



Minnesota Board of Nursing Biennial Report

July 1, 2022 to June 30, 2024

BOARD OF NURSING

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

Report of the Executive Director

July 1, 2022 – June 30, 2024

The 2022-2024 biennial report for the Board of Nursing reflects the emergence from the COVID-19 pandemic and the threat of a widespread nursing strike and a return to more typical business activities of the Board.

The COVID-19 pandemic was a challenge for all healthcare workers and the nursing workforce was no exception. During the 2022-2024 biennium, the Board monitored issues affecting the nursing workforce in Minnesota, including increased attrition, staffing shortages, and the increased use of telehealth options.

The composition of the nursing workforce in Minnesota also continued to change during this period. Minnesota experienced a continued gradual decrease in LPN licensure and an increase in both RN and APRN licensure and certification.

Another change for nursing education and licensure was implemented in April of 2023 when the National Council of State Boards of Nursing introduced the Next Generation NCLEX. The NCLEX, the examination for nurse licensure, was revised to focus more on clinical judgement and decision-making based on over a decade of research. Although Next Generation represented a significant change to the exam, it is too soon to say what effect it will have on pass rates.

Caren Gaytko, MA, BSN, RN
Executive Director
Minnesota Board of Nursing

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

Board Members Serving During the Period 7/1/2022 – 6/30/2024

Name	Location	Appointment Status	Appointment Date	Reappointment Date	Term Expiration Date
Sandra Anderson	Wyoming	RN	1/17/2024		1/3/2028
Katlynn Berntson	Bagley	LPN	9/1/2022	1/2/2023	1/4/2027
Kaleeca Bible	Minneapolis	RN	12/8/2020		1/2/2023 End: 3/7/2023
Laura Elseth	Eden Prairie	LPN	7/1/2020	7/5/2022	1/5/2026
Summer Hagy	Sartell	Public Member	3/8/2023		1/5/2026
Lynette How	Cohasset	RN	6/23/2021	2/16/2022	1/5/2026
Shaunequa James	Ramsey	Public Member	4/5/2023		1/4/2027
David Jiang	Rochester	Public Member	6/23/2021	2/16/2022	1/5/2026 Resigned: 8/4/2022
Rhonda Johnson	Tyler	LPN	7/1/2020	1/1/2024	1/3/2028
Latasha Lee	Robbinsdale	RN	9/28/2020	1/17/2024	1/3/2028
Jacqueline Lloyd Cunningham	Minneapolis	Public member	7/5/2022		1/6/2025
Katherine Lynch	Roseville	LPN	7/23/2021		1/6/2025
Jessica Mieke	White Bear Lake	RN	3/8/2023		1/6/2025
Joseph Owen	Litchfield	APRN	3/8/2023	1/17/2024	1/3/2028
Cindy Petty	Hugo	RN	1/17/2024		1/4/2027
Rui Pina	Minneapolis	RN	6/27/2017	6/1/2021	1/6/2025 Resigned: 12/8/2023
Sarah Simons	Richfield	RN	7/1/2020		1/1/2024 End: 1/16/2024
Tracy Sonterre-Rieger	Duluth	RN	9/20/2023		1/4/2027
Jane Teipel	Farmington	RN	3/8/2023		1/4/2027 Resigned: 7/27/2023
Maria Tran	Minneapolis	Public Member	3/14/2023		1/4/2027

The Board held twelve board meetings during the 2022-2024 biennium and spent approximately 2,434 board member hours on meetings and other Board activities.

Board Staff and Office Location

The Board of Nursing has 45 employees and conducts business through four major service areas: Licensure, Education, Nursing Practice and Complaint Resolution, and Compliance.

Administration

- 1 Executive Director
- 1 Executive Assistant

Licensing/Credentialing

- 1 Director of Licensing and Operations
- 1 Licensing Supervisor
- 2 Operations Program Assistants
- 12 Licensure Specialists

Education

- 1 Director for Education
- 1 Nursing Education Specialist
- 1 Education Program Assistant
- 2 Continuing Education/APRN Specialists

Nursing Practice/Complaint Resolution

- 8 Nursing Practice Specialists
- 4 Legal Analysts
- 2 Paralegals
- 4 Administrative Assistants
- 1 Director of Research and Public Relations
- 1 Director of Practice and Compliance

Compliance

- 1 Nursing Regulations Analyst

Data Management

- 1 Data Systems Manager (MNIT)

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

Total Number of persons licensed or registered as of June 30, 2024: 192,113

Number and Type of Credentials Issued or Renewed

License Type	Licensed or registered as of June 30, 2024	Licensed or registered as of June 30, 2022	Licensed or registered as of June 30, 2020	Licensed or registered as of June 30, 2018	Licensed or registered as of June 30, 2016	Licensed or registered as of June 30, 2014
RN	134,648	122,247	116,220	109,251	101,531	93,872
LPN	17,887	19,105	20,580	21,512	22,694	23,603
PHN Certificates	26,347	23,743	21,506	18,616	16,467	15,028
APRN, CNP	9,872	7,944	6,768	5,596	4,478	3,864
APRN, CRNA	2,313	2,217	2,184	2,068	1,887	1,794
APRN, CNS	456	451	479	514	493	548
APRN, CNM	466	407	374	343	297	282
Border State Registrants	124	102	123	139	182	191
TOTAL	192,113	176,216	168,234	158,039	148,029	139,182

Historical Renewal Data by Biennium

July 1, 2022 – June 30, 2024

Type of License/Credential	Number of New Licenses	Number of Renewed Licenses	Number and Percent Renewed Online
RN	27,004	114,599	112,593 (98.2%)
LPN	2,084	15,773	15,152 (96.1%)
RN Permit	21,912	N/A	N/A
LPN Permit	690	N/A	N/A
PHN Certificates	2,604	N/A	N/A
APRN, CNP	2,477	7,967	7,938 (99.6%)
APRN, CRNA	272	2,102	2,093 (99.6%)
APRN, CNS	53	399	394 (98.7%)
APRN, CNM	84	389	387 (99.5%)
TOTAL	57,180	141,229	138,557 (98.1%)

July 1, 2020 – June 30, 2022

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

July 1, 2018 – June 30, 2020

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

July 1, 2016 – June 30, 2018

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

*2016-2018 First Biennium APRN Renewal Data Available.

July 1, 2014 – June 30, 2016

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

COMPLAINT ACTIVITY – MINN. STAT. §214.07, SUBDS. 1B(2), (3)

Complaints Received and Closed by Biennium

Biennium	Total Number of Complaints Received	Total Number of Complaints Closed
July 1, 2022 – June 30, 2024	1,956	2,141
July 1, 2020 – June 30, 2022	1,892	1,573
July 1, 2018 – June 30, 2020	2,599	2,270
July 1, 2016 – June 30, 2018	2,807	2,857
July 1, 2014 – June 30, 2016	2,146	2,423
July 1, 2012 – June 30, 2014	3,291	3,709

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

Number of Complaints Open as of June 30, 2024	871
Complaints open less than one year as of June 30, 2024	780
Complaints open greater than one year as of June 30, 2024	91

The number of complaints received by the Board in the 2022-2024 biennium was similar to the previous biennium. However, the Board did close significantly more complaints this biennium. The average time to resolve a complaint during this period was 306 days.

Types of Complaints Received by Biennium (New System)

The Board implemented a new complaint tracking database in late 2022 which uses new categories for the basis of complaints received. The types of complaints have remained relatively consistent with some variation due to the transition to a new data management system.

Basis of complaints received	Number alleging this basis in 2022-2024
Failure to demonstrate qualifications for license	23
Violation of federal law, state law, Board rule, or Board order	355
Board action in another state	58
Failure to practice with skill and safety	387
Practice issues related to substance use, mental health, or physical health	262
Unprofessional or unethical conduct	255
Historical conversion	12
Non-jurisdictional	88

Types of Complaints Received by Biennium (Old Tracking System)

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

*Some complaints allege more than one basis.

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

The Board promotes excellence in nursing education programs by monitoring program graduate success rates on the national nurse licensure examination; providing consultation to nursing education programs regarding national nurse licensure examination (NCLEX®) pass rates; and providing technical assistance to programs on nursing education standards. The Board has established requirements for initial and continuing approval of pre-licensure preparing nursing programs including practical nursing, professional nursing, and advanced practice nursing.

Approved Licensure-Preparing Programs

Type and Number of Nursing Programs	As of June, 2024	As of June, 2022	As of June, 2020
Practical	23	24	25
Professional – Associate	25	26	25
Professional – Baccalaureate	22	22	20
Professional – Master's	4	4	3
Advanced Practice Registered Nurse	15	14	12
TOTAL	89	90	85

Graduates of Licensure Programs

Number of Graduates	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016
Practical	750	808	1017	1067	1101	1146	1180	1260
Professional – Associate	2199	2413	2307	2286	2308	2245	2347	2389
Professional – Baccalaureate	1588	1357	1440	1320	1209	1107	1060	1101
Professional – Master's	149	159	136	137	134	135	125	119
Advanced Practice	4209	4257	3563	3650	3009	4754	2108	n/a
TOTAL	8,895	8,994	8,463	8,460	7,761	9,387	6,820	4,869

Initial Program Approval of Licensure-Preparing Nursing Programs

Programs	FY 2022 – FY 2023	FY 2020 – FY 2021	FY 2019 – FY 2020	FY 2018 – FY 2019	FY 2017 – FY 2018	FY 2016 – FY 2017
Practical	0	0	0	0	0	0
Professional – Associate	0	0	1	0	0	0
Professional– Baccalaureate	0	1	1	0	0	2
Professional – Master's	0	1	0	0	0	0
Advanced Practice	1	0	2	0	0	12
TOTAL	1	2	4	0	0	14

Continuing Program Approval of Approved Licensure-Preparing Nursing Programs

Programs	FY 2022 – FY 2023	FY 2020 – FY 2021	FY 2019 – FY 2020	FY 2018 – FY 2019	FY 2017 – FY 2018	FY 2016 – FY 2017
Practical	6	1	4	15	18*	1
Professional	16	8	5	11	16*	7
Advanced Practice	7	3	4	0	0	0
Total	29	12	13	26	34	8

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

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

The Board performs additional oversight of programs that have first-time licensure examination (NCLEX®) success rates at 75% or below for a calendar year. During calendar years 2022 and 2023, 21 nursing programs were below the minimum standard for 1, 2 or 3 years. The following table presents a comparison of programs below minimum standard for the prior six calendar years.

Programs Below Minimum Standard by Calendar Year

Year(s) below minimum standard	2023	2022	2021	2020	2019	2018
1 year	3 (PN)	15 (2 PN, 5 ADN, 8 BSN)	9 (6 PN, 2 ADN, 1 BSN)	8 (2 PN, 2 ADN, 4 BSN)	4 (1 PN, 2 ADN, 1 Baccalaureate)	5 (2 PN, 2 ADN, 1 Baccalaureate)
2 consecutive years	3 (1 PN, 2 ADN)	3 (2 PN, 1 ADN)	2 (2 ADN)	2 (2 ADN)	1 (Baccalaureate)	3 (1 PN, 1 ADN, 1 Baccalaureate)
3 consecutive years	1 (PN)	0	2 (2 ADN)	1 (1 PN)	2 (1 PN, 1 Baccalaureate)	1 (PN)
Total	7	18	13	11	7	9

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

RECEIPTS, DISBURSEMENTS & MAJOR FEES – MINN. STAT §214.07, 1B(4)
Total Receipts and Disbursements by Biennium

Biennium	Total Receipts	Total Disbursements
July 1, 2022 – June 30, 2024	\$17,530,707	\$15,135,182
July 1, 2020 – June 30, 2022	\$17,203,522	\$9,039,989
July 1, 2018 – June 30, 2020	\$17,979,016	\$12,658,104
July 1, 2016 – June 30, 2018	\$13,285,603	\$11,029,345
July 1, 2014 – June 30, 2016	\$13,260,405	\$10,358,110
July 1, 2012 – June 30, 2014	\$11,552,309	\$9,374,288

Fees by Type

Type of Fee	Fee
APRN Initial Licensure	\$105
Border State Registry- Notice of Employment Change to remain or be reinstated on the registry	\$50
RN, LPN Licensure by Examination	\$105
RN, LPN Re-Examination	\$60
RN, LPN Licensure by Endorsement	\$105
RN, LPN, APRN Registration Renewal	\$85
RN, LPN, APRN Re-Registration	\$105
RN, LPN Border State Registry	\$50
Public Health Nurse Registration	\$30
Replacement License Certificate	\$20
Replacement Public Health Nurse Registration Certificate	\$20
Verification of Licensure Status other than through Nursys	\$20
Verification of Examination Scores	\$20
Copy of Microfilmed Licensure Application Materials	\$20
Nursing Business Registration Initial Application	\$100
Nursing Business Registration Annual Application	\$25
Practicing without current RN and LPN registration	Two times the current registration renewal fee (\$85) for any part of the first calendar month, plus the current registration renewal fee (\$85) for any part of any subsequent month, up to 24 months.
Practicing without current APRN license and certification or recertification	\$200 for the first month or part of a month and an additional \$100 for each subsequent month or parts of months of practice, up to 24 months.
Auto Verification Service Subscription Note: A subscription lasts for one year from the date that the subscription payment is received by the Board of Nursing. During the year, subscribers can add and delete licensees from the subscription. The maximum number of licensees in a subscription is the number of licensees tracked at any one time.	\$100 1-100 Licenses \$225 101-500 Licenses \$350 501-1000 Licenses \$475 1001-2000 Licenses \$600 2001-3000 Licenses \$725 3001-4000 Licenses \$850 4001-5000 Licenses \$1000 5000+ Licenses
Data Requests, Public Data – up to 100 pages, black and white, letter- or legal-size paper. Note: Charged only if fees exceed \$15.00.	25 cents per page copied
Data Requests, Public Data – over 100 paper copies, copies of photographs, audiotapes, data on CD, DVD, or data stored electronically. Note: Charged only if fees exceed \$15.00.	Actual costs incurred in searching for, retrieving, and providing the data including costs of labor (\$24.22/hr.), materials, and delivery; cost paid for third-party assistance, if applicable. Material costs may include costs for paper, CDs, DVDs, audiotapes, etc.
Data Requests- Summary Data	Actual costs as noted above plus costs incurred in creating the data, either by Board staff or a third party.
Data Requests- Private Data Note: No charge for searching for and retrieving the data.	Actual costs for making paper copies or printing electronically stored data.