



Minnesota Board of Nursing Biennial Report

July 1, 2020 to June 30, 2022

BOARD OF NURSING

The mission of the Minnesota Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure and practice.

Report of the Executive Director

July 1, 2020 – June 30, 2022

The 2020-2022 biennial report for the Board of Nursing reflects the profound effect of the COVID-19 pandemic on the responsibilities and business activities of the Board. The initial impact of the pandemic began in March 2020 with the Governor's issuance of Executive Order 20-01 declaring a peacetime emergency. All state agencies were ordered to support healthcare providers and public health organizations, to work with nurses on the front lines in caring for those afflicted with COVID-19 and to carry out measures to educate and prevent infection in addition to providing essential nursing services to the general population.

The COVID-19 pandemic brought into focus the widespread shortage of registered nurses (RN), licensed practical nurses (LPN), and varied shortages of Advanced Practice Registered Nurses (APRN) in Minnesota. Executive Order 20-46, signed April 25, 2020, authorized out-of-state nurses to render professional aid in Minnesota without securing a license during the peacetime emergency. EO 20-46 also allowed for the extension of temporary permits. The Board does not have an accurate accounting of the number of nurses without Minnesota licenses or with extended permits who practiced in Minnesota during this time. On May 27, 2021, EO 20-46 was rescinded requiring nurses with out of state licenses to obtain Minnesota licenses by July 27, 2021, to continue practice in Minnesota. The two-month timeframe for licensing of the health professionals impacted by the rescission of the executive order stretched capacity of the Board and the Criminal Background Check Program to complete application reviews and avert gaps in authorization to practice.

In the fall of 2021, a critical shortage of nurses in long term care facilities resulted in the deployment of Minnesota National Guards personnel to provide health-related services. In response to this crisis, the Governor's Office and the Minnesota Department of Health recruited and organized groups of nurses from other jurisdictions to provide nursing services in Minnesota long term care facilities. In coordination with MDH, the Board of Nursing issued approximately 200 temporary practice permits to the recruited nurses over two-to-seven-day spans to meet the needs of the long-term care facilities.

Preparing for nursing workforce disruption (strike) dominated the second half of FY2022. During January and February 2022, the Board received approximately double the number of applications for RN licensure by endorsement from nurses licensed in other states and nurse staffing agencies. By April 2022, the number of RN endorsement applications had quadrupled and on May 1, 2022, an informational strike was held by the nurses' union. From January 1, 2022, to June 30, 2022, the Board received an unprecedented number of 10,341 RN endorsement applications, a number significantly higher than the 2,873 RN endorsement applications received January through June of 2021.

Nurses care for people across the lifespan during vulnerable moments and in settings as varied as homes, schools, hospitals, prisons, clinics and nursing homes. Individuals and families expect nurses to be competent and ethical. The Minnesota Board of Nursing is committed to its statutory obligation to protect the public's health and welfare by regulating and ensuring safe practice of nursing in Minnesota.

Throughout the 2020-2022 biennium, the Board of Nursing and agency staff have worked tirelessly to transition to virtual and hybrid platforms and to meet the numerous challenges that have presented themselves. In addition, the Board is investigating initiatives to retain nurses and remediate nursing practice errors while minimizing interruptions in practice.

Kimberly Miller, MC, BSN, RN
Executive Director
Minnesota Board of Nursing
nursing.board@state.mn.us

GENERAL INFORMATION – MINN. STAT. §214.07, SUBD. 1B(5)
Board Members Serving During the Period 7/1/2020—6/30/2022

Name	Location	Appointment Status	Appointment Date	Reappointment Date	Term Expiration Date
Jacob Anderson	Minneapolis	Public Member	7/1/2020	N/A	1/2/2023
Kaleeca Bible	Minneapolis	RN	12/8/2020	N/A	1/2/2023
Laura Elseth	Eden Prairie	LPN	7/1/2020		1/3/2022*
Julie Frederick	Mankato	RN	6/27/2017	6/1/2021	1/6/2025 Resigned 5/2022
Sakeena Futrell-Carter	St. Paul	APRN	6/29/2016	7/1/2020	1/1/2024 Resigned 3/2022
Becky Gladis	Chatfield	LPN	6/30/2015	7/1/2019	1/2/2023 Resigned 3/2022
Michelle Harker	Apple Valley	Public member	6/24/2014	7/1/2019	1/1/2023 Resigned 9/2021
Lynette How	Cohasset	RN	6/23/2021	2/16/2022	1/5/2026
David Jiang	Rochester	Public Member	6/23/2021	2/16/2022	1/5/2026
Rhonda Johnson	Tyler	LPN	7/1/2020	N/A	1/1/2024
Latasha Lee	Minneapolis	RN	9/28/2020	N/A	1/1/2024
Katherine Lynch	Roseville	LPN	7/23/2021	N/A	1/6/2025
June McLachlan	Hermantown	RN	6/24/2014	7/1/2018	1/3/2022 Resigned 8/2020
Robert Muster	Minnetonka	RN	6/30/2015	7/1/2019	1/2/2023
Rui Pina	Farmington	RN	6/27/2017	6/1/2021	1/6/2025
Sarah Simons	Minneapolis	RN	7/1/2020	N/A	1/1/2024
Pa Chua Vang	St. Paul	LPN	6/27/2017	N/A	1/4/2021
Laurie Warner	North Branch	Public member	6/27/2017	1/4/2021	1/6/2025 Resigned 4/2022

*Continued to serve as of 6/30/2022. Per MN Statute 214.09 Subd.2., a member may serve until a successor is appointed and qualifies.

The Board held twelve board meetings during the 2020-2022 biennium and spent approximately 2,612 board member hours on meetings and other Board activities.

Board Staff and Office Location

The Board of Nursing has 33 employees and conducts business through five major service areas: credentialing, education, discipline/complaint resolution, nursing practice, and data.

Administration

- 1 Executive Director
- 1 Executive Assistant

Licensing/Credentialing

- 1 Director of Operations
- 2 Operations Program Assistants
- 10 Customer Service Specialists

Education

- 1 Director for Education
- 1 Nursing Education Specialist
- 1 Education Program Assistant

Nursing Practice/Discipline

- 6 Nursing Practice Specialists
- 3 Legal Analysts
- 2 Paralegals
- 5 Administrative Assistants

Compliance

- 1 Nursing Regulations Analyst

Data Management

- 1 Data Systems Manager

Minnesota Board of Nursing
1210 Northland Drive Suite #120
Mendota Heights, MN 55120

Phone: 612-317-3000
FAX: 651-688-1841
Email: Nursing.Board@state.mn.us
Website: mn.gov/boards/nursing/

CREDENTIALS ISSUED OR RENEWED – MINN. STAT. §214.07, SUBD. 1B(1)

Total Number of persons licensed or registered as of June 30, 2022: 176,216

Number and Type of Credentials Issued or Renewed

License Type	Licensed or registered as of June 30, 2022	Licensed or registered as of June 30, 2020	Licensed or registered as of June 30, 2018	Licensed or registered as of June 30, 2016	Licensed or registered as of June 30, 2014	Licensed or registered as of June 30, 2012
RN	122,247	116,220	109,251	101,531	93,872	88,625
LPN	19,105	20,580	21,512	22,694	23,603	24,028
PHN Certificates	23,743	21,506	18,616	16,467	15,028	13,530
APRN, CNP	7,944	6,768	5,596	4,478	3,864	3,067
APRN, CRNA	2,217	2,184	2,068	1,887	1,794	1,696
APRN, CNS	451	479	514	493	548	526
APRN, CNM	407	374	343	297	282	258
Border State Registrants	102	123	139	182	191	235
TOTAL	176,216	168,234	158,039	148,029	139,182	131,965

Historical Renewal Data by Biennium

July 1, 2020-June 30, 2022

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	17,474	106,619	105,006 (98.4%)
LPN	2,258	16,911	16,264 (96.2%)
RN Permit	12,888	N/A	N/A
LPN Permit	680	N/A	N/A
PHN Certificates	2,507	N/A	N/A
APRN, CNP	1,756	6,613	6,591 (99.7%)
APRN, CRNA	237	2,015	2,006 (99.6%)
APRN, CNS	25	429	421 (98.1%)
APRN, CNM	67	355	351 (98.9%)
TOTAL	37,892	132,942	130,639 (98.3%)

July 1, 2018-June 30, 2020

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	16,980	101,842	99,542 (98%)
LPN	2,541	18,256	17,298 (95%)
RN Permit	8,482	N/A	N/A
LPN Permit	685	N/A	N/A
PHN Certificates	2,632	N/A	N/A
APRN, CNP	1,586	5,585	5,541 (99%)
APRN, CRNA	267	1,988	1,972 (99%)
APRN, CNS	34	453	440 (97%)
APRN, CNM	66	327	322 (98%)
TOTAL	33,273	128,451	125,115 (97%)

July 1, 2016-June 30, 2018

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	17,694	95,040	91,787 (97%)
LPN	2,662	18,896	17,756 (94%)
RN Permit	6,222	N/A	N/A
LPN Permit	486	N/A	N/A
PHN Certificates	2,419	N/A	N/A
APRN, CNP*	1,334	4,705	4,466 (95%)
APRN, CRNA*	285	1,845	1,766 (96%)
APRN, CNS*	44	483	428 (89%)
APRN, CNM*	61	303	280 (92%)
TOTAL	31,207	121,272	116,483 (96%)

*2016-2018 First Biennium APRN Renewal Data Available.

July 1, 2014-June 30, 2016

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	15,849	87,633	83,260 (95%)
LPN	3173	19,693	18,247 (93%)
RN Permit	4820	N/A	N/A
LPN Permit	394	N/A	N/A
PHN Certificates	2184	N/A	N/A
APRN, CNP	4478	2258	N/A
APRN, CRNA	1887	960	N/A
APRN, CNS	493	259	N/A
APRN, CNM	297	150	N/A
TOTAL	33,575	110,953	101,507 (94%)

July 1, 2012-June 30, 2014

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	12,694	82,884	78,079 (94%)
LPN	3,759	20,248	18,202 (90%)
RN Permit	3,918	N/A	N/A
LPN Permit	392	N/A	N/A
PHN Certificates	2,038	N/A	N/A
APRN, CNP	3,864	N/A	N/A
APRN, CRNA	1,794	N/A	N/A
APRN, CNS	548	N/A	N/A
APRN, CNM	282	N/A	N/A
TOTAL	25,905	103,132	96,281 (93%)

July 1, 2010-June 30, 2012

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	12,026	77,472	71,802 (93%)
LPN	3,839	20,383	17,715 (87%)
RN Permit	3,770	N/A	N/A
LPN Permit	457	N/A	N/A
PHN Certificates	1,578	N/A	N/A
APRN, CNP	3,067	N/A	N/A
APRN, CRNA	1,696	N/A	N/A
APRN, CNS	526	N/A	N/A
APRN, CNM	369	N/A	N/A
TOTAL	27,217	97,855	89,517 (92%)

COMPLAINT ACTIVITY – MINN. STAT. §214.07, SUBDS. 1B(2), (3)
Complaints Received and Closed by Biennium

Biennium	Total Number of Complaints Received	Total Number of Complaints Closed
July 1, 2020-June 30, 2022	1,892	1,573
July 1, 2018-June 30, 2020	2,599	2,270
July 1, 2016-June 30, 2018	2,807	2,857
July 1, 2014-June 30, 2016	2,146	2,423
July 1, 2012-June 30, 2014	3,291	3,709
July 1, 2010-June 30, 2012	1,745	1,805

Number of and age of complaints open at the end of the period

Number of Complaints Open as of June 30, 2022	1005
Complaints open less than one year as of June 30, 2022	685
Complaints open greater than one year as of June 30, 2022	320

The Board received 707 fewer complaints in this biennium than in the previous biennium. This finding has been reported by other Boards of Nursing during the same timeframe. The Board has closed fewer complaints than were received with approximately the same number of complaints remaining open at the end of this biennium as that of the previous. The average time to resolve complaints has increased to around 250 days. Factors affecting complaint resolution cycle time include, but not limited to, transition to a new case management system, logistics for replacing in-person investigatory meetings, length of time to schedule hearings, requests for continuance, criminal proceedings, duration of investigations, delayed response to subpoenas for records and staff vacancies. The types of complaints have remained relatively consistent with some variance in the types of complaints recorded being associated with personnel and case management changes.

Types of Complaints Received During Biennium

Basis of complaints received*	Number of complaints alleging this basis in 2020-2022	Number of complaints alleging this basis in 2018-2020	Number of complaints alleging this basis in 2016-2018
Failure to practice with reasonable skill and safety	502	670	683
Actual or potential inability to practice nursing safely due to the use of substances or mental or physical health condition	364	492	525
Action in another jurisdiction	71	112	256
Failure to demonstrate qualification for licensure or fraud/deceit in obtaining a license	18	147	137
Unauthorized practice, including practicing without current registration, without informing the board of APRN certification and practicing without a license	10	57	54
Unprofessional conduct	241	164	171
Violation of a board order	61	58	83
Failure to practice Advanced Practice nursing with reasonable skill and safety	85	102	134
Failure to successfully complete the Health Professionals Services Program	54	104	68
Criminal conviction	39	155	90
Tax delinquency	21	22	127
Unethical conduct, including use of undue influence to the benefit of the nurse	150	174	80
Improper management of patient records or privacy violations	29	35	36
Sexual Misconduct	22	15	23
All others	250	292	257

*Some complaints allege more than one basis

GENERAL PROGRAM INFORMATION – MINN. STAT. §214.07, SUBD. 1B(5)

Nursing Education Program Approval

The Board promotes excellence of nursing education standards and approved nursing education programs by monitoring program graduate success rates on the national nurse licensure examination; facilitating innovative approaches to address nursing workforce and nursing faculty shortages; providing evidenced-based rule proposals to address limited clinical site availability through simulation; providing consultation to nursing education programs regarding national nurse licensure examination (NCLEX®) pass rates; developing and conducting research to promote a safe, competent and sufficient nursing workforce; and advising prospective students regarding educational tracks and scholarships. The Board has established requirements for initial and continuing approval of pre-licensure preparing nursing programs including practical nursing, professional nursing and advanced practice nursing.

Approved Licensure-Preparing Programs

Type and Number of Nursing Programs	As of June, 2022	As of June, 2020
Practical	24	25
Professional – Associate	26	25
Professional – Baccalaureate	22	20
Professional – Master’s	4	3
Advanced Practice Registered Nurse	14	12
TOTAL	90	85

Graduates of Licensure Programs

Number of Graduates	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015	FY 2014
Practical	1017	1067	1101	1146	1180	1260	1404	1761
Professional – Associate	2307	2286	2308	2245	2347	2389	2202	1981
Professional – Baccalaureate	1440	1320	1209	1107	1060	1101	1062	1084
Professional – Master’s	136	137	134	135	125	119	65	89
Advanced Practice	3563	3650	3009	4754	2108	n/a	n/a	n/a
TOTAL	8,463	8,460	7,761	9,387	6,820	4,869	4,733	4,915

Initial Program Approval of Licensure-Preparing Nursing Programs

Programs	FY 2020 – FY 2021	FY 2019 – FY 2020	FY 2018 – FY 2019	FY 2017 – FY 2018	FY 2016 – FY 2017	FY 2015 - FY 2016
Practical	0	0	0	0	0	0
Professional – Associate	0	1	0	0	0	0
Professional– Baccalaureate	1	1	0	0	2	0
Professional – Master’s	1	0	0	0	0	0
Advanced Practice	0	2	0	0	12	0
TOTAL	2	4	0	0	14	0

Continuing Program Approval of Approved Licensure-Preparing Nursing Programs

Programs	FY 2020 – FY 2021	FY 2019 – FY 2020	FY 2018 – FY 2019	FY 2017 – FY 2018	FY 2016 – FY 2017	FY 2015 – FY 2016
Practical	1	4	15	18**	1	6*
Professional	8	5	11	16**	7	12*
Advanced Practice	3	4	0	0	0	0
Total	12	13	26	34	8	18

* Number includes 1 practical program with established nursing programs on 5 campuses, now approved as 5 individual nursing programs and 1 professional program with established programs on 5 campuses, now approved as 5 individual programs.

**Number includes 17 practical and 12 professional programs granted continued approval on 6/7/18 in accordance to program approval rules for those programs achieving accreditation candidacy status.

On-site surveys, collection and review of annual reports, review of improvement plans submitted by programs, decisions of national nursing accreditation bodies, and analysis of the National Council Licensure Examination (NCLEX®) data were used to evaluate each nursing education programs' compliance with statutes and rules. Analysis of all available data provides a basis for the education reports submitted to the Board for decision-making.

The Board requires oversight of programs that have first-time licensure examination (NCLEX®) success rates at 75% or below for a calendar year. During calendar years 2018 and 2019, thirteen nursing programs were below the minimum standard for 1, 2 or 3 years. The following table presents a comparison of programs below minimum standard for the prior six calendar years.

Programs Below Minimum Standard by Calendar Year

Year(s) below minimum standard	2021	2020	2019	2018	2017	2016
1 year	9 (6 PN, 2 ADN, 1 BSN)	8 (2 PN, 2 ADN, 4 BSN)	4 (1 PN, 2 ADN, 1 Baccalaureate)	5 (2 PN, 2 ADN, 1 Baccalaureate)	8 (3 PN, 3 ADN, 2 Baccalaureate)	6 (2PN, 2ADN, 1 Baccalaureate, 1 Master's entry)
2 consecutive years	2 (2 ADN)	2 (2 ADN)	1 (Baccalaureate)	3 (1 PN, 1 ADN, 1 Baccalaureate)	2 (1 PN, 1 ADN)	5 (1 PN, 4 ADN)
3 consecutive years	2 (2 ADN)	1 (1 PN)	2 (1 PN, 1 Baccalaureate)	1 (PN)	2 (2 ADN)	0
Total	13	11	7	9	12	11

All programs with first-time NCLEX® candidate success rates of 75 percent or less within a calendar year submitted plans of corrective action, as required by rule. For programs below minimum standard for two consecutive calendar years, the Board conducted an on-site survey to determine progress on the previously submitted plan. Following the survey, revised plans of corrective action were submitted as required by rule. An on-site survey for compliance with all applicable rules and for the implementation of

the revised plan of corrective action was required for the program below minimum standard for three consecutive calendar years.

Summary of New Rules Related to Nursing Education and Credentialing

New program approval rules were promulgated in 2011. These rules require all programs to hold national accreditation or accreditation candidacy. All MN approved nursing programs achieved accreditation by 2020. Other key elements, such as compliance with submission of a designated minimum data set and meeting identified NCLEX® first-time success rates, continue as elements of regulatory oversight. No new rules were adopted related to nursing education or credentialing. COVID had a negative impact on clinical access. Programs utilized a variance petition process to exceed the 50% threshold of replacement of traditional clinical by use of high-fidelity simulation.

RECEIPTS, DISBURSEMENTS & MAJOR FEES – MINN. STAT §214.07, 1B(4)

Total Receipts and Disbursements by Biennium

Biennium	Total Receipts	Total Disbursements
July 1, 2020 – June 30, 2022	\$17,203,522	\$9,039,989
July 1, 2018 – June 30, 2020	\$17,979,016	\$12,658,104
July 1, 2016 – June 30, 2018	\$13,285,603	\$11,029,345
July 1, 2014 – June 30, 2016	\$13,260,405	\$10,358,110
July 1, 2012 – June 30, 2014	\$11,552,309	\$9,374,288
July 1, 2010 – June 30, 2012	\$10,854,823	\$8,483,257

Fees by Type (effective January 1, 2019)

Type of Fee	Fee
APRN Initial Licensure	\$105
Border State Registry- Notice of Employment Change to remain or be reinstated on the registry	\$50
RN, LPN Licensure by Examination	\$105
RN, LPN Re-Examination	\$60
RN, LPN Licensure by Endorsement	\$105
RN, LPN, APRN Registration Renewal	\$85
RN, LPN, APRN Re-Registration	\$105
RN, LPN Border State Registry	\$50
Public Health Nurse Registration	\$30
Replacement License Certificate	\$20
Replacement Public Health Nurse Registration Certificate	\$20
Verification of Licensure Status other than through Nursys	\$20
Verification of Examination Scores	\$20
Copy of Microfilmed Licensure Application Materials	\$20
Nursing Business Registration Initial Application	\$100
Nursing Business Registration Annual Application	\$25
Practicing without current RN and LPN registration	Two times the current registration renewal fee (\$85) for any part of the first calendar month, plus the current registration renewal fee (\$85) for any part of any subsequent month, up to 24 months.

Practicing without current APRN license and certification or recertification	\$200 for the first month or part of a month and an additional \$100 for each subsequent month or parts of months of practice, up to 24 months.
Auto Verification Service Subscription Note: A subscription lasts for one year from the date that the subscription payment is received by the Board of Nursing. During the year, subscribers can add and delete licensees from the subscription. The maximum number of licensees in a subscription is the number of licensees tracked at any one time.	\$100 1-100 Licenses \$225 101-500 Licenses \$350 501-1000 Licenses \$475 1001-2000 Licenses \$600 2001-3000 Licenses \$725 3001-4000 Licenses \$850 4001-5000 Licenses \$1000 5000+ Licenses
Data Requests, Public Data – up to 100 pages, black and white, letter- or legal-size paper Note: The Board will charge only if fees exceed \$15.00.	25 cents per page copied
Data Requests, Public Data – over 100 paper copies, copies of photographs, audiotapes, data on CD, DVD, or data stored electronically Note: The Board will charge only if fees exceed \$15.00.	Actual costs incurred in searching for, retrieving, and providing the data including costs of labor (\$24.22/hr), materials**, and delivery; cost paid for third-party assistance, if applicable. **May include costs for paper, CDs, DVDs, audiotapes, etc.
Data Requests- Summary Data	Actual costs as noted above as well as costs incurred in creating the data, either by Board staff or a third party.
Data Requests- Private Data Note: No charge for searching for and retrieving the data	Actual costs for making paper copies or printing electronically stored data.