Nurse Anesthetists in Southeastern Kentucky: A Survey of Supply Versus Demand

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**INTRODUCTION**

One of the University of Kentucky Center for Rural Health’s missions is to ensure an adequate and well-distributed supply of health care professionals throughout rural portions of the state. To accomplish this goal, the Center offers health professions education programs in a rural setting and administers a loan repayment program that targets primary care providers willing to practice in medically underserved areas. The Center also performs periodic rural health workforce analyses.

It was in regard to the latter objective that the Center was contacted on numerous occasions in late 2004 and early 2005. Several southeastern Kentucky hospital officials expressed concern about a shallow applicant pool for certified registered nurse anesthetist vacancies at their facilities.

CRNAs are registered nurses with advanced training in anesthesiology. They are responsible for selecting and administering anesthetic agents, monitoring surgical patients’ responses to those anesthetics, and selecting and administering – or ordering the administration of – drugs required during the recovery from anesthesia. Nurse anesthesia education programs range from 24 to 36 months in length, depending on university requirements, and are at the master’s degree level or higher. The educational costs of preparing a nurse anesthetist are roughly one-eighth those of an anesthesiologist, according to the American Association of Nurse Anesthetists – one of the reasons CRNAs serve as the sole providers of anesthetics for surgeries and other procedures in more than 70 percent of rural hospitals. The average annual salary for a nurse anesthetist in the Commonwealth is approximately $145,000, according to a 2005 Kentucky Hospital Association salary survey.

While more than 90 nurse anesthesia educational programs exist in the United States, Kentucky is home to but one – the Trover Foundation/Murray State University Program of Anesthesia, located about seven hours’ driving distance west of Hazard, the Center’s headquarters and southeastern Kentucky’s geographic midpoint. Twenty-three states have multiple CRNA training programs, according to the Council on Accreditation of Nurse Anesthesia Educational Programs.

In response to the hospital officials’ inquiries and a subsequent request from the Kentucky Hospital Association, the Center initiated a project to track the status of nurse anesthetist positions and vacancies within all southeastern Kentucky hospitals. Among the project’s purposes were to determine whether a geographic imbalance exists in the distribution of CRNAs in Kentucky and to evaluate the need for a nurse anesthesia training program in the state’s eastern half.
**METHODOLOGY**

A survey was conducted during May 2005 to determine southeastern Kentucky hospitals’ level of need for nurse anesthetists and their difficulty in filling CRNA vacancies. Telephone interviews were conducted with the human resources director or chief executive officer at each of the 19 hospitals located in the Big Sandy, Cumberland Valley and Kentucky River area development districts, a 21-county region that encompasses all of southeastern Kentucky. *(For a complete list of the questions asked and results by county, see Table 1 on Page 6).*

An online search was conducted on April 15, 2005, to track Kentucky Board of Nursing registrations for nurse anesthetists by county of residence. The nursing board’s electronic records also were analyzed to determine the number of bachelor’s- and master’s-level nurses – those eligible for enrollment in a nurse anesthesia training program – residing in southeastern Kentucky.

Data were collected during one brief time period and therefore provide a snapshot of vacancies and nurse anesthetist employment trends within the surveyed hospitals. The findings did, however, concur with a January 2001 “CRNA Needs Assessment Survey” conducted by the Center and therefore suggest a persistent health workforce problem for this region. Though a 2004 Kentucky Hospital Association evaluation found a much smaller nurse anesthetist vacancy rate than the Center’s more recent survey (16 vacancies statewide to 44.5 within southeastern Kentucky alone), it is believed that the KHA estimate of need was substantially low because of employment arrangements that KHA’s survey instrument did not measure, such as contracted nurse anesthetists not being considered hospital employees.

**FINDINGS**

**A. GEOGRAPHIC DISCREPANCY**

Kentucky has a significantly lower per-capita ratio of nurse anesthetists as residents than two of its similarly rural border states – West Virginia, with 18.3 CRNAs per 100,000 residents, and Tennessee, with 17.7. With 476 resident nurse anesthetists as of mid-April and a total population in excess of 4.1 million, Kentucky had nearly 11.5 CRNAs per 100,000 residents, still higher than the national rate of 9.3, according to federal Health Resources and Services Administration workforce profiles. Yet, while Kentucky as a whole exceeds the national rate, southeastern Kentucky lags far behind, with fewer than six nurse anesthetists per every 100,000 residents.

On April 15, the state nursing board’s online database showed 31 nurse anesthetists registered as living within the Big Sandy, Cumberland Valley and Kentucky River area development districts. Pike County had six resident nurse anesthetists, the most of any southeastern
Kentucky county. By contrast, the entire eight-county Kentucky River district had just one resident nurse anesthetist. Of the state’s 15 area development districts, southeastern Kentucky had the lowest (Kentucky River, with one), fifth-lowest (Big Sandy, with 13) and seventh-lowest (Cumberland Valley, with 17) totals for nurse anesthetist residency. In fact, five individual area development districts – representing nearly every other region of Kentucky – had more resident nurse anesthetists than the three southeastern Kentucky districts combined (Figure 1).

For further comparison, consider that southeastern Kentucky’s cumulative total of resident nurse anesthetists was less than one-third that of Jefferson County’s alone (94). Yet, while Jefferson County had over 300 percent more resident nurse anesthetists than southeastern Kentucky, its overall population was just 26 percent greater than the 21 southeastern counties’ combined total, according to the Census Bureau’s July 15, 2005, estimate.

Southeastern Kentucky’s number of resident nurse anesthetists also was considerably less than Fayette County’s total of 42. While southeastern Kentucky had 11 fewer resident nurse anesthetists than Fayette County, it is home to nearly twice as many total residents, according to the Census estimate (520,408 to 266,358).

Finally, southeastern Kentucky’s total of 31 resident nurse anesthetists was just two more than that of McCracken County. Although home to just two hospitals, McCracken’s abundance of
resident CRNAs could be explained by its location – Paducah, the county seat, is less than 90 miles away from Madisonville’s Trover Regional Medical Center, the primary clinical site for Kentucky’s lone nurse anesthesia training program. With 29 nurse anesthetists as residents among a total population of 64,700, McCracken County’s CRNA-to-general population ratio is 1-to-2,231; southeastern Kentucky’s was nearly eight times that, at 1-to-16,787.

Another method of demonstrating the maldistribution of nurse anesthetists in Kentucky is through per-surgical operation ratios. Below are relevant data for southeastern Kentucky, the Bluegrass Area Development District and the Kentuckiana Area Development District, with 2004 surgical operations totals accessed from the state Department for Public Health’s online Data Warehouse:

<table>
<thead>
<tr>
<th>Region</th>
<th>Resident CRNAs</th>
<th>Total Population</th>
<th>Surgeries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southeastern Kentucky</td>
<td>31</td>
<td>520,408</td>
<td>61,246</td>
</tr>
<tr>
<td>Bluegrass Area Development District (Fayette and surrounding counties)</td>
<td>98</td>
<td>713,939</td>
<td>94,846</td>
</tr>
<tr>
<td>Kentuckiana Area Development District (Jefferson and surrounding counties)</td>
<td>127</td>
<td>895,634</td>
<td>133,307</td>
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</table>

While it should be noted that the large medical centers in Fayette and Jefferson counties perform a much higher number of intricate surgeries, such as open-heart operations, from a look at just these raw numbers consider that:

- Southeastern Kentucky’s hospitals performed an average of 1,976 surgeries per resident CRNA, more than twice as many as Bluegrass hospitals (968 per) and nearly double Kentuckiana hospitals (1,050 per).

- Kentuckiana has more than 400 percent as many resident nurse anesthetists as southeastern Kentucky, but its hospitals only performed 218 percent more surgeries during 2004. The ratio was nearly identical for hospitals in the Bluegrass region, which has over 300 percent more resident CRNAs than southeastern Kentucky but performed only 155 percent more surgeries.

- While Kentuckiana and Bluegrass hospitals performed substantially more surgeries than their southeastern Kentucky counterparts, the ratio of operations per population was not overly disparate. During 2004, Kentuckiana and Bluegrass hospitals performed an average of one surgery for every 6.7 residents and 7.5 residents, respectively. In southeastern Kentucky, the ratio was one surgery per 8.5 residents.
So, a combined analysis of nurse anesthetist per-population and per-surgical operation data reveals this: Southeastern Kentucky has 12.5 percent of Kentucky’s total population and performs 11.5 percent of the state’s total surgeries – but has only 6.5 percent of the state’s total resident CRNAs.

**EFFECT**

The above analysis provides strong evidence of the shallowness of the nurse anesthetist applicant pool available to southeastern Kentucky hospitals. Surveyed hospital officials also cited difficulty in recruiting those who live elsewhere to relocate to the region for permanent employment. On a five-point scale, those officials rated nurse anesthetist as the second-most-difficult position to recruit, behind only physicians (Table 1).

This set of circumstances has forced most southeastern Kentucky hospitals to contract their anesthesia services to companies that, in many instances, are based outside the state. In those cases, transient nurse anesthetists employed by the contracted companies work for a period of time at one of the region’s hospitals, then transfer elsewhere and may be replaced by another of the company’s mobile nurse anesthetists. In fact, less than half of the hospitals within the survey region – nine out of 19 – had at least one full-time CRNA on staff as an employee (Table 1).

Of the 50 full-time nurse anesthetist positions reported at the surveyed hospitals, nurses who were not actual employees of the facility occupied 32 slots. Another 13 part-time nurse anesthetist positions were filled on a contracted basis, meaning that of 63 full- and part-time CRNA positions at southeastern Kentucky hospitals, 45 – or 71.5 percent – were held by non-employees.

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**Southeastern Kentucky has 12.5 percent of Kentucky’s total population and performs 11.5 percent of the state’s total surgeries – but has only 6.5 percent of the state’s total resident CRNAs.**

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<table>
<thead>
<tr>
<th>County</th>
<th>FTEs employed</th>
<th>Part Time employed</th>
<th>FTEs contracted</th>
<th>Part Time contracted</th>
<th>Vacancy within one year</th>
<th>Recruiting difficulty</th>
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<td>Bell</td>
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<td>3</td>
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<td>0</td>
<td>0</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>18</strong></td>
<td><strong>0.25</strong></td>
<td><strong>32</strong></td>
<td><strong>13</strong></td>
<td><strong>44.5</strong></td>
<td><strong>4</strong></td>
</tr>
</tbody>
</table>

*Study area contains counties in three southeast Kentucky Area Development Districts: Big Sandy, Cumberland Valley, and Kentucky River.

Range for degree of recruiting difficulty is 1-5 with 5 the hardest and 1 the easiest. The total displayed for this column is an average.
Several hospital representatives expressed satisfaction with the use of contract nurse anesthetist companies. In particular, a Baptist Regional Medical Center official said the Corbin-based facility was so pleased with its contract company that it is unclear whether the hospital would hire local nurse anesthetists even if they were available.

For the most part, however, surveyed hospital officials said they would prefer to hire nurse anesthetists as full-time employees of their facility, citing increased local control and other benefits. A higher percentage of on-staff CRNAs within southeastern Kentucky could result in better access to care and less travel time for patients, as well as improved quality of care because of timely surgical intervention for required procedures. Nurse anesthetists who are full-time employees also could be better incorporated into hospitals’ surgical teams. As a result, southeastern Kentucky hospital officials estimated a potential 44.5 CRNA vacancies within the next year – assuming there would be local applicants for the positions now largely held by contracted workers (Table 1).

B. POTENTIAL APPLICANT POOL FOR CRNA PROGRAM IN SOUTHEASTERN KENTUCKY

As of April 15, the state nursing board listed 608 bachelor’s-level and 248 master’s-level nurses as residents of the three southeastern Kentucky area development districts. That means there would be more than 800 potential applicants should a nurse anesthetist program be made available within the region. (Note: Not all of the BSN/MSN nurses would be candidates, as most nurse anesthesia programs require at least one year of critical-care experience as a prerequisite for enrollment. Also, the potential applicants have not been surveyed to gauge their interest in attending a nurse anesthesia training program.). Online records showed there were 1,545 bachelor’s- and master’s-level nurses within Kentucky’s three westernmost area development districts, which are home to Murray State University and its nurse anesthesia clinical site at Madisonville.

Though the western region’s applicant pool is nearly twice as large, so is the number of students to be served. Murray State’s nurse anesthesia program admits 12 students each year, while a program operating in southeastern Kentucky likely would be designed for no more than six students and perhaps as few as four.

CONCLUSIONS

From the perspective of the entire state of Kentucky, the current workforce supply of nurse anesthetists falls short of crisis designation. In fact, Kentucky as a whole exceeds the national CRNA-to-population ratio. And where a shortage does exist, hospitals have managed to
continue surgery services – although largely with CRNAs provided by out-of-state contract companies.

Yet, whether examined for per-population or per-surgical operation ratios, the data contained in this workforce survey report definitively confirm what southeastern Kentucky hospital officials already knew to be true: There indeed is a serious maldistribution of nurse anesthetists in the state – a discrepancy that has the potential to impact the availability and quality of surgical care in Eastern Kentucky. Perhaps the most telling numerical evidence is this: 127-to-1. That is the ratio of nurse anesthetists living in the greater Louisville area compared to the entire Kentucky River Area Development District. There seem to be two main reasons for the discrepancy:

- Metropolitan areas such as Jefferson and Fayette counties are home to large medical centers that perform high volumes of surgical procedures, so it stands to reason that is where most nurse anesthetists would settle.

- The state’s only nurse anesthesia training program is located in western Kentucky, too far for many southeastern Kentucky-based nurses – particularly those who are in mid-career or have started a family – to travel in search of an advanced degree, even one as financially rewarding as CRNA.

The latter item leads to the consideration that nurses are likely to work near the geographic area in which they were educated, according to workforce profiles. This validates a long-held premise of the Center for Rural Health that health care professionals tend to practice in the area in which they receive their terminal training. For instance, more than 75 percent of graduates from the family medicine residency based at the Center – and nearly 90 percent of its physical therapy graduates – currently practice in rural Kentucky. Other rural medicine training programs, such as the Pikeville College School of Osteopathic Medicine, are based on the same rationale.

Therefore, one potential solution would be to train nurse anesthetists within southeastern Kentucky, whether through the extension of an existing program or, however less likely, the creation of a new one. State nursing board records indicate there is an adequate applicant pool within the region for annual classes of four to six students. After repeated inquiries, the Center for Rural Health has begun exploring the possibility of recruiting a nurse anesthesia education program to Hazard. That would be a significant first step toward easing southeastern Kentucky’s nurse anesthetist shortage.

In the interim, southeastern Kentucky’s deficiency of resident nurse anesthetists leaves most of the region’s hospitals no viable option but to rely on contracted companies for the provision of anesthesia services. This circumstance could subject a hospital to the mercy of an out-of-state
interest. For instance, a gap in the administration of anesthesia services could force a rural hospital to refer a surgical patient to another – likely urban – facility. It also has another negative financial impact: Money spent on contracted services is not reinvested in local economies.

Other factors that should be considered in future research, but which were outside the scope of the Center’s survey, include:

■ As was mentioned in the Center’s report, bachelors- and masters-level nurses living within southeastern Kentucky were not polled as to their interest in applying to a nurse anesthesia program. It seems at least a random sampling of this group would be necessary before substantial movement was made toward establishing a CRNA training program in the region.

■ The survey process revealed that 31 nurse anesthetists live within southeastern Kentucky, yet the region’s hospitals employ just 18 full-time CRNAs out of 50 such positions, with the remainder filled by outsourced contract workers. The region’s resident CRNAs could be surveyed to discern their work status. This information could be especially useful in projecting retention rates for prospective CRNAs trained within the region.

ENDNOTE

The authors wish to recognize the contributions of those who helped make this report possible. Lola M. Dixon, the Center’s director of internal affairs, compiled data for the appendix section. Tena R. Smith, a staff support associate with the State Office of Rural Health, designed the report and its graphical elements. Editorial consultants included Elmer T. Whitley, the Center’s director of research; Emery A. Wilson, director of UK’s Office of Health Research and Development; Joseph E. Smith, executive director of the Kentucky Primary Care Association; David Bolt, chief operating officer of the Lewis County Primary Care System and president-elect of the Kentucky Rural Health Association; and Carol Blevins Ormay and Joy Knight, representatives of the Kentucky Hospital Association.
APPENDICES

A. Education of nurse anesthetists in the United States

B. Accredited nurse anesthesia programs

C. The cost of starting a nurse anesthetist educational program

D. An economic analysis of the investment in nurse anesthesia education
APPENDIX A

Education of nurse anesthetists in the United States
Introduction

The nurse anesthesia profession is known for its highly respected educational system and its strong commitment to quality education. Nurse anesthesia education has evolved since the first organized course in anesthesia for graduate nurses in 1909 into a sophisticated educational system in which as of February 1, 2004, eighty-eight (88) programs in the United States and its territories are affiliated with, or operated by, universities and offer a minimum of a master’s degree upon completion. Approximately one-half of the programs are within schools of nursing, with the remainder housed within schools of health science and other appropriate graduate schools. These nurse anesthesia graduate programs operate with more than 1000 clinical education sites. The programs range from 24 to 36 months in length, depending upon university requirements, and are at the master’s degree level or higher. They provide over 3,500 enrolled students a graduate-level science foundation along with clinical anesthesia experience to prepare them to become competent nurse anesthesia providers.

Nurse Anesthesia Program Requirements

All nurse anesthesia programs in the United States and its territories are accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs (COA), which is recognized by the U.S. Department of Education and the Council for Higher Education Accreditation as the sole accrediting authority for nurse anesthesia programs. The COA has served as an autonomous accrediting agency following a change in the bylaws of the American Association of Nurse Anesthetists (AANA) in 1975. Prior to 1975 and since 1955, the AANA was listed by the U.S. Commissioner of Education as being the recognized agency to accredit nurse anesthesia schools.

The COA requires that each program undergo a systematic self-study and be reviewed at the program site by COA-appointed anesthesia educators. An ongoing monitoring of accredited programs is accomplished through COA annual reports and progress reports. The purpose of this review process is to document that each program is in compliance with the Standards for Accreditation of the COA. This stringent process helps to assure the effectiveness of nurse anesthesia clinical and didactic education.

Nurse anesthesia educators have met bi-annually since 1945 at the AANA’s Assembly of School Faculty to support existing nurse anesthesia faculty and to develop new faculty. These meetings also serve as an opportunity for the educators to discuss and formulate recommendations concerning the maintenance and improvement of the COA’s standards. These recommendations are then forwarded to the COA for consideration.
The administration of a nurse anesthesia program includes program management of faculty and students, fiscal program management, maintenance of COA accreditation and other higher education accreditation requirements of the university, faculty continuing education, and program evaluation. COA standards require that each nurse anesthesia program employ Certified Registered Nurse Anesthetists (CRNAs) with graduate degrees in the roles of program director and assistant program director. Each program must also be able to show organizationally that it provides an extensive, educationally sound curriculum combining both academic theory and clinical practice. Each program must devise policies and procedures using outcome criteria to promote student learning while enhancing the program’s quality and integrity.

Each nurse anesthesia program performs ongoing evaluation and assessment to determine its integrity and educational effectiveness. Each program continuously monitors and evaluates its didactic and clinical curriculum, including curriculum content, admissions policies, faculty, and clinical sites used for student educational experiences. These aspects of the program are evaluated periodically to determine their relevance to anesthesia practice.

Admission to a nurse anesthesia program requires graduation from an accredited school of nursing, a baccalaureate degree, current licensure as a registered nurse, and at least 1 year of professional experience in an acute care setting. Most applicants have acquired extensive clinical experience in areas such as coronary, respiratory, post anesthesia, and surgical intensive care units.

Nurse Anesthesia Program Curriculum

The didactic curricula of nurse anesthesia programs are governed by COA standards and provide students the scientific, clinical, and professional foundation upon which to build sound and safe clinical practice. Most nurse anesthesia programs range from 45 to 75 graduate semester credits in courses pertinent to the practice of anesthesia. The science curriculum of graduate nurse anesthesia programs includes a minimum of 31 semester credit hours of courses in anatomy, physiology, pathophysiology, pharmacology, chemistry, biochemistry, physics, professional aspects, equipment, technology, pain management, research, and clinical conferences. Courses in anesthesia practice provide content such as induction, maintenance, and emergence from anesthesia; airway management; anesthesia pharmacology; and anesthesia for special patient populations such as obstetrics, geriatrics, and pediatrics. Students are instructed in the use of anesthesia machines and other related biomedical monitoring equipment and are evaluated didactically using such traditional evaluation methods as examinations, presentations, and papers. Patient anesthesia simulators are an emerging technology used in many programs to develop dexterity and critical thinking skills essential for the practice of nurse anesthesia.

The supervised clinical residency of nurse anesthesia education provides students the opportunity to incorporate didactic anesthesia education into the clinical setting.
Nurse anesthetists are prepared to administer all types of anesthesia, including general, regional, selected local and conscious sedation, to patients of all ages for all types of surgeries. They are taught to use all currently available anesthesia drugs, to manage fluid and blood replacement therapy, and to interpret data from sophisticated monitoring devices. Other clinical responsibilities include the insertion of invasive catheters, the recognition and correction of complications that occur during the course of an anesthetic, the provision of airway and ventilatory support during resuscitation, and pain management. To meet COA standards and be eligible to take the Council on Certification of Nurse Anesthetists (CCNA) Certification Exam, a student must have performed a minimum of 550 anesthetics, which must include specialties such as pediatric, obstetric, cardiothoracic, and neurosurgical anesthesia. This anesthesia experience includes the care of not only healthy but also critically ill patients of all ages for elective and emergency procedures. In most programs, this minimum is surpassed early in their clinical practicum and the average number of anesthetics performed upon graduation is over 800. Based on 2003 certification data nurse anesthesia programs provide an average of 1700 hours of clinical experience for each student.

During their clinical anesthesia experience, students are supervised by CRNAs or anesthesiologists who provide instruction in the safe administration and monitoring of various techniques, including both general and regional anesthesia. The clinical faculty also evaluate the technical and critical thinking skills of students on a regular basis.

**Scholarly Activities**

With the evolution of nurse anesthesia programs into the graduate education framework, there has been an increase in program requirements for scientific inquiry, statistics, and faculty-guided student research. This scholarly activity may be in the form of a scholarly project. Areas of student scholarly activities include study surveys, animal studies, bench laboratory research, and clinical studies. Research studies may include quantitative research using descriptive and experimental design and qualitative research using valid research methods. Students may do collaborative scholarly work with nurse anesthesia faculty and faculty from other university departments such as pharmacology, physiology, and anesthesiology. Students are encouraged and assisted by faculty to present their scholarly work at professional nurse anesthesia meetings and to publish in the professional literature.

This addition of a scholarly requirement to nurse anesthesia graduate programs has increased the demand for higher education for nurse anesthesia faculty. The number of doctorally prepared CRNAs is increasing to meet the increased demand for university faculty requirements, student mentoring, and other nurse anesthesia scholarly endeavors.

**Certification and Recertification**

Upon completion of a COA-accredited program, a graduate is eligible to take the national certification examination that is developed and administered by the CCNA. The purpose of this examination is to measure the knowledge and critical thinking skills
required of an entry-level nurse anesthesia provider. Each graduate of an accredited nurse anesthesia program must successfully pass this examination to earn the title of Certified Registered Nurse Anesthetist.

CRNAs are recertified by the Council on Recertification of Nurse Anesthetists, which focuses its efforts on ensuring that CRNAs maintain their skills and keep current with progressive and technological knowledge. The recertification period for CRNAs is two years. This recertification must be maintained for an individual to practice as a CRNA in the United States and to stay in compliance with state nursing regulations.

Summary
From the commencement of the professional education in nursing, a minimum of 7 calendar years of education and training is involved in the preparation of a CRNA. Graduates of accredited nurse anesthesia programs who pass the rigorous, psychometrically sound Certification Examination are qualified to practice as Certified Registered Nurse Anesthetists. Recertification, which includes a practice and continuing education requirement, must be met every 2 years. In the United States, nurse anesthesia education has flourished for more than a century by continuing to meet increasingly stringent educational standards. Today, the profession and regulatory agencies set the standard of quality for nurse anesthesia education, which has resulted in the safe delivery of anesthesia by CRNAs.

References


APPENDIX B

Accredited nurse anesthesia programs
Council on Accreditation of
Nurse Anesthesia Educational Programs

List of Recognized Educational Programs

222 S. Prospect
Park Ridge, IL 60068-4010
(847) 692-7050
Officers and members currently serving on the Council are:

Chairman  
Margaret Faut-Cahalan, CRNA, DNSc, FAAN  
(CRNA Educator)  
Rush University College of Nursing  
Nurse Anesthesia Program  
Chicago, Illinois

Vice-Chairman  
Kathleen O’Donnell, CRNA, PhD  
(CRNA Educator)  
Albany Medical College Nurse Anesthesiology Program  
Albany, New York

Secretary/Treasurer  
Andrea R. Lindell, DNSc, RN  
(University Member)  
University of Cincinnati Medical Center College of Nursing  
Cincinnati, Ohio

Brad Dean, BA, BS, RN  
(Student Member)  
Albany Medical College Nurse Anesthesiology Program  
Albany, New York

Jacqueline M. Hall, CRNA, MSN  
(CRNA Educator)

Paul Henderson, CRNA, MS  
(CRNA Practitioner)  
Great Lakes Anesthesia Service, P.C.  
Elkhart, Indiana

Marianne R. Phelps, PhD  
(Public Member)  
Higher Education Consultant  
Washington, DC

John C. Preston, CRNA, DNSc  
(CRNA Educator)  
The University of Tennessee College of Nursing, Nurse Anesthesia Concentration  
Knoxville, Tennessee

Martha Whitecotton, RN, MSN  
(Healthcare Administrator)  
Carolinas Medical Center  
Charlotte, North Carolina

Bette M. Wildgust, CRNA, MS, MSN  
(CRNA Educator)  
Crozer Chester Medical Center/Villanova University Nurse Anesthesia Program  
Upland, Pennsylvania

Mary Jean Yabloisky, CRNA, MA  
(CRNA Practitioner)  
Oakwood Hospital and Medical Center  
Dearborn, Michigan

Francis Gerbasi, CRNA, PhD  
Director of Accreditation and Education  
Council on Accreditation  
Park Ridge, Illinois

List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs

The accreditation program for nurse anesthesia was initiated in 1952 by the American Association of Nurse Anesthetists (AANA). The accreditation function was transferred to the Council on Accreditation of Nurse Anesthesia Educational Programs/ Schools in 1975 in response to a major revision of the U.S. Office of Education criteria. Since 1975, the Council has existed as a fiscally autonomous multidisciplinary body under the corporate structure of the AANA. This multidisciplinary structure gives recognition to the various publics that represent the community and interest within which the nurse anesthesia profession resides. The 12 members of the Council are representative of the following groups: nurse anesthetists educators and practitioners, nurse anesthetics students, health care administrators, university representatives, and the public. All are voting members except the student member.

The Council's scope of accreditation is for institutions and programs of nurse anesthesia at the post-master’s certificate, master’s or doctoral degree levels in the United States, its territories and protectorates. Both the United States Department of Education and the Council for Higher Education Accreditation recognize the Council as an accrediting agency for nurse anesthesia.

The Council on Accreditation is responsible for establishing the standards and policies for nurse anesthesia educational programs subject to consideration by its community and interest. The standards address governance, program effectiveness, program of study, resources and accountability. The first set of standards was adopted in 1952 and have been under review and subject to periodic major and minor revisions since that time. Compliance with the standards forms the basis for accreditation decisions made by the Council.

The accreditation process for an established program is based on self-evaluation by the program and a site visit by a team of two or three reviewers. The process is repeated at intervals of up to ten years and may be supplemented by progress reports. A summary report of the review and the program’s response to the report are presented to the Council for an accreditation decision.

A new program desiring accreditation must complete a capability study and undergo an on-site evaluation prior to being considered for accreditation. A similar review is required after the first students have graduated.

Accreditation provides quality assurances concerning educational preparation through continuous self-study and review. The ultimate goal of accreditation is to improve the quality of nurse anesthesia education and provide competent practitioners to health care consumers and employers. Graduation from an approved program is one prerequisite of eligibility for national certification and a consideration used by governmental funding and licensing agencies, employers and potential students.

The Council on Accreditation publishes this list of accredited nurse anesthesia programs on an annual basis as information for the public, other agencies and prospective students. A definition of each accreditation action follows:

Accreditation signifies that programs have completed successfully the accreditation process. Accreditation may be awarded for periods of two to ten years.

Probation signifies serious deficiencies that jeopardize the quality of the educational process. Examples are the failure of a program to respond by the specified date to a summary report which identifies serious deficiencies or failure to submit a self-study or a progress report by the due date.

Revocation of accreditation signifies a program does not present sufficient evidence of educational quality nor intent to comply with the standards and criteria.
Alabama

Birmingham - Department of Nurse Anesthesia Ida V. Moffett School of Nursing Samford University, 800 Lakeshore Drive, 35229; Michael A. Fiedler, CRNA, PhD; (205) 726-2047; Fax: (205) 726-4179; E-mail: MSNinfo@samford.edu L28; SD JUN DLR 05/2003 NRD 10/2006 Master of Science in Nursing

Birmingham - Nurse Anesthesia Program University of Alabama at Birmingham, Room 230 RMSB, 1530 - 3rd Avenue South, 35294-1212; Joe R. Williams, CRNA, MS; (205) 934-3209; Fax: (205) 934-3212; E-mail: williams@uab.edu L27; SD AUG DLR 10/2000 NRD 10/2010 Masters of Nurse Anesthesia

Arizona

Glendale - Midwestern University Nurse Anesthesia Program. 19555 North 59th Avenue, 85308-6813; Sandra L. Lovell, CRNA, MA, MS; Dennis Paulson, PhD; (623) 572-3603; (888) 247-9277; Fax: (623) 572-3449; E-mail: slovel@midwestern.edu L27; SD JUN DLR 05/2004 NRD 10/2007 Master of Science in Nurse Anesthesia

Arkansas

State University - Arkansas State University College of Nursing and Health Professions Department of Nursing, P.O. Box 910, 72467-0910; Susan Campbell, CRNA, Med, MS; Phyllis Skarga, PhD, RN, CCM; (870) 972-3390; Fax: (870) 972-2954; E-mail: scampbell@astate.edu L28; SD JAN DLR 10/2002 NRD 05/2006 Master of Science in Nursing in Nurse Anesthesia

California

Los Angeles - University of Southern California (USC) Program of Nurse Anesthesia Department of Anesthesiology Keck School of Medicine, 1540 Alcazar Street, CHP #223, 90089-9012; Michele E. Gold, CRNA, PhD; Philip Lumby, MD, BS, FCCM; (323) 442-2037; Fax: (323) 442-1701; E-mail: uscnep@usc.edu SD AUG DLR 05/1999 NRD 05/2009 MS in Nurse Anesthesia

Oakland - Samuel Merritt College Program of Nurse Anesthesia, 435 Hawthorne Ave., 94609; Celeste G. Villanueva, CRNA, MS; (510) 869-8926; Fax: (510) 869-6677; E-mail: cvillanueva@samuelmerritt.edu L27; SD SEP DLR 05/2004 NRD 05/2014 Master of Science in Nursing (Post-Master's Certificate also available) ~ MSN Online in Nursing

Pasadena - Kaiser Permanente School of Anesthesia/California State University Fullerton Department of Nursing, 100 South Los Robles, Suite 550, 91188-6305; John J. Nagelhout, CRNA, PhD; Michael Ward, MD; (626) 564-3016; Fax: (626) 564-3099; E-mail: john.j.nagelhout@kp.org SD SEP DLR 05/1998 NRD 05/2006 MS in Nursing

Connecticut

Bridgeport - Southern Connecticut State University and Bridgeport Hospital Nurse Anesthesia Program, 267 Grant Street, 06610-2870; Nancy A. Moriber, CRNA, MS, APRN; Dennis S. Buonafede, MD; (203) 384-3054; Fax: (203) 384-3855; E-mail: info@bnnap.org SD MAY DLR 05/2001 NRD 05/2011 MS Biology

New Britain - New Britain School of Nurse Anesthesia, 100 Grand Street, 06050-0100; Joan H. Dobbins, CRNA, MS, APRN; John Satterfield, MD; (860) 224-5612; Fax: (860) 826-4992; E-mail: jhdobbin@nbgh.org L29; SD MAY DLR 10/2000 NRD 10/2010 MS in Biological Sciences: Anesthesia

New Haven - Hospital of St. Raphael School of Nurse Anesthesia, 1423 Chapel Street, 06511; Judy Thompson, CRNA, MS, APRN; (203) 789-3351; Fax: (203) 789-3352; E-mail: hsrnna@snet.net L29; SD MAY DLR 10/2004 NRD 10/2014 MS Biology/Anesthesia

List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs Page 3 of 12
District of Columbia

Washington - Georgetown University School of Nursing Nurse Anesthesia Program, Box 571107, 3700 Reservoir Road, NW, 20057-1107; Donna M. Jasinski, CRNA, DNP; (202) 687-4612; Fax: (202) 687-5553, E-mail: jasinski@georgetown.edu
L27; SD AUG
DRL 10/1998 NRD 05/2006
MS
~ MS in Nursing

Florida

Miami Shores - Barry University Master of Science Program
in Anesthesiology, 11300 NE 2nd Avenue, 33161-6695; Dolores M. Gibbs, CRNA, PhD; (305) 899-3230; (800) 756-6000; Fax: (305) 899-3366; E-mail: mrodriguez@mail.barry.edu; dgibbs@mail.barry.edu
L28; SD JAN
DRL 10/2002 NRD 10/2010
Master of Science in Anesthesiology

Naples - Norman R. Wolford School of Nurse Anesthesia/Florida Gulf Coast University, 4933 Tamiami Trail North, Suite 201, 34103-3012; Norman R. Wolford, CRNA, MS, EdD; Karen E. Miles, RN, EdD; (239) 649-0238; Fax: (239) 649-0381; E-mail: nwolford@wolford.edu
L28; SD AUG
Voluntary Closure - Awaiting Final Approval by COA
December 9, 2006
Master of Science in Nursing

Naples - Wolford College Nurse Anesthesia Program, 4933 Tamiami Trail, Suite 201, 34103; Norman R. Wolford, CRNA, MS, EdD; (239) 649-0238; Fax: (239) 649-0381; E-mail: admissions@wolford.edu
L28; SD FEB
DRL 10/2004 NRD 05/2008
Master of Science in Nurse Anesthesia

North Miami - Florida International University School of Nursing Anesthesiology Nursing Program, 11200 Southwest 8th Street, Suite 485, 33199; Jeffrey A. Groom, CRNA, MS, PhD (C); (305) 348-7747; Fax: (305) 348-7823; E-mail: miguel.sahagun@fiu.edu
L28; SD AUG
DRL 10/2004 NRD 10/2010
Master of Science in Nursing

Panama City - Gooding Institute of Nurse Anesthesia Bay
Medical Center, 615 N. Bonita Avenue, 32401-3623; David R. Ely, CRNA, EdD, Donna Vincent, JD; (850) 747-6918, (800) 422-2418; Fax: (850) 747-6115; E-mail: gooding@baymedical.org
L28; SD AUG
DRL 05/2002 NRD 05/2012
MS in Nurse Anesthesia

Georgia

Augusta - Medical College of Georgia Nursing Anesthesia Program, 1120 15th Street, EB-229, 30912-4210; Shannon Powell-Thomas, CRNA, MN; (706) 721-9558; Fax: (706) 721-8206; E-mail: shpowell@mccg.edu
L28; SD AUG
DRL 10/1998 NRD 05/2006
MN (Master of Nursing)
(Post-Master's Certificate also available)

Macon - Mercer University School of Medicine Program
in Nurse Anesthesia, 777 Hemlock Street, HB 185, 31208-2102; Roger D. Masters, CRNA, MS; (478) 633-1609; Fax: (478) 633-7061; E-mail: Kervin.mathew@mccg.org
L28; SD AUG
DRL 01/2005 NRD 10/2008
MSA - Master of Science in Anesthesia

Illinois

Chicago - Rush University College of Nursing Nurse
Anesthesia Program, 600 S. Paulina St., #1072B, 60612;
Margaret Faut-Callahan, CRNA, DNP, FAAN, (312) 942-7100; Fax: (312) 942-3043; E-mail: Margaret_E_Faut-
Callahan@rush.edu
L27; SD JUN
DRL 05/1997 NRD 05/2005
Master of Science in Nursing
(Post-Master’s Certificate and ND & DNSc also available)
~ Master of Science in Nursing

Decatur - Decatur Memorial Hospital’s Nurse Anesthesia Program/Bradley University, 2300 North Edward Street, 62526-4193; Rhonda M. Gee, CRNA, MSN; Jon M. Jacoby, MD; (217) 876-2578; Fax: (217) 876-2557; E-mail: rhandag@dmhhs.org
L33; SD AUG
DRL 10/1999 NRD 10/2009
Master of Science in Nursing/Nurse Administered Anesthesia Major

List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs

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Last Printed: April 14, 2005
Edwardsville - Southern Illinois University Edwardsville
School of Nursing Anesthesia Nursing Specialization,
Campus Box 1066, 62026-1066; Andrew Griffin, CRNA, MS,
APN; Jacquelyn Clement, PhD, APRN-BC, FNP; (618) 650-
3283; Fax: (618) 650-3854; E-mail: agriffin@siue.edu
L27; SD AUG
DLR 05/2002 NRD 05/2010
Master of Science Degree with a major in Nurse Anesthesia
(Post Master's Certificate in Nurse Anesthesia also
available)

Evanston - Evanston Northwestern Healthcare School of
Anesthesia/DePaul University, 2650 Ridge Avenue, 60201;
Bernadette T. Roche, CRNA, EdD; (847) 570-1959; Fax:
(847) 733-5392; E-mail: anesthesiaschool@enh.org
L36; SD SEP
DLR 10/1998 NRD 10/2005
MS Nursing
(Post-Master's Certificate also available)

Iowa

Iowa City - The University of Iowa College of Nursing
Anesthesia Nursing Program, 200 Hawkins Drive, Room
6441 JCP, UIHC, 52242-1079; Edward S. Thompson,
CRNA, PhD, ARNP; Deborah J. Dehring, MD; (319) 384-
7354; (800) 553-4692; Fax: (319) 384-7286; E-mail: e-s-
thompson@uiowa.edu
L30; SD AUG
DLR 10/2000 NRD 10/2010
MSN (Master of Science in Nursing) Anesthesia Nursing
Specialization

Kansas

Kansas City - University of Kansas Medical Center Program
of Nurse Anesthesia Education, MailStop 2020, 3901
Rainbow Boulevard, 66160; Carol G. Elliott, CRNA, MPA;
(913) 588-6612; Fax: (913) 588-3334; E-mail:
nanesthesia@kumc.edu
L30; SD JUN
DLR 10/1999 NRD 10/2009
MS in Nurse Anesthesia

Wichita - Newman University Nurse Anesthesia Program,
3100 McCormick Avenue, Suite 210 ECK, 67213-2097;
Sharon Niemann, CRNA, MHS; Michael Caughlin, MD; (316)
942-4291 Ext. 272; Fax: (316) 942-4483; E-mail:
niemanns@newmanu.edu
SD AUG
DLR 10/2003 NRD 05/2011
MS in Nurse Anesthesia

Kentucky

Madisonville - Trover Foundation/Murray State University
Program of Anesthesia, 435 North Kentucky Ave., Suite A,
42431-1768; LaDonna Cates, CRNA, MSN; Cayce Cooper,
DO; (270) 824-3460; Fax: (270) 824-3469; E-mail:
anesprog@trover.org
L27; SD MAY
DLR 09/1997 NRD 10/2005
Master of Science in Nursing

Louisiana

New Orleans - Louisiana State University Health Sciences
Center (LSUHSC) School of Nursing Nurse Anesthesia
Option, 1900 Gravier Street, 70112; Kathleen R. Wren,
CRNA, PhD; (504) 568-4128; Fax: (504) 568-4136; E-mail:
wren@lsuhsc.edu
L32; SD AUG
DLR 05/2002 NRD 05/2013
Master of Nursing with a specialization in Nurse Anesthesia
Option

Maine

Portland - University of New England School of Nurse
Anesthesia, 716 Stevens Avenue, 04103; Nina M. Turcato,
CRNA, MSNA; (207) 797-7261 Ext. 4516; Fax: (207) 797-
7225; E-mail: nturcato@une.edu
L27; SD SEP
DLR 10/2002 NRD 10/2010
Master of Science Nurse Anesthesia

Maryland

Baltimore - University of Maryland School of Nursing
Graduate Program Nurse Anesthesia, 655 W. Lombard
Street, Suite 365C, 21201-1579; Caleb Rogovin, CRNA, MS,
CCRN, CEN; (410) 706-4038; Fax: (410) 706-0344; E-mail:
kossck@son.umd.edu
L28; SD AUG
DLR 05/2004 NRD 10/2007
Master of Science in Nursing

@Bethesda - Navy Nurse Corps Anesthesia Program, Naval
Medical Education and Training Command, Code OGNC1,
Bldg1, Rm1631, 8901 Wisconsin Avenue, 20889-5611; CDR
Lee Olson. CRNA, MS, NC, USN; CDR Ann N. Hasselbeck,
NC, USN; (301) 295-6091; Fax: (301) 295-0827; E-mail:
rolson@nmec.med.navy.mil
L30; SD JUN AUG
DLR 05/1999 NRD 05/2009
Master of Science (Nursing)
Massachusetts

Boston - Northeastern University Bouve College of Health Sciences School of Nursing Nurse Anesthesia Program, 207 Robinson Hall, 02115-5000; Connie Calvin, CRNA, MS; (617) 373-3115; Fax: (617) 373-8675; E-mail: c.long@neu.edu
L28; SD MAY
DLR 10/2003 NRD 10/2013
MS in Nursing
(Certificate of Advanced Graduate Study (CAGS) also available)
~ MS in Nursing

Chestnut Hill - Boston College William F. Connell School of Nursing Nurse Anesthesia Program, 140 Commonwealth Avenue, 02467; Susan A. Emery, CRNA, MS; (617) 552-4928; Fax: (617) 552-0745; E-mail: emerysu@bc.edu
L27; SD JAN
DLR 10/2002 NRD 05/2006
MS in Nursing
(Post-Master’s Certificate also available)

Michigan

Detroit - University of Detroit Mercy Graduate Program of Nurse Anesthesiology, Nurse Anesthesia College of Health Professions, 4001 W. McNichols, PO Box 19900, 48221-3038; Michael P. Dosch, CRNA, MS; (313) 993-2454; Fax: (313) 993-1271; E-mail: doschmi@udmercy.edu
L27; SD AUG
DLR 09/1997 NRD 10/2005
MS in Anesthesia

Detroit - Wayne State University, Eugene Applebaum College of Pharmacy and Health Sciences, 259 Mack Avenue, Suite 1600, 48201; Prudentia Worth, CRNA, PhD; Samuel Perov, MD; (313) 577-1716; Fax: (313) 577-5589; E-mail: pworth@dmcc.org
SD SEP
DLR 10/2003 NRD 05/2014
Master’s of Science in Anesthesia
(Post: Master’s Certificate in Pediatric Anesthesia and See above also available)

Flint - The University of Michigan-Flint/Hurley Medical Center Master of Science in Anesthesia Program, Hurley Medical Center, One Hurley Plaza, 48503-5993; Lynn L. Lebeck, CRNA, DNSc; Surya R. Thota, MD; (810) 257-9264; Fax: (810) 760-0839; E-mail: dmcforl1@hurlymc.com
SD SEP
DLR 05/2004 NRD 05/2014
MS in Anesthesia
~ MS in Anesthesia

Royal Oak - Oakland University Beaumont Graduate Program of Nurse Anesthesia, 3601 West 13 Mile Rd, 48073; Karen L. Zaglaniczny, CRNA, PhD, FAAN; (248) 898-8075; Fax: (248) 898-8250; E-mail: kzaglaniczny@beaumonthospitals.com
L28; SD SEP
DLR 10/2002 NRD 10/2012
Master of Science in Nursing
(Post-Master’s Certificate also available)

Minnesota

Minneapolis - University of Minnesota School of Nursing Nurse Anesthesia Area of Study, 5-160 Weaver-Densford Hall, 308 Harvard Street S.E., 55455-0342; Kathleen A. Fagerlund, CRNA, PhD; (612) 467-3392; Fax: (612) 970-5887; E-mail: fager003@umn.edu
SD JUL
DLR 10/2000 NRD 10/2008
MS, Major in Nursing
(Post-Master’s Certificate also available)

Minneapolis - Saint Mary’s University of Minnesota Graduate Program in Nurse Anesthesia in affiliation with Abbott Northwestern Hospital, 2500 Park Avenue, 55404-4403; Merri L. Moody, CRNA, MS; Thomas G. Healey, CRNA, MA; (612) 874-9877; (612) 437-2788; Fax: (612) 728-5167; E-mail: mmoody@smumn.edu
L28; SD MAY
DLR 10/2000 NRD 10/2010
MS in Nurse Anesthesia

Rochester - Mayo Clinic College of Medicine, School of Health Sciences, Master of Nurse Anesthesia Program, 1108 Siebens Building, 200 1st Street SW, 55905-0002; Mary E. Shirk Marienau, CRNA, MS; Beth A. Elliott, MD; (507) 284-8331; Fax: (507) 284-0656; E-mail: marienau.mary@mayo.edu
L30; SD SEP
DLR 10/2004 NRD 10/2014
Master of Nurse Anesthesia
~ Master of Nurse Anesthesia
St. Louis Park - Minneapolis School of Anesthesia, 6715 Minnetonka Boulevard, 55426-3499; Rebecca L. Gombkoto, CRNA, MS; (952) 925-5222; Fax: (952) 925-6004; E-mail: gombkoto.msa@worldnet.att.net
L27; SD SEP
DLR 09/1997 NRD 05/2005
MS in Nurse Anesthesia

Missouri

Kansas City - Truman Medical Center School of Nurse Anesthesia, 2301 Holmes Street, 64108; Mark Lipari, CRNA, MA; (816) 404-1100; Fax: (816) 404-1103; E-mail: tmcnames@tmcmed.org
L36; SD JUN
DLR 05/2001 NRD 05/2005
MA in Biology

Springfield - Southwest Missouri School of Anesthesia, 1235 E. Cherokee, 65804; William O. Kirk, CRNA, MA; Jo Yassa, MD; (417) 820-6890; Fax: (417) 820-6895; E-mail: SMSA@sprg.mercy.net
L30; SD JAN AUG
Master of Science in Nurse Anesthesia
~ Master of Science in Nurse Anesthesia

St. Louis - Barnes-Jewish College of Nursing and Allied Health at Washington University Medical Center Nurse Anesthesia Program, MS: 90-30-625, 306 S. Kingshighway Blvd., 63110-1091; Bernadette Henrichs, CRNA, PhD, CCRN; (314) 454-7055; (800) 832-9009; Fax: (314) 454-5239; E-mail: henrichb@msnotes.wustl.edu
L28; SD AFG
DLR 05/2004 NRD 10/2007
Master of Science in Nursing with Concentration in Nurse Anesthesia

St. Louis - Webster University MS in Nurse Anesthesia, 470 E. Lockwood Avenue, 63119-3194; Julie A. Stone, CRNA, EdD; (314) 968-5916; Fax: (314) 968-7194; E-mail: gadmit@webster.edu
L30; SD SEP
DLR 05/2001 NRD 05/2011
MS in Nurse Anesthesia

Nebraska

Lincoln - BryanLGH Medical Center/University of Kansas School of Nurse Anesthesia, 1600 South 48th Street, 68506-1299; James D. Cuddeford, CRNA, MA; (402) 481-3135; (800) 742-7844; Fax: (402) 481-8404; E-mail: james.cuddeford@bryanlgh.org
L36; SD JUN
DLR 10/1999 NRD 10/2009
Master of Science, Nurse Anesthesia

New Jersey

Camden - The University of Medicine & Dentistry of New Jersey - Our Lady of Lourdes Medical Center Nurse Anesthesia Program, 1600 Haddon Avenue, 08103; Catherine Y. Morse, CRNA, MSN; (856) 757-3897; Fax: (856) 968-2568; E-mail: morsec@lourdesnet.org
L27; SD MAY
DLR 05/1998 NRD 05/2005
Probitation
Master of Science in Nursing with the Specialty of Anesthesia
(Post-Master's Certificate in Anesthesia also available)
~ Master of Science in Nursing

Newark - University of Medicine & Dentistry of New Jersey School of Nursing/University Hospital Nurse Anesthesia Program, Room E-245 University Hospital, 150 Bergen Street, 07101-1709; Clare Golden, CRNA, MSN; Thomas Pallaria, CRNA, MS; (973) 972-2513; Fax: (973) 972-2357; E-mail: goldencf@umdnj.edu
L28; SD AUG
DLR 05/2004 NRD 10/2007
Master of Science in Nursing

New York

Albany - Albany Medical College Nurse Anesthesiology Program, MC-131, 47 New Scotland Avenue, 12208-3479; Kathleen M. O'Donnell, CRNA, PhD; Denise Martin-Sheridan, CRNA, PhD; (518) 262-4303; Fax: (518) 262-5170; E-mail: amcnap@mail.amc.edu
L26; SD SEP
DLR 05/2000 NRD 05/2010
Master of Science

Brooklyn - SUNY Downstate Medical Center Nurse Anesthesia Program with Harlem Hospital Center Kings County Hospital Center, 450 Clarkson Avenue, Box 22, 11203-2098; Jennifer Harvey, CRNA, MS; Laila N. Sedhom PhD, RN; (212) 939-3575; Fax: (212) 939-3574; E-mail: visitacion.arrao@downstate.edu
L27; SD SEP
Master of Science in Nurse Anesthesia
~ Master of Science in Nurse Anesthesia

Buffalo - University at Buffalo State University of New York Nurse Anesthesitst Program, 1116 Kimball Tower, 3435 Main Street, 14214-3079; Thomas E. Obst, CRNA, PhD; (716) 829-2410; Fax: (716) 829-2021; E-mail: tobst@buffalo.edu
L28; SD SEP
DLR 09/1997 NRD 10/2005
Master of Science
New York - Columbia University School of Nursing Program in Nurse Anesthesia, 617 West 168th Street, 10032; Timothy J. Lehey, CRNA, MS; Maribeth L. Massie, CRNA, MS; (212) 305-8756; Fax: (212) 305-6937; E-mail: nursing@columbia.edu
SD MAY
DLR 10/2000 NRD 10/2008
MS in Nursing
(Post-Master's Certificate also available)
~ Master's Completion Degree for CRNA's

North Carolina

Charlotte - Carolinas HealthCare System Nurse Anesthesia Program/UNCC, P.O. Box 32861, 28232-2861; Karen E. Lucisano, CRNA, MSN; (704) 355-2375; Fax: (704) 355-7263; E-mail: Karen.lucisano@carolinascare.org
L27; SD JAN AUG
DLR 05/2004 NRD 05/2014
Master of Science in Nursing
(Post-Master's Certificate also available)

Durham - Duke University Nurse Anesthesia Program, Box 3322 DUMC, 27710; Mary Karlet, CRNA, PhD; (919) 684-3766 Ext. 237; (877) 415-3853; Fax: (919) 681-8899; E-mail: mary.karlet@duke.edu
L27; SD JAN
DLR 10/2003 NRD 10/2013
Master of Science in Nursing
(Post-Master's Certificate also available)

Greenville - East Carolina University School of Nursing Nurse Anesthesia Program, Doctor's Park #5A, 27834; Maura S. McAuliffe, CRNA, PhD, FAAN; (252) 328-2917; Fax: (252) 328-0885; E-mail: mcauliffe@ecu.edu
L28; SD JAN
Master of Science in Nursing
(Post-Master's Certificate also available)

Raleigh - Raleigh School of Nurse Anesthesia/University of North Carolina at Greensboro, 23 Sunnybrook Road, Suite 163, 27610; Nancy Bruton-Maree, CRNA, MS; (919) 250-9740; Fax: (919) 250-0348; E-mail: mhunter@rnsa-edu.org
SD AUG
DLR 05/2002 NRD 05/2012
Master of Science in Nursing
(Post-Master's Certificate in Nurse Anesthesia also available)
~ MSN degree with a concentration in Nurse Anesthesia

Winston-Salem - Wake Forest University Baptist Medical Center, The University of North Carolina at Greensboro Nurse Anesthesia Program, Medical Center Boulevard, 27157-1118; Sandra M. Ouellette, CRNA, MEd, FAAN; Raymond R. Roy, PhD, MD; (336) 716-1412; Fax: (336) 716-1412; E-mail: vcbeane@wfubmc.edu
SD AUG
DLR 05/1998 NRD 10/2005
Master of Science in Nursing (MSN)
(Post-Master's Certificate in Anesthesia Nursing also available)
~ MS in Nursing

North Dakota

Grand Forks - University of North Dakota, Box 9025, College of Nursing, 58202-9025; Darla Adams, CRNA, MS; (701) 777-4509; Fax: (701) 777-4096; E-mail: darlaadams@mail.und.nodak.edu
SD AUG
DLR 05/2001 NRD 05/2011
MS with Major in Nursing
(Post-Masters Certificate also available also available)

Ohio

Akron - The University of Akron College of Nursing Graduate Anesthesia Program, 209 Carroll Street, 44325-3701; Charles R. Barton, CRNA, MSN, MEd; Cynthia Capers, PhD, RN; (330) 972-5406; Fax: (330) 972-6632; E-mail: Barton@uakron.edu
L27; SD JUL
DLR 09/1997 NRD 05/2006
Master of Science in Nursing
(Post-Master's Certificate also available)
~ MS in Nursing

Cincinnati - University of Cincinnati, College of Nursing Masters Program-Nurse Anesthesia Major, Procter Hall, 3110 Vine Street, P.O. Box 210038, 45221-0038; Wanda O. Wilson, CRNA, PhD; (513) 558-5500; Fax: (513) 558-7523; E-mail: wanda.wilson@uc.edu
L27; SD SEP
DLR 10/2001 NRD 10/2011
Master of Science in Nursing
~ MS in Nursing

List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs
Page 8 of 12
Cleveland - Cleveland Clinic Foundation/ Frances Payne Bolton School of Nursing/ Case Western Reserve University School of Nurse Anesthesia, 9500 Euclid Avenue, E-31, 44195-5154; Paul R. Blakeley, CRNA, MSN; John E. Tetzlaff, MD; (216) 444-6547; (800) 223-2273; Fax: (216) 444-9247; E-mail: blakelp@ccf.org
L28; SD AUG
DLR 05/2003 NRD 05/2013
MS in Nursing
(Post-Master’s Certificate also available)
~ MS in Nursing

Cleveland - Frances Payne Bolton School of Nursing Program of Nurse Anesthesia/ Case Western Reserve University, 10900 Euclid Avenue, 44106-4904; Jack R. Kiess, CRNA, MSN, MA; May L. Wykle, PhD, RN, FAAN; (216) 368-0221; (800) 825-2540; Fax: (216) 368-3542; E-mail: jrk@cwru.edu
L28; SD AUG
DLR 05/2001 NRD 05/2011
MS in Nursing
~ MS in Nursing

Youngstown - St. Elizabeth Health Center School for Nurse Anesthetists, Inc., 1044 Belmont Avenue, PO Box 2165, 44504-2165; Beverly A. Rodgers, CRNA, Med; Ron F. Mullis, MD; (330) 480-3444; Fax: (330) 480-5202; E-mail: brodgars@belpark.net
SD AUG
DLR 05/2003 NRD 05/2013
MS in Nursing

Pennsylvania

Erie - Hamot Medical Center School of Anesthesia Gannon University, 201 State Street, 16550-0001; K. Stephen Anderson, CRNA, MED; Valerie Y. Hoover, BS; (614) 877-2938; (800) 937-9133; Fax: (814) 877-6070; E-mail: Steve.Anderson@Hamot.org
L28; SD JAN
DLR 05/2001 NRD 05/2011
Master of Science in Nursing
(Post-Master’s Certificate also available)
~ RN to MSN

Greensburg - Westmoreland-Latrobe Hospitals School of Anesthesia/La Roche College, 532 West Pittsburgh Street, 15601; Howard F. Armour, CRNA, MS; J L. Chang, MD; (724) 832-4144; Fax: (724) 832-4164; E-mail: harmour@westmoreland.org
L28; SD AUG
DLR 10/2000 NRD 10/2010
Master’s in Health Science

Natrona Heights - Allegheny Valley Hospital/La Roche College School of Nurse Anesthesia, 1301 Carlisle Street, 15065-1152; Deborah A. Davison, CRNA, MS; (724) 226-7013; Fax: (724) 226-7199; E-mail: dadcrna@hotmail.com
SD AUG
DLR 05/1998 NRD 05/2005
MS in Health Sciences

Norristown - Frank J. Tornetta School of Anesthesia at Montgomery Hospital, 1301 Powell Street, P.O. Box 992, 19404-0992; Michael T. Kost, CRNA, MS, MSN; Jason J. Brajer, MD; (610) 276-2139; Fax: (610) 270-2318; E-mail: philacrna@aol.com
L27; SD SEP
DLR 05/2003 NRD 05/2013
MS in Nursing
(Post-Master’s Certificate also available)

Philadelphia - Drexel University Nurse Anesthesia Program, 245 N. 15th Street, MS 501, 19102-1192; John R. Wisniewski, CRNA, MS, MSN; (215) 762-4039; Fax: (215) 762-1259; E-mail: wisniepki@drexel.edu
L27; SD JAN
DLR 05/2000 NRD 05/2010
MS in Nursing
(Post-Master’s Certificate also available)
~ MSN

Philadelphia - Nazareth Hospital School of Nurse Anesthesiology, 2601 Holme Avenue, 19152-2007; Joan E. Woods, CRNA, MS; Jack Newhouse, Ed.D; (215) 335-6217; Fax: (215) 335-6668; E-mail: jwoods@che-east.org
L27; SD SEP
DLR 09/1997 NRD 10/2005
MS in Nurse Anesthesia
(Certificate of Completion for Clinical Work also available)

Philadelphia - University of Pennsylvania School of Nursing Nurse Anesthesia Program, Nursing Education Building, 420 Guardian Drive, 19104-6192; Arthur Zwerling, CRNA, MS, MSN, FAAPM; Grace Colman; (215) 829-3320; Fax: (215) 829-8757; E-mail: colman@nursing.upenn.edu
SD MAY
DLR 10/2002 NRD 10/2005
MS in Nursing
(Post-Master’s Certificate also available)
Pittsburgh - University of Pittsburgh School of Nursing
Nurse Anesthesia Program, 3500 Victoria Street, 336
Victoria Building, 15261-0001; John M. O'Donnell, CRNA, MSN; Bettina A. Dixon, CRNA, MSN; (412) 624-4860; Fax: (412) 383-7227; E-mail: napcRNA@pitt.edu
L28; SD AUG
DLR 10/1999 NRD 10/2009
Master's of Science in Nursing

Upland - Crozer Chester Medical Center/ Villanova
University Nurse Anesthesia Program, 1 Medical Center Blvd., 19013; Bette M. Wildgust, CRNA, MS, MSN; (610) 619-7321; Fax: (610) 619-7322; E-mail: bette.wildgust@crozer.org
L27; SD AUG
DLR 10/2000 NRD 10/2010
MSN
(Post-Master's Certificate also available)

Wilkes-Barre - Wyoming Valley Health Care
System/University of Scranton School of Nurse Anesthesia, 575 North River Street, 18764-0001; Eileen Y. Evanina, CRNA, MS; Joseph Filler, MD; (570) 552-3680; Fax: (570) 552-3690; E-mail: eevanina@wvhcs.org
L25; SD AUG
DLR 10/2002 NRD 10/2012
Master of Science with a Major in Nursing
(Post-Master's Certificate also available)
- Master of Science Major in Nursing

Puerto Rico

Arecibo - InterAmerican University of Puerto Rico Master of Science in Anesthesia, P.O. Box 4050, 00614-4050; Josue R. Ramos, CRNA, MS; (787) 878-5475 Ext. 2504; Fax: (787) 821-3831; E-mail: jramos@arecibo.inter.edu
SD AUG
DLR 10/2004 NRD 10/2008
Master of Science in Anesthesia

San Juan - University of Puerto Rico Medical Sciences
Campus School of Nursing, P.O. Box 365067, 00936-5067; Crucita Mattei, CRNA, MSN; Maria Declet, MSN, PhD; (787) 758-2525 Ext. 5613; Fax: (787) 281-0721; E-mail: cmattei@rcm.upr.edu
L25; SD AUG
DLR 05/2004 NRD 05/2008
MSN with Specialty in Anesthesia

Rhode Island

North Providence - St. Joseph Hospital School of Anesthesia for Nurses, 200 High Service Ave., 02904-5113; Lucille S. Buono, CRNA, MED; (401) 436-3639; Fax: (401) 572-8140; E-mail: saintjoes@aol.com
L28; SD SEP
DLR 02/1998 NRD 05/2006
MS in Nurse Anesthesia

Pawtucket - Memorial Hospital of Rhode Island School of Nurse Anesthesia, 111 Brewster Street, 02860; Mark A. Foster, CRNA, MA; Peter Baziotis, MD; (401) 729-2485; Fax: (401) 729-3476; E-mail: mark_foster@mhri.org
L29; SD MAY
DLR 05/2001 NRD 05/2011
MS Biology/Anesthesia

South Carolina

Charleston - Medical University of South Carolina
Anesthesia for Nurses Program, 165 Cannon Street, Suite 402, P.O. Box 250855, 29425; Anthony J. Chibas, CRNA, PhD; (843) 792-3785; Fax: (843) 792-1984; E-mail: sniderlj@musc.edu
L28; SD AUG
DLR 05/1999 NRD 05/2009
Master of Science in Nurse Anesthesia

Columbia - USC/PRMH Graduate Program in Nurse Anesthesia, 15 Medical Park, Suite 221, 29203-6897; Kristi H. Williams, CRNA, MN; James Buggy, PhD; (803) 434-6344; Fax: (803) 434-4099; E-mail: kwilliam@gw.mp.sc.edu
L27; SD JAN
DLR 10/1999 NRD 10/2009
Masters of Nurse Anesthesia

South Dakota

Sioux Falls - Mount Marty College Graduate Program in Nurse Anesthesiology, 3932 South Western Avenue, 57105-6513; Larry L. Dahlin, CRNA, MS; (605) 322-8090; (877) 727-8672; Fax: (605) 322-8095; E-mail: msna@mmtc.edu
L30; SD AUG
DLR 10/2004 NRD 10/2014
Master of Science

List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs
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Tennessee

Chattanooga - The University of Tennessee at Chattanooga/ ENSO Health System Nurse Anesthesiology Concentration, School of Nursing, 615 McCallie Ave., 37403-2598; Steve Arnold, CRNA, MSN; (423) 778-7760; Fax: (423) 778-7259; E-mail: steve-arnold@utk.edu
L27; SD MAY
DLR 05/2002 NRD 05/2012
MSN: Concentration in Nurse Anesthesiology
(Post-Master's Certificate also available)

Knoxville - The University of Tennessee College of Nursing Nurse Anesthesiology Concentration, 1924 Alcoa Hwy., Box U109, 37920-6999; John C. Preston, CRNA, DNSc; Joan L. Creasia, RN, PhD; (865) 544-9222; Fax: (865) 544-6852; E-mail: jpreston@mc.utmck.edu
L31; SD JAN
DLR 10/2004 NRD 10/2014
Master of Science in Nursing
(Post-Master's Certificate also available)

Madison - Middle Tennessee School of Anesthesia, P.O. Box 6414, 37116; Mary E. DeVasher, CRNA, MEd, MS; (615) 868-6503; (888) 353-6872; Fax: (615) 868-9885; E-mail: ikey@mtsa.edu
L28; SD JUL AUG
DLR 05/2000 NRD 05/2008
Master of Science (with a focus in Nurse Anesthesiology)
~ Master of Science (with a focus in Nurse Anesthesiology)

Memphis - The University of Tennessee Health Science Center College of Nursing Nurse Anesthesiology Option 877 Madison Avenue, 38163; Jill S. Detty Oswaks, CRNA, DNSc; (901) 448-6136; Fax: (901) 448-4121; E-mail: joswaks@utmem.edu
L30; SD JUL
DLR 10/1999 NRD 10/2009
MSN
(Post-Master's Certificate in Nurse Anesthesiology also available)
~ MSN

Texas

Fort Worth - Texas Christian University School of Nurse Anesthesia, TCU Box 298626, 2800 W. Bowie Street, Annie Richardson Bass Building, 76129; Kay K. Sanders, CRNA, MHS; (817) 257-7887; Fax: (817) 257-5472; E-mail: c.womack@tcu.edu
L28; SD AUG
DLR 05/2003 NRD 10/2006
Master Science Nurse Anesthesiology

Fort Worth - Texas Wesleyan University Graduate Program of Nurse Anesthesia, 1201 Wesleyan Street, 76105-1536; John E. Martin, CRNA, MSN, MSNA; Debra L. Baggott, CRNA, MSN; (817) 531-4406; Fax: (817) 531-6508; E-mail: jmartin@txwes.edu
L28; SD AUG
DLR 10/2003 NRD 10/2005
Master of Science in Nurse Anesthesiology
(Master of Health Science also available)
~ Master of Health Science

Houston - Baylor College of Medicine Graduate Program in Nurse Anesthesia, 6550 Fannin, Suite 1003, 77030-2404; James R. Walker, CRNA, MS; Sally R. Ray, MD; (713) 873-2860; Fax: (713) 873-2887; E-mail: jwalker@bcm.tmc.edu
L30; SD JUL
DLR 05/2004 NRD 05/2014
Master of Science in Nurse Anesthesiology

Houston - University of Texas at Houston Health Science Center, School of Nursing Nurse Anesthesia Division, 6901 Bertner, Room 684, 77030-3907; Rodney C. Lester, CRNA, PhD; Patricia L. Starck, RN, DSN; (713) 500-2159; Fax: (713) 500-2171; E-mail: Rodney.C.Lester@uth.tmc.edu
L32; SD AUG
DLR 10/2001 NRD 10/2011
Master of Science in Nursing in Nurse Anesthesiology
~ Master of Science in Nursing in Nurse Anesthesiology

@San Antonio - U.S. Army Graduate Program in Anesthesia Nursing, MCCC-HNE (ATTN: Anesthesia Branch), 2250 Stanley Road Suite 214, 78234-6140; COL Normalynn Garrett, CRNA, PhD; George W. Weightman; (210) 221-6014; Fax: (210) 221-6114; E-mail: norma.garrett@amedd.army.mil
L30; SD JUN
DLR 05/2001 NRD 05/2011
MSN
~ MSN

Virginia

Norfolk - Old Dominion University, School of Nursing Nurse Anesthesia Program, Spong Hall, Hampton Blvd., 23529-0500; Michael W. Jackson, CRNA, MSN; Richard B. Benjamin, RN, PhD; (757) 683-5068; (800) 572-2762; Fax: (757) 683-5124; E-mail: mwjackson@odu.edu
L28; SD AUG
DLR 10/1998 NRD 05/2006
Master's of Science in Nursing
(Post-Master's Certificate in Nurse Anesthesiology also available)
~ MS in Nursing
Richmond - Virginia Commonwealth University Department of Nurse Anesthesia, P.O. Box 980226, 23298-0226; Michael D. Fallacaro, CRNA, DNS; (804) 828-9808; Fax: (804) 828-0581; E-mail: NUAPPLY@hs.c.vcu.edu
L28; SD AUG
DLR 05/2001 NRD 05/2011
MS in Nurse Anesthesia

Washington

Spokane - Sacred Heart Medical Center/Gonzaga University Master of Anesthesiology Education Program, 101 West 8th Ave., P.O. Box 2555, 99220-2555; Margaret R. Meyers, CRNA, MAE; Thomas R. Boubel, MD; (509) 474-4971; Fax: (509) 474-3113; E-mail: meyersmr@smhc.org
L28; SD JAN
DLR 10/2000 NRD 10/2008
Master of Anesthesiology Education

West Virginia

Beckley - Mountain State University Nurse Anesthesia Program, 609 S. Kanawha Street, P.O. Box 9003, 25802-9003; Wayne E. Ellis, CRNA, PhD, ARNP; (304) 929-1576; (800) 766-6067; Fax: (304) 929-1601; E-mail: mdoakes@mountainstate.edu
L50; SD JAN
DLR 10/2004 NRD TBD
Master of Science in Nursing: Nurse Anesthesia
(Post-Master's Certificate also available)

Charleston - Charleston Area Medical Center School of Nurse Anesthesia, 3110 MacCorkle Ave., SE, Room 2041, 25304; Nancy L. Tierney, CRNA, MS; Robert T. Westmoreland, MD; (304) 388-9950; Fax: (304) 388-9955; E-mail: nancy.tierney@camc.org
L27; SD MAY
DLR 05/1999 NRD 05/2009
MS Health Care Administration

Wisconsin

La Crosse - Franciscan Skemp Health Care School of Anesthesia, 700 West Avenue, 54601; Barbara J. Jochman, CRNA, MS; Sandeep Sharma, MD; (608) 785-0940 Ext. 2803; Fax: (608) 791-9799; E-mail: jochman.barbara@mayo.edu
L27; SD JUN
DLR 10/1998 NRD 05/2006
MS in Biology

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**CODE:**

- **L** - length of course in months. All schools are 24 months unless otherwise indicated, for example; L27. **SD** - starting dates, months are indicated. If no month is given, contact the school. **DLR** - dates of last review by the Council. **TBA** - to be announced. **CRNA** - CRNA graduate completion degree program. **@** - indicates applicants accepted only from Commissioned Nurse Corps Officers of their respective branch of the Federal Uniformed Services. **PROBATION** - date probation is effective. **REVOCATION** - date revocation is effective.

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List of Recognized Educational Programs by Council on Accreditation of Nurse Anesthesia Educational Programs

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Locations of Nurse Anesthesia Programs

The map shows the locations of nurse anesthesia programs across the United States, with numbers indicating the count of programs in each state. The states are color-coded, and additional states are labeled with abbreviations. The map includes a legend indicating states by region and number of programs. The date of the revision is April 15, 2005.
APPENDIX C

☞ The cost of starting a nurse anesthetist educational program
THE COST OF STARTING
A NURSE ANESTHESIA EDUCATIONAL PROGRAM
Kathleen Fagerlund, CRNA, PhD

INTRODUCTION
This monograph is a review of what it costs to start a nurse anesthesia educational program, including administrative, clinical and academic costs. Estimates are presented for a set of startup cost categories. An individual involved in planning a nurse anesthesia program could use the categories as a checklist and the cost estimates as a guide for time and expense planning. A blank worksheet is included as an attachment.

The start up cost estimates are based on the insights of CRNAs who have recently started nurse anesthesia programs, and previous research. Also included are brief discussions of how to finance the start up costs, the ongoing costs and benefits of a nurse anesthesia program, and tips from the program directors who have recently started programs.

The concept or definition of cost used in this monograph is out-of-pocket expense rather than economic or opportunity cost. For a discussion of the latter, see Fagerlund (1998).

Starting a nurse anesthesia educational program is a rewarding experience that takes energy, enthusiasm, and perseverance. It also requires organization and knowledge of the many facets of such a program.

START UP COSTS
The costs of starting a new nurse anesthesia educational program can be divided into three categories: administrative, clinical and academic. In each of the three categories there are monetary expenditures and time expenditures of the organizer. While the monetary expenditures may be the most visible, it is also important to plan for time expenditures. The time expenditures for setting up a new program can be converted to monetary expenditures by using salary estimates.
It should be understood that the time and out-of-pocket expense estimates for a category are estimates under the assumption that some effort in that category will be necessary. It may be that circumstances allow some categories to be omitted by a program organizer. It is unlikely that any new program will have time or money expenditures in every category. On the other hand, it is unlikely that the minimum level in every category can be achieved.

Administrative

The administrative costs of starting a nurse anesthesia program include (1) drawing up the proposal (in some cases this includes a feasibility study), (2) working to obtain final approval from the university or other agencies, (3) finding and/or remodeling office space, (4) establishing the program staff (director, assistant director and secretary), (5) researching and writing policies, (6) student recruiting costs such as brochure developing and mailing, (7) obtaining accreditation, and (8) traveling and consultant costs. Estimates of time and expense for these categories are given in Table I.

Based on the experience of CRNAs who have recently started programs, the time needed for the administrative categories ranges from 260 to 610 hours. The out-of-pocket expenditures range from $3,850 to $28,500. The ranges for time and expense are influenced by several variables, including how many entities are involved in the governance of the program (i.e., university, hospital and/or corporation).

The time spent drawing up the initial proposal includes the time needed to think through how the program will work and sketching out the basic plan, including a rough budget. Often the process of drawing up a proposal is preceded by a feasibility study, formal or informal. The category of obtaining final approval includes the time necessary to meet with all involved parties to come to agreement on the responsibilities each entity will undertake. Developing a more detailed budget and negotiating the contribution of each entity to the startup costs are included here. Hours related to planning are also included in the academic and clinical sections.
The time and money needed to secure office space are quite variable, depending upon whether existing office space can be allocated to the nurse anesthesia program, or office space has to be newly created by remodeling. Some programs can acquire office space with very little out-of-pocket expense, while other programs may have to spend as much as $20,000 getting office space ready.

Establishing the faculty/staff for the new school may or may not require much time. If a CRNA organizes the program, he or she may become the first program director. Nurse anesthesia educational programs are required to have an assistant director who is appointed to serve in the absence of the director. Time to recruit and interview a CRNA for this position should be considered in start up costs. As with the program director and secretary, the actual salary of the assistant director is considered an on-going cost, not a start up cost.

The cost of establishing secretarial support for a new program will not be great in those cases where the program can rely on an existing secretary (e.g., anesthesia department or school of nursing secretary). It is imperative that the secretarial support be adequate, so the program director is not burdened with secretarial duties.

The time needed for researching and writing policies for the new program is variable. Program Directors who have recently been through the process suggest that it can be helpful to get ideas by reviewing the policies of other nurse anesthesia programs. Of course, adopting another program’s policies and procedures verbatim should not be done without permission.

Student recruitment time and expense are partially dependent on how much advertising is needed. If the news of a program spreads by word-of-mouth, recruitment costs may be low.

An application fee and an on-site visit by the Council on Accreditation of Nurse Anesthesia Educational Programs are required. The amount charged by the Council of Accreditation for the on-site visit is based on a formula that can be found in Accreditation Policies and Procedures (1996). The Council on Accreditation allows five months for completion of the self-study.
Finally, it is important to consider some other administrative costs such as travel to training workshops, consulting with the Council on Accreditation by telephone or in person, visits to other programs, and a consultant if needed. An Assembly of School Faculty is held each year in the winter, and an educators’ session is a feature of every annual meeting of the AANA. These meetings are excellent places for prospective program directors to meet faculty from other programs.

Table I lists estimates of the hours and expenses for each administrative task.
<table>
<thead>
<tr>
<th>Cost Categories</th>
<th>Start-up time spent (in hours)</th>
<th>Start-up expenses in addition to time (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drawing up the initial proposal</td>
<td>15 - 30</td>
<td></td>
</tr>
<tr>
<td>Developing the proposal and working to obtain final approval</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obtaining hospital approval</td>
<td>5 - 10</td>
<td></td>
</tr>
<tr>
<td>Obtaining academic institution approval</td>
<td>10 - 30</td>
<td></td>
</tr>
<tr>
<td>Working with hospital anesthesia dept.</td>
<td>5 - 40</td>
<td></td>
</tr>
<tr>
<td>Developing the budget and funding sources</td>
<td>5 - 30</td>
<td></td>
</tr>
<tr>
<td>Other meetings of any kind</td>
<td>5 - 50</td>
<td></td>
</tr>
<tr>
<td>Other start-up processing</td>
<td>5 - 10</td>
<td></td>
</tr>
<tr>
<td>Establishing office</td>
<td>5 - 15</td>
<td>$200 - 20,000</td>
</tr>
<tr>
<td>Finding &amp; refurbishing office space</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Furniture, supplies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Establishing the program staff</td>
<td>10 - 20</td>
<td></td>
</tr>
<tr>
<td>Researching and writing up policies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EEO, Drug free environment, etc.</td>
<td>50 - 100</td>
<td></td>
</tr>
<tr>
<td>Vacation/sick leave policies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policies required by COA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other policies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Start-up recruiting cost</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brochure writing, printing and mailing</td>
<td>40 - 60</td>
<td>$750 - 1,500</td>
</tr>
<tr>
<td>Other first year recruiting expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obtaining COA accreditation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-site visit by COA</td>
<td>100 - 200</td>
<td>$2,400 - 3,500</td>
</tr>
<tr>
<td>Completing eligibility application and self study</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultation with COA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Developing other required materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other start-up cost</td>
<td></td>
<td></td>
</tr>
<tr>
<td>COA training program; visit other programs</td>
<td>5 - 15</td>
<td>$500 - 3,500</td>
</tr>
<tr>
<td>Consultant</td>
<td>5 - 15</td>
<td>50 - 1,000</td>
</tr>
<tr>
<td>Subtotal for Administrative</td>
<td>260 - 610 hrs</td>
<td>$3,850 - 28,500</td>
</tr>
</tbody>
</table>
Clinical

The clinical costs of starting a nurse anesthesia program can be divided into the categories of (1) setting up clinical procedure with anesthesia and nursing staff, (2) appointing clinical coordinators, (3) training clinical instructors, (4) acquiring clinical affiliations (includes appointing a clinical coordinator), and (5) establishing evaluation procedures.

Developing solid, mutually beneficial clinical affiliations takes time. Every CRNA, nurse, physician, anesthesia aide, and scheduling clerk can affect the quality of the student experience, and the hours spent talking about how students will fit into the clinical setting will be time well spent. The details of scheduling, supervision, clinical instructor expectations, and other staff concerns need to be addressed.

In some cases recruiting and training of clinical instructors may be necessary. At some clinical sites, for example, not all CRNAs will work with students. For the CRNAs who do the clinical education, it is helpful to discuss issues such as adult learning styles, fairness in evaluation, and teaching techniques.

Most programs use more than one clinical site, and it is necessary to visit the potential sites, secure the clinical agreements, perhaps have the agreement reviewed by the legal department, and appoint a clinical coordinator at each affiliation. The clinical coordinators must be educated on the importance of adhering to the Council on Accreditation's Standards for Nurse Anesthesia Educational Programs (1999). In some cases programs are able to pay off-site clinical coordinators, but this is not always the case. Clinical affiliation sites may see that having student nurse anesthetists is a very good way to save on recruitment costs. In some cases it may be necessary to arrange for student housing at the affiliation site.

Writing the clinical evaluation procedure and training the clinical staff to properly use the evaluation tool also takes time. The individual developing the clinical evaluation procedures and instruments in the new program may get some ideas by asking to review these materials from an established program. Permission should be obtained prior to using the materials developed by another program.
Table II summarizes the time and monetary costs associated with the development of the clinical part of the program. As with the other tables, in some cases the only cost is time, but in other areas there are out-of-pocket expenditures.
Table II: CLINICAL COSTS

<table>
<thead>
<tr>
<th>Cost Categories</th>
<th>Start-up time spent</th>
<th>Start-up expenses in addition to time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Setting up clinical procedure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working out details with anesthesia dept</td>
<td>15 - 40</td>
<td></td>
</tr>
<tr>
<td>Working out details with nursing staff</td>
<td>10 - 30</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>5 - 10</td>
<td></td>
</tr>
<tr>
<td>Clinical instructors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruiting clin. instructors, appoint clin. coord.</td>
<td>35 - 70</td>
<td></td>
</tr>
<tr>
<td>Training clinical instructors</td>
<td>20 - 40</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>15 - 30</td>
<td></td>
</tr>
<tr>
<td>Clinical affiliations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finding clinical affiliations</td>
<td>40 - 300</td>
<td>$50 - 1,000</td>
</tr>
<tr>
<td>Visiting clinical affiliations</td>
<td></td>
<td>50 - 1,000</td>
</tr>
<tr>
<td>Securing affiliation agreements, legal review</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appointing clinical coordinators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical evaluation procedures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Writing clinical evaluation procedures</td>
<td>20 - 120</td>
<td></td>
</tr>
<tr>
<td>Training clinical staff</td>
<td>15 - 80</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>5 - 40</td>
<td></td>
</tr>
<tr>
<td>Subtotal for Clinical</td>
<td>110 - 530 hrs</td>
<td>$50 - 1,000</td>
</tr>
</tbody>
</table>

Academic

The academic costs of starting a nurse anesthesia program include (1) establishing an academic affiliation, (2) establishing the curriculum, (3) acquiring classroom space, (4) acquiring classroom and teaching equipment (including library books), and (5) recruiting and training classroom instructors.

Nurse anesthesia programs can be completely housed within a university, governed by a hospital or corporation, or have a shared governance. When a hospital or corporation governs the program, an academic affiliation with a university must be established to provide the graduate degree.
Establishing a curriculum that meets the *Standards for Accreditation of the Council on Accreditation of Nurse Anesthesia Educational Programs (1999)* is essential. When setting up a new nurse anesthesia program it is sometimes possible to access already-established courses, but for more specialized subjects it is necessary to design entirely new courses. The time needed to design the curriculum depends in large part on how many established courses can be used. The wide range of time estimates in Table III reflects the differences in established courses that program organizers have been able to access.

Acquiring or remodeling classroom space, and purchasing room and teaching equipment are costs to consider when setting up a new nurse anesthesia program. In situations where new programs are developed within a university with classroom space and equipment already available, the out-of-pocket cost is minimal. However, if the addition of the nurse anesthesia program creates the need to find rental space or remodel existing space, the start-up cost is higher. For most new programs, purchasing some specialized teaching equipment is necessary (i.e. mannequins, projectors, computers, scanner, library textbooks, etc.). Some programs are able to purchase or rent an anesthesia simulator, but this is not a typical expense and is not included in the cost estimates.

Table III summarizes the approximate time spent on academic categories by the program directors of recently started nurse anesthesia programs. In some cases, the only cost was time; in other cases, there are out-of-pocket expenses.
### Table III: ACADEMIC COSTS

<table>
<thead>
<tr>
<th>Cost Categories</th>
<th>Start-up time spent (in hours)</th>
<th>Start-up expenses in addition to time (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic affiliation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finalizing academic affiliation</td>
<td>5 - 10</td>
<td></td>
</tr>
<tr>
<td><strong>Establishing Curriculum</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Developing the curriculum</td>
<td>100 - 300</td>
<td></td>
</tr>
<tr>
<td>Finding established classes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Setting up new courses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Writing testing policy and other policies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Classroom space</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acquiring space for classrooms</td>
<td>5 - 10</td>
<td>$ 5,000 - 60,000</td>
</tr>
<tr>
<td>Remodeling expense</td>
<td>5 - 10</td>
<td>500 - 60,000</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Classroom equipment</strong></td>
<td></td>
<td>$ 3,000 - 5,000</td>
</tr>
<tr>
<td>Writing boards</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Screens</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tables and chairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cabinets/book shelves</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Teaching Equipment</strong></td>
<td></td>
<td>$ 10,000 - 20,000</td>
</tr>
<tr>
<td>Mannequins</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Slide projector and overhead projector</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computers and printers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scanner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library materials and textbooks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Classroom instructors</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruiting classroom instructors</td>
<td>20 - 40</td>
<td></td>
</tr>
<tr>
<td>Training classroom instructors</td>
<td>10 - 20</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>10 - 20</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal for Academic</strong></td>
<td>130 - 360 hrs</td>
<td>$ 18,000 - 85,000</td>
</tr>
<tr>
<td><strong>Total for Admin, Clinical &amp; Academic</strong></td>
<td>500 - 1,500 hrs</td>
<td>$ 21,900 - 114,500</td>
</tr>
<tr>
<td><strong>Monetary value of the hours</strong></td>
<td></td>
<td>$ 24,000 - 72,000</td>
</tr>
<tr>
<td><strong>Total expense and $ value of hours</strong></td>
<td></td>
<td>$ 45,900 - 186,500</td>
</tr>
</tbody>
</table>

**American Association of Nurse Anesthetists**
222 South Prospect Avenue, Park Ridge, Illinois 60068-4001 Phone (847) 692-7050 FAX: (847) 692-6968 http://www.aana.com
Total Cost of Setting Up a Program

The total of the administrative, clinical and academic start-up costs are from 500 to 1,500 hours of time and from $21,900 to $114,500 of out-of-pocket expenditures. Again, it is unlikely that it will be necessary for a new program to have time or money expenditures in every category.

The estimated hours of time to start a nurse anesthesia program translate into .24 - .72 FTE. Most of the work is likely to be done by CRNAs earning approximately $85,000 per year. This is reduced to $80,000 to reflect that some of the work in setting up a program can be done by persons with lower salaries, and increased to $100,000 to represent salary plus benefits. The time estimates convert to monetary estimates of $24,000 to $72,000. The total range for the out-of-pocket expenses and the monetary value of the time spent is $45,900 to $186,500. Because no new program is likely to incur the minimum time and money expenditures in every category or the maximums in every category, the actual cost of starting the new program probably lies within a narrower band that includes the midpoint of the range - $116,200.

An individual (typically, but not always, a CRNA) should not be expected to simply donate the time to organize a new education program. When presented with a well-documented plan, administrators in the sponsoring institution will have realistic expectations of the resources needed for program start up, and be more likely to provide the necessary support.

FINANCING THE START UP COSTS

Who pays for the time and out-of-pocket expense for setting up a program? The CRNAs who recently started programs report that they received some clinical time off, did much of the work on their own time, or were compensated by a development grant. They also reported that the out-of-pocket start-up expenses were covered by contributions from the hospital, university, anesthesia group, or a grant. With time, nurse anesthesia educational programs become self-
supporting primarily through student tuition, and may become financially beneficial for the academic and clinical institutions.

Some program start-up funding is available on a competitive basis from the Bureau of Health Professions of the Health Resources and Services Administration. More information is available on their website: http://www.hrsa.gov/grants.htm. The AANA's Director of Accreditation and Education can also be helpful in this area.

THE COSTS AND BENEFITS OF AN ONGOING PROGRAM

While some of the start-up cost categories involve unique, one-time expenditures, many items will continue as ongoing or annual costs. For a complete discussion of the on-going costs and benefits of a nurse anesthesia program, see An Economic Analysis of the Investment in Nurse Anesthesia Education, in the April, 1998, AANA Journal.

The benefits of a nurse anesthesia program include benefits to the clinical site and the academic institution, as well as to the students. Knowledge of these benefits and an estimate of their value can be helpful for promoting a new program. The benefits include the following:

Benefits of an on-going program to the Clinical Sites

Student clinical contribution - hours in the operating room as well as pre- and post-operative visits. There are reimbursement issues, but students can extend staff.

(2) Saving money on recruiting by hiring students.

(3) Fulfillment of a portion of the clinical institution's stated education mission.

(4) Serving a community/state/national need.

(5) Boosting the morale of staff CRNAs by keeping knowledge up to date. Working with students on research projects.

Benefits of an on-going program to the Academic Institution

Addition of a program for the academic institution.
Additional advanced practice specialty if the program resides in a nursing
department.

More students for current classes.

Additional classes that other students may take.

(5) Additional tuition.

(6) Grant monies to the institution, which may help with program development.

(7) Expanded research opportunities.

TIPS FROM RECENT NEW PROGRAM ORGANIZERS

When starting a nurse anesthesia program, it will be helpful to turn to individuals who
have recently started a program themselves. The Council on Accreditation of Nurse Anesthesia
Educational Programs can direct you to those individuals. Here are some tips from the program
directors who contributed to this monograph.

- Talk with a program director who has either made a major change in a program or who
  started a program.

  If you need help, hire a consultant.

- Make sure you have support from the community of interest.

- Plan on spending twice as much time as intended.

- Do not try to reinvent the process or curriculum. Find out what resources/courses are
  already available.

- Develop a vision for the program.

- Be prepared with a solid academic program proposal and financial budget plan that will
  sustain the program. ("Data, data, data.")

- Be sure your budget generates adequate income beyond direct & indirect expenses.

  Plan for unexpected expenses as well.

The less you depend on academic or affiliated hospitals for funds, the more secure the
program will be.
Get people on your side and in support of your endeavor.

It is personally rewarding to be a part of the education of nurse anesthetists. The Councils and the AANA are very supportive of educators. As a program director you will meet the leaders in the profession and can become a contributor in nurse anesthesia educational policy. You will have the opportunity to work with some of the most talented and highly motivated students you'll ever meet, and you will have a chance to influence the future of the profession of nurse anesthesia.

ACKNOWLEDGEMENTS

The author gratefully acknowledges the funding support of the Council on Accreditation of Nurse Anesthesia Educational Programs. The following program directors of recently established programs willingly shared their experiences and helpful hints:

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- Fred Lupien, CRNA, EdD, Medical College of Georgia
- Merri Moody, CRNA, MS, St. Mary's University of Minnesota

REFERENCES


Council on Accreditation of Nurse Anesthesia Educational Programs, Standards for Accreditation of Nurse Anesthesia Educational Programs, 1997.


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APPENDIX D

An economic analysis of the investment in nurse anesthesia education
An economic analysis of the investment in nurse anesthesia education

Kathleen A. Fagerlund, CRNA, PhD
Minneapolis, Minnesota

Increased public attention to the costs of healthcare in the United States has resulted in greater scrutiny of all aspects of the health industry, including the education of healthcare providers. Because certified registered nurse anesthetists will, as in the past, have a major role in healthcare delivery systems of the future, knowledge of the educational costs and resulting benefits of this advanced practice nurse is important. This is the first comprehensive study of the economic investment in nurse anesthesia education.

This study sought to determine the costs, benefits, and net benefits of nurse anesthesia education to four entities: (1) students, (2) clinical institutions, (3) academic institutions, and (4) others, primarily taxpayers. Considering these four entities together, the costs, benefits, and net benefits to society as a whole can be estimated.

A prototypical nurse anesthesia educational program was developed, using the most common characteristics found among such programs in the United States. Data were then collected to estimate the costs and benefits to the four entities as they function within this prototypical program.

The study concluded that all entities realize a net benefit from the investment by sponsorship or association with nurse anesthesia education, except the academic institution, which is a nonprofit institution and does not show a gain. Nurse anesthesia students show the highest internal rate of return on their investment, followed by others (primarily other taxpayers), and the clinical institution.

Key words: Costs and benefits, economics of healthcare education, nurse anesthesia education.

Introduction
We’ve all heard these questions. From the standpoint of the nurse anesthesia student: “Is it worth all the money I’m spending to go to anesthesia school?” From the hospital administrator, “Nurse anesthesia students slow down the turnover time in the operating room. Are they cutting into the hospital’s profits?” From the legislators, “Does society receive enough benefits from the support that taxpayers provide for nurse anesthesia education?” All of these questions are really asking one thing—are we getting our money’s worth from investing in nurse anesthesia education? While these questions are well known to certified registered nurse anesthetists (CRNAs) involved in nurse anesthesia education, the factual answers are not. This article presents the results of a study designed to explore the benefits and costs of nurse anesthesia education.

CRNAs earn less on average than anesthesiologists, and the educational process for nurse anesthetists is shorter than that for anesthesiologists.
For CRNAs to promote themselves as high quality, lower-cost providers, it is important for nurse anesthetists to speak the language of the healthcare business—the language of efficiency and cost-effectiveness (Table 1). It may be of interest to use the results of this study in the broader study of the efficient mix of nurse anesthetists and anesthesiologists in the provision of the anesthesia services.

**Purpose of the study**

The purpose of this study was to evaluate the economic investment in nurse anesthesia education by estimating the costs and the benefits to four entities: (1) students, (2) clinical institutions, (3) academic institutions, and (4) others, primarily the taxpayers who often subsidize nurse anesthesia education. After identifying the costs and the benefits to each entity, the benefit-cost ratio and the internal rate of return were calculated. When all four entities were considered together, the costs and benefits, benefit-cost ratio, and internal rate of return to society as a whole for the investment in nurse anesthesia education were estimated.

To study the worth of nurse anesthesia education in the United States, the costs and benefits of a prototypical nurse anesthesia educational program were estimated. For benefit-cost analysis, it is necessary to compare the program or service against an alternative program or service. In this study, the net benefit of obtaining an education in nurse anesthesia was compared with continuing a career as an intensive care nurse, because most nurse anesthesia students come from that field.

**The prototype**

A great deal of variation between nurse anesthesia educational programs exists in structure, governance, and financing. Thus, the design of the prototype was very important. To survey in depth all nurse anesthesia educational programs in the United States to estimate average costs and benefits is difficult because the detailed questions require searching old records and calculating expenses. Randomly selecting just a few programs to study in depth may have resulted in a skewed view of the costs and/or benefits because of the variability in program structure. Therefore, a decision was made to construct a prototypical program based upon the most common characteristics of nurse anesthesia educational programs in the United States. Many of the prototype characteristics were derived from data kept by the American Association of Nurse Anesthetists, so that whenever possible, the most common or average characteristics could be used.

The program prototype used for estimating the economic investment in nurse anesthesia education was 27 months long, hospital-based, and affiliated with a school of nursing in a university.

---

**Table 1**

**Economic definitions used in this study**

**Cost-effectiveness analysis**

Cost-effectiveness analysis evaluates the costs of alternatives among outcomes that are equal under each alternative.

Example: Assume that students learn equally well from watching a video or live demonstration on proper gowning and gloving. Whichever teaching method uses fewer resources (cost of video versus cost of supplies, instructor time, etc.) is considered the more cost-effective.

**Benefit-cost analysis**

Benefit-cost analysis evaluates alternatives based on a comparison of their costs and benefits. Costs and benefits must be expressed in monetary terms.

Example: To update the CRNA staff on the price of various anesthesia drugs, the pharmacist may give a short talk. For the instructor time, the time away from the operating room required for each CRNA to receive the training, the time required by the pharmacist to update the drug pricing list, etc., the cost of the training is $4,000. The training results in $2,000 less being spent on anesthesia drugs. The benefit-cost ratio is $2,000/$4,000, or 0.5, not a good investment. However, if the drug pricing list is updated by the pharmacist and taped to the anesthesia machine, the result is a benefit of $1,500, a cost of $1,000, and a benefit-cost ratio of $1,500/$1,000, or 1.5; a better investment.

**Present value**

One dollar is worth more today than it will be in the future and is worth more today than it was in the past. For benefits and costs of a project to be compared, the benefits and costs must all be discounted or deflated to one point in time. The benefits and costs are then said to be in present value.

Example: After spending approximately $114,000 (including foregone income) on an education, a nurse anesthesia student can expect to earn approximately $93,000 more than she/he would have as a critical care nurse during a 25-year work life. However, to account for the time value of money, it is necessary to choose one point in time to which to discount the costs and benefits that occur in the future and inflate the costs and benefits that occurred in the past. The present value benefits and present value costs can then be compared.

**Internal rate of return**

The internal rate of return (IRR) of a project is the discount rate at which the present value of costs equals the present value of benefits.

Example: Buying an annuity for $10,000 that returns $1,000 per year for 20 years yields an IRR of 7.75%. Likewise, spending $10,000 on an educational program that increases net income by $1,000 per year for 20 years yields an IRR of 7.75%.
The prototype program admitted 12 new students each year: the students began their clinical training after 3 months in the program. The prototype had 1 full-time program director, 1.5 clinical/educational directors, and 1 administrative assistant. Students in the prototype relocated to attend the nurse anesthesia program and then relocated for employment following graduating. The prototype program characteristics are listed in detail in Table II.

Two existing nurse anesthesia educational programs were studied in depth to estimate as accurately as possible the costs and benefits as they were actually experienced by program participants. Students and program directors completed an extensive questionnaire, and the students kept clinical activity logs. On-site visits were made to the two programs so that students and program directors had an opportunity to clarify their responses and talk about any items that were not clear in the questionnaire.

Costs

The estimation of economic costs requires the determination of (1) which resources are used in an educational program, (2) how much of each resource is used, and (3) the value of each resource component. If budget records, rather than these resource components, are used to estimate costs, some major costs may be missed. For example, budget records will not include foregone earnings of students in an educational program, but foregone earnings may well represent the greatest cost for most students. A detailed listing of annualized and program costs to the students, clinical institution, academic institution, and others can be found in Table III. A complete description of the calculation of each cost estimate in Table III can be found in Economic Investment in Nurse Anesthesia Education.2,8-10

- Students. The costs incurred by students in the prototype nurse anesthesia educational program can be grouped into six categories:
  1. Direct educational expenses, such as tuition, fees, books, supplies, tutoring, and examination fees.
  2. Incremental day-care, transportation, and health insurance expenses.
  3. Clinical residency fees.
  4. Foregone income and benefits.
  5. Interest paid on educational loans.
  6. Relocation costs for attending the program and after graduation.

- Clinical institution. Costs to the prototypical clinical institution of operating a nurse anesthesia educational program fall into five major categories:

| Table II |
| Detailed description of prototype nurse anesthesia educational program |
| Characteristics of the nurse anesthesia educational program prototype: |
| 1. Hospital based, with the hospital incurring costs of the administration and clinical instruction. |
| 2. Affiliated with a school of nursing located within a university that is partially supported by taxpayer funds. |
| 3. 27 months long. |
| 4. Students complete 50 semester credits. |
| 5. CRNAs given clinical release time to teach some classes. |
| 6. One full-time program director, one full-time associate director, one half-time clinical director, and one administrative assistant. |
| 7. Hospital receives reimbursement by Medicare for a portion of the classroom and clinical costs. |
| 8. Clinical education begins after students have been in the program 3 months. Students are in the operating room 3 days per week during the first year and 4 days per week during the second year. |
| 9. The students provide service to the clinical institution by staffing the operating rooms, but they cause some delay. |
| 10. 12 students admitted per year; students average 7 years' nursing experience and forego an average annual salary of $38,344. |
| 11. Nurse anesthesia students relocate to attend the program and relocate again to find employment after graduation. |
| 12. All students receive one or more grants and scholarships; some may participate in a work pay-back program for tuition support and/or obtain subsidized or nonsubsidized student loans. |
| 13. Students take one certification examination review course before graduation. |

Note: With the exception of numbers 1 and 2, all prototype characteristics were based on what was found to be most common in the published literature or surveys conducted for the study. Constructing the prototype as a hospital-based program provided for clarity in separating the hospital and academic institution costs. At the time of this study, 36 (40%) of nurse anesthesia educational programs were housed within or affiliated with schools of nursing. Of these 36 programs, 56% were located within and governed by the school of nursing. A detailed description of the program prototype characteristics and their derivation can be found in Economic Investment in Nurse Anesthesia Education.2,8-10

1. Clinical release time in which CRNAs are given nonoperating room time to prepare for or to teach classes for the nurse anesthesia students.
2. Operating room delay time that can be attributed to having student nurse anesthetists involved in administering the anesthetic.
Table III
Annual cost (per student) of nurse anesthesia education and distribution of cost
(cost elements in dollars, using 1995 prices)

<table>
<thead>
<tr>
<th>Social</th>
<th>Student</th>
<th>Clinical</th>
<th>Academic</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>costs</td>
<td></td>
<td>institution</td>
<td>institution</td>
<td></td>
</tr>
<tr>
<td>Academic institution</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instruction</td>
<td>16,487</td>
<td></td>
<td></td>
<td>16,487</td>
</tr>
<tr>
<td>Clinical institution</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating room delay time</td>
<td>6,619</td>
<td>6,619</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical release time</td>
<td>167</td>
<td>167</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program director</td>
<td>3,997</td>
<td>3,997</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant director</td>
<td>3,704</td>
<td>3,704</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other CRNA director</td>
<td>1,852</td>
<td>1,852</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative assistant</td>
<td>1,389</td>
<td>1,389</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stipend from program to student</td>
<td></td>
<td>(1,436)</td>
<td>1,436</td>
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</tr>
<tr>
<td>Classroom space</td>
<td>144</td>
<td>144</td>
<td></td>
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<tr>
<td>Office space</td>
<td>173</td>
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<tr>
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<td>111</td>
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<tr>
<td>Liability insurance</td>
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<tr>
<td>Accreditation</td>
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<tr>
<td>Student</td>
<td></td>
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<td>Tuition</td>
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<td>Student fees</td>
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</tr>
<tr>
<td>Books and supplies</td>
<td>899</td>
<td>899</td>
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<td></td>
</tr>
<tr>
<td>Review course</td>
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<td>165</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certification examination</td>
<td>187</td>
<td>187</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incremental transportation</td>
<td>2,184</td>
<td>2,184</td>
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<tr>
<td>Incremental day care</td>
<td>216</td>
<td>216</td>
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<tr>
<td>Incremental health insurance</td>
<td>(594)</td>
<td>(594)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest on educational loans</td>
<td>2,442</td>
<td>2,442</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical residency fee</td>
<td>1,124</td>
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<td>(1,124)</td>
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</tr>
<tr>
<td>Foregone income</td>
<td>38,344</td>
<td>38,344</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foregone fringe benefits 25%</td>
<td>9,586</td>
<td>9,586</td>
<td></td>
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</tr>
<tr>
<td>Relocation cost: attend program</td>
<td>388</td>
<td>388</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Relocation cost: first job</td>
<td>1,215</td>
<td>233</td>
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<td>992</td>
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<tr>
<td>State legislature</td>
<td></td>
<td></td>
<td>(7,881)</td>
<td>7,881</td>
</tr>
<tr>
<td>Endowments and grants</td>
<td></td>
<td></td>
<td>(1,319)</td>
<td>1,319</td>
</tr>
<tr>
<td>Nurse anesthetist traineeships</td>
<td>(444)</td>
<td></td>
<td>444</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>(106)</td>
<td></td>
<td>106</td>
<td></td>
</tr>
<tr>
<td>Work pay-back programs</td>
<td>(1,681)</td>
<td></td>
<td>1,681</td>
<td></td>
</tr>
<tr>
<td>Medicare reimbursement: education</td>
<td>(2,266)</td>
<td></td>
<td>2,266</td>
<td></td>
</tr>
<tr>
<td>Foregone taxes</td>
<td>(8,819)</td>
<td></td>
<td>8,819</td>
<td></td>
</tr>
<tr>
<td>Total annual cost per student</td>
<td>90,582</td>
<td>50,694</td>
<td>16,380</td>
<td>0</td>
</tr>
<tr>
<td>Total program cost per student</td>
<td>203,810</td>
<td>114,062</td>
<td>36,855</td>
<td>0</td>
</tr>
</tbody>
</table>

Note: All costs were estimated based on the published literature or surveys conducted for the study. All cost calculations and supporting documentation can be found in detail in Economic Investment in Nurse Anesthesia Education.287

3. Administration of the program and classroom instruction (e.g., teaching classes, scheduling, record keeping, maintaining accreditation standards).

4. Stipends paid to students.

5. Overhead (e.g., cost of clinical administration, maintenance).

Nurse anesthesia educational faculty are familiar with the criticism that having students in the operating room adds to the total operating room time, leading to higher costs to the clinical institution. This study estimated the average delay time that could be attributed to one nurse anesthesia student. The first step was to survey 19 nurse anesthetists and anesthesiologists from a large urban medical center that had a high percentage of patients with multisystem disease. The nurse anesthetists and anesthesiologists completed a survey in which they were asked to estimate the average delay caused by first- or second-year students in...
five surgical case scenarios (e.g., second-year student, general anesthesia, normal airway, prone position). The average delay caused by student nurse anesthetists was estimated to be 7.01 minutes per case. The patient acuity probably resulted in an above-average delay caused by students learning procedures (e.g., more difficult airway management, intravenous access difficulties).

Second, an interview with the clinical director in another large nurse anesthesia educational program with less acutely ill patients resulted in an estimate of 4- to 5-minute delays for very new students and an average of a 0- to 1-minute delay for more advanced students. By considering new and experienced students and the estimates from the two large teaching institutions, a delay of 3 minutes was considered to be average and reasonable for use in this study. According to Zaglaniczny, nurse anesthesia students complete an average of 696 cases during their training. It was calculated, therefore, that education of a nurse anesthesia student in a 27-month program causes approximately 918 minutes of delay time annually.

According to data generated at a large urban teaching hospital, the direct and indirect cost per minute of keeping an operating room open is $7.21, including nurses, anesthesia, supplies, equipment, and physicians. Therefore, the annualized delay time per student per year is estimated to be $918 \times $7.21 = $6,619.

- **Academic institution.** It was assumed that the academic institution was a school of nursing in a publicly operated, nonprofit university. In the study prototype, all nursing courses, basic science courses, and anesthesia courses were taught through the university school of nursing. The costs to the academic institution were based on data from the University of Minnesota Instructional Costs Study for 1993-1994.

- **Others.** Others, primarily taxpayers, incur cost burdens associated with nurse anesthesia education. Examples include tax-funded grants, scholarships, military programs, loan interest subsidies, state legislative appropriations, and Medicare reimbursement. Because the costs to taxpayers result in direct benefits to students, academic institutions, or clinical institutions, they do not appear as net costs to society, but rather as financing mechanisms. For example, a student may receive a $1,000 federal grant that is then used to pay tuition. In this way, the cost burden to the taxpayers directly benefits the student and, finally, the academic institution.

One cost item appeared as a real economic cost to others in this study. This is the partial financing by new employers of the moving expenses of nurse anesthesia graduates who must relocate.

**Benefits**

As with the costs, benefits of nurse anesthesia education accrue to the students, clinical institution, academic institution, and others. A detailed listing of benefits of the four entities can be found in Table IV.

- **Students.** Benefits to students of nurse anesthesia educational programs accrue largely in one category: salary and fringe benefits over a lifetime career. For this study, salary and fringe benefits

### Table IV

<table>
<thead>
<tr>
<th>Benefits (per student) of nurse anesthesia education and distribution of benefits of 27-month program (in dollars, using 1995 prices)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Direct benefits</strong></td>
</tr>
<tr>
<td>Increased earnings in work life</td>
</tr>
<tr>
<td>Increased fringe benefits (25%)</td>
</tr>
<tr>
<td>Increased taxes (23%)</td>
</tr>
<tr>
<td>Student labor value</td>
</tr>
<tr>
<td>Recruitment</td>
</tr>
<tr>
<td>Orientation</td>
</tr>
<tr>
<td>Staff skills</td>
</tr>
<tr>
<td>Department morale</td>
</tr>
<tr>
<td>Professionalism</td>
</tr>
<tr>
<td>Enhanced social and economic status</td>
</tr>
<tr>
<td>Total present value of measurable benefits for the program</td>
</tr>
</tbody>
</table>

**Note:** Benefit calculations and supporting documentation can be found in *Economic Investment in Nurse Anesthesia Education.*

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were calculated for an estimated 25-year work life. Because nurse anesthesia students usually come from a critical care nursing background, the typical income stream of a critical care nurse was compared with the typical income stream of a CRNA, and the net difference between the two income streams plus 25% in fringe benefits was calculated over a 25-year work life after nurse anesthesia training. The difference in the CRNA salary and the critical care nurse salary over the 25-year work life represents the net benefit that can be attributed to the nurse anesthesia education. This incremental earnings differential for CRNAs was used as an estimate of the incremental value of the work by a CRNA. Before discounting to present value, the net difference in salary and fringe benefits between a CRNA and a critical care nurse was $993,478 over a 25-year period.

- **Clinical institution.** Benefits to the clinical institution accrue in two tangible ways:
  1. Labor provided by students in the operating room.
  2. A decrease in recruitment costs for nurse anesthetists.

Benefits to the clinical institution also include intangibles such as the following:
  1. Decreased orientation costs.
  2. Improved staff skills when teaching students.
  3. Improved morale related to having learners in the department.
  4. Increased professionalism of a staff nurse anesthetist that derives from being a faculty member.

To estimate the worth of labor provided by students, 32 nurse anesthesia students kept track of how they spent their clinical time for 5 days each. The students estimated the amount of time they spent on anesthesia-related activities under the following conditions:
  1. With a CRNA and anesthesiologist present.
  2. With only a CRNA present.
  3. With only an anesthesiologist present.
  4. With neither a CRNA nor an anesthesiologist present.

Based on these surveys, it was estimated that a first-year student spends an average of 2 hours per day as the sole anesthesia provider in a room; second-year students spend an average of 4 hours per day as the sole anesthesia provider. During this time, the supervising CRNA is immediately available should the student need assistance but can perform other anesthesia-related duties to benefit the department (e.g., starting lines or interviewing patients preoperatively). It was estimated that the supervising CRNA can be doing additional work for the department about 50% of the time a first-year student is the sole anesthesia provider in the room and about 88% of the time a second-year student is the sole provider in the operating room. To calculate what this additional productive CRNA time is worth to the department, the number of hours was multiplied by the average CRNA wage plus 25% benefits, amounting to a benefit to the clinical institution of $39,574 per student over the entire program.

- **Academic institution.** Because the prototype academic institution was nonprofit, it was assumed that any profit realized by the academic institution was put back into services. In a reapplication of this benefit-cost model, it would be possible to calculate the costs and benefits of a nurse anesthesia educational program to a for-profit university. Even nonprofit academic institutions may benefit from nurse anesthesia programs in several ways. For example, the number of partnerships with clinical institutions may increase, the level of grant and research funding may increase, and the school of nursing is likely to benefit from its association with the American Association of Nurse Anesthetists, which serves as a resource for nurse anesthesia information and consultation both in the United States and on an international level.

- **Others.** Benefits accrue to others primarily in the form of increased taxes paid on the increased salary earned by the nurse anesthesia graduates. Note that the increased taxes paid by graduates are an offset to students but a benefit to others and, thus, are not a net social benefit.

**Findings**

In evaluating the benefits and costs of nurse anesthesia education, three measures were used. The first was net benefits in present-value terms. The costs and benefits of educational programs occur over a period of time. In benefit-cost analysis, it is necessary to inflate past costs and benefits and discount future costs and benefits to one point in time, thus determining the present value of the costs and benefits of the program. The present value of net benefits is calculated by subtracting the present value of the costs from the present value of the benefits. An appropriate discount rate for calculating the present value of costs and benefits determined by selecting the approximate interest rate at which the government borrows money from the private sector to fund public projects. In this study, a 5% discount rate was used.

The second measure was the benefit-cost ratio, which is calculated by dividing the net present value of benefits by the net present value of costs. The third measure used to evaluate the benefits and costs of nurse anesthesia education was the internal rate of return, which is the discount rate at
which the present value of the costs is equal to the present value of the benefits (Table V).

- Results for students. Over a 25-year work life, a nurse anesthesia graduate’s earnings are substantially greater than the earnings of a critical care nurse. The net present value benefit for a nurse anesthesia graduate is $336,940. The benefit-cost ratio for the nurse anesthesia graduate is 3.8, and the internal rate of return is 23%. By comparison, Bednash et al estimate that for students entering a 4-year nursing program in a private college in 1987, the internal rate of return is approximately 9.5%. For a student entering a 4-year accounting program in a private college, Bednash et al estimate the internal rate of return to be approximately 16%. The economic returns for graduate education are typically lower than for baccalaureate education. After surveying the literature, Cohn and Geske found that private rates of return for graduate education were quite variable, ranging from 2% to 10%.^p110

- Results for the clinical institution. For the prototype clinical institution, the net present value benefit per student is $1,804. This estimate is based on conservative figures and is probably low. The benefit-cost ratio is 1.1, and the internal rate of return is 15.6%. The benefit to the clinical institution is in the form of student labor and savings on recruitment costs. The benefit-cost ratio is 1.1 for the clinical institution, which means that the present value cost and present value benefit per student are very close. The internal rate of return is somewhat higher than might be expected due to the return occurring in a short period within the 27-month program.

- Results for the academic institution. The nonprofit university in the prototype is financially structured to put all revenues back into services. All academic costs were offset by transfer payments from student tuition and fees and from endowments and grants. Therefore, the academic institution in the prototype received zero net benefits from the education of nurse anesthetists.

- Results for others. Net benefits to others, primarily taxpayers, in the prototype accrue in the form of increased taxes paid by graduates who earn more money during the 25-year work life. Others (taxpayers) also bear some of the economic costs of educating nurse anesthetists by funding federal grant programs, subsidizing interest on student loans, and paying Medicare taxes, for example. The present value net benefit for others in this prototype is $47,258 per nurse anesthesia student. The benefit-cost ratio is 1.9, and the internal rate of return is 11.5%.

- Results for society. In this study, the present value net benefit to society for educating one nurse anesthetist is $386,002. The benefit-cost ratio is 2.8, and the internal rate of return is 19.6%. The social rate of return is the return society receives on an annual basis as a result of its investment in nurse anesthesia education. By comparison, Cohn and Geske found that the highest social rate of return for graduates with a master’s degree was 12.7%, the return expected for white males intending to complete a master’s degree in accounting. See Table V for a summary of the findings.

Discussion

The findings in this study suggest several important policy implications. First, even if some of the estimates in this benefit-cost model were underestimated or overestimated, the internal rates of return for all entities are very large. It is hard to argue against investing in nurse anesthesia education in the United States. In particular, healthcare analysts and policymakers should be very interested in the return that society and taxpayers receive on their investment in educating nurse anesthetists when compared with the approximately 10% rate of return usually expected in the private sector.

Second, at a time when many discussions are taking place about who should bear the burden of educating healthcare professionals, it should be of interest to clinical institutions that the rate of return on their investment in nurse anesthesia edu-

<table>
<thead>
<tr>
<th>Table V</th>
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<tbody>
<tr>
<td>Summary of present value benefits, costs, net benefits, present value benefit-cost ratio, and internal rate of return of nurse anesthesia education (program costs and benefits in dollars, using 1995 prices)</td>
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<tr>
<td></td>
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</tr>
<tr>
<td>Present value of benefit</td>
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<tr>
<td>Present value of cost</td>
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<tr>
<td>Present value of net benefit</td>
</tr>
<tr>
<td>Benefit-cost ratio (present value)</td>
</tr>
<tr>
<td>Internal rate of return</td>
</tr>
</tbody>
</table>
cation is 15.6%. Although the benefit-cost ratio is 1.1, and the net benefit is not great, the internal rate of return is substantial because the return on investment occurs quickly. Coupled with the intangible advantages of having an educational program, the tangible benefits strengthen the argument that clinical institutions should continue to participate in nurse anesthesia education.

Third, some insights resulting from this study may be of interest to program directors, the American Association of Nurse Anesthetists leadership, and future nurse anesthesia students. For example, only 5 of the 33 students surveyed reported having day-care expenses. Is this because the nurse anesthesia program is so time consuming that students with children cannot afford it to school? Anecdotally, it seems that nurse anesthesia students entering programs are increasingly older with grown children or younger with no children. Making nurse anesthesia education more obtainable for young adults with children may be possible by developing more part-time programs.

Fourth, this study illuminates the current paradoxical situation in which the high internal rate of return to individuals in nurse anesthesia educational programs offers a strong incentive for participation, but program directors are reporting decreased applications. Only a few years ago, in the early 1990s, some nurse anesthesia programs were reporting 10 applications for every position available. At that time, the National Commission on Nurse Anesthesia Education actively encouraged programs to increase their class size. In fact, the American Association of Nurse Anesthetists funded a project manager position to help new programs get started and existing programs increase their enrollment. With hospitals unable to hire nurse anesthetists at any salary, a true shortage existed. However, by 1995, a major topic among nurse anesthesia program directors at their yearly meeting was the precipitous decline in applicants. This decline seemed to relate directly to the changes in reimbursement patterns for anesthesia providers and the uncertainty about employment opportunities for nurse anesthetists in the future. The nurse anesthetist labor market is a topic that invites further study.

Opportunities exist for future application of this benefit-cost model. First, it would be interesting to apply the model to nurse anesthesia educational programs internationally. Although the profession of nurse anesthesia is more developed and organized in the United States, nurses administer anesthesia in other countries. Comparison of costs and benefits internationally might be especially helpful in identifying differences in one system of education compared with another, particularly in the area of finance. For example, do governments other than the U.S. government offer such strong disincentives to educate nurse anesthetists by not reimbursing for anesthesia care they give?

A second future application of this study might be to look at economics of scale in nurse anesthesia education. If clinical institutions are to continue their investment in nurse anesthesia education, it would be helpful to determine how cost per student varies with program size.

Third, this evaluation model could be applied to specific nurse anesthesia educational programs to determine the specific program's benefit-cost ratios and internal rates of return for all entities involved. Most useful would be the potential for identifying inefficiencies in how the particular program is structured or financed or how staff and students are used.

Finally, this benefit-cost model could be applied to other advanced practice nursing educational programs. Because of the large clinical component in the program, the nurse anesthesia education prototype is similar to prototypes for other clinical nursing specialties, such as nurse midwifery. In this way, commonalities and differences of the various clinical nursing specialties could be demonstrated so that advanced practice nursing groups could offer a stronger justification for their continued role in the marketplace.

REFERENCES

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AUTHOR

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