



**Annual Data Report  
Nursing Degree Programs  
The City University of New York**

**June 2011**

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## INTRODUCTION

According to the NYS Center for Health Workforce Studies, in New York City there are over 420,000 health sector jobs including about 365,000 in the private sector and 55,000 in the public sector. Hospitals are the largest employers of NYC health workers accounting for 43 percent of the jobs, but employment in home health care, ambulatory care and nursing homes has increased significantly. RNs are the single largest occupation in the health sector, comprising 18 percent of all jobs in the health care industry. **Thirteen** CUNY schools offer nursing programs:

**Four offer a credited Licensed Practical Nursing (LPN) certificate program:**

- Bronx Community College
- Hostos Community College
- LaGuardia Community College
- Medgar Evers College

**Nine offer the AAS in Nursing:**

- Borough of Manhattan Community College
- Bronx Community College
- Hostos Community College
- Kingsborough Community College
- LaGuardia Community College
- Medgar Evers College
- New York City College of Technology
- Queensborough Community College
- College of Staten Island

**Six offer the BS in Nursing (Generic and/or Completion):**

- Hunter College
- Lehman College
- Medgar Evers
- New York City College of Technology
- College of Staten Island
- York College

**Three offer the MS in Nursing (with various specializations):**

- Hunter College
- Lehman College
- College of Staten Island

**The Graduate Center offers the Doctorate of Nursing Science.  
Hunter College offers the Doctorate in Nursing Practice.**

The purpose of this report is to provide directors of CUNY nursing programs, nursing faculty and college administrators with basic information and comparison data that can assist them in designing and implementing plans to strengthen their respective nursing degree programs. It includes graduation, enrollment and other data related to CUNY's LPN certificate programs, and AAS, BS, MS and Doctoral degree programs in nursing.

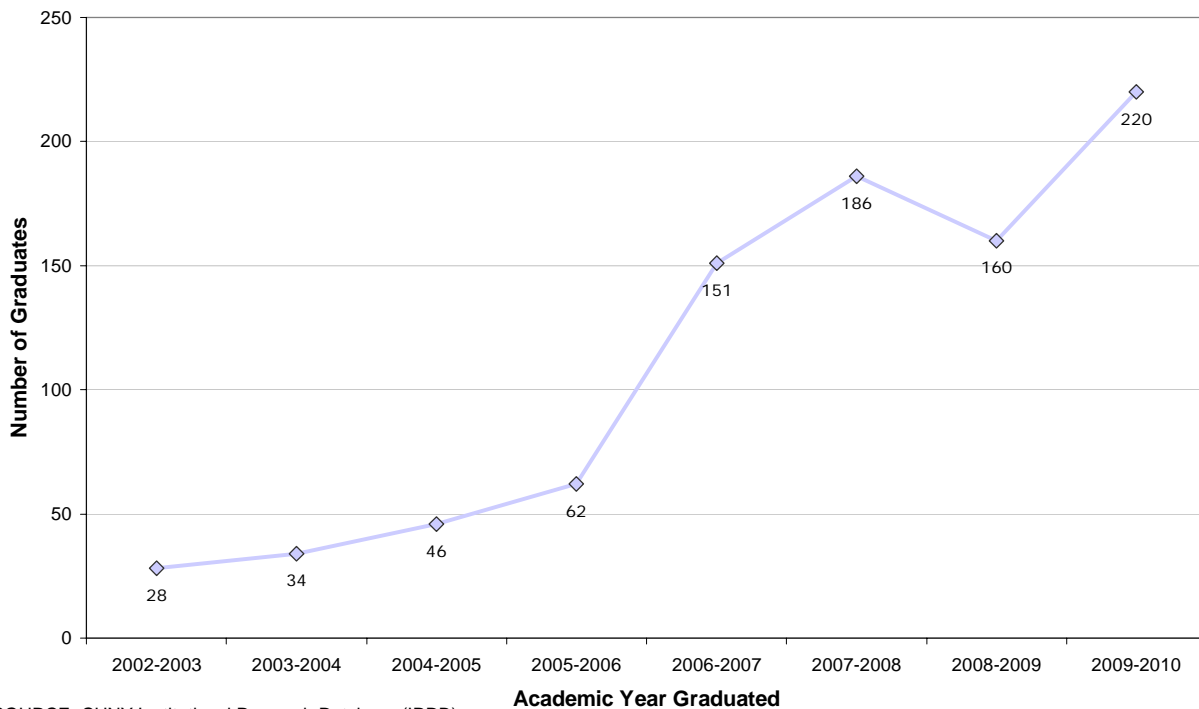
The report was prepared by University Dean William Ebenstein, and Travis Dale, Senior Research Associate. Data in the report are from the CUNY Institutional Research Database (IRDB), the 2008 Survey of CUNY Nursing Graduates (1997-2007) and other sources.

## LPN CERTIFICATE PROGRAMS

Four CUNY schools offer credited Licensed Practical Nursing (LPN) certificate programs.

### *LPN Graduates*

**Figure 1.** Trends in CUNY LPN Certificates, 2002-03 to 2009-10



**Table 1.** Trends in CUNY LPN Certificates, by College, 2002-03 to 2009-10

College	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Medgar Evers	3	17	30	3	48	23	28	39
Bronx	0	0	0	7	4	6	9	1
Hostos	25	17	16	21	22	47	18	20
LaGuardia	0	0	0	31	77	110	105	160
<b>Total</b>	<b>28</b>	<b>34</b>	<b>46</b>	<b>62</b>	<b>151</b>	<b>186</b>	<b>160</b>	<b>220</b>

SOURCE: CUNY Institutional Research Database (IRDB)

## *Demographics of LPN Certificate Graduates*

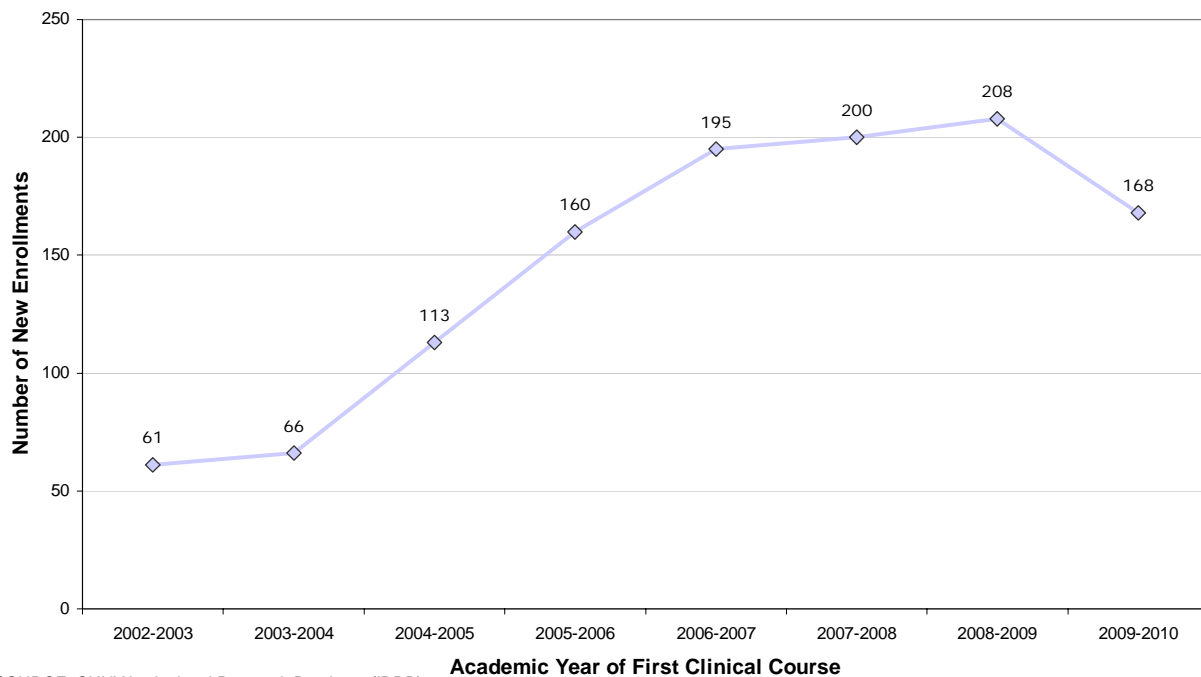
Based on IRDB data for graduates from academic year 2009-2010:

- Eighty-four percent of LPN graduates were women.
- Ninety percent were Black, Hispanic or Asian.
- Twenty percent of CUNY LPN graduates entered college with a GED.
- The average age at the date of graduation of an LPN graduate was 34 years.

Results from our 2010 Survey of CUNY LPN Graduates revealed that 74 percent of LPN graduates from 1999-2010 were **not** born in the U.S.

## *LPN New Clinical Enrollments*

**Figure 2.** New Clinical Enrollments, CUNY LPN Certificate Programs, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 2.** New Clinical Enrollments, CUNY LPN Programs, by College, 2002-03 to 2009-10

<i>College</i>	<i>2002- 2003</i>	<i>2003- 2004</i>	<i>2004- 2005</i>	<i>2005- 2006</i>	<i>2006- 2007</i>	<i>2007- 2008</i>	<i>2008- 2009</i>	<i>2009- 2010</i>
Medgar Evers	27	25	28	26	28	33	49	56
Bronx	0	20	22	27	21	29	20	16
Hostos	34	21	29	27	31	21	30	17
LaGuardia	0	0	34	80	115	117	109	79
<b>Total</b>	<b>61</b>	<b>66</b>	<b>113</b>	<b>160</b>	<b>195</b>	<b>200</b>	<b>208</b>	<b>168</b>

SOURCE: CUNY Institutional Research Database

### *Graduation Rate of Students Admitted into LPN Certificates*

**Table 3.** Percent of Students Ever Graduating with an LPN Certificate as of Summer 2010, by College, 2000-01 to 2008-09

<i>College</i>	<i>Academic Year of First Clinical Course</i>							
	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>
Medgar Evers	52%	67%	60%	71%	88%	89%	82%	71%
Bronx	n/a	n/a	20%	27%	41%	19%	10%	10%
Hostos	47%	41%	76%	76%	81%	81%	90%	77%
LaGuardia	n/a	n/a	n/a	94%	96%	97%	94%	83%
<b>Total</b>	<b>48%</b>	<b>52%</b>	<b>53%</b>	<b>71%</b>	<b>83%</b>	<b>85%</b>	<b>80%</b>	<b>72%</b>

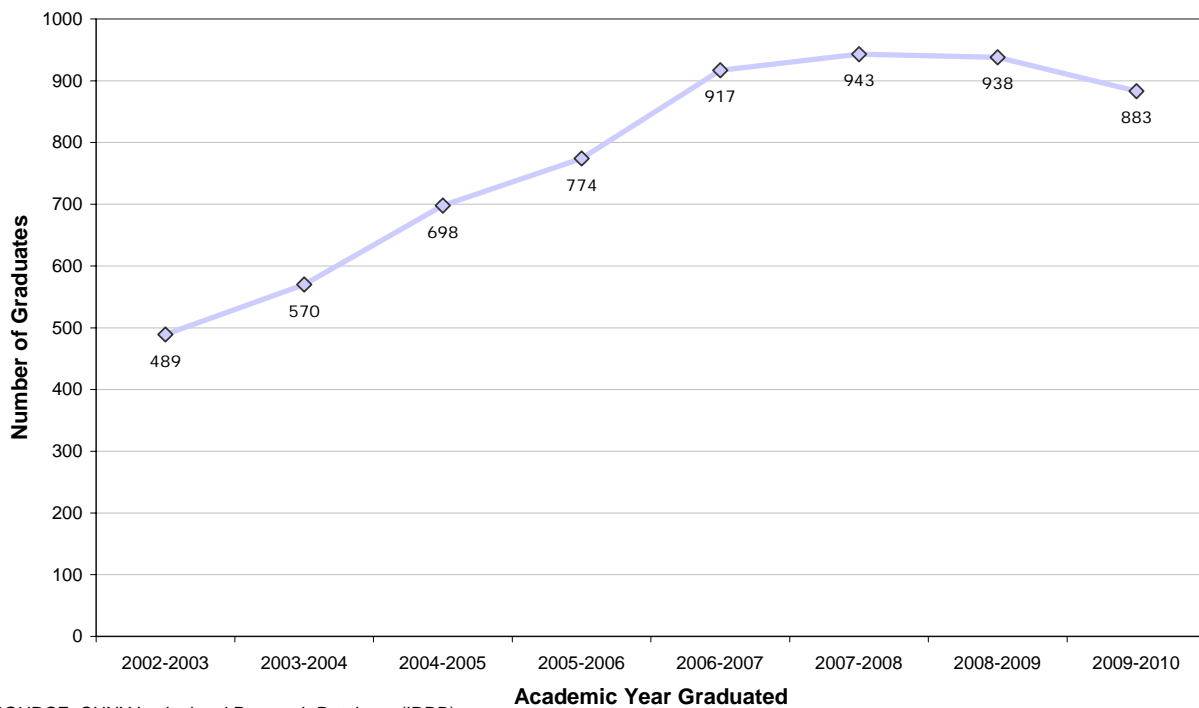
SOURCE: CUNY Institutional Research Database

## AAS NURSING DEGREE PROGRAMS

Nine CUNY schools offer the AAS degree in Nursing. These programs are an important source of new RNs.

### *AAS Nursing Graduates*

**Figure 3.** Trends in CUNY AAS Degrees in Nursing, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 4.** Trends in CUNY AAS Degrees in Nursing, by College, 2002-03 to 2009-10

<i>College</i>	<i>2002- 2003</i>	<i>2003- 2004</i>	<i>2004- 2005</i>	<i>2005- 2006</i>	<i>2006- 2007</i>	<i>2007- 2008</i>	<i>2008- 2009</i>	<i>2009- 2010</i>
BMCC	126	145	197	192	201	211	175	169
Bronx	43	37	64	52	112	44	55	35
Hostos	7	12	13	12	26	31	39	58
Kingsborough	52	70	72	85	119	120	138	131
LaGuardia	24	34	44	77	80	125	132	143
Medgar Evers	39	41	14	15	18	14	28	34
NYCCT	46	57	74	92	84	108	107	80
Queensborough	96	91	123	116	142	139	137	132
Staten Island	56	83	97	133	135	151	127	101
<b>Total</b>	<b>489</b>	<b>570</b>	<b>698</b>	<b>774</b>	<b>917</b>	<b>943</b>	<b>938</b>	<b>883</b>

SOURCE: CUNY Institutional Research Database (IRDB)

### *Demographics of AAS Nursing Graduates*

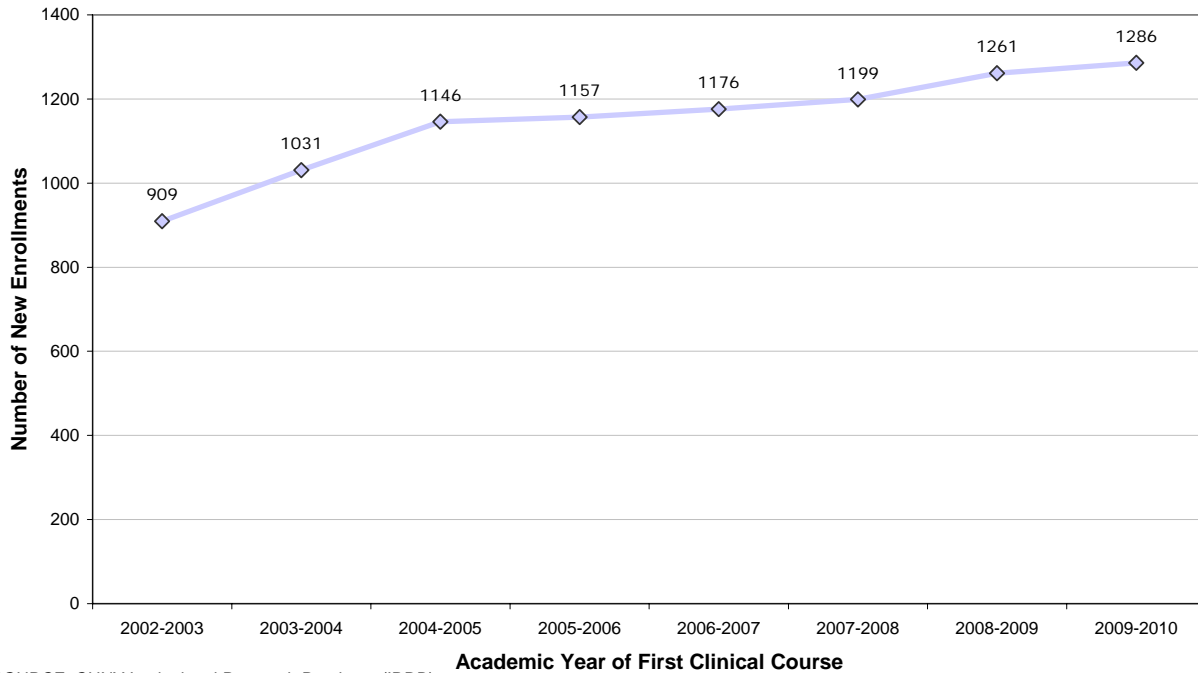
Based on IRDB data for graduates from academic year 2009-2010:

- Eighty-two percent of AAS graduates were women.
- Seventy-seven percent were Black, Hispanic or Asian.
- Ten percent of CUNY AAS nurse graduates entered college with a GED.
- The average age at the date of graduation of an AAS nursing graduate was 32.3 years.

Results of our 2008 Survey of CUNY Nursing Graduates revealed that 62 percent of AAS graduates from 1997-2007 were **not** born in the U.S.

## AAS New Clinical Enrollments

**Figure 4.** New Clinical Enrollments, CUNY AAS Nursing Programs, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

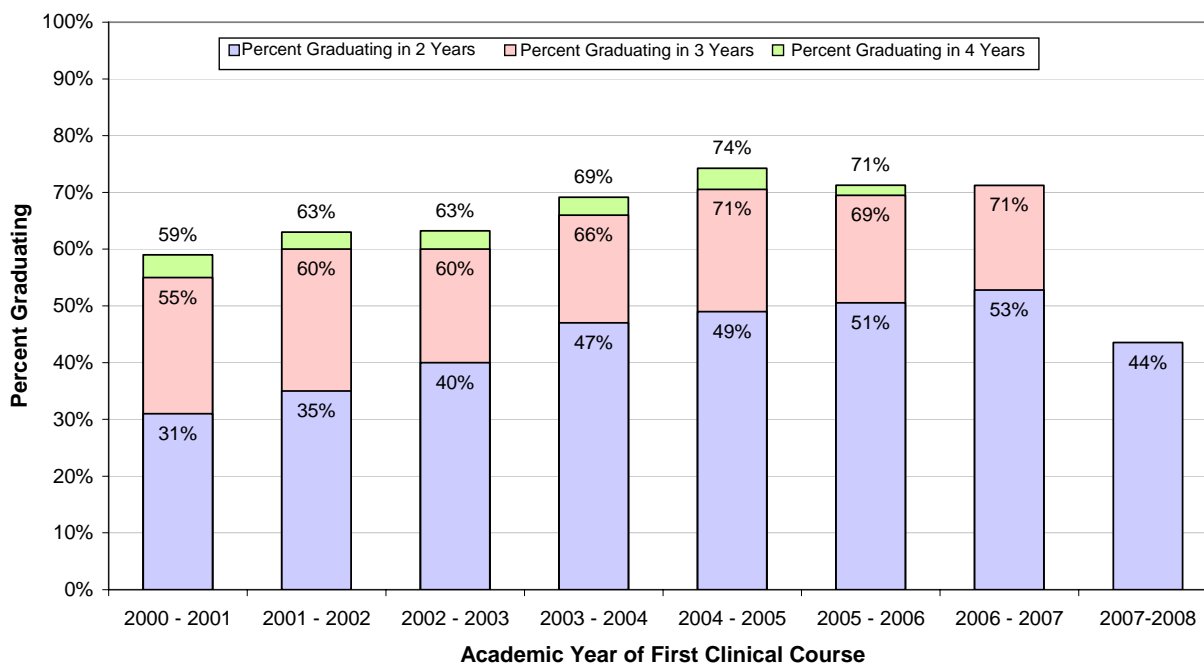
**Table 5.** New and Total Clinical Enrollments, CUNY AAS Nursing Programs, by College, 2002-03 to 2009-10

College	Academic Year of First Clinical Course															
	2002-2003		2003-2004		2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010	
	new	total	new	total	new	total	new	total	new	total	new	total	new	total	new	total
BMCC	213	555	218	597	235	614	231	601	231	595	221	576	229	562	246	599
Bronx	74	199	101	221	113	285	95	294	94	294	97	246	113	264	81	228
Hostos	22	47	18	40	16	32	30	50	36	69	39	77	57	105	58	114
Kingsborough	74	220	100	242	138	291	175	366	175	395	194	418	199	471	170	431
LaGuardia	104	172	81	175	108	230	118	267	113	295	115	316	119	297	120	309
Medgar Evers	27	36	27	57	28	55	20	52	18	46	30	52	43	72	53	89
NYCCT	124	257	138	308	142	341	134	358	131	373	167	401	152	408	185	447
Queensborough	161	359	190	414	174	415	168	404	188	440	167	419	176	416	179	424
Staten Island	110	239	158	321	192	393	186	432	190	438	169	416	173	376	194	392
<b>Total</b>	<b>909</b>	<b>2084</b>	<b>1031</b>	<b>2375</b>	<b>1146</b>	<b>2656</b>	<b>1157</b>	<b>2824</b>	<b>1176</b>	<b>2945</b>	<b>1199</b>	<b>2921</b>	<b>1261</b>	<b>2971</b>	<b>1286</b>	<b>3033</b>

SOURCE: CUNY Institutional Research Database (IRDB)

## Graduation Rate of Students Admitted into AAS Programs

**Figure 5.** Percent of Students Graduating from AAS Nursing Degree Programs Within Two, Three, and Four Years After their First Clinical Course, 2000-01 to 2007-08



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 6.** Percent of Students Ever Graduating with an AAS Nursing Degree as of Summer 2010, by College, 2000-01 to 2007-08

College	Academic Year of First Clinical Course							
	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
BMCC	61%	68%	73%	77%	84%	80%	83%	71%
Bronx	52%	53%	53%	56%	70%	55%	50%	27%
Hostos	37%	37%	41%	44%	88%	73%	81%	89%
Kingsborough	67%	72%	73%	75%	82%	66%	67%	64%
LaGuardia	40%	54%	42%	74%	69%	75%	80%	76%
Medgar Evers	66%	60%	78%	70%	43%	65%	72%	73%
NYCCT	55%	65%	61%	68%	71%	69%	70%	44%
Queensborough	59%	61%	61%	66%	73%	76%	79%	69%
Staten Island	77%	73%	77%	73%	73%	71%	71%	59%
<b>Total</b>	<b>60%</b>	<b>64%</b>	<b>64%</b>	<b>70%</b>	<b>75%</b>	<b>72%</b>	<b>73%</b>	<b>62%</b>

SOURCE: CUNY Institutional Research Database (IRDB)

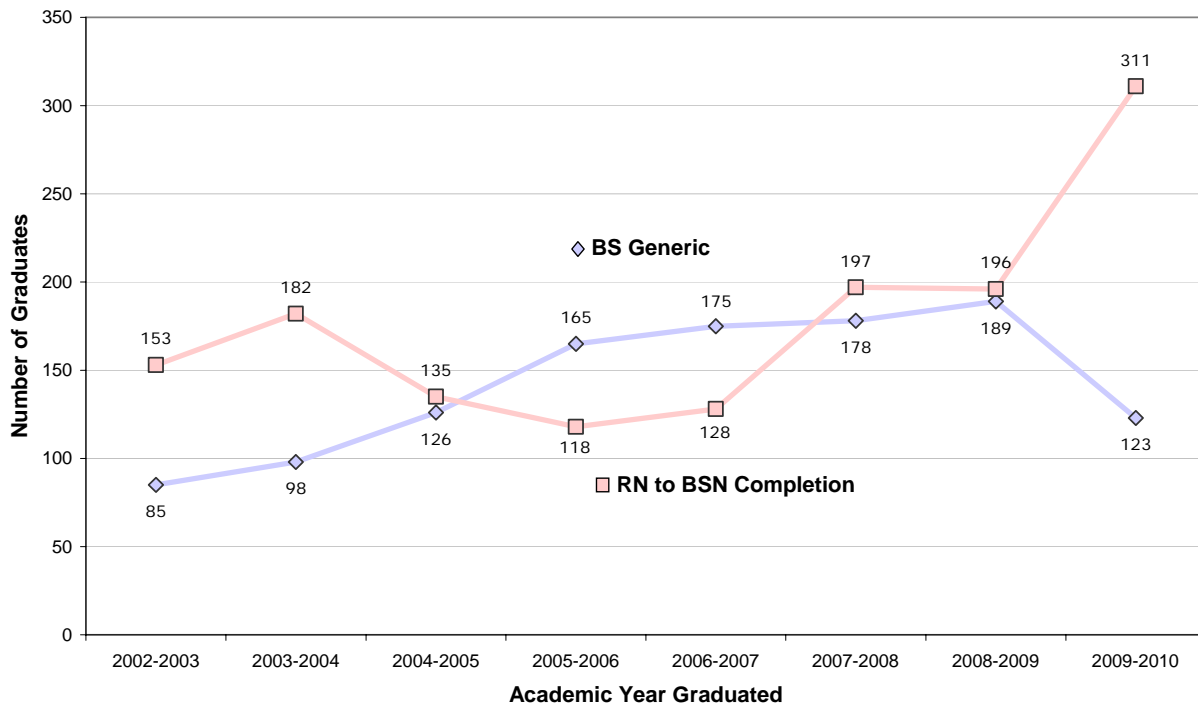
Note: Percentages from recent years may be lower than those from earlier years because some students are still enrolled and making progress toward a degree.

## BS NURSING DEGREE PROGRAMS

Three CUNY schools offer the generic or entry-level BS degree in Nursing. (No data is reported yet for the new generic program at York College). Graduates of these programs represent an important source of new RNs. Six CUNY schools offer RN to BS completion programs that provide career ladder opportunities for students who already have an RN license.

### *BS Nursing Graduates*

**Figure 6.** Trends in CUNY BS Degrees in Nursing, by Program, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 7.** Trends in CUNY BS Generic Degrees in Nursing, by College, 2002-03 to 2009-10

College	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Hunter	58	59	76	79	73	76	102	89
Lehman	27	39	50	86	102	102	87	34
<b>Total</b>	<b>85</b>	<b>98</b>	<b>126</b>	<b>165</b>	<b>175</b>	<b>178</b>	<b>189</b>	<b>123</b>

SOURCE: CUNY Institutional Research Database (IRDB)

**Table 8.** Trends in CUNY RN to BS Completion Degrees in Nursing, by College, 2002-03 to 2009-10

<i>College</i>	<i>2002- 2003</i>	<i>2003- 2004</i>	<i>2004- 2005</i>	<i>2005- 2006</i>	<i>2006- 2007</i>	<i>2007- 2008</i>	<i>2008- 2009</i>	<i>2009- 2010</i>
Hunter	52	50	37	22	26	38	34	60
Lehman	35	62	47	42	28	51	59	104
Medgar Evers	19	9	8	16	17	33	22	31
NYCCT	0	0	0	0	0	15	15	45
Staten Island	25	40	25	22	36	36	40	37
York	22	21	18	16	21	24	26	34
<b>Total</b>	<b>153</b>	<b>182</b>	<b>135</b>	<b>118</b>	<b>128</b>	<b>197</b>	<b>196</b>	<b>311</b>

SOURCE: CUNY Institutional Research Database (IRDB)

### *Demographics of BS Nursing Graduates*

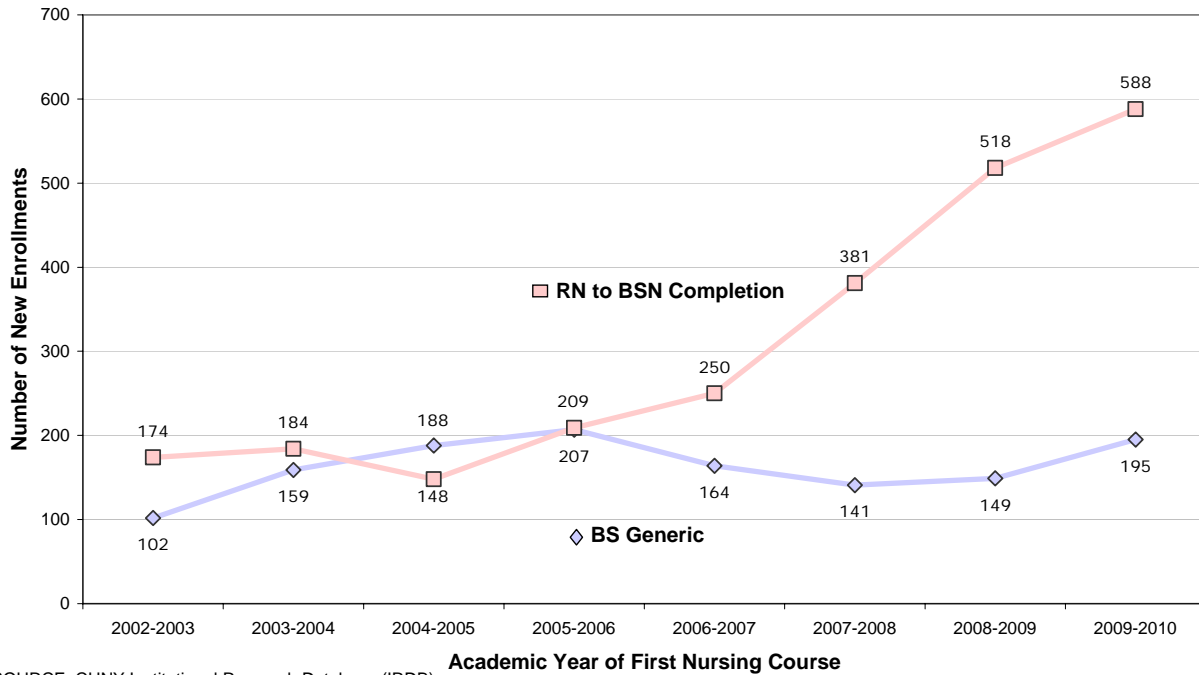
Based on IRDB data for graduates from academic year 2009-2010:

- Eighty-seven percent of generic BS graduates and 89 percent of RN to BS graduates were women.
- Seventy-three percent of generic BS graduates and 81 percent of RN to BS graduates were Black, Hispanic or Asian.
- The average age at the time of graduation of a generic BS graduate was 26.5 and the average age of an RN to BS graduate was 36.2.

Results of our 2008 Survey of CUNY Nursing Graduates revealed that 68 percent of generic BS graduates and 58 percent of RN to BS completion graduates from 1997-2007 were **not** born in the U.S.

## BS New Nursing Enrollments

**Figure 7.** New Enrollments, CUNY BS Nursing Programs, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 9.** New and Total Enrollments, CUNY BS Generic Nursing Programs, by College, 2002-03 to 2009-10

College	Academic Year of First Clinical Course															
	2002-2003		2003-2004		2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010	
	new	total	new	total	new	total	new	total	new	total	new	total	new	total	new	total
Hunter	56	122	77	136	76	153	78	157	80	157	100	181	96	199	113	210
Lehman	46	78	82	134	112	200	129	269	84	265	41	180	53	117	82	135
<b>Total</b>	<b>102</b>	<b>200</b>	<b>159</b>	<b>270</b>	<b>188</b>	<b>353</b>	<b>207</b>	<b>426</b>	<b>164</b>	<b>422</b>	<b>141</b>	<b>361</b>	<b>149</b>	<b>316</b>	<b>195</b>	<b>345</b>

SOURCE: CUNY Institutional Research Database (IRDB)

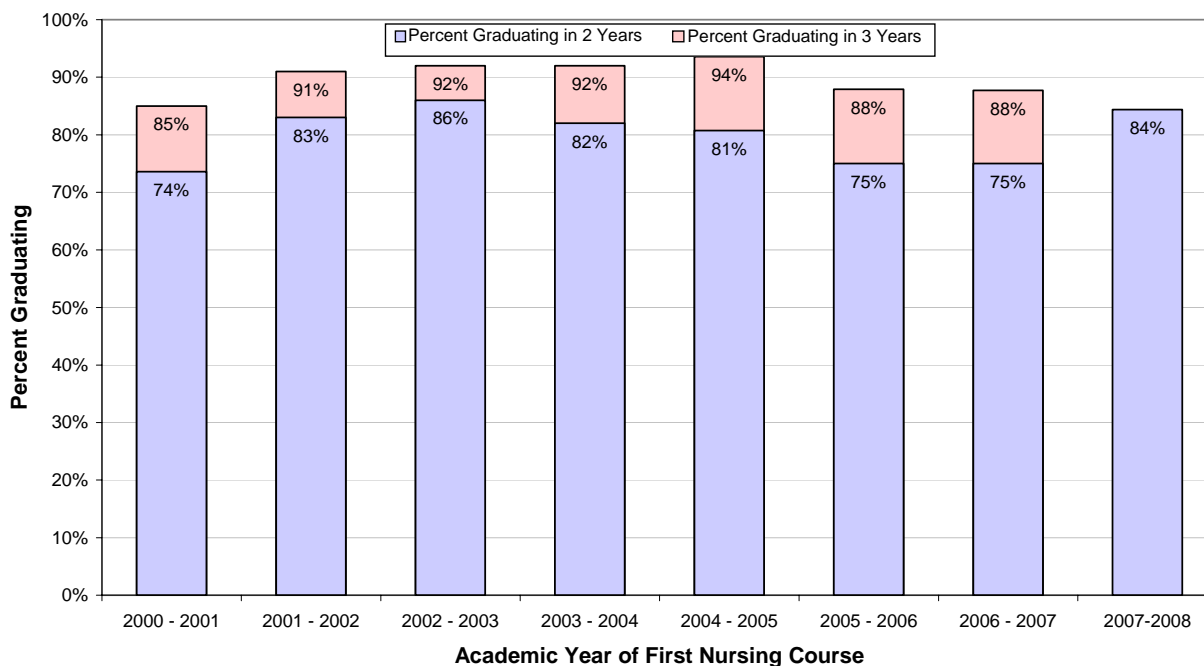
**Table 10.** New and Total Enrollments, CUNY RN to BS Nursing Completion Programs, by College, 2002-03 to 2009-10

College	Academic Year of First Clinical Course															
	2002-2003		2003-2004		2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010	
	new	total	new	total	new	total	new	total	new	total	new	total	new	total	new	total
Hunter	53	136	52	137	37	102	26	87	47	86	80	127	97	185	153	274
Lehman	31	110	39	115	25	99	46	109	40	108	94	169	140	247	138	288
Medgar Evers	7	43	14	32	19	42	26	56	22	71	55	92	47	108	37	108
NYCCT	n/a	n/a	n/a	n/a	n/a	n/a	30	30	52	72	55	109	102	172	142	259
Staten Island	46	124	47	120	36	98	48	122	61	130	57	135	83	169	71	173
York	37	85	32	73	31	76	33	78	28	82	40	88	49	109	46	123
<b>Total</b>	<b>174</b>	<b>498</b>	<b>184</b>	<b>477</b>	<b>148</b>	<b>417</b>	<b>209</b>	<b>482</b>	<b>250</b>	<b>549</b>	<b>381</b>	<b>720</b>	<b>518</b>	<b>990</b>	<b>587</b>	<b>1225</b>

SOURCE: CUNY Institutional Research Database (IRDB)

### *Graduation of Students Admitted into BS Nursing Programs*

#### Generic BS Programs:

**Figure 8.** Percent of Students Graduating from Generic BS Nursing Degree Programs Within Two and Three Years After their First Nursing Course, 2000-01 to 2007-08

SOURCE: CUNY Institutional Research Database (IRDB)

**Table 11.** Percent of Students Ever Graduating with an BS Generic Nursing Degree as of Summer 2010, by College, 2000-01 to 2007-08

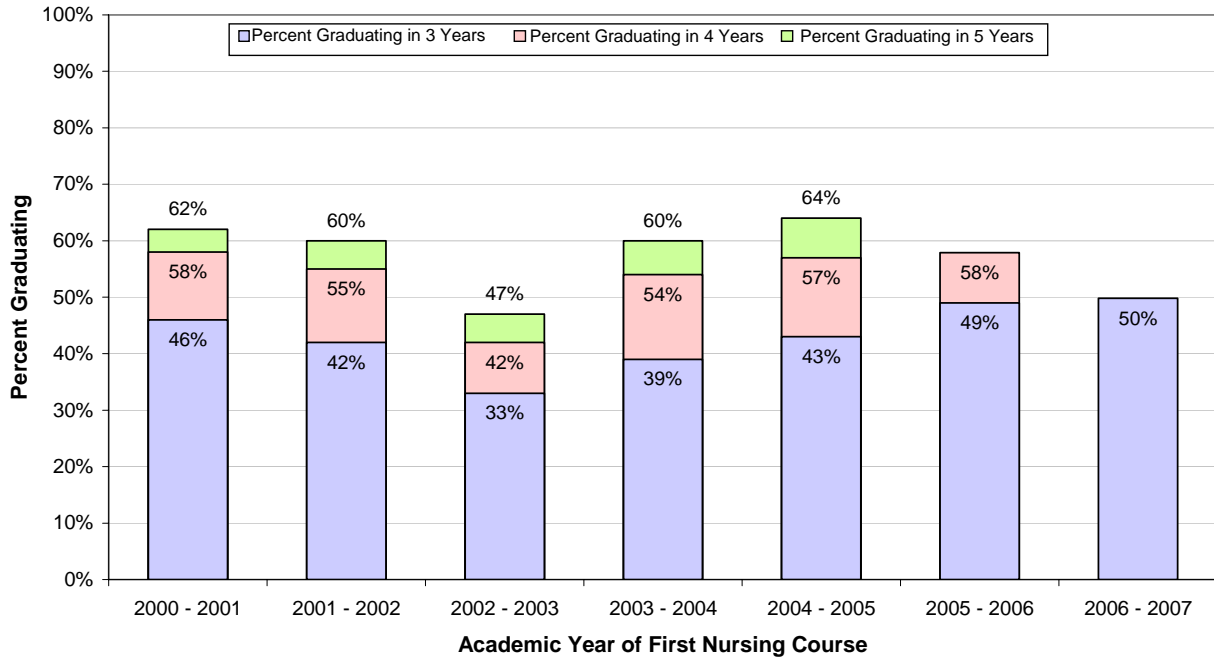
College	Academic Year of First Clinical Course							
	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Hunter	94%	97%	96%	97%	99%	97%	97%	99%
Lehman	75%	82%	93%	88%	90%	83%	81%	68%
<b>Total</b>	<b>87%</b>	<b>91%</b>	<b>95%</b>	<b>92%</b>	<b>94%</b>	<b>88%</b>	<b>89%</b>	<b>90%</b>

SOURCE: CUNY Institutional Research Database (IRDB)

Note: Percentages from recent years may be lower than those from earlier years because some students are still enrolled and making progress toward a degree.

**RN to BS Programs:**

**Figure 9.** Percent of Students Graduating from RN to BS Nursing Degree Programs Within Three, Four, and Five Years After their First Nursing Course, 2000-01 to 2006-07



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 12.** Percent of Students Ever Graduating with an RN to BS Completion Nursing Degree as of Summer 2010, by College, 2000-01 to 2007-08

<i>College</i>	<b>Academic Year of First Clinical Course</b>							
	<i>2000-2001</i>	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>
Hunter	65%	63%	62%	63%	59%	54%	67%	55%
Lehman	85%	72%	81%	82%	80%	80%	70%	59%
Medgar Evers	48%	50%	71%	71%	74%	77%	86%	69%
NYCCT	n/a	n/a	n/a	n/a	n/a	50%	48%	39%
Staten Island	48%	62%	28%	51%	56%	46%	54%	53%
York	81%	77%	49%	66%	68%	70%	46%	70%
<b>Total</b>	<b>66%</b>	<b>66%</b>	<b>54%</b>	<b>65%</b>	<b>66%</b>	<b>63%</b>	<b>60%</b>	<b>57%</b>

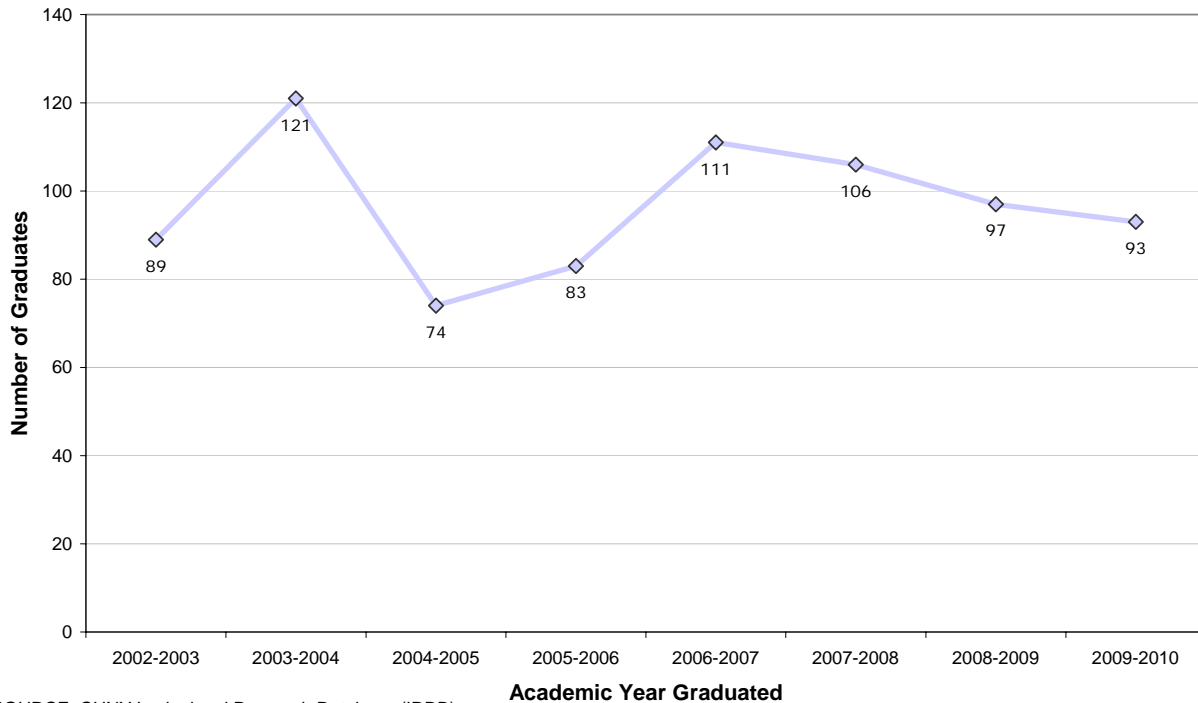
SOURCE: CUNY Institutional Research Database (IRDB)

Note: Percentages from recent years may be lower than those from earlier years because some students are still enrolled and making progress toward a degree.

## MS NURSING DEGREE PROGRAMS

### *MS Nursing Graduates*

**Figure 10.** Trends in CUNY MS Degrees in Nursing, 2002-03 to 2009-10



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 13.** Trends in CUNY MS Degrees in Nursing, by College, 2002-03 to 2008-09

College	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Hunter	60	65	49	39	60	51	36	50
Lehman	27	52	23	39	42	45	54	35
Staten Island	2	4	2	5	9	10	7	8
<b>Total</b>	<b>89</b>	<b>121</b>	<b>74</b>	<b>83</b>	<b>111</b>	<b>106</b>	<b>97</b>	<b>93</b>

SOURCE: CUNY Institutional Research Database (IRDB)

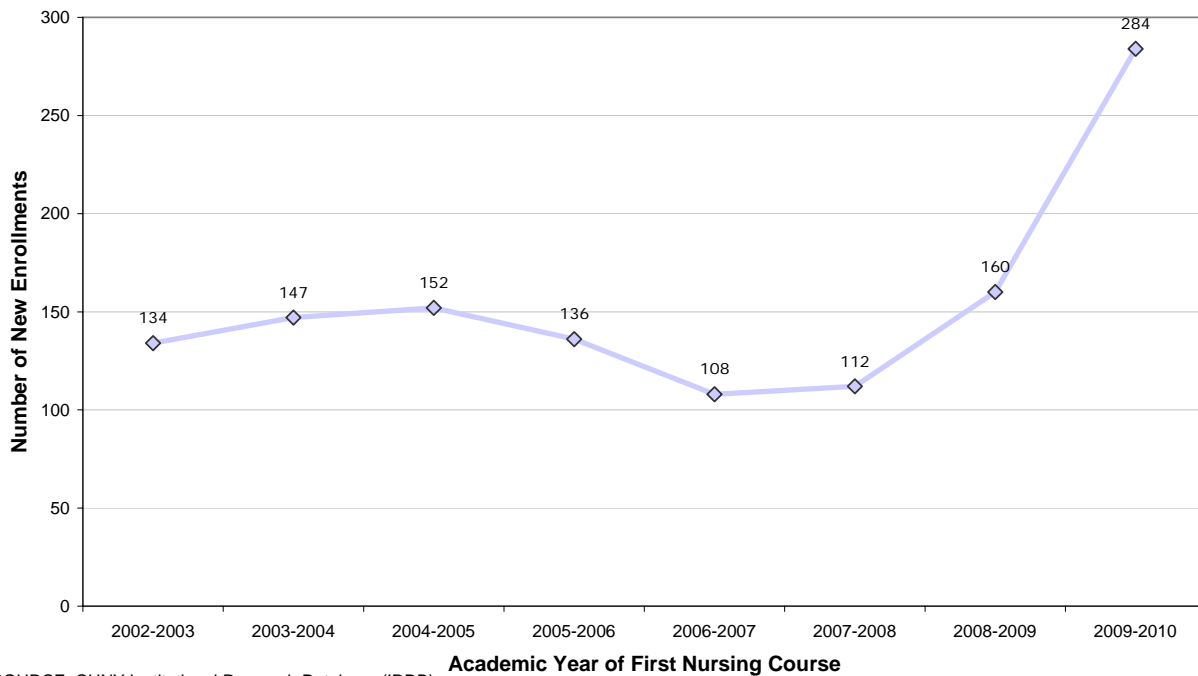
### *Demographics of MS Nursing Graduates*

Based on IRDB data for graduates from academic year 2009-2010:

- Eighty-eight percent of MS graduates were women.
- Fifty-six percent were Black, Hispanic, or Asian.
- The average age at the time of graduation of an MS graduate was 42.6 years.

### *MS New Nursing Enrollments*

**Figure 11.** New Enrollments, CUNY MS Nursing Programs, 2002-03 to 2008-09



SOURCE: CUNY Institutional Research Database (IRDB)

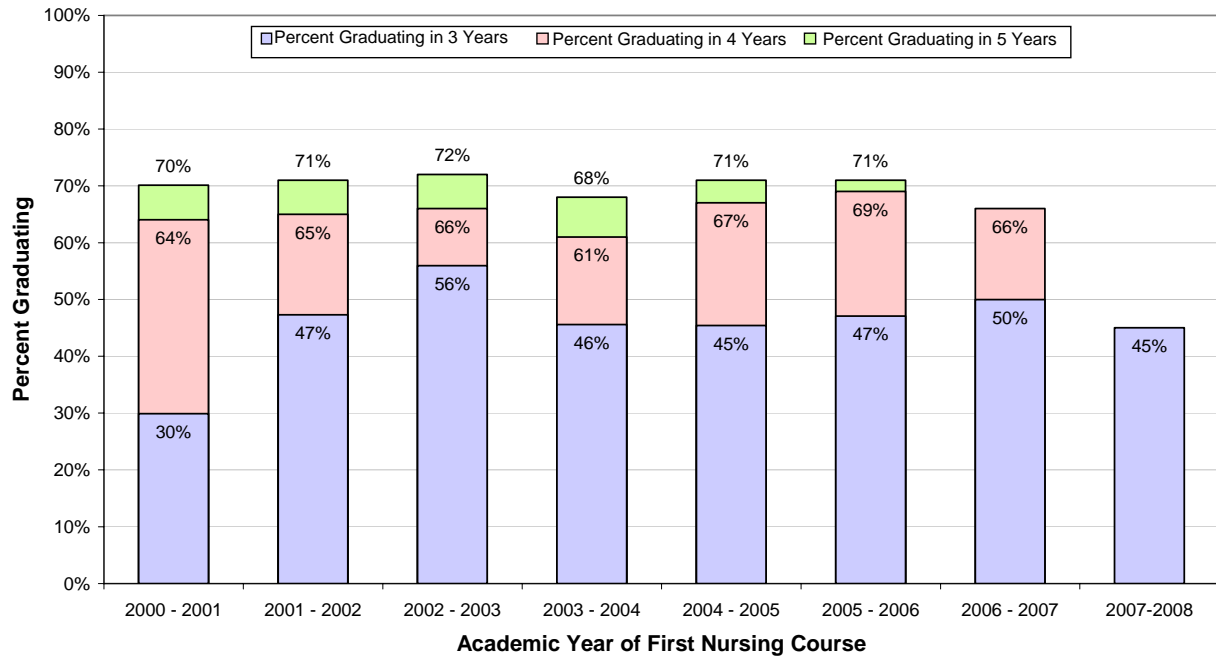
**Table 14.** New Enrollments, CUNY MS Nursing Programs, by College, 2002-03 to 2008-09

College	Academic Year of First Nursing Course							
	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Hunter	56	83	64	69	47	61	98	173
Lehman	64	52	71	54	49	42	53	93
Staten Island	14	12	17	13	12	9	9	18
<b>Total</b>	<b>134</b>	<b>147</b>	<b>152</b>	<b>136</b>	<b>108</b>	<b>112</b>	<b>160</b>	<b>284</b>

SOURCE: CUNY Institutional Research Database (IRDB)

## Graduation of Students Admitted into MS Nursing Programs

**Figure 12.** Percent of Students Graduating from MS Nursing Degree Programs Within Three, Four, and Five Years After their First Nursing Course, 2000-01 to 2007-08



SOURCE: CUNY Institutional Research Database (IRDB)

**Table 15.** Percent of Students Ever Graduating with an MS Nursing Degree as of Summer 2010, by College, 2000-01 to 2006-07

College	Academic Year of First Clinical Course							
	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Hunter	72%	71%	63%	64%	72%	74%	55%	37%
Lehman	88%	77%	84%	81%	77%	74%	80%	60%
Staten Island	67%	67%	64%	67%	59%	46%	50%	33%
<b>Total</b>	<b>75%</b>	<b>72%</b>	<b>73%</b>	<b>70%</b>	<b>73%</b>	<b>71%</b>	<b>66%</b>	<b>45%</b>

SOURCE: CUNY Institutional Research Database (IRDB)

Note: Percentages from recent years may be lower than those from earlier years because some students are still enrolled and making progress toward a degree.

## DOCTOR OF NURSING SCIENCE DEGREE

### *DNS Program Enrollments and Graduations*

The Doctor of Nursing Science program offered by the CUNY Graduate Center enrolled its first cohort of doctoral students in 2006-07. Its first graduates were reported in 2010-11.

**Table 16.** New and Total Enrollments, CUNY Doctor of Nursing Science Program, 2006-07 to 2010-2011

	Academic Year				
	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
New Enrollments	12	11	14	12	8
Total Enrollments	12	23	35	47	53
Graduates	0	0	0	0	6

SOURCE: CUNY Institutional Research Database (IRDB), DNS Department Data

### *Demographics of Doctoral Program Enrollees*

Based on IRDB data we can determine that, of the 53 enrollees in the Doctoral Program in 2010-2011:

- Ninety-four percent of currently enrolled doctoral students are women.
- Thirty-two percent are Black, Hispanic, or Asian.
- The average age of currently enrolled students is 49.6 years.

## NCLEX-RN AND NCLEX-PN PASS RATES

The NCLEX-RN is the National Council Licensure Examination for Registered Nurses.

- For 2010, the average CUNY-wide NCLEX-RN pass rate for first-time test takers was 85 percent. The average pass rate for all other NYS first-time test takers was 84 percent.
- Eight hundred and fifty-eight CUNY nursing graduates passed the NCLEX-RN in 2010. This represents over 10 percent of all NYS NCLEX passers in 2010.
- Of the 858 NCLEX-RN passers from CUNY, 15 percent were graduates of generic BS nursing programs and 85 percent graduated from AAS programs.

The NCLEX-PN is the National Council Licensure Examination for Practical Nurses.

- For 2010, the average CUNY-wide NCLEX-PN pass rate for first-time takers was 81 percent. The average pass rate for all other NYS first-time NCLEX-PN test takers was 82 percent.

**Table 17.** CUNY NCLEX Pass Rates, First Time Test Takers, 2006-2009

<i>College</i>	2007			2008			2009			2010		
	TAKE	PASS	PCT	TAKE	PASS	PCT	TAKE	PASS	PCT	TAKE	PASS	PCT
<b>Senior/Comprehensive Colleges</b>												
Hunter	76	67	<b>88%</b>	74	68	<b>92%</b>	102	91	<b>89%</b>	101	91	<b>90%</b>
Lehman	100	73	<b>73%</b>	96	81	<b>84%</b>	65	53	<b>82%</b>	41	36	<b>88%</b>
Medgar Evers	18	17	<b>94%</b>	14	14	<b>100%</b>	27	27	<b>100%</b>	35	29	<b>83%</b>
NYCCT	85	75	<b>88%</b>	107	97	<b>91%</b>	106	87	<b>82%</b>	83	79	<b>95%</b>
Staten Island	132	117	<b>89%</b>	152	122	<b>80%</b>	124	105	<b>85%</b>	98	89	<b>91%</b>
<b>Community Colleges</b>												
BMCC	200	177	<b>89%</b>	205	170	<b>83%</b>	173	143	<b>83%</b>	162	136	<b>84%</b>
Bronx	108	80	<b>74%</b>	50	43	<b>86%</b>	59	48	<b>81%</b>	32	29	<b>91%</b>
Hostos	25	22	<b>88%</b>	26	22	<b>85%</b>	37	30	<b>81%</b>	57	39	<b>68%</b>
Kingsborough	122	106	<b>87%</b>	119	107	<b>90%</b>	132	121	<b>92%</b>	132	121	<b>92%</b>
LaGuardia	79	77	<b>97%</b>	129	113	<b>88%</b>	126	108	<b>86%</b>	134	106	<b>79%</b>
Queensborough	138	124	<b>90%</b>	142	127	<b>89%</b>	133	113	<b>85%</b>	129	103	<b>80%</b>
<b>Total CUNY</b>	<b>1083</b>	<b>935</b>	<b>86%</b>	<b>1114</b>	<b>964</b>	<b>87%</b>	<b>1084</b>	<b>926</b>	<b>85%</b>	<b>1004</b>	<b>858</b>	<b>85%</b>
<b>All Other Non-CUNY NYS Nursing Programs</b>	<b>7417</b>	<b>6051</b>	<b>82%</b>	<b>8012</b>	<b>6582</b>	<b>82%</b>	<b>8586</b>	<b>7251</b>	<b>84%</b>	<b>8682</b>	<b>7322</b>	<b>84%</b>

SOURCE: New York State Education Department, Office of the Professions

**Table 18.** CUNY LPN NCLEX Pass Rates, First Time Test Takers, 2008-2010

<i>College</i>	2008			2009			2010		
	TAKE	PASS	PCT	TAKE	PASS	PCT	TAKE	PASS	PCT
Bronx	6	6	<b>100%</b>	7	7	<b>100%</b>	3	3	<b>100%</b>
Hostos	47	32	<b>68%</b>	16	12	<b>75%</b>	22	12	<b>55%</b>
LaGuardia	109	77	<b>71%</b>	90	76	<b>84%</b>	121	102	<b>84%</b>
Medgar Evers	34	23	<b>68%</b>	29	22	<b>76%</b>	37	32	<b>86%</b>
<b>Total CUNY</b>	<b>196</b>	<b>138</b>	<b>70%</b>	<b>142</b>	<b>117</b>	<b>82%</b>	<b>183</b>	<b>149</b>	<b>81%</b>
<b>All Other Non-CUNY NYS Practical Nursing Programs</b>	<b>2656</b>	<b>2112</b>	<b>80%</b>	<b>2790</b>	<b>2252</b>	<b>81%</b>	<b>3403</b>	<b>2805</b>	<b>82%</b>

SOURCE: New York State Education Department, Office of the Professions

## CONCLUDING COMMENTS

Quality health care is dependent on the availability of an educated and well-trained workforce and CUNY's responsibility is to prepare a sufficient number of qualified personnel to meet the health care needs of NYC residents. Each year, through its expansive network, CUNY prepares a large, culturally diverse pool of qualified nurses who are dedicated to providing quality health care services to all New Yorkers.

### **A Competitive Nursing Job Market Nationally and in New York State**

The American Association of Colleges of Nursing (AACN) tracks current and projected nursing shortage indicators. According to AACN "the current downturn in the U.S. economy has led to an easing of the nursing shortage in some parts of the country." Nationally, AACN is hearing anecdotal reports that new graduates are having a harder time finding their first positions in nursing. It recommends that new graduates start their job search earlier, identify internships that may lead to future employment, consider broadening their job search in terms of geography and look for positions outside of hospitals in community health, ambulatory care and nursing homes.

However, AACN also cautions nurse educators, policymakers, employers and other stakeholders from thinking that the current job situation signals the end of the shortage. Leading health workforce researcher Peter Buerhaus notes that the recession has led to a "temporary easing of the nursing shortage," but he still projects a shortage of 260,000 nurses by 2025. In an article in the *Journal of the American Medical Association (JAMA)* he cites the following factors contributing to the "stabilization" of the nursing workforce: 1) the economy is bringing retired nurses back into the workforce; 2) nurses who had planned to retire are holding on to their positions; 3) some nurses who were working part-time are now working full-time and others are working extra shifts to provide more financial support to their families, particularly in situations where a spouse has been laid off.

In January 2010 the NYS Center for Health Workforce Studies reported that "the current economic downturn has reduced the number of jobs available for newly-trained RNs and they

now face a very competitive job market.” Since 2008 there have been seven hospital closings in NYC alone: St. Vincent’s Catholic Medical Center in Greenwich Village and North General Hospital in Harlem in 2010; St. John’s Hospital and Mary Immaculate Hospital in Queens in 2009; and Cabrini Medical Center in Manhattan, Victory Memorial Hospital in Bay Ridge Brooklyn, and Parkway Hospital in Queens in 2008. In addition, the 2011-2012 New York State Budget incorporated a majority of the proposals of the NYS Medicaid Redesign Team. It reflects a \$2.85 billion reduction in healthcare expenditures. Historically the employment of RNs is linked to overall healthcare expenditures. The spending cuts and recent hospital closings coupled with ongoing mergers, downsizings and hiring freezes among existing healthcare providers will likely make the local job market even more competitive for new nurse graduates, at least in the short-term.

In so far as many of our recent AAS nursing graduates are experiencing difficulty in obtaining their first RN jobs, it is prudent, on a university-wide basis, to continue to hold the number of new enrollments in CUNY AAS programs relatively level, at least in the short term.

The university should also become more active in partnering with healthcare providers to design and implement paid and unpaid internships, externships, residencies and other “transition-to-practice” programs that may lead to employment, especially in growing sectors such as community-based service settings.

### **The Priority of BS Nurse Graduates**

Recent national reports, changes in personnel practices and proposed legislation in NYS reflect a strong preference for a more highly educated nursing workforce. The December 2009 Carnegie Foundation report *Educating Nurses: a Call for Radical Transformation* recommended the baccalaureate degree as the appropriate credential for RNs entering the profession. The 2011 Institute of Medicine report *The Future of Nursing* recommended that: “nurses should achieve higher levels of education...through an improved education system that promotes seamless academic progression” and that leaders in the field should work collaboratively to “increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.” More local healthcare providers are now requiring a baccalaureate degree in nursing for all new nurse hires. Proposed

legislation in NYS, the so-called “BSN in Ten,” would require all new AAS nurse graduates to complete a BS in nursing within ten years. Thus there is a broad consensus among nurse faculty, nursing professionals and many employers that the BS in nursing is preferred over the AAS degree.

A more competitive job market has also contributed to the dramatic surge in enrollment in CUNY’s RN to BS programs. The number of graduates from these completion programs has increased 145 percent in the last four years. According to our 2008 Survey of CUNY Nursing Graduates, about 25 percent of CUNY AAS nurse graduates go on to earn at least a BS degree in nursing. This number is likely to increase in the future. In addition AAS nurses are now more likely to enroll in RN to BS programs sooner, within one or two years of their graduation, especially at CUNY schools such as Staten Island, NYCCT and Medgar that offer both AAS and RN to BS programs. We can also expect that employers will continue to encourage incumbent RNs with AAS degrees to return to school to advance in their careers. For all these reasons it is likely that the recent growth in enrollment in CUNY’s RN to BS nursing programs will continue. Therefore, nursing directors should make plans to increase the capacity of these RN to BS completion programs. Since approximately 35 percent of the students who enroll in our RN to BS programs never graduate, specific interventions to address this problem should be piloted and evaluated. Since many RN to BS students work as RNs and attend CUNY part-time, additional distance learning strategies should be considered. CUNY’s School of Professional Studies is developing a fully online RN to BS degree program which will provide a new option.

The Robert Wood Johnson Foundation has funded several states including NYS to form Regional Action Committees to implement the recommendations of the Institute of Medicine (IOM) report entitled *The Future of Nursing*. University Dean William Ebenstein was appointed co-chair of the statewide committee to advance the recommendation to “increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.” One important way for CUNY to contribute toward this goal is to increase its percentage of BS graduates (both generic and RN to BS graduates) to AAS graduates. Over the last several years the University has made steady progress in this area. The overall percentage of BS to AAS graduates has increased from 25% in

2006-07 to 33% in 2009-10. During this same period the overall percentage of BS to AAS new enrollments increased from 26% to 38%.

**Table 19.** BS Graduates as a Percentage of Total Graduates of CUNY RN programs, 2006-07 to 2009-10

	Academic Year			
	2006-2007	2007-2008	2008-2009	2009-2010
Total BS Graduates	303	375	385	434
Total AAS Graduates	917	943	938	883
Percent BS Graduates	25%	28%	29%	33%

SOURCE: CUNY Institutional Research Database (IRDB)

**Table 20.** BS New Enrollments as a Percentage of Total New Enrollments in CUNY RN programs, 2006-07 to 2009-10

	Academic Year			
	2006-2007	2007-2008	2008-2009	2009-2010
New BS Enrollments	414	522	667	782
New AAS Enrollments	1176	1199	1261	1286
Percent BS Enrollments	26%	30%	35%	38%

SOURCE: CUNY Institutional Research Database (IRDB)

### **AAS/BS Dual Degree Programs in Nursing**

To achieve a more integrated university that promotes seamless academic progression in nursing CUNY has developed several initiatives that link its AAS programs more directly to its baccalaureate programs. A model AAS/BS dual degree/dual enrollment nursing program with Queensborough and Hunter was recently approved and will admit its first cohort in fall 2011. LaGuardia, Hostos and Bronx have partnered with Lehman and are developing similar AAS/BS dual degree/dual enrollment nursing programs. NYCCT, Staten Island and Kingsborough are collaborating on a “1-2-1” dual degree option in which nursing students earn their AAS in three years and their baccalaureate degree in four years.

### **Increasing the Number of Nurses with Doctorates**

Another IOM recommendation is to “double the number of nurses with a doctorate by 2020.” CUNY’s DNS program enrolled 53 students in 2010-11, six of whom received their doctorates in

the first graduating class. One-third of those enrolled in the program are from underrepresented groups. Many are also CUNY community college faculty who will become leaders in CUNY's emerging dual degree nursing programs. The DNS is a critical component in our effort to increase CUNY's capacity at the BS and graduate levels by growing our own nurse educators.

### **Advanced Practice Nurses**

There has been a surge in enrollment in CUNY's MS degree programs in nursing. Bringing more nurses into graduate programs is urgent given the shortage of primary care physicians and the calls for advanced practice nurses to deliver high quality, cost-effective care in a health system undergoing reform. Nurse Practitioners (NPs) in particular are taking a larger and more independent role in meeting the increased demand for primary care providers. Nationally, based upon professional trends in the field, many NP programs will begin to phase out and transition into Doctorate in Nursing Practice (DNP) programs. Toward this end Hunter College received approval for a new DNP degree program which will admit its first cohort in 2011-2012.

### **Healthcare Reform and the Nursing Workforce**

Passage of the Patient Protection and Affordable Care Act is accelerating ongoing changes in the healthcare delivery system including trends toward community-based services, patient-centered care, care coordination among multiple providers, a multi-disciplinary team approach, incorporation of new technologies such as electronic health records, and accountability for the total care of the patient. In general, the future healthcare delivery system will be more focused on primary and preventive care and will emphasize effective management of chronic diseases. These trends are emerging within the context of Federally Qualified Health Centers, patient-centered medical homes, "accountable care organizations," and other innovative models. Regardless of the specific program model, its success will ultimately hinge on the quality of the workforce, especially the nursing workforce. Therefore, the university is working closely with the healthcare industry and its unions to analyze workforce needs to be better able to offer the most up-to-date nurse education programs to implement these new models of service delivery.