



Annual Nursing Education Program Report

Calendar and Fiscal Year 2015

Presented April 2016
To the Minnesota Board of Nursing

Executive Summary

Minnesota Statute 148.191 Subd. 2 grants the Board of Nursing authorization to “prescribe by rule curricula and standards for schools and courses preparing persons for licensure under sections 148.171 to 148.285.” The Annual Nursing Education Program Report to the Board of Nursing serves to provide key information related to nursing education in Minnesota. The report highlights program approval updates regarding initial and continuing program approval, closure and new intents for nursing programs; demographic data related to those seeking licensure for the first time as a nurse; and trends in the new graduate workforce.

An important responsibility of the Board is to monitor the outcomes of approved programs. One method of accomplishing this is the annual review of first-time success rates on the initial licensing examination (NCLEX[®]). In recent years, a larger number of programs have experienced challenges in meeting the standard of greater than 75% success for all candidates taking the examination for the first time in a calendar year. While a fewer number of programs were below this standard than in the prior two years, it is of concern that nine programs are required to submit plans of corrective action due to one year below minimum standard, one program will have a survey due to 2 consecutive years of below minimum results, and two programs are being surveyed due to 3 consecutive years of below minimum standard results. These outcomes have been uncommon in the past years of program monitoring and present an atypical challenge to the education department.

The report also provides the number of nursing graduates in practical and professional nursing programs. The most significant change is the dramatic decline in the number of practical nursing graduates - in 2015 the lowest number of graduates since 2003. There are 353 fewer graduates in 2015 from the number of graduates in 2014. This has potential implications for future research on the interest in pursuing practical nursing and the resulting effect on meeting workforce needs.

The report identifies the increased progression of registered nurses pursuing a baccalaureate degree, consistent with the Institute of Medicine recommendation of attaining 80% baccalaureate prepared nurses by 2020. Data demonstrates that over 40% of those initially granted an associate degree are attaining this higher degree.

Another IOM recommendation is to make diversity in the nursing workforce a priority by addressing underrepresented groups, including persons of color and males. There is a significant increase in the ethnicity of Minnesota candidates taking the licensure exam in 2015 compared to 2009. In addition, there has been a slow but consistent increase in the number of male nursing graduates in both practical and professional nursing.

Rulemaking initiatives include approval of advanced practice programs and proposed rules to support use of high fidelity simulation, consistent with the finding of the landmark simulation study conducted through the National Council of State Boards of Nursing. Key to implementation of the rules is adherence to high quality standards of simulation in designing and implementing these learning experiences. In addition to rulemaking activities, the Board approved a legislative initiative to address the needs of Minnesota students enrolled in distance-based programs and of nurses here temporarily for the purposes of education.

The Education Department continues to be responsive to the standards of quality in Minnesota Nursing Education.

MINNESOTA BOARD OF NURSING

Education Annual Report: Calendar and Fiscal Year 2015
Presented to the Board - April 2016

General Work: To support the mission of the Board of Nursing by developing and implementing the Minnesota Board of Nursing’s program for approving nursing education programs that prepare students for licensure as a practical, professional or advanced practice nurse.

PROGRAM APPROVAL: PRACTICAL AND PROFESSIONAL PROGRAMS

Approved Nursing Programs

As of December 31, 2015, there are 76 Board approved nursing programs in Minnesota (Appendix A):

<u>Program Type</u>	<u>Total</u>
Practical Nursing Programs	26
Professional	
Associate Degree Nursing Programs	28
Baccalaureate Nursing Programs	19
Entry level Masters Nursing Programs	3

Five of the 28 associate degree professional programs are mobility programs. Mobility programs only admit students who have completed a practical nursing program.

Initial program approval

No programs were granted initial program approval in 2015.

Continuing program approval

Continuing approval was granted to the following schools upon initial accreditation or renewal of accreditation:

- Lake Superior College Practical Nursing Program
- Minnesota West Community and Technical College Associate Degree Nursing Program
- Northland Community and Technical College Associate Degree Nursing Program
- Presentation College Baccalaureate Nursing Program
- St. Catherine University Department of Nursing Baccalaureate Nursing Program
- University of Northwestern – St. Paul Baccalaureate Nursing Program

In February 2015, Rasmussen College Practical and Professional Nursing Programs, offered at multiple locations, submitted a request to separate into distinct programs to facilitate progression to accreditation. The Board granted continuing approval to these programs:

- Rasmussen College Associate Degree Program - Blaine
- Rasmussen College Associate Degree Program – Bloomington

- Rasmussen College Associate Degree Program – Mankato
- Rasmussen College Associate Degree Program – Moorhead
- Rasmussen College Associate Degree Program – St. Cloud
- Rasmussen College Practical Nursing Program – Brooklyn Park/Maple Grove
- Rasmussen College Practical Nursing Program – Eagan
- Rasmussen College Practical Nursing Program – Mankato
- Rasmussen College Practical Nursing Program – Moorhead
- Rasmussen College Practical Nursing Program – St. Cloud

Voluntary Program Closures

During the reporting period, the Board accepted a notice of voluntary program closure from one program:

- St. Catherine University Associate Degree Nursing Program

Letters of Intent

As of December 31, 2015, one letter of intent was approved by the Board:

- Bethany Lutheran College Baccalaureate Nursing Program - Mankato

Below Minimum Standard NCLEX

On February 4, 2016, the Board took action to require the following programs submit plans of corrective action because first-time candidate success rates on the National Council Licensure Examination (NCLEX[®]) were below minimum standard (75% or below) during calendar year 2015:

- Hennepin Technical College Practical Nursing Program
- Riverland Community and Technical College Practical Nursing Program
- Alexandria Technical College Associate Degree Nursing Program
- Central Lakes College Associate Degree Nursing Program
- Fond du Lac Tribal & Community College Associate Degree Nursing Program
- Minnesota State College – Southeast Technical Associate Degree Nursing Program
- Northwest Technical College Associate Degree Nursing Program
- Rasmussen College – St. Cloud Associate Degree Nursing Program
- Minnesota State University – Mankato Baccalaureate Nursing Program

Action was approved to require an on-site survey and submission of a revised plan of corrective action for the following programs because NCLEX[®] first-time success rates were below minimum standard for two consecutive calendar years (2014 and 2015):

- Northwest Technical College – Bemidji Practical Nursing Program

The Board also acted to require an on-site survey for compliance with board rules for the following program because NCLEX[®] first-time success rates were below minimum standard for three consecutive calendar years (2013, 2014, and 2015):

- Pine Technical and Community College Associate Degree Nursing Program

- South Central College Practical Nursing Program

The Board removed the following programs from special board oversight as 2015 NCLEX® first-time success rates were above minimum standard:

- Fond du Lac Tribal and Community College Practical Nursing Program
- Mesabi Range Community and Technical College Practical Nursing Program
- South Central College Associate Degree Nursing Program
- College of St. Benedict/St. John's University Baccalaureate Nursing Program
- Crown College Baccalaureate Nursing Program
- Herzing University Baccalaureate Nursing Program
- Presentation College Baccalaureate Nursing Program

Report of Plans of Corrective Action for Calendar Year 2014

At the August 2015 board meeting, the Board received a report summarizing the plans of corrective action and the revised plans of corrective action submitted by the following programs that were below minimum standard for calendar year 2014:

- Fond du Lac Tribal and Community College Practical Nursing Program
- Mesabi Range Community and Technical College Practical Nursing Program
- Northwest Technical College – Bemidji Practical Nursing Program
- College of St. Benedict/St. John's University Baccalaureate Nursing Program
- Crown College Baccalaureate Nursing Program
- Herzing University Baccalaureate Nursing Program
- Presentation College Baccalaureate Nursing Program

Each plan of corrective action was reviewed and areas identified by the program as needing improvement noted. All submitted plans were then analyzed as a group to determine if any factors common to all the programs could be identified as impacting first-time candidate success rates on the NCLEX® examination. Across these programs, several elements were commonly identified as contributing to negative outcomes. These factors included:

- Admission Requirements
- Individualized advising and targeted remediation
- Faculty time and expertise in item writing and analysis
- Support for students at risk
- Mentoring for new faculty
- Teaching effectiveness and classroom management
- Curriculum Revision
- Need for systematic data collection

Report of Board Ordered Surveys for Calendar Years 2014 and 2015

At the August 2015 board meeting, the Board received a report summarizing the on-site survey and revised plans of corrective action submitted by the following programs that were below minimum standard for calendar years 2014 and 2015:

- Pine Technical and Community College Associate Degree Nursing Program
- South Central College Associate Degree Nursing Program
- South Central College Practical Nursing Program

Each program submitted a revised plan of corrective action integration recommendations developed by the survey team.

Report of Board Ordered Surveys for Calendar Years 2013, 2014 and 2015

In 2015, the board received reports from the surveys conducted for programs due to three consecutive years of below minimum standard first-time success rates for the NCLEX examination. The Board accepted the report and changed the status of three programs from full to conditional approval:

August 6, 2015:

- National American University School of Nursing Baccalaureate Nursing Program
- Riverland Community College Associate Degree Nursing Program

October 1, 2015:

- Lake Superior College Associate Degree Nursing Program

Board Order

In August, 2015 the Board issued an Order of Reprimand to Rasmussen College Practical Nursing Program.

REPORT OF ANNUAL COMPLIANCE SURVEY

The Board requires directors of approved nursing programs to submit evidence regarding the nursing program's compliance with relevant program approval rules by October of each year. All nursing programs have submitted the requested information.

Minnesota Statute, section 176.182 requires every state and local licensing agency to present acceptable evidence of compliance with the workers' compensation insurance coverage requirement of section 176.181, subdivision 2. All nursing programs submitted evidence indicating compliance with the statute.

Minnesota Rule 6301.2340 subpart 3.D.(1) specifies that students have learning activities with faculty oversight to acquire and demonstrate competence in clinical settings with patients across the life span and with patients throughout the wellness, acute, and chronic illness continuum. All nursing programs provided evidence that students have learning activities with patients across the life span and illness-wellness continuum.

Accreditation Status

Minnesota Rule 6301.2350 subpart 1 stipulates that all approved nursing education programs must provide evidence of current accreditation by a national nursing accrediting body approved by the United States Department of Education by January 1, 2018, or must have achieved candidacy status leading to such accreditation and demonstrated satisfactory progression toward obtaining the accreditation.

Currently, 23.1% of practical nursing programs are accredited. Of the professional nursing programs, 50% of associate degree nursing programs, 89.5% of baccalaureate nursing programs, and 100% of entry level master of nursing programs are nationally accredited. The percent of nursing programs in Minnesota that have achieved accreditation was 52% in 2011. Due to an increase in the number of non-accredited programs in 2015, the overall percent has only slightly increased (52.6%).

<u>Program type</u>	<u>Accredited</u>	<u>Not Accredited</u>
Practical Nursing Programs	6	20
Professional Nursing Programs		
Associate Degree	14	14
Baccalaureate	17	2
Entry level Masters	3	0

In addition, there is one practical nursing program that has completed an Accreditation Commission for Education in Nursing (ACEN) site visit for initial accreditation and will be recommended to ACEN for accreditation in 2016, and two baccalaureate programs that have completed a Commission on Collegiate Nursing Education (CCNE) site visit and will be recommended for accreditation, also in 2016.

Report of Faculty Licensure and Credentials

Minnesota Rule 6301.2340 subpart 3F specifies that nursing faculty have a major in nursing at the baccalaureate or graduate level and unencumbered licensure as a registered nurse with current registration in Minnesota. The nursing education program must:

- G. ensure practical nursing program faculty have a baccalaureate or graduate degree in nursing from a regionally or nationally accredited college or university recognized by the United States Department of Education or by a comparable organization if the baccalaureate- or graduate-level degree is from a foreign country; and
- H. ensure professional nursing program faculty have a graduate degree for full-time faculty and the majority of part-time faculty hold a graduate degree from a regionally or nationally accredited college or university recognized by the United States Department of Education or by a comparable organization if the baccalaureate- or graduate-level degree is from a foreign country;

Program directors submitted evidence demonstrating all programs are in compliance with the requirement that all nursing faculty have an unencumbered Minnesota registered nurse license

and current registration. All accredited programs demonstrated compliance with the faculty education requirements.

In 2015, an increase of 278 in the total number of faculty teaching in Minnesota nursing programs was reported (1,182 to 1,460). This increase of 23.5% in 2015 is due in part to the number of faculty who are teaching in more than one program either within one educational system or across programs. Between 2011 through 2015, the number of faculty teaching in more than one program steadily increased from 8.3% to 24.7%. This is reflective of practical and professional programs sharing faculty and of the number of programs that have faculty teaching online courses accessed by students across a given education system. The total number of nursing faculty reported are presented in Appendix B, Table 1.

While the total number of faculty is important to know, the number of duplicate faculty blurs the picture of the overall educational credentials of nursing faculty. To address this, an unduplicated count of faculty was created (Appendix B, Table 2.) This data provides the total number of individuals teaching in nursing programs. Between 2011 and 2015, there was a 33.5% increase in the number of faculty holding doctoral degrees. In the same time period, there was an increase of 26.5% in the number of faculty holding a master's degree. The decrease in the number of faculty holding a baccalaureate degree as their highest credential may be a reflection of progression to attaining a higher educational credential.

Appendix C provides a list of the number of faculty teaching in each nursing program

The number of nursing education programs achieving accreditation by a national nursing accreditation body decreased in 2015 due to an increase in the overall number of nursing programs (4 additional practical nursing programs, and 5 additional professional nursing programs. These changes are reflected in the number and percent of faculty teaching in accredited programs. As Appendix B, Table 3 indicates, in 2011, 60.8% of all faculty were teaching in accredited programs. In 2015, 55.8% of all faculty were teaching in accredited programs.

During calendar years 2011-2014, the majority of faculty teaching in a nursing program were employed full time (Appendix B, Tables 4 and 5).

MINNESOTA NURSING EDUCATION PROGRAM REPORTS

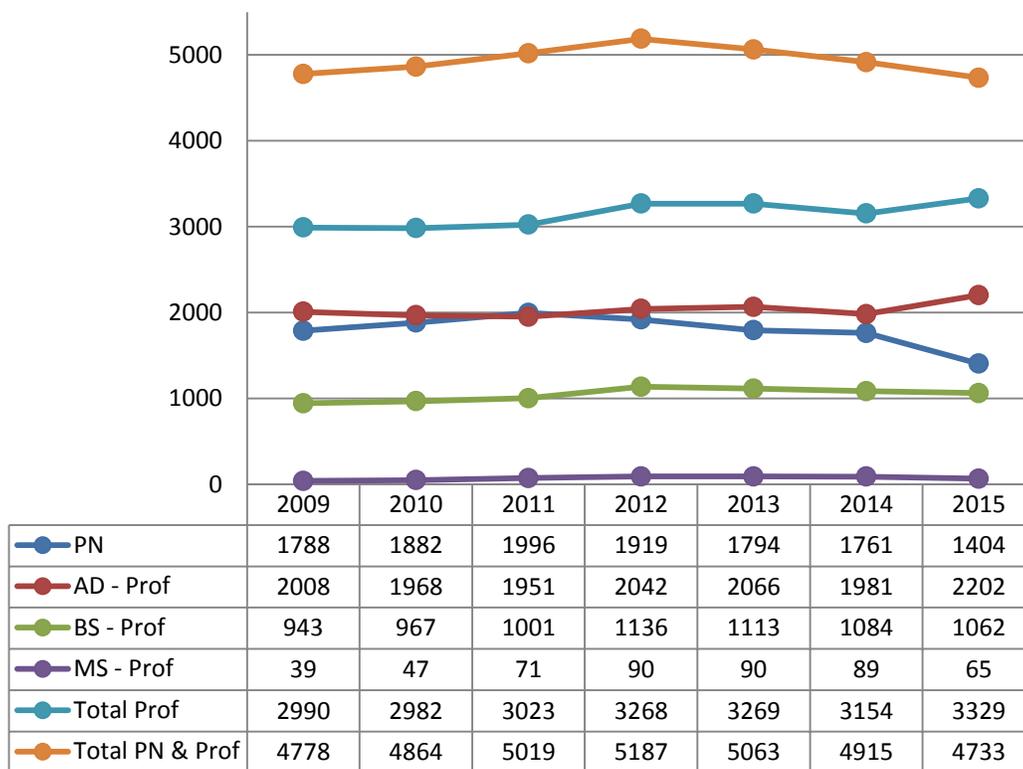
Report of Minnesota Graduates

Annually, nursing program directors report the number of students who complete the program during a fiscal year, July 1st through June 30th (Appendix D1-D3). Figure 1 depicts the recent nursing graduates. As compared to 2009, the number of students completing associate degree nursing programs in 2015 increased 9.6%; the number of students completing licensure-preparing baccalaureate and entry level master's nursing programs in 2015 increased 14.8%; and the number of students completing practical nursing programs in 2015 has decreased by 21.6%.

While there are increases across the years depicted, there is a decline in the total number of graduates from 2014 – 2015.

A total of 25 new programs were approved from 2002 to 2015, including 22 professional programs (2 master’s entry level, 10 baccalaureate, 10 associate degree nursing programs and 3 practical programs) (Appendix E). The majority of the new programs were approved between 2006 – 2010. The resulting increase in graduates of nursing programs, at all levels, continued through 2012. In 2013, a decline in the overall number of graduating nurses since 2001 was noted, a decline that continued through 2015. The largest reduction occurred in practical nursing graduates. In 2015, the number of associate degree graduates increased while the number of baccalaureate graduates remained relatively stable.

Figure 1. Number of graduates reported by Minnesota nursing program directors.



Educational Mobility in Minnesota

Nurses at all levels of practice progress along the educational continuum to increase their knowledge and skill. Licensed practical nurses (LPN) are granted advanced standing in associate degree nursing programs. Registered nurses, both diploma and associate degree, pursue baccalaureate degrees and advanced degrees in nursing.

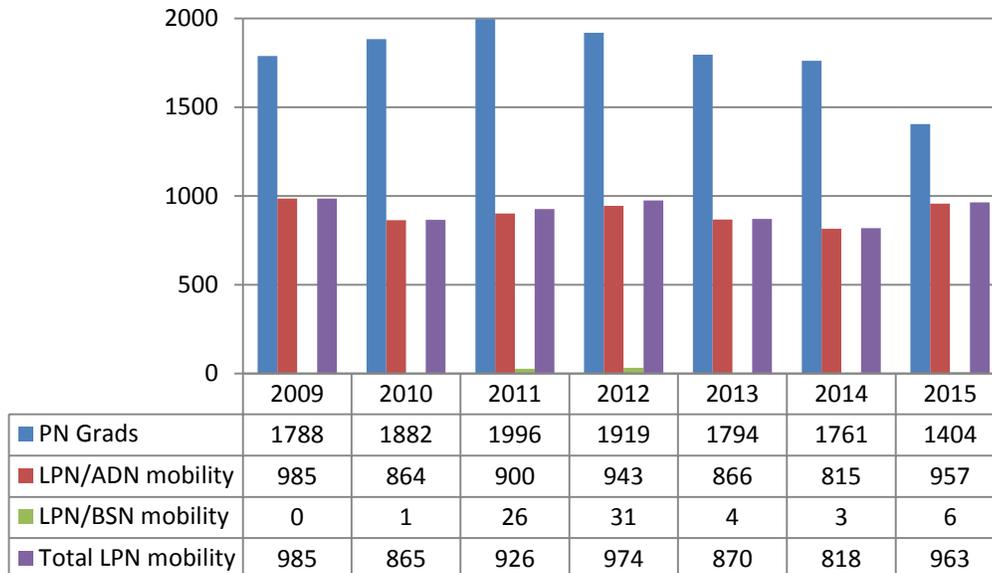
Advanced Standing for Licensed Practical Nurses

Minnesota nursing programs have a statutory requirement to grant advanced standing. Associate degree nursing programs approved or seeking to be approved by the Board shall provide for advanced standing for licensed practical nurses in recognition of their nursing education and experience (M.S. 148.251, subd. 6).

There are two types of associate degree curricula offering advanced standing to LPNs. Generic Associate Degree (AD) programs admit qualified applicants who want to become professional nurses and must offer advanced standing to qualified LPN applicants. Mobility AD programs offer a curriculum specifically designed for LPNs to become professional nurses and admit only LPNs as students. The number of advanced standing credits granted by associate degree nursing programs to LPNs or PN program completion graduates is found in Appendix F.

Figure 2 illustrates how practical nurses are mobilizing into professional nursing. From 2009 to 2015, graduates of Minnesota approved practical nursing programs totaled 12,544. During the same period, 6,330 practical nurses graduated from a Minnesota approved associate degree professional nursing program. In comparison to the total number of practical nurse graduates, 51% of practical nurses eventually mobilize and complete a professional nursing program. This rate of conversion has been stable for several years. The data demonstrates that a lower number of persons are pursuing licensure and continuing their practice as a practical nurse.

Figure 2. Number of LPNs completing professional programs versus PN graduates.



Post Licensure Baccalaureate Programs for Registered Nurses

Nationally, there has been an increase in enrollment for RN to BSN programs. The American Association of Colleges of Nurses reported a continuing increase in enrollment for RN to BSN programs 21.6% nationwide from 2009-2010 (AACN, 2011), 15.8% nationwide from 2010-2011 (AACN, 2012), 15.5% nationwide from 2011-2012 (AACN, 2013), 15.2% nationwide from

2012-2013 (AACN, 2014), and by 10.4% in 2013-2014 (AACN, 2015). This change is influenced to some degree by the actions of health care providers who have elected to preferentially hire baccalaureate prepared nurses.

The number of registered nurses with associate degrees and diplomas graduating from baccalaureate completion nursing programs (RN to BSN) are listed in Figure 3. In Minnesota, 9 out of 19 approved baccalaureate degree licensure-preparing programs offer baccalaureate completion opportunities for registered nurses. Additionally, there are four baccalaureate completion programs in Minnesota that do not offer licensure-preparing baccalaureate programs; one completion program does not yet have graduates.

The Board does not have jurisdiction over post-licensure baccalaureate programs. Data are supplied by directors of nursing programs in Minnesota. Non-jurisdictional baccalaureate completion programs in Minnesota with a physical campus voluntarily provide RN to BSN graduate statistics to the Board.

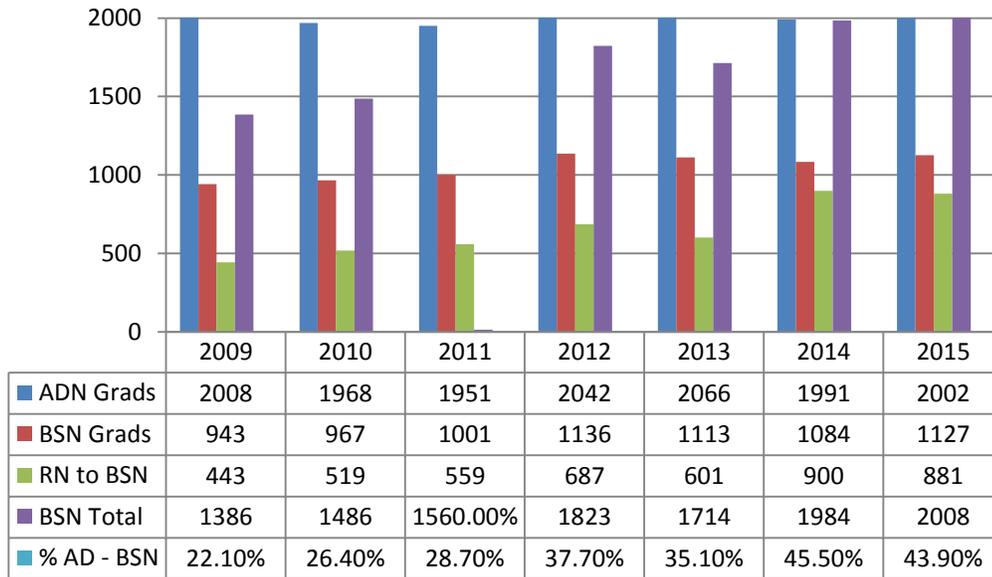
Figure 3 presents an estimated number of graduates from baccalaureate completion programs in Minnesota from 2009 – 2015. The percentage of RNs returning to complete the baccalaureate degree as compared to the percentage of graduates from Minnesota associate degree nursing programs more than doubled from 22.1% in 2009 to a high of 45.4% in 2014. While there is no definitive data regarding the factors most influencing this increase, contributing factors include the decision by some healthcare systems that registered nurses must hold a baccalaureate degree as a condition of continued employment as well as the response to the Institute of Medicine Future of Nursing Report (IOM) recommendation to increase the proportion of nurses with a baccalaureate degree to 80% by 2020. Included in the RN to BSN graduate numbers are individuals who graduated from diploma programs. The last diploma school in Minnesota closed in 1987. Unlike the associate degree graduates, there are no annual graduate figures to include; therefore, reported percentages of those returning for a baccalaureate degree as shown in Figure 3 are artificially high.

The number of Minnesota nurses attending online RN to BSN programs not located in Minnesota are not included in the data; additionally, the Board of Nursing does not collect data from licensees regarding the highest degree earned.

Additional Nursing Degrees Earned

Table 6 summarizes additional nursing degrees earned as self-reported by registered nurses responding to the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) 2013-2014 survey, the most current date available at this time. Existing data collection strategies in Minnesota make obtaining an accurate number of nurses who return for additional degrees difficult. Improved strategies are being considered to provide more complete data regarding the supply of nurses and their mobility patterns. The response rate for the 2013-2014 ORHPC survey was 46%.

Figure 3. Number of RNs completing Minnesota baccalaureate nursing completion programs.



Of those who indicated they completed a licensure-preparing diploma program, 13% went on to earn a bachelor’s degree in nursing, 5% achieved a master’s degree in nursing, and 1% attained a doctorate in nursing. Of those who completed a licensure-preparing associate degree, 12% went on to earn a baccalaureate degree in nursing, 3% achieved a master’s degree in nursing and <1% attained a doctorate in nursing. Of those who completed a baccalaureate degree licensure-preparing nursing program, 10% earned a master’s degree in nursing, and 1% received a doctorate in nursing. Nurses who completed a licensure-preparing baccalaureate nursing program are more likely to acquire additional higher and advanced degrees in nursing than licensure-prepared diploma nurses followed by licensure-prepared associate degree nurses.

Table 6. Highest Nursing Degree Earned After Licensure as a Registered Nurse 2013-2014.

Nursing Degree at Time of RN Licensure	Highest Nursing Degree Earned After Being Licensed as an RN		
	Additional Baccalaureate Only	Additional Masters Only	Additional Doctorate Only
Associate (n=19,676)	12% 2,276	3% 636	<1% 57
Baccalaureate (n= 17,000)	11% 1,917	10% 1,749	1% 161
Diploma (n= 4,209)	13% 529	5% 212	1% 24
Post-Bacc or Masters (n= 2,101)	34% 719	27% 569	<1% 7

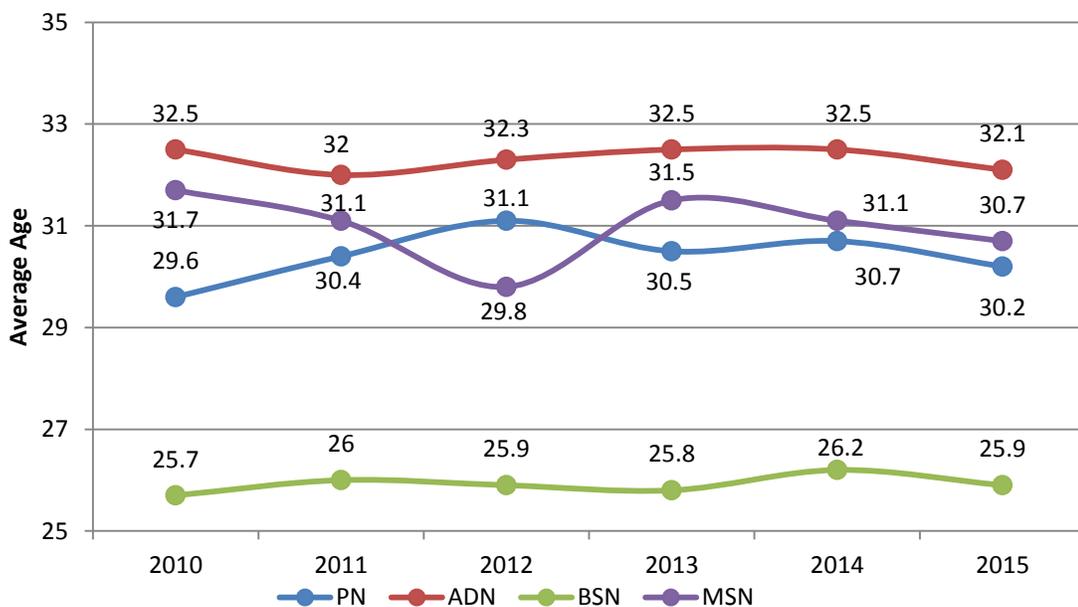
Source: Minnesota Department of Health, Office of Rural Health and Primary Care, 2016

Demographic Characteristics of Minnesota Graduates at the Time of Licensure

Average Age at Time of Licensure

Figure 4 depicts the average age at the time Minnesota RNs and LPNs were licensed by exam for calendar years 2010 – 2015. During this period, the mean age of associate degree professional nurses and practical nurses remained relatively constant. Baccalaureate prepared nurses age at licensure fell modestly. The master’s entry level nursing degree is a second college degree; thus graduates tend to be older.

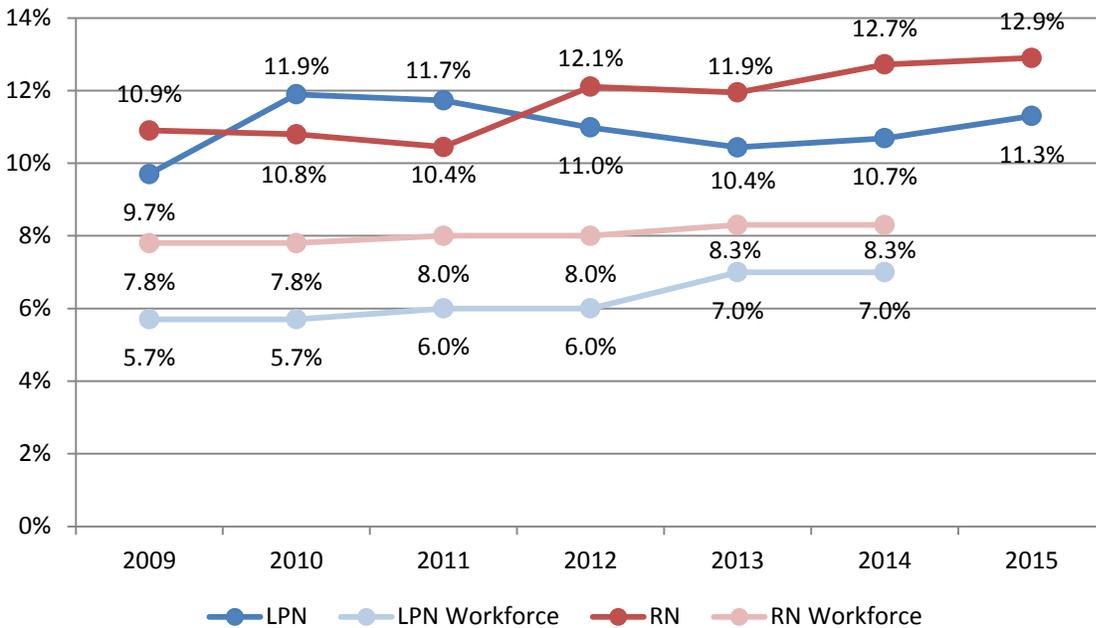
Figure 4. Average age at time of licensure by examination in Minnesota.



Males at Licensure Compared to the Workforce

As depicted in Figure 5, from 2009 to 2015, there is a greater percentage of males who graduated from Minnesota approved nursing programs as compared to the total percentage of males in the Minnesota RN or LPN workforce. Increasing the number of males in nursing is another recommendation noted in the IOM report.

Figure 5. Male nurses licensed by exam vs. males in the Minnesota workforce.



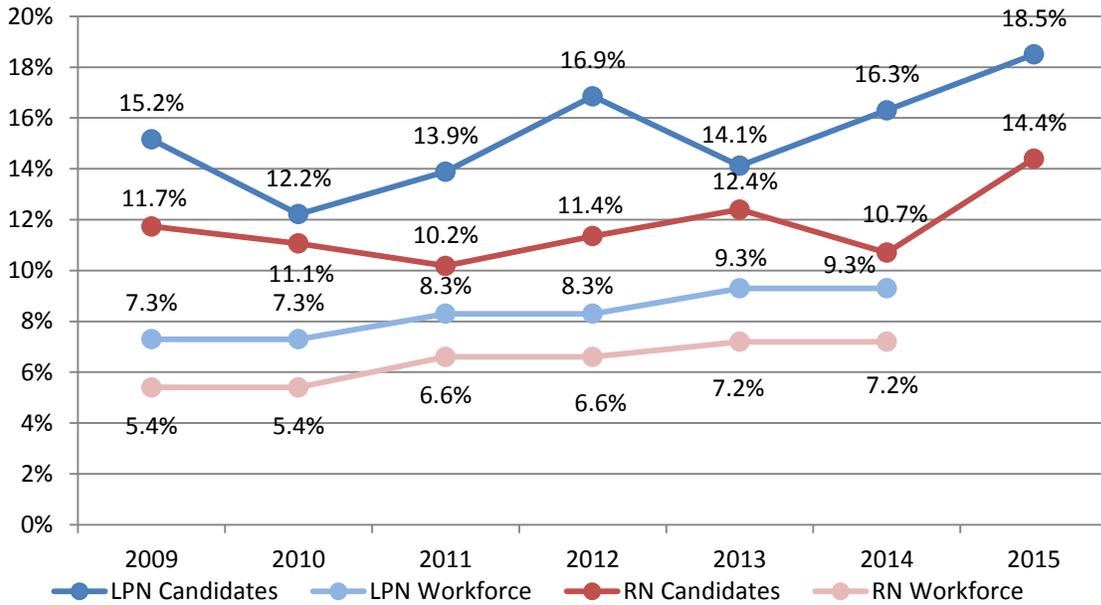
Ethnicity at Licensure Compared to the Workforce

When candidates complete registration for the NCLEX[®] exam, they may volunteer information about ethnic origin. National Council of State Boards of Nursing (NCSBN) ethnicity data regarding candidates from Minnesota programs for 2009 – 2015 is presented in Appendix G.

Between 2009 and 2015, an average of 11.7% of RN candidates and 15.3 % of PN candidates self-reported as an ethnic minority (NCSBN, 2016). Figure 6 compares this candidate data with the ORHPC workforce survey, wherein 9.3% of the LPN workforce and 7.2% of the RN workforce were non-white (ORHPC, 2016). In comparison, the ethnicity of PN and RN candidates is greater than that self-reported ethnicity of LPNs and RNs responding to the ORHPC survey. If students completing Minnesota nursing programs continue to be more ethnically diverse, eventually the workforce percentages may reflect that increase. Increasing diversity in the nursing workforce is also a recommendation identified in the IOM report

According to the 2010 census data, Minnesota’s non-white population was approximately 14.6%. The ethnicity of PN candidates is greater than the Minnesota non-white population percentage; whereas the ethnicity of RN candidates continues to be less than the percentage of the non-white population. With the overall percentage of ethnic PN and RN candidates at 15.6%, the ethnicity of nursing candidates is greater than Minnesota’s non-white population.

Figure 6. Ethnicity of candidates taking the licensure exam vs. Minnesota workforce.



Primary Language at Licensure

When candidates complete the NCLEX[®] registration, they may volunteer information about their primary language. Figures 7 and 8 present data from NCSBN regarding candidates from Minnesota nursing programs during 2010 – 2015.

Figure 7. Minnesota PN candidates self-report of primary language.

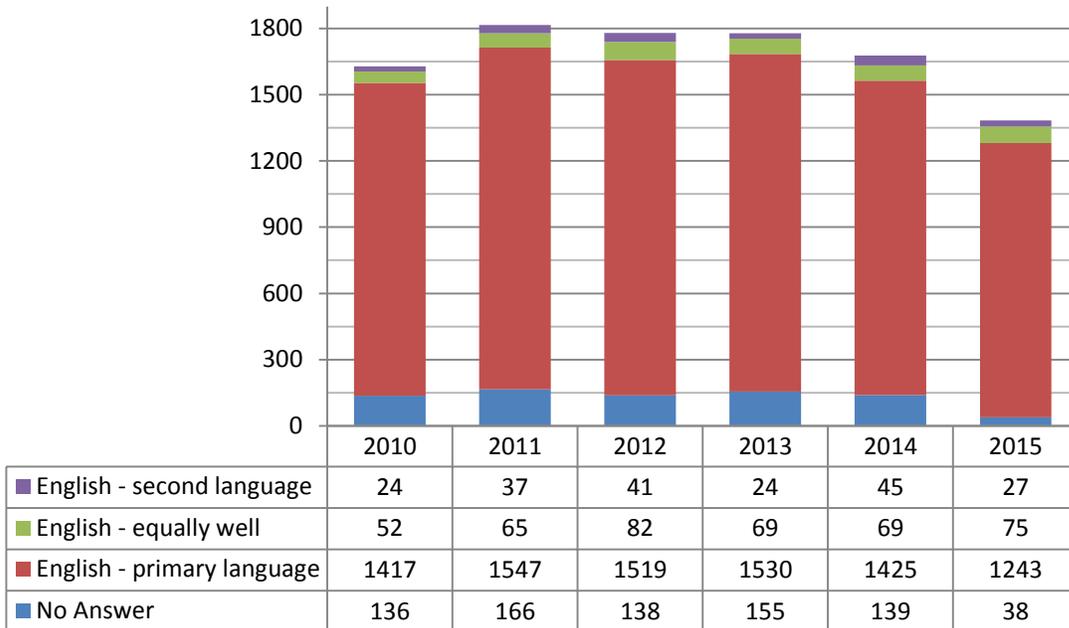
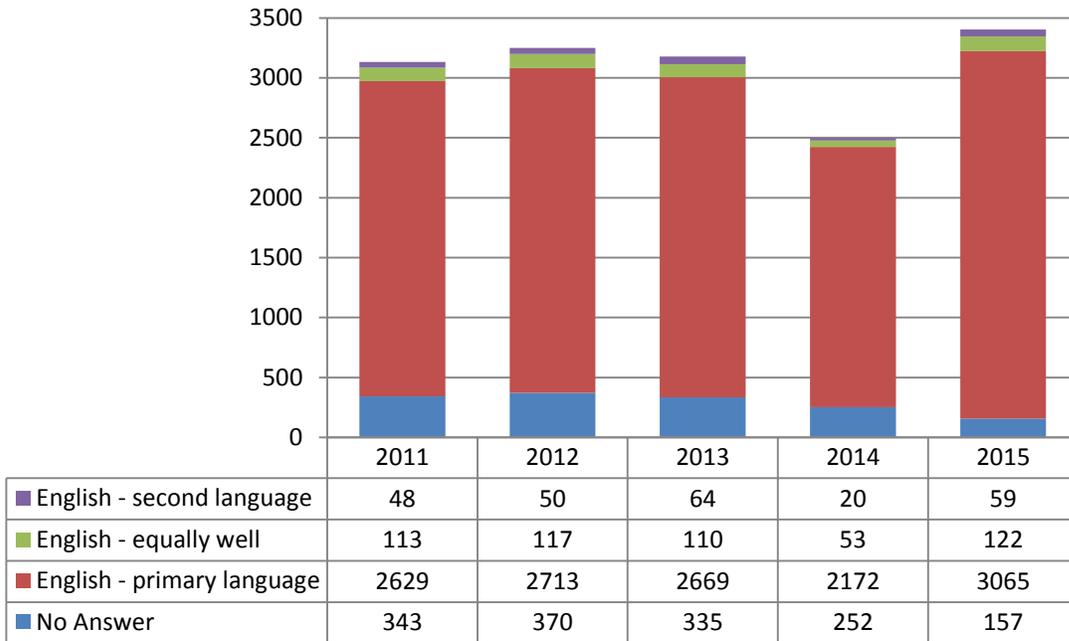


Figure 8. Minnesota RN candidates self-report of primary language.



REPORT OF NCLEX® RESULTS

Success rates for Minnesota Programs for Calendar Year 2015

The reports of first-time success rate and number of PN and RN candidates reflect the total number of candidates from Minnesota nursing programs, including candidates who applied for licensure by exam in other jurisdictions.

Minnesota programs' first-time success rates for practical nursing candidates on the NCLEX-PN® licensing examination and first-time success rates for professional nursing candidates on the NCLEX-RN® licensing examination are displayed in Appendix H1-H3.

In 2015, practical nursing candidates from Minnesota had an 83.44% first-time success rate as compared to 81.89% for all United States practical nursing candidates as indicated in Figure 9. Minnesota success rates continue to be above the national average.

Associate degree nursing candidates from Minnesota nursing programs had an 81.68% first-time success rate for 2015 as compared to 82.00% for all United States associate degree candidates from U.S. programs (Figure 10). This year, Minnesota associate degree nursing program success rate is lower than the national average.

Figure 9: Comparison of first-time NCLEX-PN® candidate success rates.

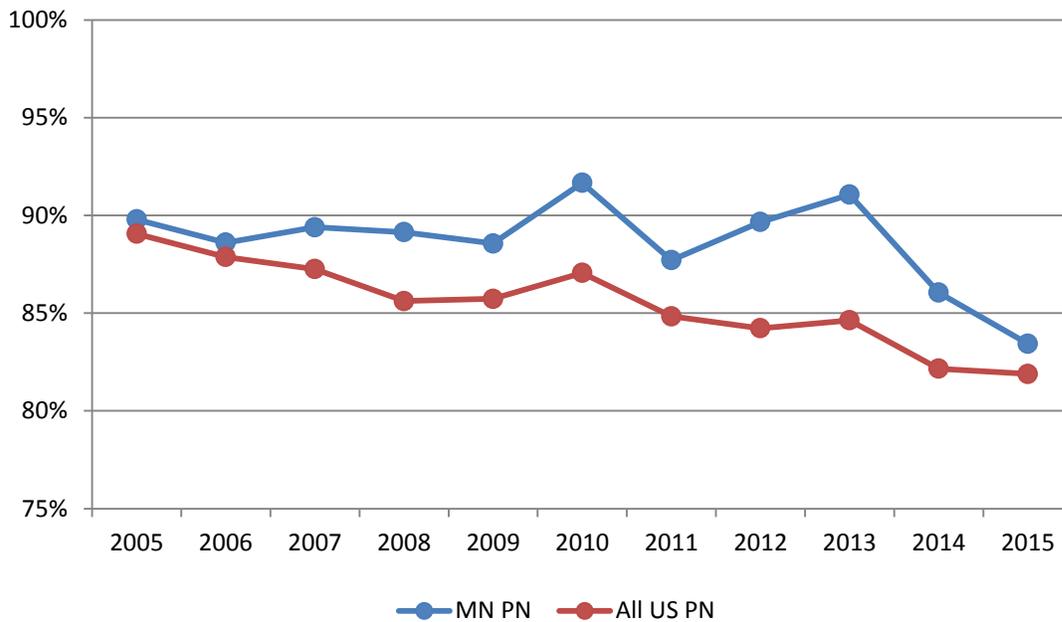
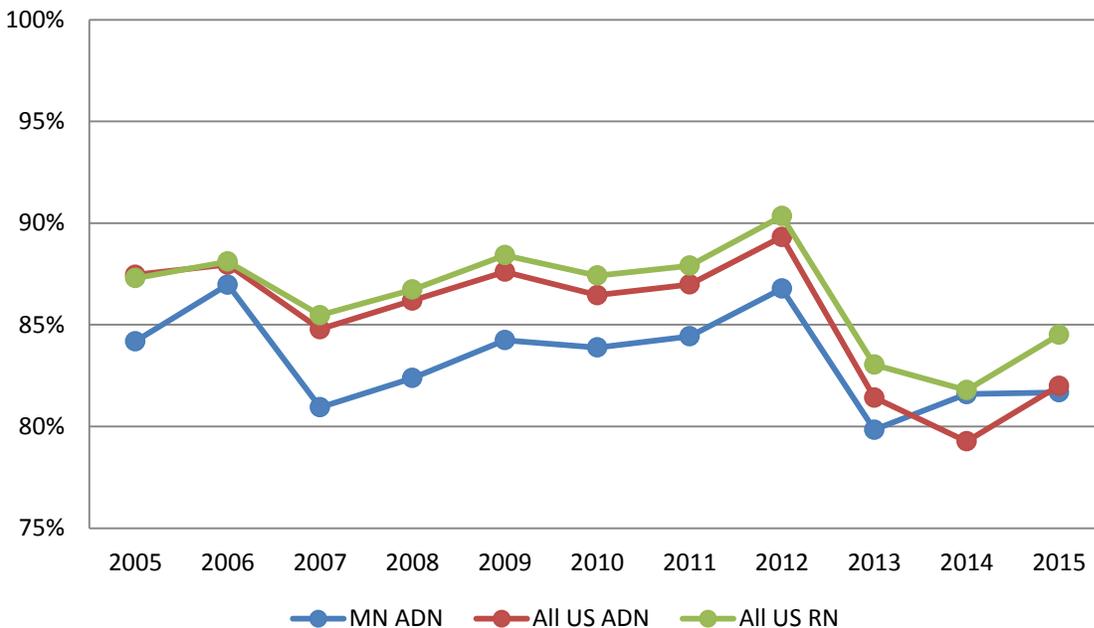


Figure 10. Comparison of first-time NCLEX® associate degree candidate success rates.



In considering Minnesota first-time success rates by type of associate degree nursing program, the generic AD programs average better first-time success rates than the mobility AD programs by 7.50% for 2015 (Figure 11). The first-time success rate for generic AD programs averaged 83.80% whereas the mobility AD programs averaged 76.30%. Generic AD programs in Minnesota are above the national average success rate of 82.00% for associate degree nursing programs for 2015; the mobility AD programs are below the national average success rate for 2015. In recent years, five AD programs have converted from mobility to a generic curriculum, and five programs plan at this time to remain as mobility programs.

As illustrated in Figure 12, the 2015 first-time success rates for baccalaureate and higher degree candidates of Minnesota approved nursing programs increased to 87.87% as compared to a success rate of 82.03 in 2014. In 2015, the U.S. average for all baccalaureate candidates was 87.48%, an increase from the previous year. The success rate for baccalaureate and higher degree programs in Minnesota is slightly above the national average (+0.39%). This is the first time since 2007 that the success rate is above the national average success rate.

Figure 11. Comparison of first-time NCLEX® success rates by associate degree program types.

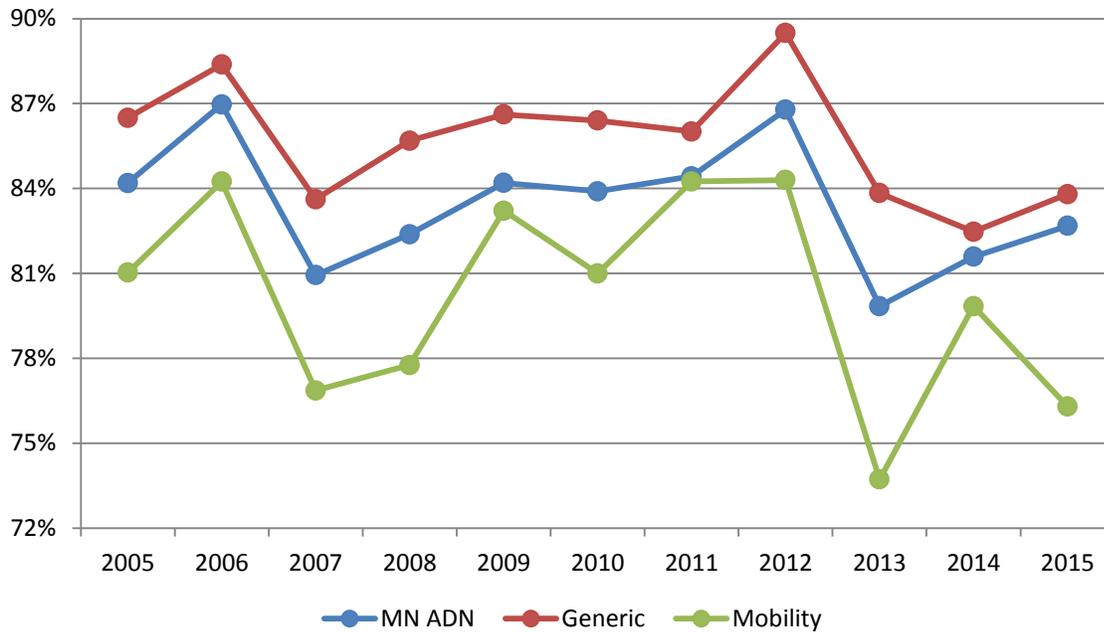
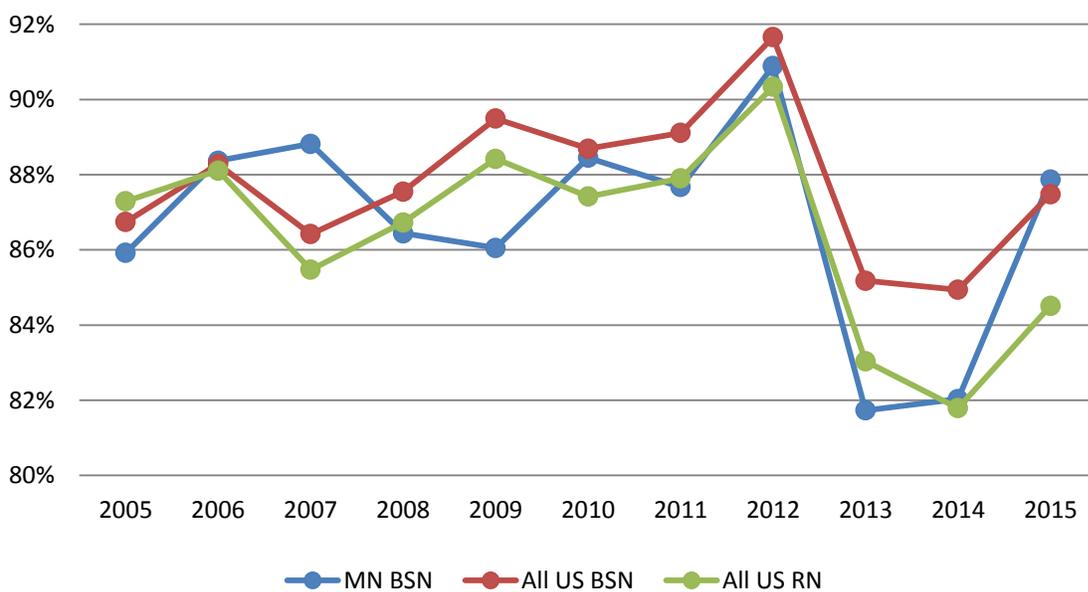


Figure 12. Comparison of first-time NCLEX-RN® baccalaureate degree candidate success rates.



Number of Times for NCLEX® Success

The Board does not restrict the number of times candidates for licensure by exam may retake the NCLEX® for Minnesota nurse licensure. Table 7 depicts the number of attempts taken by Minnesota candidates of Minnesota programs before achieving success on the exam in 2013, 2014, and 2015. The table does not include candidates with previous attempts who have not passed the NCLEX®.

Table 7. Attempts by Minnesota Candidates to Achieve NCLEX® Success.

# of Attempts	PN Candidates			ADN Candidates			Baccalaureate Candidates			Master Candidates		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
1	1441	1277	1025	1461	1427	1699	774	765	815	80	76	50
2	69	92	87	167	157	210	107	102	77	4	7	3
3	26	24	31	44	59	56	23	42	20	2	1	
4	9	8	14	11	26	25	10	16	14			
5	2	6	6	4	13	9	4	5	2			
6	0	3	2	2	3	8	1	3	5			
7	3		1	2	1	4	0	0	1			
8	0		2	0	2	1	0	1	1			
9	0		0	0	0	0	1	0				
10	0		0	0	1	2		1				
11	0		2	0		0						
12	0			0		0						
13	0			0		0						
14	0			0		1						
15	0			1								
16	0											
17	0											
18	1											
Total	1551	1410	1170	1692	1689	2015	920	935	935	86	84	53

ADA Accommodations for NCLEX® Examination

Applicants for licensure by exam have the option of requesting accommodations based on a documented disability, consistent with the provisions of the Americans with Disabilities Act. Requests are granted, partially granted, or denied based on a review of supporting documentation. Table 8 reflects accommodation decisions processed by the Education Department.

Table 8. Accommodation Decisions for 2010 – 2015

Decision	2010	2011	2012	2013	2014	2015
Granted	19 (86.4%)	30 (93.8%)	39 (67.2%)	40 (74.1%)	46 (75.4%)	59 (81.9%)
Partially granted	0 (0%)	1 (3.1%)	11 (19.0%)	9 (16.7%)	9 (14.8%)	12 (16.7%)
Denied	3 (13.6%)	1 (3.1%)	8 (13.8%)	5 (9.2%)	6 (9.8%)	1 (1.4%)
Total	22	32	58	54	61	72

MN Program Candidates Taking the NCLEX® in Other Jurisdictions

In 2015, 10.7% candidates from Minnesota practical nursing programs, 7.9% candidates from Minnesota associate degree professional nursing programs, and 12.1% of candidates from Minnesota baccalaureate and higher professional programs applied for licensure by exam in other jurisdictions (Figure 13). This is compared to the time period from 2009 to 2015, when an average of 10.5% of Minnesota practical nursing candidates, 7.7% of Minnesota associate degree professional nursing candidates, and 14.4% of Minnesota baccalaureate and higher professional nursing candidates applied for licensure by exam in other jurisdictions.

In 2015, there was a small decrease in the percentage of graduates from professional nursing programs applying for licensure by exam in other jurisdictions. Figure 14 illustrates the proportion of Minnesota graduates who are educated at the associate and baccalaureate degrees from 1970 – 2015. While meeting the IOM recommendation related to preparation at the baccalaureate level remains a challenge, it is encouraging to note the rate of growth in the current time period when compared to the previous decade.

Figure 13. Minnesota program candidates applying for licensure by exam in other jurisdictions.

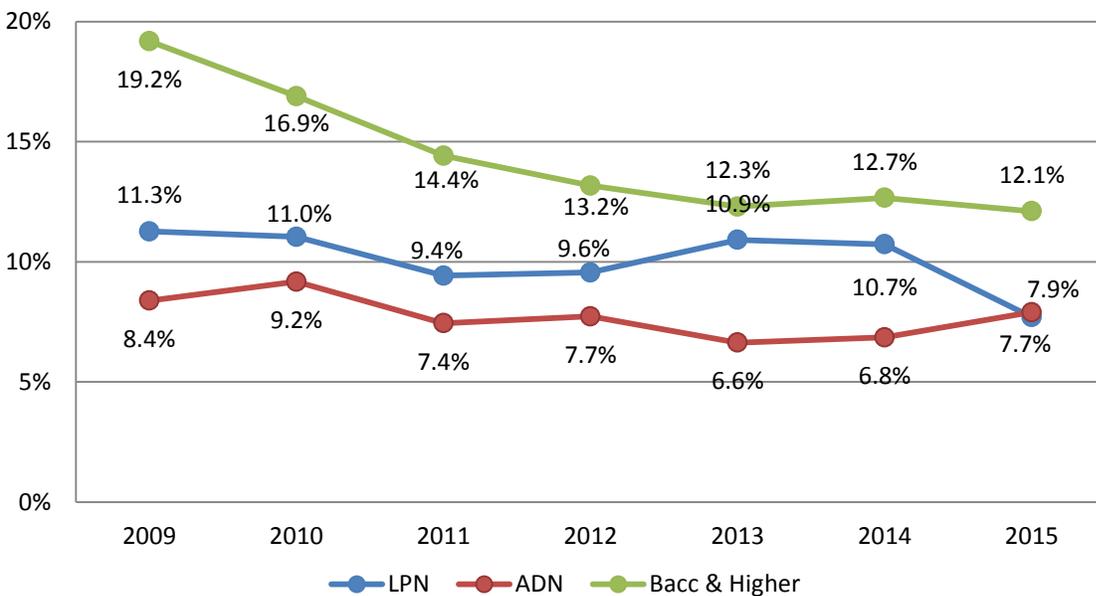
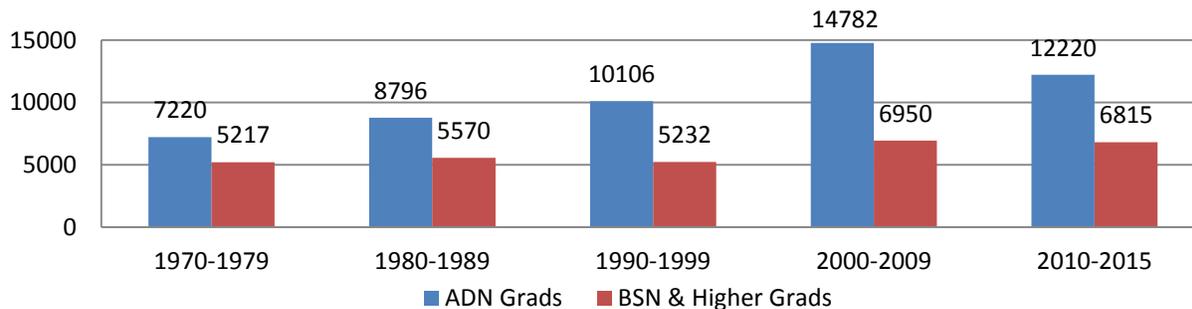


Figure 14. Number of associate degree and baccalaureate and higher degree graduates.



STRATEGIC INITIATIVES

The Board’s strategic initiatives in relation to education include:

- Promote evidence based regulation; assure non-US educated applicants requirements are equivalent to US educated applicants requirements (SI #3D).

The Education Committee met to review the language of the 2011 Uniform Licensing Requirements (ULRs) and applicable sections of Minnesota Rule 6305.0400. Information regarding the credentialing practices of other State Board of Nursing was collected. Using this information, as well as the criteria contained in the NCSBN “Resource Manual on the Licensure of Foreign-educated Nurses” (2015), the Committee re-affirmed use of the credentials evaluation service currently available to applicants for licensure (Commission on Graduates of Foreign Nursing Schools, International). In the interests of providing a choice in use of credentials evaluation services for those seeking licensure, the Board approved use of an additional service, the International Education Research Foundation, Inc.

Board Charges to the Education Committee:

- Review the current program approval rules for revision to include programs that prepare individuals for licensure as an Advanced Practice Registered Nurse (APRN).

In June 2014, the Board charged the Education Committee to review the current program approval rules for revision to include programs that prepare individuals for licensure as an Advanced Practice Registered Nurse (APRN). Upon review of the statutory language, the NSCBN Model Rule language and that of nursing-related accreditation bodies, the Education Committee determined that revision of these rules was needed. To provide for the licensure of graduates of these programs during the rule development process, the committee identified criteria that incorporated reasonable assurance that programs would meet expected standards and recommended the Board implement a process providing for temporary recognition of these programs for purposes of licensure. With Board approval, this process was implemented, and twelve APRN programs were granted temporary recognition. With this process in place, the Education Committee focused on developing proposed rules. Three focus groups were conducted to gather feedback from advanced practice nursing program directors and faculty related to proposed rule changes. Draft language was also presented to the members of the Minnesota Association of College Nursing (MACN) in April, 2015.

- Review the program approval rules in light of the evidence related to simulation.

In July, a landmark study focusing on the use of simulation in pre-licensure nursing education was published by NCSBN (Hayden, et.al., 2014). As a result, the Board charged the Education Committee to review the program approval rules in light of the evidence related to simulation. Over the course of the year, the Committee surveyed practical and professional programs regarding use of simulation as a learning strategy. A draft of rule regarding use of simulation in practical and professional programs was developed and presentations were conducted at the statewide Health Educators Conference and at the meeting of the Minnesota Association of College Nursing (MACN) to gather feedback.

- Review the revisions made to the Model Act and Rule regarding distance learning education for consideration in Minnesota.

In August, the NCSBN Distance Learning Committee proposed changes in the Model Act and Rules and fashioned recommendations for regulatory best practices related to distance programs (2014). The committee had noted that while these programs “provide tremendous opportunities for nurses by offering access to quality education” they also present challenges related to licensure requirements and clinical placements. Findings from the AACN survey of baccalaureate and graduate programs demonstrate the rapid growth in the number of nursing programs (2014). The survey report noted that in undergraduate education, the largest growth has been in the number of RN-BSN programs. While the Board has no jurisdiction over these programs, faculty who teach the theory and practice of nursing to a student located in Minnesota are required to hold a Minnesota nursing license. Additionally, those considering these programs contact the Board with questions related to quality, implications for graduate education, and/or fit with the requirements for registration in Minnesota as a Public Health Nurse.

The Education Committee reviewed the findings of the NCSBN Distance Learning Committee, and recommended the Board seek statutory change to the exemptions for licensure. The Board approved a legislative initiative to revise Minnesota Statute 148.251.

ADDITIONAL EDUCATION ACTIVITIES IN SUPPORT OF REGULATORY INITIATIVES

Nursing Practice Committee Participation

In this fiscal year, efforts to support understanding of the 2013 Nurse Practice Act (NPA) continued. At the invitation of HealthForce Minnesota, education staff participated in four meetings in the summer of 2014 to provide consultation to a committee of practical nursing program faculty regarding needed revision of the statewide practical nursing curriculum in light of the revisions to the NPA. Education staff also participated in meetings of the Nurse Practice Committee convened during the year.

National Governors Association (NGA) Demonstration Policy Initiative

This initiative, sponsored through the Office of the Governor, is working to create accelerated pathways for credentialing attainment that lead to employment for returning service members. The policy grant awarded to the State of Minnesota extended from October 1, 2013 - January 31 2015. The Board has been an active participant in this initiative. As a result, Lake Superior Practical Nursing Program developed a Practical Nursing Military Medic Diploma that provides academic credit in recognition of training received during military service and allows the student to more rapidly complete the required nursing program coursework. The College plans to admit students in January, 2017.

Minnesota Alliance for Nursing Education (MANE)

In response to the Board's direction to engage in strategic nursing and public policy development, education staff participated through July 2015 in the Minnesota Alliance for Nursing Education's work on the curriculum committee, providing consultation regarding adherence to program approval rules.

MANE was created among interested educational programs, regulation, and practice partners to expand the capacity for baccalaureate prepared nurses in Minnesota in accordance with the IOM recommendation to increase the proportion of nurses with a baccalaureate degree to 80% by 2020. Seven associate degree programs and one baccalaureate program are members of MANE. The first cohort of 452 students was dually admitted to an Associate Degree and Baccalaureate program in the fall of 2014.

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Appendix A

Minnesota Practical & Professional
Licensure-Preparing Nursing Programs

(updated 3/18/2016)

SCHOOL	LOCATION	PRACTICAL	PROFESSIONAL	
			ASSOCIATE DEGREE (available tracks)	BACHELOR DEGREE or Higher (available tracks)
Alexandria Tech/Comm College	Alexandria	X	LPN	
Anoka-Ramsey Comm College	Coon Rapids/Cambridge		X	
Anoka Technical College	Anoka	X		
Bemidji State University	Bemidji			X, RN-BSN*
Bethel University	St Paul			X, RN-BSN*
Central Lakes College	Brainerd/Staples	X	X	
Century College	White Bear Lake		X	
College of St Benedict/St John's University	St Joseph			X
College St Scholastica	Duluth			X, PB, RN-BSN*
Concordia College	Moorhead			X, PB
Crown College	St Bonifacius			X, RN-BSN*
Dakota Co Technical College	Rosemount	X		
Fond du Lac Tribal College	Cloquet	X	X	
Globe University/MN School of Business	Richfield			X
Gustavus Adolphus College	St Peter			X
Hennepin Technical College	Eden Prairie/Brooklyn Park	X		
Herzing University	Crystal			X
Hibbing Community College	Hibbing (ITV: Grand Rapids, International Falls, Grand Marais)		X	
Inver Hills Community College	Inver Grove Heights		X	
Itasca Community College	Grand Rapids, International Falls, Baudette	X		
Lake Superior College	Duluth	X	X	
Mesabi Range Comm/Tech College	Eveleth	X		
Metropolitan State University	St Paul			X, RN-BSN*
Metropolitan State University	St Paul			Master of Nursing
Minneapolis Comm/Tech College	Minneapolis		X	
MN State College - SE Technical	Winona/Red Wing	X	X	
MN State Comm/Tech College	Detroit Lakes, Fergus Falls, Moorhead, Wadena	X	X	

Key

X: generic program, grants advanced standing to LPNs

LPN: mobility program for LPNs only

PB: accepts those who obtained a baccalaureate in another field

LPN-BSN: offers professional nursing track for LPNs

Master of Nursing: a licensure preparing nursing program taught at the master's level

RN-BSN: offers RN to BSN program

*Board does not approve non-licensure preparing nursing programs; not an exhaustive list of RN-to-BSN programs offered in Minnesota

SCHOOL	LOCATION	PRACTICAL	PROFESSIONAL	
			ASSOCIATE DEGREE (available tracks)	BACHELOR DEGREE or Higher (available tracks)
MN State University, Mankato	Mankato			X, RN-BSN*
MN West Comm/Tech College	Worthington, Pipestone	X	LPN	
National American University	Bloomington			X
Normandale Community College	Bloomington		X	
North Hennepin Community College	Brooklyn Park		X	
Northland Comm/Tech College	East Grand Forks, Thief River Falls	X	LPN	
Northwest Technical College - Bemidji	Bemidji	X	X	
Pine Technical College	Pine City	X	LPN	
Presentation College, Fairmont	Fairmont			X, LPN-BSN,RN-BSN*
Rasmussen College – Blaine	Blaine		X	
Rasmussen College – Bloomington	Bloomington		X	
Rasmussen College – Brooklyn Park/ Maple Grove	Brooklyn Park/Maple Grove	X		
Rasmussen College – Eagan	Eagan	X		
Rasmussen College – Mankato	Mankato	X	X	
Rasmussen College – Moorhead	Moorhead	X	X	
Rasmussen College – St Cloud	St Cloud	X	X	
Ridgewater College	Willmar/Hutchinson	X	X	
Riverland Community College	Austin	X	X	
Rochester Comm/Tech College	Rochester	X	X	
South Central College	North Mankato/Faribault	X	X	
St Catherine University	Minneapolis		X	
St Catherine University	St Paul			X, RN-BSN*
St Catherine University	St Paul			Master of Nursing
St Cloud State University	St Cloud			X
St Cloud Tech/Comm College	St Cloud	X	LPN	
St Olaf College	Northfield			X
St Paul College	St Paul	X		
University of Minnesota	Minneapolis/Rochester			X
University of Minnesota	Minneapolis			Master of Nursing
University of Northwestern- St. Paul	St. Paul			X
Winona State University	Winona/Rochester			X, RN-BSN*

Key

X: generic program, grants advanced standing to LPNs

LPN: mobility program for LPNs only

PB: accepts those who obtained a baccalaureate in another field

LPN-BSN: offers professional nursing track for LPNs

Master of Nursing: a licensure preparing nursing program taught at the master's level

RN-BSN: offers RN to BSN program

*Board does not approve non-licensure preparing nursing programs; not an exhaustive list of RN-to-BSN programs offered in Minnesota



Appendix B

Faculty Teaching in Minnesota Nursing Programs

Table 1. Faculty Teaching in Minnesota Nursing Programs.

Faculty teaching in:	Number of faculty				
	2011	2012	2013	2014	2015
All Nursing Programs	1,195 (100%)	1,158 (100%)	1,109 (100%)	1,182 (100%)	1,460 (100%)
Associate Degree	361 (30.2%)	358 (30.9%)	367 (33.1%)	409 (34.6%)	574 (39.3%)
Baccalaureate	411 (34.4%)	426 (36.8%)	390 (35.2%)	423 (35.8%)	438 (30.0%)
Masters Entry	59 (4.9%)	58 (5%)	35 (3.1%)	48 (4.1%)	61 (4.2%)
Practical Nursing	364 (30.5%)	316 (27.3%)	317 (28.6%)	302 (25.5%)	387 (26.5%)

Table 2. Unduplicated Faculty Count: Faculty Credentials.

Faculty Credential	Highest degree earned					Highest <u>nursing</u> degree earned				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
PhD in Nursing	69	73	77	82	80	69	73	77	82	80
Doctorate in Nursing	40	53	58	69	81	40	53	58	69	81
Doctorate Not in Nursing	58	56	59	57	62	-	-	-	-	-
Masters in Nursing	511	531	547	600	669	565	583	600	653	728
Masters Not in Nursing	37	31	25	25	24	-	-	-	-	-
Baccalaureate in Nursing	231	197	171	174	184	272	230	198	199	210
Baccalaureate Not in Nursing	1	1	1	1	0	-	-	-	-	-
Associate Degree in Nursing	20	10	7	4	0	20	10	7	5	0
Associate Degree Not Nursing	1	0	0	0	0	-	-	-	-	-
Diploma in Nursing	9	5	2	1	0	11	7	3	1	0
Total number of faculty	977	957	947	1011	1100	977	956*	943*	1009*	1099*

* Total number of faculty is adjusted to reflect faculty teaching non-nursing content who did not hold a nursing degree

Table 3. Faculty Teaching Accredited vs. Non Accredited Nursing Programs.

Faculty teaching in:	Accredited					Non Accredited				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
All Nursing Programs	726 (60.8%)	758 (65.5%)	711 (64.1%)	777 (65.7%)	814 (55.8%)	469 (39.2%)	400 (34.5%)	398 (35.9%)	405 (34.3%)	646 (44.2%)
Associate Degree	224 (62%)	243 (67.9%)	261 (71.2%)	264 (64.5%)	283 (49.3%)	137 (38%)	115 (28.2%)	106 (28.8%)	145 (35.5%)	291 (50.7%)
Baccalaureate	406 (98.8%)	426 (100%)	380 (97.4%)	404 (99.5%)	417 (95.2%)	5 (1.2%)	0 (0%)	10 (2.6%)	19 (4.5%)	21 (4.8%)
Masters Entry	59 (100%)	58 (100%)	35 (100%)	48 (100%)	61 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Practical Nursing	37 (10.2%)	31 (9.8%)	35 (11%)	61 (20.2%)	53 (13.7%)	327 (89.8%)	285 (71.2%)	282 (89%)	241 (79.8%)	334 (86.3%)

Table 4. Faculty Employment Status.

	Faculty teaching:		Total number of faculty
	Full time	Part time	
2011	694 (58.2%)	498 (41.8%)	1,195* (100%)
2012	655 (56.6%)	503 (43.4%)	1,158 (100%)
2013	705 (63.6%)	404 (36.4)	1,109 (100%)
2014	740 (62.6%)	442 (37.4%)	1,182 (100%)
2015	755 (51.7%)	705 (48.3%)	1460 (100%)

* employment status was not reported for 3 faculty

Table 5. Unduplicated Count: Faculty Employment Status.

	Faculty teaching:		Total number of faculty
	Full time	Part time	
2011	581 (59.7%)	393 (40.3%)	977* (100%)
2012	553 (57.8%)	404 (42.2%)	957 (100%)
2013	595 (62.8%)	352 (37.2%)	947 (100%)
2014	620 (61.3%)	391 (38.7%)	1011 (100%)
2015	614 (55.8%)	486 (44.2%)	1100 (100%)

* employment status was not reported for 3 faculty



Appendix C

Number of Faculty in
Minnesota Nursing Programs

Program Name	2011	2012	2013	2014	2015
Associate Degree Professional Nursing Programs	361	358	367	407	574
Alexandria Technical and Community College	2	3	4	3	3
Anoka-Ramsey Community College	27	30	29	24	30
Central Lakes College	7	7	7	8	8
Century Community College	16	17	18	15	18
Fond du Lac Tribal and Community College	4	6	6	5	7
Hibbing Community College	13	13	13	14	12
Inver Hills Community College	20	18	16	16	20
Lake Superior College	22	17	21	21	23
Minneapolis Community and Technical College	17	13	20	26	29
Minnesota State College - Southeast Technical	22	17	18	14	11
Minnesota State Community and Technical College	26	25	23	20	17
Minnesota West Community and Technical College	9	11	12	13	16
Normandale Community College	16	15	16	18	19
North Hennepin Community College	29	32	30	29	30
Northland Community and Technical College	8	9	7	10	9
Northwest Technical College-Bemidji	7	6	10	10	10
Pine Technical and Community College	5	4	4	5	4
Rasmussen College	12	13	15	59	
Rasmussen College - Blaine****					52
Rasmussen College - Bloomington****					67
Rasmussen College - Mankato****					23
Rasmussen College - Moorhead****					32
Rasmussen College – St. Cloud****					37
Ridgewater College	17	17	17	14	16
Riverland Community College	8	13	11	12	11
Rochester Community and Technical College	26	27	25	24	25
South Central College	13	13	14	15	14
St Catherine University	31	28	26	27	25
St Cloud Technical and Community College	4	4	5	5	6
Baccalaureate Nursing Programs	411	425	390	424	438
Bemidji State University	15	14	16	15	16
Bethel University	48	48	47	48	52
College of St. Benedict/St. John's University	19	22	18	19	19
College of St. Scholastica	36	59	60	59	46
Concordia College	10	11	11	9	8
Crown College	6	4	3	3	3
Globe University/Minnesota School of Business	14	15	14	16	13
Gustavus Adolphus and St. Olaf Colleges - MN Intercollegiate Nursing Consortium***	11	9	9		
Gustavus Adolphus College***				10	14
Herzing University	5	5	6	6	6
Metropolitan State University	45	39	1		23

Program Name	2011	2012	2013	2014	2015
Minnesota State University, Mankato	55	59	45	53	57
Minnesota State University Moorhead**	7				
National American University	6	7	7	12	11
Presentation College, Fairmont Campus	6	6	6	8	6
St Catherine University	39	38	43	44	34
St Cloud State University	32	28	22	28	29
St.Olaf College***				5	7
University of Minnesota	20	22	29	28	33
University of Northwestern – St Paul*			10	19	17
Winona State University	37	39	43	42	44
Entry Level Master of Nursing Programs	59	59	35	48	61
Metropolitan State University	45	39	11	8	19
St. Catherine University*				19	15
University of Minnesota	14	20	24	21	27
Practical Nursing Programs	364	316	317	303	387
Alexandria Technical and Community College	6	8	7	8	8
Anoka Technical College	12	13	13	13	7
Central Lakes College	12	15	14	12	11
Dakota County Technical College	9	11	8	6	6
Fond du Lac Tribal and Community College	7	5	5	4	5
Hennepin Technical College	16	18	16	14	14
Itasca Community College	12	16	12	11	11
Lake Superior College	22	7	11	11	14
Mesabi Range Community and Technical College	6	5	5	5	5
Minneapolis Community and Technical College**	18	16	16	18	
Minnesota State College-Southeast Technical	21	17	18	18	10
Minnesota State Community and Technical College	34	26	25	19	24
Minnesota West Community and Technical College Pipestone	6				
Minnesota West Community and Technical College	11	15	17	14	16
Northland Community and Technical College East Grand Forks	12	11	12	15	16
Northland Community and Technical College Thief River Falls	7	5	4		
Northwest Technical College-Bemidji	9	6	9	6	5
Pine Technical and Community College	8	8	12	12	7
Rainy River Community College**	4				
Rasmussen College	62	37	40	53	
Rasmussen College – Brooklyn Center/Maple Grove****					35
Rasmussen College - Eagan****					38
Rasmussen College - Mankato****					21
Rasmussen College - Moorhead****					36
Rasmussen College – St.Cloud ****					40
Ridgewater College	18	19	17	14	11
Riverland Community College	8	14	11	6	6
Rochester Community and Technical College	7	6	6	6	6
South Central College	12	13	14	15	14
St Cloud Technical and Community College	13	16	12	10	11
St Paul College	12	9	13	13	10
Total	1,195	1,158	1,109	1,182	1,460

* new program

** closed program

*** Gustavus Adolphus and St. Olaf Colleges – MN Intercollegiate Nursing Consortium separated to become Gustavus Adolphus College Nursing Program and St. Olaf College Nursing Program.

**** Rasmussen College separated to become distinct programs



Appendix D1

Number of Minnesota Program Graduates
Preparing for Practical Nurse Licensure for
Fiscal Years 2009-2015

Practical Nursing Program	2009	2010	2011	2012	2013	2014	2015
Alexandria Technical and Community College	47	52	54	48	47	52	50
Anoka Technical College	59	62	57	57	76	99	94
Central Lakes College	106	102	113	95	95	108	79
Dakota County Technical College	71	54	48	45	42	72	44
Fond du Lac Tribal & Community College	30	42	26	34	38	34	32
Hennepin Technical College	89	90	142	141	115	99	102
Itasca Community College	41	49	52	53	63	49	47
Lake Superior College	81	37	34	32	19	19	19
Mesabi Range Community & Technical College	40	33	43	43	35	34	21
Minneapolis Community & Technical College	82	82	53	102	93	75	41
MN State College-SE Technical, Red Wing **	35						
MN State College-SE Technical, Winona **	94						
MN State College-SE Technical **		160	160	122	90	79	57
MN State Community & Technical College	118	152	137	125	138	84	82
MN West Community & Technical College, Pipestone***	15	14	23				
MN West Community & Technical College, Worthington***	55	48	58				
MN West Community & Technical College***				84	72	86	90
Northland Community & Technical College, East Grand Forks****	108	126	111	97	108		
Northland Community & Technical College, Thief River Falls****	74	56	77	35	22		
Northland Community & Technical College****						124	102
Northwest Technical College, Bemidji	81	62	62	66	61	68	40
Pine Technical College	68	59	82	63	55	57	60
Rainy River Community College *	41	42	14	22			
Rasmussen College*	36	120	240	288	294	285	
Rasmussen College – Brooklyn Park/Maple Grove*****							51
Rasmussen College - Eagan*****							60
Rasmussen College - Mankato*****							38
Rasmussen College - Moorhead*****							23
Rasmussen College – St. Cloud*****							21
Ridgewater College	86	92	81	80	82	86	20
Riverland Community College	55	49	57	57	68	51	29
Rochester Community & Technical College	32	24	30	30	28	30	31

South Central College	63	78	68	41	26	53	11
St Cloud Technical & Community College	113	125	117	102	73	94	110
St Paul College	71	72	57	57	54	23	50
Total	1,791	1,882	1,996	1,919	1,794	1,761	1,404

- * Closed Program
- ** Merged to become Minnesota State College – Southeast Technical as of December 31, 2009.
- ***Merged to become Minnesota West Community & Technical College as of January 1, 2012.
- ****Merged to become Northland Community and Technical College as of January 1, 2014.
- ***** separated into distinct programs, February, 2015



Appendix D2

Number of Minnesota Associate Degree Program Graduates Preparing for Registered Nurse Licensure for Fiscal Years 2009-2015

Associate Degree Nursing Program	2009	2010	2011	2012	2013	2014	2015
Alexandria Technical and Community College	20	26	24	26	35	34	32
Anoka-Ramsey Community College	178	107	191	168	196	195	199
Central Lakes College	86	78	83	76	64	84	112
Century Community College**			102	89	97	97	92
Fond du Lac Tribal & Community College	26	38	25	26	40	27	28
Hibbing Community College	76	72	83	55	61	69	77
Inver Hills-Century Colleges*	225	265					
Inver Hills Community College**			120	111	80	82	71
Lake Superior College	114	92	126	118	67	119	103
Minneapolis Community & Technical College	142	117	87	102	96	68	142
MN State College-Southeast Technical	108	120	45	96	65	65	77
MN State Community & Technical College	155	124	116	153	274	117	123
MN West Community & Technical College	61	76	76	86	90	71	65
Normandale Community College	95	84	85	83	92	90	68
North Hennepin Community College	117	119	135	117	111	129	115
Northland Community & Technical College	88	103	78	91	79	79	83
Northwest Technical College – Bemidji	47	61	45	49	43	47	78
Pine Technical College				19	20	25	26
Rasmussen College*			31	77	91	66	
Rasmussen College – Blaine***							57
Rasmussen College - Bloomington***							72
Rasmussen College - Mankato***							58
Rasmussen College - Moorhead***							27
Rasmussen College – St. Cloud***							56
Ridgewater College	95	95	102	97	79	68	84
Riverland Community College	63	59	66	71	75	63	66
Rochester Community & Technical College	128	112	103	129	104	93	99
South Central College	75	82	68	40	34	49	54
St Catherine University, Minneapolis	109	138	122	123	123	113	93
St Cloud Technical & Community College			38	40	50	49	45
Total	2,008	1,968	1,951	2,042	2,066	1,899	2,022
Grand Total (All Minnesota program graduates preparing for registered nurse licensure.)	2,990	2,982	3,023	3,268	3,269	3,164	3,329

* Closed Program

** Inver Hills-Century Colleges closed and separated into two programs (Inver Hills Community College and Century Community College) as of January, 2011.

*** separated into distinct programs, February, 2015



Appendix D3

Number of Minnesota Baccalaureate and Higher Degree Program Graduates Preparing for Registered Nurse Licensure for Fiscal Years 2008-2015

Baccalaureate & Higher Degree Nursing Program	2009	2010	2011	2012	2013	2014	2015
Bemidji State University			27	34	51	33	46
Bethel University	59	70	81	81	82	82	76
College of St. Benedict/St. John's University	45	45	45	45	54	54	48
College of St. Scholastica	125	140	141	140	147	155	161
Concordia College	36	38	40	38	42	34	41
Crown College	17	12	17	14	15	20	18
Globe College/Minnesota School of Business	15	27	37	53	49	38	39
Gustavus Adolphus and St. Olaf Colleges	47	49	50	48	47	23	45
Herzing University					24	20	20
Metropolitan State University, Baccalaureate	25	0	25	26	0	0	0
Metropolitan State University, Master			24	27	27	27	2
Minnesota State University, Mankato	31	110	99	78	75	104	69
Minnesota State University, Moorhead**	112	27	19	24			
National American University				10	21	18	25
Presentation College	19	17	15	26	21	36	17
St Catherine University, St Paul	107	107	114	113	115	111	91
St Cloud State University	34	63	41	92	79	82	73
University of Minnesota, Baccalaureate	135	116	108	124	123	118	136
University of Minnesota, Master	39	47	47	63	63	62	63
University of Northwestern – St Paul*							20
Winona State University	136	146	142	190	168	156	137
Total	982	994	1,072	1,226	1,203	1,173	1,127
Grand Total (All Minnesota program graduates preparing for registered nurse licensure.)	2,990	2,982	3,023	3,268	3,269	3,164	3,329

* New program

** Closed program



Appendix E

New Nursing Programs Approved in Minnesota from 2002-2015

Nursing Program	Admission Date	Projected Admission Class at Application
MN State College – SE Technical Associate Degree Nursing Program (Winona) *	8/2002	30/year
St Cloud State University Baccalaureate Nursing Program (St Cloud) *	1/2002	32/year
Pine Technical College Practical Nursing Program (Pine City) *	8/2003	40/year
Presentation College Baccalaureate Nursing Program (Fairmont) *	8/25/2004	40/year
Rasmussen College Practical Nursing Program (Mankato) *	4/2005	24/year
Metropolitan State University Baccalaureate Nursing Program (St Paul) *	8/2005	30/year
Minnesota State Community & Technical College Associate Degree Nursing Program - Generic (Detroit Lakes, Fergus Falls, Moorhead, Wadena) **	8/2005	90/year
Minnesota State University Moorhead Baccalaureate Nursing Program (Moorhead) ***	8/18/2005	32/year
Globe University/ MN School of Business Baccalaureate Nursing Program (Richfield) *	1/2006	40/year
Crown College Baccalaureate Nursing Program (St Bonifacius)	8/28/2006	30/year
Alexandria Technical College Associate Degree Mobility Nursing Program (Alexandria) **	Fall 2006	24/year
University of Minnesota Master of Nursing Program (Minneapolis) *	Fall 2006	40/year
Fond du Lac Tribal & Community College Practical Nursing Program (Cloquet) *	Fall 2007	40/year
Northwest Technical College Bemidji Associate Degree Mobility Nursing Program (Bemidji) **	Fall 2007	65/year
Bemidji State University (Bemidji) *	Fall 2008	40-50/year
Fond du Lac Tribal & Community College Associate Degree Nursing Program (Cloquet) *	Fall 2008	40/year
Lake Superior Associate Degree Nursing Program - Generic (Duluth) *	January 2009	40/year
National American University Baccalaureate Degree Nursing Program (Bloomington) *	Fall 2009	24/year
Metropolitan State University Entry-Level Master of Science Nursing Program (St Paul) *	Fall 2009	24/year
Herzing University Baccalaureate Degree Nursing Program (Crystal) *	January 2010	32/year
Rasmussen College Associate Degree Nursing Program (Mankato) *	January 2010	84/year
South Central College Associate Degree Nursing Program (North Mankato, Faribault) *	August 2010	84/year
St Cloud Technical & Community College Associate Degree in Nursing Mobility Program (St Cloud) *	August 2010	40/year
Pine Technical College Associate Degree Nursing Mobility Program (Pine City) *	August 2011	20/year
University of Northwestern – St Paul Baccalaureate Nursing Program (St Paul)*	May 2013	30/year

* Additional graduates to the pool

** Previously a satellite site of another approved program

*** Program no longer admitting students



Appendix F

Number of Advanced Standing Credits
Granted to Licensed Practical Nurses by
Professional Associate Degree Nursing Programs in FY 2015

Associate Degree Nursing Program	# of LPN admitted	Total # of nursing credits required for graduation	nursing credit granted per admitted LPN		# of PN program completion graduates admitted*
			# of LPN	#of nursing credit granted	
Alexandria Technical & Community College	36	25	36	7	0
Anoka-Ramsey Community College	15	22	15	12	0
Central Lakes College	112	34	112	12	0
Century Community College	8	35	8	5	0
Fond du Lac Tribal & Community College	28	35	28	11	0
Hibbing Community College	47	32	47	11	0
Inver Hills Community College	6	34	6	5	0
Lake Superior College	30	40	30	14	0
Minneapolis Community & Technical College	18	34	18	5	0
Minnesota State College - SE Technical	77	33	77	8	0
Minnesota State Community & Technical College	118	34	118	11	0
Minnesota West Community & Technical College	96	24	96	10	0
Normandale Community College	3	32	3	5	0
North Hennepin Community College	19	35	19	5	0
Northland Community & Technical College	98	34	98	13	0
Northwest Technical College-Bemidji	53	34	53	10	0
Pine Technical College	28	24	28	6	0
Rasmussen College - Blaine**	37	103	37	10	0
Rasmussen College - Bloomington**	58	103	58	10	0
Rasmussen College - Mankato**	11	103	11	10	0
Rasmussen College – Moorhead**	15	103	15	10	0
Rasmussen College – St. Cloud**	63	103	63	10	0
Ridgewater College	84	35	84	22	0
Riverland Community College	11	35	11	20	0
Rochester Community & Technical College	12	34	12	6	0
South Central College	5	33	5	4	0

St Catherine University	13	32	13	12	0
St Cloud Technical & Community College	49	24	49	9	0
Total	1,150				0

* Upon admission to the associate degree nursing program, the students were not LPN but had completed a practical nursing program.

** Quarter credits



Appendix G

Self-Report of Ethnicity for
First-time Candidates from Minnesota Approved
Nursing Programs for 2009-2015

Ethnicity	2010		2011		2012		2013		2014		2015	
	PN	RN										
No Answer	9.4% 153	15.2% 445	10.4% 189	14.2% 446	10.0% 178	14.3% 466	10.1% 180	14.2% 450	9.2% 149	12.9% 393	5.2% 72	4.7% 161
African American	6.6% 107	4.1% 120	7.1% 129	4.1% 127	8.6% 153	4.4% 144	7.5% 134	4.4% 140	10.0% 162	3.8% 115	9.6% 133	5.3% 180
Native American	0.5% 8	0.5% 15	1.0% 19	0.3% 8	1.2% 21	0.4% 12	1.0% 18	0.7% 21	0.9% 15	0.4% 11	0.9% 13	0.6% 20
Asian Indian	0.1% 1	0.1% 1	0.1% 1	0.3% 8	0.1% 2	0.3% 8	0.1% 2	0.1% 3	0.1% 2	0.1% 4	0.2% 3	0.3% 9
Asian Other	1.3% 21	2.5% 72	1.7% 30	2.0% 63	2.2% 39	2.3% 74	2.3% 41	3.1% 97	2.7% 44	3.0% 92	2.7% 38	3.4% 114
Hispanic	1.1% 18	1.4% 40	1.2% 21	1.3% 41	1.6% 29	1.2% 38	1.2% 21	1.1% 35	2.2% 36	1.5% 46	2.4% 33	1.8% 60
Pacific Islander	0.1% 1	0.2% 5	0.2% 4	0.03% 1	0.3% 5	0.2% 7	0% 0	0.2% 7	0% 0	0.2% 5	0.1% 2	0.2% 5
White	78.4% 1277	73.7% 2157	75.7% 1374	75.6% 2368	73.1% 1302	74.3% 2415	75.8% 1347	73.4% 2334	74.4% 1203	76.2% 2318	76.3% 1055	80.9% 2752
Other	2.6% 43	2.4% 71	2.6% 48	2.3% 71	2.9% 51	2.7% 86	2.0% 35	2.9% 91	0.3% 5	1.9% 58	2.5% 34	3.0% 102
Total Diversity	12.2% 199	11.1% 324	13.9% 252	10.2% 319	16.9% 300	11.4% 369	14.1% 251	12.4% 394	16.3% 264	10.7% 326	18.5% 256	14.4% 490
Total Candidates	1,629	2,928	1,815	3,133	1,780	3,250	1,778	3,178	1,616	3,042	1,383	3,403

Source: National Council of State Boards of Nursing (NCSBN)



Appendix H1
 Number and First-time Success Rate of
 NCLEX-PN® Candidates Educated in
 Minnesota Practical Nursing Programs 2012 – 2015

Minnesota Practical Nursing Programs	2012		2013		2014		2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alexandria Technical & Community College	45	95.56	56	96.43	52	94.23	37	81.08
Anoka Technical College	65	96.92	77	94.81	98	83.67	93	82.80
Central Lakes College	94	93.62	97	90.72	106	85.85	81	82.72
Dakota County Technical College	60	95.00	69	86.96	70	81.43	43	79.07
Fond du Lac Tribal & Community College	37	94.59	37	83.78	34	73.53	31	83.87
Hennepin Technical College	153	85.62	104	90.38	93	80.65	100	66.00
Itasca Community College	44	81.82	58	86.21	49	85.71	50	76.00
Lake Superior College	33	87.88	17	94.12	17	82.35	18	88.89
Mesabi Range Community & Technical College	36	75.00	33	78.79	36	66.67	27	92.59
Minneapolis Community & Technical College*	43	86.05	34	97.06	46	89.13	29	72.41
Minnesota State College-Southeast Tech, Red Wing**	1	100						
Minnesota State College-Southeast Tech, Winona**	98	86.73	121	91.74	79	86.08	49	85.71
Minnesota State Community & Technical College	116	91.38	109	98.17	90	98.89	83	97.59
MN West Comm & Tech College, Pipestone*	1	100						
MN West Comm & Tech College, Worthington	77	93.51	70	97.14	88	84.09	90	82.22
Northland Comm & Tech College, East Grand Forks	87	74.71	107	78.50	106	88.68	103	86.41
Northland Comm & Tech College, Thief River Falls***	47	82.98	21	80.95	17	70.59		
Northwest Technical College, Bemidji	66	87.88	67	88.06	52	69.23	19	63.16
Pine Technical & Community College	60	86.67	58	89.66	60	88.33	58	89.66
Rainy River Community College*	9	66.67						
Rasmussen College – Brooklyn Park/Maple Grove							25	76.00
Rasmussen College – Eagan							25	76.00
Rasmussen College – Mankato							78	94.80
Rasmussen College – Moorhead							11	81.82
Rasmussen College – St. Cloud							15	93.33
Rasmussen College, Mankato Campus****	290	93.10	274	93.80	256	91.80		
Ridgewater College	79	93.67	84	98.81	84	90.48	20	100
Riverland Community College	30	96.67	59	94.92	33	96.97	30	70.00
Rochester Community & Technical College	32	96.88	27	96.30	30	96.67	49	91.84
South Central College	27	77.78	40	62.50	45	55.56	13	61.54
St. Cloud Technical & Community College	96	96.88	124	95.97	92	93.48	111	91.89
St. Paul College	54	87.04	35	85.71	45	77.78	54	79.63
All MN PN Program Candidates	1,780	89.66	1,778	91.06	1,678	86.05	1,383	83.44
All US Jurisdiction PN Candidates	63,348	84.23	58,575	84.63	55,483	82.16	50,971	81.89

* Closed Program

** MSC – SE Technical Practical Nursing Program, Red Wing merged with MSC – SE Technical Practical Nursing Program, Winona as of 12/31/2009. 2010 statistics shown for Red Wing candidates are those who graduated prior to program merger. 2010 statistics shown for Winona candidates are those who graduated after program merger, regardless of campus attended.

*** Northland Community and Technical College, Thief River Falls merged with Northland Community and Technical College East Grand Forks in January, 2014

**** Rasmussen College separated into distinct campuses in spring, 2015.



Appendix H2

Number and First-time Success Rate of
NCLEX-RN® Candidates Educated in
Minnesota Associate Degree Nursing Programs 2012 – 2015

Minnesota Associate Degree Nursing Programs	2012		2013		2014		2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alexandria Technical & Community College	26	92.31	35	91.43	34	82.35	32	71.88
Anoka-Ramsey Community College	170	92.94	190	83.68	192	81.77	199	77.89
Central Lakes College	77	90.91	66	83.33	85	77.65	76	75.00
Century Community College**	87	90.80	98	93.88	105	92.38	90	95.56
Fond du Lac Tribal & Community College	17	58.82	37	54.05	29	75.86	28	64.29
Hibbing Community College	55	87.27	60	78.33	69	94.20	78	93.59
Inver Hills Community College**	112	94.64	78	85.90	78	85.90	73	84.93
Lake Superior College	119	72.27	71	70.42	118	69.49	105	82.86
Minneapolis Community & Technical College	74	89.19	94	71.28	68	80.88	136	75.74
MN State College-Southeast Technical	92	83.70	102	67.65	64	82.81	80	63.75
MN State Community & Technical College	152	78.29	114	94.74	116	85.34	114	92.98
MN West Community & Technical College	87	83.91	89	76.40	68	82.35	63	76.19
Normandale Community College	86	94.19	91	84.62	89	88.76	66	92.42
North Hennepin Community College	118	97.46	109	85.32	128	88.28	118	82.20
Northland Community & Technical College	76	82.89	81	85.19	80	80.00	80	86.25
Northwest Technical College – Bemidji	51	96.08	54	62.96	49	77.55	79	67.09
Pine Technical & Community College	18	77.78	19	63.16	25	60.00	28	75.00
Rasmussen College – Blaine							53	83.02
Rasmussen College – Bloomington							60	91.67
Rasmussen College - Mankato							36	81.89
Rasmussen College – Moorhead							20	90.00
Rasmussen College – St. Cloud							56	75.00
Rasmussen College**	94	85.11	85	80.00	42	80.95	177	85.31
Ridgewater College	98	84.69	84	77.38	71	87.32	80	85.00
Riverland Community College	70	68.57	72	73.61	59	66.10	67	67.16
Rochester Community & Technical College	113	89.38	106	92.45	94	87.23	95	89.47
South Central College	66	86.36	69	65.22	49	67.35	53	83.02
St. Catherine University, Minneapolis	122	90.98	123	78.86	110	75.45	96	79.17
St. Cloud Technical & Community College	40	87.50	47	65.96	47	76.60	44	93.18
MN Program Associate Degree Candidates	2,020	86.78	1,974	79.84	1,869	81.59	2,282	81.68
All US Jurisdiction Associate Degree Candidates	84,517	89.32	86,805	81.42	86,368	79.27	84,417	82.00
All MN RN Program Candidates	3,250	88.34	3,178	80.55	3,054	81.76	3,403	83.72
All US Jurisdiction RN Candidates***	150,261	90.34	155,095	83.04	157,357	81.79	157,955	84.51

* Closed Program

** Rasmussen College separated into distinct campuses in spring, 2015.

***Includes diploma, associate degree, baccalaureate & higher degree candidates



Appendix H3

Number and First-time Success Rate of NCLEX-RN® Candidates Educated in Minnesota Baccalaureate and Higher Degree Nursing Programs 2012 – 2015

Minnesota Baccalaureate and Higher Degree Nursing Programs	2012		2013		2014		2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bemidji State University	34	97.06	47	65.96	35	88.57	44	88.64
Bethel University	82	86.59	82	73.17	73	79.45	77	88.31
College of St. Benedict/St. John's University	44	95.45	55	85.45	53	69.81	47	93.62
College of St. Scholastica	141	92.91	158	80.38	171	80.12	155	90.97
Concordia College	39	97.44	42	100	34	88.24	41	97.56
Crown College	14	85.71	15	86.67	26	65.38	18	94.44
Globe University/MN School of Business	50	96.00	26	96.15	38	81.58	39	89.74
Gustavus Adolphus & St. Olaf Colleges	48	83.33	47	74.47	47	76.60	43	81.40
Herzing University	24	83.33	25	88.00	20	65.00	27	77.78
Metropolitan State University, Baccalaureate	23	82.61						0
Metropolitan State University, Master			29	96.55	26	88.46	1	100
Minnesota State University, Mankato	80	88.75	97	84.54	77	84.42	70	74.29
Minnesota State University, Moorhead*	25	84.00						
National American University	20	60.00	19	57.89	17	70.59	25	52.00
Presentation College	26	92.31	19	89.47	22	59.09	17	76.47
St. Catherine University, St. Paul	111	84.68	113	70.80	110	79.09	92	83.70
St. Cloud State University	91	94.51	79	93.67	82	86.59	73	94.52
University of Minnesota, Baccalaureate	124	90.32	123	79.67	118	88.14	124	88.71
University of Minnesota, Master	63	96.83	62	91.94	61	90.16	63	90.48
University of Northwestern – St. Paul					18	100	26	96.15
Winona State University	191	95.81	166	81.33	157	85.35	139	92.09
MN Program Baccalaureate and Higher Degree Candidates	1,230	90.89	1,204	81.73	1,185	82.03	1,121	87.87
All US Jurisdiction Baccalaureate and Higher Degree Candidates	62,535	91.66	65,402	85.18	68,161	84.94	70,886	87.48
All MN RN Program Candidates	3,250	88.34	3,178	80.55	3,054	81.76	3,403	83.72
All US Jurisdiction RN Candidates**	150,261	90.34	155,095	83.04	157,357	81.79	157,956	84.51

* Closed Program

** Includes diploma, associate degree, baccalaureate & higher degree candidates