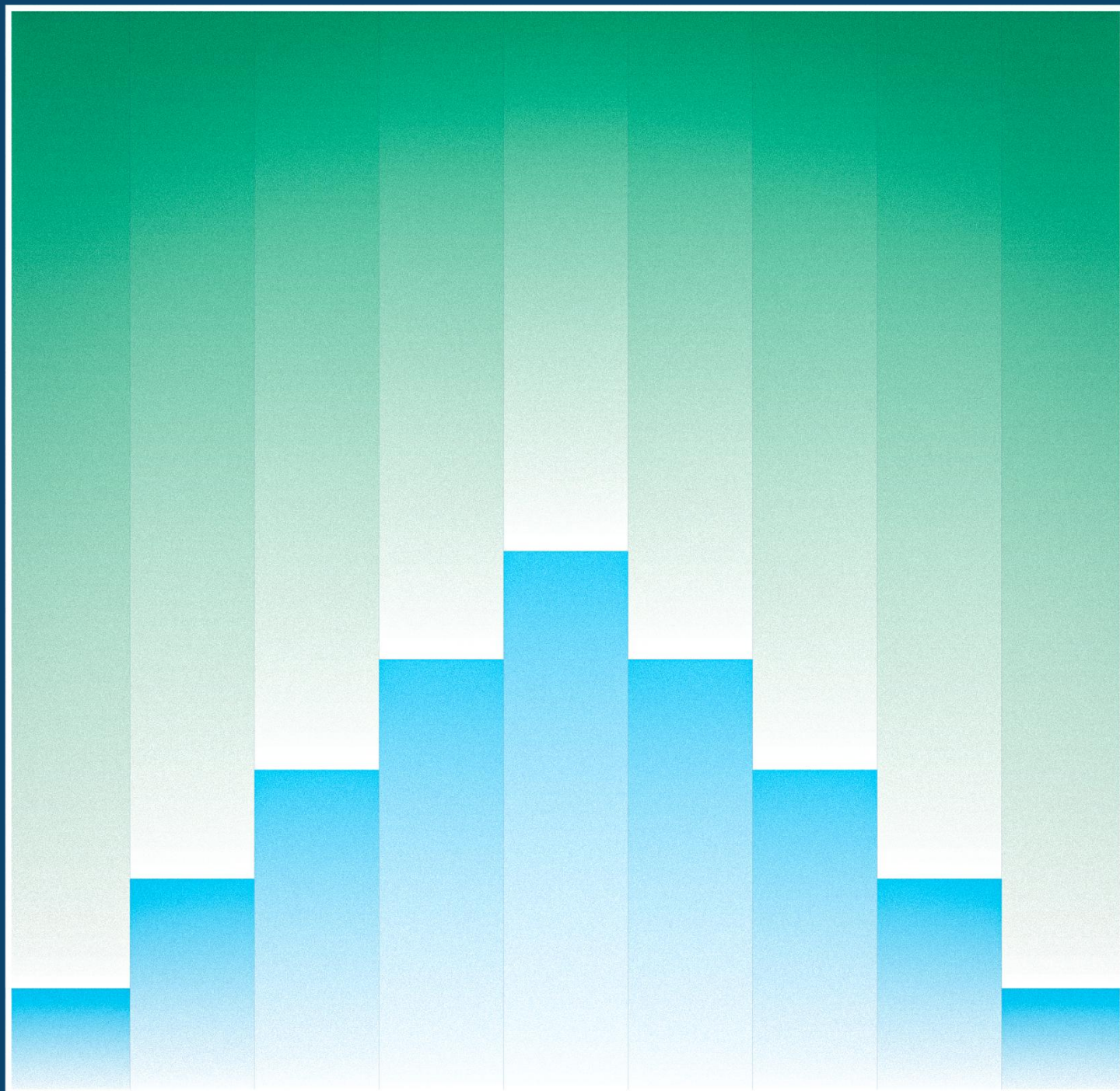


INDIANA REGISTERED NURSES HEALTH WORKFORCE

# 2023 DATA REPORT



**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

# ACKNOWLEDGEMENTS

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## EXECUTIVE SUMMARY

Registered nurses (RNs) are licensed health care professionals who provide and coordinate patient care and provide health education to the public and work in a wide variety of professional settings, including hospitals, clinics, nursing care facilities, and schools<sup>1</sup>.

This 2023 data report presents an overview of RNs and advanced practice registered nurses (APRNs) working in Indiana, highlighting significant findings related to their demographics, education, and practice characteristics. Key takeaways from the current report are listed below.

### *Demographics*

- Demographically, Indiana RNs are primarily female (87.8%), White (87.7%), and non-Hispanic (94.1%) with an average age of 44.1.
- The same is also true for APRNs, as 89.6% were female, 86.7% were White, and 94.7% were non-Hispanic with an average age of 44.6.

### *Education*

- The highest percentage of both RNs (47.2%) and APRNs (50.4%) qualified for their first nursing license with a baccalaureate degree, while 46.4% of RNs reported qualifying with an associate's degree in nursing.
- Approximately 48.6% of RNs reported their highest nurse education as a baccalaureate degree in nursing, while 88.4% APRNs identified a master's degree in nursing as their highest nursing education.

### *Employment Characteristics*

- Most RNs identified their primary practice setting as a hospital (55.0%). While the highest percentage of APRNs reported practicing in an outpatient clinic (41.6%).
- The majority of RNs reported providing dementia/Alzheimer's care (N=10,094). The same is also true for APRNs, as 1,391 reported providing this service.
- Approximately 35,336 RNs (48.0% of the reporting sample) reported serving pediatric populations. A higher proportion of APRNs (59.5%; N = 6,444) reported serving the same populations.
- Approximately 65,142 RNs (88.6% of the report sample) and 9,879 APRNs (91.2% of the reporting sample) reported serving adults and other special populations groups. The highest percentage of these RNs (90.5%) and APRNs (95.8%) reported serving adults.

### *Geographic Supply*

- Each county in Indiana has at least 1 reported RN FTE or 1 reported APRN FTE.
- Crawford County had the largest population-to-RN FTE ratio (1,033.5:1), indicating a low nursing capacity. On the other hand, Warrick County had the smallest (54.7:1), indicating high nursing capacity.
- APRNs have a similar geographic distribution of capacity. Warren County had the largest population-to-APRN ratio of 7,098.3:1, and Warrick County had the smallest (448.1:1).

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<sup>1</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Registered Nurses, at <https://www.bls.gov/ooh/healthcare/registered-nurses.htm> (visited April 8, 2024).



# INTRODUCTION

RNs are essential health care professionals who provide services such as assessments, monitoring, patient education, and treatment planning.<sup>2</sup> Moreover, they coordinate the care for every patient they see, from drawing blood and educating patients on their health to working closely with doctors on medical teams.

RNs are generally required to have obtained an associate or baccalaureate degree to be licensed. However, those that pursue further education and training, such as a master's degree nursing and advanced clinical training, can be recognized as an advanced practice registered nurse (APRN). These advanced practitioners can hold roles as Nurse Practitioners, Clinical Nurse Specialists, Certified Nurse Midwives, and Certified Registered Nurse Anesthetists. Though APRNs do not have a separate license in Indiana, they can obtain a prescriptive authority license and indicate their APRN status in the license renewal supplemental questions.

Given the significant contributions RNs and APRNs make to the health workforce, understanding their demographic, education characteristics, practice characteristics, and settings is vital to informing health workforce policy and supporting the identification of workforce shortages. This 2023 Indiana Registered Nurses Data Report presents an overview of the supply and characteristics of licensed RNs in the state, highlighting significant findings related to their demographics, education, and practice characteristics.

## Methodology

### Data Collection

The supplemental survey questions administered to RNs during the 2023 license renewal cycle can be found on [IU Indianapolis ScholarWorks](#). Supplemental survey data collected during the renewal period and basic licensure data (name, license number, etc.) were extracted and exported into separate text files by the Indiana Professional Licensing Agency approximately 30 days after the close of the license renewal period (August 1 – October 31 of odd-numbered years).

### Data Management

Supplemental survey data were cleaned and coded per processes developed by the Bowen Center<sup>3</sup>. After completing these procedures, the survey data file was merged to the licensure data file by unique license number to create the 2023 Registered Nurses Workforce Master File. This master file was then uploaded to the Indiana Health Professions Database. Verification and geocoding of license address(es) and self-reported practice address(es) were provided by Melissa Data, Inc.

Additional variables were generated through data management processes: age and full-time equivalency. Age is calculated using the formula provided on the following page and can only be applied to RNs who responded to the supplemental questions as this calculation relies on the date in which responses were submitted. A full-time equivalency (FTE) was generated based on self-reported hours in direct patient care, as outlined in Table 1 on the next page. FTE assignment strategy was implemented for all reported practice locations.

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<sup>2</sup> Regis College. (2021, May 18). *What is a Registered Nurse's Responsibilities?* <https://www.regiscollege.edu/blog/nursing/registered-nurse-responsibilities>

<sup>3</sup> Data Management Manual: Health Professional License and Supplemental Survey Data. Bowen Center for Health Workforce Research and Policy. Indiana University School of Medicine. Available at: <https://hdl.handle.net/1805/25204>



$$age = \frac{\text{survey completion date} - \text{date of birth}}{365.25}$$

**Table 1.** FTE conversion based for reported hours in direct patient care

Reported hours in patient care	Conversion
0 hours in patient care/Not applicable	0.0 FTE
1 - 4 hours in patient care	0.1 FTE
5 - 8 hours in patient care	0.2 FTE
9 - 12 hours in patient care	0.3 FTE
13 - 16 hours in patient care	0.4 FTE
17 - 20 hours in patient care	0.5 FTE
21 - 24 hours in patient care	0.6 FTE
25 - 28 hours in patient care	0.7 FTE
29 - 32 hours in patient care	0.8 FTE
33 - 36 hours in patient care	0.9 FTE
37 - 40 hours in patient care	1.0 FTE
41 or more hours in patient care	1.0 FTE

## Limitations

There are some limitations to this report that should be noted. First, the information presented in this report is largely based on self-reported data which introduces the potential for some level of response bias. This bias, however, is likely diminished by the statutory requirement for RNs to provide specified information during online renewal and their attestation that all information provided is accurate.

Finally, all percentages are rounded to the nearest one decimal. The results from this rounding can produce percentages that may total to slightly more or less than 100%.

## Report Structure

This report includes four sections of summary data:

**[Section I: Overall License Renewals](#)**

**[Section II: Total Actively Practicing RNs](#)**

**[Section III: Total Actively Practicing APRNs](#)**

**[Section IV: Geographic Distribution](#)**

This report provides a snapshot of Indiana's RN workforce. Care should be taken when using the data in this report to inform workforce-related policies and initiatives. For more information on this report and the RN workforce data, visit the Bowen Portal at <https://bowenportal.org/> or contact the Bowen Center at [bowenctr@iu.edu](mailto:bowenctr@iu.edu).



# SECTION I: TOTAL RN LICENSES

## License Renewals

In Indiana, RNs can renew multiple nursing licenses, including an RN license, nurse midwife license, and APRN prescriptive authority license. Additionally, nurses (including RNs, APRNs, and licensed practical nurses) can hold a compact license for any of these license types, which allows them to practice in multiple states. For the purposes of data management and reporting, nurses who renew their Indiana licenses are assigned a primary license. This assignment will most likely be an RN license (state or compact), but in the case where someone does not hold an RN, a nurse midwife (CNM) or APRN license is the primary license. It should also be noted that nurses who renew a compact license do not receive the supplemental nursing questions. Thus, they are not included in the remainder of this report.

A total of 125,200 RN licenses were renewed in Indiana in 2023, and nearly all were renewed with an active status (99.6%). An additional 614 compact licenses were also renewed, including 3 nurse midwife compact licenses and 611 APRN compact licenses. Table 1.1 below provides more information on the licenses that were renewed in 2023 and their statuses.

**Table 1.1** License status of registered nursing in Indiana, based on primary license

	Registered Nurse		Nurse Midwife - Compact		APRN - Compact		Total Renewals	
	N	%	N	%	N	%	N	%
<b>Total</b>	125,200		3		611		125,814	
<b>License Status</b>								
Active	124,712	99.6	3	100.0	558	91.3	125,273	99.6
Valid to Practice While Reviewed	0	0.0	0	0.0	0	0.0	0	0.0
Probation	422	0.3	0	0.0	0	0.0	422	0.3
Statuses Not Valid for Active Practice*	66	0.1	0	0.0	53	8.6	119	0.1

\* This group includes those whose license status is currently inactive, retired, expired, suspended or non-renewable.

**Source:** Indiana Registered Nurse and Supplemental Survey Data, 2023

## Employment Status

Of the 114,817 RNs who renewed their license online and responded to the supplemental survey, 82.1% reported actively working in nursing positions, either part-time, full-time, or per diem. Another 8.5% reported being retired.

Table 1.2 provides a full description of the reported employment status of RNs who renewed their license in 2023.

**Table 1.2** Reported Employment Status of Registered Nurses who renewed their license online

Employment Status	N	%
<b>Total</b>	<b>114,817</b>	
Actively employed in nursing full-time	76,200	66.4
Actively employed in nursing part-time	13,432	11.7
Actively employed in nursing per diem	4,549	4.0
Actively employed in a field other than nursing full-time	3,169	2.8
Actively employed in a field other than nursing part-time	886	0.8
Actively employed in a field other than nursing on a per diem basis	208	0.2
Working in nursing only as a volunteer	708	0.6
Unemployed and seeking work as a nurse	2,039	1.8
Unemployed and not seeking work as a nurse	3,801	3.3
Retired	9,792	8.5
Non-Respondent	33	0.03

**Source:** Indiana Registered Nurse and Supplemental Survey Data, 2023



RNs who indicated that they were unemployed were asked to provide a reason for their current employment status. The majority indicated that they were taking care of their home and family (58.1%), and another 18.6% indicated having another reason that was not listed. More information is provided Table 1.3.

**Table 1.3** Reason for Unemployment of Registered Nurses who renewed their license online

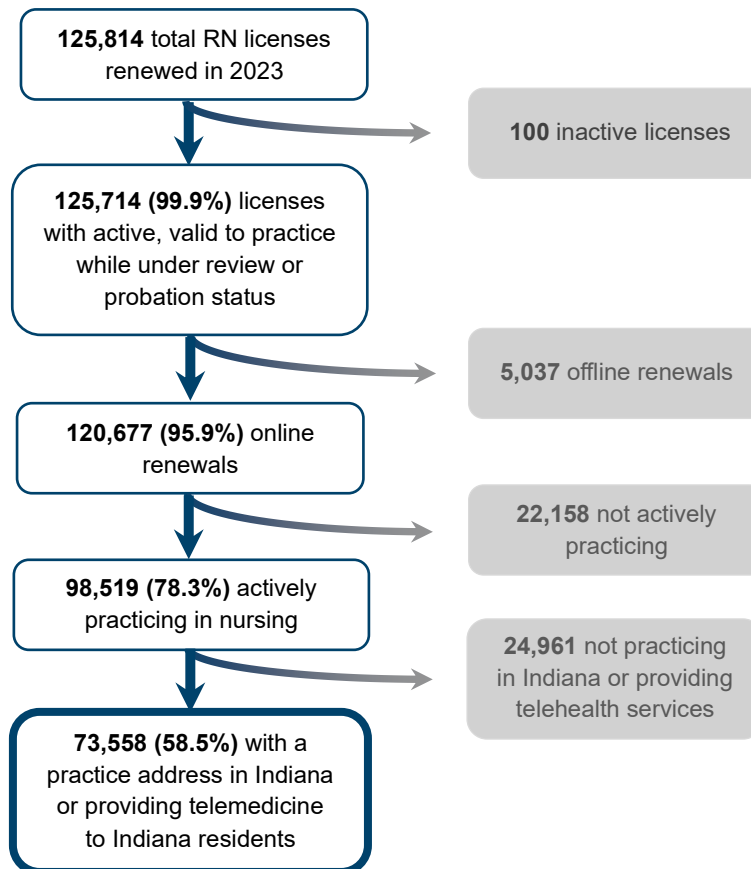
Reason for Unemployment	N	%
<b>Total</b>	<b>5,840</b>	
Taking care of home and family	3,395	58.1
Disabled	553	9.5
Inadequate Salary	37	0.6
School	285	4.9
Difficulty finding a nursing position	150	2.6
Other	1,087	18.6
Not Applicable	243	4.2
Non-Respondent	90	1.5

**Source:** Indiana Registered Nurse and Supplemental Survey Data, 2023

## Reporting Sample

The strategy outlined in Figure 1.1 was used to produce a reporting sample of RNs that actively practice in Indiana. The 2023 reporting sample includes RNs who: 1) have an active license status, 2) renewed their license online (responded to the supplemental survey), 3) reported actively practicing, and 4) reported providing telehealth to Indiana residents or having at least one practice address in Indiana. Of the 125,814 RNs who renewed their Indiana license in 2023, 73,558 (58.5%) met all criteria for inclusion in the reporting sample.

**Figure 1.1** Reporting sample selection criteria



# SECTION II: ACTIVELY PRACTICING REGISTERED NURSES

## Demographics

Indiana’s RNs were predominantly female (87.8%), White (87.7%), and non-Hispanic (94.1%), with an average age of 44.7 (Table 2.1). Male RNs were slightly younger than their female counterparts, with an average age of 42.7. Male RNs also exhibited greater racial diversity (17.4% non-White for males versus 11.3% non-White for females) and slightly greater ethnic diversity (4.7% Hispanic or Latino for males versus 3.5% for females).

**Table 2.1:** Registered nurse demographic characteristics

	Female		Male		Gender not Available		Total	
	N	%	N	%	N	%	N	%
<b>Total (with row %)</b>	<b>64,616</b>	<b>87.8</b>	<b>5,232</b>	<b>7.1</b>	<b>3,710</b>	<b>5.0</b>	<b>73,558</b>	<b>100.0</b>
<b>Mean Age</b>	44.7		42.7		34.3		44.1	
<b>Age Groups</b>								
Under 35	16,734	25.9	1,667	31.9	2,609	70.3	21,010	21.0
35 - 44	17,354	26.9	1,406	26.9	661	17.8	19,421	26.4
45 - 54	14,885	23.0	1,213	23.2	253	6.8	16,351	22.2
55 - 64	11,981	18.5	748	14.3	111	3.0	12,840	17.5
65 and older	3,556	5.5	186	3.6	33	0.9	3,775	5.1
Age not available	106	0.2	12	0.2	43	1.2	161	0.2
<b>Ethnicity</b>								
Not Available	1,363	2.1	141	2.7	81	2.2	1,585	2.2
Hispanic, Latino/a or Spanish origin	2,241	3.5	247	4.7	241	6.5	2,729	3.7
Not Hispanic, Latino/a or Spanish origin	61,012	94.4	4,844	92.6	3,388	91.3	69,244	94.1
<b>Race</b>								
White/Caucasian	57,326	88.7	4,323	82.6	2,850	76.8	64,499	87.7
Asian	1,361	2.1	256	4.9	301	8.1	1,918	2.6
Black or African American	3,249	5.0	307	5.9	333	9.0	3,889	5.3
Native Hawaiian/Pacific Islander	104	0.2	8	0.2	7	0.2	119	0.2
American Indian or Alaska Native	100	0.2	13	0.3	7	0.2	120	0.2
Other	719	1.1	109	2.1	66	1.8	894	1.2
Multiracial	884	1.4	120	2.3	85	2.3	1,089	1.5
Race not Available	873	1.4	96	1.8	61	1.6	1,030	1.4

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

**Notes:** Data on gender was not provided for every respondent by the IPLA. Age was calculated as the difference between the respondent’s date of birth and the date of survey completion.



## Education

Most RNs practicing in Indiana reported qualifying for their first nursing license with either an associate degree in nursing (46.4%) or a baccalaureate degree in nursing (47.2%) (Table 2.2). The majority of Indiana RNs (78.7%) completed their qualifying education in Indiana, while 12.8% completed their education in one of Indiana's contiguous states.

The highest percentage of RNs indicated a baccalaureate degree (48.6%) as their highest level of education, followed by an associate degree (30.1%) and a master's degree (17.7%). Table 2.3 provides more information on highest level of education. Concerning future education plans, 76.5% stated they had no intention of pursuing further education within the next two years (Table 2.4). However, 8.9% reported plans to pursue a master's degree in nursing, and 8.6% planned to pursue a baccalaureate degree in nursing.

**Table 2.2** Registered nurse qualifying education

	Indiana		Contiguous States		Another State (Not Listed)		Another Country (Not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
<b>Total (with row %)</b>	57,900	78.7	9,446	12.8	4,769	6.5	1,443	2.0	73,558	100.0
<b>Qualifying Degree</b>										
Diploma - nursing	1,360	2.4	483	5.1	271	5.7	211	14.6	2,325	3.2
Associate degree - nursing	26,805	46.3	5,109	54.1	2,092	43.9	149	10.3	34,155	46.4
Baccalaureate degree - nursing	28,165	48.6	3,385	35.8	2,136	44.8	1,038	71.9	34,724	47.2
Master's degree - nursing	1,459	2.5	429	4.5	238	5.0	37	2.6	2,163	2.9
Doctoral degree- nursing (DNP)	4	0.0	1	0.0	1	0.0	3	0.2	9	0.0
Doctoral degree- nursing (PhD)	2	0.0	6	0.1	2	0.0	0	0.0	10	0.0
Doctoral degree- nursing (Other)	105	0.2	33	0.4	29	0.6	5	0.4	172	0.2

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

**Note:** Contiguous states include Michigan, Ohio, Kentucky, and Illinois.

**Table 2.3** Registered Nurse Highest Education and Education Plans

	N	%
<b>Total</b>	73,558	
<b>Highest Nursing Education</b>		
Diploma - nursing	1,364	1.9
Associate degree - nursing	22,174	30.1
Baccalaureate degree - nursing	35,716	48.6
Master's degree - nursing	13,039	17.7
Doctoral degree- nursing (DNP)	1,102	1.5
Doctoral degree- nursing (PhD)	119	0.2
Doctoral degree - nursing (other)	43	0.1
<b>Highest Non-Nursing Education</b>		
Not Applicable	53,201	72.3
Vocational/practical certificate - non-nursing	1,205	1.6
Diploma - non-nursing	1,907	2.6
Associate degree - non-nursing	4,722	6.4
Baccalaureate degree - non-nursing	9,767	13.3
Master's degree - non-nursing	2,563	3.5
Doctoral degree - non-nursing	193	0.3

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



**Table 2.4** Registered nurse highest education and education plans

	N	%
<b>Education Planning to Pursue in the Next 2 Years</b>		
Associate's degree - nursing	1,095	1.5
Associate's degree - other field	105	0.1
Bachelor's degree - nursing	6,351	8.6
Bachelor's degree - other field	220	0.3
Master's degree - nursing	6,521	8.9
Master's degree - other field	719	1.0
Doctor of Nursing Practice (DNP)	1,876	2.6
PhD - Nursing	201	0.3
Doctoral degree - other field	191	0.3
No intention to pursue further education	56,279	76.5

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

## Employment And Practice Characteristics

### Employment Characteristics

Table 2.5 provides a summary of employment characteristics. Most RNs (64.5%) reported practicing as a staff nurse, followed by 11.2% practicing as a clinical advanced practice registered nurse. Most (88.1%) reported having one paid position in nursing, and an additional 10.5% reported having two paid positions. When reporting their employment plans, the majority (79.5%) of RNs stated they would continue as they currently were. Finally, most RNs (81.2%) reported not providing telemedicine services.

**Table 2.5** Registered nurse employment characteristics

	N	%
<b>Primary Workforce Position</b>		
Consultant/nurse researcher	497	0.7
Nurse executive	1,267	1.7
Nurse manager	6,176	8.4
Clinical advanced practice registered nurse	8,222	11.2
Staff nurse	47,443	64.5
Nurse educator (faculty)	997	1.4
Nurse educator (staff development)	761	1.0
Nurse educator (patient educator)	868	1.2
Other - health related	4,952	6.7
Not applicable	2,253	3.1
Clinical preceptor	122	0.2
<b>Total Paid Positions in Nursing</b>		
0 positions or N/A	224	0.3
1 position	64,817	88.1
2 positions	7,721	10.5
3 positions	680	0.9
4 or more positions	110	0.2
Non-Respondents	6	0.0



**Table 2.5** Registered nurse employment characteristics

	N	%
<b>Employment Plans</b>		
Continue as you are	58,448	79.5
Increase hours	4,158	5.7
Decrease hours	3,382	4.6
Seek non-clinical job in the field of nursing	1,448	2.0
Seek non-clinical job in a field other than nursing	487	0.7
Retire	1,708	2.3
Unknown	3,927	5.3
<b>Providing Telemedicine Services</b>		
Yes	13,819	18.8
No	59,739	81.2

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

## Practice Setting

Just over half (55.0%) of RNs reported working in a hospital setting, followed by 16.5% who reported working in an outpatient clinic (Table 2.6). The majority (86.2%) did not report a secondary work setting, suggesting most RNs have only one work setting.

**Table 2.6** Registered nurse primary work setting

Work Setting	Primary Setting		Secondary Setting	
	N	%	N	%
Hospital	40,438	55.0	3,927	5.3
Nursing home/extended care facility	3,928	5.3	719	1.0
Home health	2,330	3.2	737	1.0
Correctional facility	356	0.5	80	0.1
Academic institution	946	1.3	393	0.5
Public/community health agency	2,301	3.1	299	0.4
School-based health	1,460	2.0	244	0.3
Occupational health	572	0.8	127	0.2
Outpatient clinic	12,118	16.5	1,451	2.0
Insurance claims/benefits	864	1.2	46	0.1
Policy/planning/licensing agency	54	0.1	14	0.0
Other	4,810	6.5	1,502	2.0
Not applicable	390	0.5	63,402	86.2
Assisted living	303	0.4	84	0.1
Hospice	1,234	1.7	189	0.3
Telemedicine	1,454	2.0	344	0.5

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



## 2023 RN Data Report

### Employment Specialty

RNs most frequently reported an employment specialty as other (18.0%), followed by acute care/critical care (16.9%) (Table 2.7). The majority (86.5%) of RNs only reported a primary practice specialty. It should be noted that because of the high percentage of nurses who select other for their practice specialty, the 2023 supplemental survey allowed respondents who selected this option to explain their specialty. Further investigation of these responses will help to inform the structure of practice specialty options for future supplemental surveys.

**Table 2.7** Registered nurse employment specialty

Employment Specialty	Primary Specialty		Secondary Specialty	
	N	%	N	%
Acute care/critical care	12,424	16.9	1,517	2.1
Adult health	4,087	5.6	589	0.8
Anesthesia	1,122	1.5	274	0.4
Community	487	0.7	186	0.3
Geriatric/gerontology	3,095	4.2	732	1.0
Home health	1,474	2.0	406	0.6
Maternal-child health	2,070	2.8	191	0.3
Medical surgical	5,237	7.1	449	0.6
Occupational health	417	0.6	105	0.1
Oncology	2,341	3.2	189	0.3
Palliative care	692	0.9	136	0.2
Patient education	373	0.5	0	0.0
Pediatrics	2,419	3.3	341	0.5
Public health	754	1.0	140	0.2
Psychiatric/mental health/substance abuse	2,823	3.8	552	0.8
Rehabilitation	1,278	1.7	189	0.3
School health	1,288	1.8	201	0.3
Trauma	1,401	1.9	188	0.3
Women's health	2,549	3.5	272	0.4
Other	13,214	18.0	2,413	3.3
Not applicable/I do not provide direct patient care	7,946	10.8	63,632	86.5
Nephrology	783	1.1	130	0.2
Family health	3,445	4.7	554	0.8
Neonatal	1,839	2.5	172	0.2

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

### Services and Populations

This subsection provides a summary of the reported services provided and populations served by Indiana RNs in the license renewal survey.

It should be noted that RNs were able to identify more than one service or population. Therefore, these practice characteristics cannot be examined in the same way as other questions that allowed single-select options.

Because of this, the following report tables examine the total number of RNs that either reported providing each service or serving each population, based on their reported primary practice employment specialty.



## Addiction Services

Indiana's RNs provide a variety of addiction services (Table 2.8). Of all the RNs identified as actively practicing in Indiana, 5,367 (7.3%) reported providing at least one addiction service listed below. Around half of these RNs reported providing either addiction counseling (N = 3,000; 55.9%) or addiction screening (N = 2,634; 49.1%). Unsurprisingly, over one-fourth of RNs providing addiction services had an employment specialty in psychiatric/mental health/substance abuse (26.2%), followed by acute care/critical care (21.1%).

**Table 2.8** Addiction services by employment specialty, registered nurse

Employment Specialty	Addiction Counseling		MAT - Methadone		MAT - Buprenorphine		MAT - Naltrexone		Screening for Addiction		Unique Count Providing Addiction Services	
	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	585	19.5	340	28.1	257	12.5	253	13.6	574	31.0	1,132	21.1
Adult health	174	5.8	81	6.7	149	7.3	134	7.2	164	8.8	348	6.5
Anesthesia	4	0.1	5	0.4	7	0.3	5	0.3	6	0.3	12	0.2
Community	22	0.7	8	0.7	17	0.8	17	0.9	27	1.5	43	0.8
Geriatric/gerontology	34	1.1	30	2.5	34	1.7	22	1.2	25	1.4	83	1.6
Home health	10	0.3	10	0.8	3	0.2	2	0.1	6	0.3	22	0.4
Maternal-child health	30	1.0	47	3.9	72	3.5	25	1.4	61	3.3	144	2.7
Medical surgical	173	5.8	141	11.6	110	5.4	73	3.9	152	8.2	359	6.7
Occupational health	6	0.2	1	0.1	2	0.1	2	0.1	3	0.2	8	0.2
Oncology	16	0.5	18	1.5	13	0.6	4	0.2	10	0.5	40	0.8
Palliative care	13	0.4	13	1.1	9	0.5	9	0.5	14	0.8	30	0.6
Patient education	2	0.1	2	0.2	1	0.1	2	0.1	5	0.3	6	0.1
Pediatrics	13	0.4	12	1.0	8	0.4	6	0.3	17	0.9	36	0.7
Public health	38	1.3	10	0.8	20	1.0	18	1.0	37	2.0	67	1.3
Psychiatric/mental health/substance abuse	1,040	34.7	235	19.4	817	40.0	841	45.3	669	36.06	1,407	26.2
Rehabilitation	33	1.1	14	1.2	21	1.0	19	1.0	13	0.7	54	1.0
School health	7	0.2	0	0.0	1	0.1	1	0.1	4	0.2	12	0.2
Trauma	127	4.2	54	4.5	46	2.2	68	3.7	145	7.8	223	4.2
Women's health	44	1.5	35	2.9	67	3.3	22	1.2	126	6.8	192	3.6
Other	215	7.2	81	6.7	154	7.5	131	7.1	211	11.4	419	7.8
Not applicable/I do not provide direct patient care	123	4.1	39	3.2	67	3.3	46	2.5	113	6.1	213	4.0
Nephrology	3	0.1	1	0.1	0	0.0	0	0.0	0	0.0	4	0.1
Family health	286	9.5	23	1.9	168	8.2	153	8.3	299	16.1	492	9.2
Neonatal	2	0.1	11	0.9	6	0.3	2	0.1	8	0.4	21	0.4
<b>Total (with row %)</b>	<b>3,000</b>	<b>55.9</b>	<b>1,211</b>	<b>22.6</b>	<b>2,004</b>	<b>37.3</b>	<b>1,813</b>	<b>33.8</b>	<b>2,634</b>	<b>49.1</b>	<b>5,367</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Obstetric Services

A total of 7,615 Indiana RNs (10.4% of RNs actively practicing) reported providing at least one obstetric service (Table 2.9). Of the RNs providing obstetric services provided, the highest percentage reported providing post-natal services (N = 4,679; 61.4%), followed by labor and delivery (N = 4,146; 54.4%). The largest proportion (28.8%) reported women’s health as their employment specialty, followed by maternal-child health specialty (26.0%).

**Table 2.9** Obstetrics services by employment specialty, registered nurse

Employment Specialty	Pre-Natal Services		Labor and Delivery		Post-Natal Services		High-Risk Pregnancy Screening		Treatment for OUD-affected Pregnancy		High Risk Pregnancy Services		Unique Count Providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	101	3.5	162	3.9	146	3.1	98	6.1	33	5.7	159	7.5	344	4.5
Adult health	21	0.7	10	0.2	15	0.3	12	0.7	8	1.4	11	0.5	49	0.6
Anesthesia	3	0.1	113	2.7	8	0.2	2	0.1	2	0.3	15	0.7	116	1.5
Community	35	1.2	6	0.1	27	0.6	18	1.1	3	0.5	13	0.6	45	0.6
Geriatric/gerontology	2	0.1	2	0.1	3	0.1	2	0.1	0	0.0	4	0.2	8	0.1
Home health	18	0.6	7	0.2	18	0.4	4	0.3	0	0.0	9	0.4	29	0.4
Maternal-child health	828	28.4	1,516	36.6	1,269	27.1	399	24.7	119	20.5	610	28.7	1,978	26.0
Medical surgical	8	0.3	24	0.6	15	0.3	5	0.3	2	0.3	13	0.6	44	0.6
Occupational health	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Oncology	4	0.1	4	0.1	4	0.1	2	0.1	1	0.2	5	0.2	10	0.1
Palliative care	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Patient education	23	0.8	10	0.2	14	0.3	6	0.4	0	0.0	6	0.3	32	0.4
Pediatrics	25	0.9	17	0.4	206	4.4	10	0.6	4	0.7	13	0.6	221	2.9
Public health	101	3.5	17	0.4	82	1.8	41	2.5	3	0.5	38	1.8	130	1.7
Psychiatric mental health/substance abuse	22	0.8	7	0.2	15	0.3	15	0.9	140	24.1	26	1.2	174	2.3
Rehabilitation	2	0.1	3	0.1	2	0.0	1	0.1	1	0.2	2	0.1	5	0.1
School health	3	0.1	12	0.3	5	0.1	2	0.1	0	0.0	3	0.1	17	0.2
Trauma	33	1.1	55	1.3	31	0.7	37	2.3	13	2.2	67	3.2	98	1.3
Women’s health	1,200	41.2	1,462	35.3	1,248	26.7	702	43.5	154	26.5	770	36.2	2,194	28.8
Other	113	3.9	207	5.0	141	3.0	66	4.1	22	3.8	94	4.4	347	4.6
Not applicable/I do not provide direct patient care	171	5.9	155	3.7	178	3.8	88	5.5	25	4.3	108	5.1	303	4.0
Nephrology	1	0.0	1	0.0	2	0.0	1	0.1	0	0.0	2	0.1	4	0.1
Family health	130	4.5	37	0.9	132	2.8	74	4.6	32	5.5	39	1.8	244	3.2
Neonatal	66	2.3	319	7.7	1,117	24.0	28	1.7	19	3.3	119	5.6	1,222	16.1
<b>Total (with row %)</b>	<b>2,911</b>	<b>38.2</b>	<b>4,146</b>	<b>54.4</b>	<b>4,679</b>	<b>61.4</b>	<b>1,613</b>	<b>21.2</b>	<b>581</b>	<b>7.6</b>	<b>2,126</b>	<b>27.9</b>	<b>7,615</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Other Services

Beyond addiction and obstetric services, 11,500 Indiana RNs (15.6% of actively practicing RNs) reported providing other services listed in Table 2.10. Most reported providing dementia/Alzheimer's care (N = 10,094; 87.8%). A small percentage (N = 423; 3.7%) reported providing services as a sexual assault nurse examiner. Around one-fifth of these RNs reported an employment specialty in geriatric/gerontology (20.2%), followed by 18.0% in acute care/critical care.

**Table 2.10** Other services by employment specialty, registered nurse

Employment Specialty	Dementia/ Alzheimer's Care		Hepatitis C Treatment/ Management		HIV/AIDS Treatment/ Management		Sexual Assault Nurse Examiner		Unique Count Providing These Services	
	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	1,850	18.3	619	28.5	454	27.5	133	31.4	2,074	18.0
Adult health	736	7.3	219	10.1	150	9.1	10	2.4	874	7.6
Anesthesia	12	0.1	1	0.1	1	0.1	2	0.5	15	0.1
Community	55	0.5	28	1.3	21	1.3	4	0.9	80	0.7
Geriatric/gerontology	2,318	23.0	65	3.0	41	2.5	0	0.0	2,324	20.2
Home health	388	3.8	11	0.5	13	0.8	2	0.5	392	3.4
Maternal-child health	12	0.1	16	0.7	21	1.3	7	1.7	47	0.4
Medical surgical	1,167	11.6	213	9.8	153	9.3	12	2.8	1,188	10.3
Occupational health	4	0.0	5	0.2	6	0.4	2	0.5	13	0.1
Oncology	92	0.9	20	0.9	19	1.2	7	1.7	108	0.9
Palliative care	356	3.5	10	0.5	13	0.8	3	0.7	357	3.1
Patient education	15	0.2	3	0.1	3	0.2	1	0.2	19	0.2
Pediatrics	12	0.1	14	0.6	11	0.7	16	3.8	44	0.4
Public health	53	0.5	63	2.9	51	3.1	6	1.4	121	1.1
Psychiatric/mental health/substance abuse	592	5.9	152	7.0	108	6.5	11	2.6	715	6.2
Rehabilitation	435	4.3	32	1.5	25	1.5	0	0.0	438	3.8
School health	11	0.1	0	0.0	3	0.2	5	1.2	20	0.2
Trauma	203	2.0	95	4.4	92	5.6	57	13.5	273	2.4
Women's health	12	0.1	36	1.7	43	2.6	10	2.4	74	0.6
Other	795	7.9	268	12.3	207	12.5	100	23.6	1,107	9.6
Not applicable/I do not provide direct patient care	542	5.4	98	4.5	81	4.9	20	4.7	627	5.5
Nephrology	19	0.2	15	0.7	6	0.4	1	0.2	30	0.3
Family health	410	4.1	183	8.4	123	7.5	13	3.1	544	4.7
Neonatal	5	0.1	6	0.3	5	0.3	1	0.2	16	0.1
<b>Total (with row %)</b>	<b>10,094</b>	<b>87.8</b>	<b>2,172</b>	<b>18.9</b>	<b>1,651</b>	<b>14.4</b>	<b>423</b>	<b>3.7</b>	<b>11,500</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Pediatric Populations Served

A total of 35,336 Indiana RNs (48.0% of actively practicing RNs) reported serving pediatric populations (Table 2.11). The highest proportion of these RNs reported serving adolescents (N = 30,357; 85.9%), followed by 66.1% (N = 23,366) reporting that they serve children ages 2 – 10. The highest reported employment specialty was other (20.7%), followed by acute care/critical care (13.3%).

**Table 2.11** Pediatric populations served by RNs by employment specialty

Employment Specialty	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Unique Count Serving Pediatric Populations	
	N	%	N	%	N	%	N	%
Acute care/critical care	2,712	14.9	3,563	15.3	4,601	15.2	4,685	13.3
Adult health	141	0.8	392	1.7	805	2.7	827	2.3
Anesthesia	267	1.5	817	3.5	920	3.0	933	2.6
Community	146	0.8	243	1.0	273	0.9	295	0.8
Geriatric/gerontology	27	0.2	47	0.2	77	0.3	87	0.3
Home health	173	1.0	385	1.7	429	1.4	528	1.5
Maternal-child health	1,860	10.2	162	0.7	704	2.3	1,925	5.5
Medical surgical	265	1.5	1,035	4.4	1,571	5.2	1,605	4.5
Occupational health	20	0.1	65	0.3	114	0.4	114	0.3
Oncology	73	0.4	136	0.6	297	1.0	301	0.9
Palliative care	48	0.3	79	0.3	103	0.3	103	0.3
Patient education	50	0.3	93	0.4	144	0.5	158	0.5
Pediatrics	2,006	11.0	2,341	10.0	2,274	7.5	2,384	6.8
Public health	370	2.0	474	2.0	521	1.7	578	1.6
Psychiatric/mental health/substance abuse	26	0.1	652	2.8	1,245	4.1	1,257	3.6
Rehabilitation	10	0.1	36	0.2	171	0.6	172	0.5
School health	38	0.2	949	4.1	1,040	3.4	1,255	3.6
Trauma	826	4.5	984	4.2	1,130	3.7	1,131	3.2
Women's health	1,473	8.1	154	0.7	1,142	3.8	2,094	5.9
Other	2,548	14.0	5,778	24.7	7,148	23.6	7,313	20.7
Not applicable/I do not provide direct patient care	1,500	8.2	2,069	8.9	2,486	8.2	2,682	7.6
Nephrology	19	0.1	27	0.1	64	0.2	66	0.2
Family health	1,817	10.0	2,795	12.0	3,006	9.9	3,026	8.6
Neonatal	1,817	10.0	90	0.4	92	0.3	1,817	5.1
<b>Total (with row %)</b>	<b>18,232</b>	<b>51.6</b>	<b>23,366</b>	<b>66.1</b>	<b>30,357</b>	<b>85.9</b>	<b>35,336</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Adult and Special Populations Served

Overall, 65,142 Indiana RNs (88.6% of the report sample) reported providing services to adults and other specialty populations (Table 2.12). Most of these RNs reported serving adults (N = 58,957; 80.2%), followed by the geriatric population (N = 50,129; 68.1%). The highest proportion of these RNs reported having an employment specialty as other (19.2%) or acute care/critical care (18.2%).

**Table 2.12** Adult and Special Populations Served by RNs by Employment Specialty

Employment Specialty	Adults		Geriatric		Pregnant Women		Individuals who are Incarcerated		Individuals with Disabilities		Individuals in Recovery		Unique Count Serving These Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	11,747	19.9	10,405	20.8	3,487	18.2	4,415	30.6	5,888	21.5	3,540	25.1	11,875	18.2
Adult health	3,629	6.2	2,987	6.0	409	2.1	511	3.5	1,239	4.5	527	3.7	3,892	6.0
Anesthesia	1,069	1.8	985	2.0	544	2.8	529	3.7	701	2.6	454	3.2	1,086	1.7
Community	408	0.7	353	0.7	177	0.9	74	0.5	234	0.9	122	0.9	437	0.7
Geriatric/gerontology	1,334	2.3	2,992	6.0	27	0.1	19	0.1	674	2.5	125	0.9	3,022	4.6
Home health	1,155	2.0	1,121	2.2	99	0.5	15	0.1	694	2.5	66	0.5	1,360	2.1
Maternal-child health	1,177	2.0	124	0.3	1,839	9.6	191	1.3	194	0.7	188	1.3	2,027	3.1
Medical surgical	5,030	8.5	4,490	9.0	631	3.3	1,245	8.6	2,057	7.5	916	6.5	5,074	7.8
Occupational health	398	0.7	149	0.3	48	0.3	10	0.1	58	0.2	28	0.2	398	0.6
Oncology	2,220	3.8	1,667	3.3	304	1.6	389	2.7	629	2.3	206	1.5	2,233	3.4
Palliative care	570	1.0	620	1.2	20	0.1	33	0.2	227	0.8	56	0.4	674	1.0
Patient education	335	0.6	273	0.5	109	0.6	29	0.2	133	0.5	44	0.3	356	0.6
Pediatrics	647	1.1	156	0.3	140	0.7	50	0.4	637	2.3	47	0.3	1,045	1.6
Public health	645	1.1	521	1.0	369	1.9	186	1.3	355	1.3	226	1.6	688	1.1
Psychiatric/mental health/substance abuse	2,458	4.2	1,658	3.3	629	3.3	335	2.3	1,012	3.7	1,257	8.9	2,573	4.0
Rehabilitation	1,030	1.8	1,082	2.2	27	0.1	43	0.3	415	1.5	172	1.2	1,236	1.9
School health	350	0.6	91	0.2	49	0.3	13	0.1	222	0.8	9	0.1	462	0.7
Trauma	1,340	2.3	1,241	2.5	925	4.8	946	6.6	1,031	3.8	801	5.7	1,347	2.1
Women's health	1,723	2.9	531	1.1	2,179	11.4	317	2.2	378	1.4	288	2.0	2,502	3.8
Other	12,162	20.6	10,633	21.2	4,003	20.9	3,901	27.0	6,259	22.9	3,007	21.3	12,528	19.2
Not applicable/I do not provide direct patient care	5,359	9.1	4,384	8.8	1,585	8.3	815	5.6	2,108	7.7	943	6.7	5,984	9.2
Nephrology	737	1.2	594	1.2	43	0.2	68	0.5	284	1.0	56	0.4	757	1.2
Family health	3,302	5.6	3,050	6.1	1,372	7.2	297	2.1	1,924	7.0	1,034	7.3	3,333	5.1
Neonatal	132	0.2	22	0.0	182	1.0	11	0.1	20	0.1	13	0.1	253	0.4
<b>Total</b>	<b>58,957</b>	<b>90.5</b>	<b>50,129</b>	<b>77.0</b>	<b>19,197</b>	<b>29.5</b>	<b>14,442</b>	<b>22.2</b>	<b>27,373</b>	<b>42.0</b>	<b>14,125</b>	<b>21.7</b>	<b>65,142</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

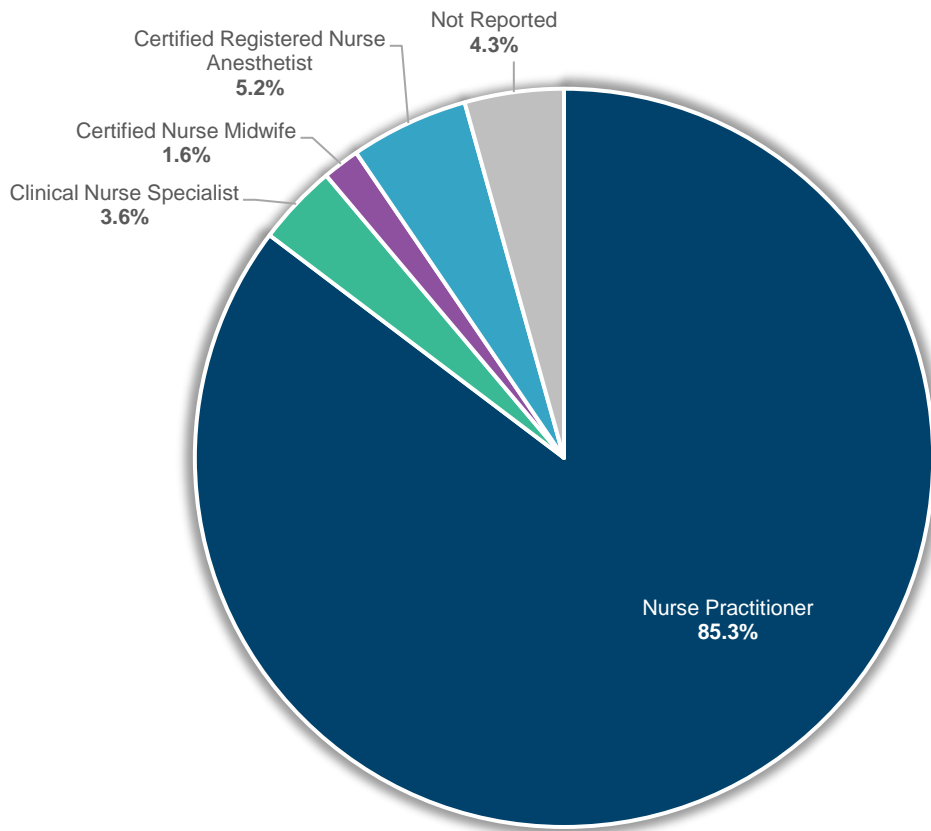


# SECTION III: ACTIVELY PRACTICING ADVANCED PRACTICE REGISTERED NURSES

## Reporting Sample

Indiana’s advanced practice registered nurses (APRNs) are identified based on whether they have an active APRN prescriptive authority license, have an active certified nurse midwife (CNM) license, reported their primary practice or secondary practice position as a clinical APRN, or identified their APRN type. Of the 73,558 RNs reported in Indiana, 10,834 (14.7%) were identified as APRNs. Indiana’s APRNs practice in several roles, as shown in Figure 3.1. The majority (86.5%) reported their role as a nurse practitioner, followed by 5.2 that identify as a certified registered nurse anesthetist.

**Figure 3.1** Distribution of roles among Indiana’s advanced practice registered nurses



## Demographics

Demographically, Indiana's APRNs were predominantly female (89.6%), White (86.7%), and non-Hispanic (94.7%) (Table 3.1). The average age of the APRN workforce is 44.6 years old, with male APRNs being slightly younger. Like the RN workforce, male APRNs have slightly greater racial and ethnic diversity.

**Table 3.1:** Advanced practice registered nurse demographic characteristics

	Female		Male		Gender not Available		Total	
	N	%	N	%	N	%	N	%
<b>Total (with row %)</b>	9,703	89.6	936	8.6	195	1.8	10,834	100.0
<b>Mean Age</b>	44.7		44.3		39.4		44.6	
<b>Age Groups</b>								
Under 35	1,770	18.2	173	18.5	85	43.6	2,028	18.7
35 - 44	3,586	37.0	338	36.1	54	27.7	3,978	36.7
45 - 54	2,424	25.0	259	27.7	26	13.3	2,709	25.0
55 - 64	1,435	14.8	135	14.4	19	9.7	1,589	14.7
65 and older	478	4.9	29	3.1	5	2.6	512	4.7
Age not available	10	0.1	2	0.2	6	3.1	18	0.2
<b>Ethnicity</b>								
Hispanic, Latino/a or Spanish Origin	289	3.0	39	4.2	8	4.1	336	3.1
Not Hispanic, Latino/a or Spanish Origin	9,212	94.9	863	92.2	183	93.9	10,258	94.7
Ethnicity not available	202	2.1	34	3.6	4	2.1	240	2.2
<b>Race</b>								
White/Caucasian	8,464	87.2	778	83.1	148	75.9	9,390	86.7
Asian	189	2.0	32	3.4	12	6.2	233	2.2
Black or African American	572	5.9	63	6.7	21	10.8	656	6.1
Native Hawaiian/Pacific Islander	18	0.2	3	0.3	0	0.0	21	0.2
American Indian or Alaska Native	15	0.2	1	0.1	1	0.5	17	0.2
Other	117	1.2	16	1.7	7	3.6	140	1.3
Multiracial	134	1.4	20	2.1	2	1.0	156	1.4
Race not Available	194	2.0	23	2.5	4	2.1	221	2.0

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

**Notes:** Data on gender was not provided for every respondent by the Indiana Professional Licensing Agency (IPLA). Age was calculated as the difference between the respondent's date of birth and the date of survey completion.

## Education

Most of Indiana’s APRNs completed their qualifying education in Indiana (71.2%), predominantly at the baccalaureate level (Table 3.2). Over half (50.4%) qualified for their nursing license with a baccalaureate nursing degree, and another 30.8% reported qualifying with an associate nursing degree.

The majority of Indiana’s APRNs indicated a master’s degree in nursing was their highest level of education (88.4%). Most APRNs (73.9%) also reported no highest non-nursing education. However, 13.1% reported having a baccalaureate degree in non-nursing areas. Looking ahead to further education, 88.5% of APRNs reported no intention to pursue further education, though 7.0% plan to pursue a Doctor of Nursing Practice (DNP).

**Table 3.2** Advanced practice registered nurse qualifying education

	Indiana		Contiguous States		Another State (Not Listed)		Another Country (Not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
<b>Total (with row %)</b>	7,717	71.2	1,883	17.4	1,139	10.5	95	0.1	10,834	100.0
<b>Qualifying Degree</b>										
Diploma - nursing	146	1.9	92	4.9	60	5.3	13	13.7	311	2.9
Associate degree - nursing	2,383	30.7	624	33.1	311	27.3	14	14.7	3,332	30.8
Baccalaureate degree - nursing	4,019	52.1	834	44.3	560	49.2	42	44.2	5,455	50.4
Master's degree - nursing	1,082	14.2	300	15.9	179	15.7	21	22.1	1,582	14.6
Doctoral degree- nursing (DNP)	2	0.0	1	0.1	1	0.1	1	1.1	5	0.1
Doctoral degree- nursing (PhD)	1	0.0	4	0.2	2	0.2	0	0.0	7	0.1
Doctoral degree- nursing (Other)	84	1.1	28	1.5	26	2.3	4	4.2	142	1.3

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

**Table 3.3** Advanced practice registered nurse highest education and education plans

	N	%
<b>Total</b>	10,834	100.0
<b>Highest Nursing Education</b>		
Diploma - nursing	9	0.1
Associate degree - nursing	51	0.5
Baccalaureate degree - nursing	207	1.9
Master's degree - nursing	9,577	88.4
Doctoral degree- nursing (DNP)	899	8.3
Doctoral degree- nursing (PHD)	63	0.6
Doctoral degree- nursing (Other)	28	0.3
<b>Highest Non-Nursing Education</b>		
Not Applicable	8,009	73.9
Vocational/practical certificate -non-nursing	97	0.9
Diploma - non-nursing	85	0.8
Associate degree - non-nursing	318	2.9
Baccalaureate degree - non-nursing	1,422	13.1
Master's degree - non-nursing	826	7.6
Doctoral degree - non-nursing	77	0.7



**Table 3.3** Advanced practice registered nurse highest education and education plans

	N	%
<b>Education Planning to Pursue in the Next 2 Years</b>		
Associate's degree- nursing	31	0.3
Associate's degree- other field	13	0.1
Bachelor's degree- nursing	18	0.2
Bachelor's degree - other field	7	0.1
Master's degree - nursing	171	1.6
Master's degree - other field	114	1.1
Doctor of Nursing Practice (DNP)	756	7.0
PhD - nursing	76	0.7
Doctoral degree - other field	62	0.6
No intention to pursue further education	9,586	88.5

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

## Practice Characteristics

### Employment Characteristic

As shown in table 3.4, most of Indiana's APRNs reported their primary position as a clinical advanced practice registered nurse (75.9%). Most also reported having only one paid position (81.1%), while 15.8% reported two positions. When reporting their employment plans for the next 2 years, 80.8% indicated they would continue as they were, while 12.2% planned to either increase or decrease their working hours. Just over half of APRNs provided telemedicine services (51.6%).

**Table 3.4** Advanced practice registered nurse employment characteristics

	N	%
<b>Primary Workforce Position</b>		
Consultant/nurse researcher	41	0.4
Nurse executive	108	1.0
Nurse manager	108	1.0
Clinical advanced practice registered nurse	8,222	75.9
Staff nurse	837	7.7
Nurse educator (faculty)	188	1.7
Nurse educator (staff development)	27	0.3
Nurse educator (patient educator)	25	0.2
Other - health related	552	5.1
Not applicable	710	6.6
Clinical preceptor	16	0.2
<b>Total Paid Positions in Nursing</b>		
0 positions or N/A	46	0.4
1 position	8,776	81.1
2 positions	1,710	15.8
3 positions	249	2.3
4 or more positions	52	0.5
Non-Respondents	1	0.0



**Table 3.4** Advanced practice registered nurse employment characteristics

	N	%
<b>Employment Plans for Next 2 Years</b>		
Continue as you are	8,756	80.8
Increase hours	772	7.1
Decrease hours	547	5.1
Seek non-clinical job in the field of nursing	77	0.7
Seek non-clinical job in a field other than nursing	34	0.3
Retire	179	1.7
Unknown	469	4.3
<b>Providing Telemedicine Services</b>		
Yes	5,593	51.6
No	5,241	48.4

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

## Primary Work Setting

Nearly half of Indiana’s APRNS reported their primary practice setting as an outpatient clinic (41.6%), and another 28.3% reported practicing in a hospital setting (Table 3.5). As for the secondary setting, most (73.7%) reported no secondary practice, though 7.5% reported practicing in an outpatient clinic and 6.8% reported practicing in a hospital.

**Table 3.5** Advanced practice registered nurse work setting

Work Setting	Primary Setting		Secondary Setting	
	N	%	N	%
Hospital	3,063	28.3	741	6.8
Nursing home/extended care facility	416	3.8	106	1.0
Home health	175	1.6	108	1.0
Correctional facility	56	0.5	22	0.2
Academic institution	214	2.0	130	1.2
Public/community health agency	741	6.8	113	1.0
School-based health	81	0.8	24	0.2
Occupational health	164	1.5	54	0.5
Outpatient clinic	4,510	41.6	811	7.5
Insurance claims/benefits	18	0.2	4	0.0
Policy/planning/licensing agency	2	0.0	2	0.0
Other	742	6.9	433	4.0
Not applicable	71	0.7	7,988	73.7
Assisted living	37	0.3	13	0.1
Hospice	72	0.7	64	0.6
Telehealth	472	4.4	221	2.0

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Employment Specialty and Services

This subsection summarizes the distribution of APRN employment specialty, the distribution of services provided, and population served. As with RNs, APRNs were able to indicate more than one service type or population they serve. Therefore, only unique counts are provided for each type of service or population. The final column in each table provides the unique number of total APRNs across all reporting categories.

### Specialty and Telehealth

The most reported APRN specialty was primary care (35.1%) (Table 3.6). An additional 7.6% reported psychiatry (adult and child) as their specialty and another 7.0% indicated internal medicine subspecialties as their specialty. At the same time, just over half (51.6%) reported providing telehealth services. Among the APRNs who reported providing telemedicine, 43.4% reported a specialty in primary care, and another 11.3% reported a specialty in psychiatry. On the other hand, 26.2% of those who did not provide telemedicine reported primary care specialties, and an additional 11.3% reported anesthesiology, pathology, radiology, or emergency medicine.

**Table 3.6** Advanced practice registered nurse employment specialty and telemedicine services

APRN Specialty	Total		Providing Telehealth Services			
			Yes		No	
	N	%	N	%	N	%
<b>Total (with row %)</b>	<b>10,834</b>	<b>100.0</b>	<b>5,593</b>	<b>51.6</b>	<b>5,241</b>	<b>48.4</b>
Primary care specialties	3,802	35.1	2,429	43.4	1,373	26.2
Internal medicine subspecialties	754	7.0	316	5.6	438	8.4
Pediatric subspecialties	458	4.2	212	3.8	246	4.7
Obstetrics & gynecology	500	4.6	249	4.5	251	4.8
General surgery	71	0.7	16	0.3	55	1.0
Surgical specialties	391	3.6	132	2.4	259	4.9
Psychiatry (adult and child)	826	7.6	632	11.3	194	3.7
Anesthesiology, pathology, radiology, or emergency medicine	642	5.9	49	0.9	593	11.3
Other specialty	3,060	28.2	1,501	26.8	1,559	29.7
Not applicable/I am not an APRN	330	3.0	57	1.0	273	5.2

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



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### Addiction Services

Of all APRNs in the report sample, 1,559 (14.4%) reported at least one of the addiction services listed below in Table 3.7. Most APRNs reported that they provide either addiction counseling (60.4%) or addiction screening (56.4%). The most frequently reported specialty of those APRNs who reported providing addiction services is primary care specialties (40.2%), followed by psychiatry (adult and child) (29.8%).

**Table 3.7** Addiction services by employment specialty, advanced practice registered nurse

APRN Specialty	Screening for Addiction		Addiction Counseling		MAT - Methadone		MAT - Naltrexone		MAT - Buprenorphine		Unique Count Providing Addiction Services	
	N	%	N	%	N	%	N	%	N	%	N	%
Anesthesiology, pathology, radiology, or emergency medicine	9	1.0	10	1.1	1	1.0	3	0.5	6	0.9	18	1.2
General surgery	3	0.3	0	0.0	0	0.0	0	0.0	0	0.0	3	0.2
Internal medicine subspecialties	37	4.2	58	6.2	7	6.9	13	2.0	26	3.9	88	5.6
Obstetrics and gynecology	61	6.9	19	2.0	3	2.9	7	1.1	25	3.7	78	5.0
Pediatric subspecialties	7	0.8	2	0.2	1	1.0	1	0.2	2	0.3	9	0.6
Primary care specialties	370	42.1	378	40.1	27	26.5	218	34.3	232	34.5	627	40.2
Psychiatry (adult and child)	261	29.7	311	33.0	21	20.6	290	45.6	242	36.0	465	29.8
Surgical specialties	7	0.8	5	0.5	1	1.0	1	0.2	1	0.1	12	0.8
Other specialty	111	12.6	141	15.0	33	32.4	95	14.9	128	19.0	231	14.8
Not applicable/I am not an APRN	13	1.5	18	1.9	8	7.8	8	1.3	11	1.6	28	1.8
<b>Total (with row %)</b>	<b>879</b>	<b>56.4</b>	<b>942</b>	<b>60.4</b>	<b>102</b>	<b>6.5</b>	<b>636</b>	<b>40.8</b>	<b>673</b>	<b>43.2</b>	<b>1,559</b>	<b>100.0</b>

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023

## Obstetric Services

The obstetric services that Indiana APRNs reported providing are summarized in Table 3.8. A total of 1,103 Indiana APRNs (10.2% of the report sample) reported providing at least one obstetric service, and the most reported services were post-natal services (N = 607; 55.0%) followed by pre-natal services (N = 522; 47.3%). More than one-third of these APRNs (35.6%) reported obstetrics and gynecology as their specialty, and 21.8% had primary care specialty.

**Table 3.8** Obstetric services by employment specialty, advanced practice registered nurses

APRN Specialty	High-Risk Pregnancy Services		High-Risk Pregnancy Screening		Pre-Natal Services		Labor and Delivery		Post-Natal Services		Treatment for OUD-affected Pregnancy		Unique Count providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Anesthesiology, pathology, radiology, or emergency medicine	15	4.9	2	0.6	4	0.8	104	25.3	5	0.8	1	0.5	110	10.0
General surgery	1	0.3	0	0.0	0	0.0	3	0.7	1	0.2	0	0.0	4	0.4
Internal medicine subspecialties	1	0.3	1	0.3	2	0.4	0	0.0	4	0.7	3	1.5	9	0.8
Obstetrics and gynecology	210	68.6	265	73.0	339	64.9	212	51.6	284	46.8	41	20.3	393	35.6
Pediatric subspecialties	4	1.3	3	0.8	10	1.9	16	3.9	95	15.7	4	2.0	101	9.2
Primary care specialties	28	9.2	61	16.8	95	18.2	28	6.8	123	20.3	49	24.3	240	21.8
Psychiatry (adult and child)	9	2.9	7	1.9	17	3.3	4	1.0	11	1.8	58	28.7	78	7.1
Surgical specialties	1	0.3	1	0.3	1	0.2	4	1.0	2	0.3	0	0.0	5	0.5
Other specialty	26	8.5	18	5.0	44	8.4	25	6.1	69	11.4	40	19.8	138	12.5
Not applicable/I am not an APRN	11	3.6	5	1.4	10	1.9	15	3.6	13	2.1	6	3.0	25	2.3
<b>Total</b>	<b>306</b>	<b>27.7</b>	<b>363</b>	<b>32.9</b>	<b>522</b>	<b>47.3</b>	<b>411</b>	<b>37.3</b>	<b>607</b>	<b>55.0</b>	<b>202</b>	<b>18.3</b>	<b>1,103</b>	<b>100.0</b>

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Other Services

Table 3.9 provides a summary of other services Indiana APRNs reported providing. Of the services included in this table, the highest number of APRNs reported providing dementia/Alzheimer’s care (N = 1,391), while the smallest number reported serving as a sexual assault nurse examiner. Approximately 48.0% reported having a primary care specialty, and another 11.5% reported their specialty as an internal medicine subspecialty.

**Table 3.9** Other Services by Employment Specialty, Advanced Practice Registered Nurse

Employment Specialty	Dementia/ Alzheimer’s Care		Hepatitis C Treatment/ Management		HIV/AIDS Treatment/ Management		Sexual Assault Nurse Examiner		Unique Count Providing Special Services	
	N	%	N	%	N	%	N	%	N	%
Anesthesiology, pathology, radiology, or emergency medicine	6	0.4	3	0.7	6	2.2	7	13.0	16	0.9
General surgery	3	0.2	0	0.0	0	0.0	0	0.0	3	0.2
Internal medicine subspecialties	162	11.6	71	16.2	39	14.6	1	1.39	206	11.5
Obstetrics and gynecology	2	0.1	6	1.4	10	3.7	3	5.6	17	0.9
Pediatric subspecialties	0	0.0	4	0.9	4	1.5	4	7.4	11	0.6
Primary care specialties	687	49.4	217	49.4	134	50.0	22	40.7	859	48.0
Psychiatry (adult and child)	180	12.9	5	1.1	6	2.2	3	5.6	188	10.5
Surgical specialties	6	0.4	2	0.5	1	0.4	1	1.9	9	0.5
Other	296	21.3	126	28.7	61	22.8	9	16.7	426	23.8
Not applicable/I am not an APRN	49	3.5	5	1.1	7	2.6	4	7.4	56	3.1
<b>Total</b>	<b>1,391</b>	<b>77.7</b>	<b>439</b>	<b>24.5</b>	<b>268</b>	<b>15.0</b>	<b>54</b>	<b>3.0</b>	<b>1,791</b>	<b>100.0</b>

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



## Pediatric Populations Served

More than half of Indiana's APRNs reported serving pediatric populations (N=6,444; 59.5% of the report sample), as seen in Table 3.10. Nearly all reported serving adolescents (N=6,169; 95.7%), while 71.7% reported serving children (N=4,621). Among these APRNs, most reported a specialty either as a primary care specialty (41.8%) or other (19.7%).

**Table 3.10** Pediatric populations served by employment specialty, advanced practice registered nurses

APRN Specialty	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Unique Count Serving Pediatric Populations	
	N	%	N	%	N	%	N	%
Anesthesiology, pathology, radiology, or emergency medicine	223	7.9	484	10.5	547	8.9	552	8.6
General surgery	10	0.4	21	0.5	37	0.6	37	0.6
Internal medicine subspecialties	30	1.1	67	1.4	160	2.6	161	2.5
Obstetrics and gynecology	102	3.6	34	0.7	377	6.1	416	6.5
Pediatric subspecialties	379	13.4	347	7.5	343	5.6	440	6.8
Primary care specialties	1,446	51.0	2,320	50.2	2,661	43.1	2,693	41.8
Psychiatry (adult and child)	14	0.5	307	6.6	511	8.3	517	8.0
Surgical specialties	39	1.4	108	2.3	202	3.3	204	3.2
Other specialty	518	18.3	837	18.1	1,199	19.4	1,271	19.7
Not applicable/I am not an APRN	75	2.6	96	2.1	132	2.1	153	2.4
<b>Total</b>	<b>2,836</b>	<b>44.0</b>	<b>4,621</b>	<b>71.7</b>	<b>6,169</b>	<b>95.7</b>	<b>6,444</b>	<b>100.0</b>

**Source:** Indiana Registered Nurse License and Supplemental Survey Data, 2023



### Adult and Special Populations Served

Table 3.11 provides a summary of the Indiana APRNs serving adults and other special populations. Overall, 9,879 APRNs (91.2% of the total report sample) reported providing services to these populations. Nearly all reported serving adults (95.8%). The majority also reported serving the geriatric population (82.0%). Just over a third of these APRNs reported having a specialty in a primary care specialty (36.1%).

**Table 3.11** Adult and Special Populations Served by Employment Specialty, Advanced Practice Registered Nurses

APRN Specialty	Adults		Geriatric		Pregnant Women		Individuals who are incarcerated		Individuals with Disabilities		Individuals in Recovery		Unique Count Serving Adults and Special Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Anesthesiology, pathology, radiology, or emergency medicine	606	6.4	567	7.0	430	12.0	335	20.1	438	9.3	303	11.3	614	6.2
General surgery	66	0.7	52	0.6	18	0.5	17	1.0	24	0.5	13	0.5	66	0.7
Internal medicine subspecialties	707	7.5	630	7.8	119	3.3	105	6.3	269	5.7	132	4.9	723	7.3
Obstetrics and gynecology	432	4.6	230	2.8	405	11.3	97	5.8	129	2.7	88	3.3	478	4.8
Pediatric subspecialties	86	0.9	12	0.1	21	0.6	7	0.4	97	2.1	6	0.2	154	1.6
Primary care specialties	3,435	36.3	3,149	38.9	1,188	33.2	320	19.2	1,850	39.1	1,004	37.5	3,567	36.1
Psychiatry (adult and child)	757	8.0	589	7.3	323	9.0	94	5.7	407	8.6	425	15.9	774	7.8
Surgical specialties	379	4.0	335	4.1	110	3.1	131	7.9	187	4.0	69	2.6	382	3.9
Other	2,733	28.9	2,311	28.5	875	24.5	498	29.9	1,214	25.7	574	21.4	2,825	28.6
Not applicable/I am not an APRN	267	2.8	223	2.8	87	2.4	59	3.5	111	2.3	62	2.3	296	3.0
<b>Total</b>	<b>9,468</b>	<b>95.8</b>	<b>8,098</b>	<b>82.0</b>	<b>3,576</b>	<b>36.2</b>	<b>1,663</b>	<b>16.8</b>	<b>4,726</b>	<b>47.8</b>	<b>2,676</b>	<b>27.1</b>	<b>9,879</b>	<b>100.0</b>

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



## SECTION IV: GEOGRAPHIC DISTRIBUTION

### Distribution of Indiana Registered Nurses

The geographic distribution of Indiana's RNs is summarized in Table 4.1 and Map 4.1. All Indiana counties have at least 1 reported FTE among active practicing RNs. Generally, urban counties have more RNs and lower population-to-FTE ratios, indicating higher nursing capacity. Urban counties like Marion, Allen, and Lake had a significantly higher number of RNs and FTEs, with Marion County, for instance, having a population-to-FTE ratio of 66.5:1. Conversely, rural counties such as Crawford, Fountain, and Switzerland exhibited lower numbers of RNs and higher population-to-FTE ratios, reflecting limited access to nursing care.

**Table 4.1** Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Adams	Rural	36,288	227	178.1	203.8
Allen	Urban	394,545	6,882	5,526.9	71.4
Bartholomew	Urban	84,003	1,030	825.1	101.8
Benton	Rural	8,729	16	11.4	765.7
Blackford	Rural	11,893	57	45.0	264.3
Boone	Urban	76,120	398	304.4	250.1
Brown	Urban	15,653	28	21.5	728.0
Carroll	Urban	20,525	56	44.1	465.4
Cass	Rural	37,666	320	272.7	138.1
Clark	Urban	125,467	1,114	833.1	150.6
Clay	Urban	26,460	120	85.9	308.0
Clinton	Rural	32,730	124	87.7	373.2
Crawford	Rural	10,438	14	10.1	1,033.5
Daviess	Rural	33,656	284	216.1	155.7
Dearborn	Urban	51,215	390	294.3	174.0
Decatur	Rural	26,399	192	144.8	182.3
DeKalb	Rural	44,198	273	207.0	213.5
Delaware	Urban	112,321	1,498	1,180.3	95.2
Dubois	Rural	43,546	712	542.6	80.3
Elkhart	Urban	206,409	1,734	1,366.7	151.0
Fayette	Rural	23,362	110	91.2	256.2
Floyd	Urban	80,809	1,379	1,039.2	77.8
Fountain	Rural	16,731	38	27.7	604.0
Franklin	Urban	23,096	103	71.4	323.5
Fulton	Rural	20,358	124	93.2	218.4
Gibson	Urban	32,904	182	138.5	237.6
Grant	Rural	66,200	637	506.3	130.8
Greene	Urban	31,196	188	147.1	212.1



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**Table 4.1** Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Hamilton	Urban	371,645	3,863	2,904.4	128.0
Hancock	Urban	86,166	505	396.8	217.2
Harrison	Urban	40,006	252	188.7	212.0
Hendricks	Urban	186,387	1,740	1,352.9	137.8
Henry	Rural	48,929	357	290.9	168.2
Howard	Urban	83,831	976	787.0	106.5
Huntington	Rural	36,781	233	182.1	202.0
Jackson	Rural	46,460	396	330.5	140.6
Jasper	Urban	33,535	131	94.0	356.8
Jay	Rural	20,032	121	87.4	229.2
Jefferson	Rural	33,056	335	269.7	122.6
Jennings	Rural	27,622	78	58.2	474.6
Johnson	Urban	167,819	983	749.2	224.0
Knox	Rural	36,070	614	497.1	72.6
Kosciusko	Rural	80,364	451	346.2	232.1
LaGrange	Rural	40,907	159	120.9	338.4
Lake	Urban	500,598	6,035	4,666.4	107.3
LaPorte	Urban	111,706	1,081	851.4	131.2
Lawrence	Rural	45,084	313	231.5	194.7
Madison	Urban	132,504	1,200	957.4	138.4
Marion	Urban	968,460	18,275	14,699.5	65.9
Marshall	Rural	46,352	335	257.5	180.0
Martin	Rural	9,897	28	22.9	432.2
Miami	Rural	35,402	153	120.9	292.8
Monroe	Urban	139,342	1,748	1,375.8	101.3
Montgomery	Rural	38,573	179	146.5	263.3
Morgan	Urban	73,227	397	313.4	233.7
Newton	Urban	13,960	24	16.7	835.9
Noble	Rural	47,430	238	174.9	271.2
Ohio	Urban	6,004	13	10.4	577.3
Orange	Rural	19,638	104	84.2	233.2
Owen	Rural	21,532	39	33.6	640.8
Parke	Rural	16,484	47	31.9	516.7
Perry	Rural	19,209	148	111.0	173.1
Pike	Rural	12,106	36	27.0	448.4
Porter	Urban	175,335	1,469	1,142.1	153.5
Posey	Urban	25,040	43	35.6	703.4
Pulaski	Rural	12,385	86	66.8	185.4
Putnam	Urban	37,567	170	133.0	282.5
Randolph	Rural	24,216	122	92.2	262.6
Ripley	Rural	29,227	254	189.0	154.6



**Table 4.1** Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Rush	Rural	16,847	106	84.3	199.8
Scott	Rural	24,657	143	110.0	224.2
Shelby	Urban	45,231	347	294.3	153.7
Spencer	Rural	19,910	74	56.8	350.5
St. Joseph	Urban	272,848	3,335	2,643.9	103.2
Starke	Rural	23,206	82	59.9	387.4
Steuben	Rural	34,917	220	162.8	214.5
Sullivan	Urban	20,757	164	126.8	163.7
Switzerland	Rural	10,019	21	15.5	646.4
Tippecanoe	Urban	188,792	2,230	1,779.3	106.1
Tipton	Urban	15,256	84	63.5	240.3
Union	Rural	6,973	16	12.8	544.8
Vanderburgh	Urban	179,810	2,809	2,268.7	79.3
Vermillion	Urban	15,417	99	77.7	198.4
Vigo	Urban	106,153	1,718	1,380.3	76.9
Wabash	Rural	30,670	182	145.2	211.2
Warren	Rural	8,518	47	33.3	255.8
Warrick	Urban	65,867	1,478	1,205.2	54.7
Washington	Urban	28,205	82	66.9	421.6
Wayne	Rural	66,127	969	819.7	80.7
Wells	Urban	28,555	139	106.1	269.1
White	Rural	24,917	106	80.2	310.7
Whitley	Urban	34,742	192	143.0	234.0

**Source:** Indiana Registered Nurse Re-Licensure Survey, 2023; U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

**Note:** Population-to-provider FTE ratios cannot be calculated for counties with no reported RN FTE.





## Distribution of APRNs

The geographic distribution of APRNs is summarized in Table 4.2 and Map 4.2. Like Indiana's RNs, there is a rural-urban divide. Urban counties like Marion, Allen, and Vanderburgh had high numbers of APRNs and lower population-to-FTE ratios, indicating better access to health care services. Conversely, rural counties such as Clinton, Crawford, and Jennings had fewer APRNs and population-to-FTE ratios larger than 3,000:1, suggesting limited health care accessibility.

**Table 4.2** Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Adams	Rural	36,288	36	30.6	1,185.9
Allen	Urban	394,545	930	731.8	539.1
Bartholomew	Urban	84,003	162	132.3	634.9
Benton	Urban	8,729	4	2.4	3,637.1
Blackford	Rural	11,893	7	6.9	1,723.6
Boone	Urban	76,120	56	40.4	1,884.2
Brown	Urban	15,653	6	5.0	3,130.6
Carroll	Urban	20,525	24	17.9	1,146.6
Cass	Rural	37,666	44	33.9	1,111.1
Clark	Urban	125,467	236	153.5	817.4
Clay	Urban	26,460	18	14.8	1,787.8
Clinton	Rural	32,730	13	9.5	3,445.3
Crawford	Rural	10,438	5	3.4	3,070.0
Daviess	Rural	33,656	64	45.8	734.8
Dearborn	Urban	51,215	78	46.8	1,094.3
Decatur	Rural	26,399	31	22.2	1,189.1
DeKalb	Rural	44,198	36	26.7	1,655.4
Delaware	Urban	112,321	199	154.7	726.1
Dubois	Rural	43,546	78	57.4	758.6
Elkhart	Urban	206,409	268	206.4	1,000.0
Fayette	Rural	23,362	20	18.3	1,276.6
Floyd	Urban	80,809	258	175.3	461.0
Fountain	Rural	16,731	9	7.0	2,390.1
Franklin	Urban	23,096	25	13.0	1,776.6
Fulton	Rural	20,358	20	17.3	1,176.8
Gibson	Rural	32,904	36	23.7	1,388.4
Grant	Rural	66,200	94	66.7	992.5
Greene	Rural	31,196	26	21.9	1,424.5
Hamilton	Urban	371,645	549	397.4	935.2
Hancock	Urban	86,166	96	73.2	1,177.1
Harrison	Urban	40,006	43	31.6	1,266.0
Hendricks	Urban	186,387	280	215.7	864.1



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**Table 4.2** Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Henry	Rural	48,929	49	40.7	1,202.2
Howard	Urban	83,831	143	109.5	765.6
Huntington	Rural	36,781	25	20.6	1,785.5
Jackson	Rural	46,460	59	47.9	969.9
Jasper	Urban	33,535	25	19.1	1,755.8
Jay	Rural	20,032	21	15.9	1,259.9
Jefferson	Rural	33,056	57	41.4	798.5
Jennings	Rural	27,622	13	8.7	3,174.9
Johnson	Urban	167,819	213	162.5	1,032.7
Knox	Rural	36,070	77	60.6	595.2
Kosciusko	Rural	80,364	74	56.8	1,414.9
LaGrange	Rural	40,907	33	24.3	1,683.4
Lake	Urban	500,598	897	639.3	783.0
LaPorte	Urban	111,706	168	129.9	859.9
Lawrence	Rural	45,084	69	46.5	969.5
Madison	Urban	132,504	170	130.6	1,014.6
Marion	Urban	968,460	2,499	1,936.3	500.2
Marshall	Rural	46,352	50	38.6	1,200.8
Martin	Rural	9,897	5	4.6	2,151.5
Miami	Rural	35,402	24	19.3	1,834.3
Monroe	Urban	139,342	253	196.3	709.8
Montgomery	Rural	38,573	29	25.8	1,465.1
Morgan	Urban	73,227	63	46.4	1,578.2
Newton	Urban	13,960	8	3.6	3,877.8
Noble	Rural	47,430	33	23.4	2,026.9
Ohio	Urban	6,004	2	1.6	3,752.5
Orange	Rural	19,638	17	14.9	1,318.0
Owen	Urban	21,532	7	6.9	3,120.6
Parke	Rural	16,484	14	10.1	1,632.1
Perry	Rural	19,209	22	14.4	1,334.0
Pike	Rural	12,106	5	4.0	3,026.5
Porter	Urban	175,335	223	171.2	1,024.2
Posey	Urban	25,040	6	5.7	4,393.0
Pulaski	Rural	12,385	14	10.8	1,146.8
Putnam	Rural	37,567	28	21.7	1,731.2
Randolph	Rural	24,216	24	17.5	1,383.8
Ripley	Rural	29,227	30	20.9	1,398.4
Rush	Rural	16,847	18	16.1	1,046.4
Scott	Rural	24,657	20	18.2	1,354.8
Shelby	Urban	45,231	68	56.2	804.8
Spencer	Rural	19,910	11	7.5	2,654.7
St. Joseph	Urban	272,848	441	340.1	802.3



**Table 4.2** Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Starke	Rural	23,206	23	17.4	1,333.7
Steuben	Rural	34,917	31	22.1	1,580.0
Sullivan	Urban	20,757	28	23.1	898.6
Switzerland	Rural	10,019	4	3.2	3,130.9
Tippecanoe	Urban	188,792	389	306.4	616.2
Tipton	Urban	15,256	14	8.2	1,860.5
Union	Rural	6,973	5	4.2	1,660.2
Vanderburgh	Urban	179,810	499	390.2	460.8
Vermillion	Urban	15,417	22	15.8	975.8
Vigo	Urban	106,153	270	190.0	558.7
Wabash	Rural	30,670	28	22.0	1,394.1
Warren	Urban	8,518	5	1.2	7,098.3
Warrick	Urban	65,867	186	147.0	448.1
Washington	Urban	28,205	18	15.5	1,819.7
Wayne	Rural	66,127	146	117.8	561.3
Wells	Urban	28,555	12	10.7	2,668.7
White	Rural	24,917	10	8.9	2,799.7
Whitley	Urban	34,742	20	15.0	2,316.1

**Source:** Indiana Registered Nurse Re-Licensure Survey, 2023; U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

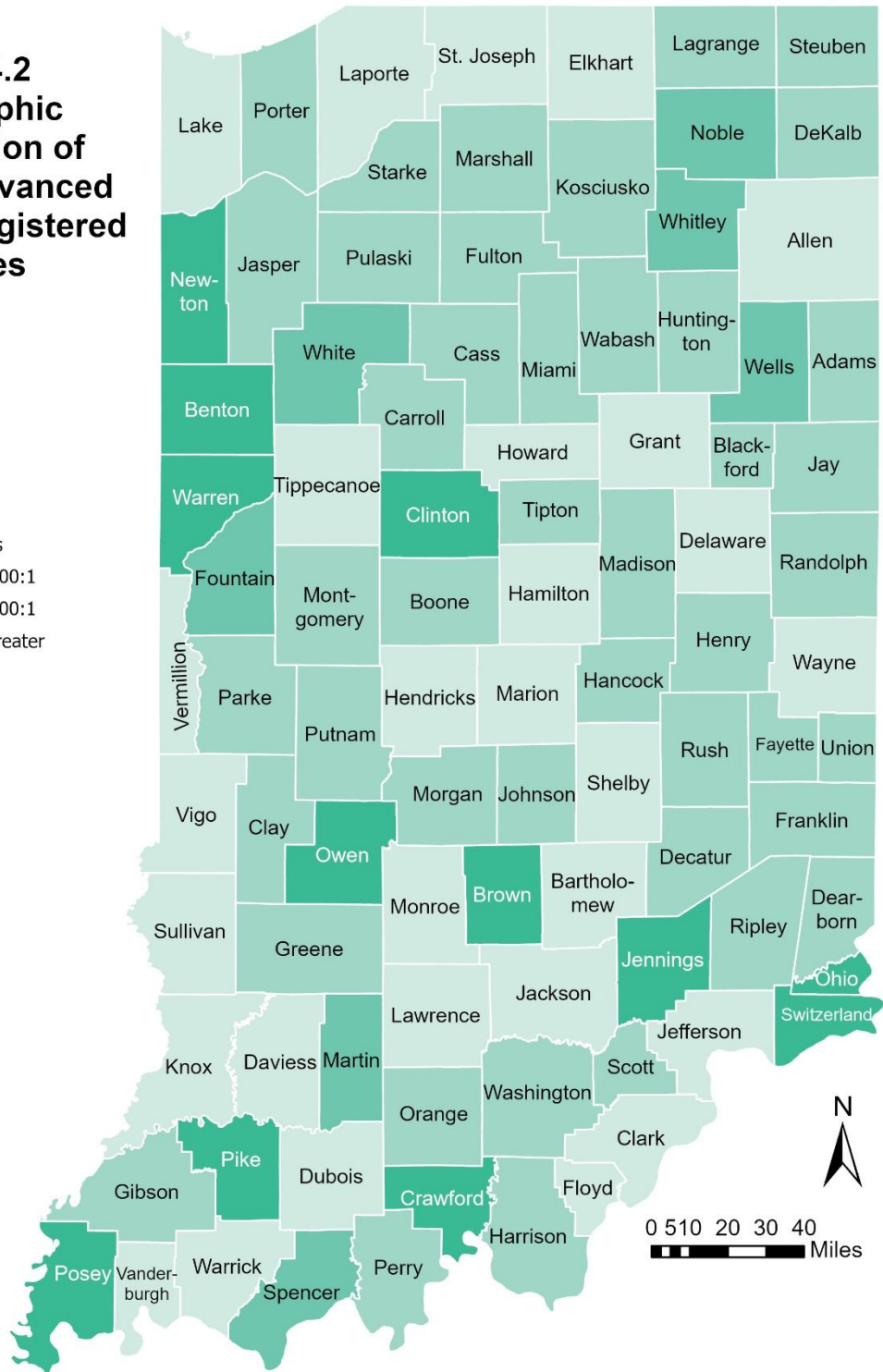
**Note:** Population-to-provider FTE ratios cannot be calculated for counties with no reported APRN FTE.



**Map 4.2  
Geographic  
Distribution of  
Indiana Advanced  
Practice Registered  
Nurses**

POP\_FTE

- 1,000:1 or Less
- 1,000.1:1 - 2,000:1
- 2,000.1:1 - 3,000:1
- 3,000.1:1 or Greater



Source: Indiana Registered Nurse License and Survey Data, 2023; U.S. Census, American Community Survey, 5-year Population Estimate, 2016 - 2020



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