

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

2024 Iowa ARNPs Tracking System

ADVISORY COMMITTEE MEETING

December 18th, 2025



Meeting Agenda & Participant List

Iowa ARNPs Tracking System Advisory Committee Meeting

Iowa Health Professions Tracking Center
Office of Statewide Clinical Education Programs
UI Carver College of Medicine, December 18th, 2025

— Agenda —

- Welcome and Introductions
- Meeting Agenda and Participant List
- 2024 Annual Report
 - Annual Benchmarks
 - Geographic Distribution
 - Trends
 - Workforce Summary
- Open Discussion Items

Iowa ARNPs Tracking System Advisory Committee Meeting

Advisory Committee

Christine Gust, MBA, SHRM-CP, PHR
Human Resource Generalist, Office of Advanced Practice Providers
University of Iowa Health Care

Maria Lofgren, DNP, ARNP, NNP-BC, CPNP, FAANP
Director of Faculty Practice, University of Iowa College of Nursing
Director of Advanced Practice Providers
University of Iowa Health Care

Renee Paulsen
Interim Executive Officer
Iowa Board of Nursing

Jimmy Reyes, PhD, DNP, AGNP, RN, FRE
Executive Director
MyHealth Iowa

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

Iowa ARNPs Tracking System Advisory Committee Meeting

Iowa Health Professions Tracking Center

Greg Nelson, Assistant Dean
Director for Statewide Clinical Education Programs
Director for Continuing Medical Education

Teresa Thomann
Assistant Director for Statewide Clinical Education Programs

Kaitlyn Stick-Mueller
Data Analyst: Pharmacy, ARNPs, and Visiting Consulting Clinics

Jack McGrane
Data Analyst: Physicians and Physician Assistants

Austin Snyder
Data Analyst: Dentistry

Amy Kerr
Administrative Services Coordinator: PHY, PA, and ARNP Database Manager



Annual Benchmarks 2024

2024 Iowa ARNPs Annual Workforce Report

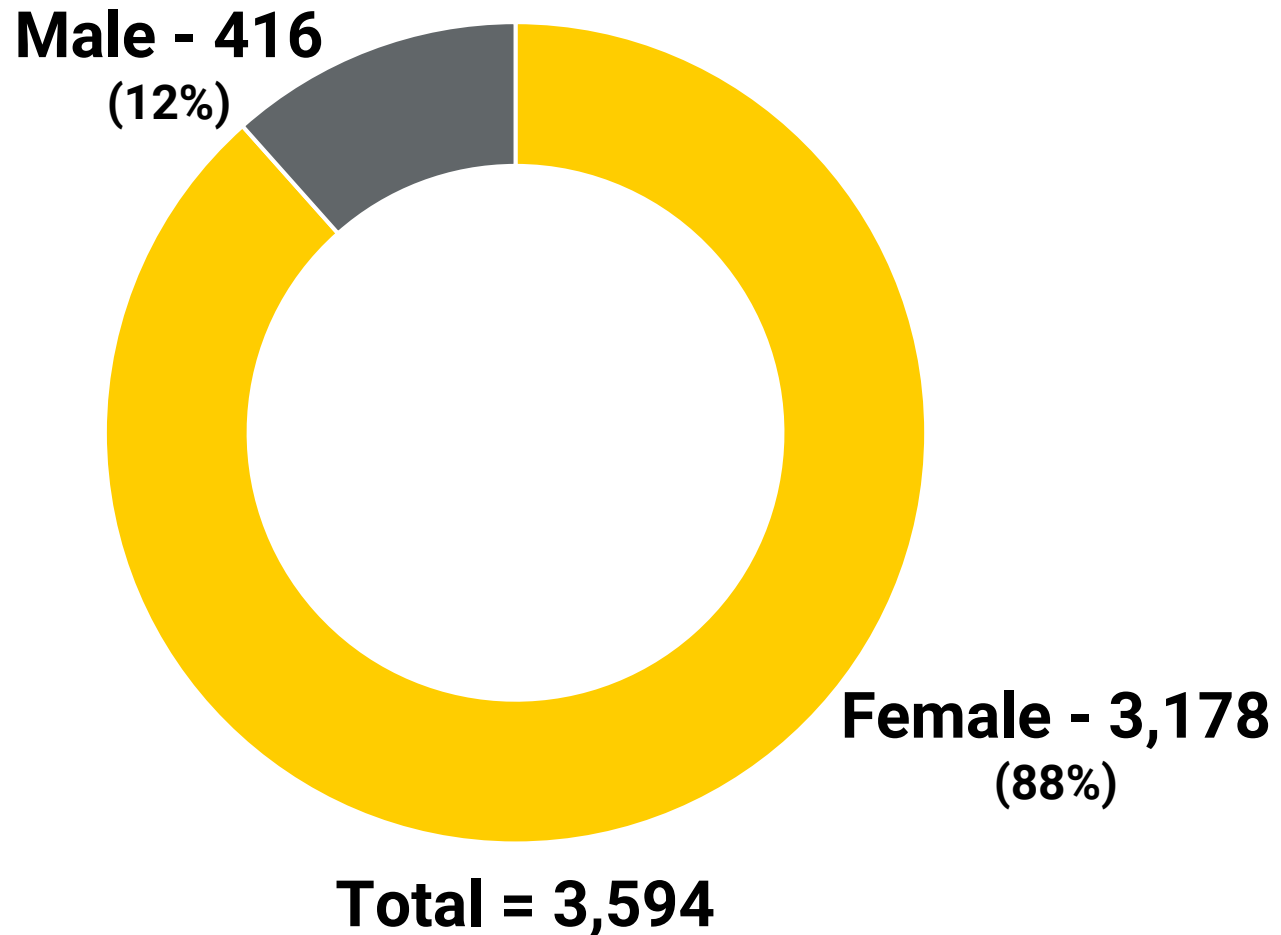
Year	# of ARNPs at Year-End
2024	3,594
2023	3,587
Net Gain/Loss	+7

2024 Iowa ARNPs Entering vs. Exiting Practice

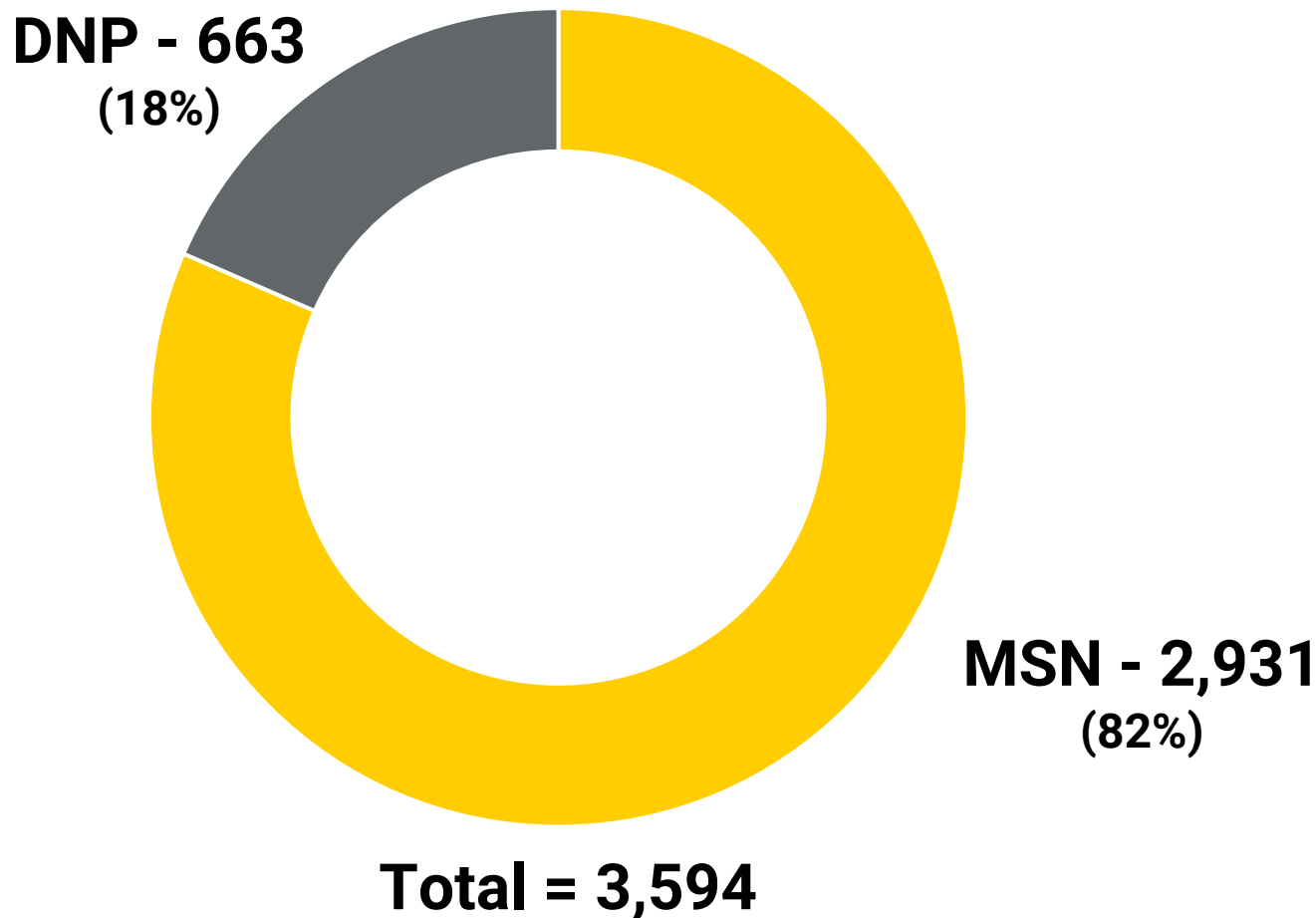
	2024	Prior Year	Prior Ten-Year Average
ARNPs Entering	248	369	354
ARNPs Exiting	241	237	171
Net Gain/Loss	+7	+132	+183

N = 3,594 ARNPs in Iowa as of 2024

2024 Iowa ARNPs Male/Female Distribution

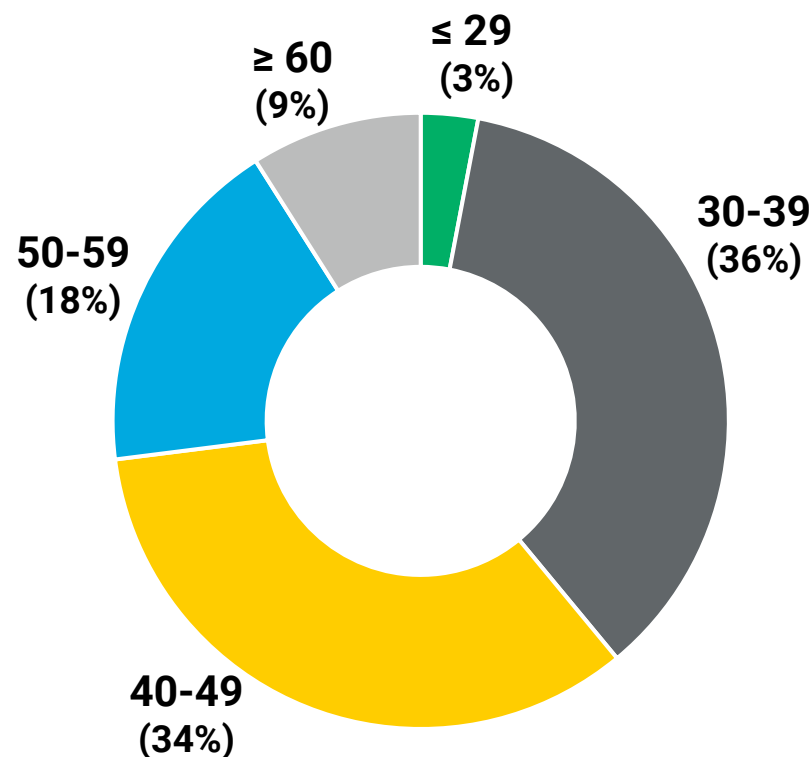


2024 Iowa ARNPs Degree Distribution



2024 Iowa ARNPs Age Distribution

Age Category	# of ARNPs	% of Total	Cumulative %
≤ 29	121	3	3
30-39	1,293	36	39
40-49	1,233	34	73
50-59	627	18	91
≥ 60	320	9	100%
Total	3,594	100%	



N = 3,594 ARNPs in Iowa as of 2024

2024 Iowa ARNPs Full-Time vs. Part-Time*

FTE	# of ARNPs	% of Total
Full-Time	3,503	97
Part-Time	91	3
Total	3,594	100%

**FT ≥ 32 hours/week, PT < 32 hours/week
N = 3,594 ARNPs in Iowa as of 2024*

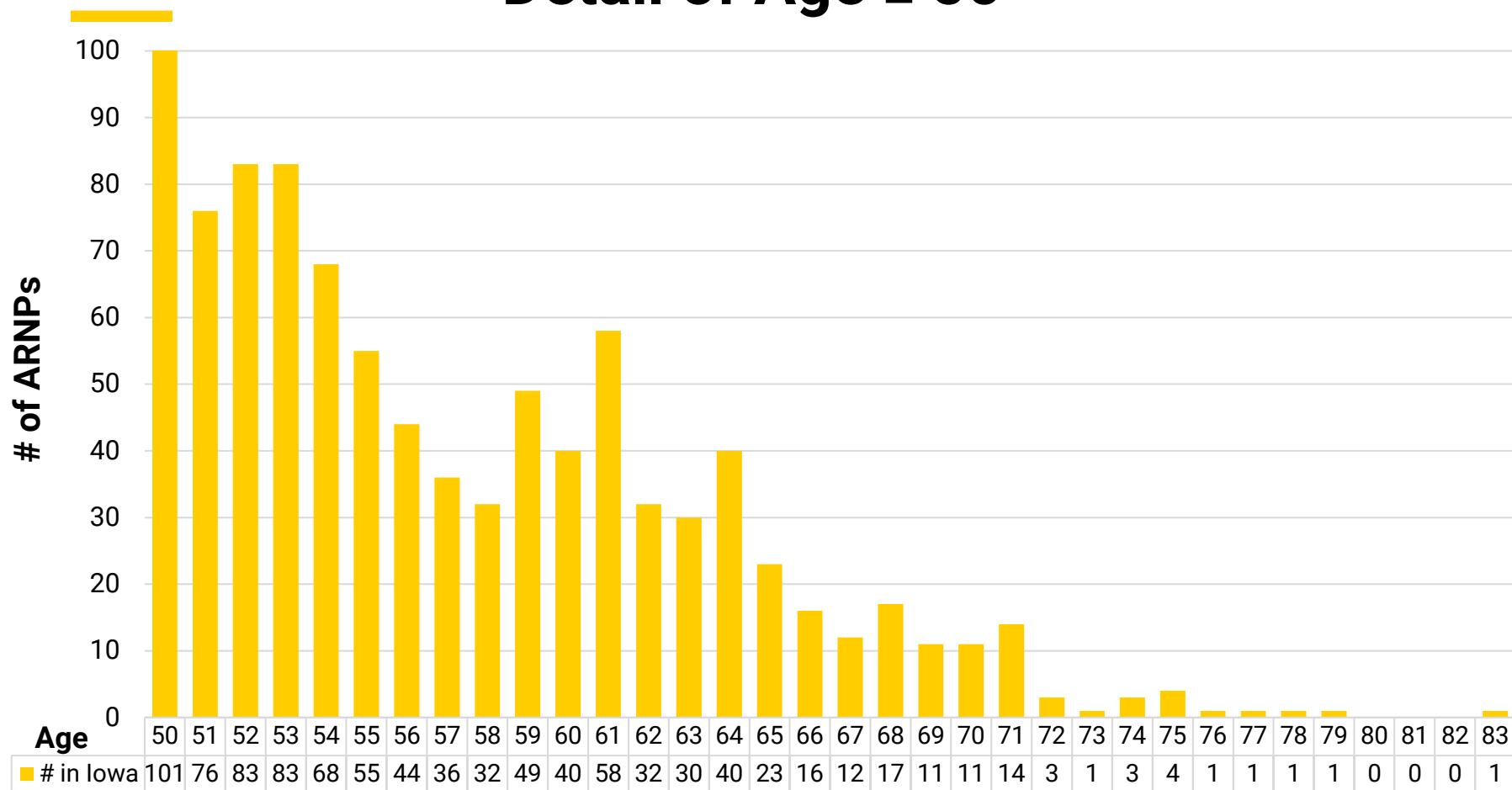
2024 Iowa ARNPs

Full-Time vs. Part-Time* Age Distribution

Age	FT (% of Total)	PT (% of Total)	Cumulative Sum (% of Total)
≤ 29	120 (3%)	1 (<1%)	121 (3%)
30-39	1,282 (36%)	11 (<1%)	1,414 (39%)
40-49	1,197 (33%)	36 (1%)	2,647 (73%)
50-59	610 (17%)	17 (1%)	3,274 (91%)
≥ 60	294 (8%)	26 (1%)	3,594 (100%)
Total	3,503 (97%)	91 (3%)	

*FT ≥ 32 hours/week, PT < 32 hours/week
 N = 3,594 ARNPs in Iowa as of 2024

2024 Iowa ARNPs Detail of Age ≥ 50



N = 947 ARNPs are 50 years of age or older in Iowa as of 2024 (26% of total 3,594)

2024 Iowa ARNPs Principal Professional Activity

Activity	# of ARNPs	%
Private Practice	2,326	65
State Facility (UIHC, Jail)	355	10
Hospital Medicine	258	7
Urgent Care	215	6
Public/Community Health	211	6
Federal (VA)	112	3
Teaching/Research	42	1
Wound Care	35	1
Student Health	21	<1
Administration	15	<1
Bariatrics/Weight Management	2	<1
Occupational Medicine	2	<1
Total	3,594	100%

N = 3,594 ARNPs in Iowa as of 2024

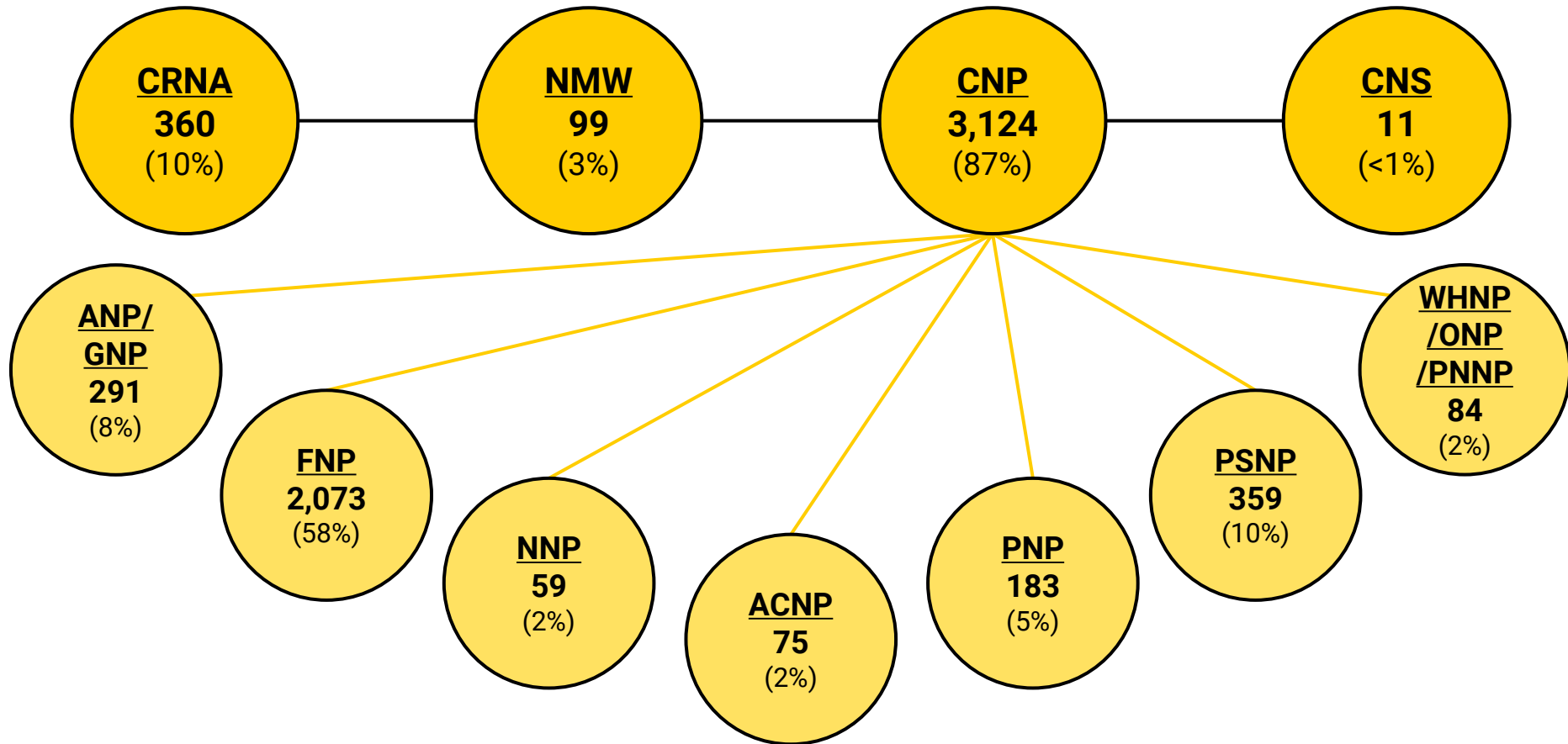
2024 Iowa ARNPs Certifications

Certification	# of ARNPs	%
Family NP (FNP)	2,073	58
Psychiatric NP (PSNP, CAP)	363	10
RN Anesthetist (CRNA)	360	10
Adult NP (ANP)	259	7
Pediatric NP (PNP)	183	5
Nurse Midwife (NMW)	99	3
OB-GYN (ONP) / Women's Health (WHNP)	83	2
Acute Care NP (ACNP)	75	2
Neonatal NP (NNP)	59	2
Gerontological NP (GNP, CGE)	35	1
Other*	5	<1
Total	3,594	100%

**Other includes School NP, CNS Oncology, CNS Adult Health, Perinatal NP, and CNS
N = 3,594 ARNPs in Iowa as of 2024*

2024 Iowa ARNPs

ARNP Certifications Hierarchy



*CNS includes all Certified Nurse Specialist certification types
 N = 3,594 ARNPs in Iowa as of 2024

2024 Iowa ARNPs

ARNPs by Place Population Ranges

Place Population	Places in Iowa	% of Population	# of Places w/ ARNPs	# of ARNPs (% of Total)	Cumulative % of ARNPs
≤ 4,999	943	25	171	477 (13%)	13
5,000-9,999	43	11	38	421 (12%)	25
10,000-24,999	24	15	24	449 (12%)	37
25,000-49,999	7	10	7	273 (8%)	45
50,000-99,999	8	21	8	1,206 (34%)	79
≥ 100,000	3	18	3	768 (21%)	100%
Total	1,028	100%	251	3,594 (100%)	

64% of Iowa's ARNPs are in the 18 places with ≥ 25,000 residents.

Population Source: United States 2020 Census

"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

2024 Iowa ARNPs

Places Gaining/Losing ARNPs

Place Population	# Entering	# Exiting	Net Change
≤ 4,999	31	37	-6
5,000-9,999	28	27	+1
10,000-24,999	27	31	-4
25,000-49,999	25	22	+3
50,000-99,999	88	82	+6
≥ 100,000	49	42	+7
Total	248	241	+7

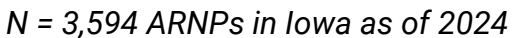
Population Source: United States 2020 Census

"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities

N = 3,594 ARNPs in Iowa as of 2024

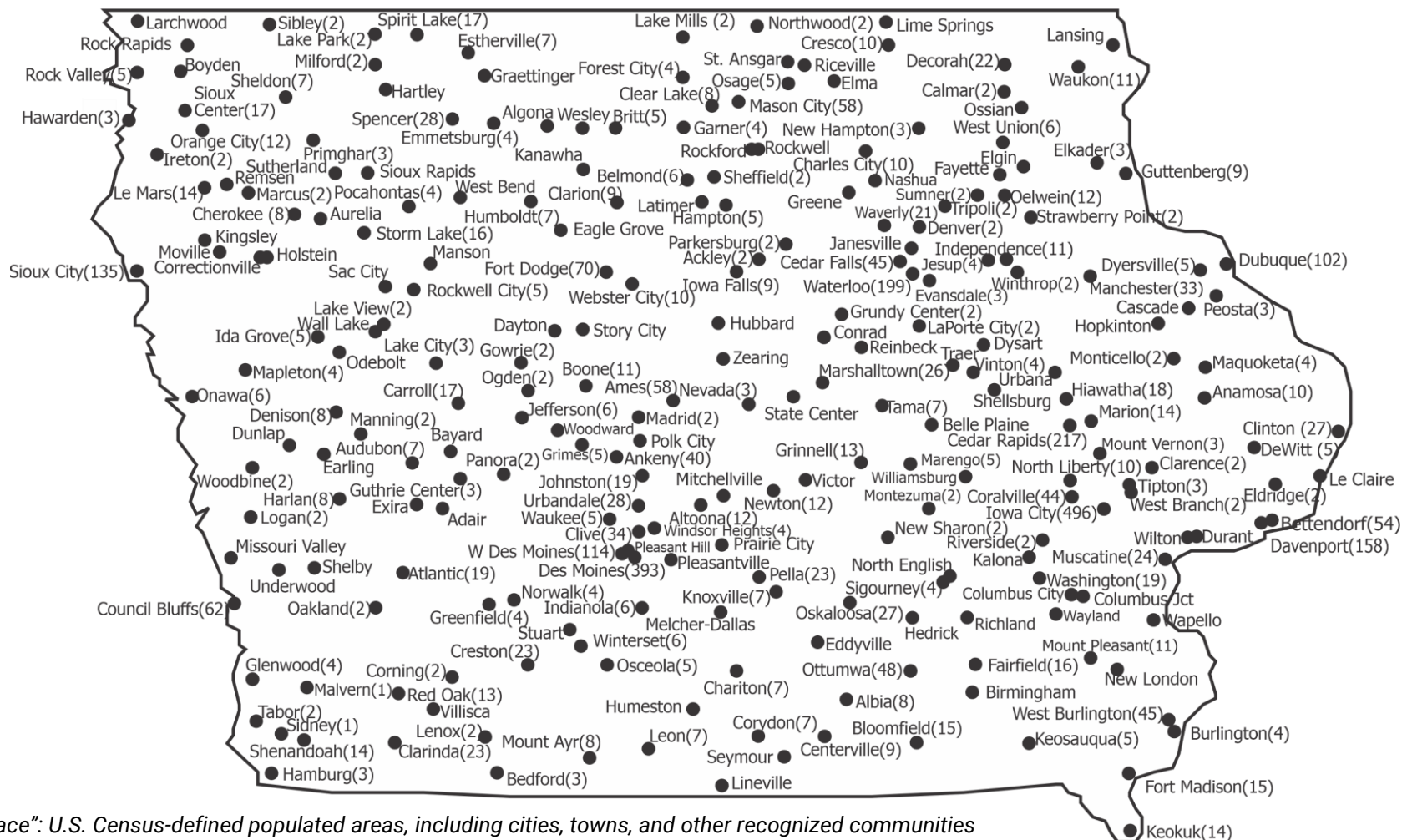


Geographic Distribution 2024



2024 Iowa ARNPs

IA Places with ARNPs



"Place": U.S. Census-defined populated areas, including cities, towns, and other recognized communities
N = 3,594 ARNPs in Iowa as of 2024, in 251 places

KEY:

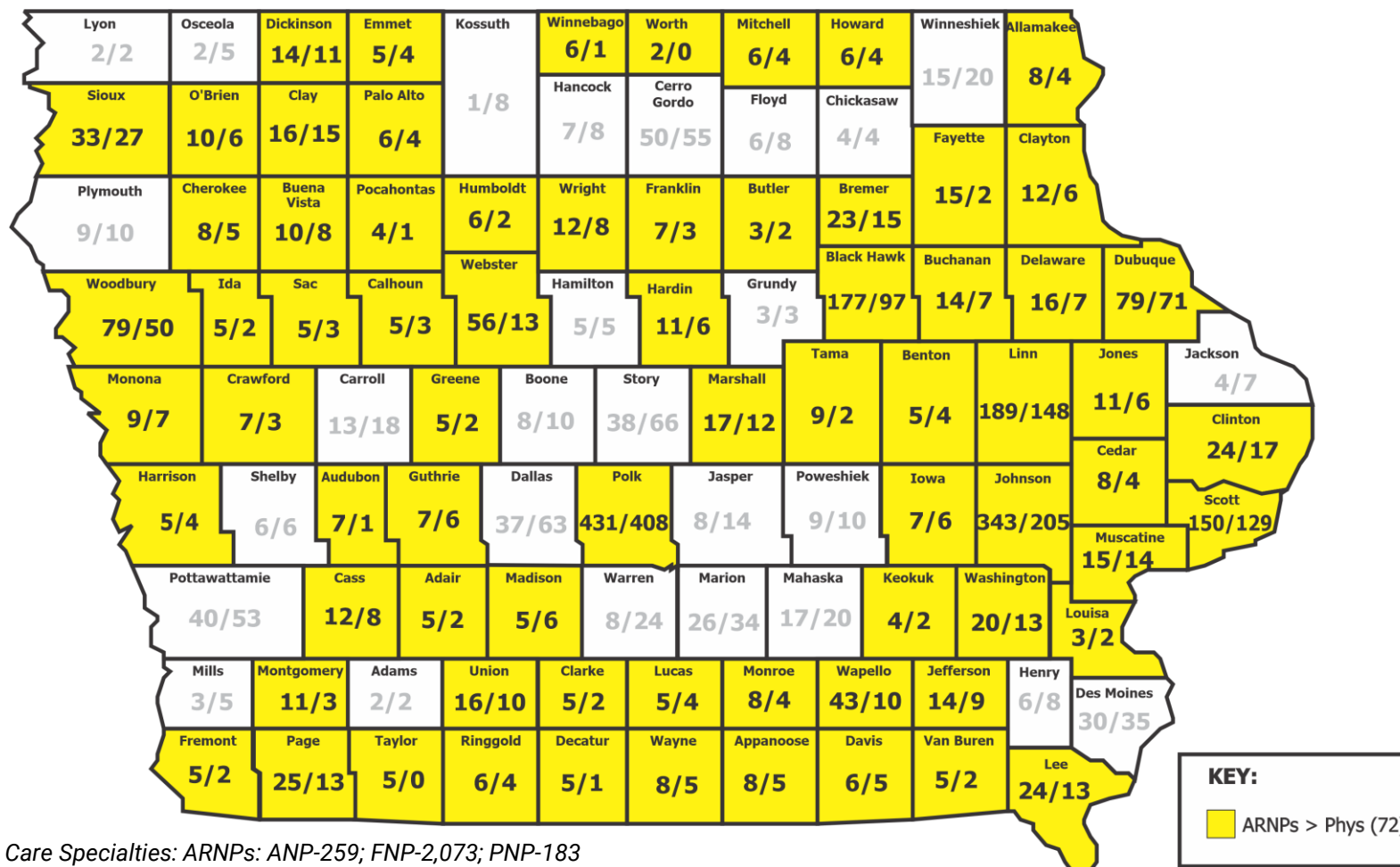
- 100+
- 20-99
- 6-19
- 2-5
- 1

2,073 FNPs in Iowa as of 2024 (58% of total 3,954)



2024 Iowa ARNPs

Primary Care*: ARNPs (2,515) & Physicians (1,997)



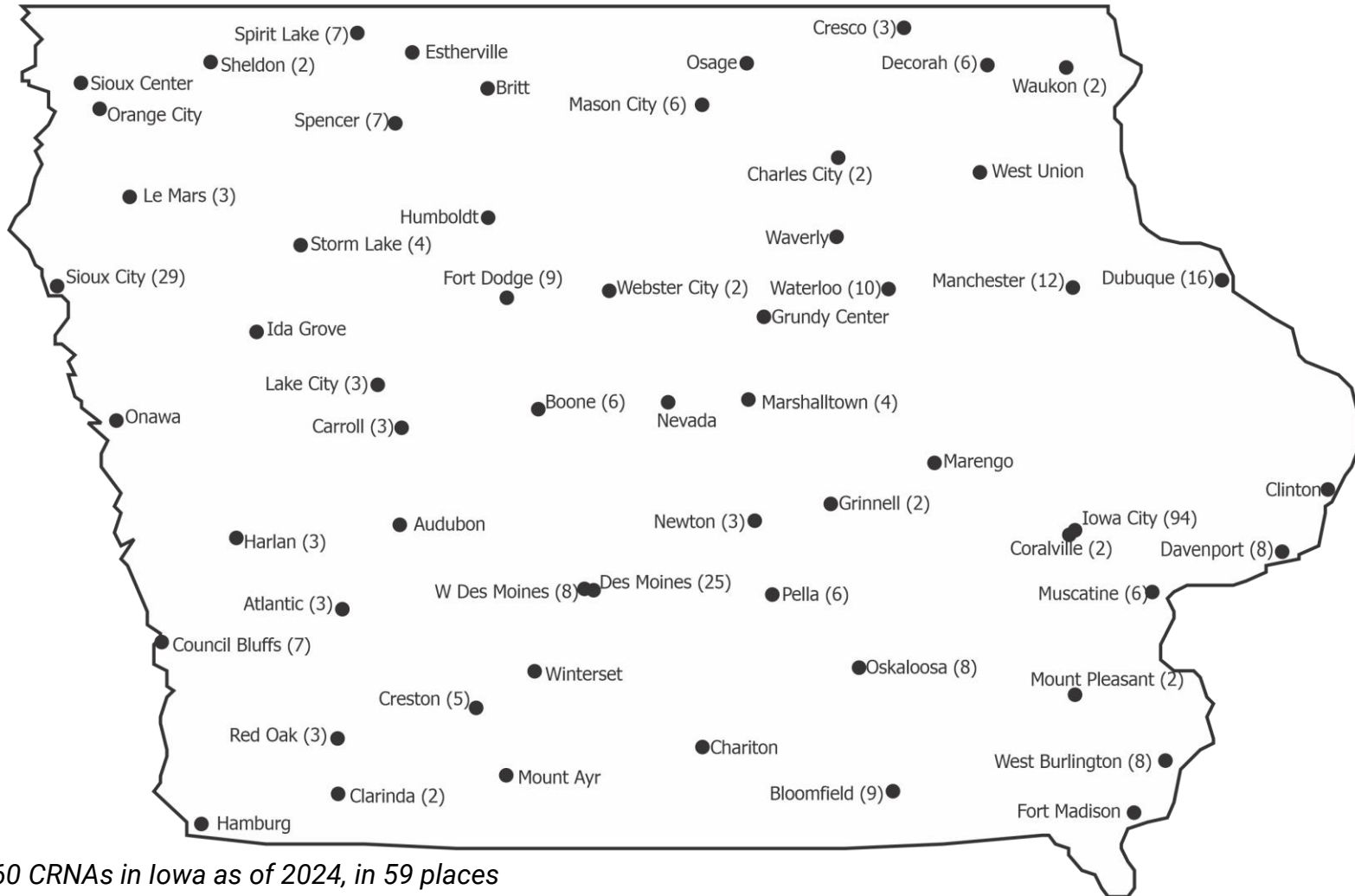
*Primary Care Specialties: ARNPs: ANP-259; FNP-2,073; PNP-183

Physicians: Family Med-1,197; Gen Int Med-509; Peds-291

Value = # of ARNPs / # of physicians

2024 Iowa ARNPs

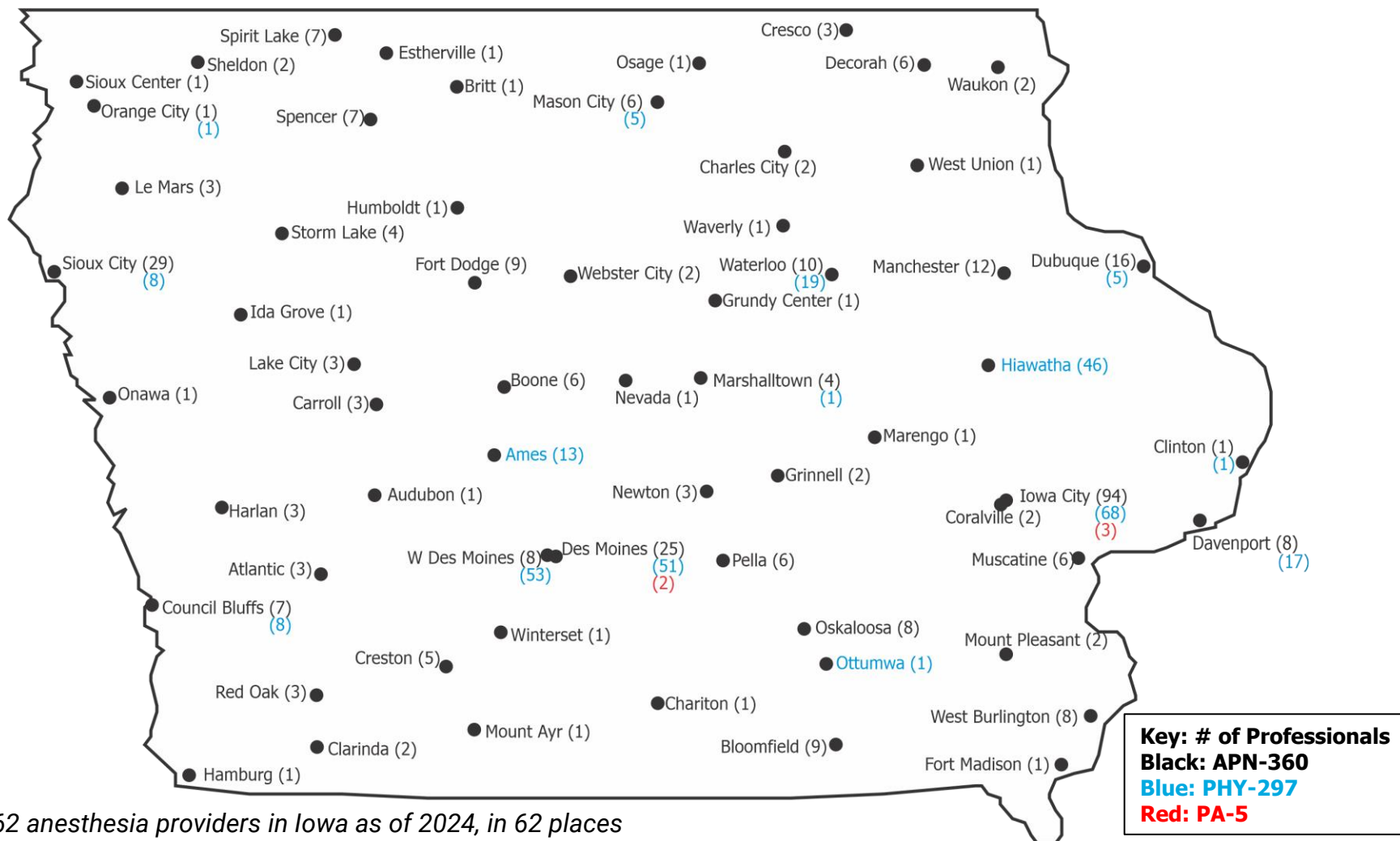
IA Places with CRNAs



N = 360 CRNAs in Iowa as of 2024, in 59 places

2024 Iowa ARNPs

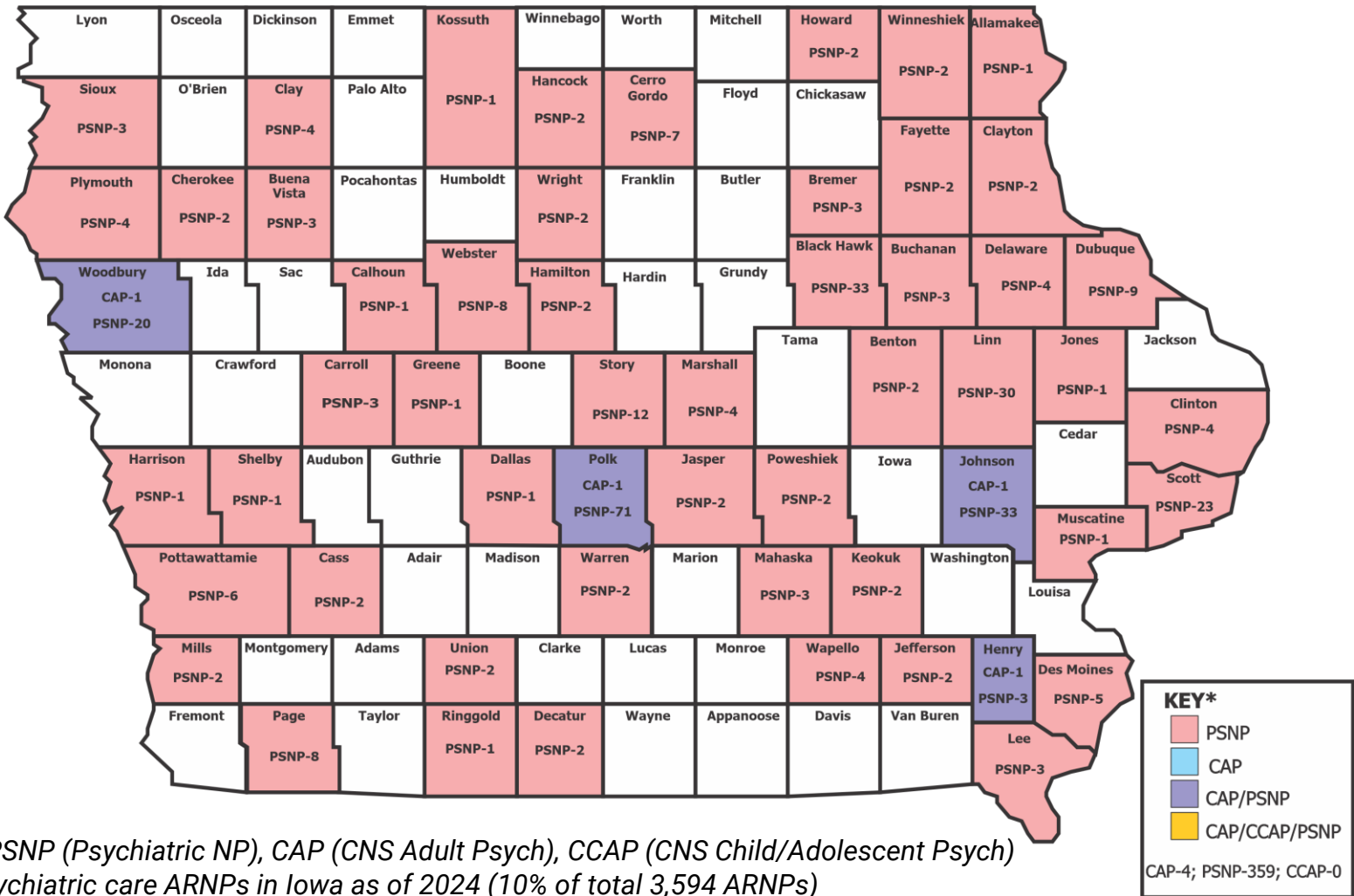
IA Places with Anesthesia Providers



N = 662 anesthesia providers in Iowa as of 2024, in 62 places

2024 Iowa ARNPs

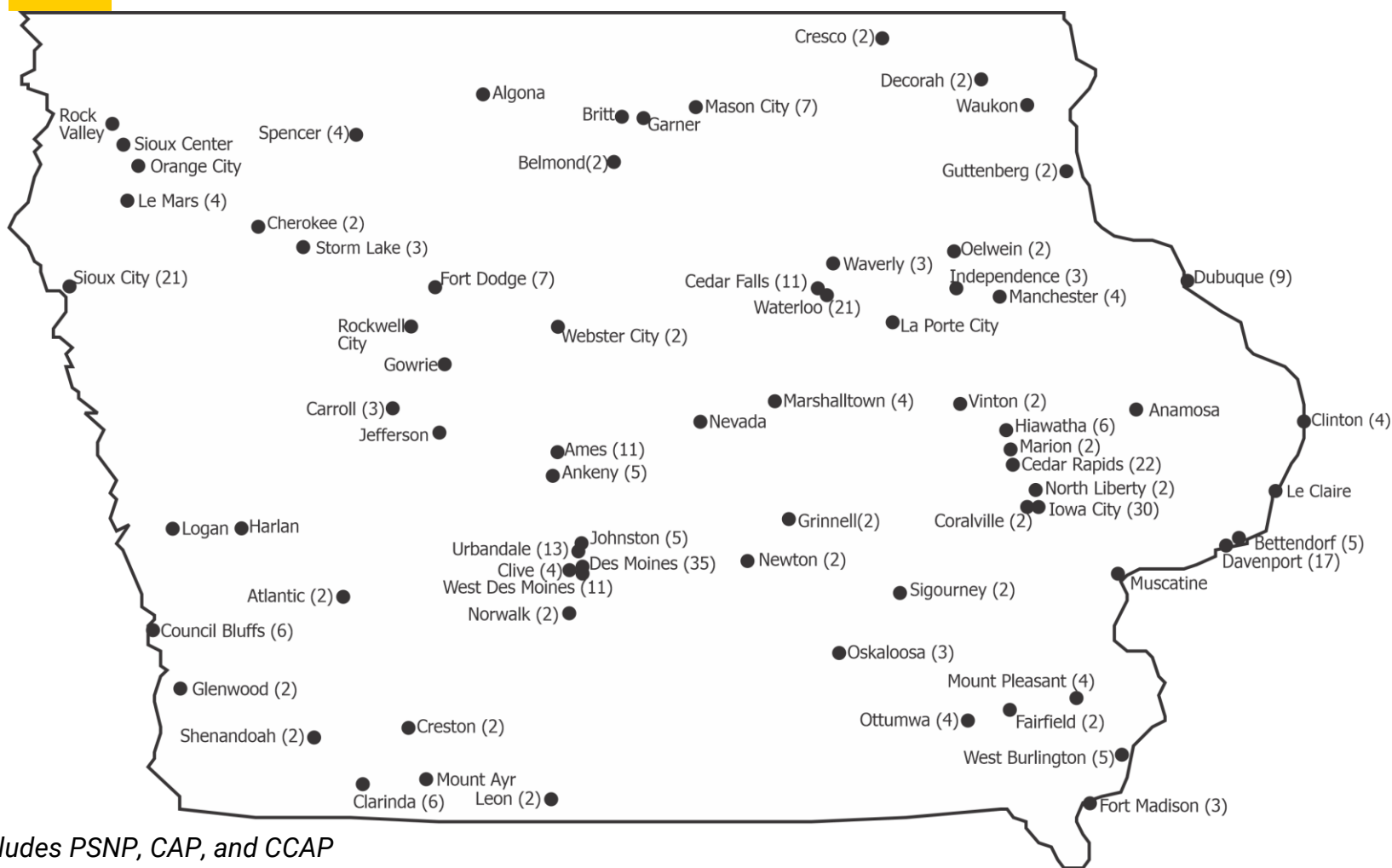
Psychiatric Nurse Practitioners (363)*



*Includes PSNP (Psychiatric NP), CAP (CNS Adult Psych), CCAP (CNS Child/Adolescent Psych)
 N = 363 psychiatric care ARNPs in Iowa as of 2024 (10% of total 3,594 ARNPs)

2024 Iowa ARNPs

IA Places with Mental Health ARNPs*

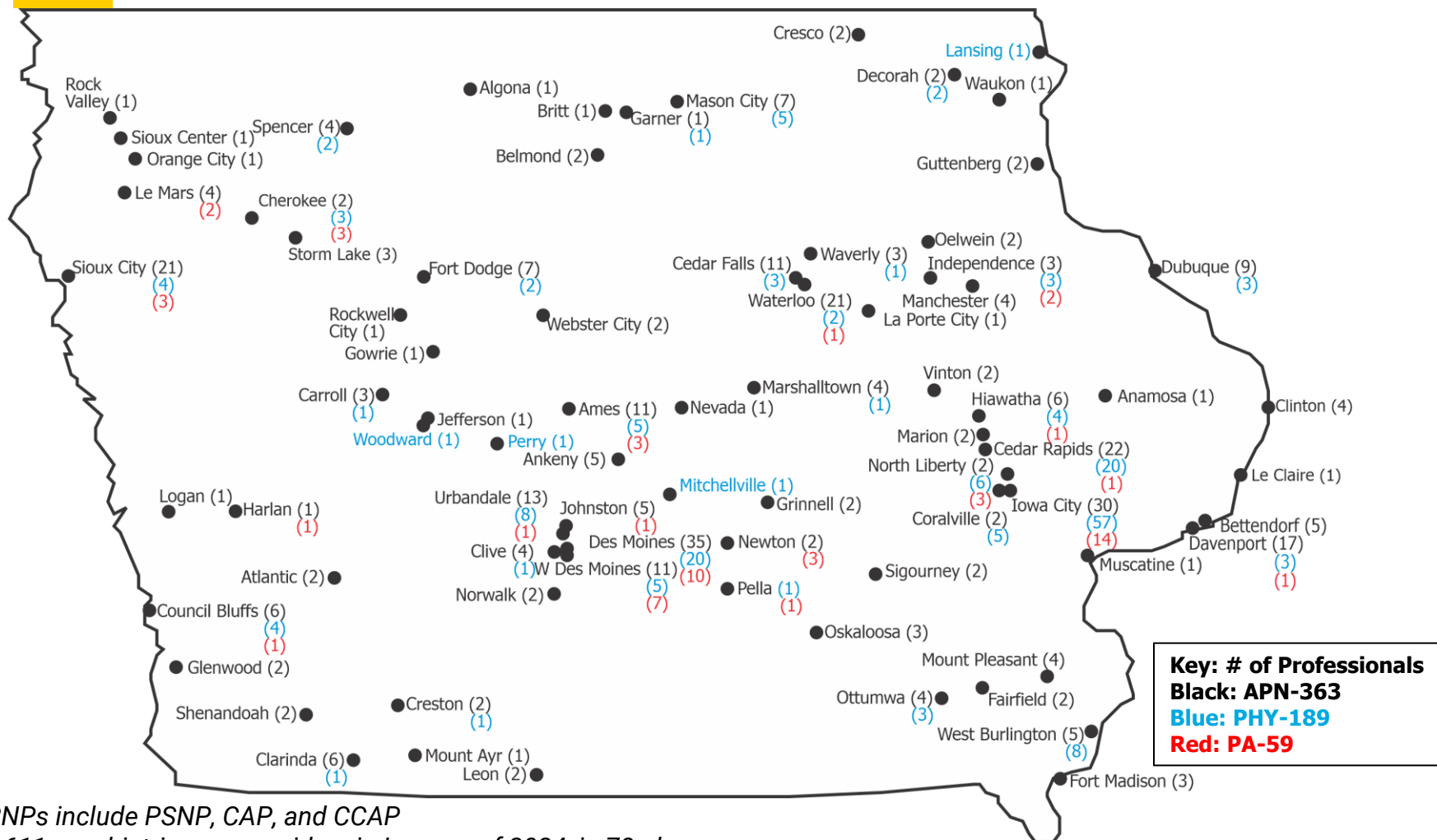


*Includes PSNP, CAP, and CCAP

N = 363 psychiatric care ARNPs in Iowa as of 2024, in 73 places

2024 Iowa ARNPs

IA Places with Mental Health Providers*

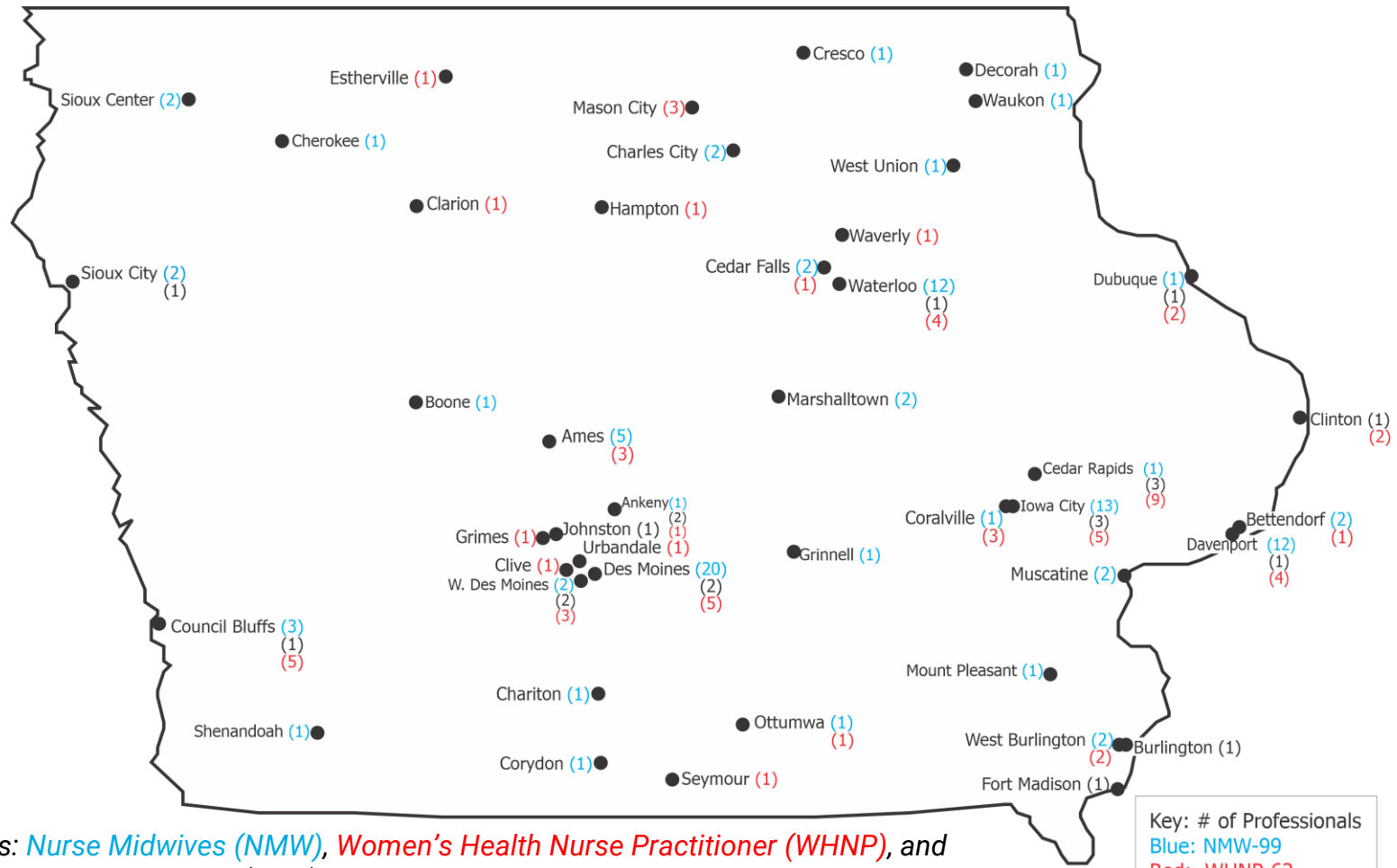


*ARNPs include PSNP, CAP, and CCAP

N = 611 psychiatric care providers in Iowa as of 2024, in 78 places

2024 Iowa ARNPs

IA Places with Women's Health ARNPs*



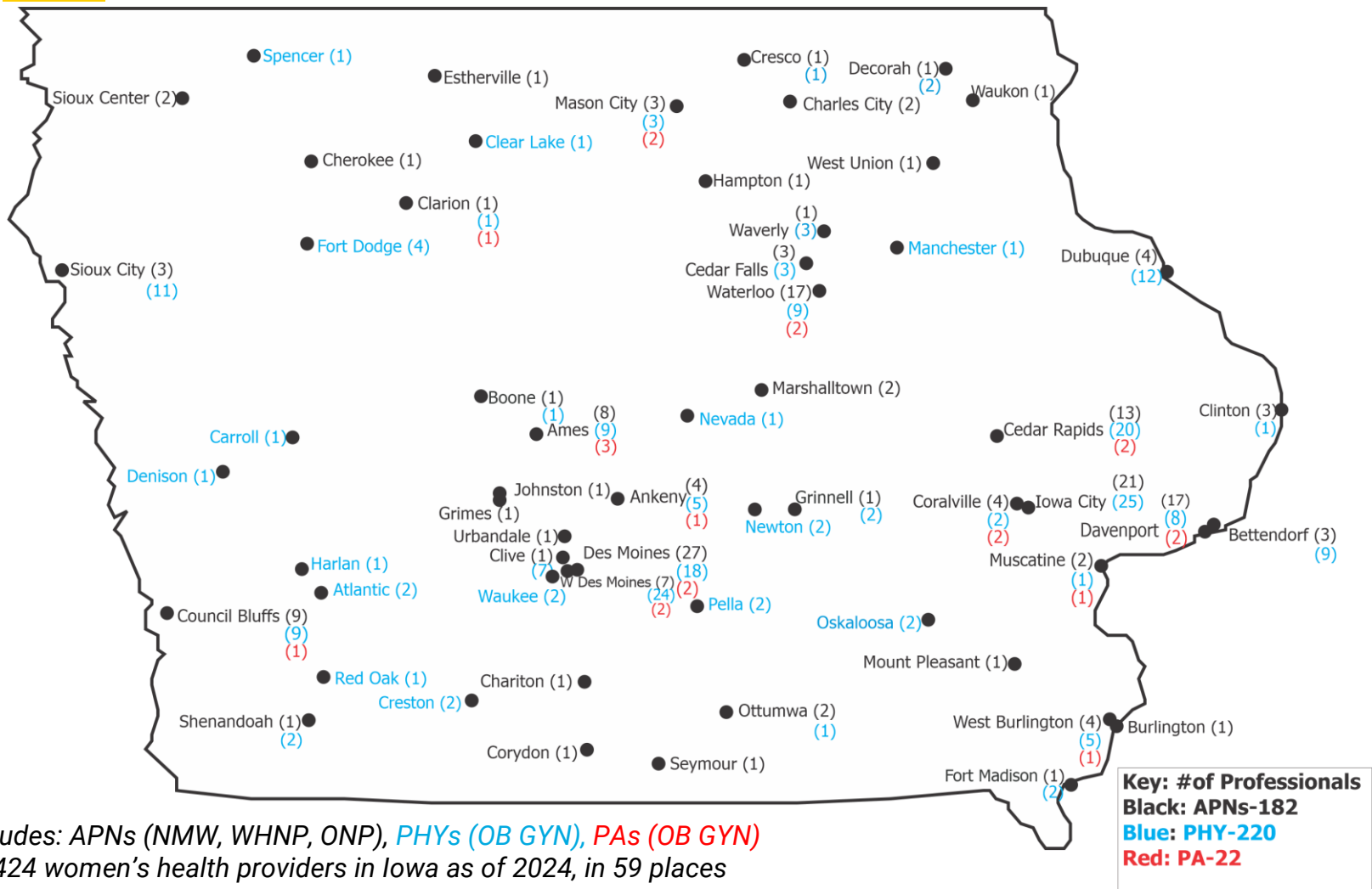
*Includes: Nurse Midwives (NMW), Women's Health Nurse Practitioner (WHNP), and OB/GYN Nurse Practitioner (ONP)

N = 182 women's health ARNPs in Iowa as of 2024, in 44 places

Key: # of Professionals
Blue: NMW-99
Red: WHNP-62
Black: ONP-21

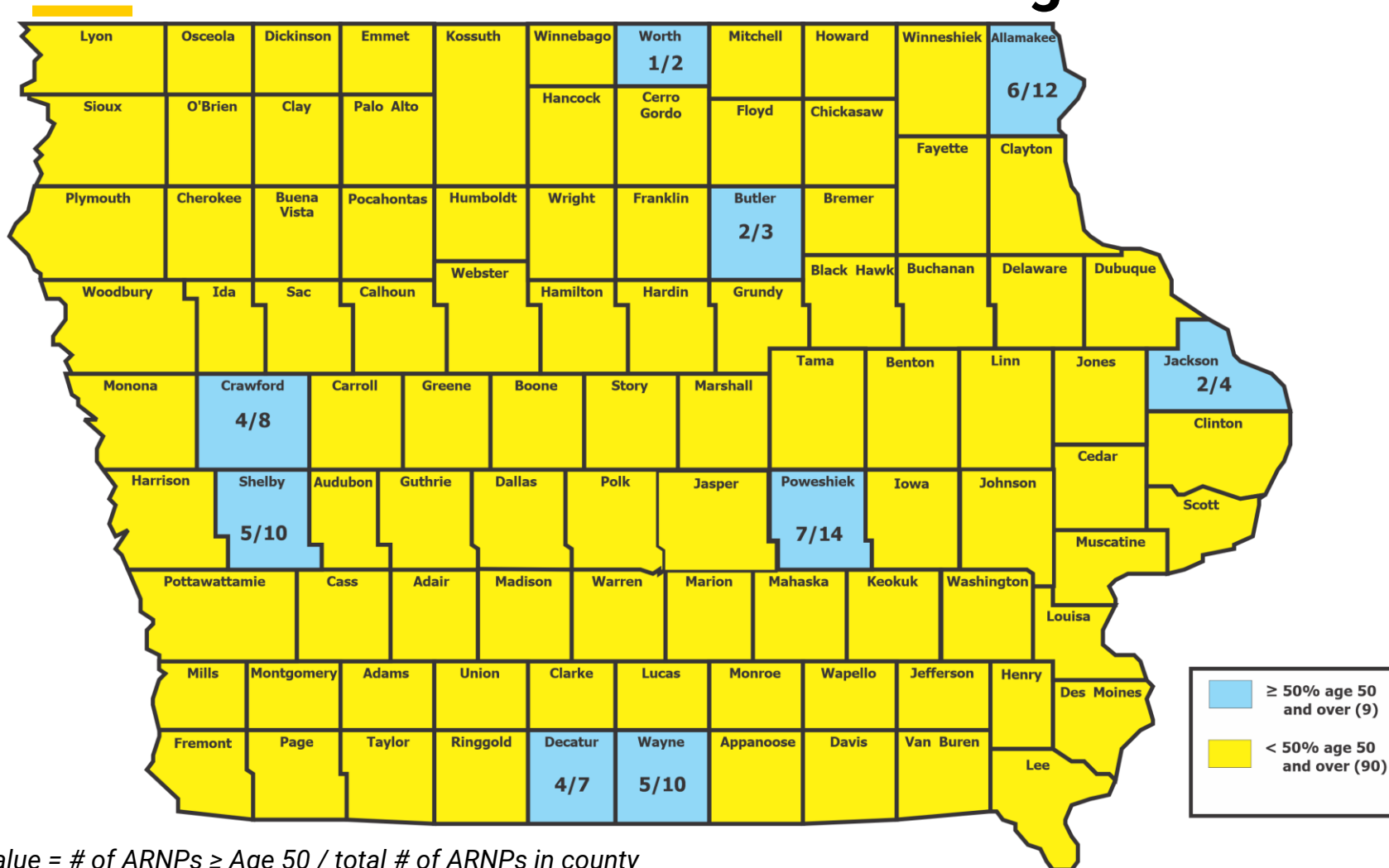
2024 Iowa ARNPs

IA Places with Women's Health Providers*



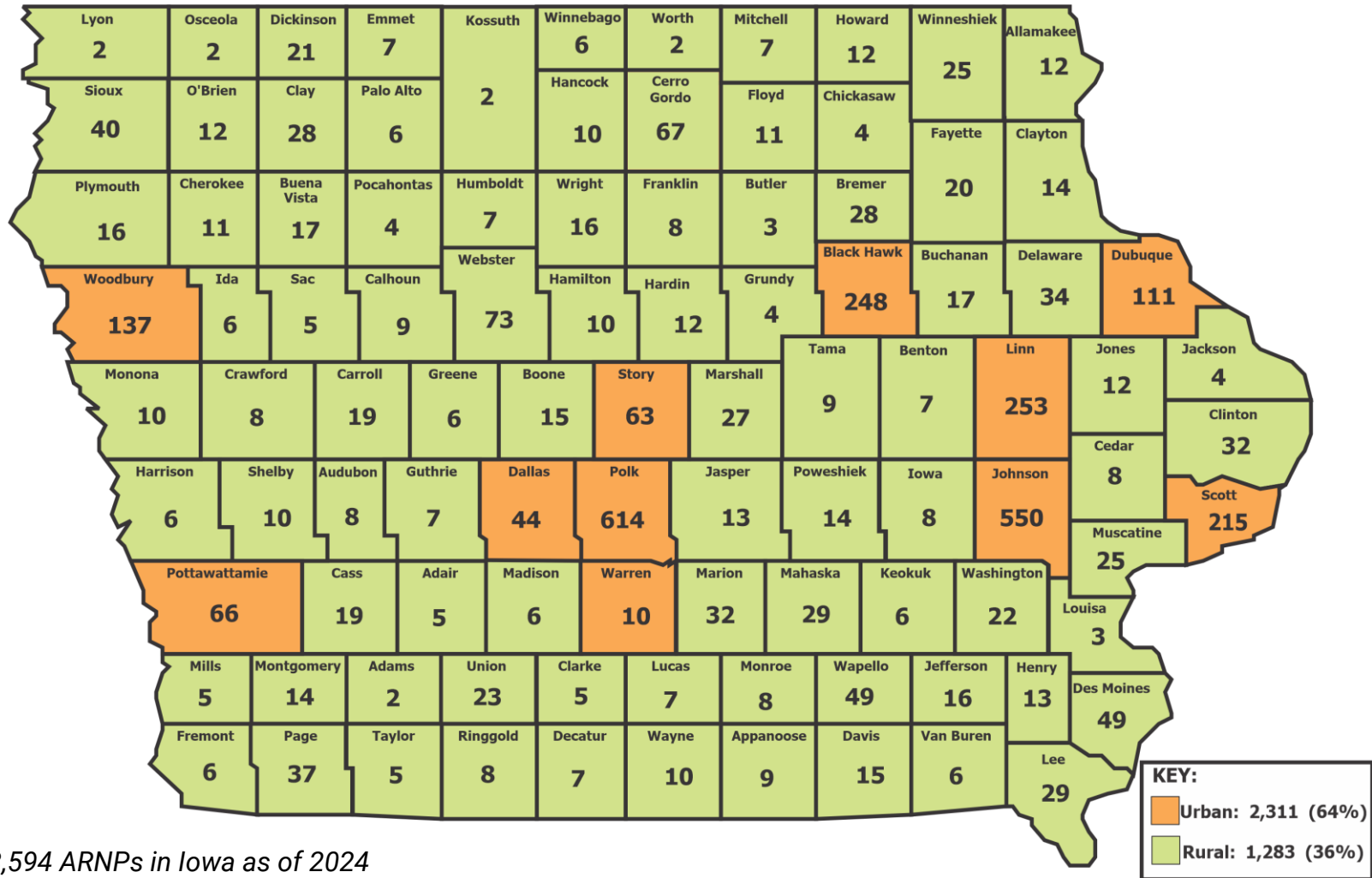
2024 Iowa ARNPs

Counties with 50% of ARNPs Age ≥ 50



2024 Iowa ARNPs

Distribution of All ARNPs by Rural vs. Urban



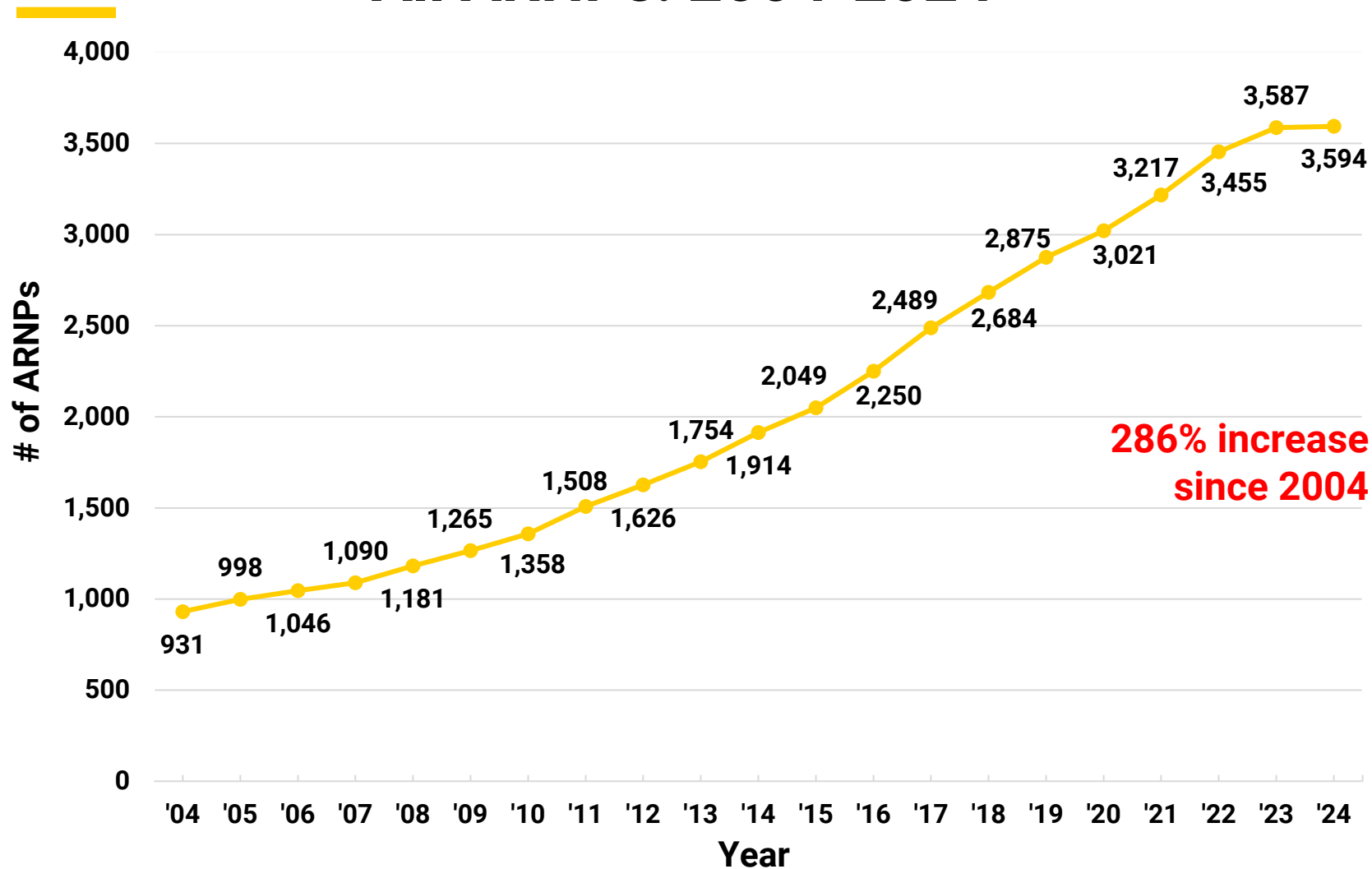
N = 3,594 ARNPs in Iowa as of 2024



Trends 2024

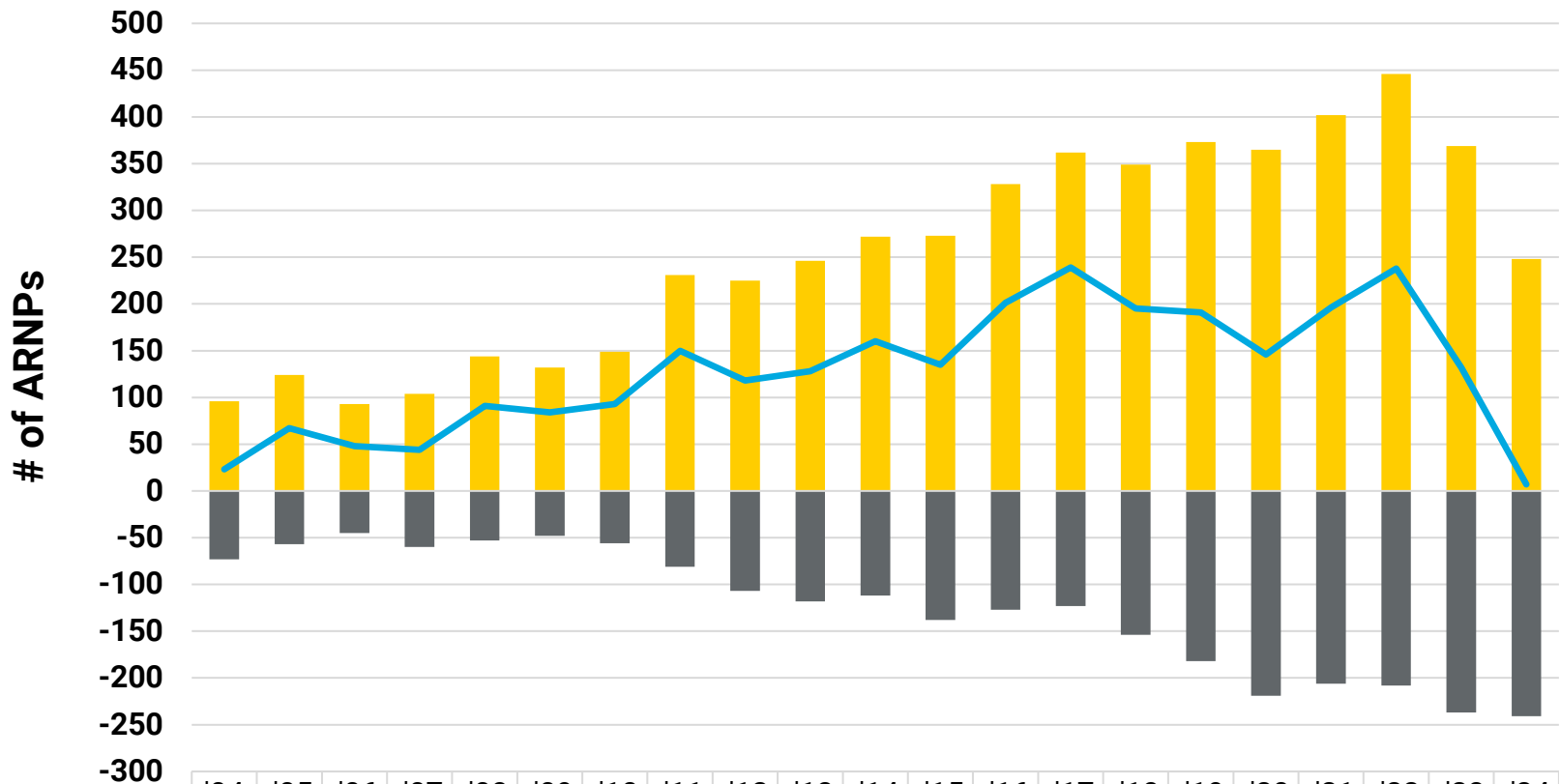
2024 Iowa ARNPs

All ARNPs: 2004-2024



2024 Iowa ARNPs

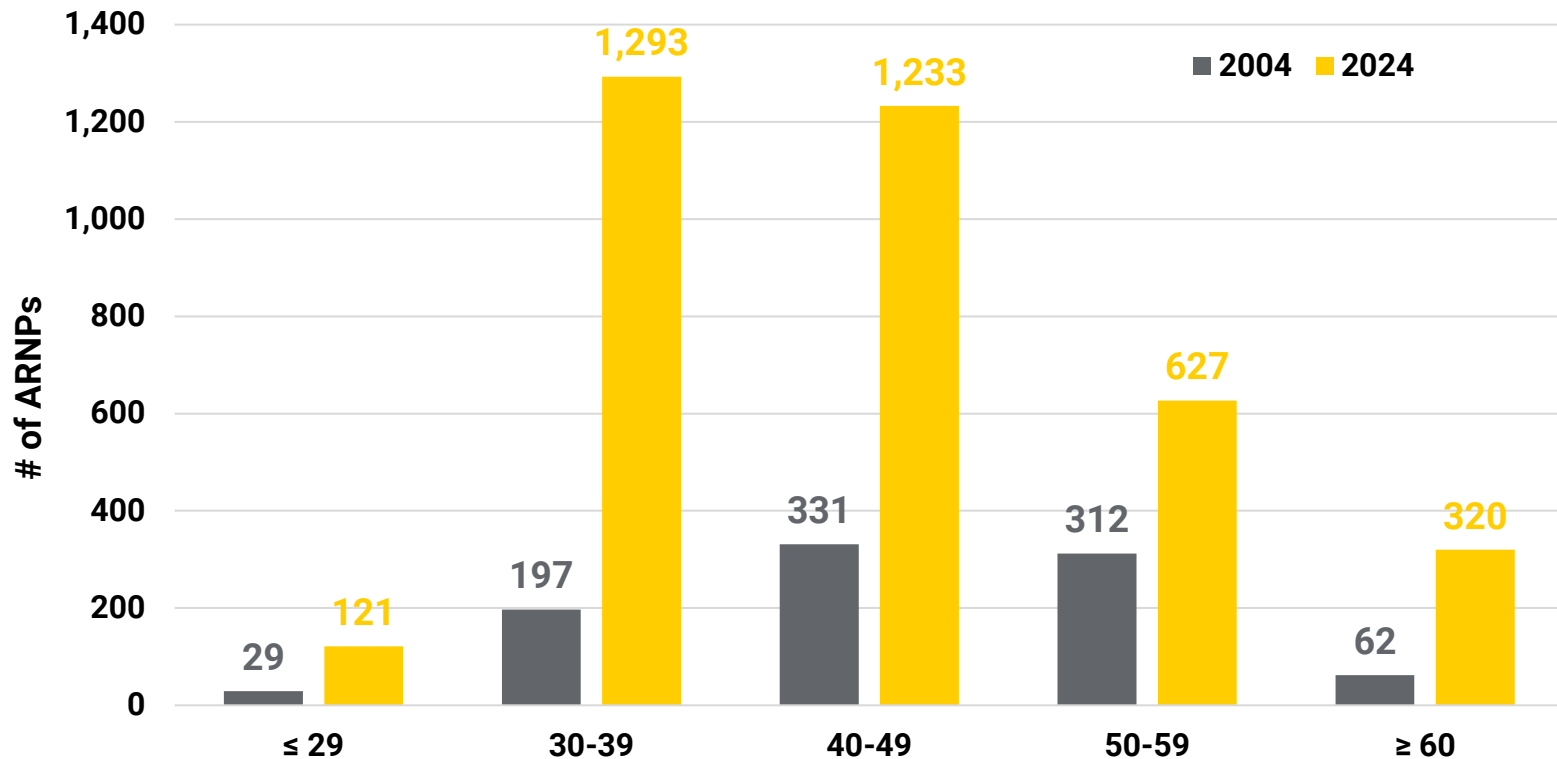
Net Gain/Loss: 2004-2024



	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23	'24
Leaving	-73	-57	-45	-60	-53	-48	-56	-81	-107	-118	-112	-138	-127	-123	-154	-182	-219	-206	-208	-237	-241
Entering	96	124	93	104	144	132	149	231	225	246	272	273	328	362	349	373	365	402	446	369	248
Net Gain/Loss	23	67	48	44	91	84	93	150	118	128	160	135	201	239	195	191	146	196	238	132	7

2024 Iowa ARNPs

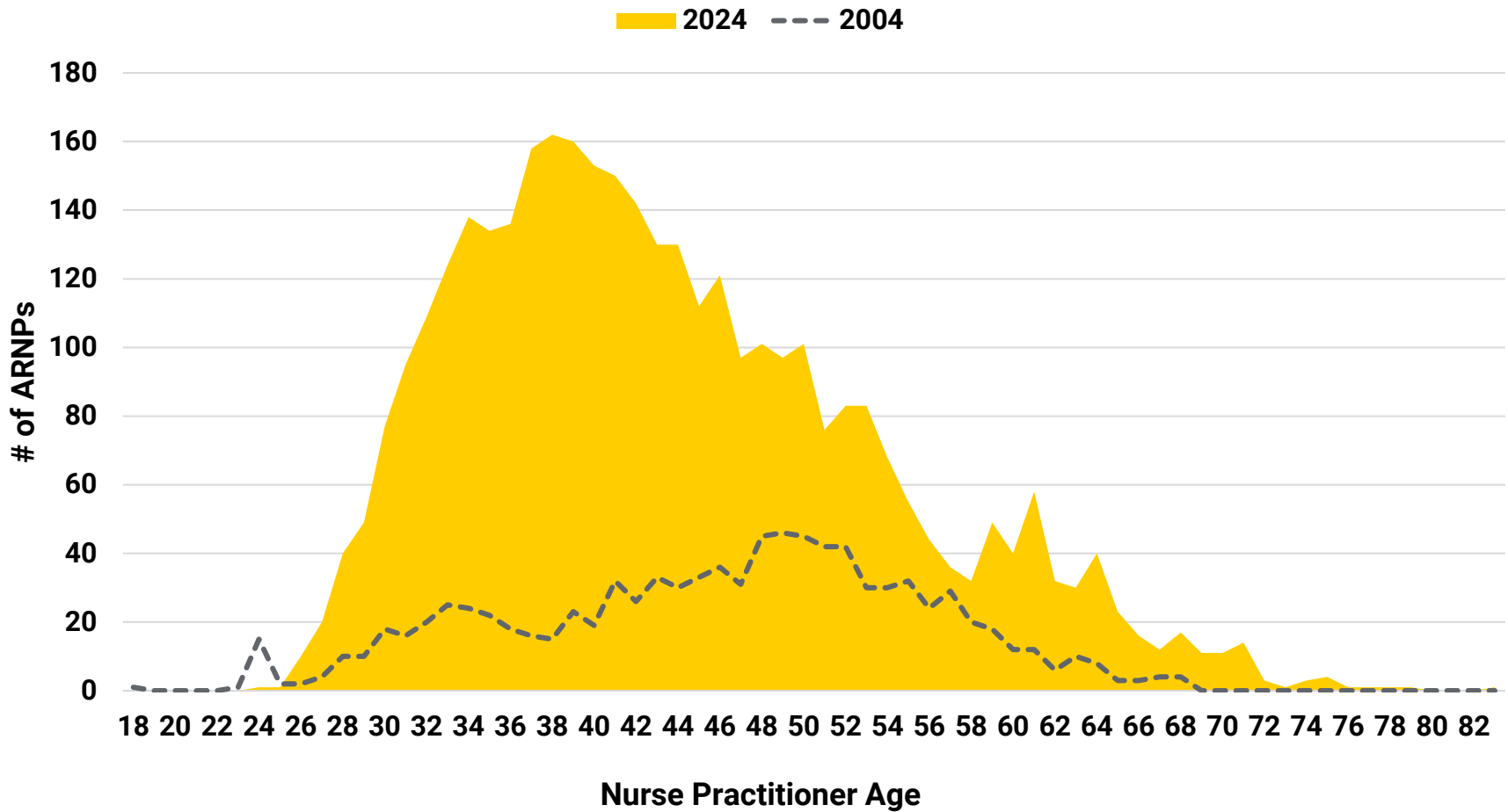
Age Distribution Comparison: 2004 vs. 2024



Year	Total ARNPs	Average Age	Median Age
2024	3,594	44	42
2004	931	46	47

2024 Iowa ARNPs

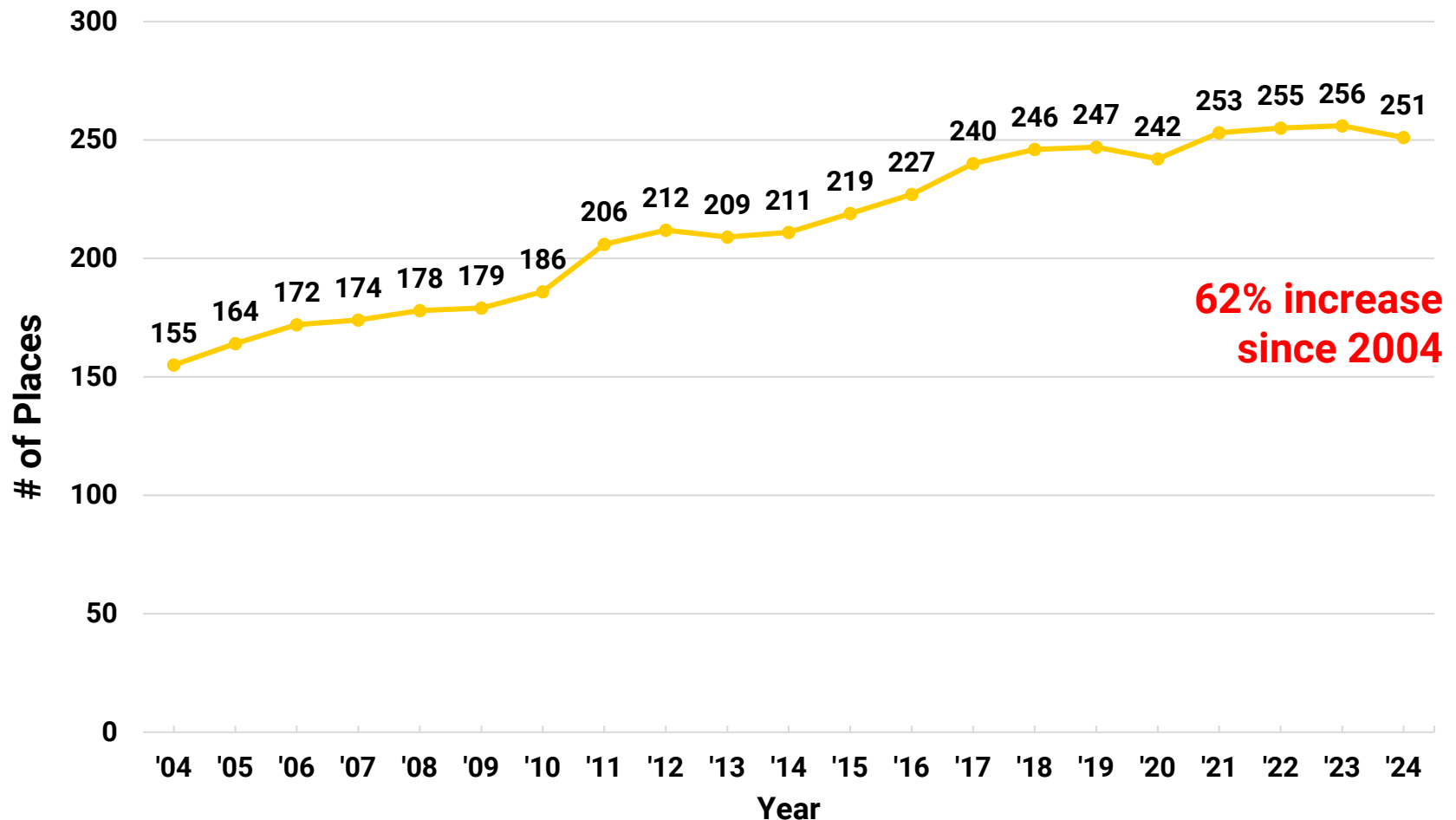
ARNP Age Comparison: 2004 vs. 2024



N = 3,594 ARNPs (2024); 931 ARNPs (2004)

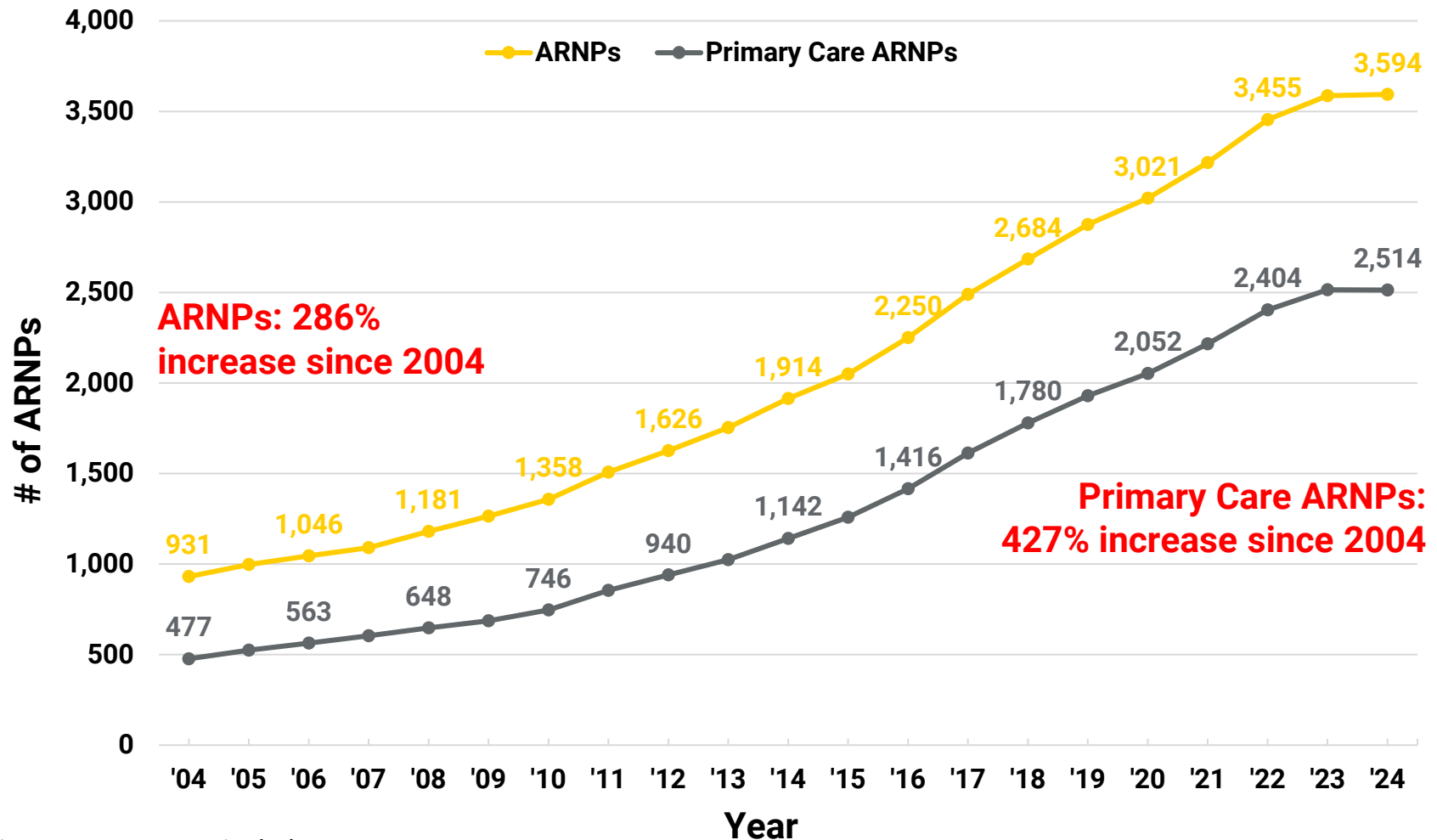
2024 Iowa ARNPs

IA Places with at Least One ARNP: 2004-2024



2024 Iowa ARNPs

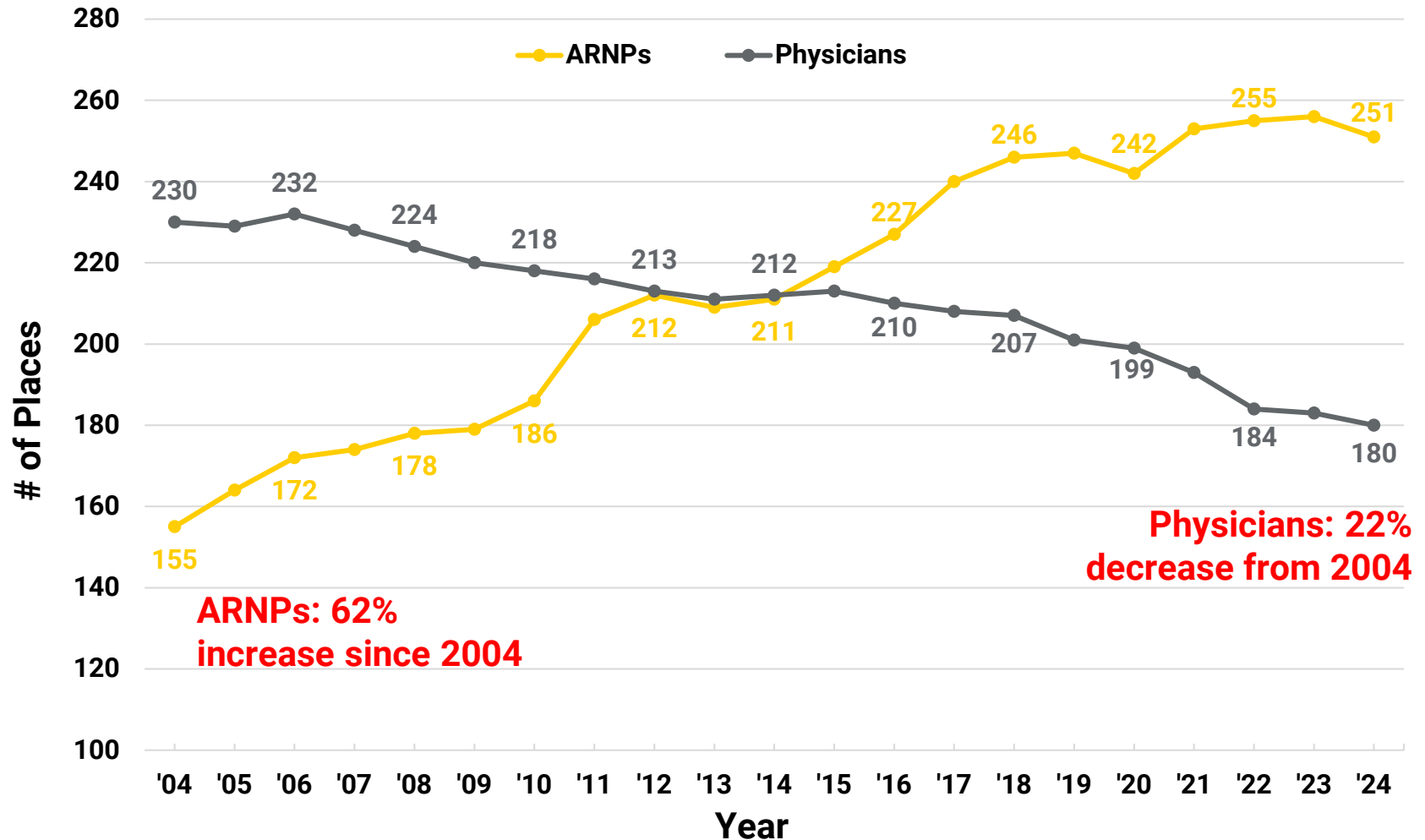
All ARNPs vs. Primary Care ARNPs: 2004-2024



Primary Care ARNPs include FNP, ANP, & PNP

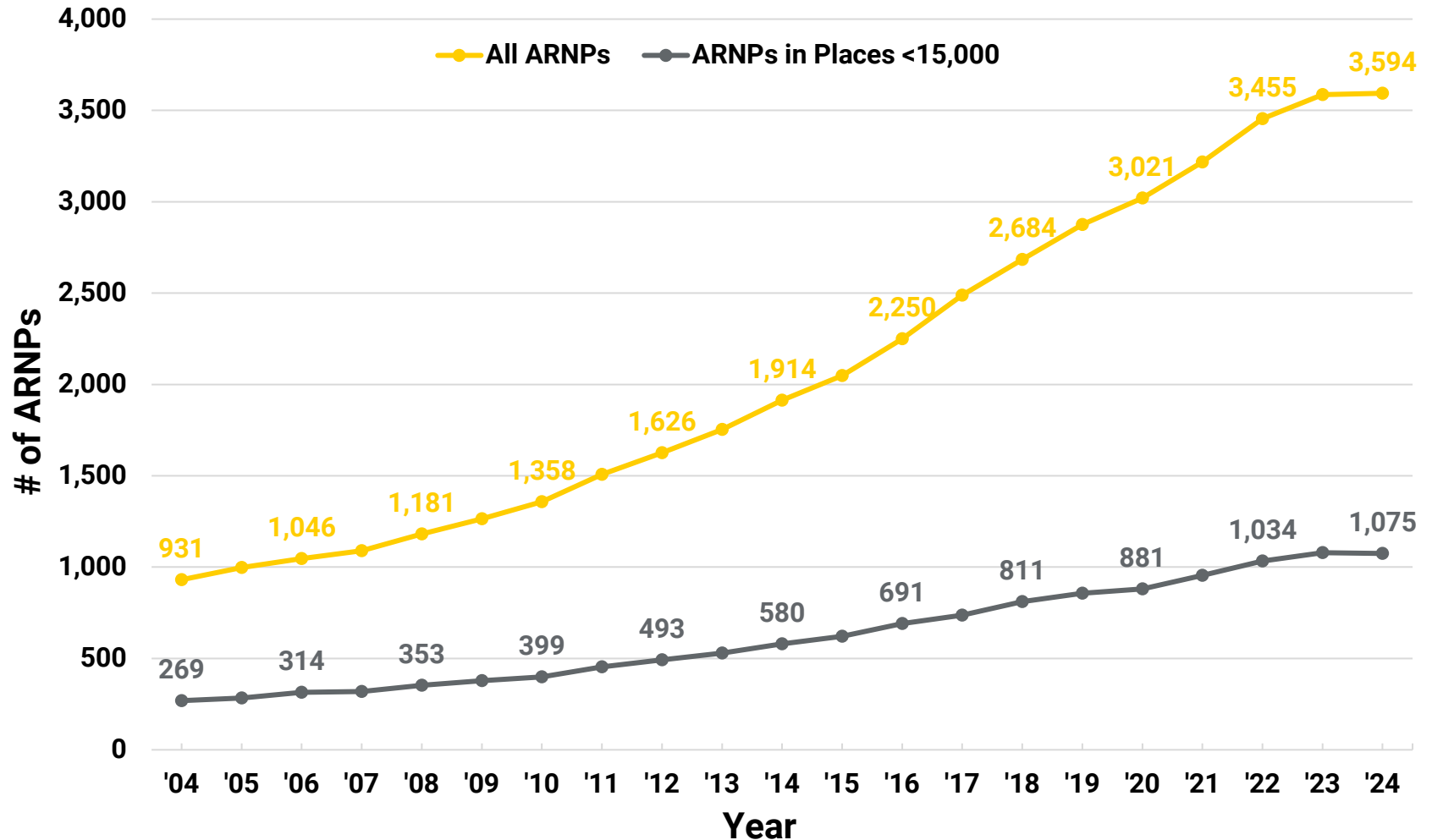
2024 Iowa ARNPs

IA Places with ARNPs or Physicians: 2004-2024



2024 Iowa ARNPs

ARNPs Working in Places <15,000: 2004-2024

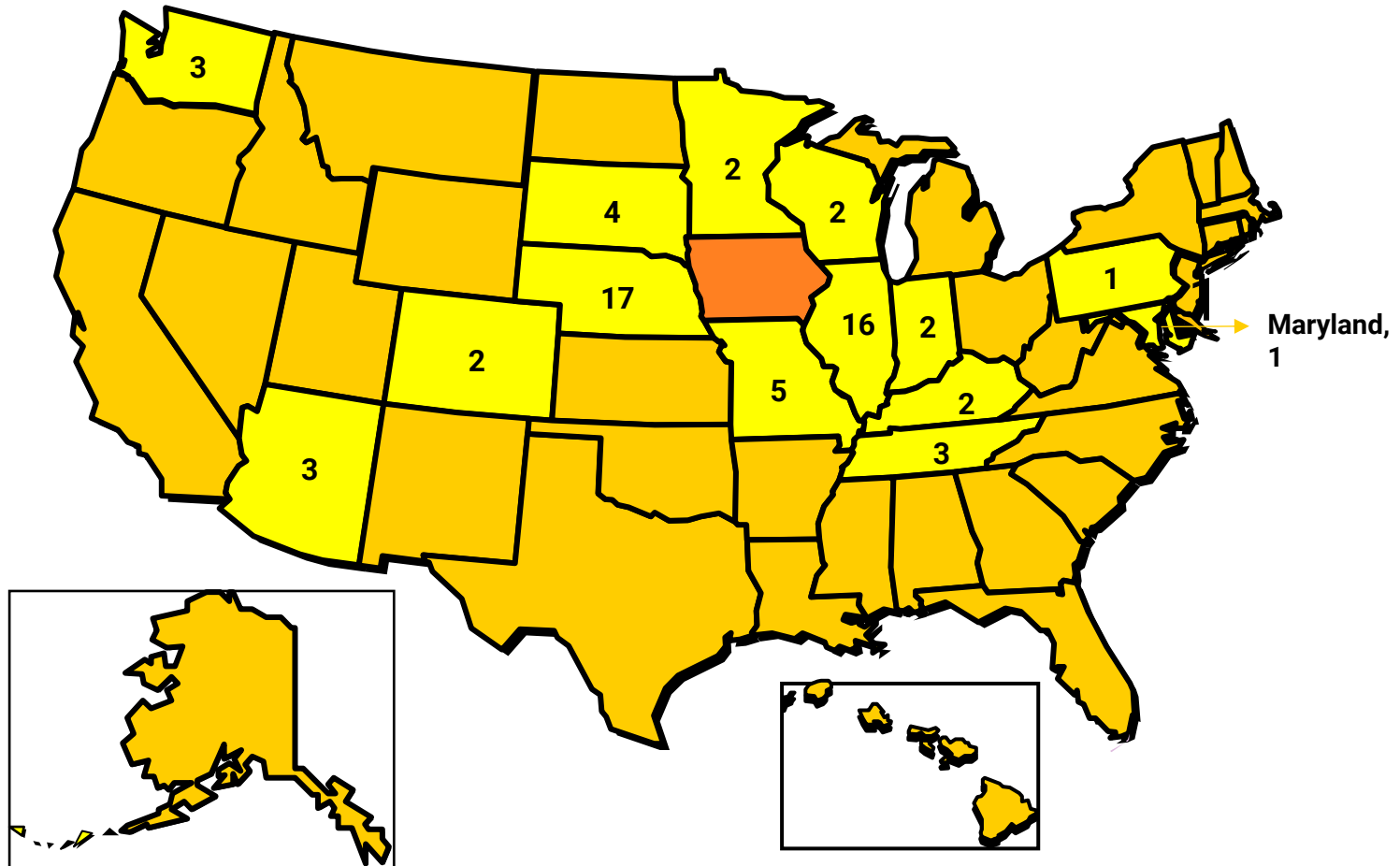


2024 Iowa ARNPs Attrition Analysis: 2014-2024

Year	Retirement	Relocation	Death	Health	Training	Inactive	Locum Tenens	Loss of License	Military	Misc.	Total
2014	20	40	1	2	1	3	5	-	-	40	112
2015	29	43	3	-	1	10	4	-	-	48	138
2016	30	30	-	1	3	5	5	-	-	53	127
2017	30	26	1	-	2	3	2	-	-	59	123
2018	45	49	-	-	3	6	1	1	1	48	154
2019	43	68	2	-	3	14	3	-	-	49	182
2020	66	53	2	2	-	13	4	-	1	78	219
2021	40	58	1	1	-	10	13	-	-	83	206
2022	36	55	4	1	3	6	5	-	-	98	208
2023	39	75	1	-	1	7	5	-	1	108	237
2024	<u>39</u>	<u>66</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>8</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>124</u>	<u>241</u>
Total	417	563	16	7	18	85	48	1	4	788	1,947
Annual Average	38	51	1	1	2	8	4	0	0	72	177

2024 Iowa ARNPs

Relocation of Iowa ARNPs*



***3 Unknown Relocations**

N = 66 ARNPs relocating out of Iowa in 2024 (241 exiting Iowa total)



Workforce Summary

2024

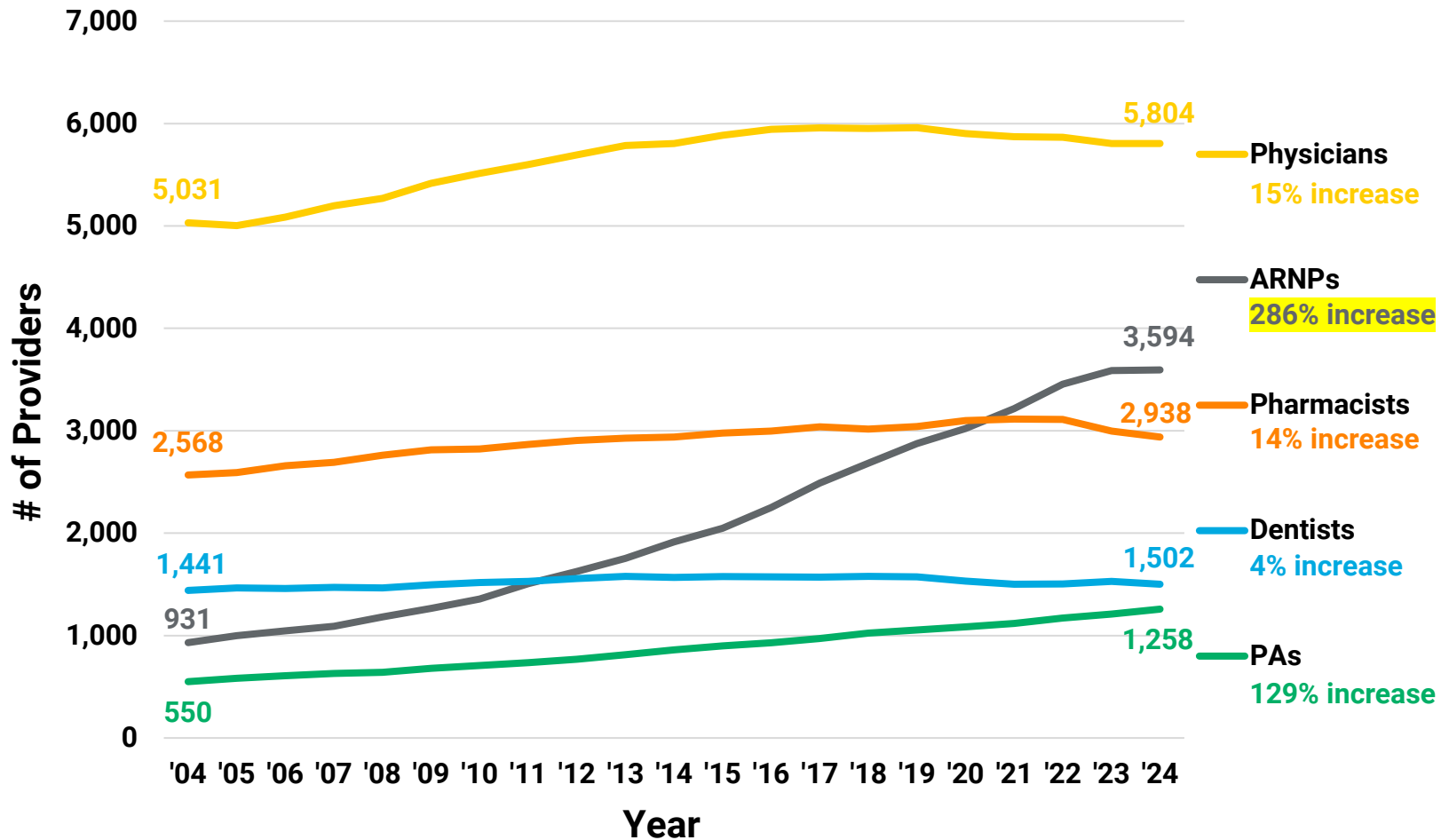
2024 Iowa Health Professions Inventory

Composition of Workforce

Physicians	5,804
Advanced Practice Nurses	3,594
Pharmacists	2,938
Dentists	1,502
Physician Assistants	1,258

2024 Iowa Health Professions Inventory

Composition of Workforce: 2004-2024



2024 Iowa Health Professions Inventory

Composition of Workforce

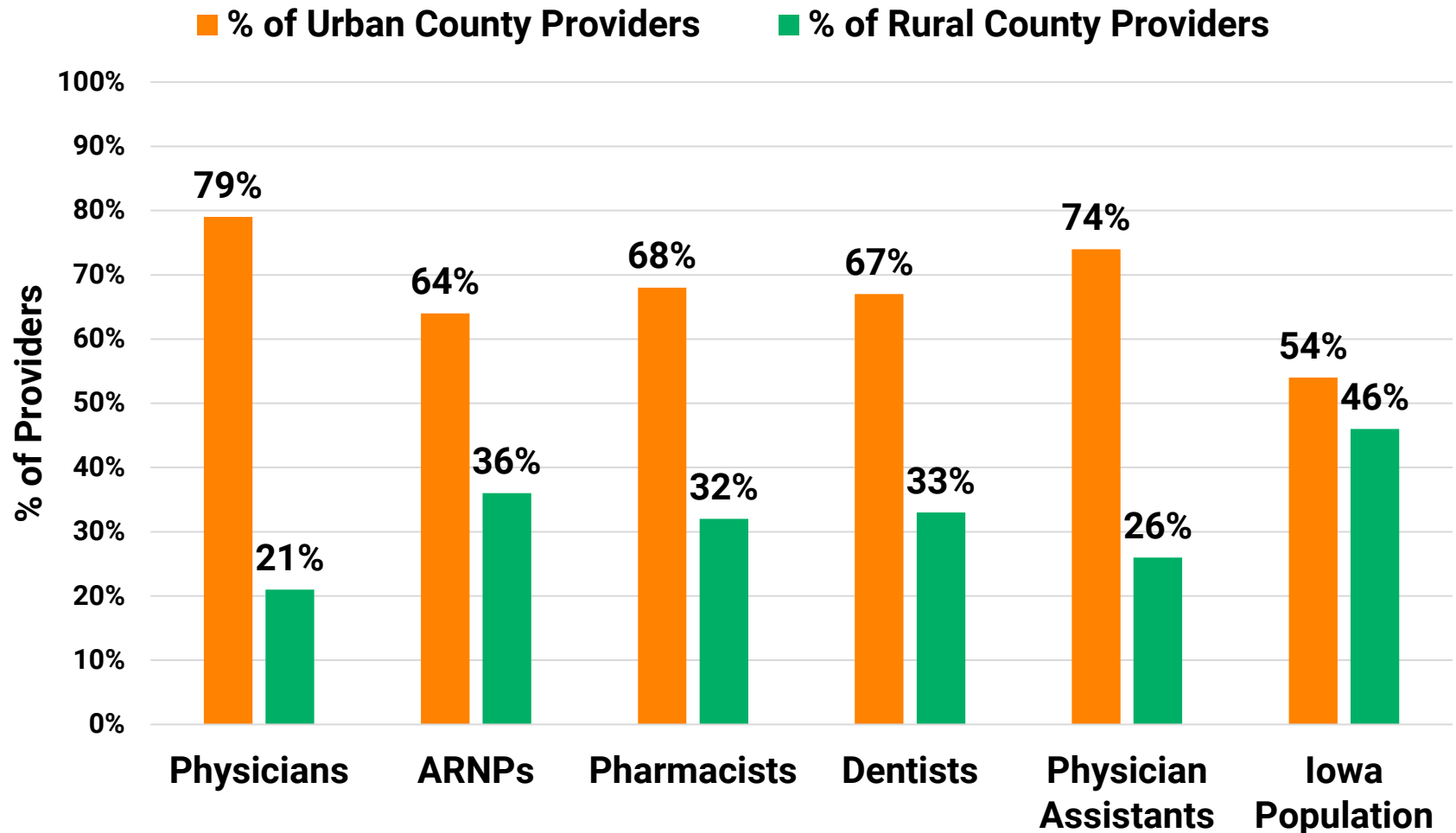
Provider Type	Entered Iowa Practice (% of Provider Total)	Left Iowa Practice (% of Provider Total)	Net Change	Provider Type Total
Physicians	379 (7%)	378 (7%)	+1	5,804
ARNPs	248 (7%)	241 (7%)	+7	3,594
Pharmacists	125 (4%)	183 (6%)	-58	2,938
Dentists	166 (11%)	214 (14%)	-48	1,502
Physician Assistants	117 (9%)	69 (5%)	+48	1,258

2024 Iowa Health Professions Inventory Retirement Summary

Provider Type	Retirements (% of Total Provider Attrition)	Average Retirement Age	Total Attrition	Average Attrition Age
Physicians	112 (30%)	68	378	52
ARNPs	39 (16%)	66	241	47
Pharmacists	67 (37%)	66	183	51
Dentists	58 (27%)	66	214	52
Physician Assistants	10 (14%)	68	69	46

2024 Iowa Health Professions Inventory

Rural vs. Urban Practice



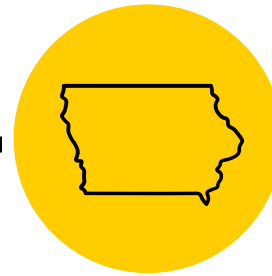
2024 Iowa ARNPs In Summary



**3,594 total
ARNPs in
2024**



**286%
increase
since 2004**



**36% work in
the 88 rural
counties**



**70% are
FNPs, ANPs,
or PNP**

2024 Iowa ARNPs Rural/Urban County Designation

11 urban-designated counties:

- Black Hawk
- Dallas
- Dubuque
- Johnson
- Linn
- Polk
- Pottawattamie
- Scott
- Story
- Warren
- Woodbury

OSCEP uses the definition of rural from the Federal Office of Rural Health Policy (FORHP). FORHP would use this definition to determine rural areas that can apply for rural health grants. The Federal Office of Rural Health Policy (FORHP) is contained within Health Resources & Services Administration (HRSA). HRSA is one of the agencies of the U.S. Department of Health and Human Services. FORHP defines **rural as non-metropolitan areas or isolated metro tracts with rural commuting patterns, low density, large size, or difficult terrain indicating limited health care access**. This definition blends the best from multiple other definitions to address access to health care.