

Louisiana State Board of Nursing

2015



Annual Report

“Safeguarding the life and health of the citizens of Louisiana.”

**Louisiana State Board of Nursing
17373 Perkins Road
Baton Rouge, LA 70810
www.lsbn.state.la.us**



Letter to the Governor, Members of the Legislature, Other State Agencies, Healthcare Community, Academic Institutions, and the Citizens of Louisiana:

The Louisiana State Board of Nursing was committed in 2015 to completing the strategic initiatives that began in 2012 and I am pleased to share our accomplishments with Governor Bel Edwards, state officials and my professional colleagues as well as the general public. The mission of LSBN **is to safeguard the life and health of the citizens of Louisiana by assuring persons practicing as registered nurses and advanced practice registered nurses are competent and safe.** Key initiatives in 2015 directed toward that mission included proactively addressing emerging trends in nursing; streamlining core operations; increasing awareness of LSBN's contributions to healthcare excellence; collaborating with stakeholders to address emerging nursing issues; advancing nursing workforce through research; and continuing to strengthen organizational effectiveness. This 2015 Annual Report will validate the activities and actions of the Board and staff, which supported our strategic plan for the period of January 1, 2015 through December 31, 2015 and to provide data related to nursing education, nursing practice, licensure, discipline, and nursing workforce.

In preparing for the future, Board members and executive staff met in August 2015 to develop strategic initiatives for 2016-2019. Three priorities emerged from that planning retreat: 1. The scope of practice for APRNs will be expanded to match their education, training, and competency level. 2. LSBN will work to develop a successful coalition of support for the nurse licensure compact. 3. The LSBN will be recognized as: a leader in the evolutionary progress of healthcare and the advancement of nursing practice; the expert organization protecting the Louisiana public by ensuring our professionals are well-educated, law abiding, safe, and trustworthy; the leading promoter of the nursing profession; and a provider of service excellence to all licensees across all LSBN functions.

Our goal is to build on our successes and to continue to promulgate strategy-driven, outcomes-oriented processes. With every regulatory, disciplinary, practice and educational decision that we make, our overarching goal is to improve health outcomes for all Louisianans.

For the Public Trust,

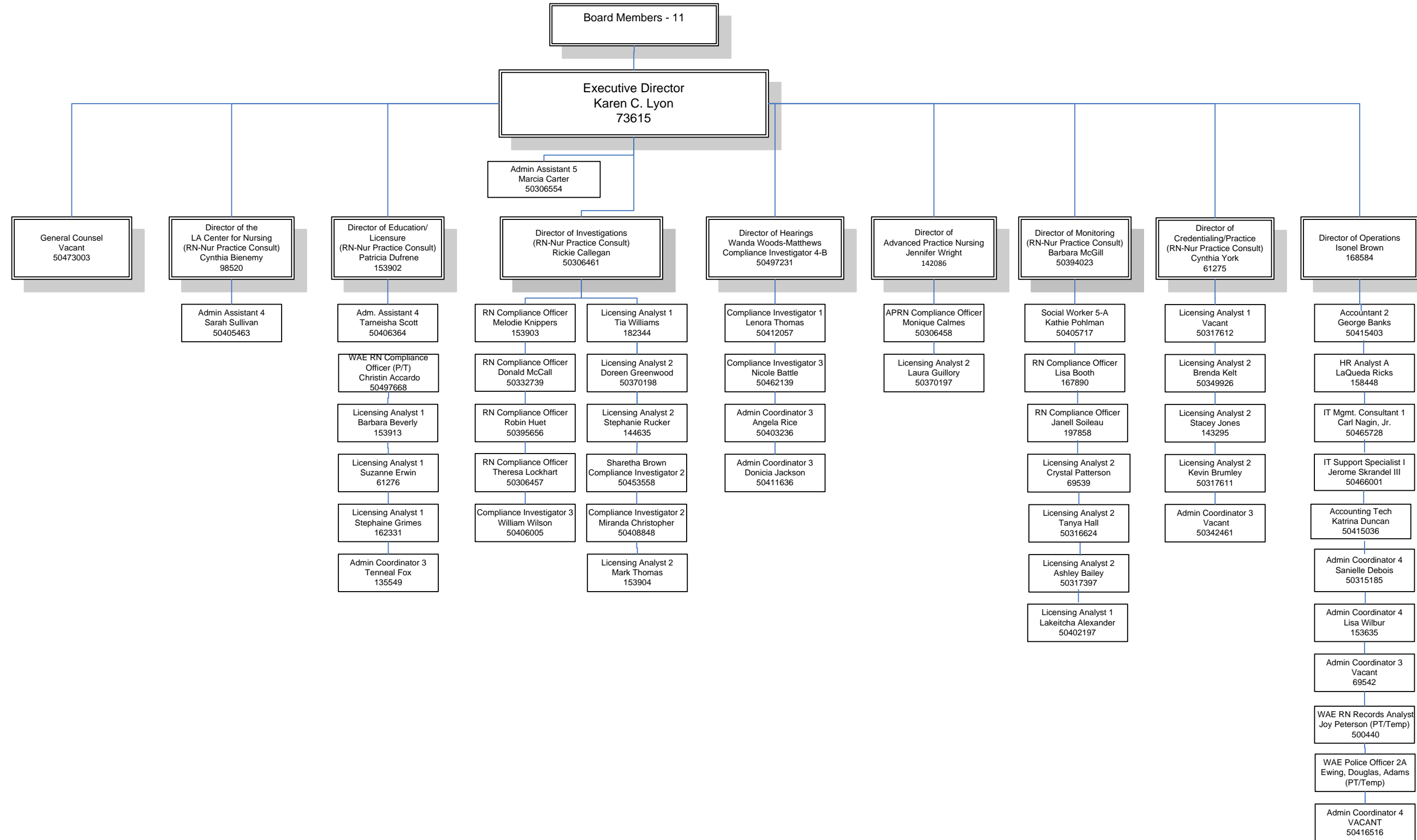
A handwritten signature in black ink that reads 'Karen C. Lyon'.

Karen Carter Lyon, PhD, APRN, ACNS, NEA
Executive Director

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Louisiana State Board of Nursing



MEMBERS OF THE BOARD

The members of the Board serving for the 2015 Annual Report year were:

Nancy Davis, MA,MN, RN, NE-BC	President, Other Areas of Nursing Practice
Laura Bonanno, DNP, CRNA	Vice-President, Nurse Anesthetist
Jolie E. Harris, DSN, RN, NEA-BC, CAS	Vice President, Nursing Administration
Patricia Prechter, MSN, RN, ED.D	Alternate Officer, Nursing Education
Lucie J. Agosta, PhD, APRN	Board Member, Advanced Practice
Tim Cotita, RN, MSHCE	Board Member, Other Areas of Nursing
Teresita McNabb, RN, MSHSA, NE-A	Board Member, Nursing Administration
Demetrius J. Porche, DNS, APRN, PhD	President, Nursing Education
Sue Westbrook, DNS, MA, RN	Board Member, Nursing Education
Juzar Ali, MD	Ex-Officio Board Member
Marelle Yongue, MD	Ex-Officio Board Member

LEGAL COUNSEL

The Louisiana State Board of Nursing has retained Wade Shows, Attorney at Law, as the Board's General Counsel. Domoine D. Rutledge serves as Special Counsel to the Board.

LSBN MANAGEMENT TEAM

Karen C. Lyon, PhD, APRN, ACNS, NEA	Executive Director/Appointing Authority
Cynthia Bienemy, PhD, RN	Director, Center for Nursing
Isonel M. Brown, MS, MBA	Director, Operations
Rickie Callegan, MSN, RN	Director, Investigations
Patricia Dufrene, MSN, RN	Director, Education/Licensure
Wanda Woods Matthews, MPA	Director, Hearings
Barbara McGill, MSN, RN	Director, Monitoring
Jennifer Wright, APRN, FNP, BC	Director, Advanced Practice
Cynthia York, MSN, RN, CGRN	Director, Credentialing and Practice

RN COMPLIANCE OFFICERS

Monique L. Calmes, APRN, FNP-BC	APRN Compliance Officer
Lisa Booth, MSN, RN	RN Compliance Officer
Robin M. Huet, RN, BSN	RN Compliance Officer
Melodie S. Knippers, BSN, RN	RN Compliance Officer
Theresa Lockhart, BSN, RN	RN Compliance Officer
Donald McCall, RN, BSN, MPA	RN Compliance Officer
Janell Soileau, RN, BSN	RN Compliance Officer

Duties and Powers of the Louisiana State Board of Nursing

The duties and powers of LSBN are defined in RS37:918. In order to assure that individuals licensed to practice as registered nurses and/or advanced practice registered nurses are qualified, LSBN is empowered to regulate nursing education and practice in Louisiana. Further, LSBN is charged with the responsibility to deny, revoke, suspend, probate, limit or otherwise discipline individuals who violate the provisions of the law governing nursing practice in Louisiana. The following sections reflect information regarding activities of LSBN in safeguarding the citizens of Louisiana in major areas: Nursing Education, Licensure, and Discipline/Alternative to Discipline.

Further, Senate Resolution 152 of the 2008 Regular Legislative Session requested the Louisiana State Board of Nursing establish a nursing workforce center in Louisiana. The charge to the nursing workforce center, hereafter called the Louisiana Center for Nursing, was identified as the following:

- Collect, analyze and report the registered nurse workforce data utilizing established nursing supply, demand, and predictor models to forecast registered nurse resource needs to the Louisiana Health Works Commission.
- Evaluate registered nurse education capacity, and develop strategies for increasing educational access, retention and mobility, including opportunity for minority and underrepresented groups.
- Establish a website for information concerning potential employment, and educational opportunities for becoming a registered nurse in Louisiana.

Louisiana State Board of Nursing
STRATEGIC PLAN
2013 - 2015



MISSION STATEMENT

To safeguard the life and health of the citizens of Louisiana by assuring persons practicing as registered nurses and advanced practice registered nurses are competent and safe.

VISION STATEMENT

LSBN will be a leader in regulatory excellence that advances nursing workforce, education, and practice.

CENTRAL CHALLENGE

Provide leadership to protect the public and advance nursing in Louisiana.

The practice of nursing by qualified individuals is necessary to protect the public health, safety, and welfare of the citizens of Louisiana (LRS:37:911). In order to promote, preserve, and protect the public health, safety, and welfare, the LSBN is charged with the regulation of nursing education and practice and ensuring that any individual practicing or offering to practice nursing or using the title “registered nurse” or “advanced practice registered nurse” shall be licensed to do so. In 2012, the LSBN Board and staff held a strategic planning meeting and produced the LSBN 2013-2015 Strategic Map which identifies strategic priorities and strategic objectives that the Board will address over the next three years. In April 2013, LSBN revised the 2013-2015 Strategic Plan to include a strategic priority that specifically addresses nursing workforce.

- | | |
|------------------------------|--|
| STRATEGIC PRIORITY A: | Proactively address emerging trends. |
| STRATEGIC PRIORITY B: | Streamline core operations to manage increasing volume. |
| STRATEGIC PRIORITY C: | Increase awareness of LSBN’s identity and contribution. |
| STRATEGIC PRIORITY D: | Work with key stakeholders to address critical nursing issues. |
| STRATEGIC PRIORITY E: | Advance nursing workforce through research. |
| STRATEGIC PRIORITY F: | Continue to strengthen organizational effectiveness. |

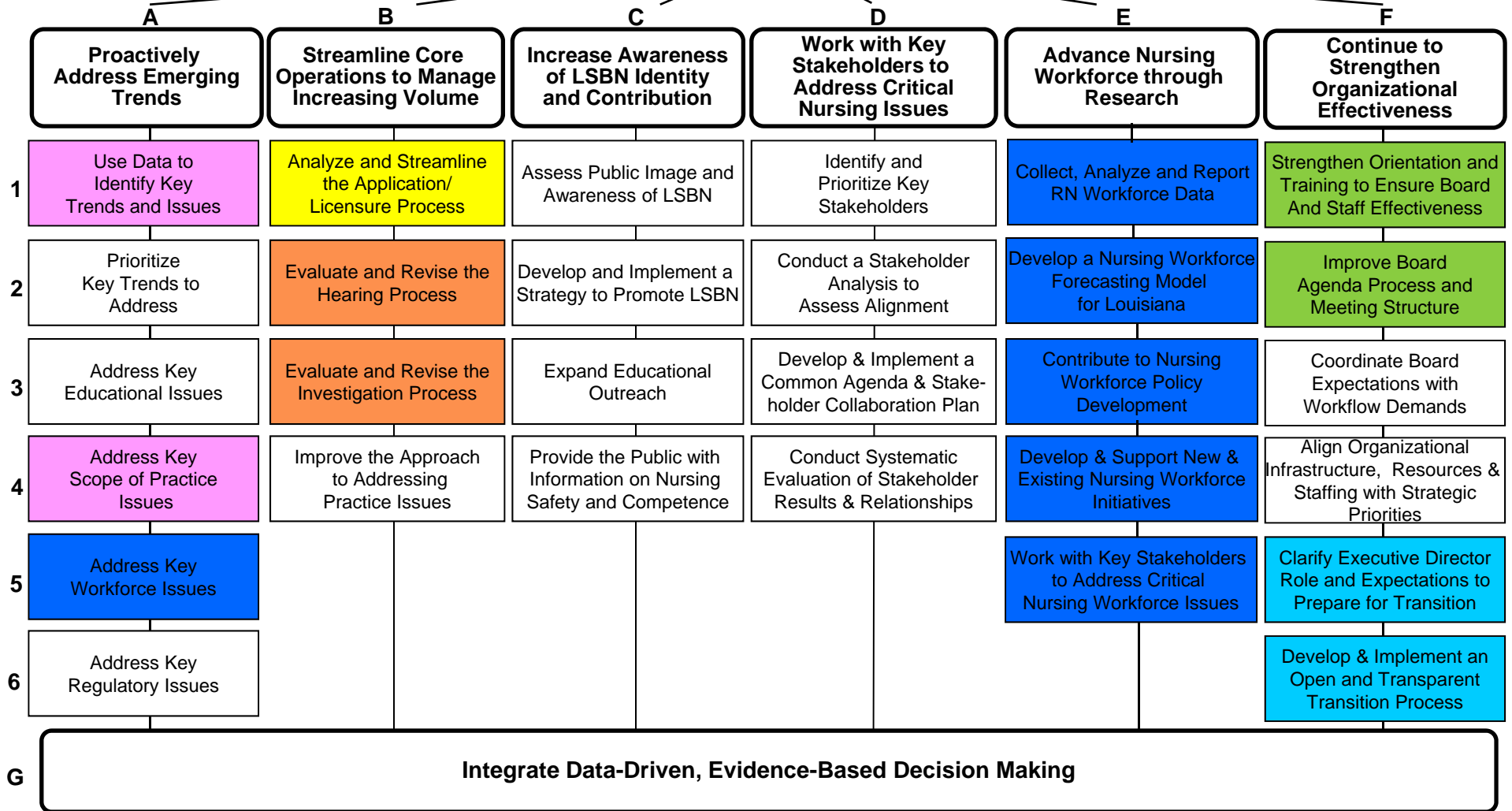
An outcomes process dashboard was developed for the six (6) strategic initiatives that had been identified in 2012 and the work was divided into 3 phases. Those initiatives were completed on July 27, 2015 and presented to the Board for approval at the August 13, 2015 meeting.

On August 27 & 28, 2015, a Strategic Planning Retreat was held in New Orleans and attended by LSBN Board members and the staff leadership team. The outcomes of that retreat were the development of the 2016-2019 Strategic Plan including these top three strategic priorities:

- The scope of practice for APRNs will be expanded to match their education, training and competency level.
- LSBN will build a successful coalition of support for the Nurse Licensure Compact and Advanced Practice Nurse Compact.
- LSBN will be recognized as
 - A leader in the evolutionary progress of healthcare and the advancement of nursing practice;
 - the expert organization protecting the Louisiana public by ensuring our professionals are well-educated, law abiding, safe, and trustworthy;
 - the leading promoter of the nursing profession; and
 - a provider of service excellence to all licensees across all LSBN functions.

**Louisiana State Board of Nursing
Strategic Map: 2013-2015**

**Provide Leadership to
Protect the Public and
Advance Nursing in Louisiana**



Adopted: October 10, 2012 Revised: April 17, 2013

MAJOR MOTIONS AND OTHER ACTIONS OF THE BOARD IN 2015

EXECUTIVE ACTIONS:

Investigated and recreated an LSBN Lapel Pin

Approved the LSBN Data Sharing Agreement

ADMINISTRATIVE ACTIONS:

Accepted and approved the Board Resolution as read and authorized the President to sign on behalf of the Board on April 9, 2015

A RESOLUTION OF THE LOUISIANA STATE BOARD OF NURSING (LSBN)

WHEREAS, the LSBN is in need of legal representation, in the form of a prosecuting attorney, because of possible conflicts in litigating disciplinary actions and to provide advice and counsel to members during board meetings; and

WHEREAS, the LSBN contract for legal services with the firm of **Shows, Cali, & Walsh, LLP** executed for fiscal year July 1, 2015 through July 30, 2016 shall not exceed a maximum of \$300,000 and will be payable at the following rates of pay:

\$225.00 per hour for attorneys having experience of ten years or more in the practice of law;

\$175.00 per hour for attorneys having experience of five to ten years in the practice of law;

\$150 .00 per hour for attorneys having experience of three to five years in the practice of law;

\$125 .00 per hour for attorneys having experience of less than three years in the practice of law;

\$60.00 per hour for paralegal services; and

\$40.00 per hour for law clerk services.

WHEREAS, this resolution shall take effect immediately.

THEREFORE BE IT RESOLVED that the Louisiana State Board of Nursing, pursuant to La. R.S.

42:262, does hereby retain and employ the firm of **Shows, Cali, & Walsh, LLP** as special counsel; and

BE IT FURTHER RESOLVED, that this Resolution and proposed contract described herein be submitted to the Attorney General for the State of Louisiana for approval.

Accepted and approved the Board Resolution as read and authorized the President to sign on behalf of the Board on April 9, 2015

A RESOLUTION OF THE LOUISIANA STATE BOARD OF NURSING (LSBN)

WHEREAS, the LSBN is in need of legal representation, in the form of a board attorney, because of possible conflicts in litigating disciplinary actions and to provide advice and counsel to members during board meetings; and

WHEREAS, the LSBN contract for legal services with the firm of **Rutledge Law Firm LLC**, executed for the period of July 1, 2015 through June 30, 2016 shall not exceed a maximum of \$25,000; and

WHEREAS, the LSBN contract for legal services with the firm of **Rutledge Law Firm LLC** shall be paid in accordance with the maximum hourly fee schedule approved by the Louisiana Department of Justice Attorney General's Office as follows:

\$225.00 per hour for attorneys having experience of ten years or more in the practice of law;

\$175.00 per hour for attorneys having experience of five to ten years in the practice of law;

\$150 .00 per hour for attorneys having experience of three to five years in the practice of law;
\$125 .00 per hour for attorneys having experience of less than three years in the practice of law;
\$60.00 per hour for paralegal services; and
\$40.00 per hour for law clerk services.

WHEREAS, this resolution shall take effect immediately.

THEREFORE BE IT RESOLVED that the Louisiana State Board of Nursing, pursuant to La. R.S. 42:262, does hereby retain and employ the firm of **Rutledge Law Firm LLC**, as special counsel; and BE IT FURTHER RESOLVED, that this Resolution and proposed contract described herein be submitted to the Attorney General for the State of Louisiana for approval.

Accepted and approved the Louisiana Compliance Questionnaire

Accepted and approved the LSBN Board Resolution in relation to the Legislative Auditors

Approved the Board resolution to amend the contract for legal services for Shows, Cali & Walsh

Approved the proposed FY2017 annual budget

Approved to expend funds for temporary space needed to provide office space for staff and off-site meeting space for LSBN standing board meetings during remodeling and construction.

Motion failed to approve the Office of Debt Recovery's Agency Participation Agreement.

Accepted and approved the FY 2015 Financial and Compliance Audit Report

NURSE PRACTICE ACTIONS:

Deferred action regarding the petitioner's request for revisions to the Declaratory statement; and create and authorize an ad hoc committee consisting of select LSBN Board members and LSBN staff to discuss and revise the Declaratory Statement on the Registered Nurse Transporting Critically Ill Neonates and to engage stakeholders as needed, including the Petitioner, Dr. Susan Orlando, as an expert in neonatal nursing practice

Accepted amended LSBN Declaratory Statement: The Role and Scope of Practice of the Registered Nurse in the Administration of Medication and Monitoring of Patients During the Levels of Intravenous Conscious/Procedural Sedation (Minimal, Moderate, Deep, and Anesthesia) originally adopted in 2005

Approved the request to revise LAC 46: XLVII:4513.D.11.c in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revision to the current requirements for prescriptive authority as an APRN

Approved the proposed revisions to the Declaratory Statement on the Registered Nurse Transporting Critically Ill Neonates as presented

Approved the joint statement with the Louisiana State Board of Medical Examiners providing for "Collaboration and Collaborative Practice"

Approved the request to revise LAC 46: XLVII: 3703.A.a.iv.c and to add section LAC 46: XLVII: 3709 in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revision to the current definition of “Delegating Nursing Interventions” and providing for “Delegation of Medication Administration to Unlicensed Assistive Personnel in Outpatient Clinic Settings”

Approved for Board staff to submit a Potpourri notice to be published in the Louisiana Register in order to proceed with rule making for section LAC 46:XLVII:4513 including substantive changes related to CRNA practice

COMPLIANCE/CREDENTIALING ACTIONS:

Amended and selected option 1.b: “ReNUMBER and reCODE Section 4507 to create the following: “c. any deviation from Clause 1.b shall be submitted to the Board for review and approval.”

Accepted the recommended changes to the self-assessment tool with the modification of the definition of self-guided administration of medication such that the second paragraph is deleted

Approved integration of definitions as modified in Number 1 from the self-assessment tool into the document entitled: *Guidelines for the Didactic Training and Establishment of Competency: Direct Service Workers Performing Medication Administration and Non-Complex Tasks in Home and Community-based Settings*, approved by the LSBN and the DHH in October, 2013.

Approved (amended motion) integration of definitions from the self-assessment tool as modified in Number 1 above into the document entitled: *Guidelines for the Didactic Training and Establishment of Competency: Direct Service Workers Performing Authorized Complex Tasks and Non-Complex Tasks in Home and Community-based Settings*, approved by the LSBN and the DHH in October 2013.

Approved conversion to the self-assessment tool as modified in Number 1 above from pilot status to permanent status so that implementation statewide by DHH may commence.

Approved the DHH On-Line Medication Training Curriculum for Workers in Self-Direction Programs presented herein

Accepted the guidelines for staff to follow regarding disciplinary actions for APRNs

EDUCATION ACTIONS:

Accepted the Consent Agenda Items for February 19, 2015

1. Northwestern State University – ACEN Site Visit
2. Our Lady of the Lake College (BSN) – Site Visit
3. South Louisiana Community College – Status Report
4. Louisiana Delta Community College – Monitoring Report
5. Bossier Parish Community College
6. Schools of Nursing 2013-2014 Annual Reports
 1. Baton Rouge Community College – ASN

2. Baton Rouge General Medical Center – Diploma
 3. Bossier Parish Community College – ASN
 4. Delgado Community College – ASN
 5. Louisiana College – BSN
 6. Louisiana Delta Community College – ASN
 7. Louisiana State University Eunice – ASN
 8. Louisiana State University Health Sciences Center – BSN
 9. Louisiana Tech University – ASN
 10. Nicholls State University – BSN
 11. Northwestern State University – ASN and BSN
 12. Our Lady of Holy Cross College – BSN
 13. Southeastern Louisiana University – BSN
 14. South Louisiana Community College – ASN
 15. University of Louisiana at Lafayette – BSN
 16. University of Louisiana at Monroe – BSN
 17. Grambling State University – MSN
 18. Intercollegiate Consortium for a Master of Science in Nursing – MSN
 19. Loyola University – MSN
 20. Louisiana State University Health Sciences Center – MSN
 21. Northwestern State University – MSN
 22. Our Lady of the Lake College – MSN
 23. Southern University Baton Rouge – MSN
7. Vanderbilt University – Major Curriculum Change
 8. Samford University – Approval to offer APRN Clinical Experiences in Louisiana
 9. University of Texas Arlington – Approval to offer APRN Clinical Experiences in Louisiana
 10. Fletcher Technical Community College Accreditation Commission for Education in Nursing Candidacy

Deferred the University of Alabama Birmingham's request for Major Curriculum Change

Approved the major curriculum changes for the Intercollegiate Consortium for a Master of Science in Nursing Program

Approved the major curriculum change request from Southeastern Louisiana University and University of Louisiana Lafayette to collaboratively offer a Baccalaureate of Science in Nursing to Doctorate of Nursing Practice for existing approved roles and populations

Accepted the ANNUAL REPORT of the baccalaureate degree in nursing program at Dillard University and continue on conditional approval for noncompliance with LAC46XLVII.3523B

Accepted the Annual Report of the Associate Degree in Nursing Program of Fletcher Technical Community College, and place them on conditional approval related to the lack of required full time faculty devoted 100% to the program

Accepted the Board move for an involuntary termination of Grambling State University with a Show Cause Order to show why the Board should not continue to move forward with the involuntary termination

Accepted the ANNUAL REPORT of Grambling State University and to issue a Show Cause Order as to why the Board should not move to initiate involuntary termination of the Grambling University BSN program

Accepted the ANNUAL REPORT of the Associate Degree in Nursing Program at Louisiana State University at Alexandria and continue full approval

Accepted the ANNUAL REPORT of the associate and baccalaureate degrees in nursing programs at McNeese State University and continue full approval of the associate degree program and place the baccalaureate degree program on conditional approval for non-compliance with LAC46XLVII.3523.B

Accepted the ANNUAL REPORTS of the associate and baccalaureate degree in nursing programs at Our Lady of the Lake College School of Nursing, and continue full approval for the baccalaureate degree in nursing program and acknowledge closure of the associate degree in nursing program

Accepted the ANNUAL REPORT of the baccalaureate degree in nursing program at Southern University at Baton Rouge and place them on conditional approval for noncompliance with LAC46XLVII.3523B

Accepted the ANNUAL REPORT of the associate degree in nursing program at Southern University at Shreveport and place them on conditional approval for non-compliance with 3536.B

Accepted the ANNUAL REPORT of the baccalaureate degree in nursing program at William Carey University and acknowledge closure of Louisiana campus of nursing education program

Accepted the Request for Discussion and Motion Regarding Distance Education Programs for APRNs with No Face to Face Faculty Site Visit and proceed with the licensure of Ms. Sterling

Accepted the Consent Agenda Items 1 through 3 for April 9, 2015

1. LSBN Staff Program Status Reports
 - a. NCLEX Report - Quarter 1
 - b. Accreditation Reports
2. Accreditation Reports Submitted to LSBN
 - a. Dillard University - Substantive Change Report to ACEN
 - b. Loyola University - CCNE Self Study Report - RN to BSN, MSN -HSM
 - c. Loyola University CIPR for FNP
3. Egan Home Health and Hospice - Continuing Education Renewal

Denied the Adult/Gerontology Primary Care with Women's Health Nurse Practitioner at the University of Alabama Birmingham

Accepted to restore full approval to the Associate Degree in Nursing Program at Fletcher Technical Community College

Conditionally Approved Herzing University to offer APRN clinical experiences in Louisiana for the following role and population April 9, 2015 - April 9, 2016:

Family Nurse Practitioner (MSN)

And further, that the Board instruct Herzing that they may apply for full approval for second year of request at the April 2016 Board meeting with evidence of improvement of processes related to faculty oversight of precepted clinical experiences

Agenda item: 2.4 Southern University at Shreveport Follow-Up Report to ACEN

Approved the major curriculum change request from Southeastern Louisiana University and University of Louisiana Lafayette to collaboratively offer a Baccalaureate of Science in Nursing to Doctorate of Nursing Practice for existing approved roles and populations

Accepted Dillard's University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted McNeese State University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted Southern University Baton Rouge's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted Southern University Shreveport's report and action plan regarding conditional approval status of the Associate of Science in Nursing education program

Accepted the Accreditation Commission for Education in Nursing (ACEN) Board of Commission action report submitted by Grambling State University

Approved the proposed student rules LAC46XLVII.3324

Accepted the Consent Agenda Items for June 11, 2015

1. LSBN Staff Program Status Reports:
NCLEX Report - Quarter 1
Accreditation Reports
2. School of Nursing Conditional Status Reports:
Dillard University Status Report
McNeese State University Status Report
Southern University Baton Rouge Status Report
Southern University Shreveport Status Report
3. Accreditation Reports and Actions:
Dillard University – ACEN Board of Commissioners (BOC) correspondence regarding action on Substantive Change
Louisiana Delta Community College – ACEN BON Action on Monitoring Report

4. Dillard University – Continuing Educational Renewal
5. Regional Medical Center of Acadiana – Continuing Education Renewal
6. Education Announcements

Approved the major curriculum changes at Our Lady of the Lake College effective fall 2015

Approved the request of Simmons College to offer graduate clinical experiences in Louisiana for the following role/population through June 11, 2017

Family Nurse Practitioner (MSN/FNP)

Tabled the request of Alcorn State University to continue offering graduate clinical experiences in Louisiana for Family Nurse Practitioner until receipt of the report from IHL

Denied the request for re-approval of Pearl River Community College's (PRCC) Associate of Science in Nursing program to offer clinical experiences in Louisiana for non-compliance with LAC46XLVII.3523.B

Denied the request for re-approval of Southern Arkansas University's Bachelor of Science in Nursing program to offer clinical experiences in Louisiana for non-compliance with LAC46XLVII.3513

Approved the request to extend the current approval to offer clinical experiences in Louisiana under the 72 hour curriculum until the October 2015 Board meeting. And further, the Board instructed Panola Community College to present the revised 60 hour curriculum as amended in Texas at the October 2015 Board Meeting

Accepted the Findings of Fact in the Grambling Show Cause Hearing as submitted by the Prosecuting Attorney with the following change:

Add Number 19: "It was determined that 80% NCLEX pass rate could not be achieved in calendar year 2015 with the current student population through testimony by Dr. Clawson from Northwestern University."

Accepted the conclusions of Law in the Grambling Show Cause Hearing as submitted by the Prosecuting Attorney with the following change:

Number 3 to read: "And 1st quarter of 2015."

Accepted the Board Order in the Grambling Show Cause Hearing as written with the addition to put on the school website that they must notify students and other accrediting agencies of this action within five (5) working days

Recessed the hearing in the Fletcher Community College Show Cause Hearing until the August 2015 Board meeting so that the Board and Fletcher would have time to come to an agreement on a Consent Order.

Accepted the Consent Agenda Items for August 13, 2015

- 1.1 LSBN Staff Program Status Reports
 - 1.1.1 NCLEX Report - Quarter 2
 - 1.1.2 Accreditation Reports
- 1.2 Education Announcements

Approved the Termination Plan presented by Grambling

Approved the revisions of the Education Rules identified as Chapter 35 Undergraduate and Graduate Nursing Education Degree Programs

Accepted Dillard University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted McNeese State University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted Southern University Baton Rouge's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing Education Program

Accepted Southern University Shreveport's report and action plan regarding conditional approval status of the Associate of Science in Nursing Education Program

Accepted the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) correspondence concerning the accreditation of Louisiana College

Delayed admission of the Fall 2015 Level I cohort until SLCC demonstrates compliance with LAC 46:XLVII:3515.A. Faculty Body

Accepted the Consent Agenda Motions for October 15, 2015

- 1. LSBN Staff Program Status Report
 - NCLEX Report – Quarter 2
 - Accreditation Reports
- 2. Southern University at Shreveport – ACEN Action Report
- 3. Education Announcements
- 4. Fletcher Technical Community College – Accreditation Visit Update
- 5. Tulane Medical Center – Continuing Education Renewal
- 6. Louisiana Center for Nursing Updates

Accepted Dillard University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted McNeese State University's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted Southern University Baton Rouge's report and action plan regarding conditional approval status of the Baccalaureate of Science in Nursing education program

Accepted Southern University Shreveport's report and action plan regarding conditional approval status of the Associate of Science in Nursing education program

Accepted the letter of intent from SOWELA Technical Community College, approve Step I and approve request to begin Step II for initiation of an Associate of Science Degree in Nursing education program

Allowed Panola College to teach out the curriculum with the remaining students that are in the 72 hour curriculum

Denied the request of Panola College for major curriculum change to 60 credit hour program

Denied the request for re-approval for Panola College's Associate Degree in Nursing program to offer clinical experiences in Louisiana

Reapproved the request of Georgetown University to offer graduate clinical experiences in Louisiana until December 14, 2017 for the following roles/populations:

- Family Nurse Practitioner (MSN-FNP)
- Adult Gerontology Acute Care Nurse Practitioner (MSN- AGACNP)
- Certified Nurse Midwife/Women's Health Nurse Practitioner Dual (MSN/CNM/WHNP)
- Women's Health Nurse Practitioner Dual (MSN-WHNP)

Reapproved the request of the University of South Alabama (USA) to offer graduate clinical experiences in Louisiana until October 15, 2017 for the following roles/populations:

RN-MSN, MSN, PGC, BSN-DNP, PM DNP, DNP

- Family Nurse Practitioner (FNP)
- Adult Gerontology Primary Care Nurse Practitioner (AGNP)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
- Pediatric Primary Care Nurse Practitioner (PNP)
- Pediatric Acute Care Nurse Practitioner (PNP-AC)
- Woman's Health Nurse Practitioner (WHNP)
- Neonatal Nurse Practitioner (NNP)
- Family Mental Health Nurse Practitioner (FMHNP)
- Family Nurse Practitioner/Adult Gerontology Acute Care Nurse Practitioner Dual (FNP/AGACNP)
- CNS
- MSN – Adult Health Clinical Nurse Specialist (ACNS)
- PMC – Adult Gerontology Clinical Nurse Specialist (AGCNS)
- DNP – Adult Gerontology Clinical Nurse Specialist (AGCNS- DNP)

Reapproved the request of Vanderbilt University's School of Nursing to offer graduate clinical experiences in Louisiana until December 14, 2017 for the following MSN and PMC roles/populations:

Adult-Gerontology Acute Care Nurse Practitioner (AGACNP)
Adult-Gerontology Primary Care Nurse Practitioner (AGPCNP)
Family Nurse Practitioner (FNP)
Neonatal Nurse Practitioner (NNP)
Nurse Midwifery (CNM)
Nurse Midwifery/Family Nurse Practitioner Dual (CNM/FNP)
Pediatric Nurse Practitioner – Acute Care
Pediatric Nurse Practitioner – Primary Care
Family Nurse Practitioner / Adult gerontology Acute Care Nurse Practitioner Dual (FNP/AGACNP)

Approved the request of Alcorn State University to continue offering graduate clinical experiences in Louisiana for the following role and population through October 15, 2017:

Family Nurse Practitioner (MSN/PMC)

Accepted Consent Agenda Motions for December 15, 2015

1. LSBN Staff Program Status Reports
 1. NCLEX Report - Quarter 3
 2. Accreditation Reports
2. LSBN Staff Site Visit Reports
 1. Louisiana State University at Eunice - Site Visit
 2. Fletcher Technical Community College - Site Visit
 3. Northwestern State University - Site Visit
 4. South Louisiana Community College - Site Visit
3. Accreditation Reports from Approved Programs
 1. Louisiana State University at Alexandria - ACEN Follow Up Report
 2. Louisiana State University at Alexandria - Substantive Change Approval
4. Requests for Continuing Education Providership
 1. Glenwood Regional Medical Center - Continuing Education Renewal
 2. University of Louisiana Monroe - Continuing Education Renewal
5. Requests for Major Curriculum Changes
 1. Louisiana State University Health Sciences Center - Requests for Major Curriculum Change
 2. Vanderbilt University - Request for Major Curriculum Change
6. Request for APRN Clinical Experiences in Louisiana

1. Frontier Nursing University - Renewal for APRN Clinical Experiences in Louisiana
2. Graceland University - Renewal for APRN Clinical Experiences in Louisiana
3. Texas Christian University - Renewal for APRN Clinical Experiences in Louisiana
4. The University of Alabama Birmingham - Renewal for APRN Clinical Experiences in Louisiana
5. Rush University - Request for APRN Clinical Experiences in Louisiana
6. Texas Wesleyan University - Renewal for APRN Clinical Experiences in Louisiana

Accepted Status Reports

1. Dillard University Status Report

On October 30, 2015, LSBN staff received an updated report and action plan from Dillard University's Baccalaureate of Science in Nursing program. Presently, Dillard has a 50% pass rate.

2. McNeese University Status Report

On October 30, 2015, LSBN staff received an updated report and action plan from McNeese State University's Baccalaureate of Science in Nursing program. They have had a 95% pass rate since the second quarter PearsonVue report.

3. Southern University Baton Rouge's Conditional Approval Report

On October 30, 2015, LSBN staff received an updated report and action plan from Southern University Baton Rouge's Baccalaureate of Science in Nursing program. They have increased their pass rate to 79.21%.

4. Southern University Shreveport Status Report

On October 21, 2015, LSBN staff received an updated report and action plan from Southern University Shreveport's Associate of Science in Nursing program. They have increased their pass rate to 92.31%

Accepted the letter of intent from Our Lady of the Lake College to approve Step I and request to begin Step II for initiation of a Master's of Science in Nursing Family Nurse Practitioner (MSN-FNP) program.

Accepted the LSBN staff survey results report regarding impact of distance education programs on Louisiana graduate nursing education degree programs. And further, that the Board act regarding the concerns of distance education programs on in-state programs.

RECOVERY NURSE PROGRAM ACTION:

Approved the costs associated with obtaining Kevin McCauley, MD as the keynote speaker for the RNP 30th Anniversary celebration.

LOUISIANA CENTER FOR NURSING ACTIONS:

Accepted the 2014 LSBN Annual Report

Approved the Nursing Education Capacity and Supply Report

Approved LSBN entering into a contract/agreement with LAC to allow the Center for Nursing to conduct secondary data analysis using the data collected by LSBN from schools of nursing annual reports and annual licensure renewal applications to complete a nursing education capacity and supply report on advanced practice registered nurses (APRNs) according to their role (Nurse Practitioner, Certified Nurse Anesthetist, Clinical Nurse Specialist, and Certified Nurse Midwife)

SHOW CAUSE ORDER:

Accepted the signed Consent Order with Fletcher Community College

OTHER BUSINESS:

Approved Dr. Lyon to dismiss the case of Jeremy Joseph Green

OFFICE OF THE EXECUTIVE DIRECTOR (ED)

Chapter 35, which was a complete revamp of the Nursing Education Programs rules in LAC Title 46: XLVII.Subpart 2. Registered Nurses was completed and presented to the Board for approval at the August 13, 2015 meeting. In addition to revision of the RN Education rules, the Chapter 35 rewrite was also a combination of the education rules for both RN and APRN programs. The rule change process has been initiated for acceptance of these changes.

The Louisiana Action Coalition (LAC) Summit was held on January 21, 2015. LSBN, as co-lead of the LAC, worked with SSA Consultants to host the meeting. There were over 300 participants.

LSBN continues to work with LSBME and our professional colleagues in APRN associations on advancing practice. We finalized the joint statement with LSBME on collaborative practice and it was approved by the Board at the December 2015 meeting.

The Task Forces on Bylaws, Rule 3331 Discipline, and RN Compact are progressing in their work.

Organizational culture continues to improve within the agency with focus on improved customer service, interdepartmental cooperation and recognizing outstanding performance. The first Recognition and Rewards Ceremony occurred in 2015 with George Banks receiving the Innovation Award, Rickie Callegan receiving the Morale Booster Award, Mark Thomas receiving the Customer Service Award, and Suzanne Erwin receiving the Team Player Award. Additionally, eight 3-year service awards, ten 5-year service awards, one 10-year service award and one 15-year service award were presented to staff members. Finally, the office of ED worked with Operations, IT and NCSBN to organize the roll out of the Optional Regulatory Board System (ORBS) over the last half of the year with initiation of the system on October 1, 2015. The initial phase of this system is for licensure renewal; the secondary phase in 2016 will be for disciplinary data.

Board Governance

- Completed the Strategic Outcomes Dashboard for 2012-2015 Strategic Plan: August 2015.
- Planned, organized and facilitated Strategic Planning Leadership Retreat with SSA Consultants as facilitator: August 27/28, 2015
- Member of Chapter 35, Bylaws, Rule 3331 Discipline, Unlicensed Assistive Personnel, RN Nurse Compact, and RN Work Hours and Safety Task Forces: Ongoing
- Attended NCSBN governance and regulatory meetings as LSBN Executive Officer
 - Mid-year Meeting, Chicago, IL: March 16-18, 2015
 - Special Delegate Assembly on RN & APRN Compact, Chicago, IL: May 4, 2015
 - Executive Officer Summit, San Francisco, CA: June 22-25, 2015
 - Annual Meeting, Chicago, IL: August 18-21, 2015
 - Leadership and Public Policy, Los Angeles, CA: October 27-30, 2015
- Conducted new Board member orientation for Ms. McNabb and Dr. Yongue: April, 2015
- Review of NCLEX-RN examination: April and October, 2015
- Attended Robert Wood Johnson Foundation Rural Health Initiatives Meeting, Denver, CO: June 29 – July 1, 2015

Human Resource Management

- Civil Services Human Personnel Audit: Drop in visit on February 20, 2015
 - No PES (personnel evaluation) violations
 - No documentation violations
 - One rule violation regarding temporary employee not meeting minimum position qualifications on date of hire; the issue was use of an incorrect job description. The job description was corrected.

Fiscal Management

- Oversight of 2015 budget to achieve net income of \$1,643,330; Revenues were approximately \$382,096 over budget and expenditures were less than budget by \$964,644.
- Received a clean Financial Audit of 2015 Fiscal Year with no findings: August 29, 2015

Management of Statutory Activities

- Oversight of revisions of LAC 46: XLVII. Subpart 2: Registered Nurses, Chapters 35 and 45.
- Following testimony before LSBME, the Medical Board notified the Legislature on January 26, 2015 that they were withdrawing rulemaking efforts in regards to collaborative practice between physicians and APRNs.
- Met with Representative Havard, Secretary Kliebert, and other representatives of DHH on Bailey's Law (Act 507) relative to delegation of medication administration to personal care attendants (PCAs) in waiver and self-directed programs; LSBN was able to work with DHH Health Standards and the self-directed programs to produce an effective process for education of and RN oversight of PCAs for medication administration.
- LAC46: XLVII.3327 related to licensure by endorsement and the allowance for acceptance of transcripts from 3rd party vendors was published in June 2015.
- Testified before House Health and Welfare Committee on Representative Johnson's bill concerning APRN collaborative practice: April 21, 2015
- Testimony at both Senate and House Health and Welfare Committees on APRN legislation, May 13, 2015
- Completed all Performance Evaluation System (PES) documents on LSBN full time employees as primary and/or secondary supervisor. All employees received at least a Successful rating.

COMMUNITY SERVICE/ADVOCACY

- Louisiana Organization of Nurse Executives: Board of Directors, Ex Officio member;
- Louisiana Action Coalition for the Future of Nursing: Core Leadership Advisory Group
- January 13 – 15, 2015: Attended Institute for Regulatory Excellence Annual Conference in Charleston, SC.
- March 27, 2015: Podium presentation on ***Competency Outcomes for Learning and Performance Assessment*** at Linda Corson Jones STT Scholarship Day, Kenner, LA.
- April 10, 2015: Podium presentation at LONE Annual Meeting – ***Inspiring a Shared Vision: the Challenge of Nursing Advocacy vs Nursing Regulation***. New Orleans, LA
- Represented LSBN on Telehealth Task Force (HCR 88, 2014 Regular session).

- LSBN hosted LANP, LANA and LSNA to begin collaboration on APRN legislation for 2016 legislative session.
- May 28, 2015: Attended 8 hour webinar presented in Washington, DC by the Committee for the Evaluation of the Impact of the Institute of Medicine Report: The Future of Nursing: Leading Change, Advancing Health.
- June 22 – 24, 2015: Attended NCSBN Executive Officer Summit in San Francisco, CA. Participated in panel on Executive Officer Orientation Tool Box and Succession Planning.
- June 29 – July 1, 2015: Attended Robert Wood Johnson Rural Health Initiative meeting in Denver, CO with Barbara Morvant and Buzz Jeansonne. Worked on APRN plans related to this initiative.
- July 23, 2015: Presentation on DSW delegation rule on medication administration and provision of non-complex tasks to LSLN (a group of in-home support providers who work in collaboration with DHH).
- August 11, 2015: Participation on regulators' panel for Southern Excellence in Nursing Consortium on LSBN policy and legislative initiatives in 2015 and 2016
- September 22, 2015: Endnote speaker for Southeastern STT Research Day, Baton Rouge
- November 12, 2015: Faculty for Louisiana Action Coalition Nurse Leader Institute: ***Inspiring a Leadership Vision: The Challenge of Nursing Advocacy vs. Nursing Regulation.***

COMPLAINTS AND INVESTIGATIONS

Louisiana State Board of Nursing Agency-Wide Investigations and Investigative Cases Requiring Disciplinary Actions for Calendar Year 2015

There were 1,864 individuals with complaints or alleged incidents that resulted in opened investigations and consideration for disciplinary action by LSBN for calendar year 2015. This represents a decrease of 18.71% when compared to 2014 (2,293). Of the 1,864 complaints or matters requiring further investigation by LSBN, 40.77% (760) were against RNs, 49.94% (931) were against student nurses, and 3.96% (74) were against Advanced Practice Registered Nurses (APRNs) and Temporary APRNs combined (Table 1). The percentage of complaints against all RNs, based on the 63,396 RNs licensed to practice in Louisiana in 2015, is approximately 2.94% of the entire RN workforce, which includes Registered Nurses, Endorsement Applicants, all APRN and Prescriptive Authority. The number of complaints for nursing students decreased from 948 in 2014 to 932 in 2015; however, from a percentage perspective, students had the largest percentage of complaints in 2015. In addition, the number of complaints against Registered Nurses decreased by 31.22% when compared to 2014.

Table 1. Classification of Individuals Who Were Subjects of Complaints 2013-2015

Classification	2013		2014		2015	
	No.	%	No.	%	No.	%
Registered Nurse	1,060	51.58%	1,105	48.19%	760	40.77%
Nursing Student	808	39.32%	948	41.34%	932	49.94%
Endorsement Applicant	72	3.50%	101	4.40%	70	3.75%
APRN	81	3.94%	104	4.54%	69	3.70%
Exam Applicant	29	1.41%	26	1.13%	24	1.28%
Prescriptive Authority	3	0.15%	3	1.13%	5	.26%
Temporary APRN	1	0.05%	1	0.04%	0	0%
RN Imposter	1	0.05%	5	0.22%	3	.16%
Hospital	-	-	-	-	1	.05%
Totals	2,055	100.00%	2,293	100.00%	1,864	

Source of Opened Investigations

As shown in table 2, the source of 49.67% (926) of complaints to LSBN was student files (student applications or application process) and self-reports followed with 19.09% (356). LSBN staff initiated/identified and investigated 3.11% (58) complaints. Approximately 5.41% (101) of the total number of complaints received by LSBN were initiated by hospitals. Other sources include but are not limited to the Recovering Nurse Program, patient/family, other regulatory agencies, employers, nursing schools and lay people.

Table 2. Source of Opened Investigations

Source	2014		2015	
	No.	%	No.	%
Student File	916	39.95%	926	49.67%
Self-Reported	465	20.28%	356	19.09%
LSBN Staff	305	13.30%	58	3.11%
Rap Batch	124	5.41%	120	6.43%
Renewal	273	11.91%	133	7.1%
Reinstatement Request	0	0.00%	1	.05%
Hospital	61	2.66%	101	5.41%
Other	149	6.50%	169	9.06%
Totals	2,293	100.00%	1,864	

Types of Complaints or Potential Violations Resulting in Opened Investigations

Almost half, 41.46% (773), of the 1,864 complaints or potential violations received by LSBN in 2015 for further investigation were “criminal related”. Registered Nurses accounted for the largest number of criminal related complaints with 358 followed by students with 346. The second largest number of complaint type is the “inability to practice safely” with 35.60% (664) (Table 3). Students received 561 complaints under this type followed by Registered Nurses with 89. “Drug related” complaints constituted 5.09% (95), with 73 for Registered Nurses and 13 for students.

Table 3. Type of Complaint or Potential Violations Resulting in Opened Investigations

Type of complaint/ potential violation	Classification	Total
Adjudication	RN	8
Total		8
Confidentiality, Consent or Disclosure	RN	1
Total		1
Criminal Conviction	CRNA	1
	NP	4
	RN	358
	STU	346
	Student	1
	Endorsement	62
Total		783
Drug Related	CRNA	1
	NP	5
	RN	73
	STU	13
	Endorsement	3
Total		95

Type of complaint/ potential violation	Classification	Total
Fraud, Deceit	Imposter	3
	NP	2
Total		5
Fraud, Deception, or Misrepresentation	RN	7
Total		7
Improper Prescribing, Dispensing, Admin.	NP	1
	RN	7
Total		8
Inability To Practice Safely	NP	1
	RN	89
	STU	561
	Endorsement	1
	Exam	12
Total		664
Misconduct	CNS	1
	CRNA	1
	Disaster	
	Permit	1
	NP	6
	RN	39
	STU	2
Total		50
Misconduct or Abuse	NP	2
	RN	18
Total		20
Non-Compliance	RN	6
Total		6
Other	NP	2
	RN	54
	STU	9
	Endorsement	4
	Exam	1
Total		70
Sexual Misconduct	Hospital	1
	RN	3
Total		4
Unprofessional Conduct	CRNA	2
	NP	15
	Prescriptive Authority	5
	RN	52
Total		74

Type of complaint/ potential violation	Classification	Total
Unsafe Practice or Substandard Care	CNM	1
	CRNA	3
	NP	20
	RN	45
Total		69
Grand Total		1,864

Closed Investigations

LSBN staff closed 1,839 investigations during 2015. There were 1,069 closed by Board staff other than an investigator. This number accounts for the student clinical, student exam and endorsement applications in which the applicant disclosed something that required documents to be sent in and reviewed prior to the application being approved. The Board investigative staff completed 770 investigations with 259 requiring action (Tables 4-8) and 511 investigations were completed without action. Investigations requiring action are transferred to the Hearings Department for resolution or scheduling for a Board Hearing.

Approximately 33.64% of all investigation cases completed required action and were transferred to the Hearings Department. Criminal matters continue to be the complaint type with the highest percent of investigations requiring action accounting for 55.21% of all cases. Registered Nurses accounted for 69.11% of all the cases transferred to the Hearings Department for action and or resolution. The Registered Nurses requiring action equates to 0.29% of the total Registered Nurse population. The average number of years licensed by these Registered Nurses is 11.06 years. More detailed information related to age, years licensed, gender and complaint type is located in Tables 4-8 according to the classification of the individuals.

Table 4. Investigations transferred to the Hearings Department (2015)

Classification	2015 Number of investigations ended with action and referred to the Hearings Department
Clinical Nurse Specialist	1
Nurse Practitioner	9
Registered Nurse	179
Student	51
Registered Nurse Endorsement	14
Student Exam	5
Total	259

Table 5. RN Investigations transferred to the Hearings Department According to Type of Complaint, Gender, Years Licensed, and Average Age

Complaint Type	Gender	Count of gender	Average years licensed	Average age of individual
Adjudication	F	2	26	51
Confidentiality, Consent or Disclosure	F	1	35	59
Criminal Conviction	F	71	8.3	39.1
	M	15	9.9	40.1
Drug Related	F	16	15.9	47
	M	4	8.3	39
Fraud, Deception, or Misrepresentation	F	2	16.5	53
	M	1	17	47
Improper Prescribing, Dispensing, Admin.	F	2	7.5	35
	M	1	4	27
Inability To Practice Safely	F	7	17	45
Misconduct	F	5	13.8	44
	M	4	17.8	51.5
Misconduct or Abuse	F	1	21	51
Non-Compliance	F	3	6.7	40.7
Other, includes: practicing without a license, action in another jurisdiction, violating a Board order.	F	14	16.6	45.5
	M	2	5	49
Unprofessional Conduct	F	17	13.5	44.5
Unsafe Practice or Substandard Care	F	10	7.4	38.9
	M	1	7	46
Total		179	11.4	42.1

Table 6. APRN Investigations transferred to Hearings Department According to Type of Complaint, Gender, Years Licensed, and Average Age

Complaint type	Gender	Count of gender	Average years licensed	Average age of individual
Criminal Conviction	F	2	5	39.5
Drug Related	F	1	6	39
	M	1	7	47
Fraud, Deception, or Misrepresentation	F	1	17	44
Misconduct	F	1	20	58
Non-Compliance	F	2	4.5	54
Other	F	1	7	37
Unsafe Practice or Substandard Care	F	1	20	53
Total		10	10.1	46.5

Table 7. Endorsement RN Investigations transferred to Hearings Department According to Type of Complaint, Gender, Years Licensed, and Average Age

Complaint type	Gender	Count of gender	Average age of individual
Criminal Conviction	F	7	39.1
	M	4	37.5
Drug Related	F	2	41.5
Inability To Practice Safely	F	1	42
Total		14	39.2

Table 8. Student Investigations transferred to Hearings Department According to Type of Complaint, Gender, Years Licensed, and Average Age

Complaint type	Gender	Count of gender	Average age of individual
Criminal Conviction	F	35	30.6
	M	9	40.2
Drug Related	F	2	35.5
Inability To Practice Safely	F	6	29.8
	M	3	25.3
Unsafe Practice or Substandard Care	F	1	33
Total		56	32

2015 One Year Review of Louisiana State Board of Nursing Number of Investigations

The total number of investigations closed requiring disciplinary action decreased by 34% (394 in 2014; 259 in 2015). Registered Nurse complaints decreased from 1,105 (48.19%) in 2014 to 760 (40.77%) in 2015. However, Registered Nurses complaints continue to be identified as the largest classification of

individuals investigated needing to be transferred to the Hearings Department for disciplinary action. Criminal related Registered Nurse cases accounted for the most with 86 cases followed by student criminal related cases with 39 cases needing action. Furthermore, drug related complaint investigations requiring action were primarily from Registered Nurses with 20 out of 26 total drug related cases closed requiring action. Males made up 11% of the nurse work force in Louisiana for 2015 (6,054); however, males made up 17.4% (45) of the nurses/nursing students requiring disciplinary action during the same time frame. The average months investigations were open for cases needing action are as follows: APRN 10.9, RN 6.2, Endorsement 4.4 and students 3.3. The average age of all individuals requiring disciplinary action was 39.9 years for 2015 compared to 38.7 years of age for 2014. The Investigations Department also referred 23 individuals to the Recovering Nurse Program and 10 signed Investigation Agreements. Investigation Agreements are utilized in situations where evidence may be lacking to prove a case but there is concern for patient safety. These agreements are confidential and the individuals usually agree to some form of an evaluation and monitoring by the Board.

Every year RNs must renew their license between October 1 and January 31 of the following year. As part of the Renewal Application, RNs must answer various questions deemed to be related to their ability to practice nursing safely. Therefore, when reviewing the renewal questions for months of January 2015 and October through December 2015, 1,906 Renewal Applications were noted to have answers that needed to be reviewed. After reviewing the answers, LSBN staff screened out 1,773 Renewal Applications, resulting in 133 Renewal Investigations being opened during 2015. The 1,773 applications screened out were either already addressed by the LSBN staff, in the process of being addressed by the LSBN staff or enough information was provided to make a decision not to open a formal investigation. This screening on the front end saved time, cost, duplication of work on the back end, and improved staff morale. The Investigations staff closed a total of 194 renewal investigations, 181 (93.29%) without action and 13 (6.7%) with action.

Hearings Department

The Hearings Department is responsible for managing the disciplinary process for cases referred from the Investigations Department to final resolutions, handling requests and/or subpoenas for board file public records, and maintaining the integrity of information reported to the National Council of State Boards of Nursing database. The Hearings Department is also responsible for processing disciplinary actions implemented by the Recovering Nurse Program (RNP)/Monitoring Department.

In 2015, the Hearings Department held 33 Board Hearings, reviewed 396 discipline files and a total of 447 disciplinary actions were taken (Table 9). Of the total 447 disciplinary actions, 56 were reinstatement, 229 were discipline actions, 14 were endorsement, and 78 were education. A total of 26 non-disciplinary actions were taken.

Table 9. Hearings Department Statistical Report

DISCIPLINARY ACTIONS	TOTALS
<i>Hearings</i>	33
<i>Discipline Files Reviewed</i>	396
<i>Total Actions Taken</i>	447
A. Reinstatements	56
1. Granted/Stipulations/Active	53
2. Granted/Inactive	0
3. Denied/Delay	3
4. Denied/Ratify	0
B. Discipline Actions	299
1. Summary Suspension (Ratify)	50
2. Revoked	3
3. Suspended/Stipulations	57
4. Automatic Revoke/Ratify Staff Action	0
5. Inactive	0
6. Voluntary Surrender	21
7. Automatic Suspension/Ratify Staff Action	71
8. Suspend with Stay/Probate	56
9. Denied APRN License	0
10. Renewed License/Probation	0
11. Retain License W/Probation	1
12. Reprimand	30
13. Action Cleared	0
14. Charges Dismissed	1
15. Other	7
16. Imposters	2
C. Endorsement	14
1. Deny/Delayed/Ratify Staff Action	0
2. Approved/Probation Stipulations	0
3. Approved Reprimand	10
4. Deny/Delay/Stipulations	2
5. Automatic Suspension Ratify Staff Action	2
D. Education	78
1. Applicant: NCLEX Deny/Delay/Ratify Staff Action	2
2. Applicant: NCLEX Approved/Probation/Stipulations	5
3. Applicant: Reprimand	0
4. Applicant: NCLEX Delay/Stipulations	0
5. Student: Clinical Deny/Delayed/Ratify Staff Action	10
6. Student: Approved/Probation/Stipulations	25
7. Student: Approved/Reprimand	6
8. Student: Delay/Stipulations	23
9. Automatic Suspension	7
10. Denied Rehearing/Reconsideration	0

F. Special Statistics Included Above	341
1. Consent Orders	264
2. Applicant: NCLEX	7
3. Student's Clinical	70
NON-DISCIPLINARY ACTIONS	TOTALS
Confidential Investigations Agreements	26

Total Actions Taken Disciplinary & Non-Disciplinary Actions **473**

The total number of disciplinary actions in 2015 decreased by 7% when compared to 2014 (Table 10). There was also a 9% decrease in the total number of disciplinary actions between 2011 and 2015.

Table 10. LSBN Board Actions (2011-2015)

Year	No. of Board Actions
2015	447
2014	479
2013	541
2012	509
2011	491
1 & 5 Year Variance	↓7% ↓9%

In 2015, the Hearings Department serviced 578 public records request.

RECOVERING NURSE PROGRAM/MONITORING

This division monitors Registered Nurses and student nurses in the Recovering Nurse Program (RNP) through confidential agreements and disciplinary orders. The RNP was developed to protect the consumers of health care in Louisiana while allowing a Registered Nurse recovering from chemical dependency and/or a medical, mental or physical condition to maintain licensure while being closely monitored by the Board through a structured agreement or order. Participants are allowed to join the program confidentially if they meet criteria outlined in L.R.S 3419 or through a consent order with probation if ineligible for confidential entry. After completion of treatment and clearance to return to work by the RNP staff and treatment team, the individual is allowed to practice in a highly supervised setting. Monitoring includes, but is not limited to, frequent random drug screenings, reports from employers, and participation in Aftercare and verified participation in support groups such as Alcoholics Anonymous.

In contrast to some independent alternative programs, the RNP is housed within Louisiana State Board of Nursing (LSBN), therefore any non-compliance or relapse, once confirmed, is acted upon swiftly often resulting in either immediate return for treatment or automatic suspension of the nursing license. This process offers greater protection to the citizens of Louisiana from potentially impaired practitioners.

The added structure and accountability of monitoring programs such as RNP have been linked to greater success in maintaining abstinence. Relapse rates for the general public following treatment for chemical dependency are 40%-60% (NIDA, 2009) whereas the relapse rate for RNP participants at LSBN in 2015 was 3.9% translating to a recovery rate of greater than 96%.

Relapse rate for 2015, the LSBN relapse rate was calculated by dividing the number of relapses by the number of all active participants in the program as of December 31.

The Monitoring Division monitors compliance with Board orders/agreements (excluding RNP participants). These (non-RNP) individuals may have stipulations which are often similar to RNP such as drug screening and work site monitoring, but they are not required to do treatment and have not been diagnosed with chemical dependency (Table 11).

Additionally, the Monitoring Division processes disciplinary reinstatement requests for individuals previously disciplined by LSBN. The history of the individual is reviewed and stipulations for reinstatement are provided. Disciplinary reinstatements were 53 in 2015 out of 182 requests. The Director investigates the often complex histories of previously disciplined individuals to determine eligibility for reinstatement. Often times this requires a period of monitoring prior to eligibility for reinstatement. This also may include re-entry into RNP. Some RNs choose not to pursue reinstatement after stipulations are mandated. Individuals with an extensive disciplinary history may be required to appear before a hearing with Board members to determine suitability for reinstatement. The Monitoring Division investigates and prepares the cases for presentation at the Administrative Hearing. Finally, the department drafts voluntary surrender agreements should an individual wish to surrender their license for a minimum of two (2) years rather than comply with an RNP agreement or board order. The department drafted twenty two (22) of these agreements in 2015.

Table 11. RNP/Monitoring Department Statistics

2015	Annual
A. Monitoring: Total number of Cases being monitored	329
B. Number of new entries	238
C. Total Number of Released Compliant Participants	139
D. Total Number of Automatic Suspensions based upon non-compliance with Board Order/Agreement	39
E. Total Number of Disciplinary reinstatements/approval	53
F. Total Number of Reinstatement Requests.	182
G. Number of Released Non-Compliant Participants	15
A. RNP: Total Number of RNP Participants	382
A. 1. Number of Active Confidential Participants	230
A. 2. Number of Disciplinary RNP Participants	152
B. Number of RN's Reported	150
C. Total Number of New Program Entries	92
C.1. New Entries Confidential RNP	70
C.2. New Entries Disciplinary RNP	22
D. Number of Refused RNP - (as best can be estimated)	48
E. Number of Released Compliant Participants	85
F. Number of Released Non-Compliant Participants	28
G. Number of Relapsed Active Participants	15
H. Number of Total Re-Entries - No Relapse	1
I. Number of Relapsed After Completion	8
TOTAL NUMBER OF MONITORING/RNP	711
In office Conferences	275
Total Presentations	8
RNP groups visited	8
Treatment Facilities visited	2

Departmental Highlights in 2015

The RNP/Monitoring Department had a fairly stable year in terms of personnel. One Licensing Analyst was replaced.

One treatment facility was removed from the LSBN Recognized Treatment Facility List after they discontinued their treatment program for healthcare professionals.

There were only 15 relapses of active participants during the calendar year of 2015. We think this is mostly attributable to enforcing strict criteria for treatment centers so that nurses get a good foundation in treatment. Relapses are generally thought to be due to inadequate treatment, inadequate aftercare or lack of personal motivation. Our expectation is sobriety, not relapse.

The RNP/Monitoring Director serves as Member-at-Large on the Board of Directors for the National Organizations of Alternative Programs. The Director also serves on the Standards Development Committee for the National Council of State Boards of Nursing.

LICENSURE

Approval to Enroll in Clinical Nursing Courses

There were 2,605 applications to enroll in clinical nursing courses during the calendar year of 2015 as compared to 3,122 in 2014 which represents a 16.6% decrease. Of these, 937 were placed under investigations compared to 930 in 2014, a 0.8% increase. A total of 2,761 student applications were approved for clinical enrollment, approval was delayed for 28 students, and 11 were denied.

Completion of Louisiana Undergraduate Nursing Program

There were 2,074 graduates from 26 undergraduate nursing programs in Louisiana. Of this number, 25 (1.2%) were Diploma graduates, 761 (36.7%) were Associate Degree graduates, and 1,288 (62.1%) were Baccalaureate Degree graduates.

Licensure by Examination

Beginning January 1 through December 31, 2015 the NCLEX-RN examination was administered to 2,341 candidates using computerized adaptive testing (CAT). These candidates included first time takers, repeat takers, and foreign graduates. Of this number, 1,982 individuals were licensed to practice as registered nurses as initial licensure by examination. One thousand eight hundred seventy-six (1,876) were granted temporary RN applicant permits.

Two thousand one hundred eleven (2,111) Louisiana graduates sat for the NCLEX-RN exam for the first time. Of this number, 1,885 passed the exam. First time candidates from nursing programs in Louisiana achieved a pass rate of 89.29% for the 2015 calendar year. This is above the national average of 84.51%. Performance of first time candidates of nursing education programs in Louisiana can be found in Appendix A.

Licensure by Examination Advanced Practice Registered Nurses

LSBN authorizes the practice of advanced practice registered nurses (APRNs) by examination in four categories, Certified Registered Nurse Anesthetist (CRNA), Certified Nurse Midwife (CNM), Clinical Nurse Specialist (CNS), and Nurse Practitioner (NP).

A total of 416 APRN licensure by examination applications were received by LSBN during 2015. Of the applications received, a total 403 individuals were licensed to practice as APRNs: 54 as CRNAs, 2 as CNMs, 3 as CNSs, and 344 NPs. The remaining APRN by examination applications were not processed through licensure because their application was incomplete and/or expired or the applicant did not meet eligibility requirements.

**Licensure Renewals
Registered Nurses/Advanced Practice Registered Nurses**

A total of 59,841 RNs and 5,015 APRNs successfully renewed their licenses to practice nursing in Louisiana by the January 31, 2016 due date.

A total 2,915 individuals relinquished the right to practice nursing in Louisiana, as follows: 2,445 RNs/APRNs failed to renew their license; 353 RNs and 27 APRNs requested inactive status; and 89 RNs and 1 APRN requested retired status.

**Licensure by Endorsement
Registered Nurses**

As reflected in Table 12, a total of 1,928 RN endorsement applications to practice registered nursing in Louisiana were received during the year 2015, representing an 11% decrease since 2014. Of the total received, 1,853 were received from United States (US) educated RNs and 75 were received from foreign educated RNs. This is a 4 fold increase in applications from foreign educated RNs compared to 2014.

Of the endorsement applications received, a total of 1,523 individuals were licensed to practice as a RN, as follows: 1,467 US educated RNs and 56 foreign educated RNs. The remaining endorsement applications were not processed through licensure due to one of the following reasons: their application was incomplete and/or expired, or the RN completed a temporary nursing assignment and did not desire full licensure.

Table 12. Licensure by Endorsement into Louisiana (2011-2015)

Report Year	Applications Received – US Educated	Applications Received – Foreign Educated	Total RN Applications <i>Received</i> (US & Foreign)	United States Educated RN License Issued	Foreign Educated RN License Issued	Total RN Licenses <i>Issued</i> (US & Foreign)
2015	1,853	75	1,928	1,467	56	1,523
2014	2,135	19	2,154	1,855	9	1,864
2013	1,680	25	1,705	1,212	22	1,234
2012	1,377	19	1,396	1,365	18	1,383
2011	1,510	29	1,539	1,357	21	1,378

**Licensure by Endorsement
Advanced Practice Registered Nurses**

A total of 108 endorsement applications to practice as an APRN in Louisiana were received during the year 2015. All applications were received from United States (US) educated APRNs.

Of those endorsement applications received, a total 93 APRN applications were completed through licensure, as follows: 22 CRNAs, 3 CNM, 0 CNS, and 68 NPs. The remaining applications received in 2015 were not processed through licensure because their application was incomplete and/or expired or the applicant did not meet eligibility requirements.

**Licensure by Reinstatement
Registered Nurses/Advanced Practice Registered Nurses**

A total of 751 individuals reinstated their privilege to practice nursing in Louisiana during the year 2015, 720 RNs and 31 APRNs.

**Temporary Permits Issued
Registered Nurses**

The total number of RN temporary permits issued for the year 2015 was 507. No disaster permits were issued during the year 2015. Permits are issued to allow the RN holding a valid and unencumbered RN license in another U.S. state, to work as a RN in Louisiana until all documents are received in the LSBN office and full licensure can be issued. Additionally, permits may be issued to RNs holding a valid and unencumbered RN license in another US state to work on a temporary basis within their respective scope of practice in Louisiana during special events or times of disaster as declared by the Governor of Louisiana.

**Temporary Permits Issued
Advanced Practice Registered Nurses**

A total of two permits were issued to APRN applicants for the year 2015. No disaster permits were issued to APRNs during the year 2015. Permits were issued to allow the APRN applicant to provide limited services while obtaining unconditional national certification or to allow the APRN applicant to obtain required clinical hours to demonstrate current competency.

**Verification of Credentials to Other States
Registered Nurses/Advanced Practice Registered Nurses**

During 2015, a total of 2,925 RNs utilized the National Council of State Boards of Nursing (NCSBN) verification service (NurSys.com) to request their Louisiana RN credentials be verified to another state board of nursing. Table 13 reflects the number of individuals requesting licensure verifications per year for the previous 5 year period.

Table 13. License Verification Out of Louisiana (2011-2015)

Report Year	Number of Verifications
2015 NurSys Processed	2,925
2014 NurSys Processed	2,615
2013 NurSys Processed	2,611
2012 NurSys Processed	2,487
2011 NurSys Processed	2,233

*Note: Due to a variety of factors, it cannot be assumed that there is a relationship between request for verification of credentials and numbers of RNs leaving the state.

**Prescriptive Authority
Advanced Practice Registered Nurses Only**

Prior to delivering health care services in the state of Louisiana, an APRN who engages in diagnosis and management must apply for and receive approval from LSBN for prescriptive authority privileges. Said prescriptive authority privileges must be in collaboration with one or more physicians or dentists. Table 14 reflects the total number of APRNs with prescriptive and distributing authority in compliance with the Board's rules as of January 31, 2016. The total, 3,293, represents an 11% increase from January 31, 2015.

Table 14. Prescriptive and Distributing Authority for APRNs (2015)

PARISH OF RESIDENCE	NUMBER OF APRNs w/ Rx and DISTRIBUTING AUTHORITY	PARISH OF RESIDENCE	NUMBER OF APRNs w/Rx and DISTRIBUTING AUTHORITY
1. Acadia	22	57. Vermillion	18
2. Allen	8	58. Vernon	9
3. Ascension	128	59. Washington	8
4. Assumption	6	60. Webster	28
5. Avoyelles	19	61. West Baton Rouge	19
6. Beauregard	13	62. West Carroll	3
7. Bienville	2	63. West Feliciana	9
8. Bossier	101	64. Winn	1
9. Caddo	133		
10. Calcasieu	179		
11. Caldwell	6		
12. Cameron	4		
13. Catahoula	10		
14. Claiborne	6		
15. Concordia	5		
16. Desoto	12		
17. East Baton Rouge	313		
18. East Carroll	1		
19. East Feliciana	12		
20. Evangeline	22		
21. Franklin	19		
22. Grant	10	Total in Louisiana	3,121
23. Iberia	28	Out of State	168
24. Iberville	13	County information	4
25. Jackson	10	unavailable	
26. Jefferson	232	Grand Total	3,293
27. Jefferson Davis	19		
28. Lafayette	254		
29. Lafourche	48		
30. LaSalle	6		
31. Lincoln	35		
32. Livingston	84		
33. Madison	6		
34. Morehouse	12		
35. Natchitoches	14		
36. Orleans	231		
37. Ouachita	217		
38. Plaquemines	12		
39. Pointe Coupee	11		
40. Rapides	147		
41. Red River	2		
42. Richland	28		
43. Sabine	7		
44. Saint Bernard	11		
45. Saint Charles	28		
46. Saint Helena	4		
47. Saint James	2		
48. St. John the Baptist	21		
49. Saint Landry	50		
50. Saint Martin	19		
51. Saint Mary	13		
52. Saint Tammany	262		
53. Tangipahoa	84		
54. Tensas	1		
55. Terrebonne	77		
56. Union	7		

2015 LICENSE RENEWAL - LICENSEES WITH DEFAULTED STUDENT LOANS

In accordance with Louisiana Revised Statute 38:2951, the Louisiana State Board of Nursing did not allow 90 RNs who were deemed by Navient Post Claim Assistance, on behalf of the Louisiana Student Financial Assistance Commission (LSFAC), to be in default of a student loan and 2015 licensure renewal was withheld. This represents an increase of approximately 8.5% from the 83 nurses that were in loan default the previous year.

Of the 90 total nurses in default during 2014, approximately 34.5%, or 31 nurses, had been in loan default previously as outlined below:

- Default 7 times = 1 nurse
- Default 5 times = 1 nurse
- Default 4 times = 3 nurses
- Default 3 times = 9 nurses
- Default 2 times = 17 nurses

The remaining 59 nurses were in loan default for the first time. This represents approximately 65.5% of the total 90 nurses for this year.

Letters and emails were mailed to the RNs on September 26, 2014 advising them that their ability to renew their 2015 RN license would be placed on hold until the Louisiana State Board of Nursing received authorization from Sallie Mae that the loan was removed from default status.

As of February 1, 2015, 82 of the 90 nurses had been removed from default status by Sallie Mae and permitted to seek licensure renewal by January 31, 2015. Of the remaining 8, 3 contacted the Board to advise they were living/working out-of-state and choose to go inactive, and the license for the remaining 5 nurses was changed to delinquent status and the nurse was unable to practice as a registered nurse in Louisiana.

CONTINUING EDUCATION AUDIT FOR 2014 LICENSE RENEWALS

In accordance with LAC 46:XLVII.3335.I.2, the Louisiana State Board of Nursing performed an audit on the nursing continuing education (CE) requirements for 2014 license renewal on 1,431 RNs.

A random selection of RNs renewing their license during the 2014 licensure renewal process was conducted which yielded a total of 1,431 RNs (approximately 2.5% of the total 56,968 RNs renewing their license by January 31, 2014). One thousand two hundred ten (1,210) were compliant and had met CE rule requirements. The remaining 221 RNs were deemed non-compliant and action was taken as outlined below:

- Two hundred six (206) RNs obtained additional CE, produced documentation to support completion, and were issued Informal Reprimands for first time non-compliance;
- Three (3) RNs changed their status to inactive as they were no longer working in nursing or had moved out of state;

- Eleven (11) RN licenses were inactivated for failure to respond and provide documentation to board staff demonstrating compliance;
- One (1) RN was suspended for other (non-audit) cause.

In accordance with LAC 46:XLVII.4513.D.5, the Louisiana State Board of Nursing performed an audit on the continuing competency for prescriptive authority for 2014 license renewal on 73 APRNs. Letters were mailed to the APRNs advising them of their selection to participate in the random audit of additional 6 hours of pharmacology CE needed for their prescriptive authority privileges. Of the 73 APRNs selected, 65 were compliant. The remaining 8 APRNs obtained additional CE, produced documentation to support completion, and were issued Informal Reprimands for first time non-compliance.

OPERATIONS

LSBN’s Operations Department consists of seven administrative units that include budgeting and accounting, human resources (HR), information technology (IT), facility management, front desk, records management and risk management. The units work collaboratively to offer a wide-variety of back-office services that support the agency’s mission through effective stewardship of public, human, business and facility resources. Its primary foci are to maintain accountability through a sound internal control structure and to ensure the agency’s compliance with external legal and regulatory agencies.

Fiscal Report

While receiving no legislative appropriation to support its mission and activities, LSBN collected \$7,909,630 in annual operating revenues from licensure, examination, and enforcement activities (Figure 1). During the fiscal year, the board sustained operating expenses of \$6,266,300, of which salaries/payroll and related expenses consumed 79% of the total expenses (Figure 2). With respect to excess revenues, LSBN intends to make additional investments to address key operational issues and process improvements including paperless systems, disaster preparedness, workforce planning and research through the Louisiana Center for Nursing, and LSBN’s adoption and implementation of the National Council of State Boards of Nursing’s regulatory management system (called “ORBS”). LSBN’s 2015 financial and compliance audit was conducted by Pinell & Martinez LLP. LSBN received an “unmodified” opinion, where the auditor concluded that the financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles (GAAP).

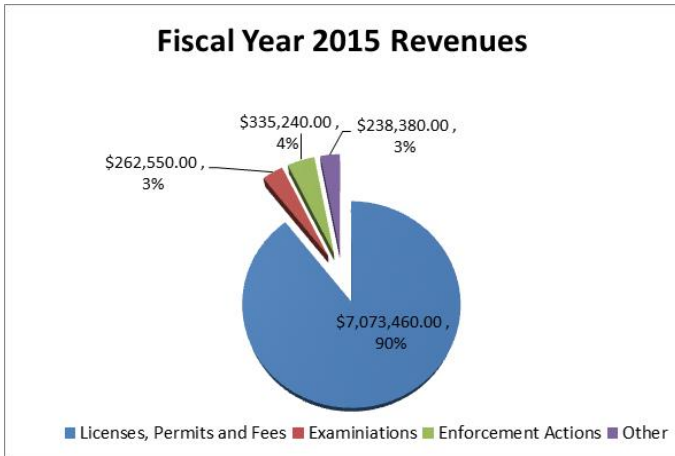


Figure 1 LSBN FY2015 Revenues

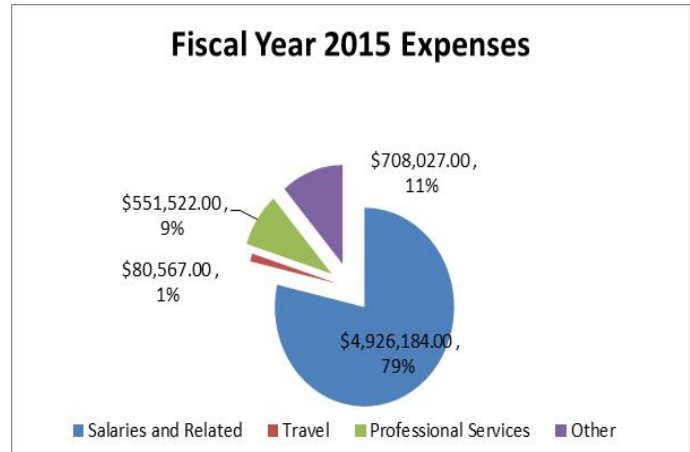


Figure 2 LSBN FY2015 Operating Expenses

Building Renovation & Expansion Project

Since moving into our existing building in 2007, LSBN has seen an overall increase in both the number of new registered nurses and in the complexity of enforcement activities; and has grown to occupy all available space in our existing building. The Board has contracted with Bradley-Blewster & Associates to renovate and expand the current building which will add an additional 5,000 square feet of space. The building will be redesigned to increase physical security and help mitigate the inherent risks

associated with the strategic work that is conducted by a regulatory agency. In addition, the renovated space will provide greater physical access controls for the criminal background check infrastructure by creating a more defined security perimeter that meets physical access control standards required by the US Department of Justice/FBI/Criminal Justice Information Services (CJIS) Division. General renovations will repair and/or upgrade some of our current infrastructure, namely our foundation, plumbing, roofing, electrical and HVAC systems. By renovating, we will be able to provide increased privacy and confidentiality for our customers and stakeholders, while offering greater security for our staff and the general public.



RENOVATIONS AND ADDITIONS TO
LOUISIANA STATE BOARD OF NURSING
17373 PERKIN'S ROAD
BATON ROUGE, LOUISIANA

BRADLEY-BLEWSTER
& ASSOCIATES
An Architectural Corporation
8026 PICARDY AVENUE
BATON ROUGE, LA 70809
225 769 7040
FAX 225 769 7042

ORBS

LSBN is proud to be one of six states selected to launch the National Council of State Boards of Nursing's new, state of the art Optimal Regulatory Board System, better known as ORBS. ORBS will help digitize most of LSBN's licensing, discipline, and education program management functions; enhance our disaster recovery capabilities; and provide more enhanced channels of communication with our current licensees and our future applicants. In 2015, LSBN implemented the Renewals Application component of ORBS where 59,841 RNs and 5,105 APRNs renewed their licenses.

LOUISIANA STATE BOARD OF NURSING - CENTER FOR NURSING
2015 INITIATIVES

LSBN Annual Report / Nursing Education Capacity and Supply Report

The 2014 LSBN Annual Report / Nursing Education Capacity and Supply Report was approved by the Board at the April 2015 Board meeting. The Annual Report serves as a synopsis of the activities and actions of the Board for the period of January 1, 2014 to December 31, 2014 and provides data relative to nursing education capacity for Registered Nurses (RNs) and Advanced Practice Registered Nurse (APRNs) in Louisiana and the available RN and APRN workforce. The Nursing Education Capacity and Supply Report is a subset of the 2014 LSBN Annual Report that is shared with the Nursing Supply and Demand Council, the Health Works Commission, Deans and Directors of Schools of Nursing, Nurse Executives, and other stakeholders across the state. The reports are available online at the following link: <http://lcn.lsbm.state.la.us/NursingWorkforce.aspx>.

Nurse Employer Survey/Nurse Demand Project

The 2014 Nursing Workforce Demand Report was approved by the Board at the August 2015 Board Meeting. The Demand Report presents a series of critical data points from the second statewide Nurse Employer Survey that was launched in September 2014 (the first Nurse Employer Survey was conducted in 2010). Findings from the report address the extent of Louisiana's nursing shortage and provides clues regarding shortages that may arise in the near future. Information gained from the Nurse Employer Survey included skill mix and staff mix, staff sizes, vacancies and vacancy rates, replacement growth, separations, and turnover rates for RNs, APRNs, nursing assistants employed by hospitals, psychiatric hospitals, long term care facilities, home care agencies, hospices, and ambulatory care facilities. The report provides Louisiana employers, health policy makers, healthcare workforce planners, nurses in practice, education, regulation, and research, and other interested stakeholders with information about the demand for nurses in Louisiana. The final report is available online at the following link: <http://lcn.lsbm.state.la.us/NursingWorkforce.aspx>.

Advanced Practice Registered Nurses in Louisiana According to Role

LSBN collects data on every APRN that is licensed to practice in Louisiana through the annual licensure renewal process. A brief summary of the aggregate data on APRNs is published in the LSBN Annual Report each year but with the ever increasing changes in the demand for healthcare and healthcare services in our state, there was a need for a more thorough analysis of the data which depicts APRNs according to their roles: nurse practitioners (NPs), certified registered nurse anesthetists (CRNAs), clinical nurse specialists (CNSs), and certified nurse midwives (CNMs). Demographic information, educational preparation, population focus, clinical setting, annual salary, and geographical region of employment were addressed in the report.

The Center for Nursing received \$6,400 in 2015 from the Louisiana Action Coalition (LAC) via the Robert Wood Johnson Foundation (RWJF) State Implementation Program (SIP 1) Extension grant to produce this report. The final report and infographic are available online at the following link: <http://lcn.lsbm.state.la.us/NursingWorkforce.aspx>.

Report on the Diversity of Louisiana's RN Workforce

The Louisiana Center for Nursing completed a report on the diversity of Louisiana's RN workforce which is based on a secondary data analysis of the 2014 LSBN licensure renewal data. The report describes the diversity of Louisiana's RN workforce in terms of race/ethnicity and gender. The report provides baseline data at both the state and regional level that can be used to establish benchmarks for initiatives for future work aimed at increasing the diversity of Louisiana's RN workforce. The final report and accompanying infographic are available online at the following link: <http://lcn.lsbn.state.la.us/NursingWorkforce.aspx>.

Embracing the Challenge: Enhancing Diversity in Louisiana's Nursing Workforce Summary Report

The Louisiana Action Coalition (LAC) convened Louisiana's first Nursing Workforce Diversity Think Tank which took place on August 26, 2015 at Pennington Biomedical Research Center in Baton Rouge, Louisiana. The goal of the Think Tank was to *develop a Diversity Action Plan that will lead to the creation of a diverse nursing workforce that is culturally competent and values inclusivity in the provision of healthcare in Louisiana*. Over eighty thought leaders from across the state came together to accomplish the following objectives:

- Formulate strategies/action steps to address regional and statewide gaps related to the diversity (racial/ethnic and gender) of Louisiana's RN workforce in the areas of education, leadership, and practice.
- Identify resources that were needed to implement the aforementioned strategies/action steps to enhance the diversity (racial/ethnic and gender) of Louisiana's nursing workforce.
- Establish baseline metrics and methodology to assess admission, attrition, and graduation rates for racial ethnic minority and male students enrolled in Louisiana's pre-RN licensure and APRN programs.

The summary report describes the challenges, solutions, and resources needed to increase the diversity of Louisiana's RN and APRN workforce that were addressed at the Think Tank. The summary report can be accessed online at the following link: <http://lcn.lsbn.state.la.us/NursingWorkforce.aspx>

Newly Licensed Registered Nurses Survey

Louisiana's third New RN (Graduate) Survey was launched in September 2015 in an effort to obtain objective data about the actual and potential employment challenges experienced by new RN graduates in Louisiana. The first New Graduate Survey was conducted in 2011 and repeated in 2013 under a new more accurately descriptive name 'Newly Licensed Registered Nurse (RN) Survey.' These surveys are conducted every two years to identify and monitor trends related to hiring practices experienced by newly licensed RNs as changes occur in the state's health care system, economy, and healthcare workforce. The final report will be released in 2016.

The National Forum of State Nursing Workforce Centers

The Louisiana Center for Nursing is a subscriber member of The National Forum for State Nursing Workforce Centers. The Forum is responsible for developing the Nursing Education Capacity, Nursing Supply, and Nursing Demand Minimum Data Set which is used by many organizations across the country that collect data on the nursing workforce. The Director of the Center for Nursing serves as a member of the Forum's Research Committee and an alternate on the Interagency Collaborative on Nursing Statistics (ICONS) which promotes the generation and utilization of data, information, and research about nurses, nursing education, and the nursing workforce. The Minimum Data Set for Nurse Supply is currently under revision and should be released in 2016.

Appointments

- Dr. Cynthia Bienemy was selected to serve as Vice Chair for Nursing Supply and Demand Council for 2016.
- Dr. Cynthia Bienemy was appointed to the FY 2016 Institute of Regulatory Excellence Committee by the NCSBN Board of Directors. The position became official following the August 2015 Annual Meeting.

National Presentations

- June 2015 - The National Forum for State Nursing Workforce Centers Annual Conference in Denver, Colorado - Dr. Bienemy participated in a podium presentation on best practices for collecting demand data along with three colleagues from nursing workforce centers across the country: Mary Lou Brunell (Florida Center for Nursing), Pam Lauer (Texas Center for Nursing Workforce Studies), and Clark Ruttinger (Utah Nursing Workforce Center).
- September 2015 – Dr. Bienemy served as a guest presenter for the Center to Champion Nursing in America Diversity Learning Collaborative Webinar entitled “Diversity & Coalition Effectiveness: Strategies for Sustainability.”

Louisiana Action Coalition (LAC) Future of Nursing Campaign for Action (The Louisiana State Board of Nursing - Center for Nursing and AARP LA serve as Co-Leads for LAC)

- **LAC State Implementation Program (SIP 3) Grant**
The SIP 3 Grant funding period began on February 1, 2015 and will be ending on January 31, 2017. The focus of the SIP 3 grant will be on leadership and diversity. Funding Amount: \$112,000.
- **The LAC Nurse Leader Institute (NLI)** - The NLI is a five-day intensive program to help nurses develop long-lasting, effective leadership skills. The first LAC NLI was held November 9th – 13th at the Louisiana Hospital Association Conference Center. There were approximately 28 attendees for the full five days and 3 attendees for either one or two days. The faculty for the NLI were nurse leaders from across the state. Upcoming NLIs are scheduled to take place in June 2016 and January 2017.
- **Nurse Leader Mentorship Program** – The Nurse Leader Mentorship Program offers an opportunity for new nurse leaders and emerging nurse leaders to develop fundamental leadership

skills from proven nurse leaders dedicated to contributing to the future of nursing. The Nurse Leader Mentorship Program is an online, nine-month structured mentorship program.

- **A Leadership Needs Assessment** was sent to every registered nurse licensed to practice in Louisiana on August 4th. Information gained from the assessment will be used to identify nurses that are interested in serving on boards and in other leadership positions in the state.
- **Nurses on Boards Initiative** – The National Campaign for Action has set a goal of having 10,000 nurses serving on Boards by 2020. Each state action coalition has been asked to obtain baseline data on the number of nurses that are currently serving on Boards.
- **Health Works Commission Grant** – a total of \$48,000 was awarded to LAC/LSUHSC to be given out to racial/ethnic minority graduate students enrolled in primary care family nurse practitioner (PCFNP) graduate programs in Louisiana. LSUHSC is serving as the fiscal agent.
- **Hispanic Nurse Mentorship Program** – Five Hispanic students from Bonnabel High School participated in the mentorship pilot program that is currently in progress. A significant barrier that has been identified is that high school counselors are not providing students with the information that is needed relative to the types of courses they should be taking if they desire to become a registered nurse.
- **Creating a Culture of Health** - RWJF has taken the lead in a nationwide effort to build healthy communities across the country and they are eliciting the assistance of all action coalition states to help accomplish this goal.
- **LAC SIP 1 Extension** – LAC was granted an extension to use the \$21,831 remaining from the SIP 1 grant to expand on the work that was completed in the SIP 1 grant.
- **RWJF Public Health Nurse Leaders Program** – Dr. Clair Millet was selected for the RWJF Public Health Nurse Leaders (PHNLs) Program. Dr. Millet is one of only 25 RWJF PHNLs selected from across the country. The purpose of the PHNL Program is to develop a group of senior level PHNLs who have the capacity to lead individuals, organizations, and communities to build partnerships around a Culture of Health. PHNLs will integrate their work on building a Culture of Health into the existing state action coalitions of the Future of Nursing: Campaign for Action. LAC will receive \$5,000 in unrestricted funds to work on activities related to this program.
- **RWJF Culture of Health: Breakthrough Leader in Nursing Award** - Dr. Erica Joseph, psychiatric/mental health nurse practitioner with the Southeast Louisiana Veterans Health Care System, was selected as one of 10 nationwide Culture of Health Breakthrough Leaders in Nursing award recipients. The *Culture of Health: Breakthrough Leaders in Nursing* award is part of a concerted effort to celebrate nurse leaders and position nurses for leadership and executive roles to help people live healthier lives and create healthier communities.
- **LAC Charter** - The LAC Charter outlines the roles and responsibilities of the Core Leadership Team, the Executive Team, the Strategic Advisory Team, and the Regional Action Coalitions.
- **LAC Strategic Advisory Committee** - PK Scheerle is the chair of the LAC Strategic Advisory Committee and she is in the process of securing commitments from persons in key leadership roles in both public and private organizations within Louisiana to serve with her on the strategic advisory committee. To date, ten people have agreed to serve on the Advisory Committee. The first meeting of the group took place in January 2016.
- **Regional Action Coalitions (RACs)** – Eight (RACs) have been identified across the state. Thus far, five of the RACs have shared information about the exciting work that they are doing at the regional levels.

NURSING EDUCATION CAPACITY IN LOUISIANA 2015

It is the charge of the Louisiana State Board of Nursing (LSBN) to closely monitor all nursing programs in the state that prepare nursing students for initial licensure as a registered nurse (RN), as well as those graduate programs that prepare RNs as advanced practice registered nurses (APRNs). It is the responsibility of LSBN to ensure that these programs are preparing safe and effective practitioners to care for the citizens of Louisiana. Deans and Directors of Pre-RN Licensure programs in Louisiana must submit an annual report to LSBN in the fall of each year to demonstrate ongoing compliance with all rules and regulations relative to nursing education. Information such as the number of applicants accepted into the programs each year, the number of students enrolled in clinical nursing courses, the number of graduates, and the qualifications of faculty teaching in the programs is used to determine RN education capacity. An analysis of the data obtained from the 2014-2015 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2015 Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved 26 pre-RN licensure programs during the 2014-2015 report year (Table 15). One diploma program, 12 associate degree (AD) programs, and 13 baccalaureate in nursing (BSN) programs that prepare students to become candidates for initial RN licensure in Louisiana (see Appendix A for a List of LSBN Approved Nursing Education Programs). In 2015, due to failure to attain an 80% pass rate on the NCLEX-RN exam for greater than three consecutive years, Grambling State University School of Nursing's baccalaureate program was involuntarily terminated by LSBN. Although students were not admitted during the current report year, 57 students completed their requirements for graduation during the 2014-2015 report year.

Table 15. Pre-RN Licensure Programs in LA (2014-2015)

Program Type	No. of Programs	% of Total Programs
Diploma <ul style="list-style-type: none"> • Baton Rouge General Medical Center 	1	4%
Associate Degree <ul style="list-style-type: none"> • Baton Rouge Community College • Bossier Parish Community College • Delgado Charity School of Nursing • Fletcher Technical Community College • Louisiana Delta Community College • LSU Alexandria • LSU Eunice • Louisiana Tech University • McNeese State University • Northwestern University • South Louisiana Community College • Southern University in Shreveport 	12	46%
Baccalaureate Degree <ul style="list-style-type: none"> • Dillard • Grambling • Louisiana College • LSU Health Science Center • McNeese State • Nicholls State • Northwestern University • Our Lady of Holy Cross • Our Lady of the Lake College • Southeastern Louisiana University • Southern University • University of LA at Lafayette • University of LA at Monroe 	13	50%
Total No. of Pre-RN Programs	26	100%

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana

The pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2014-2015 decreased by six percent over the last year compared to a seven percent decrease in 2013-2014 (Table 16). Over the last five years, there has been an overall 13% decrease in the number of students applying for admission to Louisiana’s pre-RN licensure programs. In the current report year, 66% (2,712) of the 4,088 qualified applicants were admitted to Louisiana’s pre-RN licensure programs, in comparison to 68% (2,956) that were admitted in 2013-2014. Approximately 34% (1,376) of qualified applicants were denied admission to Louisiana’s pre-RN licensure programs in 2014-2015 compared to 32% (1,395) in 2013-2014 (see Appendix B2 for a summary report of applicants and admissions to pre-RN Licensure programs and Appendix B3 for a breakdown of applicants and admissions by programs).

Over the past five years there has been a 17% decrease in the number of qualified students admitted to Louisiana’s pre-RN licensure programs.

Table 16. Applicants and Admissions for Pre-RN Licensure Programs in LA (2011-2015)

Report Year	Qualified Applicants	No. and % of Qualified Applicants Admitted to Pre-RN Licensure Programs		No. and % of Qualified Applicants Not Admitted to Pre-RN Licensure Programs	
	No.	No.	%	No.	%
2015	4,088	2,712	66%	1,376	34%
2014	4,351	2,956	68%	1,395	32%
2013	4,661	2,904	62%	1,757	38%
2012	4,544	2,979	66%	1,566	34%
2011	4,705	3,252	69%	1,453	31%
1 & 5 Year Variance	↓6% / ↓13%	↓8% / ↓17%		↓1% / ↓5%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2014-2015 Annual Report Year

As seen in Table 16a, 53.9% (2,202) of the qualified applicants applied to BSN programs compared to 44.6%(1,823) that applied to AD programs. The number of qualified students applying to BSN programs decreased by approximately three percent (2,262 in 2014), while the number of qualified students applying to AD programs decreased by nine percent (2,011 in 2014) when compared to the previous year. Seventy-three percent (73%) of the qualified applicants applying to BSN programs, 59% applying to AD programs, and 62% applying to the state’s only Diploma program were admitted.

Table 16a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2014-2015)

Applicants 2014-2015	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants (Total = 4,088)	63 (1.5%)	1,823 (44.6%)	2,202 (53.9%)
No. of Qualified Applicants Admitted (Total = 2,712)	39	1,073	1,600
% of Qualified Applicants Admitted	62%	59%	73%
No. of Qualified Applicants Not Admitted (Total = 1,376)	24	750	602
% of Qualified Applicants Not Admitted	38%	41%	27%

There was a decrease in the number of students admitted to each of the three types of pre-RN licensure programs in Louisiana in the current report year with the greatest decrease in number occurring in BSN programs, which had a 10% decrease in the number of admits (Table 16b). Over the past five years, there has been a 27% decrease in the number of students admitted to AD programs.

Table 16b. Admissions to Pre-RN Licensure Programs in LA (2011-2015)

Report Year	Diploma	Associate	Baccalaureate
2015	39	1,073	1,600
2014	40	1,139	1,777
2013	40	1,046	1,818
2012	45	1,094	1,840
2011	45	1,466	1,741
1 & 5 Year Variance	↓3% / ↓13%	↓6% / ↓27%	↓10% / ↓8%

Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs (2014-2015 Annual Report Year)

A lack of budgeted faculty positions remains the number one reason identified by Louisiana’s pre-RN licensure programs as to why qualified applicants were not admitted during the 2014-2015 report year (Table 17). Faculty salaries went from being the second most important reason for having to turn qualified students away to being the third most important reason with the lack of available qualified faculty coming in second place. In a report released by Georgetown University Center on Education and the Workforce McCourt School of Public Policy (2015), lack of faculty, lack of clinical placement sites, and lack of classroom space were identified as the major hurdles to training more nurses nationwide. Findings from the American Association of Colleges of Nursing’s (AACN) 34th Annual Survey of Institutions with Baccalaureate and Higher Degree Nursing Programs (2015) identified the top reasons reported by nursing schools for not accepting all qualified students as insufficient clinical teaching sites, a lack of qualified faculty, limited classroom space, insufficient preceptors, and budget cuts.

Table 17. Reasons Why Qualified Applicants are not Admitted to Pre-RN Licensure Programs in LA (2014-2015)

Rank	Reason Why Qualified Applicants Are Not Admitted to Pre-RN Licensure Programs in Louisiana
No. 1	Budgeted Faculty Position Not Available
No. 2	Qualified Faculty Not Available
No. 3	Faculty Salary Not Competitive

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 12,420 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 18), which reflects a one percent decrease in number when compared to the previous report year (12,575 in 2014) and a 22% decrease over the past five years. There was a four percent decrease in the number of students enrolled in clinical nursing courses in 2014-2015 when compared to a one percent increase in the previous report year (see Appendix B2 for a summary report on enrollments in pre-RN Licensure programs). Between 2011 and 2015, there was an eight percent decrease in the number of students enrolled in clinical nursing courses.

Table 18. Enrollment in Pre-RN Licensure Programs in LA (2011-2015)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2015	12,420	5,599
2014	12,575	5,836
2013	14,050	5,780
2012	13,245	6,214
2011	15,988	6,114
1 & 5 Year Variance	↓1% / ↓22%	↓4% / ↓8%

In 2015, there were 5,599 students enrolled in Louisiana’s pre-RN licensure programs which reflects a four percent decrease in number when compared to 2014 (Table 19). Two-thirds (67%) of the students were enrolled in baccalaureate programs, 32% in associate degree programs, and one percent in the state’s only diploma program. Over the past five years, there has been a three percent increase in the number of students enrolled in baccalaureate programs and a 26% decrease in the number enrolled in associate degree programs. It is interesting to note that the number of students enrolled in the state’s only diploma program has been on a steady decline since 2011, yet in 2015 there was a 31% increase in the number enrolled (64 in 2011; 71 in 2015).

Table 19. Pre-RN Licensure Programs Enrollment in LA (2011-2015)

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2015	71	1%	1,793	32%	3,735	67%	5,599
2014	54	1%	1,823	31%	3,959	68%	5,836
2013	55	1%	1,835	32%	3,890	67%	5,780
2012	56	1%	2,219	36%	3,939	63%	6,214
2011	64	1%	2,439	40%	3,611	59%	6,114
1 & 5 Year Variance	↑31% / ↑11%		↓2% / ↓26%		↓6% / ↑3%		↓4% / ↓8%

Gender of Students Enrolled in Pre-RN Licensure Programs in Louisiana

Females represented 87% of students enrolled in pre-RN licensure programs in Louisiana in 2015, while males represented 13% (14% in 2014). There was a decrease in the number of females and males enrolled in 2015; a nine percent decrease in male enrollment and a three percent decrease in female enrollment (Table 20).

Table 20. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2011-2015)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2015	731	13%	4,868	87%	5,599
2014	804	14%	5,032	86%	5,836
2013	788	14%	4,992	86%	5,780
2012	924	15%	5,290	85%	6,214
2011	834	14%	5,280	86%	6,114
1 & 5 Year Variance	↓9% / ↓12%		↓3% / ↓8%		↓4% / ↓8%

Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in Louisiana

In 2015, 64% of the students enrolled in pre-RN licensure programs in Louisiana were White, 25% Black/African American, three percent Hispanic/Latino, three percent Asian, and four percent Other (Table 21). There was an 11% increase in the number of Asians enrolled in Louisiana's pre-RN licensure programs in contrast to a four percent decrease in the number of White students enrolled, five percent decrease in Black/African American, and an 11% decrease in Hispanic/Latino students, when compared to the previous year. Of the 240 students that were included in the category of *Other*, 51 self-reported that they were American Indian/Alaska Native which represents a 34% increase when compared to 2014 (38 in 2014) and five indicated that they were Native Hawaiian/Pacific Islanders (zero self-reported in 2014).

Table 21. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2011-2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2015	3,608	64	1,411	25	178	3	162	3	240	4
2014	3,771	65	1,492	26	200	3	146	3	227	4
2013	3,797	66	1,449	25	169	3	116	2	249	4
2012	3,968	64	1,640	26	202	3	141	2	263	4
2011	4,126	67	1,473	24	154	3	135	2	226	4
1 & 5 Year Variance	↓4% / ↓13%		↓5% / ↓4%		↓11% / ↑16%		↑11% / ↑20%		↑6% / ↑6%	

Note: American Indian/Alaska Native (51), Native Hawaiian/Pacific Islander (5) were included in *Other* Total = 5,599.

Age of Students enrolled in Pre-RN Licensure Programs in Louisiana

Forty-eight percent (48%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 21 and 25 years of age. The youngest group of students (17-20 years old) represented 16% of the student population, and the 26 to 40 year age group was represented by 31% of the student population (Table 22).

Table 22. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2012-2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2015	880	16%	2,662	48%	936	17%	794	14%	273	5%	50	1%	4	.07%
2014	981	17%	2,711	46%	950	16%	842	14%	297	5%	51	1%	1	.02%
2013	936	16%	2,477	43%	1,057	18%	894	15%	330	6%	75	1%	3	.05%
2012	911	15%	2,720	44%	1,156	19%	990	16%	343	6%	85	1%	1	.02%
1 & 4 Year Variance	↓10% / ↓3%		↓2% / ↓2%		↓1% / ↓19%		↓6% / ↓20%		↓8% / ↓20%		↓2% / ↓41%		↑300% / ↑300%	

Note: Total=5,599

Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2011-2015)

Between 2014 and 2015 there was a 16% increase in the number of LPNs enrolled in clinical nursing courses in Pre-RN licensure programs in Louisiana compared to a less than one percent increase in the

previous report year. There has been an overall 19% increase in the number of LPN students enrolled in clinical courses in pre-RN licensure programs over the last five years. Approximately 12% (653) of the students that were enrolled in clinical nursing courses possessed a degree in another field or had prior education in another health field (see Table 23).

Table 23. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2011-2015)

Year	Practical Nurses		Non-Traditional Students				Total
			Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	No.
2015	346	6.2	92	1.6	561	10.0	5,599
2014	299	5.1	108	1.9	596	10.2	5,836
2013	297	5.1	187	3.2	523	9.0	5,780
2012	276	4.4	137	2.2	480	7.7	6,214
2011	290	4.7	73	1.2	481	7.9	6,114
1 & 5 Year Variance	↑16% / ↑19%		↓15% / ↑26%		↓6% / ↑17%		↓4% / ↓8%

Graduates from Pre-RN Licensure Programs in Louisiana

When compared to the previous report year, the number of graduates from Louisiana’s pre-RN licensure programs decreased by less than one percent, compared to an eight percent decrease between 2013 and 2014. Yet, over the last five years, there was a nine percent decrease in the number of graduates. Sixty-two percent (1,288) of the 2,074 graduates in the 2014-2015 report year were from baccalaureate programs, 37% (761) were from AD programs, and one percent (25) were from the only diploma program in the state (Table 24). There was less than a one percent (0.2%) increase in the number of graduates from BSN programs in 2015, a one percent decrease in the number from AD programs, and a four percent decrease in the number of diploma graduates (see Appendix B2 for a summary report of RN graduates and Appendix B8 for the number of RN Graduates per program for 2015). It is interesting to note that over the previous five years there has been 30% decrease in the number of graduates from AD programs in Louisiana.

Table 24. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2011-2015)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2015	2,074	25	1%	761	37%	1,288	62%
2014	2,081	26	1%	770	37%	1,285	62%
2013	2,274	29	1%	999	44%	1,246	55%
2012	2,281	31	1%	1,055	46%	1,195	52%
2011	2,281	30	1%	1,084	48%	1,167	51%
1 & 5 Year Variance	↓0.3% / ↓9%	↓4% / ↓17%		↓1% / ↓30%		↑0.2% / ↑10%	

Non-Traditional Graduates from Louisiana’s Pre-RN Licensure Programs

Over the past five years, there has been a 42% decrease in number of licensed practical nurses graduating from Louisiana’s AD programs, and a 263% increase in the number graduating from Louisiana’s BSN programs (Table 25). Over the past five years, there has been a 64% increase in the number of students graduating from accelerated BSN programs in Louisiana.

Table 25. Non-Traditional Graduates from Louisiana’s Pre-RN Programs

Report Year	LPN to AD	LPN to BSN	Accelerated AD	Accelerated BSN
2015	101	29	0	118
2014	117	14	0	110
2013	173	24	0	58
2012	156	12	83	71
2011	175	8	101	72
1 & 5 Year Variance	↓14% / ↓42%	↑107% / ↑263%	0% / ↓100%	↑7% / ↑64%

Gender, Racial Distribution and Age of Graduates from Pre-RN Licensure Programs in Louisiana

In 2014-2015, demographic data relative to the gender and race/ethnicity of the graduates from Louisiana’s pre-RN licensure programs were collected from schools of nursing. In terms of gender, females represented 87% of the graduates from Louisiana’s pre-RN licensure programs in 2015, while males represented 13% which mirrors enrollment numbers. It is interesting to note that 96% of the graduates from the state’s only diploma program were female with only one male graduate (Table 26).

Table 26. Gender of Graduates from Pre-RN Licensure Programs in Louisiana (2015)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
Diploma	1	4%	24	96%	25
Associate	109	14%	652	86%	761
Baccalaureate	168	13%	1,120	87%	1,288
Total	278	13%	1,796	87%	2,074

Seventy-one percent (71%) of the graduates from pre-RN licensure programs in Louisiana were White, 21% were Black, two percent Hispanic, three percent Asian, and three percent *Other* in 2015 (Table 27). The largest number of Black/African American, Hispanic/Latino, and Asian RNs graduated from BSN programs followed by AD programs.

Table 27. Racial Distribution of Graduates from Pre-RN Licensure Programs in Louisiana (2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Diploma Total = 25	22	88%	0	0%	0	0%	2	8%	1	4%
Associate Total = 761	557	73%	145	19%	10	1%	14	2%	35	5%
Baccalaureate Total = 1,288	897	70%	300	23%	35	3%	37	3%	19	1%
Total = 2,074	1,476	71%	445	21%	45	2%	53	3%	55	3%

Note: American Indian/Alaska Native (4), Native Hawaiian/Pacific Islander (3) were included in *Other*.

Fifty percent of the graduates were between 21 and 25 years of age and 24% were between 26 and 30 years; 64% of the graduates from BSN programs were between 21 and 25 years of age (Table 28).

Table 28. Age of Graduates from Pre-RN Licensure Programs in LA (2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Diploma	0	0%	8	32%	9	36%	6	24%	1	4%	1	4%	0	0%
Associate	4	0.5%	199	26%	225	30%	230	30%	86	11%	17	2%	0	0%
Baccalaureate	1	0.1%	826	64%	272	21%	144	11%	41	3%	4	0.3%	0	0%
Total	5	0.2%	1,033	50%	506	24%	380	18%	128	6%	22	1%	0	0%

Note: Total=2,074

Pre-RN Licensure Students in Louisiana Performance on the NCLEX-RN

In 2015 there were a total of 2,111 RN candidates (2,031 in 2014) from nursing education programs in Louisiana sitting for the National Council Licensure Examination for Registered Nurses exam (NCLEX-RN) with 1,885 (89.29%) passing on the first take (Table 29). The overall national passage rate on the NCLEX-RN for 2015 was 84.51% compared to 81.79% in 2014. The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs continues to exceed that of the nation in spite of the higher passing standard and the change in test plan implemented in April 2013 by the National Council of State Boards of Nursing (NCSBN). There was a four percent increase in the number of students sitting for the exam compared to 2014 (2,031) and an eight percent increase in the number passing the exam (1,744 in 2014).

Table 29. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2015 – December 31, 2015)

Program Type	No. Taking	No. Passing	% Passing
Diploma	25	24	96.00%
Associate Degree	764	670	87.69%
Baccalaureate Degree	1,322	1,191	90.09%
Grand Total	2,111	1,885	89.29%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 84.51% for 2015.

There was a seven percent increase in the number of graduates passing the NCLEX-RN exam from AD programs and a nine percent increase from BSN programs when compared to the previous year (Table 30 and Appendix B1 for NCLEX-RN results by program). Over the past five years there has been a 13% increase in the number of graduates from BSN programs passing the NCLEX-RN exam, which is in contrast to a decrease in the number of Diploma and AD graduates passing the exam, 14% and 33%, respectively.

Table 30. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2011-2015)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA %	Passage Rate for the Nation %
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2015	24	96.00	670	87.69	1,191	90.09	89.29	84.51
2014	24	92.31	628	83.07	1,092	87.43	85.87	81.79
2013	28	100	805	85.46	1,069	87.91	87.01	83.04
2012	30	100	925	92.13	1,132	93.71	93.09	90.34
2011	28	100	1,001	90.67	1,053	90.61	90.76	87.90
1 & 5 Year Variance	0% / ↓14%		↑7% / ↓33%		↑9% / ↑13%		↑4% / ↓2%	↑3% / ↓4%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2014-2015 Annual Reports submitted to LSBN by the Deans and Directors of pre-RN licensure programs and APRN programs in the state of Louisiana. Deans and Directors were asked to report the number of filled and vacant faculty positions in their pre-RN licensure programs as of October 15, 2015. These numbers are depicted by program type and full vs. part-time positions in Table 31. The number of full and part-time faculty positions fluctuate from year to year depending on the number of budgeted faculty positions, the availability of qualified faculty, and the school's need to fill full-time positions with part-time faculty.

There were a total of 450 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2015 compared to 484 on October 15, 2014 which reflects a seven percent decrease from the previous year. There was also a 19% decrease in the number of part-time faculty positions filled in 2015 (175) when compared to 2014 (215). Thirty-four (34) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 47 positions in 2014, which represents a 28% decrease in the number of faculty positions funded by other sources.

Table 31. Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2014-2015)

Program Type	Faculty Positions		Nurse Faculty Positions Funded from other Sources	Number of Nurse Faculty Teaching in Louisiana's Pre-RN Licensure Programs for the 2014-2015 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	9	0	0	9
ADN (13)	129	57	23	186
BSN (14)	312	118	11	430
Total (28)	450	175	34	625

Note: Faculty funded from other sources was not included when reporting the total number of budgeted faculty.

Vacant Nurse Faculty Positions

There were a total of 27 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 26 in the previous report year (Table 32). Seventeen (17) or 63% of the vacant nurse faculty positions were reported by Louisiana's AD programs and 10 or 37% were reported by BSN programs, which is in contrast to the previous report year when the majority (54%) of the vacant

positions were reported by BSN programs. The number of vacant full-time faculty positions will often determine the number of part-time positions needed. Many schools do not budget positions for part-time instructors, instead they are hired as needed.

Table 32. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2014-2015)

Program Type	2012	2013	2014	2015	1 & 4 Year Variance
Diploma	1	0	0	0	0% / ↓100%
ADN	7	9	12	17	↑42% / ↑143%
BSN	18	18	14	10	↓29% / ↓44%
Total	26	27	26	27	↑4% / ↑4%

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 105 new faculty appointments were reported by pre-RN licensure programs during the 2014-2015 report year compared to 112 in the previous year which represents a six percent decrease in the number of new faculty appointments (Table 33). New appointments include not only full-time faculty, but also part-time adjunct faculty that are hired for one or more semesters based on available funding. Sixty-two percent (62%) of the new faculty appointments were for BSN programs and 38% were for AD programs. There were no new faculty appointments for the state’s one diploma program.

Table 33. New Faculty Appointments, Exceptions and use of Preceptors (2014-2015)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	0	0	0
ADN (12)	40	11	127
BSN (13)	65	27	928
Total (26)	105	38	1,055

Faculty exceptions are granted to pre-RN licensure programs upon approval of the Board for a pre-approved time period. According to LSBN Rules and Regulations, Title 46, Part XLVII, Chapter 35, No. 3515 B.8, the number of faculty exceptions shall not exceed 20 % of the number of full-time nurse faculty employed (not FTE) in the program. The need for faculty exceptions is indicative of the lack of available qualified nurse faculty. The number of faculty exceptions requested by pre-RN licensure programs went from 51 in 2014, to 38 in 2015, which represents a 25% decrease in the number of faculty exceptions utilized by pre-RN licensure programs when compared to the previous year.

Preceptors are valuable resources in nursing education. Preceptors are used only during the last two academic semesters of a baccalaureate program and during one of the last two semesters of a diploma or associate degree program (LSBN Rules and Regulations, Title 46, XLVII, Chapter 35, No.3541B). In preceptor-student relationships, nursing faculty retain the responsibility for selecting, guiding, and evaluating student learning experiences with input from the preceptor.

In the 2014-2015 report year there were a total of 1,055 preceptors used by pre-RN licensure programs, compared to 1,028 in 2014 which reflects a three percent increase in the number of preceptors used by pre-RN licensure programs over the last year.

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (Table 34). In 2014-2015 a total of 15 faculty went on leave (nine in 2013-2014). There were a total of 66 resignations in 2014-2015, compared to 62 in 2013-2014; 16 retirements (15 in 2013-2014); 29 terminations (36 in 2013-2014); and one death (zero in 2013-2014).

Table 34. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2014-2015)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	0	0	0
ADN (12)	3	22	9 Retirements/ 8 Terminations
BSN (13)	12	44	7 Retirements/ 21 Terminations/1 Death
Total (25)	15	66	16 Retirements/ 29 Terminations/ 1 Death

Educational Preparation of Nurse Faculty

The Institute of Medicine Report on the Future of Nursing: *Leading Change, Advancing Health* recommends that the proportion of nurses with a BSN be increased to 80% and the number of nurses with a doctorate be doubled by 2020 (IOM Report, 2011). According to the Carnegie Study (Benner, Sutphen, Leonard and Day, 2010), in order to meet the projected shortages for registered nurses, nursing education programs must increase their capacity by approximately 90%. The educational preparation of nursing faculty is essential. In order to properly educate the next generation of RNs, nurse faculty must be prepared to teach nursing students how to care for clients with complex diagnoses and treatment plans; be familiar with essential principles of teaching and learning; be able to appropriately use the newest teaching learning healthcare technology; and have the ability to engage nursing students in the teaching-learning process.

The Southern Association of Colleges and Schools (SACS) require that at least 25% of nursing course hours in a Baccalaureate Nursing program be taught by faculty members holding the terminal degree (2012). In 2014-2015, approximately 20% (156) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 75% (597) were Masters prepared, and five percent (38) reported that their highest degree in nursing was a baccalaureate degree (Table 35). This represents a three percent increase in the number of faculty prepared at the doctoral level (151 in 2013-2014), an eight percent decrease in the number prepared at the Masters level (647 in 2013-2014), and a 25% decrease in the number of faculty prepared at the BSN level (51 in 2013-2014) when compared to the previous year.

Table 35. Educational Preparation of Faculty (2014-2015)

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	0	9	0
ADN (13)	17	200	11
BSN (14)	139	388	27
Total (28)	156 (20%)	597 (75%)	38 (5%)

Note: Total = 791

There was a 35% increase in the number of faculty holding a DNP teaching in pre-RN licensure programs in Louisiana in 2014-2015, and a five percent increase in the number holding a PhD in Nursing; however, there was a 23% decrease in the number of faculty holding a DNS and a two percent decrease in the number holding a doctorate in a related field (Table 36). It is interesting to note that there has been a 121% increase in the number of faculty teaching in Louisiana’s pre-RN licensure programs holding a DNP and a 53% increase in the number with a PhD in Nursing over the last four years.

Table 36. Doctoral Prepared Faculty Teaching in Pre-RN Licensure Programs

	DNS	DNP	PhD Nursing	PhD Related Field
2014-2015	23	42	46	45
2013-2014	30	31	44	46
2012-2013	32	28	40	46
2011-2012	30	19	30	46
1 & 4 Year Variance	↓23% / ↓23%	↑35% / ↑121%	↑5% / ↑53%	↓2 / ↓2

Note: 2014-2015 Total = 156

Board of Regents Nursing Faculty Stipends

According to the 2014-2015 annual reports from pre-RN licensure programs, 84 nurse faculty employed by pre-RN licensure programs in Louisiana were previous recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a six percent decrease in number when compared to the previous year (Table 37). Three faculty pursuing a Master’s degree were funded by the BOR Nurse Faculty Stipend program in 2014-2015 compared to one in the previous year.

Table 37. Board of Regents Faculty Stipend Recipients

BOR Stipend Recipients	Masters	Doctoral	2015 Faculty that were BOR Stipends Recipients (Masters and Doctorate)
2014-2015	3	0	84
2013-2014	1	0	89
2012-2013	1	0	113
2011-2012	0	1	100
2010-2011	0	0	115
1 & 5 Year Variance			↓6% / ↓27%

Nurse Faculty Salaries

Noncompetitive salaries for nursing faculty has consistently been cited as one of the top four reasons why hundreds of qualified students are not admitted to Louisiana’s pre-RN licensure programs each year. Noncompetitive salaries leads to an inadequate number of filled nurse faculty positions which is

cited as a major reason for denying admission to qualified students (National Advisory Council on Nurse Education and Practice, 2010). The Southern Regional Education Board (SREB) mean salary for full-time faculty teaching in four year colleges or universities is \$75,188 for Associate Professors (2013). In contrast, According to the American Association of Nurse Practitioners (AANP, 2015), findings from the 2015 National Nurse Practitioner Compensation Survey demonstrated that nurse practitioners who work 35 hours or more per week have seen average base salaries increase 6.3%, rising from \$91,310 in 2011 to \$97,083 in 2015, with total annual income increasing 10.0%, rising from \$98,760 to \$108,643. The higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching (AACN, 2014). Joynt and Kimball (2008), authors of a white paper entitled *Blowing Open the Bottleneck: Designing New Approaches to Increase Nurse Education Capacity* stated “While nursing faculty compensation adjustments alone will not solve the nursing education capacity problem, the value of the educators must be acknowledged and rewarded in order to move forward” (p.12).

The Deans and Directors of pre-RN licensure programs in Louisiana reported the average salaries of nursing faculty according to the rankings of instructor, assistant professor, associate professor, and professor. The Southern Regional Education Board (SREB) mean salary for full-time instructional faculty teaching in four year colleges or universities is \$105,376 for Professors, \$75,188 for Associate Professors, \$63,694 for Assistant Professors and \$45,322 for Instructors (2013). There was an increase in the mean salaries reported by Schools of Nursing in 2014-2015 (Table 38) for instructors, assistant professors and associate professors. However, there was a five percent decrease in the mean salaries for professors when compared to 2013-2014. Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four year public colleges.

Table 38. Mean Salaries for Nursing Faculty (2011-2015)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2015	\$53,652	\$58,203	\$68,954	\$81,145
2014	\$52,497	\$56,745	\$65,414	\$85,801
2013	\$51,916	\$57,687	\$66,807	\$86,709
2012	\$51,918	\$57,061	\$65,783	\$85,887
2011	\$50,208	\$56,744	\$64,993	\$93,177
1 & 5 Year Variance	↑2% / ↑7%	↑3% / ↑3%	↑5% / ↑6%	↓5% / ↓13%

Note: Salaries in terms of length of appointment (9 month, 10 month, or 12 month) could not be determined based on information provided in the annual report.

Nurse Faculty in Louisiana Demographics

Age

When planning for a projected nursing shortage, issues related to an aging nurse faculty must be addressed. The literature contends that younger nurses tend to choose practice roles over faculty roles (Joynt, and Kimball, 2008). In 2014-2015, 54% of the nurse faculty in Louisiana were 51 and older (Table 39). The average age of nurse faculty at retirement is approximately 62.5 years according to a report published by AACN (2014). A wave of retirements is expected within the next 10 years among faculty teaching in nursing programs across the country (AACN, 2014). One hundred and forty (18%) faculty currently teaching in Louisiana’s pre-RN licensure programs are 61+ years.

Table 39. Age Ranges for Nurse Faculty (2011-2015)

Age Category	No. of Faculty 2011		No. of Faculty 2012		No. of Faculty 2013		No. of Faculty 2014		No. of Faculty 2015	
	#	%	#	%	#	%	#	%	#	%
20-30	20	3	29	4	19	2	28	4	24	3
31-40	92	15	135	18	160	17	131	17	125	17
41-50	176	28	196	26	245	27	186	24	192	25
51-60	244	39	276	37	344	37	289	38	272	36
61-65	69	11	70	9	113	12	95	12	101	13
66-70	20	3	21	3	21	2	29	4	28	4
> 70	8	1	15	2	16	2	12	2	11	1
Total Faculty Reporting Age	629	100%	742	100%	918	100%	770	100%	753	100%

Note: Due to rounding, percentages may not equal 100 percent.

Gender

The majority of the faculty teaching in Louisiana's pre-RN licensure programs in 2015 were female (94%) with only six percent of the nursing faculty represented by males (Table 40).

Table 40. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2013-2015)

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2015	43	6%	710	94%	753
2014	43	6%	728	94%	771
2013	51	6%	870	94%	921
1 & 3 Year Variance	0% / ↓16%		↓2% / ↓18%		↓2% / ↓18%

Ethnicity

Approximately 33% of the faculty teaching in Louisiana's pre-RN licensure programs are minorities: 31% Black/African American, one percent Hispanic/Latino, 0.3% Asian, and 0.3% Other (Table 41).

Table 41. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2013-2015)

Report Year	White		Black/African American		Hispanic/ Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2015	507	67%	234	31%	8	1%	2	0.3%	2	0.3%
2014	510	66%	248	32%	6	0.8%	4	0.5%	3	0.4%
2013	651	71%	256	28%	8	1%	4	0.4%	2	0.2%
1 & 3 Year Variance	↓0.6% / ↓22%		↓6% / ↓9%		↑33% / 0%		↓50% / ↓50%		↓33% / 0%	

Note: Total=753 (Native Hawaiian/Pacific Islander (1) included in *Other*).

Graduate Nursing Programs in Louisiana

Advanced Practice Registered Nurse (APRN) Education in Louisiana

Graduate Nursing Programs across the state afford RNs in Louisiana the opportunity to become an advanced practice registered nurse (APRN) in three of four roles; Nurse Practitioner, Clinical Nurse Specialist, and Certified Registered Nurse Anesthetist. There are currently no programs offering the Certified Nurse Midwife (CNM) role in Louisiana. Table 42 provides a listing of the type of role and specialty areas offered by graduate nursing programs in Louisiana. A list of LSBN Approved Graduate Nursing Programs can also be found in Appendix A.

Table 42. Advanced Practice Registered Nurse Programs in Louisiana (2015)

Master's Program	Specialties	Roles*
Grambling State University	Family Pediatrics	NP NP
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) <ul style="list-style-type: none"> • McNeese State University • Nicholls State University • Southeastern Louisiana University • University of Louisiana at Lafayette 	Psychiatric / Mental Health Family	NP NP
LSU Health Science Center	Adult Gerontology Health Public/Community Health Neonatal Primary Care Family Anesthesia	CNS CNS NP NP CRNA
Loyola University	Family	NP
Northwestern State University	Family Women's Health Primary Care Pediatric Adult Gerontology Acute Care Adult Gerontology Primary Care	NP NP NP NP NP
Our Lady of the Lake College	Nurse Anesthesia	CRNA
Southern University	Family	NP

Note: Advanced Practice Registered Nurse Roles: Nurse Practitioner (NP), Clinical Nurse Specialist (CNS), Certified Registered Nurse Anesthetist (CRNA).

Admission to APRN Programs in Louisiana

In the 2014-2015 report year, there was a 0.2% increase in the number of students admitted to APRN programs in Louisiana when compared to a seven percent decrease in the previous report year (Table 43). There was a two percent increase in NP program admissions, a five percent decrease in CRNA admissions, and a 100% decrease in CNS admissions.

Table 43. Admission to APRN Programs in LA (2011-2015)

Report Year	No. of Students Admitted to NP Programs	No. of Students Admitted to CNS Programs	No. of Students Admitted to CRNA Programs	Total No. of Students Admitted to APRN Programs
2015	445	0	72	517
2014	438	2	76	516
2013	473	5	75	553
2012	412	5	81	498
2011	420	4	155	579
1 & 5 Year Variance	↑2% / ↑6%	↓100% / ↓100	↓5% / ↓54%	↑0.2% / ↓11%

Enrollment in APRN Programs in Louisiana

There was an overall 17% decrease in the number of students enrolled in Louisiana’s APRN programs with the most significant decrease in enrollment occurring in CNS programs (Table 44). The number of students enrolled in BSN to DNP APRN programs in Louisiana (241 in 2015; 187 in 2014) increased by 29%.

Table 44. Enrollment in APRN Programs in LA (2011-2015)

Report Year	No. of Students Enrolled in NP Programs	No. Students Enrolled in CNS Programs	No. Students Enrolled in CRNA Programs	Total No. Students Enrolled in APRN Programs
2015	751	4	149	904
2014	932	8	147	1,087
2013	1,023	7	148	1,178
2012	888	10	203	1,101
2011	707	5	163	875
1 & 5 Year Variance	↓19% / ↑6%	↓50% / ↓20%	↑1% / ↓9%	↓17% / ↑3%

Note: There were 241 students enrolled in Louisiana’s BSN-DNP APRN programs during the 2014-2015 report year (NP=92; CRNA=149; CNS=0) which are reflected in Table 31.

Gender of Students Enrolled in APRN Programs in Louisiana

Eighty-one percent (81%) of the students enrolled in APRN programs in Louisiana were female and 19% were male (Table 45). The overall decrease in the number of students enrolled in APRN programs in Louisiana in the current report year resulted in a decrease in the number of males and females enrolled, with no significant change in the percentage of females and males.

Table 45. Gender of Students Enrolled in APRN Programs in Louisiana (2011-2015)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2015	170	19%	734	81%	904
2014	208	19%	879	81%	1,087
2013	209	18%	969	82%	1,178
2012	221	20%	880	80%	1,101
2011	138	16%	737	84%	875
1 & 5 Year Variance	↓18% / ↑23%		↓16% / ↓0.4%		↓17% / ↑3%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2011-2015)

In 2015, 34% of the students enrolled in Louisiana’s APRN programs were minorities (Table 46). There was a six percent increase in the number of Black/African American students enrolled, yet a decrease in the number of Hispanic/Latino and Asian students (nine percent and 25% decrease, respectively).

Table 46. Ethnicity of Students Enrolled in APRN Programs in LA (2011-2015)

Report Year	White		Black/African American		Hispanic / Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2015	601	66%	231	26%	21	2%	18	2%	33	4%
2014	797	73%	217	20%	23	2%	24	2%	26	2%
2013	842	71%	271	23%	21	2%	23	2%	21	2%
2012	779	71%	251	23%	27	2%	20	2%	24	3%
2011	629	72%	200	23%	19	2%	14	2%	13	1%
1 & 5 Year Variance	↓25% / ↓4%		↑6% / ↑16%		↓9% / ↑11%		↓25% / ↑29%		↑27% / ↑154%	

Note: American Indian/Alaska Native (1) was included in *Other*. Total = 904.

Age of Students enrolled in APRN Programs in Louisiana

Sixty-eight percent (68%) of the students enrolled in APRN programs in Louisiana for the 2014-2015 report year were between 26 and 40 years of age (Table 47). There was a 22% increase in the number of students enrolled in APRN programs in Louisiana that were between 41 and 50 years of age, and a five percent increase in the number between 21 and 25 years.

Table 47. Age of Students Enrolled in APRN Programs in LA (2012-2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2015	0	0%	96	11%	273	30%	345	38%	160	18%	28	3%	2	0.2%
2014	0	0%	91	8%	413	38%	395	36%	131	12%	54	5%	2	0.2%
2013	0	0%	109	9%	413	35%	462	39%	153	13%	38	3%	2	0.2%
2012	0	0%	113	10%	391	36%	371	34%	180	16%	44	4%	2	0.2%
1 & 4 Year Variance	0% / 0%		↑5%/↓15%		↓34%/↓30%		↓13%/↓7%		↑22%/↓11%		↓48%/↓36%		0%/0%	

Note: Total = 904

Graduates from APRN Programs in Louisiana

In the 2014-2015 report year, there were a total of 346 graduates from Louisiana’s APRN programs (Table 48) which represents a one percent increase when compared to 342 graduates in the previous report year (2013-2014). The majority of the graduates were from NP programs (80%), followed by CRNA programs which produced 19% of the graduates. The number of graduates from CNS programs went from one in 2014 to three in 2015.

Table 48. Graduates from APRN Programs in Louisiana According to Program Type (2011-2015)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2015	346	277	80%	3	1%	66	19%
2014	342	280	82%	1	0.3%	61	18%
2013	323	255	79%	5	2%	63	20%
2012	307	235	77%	4	1%	68	22%
2011	279	200	72%	6	2%	73	26%
1 & 5 Year Variance	↑1% / ↑24%	↓1% / ↑39%		↑200% / ↓50%		↑8% / ↓10%	

Gender, Racial Distribution and Age of Graduates in Louisiana’s APRN Programs

In 2014-2015, demographic items relative to the gender and race/ethnicity of the graduates from Louisiana’s APRN programs were added to the annual reports. Overall, females represented 76% of the graduates from Louisiana’s APRN programs in 2015, ranging from 100% of the CNS graduates to 48% of the CRNA graduates (Table 49).

Table 49. Gender of Graduates from APRN Programs in Louisiana (2015)

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
NP	49	18%	228	82%	277
CNS	0	0%	3	100%	3
CRNA	34	52%	32	48%	66
Total	83	24%	263	76%	346

Eighty percent (80%) of the graduates from APRN programs in Louisiana were White, 15% were Black, one percent Hispanic/Latino, two percent Asian, and two percent *Other* in 2015 (Table 50). Twenty-three percent (23%) of the graduates from NP programs were represented by minorities or ‘Other Race’, seven percent were from CRNA programs, and there were not any minority graduates from CNS programs.

Table 50. Racial Distribution of Graduates from APRN Programs in Louisiana (2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
NP Total = 277	212	77%	48	17%	4	1%	7	3%	6	2%
CNS Total = 3	3	100%	0	0%	0	0%	0	0%	0	0%
CRNA Total = 66	62	94%	3	5%	1	2%	0	0%	0	0%
Total = 346	277	80%	51	15%	5	1%	7	2%	6	2%

Note: American Indian/Alaska Native (2), Native Hawaiian/Pacific Islander (1) were included in *Other*.

Forty-nine percent (49%) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age (Table 51). Over a third of the graduates (36%) were between 26 and 30 years.

Table 51. Age of Graduates from APRN Programs in LA (2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NP Total = 277	0	0%	4	1%	93	34%	140	51%	32	12%	8	3%	0	0%
CNS Total = 3	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	0	0%
CRNA Total = 66	0	0%	3	5%	30	45%	30	45%	3	5%	0	0%	0	0%
Total = 346	0	0%	7	2%	123	36%	171	49%	36	10%	9	3%	0	0%

Performance of APRN Graduates on Certification Exams

Certification examinations taken by graduates from Louisiana’s APRN programs include, but are not limited to the American Nurses Credentialing Center (ANCC), the American Academy of Nurse Practitioners (AANP), the Council on Certification for Nurse Anesthetists (CCNA), the National Certification Corporation (NCC), the Pediatric Nursing Certification Board (PNCB), and the American Association of Critical Care Nurses (AACCN). In 2014-2015, 339 APRN candidates sat for their respective certification exams. Three hundred and twenty-six (326) candidates successfully passed their certification exams resulting in a 96.17% passage rate for the state (Table 52).

Table 52. Performance on APRN Certification Exams by Graduates of Louisiana’s APRN Programs (2011-2015)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2015	339	326	96.17
2014	326	311	95.40
2013	274	266	97.08
2012	261	248	95.02
2011	270	262	97.04
1 & 5 Year Variance	↑4% / ↑26%	↑5% / ↑24%	↑1% / ↓1%

Graduate Nursing Programs in Louisiana Offering Non-Licensure Degrees in Nursing Education and Nursing Administration

In order to better inform policy makers about nursing workforce demand and to be able to predict future nursing workforce needs, it is important to identify the number of nurses that are being prepared to take on faculty positions in Louisiana, as well as leadership positions in hospitals and other health care settings. A major limitation related to reporting on enrollment of Louisiana’s RNs in APRN and non-licensure Graduate Nursing programs is the inability to track those nurses that are enrolled in online or out-of-state programs that are not under the jurisdiction of the Board of Nursing. Five of Louisiana’s Graduate Nursing Programs offer a Master’s Degree in Nursing Education and five offer a Master’s Degree in Nursing Administration (Table 53). Currently, LSBN has jurisdiction over graduate nursing programs that lead to the APRN degree which require licensure, but not those that lead to a non-licensure Master’s degree in Nursing Education or Nursing Administration.

Table 53. Non-Licensure Masters Programs in Louisiana in Nursing Education and Administration (2014-2015)

Master's Program	Specialties	Roles
Grambling State University	Nursing Education	Nursing Educator
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) <ul style="list-style-type: none"> • McNeese State University • Nicholls State University • Southeastern Louisiana University • University of Louisiana at Lafayette 	Nursing Education Nursing Administration	Nurse Educator Nurse Administrator
Loyola University	Health Care Management System	Nurse Administrator
LSU Health Science Center	Nursing Education Nursing Administration	Nurse Educator Nurse Administrator
Northwestern State University	Adult Gerontology Adult Gerontology Critical Care Maternal Child & Family Adult Gerontology Adult Gerontology Critical Care Maternal Child & Family	Nursing Education Nursing Education Nursing Education Nursing Administration Nursing Administration Nursing Administration
Southern University	Nursing Education Nursing Administration	Nursing Education Nursing Administration

Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2014-2015

In the 2014-2015 report year, 163 RN students were admitted to Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration (Table 54) which represents a 33% decrease in number when compared to the previous report year which may be attributable to the exclusion of Post-Masters DNP students in the current report year. The majority of the students (141= 87%) were admitted to Nursing Administration programs across the state. Nursing Education programs admitted 22 graduate nursing students during the 2014-2015 report which represents a 10% increase in the number of students selecting nursing education as a focus of graduate study.

Of the 680 students admitted to graduate nursing programs across the state, 517 (76%) were admitted to APRN programs, 141 (21%) were admitted to Nursing Administration programs, and 22 (three percent) were admitted to Nursing Education programs in 2014-2015.

Table 54. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2011-2015)

Report Year	No. of Students Admitted to Nursing Education Programs	No. of Students Admitted to Nursing Administration Programs	Total No. of Students Admitted to Non-Licensure Graduate Nursing Programs
2015*	22	141	163
2014	20	225	245
2013	7	253	260
2012	11	215	226
2011	33	271	304
1 & 5 Year Variance	↑10% / ↓33%	↓37% / ↓48%	↓33% / ↓46%

* Students enrolled in Post-Masters DNP programs (51) were not included in these numbers.
Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2014-2015 report year, a total of 337 RN students were enrolled in Louisiana’s non-licensure graduate programs - Nursing Education and Nursing Administration, which reflects a 26% decrease in number when compared to 2013-2014 (Table 55). The majority of the students (309) were enrolled in Nursing Administration programs across the state. There were 28 RN students enrolled in Nursing Education programs during the current report year compared to 29 in the previous year, with a 49% decrease in enrollment since 2011.

Of the 1,241 (1,384 in 2013-2014) students enrolled in graduate nursing programs across the state, 904 (73%) were enrolled in APRN programs, 309 (25%) were enrolled in Nursing Administration programs, and 28 (two percent) were enrolled in Nursing Education programs during the 2014-2015 report year.

Table 55. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2011-2015)

Report Year	No. of Students Enrolled in Nursing Education Programs	No. of Students Enrolled in Nursing Administration Programs	Total No. of Students Enrolled in Non-Licensure Graduate Nursing Programs
2015*	28	309	337
2014	29	426	455
2013	26	434	460
2012	44	436	480
2011	55	494	549
1 and 5 Year Variance	↓3% / ↓49%	↓27% / ↓37%	↓26% / ↓39%

* Students enrolled in Post-Masters DNP programs (108) were not included in these numbers.

Gender of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana

Table 56 illustrates that the vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana are female (96%). In the current report year there were 13 males enrolled in Nursing Administration programs and none enrolled in Nursing Education programs.

Table 56. Gender of Students Enrolled in Non-Licensure Graduate Programs in Louisiana (2012-2015)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2015*	13	4%	324	96%	337
2014	32	7%	423	93%	455
2013	43	9%	417	91%	460
2012	7	1%	473	99%	480
1 & 4 Year Variance	↓59% / ↑86%		↓23% / ↓32%		↓26% / ↓30%

* Students enrolled in Post-Masters DNP programs (108) were not included in these numbers.

Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana

Overall, for both education and administration, 33% of the students enrolled in these programs were minorities (Table 57). The racial make-up for students enrolled in nursing education programs was 50% (14) White and 50% (14) Black/African American. The racial make-up for students enrolled in the nursing administration programs was 68% (211) White, 21% (64) Black/African American, one percent (four) Hispanic/Latino, one percent (four) Asian, 0.6% (two) American Indian/Alaska Native, 0.3% (one) Native Hawaiian/Pacific Islander, and seven percent (23) ‘Other.’

Table 57. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2011-2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2015*	225	67%	78	23%	4	1%	4	1%	26	8%
2014	273	60%	103	23%	18	4%	19	4%	42	9%
2013	318	69%	78	17%	26	6%	12	3%	24	5%
2012	316	66%	104	22%	20	4%	11	2%	29	6%
2011	372	68%	115	21%	19	3%	16	3%	27	5%
1 & 5 Year Variance	↓18% / ↓40%		↓24% / ↓32%		↓78% / ↓79%		↓79% / ↓75%		↓38% / ↓4%	

Note: American Indian/Alaska Native (2), Native Hawaiian/Pacific Islander (1) included in *Other*, Total=337.

* Students enrolled in Post-Masters DNP programs (108) were not included in these numbers.

Age of Students enrolled in Non-Licensure Graduate Nursing Programs in Louisiana

In 2014-2015, 69% of the students enrolled in Louisiana’s non-licensure graduate nursing programs were between 31 and 50 years of age and 16% were between 51 and 60 years old (Table 58). Thirteen percent of the students enrolled in non-licensure graduate nursing programs were 30 years of age and younger.

Table 58. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2012-2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2015*	0	0%	11	3%	34	10%	123	36%	109	32%	54	16%	6	2%
2014	0	0%	11	2%	47	10%	139	30%	155	34%	90	20%	14	3%
2013	0	0%	10	2%	51	11%	142	31%	155	34%	88	19%	14	3%
2012	0	0%	8	2%	68	14%	160	33%	131	27%	105	22%	8	2%
1 & 4Year Variance	0% / 0%		0% / ↑38%		↓28% / ↓50		↓12% / ↓23%		↓30% / ↓17%		↓40% / ↓49%		↓57 / ↓25%	

Note: Total (2015) = 337

* Students enrolled in Post-Masters DNP programs (108) were not included in these numbers.

Non-Licensure Graduate Nursing Programs in Louisiana

In the 2014-2015 report year, the majority of the graduates from non-licensure graduate nursing programs (93%) were from Nursing Administration programs and seven percent were from Nursing Education programs (Table 59).

Table 59. Graduates from Non-Licensure Graduate Nursing Programs in Louisiana According to Program Type (2011-2015)

Report Year	No. of Nursing Education Graduates		No. of Nursing Administration Graduates		Total No. of Graduates from Non-Licensure Graduate Nursing Programs
	#	%	#	%	
2015	11	7%	151	93%	162
2014	12	7%	164	93%	176
2013	18	9%	172	91%	190
2012	27	13%	175	87%	202
2011	28	13%	194	87%	222
1 & 5 Year Variance	↓8% / ↓61%		↓8% / ↓22%		↓8% / ↓27%

Gender, Racial Distribution and Age of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In 2014-2015, demographic items relative to the gender and race/ethnicity of the graduates from Louisiana's non-licensure graduate nursing programs were added to the annual reports. Females represented 91% of the graduates from Louisiana's non-licensure graduate nursing programs in 2015, while males represented nine percent (Table 60).

Table 60. Gender of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2015)

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
Education	0	0%	11	100%	11
Administration	15	10%	136	90%	151
Total	15	9%	147	91%	162

Sixty-nine percent (69%) of the graduates from non-licensure graduate nursing programs in Louisiana were White, 17% were Black/African American, four percent Hispanic/Latino, one percent Asian, and nine percent *Other* in 2015 (Table 61).

Table 61. Racial Distribution of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Education Total = 11	8	73%	3	27%	0	0%	0	0%	0	0%
Administration Total = 151	103	68%	25	17%	7	5%	2	1%	14	9%
Total = 162	111	69%	28	17%	7	4%	2	1%	14	9%

Note: American Indian/Alaska Native (1), Native Hawaiian/Pacific Islander (0) were included in *Other*.

Two-thirds (67%) of the graduates from non-licensure graduate nursing programs in Louisiana were between 31 and 50 years old (Table 62). Nineteen percent were between 51 and 60.

Table 62. Age of Graduates from Non-Licensure Graduate Nursing Programs in LA (2015)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Total = 11	0	0%	0	0%	2	18%	6	55%	2	18%	0	0%	1	9%
Administration Total = 151	0	0%	1	1%	16	11%	39	26%	61	40%	30	20%	4	3%
Total = 162	0	0%	1	1%	18	11%	45	28%	63	39%	30	19%	5	3%

Nurse Faculty Teaching in Graduate Nursing Programs in Louisiana

Educational Preparation of Nursing Faculty Teaching in Graduate Nursing Programs in Louisiana

Faculty teaching in Graduate Nursing programs in Louisiana must have a minimum of a Master's Degree in Nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 45, 4509 G 2.c) although most accrediting bodies prefer that graduate nursing faculty have a doctorate either in nursing or in a related field. Seventy-four percent (74%) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field in the current report year (Table 63). A Masters was the highest degree held by 22% of the faculty teaching in graduate nursing programs in Louisiana in 2014-2015, and four percent held a degree outside of nursing (e.g., MD, Pharm D.). These individuals possessed credentials and/or expertise in an advanced practice specialty area that was recognized by both LSBN and national accrediting bodies.

Table 63. Educational Preparation of Faculty Teaching in Graduate Nursing Programs

Report Year	No. of Faculty with a Doctorate in Nursing	No. of Faculty with a Doctorate in a Related Field	No. of Mastered Prepared Nurses Teaching in Graduate Programs	No. of Faculty with Other Degrees (i.e., MD, Pharm. D)	Total Faculty
2015	114	23	40	8	185
2014	102	34	45	9	190
2013	96	40	54		190
2012	82	37	38		157
2011	73	32	39		144
1 & 5 Year Variance	↑12% / ↑56%	↓32% / ↓28%	↓11% / ↑3%	↓11%	↓3% / ↑28%

Filled and Vacant Nurse Faculty Positions in Graduate Nursing Programs in Louisiana

Deans and Directors of Louisiana’s graduate nursing programs were asked to submit the number of budgeted full-time faculty positions that were filled as of October 15, 2015. There were 109 filled full-time graduate nurse faculty positions reported statewide which reflects a three percent decrease in the number compared to the previous year (112 filled positions in 2013-2014). A total of 192 faculty taught at some point and time in the graduate nursing programs during the 2014-2015 report year (Table 64). There were 18 new faculty appointments and 16 faculty positions were reported as vacant. There was an 18% decrease in the number of faculty positions funded from other sources (e.g., grants, capitation funds) when compared to the previous report year.

Table 64. Faculty Positions in Graduate Nursing Programs in LA (2011-2015)

Report Year	No. of Budgeted Nurse Faculty Positions Filled	No. of Full-time and Part-time Faculty Teaching in Graduate Nursing Programs	Nurse Faculty Positions Funded from other Sources	Vacant Nurse Faculty Positions	No. of New Faculty Appointments
2015	109	192	27	16	18
2014	112	190	33	13	19
2013	114	190	23	13	30
2012	88	165	24	9	25
2011	54	150	50	7	14
1 & 5 Year Variance	↓3% / ↑102%	↑1% / ↑28%	↓18% / ↓46%	↑23% / ↑129%	↓5% / ↑29%

Graduate Nursing Faculty Attrition

As seen in Table 65, a total of 11 faculty left their teaching positions in graduate nursing programs in Louisiana in 2014-2015 for one of the following reasons: approved paid or unpaid leave (one), resignations (six), and retirement (four).

Table 65. Graduate Nursing Faculty Attrition: Leave, Resignation, and Retirement/Death/Termination

Report Year	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retiring/Death/Termination-Contracts Ended
2015	1	6	4 Retirements
2014	3	6	8 Retirements / 7 Contracts Ended
2013	3	6	4 Retirements / 3 Contracts Ended
2012	1	6	5 Retirements / 4 Contracts Ended
2011	5	9	6 Retirements
1 & 5 Year Variance	↓67% / ↓80%	0% / ↓33%	

Gender, Ethnicity, and Age of Faculty Teaching in Graduate Nursing Programs in Louisiana

As noted in Table 66 and Table 67, the majority of faculty teaching in graduate nursing programs in Louisiana are female (83%) and White (78%). There was a three percent increase in the number of male faculty and a one percent increase in the number of female faculty since the previous report year (Table 66).

Table 66. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2015	32	17%	160	83%	192
2014	31	16%	159	84%	190
2013	32	17%	156	83%	188
2012	26	17%	127	83%	153
1 & 4 Year Variance	↑3% / ↑23%		↑1% / ↑26%		↑1% / ↑25%

Twenty-two percent (22%) of the faculty teaching in the graduate nursing programs were minorities in the 2014-2015 report year (Table 67).

Table 67. Ethnicity of Graduate Nursing Faculty (2012-2015)

Ethnicity of Graduate Nursing Faculty	2012		2013		2014		2015	
	#	%	#	%	#	%	#	%
White	122	80%	144	77%	146	77%	149	78%
Black/African American	28	18%	37	20%	37	19%	39	20%
Hispanic/Latino	2	1%	3	2%	4	2%	1	0.5%
Asian	1	0.7%	2	1%	1	0.5%	1	0.5%
American Indian/Alaska Native	0	0%	0	0%	0	0.0%	2	1%
Other	0	0%	2	1%	2	1%	0	0%
Total	153		188		190		192	

Fifty-eight percent (58%) of the faculty teaching in graduate nursing programs in Louisiana were 51 years and over in 2014-2015. Over a fourth of the graduate nursing faculty (27%) were 61 years and older; only 16% were 40 and younger (Table 68).

Table 68. Age Distribution of Graduate Nursing Faculty (2012-2015)

Age Category	2012		2013		2014		2015	
	#	%	#	%	#	%	#	%
30 and younger	2	1%	4	2%	2	1%	1	1%
31-40	22	14%	34	18%	29	15%	29	15%
41-50	36	24%	41	22%	43	23%	50	26%
51-55	27	18%	27	14%	27	14%	27	14%
56-60	35	23%	37	20%	38	20%	33	17%
61-65	21	14%	34	18%	32	17%	31	16%
66-70	5	3%	7	4%	15	8%	15	8%
>71	5	3%	4	2%	4	2%	6	3%
Total	153	100%	188	100%	190	100%	192	100%

NURSING EDUCATION CAPACITY IN LOUISIANA
MAJOR FINDINGS
2015

Pre-RN Licensure Programs in Louisiana

- Applicants
 - Four thousand eighty-eight (4,088) qualified applicants applied for admission to Louisiana's pre-RN licensure programs. The pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2014-2015 decreased by six percent over the last year.
 - Over the last five years, there has been an overall 13% decrease in the number of students applying for admission to Louisiana's pre-RN licensure programs.
 - Approximately 54% (2,202) of the qualified applicants applied to BSN programs, 45% (1,823) applied to AD programs, and two percent (63) applied to the one Diploma program.
 - Approximately 34% (1,376) of the qualified applicants applying to Louisiana's pre-RN licensure programs in 2014-2015 were denied admission.
 - A lack of budgeted faculty positions continues to be the number one reason identified by Louisiana's pre-RN licensure programs as to why qualified applicants were not admitted.
- Enrollment
 - Over the last five years (2011-2015) there has been a 22% decrease in the number of students enrolled in post-secondary education settings in Louisiana declaring nursing as their major.
 - There has been an eight percent decrease in the number of students enrolled in clinical nursing courses over the previous five years.
 - Since 2011, there has been a 19% increase in the number of LPNs enrolled in pre-RN programs in Louisiana.
- Demographics of Students enrolled in pre-RN licensure programs in Louisiana
 - There was a nine percent decrease in the number of males enrolled in Pre-RN licensure programs in 2015.
 - In 2015, 64% of the students enrolled in pre-RN licensure programs in Louisiana were White, 25% were Black/African American, three percent Hispanic/Latino, three percent Asian, and four percent Other.
 - There was a decrease in the number of all racial/ethnic groups enrolled in Louisiana's pre-RN licensure programs in 2015 when compared to the previous year except for the Asian population where there was an 11% increase in enrollment.
 - Sixty-four percent (64%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 17 and 25 years of age.
- Graduates
 - The number of graduates from Louisiana's pre-RN licensure programs has decreased by nine percent over the past five years.
 - Sixty-two percent (1,288) of graduates from pre-RN licensure programs in Louisiana in the 2014-2015 report year were from baccalaureate programs, 37% (761) from associate degree programs, and one percent (25) from the one diploma program in the state.

- Over the last year, there was a 14% decrease in number of licensed practical nurses graduating from Louisiana's AD programs and a 107% increase in the number graduating from Louisiana's BSN programs.
- There has been a seven percent increase in the number of students graduating from accelerated BSN programs in Louisiana over the last year and a 64% increase over the last five years.
- Passage on the National Council Licensure Examination for Registered Nurses (NCLEX-RN)
 - In 2015, there were a total of 2,111 RN candidates that sat for the NCLEX-RN exam with 1,885 (89.29%) passing on the first take.
 - The overall national passage rate on the NCLEX-RN for 2015 was 84.51% compared to 81.79% in 2014.
- **Faculty Teaching in Pre-RN Licensure Programs**
 - Thirty-four (34) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 47 positions in 2014, which represents a 28% decrease in the number of faculty positions funded by other sources.
 - There were a total of 27 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 26 in the previous report year.
 - The number of faculty exceptions requested by pre-RN licensure programs went from 51 in 2014 to 38 in 2015 which represents a 25% decrease in the number of faculty exceptions utilized by pre-RN licensure programs in Louisiana.
 - In 2014-2015, approximately 20% (156) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 75% (597) were Masters prepared, and five percent (38) reported that their highest degree in nursing was a baccalaureate degree.
 - There has been a 121% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP and a 53% increase in the number with a PhD in Nursing over the last four years.
 - According to the 2014-2015 annual reports from pre-RN licensure programs, 84 nurse faculty employed by pre-RN licensure programs in Louisiana were recipients of the Board of Regents (BOR) Nursing Faculty Stipends which represents a six percent decrease in number when compared to the previous year.
 - There was an increase in the mean salaries reported by Schools of Nursing in 2014-2015 for instructors, assistant professors, and associate professors; however, there was a five percent decrease in the mean salaries for professors when compared to 2013-2014.
 - Faculty Demographics
 - In 2014-2015, over half (55%) of the nurse faculty teaching in pre-RN programs in Louisiana were 51 and older.
 - One hundred and forty (140) nurse faculty currently teaching in Louisiana's pre-RN licensure programs are 61+ years.
 - The majority of the faculty teaching in Louisiana's pre-RN licensure programs are female (94%) with only six percent of the nursing faculty represented by males.
 - Approximately 33% of the faculty teaching in Louisiana's pre-RN licensure programs are minorities: 31% Black, one percent Hispanic, 0.3% Asian, and 0.3% Other.

Advanced Practice Registered Nurse Programs in Louisiana

- **APRN Students**
 - There was a two percent increase in NP program admissions, a five percent decrease in CRNA admissions, and no admissions to the CNS programs.
 - There was an overall 17% decrease in the number of students enrolled in Louisiana's APRN programs with the most significant decrease in enrollment occurring in CNS programs (50% decrease).
 - In 2015, 34% of the students enrolled in Louisiana's APRN programs were minorities.
 - Sixty-eight percent (68%) of the students enrolled in APRN programs in Louisiana for the 2014-2015 report year were between 26 and 40 years of age (30% between 26-30 years; 38% between 31 and 40 years).
 - There were a total of 346 graduates from Louisiana's APRN programs which represents a one percent increase when compared to 342 graduates in the previous report year.
 - There was an eight percent increase in the number of graduates from CRNA programs and a one percent decrease in the number graduating from NP programs in the current report year.

- **Non-Licensure Graduate Nursing Students**
 - In the 2014-2015 report year, 163 RN students were admitted to Louisiana's non-licensure graduate programs in Nursing Education and Nursing Administration which represents a 33% decrease in the total number of admits when compared to the previous report year which may be attributable to post-masters DNP students not being included in these numbers.
 - Eighty-seven percent (141) of the students were admitted to Nursing Administration programs and 13% (22) were admitted to Nursing Education programs.
 - Three hundred and nine (309) students were enrolled in Louisiana's Nursing Administration programs and 28 were enrolled in Nursing Education programs in the 2014-2015 report year.
 - In the current report year, there were not any male RNs enrolled in Nursing Education and 13 males in Nursing Administration programs.
 - During the 2014-2015 report year, 33% of the students enrolled in non-licensure graduate nursing programs were minorities.
 - In the 2014-2015 report year, there was an overall eight percent decrease in the number of RNs graduating from Louisiana's non-licensure graduate nursing programs. The majority of the graduates (151) were from Nursing Administration programs and 11 were from Nursing Education programs.

- **Faculty Teaching in Graduate Nursing Programs**
 - Seventy-four percent (74%) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field. A Masters was the highest degree held by 22% of the faculty and four percent held a degree outside of nursing (e.g., MD, Pharm D.).
 - A total of 11 faculty left their teaching positions in graduate nursing programs in Louisiana in 2014-2015 for one of the following reasons: approved paid or unpaid leave (one), resignations (six), retirement (four).

- The majority of faculty teaching in graduate nursing programs in Louisiana are female (83%) and White (78%).
- Fifty-eight percent of the faculty teaching in graduate nursing programs in Louisiana were 51 and over. Over a fourth of the graduate nursing faculty (27%) were 61 years and older.

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA
2015

The Louisiana State Board of Nursing (LSBN) collects demographic information about Louisiana’s registered nurse workforce as a component of the licensure renewal process. The target population for the nursing supply data for 2015 includes all registered nurses that held an active unencumbered license to practice as a registered nurse (RN) in Louisiana any time between February 1, 2015 and January 31, 2016. In 2015, LSBN launched the National Council of State Boards of Nursing’s (NCSBN) Optimal Regulatory Board System (ORBS) for online licensure renewal. With the ORBS system, several questions on the 2016 licensure renewal application were asked a little differently when compared to previous years: additional options were made available for some of the questions; questions that previously had response options listed were open ended; some questions were made optional that were historically answered by the vast majority of licensed RNs and APRNs; certain questions that were traditionally asked on the licensure renewal application were not asked on the 2016 licensure renewal application; and additional questions were added by the National Council of State Boards of Nursing. These changes were reflected in findings for several items in the 2015 LSBN Annual Report which may be notably different from previous years (2011-2014). LSBN is very excited about working with NCSBN to refine the items on the licensure renewal application as we move forward in the agency wide transitioning process to ORBS, which has the potential to lead to the consistent collection of nursing workforce data by all State Boards of Nursing.

Licensed Registered Nurses Residing in Louisiana

The Louisiana Nurse Practice Act requires annual license renewal for registered nurses. LSBN is the state appointed agency assigned to implement, regulate, and monitor the issuance of a license to practice as a RN in the state of Louisiana. In 2015, 63,396 nurses held a license to practice as a RN in Louisiana. Eighty-six percent (54,696) of nurses licensed to practice in Louisiana also lived in Louisiana and 14% (8,700) reported home addresses outside of Louisiana. Over the past five years, there has been a 10% increase in the number of RNs holding a license to practice nursing in Louisiana, a nine percent increase in the number of RNs licensed and residing in Louisiana, and a 14% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana (Table 69). From this point forward, reporting will be reflective of licensed RNs residing in Louisiana.

Table 69. Licensed Registered Nurses Residing in LA (2011-2015)

Report Year	# of Nurses holding an RN License in LA (Residing in LA)	# of Nurses holding an RN License in LA (Not Residing in LA)	# of Nurses not designating a parish	Total # of Nurses Holding a LA RN License
2015	54,696	8,700	0	63,396
2014	53,731	8,599	26	62,356
2013	52,556	7,927	25	60,508
2012	51,609	7,774	24	59,407
2011	50,142	7,630	16	57,788
1 & 5 Year Variance	↑2% ↑9%	↑1% ↑14%	↓100% / ↓100%	↑2% ↑10%

Note: N = 63,396

Age Ranges for Licensed Registered Nurses Residing in Louisiana

The average age for RNs licensed in Louisiana in 2015 was 45.4 years, compared to an average age of 48.8 nationwide (Budden, Moulton, Harper, Brunell & Smiley, 2016). Over a third (38%) of licensed RNs residing in Louisiana were 50 years and over. There was a seven percent increase in the number of licensed RNs that were 60 and over when compared to 2014 and a 57% increase since 2011 (Table 70).

Table 70. Age Distribution of Licensed Registered Nurses Residing in LA (2011-2015)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2015	6,380	12	14,010	26	13,260	24	11,786	22	9,260	17
2014	6,443	12	13,608	25	13,019	24	12,008	22	8,653	16
2013	6,507	12	13,046	25	12,832	24	12,203	23	7,968	15
2012	6,717	13	12,606	24	12,682	25	12,347	24	7,257	14
2011	7,460	15	12,170	24	12,456	25	12,147	24	5,908	12
1 & 5 Year Variance	↓1%	↓14%	↑3%	↑15%	↑2%	↑6%	↓2%	↓3%	↑7%	↑57%

Note: Number of Respondents (54,696)

Gender of Licensed Registered Nurses Residing in Louisiana

The gender distribution for the U.S. population is 49.2% males and 50.8% females, which does not differ significantly from Louisiana which is 48.9% male and 51.1% female (U.S. Census Bureau, 2015). The gender distribution for RNs in Louisiana is not reflective of the state or national percentages. In Louisiana, males have consistently represented 11% of the RN workforce and females 89% for the past five years (Table 71). According to a study released by the Health Resources and Services Administration Bureau of Health Workforce (2015), nationally, 9.2% of the RN workforce are males. Although there has been a three percent increase in the number of licensed male RNs in Louisiana over the last year and an 11% increase since 2011, the overall percentage of males in the RN workforce has remained stagnant at 11% for at least the last ten years.

Table 71. Gender Distribution of Licensed Registered Nurses Residing in LA (2011-2015)

Report Year	Male		Female	
	#	%	#	%
2015	6,225	11%	48,471	89%
2014	6,054	11%	47,677	89%
2013	5,900	11%	46,656	89%
2012	5,754	11%	45,855	89%
2011	5,596	11%	44,546	89%
1 & 5 Year Variance	↑3%	↑11%	↑2%	↑9%

Note: Number of Respondents (54,696)

Ethnicity of Licensed Registered Nurses Residing in Louisiana

According to the U.S. Census Bureau (2015) minorities comprise approximately 38% of the U.S. population. In the U.S., Hispanics represent 17% of the population, Blacks 13%, Asians 5%, American Indians and Alaskan Natives 1%, and Native Hawaiians and other Pacific Islanders 0.2%. In Louisiana, minorities represent 41% of the population; Blacks 33%, Hispanics 5%, Asians 2%, American Indians

and Alaskan Natives 0.8%, and Native Hawaiians and other Pacific Islanders 0.1%. Yet, minorities only represent 20% of Louisiana’s RN workforce. In 2015, RNs were allowed to select more than one race on the licensure renewal application for the first time. As seen in Table 72, 878 RNs (2%) selected multiracial. Although there appeared to be a decrease in the percentage of the RN workforce in 2015 indicating that they were White, Black/African American, and Hispanic/Latino, and American Indian/Alaska Native, the additional option of ‘multiracial’ was most likely the contributing factor in the change in these percentages when compared to the previous year (Table 72).

Table 72. Racial Distribution of Licensed Registered Nurses Residing in LA (2011-2015)

Report Year	White		Black/African American		Hispanic/Latino		Asian		American Indian / Alaska Native		Native Hawaiian/Pacific Islander		*Multi-Racial	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2015	43,334	80%	8,346	15%	744	1%	666	1%	234	0.4%	50	0.1%	878	2%
2014	42,983	81%	8,235	16%	858	2%	691	1%	247	0.5%	73	0.1%		
2013	42,275	81%	7,920	15%	821	2%	642	1%	224	0.4%	76	0.1%		
2012	41,483	82%	7,652	15%	757	1%	619	1%	231	0.5%	66	0.1%		
2011	40,332	82%	7,164	15%	706	1%	549	1%	195	0.4%	44	0.1%		
1 & 5 Year Variance	↑1%	↑7%	↑1%	↑16%	↓13%	↑5%	↓4%	↑21%	↓5%	↑20%	↓32%	↑14%		

*Multiracial was a new category added in 2015 which includes RNs that selected more than one race. Respondents (54,252)

Highest Degree Held by Licensed Registered Nurses Residing in Louisiana

According to the 2015 National Workforce Survey of Registered Nurses, 65% of the respondents indicated that they obtained a baccalaureate or higher degree. Findings from the Health Resources and Services Administration (2013) study using 2008-2010 data from the American Community Survey indicated that 55% of RNs reported their highest degree as a baccalaureate degree or higher. Sixty-four percent (34,508) of licensed RNs residing in Louisiana held a baccalaureate or higher degree (including Bachelor’s or Master’s degrees in other disciplines) and 55% (29,820 RNs) held a baccalaureate or higher degree in nursing (including a doctorate in a related field) in 2014-2015 compared to 54% in 2013-2014 (Table 73).

Forty-three percent (43%) of licensed RNs in Louisiana reported the baccalaureate degree as their highest degree in nursing, 31% reported the Associate degree as being their highest educational preparation, and five percent reported the Diploma degree as their highest educational preparation. Twelve percent (12%) of RNs reported the Masters in Nursing/Doctorate (including doctorates in related fields) as their highest level of education. Licensed RNs residing in Louisiana having doctorates in nursing (i.e., PhD in Nursing, DNP, DNS) reflect a 21% increase in number since 2014 and a 104% increase since 2011.

Table 73. Highest Degree held by Registered Nurses Residing in LA (2011-2015)

Report Year	Diploma in Nursing	Associate Degree In Nursing	Bachelors in Nursing	Bachelors not in Nursing	Masters in Nursing	Masters not in Nursing	Doc. in Nurs.	Doc. not in Nurs.
2015	2,755	16,781	23,163	3,092	6,020	1,596	401	236
2014	2,663	16,978	22,397	3,104	5,631	1,503	332	237
2013	2,824	17,003	21,608	3,033	5,314	1,437	281	242
2012	2,970	16,870	20,878	3,018	4,919	1,462	237	246
2011	3,358	16,485	20,132	2,731	4,452	1,553	197	168
1 & 5 Year Variance	↑3% ↓18%	↓1% ↑2%	↑3% ↑15%	↓0.4% ↑13%	↑7% ↑35%	↑6% ↑3%	↑21% ↑104%	↓0.4% ↑40%

Note: 2015 Associate Degree Non-Nursing (222); Number of Respondents (54,266)

There was a 39% increase in the number of licensed RNs possessing a DNP when compared to the previous year (27% increase in 2014), and a 339% increase over the past five years (Table 74). In contrast, there was a two percent decrease in the number of RNs with a PhD in Nursing when compared to 2014.

Table 74. Types of Doctorates held by Licensed RNs Residing in Louisiana (2011-2015)

Report Year	PhD in Nursing	Doctorate in Other Field	DNP	DNS
2015	92	236	237	72
2014	94	237	171	67
2013	77	242	135	69
2012	78	246	97	62
2011	93	244	54	50
1 and 5 Year Variance	↓2% / ↓1%	↓0.4% / ↓3%	↑39% / ↑339%	↑7% / ↑44%

Education Progression

One of the recommendations from the Institute of Medicine Report on the Future of Nursing: *Leading Change, Advancing Health* addressed the importance of nurses achieving higher levels of education through an improved education system that promotes seamless academic progression (2011). There has been a 236% increase in the number of RNs enrolled in Louisiana’s RN to BSN programs over the past five years and a 253% increase in the number of graduates (Table 75).

Table 75. Post RN Student Enrollment and Graduates from Louisiana Nursing Programs

Report Year	RN to BSN Enrolled	RN to BSN Graduates
2015	1,439	590
2014	1,269	463
2013	954	362
2012	723	243
2011	428	167
1 & 5 Year Variance	↑13% / ↑236%	↑27% / ↑253%

Primary Employment Specialty Areas Reported by Registered Nurses Residing in Louisiana

As stated previously, additional response options were added to specific questions with the new ORBS online licensure renewal system which gave licensed RNs the opportunity to select options that they believed better described their primary employment specialty areas. In 2015 many of the specialty areas that were showing an increase in the number of RNs when compared to previous years, showed a decrease in 2015. For example, one of the expanded options added to the list of specialty areas was cardiology for which 1,941 nurses selected, yet the number of nurses selecting medical surgical nursing as a specialty decreased by 23% (Table 76). A logical assumption would be that some of the RNs that selected medical surgical nursing in previous years, selected cardiology in 2015 because they believed it better described their specialty area.

Table 76. Primary Employment Specialty Areas Reported by Registered Nurses Residing in Louisiana (2011-2015)

Primary Employment Specialty Area	2011		2012		2013		2014		*2015	
	#	%	#	%	#	%	#	%	#	%
Acute Care / Critical Care	5,672	11%	6,544	13%	5,475	11%	5,491	10%	5,405	11%
Anesthesia	1,289	3%	1,519	3%	1,375	3%	1,408	3%	1,368	3%
Community Health	2,406	5%	660	1%	643	1%	723	1%	463	1%
Dialysis/Nephrology	986	2%			1,059	2%	1,129	2%	913	2%
Emergency Room / Trauma	3,139	6%	3,384	7%	3,404	7%	3,503	7%	3,386	7%
Adult Health / Adult Family Health/Primary Care	2,966	6%	2,369	5%	2,595	5%	2,872	5%	2,758	6%
Geriatrics / Gerontology	1,989	4%	1,922	4%	1,887	4%	1,939	4%	1,791	4%
Home Health			2,552	5%	2,570	5%	2,519	5%	2,255	5%
Maternal Child	2,486	5%	2,280	4%	2,316	5%	2,344	4%	2,123	4%
Medical-Surgical	7,009	14%	8,131	16%	7,221	14%	7,306	14%	5,648	12%
Pediatrics / Neonatal	1,913	4%	2,895	6%	2,488	5%	2,588	5%	3,314	7%
Occupational Health	285	0.6%	326	0.6%	331	0.6%	353	0.6%	334	0.7%
Oncology	1,049	2%	1,088	2%	1,062	2%	1,069	2%	1,059	2%
OR/PACU/Perioperative	3,512	7%			3,555	7%	3,716	7%	2,925	6%
Palliative Care	620	1%	597	1%	576	1%	593	1%	562	1%
Psych-Mental Health/Substance Abuse	2,116	4%	2,150	4%	2,220	4%	2,208	4%	1,991	4%
Public Health	474	1%	454	1%	452	1%	487	1%	387	1%
Rehab	810	2%	807	2%	832	2%	851	2%	717	1%
School Health	672	1%	834	2%	779	2%	789	2%	737	2%
Cardiology									1,941	4%
Genetics									31	0.06%
Informatics / IT									350	1%
Neurology/Neurosurgical									380	1%
Orthopedic									491	1%
Radiology									170	0.4%
Urologic									129	0.3%
Women's Health	902	2%	1,066	2%	938	2%	930	2%	832	2%
Other	9,107	18%	11,227	22%	9,638	19%	9,664	18%	5,711	12%
Total	49,402		50,805		51,416		52,482		48,171	

*In 2015, with the ORBS online renewal system, additional options were added to the list of specialty employment areas and only RNs that worked full-time, part-time, or per diem in a position requiring an active license could respond to this question on the renewal application.

Advanced Practice Registered Nurses

Nine percent (4,782) of licensed RNs residing in Louisiana are also licensed to practice as an APRN. There was an overall 35% increase in the number of APRNs holding a license to practice in Louisiana between 2011 and 2015. The number of APRNs licensed and residing in Louisiana has also increased by 35% over the past five years, while the number of licensed APRNs residing outside of Louisiana has increased by 32% (Table 77).

Table 77. Number of Advanced Practice Registered Nurses Licensed in LA (2011-2015)

Report Year	# of APRNs holding a LA License (Residing in LA)	# of APRNs holding a LA License (Not Residing in LA)	No Parish Listed	Total # APRNs with an APRN License in LA
2015	4,782	517	0	5,299
2014	4,469	495	4	4,968
2013	4,116	466	4	4,586
2012	3,821	409	4	4,234
2011	3,547	391	1	3,939
1 & 5 Year Variance	↑7% ↑35%	↑4% ↑32%		↑7% ↑35%

Roles of Advanced Practice Registered Nurses Employed and Residing in Louisiana

In 2015, with the ORBS online renewal system when APRNs were asked to identify their various roles, ‘Not Employed as an APRN’ was excluded from the options and was replaced with ‘Not licensed/certified as any of the above. Approximately 66% (3,179) of all APRNs licensed and residing in Louisiana indicated that they were Nurse Practitioners, 28% (1,316) were Certified Registered Nurse Anesthetists, three percent (146) were Clinical Nurse Specialists, and one percent (42) were Certified Nurse Midwives (Table 78). There was a 15% increase in the number of NPs licensed and residing in Louisiana between 2014 and 2015 and a 62% increase over the last five years. The number of clinical nurse specialists (CNS) licensed and residing in Louisiana increased by 15% over the last year. The number of certified nurse midwives (CNM) also increased by 31% since the previous report year.

Table 78. Roles of Advanced Practice Registered Nurses Residing in LA (2011-2015)

Report Year	Nurse Practitioner	CNM	CRNA	CNS	Not licensed/credentialed as an APRN	No Response	Total
2015	3,179	42	1,316	146		99	4,782
2014	2,773	32	1,272	127	*176	89	4,469
2013	2,482	25	1,244	133	*167	65	4,116
2012	2,205	23	1,220	139	*170	64	3,821
2011	1,966	23	1,191	156	*165	46	3,547
1 & 5 Year Variance	↑15% ↑62%	↑31% ↑83%	↑3% ↑10%	↑15% ↓6%	↑5% ↑7%		↑7% ↑35%

*2011-2014 the option was ‘Not employed as an APRN.’

Age of Advanced Practice Registered Nurses Residing in LA

The average age for licensed APRNs residing in Louisiana is 46 years and the median age is 44 years. Sixty-three percent (3,017) of licensed APRNs residing in Louisiana are between 30 and 49 years of age. Over one third (34%) of licensed APRNs in Louisiana are 50+ years (Table 79). There has been a 125% increase in the number of APRNs that were 60+ years over the past five years.

Table 79. Age Distribution of Licensed APRNs Residing in LA (2011-2015)

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2015	135	3%	1,508	32%	1,509	32%	934	20%	696	15%
2014	132	3%	1,354	30%	1,428	32%	917	21%	638	14%
2013	126	3%	1,198	29%	1,316	32%	913	22%	563	14%
2012	105	3%	1,119	29%	1,195	31%	907	24%	495	13%
2011	220	6%	1,106	31%	1,021	29%	891	25%	309	9%
1 & 5 Year Variance	↑2%	↓39%	↑11%	↑36%	↑6%	↑48%	↑2%	↑5%	↑9%	↑125%

Note: Number of Respondents (4,782)

Gender of Advanced Practice Registered Nurses Residing in LA

Twenty-two percent (1,072) of APRNs in Louisiana are male, whereas only 11% of all licensed RNs residing in Louisiana are male (Table 80).

Table 80. Gender Distribution of Licensed APRNs Residing in LA (2011-2015)

Report Year	Male		Female	
	#	%	#	%
2015	1,072	22%	3,710	78%
2014	1,012	23%	3,457	77%
2013	957	23%	3,159	77%
2012	924	24%	2,897	76%
2011	867	24%	2,680	76%
1 & 5 Year Variance	↑6%	↑24%	↑7%	↑38%

Note: Number of Respondents (4,782)

Racial Distribution of Advanced Practice Registered Nurses Residing in LA

Minorities represent approximately 17% of licensed APRNs in Louisiana: 13% Black, one percent Hispanic, one percent Asian, one percent multiracial, and less than one percent American Indian and Alaska Native (Table 81).

Table 81. Racial Distribution of APRNs Residing in LA (2011-2015)

Report Year	White		Black		Hispanic		Asian		American Indian/Alaska Native		*Multiracial	
	#	%	#	%	#	%	#	%	#	%		
2015	3,972	83%	617	13%	51	1%	46	1%	26	0.5%	65	1%
2014	3,734	84%	606	14%	57	1%	40	1%	18	0.4%		
2013	3,467	84%	531	13%	53	1%	36	1%	18	0.4%		
2012	3,271	86%	452	12%	36	1%	31	0.8%	20	0.5%		
2011	3,053	86%	395	11%	42	1%	25	0.7%	10	0.3%		
1 & 5 Year Variance	↑6%	↑30%	↑2%	↑56%	↓11%	↑21%	↑15%	↑84%	↑44%	↑160%		

Note: 2015 – Native Hawaiian/Pacific Islander (0); Number of Respondent (4,777)

*Multiracial was a new category added in 2015 which includes APRNs that selected more than one race.

Primary Employment Specialty Areas Reported by APRNs Residing in Louisiana

As with RNs, APRNs also had the opportunity to select employment specialty areas from an extended list of options in 2015 which gives the impression that APRNs may have changed their practice area when in actuality they simply selected a more specific description of their practice area (Table 82). Five percent (246) of APRNs in 2015 selected options for specialty areas that were not previously available (i.e., cardiology, orthopedics, neurology/neurosurgical).

Table 82. Primary Employment Specialty Practice Areas Reported by APRNs Residing in Louisiana (2012-2015)

Primary Employment Specialty Area	2012		2013		2014		*2015	
	#	%	#	%	#	%	#	%
Acute Care / Critical Care	146	4%	159	4%	158	4%	143	3%
Anesthesia	1,224	32%	1,204	29%	1,228	28%	1,222	27%
Community Health	47	1%	38	0.9%	57	1%	33	0.7%
Dialysis/Nephrology			23	0.6%	24	0.5%	40	0.9%
Emergency Room / Trauma	109	3%	140	3%	158	4%	178	4%
Adult Health / Adult Family Health/Primary Care	944	25%	1,139	28%	1,262	28%	1,268	28%
Geriatrics / Gerontology	65	2%	76	2%	80	2%	97	2%
Home Health	18	0.5%	16	0.4%	18	0.4%	20	0.4%
Maternal Child	65	2%	70	2%	76	2%	53	1%
Medical-Surgical	126	3%	100	2%	114	3%	71	2%
Pediatrics / Neonatal	300	8%	262	6%	300	7%	386	8%
Occupational Health	34	0.9%	34	0.8%	43	1%	55	1%
Oncology	41	1%	43	1%	51	1%	62	1%
OR/PACU/Perioperative			57	1%	67	2%	23	0.5%
Palliative Care	13	0.3%	16	0.4%	16	0.4%	20	0.4%
Psych-Mental Health/Substance Abuse	115	3%	116	3%	139	3%	157	3%
Public Health	18	0.5%	13	0.3%	21	0.5%	18	0.4%
Rehab	14	0.4%	18	0.4%	14	0.3%	11	0.2%
School Health	28	0.7%	34	0.8%	36	0.8%	34	0.7%
Cardiology							119	3%
Genetics							0	0%
Informatics / IT							1	0%
Neurology/Neurosurgical							47	1%
Orthopedic							63	1%
Radiology							1	0%
Urologic							15	0.3%
Women's Health	124	3%	127	3%	135	3%	139	3%
Other	382	10%	422	10%	462	10%	299	7%
Total	3,821		4,116		4,459		4,575	

*In 2015, with the ORBS online renewal system, additional options were added to the list of specialty employment areas and only APRNs that worked full-time, part-time, or per diem in a position requiring an active license could respond to this question on the renewal application.

Advanced Practice Registered Nurses Residing in Louisiana with Prescriptive Authority

Sixty-five percent (3,121) of licensed APRNs residing in Louisiana had prescriptive authority in 2015 which is an 11% increase over the past year and a 61% increase over the previous five years (Table 83).

Table 83. Number of Advanced Practice Registered Nurses Residing in LA with Prescriptive Authority (2011-2015)

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Residing in LA	% of APRNs Residing in LA with Prescriptive Authority
2015	3,121	4,782	65%
2014	2,819	4,469	63%
2013	2,500	4,116	61%
2012	2,210	3,821	58%
2011	1,933	3,547	54%
1 & 5 Year Variance	↑11% ↑61%	↑7% ↑35%	

NURSING SUPPLY: AVAILABLE RN NURSING WORKFORCE IN LOUISIANA

Major Findings 2015

Registered Nurses

- Licensees
 - In 2015, 63,396 nurses held a license to practice as a RN in Louisiana. Eighty-six percent (54,696) of nurses licensed to practice in Louisiana also lived in Louisiana and 14% (8,700) reported home addresses outside of Louisiana.
 - Over the past five years, there has been a nine percent increase in the number of RNs holding a license to practice in Louisiana.
- Demographics
 - The average age for RNs licensed in Louisiana in 2015 was 45.4 years, compared to an average age of 48.8 nationwide (Budden, Moulton, Harper, Brunell & Smiley, 2016).
 - Over a third (38%) of the licensed RNs residing in Louisiana are 50 years and older. Since 2011, the number of licensed RNs that are 60 and over has increased by 57%.
 - According to the U.S. Census Bureau (2015) minorities comprise approximately 38% of the U.S. population; minorities represent 41% of Louisiana's population and only 20% of Louisiana's RN workforce.
 - In the past five years there has been no significant change in the percentage of male RNs in Louisiana. Males make up 11% of the RN workforce and females continue to be the majority at 89%.
- Educational Preparation
 - In Louisiana, 64% of licensed RNs residing in Louisiana hold a baccalaureate or higher degree (including Bachelor's or Masters degrees in other disciplines) and 55% have a baccalaureate or higher degree in nursing (including a doctorate in a related field).
 - There was a 21% increase in the number of nurses reporting having a doctorate in nursing in 2015 when compared to the previous year.
 - There was a 39% increase in the number of licensed RNs with a DNP when compared to the previous year, and a two percent decrease in those with a PhD in Nursing.
 - There has been a 236% increase in the number of RNs enrolled in Louisiana's RN to BSN programs over the past five years and a 253% increase in the number of graduates.

Advanced Practice Registered Nurses in Louisiana

- Number of Licensees
 - In 2015, there were 5,299 APRNs licensed to practice in Louisiana and 90% (4,782) are residents of Louisiana.
 - The number of APRNs licensed and residing in Louisiana has increased by 35% over the past five years. In addition, the number of APRNs with a LA license that do not reside in Louisiana has also increased by 32% over the past five years.
 - In 2015, 66% (3,179) of all APRNs licensed and residing in Louisiana were Nurse Practitioners, 28% (1,316) were Certified Registered Nurse Anesthetists, three percent (146) were Clinical Nurse Specialists, and one percent (42) were Certified Nurse Midwives.
- Demographics
 - The average age for licensed APRNs residing in Louisiana is 46 years and the median age was 44 years.

- There is a greater male representation among APRNs in Louisiana, when compared to that of the RN workforce. Twenty-two percent (22%) of APRNs in Louisiana are male, whereas only 11% of all licensed RNs residing in Louisiana are male.
- Minorities represent approximately 17% of licensed APRNs in Louisiana: 13% Black, one percent Hispanic, one percent Asian, one percent multiracial, and less than one percent American Indian and Alaska Native.
- Prescriptive Authority
 - Sixty-five percent (3,121) of licensed APRNs residing in Louisiana had prescriptive authority in 2015 which is an 11% increase over the past year and a 61% increase over the previous five years.

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APPENDIX A

LSBN Approved Continuing Education Providers

Louisiana State Board of Nursing

17373 Perkins Road
Baton Rouge, LA 70810
Telephone: (225) 755-7500 Fax: (225) 755-7580
www.lsbns.state.la.us

LSBN APPROVED NURSING EDUCATION PROGRAMS

DIPLOMA PROGRAM

BATON ROUGE GENERAL MEDICAL CENTER

School of Nursing
3616 North Boulevard
Baton Rouge, LA 70806
Phone: (225) 387-7623; Fax (225) 381-6168
Director: Carol Tingle, PhD, MSN, RN
Approval Status: Full

ASSOCIATE DEGREE PROGRAMS

BATON ROUGE COMMUNITY COLLEGE

Division of Nursing & Allied Health
201 Community College Drive
Baton Rouge, LA 70806
Phone: (225) 216-8047; Fax: (225) 216-8100
Dean: Toni Manogin, DHSc, RN
Approval Status: Full

LSU at ALEXANDRIA

Division of Nursing
8100 Highway 71 South
Alexandria, LA 71302
Phone: (318) 473-6459; Fax: (318) 473-6567
Chair, Department of Nursing:
Catherine Cormier, PhD, RN
Approval Status: Full

BOSSIER PARISH COMMUNITY COLLEGE

Division of Science and Allied Health
Nursing Program
6220 East Texas Street
Bossier City, LA 71111
Phone: (318) 678-6267; Fax: (318) 678-6199
Program Director: Sharon Turley, MSN, RN
Approval Status: Full

LSU at EUNICE

Division of Nursing & Allied Health
P.O. Box 1129
Eunice, LA 70535
Phone: (337) 550-1357; Fax: (337) 550-1289
Program Director: Rebecca Fruge, RN, PhD
Approval Status: Full

DELGADO COMMUNITY COLLEGE/CHARITY SCHOOL OF NURSING

450 South Claiborne Avenue
New Orleans, LA 70112
Phone: (504) 568-6411; Fax: (504) 568-5494
Executive Dean CSN Campus/Dean:
Cheryl Meyers, PhD, RN
Approval Status: Full

LOUISIANA DELTA COMMUNITY COLLEGE

Division of Nursing
7500 Millhaven Road
Monroe, LA 71203
Phone: (318) 345-9174; Fax: (318) 345-9573
Chair, Division of Nursing and Allied Health:
Marcus Gaut, MSN, RN, CPE
Director, ASN Program:
Sharita Williams, MSN, RN
Approval Status: Full

FLETCHER TECHNICAL COMMUNITY COLLEGE

Nursing and Allied Health
1407 Highway 311
Schriever, LA 70395
Phone: (985) 857-3655; Fax: (985) 857-3689
Dean of Nursing and Allied Health:
Sonia F. Clarke, RN, DNP
Approval Status: Full

LOUISIANA TECH UNIVERSITY

Division of Nursing
P. O. Box 3152
Ruston, LA 71272
Phone: (318) 257-3101 or (318) 257-3103
Fax: (318) 257-4569
Director: Donna Hood, PhD, RN
Approval Status: Full

MCNEESE STATE UNIVERSITY

College of Nursing
P.O. Box 90415
Lake Charles, LA 70609
Phone: (337) 475-5820; Fax: (337) 475-5924
Dean: Peggy Wolfe, PhD, RN
Department Head: Rebecca Riley, MS, RN
Approval Status: Full

NORTHWESTERN STATE UNIVERSITY

College of Nursing and School of Allied Health
Nursing Education Center
1800 Line Avenue
Shreveport, LA 71101-4612
Phone: (318) 677-3100; Fax: (318) 677-3127
Dean: Dana Clawson, DNS, WHNP-BC
Associate Director, ASN Program:
Pamela Holcombe, MSN, RN
Senior Director: Pamela Simmons, PhD, RN
Approval Status: Full

SOUTHERN UNIVERSITY at SHREVEPORT

School of Nursing
Metro Center-610 Texas St., Ste. 500D
Shreveport, LA 71101
Phone: (318) 670-9641; Fax: (318) 670-6639
Director: Tiffany Williams Varner, MSN, RN
Approval Status: Conditional

SOUTH LOUISIANA COMMUNITY COLLEGE

School of Nursing
1101 Bertrand Drive
Lafayette, LA 70506
Phone: (337) 521-9000; Fax: (318) 521-8992
Dean: Laurie Fontenot, MSN, RN
Approval Status: Initial

BACCALAUREATE PROGRAMS

DILLARD UNIVERSITY

School of Nursing
2601 Gentilly Blvd. PSB 102
New Orleans, LA 70122-3097
Phone: (504) 816-4717; Fax: (504) 816-4861
Chair: Sharon Hutchinson, PhD, MN, RN, CNE
Approval Status: Conditional

GRAMBLING STATE UNIVERSITY

School of Nursing
Box 4272
Grambling, LA 71245
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Interim Associate Dean: Mary Meg Brown, PhD, RN,
ACNS-BC
Approval Status: **Not admitting students**

LOUISIANA COLLEGE

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Approval Status: Full

LSU HEALTH SCIENCES CENTER

School of Nursing
1900 Gravier
New Orleans, LA 70112
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Assistant Dean for Student Services:
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Approval Status: Full

MCNEESE STATE UNIVERSITY

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Department Head for Undergraduate Nursing Programs:
Rebecca Riley, MS, RN
Approval Status: Conditional

NICHOLLS STATE UNIVERSITY

College of Nursing and Allied Health
University Station - Box 2143
Thibodaux, LA 70310
Phone: (985) 448-4696; Fax: (985) 448-4932
Dean: Velma Westbrook, DNS, RN, MA
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Approval Status: Full

NORTHWESTERN STATE UNIVERSITY OF LOUISIANA

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OUR LADY OF THE LAKE COLLEGE

School of Nursing
7500 Hennessy Boulevard
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Phone: (225) 768-1750; Fax: (225) 768-1760
Dean: Phyllis Pederson, DNP, CRNA
Approval Status: Full

OUR LADY OF HOLY CROSS COLLEGE

Department of Nursing and Allied Health
4123 Woodland Drive
New Orleans, LA 70131
Chair: Patricia Prechter, RN, MSN, Ed.D
Phone: (504) 398-2213; Fax: (504) 391-2421
Approval Status: Full

SOUTHEASTERN LOUISIANA UNIVERSITY

School of Nursing
SLU 10781
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SOUTHERN UNIVERSITY

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Dean: Janet Rami, PhD, RN
BSN Chair: Jacqueline Hill, PhD, RN
Approval Status: Conditional

UNIVERSITY OF LOUISIANA LAFAYETTE

College of Nursing & Allied Health Professions

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UNIVERSITY OF LOUISIANA MONROE

School of Nursing

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Monroe, LA 71209-0460

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Approval Status: Full

LSBN APPROVED GRADUATE PROGRAMS IN NURSING

GRAMBLING STATE UNIVERSITY

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Associate Dean:

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MSN Program Director:

Rhonda Hensley, EdD, APRN, BC

Approval Status: Full

Degrees: MSN

Programs: FNP (MSN, PMC)

PNP (MSN)

Nurse Educator (MSN)

INTERCOLLEGIATE CONSORTIUM FOR A MASTER OF SCIENCE IN NURSING (ICMSN):

Approval Status: Full

Degrees: MSN, Post Master DNP

Programs: FNP (MSN, PMDNP)

FPMHNP (MSN, PMDNP)

AHNP (MSN)

AHCNS (MSN)

APMHNP (MSN)

Nurse Educator (MSN)

Nurse Executive (MSN)

1. MCNEESE STATE UNIVERSITY

College of Nursing
P.O. Box 90415
Lake Charles, LA 70601
Phone: (337) 475-5753

Dean: Peggy Wolfe, PhD, RN

Graduate Nursing Program Faculty:

Sattaria Dilks, DNP, APRN, PMHNP-BC

Curriculum/ Evaluation:

Ann Warner, PhD, RN, CNE

2. SOUTHEASTERN LOUISIANA UNIVERSITY

School of Nursing
SLU 10781
Hammond, LA 70402
Phone: (985) 549-5045; Fax: (985) 549-5087

Dean: Ann Carruth, DNS, RN

Graduate Program Coordinator:

Lorinda Sealey, PhD, RNC-MNN

3. UNIVERSITY OF LOUISIANA LAFAYETTE

College of Nursing & Allied Health Professions
P.O. Box 43810
Lafayette, LA 70454
Phone: (337) 482-6808

Dean: Gail Poirrier, DNS, RN

Graduate Program Coordinator:

Donna Gauthier, PhD, RN

4. NICHOLLS STATE UNIVERSITY

College of Nursing and Allied Health
University Station - Box 2143
Thibodaux, LA 70310

Phone: (985) 448-4696 Fax: (985) 448-4932

Dean: Velma Westbrook, DNS, RN, MA

Department Head:

Rebecca Lyons, MSN, RN, CCRN

LOYOLA UNIVERSITY

School of Nursing
6363 St. Charles Avenue, Campus Box 45
New Orleans, LA 70118
Phone: (504) 865-3142

Interim Director: Patricia Pearce, MPH, PhD, FNP-BC, FAANP, FNAP

Approval Status: Full

Degrees: MSN, DNP

Programs: FNP (MSN, PMC PMDNP, BSN-DNP)

ANP (MSN, PMC)

Nurse Administrator (HCSM) (MSN)

LSU HEALTH SCIENCES CENTER

School of Nursing
1900 Gravier Street
New Orleans, LA 70112
Phone: 504-568-4106

Dean: Demetrius Porche, DNS, APRN, FNP, PhD

Approval Status: Full

Degrees: BSN - DNP

Programs: AGCNS (BSN-DNP)

FNP (primary care) (BSN-DNP)

NNP (BSN - DNP)

CRNA (MSN, PMDNP, BSN-DNP)

Post Master's DNP

Public/Comm. Health Nurse (BSN-DNP)

Nurse Educator (MSN)

Executive Nurse Leader (BSN-DNP)

Clinical Nurse Leader (MSN)

NORTHWESTERN STATE UNIVERSITY

College of Nursing and School of Allied Health
Nursing Education Center

1800 Line Avenue

Shreveport, LA 71101

Phone: (318) 677-3100

Dean: Dana Clawson, DNS, WHNP-BC

Approval Status: Full

Degrees: MSN

Programs: FNP (MSN, PMC)

PNP (MSN, PMC)

WHNP (MSN, PMC)

Adult Gerontology NP - Acute Care
(MSN, PMC)

Adult Gerontology NP – Primary Care
(MSN, PMC)

Nurse Educator (MSN)

Nurse Administrator (MSN)

OUR LADY OF THE LAKE COLLEGE

School of Nursing

7500 Hennessy Boulevard

Baton Rouge, LA 70809

Phone: 225-214-6979

Dean: Phyllis Pedersen, DNP, CRNA

Approval Status: Full

Degree: MSN, MSNA

Programs: CRNA (MSNA)

Nurse Educator (MSN)

Nurse Administrator (MSN)

SOUTHERN UNIVERSITY

School of Nursing

P.O. Box 11794

Baton Rouge, LA 70813

Phone: 225-771-2663

Dean: Janet Rami, PhD, RN

Chair, Graduate Nursing Program:

Cheryl Taylor, PhD, RN, FAAN

Approval Status: Full

Degrees: MSN, PM Post Master's DNP

Programs: FNP (MSN, PMC, PMDNP)

Gerontology NP (MSN)

Gerontology CNS (MSN)

Nurse Educator (MSN)

Nurse Administrator (MSN)

SOUTHEASTERN LOUISIANA UNIVERSITY**UNIVERSITY OF LOUISIANA LAFAYETTE**

School of Nursing

SLU 10781

Hammond, LA 70402

Phone: 985-549-5045

Fax: 985-549-5087

Dean: Ann Carruth, DNS, RN

Graduate Program Coordinator:

Lorinda Sealey, PhD, RNC-MNN

College of Nursing & Allied Health Professions

P.O. Box 43810

Lafayette, LA 70454

Phone: 337-482-6808

Dean: Gail Poirrier, DNS, RN

Graduate Program Coordinator: Donna Gauthier,
PhD, RN

Approval Status: Full

Degree: BSN-DNP

Programs: FNP (DNP)

**OUT OF STATE SCHOOLS APPROVED TO OFFER CLINICAL
EXPERIENCE IN LOUISIANA**

UNDERGRADUATE PROGRAMS

PANOLA COLLEGE

ADN Program

Nursing and Health Sciences

1109 West Panola Street

Carthage, TX 75633

Phone: (903) 694-4000; Fax: (903) 694-4010

Dean: Barbara Cordell, PhD, RN, AHN-BC

Dates of Approval:

Initial July 13, 2011 - July 13, 2013

Reapproved: through December 2016

****Not admitting students****

GRADUATE PROGRAMS

ALCORN STATE UNIVERSITY

School of Nursing
15 Campus Drive
Natchez, MS 39120
Phone: (601) 304-4303; Fax: (601) 304-4378
Associate Dean, School of Nursing:
Janelle R. Baker, PhD, APRN, A/GPCNP-BC

Date of Approval

Initial: June 12, 2013 - June 12, 2015

Reapproved: through October 15, 2017

Degrees: MSN, PMC

Programs: FNP (MSN, PMC)

FRONTIER NURSING UNIVERSITY

School of Nursing
195 School Street
PO Box 528
Hyden, Kentucky 41749
Phone: (606) 672-2312; Fax: (606) 672-3776
Compliance Officer: Heather Ramey

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2017

Degrees: MSN, PMC, DNP

Programs: CNM (MSN, PMC, DNP)

FNP (MSN, PMC, DNP)

WHNP (MSN, PMC, DNP)

GEORGETOWN UNIVERSITY

School of Nursing & Health Studies
3700 Reservoir Road, NW
St. Mary's Hall 101
Washington, DC 20057-1107
Phone: (202) 687-3118; Fax: (202) 687-4572
Interim Dean, School of Nursing & Health Studies:
Patricia Cloonan, PhD, RN
Dir. of Operations, Online Program: Stasia Levin
Assistant Dir. of Operations, Online Program:
Lauren Hlava

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2017

Degrees: MSN

Programs: FNP (MSN)

CNM/WHNP (Dual) (MSN)

AGACNP (MSN)

WHNP (MSN)

Nurse Educator (Non APRN)

GRACELAND UNIVERSITY

School of Nursing
1401 W. Truman Road
Independence, MO 64050
Phone: (816) 833-0524; Fax: (816) 833-2990
Dean, School of Nursing:
Claudia Horton, PhD, RN, CNE

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2017

Degrees: MSN

Programs: FNP (MSN)

Nurse Educator (MSN, Non APRN)

Organizational Leadership (DNP, Non-APRN)

HERZING UNIVERSITY

525 North 6th Street
Milwaukee, WI 53203
Phone: (414) 271-8103; Fax: (414) 271-1607
Associate VO of Academic and Regulatory Affairs:
Elainna Guerrette
Senior System Dean of Nursing:
Dr. Elizabeth Markham
Graduate Nursing Department Chair:
Dr. Catherine Kotecki

Dates of Approval:

Initial: April 17, 2013 – April 17, 2015

Reapproved: through April 9, 2016

Approval Status: Conditional

Degrees: MSN

Programs: FNP (MSN)

RUSH UNIVERSITY

College of Nursing
1700 W Van Buren Street, Suite 301
Chicago, IL 60612
Regulatory Coordinator:
LaTonya Gunter, MBA

Dates of Approval:

Initial: December 4, 2015 – December 4, 2017

Degrees: DNP

Program: AGNP (DNP)

SAMFORD UNIVERSITY

School of Nursing
800 Lakeshore Drive
Birmingham, AL 35229
Associate Dean, Graduate Program:
Jane S. Martin, PhD, FNP-BC

Dates of Approval:

Initial: February 19, 2015 – February 19, 2017

Degrees: MSN

Program: FNP (MSN)

SIMMONS COLLEGE

School of Nursing and Health Sciences
300 The Fenway
Boston, MA 02115-5898
Dean: Judy A. Beal, DNSc, RN, FAAN

Dates of Approval:

Initial: June 11, 2015 – June 11, 2017

Degrees: MSN

Program: FNP (MSN)

TEXAS CHRISTIAN UNIVERSITY

School of Nurse Anesthesia
 TCU Box 298626
 Fort Worth, Texas 76129
 Phone: (817) 257-7887; Fax: (817) 257-5472
Dean: Kay Sanders, DNP, RN
Associate Director:
 Timothy Gollaher, CRNA, MHS

Dates of Approval:**Initial:** December 14, 2011 - December 14, 2013**Reapproved:** through December 14, 2017**Degrees:** DNP**Programs:** CRNA (DNPA)**TEXAS WESLEYAN UNIVERSITY**

1201 Wesleyan Street
 Fort Worth, Texas 76105-1536
 Phone: (817) 531-4444; Fax: (817) 531-6508
Director, Graduate Programs of Nurse Anesthesia:
 Debra Maloy, CRNA, Ed.D.

Dates of Approval:**Initial:** December 14, 2011 - December 14, 2013**Reapproved:** through December 14, 2017**Degrees:** MSN**Program:** CRNA (MSNA)**TROY UNIVERSITY**

School of Nursing
 400 Pell Avenue
 Troy, Alabama 36802
 Phone: (334) 670-3428
Director, School of Nursing:
 L. Diane Weed, PhD, FNP-BC

Dates of Approval:**Initial:** October 10, 2012-October 10, 2014**Reapproved:** through October 12, 2016**Degrees:** MSN, BSN-DNP, MSN-DNP, PMC**Programs:** FNP (MSN, PMC, BSN-DNP, MSN-DNP)**UNIVERSITY OF ALABAMA BIRMINGHAM**

School of Nursing
 1701 University Boulevard
 Birmingham, AL 35294-1210
 Phone: (205) 934-5360
Dean, School of Nursing:
 Doreen Harper, PhD, RN, FAAN

Dates of Approval:**Initial:** December 14, 2011 - December 14, 2013**Reapproved:** through December 14, 2017**Degrees:** MSN, DNP

Programs: FNP (MSN, DNP)
 PNP-PC (MSN, DNP)
 PMHNP (MSN, DNP)
 AGNP-PC (MSN, DNP)
 AGNP-AC (MSN, DNP)
 NNP (MSN, DNP)
 PNP-AC (MSN, DNP)

PNP-AC/PC (Dual)
 (MSN, DNP)

UNIVERSITY OF CINCINNATI

College of Nursing
 PO Box 210038
 Cincinnati, OH 45221
 Phone: (513) 558-5500
Senior Associate Dean, Academic Affairs:
 Suzanne Perraud, PMHCNS-BC, PhD
Interim Dean, College of Nursing:
 Cheryl Hoying, PhD, RN
Clinical Site Coordinator:
 Andrea Ballinger

Dates of Approval:**Initial:** February 15, 2012 - April 2014**Reapproved:** through April 9, 2016**Degrees:** MSN, PMC, PM-DNP

Programs: AGNP-PC (MSN, PM-DNP)
 PMHNP (PMC)
 FNP (MSN, PM-DNP)

UNIVERSITY OF SOUTH ALABAMA

College of Nursing
 USA Springhill
 307 University Boulevard, N
 Mobile, AL 36688-0002
 Phone: (251) 445-9409; Fax: (251) 445-9416
Dean: Debra Davis, DSN, MSN, RN
Director of Clinical Affairs:
 Tracey Taylor-Overholts, DNP, ACNP-BC, RN
Associate Dean for Academic Affairs:
 Heather Hall, PhD, RN

Dates of Approval:**Initial:** September 14, 2011 - September 14, 2013**Reapproved:** through October 15, 2017**Degrees:** RN-MSN, MSN, PMC, BSN-DNP, PM-DNP, DNP, CNS

Programs: FNP/AGNP – Acute Care (Dual)
 (MSN, BSN-DNP, PM-DNP, PMC, DNP, RN-MSN)
 AGNP-AC (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 AGNP-PC (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 FNP (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 FMHNP (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 NNP (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 PNP-AC (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 PNP-PC (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 WHNP (MSN, BSN-DNP, PM-DNP, PMC, DNP)
 AGCNS (PMC)
 AGCNS (DNP)
 AHCNS (MSN)

UNIVERSITY OF TEXAS at ARLINGTON

School of Nursing

Box 19407

411 S Nedderman Drive

Arlington, TX 76019-0407

Associate Dean for Simulation and Technology

Judy LeFlore, PhD, RN, NNP-BC, CPNP-PC&AC,

ANEF

Dates of Approval:

Initial: February 19, 2015 – February 19, 2017

Degrees: MSN

Programs: NNP (MSN)

VANDERBILT UNIVERSITY

School of Nursing

213 Godchaux Hall

461 21st Avenue South

Nashville, TN 37240-1119

Phone: (615) 322-3804; Fax: (615) 322-1708

Dean: Linda Norman, DSN, RN, FAAN

Lee Ann Ruderer, Director Clinical Placements

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2017

Degrees: MSN, PMC

Programs: FNP (MSN)

NNP (MSN)

PNP (Acute & Primary) (MSN)

AGACNP (MSN)

AGPCNP (MSN)

AGACNP/FNP (MSN)

NMW (MSN)

NMW/FNP (MSN, PMC)

PMHNP (MSN, PMC)

Rev. 11/1/12, 1/10/13, 1/14/13, 3/8/13, 4/22/13,
5/1/13, 7/1/13, 8/21/13, 10/15/13, 11/5/2013,
12/18/2013, 2/25/2014, 5/13/2014, 6/18/2014,
8/7/2014, 9/11/2014, 10/23/2014, 12/15/2014,
2/19/15, 4/15/2015, 5/28/2015, 6/25/2015,
8/26/2015, 11/3/2015, 12/23/2015, 2/16/2016

APPENDIX B

NCLEX-RN Passage Rates Admissions, Enrollment, Graduates

Appendix B1

Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2015.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
BPCC	58	51	87.93
BRCC	48	44	91.67
Charity/Delgado	269	218	81.04
Fletcher Tech.CC	43	41	95.35
Louisiana Delta CC	30	29	96.67
LSU Alexandria	60	54	90.00
LSU Eunice	38	35	92.11
Louisiana Tech	45	45	100.00
McNeese	27	24	88.89
Northwestern	104	92	88.46
Our Lady of Lake College	3	1	33.33
South Louisiana CC	0	0	0.00
Southern Shreveport	39	36	92.31
Total	764	670	87.70
Diploma			
Baton Rouge General	25	24	96.00
Total	25	24	96.00
Baccalaureate			
Dillard	14	7	50.00
Grambling	57	42	73.68
Louisiana College	33	29	87.88
LSU Health Science Center	190	184	96.84
McNeese	115	110	95.65
Nicholls	100	95	95.00
Northwestern	162	148	91.36
Our Lady Holy Cross	38	35	92.11
Our Lady of the Lake	186	155	83.33
Southeastern	156	144	92.31
Southern BR	106	83	78.30
Univ of LA Lafayette	99	97	97.98
Univ of LA Monroe	66	62	93.94
Total	1,322	1,191	90.09
GRAND TOTAL	2,111	1,885	89.29

Appendix B2
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2001-2015)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2015	4,088	2,712	5,599	12,420	1,376	2,074
2014	4,351	2,956	5,836	12,575	1,395	2,081
2013	4,661	2,904	5,780	14,050	1,757	2,274
2012	4,544	2,979	6,214	13,245	1,566	2,281
2011	4,705	3,252	6,114	15,988	1,453	2,281
2010	4,737	3,384	6,175	14,779	1,353	2,239
2009	4,898	3,306	6,077	15,232	1,592	2,230
2008	5,110	3,420	6,311	13,797	1,690	2,113
2007	4,489	3,030	5,723	14,113	1,459	1,946
2006	4,909	3,317	5,534	14,785	1,592	1,828
2005	4,334	2,950	4,627	13,346	1,384	1,722
2004	3,864	2,741	5,034	14,456	1,123	1,662
2003	3,445	2,372	4,501	13,496	1,073	1,412
2002	2,535	2,151	3,881	10,976	384	1,501
2001	2,051	1,843	3,720	9,718	208	1,474

Appendix B3
Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree
Programs in Nursing (2011-2015)

Program	Qualified Applicants					Admissions				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<u>Associate Degree</u>										
Baton Rouge CC	218	156	101	134	104	66	67	67	64	47
Bossier Parish CC	127	167	180	247	213	39	50	50	80	86
Charity/Delgado	630	675	786	694	576	343	295	286	376	315
Fletcher Tech CC	28	27	64	38	49	28	27	54	19	20
LSU Alexandria	217	115	140	150	182	136	115	140	125	131
LSU Eunice	99	135	121	119	105	66	97	73	62	63
Louisiana Delta	60	78	137	114	122	42	42	46	54	56
Louisiana Tech	187	120	138	95	155	78	55	61	69	74
McNeese	52	62	58	31	22	45	36	42	31	22
Northwestern	214	172	172	129	102	153	143	137	129	102
Our Lady of the Lake	431	80	N/A	N/A	N/A	380	77	N/A	N/A	N/A
South Louisiana CC	0	0	0	69	76	0	0	0	40	40
Southern Univ. at Shreveport	130	198	188	191	117	90	90	90	90	117
TOTAL	2,393	1,985	2,085	2,011	1,823	1,466	1,094	1,046	1,139	1,073
<u>Baccalaureate</u>										
Dillard	45	190	109	14	27	45	113	41	14	27
Grambling	118	114	84	17	0	118	86	50	17	0
Louisiana College	63	56	45	54	39	47	56	45	54	39
LSU Health Sciences Center	240	250	271	272	414	230	241	264	266	253
McNeese	169	250	276	171	133	165	166	177	166	121
Nicholls	250	213	199	193	179	126	124	128	128	127
Northwestern	164	174	289	290	195	164	122	176	168	147
Our Lady of Holy Cross	123	82	65	80	74	69	63	61	64	57
Our Lady of the Lake	0	183	271	285	179	0	162	252	240	179
Southeastern	353	367	353	230	276	176	178	183	170	173
Southern	262	257	264	332	403	222	205	165	179	194
UL Lafayette	259	198	188	233	191	224	198	188	220	191
UL Monroe	110	103	92	91	92	102	91	88	91	92
William Carey – N.O.	65	35	N/A	N/A	N/A	53	35	N/A	N/A	N/A
TOTAL	2,221	2,472	2,506	2,262	2,202	1,741	1,840	1,818	1,777	1,600
<u>Diploma</u>										
Baton Rouge Gen. Med. Ctr.	91	87	70	78	63	45	45	40	40	39
TOTAL	91	87	70	78	63	45	45	40	40	39
GRAND TOTAL	4,705	4,544	4,661	4,351	4,088	3,252	2,979	2,904	2,956	2,712

Appendix B4
**Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN
Licensure Programs in 2014-2015**

Nursing Programs	Number of Qualified Applicants Not Admitted	Reasons Checked for Non-Admission of Qualified Applicants*							
		Budgeted Faculty Position Not Available	Qualified Faculty Not Available	Faculty Salary Not Competitive	Classroom Space Not Available	Skills Lab Space Not Available	Clinical Placement Sites Not Available	Lack of Clinical Specialty Sites	Other
Associate Degree									
Baton Rouge Comm. Coll.	57	1	6	5	3	4	2	7	0
Bossier	127	4	6	5	1	7	3	2	0
Charity/Delgado	261	1	3	2	0	0	4	5	6
Fletcher Tech Comm. Coll.	29	3	1	2	7	6	5	4	0
LSU Alexandria	51	5	3	4	7	6	1	2	0
LSU Eunice	42	7	1	1	7	7	5	0	0
Louisiana Delta College	66	3	2	1	4	5	6	7	0
Louisiana Tech	81	1	3	2	4	0	0	0	0
McNeese State	0	0	0	0	0	0	0	0	0
Northwestern State	0	0	0	0	0	0	0	0	0
South Louisiana Comm. Coll.	36	0	2	0	3	4	0	0	1
Southern Univ. Shreveport	0	0	0	0	0	0	0	0	0
Total	750	25	27	22	36	39	26	27	7
Baccalaureate Degree									
Dillard	0	0	0	0	0	0	0	0	0
Grambling	0	0	0	0	0	0	0	0	1
Louisiana College	0	0	0	0	0	0	0	0	0
LSU Hlth Science Cntr	161	1	2	6	5	7	3	4	0
McNeese State	12	0	0	0	0	0	0	0	0
Nicholls State	52	4	3	2	0	7	5	6	1
Northwestern State	48	2	1	0	0	0	0	0	0
Our Lady of Holy Cross	17	1	4	2	5	6	3	7	0
Our Lady of the Lake	0	0	0	0	0	0	0	0	0
Southeastern	103	1	6	7	4	5	2	3	0
Southern	209	2	3	1	6	7	4	5	0
UL Lafayette	0	0	0	0	0	0	0	0	0
UL Monroe	0	0	0	0	0	0	0	0	0
Total	602	11	19	18	20	32	17	25	2
Diploma									
Baton Rouge General	24	3	2	4	2	2	0	0	3
Total	24	3	2	4	2	2	0	0	3
Grand Total	1376	39	48	44	58	73	43	52	12

Appendix B5
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana
during the 2014-2015 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	16	14	98	86	114
Bossier	21	19	92	81	113
Charity/Delgado	80	13	543	87	623
Fletcher Technical Comm. Coll.	2	13	14	88	16
LSU Alexandria	26	12	186	88	212
LSU Eunice	10	10	86	90	96
Louisiana Delta	9	10	80	90	89
Louisiana Tech	19	20	76	80	95
McNeese State	6	13	41	87	47
Northwestern	20	10	171	90	191
South Louisiana Community Coll.	12	18	54	82	66
Southern Univ. at Shreveport	18	14	113	86	131
Total	239	13	1,554	87	1,793
<u>Baccalaureate</u>					
Dillard	3	5	61	95	64
Grambling	0	0	4	100	4
LA College	16	18	71	82	87
LSU Health Science Center	84	14	526	14	610
McNeese State	43	13	295	87	338
Nicholls State	43	13	294	87	337
Northwestern	53	18	241	82	294
Our Lady of Holy Cross	15	8	164	92	179
Our Lady of the Lake	44	10	408	90	452
Southeastern	48	13	309	87	357
Southern	51	12	378	88	429
UL Lafayette	46	13	305	87	351
UL Monroe	37	16	196	84	233
Total	483	13	3,252	87	3,735
<u>Diploma</u>					
Baton Rouge General	9	13	62	87	71
Total	9	13	62	87	71
Grand Total	731	13	4,868	87	5,599

Appendix B6

Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2014-2015 Report Year

Nursing Education Programs	Hispanic		Asian		Black		White		Other		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
<u>Associate Degree</u>											
Baton Rouge Comm. Coll.	2	2	6	5	22	19	83	73	1	1	114
Bossier	4	4	1	1	16	14	90	80	2	2	113
Charity/Delgado	6	1	29	5	167	27	340	55	81	13	623
Delta Comm. College	5	6	0	0	17	19	67	75	0	0	89
Fletcher Tech Comm Coll.	0	0	0	0	2	13	13	81	1	6	16
LSU Alexandria	8	4	3	1	24	11	169	80	8	4	212
LSU Eunice	0	0	0	0	20	21	76	79	0	0	96
Louisiana Tech	1	1	0	0	8	8	80	84	6	1	95
McNeese State	3	6	0	0	9	19	34	72	1	2	47
Northwestern State	6	3	2	1	51	27	113	59	19	10	191
South LA Comm. Coll.	2	3	4	6	15	23	44	67	1	2	66
Southern Univ. Shreveport	3	2	2	2	89	68	35	27	2	2	131
Total	40	2	47	3	440	25	1,144	64	122	7	1,793
<u>Baccalaureate</u>											
Dillard	0	0	0	0	57	89	0	0	7	11	64
Grambling	0	0	0	0	2	50	2	50	0	0	4
Louisiana College	5	6	5	6	16	18	58	67	3	3	87
LSU Hlth Science Cntr	36	6	32	5	66	11	472	77	4	1	610
McNeese State	6	2	7	2	49	14	271	80	5	1	338
Nicholls State	9	3	10	3	50	15	248	74	20	6	337
Northwestern State	21	7	3	1	91	31	149	51	30	10	294
Our Lady of the Lake	24	5	17	4	74	16	330	73	7	2	452
Our Lady of Holy Cross	12	7	11	6	33	18	103	58	20	11	179
Southeastern	8	2	11	3	31	9	302	85	5	1	357
Southern	2	1	4	1	390	91	33	8	0	0	429
UL Lafayette	7	2	8	2	53	15	274	78	9	3	351
UL Monroe	5	2	5	2	50	21	166	71	7	3	233
Total	135	4	113	3	962	26	2,408	64	117	3	3,735
<u>Diploma</u>											
Baton Rouge General	3	4	2	3	9	13	56	79	1	1	71
Total	3	4	2	3	9	13	56	79	1	1	71
Grand Total	178	3	162	3	1,411	25	3,608	64	240	4	5,599

Appendix B7

Data on pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education as of October 15, 2015

Nursing Education Programs	LPN		Other Health Field		Other Degree		Total of Pre-RN Students with Prior Education		Total Enrollment in Clinical
	No.	%	No.	%	No.	%	No.	%	No.
<u>Associate Degree</u>									
BRCC	12	10.5	12	10.5	5	4.4	29	25.4	114
Bossier Parish CC	18	15.9	0	0	21	18.6	39	34.5	113
Charity/Delgado	59	7.5	0	0	45	7.2	104	16.7	623
Fletcher Tech. CC	1	9.5	0	0	6	37.5	7	43.8	16
Louisiana Delta CC	36	40.4	4	4.5	5	5.6	45	50.6	89
LSU Alexandria	27	12.7	2	0.9	19	9.0	48	22.6	212
LSU Eunice	7	7.3	0	0	0	0	7	7.3	96
Louisiana Tech	1	1.1	0	0	21	22.1	22	23.2	95
McNeese State	11	23.4	0	0	5	10.6	16	34.0	47
Northwestern	39	20.4	22	11.5	30	15.7	91	47.6	191
Southern Shreveport	0	0	0	0	0	0	0	0	131
South Louisiana CC	18	27.3	12	18.2	10	15.2	40	60.6	66
Total	229	12.8	52	2.9	167	9.3	448	25.0	1,793
<u>Baccalaureate</u>									
Dillard	0	0	0	0	0	0	0	0	64
Grambling	0	0	0	0	0	0	0	0	4
Louisiana College	0	0	9	10.3	39	44.8	48	55.2	87
LSU Hlth Science	0	0	0	0	78	12.8	78	12.8	610
McNeese State	6	1.8	0	0	35	10.4	41	12.1	338
Nicholls State	11	3.3	3	0.9	27	8.0	41	12.2	337
Northwestern	24	8.2	15	5.1	45	15.3	84	28.6	294
Our Lady of the Lake	52	11.5	1	0.2	58	12.8	111	24.6	452
Our Lady Holy Cr	1	0.6	0	0	9	5.0	10	5.6	179
Southeastern	10	2.8	0	0	0	0	10	2.8	357
Southern	8	1.9	0	0	39	9.1	47	11.0	429
UL Lafayette	0	0	0	0	26	7.4	26	7.4	351
UL Monroe	2	0.9	1	0.4	11	4.7	14	6.0	233
Total	114	3.1	29	0.8	367	9.8	510	13.7	3,735
<u>Diploma</u>									
Baton Rouge Gen.	3	5.6	11	3.7	27	37.0	41	46.3	71
Total	3	4.2	11	15.5	27	38.0	41	57.7	71
GRAND TOTAL	346	6.2	92	1.6	561	10.0	999	17.8	5,599

Appendix B8
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs
(2010–2015)

Nursing Program	2010	2011	2012	2013	2014	2015	Projected 2016
<u>Associate</u>							
Baton Rouge Community College	30	34	46	55	67	47	44
Bossier Parish Community College	0	0	18	30	45	59	80
Charity/Delgado	246	308	226	227	270	272	290
Fletcher Tech/Comm. College	15	10	26	16	0	44	16
LSU Alexandria	70	86	50	49	42	59	64
LSU Eunice	80	57	64	63	41	38	45
Louisiana Delta	0	0	18	18	26	30	29
Louisiana Tech	63	75	54	60	40	46	37
McNeese State	38	40	28	31	38	27	157
Nicholls State	8	0	0	0	0	0	0
Northwestern	116	132	115	134	85	102	94
Our Lady of the Lake	216	290	317	265	64	N/A	N/A
South Louisiana Community College	-	-	-	-	0	0	26
Southern Univ. at Shreveport	34	52	93	51	52	37	50
Total	916	1,084	1,055	999	770	761	932
<u>Baccalaureate</u>							
Dillard	7	6	18	25	38	13	55
Grambling	103	48	87	70	54	57	4
Louisiana College	22	40	27	30	29	33	47
LSU Health Science Center	166	184	206	178	177	188	191
McNeese State	153	124	121	170	145	116	157
Nicholls State	142	72	93	113	112	99	97
Northwestern	108	96	128	143	114	130	160
Our Lady of the Lake	-	-	-	-	33	188	160
Our Lady of Holy Cross	42	41	45	38	50	38	62
Southeastern	122	162	161	162	219	157	220
Southern	118	113	88	109	100	104	149
UL Lafayette	161	137	127	130	128	98	143
UL Monroe	87	93	77	52	72	67	88
William Carey – N.O.	53	51	17	26	14	N/A	N/A
Total	1,284	1,167	1,195	1,246	1,285	1,288	1,533
<u>Diploma</u>							
Baton Rouge Gen. Med. Center	39	30	31	29	26	25	36
Total	39	30	31	29	26	25	36
Grand Total	2,239	2,281	2,281	2,274	2,081	2,074	2,501

APPENDIX C

Enrollment and Graduates from APRN Programs in Louisiana

Appendix C1

ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA (2011-2015)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Grambling University	N/A	N/A	N/A	N/A	N/A	18	58	62	46	26	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Nicholls State University Southeastern Louisiana Univ. of Louisiana-Lafayette	1	0	0	0	0	280	350	437	374	220	N/A	N/A	N/A	N/A	N/A
LSU Health Science Center	4	9	7	8	4	67	117	131	112	96	39	118	118	122	124
Loyola Univ.	N/A	N/A	N/A	N/A	N/A	50	47	76	72	80	N/A	N/A	N/A	N/A	N/A
Northwestern St. Univ.	0	1	0	0	0	165	178	190	227	208	N/A	N/A	N/A	N/A	N/A
Our Lady of the Lake	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	124	85	30	25	25
Southern Univ.	0	0	0	0	0	127	138	127	101	109	N/A	N/A	N/A	N/A	N/A
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	N/A	N/A	N/A	N/A	N/A
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5	N/A	N/A	N/A	N/A	N/A
TOTALS	5	10	7	8	4	707	888	1,023	932	751	163	203	148	147	149

Appendix C2
GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2009-2015)

APRN PROGRAM	GRADUATION						
	2009	2010	2011	2012	2013	2014	2015
Grambling University	11	11	18	19	30	11	16
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Nicholls State University Southeastern Louisiana University University of Louisiana at Lafayette	62	33	47	46	82	117	124
Loyola University	21	25	49	46	10	0	8
LSU Health Science Center	64	83	66	84	73	76	76
Our Lady of the Lake College	33	27	26	26	56	27	27
Northwestern State University	43	49	56	51	26	56	63
Southern University	18	18	17	35	46	55	32
TOTALS	242	246	279	307	323	342	346