



MINNESOTA

BOARD OF NURSING

Annual Nursing Education Program Report

Calendar and Fiscal Year 2023

Presented April 2024
to the Minnesota Board of Nursing

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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 highlights how the Education Department remains responsive to the quality and patient safety standards in Minnesota Nursing Education.

Minnesota Board of Nursing Program Approval Rule 6301.2350 requires all practical and professional nursing programs to be accredited by a national nursing accrediting body. At this time, all Minnesota pre-licensure nursing programs are accredited except for two new nursing programs approved in 2021, which completed a site visit to attain national nursing education accreditation and is awaiting action from the accrediting body commission in order to meet the requirement for continuing approval.

Significant news in nursing education was the launching of the Next Generation NCLEX (NGN) on April 1, 2023. NGN has been in research and development for over 10 years and is the most significant change to the examination in more than 30 years. NGN evaluates clinical judgment through evolving case scenarios that measure each aspect of the NCSBN Clinical Judgement Measurement Model (NCJMM). Anecdotal comments from test takers state the exam tests how they were taught in the program. NCLEX success rates increased in every type of program across the state and country as evidenced in Appendix G of this report.

This report provides current data about nursing graduates. There was a 7.2% decrease in practical nursing graduates from 2022 to 2023 continuing a trend for more than a decade. Further impacting the LPN pool, 68.2 % of practical nursing graduates mobilize to a professional nursing program. The data compounds the shortage of practical nurses both by fewer entering practical nursing programs and an increasing percentage pursuing professional nursing.

Minnesota has some of the greatest health disparities in the country between White, Black, Indigenous, and People of Color (BIPOC). Increasingly, the research literature reports evidence of more favorable health outcomes when patients are cared for by providers of similar race. Minnesota nursing program graduates are confirming a trend in increased diversity. Between 2018 and 2023, an average of 31.0% of PN candidates and 22.0% of RN candidates self-reported as an ethnic minority (NCSBN, 2023). The overall percentage of ethnic diversity of PN and RN candidates is at 30.7% which is greater than Minnesota’s non-white population. The percentage of non-white advanced practice nurses (APRNs) increased from 10% in 2019 to 14.1% in 2023.

Lack of adequate faculty remains an ongoing challenge. This is due not only to impending retirements but also, offers of higher salaries in the clinical or private sector. Without adequate nurse educators in the pipeline, the nursing profession will struggle to meet the demand for qualified nurses.

APRN programs have robust enrollment and are key to educating nurse practitioners to provide primary care in underserved geographic areas and to underserved populations. US News and World Report, January 9, 2024, found nurse practitioner to be the No. 1 job of 2024. “Because nurse practitioners (NPs) are nurses, their approach to health care is patient focused.” “Various studies show that, as a result of the care and counseling NPs provide, patients who see them as their primary care providers often have fewer emergency room visits, shorter hospital stays, and lower medication costs. Currently, there are 11,919 APRNs in Minnesota, an increase of 2,833 from 2019.

MINNESOTA BOARD OF NURSING

Education Annual Report: Calendar and Fiscal Year 2023
Presented to the Board - April 2024

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.

M.R. 6301.0100 Subpart 4 defines “approval” as the authority granted by the board for a controlling body to offer a program designed to prepare students to meet the nursing education requirements for licensure as a practical, professional, or advanced practice registered nurse. MR 6301.2310 identifies the purpose of nursing education program approval which, first and foremost, promotes the safe practice of nursing by those individuals’ seeking licensure. Program approval is granted when programs have met and continue to meet the nursing program standards as set forth in the rules. Continuous evaluation and improvement within the program by the nursing director and faculty ensures the quality of nursing programs. Finally, based on program approval, the board can provide the public and prospective students with a list of nursing programs that meet these standards.

There are 90 approved pre-licensure nursing programs in Minnesota. Due to the distinct difference in the levels of education between the practical and professional nursing programs compared to the advanced practice nursing programs, this report is divided into Part I for the practical and professional nursing programs and Part II for the advanced practice nursing programs.

PART I: PROGRAM APPROVAL - PRACTICAL AND PROFESSIONAL PROGRAMS

Approved Practical and Professional Nursing Programs

As of December 31, 2023, there are 75 Board approved pre-licensure practical and professional nursing programs in Minnesota (Appendix A1):

Program Type	Total
Practical Nursing Programs	23
Professional Nursing Programs:	
Associate Degree Nursing Programs	26
Baccalaureate Nursing Programs	22
Entry-level Masters Nursing Programs	4

Five of the 26 associate degree professional programs are mobility programs. Mobility programs only admit students who have completed a practical nursing program.

Continuing Program Approval

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

- Century College Associate Degree Nursing Program (ACEN)
- Crown College Baccalaureate Degree Nursing Program (CCNE)
- Metropolitan State University Baccalaureate Degree Nursing Program (CCNE)
- Metropolitan State University Master's Degree Nursing Program (CCNE)
- Minnesota State College Southeast Associate Degree Nursing Program (ACEN)
- Minnesota West Community and Technical College Associate Degree Nursing Program (ACEN)
- Northland Community and Technical College Associate Degree Nursing Program (ACEN)
- Rasmussen University, Bloomington Associate Degree Nursing Program (ACEN)
- Rasmussen University, Mankato Associate Degree Nursing Program (ACEN)
- Rasmussen University, Mankato Practical Nursing Program (ACEN)
- Rasmussen University, St. Cloud Associate Degree Nursing Program (ACEN)
- Rasmussen University, St. Cloud Practical Nursing Program (ACEN)
- South Central College Associate Degree Nursing Program (ACEN)
- South Central College Practical Nursing Program (ACEN)
- Winona State University Baccalaureate Degree Nursing Program (CCNE)

National Nursing Accrediting Bodies:

ACEN - Accreditation Commission for Education in Nursing (Accredits PN and above programs)

CCNE - Commission of Collegiate Nursing Education (Accredits BSN and above programs)

CNEA - Commission for Nursing Education Accreditation (Accredits PN and above programs)

Below Minimum Standard NCLEX

The Board required the following programs to submit plans of corrective action due to first-time candidate success rates on the National Council Licensure Examination (NCLEX®) below the minimum standard (75% or below) during calendar year 2023:

- Minnesota State Community and Technical College Practical Nursing Program
- Rasmussen University, Eagan Practical Nursing Program
- Rasmussen University, St. Cloud Practical Nursing Program

The Board required an on-site survey and submission of a revised plan of corrective action for the following programs due to NCLEX® first-time success rates below the minimum standard for two consecutive calendar years (2022 and 2023):

- Hennepin Technical College Practical Nursing Program
- Rasmussen University, Moorhead Associate Degree Nursing Program
- Rasmussen University, St. Cloud Associate Degree Nursing Program

The Board required an on-site survey for compliance with board rules for the following program due to NCLEX® first-time success rates below minimum standard for three consecutive calendar years (2021, 2022, and 2023):

- Rasmussen University, Moorhead Practical Nursing Program

The Board removed the following programs from special board oversight as 2023 NCLEX® first-time success rates were above the minimum standard:

- Dakota County Technical College Practical Nursing Program
- Ridgewater College Practical Nursing Program
- Central Lakes College Associate Degree Nursing Program
- Inver Hills Community College Associate Degree Nursing Program
- Rasmussen University, Mankato Associate Degree Nursing Program
- South Central College Associate Degree Nursing Program
- College of Saint Benedict/Saint John's University Baccalaureate Degree Nursing Program
- College of St. Scholastica Baccalaureate Degree Nursing Program
- Gustavus Adolphus College Baccalaureate Degree Nursing Program
- Herzing University Baccalaureate Degree Nursing Program
- Metropolitan State University Baccalaureate Degree Nursing Program
- Minnesota State University, Mankato Baccalaureate Degree Nursing Program
- Minnesota State University, Moorhead Baccalaureate Degree Nursing Program
- St. Catherine University Baccalaureate Degree Nursing Program

Report of Plans of Corrective Action for Calendar Year 2022

At the August 2023 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 2022:

- Central Lakes College Associate Degree Nursing Program
- College of St. Benedict/St. John's University Baccalaureate Degree Nursing Program
- College of St. Scholastica Baccalaureate Degree Nursing Program
- Dakota County Technical College Practical Nursing Program
- Gustavus Adolphus College Baccalaureate Degree Nursing Program
- Hennepin Technical College Practical Nursing Program
- Herzing University Baccalaureate Degree Nursing Program
- Inver Hills Community College Associate Degree Nursing Program
- Metropolitan State University Baccalaureate Degree Nursing Program
- Minnesota State University, Mankato Baccalaureate Degree Nursing Program
- Minnesota State University, Moorhead Baccalaureate Degree Nursing Program
- Rasmussen University, Mankato Associate Degree Nursing Program
- Rasmussen University, Moorhead Associate Degree Nursing Program
- Rasmussen University, St. Cloud Associate Degree Nursing Program
- St. Catherine University Baccalaureate Degree Nursing Program

Each plan of corrective action was reviewed, and areas identified by the program as needing improvement were noted. All submitted plans were then analyzed as a group to determine what factors common to all the programs could be identified as impacting first-time candidate success rates on the NCLEX® examination. The main areas contributing to negative outcomes are admission practices, progression of students, curriculum rigor, faculty pedagogy and availability of resources. Across these programs, the following common corrective measures were identified.

- All classes and testing on campus with the implementation of more secure testing options
- Address test-taking strategies, test anxiety, and offer more student support
- Assessment of course exams to ensure appropriate leveling and progression of critical thinking and clinical judgement
- Explore creative and innovative clinical options
- Require robust remediation plans when not meeting national or programmatic standardized testing benchmarks

Report of Board Ordered Surveys for Calendar Years 2021 and 2022

At the August 2023 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 2021 and 2022:

- Rasmussen University, Moorhead Practical Nursing Program
- Ridgewater College Practical Nursing Program
- South Central College Associate Degree Nursing Program

The programs submitted a revised plan of corrective action integrating recommendations developed by the survey team.

Report of Board Orders to Programs

The Board issued Stipulation and Consent for Correction Orders to the following three programs based on noncompliance with NCLEX® success rates for three or more consecutive years. The programs remain approved with correction orders in place:

- Fond du Lac Tribal and Community College Associate Degree Nursing Program (issued 2022)
- Rasmussen University, Bloomington Associate Degree Nursing Program (issued 2022)
- Saint Paul College Practical Nursing Program (issued 2021)

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 programs 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. A.(4) (a) 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. Seventy-five nursing programs provided evidence that students have learning activities with patients across the life span and illness-wellness continuum.

Program approval rules state “high fidelity simulation can be utilized no more than half of the time designated for meeting clinical requirements.” Nursing programs may lack available clinical resources to provide certain clinical experiences for students and therefore, use simulation to meet these requirements. The nursing faculty decide where to utilize simulation to meet clinical learning requirements and can be used up to 100% to meet specialty clinical experiences provided this represents no greater than 50% of the total clinical hours in the program. Three PN programs used 100% simulation to fulfill certain clinical areas- two used simulation to meet OB, three for pediatrics, and one for psych; four ADN programs used 100% simulation to meet specific clinical areas, three programs used it to meet OB, two to meet pediatrics and two to meet psych. One of the BSN programs used 100% simulation to meet the specialty areas of psych and OB.

As programs have renewed access to clinical sites since the COVID-19 epidemic subsided; no petitions for a variance to exceed the use of simulation above the 50% threshold as a replacement to standardized clinical were submitted.

Table 1 summarizes the data submitted by each program type reflecting the range of clinical hours, simulation hours and the calculated percent. Averages were calculated for each of these elements. Finally, the number of programs not using simulation to replace clinical hours is included.

Table 1. Practical and Professional Nursing Programs Clinical Hours vs. High Fidelity Simulation Hours

	Number of Clinical Hours		Number of High-Fidelity Simulation Hours Replacing Clinical Hours		Percent of Clinical Replacement with Simulation Hours		Number of Programs currently not using Simulation Hours as Replacement Clinical Hours
	Range in Number of Clinical Hours	Average Number of Clinical Hours	Range in Number of Simulation Hours	Average Number of Simulation Hours	Range in Percent of Clinical Replacement	Average Percent of Clinical Replacement	
LPN Programs	160 - 360	271.8	0 - 104	44.6	0% - 29.4%	13.3%	1/23
ADN Programs	186 – 540	367.7	4 - 235	80.6	1.5% - 30.3%	16.0%	0/26
BSN-MSN Programs	360 – 914.5	544.8	0 - 228	53.0	0% - 25.3%	7.9%	4/26

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 or the Council for Higher Education Accreditation or its successors by January 1, 2018, or must have achieved candidacy status leading to such accreditation and demonstrated satisfactory progression toward obtaining the accreditation. As of December 31, 2023, all pre-licensure nursing programs are accredited except for two new programs that were granted initial program approval in 2021, these programs are pursuing initial nursing-related education accreditation as a requirement for continuing approval.

Report of Faculty Licensure and Credentials

Minnesota Rule 6301.2340 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:

3.A. (10) 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, the Council for Higher Education Accreditation or successors, or by a comparable organization if the baccalaureate- or graduate-level degree is from a foreign country;

3.A. (11) 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, the Council for Higher Education Accreditation or successors, or by a comparable organization if the baccalaureate or graduate-level degree is from a foreign country. If the major of the graduate degree is not in nursing, the faculty must hold a baccalaureate degree with a major in nursing;

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 programs, but two, demonstrated compliance with faculty education requirements. Both programs presented a petition for a variance for the faculty education credentials, which was approved by the Board. All programs continue to face challenges in hiring faculty, both in numbers and credentials.

In 2023, a decrease of 9 in the total number of faculty teaching in Minnesota practical and professional nursing programs was reported (Appendix B, Table 1). The unduplicated faculty count also decreased slightly from 2022 (Appendix B, Table 4). The duplicated count is reflective of the number of faculty positions; the unduplicated count reflects the actual number (headcount) of faculty teaching in Minnesota nursing programs. A continuing concern is lack of candidates for full time faculty positions. This is addressed in the special annual survey by the American Association of Colleges of Nursing (AACN) on vacant faculty positions for academic year 2023-2024 which reported 59.4% (n= 548) of the 922 schools surveyed had full time vacancies. The overall vacancy rate in 2023-2024 is 10.1% up from 8.8% in 2022. Interestingly, the Midwest region of the U.S. has the lowest percentage of full-time faculty vacancies. The top issue (69.6%) and the most critical issue (47.1%) related to faculty recruitment are noncompetitive salaries. Lack of an adequate number of faculty may limit admission of new students. Impending faculty retirements is another critical factor in staffing nursing programs and without sufficient nursing educators in the pipeline, the nursing profession will not meet the demand for qualified nurses.

During calendar year 2023, the majority of faculty teaching in a nursing program were employed part-time in the program (Appendix B, Tables 3 and 4). The use of part-time faculty has been a continued trend over the past years and is related to several program factors, including the availability of full-time faculty, salary costs, and flexibility in scheduling clinical assignments.

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

MINNESOTA NURSING EDUCATION PROGRAM REPORTS

Report of Minnesota Graduates: Practical and Professional Programs

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 displays the trends in the number of graduates from practical and professional nursing programs from 2018 to 2023. Compared to 2018, the number of students completing associate degree nursing programs in 2023 decreased 2.1%; the number of students completing licensure-preparing baccalaureate and entry level master’s nursing programs in 2023 increased by 39.9%; and the number of students completing practical nursing programs in 2023 decreased by 34.6%.

When compared to 2022, the number of associate degree graduates in 2023 decreased by 8.7% and the number of baccalaureate or masters-entry graduates increased by 14.6%. There was a 7.2% decrease in practical nursing graduates from 2022 to 2023, continuing a trend over the past 10 years.

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

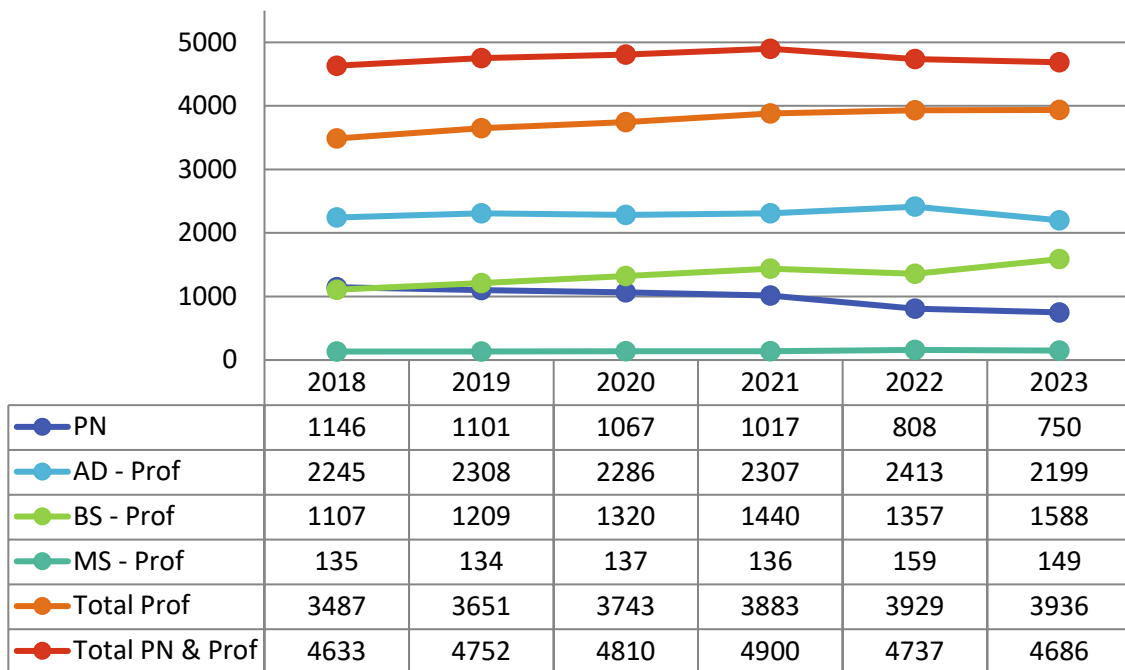
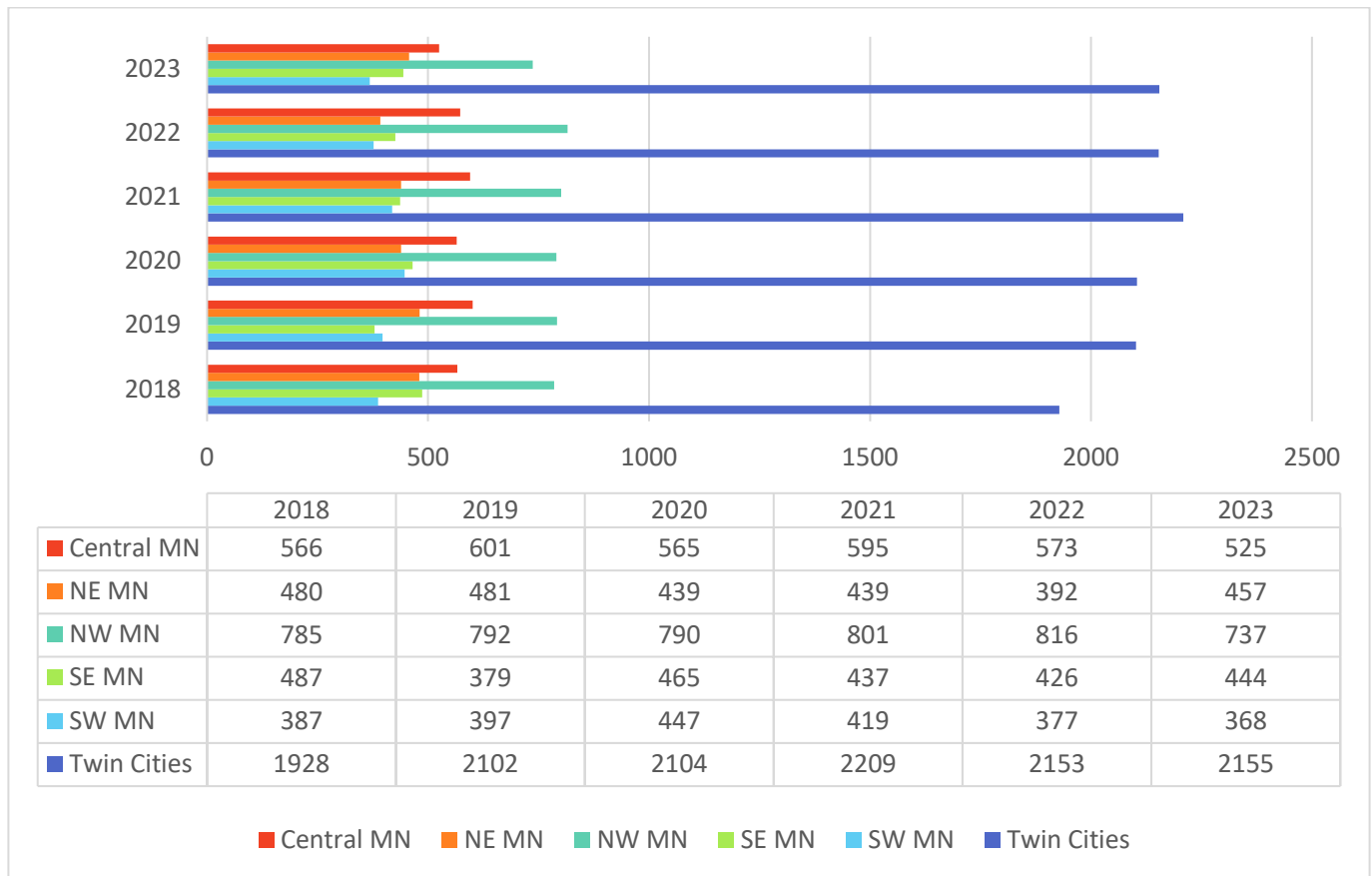


Figure 2 displays the number of Minnesota graduates by region from 2018-2023. Currently, the Twin Cities region contains the highest number of nursing programs. There is a total of 26 nursing programs within the metro area. In 2023, 46.0% of all Minnesota graduates completed their program in the Twin Cities region. The Northwest region had the second highest number of graduates in 2023, which accounted for 15.7% of total graduates.

The compass for the seven Minnesota regions utilizes the Minnesota Department of Employment and Economic Development (DEED) regional planning map as displayed in Appendix A2.

Figure 2. Number of Minnesota graduates by region 2018-2023.



*Numbers by region include practical nurse, associate degree, baccalaureate, and master’s degree graduates. The seven Minnesota regions were determined by the of Minnesota Department of Employment and Economic Development (DEED) regional planning map.

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.

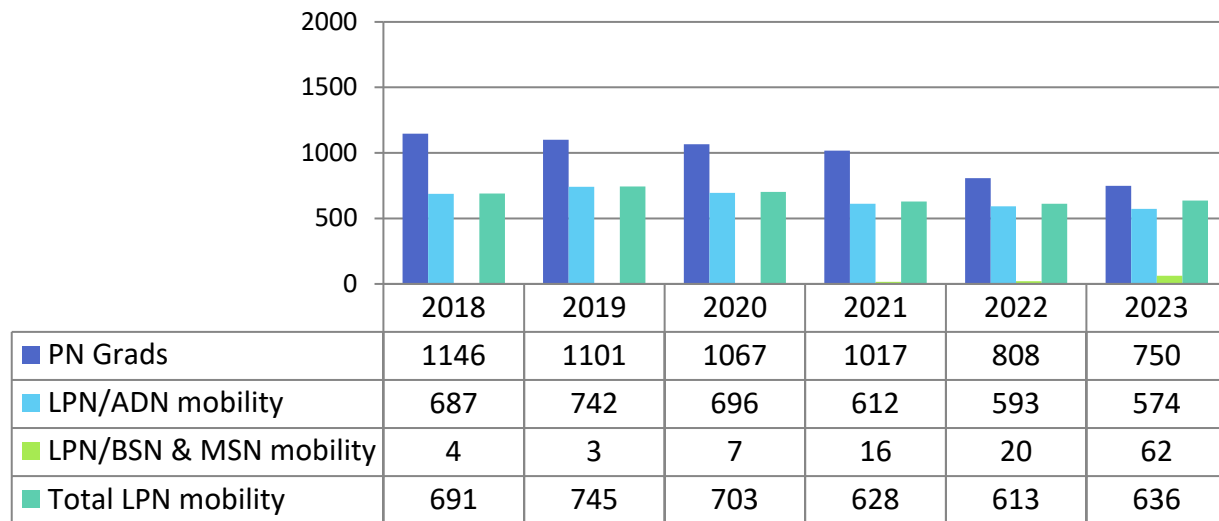
Advanced Standing for Licensed Practical Nurses

Minnesota associate degree nursing programs have a statutory requirement to grant advanced standing. Associate degree nursing programs approved or seeking approval 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 and must offer advanced standing to qualified LPN applicants. Mobility AD programs offer a curriculum 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 E.

Figure 3 illustrates how practical nurses are mobilizing into professional nursing. From 2018 to 2023, graduates of Minnesota approved practical nursing programs totaled 5,889. During the same period, 3,904 practical nurses graduated from a Minnesota approved associate degree professional nursing program. In comparison to the total number of practical nurse graduates, 68.2% 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 as a result, fewer are continuing to practice as a practical nurse.

Figure 3. Number of LPNs completing professional programs versus PN graduates.



*Not all BSN/MSN programs track if students have an LPN license

Post Licensure Baccalaureate Programs for Registered Nurses

In 2023, the American Association of Colleges of Nurses (AACN) reported a 16.9% decrease in enrollment for RN to BSN programs for the fourth year in a row (AACN, 2023). In 2022, AACN reported the number of RN to BSN graduates increased 95% since 2012 (AACN, September 2022). In August 2023, AACN conducted a survey of nursing programs and found that 25.0% of hospitals and other health care settings require new hires to have a bachelor’s degree in nursing, while 69.8% of employers express a strong preference for BSN program graduates (AACN, October 2023). This employer preference is one factor in the development of RN to BSN programs. According to the AACN, as of 2022, 71.7% of the RN workforce earned a baccalaureate degree or higher degree as their highest level of nursing education (AACN, 2023).

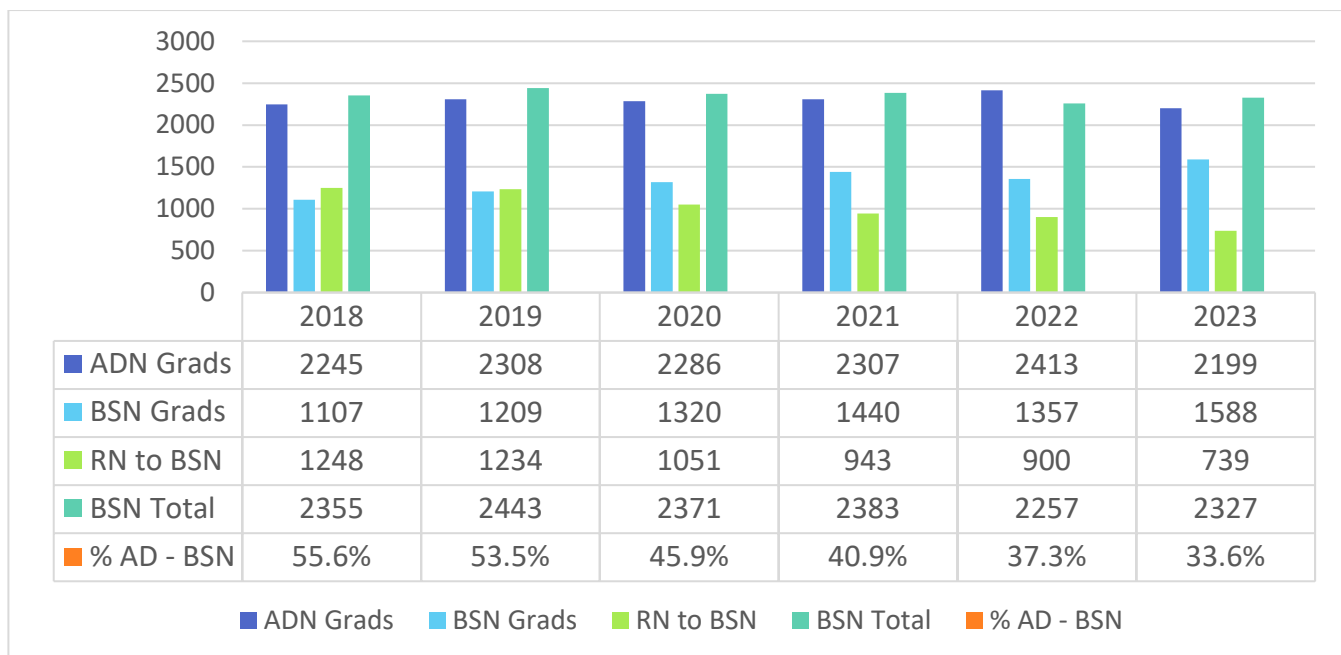
The number of registered nurses with associate degrees and diplomas graduating from baccalaureate completion nursing programs (RN to BSN) are listed in Figure 4. In Minnesota, 11 of the 22 approved baccalaureate degree licensure-preparing programs offer baccalaureate completion opportunities for registered nurses. Additionally, there are two baccalaureate completion programs in Minnesota that do not offer licensure-preparing baccalaureate programs.

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 4 presents an estimated number of graduates from baccalaureate completion programs in Minnesota from 2018–2023. The percentage of RNs returning to complete the baccalaureate degree as compared to the percentage of graduates from Minnesota associate degree nursing programs decreased from 55.6% in 2018 to 33.6% in 2023. Furthermore, the Institute of Medicine Future of Nursing Report (IOM) goal of 80% BSN by 2020 was not achieved and is now delayed to 2029. Included in the RN to BSN graduate numbers are individuals who completed 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 4 are inflated.

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

Figure 4. Number of RNs completing Minnesota baccalaureate nursing completion programs.



Additional Nursing Degrees Earned

Table 2. summarizes additional nursing degrees earned by those nurses initially educated by diploma, associate, or post associate degrees, as self-reported by registered nurses responding to the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) survey. The ORHPC data reflected in this report was pulled from data collected between January 1, 2022 – December 31, 2023, except for six-week period in 2023 when there was an issue with the survey and no data was collected. Existing data collection strategies in Minnesota make obtaining an accurate number of nurses who return for additional degrees difficult.

Of those who completed initial licensure at the associate degree level, 37.8% indicated they had completed an additional nursing degree (baccalaureate or higher). Approximately 70.5% of those educated in a diploma or certificate nursing program achieved a higher degree.

Table 2. Additional nursing degrees earned by diploma and associate educated RNs

Type of Degree	Initial Nursing Degree at Time of RN Licensure	Number Reported as Highest Nursing Degree	Percentage Completing Higher Degree
Associate or Post Associate Nursing Degree	27,806	17,297	37.8%
Diploma or Certificate* Nursing Diploma	6,792	2,007	70.5%

*Note: The last diploma program in MN closed in 1987

Source: Minnesota Department of Health, Office of Rural Health and Primary Care Survey, January 1, 2022 – December 31, 2023.

Table 3. offers a comparison between the initial nursing degrees at the time of RN licensure and the highest nursing degrees earned as reported by registered nurses completing the ORHPC survey. There is an 86.2% increase in the number of nurses who earned a baccalaureate or higher degree as their highest nursing degree compared with the number reporting a baccalaureate or higher degree as their initial nursing degree.

Table 3. Initial and highest nursing degrees as reported by RNs in ORHPC survey

Degree Type	Initial Nursing Degree	Highest Nursing Degree
Baccalaureate	20,727	32,696
Post Baccalaureate	223	1,855
Master's	732	4,864
Post Master's	13	223
Doctorate	17	800

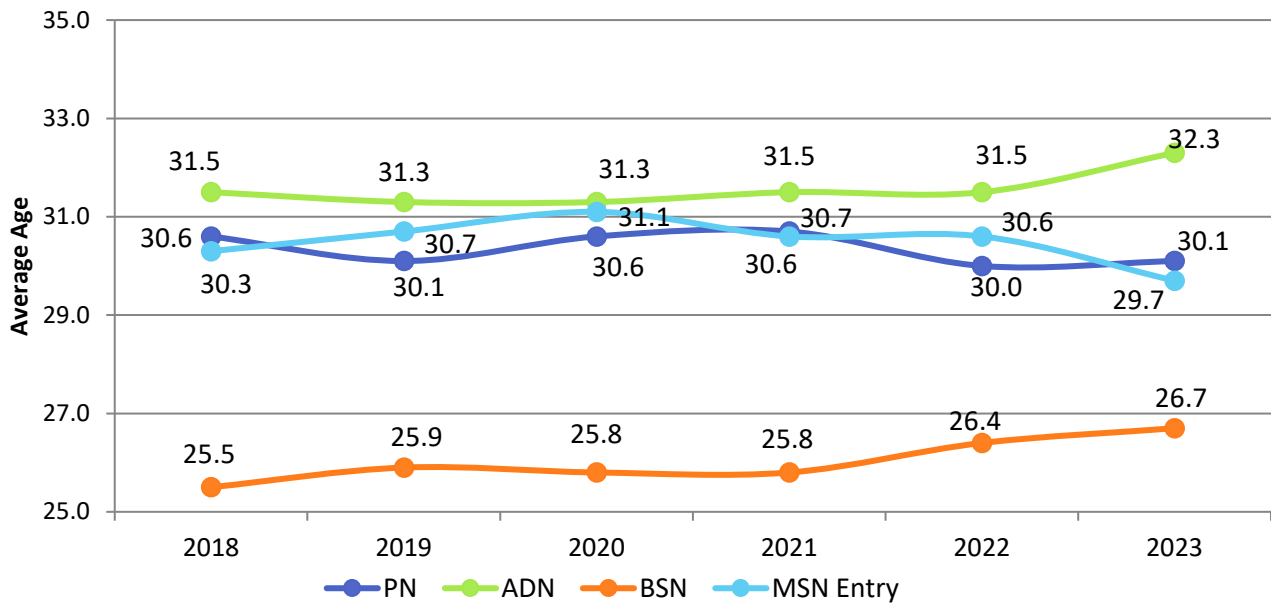
Source: RNs responding to Minnesota Department of Health, Office of Rural Health and Primary Care Survey, January 1, 2022 – December 31, 2023.

Demographic Characteristics of Minnesota Graduates at the Time of Licensure

Average Age at Time of Licensure

Figure 5 depicts the average age at the time Minnesota RNs and LPNs were licensed by exam for calendar years 2018 – 2023. During this period, the mean age of baccalaureate prepared nurses, associate degree professional nurses and practical nurses remained relatively constant.

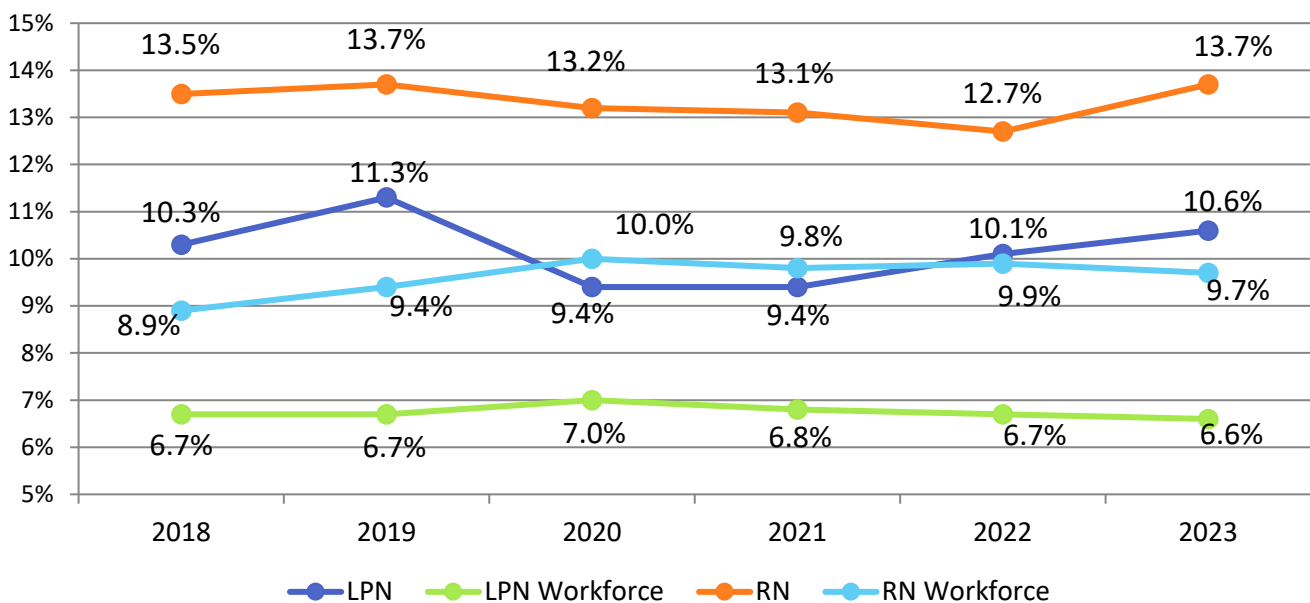
Figure 5. Average age at time of licensure by examination in Minnesota.



Male at Licensure Compared to the Workforce

As depicted in Figure 6, from 2018 to 2023, 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. Compared to 2022, the number of males graduating from Minnesota RN programs increased by 11.6% in 2023 and the number of males graduating from PN programs remained the same. Increasing the number of males in nursing is another recommendation noted in the National Academy of Medicine: The Future of Nursing 2020 to 2030.

Figure 6. Male nurses licensed by exam vs. males in the Minnesota workforce.



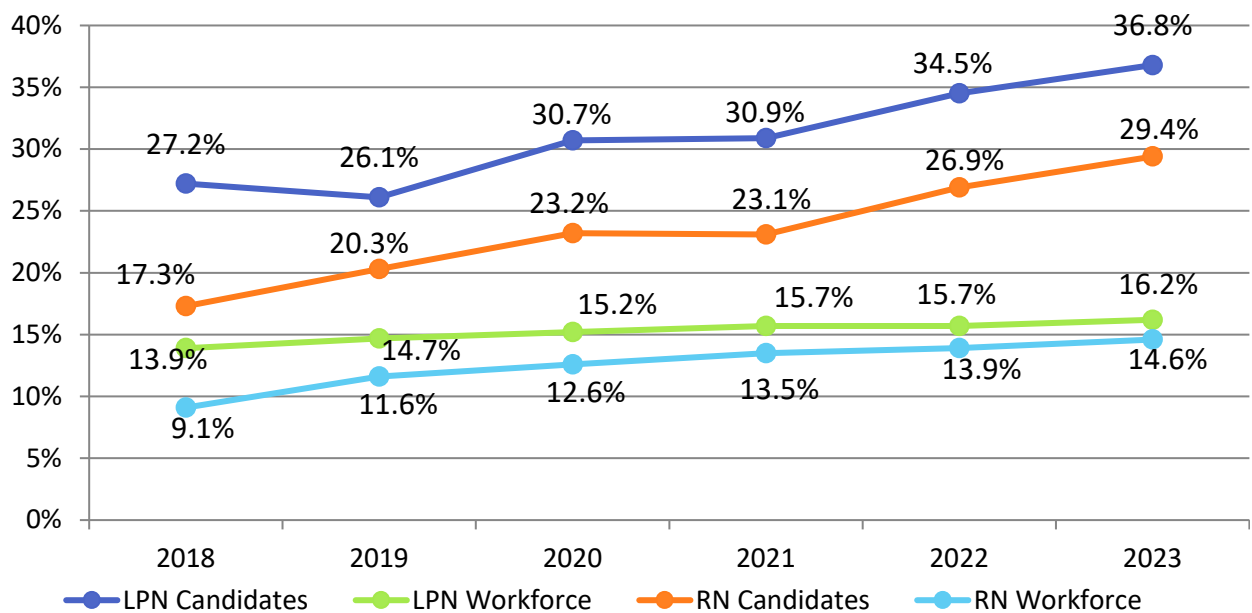
Ethnicity in Underserved/Underrepresented at Licensure Compared to the Workforce

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 2018 – 2023 is presented in Appendix F.

Between 2018 and 2023, an average of 31.0% of PN candidates and 22.0% of RN candidates self-reported as an ethnic minority (NCSBN, 2023). Figure 7 compares this candidate data with the ORHPC workforce survey, wherein 16.2% of the LPN workforce and 14.6% of the RN workforce were non-white (ORHPC, 2023). In comparison, the ethnicity of PN and RN candidates is greater than the self-reported ethnicity of LPNs and RNs responding to the ORHPC survey. If students completing Minnesota nursing programs continue to reflect increased ethnic diversity, eventually the workforce percentages should demonstrate that increase. Increasing diversity in the nursing workforce is also a recommendation identified in the IOM report.

According to the 2019 census data, Minnesota’s non-white population was approximately 21.8%. The ethnic diversity of PN and RN candidates is greater than the percentage of the Minnesota non-white population. The overall percentage of ethnic diversity of PN and RN candidates is at 30.7%, which is greater than Minnesota’s non-white population.

Figure 7. Ethnic diversity in Underserved/Underrepresented candidates for licensure exam vs. minority ethnicity of the Minnesota workforce.



Primary Language at Licensure

When candidates complete the NCLEX® registration, they may volunteer information about their primary language. Figures 8 and 9 present data from NCSBN regarding candidates from Minnesota nursing programs during 2018 – 2023.

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

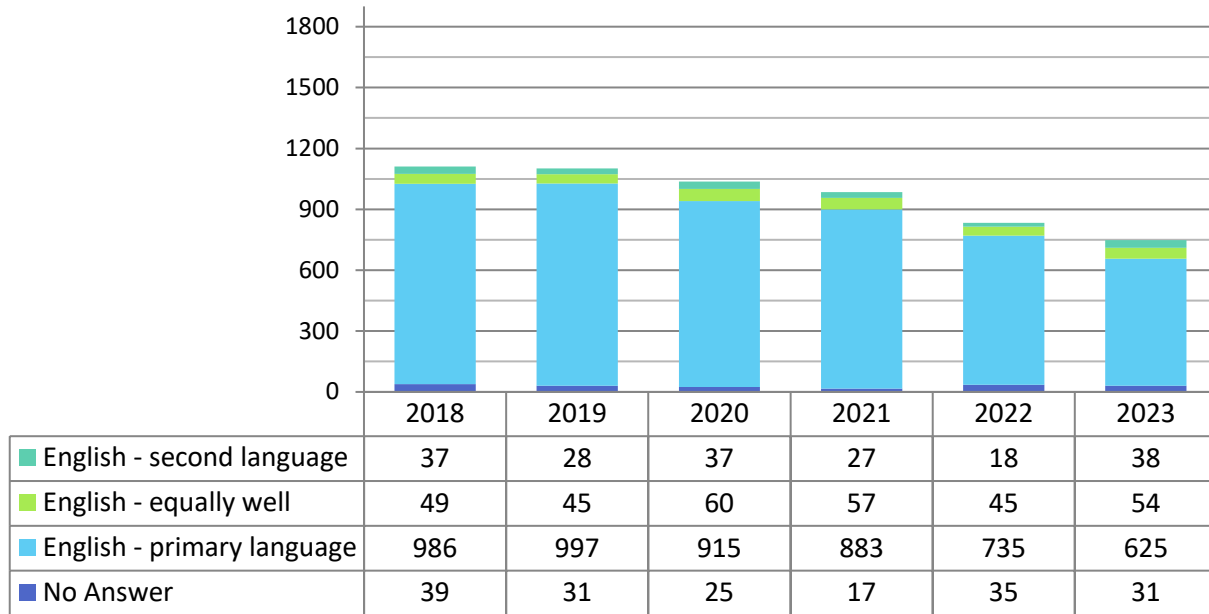
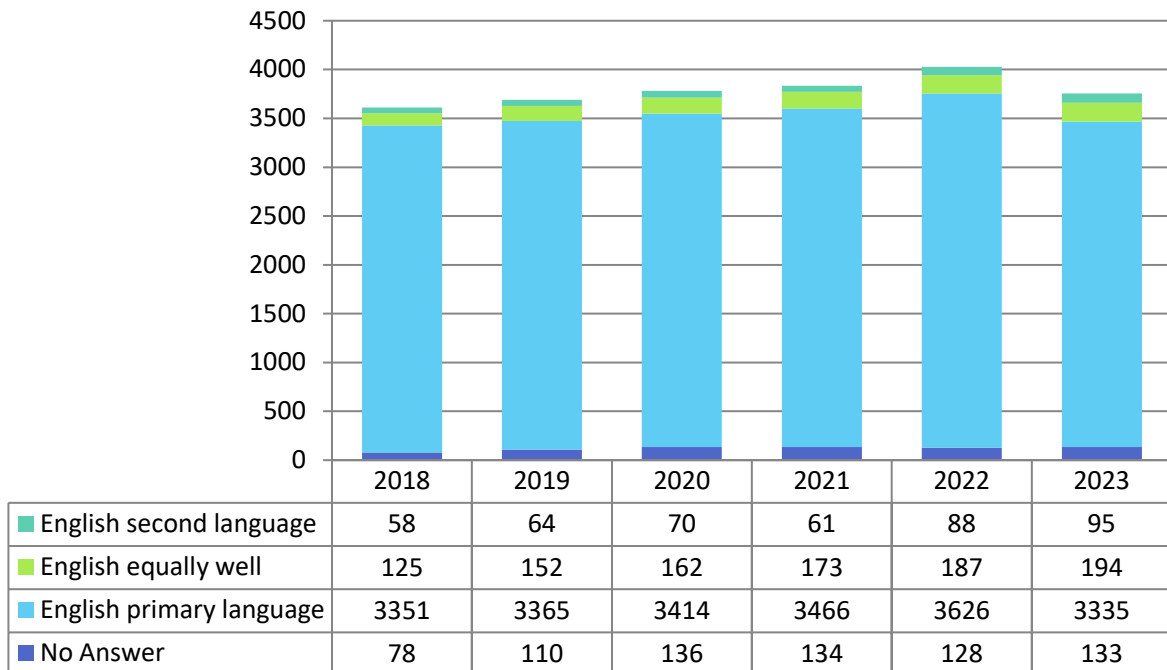


Figure 9. Minnesota RN candidates self-report of primary language.



REPORT OF NCLEX® RESULTS

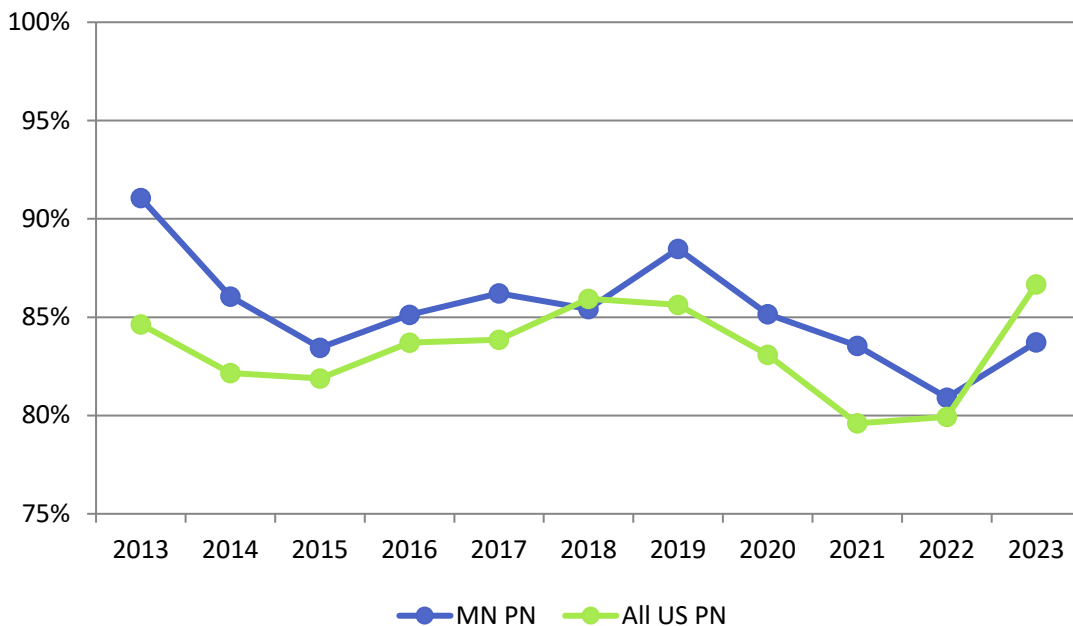
Success Rates for Minnesota Programs for Calendar Year 2023

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. Notably, Next Generation NCLEX (NGN) launched on April 1, 2023. Although there were fears about program outcomes on the new exam, success rates increased across all programs from 2022 compared to 2023. The new exam uses the clinical judgment model in the form of patient care scenarios. Students comment, the exam is designed to test us, as we were taught.

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 is displayed in Appendix G1-G3.

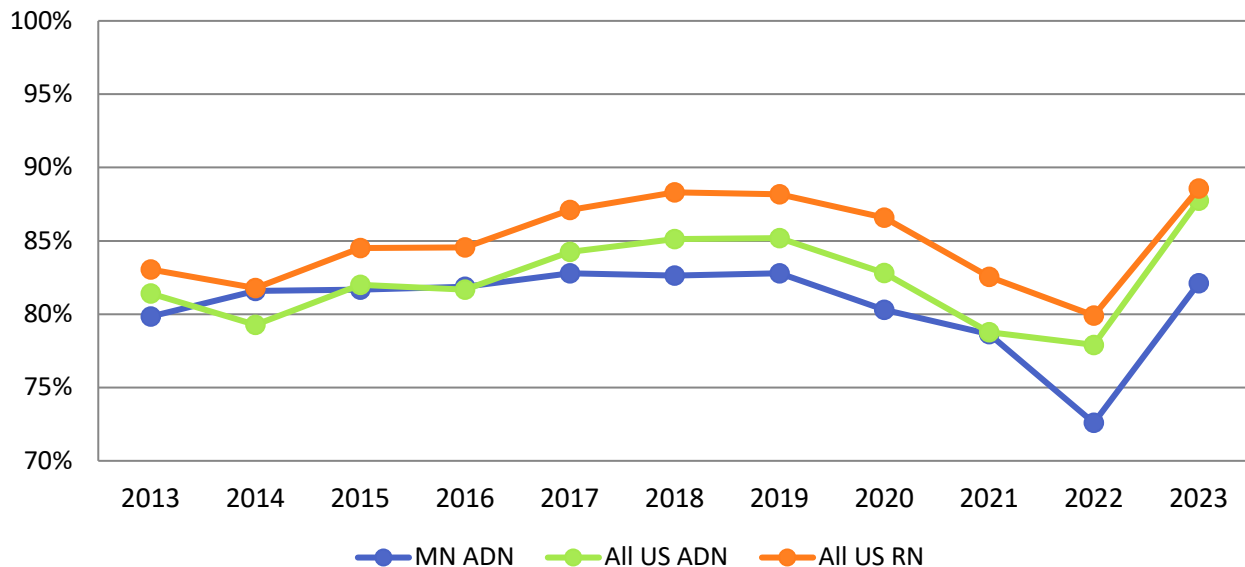
In 2023, practical nursing candidates from Minnesota had an 83.73% first-time success rate as compared to 86.67% for all United States practical nursing candidates as indicated in Figure 10. Minnesota success rates were below the national average.

Figure 10: Comparison of first-time NCLEX-PN® candidate success rates.



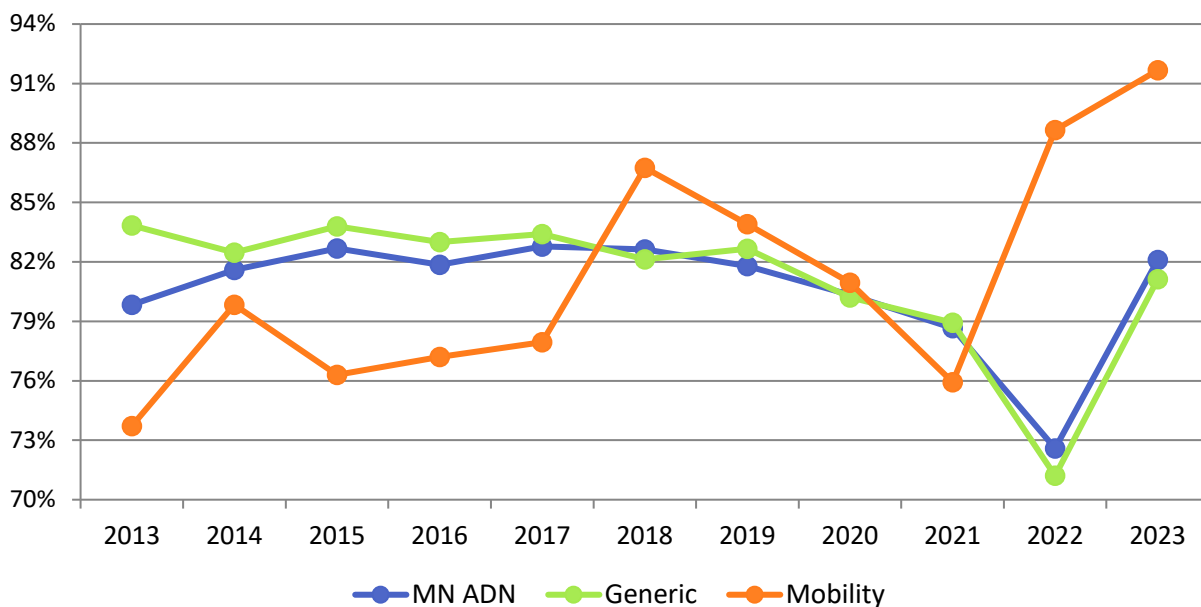
Associate degree nursing candidates from Minnesota nursing programs had an 82.10% first-time success rate for 2023 as compared to 87.75% for all United States associate degree candidates from U.S. programs (Figure 11). This year, Minnesota associate degree nursing program success rate is lower than the national average.

Figure 11. Comparison of first-time NCLEX® associate degree candidate success rates.



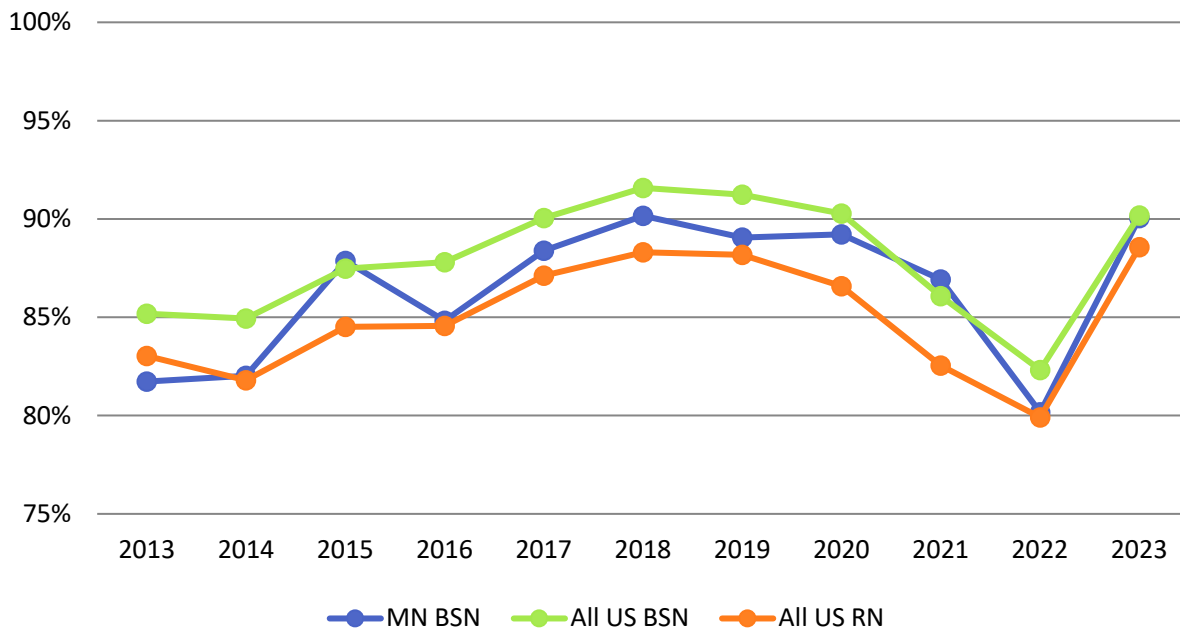
In considering Minnesota first-time success rates by type of associate degree nursing program, the mobility AD programs averaged higher first-time success rates than the generic AD programs for 2023 (Figure 12). The first-time success rate for mobility AD programs averaged 91.67% whereas the generic AD programs averaged 81.12%. Generic AD programs in Minnesota are below the national average success rate of 87.75% for associate degree nursing programs for 2023.

Figure 12. Comparison of first-time NCLEX® success rates by associate degree program types.



As illustrated in Figure 13, baccalaureate and higher degree candidates from Minnesota approved nursing programs had a 90.1% first-time success rate for 2023 as compared to 90.2% for all baccalaureate and higher degree candidates from U.S. programs. Minnesota baccalaureate and higher degree success rates are slightly lower than the national average.

Figure 13. Comparison of first-time NCLEX-RN® baccalaureate degree candidate success rates.



In summary, all NCLEX® success rate averages increased at both the state level and national level from 2022 to 2023.

Number of Times to Attain First-time NCLEX® Success

The Board does not restrict the number of times candidates for licensure by exam may retake the NCLEX® for Minnesota nurse licensure. However, Minn. Rule 6305.0400, Subp. 12.E., adopted October 23, 2017, requires a candidate to complete a review course if it has been five or more years since graduation or the applicant has not successfully passed the exam within five years of completing the program.

Table 4 depicts the number of attempts by Minnesota candidates of Minnesota programs before achieving success on the exam in recent years.

Table 4. Attempts by Minnesota Candidates to Achieve NCLEX® Success.

# of Attempts	PN Candidates			ADN Candidates			Baccalaureate Candidates			Master Candidates		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
1	675	559	540	1,593	1,610	1,579	1,079	964	1,219	129	134	136
2	79	58	50	213	263	184	108	150	95	6	10	8
3	21	23	21	66	91	114	28	38	32	1	4	3
4	5	9	11	27	40	52	13	13	25	0	1	1
5	3	4	9	19	29	45	5	2	16	0	1	0
6	1	2	4	11	15	28	8	4	8	0	0	0
7	1	4	2	9	9	4	2	2	6	0	0	0
8	0	1	0	5	2	9	1	2	2	0	0	1
9	0	0	1	6	3	6	0	0	1	0	0	0
10	0	1	0	2	2	5	0	0	0	0	0	0
11	0	0	0	2	1	5	0	0	0	0	0	0
12	0	0	0	3	0	3	0	0	0	0	0	0
13	0	0	0	0	0	3	0	0	1	0	0	0
14	0	0	0	1	1	1	0	1	0	0	0	0
15	0	0	0	0	0	2	0	0	0	0	0	0
Total	790	661	638	1,957	2,067*	2,041*	1,244	1,176	1,405	136	150	149

*One ADN candidate attempted the exam 27 times before passing in 2022, and one ADN candidate attempted the exam 21 times before passing in 2023.

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. Compared with 2018, there was a 75.2% increase in the number of processed accommodation requests in 2023.

Table 5 reflects accommodation decisions processed by the Education Department.

Table 5. Accommodation Decisions for 2018 – 2023

Decision	2018	2019	2020	2021	2022	2023
Granted	121 (93.8%)	120 (99.2%)	163 (99.4%)	173 (100%)	182 (99.5%)	226 (100%)
Partially granted	7 (5.4%)	1 (<1%)	0	0	1 (<1%)	0
Denied	1 (<1%)	0	1 (<1%)	0	0	0
Total Processed Accommodation Requests	129	121	164	173	183	226
Rescinded Accommodation Requests	96	88	131	109	150	153

MN Program Candidates Taking the NCLEX® in Other Jurisdictions

In 2023, 14.7% candidates from Minnesota practical nursing programs, 9.0% candidates from Minnesota associate degree professional nursing programs, and 11.5% of candidates from Minnesota baccalaureate and higher professional programs applied for licensure by exam in other jurisdictions (Figure 14). This is compared to the period from 2018 to 2022, when an average of 15.4% of Minnesota practical nursing candidates, 8.2% of Minnesota associate degree professional nursing candidates, and 10.5% of Minnesota baccalaureate and higher professional nursing candidates applied for licensure by exam in other jurisdictions.

In 2023, the percentage of graduates from associate and baccalaureate and higher degree professional programs applying for licensure by exam in other jurisdictions increased. The number of practical nursing graduates seeking licensure in other jurisdictions decreased. It is noteworthy there are Minnesota practical and associate degree nursing programs close to other state borders and graduates of these programs represent the highest percentage seeking licensure in other jurisdictions.

Figure 14. Minnesota program candidates applying for licensure by exam in other jurisdictions.

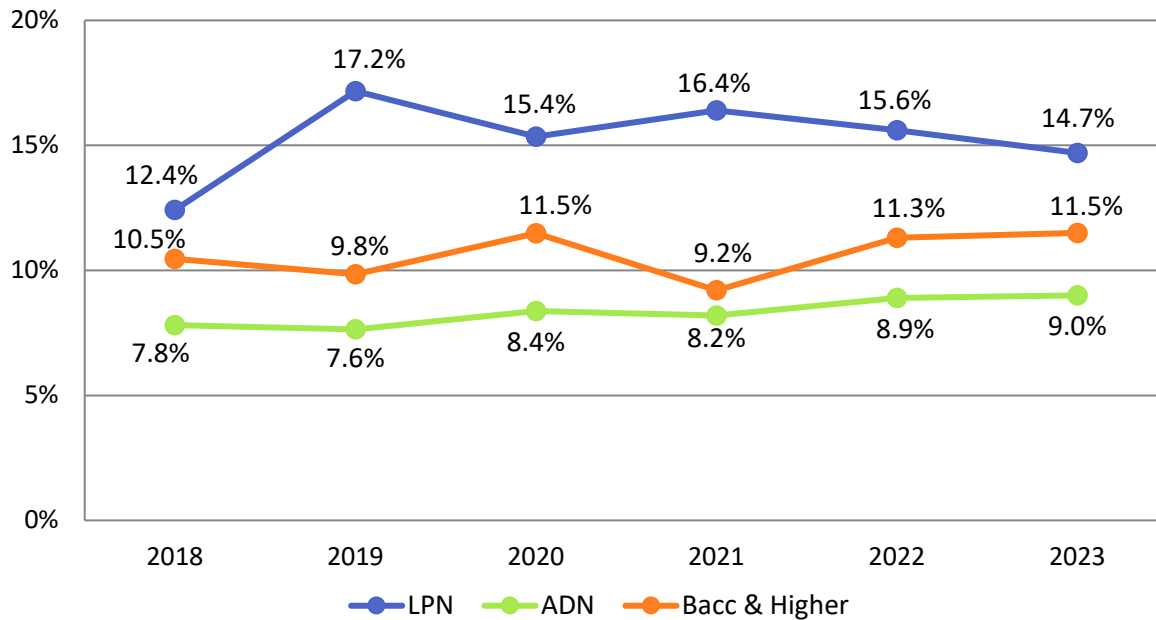
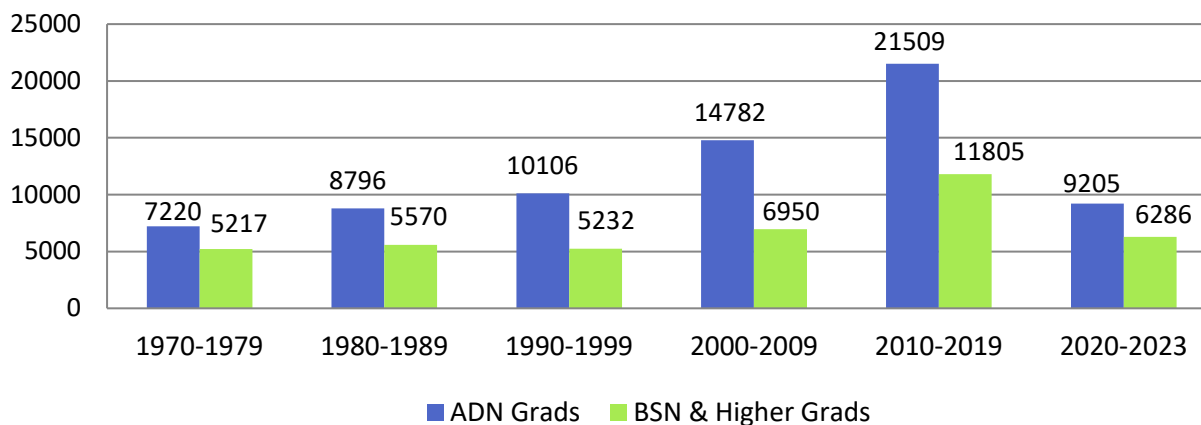


Figure 15 illustrates the proportion of Minnesota graduates who are educated at the associate, baccalaureate, and higher degree levels from 1970 – 2023. While meeting the IOM recommendation related to preparation at the baccalaureate level remains a challenge, it is encouraging to note the current rate of growth compared to the previous decade. Therefore, it appears Minnesota is making progress towards the 2010 IOM goal of an 80-20 ratio of baccalaureate prepared nurses to associate degree nurses.

Figure 15. Number of associate degree and baccalaureate and higher degree graduates.



PART II: ADVANCED PRACTICE NURSING PROGRAMS

Approved Nursing Programs

As of December 31, 2023, there are 15 Board approved and accredited advanced practice nursing programs in Minnesota. (Appendix H)

Initial Program Approval

Initial program approval was granted to the following program:

- Capella University Master of Science in Nursing Nurse Practitioner Program

Continuing Program Approval

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

- College of Saint Benedict/Saint John's University Doctor of Nursing Advanced Practice Nursing Program (CCNE)
- Metropolitan State University Doctor of Nursing Practice Program (CCNE)
- Rasmussen University Master's Degree Advanced Practice Program (CCNE)
- Rasmussen University Post-Graduate Advanced Practice Certificate Program (CCNE)
- Winona State University Doctor of Nursing Advanced Practice Nursing Program (CCNE)
- Winona State University Master's Degree Advanced Practice Nursing Program (CCNE)
- Winona State University Post-Graduate Advanced Practice Certificate Program (CCNE)

National Nursing Accrediting Organizations:

ACEN – Accreditation Commission for Education in Nursing

CCNE – Commission on Collegiate Nursing Education

ACME- Accreditation Commission for Midwifery Education

Report of Licensure and Credentials

Minnesota Rule 6301.2340 3.A. (8) addresses the requirements for nurse faculty who lead a specific track within an advanced practice nursing program. The nursing program must ensure advanced practice nursing program faculty who coordinate or lead a program track are:

- (a) educationally prepared;
- (b) nationally certified in the same role and population focus; and
- (c) hold an unencumbered licensure as a registered nurse and as an advanced practice registered nurse with current registration in Minnesota.

All advanced practice nursing programs submitted evidence indicating compliance with the rule.

Minnesota Rule 6301.2340 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:

- 3.A. (12) ensure advanced practice nursing program faculty have a graduate degree in a health-related field in a clinical specialty from a regionally or nationally accredited college or university recognized by the United States Department of Education, by the Council for Higher Education Accreditation or successors, or by a comparable organization if the graduate-level degree is from a foreign country;

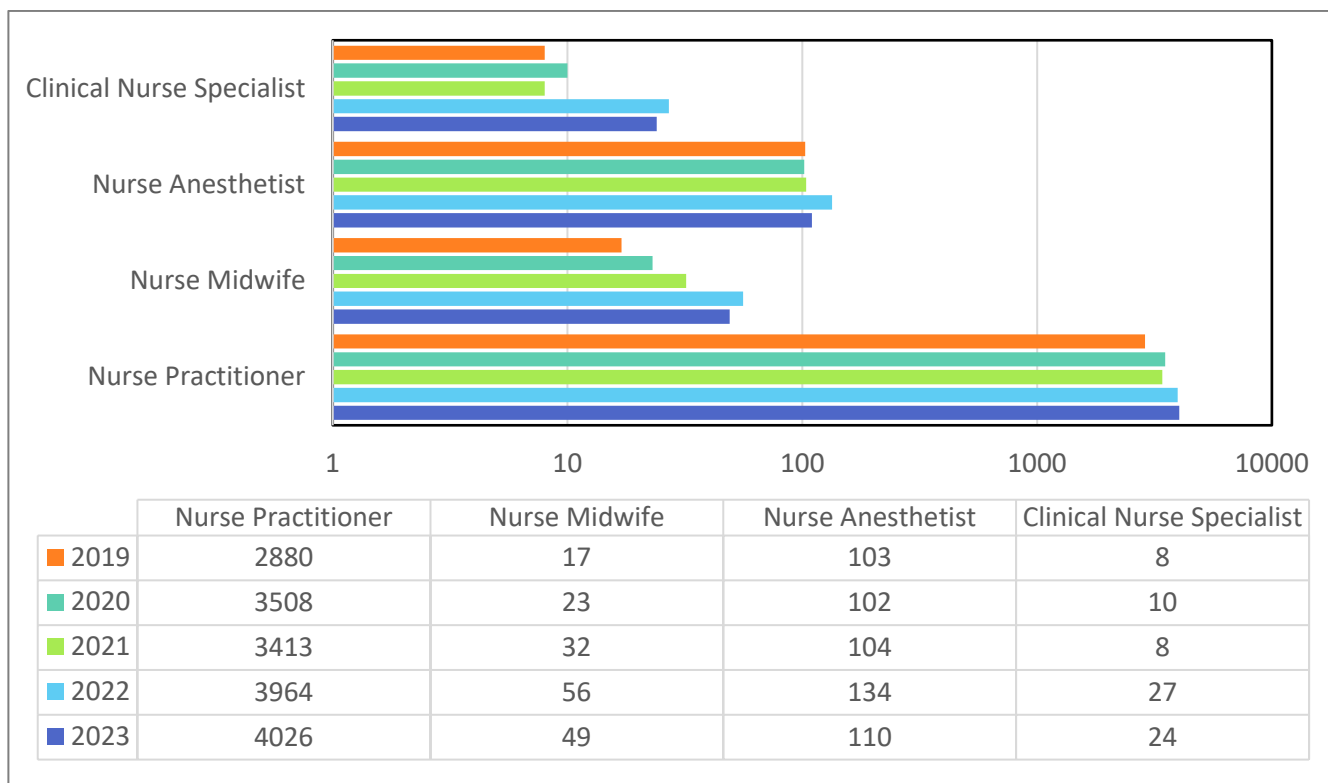
Fifteen program directors submitted evidence demonstrating all programs are in compliance with the requirement that all nursing faculty have an unencumbered Minnesota registered nurse license and current registration.

Appendix I provides information on the number of faculty teaching at each advanced practice nursing program (Appendix I, Table 6). During calendar year 2023, the majority of faculty teaching at an advanced practice program were employed part time, providing flexibility in faculty scheduling. Appendix I, Table 7 provides the highest academic credential as well as the highest APRN credential earned by faculty.

REPORT OF MINNESOTA ADVANCED PRACTICE GRADUATES

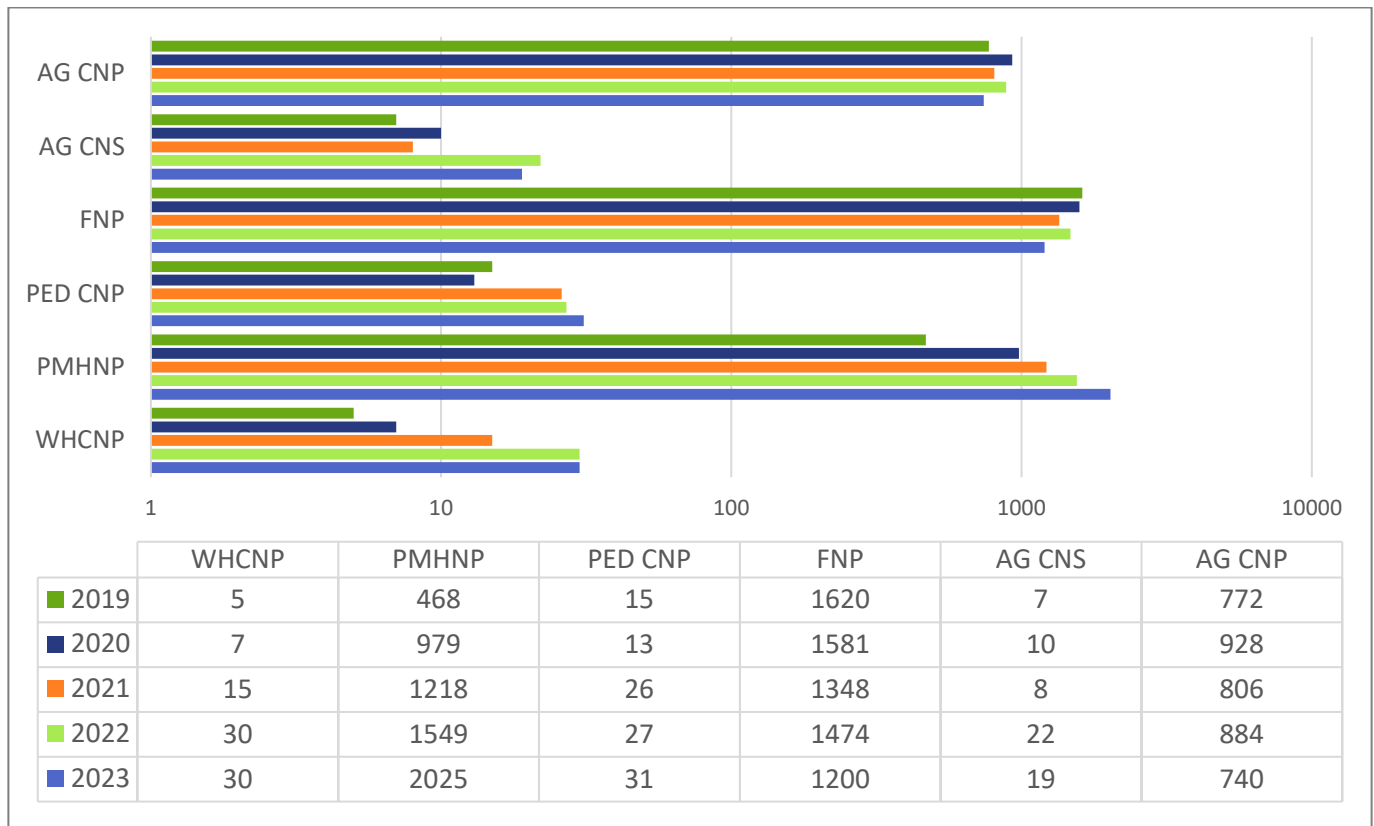
In October 2023, advanced practice nursing program directors reported the number of students that were admitted and completed the program during the fiscal year, July 1st through June 30th (Appendix J). Figure 16 depicts the 2019-2023 advanced practice program graduates by role. Figure 17 depicts the 2019-2023 advanced practice program graduates by population.

Figure 16. Number of advanced practice program graduates by role.



*One Minnesota approved online advanced practice program, which serves students in all 50 states, reflects 91.9% of all Nurse Practitioner graduates in 2023.

Figure 17. Number of advanced practice program graduates by population.



AG CNP = Adult/Gerontological Nurse Practitioner FNP = Family Nurse Practitioner
 PED CNP = Pediatric Nurse Practitioner PMHNP = Psychiatric Mental Health Nurse Practitioner
 WHCNP = Women’s Health Care Nurse Practitioner AG CNS = Adult/Gerontological Clinical Nurse Specialist
 PED CNS = Pediatric Clinical Nurse Specialist

- CNM and CRNA are not included in Figure 17 as CNM is exclusively women’s population and CRNA is family population
- PED CNS is not included in Figure 17 as there are 5 or less graduates per year
- Neonatal Nurse Practitioner (NNP) and Neonatal Clinical Nurse Specialist (NCNS) are not included in Figure 17 as Minnesota programs do not currently offer either program
- Family, women’s or mental health CNS are not listed as there is no longer a certification exam and the roles are being phased out

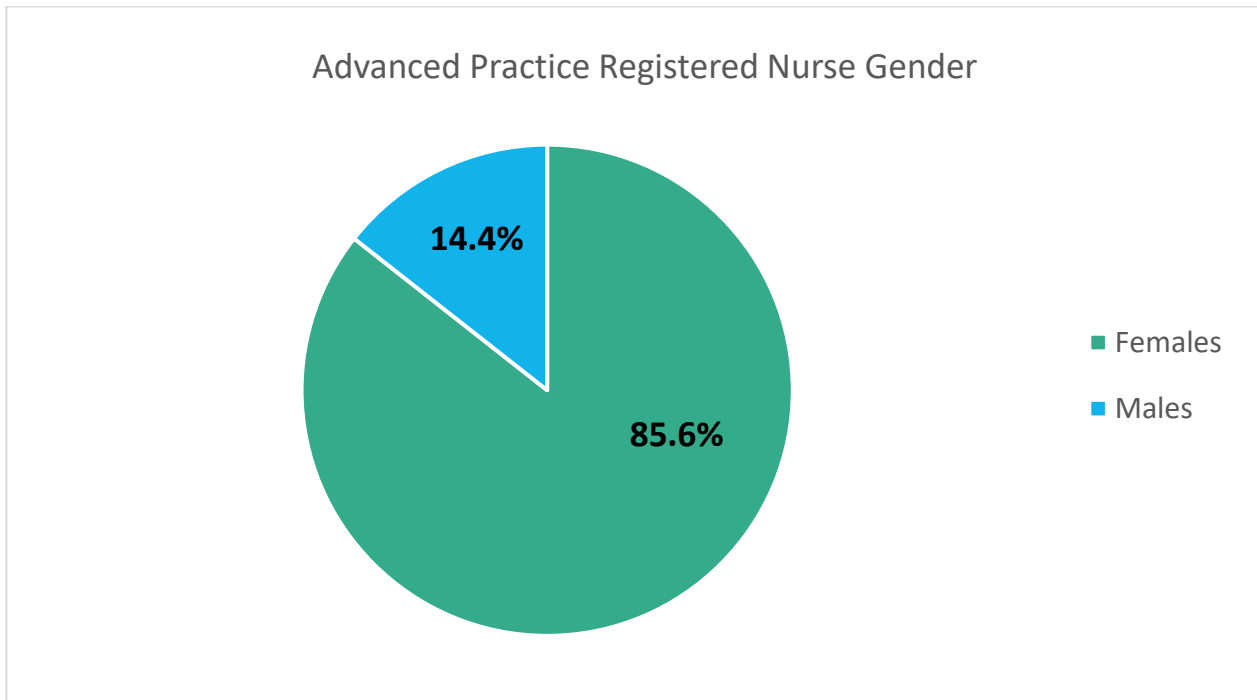
Minnesota Office of Rural Health and Primary Care (ORHPC) Survey

Demographics of APRN Graduates in Minnesota

The ORHPC data reflected in this report was pulled from data collected between January 1, 2022 – December 31, 2023, except for six-week period in 2023 when there was an issue with the survey and no data was collected.

As depicted in Figure 18, males make up 14.4% of advanced practice registered nurses in Minnesota.

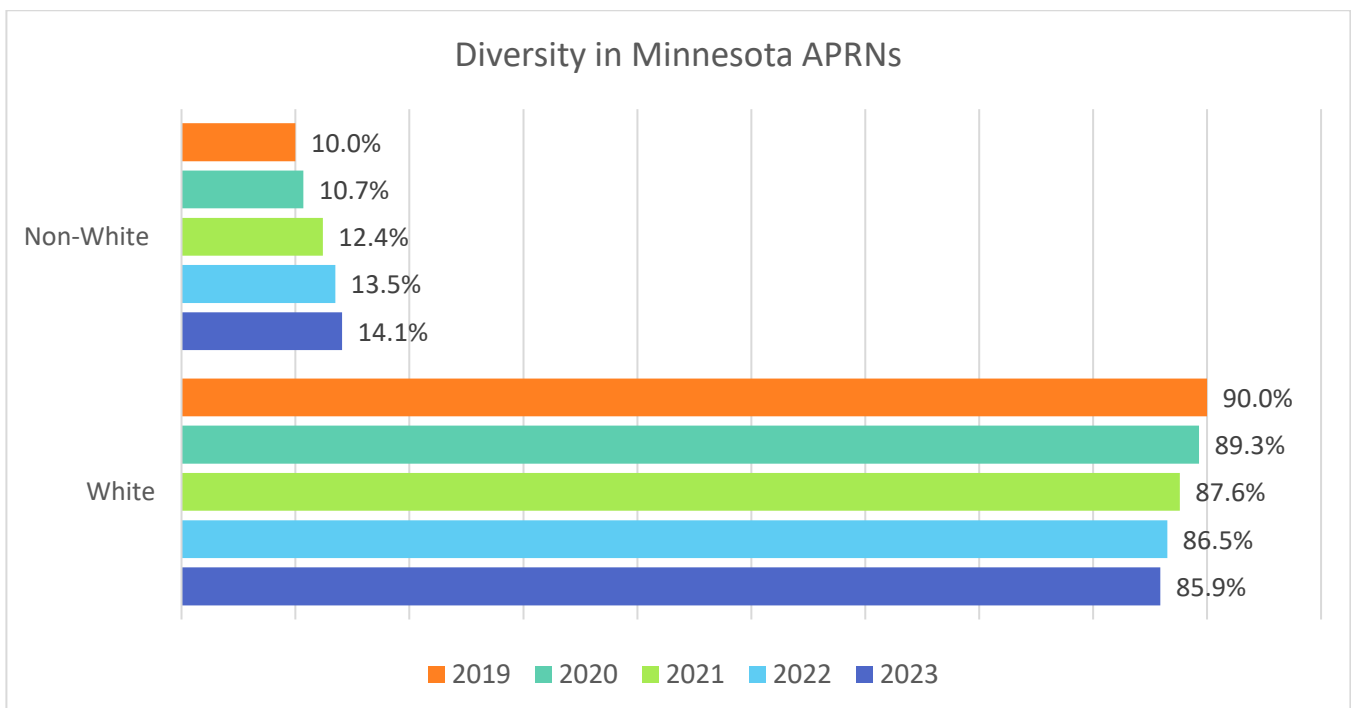
Figure 18. Advanced Practice Registered Nurse Gender



*APRNs responding to Minnesota Department of Health, Office of Rural Health and Primary Care Survey responses between January 1, 2022 – December 31, 2023.

Between 2019 and 2023, an average of 12.1% of advanced practice registered nurses in Minnesota self-reported as an ethnic minority (ORHPC). The percentage of non-white advanced practice registered nurses has increased from 10.0% in 2019 to 14.1% in 2023, as shown in Figure 19.

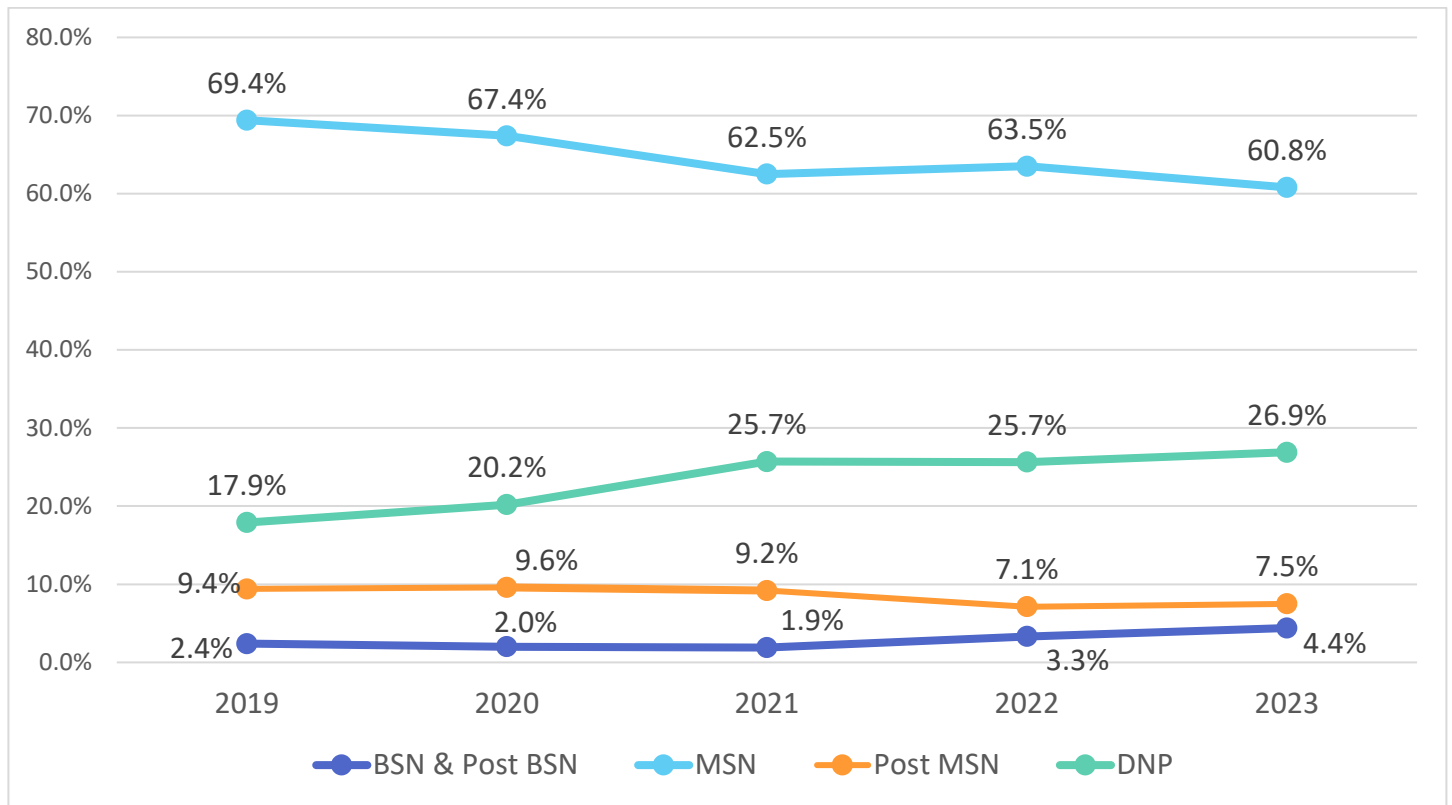
Figure 19. Diversity in Minnesota advanced practice registered nurses



*APRNs responding to Minnesota Department of Health, Office of Rural Health and Primary Care Surveys 2019-December 31, 2023.

Figure 20 summarizes the highest nursing degrees earned as self-reported by advanced practice registered nurses responding to the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) surveys between 2019 – December 31, 2023. Existing data collection strategies in Minnesota make obtaining an accurate number of nurses who return for additional degrees challenging.

Figure 20. Highest nursing degrees earned by advanced practice nurses in Minnesota



*APRNs responding to Minnesota Department of Health, Office of Rural Health and Primary Care surveys 2019-December 31, 2023.

REPORT OF CERTIFICATION RESULTS

Certification Success Rates for Minnesota Advanced Practice Programs

Minnesota advanced practice nursing programs’ first-time certification exam success rates are displayed in Appendix K, Table 9 for years 2019 - 2022. The national average success rates for the certifying exams by organizations that are accepted by the board are presented in Appendix K, Table 10.

STRATEGIC INITIATIVES

Board Charges to the Education Committee:

- 1. Review all proposed program Letters of Intent and Phase II applications and make recommendations to the Board**

The Education Committee reviewed, conducted a site survey and recommended Board approval of the Phase II application from Capella University Nurse Practitioner program. The motion was brought to the June 1, 2023, Board meeting and received Board approval.

- 2. Engage key stakeholders to address emerging evidence in nursing education and practice**

The Education Committee continues to utilize the NCSBN document Nursing Education Approval Guidelines for parallels with the Minnesota Board of Nursing Program Approval Rules. This document provides guidance during program site visits for programs below the minimum standard on NCLEX results. Next Generation NCLEX testing began April 1, 2023. Education committee members are invested in reviewing NCLEX results from the new testing format. Input from Education Committee members at Board meetings prompted discussion about the process with other board members.

- 3. Conduct survey visits to programs for two and three consecutive years of below minimum success rates on NCLEX®**

Education Committee members participate in the survey visit to programs with two or three consecutive years of 75% and below success rates on NCLEX®. The expertise and contributions of the members drive the survey agenda and end-of-visit report. Members also serve on the Review Panel when there are allegations of non-compliance with one or more rules. In 2023, there were visits to three programs with two consecutive years below the NCLEX success threshold.

ADDITIONAL EDUCATION ACTIVITIES IN SUPPORT OF REGULATORY INITIATIVES

MNSHEP (Minnesota Simulation for Healthcare Education Partnerships)

MNSHEP focuses on best practices in simulation under Director of Healthcare Education and Industry Partnerships (HEIP), Elaine Vandenburg and the newly appointed Project Manager Sandy Herron. Marilyn Krasowski, Director for Education, served on the MNSHEP Advisory Board.

Nursing Workforce Data Report

The Nursing Workforce Data Report continued under the Education department. The findings were presented to the Board at the April 2023 Board meeting in conjunction with the Education Annual Report.

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Appendix A1

Minnesota Practical & Professional Licensure-Preparing Nursing Programs

SCHOOL	LOCATION	PRACTICAL	PROFESSIONAL	
			ASSOCIATE DEGREE (available tracks)	BACHELOR/HIGHER DEGREE (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*
Bethany Lutheran College	Mankato			X
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	Moorhead			X, PB
Concordia University –St. Paul	St. Paul			X, RN to BSN*
Crown College	St Bonifacius			X, RN-BSN*
Dakota Co Technical College	Rosemount	X		
Fond du Lac Tribal College	Cloquet		X	
Gustavus Adolphus College	St Peter			X
Hennepin Technical College	Eden Prairie/Brooklyn Park	X		
Herzing University	Crystal			X
Inver Hills Community College	Inver Grove Heights		X	
Lake Superior College	Duluth	X	X	
Metropolitan State University	St Paul			X, RN-BSN*
Metropolitan State University	St Paul			Master of Nursing
Minneapolis Comm/Tech College	Minneapolis		X	
Minnesota North College	Eveleth, Grand Rapids, Hibbing, International Falls	X	X	
MN State College - Southeast	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 programs for LPNs only
 PB: Accepts those who obtained a baccalaureate in another field
 *Board does not approve non-licensure preparing nursing programs; not an exhaustive list of RN-to-BSN programs offered in Minnesota

LPN-BSN: Offers professional nursing tracks for LPNs
 RN-BSN: Offers RN to BSN program
 Master of Nursing: A licensure preparing program taught at the master's level

SCHOOL	LOCATION	PRACTICAL	PROFESSIONAL	
			ASSOCIATE DEGREE (available tracks)	BACHELOR/HIGHER DEGREE (available tracks)
MN State University, Mankato	Mankato			X, RN-BSN*
MN State University, Moorhead	Moorhead			X, RN-BSN*
MN West Comm/Tech College	Worthington, Pipestone, Granite Falls	X	LPN	
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	
Rasmussen University	Bloomington, Mankato			X, RN-BSN*
Rasmussen University – Bloomington	Bloomington, Brooklyn Park, Lake Elmo		X	
Rasmussen University – Eagan	Eagan	X		
Rasmussen University – Mankato	Mankato	X	X	
Rasmussen University – Moorhead	Moorhead	X	X	
Rasmussen University – 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	
Saint Mary's University of Minnesota	Winona			X, RN-BSN*
Saint Paul College	St Paul	X		
South Central College	North Mankato/Faribault	X	X	
St Catherine University	St Paul			X, RN-BSN*
St Catherine University	St Paul			Master of Nursing
St Cloud State University	St Cloud			X, RN-BSN
St Cloud Tech/Comm College	St Cloud	X	LPN	
St Olaf College	Northfield			X
University of Minnesota	Minneapolis/Rochester			X
University of Minnesota	Minneapolis			Master of Nursing
University of Northwestern- St. Paul	St. Paul			X
University of St. Thomas	Minneapolis			X, Master of Nursing
Winona State University	Winona/Rochester			X, RN-BSN*

Key

X: Generic program, grants advanced standing to LPNs

LPN: Mobility programs for LPNs only

PB: Accepts those who obtained a baccalaureate in another field

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

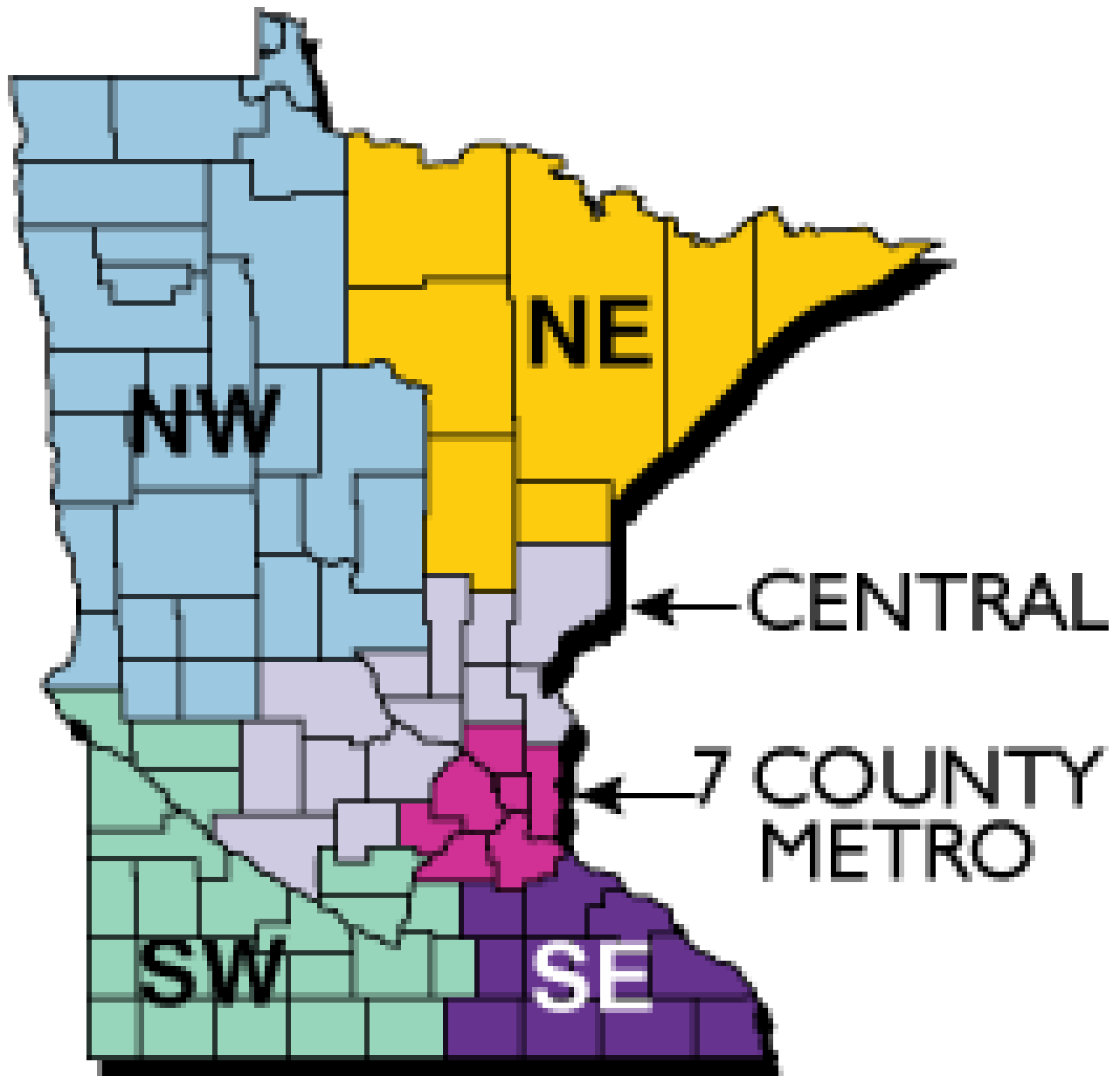
LPN-BSN: Offers professional nursing tracks for LPNs

RN-BSN: Offers RN to BSN program

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

Appendix A2

Minnesota Department of Employment and Economic Development (DEED) Regional Map



Appendix B

Faculty Teaching in Practical and Professional Minnesota Nursing Programs

Table 1. Faculty Teaching in Minnesota Nursing Programs.

Faculty teaching in:	Number of faculty				
	2019	2020	2021	2022	2023
All Nursing Programs	1,248	1,329	1,196	1,231	1,222
Associate Degree	473 (37.9%)	498 (37.5%)	422 (35.3%)	431 (35%)	412 (33.7%)
Baccalaureate	503 (40.3%)	542 (40.8%)	530 (44.3%)	569 (46.2%)	552 (45.2%)
Masters Entry	50 (4%)	41 (3.2%)	49 (4.1%)	54 (4.4%)	66 (5.4%)
Practical Nursing	222 (17.8%)	222 (18.7%)	195 (16.3%)	177 (14.4%)	192 (15.7%)

Table 2. Unduplicated Practical and Professional Programs Faculty Count: Faculty Credentials.

Faculty Credential (N) designates a major in Nursing	Highest degree earned					Highest nursing degree earned				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Post Doctorate Certificate	1	1	2	1	1	-	-	-	-	-
APRN Post Master's	6	9	5	11	4	6	8	4	8	4
PhD (N)	73	77	62	64	68	74	78	63	65	69
Doctorate (N)	112	159	160	164	191	112	159	161	164	191
Doctorate	40	31	33	31	29	-	-	-	-	-
Masters (N)	570	559	549	550	533	600	589	583	584	560
Masters	29	20	23	16	17	-	-	-	-	-
Baccalaureate (N)	223	207	214	235	226	253	229	237	251	245
Baccalaureate	-	-	-	-	1	-	-	-	-	-
Associate Degree (N)	-	-	-	1	5	-	-	-	1	3
Total number of faculty	1054*	1063	1048	1073	1072	1045*	1063	1048	1073	1072

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

Appendix B (cont'd)

Faculty Teaching in Practical and Professional Minnesota Nursing Programs

Table 3. Faculty Employment Status.

	Faculty teaching:				Total number of faculty
	Full time in program	Part time in program	Full time at college	Part time at college	
2019	412 (33%)	836 (67%)	667 (53.5%)	581 (46.6%)	1,248
2020	402 (30.3%)	927 (69.8%)	748 (56.3%)	581 (43.7%)	1,329
2021	402 (33.6%)	794 (66.4%)	650 (54.4%)	546 (45.7%)	1,196
2022	436 (35.4%)	795 (64.6%)	646 (52.5%)	585 (47.5%)	1,231
2023	425 (34.8%)	797 (65.2%)	645 (52.8%)	577 (47.2%)	1,222

Table 4. Unduplicated Count: Faculty Employment Status.

	Faculty teaching:				Total number of faculty
	Full time in program	Part time in program	Full time at college	Part time at college	
2019	398 (37.8%)	656 (62.2%)	561 (53.2%)	493 (46.8%)	1,054
2020	395 (37.2%)	668 (62.8%)	597 (56.2%)	466 (43.8%)	1,063
2021	395 (37.7%)	653 (62.3%)	555 (53.0%)	493 (47.0%)	1,048
2022	426 (39.7%)	647 (60.3%)	560 (52.2%)	513 (47.8%)	1,073
2023	418 (38.9%)	654 (61.0%)	560 (52.2%)	512 (47.8%)	1,072



Appendix C

Number of Faculty in Minnesota Practical and Professional Nursing Programs

Program Name	2019	2020	2021	2022	2023
Associate Degree Professional Nursing Programs	473	498	422	431	413
Alexandria Technical and Community College	4	5	5	5	4
Anoka-Ramsey Community College	33	31	35	26	29
Central Lakes College	11	12	12	10	11
Century Community College	18	20	20	18	20
Fond du Lac Tribal and Community College	6	7	6	6	4
Inver Hills Community College	19	20	21	21	22
Lake Superior College	23	20	23	25	22
Minneapolis Community and Technical College	17	19	18	16	14
Minnesota North College (formerly Hibbing)	14	16	14	14	11
Minnesota State College – Southeast	-	1	3	11	13
Minnesota State Community and Technical College	11	11	12	10	11
Minnesota West Community and Technical College	12	10	8	5	7
Normandale Community College	22	22	18	16	15
North Hennepin Community College	19	17	18	16	18
Northland Community and Technical College	7	7	6	6	6
Northwest Technical College-Bemidji	8	9	9	10	10
Pine Technical and Community College	5	5	6	5	6
Rasmussen College – Blaine**	27	-	-	-	-
Rasmussen University - Bloomington	63	90	48	67	46
Rasmussen University - Mankato	30	31	16	29	18
Rasmussen University - Moorhead	23	37	21	19	24
Rasmussen University – St. Cloud	26	31	22	19	20
Ridgewater College	17	18	17	17	15
Riverland Community College	6	6	7	9	11
Rochester Community and Technical College	29	30	33	27	29
South Central College	18	18	19	19	18
St Cloud Technical and Community College	5	5	5	5	9
Baccalaureate Nursing Programs	503	542	530	569	552
Bemidji State University	13	13	14	14	9
Bethany Lutheran College	6	5	5	5	4
Bethel University	30	44	40	36	39
College of St. Benedict/St. John's University	22	19	21	23	23
College of St. Scholastica	37	38	37	43	40
Concordia College Moorhead	9	12	9	8	10
Concordia University St. Paul	9	7	20	39	41
Crown College	6	5	7	7	8
Gustavus Adolphus College	14	16	16	17	13
Herzing University	23	22	48	50	63
Metropolitan State University	42	37	39	34	22
Minnesota State University, Mankato	42	44	41	44	46
Minnesota State University, Moorhead	-	5	11	12	13

Program Name	2019	2020	2021	2022	2023
Presentation College, Fairmont Campus**	8	-	-	-	-
Rasmussen University Baccalaureate Program	43	72	26	43	37
Saint Mary's University of Minnesota*	-	-	1	1	5
St Catherine University	56	62	62	68	63
St Cloud State University	34	27	26	22	22
St. Olaf College	5	5	6	6	6
University of Minnesota	32	30	24	24	23
University of Northwestern – St Paul	41	34	43	32	29
University of St. Thomas*	-	-	1	6	2
Winona State University	31	45	33	35	34
Entry Level Master of Nursing Programs	50	41	49	54	66
Metropolitan State University	18	12	17	13	13
St. Catherine University	22	20	22	26	25
University of Minnesota	10	9	9	8	12
University of St. Thomas*	-	-	1	7	16
Practical Nursing Programs	222	248	195	177	191
Alexandria Technical and Community College	7	8	8	9	7
Anoka Technical College	7	8	8	7	11
Central Lakes College	5	4	4	4	3
Dakota County Technical College	7	4	5	6	8
Fond du Lac Tribal and Community College**	2	-	-	-	-
Hennepin Technical College	6	11	10	11	9
Lake Superior College	10	8	9	8	12
Mesabi Range Community and Technical College***	4	4	6	-	-
Minnesota North College (formerly Itasca)	5	5	5	9	8
Minnesota State College-Southeast Technical	8	8	9	6	3
Minnesota State Community and Technical College	6	8	9	6	9
Minnesota West Community and Technical College	14	10	6	5	5
Northland Community and Technical College	12	13	10	10	10
Northwest Technical College-Bemidji	3	4	4	6	4
Pine Technical and Community College	6	7	4	5	7
Rasmussen University – Brooklyn Park **	9	21	12	-	-
Rasmussen University - Eagan	12	19	10	8	14
Rasmussen University - Mankato	10	15	13	9	7
Rasmussen University - Moorhead	17	15	8	9	9
Rasmussen University – St. Cloud	10	15	10	9	8
Ridgewater College	12	13	10	9	9
Riverland Community College	8	8	4	7	6
Rochester Community and Technical College	8	8	6	6	6
Saint Paul College	14	11	4	11	9
South Central College	10	9	12	8	11
St Cloud Technical and Community College	10	12	9	9	16
Total	1,248	1,329	1,196	1,231	1,222

* new program; **closed program; ***In 2022, Mesabi Range College closed as a separate program and merged with Minnesota North College



Appendix D1

Number of Minnesota Program Graduates
Preparing for Practical Nurse Licensure for
Fiscal Years 2018-2023

Practical Nursing Program	2018	2019	2020	2021	2022	2023
Alexandria Technical and Community College	48	47	54	67	55	64
Anoka Technical College	74	61	65	42	47	33
Central Lakes College	24	35	22	24	17	10
Dakota County Technical College	61	60	55	46	48	44
Fond du Lac Tribal & Community College*	10	9	-	-	-	-
Hennepin Technical College	63	39	41	55	45	35
Lake Superior College	24	23	31	21	11	15
Mesabi Range Community & Technical College**	33	28	27	27	-	-
Minnesota North College (formerly Itasca)	21	26	25	26	25	31
MN State College-SE Technical	42	42	47	34	41	8
MN State Community & Technical College	56	58	44	56	55	36
MN West Community & Technical College	37	48	46	32	14	25
Northland Community & Technical College	122	125	104	112	111	75
Northwest Technical College, Bemidji	12	16	10	10	10	13
Pine Technical College	33	37	38	53	32	30
Rasmussen University – Brooklyn Park/Maple Grove*	47	48	38	32	-	-
Rasmussen University - Eagan	55	48	42	29	27	61
Rasmussen University - Mankato	26	28	33	33	28	19
Rasmussen University - Moorhead	29	53	40	31	29	21
Rasmussen University – St. Cloud	34	30	22	9	13	7
Ridgewater College	24	23	25	36	16	16
Riverland Community College	21	28	43	53	39	40
Rochester Community & Technical College	34	26	39	26	27	21
Saint Paul College	106	61	64	67	16	63
South Central College	11	2	19	16	26	16
St Cloud Technical & Community College	99	100	93	80	76	67
Total	1,146	1,101	1,067	1,017	808	750

*Closed Program

**In 2022, Mesabi Range College closed as a separate program and merged with Minnesota North College



Appendix D2

Number of Minnesota Associate Degree
Program Graduates Preparing for
Registered Nurse Licensure for Fiscal Years 2018-2023

Associate Degree Nursing Program	2018	2019	2020	2021	2022	2023
Alexandria Technical and Community College	29	25	31	17	25	26
Anoka-Ramsey Community College	163	178	192	149	146	100
Central Lakes College	76	61	67	75	97	81
Century Community College	102	126	118	113	97	91
Fond du Lac Tribal & Community College	38	23	22	22	27	11
Inver Hills Community College	83	85	80	91	92	83
Lake Superior College	122	112	102	111	101	104
Minneapolis Community & Technical College	81	67	85	90	95	94
Minnesota North College (<i>formerly Hibbing</i>)	61	75	68	50	47	72
MN State College-Southeast Technical*	66	-	-	-	-	-
MN State College Southeast (<i>new</i>)**	-	-	-	0	0	30
MN State Community & Technical College	105	80	68	76	84	54
MN West Community & Technical College	59	69	73	56	21	13
Normandale Community College	87	79	81	82	60	64
North Hennepin Community College	117	93	93	94	57	52
Northland Community & Technical College	75	67	78	65	65	62
Northwest Technical College – Bemidji	55	44	48	81	74	69
Pine Technical College	27	22	40	29	28	42
Rasmussen University – Blaine*	106	201	-	-	-	-
Rasmussen University - Bloomington	225	292	381	452	597	513
Rasmussen University - Mankato	97	86	105	102	106	106
Rasmussen University - Moorhead	59	95	138	105	120	100
Rasmussen University – St. Cloud	99	129	112	120	152	92
Ridgewater College	75	89	43	84	78	80
Riverland Community College	35	0	36	28	28	54
Rochester Community & Technical College	113	121	114	112	110	108
South Central College	40	39	62	53	56	49
St Cloud Technical & Community College	50	50	49	50	50	49
Total	2,245	2,308	2,286	2,307	2,413	2,199
Grand Total (All Minnesota program graduates preparing for registered nurse licensure)	3,487	3,651	3,743	3,883	3,929	3,936

*Closed Program

**New Program



Appendix D3

Number of Minnesota Baccalaureate and
Higher Degree Program Graduates Preparing for
Registered Nurse Licensure for Fiscal Years 2018-2023

Baccalaureate & Higher Degree Nursing Program	2018	2019	2020	2021	2022	2023
Bemidji State University	62	48	49	43	37	46
Bethany Lutheran College	-	4	3	3	2	3
Bethel University	77	65	68	77	57	79
College of St. Benedict/St. John’s University	51	50	59	53	55	68
College of St. Scholastica	171	185	164	182	181	224
Concordia College	33	38	37	39	37	31
Concordia University	4	13	31	32	17	51
Crown College	20	12	16	8	11	13
Gustavus Adolphus College	30	28	32	30	29	31
Herzing University	18	17	63	98	104	118
Metropolitan State University, Baccalaureate	31	25	31	32	32	87
Metropolitan State University, Master	30	27	21	28	30	29
Minnesota State University, Mankato	76	82	74	94	95	106
Minnesota State University, Moorhead**	-	-	-	0	0	49
Presentation College*	11	11	-	-	-	-
Rasmussen University	32	127	148	113	126	122
Saint Mary’s University of Minnesota**	-	-	-	0	0	0
St Catherine University, Baccalaureate	70	86	89	122	105	115
St. Catherine University, Master	43	44	54	46	62	63
St Cloud State University	74	71	84	81	73	74
St. Olaf College	18	20	24	24	24	24
University of Minnesota, Baccalaureate	126	123	121	174	134	134
University of Minnesota, Master	62	63	62	62	67	57
University of Northwestern – St Paul	45	62	65	75	81	54
University of St. Thomas, Baccalaureate**	-	-	-	0	0	0
University of St. Thomas, Master**	-	-	-	0	0	0
Winona State University	158	142	162	160	157	159
Total	1,242	1,343	1,457	1,576	1,516	1,737
Grand Total (All Minnesota program graduates preparing for registered nurse licensure.)	3,487	3,651	3,743	3,883	3,929	3,936

*Closed program

**New Program



Appendix E

Number of Advanced Standing Credits
Granted to Licensed Practical Nurses by
Professional Associate Degree Nursing Programs in FY2023

Associate Degree Nursing Program	# of LPN admitted	Total # of nursing credits required for graduation	Number of Advanced Standing Credits Granted
Alexandria Technical & Community College	36	26	8
Anoka-Ramsey Community College	8	30	5
Central Lakes College	18	25	8
Century Community College	4	35	5
Fond du Lac Tribal & Community College	7	35	8
Inver Hills Community College	6	35	5
Lake Superior College	17	25	8
Minneapolis Community & Technical College	6	37	5
Minnesota North College	44	21	13
Minnesota State College Southeast*	17	29	5
Minnesota State Community & Technical College	25	34	11
Minnesota West Community & Technical College	30	28	6
Normandale Community College	7	35	5
North Hennepin Community College	0	35	5
Northland Community & Technical College	67	34	13
Northwest Technical College-Bemidji	60	34	6
Pine Technical College	36	28	6
Rasmussen University - Bloomington**	152	60	12
Rasmussen University - Mankato**	35	60	12
Rasmussen University – Moorhead**	38	60	12
Rasmussen University – St. Cloud**	36	60	12
Ridgewater College	6	35	5
Riverland Community College	9	30	5
Rochester Community & Technical College	20	34	6
South Central College	8	32	4
St. Cloud Technical & Community College	50	24	9
Total Number of LPNs Admitted:	742		

*New program

** Quarter credits



Appendix F

Self-Report of Ethnicity for
First-time Candidates from Minnesota Approved
Nursing Programs for 2018-2023

Ethnicity	2018		2019		2020		2021		2022		2023	
	PN	RN	PN	RN	PN	RN	PN	RN	PN	RN	PN	RN
No Answer	4.9% 55	4.4% 160	5% 55	6.3% 232	3.9% 41	4.7% 177	3.2% 31	5.4% 208	2.4% 20	4.3% 172	5.0% 37	3.9% 145
African American	14.6% 162	7.1% 257	14.4% 158	9.8% 363	17.9% 186	10.4% 394	17.9% 176	11.2% 431	22.8% 190	14.2% 573	22.3% 167	15.1% 566
Native American	0.5% 6	0.6% 21	1.1% 12	0.7% 25	1.2% 12	0.5% 20	1% 10	0.6% 24	1.2% 10	0.5% 19	0.8% 6	0.6% 22
Asian Indian	0.2% 2	0.4% 14	0.1% 1	0.2% 6	0.1% 1	0.3% 10	0.1% 1	0.3% 12	0.1% 1	0.4% 15	0.4% 3	0.3% 12
Asian Other	4.2% 47	4.2% 151	2.8% 31	4.1% 152	2.6% 27	4.5% 170	3.5% 34	4.5% 172	3.0% 25	5.4% 217	4.3% 32	5.6% 210
Hispanic	3.1% 34	1.9% 72	3.2% 35	2.4% 89	4.2% 43	3.2% 120	5.1% 50	3.2% 121	3.8% 32	3.1% 124	4.0% 30	3.7% 139
Pacific Islander	0.1% 1	0.1% 2	0.2% 2	0.2% 7	0% 0	0.3% 10	0% 0	0.2% 6	0.6% 5	0.1% 4	0.1% 1	0.1% 2
White	67.9% 754	78.3% 2,828	68.9% 759	73.4% 2,710	65.4% 678	72.2% 2,729	65.9% 649	71.5% 2,742	63.2% 526	68.8% 2,772	58.3% 436	66.7% 2,506
Other	4.5% 50	2.9% 107	4.4% 48	2.9% 107	4.7% 49	4.0% 152	3.4% 33	3.1% 118	2.9% 24	3.3% 133	4.8% 36	4.1% 155
Total Diversity	27.2% 302	17.3% 624	26.1% 287	20.3% 749	30.7% 318	23.2% 876	30.9% 304	23.1% 884	34.5% 287	26.9% 1,085	36.8% 275	29.4% 1,106
Total Candidates	1,111	3,612	1,101	3,691	1,037	3,782	984	3,834	833	4,029	748	3,757

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



BOARD OF NURSING

Appendix G1

Number and First-time Success Rate of
NCLEX-PN® Candidates Educated in
Minnesota Practical Nursing Programs 2020 – 2023

Minnesota Practical Nursing Programs	2020		2021		2022		2023	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alexandria Technical & Community College	54	94.44	66	89.39	59	89.83	62	93.55
Anoka Technical College	63	88.89	44	75.00	45	84.44	34	94.12
Central Lakes College	21	80.95	20	90.00	16	81.25	11	100
Dakota County Technical College	55	94.55	45	75.56	48	68.75	45	77.78
Fond du Lac Tribal & Community College*	3	33.33	2	50.00	-	-	-	-
Hennepin Technical College	39	89.74	54	75.93	43	60.47	36	66.67
Lake Superior College	26	76.92	20	95.00	11	100	16	100
Mesabi Range Community & Technical College**	24	87.50	24	83.33	25	80.00	-	-
Minnesota North College**	26	96.15	26	88.46	26	100	31	96.77
Minnesota State College-Southeast	45	68.89	43	90.70	40	90.00	14	100
Minnesota State Community & Technical College	43	93.02	54	79.63	42	78.57	37	70.27
MN West Community & Technical College	46	89.13	32	100	14	100	25	100
Northland Community & Technical College	107	91.59	105	90.48	102	91.18	77	89.61
Northwest Technical College, Bemidji	10	90.00	10	100	10	80.00	12	100
Pine Technical & Community College	36	97.22	53	92.45	30	93.33	29	100
Rasmussen University – Brooklyn Park*	30	60.00	28	60.71	41	41.46	1	0.00
Rasmussen University – Eagan	36	80.56	25	72.00	27	88.89	66	65.15
Rasmussen University – Mankato	26	88.46	27	88.89	26	92.31	17	88.24
Rasmussen University – Moorhead	39	76.92	32	71.88	24	70.83	20	65.00
Rasmussen University – St. Cloud	20	85.00	7	71.43	10	80.00	8	75.00
Ridgewater College	25	80.00	34	61.76	16	62.50	15	80.00
Riverland Community College	43	79.07	52	73.08	31	83.87	37	83.78
Rochester Community & Technical College	39	97.44	24	100	26	92.31	20	85.00
Saint Paul College	69	66.67	65	90.77	17	52.94	54	70.37
South Central College	17	88.24	19	89.47	26	84.62	13	100
St. Cloud Technical & Community College	95	85.26	73	82.19	78	78.21	67	86.57
All MN PN Program Candidates	1,037	85.15	984	83.54	833	80.91	750	83.73
All US Jurisdiction PN Candidates	45,656	83.09	46,353	79.60	47,631	79.93	47,553	86.67

* Closed Program

**In 2022, five colleges merged to become Minnesota North College. Itasca Community College’s name changed to Minnesota North College and Mesabi Range College closed as a separate program but maintains a campus under Minnesota North College.



Appendix G2

Number and First-time Success Rate of
NCLEX-RN® Candidates Educated in
Minnesota Associate Degree Nursing Programs 2020 – 2023

Minnesota Associate Degree Nursing Programs	2020		2021		2022		2023	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alexandria Technical & Community College	31	80.65	17	94.12	24	91.67	27	96.30
Anoka-Ramsey Community College	163	85.28	149	79.19	145	82.76	94	96.81
Central Lakes College	65	92.31	76	92.11	83	73.49	87	89.66
Century Community College	118	79.66	106	84.91	99	77.78	91	91.21
Fond du Lac Tribal & Community College	23	47.83	23	56.52	28	42.86	11	90.91
Inver Hills Community College	81	86.42	93	88.17	89	74.16	80	80.00
Lake Superior College	103	92.23	110	76.36	102	85.29	106	89.62
Minneapolis Community & Technical College	86	90.70	91	78.02	96	82.29	94	93.62
Minnesota North College***	68	82.35	49	89.80	49	87.76	69	92.75
MN State College-Southeast**	-	-	-	-	-	-	31	90.32
MN State Community & Technical College	68	91.18	75	84.00	86	88.37	73	80.82
MN West Community & Technical College	76	69.74	54	46.30	27	85.19	17	76.47
Normandale Community College	80	92.50	79	96.20	60	96.67	65	93.85
North Hennepin Community College	48	87.50	71	85.92	57	82.46	52	82.69
Northland Community & Technical College	78	92.31	66	83.33	70	81.43	68	94.12
Northwest Technical College – Bemidji	48	83.33	77	81.82	75	84.00	69	86.96
Pine Technical & Community College	38	78.95	31	90.32	28	96.43	38	89.47
Rasmussen University – Blaine*	23	21.74	1	0.00	-	-	-	-
Rasmussen University – Bloomington	412	64.56	446	69.73	637	58.40	402	63.68
Rasmussen University – Mankato	101	88.12	93	79.57	124	65.32	94	79.79
Rasmussen University – Moorhead	127	74.02	105	77.14	117	43.59	89	55.06
Rasmussen University – St. Cloud	117	82.91	121	75.21	154	64.29	69	63.77
Ridgewater College	83	77.11	92	75.00	73	79.45	88	90.91
Riverland Community College	33	84.85	30	76.67	28	92.86	56	96.43
Rochester Community & Technical College	113	97.35	112	87.50	119	89.08	108	90.74
South Central College	51	76.47	57	71.93	44	70.45	47	87.23
St. Cloud Technical & Community College	50	82.00	48	83.33	45	95.56	42	92.86
MN Program Associate Degree Candidates	2,284	80.30	2,272	78.65	2,459	72.59	2,067	82.10
All US Jurisdiction Associate Degree Candidates	86,508	82.81	88,336	78.78	85,720	77.91	83,394	87.75
All MN RN Program Candidates	3,782	83.81	3,832	82.02	4,027	75.54	3,756	85.68
All US Jurisdiction RN Candidates****	177,393	86.58	182,653	82.54	187,973	79.91	186,374	88.56

* Closed Program

**New Program

***In 2022, Hibbing Community College became Minnesota North College

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



Appendix G3

Number and First-time Success Rate of
NCLEX-RN® Candidates Educated in

Minnesota Baccalaureate and Higher Degree Nursing Programs 2020 – 2023

Minnesota Baccalaureate and Higher Degree Nursing Programs	2020		2021		2022		2023	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bemidji State University	50	94.00	41	80.49	37	91.89	45	100
Bethany Lutheran College	3	100	3	100	2	100	3	100
Bethel University	68	97.06	93	93.55	80	86.25	85	100
College of St. Benedict/St. John’s University	60	90.00	53	94.34	55	74.55	68	92.65
College of St. Scholastica	161	89.44	164	80.49	223	73.99	198	82.83
Concordia College	38	97.37	39	97.44	39	89.74	32	90.63
Concordia University – St. Paul	47	70.21	16	93.75	15	93.33	62	90.32
Crown College	16	75.00	8	100	11	100	13	84.62
Gustavus Adolphus	32	62.50	27	88.89	29	65.52	32	96.88
Herzing University	69	82.61	88	77.27	96	66.67	137	85.40
Metropolitan State University, Baccalaureate	23	69.57	30	83.33	23	73.91	28	89.29
Metropolitan State University, Master	21	90.48	31	96.77	27	88.89	32	87.50
Minnesota State University, Mankato	74	91.89	93	78.49	94	72.34	108	82.41
Minnesota State University, Moorhead**	-	-	-	-	26	50.00	44	77.27
Presentation College*	9	33.33	1	0.00	-	-	-	-
Rasmussen University	148	87.16	123	91.87	119	88.24	130	93.08
St. Catherine University, Baccalaureate	89	85.39	118	77.97	110	68.18	114	87.72
St. Catherine University, Master	53	96.23	46	95.65	62	80.65	62	96.77
St. Cloud State University	84	95.24	80	90.00	71	97.18	73	94.52
St. Olaf College	22	90.91	24	75.00	22	95.45	22	100
University of Minnesota, Baccalaureate	120	89.17	177	85.31	134	85.07	135	94.81
University of Minnesota, Master	61	95.08	62	93.55	66	96.97	59	88.14
University of Northwestern – St. Paul	73	94.52	81	91.36	72	88.89	43	100
Winona State University	163	95.09	162	91.36	155	76.77	165	89.09
MN Program Baccalaureate and Higher Degree Candidates	1,498	89.21	1,560	86.92	1,568	80.17	1,689	90.05
All US Jurisdiction Baccalaureate and Higher Degree Candidates	88,644	90.28	94,317	86.07	98,944	82.32	99,324	90.17
All MN RN Program Candidates	3,782	83.81	3,832	82.02	4,027	75.54	3,756	85.68
All US Jurisdiction RN Candidates***	177,393	86.58	182,653	82.54	187,973	79.91	186,374	88.56

* Closed Program

**New Program

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



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Appendix H

Minnesota Advanced Practice Nursing Programs

SCHOOL	LOCATION	PROGRAM TRACK			
		CNM	CNP	CNS	CRNA
Augsburg University	Minneapolis, Rochester		X (DNP)		
Bethel University	Arden Hills	X (MSN)			
Capella University <i>(new program 2023)</i>	Minneapolis		X (MSN)		
College of St. Benedict <i>(new program 2021)</i>	St. Joseph		X (DNP)		
College of St. Scholastica	Duluth, Sartell		X (DNP)		
Mayo Clinic School of Health Sciences	Rochester				X (DNP)
Metropolitan State University	St. Paul		X (DNP)		
Minneapolis School of Anesthesia	St. Louis Park				X (DNP)
Minnesota State University, Mankato	Mankato		X (DNP)		
Rasmussen University <i>(new program 2021)</i>	Bloomington		X (MSN)		
St. Catherine University	St. Paul		X (DNP)		
Saint Mary's University of Minnesota	Minneapolis				X (DNP)
University of Minnesota	Minneapolis, Rochester	X (DNP)	X (DNP)	X (DNP)	X (DNP)
Walden University	Minneapolis		X (MSN)		
Winona State University	Rochester		X (DNP)	X (DNP)	

Appendix I

Faculty Teaching in Minnesota Advanced Practice Nursing Programs

Table 6. Number of Faculty in Minnesota Advanced Practice Nursing Programs

Program Name	2019	2020	2021	2022	2023
Augsburg University Family Nurse Practitioner Program (DNP)	19	14	16	10	10
Bethel University Nurse Midwifery Program (MSN)	10	9	7	13	9
Capella University* Nurse Practitioner Program (MSN)	-	-	-	-	7
College of St. Benedict Family Nurse Practitioner Program (DNP)	-	-	4	5	7
College of St. Scholastica Nurse Practitioner Program (DNP)	29	26	29	24	20
Mayo Clinic College of Medicine Nurse Anesthesia Practice Program (DNP)	18	16	17	19	18
Metropolitan State University Family Nurse Practitioner Program (DNP)	20	26	28	21	19
Minneapolis School of Anesthesia Nurse Anesthesia Program (DNP)	6	7	12	14	9
Minnesota State University, Mankato Family Nurse Practitioner Program (DNP)	8	10	12	12	12
Rasmussen University Nurse Practitioner Specialization Program (MSN)	-	-	1	5	9
Saint Mary's University of Minnesota Nurse Anesthesiology Program (DNP)	18	15	17	15	11
St. Catherine University Nurse Practitioner Program (DNP)	21	15	12	21	17
University of Minnesota Doctor of Nursing Practice Programs	41	45	44	47	44
Walden University Nurse Practitioner Programs (MSN & DNP)	157	254	278	319	288
Winona State University Nurse Practitioner and Clinical Nurse Specialist Programs (DNP)	18	20	22	20	27
Total Number of Faculty	365	457	499	545	507

*New program

Appendix I (cont'd)

Faculty Teaching in Minnesota Advanced Practice Nursing Programs

Table 7. Advanced Practice Program Faculty Employment Status

Faculty teaching in:	Number of faculty				
	2019	2020	2021	2022	2023
Total Advanced Practice Nursing Program Faculty	365	457	499	545	507
Full-Time Faculty Exclusive to APRN Program	91 (24.9%)	108 (23.6%)	127 (25.5%)	124 (22.8%)	126 (24.9%)
Full-Time Faculty Shared with another nursing program	36 (9.8%)	41 (8.9%)	38 (7.6%)	43 (7.9%)	37 (7.3%)
Part-Time Faculty Exclusive to APRN Program	233 (63.8%)	303 (66.3%)	322 (64.5%)	366 (67.2%)	333 (65.7%)
Part-Time Faculty Shared with another nursing program	5 (1.4%)	5 (1.1%)	12 (2.4%)	12 (2.2%)	11 (2.2%)

Table 8. Unduplicated Advanced Practice Programs Faculty Count: Faculty Credentials

Faculty Credential (N) designates a major in Nursing	Highest Academic Credential Earned				Highest APRN Credential Earned			
	2020	2021	2022	2023	2020	2021	2022	2023
Baccalaureate	1	1	1	1	0	0	0	0
Baccalaureate (N)	0	0	0	0	0	0	0	0
Masters	0	0	0	2	0	0	0	0
Masters (N)	3	2	4	3	0	0	0	0
Doctorate	79	96	102	81	0	0	0	0
Doctorate (N)	96	129	159	206	1	1	0	0
PHD (N)	68	56	50	51	5	0	0	0
APRN Post Graduate Certificate – Nurse Anesthesia	0	0	0	0	0	0	0	0
Masters in Nurse Anesthesia	10	17	7	4	12	13	13	11
Doctorate in Nurse Anesthesia	19	13	16	13	19	18	16	13
Masters in Nurse Midwifery	2	3	7	3	8	11	18	14
Doctorate in Nursing – Nurse Midwifery	0	2	0	0	0	1	0	0
Masters in Nursing – CNS Role	0	0	1	0	2	8	6	8
Doctorate in Nursing Practice – CNS Role	0	2	2	1	0	2	3	1
Masters in Nursing – NP Role	55	68	78	67	128	155	192	217
Doctorate in Nursing Practice – NP Role	113	86	94	60	113	87	87	61
Post Masters Certificate – NP Role	8	12	13	7	48	70	72	53
Post Masters Certificate – Nurse Midwifery	0	0	0	0	1	1	0	1
Post Masters Certificate – CNS	0	0	0	0	4	2	0	0
Post-Doctoral Certificate – Nursing	1	3	1	0	3	1	0	8
Total Number of Faculty	455	490	535	499	344*	370*	407*	387*

*Not all faculty hold advanced practice credentials



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Appendix J

Number of Students Admitted and Completing Program by Track 2021-2023

Advanced Practice Program Tracks	2021		2022		2023	
	# students admitted to program track	# students completing program track	# students admitted to program track	# students completing program track	# students admitted to program track	# students completing program track
Augsburg University						
Family Nurse Practitioner	14	17	14	20	14	13
Bethel University						
Nurse Midwifery	26	23	21	23	21	17
College of St. Benedict (new program)						
Family Nurse Practitioner	-	-	24	0	33	0
College of St. Scholastica						
Adult/Gerontology Acute Care Nurse Practitioner	13	0	17	11	10	4
Adult/Gerontology Primary Care Nurse Practitioner	0	7	0	6	0	4
Family Nurse Practitioner	26	26	20	39	24	21
Psych/Mental Health Doctor of Nursing Practice	8	6	7	14	6	11
Mayo Clinic College of Medicine						
Nurse Anesthesia	26	26	28	26	30	26
Post-Graduate Degree (unspecified)	0	0	2	1	0	0
Metropolitan State University						
Family Nurse Practitioner	12	15	9	15	9	15
Minneapolis School of Anesthesia						
Nurse Anesthesia (MSN - Saint Mary's University)	0	31	-	-	-	-
Nurse Anesthesia (MSN – Metropolitan State University)	27	0	0	32	0	26
Nurse Anesthesia (DNP – Metropolitan State University)	12	0	18	0	26	0
Minnesota State University, Mankato						
Family Nurse Practitioner (DNP)	13	0	13	14	14	14
Family Nurse Practitioner (MSN)	0	16	0	2	0	0
Rasmussen University (new program)						
Adult/Gerontology Primary Care Nurse Practitioner	-	-	-	-	2	0
Family Nurse Practitioner	-	-	-	-	5	0
Psych/Mental Health Nurse Practitioner	-	-	7	0	14	0
Post-Graduate Psych/Mental Health Nurse Practitioner	-	-	-	-	-	-
St. Catherine University						
Adult/Gerontology Primary Care Nurse Practitioner	30	22	17	25	14	17
Pediatric Nurse Practitioner	8	13	8	9	7	7
Post Master's Psych/Mental Health Nurse Practitioner	-	-	4	0	3	0
Saint Mary's University						
Nurse Anesthesia Master's Program	32	35	0	32	0	14
Nurse Anesthesia Doctorate Program	-	-	21	0	35	0

University of Minnesota						
Adult/Gerontology Clinical Nurse Specialist	0	2	3	11	4	11
Adult/Gerontology Primary Care Nurse Practitioner	13	15	13	37	9	37
Family Nurse Practitioner	17	18	14	49	16	49
Nurse Anesthesia	14	12	15	44	16	44
Nurse Midwifery	10	9	11	33	9	32
Pediatric Clinical Nurse Specialist	0	0	2	5	0	5
Pediatric Primary Care Nurse Practitioner	6	13	4	18	9	18
Psych/Mental Health Doctor of Nursing Practice	12	11	8	39	12	39
Women's Health Nurse Practitioner	8	15	9	30	11	30
Walden University						
Adult/Gerontology Acute Care Nurse Practitioner (DNP)	-	-	-	-	29	1
Adult/Gerontology Acute Care Nurse Practitioner (MSN)	819	481	469	496	418	397
Adult/Gerontology Primary Care Nurse Practitioner (DNP)	-	-	-	-	8	0
Adult/Gerontology Primary Care Nurse Practitioner (MSN)	372	272	247	288	235	233
Family Nurse Practitioner (DNP)	-	-	-	-	67	0
Family Nurse Practitioner (MSN)	1,731	1,241	1,284	1,310	1,328	1,041
Pediatric Nurse Practitioner (DNP)	-	-	-	-	7	0
Pediatric Nurse Practitioner (MSN)	35	0	63	0	34	6
Psych/Mental Health Nurse Practitioner (DNP)	-	-	-	-	121	0
Psych/Mental Health Nurse Practitioner (MSN)	2,681	1,194	2,084	1,489	2,140	1,841
Post Masters Certificate Adult/Gerontology Acute Care Nurse Practitioner	18	0	78	15	82	25
Post Masters Certificate Adult/Gerontology Primary Care Nurse Practitioner	12	0	47	5	54	4
Post Masters Certificate Family Nurse Practitioner	34	1	102	11	169	25
Post Masters Certificate Pediatric Nurse Practitioner	-	-	1	0	6	0
Post Masters Certificate Psych/Mental Health Nurse Practitioner	75	5	564	44	739	125
Winona State University						
Adult/Gerontology Acute Care Nurse Practitioner	23	9	15	21	9	18
Adult/Gerontology Clinical Nurse Specialist	9	6	7	11	4	8
Family Nurse Practitioner	30	15	27	25	25	22
Psych/Mental Health Nurse Practitioner	20	7	15	7	6	9
Adult Gerontology Acute Care Nurse Practitioner*	873	490	579	543	548	445
Adult Gerontology Primary Care Nurse Practitioner*	427	316	324	361	322	295
Family Nurse Practitioner	1,877	1,349	1,507	1,485	1,704	1,200
Pediatric Nurse Practitioner	49	26	76	27	63	31
Psych/Mental Health Nurse Practitioner	2,796	1,223	2,689	1,593	3,042	2,025
Women's Health Nurse Practitioner	8	15	9	30	11	30
Total Certified Nurse Practitioner	6,030	3,419	5,184	4,039	5,690	4,026
Total Certified Registered Nurse Anesthetist	111	104	84	135	107	110
Total Clinical Nurse Specialists	9	8	12	27	8	24
Total Certified Nurse Midwife	36	32	32	56	30	49
Total	6,186	3,563	5,312	4,257	5,835	4,209

*While nursing programs offer specific tracks in acute and primary care for the Adult-Gerontology, MN statute does not differentiate acute vs primary.



Appendix K

First Time Success Rate on Certification Exam by Program Track

Table 9. Minnesota Advanced Practice Programs’ First-Time Success Rates by Track

Advanced Practice Program Tracks	2019	2020	2021	2022
	Percent Pass	Percent Pass	Percent Pass	Percent Pass
Augsburg University				
Family Nurse Practitioner	100	100	95.0	83.3
Bethel University				
Nurse Midwifery	75.0	79.0	82.4	83.3
College of St. Scholastica				
Adult/Gerontology Acute Care Nurse Practitioner	-	-	-	100
Adult/Gerontology Primary Care Nurse Practitioner	100	60.0	100	50.0
Family Nurse Practitioner – AANPCP	77.0	97.6	92.3	86.1
Psych/Mental Health Doctor of Nursing Practice	-	84.2	100	100
Mayo Clinic College of Medicine				
Nurse Anesthesia	81.0	80.0	73.0	81.0
Metropolitan State University				
Family Nurse Practitioner	77.0	92.0	77.0	67.0
Minneapolis School of Anesthesia				
Nurse Anesthesia	75.8	87.1	84.4	92.3
Minnesota State University, Mankato				
Family Nurse Practitioner (MSN)**	84.6	100	100	-
Family Nurse Practitioner (DNP)*	-	-	-	75.0
St. Catherine University				
Adult/Gerontology Primary Care Nurse Practitioner	97.0	90.0	100	90.0
Pediatric Primary Care Nurse Practitioner	89.0	89.0	71.0	100
Saint Mary’s University				
Nurse Anesthesia	74.0	84.0	71.0	87.0
University of Minnesota				
Adult/Gerontology Clinical Nurse Specialist	100	100	100	83.0
Adult/Gerontology Nurse Practitioner	94.0	100	100	92.0
Family Nurse Practitioner – AANP	100	100	100	94.0
Family Nurse Practitioner - ANCC	-	-	-	100
Nurse Anesthesia	100	100	100	100
Nurse Midwifery	82.0	100	90.0	67.0
Pediatric Clinical Nurse Specialist	100	100	-	100
Pediatric Primary Care Nurse Practitioner	100	100	92.0	100
Psych/Mental Health Nurse Practitioner	100	100	100	100
Women’s Health Nurse Practitioner	100	100	100	100

Advanced Practice Program Tracks	2019	2020	2021	2022
	Percent Pass	Percent Pass	Percent Pass	Percent Pass
Walden University				
Adult/Gerontology Acute Care Nurse Practitioner – ANCC	77.0	50.9	66.1	65.4
Adult/Gerontology Acute Care Nurse Practitioner – AACN	58.0	72.1	67.4	63.7
Adult/Gerontology Primary Care Nurse Practitioner – AANP	66.0	72.0	49.0	67.0
Adult/Gerontology Primary Care Nurse Practitioner – ANCC	50.0	53.1	55.8	66.7
Family Nurse Practitioner – AANP	73.0	73.0	55.0	52.0
Family Nurse Practitioner – ANCC	74.0	51.8	78.2	77.8
Psych/Mental Health Nurse Practitioner – ANCC	79.0	66.9	77.3	86.5
Post-Grad Adult/Gerontology Acute Care Nurse Practitioner	-	-	44.4	44.4
Post-Grad Adult/Gerontology Primary Care Nurse Practitioner - ANCC	-	-	100	-
Post-Grad Adult/Gerontology Primary Care Nurse Practitioner - AANP	-	-	-	50.0
Post-Grad Family Nurse Practitioner – AANP	-	-	100	55.0
Post-Grad Family Nurse Practitioner – ANCC	-	-	77.8	64.3
Post-Grad Psych/Mental Health Nurse Practitioner	-	-	79.4	90.1
Winona State University				
Adult/Gerontology Acute Care Nurse Practitioner	100	100	100	88.9
Adult/Gerontology Clinical Nurse Specialist	100	80.0	-	87.5
Family Nurse Practitioner	100	91.7	100	90.9
Psych/Mental Health Nurse Practitioner	80.0	87.5	100	100

Because there may be a low number of graduates/year, consideration of trends is helpful in reviewing results

- No Data Reported

*New Program Track

**Closed Program/Program Track

Appendix K (cont'd)

Table 10. National Certification Organizations' First-Time Exam Statistics

National Certification Organizations' Exam Statistics	2019	2020	2021	2022
	Percent Pass	Percent Pass	Percent Pass	Percent Pass
American Academy of Nurse Practitioners (AANP)				
Adult/Gerontology Primary Care Nurse Practitioner	84.0	86.0	84.0	83.0
Family Nurse Practitioner	86.0	85.0	84.0	74.0
American Association of Critical-Care Nurses Certification Corporation (AACN)				
Adult/Gerontology Acute Care Clinical Nurse Specialist	84.1	83.3	89.1	81.3
Adult/Gerontology Acute Care Nurse Practitioner	81.4	86.0	83.1	83.1
Neonatal Acute Care Clinical Nurse Specialist	100	83.0	72.7	63.6
Pediatric Acute Care Clinical Nurse Specialist	69.6	70.6	80.0	83.3
American Midwife Certification Board (AMCB)				
Certified Nurse Midwife	81.5	87.1	84.7	83.0
American Nurses Credentialing Center (ANCC)				
Adult/Gerontology Acute Care Nurse Practitioner	91.3	91.6	86.7	85.3
Adult/Gerontology Clinical Nurse Specialist	84.2	88.5	80.8	82.8
Adult/Gerontology Primary Care Nurse Practitioner	80.0	82.2	80.9	80.6
Family Nurse Practitioner	87.2	89.3	87.0	85.9
Pediatric Nurse Practitioner	33.3	-	-	-
Psychiatric-Mental Health Nurse Practitioner	86.7	80.6	87.1	90.8
National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA)				
Nurse Anesthetist	84.8**	85.2	84.1	83.4
National Certification Corporation for the Obstetric, Gynecological, Neonatal Nursing Specialties (NCC)				
Neonatal Nurse Practitioner	92.0*	93.0*	92.0*	83.0*
Women's Health Nurse Practitioner	91.0*	94.0*	93.0*	89.0*
Pediatric Nursing Certification Board (PNCB)				
Acute Care Pediatric Nurse Practitioner	72.8	75.62	71.2	72.8
Primary Care Pediatric Nurse Practitioner	81.7	82.0	80.0	80.4

*May include repeat testers;

**First-time test data from September 1, 2018 – December 31, 2019