

South Dakota Nursing Workforce Supply and Employment Characteristics



South Dakota Center for Nursing Workforce



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Introduction

This *2011 Report on South Dakota's Nursing Workforce* was prepared by the South Dakota (SD) Center for Nursing Workforce. The report provides information on South Dakota's current nursing workforce supply and compares it with historical data and with future projections regarding supply and demand for nurses. The report also includes findings from data gathered from each nurse license renewal application submitted to the South Dakota Board of Nursing (SDBON). Similar supply reports were published in 1996, 1999, 2002, 2005, 2007, and 2009; copies are available from the SD Center for Nursing Workforce. This report focuses on supply and characteristics of nursing workforce:

- *Licensed Practical Nurses (LPN)*
- *Registered Nurses (RN)*
- *Certified Nurse Midwives (CNM)*
- *Certified Nurse Practitioners (CNP)*
- *Certified Registered Nurse Anesthetists (CRNA)*
- *Clinical Nurse Specialists (CNS)*
- *Nursing Education Faculty*

The SD Center for Nursing Workforce, initially funded by the Robert Wood Johnson Foundation, was established in 1996 as the SD Colleagues in Caring Project. At the completion of the grant in 2002, state legislation was enacted in the Nurse Practice Act. This legislation, SDCL 36-9-95 and 36-9-96, created the Nursing Workforce Center and a source for funding. The SDBON is the lead agency for the SD Center for Nursing Workforce. The mission of the Center is to *design a nursing workforce prepared to partner with SD Citizens to meet their changing health needs*. Members of the SD Center for Nursing Workforce Governance Council provide guidance and strategic direction to the Center for Nursing Workforce.

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The Center for Nursing Workforce is proactively preparing to meet the demands of SD's citizens to ensure SD continues to have a nursing workforce prepared to meet SD citizens' changing health needs.

Overview & Methods

This report focuses on SD's nursing supply. Nursing supply is measured by the number of actively licensed nurses. Because supply can be overstated by assessing only the total number of actively licensed nurses, this report also measures the number of hours worked/volunteered in the profession, which demonstrates their level of participation in the nursing workforce.

The SD Center for Nursing Workforce analyzed aggregate licensure and employment data from each actively licensed nurse upon licensure renewal. Employment data were collected and entered by the South Dakota Board of Nursing (SDBON); aggregate data was produced by the SD Central Data Processing in Pierre. For historical comparison, data from previous nursing workforce supply reports may be compared to the 2011 data.

Each licensed nurse must renew the license every two years, with no nurse submitting data more than once in the two-year data collection period. The number of responses provided on renewal applications may not correspond with the number of respondents. For example, nurses who work part-time at a clinic and part-time at a hospital may correctly identify both employment locations. Conflicting and contradictory responses are also possible and cannot be clarified once the data has been received.

The response rate of completed employment data returned by nurses who renewed their licenses during the data collection period from February 1, 2009 through December 31, 2010 is displayed in the table below.

Number of Nurses Who Renewed		Completed Data Received	Response Rate
<i>RN</i>	12,089	9,404	77.8%
<i>LPN</i>	2,000	1,738	86.9%
<i>CNM</i>	20	19	95.0%
<i>CNP</i>	367	334	91.0%
<i>CRNA</i>	359	320	89.1%
<i>CNS</i>	74	63	85.1%

Supply and Characteristics of Nurses

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 13,597 actively licensed RNs, 2,347 actively licensed LPNs, 23 actively licensed CNMs, 425 actively licensed CNPs, 382 actively licensed CRNAs, and 78 actively licensed CNSs. Data presented in the table demonstrates a positive growth in supply of the total number of actively licensed nurses in every category since 2005.

Actively Licensed Nurses, % Change for Selected Years 2005 – 2010

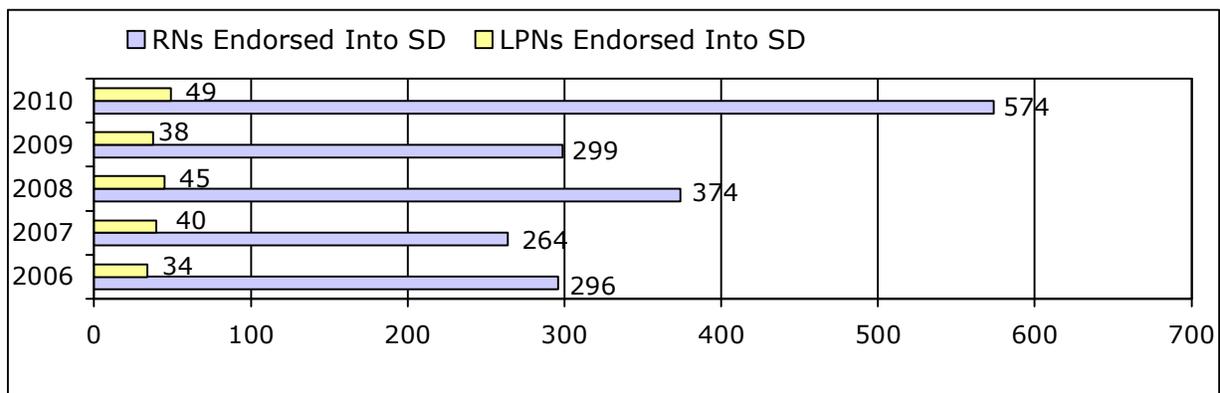
NURSES	2010	%	2009	%	2007	%	2005
<i>RNs</i>	13,597	+7.6	12,636	+8.7	11,626	+6.8	10,881
<i>LPNs</i>	2,347	+4.6	2,243	+1.7	2,206	+1.1	2,183
<i>CNMs</i>	23	-1.3	26	+3.7	19	+18.8	16
<i>CNPs</i>	425	+14.5	371	+12.8	329	+13	291
<i>CRNAs</i>	382	+2.7	372	+6.0	351	-1.7	357
<i>CNSs</i>	78	-1.3	79	-2.5	81	+9.5	74
TOTAL	16,852	+6.7	15,727	+7.1	14,612	+5.5	13,802

Note: The percent change reflects a comparison from the indicated year to the previous year.

MIGRATION PATTERNS

Migration trends for nurses are reflected in SDBON endorsement and employment data. Endorsement data represent the number of LPNs and RNs who license into SD from another state, as shown in the table. Endorsement information on the number of nurses migrating out of SD is difficult to capture. To license in another state, nurses request that licensure information be sent to the other state. It is uncertain, however, whether the nurse is actually leaving the state to migrate to another state to work, or if the nurse is continuing to reside in SD and working in multiple states.

SD and surrounding states Nebraska, Iowa, and North Dakota participate in a mutual recognition model of nurse licensure. This is referred to as the multi-state nurse licensure model, or the Nurse Licensure Compact (NLC). Currently, 24 states have implemented the NLC. The NLC allows a nurse to hold one RN or LPN license in their state of residence and to use that license to practice in the other participating states. Consequently, the actual number of nurses actively practicing in SD at any given time is difficult to measure.



Employment data collected from RNs, LPNs, and Advanced Practice Nurses (APN) regarding "States other than SD in which you are licensed" is presented below. The majority of RN and LPN respondents indicated that they hold licensure in only SD, which is consistent with previous workforce reports. APNs consistently reflect the highest percentages of nurses who hold multiple state licenses. One explanation may be that SD does not participate in an APN multi-state licensure compact and, as a result, APNs must license in each state in which they practice.

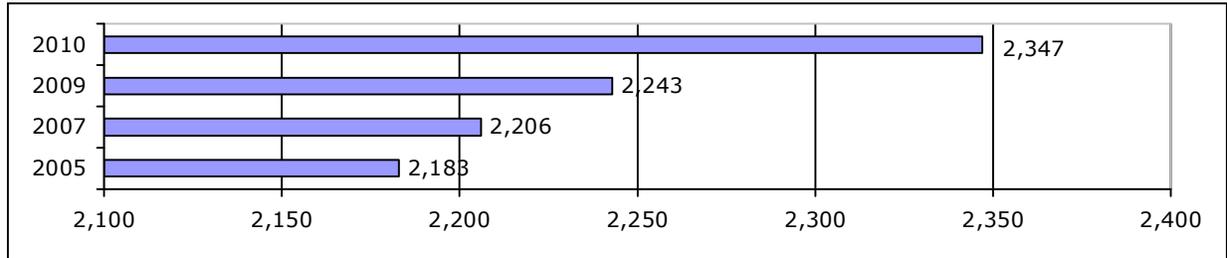
Percentage of Nurses Licensed in Multiple States

Licensed in:	RN	LPN	CNM	CNP	CRNA	CNS
SD only	87.8%	89.8%	58%	71%	60.5%	83%
1 other state	8.8%	8.5%	37%	24%	21.5%	14%
2 other states	2%	1.2%	5%	4%	9%	3%
3 other states	0.6%	0.3%	0	0.6%	3%	0
4 or more other states	0.7%	0.3%	0	0.3%	6%	0

Licensed Practical Nurses

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 2,347 actively licensed LPNs. Data reflected an increase in the supply of LPNs (104) from 2009 to 2010, a positive change of 4.6%. Licensure data revealed that 417 new LPNs were licensed in SD during the time period of February 1, 2009 to December 31, 2010. Of those, 330 were added as new graduates, those who sat for the licensing exam; 87 were added by endorsement from another state.



GENDER

The gender of actively licensed LPNs in SD remained predominantly female.

	2010		2009		2007	
Male LPNs	81	3.6%	71	3.2%	64	2.9%
Female LPNs	2,266	96.4%	2,172	96.8%	2,142	97.1%
TOTAL	2,347	100%	2,243	100%	2,206	100%

RACE/ETHNIC BACKGROUND

The majority of LPNs are white/Caucasian. Minority nurse populations continue to be under-represented. The following table presents comparisons of ethnic distribution of all SD citizens and actively licensed LPNs.

	American Indian	Black/African American	White / Caucasian	Other / Unknown	Hispanic/Latino
SD Population ¹	8.4%	0.9%	87.0%	1.2%	2.5%
SD LPNs	3.9%	1.4%	90.6%	3.5%	0.6%

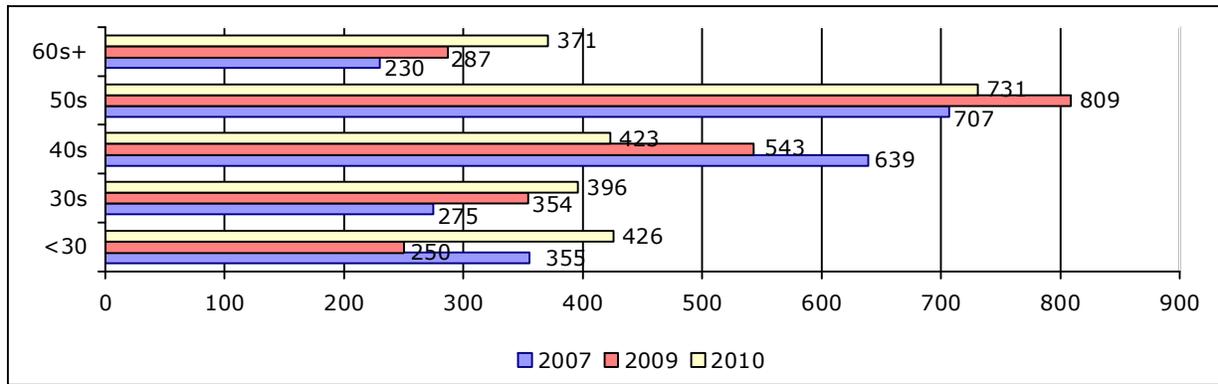
AGE

Age distribution of licensed LPNs is shown in the table and figure below. SD's largest percentage of LPNs, 57.5%, are 46 years and older. The combined <26 and 26-30 age groups comprised 20.4% of the LPN population, an increase of 9.4% since the data collection period of 2009. The average age of an LPN is 45.7.

Data showed that 198 of LPN respondents, 11.4%, intend "to leave or retire from nursing within the next five years".

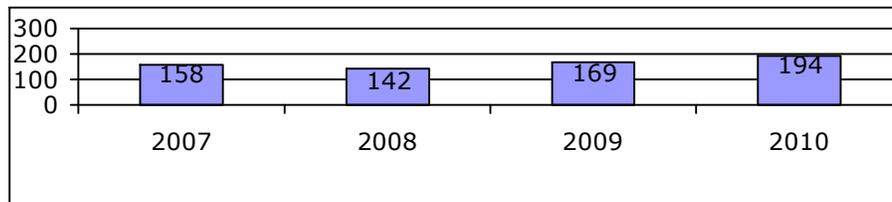
Age Range	2010		2009		2007	
<26	213	9.1%	87	4%	170	8%
26-30	265	11.3%	163	7%	185	8%
31-35	212	9.0%	177	8%	160	7%
36-40	165	7.0%	177	8%	115	5%
41-45	143	6.1%	203	9%	289	13%
46-50	299	12.7%	340	15%	350	16%
51-55	351	15.0%	449	20%	427	19%
56-60	399	17.0%	360	16%	280	13%
61-65	194	8.3%	177	8%	148	7%
>65	106	4.5%	110	5%	82	4%
Total	2347	100%	2243	100%	2206	100%

LPN Age Distribution



EDUCATIONAL PREPARATION

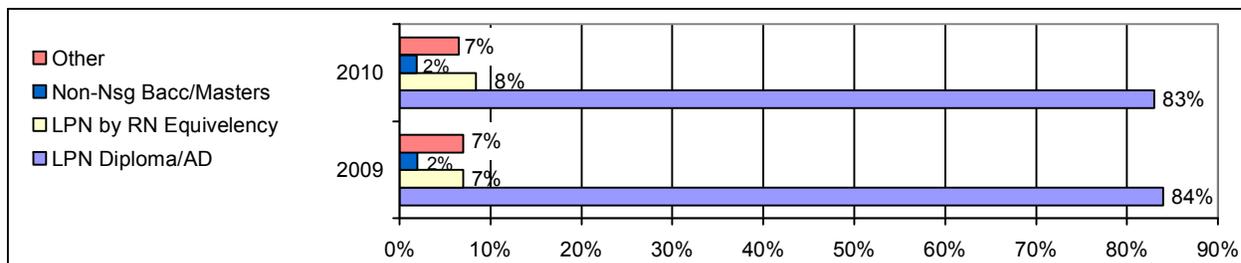
The number of new LPN graduates produced in SD has steadily increased since 2008², as reflected in the table below. In 2010 SD had 6 practical nursing education programs, an increase of one program since 2009.



HIGHEST EDUCATIONAL PREPARATION

Consistent with previous SD nursing workforce reports a majority, 83%, of LPN respondents indicated their highest educational preparation at the PN diploma or associate degree level. LPNs prepared with a baccalaureate RN, associate RN, or diploma RN in nursing comprised 8%, while 2% hold a non-nursing baccalaureate or master's degree.

Nearly 18% of LPNs indicated that they are "currently enrolled in education classes leading to an advanced nursing degree" as compared to over 12% in 2009 and 9% in 2007.



EMPLOYMENT DATA

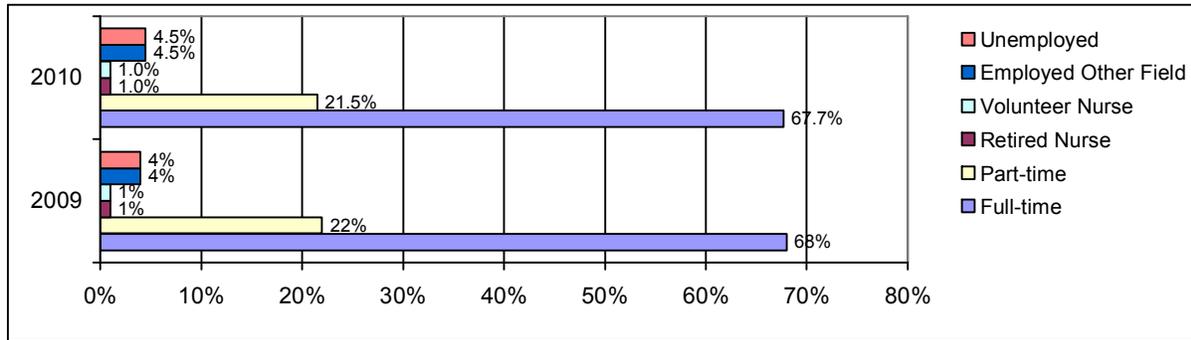
Employment Status

Employment data collected from LPNs continued to reflect a high percentage employed in the nursing profession as illustrated below. This data is consistent with previous SD Nursing Workforce Supply reports published from 1999 to 2009 which described actively licensed LPNs employed at least 82% – 91% in the nursing profession.

Data collected during this renewal period, February 1, 2009 to December 31, 2010, revealed 89.2% of LPN respondents were employed either full-time (FT) (67.7%) or part-time (PT) (21.5%) in nursing positions, a slight decrease since 2009.

A retired or volunteer nurse may continue to maintain an active license if they meet SD renewal criteria. To renew a license, a nurse must provide evidence of a minimum of 140 hours in a 12-month period or an accumulated 480 hours within the past 6 years of employment or volunteer work as a nurse.

LPN Employment Status



FTE Status

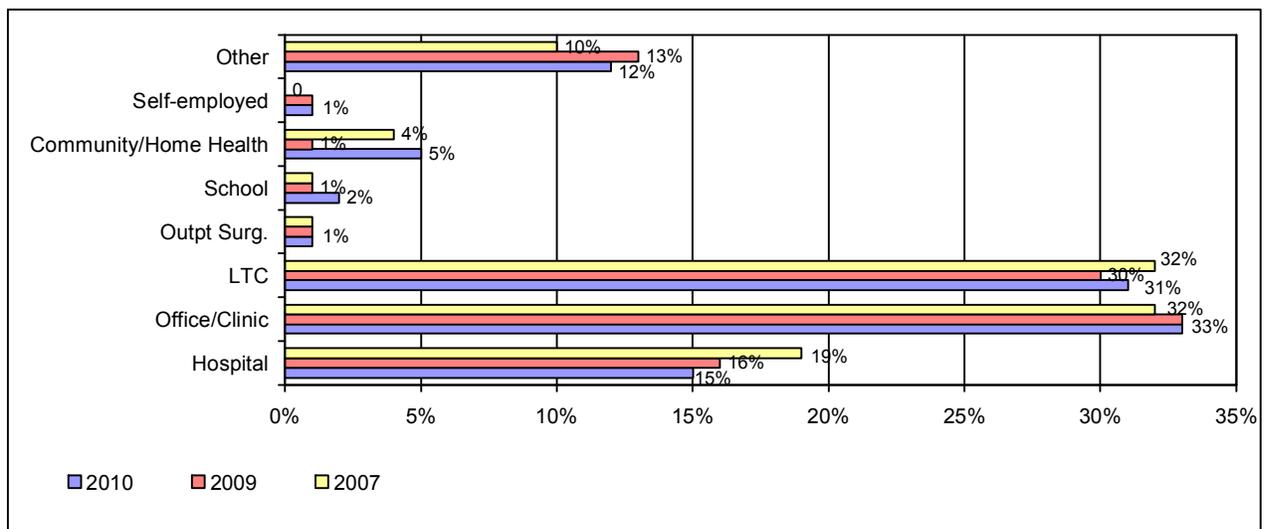
An important aspect of measuring nursing supply is assessing how many licensed nurses are working or available to the nursing workforce. Data collected on employment was used to formulate LPN full-time equivalency (FTE) status. As shown in the table, an estimated 1,841 LPN FTEs are available to the workforce, an increase of 76 LPN FTEs since 2009.

Estimated LPN FTEs

Percentage FT (1.0) Responses	Percentage PT (0.5) Responses	Estimated Actively Licensed LPN FTEs Available
2,347 LPNs x 67.7% FT = 1,589 FTEs	2,347 LPNs x 21.5% PT / 0.5 = 252 FTEs	1,589 + 252 = 1,841 Total FTEs

Places of Employment

The majority of LPNs were employed in the following settings, office/clinic (33%), long term care (31%), and hospital (15%), during the data collection period of February 1, 2009 to December 31, 2010. LPNs employed in an office/clinic, long term care remain fairly consistent since 2007, while those reporting employment in hospitals continues to decline since 2005 data.



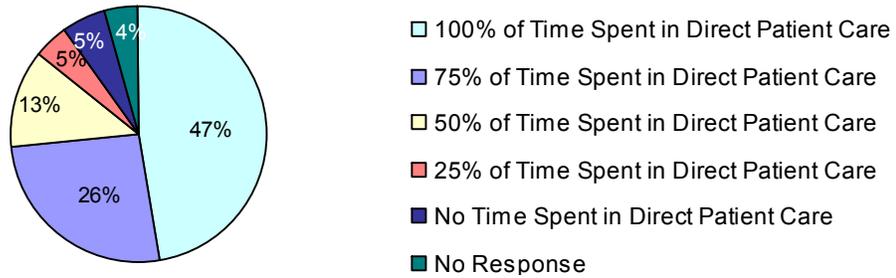
The following table displays the percentage of LPNs employed during the data collection period of February 1, 2009 to December 31, 2010 by the top three employers of LPNs in SD. Information presented is based on the estimated total LPN FTEs.

LPN FTE Ratios

Practice Setting	% Employed	X FTEs	= FTEs Employed
Hospitals	15%	1,841	276
Long Term Care / Nursing Facilities	31%	1,841	571
Clinics / Offices	33%	1,841	608

Time Involved in Direct Patient Care

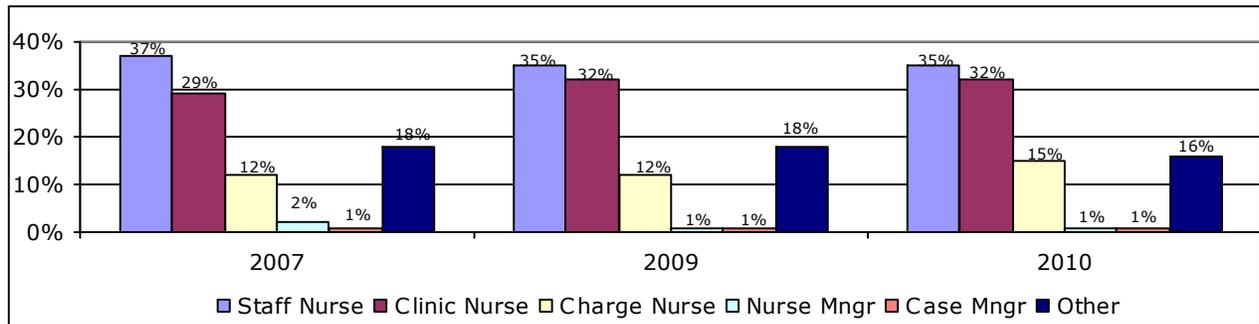
Similar to previous workforce reports, a large number of LPNs reported that in their current LPN positions, a significant percentage of their time is involved in direct patient care.



Nursing Position

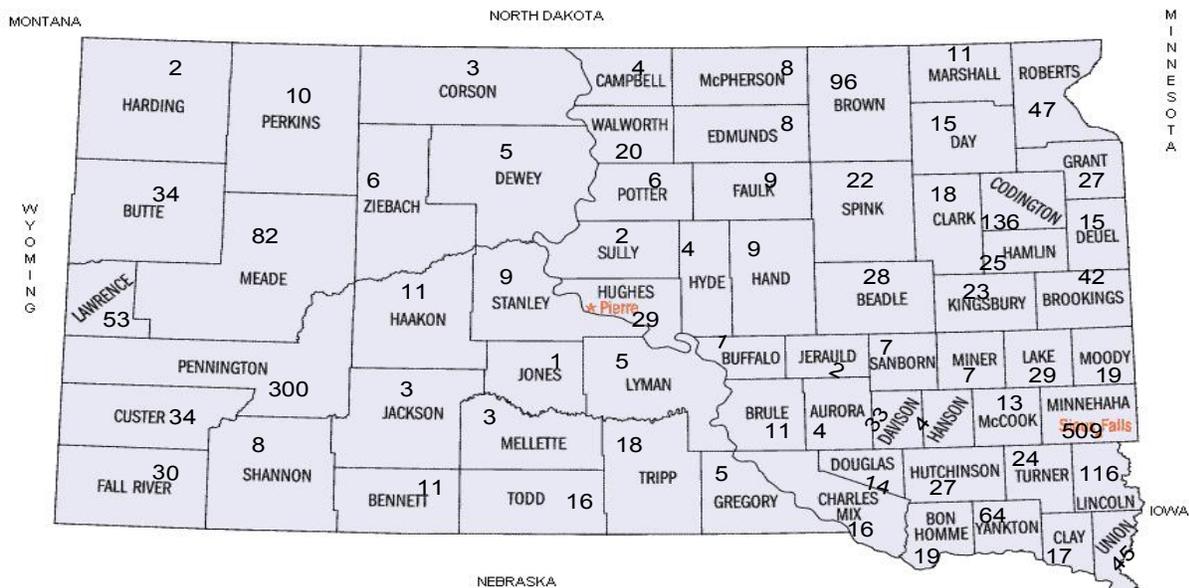
Percentages of the types of positions LPNs held during the data collection period of February 1, 2009 to December 31, 2010 are shown in the figure below. LPNs in staff nurse positions comprised 35% of positions held in 2009 as compared to 41% in 2005. Two other positions held by a majority of LPNs included clinic nurse 32%, up 8% since 2005, and charge nurse (12%).

Percentage of LPN Positions Held



DISTRIBUTION of LPNs

The 2,234 LPNs who reside in SD counties are shown on the map. The 113 LPNs who reside outside of SD and those practicing in SD using a multistate compact license are not included on the map.

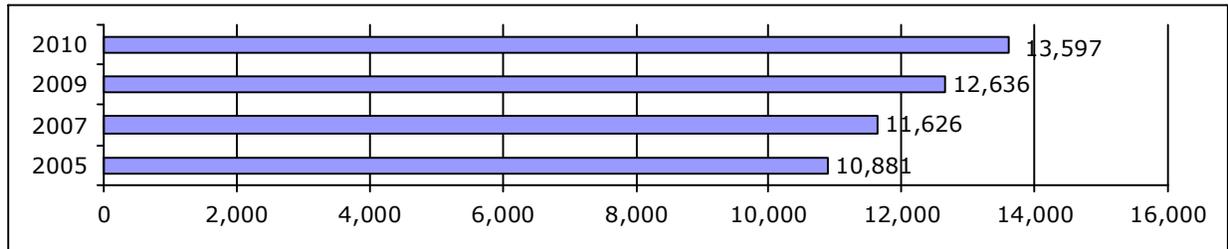


Registered Nurses

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 13,597 actively licensed RNs. Data continues to reflect positive growth in the supply of RNs from February 1, 2009 to December 31, 2010 with an increase of 961 nurses, a positive change of 7.6%.

Licensure data revealed that 1,944 new RNs were licensed in SD during the period from February 1, 2009 to December 31, 2010; 1,071 were added as new graduates, those who sat for exam, and 873 were added by endorsement from another state.



GENDER

The gender of actively licensed RNs in SD continues to remain predominantly female; only 7.9% of SD's RNs are male. Similarly, the national population of male RNs³ is 9.6%.

	2010		2009		2007	
SD Male RNs	1077	7.9%	999	7.9%	871	7.5%
SD Female RNs	12,520	92.1%	11,637	92.1%	10,755	92.5%
TOTAL	13,597	100%	12,636	100%	11,626	100%

RACE/ETHNIC BACKGROUND

The majority of RNs in SD are white/Caucasian. Minority nurse populations continue to be under-represented. The following table presents comparisons of ethnic distribution of SD's citizens, licensed SD RNs, and RNs in the United States.

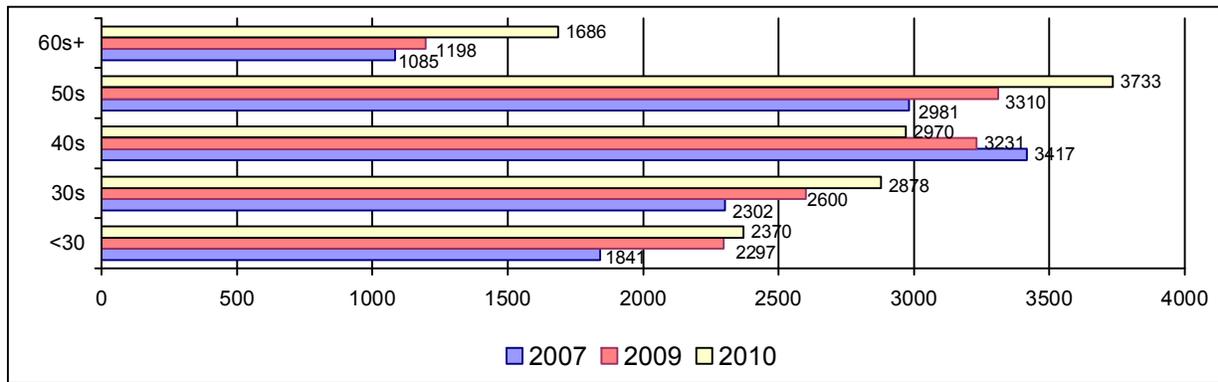
	American Indian	Black/African American	White / Caucasian	Other / Unknown	Hispanic/Latino
US Population ¹	0.8%	12.4%	74.5%	12.3%	15.1%
U.S. RNs ³	0.3%	5.4%	83.2%	11.1%	3.6%
SD Population ¹	8.4%	0.9%	87.0%	3.7%	2.5%
SD RNs	2.4%	1.3%	92.9%	3.4%	0.4%

AGE

Age distribution of actively licensed RNs is shown below. Over 40% are less than 26 years to 40 years, while those 51 years and older comprised 37% of the RN population. The average age of an RN is 46 years old, the same age identified in the national RN data³. SD data also reflected that 1,065 (11.3%) of RN respondents intend "to leave or retire from nursing within the next five years".

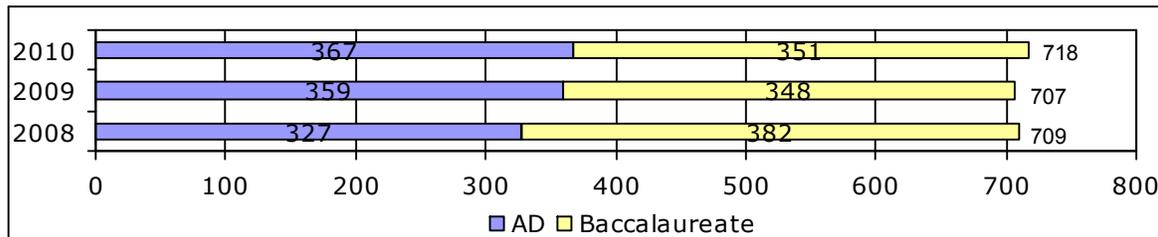
Age Range	2010		2009		2007	
<26	963	7.1%	884	7%	648	6%
26-30	1670	12.3%	1413	11%	1193	10%
31-35	1508	11.1%	1291	10%	1161	10%
36-40	1345	9.9%	1309	10.4%	1141	10%
41-45	1295	9.5%	1374	11%	1540	13%
46-50	1787	13.1%	1857	15%	1877	16%
51-55	1927	14.2%	1898	15%	1819	16%
56-60	1659	12.2%	1412	11%	1162	10%
61-65	875	6.4%	676	5.4%	616	5%
>65	568	4.2%	522	4%	469	4%
Total	13,597	100%	12,636	99.8%	11,626	100%

RN Age Distribution



EDUCATIONAL PREPARATION

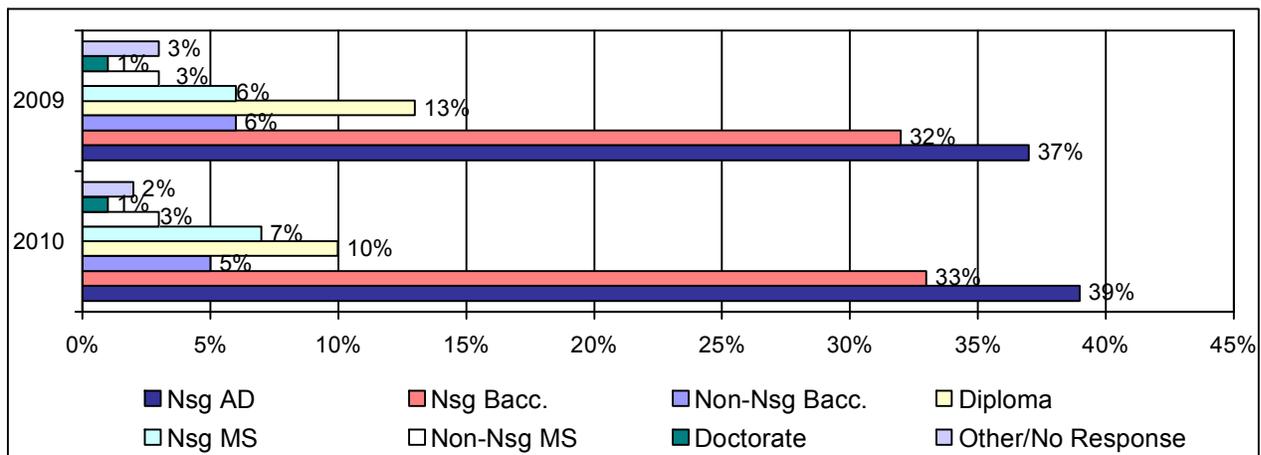
In 2010 SD had 6 baccalaureate degree RN programs, 2 accelerated baccalaureate RN programs, and 5 associate degree RN programs. SD's nursing programs have produced over 700 new RN graduates each year since 2008, as reflected in the table below. Data revealed that 49% of the graduates in 2010 were prepared at the baccalaureate degree level and 51% at the associate degree level².



HIGHEST EDUCATIONAL PREPARATION

Consistent with previous reports, the greatest number, 39%, of RNs during the data collection period of February 1, 2009 to December 31, 2010 responded that their highest educational preparation was at the associate degree level, a slight increase since 2009. Respondents who indicated highest educational level as the baccalaureate degree in nursing also increased slightly to 33%; and those reporting highest preparation as a master's in nursing increased from 6% to 7%. Consistent with previous reports, less than 1%, or 68 nurses, reported preparation at the doctoral level as compared to 65 nurses in 2009, 60 in 2007, and 58 in 2005. Diploma prepared RNs, however, continue to steadily decline; 10% in 2010 as compared to 13% in 2009, 17% in 2005, and 20% in 2002.

RNs who responded that they are "currently enrolled in education classes leading to an advanced nursing degree" comprised 25% or 2,355 nurses, an increase of 9.3% since 2009 data.

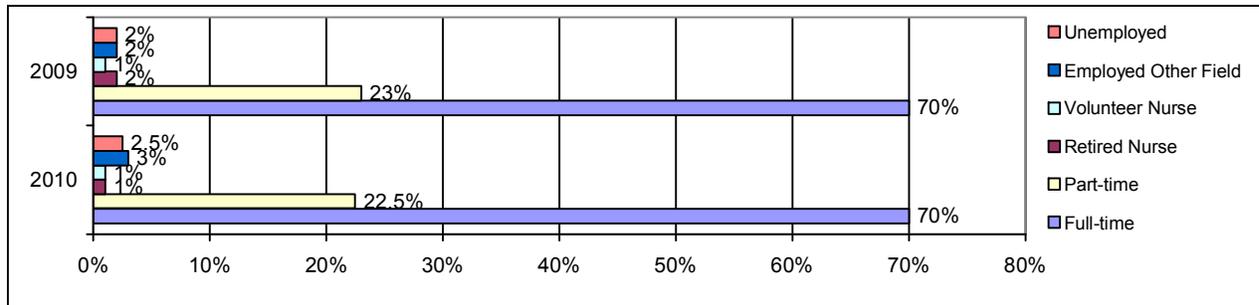


EMPLOYMENT DATA

Employment Status

2010 RN employment data was consistent with earlier nursing workforce reports in which nurses were employed between 88% – 93% in full-time (FT) or part-time (PT) nursing positions. Data collected during this renewal period, February 1, 2009 to December 31, 2010, again revealed a high percentage, 92.5%. As illustrated below, RNs who responded as working in the nursing profession FT comprised 70% while 22.5% reported PT; 3% responded that they were employed in a field other than nursing; 2.5% were unemployed; 1% retired; and 1% were volunteer nurses.

A retired or volunteer nurse may continue to maintain an active license if they meet SD renewal criteria. To renew a license, a nurse must provide evidence of a minimum of 140 hours in a 12 month period or an accumulated 480 hours within the past 6 years of employment or volunteer work as a nurse.



FTE Status

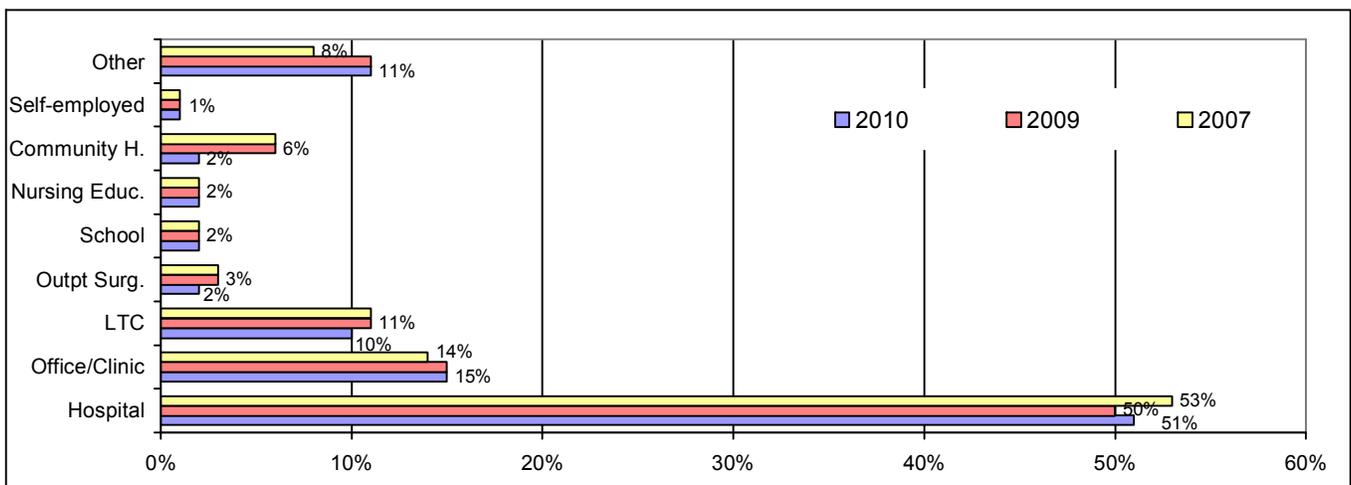
An important aspect of measuring nursing supply is assessing how many licensed nurses are working or available to the nursing workforce. Data collected on employment was used to formulate RN full-time equivalency (FTE) status. As shown in the table, an estimated 11,048 RN FTEs are available to the workforce, an increase of 787 RN FTEs since 2009.

Estimated RN FTEs

Percentage FT (1.0) Responses	Percentage PT (0.5) Responses	Estimated Actively Licensed LPN FTEs Available
13,597 RNs x 69.6% FT = 9,518 FTEs	13,597 RNs x 23.2% PT / 0.5 = 1,530 FTEs	9,518 + 1,530 = 11,048 Total FTEs

Places of Employment

The majority of RNs were employed in the following top three settings during the data collection period of February 1, 2009 to December 31, 2010: hospital (51%), office/clinic (15%), and long term care (10%). Percentages for all healthcare settings, shown below, remained fairly consistent with previous reporting periods.



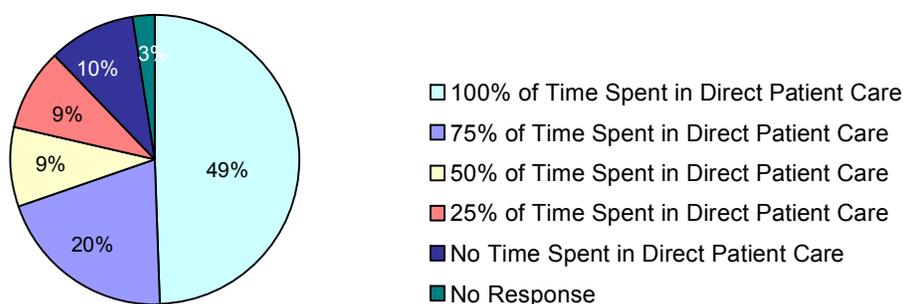
The following table displays the percentage of RNs employed in SD during the data collection period of February 1, 2009 to December 31, 2010 by the top three employers. Information presented is based on the estimated total RN FTEs.

RN FTE Ratios

Practice Setting	% Employed	X FTEs	= FTEs Employed
Hospitals	51%	11,048	5,635
Long Term Care / Nursing Facilities	10%	11,048	1,105
Clinics / Offices	15%	11,048	1,657

Time Involved in Direct Patient Care

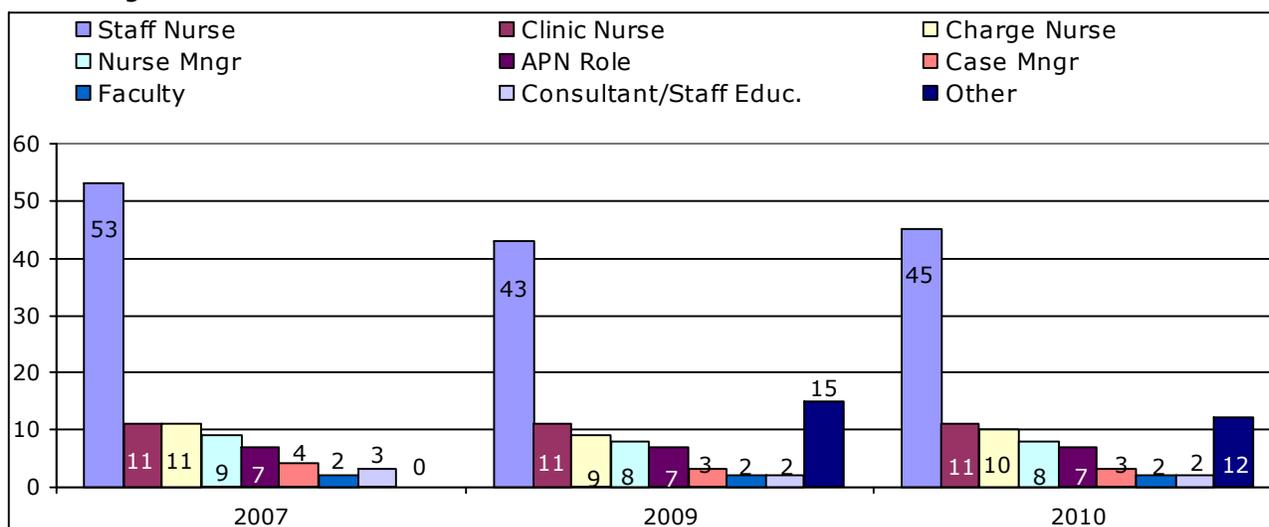
The majority of RNs respondents, 69%, indicated spending 75% to 100% of their time in direct patient care, as compared to 66% in 2009. As illustrated in the figure, most RNs spend time in direct patient care.



Nursing Position

Percentages of the types of positions RNs held remained fairly consistent since previous reports. RNs in staff nurse positions comprised 45% of positions held as compared to 43% in 2009, and 53% in 2007. Most RNs reported holding the following positions: clinic nurse (11%), charge nurse (10%), nurse management (8%), and APN roles (7%).

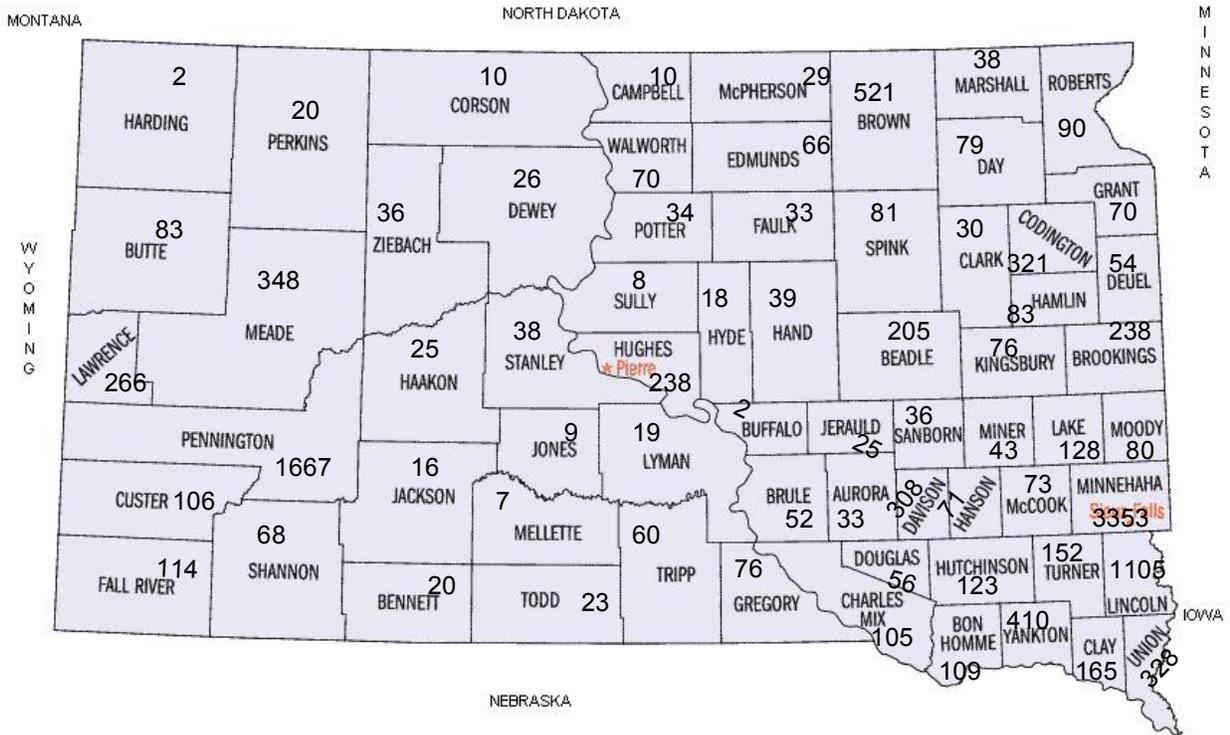
Percentage of RN Positions Held



DISTRIBUTION of RNs

The 12,222 RNs who reside in SD counties are shown on the map. The 1,375 RNs who reside outside of SD and those practicing in SD using a multistate compact license are not included on the map.

DISTRIBUTION of RNs

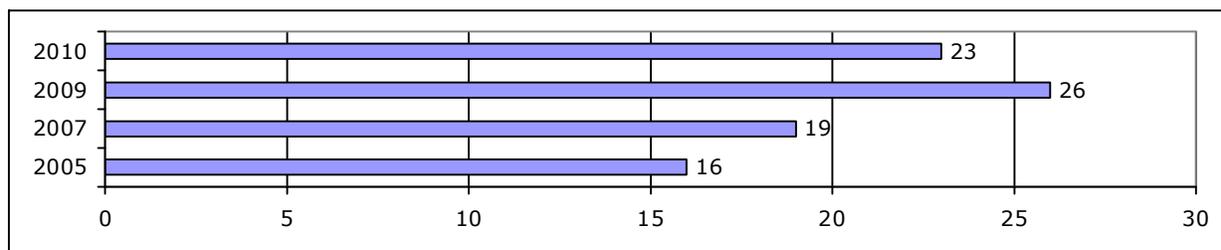


Advanced Practice Nurses

CERTIFIED NURSE MIDWIVES

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 23 actively licensed CNMs. Data reflects a loss in the supply with a decrease of 3 CNMs, a negative change of -1.3%. Licensure data revealed that 2 new CNMs were licensed in SD by endorsement from another state during the time period of February 1, 2009 to December 31, 2010. The majority of CNMs were white (96%) and female (100%).



AGE

Age distribution of actively licensed CNMs is shown in the table below. The majority of CNMs are 51 years or older; the average age of a CNM is 50 years old. Of the 19 responding CNMs, one respondent indicated that she "plans to leave or retire from nursing within the next five years" as compared to 3 in 2009.

Age Range	2010		2009		2007	
<26	0	0	0	0	0	0
26-30	0	0	0	0	0	0
31-35	2	8.7%	2	8%	1	5%
36-40	3	13%	3	11%	2	10%
41-45	2	8.7%	2	8%	3	16%
46-50	3	13%	3	11%	6	32%
51-55	7	30.4%	9	35%	2	10%
56-60	1	4.3%	4	15%	3	16%
61-65	3	13%	2	8%	2	10%
>65	2	8.7%	1	4%	0	0
Total	23	99.8%	26	100%	19	99%

HIGHEST EDUCATIONAL PREPARATION

The majority of respondents, 16, reported holding a master's degree in nursing as the highest degree held. Two reported they are currently enrolled in a program leading to an advanced nursing degree. All 23 CNMs held certification through the American Midwifery Certification Board.

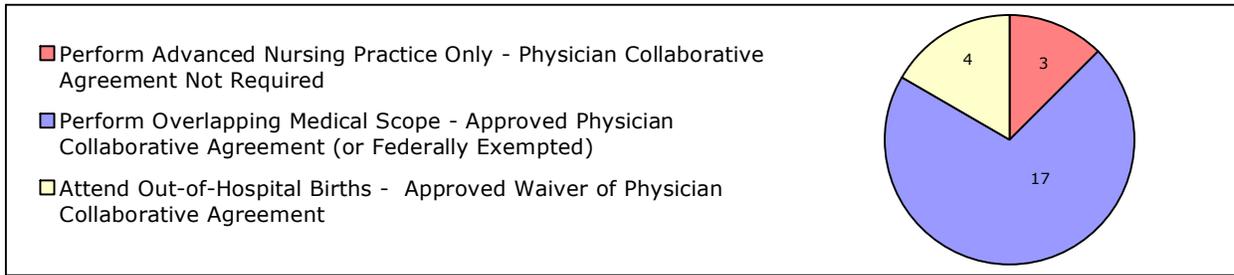
EMPLOYMENT DATA

Of the 19 responding, 14 CNMs reported full-time and 1 indicated part-time employment in nursing. Sixteen respondents reported employment in a hospital or clinic, 1 as nursing education faculty, and 2 reported employment in other areas.

PRACTICE ARRANGEMENT

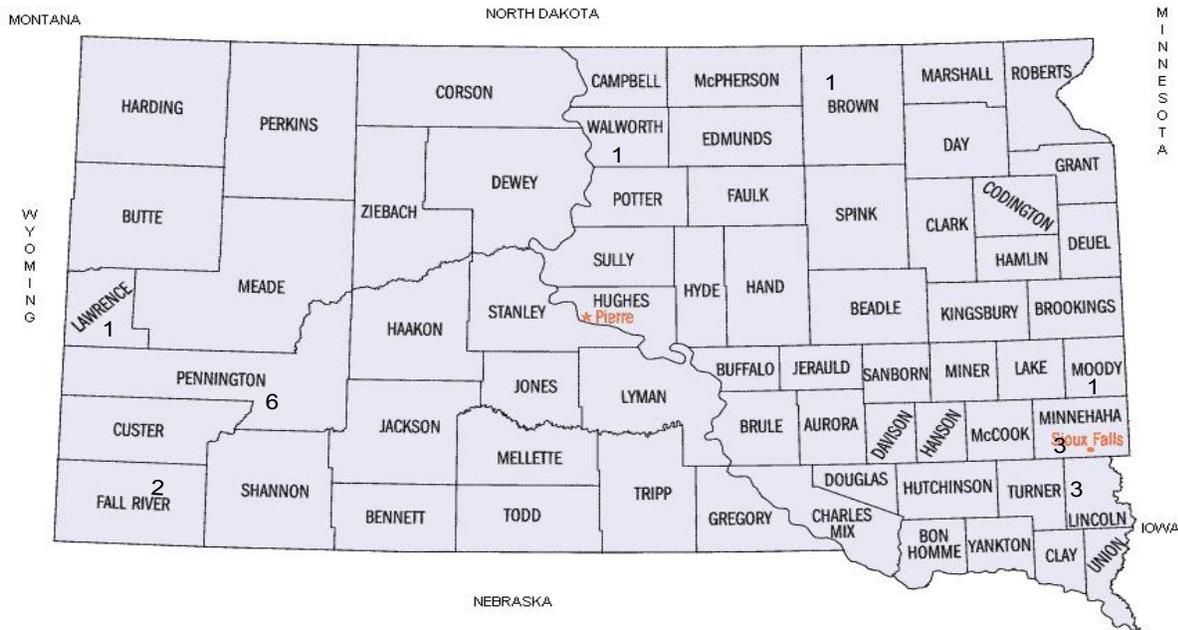
Among all 23 licensed CNMs in SD, 17 (74%) practice overlapping scope of medical practice, pursuant to SD Codified Law (SDCL) 36-9A-13, and have an approved collaborative agreement on file with the Joint Board of Nursing and Medical and Osteopathic Examiners, or are exempted as employees of the federal government. Four CNMs (17%) were granted a waiver of the collaborative agreement to attend out-of-hospital births, and 3 (13%) perform only advanced practice nursing functions pursuant to SDCL 36-9A-13.1 and do not have a physician collaborative agreement.

CNM Practice Arrangement



DISTRIBUTION of CNMs

The 18 CNMs who reside in SD counties are shown on the map. The 5 CNMs who reside outside of SD are not included on the map.

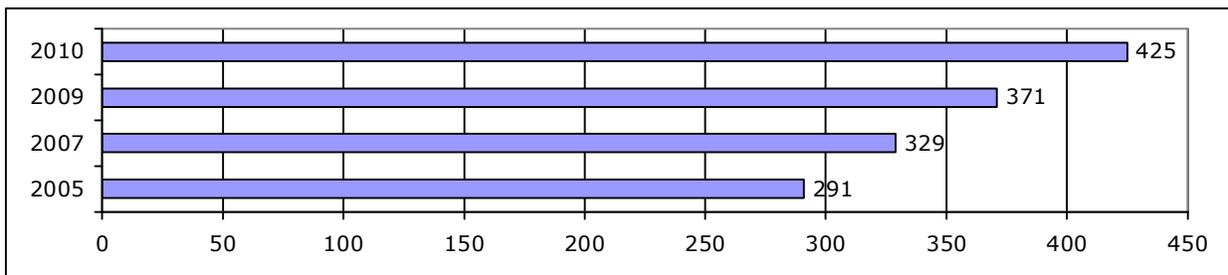


CERTIFIED NURSE PRACTITIONERS

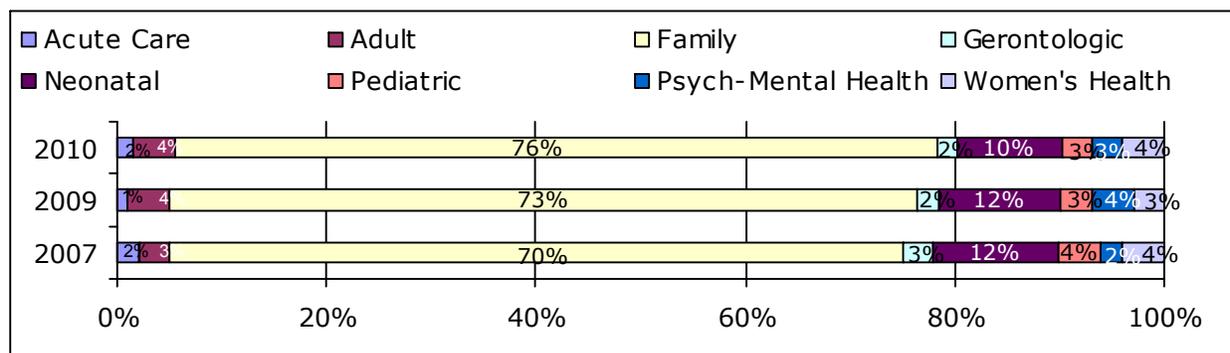
LICENSURE STATUS

As of December 31, 2010 the SDBON reported 425 actively licensed CNPs, an increase of 54 CNPs, a positive change in supply of 14.5%. Consistent with previous reports, 94.4% of CNPs were female and 5.6% male.

Licensure data revealed that 77 new CNPs were licensed in SD during the time period of February 1, 2009 to December 31, 2010. Of those, 59 were added as new graduates and 18 were added by endorsement from another state.



SD recognized 8 certification areas for CNP licensure: acute care, adult, family, geriatric, neonatal, pediatric, psychiatric/mental health, and women’s health. CNPs may be certified in more than one area and as a result may be counted and included in more than one area.



RACE/ETHNIC BACKGROUND

The majority of CNPs in SD are white/Caucasian, and minority nurse populations continue to be under-represented. The following table presents comparisons of ethnic distribution of SD citizens and licensed CNPs.

	American Indian	Black/African American	White / Caucasian	Other / Unknown	Hispanic/Latino
SD Population ¹	8.4%	0.9%	87.0%	1.2%	2.5%
SD CNPs	2.0%	1.0%	96.0%	1.0%	0

AGE

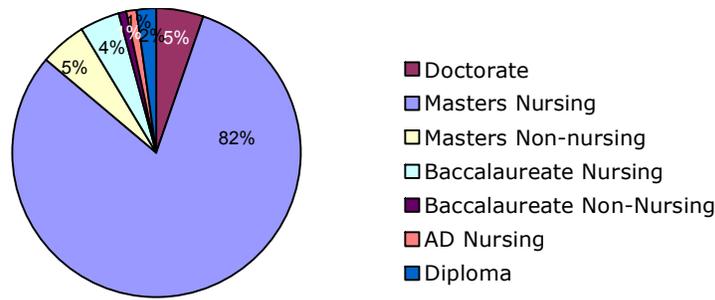
Age distribution of licensed CNPs is shown in the table. Of the 425 licensed CNPs, 32.5% are 40 years and younger, an increase of 5.5% since 2009, and 20% are 56 years or older. The average age is 46 years old. CNPs who indicated that they “plan to leave or retire from nursing within the next five years” comprised 6% of respondents.

Age Range	2010		2009		2007	
<26	0	0	6	2%	0	0
26-30	26	6.0%	7	2%	14	4%
31-35	62	15.0%	43	12%	43	13%
36-40	49	11.5%	42	11%	35	11%
41-45	41	10.0%	50	13%	50	15%
46-50	70	16.5%	78	21%	87	26%
51-55	91	21.0%	82	22%	64	20%
56-60	61	14.0%	46	12%	23	7%
61-65	18	4.0%	13	4%	10	3%
>65	7	2.0%	4	1%	3	1%
Total	425	100%	371	100%	329	100%

HIGHEST EDUCATIONAL PREPARATION

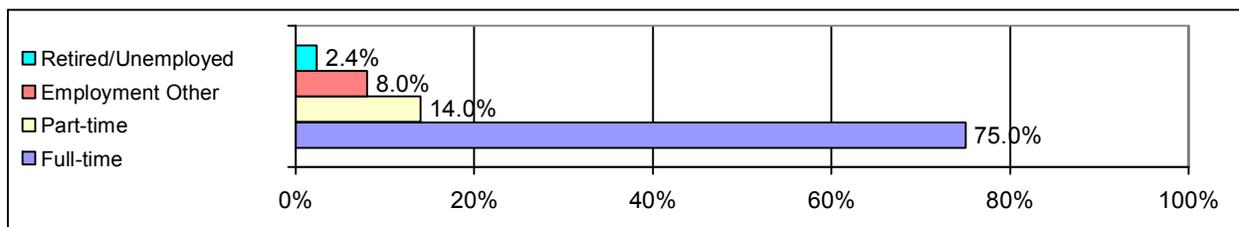
As shown in the figure below, the majority of CNPs, 82%, hold a master’s degree in nursing as the highest degree held, 5% a non-nursing master’s degree, 5% a doctorate degree, and 8% a baccalaureate degree, associate degree, or nursing diploma. Over 8% responded that they are currently enrolled in a program leading to an advanced degree.

CNP Highest Educational Preparation



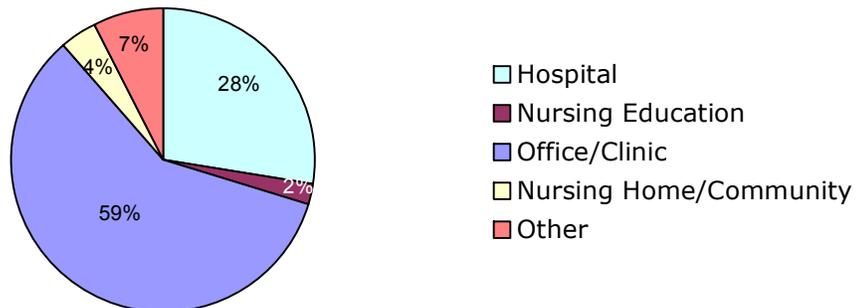
EMPLOYMENT DATA

As shown in the figure below, the majority of CNPs indicated that they work full-time, 75%, or part-time, 14%, as a nurse.



PLACES OF EMPLOYMENT

During the data collection period of February 1, 2009 to December 31, 2010, the majority of CNPs responded that they are employed in an office/clinic setting, 59%, and 96% indicated they practice in the role of the CNP. Most, 88%, also indicated that the majority of their time (75-100%) is spent in direct patient care.

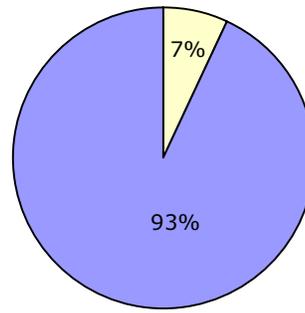


PRACTICE ARRANGEMENT

Among CNPs licensed in SD, 93% (395) practice overlapping scope of medical practice pursuant to SDCL 36-9A-12 and have an approved collaborative agreement on file with the Joint Board of Nursing and Medical and Osteopathic Examiners, or are exempted as an employee of the federal government. The remaining 7% (30) perform only advanced practice nursing functions pursuant to SDCL 36-9A-13.1 and a physician collaborative agreement is not required, an increase of 2% since the workforce report published in 2009.

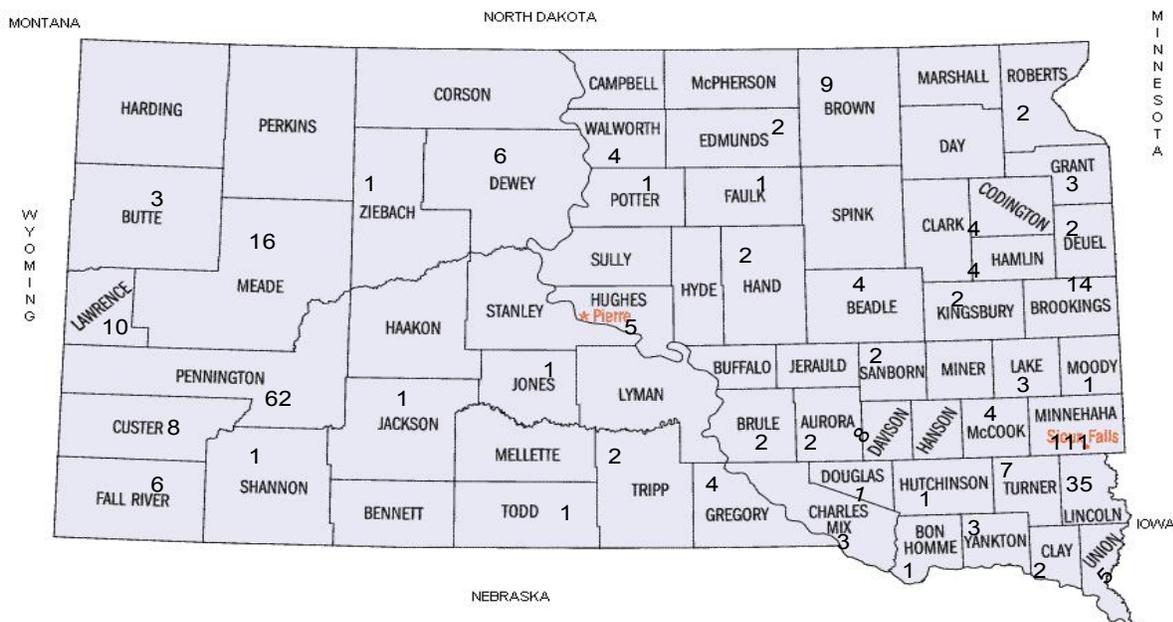
CNP PRACTICE ARRANGEMENT

- Perform Advanced Nursing Practice Only - Physician Collaborative Agreement Not Required
- Perform Overlapping Medical Scope - Physician Collaborative Agreement Approved



DISTRIBUTION of CNPs

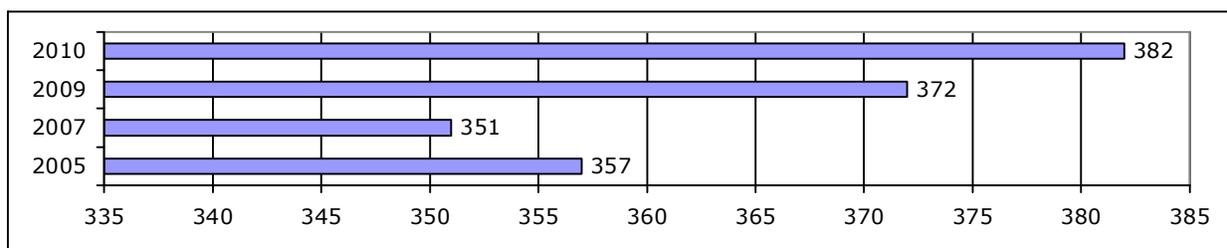
The 372 CNPs who reside in SD counties are shown on the map. The 53 CNPs who reside outside of SD are not included on the map.



CERTIFIED REGISTERED NURSE ANESTHETIST

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 382 actively licensed CRNAs. Data reflected a slight growth in the supply of CRNAs from 2009 to 2010 with an increase of 10 CRNAs, a positive change of 2.7%. Licensure data revealed that 40 new CRNAs were licensed in SD during the time period of February 1, 2009 to December 31, 2010. Of those, 23 were added as new graduates and 17 were added by endorsement from another state. Consistent with previous workforce reports, 62% of CRNAs are male and 38% female.



RACE/ETHNIC BACKGROUND

The majority of CRNAs in SD were white/Caucasian; minority nurse populations continued to be under-represented. The table below presents comparisons of ethnic distribution of all SD citizens and licensed CRNAs.

	American Indian	Black/African American	White/Caucasian	Other / Unknown	Hispanic/Latino
SD Population ¹	8.4%	0.9%	87.0%	1.2%	2.5%
SD CRNAs	0.3%	0.8%	95.0%	3.9%	0

AGE

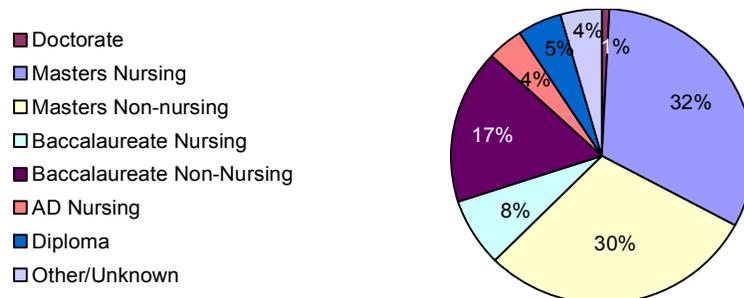
Age distribution of CRNAs is shown in the table below. CRNAs 51 years old and older comprised 48% of the population in 2010 compared to 40% in 2009. The average age of a CRNA in 2010 is 48 years old as compared to 44 in 2009. Survey data revealed 14.4% of CRNAs indicated that they "plan to leave or retire from nursing within the next five years".

Age Range	2010		2009		2007	
<26	0	0	52	14%	0	0
26-30	14	3.7%	66	18%	8	2%
31-35	50	13.1%	26	7%	38	11%
36-40	55	14.4%	28	8%	47	13%
41-45	44	11.5%	20	5%	42	12%
46-50	36	9.4	27	7%	54	15%
51-55	56	14.7%	46	12%	58	17%
56-60	64	16.8%	61	16%	60	17%
61-65	46	12%	31	8%	37	11%
>65	17	4.5%	15	4%	7	2%
Total	382	100.1%	372	99%	351	100%

HIGHEST EDUCATIONAL PREPARATION

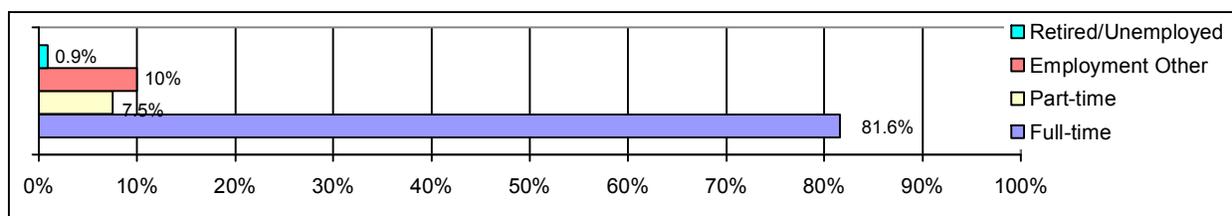
As shown in the figure below the majority of CRNAs, 62%, hold a master's degree in nursing or a non-nursing master's degree as the highest degree held. Only 1% hold a doctorate degree, 25% a baccalaureate degree, and 9% an associate degree or nursing diploma; 7.5% of CRNAs responded that they are currently enrolled in a program leading to an advanced nursing degree, an increase of almost 5.5% since 2009.

All actively licensed CRNAs held certification through the American Association of Nurse Anesthetists.



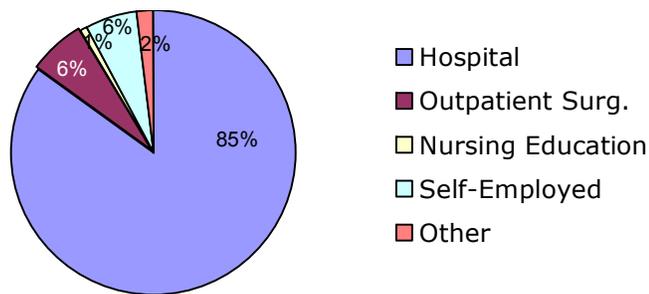
EMPLOYMENT DATA

As shown in the figure below, the majority of CRNAs indicated that they work full-time, 81.6%, or part-time, 7.5%, as a nurse.



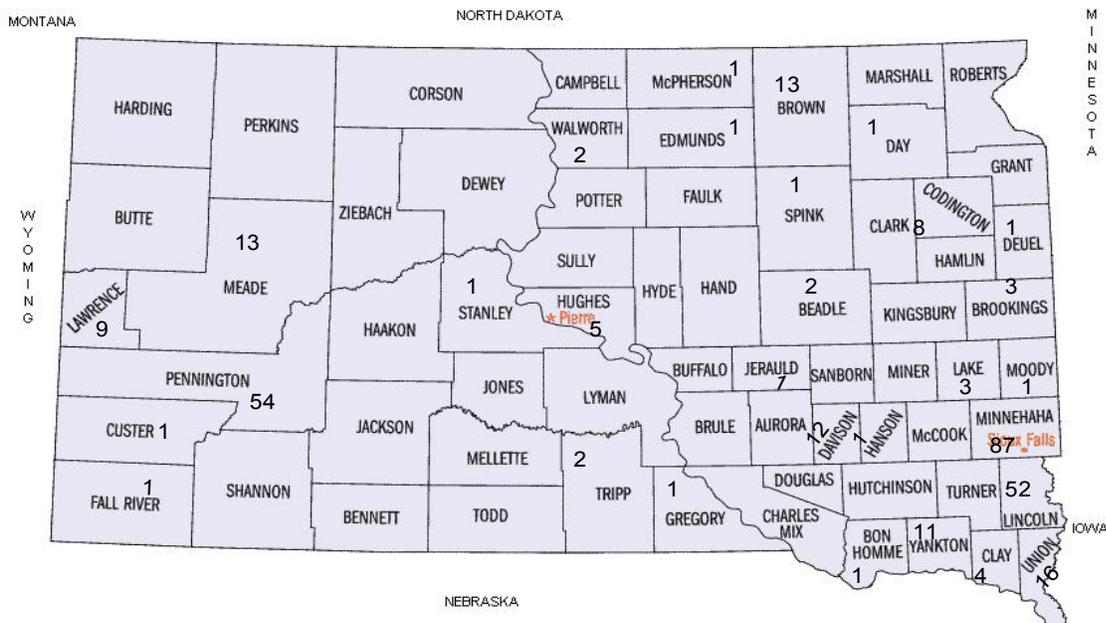
PLACES OF EMPLOYMENT

During the data collection period of February 1, 2009 to December 31, 2010, the majority of CRNAs responded that they are employed in hospital settings, 85%, and 99% indicated they practice in the role of the CRNA. Most, 96.5%, also indicated that the majority of their time (75-100%) is spent in direct patient care.



DISTRIBUTION of CRNAs

The 309 CRNAs who reside in SD counties are shown on the map. The 73 CRNAs who reside outside of SD are not included on the map.

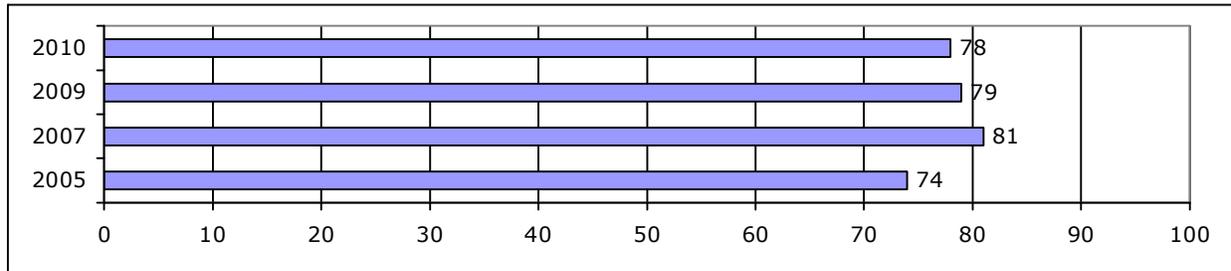


CLINICAL NURSE SPECIALISTS

LICENSURE STATUS

As of December 31, 2010 the SDBON reported 78 actively licensed CNSs. Data reflected a decrease in the supply from 2009 to 2010, a negative change of -1.3%. Consistent with previous workforce reports, 97.4% of CNSs are female and 2.6% male. The majority, 96%, were white/Caucasian, 2.6% American Indian, and 1% Hispanic.

Licensure data revealed that 6 new CNSs were licensed in SD during the time period of February 1, 2009 to December 31, 2010. Of those, 5 were added as new graduates and 1 was added by endorsement from another state.



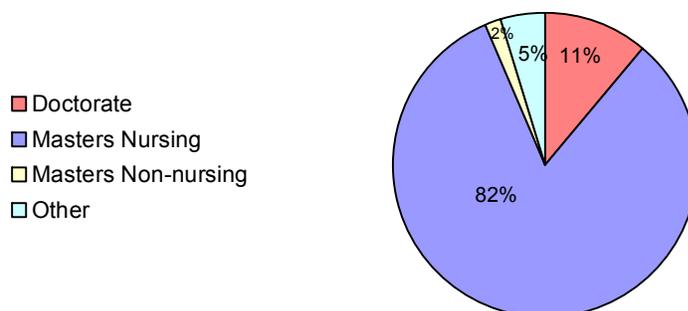
AGE

Age distribution of CNSs is shown in the table below. Of the 78 actively licensed CNSs, nearly 72% were 51 years or older, an increase of 28% since the 2009 workforce report. Nearly 16% indicated that they "plan to leave or retire from nursing within the next five years", an increase of 4% from the 2009 data. The average age was 53 years old.

Age Range	2010		2009		2007	
26-30	0	0	0	0	0	0
31-35	2	2.6%	0	0	0	0
36-40	4	5.1%	3	4%	4	5%
41-45	2	2.6%	16	20%	9	11%
46-50	14	17.9%	25	32%	31	38%
51-55	29	37.2%	18	23%	18	22%
56-60	15	19.2%	10	13%	11	14%
61-65	5	6.4%	5	6%	6	7%
>65	7	9%	2	2%	2	3%
Total	78	100%	79	100%	81	100%

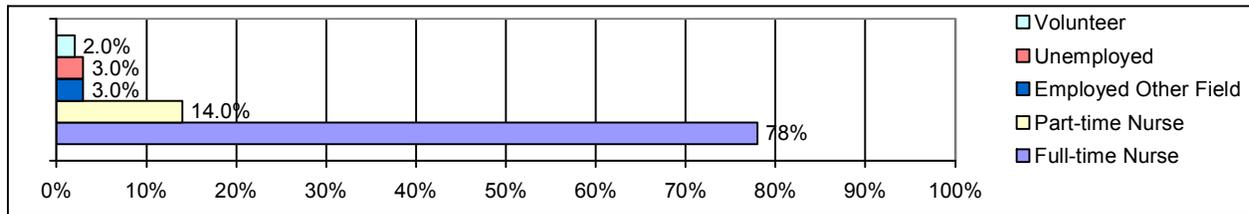
HIGHEST EDUCATIONAL PREPARATION

As shown in the figure below the majority, 82.5%, held a master's degree in nursing as the highest educational preparation and 11% hold a doctorate degree. Nearly 16% indicated they are currently enrolled in a program leading to an advanced nursing degree.



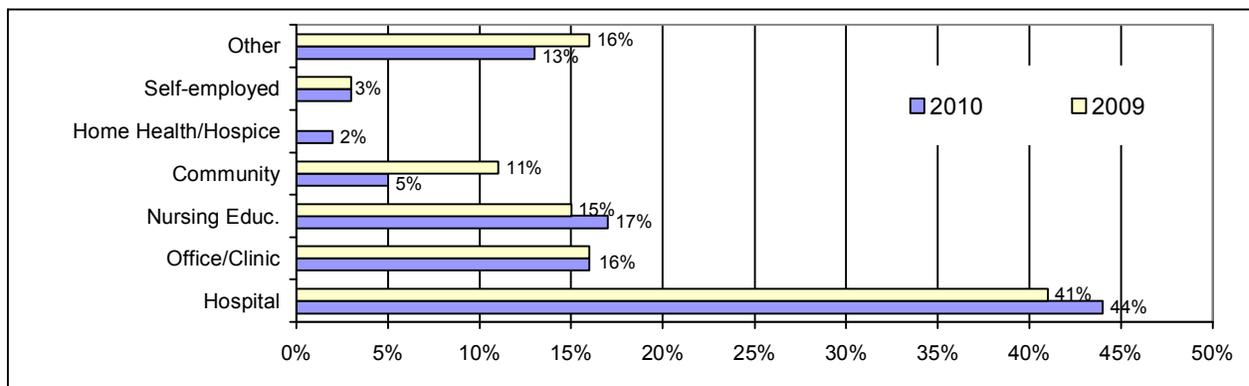
EMPLOYMENT DATA

Most CNSs, 78%, indicated they work as a nurse full-time; 14% indicated part-time.



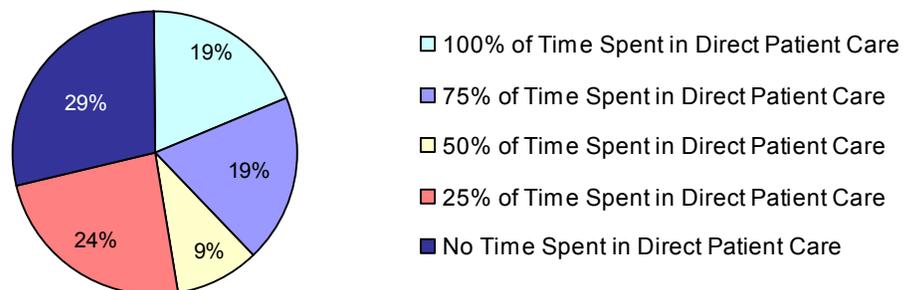
PLACES OF EMPLOYMENT

As displayed below, CNSs were employed in a variety of locations during the data collection period of February 1, 2009 to December 31, 2010 as shown in the figure below. Most remain employed in hospitals (44%), office/clinics (16%), and nursing education programs (17%).



TIME INVOLVED IN DIRECT PATIENT CARE

As illustrated in the figure, most CNSs spend time in direct patient care.



NURSING POSITION

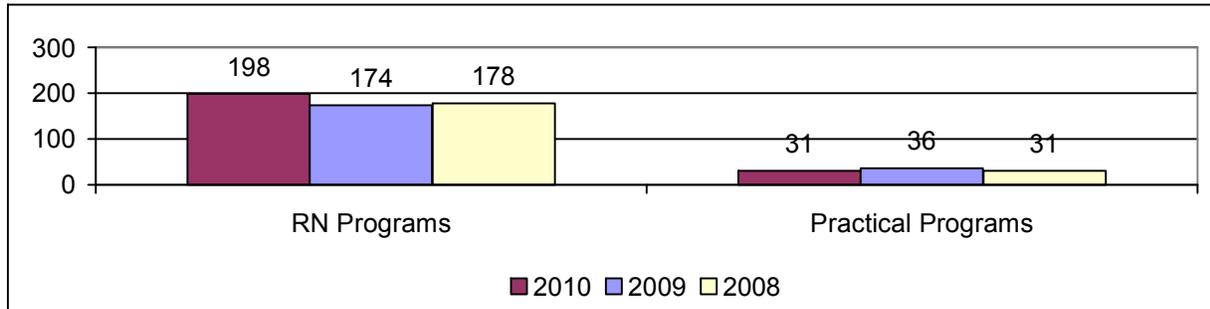
Percentages of the types of positions CNSs held during the data collection period of February 1, 2009 to December 31, 2010 is shown below. The majority of CNSs reported working in the role of a CNS.

Nursing Education Faculty

According to the *SDBON 2010 Annual Report of Nursing Education Programs*², SD's baccalaureate degree and associate degree RN education programs employed a total of 197 full-time and part-time FTEs in 2010.

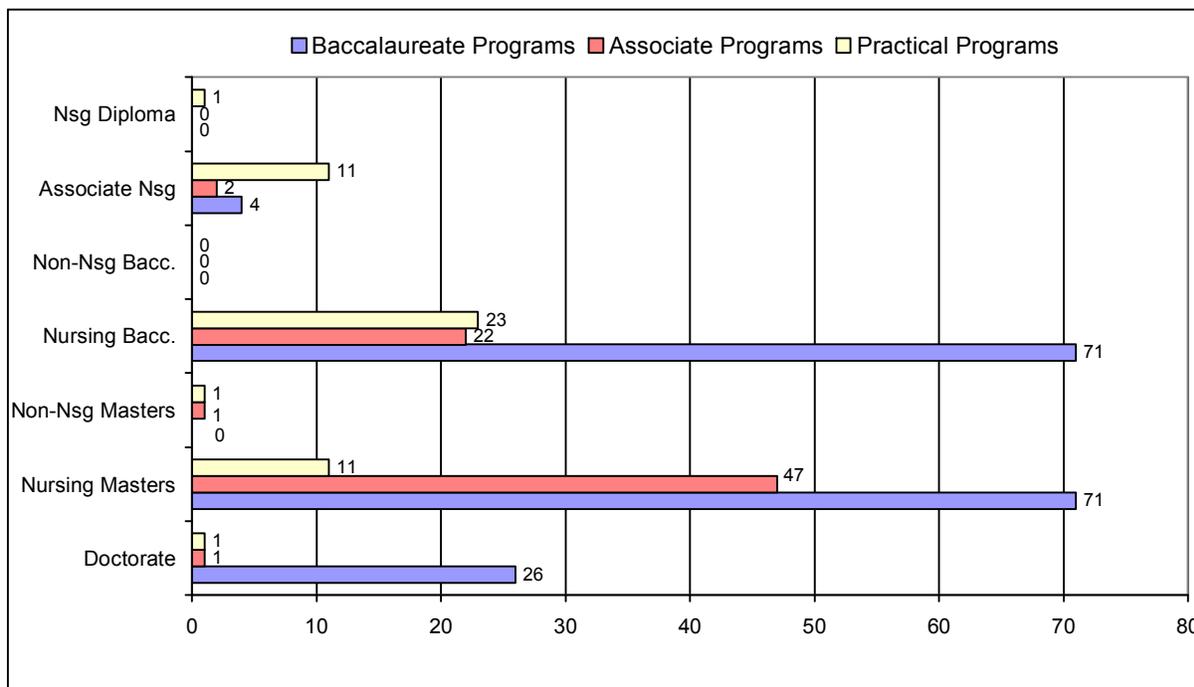
In 2010, SD's six practical nursing education programs had a total of 33 full and part-time FTEs, a decrease of 3.5 FTEs since 2009. The figure below illustrates the total number of faculty FTEs.

Faculty FTEs



HIGHEST EDUCATIONAL PREPARATION

As shown below, the majority of nursing faculty held a master's degree in nursing or a non-nursing master's degree as their highest degree. Baccalaureate nursing programs employed the majority of doctoral prepared faculty. Of the faculty, 11% indicated that they are currently enrolled in a program leading to an advanced nursing degree².

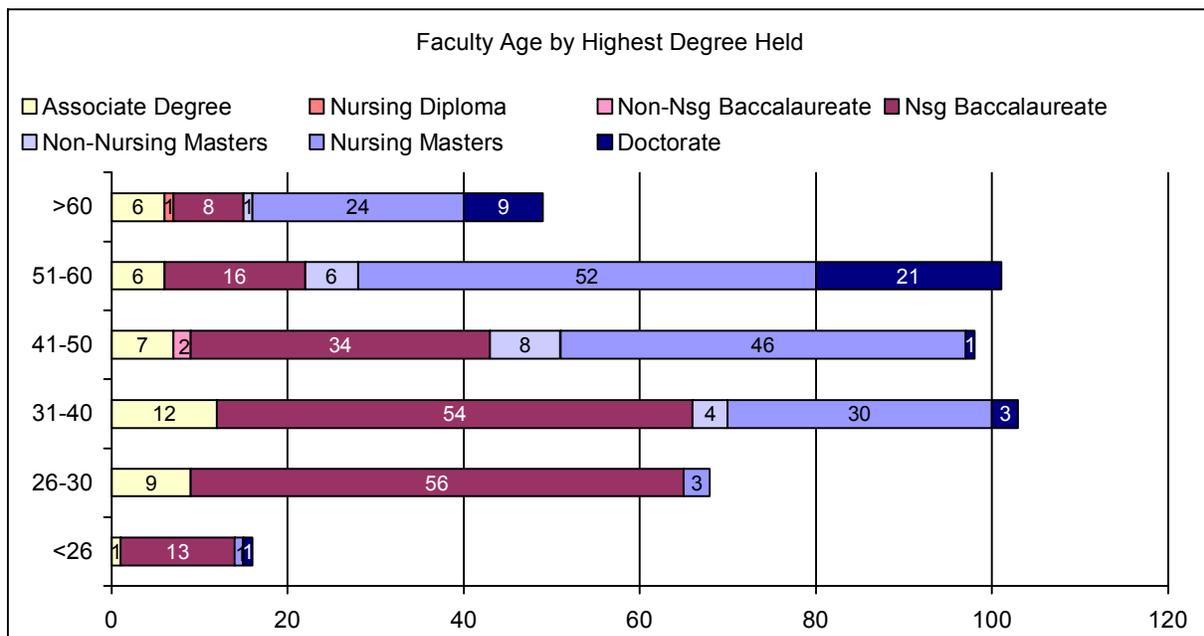


AGE

Age distribution of faculty members is shown in the table below; 42% were over 50 years old².

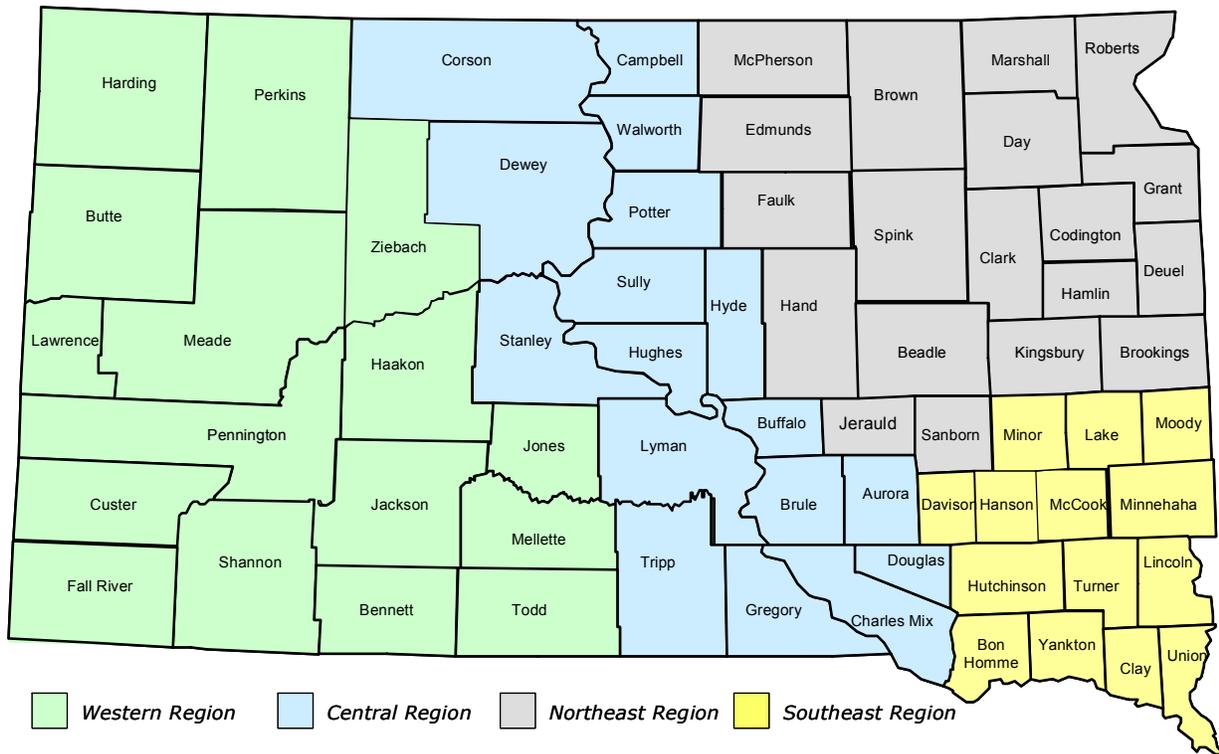
Age Range	2010		2009	
	Count	Percentage	Count	Percentage
<26	16	4%	6	2%
26-30	68	16%	23	8%
31-40	103	24%	70	26%
41-50	98	22%	61	22%
51-60	101	23%	78	29%
>60	49	11%	35	13%
Total	435	100%	273	100%

The figure below depicts faculty age by the highest degree held. The majority of faculty members who hold a doctorate degree are over 50 years old.



Regional Data

Regional⁴ nursing workforce data is presented for SD's four regions: western, central, northeast, and southeast. The number of licensed nurses who resided in each region was based on licensure data from the SDBON as of December 31, 2010. State and county populations were based on the US Census Bureau's 2010 census data⁵.



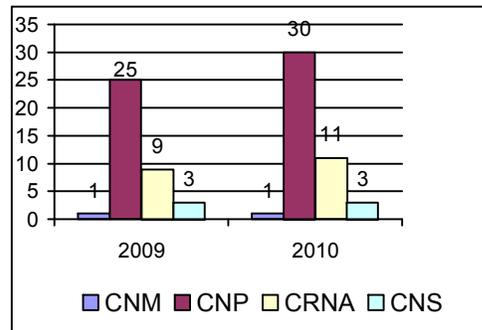
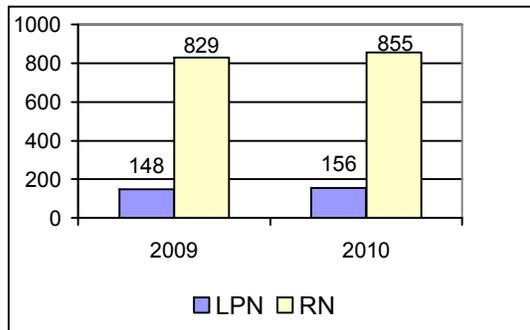
STATE NURSE RATIOS

According to the U.S. Census Bureau, 2010 Census⁵, SD's population is 814,180. The ratio of employed RNs and LPNs in SD per 100,000 population is presented in the table below. The ratios provide a basis to compare the decrease or growth of the nursing workforce to the population growth of the country, SD, and the four regions in the state. The limitations with comparing ratios are the assumptions that citizens will receive nursing services in the region where they reside, and that the same types of health care services are available in all regions. As a result, distributions of nurses in a region may be more or less than the national average, depending on the needs of that region.

2010	LPN	RN	CNM	CNP	CRNA	CNS
National Average ^{3,6}	211	854	--	--	--	--
State Average	226	1,357	3	52	47	10
Central SD	160	901	1	39	14	4
Northeast SD	235	936	1	28	17	5
Southeast SD	216	1,557	2	54	56	14
Western SD	218	1,196	4	51	36	6

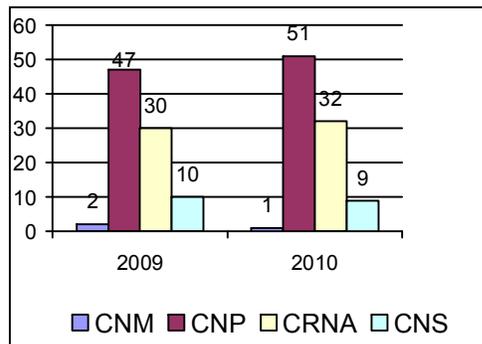
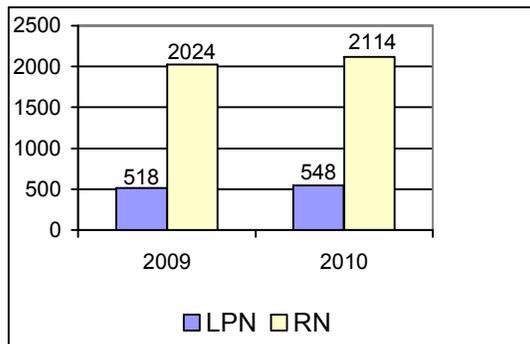
CENTRAL REGION

The Central Region is comprised of seventeen counties: Aurora, Buffalo, Brule, Campbell, Charles Mix, Corson, Dewey, Douglas, Gregory, Hughes, Hyde, Lyman, Potter, Stanley, Sully, Tripp, and Walworth. The total population in 2010 in this region was 77,043, comprising about 9% of the state's population⁵. As displayed below, in 2010 this region had 156 LPNs, 855 RNs, 1 CNM, 30 CNPs, 11 CRNAs, and 3 CNSs.



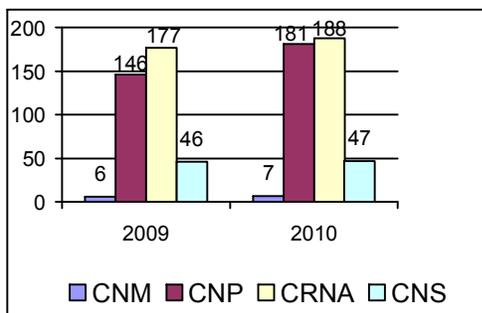
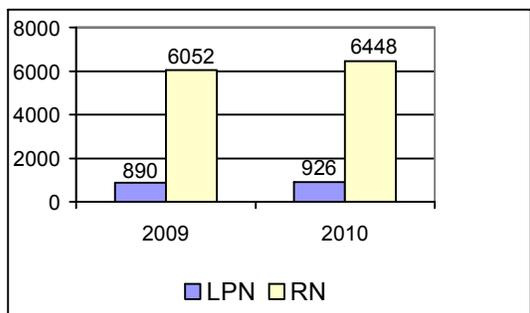
NORTHEAST REGION

The Northeast Region is comprised of nineteen counties: Beadle, Brookings, Brown, Clark, Codington, Day, Deuel, Edmunds, Faulk, Grant, Hamlin, Hand, Jerauld, Kingsbury, McPherson, Marshall, Roberts, Sanborn, and Spink. The total population in 2010 in this region was 183,264, comprising about 23% of the state's population⁵. As displayed below, in 2010 this region had 548 LPNs, 2,114 RNs, 1 CNM, 51 CNPs, 32 CRNAs, and 9 CNSs.



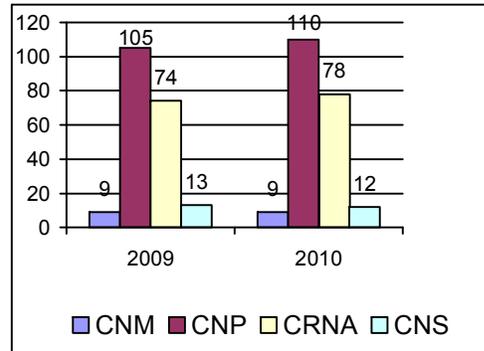
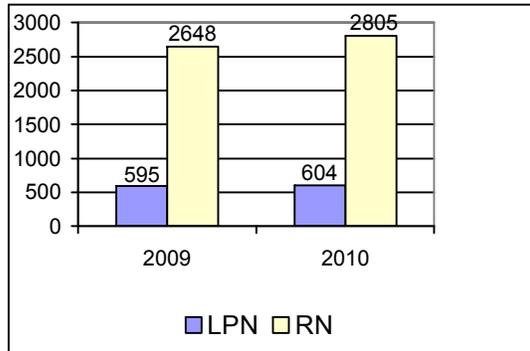
SOUTHEAST REGION

The Southeast Region is comprised of fourteen counties: Bon Homme, Clay, Davison, Hanson, Hutchinson, Lake, Lincoln, McCook, Miner, Minnehaha, Moody, Turner, Union, and Yankton. The total population in 2010 in this region was 336,285, comprising about 41% of the state's population⁵. As displayed below, in 2010 this region had 926 LPNs, 6,448 RNs, 7 CNMs, 181 CNPs, 188 CRNAs, and 47 CNSs.



WESTERN REGION

The Western Region is comprised of sixteen counties: Bennett, Butte, Custer, Fall River, Haakon, Harding, Jackson, Jones, Lawrence, Meade, Mellette, Pennington, Perkins, Shannon, Todd, and Ziebach. The total population in 2010 in this region was 217,588, comprising about 27% of the state's population⁵. As displayed below, in 2010 this region had 604 LPNs, 2,805 RNs, 9 CNMs, 110 CNPs, 78 CRNAs, and 12 CNSs.



Employment Data Form

Employment Information: Select **ONE** response in each category below that best represents your current practice.

<p>Employment Status:</p> <input type="checkbox"/> Full-time Nurse <input type="checkbox"/> Part-time Nurse <input type="checkbox"/> Full-time other than Nursing <input type="checkbox"/> Part-time other than Nursing <input type="checkbox"/> Volunteer Nurse <input type="checkbox"/> Unemployed <input type="checkbox"/> Retired	<p>Where Presently Employed:</p> <p>County:</p> <p>State:</p> <p>City:</p> <p>Zip Code:</p>	<p>Type of Position:</p> <input type="checkbox"/> Nurse Management <input type="checkbox"/> Consultant <input type="checkbox"/> Case Manager <input type="checkbox"/> Nursing Program Faculty <input type="checkbox"/> Clinic Nurse <input type="checkbox"/> Staff Nurse <input type="checkbox"/> Charge Nurse <input type="checkbox"/> Inservice Educator/Staff Development <input type="checkbox"/> Advanced Practice Nurse <div style="display: flex; justify-content: space-between;"> <input type="checkbox"/> CNM <input type="checkbox"/> CNP </div> <div style="display: flex; justify-content: space-between;"> <input type="checkbox"/> CRNA <input type="checkbox"/> CNS </div> <input type="checkbox"/> Other
<p>Principle Field/Place of Employment:</p> <input type="checkbox"/> Hospital <input type="checkbox"/> Nursing Home/Long Term Care <input type="checkbox"/> Nursing Education Program <input type="checkbox"/> Home Health / Hospice <input type="checkbox"/> School <input type="checkbox"/> Outpatient Surgical Center <input type="checkbox"/> Office / Clinic <input type="checkbox"/> Community Health <input type="checkbox"/> Self-Employed <input type="checkbox"/> Other	<p>Highest Degree Held:</p> <input type="checkbox"/> Diploma / Registered Nurse <input type="checkbox"/> Associate Degree/RN <input type="checkbox"/> Baccalaureate Degree/RN <input type="checkbox"/> Baccalaureate in other field <input type="checkbox"/> Masters in Nursing <input type="checkbox"/> Masters in other field <input type="checkbox"/> Doctorate (PhD, Ed, DNP) <input type="checkbox"/> Practical Nurse Diploma/A.D.	<p>Formal Education Activities:</p> <input type="checkbox"/> I am NOT taking courses toward an advanced degree in nursing <input type="checkbox"/> I am currently taking courses toward an advanced degree in nursing

What percent of your current position involves direct patient care?

0%
 25%
 50%
 75%
 100%

Do you intend to leave/retire from nursing practice in the next 5 years? YES NO

States other than South Dakota in which you are licensed as a nurse:

Reference List

1. U.S. Census Bureau, 2005-2009 American Community Survey, SD Fact Sheet. <http://factfinder.census.gov> (accessed February 14, 2011).
2. South Dakota Board of Nursing: Sioux Falls, SD. *South Dakota Annual Report of Nursing Education Programs* (2008, 2009 and 2010).
3. U.S. Department of Health and Human Services, Health Resources and Services Administration (2010). *The Registered Nurse Population: Findings from the 2008 National Sample Survey of Registered Nurses*.
4. South Dakota Department of Tourism, Office of Tourism (Regions). <http://www.travelsd.com/> (accessed February 28, 2011).
5. U.S. Census Bureau, 2010 Census. <http://factfinder2.census.gov> (accessed February 28, 2011).
6. U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. Supply, Demand, and Use of Licensed Practical Nurses (November 2004).