

Regulation of the Nursing Workforce in North Carolina

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Objectives

- Review the mission and core functions of the NC Board of Nursing (NCBON)
- Identify regulatory topics with a nexus to NC nursing workforce discussions
- Discuss the role of the NCBON in regulating nursing education
- Request participation in NCBON feedback survey

Authorizing Legislation

§ 90-171.19. Legislative findings. The General Assembly of North Carolina finds that mandatory licensure of all who engage in the practice of nursing is necessary **to ensure minimum standards of competency and to provide the public safe nursing care.**

NCBON Mission

Protect the public by regulating the practice of nursing.

Licensed Nurses in NC

Licensure Statistics

154,646

Registered Nurse

22,862

Licensed Practical Nurse

10,463

Nurse Aide II

Advanced Practice Registered Nurse

12,780

Nurse Practitioner

3,822

Certified Registered Nurse Anesthetist

406

Certified Nurse Midwife

276

Clinical Nurse Specialist

NCBON is a Leader!

- 1st state to enact a Nursing Practice Act (NPA) in 1903
- 5th state to enact original Nurse Licensure Compact
- 25th state to enact legislation for the enhanced Nurse Licensure Compact, triggering implementation 1/2018
- Consistently a top performer in the NCSBN commitment to ongoing regulatory excellency
- Regulatory publications/presentations from local to international audiences

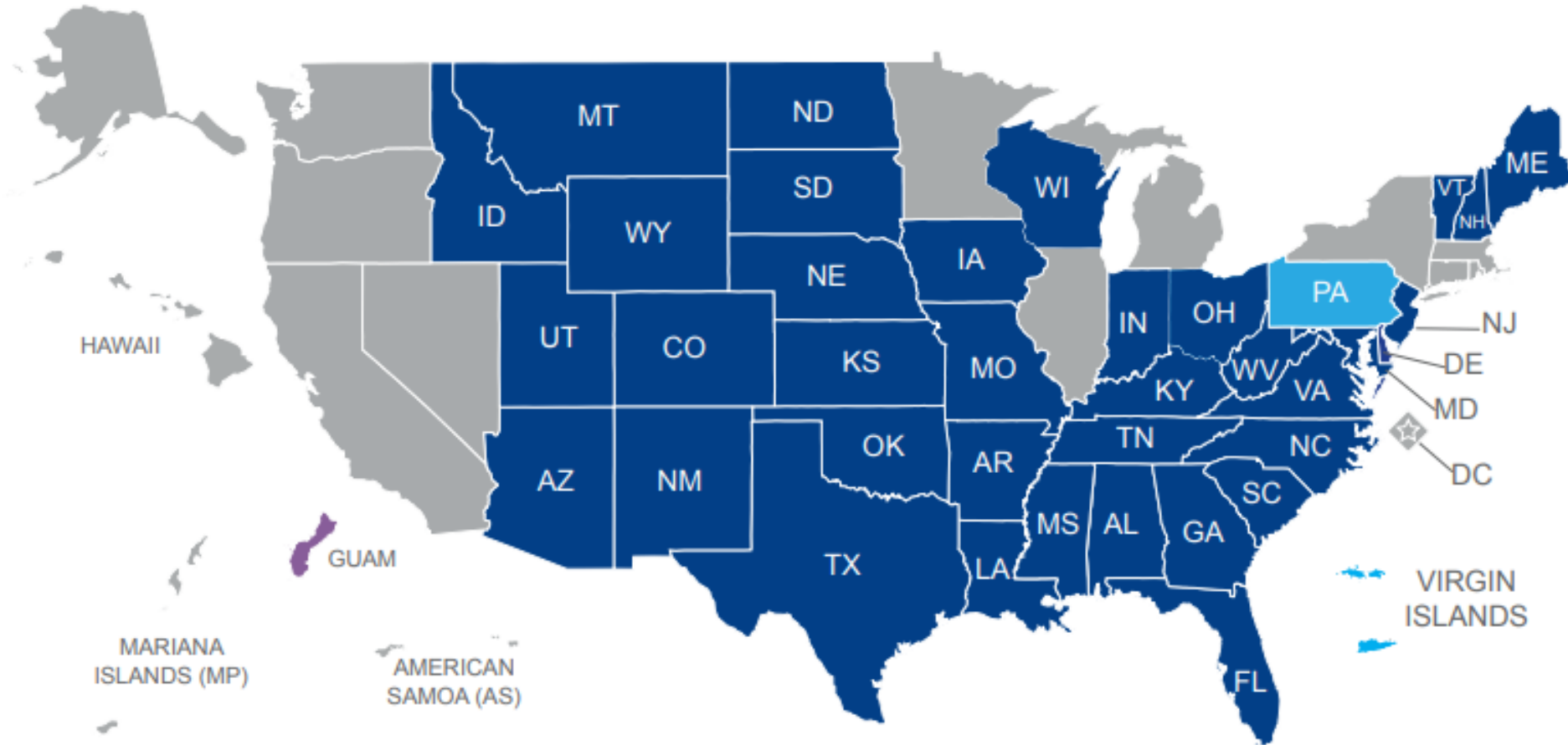
Core functions of the NCBON

- Sets standards and approves educational programs leading to licensure
- Licenses registered nurses (RNs) and licensed practical nurses (LPNs)
- APRNs
- Maintains the registry for nurse aide IIs

Core Functions of the NCBON

- Develops rules and issues interpretations to further define the practice of nursing as set forth in the Nursing Practice Act (NPA)
- Participates in the nurse licensure compact (NLC) for multi-state regulation of RNs and LPNs
- Offers programs for practice enhancement and licensure remediation
- Investigates complaints and disciplines nurses

Nurse Licensure Compact (NLC)



NLC States Partial Implementation Currently No Action NLC Enacted, Awaiting Implementation

Revised: Jan. 1, 2023

Regulatory topics with a nexus to NC nursing workforce discussions

- Regulation of NC nursing programs
 - Program approval
 - Program director requirements
 - Faculty requirements
 - NCLEX

Regulatory topics with a nexus to NC workforce discussions

- Licensure process
- Differences in education and scopes of practice for RN/LPN
- Nurse licensure compact (NLC)
- Nursing regulation – national trends
- Other topics from the group (insert in the chat)

Fiscal year 2021-2022 new NC licensees

Licensed by exam

School	Count of School
East Carolina University	210
UNC-CHAPEL HILL - BS	199
Duke University - ABSN	142
UNC-GREENSBORO - BS	133
UNC-CHARLOTTE - BS	95
Forsyth Technical Community College - ADN	94
ECPI UNIVERSITY - RALEIGH	93
UNC-WILMINGTON - BS	88
GASTON COLLEGE - ADN	81
Wake Technical Community College - ADN	77
Fayetteville Technical Co	72
Forsyth Technical Communi	72
CAPE FEAR COMMUNITY COLLEGE - ADN	70
Rowan-Cabarrus Community	67
Davidson-Davie Community	66
CABARRIUS COLLEGE OF HEALTH	62
Total	6360

Licensed by endorsement

State	Count of State
NY	1092
OH	663
PA	589
FL	446
IL	434
VA	335
TX	299
CA	283
MI	259
SC	244
MA	216
NJ	173
CT	160
GA	141
MD	123
TN	122
Total	7002

NCBON role in regulating nursing education



§ 90-171.20. Definitions.

(3) "License" means a permit issued by the Board to practice nursing as a registered nurse or as a licensed practical nurse, including a renewal thereof.

(5) "Nursing program" means any educational program in North Carolina offering to prepare persons to meet the educational requirements for licensure under this Article.

§ 90-171.23. Duties, powers, and meetings

- Establish standards
- Review nursing programs
- Grant, deny, or withdraw approval

§ 90-171.38. Standards for nursing programs.

(a) A nursing program may be operated under the authority of a general hospital, or an approved post-secondary educational institution. The Board shall establish, revise, or repeal standards for nursing programs. These standards shall specify program requirements, curricula, faculty, students, facilities, resources, administration, and describe the approval process. Any institution desiring to establish a nursing program shall apply to the Board and submit satisfactory evidence that it will meet the standards established by the Board. Those standards shall be designed to ensure that graduates of those programs have the education necessary to **safely and competently practice nursing.**

[Laws & Rules](#) ▶ [Administrative Code-Rules](#) ▶ [Board of Nursing](#) ▶ Board of Nursing Proposed Rule Adoption and Amendments

Board of Nursing Proposed Rule Adoption and Amendments

The Board of Nursing approved the following actions regarding Chapter 36 Board of Nursing Administrative Code (Rules):

Public Hearing: April 4, 2023 @ 10:00 am

Comment Period Ends: May 15, 2023

▶ [Education Rules](#) | [\(Amend\)](#)

[Board of Nursing Proposed Rule Adoption and Amendments | North Carolina Board of Nursing \(ncbon.com\)](#)

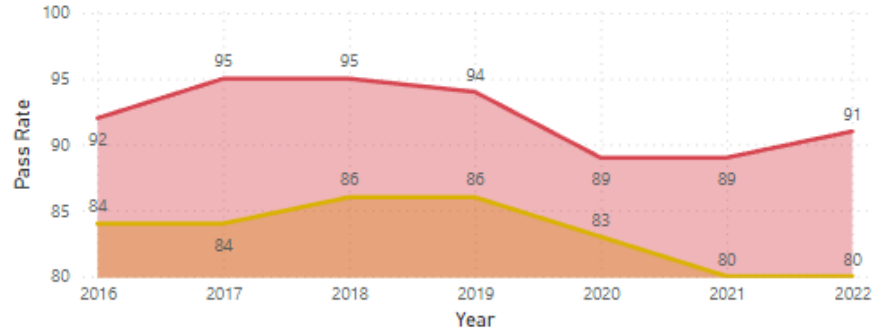
NCLEX Pass Rates



NCLEX Pass Rates 2016 - 2022

PNE Pass Rates

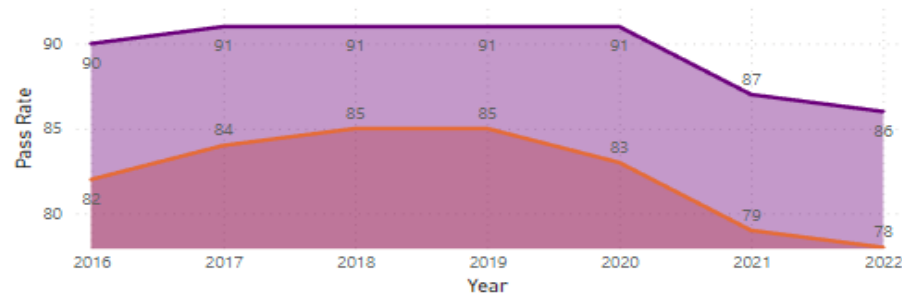
Program ● National PNE ● NC PNE



2022: Ranked 15 among all jurisdictions for PN NCLEX pass rate

ADN Pass Rate

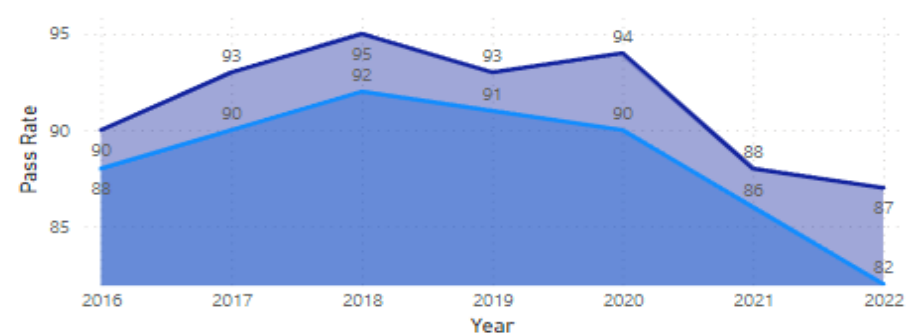
Program ● National ADN ● NC ADN



2022: Ranked 10 among all jurisdictions for ADN NCLEX pass rate

BSN Pass Rates

Program ● National BSN ● NC BSN



2022: Ranked 13 among all jurisdictions for BSN pass rate

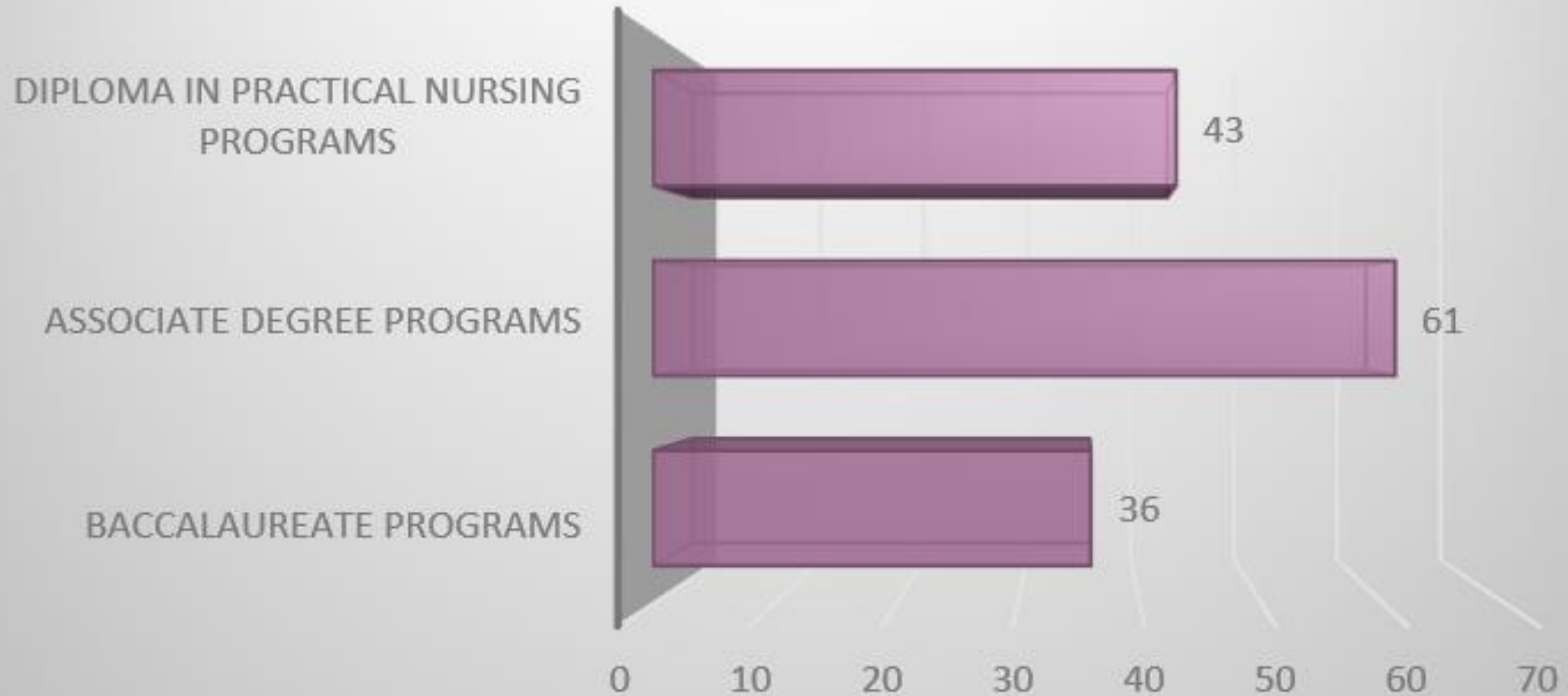
NCLEX Pass Rates

Registered Nurse (RN)	Type	2020	2021	2022	3-Year Average 2020-2022
National Pass Rate Current Year	RN-All	87	82	80	83
NC Pass Rate (95% of National Standard)	RN-All	83	78	76	79
Practical Nurse (PN)	Type	2020	2021	2022	3-Year Average 2020-2022
National Pass Rate Current Year	PN-All	83	80	80	81
NC Pass Rate (95% of National Standard)	PN-All	79	76	76	77

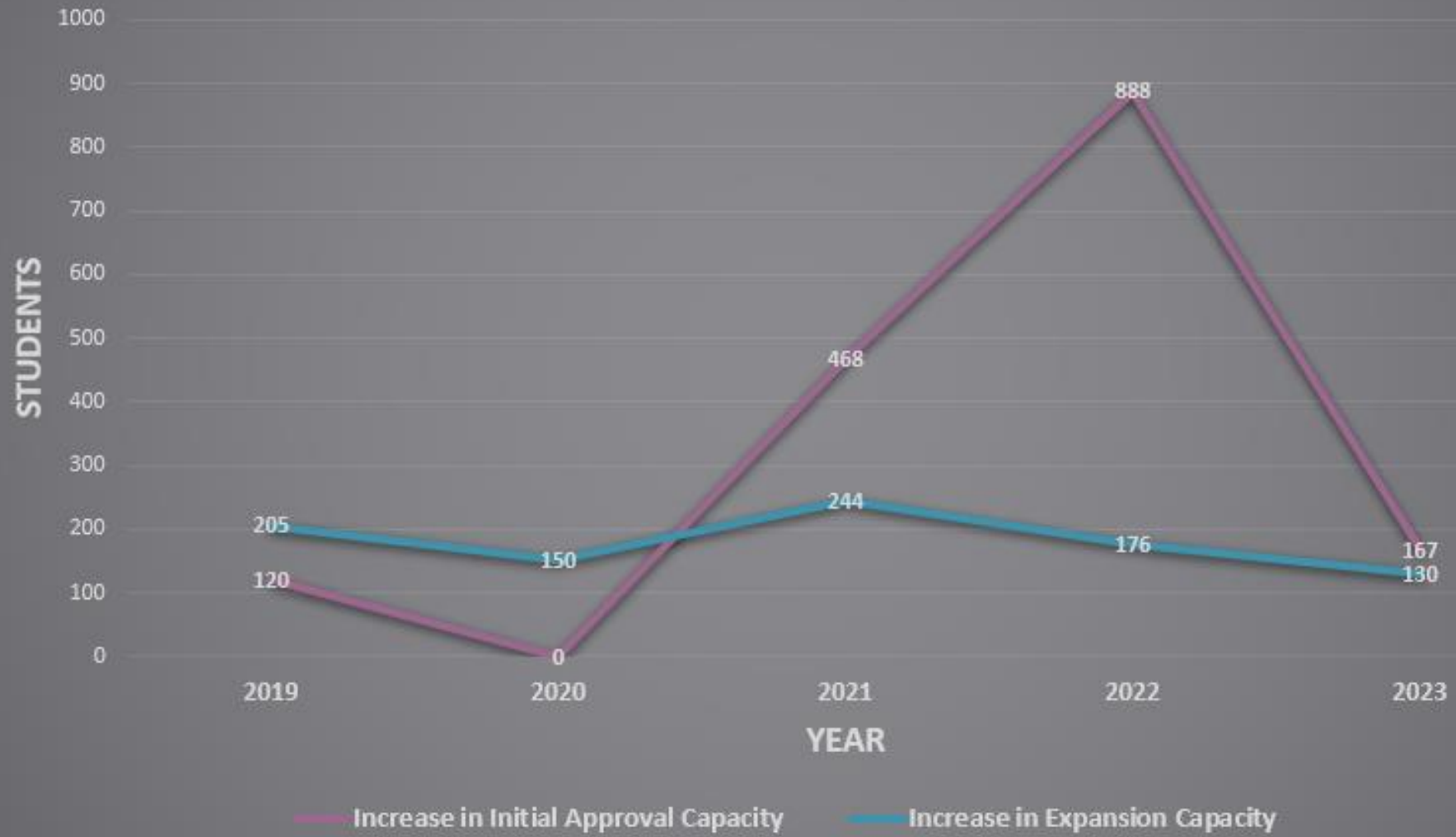
North Carolina Nursing Programs



North Carolina Nursing Programs (as of February 2023)



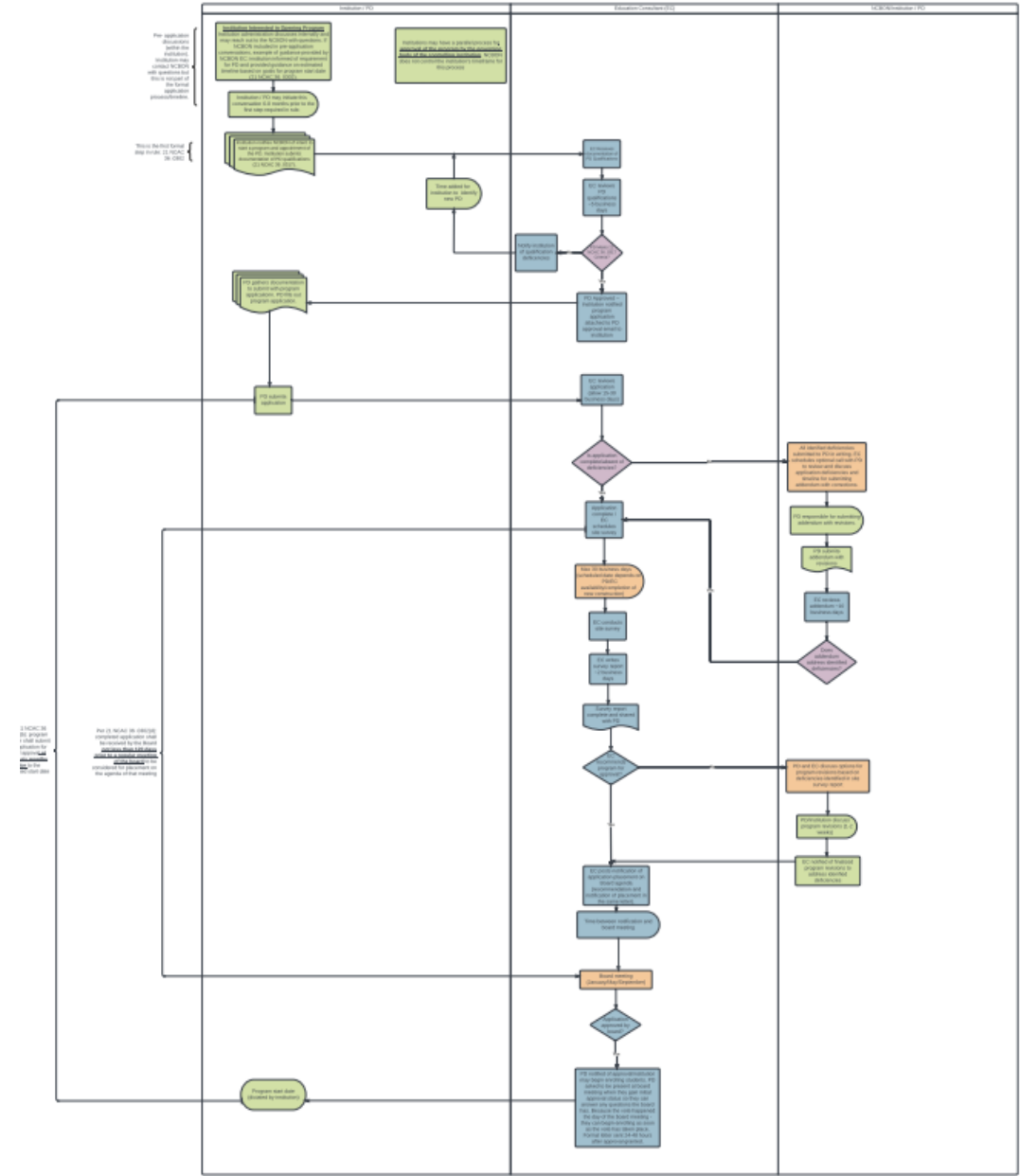
Student Capacity Increases (2019-2023)



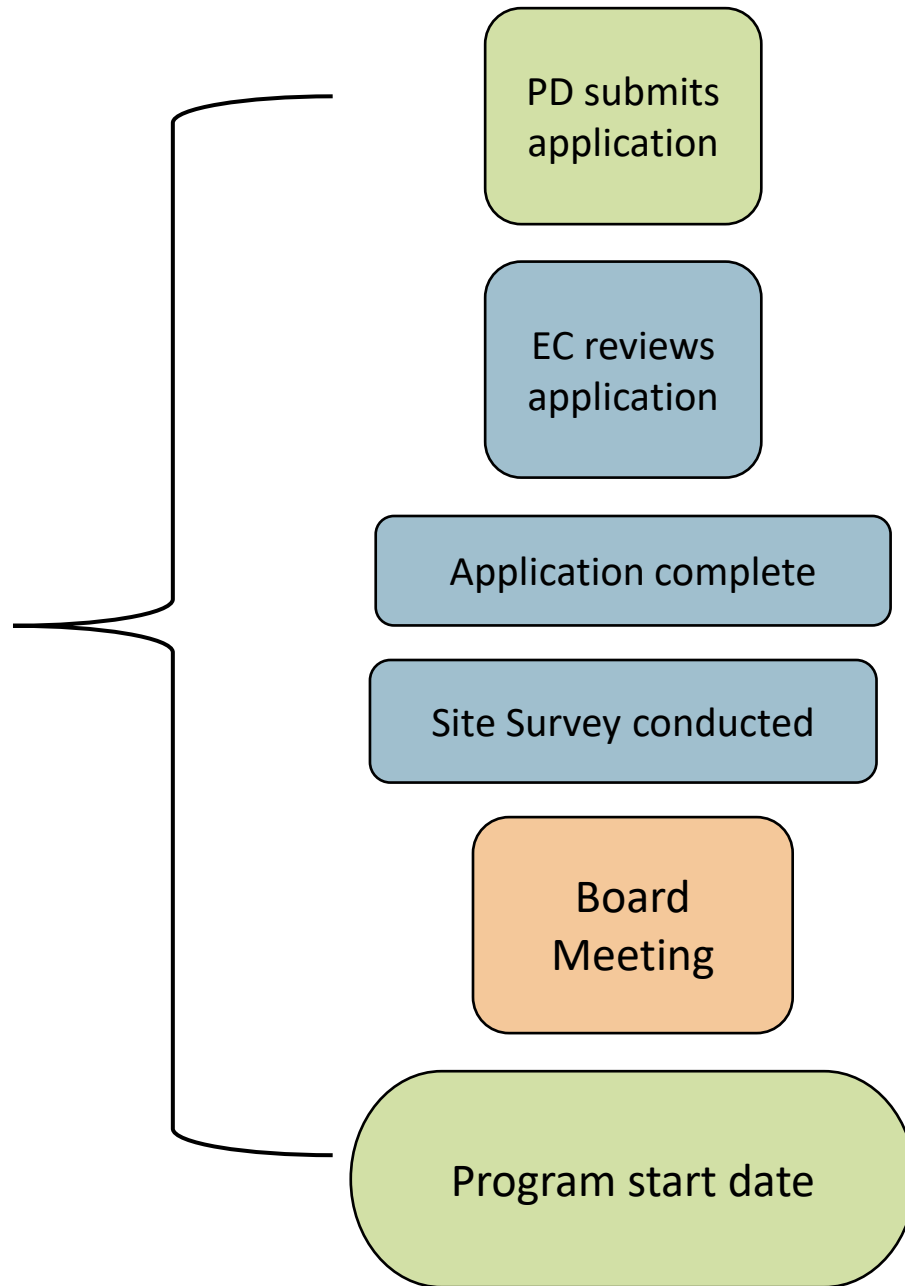
Process for Initial Program Approval



NC Nursing Program Approval Process



Per 21 NCAC 36 .0302(b): program director shall submit an application for initial approval at least six months prior to the proposed start date



PD = Program Director
EC = Education Consultant

Per 21 NCAC 36 .0302(d): completed application shall be received by the Board not less than 120 days prior to a regular meeting of the board to be considered for placement on the agenda of that meeting

Steps prior to the formal program approval process

Pre- application discussions (within the institution). Institution may contact NCBON with questions but this is not part of the formal application process/timeline.

Institution Interested in Opening Program

Institution administration discusses internally and may reach out to the NCBON with questions. If NCBON included in pre-application conversations, EC can provide information about the steps in the process [ex: guidance of requirement for PD and estimated timeline based on goals for program start date (21 NCAC 36. 0302)].

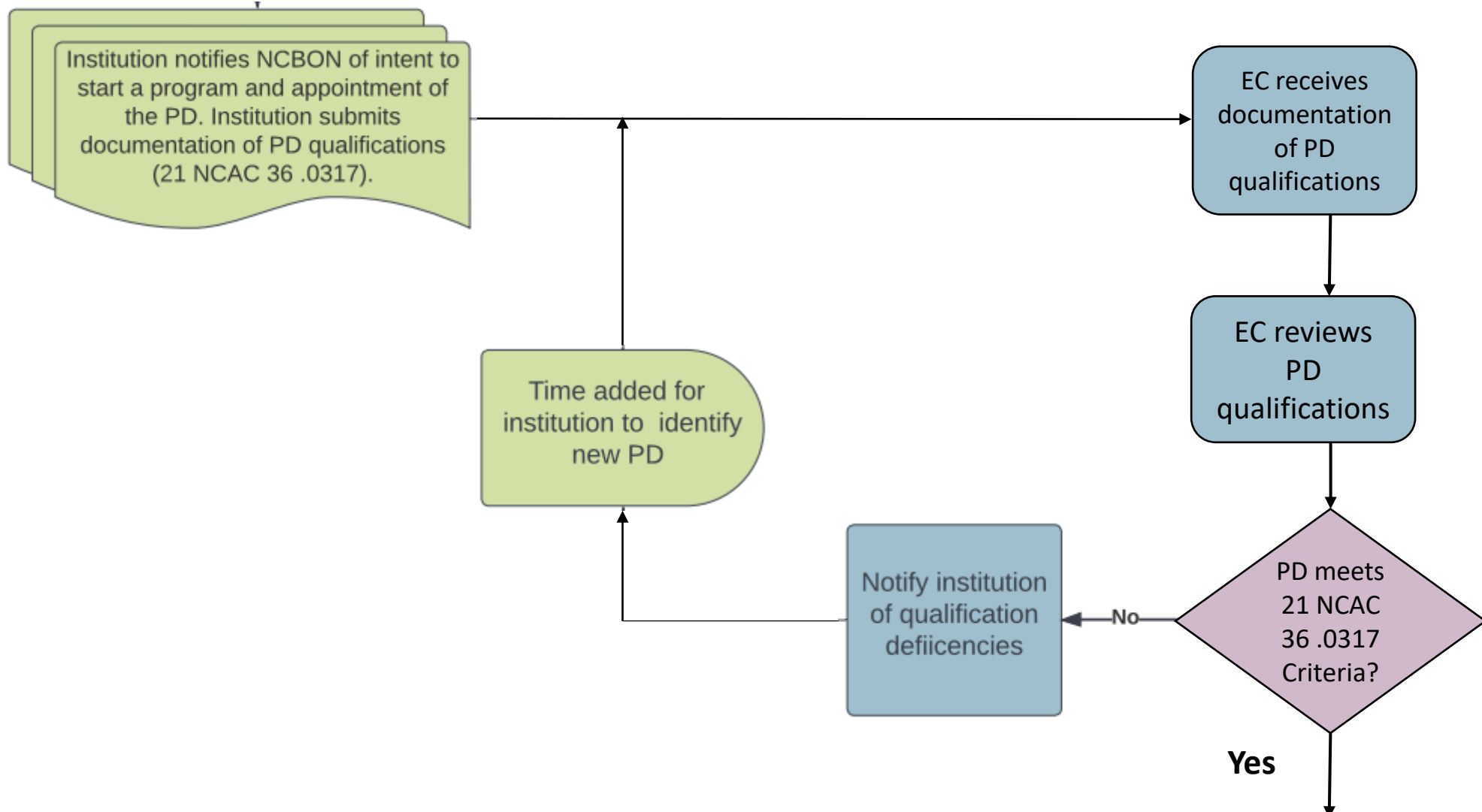
Institutions may have a parallel process **for approval of the program by the governing body of the controlling institution.** NCBON does not control the institution's timeframe for this process.

Establishment of a Nursing Program

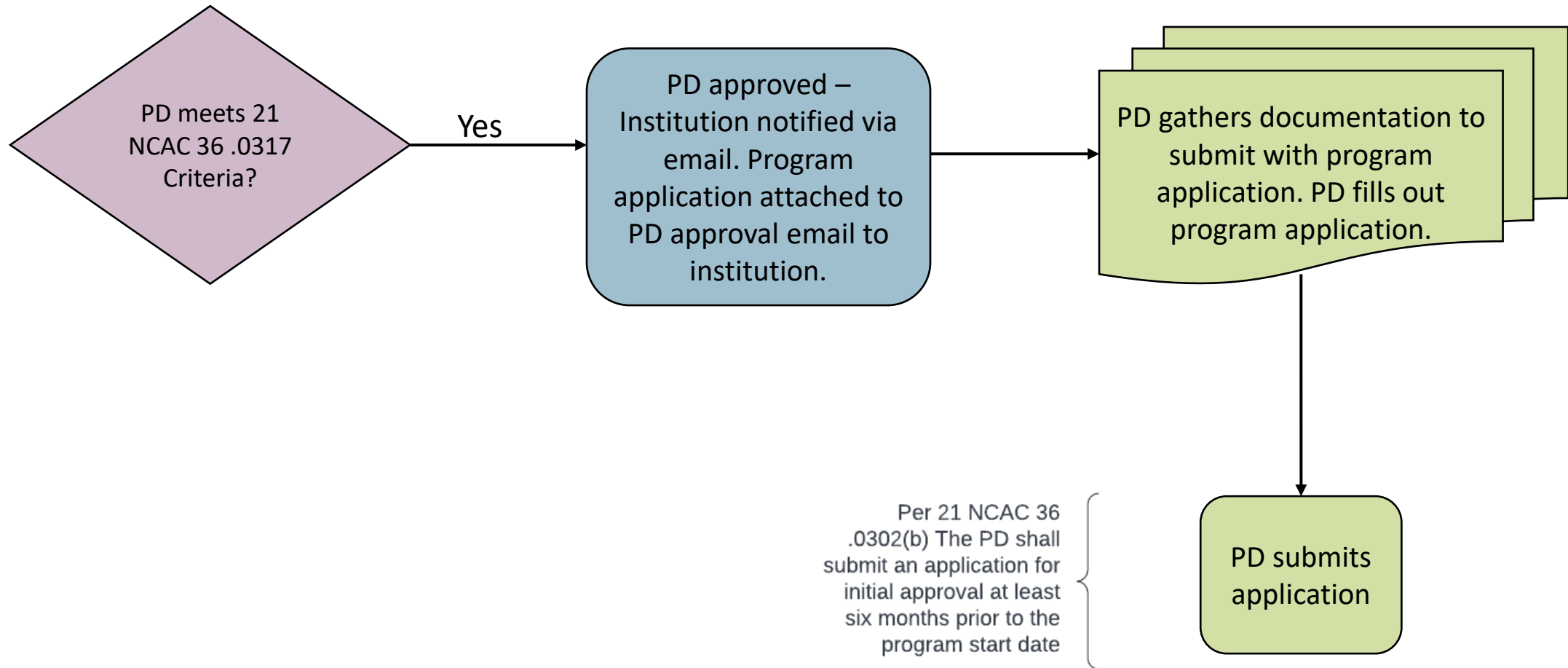
- Initial Approval 21 NCAC 36 .0302
 - (a) An institution seeking initial approval to operate a nursing program shall employ a **program director (PD)**.
- 21 NCAC 36 .0317(e)

Steps in the program approval process: Institution designates program director (PD) and submits PD qualifications.

This is the first formal step in rule: 21 NCAC 36 .0302



Steps in the program approval process: PD approved by NCBON and provided with program application



NC Administrative Code

21 NCAC 36 .0302 Establishment of a Nursing Program – Initial Approval

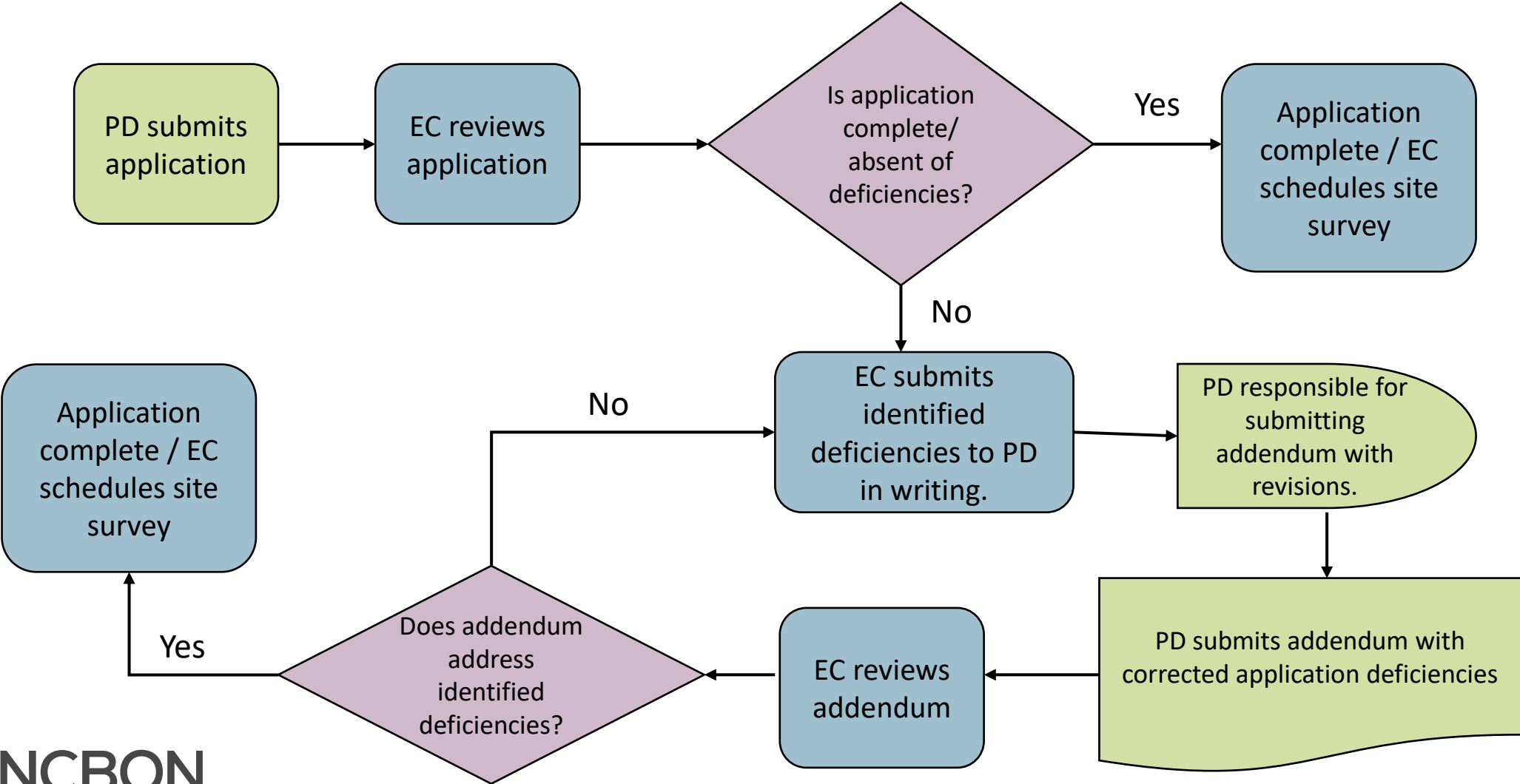
(b) The program director shall submit an application for initial approval at least six months prior to the proposed program start date that documents the following:

- (1) Narrative description of organizational structure and relationship to controlling institution
- (2) General overview of entire proposed curriculum
- (3) Proposed student population
- (4) **Projected student enrollment**
- (5) **Evidence of learning resources and clinical experiences available to implement and maintain the program**
- (6) Financial resources
- (7) Physical facilities
- (8) Support services
- (9) **Approval by governing body of controlling institution**
- (10) A plan with specified timeframe for (a) availability of qualified faculty (b) course syllabi (c) student policies (d) comprehensive evaluation

Key points to note

- Program proposes start date
- EC uses program proposed start date to provide consultation regarding complete application due date, site survey date, and placement on Board agenda to meet the goals of the institution for start date.
 - Timelines noted in rule are to allow for ongoing consultation between the EC and PD of the institution to facilitate this process.

Steps in the program approval process: Application review by education consultant (EC)



NC Administrative Code

21 NCAC 36 .0302 Establishment of a Nursing Program – Initial Approval

(d) The **completed application** shall be received by the Board **not less than 120 days prior** to a regular meeting of the Board to be considered for placement on the agenda of that meeting.

§ 90-171.39. Approval.

The Board shall designate persons to survey proposed nursing programs.

The persons designated by the Board shall submit a written report of the survey to the Board. If in the opinion of the Board the standards for approved nursing education are met, the program shall be given approval.

(1981, c. 360, s. 1; 2019-180, s. 10.)

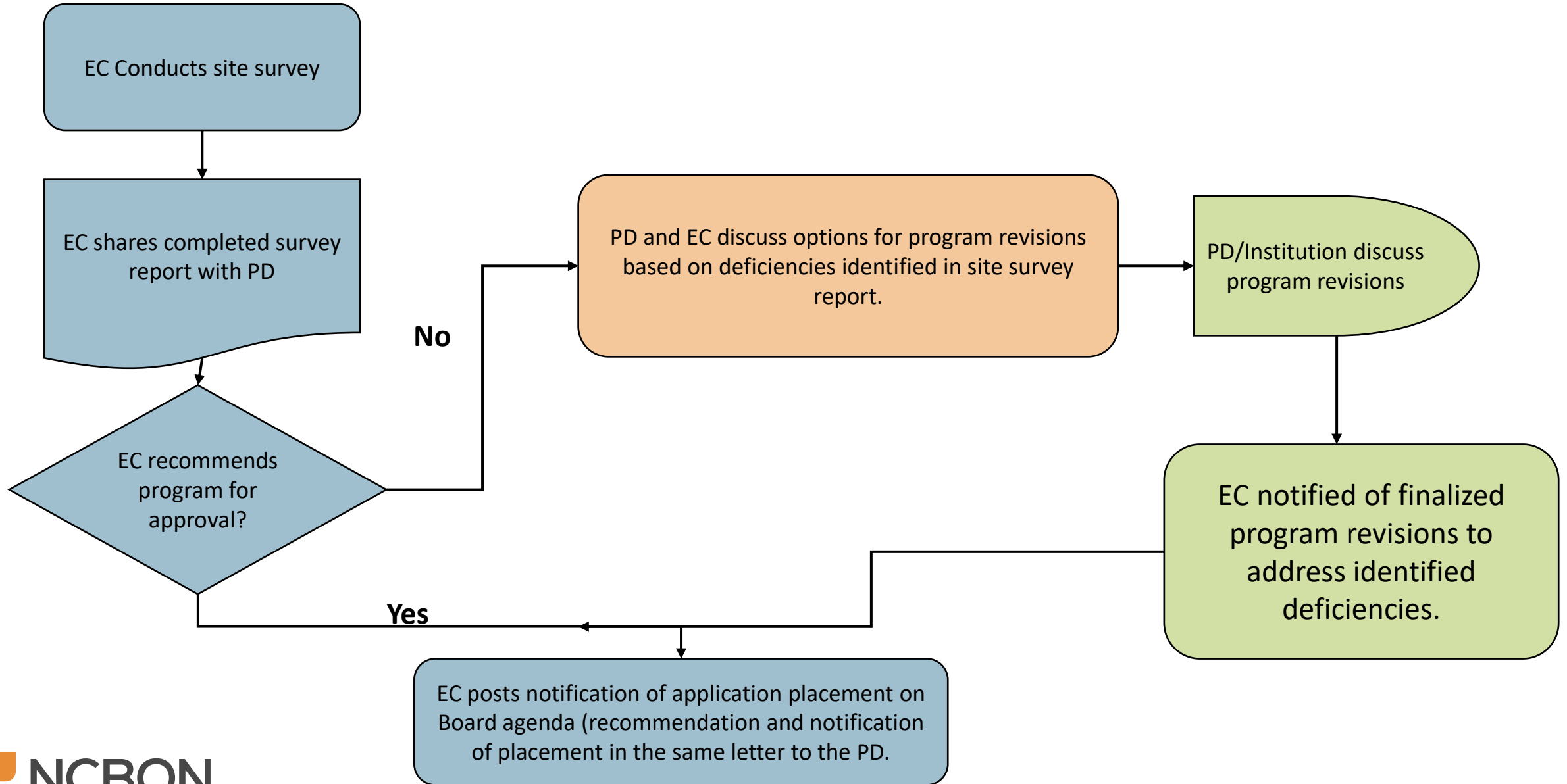
NC Administrative Code

21 NCAC 36 .0302 Establishment of a Nursing Program – Initial Approval

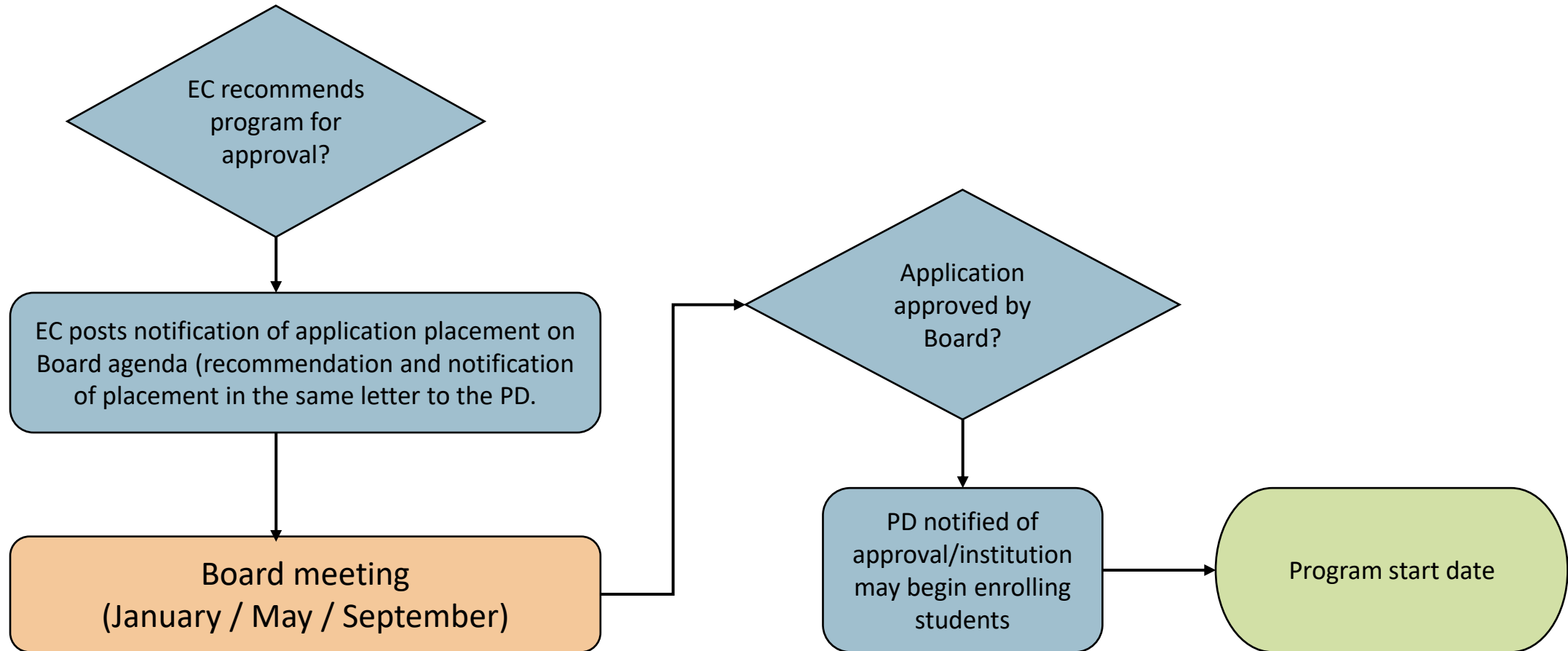
(h) The board shall conduct an on-site survey of the proposed program after the application meets all the requirements set forth in Rule, shall prepare a survey report, and afford the petitioning institution an opportunity to respond to the survey report.

(i) The Board shall consider all evidence, including the application, the survey report, comments from representatives of the petitioning institution, public comments, and the status of other nursing programs at the institution in determining whether to approve the application.

Steps in the program approval process: Site survey



Steps in the program approval process: Site survey



NCBON Community Partners Survey



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Questions?

Thank You!

