

Louisiana State Board of Nursing

2018



Annual Report

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

**Louisiana State Board of Nursing
17373 Perkins Road
Baton Rouge, LA 70810**



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 2018 to implementing the strategic initiatives that were developed during the Strategic Planning Annual Retreat held in November 2017. Six strategic initiatives were developed and initiatives C, D and E were identified for implementation in 2018 including:

C. Build a unified voice with stakeholders and the legislature

1. Create and engage a coalition of nursing organizations;
2. Promote a unified nursing voice with the legislature;

D. Elevate awareness of LSBN's contributions to the profession

1. Enhance LSBN's image as supportive of the profession;
2. Develop and disseminate promotional materials;
3. Promote awareness of LSBN's breadth of expertise;

E. Improve organizational effectiveness and efficiency

1. Improve responsiveness and customer service; and
2. Ensure ongoing quality improvement.

A fourth initiative to pursue Nurse Licensure Compact (NLC) status was not identified for 2018, but with the leadership of Senator Peacock and the Health Policy Consortium created through the collaboration of LSBN with the Louisiana State Nurses Association (LSNA), the state was able to pass legislation to enact the NLC, which will be implemented on July 1, 2019.

I am pleased to share our accomplishments with Governor Bel Edwards, state officials and our 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***. Our vision is that ***LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce***. Key initiatives in 2018 directed toward that mission included the following:

- Created the Health Policy Consortium in collaboration with LSNA consisting of representatives from LSBN and LSNA as well as Louisiana Association of Nurse Practitioners, Louisiana Association of Nurse Anesthetists, Louisiana Council of Administrators of Nursing Education, Louisiana Organization of Nurse Executives, Louisiana Emergency Nurses Association, Louisiana Psychiatric Nurses Association and Louisiana Hospital Association. Hosted two meetings at LSBN on February 7, 2018 and March 12, 2018. Top priorities identified for this legislative year were Enhanced Nurse Licensure Compact and Faculty Availability.
- Worked with Senator Mills on the collaborative efforts between LSBME and LSBN. As a result, we published joint rules on simplifying the collaborative practice agreement between APRNs and their collaborating physicians. (LAC 46: XLVII.Chapter 45: §4505 and §4513). LSBN also supported Senator Mills' SB40 for partial reorganization of agencies within the Department of Health. LSBN had already implemented the addition of public members to the Board, which was also part of that bill. LSBN worked with Senator Peacock on passage of SB202 establishing Louisiana as an NLC state. Worked with Dustin Miller on revising the amendments to SB202 to insure its passage without compromising Compact language. Worked with Secretary Gee and her Executive Counsel, Stephen Russo, on rule changes for the Department of Health that will require employers to enroll their nurses in NURSUS e-notify to allow real time notification of nurses with multistate licenses practicing in Louisiana after implementation of the NLC.
- Continued as Louisiana representative for the RWJF/AARP Center to Champion Nursing Access to Care Task Force, which advocates and strategizes policy for full practice authority for APRNs.
- Presentation at the LANP Health Policy Conference on March 16, 2018 on Legislative Issues Impacting RN & APRN Practice.
- Worked with the Center for Nursing and Louisiana Action Coalition to promote LSBN initiatives on workforce planning, leadership development and other nursing initiatives and supported development of marketing materials for same.
- Shared the expertise of the LSBN Board members through the publication of bio-sketches on all 11 members in the four editions of the 2018 *Examiner*.
- Development of year-long training for Chiefs and Directors/Managers by Dr. Ron Jackson. The Chiefs meet in sessions known as PASSPORT and the Directors/Managers meet in sessions known as EMERGE. We are using *The Leadership Challenge*, 6th Edition by Kouzes and Posner (2017) that includes a workbook and tools for leadership development.
- Customer service training for all members of the staff beginning in 2018 and continuing into 2019.
- Established 3 divisions under the leadership of a Chief
 - Chief Administrative Officer responsible for finance/accounting, human resources, information technology, facility planning, and security: Isonel Brown
 - Chief Nursing Officer responsible for advanced practice, RN practice/credentialing, education/licensure and Center for Nursing: Dr. Jennifer Wright
 - Chief Regulatory Officer responsible for investigations, hearings and RNP/monitoring: Wanda Woods-Matthews
- Developed the following new/revised policies and procedures
 - Employee Conduct
 - LSBN Anti-discrimination, Harassment and Retaliation policy
 - Priority 1 Investigations
 - Records Retention Policy
 - FSLA-Compensation for Overtime Worked Policy

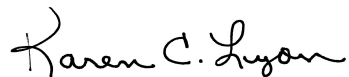
- Equal Employment and Affirmative Action Policy
- Rewards and Recognition Policy
- Renewals, Annual Licensure Policy (revision)
- Sexual Harassment Policy
- Summary Suspensions Policy (revision)

This 2018 Annual Report will validate the activities and actions of the Board and staff, which supported our strategic plan for the period of January 1, 2018 through December 31, 2018 and will provide data related to nursing education, nursing practice, licensure, discipline, and nursing workforce.

In preparing for the future, Board members and executive staff meet with our nursing constituents and the public at bi-monthly Board meetings to monitor and evaluate our progress toward LSBN regulatory and nursing practice goals, objectives and quality improvement initiatives. Additionally, Board business is conducted using Task Force and Committee assignments.

Our goal is to build on our successes and to continue to promulgate evidence-based regulations, practice opinions and nursing education standards, policies and processes. With every regulatory, disciplinary, practice and educational decision that we make, our overarching goal is to ensure that RNs and APRNs in the state of Louisiana are safe and competent providers of nursing care and to improve health outcomes for all Louisianans.

For the Public Trust,

A handwritten signature in black ink that reads "Karen C. Lyon". The signature is fluid and cursive, with the first name "Karen" being more prominent than the last name "Lyon".

Karen Carter Lyon, PhD, MBA, APRN, NEA_{BC}
Chief Executive Officer/ED & Appointing Authority

Louisiana State Board of Nursing Strategic Plan: 2018-2020

Mission: *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: *LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce*

LSBN Strategic Map

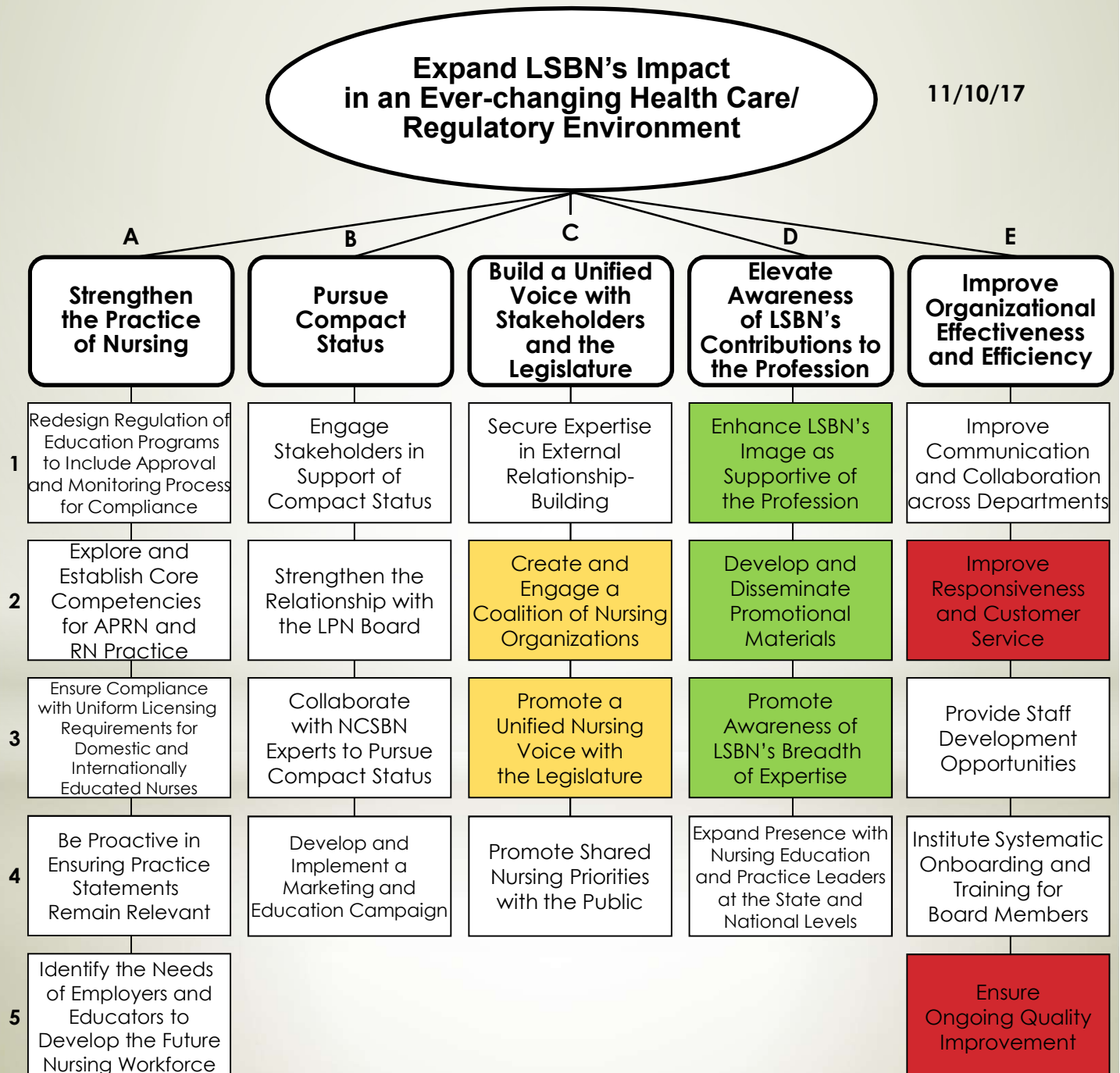
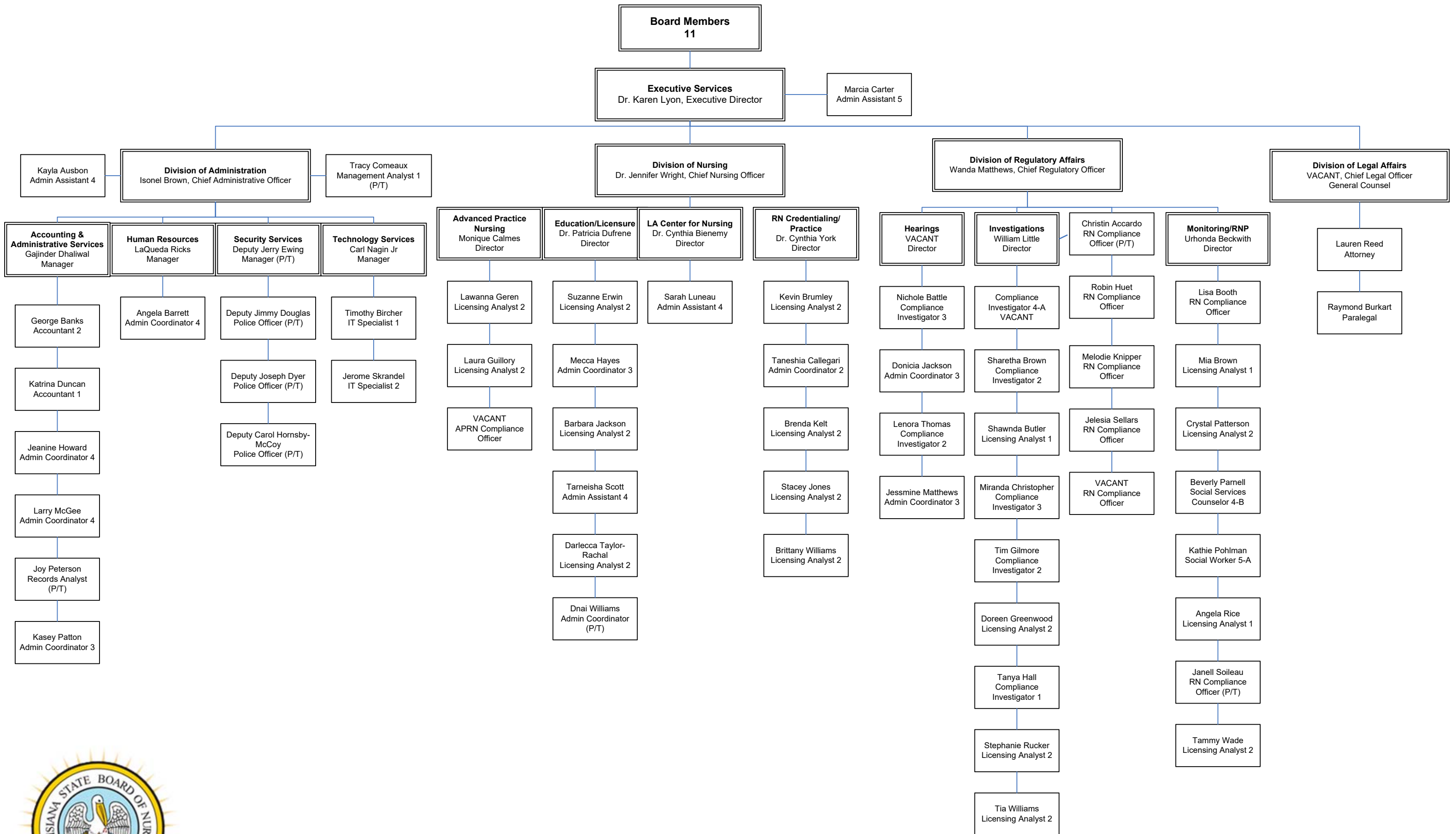


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2018 MEMBERS OF THE BOARD

The members of the Board serving for the 2018 Annual Report year were:

Laura Bonanno, DNP, CRNA	President, Nurse Anesthetist
*Teresita McNabb, RN, MSHSA, NE-A, CLNC, FACHE	Vice President, Nursing Administrator
**Nancy Davis, RN, MA	Board Member, Other Areas of Nursing
Tim Cotita, RN, MSHCE	Alternate Officer, Other Areas of Nursing
Tracey P. Moffatt, MHA, BSN, RN	Board Member, Nursing Service Administrator
Tavell Kindall, DNP, APRN, FNP	Board Member, Advanced Practice
Jacqueline Hill, PhD, RN	Board Member, Nursing Education
Jennifer M. Manning, PhD, DNS, APRN, CNS, CNE	Board Member, Nursing Education
Jennifer S. Couvillon, PhD, RN-BC, CNE	Board Member, Nursing Education
Kenneth Alexander, MS, RRT	Consumer Board Member
Susan Saunders, BA	Consumer Board Member

2018 LSBN MANAGEMENT TEAM

Karen C. Lyon, PhD, RN, ACNS, NEA	Chief Executive Officer
Isonel M. Brown, MS, MBA	Chief Administrative Officer
Jennifer Wright, DNP, APRN, FNP, BC	Chief Nursing Officer
Wanda Woods Matthews, MPA, BBA	Chief Regulatory Officer
Monique Calmes, APRN, FNP-BC	Director, APRN
Cynthia Bienemy, PhD, RN	Director, Center for Nursing
Cynthia York, DNP, RN, CGRN, FRE	Director, Credentialing and Practice
Patricia Dufrene, PhD, RN	Director, Education/Licensure
William Little, JD, MPA	Director, Investigations
Urhonda Beckwith, MSN, APRN, FNP	Director, RNP/Monitoring
Gajinder Dhaliwal, BS	Manager, Accounting and Records
LaQueda Ricks	Manager, Human Resources
Carl Nagin, BS	Manager, Information Technology

LSBN Board Members and staff would like to thank our outgoing Board Members for their leadership and guidance during their tenure. We look forward to working with our new, Governor appointed board members who will serve their terms for 2019-2022.

*Jamie L. Wiggins, DNS, MS, RN, CCRN-K, NEA-BE, FACHE, Nursing Service Administrator

**Ann Carruth, DNS, RN, Other Areas of Nursing

As of 12/31/2018

RS 37:918 Duties and Powers of the Board

§918. Duties and powers of the board

The board shall:

- (1) Establish and publish minimum curriculum requirements and standards for individuals seeking to be licensed under this Part.
- (2) Approve nursing education programs whose graduates meet the licensing requirements of the board.
- (3) Provide for hearings for nurse educational programs when approval is denied or withdrawn.
- (4) Establish and publish standards of nursing practice and education in accordance with those developed and accepted by the profession.
- (5) Examine, approve, renew, and reinstate licenses of duly qualified applicants and establish examination procedures for such purposes.
- (6) Deny, revoke, suspend, probate, limit or otherwise restrict licenses of individuals who violate this Part.
- (7) Provide procedure and conduct hearings for the discipline of individuals as needed and establish alternatives to the disciplinary process when considered appropriate by the board.
- (8) Cause the prosecution of all persons violating any provision of this Part.
- (9) Keep a record of all board proceedings.
- (10) Publish an annual report for distribution to the governor and the legislature containing the activities of the board during the past year.
- (11) Maintain a roster of all individuals licensed under this Part and annually prepare a roster of the names and addresses of all such licensees. A copy of the roster shall be made available to any individual requesting it upon payment of a fee established by the board as sufficient to cover the cost of copying the roster.
- (12) Adopt and revise rules and regulations necessary to enable the board to implement this Part in accordance with the Administrative Procedure Act.
- (13) Employ an executive director who holds a current license to practice nursing and other persons necessary to implement the board's directives, rules, and regulations and to assist the board in the implementation of this Part.
- (14) Appoint an attorney at law to represent the board in all matters pertaining to the administration of the provisions of this Part, fix his compensation, and define his duties.
- (15) Have all other powers necessary and proper to the performance of their duties, including but not limited to the power to subpoena.
- (16) Have the authority to:
 - (a) Request and obtain state and national criminal history record information on any person applying for any license or permit which the board is authorized by law to issue, including permission to enroll as a student nurse in clinical nursing courses.
 - (b) Require any applicant for any license or permit, which the board is authorized to issue, including permission to enroll as a student in clinical nursing courses, to submit a full set of fingerprints, in a form and manner prescribed by the board, as a condition to the board's consideration of his or her application.
 - (c) Charge and collect from an applicant for any license or permit which the board is authorized to issue, including permission to enroll as a student in clinical nursing courses, in addition to all other applicable fees and costs, such amount as may be incurred by the board in requesting and obtaining criminal history record information on the applicant.
 - (d) Promulgate rules and regulations in accordance with the Administrative Procedure Act to implement the provisions of this Paragraph.

- (17) Have the authority and jurisdiction to regulate student nurses in the clinical phase of nursing education; however, nothing in this Part shall require the licensure by the board of student nurses during the clinical phase of their education.
- (18) Develop, adopt, and revise rules and regulations governing scope of practice for advanced practice registered nurses including but not limited to prescriptive authority, the receipt and distribution of sample drugs and prepackaged drugs, and prescribing of legend and certain controlled drugs.
- (19) Enforce the rules and regulations in place on the effective date of this Subsection until such time as the Board of Nursing promulgates rules and regulations in accordance with this Section.
- (20) Have the authority to purchase, lease, maintain, or otherwise contract with respect to immovable property and improvements thereon as it may deem necessary or appropriate to accomplish the provisions of this Part. Additionally, the board shall have the authority to borrow funds with the approval of the State Bond Commission and to expend funds of the board for the acquisition of immovable property and improvements thereon. In the event that the board sells immovable property and improvements thereon, the revenue derived from the sale shall be retained by the board and shall not be subject to reversion to the state general fund.
- (21) Have the authority to share any information in the custody of the board, including information not subject to the laws relative to public records pursuant to R.S. 44:4(9), with any regulatory or law enforcement agency upon written request of the regulatory or law enforcement agency.
- Acts 1976, No. 351, §1; Acts 1995, No. 633, §1, eff. Jan. 1, 1996; Acts 1997, No. 311, §1; Acts 1999, No. 315, §1, eff. June 16, 1999; Acts 2003, No. 957, §1; Acts 2003, No. 1094, §1, eff. July 2, 2003; Acts 2010, No. 943, §1.

2018 RULEMAKING BY LOUISIANA STATE BOARD OF NURSING

There have been some updates to the Louisiana Administrative Code under Title 46, Professional and Occupational Standards, Part XLVII, Professional and Occupational Standards, Nurses: Practical Nurses and Registered Nurses, Subpart 2. Registered Nurses. This authority was granted in R.S. 37:918 to the Louisiana State Board of Nursing.

During 2018, the following changes listed below have been published in the Louisiana Administrative Code.

Chapter 34, Section 3419 - LSBN updated terminology regarding substance use disorders. The medical term has changed from "Chemical Dependency" to "Substance Use Disorder, Mild, Moderate or Severe" according to the *Diagnostic and Statistical Manual of Mental Disorders Fifth Edition (DSM 5)*, Edited and Published by the American Psychiatric Association in 2013. LSBN also corrected a language error that is currently present in the administrative rules. The error reads, "No substitution of narcotic medications destined for patients for the purpose of diversion." This statement will be removed from the Louisiana Administrative Code since suboxone, an opioid medication, is used to treat narcotic (opiate) addiction.

Chapter 33, Section 3331 - Louisiana Revised Statute 14:2(B) enumerates the crimes of violence by which LSBN has aligned proposed rule changes for applicants that apply for licensure, licensure by endorsement, reinstatement, or the right to practice as a student nurse set forth in 3331. LSBN has more broadly enumerated violations that will be considered for denial and delay of nursing licensure. The scope became broader by allowing the Board to use its discretion in determining the number of years that a nursing applicant for licensure, licensure by endorsement, reinstatement, or the right to practice as a student nurse shall be delayed or denied approval for licensure, for reinstatement, to receive a temporary working permit, to be eligible for NCLEX-RN, or to enter or progress into any clinical nursing course. The LSBN has changed the timeframe from a required minimum of five years to up to five years at the discretion of the Board.

Chapter 34, Section 3415 - The Louisiana State Board of Nursing in accordance with the provisions of the Administrative Procedure Act, R. S. 49:950 et seq., and through the authority granted in R. S. 37:918 is proposing rule changes to Chapter 34. Disciplinary Proceedings; Alternative to Disciplinary Proceedings, Section §3415. Reinstatement of License under Title 46, Professional and Occupational Standards, Part XLVII. The proposed changes that are listed below:

- (1) The RN and/ or APRN will be able to submit an application for reinstatement if his/her license has been revoked, but the application will not be considered for reinstatement if:
 - (a) The licenses has been revoked permanently;
 - (b) The license has been declared revoked permanently; or
 - (c) It has been less than 5 years since the date of the Board's revocation order became a final judgement.

Chapter 34, Section 3405 - The LSBN is adding clarifying language to the definition of "revoke" regarding the licensure of Registered Nurses (RNs) and Advanced Practice Registered Nurses (APRNs) in Chapter 34, Section 3405 of the administrative rules. Amendments to the definition of "revoke" include language allowing for the reinstatement of a revoked license 5 years after revocation of a

license. The revised definition aligns with recent changes in Chapter 34, Section 3415 of the administrative rules, which modifies the reinstatement of licenses process for RNs and APRNs. The changes in Chapter 34, Section 3415 allow for the RN and/ or the APRN to submit an application for the consideration of reinstatement by the board if his/her license has been revoked. The rule changes to Chapter 34, Section 3415 were published October 20, 2018

Additionally, the proposed rule changes amend the definition of “suspend” regarding the licensure of RNs and APRNs, implementing a maximum cap on license suspensions of 3 years. Under the prior definition, the LSBN could suspend licenses indefinitely. The revised definition further clarifies the powers of an RN or APRN under license suspension.

2018 MAJOR MOTIONS (by month)

FEBRUARY 22, 2018

Motion to approve the December 14, 2017 minutes

Motion Carried

NEW BUSINESS

Motion to approve the Consent Agenda

1. Consent Agenda Motions:

1. LSBN Staff Program Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University – ACEN Correspondence
 2. Dillard University – ACEN Correspondence
 3. Franciscan Missionaries of Our Lady University – ACEN Correspondence
 4. Franciscan Missionaries of Our Lady University – Focused Site Visit Report
 5. Louisiana Delta Community College – ACEN Correspondence
 6. LSU Health Sciences Center – CCNE Continuous Improvement Progress Report
3. 2016-2017 Schools of Nursing Annual Reports
 1. Baton Rouge Community College – ASN
 2. Bossier Parish Community College – ASN
 3. Delgado Community College – ASN
 4. Fletcher Technical Community College - ASN
 5. Louisiana Delta Community College - ASN
 6. Louisiana State University Alexandria - ASN
 7. Louisiana State University Eunice - ASN
 8. Louisiana State University Health Sciences Center - BSN
 9. Louisiana Tech University - ASN
Achieved 100% pass rate.
 10. McNeese State University - BSN
 11. Nicholls State University - BSN
 12. Northwestern State University - ASN and BSN
 13. Southeastern Louisiana University - BSN
 14. Southern University - BSN
 15. South Louisiana Community College - ASN
 16. Sowela Technical Community College - ASN
 17. University of Holy Cross - BSN
Achieved 100% pass rate.
 18. University of Louisiana at Lafayette - BSN
 19. University of Louisiana at Monroe - BSN

20. Franciscan Missionaries of Our Lady University - MSN
21. Grambling State University - MSN
22. Intercollegiate Consortium for a Master of Science in Nursing - MSN
23. Louisiana State University Health Sciences Center - MSN
24. Loyola University - MSN
25. Northwestern State University - MSN
26. Southeastern Louisiana University - MSN
27. Southern University Baton Rouge - MSN
28. University of Louisiana Lafayette - MSN
29. University of Louisiana at Monroe - MSN
4. Request for Continuing Education Providership
 1. Glenwood Regional Medical Center
 2. St. Tammany Parish Hospital
 3. University of Louisiana Lafayette

Motion Carried

EDUCATION

Motion to refer item 3.1.1.1 Excelsior College back to Board staff for evaluation of the Policy and all the evidence and then come back to the Board with a recommendation for the April 12, 2018 Board meeting.

Motion to approve the request of Louisiana State University Health Sciences Center to initiate an Early Admission Registered Nurse Program (EARN) through a concurrent enrollment articulation agreement with Delgado Community College/Charity School of Nursing.

Motion to approve the revised New Nursing Program Notification of Intent to Establish Program or Offer Clinical Experiences in Louisiana form to be submitted by the undergraduate and/or graduate nursing education degree programs for compliance with LAC 46: XLVII.3533.A.1.b.ii and 3539.B.2.b.

Motion to accept the *ANNUAL REPORT* of the diploma in nursing program at Baton Rouge General Medical Center and restore full approval.

Motion to accept the *ANNUAL REPORT* of the baccalaureate degree in nursing program at Dillard University and continue probation for a fifth consecutive year for non-compliance with LAC 46: XLVII.3523B.

And further, that the Board instruct Dillard University to submit interim progress reports for the baccalaureate degree in nursing program to be reviewed at subsequent 2018 LSBN Board meetings.

Motion to accept the *ANNUAL REPORT* of the baccalaureate degree in nursing program at Franciscan Missionaries of Our Lady University and restore full approval.

Motion to accept the *ANNUAL REPORT* of the baccalaureate degree in nursing program at Louisiana College and restore full approval.

Motion to accept the *ANNUAL REPORT* of the associate degree in nursing program at Southern University at Shreveport and continue probation for a second consecutive year for non-compliance with LAC 46: XLVII.3535.B.

And further, that the Board instruct Southern University at Shreveport to submit interim progress reports for the associate degree in nursing program to be reviewed at subsequent 2018 LSBN Board meetings.

Motion to accept the initial site visit report, approve Step II from William Carey University to establish a baccalaureate of science in nursing education degree program, and grant initial approval.

Motion to accept the Site Visit report, approve Step II from Dillard University to restructure the baccalaureate of science in nursing education degree program and grant initial approval.

All Motions Carried

LOUISIANA CENTER FOR NURSING

Motion to approve annual dues in support of LAC's work in Louisiana as part of the Center for Nursing.

Motion Carried

REPORTS

Motion to approve the Report of the President, Vice President and Executive Director.

Motion Carried

Motion to go into Executive Session

Motion Carried

APRIL 12, 2018

Motion to approve the February 22, 2018 minutes

Motion Carried

NEW BUSINESS

Motion to approve the Consent Agenda

1. Consent Agenda Motions:

1. LSBN Staff Program Status Reports
 1. NCLEX Report

- 2. Accreditation Reports
- 2. Approved Program Reports
 - 1. Baton Rouge General Medical Center - ACEN Correspondence
 - 2. Loyola University - CCNE Correspondence
 - 3. Louisiana University at Eunice - ACEN Correspondence
- 3. Request for Continuing Education Providership
 - 1. Woman's Hospital
- 4. Education Announcements

Motion Carried

EDUCATION

Motion to accept Dillard University's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to accept Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried

Motion to approve the policy revision preventing graduates of nontraditional programs without faculty-supervised clinical experiences from licensure by examination in Louisiana with the effective date of July 1, 2018.

Motion Carried

LOUISIANA CENTER FOR NURSING

Motion to accept the 2017 LSBN Annual Report

Motion Carried

Motion to accept the 2017 Nursing Education Capacity and 2016 Nurse Supply Addendum Report.

Motion Carried

DIVISION OF ADMINISTRATION

Motion to approve the Proposed Request for IT Expenditures.

Motion Carried

Motion to accept and approve LSBN Board Resolution to amend the contract for legal services with Shows, Cali & Walsh, LLP as prosecuting attorney, and for the acceptance and approval of LSBN Board Resolution to amend contract for legal services with Rutledge Law Firm, LLC as board attorney.

Motion Carried

Motion to go into Executive Session

Motion Carried

JUNE 14, 2018

Motion to approve the April 12, 2018 minutes

Motion Carried

NEW BUSINESS

Motion to approve the Consent Agenda

1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University - ACEN Correspondence, Board of Commissioners' Report
 2. Fletcher Technical Community College -ACEN Correspondence
 3. Grambling State University - ACEN Correspondence
 4. Sowela Technical Community College - ACEN Correspondence
 5. Dillard University - ACEN Correspondence, RN - BSN Substantive Change
 6. Louisiana College -CCNE Correspondence
3. Request for Continuing Education Providership
 1. Lake Charles Memorial Health Systems
 2. Louisiana Department of Health – Office of Citizens with Developmental Disabilities Resource Center
 3. Update
4. Education Announcements

Motion Carried

EDUCATION

Motion to accept Dillard University's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to accept Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried

Motion to approve the amended rules proposed, providing for revisions to Title 46, Part XLVII, Subpart 2, Chapter 33, Section 3324, relative to student enrollment in undergraduate clinical nursing courses and the required expectations and consequences for nursing students' enrollment and/or progression of enrollment.

Motion Carried

Motion to accept the letter of intent and feasibility study from Herzing University and approve Step I to establish a Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to approve Excelsior College to allow the confirmed 328 students, who maintain active Louisiana residency and are currently enrolled as of June 14, 2018 in Excelsior College online Licensed Practical Nurse – Registered Nurse program, to test by examination in Louisiana prior to July 1, 2022.

Motion Carried

Motion to approve that the Board appoint a task force that will support LPN to RN bridge programs in the future and assess the barriers to success in those programs.

Motion Carried

Motion to approve the proposed FY2018 amended budget.

Motion Carried

Motion to table the consideration of the removal of the late fee for now until further evaluation of its financial impact to the LSBN.

Motion Carried

AUGUST 9, 2018

Motion to approve the June 14, 2018 minutes

Motion Carried

NEW BUSINESS

Motion to approve the Consent Agenda

1. CONSENT AGENDA MOTIONS

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University - ACEN Correspondence RN – BSN Substantive Change
3. Education Announcements

Motion Carried

EDUCATION

Motion to accept Dillard University's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to accept Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried

Motion to approve the major/substantive change request of Louisiana Delta Community College's Associate of Science in Nursing education degree program related to revisions to the program outcomes and student learning outcomes and further

to accept the minor curriculum change plans of Louisiana Delta Community College's Associate of Science in Nursing education degree program related to identified course changes.

Motion Carried

Motion to approve the request of Maryville University to continue to offer graduate clinical experiences in Louisiana until August 9, 2021 for the following role and population:

Family Nurse Practitioner (FNP) MSN, BSN-DNP and PMC

Motion Carried

Motion to take no action based on Ms. Kunkle's decision not to appear for two meetings and direct Board staff to close both petitions. If Ms. Kunkle would like to come back before the Board, that she will be required to file a new petition.

Motion Carried

ADMINISTRATION

Motion to approve the Acceptance and Approval of the Louisiana Compliance Questionnaire with the revisions to the Board members as needed.

And the Acceptance and Approval of LSBN Board Resolution.

Motion Carried

EXECUTIVE OFFICE

Motion to approve the June 14, 2018 Officer and CEO reports

Motion Carried

Motion to approve the August 9, 2018 Officer and CEO reports

Motion Carried

OCTOBER 11, 2018

Motion to approve August 9, 2018 minutes

Motion Carried

NEW BUSINESS

Motion to approve the Consent Agenda

1. CONSENT AGENDA MOTIONS

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. LSU Eunice ACEN Correspondence
3. Education Announcements

Motion Carried

EDUCATION

Motion to accept Dillard University's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to accept Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried

RN/ CREDENTIALING

Motion to reconvene the Louisiana State Board of Nursing's Internationally Educated Nurses Task Force to review and discuss current policies and procedures.

Motion Carried

ADMINISTRATION

Motion to approve the Acceptance and Approval of the FY 2018 Financial and Compliance Audit Report.

Motion Carried

Motion to approve the Acceptance and Approval of the Board Resolution to transfer LSBN's money market and investment funds from Capital One Security to Hancock-Whitney.

Motion Carried

Motion to approve the adoption of the following Resolution:

“It was duly moved and seconded that the following resolution be adopted:

BE IT RESOLVED that the Board of Directors of the Louisiana State Board of Nursing hereby names and approves Hancock Whitney as its investment bank and LSBN financial intermediary.

BE IT RESOLVED that Karen C. Lyon, Chief Executive Officer, is authorized to open a new money market and investment account(s) with Hancock Whitney for and on behalf of Louisiana State Board of Nursing.

BE IT FURTHER RESOLVED that Karen C. Lyon, Chief Executive Officer, is granted the authority to execute all fiscal documents required to complete the transfer of investment funds and money market funds from Capital One Investing to Hancock Whitney for and on behalf of Louisiana State Board of Nursing.”

Motion Carried

Motion to approve the Officer and CEO reports for October 11, 2018

Motion Carried

Motion to approve the 2019 Board Hearing Panel and Board Meeting Dates

Motion Carried

DECEMBER 13, 2018

Motion to approve the October 11, 2018 minutes

Motion Carried

NEW BUSINESS

Motion to authorize the LSBN Executive Committee to conduct Dr. Lyon's 2018 performance review.

Motion Carried

Motion to accept the proposed Resolution and Settlement Agreement and Release for Jacqueline Carol Gills.

Motion Carried

Motion to approve the Consent Agenda

1. CONSENT AGENDA MOTIONS

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Grambling State University-ACEN Correspondence
 2. Louisiana College- CCNE Continuous Improvement Progress Report
3. Education Announcements

Motion Carried

EDUCATION

Motion to accept Dillard University's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried

Motion to accept Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried

Motion to accept the Initial Site Visit Report of SOWELA Technical Community College, grant full approval to the Associate of Science in Nursing degree program and approve the program to initiate articulation of the LPN-RN program.

Motion Carried

ADMINISTRATION

Motion to approve the proposed FY2020 annual budget.

Motion Carried

Motion to go into Executive Session for the purposes of hearing the Report on Litigation and personnel issues.

Motion Carried

COMPLAINTS AND INVESTIGATIONS

Louisiana State Board of Nursing Complaints and Investigations for Calendar Year 2018

As shown in Table 1, there were 853 individuals with complaints or alleged incidents that resulted in investigations by the LSBN for calendar year 2018. Approximately 53.22% (454) of these complaints were against Registered Nurses, 29.90% (255) were against Student Nurses, and 6.21% (53) were against Advanced Practice Registered Nurses.

Table 1. Classification of Individuals Who Were Subjects of Complaints 2018

Classification	2017		2018	
	No.	%	No.	%
Registered Nurse	833	71.75%	454	53.22%
Nursing Student	191	16.45%	255	29.90%
Endorsement Applicant	67	5.77%	73	8.56%
Advanced Practice Registered Nurses	59	5.08%	53	6.21%
Exam Applicant	11	0.95%	18	2.11%
Prescriptive Authority	n/a	n/a		n/a
Temporary APRN	n/a	n/a		n/a
RN Imposter	n/a	n/a		n/a
Totals	1,161	100.00%	853	100.00%

Source of Opened Investigations

As shown in Table 2, the largest source of complaints to the LSBN was student files with 25.67% (219), followed by LSBN staff with 15.12% (129). Other sources include, but are not limited to, employers, renewals, and criminal arrest.

Table 2. Source of Opened Investigations

Source	2017		2018	
	No.	%	No.	%
Student File	174	15.08%	219	25.67%
Self-Reported	372	32.23%	52	6.10%
LSBN Staff	201	17.42%	129	15.12%
Criminal Arrest	109	9.45%	47	5.51%
Renewal	71	6.15%	29	3.40%
Reinstatement Request	2	0.17%	2	0.23%
Employer	110	9.53%	99	11.61%
Other	115	9.97%	276	32.36%
Totals	1,154	100.00%	853	100.00%

Types of Complaints or Potential Violations Resulting in Opened Investigations

As shown in Table 3, of the complaints or potential violations received by the LSBN in 2018 for further investigation, 30.96% (209) were criminal related. The second largest number of complaint types was drug related (including substance abuse, drug diversion, and misappropriation), 19.26% (130). Other types of complaints include inability to practice safely, unprofessional conduct, non-compliance, misconduct and fraud/deceit.

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

Type of Complaint/Violation	2017 Total No.	2017 %	2018 Total No.	2018 %
Criminal Related	582	50.00%	209	30.96%
Inability to practice safely	129	11.08%	55	8.15%
Other	91	7.82%	116	17.19%
Unprofessional conduct	47	4.04%	20	2.96%
Non-Compliance	177	15.20%	6	0.89%
Drug Related	51	4.38%	130	19.26%
Misconduct	77	6.62%	20	2.96%
Fraud/Deceit	10	0.86%	119	17.63%
Total	1,164	100.00%	675	100.00%

Closed Investigations

LSBN staff closed 423 investigations during 2018. Of the cases closed, the case type included fraud, deception, or misrepresentation (111); criminal conduct (91); drug related (including substance abuse, drug diversion, or misappropriation) (91); and other types of complaints (130).

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 data base. The Hearings Department is also responsible for processing disciplinary actions implemented by the RNP/Monitoring Department. In 2018, the Hearings Department held 23 Board Hearings, reviewed 316 discipline files and a total of 379 disciplinary actions were taken against licensees and applicants.

Table 4. Hearings Department Statistical Report

Discipline Report		Annual
Board Hearings		23
Discipline Files Reviewed		316
Total Actions Taken		379
A. Reinstatements		34
1. Granted/Stipulations/Active		28
2. Granted/Inactive		0
3. Granted/Reprimand		4
4. Denied/Delay		1
5. Denied/Ratify		1
B. Discipline Actions		255
1. Summary Suspension (Ratify)		62
2. Revoked		1
3. Suspended/Stipulations		63
4. Automatic Revoke/Ratify Staff Action		0
5. Inactive		0
6. Voluntary Surrender		21
7. Automatic Suspension/Ratify Staff Action		46
8. Suspend with Stay/Probate		33
9. Denied APRN License		0
10. Renewed License/Probation		0
11. Retain License W/Probation		0
12. Reprimand		24
13. Action Cleared		0
14. Charges Dismissed		2
15. Other		3
16. Continuance Granted		0
C. Endorsement		14
1. Deny/Delayed/Ratify Staff Action		3
2. Approved/Probation Stipulations		0
3. Approved Reprimand		7
4. Delay/Stipulations		4
5. Automatic Suspension Ratify Staff Action		0

D. Education	76
1. Applicant: NCLEX Deny/Delay/Ratify Staff Action	2
2. Applicant: NCLEX Approved/Probation/Stipulations	6
3. Applicant: NCLEX Automatic Suspension	1
4. Applicant: NCLEX Delay/Stipulations	3
5. Student: Clinical Deny/Delayed/Ratify Staff Action	24
6. Student: Approved/Probation/Stipulations	24
7. Student: Approved/Reprimand	0
8. Student: Delay/Stipulations	13
9. Revised/Suspension	3
10. Denied Rehearing/Reconsideration	0
E. Special Statistics Included Above	287
1. Consent Orders	211
2. Applicant: NCLEX	12
3. Student's Clinical	64

Table 5. Basis for Discipline

Basis for Discipline	No.	%
Breach of Patient Confidentiality	1	0.32%
Criminal	79	25.00%
Disciplinary Action by Another Board	3	0.95%
Drug/Alcohol	133	42.09%
Fraud/Deceit	24	7.59%
Non-Compliance with Board Order/RNP	27	8.54%
Other	26	8.23%
Practiced Beyond Scope	1	0.32%
Practicing With an Expired License	4	1.27%
Psychological/Mental	8	2.53%
Substandard or Inadequate Care	6	1.90%
Unprofessional Conduct	4	1.27%
Total	316	100.00%

Table 6. Classification of Individuals Subject to Discipline

Classification	No.	%
Advanced Practice Registered Nurse	10	3.16%
Registered Nurse	216	68.35%
Endorsement Applicant	14	4.43%
NCLEX Applicant	12	3.80%
Student Nurse Applicant	64	20.25%
Total	316	100.00%

Table 7. Age Ranges of Individuals Subject to Discipline

Age Category	No.	%
< 21	3	0.95%
21-30	57	18.04%
31-40	110	34.81%
41-50	76	24.05%
51-60	47	14.87%
61-70	23	7.28%
> 70	0	0.01%
Total	316	100.00%

The total number of disciplinary actions in 2018 increased by 2.6% when compared to the number of disciplinary actions in 2017 (Table 8). The total number of disciplinary actions decreased by 34.03% between 2018 and 2014.

Table 8. LSBN Board Actions (2014-2018)

Year	No. of Disciplinary Actions
2018	316
2017	308
2016	459
2015	448
2014	479
1 & 5 Year Variance	↑2.6% ↓34.03%

MONITORING/RECOVERING NURSE PROGRAM

This Monitoring/Recovering Nurse Program Department monitors Registered Nurses, Advanced Practice 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 Substance Use Disorder 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 LAC XLVII:46: 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 the 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 Monitoring Department 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 complete treatment and have not been diagnosed with Substance Use Disorder Moderate or Severe (Table 9).

In 2018, 33 individuals were reinstated post disciplinary action out of 65 requests. The RNP/Monitoring Director processes disciplinary reinstatement requests for individuals previously disciplined by LSBN, including students who are delayed and required to be monitored prior to attending clinical nursing courses. The Director researches the often-complex histories of previously disciplined individuals to determine eligibility for reinstatement and stipulations for reinstatement or approval for clinical nursing courses are provided. A period of monitoring may be required prior to reinstatement and re-entry into RNP may also be required. Individuals with an extensive disciplinary history may be required to appear before a Hearing Panel to determine suitability for reinstatement.

Table 9. RNP/Monitoring Department Statistics

2018	Annual
1. Monitoring: Total number of cases being monitored	140
A. Number of New Entries	109
B. Total Number of Released Compliant Participants	59
C. Total Number of Automatic Suspensions based upon non-compliance with Board Order/Agreement	24
D. Total Number of Disciplinary Reinstatements/Approval	33
E. Total Number of Reinstatement Requests	65
F. Number of Released Non-Compliant Participants	22
2. RNP: Total Number of RNP Participants	296
A. 1. Number of Active Confidential Participants	188
A. 2. Number of Disciplinary RNP Participants	108
B. Number of RN's Reported	84
C. Total Number of New Program Entries	94
C.1. New Entries Confidential RNP	50
C.2. New Entries Disciplinary RNP	44
D. Number of Refused RNP - (as best can be estimated)	30
E. Number of Released Compliant Participants	66
F. Number of Released Non-Compliant Participants	33
G. Number of Relapsed Active Participants	7
H. Number of Total Re-Entries - Unrelated to drug or practice violations	13
I. Number of Relapsed After Completion	7
TOTAL NUMBER OF MONITORING/RNP	436
In-office Conferences	130
Total Presentations	6
RNP groups visited	4
Treatment Facilities visited	2

Departmental Highlights in 2018

A new RNP/Monitoring Director and one Case Manager were hired in December 2018. The RNP/Monitoring Department is fully staffed with four licensing analysts and four case managers which includes the Director.

LICENSURE

Approval to Enroll in Clinical Nursing Courses

There were 2,781 applications to enroll in clinical nursing courses during the calendar year of 2018 as compared to 2,477 in 2017 which represents a 12.27% increase.

Completion of Louisiana Undergraduate Nursing Program

There were 1,885 graduates from 28 undergraduate nursing programs in Louisiana. Of this number, 32 (1.7%) were Diploma graduates, 677 (35.9%) were Associate Degree graduates, and 1,176 (62.4%) were Baccalaureate Degree graduates.

Licensure by Examination

During the 2018 calendar year (January 1 - December 31, 2018), one thousand four hundred thirty-one (1,431) graduates were granted temporary RN applicant permits and 2,118 candidates sat for the NCLEX-RN examination using computerized adaptive testing (CAT). These candidates included first time takers, repeat takers, and foreign graduates. Of this number, 1,917 individuals were licensed to practice as registered nurses as initial licensure by examination.

One thousand nine hundred sixty-nine (1,869) Louisiana graduates sat for the NCLEX-RN exam for the first time. Of this number, 1,767 passed the exam. First time candidates from nursing programs in Louisiana achieved a pass rate of 94.54% for the 2018 calendar year. This is above the national average of 88.30%. Performance of first-time candidates of nursing education programs in Louisiana can be found in Appendix C.

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 495 APRN licensure by examination applications were received during the year 2018. A total 671 individuals were licensed to practice in 2018 as APRNs: 54 as CRNAs, 7 as CNMs, 5 as CNSs, and 605 NPs. The total individuals licensed exceeds the number of applications received which represents applications remaining from the previous year that were completed during 2018. Applications that are incomplete, expired, or that reflect an applicant who did not meet eligibility requirements are not counted as part of the total who were licensed. The total number of APRNs licensed by examination in 2018 represents an 8.4% increase from the previous year.

Licensure Renewals Registered Nurses/Advanced Practice Registered Nurses

A total of 24,051 RNs and 2,500 APRNs successfully renewed their licenses to practice nursing in Louisiana by the January 31, 2019 due date. Note that these total numbers appear significantly less than previous renewal periods. This is due to the initiation of biennial renewal. Biennial renewal began in the immediately preceding renewal season during 2017, in which licensees with the last names beginning with the letters A-M renewed for a 2-year period. Thus, these individuals did not renew during the 2019 licensure renewal period reflected in this annual report. During the initiation of biennial renewal, licensees whose last name began with the letters N-Z renewed for a 1-year period.

A total 2,505 individuals relinquished the right to practice nursing in Louisiana, as follows: 2,191 RNs and 117 APRNs failed to renew their license; 146 RNs and 6 APRNs requested and were approved for inactive status; and 39 RNs and 6 APRNs requested and were approved for retired status.

Licensure by Endorsement Registered Nurses

As reflected in Table 10, a total of 3,227 RN endorsement applications to practice registered nursing in Louisiana were received during the year 2018. Of the total received, 3,155 were received from United States (US) educated RNs and 72 were received from foreign educated RNs.

Of the endorsement applications received, a total of 2,790 individuals were licensed to practice as a RN, as follows: 2,737 US educated RNs and 53 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 10. Licensure by Endorsement into Louisiana (2014-2018)

Report Year	Applications Received – US Educated	Applications Received – Foreign Educated	Total RN Applications <u>Received</u> (US & Foreign)	United States Educated RN License Issued	Foreign Educated RN License Issued	Total RN Licenses <u>Issued</u> (US & Foreign)
2018	3,155	72	3,227	2,737	53	2,790
2017	2,512	83	2,595	2,025	71	2,096
2016	2,013	104	2,117	1,490	35	1,525
2015	1,853	75	1,928	1,467	56	1,523
2014	2,135	19	2,154	1,855	9	1,864

Licensure by Endorsement Advanced Practice Registered Nurses

A total of 232 endorsement applications to practice as an APRN in Louisiana were received during the year 2018. All of these applications were received from APRNs educated in the United States (US) or a US territory.

Of those endorsement applications received, a total of 201 APRN applications were completed through licensure, as follows: 20 CRNAs, 3 CNM, 1 CNS, and 177 NPs. The remaining applications received in 2018 were not processed through licensure because the applications were incomplete and/or expired or the applicant did not meet eligibility requirements. The total number of APRNs applying for licensure by endorsement in 2018 represents a 19.6% increase from the previous year.

Licensure by Reinstatement Registered Nurses/Advanced Practice Registered Nurses

A total of 644 individuals reinstated their privileges to practice nursing in Louisiana during the year 2018, including 603 RNs and 41 APRNs.

Temporary Permits Issued Registered Nurses

The total number of RN temporary permits issued for the year 2018 was 942. No disaster permits were issued during the year 2018. 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.

Temporary Permits Issued Advanced Practice Registered Nurses

A total number of 9 new temporary permits were issued to APRN applicants for the year 2018. The permits were issued to allow the APRN applicants to provide limited services while obtaining unconditional national certification or to allow the APRN applicant to obtain required clinical hours to demonstrate current competency. No disaster permits were issued to APRNs during the year 2018.

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

During 2018, a total of 3,080 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 11 reflects the number of individuals requesting licensure verifications per year for the previous 5-year period.

Table 11. License Verification Out of Louisiana (2014-2018)

Report Year	Number of Verifications
2018 NurSys Processed	3,080
2017 NurSys Processed	3,773
2016 NurSys Processed	2,135
2015 NurSys Processed	2,925
2014 NurSys Processed	2,615

*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 medical diagnosis and management (including writing any orders) 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. The total number of APRNs with prescriptive and distributing authority in compliance with the Board's rules as of December 31, 2018 was 4,476. The total represents a 12% increase from 2017.

ANNUAL REPORT ON LICENSE RENEWAL – LICENSEES WITH DEFAULTED STUDENT LOANS

In accordance with Louisiana Revised Statute 38:2951, a total of 22 RNs were blocked from RN license renewal due to student loan default status. This is the second year in a row demonstrating a decrease in nurses that were in loan default. A total of 35 registered nurses were in loan default the previous year.

As of February 1, 2019, 18 of the 22 nurses had been removed from default status and were authorized to renew their licenses during renewal season. Licenses for the remaining 4 nurses were changed to an inactive-lapsed status which makes them ineligible to legally practice as a registered nurse in Louisiana. They are subsequently eligible to reinstate their licenses after the default status is lifted by the agency overseeing federal student loans. One of the four successfully reinstated March 7, 2019 and a second is eligible to apply for reinstatement.

AUDIT OF NURSING CONTINUING EDUCATION (post year 2018 License Renewal CE Audit)

In accordance with LAC 46:XLVII.3335.I.2, the Louisiana State Board of Nursing performed an audit of the 2018 nursing continuing education (CE) completed by RNs who renewed a 2018 nursing license.

A random selection of RNs renewing their license during the 2018 licensure renewal process was conducted on 1,814 RNs. One thousand six hundred eighteen (1,618) were compliant and had met CE rule requirements. Of the remaining 196 RNs, the audit resulted in the following:

- One hundred eighty-three (183) RNs were issued informal warnings 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;
- Four (4) RNs were granted a waiver due to extenuating circumstances;
- Six (6) were turned over to the regulatory department for review for non-compliance with the CE audit requirements in more than one renewal period.

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 2018 license renewal on 136 APRNs. Email notifications were sent 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 136 APRNs selected, 104 were compliant. Of the remaining 32 APRNs, 10 qualified for an exemption and 22 were issued Informal Warnings for first time non-compliance.

LSBN DIVISION OF ADMINISTRATION

LSBN's Administration Department consists of many administrative units that include Accounting, Human Resources, Information Technology, Facility Management, Security, 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. The goal of the Division of Administration is to oversee LSBN's financial and fiscal health, safeguard LSBN's assets through a sound internal control framework and maintain compliance with financial, statutory and regulatory requirements.

2018 Fiscal Report

While receiving no legislative appropriation to support its mission and activities, LSBN collected \$8,541,736 in annual operating revenues from licensure, examination, and enforcement activities (Figure 1). During the fiscal year the board sustained operating expenses of \$8,081,692 (Figure 2) of which salaries/payroll and related expenses consumed 75% of the total expense. The board's net position increased by \$570,411 which includes \$110,367 in non-operating revenue. With respect to excess revenues, LSBN intends to continue making investments to address key strategic initiatives including our Journey to a Paperless agency, improving customer service and the implementation of compact licensure.

LSBN's annual auditor is selected through an RFP process that is managed and awarded by the Louisiana Legislative Auditor. LSBN's 2018 financial and compliance audit was conducted by Pinell & Martinez, LLC. LSBN received an "unmodified" opinion where the auditor concluded that the financial statements were presented fairly, in all material respects, and in accordance with generally accepted accounting principles (GAAP). There were no findings.

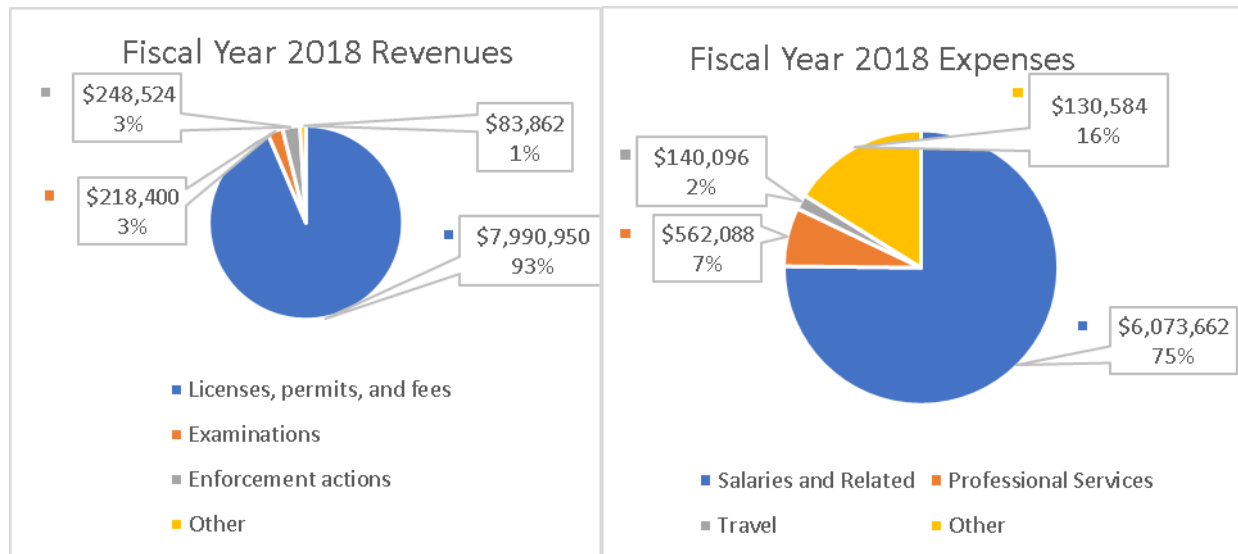


Figure 1 LSBN FY2018 Revenue

Figure 2: LSBN FY2018 Expenses

LSBN's New Secret Sauce.....Winning through Great Customer Service!

As a component of our performance review audit, the Louisiana Legislative Auditors office launched a Customer Service survey to all Louisiana Registered Nurses and Advanced Practice Registered Nurses in October 2018. The LSBN Board of Directors received the results and immediately identified Customer Service as a strategic priority for 2019.

The LSBN Division of Administration acquired the services of Dr. James Gilmore and the Bayard Management Group to facilitate an extensive 6-month customer service training program for all staff. Dr. Gilmore and his team of facilitators have been committed to helping LSBN develop a superior customer service culture and provide tools that will help staff succeed in moving the agency from good to GREAT in our customer service practices! Thus far, the essential components of the customer service transformational efforts have included:

- Building, identifying and communicating LSBN's customer service expectations and values internally;
- Promoting the need for care, compassion and genuineness while communicating LSBN's timelines, policies and procedures to the external customer; and
- Training to enhance staff's soft communication skills such as listening, remaining calm, and diffusing challenging situations.

Staff's initial training will conclude in June 2019 and we look forward to engaging our customers in a more satisfying way!

Digital Transformation: LSBN's Journey to Paperless

LSBN's digital transformation journey will help LSBN become more agile, innovative, streamlined and efficient. Since initial implementation in 2014, the board has and continues to be in the process of examining, rethinking and reengineering our core business processes to improve processes, turnaround times and cut operational costs.

The board began its *Journey to Paperless* in 2015 by introducing the nursing community to the ORBS/Louisiana Nurse Portal during renewal season. In August 2018 we expanded the Louisiana Nurse Portal to include all licensure applications and complaints for violations of the Nurse Practice Act. We have improved response and turnaround times for the customers through the Louisiana Nurse Portal and the ORBS database utilizing online forms, electronic document uploads, and communication through the message center. We expect to see greater efficiencies as staff becomes more comfortable working in the new systems.

The LSBN Division of Administration worked with the Louisiana Secretary of State to update our retention policies to accommodate electronic records management. The Louisiana Secretary of State has provided approvals that will allow LSBN to preserve agency records in an electronic format, dispose of paper, and accept our scanned images as LSBN official records.

While the journey has a clear beginning, LSBN's digital transformation is an ongoing process where we will continue to examine our processes and deliver value to our customers, constituents and stakeholders.

LOUISIANA STATE BOARD OF NURSING – LOUISIANA CENTER FOR NURSING (LCN) 2018 INITIATIVES

Senate Resolution 152 (2008) supported the charge to the Board to be involved not only with the credentialing of individuals to be licensed as registered nurses and advanced practice registered nurses but additionally with activities related to ensuring that there is an adequate nursing workforce to meet the needs of Louisiana citizens. The mission of the Louisiana Center for Nursing (LCN) is to contribute to the health and welfare of Louisiana residents and visitors through activities that are directed to ensure that there is an adequate nursing workforce to meet the current and future healthcare needs of the citizens of the state of Louisiana.

The charge to the Center for Nursing is to:

- Collect, analyze and report on 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.

Initiatives

The following were activities and/or initiatives that were facilitated by and/or completed by the Center for Nursing in 2018:

- **2017 LSBN Annual Report** in collaboration with the LSBN Leadership Team;
- **The 2018 LCN Nurse Faculty Survey Report** (Funded by the Health Works Commission);
- **2019 Nurse Employer Survey** - LCN began making calls in August 2018 to the administrators and/or chief nursing officers of over 1,200 healthcare agencies to inform them about the launching of Louisiana's 3rd statewide Nurse Employer Survey in February 2019;
- **Nursing Workforce Statewide Multi-Regional Nurse Supply and Demand Forecast Model Update and Enhancement** – presentation given by Dr. Craig Moore in October 2018 on plans to update and enhance Louisiana's nursing workforce forecast model;
- **2017 Newly Licensed RN Report**– findings from the biennial Newly Licensed RN survey were published in December 2018;
- **Quarterly publication of The Examiner** –published in collaboration with the LSBN Leadership Team;
- **LSNA Health Policy Consortium** – provided nursing workforce data and attended the LSNA health policy consortium meeting with other stakeholders to discuss Louisiana's Nursing Workforce and Nurse Faculty shortage;
- **EMERGE** – participated in the LSBN sponsored leadership development program facilitated by Dr. Ron Jackson, Consultant;
- **LONE and LaCANE** – submitted quarterly or biannual written reports (LCN Updates);

- **Nursing Supply and Demand Council** – served as the chair of the Nursing Supply and Demand Council (NSDC). Facilitated discussions about Louisiana’s nursing workforce (LPN, RN, APRN, and CNAs), assisted in completing the 2017 NSDC annual report;
- **Health Works Commission (HWC)** – served as chair of the HWC; HWC approved funding for nurse faculty tuition reimbursement, conduction of the nurse faculty survey, and the first statewide simulation expo;
- **National Forum of State Nursing Workforce Centers** – served as President and Board member of the National Forum of State Nursing Workforce Centers through June of 2018;
- **National Council of State Boards of Nursing** – served as a member of the NCSBN Institute of Regulatory Excellence Committee; member of the National Council of State Boards of Nursing (NCSBN) and National Forum of State Nursing Workforce Centers research team for the 2017 National Nursing Workforce Survey; co-authored the report that was published in the October issue of the Journal of Nursing Regulation;
- **National Advisory Council on Nursing Education and Practice (NACNEP)** – served as a NACNEP member and assisted in completing the 2018 NACNEP report;
- **Louisiana Action Coalition** – LCN continues to represent LSBN as the co-lead for the Louisiana Action Coalition by participating in biweekly LAC Executive Team calls, facilitating quarterly LAC face to face meetings, assisting in completion of quarterly LAC updates, served as chair of the LAC diversity steering committee, and mentor for one of the NLI mentees;
- **2018 LAC Culture of Health Summit** – served as lead for the 2018 LAC COH Summit planning committee;
- ***It’s All About Listening: Getting Your Community’s Ideas on Health in America and Nursing*** – five listening sessions were conducted in Louisiana in November and December 2018. Listening sessions were recorded and transcribed (using major bullet points) and submitted to the National Campaign for Action on Friday, December 18th.

National Presentations

Bienemy, C. (2018). Podium Presenter, National Forum of State Nursing Workforce Centers 2018 Annual Conference in Chicago, Illinois. Topic: *Using Data to Make Case for the Nurse Faculty Shortage in Louisiana*.

Bienemy, C. (2018). Presenter, The National Council of State Boards of Nursing Institute of Regulatory Excellence Conference in San Francisco, California. Topic: *An Overview of the Research Process for First Year IRE Fellows*.

National Publication

Smiley, R.A., Lauer, P., **Bienemy, C.**, Berg, J. G., Shireman, E., Reneau, K. A. and Alexander, M. (2018). The 2017 National Nursing Workforce Survey. *The Journal of Nursing Regulation*, 9(3), S1-S88.

NURSING EDUCATION CAPACITY IN LOUISIANA 2017

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 nursing education capacity. An analysis of the data obtained from the 2017-2018 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2018 Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved 28 pre-RN licensure programs during the 2017-2018 report year that prepare students to become candidates for initial RN licensure in Louisiana; one diploma program, 12 associate degree (AD) programs, and 15 baccalaureate in nursing (BSN) programs (Table 12). New pre-RN BSN programs receiving initial approval during the 2017-2018 report year include Chamberlain University, Dillard University, Grambling State University, and William Carey University (see Appendix B for a list of LSBN approved nursing education programs).

Table 12. Pre-RN Licensure Programs in LA (2017-2018)

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 Community College / Charity School of Nursing Fletcher Technical Community College Louisiana Delta Community College LSU Alexandria LSU Eunice Louisiana Tech University Northwestern State University South Louisiana Community College Southern University in Shreveport SOWELA Technical Community College 	12	43%
Baccalaureate Degree <ul style="list-style-type: none"> Chamberlain University* Dillard University* Franciscan Missionaries of Our Lady University (Formerly Our Lady of the Lake) Grambling State University* Louisiana College LSU Health Sciences Center McNeese State University Nicholls State University Northwestern State University Southeastern Louisiana University Southern University University of Holy Cross University of LA at Lafayette University of LA at Monroe William Carey University* 	15	54%
Total No. of Pre-RN Programs	28	100%

*New programs receiving initial approval during the 2017-2018 report year.

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana

There was a four percent increase in the pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2017-2018, compared to a 14% increase in 2016-2017 (Table 13). Over the last five years (2014 to 2018) there has been a six percent increase in the number of students applying for admission to Louisiana's pre-RN licensure programs. In the current report year, 70% (3,198) of the 4,591 qualified applicants were admitted to Louisiana's pre-RN licensure programs, which represents a seven percent increase in number when compared to the previous report year. Approximately 30% (1,393) of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2017-2018 compared to 1,406 in 2016-2017, which represents a one percent decrease in the number of qualified applicants denied admission (see Appendix C2 for a summary report of applicants and

admissions to pre-RN Licensure programs and Appendix C3 for a breakdown of applicants and admissions by programs).

Table 13. Applicants and Admissions for Pre-RN Licensure Programs in LA (2014-2018)

Report Year	Total No. 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.	%
2018	4,591	3,198	70%	1,393	30%
2017	4,401	2,995	68%	1,406	32%
2016	3,860	2,541	66%	1,319	34%
2015	4,088	2,712	66%	1,376	34%
2014	4,351	2,956	68%	1,395	32%
1- & 5-Year Variance	↑4% / ↑6%	↑7% / ↑8%		↓1% / ↓0.1%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2017-2018 Annual Report Year

Fifty-four percent (54%) of the 4,591 qualified applicants applied to BSN programs, which represents a five-percentage point increase when compared to the previous year (49%). Forty-four percent of the qualified applicants applied to AD programs, and two percent applied to Louisiana's only diploma program in 2017-2018. As seen in Table 14a, approximately 74% (1,817) of the 2,469 qualified applicants applying to BSN programs were admitted, 66% (1,351) of the 2,036 qualified applicants applying to AD programs, and 35% (30) applying to the diploma program, were admitted in 2017-2018.

Table 14a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2017-2018)

Applicants 2016-2017	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants (Total = 4,591)	86 (2%)	2,036 (44%)	2,469 (54%)
No. of Qualified Applicants Admitted (Total = 3,198)	30	1,351	1,817
% of Qualified Applicants Admitted	35%	66%	74%
No. of Qualified Applicants Not Admitted (Total = 1,393)	56	685	652
% of Qualified Applicants Not Admitted	65%	34%	26%

When compared to the previous report year, the number of students admitted to AD and BSN programs continued to increase (↑6% and ↑9% respectively), but not at the same rate as the previous report year (↑21% and ↑16% respectively). There was a 32% reduction in the number of students admitted to the state's only diploma program, which is most likely attributable to the closing of the program with an expected teach out date of December 31, 2019 (Table 14b).

Table 14b. Admissions to Pre-RN Licensure Programs in LA (2014-2018)

Report Year	Diploma	Associate	Baccalaureate
2018	30	1,351	1,817
2017	44	1,278	1,673
2016	37	1,058	1,446
2015	39	1,073	1,600
2014	40	1,139	1,777
1- & 5-Year Variance	↓32% / ↓25%	↑6% / ↑19%	↑9%/ ↑2%

Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs (2017-2018 Annual Report Year)

Since 2009, a lack of budgeted faculty positions has been the number one reason identified by Louisiana's pre-RN licensure programs as to why qualified applicants were not admitted to their nursing programs (Table 15). During the current report year, a lack of qualified faculty tied for first place with a lack of budgeted faculty positions as to why qualified applicants were not admitted to Louisiana's nursing programs. Other factors contributing to the programs' inability to admit qualified students included salaries that are not competitive with those available in clinical practice, insufficient classroom space, lack of clinical space, clinical specialty not available, and skills lab space not available. According to the American Association of Colleges of Nursing's (AACN, 2019) report on *2018-2019 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*, U.S. nursing schools turned away more than 75,000 qualified applicants from baccalaureate and graduate nursing programs in 2018 due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints. Most nursing schools responding to AACN's survey pointed to faculty shortages as the reason for not accepting all qualified applicants into baccalaureate programs.

Table 15. Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs in LA (2017-2018)

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

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 14,906 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 16), which reflects a five percent increase in the number of students declaring nursing as a major and is in direct contrast to the 16% decrease reported in the previous year. The number of students enrolled in clinical nursing courses increased by over seven percentage points (8%↑ in 2017-2018 compared to 0.1%↑ in 2016-2017). Between 2014 and 2018, there was a one percent increase in the number of students enrolled in clinical nursing courses compared to a five percent decrease between 2013 and 2017 (see Appendix C2 for a summary report on enrollments in pre-RN Licensure programs).

Table 16. Enrollment in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2018	14,906	5,884
2017	14,166	5,470
2016	16,813	5,466
2015	12,420	5,599
2014	12,575	5,836
1- & 5-Year Variance	↑5% / ↑19%	↑8% / ↑1%

In 2017-2018, 65% of the students enrolled in clinical nursing courses were enrolled in baccalaureate programs, which represents a two-percentage point increase when compared to the previous report year. Over a third (34%) of the students were enrolled in AD programs, and one percent were enrolled in the state's only diploma program (Table 17). Enrollment in BSN programs increased by 11% between 2017-2018 compared to a three percent decrease between 2016-2017, whereas enrollment in AD programs increased by three percent between 2017 and 2018 and by 10% over the past five years.

Table 17. Pre-RN Licensure Programs Enrollment in LA (2014-2018)

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2018	71	1%	2,003	34%	3,810	65%	5,884
2017	77	1%	1,946	36%	3,447	63%	5,470
2016	68	1%	1,858	34%	3,540	65%	5,466
2015	71	1%	1,793	32%	3,735	67%	5,599
2014	54	1%	1,823	31%	3,959	68%	5,836
1- & 5- Year Variance	↓8% / ↑31%		↑3% / ↑10%		↑11% / ↓4%		↑8% / ↑1%

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

Females represented 88% of students enrolled in pre-RN licensure programs in Louisiana in 2017-2018, while males represented 12%, which is in alignment with the previous report years. There was a four percent increase in the number of males enrolled, which is in direct contrast to the four percent decrease noted in 2016-2017 (Table 18).

Table 18. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2018	716	12%	5,168	88%	5,884
2017	687	13%	4,783	87%	5,470
2016	714	13%	4,752	87%	5,466
2015	731	13%	4,868	87%	5,599
2014	804	14%	5,032	86%	5,836
1- & 5-Year Variance	↑4% / ↓11%		↑8% / ↑3%		↑8% / ↑1%

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

In 2017-2018, 34% of the students enrolled in pre-RN licensure programs in Louisiana were minorities; 23% Black/African American, four percent Hispanic/Latino, two percent Asian, and five percent *Other* (Table 19). Of the 283 students that were included in the category of *Other*, 51 self-reported that they were American Indian/Alaska Native and five were Native Hawaiian/Pacific Islander.

Table 19. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2018	3,888	66%	1,327	23%	243	4%	143	2%	283	5%
2017	3,597	66%	1,305	24%	186	3%	145	3%	237	4%
2016	3,540	65%	1,307	24%	175	3%	149	3%	295	5%
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%
1- & 5-Year Variance	↑8% / ↑3%		↑2% / ↓11%		↑31% / ↑22%		↓1% / ↓2%		↑19% / ↑25%	

Note: American Indian/Alaska Native (51), Native Hawaiian/Pacific Islander (5) were included in *Other* Total = 5,884.

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

Sixty-five percent (65%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 17 and 25 years of age, which is consistent with 2016-2017 findings. There was a 19% increase in the number of students between 17 and 20 years of age that were enrolled in pre-RN programs, and a decrease of three percent and 27% in the number between 41-50 and 51-60 years of age, respectively (Table 20).

Table 20. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	1,191	20%	2,672	45%	949	16%	800	14%	231	4%	36	0.6%	5	0.08%
2017	1,004	18%	2,520	46%	930	17%	726	13%	239	4%	49	1%	2	.04%
2016	894	16%	2,602	48%	895	16%	761	14%	265	5%	45	1%	4	.07%
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%
1 & 5 Year Variance	↑19% / ↑21%		↑6% / ↓1%		↑2% / ↓0.1%		↑10% / ↓5%		↓3% / ↓22%		↓27% / ↓29%		↑150% / ↑400%	

Note: Total=5,884

Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2014-2018)

Although there was a two percent decrease in the number of LPNs enrolled in clinical nursing courses in pre-RN licensure programs in Louisiana between 2017 and 2018, over the past five years, there was a 41% increase in the number of LPNs enrolled in pre-RN programs in Louisiana (Table 21). The number of students from other health related fields increased by 26% during the 2017-2018 report year and by 53% over the last five years. Approximately 19% (1,141) of the students enrolled in clinical nursing

courses in 2017-2018 had a degree in another field (553), were LPNs (422), or had prior education in another health field (166).

Table 21. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2014-2018)

Year	Practical Nurses		Non-Traditional Students				Total
			Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	Total No.
2018	422	7.2	166	2.8	553	9.4	5,884
2017	430	7.9	131	2.4	552	10.1	5,470
2016	388	7.1	131	2.4	667	12.2	5,466
2015	346	6.2	92	1.6	561	10.0	5,599
2014	299	5.1	108	1.9	596	10.2	5,836
1- & 5-Year Variance	↓2% / ↑41%		↑27% / ↑54%		↑0.2% / ↓7%		↑8% / ↑1%

Graduates from Pre-RN Licensure Programs in Louisiana

The number of graduates from Louisiana's pre-RN licensure programs increased by less than one percent, which is an improvement when compared to the nine percent decrease in the previous report year. Between 2014 and 2018, there was an overall 9% decrease in the number of graduates, also an improvement from the previous year's 17% decrease. Sixty-two percent (1,176) of the 1,885 graduates in the 2017-2018 report year were from BSN programs, 36% (677) were from AD programs, and two percent (32) was from the only diploma program in the state (Table 22). Over the last five years, there has been a 12% decrease in the number of graduates from AD programs, an eight percent decrease in graduates from BSN programs, and a nine percent decrease in graduates from the diploma program (see Appendix C2 for a summary report of RN graduates and Appendix C8 for the number of RN graduates per program for 2018).

Table 22. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2014-2018)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2018	1,885	32	2%	677	36%	1,176	62%
2017	1,877	31	2%	665	35%	1,181	63%
2016	2,064	36	2%	731	35%	1,297	63%
2015	2,074	25	1%	761	37%	1,288	62%
2014	2,081	26	1%	770	37%	1,285	62%
1- & 5-Year Variance	↑0.4% / ↓9%	↑3% / ↑23%		↑2% / ↓12%		↓0.4% / ↓8%	

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

There was a 10% increase in the number of graduates from LPN to AD programs and a 14% increase in the number from LPN to BSN programs (Table 23). Over the last five years, there has been a 31% decrease in the number of graduates from accelerated BSN programs.

Table 23. Non-Traditional Graduates from Louisiana's Pre-RN Programs

Report Year	LPN to AD	LPN to BSN	Accelerated BSN
2018	113	24	76
2017	103	21	78
2016	122	35	83
2015	101	29	118
2014	117	14	110
1- & 5-Year Variance	↑10% / ↓3%	↑14% / ↑71%	↓3% / ↓31%

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

Although 86% of the graduates from Louisiana's pre-RN licensure programs in 2017-2018 were females (Table 24), there was an 11% increase in the number of male graduates (257) when compared to 2016-2017 (231).

Table 24. Gender of Graduates from Pre-RN Licensure Programs in Louisiana (2018)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
Diploma	0	0%	32	100%	32
Associate	89	13%	588	87%	677
Baccalaureate	168	14%	1,008	86%	1,176
Total	257	14%	1,628	86%	1,885

In 2017-2018, 33% (628) of the graduates from pre-RN licensure programs in Louisiana were minorities, which reflects a three-percentage point increase when compared to the previous report year (Table 25). The greatest number of African American/Black (263), Hispanic (56), and Asian (34) graduates were from BSN programs.

Table 25. Racial Distribution of Graduates from Pre-RN Licensure Programs in Louisiana (2018)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Diploma Total = 32	24	75%	8	25%	0	3%	0	6%	0	0%
Associate Total = 677	443	65%	164	24%	5	1%	13	2%	52	8%
Baccalaureate Total = 1,176	790	67%	263	22%	56	5%	34	3%	33	3%
Total = 1,885	1,257	67%	435	23%	61	3%	47	2%	85	5%

Note: American Indian/Alaska Native (26) and Native Hawaiian/Pacific Islander (2) were included in *Other*.

Over half (55%) of the graduates from pre-RN programs in Louisiana in 2017-2018 were between 21 and 25 years of age, followed by 23% that were between 26 and 30 years. Seventy percent (70%) of the graduates from BSN programs were between 21 and 25 years of age compared to 29% of the AD graduates and 29% of the diploma graduates (Table 26).

Table 26. Age of Graduates from Pre-RN Licensure Programs in LA (2018)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Diploma Total = 32	0	0%	12	29%	12	39%	7	19%	1	13%	0	0%	0	0%
Associate Total = 677	11	2%	197	29%	206	30%	193	29%	54	8%	14	2%	2	0.3%
Baccalaureate Total = 1,176	2	0.2%	821	70%	216	18%	105	9%	27	2%	4	0.3%	1	0.1%
Total = 1,885	13	0.7%	1,030	55%	434	23%	305	16%	82	4%	18	1%	3	0.2%

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

In 2018, there were a total of 1,869 RN candidates (1,897 in 2017) from nursing education programs in Louisiana that sat for the National Council Licensure Examination for Registered Nurses exam (NCLEX-RN), which represents a one percent decrease in number. The passage rate on the NCLEX-RN Exam on the first take for these candidates was 94.54% compared to 92.83% in the previous year (Table 27). The overall national passage rate on the NCLEX-RN for 2018 was 88.30% compared to 87.12% in 2017 (see Appendix C1 for NCLEX-RN results by program). The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs continues to exceed that of the nation.

Table 27. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2018 – December 31, 2018)

Program Type	No. Taking	No. Passing	% Passing
Diploma	31	31	100%
Associate Degree	668	631	94.46%
Baccalaureate Degree	1,170	1,105	94.44%
Grand Total	1,869	1,767	94.54%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 88.30% for 2018.

There was a 15% increase in the number of graduates passing the NCLEX-RN exam from the states only diploma program and a three percent increase in the number of graduates passing the exam from AD programs. In 2017-2018, the number of graduates passing the NCLEX-RN from BSN programs decreased by one percent when compared to a four percent decrease in the previous report year (Table 28). The overall passage rate for Louisiana's graduates has increased by 10% over the past five years, whereas the overall national passage rate has increased by eight percent.

Table 28. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2014-2018)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA %	Passage Rate for the Nation %
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2018	31	100.00	631	94.46	1,105	94.44	94.54	88.30
2017	27	84.38	615	89.91	1,119	94.75	92.83	87.12
2016	28	77.78	643	87.48	1,163	90.44	89.16	84.56
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
1- & 5-Year Variance	↑15% / ↑29%		↑3% / ↑0.5%		↓1% / ↑1%		↑2% / ↑10%	↑1% / ↑8%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2017-2018 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, 2018. These numbers are depicted by program type and full vs. part-time positions in Table 29. 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 was a total of 462 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2018 compared to 470 on October 15, 2017, which reflects a two percent decrease in number from the previous year. There was a 22% increase in the number of part-time faculty positions filled in 2018 (241) when compared to a two percent increase in 2017 (197). Eighteen (18) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 15 positions in 2017, which represents a 20% increase in the number of faculty positions funded by other sources.

Table 29. Budgeted Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2017-2018)

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 2016-2017 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	7	2	0	9
ADN (12)	130	82	5	212
BSN (15)	325	157	13	482
Total (28)	462	241	18	703

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

Vacant Nurse Faculty Positions

There was a total of 28 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 26 in the previous report year, which represents an eight percent increase in the number of vacant nurse faculty positions across the state (Table 30). Sixteen (16) or 57% of the vacant nurse faculty positions were reported by Louisiana's AD programs and 12 or 43% 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 30. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2017-2018)

Program Type	2014	2015	2016	2017	2018	1- & 5-Year Variance
Diploma	0	0	0	0	0	0% / 0%
ADN	12	17	19	15	16	↑7% / ↑33%
BSN	14	10	17	11	12	↑9% / ↓14%
Total	26	27	36	26	28	↑8% / ↑8%

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 144 new faculty appointments were reported by pre-RN licensure programs during the 2017-2018 report year compared to 100 in the previous year which represents a 44% increase in the number of new faculty appointments (Table 31). 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. Although 62% of the new faculty appointments were for BSN programs, AD programs reported a 72% increase in the number of new faculty appointments.

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.9, “the number of active faculty exceptions shall not exceed 20% of the number of full-time nurse faculty employed (not FTE) in the undergraduate nursing education degree program at any given time.” 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 33 in 2017, to 44 in 2018, which represents a 33% increase in the number of faculty exceptions utilized by pre-RN licensure programs when compared to the previous report year. There was a 70% increase in the number of faculty exceptions reported by AD programs between 2017 and 2018 compared to a 17% increase for BSN programs.

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.3543 E.1.a). In preceptor-student relationships, nursing faculty retain the responsibility for selecting, guiding, and evaluating student learning experiences with input from the preceptor (LSBN Rules and Regulations, Title 46, XLVII, Chapter 35, No.3543 A). In the 2017-2018 report year there were a total of 1,235 preceptors used by pre-RN licensure programs, compared to 923 in 2016-2017 which reflects a 34% increase in the number of preceptors used by pre-RN licensure programs over the last year. In 2017-2018, there was a 273% increase in the number of preceptors used by AD programs. This increase in the number of preceptors used by AD programs may be attributable to the rules that were promulgated in June 2016 which “allows an individual RN, who does not possess a BSN, to be utilized as a preceptor provided that the RN has had no less than three years’ experience as an RN with a minimum of one year in the clinical area in which the experience occurs and has the requisite skills to guide the student to meet the desired course outcomes for the specific clinical experiences” (LSBN Rules and Regulations, Title 46, XLVII, Chapter 35, No.3543 G.2.c).

Table 31. New Faculty Appointments, Exceptions and use of Preceptors (2017-2018)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	0	0	0
ADN (12)	55(38%) ↑72%	17(↑70%)	153 (↑273%)
BSN (15)	89 (62%) ↑31%	27(↑17%)	1,082 (↑23%)
Total (28)	144	44	1,235

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to an ongoing demand for nurse faculty (Table 32). In 2017-2018, a total of 21 faculty were on leave compared to 13 in 2016-2017 (62% increase). There was a total of 48 resignations in 2017-2018, compared to 50 in 2016-2017 (4% decrease); 16 retirements (23 in 2016-2017), a 30% decrease; 23 terminations (23 in 2016-2017), and three deaths (three deaths in 2016-2017).

Table 32. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2017-2018)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	2	1	0 Retirements/ 0 Terminations /0 Deaths
ADN (1)	7	20	6 Retirements/ 6 Terminations /2 Deaths
BSN (15)	12	27	10Retirements/ 17Terminations/1 Death
Total (28)	21	48	16 Retirements/ 23Terminations/ 3 Deaths

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). According to Table 33, in 2017-2018, approximately 21% (174) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, a one percent increase when compared to the previous report year; 75% (620) were Masters prepared, a six percent increase when compared to the previous report year; and four percent (29) reported that their highest degree in nursing was a

baccalaureate degree which represents a six percent decrease when compared to the previous report year.

Table 33. Educational Preparation of Faculty (2017-2018)

Program Type	No. of Doctorally Prepared Faculty	No. of Masters Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	1	8	0
ADN (12)	28	224	14
BSN (15)	145	388	25
Total (28)	174 (21%)	620 (75%)	29 (4%)

Note: Total = 823

There was a five percent increase in the number of faculty holding a DNP that taught in pre-RN licensure programs in Louisiana in 2017-2018 compared to a 25% increase the previous report year (Table 34). The number of faculty with a PhD in Nursing increased in number by 16% compared to a two percent decrease reported the previous year. The number of faculty with a DNS decreased by 17% in the current report year. Over a third (36%) of the doctoral prepared faculty teaching in Louisiana's pre-RN programs have the DNP as their terminal degree. In addition, since 2014, there has been a 103% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP.

Table 34. Doctoral Prepared Faculty Teaching in Pre-RN Licensure Programs

	DNS	DNP	PhD Nursing	PhD Related Field
2018	20	63	52	39
2017	24	60	45	43
2016	23	48	46	51
2015	23	42	46	45
2014	30	31	44	46
1- & 5-Year Variance	↓17% / ↓33%	↑5% / ↑103%	↑16% / ↑18%	↓9% / ↓15%

Note: Total = 174

Board of Regents Nursing Faculty Stipends

Although there was a 300% increase in the number of nurse faculty receiving the Board of Regents (BOR) Nurse Faculty stipend between 2017 and 2018 that were pursuing a master's degree (8 in 2018 and 2 in 2017), and an 83% increase in the number pursuing a doctoral degree (11 in 2018 and 6 in 2017), over the past five years there has been a 25% decrease in the number of nurse faculty reported as previous recipients of the BORs stipend that were still working as nurse faculty (Table 35). A total of 19 nurse faculty (11 pursuing a Doctoral degree and eight pursuing a Masters' degree) were funded by the BOR Nurse Faculty stipend program in 2017-2018.

Table 35. Board of Regents Faculty Stipend Recipients (Current and Previous)

BOR Stipend Recipients	Current Recipients Masters	Current Recipients Doctoral	Faculty that were Previous BOR Stipends Recipients (Masters and Doctorate)
2017-2018	8	11	67
2016-2017	2	6	66
2015-2016	0	11	77
2014-2015	3	0	84
2013-2014	1	0	89
1- & 5-Year Variance	↑300% / ↑700%	↑83% / ~	↑2% / ↓25%

Nurse Faculty Salaries

According to the American Association of Colleges of Nursing (AACN), faculty shortages at nursing schools across the country are limiting student capacity at a time when the need for professional registered nurses continues to grow (2019). As stated previously, the inability to attract qualified nurse faculty due to noncompetitive salaries has consistently been cited as one of the major contributing factors as to why hundreds of qualified student applicants are not admitted to Louisiana’s pre-RN licensure programs each year. Noncompetitive salaries lead to an inadequate number of filled nurse faculty positions, which is cited as a major reason for denying admission to qualified students (AACN, 2019).

The Southern Regional Education Board (SREB) mean salary for full-time instructional faculty teaching in four-year colleges or universities in 2016-2017, was \$112,106 for Professors, \$81,506 for Associate Professors, \$69,971 for Assistant Professors and \$48,785 for Instructors (2017). Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four-year public colleges (Table 36). Whereas, according to the Bureau of Labor Statistics (2019), the median salary for Nurse Practitioners is \$107,030. The higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching (AACN, 2019). 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).

Table 36. Mean Salaries for Nursing Faculty (2014-2018)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2018	\$55,520	\$61,087	\$68,372	\$83,314
2017	\$56,019	\$59,465	\$66,487	\$79,302
2016	\$54,725	\$58,728	\$67,224	\$78,975
2015	\$53,652	\$58,203	\$68,954	\$81,145
2014	\$52,497	\$56,745	\$65,414	\$85,801
1- & 5-Year Variance	↓1% / ↑6%	↑3% / ↑8%	↑3% / ↑5%	↑5% / ↓3%

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

In 2017-2018, over half (55%) of the nurse faculty in Louisiana were 51 and older (Table 37). Twenty-six percent (204) of the faculty teaching in Louisiana's pre-RN licensure programs were 61+ years which is a 16% increase (176 in 2016-2017). According to AACN's report on *2016-2017 Salaries of Instructional and Administrative Nursing Faculty*, 2016-2017 Nursing Faculty Shortage Fact Sheet, the average age of doctoral-prepared nurse faculty holding the ranks of professor, associate professor, and assistant professor were 62.4, 57.2 and 51.2 years, respectively. For master's degree-prepared nurse faculty, the average ages for professors, associate professors, and assistant professors were 55.5, 56.4, and 50.6 years, respectively (AACN, 2017). According to an article published in *Nursing Outlook* on Retirements and Succession of Nursing Faculty in 2016-2025 (Fang & Kesten, 2018), one-third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025. This finding underscores the urgency for the nursing education community to address the impending exodus of senior faculty and to develop younger faculty for succession.

Table 37. Age Ranges for Nurse Faculty (2014-2018)

Age Category	No. of Faculty 2014		No. of Faculty 2015		No. of Faculty 2016		No. of Faculty 2017		No. of Faculty 2018		Percent Change over Five Years %
	#	%	#	%	#	%	#	%	#	%	
20-30	28	4	24	3	27	4	21	3	24	3%	↑14% / ↓14%
31-40	131	17	125	17	139	18	147	19	141	18%	↓4% / ↑8%
41-50	186	24	192	25	182	24	183	24	193	24%	↑5% / ↑4%
51-60	289	38	272	36	252	33	228	30	233	29%	↑2% / ↓19%
61-65	95	12	101	13	124	16	126	17	131	16%	↑4% / ↑38% /
66-70	29	4	28	4	33	4	41	5	59	7%	↑44% / ↑103%
> 70	12	2	11	1	12	2	9	1	14	2%	↑56% / ↑17%
Total Faculty Reporting Age	770	100%	753	100%	769	100%	755	100%	795	100%	1- & 5-Year Variance

Gender

Although only six percent of the nurse faculty teaching in Louisiana's pre-RN programs are males, there was a 17% increase in the number of male nurse faculty in 2017-2018 compared to a five percent increase in the number of females (Table 38).

Table 38. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2018	49	6%	746	94%	795
2017	42	6%	713	94%	755
2016	38	5%	731	95%	769
2015	43	6%	710	94%	753
2014	43	6%	728	94%	771
1- & 5-Year Variance	↑17% / ↑14%		↑5% / ↑2%		↑5% / ↑3%

Ethnicity

Approximately 31% (243) of the faculty teaching in Louisiana's pre-RN licensure programs are minorities (Table 39) which is a six percent increase from the previous report year (230 minority nurse faculty in 2016-2017).

Table 39. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2014-2018)

Report Year	White # %	Black/African American # %	Hispanic/ Latino # %	Asian # %	Other # %
2018	552 69%	228 29%	11 1%	2 0.3%	2 0.3%
2017	525 70%	213 28%	9 1%	5 0.1%	3 0.4%
2016	523 68%	230 30%	8 1%	4 0.5%	4 0.5%
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%
1- & 5- Year Variance	↑5% / ↑8%	↑7% / ↓8%	↑22% / ↑83%	↓60% / ↓50%	↓33% / ↓33%

Note: Total=795

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 40 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 B.

Table 40. Advanced Practice Registered Nurse Programs in Louisiana (2018)

Master's Program	Specialties	Roles*
Franciscan Missionaries of Our Lady University (Formerly our Lady of the Lake)	Nurse Anesthesia Family	CRNA NP
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 Post Master's Certificate Family Post Master's Certificate Psych Mental Health	NP NP NP NP
Loyola University	Family – Primary Care	NP
LSU Health Science Center	Anesthesia Adult Gerontology Adult Gerontology - Acute Care Adult Gerontology - Primary Care Neonatal Pediatric - Acute Care Pediatric - Primary Care Primary Care Family - Across the Life Span Psychiatric Mental Health	CRNA CNS NP NP NP NP NP NP NP
Northwestern State University	Family Women's Health Primary Care Pediatric Adult Gerontology Acute Care Adult Gerontology Primary Care Psych Mental Health	NP NP NP NP NP NP
Southeastern Louisiana University	Family (BSN-DNP)	NP
Southern University	Family	NP
University of Louisiana Lafayette	Family (BSN-DNP)	NP
University of Louisiana Monroe	Adult Gerontology – Primary Care Family	NP 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 2017-2018 report year, there was a nine percent increase in the number of students admitted to APRN programs in Louisiana compared to an 18% increase in the previous report year (Table 41). Eighty-nine percent (600) of the 675 students were admitted to NP programs and 11% (74) were admitted to CRNA programs, which reflects a five percent decrease in the number of students admitted to CRNA programs. One student was admitted to a CNS program.

Table 41. Admission to APRN Programs in LA (2014-2018)

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
2018	600 (89%)	1(<1%)	74 (11%)	675
2017	544	0	78	622
2016	449	0	77	526
2015	445	0	72	517
2014	438	2	76	516
1- & 5-Year Variance	↑10% / ↑37%	~ / ↓50%	↓5% / ↓3%	↑9% / ↑31%

Enrollment in APRN Programs in Louisiana

There was an overall 13% increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 84% were enrolled in NP programs, 15% in CRNA programs, and less than one percent in CNS programs (Table 42).

Table 42. Enrollment in APRN Programs in LA (2014-2018)

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
2018	1,152 (84%)	3 (<1%)	211 (15%)	1,366
2017	1,049	2	156	1,207
2016	1,088	1	158	1,247
2015	751	4	149	904
2014	932	8	147	1,087
1- & 5-Year Variance	↑10% / ↑24%	↑50% / ↓63%	↑35% / ↑44%	↑13% / ↑26%

Gender of Students Enrolled in APRN Programs in Louisiana

In spite of the 18% increase in the number of male students enrolled in Louisiana's APRN programs, the vast majority (82%) of the students enrolled in APRN programs in Louisiana continue to be females (Table 43), which is in line with the previous years' findings.

Table 43. Gender of Students Enrolled in APRN Programs in Louisiana (2014-2018)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2018	250	18%	1,116	82%	1,366
2017	211	17%	996	83%	1,207
2016	216	17%	1,031	83%	1,247
2015	170	19%	734	81%	904
2014	208	19%	879	81%	1,087
1- & 5-Year Variance	↑18% / ↑20%		↑12% / ↑27%		↑13% / ↑26%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2014-2018)

In 2017-2018, 30% of the students enrolled in Louisiana's APRN programs were minorities compared to 29% in 2016-2017 (Table 44). Since 2014, there has been a 74% increase in the number of Hispanic/Latino students enrolled in Louisiana's APRN programs and a 46% increase in the number of Asian students.

Table 44. Ethnicity of Students Enrolled in APRN Programs in LA (2014-2018)

Report Year	White # %	Black/African American # %	Hispanic / Latino # %	Asian # %	Other # %
2018	960 70%	280 20%	40 3%	35 3%	51 4%
2017	854 71%	253 21%	37 3%	29 2%	34 3%
2016	924 74%	235 19%	30 2%	27 2%	31 2%
2015	601 66%	231 26%	21 2%	18 2%	33 4%
2014	797 73%	217 20%	23 2%	24 2%	26 2%
1- & 5-Year Variance	↑12% / ↑20%	↑11% / ↑29%	↑8% / ↑74%	↑21% / ↑46%	↑50% / ↑96%

Note: American Indian/Alaska Native (5) and Native Hawaiian/Pacific Islander (4) was included in *Other*. Total = 1,366.

Age of Students enrolled in APRN Programs in Louisiana

Forty percent (549) of the students enrolled in APRN programs in Louisiana during the 2017-2108 report year were between 31 and 40 years of age and 31% (426) were between 26 and 30 years old (Table 45). There was a 42% increase in the number of students enrolled in APRN programs in Louisiana that were between 41 and 50 years of age and a 41% increase in students between 51 and 60 years of age.

Table 45. Age of Students Enrolled in APRN Programs in LA (2014-2018)

Report Year	17-20 # %	21-25 # %	26-30 # %	31-40 # %	41-50 # %	51-60 # %	>61 # %
2018	0 0%	100 7%	426 31%	549 40%	230 17%	55 4%	6 0.4%
2017	0 0%	83 7%	444 37%	478 40%	162 13%	39 3%	1 0.1%
2016	0 0%	95 8%	386 31%	508 41%	201 16%	53 4%	4 0.3%
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%
1- & 5-Year Variance	0% / 0%	↑20% / ↑10%	↓4% / ↑3%	↑15% / 39%	↑42% / ↑76%	↑41% / ↑2%	↑500% / ↑200%

Note: Total = 1,366

Graduates from APRN Programs in Louisiana

In the 2017-2018 report year, there were a total of 368 graduates from Louisiana's APRN programs (Table 46), which represents a one percent decrease in number when compared to 372 graduates in the previous report year (2016-2017). The majority of the graduates were from NP programs (83%), followed by CRNA programs, which produced 17% of the graduates. There were no graduates from CNS programs in the current report year.

Table 46. Graduates from APRN Programs in Louisiana According to Program Type (2014-2018)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2018	368	307	83%	0	0%	61	17%
2017	372	309	83%	0	0%	63	17%
2016	398	331	83%	3	0.8%	64	16%
2015	346	277	80%	3	1%	66	19%
2014	342	280	82%	1	0.3%	61	18%
1- & 5-Year Variance	↓1% / ↑8%	↓1% / ↑10%		~ / ↓100%		↓3% / ↑0%	

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

In 2017-2018, males represented 19% of the graduates from Louisiana's APRN programs, which is a 13% decrease in number when compared to the previous year (Table 47). Over a third of the graduates from CRNA programs were men (36%).

Table 47. Gender of Graduates from APRN Programs in Louisiana (2018)

APRN Role	Male		Female		Total APRN Graduates
	#	%	#	%	
NP	49	16%	258	84%	307
CNS	0	0%	0	0%	0
CRNA	22	36%	39	64%	61
Total	71	19%	297	81%	368

Twenty-four percent (90) of the graduates from APRN programs in Louisiana were minorities, which is in line with the previous year's findings (Table 48). Nineteen percent of the NP graduates and 16% of the CRNA graduates were Black/African American.

Table 48. Racial Distribution of Graduates from APRN Programs in Louisiana (2018)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
NP Total = 307	232	76%	57	19%	7	2%	5	2%	6	2%
CNS Total = 0	0	0%	0	0%	0	0%	0	0%	0	0%
CRNA Total = 61	46	75%	10	16%	3	5%	2	3%	0	0%
Total = 368	278	76%	67	18%	10	3%	7	2%	6	2%

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

Forty-four percent (163) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age and 34% (126) were between 26 and 30 years of age (Table 49). Fifty-seven percent of the CRNA graduates were between 26 and 30 years of age, and 45% of the NP graduates were between 31 and 40 years of age.

Table 49. Age of Graduates from APRN Programs in LA (2018)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NP Total = 307	0	0%	17	6%	91	30%	139	45%	51	17%	8	3%	1	0.3%
CNS Total = 0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CRNA Total = 61	0	0%	0	0%	35	57%	24	39%	2	3%	0	0%	0	0%
Total = 368	0	0%	17	5%	126	34%	163	44%	53	14%	7	2%	1	0.3%

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 2017-2018, 354 APRN candidates sat for their respective certification exams. Three hundred and thirty-nine (339) candidates successfully passed their certification exams resulting in a 95.76% passage rate for the state (Table 50).

Table 50. Overall Performance on APRN Certification Exams by Graduates of Louisiana's APRN Programs (2014-2018)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2018	354	339	95.76
2017	368	346	94.02
2016	351	324	92.31
2015	339	326	96.17
2014	326	311	95.40
1- & 5-Year Variance	↓4% / ↑9%	↓2% / ↑9%	↑2% / ↑0.4%

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

LSBN does not have jurisdiction over those graduate nursing programs that lead to non-licensure graduate degrees such as nursing education, nursing administration, executive nurse leader, and clinical nurse leader. In order to better inform policy makers about nursing workforce demands and predict future nursing workforce needs, it is important to be able to describe, to the best of our ability, the number of nurses that are pursuing graduate nursing education outside of advanced practice roles. In this section of the annual report, the Center for Nursing will present data on non-licensure graduate nursing programs in Louisiana (Table 51). This will be the first year (2017-2018) data on all non-licensure graduate degree programs will be presented in the annual report.

Table 51. Non-Licensure Graduate Nursing Programs in Louisiana (2017-2018)

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 Executive	Nurse Educator Nurse Administrator /Executive
Loyola University	Nursing Education Nursing Leadership Executive Nurse Leadership	Nurse Educator Nursing Leadership Nurse Executive
LSU Health Science Center	Nursing Education Executive Nurse Leader Clinical Nurse Leader Public/Community Health Nursing	Nurse Educator Nurse Administrator /Executive Clinical Nurse Leader
Northwestern State University	Nursing Education Nursing Administration Organizational Systems Leadership	Nurse Educator Nurse Administrator /Leadership
Southern University	Nursing Education Nursing Administration	Nurse Educator Nursing Administrator
University of Louisiana Lafayette	Aggregate Systems Focus	Nursing Administration /Leadership
University of Louisiana Monroe	Gerontology	Clinical Nurse Leader

Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2017-2018

In the 2017-2018 report year, 191 RNs were admitted to Louisiana's non-licensure graduate nursing programs, which represents a 45% increase in number when compared to 2016-2017 (Table 52). Forty-seven percent (89) of the students were admitted to nurse administration/nurse executive programs, 23% (44) to nurse educator programs, 20% (38) to postmaster's DNP programs that do not lead to licensure, 10% (19) to clinical nurse leader programs, and one student was admitted to a community public health program. There was a 65% increase in the number of students admitted to nurse administrator / nurse executive programs and a 26% increase in the number admitted to nurse educator programs.

Table 52. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2014-2018)

Report Year	No. of Students Admitted to Nursing Education Programs	No. of Students Admitted to Nursing Administration/ Executive Programs	No. of Students Admitted to Clinical Nurse Leader	No. of Students Admitted to Postmasters DNP Non-APRN Programs	Total No. of Students Admitted to Non-Licensure Graduate Nursing Programs
2018	44 (23%)	89 (47%)	19(10%)	38 (20%)	191
2017	35	54			89
2016	19	115			134
2015	22	192			163
2014	20	225			245
1- & 5-Year Variance	↑26% / ↑120%	↑65% / ↓60%			↑115% / ↓22%

Note: Students admitted in the Public Community Health Non-licensure Graduate Program (1) were included in the final total.

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2017-2018 report year, a total of 329 RNs were enrolled in Louisiana's non-licensure graduate programs (Table 53). Forty-seven percent (156) of the students were enrolled in nurse administrator/nurse executive programs, which represents a seven percent decrease when compared to the previous report year. Twenty-two percent (72) were enrolled in nurse educator programs which reflects a 13% increase since last report year. Twenty-four percent (80) of the students were enrolled in postmaster's DNP programs and six percent (20) were enrolled in clinical nurse leader programs.

Table 53. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2014-2018)

Report Year	No. of Students Enrolled in Nursing Education Programs	No. of Students Enrolled in Nursing Administration/Executive Programs	No. of Students Enrolled in Clinical Nurse Leader Programs	No. of Students Enrolled in Postmasters DNP Non-APRN Programs	Total No. of Students Enrolled in Non-Licensure Graduate Nursing Programs
2018	72 (22%)	156 (47%)	20 (6%)	80 (24%)	329
2017	64	168			232
2016	41	284			325
2015	28	309			337
2014	29	426			455
1- and 5-Year Variance	↑13% / ↑148%	↓7% / ↓63%			↑42%/ ↓28%

Note: Students enrolled in the Public Community Health Non-Licensure Graduate Program (1) were included in the final total.

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

As shown in Table 54, the vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana are female (91%), yet there was an 87% increase in the number of males reported as

enrolled in these programs during the 2017-2018 annual report year which is likely attributable to the inclusion of all non-licensure degree programs in the current annual report.

Table 54. Gender of Students Enrolled in Non-Licensure Graduate Programs in Louisiana (2014-2018)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2018	28	9%	301	91%	329
2017	15	6%	217	94%	232
2016	28	9%	297	91%	325
2015	13	4%	324	96%	337
2014	32	7%	423	93%	455
1- & 5-Year Variance	↑87% / ↓13%		↑39% / ↓29%		↑42% / ↓28%

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

Thirty-eight percent (126) of the RNs enrolled in non-licensure graduate programs were minorities (Table 55), compared to 30% enrolled in Louisiana's APRN programs. There was a 47% increase in the number of Black/African American RNs, a 25% increase in the number of Asian RNs, a 14% increase in the number of Hispanic/Latino RNs, and a 92% increase in the number of RNs designated as 'Other' enrolled in Louisiana's non-licensure graduate nursing programs in the current report year.

Table 55. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2014-2018)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2018	203	62%	85	26%	8	2%	10	3%	23	7%
2017	147	63%	58	25%	7	3%	8	3%	12	5%
2016	221	68%	61	19%	10	3%	17	5%	16	5%
2015	225	67%	78	23%	4	1%	4	1%	26	8%
2014	273	60%	103	23%	18	4%	19	4%	42	9%
1- & 5-Year Variance	↑38% / ↓26%		↑47% / ↓17%		↑14% / ↓56%		↑25% / ↓47%		↑92% / ↓45%	

Note: American Indian/Alaska Native (1), Native Hawaiian/Pacific Islander (1) included in *Other*, Total=329.

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

In 2017-2018, 66% of the students enrolled in Louisiana's non-licensure graduate nursing programs were between 31-40 years of age (31%) and 41-50 years of age (35%). As seen in Table 56, there was an 81% increase in enrollees that were between 26 and 30 years of age, a 74% increase in those that were between 51 and 60 years of age, and a 61% increase in those that were 41-50 years of age during the 2017-2018 annual report year.

Table 56. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2014-2018)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	0	0%	7	2%	38	12%	102	31%	116	35%	59	18%	7	2%
2017	0	0%	8	3%	21	9%	96	41%	72	31%	34	15%	1	0.4%
2016	0	0%	6	2%	35	11%	108	33%	107	33%	61	19%	8	2%
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%
1- & 5-Year Variance	0% / 0%		↓13%/↓36%		↑81% / ↓19%		↑6%/↓27%		↑61%/↓25%		↑74%/↓34%		↑600%/↓50%	

Note: Total (2018) = 329

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2017-2018 report year, 70% of the graduates from non-licensure graduate nursing programs were from Nursing Administration/Executive programs, 17% were from Nursing Education programs, 12% from postmaster's DNP programs, and one percent from the Clinical Nurse Leader program (Table 57). There was a 50% increase in the number of graduates from nursing education programs and a 21% decrease from nurse administrator/executive programs.

Table 57. Graduates from Non-Licensure Graduate Nursing Programs in Louisiana According to Program Type (2014-2018)

Report Year	No. of Nursing Education Graduates		No. of Nursing Administration Graduates		No. of Graduates from Clinical Nurse Leader Programs	No. of Graduates from Postmasters DNP Non-APRN Programs	Total No. of Graduates from Non-Licensure Graduate Nursing Programs
	#	%	#	%			
2018	15	17%	62	70%	1	1%	89
2017	10	11%	78	89%			88
2016	10	5%	206	95%			216
2015	11	7%	151	93%			162
2014	12	7%	164	93%			176
1- & 5-Year Variance	↑50% / ↑25%		↓21% / ↓62%				↑1% / ↓49%

Note: Graduates from Clinical Nurse Leader Programs (1) were included in the final total.

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

Females represented 94% of the graduates from Louisiana's non-licensure graduate nursing programs in 2017-2018, while males represented seven percent (Table 58). One hundred percent of the fifteen graduates from nurse educator programs were female. Eighteen percent of the graduates from postmaster's DNP non-licensure programs were males and five percent from nurse administrator/nurse executive programs were males.

Table 58. Gender of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2018)

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
Education	0	0%	15	100%	15
Administration/Executive	3	5%	59	95%	62
Post Masters DNP Non-APRN	2	18%	9	82%	11
Total	5	6%	84*	94%	*89

*Graduates from the Clinical Nurse Leader Program (1 Female) was included in the final total.

Thirty-one percent (28) of the 89 graduates from non-licensure graduate nursing programs in Louisiana were minorities, which is in line with the 31% reported in 2016-2017 (Table 59). There were no Hispanic/Latino or Asian graduates from nurse educator programs or postmaster's DNP non-licensure programs.

Table 59. Racial Distribution of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2018)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Education (15)	10	67%	5	33%	0	0%	0	0%	0	0%
Administration/Executive (62)	42	68%	11	18%	1	2%	6	10%	2	3%
Post Masters DNP Non-APRN (11)	8	73%	3	27%	0	0%	0	0%	0	0%
Total (89)	61*	69%	19	21%	1	1%	6	7%	2	2%

*Graduates from the Clinical Nurse Leader Program (1 White) was included in the final total.

Forty percent (36) of the graduates from non-licensure graduate nursing programs in Louisiana were between 41-50 years of age and 36% were between 31-40 years of age, which represents over three-fourths of the graduates (Table 60). One percent (1) graduate was 30 or less years of age.

Table 60. Age of Graduates from Non-Licensure Graduate Nursing Programs in LA (2018)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Total (15)	0	0%	0	0%	0	0%	6	40%	5	33%	2	13%	2	13%
Administration Total (62)	0	0%	0	0%	1	2%	24	39%	23	37%	13	21%	1	2%
Post Masters DNP Non-APRN (11)	0	0%	0	0%	0	0%	1	9%	8	73%	1	9%	1	9%
Total (89)	0	0%	0	0%	1	1%	32*	36%	36	40%	16	18%	4	4%

*Graduates from the Clinical Nurse Leader Program (1; 31-40) was included in the final total.

Nurse Faculty Teaching in Graduate Nursing Programs in Louisiana

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

According to the LSBN Rules and Regulations, faculty teaching in Graduate Nursing programs in Louisiana must have a minimum of a graduate degree in nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 35, 3515 B. 4), although most accrediting bodies prefer that graduate nursing faculty have a doctorate either in nursing or in a related field. Seventy-five percent (224) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field during the 2017-2018 report year (Table 61). There was an eight percent decrease in the number of graduate nurse faculty holding a doctorate in nursing, a 34% increase in the number with a doctorate in a related field, and a 25% increase in the number of graduate nurse faculty with a masters' degree as their highest level of education. Twenty-two percent of the faculty teaching in the graduate nursing programs in Louisiana held a masters' degree and three 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 is recognized by both LSBN and national accrediting bodies.

Table 61. 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
2018	165 (55%)	59 (20%)	66 (22%)	9 (3%)	299
2017	179	44	53	18	294
2016	141	44	49	9	243
2015	114	23	40	8	185
2014	102	34	45	9	190
1- & 5-Year Variance	↓8% / ↑62%	↑34% / ↑74%	↑25% / ↑47%	↓50% / ↑↓0%	↑2% / ↑57%

According to Table 62, there was an overall decrease in the number of faculty possessing a doctorate in nursing that were teaching in Louisiana's graduate nursing programs in the current report year; a 26% decrease in the number holding a DNS, a three percent decrease in the number of DNPs, and a three percent decrease in the number holding a PhD in Nursing. In contrast, there was a 34% increase in the number of graduate faculty holding a doctorate in a related field.

Table 62. Doctoral Prepared Graduate Nurse Faculty

	Doctorate of Nursing Science (DNS)	Doctorate of Nursing Practice (DNP)	Doctor of Philosophy in Nursing (PhD Nursing)	Doctorate in a Related Field	Total # of Doctoral Prepared Graduate Faculty
2018	29 (13%)	98 (44%)	38 (17%)	59 (26%)	224
2017	39	101	39	44	223
2016	33	76	32	44	185
2015	28	53	33	23	137
1 & 3 Year Variance	↓26% / ↑4%	↓3% / ↑85%	↓3% / ↑15%	↑34 / ↑157%	↑0.4% / ↑64%

Note: Total = 223

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

A total of 299 nurse faculty taught at some point and time in the graduate nursing programs during the 2017-2018 report year (Table 63). There were 151 filled full-time graduate nurse faculty positions reported statewide which reflects a 12% increase in number compared to the 13% increase in the previous report year. There were 52 new faculty appointments (34 in 2016-2017) which represents a 53% increase; and 5 faculty positions were reported as vacant (13 in 2016-2017) which represents a 62% decrease in the number of vacant faculty positions statewide. The number of faculty positions funded from other sources (e.g., grants, capitation funds) increased by 60% during the 2017-2018 report year.

Table 63. Faculty Positions in Graduate Nursing Programs in LA (2014-2018)

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
2018	151	299	24	5	52
2017	135	294	15	13	34
2016	120	240	18	11	26
2015	109	192	27	16	18
2014	112	190	33	13	19
1- & 5-Year Variance	↑12% / ↑35%	↑2% / ↑57%	↑60% / ↓27%	↓62% / ↓62%	↑53% / ↑174%

Graduate Nursing Faculty Attrition

As seen in Table 64, a total of 29 graduate faculty left their teaching positions in graduate nursing programs in Louisiana in 2017-2018 for one of the following reasons: resignations (18), retirements (6), and contract ended (5).

Table 64. 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
2018	1	18	6 Retirements / 5 Contracts Ended/ 0 Deceased
2017	4	14	7 Retirements / 5 Contracts Ended/ 1 Deceased
2016	4	11	9 Retirements /4 Contracts Ended
2015	1	6	4 Retirements
2014	3	6	8 Retirements / 7 Contracts Ended
1- & 5-Year Variance	↓75% / ↓67%	↑29% / ↑64%	↓14% / ↓25% Retirements 0% / ↓14% Contracts Ended

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

As noted in Table 65, the majority of faculty teaching in graduate nursing programs in Louisiana are female (85%). There was an 8% decrease in the number of male graduate nurse faculty during the current report year.

Table 65. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2018	44	15%	255	85%	299
2017	48	16%	246	84%	294
2016	37	15%	203	85%	240
2015	32	17%	160	83%	192
2014	31	16%	159	84%	190
1- & 5-Year Variance	↓8% / ↑42%		↑4% / ↑60%		↑2% / ↑57%

Twenty-two percent (67) of the faculty teaching in the graduate nursing programs were minorities in the 2017-2018 report year compared to 20% in the previous report year (Table 66).

Table 66. Ethnicity of Graduate Nursing Faculty (2014-2018)

Ethnicity of Graduate Nursing Faculty	2014		2015		2016		2017		2018		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
White	146	77%	149	78%	193	80%	235	80%	232	78%	↓1% ↑59%
Black/African American	37	19%	39	20%	44	18%	49	17%	60	20%	↑22% ↑62%
Hispanic/Latino	4	2%	1	0.5%	0	0%	3	1%	3	1%	↑0% ↓25%
Asian	1	0.5%	1	0.5%	1	0.4%	3	1%	3	1%	↑0% ↑200%
American Indian/Alaska Native	0	0%	2	1%	0	0%	0	0%	0	0%	↑0% ↑0%
Other	2	1%	0	0%	2	1%	4	1%	1	0.3%	↓75% ↓50%
Total	190		192		240		294		299		↑2% ↑57%

Over half (52%) of the faculty teaching in graduate nursing programs in Louisiana were 51+ years of age in 2017-2018 and 27% were 61 years of age and older (Table 67).

Table 67. Age Distribution of Graduate Nursing Faculty (2014-2018)

Age Category	2014		2015		2016		2017		2018		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
30 and younger	2	1%	1	1%	3	1%	2	1%	2	1%	↑0% ↑0%
31-40	29	15%	29	15%	44	18%	59	20%	63	21%	↑7% ↑117%
41-50	43	23%	50	26%	61	25%	72	24%	79	26%	↑10% ↑84%
51-55	27	14%	27	14%	35	15%	32	11%	31	10%	↓3% ↑15%
56-60	38	20%	33	17%	38	16%	50	17%	43	14%	↓14% ↑13%
61-65	32	17%	31	16%	38	16%	51	17%	52	17%	↑2% ↑63%
66-70	15	8%	15	8%	15	6%	22	7%	26	9%	↑18% ↑73%
>71	4	2%	6	3%	6	3%	6	2%	3	1%	↓50% ↓25%
Total	190		192		240		294		299		

NURSING EDUCATION CAPACITY IN LOUISIANA
MAJOR FINDINGS
2018
Registered Nurses

➤ **Pre-RN Licensure Programs in Louisiana**

- LSBN approved 28 pre-RN licensure programs during the 2017-2018 report year that prepare students to become candidates for initial RN licensure in Louisiana: one diploma program, 12 associate degree (AD) programs, and 15 baccalaureate in nursing (BSN) programs.
- New pre-RN BSN programs receiving initial approval during the 2017-2018 report year include Chamberlain University, Dillard University, Grambling State University, and William Carey University.

➤ **Applicants and Admissions**

- In the current report year, 70% (3,198) of the 4,591 qualified applicants were admitted to Louisiana's pre-RN licensure programs, which represents a seven percent increase in number when compared to the previous report year.
- Approximately 30% (1,393) of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2017-2018 compared to 1,406 in 2016-2017, which represents a one percent decrease in the number of qualified applicants denied admission.
- Fifty-four percent (2,469) of the 4,591 qualified applicants applied to BSN programs, 44% applied to AD programs, and two percent applied to Louisiana's only Diploma program in 2017-2018.
- Seventy-four percent (1,817) of the 2,469 qualified applicants applying to BSN programs, 66% (1,351) of the 2,036 qualified student applicants applying to AD programs, and 35% (30) applying to the Diploma program, were admitted in 2017-2018.
- There was a 32% reduction in the number of students admitted to the state's only diploma program which is most likely attributable to the closing of the program with an expected teach out date of December 31, 2019.
- During the current report year, a lack of qualified faculty tied for first place with a lack of budgeted faculty positions as to why qualified applicants were not admitted to Louisiana's nursing programs. Other factors contributing to the programs' inability to admit qualified students included salaries that are not competitive with those available in clinical practice, insufficient classroom space, lack of clinical space, clinical specialty not available, and skills lab space not available.

➤ **Enrollment in Clinical Nursing Courses**

- In the current report year, 14,906 students enrolled in post-secondary education settings in Louisiana declared nursing as their major, which reflects a five percent increase in the number of students declaring nursing as a major and is in direct contrast to the 16% decrease reported in the previous report year.
- The number of students enrolled in clinical nursing courses increased by over seven percentage points (8%↑ in 2017-2018 compared to 0.1%↑ in 2016-2017).
- In 2017-2018, 65% of the students enrolled in clinical nursing courses were enrolled in baccalaureate programs, (34%) of the students were enrolled in AD programs, and one percent were enrolled in the state's only diploma program.

- Approximately 19% (1,141) of the students enrolled in clinical nursing courses in 2017-2018 had a degree in another field (553), were LPNs (422), or had prior education in another health field (166).
- Females represented 88% of students enrolled in pre-RN licensure programs in Louisiana in 2017-2018, while males represented 12%, which is in alignment with previous report years.
- In 2017-2018, 34% of the students enrolled in pre-RN licensure programs in Louisiana were minorities: 23% Black/African American, four percent Hispanic/Latino, two percent Asian, and five percent *Other*.
- Sixty-five percent (65%) of the students enrolled in pre-RN licensure programs in Louisiana in the current report year were between 17 and 25 years of age, which is consistent with 2016-2017 findings.

➤ **Graduates**

- The number of graduates from Louisiana's pre-RN licensure programs increased by less than one percent, which is an improvement when compared to the nine percent decrease in the previous report year.
- Sixty-two percent (1,176) of the 1,885 graduates in the 2017-2018 report year were from BSN programs, 36% (677) were from AD programs, and two percent (32) was from the only diploma program in the state.
- Over the last five years there has been a 12% decrease in the number of graduates from AD programs, an eight percent decrease in graduates from BSN programs, and a nine percent decrease in graduates from the diploma program.
- There was a 10% increase in the number of graduates from LPN to AD programs and a 14% increase in the number from LPN to BSN programs.
- Over the last five years, there has been a 31% decrease in the number of graduates from accelerated BSN programs.
- Although 86% of the graduates from Louisiana's pre-RN licensure programs in 2017-2018 were females, there was an 11% increase in the number of male graduates (257) when compared to 2016-2017 (231).
- In 2017-2018, 33% (628) of the graduates from pre-RN licensure programs in Louisiana were minorities, which reflects a three-percentage point increase when compared to the previous report year

➤ **Passage on the National Council Licensure Examination for Registered Nurses (NCLEX-RN)**

- In 2018 there were a total of 1,869 RN candidates from pre-RN programs in Louisiana that sat for the National Council Licensure Examination for Registered Nurses exam (NCLEX-RN), which reflects a one percent decrease in number.
- In 2018, the passage rate on the NCLEX-RN Exam for first time candidates from Louisiana was 94.54%, compared to a national passage rate of 88.30%. The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs continues to exceed that of the nation.

Faculty Teaching in Pre-RN Licensure Programs

- There was a total of 462 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2018 compared to 470 on October 15, 2017, which reflects a two percent decrease in number from the previous year.
- There was a 22% increase in the number of part-time faculty positions filled in 2018 (241) when compared to the previous report year (197).
- Eighteen (18) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 15 positions in 2017, which represents a 20% increase in the number of faculty positions funded by other sources.
- There was a total of 28 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 26 in the previous report year.
- Sixteen (16) or 57% of the vacant nurse faculty positions were reported by Louisiana's AD programs and 12 or 43% were reported by BSN programs.
- A total of 144 new faculty appointments were reported by pre-RN licensure programs during the 2017-2018 report year compared to 100 in the previous year which represents a 44% increase in the number of new faculty appointments (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).
- Although 62% of the new faculty appointments were from BSN programs, AD programs reported a 72% increase in the number of new faculty appointments.
- The number of faculty exceptions requested by pre-RN licensure programs went from 33 in 2017, to 44 in 2018, which represents a 33% increase in number.
- There was a 70% increase in the number of faculty exceptions reported by AD programs between 2017 and 2018 compared to a 17% increase for BSN programs.
- In 2017-2018, there was a 273% increase in the number of preceptors used by AD programs. This increase may be attributable to the rules that were promulgated in June 2016, which "allows an individual RN, who does not possess a BSN, to be utilized as a preceptor provided that the RN has had no less than three years' experience as an RN with a minimum of one year in the clinical area in which the experience occurs and has the requisite skills to guide the student to meet the desired course outcomes for the specific clinical experiences" (LSBN Rules and Regulations, Title 46, XLVII, Chapter 35, No.3543 G.2.c).
- In 2017-2018 a total of 21 faculty were on leave, which reflects a 62% increase when compared to the previous year. There was a total of 48 resignations, 16 retirements, 23 terminations, and three deaths.
- In 2017-2018, approximately 21% (174) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, 75% (620) were master's prepared, and four percent (29) reported that their highest degree in nursing was a BSN.
- Over a third (36%) of the doctoral prepared faculty teaching in Louisiana's pre-RN programs have the DNP as their terminal degree. In addition, since 2014, there has been a 103% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP.
- Although there was a 300% increase in the number of nurse faculty receiving the Board of Regents (BOR) Nurse Faculty stipend between 2017 and 2018 that were pursuing a master's degree (8 in 2018 and 2 in 2017) and an 83% increase in the number pursuing a doctoral degree (11 in 2018 and 6 in 2017), over the past five years there has been a 25% decrease in

the number of nurse faculty reported as previous recipients of the BORs stipend and that were still working as nurse faculty.

- A total of 19 nurse faculty (11 pursuing a doctoral degree and eight pursuing a Masters' degree) were funded by the BOR Nurse Faculty stipend program in 2017-2018.
- The inability to attract qualified nurse faculty due to noncompetitive salaries has consistently been cited as one of the major contributing factors as to why hundreds of qualified applicants are not admitted to Louisiana's pre-RN licensure programs each year.
- Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four-year public colleges.
- According to the Bureau of Labor Statistics (2019), the median salary for Nurse Practitioners is \$107,030. The higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching (AACN, 2019).
- In 2017-2018, over half (55%) of the nurse faculty in Louisiana were 51 and older and 26% were 61+ years, which is a 16% increase since the previous report year (176 in 2016-2017).
- Although only six percent of the nurse faculty teaching in Louisiana's pre-RN programs are males, there was a 17% increase in the number of male nurse faculty in 2017-2018 compared to a five percent increase in the number of females.
- Approximately 31% (243) of the faculty teaching in Louisiana's pre-RN licensure programs are minorities, which is a six percent increase from the previous report year (230 minority nurse faculty in 2016-2017).

Graduate Nursing Programs in Louisiana

➤ Advanced Practice Registered Nurse Programs

- In the 2017-2018 report year, there was a nine percent increase in the number of students admitted to APRN programs in Louisiana, compared to an 18% increase in the previous report year.
- Eighty-nine percent (600) of the 675 students admitted to APRN programs in Louisiana, were admitted to NP programs, and 11% (74) were admitted to CRNA programs, which reflects a five percent decrease in the number of students admitted to CRNA programs. One student was admitted to a CNS program.
- There was an overall 13% increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 84% were enrolled in NP programs, 15% in CRNA programs, and less than one percent in CNS programs.
- In spite of the 18% increase in the number of male students enrolled in Louisiana's APRN programs, the vast majority (82%) of the students enrolled in APRN programs in Louisiana continue to be females, which is in line with the previous years' findings.
- In 2017-2018, 30% of the students enrolled in Louisiana's APRN programs were minorities compared to 29% in 2016-2017. Since 2014, there has been a 74% increase in the number of Hispanic/Latino students enrolled in Louisiana's APRN programs and a 46% increase in the number of Asian students.
- Forty percent (549) of the students enrolled in APRN programs in Louisiana during the 2017-2018 report year were between 31 and 40 years of age and 31% (426) were between 26 and 30 years of age.

- There was a 42% increase in the number of students enrolled in APRN programs in Louisiana that were between 41 and 50 years of age and a 41% increase in students between 51 and 60 years of age.
- In the 2017-2018 report year, there were a total of 368 graduates from Louisiana's APRN programs, which represents a one percent decrease in number when compared to 372 graduates in the previous report year (2016-2017).
- The majority of the graduates were from NP programs (83%), followed by CRNA programs, which produced 17% of the graduates. There were no graduates from CNS programs in the current report year.
- In 2017-2018, males represented 19% of the graduates from Louisiana's APRN programs, which is a 13% decrease in number when compared to the previous year.
- Over a third of the graduates from CRNA programs were men (36%).
- Twenty-four percent (90) of the graduates from APRN programs in Louisiana were minorities, which is line with the previous year's findings. Nineteen percent of the NP graduates and 16% of the CRNA graduates were Black/African American.
- Forty-four percent (163) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age and 34% (126) were between 26 and 30 years of age. Fifty-seven percent of the CRNA graduates were between 26 and 30 years of age, and 45% of the NP graduates were between 31 and 40 years of age.
- In 2017-2018, 354 APRN candidates sat for their respective certification exams. Three hundred and thirty-nine (339) candidates successfully passed their certification exams resulting in a 95.76% passage rate for the state.

➤ **Non-Licensure Graduate Nursing Students**

- In the 2017-2018 report year, 191 RNs were admitted to Louisiana's non-licensure graduate nursing programs. Forty-seven percent (89) of the students were admitted to nurse administration/nurse executive programs, 23% (44) to nurse educator programs, 20% (38) to postmaster's DNP programs that do not lead to licensure, 10% (19) to clinical nurse leader programs, and one student was admitted to a community public health program.
- There was a 65% increase in the number of students admitted to nurse administrator / nurse executive programs and a 26% increase in the number admitted to nurse educator programs.
- In 2017-2018, a total of 329 RNs were enrolled in Louisiana's non-licensure graduate nursing programs. Forty-seven percent (156) were enrolled in nurse administrator/nurse executive programs, 22% (72) were enrolled in nurse educator programs, 24% (80) were enrolled in postmaster's DNP programs, and six percent (20), were enrolled in clinical nurse leader programs.
- The vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana are female (91%), yet there was an 87% increase in the number of males reported as enrolled in these programs during the 2017-2018 annual report year, which is likely attributable to the inclusion of all nonlicensure degree programs in the current annual report.
- Thirty-eight percent (126) of the RNs enrolled in non-licensure graduate programs were minorities, compared to 30% enrolled in Louisiana's APRN programs.
- In 2017-2018, 66% of the students enrolled in Louisiana's non-licensure graduate nursing programs were between 31-40 years of age (31%) and 41-50 years of age (35%).
- In the 2017-2018 report year, 70% of the graduates from non-licensure graduate nursing programs were from Nursing Administration/Executive programs, 17% were from Nursing

Education programs, 12% from postmaster's DNP programs, and one percent from the clinical nurse leader program.

- Thirty-one percent (28) of the 89 graduates from non-licensure graduate nursing programs in Louisiana were minorities, which is in line with the 31% reported in 2016-2017.

➤ **Faculty Teaching in Graduate Nursing Programs**

- Seventy-five percent (224) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field during the 2017-2018 report year.
- There was an eight percent decrease in the number of graduate nurse faculty holding a doctorate in nursing, a 34% increase in the number with a doctorate in a related field, and a 25% increase in the number of graduate nurse faculty with a masters' degree as their highest level of education.
- A total of 299 nurse faculty taught at some point and time in the graduate nursing programs during the 2017-2018 report year which reflects a two percent increase when compared to the previous report year.
- There were 151 filled full-time graduate nurse faculty positions reported statewide which reflects a 12% increase when compared to the previous report year.
- The number of faculty positions funded from other sources (e.g., grants, capitation funds) increased by 60% during the 2017-2018 report year.
- There was an 8% decrease in the number of male graduate nurse faculty during the current report year.
- Twenty-two percent (67) of the faculty teaching in the graduate nursing programs were minorities in the 2017-2018 report year compared to 20% in the previous report year.
- Over half (52%) of the faculty teaching in graduate nursing programs in Louisiana were 51+ years of age in 2017-2018 and 27% were 61 years of age and older.

THE 2018 NURSE SUPPLY REPORT

This will be the first year that LSBN will have licensure data on all licensed RNs and APRNs available through the Optimal Regulatory Board System (ORBS). The LSBN IT Department has been working closely with the ORBS staff to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policy related to Louisiana's RN and APRN workforce. Once quality control checks have been completed, an analysis of the data will be conducted and an addendum report prepared by the Center for Nursing. Please do not hesitate to contact Dr. Cynthia Bienemy, Director of the LSBN Center for Nursing at lcn@lsbn.state.la.us if you have any questions.

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<https://www.lsbns.state.la.us/NursingPractice/Laws,Rules.aspx>

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<https://www.lsbns.state.la.us/NursingPractice/Laws,Rules.aspx>

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<https://www.lsbns.state.la.us/NursingPractice/Laws,Rules.aspx>

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Title 46 Professional and Occupational Standards Part XLVII. Nurses: Practical Nurses and Registered Nurses Subpart 2. Registered Nurses (2019). *Undergraduate and Graduate Nursing Education Degree Programs: Chapter 35, No. 3543 G.2.c*
<https://www.lsbns.state.la.us/NursingPractice/Laws,Rules.aspx>

APPENDIX A

LSBN Strategy Update Meeting Summary



the clarion group
REAL. CLEAR. INSIGHT.

LOUISIANA STATE BOARD OF NURSING STRATEGY UPDATE MEETING SUMMARY

NOVEMBER 13, 2018

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Louisiana State Board of Nursing

Strategy Update Session

Meeting Summary: November 13, 2018

INTRODUCTION

Laura Bonanno, President of the Louisiana State Board of Nursing (LSBN), welcomed participants to the strategy update session and thanked them for their participation. Laura introduced Laurie Schulte of The Clarion Group and invited her to facilitate the session.

Laurie outlined the agenda for the session:

- Review progress to-date with implementing LSBN's 2018-2020 strategic map.
- Update the map for the remaining two years: 2019-2020.
- Identify implementation priorities for the next 12 months of the strategic plan period.

OVERVIEW OF STRATEGIC EFFECTIVENESS

Laurie provided an overview of strategic effectiveness – an organization's ability to set the right goals and consistently achieve them.



Organizations with high strategic effectiveness:

- Quickly formulate a “good enough” strategic plan.
- Move immediately to implementation – letting implementation teach them the ways that the strategy is on target and the ways it needs to be improved.
- Review progress with implementation regularly with honesty and candor.
- Make needed adjustments based on what is working, what isn't, and how the world has changed.
- Focus on results, not activities.

REVIEW OF LSBN'S 2018-2020 STRATEGIC MAP

Using a one-page graphic representing a strategic map, Laurie reviewed the concepts of the strategic map: central challenge, strategic priorities and strategic objectives.

- The oval at the top of the strategic map is the central challenge.
 - It is the focal point for the strategy.
 - It focuses on what the organization needs to do in the next three years to advance its mission and vision.
- The central challenge is supported by some number of strategic priorities. Strategic priorities are the few critical things an organization must do in order to meet its central challenge. The number of strategic priorities can vary, but it is never fewer than three or more than six.
- There are two tests of a strategic priority:
 - Is each priority necessary to meet the central challenge?
 - Are the strategic priorities taken together sufficient to meet the challenge?
- The boxes under each strategic priority are strategic objectives. Objectives spell out more specifically "what to do" in order to achieve the strategic priority.

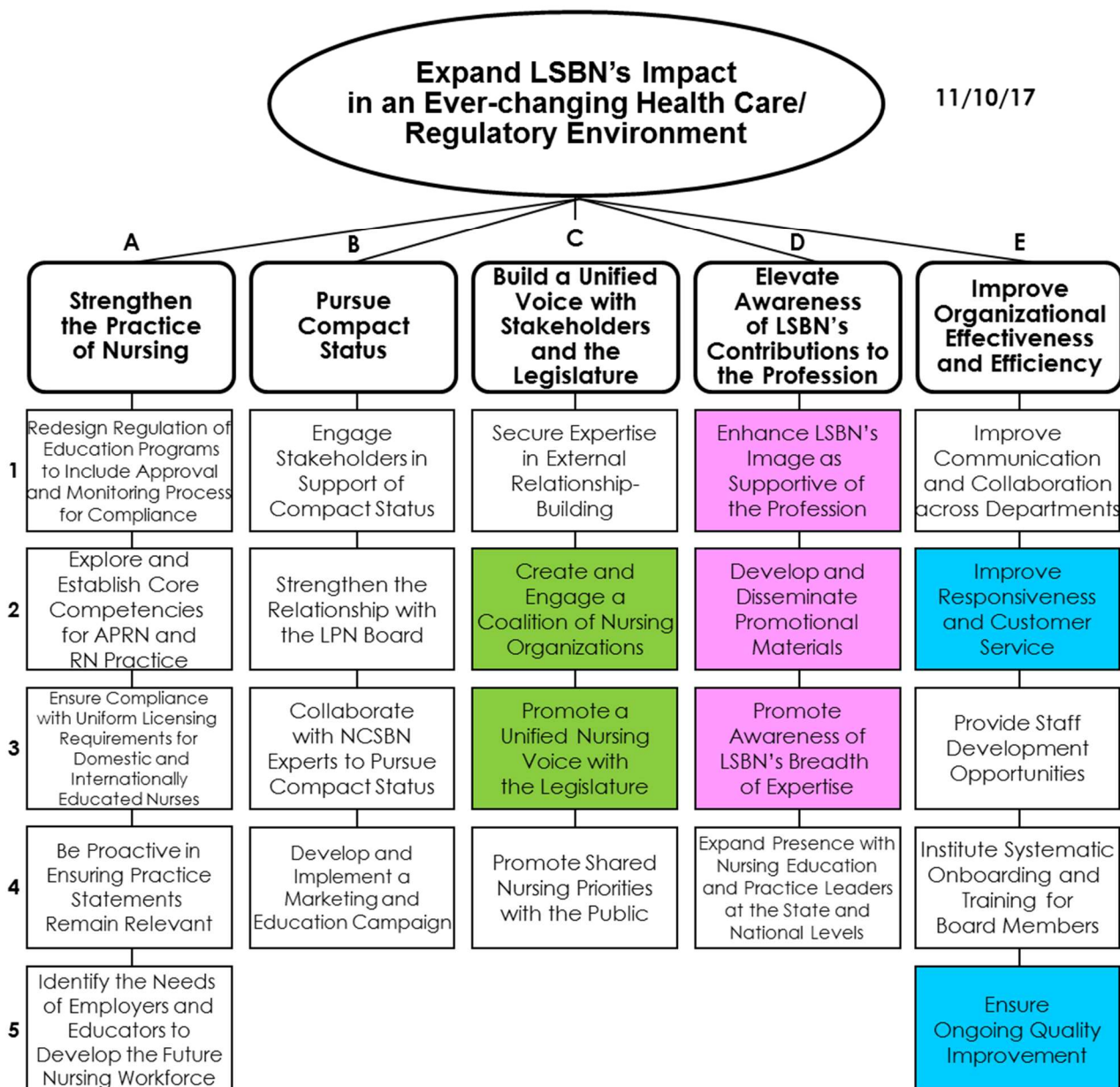
Laurie briefly reviewed LSBN's strategic map, developed in November of 2017. The map, reflected on the following page, will serve as context for the strategy update session. The color coding of selected strategic objectives reflects the priorities/tracks of work the planning group identified in November of 2017 for the first 12 months of implementation of the strategic map.

Louisiana State Board of Nursing Strategic Plan: 2018-2020

Mission: 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: LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce

LSBN Strategic Map



REVIEW OF PROGRESS WITH IMPLEMENTATION OF THE STRATEGIC MAP

Participants met in small groups to review progress with implementing LSBN's strategic map. They answered the following questions:

- What do you see as LSBN's accomplishments with the implementation of its strategic map over the past year?
- What implementation issues or gaps did we experience? What did we learn?
- What are the critical issues facing LSBN in the next two years?

A summary of the small group reports follows.

Accomplishments with Implementing the Strategic Map

GROUP 1 (TERASITA, KAREN, KEN, SUSAN, TIM)

- Achieved compact status
- Engaged LSNA as lead for a nine-organization coalition; held two meetings
- Created Internationally Educated Nurses task force
- NCSBN and LaCane working on testing for future nursing workforce
- Auditor's survey favorable in most areas
- Public presentations, Examiner articles, Center for Nursing (Louisiana Action Coalition), NCSBN committees
- Chiefs appointed, meetings with chiefs, cross training of staff
- Emerge program, Passport program with Dr. Jackson
- Two new front desk receptionists, new telephone system for improved customer service
- Onboarding for Board members

GROUP 2 (NANCY, JEN W., JENNIFER M., JENNIFER C., WANDA)

Strategic Priority A: Strengthen the Practice of Nursing

- ORBS helped us be more consistent in managing students and licensees.
- Clinical capacity task force has been started.

Strategic Priority B: Pursue Compact Status

- Achieved compact status

Strategic Priority C: Build a Unified Voice with Stakeholders and the Legislature

- LSBN promoted and hosted LSNA's health policy consortium.
- Improved unified voice with the legislature

Strategic Priority D: Elevate Awareness of LSBN's Contributions to the Profession

- Center for Nursing
- Highlighting Board members
- Promotion

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- Ongoing quality improvement in each Department

- Developing quantitative measures of success
- Management education and development have started.
- ORBS implementation has improved efficiency.
- More electronic forms of communication

GROUP 3 (LAURA, TRACEY, TAVELL, ISONEL)

Group 3's responses to all three of the questions are combined into the report below.

Strategic Priority A: Strengthen the Practice of Nursing

- A-1: Existing process, but needs to be redesigned. Some monitoring done. If a school meets regulatory professional practice, does it still need to submit to the Board?
- A-2: Incomplete. 1^o focus = core competencies for independent practice for APRNs and RNs.
- A-3: Task force identified, but not met.
- A-4: Partial progress made based on requests, but need a regulatory cycle based on practice changes
- A-5: N/A

Strategic Priority B: Pursue Compact Status

- Great work, combined with some luck
- B-1: Complete; all stakeholders engaged
- B-2: Great progress; continue to strengthen
- B-3: Training achieved for Board
- B-4: Implement eNLC: launch communication for nurses and employers

Strategic Priority C: Build a Unified Voice with Stakeholders and the Legislature

- C-1: Incomplete; still need expert
- C-2: Coalition done, but disparate organizations not in agreement; messages are inconsistent
- C-3: Remains a top priority; capitalize on good work
- C-4: Examiner and annual report are "okay:" assess new vehicles for communication.

Strategic Priority D: Elevate Awareness of LSBN's Contributions to the Profession

- D-1: Separate disciplinary actions from "news"; make information more interesting and enticing.
- D-2: Redesign website.
- D-3 and D-4: Combine with Strategic Priority E below.

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- E-1: Ongoing; continue good progress with organizational restructure
- E-2: Create a more welcoming environment.
- E-3: Ongoing staff development
- E-4: Major changes accomplished
- E-5: Evaluate impact.

Issues/Gaps/Lessons Learned

GROUP 1

- N/A

GROUP 2

Strategic Priority A: Strengthen the Practice of Nursing

- The compact will help us with our international RN issues.
- We have more clinical capacity in the state than we knew we had. We have not done well in matching needs with capacity.
- We currently are reactive rather than proactive in ensuring practice statements remain relevant.

Strategic Priority B: Pursue Compact Status

- Still need to work on a marketing and education campaign
- Continue developing our relationship with and understanding of the LPN Board's concerns and needs.

Strategic Priority C: Build a Unified Voice with Stakeholders and the Legislature

- Continue the work of LSNA's health policy consortium.
- Expand non-nursing members in our coalitions, for example:
 - Pharmacy
 - Consumer groups
 - AARP
 - Chambers of Commerce
 - Justice system
 - Attorneys
 - Military
 - Nursing home association

Strategic Priority D: Elevate Awareness of LSBN's Contributions to the Profession

- Website update still needed
- Monitor clicks on website for feedback.

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- Improve responsiveness and customer service.

GROUP 3

- See full report above under Accomplishments.

Critical Issues LSBN Will Face in the Next Two Years

GROUP 1

- Compact implementation
- External awareness of LSBN's role
 - Unified voice
 - Social media presence
 - Easier to follow website
- Entry-level RN practice levels competency of future workforce
- Development of communication plan

GROUP 2

Strategic Priority A: Strengthen the Practice of Nursing

- Be open to educating ourselves on new models of education and innovation and define LSBN's role in relation to this.
- Next generation NCLEX

Strategic Priority B: Pursue Compact Status

- Work on the potential to combine the LSBN and LPN Boards (in the longer term, combine them).

Strategic Priority C: Build a Unified Voice with Stakeholders and the Legislature

- Continue to cultivate our relationship with the LPN Board.

Strategic Priority D: Elevate Awareness of LSBN's Contributions to the Profession

- Continue surveying licensees for their perception of the Board's performance.
 - Share results.
 - Develop a plan to address issues.
- Clarify our role in staffing ration determination.

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- Staff development
- Technology transition
 - Getting comfortable
 - Offering support

GROUP 3

- See full report above under Accomplishments.

Discussion of the progress review included the following points.

- LSBN did a better job of embedding this strategic plan into its work than it has in the past. Moving forward, it's important to both:
 - Acknowledge what we've accomplished – both internally and externally.
 - Keep working to continuously improve.

- There continues to be an awareness gap regarding LSBN's contributions to the nursing profession. Most people – within and outside of nursing – know the Board for its disciplinary actions.
 - A state Board can be a “caring element” to its licensees. Board members volunteer to advance practice and support nurses.
 - The Board helps providers remove dangers and reduce risk – thus protecting the health of the public.
 - Messages such as these that are tailored to different audiences will help advance LSBN's impact.
- Now that Louisiana is a compact state, LSBN must elevate awareness and knowledge about the nurse licensure compact and what it means for Louisiana.
- LSBN has made progress in shifting its organizational culture to one of heightened quality improvement, technology and accountability. There are unit-level cultural issues that have proven more difficult to change – although efforts continue.
- LSBN should define its role in the staffing ratio conversation.
 - This is more than a numeric exercise.
 - Proactivity – perhaps by the Board in the form of ratio guidelines, rather than rules, as an intermediate step – would help responsible organizations move on this issue.

STRATEGIC MAP UPDATE

Central Challenge and Strategic Priorities

Participants reviewed LSBN's strategic map and considered what changes, if any, needed to be made to the central challenge and strategic priorities. After discussion and revision, the group agreed to the following:

- The central challenge and strategic priorities continue to provide appropriate strategic guidance and will remain unchanged at least for the next year.
- There is one exception; the group modified Strategic Priority B from, “Pursue compact status” (which has been achieved, through hard work and some serendipity) to, “Implement the nurse licensure compact.”

Strategic Mapping

Using the prior strategic map and the previous discussion as input, participants worked in small groups to identify strategic objectives that support Strategic Priorities A, C, D and E. (Strategic Priority B was updated by the full group.) A summary of the small group reports follows.

STRATEGIC PRIORITY A: STRENGTHEN THE PRACTICE OF NURSING (JENNIFER M., JENNIFER C., JEN W.)

- Improve processes for regulation of educational programs.
 - Automate approval, annual reports/monitoring.
 - Remove redundancy.
- Clarify and communicate core competencies for APRN and RN practice.
- Ensure uniform licensing requirements for domestic and internationally educated nurses. (Consider deleting this strategic objective.)

- Be proactive and purposeful to ensure practice is relevant.

STRATEGIC PRIORITY C: BUILD A UNIFIED VOICE WITH STAKEHOLDERS AND THE LEGISLATURE (TAVELL, LAURA, KEN, TERASITA)

- Secure expertise in external relationship-building.
- Participate in the coalition of nursing organizations.
- Promote a unified nursing voice with the legislature.
- Promote shared nursing priorities.

STRATEGIC PRIORITY D: ELEVATE AWARENESS OF LSBN'S CONTRIBUTIONS TO THE PROFESSION (TIM, SUSAN, TRACEY)

- Enhance LSBN's image as supportive of the profession.
- Develop and disseminate promotional materials.
- Expand presence with nursing education and practice leaders at the state and national levels.

STRATEGIC PRIORITY E: IMPROVE ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (ISONEL, KAREN, NANCY, WANDA)

This group recommends changing the strategic priority to read, "Demonstrate organizational effectiveness and efficiency."

- Demonstrate improved communication and collaboration across Departments.
- Demonstrate improved responsiveness and customer service.
- Improve staff performance through training and development.
- Evaluate the effectiveness of systematic onboarding and training for Board members.
- Develop objective metrics and evaluate ongoing quality improvement.
- Continue the transition to an electronic document management system (EDMS).
 - Accounts payable
 - Receivables
 - Human resources forms
 - Etc.

Strategic Map for the Louisiana State Board of Nursing

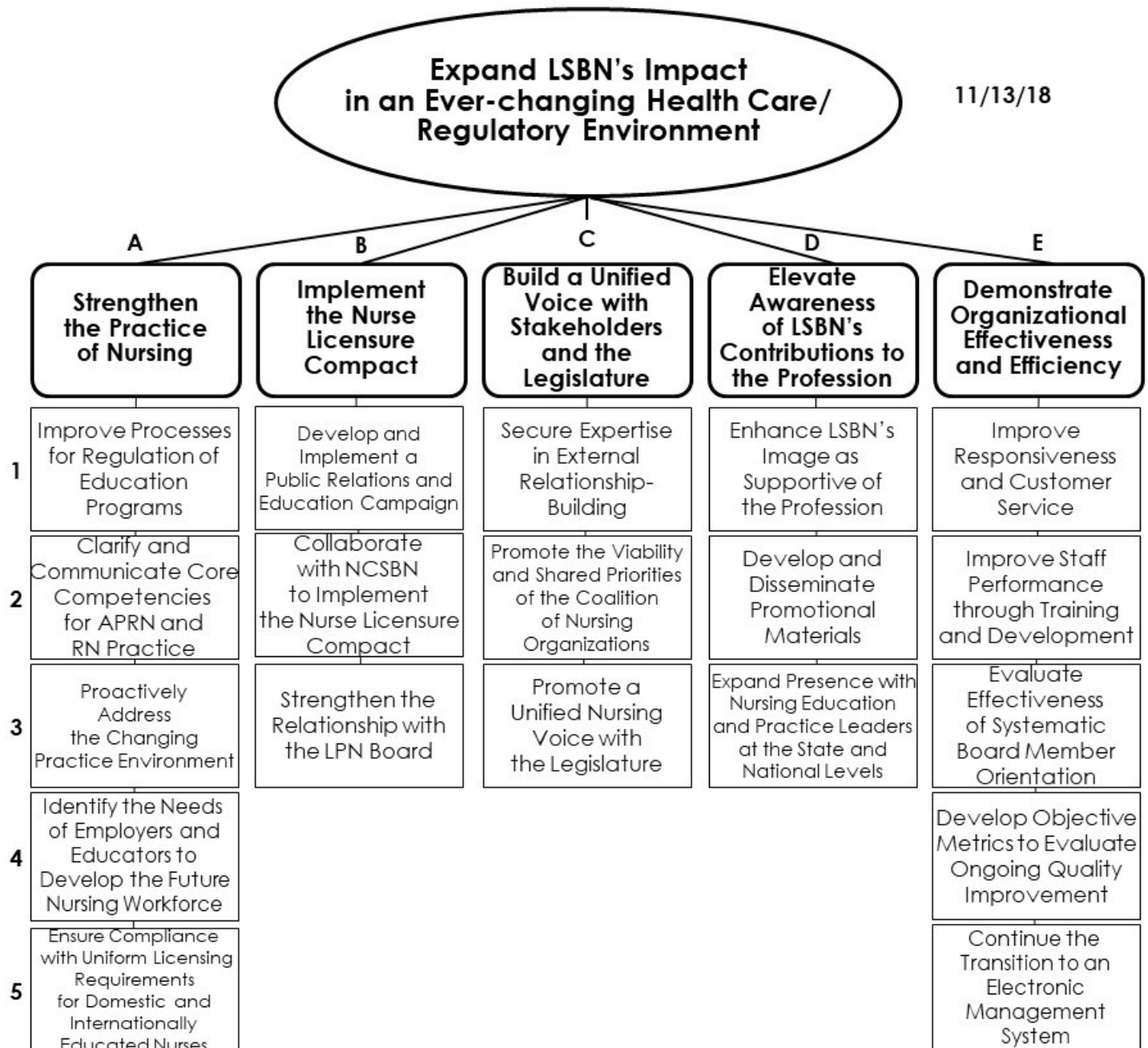
Based on the above input and the discussion that followed, the group developed the updated strategic map on the following page to guide LSBN over the next two years.

Louisiana State Board of Nursing Strategic Plan: 2018-2020

Mission: 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: LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce

LSBN Strategic Map



Discussion of the strategic map included the following points.

- The central challenge, “Expand LSBN’s impact in an ever-changing health care/regulatory environment,” continues to ground the strategy in the particular demands of this dynamic period.
- Strategic Priority A, “Strengthen the practice of nursing,” is fundamental to LSBN’s mission. It reflects those important contributions, including but not limited to regulation, that LSBN regularly makes to the profession.
- Strategic Objective A-1, “Improve processes for regulation of education programs,” shifts the focus from compliance to more automated, less redundant processes.
- Strategic Objective A-3, “Proactively address the changing practice environment,” includes, among other things, being proactive in ensuring practice statements remain relevant.
- Strategic Priority B, “Implement the nurse licensure compact”:
 - Reflects the point in the process at which the state is now operating
 - Stakeholders are engaged.
 - Compact status has been achieved.
 - Will require public relations and education for both practitioners and laypeople
 - Will require collaboration with NCSBN; to be successful, the compact must work for both NCSBN and LSBN
 - While not a requirement for compact status, has a strengthened relationship with the LPN Board as a desired outcome (the combination of the two Boards into one is “off the table” for now, although should be revisited at a later point)
- Strategic Priority C, “Build a unified voice with stakeholders and the legislature”:
 - Continues to be of strategic importance
 - Builds on progress made in the past year with:
 - Other nursing associations
 - Advancing a more unified nursing voice with the state legislature
 - Includes letting a set of disparate groups know that LSBN supports them – even if in some instances it doesn’t endorse their approaches to issues
 - Charges LSBN with better understanding where relationships with these other groups are breaking down
- In discussing Strategic Objective C-2, “Promote the viability and shared priorities of the coalition of nursing organizations,” the following points were made.
 - While the coalition has been created, it is unclear if the intended coalition lead, LSNA, is committed to continuing in that role; there is some indication that LSNA may see the work as complete.
 - LSBN can work in support of the coalition and LSNA’s leadership role to help ensure viability and shared priorities across the coalition.
- Strategic Priority D, “Elevate awareness of LSBN’s contributions to the profession”:
 - Continues as a concern of the Board and staff
 - Will demonstrate that LSBN is:
 - Not “the bad guy”
 - Invested in supporting the profession of nursing
 - Successful implementation of Strategic Priorities A, B and C will contribute to achievement of this priority.

- Strategic Objective D-1, "Enhance LSBN's image as supportive of the profession," includes promoting awareness of LSBN's breadth of expertise. Board members bring diverse experiences and senior-level nursing perspectives to LSBN.
- Strategic Priority E, "Demonstrate organizational effectiveness and efficiency":
 - Is purposeful in the use of the word "demonstrate" rather than the former "improve"
 - Will require developing objective metrics to evaluate ongoing quality improvement
- Strategic Objective E-1, "Improve responsiveness and customer service":
 - Continues as a strategic issue
 - Was highlighted as a gap in the recent audit
- Strategic Objective E-5, "Continue the transition to an electronic management system," includes implementing Secretary of State directives on document management.

IMPLEMENTATION PLANNING

Setting Implementation Priorities

The group prioritized the efforts to implement the strategic map during the next 12 months using two different approaches. First, it surveyed each person's thinking on the allocation of LSBN's time and energy that should be devoted to each column of the map during the next 12 months. (100 points represent all of the resources that will be spent on implementation.) A summary of each person's input follows.

A	B	C	D	E
20	30	10	10	30
25	10	25	15	25
10	30	10	10	40
10	40	20	20	10
10	5	35	15	35
10	40	20	10	20
20	20	10	10	40
10	50	10	10	20
30	20	10	10	30
20	10	30	10	30
30	40	10	10	10
20	40	15	5	20
20	20	20	10	30
10	30	15	10	35

A	B	C	D	E
245	385	240	155	375

Next, the group surveyed perceptions of which objectives on the map are the most important to emphasize during the next 12 months. Each person was given five votes, and a summary of the “straw poll” is depicted in the table below.

	A	B	C	D	E
1	3	11	4	3	7
2	4	8	4	1	4
3	0	2	3	0	0
4	3	X	X	X	8
5	1	X	X	X	4

These straw polls will provide guidance on the most important things for LSBN to focus on as it proceeds with implementation planning.

Identifying Tracks of Work

Laurie Schulte reminded the group about the concept of a track of work.

- A track of work is a single map objective or a group of related objectives that uses the same resources.
- Tracks of work are a means of getting organized for implementation.
- Organizations generally focus on no more than three to five tracks in a 12-month implementation period.

Participants agreed that the following tracks of work should receive primary emphasis during the next 12 months.

NURSE LICENSURE COMPACT

- Strategic Objective B-1: Develop and implement a public relations and education campaign.
- Strategic Objective B-2: Collaborate with NCSBN to implement the nurse licensure compact.

MEASURING QI

- Strategic Objective E-4: Develop objective metrics to evaluate ongoing quality improvement.

RESPONSIVENESS AND CUSTOMER SERVICE

- Strategic Objective E-1: Improve responsiveness and customer service.
- Strategic Objective A-1: Improve processes for regulation of education programs.

- Strategic Objective A-2: Clarify and communicate core competencies for APRN and RN practice.

NEXT STEPS

At the conclusion of the meeting, the group identified the following next steps.

- The Clarion Group will provide the following to Isonel Brown for distribution to participants:
 - The final version of the strategic map
 - A “presentation version” of the map
 - This comprehensive written summary of the strategy update session
- Karen Lyon will share the updated strategic map with LSBN staff. It also will be posted on the LSBN website as a matter of public record.
- Interested Board members will advise Karen and Laura Bonanno as to the ways in which they'd like to be involved with implementation planning.
- As a reminder, the following are possible elements of a “review and adjust process” for LSBN:
 - Use regular staff leadership and Board meetings for:
 - Implementation updates
 - Resolution of implementation issues/problems
 - Conduct quarterly review and adjust sessions that include:
 - Review of progress with implementation of each track of work, including:
 - Accomplishments
 - Issues/problems/gaps
 - Lessons learned
 - Reviewing the implementation plans, making adjustments as necessary
 - Complete an annual strategy update session such as this one – which is typically a one-day session at which this planning group would:
 - Review progress with implementation (one of the quarterly reviews mentioned above).
 - Update the strategic map based on:
 - What was learned from implementation
 - What's working and what isn't
 - How the environment has changed
 - Set implementation priorities for the final 12 months of the strategic plan period.

APPENDIX B

LSBN Approved Nursing Education Programs

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: Linda M. Markey, PhD, MSN, RN

Approval Status: Full

****Program currently in Phase Out****

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
Interim Dean: Tawna Pounders, RN, MSNc
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

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

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:
Maria Campbell, MSN, RN
ASN Program Coordinator:
Allison Adams, RN, MSN
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

LSU at EUNICE

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

LOUISIANA DELTA COMMUNITY COLLEGE

Division of Nursing
7500 Millhaven Road
Monroe, LA 71203
Phone: (318) 345-9174; Fax: (318) 345-9573
Program Director, ASN Program:
W. Sherita Williams, MSN, RN
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: Probation

SOUTH LOUISIANA COMMUNITY COLLEGE

School of Nursing
1101 Bertrand Drive
Lafayette, LA 70506
Phone: (337) 521-9000; Fax: (318) 521-8992
Dean: Rebecca Harris-Smith, EdD, MSN, RN
Approval Status: Full

SOWELA TECHNICAL COMMUNITY COLLEGE

Department of Nursing
3820 Senator J. Bennet Johnston Avenue
Lake Charles, LA 70615
Phone: (337) 421-6594; Fax: (337) 491-2103
Dean: Wendi Palermo, PhD, 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
Dean: Sharon Hutchinson, PhD, MN, RN, CNE

Approval Status: **Program currently Restructuring**

Existing Program: Probation

****Not admitting students**

****Termination Date 12/2019**

New Program: Initial

****Initiation date 1/2019**

CHAMBERLAIN UNIVERSITY

College of Nursing
400 LaBarre Road
Jefferson, LA 70121
Phone: (504) 312-2708
Campus President:
Jennifer Couvillon, PhD, RN-BC, FNP, CNE

Approval Status: Initial

GRAMBLING STATE UNIVERSITY

School of Nursing
Box 4272
Grambling, LA 71245
Phone: (318) 274-2672; Fax: (318) 274-3491
Associate Dean:
Mary Meg Brown, PhD, RN, ACNS-BC

Approval Status: Initial

LOUISIANA COLLEGE

Division of Nursing
1140 College Drive - Box 556
Pineville, LA 71359-0556
Phone: (318) 487-7127; Fax: (318) 487-7488
Dean: Marilyn Cooksey, RN, PhD

Approval Status: Full

LSU HEALTH SCIENCES CENTER

School of Nursing
1900 Gravier
New Orleans, LA 70112
Phone: (504) 568-4180; Fax: (504) 568-5154
Dean: Demetrius Porche, DNS, APRN, FNP, PhD
Assistant Dean for Student Services:
Kendra M. Barrier, PhD, MSN, 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 for Undergraduate Nursing Programs: Rebecca Riley, MS, RN

Approval Status: Full

NICHOLLS STATE UNIVERSITY

College of Nursing and Allied Health
University Station - Box 2143
Thibodaux, LA 70310
Phone: (985) 448-4696; Fax: (985) 448-4932
Interim Dean: Velma Westbrook, DNS, RN, MA
Department Head: Rebecca Lyons, MSN, RN, CCRN

Approval Status: Full

NORTHWESTERN STATE UNIVERSITY OF LOUISIANA

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
BSN Program: Pam Holcombe, MSN, RN
Senior Director: Pamela Simmons, PhD, RN

Approval Status: Full

FRANCISCAN MISSIONARIES OF OUR LADY UNIVERSITY (Formally Our Lady of the Lake)

School of Nursing
7500 Hennessy Boulevard
Baton Rouge, LA 70809
Phone: (225) 768-1750; Fax: (225) 768-1760
Dean: Amy Hall, PhD, RN, CNE
Associate Dean: Bronwyn Doyle

Approval Status: Full

SOUTHEASTERN LOUISIANA UNIVERSITY

School of Nursing
SLU 10781
Hammond, LA 70402
Phone: (985) 549-2156; Fax: (985) 549-5087 or 5179
Dean: Ann Carruth, DNS, RN
Interim Dept. Head: Eileen Creel, DNS, RN

Approval Status: Full

SOUTHERN UNIVERSITY

School of Nursing
P.O. Box 11794
Baton Rouge, LA 70813
Phone: (225) 771-2166; Fax: (225) 771-2641
Interim Dean: Jacqueline Hill, PhD, RN
Interim BSN Chair: Latricia Greggs, PhD, RN
Approval Status: Full

UNIVERSITY OF HOLY CROSS

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

UNIVERSITY OF LOUISIANA LAFAYETTE

College of Nursing & Allied Health Professions
P.O. Box 43810
Lafayette, LA 70504
Phone: (337) 482-6808; Fax: (337) 482-5649
Dean: Melinda Oberleitner, DNS, RN
Department Head and Associate to Dean:
Lisa Broussard, DNS, RN, CNE
Approval Status: Full

UNIVERSITY OF LOUISIANA MONROE

School of Nursing
700 University Avenue
Monroe, LA 71209-0460
Phone: (318) 342-1640; Fax: (318) 342-1567
Interim Director: Wendy Bailes, PhD, RN
Approval Status: Full

WILLIAM CAREY UNIVERSITY

School of Nursing
3600 Florida Boulevard, Suite 1010
Baton Rouge, LA 70806
Phone: (225) 726-8153
Dean: Karen Sicard, PhD, RN
Program Director: Patrick Brady, DNP, RN, CNE
Approval Status: Initial

LSBN APPROVED GRADUATE PROGRAMS IN NURSING

GRAMBLING STATE UNIVERSITY

School of Nursing

P.O. Box 4272

Grambling, LA 71245

Phone: (318) 274-2897

Associate Dean:

Mary Meg Brown, PhD, RN, ACNS-BC

MSN Program Director:

Tammy Steward-Dixon

Approval Status: Full

Degrees: MSN

Programs: FNP (MSN, PMC)

PNP (MSN)

Nurse Educator (MSN)

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

Nicholls State University

McNeese State University

Southeastern Louisiana University

University of Louisiana Lafayette

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. NICHOLLS STATE UNIVERSITY

College of Nursing and Allied Health

University Station - Box 2143

Thibodaux, LA 70310

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

Interim Dean: Velma Westbrook, DNS, RN, MA

Department Head:

Rebecca Lyons, MSN, RN, CCRN

2. 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

3. 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:
Laurie Kinchen, DNP, APRN, CPNP

4. UNIVERSITY OF LOUISIANA LAFAYETTE

College of Nursing & Allied Health Professions
P.O. Box 43810
Lafayette, LA 70454
Phone: (337) 482-6808
Dean: Melinda Oberleitner, DNS, RN
Graduate Program Coordinator:
Donna Gauthier, PhD, RN

LOYOLA UNIVERSITY

School of Nursing
6363 St. Charles Avenue, Campus Box 45
New Orleans, LA 70118
Phone: (504) 865-3142
Interim Director: Laurie Ann Ferguson, DNP, APRN, ANP-BC, FNP-BC, CPNP, FNAP, FAANP

Approval Status: Full

Degrees: MSN, DNP

Programs: FNP (MSN, PMC PMDNP, BSN-DNP)
ANP (MSN, PMC)
Nurse Leadership (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)
AGPCNP (BSN-DNP)
AGACNP (BSN-DNP)
Post Master's DNP
Public/Comm. Health Nurse (BSN-DNP)
PMHNP (DNP)
PNP – AC (BSN-DNP)
PNP – PC (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)

PMHNP (MSN, PMC)

FRANCISCAN MISSIONARIES OF OUR LADY UNIVERSITY (Formally Our Lady of the Lake)

School of Nursing

7500 Hennessy Boulevard

Baton Rouge, LA 70809

Phone: 225-214-6979

Dean: Amy Hall, PhD, RN, CNE

Approval Status: Full

Degree: MSN, DNP

Programs: CRNA (DNP)

Nurse Educator (MSN)

Nurse Administrator (MSN)

Family Nurse Practitioner (MSN)

SOUTHERN UNIVERSITY

School of Nursing

P.O. Box 11794

Baton Rouge, LA 70813

Phone: 225-771-2663

Interim Dean: Jacqueline Hill, PhD, RN

Associate Dean:

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:

Laurie Kinchen, DNP, APRN, CPNP

College of Nursing & Allied Health Professions

P.O. Box 43810

Lafayette, LA 70454

Phone: 337-482-6808

Dean: Melinda Oberleitner, DNS, RN

Graduate Program Coordinator:

Donna Gauthier, PhD, RN

Approval Status: Full

Degree: BSN-DNP

Programs: FNP (DNP)

UNIVERSITY OF LOUISIANA MONROE

School of Nursing

700 University Avenue

Monroe, LA 71209-0460

Phone: (318) 342-1640; Fax: (318) 342-1567

Interim Director: Wendy Bailes, PhD, RN

Associate Director of Graduate Nursing Programs:

Rhonda Hensley, EdD, DNP, APRN

Approval Status: Initial

Degree: MSN

Programs: AGNP-Primary Care (MSN)

Family Nurse Practitioner (MSN)

Clinical Nurse Leader

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

UNDERGRADUATE PROGRAMS

SOUTHWEST MISSISSIPPI COMMUNITY COLLEGE

ADN Program

1156 College Drive

Summit, MS 39666

Phone: (601) 276-2000; Fax: (601) 276-3824

Director of Nursing: Melissa Temple, PhD, MSN, RN

Dates of Approval:

Initial: February 16, 2017 – February 16, 2020

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 19, 2020

Degrees: MSN, PMC

Programs: FNP (MSN, PMC)

BRADLEY UNIVERSITY

Department of Nursing
1501 West Bradley Avenue
Peoria, Illinois 61625-0684
Phone: (309) 677-4398; Fax: (309) 677-3184
Chair: Cindy L. Brubaker, EdD, FNP

Date of Approval:

Initial: August 10, 2017 – August 10, 2020

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: Shelley Aldridge

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2020

Degrees: MSN, PMC, DNP

Programs: CNM (MSN, PMC, DNP)

FNP (MSN, PMC, DNP)

WHNP (MSN, PMC, DNP)

PMHNP (MSN, PMC)

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, 2020

Degrees: MSN

GEORGETOWN UNIVERSITY Continued

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, 2020

Degrees: MSN

Programs: FNP (MSN)

Nurse Educator (MSN, Non APRN)

Organizational Leadership (DNP, Non-APRN)

HERZING UNIVERSITY

W140 N8917 Lilly Road
Menomonee Falls, WI 53051
Phone: (866) 508-0748; Fax: (414) 727-7090
Associate VO of Academic and Regulatory Affairs:
Elainna Guerrette
Senior System Dean of Nursing:
Dr. Elizabeth Markham
Department Chair:
Patricia Wagner, DNP, GNP-BC

Dates of Approval:

Initial: April 17, 2013 – April 17, 2015

Reapproved: through April 16, 2020

Degrees: MSN, PMC

Programs: FNP (MSN, PMC)

MARYVILLE UNIVERSITY

College of Health Professions
650 Maryville University Drive
St. Louis, MO 63141
Phone: (314) 529-9453
Assistant Dean for Nursing:
Elizabeth A. Buck, PhD, RN

Dates of Approval

Initial: December 11, 2013 – December 11, 2015

Reapproved: through August 9, 2021

Degrees: MSN, BSN-DNP and PMC

Program: FNP (MSN, BSN-DNP and PMC)

MIDWESTERN UNIVERSITY

Nurse Anesthesia Program
 19555 N. 59th Avenue
 Glendale, AZ 85308
 Phone: (623) 572-3760; Fax (623) 572-3227
Program Director:
 Terence Burrows, CRNA, DNAP

Dates of Approval:

Initial: April 20, 2017 – April 20, 2020

Degrees: MSN

Program: CRNA (MSN)

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

Reapproved: through February 19, 2020

Degrees: BSN-DNP, MSN

Program: FNP (MSN)
 FNP (BSN-DNP)

SIMMONS COLLEGE

School of Nursing and Health Sciences
 300 The Fenway
 Boston, MA 02115-5898
 Phone: (617) 521-2000
Dean: Judy A. Beal, DNSc, RN, FAAN

Dates of Approval:

Initial: June 11, 2015 – June 11, 2017

Extended: through August 10, 2020

Degrees: MSN

Program: FNP (RN-MSN, BSN-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, 2020

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, 2020

Degrees: MSN

Program: CRNA (MSNA)

TROY UNIVERSITY

School of Nursing
 400 Pell Avenue
 Troy, Alabama 36802
 Phone: (334) 670-3428
Director, School of Nursing:
 Jeffery Wade Forehand, PhDc, DNP, RN-BC, CNE

Dates of Approval:

Initial: October 10, 2012-October 10, 2014

Reapproved: through October 12, 2019

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, 2020

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/PPNP-PC (Dual)
 (MSN, DNP)
 AGNP/WHNP (Dual) (MSN, DNP)
 WHNP (MSN, DNP)

UNIVERSITY OF SOUTH ALABAMA

College of Nursing

5721 USA Drive North

HAHN 3061

Mobile, AL 36688-0002

Phone: (251) 445-9400; Fax: (251) 445-9416

Interim Dean: Heather Hall, PhD, RN*Assistant Dean for Clinical Affairs:*

Tracey Taylor, DNP, ACNP-BC, RN

Dates of Approval:**Initial:** September 14, 2011 - September 14, 2013**Reapproved:** through October 15, 2020**Degrees:** RN-MSN, MSN, PMC, BSN-DNP, PM-DNP, DNP

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)

VANDERBILT UNIVERSITY

School of Nursing

213 Godechaux 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, 2020**Degrees:** MSN, PMC

Programs: FNP (MSN, PMC)
 NNP (MSN, PMC)
 PNP (Acute & Primary) (MSN, PMC)
 AGACNP (MSN, PMC)
 AGPCNP (MSN, PMC)
 AGPCNP/WHNP (MSN, PMC)
 NMW (MSN, PMC)
 NMW/FNP (MSN, PMC)
 PMHNP (MSN, PMC)
 WHNP (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,
 3/2/2016, 4/21/2016, 6/29/2016, 9/6/2016,
 10/17/2016, 2/23/2017, 4/24/2017, 5/8/2017,
 6/12/2017, 7/24/2017, 8/22/2017, 9/19/2017,
 12/1/2017, 12/22/2017, 2/28/2018, 5/23/2018,
 6/14/2018, 8/16/2018, 10/25/2018, 12/31/2018

APPENDIX C

NCLEX-RN Passage Rates Admissions, Enrollment, Graduates

Appendix C1

Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2018.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
BPCC	56	53	94.64
BRCC	29	28	96.55
Delgado CC	172	164	95.35
Fletcher Technical CC	17	15	88.24
Louisiana Delta CC	30	30	100.00
LSU Alexandria	49	47	95.92
LSU Eunice	65	55	84.62
Louisiana Tech University	60	59	98.33
Northwestern State University	98	94	95.92
South Louisiana CC	31	31	100.00
Southern University Shreveport	48	42	87.50
SOWELA Technical CC	13	13	100.00
Total	668	631	94.46
Diploma			
Baton Rouge General	31	31	100.00
Total	31	31	100.00
Baccalaureate			
Dillard University	25	11	44.00
Franciscan Missionaries of Our Lady University	92	90	97.83
Louisiana College	22	17	77.27
LSU Health Science Center	223	216	96.86
McNeese State University	90	90	100.00
Nicholls State University	101	92	91.09
Northwestern State University	143	136	95.10
Southeastern LA University	129	124	96.12
Southern University BR	96	86	89.58
University of Holy Cross	43	41	95.35
University of LA Lafayette	116	115	99.14
University of LA Monroe	90	87	96.67
Total	1,170	1,105	94.44
GRAND TOTAL	1,869	1,767	94.54

Appendix C2
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2003-2018)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2018	4,591	3,198	5,884	14,906	1,393	1,885
2017	4,401	2,995	5,470	14,166	1,406	1,877
2016	3,860	2,541	5,466	16,813	1,319	2,064
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

Appendix C3
Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree
Programs in Nursing (2014-2018)

Program	Qualified Applicants					Admissions				
<u>Associate Degree</u>	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Baton Rouge CC	134	104	120	92	125	64	47	62	65	76
Bossier Parish CC	247	213	215	203	175	80	86	80	80	90
Delgado	694	576	601	726	706	376	315	311	395	441
Fletcher Tech CC	38	49	54	87	61	19	20	20	21	20
LSU Alexandria	150	182	127	138	131	125	131	127	138	131
LSU Eunice	119	105	130	164	144	62	63	65	90	95
Louisiana Delta	114	122	83	91	110	54	56	52	44	43
Louisiana Tech	95	155	161	187	186	69	74	74	91	88
McNeese	31	22	0	0	0	31	22	0	0	0
Northwestern	129	102	119	178	231	129	102	119	178	207
South Louisiana CC	69	76	112	138	43	40	40	40	40	40
Southern Univ. at Shreveport	191	117	88	99	75	90	117	88	99	71
SOWELA Technical CC	N/A	N/A	20	37	49			20	37	49
TOTAL	2,011	1,823	1,830	2,140	2,036	1,139	1,073	1,058	1,278	1,351
<u>Baccalaureate</u>										
Chamberlain	N/A	N/A	N/A	N/A	67	N/A	N/A	N/A	N/A	67
Dillard	14	27	14	0	0	14	27	12	0	0
Grambling	17	0	0	0	4	17	0	0	0	4
Louisiana College	54	39	46	32	44	54	39	32	32	44
LSU Health Sciences Center	272	414	255	314	341	266	253	208	277	282
McNeese	171	133	141	107	119	166	121	92	107	116
Nicholls	193	179	184	253	251	128	127	126	152	167
Northwestern	290	195	173	213	267	168	147	173	213	223
Franciscan Missionaries of Our Lady University	285	179	103	132	125	240	179	103	132	125
Southeastern	230	276	255	279	286	170	173	182	192	194
Southern BR	332	403	416	363	401	179	194	168	159	174
University of Holy Cross	80	74	66	79	71	64	57	51	62	60
UL Lafayette	233	191	198	270	271	220	191	189	220	220
UL Monroe	91	92	110	130	209	91	92	110	127	128
William Carey	N/A	N/A	N/A	N/A	13	N/A	N/A	N/A	N/A	13
TOTAL	2,262	2,202	1,961	2,172	2,469	1,777	1,600	1,446	1,673	1,817
<u>Diploma</u>										
Baton Rouge Gen. Med. Ctr.	78	63	69	89	86	40	39	37	44	30
TOTAL	78	63	69	89	86	40	39	37	44	30
GRAND TOTAL	4,351	4,088	3,860	4,401	4,591	2,956	2,712	2,541	2,995	3,198

Appendix C4
**Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN
Licensure Programs in 2017-2018**

Nursing Programs	Number of Qualified Applicants Not Admitted	Ranking of Reasons 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.	49	1	2	3	5	4	6	7	0
Bossier	85	1	4	5	6	7	3	2	0
Delgado	265	5	1	2	0	0	3	4	6
Fletcher Tech Comm. Coll.	41	3	1	2	7	6	4	5	0
LSU Alexandria	0	0	0	0	0	0	0	0	0
LSU Eunice	49	1	2	3	0	0	0	0	0
Louisiana Delta College	67	4	2	5	1	6	7	3	0
Louisiana Tech	98	2	4	3	1	0	0	0	0
McNeese State	0	0	0	0	0	0	0	0	0
Northwestern State	24	3	2	1	4	5	6	7	0
South Louisiana Comm. Coll.	3	0	1	0	0	0	0	0	0
Southern Univ. Shreveport	4	0	0	0	0	0	0	0	0
SOWELA Technical CC	0	0	0	0	0	0	0	0	0
Total	685	20	19	24	24	28	29	28	6
Baccalaureate Degree									
Chamberlain	0	0	0	0	0	0	0	0	0
Dillard	0	0	0	0	0	0	0	0	1
Grambling	0	0	0	0	0	0	0	0	0
Louisiana College	0	0	0	0	0	0	0	0	0
LSU Hlth Science Cntr	59	2	1	6	3	4	5	7	0
McNeese State	3	1	0	0	0	0	0	0	0
Nicholls State	84	0	0	0	0	0	0	0	1
Northwestern State	44	3	2	1	4	5	6	7	0
Franciscan Missionaries of Our Lady University	0	0	0	0	0	0	0	0	0
Southeastern	92	1	3	2	4	5	7	6	0
Southern BR	227	2	3	1	6	7	4	5	0
University of Holy Cross	11	0	2	4	3	6	1	5	0
UL Lafayette	51	1	3	2	6	7	4	5	0
UL Monroe	81	7	6	1	2	4	3	5	0
William Carey	0	0	0	0	0	0	0	0	0
Total	652	17	20	17	28	38	30	40	2
Diploma									
Baton Rouge General	56	1	2	6	3	5	4	0	0
Total	56	1	2	6	3	5	4	0	0
Grand Total	1,393	38	41	47	55	71	63	68	8

Appendix C5
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana
during the 2017-2018 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	10	9	97	91	107
Bossier	12	12	85	88	97
Delgado	76	12	575	88	651
Fletcher Technical Comm. Coll.	5	26	14	74	19
LSU Alexandria	20	12	146	88	166
LSU Eunice	28	18	130	82	158
Louisiana Delta	5	7	64	93	69
Louisiana Tech	20	16	105	84	125
McNeese State	0	0	0	0	0
Northwestern	31	9	302	91	333
South Louisiana Community Coll.	9	21	34	79	43
Southern Univ. at Shreveport	15	11	124	89	139
SOWELA Technical CC	13	14	83	86	96
Total	244	12	1,759	88	2,003
<u>Baccalaureate</u>					
Chamberlain	0	0	0	0	0
Dillard	1	7	13	93	14
Grambling	1	25	3	75	4
LA College	15	22	53	78	68
LSU Health Science Center	94	12	662	88	756
McNeese State	27	12	203	88	230
Nicholls State	64	15	364	85	428
Northwestern	59	15	332	85	391
FMOLU	30	11	246	89	276
Southeastern	47	12	345	88	392
Southern BR	36	10	324	90	360
University of Holy Cross	12	8	137	92	149
UL Lafayette	38	9	382	91	420
UL Monroe	44	14	265	86	309
William Carey	1	8	12	92	13
Total	469	13	3,341	87	3,810
<u>Diploma</u>					
Baton Rouge General	3	4	68	96	71
Total	3	4	68	96	71
Grand Total	716	12	5,168	88	5,884

Appendix C6

Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2017-2018 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.	0	0	4	4	24	22	79	74	0	0	107
Bossier	1	1	1	1	11	11	80	82	4	4	97
Delgado	3	0.5	28	4	211	33	366	56	43	7	649
Delta Comm. College	0	0	0	0	8	12	59	86	2	3	69
Fletcher Tech Comm Coll.	0	0	1	5	3	16	12	63	3	16	19
LSU Alexandria	2	1	6	4	31	19	101	61	26	16	166
LSU Eunice	1	1	1	1	28	18	120	76	8	5	158
Louisiana Tech	4	3	1	1	3	2	111	89	6	5	125
McNeese State	0	0	0	0	0	0	0	0	0	0	0
Northwestern State	14	4	5	2	54	16	243	73	17	5	333
South LA Comm. Coll.	4	9	1	2	6	14	32	74	0	0	43
Southern Univ. Shreveport	2	1	3	2	103	74	26	19	5	4	139
SOWELA Technical CC	3	3	0	0	21	22	72	75	0	0	96
Total	34	2	51	3	503	25	1,301	65	114	6	2,003
<u>Baccalaureate</u>											
Chamberlain	0	0	0	0	0	0	0	0	0	0	0
Dillard	0	0	0	0	13	93	0	0	1	7	14
Grambling	0	0	0	0	3	75	1	25	0	0	4
Louisiana College	2	3	1	1	21	31	42	62	2	3	68
LSU Hlth Science Cntr	51	7	35	5	80	11	563	74	27	4	756
McNeese State	9	4	3	1	26	11	181	79	11	5	230
Nicholls State	9	2	8	2	51	12	347	81	13	3	428
Northwestern State	29	7	7	2	81	21	237	61	37	9	391
FMOLU	38	14	4	1	36	13	185	67	13	5	276
Southeastern	30	8	9	2	29	7	307	78	17	4	392
Southern BR	2	1	3	1	317	88	37	10	1	1	360
University of Holy Cross	20	13	4	3	46	31	76	51	3	2	149
UL Lafayette	14	3	9	2	58	14	321	76	18	4	420
UL Monroe	3	1	7	2	49	16	225	73	25	8	309
William Carey	0	0	0	0	2	15	11	85	0	0	13
Total	207	5	90	2	812	21	2,533	66	168	4	3,810
<u>Diploma</u>											
Baton Rouge General	2	3	2	3	12	17	54	76	1	1	71
Total	2	3	2	3	12	17	54	76	1	1	71
Grand Total	243	4	143	2	1,327	23	3,888	66	283	5	5,884

Appendix C7
Data on pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education as of October 15, 2018

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	19	17.8	19	17.8	11	10.3	49	45.8	107
Bossier Parish CC	18	18.6	1	1.0	5	5.2	24	24.7	97
Delgado	47	7.2	0	0	74	11.4	121	18.6	651
Fletcher Tech. CC	1	5.3	8	42.1	9	47.4	18	94.7	19
Louisiana Delta CC	25	36.2	3	4.3	7	10.1	35	50.7	69
LSU Alexandria	40	24.1	1	0.6	0	0	41	24.7	166
LSU Eunice	26	16.5	26	16.5	15	9.5	67	42.4	158
Louisiana Tech	0	0	0	0	2	1.6	2	1.6	125
McNeese State	0	0	0	0	0	0	0	0	0
Northwestern	70	21.0	35	10.5	65	19.5	170	51.1	333
Southern Shreveport	65	46.8	5	3.6	4	2.9	74	53.2	139
South Louisiana CC	9	21.0	19	44.2	9	21.0	37	86.0	43
SOWELA Tech CC	19	19.8	3	3.1	11	11.5	33	34.4	96
Total	339	16.9	120	6.0	212	10.6	671	33.5	2,003
<u>Baccalaureate</u>									
Chamberlain	0	0	0	0	0	0	0	0	0
Dillard	2	14.3	0	0	0	0	2	14.3	14
Grambling	0	0	0	0	0	0	0	0	4
Louisiana College	0	0	0	0	0	0	0	0	68
LSU Hlth Science	0	0	0	0	108	14.3	108	14.3	756
McNeese State	2	0.9	0	0	25	10.9	27	11.7	230
Nicholls State	33	7.7	4	0.9	43	10.0	80	18.7	428
Northwestern	17	4.3	21	5.4	63	16.1	101	25.8	391
FMOLU	6	2.2	9	3.3	37	13.4	52	18.8	276
Southeastern	2	1.3	4	2.7	19	12.8	25	16.8	149
Southern BR	8	2.0	0	0	0	0	8	2.0	392
Univ. of Holy Cross	4	1.1	0	0	27	7.5	31	8.6	360
UL Lafayette	1	0.2	0	0	4	1.0	5	1.2	420
UL Monroe	4	1.3	0	0	2	0.6	6	1.9	309
William Carey	0	0	0	0	2	15.4	2	15.4	13
Total	79	2.1	38	1.0	330	8.7	447	11.7	3,810
<u>Diploma</u>									
Baton Rouge Gen.	4	5.6	8	11.3	11	15.5	23	32.4	71
Total	4	5.6	8	11.3	11	15.5	23	32.4	71
GRAND TOTAL	422	7.2	166	2.8	553	9.4	1,141	19.4	5,884

Appendix C8
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs
(2013–2018)

Nursing Program	2013	2014	2015	2016	2017	2018	Projected 2019
<u>Associate</u>							
Baton Rouge Community College	55	67	47	38	26	29	45
Bossier Parish Community College	30	45	59	52	57	56	65
Delgado	227	270	272	278	219	172	230
Fletcher Tech/Comm. College	16	0	44	11	11	17	19
LSU Alexandria	49	42	59	53	75	49	62
LSU Eunice	63	41	38	44	37	65	65
Louisiana Delta	18	26	30	29	44	30	29
Louisiana Tech	60	40	46	37	47	60	54
McNeese State	31	38	27	32	N/A	N/A	0
Northwestern	134	85	102	88	78	97	142
South Louisiana Community College	-	0	0	23	31	41	36
Southern Univ. at Shreveport	51	52	37	46	40	48	65
SOWELA Technical Comm. College	-	-	-	0	0	13	23
<u>Total</u>	734	706	761	731	665	677	835
<u>Baccalaureate</u>							
Chamberlain	N/A	N/A	N/A	N/A	N/A	0	0
Dillard	25	38	13	47	13	24	14
Grambling	70	54	57	4	0	0	0
Louisiana College	30	29	33	43	33	22	23
LSU Health Science Center	178	177	188	201	207	223	231
McNeese State	170	145	116	133	87	90	90
Nicholls State	113	112	99	94	108	101	117
Northwestern	143	114	130	136	138	144	174
FMOLU	-	33	188	170	123	91	100
Southeastern	162	219	157	159	131	132	156
Southern	109	100	104	59	132	97	91
University of Holy Cross	38	50	38	52	36	45	45
UL Lafayette	130	128	98	129	110	116	142
UL Monroe	52	72	67	70	63	91	116
William Carey	26	14	N/A	N/A	N/A	0	0
<u>Total</u>	1,150	1,217	1,231	1,293	1,181	1,176	1,299
<u>Diploma</u>							
Baton Rouge Gen. Med. Center	29	26	25	36	31	32	34
<u>Total</u>	29	26	25	36	31	32	34
Grand Total	1,913	1,949	2,017	2,060	1,877	1,885	2,168

APPENDIX D

Enrollment and Graduates from APRN Programs in Louisiana

Appendix D1

ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA (2014-2018)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Grambling University	N/A	N/A	N/A	N/A	N/A	46	26	20	26	27	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)	0	0	0	0	0	374	220	554	474	445	N/A	N/A	N/A	N/A	N/A
McNeese State University															
Nicholls State University															
Southeastern Louisiana Univ. of Louisiana-Lafayette															
LSU Health Science Center	8	4	1	2	3	112	96	65	70	93	122	124	126	123	130
Loyola Univ.	N/A	N/A	N/A	N/A	N/A	72	80	85	123	169	N/A	N/A	N/A	N/A	N/A
Northwestern St. Univ.	0	0	0	0	0	227	208	239	216	214	N/A	N/A	N/A	N/A	N/A
Franciscan Missionaries of Our Lady University	N/A	N/A	N/A	N/A	N/A	N/A	0	0	14	29	25	25	32	33	81
Southern Univ. BR	0	0	0	0	0	101	109	105	88	90	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	7	11	9	9	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	5	9	14	14	N/A	N/A	N/A	N/A	N/A
University of Louisiana Monroe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	62	N/A	N/A	N/A	N/A	N/A
TOTALS	8	4	1	2	3	932	751	1,088	1,049	1,152	147	149	158	156	211

Appendix D2
GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2010-2018)

APRN PROGRAM	GRADUATION								
	2010	2011	2012	2013	2014	2015	2016	2017	2018
Grambling University	11	18	19	30	11	16	11	5	7
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)	33	47	46	82	117	124	157	161	171
McNeese State University									
Nicholls State University									
Southeastern Louisiana University									
University of Louisiana at Lafayette									
Loyola University	25	49	46	10	0	8	24	13	11
LSU Health Science Center	83	66	84	73	76	76	84	61	58
Franciscan Missionaries of Our Lady University	27	26	26	56	27	27	28	22	22
Northwestern State University	49	56	51	26	56	63	61	72	67
Southern University BR	18	17	35	46	55	32	33	35	30
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	0
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
University of Louisiana Monroe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	246	279	307	323	342	346	398	372	368