

# **IOWA ADVANCED PRACTICE NURSE TRACKING SYSTEM**

**Advisory Committee Meeting  
November 8 ,2023**

# **Meeting Agenda & Participant List**

Iowa Advanced Registered Nurse Practitioner Tracking System  
Advisory Committee Meeting  
Wednesday, November 8, 2023  
9:00A.M.-11:00A.M.

Iowa Health Professions Tracking Center  
Office of Statewide Clinical Education Programs  
UI Carver College of Medicine

— **Agenda** —

- Welcome and Introductions
- Meeting Agenda and Participant List
- 2022 Annual Report
  - Annual Benchmarks
  - Geographic Distribution
  - Trends
  - Workforce Summary
- Open Discussion Items

Iowa Advanced Registered Nurse Practitioner Tracking System  
Advisory Committee Meeting  
Wednesday, November 8, 2023  
9:00A.M.-11:00A.M.

*Advisory Committee*

Christine Gust, MBA, SHRM-CP, PHR  
Human Resource Generalist, Office of Advanced Practice Providers  
The University of Iowa Hospitals and Clinics

Maria Lofgren, DNP, ARNP, NNP-BC, CPNP, FAANP  
Director of Faculty Practice  
University of Iowa College of Nursing  
Director of Advanced Practice Providers  
The University of Iowa Hospitals and Clinics

Kendra Lindloff, MSN, RN, CNE  
Associate Director of CE/Workforce  
Iowa Board of Nursing

Jimmy Reyes, DNP, AGNP, RN, FRE  
Instructor, Department of Nursing  
University of Northern Iowa

Kathy Weinberg, MSN, RN  
Executive Director  
Iowa Board of Nursing

Kendra Williams-Perez, EdD, RN, CNE  
Professor and Dean  
Allen College of Nursing

# **Annual Benchmarks**

# IOWA ARNPs

## Annual Workforce Report\*

### 2022

<u>Date</u>	<u>ARNPs</u>
• December 2022	3297
• January 2022	<u>3162</u>
Gain	<b>+135</b>

\* For year ending 12-31-2022

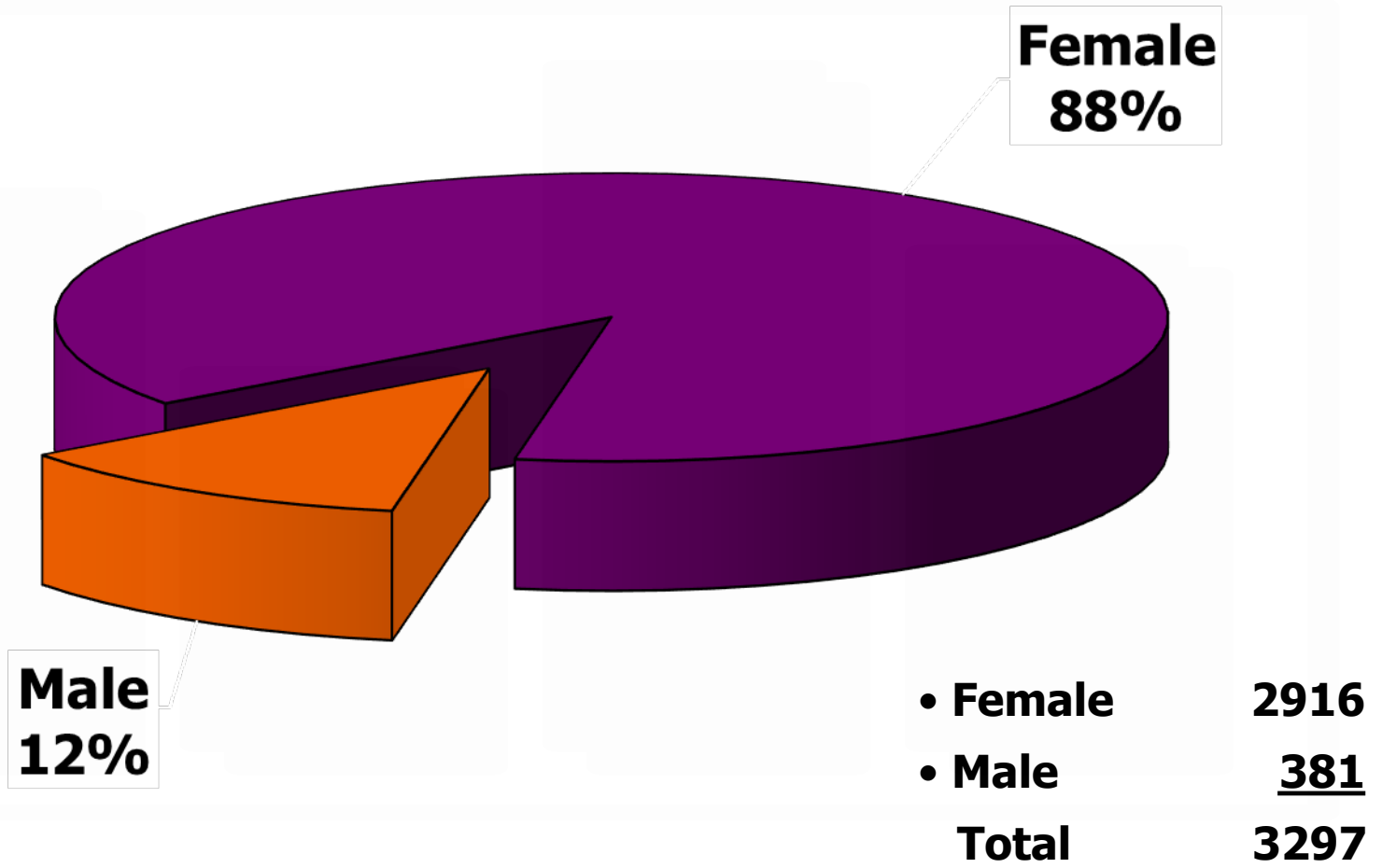
# IOWA ARNPs

## Entering vs. Terminating Practice

### 2022

	<u>2022</u>	<u>Prior Year</u>	<u>Prior Ten-Year Average</u>
<b>ARNPs Entering</b>	<b>357</b>	<b>384</b>	<b>317</b>
<b>ARNPs Terminating</b>	<b><u>-222</u></b>	<b><u>-214</u></b>	<b><u>- 152</u></b>
<b>Net Gain/Loss</b>	<b>+135</b>	<b>+170</b>	<b>+165</b>

# IOWA ARNPs Gender Distribution 2022



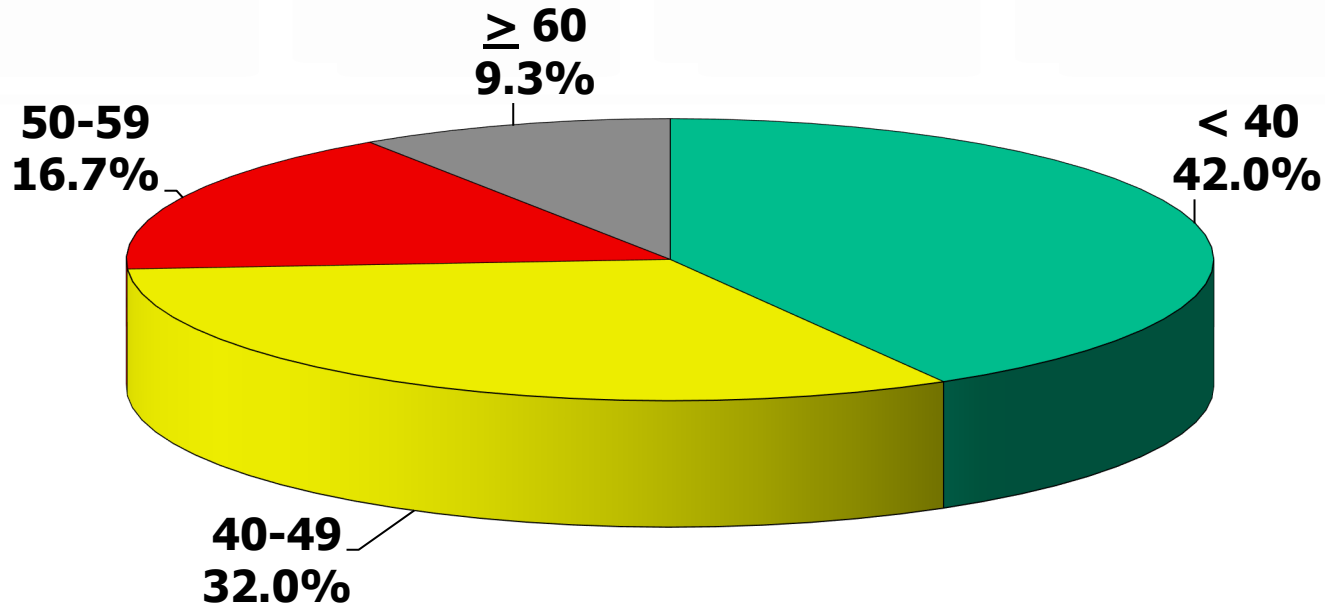


# IOWA ARNPs

## Age Distribution

### 2022

<u>Age Category</u>	<u>No.</u>	<u>%</u>	<u>Cumulative %</u>
< 40	1373	42.0%	42.0%
40-49	1064	32.0%	74.0%
50-59	552	16.7%	90.7%
≥ 60	308	9.3%	100.0%
	3297	100%	



# IOWA ARNPs

## Full Time vs. Part Time\*

### 2022

	<u>Number</u>	<u>Percent</u>
<b>Full Time</b>	<b>3191</b>	<b>97%</b>
<b>Part Time</b>	<b><u>106</u></b>	<b><u>3%</u></b>
<b>Total</b>	<b>3297</b>	<b>100%</b>

**\*PT = < 32 hours/week**

# IOWA ARNPs Age Distribution Full Time vs. Part Time 2022

<u>Age</u>	<u>FT</u>	<u>%</u>	<u>PT</u>	<u>%</u>	<u>Cumulative %</u>
< 40	1354	41.1	19	0.6	41.7
40-49	1026	31.1	38	1.1	73.9
50-59	530	16.1	22	0.7	90.7
≥ 60	<u>281</u>	<u>8.5</u>	<u>27</u>	<u>0.8</u>	100%
	<b>3191</b>	<b>96.8</b>	<b>106</b>	<b>3.2</b>	

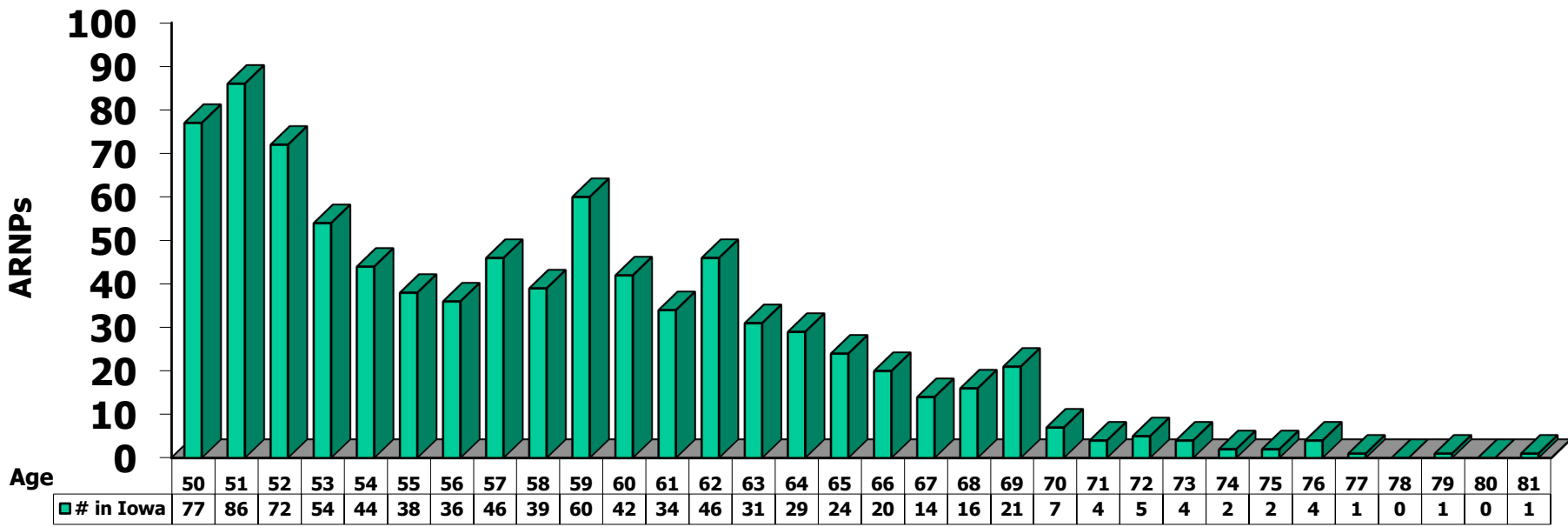
FT = ≥ 32

PT = < 32

# IOWA ARNPs

## Detail of Age $\geq$ 50

### 2022



**Total number of APNs age 50 and over = 860 (26%)**

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs  
 UI Carver College of Medicine, May 2023

# IOWA ARNPs

## Principal Professional Activity 2022

	<u>Number</u>	<u>Percent</u>
• Private Practice	2144	65.0%
• State Facility	336	10.2%
• Urgent Care	219	6.6%
• Public/Community Health	208	6.3%
• Hospital Medicine	198	6.0%
• Federal	86	2.6%
• Teaching/Research	37	1.1%
• Wound Care	31	1.0%
• Student Health	16	0.5%
• Administration	16	0.5%
• Industrial/Occupational Med	<u>6</u>	<u>0.2%</u>
<b>Total</b>	<b>3297</b>	<b>100%</b>

# IOWA ARNPs Certifications 2022

	<u>Number</u>	<u>Percent</u>
• Family NP (FNP)	1886	57.3%
• RN Anesthetist (CRNA)	360	11.0%
• Psychiatric NP (PMHNP,CAP,CCAP)	284	8.6%
• Adult NP (ANP)	231	7.0%
• Pediatric NP (PNP)	175	5.3%
• Nurse Midwife (CNM)	92	2.8%
• Ob/Gyn (ONP)/Women's Health (WHNP)	90	2.7%
• Acute Care NP (ACNP)	76	2.3%
• Neonatal NP (NNP)	56	1.7%
• Gerontological NP (AGNP)/CGE	34	1.0%
• Other*	<u>9</u>	<u>0.3%</u>
<b>Total</b>	<b>3297</b>	<b>100%</b>

**\*CMS Med Surg, School NP, CNS Oncology, CNS Adult Health  
Perinatal NP, CNS**

# DISTRIBUTION OF ARNPs By City Population Ranges 2022

<u>Population</u>	<u>Cities in Iowa</u>	<u>% of population*</u>	<u># of Cities with APNs</u>	<u># of APNs</u>	<u>Percent</u>	<u>Cumulative Percent</u>
< 5,000	938 <sub>(62CDP)**</sub>	27%	176	470	14.3%	14.3%
5,000-9,999	42	12%	38	381	11.6%	25.9%
10,000-24,999	24	10%	24	377	11.4%	37.3%
25,000-49,999	7	14%	7	261	7.9%	45.2%
50,000-99,999	9	23%	8	1108	33.6%	78.8%
100,000 ≥	<u>3</u>	<u>14%</u>	<u>3</u>	<u>700</u>	<u>21.2%</u>	100.0%
<b>Totals</b>	<b>1023</b>	<b>100%</b>	<b>256</b>	<b>3297</b>	<b>100.0%</b>	

**62.7% of Iowa's ARNPs are in the 19 cities with > 25,000 residents**

\*Population Source: US Census City Population Estimates 2020

\*\*CDP: Census Designated Place

# IOWA ARNPs

## Communities Gaining/Losing ARNPs 2022

<u>Community Size</u>	<u>#Entering</u>	<u>#Leaving</u>	<u>Net</u>
<5,000	44	26	+18
5,000 - 9,999	40	31	+09
10,000 - 24,999	39	24	+15
25,000 - 49,999	41	18	+23
50,000 - 99,999	119	83	+36
≥100,000	<u>74</u>	<u>40</u>	<u>+34</u>
<b>Total</b>	<b>357</b>	<b>222</b>	<b>+135</b>

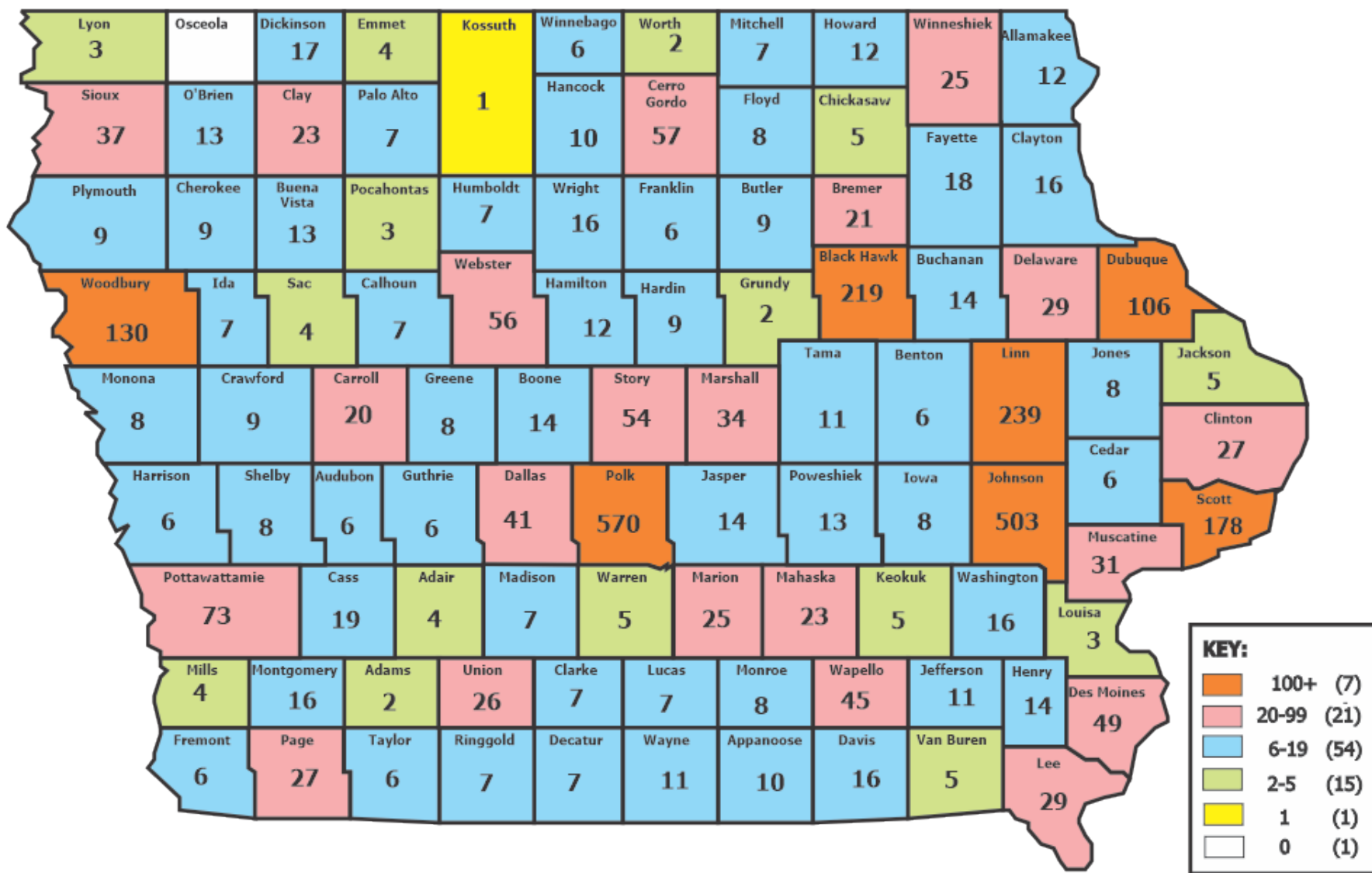


# **Geographic Distributions**

# IOWA

## ADVANCED REGISTERED PRACTICE NURSES (3,297)

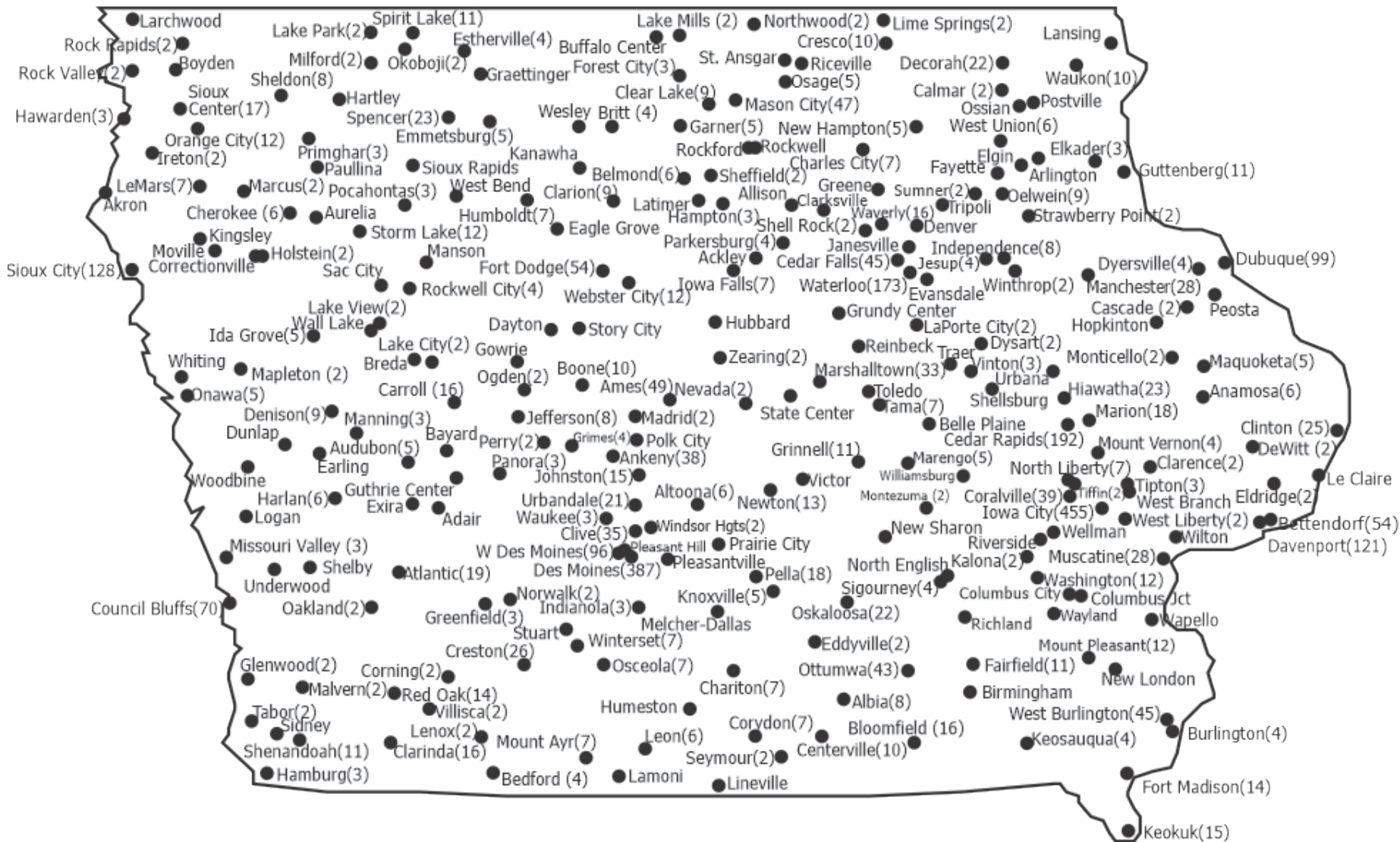
### 2022



# IOWA

## Communities with ARNPs (256)

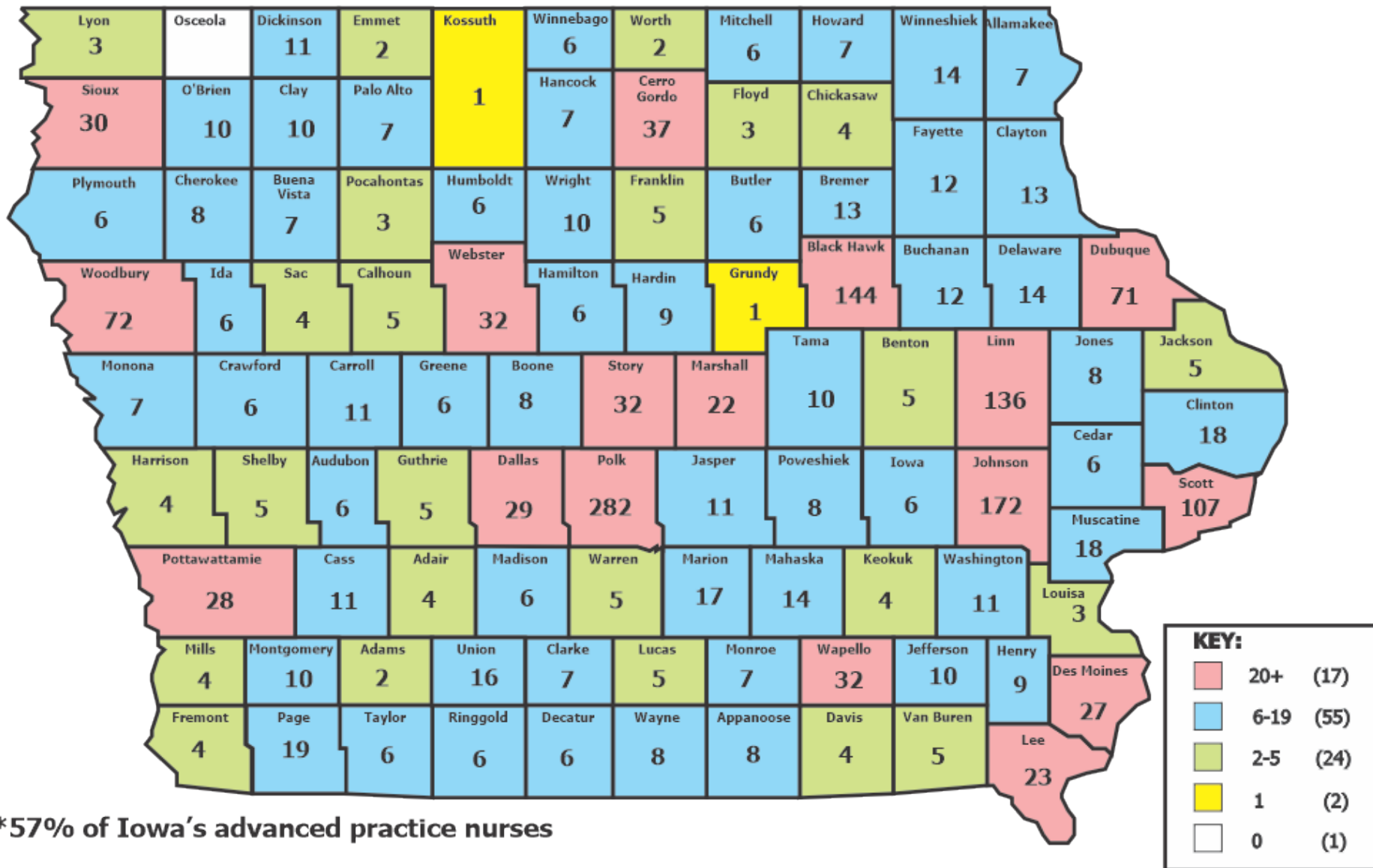
### 2022



# IOWA ARNPs

## Family Nurse Practitioners (1886)\*

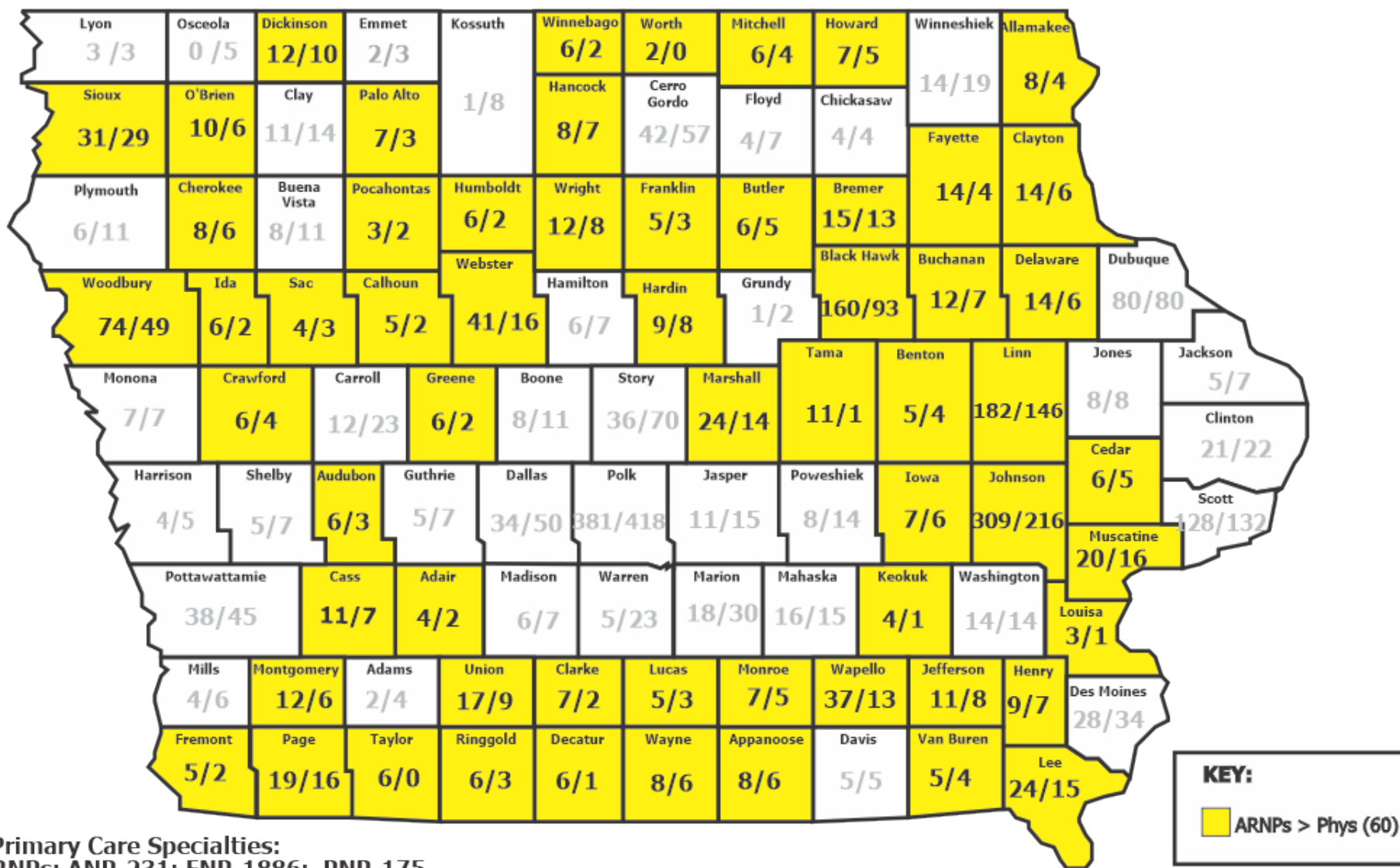
### 2022



\*57% of Iowa's advanced practice nurses

# IOWA ARNPs

## Primary Care\*: ARNPs (2,292) and Physicians (2,059) 2022

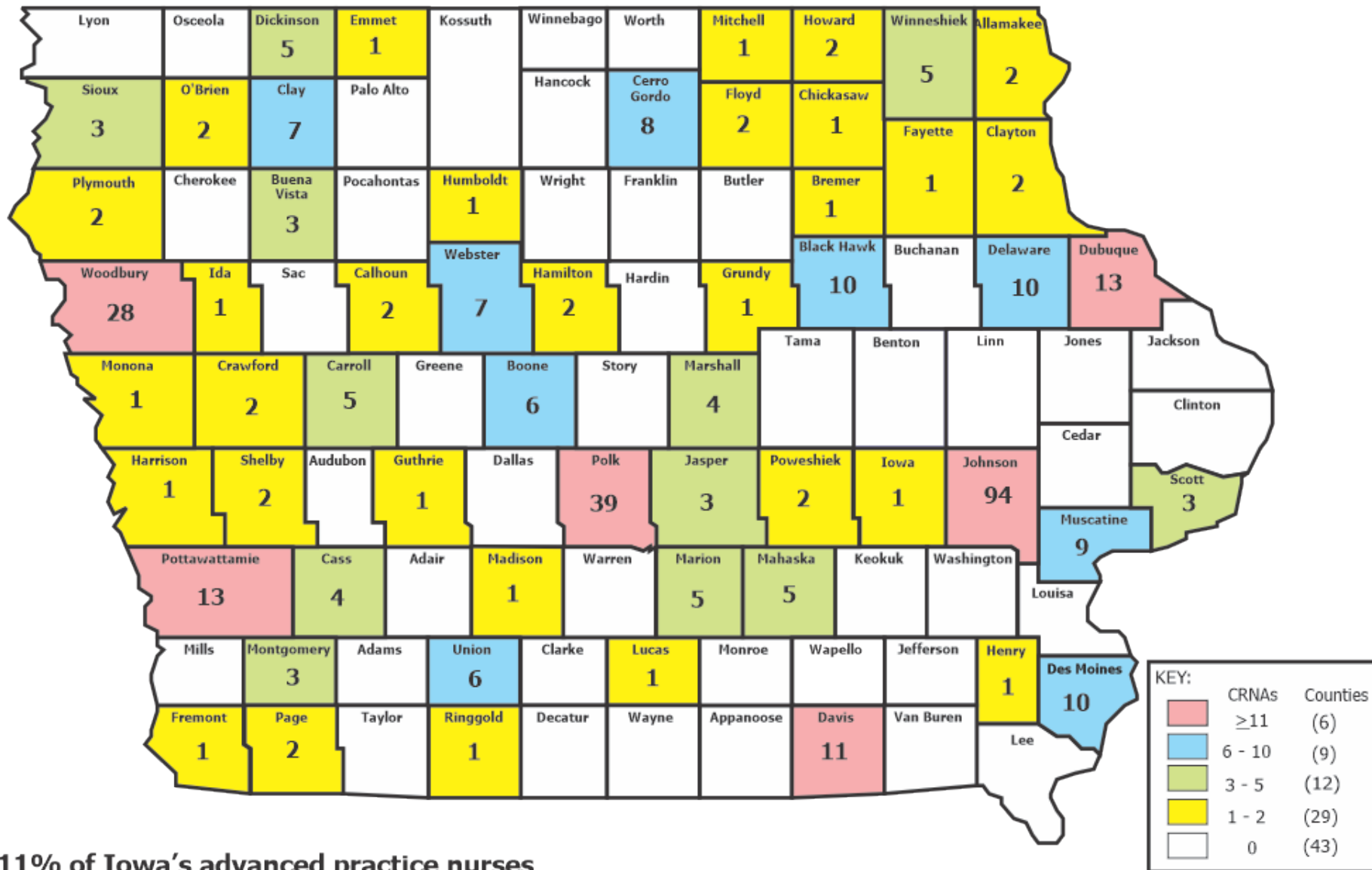


\*Primary Care Specialties:  
 ARNPs: ANP-231; FNP-1886; PNP-175  
 Physicians: Family Med-1260; Gen Int Med -500; Peds-299

# IOWA ARNPs

## Certified Registered Nurse Anesthetists (360)\*

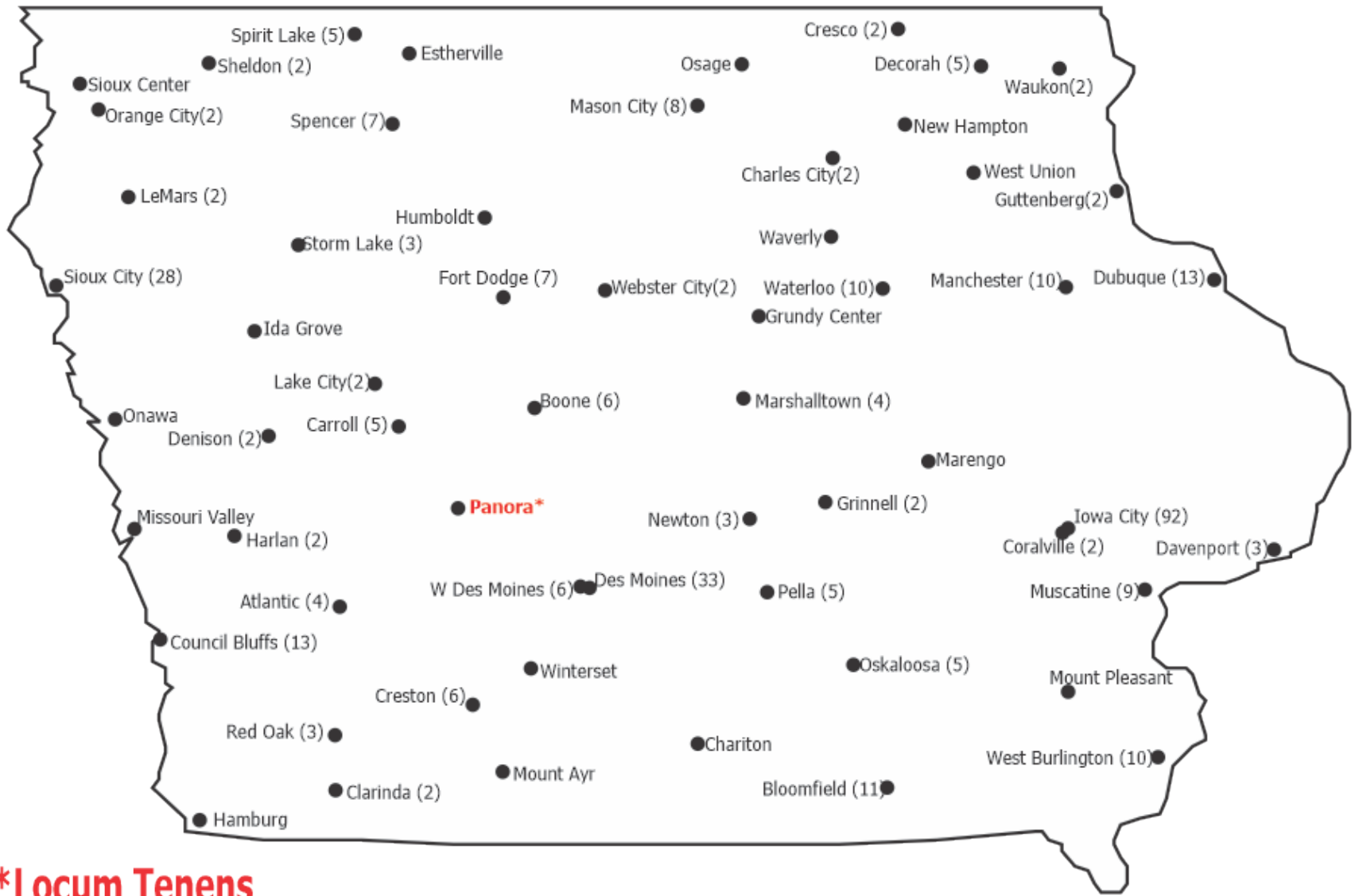
### 2022



\*11% of Iowa's advanced practice nurses



# IOWA ARNPs Communities with CRNAs (57) 2022

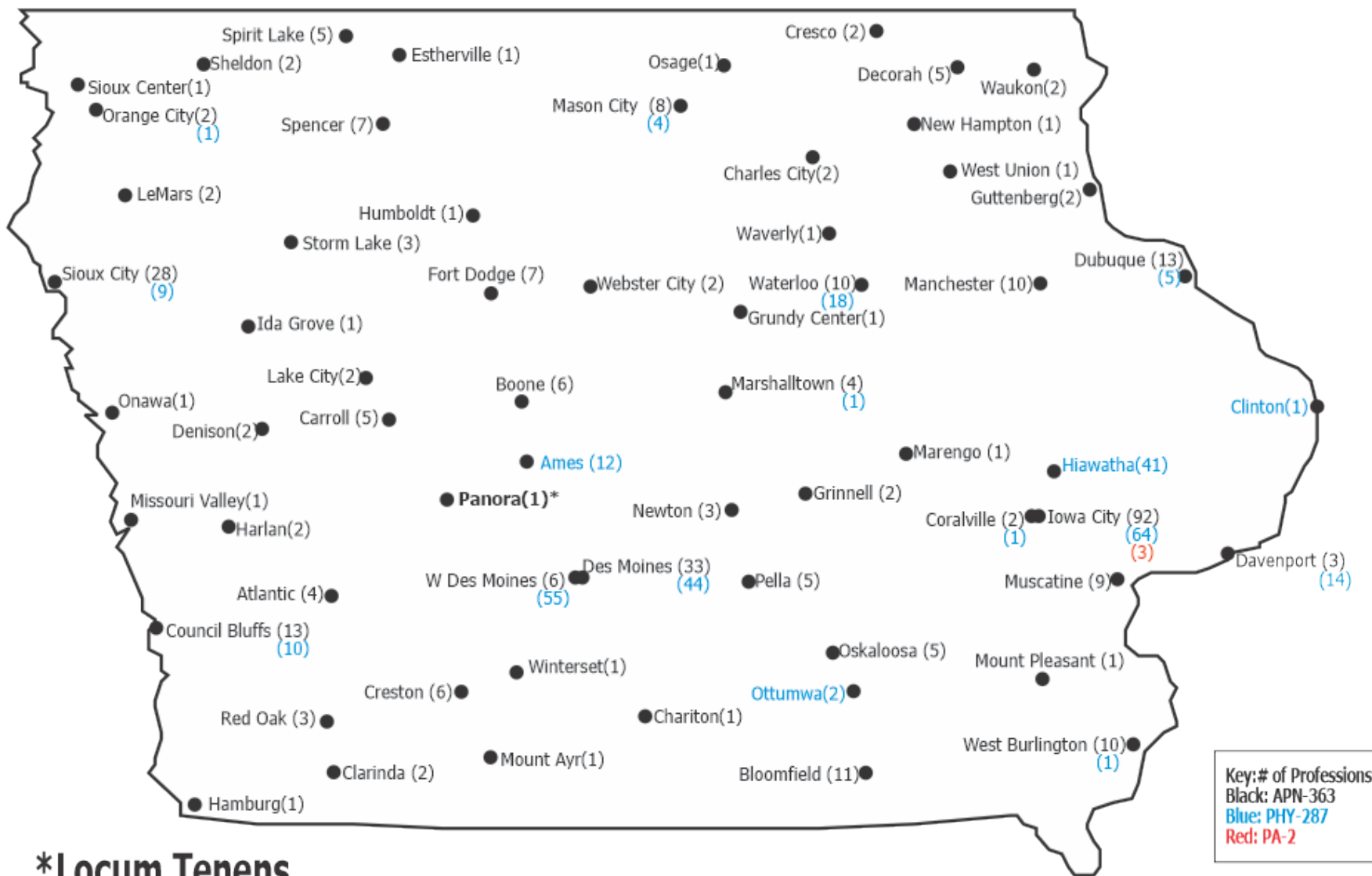


**\*Locum Tenens**

# IOWA ARNPs

## Communities with Anesthesia (63)

### 2022

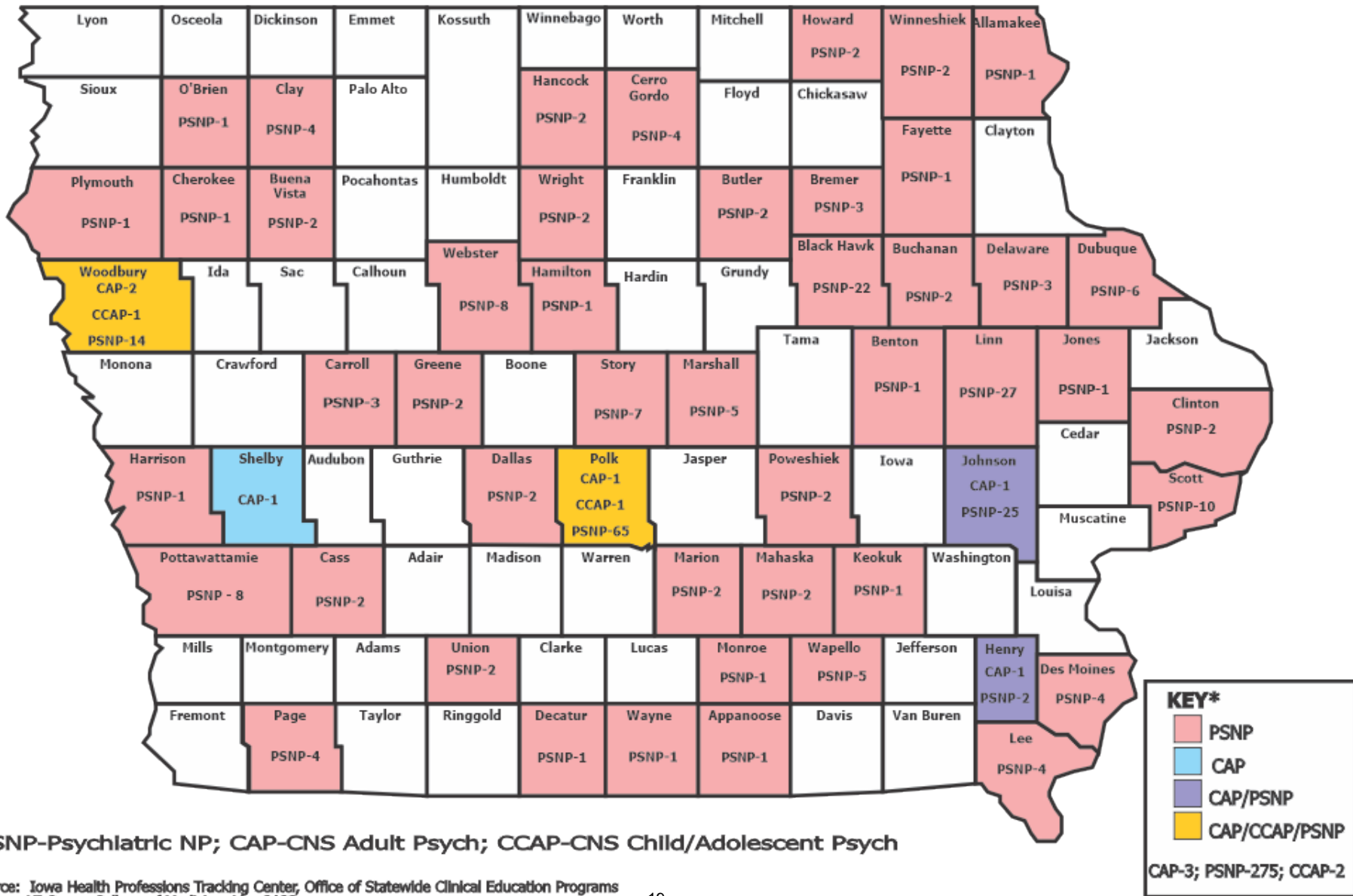




# IOWA ARNPs

## Psychiatric Nurse Practitioners\* (284)

### 2022

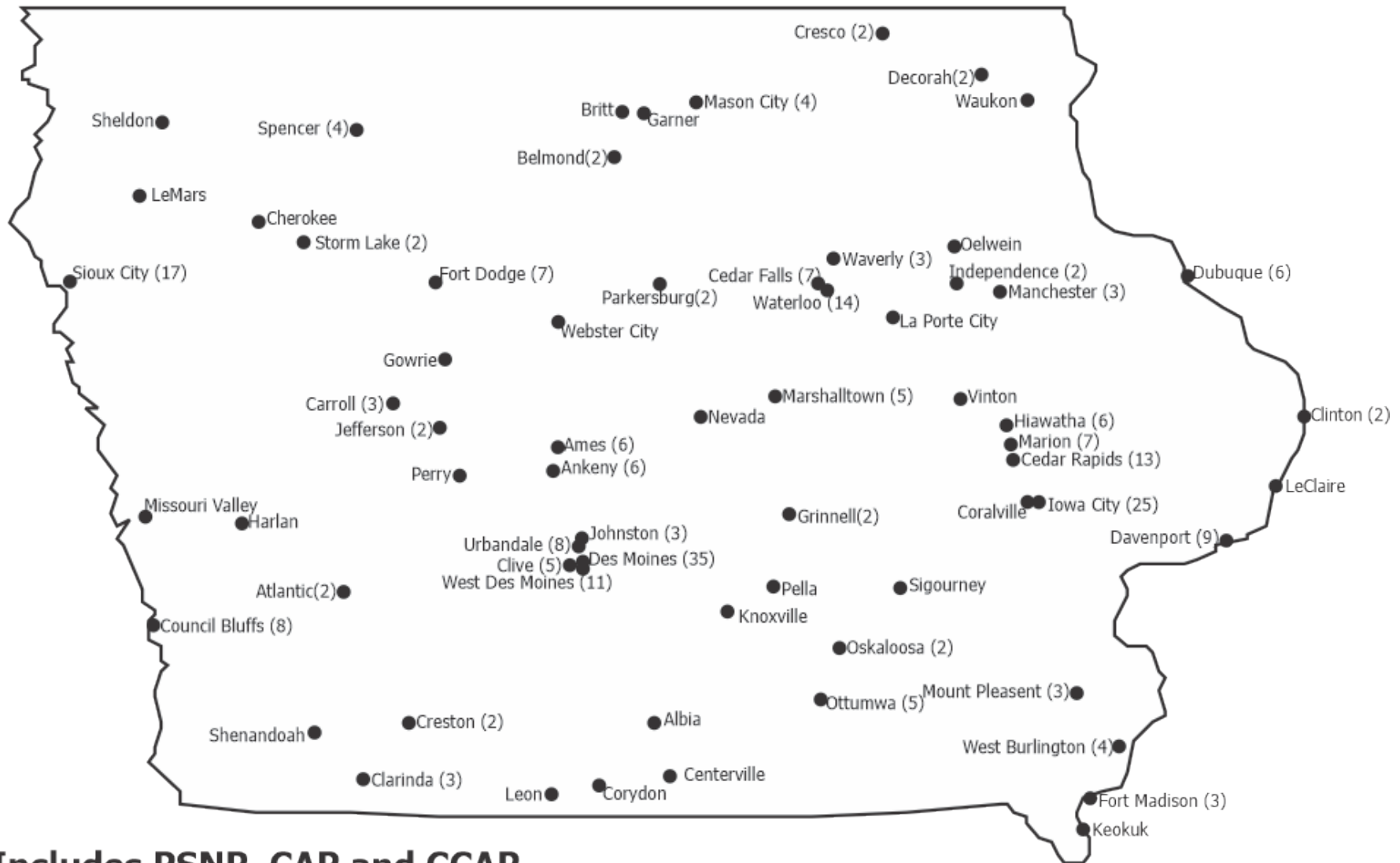


\*PSNP-Psychiatric NP; CAP-CNS Adult Psych; CCAP-CNS Child/Adolescent Psych

# IOWA ARNPs

## Communities with PSNPs (58)

### 2022

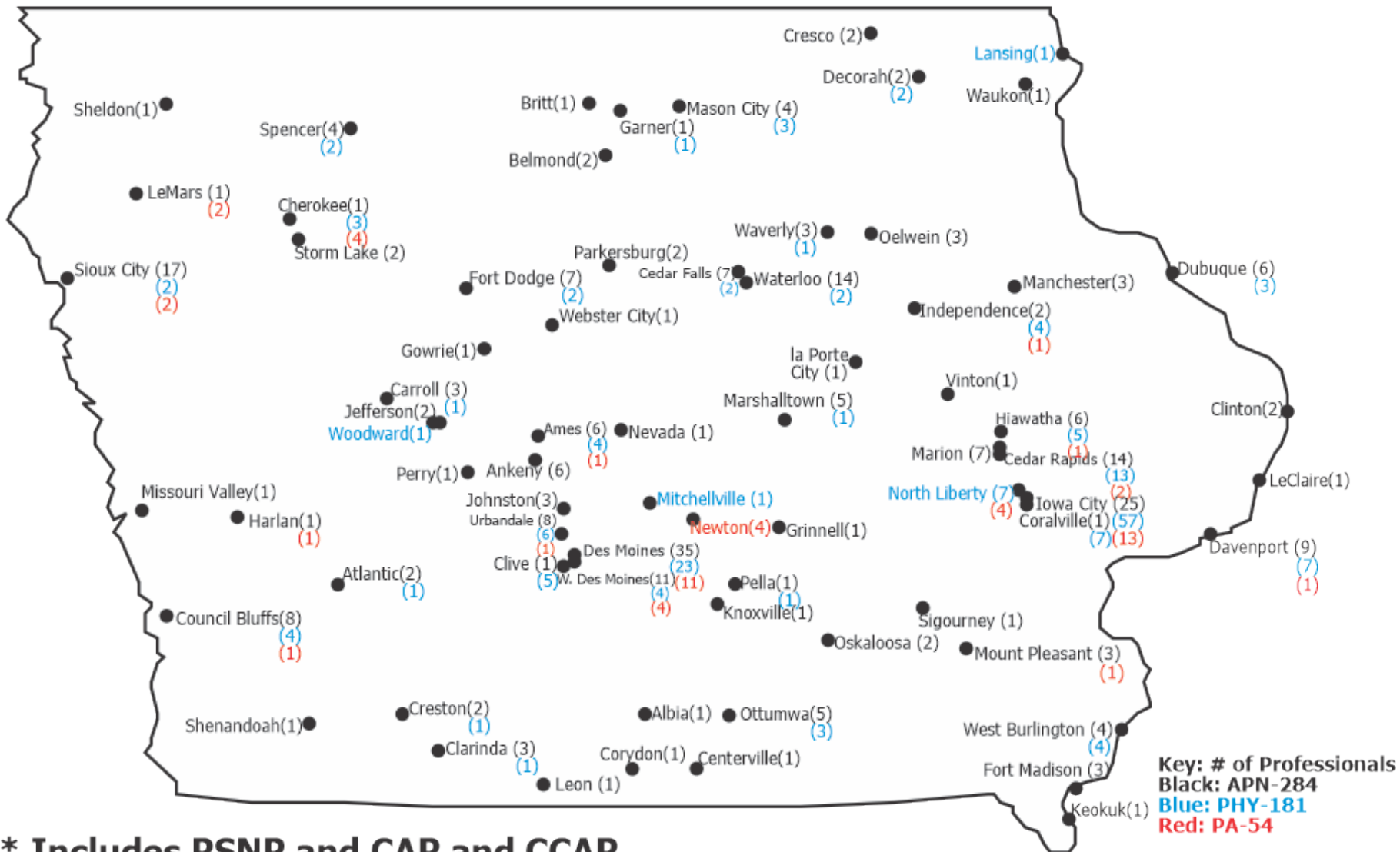


\* Includes PSNP, CAP and CCAP

# IOWA ARNPs

## Communities with Mental Health (72)

### 2022

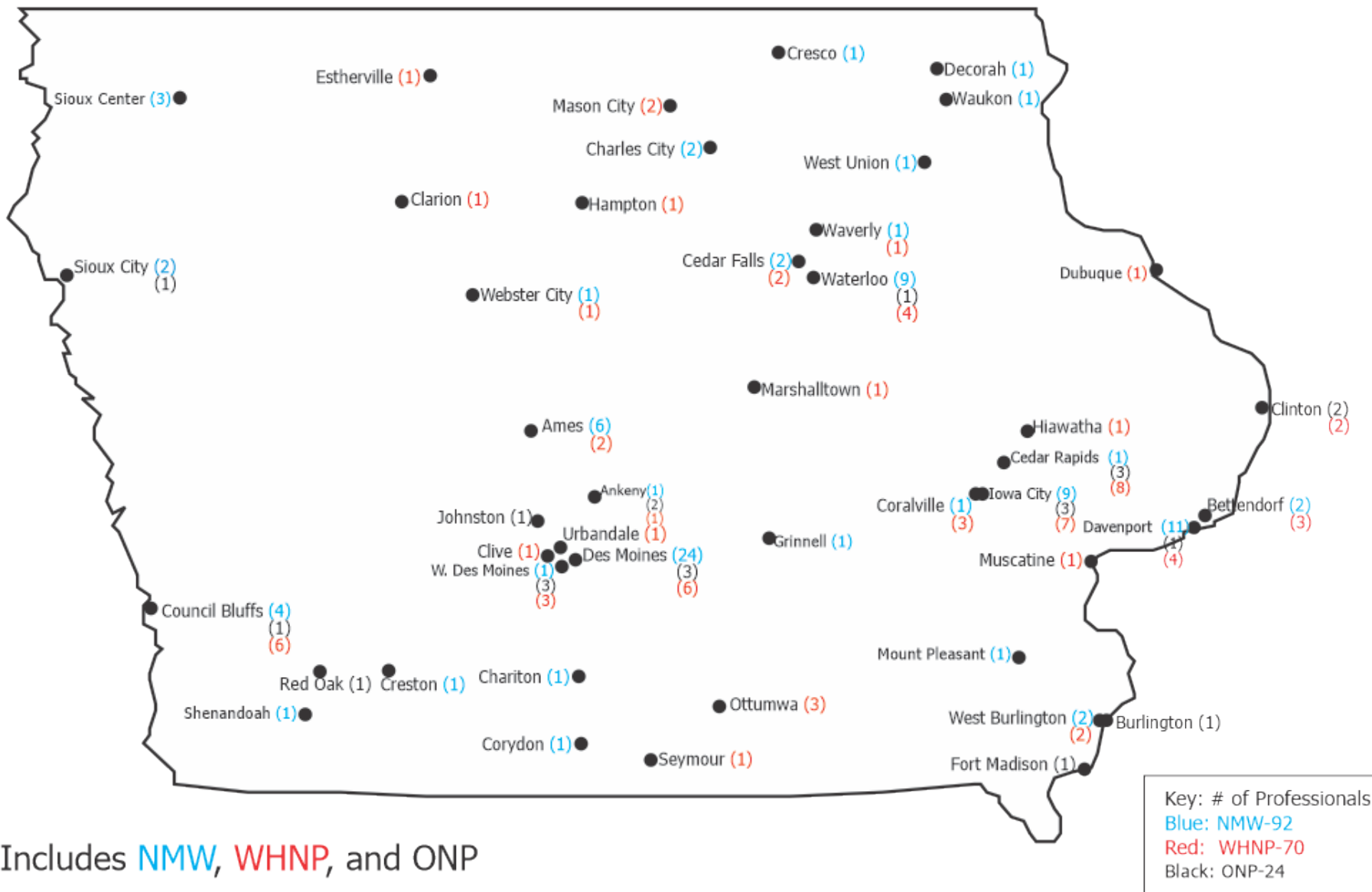


\* Includes PSNP and CAP and CCAP

# IOWA ARNPs

## Communities with Women's Health (45)

### 2022

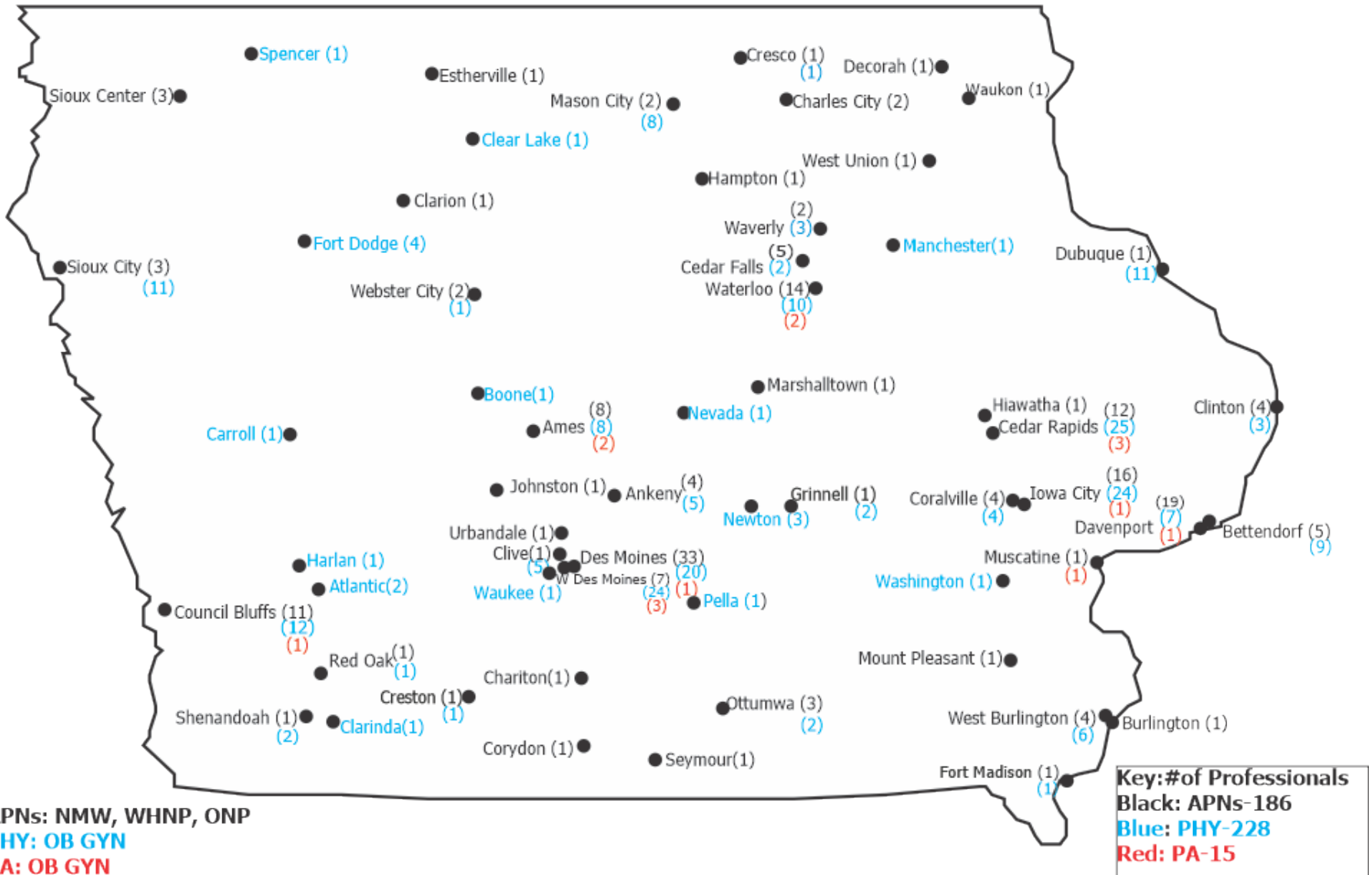


\*Includes NMW, WHNP, and ONP

# IOWA ARNPs

## Communities with Women's Health (59)

### 2022

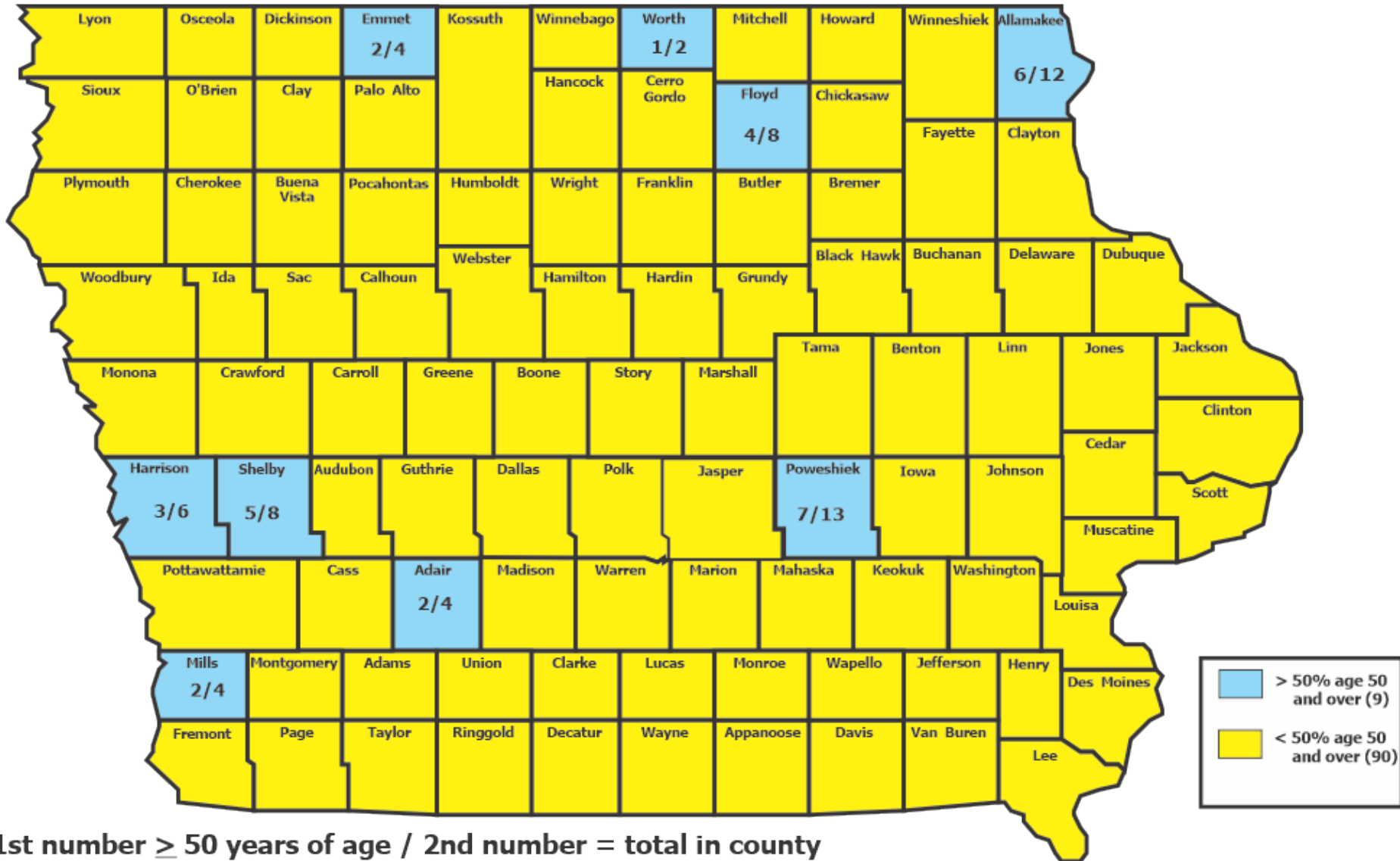


APNs: NMW, WHNP, ONP  
 PHY: OB GYN  
 PA: OB GYN

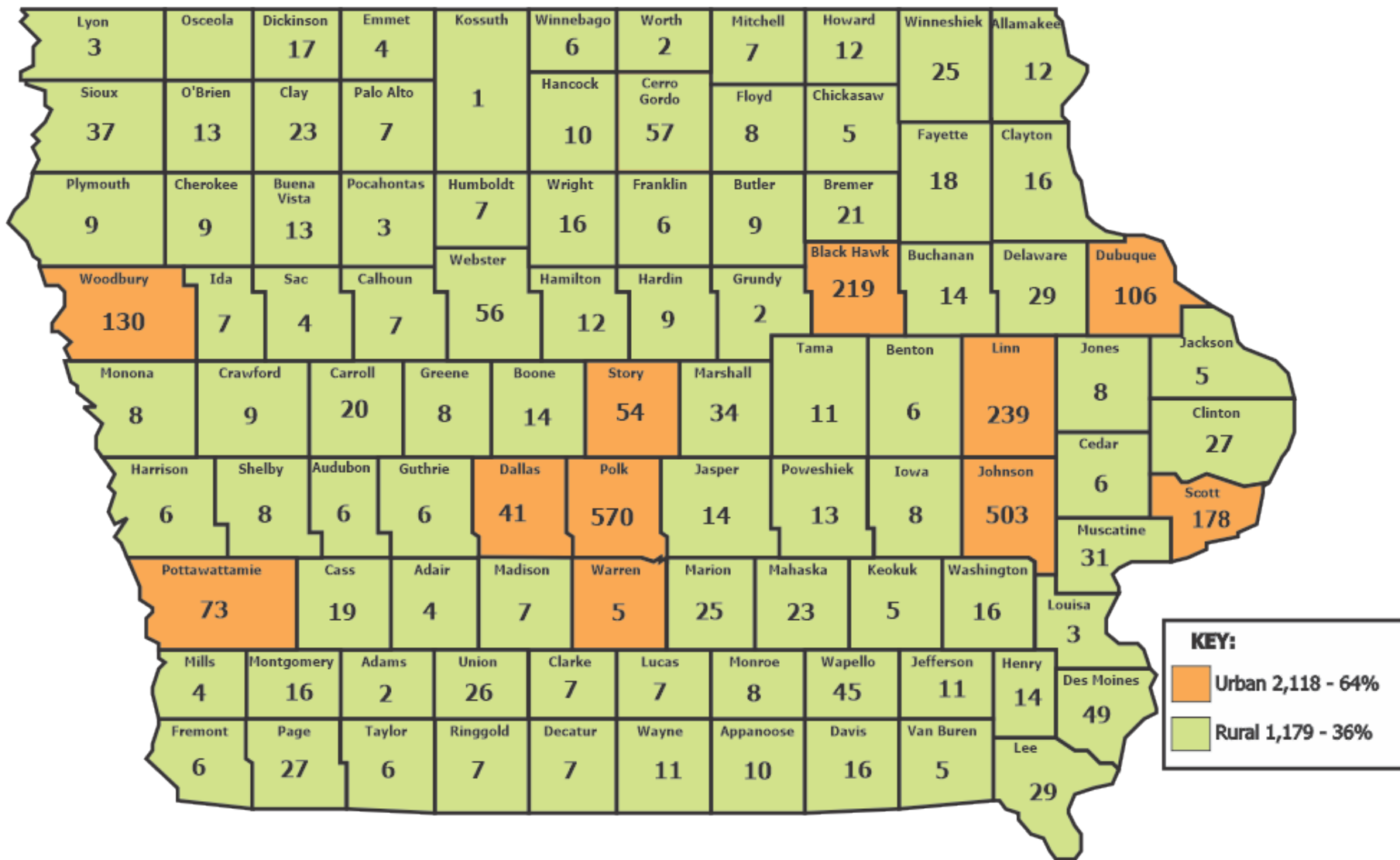
# IOWA ARNPs

## — Age 50 and Over —

### 2022



# DISTRIBUTION OF ALL ARNPs (3,297) By Rural vs. Urban 2022

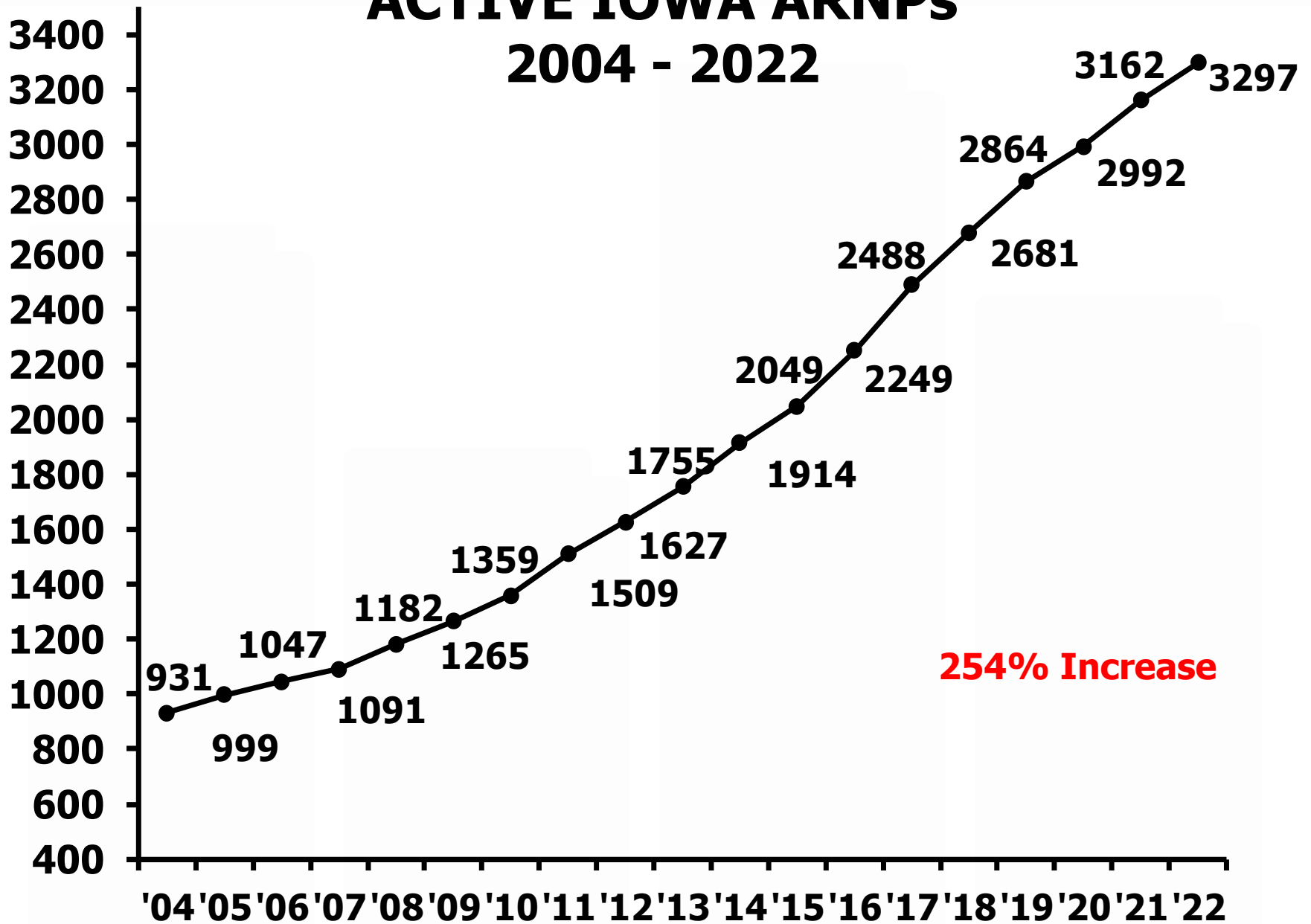


**KEY:**  
 Urban 2,118 - 64%  
 Rural 1,179 - 36%

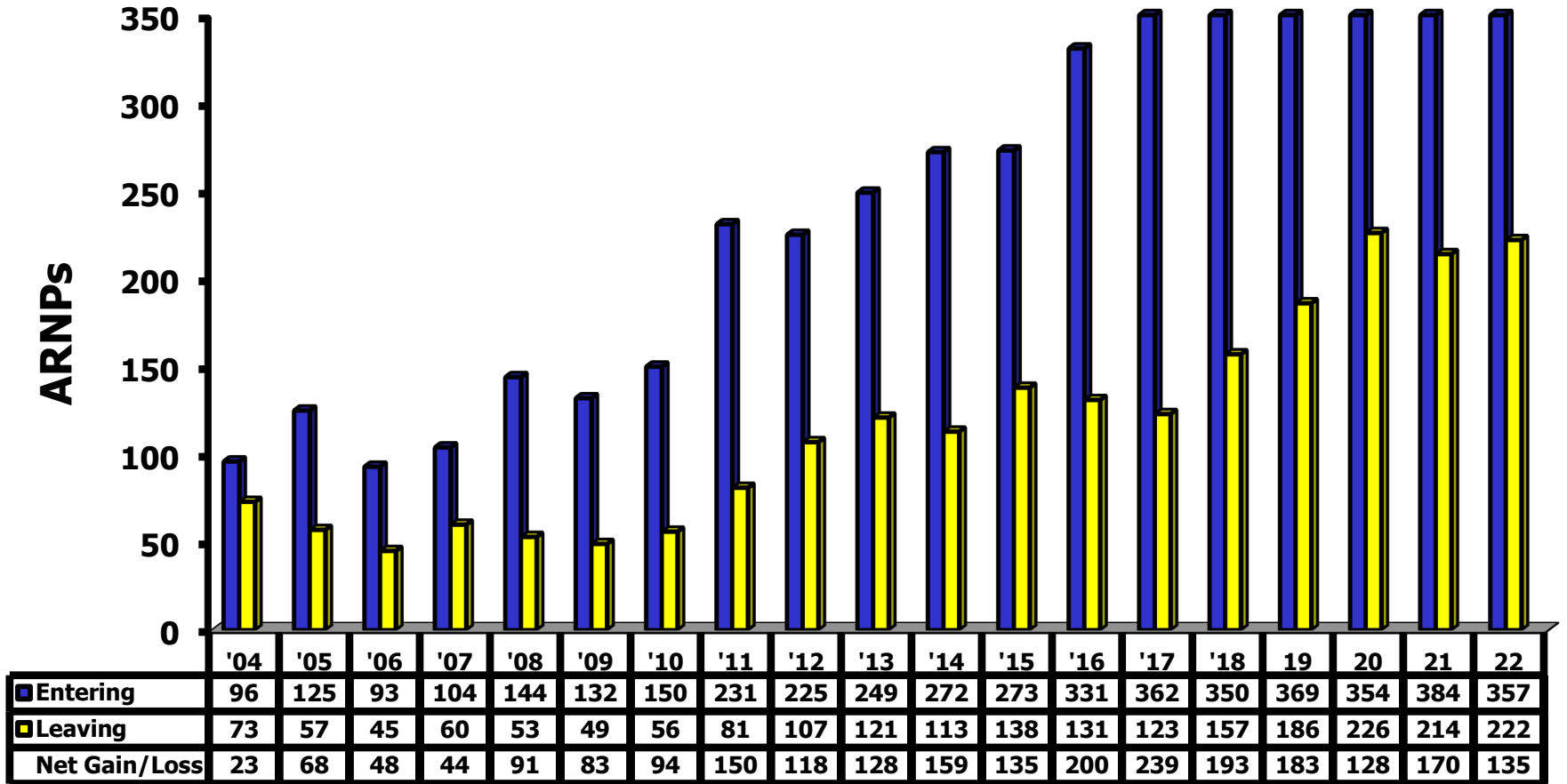
# Trends



# ACTIVE IOWA ARNPs 2004 - 2022



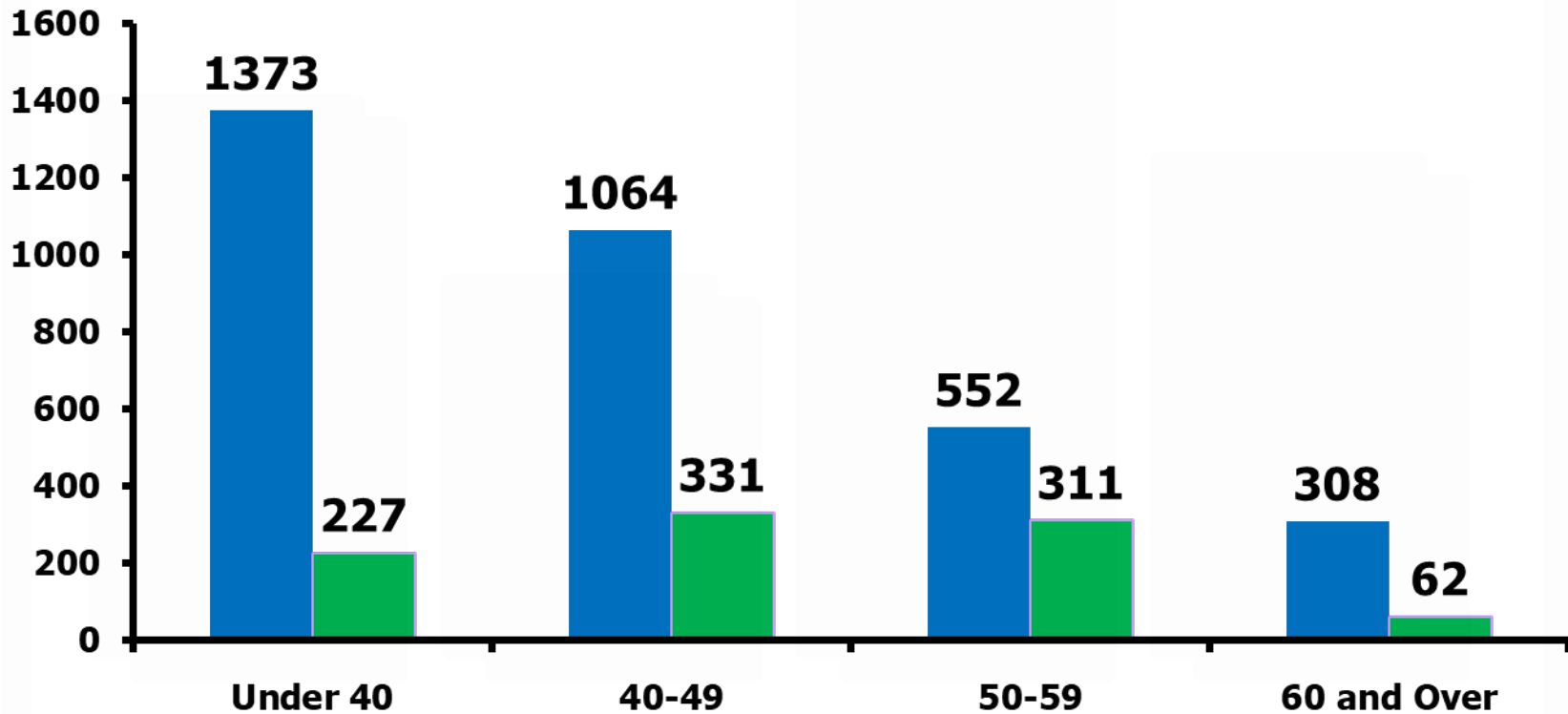
# IOWA ARNPs Net Gain/Loss 2004 - 2022



# IOWA ARNPs

## Age Distribution Comparison

### 2004 vs. 2022

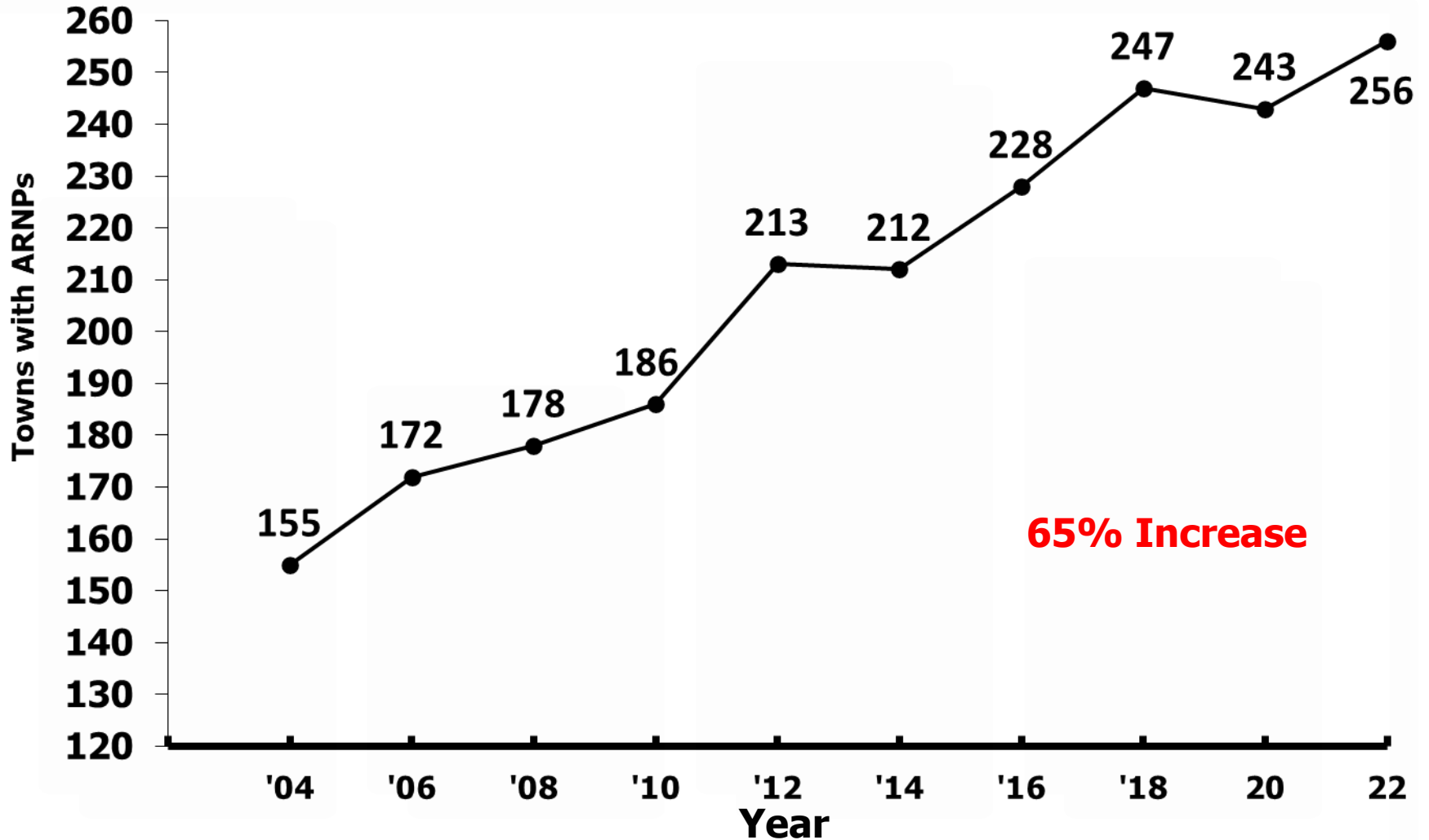


<u>Year</u>	<u>Total ARNPs</u>	<u>Average Age</u>	<u>Median Age</u>
2022	3297	44	42
2004	931	46	47

# IOWA ARNPs

## Towns With at Least One ARNP

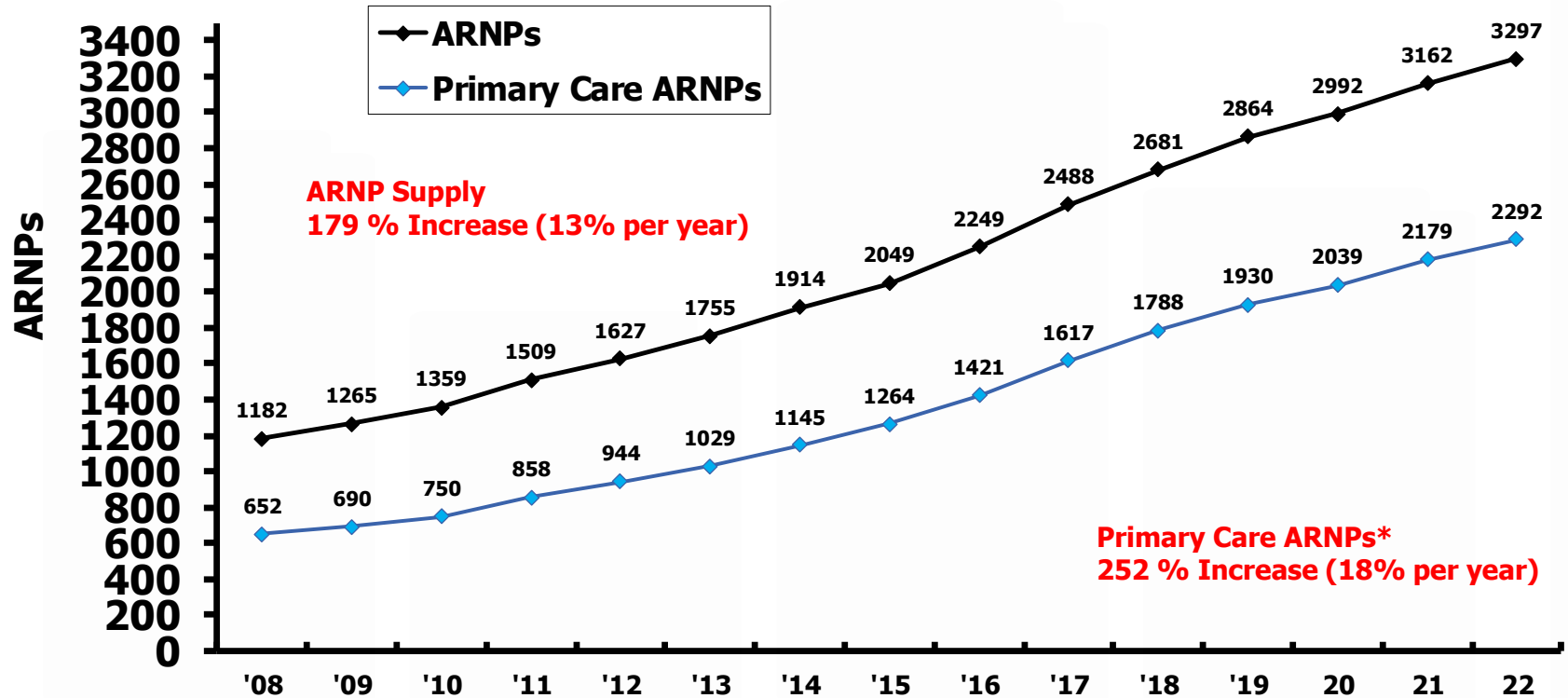
### 2004 - 2022



# IOWA ADVANCED PRACTICE NURSING SUPPLY

## All ARNPs – Primary Care ARNPs\*

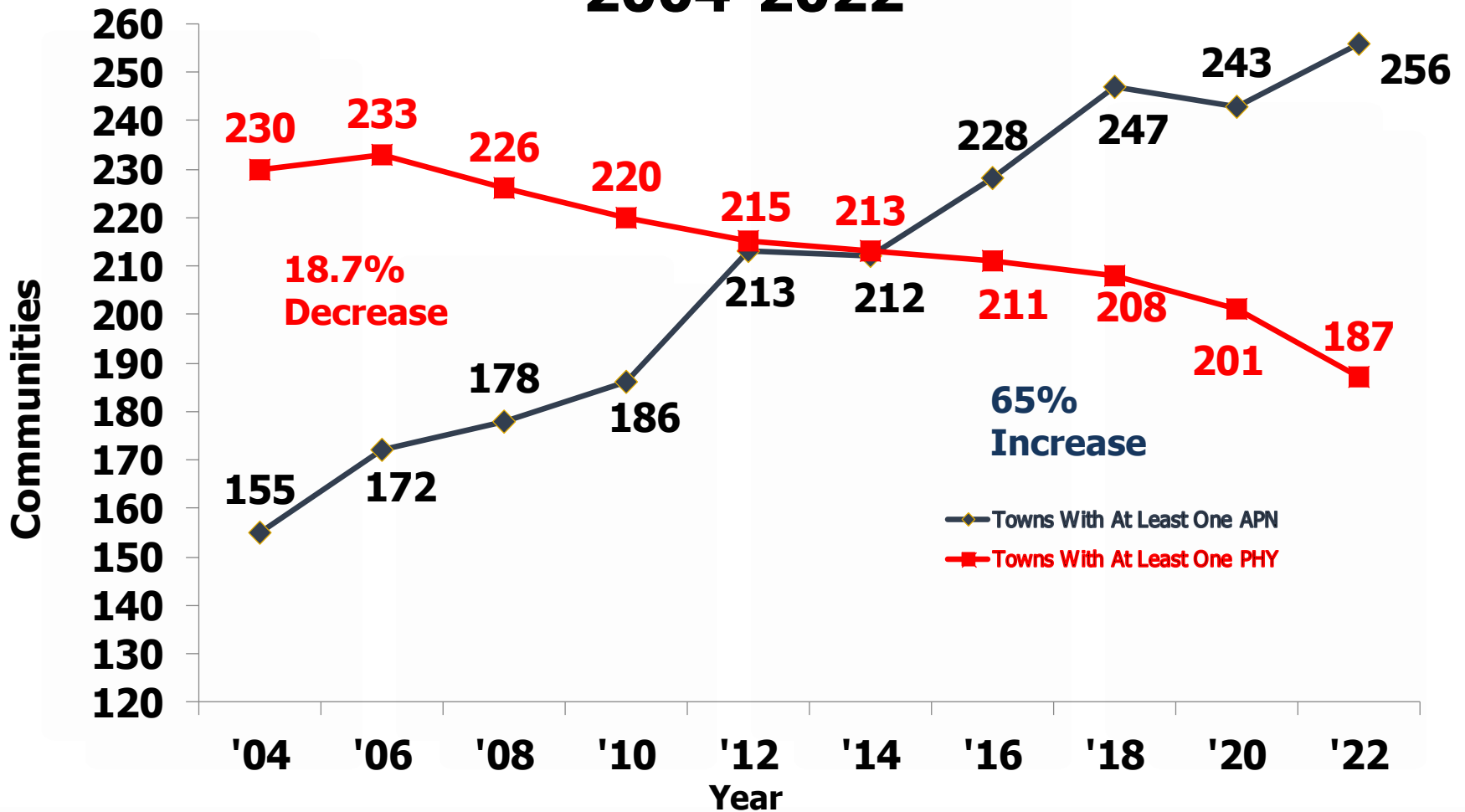
### 2008 - 2022



\*Primary Care: Adult NP, FNP, & PNP

# IOWA ARNPs

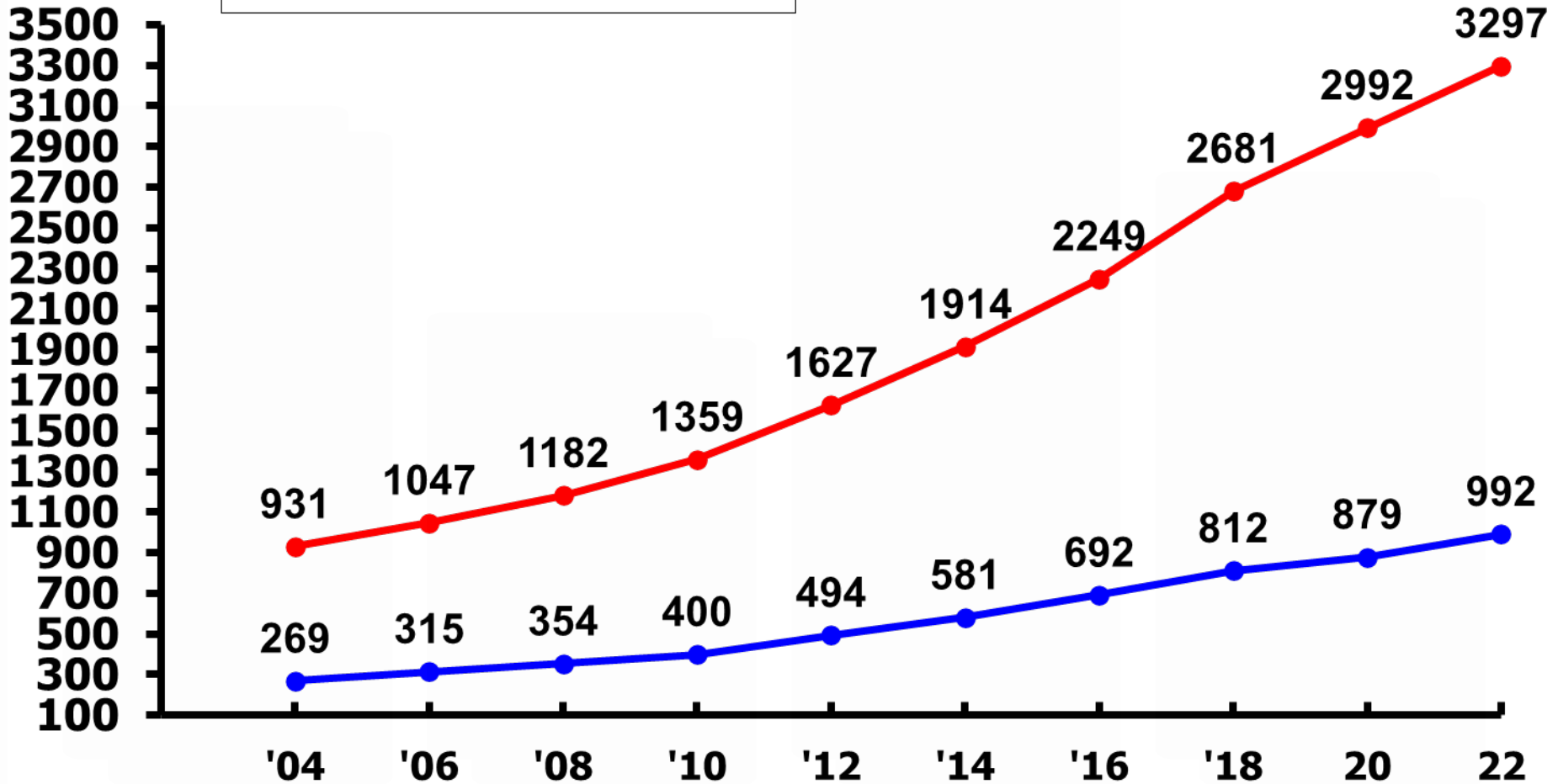
## Communities with ARNP or Physician 2004-2022



# IOWA ARNPs

## Working in Communities of <15,000

### 2004 – 2022

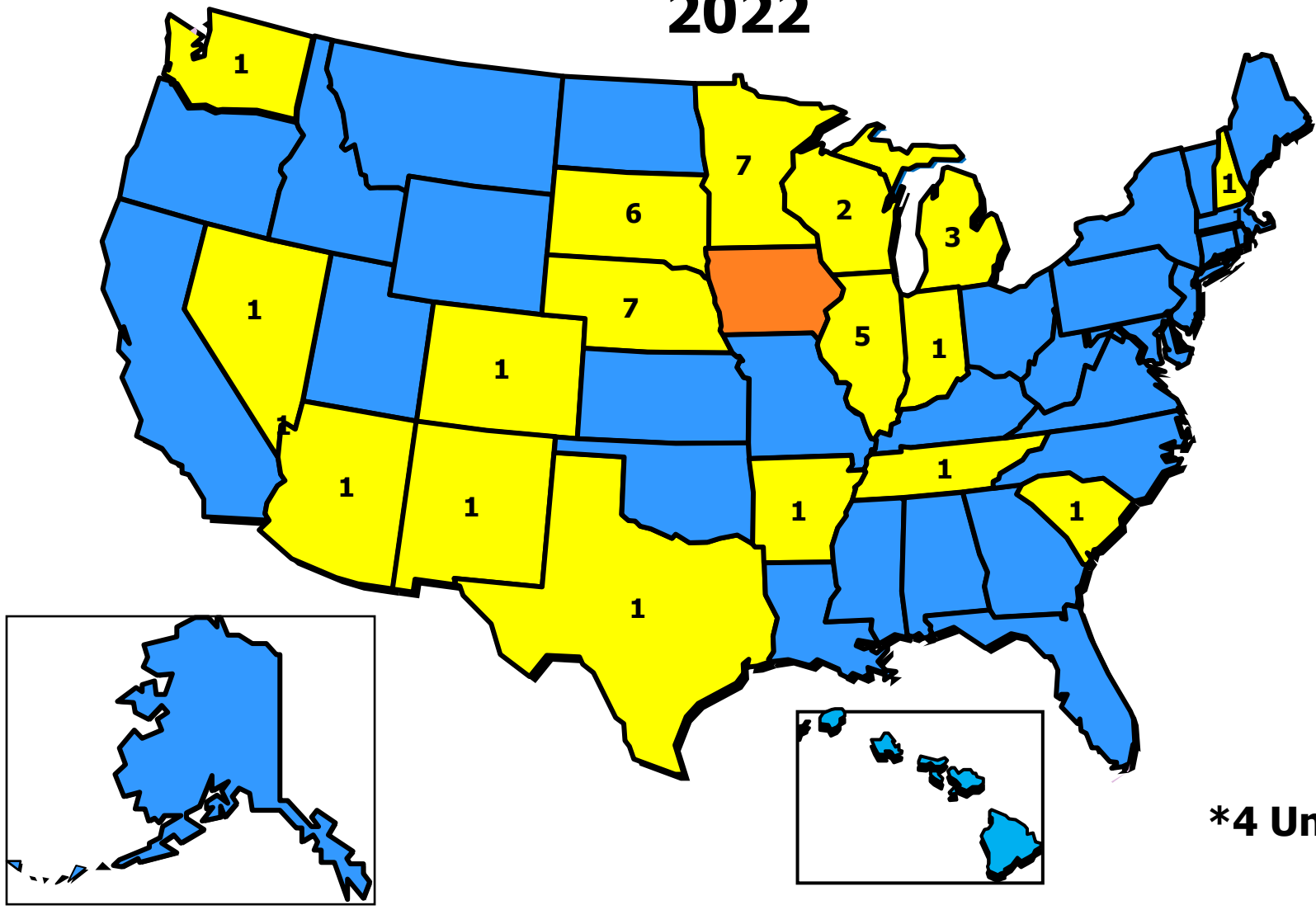


# IOWA ARNPs Attrition Analysis 2012-2022

Year	Retirement	Relocation	Death	Health	Training	Inactive	Locum Tenens	Loss of License	Military	Misc/UNK	Total
2012	19	22	2	1	-	9	1	-	-	53	107
2013	19	30	-	2	1	10	3	-	-	56	121
2014	20	41	1	2	1	3	5	-	-	40	113
2015	29	42	3	-	1	10	4	-	-	49	138
2016	30	30	-	1	3	5	6	-	-	56	131
2017	30	26	1	-	2	3	2	-	-	59	123
2018	45	49	-	-	3	6	1	1	1	51	157
2019	43	66	2	-	3	14	3	-	-	55	186
2020	66	51	2	2	-	13	4	-	1	87	226
2021	40	56	1	1	1	11	12	-	-	92	214
2022	31	45	4	1	8	4	5	-	-	124	222
<b>Total</b>	<b>372</b>	<b>458</b>	<b>16</b>	<b>10</b>	<b>23</b>	<b>88</b>	<b>46</b>	<b>1</b>	<b>2</b>	<b>722</b>	<b>1738</b>
<b>Annual Average</b>	<b>33.82</b>	<b>41.64</b>	<b>1.45</b>	<b>0.91</b>	<b>2.09</b>	<b>8.00</b>	<b>4.18</b>	<b>0.09</b>	<b>0.18</b>	<b>65.64</b>	<b>158.00</b>



# RELOCATION OF IOWA ARNPs (45)\* 2022



**\*4 Unknown**

# **Workforce Comparisons**

# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce – 2022

**Physicians** **5,824**

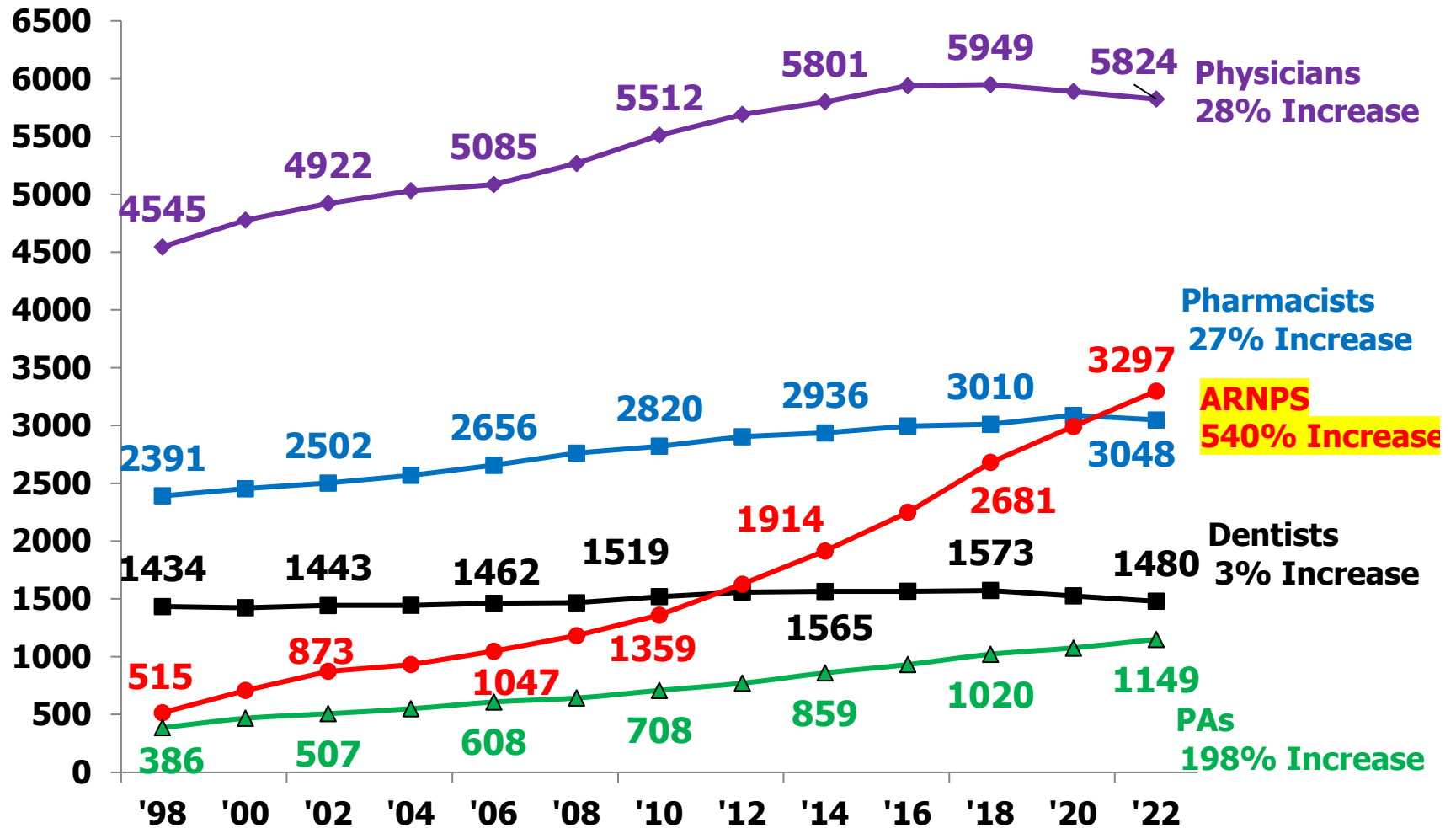
**Advanced Practice Nurse** **3,297**

**Pharmacists** **3,048**

**Dentists** **1,480**

**Physician Assistants** **1,149**

# IOWA HEALTH PROFESSIONS INVENTORY 1998-2022



# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce - 2022

### Net Gain/Loss Summary

	<u>Entering</u>	<u>%</u>	<u>Leaving</u>	<u>%</u>	<u>Net</u>	<u>%</u>	<u>Total</u>
Physicians	413	7.1%	441	7.6%	-28	-0.5%	5,824
<b>ARNPs</b>	<b>357</b>	10.8%	<b>222</b>	6.7%	<b>135</b>	4.1%	<b>3,297</b>
Pharmacist	87	2.9%	122	4.0%	-35	-1.2%	3,048
Dentists	16	1.1%	32	2.2%	-16	-1.1%	1,480
Physician Assistants	116	10.1%	71	6.2%	45	3.9%	1,149

# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce – 2012 - 2022

### Net Gain/Loss Summary

	<u>2012</u>	<u>2022</u>	<u>Net Change</u>	<u>%</u>
<b>Physicians</b>	<b>5,691</b>	<b>5,824</b>	<b>+133</b>	<b>2.3%</b>
<b>ARNPs</b>	<b>1,627</b>	<b>3,297</b>	<b>+1670</b>	<b>102.6%</b>
<b>Physician Assistants</b>	<b>770</b>	<b>1,149</b>	<b>+379</b>	<b>49.2%</b>

# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce – 2022

### Age

	<u>Physicians</u>	<u>Physician Assistants</u>	<u>Dentists</u>	<u>Pharmacists</u>	<u>ARNPs</u>
<40	<b>1451</b> 25%	<b>582</b> 51%	<b>520</b> 35%	<b>1231</b> 40%	<b>1373</b> 42%
40-49	<b>1695</b> 29%	<b>294</b> 26%	<b>368</b> 25%	<b>836</b> 28%	<b>1064</b> 32%
50-59	<b>1421</b> 24%	<b>173</b> 15%	<b>267</b> 18%	<b>616</b> 20%	<b>552</b> 17%
≥ 60	<b>1257</b> 22%	<b>100</b> 8%	<b>328</b> 22%	<b>365</b> 12%	<b>308</b> 9%
<b>Total</b>	<b>5824</b>	<b>1149</b>	<b>1480</b>	<b>3048</b>	<b>3297</b>

# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce - 2022

### Gender

	<u>Male</u>	<u>%</u>	<u>Female</u>	<u>%</u>	<u>Total</u>
Physicians	3,815	66%	2,009	34%	5,824
<b>ARNPs</b>	<b>381</b>	12%	<b>2,916</b>	88%	<b>3,297</b>
Pharmacists	998	33%	2,050	67%	3,048
Dentists	951	64%	529	36%	1,480
Physician Assistants	312	27%	837	73%	1,149



# IOWA HEALTH PROFESSIONS INVENTORY

## Composition of Workforce - 2022

### Retirement Summary

	<u>Retired</u>	<u>Percent of All Attrition</u>	<u>Average Age Retirement</u>	<u>All Attrition</u>	<u>Average Age All Attrition</u>
Physicians	151	34%	67	441	53
Pharmacists	33	27%	67	122	49
Dentists	18	56%	61	32	58
<b>ARNPs</b>	<b>31</b>	14%	<b>66</b>	222	<b>47</b>
Physician Assistants	12	17%	64	71	43

# IOWA HEALTH PROFESSIONS SUPPLY\*

## Rural vs. Urban

### 2022

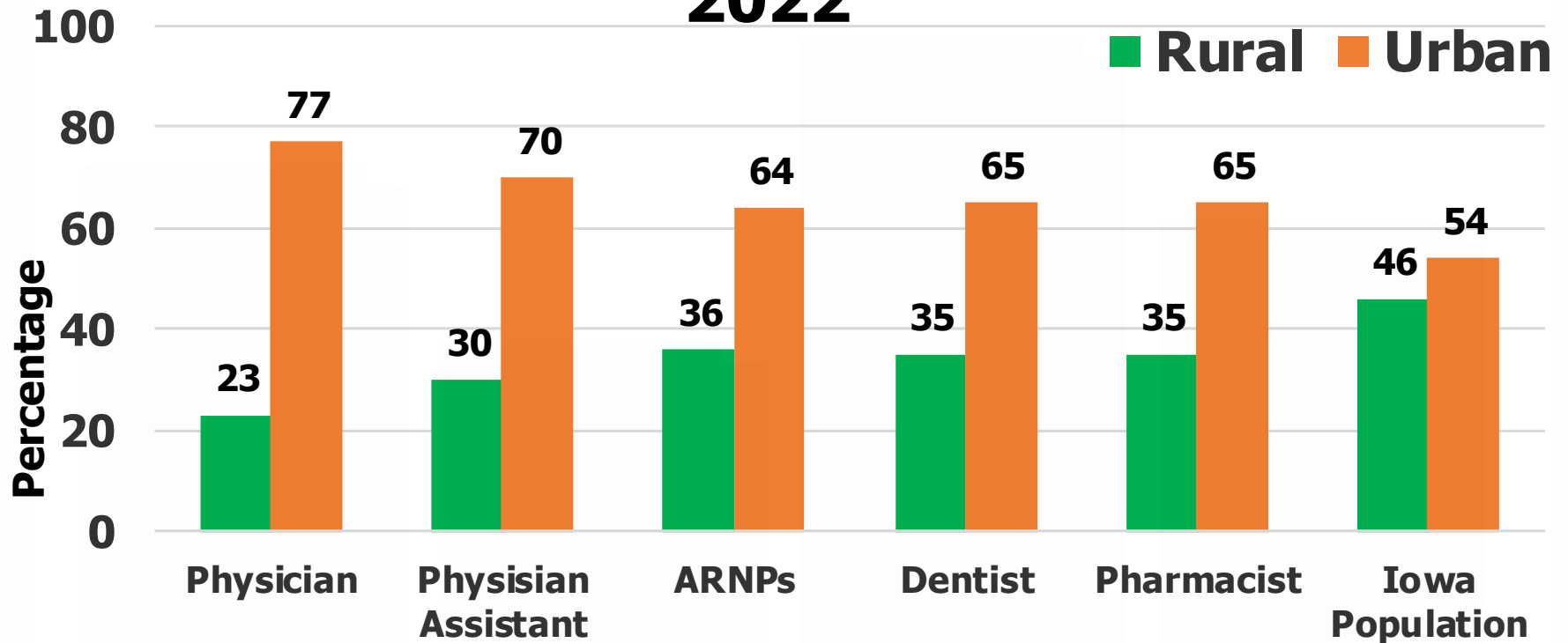
<u>Profession</u>	<u>Rural</u>	<u>%</u>	<u>Urban</u>	<u>%</u>	<u>Total</u>
• Physician	1286	22	4538	78	5824
• Physician Assistant	321	28	828	72	1149
• <b>ARNPs</b>	<b>1179</b>	<b>36</b>	<b>2118</b>	<b>64</b>	<b>3297</b>
• Dentist	506	34	974	66	1480
• Pharmacists	1038	34	2010	66	3048
• IOWA	1,450,240	45	1,750,277	55	3,200,517

\* For year ending 12-31-2022, using 2022 census population estimates

# IOWA HEALTH PROFESSIONS SUPPLY\*

## Rural vs. Urban

### 2022



\* For year ending 12-31-2022, using 2021 census