



POST-LICENSURE RN TO BSN EDUCATION PROGRAMS

This update presents data for the 49 Texas professional nursing programs that indicated they had a post-licensure RN to BSN (Bachelor’s of Science in Nursing) program track during the 2023 reporting year. This includes 3 programs that had a stand alone post-licensure RN to BSN program. This report includes only students in Texas enrolled in Texas programs, not students in other states enrolled in Texas programs.

The Texas Center for Nursing Workforce Studies (TCNWS) collected data using the 2023 Board of Nursing’s (BON) Nursing Education Program Information Survey (NEPIS) that was available online as of October 2, 2023. The reporting period was academic year (AY) 2022-2023 (September 1, 2022 – August 31, 2023) unless otherwise noted. TCNWS collaborated with the BON in the design and dissemination of the survey.

RN to BSN Program Characteristics

In the 2023 NEPIS, RN to BSN programs were asked to report the number of semester credit hours for upper division nursing and the length of time for program completion in months.

- The median number of semester credit hours was 30, ranging from 21 to 120.
- The median length of time for program completion was 12 months (28 programs).
- 39 programs were offered for part-time completion.

45 (91.8%) responding programs had requirements for a clinical component. Table 1 shows the mean and median number of hours dedicated to clinical components.

- Clinical clock hours had the highest average number of hours (87.6).
- A majority of programs did not dedicate hours to lab clock hours or high-fidelity simulation clock hours.

Table 1. Mean and Median Number of Hours Dedicated to Clinical Components, 2023

Clinical Component	Mean Hours	Median Hours
Clinical clock hours	87.6	60.0
Clinical project hours	51.6	48.0
Lab clock hours	13.7	0.0
High-fidelity simulation clock hours	4.0	0.0
Virtual simulation clock hours	21.5	5.0

Online Technology

Programs were asked whether they offered nursing courses via online technology. Programs could choose multiple options. One program responded that they did not offer nursing courses via online technology. Of the 48 programs that responded “Yes”:

- 40 programs (81.6%) offered the entire didactic program curriculum online.
- 6 programs (12.2%) offered select courses online.
- 7 programs (14.3%) offered hybrid nursing courses.

Work Experience

Programs were asked to report the percentage of their students who had less than 2 years of work experience. The median percentage of students with less than 2 years of work experience was 39%, ranging from 0% (10 programs) to 100% (1 program). This is a slight change from 2022 when the median was 30%, ranging from 0% (8 programs) to 92% (1 program).



Post-Licensure RN to BSN Programs Admissions

Table 2 presents data on qualified applications and admissions to post-licensure RN to BSN programs in AY 2022-2023. Qualified applications were those that met all criteria for admission.¹

Table 2. Qualified Applications, Admissions, and Qualified Applications Not Offered Admission, 2014-2023

Year	Seats for New Students ^{2,3}	Qualified Applications	Offered Admission	Qualified Applications Not Offered Admission	Newly Enrolled Post-Licensure Students
2014	11,620	4,934	4,858	76 (1.5%)	4,021
2015	12,247	5,198	4,752	446 (8.6%)	4,135
2016	12,900	5,204	5,122	82 (1.6%)	4,573
2017	14,547	7,004	6,932	72 (1.0%)	6,039
2018	14,484	7,426	7,287	138 (1.9%)	4,768
2019	18,642	8,628	8,512	116 (1.3%)	5,514
2020	17,085	8,530	8,357	173 (2.0%)	5,873
2021	11,027	8,350	8,349	1 (<0.1%)	5,476
2022	15,622	5,999	5,904	95 (1.6%)	4,273
2023	13,554	6,652	6,637	15 (0.2%)	3,866

- From AY 2020-2021 to AY 2021-2022 seats for new students increased by 41.7%. However, from AY 2021-2022 to AY 2022-2023 seats for new students decreased by 13.2%.
- From AY 2020-2021 to AY 2021-2022 the number of qualified applicants decreased by 28.2%. However, from AY 2021-2022 to AY 2022-2023 the number of qualified applicants increased by 10.9%.

Offered Admission

- 46 of 49 programs (93.9%) offered admission to all qualified applications in 2023.
- Of the 6,637 applications offered admission, 3,866 (58.2%) registered and enrolled in a post-licensure RN to BSN program for AY 2022-2023. This represents a decrease from the previous year when 71.2% of applicants offered admission actually registered and enrolled.
- 4 programs did not admit new RN to BSN applicants in AY 2022-2023. 2 of these 4 programs also did not admit new RN to BSN applicants in AY 2021-2022.

Qualified Applicants Not Offered Admission

15 qualified applications were not admitted in 2023, down from 95 qualified applications in 2022.

The 3 programs that did not accept all qualified applications ranked the importance of reasons why qualified applications were not accepted.

- The most important reason was different for each program, but included: delays in hiring new faculty, lack of clinical space, and lack of qualified faculty applicants for budgeted positions.

¹ Qualified applications refers to applications submitted, not individual applicants, since candidates for admission may apply to more than one nursing program.

² Seats for new students does not distinguish between non-Texas and Texas residents.

³ Per the survey operational definition, seats for new students refers to the maximum number of seats for new students that a program can enroll in any given admission period. Seats for new students may be limited by Board of Nursing rules or logistical concerns (faculty size, classroom space, etc.).

Newly Enrolled Students in Post-Licensure RN to BSN Programs

Table 3 shows the yearly change in newly enrolled students from 2014 to 2023. Newly enrolled students are those who were offered admission and decided to register and enroll in the program.

- There were a total of 3,866 newly enrolled post-licensure students in AY 2022-2023.
- From AY 2021-2022 to AY 2022-2023, the number of newly enrolled students decreased by 9.5%.

Table 3. Change in Newly Enrolled Students, 2014-2023

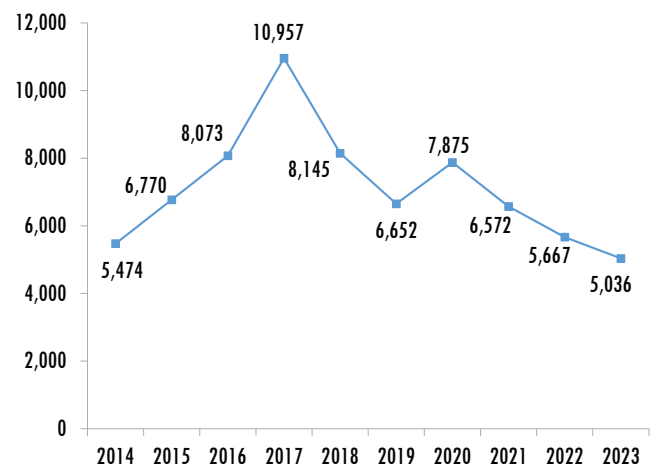
	Number of Responding Programs	Newly Enrolled Post-Licensure Students	% Annual Change
2014	28	4,021	-
2015	40	4,135	2.8%
2016	41	4,573	10.6%
2017	41	6,039	32.1%
2018	43	4,768	-21.0%
2019	41	5,514	15.6%
2020	44	5,873	6.5%
2021	43	5,476	-6.8%
2022	48	4,273	-22.0%
2023	49	3,866	-9.5%

Total Enrollment in Post-Licensure RN to BSN Programs

On September 30, 2023, as shown in Figure 1, there were 5,036 students enrolled in post-licensure RN to BSN programs.

- From 2022 to 2023, enrollment decreased by 631 students (11.1%), however the number of responding RN to BSN programs increased by 1.
- 48 programs responded to the NEPIS in both AY 2021-2022 and AY 2022-2023. 23 of these programs had a decrease in total enrollment, 24 reported increased total enrollment, and 1 did not have a change in enrollment.

Figure 1. Total Enrollment in Post-Licensure RN to BSN Programs, 2014-2023



Graduates from Post-Licensure RN to BSN Programs

As shown in Figure 2, there were 2,982 post-licensure RN to BSN graduates during AY 2022-2023.

- This represented a 31.5% decrease from AY 2021-2022 (1,370 less graduates).⁴

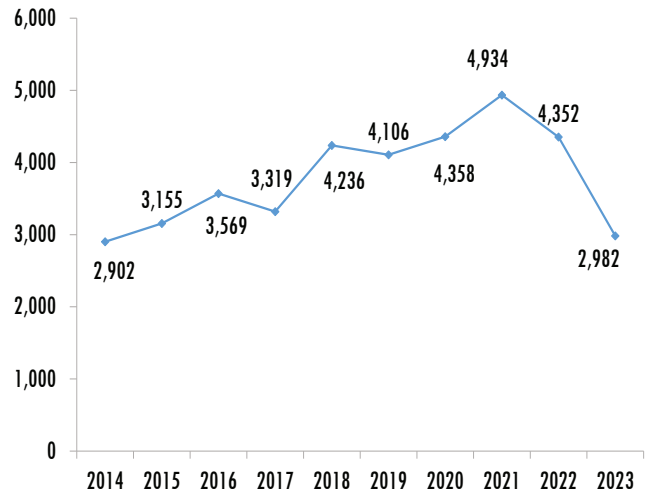
48 programs responded to the NEPIS in both AY 2021-2022 and AY 2022-2023. Of these 48 programs:

- 28 reported a decrease in the number of post-licensure RN to BSN graduates.
- 17 reported an increase in the number of graduates.
- 3 programs reported the same number of graduates.

The 49 post-licensure RN to BSN programs were asked to describe any barriers they faced in increasing post-licensure RN to BSN graduates. Programs could report more than one barrier. Of the 34 programs that responded:

- 8 programs cited an insufficient applicant pool.
- 6 cited competing work/school commitments.
- 5 cited competition with other RN to BSN programs.
- 4 cited easing of BSN requirement for employment.
- 4 cited competition with community colleges offering BSN programs.

Figure 2. Graduates from Post-Licensure RN to BSN Programs, 2014-2023



Demographics of Post-Licensure RN to BSN Graduates

Gender

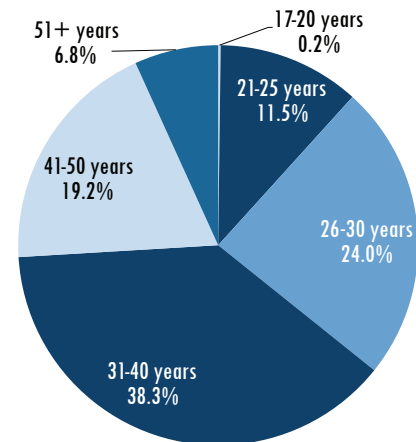
Female graduates made up 86.7% of the 2023 post-licensure RN to BSN graduate population, a slight decrease from the proportion who were female in 2022 (86.9%).⁴ Gender data were missing for 0.4% of RN to BSN graduates.

Age

Figure 3 displays the breakdown of age among post-licensure RN to BSN graduates in 2023. Age data were missing for 0.1% of RN to BSN graduates.

- The majority of RN to BSN graduates were ages 31-40 (38.3%).
- There were considerably more post-licensure RN to BSN graduates aged 51 and older (6.8%) compared to pre-licensure RN graduates (1.9%).⁵

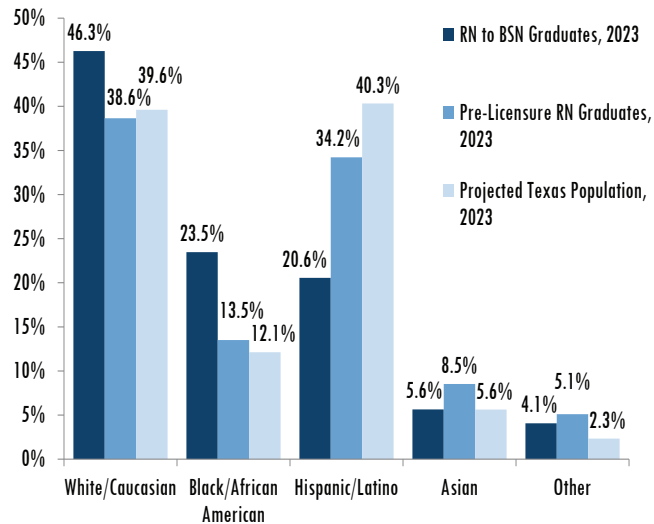
Figure 3. Age of Graduates, 2023



Race/Ethnicity

Figure 4 displays the race/ethnicity distribution of post-licensure RN to BSN graduates in comparison to the race/ethnicity distribution of pre-licensure RN graduates and the Texas population. Race/ethnicity data were missing for 2.6% of RN to BSN graduates.

Figure 4. Race/Ethnicity of RN to BSN Graduates, Pre-Licensure RN Graduates,⁵ and Texas Population⁶

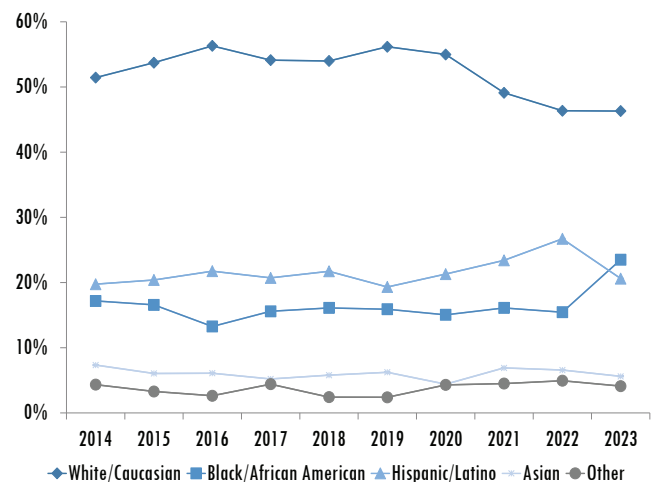


- White/Caucasian graduates made up a higher proportion of post-licensure RN to BSN graduates (46.3%) than pre-licensure RN graduates (38.6%), and the Texas population (39.6%).
- The proportion of Black/African American post-licensure RN to BSN graduates (23.5%) was greater than the proportion of pre-licensure RN graduates (13.5%) and the Texas population (12.1%).
- While the proportion of Hispanic/Latino individuals was 40.3% in Texas, Hispanic/Latino graduates made up only 20.6% of post-licensure RN to BSN graduates, compared with 34.2% of pre-licensure RN graduates.
- Other races/ethnicities also represented a greater proportion of the pre-licensure graduate population than the Texas population and post-licensure graduate population.

Figure 5 displays the race/ethnicity distribution of post-licensure RN to BSN graduates from 2014 to 2023. Since 2014, the race/ethnicity distribution of RN to BSN graduates has fluctuated but remained mostly unchanged.

- The proportion of White/Caucasian RN to BSN graduates remained unchanged from 2022 to 2023 (46.3%).
- The proportion of Black/African American RN to BSN graduates has increased since 2022, from 15.4% to 23.5%.
- The proportion of Hispanic/Latino RN to BSN graduates has decreased since 2022, from 26.7% to 20.6%.

Figure 5. Race/Ethnicity of RN to BSN Graduates, 2014-2023



International Students

Programs reported a total of 17 graduates who were international students (0.6% of all post-licensure RN to BSN graduates).⁷

⁴ During 2023 data verification, one program reported that their previous year's data (AY 2021-2022) for graduates was incorrect. The total graduate number has been modified for 2022 to reflect this change; however, demographic data for this program were removed from overall 2022 analysis.

⁵ Pre-licensure RN data come from the 2023 RN NEPIS fact sheets located at: <https://dshs.texas.gov/chs/cnws/Nursing-Education-Reports.aspx>

⁶ Texas population data come from the 2023 Texas Demographic Center population projections (<https://demographics.texas.gov>/<https://demographics.texas.gov/Projections/>).

⁷ International was defined as a person who is not a citizen or permanent resident of the United States and who is in this country on a temporary basis and does not have the right to remain indefinitely.

