

# Louisiana State Board of Nursing

**2019**



**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 2019 to implementing the central challenge and strategic priorities that were developed during the Strategic Planning Annual Retreat held in November 2017. The strategic priorities that received focus in 2019 included:

**Strategic Priority A: Strengthen the Practice of Nursing**

**Strategic Priority B: Implement the Nurse Licensure Compact**

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

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

**Strategic Priority E: Demonstrate Organizational Effectiveness and Efficiency**

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 2019 directed toward that mission included the following:

➤ **Priority A: Strengthen the Practice of Nursing**

- Licensure has been completely automated through the LSBN Portal.
- Nursing school annual reports can now be completed online via a pdf fillable document that is then mailed to LSBN.
- Redundancy in accreditation vs. approval of nursing programs has been reduced; initial visits and follow-up site visits by LSBN are coordinated with CCNE, ACEN, CNEA, and COA accreditation site visits.
- Activated Task Force on Internationally Educated Nurses to review standards for licensure and revise as necessary with attention to RNs licensing from U.S. territories:
  - U.S. territories no longer considered “foreign countries”.

- U.S. territories whose pre-licensure programs are taught in English and use nursing texts published in English will be evaluated for approval in the same way as U.S. mainland schools of nursing.
  - LSBN now accepts all English proficiency reports with a passing score. Internal processes have been revised related to English proficiency, credential evaluation.
- **Priority B: Implement the Nurse Licensure Compact**
  - The Nurse Licensure Compact (NLC) was enacted on May 31, 2018. Implementation with the LPN Board occurred on July 1, 2019.
- **Priority C: Build a Unified Voice with Stakeholders and the Legislature**
  - LSBN is collaborating with the Louisiana State Nurses Association and 15 other nursing organizations through the Health Policy Consortium to promote a unified nursing voice with the legislature on initiatives advancing the nursing profession.
  - LSBN shares nursing priorities with external partners and all licensees through publication of rules, practice policies, declaratory orders, discipline, and major motions through *The Examiner*, the quarterly newsletter.
- **Priority D: Elevate Awareness of LSBN's Contributions to the Profession**
  - LSBN promotes LSBN practice and education initiatives on the website, [LSBN.state.la.us/Home](http://LSBN.state.la.us/Home), and through *The Examiner*.
  - LSBN Executive Chiefs and Directors seek and accept opportunities to speak at regional and state conferences, hospitals, healthcare organizations and professional associations on regulatory issues. Scores of speaking opportunities in excess of 100 were accepted in 2019.
- **Priority E: Demonstrate Organizational Effectiveness and Efficiency**
  - LSBN is demonstrating improved responsiveness and customer service by establishing metrics for each department's response time:
    - Return telephone calls and emails within 48 hours.
    - Greet and facilitate processes for walk-in customers.
    - Process applications within 4 weeks unless there are exigent circumstances such as activity on criminal background checks which require investigation.
    - Complete investigations within timelines for priority assignment:
      - Priority 1, the most egregious violations: within 90 days.
      - Priority 2, serious violations involving injury to patients or major violations of the Nurse Practice Act: within 9 months.
      - Priority 3: moderately serious violations demonstrating at-risk behaviors: within 14 months.
      - Priority 4: minor violations: within 18 months.
  - LSBN is improving staff performance through training and development:
    - Leadership training monthly for Managers, Directors and Chiefs.
    - Quarterly training for staff.
  - Systematic training and onboarding and mentorship programs have been initiated for Board members.
  - Lean Six Sigma program has been initiated for agency beginning with Compliance/Investigation division.

This 2019 Annual Report validates the activities and actions of the Board and staff, which supported our strategic plan for the period of January 1, 2019 through December 31, 2019.

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.

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. Our primary 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 blue ink that reads "Karen C. Lyon". The signature is written in a cursive, flowing style.

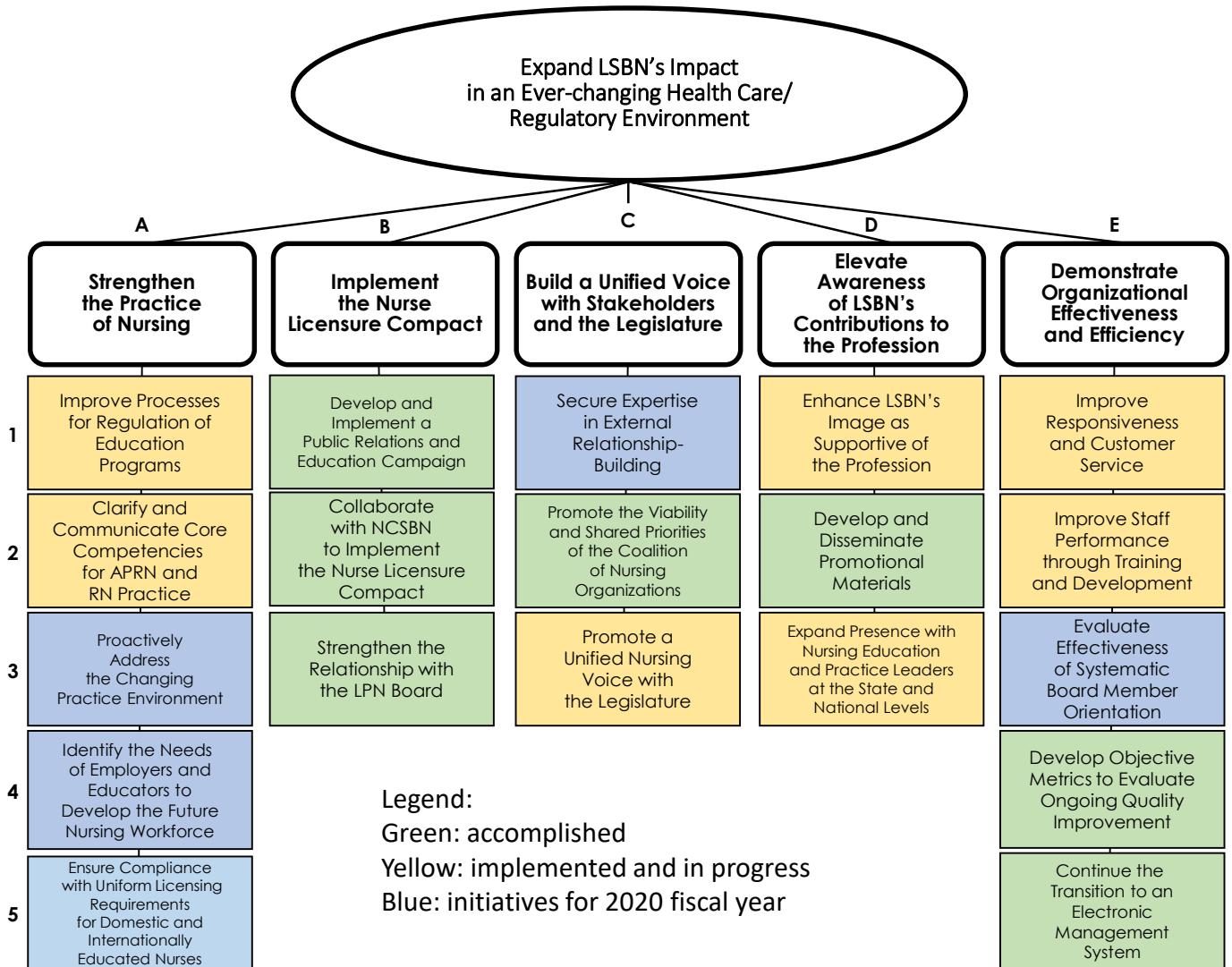
Karen Carter Lyon, PhD, MBA, APRN, NEA<sub>BC</sub>  
Chief Executive Officer/ED & Appointing Authority

# 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

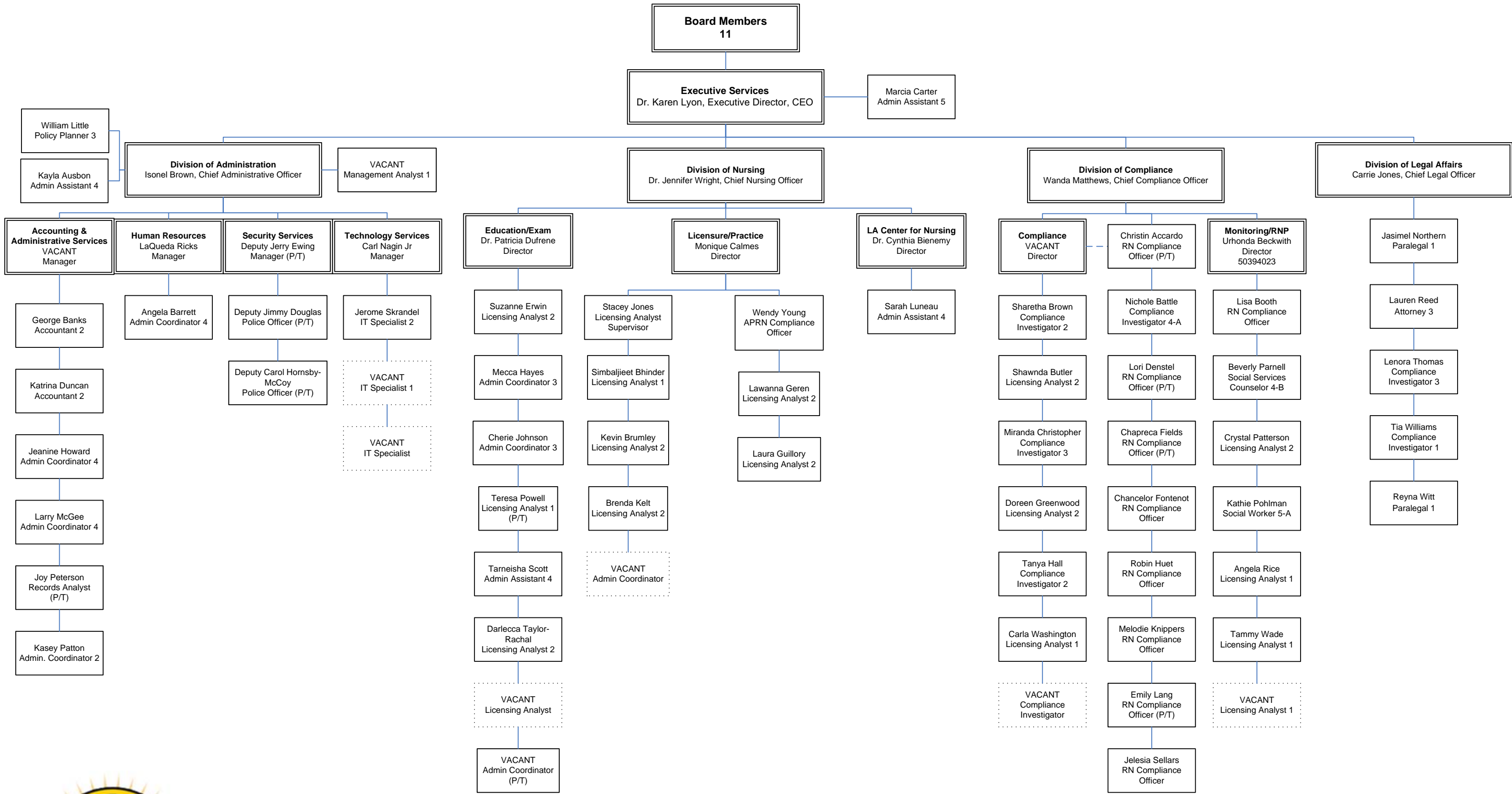
## LSBN Strategic Map



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LSBN Organizational Chart



## **2019 MEMBERS OF THE BOARD**

The members of the Board serving for the 2019 Annual Report year were:

Tim Cotita, RN, MSHCE	President, Other Areas of Nursing
Laura Bonanno, DNP, CRNA	Vice-President, Nurse Anesthetist
Tavell Kindall, DNP, APRN, FNP	Alternate Officer, Advanced Practice
Ann Carruth, DNS, RN	Board Member, Other Areas of Nursing
Tracey P. Moffatt, MHA, BSN, RN	Board Member, Nursing Service Administrator
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
Jamie L. Wiggins, DNS, MS, RN, CCRN-K, NEA-BE, FACHE	Nursing Service Administrator
Kenneth Alexander, MS, RRT	Consumer Board Member
Susan Saunders, BA	Consumer Board Member

## **2019 LSBN MANAGEMENT TEAM**

### **Executive Leadership Team**

Karen C. Lyon, PhD, MBA, APRN, ACNS <sub>BC</sub> , NEA	Chief Executive Officer
Isonel M. Brown, MS, MBA	Chief Administrative Officer
Carrie LeBlanc Jones, JD, MBA	Chief Legal Officer/General Counsel
Jennifer Wright, DNP, APRN, FNP <sub>BC</sub> ,	Chief Nursing Officer
Wanda Woods Matthews, MPA, BBA	Chief Regulatory Officer

### **Department Directors and Managers**

Monique Calmes, APRN, FNP <sub>BC</sub>	Director, Licensure/Practice
Cynthia Bienemy, PhD, RN	Director, Center for Nursing
Patricia Dufrene, PhD, RN	Director, Education/Exam
Urhonda Beckwith, MSN, APRN, FNP	Director, Recovering Nurse Program/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 2020-2024.

As of 12/31/2019



## **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.

## **2019 RULEMAKING BY THE 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 2019, the following changes listed below have been published in the Louisiana Administrative Code.

### **Chapter 33, Section 3324** Permission to Enroll or Progress in Undergraduate Clinical Nursing Courses

Louisiana State Board of Nursing (LSBN) is proposing rule changes to LAC 46:XLVII 3324.C. and E which will allow discretion in rendering a decision for nursing students who falsify their application or fail to disclose information which should have been reported to LSBN. Some students are being penalized for actions that were taken at a young age or that they assumed were expunged from their record. The current rule denies enrollment/ progression in clinical courses and the ability to resubmit an application for a minimum of five years. Because of the broad range of case-by-case circumstances, all students should be evaluated individually and decisions rendered in accordance with our current Just Culture philosophy as we do for other disciplinary actions. The proposed rule change will state “up to five years” instead of a “minimum of five years” and will allow staff and the Appointing Authority discretion in adjudicating each application. This allows for the situation to be evaluated and a fair decision rendered according to the severity of the infraction(s). A technical change in Chapter 33, Section 3324 C is deemed necessary to give the Appointing Authority the flexibility to render a decision that is not aligned with a permanent action (s).

### **Chapter 33, Section 3341** Application Fee for Compact Licensure

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 a rule change for the establishment of a new fee for the LA RN Compact Conversion application. During the 2018 Regular Legislative Session, Act 577 was passed which allowed Louisiana to participate in the Nurse Licensure Compact (NLC) for registered nurses. La. R.S. 37:1018, et al provides for the adoption of the Nurse Licensure Compact (NLC) and allows for an application for a multistate license.

For Louisiana RNs who elect to voluntarily convert their single state license to a multi-state license, the RN will be required to pay an application fee of \$50.00 to offset expenses incurred because of the additional workload associated with the new application.

Additional minor changes are proposed to provide greater consistency in titles and/or descriptions relative to licensure application fee and other administrative fees.

### **Chapter 45** Advanced Practice Registered Nurses Licensure as Advanced Practice Registered Nurse, Authorized Practice and Continuing Education Requirement for APRNs Prescribing Controlled Substances

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 Advanced Practice Registered Nurse (APRN) Licensure as an Advanced Practice Registered Nurse, Authorized Practice and Continuing Education Requirement for APRNs Prescribing Controlled Substances (LAC 46:XLVII.4507, 4513 and 4516). The proposed rule changes alter the requirements for continuing education for APRNs who prescribe controlled substances and possess a Controlled Dangerous Substance (CDS) license as required by Act 76 of Louisiana's 2017 Regular Session of the Legislature.

The proposed rule changes also make technical corrections to the references that provide for the requirement of national board certification of all APRNs applying for licensure. Furthermore, the proposed rules clarify the practice requirement for renewal of APRNs licensed under R.S. 37:912(B)(3)(4), to align with the recently implemented biennial renewal in that the practice requirement is annual rather than the previous language of "within a 12-month period".

### **Chapter 33, Section 3303 Officers of the Board and Section 3307 Meetings of the Board**

The Louisiana State Board of Nursing (LSBN) will update LAC XLVII Chapter 33, Sections §3303 and §3307 by aligning the rules to the bylaws that were revised in 2017. In §3303, LSBN is revising terminology that will allow board officers to serve two years instead of one year. LSBN is defining the role and duties of the president, vice-president and alternate officer of the board. A contingency plan is provided in case of an emergency vacancy or termination of appointment of a board member by the governor while serving as an officer. In §3307, the election of board officers will take place during the first meeting of the year instead of the last meeting of the year. There has been no guarantee that the current board member(s) who served one term will be automatically granted a second term. The composition of the LSBN board has changed with the appointment of consumer members. Previously, we had nine voting members, therefore five members constituted a quorum. Today, we have eleven voting members and six members will constitute a quorum.

## **2019 Major Motions**

February 14, 2019 Board Meeting

**Motion to approve** the December 13, 2018 Board Meeting minutes

**Motion Carried.**

### **UNFINISHED BUSINESS**

**Motion to approve** the Officer and CEO Reports from the December 13, 2018 Board Meeting

### **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. Northwestern State University-CCNE Continuous Improvement Progress Report
  2. Southern University Baton Rouge-CCNE Continuous Improvement Progress Report
  3. Southern University Baton Rouge-SACSCOC Probation
  4. Loyola University-SACSCOC Probation
3. SOWELA Technical Community College- LPN TO RN Articulation Program
4. 2017-2018 Schools of Nursing Annual Reports
  1. Baton Rouge Community College- ASN
  2. Baton Rouge General Medical Center- Diploma
  3. Bossier Parish Community College- ASN
  4. Chamberlin University-BSN
  5. Delgado Community College-ASN
  6. Fletcher Technical Community College- ASN
  7. Franciscan Missionaries of our Lady University
  8. Grambling State University- BSN
  9. Louisiana Delta Community College- ASN
  10. Louisiana State University Alexandria- ASN
  11. Louisiana State University Eunice- ASN
  12. Louisiana State University Health Sciences Center- BSN
  13. Louisiana Tech University-ASN
  14. McNeese State University- BSN
  15. Nicholls State University- BSN
  16. Northwestern State University- ASN and BSN
  17. Southeastern Louisiana University- BSN

18. Southern University Baton Rouge- BSN
19. South Louisiana Community College- ASN
20. Sowela Technical Community College- ASN
21. University of Holy Cross- BSN
22. University of Louisiana at Lafayette- BSN
23. University of Louisiana at Monroe- BSN
24. William Carey University-BSN
25. Franciscan Missionaries of Our Lady University- MSN
26. Grambling State University- MSN
27. Intercollegiate Consortium for a Master of Science in Nursing- MSN
28. Louisiana State University Health Sciences Center- MSN
29. Loyola University- MSN
30. Northwestern State University- MSN
31. Southeastern Louisiana University- MSN
32. Southern University Baton Rouge- MSN
33. University of Louisiana at Lafayette- MSN
34. University of Louisiana at Monroe- MSN
5. Nicholls State University- Continuing Education Renewal Application
6. Education Announcements

**Motion Carried.**

## **LICENSURE AND PRACTICE**

**Motion to approve** proposed rules related to APRNs in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revisions to Chapter 45 relative to:

- 1) Requirements for licensure renewal for:
  - a. CEs to comply with Act 76 of Louisiana's 2017 legislative session;
  - b. practice requirements of grandfathered/commensurately licensed APRNs be clarified to align with biennial renewal cycles; and
- 2) Correction to references of other sections in Chapter 45 in order to clarify the requirement for national certification when applying for licensure as an APRN.

**Motion Carried.**

## **EDUCATION AND EXAMINATION**

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

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 2019 LSBN Board meetings.

**Motion Carried.**

**Motion to accept** the *ANNUAL REPORT* of the baccalaureate degree in nursing program at Louisiana College and place on probation for non-compliance with LAC 46: XLVII.3523.B. And further, that the Board instruct Louisiana College to submit interim progress reports for the baccalaureate degree in nursing program to be reviewed at subsequent 2019 LSBN Board meetings.

**Motion Carried.**

**Motion to accept** the *ANNUAL REPORT* of the associate degree in nursing program at Southern University at Shreveport and restore full approval.

**Motion Carried.**

**Motion to accept** the revised termination plan for the diploma registered nurse program at Baton Rouge General Medical Center's School of Nursing.

**Motion Carried.**

**Motion to approve** the major substantive change request presented by the University of Louisiana at Lafayette on behalf of the Intercollegiate Consortium for a Master of Science in Nursing to offer a graduate certificate in cardiovascular nursing.

**Motion Carried.**

**Motion to approve** the request of Northwestern State University's nursing education degree program related to the initiation of a Bachelor of Science (BS) to Bachelor of Science in Nursing (BSN) program.

**Motion Carried.**

**Motion to approve** the major/substantive change request from Northwestern State University nursing education degree program to initiate a Medic/Paramedic to Associate of Science in Nursing (ASN) concentration.

**Motion Carried.**

**Motion to approve** the major/substantive change request from Louisiana State University at Alexandria's Associate of Science in Nursing education degree program related to revisions to the program mission, to the end of program student learning outcomes and to the alignment of courses with a concept-based curriculum structure.

**Motion Carried.**

**Motion to approve** Step II from Herzing University to establish a baccalaureate of science in nursing education degree program and grant initial approval.

**Motion Carried.**

**Motion to approve** the request of the University of Arkansas to offer graduate clinical experiences in Louisiana until February 14, 2022 for the following role/population:  
Adult Gerontology Acute Care Nurse Practitioner

**Motion Carried.**

**Motion to accept** the proposal from South Louisiana Community College (SLCC) to establish an extension campus at T. H. Harris Technical College in Opelousas and to offer a Licensed Practical Nurse to Associate of Science in Nursing (LPN-ASN) Program.

And further, that the Board instruct SLCC to appear at the April 18, 2019 Board Meeting and provide the following:

1. A budget for expansion program
2. Evidence of faculty oversight
3. Curriculum plan
4. Deficient impact statements
5. Communication and approvals from accrediting bodies

**Motion Carried.**

#### **OFFICE OF THE EXECUTIVE DIRECTOR**

**Motion to approve** the following Proposed Rule Change §3324. C. Permission to Enroll or Progress in Undergraduate Clinical Nursing Courses. “Falsifying an application *may* result in denial of permission to enroll in clinical nursing courses or application for licensure as a registered nurse in Louisiana for *up to a minimum of five years.*”

**Motion Carried.**

**Motion to approve** the Officer and CEO reports

**Motion Carried.**

#### **CENTER FOR NURSING**

**Motion to approve** LSBN to enter into a contract with Dr. Craig Moore (Economist and Forecast Model Development) to update and enhance Louisiana’s Statewide Multi-Regional Nurse Supply and Demand Forecast Model.



**Motion Carried.**

#### **DIVISION OF ADMINISTRATION**

**Motion to accept** the proposed revisions to “LAC 46: XLVII§3341. A.1 – Fees for Registration and Licensure” for rulemaking with recommended language change to read “Compact Conversion Application.”

**Motion Carried.**

#### **EXECUTIVE SESSION**

**Motion to go into Executive Session** for the purposes of hearing the Report on Litigation and Personnel Issues

**Motion Carried.**

May 8, 2019 – Emergency Board Meeting

#### **OFFICE OF THE EXECUTIVE DIRECTOR**

**Motion to approve** the Minutes of the February 14, 2019 Board Meeting

**Motion Carried.**

#### **DIVISION OF ADMINISTRATION**

**Motion to accept and approve** the LSBN Resolution to amend its contract for legal services with Shows, Cali & Walsh LLP and to accept and approve the LSBN Resolution to amend its contract for legal services with Rutledge Law Firm, LLC.

**Motion Carried.**

June 13, 2019 Board Meeting

**Motion to approve** the Minutes of the February 14, 2019 Board Meeting were approved at the May 8, 2019 Emergency Board Meeting.

**Motion Carried.**

#### **DIVISION OF ADMINISTRATION**

**Motion to approve** the proposed FY2019 Amended Budget.

**Motion Carried.**

## **NEW BUSINESS**

**Motion to approve** the Consent Agenda

### **1. Consent Agenda Motions**

1. LSBN Staff Program Status Reports
  1. NCLEX Reports
  2. Accreditation Reports
2. Approved Program Reports
  1. Louisiana Delta Community College- ACEN Correspondence
3. Continuing Education Renewal Application
  1. Dillard University
  2. Egan Home Health and Hospice
4. Education Announcements

**Motion Carried.**

## **EDUCATION AND EXAMINATION**

**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** Louisiana College's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to accept** the request of South Louisiana Community College to establish an off-campus location of the LPN to RN program at the T. H. Harris Campus in Opelousas, Louisiana.

**Motion Carried.**

**Motion to approve** the major/substantive changes request from Louisiana State University Health Sciences Center to add the following roles and populations to the

- Post-Masters Doctorate of Nurse Practice Program (PM-DNP):
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
  - Adult Gerontology Primary Care Nurse Practitioner (AGPCNP)
  - Primary Care Family Nurse Practitioner (PCFNP)
  - Psychiatric Mental Health Nurse Practitioner (PMHNP)
  - Pediatric Nurse Practitioner – Acute Care (PNP-AC)
  - Pediatric Nurse Practitioner – Primary Care (PNP-PC)

**Motion Carried.**

**Motion to approve** the major/substantive change request from Louisiana State University Health Sciences Center to add the following advanced specialty elective courses to the Doctor of Nursing Practice Program:

Advanced Emergency Nursing  
Advanced Oncology Nursing  
Advanced Nephrology Nursing

**Motion Carried.**

**Motion to approve** the major/substantive changes request from Louisiana State University Health Sciences Center to add the following dual concentrations to the Doctor of Nursing Practice Program:

Adult Gerontology Acute Care Nurse Practitioner (AGACNP) and Adult Gerontology Clinical Nurse Specialist (AGCNS)  
Adult Gerontology Acute Care Nurse Practitioner (AGACNP) and Primary Care Family Nurse Practitioner (PCFNP)  
Primary Care Family Nurse Practitioner (PCFNP) and Psychiatric Mental Health Nurse Practitioner (PMHNP)  
Adult Gerontology Acute Care Nurse Practitioner (AGACNP)  
Pediatric Nurse Practitioner-Primary Care (PNP-PC) and Pediatric Nurse Practitioner-Acute Care (PNP-AC)

**Motion Carried.**

**Motion to approve** the major/substantive change request from Herzing University for alteration, other than editorial, to the institution's mission statement.

**Motion Carried.**

**Motion to approve** the request of Auburn University to offer graduate clinical experiences in Louisiana until June 13, 2020 for the following role/population:

Primary Care Nurse Practitioner (PCNP)

And further, that the Board instruct Auburn University to reappear before the Board and present:

1. Evidence of accreditation with the Commission on Collegiate Nursing Education (CCNE) and
2. Intent and actions taken to align the program and subsequent documentation with a population consistent with the Consensus Model in order to extend Board approval for an additional two years.

**Motion Carried.**

**Motion to approve** the request from Chamberlain University College of Nursing-New Orleans campus to increase enrollment by 20 students for the Bachelor of Science in Nursing degree program under initial approval.

**Motion Carried.**

## **LICENSURE AND PRACTICE**

**Motion to approve** the recommendations of the Internationally Educated Nurse Task Force for credentialing IENs.

**Motion Carried.**

**Motion to Uphold** the current Declaratory Statement Regarding the Role and Scope of Practice of Registered Nurses Performing Holistic Nursing Practice and Complementary Therapies.  
That Board staff continue to review and track proposed legislation affecting the practice and regulation of nursing.

**Motion Carried.**

**Motion to accept** the 2018 LSBN Annual Report and 2018 Nursing Education Capacity Report.

**Motion Carried.**

## **OFFICE OF THE EXECUTIVE OFFICER**

**Motion to approve** the payment of \$1000.00 for Louisiana Action Coalition Organizational Membership.

**Motion Carried.**

**Motion to accept** the request for sponsorship by paying \$1,800.00 for Culture of Health Summit venue.

**Motion Carried.**

**Motion to accept** the September 12 meeting date for the Public Hearing and Request for Comments regarding Act 454.

**Motion Carried.**

**Motion to accept** the recommended changes for Chapter 33. General Subchapter A. Board of Nursing, 3303.

**Motion Carried.**

**Motion to accept** the recommended changes for 3307. Meetings of the Board.

**Motion Carried.**

**Motion to accept the emergency rule 3341 fees.**

**Motion Carried.**

**Motion to accept** the reports of the President, Vice President and CEO/Executive Director Reports for April 18, 2019 and June 13, 2019.

**Motion Carried.**

## **EXECUTIVE SESSION**

**Motion to go into Executive Session** for the purposes of hearing the Report on Litigation and Personnel Issues

**Motion Carried.**

August 15, 2019 Board Meeting

**Motion to approve** the Minutes of the June 13, 2019 Board meeting.

**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 Report
2. Approved Program Reports
  1. Louisiana College-CCNE Correspondence
  2. Louisiana State University Health Sciences Center – CCNE Correspondence
  3. University of Louisiana Lafayette- CCNE Correspondence
3. LAMMICO/Medical Interactive- Request for Continuing Education Providership.
4. Education Announcements.

**Motion Carried.**

## **EDUCATION AND EXAMINATION**

**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** Louisiana College's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to re-approve** the request of Troy University to offer graduate clinical experiences in Louisiana until October 12, 2022 for the following roles/populations:

Family Nurse Practitioner (FNP) - Post Master's, Bachelor of Science  
in Nursing to Doctor of Nurse Practitioner, and Master of Science in  
Nursing to Doctor of Nurse Practitioner (BSN-DNP, MSN-DNP)

Dr. Kindall requested that the motion be amended to include the information as to how many students will complete graduate clinical experiences in Louisiana.

**Motion Carried.**

**Motion to accept** that the notification of intent form be revised to include a three-year historical data trend of Louisiana students enrolled in out-of-state graduate programs and current applicants in Louisiana.

**Motion Carried.**

**Motion to accept** that the proposal include the historical data trend of Louisiana students previously enrolled in out-of-state graduate programs and current applicants in Louisiana.

**Motion Carried.**

**Motion to approve** the request of Southwest Mississippi Community College for approval to offer undergraduate clinical experiences for associate degree students in Louisiana until February 16, 2023 for the following clinical courses:

NUR 2110 Health and Illness Concepts, and  
NUR 2210 Complex Health and Illness Concepts

**Motion Carried.**

**CENTER FOR NURSING**

**Motion to accept** the 2018 LSBN Registered Nurse and Advanced Practice Registered Nurse Supply Addendum Report.

**Motion Carried.**

**DIVISION OF ADMINISTRATION**

**Motion to accept and approve** the Louisiana Compliance Questionnaire.

**Motion Carried.**

**Motion to accept and approve** the following LSBN Board Resolution:

“On the 15th day of August 2019 at a meeting of the Louisiana State Board of Nursing, with a quorum of the board members present, the following business was conducted:

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

“BE IT RESOLVED that the Louisiana State Board of Nursing hereby accept and approve the Louisiana Compliance Questionnaire for the period ending June 30, 2019 as a component of the LSBN financial audit.

“I certify that the above and foregoing constitutes a true and correct copy of a part of the minutes of a meeting of the Louisiana State Board of Nursing.”

**Motion Carried.**

## **OFFICE OF THE EXECUTIVE DIRECTOR**

**Motion to accept** the reports of the President, Vice President and CEO/ Executive Director

**Motion Carried.**

**Motion to go into Executive Session** for the purposes of hearing the Report on Litigation and Personnel Issues

**Motion Carried.**

### October 10, 2019 Board Meeting

**Motion to Approve** the Minutes of the May 8, 2019 Emergency Board Meeting, the August 15, 2019 Board Meeting, and the September 12, 2019 Public Hearing.

**Motion Carried.**

## **NEW BUSINESS**

**Motion to accept** the FY 2019 Financial and Compliance Audit.

**Motion Carried.**

**Motion to accept** the Consent Agenda Motions.

### **1. Consent Agenda Motions**

1. LSBN Staff Program Status Reports
  1. NCLEX Report
  2. Accreditation Report
2. Approved Program Reports
  1. Dillard University – Substantive Change in Organizational Chart
3. Tulane University Hospital- Request for Continuing Education Providership Renewal
4. Education Announcements.

**Motion Carried.**

## **EDUCATION AND EXAMINATION**

**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** Louisiana College's report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** the major/substantive changes request from Louisiana Delta Community College (LDCC) to increase enrollment to five traditional ASN students and five LPN-RN students.

**Motion Carried.**

**Motion to approve** the request of Louisiana Delta Community College (LDCC) to establish an LPN to RN program at the Winnsboro and Tallulah campuses.

**Motion Carried.**

## **OFFICE OF THE EXECUTIVE DIRECTOR**

**Motion to accept** the reports of the President, Vice- President and CEO/ Executive Director

**Motion Carried.**

**Motion to accept** the 2020 Board Meeting Dates

**Motion Carried.**

**Motion to accept** the 2020 Board Member Hearing Panel Assignments.

**Motion Carried.**

**Motion to go into Executive Session** for the purposes of hearing the Report on Litigation and Personnel Issues

**Motion Carried.**

### December 5, 2019 Board Meeting

**Motion to approve** the Minutes of the October 10, 2019 Board Meeting



**Motion Carried.**

**Motion to approve** the Consent Agenda

1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
  1. NCLEX Report
  2. Accreditation Report
2. University of Louisiana Monroe – Request for Continuing Education Providership Renewal.
3. Fletcher Technical Community College – LPN to RN Petition
4. Franciscan Missionaries of Our Lady University-Major Substantive Change
5. Education Announcements

**Motion Carried.**

**EDUCATION AND EXAMINATION**

**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** Louisiana College’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** the request of Loyola University’s College of Nursing and Health to initiate a Dual Degree Program through a concurrent enrollment articulation agreement with Delgado Community College/Charity School of Nursing.

**Motion Carried.**

**Motion to defer** action on Baton Rouge General Medical Center’s School of Nursing request to withdraw the previously approved termination plan and request that they return to LSBN with data that LSBN staff will compile and forward to Board members in a formal request for presentation at a future Board meeting.

**Motion Carried.**

**LICENSURE AND PRACTICE**

**Motion to edit** 1.b. to reflect a minimum of 900 hours over the biennium will be accepted in lieu of CNE hours.

**Motion Carried.**

**Motion to approve** the proposed rule (Attachment #1) in accordance with the Administrative Procedure Act, L.A. R.S. 49:951-968 providing for revisions to sections 3335 and 3337, with edits to 1.b. to reflect a minimum of 900 hours biannually.

**Motion Carried.**

## **DIVISION OF ADMINISTRATION**

**Motion to approve** the proposed FY2021 Annual Budget.

**Motion Carried.**

**Motion to accept** the reports of the President, Vice-President and CEO/ Executive Director

**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 2019**

There were 843 individuals with complaints that resulted in opened investigations and consideration for disciplinary action by LSBN for calendar year 2019. Approximately 63% (535) were against registered nurses, 21.71% (183) were against endorsement applicants and 8.90% were against nursing students.

**Table 1. Classification of Individuals Who Were Subjects of Complaints 2019**

<b>Classification</b>	<b>2019</b>	
	<b>No.</b>	<b>%</b>
Registered Nurse	535	63.46%
Nursing Student	75	8.90%
Endorsement Applicant	183	21.71%
Advanced Practice Registered Nurse	38	4.51%
Exam Applicant	12	1.42%
<b>Totals</b>	<b>843</b>	<b>100.00%</b>

### **Source of Opened Investigations**

As shown in Table 2, the largest source of complaints resulting in opened investigations was Board of Nursing/LSBN Staff with 61.45% (518), followed by employers with 16.37% (138). Other sources include, but are not limited to, self-reported, student file and criminal arrest.

**Table 2. Source of Opened Investigations**

<b>Source</b>	<b>2019</b>	
	<b>No.</b>	<b>%</b>
Student File	17	2.02%
Self-Reported	23	2.73%
Board of Nursing/LSBN Staff	518	61.45%
Criminal Arrest	20	2.37%
Employer	138	16.37%
Other	127	15.07%
<b>Totals</b>	<b>843</b>	<b>100.00%</b>

### **Types of Complaints or Potential Violations Resulting in Opened Investigations**

As shown in Table 3, of the complaints received by LSBN in 2019 for further investigation, 35.71% (301) were criminal conduct. The second and third largest number of complaint type was fraud/deceit with 21.35% (180) and drug related with 16.37% (138). Other types of complaints include, but are not limited to, inability to practice safely, unprofessional conduct and misconduct.

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

<b>Source</b>	<b>2019</b>	
	<b>No.</b>	<b>%</b>
Criminal Conduct	301	35.71%
Inability to practice safely	65	7.71%
Other	95	11.27%
Unprofessional conduct	17	2.02%
Non-Compliance	21	2.49%
Drug Related	138	16.37%
Misconduct	26	3.08%
Fraud/Deceit	180	21.35%
<b>Totals</b>	<b>843</b>	<b>100.00%</b>

### **Closed Investigations**

LSBN staff closed 713 investigations during 2019. Of the investigations closed, the case type included fraud, deception or misrepresentation, criminal conduct, misconduct or abuse, drug related, non-compliance with federal, state, or contractual requirements and other.

## **HEARINGS DEPARTMENT**

The Hearings Department manages, and processes disciplinary cases referred from the Compliance Department and processes disciplinary actions originating in the Recovering Nurse Program/Monitoring Department. The Hearings Department reports disciplinary matters to the National Council of State Boards of Nursing by way of the National Practitioner Data Bank and maintains the integrity of the reported information. The Department is also responsible for defending cases that are appealed on judicial review. Additionally, the Hearings Department responds to public records requests and subpoenas issued to the Louisiana State Board of Nursing.

**Table 4. Hearings Department Statistical Report**

<b>DISCIPLINE REPORT</b>	
<b>Board Hearings</b>	<b>20</b>
<b>Discipline Files Reviewed</b>	<b>288</b>
<b>Total Actions Taken</b>	<b>300</b>
<b>A. Reinstatements</b>	<b>58</b>
1. Granted/Stipulations/Active	40
2. Granted/Inactive	0
3. Granted/Reprimand	18
4. Denied/Delay	0
5. Delayed/Denied Ratify	0
<b>B. Discipline Actions</b>	<b>175</b>
1. Summary Suspension (Ratify)	11
2. Revoked	0
3. Suspended/Stipulations	23
4. Automatic Revoke/Ratify Staff Action	0
5. Inactive	0
6. Voluntary Surrender	11
7. Automatic Suspension/Ratify Staff Action	50
8. Suspend with Stay/Probation	40
9. Denied APRN License	0
10. Renewed License/Probation	0
11. Retain License w/Probation	0
12. Reprimand	33
13. Action Cleared	2
14. Charges Dismissed	0
15. Other	4
16. Continuance Granted	1
<b>C. Endorsement</b>	<b>13</b>
1. Deny/Delayed/Ratify Staff Action	0
2. Approved/Probation Stipulations	1
3. Approved Reprimand	12
4. Delay/Stipulations	0

5. Automatic Suspension Ratify Staff Action	0
<b>D. Education</b>	<b>51</b>
1. Applicant: NCLEX Deny/Delay/Ratify Staff Action	1
2. Applicant: NCLEX Approved/Probation/Stipulations	6
3. Applicant: NCLEX Reprimand	3
4. Applicant: NCLEX Automatic Suspension	0
5. Applicant: NCLEX Delay/Stipulations	2
6. Student: Clinical Deny/Delay/Ratify Staff Action	9
7. Student: Approved/Probation/Stipulations	13
8. Student: Approved/Reprimand	3
9. Student: Deny/Delayed/Stipulations	12
10. Student: Clinical Automatic Suspension/Rescinded	2
<b>E. Special Statistics Included Above</b>	<b>221</b>
1. Consent Orders	177
2. Applicant: NCLEX	6
3. Student: Clinical	38
<b>Miscellaneous</b>	
Other (Non-Disciplinary Board Action)	<b>3</b>

Out of the 288 discipline files reviewed by the Board, the basis for discipline is as follows:

**Table 5. Basis for Discipline**

<b>Basis for Discipline</b>	<b>No.</b>	<b>%</b>
Breach of Patient Confidentiality	5	1.74%
Criminal	34	11.81%
Disciplinary Action by Another Board	10	3.47%
Drug/Alcohol	131	45.49%
Fraud/Deceit	38	13.19%
Non-Compliance with Board Order/RNP	34	11.81%
Other	40	13.89%
Practiced Beyond Scope	7	2.43%
Practicing with an Expired License	17	5.9%
Psychological/Mental	5	1.74%
Substandard or Inadequate Care	15	5.21%
Unprofessional Conduct	5	1.74%

Note: Each case may have multiple bases for discipline.

**Table 6. Classification of Individuals Subject to Discipline**

Advanced Practice Registered Nurse	20	7.14%
Registered Nurse	193	68.93%
Endorsement Applicant	13	4.64%
NCLEX Applicant	11	3.93%
Student Nurse Applicant	43	15.36%
<b>Total</b>	<b>280</b>	<b>100%</b>

**Table 7. Age Ranges of Individuals Subject to Discipline**

<b>Age Category</b>	<b>No.</b>	<b>%</b>
< 21	0	0%
21-30	48	17.14%
31-40	90	32.14%
41-50	80	28.57%
51-60	41	14.64%
61-70	21	7.5%
>70	0	0%
<b>Total</b>	<b>280</b>	<b>99.99%</b>

**Table 8. LSBN Board Actions Over Five-Year Period (2015-2019)**

<b>Year</b>	<b>No. of Disciplinary Actions</b>
2019	300
2018	316
2017	308
2016	459
2015	448

## **RECOVERING NURSE PROGRAM/MONITORING**

This division monitors Registered Nurses and Student Nurses in the Recovering Nurse Program (RNP) through confidential agreements and disciplinary orders. The RNP was developed to protect the consumers of health care in Louisiana while allowing a Registered Nurse recovering from 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 can 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 can 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 Division monitors compliance with Board orders/agreements (excluding RNP participants). These (non-RNP) individuals may have stipulations which are often similar to RNP such as drug screening and work site monitoring, but they are not required to complete treatment and have not been diagnosed with Substance Use Disorder Moderate or Severe (Table 9).

Additionally, the RNP/Monitoring Director and Program Managers, process 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 history of the individual is reviewed and stipulations for reinstatement or approval for clinical nursing courses are provided. In 2019, disciplinary reinstatements were 105 out of 143 requests. The Director and Program Managers investigate the often-complex histories of previously disciplined individuals to determine eligibility for reinstatement. Often this requires a period of monitoring prior to eligibility for reinstatement. This may also include re-entry into RNP. Some RNs choose not to pursue reinstatement after stipulations are mandated. Individuals with an extensive disciplinary history may be required to appear before Board Members in a Hearing to determine suitability for reinstatement.

Finally, the department drafts voluntary surrender agreements should an individual wish to surrender their license for a minimum of two years rather than comply with an RNP agreement or board order. The department drafted eight of these agreements in 2019.



**Table 9. RNP/Monitoring Department Statistics**

<b>2019</b>	<b>Annual</b>
<b>1. Monitoring: Total number of cases being monitored</b>	<b>135</b>
A. Number of new entries	92
B. Total Number of Released Compliant Participants	85
C. Total Number of Automatic Suspensions based upon non-compliance with Board Order/Agreement	24
D. Total Number of Disciplinary reinstatements/approvals	105
E. Total Number of Reinstatement Requests	143
F. Number of Released Non-Compliant Participants	27
<b>2. RNP: Total number of RNP participants</b>	<b>313</b>
A. 1. Number of Active Confidential Participants	175
A. 2. Number of Disciplinary RNP Participants	138
B. Number of RN's/APRN's Self-Reported	84
C. Total Number of New Program Entries	92
C.1. New Entries Confidential RNP	49
C.2. New Entries Disciplinary RNP	43
D. Number of Refused RNP	29
E. Number of Released Compliant Participants	138
F. Number of Released Non-Compliant Participants	24
G. Number of Relapsed Active Participants	20
H. Number of Total Re-Entries - No Relapse	5
I. Number of Relapsed After Completion	13
<b>TOTAL NUMBER OF MONITORING/RNP</b>	<b>448</b>
In office Conferences	181
Total Presentations	9
RNP groups visited	0
Treatment Facilities visited	9

## **Departmental Highlights in 2019**

Five treatment centers were approved as LSBN recognized and added to the LSBN website. The RNP/Monitoring Director and Program Managers continues to provide RNP presentations to schools of nursing and nursing facilities.

In March 2019, The RNP/Monitoring Department began their paperless initiative and is currently approximately eighty to ninety percent paperless.

In 2019, the RNP began communicating with the Louisiana Department of Health-Office of Public Health-Bureau of Community Preparedness to determine LSBN Opioid Prevention efforts and develop a partnership for an opioid grant for the RNP.

## **LICENSURE**

### **Approval to Enroll in Clinical Nursing Courses**

There were 3,482 applications to enroll in clinical nursing courses during the calendar year of 2019 as compared to 2,781 in 2018, which represents a 25.21% increase.

### **Completion of Louisiana Undergraduate Nursing Program**

There were 2,009 graduates from 28 undergraduate nursing programs in Louisiana. Of this number, 34 (1.7%) were Diploma graduates, 787 (39.2%) were Associate Degree graduates, and 1,188 (59.2%) were Baccalaureate Degree graduates.

### **Licensure by Examination**

During the 2019 calendar year (January 1 - December 31, 2019), 2,370 graduates were granted temporary RN applicant permits and 2,404 candidates sat for the NCLEX-RN examination using computerized adaptive testing (CAT). These candidates included first time takers, repeat takers, and foreign graduates. Two thousand sixty-three (2,063) individuals were licensed to practice as registered nurses by initial licensure by examination.

Two thousand forty-four (2,044) Louisiana graduates sat for the NCLEX-RN exam for the first time. Of this number, 1,936 passed the exam. First time candidates from nursing programs in Louisiana achieved a pass rate of 94.72% for the 2019 calendar year. This is above the national average of 88.18%. 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 555 APRN licensure by examination applications were received during the year 2019. A total of 537 individuals were licensed to practice in 2019 as APRNs: 50 as CRNAs, three as CNMs, two as CNSs, and 482 NPs. 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 2019 represents a 20.0% decrease from the previous year.

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

A total of 39,148 RNs and 4,504 APRNs successfully renewed their licenses to practice nursing in Louisiana by the January 31, 2020 due date. Note that these total numbers appear different

than the renewal periods prior to 2018. This is due to the initiation of biennial renewal. Biennial renewal began in the renewal season during 2017, in which licensees with the last names beginning with the letters A-M renewed for a two-year period. The following year, licensees whose last name began with the letters N-Z renewed for a two-year period. Thus, the number of licensees varies due to the differences in the number who were initially licensed in the first two biennial renewal cycles, 2017 and 2018.

A total of 7,148 individuals relinquished the right to practice nursing in Louisiana, as follows: 6,212 RNs and 227 APRNs failed to renew their license; 517 RNs and 30 APRNs requested and were approved for inactive status; and 149 RNs and 13 APRNs requested and were approved for retired status. The implementation of the Nurse Licensure Compact on July 1, 2019 created an opportunity for individuals to provide services as an RN in Louisiana on a privilege to practice while holding a multistate license in another compact state which is considered their primary state of residence. Thus, these individuals were anticipated to elect not to renew. In addition, the numbers of licensees retiring increased which is in alignment with statistics that demonstrate aging of the nursing workforce.

### **Licensure by Endorsement Registered Nurses**

As reflected in Table 10, a total of 2,231 RN endorsement applications to practice registered nursing in Louisiana were received during the year 2019. Of the total received 2,129 were received from United States (U.S.) educated RNs and 102 were received from foreign educated RNs.

Of the endorsement applications received, a total of 2,378 individuals were licensed to practice as a RN, as follows: 2,231 U.S. educated RNs and 65 foreign educated RNs. The total individuals licensed exceeds the number of applications received which represents applications remaining from the previous year that were completed during 2019. 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. The total number of RNs applying for licensure by endorsement in 2019 represents a 30.9% decrease from the previous year. The implementation of the Nurse Licensure Compact on July 1, 2019 created an opportunity for individuals to provide services as an RN in Louisiana on a privilege to practice while holding a multistate license in another compact state which is considered their primary state of residence. Thus, a decrease in endorsement applications was anticipated.

**Table 10. Licensure by Endorsement into Louisiana (2015-2019)**

<b>Report Year</b>	<b>Applications Received – U.S. Educated</b>	<b>Applications Received – Foreign Educated</b>	<b>Total RN Applications <i>Received</i> (U.S. &amp; Foreign)</b>	<b>United States Educated RN License Issued</b>	<b>Foreign Educated RN License Issued</b>	<b>Total RN Licenses <i>Issued</i> (U.S. &amp; Foreign)</b>
<b>2019</b>	2,129	102	2,231	2,313	65	2,378
<b>2018</b>	3,155	72	3,227	2,737	53	2,790
<b>2017</b>	2,512	83	2,595	2,025	71	2,096
<b>2016</b>	2,013	104	2,117	1,490	35	1,525
<b>2015</b>	1,853	75	1,928	1,467	56	1,523

### **Licensure by Endorsement Advanced Practice Registered Nurses**

A total of 280 endorsement applications to practice as an APRN in Louisiana were received during the year 2019. All these applications were received from APRNs educated in the U.S. or a U.S. territory.

Of those endorsement applications received, a total of 211 APRN applications were completed through licensure, as follows: 25 CRNAs, two CNMs, two CNSs, and 182 NPs. The remaining applications received in 2019 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 2019 represents a five percent increase from the previous year.

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

A total of 598 individuals reinstated their privileges to practice nursing in Louisiana during the year 2019, including 539 RNs and 59APRNs.

### **Temporary Permits Issued Registered Nurses**

The total number of RN temporary permits issued for the year 2019 was 719. No disaster permits were issued to RNs during the year 2019. 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. The Governor provided an Executive Order JBE 2019-9 (which superseded certain requirements for a disaster permit) July 13, 2019 in response to Hurricane Barry.

The total number of RNs applying for a temporary permit in 2019 represents a 23.7% decrease from the previous year. The implementation of the Nurse Licensure Compact July 1, 2019 created an opportunity for individuals to provide services as an RN in Louisiana on a privilege to

practice while holding a multistate license in another compact state which is considered their primary state of residence. Thus, a decrease in endorsement applications was anticipated.

### **Temporary Permits Issued Advanced Practice Registered Nurses**

A total of four new temporary permits were issued to APRN applicants for the year 2019. 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. One disaster permit was issued to an APRN during the year 2019.

### **Conversion Applications**

Louisiana implemented the Nurse Licensure Compact (NLC) July 1, 2019. All licenses issued prior to this date are considered single state licenses. As of July 1, 2019, all applications for initial licensure as an RN (by examination and endorsement) are reviewed for eligibility to receive a multistate RN license. Licensees holding a current, active, single state RN license may apply for conversion of the license to a multistate/compact license. A total of 3,512 conversion applications were received for the year 2019 and of those applications, 2,365 were approved and converted from a single state to a multistate RN license. The difference between the applications submitted and those approved reflect applications from 2019 that continue to be processed and reviewed; applications that were incomplete and expired; or applications that were not approved due to ineligibility.

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

During 2019, a total of 3,646 RNs utilized the National Council of State Boards of Nursing (NCSBN) verification service ([NurSys.com](http://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 five-year period.

**Table 11. License Verification Out of Louisiana (2015-2019)**

<b>Report Year</b>	<b>Number of Verifications</b>
<b>2019 NurSys Processed</b>	3,646
<b>2018 NurSys Processed</b>	3,080
<b>2017 NurSys Processed</b>	3,773
<b>2016 NurSys Processed</b>	2,135
<b>2015 NurSys Processed</b>	2,925

\*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 the end of the year in 2019 was 4,514. The total represents a 0.85% increase from 2018.

## **ANNUAL REPORT ON LICENSE RENEWAL – LICENSEES WITH DEFAULTED STUDENT LOANS**

In accordance with the repeal of Louisiana Revised Statute 38:2951 in the 2019 legislative session, no RNs were blocked from RN license renewal due to student loan default status.

## **AUDIT OF NURSING CONTINUING EDUCATION** (post year 2019 License Renewal CE Audit)

In accordance with LAC 46:XLVII.3335.I.2, the Louisiana State Board of Nursing performed an audit of the 2019 nursing continuing education (CE) completed by RNs who renewed a 2019 nursing license.

A random selection of RNs renewing their license during the 2019 licensure renewal process was conducted on 539 RNs. Three hundred ninety-one (391) were compliant and had met CE rule requirements. Of the remaining 148 RNs, the audit resulted in the following:

- One hundred forty-five (145) RNs were issued informal warnings for first time non-compliance;
- One (1) RN changed the license status to inactive as indicated when an RN is no longer working in nursing or moves out of state;
- Two (2) 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 the 2019 license renewal period on 40 APRNs. Email notifications were sent to the APRNs advising them of their selection to participate in the random audit of six hours of pharmacology CE needed for renewal of their prescriptive authority privileges. Of the 40 APRNs selected, 32 were compliant. The remaining eight APRNs, were issued informal warnings for first time non-compliance.



## **LSBN DIVISION OF ADMINISTRATION**

The goal of LSBN's Division of Administration (hereinafter "Division") 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. The Division oversees the Accounting, Human Resources, Information Technology, Facility Management, Security, Front Desk, Records Management, and Risk Management functions of LSBN.

### **2019 Fiscal Report**

LSBN's annual auditor is selected through a request for proposal (RFP) process that is managed and awarded by the Louisiana Legislative Auditor. LSBN's 2019 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.

According to LSBN's 2019 audit report, LSBN collected \$8,740,301 in annual operating revenues from licensure, examination, and enforcement actions (Figure 1). During the fiscal year, the Board incurred operating expenses of \$8,125,104 (Figure 2), of which salaries/payroll and related expenses consumed 82% of the total expense. The Board's net position increased by \$877,988, which includes \$262,791 in non-operating revenue. With respect to excess revenues, LSBN intends to continue making investments to address key strategic and operational initiatives, including disaster preparedness, workforce planning and research through the Louisiana Center for Nursing, electronic records management, and Lean Six Sigma process improvements.

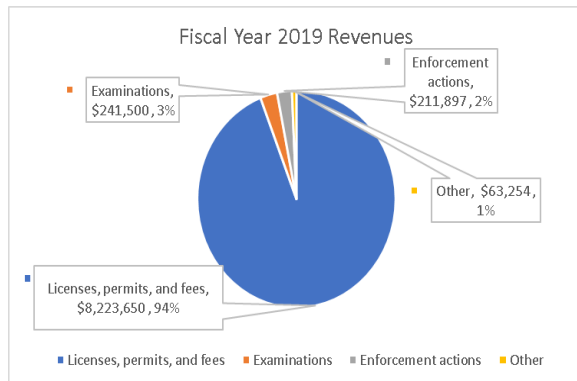


Figure 1: LSBN FY2019 Revenue

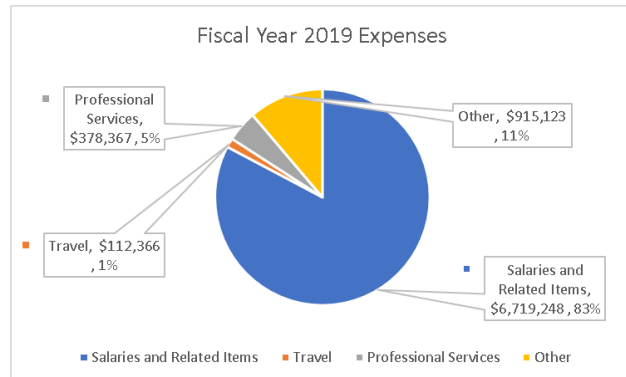


Figure 2: LSBN FY2019 Expenses

### **Digital Transformation: LSBN's Journey to Paperless continues**

LSBN began its *Journey to Paperless* in 2015, by introducing the nursing community to the ORBS/Louisiana Nurse Portal during renewal season. In August 2018, LSBN expanded the Louisiana Nurse Portal to include all licensure applications and complaints for potential violations of the Nurse Practice Act. LSBN has improved response and turnaround times for customers through the Louisiana Nurse Portal and the ORBS database, utilizing online forms, electronic document uploads, and communication through the message center.

The Division has worked collaboratively with every Division/Department in the agency to advance the agency's paperless initiative. Staff has been trained to work with documents in electronic formats. The Division expects to see greater efficiencies, as staff becomes more comfortable working in the new systems.

While there are many successes, some of the Division's 2019 highlights are as follows:

- The Nursing Division is ~90% paperless! Licensure and Exam applications are captured and converted to PDF through the Louisiana Nurse Portal. The PDFs and all attachments are received and routed through the agency, using Laserfiche workflow.
- The RNP/Monitoring department is ~85% paperless! All active RNP/Monitoring working files have been back scanned and converted to electronic records. Reinstatement applications are received paperless through the Louisiana Nurse Portal.
- The LSBN front desk operations scanned and converted all mail received. In 2019, the front desk scanned and captured 176,626 documents. In addition, the records management team converted 34,851 historical licensure and investigative files to digital images, which allows for easier access and greater preservation of agency 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

Senate Resolution 152 (2008) supported the charge to the Board to ensure that there is an adequate nursing workforce to meet the needs of Louisiana citizens through the creation of the Louisiana Center for Nursing (LCN). The charge to LCN 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, evaluate registered nurse education capacity, and develop strategies for increasing educational access, retention and mobility, including opportunities for minority and underrepresented groups.

### 2019 Initiatives

- **The 2018 LSBN Annual Report** –the 2018 LSBN Annual Report was approved by the Board at the June 2019 Board Meeting.
  - **The 2018 RN and APRN Addendum Report** - The 2018 RN and APRN Addendum Report reflects the first year that LSBN was able to report data obtained through the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system on all licensed RNs and APRNs. The LSBN IT Department, Center for Nursing, and the ORBS Team have worked diligently over the last four years to ensure the quality and accuracy of the data.
  - **The 2018 Nursing Education Capacity and Nursing Supply Infographic**
  - **The Examiner** – Published quarterly in collaboration with the LSBN Leadership Team
  - **LONL and LaCANE (Ex-officio member)** – LCN participated in meetings and submitted quarterly or biannual written reports (LCN Updates).
  - **Nursing Supply and Demand Council (NSDC)** – served as the chair of the NSDC. Facilitated discussions about Louisiana’s nursing workforce (LPN, RN, APRN, and CNAs), assisted in completing the 2018 NSDC annual report (published in 2019); reviewed proposals that were being submitted to the Health Works Commission for the 2019/2020 funding period.
  - **Health Works Commission (HWC)** – served as chair of the HWC through August 2019; participated in discussions on the allocation of the \$2.5 million in capitation funds provided by House Bill 105 during the 2019 legislative session for the “specific purpose of increasing the number of students admitted to and graduating from CNA, LPN, ASN, BSN, MSN, and DNP programs of study”; voted to approve funding for the proposal submitted by LaCANE for nurse faculty tuition reimbursement in the amount of \$200,000.
  - **Senate Finance Committee (Friday, May 24, 2019)** – As Director of the Center for Nursing and chair of the HWC, Dr. Bienemy was asked by the Executive Director of the Louisiana Nursing Home Association to provide information to the Senate Finance committee about the nursing shortage and the nurse faculty shortage in Louisiana in an effort to secure funding for nursing education.
- 2019 Regular Session House Concurrent Resolution No. 60 authored by Representative Dustin Miller** –The HCR60 Subcommittee of the NSDC led by Dr. Bienemy, submitted a report to the chair of the HWC on December 20, 2019 containing findings and recommendations concerning potential policy changes for creating safer workplace environments for physicians, nurses, and social service workers in Louisiana.
- **National Forum of State Nursing Workforce Centers** – Dr. Bienemy served as immediate past President and Board member of the National Forum of State Nursing Workforce Centers through

June of 2019; participated in monthly Forum Board meetings/calls and Forum ED quarterly calls; served as alternate on the National Interagency Collaborative on Nursing Statistics (ICONS); served on the National Forum 2019 Annual Conference Planning Committee.

- **National Council of State Boards of Nursing (NCSBN)**– Dr. Bienemy served as a member of the NCSBN Institute of Regulatory Excellence (IRE) Committee and participated in a series of monthly webinars with IRE Fellows and IRE committee members throughout the year; the IRE Committee met in Chicago in March to conduct a final review of 23 proposals submitted by the 2016, 2017, and the 2018 IRE cohorts. IRE Fellows were recognized at the 2019 NCSBN Annual Meeting in August 2019.
- **National Advisory Council on Nursing Education and Practice (NACNEP)** – Dr Bienemy served as a NACNEP member and assisted in completing the 15<sup>th</sup> Report to the Secretary of Health and Human Services and the U.S. Congress entitled *Promoting Nursing Leadership in the Transition to Value-Based Care*; member of the writing committee for the NACNEP 16<sup>th</sup> Report on *Nursing and the Social Determinants of Health*.
- **Louisiana Action Coalition (LAC)** – LCN continues to represent LSBN as the co-lead for the LAC; participated in bi-weekly LAC Executive Team calls; facilitated quarterly LAC face to face meetings; assisted in completion of quarterly LAC updates; mentor for NLI mentee; served as chair of the LAC diversity steering committee and the LAC 2019 Culture of Health Summit Planning Committee; represented LAC at national meetings.
- **LAC 2019 Culture of Health Summit** – The 2019 Culture of Health Summit was held on Tuesday, October 8<sup>th</sup> at Pennington Biomedical Research Center. The theme for the Summit was *Embracing Diversity and Fostering Inclusion for a Healthier Louisiana*. Over 200 registered for the Summit and 199 were in attendance (140 RNs, 10 Social Workers, and 49 attendees that were not nurses or social workers).

### **Reports/Projects Scheduled for Release in 2020**

- **2019 Nurse Employer Survey** – LCN Launched the 3<sup>rd</sup> statewide Nurse Employer Survey in February 2019. Surveys were completed by healthcare agencies (hospitals, long term care facilities, home health agencies, hospice, rural health clinics, public health clinics, ambulatory surgical care centers, federally qualified healthcare centers and dialysis centers) yielding a 34% response rate.
- **Nursing Workforce Statewide Multi-Regional Nurse Supply and Demand Forecast Model Update and Enhancement** – work began in August 2019 to update and enhance Louisiana’s statewide multiregional nurse supply and demand forecast model. State level data was obtained from a variety of sources (e.g., population Census data, information from the Louisiana Department of Labor, nurse supply data, nursing education capacity data, etc.). Prototypes of the RN and LPN models are currently under review.
- **2019 Newly Licensed RN Report**– the 2019 Newly Licensed RN Survey was launched on September 4<sup>th</sup>. The survey was sent to 3,858 newly licensed RNs. Six hundred and twenty-nine newly licensed RNs completed the survey yielding a 16.30% response rate. This will be Louisiana’s fifth biennial Newly Licensed RN Survey (formerly referred to as the New Graduate Survey).

### **National Presentations**

- Bienemy, C. (June 12, 2019). Podium Presentation at the 2019 National Forum of State Nursing Workforce Center's Annual Conference in Denver, Colorado: Topic – *Job Seeking Experiences and Challenges Facing Newly Licensed RNs in Louisiana*.
- Bienemy, C. (2019). Presenter, Louisiana State Nurses Association Annual Cruise to Cozumel, Mexico. Topic: *Nurses Leading Change and Building a Healthier Louisiana*.
- Bienemy, C. (2019). Presenter, Louisiana State Nurses Association Annual Cruise to Cozumel, Mexico. Topic: *The Louisiana Action Coalition: Taking A Look Back to See How Far We Have Come*.

### **Statewide Presentations**

- Bienemy, C. (2019). Presenter, Louisiana Action Coalition Nurse Leader Institute. Topic: *The Future of Nursing in Louisiana*. Baton Rouge, LA.
- Bienemy, C. (2019). Presentation given at LaCANE - Topic: Combined presentation on the Nurse Faculty Shortage and the Newly Licensed RN Survey.
- Bienemy, C. (2019). Presenter, Louisiana Health Works Commission. Topic: Is There a Looming Nurse Faculty Shortage in Louisiana? and Finding Employment as a Newly Licensed RN in Louisiana.
- Bienemy, C. (2019). Presenter, Louisiana State Nurses Association Delegate Assembly. Topic: Is There a Looming Nurse Faculty Shortage in Louisiana? and Finding Employment as a Newly Licensed RN in Louisiana.
- Bienemy, C. (2019). Presenter, Our Lady of the Lake Regional Medical Center Nurse Certification Luncheon. Topic: The Louisiana Action Coalition: Who Are We and What Are We About?

### **Publication**

- Bienemy, C. (Mar/April 2019). The Nurse Faculty Shortage in Louisiana: Findings from the 2018 Nurse Faculty Survey, *The Healthcare Journal of Baton Rouge* Retrieved from <http://healthcarejournalbr.com/sites/default/files/journal/fb/HJBR-2019-mar-apr/54/index.html>.

### **Contributing Author**

- 2019 – National Advisory Council on Nurse Education and Practice (NACNEP) Based on the 134<sup>th</sup> and 135<sup>th</sup> Meetings of NACNEP. *Promoting Nursing Leadership in the Transition to Value-Based Care*. Retrieve from <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/2019-fifteenthreport.pdf>.

### **Grant writing**

- Blue Cross Blue Shield Corporate Sponsorship* (2019). Louisiana Action Coalition 2019 Culture of Health Summit – “Embracing Diversity and Fostering Inclusion for a Healthier Louisiana” Funding Received \$1,000.

## **NURSING EDUCATION CAPACITY IN LOUISIANA 2019**

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 2018-2019 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2019 Nursing Education Capacity Report.

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

LSBN approved 29 pre-RN licensure programs during the 2018-2019 report year that prepare students to become candidates for initial RN licensure in Louisiana: one diploma program, 12 associate degree (AD) programs, and 16 baccalaureate in nursing (BSN) programs (Table 12). Herzing University enrolled their first students in their BSN program during the 2018-2019 report year (see Appendix B for a list of LSBN approved nursing education programs).

**Table 12. Pre-RN Licensure Programs in LA (2018-2019)**

Program Type	No. of Programs	% of Total Programs
<b>Diploma</b> <ul style="list-style-type: none"> <li>Baton Rouge General Medical Center</li> </ul>	1	3.4%
<b>Associate Degree</b> <ul style="list-style-type: none"> <li>Baton Rouge Community College</li> <li>Bossier Parish Community College</li> <li>Delgado Community College / Charity School of Nursing</li> <li>Fletcher Technical Community College</li> <li>Louisiana Delta Community College</li> <li>LSU at Alexandria</li> <li>LSU at Eunice</li> <li>Louisiana Tech University</li> <li>Northwestern State University of Louisiana</li> <li>South Louisiana Community College</li> <li>Southern University at Shreveport</li> <li>SOWELA Technical Community College</li> </ul>	12	41.4%
<b>Baccalaureate Degree</b> <ul style="list-style-type: none"> <li>Chamberlain University</li> <li>Dillard University</li> <li>Franciscan Missionaries of Our Lady University (Formerly Our Lady of the Lake)</li> <li>Grambling State University</li> <li>Herzing University*</li> <li>Louisiana College</li> <li>LSU Health Sciences Center</li> <li>McNeese State University</li> <li>Nicholls State University</li> <li>Northwestern State University of Louisiana</li> <li>Southeastern Louisiana University</li> <li>Southern University</li> <li>University of Holy Cross</li> <li>University of Louisiana Lafayette</li> <li>University of Louisiana Monroe</li> <li>William Carey University</li> </ul>	16	55.2%
<b>Total No. of Pre-RN Programs</b>	29	100%

\*New program enrolling initial students during the 2018-2019 report year.

### **Applicants and Admissions to Pre-RN Licensure Programs in Louisiana**

There was a six percent increase in the pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2018-2019, compared to a four percent increase in 2017-2018 (Table 13). Over the last five years (2015 to 2019) there has been a 20% increase in the number of students applying for admission to Louisiana's pre-RN licensure programs. In the current report year, 69% (3,390) of the 4,889 qualified applicants were admitted to Louisiana's pre-RN licensure programs, which represents a six percent increase in number, compared to the seven percent increase in 2017-2018. Approximately 31% (1,499) of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2018-2019 compared to 1,393 in 2017-2018, which represents an eight percent increase 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 (2015-2019)**

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.	%
2019	4,889	3,390	69%	1,499	31%
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%
1- & 5-Year Variance	↑6% / ↑20%	↑6% / ↑25%		↑8% / ↑9%	

### **Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2018-2019 Annual Report Year**

Fifty-four percent (54%) of the 4,889 qualified applicants applied to BSN programs, which, in terms of percentage points is unchanged when compared to the previous report year. Forty-six percent of the qualified applicants applied to AD programs. There were no new applicants to the state's only diploma program which was officially scheduled to close on December 31, 2019. As seen in Table 14a, approximately 75% (1,984) of the 2,637 qualified applicants applying to BSN programs were admitted and 62% (1,406) of the 2,252 qualified applicants applying to AD programs were admitted in 2018-2019.

**Table 14a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2018-2019)**

Applicants 2018-2019	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants (Total = 4,889)	0 (0%)	2,252 (46%)	2,637 (54%)
No. of Qualified Applicants Admitted (Total = 3,390)	0	1,406	1,984
% of Qualified Applicants Admitted	0%	62%	75%
No. of Qualified Applicants Not Admitted (Total = 1,499)	0	846	653
% of Qualified Applicants Not Admitted	0%	38%	25%

As depicted in Table 14b, when compared to the previous report year, the number of students admitted to AD and BSN programs continued to increase by four percent and nine percent, respectively. There was no change in BSN program admissions in terms of percentage points when compared to the previous report year.



**Table 14b. Admissions to Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	Diploma	Associate	Baccalaureate
2019	0	1,406	1,984
2018	30	1,351	1,817
2017	44	1,278	1,673
2016	37	1,058	1,446
2015	39	1,073	1,600
1- & 5-Year Variance	↓100% / ↓100%	↑4% / ↑31%	↑9% / ↑24%

### **Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs (2018-2019 Annual Report Year)**

During the current report year, non-competitive faculty salary tied with the lack of a sufficient number of budgeted faculty positions as the major contributing factors associated with the inability of Louisiana's pre-RN licensure programs to admit 1,406 qualified students (Table 15). The lack of qualified faculty and the lack of classroom space ranked number two and three, respectively. Other factors contributing to Louisiana's pre-RN programs' inability to admit qualified students included clinical specialty not available, lack of clinical space and skills lab space not available, all of which are in alignment with 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. 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 (2018-2019)**

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

### **Enrollment in Pre-RN Licensure Programs in Louisiana**

In the current report year, 14,170 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 16), which reflects a five percent decrease in number, a direct contrast to the five percent increase reported in the previous report year. The number of students enrolled in clinical nursing courses increased by ten percentage points (8%↑ in 2017-2018). Between 2015 and 2019, there was a 16% increase in the number of students enrolled in clinical nursing courses compared to a one percent increase between 2014 and 2018 (see Appendix C2 for a summary report on enrollments in pre-RN Licensure programs).

**Table 16. Enrollment in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2019	14,170	6,476
2018	14,906	5,884
2017	14,166	5,470
2016	16,813	5,466
2015	12,420	5,599
1- & 5-Year Variance	↓5% / ↑14%	↑10% / ↑16%

In 2018-2019, 64% of the students enrolled in clinical nursing courses were enrolled in baccalaureate programs, which represents a one-percentage point decrease when compared to the previous report year. Over a third (35%) 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 nine percent between 2018-2019, which reflects a two-percentage point decrease when compared to 2017-2018. There was a 13% increase between 2018-2019 in the number of students enrolled in AD programs compared to a three percent increase in 2017-2018.

**Table 17. Pre-RN Licensure Programs Enrollment in LA (2015-2019)**

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2019	72	1%	2,262	35%	4,142	64%	6,476
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
1- & 5- Year Variance	↑1% / ↑1%		↑13% / ↑26%		↑9% / ↑11%		↑10% / ↑16%

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

Females continue to represent 88% of the students enrolled in pre-RN licensure programs in Louisiana in 2018-2019, while males represented 12%. There was an 11% increase in the number of males enrolled, which reflects an increase of seven percentage points when compared to 2017-2018 (Table 18).

**Table 18. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2019	792	12%	5,684	88%	6,476
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
1- & 5-Year Variance	↑11% / ↑8%		↑10% / ↑17%		↑10% / ↑16%

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

In 2018-2019, 37% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. There was a 58% increase in the number of Hispanic/Latino students, a 15% increase in the number of Black/African American and Asian students, and a five percent increase in those reporting *Other* (Table 19). Of the 321 students that were included in the category of *Other*, 54 self-reported that they were American Indian/Alaska Native and four were Native Hawaiian/Pacific Islander.

**Table 19. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2019	4,080	63%	1,526	24%	384	6%	165	3%	321	5%
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%
1- & 5-Year Variance	↑5% / ↑13%		↑15% / ↑8%		↑58% / ↑116%		↑15% / ↑2%		↑13% / ↑34%	

Note: American Indian/Alaska Native (54), Native Hawaiian/Pacific Islander (4) were included in *Other* Total = 6,476.

## 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 2017-2018 findings. There was a 37% increase in the number of students between 41 and 50 years of age that were enrolled in pre-RN programs compared to a three percent decrease noted in the previous report year (Table 20).

**Table 20. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2019	1,272	20%	2,915	45%	1,002	15%	927	14%	316	5%	42	0.6%	2	0.03%
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%
1 & 5 Year Variance	↑7% / ↑45%		↑9% / ↑10%		↑6% / ↑7%		↑16% / ↑17%		↑37% / ↑16%		↑17% / ↓16%		↓60% / ↓50%	

Note: Total=6,476

## Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2015-2019)

There was a 19% increase in the number of LPNs enrolled in clinical nursing courses in pre-RN licensure programs in Louisiana between 2018-2019 and a 46% increase over the past five years (Table 21). The number of students from other health related fields increased by 17% during the 2018-2019 report year and by 111% over the last five years. Approximately 20% (1,309) of the students enrolled in

clinical nursing courses in 2018-2019 had a degree in another field (611), were LPNs (504), or had prior education in another health field (194).

**Table 21. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2015-2019)**

Year	Practical Nurses		Non-Traditional Students				Total
			Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	Total No.
2019	504	7.8	194	3.0	611	9.4	6,476
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
1- & 5-Year Variance	↑19% / ↑46%		↑17% / ↑111%		↑10% / ↑9%		↑10% / ↑16%

### Graduates from Pre-RN Licensure Programs in Louisiana

The number of graduates from Louisiana's pre-RN licensure programs increased by seven percent, which is a notable increase when compared to the less than one percent increase in 2017-2018. Between 2015 and 2019, there was an overall three percent decrease in the number of graduates. Fifty-nine percent (1,188) of the 2,009 graduates in the 2018-2019 report year were from BSN programs, 39% (787) were from AD programs, and two percent (34) were from Louisiana's only diploma program (Table 22). Over the last five years, there has been a three percent increase in the number of graduates from AD programs, an eight percent decrease in the number of graduates from BSN programs, and a thirty-six percent increase 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 2019).

**Table 22. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2015-2019)**

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2019	2,009	34	2%	787	39%	1,188	59%
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%
1- & 5-Year Variance	↑7% / ↓3%	↑6% / ↑36%		↑16% / ↑3%		↑1% / ↓8%	

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

There was a 19% increase in the number of graduates from LPN to AD programs, a 21% increase in the number of graduates from LPN to BSN programs, and an 18% increase in the number graduating from accelerated programs (Table 23).

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

Report Year	LPN to AD	LPN to BSN	Accelerated BSN
2019	135	29	90
2018	113	24	76
2017	103	21	78
2016	122	35	83
2015	101	29	118
1- & 5-Year Variance	↑19% / ↑34%	↑21% / 0%	↑18% / ↓24%

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

According to Table 24, 89% of the graduates from Louisiana's pre-RN licensure programs were females. It is important to note that there was a 13% decrease in the number of male graduates in 2018-2019 (224) when compared to 2017-2018 (257).

**Table 24. Gender of Graduates from Pre-RN Licensure Programs in Louisiana (2019)**

Report Year	Male		Female		Total RN Students
	#	%	#	%	
Diploma	0	0%	34	100%	34
Associate	86	11%	701	89%	787
Baccalaureate	138	12%	1,050	88%	1,188
Total	224	11%	1,785	89%	2,009

In 2018-2019, 31% (607) of the graduates from pre-RN licensure programs in Louisiana were minorities which reflects a 3% decrease in the number of minority graduates when compared to 2017-2018 (628 minority graduates). The greatest number of African American/Black graduates (212), Hispanic graduates (55), and Asian (29) graduates were from BSN programs.

**Table 25. Racial Distribution of Graduates from Pre-RN Licensure Programs in Louisiana (2019)**

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Diploma Total = 34	27	79%	3	9%	2	6%	1	3%	1	3%
Associate Total = 724	471	65%	182	25%	17	2%	15	2%	39	5%
Baccalaureate Total = 1,188	841	71%	212	18%	55	5%	29	2%	51	4%
Total = 1,946	1,339	69%	397	20%	74	4%	45	2%	91	5%

Note: American Indian/Alaska Native (17) and Native Hawaiian/Pacific Islander (3) were included in *Other*. Data for 63 graduates was not available.

Over half (55%) of the graduates from pre-RN programs in Louisiana in 2018-2019 were between 21 and 25 years of age, followed by 22% that were between 26 and 30 years. Seventy-three percent (73%) of the graduates from BSN programs were between 21 and 25 years of age compared to 26% of the AD graduates and 47% of the diploma graduates (Table 26).

**Table 26. Age of Graduates from Pre-RN Licensure Programs in LA (2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Diploma Total = 34</b>	0	0%	16	47%	12	35%	5	15%	1	3%	0	0%	0	0%
<b>Associate Total = 724</b>	13	2%	186	26%	226	31%	204	28%	83	11%	11	2%	1	0.1%
<b>Baccalaureate Total = 1,188</b>	0	0%	864	73%	193	16%	103	9%	26	2%	2	0.2%	0	0%
<b>Total = 1,946</b>	13	0.7%	1,066	55%	431	22%	312	16%	110	6%	13	0.7%	1	0.1%

Note: Data for 63 graduates was not available.

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

In 2019, there were a total of 2,044 RN candidates (1,869 in 2018) from nursing education programs in Louisiana that sat for the National Council Licensure Examination for Registered Nurses exam (NCLEX-RN) for the first time, which represents a nine percent increase in number. The passage rate on the NCLEX-RN Exam on the first take for these candidates was 94.72% (Table 27). The overall national passage rate on the NCLEX-RN for 2019 was 88.18% compared to 88.30% in 2018 (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, 2019 – December 31, 2019)**

Program Type	No. Taking	No. Passing	% Passing
<b>Diploma</b>	71	66	92.96%
<b>Associate Degree</b>	790	743	94.05%
<b>Baccalaureate Degree</b>	1,183	1,127	95.27%
<b>Grand Total</b>	<b>2,044</b>	<b>1,936</b>	<b>94.72%</b>

Note: The National Average Passage Rate on the NCLEX-RN Examination was 88.18% for 2019.

There was a 113% increase in the number of graduates passing the NCLEX-RN exam from the states only diploma program which is attributable to two cohorts testing in 2019 rather than the usual one cohort testing per year. The number of AD graduates sitting for the NCEX-RN exam increased by 18% and the number of BSN graduates increased by two percent (Table 28). The overall passage rate for Louisiana's graduates has increased by six percent over the past five years.

**Table 28. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2015-2019)**

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA %	Passage Rate for the Nation %
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2019	66	92.96	743	94.05	1,127	95.27	94.72	88.18
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
1- & 5-Year Variance	↑113% / ↑175%		↑18% / ↑11%		↑2% / ↓5%		↑0.2% / ↑6%	↓0.1% / ↑4%

### Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2018-2019 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, 2019. 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 482 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2019 compared to 462 on October 15, 2018, which reflects a four percent increase in number from the previous year. There was a 12% increase in the number of part-time faculty positions filled in 2019 (269) compared to a 22% increase in 2018 (241). Twenty-nine (29) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 18 positions in 2018, which represents a 61% increase in the number of faculty positions funded by other sources.

**Table 29. Budgeted Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2018-2019)**

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)	4	4	0	8
ADN (13)	144	94	11	238
BSN (16)	334	171	18	505
Total (30)	482	269	29	751

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 31 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 28 in the previous report year, which represents an 11% increase in the number of vacant nurse faculty positions across the state (Table 30). Sixteen (16) or 52% of the vacant nurse faculty positions were reported by Louisiana's BSN programs and 15 (48%) were reported by AD

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 (2015-2019)**

Program Type	2015	2016	2017	2018	2019	1- & 5-Year Variance
Diploma	0	0	0	0	0	0% / 0%
ADN	17	19	15	16	15	↓6% / ↓12%
BSN	10	17	11	12	16	↑33% / ↑60%
Total	27	36	26	28	31	↑11% / ↑15%

### **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 2018-2019 which is equal to the number reported in 2017-2018 (Table 31). New appointments included not only full-time faculty, but also part-time adjunct faculty that are hired for one or more semesters based on available funding. Fifty-six percent (56%) of the new faculty appointments were for BSN programs and 44% were for AD programs.

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 44 in 2018, to 56 in 2019, which represents a 27% increase in the number of faculty exceptions utilized by pre-RN licensure programs when compared to the 33% reported in the previous report year. There was a 37% increase in the number of faculty exceptions reported by BSN programs in 2019 compared to a 17% increase in the previous report year.

Preceptors are valuable resources in nursing education. Preceptors are used only during the last two academic semesters of a baccalaureate program and during one of the last two semesters of a diploma or associate degree program (LSBN Rules and Regulations, Title 46, XLVII, Chapter 35, No.3543 E.1.a). In an effort to meet the schools of nursing needs for qualified preceptors, rules 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 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 2018-2019 report year there were a total of 1,257 preceptors used by pre-RN licensure programs, compared to 1,235 in 2017-2018 which reflects a two percent increase in the number of preceptors used by pre-RN licensure programs over the last year.



**Table 31. New Faculty Appointments, Exceptions and use of Preceptors (2018-2019)**

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	0	0	0
ADN (13)	64 (44%) ↑16%	19(↑12%)	126 (↓18%)
BSN (16)	80 (56%) ↓10%	37(↑37%)	1,131 (↑5%)
Total (30)	144	56	1,257

### Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to be an ongoing demand for nurse faculty (Table 32). In 2018-2019, a total of 11 faculty were on leave compared to 21 in 2017-2018, a 48% decrease. There was a total of 59 resignations in 2018-2019, compared to 48 in 2017-2018, a 23% increase; 19 retirements (16 in 2017-2018), a 19% increase; and 19 terminations (19 in 2017-2018).

**Table 32. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2018-2019)**

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	0	1	0 Retirements/ 0 Terminations /0 Deaths
ADN (13)	2	23	6 Retirements/ 4 Terminations /0 Deaths
BSN (16)	9	35	13Retirements/ 15Terminations/0 Death
Total (30)	11	59	19 Retirements/ 19Terminations/ 0 Deaths

### Educational Preparation of Nurse Faculty

According to Table 33, in 2018-2019, approximately 21% (189) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, a nine percent increase in number (174 in 2017-2018); 74% (680) were Masters prepared, a 10% increase in number (620 in 2017-2018); and six percent (51) reported that their highest degree in nursing was a baccalaureate degree which represents a 76% increase in number when compared to the previous report year (29 in 2017-2018).

**Table 33. Educational Preparation of Faculty (2018-2019)**

Program Type	No. of Doctorally Prepared Faculty	No. of Master's Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	2	6	0
ADN (13)	31	252	17
BSN (16)	156	422	34
Total (30)	189 (21%)	680 (74%)	51 (6%)

Note: Total = 920

The number of faculty holding a DNP that taught in pre-RN licensure programs in Louisiana in 2018-2019 increased by 11% compared to a five percent increase in the previous report year (Table 34). The number of faculty with a PhD in Nursing increased in number by 17% compared to a 16% increase reported the previous year. The number of faculty with a PhD in a related field increased by 15%

compared to a nine percent decrease in 2017-2018 and the number of faculty with a DNS decreased by 10% in the current report year compared to a 17% decrease last 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 2015, there has been a 67% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP. Thirty-one percent of the faculty with a doctoral degree had a PhD in nursing.

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

	DNS	DNP	PhD Nursing	PhD Related Field
2019	18	70	61	45
2018	20	63	52	39
2017	24	60	45	43
2016	23	48	46	51
2015	23	42	46	45
1- & 5-Year Variance	↓10% / ↓22%	↑11% / ↑67%	↑17% / ↑33%	↑15% / 0%

Note: Total = 194

### Board of Regents Nursing Faculty Stipends

There was a 73% increase in the number of nurse faculty receiving the Board of Regents (BOR) Nurse Faculty stipend between 2018-2019 that were pursuing a doctoral degree and a 13% increase in those pursuing a Masters' degree. As seen in Table 35, the number of faculty that were previous BOR stipend recipients decreased by nine percent when compared to the previous report year.

**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)
2018-2019	9	19	61
2017-2018	8	11	67
2016-2017	2	6	66
2015-2016	0	11	77
2014-2015	3	0	84
1- & 5-Year Variance	↑13% / ↑200%	↑73% / ~	↓9% / ↓27%

### 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 2017-2018, was \$116,170 for Professors, \$83,276 for Associate Professors, \$71,441 for Assistant Professors and \$51,088 for Instructors (2019). Although the salaries for assistant professors and professors increased during the current report year, by two percent and six percent respectively, the 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). 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 (2015-2019)**

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
<b>2019</b>	\$58,268	\$62,477	\$67,965	\$88,677
<b>2018</b>	\$55,520	\$61,087	\$68,372	\$83,314
<b>2017</b>	\$56,019	\$59,465	\$66,487	\$79,302
<b>2016</b>	\$54,725	\$58,728	\$67,224	\$78,975
<b>2015</b>	\$53,652	\$58,203	\$68,954	\$81,145
<b>1- &amp; 5-Year Variance</b>	↑5% / ↑9%	↑2% / ↑7%	↓0.6% / ↓1%	↑6% / ↑9%

Note: Salaries in terms of length of appointment (9-month, 10-month, or 12-month) was not available.

## Nurse Faculty in Louisiana Demographics

### Age

In 2018-2019, over half (52%) of the nurse faculty in Louisiana were 51 and older (Table 37). Twenty-five percent (216) of the faculty teaching in Louisiana’s pre-RN licensure programs were 61+ years. 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). One-third of the current nursing faculty workforce teaching in baccalaureate and graduate programs are expected to retire by 2025. (Fang & Kesten, 2018). 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 (2015-2019)**

Age Category	No. of Faculty 2015		No. of Faculty 2016		No. of Faculty 2017		No. of Faculty 2018		No. of Faculty 2019		Percent Change over Five Years %
	#	%	#	%	#	%	#	%	#	%	
20-30	24	3%	27	4%	21	3%	24	3%	26	3%	↑8% / ↑8%
31-40	125	17%	139	18%	147	19%	141	18%	175	20%	↑24% / ↑40%
41-50	192	25%	182	24%	183	24%	193	24%	215	25%	↑11% / ↑12%
51-60	272	36%	252	33%	228	30%	233	29%	242	28%	↑4% / ↓11%
61-65	101	13%	124	16%	126	17%	131	16%	139	16%	↑6% / ↑38%
66-70	28	4%	33	4%	41	5%	59	7%	54	6%	↓8% / ↑93%
> 70	11	1%	12	2%	9	1%	14	2%	23	3%	↑64% / ↑109%
Total Faculty Reporting Age	753	100%	769	100%	755	100%	795	100%	874	100%	1- & 5-Year Variance

## Gender

Although only seven percent of the nurse faculty teaching in Louisiana's pre-RN programs were males, there was an 18% increase in the number of male nurse faculty in 2018-2019 and over the past five years there has been a 35% increase in the number of male nurse faculty (Table 38).

**Table 38. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2019	58	7%	816	93%	874
2018	49	6%	746	94%	795
2017	42	6%	713	94%	755
2016	38	5%	731	95%	769
2015	43	6%	710	94%	753
1- & 5-Year Variance	↑18% / ↑35%		↑9% / ↑15%		↑10% / ↑16%

## Ethnicity

Approximately 30% (265) of the faculty teaching in Louisiana's pre-RN licensure programs were minorities (Table 39) which is a nine percent increase in number when compared to the previous report year (243 minority nurse faculty in 2017-2018). An 11% increase in the number of Black/African American nurse faculty and a 100% increase in Asian nurse faculty contributed to the overall increase in the number of minority nurse faculty. It is interesting to note that there was a 36% decrease in the number of Hispanic/Latino nurse faculty in the 2018-2019 report year.

**Table 39. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2015-2019)**

Report Year	White		Black/African American		Hispanic/ Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
<b>2019</b>	609	70%	252	29%	7	1%	4	0.5%	2	0.2%
<b>2018</b>	552	69%	228	29%	11	1%	2	0.3%	2	0.3%
<b>2017</b>	525	70%	213	28%	9	1%	5	0.1%	3	0.4%
<b>2016</b>	523	68%	230	30%	8	1%	4	0.5%	4	0.5%
<b>2015</b>	507	67%	234	31%	8	1%	2	0.3%	2	0.3%
<b>1- &amp; 5-Year Variance</b>	↑10% / ↑20%		↑11% / ↑8%		↓36% / ↓13%		↑100% / ↑100%		0% / 0%	

Note: Total=874

## **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 types of roles 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 (2019)**

Master's Program	Specialties	Roles*
<b>Franciscan Missionaries of Our Lady University</b>	Across the Life Span Family	CRNA NP
<b>Grambling State University</b>	Family Pediatric - Primary Care	NP NP
<b>Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)</b> <ul style="list-style-type: none"> <li>• McNeese State University</li> <li>• Nicholls State University</li> <li>• Southeastern Louisiana University</li> <li>• University of Louisiana at Lafayette</li> </ul>	Psychiatric / Mental Health Family Post Master's Certificate Family Post Master's Certificate Psych Mental Health	NP NP NP NP
<b>Loyola University</b>	Family – Primary Care	NP
<b>LSU Health Science Center</b>	Family-Across the Life Span 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 – Across the Life Span Adult Gerontology Clinical Nurse Specialist/Adult Gerontology Acute Care Adult Gerontology Acute Care /Primary Care Family Primary Care Family Nurse Practitioner/Psychiatric Mental Health Adult Gerontology Acute Care /Pediatric Acute Care Pediatric Acute Care /Pediatric Primary Care	CRNA CNS NP NP  NP NP NP NP CNS/NP  NP NP NP NP
<b>Northwestern State University</b>	Family Women's Health Primary Care Pediatric Adult Gerontology Acute Care Adult Gerontology Primary Care Psych Mental Health -Across the Life Span	NP NP NP NP NP NP
<b>Southeastern Louisiana University</b>	Primary Care Family	NP
<b>Southern University</b>	Primary Care Family	NP
<b>University of Louisiana Lafayette</b>	Family	NP
<b>University of Louisiana Monroe</b>	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 2018-2019 report year, there was a 10% increase in the number of students admitted to APRN programs in Louisiana compared to the nine percent increase in the previous report year (Table 41). Ninety percent (672) of the 745 new admits were admitted to NP programs and 10% (73) were admitted to CRNA programs, which reflects a one percent decrease in the number of students admitted to CRNA programs. There were no students admitted to CNS programs.

**Table 41. Admission to APRN Programs in LA (2015-2019)**

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
2019	672 (90%)	0 (0%)	73 (10%)	745
2018	600	1	74	675
2017	544	0	78	622
2016	449	0	77	526
2015	445	0	72	517
1- & 5-Year Variance	↑12% / ↑51%	↓100% / 0%	↓1% / ↑1%	↑10% / ↑44%

## Enrollment in APRN Programs in Louisiana

There was an overall four percent increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 85% 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 (2015-2019)**

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
2019	1,214 (85%)	1 (<1%)	210 (15%)	1,425
2018	1,152	3	211	1,366
2017	1,049	2	156	1,207
2016	1,088	1	158	1,247
2015	751	4	149	904
1- & 5-Year Variance	↑5% / ↑62%	↓67% / ↓75%	↓0.5% / ↑41%	↑4% / ↑58%

## Gender of Students Enrolled in APRN Programs in Louisiana

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 (2015-2019)**

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2019	252	18%	1,173	82%	1,425
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
1- & 5-Year Variance	↑0.8% / ↑48%		↑5% / ↑60%		↑4% / ↑58%

**Ethnicity of Students Enrolled in APRN Programs in Louisiana (2015-2019)**

In 2018-2019, approximately 33% of the students enrolled in Louisiana's APRN programs were minorities compared to 30% in 2017-2018 (Table 44). Since 2015, there has been a 106% increase in the number of Asian students enrolled, a 90% increase in the number of Hispanic/Latino students, and a 44% increase in the number of Black/African American students enrolled in Louisiana's APRN programs.

**Table 44. Ethnicity of Students Enrolled in APRN Programs in LA (2015-2019)**

Report Year	White		Black/African American		Hispanic / Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2019	958	67%	332	23%	40	3%	37	3%	58	4%
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%
1- & 5-Year Variance	↓0.2% / ↑59%		↑19% / ↑44%		0% / ↑90%		↑6% / ↑106%		↑14% / ↑76%	

Note: American Indian/Alaska Native (9) and Native Hawaiian/Pacific Islander (3) was included in *Other*. Total = 1,425.

**Age of Students enrolled in APRN Programs in Louisiana**

Approximately 41% (587) of the students enrolled in APRN programs in Louisiana during the 2018-2019 report year were between 31 and 40 years of age and 32% (454) were between 26 and 30 years (Table 45). Over the last five years (2015-2019), there has been an 82% increase in the number of APRN students between 51 and 60 years of age, a 70% increase in the number between the ages of 31 and 40 and a 66% increase in those between the ages of 26 and 30 years of age.

**Table 45. Age of Students Enrolled in APRN Programs in LA (2015-2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2019	0	0%	108	8%	454	32%	587	41%	221	16%	51	4%	4	0.3%
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%
1- & 5-Year Variance	0% / 0%		↑8% / ↑13%		↑7% / ↑66%		↑7% / ↑70%		↓4% / ↑38%		↓7% / ↑82%		↓33% / ↑100%	

Note: Total = 1,425



## Graduates from APRN Programs in Louisiana

In the 2018-2019 report year, there were a total of 463 graduates from Louisiana's APRN programs (Table 46), which represents a 26% increase in number when compared to the 368 graduates in the previous report year (2017-2018). The majority of the graduates were from NP programs (86%), followed by CRNA programs (14%). There were two graduates (less than one percent) from CNS programs in the current report year.

**Table 46. Graduates from APRN Programs in Louisiana According to Program Type (2015-2019)**

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		No.	%	No.	%	No.	%
2019	463	396	86%	2	0.4%	65	14%
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%
1- & 5-Year Variance	↑26% / ↑34%	↑29% / ↑43%		~ / ↓33%		↑7% / ↓2%	

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

In 2018-2019, males represented 74 of the graduates from Louisiana's APRN programs compared to 71 male graduates in 2017-2018 (Table 47). Forty-three percent (28) of the CRNA graduates were males.

**Table 47. Gender of Graduates from APRN Programs in Louisiana (2019)**

APRN Role	Male		Female		Total APRN Graduates
	#	%	#	%	
NP	46	12%	350	88%	396
CNS	0	0%	2	100%	2
CRNA	28	43%	37	57%	65
Total	74	16%	389	84%	463

Twenty-eight percent (110) of the graduates from APRN programs in Louisiana were minorities compared to 24% (90) in the previous report year (Table 48).

**Table 48. Racial Distribution of Graduates from APRN Programs in Louisiana (2019)**

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
NP Total = 396	286	72%	85	21%	7	2%	7	2%	11	3%
CNS Total = 2	1	50%	1	50%	0	0%	0	0%	0	0%
CRNA Total = 65	48	74%	5	8%	6	9%	4	6%	2	3%
Total = 463	335	72%	91	20%	13	3%	11	2%	13	3%

Note: American Indian/Alaska Native (2); Native Hawaiian/Pacific Islander (0) included in *Other*.

Forty-nine percent (226) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age and 29% (134) were between 26 and 30 years of age (Table 49). Sixty-three percent (41) of the CRNA graduates and 47% of the NP graduates were between 31 and 40 years of age.

**Table 49. Age of Graduates from APRN Programs in LA (2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>NP</b> <b>Total = 396</b>	0	0%	6	2%	114	29%	185	47%	69	17%	19	5%	3	0.8%
<b>CNS</b> <b>Total = 2</b>	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	1	50%
<b>CRNA</b> <b>Total = 65</b>	0	0%	0	0%	20	31%	41	63%	4	6%	0	0%	0	0%
<b>Total = 463</b>	0	0%	6	1%	134	29%	226	49%	74	16%	19	4%	4	0.9%

### 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 2018-2019, 377 APRN candidates sat for their respective certification exams. Three hundred and fifty-nine (359) candidates successfully passed their certification exams resulting in a 95.23% passage rate for the state (Table 50).

**Table 50. Overall Performance on APRN Certification Exams by Graduates of Louisiana's APRN Programs (2015-2019)**

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
<b>2019</b>	377	359	95.23
<b>2018</b>	354	339	95.76
<b>2017</b>	368	346	94.02
<b>2016</b>	351	324	92.31
<b>2015</b>	339	326	96.17
<b>1- &amp; 5-Year Variance</b>	<b>↑6% / ↑11%</b>	<b>↑6% / ↑10%</b>	<b>↓0.6% / ↓1%</b>

### Graduate Nursing Programs in Louisiana Offering Non-Licensure Graduate Nursing Degrees

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).

**Table 51. Non-Licensure Graduate Nursing Programs in Louisiana (2018-2019)**

<b>Master's Program</b>	<b>Role/Focus</b>	<b>Degree/Certificate</b>
<b>Grambling State University</b>	Nursing Education	MSN
<b>Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)</b> <ul style="list-style-type: none"> <li>• McNeese State University</li> <li>• Nicholls State University</li> <li>• Southeastern Louisiana University</li> <li>• University of Louisiana at Lafayette</li> </ul>	Nursing Education Nurse Executive	MSN MSN
<b>Loyola University</b>	Nursing Education Executive Leadership / Nurse Administration Healthcare Systems Administration & Leader	MSN/ Post-Master's Post-Masters DNP  MSN
<b>LSU Health Science Center</b>	Nurse Educator Executive Nurse Leader  Clinical Nurse Leader Public/Community Health  Nursing	MSN Post Masters DNP; BSN-DNP MSN Post Masters DNP; BSN-DNP DNS
<b>Northwestern State University</b>	Nursing Education Nursing Administration	MSN MSN
<b>Southeastern Louisiana University</b>	Population - Aggregate	Post Master's DNP
<b>Southern University</b>	Nursing Education Nursing Administration Nursing	MSN MSN PhD
<b>University of Louisiana Lafayette</b>	Aggregate Systems Focus	Post Master's DNP
<b>University of Louisiana Monroe</b>	Clinical Nurse Leader – Nurse Administrator	MSN

**Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2018-2019**

In the 2018-2019 report year, 163 RNs were admitted to Louisiana's non-licensure graduate nursing programs, which represents a 15% decrease in number when compared to 2017-2018 (Table 52). Thirty-three percent (54) of the RNs were admitted to postmaster's DNP programs that do not lead to licensure which represents a 42% increase in number when compared to the previous year. In contrast, there was a 52% decrease in the number of RNs that were admitted to nursing administration/executive programs compared to a 65% increase reported in the previous report year.

**Table 52. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2015-2019)**

Report Year	No. of Students Admitted to Nursing Education Programs	No. of Students Admitted to Nursing Administration/ Executive Programs Traditional and Post-Masters DNP	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
2019	45 (28%)	43 (26%)	12 (7%)	54 (33%)	*163
2018	44	89	19	38	191
2017	35	54			89
2016	19	115			134
2015	22	192			163
1- & 5-Year Variance	↑2% / ↑105%	↓52% / ↓78%	↓37%	↑42%	↓15% / 0%

Note: Students admitted to the PhD in Nursing Program (7) and DNS program (2) were included in the total number.

### Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2018-2019 report year, a total of 338 RNs were enrolled in Louisiana's non-licensure graduate nursing programs (Table 53). Thirty percent (101) were enrolled in post-master's DNP programs, 29% (98) were enrolled in nursing administration/executive programs and 22% (75) were enrolled in nursing education programs.

**Table 53. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2015-2019)**

Report Year	No. of Students Enrolled in Nursing Education Programs	No. of Students Enrolled in Nursing Administration/ Executive Programs Traditional, Post-Masters DNP and BSN-DNP	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
2019	75 (22%)	98 (29%)	33 (10%)	101 (30%)	*338
2018	72	156	20	80	329
2017	64	168			232
2016	41	284			325
2015	28	309			337
1- and 5-Year Variance	↑4% / ↑168%	↓37% / ↓68%	↑65%	↑26%	↑3% / ↑0.3%

Note: Students enrolled in the Public Community Health Non-Licensure Graduate Program (1); PhD in Nursing Program (9); and DNS Program (21) 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 were female (93%), an increase of two percentage points when compared to the previous report year. There was an eleven percent decrease in the number of male students enrolled.

**Table 54. Gender of Students Enrolled in Non-Licensure Graduate Programs in Louisiana (2015-2019)**

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2019	25	7%	313	93%	338
2018	28	9%	301	91%	329
2017	15	6%	217	94%	232
2016	28	9%	297	91%	325
2015	13	4%	324	96%	337
1- & 5-Year Variance	↓11% / ↑92%		↑4% / ↓3%		↑3% / ↑0.3%

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

Thirty-eight percent (129) of the RNs enrolled in non-licensure graduate programs were minorities (Table 55), which is equivalent to the 2017-2018 report. There was a 21% increase in the number of Black/African American RNs enrolled, a 60% decrease in the number of Asian RNs and no change in the number of Hispanic/Latino RNs enrolled.

**Table 55. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2015-2019)**

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2019	209	62%	103	30%	8	2%	4	1%	14	4%
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%
1- & 5-Year Variance	↑3% / ↓7%		↑21% / ↑32%		0% / ↑100%		↓60% / 0%		↓39% / ↓46%	

Note: American Indian/Alaska Native (1), Native Hawaiian/Pacific Islander (0) included in *Other*, Total=338.

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

In 2018-2019, approximately 66% of the students enrolled in Louisiana's non-licensure graduate nursing programs were between 31-40 years of age (33%) and 41-50 years of age (33%). As seen in Table 56, there was a 57% decrease in enrollees that were between 21 and 25 and an 11% decrease in those between 26 and 30. There was a 100% increase in the number of RNs enrolled in non-licensure graduate nursing programs that were 61+ years old.

**Table 56. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2015-2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2019	0	0%	3	0.9%	34	10%	112	33%	110	33%	65	19%	14	4%
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%
1- & 5-Year Variance	0% / 0%		↓57%/↓73%		↓11% / 0%		↑10%/↓9%		↑5%/↑1%		↑10%/↑20%		↑100%/↑133%	

Note: Total (2019) = 338

### Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2018-2019 report year, 58% of the graduates from non-licensure graduate nursing programs were from Nursing Administration/Executive programs compared to 70% in 2017-2018 (Table 57). The number of APRNs graduating from post-master's DNP programs more than doubled when compared to the previous report year (27 graduates in 2018-2019; 11 graduates in 2017-2018). Although there was a 34% decrease in the number of RNs graduating from Louisiana's non-licensure graduate programs between 2015 and 2019, in the current report year there was a 20% increase in the number of graduates. Only two percent of the graduates were from Louisiana's PhD in nursing program.

**Table 57. Graduates from Non-Licensure Graduate Nursing Programs in Louisiana According to Program Type (2015-2019)**

Report Year	No. of Nursing Education Graduates		No. of Nursing Administration/ Executive Graduates		No. of Graduates from Clinical Nurse Leader Programs		No. of Graduates from Post-Masters DNP Non-APRN Programs		Total No. of Graduates from Non-Licensure Graduate Nursing Programs
	#	%	#	%	#	%	#	%	
2019	15	14%	62	58%	1	1%	27	25%	107
2018	15	17%	62	70%	1	1%	11	12%	89
2017	10	11%	78	89%					88
2016	10	5%	206	95%					216
2015	11	7%	151	93%					162
1- & 5-Year Variance	0% / ↑36%		0% / ↓59%		0%		↑145%		↑20% / ↓34%

Note: Graduates from PhD Programs (2) were included in the final total.

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

Females represented 90% of the graduates from Louisiana's non-licensure graduate nursing programs in 2018-2019, while males represented ten percent compared to five percent in the previous report year (Table 58). Twenty-two percent (six) of the graduates from postmaster's DNP non-licensure programs and 13% from nursing education programs were males.

**Table 58. Gender of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2019)**

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
Education	2	13%	13	87%	15
Administration/Executive	3	5%	59	95%	62
Post Masters DNP Non-APRN	6	22%	21	78%	27
Total	11	10%	96*	90%	*107

\*Graduates from the Clinical Nurse Leader Program (1 Female) and the PhD Program (2 Females) were included in the final total.

In 2018-2019, 40% (43) of the 107 graduates from non-licensure graduate nursing programs in Louisiana were minorities, which is an increase of nine percentage points when compared to 2017-2018 (Table 59). There were no Hispanic/Latino or Asian graduates from nurse educator programs or postmaster's DNP non-APRN programs which was consistent with the previous report year.

**Table 59. Racial Distribution of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2019)**

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Education (15)	11	73%	4	27%	0	0%	0	0%	0	0%
Administration/Executive (62)	38	61%	14	23%	2	3%	4	6%	4	6%
Post Masters DNP Non-APRN (27)	14	52%	12	44%	0	0%	0	0%	1	4%
Total (107)	64*	60%	32*	30%	2	2%	4	4%	5	5%

\*Graduates from the Clinical Nurse Leader Program (1 White) and the PhD Program (2 Black/African American) were included in the final total.

As depicted in Table 60, approximately 74% (79) of the graduates from non-licensure graduate nursing programs in Louisiana were between 41-50 years of age (42%) and 31-40 years of age (32%).

**Table 60. Age of Graduates from Non-Licensure Graduate Nursing Programs in LA (2019)**

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Total (15)	0	0%	0	0%	3	20%	7	47%	2	13%	1	7%	2	13%
Administration Total (62)	0	0%	0	0%	6	10%	21	34%	28	45%	7	11%	0	0%
Post Masters DNP Non-APRN (27)	0	0%	0	0%	0	0%	6	22%	13	48%	5	19%	3	11%
Total (107)	0	0%	0	0%	9	8%	34	32%	45*	42%	14*	13%	5	5%

\*Graduates from the Clinical Nurse Leader Program (1: 41-50) and the PhD Program (1: 41-50; 1: 51-60) were 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 (253) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field during the 2018-2019 report year (Table 61). There was a 20% increase in the number of graduate nurse faculty holding a doctorate in nursing compared to an eight percent decrease observed in the previous report year. Over the last five years there has been a 74% increase in the number of doctoral prepared faculty teaching in Louisiana's graduate nursing programs. 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
2019	198 (59%)	55 (16%)	74 (22%)	11 (3%)	338
2018	165	59	66	9	299
2017	179	44	53	18	294
2016	141	44	49	9	243
2015	114	23	40	8	185
1- & 5-Year Variance	↑20% / ↑74%	↓7% / ↑139%	↑12% / ↑85%	↑22% / ↑38%	↑13% / ↑83%

According to Table 62, there was a 35% increase in the number of faculty holding a DNP in 2018-2019 with a 149% increase over the past five years. The number of PhDs decreased by one going from 38 in 2017-2018 to 37 in 2018-2019. There was also a seven percent decrease in the number of graduate nurse faculty with 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
2019	29 (11%)	132 (52%)	37 (15%)	55 (22%)	253
2018	29	98	38	59	224
2017	39	101	39	44	223
2016	33	76	32	44	185
2015	28	53	33	23	137
1 & 5 Year Variance	0% / ↑4%	↑35% / ↑149%	↓3% / ↑12%	↓7 / ↑139%	↑13% / ↑85%



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

A total of 338 nurse faculty taught at some point and time in the graduate nursing programs during the 2018-2019 report year (Table 63). There were 120 filled full-time graduate nurse faculty positions reported statewide which reflects a 21% decrease in number compared to the 12% increase in the previous report year. There were 37 new faculty appointments (52 in 2017-2018) which represents a 29% decrease in number.

**Table 63. Faculty Positions in Graduate Nursing Programs in LA (2015-2019)**

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
2019	120	338	29	5	37
2018	151	299	24	5	52
2017	135	294	15	13	34
2016	120	240	18	11	26
2015	109	192	27	16	18
1- & 5-Year Variance	↓21% / ↑10%	↑13% / ↑76%	↑21% / ↑7%	0% / ↓69%	↓29% / ↑106%

## 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 2018-2019 for one of the following reasons: resignations (15), retirements (7), contract ended (5) and terminations (4). There were six faculty on leave during the 2018-2019 report year compared to one faculty in 2017-2018.

**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
2019	6	15	7 Retirements / 3 Contracts Ended/ 4 Terminations / 0 Deceased
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
1- & 5-Year Variance	↑500% / ↑500%	↓17% / ↑150%	↑17% / ↑75% Retirements ↓40% / ~ Contracts Ended

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

As noted in Table 65, although there was a nine percent increase in the number of graduate nurse faculty that were males during the current report year, the majority of faculty teaching in graduate nursing programs in Louisiana are female (86%).

**Table 65. Gender Distribution of Graduate Nursing Faculty**

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2019	48	14%	290	86%	338
2018	44	15%	255	85%	299
2017	48	16%	246	84%	294
2016	37	15%	203	85%	240
2015	32	17%	160	83%	192
1- & 5-Year Variance	↑9% / ↑50%		↑14% / ↑81%		↑13% / ↑76%

Twenty-two percent (76) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the 2018-2019 report year which is consistent with the previous report year (Table 66).

**Table 66. Ethnicity of Graduate Nursing Faculty (2015-2019)**

Ethnicity of Graduate Nursing Faculty	2015		2016		2017		2018		2019		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
White	149	78%	193	80%	235	80%	232	78%	262	78%	↑13%    ↑76%
Black/African American	39	20%	44	18%	49	17%	60	20%	67	20%	↑12%    ↑72%
Hispanic/Latino	1	0.5%	0	0%	3	1%	3	1%	4	1%	↑33%    ↑300%
Asian	1	0.5%	1	0.4%	3	1%	3	1%	2	0.6%	↓33%    ↑100%
American Indian/Alaska Native	2	1%	0	0%	0	0%	0	0%	1	0.3%	~        ↓50%
Other	0	0%	2	1%	4	1%	1	0.3%	2	0.6%	↑100%    ~
Total	192	100%	240	100%	294	100%	299	100%	338	100%	↑13%    ↑76%

Over half (52%) of the faculty teaching in graduate nursing programs in Louisiana were 51+ years of age in 2018-2019 and 27% were 61+ years (Table 67).

**Table 67. Age Distribution of Graduate Nursing Faculty (2015-2019)**

Age Category	2015		2016		2017		2018		2019		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
<b>30 and younger</b>	1	1%	3	1%	2	1%	2	1%	3	0.9%	↑50%    ↑200%
<b>31-40</b>	29	15%	44	18%	59	20%	63	21%	63	19%	0%    ↑117%
<b>41-50</b>	50	26%	61	25%	72	24%	79	26%	93	28%	↑18%    ↑86%
<b>51-55</b>	27	14%	35	15%	32	11%	31	10%	42	12%	↑35%    ↑56%
<b>56-60</b>	33	17%	38	16%	50	17%	43	14%	45	13%	↑5%    ↑36%
<b>61-65</b>	31	16%	38	16%	51	17%	52	17%	51	15%	↓2%    ↑65%
<b>66-70</b>	15	8%	15	6%	22	7%	26	9%	34	10%	↑31%    ↑127%
<b>&gt;71</b>	6	3%	6	3%	6	2%	3	1%	7	2%	↑133%    ↑17%
<b>Total</b>	192		240		294		299		338		

## **THE 2019 NURSE SUPPLY REPORT**

The 2019 Nurse Supply Report will be published as an addendum report at a later date. The 2020 licensure renewal data, which is an integral component of the 2019 Nurse Supply Report, was not available at the time of publication of the 2019 LSBN Annual Report. The LSBN IT Department has been working closely with the Optimal Regulatory Board System (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 will be prepared by the Center for Nursing. Please do not hesitate to contact Dr. Cynthia Bienemy, Director of the LSBN Center for Nursing at [lcen@lsbn.state.la.us](mailto:lcen@lsbn.state.la.us) if you have any questions.

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

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 E.1.a*  
<https://www.lsbns.state.la.us/NursingPractice/Laws,Rules.aspx>

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 Summary of Strategic Plan, 2018-2020**



the clarion group  
REAL. CLEAR. INSIGHT.

## LOUISIANA STATE BOARD OF NURSING STRATEGY UPDATE MEETING SUMMARY

NOVEMBER 13, 2018

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west hartford, ct 06107  
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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.

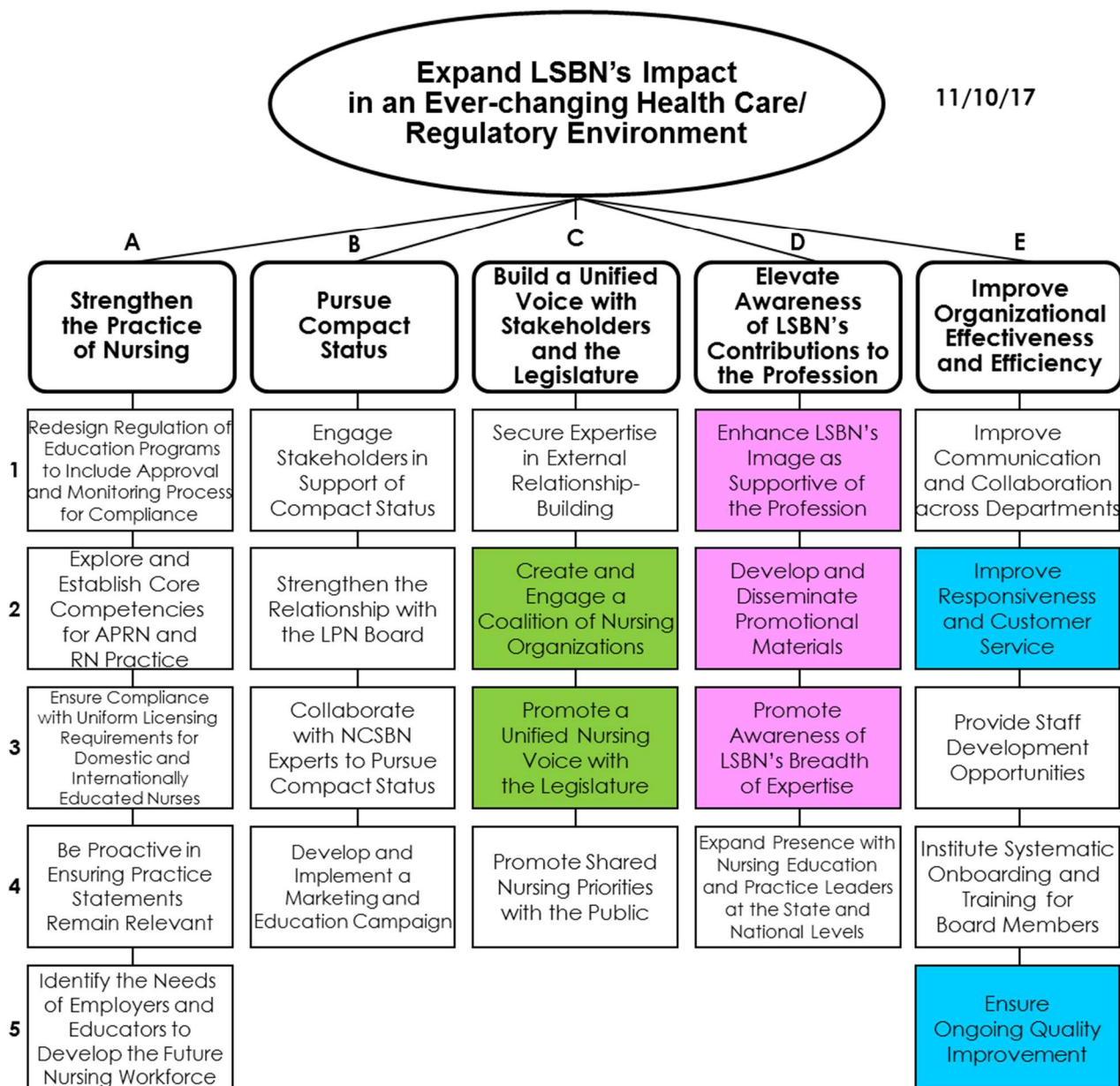
# Louisiana State Board of Nursing Strategic Plan: 2018-2020

**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

11/10/17



## 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<sup>o</sup> 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**

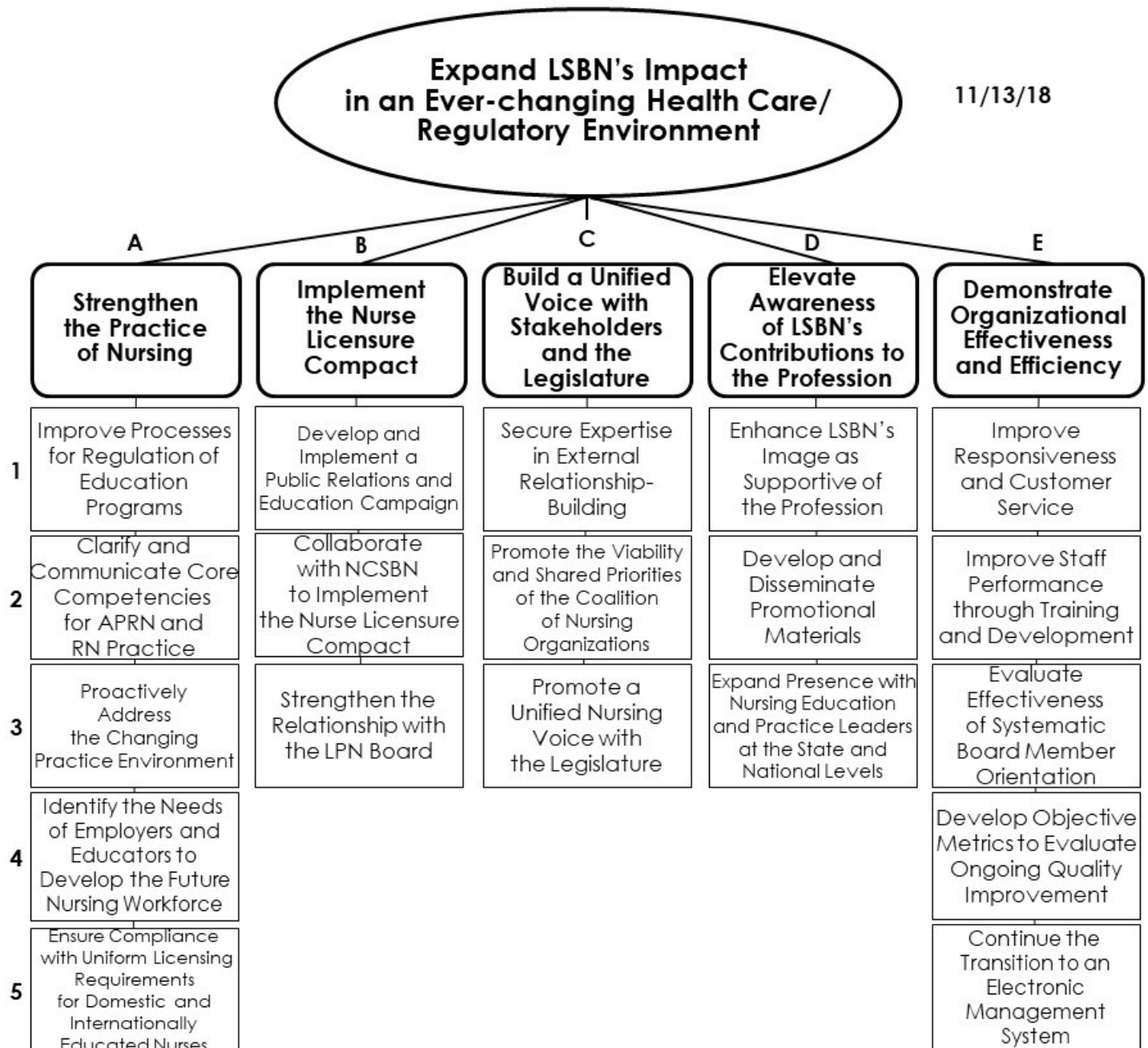
Based on the above input and the discussion that followed, the group developed the updated strategic map on the following page to guide LSBN over the next two years.

# 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

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>245</b>	<b>385</b>	<b>240</b>	<b>155</b>	<b>375</b>

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.

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	3	11	4	3	7
<b>2</b>	4	8	4	1	4
<b>3</b>	0	2	3	0	0
<b>4</b>	3	X	X	X	8
<b>5</b>	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.lsbnp.state.la.us](http://www.lsbnp.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:* Elaine C. Vallette, DrPH, RN  
*Program Manager:* Tawna Pounders, MNsc, RN  
**Approval Status: Full**

#### **BOSSIER PARISH COMMUNITY COLLEGE**

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

#### **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:*  
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  
*Program Director:*  
Lisa Hawthorne, PhD, RN, PHN, CNE  
**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 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, CNE  
*Director, ASN/BSN Programs:*  
Pamela Holcombe, MSN, RN, CNE  
*Senior Director:* Pamela Simmons, PhD, APRN, FNP-BC, CNE  
**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: Full**

**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  
*Interim Dean:* Kristine Stout, MSN, RN  
**Approval Status: Full**

## **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**

### **HERZING UNIVERSITY**

Department of Nursing  
2500 Williams Boulevard  
Kenner, LA 70062  
Phone: (504) 733-0074; Fax: (504) 733-0020  
*Program Chair:*

Sonia F. Clarke, RN, MSN, DNP

**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: Probation**

### **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:* Rhonda Johnson, EdD, CEN, MSN, 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  
*Dean:* Velma Westbrook, DNS, RN, MA  
*Associate Dean:* Rebecca Lyons, MSN, RN, CCRN  
*Department Head:* Dr. Angele Davis  
**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, CNE  
*Director, ASN/BSN Programs:* Pam Holcombe, MSN,  
RN, CNE  
*Senior Director:* Pamela Simmons, PhD, APRN, FNP-  
BC, CNE

**Approval Status: Full**

### **FRANCISCAN MISSIONARIES OF OUR LADY UNIVERSITY (Formerly 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  
*Dept. Head:* Dr. Kenneth Tillman  
**Approval Status: Full**

**SOUTHERN UNIVERSITY**

School of Nursing  
P.O. Box 11794  
Baton Rouge, LA 70813  
Phone: (225) 771-2166; Fax: (225) 771-2641  
*Dean:* Sandra Brown, DNS, APRN, FNP-BC, CNE, ANEF, FAANP, FAAN  
*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  
*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:* Alicia Lundstrom, PhD, RN, CNE  
*Undergraduate Academic Director:* Catherine Belden, PhD, DHSc, RN  
**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 Stewart-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, Certificate (non-licensure)

**Programs:** FNP (MSN, PMDNP)

FPMHNP (MSN, PMDNP)

AHNP (MSN)

AHCNS (MSN)

APMHNP (MSN)

Nurse Educator (MSN)

Nurse Executive (MSN)

Cardiovascular Nursing (Grad Cert (non-licensure))

### **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  
*Dean:* Velma Westbrook, DNS, RN, MA  
*Associate Dean:* Rebecca Lyons, MSN, RN, CCRN  
*Department Head:* Dr. Angele Davis

### **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, PM - DNP

**Programs:** AGCNS (BSN-DNP)  
FNP (primary care) (BSN-DNP, PM-DNP)  
NNP (BSN - DNP)  
CRNA (MSN, PMDNP, BSN-DNP)  
AGPCNP (BSN-DNP, PM-DNP)  
AGACNP (BSN-DNP, PM-DNP)  
Post Master's DNP  
Public/Comm. Health Nurse (BSN-DNP)  
PMHNP (DNP, PM-DNP)  
PNP – AC (BSN-DNP, PM-DNP)  
PNP – PC (BSN-DNP, PM-DNP)  
Nurse Educator (MSN)  
Executive Nurse Leader (BSN-DNP)  
Clinical Nurse Leader (MSN)  
AGACNP/AGCNS (Dual) (BSN-DNP)  
AGACNP/FNP Primary Care (Dual) (BSN-DNP)  
FNP Primary Care/PMHNP (Dual) (BSN-DNP)  
PNP-AC/AGACNP (Dual) (BSN-DNP)  
PNP-PC/PNP-AC (Dual) (BSN-DNP)

**NORTHWESTERN STATE UNIVERSITY OF LOUISIANA**

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, CNE

*Director, MSN/DNP Programs:* Connie Hale, DNP, APRN, FNP-BC

*Senior Director:* Pamela Simmons, PhD, APRN, FNP-BC, CNE

**Approval Status:** Full

**Degrees:** MSN, DNP

**Programs:** FNP (MSN, PMC)

PNP (MSN)

WHNP (MSN)

Adult Gerontology NP - Acute Care

(MSN, PMC)

Adult Gerontology NP – Primary Care (MSN)

Nurse Educator (MSN)

Nurse Administrator (MSN)

PMHNP (MSN, PMC)

Advanced Practice Nursing (APRN (Post-Masters) to DNP)

Organizational Systems Leadership (MSN (non-APRN) to DNP)

**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, PMC

**Programs:** CRNA (DNP)

Nurse Educator (MSN)

Nurse Administrator (MSN)

Family Nurse Practitioner (MSN, PMC)

**SOUTHERN UNIVERSITY**

School of Nursing

P.O. Box 11794

Baton Rouge, LA 70813

Phone: 225-771-2663

*Dean:* Sandra C. Brown, DNS, APRN, FNP-BC, CNE, ANEF, FAANP, FAAN

*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

*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

**Reapproved:** through February 16, 2023

## 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)

### **AUBURN UNIVERSITY**

School of Nursing  
710 South Donahue Drive  
Auburn, AL 36849-5505  
Phone: (334) 844-5665; Fax: (334) 844-4177  
*Director of Graduate Programs:*  
Barbara Wilder, PhD, CRNP

#### **Date of Approval:**

**Initial:** June 13, 2019 – June 13, 2020

**Degrees:** MSN

**Programs:** Primary Care Nurse Practitioner

### **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

### **GEORGETOWN UNIVERSITY Continued**

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

**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

**MARYVILLE UNIVERSITY Continued**

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. 59<sup>th</sup> 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:* Dr. Lepaine Sharpe-McHenry

**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

**TEXAS CHRISTIAN UNIVERSITY Continued**

**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:*

Terri Kane, DNAP, CRNA

**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, 2022

**Degrees:** MSN, BSN-DNP, MSN-DNP, PMC

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

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**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/PC (Dual)

(MSN, DNP)

AGNP/WHNP (Dual) (MSN, DNP)

WHNP (MSN, DNP)

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**Program:** AGACNP

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**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)

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School of Nursing

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**Dates of Approval:**

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**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, 2019.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
<b>Associate Degree</b>			
BPCC	47	45	95.74
BRCC	45	42	93.33
Delgado CC	212	201	94.81
Fletcher Technical CC	14	13	92.86
Louisiana Delta CC	27	26	96.30
LSU Alexandria	63	58	92.06
LSU Eunice	63	55	87.30
Louisiana Tech University	53	52	98.11
Northwestern State University	140	132	94.29
South Louisiana CC	34	34	100.00
Southern University Shreveport	70	63	90.00
SOWELA Technical CC	22	22	100.00
<b>Total</b>	<b>790</b>	<b>743</b>	<b>94.05</b>
<b>Diploma</b>			
Baton Rouge General	71	66	92.96
<b>Total</b>	<b>71</b>	<b>66</b>	<b>92.96</b>
<b>Baccalaureate</b>			
Dillard University	10	8	80.00
Franciscan Missionaries of Our Lady University	87	87	100.00
Louisiana College	21	12	57.14
LSU Health Science Center	222	218	98.20
McNeese State University	58	57	98.28
Nicholls State University	115	106	92.17
Northwestern State University	165	157	95.15
Southeastern LA University	149	145	97.32
Southern University BR	82	68	82.93
University of Holy Cross	38	38	100.00
University of LA Lafayette	138	136	98.55
University of LA Monroe	98	95	96.94
<b>Total</b>	<b>1,183</b>	<b>1,127</b>	<b>95.27</b>
<b>GRAND TOTAL</b>	<b>2,044</b>	<b>1,936</b>	<b>94.72</b>

**Appendix C2**  
**Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2004-2019)**

<b>YEAR</b>	<b>APPLICANTS</b>	<b>ADMISSIONS</b>	<b>ENROLLMENT Clinical Nursing Courses</b>	<b>ENROLLMENT All Nursing Majors</b>	<b>QUALIFIED APPLICANTS NOT ADMITTED</b>	<b>GRADUATES</b>
2019	4,889	3,390	6,476	14,170	1,499	2,009
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

**Appendix C3**  
**Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree**  
**Programs in Nursing (2015-2019)**

<b>Program</b>	<b>Qualified Applicants</b>					<b>Admissions</b>				
<b><u>Associate Degree</u></b>	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Baton Rouge CC	104	120	92	125	261	47	62	65	76	64
Bossier Parish CC	213	215	203	175	280	86	80	80	90	90
Delgado	576	601	726	706	609	315	311	395	441	455
Fletcher Tech CC	49	54	87	61	48	20	20	21	20	20
LSU Alexandria	182	127	138	131	142	131	127	138	131	142
LSU Eunice	105	130	164	144	176	63	65	90	95	106
Louisiana Delta	122	83	91	110	135	56	52	44	43	47
Louisiana Tech	155	161	187	186	185	74	74	91	88	95
Northwestern	102	119	178	231	211	102	119	178	207	211
South Louisiana CC	76	112	138	43	71	40	40	40	40	63
Southern Univ. at Shreveport	117	88	99	75	79	117	88	99	71	63
SOWELA Technical CC	N/A	20	37	49	55		20	37	49	50
<b>TOTAL</b>	1,801	1,830	2,140	2,036	2,252	1,051	1,058	1,278	1,351	1,406
<b><u>Baccalaureate</u></b>										
Chamberlain	N/A	N/A	N/A	67	122	N/A	N/A	N/A	67	122
Dillard	27	14	0	0	25	27	12	0	0	25
Grambling	0	0	0	4	6	0	0	0	4	6
Herzing	0	0	0	0	26	0	0	0	0	26
Louisiana College	39	46	32	44	38	39	32	32	44	38
LSU Health Sciences Center	414	255	314	341	289	253	208	277	282	267
McNeese	133	141	107	119	118	121	92	107	116	118
Nicholls	179	184	253	251	298	127	126	152	167	163
Northwestern	195	173	213	267	281	147	173	213	223	261
Franciscan Missionaries of Our Lady University	179	103	132	125	118	179	103	132	125	118
Southeastern	276	255	279	286	383	173	182	192	194	185
Southern BR	403	416	363	401	375	194	168	159	174	205
University of Holy Cross	74	66	79	71	69	57	51	62	60	62
UL Lafayette	191	198	270	271	279	191	189	220	220	220
UL Monroe	92	110	130	209	125	92	110	127	128	125
William Carey	N/A	N/A	N/A	13	85	N/A	N/A	N/A	13	43
<b>TOTAL</b>	2,202	1,961	2,172	2,469	2,637	1,600	1,446	1,673	1,817	1,984
<b><u>Diploma</u></b>										
Baton Rouge Gen. Med. Ctr.	63	69	89	86	0	39	37	44	30	0
<b>TOTAL</b>	63	69	89	86	0	39	37	44	30	0
<b>GRAND TOTAL</b>	4,088	3,860	4,401	4,591	4,889	2,712	2,541	2,995	3,198	3,390



**Appendix C4**  
**Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN  
Licensure Programs in 2018-2019**

Nursing Programs	Number of Qualified Applicants Not Admitted	Ranking of Reasons for Non-Admission of Qualified Applicants (1 = Most Important to 7 = Least Important; 0 = Not Applicable)							
		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
<b><u>Associate Degree</u></b>									
Baton Rouge Comm. Coll.	197	2	1	3	6	4	5	7	0
Bossier	190	6	7	3	4	5	2	1	0
Delgado	154	3	2	1	4	5	7	6	0
Fletcher Tech Comm. Coll.	28	3	1	2	5	7	6	4	0
LSU Alexandria	0	0	0	0	0	0	0	0	0
LSU Eunice	70	1	2	3	0	0	0	0	0
Louisiana Delta College	88	4	3	1	2	5	7	6	0
Louisiana Tech	90	2	0	3	1	0	0	0	0
Northwestern State	0	0	0	0	0	0	0	0	0
South Louisiana Comm. Coll.	8	3	4	7	6	5	1	2	1
Southern Univ. Shreveport	16	0	0	0	0	0	0	0	1
SOWELA Technical CC	5	3	2	1	7	6	5	4	0
<b>Total</b>	<b>846</b>	<b>27</b>	<b>22</b>	<b>24</b>	<b>35</b>	<b>37</b>	<b>33</b>	<b>30</b>	<b>2</b>
<b><u>Baccalaureate Degree</u></b>									
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
Herzing	0	0	0	0	0	0	0	0	1
Louisiana College	0	0	0	0	0	0	0	0	0
LSU Hlth Science Cntr	22	2	1	6	3	4	5	7	0
McNeese State	0	0	0	0	0	0	0	0	0
Nicholls State	135	0	0	0	0	0	0	0	1
Northwestern State	20	1	2	3	4	5	6	7	0
Franciscan Missionaries of Our Lady University	0	0	0	0	0	0	0	0	0
Southeastern	198	1	3	2	4	5	7	6	0
Southern BR	170	2	3	1	6	7	4	5	0
University of Holy Cross	7	1	3	2	4	5	6	7	0
UL Lafayette	59	1	3	2	6	7	4	5	0
UL Monroe	0	0	0	0	0	0	0	0	0
William Carey	42	0	0	0	0	0	0	0	1
<b>Total</b>	<b>653</b>	<b>8</b>	<b>15</b>	<b>16</b>	<b>27</b>	<b>33</b>	<b>32</b>	<b>37</b>	<b>4</b>
<b><u>Diploma</u></b>									
Baton Rouge General	0	2	3	1	4	5	6	7	0
<b>Total</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>0</b>
<b>Grand Total</b>	<b>1,499</b>	<b>37</b>	<b>40</b>	<b>41</b>	<b>66</b>	<b>75</b>	<b>71</b>	<b>74</b>	<b>6</b>

**Appendix C5**  
**Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana**  
**during the 2018-2019 Report Year**

PROGRAM	Male		Female		Total No.
	No.	%	No.	%	
<b><u>Associate Degree</u></b>					
Baton Rouge Community College	9	9	96	91	105
Bossier	12	10	105	90	117
Delgado	80	11	656	89	736
Fletcher Technical Comm. Coll.	1	6	17	94	18
LSU Alexandria	26	12	195	88	221
LSU Eunice	23	15	133	85	156
Louisiana Delta	5	6	76	94	81
Louisiana Tech	27	17	130	83	157
Northwestern	40	11	316	89	356
South Louisiana Community Coll.	13	13	88	87	101
Southern Univ. at Shreveport	12	11	99	89	111
SOWELA Technical CC	13	13	90	87	103
<b>Total</b>	<b>261</b>	<b>12</b>	<b>2,001</b>	<b>88</b>	<b>2,262</b>
<b><u>Baccalaureate</u></b>					
Chamberlain	16	10	148	90	164
Dillard	2	7	28	93	30
Grambling	3	30	7	70	10
Herzing	0	0	0	0	0
LA College	23	32	48	68	71
LSU Health Science Center	116	15	652	85	768
McNeese State	27	10	232	90	259
Nicholls State	63	14	391	86	454
Northwestern	64	15	350	85	414
FMOLU	38	14	225	86	263
Southeastern	47	12	335	88	382
Southern BR	30	8	363	92	393
University of Holy Cross	11	8	134	92	145
UL Lafayette	45	10	385	90	430
UL Monroe	39	13	271	87	310
William Carey	4	8	45	92	49
<b>Total</b>	<b>528</b>	<b>13</b>	<b>3,614</b>	<b>87</b>	<b>4,142</b>
<b><u>Diploma</u></b>					
Baton Rouge General	3	4	69	96	72
<b>Total</b>	<b>3</b>	<b>4</b>	<b>69</b>	<b>96</b>	<b>72</b>
<b>Grand Total</b>	<b>792</b>	<b>12</b>	<b>5,684</b>	<b>88</b>	<b>6,476</b>

### Appendix C6

#### Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2018-2019 Report Year

Nursing Education Programs	Hispanic		Asian		Black		White		Other		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
<b><u>Associate Degree</u></b>											
Baton Rouge Comm. Coll.	0	0	5	5	24	23	64	61	12	11	105
Bossier	4	3	1	1	22	19	87	74	3	3	117
Delgado	75	10	36	5	223	30	362	49	40	5	736
Delta Comm. College	2	2	3	4	15	19	60	74	1	1	81
Fletcher Tech Comm Coll.	0	0	1	6	2	11	15	83	0	0	18
LSU Alexandria	3	1	4	2	36	7	155	70	23	10	221
LSU Eunice	0	0	1	1	21	13	124	79	10	6	156
Louisiana Tech	4	3	2	1	5	3	137	87	9	6	157
Northwestern State	20	6	4	1	69	19	241	68	22	6	356
South LA Comm. Coll.	6	6	4	4	28	28	62	61	1	1	101
Southern Univ. Shreveport	1	1	0	0	87	78	20	18	3	3	111
SOWELA Technical CC	7	7	0	0	21	19	72	70	3	3	103
<b>Total</b>	<b>122</b>	<b>5</b>	<b>61</b>	<b>3</b>	<b>553</b>	<b>24</b>	<b>1,399</b>	<b>62</b>	<b>127</b>	<b>6</b>	<b>2,262</b>
<b><u>Baccalaureate</u></b>											
Chamberlain	19	12	5	3	71	43	62	38	7	4	164
Dillard	0	0	0	0	16	53	0	0	14	47	30
Grambling	0	0	0	0	9	90	1	10	0	0	10
Herzing	0	0	0	0	0	0	0	0	0	0	0
Louisiana College	3	4	1	1	18	25	49	69	0	0	71
LSU Health Science Center	56	7	36	5	89	12	568	74	19	2	768
McNeese State	8	3	2	1	33	13	202	78	14	5	259
Nicholls State	11	2	4	1	55	12	358	79	26	6	454
Northwestern State	39	9	5	1	98	24	234	57	38	9	414
FMOLU	28	11	8	3	33	13	182	69	12	5	263
Southeastern	28	7	15	4	33	9	290	76	16	4	382
Southern BR	7	2	8	2	346	88	32	8	0	0	393
University of Holy Cross	21	14	3	2	41	28	75	52	5	3	145
UL Lafayette	36	8	6	1	58	13	316	73	14	3	430
UL Monroe	4	1	9	3	48	15	221	71	28	9	310
William Carey	0	0	0	0	13	27	36	73	0	0	49
<b>Total</b>	<b>260</b>	<b>6</b>	<b>102</b>	<b>3</b>	<b>961</b>	<b>23</b>	<b>2,626</b>	<b>63</b>	<b>193</b>	<b>5</b>	<b>4,142</b>
<b><u>Diploma</u></b>											
Baton Rouge General	2	3	2	3	12	16	55	73	1	1	72
<b>Total</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>12</b>	<b>16</b>	<b>55</b>	<b>73</b>	<b>1</b>	<b>1</b>	<b>72</b>
<b>Grand Total</b>	<b>384</b>	<b>6</b>	<b>165</b>	<b>3</b>	<b>1,526</b>	<b>24</b>	<b>4,080</b>	<b>63</b>	<b>321</b>	<b>5</b>	<b>6,476</b>

**Appendix C7**  
**Data on pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education as of October 15, 2019**

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.
<b><u>Associate Degree</u></b>									
BRCC	15	14.3	0	0	3	2.9	18	17.1	105
Bossier Parish CC	10	8.5	7	6.0	3	2.6	20	17.1	117
Delgado	84	11.4	0	0	155	21.1	239	32.5	736
Fletcher Tech. CC	2	11.1	4	22.2	4	22.2	10	55.6	18
Louisiana Delta CC	32	39.5	5	6.2	13	16.0	50	61.7	81
LSU Alexandria	26	11.8	0	0	13	5.9	39	17.6	221
LSU Eunice	16	10.3	0	0	0	0	16	10.3	156
Louisiana Tech	1	1.0	5	3.2	7	4.5	13	8.3	157
Northwestern	88	24.7	59	16.6	59	16.6	206	57.9	356
Southern Shreveport	49	44.1	11	9.9	6	5.4	66	59.5	111
South Louisiana CC	46	45.5	6	5.9	12	11.9	64	63.4	101
SOWELA Tech CC	20	19.4	6	5.8	16	15.5	42	40.8	103
<b>Total</b>	<b>389</b>	<b>17.2</b>	<b>103</b>	<b>4.6</b>	<b>291</b>	<b>12.9</b>	<b>783</b>	<b>34.6</b>	<b>2,262</b>
<b><u>Baccalaureate</u></b>									
Chamberlain	16	9.8	0	0	0	0	16	9.8	164
Dillard	4	13.3	1	3.3	3	10	8	26.7	30
Grambling	0	0	0	0	2	20	2	20	10
Herzing	0	0	0	0	0	0	0	0	0
Louisiana College	1	1.4	5	7.0	32	45.1	38	53.5	71
LSU Hlth Science	0	0	0	0	115	15.0	115	15.0	768
McNeese State	4	1.5	4	1.5	18	7.0	26	10.0	259
Nicholls State	30	6.6	9	2.0	21	4.6	60	13.2	454
Northwestern	31	7.5	53	12.8	34	8.2	118	28.5	414
FMOLU	5	1.9	2	0.8	20	7.6	27	10.3	263
Southeastern	10	2.6	0	0	0	0	10	2.6	382
Southern BR	1	0.3	0	0	28	7.1	29	7.4	393
Univ. of Holy Cross	3	2.1	0	0	5	3.4	8	5.5	145
UL Lafayette	0	0	1	0.2	16	3.7	17	4.0	430
UL Monroe	6	2.0	8	2.6	11	3.5	25	8.1	310
William Carey	0	0	0	0	4	8.2	4	8.2	49
<b>Total</b>	<b>111</b>	<b>2.7</b>	<b>83</b>	<b>2.0</b>	<b>309</b>	<b>7.5</b>	<b>503</b>	<b>12.1</b>	<b>4,142</b>
<b><u>Diploma</u></b>									
Baton Rouge Gen.	4	5.6	8	11.1	11	15.3	23	31.9	72
<b>Total</b>	<b>4</b>	<b>5.6</b>	<b>8</b>	<b>11.1</b>	<b>11</b>	<b>15.3</b>	<b>23</b>	<b>31.9</b>	<b>72</b>
<b>GRAND TOTAL</b>	<b>504</b>	<b>7.8</b>	<b>194</b>	<b>3.0</b>	<b>611</b>	<b>9.4</b>	<b>1,309</b>	<b>20.2</b>	<b>6,476</b>

**Appendix C8**  
**Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs**  
**(2014–2019)**

<b>Nursing Program</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>Projected 2020</b>
<b><u>Associate</u></b>							
Baton Rouge Community College	67	47	38	26	29	46	45
Bossier Parish Community College	45	59	52	57	56	44	70
Delgado	270	272	278	219	172	213	230
Fletcher Tech/Comm. College	0	44	11	11	17	14	18
LSU Alexandria	42	59	53	75	49	62	62
LSU Eunice	41	38	44	37	65	63	79
Louisiana Delta	26	30	29	44	30	27	39
Louisiana Tech	40	46	37	47	60	53	51
Northwestern	85	102	88	78	97	139	160
South Louisiana Community College	0	0	23	31	41	34	37
Southern Univ. at Shreveport	52	37	46	40	48	70	45
SOWELA Technical Comm. College	-	-	0	0	13	22	35
<b><u>Total</u></b>	<b>668</b>	<b>734</b>	<b>699</b>	<b>665</b>	<b>677</b>	<b>787</b>	<b>871</b>
<b><u>Baccalaureate</u></b>							
Chamberlain	N/A	N/A	N/A	N/A	0	0	4
Dillard	38	13	47	13	24	8	6
Grambling	54	57	4	0	0	0	0
Herzing	-	-	-	-	-	0	0
Louisiana College	29	33	43	33	22	20	30
LSU Health Science Center	177	188	201	207	223	222	262
McNeese State	145	116	133	87	90	58	95
Nicholls State	112	99	94	108	101	117	135
Northwestern	114	130	136	138	144	167	149
FMOLU	33	188	170	123	91	87	84
Southeastern	219	157	159	131	132	152	150
Southern	100	104	59	132	97	82	114
University of Holy Cross	50	38	52	36	45	38	37
UL Lafayette	128	98	129	110	116	139	154
UL Monroe	72	67	70	63	91	98	97
William Carey	14	N/A	N/A	N/A	0	0	20
<b><u>Total</u></b>	<b>1,217</b>	<b>1,231</b>	<b>1,293</b>	<b>1,181</b>	<b>1,176</b>	<b>1,188</b>	<b>1,337</b>
<b><u>Diploma</u></b>							
Baton Rouge Gen. Med. Center	26	25	36	31	32	34	38
<b><u>Total</u></b>	<b>26</b>	<b>25</b>	<b>36</b>	<b>31</b>	<b>32</b>	<b>34</b>	<b>38</b>
<b>Grand Total</b>	<b>1,949</b>	<b>2,017</b>	<b>2,060</b>	<b>1,877</b>	<b>1,885</b>	<b>2,009</b>	<b>2,246</b>

# **APPENDIX D**

## **Enrollment and Graduates from APRN Programs in Louisiana**

### Appendix D1

#### ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA (2015-2019)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
<b>Grambling University</b>	N/A	N/A	N/A	N/A	N/A	26	20	26	27	35	N/A	N/A	N/A	N/A	N/A
<b>Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)</b>	0	0	0	0	0	220	554	474	445	475	N/A	N/A	N/A	N/A	N/A
<b>McNeese State University</b>															
<b>Nicholls State University</b>															
<b>Southeastern Louisiana Univ. of Louisiana-Lafayette</b>															
<b>LSU Health Science Center</b>	4	1	2	3	1	96	65	70	93	83	124	126	123	130	125
<b>Loyola Univ.</b>	N/A	N/A	N/A	N/A	N/A	80	85	123	169	180	N/A	N/A	N/A	N/A	N/A
<b>Northwestern St. Univ.</b>	0	0	0	0	0	208	239	216	214	233	N/A	N/A	N/A	N/A	N/A
<b>Franciscan Missionaries of Our Lady University</b>	N/A	N/A	N/A	N/A	N/A	0	0	14	29	31	25	32	33	81	85
<b>Southern Univ. BR</b>	0	0	0	0	0	109	105	88	90	85	N/A	N/A	N/A	N/A	N/A
<b>University of Louisiana Lafayette</b>	N/A	N/A	N/A	N/A	N/A	7	11	9	9	4	N/A	N/A	N/A	N/A	N/A
<b>Southeastern Louisiana University</b>	N/A	N/A	N/A	N/A	N/A	5	9	14	14	11	N/A	N/A	N/A	N/A	N/A
<b>University of Louisiana Monroe</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	62	77	N/A	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>751</b>	<b>1,088</b>	<b>1,049</b>	<b>1,152</b>	<b>1,214</b>	<b>149</b>	<b>158</b>	<b>156</b>	<b>211</b>	<b>210</b>

**Appendix D2**  
**GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA**  
**(2010-2019)**

<b>APRN PROGRAM</b>	<b>GRADUATION</b>									
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Grambling University</b>	<b>11</b>	<b>18</b>	<b>19</b>	<b>30</b>	<b>11</b>	<b>16</b>	<b>11</b>	<b>5</b>	<b>7</b>	<b>14</b>
<b>Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)</b>	<b>33</b>	<b>47</b>	<b>46</b>	<b>82</b>	<b>117</b>	<b>124</b>	<b>157</b>	<b>161</b>	<b>171</b>	<b>174</b>
<b>McNeese State University</b>										
<b>Nicholls State University</b>										
<b>Southeastern Louisiana University</b>										
<b>University of Louisiana at Lafayette</b>										
<b>Loyola University</b>	<b>25</b>	<b>49</b>	<b>46</b>	<b>10</b>	<b>0</b>	<b>8</b>	<b>24</b>	<b>13</b>	<b>11</b>	<b>44</b>
<b>LSU Health Science Center</b>	<b>83</b>	<b>66</b>	<b>84</b>	<b>73</b>	<b>76</b>	<b>76</b>	<b>84</b>	<b>61</b>	<b>58</b>	<b>65</b>
<b>Franciscan Missionaries of Our Lady University</b>	<b>27</b>	<b>26</b>	<b>26</b>	<b>56</b>	<b>27</b>	<b>27</b>	<b>28</b>	<b>22</b>	<b>22</b>	<b>37</b>
<b>Northwestern State University</b>	<b>49</b>	<b>56</b>	<b>51</b>	<b>26</b>	<b>56</b>	<b>63</b>	<b>61</b>	<b>72</b>	<b>67</b>	<b>80</b>
<b>Southern University BR</b>	<b>18</b>	<b>17</b>	<b>35</b>	<b>46</b>	<b>55</b>	<b>32</b>	<b>33</b>	<b>35</b>	<b>30</b>	<b>30</b>
<b>University of Louisiana Lafayette</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>3</b>	<b>0</b>	<b>4</b>
<b>Southeastern Louisiana University</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>2</b>	<b>2</b>
<b>University of Louisiana Monroe</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>13</b>
<b>TOTALS</b>	<b>246</b>	<b>279</b>	<b>307</b>	<b>323</b>	<b>342</b>	<b>346</b>	<b>398</b>	<b>372</b>	<b>368</b>	<b>463</b>