2022-2023
NURSING EDUCATION SUMMARY REPORT

This report was prepared by the North Carolina Board of Nursing
April 2024

North Carolina Nursing Education Summary Report: 2022-2023

April 2024
Executive Summary

This report examines characteristics of the nursing student population and the programs in which those students are enrolled in North Carolina. In collaboration with the North Carolina Board of Nursing (NCBON), the National Council of State Boards of Nursing (NCSBN) collected the Annual Report data this year. The survey was designed based on the core data results of a large, mixed-methods study of nursing program quality indicators and warning signs.

Reports were submitted by 146 NC nursing programs. One program did not provide data in the submission. Therefore, charts and data tables are based on information provided by 145 NC pre-licensure nursing education programs during the month of October. The report reflects nursing education pipeline data which will contribute to the analysis of how well current workforce needs are being met, as well as a determine what new policies might be needed to ensure adequate future nursing resources.

The information in the report is displayed by degree types (BSN, ADN/ASN, and PN). Programs options such as ABSN are included in the BSN degree type data.

Each page of the report contains a summary statement explaining the table/graph. Nursing education continues to be competitive in NC, with nursing remaining one of the most sought professions. The NCBON has jurisdiction over pre-licensure nursing education programs and the explanatory comments in this report are limited to pre-licensure programs.

The mission of the NCBON is to protect the public by regulating the practice of nursing. Consistent with the NCBON's 2022-2025 Strategic Initiative #2 *advance best practices in nursing regulation*, specifically the second objective: serve as a catalyst for the delivery of innovations in education and practice, we continue to collect and report annual supply data for nursing employers, the public, and other interested parties.

Questions about the information in this report can be directed to Dr. Terry D. Ward, PhD, MSN, CNE, Education Consultant, at terry.ward@ncbon.com.

Definitions

Current Student Enrollment: A count of the number of nursing students enrolled in the Fall Term.

Census Date

> **Census Date which is October 1.** Includes students at all points of the nursing program's curriculum sequence. This is a one-time snapshot of all current students taking nursing courses at any level but does not include students taking a leave of absence.

> **Fall Term Census Date:** October 1st of the current year.

Clinical Adjunct Faculty: staff at the clinical facility that hosts students and supervises students during clinical rotations. This does not include preceptors.

Full-time Faculty: Those members of the instructional, administrative, or research staff of the nursing academic unit who are employed full-time as defined by the institution, hold academic rank, carry the full scope of faculty responsibility (e.g., teaching, advisement, committee work), and receive the rights and privileges associated with full-time employment.

Graduates: A count of the number of students who successfully completed the program requirements and were verified by the Program Director during the Reporting Period.

Hybrid: A program that combines elements of online learning and traditional in-person learning.

Learning Modality: the delivery mode of instruction in the nursing program.

Major organizational changes: may include but are not limited to new director, new assistant/associate director, staff layoff, change in university leadership (e.g., provost or president), collapsing programs, economic efficiencies, etc.

Part-time Faculty: Those members of the instructional, administrative, or research staff of the nursing academic unit who are employed part-time as defined by the institution, may or may not hold academic rank, and may or may not carry responsibility for a specific area.

Program Option: An alternative to the general or traditional nursing program admission and curriculum required for completion of the degree. For example: advanced placement program option may include alternate admission criteria based on previous degree(s) or education credit and include credit for required curriculum course(s) or an alternate or advanced curriculum for the same degree (e.g., ABSN, LPN to RN, LPN-BSN, and others).

Program Type: Determined by degree. Example: BSN, ADN/ASN, Diploma

Quality Indicators: are evidence-based measures of nursing education that are readily available data to track program performance, that can be used to evaluate and track outcomes.

Reporting Period: The most recently completed 12-month reporting period which may be the academic year defined as fall, spring, and summer semesters or terms.

> *Example: The data used for the 2017-2018 Reporting Period in the NCBON Education Annual Report will be Fall 2017, Spring 2018, and Summer 2018.*

Self-Imposed Enrollment Cap: When a program chooses to limit the number of students that may be enrolled or admitted into the nursing program, which is below the NCBON approved maximum enrollment.

Workforce Analytics: The process of using data-collected from NC Pre-Licensure Nursing Education Programs which is relative to the process of analyzing, forecasting, planning workforce supply and demand, assessing gaps, and determining targets.

North Carolina Annual Report Summary in Nursing Education
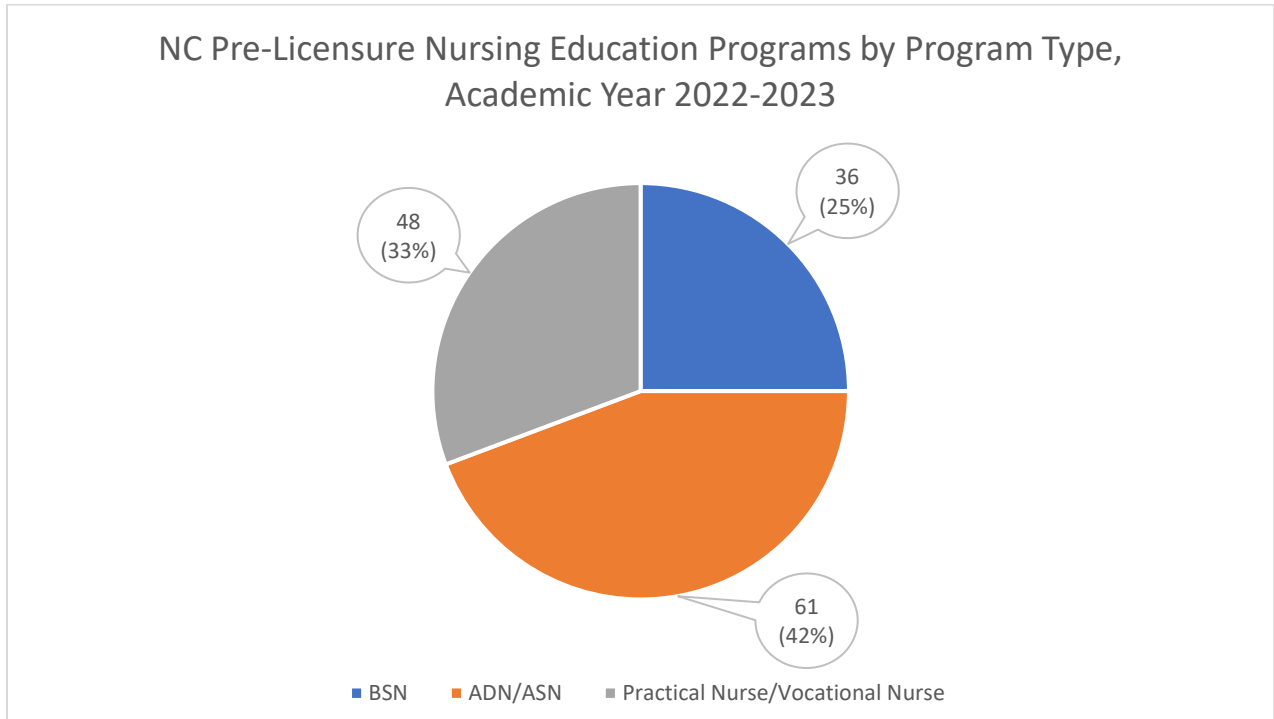## 2022-2023

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CHARTS AND TABLES

PROGRAM CHARACTERISTICS

The following charts and graphs provide the findings of characteristics of NC pre-licensure nursing education programs. The characteristics included in this summary included program type, accredited programs, learning modalities, and major organizational changes.

NC Pre-Licensure Nursing Education Programs by Program Type, Academic Year 2022-2023

BSN	36 (25%)
ADN/ASN	61 (42%)
Practical Nurse/Vocational Nurse	48 (33%)

This chart demonstrates the number of NC pre-licensure nursing education programs by **type** in the 2022-2023 academic years. There were **145** pre-licensure nursing education programs. There were 36 (25%) BSN programs, 61 (42%) ADN/ASN programs, and 48 (33%) PN programs. This demonstrates an increase of five (3%) approved nursing programs from 140 in 2021-2022 to 145 in 2022-2023.

NC Pre-Licensure Nursing Education Accredited Programs by Program Type, Academic Year 2022-2023

Accreditation Status	
■ BSN	32
■ ADN/ASN	34
■ PN	13
■ Total	79
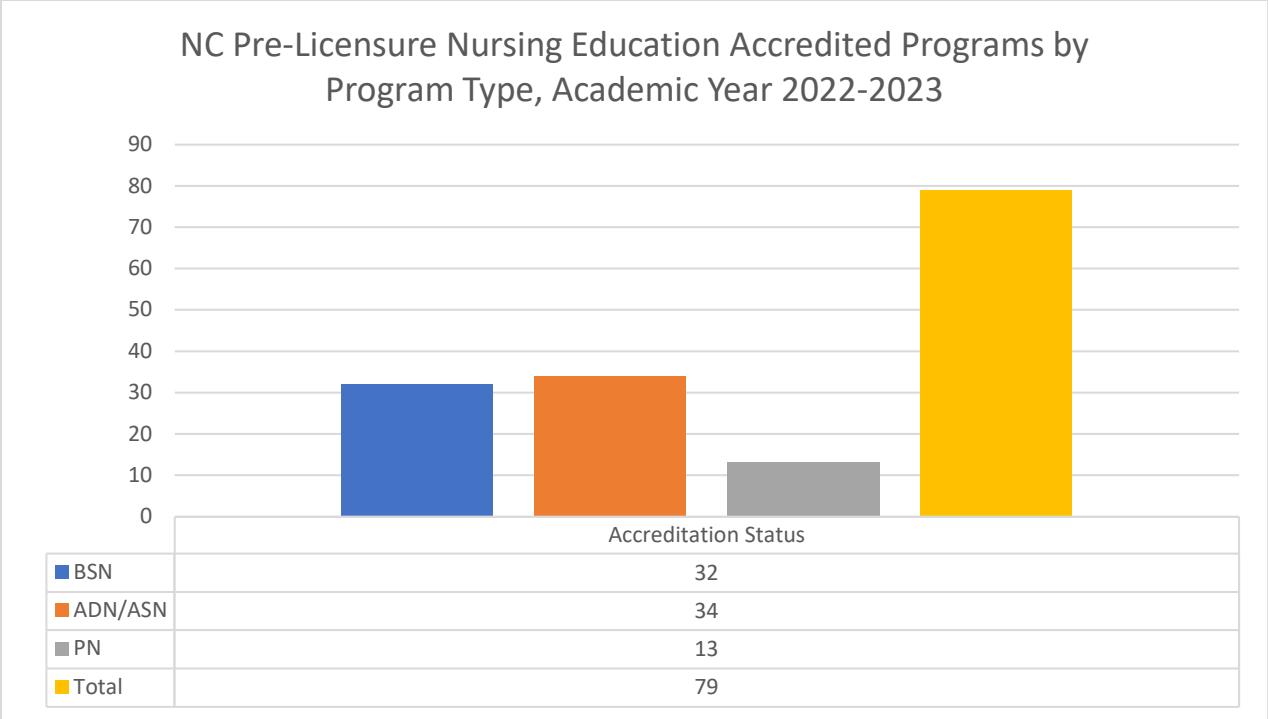
The NCBON collects data on **national accreditation status** for NC pre-licensure nursing education programs. National nursing accreditation is encouraged for quality purposes. This graph shows 79 (54%) out of 145 nursing programs in NC were nationally accredited in 2023. In comparison to 71 (51%) out of 140 in 2022.

For the 2023 reporting period, there were 32 BSN, 34 ADN/ASN, and 13 PN programs reporting. Accredited NC pre-licensure nursing education programs by type demonstrate 31 (89%) of BSN pre-licensure programs are accredited in NC; 34 (56%) of ADN/ASN pre-licensure nursing programs are accredited in NC; and 13 (27%) of PN pre-licensure programs are accredited in NC.

NC Prelicensure Nursing Education Programs Learning Modalities, Academic Year 2022-2023

72 (50%)

73 (50%)
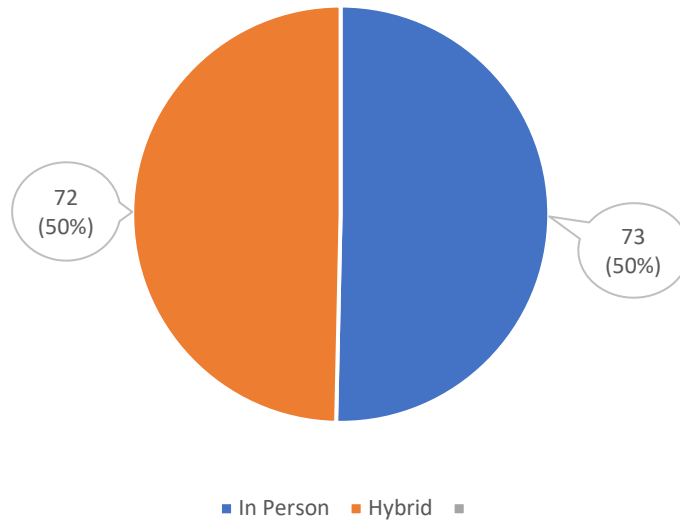
■ In Person ■ Hybrid ■

This chart demonstrates **learning modalities** of NC pre-licensure nursing education programs in the 2022-2023 academic year. The two delivery modes include in-person, and hybrid. There were 73 (50%) of pre-licensure nursing education programs who used an in-person only delivery mode, and 72 (50%) who used a hybrid delivery mode.

NC Pre-Licensure Nursing Education Programs Major Organizational Changes, Academic Year 2022-2023
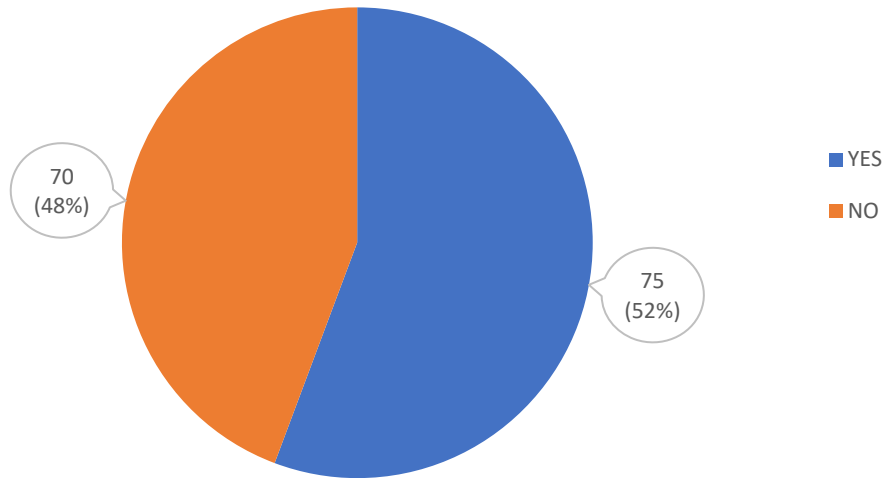
70
(48%)

75
(52%)

- ■ YES
- ■ NO

This chart demonstrates the number of NC pre-licensure nursing education programs reporting **major organizational changes**. In the 2022-2023 academic year, 75 (52%) of NC pre-licensure nursing education programs reported a major organizational change. The remaining 70 (48%) of NC pre-licensure nursing education programs reported **no major** organizational change.

NC Pre-Licensure Nursing Education Programs Organizational Change by Category

	DIRECTOR	UNIVERSITY LEADERSHIP	OTHER
	42	30	26
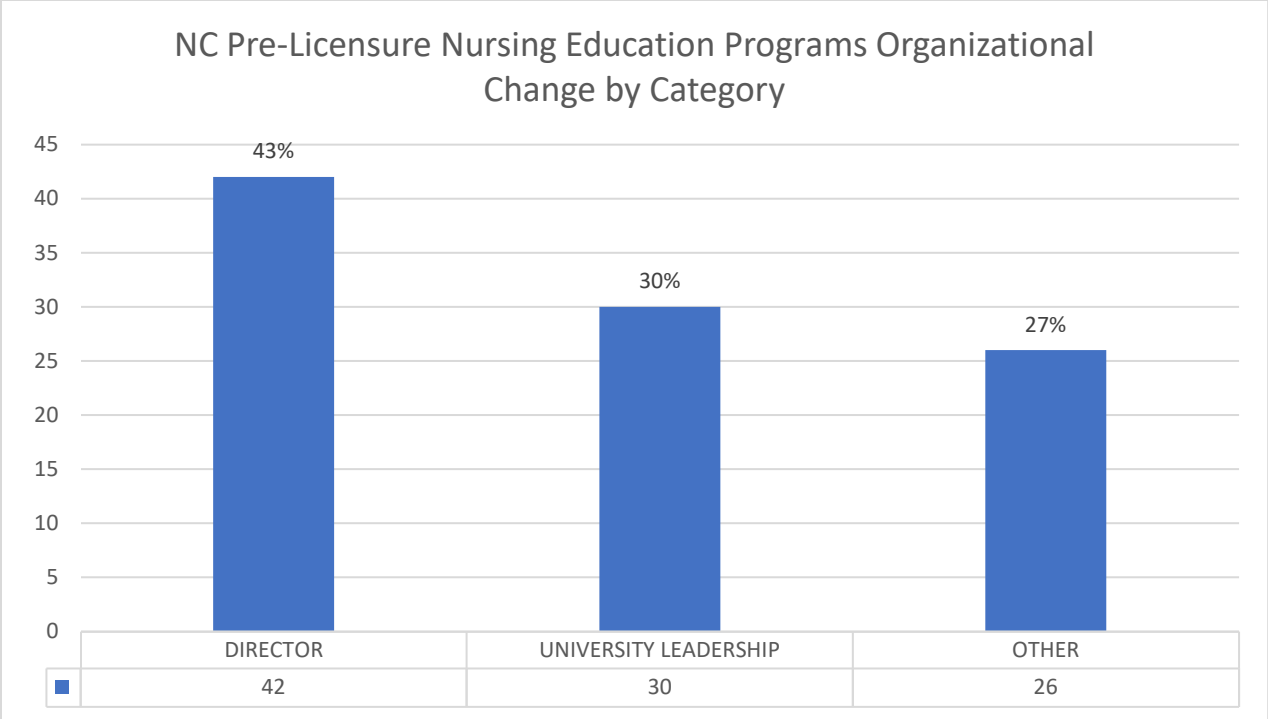
This graph demonstrates **categories of major organizational changes** reported by NC pre-licensure nursing education programs. The types are Director, University Leadership, and Other. Director is a change in the nursing program head or lead. University leadership is a change in Provost/President. Other encompass changes such as College Dean, faculty/staff turnover, organizational restructuring, collapsing programs, and economic efficiencies. NC pre-licensure nursing education programs reported 42 (43%) Director changes, 30 (30%) University Leadership changes, and 26 (27%) Other changes.

STUDENTS

The following charts and graphs provide the findings of **student characteristics** in NC pre-licensure nursing education programs. Student characteristics included in this summary include enrollment, age, gender, race/ethnicity, and graduates.

NC Pre-Licensure Nursing Education Programs Total Current Student Enrollment by Program Type, Academic Year 2022-2023

	Number of Students Enrolled
■ BSN	4297
■ ADN/ASN	6425
■ PN	1411
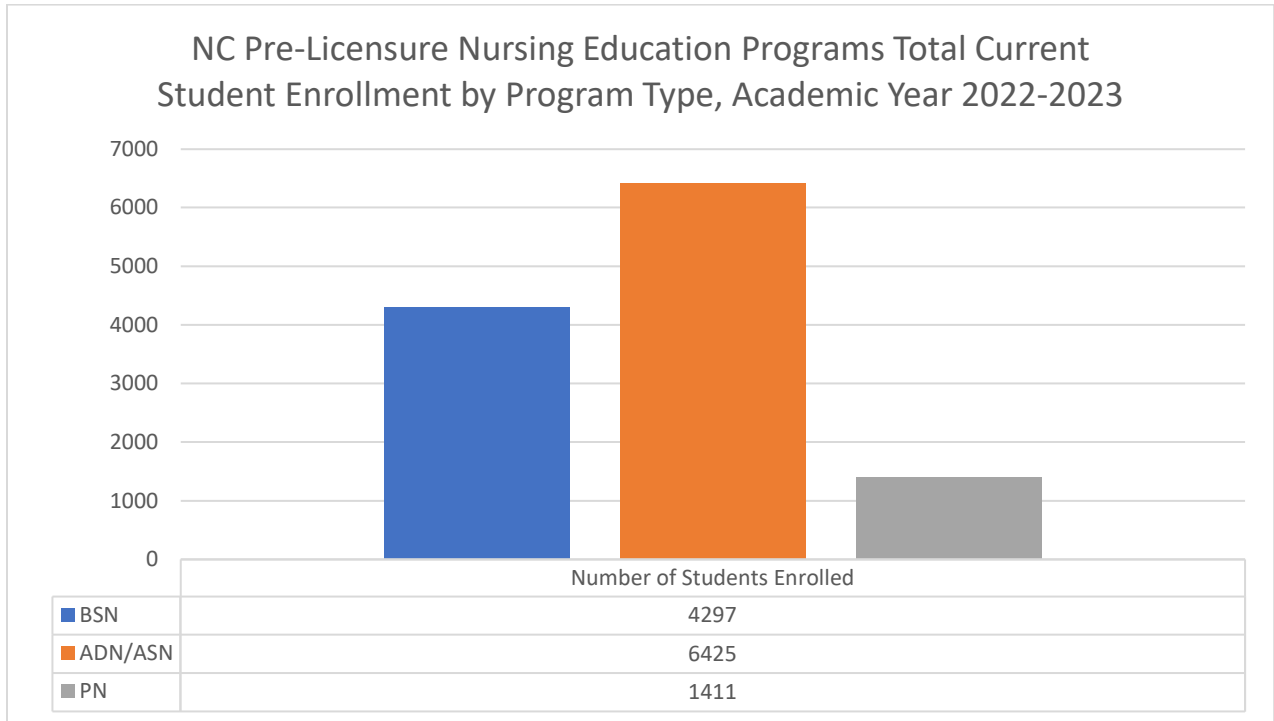
This graph demonstrates the **total current student enrollment** (the number of nursing students enrolled on the Fall Term census date which is October 1, 2023). This includes students at all points of the nursing program's curriculum sequence. This is a onetime snapshot of all current students taking nursing courses at any level. The total current student enrollment was **12,133** as of October 1, 2023. This demonstrates an increase **(4.04%)** from 11,643 in October 2022.

Percent of Student Enrollment by NC Pre-Licensure Nursing Education Program Type, Academic Year 2022-2023
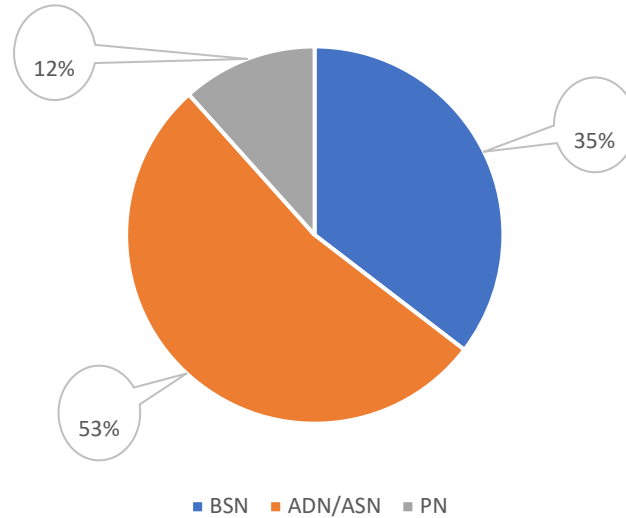
Legend: ■ BSN ■ ADN/ASN ■ PN

This chart demonstrates the **percentage of current student enrollment** by NC pre-licensure nursing education program type for academic year 2022-2023. In NC, 4,297 (35%) of students were enrolled in BSN programs; 6,425 (53%) of students were enrolled in ADN/ASN programs; and 1,411 (12%) of students were enrolled in PN programs.

NC Pre-Licensure Nursing Education Programs Current Student Enrollment Average Age by Program Type Academic Year 2022-2023

	BSN	ADN/ASN	PN
■ Average Age	24	28	30

■ BSN   ■ ADN/ASN   ■ PN
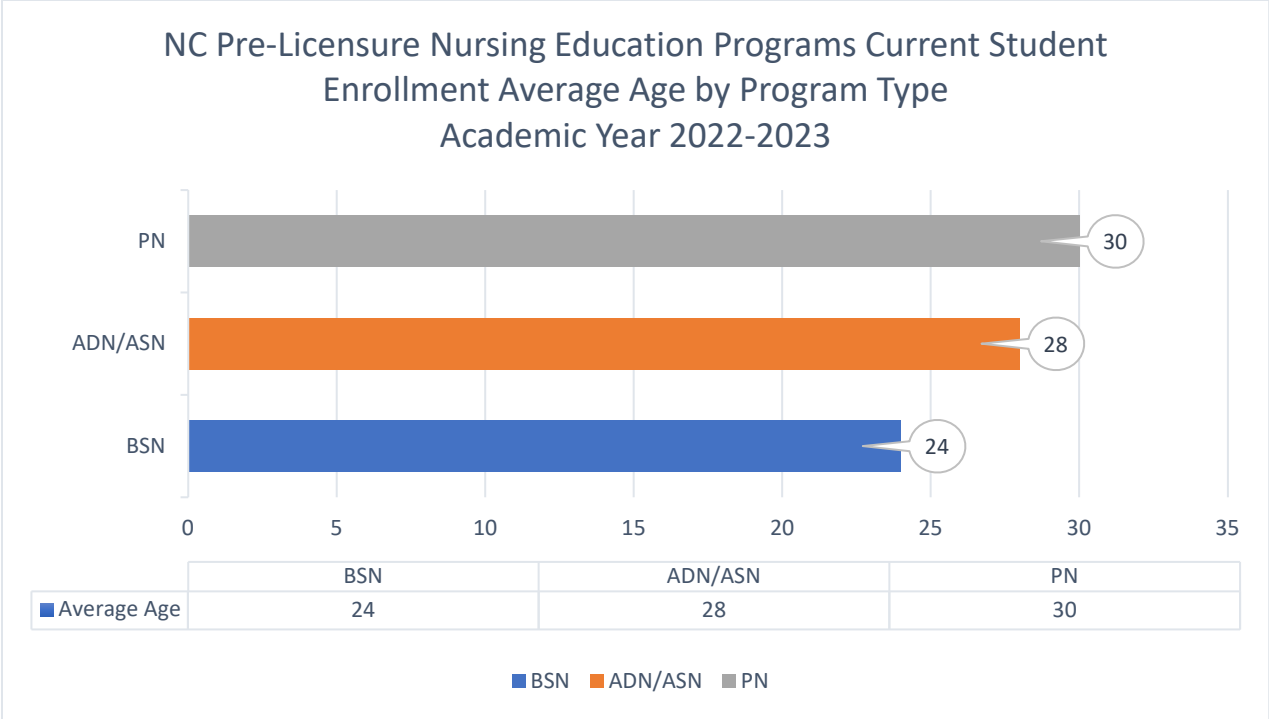
This chart demonstrates the **average age** of current students enrolled by program type in NC pre-licensure nursing education programs. The average age of students currently enrolled in BSN programs is 24 years old; the average age of students currently enrolled in ADN programs is 28 years old; the average age of students currently enrolled in PN programs is 30 years old in the 2022-2023 academic year.

NC Pre-Licensure Nursing Education Programs Current Student Enrollment by Gender and Program Type, Academic Year 2022-2023

	BSN	ADN/ASN	PN
■ Female	3785	5498	1262
■ Male	499	672	95
▉ Other	14	6	1

This graph demonstrates the total current student enrollment by **gender** by NC pre-licensure nursing education program type in the 2022-2023 academic year. The total number of students is 11,832*.

*This number reflects missing data in this category.

Percent of Current Enrollment by Gender in NC Pre-Licensure Nursing Education Programs, Academic Year 2022-2023

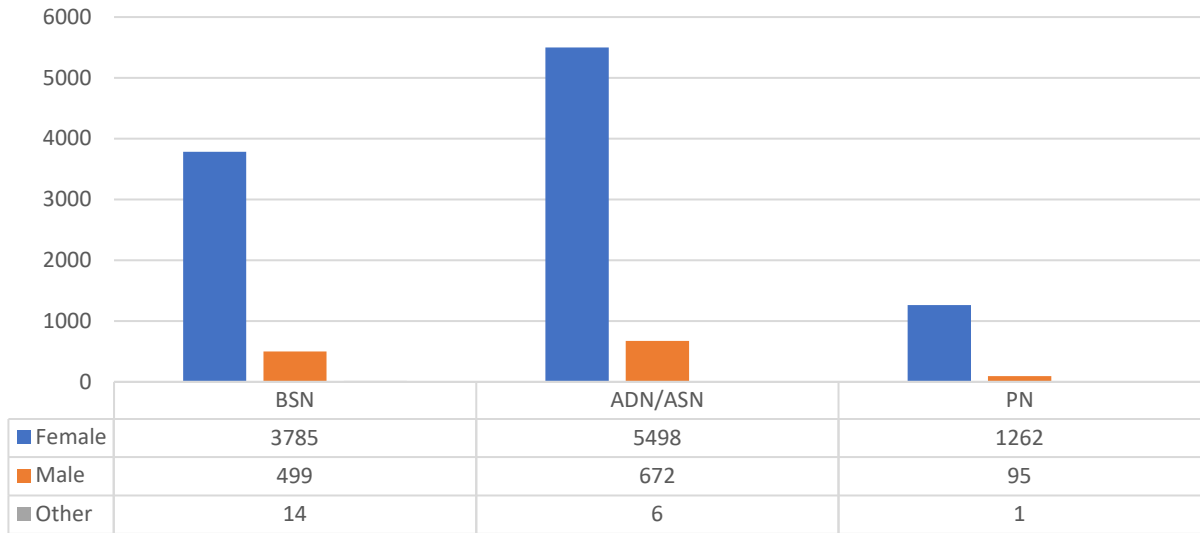1,266 (11%)

21 (<1%)

10,545 (89%)

■ FEMALE ■ MALE ■ OTHER

This chart demonstrates the **percentage of current student enrollment** in NC pre-licensure nursing education programs **by gender** in the 2022-2023 academic year. In NC the largest gender category was female. In this category, 10,545 (89%) of the currently enrolled students were female. There were 1,266 (11%) currently enrolled students in the male category. Less than (1%) percent of the applicants who were currently enrolled identified as other. The total number of students is 11,832*.
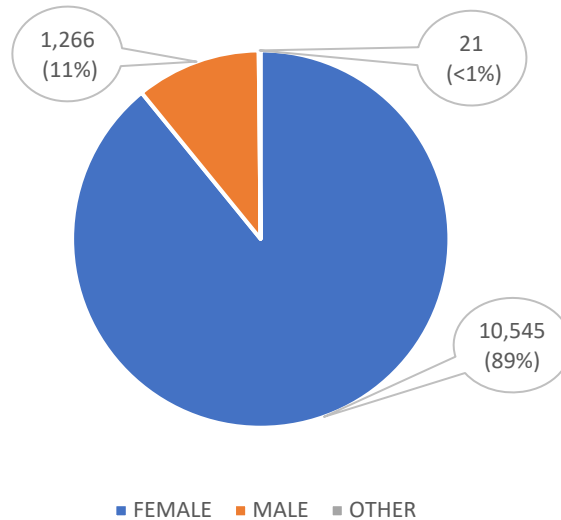
*This number reflects missing data in this category.

NC Pre-Licensure Nursing Education Programs Current Student Enrollment by Race/Ethnicity and Program Type, Academic Year 2022-2023

	White	Black or African American	Hispanic or Latino or Spanish Origin	Asian	Multi-Racial	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other
BSN	2519	1024	343	198	167	12	40	234
ADN/ASN	3663	1347	588	187	186	37	153	438
PN	512	633	78	22	53	5	22	77

BSN ADN/ASN PN

This graph demonstrates the **total current student enrollment** in NC pre-licensure nursing education programs by program type and **race/ethnicity** in the 2022-2023 academic year.
The data analyzed for race/ethnicity indicates that students enrolled selected multiple categories.

 An explanation of statistics is provided in the chart *Percent of Current Student Enrollment by Race/Ethnicity in NC Pre-Licensure Education Programs Academic Year 2022-2023.*

Percent of Current Student Enrollment by Race/Ethnicity in NC Pre-Licensure Nursing Education Programs, Academic Year 2022-2023

Legend:
- White
- Black or African American
- Hispanic or Latino or Spanish Origin
- Asian
- Multi-Racial
- Native Hawaiian or Other Pacific Islander
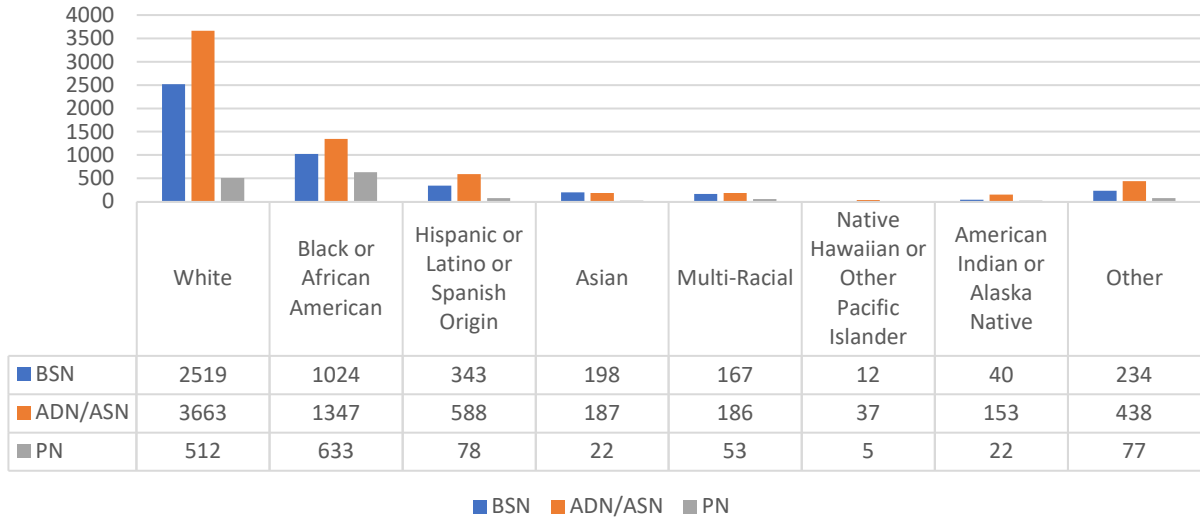- American Indian or Alaska Native
- Other
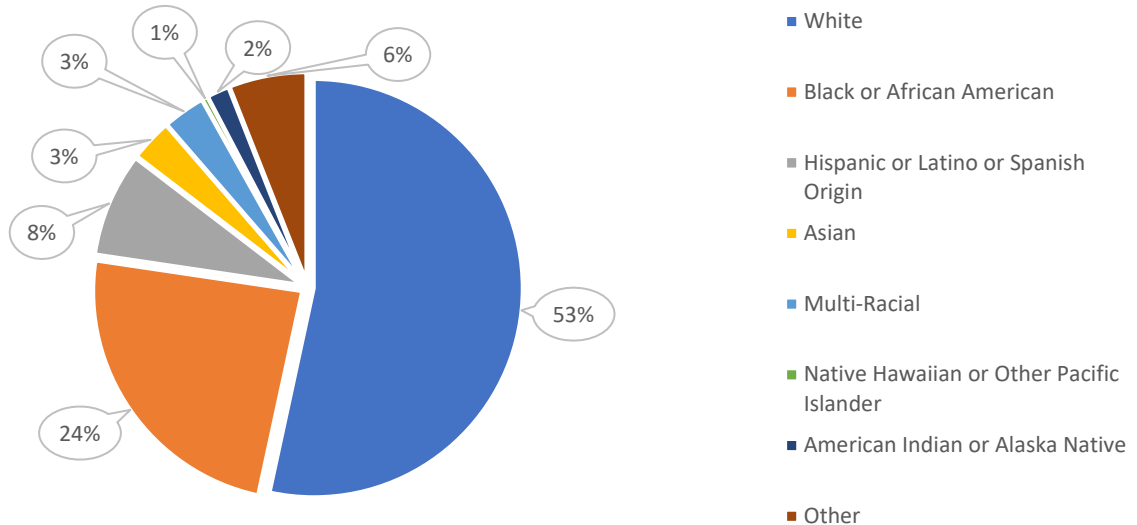
This chart demonstrates the **percentage of current student enrollment** in NC pre-licensure nursing education programs by **race/ethnicity** in the 2022-2023 academic year. In NC, the largest race/ethnic group category was White. In this category, 6,694 (53%) students were enrolled. In the category Black or African American, 3,004 (24%) students were enrolled. Of the Hispanic, Latino, or Spanish origin categories, 1,009 (8%) students were enrolled. In the category of multi-racial, 406 (3%) students were enrolled. In the category Asian, 407 (3%) students were enrolled, in the category of American Indian or Alaska Native, 215 (2%) students were enrolled, in the category other, 749 (6%) students were enrolled. In the category of Native Hawaiian or Pacific Islander, less than 1% of students were enrolled. The data analyzed for race/ethnicity indicates that students enrolled selected multiple categories.
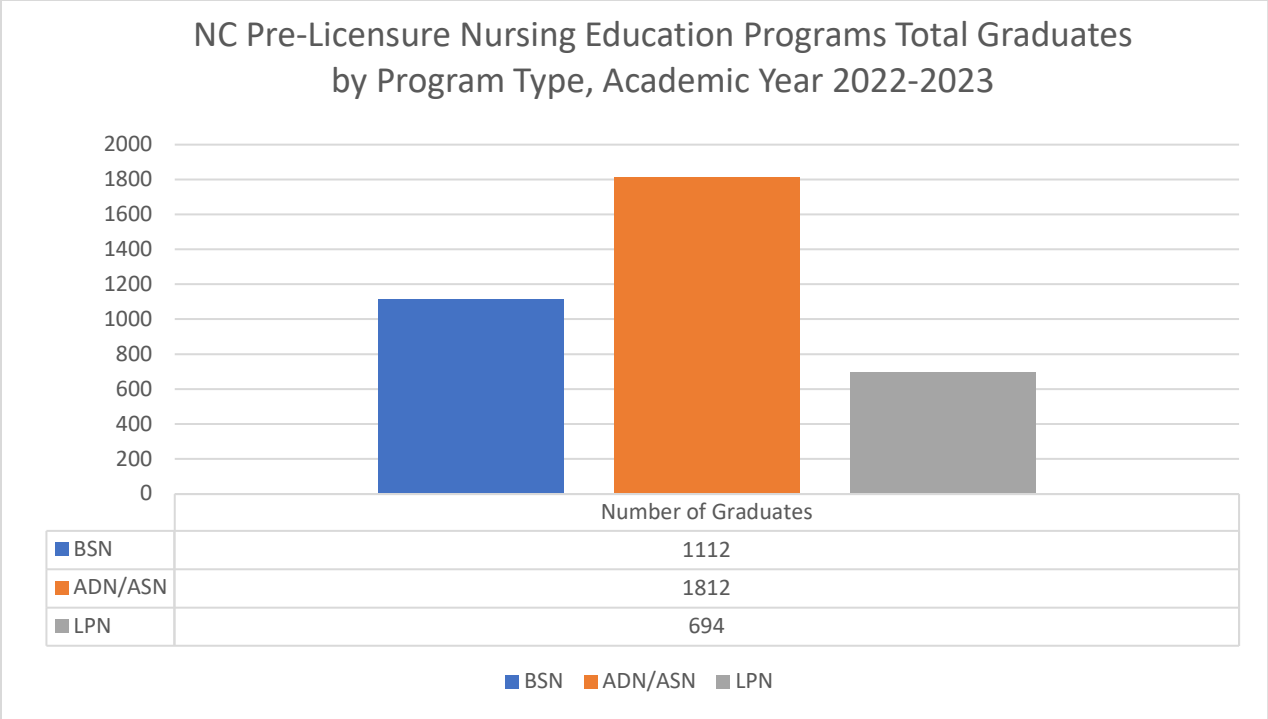
NC Pre-Licensure Nursing Education Programs Total Graduates by Program Type, Academic Year 2022-2023

	Number of Graduates
■ BSN	1112
■ ADN/ASN	1812
■ LPN	694

■ BSN ■ ADN/ASN ■ LPN

This graph demonstrates the number of **graduates** from pre-licensure nursing education programs by type for 2022-2023.

There was a total of **3,618** pre-licensure graduates in the 2022-2023 academic year as compared to 3,634 in the 2021-2022 academic year. This indicates less than a 1% decrease in the graduation rate. Below are the percentages of nursing students who graduated in each degree type in the 2022-2023 academic year.

- BSN-31%
- ADN/ASN-50%
- LPN-19%

Programs reported 5,553 students had started in their last graduating cohort in academic year 2022-2023. Of students who started the cohort, 3,618 (65%) of those students graduated.

FACULTY

The following charts and graphs provide faculty findings in NC pre-Licensure nursing education programs by **employment status**. Employment status categories include full-time, part-time, and adjunct clinical.

NC Pre-Licensure Nursing Education Programs Total Number of Faculty by Employment Status and Program Type, Academic Year 2022-2023

	FULL-TIME	PART-TIME	ADJUNCT CLINICAL
BSN	403	117	218
ADN/ASN	495	256	583
PN	143	73	133
TOTAL	1041	446	934

This graph shows **the total number of faculty by employment status** (full-time, part-time, and adjunct clinical) in NC pre-licensure nursing education programs by program type in the 2022-2023 academic year. There were 1,041 full-time faculty, 446 part-time faculty, and 934 adjunct clinical faculty. The total number of full-time, part-time, and adjunct clinical faculty is **2,421**.

Percent of NC Pre-Licensure Nursing Education Programs Faculty by Employmnet Status and Program Type, Academic Year 2022-2023

This chart demonstrates **the percentage of faculty by employment status** in NC pre-licensure nursing education programs (full-time, part-time, and adjunct clinical). The total number of full-time, part-time, and adjunct clinical faculty is **2,332***.

Below are the percentages of faculty for each employment status type in the 2022-2023 academic year.

- Full-Time-43%
- Part-Time-18%
- Adjunct Clinical-39%

*This number reflects missing data in this category.

Workforce Analytics

The following charts and graphs provide data findings which may be used for analyzing, forecasting, planning workforce supply and demand, assessing gaps, and determining targets.

NC Pre-Licensure Program Faculty Vacancies Academic Year 2022-2023
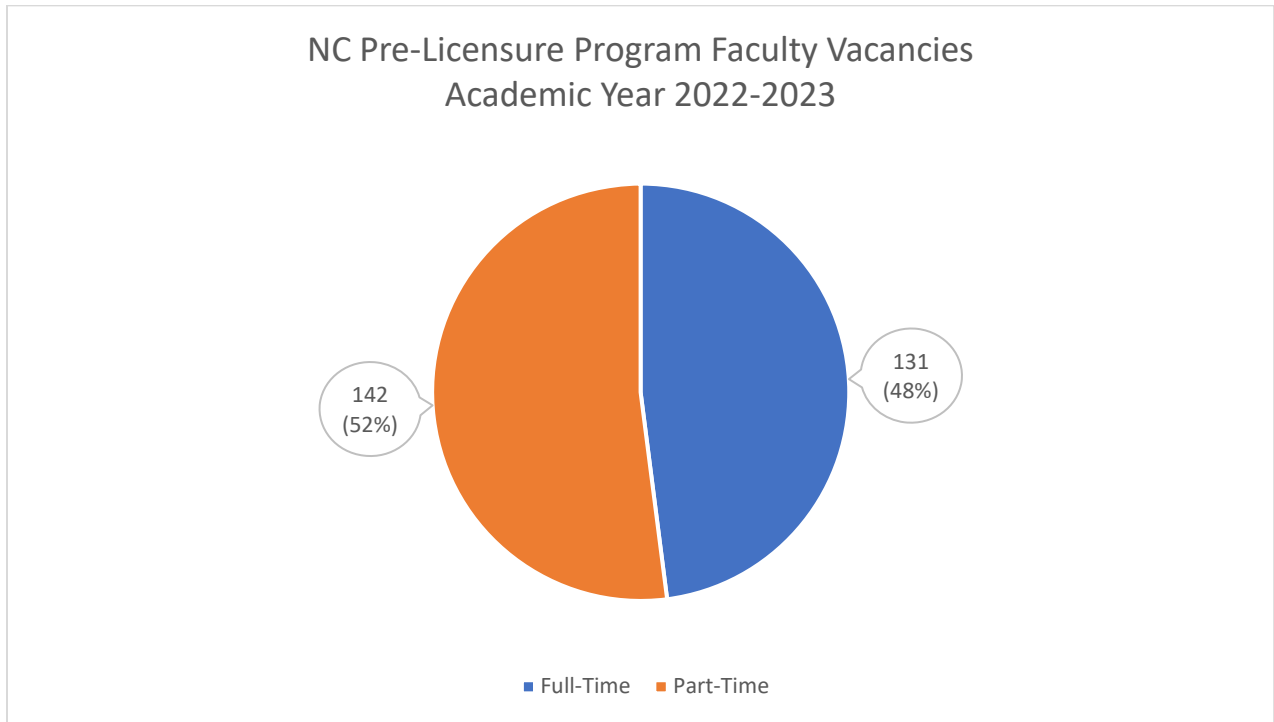
This chart demonstrates the **total number of faculty vacancies** (full and part-time combined) in NC Pre-Licensure Nursing Programs for the 2022-2023 academic year. The total number of faculty vacancies is 273. There are 131 (48%) full-time faculty vacancies, and 142 (52%) part-time faculty vacancies in NC Pre-Licensure Nursing Programs.

Total Full-Time Faculty Vacancies by NC Pre-Licensure Nursing Program Type and Practice Specialty, Academic Year 2022-2023
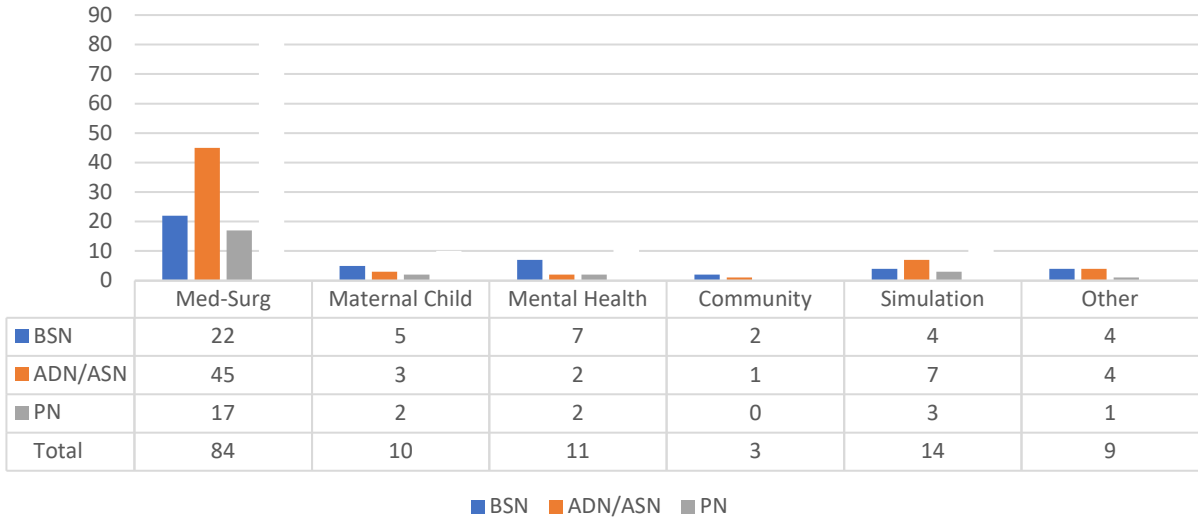
	Med-Surg	Maternal Child	Mental Health	Community	Simulation	Other
■ BSN	22	5	7	2	4	4
■ ADN/ASN	45	3	2	1	7	4
■ PN	17	2	2	0	3	1
Total	84	10	11	3	14	9

■ BSN   ■ ADN/ASN   ■ PN

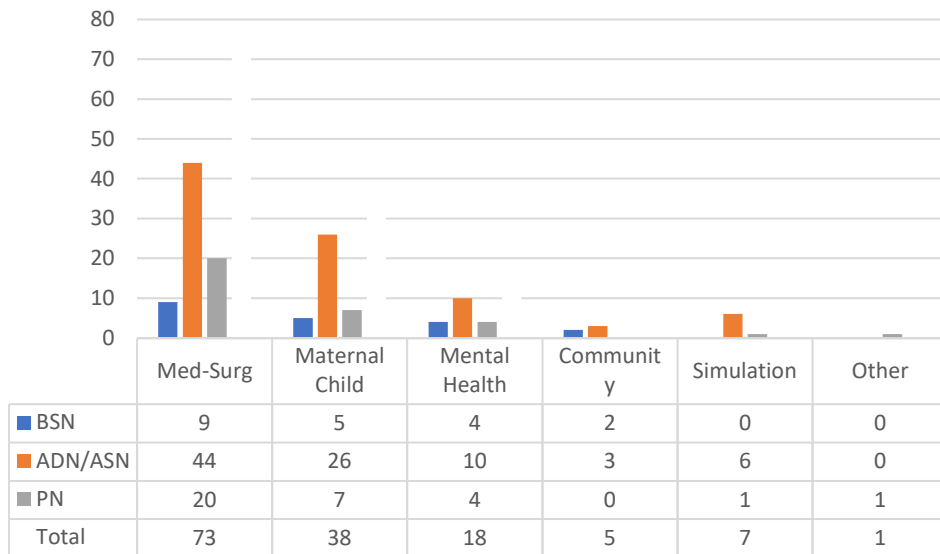This graph demonstrates the **total number of full-time faculty vacancies** in NC Pre-Licensure Nursing Programs by program type and practice specialty for the 2022-2023 academic year. There are 131 full-time faculty vacancies. The practice specialty with the highest number of full-time faculty vacancies is Med-Surg at 84 (65%). The practice specialty with the lowest number of full-time faculty vacancies is Community Health with a total of three (2%).

Total Part-Time Faculty Vacancies by NC Pre-Licensure Program Type and Practice Specialty, Academic Year 2022-2023

	Med-Surg	Maternal Child	Mental Health	Community	Simulation	Other
BSN	9	5	4	2	0	0
ADN/ASN	44	26	10	3	6	0
PN	20	7	4	0	1	1
Total	73	38	18	5	7	1

This graph demonstrates the **total number of part-time faculty vacancies** in NC Pre-Licensure Nursing Programs by program type and practice specialty for the 2022-2023 academic year. There are 142 part-time faculty vacancies. The practice specialty with the highest number of full-time faculty vacancies is Med-Surg 73 (51%). The practice specialty with the lowest number of full-time faculty vacancies is the category of other one (2%).
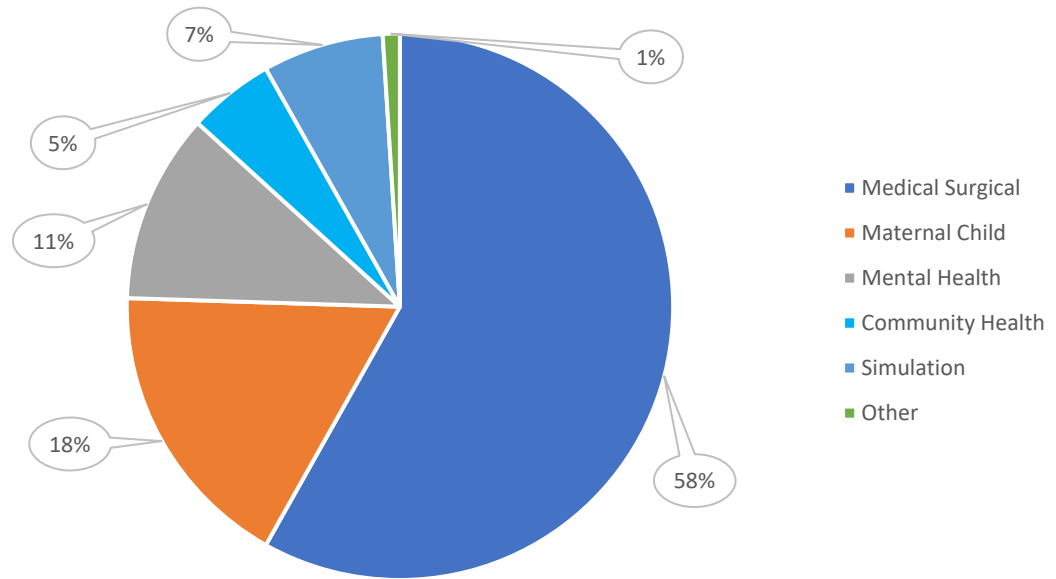
NC Pre-Licensure Nursing Education Program Percentage of
Faculty Vacancies by Practice Specialty,
Academic Year 2022-2023

Legend:
- Medical Surgical
- Maternal Child
- Mental Health
- Community Health
- Simulation
- Other

This chart demonstrates the **percentage of faculty vacancies** (full and part-time combined) in NC Pre-Licensure Nursing Programs by specialty for the 2022-2023 academic years. In NC the largest percentage of faculty vacancies was in the Medical-Surgical Specialty category. There were 157 (58%) faculty vacancies in the Medical Surgical Specialty. There were 48 (17%) faculty vacancies in the Maternal Child Specialty. There were 29 (11%) faculty vacancies in the Mental Health Specialty. In Community Health 8 (3%), Simulation 21 (4%), and other specialties represented 10 (4%) of the faculty vacancies in this category.

NC Pre-Licensure Nursing Education Programs with Curriculum Track for Active Duty, Former, or Retired Military Personnel Academic Year 2022-2023
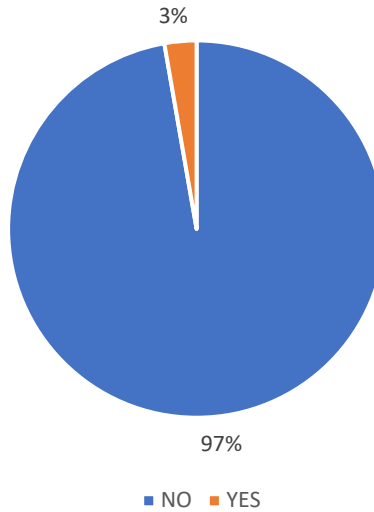
This chart demonstrates NC Pre-Licensure Nursing Programs reporting they have **a specific curriculum track for active duty, former, or retired military personnel**. The total number of programs with a specific track for military personnel is four (3%). Programs reporting having a curriculum track for active duty, former, or retired military personnel include:

Appalachian State University BSN
Carteret Community College ADN
University of North Carolina BSN (Chapel Hill)
University of North Carolina BSN (Greensboro)

NC Pre-Licensure Nursing Program Participation in RIBN
Academic Year 2022-2023

41
(28%)

140
(72%)

■ Yes ■ No
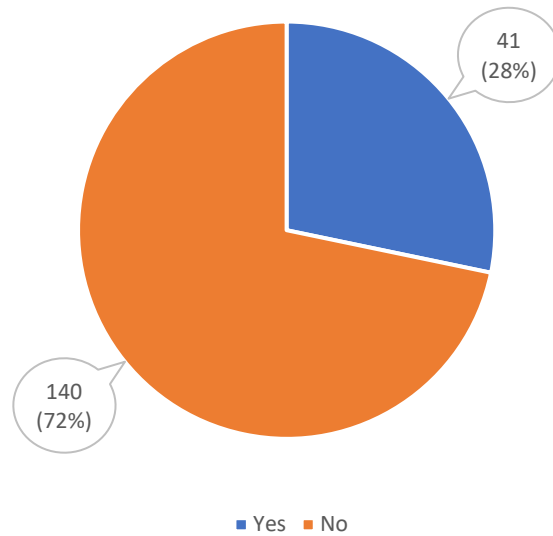
The NCBON collects data on **Regionally Increasing Baccalaureate Nurses (RIBN) programs** in NC. RIBN provides students with a four-year option in which they complete an Associate Degree and Bachelor's Degree in Nursing. This chart demonstrates 41 (28%) of NC Pre-Licensure Nursing Programs participate in RIBN, and 140 (72%) do not participate in RIBN.

RIBN Data in NC Pre-Licensure Nursing Education Programs
Academic Year 2022-2023
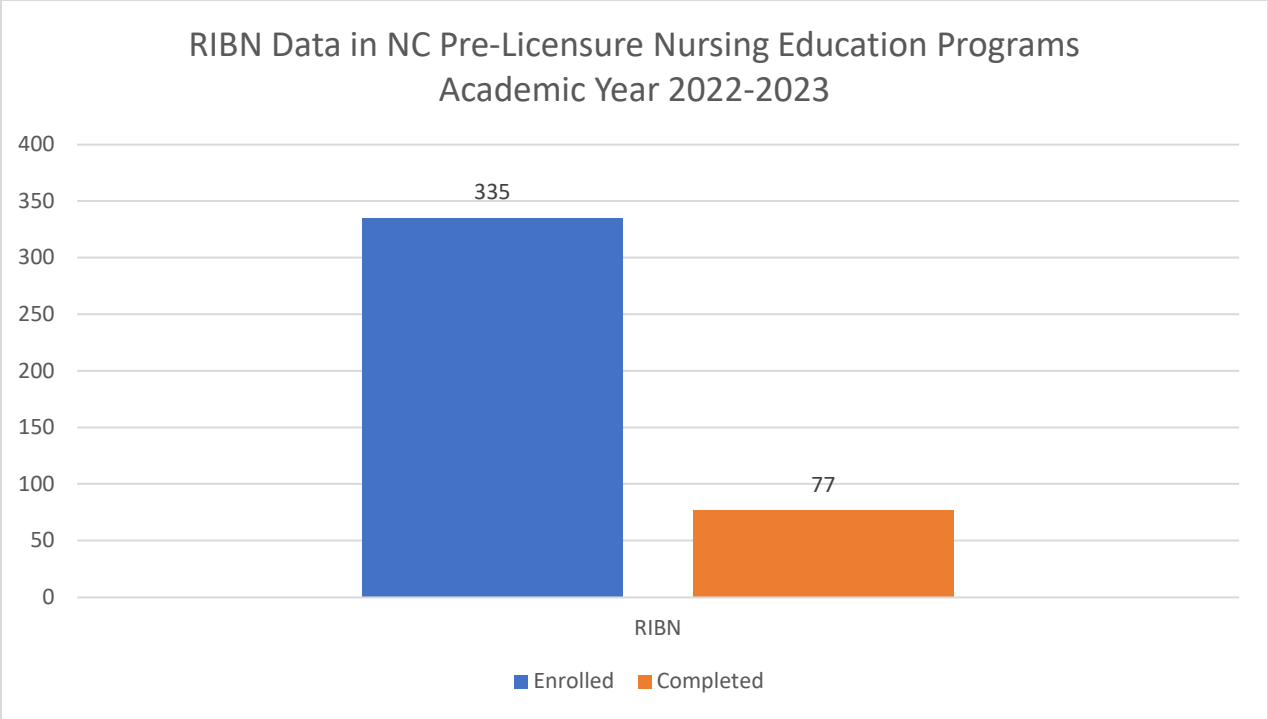
This graph demonstrates **RIBN students** who are enrolled in and completed RIBN programs in the 2022-2023 academic year. In 2023, 412 students (335 students enrolled, and 77 students completed) RIBN programs in NC.

**NC Pre-Licensure Nursing Programs Facing Difficulty with Clinical Placements in
Academic Year 2022-2023**
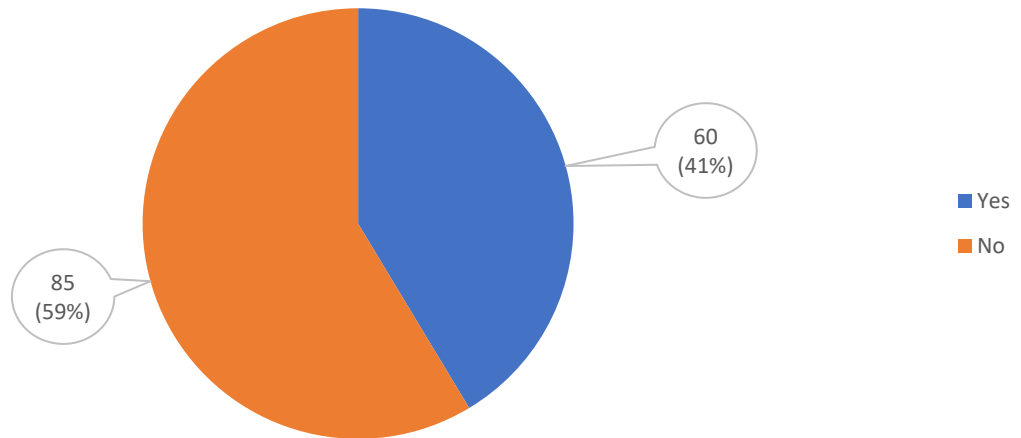
The NCBON collects data on **Challenges with Clinical Placement** in NC Pre-Licensure Nursing Programs. This chart demonstrates 60 (41%) NC prelicensure nursing programs stated **there are** clinical capacity challenges, and 85 (59%) **there are not** clinical capacity challenges.

NC Pre-Licensure Nursing Education Programs
With Areas of Difficulty in Clinical Placements
Academic Year 2022-2023

Area	Value
Simulation	4
Others (Pediatrics, Preceptors)	10
Community Health	16
Medical/Surgical	25
Mental Health	34
Maternal/Child	51
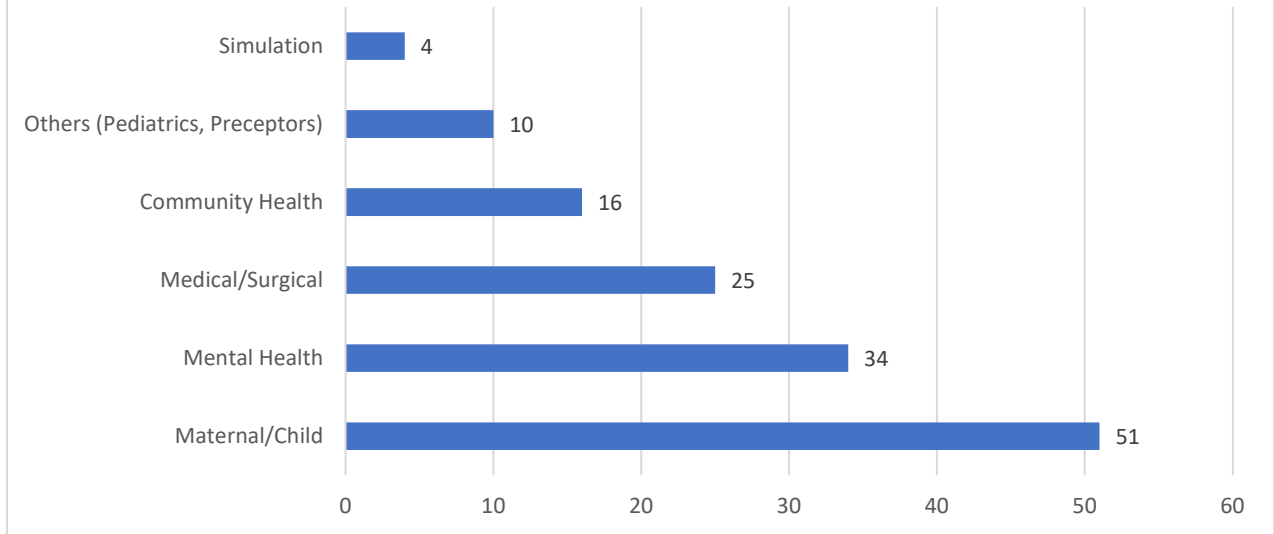
This graph demonstrates the 60 NC pre-licensure nursing programs reporting areas of difficulty in clinical placements.

Maternal/Child	51 (85%)
Mental Health	34 (57%)
Medical/Surgical	25 (42%)
Community Health	16 (27%)
Others (Pediatrics, Preceptors)	10 (10%)
Simulation	4 (7%)

NC Pre-Licensure Nursing Education Programs with Self-Imposed Caps on Enrollment in Academic Year 2022-2023

30
(21%)

115
(79%)

■ yes ■ no
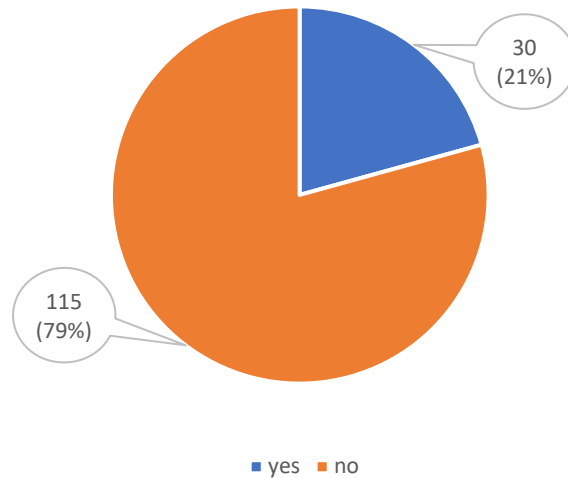
The NCBON collects data on **Self-Imposed Caps on Enrollment, Admissions, or Change in Capacity** of nursing programs in NC. This chart demonstrates 30 (21%) of NC Pre-Licensure Nursing Programs had self-imposed caps, and 115 (79%) are operating under NCBON approved enrollment.

NC Pre-Licensure Nursing Program Reason for Self-Imposed Caps on Enrollment in Academic Year 2022-2023

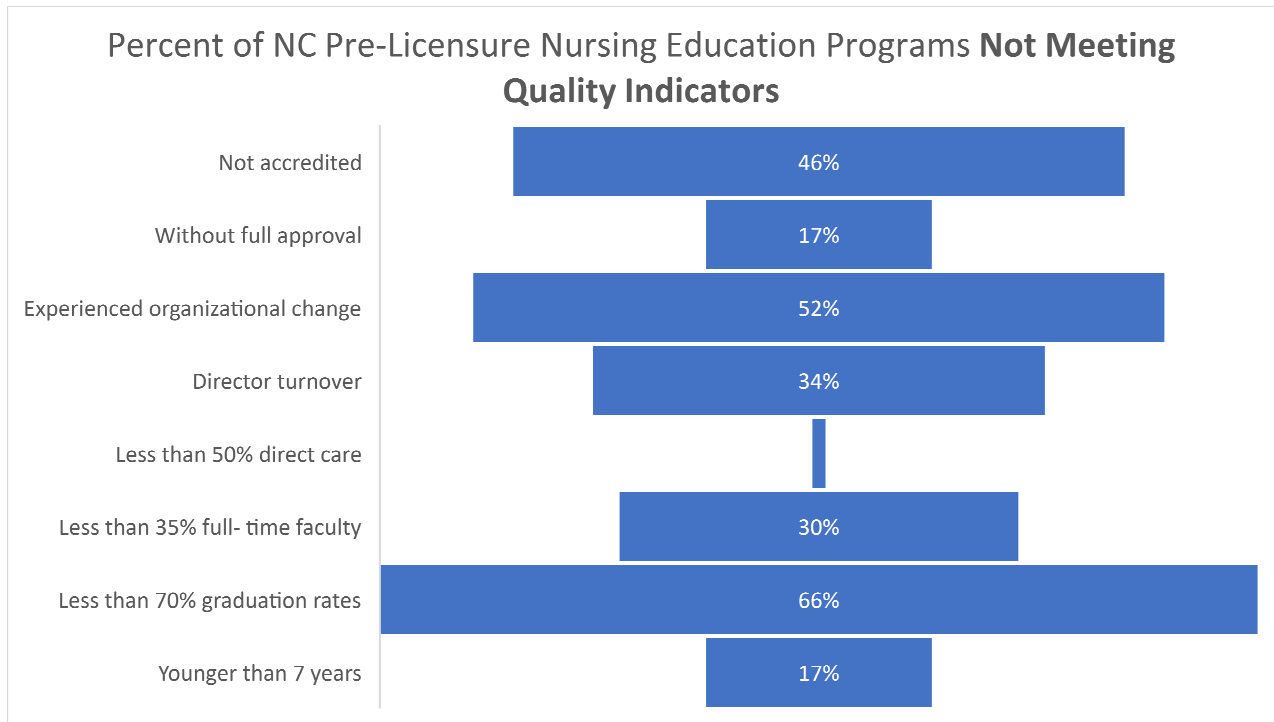|	Lack of Qualified Applicants for Budgeted Faculty Positions	Lack of Qualified Student Applicants	Lack of Clinical Sites	Limited Classroom Space	At Maximum Enrollment
■	10	9	6	3	2
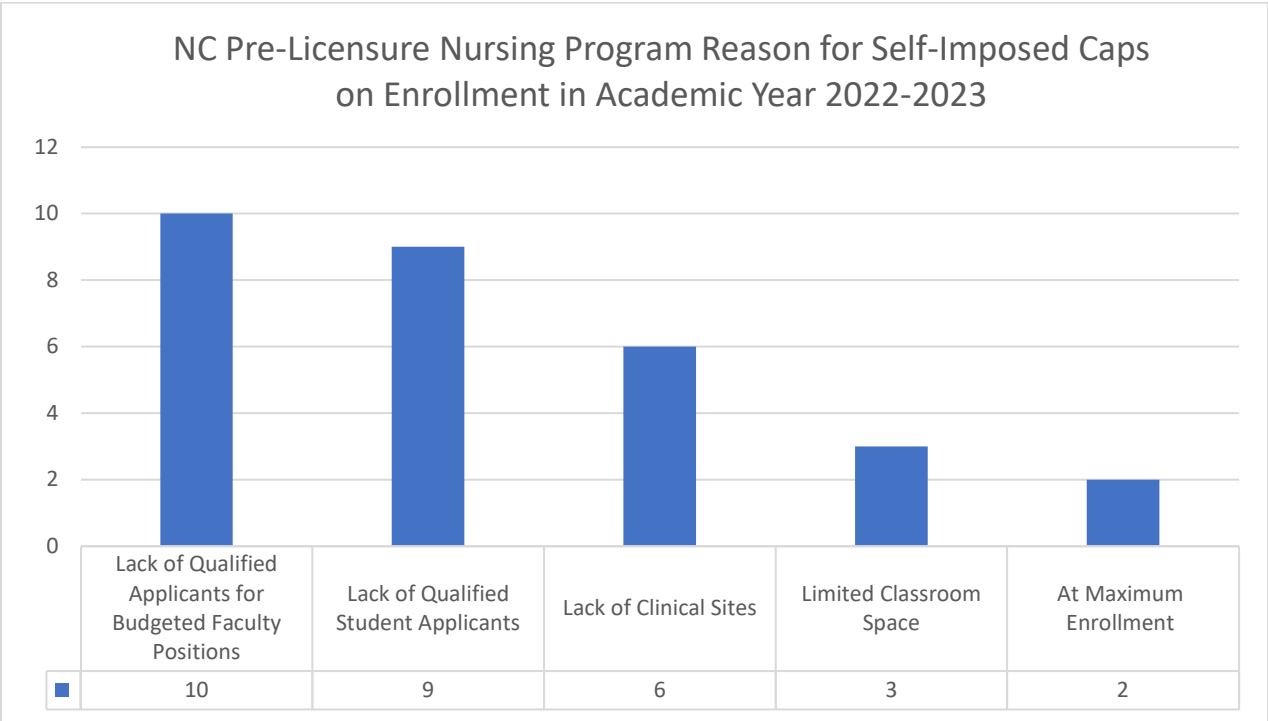
This graph demonstrates **Reasons for Self-Imposed Caps on Enrollment** instituted by NC Pre-Licensure Nursing Programs. Programs identified the most important to least important reasons for self-imposed enrollment caps. The top five categories stated were lack of qualified applicants for budgeted faculty positions (10), lack of qualified students (9), lack of clinical sites (6), lack of classroom space (3), and maximum enrolment (2).

SUMMARY OF PROGRAMS NOT MEETING KEY QUALITY INDICATORS

Percent of NC Pre-Licensure Nursing Education Programs **Not Meeting Quality Indicators**

Indicator	Percent
Not accredited	46%
Without full approval	17%
Experienced organizational change	52%
Director turnover	34%
Less than 50% direct care	
Less than 35% full- time faculty	30%
Less than 70% graduation rates	66%
Younger than 7 years	17%

Data was collected to identify **key quality indicators** that were **not met** by NC pre-licensure nursing education programs. The graph above indicates the percentage of all NC pre-licensure nursing education programs who **did not** meet quality indicators. The findings are explained below.

- **46%** of NC pre-licensure nursing education programs **are not accredited**.
- **17%** of NC pre-licensure nursing education **programs do not have full BON approval status.**
- **52%** of NC pre-licensure nursing education programs have **experienced an organizational change.**
- **34%** of NC pre-licensure nursing education programs **have experienced Director turnover.**
- **1%** of NC pre-licensure nursing education programs **have less than 50% direct care in clinical learning**
- **30%** of NC pre-licensure nursing education programs **have less than 35% full-time faculty**
- **66%** of NC pre-licensure nursing education programs **have less than 70% graduation rates**
- **17%** of NC pre-licensure nursing education programs **are younger than 7 years old.**

Quality Indicator (QI)	Percent of NC Pre-Licensure Nursing Education Programs Not Meeting QI	Percent of NC Pre-Licensure Nursing Education Programs Meeting QI
Not accredited	46%	54%
Without full approval	17%	83%
Experienced organizational change	52%	48%
Director turnover	34%	56%
Less Than 50% direct care	1%	99%
Less than 35% full- time faculty	30%	70%
Less than 70% graduation rates	66%	34%
Younger than 7 years	17%	83%

This chart demonstrates the percentage of NC pre-licensure nursing education programs not meeting and meeting quality indicators. This data supports the level of achievement of program outcomes in NC pre-licensure nursing education programs.