

Louisiana State Board of Nursing

2020



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 2020 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 2020 included:

Strategic Priority A: Strengthen the Practice of Nursing

- Proactively address the changing practice environment;
- Identify the needs of employers and educators to develop the future nursing workforce;
- Ensure compliance with uniform licensing requirements for domestic and internationally educated nurses;

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

- Secure expertise in external relationship-building; and

Strategic Priority E: Demonstrate Organizational Effectiveness and Efficiency

- Evaluate effectiveness of systematic board member orientation.

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 2020 directed toward that mission included the following:

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

- Licensure has been completely automated through the LSBN Portal.
- LSBN is collaborating with NCSBN to utilize an annual reporting system that can be completed and submitted electronically and that will allow Louisiana to benchmark the performance of its nursing schools against nursing schools throughout the country.

- RS 37:918(2) requires the Board to approve nursing education programs whose graduates meet the licensing requirements of the board. Additionally, RS 37:920A(1)b requires the Board to issue licenses to a RN or APRN who files an application for licensure and presents evidence that they have completed the requirements of a nursing education program approved by the board. LSBN has incorporated initial visits and follow-up site visits by LSBN with CCNE, ACEN, CNEA, and COA accreditation site visits; in compliance with LRS 37.918.1-21, LSBN continues to establish minimum curricula requirements, approve nursing education programs for RN pre-licensure and APRN programs, establish standards for nursing practice and nursing education and promulgate rules to implement the provisions of this part.
- Core competencies continue evolution through Practice Opinions and Declaratory Orders.

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

- While this initiative has not been fully accomplished, it is continuing with regular communications between LSNA and LSBN. New leadership at LSNA, Dr. Thea Ducrow, Executive Director, and Dr. Ecoee Rooney, LSNA President, have reached out to LSBN and we have begun discussions for renewal of the Health Policy Consortium to plan for legislative initiatives in 2021. We have completed our first collaborative effort with LSBN supporting ANA's get out the vote initiative, *Our Voices, Our Vote* through mass email.



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

- LSBN has developed an evaluation process to allow new Board members to provide feedback on the orientation process. An 8-hour orientation day has been developed with Chiefs and Department Heads; new Board members are assigned a buddy/mentor. Orientation for 2020 was conducted for new Board members, Dr. Palermo and Dr. Pinkney. Chief Carrie Jones developed a Hearings Orientation manual to orient Board members to their most important role in Disciplinary Hearings and provided individual manuals to each Board member for reference at disciplinary hearings.

This 2020 Annual Report validates the activities and actions of the Board and staff, which supported our strategic plan for the period of January 1, 2020 through December 31, 2020.

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_{BC}
Chief Executive Officer/Executive Director & 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

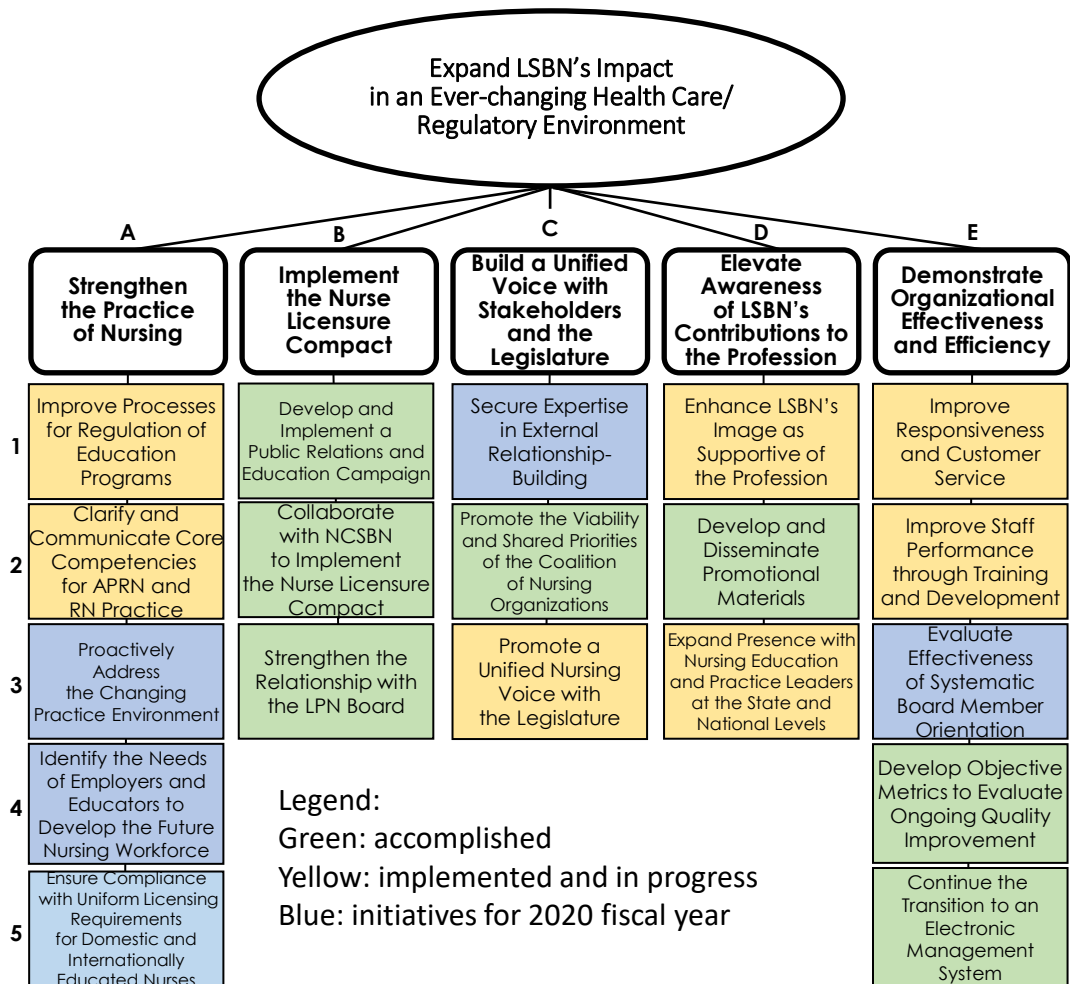
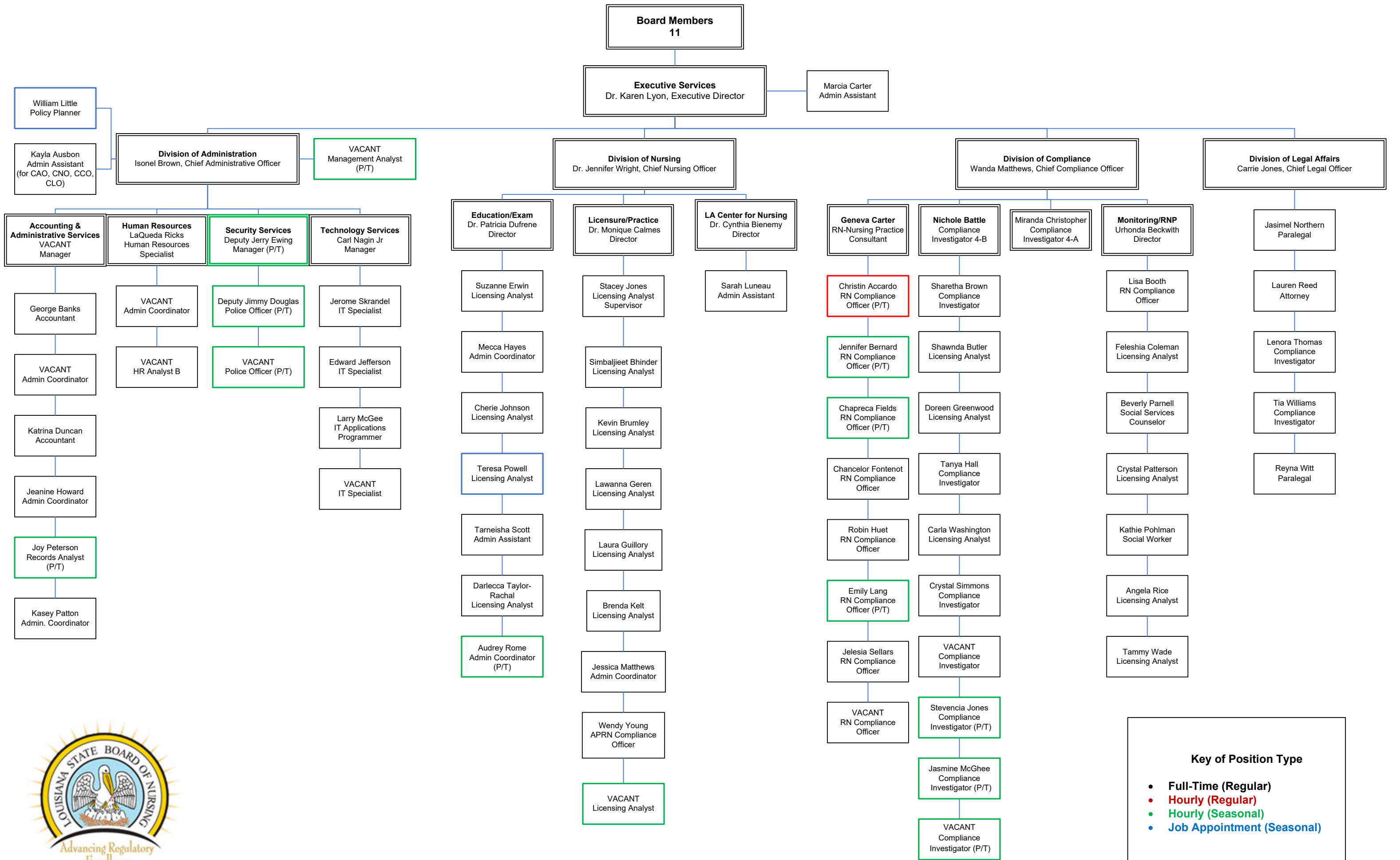


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2020 MEMBERS OF THE BOARD

The members of the Board serving for the 2020 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
Wendi S. Palermo, PhD, RN	Board Member, Nursing Education
Jennifer M. Manning, DNS, APRN, CNS, CNE	Board Member, Nursing Education
Jennifer S. Couvillon, PhD, RN-BC, CNE	Board Member, Nursing Education
Jamie L. Wiggins, PhD(c), MBA, RN, NEA-BC, FACHE	Nursing Service Administrator
Kenneth Alexander, MS, RRT	Consumer Board Member
Fredrick Pinkney, Ed.D.	Consumer Board Member

2020 LSBN MANAGEMENT TEAM

Executive Leadership Team

Karen C. Lyon, PhD, RN, ACNS, 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, BC	Chief Nursing Officer
Wanda Woods Matthews, MPA, BBA	Chief Compliance Officer

Department Directors, Team Leaders, and Managers

Monique Calmes, DNP, APRN, FNP-BC	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
Geneva Carter, MSN, APRN, FNP	Team Leader, RN Compliance Officers
Nichole R. Battle	Team Leader, Compliance Investigators
VACANT	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.

As of 12/31/2020

Duties and Powers of the Louisiana State Board of Nursing

The duties and powers of LSBN are defined in RS37:918.

§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.

2020 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 2020, the following changes listed below have been published in the Louisiana Administrative Code.

Chapter 33, Section 3333 Biennial Renewal Licensure Fees: Louisiana State Board of Nursing (LSBN) proposed rule changes to LAC 46: XLVII §3333 which required nurses to pay biennial licensure renewal fees to align with present practice. However, the biennial renewal process does not apply to the licensees who hold an active RN multi-state license in a compact state other than Louisiana exercising their privilege to practice in Louisiana. Other minor changes to §3333 are as follows: revisions to the change of name and address processes, delineation of on-line application(s), referencing §3335 for continuing education and inactive or retiring a license(s). A retired license is considered an inactive license; therefore, individuals with a retired license are not authorized to practice.

Chapter 33, Section 3335 Continuing Nursing Education: 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 proposed to remove the full-time and part-time nursing practice definitions and the inactive licensure status and the nursing practice definitions were amended. Also, the continuing education nursing board approved contact hour changes from 15 hours to 30 hours were aligned with the bi-annual renewal. National Council of State Boards of Nursing (NCSBN) recognizes practice hours along with board approved contact hours; therefore, a minimum of 900 practice hours during the 2-year licensure period as verified by the employer will be accepted in lieu of Continuing Education credit hours as proof of competency. If the continuing education requirements are not met, a warning will be provided, and the licensee may be prohibited from renewing his/her license.

Chapter 45 Advanced Practice Registered Nurses Licensure as Advanced Practice Registered Nurse; Revisions and technical changes to Chapter 45, Sections 4505, 4507 and 4513: 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, proposed rule changes to Advanced Practice Registered Nurse (APRN) Licensure. The revisions will align with a federal act that was signed by President Donald Trump and became law on October 24, 2018. The SUPPORT for Patients and Communities Act provides authority for Advanced Practice Registered Nurses (APRNs) to prescribe buprenorphine through medication-assisted treatment (MAT). Act 414 of the 2019 Louisiana legislature followed suit in upholding the federal guidelines for APRNs. Louisiana APRNs, within approved collaborative practice agreements with physicians, will be eligible to treat up to 100 patients per year for five years. In addition to MAT, the LSBN made the following changes listed below:

1) LSBN will align rules and language for the APRN to the Nurse Licensure Compact. This change will allow for APRNs to either hold a current, unencumbered, unrestricted and valid registered nurse license in Louisiana or hold an active RN multistate license in a compact state other than Louisiana while exercising his/her privilege to practice.

2) LSBN will clarify reference to the Louisiana Pharmacy Practice Act. Due to a change in the Louisiana State Board of Pharmacy rules, LSBN will revise the pharmacy reference in section 4513. The reference is related to formatting prescriptions.

3) A technical change will be made to reflect the cross reference in section 4513. LAC XLV.6515 should read LAC XLV.6915 in the Administrative Procedure Act.

Emergency Rules

Chapter 33, Section 3329 Temporary Permits. Public Health Emergency Exception

a. The board may extend the expiration of a temporary permit or reinstate an expired permit during a public health emergency and for such periods thereafter as approved by the board for graduates who have not taken the NCLEX-RN provided that:

i. the person is a graduate of an approved school and has a pending application for initial licensure submitted within the immediately preceding calendar year;

ii. there is no evidence of violation of this Part or of LAC 46: XLVII.3331;

iii. there are no allegations of acts or omissions which constitute grounds for disciplinary action as defined in R.S. 37:921 and LAC 46: XLVII.3403 and 3405.

b. Any permit extended or reinstated in accordance with the public health emergency exception shall be valid for 120 days and may be extended for additional 90-day increments upon written request and as determined appropriate and necessary by the board.

Chapter 33, Section 3335 Continuing Education – Nursing Practice

The Louisiana State Board of Nursing (LSBN) has exercised the emergency provisions of the Administrative Procedure Act, specifically La. R.S. 49:953(B), and through the authority granted in R.S. 37: 918, and in accordance with Executive Department Proclamation Number 38-JBE-2020 to adopt an emergency rule which will add additional language to Chapter 33, Section 3335. The added language in Section 3335 will give the board the ability to temporarily waive the requirements for continuing education related to the reinstatement of lapsed, inactive, or retired registered nurses (RN) licenses during a public health emergency. Any license reinstated under this exception shall meet the continuing education requirements to maintain licensure following the public health emergency.

Chapter 45, Section 4513 Temporary Waiver of Collaborative Practice Agreement Requirement

Notice is hereby given in accordance with the provisions of the Administrative Procedure Act, R. S. 49:950 et seq., and through the authority granted in R.S. 37:917-918, that Louisiana State Board of Nursing (LSBN) requested an emergency rule which will add additional language to Chapter 45, Section 4513. The added language to Chapter 45, section 4513 provides an exception which will allow “ an APRN practicing with a previously approved collaborating physician at a new site otherwise not

previously reported to the board may continue to practice during the time of the declared emergency or disaster under the parameters of the signed collaborative practice agreement”.

Chapter 33, Section 3325 Licensure by Examination: Pre-licensure RN Applicant Disaster Permit.

1. The board may issue pre-graduation RN applicant disaster permits during a public health emergency to nursing students currently enrolled in their last semester of a nursing education program approved by the board.
2. All eligibility requirements set forth in 3325.B must be met with the exception of 3325.B.2 and 3325.B.3, which require successful completion of a nursing education program and affidavit of graduation by the director of the school of nursing.
3. RN examination applicants seeking a pre-graduation RN applicant disaster permit shall submit a written request through the message center of the nurse portal.
4. Pre-graduation RN applicant disaster permits shall be valid for 120 days and may be extended for additional 90-day increments as determined appropriate and necessary by the board.
5. If allegations of acts or omissions which constitute grounds for disciplinary action as defined in R.S. 37:911 et seq., or any rule promulgated by the board is received during the permit interval, the pre-graduation RN applicant disaster permit shall be recalled.
6. Individuals who have been issued a temporary disaster permit under this rule may refer to themselves as a “pre-grad R.N. App.” after signatures on records.

2020 Major Motions

February 13, 2020 Board Meeting

Motion to adopt the Agenda with the ability to reorder the Agenda items for efficiency.

Motion Carried.

Motion to approve the Minutes of the December 5, 2019 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. 2018-2019 Schools of Nursing's Annual Reports
 1. Baton Rouge Community College-ASN
 2. Baton Rouge General Medical Center-Diploma
 3. Bossier Parish Community College-ASN
 4. Chamberlain University-BSN
 5. Delgado Community College-ASN
 6. Fletcher Technical Community College-ASN
 7. Franciscan Missionaries of Our Lady University-BSN
 8. Grambling State University-BSN
 9. Herzing University-BSN
 10. Louisiana Delta Community College-ASN
 11. Louisiana State University Alexandria-ASN
 12. Louisiana State University Eunice-ASN
 13. Louisiana State University Health Sciences Center-BSN
 14. Louisiana Tech University-ASN
 15. McNeese State University-BSN
 16. Nicholls State University-BSN
 17. Northwestern State University-ASN and BSN
 18. Southeastern Louisiana University-BSN
 19. Southern University Baton Rouge-BSN
 20. Southern University at Shreveport-ASN
 21. South Louisiana Community College-ASN
 22. SOWELA Technical Community College-ASN
 23. University of Holy Cross-BSN
 24. University of Louisiana at Lafayette-BSN
 25. University of Louisiana at Monroe-BSN
 26. William Carey University-BSN

27. Franciscan Missionaries of Our Lady University-MSN
28. Grambling State University-MSN
29. Intercollegiate Consortium for a Master of Science in Nursing-MSN
30. Louisiana State University Health Sciences Center-MSN
31. Loyola University-MSN
32. Northwestern State University-MSN
33. Southeastern Louisiana University-MSN
34. Southern University Baton Rouge-MSN
35. University of Louisiana at Lafayette-MSN
36. University of Louisiana at Monroe-MSN
3. Glenwood Regional Medical Center – Continuing Education Renewal Request
4. Approved Program Reports
 1. Fletcher Technical Community College-LPN to RN Bridge Program-
Correspondence to ACEN
5. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

DIVISION REPORTS

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 Chapter 45 as presented.

Motion Carried.

EDUCATION & EXAMINATION

Motion to accept the ANNUAL REPORT of the phased-out baccalaureate of science in nursing degree program at **Dillard University** and continue initial approval.

And further, that the Board accept the ANNUAL REPORT of the newly established baccalaureate of science in nursing degree program at **Dillard University** and continue initial approval.

Motion Carried.

Motion to accept the *ANNUAL REPORT* of the baccalaureate of science in nursing degree program at **Louisiana College**, and continue probation for non-compliance with LAC 46: XLVII.3535.B for the third calendar year in a five-calendar year period.

And further, that the Board instruct Louisiana College to submit interim progress reports for the baccalaureate of science in nursing degree program to be reviewed at subsequent 2020 LSBN Board meetings.

Motion Carried.

Motion to accept the notification of official closure of the phased-out generic and LPN-BSN pre-licensure baccalaureate programs at Dillard University's College of Nursing (DUCON), effective December 13, 2019.

Motion Carried.

Motion to approve the addition of the Post Master's Certificate (PMC) and Baccalaureate of Science in Nursing to Doctor of Nursing Practice (BSN-DNP) programs to the following currently approved roles/populations at Georgetown University:

Adult Gerontology Acute Care Nurse Practitioner (AGNP)
Family Nurse Practitioner (FNP)
Nurse-Midwifery/Women's Health Nurse Practitioner (CNM/WHNP)
Women's Health Nurse Practitioner (WHNP)

Motion Carried.

Motion to approve the major substantive change request to revise the philosophy and goals of the Kitty DeGree School of Nursing at the University of Louisiana Monroe.

Motion Carried.

Motion to approve the Baton Rouge General Medical Center School of Nursing's request to withdraw the previously approved termination plan of the diploma registered nurse program.

Motion Carried.

ADMINISTRATION

Motion to accept and approve the LSBN Board Resolution for contractual legal services with Rutledge Law Firm, LLC.

Motion Carried.

Motion to accept and approve the LSBN Board Resolution for contractual legal services with Shows, Cali & Walsh, LLP.

Motion Carried.

REPORTS

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

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

April 9, 2020 Board Meeting cancelled

May 22, 2020 Emergency Board Meeting

Motion not to support adding additional members to the Louisiana State Board of Nursing at this time.

Motion Carried.

June 18, 2020 Board Meeting

Motion to adopt the Agenda as presented.

Motion Carried.

Motion to approve the Minutes of the February 13, 2020 Board Meeting.

Motion Carried.

Motion of approve the Minutes of the May 22, 2020 Emergency Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University-ACEN
 2. Louisiana College- CCNE
 3. Loyola University- SACSCOC
3. Louisiana- Mississippi Hospice & Palliative Care Organization- Continuing Education Renewal
4. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

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

Motion Carried.

Motion to accept the Site Visit report from Franciscan Missionaries of Our Lady University's Family Nurse Practitioner (MSN-FNP, PMC) program and continue full approval to be reviewed annually with the annual report.

Motion Carried.

Motion to accept the Step III site visit report from the graduate nursing education programs at University of Louisiana Monroe and grant full approval to be reviewed annually with the annual report.

Motion Carried.

Motion to approve the major substantive change request to revise the course learning outcomes of Herzing University's School of Nursing.

Motion Carried.

Motion to approve the addition of a Baccalaureate of Science in Nursing to Doctor of Nursing Practice Nurse Anesthesia (BSN-DNPNA) program of study to the currently approved roles/populations at Northwestern State University.

Motion Carried.

Motion to re-approve the request of Herzing University for approval to offer graduate clinical experiences in Louisiana until April 16, 2023 for the following roles/populations:

Family Nurse Practitioner (FNP) – Master's (MSN) and Post Master's Certificate (PMC)

Motion Carried.

Motion to re-approve the request of Midwestern University for approval to offer graduate clinical experiences in Louisiana until April 20, 2023 for the following roles/populations:

Certified Registered Nurse Anesthetists (CRNA) – Master's (MSN)

Motion Carried.

Motion to approve the request of Auburn University to extend the approval to offer graduate clinical experiences in Louisiana until June 13, 2022 for the following role/population:

Primary Care Nurse Practitioner (PCNP)

Motion Carried.

Motion to approve the request of United States University for approval to offer graduate clinical experiences in Louisiana until June 18, 2023 for the following role/population:

Family Nurse Practitioner (FNP) – Master's (MSN)

Motion Carried.

Motion to accept the letter of intent and feasibility study from Loyola University and approve Step I to establish a baccalaureate of science in nursing education degree program.

Motion Carried.

Motion to direct staff to provide a report related to Excelsior College accreditation status with updates of the following at the August 20, 2020 and subsequent board meetings:

Status of appeal to ACEN

Status of completion of all enrolled students residing in Louisiana

Motion Carried.

LOUISIANA CENTER FOR NURSING

Motion to accept the 2019 Newly Licensed Registered Nurse Survey Report, the 2019 LSBN Annual Report, and the Nursing Education Capacity Report.

Motion Carried.

ADMINISTRATION

Motion to approve the proposed FY2020 Amended Budget.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR/CEO

Motion to approve payment of \$1,000 Annual Dues for membership in Louisiana Action Coalition (LAC).

Motion Carried.

REPORTS

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

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 20, 2020 Board Meeting

Motion to adopt the Agenda with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to approve the Minutes of the June 18, 2020 Board Meeting

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Report
2. Akula Foundation - Continuing Education Approval
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

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 Bradley University to offer graduate clinical experiences in Louisiana until August 20, 2023 for the following roles/populations:

Family Nurse Practitioner (MSN, PMC, DNP)

Motion Carried.

Motion to approve the request of Simmons University to offer graduate clinical experiences in Louisiana until August 20, 2023 for the following roles/populations:

Nurse Practitioner (RN-MSN, BSN-MSN)

Motion Carried.

Motion to accept the letter of intent and feasibility study from McNeese State University and approve Step I to establish a graduate nursing education degree program.

Dr. Peggy Wolfe, Dean of the College of Nursing and Health Professions McNeese State University, was present to provide information and answer questions by Board members.

Motion Carried.

Motion to accept the Initial Site Visit Report of William Carey University at Baton Rouge General, grant full approval to the Baccalaureate of Science in nursing degree program and approve the program to initiate articulation of the LPN-RN.

Motion Carried.

Motion to receive a report at the October Board meeting regarding the ACEN appeal by Excelsior College and have further discussion.

Motion Carried.

LOUISIANA CENTER FOR NURSING

Motion to accept the Louisiana's 2019 Nursing Workforce Demand Report.

Motion Carried.

Motion to accept the 2019 Nurse Supply Addendum Report

Motion Carried.

ADMINISTRATION

Motion to accept and approve the Louisiana Compliance Questionnaire.

Motion Carried.

Motion to accept and approve the LSBN Board Resolution with one edit to change the date from the 19th to the 20th.

Motion Carried.

Motion to approve IT expenditure for 69 laptops with the addition of a monitor, mouse, and a keyboard for each laptop.

Motion Carried.

Motion to approve the support for the LAC Culture of Health Summit (Virtual) to be held October 27 & 28, 2020.

Motion Carried.

OFFICE OF EXECUTIVE DIRECTOR/CEO

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

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

October 15, 2020 Board Meeting

Motion to adopt the Agenda with the ability to reorder the Agenda items for efficiency.

Motion Carried.

Motion to approve the Minutes of the August 20, 2020 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Louisiana Department of Health – Office for Citizens with Developmental Disabilities – Continuing Education Re-approval.

Motion to accept the Consent Agenda Motions.

Motion Carried.

ADMINISTRATION

Motion to accept and approve the FY2020 Financial and Compliance Audit Report

Motion Carried.

EDUCATION AND EXAMINATION

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 change request to add the accelerated pre-licensure option to the Baccalaureate of Science in Nursing program at Franciscan Missionaries of Our Lady University.

Motion Carried.

Motion to approve the request of the University of South Alabama to offer graduate clinical experiences in Louisiana until October 15, 2023 for the following roles/populations:

RN-MSN, MSN, PGC, BSN-DNP, PM DNP, DNP
Family Nurse Practitioner (FNP)
Adult Gerontology Primary Care Nurse Practitioner (AGNP)
Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
Pediatric Primary Care Nurse Practitioner (PNP)
Pediatric Acute Care Nurse Practitioner (PNP-AC)
Women's Health Nurse Practitioner (WHNP)
Neonatal Nurse Practitioner (NNP)
Family Mental Health Nurse Practitioner (FMHNP)
Family Nurse Practitioner/Adult Gerontology Acute Care Nurse
Practitioner (FNP/AGACNP)
MSN - Adult Health Clinical Nurse Specialist (ACNS)
DNP and PMC - Adult Gerontology Clinical Nurse Specialist (AGCNS)

Motion Carried.

Motion to accept the Site Visit report and Step II from Loyola University to establish a baccalaureate of science in nursing education degree program and grant initial approval.

Motion Carried.

Motion to approve the termination of the Excelsior College LPN to RN program effective May 10, 2021 the day at which ACEN accreditation terminates.

Motion Carried.

Motion to direct staff to use Option A for Dillard University:

Consider the described students as a cohort of the phased-out program.

Effected students graduated out of sequence.

Effected students were not initially admitted to and did not have opportunity to experience full implementation of the entire curriculum under the newly developed program and revised teaching strategies.

Motion Carried.

Motion to direct staff to use Option B for Chamberlain University: Consider the future group of students that complete the full curriculum as the initial cohort and first class of graduates of the new program.

Motion Carried.

Motion to rescind the Motion regarding Excelsior College LPN to RN Program terminating effective May 10, 2021, the date at which ACEN accreditation terminates.

Motion Carried.

Motion to amend based on new information that Excelsior will lose its ACEN accreditation effective May 11, 2021, that the board amend the board action on June 14, 2018 which allowed that Excelsior College's students who are LPNs enrolled in the college prior to June 14, 2018 AND who take the NCLEX prior to July 1, 2022 are eligible to apply for licensure by examination. The motion to amend is to change the NCLEX date to May 11, 2021, and the revised action would provide that Excelsior College's students who are LPNs enrolled in the college prior to June 14, 2018 AND who take the NCLEX prior to May 11, 2021, are eligible to apply for licensure by examination. In other words, the eligibility to sit for the NCLEX-RN through approval from LSBN terminates contemporaneously with the termination of the ACEN accreditation.

Motion Carried.

Motion to approve the 2021 Board Meeting and Board Hearing Panel Meetings Calendar.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR/CEO

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

Motion Carried.

UNFINISHED BUSINESS

Motion not to accept the C.E. Broker Proposal for monitoring Continuing Education.

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

December 3, 2020 Board Meeting

Motion to adopt the Agenda with the ability to reorder the Agenda items for efficiency.

Motion Carried.

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. University of South Alabama
 2. University of Louisiana at Monroe
 3. Franciscan Missionaries of Our Lady University
 4. Grambling State University
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

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 addition of a Master of Science in Nursing and Post Master's Certificate for the Psychiatric Mental Health Nurse Practitioner program of study to the currently approved roles/populations at Herzing University.

Motion Carried

Motion to approve the request of Frontier University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

MSN, PGC, DNP

Certified Nurse Midwife (CNM)

Family Nurse Practitioner (FNP)

Women's Health Nurse Practitioner (WHNP)

Psychiatric Mental Health Nurse Practitioner (PMHNP)

Motion Carried

Motion to approve the request of Georgetown University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

MSN, BSN to DNP

Family Nurse Practitioner (FNP)

Nurse Midwifery/Women's Health Nurse Practitioner (CNM/WHNP)

Women's Health Nurse Practitioner (WHNP)

Adult Gerontology Acute Care Nurse Practitioner (AGACNP)

PGC

Family Nurse Practitioner (FNP)

Nurse Midwifery (CNM)

Women's Health Nurse Practitioner (WHNP)

Adult Gerontology Acute Care Nurse Practitioner (AGACNP)

Motion Carried

Motion to approve the request of Texas Christian University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

Certified Registered Nurse Anesthetist (DNP)

Motion Carried

Motion to approve the request of Texas Wesleyan University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

Certified Registered Nurse Anesthetist (MSNA, DNAP)

Motion Carried

Motion to approve the request of Vanderbilt University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

MSN, PMC

Adult Gerontology Acute Care Nurse Practitioner – AGACNP
Adult Gerontology Primary Care Nurse Practitioner - AGPCNP
Family Nurse Practitioner – FNP
Neonatal Nurse Practitioner – NNP
Nurse-Midwifery - CNM (offered in a hybrid format*)
Nurse-Midwifery/Family Nurse Practitioner Dual Specialty-
CNM/FNP
Pediatric Nurse Practitioner - Acute Care - PNP-AC
Pediatric Nurse Practitioner - Primary Care - PNP-PC
Psychiatric Mental Health Nurse Practitioner - PMHNP (Lifespan)
DNP
Adult Gerontology Acute Care Nurse Practitioner – AGACNP

Motion Carried

Motion to approve the request of the University of Alabama at Birmingham to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

MSN, PGC, DNP

Family Nurse Practitioner (FNP)
Psychiatric Mental Health Nurse Practitioner (PMHNP)
Women’s Health Nurse Practitioner (WHNP)
Neonatal Nurse Practitioner (NNP)
Adult Gerontology Primary Care Nurse Practitioner (AGPCNP)
Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
Pediatric Primary Care Nurse Practitioner (PNP)
Pediatric Acute Care Nurse Practitioner (PNP-AC)

MSN, DNP

Dual Pediatric Nurse Practitioner
Pediatric Primary Care Nurse Practitioner(PNP)/Pediatric Acute Care
Nurse Practitioner (PNP-AC)

Motion Carried

Motion to approve the request of Graceland University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

Family Nurse Practitioner (MSN, PGC)

Motion Carried

Motion to amend Board action taken on October 15, 2020 to read that LPNs enrolled in the college prior to June 14, 2018 **AND** those who are conferred degrees on or before May 11, 2021, are eligible to apply for licensure by examination and be approved to sit for the NCLEX-RN provided all other requirements are met.

Motion Carried

ADMINISTRATION

Motion to approve the FY2022 annual budget.

Motion Carried

REPORTS

Motion to accept the report of the President, Vice President, and the 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 2020

There were 448 individuals with complaints that resulted in opened investigations and consideration for disciplinary action by LSBN for the calendar year 2020. Approximately 63.39% (284) were against Registered Nurses, 22.1% (99) were against Nursing Students, 9.6% (43) were against Advanced Practice Registered Nurses and 2.9% (13) were against Endorsement Applicants.

Table 1. Classification of Individuals Who Were Subjects of Complaints 2020

Classification	2020	
	No.	%
Registered Nurse	284	63.39%
Nursing Student	99	22.1%
Endorsement Applicant	13	2.9%
Advanced Practice Registered Nurses	43	9.6%
Exam Applicant	8	1.79%
Imposter	1	.22%
Totals	448	100.00%

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 51.56% (231), followed by Employer with 20.76% (93). Other sources include, but are not limited to, self-reported, student file, and criminal arrest.

Table 2. Source of Opened Investigations

Source	2020	
	No.	%
Student File	12	2.67%
Self-Reported	37	8.25%
Board of Nursing/LSBN Staff	231	51.56%
Criminal Arrest	3	.66%
Employer	93	20.76%
Other	72	16.1%
Totals	448	100.00%

Types of Complaints or Potential Violations Resulting in Opened Investigations

As shown in Table 3, of the complaints received by LSBN in 2020 for further investigation, 38.84% (174) were criminal conduct. The second and third largest number of complaints received were for unsafe practice or substandard care 16.74% (75) and drug-related 12.28% (55). Other types of complaints include, but are not limited to, drug diversion or misappropriation, and fraud deception or misrepresentation.

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

Source	2020	
	No.	%
Confidentiality, Consent or Disclosure Violations	18	4.02%
Criminal Conduct	174	38.84%
Drug Diversion or Misappropriation	46	10.27%
Drug-Related	55	12.28%
Fraud Deception or Misrepresentation	46	10.27%
Mental/Medical Condition	10	2.23%
Misconduct or Abuse	17	3.79%
Non-Compliance with Federal, State, or Contractual Requirements	7	1.56%
Unsafe Practice or Substandard Care	75	16.74%
Totals	448	100.00%

Closed Investigations

LSBN staff closed 448 investigations during 2020. 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 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

DISCIPLINE REPORT	
Board Hearings	6
Discipline Files Reviewed	255
Total Actions Taken	268
A. Reinstatements	54
1. Granted/Stipulations	25
2. Granted	0
3. Granted/Reprimand	22
4. Deny/Delay/Ratify	5
5. Deny/Delay/Stipulations	1
6. Continuance Granted	1
B. Discipline Actions	136
1. Summary Suspension (Ratify)	12
2. Revoked	0
3. Suspended/Stipulations	11
4. Automatic Revoke/Ratify Staff Action	0
5. Inactive	0
6. Voluntary Surrender	15
7. Automatic Suspension/Ratify Staff Action	35
8. Suspend with Stay/Probation	31
9. Denied APRN License	0
10. Renewed License/Probation	0
11. Retain License w/Probation	3
12. Reprimand	25
13. Action Cleared	0
14. Charges Dismissed	0
15. Other	2
16. Request for Reconsideration	2
C. Endorsement	4
1. Approved Reprimand	2
2. Deny/Delay/Ratify	1

3. Approved/Probation/Stipulations	1
4. Delay/Stipulations	0
5. Automatic Suspension Ratify Staff Action	0
D. Education	74
1. Applicant: NCLEX Deny/Delay/Ratify Staff Action	3
2. Applicant: NCLEX Approved/Probation/Stipulations	14
3. Applicant: NCLEX Approved/Reprimand/Stipulations	5
4. Applicant: NCLEX Delay/Stipulations	1
5. Applicant: NCLEX Automatic Suspension	0
6. Student: Clinical Deny/Delay/Ratify Staff Action	22
7. Student: Approved/Probation/Stipulations	10
8. Student: Approved/Reprimand	5
9. Student: Delay/Stipulations	5
10. Student: Clinical Automatic Suspension/Rescind	8
11. Request Rehearing/Reconsideration	1
E. Special Statistics Included Above	
1. Consent Orders	175
2. Applicant: NCLEX	23
3. Student: Clinical	50
Miscellaneous - NLC Discipline	2
1. Summary Suspension of Privilege to Practice (ratified)	1
2. Privilege to Practice suspended	1

Out of the 255 discipline files reviewed by the Board, the basis for discipline is as follows:

Table 5. Basis for Discipline

Basis for Discipline	No.	%
Breach of Patient Confidentiality	1	0.39%
Criminal	32	12.55%
Disciplinary Action by Another Board	4	1.56%
Drug/Alcohol	112	43.92%
Fraud/Deceit	32	12.5%
Non-Compliance with Board Order	37	14.5%
Other	34	13.33%
Practiced Beyond Scope	6	2.35%
Practicing with an Expired License	25	9.8%
Psychological/Mental	7	2.75%
Substandard or Inadequate Care	11	4.31%
Unprofessional Conduct	6	2.35%

Note: Each case may have multiple basis for discipline.

Table 6. Classification of Individuals Subject to Discipline

Advanced Practice Registered Nurse	16	6.4%
Registered Nurse	161	64.4%
Endorsement Applicant	5	2%
NCLEX Applicant	18	7.2%
Student Nurse Applicant	50	20%
Total	250	100%

Table 7. Age Ranges of Individuals Subject to Discipline

Age Category	No.	%
< 21	1	0.39%
21-30	54	21.18%
31-40	85	33.33%
41-50	53	20.78%
51-60	43	16.86%
61-70	16	6.27%
>70	3	1.18%
Total	255	

Table 8. LSBN Board Actions Over Five Year Period (2016-2020)

Year	No. of Disciplinary Actions
2020	268
2019	300
2018	316
2017	308
2016	459

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 are allowed to join the program confidentially if they meet the criteria outlined in LAC XLVII:46: 3419 or through a consent order with probation if ineligible for confidential entry. After completion of treatment and clearance to return to work by the RNP staff and treatment team, the individual is allowed to practice in a highly supervised setting. Monitoring includes, but is not limited to, frequent random drug screenings, reports from employers, and participation in Aftercare, and verified participation in support groups such as Alcoholics Anonymous.

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

The Monitoring Division monitors compliance with Board orders/agreements (excluding RNP participants). These (non-RNP) individuals may have stipulations that are often similar to RNP such as drug screening and worksite monitoring, but they are not required to complete treatment and have not been diagnosed with Substance Use Disorder Moderate or Severe.

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 before attending clinical nursing courses. The history of the individual is reviewed and stipulations for reinstatement or approval for clinical nursing courses are provided. In 2020, disciplinary reinstatements were 54 out of 163 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 before 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 six of these agreements in 2020.

Table 9. RNP/Monitoring Department Statistics

2020	Annual
1. Monitoring: Total number of cases being monitored	143
A. Number of new entries	122
B. Total Number of Released Compliant Participants	67
C. Total Number of Automatic Suspensions based upon non-compliance with Board Order/Agreement	27
D. Total Number of Disciplinary reinstatements/approvals	54
E. Total Number of Reinstatement Requests	163
F. Number of Released Non-Compliant Participants	25
2. RNP: Total Number of RNP Participants	321
A. 1. Number of Active Confidential Participants	189
A. 2. Number of Disciplinary RNP Participants	132
B. Number of RN's/APRN's Self-Reported	66
C. Total Number of New Program Entries	115
C.1. New Entries Confidential RNP	64
C.2. New Entries Disciplinary RNP	51
D. Number of Refused RNP	39
E. Number of Released Compliant Participants	67
F. Number of Released Non-Compliant Participants	25
G. Number of Relapsed Active Participants	26
H. Number of Total Re-Entries - No Relapse	28
I. Number of Relapsed After Completion	10
TOTAL NUMBER OF MONITORING/RNP	464
In Office Conferences	49
Total Presentations	4
RNP Groups Visited	0
Treatment Facilities Visited	1

Departmental Highlights in 2020

In 2020, throughout the pandemic, the RNP/Monitoring Director and Program Managers continued to provide RNP presentations via virtual meetings to schools of nursing and nursing facilities.

In March 2019, The RNP/Monitoring Department began their paperless initiative and in 2020, the RNP is one hundred percent paperless.

In 2020, the RNP developed a partnership with the Louisiana Department of Health-Office of Public Health-Bureau of Community Preparedness to increase awareness of the RNP via media campaigns and the LSBN website for Opioid Prevention with an Opioid to Action Grant for the RNP.

LICENSURE

Approval to Enroll in Clinical Nursing Courses

There were 3,644 applications to enroll in clinical nursing courses during the calendar year of 2020 as compared to 3,482 in 2019, which represents a 4.65% increase. A total of 3,484 student applications were approved for clinical enrollment.

Completion of Louisiana Undergraduate Nursing Program

There were 2,148 graduates from 29 undergraduate nursing programs in Louisiana. Of this number, 38 (1.8%) were Diploma graduates, 816 (38%) were Associate Degree graduates, and 1,294 (60.2%) were Baccalaureate Degree graduates.

Licensure by Examination

During the 2020 calendar year (January 1 - December 31, 2020), 2,741 graduates were granted temporary RN applicant permits. Of these, 252 were issued under emergency rules as pre-graduate RN applicant permits. Two thousand five hundred fifty-three (2,553) 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 two hundred-ninety-three (2,293) individuals were licensed to practice as registered nurses by initial licensure by examination.

Two thousand one hundred fifty-eight (2,158) Louisiana graduates sat for the NCLEX-RN exam for the first time. Of this number, 2,002 passed the exam. First time candidates from nursing programs in Louisiana achieved a pass rate of 92.77% for the 2020 calendar year. This is above the national average of 86.58%. Performance of first-time candidates of nursing education programs in Louisiana can be found in Appendix C1.

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 531 APRN licensure by examination applications were received during the year 2020. A total of 499 individuals were licensed to practice in 2020 as APRNs: 55 as CRNAs, three as CNMs, one as CNS, and 440 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 2020 represents a 7.1% decrease from the previous year.

Licensure Renewals

Registered Nurses/Advanced Practice Registered Nurses

A total of 23,022 RNs and 2,990 APRNs successfully renewed their licenses to practice nursing in Louisiana by the January 31, 2021 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 and newly licensed individuals 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 and there was not a 50% split or distribution between the years biennial renewal was initiated.

A total of 4,542 individuals relinquished the right to practice nursing in Louisiana, as follows: 3,867 RNs and 175 APRNs failed to renew their license; 355 RNs and 21 APRNs requested and were approved for inactive status; and 105 RNs and 19 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 948 RN endorsement applications to practice registered nursing in Louisiana were received during the year 2020. Of the total received 916 were received from United States (U.S.) educated RNs and 32 were received from foreign educated RNs.

Of the endorsement applications received, a total of 851 individuals were licensed to practice as a RN, as follows: 824 U.S. educated RNs and 27 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 2020. 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 2020 represents a 56.9% 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. In addition, in response to COVID-19, Louisiana's Governor issued multiple executive orders in 2020 during the public health emergency which suspended select licensing provisions for RNs and APRNs during the pandemic and superseded certain requirements for a disaster permit which possibly had an impact on the number of individuals applying for licensure.

Table 10. Licensure by Endorsement into Louisiana (2016-2020)

Report Year	Applications Received – U.S. Educated	Applications Received – Foreign Educated	Total RN Applications <u>Received</u> (U.S. & Foreign)	United States Educated RN License Issued	Foreign Educated RN License Issued	Total RN Licenses <u>Issued</u> (U.S. & Foreign)
2020	917	31	948	824	27	851
2019	2,129	102	2,231	2,313	65	2,378
2018	3,155	72	3,227	2,737	53	2,790
2017	2,512	83	2,595	2,025	71	2,096
2016	2,013	104	2,117	1,490	35	1,525

Licensure by Endorsement Advanced Practice Registered Nurses

A total of 367 endorsement applications to practice as an APRN in Louisiana were received during the year 2020. 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 269 APRN applications were completed through licensure, as follows: 20 CRNAs, zero CNM, zero CNS, and 249 NPs. The remaining applications received in 2020 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 2020 represents a 31.1% increase from the previous year.

Licensure by Reinstatement Registered Nurses/Advanced Practice Registered Nurses

A total of 400 individuals reinstated their privileges to practice nursing in Louisiana during the year 2020, including 340 RNs and 60 APRNs.

Temporary Permits Issued Registered Nurses

The total number of RN temporary permits issued for the year 2020 was 162. Nineteen (19) disaster permits were issued to RNs during the year 2020. Permits are issued to allow the RN holding a valid and unencumbered RN license in another U.S. state and who have applied for licensure by endorsement, to work as a RN in Louisiana until all documents are received in the LSBN office and full licensure can be issued. Additionally, disaster permits may be issued to RNs holding a valid and unencumbered RN license in another U.S. state to work on a temporary basis within their respective scope of practice in Louisiana during special events or times of disaster. In response to COVID-19, Louisiana's Governor issued multiple executive orders in 2020 during the public health emergency which suspended select licensing provisions for RNs and APRNs during the pandemic and superseded certain requirements for a disaster permit.

The total number of RNs applying for a temporary permit in 2020 represents a 74.8% 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. Additionally, in response to COVID-19, Louisiana's Governor issued multiple executive orders in 2020 during the public health emergency which suspended select licensing provisions for RNs and APRNs during the pandemic and superseded certain requirements for a disaster permit which possibly had an impact on the number of individuals applying for a permit.

Temporary Permits Issued Advanced Practice Registered Nurses

A total of three temporary permits were issued to APRN applicants for the year 2020. The permits were issued to allow the APRN applicants to provide limited services while obtaining unconditional national certification or to allow the APRN applicant to obtain required clinical hours to demonstrate current competency. No disaster permits were issued to APRNs during the year 2020. Louisiana's Governor issued multiple executive orders in 2020 during the public health emergency which suspended select licensing provisions for RNs and APRNs during the pandemic and superseded certain requirements for a disaster permit.

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 3,557 conversion applications were received for the year 2020 and of those applications, 3,700 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 the previous year, 2019, that continued to be processed and were approved.

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

During 2020, a total of 2,394 RNs utilized the National Council of State Boards of Nursing (NCSBN) verification service ([NurSys.com](https://www.nursys.com)) to request their Louisiana RN credentials be verified from Louisiana to another state board of nursing. The implementation of the Nurse Licensure Compact (NLC) July 1, 2019 created an opportunity for individuals to provide services as an RN on a privilege to practice in any compact state while holding a multistate license issued by Louisiana. Thus, a decrease in license verifications is expected as the number of states and jurisdictions joining the NLC increases and more nurses obtain a multistate license. 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 (2016-2020)

Report Year	Number of Verifications
2020 NurSys Processed	2,394
2019 NurSys Processed	3,646
2018 NurSys Processed	4,083
2017 NurSys Processed	3,773
2016 NurSys Processed	3,587

*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. Values from 2016 and 2018 have been revised from previous reports.

**Prescriptive Authority
Advanced Practice Registered Nurses**

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 2020 was 4,866. The total represents a 7.8% increase from 2019. Upon calculation, this correlates with the number of newly licensed APRNs in 2020.

LICENSE RENEWAL FOR LICENSEES WITH DEFAULTED STUDENT LOANS

In accordance with the repeal of Louisiana Revised Statute 38:2951 in the 2019 legislative session, after 2018 no RNs were blocked from RN license renewal due to student loan default status.

AUDIT OF CONTINUING EDUCATION/NURSING PRACTICE REQUIREMENTS

(post 2020 License Renewal 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)/nursing practice completed by RNs who renewed a 2020 nursing license.

A random selection of RNs renewing their license during the 2020 licensure renewal process was conducted on 950 RNs. Seven hundred thirty-two (732) were compliant and had met the requirements of the rules. Of the remaining 218 RNs, the audit resulted in the following:

- Two hundred eight (208) RNs were issued informal warnings for first time non-compliance;
- Two (2) RNs changed the license status to inactive as indicated when an RN is no longer working in nursing or moves out of state;
- Four (4) were turned over to the regulatory department for review for non-compliance with the CE audit requirements in more than one renewal period.
- Six (6) were granted an exception due to medical reasons and or extenuating circumstances;

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 2020 license renewal period on 85 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 required for renewal of their prescriptive authority privileges. Of the 85 APRNs selected, 81 were compliant. The remaining four APRNs, were issued informal warnings for first time non-compliance.

ADVANCED PRACTICE REGISTERED NURSING CONTINUING EDUCATION REQUIRED IN ACT 76 OF 2017 LEGISLATIVE SESSION

The Louisiana legislature approved Senate bill 55 (Act 76) during the 2017 legislative session. Act 76 mandates that all advanced practice registered nurses (APRNs) with a Controlled Dangerous Substances (CDS) license in Louisiana are required to complete three hours of Board approved continuing education (CE) as a prerequisite of license renewal. This is a one-time CE requirement and is considered a part of, and not in addition to, the prescriber's annual CE requirement. Content of the CE must include best practices for the prescribing of CDS, drug diversion training, and appropriate treatment for addiction.

In accordance with Act 76, the Louisiana State Board of Nursing has been collecting evidence of the required CEs and performed an audit on APRNs renewing for the 2021 license renewal period on 1,006 APRNs. Email notifications were sent to the APRNs advising them of their requirements in addition to

publication of articles in *The Examiner* as well as personal phone contact for those that had not complied by the deadline for renewal. Of the 1,006 APRNs selected, 988 were compliant (which included 27 that voluntarily inactivated their controlled substance privileges). Eighteen (18) APRNs were non-responders that resulted in an inability to renew and an inactive license as per Act 76. Seventeen (17) of these 18 APRNs allowed their active CDS license to lapse thus they were not required to supply the CEs; and the one (1) non-responder with an active CDS license who did not comply or otherwise respond and whose license lapsed holds active licensure in another state as an RN and an APRN.

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.

2020 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 2020 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 2020 audit report, LSBN collected \$8,738,774 in annual operating revenues from licensure, examination, and enforcement actions (Figure 1). During the fiscal year, the Board incurred operating expenses of \$8,624,564 (Figure 2), of which salaries/payroll and related expenses consumed 84 % of the total expense. The Board's net position increased by \$340,803, which includes \$226,593 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.

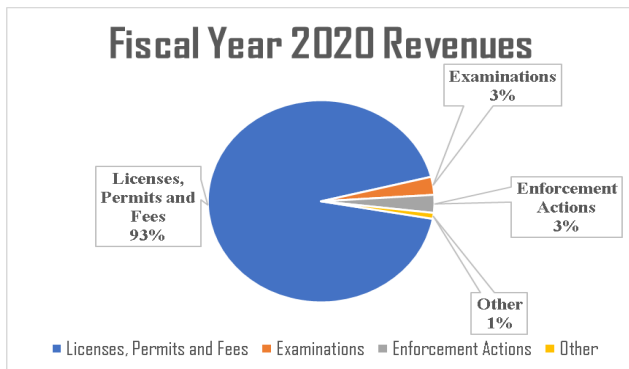


Figure 1: LSBN FY2020 Revenue

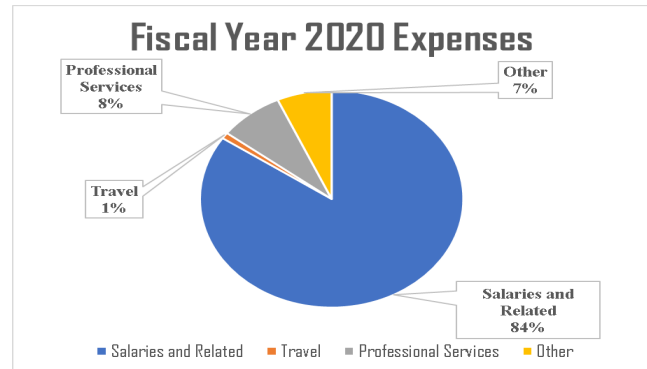


Figure 2: LSBN FY2020 Expenses

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.

2020 Initiatives

- **The 2019 LSBN Annual Report** – the 2019 LSBN Annual Report was approved by the Board at the June 2020 Board meeting. The report serves as a synopsis of the activities and actions of the Board of Nursing (BON) for the period of January 1, 2019 and ending December 31, 2019. The report validates the activities and actions of the Board staff and provides information and data related to each division within the BON.
- **The 2019 Nursing Education Capacity Report** was approved by the Board at the June 2020 Board meeting. The Nursing Education Capacity report is a subsection of the 2019 LSBN Annual Report. It gives valuable information about the states' capacity to educate new and existing RNs and APRNs, as well as the state's ability to provide opportunities to those RNs and APRNs desiring to advance their education. This report is based on data that comes directly from the schools of nursing annual reports submitted to LSBN by Louisiana's undergraduate and graduate nursing programs.
- **The 2019 Nurse Supply Addendum Report** was approved by the Board at the August 2020 Board meeting. This report is based on a snapshot of every RN and APRN that held an active license to practice in Louisiana on December 31st, 2019.
- **The 2019 Louisiana Center for Nursing (LCN) Newly Licensed Registered Nurse (NLRN) Survey Report** was presented to the Board at the June 2020 Board meeting. The report represents the fifth biennial survey of NLRNs conducted by LCN. The NLRN Survey provides information about the employment trends, challenges and opportunities reported by Louisiana's NLRNs.
- **The 2019 Nursing Education Capacity and Nurse Supply Snapshot Infographic** was shared with the Board at the August 2020 Board meeting.
- **The 2019 Nurse Employer Survey (NES)** was accepted by the Board at the August 2020 Board meeting. This report represents the third statewide survey of its kind that is conducted every four years by LCN. Major employers of nurses in Louisiana representing hospitals, long term care facilities, home health agencies, hospices, public health facilities, ambulatory surgery centers, rural health clinics, federally qualified healthcare centers (FQHCs) and dialysis centers were surveyed to determine the demand for nursing personnel (Registered Nurses [RNs], Advanced Practice Registered Nurses [APRNs], Licensed Practical Nurses [LPNs], and Nursing Assistants [NAs]) in Louisiana.
- **Louisiana's Multi-Regional Statewide Nurse Supply and Demand Forecasting Model presented at the October Board meeting** – Louisiana's multi-regional statewide nurse supply and demand forecast model was updated and enhanced in 2019. The updated and enhanced forecast model projects Louisiana's nurse supply and demand through 2025. When the 2020

Census data becomes available, the model can be updated and will have the ability to project out to 2030. Projections from the model were presented to the Board at the October Board meeting.

- **Progression Patterns of BSN and ASN Nursing Students: A Retrospective Secondary Data Analysis** - The successful progression of nursing students within their respective programs of study is seen as critical to ensuring that there is an adequate nursing workforce to meet the ongoing demand for healthcare in Louisiana. This report describes findings from a retrospective secondary data analysis that explored the progression patterns of a cohort of students enrolled in an ASN program and a cohort of students enrolled in a BSN program in Louisiana. The report was completed in December 2020.
- **The Examiner** – LCN coordinated the quarterly publication of The Examiner in collaboration with the LSBN Leadership Team.
- **Louisiana Organization of Nursing Leadership (LONL) and the Louisiana Council of Administrators of Nursing Education (LaCANE)** – LCN participated in meetings for both organizations and submitted quarterly or biannual written reports (LCN Updates).
- **Nursing Supply and Demand Council (NSDC)** – The LCN Director served as the chair of the NSDC. Dr. Bienemy facilitated discussions about Louisiana’s nursing workforce (LPN, RN, APRN, and CNAs), assisted in completing the 2019 NSDC annual report (published in 2020) and submitted additional recommendations relevant to the impact of the COVID-19 pandemic on Louisiana’s workforce that were formulated and approved by NSDC and submitted and accepted by the Health Works Commission in August 2020.
- **Health Works Commission (HWC)** – Dr. Bienemy served as NSDC’s representative on the HWC. At the August 2020 HWC meeting, the Commission voted to approve the additional recommendations submitted by NSDC relative to the COVID-19 pandemic. A subcommittee was appointed by the Chair of the HWC to develop a plan/strategy for the implementation of the recommendations. The Coronavirus Aid, Relief, and Economic Security (CARES) funds in the amount of \$2.5 million were given to the HWC by the legislature to be used for capitation (the same amount as the previous year) to expand nursing education capacity in Louisiana.
- **National Forum of State Nursing Workforce Centers (NFSNWC)** – LCN participated in all meetings of the National Forum; completed the 2020 NFSNWC annual membership survey; attended NFSNWC’s first ever virtual conference; and participated in the review of the Forum’s nursing education capacity minimum dataset.
- **National Advisory Council on Nursing Education and Practice (NACNEP) Advisory Committee Teleconference Meeting** – a virtual meeting of NACNEP took place in May 2020. The focus of the meeting was on preparing and educating nursing students during the COVID-19 pandemic; supporting the current nursing workforce during the COVID-19 pandemic - views from the field; and discussing and gathering content for the 17th NACNEP report which will focus on nurse faculty and nurse preceptorship shortage.

Louisiana Action Coalition Activities in 2020

- **Co-Lead for the Louisiana Action Coalition (LAC)** - LCN represented LSBN as the Co-lead for the Louisiana Action Coalition along with Mrs. Denise Bottcher, State Director for AARP LA.
- **LAC Meets with Deans and Directors of Schools of Nursing at Louisiana’s Historically Black Colleges and Universities (HBCUs)** – A dinner meeting hosted by Woman’s Hospital and OLOLRMC was held on January 16th at Woman’s Hospital in response to the National

Campaign for Action's Initiative entitled Diversifying the Nursing Workforce: Mentoring for Student Retention and NCLEX Success at Historically Black Colleges and Universities (HBCUs). Representatives from each of the HBCUs in Louisiana presented their challenges, opportunities and success stories to the LAC CLT members that were in attendance. A brief period of brainstorming took place in an attempt to determine how LAC could potentially collaborate with HBCUs to address the challenges shared by the Deans and Directors. Findings from the dinner meeting were discussed at the LAC CLT face to face meeting that was held on January 17th at LSBN.

- **LAC 2020 Nurse Leadership Institute (NLI)** – the 2020 NLI was held January 27th thru, January 31st at Embassy Suites, Baton Rouge, LA. The last day of the NLI (January 31st) was held at OLOLRMC's new Children's Hospital. Twenty-nine RNs registered for the full five-day intensive NLI and two were registered for specific days/topics. Dr. Bienemy served as one of the presenters on day one of the NLI.
- **LAC 2020 Online Nurse Leader Mentorship program** - 22 proteges enrolled in the online nurse leader mentorship program. With the many challenges presented due to the COVID-19 pandemic, only 12 proteges were able to successfully complete the online mentorship program in 2020.
- **National Future of Nursing Campaign for Action** – Dr. Bienemy, along with Deborah Stamps, NY Action Coalition Co-Lead, was asked by Alexia Green, RWJF FON Consultant, to speak with Tina Lear, Co-Lead for the Missouri Action Coalition, and share some of the challenges and opportunities that we have experienced as Action Coalitions.
- **LAC 2020 Virtual Culture of Health (COH) Summit** – LAC's first Virtual COH Summit was held on Tuesday, October 27th and Wednesday, October 28th from 9AM to 12:30 PM. The theme for the Summit was *“Celebrating the International Year of the Nurse and Midwife by Cultivating a Culture of Health and Resilience Through Collaborative Partnerships in the Midst of a Pandemic.”* On Day 1 of the Summit, 531 registered and 331 attended. On Day 2 of the Summit, 544 registered and 275 attended. The evaluations were extremely positive. Over \$14,000 in sponsorships and in-kind contributions were received. The registration fee for the Summit was waived in 2020 and nurses were able to receive up to six CEs for both days of the Summit and social workers were able to receive up to 5.5 CEs for both days.
- **LAC Hires a LAC Director** - Mr. Kelsi Guidry was hired as the first part-time Director for LAC.
- **Thank You Letter from the LAC CLT** – on Monday, March 23rd, a **Thank You** letter went to all nurses listed in the various list serves available to LAC thanking them for their service during these unprecedented times of the COVID-19 pandemic. The **Thank You** letter was also placed on the LAC website.
- **Happy Nurses Week from the LAC CLT** – on Wednesday, May 6th an email went out to all nurses on the LAC list serv wishing them a Happy Nurses Week. Nurses are also greeted with Happy Nurses Month on the LAC website.

National Presentations

Bienemy, C. (2020). Presenter for a webinar for the Hawaii Center for Nursing Board Members and Stakeholders. Topic: *Using Data to Make a Case for the Nurse Faculty Shortage in Louisiana.*

Statewide Presentations

- Bienemy, C. (2020). Presenter, Louisiana Action Coalition Nurse Leader Institute. Topic: *The Future of Nursing in Louisiana*. Baton Rouge, LA.
- Bienemy, C. (September 2020). Interview - Dr. Bienemy was asked to speak with members of the Health Workforce Technical Assistance Center (HWTAC) to give input on their 2020-2021 initiatives. HWTAC is funded through a cooperative agreement with the Health Resources and Services Administration in the US Department of Health and Human Services.
- Bienemy, C. (September 2020). Virtual Conversation - Dr. Bienemy was asked to participate in the AARP Genius Table, a virtual conversation to harness collective thinking on important issues. The issue on the table for the discussion was solutions to address health and health care disparities in our community.
- Bienemy, C. (October 2020). Speaker - Dr. Bienemy was a guest speaker at the Louisiana Association Student Nurses Virtual Conference - Topic: Health Care Disparities – Why Should Nurses Care?
- Bienemy, C. (October 2020). Panelist - Dr. Bienemy was asked to be a panelist for the ULL / Acadiana Black Nurses Association Panel Discussion on Diversity and Inclusion in Healthcare
- Bienemy, C. (October 2020). Moderator - Dr. Bienemy served as the co-host and moderator for the 2020 LAC Virtual Culture of Health Summit.

Manuscript Reviewer

Dr. Bienemy was asked by the NCSBN Journal of Nursing Regulation (JNR) Editor to review a manuscript that was submitted to JNR for publication which focused on the nursing workforce.

State and Local Publications

Bienemy, C. (2020). The 2020 Louisiana Action Coalition Virtual Culture of Health Summit: *“Celebrating the International Year of the Nurse and Midwife by Cultivating a Culture of Health and Resilience Through Collaborative Partnerships in the Midst of a Pandemic.”* (Submitted to the Pelican News on 11/30/2020 for publication in 2021).

Bienemy, C. (2020). The 2020 Louisiana Action Coalition Culture of Health Summit: Embracing Diversity and Fostering Inclusion for a Healthier Louisiana. *The Pelican News*, 76 (1), 7.

NURSING EDUCATION CAPACITY IN LOUISIANA 2020

The Louisiana State Board of Nursing (LSBN) is mandated 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 2019-2020 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2020 Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved 29 pre-RN licensure programs during the 2019-2020 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).

Table 12. Pre-RN Licensure Programs in LA (2019-2020)

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

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana

There was a two percent increase in the pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2019-2020, compared to a six percent increase in 2018-2019 (Table 13). Over the last five years (2016 to 2020) there has been a 29% increase in the number of students applying for admission to Louisiana's pre-RN licensure programs. In the current report year, 72% (3,611) of the 4,992 qualified applicants were admitted to Louisiana's pre-RN licensure programs, which represents a 7% increase in number, compared to the 6% increase in 2018-2019. Approximately 28% (1,381) of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2019-2020 compared to 1,499 in 2018-2019, which represents an 8% decrease in the number of qualified applicants denied admission (see Appendix C2 for a summary report of applicants and admissions to pre-RN Licensure programs and Appendix C3 for a breakdown of applicants and admissions by programs).

Table 13. Applicants and Admissions for Pre-RN Licensure Programs in LA (2016-2020)

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.	%
2020	4,992	3,611	72%	1,381	28%
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%
1- & 5-Year Variance	↑2% / ↑29%	↑7% / ↑42%		↓8% / ↑5%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2019-2020 Annual Report Year

Fifty-five percent (55%) of the 4,992 qualified applicants applied to BSN programs, which represents a one percentage point increase when compared to the previous year (54%). Forty-four percent of the qualified applicants applied to AD programs, and 1% applied to Louisiana's only diploma program in 2019-2020. As seen in Table 14a, approximately 76% (2,082) of the 2,745 qualified applicants applying to BSN programs were admitted and 68% (1,508) of the 2,219 qualified applicants applying to AD programs were admitted in 2019-2020.

Table 14a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2019-2020)

Applicants 2019-2020	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants (Total = 4,992)	28 (1%)	2,219 (44%)	2,745 (55%)
No. of Qualified Applicants Admitted (Total = 3,611)	21	1,508	2,082
% of Qualified Applicants Admitted	75%	68%	76%
No. of Qualified Applicants Not Admitted (Total = 1,381)	7	711	663
% of Qualified Applicants Not Admitted	25%	32%	24%

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 seven percent and five percent, respectively.

Table 14b. Admissions to Pre-RN Licensure Programs in LA (2016-2020)

Report Year	Diploma	Associate	Baccalaureate
2020	21	1,508	2,082
2019	0	1,406	1,984
2018	30	1,351	1,817
2017	44	1,278	1,673
2016	37	1,058	1,446
1- & 5-Year Variance	~ / ↓43%	↑7% / ↑43%	↑5% / ↑44%

Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs (2019-2020 Annual Report Year)

A lack of budgeted faculty positions is the number one reason identified by Louisiana's pre-RN licensure programs as to why qualified applicants were not admitted during the 2019-2020 report year (Table 15). The lack of qualified faculty, non-competitive faculty salary and the lack of classroom space ranked number two, three and four, respectively. Other factors contributing to the programs' inability to admit qualified students included lack of clinical space, clinical specialty not available, and skills lab space not available. The American Association of Colleges of Nursing's (AACN, 2021) report on *2020-2021 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing* identifies insufficient clinical sites and insufficient numbers of faculty as the top 2 reasons for qualified applicants not being offered admission. U.S. nursing schools turned away 66,274 qualified applicants from baccalaureate and graduate nursing programs in 2020-2021.

Table 15. Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs in LA (2019-2020)

Rank	Reason Why Qualified Applicants Are Not Admitted to Pre-RN Licensure Programs in Louisiana
No. 1	Budgeted Faculty Position Not Available
No. 2	Qualified Faculty Not Available
No. 3	Faculty Salary Not Competitive
No. 4	Classroom Space Not Available

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 14,725 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 16), which reflects a four percent increase in number, a direct contrast to the five percent decrease reported in the previous report year. The number of students enrolled in clinical nursing courses increased by eight percentage points (10%↑ in 2018-2019). Between 2016 and 2020, there was a 28% increase in the number of students enrolled in clinical nursing courses (see Appendix C2 for a summary report on enrollments in pre-RN Licensure programs).

Table 16. Enrollment in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2020	14,725	6,973
2019	14,170	6,476
2018	14,906	5,884
2017	14,166	5,470
2016	16,813	5,466
1- & 5-Year Variance	↑4% / ↓12%	↑8% / ↑28%

In 2019-2020, 64% of the students enrolled in clinical nursing courses were enrolled in baccalaureate programs. 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 eight percent between 2019-2020, which reflects a one-percentage point decrease when compared to 2018-

2019. There was a 9% increase between 2019-2020 in the number of students enrolled in AD programs compared to a 13% increase in 2018-2019.

Table 17. Pre-RN Licensure Programs Enrollment in LA (2016-2020)

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2020	20	1%	2,473	35%	4,480	64%	6,973
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
1- & 5-Year Variance	↓72% / ↓71%		↑9% / ↑33%		↑8% / ↑27%		↑8% / ↑28%

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 2019-2020, while males represented 12%. There was a five percent increase in the number of males enrolled, which reflects a decrease of six percentage points when compared to 2018-2019 (Table 18).

Table 18. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2020	829	12%	6,144	88%	6,973
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
1- & 5-Year Variance	↑5% / ↑16%		↑8% / ↑29%		↑8% / ↑28%

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

In 2019-2020, 41% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. There was a 24% increase in the number of Black/African American students, an 8% increase in the number of Asian students, a 2% increase in the number of Hispanic/Latino students, and a 16% increase in those reporting *Other* (Table 19). Of the 371 students that were included in the category of *Other*, 59 self-reported that they were American Indian/Alaska Native and 13 were Native Hawaiian/Pacific Islander.

Table 19. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2020	4,137	59%	1,896	27%	391	6%	178	3%	371	5%
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%
1- & 5-Year Variance	↑1% / ↑17%		↑24% / ↑45%		↑2% / ↑123%		↑8% / ↑19%		↑16% / ↑26%	

Note: American Indian/Alaska Native (59), Native Hawaiian/Pacific Islander (13) were included in *Other* Total = 6,973.

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

Sixty-three percent (63%) 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 2018-2019 findings (65%). There was a 33% increase in the number of students between 51 and 60 years of age that were enrolled in pre-RN programs compared to a 17% increase noted in the previous report year (Table 20).

Table 20. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2020	1,351	19%	3,089	44%	1,047	15%	1,055	15%	374	5%	56	0.8%	1	0.01%
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%
1 & 5 Year Variance	↑6% / ↑51%		↑6% / ↑19%		↑4% / ↑17%		↑14% / ↑39%		↑18% / ↑41%		↑33% / ↑24%		↓50% / ↓75%	

Note: Total=6,973

Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2016-2020)

There was a 38% increase in the number of LPNs enrolled in clinical nursing courses in pre-RN licensure programs in Louisiana between 2019-2020 and a 79% increase over the past five years (Table 21). The number of students from other health related fields decreased by two percent during the 2019-2020 report year and increased by 45% over the last five years. Approximately 24% (1,678) of the students enrolled in clinical nursing courses in 2019-2020 had a degree in another field (794), were LPNs (694), or had prior education in another health field (190).

Table 21. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2016-2020)

Year	Practical Nurses		Non-Traditional Students				Total
			Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	Total No.
2020	694	10.0	190	2.7	794	11.4	6,973
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
1- & 5-Year Variance	↑38% / ↑79%		↓2% / ↑45%		↑30% / ↑19%		↑8% / ↑28%

Graduates from Pre-RN Licensure Programs in Louisiana

The number of graduates from Louisiana's pre-RN licensure programs increased by 7%, which is the exact same when compared to 2019-2020. Between 2016 and 2020, there was an overall 4% increase in the number of graduates. Sixty percent (1,294) of the 2,148 graduates in the 2019-2020 report year were from BSN programs, 38% (816) were from AD programs, and 2% (38) were from Louisiana's only diploma program (Table 22). Over the last five years, there has been a 12% increase in the number of graduates from AD programs, a less than 1% decrease in the number of graduates from BSN programs, and a 6% 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 2020).

Table 22. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2016-2020)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2020	2,148	38	2%	816	38%	1,294	60%
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%
1- & 5-Year Variance	↑7% / ↑4%	↑12% / ↑6%		↑4% / ↑12%		↑9% / ↓0.2%	

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 7% increase in the number of graduates from LPN to BSN programs, and a 21% 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
2020	160	31	109
2019	135	29	90
2018	113	24	76
2017	103	21	78
2016	122	35	83
1- & 5-Year Variance	↑19% / ↑31%	↑7% / ↓11%	↑21% / ↑31%

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 5% increase in the number of male graduates in 2019-2020 (235) when compared to 2018-2019 (224).

Table 24. Gender of Graduates from Pre-RN Licensure Programs in Louisiana (2020)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
Diploma	3	8%	35	92%	38
Associate	88	11%	728	89%	816
Baccalaureate	144	11%	1,150	89%	1,294
Total	235	11%	1,913	89%	2,148

In 2019-2020, 31% (674) of the graduates from pre-RN licensure programs in Louisiana were minorities which reflects an 11% increase in the number of minority graduates when compared to 2018-2019 (607 minority graduates). The greatest number of African American/Black graduates (246), Hispanic graduates (67), and Asian (30) graduates were from BSN programs.

Table 25. Racial Distribution of Graduates from Pre-RN Licensure Programs in Louisiana (2020)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Diploma Total = 38	28	74%	9	24%	0	0%	1	3%	0	0%
Associate Total = 816	550	67%	195	24%	20	2%	15	2%	36	4%
Baccalaureate Total = 1,294	896	69%	246	19%	67	5%	30	2%	55	4%
Total = 2,148	1,474	69%	450	21%	87	4%	46	2%	91	4%

Note: American Indian/Alaska Native (15) and Native Hawaiian/Pacific Islander (1) were included in *Other*.

Over half (55%) of the graduates from pre-RN programs in Louisiana in 2019-2020 were between 21 and 25 years of age, followed by 19% 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 28% of the AD graduates and 47% of the diploma graduates (Table 26).

Table 26. Age of Graduates from Pre-RN Licensure Programs in LA (2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Diploma Total = 38	0	0%	18	47%	14	37%	6	16%	0	0%	0	0%	0	0%
Associate Total = 816	21	3%	231	28%	195	24%	265	32%	93	11%	11	1%	0	0%
Baccalaureate Total = 1,294	4	0.3%	939	73%	189	15%	126	10%	34	3%	2	0.2%	0	0%
Total = 2,148	25	1%	1,188	55%	398	19%	397	18%	127	6%	13	0.6%	0	0%

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

In 2020, there were a total of 2,158 RN candidates (2,044 in 2019) 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 6% increase in number. The passage rate on the NCLEX-RN Exam on the first take for these candidates was 92.77% (Table 27). The overall national passage rate on the NCLEX-RN for 2020 was 86.57% compared to 88.18% in 2019 (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, 2020 – December 31, 2020)

Program Type	No. Taking	No. Passing	% Passing
Diploma	1	1	100.00%
Associate Degree	821	730	88.92%
Baccalaureate Degree	1,336	1,271	95.13%
Grand Total	2,158	2,002	92.77%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 86.57% for 2020.

There was a 98% decrease in the number of graduates passing the NCLEX-RN exam from the states only diploma program which is attributable to the fact that the program had made a decision to close. The hospital sponsoring the program has since changed its mind and the diploma program continues. The number of AD graduates sitting for the NCLEX-RN exam decreased by 2% and the number of BSN graduates increased by 13% (Table 28). The overall passage rate for Louisiana's graduates has increased by four 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 (2016-2020)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA %	Passage Rate for the Nation %
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2020	1	100.00%	730	88.92%	1,271	95.13%	92.77%	86.57%
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%
1- & 5-Year Variance	↓98% / ↓96%		↓2% / ↑14%		↑13% / ↑9%		↓2% / ↑4%	↓2% / ↑2%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2019-2020 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, 2020. 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 505 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2020 compared to 482 on October 15, 2019, which reflects a five percent increase in number from the previous year. There was a 1% increase in the number of part-time faculty positions filled in 2020 (273) compared to a 12% increase in 2019 (269). Forty-eight (48) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 29 positions in 2019, which represents a 66% increase in the number of faculty positions funded by other sources.

Table 29. Budgeted Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2019-2020)

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)	5	1	0	6
ADN (12)	152	98	27	250
BSN (16)	348	174	21	522
Total (29)	505	273	48	778

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 23 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 31 in the previous report year, which represents a 26% decrease in the number of vacant nurse faculty positions across the state (Table 30). Sixteen (16) or 70% of the vacant nurse faculty positions were reported by Louisiana's BSN programs and 5 (22%) 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 (2016-2020)

Program Type	2016	2017	2018	2019	2020	1- & 5-Year Variance
Diploma	0	0	0	0	2	~ / ~
ADN	19	15	16	15	5	↓67% / ↓74%
BSN	17	11	12	16	16	0% / ↓6%
Total	36	26	28	31	23	↓26% / ↓36%

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 136 new faculty appointments were reported by pre-RN licensure programs during the 2019-2020 which is a decrease of 6% reported in 2018-2019 (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. Sixty-three percent (63%) of the new faculty appointments were for BSN programs and 37% 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 56 in 2019, to 62 in 2020, which represents an 11% increase in the number of faculty exceptions utilized by pre-RN licensure programs when compared to the 27% reported in the previous report year. There was a 14% increase in the number of faculty exceptions reported by BSN programs in 2020 compared to a 37% 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 2019-2020 report year, there were a total of 1,208 preceptors used by pre-RN licensure programs, compared to 1,257 in 2018-2019 which reflects a 4% decrease 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 (2019-2020)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	1 (0.7%)	0	0
ADN (12)	50 (37%) ↓22%	20 (↑5%)	54 (↓57%)
BSN (16)	85 (63%) ↑6%	42 (↑14%)	1,154 (↑2%)
Total (29)	136	62	1,208

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to the ongoing demand for nurse faculty (Table 32). In 2019-2020, a total of 15 faculty were on leave compared to 11 in 2018-2019, a 36% increase. There was a total of 52 resignations in 2019-2020, compared to 59 in 2018-2019, a 12% decrease; 17 retirements (19 in 2018-2019), an 11% decrease; and 13 terminations (19 in 2018-2019).

Table 32. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2019-2020)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	0	1	0 Retirements/ 2 Terminations /0 Deaths
ADN (12)	4	21	4 Retirements/ 2 Terminations /0 Deaths
BSN (16)	11	30	13 Retirements/ 9 Terminations/0 Death
Total (29)	15	52	17 Retirements/ 13 Terminations/ 0 Deaths

Educational Preparation of Nurse Faculty

According to Table 33, in 2019-2020, approximately 20% (186) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, a 2% decrease in number (189 in 2018-2019); 74% (700) were master's prepared, a 3% increase in number (680 in 2018-2019); and 7% (62) reported that their highest degree in nursing was a baccalaureate degree which represents a 22% increase in number when compared to the previous report year (51 in 2018-2019).

Table 33. Educational Preparation of Faculty (2019-2020)

Program Type	No. of Doctorally Prepared Faculty	No. of Master's Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	2	7	0
ADN (12)	38	260	20
BSN (16)	146	433	42
Total (29)	186 (20%)	700 (74%)	62 (7%)

Note: Total = 948

The number of faculty holding a DNP that taught in pre-RN licensure programs in Louisiana in 2019-2020 increased by 10% compared to an 11% increase in the previous report year (Table 34). The number of faculty with a PhD in Nursing decreased in number by eight percent compared to a 17% increase reported the previous year. The number of faculty with a PhD in a related field decreased by 11%

compared to a 15% increase in 2018-2019 and the number of faculty with a DNS decreased by 22% in the current report year compared to a 10% decrease last year. Over a third (41%) of the doctoral prepared faculty teaching in Louisiana's pre-RN programs have the DNP as their terminal degree. In addition, since 2016, there has been a 60% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP. Thirty 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
2020	14	77	56	40
2019	18	70	61	45
2018	20	63	52	39
2017	24	60	45	43
2016	23	48	46	51
1- & 5-Year Variance	↓22% / ↓39%	↑10% / ↑60%	↓8% / ↑22%	↓11% / ↓22%

Note: Total = 187

Board of Regents Nursing Faculty Stipends

There was a 100% increase in the number of nurse faculty receiving the Board of Regents (BOR) Nurse Faculty stipend between 2019-2020 that were pursuing a doctoral degree and an 11% increase in those pursuing a Masters' degree. As seen in Table 35, the number of faculty that were previous BOR stipend recipients increased by 44% 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)
2019-2020	10	38	88
2018-2019	9	19	61
2017-2018	8	11	67
2016-2017	2	6	66
2015-2016	0	11	77
1- & 5-Year Variance	↑11% / ~	↑100% / ↑245%	↑44% / ↑14%

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 (2021). 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, 2021).

According to AACN, mean salary for full-time instructional faculty teaching in four-year colleges or universities in 2020-2021 was \$118,967 for doctorally-prepared Professors and \$63,734 for non-doctoral professors, \$93,109 for doctorally-prepared Associate Professors and \$69,638 for non-doctoral associate professors, \$81,243 for doctorally-prepared Assistant Professors and \$66,850 for non-doctoral assistant professors and \$70,089 for doctorally-prepared Instructors and \$63,436 for non-doctoral instructors (2021). The mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below national means for four-year public colleges (Table 36). According to the Bureau of Labor Statistics (2019), the median salary for Nurse Practitioners is \$115,800. The higher compensation in clinical and private-sector settings is luring current and potential nurse educators away from teaching (AACN, 2021). 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 (2016-2020)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2020	\$58,635	\$63,663	\$69,328	\$86,958
2019	\$58,268	\$62,477	\$67,965	\$88,677
2018	\$55,520	\$61,087	\$68,372	\$83,314
2017	\$56,019	\$59,465	\$66,487	\$79,302
2016	\$54,725	\$58,728	\$67,224	\$78,975
1- & 5-Year Variance	↑0.6% / ↑7%	↑2% / ↑8%	↑2% / ↑3%	↓2% / ↑10%

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 2019-2020, over half (51%) of the nurse faculty in Louisiana were 51 and older (Table 37). Twenty-three percent (206) of the faculty teaching in Louisiana’s pre-RN licensure programs were 61+ years. According to AACN's report on Salaries of Instructional and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing, 2020-2021 Nursing Faculty Shortage Fact Sheet, the average age of doctoral-prepared nurse faculty holding the ranks of professor, associate professor, and assistant professor were 62.5, 56.7 and 50.6 years, respectively. For master's degree-prepared nurse faculty, the average ages for professors, associate professors, and assistant professors were 54.4, 56.4, and 49.4 years, respectively (AACN, 2021). 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 (2016-2020)

Age Category	No. of Faculty 2016		No. of Faculty 2017		No. of Faculty 2018		No. of Faculty 2019		No. of Faculty 2020		1- & 5- Year Variance
	#	%	#	%	#	%	#	%	#	%	
20-30	27	4%	21	3%	24	3%	26	3%	23	3%	↓12% / ↓15%
31-40	139	18%	147	19%	141	18%	175	20%	180	20%	↑3% / ↑29%
41-50	182	24%	183	24%	193	24%	215	25%	232	26%	↑8% / ↑27%
51-60	252	33%	228	30%	233	29%	242	28%	248	28%	↑2% / ↓2%
61-65	124	16%	126	17%	131	16%	139	16%	119	13%	↓14% / ↓4%
66-70	33	4%	41	5%	59	7%	54	6%	62	7%	↑15% / ↑88%
> 70	12	2%	9	1%	14	2%	23	3%	25	3%	↑9% / ↑108%
Total Faculty Reporting Age	769	100%	755	100%	795	100%	874	100%	889	100%	↑2% / ↑16%

Gender

Although only seven percent of the nurse faculty teaching in Louisiana's pre-RN programs were males, there was a 2% increase in the number of male nurse faculty in 2019-2020 and over the past five years there has been a 55% increase in the number of male nurse faculty (Table 38).

Table 38. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2020	59	7%	830	93%	889
2019	58	7%	816	93%	874
2018	49	6%	746	94%	795
2017	42	6%	713	94%	755
2016	38	5%	731	95%	769
1- & 5-Year Variance	↑2% / ↑55%		↑2% / ↑14%		↑2% / ↑16%

Ethnicity

Approximately 32% (284) of the faculty teaching in Louisiana's pre-RN licensure programs were minorities (Table 39) which is a 7% increase in number when compared to the previous report year (265 minority nurse faculty in 2018-2019). A 7% increase in the number of Black/African American nurse faculty, a 25% increase in Asian nurse faculty and a 150% increase in *Other* nurse faculty contributed to the overall increase in the number of minority nurse faculty. It is interesting to note that there was a 43% decrease in the number of Hispanic/Latino nurse faculty in the 2019-2020 report year.

Table 39. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2016-2020)

Report Year	White		Black/African American		Hispanic/ Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2020	605	68%	270	30%	4	0.4%	5	0.6%	5	0.6%
2019	609	70%	252	29%	7	1%	4	0.5%	2	0.2%
2018	552	69%	228	29%	11	1%	2	0.3%	2	0.3%
2017	525	70%	213	28%	9	1%	5	0.1%	3	0.4%
2016	523	68%	230	30%	8	1%	4	0.5%	4	0.5%
1- & 5-Year Variance	↓1% / ↑16%		↑7% / ↑17%		↓43% / ↓50%		↑25% / ↑25%		↑150% / ↑25%	

Note: Total=889

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 (2020)

Master's Program	Specialties	Roles*
Franciscan Missionaries of Our Lady University	Across the Life Span Family	CRNA NP
Grambling State University	Family Pediatric - Primary Care	NP NP
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) <ul style="list-style-type: none"> • McNeese State University • Nicholls State University • Southeastern Louisiana University • University of Louisiana at Lafayette 	Psychiatric / Mental Health Family	NP NP
Loyola University	Family – Primary Care	NP
LSU Health Science Center	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 NP NP NP CNS/NP NP NP NP NP NP
Northwestern State University	Family Women's Health Primary Care Pediatric Adult Gerontology Acute Care Adult Gerontology Primary Care Psych Mental Health -Across the Life Span	NP NP NP NP NP NP
Southeastern Louisiana University	Primary Care Family	NP
Southern University	Primary Care Family	NP
University of Louisiana Lafayette	Family	NP
University of Louisiana Monroe	Adult Gerontology – Primary Care Family	NP NP

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

Admission to APRN Programs in Louisiana

In the 2019-2020 report year, there was an 8% decrease in the number of students admitted to APRN programs in Louisiana compared to the 10% increase in the previous report year (Table 41). Eighty-nine percent (608) of the 683 new admits were admitted to NP programs and 11% (75) were admitted to CRNA programs, which reflects a 3% increase 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 (2016-2020)

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
2020	608 (89%)	0 (0%)	75 (11%)	683
2019	672	0	73	745
2018	600	1	74	675
2017	544	0	78	622
2016	449	0	77	526
1- & 5-Year Variance	↓10% / ↑35%	0% / 0%	↑3% / ↓3%	↓8% / ↑30%

Enrollment in APRN Programs in Louisiana

There was an overall seven percent increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 86% were enrolled in NP programs, 14% in CRNA programs, and less than one percent in CNS programs (Table 42).

Table 42. Enrollment in APRN Programs in LA (2016-2020)

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
2020	1,310 (86%)	1 (<1%)	219 (14%)	1,530
2019	1,214	1	210	1,425
2018	1,152	3	211	1,366
2017	1,049	2	156	1,207
2016	1,088	1	158	1,247
1- & 5-Year Variance	↑8% / ↑20%	0% / 0%	↑4% / ↑39%	↑7% / ↑23%

Gender of Students Enrolled in APRN Programs in Louisiana

The vast majority (84%) 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 (2016-2020)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2020	243	16%	1,287	84%	1,530
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
1- & 5-Year Variance	↓4% / ↑13%		↑10% / ↑25%		↑7% / ↑23%

Ethnicity of Students Enrolled in APRN Programs in Louisiana (2016-2020)

In 2019-2020, approximately 35% of the students enrolled in Louisiana's APRN programs were minorities compared to 33% in 2018-2019 (Table 44). Since 2016, there has been an 80% increase in the number of Hispanic/Latino students, a 58% increase in the number of Black/African American students, and a 41% increase in the number of Asian students enrolled in Louisiana's APRN programs.

Table 44. Ethnicity of Students Enrolled in APRN Programs in LA (2016-2020)

Report Year	White		Black/African American		Hispanic / Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2020	994	65%	372	24%	54	4%	38	2%	72	5%
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%
1- & 5-Year Variance	↑4% / ↑8%		↑12% / ↑58%		↑35% / ↑80%		↑3% / ↑41%		↑24% / ↑132%	

Note: American Indian/Alaska Native (12) and Native Hawaiian/Pacific Islander (3) was included in *Other*. Total = 1,530.

Age of Students enrolled in APRN Programs in Louisiana

Approximately 38% (580) of the students enrolled in APRN programs in Louisiana during the 2019-2020 report year were between 31 and 40 years of age and 32% (487) were between 26 and 30 years (Table 45). Over the last five years (2016-2020), there has been a 46% increase in the number of APRN students between 21 and 25 years of age, a 34% increase in the number between the ages of 51 and 60 and a 26% increase in those between the ages of 26 and 30 years of age.

Table 45. Age of Students Enrolled in APRN Programs in LA (2016-2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2020	0	0%	139	9%	487	32%	580	38%	240	16%	71	5%	13	0.8%
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%
1- & 5-Year Variance	0% / 0%		↑29% / ↑46%		↑7% / ↑26%		↓1% / ↑14%		↑9% / ↑19%		↑39% / ↑34%		↑225% / ↑225%	

Note: Total = 1,530

Graduates from APRN Programs in Louisiana

In the 2019-2020 report year, there were a total of 434 graduates from Louisiana's APRN programs (Table 46), which represents a 6% decrease in number when compared to the 463 graduates in the previous report year (2018-2019). The majority of the graduates were from NP programs (84%), followed by CRNA programs (16%). There were no graduates from CNS programs in the current report year.

Table 46. Graduates from APRN Programs in Louisiana According to Program Type (2016-2020)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		#	%	#	%	#	%
2020	434	365	84%	0	0%	69	16%
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%
1- & 5-Year Variance	↓6% / ↑9%	↓8% / ↑10%		↓100% / ↓100%		↑6% / ↑8%	

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

In 2019-2020, males represented 77 of the graduates from Louisiana's APRN programs compared to 74 male graduates in 2018-2019 (Table 47). Thirty-three percent (23) of the CRNA graduates were males.

Table 47. Gender of Graduates from APRN Programs in Louisiana (2020)

APRN Role	Male		Female		Total APRN Graduates
	#	%	#	%	
NP	54	15%	311	85%	365
CNS	0	0%	0	0%	0
CRNA	23	33%	46	67%	69
Total	77	18%	357	82%	434

Twenty-nine percent (127) of the graduates from APRN programs in Louisiana were minorities compared to 28% (110) in the previous report year (Table 48).

Table 48. Racial Distribution of Graduates from APRN Programs in Louisiana (2020)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
NP Total = 365	252	69%	83	23%	7	2%	8	2%	15	4%
CNS Total = 0	0	0%		0%	0	0%	0	0%	0	0%
CRNA Total = 69	55	80%	3	4%	1	1%	7	10%	3	4%
Total = 434	307	71%	86	20%	8	2%	15	3%	18	4%

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

Forty-six percent (201) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age and 28% (122) were between 26 and 30 years of age (Table 49). Fifty-five percent (38) of the CRNA graduates and 45% (163) of the NP graduates were between 31 and 40 years of age.

Table 49. Age of Graduates from APRN Programs in LA (2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NP Total = 365	0	0%	6	2%	92	25%	163	45%	80	22%	23	6%	1	0.3%
CNS Total = 0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CRNA Total = 69	0	0%	0	0%	30	43%	38	55%	1	1%	0	0%	0	0%
Total = 434	0	0%	6	1%	122	28%	201	46%	81	19%	23	5%	1	0.2%

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 2019-2020, 386 APRN candidates sat for their respective certification exams. Three hundred and sixty-three (363) candidates successfully passed their certification exams resulting in a 94.04% passage rate for the state (Table 50).

Table 50. Overall Performance on APRN Certification Exams by Graduates of Louisiana's APRN Programs (2016-2020)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2020	386	363	94.04%
2019	377	359	95.23%
2018	354	339	95.76%
2017	368	346	94.02%
2016	351	324	92.31%
1- & 5-Year Variance	↑2% / ↑10%	↑1% / ↑12%	↓1% / ↑2%

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 (2019-2020)

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

Admission to Non-Licensure Graduate Nursing Programs in Louisiana in 2019-2020

In the 2019-2020 report year, 141 RNs were admitted to Louisiana's non-licensure graduate nursing programs, which represents a 13% decrease in number when compared to 2018-2019 (Table 52). Eighteen percent (25) of the RNs were admitted to postmaster's DNP programs that do not lead to licensure which represents a 54% decrease in number when compared to the previous year. In contrast, there was a 33% increase in the number of RNs that were admitted to nursing administration/executive programs compared to a 52% decrease reported in the previous report year. There was also a 92% increase in the number of RNs that were admitted to clinical nurse leader programs compared to a 37% decrease reported in the previous report year.

Table 52. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2016-2020)

Report Year	No. of Students Admitted to Nursing Education Programs	No. of Students Admitted to Nursing Administration/ Executive Programs Traditional, Post-Masters DNP and BSN-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
2020	35 (25%)	57 (40%)	23 (16%)	25 (18%)	*141
2019	45	43	12	54	*163
2018	44	89	19	38	190
2017	35	54			89
2016	19	115			134
1- & 5-Year Variance	↓22% / ↑84%	↑33% / ↓50%	↑92%	↓54%	↓13% / ↑5%

*Note: 2019 - Students admitted to the PhD in Nursing Program (7) and DNS program (2) were included in the total number. 2020 – Students admitted to the DNS program (1) were included in the total number.

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2019-2020 report year, a total of 306 RNs were enrolled in Louisiana’s non-licensure graduate nursing programs (Table 53). Twenty-nine percent (88) were enrolled in post-master’s DNP programs, 29% (90) were enrolled in nursing administration/executive programs and 21% (65) were enrolled in nursing education programs.

Table 53. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2016-2020)

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 and BSN-DNP Non-APRN Programs	Total No. of Students Enrolled in Non-Licensure Graduate Nursing Programs
2020	65 (21%)	90 (29%)	34 (11%)	88 (29%)	*306
2019	75	98	33	101	*338
2018	72	156	20	80	329
2017	64	168			232
2016	41	284			325
1- & 5-Year Variance	↓13% / ↑59%	↓8% / ↓68%	↑3%	↓13%	↓9% / ↓6%

*Note: 2019 - 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. 2020 – Students enrolled in the PhD in Nursing Program (7) and DNS Program (22) 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 (91%), a decrease of two percentage points when compared to the previous report year. There was a 16% increase in the number of male students enrolled.

Table 54. Gender of Students Enrolled in Non-Licensure Graduate Programs in Louisiana (2016-2020)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2020	29	9%	277	91%	306
2019	25	7%	313	93%	338
2018	28	9%	301	91%	329
2017	15	6%	217	94%	232
2016	28	9%	297	91%	325
1- & 5-Year Variance	↑16% / ↑4%		↓12% / ↓7%		↓9% / ↓6%

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

Thirty-eight percent (115) of the RNs enrolled in non-licensure graduate programs were minorities (Table 55), which is equivalent to the 2018-2019 report. There was a 75% increase in the number of Asian RNs enrolled, a 38% decrease in the number of Hispanic/Latino RNs enrolled, and a 19% decrease in the number of Black/African American RNs enrolled.

Table 55. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2016-2020)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2020	191	62%	83	27%	5	2%	7	2%	20	7%
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%
1- & 5-Year Variance	↓9% / ↓14%		↓19% / ↑36%		↓38% / ↓50%		↑75% / ↓59%		↑43% / ↑25%	

Note: American Indian/Alaska Native (0), Native Hawaiian/Pacific Islander (1) included in *Other*, Total=306.

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

In 2019-2020, approximately 68% of the students enrolled in Louisiana's non-licensure graduate nursing programs were between 31-40 years of age (35%) and 41-50 years of age (33%). As seen in Table 56, there was a 167% increase in enrollees that were between 21 and 25 and a nine percent increase in those between 26 and 30. There was a 42% decrease in the number of RNs enrolled in non-licensure graduate nursing programs that were between 51 and 60 years of age.

Table 56. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2016-2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2020	0	0%	8	3%	37	12%	106	35%	100	33%	38	12%	17	6%
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%
1- & 5-Year Variance	0% / 0%		↑167%/↑33%		↑9% / ↑6%		↓5%/↓2%		↓9%/↓7%		↓42%/↓38%		↑21%/↑113%	

Note: Total (2020) = 306

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2019-2020 report year, 39% of the graduates from non-licensure graduate nursing programs were from Nursing Administration/Executive programs compared to 58% in 2018-2019 (Table 57). The number of APRNs graduating from post-master's DNP programs decreased by 15% (23) compared to 27 in 2018-2019.

Table 57. Graduates from Non-Licensure Graduate Nursing Programs in Louisiana According to Program Type (2016-2020)

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
	#	%	#	%	#	%	#	%	
2020	25	25%	39	39%	10	10%	23	23%	99
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
1- & 5-Year Variance	↑67% / ↑150%		↓37% / ↓81%		↑900%		↓15%		↓7% / ↓54%

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 96% of the graduates from Louisiana's non-licensure graduate nursing programs in 2019-2020, while males represented four percent compared to ten percent in the previous report year (Table 58).

Table 58. Gender of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2020)

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
Education	0	0%	25	100%	25
Administration/Executive	3	8%	36	92%	39
Post Masters DNP Non-APRN	1	4%	22	96%	23
Total	4	4%	95*	96%	99*

*Graduates from the Clinical Nurse Leader Program (10 Female) and the PhD Program (2 Females) were included in the final total.

In 2019-2020, 32% (32) of the 99 graduates from non-licensure graduate nursing programs in Louisiana were minorities, which is a decrease of eight percentage points when compared to 2018-2019 (Table 59). There were no Hispanic/Latino or Asian graduates from nurse educator programs which was consistent with the previous report year.

Table 59. Racial Distribution of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2020)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Education (25)	20	80%	5	20%	0	0%	0	0%	0	0%
Administration/Executive (39)	22	56%	11	28%	1	3%	0	0%	5	13%
Post Masters DNP Non-APRN (23)	17	74%	4	17%	1	4%	1	4%	0	0%
Total (99)	67*	68%	24*	24%	2	2%	1	1%	5	5%

*Graduates from the Clinical Nurse Leader Program (8 White, 2 Black/African American) and the PhD Program (2 Black/African American) were included in the final total.

As depicted in Table 60, approximately 65% (64) of the graduates from non-licensure graduate nursing programs in Louisiana were between 41-50 years of age (35%) and 31-40 years of age (29%).

Table 60. Age of Graduates from Non-Licensure Graduate Nursing Programs in LA (2020)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Total (25)	0	0%	1	4%	4	16%	7	28%	8	32%	5	20%	0	0%
Administration Total (39)	0	0%	0	0%	2	5%	12	31%	14	36%	10	26%	1	3%
Post Masters DNP Non-APRN (23)	0	0%	0	0%	1	4%	5	22%	9	39%	8	35%	0	0%
Total (99)	0	0%	1	1%	10*	10%	29*	29%	35*	35%	23	23%	1	1%

*Graduates from the Clinical Nurse Leader Program (3: 26-30; 5: 31-40; 2: 41-50) and the PhD Program (2: 41-50) 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-seven percent (258) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field during the 2019-2020 report year (Table 61). There was a 7% increase in the number of graduate nurse faculty holding a doctorate in nursing compared to a 20% increase observed in the previous report year. Over the last five years there has been a 50% increase in the number of doctoral prepared faculty teaching in Louisiana's graduate nursing programs. Twenty percent of the faculty teaching in the graduate nursing programs in Louisiana held a masters' degree and 4% 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
2020	211 (63%)	47 (14%)	66 (20%)	12 (4%)	336
2019	198	55	74	11	338
2018	165	59	66	9	299
2017	179	44	53	18	294
2016	141	44	49	9	243
1- & 5-Year Variance	↑7% / ↑50%	↓15% / ↑7%	↓11% / ↑35%	↑9% / ↑33%	↓0.6% / ↑38%

According to Table 62, there was a 6% increase in the number of faculty holding a DNP in 2019-2020 with an 84% increase over the past five years. The number of PhDs increased by seven going from 37 in 2018-2019 to 44 in 2019-2020. There was also a 15% 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
2020	27 (10%)	140 (54%)	44 (17%)	47 (18%)	258
2019	29	132	37	55	253
2018	29	98	38	59	224
2017	39	101	39	44	223
2016	33	76	32	44	185
1- & 5-Year Variance	↓7% / ↓18%	↑6% / ↑84%	↑19% / ↑38%	↓15 / ↑7%	↑2% / ↑39%

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

A total of 336 nurse faculty taught at some point and time in the graduate nursing programs during the 2019-2020 report year (Table 63). There were 130 filled full-time graduate nurse faculty positions reported statewide which reflects an 8% increase in number compared to the 21% decrease in the previous report year. There were 33 new faculty appointments (37 in 2018-2019) which represents an 11% decrease in number.

Table 63. Faculty Positions in Graduate Nursing Programs in LA (2016-2020)

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
2020	130	336	43	4	33
2019	120	338	29	5	37
2018	151	299	24	5	52
2017	135	294	15	13	34
2016	120	240	18	11	26
1- & 5-Year Variance	↑8% / ↑8%	↓0.6% / ↑40%	↑48% / ↑139%	↓20% / ↓64%	↓11% / ↑27%

Graduate Nursing Faculty Attrition

As seen in Table 64, a total of 33 graduate faculty left their teaching positions in graduate nursing programs in Louisiana in 2019-2020 for one of the following reasons: resignations (16), retirements (7), contract ended (6) and terminations (4). There were seven faculty on leave during the 2019-2020 report year compared to six faculty in 2018-2019.

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
2020	7	16	7 Retirements / 6 Contracts Ended / 4 Terminations / 0 Deceased
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
1- & 5-Year Variance	↑17% / ↑75%	↑7% / ↑45%	0% / ↓22% Retirements ↑100% / ↑50 Contracts Ended

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

As noted in Table 65, although there was a 13% 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 (84%).

Table 65. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2020	54	16%	282	84%	336
2019	48	14%	290	86%	338
2018	44	15%	255	85%	299
2017	48	16%	246	84%	294
2016	37	15%	203	85%	240
1- & 5-Year Variance	↑13% / ↑46%		↓3% / ↑39%		↓0.6% / ↑40%

Twenty-one percent (69) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the 2019-2020 report year which is consistent with the previous report year (Table 66).

Table 66. Ethnicity of Graduate Nursing Faculty (2016-2020)

Ethnicity of Graduate Nursing Faculty	2016		2017		2018		2019		2020		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
White	193	80%	235	80%	232	78%	262	78%	267	79%	↑2% ↑38%
Black/African American	44	18%	49	17%	60	20%	67	20%	61	18%	↓9% ↑39%
Hispanic/Latino	0	0%	3	1%	3	1%	4	1%	5	1%	↑25% ~
Asian	1	0.4%	3	1%	3	1%	2	0.6%	2	0.6%	0% ↑100%
American Indian/Alaska Native	0	0%	0	0%	0	0%	1	0.3%	0	0%	↓100% 0%
Other	2	1%	4	1%	1	0.3%	2	0.6%	1	0.3%	↓50% ↓50%
Total	240	100%	294	100%	299	100%	338	100%	336	100%	↓0.6% ↑40%

Forty-nine percent of the faculty teaching in graduate nursing programs in Louisiana were 51+ years of age in 2019-2020 and 25% were 61+ years (Table 67).

Table 67. Age Distribution of Graduate Nursing Faculty (2016-2020)

Age Category	2016		2017		2018		2019		2020		1- & 5-Year Variance	
	#	%	#	%	#	%	#	%	#	%		
30 and younger	3	1%	2	1%	2	1%	3	0.9%	3	0.9%	0%	0%
31-40	44	18%	59	20%	63	21%	63	19%	62	18%	↓2%	↑41%
41-50	61	25%	72	24%	79	26%	93	28%	106	32%	↑14%	↑74%
51-55	35	15%	32	11%	31	10%	42	12%	37	11%	↓12%	↑6%
56-60	38	16%	50	17%	43	14%	45	13%	44	13%	↓2%	↑16%
61-65	38	16%	51	17%	52	17%	51	15%	53	16%	↑4%	↑39%
66-70	15	6%	22	7%	26	9%	34	10%	25	7%	↓26%	↑67%
>71	6	3%	6	2%	3	1%	7	2%	6	2%	↓14%	0%
Total	240		294		299		338		336			

THE 2020 NURSE SUPPLY REPORT

The 2020 Nurse Supply Report will be published as an addendum report at a later date. The 2021 licensure renewal data, which is an integral component of the 2020 Nurse Supply Report, was released in March 2021. 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. Karen Lyon, CEO/ED of LSBN at lcen@lsbn.state.la.us if you have any questions.

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Title 46 Professional and Occupational Standards Part XLVII. Nurses: Practical Nurses and Registered Nurses Subpart 2. Registered Nurses (2019). *Undergraduate and Graduate Nursing Education Degree Programs: Chapter 35, No.3543 A*
<https://www.lsb.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.lsb.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.lsb.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.

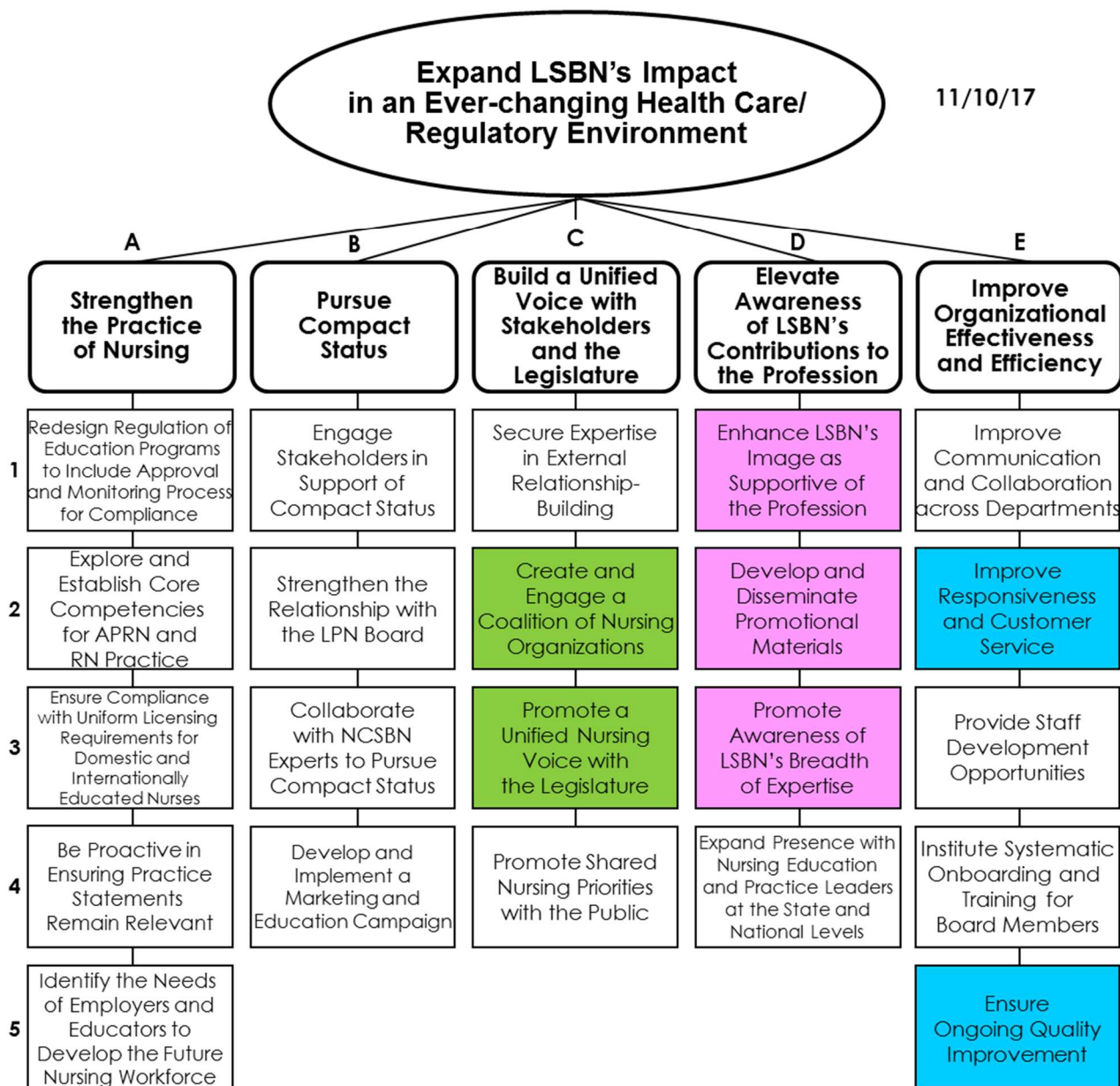
Laurie briefly reviewed LSBN's strategic map, developed in November of 2017. The map, reflected on the following page, will serve as context for the strategy update session. The color coding of selected strategic objectives reflects the priorities/tracks of work the planning group identified in November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



REVIEW OF PROGRESS WITH IMPLEMENTATION OF THE STRATEGIC MAP

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

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

A summary of the small group reports follows.

Accomplishments with Implementing the Strategic Map

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

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

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

Strategic Priority A: Strengthen the Practice of Nursing

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

Strategic Priority B: Pursue Compact Status

- Achieved compact status

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

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

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

- Center for Nursing
- Highlighting Board members
- Promotion

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- Ongoing quality improvement in each Department

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

GROUP 3 (LAURA, TRACEY, TAVELL, ISONEL)

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

Strategic Priority A: Strengthen the Practice of Nursing

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

Strategic Priority B: Pursue Compact Status

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

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

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

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

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

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

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

Issues/Gaps/Lessons Learned

GROUP 1

- N/A

GROUP 2

Strategic Priority A: Strengthen the Practice of Nursing

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

Strategic Priority B: Pursue Compact Status

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

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

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

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

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

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

- Improve responsiveness and customer service.

GROUP 3

- See full report above under Accomplishments.

Critical Issues LSBN Will Face in the Next Two Years

GROUP 1

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

GROUP 2

Strategic Priority A: Strengthen the Practice of Nursing

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

Strategic Priority B: Pursue Compact Status

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

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

- Continue to cultivate our relationship with the LPN Board.

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

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

Strategic Priority E: Improve Organizational Effectiveness and Efficiency

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

GROUP 3

- See full report above under Accomplishments.

Discussion of the progress review included the following points.

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

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

STRATEGIC MAP UPDATE

Central Challenge and Strategic Priorities

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

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

Strategic Mapping

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

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

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

- Be proactive and purposeful to ensure practice is relevant.

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

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

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

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

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

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

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

Strategic Map for the Louisiana State Board of Nursing

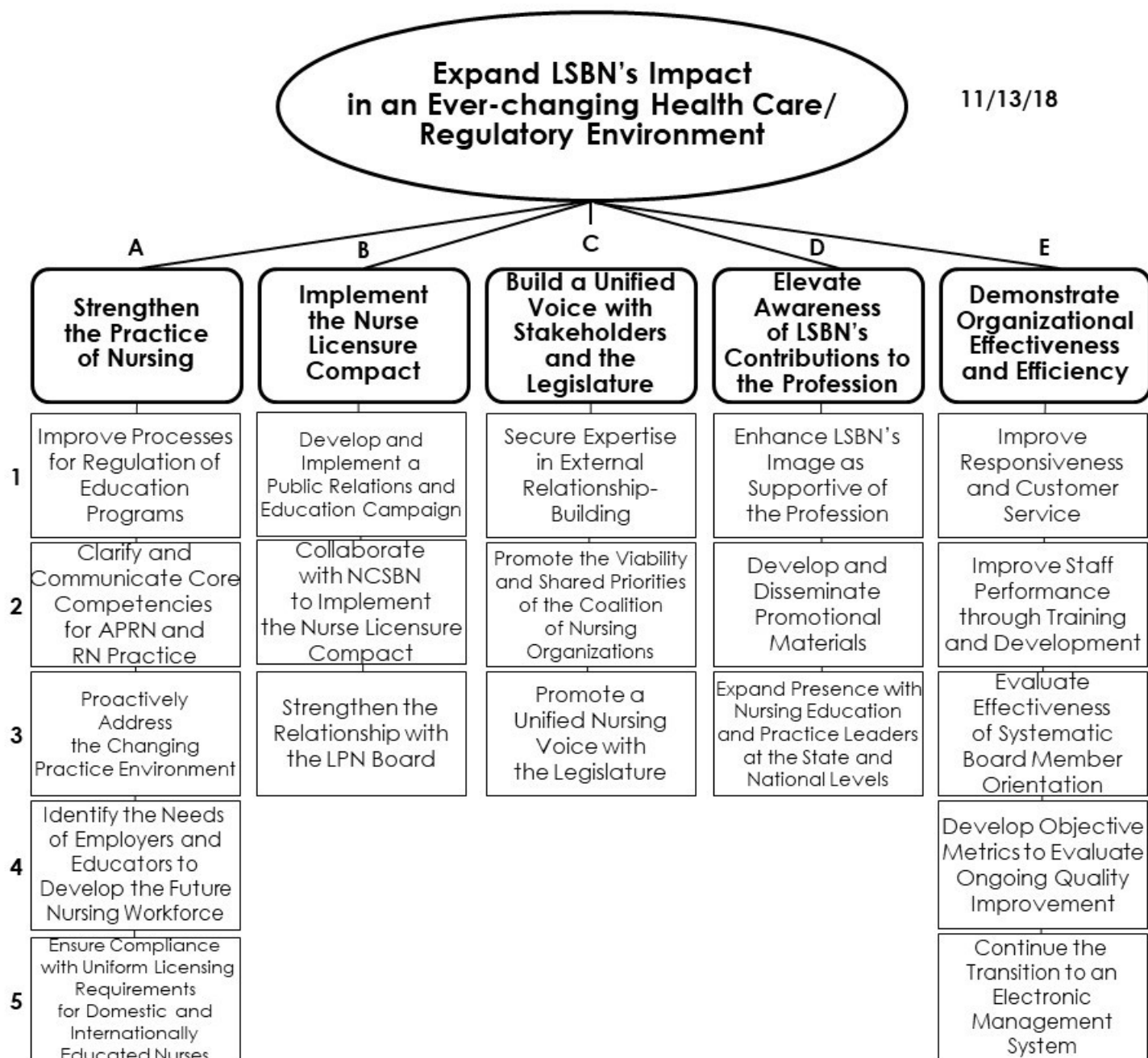
Based on the above input and the discussion that followed, the group developed the updated strategic map on the following page to guide LSBN over the next two years.

Louisiana State Board of Nursing Strategic Plan: 2018-2020

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

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

LSBN Strategic Map



Discussion of the strategic map included the following points.

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

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

IMPLEMENTATION PLANNING

Setting Implementation Priorities

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

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

A	B	C	D	E
245	385	240	155	375

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

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

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

Identifying Tracks of Work

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

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

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

NURSE LICENSURE COMPACT

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

MEASURING QI

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

RESPONSIVENESS AND CUSTOMER SERVICE

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

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

NEXT STEPS

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

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

APPENDIX B

LSBN Approved Nursing Education Programs

Louisiana State Board of Nursing

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

LSBN APPROVED NURSING EDUCATION PROGRAMS

DIPLOMA PROGRAM

BATON ROUGE GENERAL MEDICAL CENTER

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

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
Chief Nursing Administrator: Tawna Pounders, MNSc, RN
Approval Status: Full

LOUISIANA DELTA COMMUNITY COLLEGE

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

BOSSIER PARISH COMMUNITY COLLEGE

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

LSU at 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

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

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

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:
Danielle Vauclin, MSN-HCSM
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
Interim Dean: Jeanine S Thomas, PhD, MSN, BSN, RN, OCN
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

College 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: Initial

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

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

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

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
3900 Causeway Blvd., Suite 800
Metairie, LA 70002
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

LOYOLA UNIVERSITY

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

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
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

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: Trudy Williams, 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: Full

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
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
Dean & 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, PMC

Programs: FNP (MSN, PMC)

PNP (MSN)

WHNP (MSN)

Adult Gerontology NP - Acute Care

(MSN, PMC)

Adult Gerontology NP – Primary Care (MSN)

Nurse Anesthetist (BSN-DNP)

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

Interim Chair, Graduate Nursing Program: Annisa Stover, DNP, APRN, FNP-BC

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

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, 2022

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
Interim Dean: Maureen Cluskey, PhD, RN, CNE

Date of Approval:

Initial: August 10, 2017 – August 10, 2020

Reapproved: through August 20, 2023

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, 2023

Degrees: MSN, PGC, DNP

Programs: CNM (MSN, PGC, DNP)

FNP (MSN, PGC, DNP)

WHNP (MSN, PGC, DNP)

PMHNP (MSN, PMC, DNP)

GEORGETOWN UNIVERSITY

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

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2023

Degrees: MSN, PGC, BSN-DNP

GEORGETOWN UNIVERSITY (continued)

Programs: FNP (MSN, PGC, BSN-DNP)
CNM/WHNP (Dual) (MSN, BSN-DNP)
AGACNP (MSN, PGC, BSN-DNP)
WHNP (MSN, PGC, BSN-DNP)
CNM (PGC)

GRACELAND UNIVERSITY

School of Nursing
1401 W. Truman Road
Independence, MO 64050
Phone: (816) 833-0524; Fax: (816) 833-2990
Associate Dean for Graduate Programs:
Jolene Lynn, PhD, RN

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2023

Degrees: MSN, PGC

Programs: FNP (MSN, PGC)

HERZING UNIVERSITY

W140 N8917 Lilly Road
Menomonee Falls, WI 53051
Phone: (866) 508-0748; Fax: (414) 727-7090
Associate Dean of Nursing Operations:
Dr. Dina Hewett

Dates of Approval:

Initial: April 17, 2013 – April 17, 2015

Reapproved: through April 16, 2023

Degrees: MSN, PMC

Programs: FNP (MSN, PMC)

PMHNP (MSN, PMC)

MARYVILLE UNIVERSITY

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

Dates of Approval

Initial: December 11, 2013 – December 11, 2015

Reapproved: through August 9, 2021

Degrees: MSN, BSN-DNP and PMC

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

MIDWESTERN UNIVERSITY

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

Rodney Fisher, PhD, CRNA

Dates of Approval:

Initial: April 20, 2017 – April 20, 2020

MIDWESTERN UNIVERSITY (continued)**Reapproved:** through April 20, 2023**Degrees:** MSN**Program:** CRNA (MSN)**SIMMONS COLLEGE**

College of Natural, Behavioral, and Health Sciences

300 The Fenway

Boston, MA 02115-5898

Phone: (617) 521-2000

Associate Dean: Health Shlosser, DNP, FNP-BC,

PMHNP-BC

Dates of Approval:**Initial:** June 11, 2015 – June 11, 2017**Extended:** through August 20, 2023**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

Director: Robyn C. Ward, PhD, CRNA**Dates of Approval:****Initial:** December 14, 2011 - December 14, 2013**Reapproved:** through December 14, 2023**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, 2023**Degrees:** MSNA, DNAP**Program:** CRNA (MSNA, DNAP)**TROY UNIVERSITY**

School of Nursing

400 Pell Avenue

Troy, AL 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)**UNIVERSITY OF ALABAMA BIRMINGHAM**

School of Nursing

1701 University Boulevard

Birmingham, AL 35294-1210

Phone: (205) 934-5360

Associate Dean for Graduate Clinical Education:

Dr. Ashley L Hodges

Dates of Approval:**Initial:** December 14, 2011 - December 14, 2013**Reapproved:** through December 14, 2023**Degrees:** MSN, DNP, PGC**Programs:** FNP (MSN, PGC, DNP)

PNP-PC (MSN, PGC, DNP)

PMHNP (MSN, PGC, DNP)

AGNP-PC (MSN, PGC, DNP)

AGNP-AC (MSN, PGC, DNP)

NNP (MSN, PGC, DNP)

PNP-AC/PNP-PC (Dual)

(MSN, DNP)

PNP-AC (MSN, PGC, DNP)

WHNP (MSN, PGC, DNP)

UNIVERSITY OF ARKANSAS

Eleanor Man School of Nursing

2 East Center Street

Fayetteville, AR 72701

Phone: (800) 952-1165

Compliance Manager: April Taylor, MBA**Dates of Approval:****Initial:** February 14, 2019 – February 14, 2022**Degrees:** MSN**Program:** AGACNP**UNIVERSITY OF SOUTH ALABAMA**

College of Nursing

5721 USA Drive North

HAHN 3061

Mobile, AL 36688-0002

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

Dean: Heather Hall, PhD, RN**Dates of Approval:****Initial:** September 14, 2011 - September 14, 2013**Reapproved:** through October 15, 2023**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,

UNIVERSITY OF SOUTH ALABAMA (continued)

DNP)

PNP-AC (MSN, BSN-DNP, PM-DNP,
PMC, DNP)

PNP-PC (MSN, BSN-DNP, PM-DNP,
PMC, DNP)

WHNP (MSN, BSN-DNP, PM-DNP,
PMC, DNP)

AGCNS (PMC)

AGCNS (DNP)

AHCNS (MSN)

VANDERBILT UNIVERSITY

School of Nursing

213 Godchaux Hall

461 21st Avenue South

Nashville, TN 37240-1119

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

Senior Associate Dean for Academics:

Dr. Mavis N Schorn

Dates of Approval:

Initial: December 14, 2011 - December 14, 2013

Reapproved: through December 14, 2020

Degrees: MSN, PMC, DNP

Programs: FNP (MSN, PMC)

NNP (MSN, PMC)

PNP (Acute & Primary) (MSN, PMC)

AGACNP (MSN, PMC, DNP)

AGPCNP (MSN, PMC)

CNM (MSN, PMC)

CMN/FNP (MSN, PMC)

PMHNP (MSN, PMC)

ENP (MSN, PMC) NON-LICENSURE

FNP/ENP (MSN, PMC) NON-
LICENSURE

NHCL (MSN, PMC) NON-
LICENSURE

NI (MSN, PMC) NON-LICENSURE

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, 1/10/2019, 2/22/2019,
6/18/2019, 8/29/2019, 10/15/2019, 12/31/2019,
2/21/2020, 6/30/2020, 9/1/2020, 10/21/2020,
12/11/2020

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, 2020.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
BPCC	45	42	93.33
BRCC	46	38	82.61
Delgado CC	205	185	90.24
Fletcher Technical CC	15	13	86.67
Louisiana Delta CC	39	37	94.87
LSU Alexandria	66	59	89.39
LSU Eunice	77	68	88.31
Louisiana Tech University	52	47	90.38
McNeese State University	1	1	100.00
Northwestern State University	154	137	88.96
South Louisiana CC	47	40	85.11
Southern University Shreveport	42	36	85.71
SOWELA Technical CC	32	27	84.38
Total	821	730	88.92
Diploma			
Baton Rouge General	1	1	100.00
Total	1	1	100.00
Baccalaureate			
Chamberlain University	4	4	100.00
Dillard University	6	4	66.67
Franciscan Missionaries of Our Lady University	109	108	99.08
Louisiana College	26	25	96.15
LSU Health Science Center	254	248	97.64
McNeese State University	90	90	100.00
Nicholls State University	133	128	96.24
Northwestern State University	158	145	91.77
Southeastern LA University	155	143	92.26
Southern University BR	101	87	86.14
University of Holy Cross	35	32	91.43
University of LA Lafayette	153	150	98.04
University of LA Monroe	89	85	95.51
William Carey University	23	22	95.65
Total	1,336	1,271	95.13
GRAND TOTAL	2,158	2,002	92.77

Appendix C2
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2004-2020)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2020	4,992	3,611	6,973	14,725	1,381	2,148
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 (2016-2020)

Program	Qualified Applicants					Admissions				
<u>Associate Degree</u>	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Baton Rouge CC	120	92	125	261	246	62	65	76	64	88
Bossier Parish CC	215	203	175	280	189	80	80	90	90	130
Delgado	601	726	706	609	523	311	395	441	455	401
Fletcher Tech CC	54	87	61	48	78	20	21	20	20	32
LSU Alexandria	127	138	131	142	150	127	138	131	142	150
LSU Eunice	130	164	144	176	141	65	90	95	106	99
Louisiana Delta	83	91	110	135	128	52	44	43	47	70
Louisiana Tech	161	187	186	185	174	74	91	88	95	106
Northwestern	119	178	231	211	200	119	178	207	211	200
South Louisiana CC	112	138	43	71	173	40	40	40	63	65
Southern Univ. at Shreveport	88	99	75	79	127	88	99	71	63	107
SOWELA Technical CC	20	37	49	55	90	20	37	49	50	60
TOTAL	1,830	2,140	2,036	2,252	2,219	1,058	1,278	1,351	1,406	1,508
<u>Baccalaureate</u>										
Chamberlain	N/A	N/A	67	122	140	N/A	N/A	67	122	140
Dillard	14	0	0	25	34	12	0	0	25	34
Grambling	0	0	4	6	28	0	0	4	6	28
Herzing	0	0	0	26	21	0	0	0	26	21
Louisiana College	46	32	44	38	19	32	32	44	38	19
LSU Health Sciences Center	255	314	341	289	245	208	277	282	267	245
McNeese	141	107	119	118	233	92	107	116	118	125
Nicholls	184	253	251	298	293	126	152	167	163	164
Northwestern	173	213	267	281	290	173	213	223	261	283
Franciscan Missionaries of Our Lady University	103	132	125	118	145	103	132	125	118	145
Southeastern	255	279	286	383	308	182	192	194	185	201
Southern BR	416	363	401	375	385	168	159	174	205	222
University of Holy Cross	66	79	71	69	67	51	62	60	62	62
UL Lafayette	198	270	271	279	316	189	220	220	220	220
UL Monroe	110	130	209	125	109	110	127	128	125	109
William Carey	N/A	N/A	13	85	112	N/A	N/A	13	43	64
TOTAL	1,961	2,172	2,469	2,637	2,745	1,446	1,673	1,817	1,984	2,082
<u>Diploma</u>										
Baton Rouge Gen. Med. Ctr.	69	89	86	0	28	37	44	30	0	21
TOTAL	69	89	86	0	28	37	44	30	0	21
GRAND TOTAL	3,860	4,401	4,591	4,889	4,992	2,541	2,995	3,198	3,390	3,611

Appendix C4
Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN
Licensure Programs in 2019-2020

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
<u>Associate Degree</u>									
Baton Rouge Comm. Coll.	158	2	1	3	6	4	5	7	0
Bossier	59	4	1	5	7	6	2	3	0
Delgado	122	3	4	5	1	2	6	7	0
Fletcher Tech Comm. Coll.	46	1	4	2	3	5	7	6	0
LSU Alexandria	0	0	0	0	0	0	0	0	0
LSU Eunice	42	4	1	2	0	0	0	0	3
Louisiana Delta College	58	5	1	2	3	6	7	4	0
Louisiana Tech	68	2	0	3	1	0	0	0	0
Northwestern State	0	0	0	0	0	0	0	0	0
South Louisiana Comm. Coll.	108	2	1	7	6	5	3	4	0
Southern Univ. Shreveport	20	0	0	0	0	0	0	0	1
SOWELA Technical CC	30	1	3	2	6	7	4	5	0
Total	711	24	16	31	33	35	34	36	4
<u>Baccalaureate Degree</u>									
Chamberlain	0	0	0	0	0	0	0	0	0
Dillard	0	0	0	0	0	0	0	0	0
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	1
LSU Hlth Science Cntr	0	0	0	0	0	0	0	0	1
McNeese State	108	1	0	6	5	3	2	4	0
Nicholls State	129	0	0	0	0	0	0	0	1
Northwestern State	7	0	0	0	0	0	0	0	1
Franciscan Missionaries of Our Lady University	0	0	0	0	0	0	0	0	0
Southeastern	107	1	3	2	4	5	7	6	0
Southern BR	163	2	3	1	6	7	4	5	0
University of Holy Cross	5	1	3	2	4	5	6	7	0
UL Lafayette	96	1	3	2	6	7	4	5	0
UL Monroe	0	0	0	0	0	0	0	0	0
William Carey	48	0	0	0	0	0	0	0	0
Total	663	6	12	13	25	27	23	27	5
<u>Diploma</u>									
Baton Rouge General	7	6	5	3	2	4	8	7	1
Total	7	6	5	3	2	4	8	7	1
Grand Total	1,381	36	33	47	60	66	65	70	10

Appendix C5
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana
during the 2019-2020 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	14	10	121	90	135
Bossier	19	17	93	83	112
Delgado	91	11	772	89	863
Fletcher Technical Comm. Coll.	1	3	31	97	32
LSU Alexandria	32	14	196	86	228
LSU Eunice	20	12	149	88	169
Louisiana Delta	5	5	99	95	104
Louisiana Tech	29	17	139	83	168
Northwestern	45	14	281	86	326
South Louisiana Community Coll.	7	7	97	93	104
Southern Univ. at Shreveport	11	8	133	92	144
SOWELA Technical CC	10	11	78	89	88
Total	284	11	2,189	89	2,473
<u>Baccalaureate</u>					
Chamberlain	26	9	267	91	293
Dillard	1	2	56	98	57
Grambling	3	8	33	92	36
Herzing	0	0	6	100	6
LA College	18	32	39	68	57
LSU Health Science Center	110	15	619	85	729
McNeese State	23	9	241	91	264
Nicholls State	71	15	393	85	464
Northwestern	60	12	423	88	483
FMOLU	39	14	246	86	285
Southeastern	47	12	351	88	398
Southern BR	39	9	407	91	446
University of Holy Cross	12	8	132	92	144
UL Lafayette	45	11	377	89	422
UL Monroe	44	13	282	87	326
William Carey	4	6	66	94	70
Total	542	12	3,938	88	4,480
<u>Diploma</u>					
Baton Rouge General	3	15	17	85	20
Total	3	15	17	85	20
Grand Total	829	12	6,144	88	6,973

Appendix C6

Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2019-2020 Report Year

Nursing Education Programs	Hispanic		Asian		Black		White		Other		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
<u>Associate Degree</u>											
Baton Rouge Comm. Coll.	0	0	10	7	27	20	88	65	10	7	135
Bossier	1	1	4	4	29	26	74	66	4	4	112
Delgado	72	8	42	5	291	34	405	47	53	6	863
Delta Comm. College	2	2	3	3	23	22	73	70	3	3	104
Fletcher Tech Comm Coll.	0	0	0	0	6	19	22	69	4	13	32
LSU Alexandria	2	1	4	2	36	16	161	71	25	11	228
LSU Eunice	6	4	0	0	17	10	141	83	5	3	169
Louisiana Tech	4	2	2	1	9	5	139	83	14	8	168
Northwestern State	24	7	0	0	50	15	224	69	28	9	326
South LA Comm. Coll.	3	3	4	4	42	40	53	51	2	2	104
Southern Univ. Shreveport	2	1	1	1	119	83	21	15	1	1	144
SOWELA Technical CC	4	5	1	1	20	23	58	66	5	6	88
Total	120	5	71	3	669	27	1,459	59	154	6	2,473
<u>Baccalaureate</u>											
Chamberlain	34	12	9	3	138	47	97	33	15	5	293
Dillard	0	0	0	0	26	46	0	0	31	54	57
Grambling	0	0	0	0	34	94	2	6	0	0	36
Herzing	1	17	0	0	4	67	1	17	0	0	6
Louisiana College	2	4	1	2	22	39	32	56	0	0	57
LSU Health Science Center	52	7	33	5	105	14	519	71	20	3	729
McNeese State	8	3	3	1	28	11	216	82	9	3	264
Nicholls State	12	3	12	3	50	11	364	78	26	6	464
Northwestern State	40	8	2	0.4	140	29	261	54	40	8	483
FMOLU	22	8	9	3	40	14	206	72	8	3	285
Southeastern	30	8	17	4	45	11	288	72	18	5	398
Southern BR	9	2	6	1	407	91	24	5	0	0	446
University of Holy Cross	11	8	2	1	52	36	70	49	9	6	144
UL Lafayette	41	10	3	1	58	14	304	72	16	4	422
UL Monroe	9	3	8	2	53	16	231	71	25	8	326
William Carey	0	0	2	3	19	27	49	70	0	0	70
Total	271	6	107	2	1,221	27	2,664	59	217	5	4,480
<u>Diploma</u>											
Baton Rouge General	0	0	0	0	6	30	14	70	0	0	20
Total	0	0	0	0	6	30	14	70	0	0	20
Grand Total	391	6	178	3	1,896	27	4,137	59	371	5	6,973

Appendix C7

Data on pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education as of October 15, 2020

Nursing Education Programs	LPN		Other Health Field		Other Degree		Total of Pre-RN Students with Prior Education		Total Enrollment in Clinical
	No.	%	No.	%	No.	%	No.	%	No.
<u>Associate Degree</u>									
BRCC	11	8.1	0	0	30	22.2	41	30.4	135
Bossier Parish CC	19	17.0	0	0	2	1.8	21	18.8	112
Delgado	210	24.3	57	6.6	160	18.5	427	49.5	863
Fletcher Tech. CC	11	34.4	2	6.3	5	15.6	18	56.3	32
Louisiana Delta CC	55	52.9	10	9.6	20	19.2	85	81.7	104
LSU Alexandria	15	6.6	0	0	12	5.3	27	11.8	228
LSU Eunice	22	13.0	1	0.6	10	5.9	33	19.5	169
Louisiana Tech	2	1.2	0	0	36	21.4	38	22.6	168
Northwestern	67	20.6	40	12.3	71	21.8	178	54.6	326
Southern Shreveport	64	44.4	0	0	9	6.3	73	50.7	144
South Louisiana CC	55	52.9	4	3.8	9	8.7	68	65.4	104
SOWELA Tech CC	22	25.0	8	9.1	12	13.6	42	47.7	88
Total	553	22.4	122	4.9	376	15.2	1,051	42.5	2,473
<u>Baccalaureate</u>									
Chamberlain	13	4.4	0	0	0	0	13	4.4	293
Dillard	4	7.0	1	1.8	5	8.8	10	17.5	57
Grambling	1	2.8	0	0	12	33.3	13	36.1	36
Herzing	4	66.7	1	16.7	0	0	5	83.3	6
Louisiana College	1	1.8	7	12.3	16	28.1	24	42.1	57
LSU Hlth Science	0	0	0	0	108	14.8	108	14.8	729
McNeese State	5	1.9	9	3.4	16	6.1	30	11.4	264
Nicholls State	17	3.7	13	2.8	37	8.0	67	14.4	464
Northwestern	54	11.2	28	5.8	76	15.7	158	32.7	483
FMOLU	3	1.1	3	1.1	3	1.1	9	3.2	285
Southeastern	16	4.0	0	0	98	24.6	114	28.6	398
Southern BR	1	0.2	0	0	21	4.7	22	4.9	446
Univ. of Holy Cross	4	2.8	0	0	10	6.9	14	9.7	144
UL Lafayette	2	0.5	1	0.2	5	1.2	8	1.9	422
UL Monroe	6	1.8	3	0.9	7	2.1	16	4.9	326
William Carey	3	4.3	0	0	4	5.7	7	10.0	70
Total	134	3.0	66	1.5	418	9.3	618	13.8	4,480
<u>Diploma</u>									
Baton Rouge Gen.	7	35.0	2	10.0	0	0	9	45.0	20
Total	7	35.0	2	10.0	0	0	9	45.0	20
GRAND TOTAL	694	10.0	190	2.7	794	11.4	1,678	24.1	6,973

Appendix C8
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs
(2015–2020)

Nursing Program	2015	2016	2017	2018	2019	2020	Projected 2021
<u>Associate</u>							
Baton Rouge Community College	47	38	26	29	46	46	59
Bossier Parish Community College	59	52	57	56	44	43	70
Delgado	272	278	219	172	213	202	325
Fletcher Tech/Comm. College	44	11	11	17	14	15	32
LSU Alexandria	59	53	75	49	62	64	66
LSU Eunice	38	44	37	65	63	78	84
Louisiana Delta	30	29	44	30	27	39	37
Louisiana Tech	46	37	47	60	53	52	0
Northwestern	102	88	78	97	139	154	163
South Louisiana Community College	0	23	31	41	34	48	68
Southern Univ. at Shreveport	37	46	40	48	70	42	45
SOWELA Technical Comm. College	-	0	0	13	22	33	44
<u>Total</u>	734	699	665	677	787	816	993
<u>Baccalaureate</u>							
Chamberlain	N/A	N/A	N/A	0	0	4	77
Dillard	13	47	13	24	8	6	4
Grambling	57	4	0	0	0	0	8
Herzing	-	-	-	-	0	0	0
Louisiana College	33	43	33	22	20	26	33
LSU Health Science Center	188	201	207	223	222	251	236
McNeese State	116	133	87	90	58	93	88
Nicholls State	99	94	108	101	117	128	148
Northwestern	130	136	138	144	167	158	219
FMOLU	188	170	123	91	87	80	120
Southeastern	157	159	131	132	152	147	148
Southern	104	59	132	97	82	101	135
University of Holy Cross	38	52	36	45	38	34	32
UL Lafayette	98	129	110	116	139	151	154
UL Monroe	67	70	63	91	98	89	115
William Carey	N/A	N/A	N/A	0	0	26	36
<u>Total</u>	1,231	1,293	1,181	1,176	1,188	1,294	1,553
<u>Diploma</u>							
Baton Rouge Gen. Med. Center	25	36	31	32	34	38	0
<u>Total</u>	25	36	31	32	34	38	0
Grand Total	2,017	2,060	1,877	1,885	2,009	2,148	2,546

APPENDIX D

Enrollment and Graduates from APRN Programs in Louisiana

Appendix D1

ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA (2016-2020)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Grambling University	N/A	N/A	N/A	N/A	N/A	20	26	27	35	31	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN)	0	0	0	0	0	554	474	445	475	540	N/A	N/A	N/A	N/A	N/A
McNeese State University															
Nicholls State University															
Southeastern Louisiana Univ. of Louisiana-Lafayette															
LSU Health Science Center	1	2	3	1	1	65	70	93	83	89	126	123	130	125	132
Loyola Univ.	N/A	N/A	N/A	N/A	N/A	85	123	169	180	183	N/A	N/A	N/A	N/A	N/A
Northwestern St. Univ.	0	0	0	0	0	239	216	214	233	300	N/A	N/A	N/A	N/A	N/A
Franciscan Missionaries of Our Lady University	N/A	N/A	N/A	N/A	N/A	0	14	29	31	35	32	33	81	85	87
Southern Univ. BR	0	0	0	0	0	105	88	90	85	64	N/A	N/A	N/A	N/A	N/A
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	11	9	9	4	0	N/A	N/A	N/A	N/A	N/A
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	9	14	14	11	19	N/A	N/A	N/A	N/A	N/A
University of Louisiana Monroe	N/A	N/A	N/A	N/A	N/A	N/A	15	62	77	49	N/A	N/A	N/A	N/A	N/A
TOTALS	1	2	3	1	1	1,088	1,049	1,152	1,214	1,310	158	156	211	210	219

Appendix D2
GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2010-2020)

APRN PROGRAM	GRADUATION										
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Grambling University	11	18	19	30	11	16	11	5	7	14	9
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Nicholls State University Southeastern Louisiana University University of Louisiana at Lafayette	33	47	46	82	117	124	157	161	171	174	138
Loyola University	25	49	46	10	0	8	24	13	11	44	51
LSU Health Science Center	83	66	84	73	76	76	84	61	58	65	56
Franciscan Missionaries of Our Lady University	27	26	26	56	27	27	28	22	22	37	41
Northwestern State University	49	56	51	26	56	63	61	72	67	80	78
Southern University BR	18	17	35	46	55	32	33	35	30	30	21
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	0	4	0
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2	4
University of Louisiana Monroe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13	36
TOTALS	246	279	307	323	342	346	398	372	368	463	434