

Louisiana State Board of Nursing

2021



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 2021 to continuing the implementation of strategic priorities that were developed during the Strategic Planning Annual Retreat held in November 2019. On November 30, 2021, the LSBN Board of Directors and the staff C-Suite Team met to update the 2021 – 2023 Strategic Plan. The goals of this one-day session were to

- Review progress with implementing LSBN's 2021-2023 strategic map;
- Update the map for the next year (calendar year 2022); and
- Identify implementation priorities for the next year.

2021 Accomplishments

I am pleased to share our accomplishments with Governor Bel Edwards, state officials and our professional colleagues as well as the 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 2021 directed toward that mission included the following:

Strategic Priority A: Strengthen nursing education, practice, and workforce.

- Nursing students started careers earlier due to COVID-19 adjustments to curriculum;
- Progress toward full practice authority for APRNs
 - Achieved 3 of 4 steps in legislative process to pass a bill for full practice authority;
 - Louisiana State Board of Medical Examiners (LSBME) reached out to work with LSBN on rules that will facilitate practice of APRNs;
- Developing the future nursing workforce
 - Collaboration with LACANE on presentations by board staff to nursing educators and students;

- Supported the Governor's initiatives on getting nursing students into the nursing workforce earlier;
- Participation in NCSBN's knowledge network for education;
- Developed residency program educational module.

Strategic Priority B: Leverage LSBN's influence as a recognized leader.

- Significantly improved working relationships with LSNA and LANP as well as with legislators and the House and Senate Health and Welfare Committees;
- Improving establishment of a unified voice for nursing especially with the legislature, the Governor's Office, and Dr. Joseph Kanter at the Louisiana Department of Health;
- Dr. Lyon elected as Area 3 Board member for National Council of State Boards of Nursing, which includes Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia;
- Collaboration with LDH and receipt of grant to develop video and marketing program related to our Recovering Nurse Program;
- Collaboration with LSNA Foundation to establish the Sister Lucie Leonard recovering nurses fund to assist nurses with substance use disorders.

Strategic Priority C: Maintain organizational effectiveness, efficiency, and accountability.

- Improved customer service experiences with new telephone system and access to all documents electronically through the LSBN Portal and Laserfiche;
- Staff maintained > 95% effectiveness and efficiency in the remote workspace:
 - Metrics accomplished included increased case closures and shortened time for processing applications and licensures;
 - Developed ACH payments, improving accounting and financial processing;
 - Facilitated paper-light accounting processes;
 - 100% staff participation in renewal through processing of telephone and email queries;
 - Leveraging ORBS reports to provide data-driven actions for improving practice, regulation, education, and workforce development.

Critical Issues for 2022 and 2023

Based on the analysis reviewed above, LSBN's Board of Directors has established critical issues requiring our attention over the next two years.

1. What is the long-term impact of COVID-19 on our nursing workforce? Will there be an increase in retirements, resignations, enrollments in nursing schools? How do we manage this change in nursing workforce?
2. Will the stress of working during a pandemic over the last two years result in more complaints against nurses, violations of the Nurse Practice Act and/or LSBN Rules and Regulations?
3. How does LSBN address the rampant disinformation placed on social media platforms by nurses?
4. Should LSBN have a broader social media presence on our Facebook platform? Is this the proper role of a regulatory agency?
5. How will LSBN support our external partners' efforts to pass legislation for full practice authority for APRNs?

6. Are we fully engaged with employers, educators, and other nursing organizations to design the nursing workforce of the future?

For the next 12 months, LSBN's tracks of work will be related to supporting full practice authority, collaborating with our stakeholders to develop the future nursing workforce, and supporting the transition to practice for our new nurses, and responding to the changing practice and learning environments. To accomplish these objectives, we will need the support of our nurses. We look forward to engaging with each of you as we work to keep our profession advancing.

For the Public Trust,



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

Louisiana State Board of Nursing Strategic Plan: 2021-2023

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

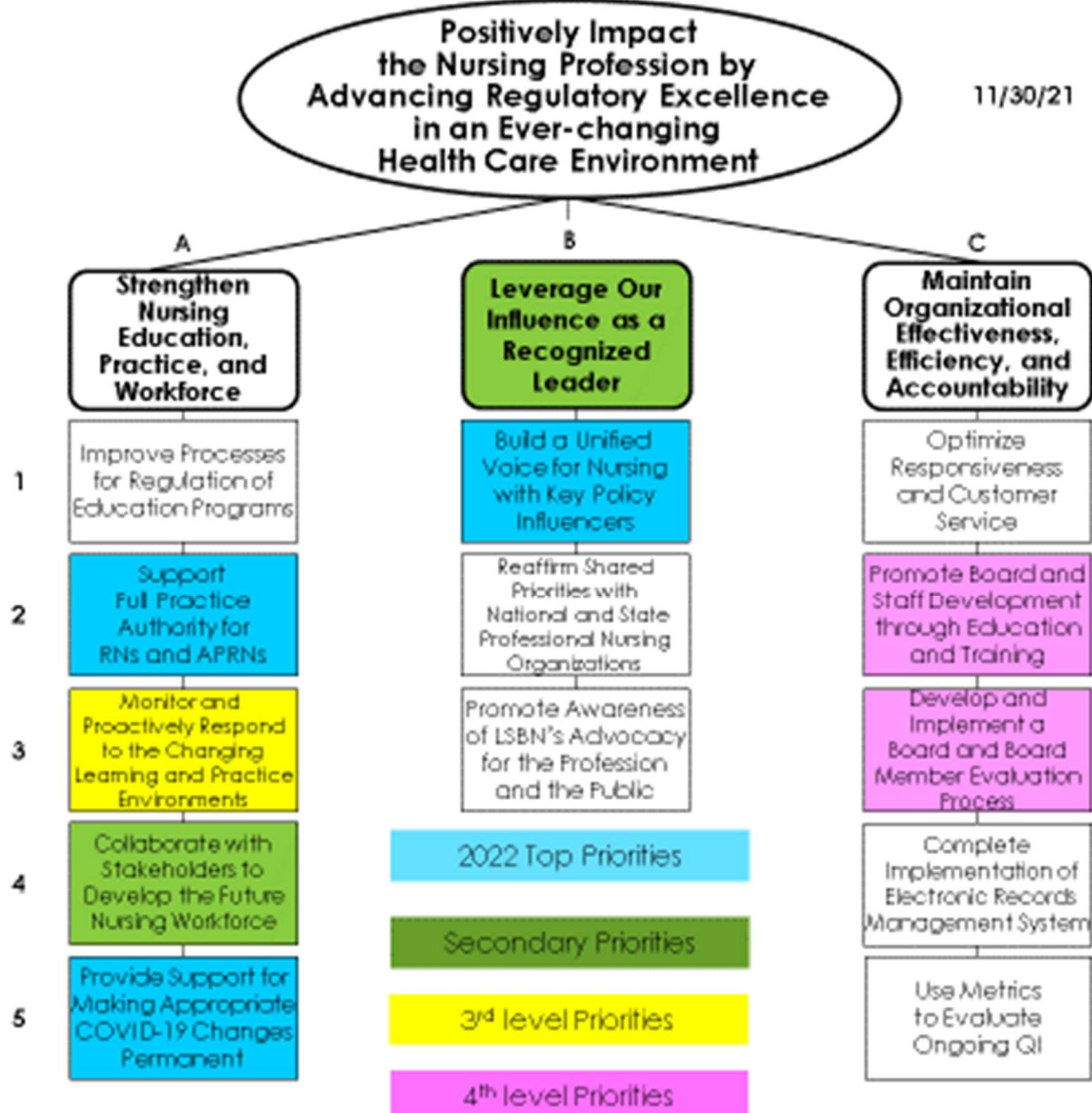
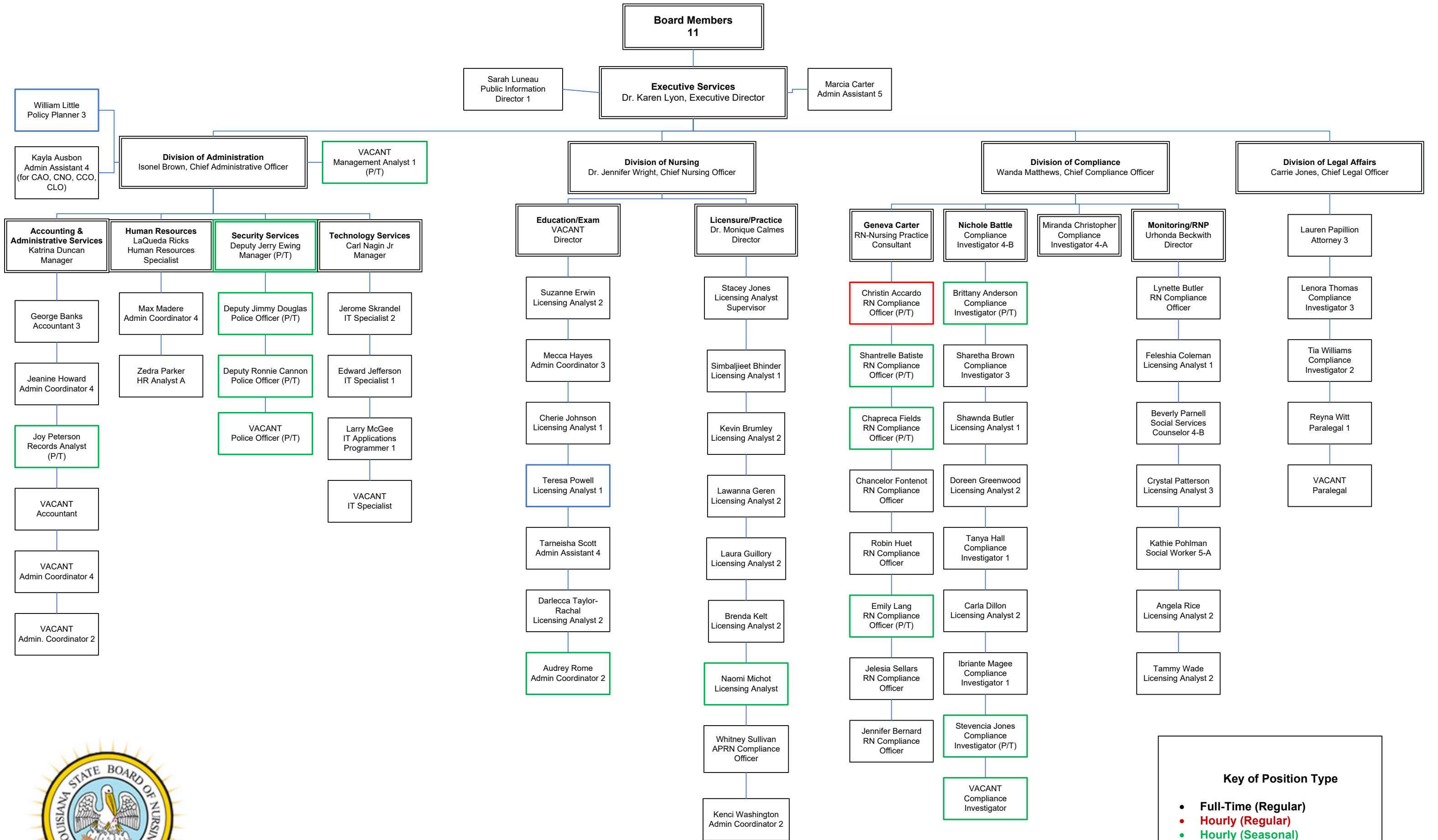


TABLE OF CONTENTS

<u>TITLE</u>	<u>PAGE</u>
LSBN Organizational Chart	1
LSBN Board Members and Staff	2
Duties and Powers of LSBN	3
2021 Rulemaking by Louisiana State Board of Nursing.....	5
2021 Major Motions (by month)	7
Compliance.....	18
Hearings	20
Recovering Nurse Program/Monitoring	23
Licensure	26
LSBN Division of Administration	31
Louisiana Center for Nursing	32
Nursing Education Capacity in Louisiana.....	33
Pre-RN Licensure Programs	33
Advanced Practice Registered Nurse Education in Louisiana.....	48
Graduate Nursing Programs in Louisiana Offering Non-Licensure Degrees in Nursing	53
Nursing Faculty Teaching in Louisiana	
Faculty Teaching in Pre-RN Licensure Programs	42
Faculty Teaching in APRN Programs	59
The 2021 Nurse Supply Report	63
References	64
APPENDICES	
A. LSBN Summary of Strategic Plan, 2021-2023	66
B. LSBN Approved Nursing Education Programs.....	82
C. NCLEX-Passage Rates, Admissions, Enrollment and Graduates.....	95
C1. Performance of First-Time Candidates of Nursing Programs in Louisiana on NCLEX-RN.....	96
C2. Applicants, Admissions, Enrollment and Graduates of Nursing Education Programs in Louisiana (2005-2021)	97
C3. Qualified Applicants and Admissions: Diploma, Associate and Baccalaureate Degree Programs (2017-2021).....	98
C4. Admissions Data: Why Qualified Applicants Were Not Admitted to Louisiana Nursing Education Programs (2020-2021)	99
C5. Gender of Students Enrolled in Clinical Nursing Courses in Pre-RN Licensure Programs in Louisiana (2020-2021).....	100
C6. Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2020-2021)	101
C7. Pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education (October 15, 2021).....	102
C8. Graduates of Associate, Baccalaureate and Diploma Nursing Education Programs (2016-2021)	103
D. Enrollment and Graduates from APRN Programs in Louisiana	104



Key of Position Type

- Full-Time (Regular)
- Hourly (Regular)
- Hourly (Seasonal)
- Job Appointment (Seasonal)

2021 MEMBERS OF THE BOARD

The members of the Board serving for the 2021 Annual Report year were:

Tavell Kindall, PhD, DNP, APRN, FNP
Tracey P. Moffatt, MHA, BSN, RN
Jennifer M. Manning, DNS, APRN, CNS, CNE
Ann Carruth, DNS, RN
Tim Cotita, RN, MSHCE
Mimi Primeaux, MS, CRNA
Wendi S. Palermo, PhD, RN
Jennifer S. Couvillon, PhD, RN-BC, CNE
Teresita McNabb, RN, MHA
Kenneth Alexander, MS, RRT
Fredrick Pinkney, Ed.D.

President, Advanced Practice
Vice-President, Nursing Service Administrator
Alternate Officer, Nursing Education
Board Member, Other Areas of Nursing
Board Member, Other Areas of Nursing
Board Member, Nurse Anesthetist
Board Member, Nursing Education
Board Member, Nursing Education
Board Member, Nursing Service Administrator
Board Member, Consumer
Board Member, Consumer

2021 LSBN MANAGEMENT TEAM

Executive Leadership Team

Karen C. Lyon, PhD, RN, ACNS, NEA
Isonel M. Brown, MS, MBA
Wanda Woods Matthews, MPA, BBA
Carrie LeBlanc Jones, JD, MBA
Jennifer Wright, DNP, APRN, FNP, BC

Chief Executive Officer
Chief Administrative Officer
Chief Compliance Officer
Chief Legal Officer/General Counsel
Chief Nursing Officer

Department Directors, Team Leaders, and Managers

Monique Calmes, DNP, APRN, FNP-BC
Urhonda Beckwith, MSN, APRN, FNP
Nichole R. Battle
Geneva Carter, MSN, APRN, FNP
Katrina Duncan
LaQueda Ricks
Carl Nagin

Director, Licensure/Practice
Director, Recovering Nurse Program/Monitoring
Team Leader, Compliance Investigators
Team Leader, RN Compliance Officers
Manager, Accounting and Records
Manager, Human Resources
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 12/31/2021

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.

2021 RULEMAKING BY THE LOUISIANA STATE BOARD OF NURSING

VIA E-MAIL: Catherine.Brindley@la.gov

February 21, 2022

Catherine Brindley
Louisiana Register
P.O. Box 94095
Baton Rouge, LA 70804-9095

Dear Mrs. Brindley,

In accordance with R.S. 49:968 K, the Louisiana State Board of Nursing submits a report on its rulemaking activities from January 1, 2021 - December 31, 2021. The rules promulgated this year include three (3) emergency rules for LAC46:XLVII, Section 4513, Chapter 33, Section 3328, and Chapter 37, Section 3709.

Pursuant to statutory authority for rulemaking granted to the Board of Nursing by R.S. 37:918 (12), and in accordance with the procedural provisions of R.S. 49: 950 - 970, the Board took the following rulemaking actions:

<u>Date</u>	<u>Activity</u>
1 – 2021	Chapter 45, Sections 4505, 4507, and 4513 Advanced Practice
01/20/21	Declaration of Emergency
01/25/21	Distributed Electronic Notice of Rulemaking Activity to List of Interested Parties, Registered Nurses
02/24/2021	Report sent to Oversight Committees
3/20/2021	Emergency Rule Published
	Chapter 33, Section 3328 and Chapter 37, Section 3709 Delegation of Medication Administration to Unlicensed Assistive Personnel
1/19/2021	The Department of Health, Board of Nursing (LSBN) has exercised the emergency provisions of the Administrative Procedures Act, specifically R.S 49:953(B), allowing delegation of the administration of COVID-19 vaccines by RNs or APRNs to unlicensed personnel in all settings (§3709) and granting temporary approval to RNs with retired or inactive licenses, which license was not encumbered at the time it was retired or made

inactive, to obtain a limited RN disaster permit (§3328). The permit will be granted to RNs who are eligible for reinstatement of a retired or inactive license in Louisiana and the limited disaster permit allows solely for tasks directly related to the administration and delegation of COVID-19 vaccinations. This Rule is effective upon the signature of the Executive Director, January 19, 2021, and shall remain in effect for 120 days unless rescinded, renewed, or the Covid-19 Public Health Emergency Proclamation is terminated by the Governor. The immediate need for qualified health care providers to administer the COVID-19 vaccinations necessitated the need to adopt an Emergency Rule.

2 - 2021 Chapter 33, Section 3335 Continuing Education

2/18/2021 The State Board of Nursing (LSBN) has exercised the emergency provisions of the Administrative Procedure Act, specifically 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, §3335. The added language in §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

The Louisiana State Board of Nursing is grateful for the assistance and cooperation extended by the Health and Welfare Committee members and staff persons during the process of rulemaking.

Sincerely,



Karen C. Lyon, PhD, MBA, APRN, NEA
CEO/ Executive Director
Louisiana State Board of Nursing
17373 Perkins Road
Baton Rouge, LA 70810
225-775-7576

KCL: mc

2021 Major Motions

February 11, 2021 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 October 15, 2020 and the December 3, 2020 Board Meetings, and the Emergency Board Meeting on January 18, 2021.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Louisiana Delta Community College
 2. Loyola University
3. 2019-2020 Schools of Nursing Annual Reports
 1. Baton Rouge Community College- ASN
 2. Baton Rouge General Medical Center-Diploma
 3. Bossier Parish Community College- ASN
 4. Chamberlain University-BSN
 5. Delgado Community College- ASN
 6. Dillard University-BSN
 7. Fletcher Technical Community College-ASN
 8. Franciscan Missionaries of Our Lady University-BSN
 9. Grambling State University- BSN
 10. Herzing University- BSN
 11. Louisiana Delta Community College-ASN
 12. Louisiana State University Alexandria-ASN
 13. Louisiana State University Eunice-ASN
 14. Louisiana State University Health Sciences Center-BSN
 15. Louisiana Tech University-ASN
 16. McNeese State University-BSN
 17. Nicholls State University-BSN
 18. Northwestern State University-ASN and BSN
 19. Southeastern Louisiana University-BSN
 20. Southern University Baton Rouge- BSN
 21. Southern University at Shreveport-ASN

- 22. South Louisiana Community College-ASN
- 23. SOWELA Technical Community College-ASN
- 24. University of Holy Cross-BSN
- 25. University of Louisiana at Lafayette-BSN
- 26. University of Louisiana at Monroe-BSN
- 27. William Carey University-BSN
- 28. Franciscan Missionaries of Our Lady University-MSN
- 29. Grambling State University-MSN
- 30. Intercollegiate Consortium for a Master of Science in Nursing-MSN
- 31. Louisiana State University Health Sciences Center-MSN
- 32. Loyola University-MSN
- 33. Northwestern State University-MSN
- 34. Southeastern Louisiana University-MSN
- 35. Southern University Baton Rouge-MSN
- 36. University of Louisiana at Lafayette-MSN
- 37. University of Louisiana at Monroe-MSN
- 4. Continuing Education Renewal Request
 - 1. Louisiana Hospital Association
 - 2. Western Schools
 - 3. Nursing CE Central
- 5. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

DIVISION OF NURSING PRACTICE

Motion to approve the emergency rule of waiving audit of licenses during a public health emergency and submit as a permanent rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revisions to section 3335.

Motion Carried.

EDUCATION AND EXAMINATION

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

Motion Carried.

Motion to accept the updated report of currently enrolled Louisiana students in the Excelsior College LPN-ASN program.

Motion Carried.

DIVISION OF LEGAL AFFAIRS

Motion to approve the extension of the emergency rule in Title 46, Chapter 33, section 3329 and Chapter 45, section 4513 to extend those rules for an additional 120 days.

Motion Carried.

Motion to direct the agency to examine all aspects of the rule according to temporary permit status and emergency provisions that would be prudent to extend to permanent status and report back to the Board at the April Board meeting.

Motion Carried.

Motion to approve the proposed rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-638 providing for the proposed revisions to 4513 to be submitted as a permanent rule change.

Motion Carried.

Motion to approve the proposed emergency rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revisions to section 3335.

Motion Carried.

Motion to approve proposed rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-638 providing for the proposed revisions to section 3335 to be submitted as a permanent rule change.

Motion Carried.

Motion to create a task force of nurse educators and nurse operators to look at pre-graduation RN workforce capabilities in a public health emergency crisis.

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

April 15, 2021 Board Meeting

Motion to Adopt with changes noted, and with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to Approve the minutes of the February 11, 2021 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Continuing Education Renewal Request
 1. American Association of Critical-Care Nurses
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

Motion to approve Step III to establish a baccalaureate of science in nursing education degree program and grant full approval to Chamberlain University's College of Nursing.

Motion Carried.

Motion to approve Step II to establish a graduate in nursing education degree program and grant initial approval to McNeese State University.

Motion Carried.

Motion to accept the updated report of currently enrolled Louisiana students in the Excelsior College LPN-ASN program.

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to accept and approve the LSBN Board Resolution to amend its contract for legal services with Shows, Cali & Walsh, LLP as presented.

Motion Carried.

Motion to accept and approve the LSBN Board Resolution to amend its contract for legal services with Rutledge Law Firm, LLC as presented.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to accept the 2020 Louisiana State Board of Nursing Annual Report as corrected.

Motion Carried.

Motion to accept the report of the President, Vice- President, and the CEO/ Executive Director with edits.

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

June 17, 2021 Board Meeting

Motion to Adopt the Agenda as presented with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to approve the minutes of the April 15, 2021 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Requests
 1. Southern University at Shreveport
 2. Fletcher Technical Community College
3. Continuing Education Renewal Request

1. Nicholls State University
4. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

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

Motion Carried.

Motion to accept the report of non-compliance and correction of non-compliance regarding the Chief Nurse Administrator at William Carey University at Baton Rouge General.

Motion Carried.

Motion to accept the updated report of currently enrolled Louisiana students in the Excelsior College LPN-ASN program.

Motion Carried.

Motion to approve the proposed increased enrollment of the Associate of Science in Nursing program of study at Baton Rouge Community College pending approval by the Accreditation Commission for Education in Nursing.

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to approve the Request for IT Capital Expenditure.

Motion Carried.

CENTER FOR NURSING

Motion to accept the 2020 Nurse Supply Report.

Motion Carried.

Motion to accept the 2020 Nursing Education Capacity Report.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to accept the report of the President, Vice President, and the CEO/Executive Director as submitted.

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 12, 2021 Board Meeting

Motion to Adopt the Agenda as presented with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to approve the June 17, 2021 minutes of the Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Reports
 2. Accreditation Reports
2. Approved Program Requests
 1. Northwestern State University
 2. Northwestern State University
 3. University of South Alabama
 4. Southwest Mississippi Community College
3. Chamberlain University-CARE Scholars
4. Southeastern Louisiana University- Substantive Change
5. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

Motion to approve the request of Maryville University to offer graduate clinical experiences in Louisiana until August 12, 2024 for the following roles/populations:

Family Nurse Practitioner (MSN, BSN-DNP, Post Graduate Certificate)

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to approve the Louisiana Compliance Questionnaire and the LSBN Board Resolution

Motion Carried.

CENTER FOR NURSING

Motion to approve the annual dues of \$1000.00 in support of the LAC.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to approve the appointment of Dr. Jennifer Manning as the new Alternate Officer.

Motion Carried.

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

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 14, 2021 Board Meeting

Motion to Adopt the Agenda as presented with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to approve the August 12, 2021 minutes of the Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Continuing Education Provider Approval-Pacific Medical Training
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

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

Motion Carried.

Motion to approve the major substantive change notification from South Louisiana Community College of the change in Southern Association of Colleges and Schools Commission on Colleges' (SACSCOC) accreditation status to probation.

Motion Carried.

DIVISION OF ADMINISTRATION

Motion for acceptance and approval of the FY2021 Financial and Compliance Audit Report.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to approve the new Board Hearing calendar.

Motion Carried.

Motion to accept the report of the President, Vice President, and the CEO/Executive Director as submitted.

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 2, 2021 Board Meeting

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

Motion Carried.

Motion to approve the Minutes of the October 14, 2021 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Reports
 2. Accreditation Reports
2. Approved Program Reports
 1. Baton Rouge General Medical Center's School of Nursing- ACEN
 2. Louisiana Tech University- ACEN
 3. LSU at Alexandria-ACEN
 4. LSU Health Science Center- Program Expansion (RN-BSN and Nurse Educator-MSN)
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

Motion to accept the request for consideration of full approval for the Baccalaureate of Science in Nursing program at Grambling State University.

Motion Carried.

Motion to grant continued initial approval for the Baccalaureate of Science in Nursing program at Grambling State University until September 1, 2022 as provided for in LAC 46:XLVII:3533.B.10.

Motion Carried.

Motion to instruct the Baccalaureate of Science in Nursing program at Grambling State University to submit interim progress reports to include changes or review of curriculum, pertinent educational strategies, status of the cohorts and faculty, NCLEX-RN pass rates at subsequent 2022 LSBN Board meetings.

Motion Carried.

Motion to approve Step III to establish a Baccalaureate of Science in Nursing education degree program and grant full approval to Dillard University's College of Nursing.

Motion Carried.

Motion to approve the request of LSU Health New Orleans to establish the Career Alternative RN Education (CARE) program as an off-campus instructional site at the Louisiana State University Health Shreveport campus.

Motion Carried.

Motion to approve the major substantive change notification from Fletcher Technical Community College of the change in major clinical facility.

Motion Carried.

Motion to approve the request of George Mason University to offer graduate clinical experiences in Louisiana until December 2, 2024 for the following roles/population:

Family Nurse Practitioner (MSN)

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to approve the proposed FY2023 annual budget.

Motion Carried.

OFFICE OF EXECUTIVE DIRECTOR/CEO

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

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

COMPLIANCE DEPARTMENT

Louisiana State Board of Nursing Complaints and Investigations for Calendar Year 2021

As reflected in Table 1, a total of 412 complaints were received that resulted in opened investigations and consideration for disciplinary action for the calendar year 2021. The classification of individuals who were subject to complaints were 215 Registered Nurses (52.19%), 129 Nursing Students (31.31%), and 33 Advanced Practice Registered Nurses (8.01%). Other complaints received were for endorsement applicants, exam applicants, and an imposter.

Table 1. Classification of Individuals Who Were Subjects of Complaints 2021

Classification	2021	
	No.	%
Registered Nurse	215	52.19%
Nursing Student	129	31.31%
Endorsement Applicant	23	5.58%
Advanced Practice Registered Nurse	33	8.01%
Exam Applicant	11	2.67%
Imposter	1	0.24%
Totals	412	100.00%

Source of Opened Investigations

As reflected in Table 2, the largest source of complaints that resulted in opened investigations and consideration for disciplinary action were 267 (64.81%) from Board of Nursing/LSBN Staff, followed by 67 (16.26%) from Employers. Other sources include, but are not limited to, nursing programs, self-reports, and student files.

Table 2. Source of Opened Investigations

Source	2021	
	No.	%
Student File	9	2.18%
Self-Reported	12	2.91%
Board of Nursing/LSBN Staff	267	64.81%
Employer	67	16.26%
Nursing Program	21	5.10%
Other	36	8.74%
Totals	412	100.00%

Types of Complaints or Potential Violations Resulting in Opened Investigations

As reflected in Table 3, the types of complaints resulting in opened investigations and consideration for disciplinary action were Criminal Conduct 178 (43.20%), Drug Related 52 (12.62%), Confidentiality, Consent or Disclosure Violations 43 (10.44%), and Unsafe Practice or Substandard Care 33 (8.01%). Other types of complaints include, but are not limited to, drug diversion or misappropriation, fraud deception or misrepresentation, and others.

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

Source	2021	
	No.	%
Confidentiality, Consent or Disclosure Violations	43	10.44%
Criminal Conduct	178	43.20%
Drug Diversion or Misappropriation	20	4.85%
Drug Related	52	12.62%
Fraud Deception or Misrepresentation	16	3.88%
Mental/Medical Condition	9	2.18%
Misconduct or Abuse	15	3.64%
Non-Compliance with Federal, State or Contractual Requirements	2	0.49%
Other	44	10.68%
Unsafe Practice or Substandard Care	33	8.01%
Totals	412	100.00%

Closed Investigations

LSBN staff closed 673 investigations during 2021. Of the investigations closed, the case type included criminal conduct, unsafe practice or substandard care, drug related, fraud, deception or misrepresentation, and others.

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	17
Discipline Files Reviewed	235
Total Actions Taken	245
A. Reinstatements	56
1. Granted/Stipulations	28
2. Granted	0
3. Granted/Reprimand	23
4. Deny/Delay/Ratify	0
5. Deny/Delay/Stipulations	0
6. Approved for Temp Permit for Refresher Course	5
B. Discipline Actions	127
1. Summary Suspension (Ratify)	7
2. Revoked	1
3. Suspended/Stipulations	9
4. Automatic Revoke/Ratify Staff Action	7
5. Voluntary Surrender	9
6. Automatic Suspension/Ratify Staff Action	35
7. Suspended with Stay/Probation/Stipulations	28
8. Renewed License/Probation	0
9. Retain License w/Probation	0
10. Reprimand	28
11. Request for Reconsideration	3
C. Endorsement	1
1. Approved Reprimand	1
2. Deny/Delay/Ratify Staff Action	0
3. Approved/Probation/Stipulations	0
4. Delay/Stipulations	0
5. Automatic Suspension Ratify Staff Action	0
D. Education	49
1. Applicant: NCLEX Deny/Delay/Ratify Staff Action	3

2. Applicant: NCLEX Approved/Probation/Stipulations	2
3. Applicant: NCLEX Approved/Reprimand/Stipulations	1
4. Applicant: NCLEX Deny/Delay/Stipulations	0
5. Applicant: NCLEX Automatic Suspension/Ratify	1
6. Student: Deny/Delay/Ratify Staff Action	26
7. Student: Approved/Probation/Stipulations	8
8. Student: Approved/Stipulations	1
9. Student Approved/Reprimand	0
10. Student: Deny/Delay/Stipulations	3
11. Student: Automatic Suspension/Rescind Approval	3
12. Request for Rehearing/Reconsideration	1
E. Special Statistics Included Above	
1. Consent Orders	138
2. Applicant: NCLEX	7
3. Student: Clinical	42
Miscellaneous - NLC Discipline	
1. Summary Suspension of Privilege to Practice (ratified)	0
2. Privilege to Practice suspended	0
3. Louisiana MSL converted to SSL	3
Non-Discipline Actions	
1. Hearing Recessed	1
2. Continuance	7
3. Charges Dismissed	1
4. Other	2

Out of the 235 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	0	0%
Criminal	35	14.9%
Disciplinary Action by Another Board	4	1.7%
Drug/Alcohol	86	36.6%
Fraud/Deceit	30	12.8%
Non-Compliance with Board Order	51	21.7%
Other	28	11.9%
Practiced Beyond Scope	10	4.3%
Practicing with an Expired License	24	10.2%
Psychological/Mental	4	1.7%
Substandard or Inadequate Care	15	6.4%
Unprofessional Conduct	3	1.3%
Patient Abuse	2	.9%

Note: Each case may have multiple bases for discipline.

Table 6. Classification of Individuals Subject to Discipline

Advanced Practice Registered Nurse	15	6.5%
Registered Nurse	167	72.3%
Endorsement Applicant	1	0.4%
NCLEX Applicant	5	2.2%
Student Nurse Applicant	43	18.6%

Table 7. Age Ranges of Individuals Subject to Discipline

Age Category	No.	%
< 21	0	0%
21-30	28	12.1%
31-40	83	35.9%
41-50	61	26.4%
51-60	50	21.6%
61-70	7	3%
>70	2	0.9%

Table 8. LSBN Board Actions Over Five-Year Period (2017-2021)

Year	No. of Actions
2021	245
2020	268
2019	300
2018	316
2017	308

RECOVERING NURSE PROGRAM/MONITORING

The Recovering Nurse Program/Monitoring Department monitors Advanced Practice Registered Nurses, 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 an individual 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 46:XLVII: 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 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 (Table 9).

Additionally, the RNP/Monitoring Director and Program Managers process disciplinary reinstatement requests for individuals previously disciplined by LSBN, including students who are delayed and required to be monitored prior to attending clinical nursing courses. The individual's history is reviewed, and stipulations for reinstatement or approval for clinical nursing courses are provided. In 2021, 93 disciplinary reinstatements were received, and 38 requests were approved. The Director and Program Managers investigate the often-complex histories of previously disciplined individuals to determine eligibility for reinstatement. Often this requires a period of monitoring prior to eligibility for reinstatement. This may also include re-entry into RNP. Some individuals choose not to pursue reinstatement after stipulations are mandated. Individuals with an extensive disciplinary history may be required to appear before a Board Panel in a Hearing to determine suitability for reinstatement.

Finally, the department drafts voluntary surrender agreements should an individual wish to surrender his or her license for a minimum of two years rather than comply with an RNP agreement or a board order. The department drafted six of these agreements in 2021.

Table 9. RNP/Monitoring Department Statistics

2021	Annual
1. Monitoring: Total number of Cases being monitored	105
A. Number of new entries	110
B. Total Number of Released Compliant Participants	89
C. Total Number of Automatic Suspensions based upon non-compliance with Board Order/Agreement	48
D. Total Number of Disciplinary reinstatements/approvals	38
E. Total Number of Reinstatement Requests	93
F. Number of Released Non-Compliant Participants	16
2. RNP: Total Number of RNP Participants	346
A. 1. Number of Active Confidential Participants	175
A. 2. Number of Disciplinary RNP Participants	171
B. Number of RN's/APRN's Self-Reported	62
C. Total Number of New Program Entries	53
C.1. New Entries Confidential RNP	27
C.2. New Entries Disciplinary RNP	26
D. Number of Refused RNP	14
E. Number of Released Compliant Participants	148
F. Number of Released Non-Compliant Participants	22
G. Number of Relapsed Active Participants	15
H. Number of Total Re-Entries - No Relapse	16
I. Number of Relapsed After Completion	8
TOTAL NUMBER OF MONITORING/RNP	451
In-office Conferences	23
Total Presentations	5
RNP groups visited	0
Treatment Facilities visited	0

Departmental Highlights in 2021

In 2021, the RNP collaborated with the Bureau of Community Preparedness, Louisiana Department of Health/Public Health, with their Opioid to Action Grant to increase awareness of the RNP.

A new RNP video was completed with this grant, and information about the RNP was sent to nursing entities and organizations. The video was added to LSBN RNP/Monitoring website in July.

The RNP/Monitoring Director and Program Managers continued to provide RNP presentations via Virtual Meetings to nursing schools.

The RNP/Monitoring Department added two (2) new Policies: Random Drug Screens, Frequency Policy & Missing Report Policy.

Lisa Booth, RN Compliance Officer, retired in October, and Lynette Butler, RN Compliance Officer, was hired.

LICENSURE

Approval to Enroll in Clinical Nursing Courses

There were 3,434 applications to enroll in clinical nursing courses during the calendar year of 2021 as compared to 4,010 in 2020, which represents a 16.7% decrease.

Completion of Louisiana Undergraduate Nursing Program

There were 2,371 graduates from 29 undergraduate nursing programs in Louisiana. Of this number, 0 (0%) were Diploma graduates, 964 (40.7%) were Associate Degree graduates, and 1,407 (59.3%) were Baccalaureate Degree graduates.

Licensure by Examination

During the 2021 calendar year (January 1 - December 31, 2021), 2,530 graduates were granted temporary RN applicant permits and 3,011 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 five hundred and eighty-four (2,584) individuals were licensed to practice as registered nurses by initial licensure by examination.

Two thousand four hundred twelve (2,412) Louisiana graduates sat for the NCLEX-RN exam for the first time. Of this number, 2,145 passed the exam. First time candidates from nursing programs in Louisiana achieved a pass rate of 88.93% for the 2021 calendar year. This is above the national average of 82.48%. 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 561 APRN licensure by examination applications were received during the year 2021. A total of 526 individuals were licensed to practice in 2021 as APRNs: 50 as CRNAs, three as CNMs, none as CNS, and 473 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 2021 represents a 5.4% increase from the previous year.

Licensure Renewals Registered Nurses/Advanced Practice Registered Nurses

A total of 39,296 RNs and 5,412 APRNs successfully renewed their licenses to practice nursing in Louisiana by the January 31, 2022 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 3,640 individuals relinquished the right to practice nursing in Louisiana, as follows: 2,756 RNs and 242 APRNs failed to renew their license; 417 RNs and 34 APRNs requested and were approved for inactive status; and 177 RNs and 14 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.

Licensure by Endorsement Registered Nurses

As reflected in Table 10, a total of 1,119 RN endorsement applications to practice registered nursing in Louisiana were received during the year 2021. Of the total received 1,031 were received from United States (U.S.) educated RNs and 88 were received from foreign educated RNs.

Of the endorsement applications received, a total of 905 individuals were licensed to practice as a RN, as follows: 837 U.S. educated RNs and 68 foreign educated RNs. Licensure of foreign educated nurses has shown a significant increase due to the global pandemic. 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 2021 represents an 18% increase from the previous year. The implementation of the Nurse Licensure Compact on July 1, 2019 created an opportunity for individuals to provide services as a 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 continued to issue multiple executive orders in 2021 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 (2016-2021)

Report Year	Applications Received – U.S. Educated	Applications Received – Foreign Educated	Total RN Applications <i>Received</i> (U.S. & Foreign)	United States Educated RN License Issued	Foreign Educated RN License Issued	Total RN Licenses <i>Issued</i> (U.S. & Foreign)
2021	1,031	88	1,119	837	68	905
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 479 endorsement applications to practice as an APRN in Louisiana were received during the year 2021. 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 338 APRN applications were completed through licensure, as follows: 17 CRNAs, four (4) CNMs, zero (0) CNS, and 317 NPs. The remaining applications received in 2021 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 2021 represents a 26 % increase from the previous year.

Licensure by Reinstatement Registered Nurses/Advanced Practice Registered Nurses

A total of 375 individuals reinstated their privileges to practice nursing in Louisiana during the year 2021, including 320 RNs and 55APRNs.

Temporary Permits Issued Registered Nurses

The total number of RN temporary permits issued for the year 2021 was 161. Seventy-four (74) disaster permits were issued to RNs during the year 2021. 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. Permits were also issued under the Governors executive orders for Registered Nurses with retired inactive licenses to be able to administer the Covid 19 vaccine in response to the global pandemic. The total number of RNs applying for a temporary permit in 2021 represents a 76% increase from the previous year. Additionally, disaster permits may be issued to RNs holding a valid and unencumbered RN license in another US state to work on a temporary basis within their respective scope of practice in Louisiana during special events or times of disaster. In response to COVID-19, Louisiana’s Governor continued to issue multiple executive orders in 2021 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.

Temporary Permits Issued Advanced Practice Registered Nurses

A total of four temporary permits were issued to APRN applicants for the year 2021. 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 2021. Louisiana's Governor issued multiple executive orders in 2021 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 3,389 conversion applications were received in 2021 showing a 5% decrease from applications received in 2020. Of those applications, 2,815 were approved and converted from a single state to a multistate RN license. The remaining applications received in 2021 were not processed through licensure because the applications were incomplete and/or expired or the applicant did not meet eligibility requirements.

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

During 2021, a total of 2,322 RNs utilized the National Council of State Boards of Nursing (NCSBN) verification service (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 years.

Table 11. License Verification Out of Louisiana (2016-2021)

Report Year	Number of Verifications
2021 NurSys Processed	2,322
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 2021 was 5,361. The total represents a 10% increase from 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

Due to the Covid-19 global pandemic the continuing education audit was waived for the 2021 Renewal season.

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 2022 license renewal period on 1,690 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 1,690 APRNs selected, 1,647 were compliant (which included 44 that voluntarily inactivated their controlled substance privileges). Forty-three (43) APRNs were non-responders that resulted in an inability to renew and an inactive license as per Act 76. One was reported deceased. Four (4) of these 43 APRNs supplied the required CEs to maintain an active CDS license and reinstate their APRN license.

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.

2021 Fiscal Report

LSBN's annual external auditor is selected through a request for proposal (RFP) process that is managed and awarded by the Louisiana Legislative Auditor. LSBN's 2021 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 2021 audit report, LSBN collected \$8,582,113 in annual operating revenues from licensure, examination, and enforcement actions (Figure 1). During the fiscal year, the Board incurred operating expenses of \$8,708,906 (Figure 2), of which salaries/payroll and related expenses consumed 84% of the total expense. The Board's net position decreased by \$72,597, which includes \$54,196 in non-operating revenue.

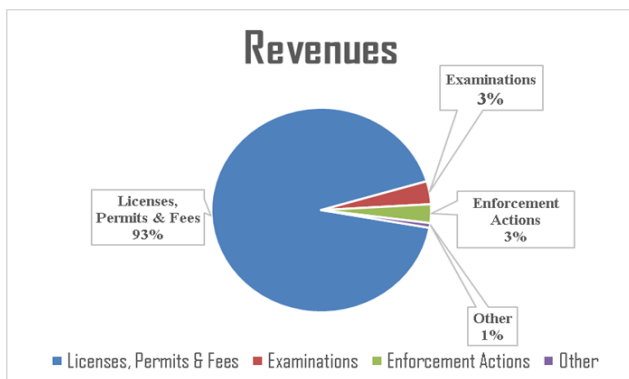


Figure 1: LSBN FY 2021 Revenue
(extracted from audited financial statements)

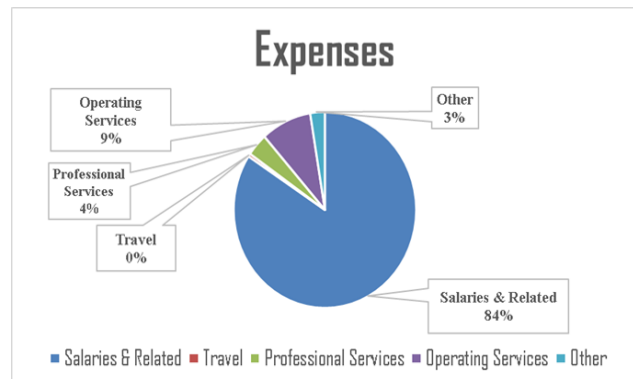


Figure 2: LSBN FY 2021 Expenses
(extracted from audited financial statements)

Information Technology

In response to the continuing COVID-19 pandemic and the need to transition LSBN to a remote worksite, the Board approved replacing desktop computers with laptop computers and larger secondary screens. This process started in 2020 and completed in FY2021. Staff was able to work remotely, either in response to a declared disaster or as a response to a reimagined and more fluid workforce.

LOUISIANA CENTER FOR NURSING

The 2021 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the seventh year of renewals using the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system. This is the fourth year that LSBN will have licensure data on all licensed registered nurses (RNs) and advanced practice registered nurses (APRNs) available through ORBS. The LSBN IT Department, Center for Nursing, and the ORBS Team have worked diligently over the last seven years to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policy makers related to Louisiana's RN and APRN workforce.

The Louisiana Center for Nursing Nurse Supply Report is based on a snapshot of every RN and APRN that had an active license to practice in Louisiana on December 31st, 2020. This will be the third year that LCN will have the ability to continue the process of trending data since LSBN's transition to ORBS. <http://lcn.lsbm.state.la.us/Portals/0/Documents/2020%20Nurse%20Supply%20Report.pdf>

The 2020 Nursing Education Capacity Report was included in the 2020 LSBN Annual Report. Findings from Louisiana's Nursing Education Capacity Report provide valuable information to the LSBN board members, employers of RNs and APRNs, schools of nursing, workforce planners, policy makers, and other interested stakeholders, 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.

Dr. Karen Lyon, Executive Director and CEO of the Louisiana State Board of Nursing was recently appointed by the National Forum of State Nursing Workforce Centers (National Forum) Board of Directors to represent the National Forum on the NCSBN/National Forum survey team. The National Forum and NCSBN work together to collect data on each variable in the Minimum Data Set (MDS) as well as the method of measurement. The MDS was first developed in 2008 when states participating in the 2008 Education Capacity Summit hosted by AARP's Center to Champion Nursing in America were asked to provide Nurse Demand/Employer Survey instruments. The Minimum Nurse Demand Dataset Drafting Workgroup reviewed data collection strategies reported in the scientific literature, the spreadsheet, and survey results to identify the most critical items for the minimum dataset and the appropriate measurement approach for each. National Forum's Research Committee reviewed the Nursing Minimum Dataset for Demand data and made some modifications to definitions but did not modify any of the variables in this dataset. These continue to be the minimum data elements that are most critical to measuring the demand for nurses in each state or nationally. NCSBN and the National Forum will be working together in collaboration with Richard Smiley, Senior Statistician for NCSBN. Richard has already provided to the joint survey team an update of the 2020 Workforce Survey, which includes proposed changes for the 2022 survey. Team members have been asked to provide feedback to facilitate launch of the 2022 Workforce Survey. Stay tuned for additional information as we complete this important workforce research.

NURSING EDUCATION CAPACITY IN LOUISIANA 2021

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 2020-2021 annual reports submitted by undergraduate and graduate nursing programs in Louisiana was used to develop the 2021 Nursing Education Capacity Report.

Pre-RN Licensure Programs in Louisiana

LSBN approved 30 pre-RN licensure programs during the 2020-2021 report year that prepare students to become candidates for initial RN licensure in Louisiana: one diploma program, 12 associate degree (AD) programs, and 17 baccalaureate in nursing (BSN) programs (Table 12).

Table 12. Pre-RN Licensure Programs in LA (2020-2021)

Program Type	No. of Programs	% of Total Programs
Diploma <ul style="list-style-type: none"> • Baton Rouge General Medical Center 	1	3.3%
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	40.0%
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 New Orleans • Loyola University • 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 	17	56.7%
Total No. of Pre-RN Programs	30	100%

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana

There was less than a one percent increase in the pool of qualified applicants applying to pre-RN licensure programs in Louisiana in 2020-2021, compared to a two percent increase in 2019-2020 (Table 13). Over the last five years (2017 to 2021) there has been a 14% increase in the number of students applying for admission to Louisiana's pre-RN licensure programs. In the current report year, 74% (3,717) of the 5,004 qualified applicants were admitted to Louisiana's pre-RN licensure programs, which represents a 3% increase in number, compared to the 7% increase in 2019-2020. Approximately 26% (1,287) of the qualified applicants were denied admission to Louisiana's pre-RN licensure programs in 2020-2021 compared to 1,381 in 2019-2020, which represents a 7% 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 (2017-2021)

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.	%
2021	5,004	3,717	74%	1,287	26%
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%
1- & 5-Year Variance	↑0.2% / ↑14%	↑3% / ↑24%		↓7% / ↓8%	

Applicants and Admissions to Pre-RN Licensure Programs in Louisiana by Program Type for the 2020-2021 Annual Report Year

Fifty-three percent (53%) of the 5,004 qualified applicants applied to BSN programs, which represents a two-percentage point decrease when compared to the previous year (55%). Forty-five percent of the qualified applicants applied to AD programs, and 2% applied to Louisiana's only diploma program in 2020-2021. As seen in Table 13a, approximately 80% (2,121) of the 2,654 qualified applicants applying to BSN programs were admitted and 67% (1,509) of the 2,243 qualified applicants applying to AD programs were admitted in 2020-2021.

Table 13a. Applicants and Admissions for Pre-RN Licensure Programs in Louisiana by Program Type (2020-2021)

Applicants 2020-2021	Diploma	Associate Degree	Baccalaureate
No. of Qualified Applicants (Total = 5,004)	107 (2%)	2,243 (45%)	2,654 (53%)
No. of Qualified Applicants Admitted (Total = 3,717)	87	1,509	2,121
% of Qualified Applicants Admitted	81%	67%	80%
No. of Qualified Applicants Not Admitted (Total = 1,287)	20	734	533
% of Qualified Applicants Not Admitted	19%	33%	20%

As depicted in Table 13b, when compared to the previous report year, the number of students admitted to AD and BSN programs continued to increase by less than one percent and two percent, respectively.

Table 13b. Admissions to Pre-RN Licensure Programs in LA (2017-2021)

Report Year	Diploma	Associate	Baccalaureate
2021	87	1,509	2,121
2020	21	1,508	2,082
2019	0	1,406	1,984
2018	30	1,351	1,817
2017	44	1,278	1,673
1- & 5-Year Variance	↑314% / ↑98%	↑0.1% / ↑18%	↑2% / ↑27%

Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs (2020-2021 Annual Report Year)

During the current report year, a lack of qualified faculty is the major contributing factor as to why qualified applicants were not admitted to Louisiana’s nursing programs (Table 14). Non-competitive faculty salary, lack of a sufficient number of budgeted faculty positions and the lack of clinical space ranked number two, three and four, respectively. Other factors contributing to Louisiana’s pre-RN programs’ inability to admit qualified students included lack of classroom 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 14. Reasons Why Qualified Applicants Were Not Admitted to Pre-RN Licensure Programs in LA (2020-2021)

Rank	Reason Why Qualified Applicants Are Not Admitted to Pre-RN Licensure Programs in Louisiana
No. 1	Qualified Faculty Not Available
No. 2	Faculty Salary Not Competitive
No. 3	Budgeted Faculty Positions Not Available
No. 4	Clinical Placement Sites Not Available

Enrollment in Pre-RN Licensure Programs in Louisiana

In the current report year, 14,097 students enrolled in post-secondary education settings in Louisiana declared nursing as their major (Table 15), which reflects a four percent decrease in number, a direct contrast to the four percent increase reported in the previous report year. The number of students enrolled in clinical nursing courses increased by one percentage point (8%↑ in 2019-2020). Between 2017 and 2021, there was a 29% 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 15. Enrollment in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	Enrollment (All Nursing Majors)	Enrollment in Clinical Nursing Courses
2021	14,097	7,063
2020	14,725	6,973
2019	14,170	6,476
2018	14,906	5,884
2017	14,166	5,470
1- & 5-Year Variance	↓4% / ↓0.5%	↑1% / ↑29%

In 2020-2021, 62% of the students enrolled in clinical nursing courses were enrolled in baccalaureate programs. Over a third (37%) of the students were enrolled in AD programs, and one percent were enrolled in the state's only diploma program (Table 16). Enrollment in BSN programs decreased by 2% between 2020-2021, compared to an 8% increase in 2019-2020. There was a 5% increase between 2020-2021 in the number of students enrolled in AD programs compared to a 9% increase in 2019-2020.

Table 16. Pre-RN Licensure Programs Enrollment in LA (2017-2021)

Report Year	Diploma		Associate		Baccalaureate		Total
	No.	%	No.	%	No.	%	
2021	91	1%	2,602	37%	4,370	62%	7,063
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
1- & 5-Year Variance	↑355% / ↑18%		↑5% / ↑34%		↓2% / ↑27%		↑1% / ↑29%

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

Females represent 89% of the students enrolled in pre-RN licensure programs in Louisiana in 2020-2021, while males represented 11%. There was a four percent decrease in the number of males enrolled, which reflects a decrease of nine percentage points when compared to 2019-2020 (Table 17).

Table 17. Gender of Students Enrolled in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
2021	794	11%	6,269	89%	7,063
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
1- & 5-Year Variance	↓4% / ↑16%		↑2% / ↑31%		↑1% / ↑29%

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

In 2020-2021, 43% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. There was an 8% increase in the number of Black/African American students, a 6% increase in the number of Asian students, a 6% decrease in the number of Hispanic/Latino students, and a 6% increase

in those reporting *Other* (Table 18). Of the 393 students that were included in the category of *Other*, 57 self-reported that they were American Indian/Alaska Native and 33 were Native Hawaiian/Pacific Islander.

Table 18. Racial Distribution of Students Enrolled in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2021	4,068	58%	2,048	29%	366	5%	188	3%	393	6%
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%
1- & 5-Year Variance	↓2% / ↑13%		↑8% / ↑57%		↓6% / ↑97%		↑6% / ↑30%		↑6% / ↑66%	

Note: American Indian/Alaska Native (57), Native Hawaiian/Pacific Islander (33) were included in *Other* Total = 7,063.

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

Sixty-two percent (62%) 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 2019-2020 findings (63%). There was a 16% decrease in the number of students between 17 and 20 years of age that were enrolled in pre-RN programs compared to a 6% increase noted in the previous report year (Table 19).

Table 19. Age of Students Enrolled in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2021	1,131	16%	3,240	46%	1,064	15%	1,160	16%	394	6%	72	1%	2	0.03%
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%
1 & 5 Year Variance	↓16% / ↑13%		↑5% / ↑29%		↑2% / ↑14%		↑10% / ↑60%		↑5% / ↑65%		↑29% / ↑47%		↑100% / 0%	

Note: Total=7,063

Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2017-2021)

There was a 1% increase in the number of LPNs enrolled in clinical nursing courses in pre-RN licensure programs in Louisiana between 2020-2021 and a 63% increase over the past five years (Table 20). The number of students from other health related fields decreased by 0.5% during the 2020-2021 report year and increased by 44% over the last five years. Approximately 23% (1,613) of the students enrolled in clinical nursing courses in 2020-2021 had a degree in another field (723), were LPNs (701), or had prior education in another health field (189).

Table 20. Prior Education Status of Students Enrolled in Pre-RN Licensure Programs in Louisiana (2017-2021)

Year	Practical Nurses		Non-Traditional Students				Total
			Other Health Field		Other Degree		Enrolled in Clinical
	No.	%	No.	%	No.	%	Total No.
2021	701	9.9	189	2.7	723	10.2	7,063
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
1- & 5-Year Variance	↑1% / ↑63%		↓0.5% / ↑44%		↓9% / ↑31%		↑1% / ↑29%

Graduates from Pre-RN Licensure Programs in Louisiana

The number of graduates from Louisiana's pre-RN licensure programs increased by 14%, which is an increase by 7% when compared to 2019-2020. Between 2017 and 2021, there was an overall 30% increase in the number of graduates. Sixty percent (1,474) of the 2,438 graduates in the 2020-2021 report year were from BSN programs, and 40% (964) were from AD programs (Table 21). Over the last five years, there has been a 45% increase in the number of graduates from AD programs, a 25% increase in the number of graduates from BSN programs, and a 100% decrease in graduates from the diploma program (see Appendix C2 for a summary report of RN graduates and Appendix C8 for the number of RN graduates per program for 2021).

Table 21. Graduates of Pre-RN Licensure Programs in LA According to Program Type (2017-2021)

Report Year	Total No. of RN Graduates from Pre-RN Licensure Programs	Diploma		Associate		Baccalaureate	
		No.	%	No.	%	No.	%
2021	2,438	0	0%	964	40%	1,474	60%
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%
1- & 5-Year Variance	↑14% / ↑30%	↓100% / ↓100%		↑18% / ↑45%		↑14% / ↑25%	

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

There was a 49% increase in the number of graduates from LPN to AD programs, a 42% decrease in the number of graduates from LPN to BSN programs, and a less than one percent increase in the number graduating from accelerated programs (Table 22).

Table 22. Non-Traditional Graduates from Louisiana’s Pre-RN Programs

Report Year	LPN to AD	LPN to BSN	Accelerated BSN
2021	238	18	110
2020	160	31	109
2019	135	29	90
2018	113	24	76
2017	103	21	78
1- & 5-Year Variance	↑49% / ↑131%	↓42% / ↓14%	↑0.9% / ↑41%

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

According to Table 23, 88% of the graduates from Louisiana’s pre-RN licensure programs were females. It is important to note that there was a 21% increase in the number of male graduates in 2020-2021 (285) when compared to 2019-2020 (235).

Table 23. Gender of Graduates from Pre-RN Licensure Programs in Louisiana (2021)

Report Year	Male		Female		Total RN Students
	#	%	#	%	
Diploma	0	0%	0	0%	0
Associate	98	10%	866	90%	964
Baccalaureate	187	13%	1,287	87%	1,474
Total	285	12%	2,153	88%	2,438

In 2020-2021, 33% (802) of the graduates from pre-RN licensure programs in Louisiana were minorities which reflects a 19% increase in the number of minority graduates when compared to 2019-2020 (674 minority graduates). The greatest number of African American/Black graduates (302), Hispanic graduates (59), and Asian (30) graduates were from BSN programs.

Table 24. Racial Distribution of Graduates from Pre-RN Licensure Programs in Louisiana (2021)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Diploma Total = 0	0	0%	0	0%	0	0%	0	0%	0	0%
Associate Total = 964	622	65%	247	26%	19	2%	26	3%	50	5%
Baccalaureate Total = 1,474	1,014	69%	302	20%	59	4%	30	2%	69	5%
Total = 2,438	1,636	67%	549	23%	78	3%	56	2%	119	5%

Note: American Indian/Alaska Native (22) and Native Hawaiian/Pacific Islander (6) were included in *Other*.

Over half (54%) of the graduates from pre-RN programs in Louisiana in 2020-2021 were between 21 and 25 years of age, followed by 19% that were between 26 and 30 years and 31 and 40 years. Seventy-two percent (72%) of the graduates from BSN programs were between 21 and 25 years of age compared to 26% of the AD graduates and 0% of the diploma graduates (Table 25).

Table 25. Age of Graduates from Pre-RN Licensure Programs in LA (2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Diploma Total = 0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Associate Total = 964	23	2%	250	26%	241	25%	323	34%	110	11%	17	2%	0	0%
Baccalaureate Total = 1,474	3	0.2%	1,065	72%	232	16%	131	9%	39	3%	4	0.3%	0	0%
Total = 2,438	26	1%	1,315	54%	473	19%	454	19%	149	6%	21	0.9%	0	0%

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

In 2021, there were a total of 2,412 RN candidates (2,158 in 2020) 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 12% increase in number. The passage rate on the NCLEX-RN Exam on the first take for these candidates was 88.93% (Table 26). The overall national passage rate on the NCLEX-RN for 2021 was 82.48% compared to 86.57% in 2020 (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 26. Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in LA on NCLEX-RN (January 1, 2021 – December 31, 2021)

Program Type	No. Taking	No. Passing	% Passing
Diploma	18	16	88.89%
Associate Degree	959	832	86.76%
Baccalaureate Degree	1,435	1,297	90.38%
Grand Total	2,412	2,145	88.93%

Note: The National Average Passage Rate on the NCLEX-RN Examination was 82.48% for 2021.

There was a 1500% increase in the number of graduates passing the NCLEX-RN exam from the states only diploma program which is attributable to the fact that the hospital sponsoring the program has changed its mind to close and the diploma program continues. The number of AD graduates sitting for the NCLEX-RN exam increased by 14% and the number of BSN graduates increased by 2% (Table 27). The overall passage rate for Louisiana's graduates has decreased by four percent over the past five years.

Table 27. Summary Performance of First-Time Candidates Graduating from Pre-RN Licensure Programs in Louisiana on NCLEX-RN (2017-2021)

Report Year	Diploma		Associate		Baccalaureate		Passage Rate for LA %	Passage Rate for the Nation %
	No. Passing	% Passing	No. Passing	% Passing	No. Passing	% Passing		
2021	16	88.89%	832	86.76%	1,297	90.38%	88.93%	82.48%
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%
1- & 5-Year Variance	↑1500% / ↓41%		↑14% / ↑35%		↑2% / ↑16%		↓4% / ↓4%	↓5% / ↓5%

Faculty Teaching in Pre-RN Licensure Programs in Louisiana

To gauge the current level of demand for nurse faculty, data was obtained from the 2020-2021 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, 2021. These numbers are depicted by program type and full vs. part-time positions in Table 28. 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 485 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2021 compared to 505 on October 15, 2020, which reflects a four percent decrease in number from the previous year. There was an 11% increase in the number of part-time faculty positions filled in 2021 (303) compared to a 1% increase in 2020 (273). Forty-eight (48) faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources which is the same number in 2020.

Table 28. Budgeted Nurse Faculty Positions in Pre-RN Licensure Programs in LA (2020-2021)

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 2020-2021 Report Year
	Full-time	Part-time /Adjunct		
Diploma (1)	9	4	0	13
ADN (12)	153	103	27	256
BSN (17)	323	196	21	519
Total (30)	485	303	48	788

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 37 vacant nurse faculty positions reported by Deans and Directors in the current report year, compared to 23 in the previous report year, which represents a 61% increase in the number of vacant nurse faculty positions across the state (Table 29). Twenty-four (24) or 65% of the vacant nurse faculty positions were reported by Louisiana's BSN programs and 12 (32%) 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 29. Vacant Nurse Faculty Positions Pre-RN Licensure Programs in LA (2017-2021)

Program Type	2017	2018	2019	2020	2021	1- & 5-Year Variance
Diploma	0	0	0	2	1	↓50% / ~
ADN	15	16	15	5	12	↑140% / ↓20%
BSN	11	12	16	16	24	↑50% / ↑118%
Total	26	28	31	23	37	↑61% / ↑42%

New Nurse Faculty Appointments, Exceptions and use of Preceptors

A total of 150 new faculty appointments were reported by pre-RN licensure programs during the 2020-2021 which is an increase of 10% reported in 2019-2020 (Table 30). New appointments included not only full-time faculty, but also part-time adjunct faculty that are hired for one or more semesters based on available funding. Fifty-nine percent (59%) of the new faculty appointments were for BSN programs, 36% were for AD programs and 5% for the diploma program.

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 62 in 2020, to 50 in 2021, which represents a 19% decrease in the number of faculty exceptions utilized by pre-RN licensure programs when compared to the 11% increase reported in the previous report year. There was a 21% decrease in the number of faculty exceptions reported by BSN programs in 2021 compared to a 14% 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 2020-2021 report year, there were a total of 1,205 preceptors used by pre-RN licensure programs, compared to 1,208 in 2019-2020 which reflects a 0.2% decrease in the number of preceptors used by pre-RN licensure programs over the last year.

Table 30. New Faculty Appointments, Exceptions and use of Preceptors (2020-2021)

Program Type	No. of New Faculty Appointments	No. of Faculty Exceptions	Preceptors
Diploma (1)	8 (5%) ↑700%	0	0
ADN (12)	54 (36%) ↑8%	17(34%) ↓15%	125(10%) ↑131%
BSN (17)	88 (59%) ↑4%	33 (66%) ↓21%	1,080(90%) ↓6%
Total (30)	150	50	1,205

Nursing Faculty Attrition

Faculty attrition due to faculty leave, resignation, retirement, death or termination contributes to the ongoing demand for nurse faculty (Table 31). In 2020-2021, a total of 14 faculty were on leave compared to 15 in 2019-2020, a 7% decrease. There was a total of 75 resignations in 2020-2021, compared to 52 in 2019-2020, a 44% increase; 18 retirements (17 in 2019-2020), a 6% increase; and 14 terminations (13 in 2019-2020), an 8% increase.

Table 31. Faculty Attrition: Leave, Resignation, and Retirement/Termination (2020-2021)

Program Type	No. of Faculty on Leave	No. of Faculty Resignations	No. of Faculty Retirements/Terminations/Deaths
Diploma (1)	0	1	0 Retirements/ 1 Terminations /0 Deaths
ADN (12)	5	31	8 Retirements/ 1 Terminations /2 Deaths
BSN (17)	9	43	10 Retirements/ 12 Terminations/1 Death
Total (30)	14	75	18 Retirements/ 14 Terminations/ 3 Deaths

Educational Preparation of Nurse Faculty

According to Table 32, in 2020-2021, approximately 23% (223) of the faculty teaching in pre-RN licensure programs were prepared at the doctoral level, a 20% increase in number (186 in 2019-2020); 72% (707) were master's prepared, a 1% increase in number (700 in 2019-2020); and 5% (50) reported that their highest degree in nursing was a baccalaureate degree which represents a 19% decrease in number when compared to the previous report year (62 in 2019-2020).

Table 32. Educational Preparation of Faculty (2020-2021)

Program Type	No. of Doctorally Prepared Faculty	No. of Master's Prepared Faculty	No. of BSN Faculty Exceptions
Diploma (1)	2	12	0
ADN (12)	50	261	18
BSN (17)	171	434	32
Total (30)	223 (23%)	707 (72%)	50 (5%)

Note: Total = 980

The number of faculty holding a DNP that taught in pre-RN licensure programs in Louisiana in 2020-2021 increased by 30% compared to an 10% increase in the previous report year (Table 33). The number of faculty with a PhD in Nursing increased in number by 30% compared to an 8% decrease reported the previous year. The number of faculty with a PhD in a related field decreased by 5% compared to an 11%

decrease in 2019-2020 and the number of faculty with a DNS decreased by 14% in the current report year compared to a 22% decrease last year. Over a third (45%) of the doctoral prepared faculty teaching in Louisiana's pre-RN programs have the DNP as their terminal degree. In addition, since 2017, there has been a 67% increase in the number of faculty teaching in Louisiana's pre-RN licensure programs holding a DNP. Thirty-three percent of the faculty with a doctoral degree had a PhD in nursing.

Table 33. Doctoral Prepared Faculty Teaching in Pre-RN Licensure Programs

	DNS	DNP	PhD Nursing	PhD Related Field
2021	12	100	73	38
2020	14	77	56	40
2019	18	70	61	45
2018	20	63	52	39
2017	24	60	45	43
1- & 5-Year Variance	↓14% / ↓50%	↑30% / ↑67%	↑30% / ↑62%	↓5% / ↓12%

Note: Total = 223

Board of Regents Nursing Faculty Stipends

There was a 3% decrease in the number of nurse faculty receiving the Board of Regents (BOR) Nurse Faculty stipend between 2020-2021 that were pursuing a doctoral degree and a 90% decrease in those pursuing a Masters' degree. As seen in Table 34, the number of faculty that were previous BOR stipend recipients increased by 7% when compared to the previous report year.

Table 34. 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)
2020-2021	1	37	94
2019-2020	10	38	88
2018-2019	9	19	61
2017-2018	8	11	67
2016-2017	2	6	66
1- & 5-Year Variance	↓90% / ↓50%	↓3% / ↑517%	↑7% / ↑42%

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 remain below national means for four-year public colleges (Table 35). According to the Bureau of Labor Statistics (2020), the median salary for Nurse Practitioners is \$111,680. 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 35. Mean Salaries for Nursing Faculty (2017-2021)

Faculty Role/Rank	Instructor	Assistant Professor	Associate Professor	Professor
2021	\$60,016	\$65,547	\$72,392	\$84,825
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
1- & 5-Year Variance	↑2% / ↑7%	↑3% / ↑10%	↑4% / ↑9%	↓2% / ↑7%

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 2020-2021, nearly half (49%) of the nurse faculty in Louisiana were 51 and older (Table 36). Twenty-one percent (194) 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 36. Age Ranges for Nurse Faculty (2017-2021)

Age Category	No. of Faculty 2017		No. of Faculty 2018		No. of Faculty 2019		No. of Faculty 2020		No. of Faculty 2021		1- & 5- Year Variance
	#	%	#	%	#	%	#	%	#	%	
20-30	21	3%	24	3%	26	3%	23	3%	30	3%	↑30% / ↑43%
31-40	147	19%	141	18%	175	20%	180	20%	185	20%	↑3% / ↑26%
41-50	183	24%	193	24%	215	25%	232	26%	262	28%	↑13% / ↑43%
51-60	228	30%	233	29%	242	28%	248	28%	259	28%	↑4% / ↑14%
61-65	126	17%	131	16%	139	16%	119	13%	102	11%	↓14% / ↓19%
66-70	41	5%	59	7%	54	6%	62	7%	71	8%	↑15% / ↑73%
> 70	9	1%	14	2%	23	3%	25	3%	21	2%	↓16% / ↑133%
Total Faculty Reporting Age	755	100%	795	100%	874	100%	889	100%	930	100%	↑5% / ↑23%

Gender

Although only 7% of the nurse faculty teaching in Louisiana’s pre-RN programs were males, there was a 7% increase in the number of male nurse faculty in 2020-2021 and over the past five years there has been a 50% increase in the number of male nurse faculty (Table 37).

Table 37. Gender of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	Male		Female		Total Number of Nurse Faculty
	#	%	#	%	
2021	63	7%	867	93%	930
2020	59	7%	830	93%	889
2019	58	7%	816	93%	874
2018	49	6%	746	94%	795
2017	42	6%	713	94%	755
1- & 5-Year Variance	↑7% / ↑50%		↑4% / ↑22%		↑5% / ↑23%

Ethnicity

Approximately 34% (319) of the faculty teaching in Louisiana’s pre-RN licensure programs were minorities (Table 38) which is a 12% increase in number when compared to the previous report year (284 minority nurse faculty in 2019-2020). A 13% increase in the number of Black/African American nurse faculty, and a 20% increase in Asian nurse faculty contributed to the overall increase in the number of minority nurse faculty. It is interesting to note that there was a 40% decrease in the number of *Other* nurse faculty in the 2020-2021 report year.

Table 38. Racial Distribution of Nurse Faculty Teaching in Pre-RN Licensure Programs in LA (2017-2021)

Report Year	White # %	Black/African American # %	Hispanic/ Latino # %	Asian # %	Other # %
2021	611 66%	306 33%	4 0.4%	6 0.6%	3 0.3%
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%
1- & 5-Year Variance	↑1% / ↑16%	↑13% / ↑44%	0% / ↓56%	↑20% / ↑20%	↓40% / 0%

Note: Total=930

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, however, LSUHSC New Orleans has developed a CNM program at the doctoral level and completed their pre-accreditation visit in March 2022. Table 39 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 39. Advanced Practice Registered Nurse Programs in Louisiana (2021)

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 New Orleans	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
McNeese State University	Psychiatric Mental Health – Across the Life Span	NP
Northwestern State University	Family-Across the Life Span Family Women's Health Primary Care Pediatric Adult Gerontology Acute Care Adult Gerontology Primary Care Psychiatric Mental Health -Across the Life Span	CRNA NP NP NP NP NP NP
Southeastern Louisiana University	Primary Care Family Psychiatric Mental Health	NP 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 2020-2021 report year, there was a 5% decrease in the number of students admitted to APRN programs in Louisiana compared to the 8% decrease in the previous report year (Table 40). Eighty-two percent (530) of the 647 new admits were admitted to NP programs and 18% (117) were admitted to CRNA programs, which reflects a 56% increase in the number of students admitted to CRNA programs. There were no students admitted to CNS programs.

Table 40. Admission to APRN Programs in LA (2017-2021)

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
2021	530 (82%)	0 (0%)	117 (18%)	647
2020	608	0	75	683
2019	672	0	73	745
2018	600	1	74	675
2017	544	0	78	622
1- & 5-Year Variance	↓13% / ↓3%	0% / 0%	↑56% / ↑50%	↓5% / ↑4%

Enrollment in APRN Programs in Louisiana

There was an overall nine percent increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 83% were enrolled in NP programs, 17% in CRNA programs, and no students were enrolled in CNS programs (Table 41).

Table 41. Enrollment in APRN Programs in LA (2017-2021)

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
2021	1,384 (83%)	0 (0%)	291 (17%)	1,675
2020	1,310	1	219	1,530
2019	1,214	1	210	1,425
2018	1,152	3	211	1,366
2017	1,049	2	156	1,207
1- & 5-Year Variance	↑6% / ↑32%	↓100% / ↓10 0%	↑33% / ↑87%	↑9% / ↑39%

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 42), which is in line with the previous years' findings. It should be noted, however, that the total percentage of males in APRN programs is 16% compared to 11% males licensed as RNs in the state.

Table 42. Gender of Students Enrolled in APRN Programs in Louisiana (2017-2021)

Report Year	Male		Female		Total APRN Students
	#	%	#	%	
2021	275	16%	1,400	84%	1,675
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
1- & 5-Year Variance	↑13% / ↑30%		↑9% / ↑41%		↑9% / ↑39%

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

In 2020-2021, approximately 36% of the students enrolled in Louisiana's APRN programs were minorities compared to 35% in 2019-2020 (Table 43). Since 2017, there has been a 57% increase in the number of Hispanic/Latino students, a 68% increase in the number of Black/African American students, and a 69% increase in the number of Asian students enrolled in Louisiana's APRN programs.

Table 43. Ethnicity of Students Enrolled in APRN Programs in LA (2017-2021)

Report Year	White		Black/African American		Hispanic / Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2021	1,063	63%	426	25%	58	3%	49	3%	79	5%
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%
1- & 5-Year Variance	↑7% / ↑24%		↑15% / ↑68%		↑7% / ↑57%		↑29% / ↑69%		↑10% / ↑132%	

Note: American Indian/Alaska Native (13) and Native Hawaiian/Pacific Islander (2) was included in *Other*. Total = 1,675.

Age of Students enrolled in APRN Programs in Louisiana

Approximately 40% (678) of the students enrolled in APRN programs in Louisiana during the 2020-2021 report year were between 31 and 40 years of age and 30% (510) were between 26 and 30 years (Table 44). Over the last five years (2017-2021), there has been an 85% increase in the number between the ages of 51 and 60, a 68% increase in those between the ages of 41 and 50 years of age, and a 65% increase in the number of APRN students between 21 and 25 years of age.

Table 44. Age of Students Enrolled in APRN Programs in LA (2017-2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2021	0	0%	137	8%	510	30%	678	40%	272	16%	72	4%	6	0.4%
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%
1- & 5-Year Variance	0% / 0%		↓1% / ↑65%		↑5% / ↑15%		↑17% / ↑42%		↑13% / ↑68%		↑1% / ↑85%		↓54% / ↑500%	

Note: Total = 1,675

Graduates from APRN Programs in Louisiana

In the 2020-2021 report year, there were a total of 606 graduates from Louisiana's APRN programs (Table 45), which represents a 40% increase in number when compared to the 434 graduates in the previous report year (2019-2020). The majority of the graduates were from NP programs (90%), followed by CRNA programs (10%). There was one graduate from CNS programs in the current report year.

Table 45. Graduates from APRN Programs in Louisiana According to Program Type (2017-2021)

Report Year	Total No. of APRN Graduates	NP		CNS		CRNA	
		#	%	#	%	#	%
2021	606	543	90%	1	0.2%	62	10%
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%
1- & 5-Year Variance	↑40% / ↑63%	↑49% / ↑76%		~ / ~		↓10% / ↓2%	

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

In 2020-2021, males represented 89 of the graduates from Louisiana's APRN programs compared to 77 male graduates in 2019-2020 (Table 46). Fifty percent (31) of the CRNA graduates were males.

Table 46. Gender of Graduates from APRN Programs in Louisiana (2021)

APRN Role	Male		Female		Total APRN Graduates
	#	%	#	%	
NP	58	11%	485	89%	543
CNS	0	0%	1	100%	1
CRNA	31	50%	31	50%	62
Total	89	15%	517	85%	606

Thirty-three percent (203) of the graduates from APRN programs in Louisiana were minorities compared to 29% (127) in the previous report year (Table 47).

Table 47. Racial Distribution of Graduates from APRN Programs in Louisiana (2021)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
NP Total = 543	355	65%	147	27%	16	3%	6	1%	19	3%
CNS Total = 1	0	0%	0	0%	0	0%	1	100%	0	0%
CRNA Total = 62	48	77%	3	5%	5	8%	6	10%	0	0%
Total = 606	403	67%	150	25%	21	3%	13	2%	19	3%

Note: American Indian/Alaska Native (4); Native Hawaiian/Pacific Islander (0) included in *Other*.

Forty-four percent (264) of the graduates from APRN programs in Louisiana were between 31 and 40 years of age and 28% (170) were between 26 and 30 years of age (Table 48). Fifty-three percent (33) of the CRNA graduates and 42% (230) of the NP graduates were between 31 and 40 years of age.

Table 48. Age of Graduates from APRN Programs in LA (2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NP Total = 543	0	0%	25	5%	142	26%	230	42%	107	20%	35	6%	4	0.7%
CNS Total = 1	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
CRNA Total = 62	0	0%	0	0%	28	45%	33	53%	1	2%	0	0%	0	0%
Total = 606	0	0%	25	4%	170	28%	264	44%	108	18%	35	6%	4	0.7%

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 2020-2021, 371 APRN candidates sat for their respective certification exams. Three hundred and fifty (350) candidates successfully passed their certification exams resulting in a 94.34% passage rate for the state (Table 49).

Table 49. Overall Performance on APRN Certification Exams by Graduates of Louisiana's APRN Programs (2017-2021)

Report Year	No. Taking Exam	No. Passing Exam	Passage Rate %
2021	371	350	94.34%
2020	386	363	94.04%
2019	377	359	95.23%
2018	354	339	95.76%
2017	368	346	94.02%
1- & 5-Year Variance	↓4% / ↑1%	↓4%/ ↑1%	↑0.3% / ↑0.3%

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 50).

Table 50. Non-Licensure Graduate Nursing Programs in Louisiana (2020-2021)

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; Post-Master's
LSU Health New Orleans	Nurse Educator Executive Nurse Leader Clinical Nurse Leader Public/Community Health Research Doctorate Research Doctorate CRNA Adult Gerontology Adult Gerontology Acute Care Adult Gerontology Primary Care Neonatal Pediatric Acute Care Pediatric Primary Care Primary Care Family Psychiatric Mental Health	MSN Post Masters DNP; BSN-DNP MSN Post Masters DNP; BSN-DNP DNS PhD CRNA CNS NP NP NP NP NP NP NP
Northwestern State University	Nursing Education Nursing Administration Organizational Systems Leadership	MSN MSN Post Master's DNP
Southeastern Louisiana University	Population – Aggregate Executive Leadership	Post Master's DNP BSN-DNP
Southern University	Nursing Education Nursing Administration Nursing Post Master's DNP	MSN MSN PhD Post Master's DNP
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 2020-2021

In the 2020-2021 report year, 90 RNs were admitted to Louisiana's non-licensure graduate nursing programs, which represents a 36% decrease in number when compared to 2019-2020 (Table 51). Thirty-three percent (30) of the RNs were admitted to postmaster's DNP programs that do not lead to licensure which represents a 20% increase in number when compared to the previous year. In contrast, there was a

63% decrease in the number of RNs that were admitted to nursing administration/executive programs compared to a 33% increase reported in the previous report year. There was also a 61% decrease in the number of RNs that were admitted to clinical nurse leader programs compared to a 92% increase reported in the previous report year.

Table 51. Admissions to Non-Licensure Graduate Nursing Programs in Louisiana (2017-2021)

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
2021	23 (26%)	21 (23%)	9 (10%)	30 (33%)	*90
2020	35	57	23	25	*141
2019	45	43	12	54	*163
2018	44	89	19	38	190
2017	35	54			89
1- & 5-Year Variance	↓34% / ↓34%	↓63% / ↓61%	↓61%	↑20%	↓36% / ↑1%

*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. 2021 – Students admitted to the PhD in Nursing program (7) were included in the total number.

Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana

In the 2020-2021 report year, a total of 269 RNs were enrolled in Louisiana’s non-licensure graduate nursing programs (Table 52). Thirty percent (80) were enrolled in post-master’s DNP programs, 26% (71) were enrolled in nursing education programs, and 25% (68) were enrolled in nursing administration/executive programs.

Table 52. Enrollment in Non-Licensure Graduate Nursing Programs in Louisiana (2017-2021)

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
2021	71 (26%)	68 (25%)	18 (7%)	80 (30%)	*269
2020	65	90	34	88	*306
2019	75	98	33	101	*338
2018	72	156	20	80	329
2017	64	168			232
1- & 5-Year Variance	↑9% / ↑11%	↓24% / ↓60%	↓47%	↓9%	↓12% / ↑16%

*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. 2021- Students enrolled in the PhD in Nursing Program (28) and DNS Program (4) were included in the final total.

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

As shown in Table 53, the vast majority of students enrolled in non-licensure graduate nursing programs in Louisiana were female (89%), a decrease of two percentage points when compared to the previous report year. There was a 3% increase in the number of male students enrolled.

Table 53. Gender of Students Enrolled in Non-Licensure Graduate Programs in Louisiana (2017-2021)

Report Year	Male		Female		Total Non-Licensure Students
	#	%	#	%	
2021	30	11%	239	89%	269
2020	29	9%	277	91%	306
2019	25	7%	313	93%	338
2018	28	9%	301	91%	329
2017	15	6%	217	94%	232
1- & 5-Year Variance	↑3% / ↑100%		↓14% / ↑10%		↓12% / ↑16%

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

Thirty-eight percent (103) of the RNs enrolled in non-licensure graduate programs were minorities (Table 54), which is equivalent to the 2019-2020 report. There was a 20% decrease in the number of *Other* RNs enrolled, a 20% decrease in the number of Hispanic/Latino RNs enrolled, and an 8% decrease in the number of Black/African American RNs enrolled.

Table 54. Ethnicity of Students Enrolled in Non-Licensure Graduate Nursing Programs in Louisiana (2017-2021)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
2021	166	62%	76	28%	4	1%	7	3%	16	6%
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%
1- & 5-Year Variance	↓13% / ↑13%		↓8% / ↑31%		↓20% / ↓43%		0% / ↓13%		↓20% / ↑33%	

Note: American Indian/Alaska Native (1), Native Hawaiian/Pacific Islander (1) included in *Other*, Total=269.

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

In 2020-2021, approximately 65% 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 (30%). As seen in Table 55, there was a 50% increase in enrollees that were between 21 and 25 years of age. There was a 27% decrease in the number of RNs enrolled in non-licensure graduate nursing programs that were between 26 and 30 years of age and a 19% decrease between 41 and 50 years of age.

Table 55. Age of Students Enrolled in Non-Licensure Graduate Nursing Programs in LA (2017-2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2021	0	0%	12	4%	27	10%	95	35%	81	30%	37	14%	17	6%
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%
1- & 5-Year Variance	0% / 0%		↑50%/↑50%		↓27% / ↑29%		↓10%/↓1%		↓19%/↑13%		↓3%/↑9%		0%/ ↑1600%	

Note: Total (2021) = 269

Graduates from Non-Licensure Graduate Nursing Programs in Louisiana

In the 2020-2021 report year, 31% of the graduates from non-licensure graduate nursing programs were from Nursing Education programs compared to 25% in 2019-2020 (Table 56). Twenty-five percent of the graduates from non-licensure graduate nursing programs were from Nursing Administration/Executive programs compared to 39% in 2019-2020. The number of APRNs graduating from post-master's DNP programs increased by 48% (34) compared to 23 in 2019-2020.

Table 56. Graduates from Non-Licensure Graduate Nursing Programs in Louisiana According to Program Type (2017-2021)

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
	#	%	#	%	#	%	#	%	
2021	33	31%	26	25%	8	8%	34	32%	105
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
1- & 5-Year Variance	↑32% / ↑230%		↓33% / ↓67%		↓20%		↑48%		↑6% / ↑19%

Note: 2020 - Graduates from PhD Programs (2) were included in the final total. 2021 – Graduates from PhD Programs (4) were included in the final total.

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

Females represented 94% of the graduates from Louisiana’s non-licensure graduate nursing programs in 2020-2021, while males represented six percent compared to four percent in the previous report year (Table 57).

Table 57. Gender of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2021)

Report Year	Male		Female		Total APRN Graduates
	#	%	#	%	
Education	1	3%	32	97%	33
Administration/Executive	1	4%	27	96%	28
Post Masters DNP Non-APRN	4	12%	30	88%	34
Total	6	6%	99*	94%	105*

*Graduates from the Clinical Nurse Leader Program (8 Female) and the PhD Program (2 Females) were included in the final total.

In 2020-2021, 37% (39) of the 105 graduates from non-licensure graduate nursing programs in Louisiana were minorities, which is an increase of five percentage points when compared to 2019-2020 (Table 58).

Table 58. Racial Distribution of Graduates from Non-Licensure Graduate Nursing Programs in Louisiana (2021)

Report Year	White		Black/African American		Hispanic/Latino		Asian		Other	
	#	%	#	%	#	%	#	%	#	%
Education (33)	23	70%	8	24%	1	3%	1	3%	0	0%
Administration/ Executive (28)	16	57%	6	21%	0	0%	2	7%	4	14%
Post Masters DNP Non-APRN (34)	20	59%	9	26%	0	0%	1	3%	4	12%
Total (105)	66*	63%	26*	25%	1	1%	4	4%	8	8%

*Graduates from the Clinical Nurse Leader Program (5 White, 3 Black/African American) and the PhD Program (2 White) were included in the final total.

As depicted in Table 59, approximately 60% (64) of the graduates from non-licensure graduate nursing programs in Louisiana were between 31-40 years of age (30%) and 41-50 years of age (30%).

Table 59. Age of Graduates from Non-Licensure Graduate Nursing Programs in LA (2021)

Report Year	17-20		21-25		26-30		31-40		41-50		51-60		>61	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Total (33)	0	0%	4	12%	5	15%	13	39%	8	24%	3	9%	0	0%
Administration Total (28)	0	0%	0	0%	2	7%	7	25%	10	36%	8	29%	1	4%
Post Masters DNP Non-APRN (34)	0	0%	0	0%	2	6%	8	24%	13	38%	10	29%	1	3%
Total (105)	0	0%	4	4%	11*	10%	32*	30%	32*	30%	24*	23%	2	2%

*Graduates from the Clinical Nurse Leader Program (2: 26-30; 4: 31-40; 1: 41-50; 1:51-60) and the PhD Program (2:51-60) were included in the final total.

Nurse Faculty Teaching in Graduate Nursing Programs in Louisiana

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

According to the LSBN Rules and Regulations, faculty teaching in Graduate Nursing programs in Louisiana must have a minimum of a graduate degree in nursing (LSBN Rules and Regulations Title 46 Part XLVII Chapter 35, 3515 B. 4), although most accrediting bodies prefer that graduate nursing faculty have a doctorate either in nursing or in a related field. Seventy-eight percent (274) of the faculty teaching in Louisiana's graduate nursing programs held an earned doctorate in nursing or a related field during the 2020-2021 report year (Table 60). There was a 7% increase in the number of graduate nurse faculty holding a doctorate in nursing which was what was observed in the previous report year. Over the last five years there has been a 26% increase in the number of doctoral prepared faculty teaching in Louisiana's graduate nursing programs. Twenty-one percent of the faculty teaching in the graduate nursing programs in Louisiana held a masters' degree and 2% 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 60. 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
2021	226 (64%)	48 (14%)	73 (21%)	7 (2%)	354
2020	211	47	66	12	336
2019	198	55	74	11	338
2018	165	59	66	9	299
2017	179	44	53	18	294
1- & 5-Year Variance	↑7% / ↑26%	↑2% / ↑9%	↑11% / ↑38%	↓42% / ↓61%	↑5% / ↑20%

According to Table 61, there was a 16% increase in the number of faculty holding a DNP in 2020-2021 with a 60% increase over the past five years. There was also a 7% increase in the number of graduate nurse faculty with a DNS. The number of PhDs decreased by nine going from 44 in 2019-2020 to 35 in 2020-2021.

Table 61. 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
2021	29 (11%)	162 (59%)	35 (13%)	48 (18%)	274
2020	27	140	44	47	258
2019	29	132	37	55	253
2018	29	98	38	59	224
2017	39	101	39	44	223
1- & 5-Year Variance	↑7% / ↓26%	↑16% / ↑60%	↓20% / ↓10%	↑2 / ↑9%	↑6% / ↑23%

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

A total of 354 nurse faculty taught at some point and time in the graduate nursing programs during the 2020-2021 report year (Table 62). There were 182 filled full-time graduate nurse faculty positions reported statewide which reflects a 40% increase in number compared to the 8% increase in the previous report year. There were 39 new faculty appointments (33 in 2019-2020) which represents an 18% increase in number.

Table 62. Faculty Positions in Graduate Nursing Programs in LA (2017-2021)

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
2021	182	354	43	10	39
2020	130	336	43	4	33
2019	120	338	29	5	37
2018	151	299	24	5	52
2017	135	294	15	13	34
1- & 5-Year Variance	↑40% / ↑35%	↑5% / ↑20%	0% / ↑187%	↑150% / ↓23%	↑18% / ↑15%

Graduate Nursing Faculty Attrition

As seen in Table 63, a total of 34 graduate faculty left their teaching positions in graduate nursing programs in Louisiana in 2020-2021 for one of the following reasons: resignations (19), retirements (4), contract ended (10) and deceased (1). There were five faculty on leave during the 2020-2021 report year compared to seven faculty in 2019-2020.

Table 63. 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
2021	5	19	4 Retirements / 10 Contracts Ended / 0 Terminations / 1 Deceased
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
1- & 5-Year Variance	↓29% / ↑25%	↑19% / ↑36%	↓43% / ↓43% Retirements ↑67% / ↑100 Contracts Ended

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

As noted in Table 64, there was a 9% decrease in the number of graduate nurse faculty that were males during the current report year, the majority of faculty teaching in graduate nursing programs in Louisiana are female (86%).

Table 64. Gender Distribution of Graduate Nursing Faculty

Report Year	Male		Female		Total Number of Faculty
	#	%	#	%	
2021	49	14%	305	86%	354
2020	54	16%	282	84%	336
2019	48	14%	290	86%	338
2018	44	15%	255	85%	299
2017	48	16%	246	84%	294
1- & 5-Year Variance	↓9% / ↑2%		↑8% / ↑24%		↑5% / ↑20%

Nineteen percent (69) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the 2020-2021 report year which is consistent with the previous report year (Table 65).

Table 65. Ethnicity of Graduate Nursing Faculty (2017-2021)

Ethnicity of Graduate Nursing Faculty	2017		2018		2019		2020		2021		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
White	235	80%	232	78%	262	78%	267	79%	285	81%	↑7% ↑21%
Black/African American	49	17%	60	20%	67	20%	61	18%	60	17%	↓2% ↑22%
Hispanic/Latino	3	1%	3	1%	4	1%	5	1%	3	0.8%	↓40% 0%
Asian	3	1%	3	1%	2	0.6%	2	0.6%	3	0.8%	↑50% 0%
American Indian/Alaska Native	0	0%	0	0%	1	0.3%	0	0%	0	0%	0% 0%
Other	4	1%	1	0.3%	2	0.6%	1	0.3%	3	0.8%	↑200% ↓25%
Total	294	100%	299	100%	338	100%	336	100%	354	100%	↑5% ↑20%

Fifty-two percent of the faculty teaching in graduate nursing programs in Louisiana were 51+ years of age in 2020-2021 and 24% were 61+ years (Table 66).

Table 66. Age Distribution of Graduate Nursing Faculty (2017-2021)

Age Category	2017		2018		2019		2020		2021		1- & 5-Year Variance
	#	%	#	%	#	%	#	%	#	%	
30 and younger	2	1%	2	1%	3	0.9%	3	0.9%	2	0.6%	↓33% 0%
31-40	59	20%	63	21%	63	19%	62	18%	68	19%	↑10% ↑15%
41-50	72	24%	79	26%	93	28%	106	32%	101	29%	↓5% ↑40%
51-55	32	11%	31	10%	42	12%	37	11%	48	14%	↑30% ↑50%
56-60	50	17%	43	14%	45	13%	44	13%	51	14%	↑16% ↑2%
61-65	51	17%	52	17%	51	15%	53	16%	50	14%	↓6% ↓2%
66-70	22	7%	26	9%	34	10%	25	7%	28	8%	↑12% ↑27%
>71	6	2%	3	1%	7	2%	6	2%	6	2%	0% 0%
Total	294		299		338		336		354		

THE 2021 NURSE SUPPLY REPORT

The 2021 Nurse Supply Report will be published as an addendum report at a later date. The 2022 licensure renewal data, which is an integral component of the 2021 Nurse Supply Report, was released in March 2022. 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 lcu@lsbn.state.la.us if you have any questions.

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

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

APPENDIX A

LSBN Summary of Strategic Plan, 2021-2023



the clarion group
REAL. CLEAR. INSIGHT.

LOUISIANA STATE BOARD OF NURSING STRATEGY UPDATE MEETING SUMMARY

NOVEMBER 30, 2021

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Table of Contents

Introduction.....	1
Overview of Strategic Effectiveness.....	1
Review of LSBN's 2021-2023 Strategic Map	2
Review of Progress with Implementing the Strategic Map	4
Accomplishments with Implementing the Strategic Map	4
Implementation Issues/Gaps and Lessons Learned	5
Critical Issues – Next Two Years	7
Strategic Map Update	8
Central Challenge and Strategic Priorities.....	8
Strategic Mapping	8
Strategic Map for the Louisiana State Board of Nursing	9
Implementation Planning.....	12
Setting Implementation Priorities.....	12
Identifying Tracks of Work.....	12
Next Steps.....	13

Louisiana State Board of Nursing

Strategy Update Session

Meeting Summary: November 30, 2021

INTRODUCTION

Karen Lyon, Executive Director and Chief Executive Officer of the Louisiana State Board of Nursing (LSBN), welcomed participants to the strategic planning session and thanked them for their participation. Karen invited Laurie Schulte of The Clarion Group to facilitate the session.

Laurie outlined the day's agenda:

- Review progress with implementing LSBN's 2021-2023 strategic map.
- Update the map for the next year (calendar year 2022).
- Identify implementation priorities for the next year.

OVERVIEW OF STRATEGIC EFFECTIVENESS

The following is an overview of strategic effectiveness – an organization's ability to set the right goals and consistently achieve them. Strategic effectiveness is the framework and philosophy within which we will update LSBN's strategic plan.



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 on 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 2021-2023 STRATEGIC MAP

Using a one-page graphic representing a strategic map, Laurie reviewed the elements 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 an organization on what it 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.

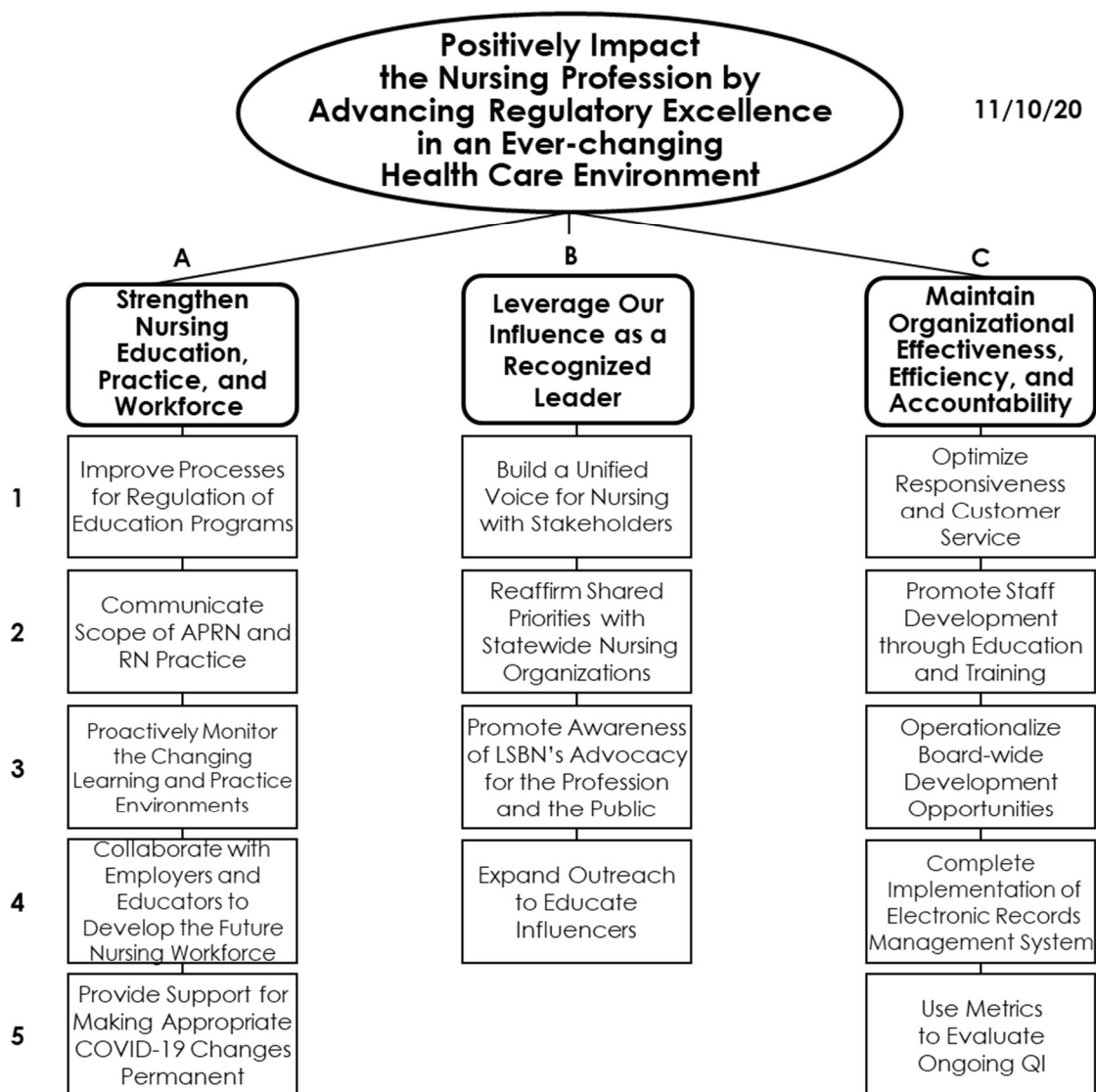
Laurie reviewed LSBN's current strategic map, developed in November of 2020 and reflected on the following page.

Louisiana State Board of Nursing Strategic Plan: 2021-2023

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 IMPLEMENTING THE STRATEGIC MAP

Participants met in small groups to review progress with implementing LSBN's current 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 over the next year?

A summary of the small group reports follows.

Accomplishments with Implementing the Strategic Map

GROUP 1 [KAREN, ISONEL, TERASITA, KEN, TIM]

Strategic Priority A: Strengthen nursing education, practice, and workforce.

- Nursing students start careers earlier (COVID-19).
- Positive relationships with LSNA
- Advanced practice (full practice authority)
 - We achieved three of the four necessary steps/approvals in the legislative session.
 - LSBME offered to help write new language.

Strategic Priority B: Leverage our influence as a recognized leader.

- Significantly improved relationship with:
 - LSNA, LANP
 - Legislators
 - House/Senate committees

Strategic Priority C: Maintain organizational effectiveness, efficiency, and accountability.

- Improved customer service experiences
- Staff's attitude towards customer service has improved.
 - Accountability
 - Remote work
- Examples of metrics accomplished:
 - Case closures
 - Applications/licensures
 - ACH payments
 - Paper-light accounting processes
- Redesigned website

GROUP 2 [WENDI, TRACY, TAVELL, MIMI, ANN]

- Very pleased with progress in Strategic Priorities C and B
- Great progress with investigations
- Staffing changes, for whatever reason, appear to have been a positive.

GROUP 3 [JENNIFER C., CARRIE, JENNIFER M., WANDA, FREDRICK, JENNIFER W.]

Strategic Objective A-4: Collaborate with employers and educators to develop the future nursing workforce.

- LACANE – speaking engagements, LSBN Board representative
- Virtual presentations at schools and facilities by LSBN Nursing and Compliance divisions
- Employers: support of the Governor's mandate to get students into the workforce early
- Participate with advisory committees of educational programs, when invited.
 - CCME: every school is required to have an advisory board that meets twice a year.
 - Can LSBN reach out to established programs?
- Participation with NCSBN knowledge network for education
- Guidance for student residency program
 - Residency program educational module (which could be used at schools, as well)
 - The process of accreditation is set.
 - Every program has education hours.

Strategic Objective B-1: Build a unified voice for nursing with stakeholders.

- Conversations with the governor, legislature, Department of Health
- Dr. Lyon's new Board member position with NCSBN

Strategic Objective B-4: Expand outreach to educate influencers.

- We are responsive in an emergency.

Strategic Objective C-1: Optimize responsiveness and customer service.

- New phone system for remote work
- Renewal: all hands on deck, giving staff tools to respond
- Grant: resources, communication
- Sister Lury scholarship communication

Strategic Objective C-5: Use metrics to evaluate ongoing QI.

- Part of PES
- Leverage ORBs reports
- Statistics/metrics provided in the new phone system

Implementation Issues/Gaps and Lessons Learned

GROUP 1

Strategic Priority A: Strengthen nursing education, practice, and workforce.

- Need more training of new graduates re: disasters, pandemic
- Retention and recruitment of workforce (faculty)
- Recruitment of new graduates/students

- Compliance with COVID vaccine mandates (ethical/religious issues)
- Student understanding of pandemics: "crisis standards"

Strategic Priority B: Leverage our influence as a recognized leader.

- WIIFM approach

GROUP 2

Strategic Priority A

- We need more nurses. Take a look at Ch. 35 for some flexibility:
 - BSN exemptions for faculty
 - Diploma nurses for clinical/preceptorships
 - Need more LPN to RN programs with flexibility in offering educational opportunities
- APRN programs
 - Out-of-state preceptors need to be held accountable to secure clinical placements for their students.
 - A need for practice education as part of the out-of-state program
 - Program input form – why are we doing it and do we need to continue?
 - (Some?) On site/face-to-face needs to be required
- As the practice of nursing continues to evolve, how do we stay ahead of issues? What is the mechanism by which we do so?

Strategic Priority C

- Board members need clarity on their roles, ongoing training, and access to all training LSBN conducts/hires (e.g., any "staff" training is also available to Board members)

GROUP 3

Strategic Objective A-4: Collaborate with employers and educators to develop the future nursing workforce.

- We need to touch on the next generation NCLEX.
- COVID: getting people in the workforce as opposed to developing the workforce
- Education guidance is too prescriptive.
 - Look at outcomes of education efforts: is there a better model to support and be less prescriptive?
 - Texas has a great model re: what a state nursing board does vs. what accreditation prescribes.
- Annual report: are we collecting data that is used? (It's time consuming.)
- Pilot questionnaire by NCSBN
- Elevate the questions asked of/by the LSBN Board.

Strategic Objective B-4: Expand outreach to educate influencers.

- A lot of our work has been reactive.
 - Full practice authority

- Educators

Strategic Objective C-5: Use metrics to evaluate ongoing QI.

- Not all tasks can be captured.
- Metrics aren't always fair.
- Crisis of workforce is not always a regulatory role.
- ICRS: self-study opportunity

Critical Issues – Next Two Years

GROUP 1

- N/A

GROUP 2

- Impact of COVID-19 on the workforce; will there be an increase in complaints and violations?
- Full practice authority
- Disinformation from nurses
- New examination/education director onboarding
- Social media presence for LSBN? Other boards do.

GROUP 3

Strategic Objective A-4: Collaborate with employers and educators to develop the future nursing workforce.

- Do employers and educators feel like they have been collaborated with?

Discussion of the review of progress with implementation included the following points.

- LSBN staff, enabled by strong Board support, should be proud of its accomplishments over the past year.
- The LSBN Board – individually and collectively – would like more formalized/“operationalized” training. This should include:
 - Onboarding
 - Role clarity/codification
 - Board competency
 - What is needed?
 - What gaps exist?
 - The Board agreed to complete an annual Board evaluation – of the collective Board, and self-evaluation for individual Board members. Isonel will work with Board Source to identify an approach and instrument.
 - “Hot topics” such as legal, regulatory, etc., as a regular part of in-person Board meetings
- Succession planning is a gap in the current strategy. This is relevant as individuals plan for retirement, as well as in anticipation of, albeit unlikely, an incapacitating event.

STRATEGIC MAP UPDATE

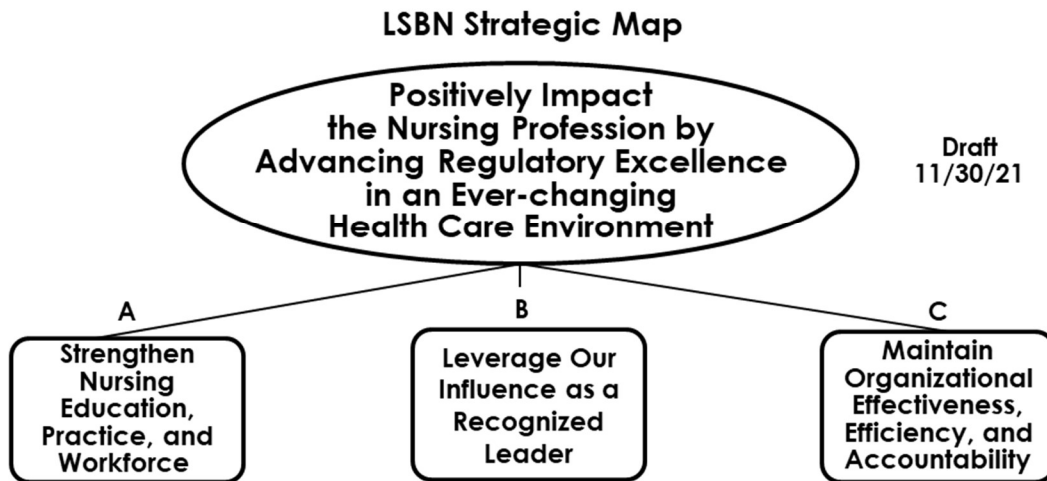
Central Challenge and Strategic Priorities

Participants reviewed LSBN's current strategic map and considered what changes, if any, needed to be made to the central challenge and strategic priorities. After discussion, the group agreed that the current central challenge and strategic priorities should continue as they are currently written.

Louisiana State Board of Nursing Strategic Plan: 2021-2023

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*



Strategic Mapping

Using the current strategic map as a starting point, participants worked in small groups to identify strategic objectives that support their assigned strategic priority. Groups considered:

- What strategic objectives should remain the same?
- What should be edited?
- What can be deleted?
- What, if anything, should be added?

A summary of the small group reports follows.

STRATEGIC PRIORITY A: STRENGTHEN NURSING EDUCATION, PRACTICE, AND WORKFORCE [ED, TIM, ISONEL, TERESITA]

- Retain Strategic Objective A-1, "Improve processes for regulation of education programs."
- Retain Strategic Objective A-2, "Communicate scope of APRN and RN practice."
 - Add "educate" in the implementation of this objective.
- Revise Strategic Objective A-3 from "Proactively monitor the changing learning and practice environments," to "Monitor and proactively respond to the changing learning and practice environments."
- In Strategic Objective A-4, "Collaborate with employers and educators to develop the future nursing workforce," replace "employers and educators" with "stakeholders."
- Retain Strategic Objective A-5, "Provide support for making appropriate COVID-19 changes permanent."

STRATEGIC PRIORITY B: LEVERAGE OUR INFLUENCE AS A RECOGNIZED LEADER [TRACY, TAVELL, WENDI, ANN, MIMI, KAREN]

- Revise Strategic Objective B-1 from "Build a unified voice for nursing with stakeholders," to "Build a unified voice for nursing with key policy influencers."
- Modify Strategic Objective B-2 from "Reaffirm shared priorities with statewide nursing organizations," to "Reaffirm shared priorities with national and statewide professional organizations."
- Retain Strategic Objective B-3, "Promote awareness of LSBN's advocacy for the profession and the public."
- Delete Strategic Objective B-4, "Expand outreach to educate influencers," as it is duplicative with the revised Strategic Objective B-1.

STRATEGIC PRIORITY C: MAINTAIN ORGANIZATIONAL EFFECTIVENESS, EFFICIENCY, AND ACCOUNTABILITY [JENNIFER M., JENNIFER C., JENNIFER W., WANDA, FREDRICK]

- Retain Strategic Objective C-1, "Optimize responsiveness and customer service."
- Add LSBN's Board to Strategic Objective C-2: "Promote Board and staff development through education and training."
- Delete the former Strategic Objective C-3, "Operationalize Board-wide development opportunities," as it is considered to be subsumed within the revised Strategic Objective C-2.
- Add a new Strategic Objective C-3: "Develop a Board member and Board evaluation process."
- Retain Strategic Objective C-4, "Complete implementation of electronic records management system."
- Retain Strategic Objective C-5, "Use metrics to evaluate ongoing QI."

Strategic Map for the Louisiana State Board of Nursing

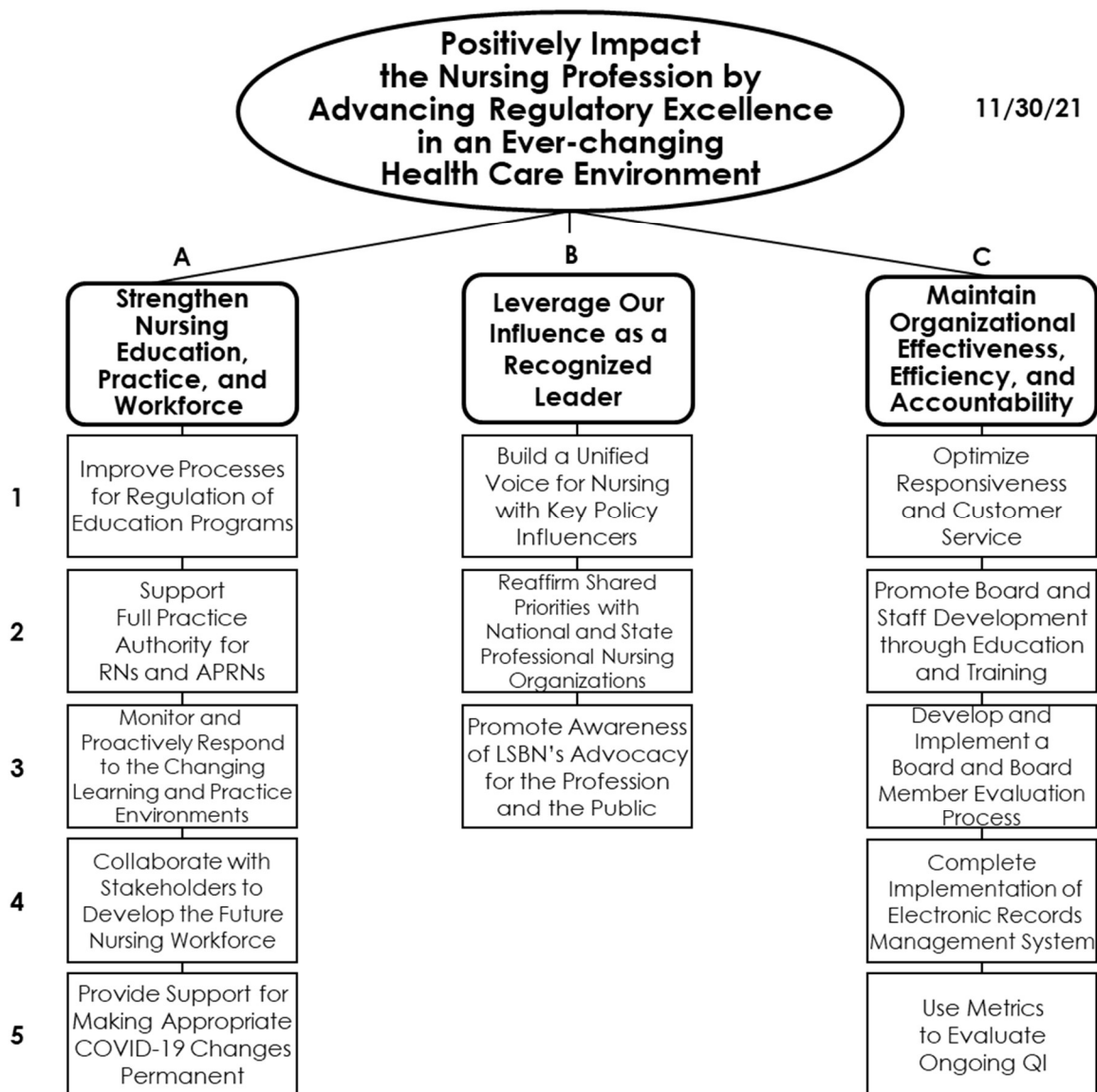
Based on the above input and discussion that followed, the group updated the LSBN strategic map as shown on the following page.

Louisiana State Board of Nursing Strategic Plan: 2021-2023

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



Highlights of the relatively brief discussion follow.

- LSBN's Board has become more adept at this work; its strategy has become more focused since the first iteration of the LSBN strategic map (developed in November 2017).
- The updated strategic map changed very little compared with the version developed a year ago.
- The group discussed whether nursing education has kept pace with increases in acuity over the past decades.
 - For those nurses who receive their clinical training in metropolitan area hospitals, the answer is yes.
 - Rural areas often have not kept up. Clinical sites in rural areas do not treat the types of complex patient issues that those in metro areas see regularly.
 - The burden of clinical training falls on the clinical setting; who they are and what they can do determine the breadth and depth of nurse clinical training.
 - Transition to practice programs for newly hired nurses are critical, among other reasons, to fill this complexity gap.
- Nursing education will have to change to keep up with burgeoning home health.
 - Partnerships are required to keep educators apprised of what practitioners need.
 - By understanding where and how the partnerships are taking place, LSBN can help match underserved schools with partner providers, so that nurses are adequately prepared for their post-education clinical settings.
- The results of the recent nursing graduate survey will provide useful feedback on these issues, as will the upcoming "Synergy Summit," at which nurse educators and providers will meet to consider deepening their relationships.
- With support from providers and educators, LSBN has a role to play in "lifelong learning" for nurses.
- In discussing Strategic Objective A-2, "Support full practice authority for RNs and APRNs," the following points were made.
 - "Scope of practice," the language used in the prior strategic map, can be problematic, especially with the legislature. "Full practice authority" is preferred, as:
 - Scope of practice is defined by statute relative to the level of education, training, and experience earned. There must be room for this scope to expand as a nurse pursues additional education and training. If a nurse could practice only to the extent of her/his initial degree/diploma, professional growth would be limited.
 - Practice authority has an educational component, for example, when an RN goes to graduate school or an LPN pursues a BSN.
 - As defined by the IOM in its first *Future of Nursing* report, the authority is conferred on those who choose to practice with that level of independence. LSBN supports those who choose not to, as well.
- In Strategic Objective B-1, "Build a unified voice for nursing with key policy influencers," key policy influencers include non-nursing professional organizations such as LHA, AARP, Home Health Association, Nursing Home Association, etc.
- In Strategic Objective B-2, the addition of the word "professional" nursing organizations refers to those organizations who are involved with RNs and above.

This excludes the LPN Board, albeit without malice; the LSBN's Board does not interact with LPNs at this point in time.

IMPLEMENTATION PLANNING

Setting Implementation Priorities

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

	A	B	C
1	1	8	3
2	12	5	5
3	6	1	5
4	9	X	3
5	1	X	4

This “straw vote” will provide guidance on the most important things for LSBN to focus on as it proceeds with implementation planning for the second year of its three-year strategic map.

Identifying Tracks of Work

Laurie introduced the group to 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.

SUPPORT FULL PRACTICE AUTHORITY

- Strategic Objective A-2: Support full practice authority for RNs and APRNs.
- Strategic Objective B-1: Build a unified voice for nursing with key policy influencers.
- Strategic Objective A-5: Provide support for making appropriate COVID-19 changes permanent.

WORKFORCE/TRANSITION INTO PRACTICE

- Strategic Objective A-4: Collaborate with stakeholders to develop the future nursing workforce.
- Strategic Priority B: Leverage our influence as a recognized leader.

BOARD DEVELOPMENT

- Strategic Objective C-3: Develop and implement a Board and Board member evaluation process.
- Strategic Objective C-2: Promote Board and staff development through education and training.

RESPOND TO THE PRACTICE ENVIRONMENT

- Strategic Objective A-3: Monitor and proactively respond to the changing learning and practice environments.

NEXT STEPS

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

- The Clarion Group will provide the following written deliverables to Isonel Brown for distribution to participants:
 - A final version of the strategic map
 - A “presentation version” of the strategic map
 - This written summary of the strategic planning session
- LSBN will pursue communications and implementation planning in a manner similar to what it has done in the past. Laurie Schulte is happy to provide whatever guidance is needed as LSBN continues to implement its strategy.

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.lsbn.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
Dean of Nursing and Allied Health:
Michelle Dennis, PhD, RN
Program Manager: Jemmia Njoku, MSN, RN
Approval Status: Full

FLETCHER TECHNICAL COMMUNITY COLLEGE

Nursing and Allied Health
1407 Highway 311
Schriever, LA 70395
Phone: (985) 857-3655; Fax: (985) 857-3689
Dean of Nursing and Allied Health:
Danielle Vauclin, DNP, 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
Interim Program Director:
Cathy Maddry, MSN, RN, MA, CNE
Approval Status: Full

LOUISIANA DELTA COMMUNITY COLLEGE

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

DELGADO COMMUNITY COLLEGE

Charity School of Nursing
450 South Claiborne Avenue
New Orleans, LA 70112
Phone: (504) 568-6411; Fax: (504) 568-5494
Interim Executive Dean CSN Campus/Interim Dean:
Deborah Skevington, PhD, 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
Director: Catherine Cormier, PhD, RN
Approval Status: Full

LSU at EUNICE

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

LOUISIANA 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: Sherry Peveto, RN, DNP

Associate Dean for Undergraduate Studies:

Donna Hood, PhD, 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: Dr. Joel Hicks, RT(R)

Interim Chief Nurse Administrator: Pamela Simmons,

PhD, APRN, FNP-BC, CNE

Director, ASN/BSN Programs:

Pamela Holcombe, MSN, RN, 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

Associate Dean of Nursing/Chief Nursing Officer:

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

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: Full

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: Full

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

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

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: Full

LSU HEALTH NEW ORLEANS

School of Nursing
1900 Gravier
New Orleans, LA 70112
Phone: (504) 568-4180; Fax: (504) 568-5154
Dean: Demetrius Porche, DNS, PhD, PCC, ANEF, FACHE, FAANP, FAAN
Assistant Dean for Student Services:
Dr. Todd Tartavouille
Interim Director of Traditional Bachelor of Science in Nursing: Dr. Nichole Thomas
Approval Status: Full

LOYOLA UNIVERSITY

School of Nursing
6363 St. Charles Avenue, Campus Box 45
New Orleans, LA 70118
Phone: (504) 865-3142
Dean: Michelle Collins, PhD, RN
Director: Cherie Burke, PhD(c), DNP, CRNA, APRN
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
Interim Dean: Ann Warner, PhD, RN, CNE
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. Raquel Engolio
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: Dr. Joel Hicks, RT(R)
Senior Director: Anna Morris, DNP, RN, CNE
Director, ASN/BSN Programs:
Pam Holcombe, MSN, RN, 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
BSN Chair: Dr. Staci Taylor
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) 953-7017
Dean: Alicia Lundstrom, PhD, RN, CNE
Chief Nurse Administrator: Susan Hart, PhD, RN
Undergraduate Academic Director/Program Coordinator: James Foley, MSN-HCSM, 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, BSN-DNP, Post Master DNP, Certificate (non-licensure)

Programs: FNP (MSN, PMDNP)

FPMHNP (MSN, PMDNP)

AHNP (MSN)

AHCNS (MSN)

APMHNP (MSN, BSN-DNP)

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. Raquel Engolio

2. MCNEESE STATE UNIVERSITY

College of Nursing
P.O. Box 90415
Lake Charles, LA 70601
Phone: (337) 475-5753
Interim Dean: Ann Warner, PhD, RN, CNE
Graduate Nursing Program Faculty:
Sattaria Dilks, DNP, APRN, PMHNP-BC

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: Michelle Collins, PhD, RN
Director: Cherie Burke, PhD(c), DNP, CRNA, APRN

Approval Status: Full

Degrees: MSN, DNP

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

LSU HEALTH NEW ORLEANS

School of Nursing
1900 Gravier Street
New Orleans, LA 70112
Phone: 504-568-4106
Dean: Demetrius Porche, DNS, PhD, PCC, ANEF, FACHE, FAANP, FAAN

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)

MCNEESE STATE UNIVERSITY

College of Nursing

P.O. Box 90415

Lake Charles, LA 70609

Phone: (337) 475-5820; Fax: (337) 475-5924

Interim Dean: Ann Warner, PhD, RN, CNE

Approval Status: Initial

Degrees: DNP

Programs: Psychiatric Mental Health Nurse Practitioner (PMHNP)

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: Dr. Joel Hicks, RT(R)

Senior Director: Anna Morris, DNP, RN, CNE

Director, MSN/PMC Programs: Angela Hardy, DNP, APRN, FNP-BC

Director, DNP Program: Aimee Badeaux, PhD, CRNA, APRN

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

Associate Vice President for Nursing: Stephanie Greer, 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
Dean: Jessica Clark, DNP, RN

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:
John T. Monahan, J.D.
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)

GEORGE MASON UNIVERSITY

School of Nursing
4400 University Drive, MS 3C4
Fairfax, Virginia 22030
Phone: (703) 993-1961; Fax: (703) 993-1949
Interim Director:

Cheryl Oetjen, DNP, APRN, FNP-BC

Dates of Approval:

Initial: December 2, 2021 – December 2, 2024

Degrees: MSN

Programs: FNP (MSN)

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:

Dr. Karla Larson

Dates of Approval

Initial: December 11, 2013 – December 11, 2015

Reapproved: through August 12, 2024

MARYVILLE UNIVERSITY (continued)**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**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: Heather 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 (DNP)**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, PhD, 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)**UNITED STATES UNIVERSITY**

College of Nursing & Health Sciences

7675 Mission Valley Road

San Diego, CA 92108

Phone: (619) 876-4250

Dean: Jennifer K. Billingsley, DNP, FNP-BC, CNE**Date of Approval:****Initial:** June 18, 2020 – June 18, 2023**Degrees:** MSN**Programs:** Family Nurse Practitioner**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, 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****(continued)**

FNP/ENP (MSN, PMC) NON-LICENSURE

NHCL (MSN, PMC) NON-LICENSURE

NI (MSN, PMC) NON-LICENSURE

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, 2023**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)

WHNP (MSN, PMC)

ENP (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, 2/19/2021, 4/23/2021, 6/22/2021, 7/9/2021, 8/18/2021, 10/20/2021, 12/10/2021

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, 2021.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
Associate Degree			
Baton Rouge CC	51	43	84.31
Bossier Parish CC	59	47	79.66
Delgado CC	269	239	88.85
Fletcher Technical CC	25	22	88.00
Louisiana Delta CC	37	32	86.49
LSU Alexandria	72	67	93.06
LSU Eunice	83	72	86.75
Louisiana Tech University	76	66	86.84
Northwestern State University	141	124	87.94
South Louisiana CC	61	48	78.69
Southern University Shreveport	50	41	82.00
SOWELA Technical CC	35	31	88.57
Total	959	832	86.76
Diploma			
Baton Rouge General	18	16	88.89
Total	18	16	88.89
Baccalaureate			
Chamberlain University	75	60	80.00
Dillard University	3	3	100.00
Franciscan Missionaries of Our Lady University	66	66	100.00
Grambling State University	7	5	71.43
Louisiana College	31	17	54.84
LSU Health New Orleans	230	219	95.22
McNeese State University	90	88	97.78
Nicholls State University	142	138	97.18
Northwestern State University	207	188	90.82
Southeastern LA University	138	130	94.20
Southern University BR	119	79	66.39
University of Holy Cross	31	30	96.77
University of LA Lafayette	147	138	93.88
University of LA Monroe	114	103	90.35
William Carey University	35	33	94.29
Total	1,435	1,297	90.38
GRAND TOTAL	2,412	2,145	88.93

Appendix C2
Applicants, Admissions, Enrollment, and Graduates of Nursing Education Programs in Louisiana (2005-2021)

YEAR	APPLICANTS	ADMISSIONS	ENROLLMENT Clinical Nursing Courses	ENROLLMENT All Nursing Majors	QUALIFIED APPLICANTS NOT ADMITTED	GRADUATES
2021	5,004	3,717	7,063	14,097	1,287	2,438
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

Appendix C3
Qualified Applicants and Admissions: Diploma, Associate, and Baccalaureate Degree
Programs in Nursing (2017-2021)

Program	Qualified Applicants					Admissions				
<u>Associate Degree</u>	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Baton Rouge CC	92	125	261	246	313	65	76	64	88	148
Bossier Parish CC	203	175	280	189	157	80	90	90	130	140
Delgado	726	706	609	523	630	395	441	455	401	399
Fletcher Tech CC	87	61	48	78	40	21	20	20	32	36
LSU Alexandria	138	131	142	150	116	138	131	142	150	116
LSU Eunice	164	144	176	141	174	90	95	106	99	100
Louisiana Delta	91	110	135	128	120	44	43	47	70	67
Louisiana Tech	187	186	185	174	171	91	88	95	106	104
Northwestern	178	231	211	200	179	178	207	211	200	179
South Louisiana CC	138	43	71	173	183	40	40	63	65	65
Southern Univ. at Shreveport	99	75	79	127	100	99	71	63	107	96
SOWELA Technical CC	37	49	55	90	60	37	49	50	60	59
TOTAL	2,140	2,036	2,252	2,219	2,243	1,278	1,351	1,406	1,508	1,509
<u>Baccalaureate</u>										
Chamberlain	N/A	67	122	140	150	N/A	67	122	140	150
Dillard	0	0	25	34	26	0	0	25	34	26
Grambling	0	4	6	28	39	0	4	6	28	39
Herzing	0	0	26	21	42	0	0	26	21	42
Louisiana College	32	44	38	19	35	32	44	38	19	35
LSU Health New Orleans	314	341	289	245	268	277	282	267	245	268
Loyola	N/A	N/A	N/A	N/A	12	N/A	N/A	N/A	N/A	12
McNeese	107	119	118	233	150	107	116	118	125	120
Nicholls	253	251	298	293	264	152	167	163	164	162
Northwestern	213	267	281	290	312	213	223	261	283	288
Franciscan Missionaries of Our Lady University	132	125	118	145	164	132	125	118	145	164
Southeastern	279	286	383	308	356	192	194	185	201	197
Southern BR	363	401	375	385	347	159	174	205	222	231
University of Holy Cross	79	71	69	67	56	62	60	62	62	49
UL Lafayette	270	271	279	316	297	220	220	220	220	218
UL Monroe	130	209	125	109	82	127	128	125	109	82
William Carey	N/A	13	85	112	54	N/A	13	43	64	38
TOTAL	2,172	2,469	2,637	2,745	2,654	1,673	1,817	1,984	2,082	2,121
<u>Diploma</u>										
Baton Rouge Gen. Med. Ctr.	89	86	0	28	107	44	30	0	21	87
TOTAL	89	86	0	28	107	44	30	0	21	87
GRAND TOTAL	4,401	4,591	4,889	4,992	5,004	2,995	3,198	3,390	3,611	3,717

Appendix C4
**Reported Reasons Why Qualified Applicants Were Not Admitted to Louisiana's Pre-RN
Licensure Programs in 2020-2021**

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
Associate Degree									
Baton Rouge Comm. College	165	2	1	3	6	4	5	7	0
Bossier Parish Comm. College	17	4	1	5	7	6	2	3	0
Delgado	231	3	4	5	1	2	6	7	0
Fletcher Tech Comm. College	4	5	1	4	3	6	7	2	0
LSU Alexandria	0	0	0	0	0	0	0	0	0
LSU Eunice	74	3	2	1	0	0	0	0	4
Louisiana Delta College	53	3	1	2	4	6	7	5	0
Louisiana Tech	67	3	0	1	2	0	0	0	0
Northwestern State	0	0	0	0	0	0	0	0	0
South Louisiana Comm. Coll.	118	2	1	7	5	6	3	4	0
Southern Univ. Shreveport	4	0	0	0	0	0	0	0	1
SOWELA Technical CC	1	1	3	2	6	7	4	5	0
Total	734	26	14	30	34	37	34	33	5
Baccalaureate Degree									
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	1
Herzing	0	0	0	0	0	0	0	0	1
Louisiana College	0	0	0	0	0	0	0	0	0
LSU Health New Orleans	0	0	0	0	0	0	0	0	0
Loyola	0								
McNeese State	30	1	0	6	5	3	2	4	0
Nicholls State	102	0	0	0	0	0	0	0	1
Northwestern State	24	7	2	1	6	5	3	4	0
Franciscan Missionaries of Our Lady University	0	0	0	0	0	0	0	0	0
Southeastern	159	2	3	1	7	6	5	4	0
Southern BR	116	2	3	1	6	7	4	5	0
University of Holy Cross	7	3	1	2	4	6	5	7	0
UL Lafayette	79	1	3	2	6	7	4	5	0
UL Monroe	0	0	0	0	0	0	0	0	1
William Carey	16	0	0	0	0	0	0	0	0
Total	533	16	12	13	34	34	23	29	4
Diploma									
Baton Rouge General	20	7	3	4	1	2	6	5	0
Total	20	7	3	4	1	2	6	5	0
Grand Total	1,287	49	29	47	69	73	63	67	9

Appendix C5
Gender of Students Enrolled in Clinical Nursing Programs in Pre-RN Licensure Programs in Louisiana
during the 2020-2021 Report Year

PROGRAM	Male		Female		Total
	No.	%	No.	%	No.
<u>Associate Degree</u>					
Baton Rouge Community College	29	14	184	86	213
Bossier	29	15	160	85	189
Delgado	99	12	753	88	852
Fletcher Technical Comm. Coll.	3	9	29	91	32
LSU Alexandria	20	8	238	92	258
LSU Eunice	19	11	149	89	168
Louisiana Delta	5	4	117	96	122
Louisiana Tech	34	18	158	82	192
Northwestern	31	11	240	89	271
South Louisiana Community Coll.	7	7	98	93	105
Southern Univ. at Shreveport	8	7	106	93	114
SOWELA Technical CC	8	9	78	91	86
Total	292	11	2,310	89	2,602
<u>Baccalaureate</u>					
Chamberlain	21	7	278	93	299
Dillard	1	1	68	99	69
Grambling	4	7	54	93	58
Herzing	3	8	37	92	40
LA College	17	33	35	67	52
LSU Health New Orleans	101	14	626	86	727
Loyola	2	17	10	83	12
McNeese State	24	9	232	91	256
Nicholls State	61	14	386	86	447
Northwestern	45	11	376	89	421
FMOLU	35	12	249	88	284
Southeastern	47	12	356	88	403
Southern BR	35	8	411	92	446
University of Holy Cross	10	8	121	92	131
UL Lafayette	46	12	345	88	391
UL Monroe	38	14	232	86	270
William Carey	4	6	60	94	64
Total	494	11	3,876	89	4,370
<u>Diploma</u>					
Baton Rouge General	8	9	83	91	91
Total	8	9	83	91	91
Grand Total	794	11	6,269	89	7,063

Appendix C6

Ethnic Backgrounds of Students Enrolled in Pre-RN Licensure Programs in Louisiana during the 2020-2021 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.	4	2	3	1	75	35	131	62	0	0	213
Bossier	1	1	3	2	30	16	106	56	49	26	189
Delgado	39	5	32	4	331	39	415	49	35	4	852
Delta Comm. College	1	1	0	0	32	26	89	73	0	0	122
Fletcher Tech Comm Coll.	2	6	1	3	3	9	23	72	3	9	32
LSU Alexandria	3	1	7	3	44	17	167	65	37	14	258
LSU Eunice	3	2	0	0	19	11	144	86	2	1	168
Louisiana Tech	4	2	3	2	17	9	148	77	20	10	192
Northwestern State	19	7	2	1	59	22	168	62	23	8	271
South LA Comm. Coll.	3	3	2	2	39	37	59	56	2	2	105
Southern Univ. Shreveport	2	2	1	1	95	83	15	13	1	1	114
SOWELA Technical CC	2	2	4	5	15	17	62	72	3	3	86
Total	83	3	58	2	759	29	1,527	59	175	7	2,602
<u>Baccalaureate</u>											
Chamberlain	39	13	9	3	129	43	107	36	15	5	299
Dillard	0	0	1	1	31	45	0	0	37	54	69
Grambling	0	0	0	0	56	97	2	3	0	0	58
Herzing	3	7	0	0	23	58	10	25	4	10	40
Louisiana College	0	0	1	2	19	37	32	61	0	0	52
LSU Health New Orleans	60	8	40	6	113	16	492	68	22	3	727
Loyola	3	25	0	0	2	17	5	42	2	17	12
McNeese State	7	3	3	1	29	11	196	77	21	8	256
Nicholls State	19	4	13	3	60	13	329	74	26	6	447
Northwestern State	39	9	10	2	105	25	241	57	26	6	421
FMOLU	17	6	12	4	55	19	195	69	5	2	284
Southeastern	34	8	11	3	54	13	292	72	12	3	403
Southern BR	7	2	8	2	417	93	14	3	0	0	446
University of Holy Cross	15	11	2	2	39	30	71	54	4	3	131
UL Lafayette	31	8	7	2	60	15	276	71	17	4	391
UL Monroe	7	3	7	3	48	18	185	69	23	9	270
William Carey	0	0	2	3	13	20	48	75	0	0	64
Total	282	6	126	3	1,253	29	2,495	57	214	5	4,370
<u>Diploma</u>											
Baton Rouge General	1	1	4	4	36	40	46	51	4	4	91
Total	1	1	4	4	36	40	46	51	4	4	91
Grand Total	366	5	188	3	2,048	29	4,068	58	393	6	7,063

Appendix C7
Data on pre-RN Licensure Students Enrolled in Clinical Nursing Courses with Prior Education as of October 15, 2021

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	22	10.3	0	0	42	19.7	64	30.0	213
Bossier Parish CC	40	21.2	15	7.9	20	10.6	75	39.7	189
Delgado	199	23.4	0	0	224	26.3	423	49.6	852
Fletcher Tech. CC	9	28.1	6	18.8	3	9.4	18	56.3	32
Louisiana Delta CC	66	54.1	8	6.6	18	14.8	92	75.4	122
LSU Alexandria	13	5.0	2	0.8	10	3.9	25	9.7	258
LSU Eunice	20	11.9	23	13.7	9	5.4	52	31.0	168
Louisiana Tech	1	0.5	6	3.1	16	8.3	23	12.0	192
Northwestern	33	12.2	26	9.6	45	16.6	104	38.4	271
Southern Shreveport	45	39.5	0	0	13	11.4	58	50.9	114
South Louisiana CC	43	41.0	0	0	20	19.0	63	60.0	105
SOWELA Tech CC	26	30.2	7	8.1	10	11.6	43	50.0	86
Total	517	19.9	93	3.6	430	16.5	1,040	40.0	2,602
<u>Baccalaureate</u>									
Chamberlain	37	12.4	3	1.0	41	13.7	81	27.1	299
Dillard	7	10.1	1	1.4	5	7.2	13	18.8	69
Grambling	1	1.7	13	22.4	1	1.7	15	25.9	58
Herzing	5	12.5	5	12.5	8	20.0	18	45.0	40
Louisiana College	2	3.8	3	5.8	34	65.4	39	75.0	52
LSU Health NO	0	0	15	2.0	0	0	15	2.0	727
Loyola	0	0	0	0	0	0	0	0	12
McNeese State	9	3.5	5	2.0	18	7.0	32	12.5	256
Nicholls State	15	3.4	22	4.9	25	5.6	62	13.9	447
Northwestern	33	7.8	18	4.3	44	10.5	95	22.6	421
FMOLU	3	1.1	3	1.1	22	7.7	28	9.9	284
Southeastern	24	6.0	0	0	45	11.2	69	17.1	403
Southern BR	7	1.6	0	0	20	4.5	27	6.1	446
Univ. of Holy Cross	6	4.6	1	0.8	3	2.3	10	7.6	131
UL Lafayette	0	0	0	0	6	1.5	6	1.5	391
UL Monroe	8	3.0	3	1.1	7	2.6	18	6.7	270
William Carey	7	10.9	0	0	3	4.7	10	15.6	64
Total	164	3.8	92	2.1	282	6.5	538	12.3	4,370
<u>Diploma</u>									
Baton Rouge Gen.	20	35.0	4	10.0	11	0	35	45.0	91
Total	20	35.0	4	10.0	11	0	35	45.0	91
GRAND TOTAL	701	9.9	189	2.7	723	10.2	1,613	22.8	7,063

Appendix C8
Graduates of Associate, Baccalaureate, and Diploma Nursing Education Programs
(2016–2021)

Nursing Program	2016	2017	2018	2019	2020	2021	Projected 2022
<u>Associate</u>							
Baton Rouge Community College	38	26	29	46	46	49	75
Bossier Parish Community College	52	57	56	44	43	59	123
Delgado	278	219	172	213	202	275	350
Fletcher Tech/Comm. College	11	11	17	14	15	25	32
LSU Alexandria	53	75	49	62	64	72	50
LSU Eunice	44	37	65	63	78	82	53
Louisiana Delta	29	44	30	27	39	37	59
Louisiana Tech	37	47	60	53	52	76	66
Northwestern	88	78	97	139	154	143	137
South Louisiana Community College	23	31	41	34	48	60	60
Southern Univ. at Shreveport	46	40	48	70	42	50	35
SOWELA Technical Comm. College	0	0	13	22	33	36	40
<u>Total</u>	699	665	677	787	816	964	1,080
<u>Baccalaureate</u>							
Chamberlain	N/A	N/A	0	0	4	66	77
Dillard	47	13	24	8	6	3	15
Grambling	4	0	0	0	0	7	17
Herzing	-	-	-	0	0	0	0
Louisiana College	43	33	22	20	26	26	35
LSU Health New Orleans	201	207	223	222	251	234	241
Loyola	-	-	-	-	-	0	0
McNeese State	133	87	90	58	93	90	101
Nicholls State	94	108	101	117	128	145	134
Northwestern	136	138	144	167	158	206	193
FMOLU	170	123	91	87	80	94	97
Southeastern	159	131	132	152	147	148	153
Southern	59	132	97	82	101	118	138
University of Holy Cross	52	36	45	38	34	31	36
UL Lafayette	129	110	116	139	151	150	146
UL Monroe	70	63	91	98	89	114	113
William Carey	N/A	N/A	0	0	26	42	41
<u>Total</u>	1,293	1,181	1,176	1,188	1,294	1,474	1,537
<u>Diploma</u>							
Baton Rouge Gen. Med. Center	36	31	32	34	38	0	0
<u>Total</u>	36	31	32	34	38	0	0
Grand Total	2,060	1,877	1,885	2,009	2,148	2,438	2,617

APPENDIX D

Enrollment and Graduates from APRN Programs in Louisiana

Appendix D1

ENROLLMENT IN ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA (2017-2021)

APRN PROGRAM	ENROLLMENT														
	Clinical Nurse Specialist					Nurse Practitioner					Nurse Anesthetist				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Grambling University	N/A	N/A	N/A	N/A	N/A	26	27	35	31	28	N/A	N/A	N/A	N/A	N/A
Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) McNeese State University Nicholls State University Southeastern Louisiana University University of Louisiana Lafayette	0	0	0	0	0	474	445	475	540	595	N/A	N/A	N/A	N/A	N/A
LSU Health New Orleans	2	3	1	1	0	70	93	83	89	68	123	130	125	132	149
Loyola University	N/A	N/A	N/A	N/A	N/A	123	169	180	183	141	N/A	N/A	N/A	N/A	N/A
McNeese State Univ.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	N/A	N/A	N/A	N/A	N/A
Northwestern State University	0	0	0	0	0	216	214	233	300	346	N/A	N/A	N/A	N/A	20
Franciscan Missionaries of Our Lady University	N/A	N/A	N/A	N/A	N/A	14	29	31	35	42	33	81	85	87	122
Southern Univ. BR	0	0	0	0	0	88	90	85	64	77	N/A	N/A	N/A	N/A	N/A
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	9	9	4	0	5	N/A	N/A	N/A	N/A	N/A
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	14	14	11	19	25	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	51	N/A	N/A	N/A	N/A	N/A
TOTALS	2	3	1	1	0	1,049	1,152	1,214	1,310	1,384	156	211	210	219	291

Appendix D2
GRADUATES FROM ADVANCED PRACTICE REGISTERED NURSE PROGRAMS IN LOUISIANA
(2010-2021)

APRN PROGRAM	GRADUATION											
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Grambling University	11	18	19	30	11	16	11	5	7	14	9	11
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	309
Loyola University	25	49	46	10	0	8	24	13	11	44	51	61
LSU Health New Orleans	83	66	84	73	76	76	84	61	58	65	56	66
Franciscan Missionaries of Our Lady University	27	26	26	56	27	27	28	22	22	37	41	34
McNeese State University	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Northwestern State University	49	56	51	26	56	63	61	72	67	80	78	58
Southern University BR	18	17	35	46	55	32	33	35	30	30	21	33
University of Louisiana Lafayette	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	0	4	0	6
Southeastern Louisiana University	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2	4	3
University of Louisiana Monroe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13	36	25
TOTALS	246	279	307	323	342	346	398	372	368	463	434	606