

**Nursing Workforce Licensure Report
March 23, 2010**

FINAL REPORT

Prepared by:

The Tennessee Center for Nursing

**Jennifer Murray, PhD(c), BS
Lois Wagner, PhD,**

For the Tennessee Board of Nursing



Nursing Workforce Licensure Report
March 23, 2010

Prepared by:
Tennessee Center for Nursing

Jennifer Murray, PhD(c), BS
& Lois Wagner, PhD, RN

This report is based on data extracted by the Tennessee Board of Nursing (TBON) on March 23, 2010 from the Nursing licensure database. The purposes of the report are to:

- 1) describe the overall licensure status of Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Practice Registered Nurses (APNs) in the state of Tennessee;
- 2) describe the geographic distribution of active LPNs, RNs, and APNs in the state of Tennessee by county of practice;
- 3) describe the geographic distribution of active LPNs, RNs, and APNs in the state of Tennessee by region of practice (region as defined by the Tennessee Department of Health); and
- 4) examine the trend of LPNs, RNs, and APNs licensed and practicing in Tennessee from 2004 to date.

Special notes and definitions:

- Previous data (2008 and prior) were received from the Tennessee Department of Health's Office of Vital Statistics in a Microsoft Access database and may have been coded differently than the 2010 data provided by the TBON. Data from 2009 was not available. This report represents a snap shot of the nursing licensure database on March 23, 2010.
- APN data may also be included in the RN data if the APN holds a RN license in Tennessee. As a result of the compact agreement, a RN who declares residence in another state is not included in Tennessee's RN licensure database, but is in the APN database if that license is also held.
- As is described in the tables, "active status" is defined as a nurse who is currently fully licensed, holds a temporary license, or licensed but on probation.
- Federally designated Health Professional Shortage Areas (HPSAs) are identified in the tables and figures. Of the 95 counties, 23 counties in Tennessee are designated as HPSA counties.
- Practice location is the last reported location of practice based the information voluntarily provided in the online biennial license renewal database. 78.6% of all nurses reported working full time, 15.4% reported part time, and 4.0% had unknown or missing employment status.
- Approximately 34.4% of active nurses licensed in the state of Tennessee have no declared practice location. The practice location is not a required field when completing or updating licensure status, leading to this large amount of missing data.

Purpose 1: Describe the overall licensure status of LPNs, RNs, and APNs in the state of Tennessee

1.a. LPNs: Table 1.a.1. depicts the licensure status of LPNs who are licensed in Tennessee. There are 29,146 actively licensed LPNs in Tennessee. The practice location was not reported for 9,988 (34.3%) LPNs.

Table 1.a.2. shows the licensure and employment status of LPNs who are practicing in Tennessee. Of the 19,158 active LPNs reportedly practicing in Tennessee, 19,110 (99.8%) are

fully licensed; 47 (0.24%) are on probation and 1 (0.01%) has a temporary license. Of the 19,110 fully licensed LPNs, 17,659 (92.4%) are working full- or part-time. Employment status was not reported for 1,091 (5.7%) fully licensed LPNs.

1.b. RNs: Table 1.a.1 represents the licensure status of RNs who are licensed in Tennessee. The database consisted of 79,544 active RNs licensed in Tennessee; 52,646 (66.2%) of those that report that they are currently practicing in Tennessee. The practice location was not reported for 26,898 (33.8%) RNs.

Table 1.b.2. represents the licensure and employment status of RNs practicing in Tennessee. Of the 52,646 active RNs reportedly practicing in Tennessee, 52,542 (99.8%) are fully licensed; 103 (0.2%) are on probation and 1 (\approx .002%) has a temporary license. Of the 52,542 fully licensed RNs, 49,559 (94.3%) are working full- or part-time. Employment status was not reported for 1,839 (3.5%) fully licensed RNs.

1.c. APNs: Table 1.a.1 shows the licensure status of APNs who are licensed in the state of Tennessee. There are 7,621 actively licensed APNs in Tennessee. The practice location was not reported for 3,105 (41%) APNs.

Table 1.c.2. represents the licensure and employment status of APNs who are practicing in Tennessee. Of the 4,516 active APNs reportedly practicing in the state of Tennessee 4,511 (99.9%) are fully licensed. Of those fully licensed 4,342 (96.3%) are employed full- or part-time; and for 127 (2.8%) the practice status is unknown.

Purpose 2: Describe the geographic distribution of active LPNs, RNs, and APNs in Tennessee by county of practice

2.a. LPNs: Table 2.a. shows the number of active LPNs per 1000 of population currently practicing in each county of Tennessee. In addition, counties are identified as to whether or not they are federally designated Health Professions Shortage Areas (HPSAs). The counties with the five lowest rates of LPNs per 1000 of population are Cheatham (0.9), Sevier (1.0), Union (1.3), and Fayette/Grainger (1.4). Three (60%) out of these five counties are designated HPSAs. There are 23 counties with less than 2.0 LPNs per 1000 of population. Of these, eight (38.1%) are federally designated HPSA counties. Therefore, of the 23 HPSA counties in Tennessee, 35% (eight) have fewer than 2.0 LPNs per 1000 of population. The five counties with the highest rates of LPNs per 1000 of population are Fentress (8.4), Decatur/Clay (8.2), Weakley (7.2), and Overton (6.9). Fentress County is a federally designated HPSA. Figure 2.a.1. depicts these findings graphically in a map.

2.b. RNs: Table 2.b. shows the number of active RNs per 1000 of population currently practicing in each county of Tennessee as well the HPSA designations. The counties with the five lowest rates of RNs per 1000 of population are Van Buren (0.6), Meigs (0.7), Jackson (1.0), Union (1.3), and Grundy (1.4). Four (80.0%) out of these five counties are federally designated HPSAs. There are 10 counties with less than 2.0 RNs per 1000 of population. Of these, seven (70.0%) are HPSA counties. Therefore, of the 23 HPSA counties in Tennessee, 30.4% (seven) have fewer than 2.0 RNs per 1000 of population. The counties with the five highest rates of RNs per 1000 of population are Madison (18.7), Davidson (16.7), Washington (15.2), Hamilton (14.9), and Knox (13.8). None of these are federally designated HPSAs. Figure 2.b.1. is a graphic representation of these findings.

2.c. APNs: Table 2.c. depicts the number of active APNs per 1000 of population currently practicing in each county of Tennessee. Federally designated HPSAs are identified as well. The counties with the lowest rates of APNs per 1000 population are Polk/Van Buren (.00), Meigs (0.08), and Marion/Rhea (.01). Two (40%) of these five counties are federally designated HPSA counties. The counties with the five highest rates of APNs per 1000 of population are Davidson (1.6), Washington, (1.4), Madison (1.2), Knox (1.1), and Putnam (1.1). Figure 2.c.1. represents these data in a map.

Purpose 3: Describe the geographic distribution of active LPNs, RNs, and APNs in Tennessee by region of practice as defined by the Tennessee Department of Health

3.a. LPNs: Table 3.a. shows the number of active LPNs per 1000 of population currently practicing in each region of Tennessee. The regions with the fewest LPNs per 1000 of population are Mid-Cumberland/Shelby (1.9) and Southeast (2.4). The region with the highest rate of LPNs per 1000 of population is Madison (6.7). Figure 3.a.1. represents these findings in a map.

3.b. RNs: Table 3.b. represents the number of active RNs per 1000 of population currently practicing in each region of Tennessee. The region with the fewest RNs per 1000 of population is the Southwest (3.4) and the region with the highest is Madison (18.3). Figure 3.b.1. depicts these findings in a map.

3.c. APNs: Table 3.c. shows the number of active APNs per 1000 of population currently practicing in each region of Tennessee. The region with the fewest APNs per 1000 of population is the Southeast (0.3). The region with highest number of APNs per 1000 of population is Davidson (1.6). Figure 3.c.1. represents these findings in a map.

Purpose 4: Examine the trend data of LPNs, RNs, and APNs licensed and practicing in Tennessee

4.a. LPNs: Table 4.a. shows a summary of LPNs licensed and practicing in Tennessee since 2004. A line graph depicts the number of LPNs practicing in Tennessee since 2004 in Figure 4.a.1. There is an overall 3.6% increase in LPNs practicing in Tennessee from 2004 to 2010. Figure 4.a.2. shows the five-year trend of LPNs practicing in Tennessee per 1000 population indicating a decline of 3.2% from 2004-2010 with 3.0 LPNs per 1000 population.

4.b. RNs: Table 4.b. is a summary of RNs licensed and practicing in Tennessee from 2004 to 2010. Figure 4.b. is a line graph of the number of RNs practicing in Tennessee over this time period. There is an overall 12.3% increase in RNs practicing in Tennessee from 2004 to 2010. Figure 4.b.2. shows the trend of RNs practicing in Tennessee per 1000 population indicating a 5.0% increase from 8.0 to 8.4 RNs per 1000 population from 2004 to 2010.

4.c. APNs: Table 4.c. is a summary of APNs licensed and practicing in Tennessee from 2004 to 2010. Figure 4.c. is a line graph of the number of APNs practicing in Tennessee over the period. There is an overall 22.4% increase in APNs practicing in Tennessee from 2004 to 2010. Figure 4.c.2. shows the trend of APNs practicing in Tennessee per 1000 population indicating a 16.7% increase from 0.6 to 0.7 per 1000 population from 2004 to 2010.

Other findings:

- 29,146 active LPNs are licensed in the state of Tennessee, 17,659 (61.0%) reported working full- or part-time in Tennessee; and practice data were not reported for 1,094 (3.7%).
- 79,544 active RNs are licensed in the state of Tennessee, 49,638 (62.4%) reported working full- or part-time in Tennessee; and practice data were not reported for 1,839 (2.3%).
- 7,621 active APNs are licensed in Tennessee, 4,342 (57.0%) are working full- or part-time in Tennessee; and practice data were not reported for 127 (1.7%).
- Over the 2004-2010 trending period of this report, the population projections of Tennessee as provided by the Census Bureau, Tennessee Department of Health's Office of Vital Statistics, and the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) has increased 8.2%.

Appendix A: Tables and Figures

Purpose 1 Tables

Table 1.a.1. Licensure and Employment Status of LPNs Licensed in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|--|--------|-------------------|---------------|
| Active ^a | 29,146 | In Tennessee | 19,158 (65.7) |
| | | Out of State | Unk |
| | | Not Practicing | Unk |
| Fail to Renew In the past year ^b | 1,147 | N/A | N/A |

^aActive licensure status includes fully licensed, temporary licensed (Katrina Displaced, Hurricane Temp, and Temp Permit), and on probation.

^bFail to renew data are from 5/12/2009 – 5/12/2010.

Table 1.a.2. Licensure and Employment Status of LPNs Practicing in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|--|--------|----------------------|---------------|
| Active Status LPNs (Total Active LPNs = 19,158) | | | |
| Fully Licensed | 19,110 | Full-time | 15,255 (80.0) |
| | | Part-time | 2,404 (12.6) |
| | | Unknown/Not Reported | 1,091 (5.7) |
| On Probation | 47 | Full-time | 38 (80.9) |
| | | Part-time | 2 (4.3) |
| | | Unknown/Not Reported | 3 (6.4) |
| Temporary License | 1 | Unknown/Not Reported | 1 (100) |

Table 1.b.1. Licensure and Employment Status of RNs Licensed in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|--|--------|-------------------|---------------|
| Active ^a | 79,544 | In Tennessee | 52,646 (66.2) |
| | | Out of State | Unk |
| | | Not Practicing | Unk |
| Fail to Renew In the past year ^b | 2,090 | N/A | N/A |

^aActive licensure status includes fully licensed, temporary licensed (Katrina Displaced, Hurricane Temp, and Temp Permit), and on probation.

^bFail to renew data are from 5/12/2009 – 5/12/2010.

Table 1.b.2. Licensure and Employment Status of RNs Practicing in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|---|--------|----------------------|---------------|
| Active Status RNs (Total Active RNs =52,646) | | | |
| Fully Licensed | 52,542 | Full-time | 40,702 (77.5) |
| | | Part-time | 8,857 (16.9) |
| | | Unknown/Not Reported | 1,839 (3.5) |
| On Probation | 103 | Full-time | 77 (74.8) |
| | | Unknown/Not Reported | 2 (2.0) |
| | | Part-time | 4 (3.9) |
| Temporary License | 1 | Unknown/Not Reported | 1 (100) |

Table 1.c.1. Licensure and Employment Status of APNs Licensed in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|--|--------|-------------------|--------------|
| Active ^a | 7,621 | In Tennessee | 4,516 (59.3) |
| | | Out of State | Unk |
| | | Not Practicing | Unk |
| Fail to Renew In the past year ^b | 191 | N/A | N/A |

^aActive licensure status includes fully licensed, temporary licensed (Katrina Displaced, Hurricane Temp, and Temp Permit), and on probation.

^bFail to renew data are from 5/12/2009 – 5/12/2010.

Table 1.c.2. Licensure and Employment Status of APNs Practicing in Tennessee, 2010

| Licensure Status | Number | Employment Status | Number (%) |
|--|--------|----------------------|--------------|
| Active Status APNs (Total Active APNs =4,516) | | | |
| Fully Licensed | 4,511 | Full-time | 3,876 (85.9) |
| | | Part-time | 466 (10.3) |
| | | Unknown/Not Reported | 127 (2.8) |
| On Probation | 5 | Full-time | 5 (100) |
| Temporary License | 0 | Unknown/Not Reported | 0 |

Purpose 2 Tables and Figures

**Table 2.a. Number of Active LPNs per 1000 of Population in Tennessee
by County of Practice in 2010**

| COUNTY | HPSA | Number of LPNs | LPNs per 1000 of Population | Population^a |
|---------------|-------------|---------------------------|--|-------------------------------|
| Anderson | No | 327 | 4.5 | 72,220 |
| Bedford | No | 89 | 1.9 | 45,891 |
| Benton | No | 59 | 3.7 | 16,098 |
| Bledsoe | Yes | 29 | 2.2 | 13,076 |
| Blount | No | 396 | 3.2 | 123,830 |
| Bradley | No | 249 | 2.6 | 95,755 |
| Campbell | Yes | 183 | 4.4 | 41,212 |
| Cannon | No | 40 | 3.0 | 13,446 |
| Carroll | No | 163 | 5.7 | 28,620 |
| Carter | No | 156 | 2.6 | 60,732 |
| Cheatham | Yes | 36 | 0.9 | 39,987 |
| Chester | No | 25 | 1.6 | 16,093 |
| Claiborne | No | 124 | 4.0 | 31,607 |
| Clay | No | 65 | 8.2 | 7,969 |
| Cocke | No | 68 | 1.9 | 35,858 |
| Coffee | No | 217 | 4.1 | 53,078 |
| Crockett | No | 60 | 4.2 | 14,160 |
| Cumberland | No | 224 | 4.1 | 54,251 |
| Davidson | No | 2249 | 3.5 | 641,948 |
| Decatur | No | 93 | 8.2 | 11,283 |
| DeKalb | No | 56 | 3.0 | 19,038 |
| Dickson | No | 186 | 3.9 | 48,096 |
| Dyer | No | 133 | 3.5 | 37,831 |
| Fayette | Yes | 54 | 1.4 | 38,848 |
| Fentress | Yes | 145 | 8.4 | 17,371 |
| Franklin | No | 125 | 3.0 | 41,779 |
| Gibson | No | 217 | 4.5 | 48,054 |
| Giles | No | 101 | 3.5 | 28,741 |
| Grainger | No | 32 | 1.4 | 23,274 |
| Greene | No | 300 | 4.5 | 66,414 |
| Grundy | Yes | 23 | 1.6 | 14,382 |
| Hamblen | No | 310 | 5.1 | 60,368 |
| Hamilton | No | 995 | 3.1 | 326,104 |
| Hancock | Yes | 28 | 4.2 | 6,660 |
| Hardeman | Yes | 104 | 3.8 | 27,719 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

| (continued) | | | | |
|--------------------|-------------|-----------------------|------------------------------------|-------------------------------|
| COUNTY | HPSA | Number of LPNs | LPNs per 1000 of Population | Population^a |
| Hardin | No | 141 | 5.4 | 25,953 |
| Hawkins | No | 89 | 1.5 | 58,261 |
| Haywood | Yes | 47 | 2.4 | 19,540 |
| Henderson | Yes | 73 | 2.7 | 26,691 |
| Henry | No | 157 | 5.0 | 31,516 |
| Hickman | Yes | 52 | 2.1 | 24,673 |
| Houston | Yes | 51 | 6.5 | 7,853 |
| Humphreys | No | 63 | 3.5 | 17,952 |
| Jackson | Yes | 21 | 2.0 | 11,100 |
| Jefferson | No | 135 | 2.6 | 51,161 |
| Johnson | Yes | 59 | 3.2 | 18,651 |
| Knox | No | 1522 | 3.6 | 425,233 |
| Lake | Yes | 38 | 5.1 | 7,473 |
| Lauderdale | Yes | 68 | 2.6 | 26,250 |
| Lawrence | No | 138 | 3.3 | 41,485 |
| Lewis | Yes | 68 | 6.0 | 11,425 |
| Lincoln | No | 91 | 2.8 | 32,753 |
| Loudon | No | 108 | 2.3 | 46,760 |
| McMinn | No | 163 | 3.1 | 52,729 |
| McNairy | No | 79 | 3.1 | 25,434 |
| Macon | No | 70 | 3.2 | 22,170 |
| Madison | No | 659 | 6.7 | 97,740 |
| Marion | No | 56 | 2.0 | 27,827 |
| Marshall | Yes | 56 | 1.9 | 29,231 |
| Maury | No | 370 | 4.6 | 81,235 |
| Meigs | Yes | 17 | 1.4 | 11,798 |
| Monroe | No | 118 | 2.6 | 46,262 |
| Montgomery | No | 273 | 1.8 | 154,663 |
| Moore | No | 14 | 2.3 | 6,213 |
| Morgan | Yes | 64 | 3.1 | 20,488 |
| Obion | No | 100 | 3.2 | 31,094 |
| Overton | No | 143 | 6.9 | 20,813 |
| Perry | No | 49 | 6.5 | 7,581 |
| Pickett | No | 14 | 3.0 | 4,747 |
| Polk | No | 36 | 2.3 | 15,453 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

| (continued) | | | | |
|--------------------|-------------|-----------------------|------------------------------------|-------------------------------|
| COUNTY | HPSA | Number of LPNs | LPNs per 1000 of Population | Population^a |
| Putnam | No | 353 | 5.0 | 70,627 |
| Rhea | No | 63 | 2.0 | 30,852 |
| Roane | No | 186 | 3.5 | 53,550 |
| Robertson | No | 106 | 1.6 | 64,972 |
| Rutherford | No | 471 | 1.9 | 251,596 |
| Scott | No | 122 | 5.5 | 22,173 |
| Sequatchie | No | 25 | 1.8 | 13,848 |
| Sevier | No | 90 | 1.0 | 86,374 |
| Shelby | No | 1763 | 2.0 | 910,776 |
| Smith | No | 65 | 3.4 | 19,104 |
| Stewart | Yes | 20 | 1.5 | 13,168 |
| Sullivan | No | 574 | 3.8 | 150,962 |
| Sumner | No | 289 | 1.9 | 155,925 |
| Tipton | No | 100 | 1.7 | 58,187 |
| Trousdale | No | 33 | 4.4 | 7,472 |
| Unicoi | No | 69 | 3.9 | 17,663 |
| Union | Yes | 25 | 1.3 | 19,546 |
| Van Buren | Yes | 12 | 2.3 | 5,228 |
| Warren | No | 164 | 4.1 | 40,346 |
| Washington | No | 679 | 5.8 | 116,725 |
| Wayne | No | 90 | 5.4 | 16,782 |
| Weakley | No | 227 | 7.2 | 31,686 |
| White | No | 97 | 3.8 | 25,282 |
| Williamson | No | 298 | 1.7 | 174,485 |
| Wilson | No | 208 | 1.9 | 109,234 |
| TOTAL | | 18,992 | | 6,228,564 |

The number of LPNs practicing per 1000 of population in Tennessee is 3.0

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 165 active LPNs reported a Tennessee practice location but did not specify the county; 1 reported out of state; 8,704 (31.2%) active LPNs licensed in Tennessee did not report a practice location.

**Table 2.b. Number of Active RNs per 1000 of Population in Tennessee
by County of Practice in 2010**

| COUNTY | HPSA | Number of RNs | RNs per 1000 of Population | Population^a |
|---------------|-------------|--------------------------|---------------------------------------|-------------------------------|
| Anderson | No | 683 | 9.5 | 72,220 |
| Bedford | No | 149 | 3.3 | 45,891 |
| Benton | No | 50 | 3.1 | 16,098 |
| Bledsoe | Yes | 40 | 3.1 | 13,076 |
| Blount | No | 767 | 6.2 | 123,830 |
| Bradley | No | 594 | 6.2 | 95,755 |
| Campbell | Yes | 175 | 4.3 | 41,212 |
| Cannon | No | 50 | 3.7 | 13,446 |
| Carroll | No | 138 | 4.8 | 28,620 |
| Carter | No | 192 | 3.2 | 60,732 |
| Cheatham | Yes | 59 | 1.5 | 39,987 |
| Chester | No | 36 | 2.2 | 16,093 |
| Claiborne | No | 155 | 4.9 | 31,607 |
| Clay | No | 23 | 3.0 | 7,969 |
| Cocke | No | 136 | 3.8 | 35,858 |
| Coffee | No | 424 | 8.0 | 53,078 |
| Crockett | No | 33 | 2.3 | 14,160 |
| Cumberland | No | 338 | 6.2 | 54,251 |
| Davidson | No | 10,735 | 16.7 | 641,948 |
| Decatur | No | 82 | 7.3 | 11,283 |
| DeKalb | No | 59 | 3.1 | 19,038 |
| Dickson | No | 300 | 6.2 | 48,096 |
| Dyer | No | 280 | 7.4 | 37,831 |
| Fayette | Yes | 86 | 2.2 | 38,848 |
| Fentress | Yes | 96 | 5.5 | 17,371 |
| Franklin | No | 227 | 5.4 | 41,779 |
| Gibson | No | 189 | 3.9 | 48,054 |
| Giles | No | 114 | 4.0 | 28,741 |
| Grainger | No | 33 | 1.4 | 23,274 |
| Greene | No | 473 | 7.1 | 66,414 |
| Grundy | Yes | 20 | 1.4 | 14,382 |
| Hamblen | No | 522 | 8.7 | 60,368 |
| Hamilton | No | 4,848 | 14.9 | 326,104 |
| Hancock | Yes | 33 | 5.0 | 6,660 |
| Hardeman | Yes | 113 | 4.1 | 27,719 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

(continued)

| COUNTY | HPSA | Number of RNs | RNs per 1000 of Population | Population^a |
|---------------|-------------|----------------------|-----------------------------------|-------------------------------|
| Hardin | No | 133 | 5.1 | 25,953 |
| Hawkins | No | 129 | 2.2 | 58,261 |
| Haywood | Yes | 52 | 2.7 | 19,540 |
| Henderson | Yes | 101 | 3.8 | 26,691 |
| Henry | No | 193 | 6.1 | 31,516 |
| Hickman | Yes | 51 | 2.1 | 24,673 |
| Houston | Yes | 35 | 4.5 | 7,853 |
| Humphreys | No | 58 | 3.2 | 17,952 |
| Jackson | Yes | 12 | 1.1 | 11,100 |
| Jefferson | No | 178 | 6.5 | 51,161 |
| Johnson | Yes | 57 | 3.1 | 18,651 |
| Knox | No | 5,875 | 13.8 | 425,233 |
| Lake | Yes | 24 | 3.2 | 7,473 |
| Lauderdale | Yes | 87 | 3.3 | 26,250 |
| Lawrence | No | 157 | 3.8 | 41,485 |
| Lewis | Yes | 40 | 3.5 | 11,425 |
| Lincoln | No | 132 | 4.0 | 32,753 |
| Loudon | No | 148 | 3.2 | 46,760 |
| McMinn | No | 292 | 5.5 | 52,729 |
| McNairy | No | 89 | 3.5 | 25,434 |
| Macon | No | 39 | 7.8 | 22,170 |
| Madison | No | 1,824 | 18.7 | 97,740 |
| Marion | No | 115 | 4.1 | 27,827 |
| Marshall | Yes | 78 | 2.7 | 29,231 |
| Maury | No | 804 | 9.9 | 81,235 |
| Meigs | Yes | 8 | 0.7 | 11,798 |
| Monroe | No | 157 | 3.4 | 46,262 |
| Montgomery | No | 477 | 3.1 | 154,663 |
| Moore | No | 20 | 3.2 | 6,213 |
| Morgan | Yes | 43 | 2.1 | 20,488 |
| Obion | No | 188 | 6.1 | 31,094 |
| Overton | No | 115 | 5.5 | 20,813 |
| Perry | No | 42 | 5.5 | 7,581 |
| Pickett | No | 11 | 2.3 | 4,747 |
| Polk | No | 32 | 2.1 | 15,453 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

| (continued) | | | | |
|--------------------|-------------|----------------------|-----------------------------------|-------------------------------|
| COUNTY | HPSA | Number of RNs | RNs per 1000 of Population | Population^a |
| Putnam | No | 706 | 10.0 | 70,627 |
| Rhea | No | 80 | 2.6 | 30,852 |
| Roane | No | 174 | 3.3 | 53,550 |
| Robertson | No | 247 | 3.8 | 64,972 |
| Rutherford | No | 1,379 | 5.5 | 251,596 |
| Scott | No | 84 | 3.8 | 22,173 |
| Sequatchie | No | 25 | 1.8 | 13,848 |
| Sevier | No | 245 | 2.8 | 86,374 |
| Shelby | No | 8,219 | 9.0 | 910,776 |
| Smith | No | 87 | 4.6 | 19,104 |
| Stewart | Yes | 21 | 1.6 | 13,168 |
| Sullivan | No | 1,629 | 10.8 | 150,962 |
| Sumner | No | 668 | 4.3 | 155,925 |
| Tipton | No | 167 | 2.9 | 58,187 |
| Trousdale | No | 19 | 2.5 | 7,472 |
| Unicoi | No | 76 | 4.3 | 17,663 |
| Union | Yes | 26 | 1.3 | 19,546 |
| Van Buren | Yes | 3 | 0.6 | 5,228 |
| Warren | No | 215 | 5.3 | 40,346 |
| Washington | No | 1,779 | 15.2 | 116,725 |
| Wayne | No | 68 | 4.1 | 16,782 |
| Weakley | No | 169 | 5.3 | 31,686 |
| White | No | 82 | 3.2 | 25,282 |
| Williamson | No | 1,427 | 8.9 | 174,485 |
| Wilson | No | 476 | 4.4 | 109,234 |
| TOTAL | | 52,119 | | 6228564 |

The number of RNs practicing per 1000 of population in Tennessee is 8.4

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 517 active RNs reported a Tennessee practice location but did not specify the county; 10 reported out of state; 19,308 (26.8%) active RNs licensed in Tennessee did not report a practice location.

Figure 2.b.1. Geographic Distribution of RNs per 1000 population by Tennessee Counties with HPSA Designation

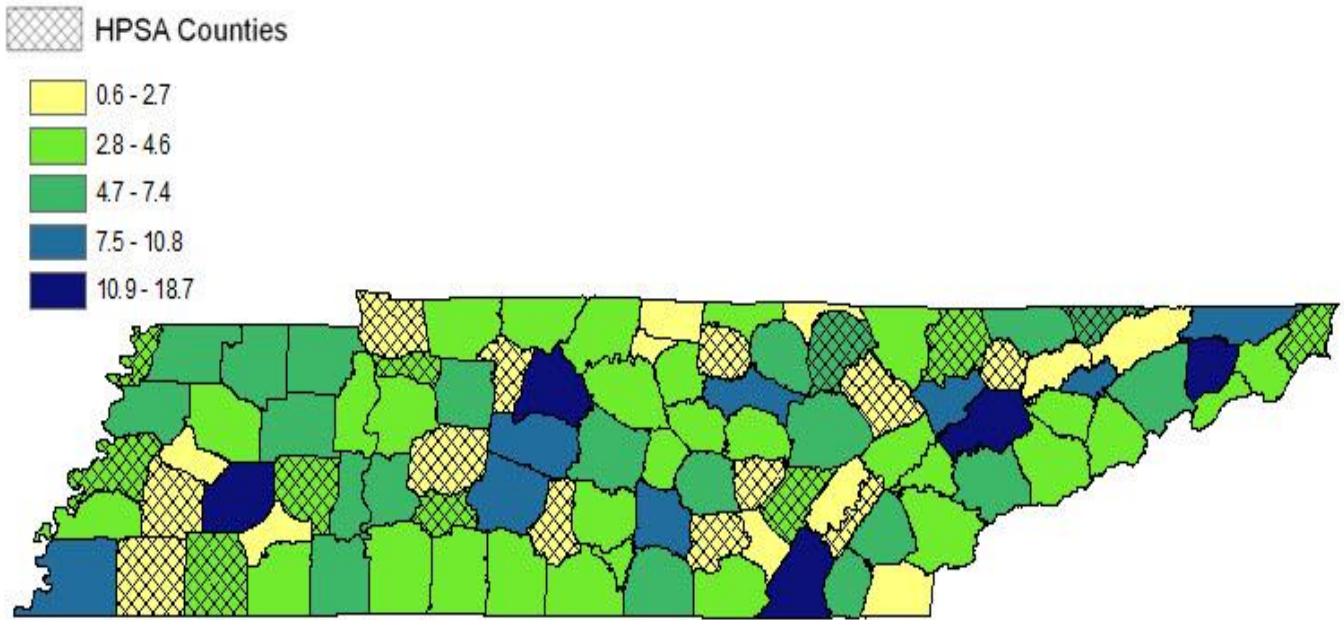


Figure 2.b.2. Reference map of Tennessee Counties



**Table 2.c. Number of Active APNs per 1000 of Population in Tennessee
by County of Practice in 2010**

| COUNTY | HPSA | Number of APNs | APNs per 1000 of Population | Population^a |
|---------------|-------------|-----------------------|------------------------------------|-------------------------------|
| Anderson | No | 52 | 0.7 | 72,220 |
| Bedford | No | 22 | 0.5 | 45,891 |
| Benton | No | 5 | 0.3 | 16,098 |
| Bledsoe | Yes | 4 | 0.3 | 13,076 |
| Blount | No | 39 | 0.3 | 123,830 |
| Bradley | No | 38 | 0.4 | 95,755 |
| Campbell | Yes | 9 | 0.2 | 41,212 |
| Cannon | No | 4 | 0.3 | 13,446 |
| Carroll | No | 14 | 0.5 | 28,620 |
| Carter | No | 20 | 0.3 | 60,732 |
| Cheatham | Yes | 8 | 0.2 | 39,987 |
| Chester | No | 9 | 0.6 | 16,093 |
| Claiborne | No | 12 | 0.4 | 31,607 |
| Clay | No | 3 | 0.4 | 7,969 |
| Cocke | No | 12 | 0.3 | 35,858 |
| Coffee | No | 41 | 0.8 | 53,078 |
| Crockett | No | 5 | 0.4 | 14,160 |
| Cumberland | No | 19 | 0.4 | 54,251 |
| Davidson | No | 1004 | 1.6 | 641,948 |
| Decatur | No | 9 | 0.8 | 11,283 |
| DeKalb | No | 4 | 0.2 | 19,038 |
| Dickson | No | 19 | 0.4 | 48,096 |
| Dyer | No | 31 | 0.8 | 37,831 |
| Fayette | Yes | 6 | 0.2 | 38,848 |
| Fentress | Yes | 6 | 0.4 | 17,371 |
| Franklin | No | 19 | 0.5 | 41,779 |
| Gibson | No | 17 | 0.4 | 48,054 |
| Giles | No | 9 | 0.3 | 28,741 |
| Grainger | No | 5 | 0.2 | 23,274 |
| Greene | No | 30 | 0.5 | 66,414 |
| Grundy | Yes | 6 | 0.4 | 14,382 |
| Hamblen | No | 39 | 0.7 | 60,368 |
| Hamilton | No | 291 | 0.9 | 326,104 |
| Hancock | Yes | 2 | 0.3 | 6,660 |
| Hardeman | Yes | 9 | 0.3 | 27,719 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

(continued)

| COUNTY | HPSA | Number of APNs | APNs per 1000 of Population | Population ^a |
|------------|------|----------------|-----------------------------|-------------------------|
| Hardin | No | 16 | 0.6 | 25,953 |
| Hawkins | No | 17 | 0.3 | 58,261 |
| Haywood | Yes | 9 | 0.5 | 19,540 |
| Henderson | Yes | 4 | 0.2 | 26,691 |
| Henry | No | 15 | 0.5 | 31,516 |
| Hickman | Yes | 5 | 0.2 | 24,673 |
| Houston | Yes | 4 | 0.5 | 7,853 |
| Humphreys | No | 6 | 0.3 | 17,952 |
| Jackson | Yes | 4 | 0.4 | 11,100 |
| Jefferson | No | 18 | 0.4 | 51,161 |
| Johnson | Yes | 13 | 0.7 | 18,651 |
| Knox | No | 479 | 1.1 | 425,233 |
| Lake | Yes | 1 | 0.1 | 7,473 |
| Lauderdale | Yes | 8 | 0.3 | 26,250 |
| Lawrence | No | 12 | 0.3 | 41,485 |
| Lewis | Yes | 2 | 0.2 | 11,425 |
| Lincoln | No | 15 | 0.5 | 32,753 |
| Loudon | No | 14 | 0.3 | 46,760 |
| McMinn | No | 18 | 0.3 | 52,729 |
| McNairy | No | 8 | 0.3 | 25,434 |
| Macon | No | 12 | 0.5 | 22,170 |
| Madison | No | 116 | 1.2 | 97,740 |
| Marion | No | 3 | 0.1 | 27,827 |
| Marshall | Yes | 8 | 0.3 | 29,231 |
| Maury | No | 52 | 0.6 | 81,235 |
| Meigs | Yes | 1 | 0.1 | 11,798 |
| Monroe | No | 15 | 0.3 | 46,262 |
| Montgomery | No | 46 | 0.3 | 154,663 |
| Moore | No | 2 | 0.3 | 6,213 |
| Morgan | Yes | 6 | 0.3 | 20,488 |
| Obion | No | 18 | 0.6 | 31,094 |
| Overton | No | 8 | 0.4 | 20,813 |
| Perry | No | 7 | 0.9 | 7,581 |
| Pickett | No | 2 | 0.4 | 4,747 |
| Polk | No | 0 | 0 | 15,453 |

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

| (continued) | | | | |
|--------------------|-------------|-----------------------|------------------------------------|-------------------------------|
| COUNTY | HPSA | Number of APNs | APNs per 1000 of Population | Population^a |
| Putnam | No | 78 | 1.1 | 70,627 |
| Rhea | No | 4 | 0.1 | 30,852 |
| Roane | No | 15 | 0.3 | 53,550 |
| Robertson | No | 31 | 0.5 | 64,972 |
| Rutherford | No | 147 | 0.6 | 251,596 |
| Scott | No | 9 | 0.4 | 22,173 |
| Sequatchie | No | 2 | 0.1 | 13,848 |
| Sevier | No | 40 | 0.5 | 86,374 |
| Shelby | No | 699 | 0.8 | 910,776 |
| Smith | No | 12 | 0.6 | 19,104 |
| Stewart | Yes | 4 | 0.3 | 13,168 |
| Sullivan | No | 152 | 1.0 | 150,962 |
| Sumner | No | 63 | 0.4 | 155,925 |
| Tipton | No | 23 | 0.4 | 58,187 |
| Trousdale | No | 2 | 0.3 | 7,472 |
| Unicoi | No | 7 | 0.4 | 17,663 |
| Union | Yes | 3 | 0.2 | 19,546 |
| Van Buren | Yes | 0 | 0 | 5,228 |
| Warren | No | 19 | 0.5 | 40,346 |
| Washington | No | 166 | 1.4 | 116,725 |
| Wayne | No | 11 | 0.7 | 16,782 |
| Weakley | No | 12 | 0.4 | 31,686 |
| White | No | 7 | 0.3 | 25,282 |
| Williamson | No | 119 | 0.7 | 174,485 |
| Wilson | No | 57 | 0.5 | 109,234 |
| TOTAL | | 4,468 | | 6228564 |

The number of APNs practicing per 1000 of population in Tennessee is 0.70

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 48 active APNs reported a Tennessee practice location but did not specify the county; 1,931 (30.0%) active APNs licensed in Tennessee did not report a practice location.

Figure 2.c.1. Geographic Distribution of APRNs per 1000 population by Tennessee Counties with HPSA Designation

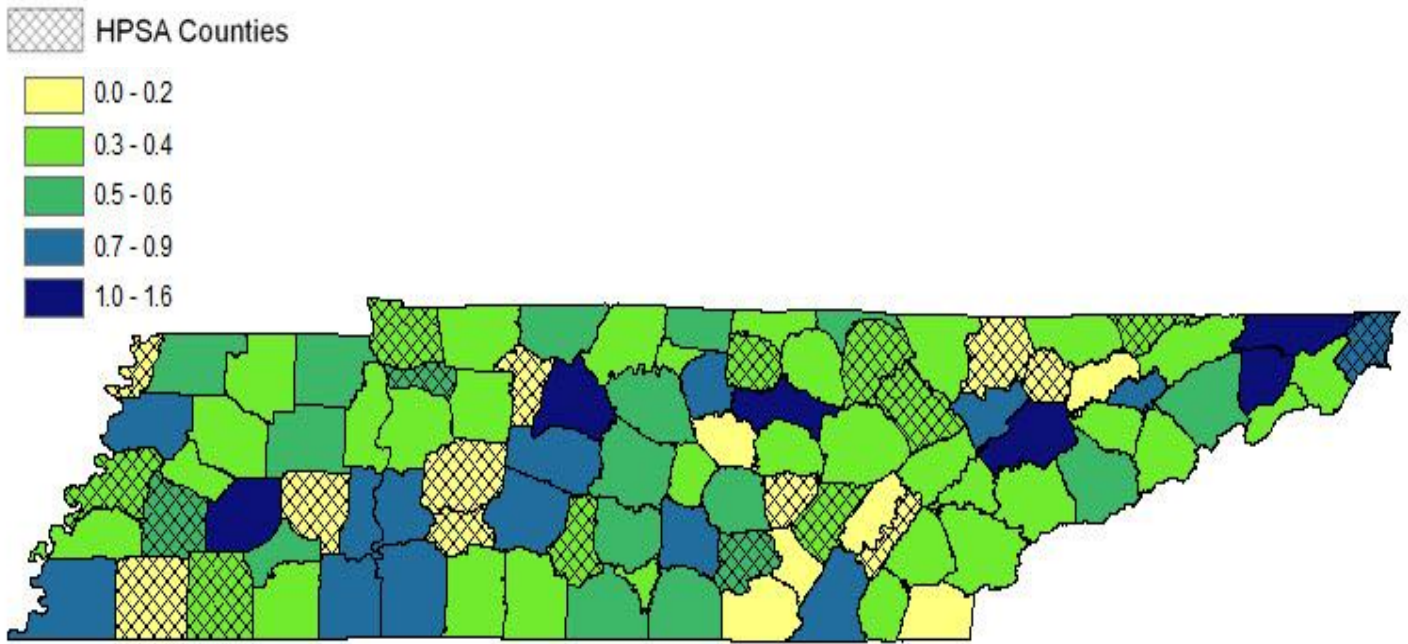


Figure 2.c.2. Reference map of Tennessee Counties



Purpose 3 Tables and Figures

Table 3.a. Number of Active LPNs per 1000 of Population in Tennessee by Region of Practice

| REGION | Number of LPNs | LPNs per 1000 of Population | Population^a |
|------------------|-----------------------|------------------------------------|-------------------------------|
| Northeast | 1,380 | 4.0 | 345,106 |
| East | 2,288 | 3.1 | 734,683 |
| Knox | 1,522 | 3.6 | 425,423 |
| Upper-Cumberland | 1,469 | 4.3 | 331,492 |
| Southeast | 786 | 2.2 | 317,499 |
| Hamilton | 995 | 3.1 | 326,104 |
| Davidson | 2,249 | 3.5 | 641,948 |
| Mid-Cumberland | 2,034 | 2.6 | 1,045,403 |
| South Central | 1,335 | 3.7 | 379,088 |
| Northwest | 1,154 | 4.7 | 246,532 |
| Southwest | 784 | 3.3 | 275,998 |
| Shelby | 1,763 | 1.9 | 910,776 |
| Madison | 659 | 6.7 | 97,740 |
| Sullivan | 574 | 3.8 | 150,962 |
| TOTAL | 18,992 | | 6,228,564 |

The number of LPNs practicing per 1000 of population in Tennessee is 3.0

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 165 active LPNs reported a Tennessee practice location but did not specify the county; 1 reported out of state; 8,704 (31.2%) active LPNs licensed in Tennessee did not report a practice location.

Figure 3.a.1. Geographic Distribution of LPNs per 1000 population by Tennessee Regions

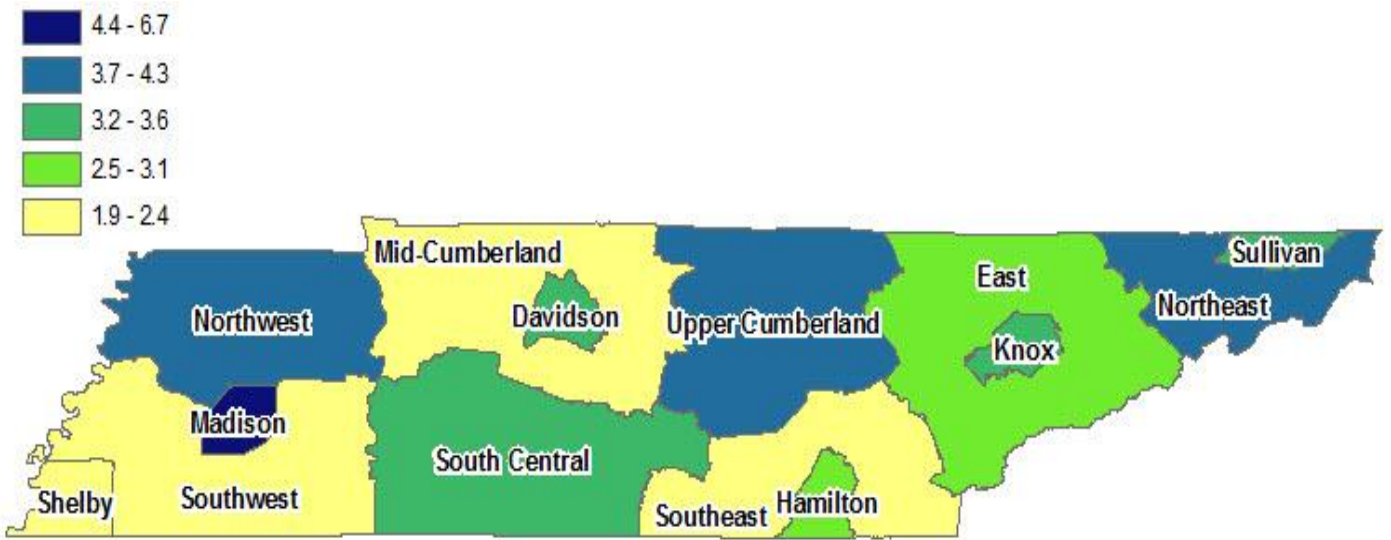


Figure 3.a.2. Reference map of Tennessee Regions

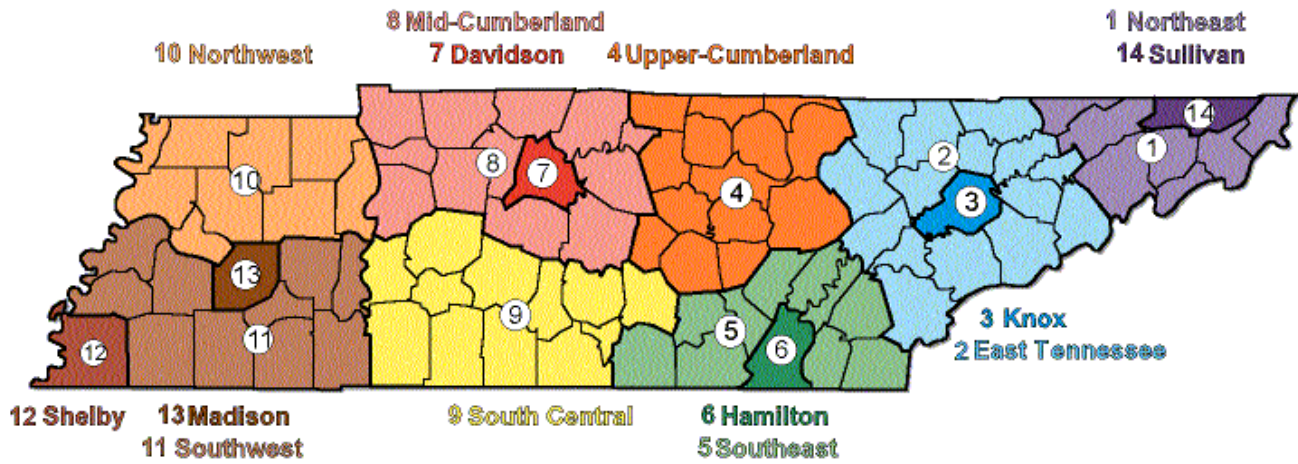


Table 3.b. Number of Active RNs per 1000 of Population in Tennessee by Region of Practice

| REGION | Number of RNs | RNs per 1000 of Population | Population^a |
|------------------|----------------------|-----------------------------------|-------------------------------|
| Northeast | 2,739 | 5.7 | 345,106 |
| East | 3,526 | 4.1 | 734,683 |
| Knox | 5,875 | 13.8 | 425,423 |
| Upper-Cumberland | 1,836 | 4.0 | 331,492 |
| Southeast | 1,433 | 3.3 | 317,499 |
| Hamilton | 4,848 | 14.9 | 326,104 |
| Davidson | 10,735 | 16.7 | 641,948 |
| Mid-Cumberland | 5,166 | 4.1 | 1,045,403 |
| South Central | 2,079 | 4.5 | 379,088 |
| Northwest | 1,264 | 4.7 | 246,532 |
| Southwest | 946 | 3.7 | 275,998 |
| Shelby | 8,219 | 9.0 | 910,776 |
| Madison | 1,824 | 18.7 | 97,740 |
| Sullivan | 1,629 | 10.8 | 150,962 |
| TOTAL | 52,119 | | 6,228,564 |

The number of RNs practicing per 1000 of population in Tennessee is 8.4

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 517 active RNs reported a Tennessee practice location but did not specify the county; 10 reported out of state; 18,144 (26.4%) active RNs licensed in Tennessee did not report a practice location.

Figure 3.b.1. Geographic Distribution of RNs per 1000 population by Tennessee Regions

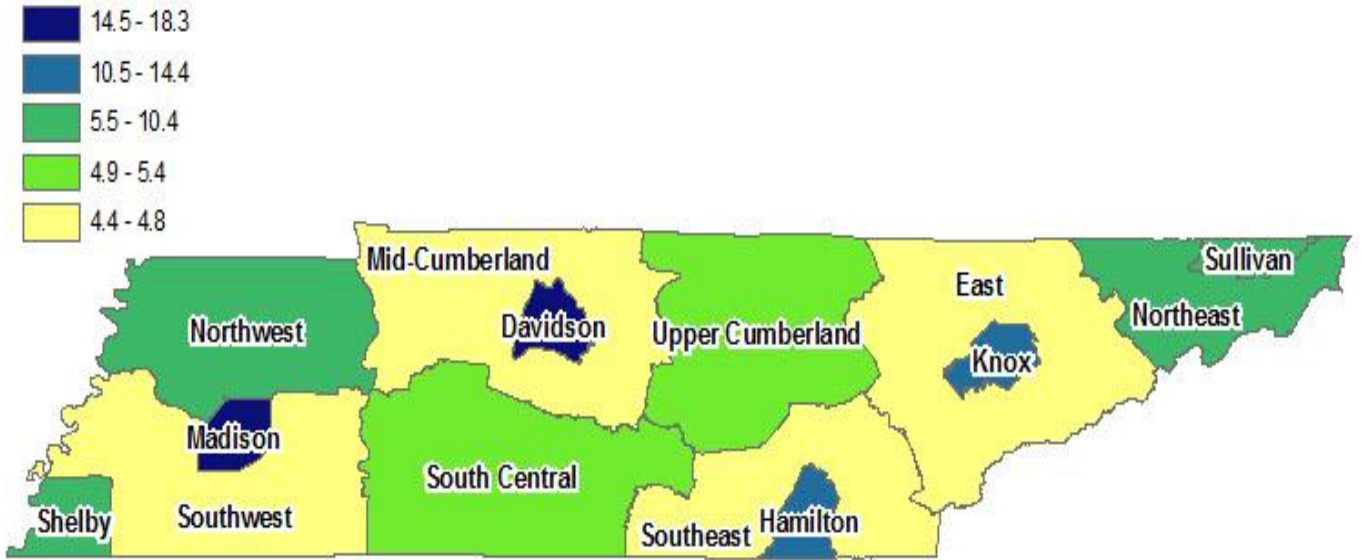


Figure 3.b.2. Reference map of Tennessee Regions

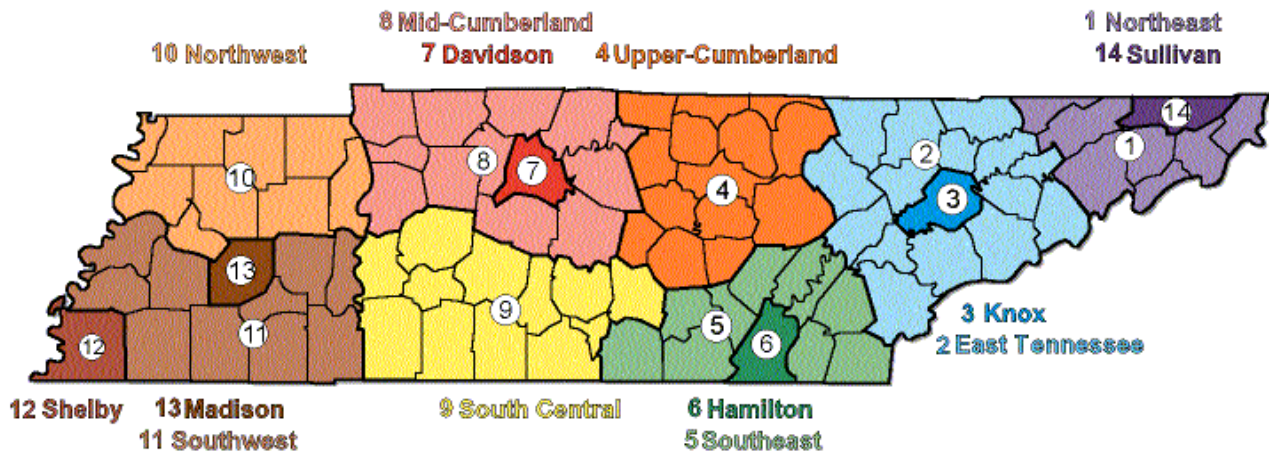


Table 3.c. Number of Active APNs per 1000 of Population in Tennessee by Region of Practice

| REGION | Number of APNs | APNs per 1000 of Population | Population^a |
|------------------|-----------------------|------------------------------------|-------------------------------|
| Northeast | 255 | 0.6 | 345,106 |
| East | 288 | 0.4 | 734,683 |
| Knox | 479 | 1.1 | 425,423 |
| Upper-Cumberland | 178 | 0.4 | 331,492 |
| Southeast | 95 | 0.2 | 317,499 |
| Hamilton | 291 | 0.9 | 326,104 |
| Davidson | 1,004 | 1.6 | 641,948 |
| Mid-Cumberland | 506 | 0.4 | 1,045,403 |
| South Central | 186 | 0.5 | 379,088 |
| Northwest | 118 | 0.4 | 246,532 |
| Southwest | 101 | 0.4 | 275,998 |
| Shelby | 699 | 0.8 | 910,776 |
| Madison | 116 | 1.2 | 97,740 |
| Sullivan | 152 | 1.0 | 150,962 |
| TOTAL | 4,468 | | 6,228,564 |

The number of APNs practicing per 1000 of population in Tennessee is 0.70

^aAs of March 8, 2010 as reported in the Population Projections for the State of Tennessee 2010-2030 by the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) and UT CBER

Note: 48 active APNs reported a Tennessee practice location but did not specify the county; 1,889 (29.7%) active APNs licensed in Tennessee did not report a practice location.

Figure 3.c.1. Geographic Distribution of APRNs per 1000 population by Tennessee Regions

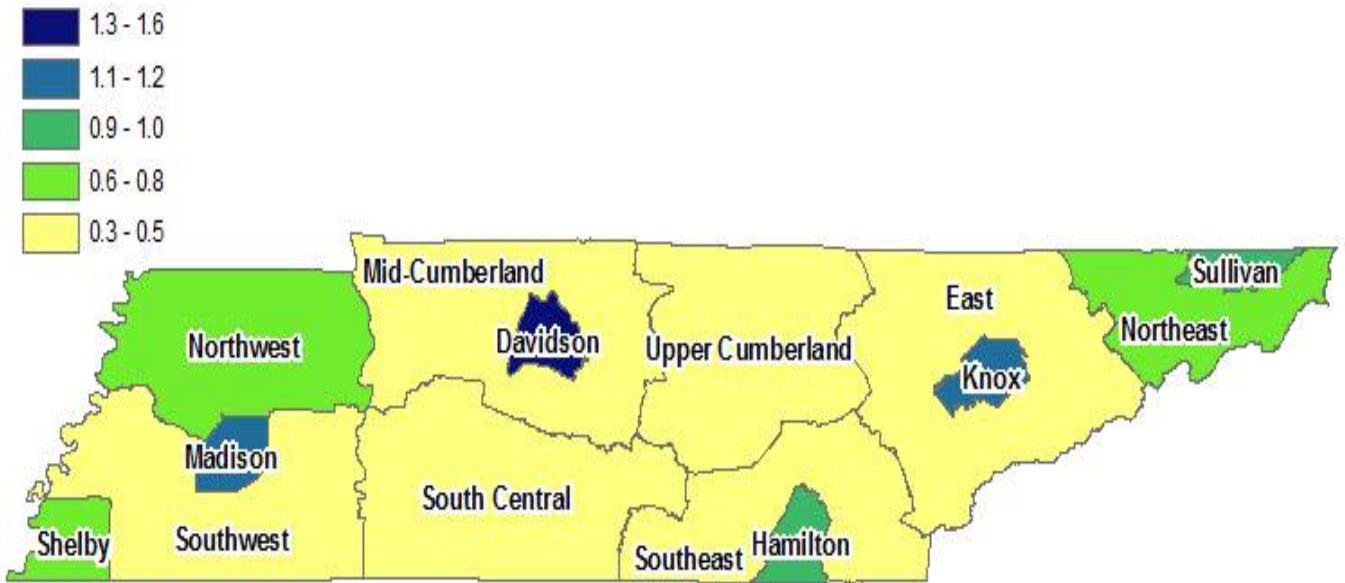
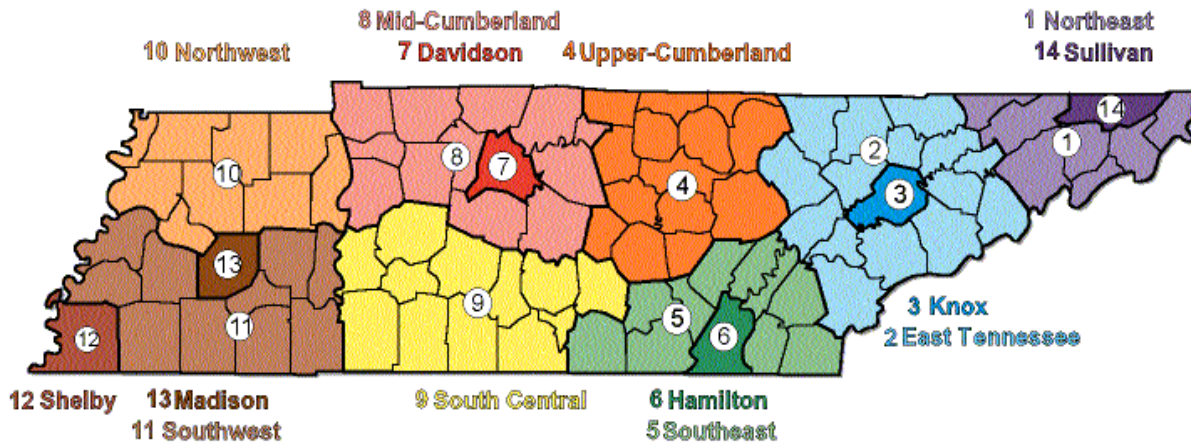


Figure 3.c.2. Reference map of Tennessee Regions



Purpose 4 Tables and Figures

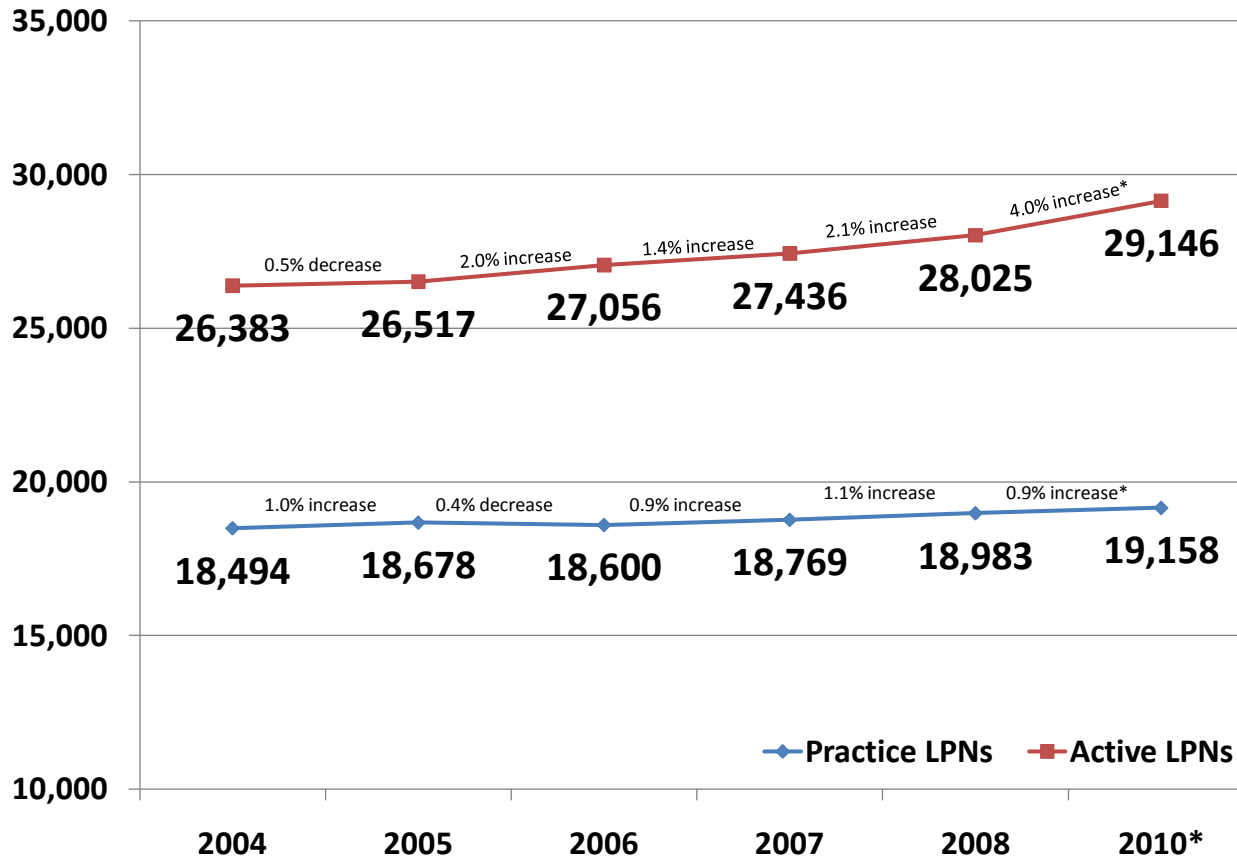
Table 4.a.1. Trend data for LPNs Licensed in Tennessee

| LPN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|---|--|--|--|--|--|---------------------------|
| Total in database | 56,246 | 55,782 | 56,911 | 58,021 | 59,114 | 61,285 |
| Active status | 26,383 | 26,517 | 27,056 | 27,436 | 28,025 | 29,146 |
| Inactive status | 499 | 491 | 494 | 476 | 453 | 427 |
| Failed to renew From 5/12/09 – 5/12/010 | N/A | 590 | 587 | 748 | 527 | 1,147 |

Table 4.a.2. Trend data for LPNs Practicing in Tennessee

| LPN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|-------------------------------------|--|--|--|--|--|---------------------------|
| Of those with active status: | | | | | | |
| Practicing in TN | 18,494 (70.1%) | 18,678 (70.4%) | 18,600 (68.7%) | 18,769 (68.4) | 18,983 (67.7) | 19,158 |
| Practicing outside TN | 780 (3.0%) | 757 (2.9%) | 748 (2.8%) | 742 (2.7) | 727 (2.6) | 804 |
| Practice location not reported | 5,567 (21.1%) | 5,609 (21.1%) | 6,299 (23.3%) | 6,582 (24.0) | 6,997 (25.0) | 9,988 |
| Not practicing | 1,542 (5.8%) | 1,473 (5.6%) | 1,409 (5.2%) | 1,343 (4.9) | 1,318 (4.7) | 1,504 |

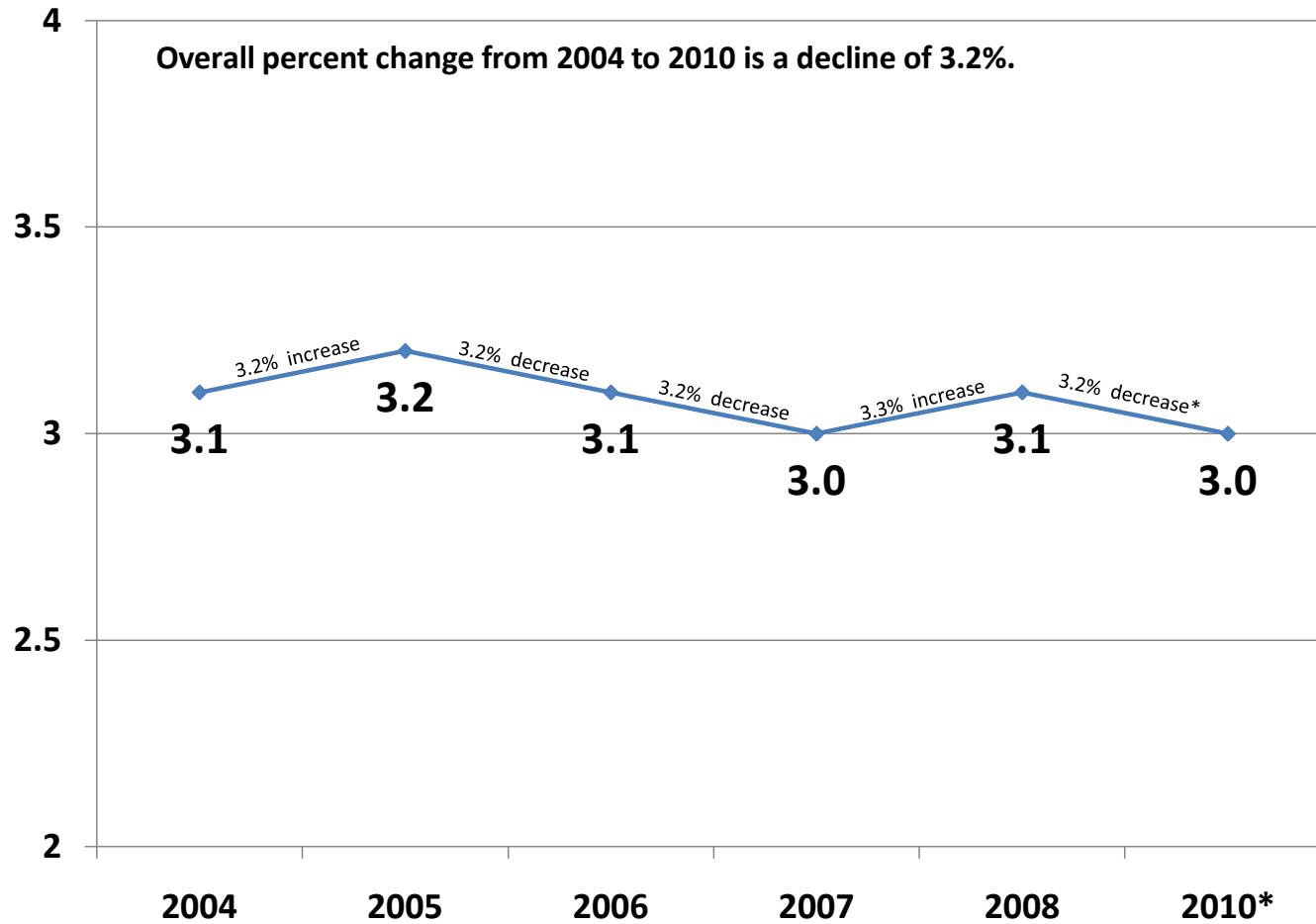
Figure 4.a.1. Trend data for Actively Licensed LPNs and Practicing LPNs in Tennessee



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.

From 2004 to 2010, there was a 3.6% overall increase in the total number of Practice LPNs, and a 10.5% increase in the total number of Active LPNs in Tennessee.

Figure 4.a.2. Trend data for Actively Licensed LPNs Practicing in Tennessee per 1000 Population



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.

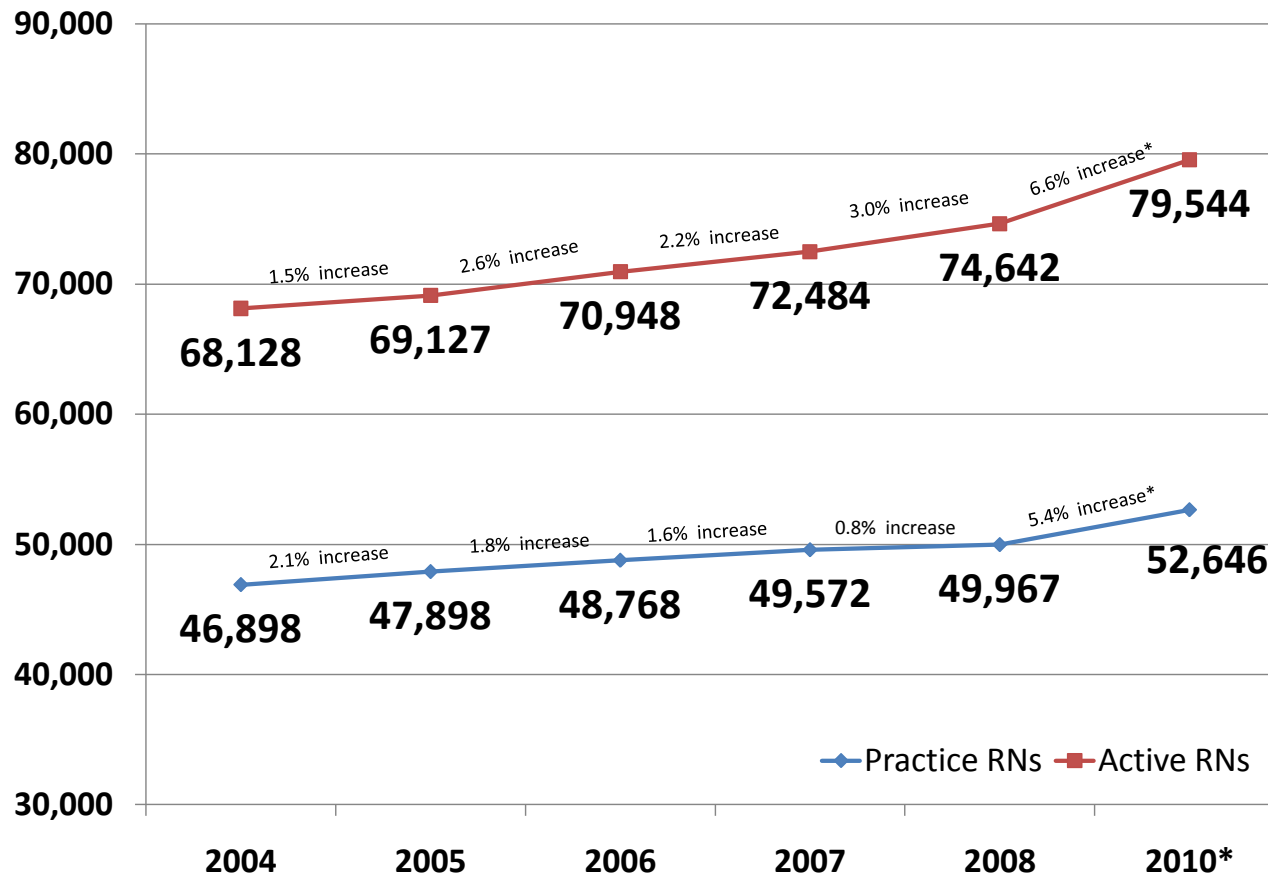
Table 4.b.1. Trend data for RNs Licensed and Practicing in Tennessee

| RN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|---------------------------|--|--|--|--|--|---------------------------|
| Total in database | 119,457 | 121,174 | 124,451 | 127,568 | 131,102 | 138,394 |
| Active status | 68,128 | 69,127 | 70,948 | 72,484 | 74,642 | 79,544 |
| Inactive status | 1,349 | 1,376 | 1,387 | 1,376 | 1,377 | 1,316 |
| Failed to renew | | | | | | |
| From 5/12/09 – 5/12/10 | N/A | 691 | 1,445 | 1,592 | 1,375 | 2,090 |

Table 4.b.2. Trend data for RNs Licensed and Practicing in Tennessee

| RN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|-------------------------------------|--|--|--|--|--|---------------------------|
| Of those with active status: | | | | | | |
| Practicing in TN | 46,898 (68.8%) | 47,898 (69.3%) | 48,768 (68.7%) | 49,572 (68.4) | 49,967 (66.9) | 52,646 |
| Practicing outside TN | 4,321 (6.3%) | 3,944 (5.7%) | 4,085 (5.8%) | 3,724 (5.1) | 3,773 (5.1) | 4,655 |
| Practice location not reported | 13,521 (19.9%) | 14,074 (20.4%) | 14,886 (21.0%) | 15,928 (22.0) | 17,579 (23.6) | 26,898 |
| Not practicing | 3,388 (5.0%) | 3,211 (4.6%) | 3,209 (4.5%) | 3,260 (4.5) | 3,323 (4.5) | 3,509 |

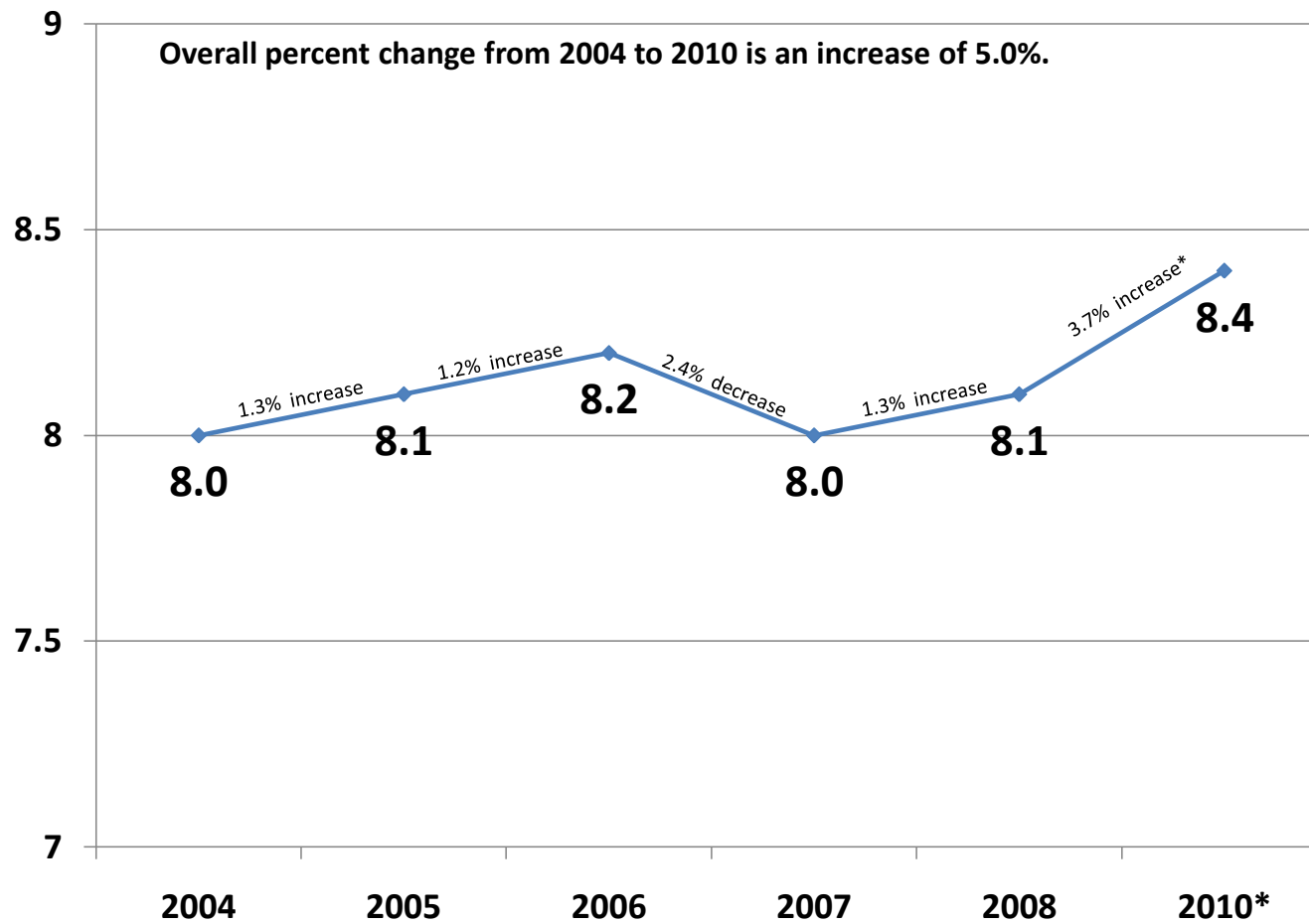
Figure 4.b.1. Trend data for Actively Licensed RNs and Practicing RNs in Tennessee



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.

From 2004 to 2010, there was an overall percent change of 12.3% in the total number of Practice RNs, and a 16.8% increase in the total number of Active RNs in Tennessee.

Figure 4.b.2. Trend data for Actively Licensed RNs Practicing in Tennessee per 1000 Population



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.

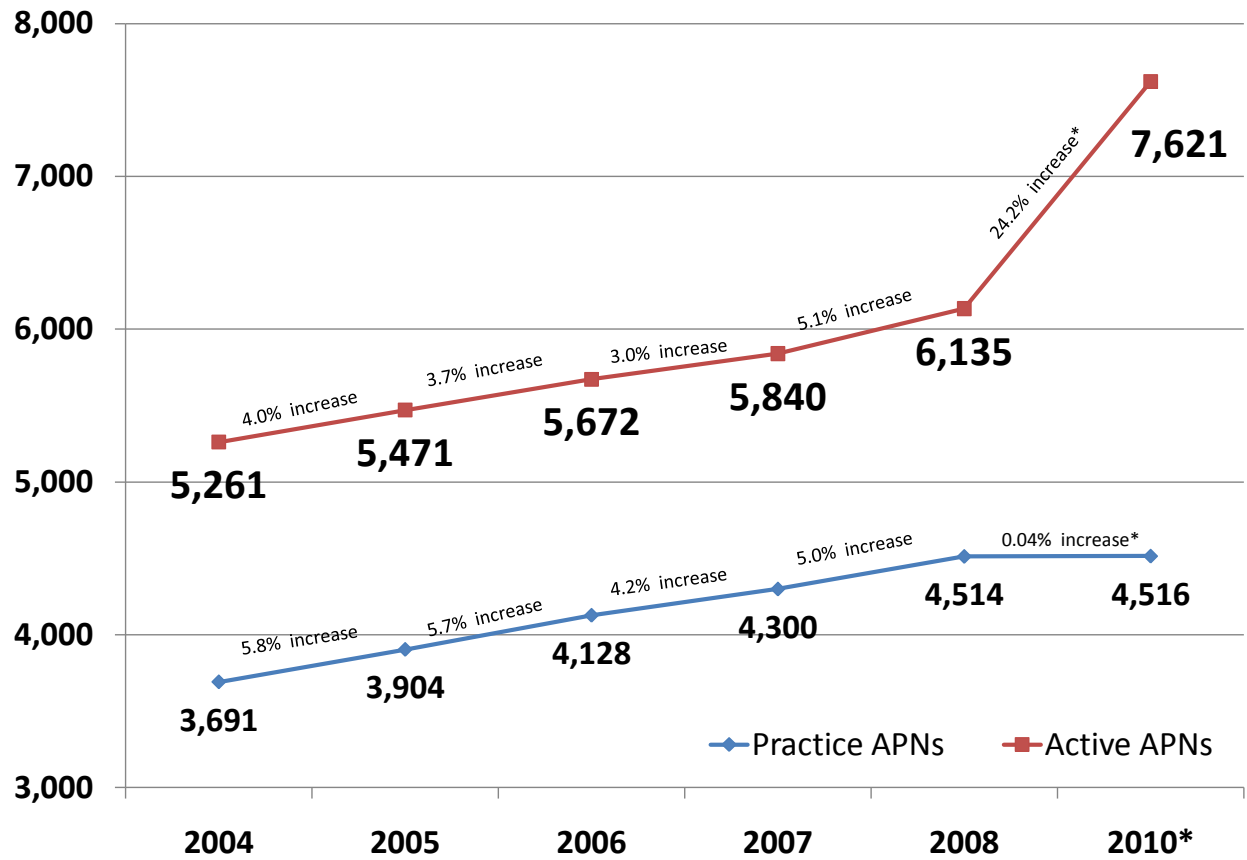
Table 4.c.1. Five-year trend data for APNs Licensed and Practicing in Tennessee

| APN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|---------------------------|--|--|--|--|--|---------------------------|
| Total in database | 6,738 | 7,092 | 7,427 | 7,772 | 8,212 | 8,973 |
| Active status | 5,261 | 5,471 | 5,672 | 5,840 | 6,135 | 7,621 |
| Inactive status | 22 | 24 | 25 | 28 | 28 | 18 |
| Failed to renew | | | | | | |
| From 5/12/09 – 5/12/10 | N/A | 142 | 133 | 174 | 145 | 191 |

Table 4.c.2. Five-year trend data for APNs Licensed and Practicing in Tennessee

| APN | 2nd quarter 2004 | 2nd quarter 2005 | 2nd quarter 2006 | 2nd quarter 2007 | 2nd quarter 2008 | March 23, 2010 |
|-------------------------------------|--|--|--|--|--|---------------------------|
| Of those with active status: | | | | | | |
| Practicing in TN | 3,691 (70.2%) | 3,904 (71.4%) | 4,128 (72.8%) | 4,300 (73.6) | 4,514 (73.6) | 4,516 |
| Practicing outside TN | 592 (11.2%) | 535 (9.8%) | 556 (9.8%) | 511 (8.8) | 528 (8.6) | 398 |
| Practice location not reported | 805 (15.3%) | 852 (15.6%) | 808 (14.2%) | 844 (14.5) | 900 (14.7) | 3,105 |
| Not practicing | 173 (3.3%) | 180 (3.3%) | 180 (3.2%) | 185 (3.2) | 193 (3.1) | 105 |

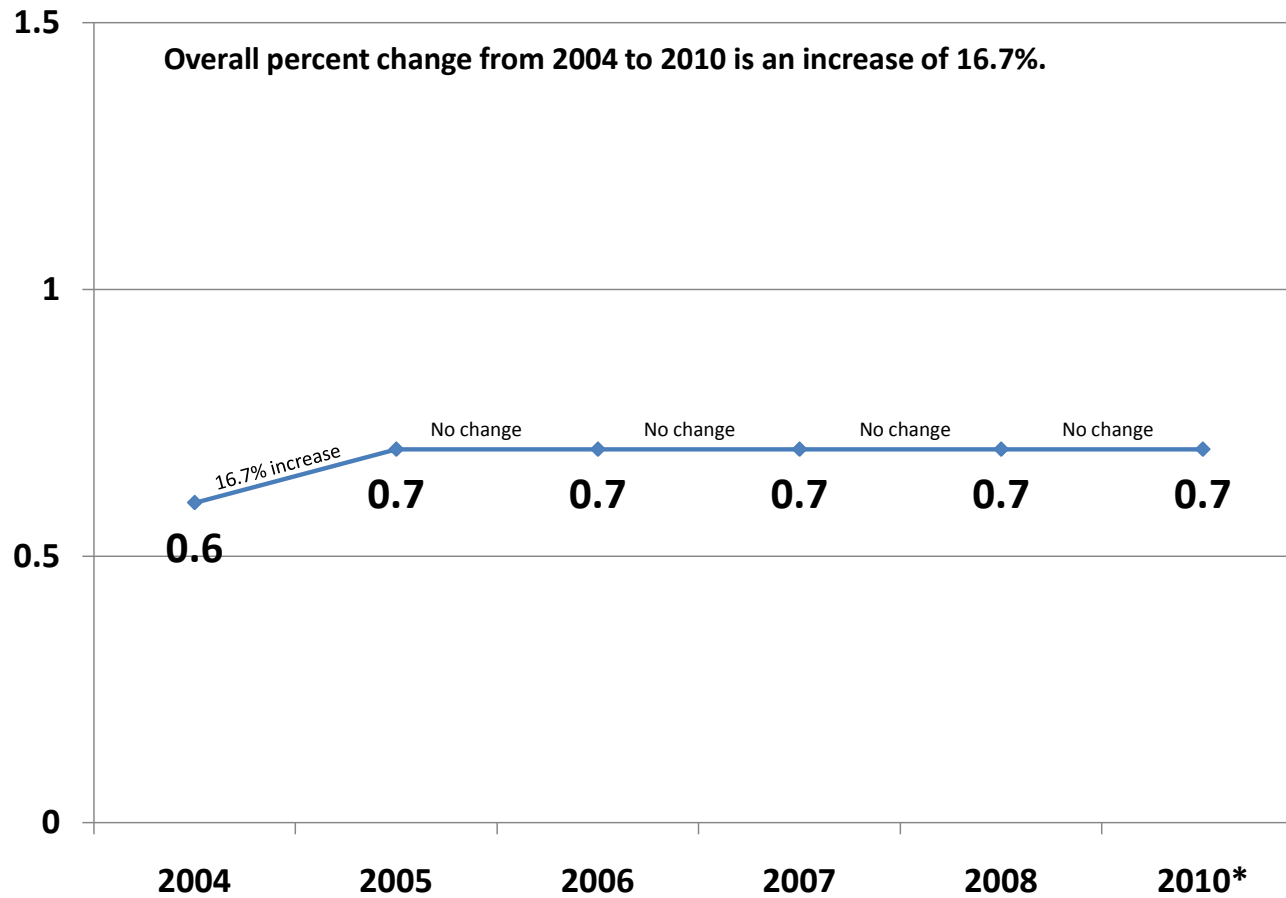
Figure 4.c.1. Trend data for Actively Licensed APNs and Practicing APNs in Tennessee



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.

From 2004 to 2010, there was an overall percent change of 22.4% in the total number of Practice APNs, and a 44.9% increase in the total number of Active APNs in Tennessee.

Figure 4.c.2. Trend data for Actively Licensed APNs Practicing in Tennessee per 1000 Population



*Due to changes with the TN Department of Health & TN Board of Nursing, no data was received in 2009, and data received in 2010 was in a different format than previous years.