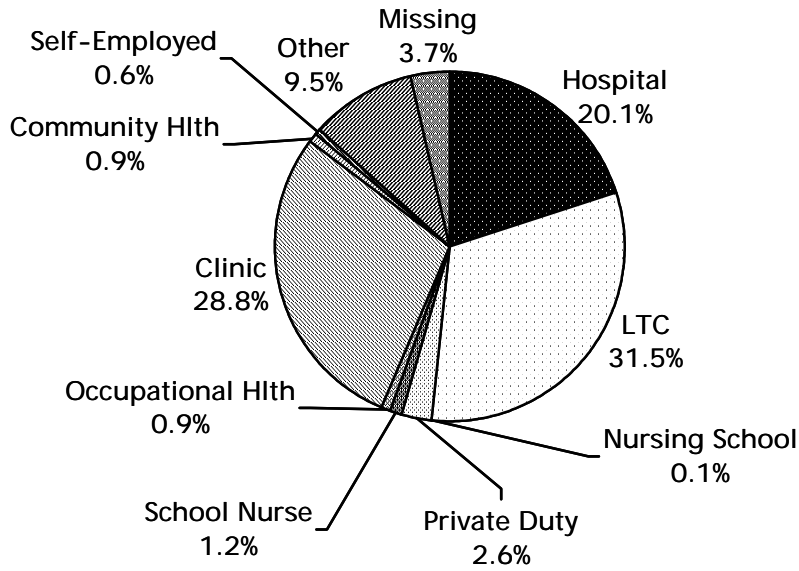
**Table 8**  
**LPN Places of Employment**

LPN PLACES OF EMPLOYMENT	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
HOSPITAL	837	48.0%	495	25.6%	428	22.3%	414	20.6%	438	20.1%
LONG TERM CARE	447	25.6%	632	32.7%	519	27.0%	515	25.6%	688	31.5%
SCHOOL OF NURSING	*	-	2	0.1%	1	0.1%	3	0.1%	3	0.1%
PRIVATE DUTY	40	2.3%	16	0.8%	15	0.8%	15	0.7%	56	2.6%
SCHOOL NURSE	*	-	19	1.0%	17	0.9%	28	1.4%	27	1.2%
OCCUPATIONAL HEALTH♦	5	0.3%	11	0.6%	8	0.4%	10	0.5%	19	0.9%
OFFICE/ CLINIC NURSE	199	11.4%	451	23.4%	495	25.8%	457	22.7%	629	28.8%
COMMUNITY HEALTH	19	1.1%	29	1.5%	34	1.8%	29	1.4%	20	0.9%
SELF-EMPLOYED	*	-	10	0.5%	4	0.2%	11	0.5%	14	0.6%
OTHER	197	11.3%	212	11.0%	381	19.8%	411	20.4%	208	9.5%
MISSING	*	-	53	2.7%	18	0.9%	117	5.8%	81	3.7%
TOTAL	1,744		1,930		1,920		2,010		2,183	

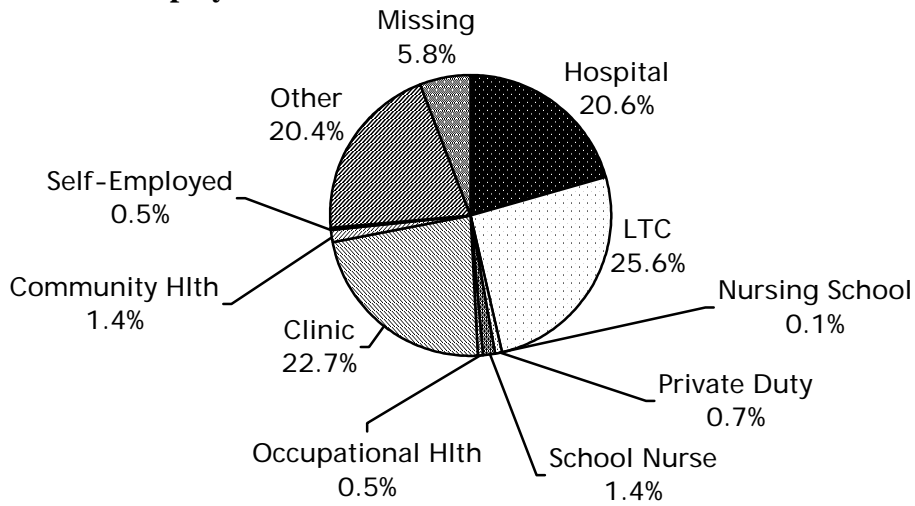
\*No information reported for this category in this time period.

♦ Occupational Health + Outpatient Surgical Center Nurses

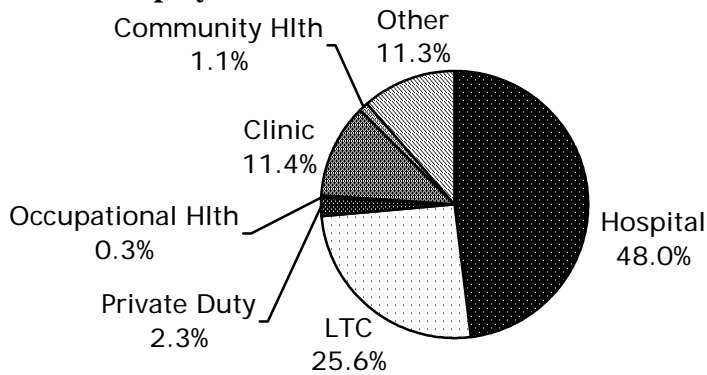
**Figure 2**  
**2005: LPN Places of Employment**



**Figure 3**  
**2002: LPN Places of Employment**



**Figure 4**  
**1985: LPN Places of Employment**



## LPN Type of Positions

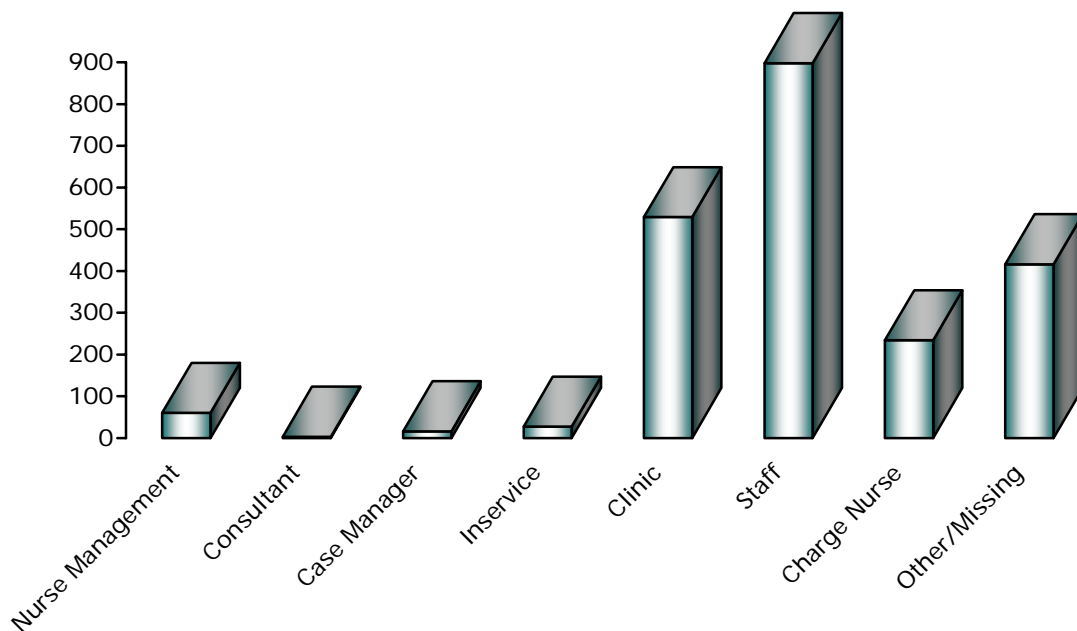
Table 9 and Figure 5 illustrate positions LPNs commonly hold. Since the 2002 survey time period, three new positions were added to increase specificity and reflect employment trends: Case Manager, Clinic Nurse, and Charge Nurse. These additional options reflected a total of 36.1% of LPNs positions of employment in 2005. These additional selections may be a factor in the reason that Nurse Management and Staff Nurse positions percentages declined for LPNs in 2005 when compared with 2002 numbers.

**Table 9**  
**LPN Type of Positions**

TYPE OF POSITION	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
NURSE MANAGEMENT	161	8.3%	179	9.3%	189	9.4%	60	2.8%
CONSULTANT	2	0.1%	11	0.6%	1	0.1%	3	0.1%
CASE MANAGER	THIS CATEGORY ADDED TO REFLECT EMPLOYMENT TRENDS						16	0.7%
INSERVICE INSTRUCTOR*	10	0.5%	6	0.3%	4	0.2%	27	1.2%
CLINIC NURSE	THIS CATEGORY ADDED TO INCREASE SPECIFICITY						529	24.2%
STAFF NURSE	1,397	72.4%	1,467	76.4%	1,338	66.6%	898	41.1%
CHARGE NURSE	THIS CATEGORY ADDED TO REFLECT EMPLOYMENT TRENDS						234	10.7%
OTHER	1	0.1%	4	0.2%	213	10.6%	298	13.7%
MISSING	359	18.6%	253	13.2%	265	13.2%	118	5.4%
TOTAL	1,930		1,920		2,010		2,183	

\*LPN instructors may be teaching nurse aid or in-service classes; they are not employed by schools of nursing to teach nursing students.

**Figure 5**  
**LPN Positions: 2005**



## LPN EDUCATION

### LPNs Enrolled as Students

The percentage of LPNs enrolled as students to become RNs has decreased slightly since 1999, as depicted in Table 10.

**Table 10**  
**LPNs Enrolled as Students**

LPNs ENROLLED AS STUDENTS	NUMBER ENROLLED	TOTAL LPNs	PERCENTAGE ENROLLED
1985	139	2,351	5.9%
1996	193	2,311	8.4%
1999	154	2,198	7.0%
2002	114	2,130	5.4%
2005	92	2,183	4.2%

### LPN Education

Tables 11 and 12 demonstrate that the great majority of LPNs in South Dakota are educated at the diploma PN/diploma level.

**Table 11**  
**Basic Nursing Education of LPNs**

BASIC NURSING EDUCATION OF LPNs	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
ASSOCIATE	25	1.1%	38	1.7%	43	2.1%	55	2.5%
BACHELORS	1	<.1%	5	0.2%	3	0.1%	8	0.4%
DIPLOMA	35	1.5%	91	4.1%	0	0	177	8.1%
DIPLOMA PN	1,987	86.0%	1,948	88.6%	1,859	92.5%	1,827	83.7%
EQUIVALENCY	43	1.9%	37	1.7%	31	1.5%	32	1.5%
MISSING	220	9.5%	79	3.6%	74	3.7%	84	3.8%
TOTAL	2,311		2,198		2,010		2,183	

**Table 12**  
**Highest Degree Held by LPNs**

HIGHEST DEGREE HELD BY LPNS	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
DIPLOMA RN	*	*	42	1.8%	43	2.0%	0	-	58	2.7%
ASSOCIATE DEGREE	263	19.5%	72	3.1%	111	5.1%	158	7.9%	71	3.3%
BACHELORS – NURSING	*	*	2	0.1%	7	0.3%	4	0.2%	11	0.5%
BACHELORS – OTHER FIELD	42	3.1%	30	1.3%	28	1.3%	30	1.5%	32	1.5%
MASTERS – NURSING	*	*	*	*	*	*	0	-	0	-
MASTERS – OTHER FIELD	*	*	2	0.1%	4	0.2%	9	0.4%	19	0.9%
DIPLOMA/ PN CERTIFICATE	1,046	77.4%	1,937	83.8%	1,552	70.6%	1,786	88.9%	1,767	80.9%
DOCTORATE	*	*	*	*	*	*	*	*	3	0.1%
MISSING DATA	*	*	226	9.8%	453	20.6%	23	1.1%	222	10.2%
TOTAL	1,351		2,311		2,198		2,010		2,183	

\*Data not available

## LPN RATIOS FOR HEALTH CARE PROVIDERS AND FACILITIES

LPNs responded as either “Full-Time” or “Part-Time” on their surveys. This data has been converted to a Total LPN FTE so that it can be categorized per largest employers of LPNs. Historically in South Dakota, LPNs have been employed in the Hospital, Long Term Care Facility, and Office/Clinic settings; these three settings will therefore be analyzed using the FTE formula.

**Table 13**  
**LPN FTE Formula**

LPN FULL TIME EQUIVALENCY NURSES							
FORMULA:	FULL-TIME LPNS	+	$\frac{1}{2}$ (PART-TIME LPNS)	=	TOTAL LPN FTE		
	2005		1,396	+	(.5) 518	=	1,655.0 FTE
	2002		1,261	+	(.5) 495	=	1,508.5 FTE
	1999		1,306	+	(.5) 614	=	1,613.0 FTE

### LPN FTE Ratios for Hospitals

Table 14 displays LPN employment in the hospital setting from 1999 to 2005. The overall percentage of LPNs employed in the hospital setting has gradually decreased since 1999; however LPN FTEs in the hospital setting has increased in 2005.

**Table 14**  
**Hospital LPN FTEs**

FORMULA:	% IN PLACE OF EMPLOYMENT	X	LPN FTEs	=	LPN FTEs EMPLOYED IN HOSPITALS	
	2005	20.1%	X	1,655.0	=	332.65 FTE
	2002	20.6%	X	1,508.5	=	310.75 FTE
	1999	22.3%	X	1,613.0	=	359.70 FTE

Table 15 reflects a loss of 112 hospital beds in South Dakota from 2002 to 2005, and a net increase of 1.0 LPN FTEs per 100 hospital beds.

**Table 15**  
**LPN FTEs per 100 Hospital Beds**

FORMULA:	HOSPITAL LPN FTEs	/	* NUMBER OF HOSPITAL BEDS	=	LPN FTEs PER 100 HOSPITAL BEDS	
	2005	332.65	/	3,243	=	10.26 FTE
	2002	310.75	/	3,355	=	9.26 FTE
	1999	359.70	/	3,323	=	10.8 FTE
	1996	411.10	/	3,267	=	12.6 FTE
	1985	645.00	/	3,583	=	18.0 FTE

\* 2005 = 3,243; SD Department of Health, February 2005

\* 2002 = 3,355; SD Department of Health, March 2002

\* 1999 = 3,323; September 1999

\* 1995 = 3,267

\* 1983 = 3,583

## LPN FTE Ratios for Long Term Care (LTC)

Increased employment of LPNs in LTC settings from 2002 to 2005 is noted on Table 16. The percentage of LPNs employed increased by 5.9% with a corresponding increase in their FTE hours. Previously, since 1999, downward trends are reflected in LPN FTEs.

**Table 16**  
**Long Term Care LPN FTEs**

FORMULA:	% IN LTC	x	LPN FTEs	=	LPN FTEs IN LTC
2005	31.5%	x	1,655.0	=	521.3 FTE
2002	25.6%	x	1,508.5	=	386.2 FTE
1999	27.0%	x	1,613.0	=	435.5 FTE
1996	32.7%	x	1,606.0	=	525.2 FTE

Table 17 illustrates a net increase of 3,107 LTC beds from 2002 to 2005 as compared to losses in LTC beds in previous years. LPN FTEs reflected growth in 2005 by 135.1 however the LPN FTEs per 100 beds reflected a decline.

**Table 17**  
**LPN FTEs per 100 Long Term Care Beds**

FORMULA:	LTC LPN FTEs	/	* NUMBER OF LTC BEDS	=	LPN FTEs PER 100 LTC BEDS
2005	521.3	/	10,696	=	4.9 FTE
2002	386.2	/	7,589	=	5.1 FTE
1999	435.5	/	8,022	=	5.4 FTE
1996	525.2	/	8,302	=	6.3 FTE
1985	352.0	/	8,000	=	4.4 FTE

- \* 2005 = 10,696 from SD Department of Health, February 2005
- \* 2002 = 7,589 from SD Department of Health, March 2002
- \* 1999 = 8,022 from SD Department of Health, September 1999
- \* 1996 = 8,302 from SD Department of Health
- \* 1983 = 8,000 (prior to 1986 moratorium on nursing home beds)

## LPN FTE to Physicians Ratio

South Dakota experienced a net gain of 750 physicians in 20 years from 1985 to 2005, as displayed in Table 18. Clinic settings also increased the percentage of LPNs employed in the office/clinic settings by 6.1% (see Table 9, page x), LPN FTEs also increased from 2002 to 2005 by 146.5.

**Table 18**  
**LPN FTEs per Physician**

FORMULA:	LPN FTEs	/	*ACTIVE PHYSICIANS	=	LPN FTEs : 1 PHYSICIAN
2005	1655.0	/	1,595	=	1.0
2002	1,508.5	/	1,426	=	1.1
1999	1,613.0	/	1,320	=	1.2
1996	1,606.0	/	1,099	=	1.5
1985	1,267.0	/	845	=	1.5

- \* 2005 = 1,595 (SD Board of Medical and Osteopathic Examiners, Feb 2005)
- \* 2002 = 1,426 (SD Department of Health, March 2002)
- \* 1999 = 1,320 (SDMA, Sep 1999)
- \* 1995 = 1,099
- \* 1983 = 845

Table 19 displays a comparison of LPN FTE ratios spanning twenty years from 1985 to 2005 for the hospital setting, LTC setting, and physicians.

[ 14 ]

**Table 19**  
**Ratios of LPNs to Facilities & Physicians: 1985 - 2005**

RATIOS OF LPNS TO FACILITIES & TO PHYSICIANS	1985	1996	1999	2002	2005	CHANGE 1985 TO 2005	CHANGE 2002 TO 2005
<b>TOTAL LPN FTE</b>	1,267	1,606	1,613	1,508.5	1,655.0	+388	+146.5
<b>LPN TO HOSPITAL BEDS RATIO</b>							
LPN FTES IN HOSPITALS	645	411.1	359.7	310.75	332.65	-312.35	+21.9
HOSPITAL BEDS IN SD	3,583	3,267	3,323	3,355	3,243	-340	-112
LPN FTES PER 100 HOSPITAL BEDS	18.0	12.6	10.8	9.26	10.26	-7.74	+1
<b>LPN TO LTC BEDS RATIO</b>							
LPN FTES IN LTC	352.0	380.6	435.5	386.2	521.3	+169.3	+135.1
LTC BEDS IN SD	8,000	8,302	8,022	7,589	10,696	+2,696	+3,107
LPN FTES PER 100 LTC BEDS	4.4	6.3	5.4	5.1	4.9	+0.5	-0.2
<b>LPN TO PHYSICIAN RATIO</b>							
LPN FTES	1,267	1,606	1,613	1,508.5	1,655.0	+388	+146.5
ACTIVE PHYSICIANS IN SD	845	1,099	1,320	1,426	1,595	+750	+169
LPN FTES PER 1 PHYSICIAN	1.5	1.5	1.2	1.1	1.0	-0.5	-0.1

[ 15 ]

## ANALYSIS OF CHANGE IN LPN WORKFORCE

South Dakota experienced a 2.5% gain in LPNs from 2002 – 2005 with fifty-three more actively licensed LPNs. The percentage of men increased to 3.3%. Overall, 87.7% of LPNs reported active employment in nursing, which was a 5.3% increase from 2002. The majority of LPNs, 63.9%, also responded that they were employed full-time in nursing, which is an increase of 4.7% from the 2002 data.

In 2005, data reflected that 25% of the LPN population was between 18 – 40 years of age, as compared to 26% of LPNs in this same age range in 2002. The population of LPNs greater than 41 years of age was 75% in 2005, as compared to 60% of LPNs in 2002.

South Dakota's largest employers of LPNs continue to include Long Term Care (31.5%), Clinics (28.8%), and Hospitals (20.1%). LPNs employed in Private Duty increased 1.9% from 2002 to 2005. The majority of LPNs, 65.3%, continue to report employment as staff nurses and clinic nurses. Demand from various employers for LPN FTEs continues or is increased. The increase in number of LTC beds in South Dakota may also have corresponded to the increased number of LPN FTEs employed in LTC. However, the LPN FTEs per 100 LTC beds decreased by 0.2. LPN FTE ratios in the hospital setting per 100 beds increased, although hospitals employed 0.5% fewer LPNs. The LPN FTE to one physician ratio has also decreased slightly since 2002, from 1.1 to 1.0.

The percentage of LPNs enrolled as students continues to decline. The majority of LPNs, 83.7%, are prepared at the diploma/PN level.

RN  
SURVEY  
DATA



## 2005 ACTIVE RN WORKFORCE IN SOUTH DAKOTA

### Actively Licensed RNs

As displayed in Table 20 below, the number of actively licensed RNs increased from 2002. From 1985 to 2005, the active RN workforce has increased by 4,394, a net gain of 67.7%.

**Table 20**  
**Actively Licensed RNs**

ACTIVELY LICENSED RNs IN SOUTH DAKOTA	NUMBER	CHANGE FROM PREVIOUS TIME PERIOD	
		#	%
2005	10,881	+698	+6.85%
2002	10,183	-179	-1.73%
1999	10,362	+379	+3.80%
1996	9,983	+3,875	+59.70%
1985	6,487		

### Gender of RNs

The ratio of male to female actively licensed RNs in South Dakota has not changed appreciably over the years, as shown in Table 21, and does not differ greatly from the national ratio.

**Table 21**  
**Actively Licensed RNs by Gender**

GENDER OF RNs	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
MALE	616	6.2%	724	6.9%	705	6.9%	790	7.3%
FEMALE	8,534	85.5%	9,225	89.0%	9,042	88.8%	10,086	92.7%
MISSING	833	8.3%	413	4.0%	436	4.3%	5	0.1%
TOTAL	9,983		10,362		10,183		10,881	

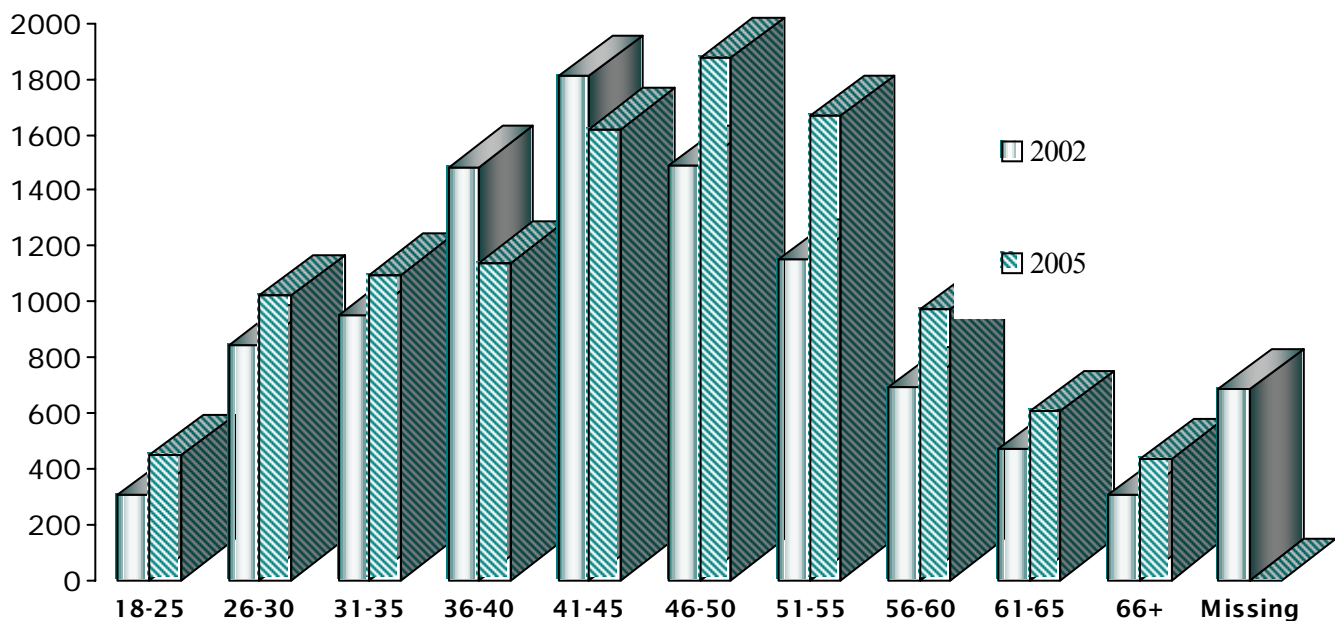
## Age of RNs

From 1999 to 2002, as illustrated in Table 22 and in Figure 6, the active RN workforce decreased by 179 licensees to 10,183. By 2005, South Dakota's actively licensed RNs in the state rose to 10,881. Of those RNs, in 2005 over 66% (7,175) were over age 41, as compared to 58% (5,915) in 2002.

**Table 22**  
**Age of RNs**

AGE RANGE OF RNS	1996		1999		AGE RANGE	2002		2005	
	#	%	#	%		#	%	#	%
18-25	355	3.6%	341	3.3%	18-25	305	3.0%	448	4.1%
26-30	806	8.1%	928	8.9%	26-30	840	8.2%	1,021	9.4%
31-35	1,397	14.0%	1,182	11.4%	31-35	953	9.4%	1,096	10.1%
36-40	1,803	18.1%	1,736	16.8%	36-40	1,484	14.6%	1,141	10.5%
41-45	1,793	18.0%	1,986	19.2%	41-45	1,809	17.8%	1,622	14.9%
46-50	1,287	12.9%	1,715	16.6%	46-50	1,490	14.6%	1,874	17.2%
51-55	910	9.1%	1,057	10.2%	51-55	1,150	11.3%	1,667	15.3%
OVER 55	1,141	11.4%	1,387	13.4%	56-60	692	6.8%	971	8.9%
DATA NOT AVAILABLE IN THIS FORMAT.					61-65	469	4.6%	607	5.6%
					OVER 65	305	3.0%	434	4.0%
MISSING	491	4.9%	30	0.3%	MISSING	686	6.7%	-	-
TOTAL	9,983		10,362		TOTAL	10,183		10,881	

**Figure 6**  
**Age of RNs 2002 - 2005**

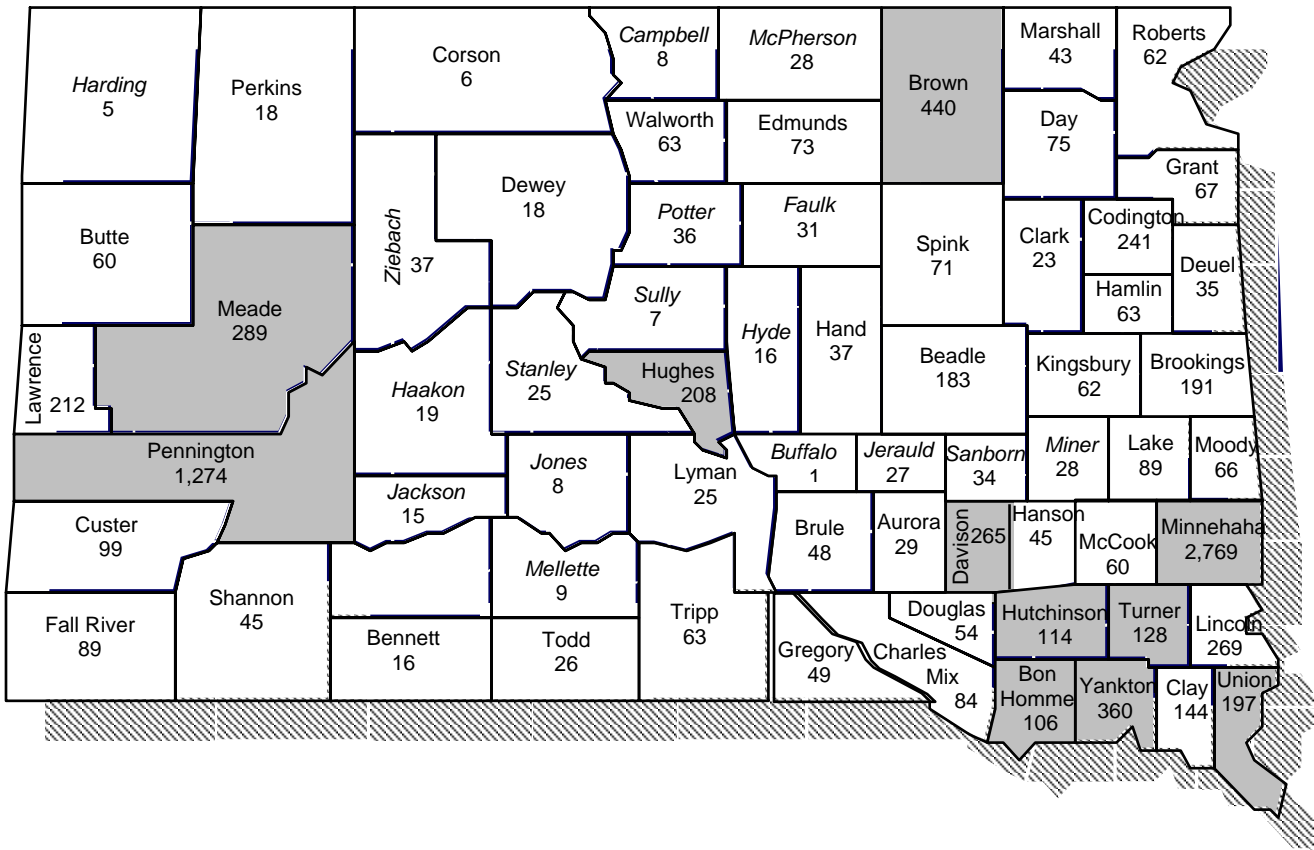


## Distribution of RNs by County

Seven South Dakota counties, including Buffalo, Campbell, Corson, Harding, Jones, Mellette, and Sully as illustrated in Figure 7, and in Tables 23 and 24, have fewer than ten RNs licensed in South Dakota in 2002 and 2005. Further data collection is needed in several of these counties to determine the number of licensed RNs from other states who are employed at Indian Health Services facilities; these nurses are exempt from South Dakota licensure and so would not be included in the data that is reflected in the tables below. Table 25 presents census data compared to the number of active RNs per county.

**Figure 7**  
**Distribution of RNs per County in 2005**

- \*Shaded counties indicate more than 1,128 RNs per 100,000 population
- \**Italics* indicate counties with fewer than 3,000 population
- \* Number indicate number of RNs licensed in county



**Table 23**  
**Age of RNs by SD County: June 2002**

County / Age	18-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	65+	Total
Aurora	1	4	2	3	5	2	3	0	2	1	23
Beadle	9	12	19	28	32	26	27	10	12	3	178
Bennett	0	2	1	4	2	4	3	0	0	1	17
BonHomme	1	8	11	11	22	14	7	4	5	6	89
Brookings	3	15	23	24	28	30	31	12	11	7	184
Brown	11	25	38	66	86	72	58	23	21	15	415
Brule	0	2	8	6	10	6	6	5	0	3	46
Buffalo	0	0	0	0	0	0	0	0	0	0	0
Butte	1	2	5	0	14	10	4	6	3	6	51
Campbell	0	2	0	3	2	0	0	0	0	1	8
Charles Mix	1	10	6	11	17	14	11	4	6	6	86
Clark	0	1	2	4	4	5	4	2	1	0	23
Clay	7	13	21	15	23	20	17	12	9	4	141
Codington	10	31	25	39	39	30	20	16	14	4	228
Corson	1	0	0	0	2	2	0	1	0	0	6
Custer	0	6	4	9	13	15	7	13	10	1	78
Davison	14	16	18	41	54	29	27	14	14	8	235
Day	3	7	4	18	10	13	6	3	4	5	73
Deuel	0	6	3	7	8	4	2	1	2	2	35
Dewey	1	1	0	3	7	1	1	3	0	0	17
Douglas	3	5	5	6	8	5	3	2	3	2	42
Edmunds	0	1	3	13	9	11	7	4	3	1	52
Fall River	2	1	5	8	14	12	22	10	9	10	93
Faulk	0	0	2	5	4	5	4	7	1	2	30
Grant	1	10	2	8	17	9	6	8	1	2	64
Gregory	0	1	9	10	9	6	7	3	2	2	49
Haakon	0	2	1	1	3	6	0	0	1	1	15
Hamlin	2	3	4	5	8	4	5	3	5	2	41
Hand	0	3	5	1	4	6	7	1	3	2	32
Hanson	4	4	6	5	11	4	0	2	1	1	38
Harding	0	0	0	0	1	1	1	0	0	0	3
Hughes	3	15	17	33	23	27	27	19	5	4	173
Hutchinson	4	9	4	18	15	21	8	9	2	5	95
Hyde	0	0	4	2	4	3	2	4	0	1	20
*Jackson	0	2	2	1	3	3	1	2	0	0	14
Jerauld	0	0	3	5	3	5	4	4	0	0	24
Jones	0	1	1	0	1	2	2	0	0	0	7
Kingsbury	0	4	5	15	15	9	5	1	2	3	59
Lake	3	9	7	7	10	12	16	8	4	3	79
Lawrence	1	12	13	27	40	35	27	22	13	4	194
Lincoln	4	25	30	54	44	34	23	12	3	6	235
Lyman	0	2	2	4	3	2	3	1	2	1	20
McCook	2	3	10	12	8	4	5	3	0	1	48
McPherson	1	3	1	4	6	4	3	0	0	0	22
Marshall	1	4	3	3	5	7	6	2	2	2	35
Meade	5	16	23	33	49	44	31	19	14	12	246
Mellette	0	2	2	0	3	0	0	0	0	0	7
Miner	0	1	5	5	5	8	2	1	2	2	31
Minnehaha	88	262	265	395	482	375	286	166	96	51	2466
Moody	0	5	3	8	15	10	10	2	8	4	65
Pennington	19	91	124	145	212	196	145	83	60	37	1112
Perkins	0	1	2	4	4	2	1	4	1	2	21
Potter	1	2	4	3	3	8	8	2	3	1	35
Roberts	1	7	3	11	11	8	6	2	5	3	57
Sanborn	0	3	6	3	8	6	7	0	3	0	36
Shannon	0	3	6	12	1	4	6	5	2	2	41
Spink	1	6	6	15	15	8	6	8	4	6	75
Stanley	0	2	3	1	2	4	4	5	0	0	21
Sully	0	1	1	2	2	0	1	0	2	0	9
Todd	0	2	1	7	3	4	5	2	2	1	27
Tripp	1	4	2	10	11	7	10	6	3	0	54
Turner	5	7	11	22	18	14	21	9	6	9	122
Union	3	14	12	24	31	18	13	15	5	4	139
Walworth	1	3	5	8	10	8	7	7	3	3	55
Yankton	8	21	27	42	72	47	43	21	21	9	311
Ziebach	0	4	6	5	7	1	1	0	0	0	24
Unknown County	12	54	56	82	126	120	106	55	32	16	659
<b>Total</b>	<b>239</b>	<b>793</b>	<b>907</b>	<b>1376</b>	<b>1736</b>	<b>1426</b>	<b>1147</b>	<b>668</b>	<b>448</b>	<b>290</b>	<b>9030*</b>

\*2002 Missing Data: Age/County information unavailable for 1,153 RNs in South Dakota

\*Washabaugh County has been merged into Jackson County; all numbers for those two counties are combined in this Report.

**Table 24**  
**Age of RNs by SD County: February 2005**

County / Age	18-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	65+	Total
Aurora	0	7	3	2	2	7	5	1	1	1	29
Beadle	1	15	19	18	26	35	26	20	15	8	183
Bennett	1	0	1	1	1	6	1	3	0	2	16
BonHomme	3	4	10	14	16	18	18	6	9	8	106
Brookings	2	13	27	19	31	25	30	25	12	7	191
Brown	10	26	29	56	84	66	92	28	27	22	440
Brule	2	2	8	4	6	10	7	1	5	3	48
Buffalo	0	1	0	0	0	0	0	0	0	0	1
Butte	2	4	4	5	9	15	7	5	5	4	60
Campbell	0	3	0	2	1	2	0	0	0	0	8
Charles Mix	1	8	7	15	10	14	9	13	3	4	84
Clark	0	3	1	2	5	5	3	3	0	1	23
Clay	4	14	19	15	15	24	20	14	15	4	144
Codington	7	23	41	23	49	28	31	17	18	4	241
Corson	0	0	0	0	3	1	1	0	1	0	6
Custer	2	5	10	10	12	20	15	10	14	1	99
Davison	8	32	21	26	62	40	29	21	13	13	265
Day	3	11	8	11	11	6	12	1	6	6	75
Deuel	1	4	6	7	6	4	2	2	2	1	35
Dewey	0	4	2	3	3	2	1	1	2	0	18
Douglas	2	7	6	7	14	4	7	2	3	2	54
Edmunds	1	2	4	9	23	7	18	7	1	1	73
Fall River	1	3	2	8	6	12	18	16	14	9	89
Faulk	0	0	3	4	6	6	4	3	3	2	31
Grant	1	5	6	2	14	13	15	0	8	3	67
Gregory	2	2	6	11	8	7	8	2	1	2	49
Haakon	0	3	2	3	3	1	4	0	1	2	19
Hamlin	5	6	4	6	12	9	10	5	3	3	63
Hand	0	1	8	3	3	3	6	7	1	5	37
Hanson	3	4	4	9	7	9	5	2	1	1	45
Harding	0	0	0	0	0	2	2	0	0	1	5
Hughes	3	10	29	30	36	20	26	38	15	1	208
Hutchinson	5	12	10	11	17	16	23	8	7	5	114
Hyde	1	0	1	1	4	2	3	0	4	0	16
*Jackson	2	0	2	3	4	0	1	2	1	0	15
Jerauld	0	0	3	4	5	1	9	1	4	0	27
Jones	0	1	1	1	0	1	3	1	0	0	8
Kingsbury	1	2	5	6	20	13	10	2	2	1	62
Lake	1	7	13	4	11	12	15	14	8	4	89
Lawrence	2	13	10	17	30	41	52	25	14	8	212
Lincoln	15	27	35	46	53	34	28	17	9	5	269
Lyman	2	1	3	4	2	3	3	2	2	3	25
McCook	3	5	8	9	15	8	10	1	1	0	60
McPherson	1	3	3	2	7	7	3	2	0	0	28
Marshall	1	3	2	4	4	6	9	6	4	4	43
Meade	1	18	30	35	41	51	52	32	18	11	289
Mellette	0	2	1	1	2	2	1	0	0	0	9
Miner	2	0	1	4	10	4	3	2	0	2	28
Minnehaha	122	287	288	330	491	416	398	221	147	69	2,769
Moody	1	1	5	10	11	16	11	5	2	4	66
Pennington	27	105	130	146	194	214	236	103	71	48	1,274
Perkins	0	0	3	2	3	2	3	0	4	1	18
Potter	1	4	3	3	3	6	10	2	3	1	36
Roberts	4	4	7	10	12	7	9	4	0	5	62
Sanborn	0	1	7	2	4	8	6	4	0	2	34
Shannon	0	4	5	12	8	3	4	6	1	2	45
Spink	0	3	12	5	10	14	14	6	2	5	71
Stanley	1	0	6	1	0	8	3	3	2	1	25
Sully	0	0	1	0	3	1	1	0	1	0	7
Todd	0	1	2	5	8	2	6	1	0	1	26
Tripp	2	10	2	9	10	9	8	8	4	1	63
Turner	6	7	12	10	23	16	18	18	11	7	128
Union	4	21	24	22	39	33	27	9	13	5	197
Walworth	1	4	2	11	8	9	12	6	4	6	63
Yankton	7	26	38	30	54	68	62	32	29	14	360
Ziebach	1	1	6	7	12	8	2	0	0	0	37
Missing											1,494
<b>Total</b>	<b>293</b>	<b>839</b>	<b>1,026</b>	<b>1,169</b>	<b>1,688</b>	<b>1,574</b>	<b>1,613</b>	<b>872</b>	<b>603</b>	<b>353</b>	<b>10,881</b>

\*Washabaugh County has been merged into Jackson County; all numbers for those two counties are combined in this Report.

**Table 25: RNs per 100,000 Population by South Dakota County**

SD COUNTY	POPULATION 2000 CENSUS	EMPLOYED RNs 2002	EMPLOYED RNs PER 100,000 IN 2002	ACTIVE RNs 2005	ACTIVE RNs PER 100,000 IN 2005
Aurora	3058	23	752.1	29	948.3
Beadle	17023	173	1016.3	183	1075.0
Bennett	3574	14	391.7	16	447.7
BonHomme	7260	85	1170.8	106	1460.1
Brookings	28220	182	644.9	191	676.8
Brown	35460	400	1128.0	440	1240.8
Brule	5364	39	727.1	48	894.9
Buffalo	2032	1	49.2	1	49.2
Butte	9094	49	538.8	60	653.8
Campbell	1782	8	448.9	8	448.9
Charles Mix	9350	81	866.3	84	898.4
Clark	4143	25	603.4	23	555.2
Clay	13537	140	1034.2	144	1063.8
Codington	25897	220	849.5	241	930.6
Corson	4181	5	119.6	6	143.5
Custer	7275	73	1003.4	99	1360.8
Davison	18741	222	1184.6	265	1414.0
Day	6267	69	1101.0	75	1196.7
Deuel	4498	32	711.4	35	778.1
Dewey	5972	15	251.2	18	301.4
Douglas	3458	40	1156.7	54	1561.6
Edmunds	4367	52	1190.7	73	1671.6
Fall River	7453	87	1167.3	89	1194.2
Faulk	2640	26	984.8	31	1174.2
Grant	7847	59	751.9	67	853.8
Gregory	4792	41	855.6	49	1022.5
Haakon	2196	15	683.1	19	865.2
Hamlin	5540	48	866.4	63	1137.2
Hand	3741	36	962.3	37	989.0
Hanson	3139	37	1178.7	45	1433.6
Harding	1353	4	295.6	5	369.5
Hughes	16481	159	964.7	208	1262.1
Hutchinson	8075	92	1139.3	114	1411.8
Hyde	1671	20	1196.9	16	957.5
Jackson	2930	9	307.2	15	511.9
Jerauld	2295	26	1132.9	27	1176.5
Jones	1193	8	670.6	8	670.6
Kingsbury	5815	58	997.4	62	1066.2
Lake	11276	80	709.5	89	789.3
Lawrence	21802	192	880.7	212	972.4
Lincoln	24131	225	932.4	269	1114.7
Lyman	3895	25	641.9	25	641.9
McCook	5832	48	823.0	60	1028.8
McPherson	2904	23	792.0	28	964.2
Marshall	4576	36	786.7	43	939.7
Meade	24253	230	948.3	289	1191.6
Mellette	2083	7	336.1	9	432.1
Miner	2884	31	1074.9	28	970.9
Minnehaha	148281	2395	1615.2	2769	1867.4
Moody	6595	66	1000.8	66	1000.8
Pennington	88565	1114	1257.8	1274	1438.5
Perkins	3363	19	565.0	18	535.2
Potter	2693	31	1151.1	36	1336.8
Roberts	10016	55	549.1	62	619.0
Sanborn	2675	33	1233.6	34	1271.0
Shannon	12466	38	304.8	45	361.0
Spink	7454	69	925.7	71	952.5
Stanley	2772	22	793.7	25	901.9
Sully	1556	8	514.1	7	449.9
Todd	9050	33	364.6	26	287.3
Tripp	6430	49	762.1	63	979.8
Turner	8849	110	1243.1	128	1446.5
Union	12584	136	1080.7	197	1565.5
Walworth	5974	60	1004.4	63	1054.6
Yankton	21652	316	1459.4	360	1662.7
Ziebach	2519	23	913.1	37	1468.8

## RN EMPLOYMENT

### RN Employment Status

Either full or part time, 9,973 actively licensed RNs were employed in nursing according to 2005 data as reflected in Table 26 below. This represents 91.7% of 10,881 actively licensed RNs, compared to 90.4% of actively licensed nurses employed in nursing in 2002. “Unemployed” RNs, which includes retired and volunteer RNs (518), plus those “Employed in Another Field” other than nursing (259) represent 7.1% of the actively licensed RNs in South Dakota.

**Table 26**  
**RN Employment Status**

EMPLOYMENT STATUS OF RNS	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
FULL-TIME IN NURSING	3,496	53.9%	5,996	60.1%	6,466	62.4%	6,421	65.4%	7,344	67.5%
PART-TIME IN NURSING	2,095	32.3%	2,583	25.9%	2,677	25.8%	2,451	25.0%	2,629	24.2%
TOTAL IN NURSING	5,591	86.2%	8,579	86.0%	9,143	88.2%	8,872	90.4%	9,973	91.7%
EMPLOYED IN OTHER FIELD	130	2.0%	173	1.7%	223	2.2%	216	2.2%	259	2.4%
UNEMPLOYED	545	8.4%	407	4.1%	499	4.8%	382	3.9%	518	4.7%
MISSING	221	3.4%	824	8.3%	487	4.7%	344	3.5%	131	1.2%
TOTAL	6,487		9,983		10,352		9,814		10,881	

## RN Places of Employment

Table 27 and Figures 8, 9, and 10 illustrate the number of RNs employed in various healthcare settings. From 2002 until 2005, data reflects that employment opportunities for RNs increased in the Long Term Care setting by 4.3%, school nurse by 1.7%, occupational health (which includes outpatient surgical centers) by 2.2%, and Office/Clinic by 4.5%. Data reflects that RN employment numbers were fairly consistent in the hospital and school of nursing settings from 2002 to 2005.

The number of RNs working in “Other” places of employment would encompass insurance companies, correctional facilities, and alternate care settings. The Private Duty category was omitted from the survey after 2002 due to low response rates.

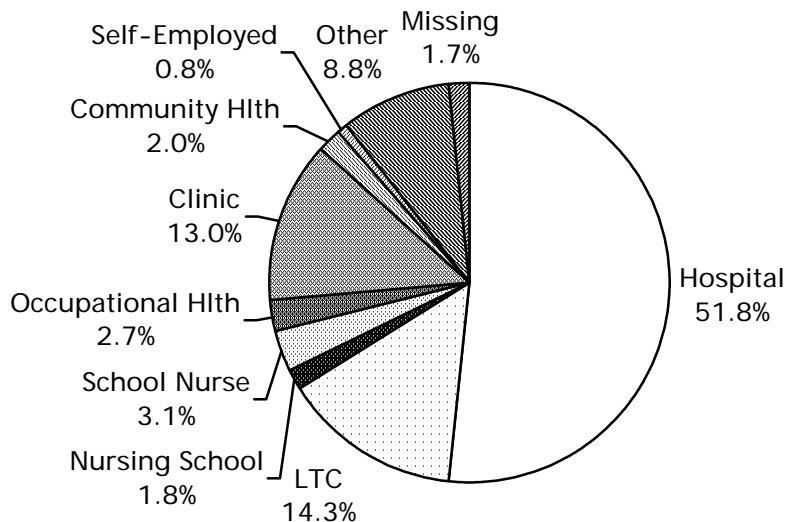
**Table 27**  
**RN Places of Employment**

PLACE OF EMPLOYMENT FOR RNs IN SD	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
HOSPITAL	3,409	61.0%	5,165	58.4%	5,170	54.2%	5,091	51.9%	5,639	51.8%
LONG TERM CARE	570	10.2%	1,274	14.4%	1,121	11.7%	981	10.0%	1,555	14.3%
SCHOOL OF NURSING	194	3.5%	204	2.3%	196	2.1%	169	1.7%	191	1.8%
PRIVATE DUTY	27	0.5%	23	0.3%	17	0.2%	17	0.2%	❖-	❖-
SCHOOL NURSE	86	1.5%	124	1.4%	123	1.3%	140	1.4%	342	3.1%
*OCCUPATIONAL HEALTH	27	0.5%	55	0.6%	77	0.8%	51	0.5%	291	2.7%
OFFICE / CLINIC NURSE	371	6.6%	694	7.9%	825	8.6%	830	8.5%	1,417	13.0%
COMMUNITY HEALTH	183	3.3%	343	3.9%	384	4.0%	286	2.9%	223	2.0%
SELF-EMPLOYED	38	0.7%	54	0.6%	49	0.5%	83	0.8%	90	0.8%
OTHER	468	8.4%	643	7.3%	1,534	16.1%	1,753	17.9%	953	8.8%
MISSING	218	3.9%	259	2.9%	48	0.5%	413	4.2%	180	1.7%
TOTAL	5,591		8,838		9,544		9,814		10,881	

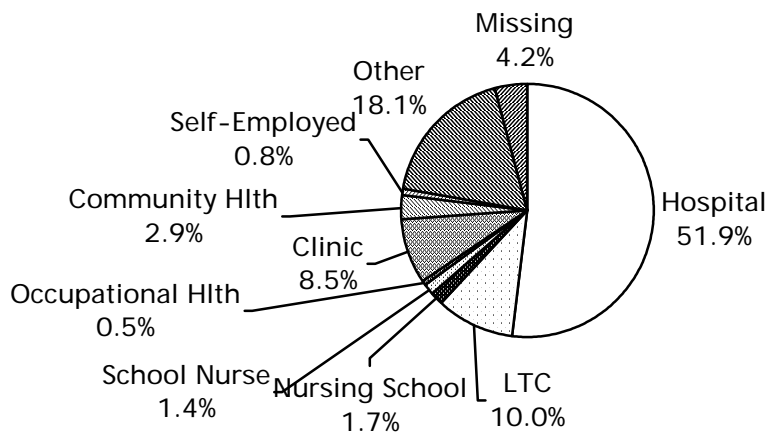
\* INCLUDES OCCUPATIONAL HEALTH + OUTPATIENT SURGICAL CENTER

❖ THIS CATEGORY OMITTED ON 2005 SURVEY

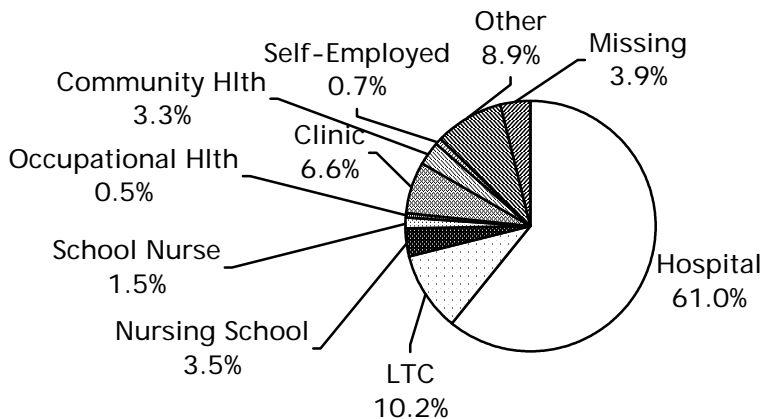
**Figure 8: RN Places of Employment – 2005**



**Figure 9: RN Places of Employment – 2002**



**Figure 10: RN Places of Employment – 1985**



## RN Type of Position

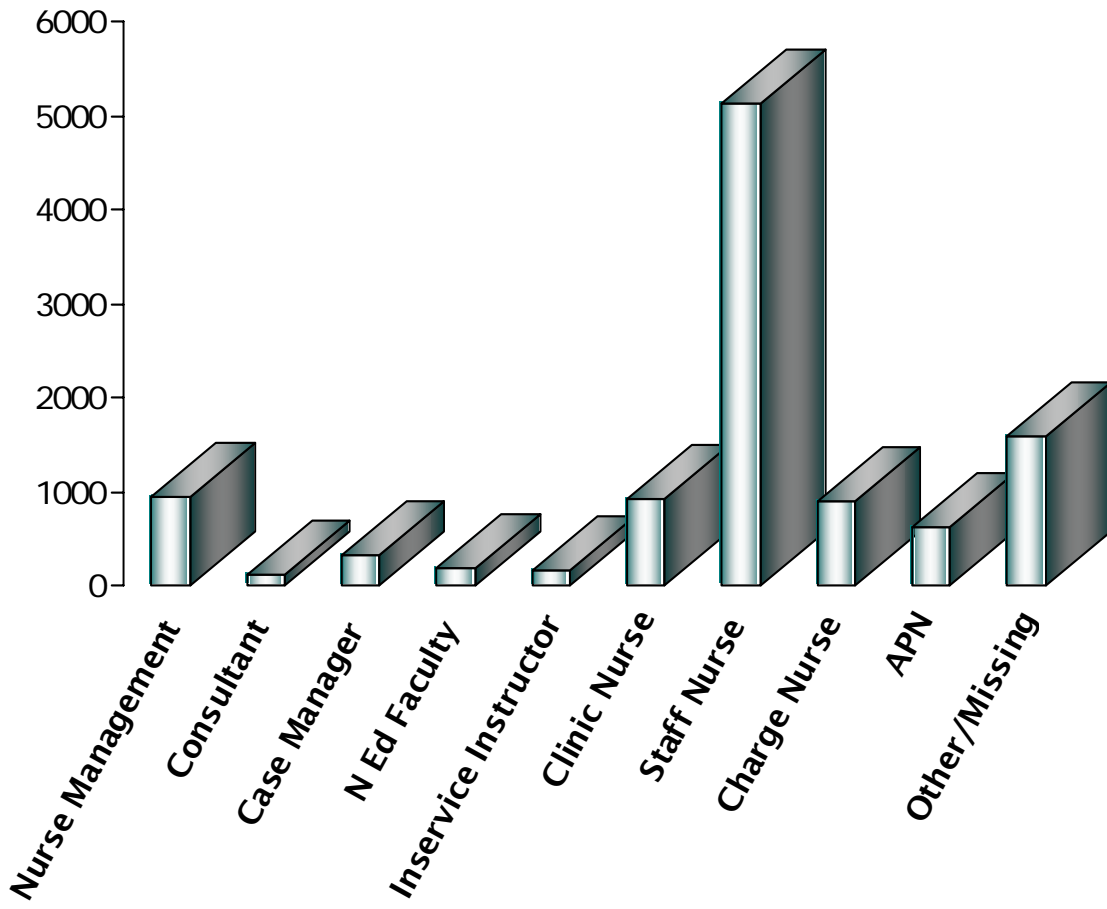
Table 28 and Figure 11 illustrate positions RNs commonly hold. Since the 2002 survey time period, two new positions were added to reflect employment trends: Case Manager and Charge Nurse. The addition of these options reflects a total of 11.2% of RN positions of employment in 2005. The additional options may be a factor in the reason that selection of the “Staff Nurse” employment option decreased by 11.7% and “Nurse Management” by 4.9% from 2002 to 2005. The category of “Instructor” was also changed to increase specificity. This category was divided into two areas, “Nursing Education Faculty” (1.6%) and “Inservice Instructor” (1.5%). The majority of RNs continue to report holding Staff Nurse positions.

**Table 28**  
**RN Type of Positions**

TYPE OF POSITION FOR RNS IN SD	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
NURSE MANAGEMENT	1,210	21.7%	1,439	16.8%	1,357	14.8%	1,333	13.6%	947	8.7%
CONSULTANT	65	1.2%	104	1.2%	118	1.3%	122	1.2%	114	1.0%
CASE MANAGER	THIS CATEGORY ADDED TO REFLECT EMPLOYMENT TRENDS								311	2.9%
NURSING EDUCATION FACULTY	231	4.1%	239	2.8%	233	2.5%	204	2.1%	177	1.6%
INSERVICE INSTRUCTOR									167	1.5%
CLINIC NURSE	22	0.4%	88	1.0%	62	0.7%	58	0.6%	922	8.5%
STAFF NURSE	3,183	56.9%	5,620	65.5%	6,020	65.8%	5,763	58.7%	5,117	47.0%
CHARGE NURSE	THIS CATEGORY ADDED TO REFLECT EMPLOYMENT TRENDS								903	8.3%
APN	*	*	390	4.5%	476	5.2%	498	5.1%	627	5.8%
OTHER	591	10.6%	481	5.6%	454	5.0%	1,391	14.2%	1,179	10.8%
MISSING	289	5.2%	218	2.5%	423	4.6%	445	4.5%	417	3.8%
TOTAL	5,591		8,579		9,143		9,814		10,881	

\*Not reported in this decade

**Figure 11**  
**RN Positions: 2005**



## RN EDUCATION

### RNs Enrolled as Students

Table 29 demonstrates the decline of RN enrollment from 1985 to 2005.

**Table 29**  
**RNs Enrolled as Students**

RNs ENROLLED AS STUDENTS	NUMBER ENROLLED	TOTAL RNs	PERCENTAGE ENROLLED
1985	2,044	6,487	31.5%
1996	873	9,983	8.7%
1999	796	10,362	7.7%
2002	621	10,183	6.1%
2005	328	10,881	3.0%

### RN Education

Tables 30 and 31 and Figure 12 illustrate that the majority of RNs in 2005 are prepared at the associate level, while 32% are prepared at the baccalaureate level. The category of diploma prepared RNs continues to decline as expected due to the closure of South Dakota's last Diploma RN school in 1991. Nurses prepared at the masters level continues to increase. Actively licensed nurses prepared at the doctoral level has decreased from 70 (0.7%) in 2002 to 58 (0.5%) in 2005.

**Table 30**  
**Basic Nursing Education of RNs**

BASIC NURSING EDUCATION OF RNs	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
ASSOCIATE	1,515	23.4%	3,744	37.5%	4,294	41.4%	4,352	42.7%	5,029	46.2%
BS OR BA	1,524	23.5%	2,571	25.8%	2,924	28.2%	2,992	29.4%	3,482	32.0%
DIPLOMA	3,406	52.5%	2,807	28.1%	2,700	26.1%	2,346	23.0%	2,305	21.2%
DIPLOMA PN	*	*	8	0.1%	9	0.1%	8	0.08%	7	0.1%
EQUIVALENCY	*	*	5	0.1%	9	0.1%	10	0.1%	10	0.1%
MISSING	16	0.2%	86	0.9%	117	1.1%	475	4.7%	48	0.4%
OTHER	26	0.4%	762	7.6%	309	3.0%	-	-	-	-
TOTAL	6,487		9,983		10,362		10,183		10,881	

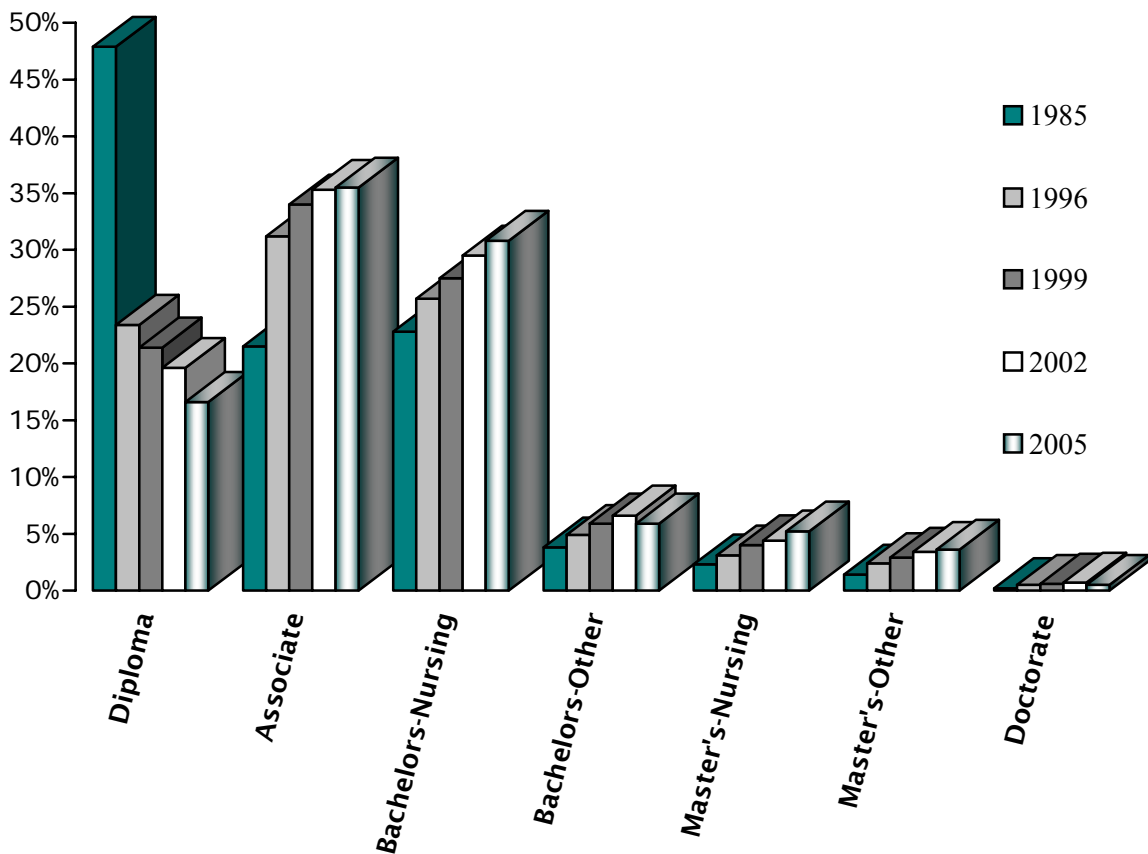
\*Not reported in this decade

**Table 31  
Highest Degree Held by RNs**

HIGHEST DEGREE HELD BY RNs	1985		1996		1999		2002		2005	
	#	%	#	%	#	%	#	%	#	%
DIPLOMA	3,107	47.9%	2,339	23.4%	2,221	21.4%	1,929	19.6%	1,807	16.6%
ASSOCIATE	1,395	21.5%	3,115	31.2%	3,521	34.0%	3,463	35.3%	3,867	35.5%
BACHELORS - NURSING	1,479	22.8%	2,568	25.7%	2,853	27.5%	2,893	29.5%	3,348	30.8%
BACHELORS - OTHER	247	3.8%	489	4.9%	609	5.9%	643	6.6%	641	5.9%
MASTERS - NURSING	149	2.3%	313	3.1%	414	4.0%	435	4.4%	561	5.2%
MASTERS - OTHER	91	1.4%	240	2.4%	305	2.9%	333	3.4%	393	3.6%
DOCTORATE	13	0.2%	53	0.5%	63	0.6%	70	0.7%	58	0.5%
MISSING	*	*	866	8.7%	376	3.6%	48	0.5%	206	1.9%
TOTAL	6,481		9,983		10,362		9,814		10,881	

\*Not reported in this decade

**Figure 12  
Highest Degree Held by RNs**



## Highest Degree Held by RNs by County

Table 32 reflects data comparing differences in South Dakota's counties regarding the number of RNs prepared at the bachelors level from 1996 to 2005.

**Table 32: Bachelors Prepared RNs by County**

**20%+** of RNs Holding Bachelors in Nursing; *Italics = less than 20% RNs with a Bachelors in Nursing.*

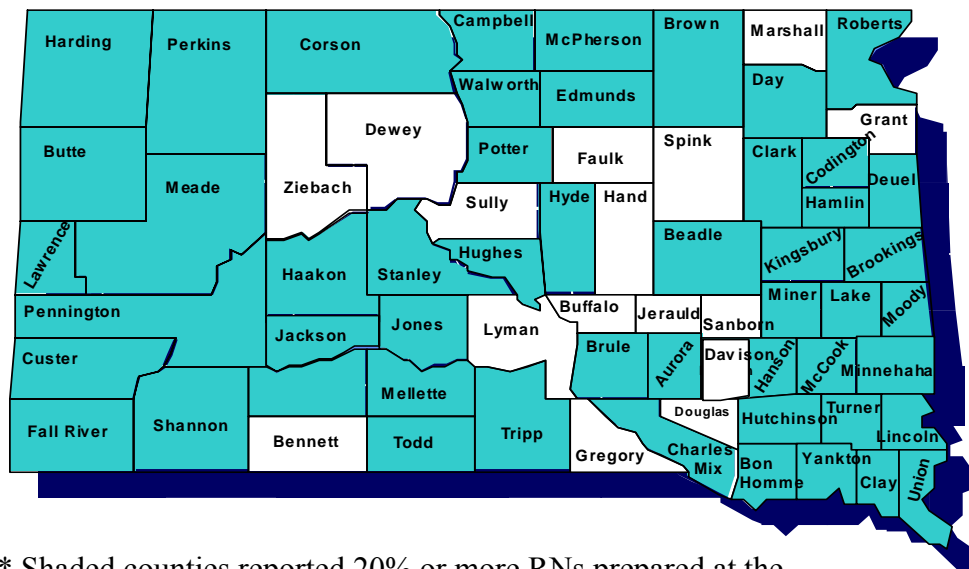
SD COUNTY	1996 (16 COUNTIES)		1999 (38 COUNTIES)		2002 (28 COUNTIES)		2005 (50 COUNTIES)	
AURORA					8 of 31	25.8%	7 of 29	24.1%
BEADLE							43 of 183	23.5%
BON HOMME	23 of 101	22.8%	26 of 97	26.8%	25 of 112	22.3%	22 of 106	20.8%
BROOKINGS	94 of 243	38.7%	84 of 182	46.2%	76 of 232	32.8%	88 of 191	46.1%
BROWN	86 of 542	15.9%	104 of 421	24.7%	117 of 526	22.2%	135 of 440	30.7%
BRULE	9 of 49	18.4%	12 of 41	29.3%	12 of 58	20.7%	14 of 48	29.2%
BUFFALO	1 of 5	20.0%	1 of 3	33.0%	1 of 2	50.0%	0 of 1	-
BUTTE	12 of 79	15.2%	13 of 51	25.5%	-	-	18 of 60	30.0%
CAMPBELL	2 of 11	18.2%	4 of 8	50.0%	3 of 10	33.3%	4 of 8	50.0%
CHARLES MIX							19 of 84	22.6%
CLARK							6 of 23	26.1%
CLAY	22 of 135	16.3%	33 of 144	22.9%	34 of 162	21.0%	30 of 144	20.8%
CODINGTON	38 of 295	12.9%	47 of 212	22.2%	-	-	61 of 241	25.3%
CORSON							4 of 6	66.7%
CUSTER							22 of 99	22.2%
DAY							23 of 75	30.7%
DEUEL	6 of 45	13.3%	6 of 28	21.4%	12 of 45	26.7%	18 of 35	28.6%
DEWEY	1 of 14	7.1%	5 of 17	29.4%	-	-	3 of 18	16.7%
EDMUNDS	10 of 55	18.2%	11 of 46	23.9%	-	-	22 of 73	30.1%
FALL RIVER	25 of 136	18.4%	21 of 94	22.3%	-	-	22 of 89	24.7%
HAAKON	5 of 27	18.5%	5 of 16	31.2%	-	-	5 of 19	26.3%
HAMLIN	16 of 74	21.6%	19 of 48	39.6%	17 of 74	23.0%	24 of 63	38.1%
HANSON	6 of 31	19.4%	8 of 36	22.2%	10 of 50	20.0%	11 of 45	24.4%
HARDING	3 of 9	33.3%	3 of 5	60.0%	2 of 7	28.6%	2 of 5	40.0%
HUGHES	43 of 221	19.5%	54 of 170	31.8%	56 of 216	25.9%	57 of 208	27.4%
HUTCHINSON	29 of 119	24.4%	22 of 87	25.3%	26 of 130	20.0%	39 of 114	34.2%
HYDE					7 of 28	25.0%	4 of 16	25.0%
JACKSON							4 of 15	26.7%
JONES							2 of 8	25.0%
KINGSBURY							13 of 62	21.0%
LAKE	28 of 96	29.2%	27 of 77	35.1%	31 of 105	29.5%	32 of 89	36.0%
LAWRENCE	39 of 236	16.5%	39 of 189	20.6%	-	-	49 of 212	23.1%
LINCOLN	55 of 232	23.7%	55 of 206	26.7%	75 of 294	25.5%	78 of 269	29.0%
LYMAN	6 of 21	28.6%	4 of 15	26.7%	5 of 24	20.8%	4 of 25	16.0%
MCCOOK							14 of 60	23.3%
MCPHERSON	5 of 31	16.1%	5 of 17	29.4%	9 of 34	26.5%	14 of 28	50.0%
MEADE	56 of 300	18.7%	61 of 228	26.8%	-	-	88 of 289	30.4%
MELLETTTE	0 of 11	-	2 of 9	22.2%	-	-	2 of 9	22.2%
MINER							6 of 28	21.4%
MINNEHAHA	770 of 2,653	29.0%	804 of 2,262	35.5%	951 of 3,000	31.7%	1,079 of 2,769	39.0%
MOODY	29 of 77	37.7%	25 of 65	38.5%	30 of 95	31.6%	30 of 66	45.5%
PENNINGTON	309 of 1,322	23.4%	345 of 1,106	31.2%	373 of 1,465	25.5%	442 of 1,274	34.7%
PERKINS	4 of 24	16.7%	7 of 20	35.0%	7 of 30	23.3%	6 of 18	33.3%
POTTER							12 of 36	33.3%
ROBERTS							18 of 62	29.0%
SHANNON	13 of 52	25.0%	8 of 34	23.5%	13 of 52	25.0%	9 of 45	20.0%
STANLEY	6 of 34	17.6%	5 of 24	20.8%	-	-	7 of 25	28.0%
SULLY					3 of 14	21.4%	0 of 7	-
TODD	9 of 37	24.3%	6 of 21	28.6%	-	-	8 of 26	30.8%
TRIPP							21 of 63	33.3%
TURNER	22 of 144	15.3%	27 of 113	23.9%	-	-	33 of 128	25.8%
UNION	15 of 106	14.2%	24 of 98	24.5%	29 of 146	20.0%	63 of 197	32.0%
WALWORTH	18 of 80	22.5%	20 of 63	31.7%	19 of 87	21.8%	15 of 63	23.8%
YANKTON	104 of 393	26.5%	109 of 328	33.2%	110 of 388	28.4%	128 of 360	35.6%
ZIEBACH	5 of 34	14.7%	7 of 32	21.9%	-	-	6 of 37	16.2%

In 1999, twenty-seven of South Dakota's 66 counties reported having no nurses prepared at a bachelors degree or above level. By 2002, all counties reported having RNs prepared at this level. As of 2005 two counties, Buffalo and Sully, again report having no bachelors degree prepared RNs.

Seventeen counties, 25.8%, in 2002 reported having no RNs prepared with a masters in nursing degree, as compared to 1999 data which reported 28 counties or 42.4% with no RNs prepared at the masters level or beyond. By 2005, 21 of the 66 counties or 31.8% reported having no masters prepared RNs. (See APN Survey Data Section for more data).

As depicted in Figure 13, from 1999 to 2002, the number of counties reporting 20% of their RNs prepared with bachelors degrees nearly doubled. In 2002, 38 of South Dakota's 66 counties had more than 20% of their RNs prepared at the bachelors level, representing 57.6% of counties. By 2005 however, over 75% of South Dakota's counties (50) had 20% or more of their RNs prepared at the bachelors level.

**Figure 13**  
**Counties Reporting RNs with Bachelors Degrees**



\* Shaded counties reported 20% or more RNs prepared at the bachelors degree level in 2005.

As illustrated below in Table 33, RNs prepared at the doctoral level declined from 2002 to 2005. Doctoral prepared RNs decreased from 74 to 61, a net loss of 13 RNs prepared at this level by 2005. The majority, 57%, reside in the extreme eastern region of South Dakota, while 13% are in the extreme western region of the state.

**Table 33**  
**Doctoral Prepared RNs by County**

SD COUNTIES HAVING NURSES WITH DOCTORATE	1996	1999	2002	2005
BEADLE	*	*	3	3
BON HOMME	1	1	1	1
BROOKINGS	10	11	12	10
BROWN	*	2	5	3
BRULE	1	1	*	*
CHARLES MIX	*	*	*	1
CLAY	4	1	2	1
CODINGTON	*	*	2	1
FALL RIVER	*	*	*	1
HARDING	*	*	*	1
HUGHES	1	2	1	*
HUTCHINSON	*	1	1	*
LAWRENCE	2	2	2	3
LINCOLN	*	*	1	1
MEADE	1	1	2	1
MINNEHAHA	15	15	15	14
MOODY	*	*	1	*
PENNINGTON	2	4	3	3
ROBERTS	*	*	1	*
TODD	*	*	1	*
UNION	*	*	1	1
WALWORTH	*	1	*	1
YANKTON	4	4	5	4
ZIEBACH	*	*	*	1
UNKNOWN LOCATION	12	17	15	10
TOTAL IN SD	53	63	74	61

## RN Education by Place of Employment in South Dakota

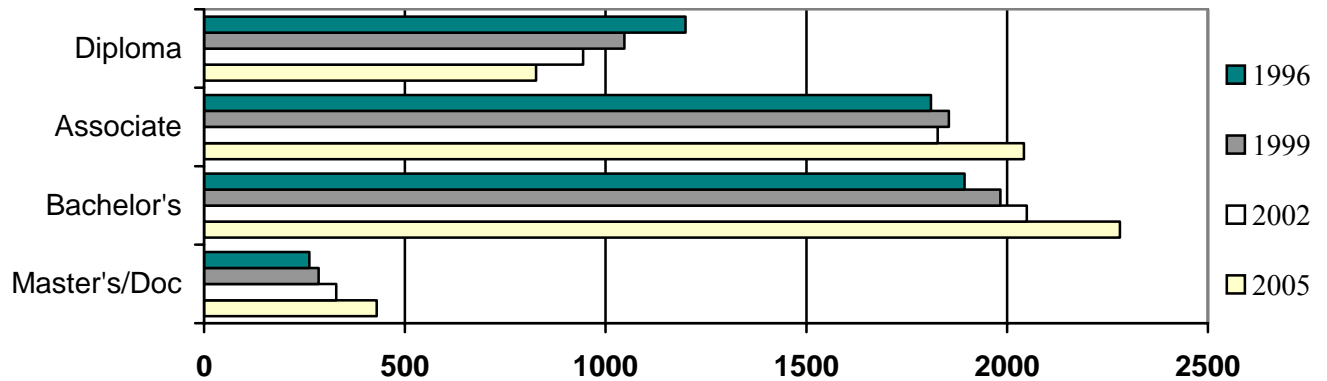
Percentages of RNs prepared at the associate, bachelors, and masters levels in the hospital setting, shown in Table 34 and Figure 14 below, remain fairly consistent. RNs prepared at the diploma level have decreased by 3.5% since 2002, consistent with the trend since 1996.

**Table 34**  
**Preparation of RNs Employed in Hospitals**

EDUCATION OF HOSPITAL RNS	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
DIPLOMA	1,199	23.2%	1,047	20.3%	944	18.3%	827	14.8%
ASSOCIATE DEGREE	1,810	35.0%	1,855	35.9%	1,827	35.5%	2,042	36.6%
BACHELORS	1,894	36.7%	1,983	38.4%	2,049*	39.8%	2,281*	40.9%
MASTERS/DOCTORATE	262	5.1%	285	5.5%	329	6.4%	430	7.7%
TOTAL	5,165		5,170		5,149		5,580	

\*Bachelors Degrees *in Nursing*: 2002 = 1,669; 2005 = 1,909

**Figure 14**  
**Preparation of RNs Employed in Hospitals**



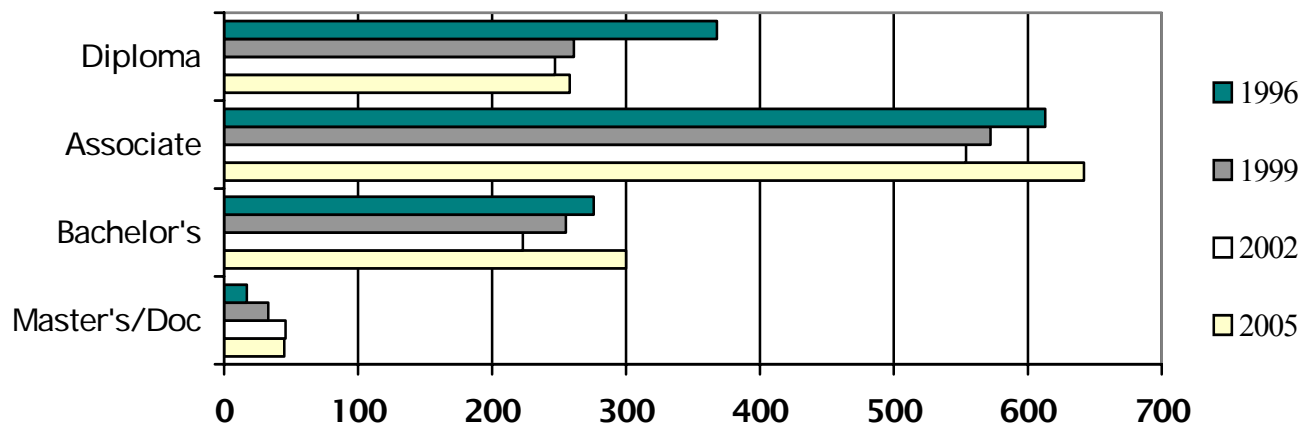
Percentages of RNs prepared at the associate, bachelors, and masters levels in the long term care setting, shown in Table 35 and Figure 15 below, remain fairly consistent. RNs prepared at the diploma level are decreasing.

**Table 35**  
**Preparation of RNs Employed in Long Term Care**

EDUCATION OF LONG TERM CARE RNs	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
DIPLOMA	368	28.9%	261	23.3%	247	23.1%	258	20.7%
ASSOCIATE DEGREE	613	48.1%	572	51.0%	554	51.8%	642	51.6%
BACHELORS DEGREE	276	21.7%	255	22.7%	223*	20.8%	300*	24.1%
MASTERS/DOCTORATE	17	1.3%	33	2.9%	46	4.3%	45	3.6%
TOTAL	1,274		1,121		1,070		1,245	

\*Bachelors Degrees *in Nursing*: 2002 = 181; 2005 = 244

**Figure 15**  
**Preparation of RNs Employed in Long Term Care**



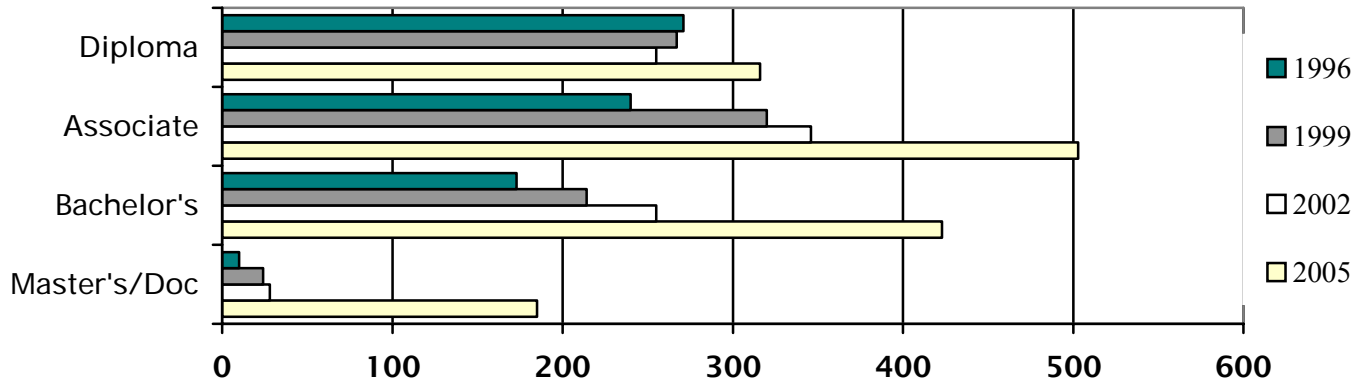
RNs within clinic/office settings have shown a significant increase in numbers employed since 2002. Percentages of RNs prepared at the associate, bachelors, and masters levels, illustrated below in Table 36 and Figure 16, indicate percentage of bachelors prepared RNs have remained fairly consistent while both associate and diploma prepared RNs declined in percentage. Masters or doctoral prepared nurses have increased significantly by 9.8% from 2002 to 2005, and comprise 13% of the RN population in the office/clinic setting.

**Table 36**  
**Preparation of RNs Employed in Offices/Clinics**

EDUCATION OF OFFICE/CLINIC RNS	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
DIPLOMA	271	39.0%	267	32.4%	255	28.8%	316	22.1%
ASSOCIATE DEGREE	240	34.6%	320	38.8%	346	39.1%	503	35.2%
BACHELORS DEGREE	173	24.9%	214	25.9%	255*	28.8%	423*	29.6%
MASTERS/DOCTORATE	10	1.4%	24	2.9%	28	3.2%	185	13.0%
TOTAL	694		825		884		1,427	

\*Bachelors Degrees *in Nursing*: 2002 = 223; 2005 = 359

**Figure 16**  
**Preparation of RNs Employed in Offices/Clinics**



## RATIOS OF RNS TO HEALTH CARE PROVIDERS AND FACILITIES

RNs responded as either “Full-Time” or “Part-Time” on their surveys, this data has been converted to a Total LPN FTE and compared to the largest employers of RNs to provide comparisons. RNs have been analyzed by employment in the Hospital, Long Term Care Facility, and Office/Clinic settings. The formula produces a net increase of RNs employed in nursing of 1,012 FTE from 2002 to 2005, an increase of 12%.

**Table 37**  
**RN FTE Formula**

RN FULL TIME EQUIVALENCY NURSES					
FORMULA:	FULL-TIME RN	+	$\frac{1}{2}$ (PART-TIME RN)	=	TOTAL RN FTE
2005	7,344	+	(.5) 2,629	=	8,658.5 FTE
2002	6,421	+	(.5) 2,451	=	7,646.5 FTE
1999	6,466	+	(.5) 2,677	=	7,804.5 FTE

### RN FTE Ratios for Hospitals

Table 38 displays RNs employment in the hospital setting from 1996 to 2005. The percentage of RNs employed in the hospital setting has decreased since 1996, and remained fairly stable from 2002 to 2005.

**Table 38**  
**Hospital RN FTEs**

FORMULA:	% IN PLACE OF EMPLOYMENT	x	RN FTEs	=	RN FTEs EMPLOYED IN HOSPITALS
2005	51.8%	x	8,658.5	=	4,485.1 FTE
2002	51.9%	x	7,646.5	=	3,968.5 FTE
1999	54.4%	x	7,804.5	=	4,245.6 FTE
1996	60.2%	x	7,288.0	=	4,387.4 FTE

From 2002 to 2005, the state experienced a loss of 112 hospital beds and net gain of about 20 RN FTEs per 100 beds as shown in Table 39.

**Table 39**  
**RN FTEs per 100 Hospital Beds**

FORMULA:	HOSPITAL RN FTEs	/	* NUMBER OF HOSPITAL BEDS	=	RN FTEs PER 100 HOSPITAL BEDS
2005	4,485.1	/	3,243	=	138.30 FTE
2002	3,968.5	/	3,355	=	118.29 FTE
1999	4,245.6	/	3,323	=	127.76 FTE
1996	4,387.0	/	3,267	=	134.29 FTE
1985	2,830.0	/	3,583	=	78.98 FTE

\* 2005 = 3,243; SD Department of Health, February 2005

\* 2002 = 3,355; SD Department of Health, March 2002

\* 1999 = 3,323; September 1999

\* 1995 = 3,267

\* 1983 = 3,583

## RN FTE Ratios for Long Term Care

Increased employment of RNs in LTC settings is noted on Table 40 from 2002 to 2005. The percentage of RNs employed increased by 4.3% with a corresponding increase in their FTE hours.

**Table 40**  
**Long Term Care RN FTEs**

FORMULA:	% IN PLACE OF EMPLOYMENT	X	RN FTEs	=	RN FTEs IN LTC
2005	14.3%	X	8,658.5	=	1,238.2 FTE
2002	10.0%	X	7,646.5	=	764.7 FTE
1999	10.9%	X	7,804.5	=	850.69 FTE
1996	14.9%	X	7,288.0	=	1,086.0 FTE

Table 41 illustrates a net increase of 3,107 LTC beds from 2002 to 2005 as compared to losses in LTC beds in previous years. RN FTEs reflected growth in 2005 of 473.5 and RN FTEs per 100 beds also increased by 1.5 FTE as compared to 1999 to 2002. LTC employ 11.6 RNs per 100 beds, whereas hospitals employ 138.3 RNs per 100 beds.

**Table 41**  
**RN FTEs per 100 Long Term Care Beds**

RN FTEs PER 100 LTC BEDS					
FORMULA:	LTC RN FTEs	/	* NUMBER OF LTC BEDS	=	RN FTEs PER 100 LTC BEDS
2005	1,238.2	/	10,696	=	11.6 FTE
2002	764.70	/	7,589	=	10.1 FTE
1999	850.69	/	8,022	=	10.6 FTE
1996	1,086.00	/	8,302	=	13.1 FTE
1985	480.00	/	8,000	=	6.0 FTE

- \* 2005 = 10,696 from SD Department of Health, February 2005
- \* 2002 = 7,589 from SD Department of Health, March 2002
- \* 1999 = 8,022 from SD Department of Health, September 1999
- \* 1996 = 8,302 from SD Department of Health
- \* 1983 = 8,000 (prior to 1986 moratorium on nursing home beds)

## RN FTE to Physicians Ratio

From 2002 to 2005 South Dakota experienced a net gain of 169 physicians, an 11% increase and RN FTEs increased by 1012 FTEs (11.7%), as displayed in Table 42. Office/clinic settings increased the percentage of RNs employed by 4.5% (Table 27, page 26).

**Table 42**  
**RN FTEs per Physician**

FORMULA:	RN FTEs	/	*ACTIVE PHYSICIANS	=	RN FTEs : 1 PHYSICIAN
2005	8,658.5	/	1,595	=	5.4 RN FTE : 1 PHYSICIAN
2002	7,646.5	/	1,426	=	5.4 RN FTE : 1 PHYSICIAN
1999	7,804.5	/	1,320	=	5.9 RN FTE : 1 PHYSICIAN
1996	7,288.0	/	1,099	=	6.6 RN FTE : 1 PHYSICIAN
1985	4,225.0	/	845	=	5.0 RN FTE : 1 PHYSICIAN

\* 2005 = 1,595 (SD Board of Medical and Osteopathic Examiners, Feb 2005)

\* 2002 = 1,426 (SD Department of Health, March 2002)

\* 1999 = 1,320 (SDMA, Sep 1999)

\* 1995 = 1,099

\* 1983 = 845

Table 43 displays a comparison of RN FTE ratios spanning twenty years from 1985 to 2005 for the hospital, and LTC settings, and physicians.

**Table 43**  
**Ratios of RNs to Facilities and to Physicians in South Dakota**

	1985	1996	1999	2002	2005	CHANGE 1985 TO 2005	CHANGE 2002 TO 2005
<b>TOTAL RN FTE</b>	4,225	7,288	7,804.5	7,646.5	8,658.5	+4,433.5	+1,012
<b>RN TO HOSPITAL BEDS RATIO</b>							
RN FTEs IN HOSPITALS	2,830	4,387	4,245.6	3,968.5	4,485.1	+1,655.1	+516.6
HOSPITAL BEDS IN SD	3,583	3,267	3,323	3,355	3,243	-340	-112
RN FTEs PER 100 HOSPITAL BEDS	79.0	134.3	127.76	118.29	138.30	+59.3	+20.01
<b>RN TO LTC BEDS RATIO</b>							
RN FTEs IN LTC	480	1,086	850.69	764.7	1,238.2	+758.2	+473.5
LTC BEDS IN SD	8,000	8,302	8,022	7,589	10,696	+2,696	+3,107
RN FTEs PER 100 LTC BEDS	6.0	13.1	10.6	10.1	11.6	+5.6	+1.5
<b>RN TO PHYSICIAN RATIO</b>							
RN FTEs	4,225	7,288	7,804.5	7,646.5	8,658.5	+4,433.5	+1,012
ACTIVE PHYSICIANS IN SD	845	1,099	1,320	1,426	1,595	+750	+169
RN FTEs PER 1 PHYSICIAN	5.0 : 1	6.6 : 1	5.9 : 1	5.4 : 1	5.4 : 1	+0.4	-



## ANALYSIS OF CHANGE IN RN WORKFORCE

South Dakota experienced a 6.85% gain in RNs from 2002 to 2005 with almost 700 more actively licensed RNs. Over the twenty years since 1985, the active RN workforce has increased by nearly 68%. The percentage of men comprised 7.3% of active RNs in 2005, fairly consistent with the national norm.

From 2000 to 2002 there was a net decrease of 353 RNs under age 35, or 21%. In comparison, from 2002 to 2005 there was a net increase of 467 RNs under age 35, or 24%. Actively licensed RNs over age 46 in 2002 comprised 40.3% of the RN workforce, whereas in 2005 the percentage rose to 51%.

The percentage of actively licensed RNs employed in nursing has increased to 91.7% up 1.3% from 2002 to 2005. In this same time period, RNs working full-time increased by 923 positions. This accounts for 67.5% of the actively licensed RNs, an increase of 2.1% from the 2002 data. The trend of RNs working increased hours over the last twenty years has been reflected since 1985 as the percentage has increased by 5.5%. RNs working part-time also increased by 178 positions.

Several employment settings reflected the increase in actively employed RNs from 2002 to 2005. Long term care increased RN positions by 574 positions, or 4.3%; previously they had shown a downward trend. RN FTE hours also increased in the long term care setting, as did the number of beds during 2002 – 2005. Interestingly, occupational health which includes outpatient surgical centers increased by 240 positions representing a 2.2% increase; school nursing also increased employment opportunities for RNs by 202 positions or 1.7%. Office/clinic nursing had the largest increase of 587 RN positions or 4.5%. Physicians also increased during this time by 11%, with a corresponding increase in RN FTE hours.

The hospital setting continues to reflect a downward trend of their overall percentage of RNs employed. Hospitals continue to employ over half, 51.8%, of the actively employed RNs. Twenty years ago this percentage was 61% of all actively employed RNs. While numbers of RNs employed in the hospitals decreased from 2002 to 2005, the FTEs increased by about 12%. Consistently, the types of positions RNs commonly hold also reflect that the “staff nurse” position decreased by 11.7% and the “clinic nurse” position increased by 8.5%.

Hospitals continue to employ most of the RNs prepared at the baccalaureate and masters levels from 2002 to 2005. Long term care facilities employed RNs prepared at the associate level at 51.6%, baccalaureate level at 24.1%, and diploma at 20.7%, with only 3.1% of RNs at the masters level. Clinics increased their percentages of masters prepared RNs significantly by 9.8% since 2002, while percentages of associate and diploma RNs decreased.

There continues to be a declining percentage of RNs enrolled as students. In 2005 the majority of RNs are prepared at associate level, while 32% are prepared at baccalaureate level. Diploma prepared RNs continue to decline as expected. RNs prepared at the masters level continue to increase while those prepared at the doctoral level decreased from 70 (0.7%) to 58 (0.5%) in 2005. In 2002 all counties reported having baccalaureate prepared RNs; however, in 2005 two counties once again reported none. Twenty-one counties have no masters prepared RNs in 2005. Seven counties in South Dakota have fewer than 10 actively licensed RNs, far below the national ratio of 780.2 RNs/100,000 people. Eleven counties exceed the national ratio.

RNs have increased employment opportunities, clinic, school nursing, etc. to choose from outside the hospital setting. The pool of employable RNs in South Dakota is shrinking; 91.7% are currently working, leaving only 7.1% as “employed in another field” or as “retired / volunteer”. RNs licensed and prepared at the doctoral level are decreasing; and numbers of RNs enrolled as students to replace them continue to decline. Fifty-one percent of RNs are now over age 46 and may retire in the next 10 to 20 years. New graduates and established RNs living in South Dakota counties with a high RN/population ratio may be recruited by employers from other states, leaving South Dakota vulnerable in future years.



APN  
SURVEY  
DATA



## 2005 ACTIVE APN WORKFORCE IN SOUTH DAKOTA

Data on Advanced Practice Nurses (APN) are difficult to interpret. In 2005 449 of 738 (60.8%) APNs surveys were returned. Not all of the 738 APNs hold RN licensure in South Dakota; some practice on RN licensure from another compact state. APNs may hold multiple licenses and work in several practice settings filling various roles; therefore the headcount of APNs may not correspond with the number of respondents. For example, an APN who works part-time at a clinic and part-time at a hospital would correctly list both employers. Another obstacle to clear interpretation is the way the survey elicits responses; conflicting and contradictory responses are possible and cannot be clarified once the survey has been received.

### Actively Licensed APNs

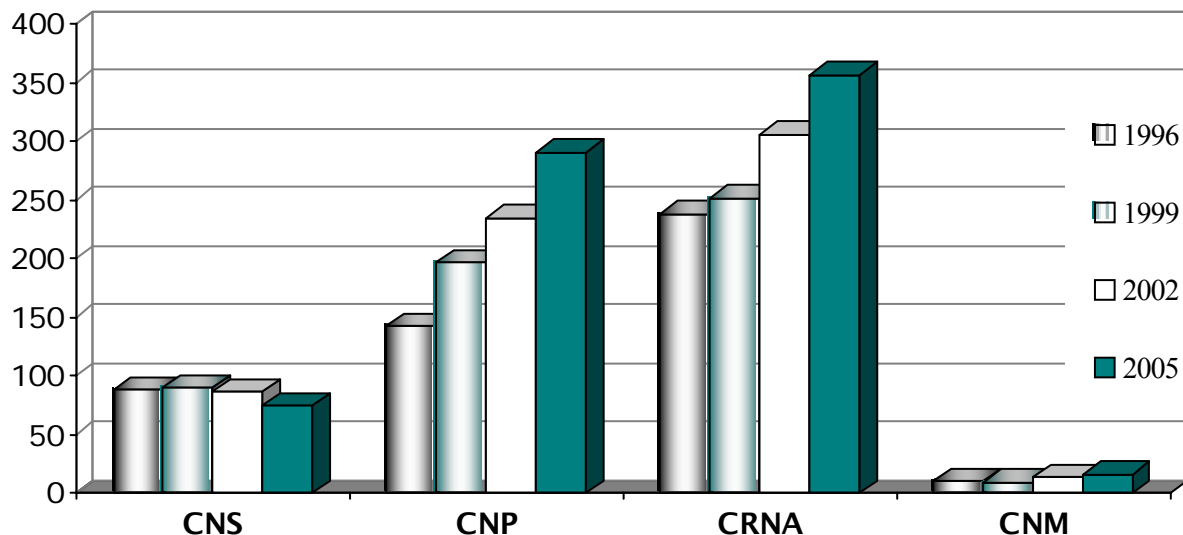
As illustrated in Table 44 and Figure 17 below, the numbers of actively licensed APNs continue to reflect an increase since 1999.

**Table 44**  
**Actively Licensed APNs**

ACTIVELY LICENSED APNS	CRNA	CNM	CNP	CNS	TOTAL NUMBER	CHANGE FROM PREVIOUS
2005	357	16	291	74	738	+98
	48.4%	2.2%	39.4%	10.0%	100%	+15.3%
2002	306	13	235	86	640	+92
	47.8%	2.0%	36.7%	13.4%	100%	+16.7%
1999	252	9	197	90	548	
	46.0%	1.6%	36.0%	16.4%	100%	

\*APN data was not available prior to 1999 nursing workforce survey.

**Figure 17**  
**Advanced Practice Nurse Comparison**



## Age of APNs

Actively licensed APNs over age 41 comprise the greatest number at 71% in 2005, as noted in Table 45 and Figure 18. The average age of APNs responding to the survey was 47.36 years, illustrated in Table 46.

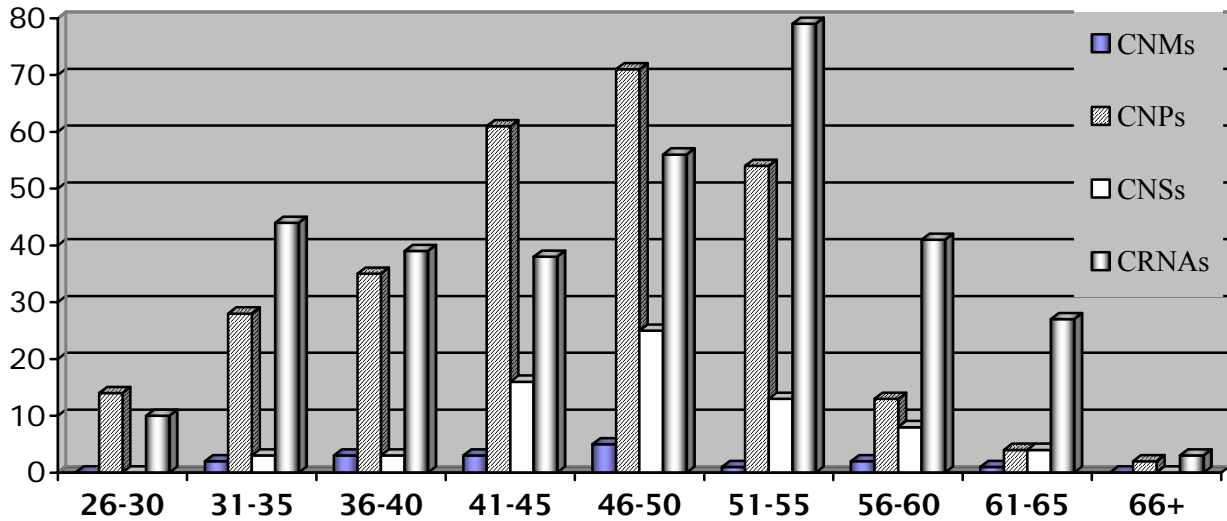
**Table 45**  
**Age of APNs**

AGE OF APNS	1999	AGE OF APNS	2002	2005
26-30	16	26-30	18	24
31-35	44	31-35	40	77
36-40	93	36-40	71	80
41-45	144	41-45	127	117
46-50	114	46-50	136	157
51-55	59	51-55	102	147
56+	54	56-60	46	64
DATA NOT AVAILABLE IN THIS FORMAT.		61-65	14	36
		66+	0	5
SUBTOTAL	524	SUBTOTAL	554	707
MISSING	24	MISSING	86	31
TOTAL	548	TOTAL	640	738

**Table 46**  
**Age of APNs by Type of License: 2005**

AGE RANGE	CNM	CNP	CNS	CRNA	TOTAL
26-30	0	14	0	10	24
31-35	2	28	3	44	77
36-40	3	35	3	39	80
41-45	2	61	16	38	117
46-50	5	71	25	56	157
51-55	1	54	13	79	147
56-60	2	13	8	41	64
61-65	1	4	4	27	36
66+	0	2	0	3	5
AVERAGE AGE	46.71	45.56	49.49	47.97	47.36
TOTAL NUMBER	16	282	72	337	707

**Figure 18**  
**Age Range of APNs by Type of License: 2005**

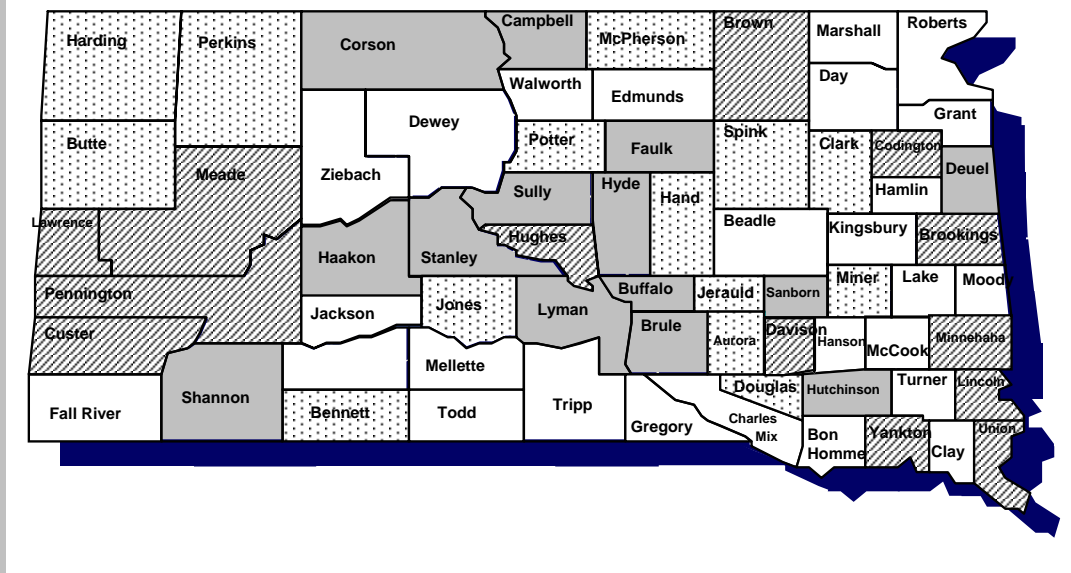


**Distribution of APNs by County**

In 2002 and 2005 fourteen South Dakota counties, as illustrated in Figure 19, report no APNs licensed in South Dakota. Fourteen other counties have only one APN. Many APNs were licensed in South Dakota in 2005 but not residents of South Dakota and therefore not reflected on this map. Further data collection may also be needed regarding the number of licensed APNs from other states employed at Indian Health Services facilities. These APNs are exempt from South Dakota licensure and would not be reflected in the tables below. Table 47 and 48 present data with counties having ten or more active APNs.

10+ APNs   
  1 APN   
  0 APNs

**Figure 19**  
**Distribution of APNs per County in 2005**



**Table 47**  
**Counties with 10 or More APNs**

SD COUNTIES WITH 10 OR MORE APNs	1996	1999	2002	2005
BEADLE	10	10	7	7
BROOKINGS	14	15	14	14
BROWN	38	19	31	25
CODINGTON	18	10	20	10
CUSTER				10
DAVISON	19	10	18	15
HUGHES	17	9	13	10
LAWRENCE	20	8	18	14
LINCOLN				13
MEADE	20	16	24	28
MINNEHAHA	185	155	184	216
PENNINGTON	93	78	91	103
TURNER	13	6	10	5
UNION				13
YANKTON	19	15	19	15

**Table 48**  
**Counties Distribution of APNs in 2005**

County	CNSs	CNP s	CRNA s	CNMs	APNs
Aurora		1			1
Beadle	1	2	4		7
Bennett		1			1
Bon Homme		1	1		2
Brookings	3	8	3		14
Brown	6	6	13		25
Butte		1			1
Charles Mix		3			3
Clark	1				1
Clay	1	1	3		5
Codington		4	6		10
Custer	1	9			10
Davison		3	12		15
Dewey		4			4
Douglas		1			1
Edmunds	1	2			3
Fall River	2	4	1	1	8
Grant		3			3
Gregory		3	1		4
Hamlin		1	1		2
Hand		1			1
Hanson		1	3		4
Harding			1		1
Hughes	1	5	4		10
Jackson		2			2

County	CNSs	CNP s	CRNA s	CNMs	APNs
Jones		1			1
Kingsbury		4			4
Lake			3		3
Lawrence		7	7		14
Lincoln	3	2	8		13
McCook		2			2
McPherson			1		1
Meade	2	13	13		28
Miner		1			1
Minnehaha	34	80	97	5	216
Moody	1		2		3
out of state	5	22	88	2	117
Pennington	6	49	43	5	103
Perkins		1			1
Potter		1			1
Roberts		1	1		2
Spink			1		1
Todd	1	3			4
Tripp		2	3		5
Turner	1	4			5
Union	1	6	6		13
Walworth		1	1	1	3
Yankton		7	8		15
Ziebach	1	1			2

## APN EDUCATION

### APN Education

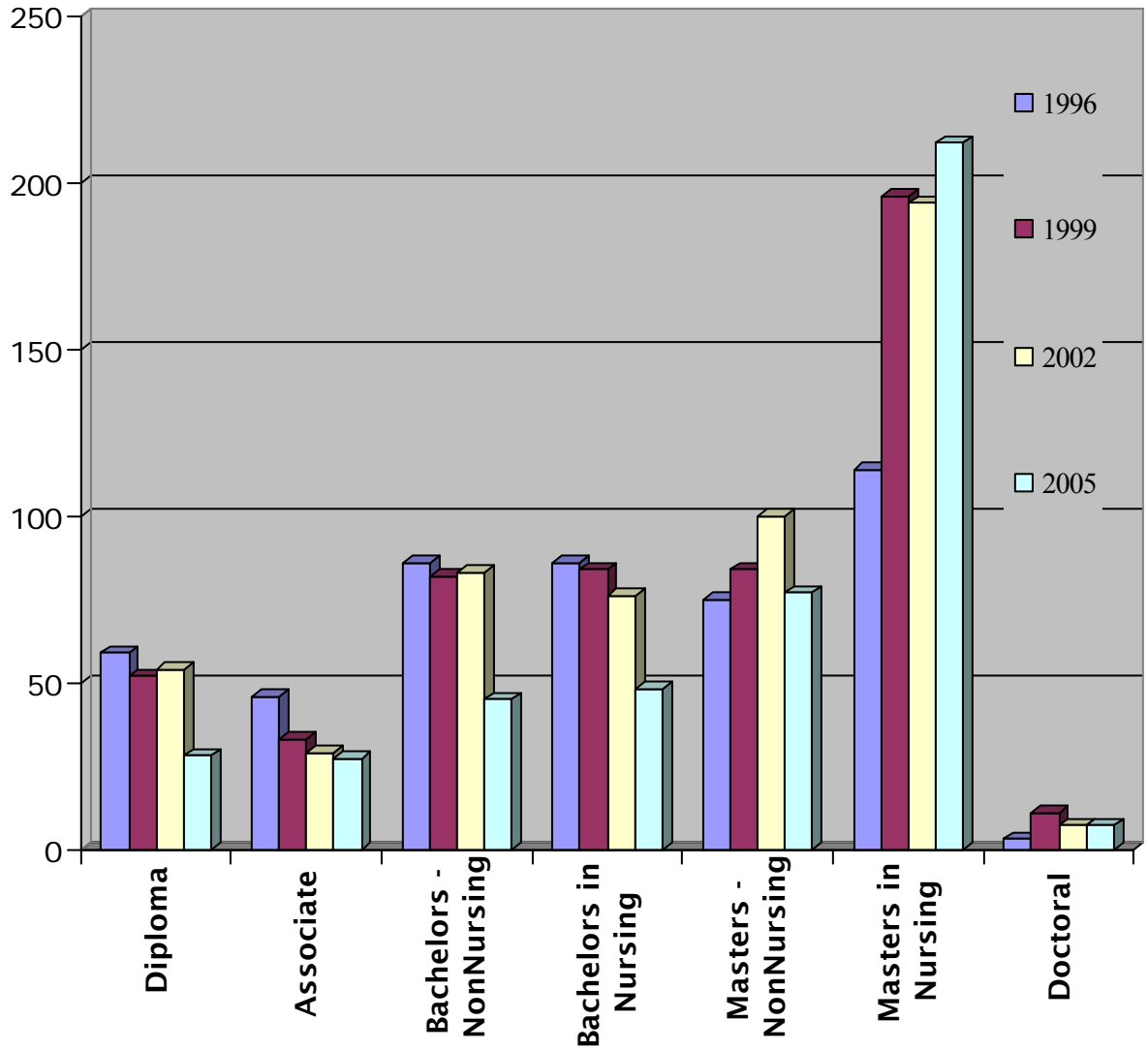
Table 49 and Figure 21 illustrate that the majority of those responding to the survey in 2005 are prepared with a masters in Nursing. As a result of the requirement for a masters in Nursing as of December 2001 for new CNP, CNM, and CNS licensees, masters level prepared APNs will continue to increase. The high number of “unknown” responses may reflect those APNs living in compact RN states who did not return the survey.

**Table 49**  
**Highest Degree Held by APNs**

HIGHEST DEGREE HELD BY APNS IN SOUTH DAKOTA	1996		1999		2002		2005	
	#	%	#	%	#	%	#	%
DOCTORAL	3	0.6%	11	2.0%	7	1.1%	7	0.9%
MASTERS-NURSING	114	23.8%	196	35.8%	194	30.3%	212	28.7%
MASTERS-OTHER	75	15.7%	84	15.3%	100	15.6%	77	10.4%
BACHELORS-NURSING	86	18.0%	84	15.3%	76	11.9%	48	6.5%
BACHELORS-OTHER	86	18.0%	82	15.0%	83	13.0%	45	6.1%
ASSOCIATE DEGREE	46	9.6%	33	6.0%	29	4.5%	27	3.7%
DIPLOMA	59	12.3%	52	9.5%	54	8.4%	26	3.5%
UNKNOWN	9	1.9%	6	1.1%	97	15.2%	296	40.1%
TOTAL	478		548		640		738	

\*Note that prior to 1989, CRNAs could be certified without a bachelors degree in nursing. Prior to the 1990s, CNPs could be certified without bachelors degrees. These licensees were grandfathered into these roles for the duration of their careers.

**Figure 20**  
**Highest Degree Held by APNs**



## SUMMARY OF APN WORKFORCE

APNs in South Dakota have steadily increased over the years. CRNAs continue to comprise nearly half of the APN population, while CNPs have increased by 2.7% and are now at nearly 40% of total APN population. CNMs also increased by a very small percentage in the state. Actively licensed CNSs however continue to trend downward and are at 10%. APNs over age 41 years comprise the greatest number at 71% in 2005.

Many APNs maintain dual licensure, which creates a dataset that is difficult to interpret. Many CNSs have also obtained CNP licensure. Some have chosen to maintain both licenses, both may be used but at different practice settings. Some CNSs choose to inactivate or lapse their CNS licenses as they may no longer perceive the need to maintain both licenses.

A majority of APNs continue to reside in the most populated counties of Minnehaha and Pennington. Twenty-eight or more rural and/or frontier counties have very few or no APNs.

Most APNs hold a masters or higher degree. This trend should continue and would be projected to increase as the masters degree in nursing requirement became effective December 2001. APNs prepared prior to that time were grandfathered into advanced practice roles with less preparation.



POPULATION  
RATIOS  
AND  
ASSUMPTIONS



## SOUTH DAKOTA POPULATION AND NURSE POPULATION RATIOS

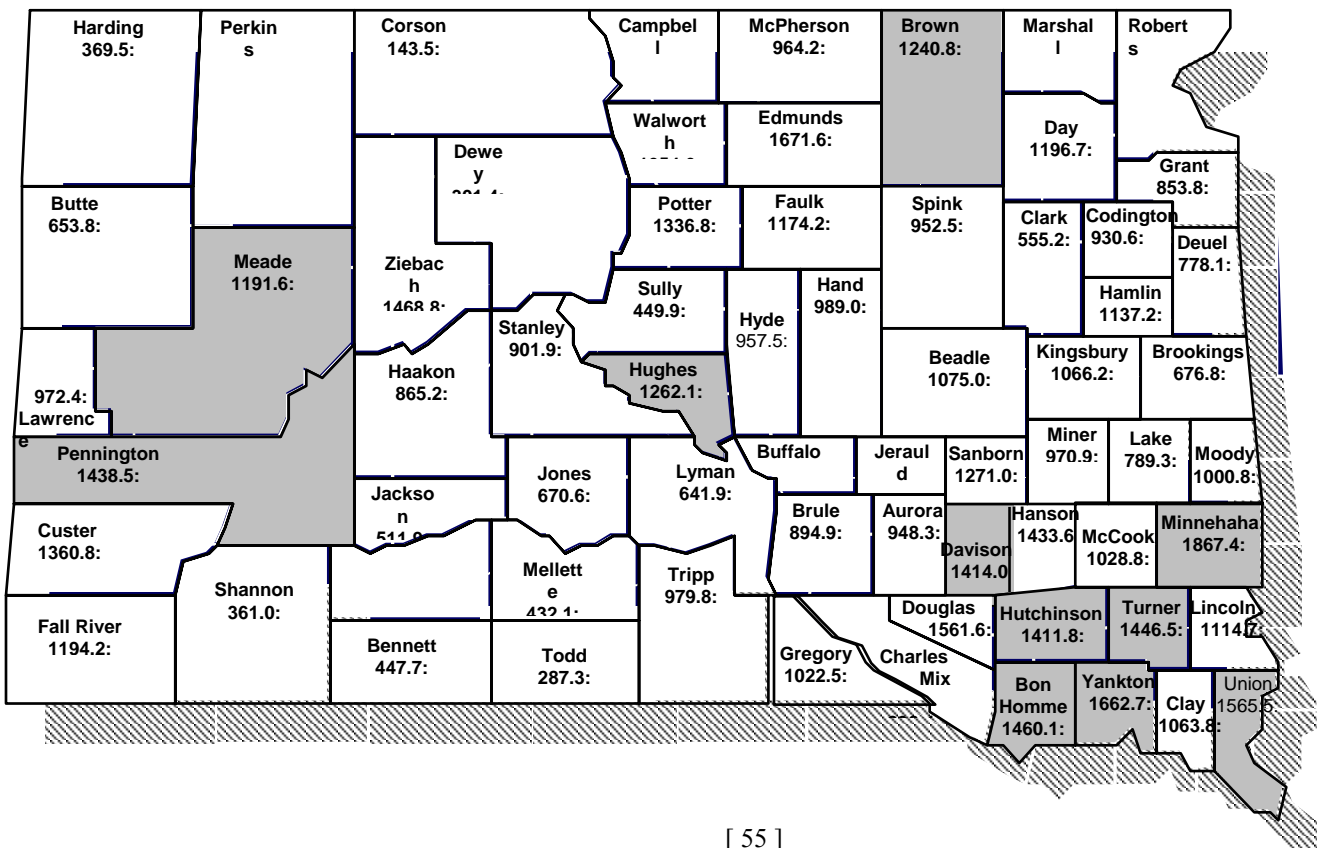
The national ratio of RNs is 780.2 per 100,000 people (Bureau of Health Professions, 2004). South Dakota has 1,411.5 RNs per 100,000 population, or 1 RN to 71 persons. In 2005, there were 283.2 LPNs per 100,000 population or 1 LPN to 353 persons. The ratio of APNs was 134.4 per 100,000 population or 1 to 1,044 persons. County data varies widely and should be individually assessed.

**Table 50**  
**SD Provider-to-Population Ratios for LPNs, RNs, and APNs**

ACTIVELY LICENSED	*2002		*2005	
	#	RATIO	#	RATIO
LPNS	2,130	1 LPN : 354 persons	2,183	1 LPN : 353 persons 283.2 / 100,000
RNS	10,183	1 RN : 74 persons	10,881	1 RN : 71 persons 1,411.5 / 100,000
APNS	640	1 APN : 1,179 persons	738	1 APN : 1,044 persons CRNA: 46.3 / 100,000 CNM: 2.1 / 100,000 CNP: 37.7 / 100,000 CNS: 9.6 / 100,000

\*2005 = 770,883; 2003 South Dakota Population estimate, US Census Bureau, 2004 population estimates  
\*2002 = 754,844; 2001 US Census Bureau data for South Dakota Population

**Figure 21: SD Counties with over 100 Actively Licensed RNs and a Ratio of over 1,128 Active RNs : 100,000 Population in 2005**



## ASSUMPTIONS TO BE CRITICALLY ANALYZED

1. The current LPN to population ratio of 1 LPN to 350 people should be maintained.
2. The current percentage of LPNs in the nursing workforce should be maintained at 16.7%.
3. The current RN to population ratio of 1 RN to 70 people, or 1,423.6 RNs per 100,000 population (national rate 780.2, Bureau of Health Professionals, 2004) should be maintained.
4. The current ratios of APNs should be maintained:
  - CNS = 10% of APNs
  - CNM = 2.2% of APNs
  - CNP = 39.4% of APNs
  - CRNA = 48.4% APNs
5. The current APN to population ratio of 1 APN to 1,044 people should be maintained:
  - 1 CNS : 10,329 people or 9.6 per 100,000 population
  - 1 CNM : 47,769 people or 2.1 per 100,000 population (national rate 2.9, Bureau of Health Professionals, 2004)
  - 1 CNP : 2,626 people or 37.7 per 100,000 population (national rate 33.7, Bureau of Health Professionals, 2004)
  - 1 CRNA : 2,141 people or 46.3 per 100,000 population (national rate 9.3, Bureau of Health Professionals, 2004)
6. The current mix of educational preparation of RNs is functional for today's health care delivery system and should be maintained:
  - 35.5% AD
  - 16.6% Diploma
  - 36.7% BS/BA
  - 8.8% MS/MA
  - 0.5% Doctoral
7. The current ethnic mix of the nursing workforce parallels the state's population (764,309 – 2003 Estimated SD Population) with 8.1% of nurses being Native American (62,283 – 2000 US Census Data) and 1.4% of nurses being Hispanic (10,903– 2000 US Census Data).
8. The changes in educational levels for nurses from the previous decade will continue in the same magnitude and proportion for the next decade.

# APPENDIX



# RENEWAL FORM FOR RN/ LPN LICENSURE

## DEMOGRAPHIC INFORMATION

Name \_\_\_\_\_  
First Middle Maiden Last Other Married Names

Mailing Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ County \_\_\_\_\_ Zip \_\_\_\_\_

Permanent Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ County \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Social Security Number \_\_\_\_\_

Date of Birth \_\_\_\_\_ Sex (M/F) \_\_\_\_\_ License Number \_\_\_\_\_

Race/Ethnicity: \_\_\_\_\_ White \_\_\_\_\_ Black \_\_\_\_\_ Hispanic \_\_\_\_\_ Asian or Pacific Islander  
\_\_\_\_\_ American Indian or Alaskan Native \_\_\_\_\_ Other

## NURSE LICENSURE COMPACT INFORMATION

I declare that my primary state of residence is \_\_\_\_\_. Primary state of residence is where you hold a driver's license, pay taxes and/or vote. This state is referred to as my "home state" under the Nurse Licensure Compact and means that it is my "declared fixed permanent and principal home for legal purposes".

Please list all states in which you are currently practicing. \_\_\_\_\_

\_\_\_\_\_



SOUTH DAKOTA BOARD OF NURSING  
SOUTH DAKOTA DEPARTMENT OF HEALTH

4305 S. Louise Avenue Suite 201 ♦ Sioux Falls, SD 57106-3115  
(605) 362-2760 ♦ Fax: 362-2768 ♦ www.state.sd.us/doh/nursing

**Verification of Employment**

**APPLICANT:** Complete the following information and forward this form to your employer or former employer.  
This form may be duplicated for additional employment verifications. Return the completed form to the  
South Dakota Board of Nursing at the above address.

Name \_\_\_\_\_  
First Middle Maiden Last Other Married Names

Permanent Address \_\_\_\_\_  
Street City State Zip

Social Security Number \_\_\_\_\_ License Number \_\_\_\_\_

I have been employed/volunteered as a \_\_\_\_\_ RN \_\_\_\_\_ LPN

I have not been employed/volunteered as a nurse within the last 6 years \_\_\_\_\_

I choose to apply verification of employment/volunteer work filed within the last 6 years \_\_\_\_\_

I hereby request and authorize my employer/former employer to release the information requested on this form  
to the South Dakota Board of Nursing for Licensure purposes.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

**THIS SECTION TO BE COMPLETED BY EMPLOYER**

In order to obtain/retain active licensure, a nurse must be able to provide verification of at least 140 hours in 12  
months or 480 hours in six years of employment/volunteer work in nursing.

The above individual (was) employed/volunteered as a nurse from \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_

Total hours during this period = \_\_\_\_\_

I, the undersigned, declare and affirm that, according to our records, the information provided above for  
purposes of licensure is true and correct to the best of my knowledge and belief.

\_\_\_\_\_  
Signature of Agency Representative/Title

\_\_\_\_\_  
Date

Name of Employer \_\_\_\_\_

Address of Employer \_\_\_\_\_  
Street City State Zip

Telephone (\_\_\_\_\_) \_\_\_\_\_ Ext. \_\_\_\_\_

# NURSE SURVEY QUESTIONNAIRE

Please circle **one** number in each of the categories below that best represents your current practice.

Survey Date \_\_\_\_\_

### Employment Status

- 1 Full-time Nurse
- 2 Part-time Nurse
- 3 Full-time other than nursing
- 4 Part-time other than nursing
- 5 Volunteer Nurse
- 6 Unemployed
- 7 Retired Nurse

### Type of Position

- 1 Nurse Management
- 2 Consultant
- 3 Case Manager
- 4 Nursing Program Faculty
- 5 Clinic Nurse
- 6 Staff Nurse
- 7 Advanced Practice Nurse (CRNA, CNP, CNM, CNS)
- 8 Charge Nurse
- 9 Inservice Educator/Staff Development
- 10 Other

### Where Presently Employed:

County \_\_\_\_\_  
 State \_\_\_\_\_  
 City \_\_\_\_\_  
 Zip Code \_\_\_\_\_

### Formal Education Activities

- 1 I am not taking courses toward an advanced degree in nursing
- 2 I am currently taking courses toward an advanced degree in nursing

### Advanced Practice Nurses only

- 1 Certified Registered Nurse Anesthetist (CRNA)
- 2 Certified Nurse Practitioner (CNP)
- 3 Certified Nurse Midwife (CNM)
- 4 Clinical Nurse Specialist (CNS)

### Principal Field / Place of Employment

- 1 Hospital
- 2 Nursing Home/Long Term Care Facility
- 3 Nursing Education Program
- 4 Home Health/Hospice
- 5 School
- 6 Outpatient Surgical Center
- 7 Office/Clinic
- 8 Community Health
- 9 Self-Employed
- 10 Other

### Highest Degree Held

- 1 Diploma/Registered Nurse
- 2 Associate Degree/Registered Nurse
- 3 Baccalaureate Degree/Registered Nurse
- 4 Baccalaureate in other field
- 5 Masters in Nursing
- 6 Masters in other field
- 7 Doctorate (Ph.D., Ed., D.N.Sc)
- 8 Diploma/Associate Degree Practical Nurse

### What percent of your current position involves direct patient care? (circle one response)

- 1 0%                      2 25%                      3 50%                      4 75%                      5 100%

### Do you intend to leave/retire from the practice of nursing in the next five years?

- 1 Yes                                      2 No

### States other than South Dakota in which you are licensed

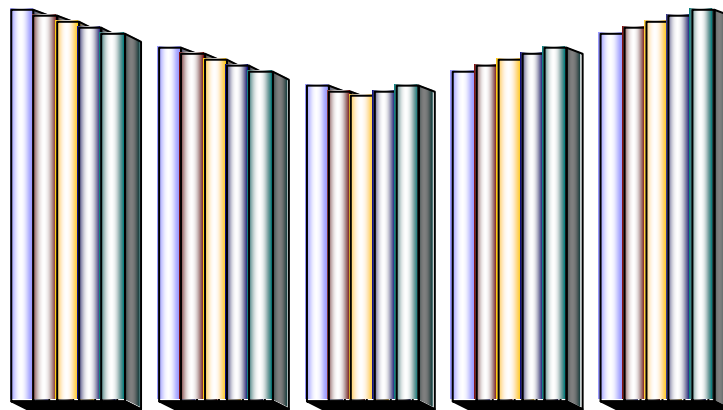
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# NURSING WORKFORCE SUPPLY IN SOUTH DAKOTA

□ 1985 □ 1996 □ 1999 □ 2002 □ 2005



Board of Nursing

4305 SOUTH LOUISE AVENUE SUITE 201  
SIOUX FALLS, SD 57106-3115