

**North Carolina Pre-Licensure Nursing Education**

**Annual Summary and Trends Report**

**2023-2024**



**This report was prepared by the North Carolina Board of Nursing**

**April 2025**

## North Carolina Pre-Licensure Nursing Education

### Annual Summary and Trends Report

**2023-2024**

**April 2025**  
**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. 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 **149** NC nursing programs. This includes data collected from the newly approved program type Direct Masters Entry (DME). Since the DME is a new program type there was no data available for analysis. The report reflects nursing education pipeline data which will contribute to the analysis of how well the current workforce needs are being met, as well as determining 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). Program options such as ABSN are included in the BSN degree type data.

Each page of the report contains a summary statement explaining the chart/table/graph. Nursing education remains competitive in NC and is 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, MSN, CNE, ANEF, Education Consultant, at [terry.ward@ncbon.com](mailto: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 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 1<sup>st</sup> of the current year.

**Clinical Adjunct Faculty:** staff at the clinical facility that hosts 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, the 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: DME, 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 Nursing Education Summary and Trends Report: 2023-2024

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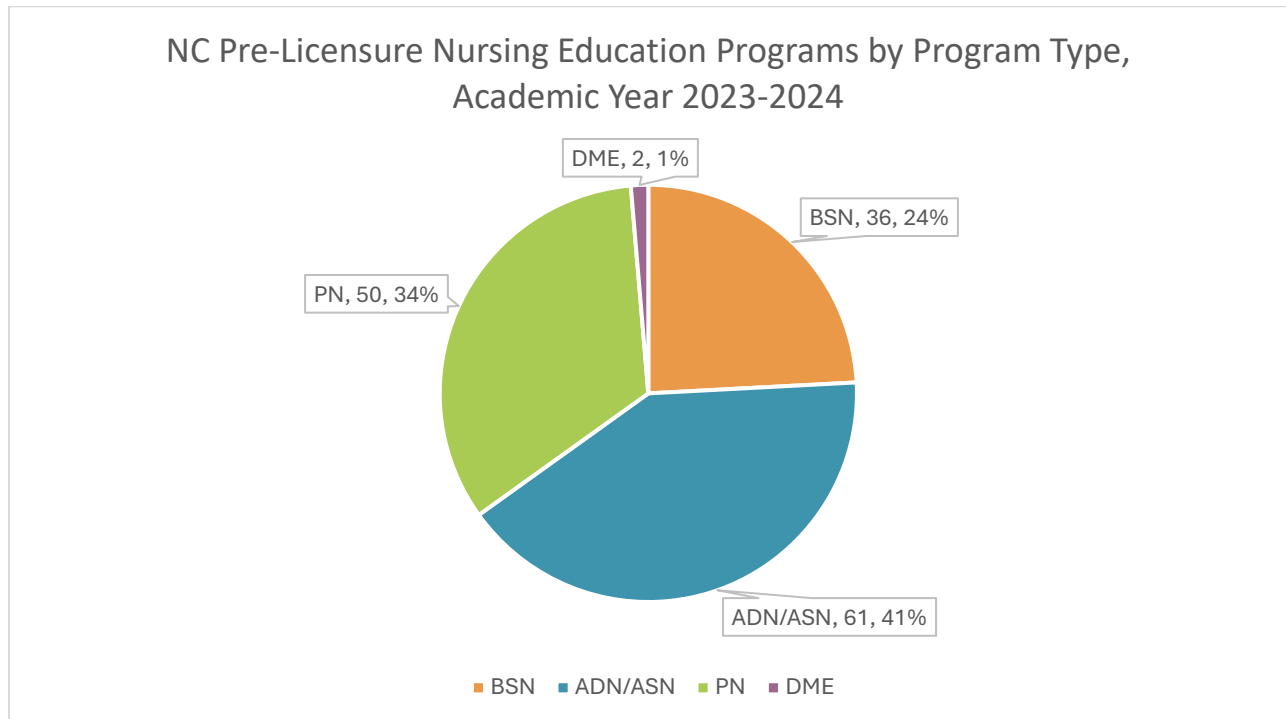
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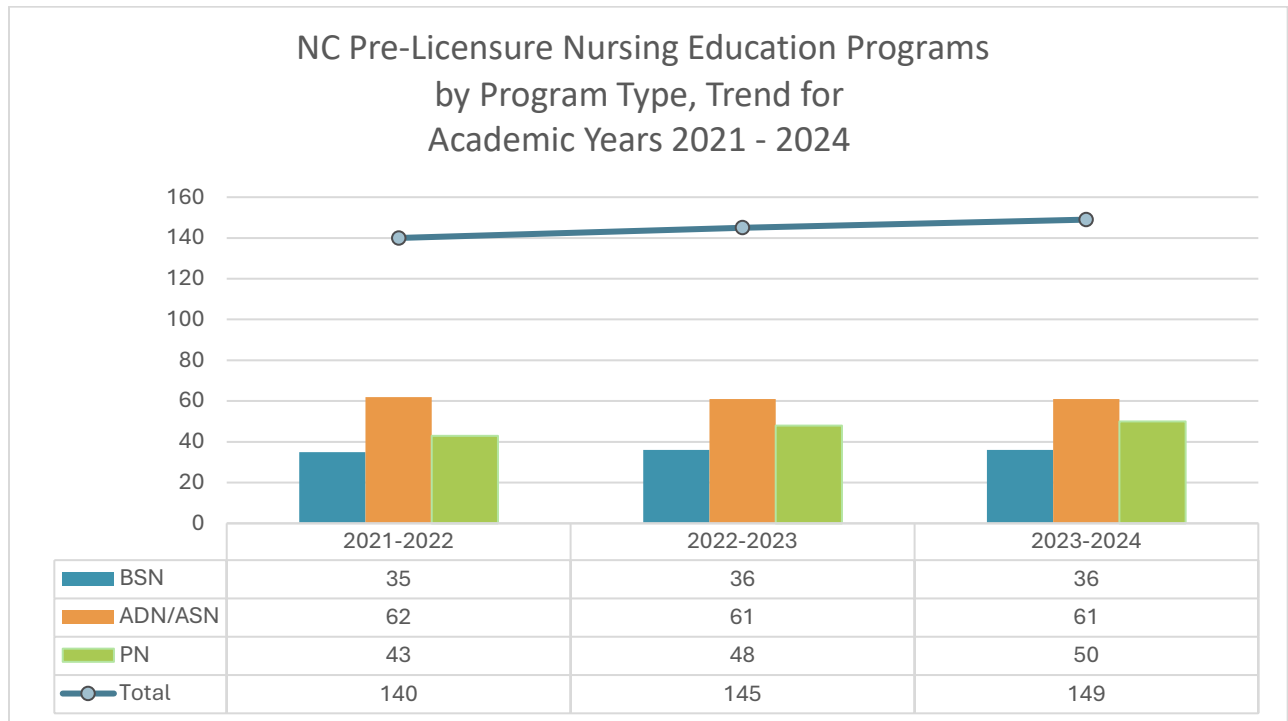
## PROGRAM CHARACTERISTICS

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



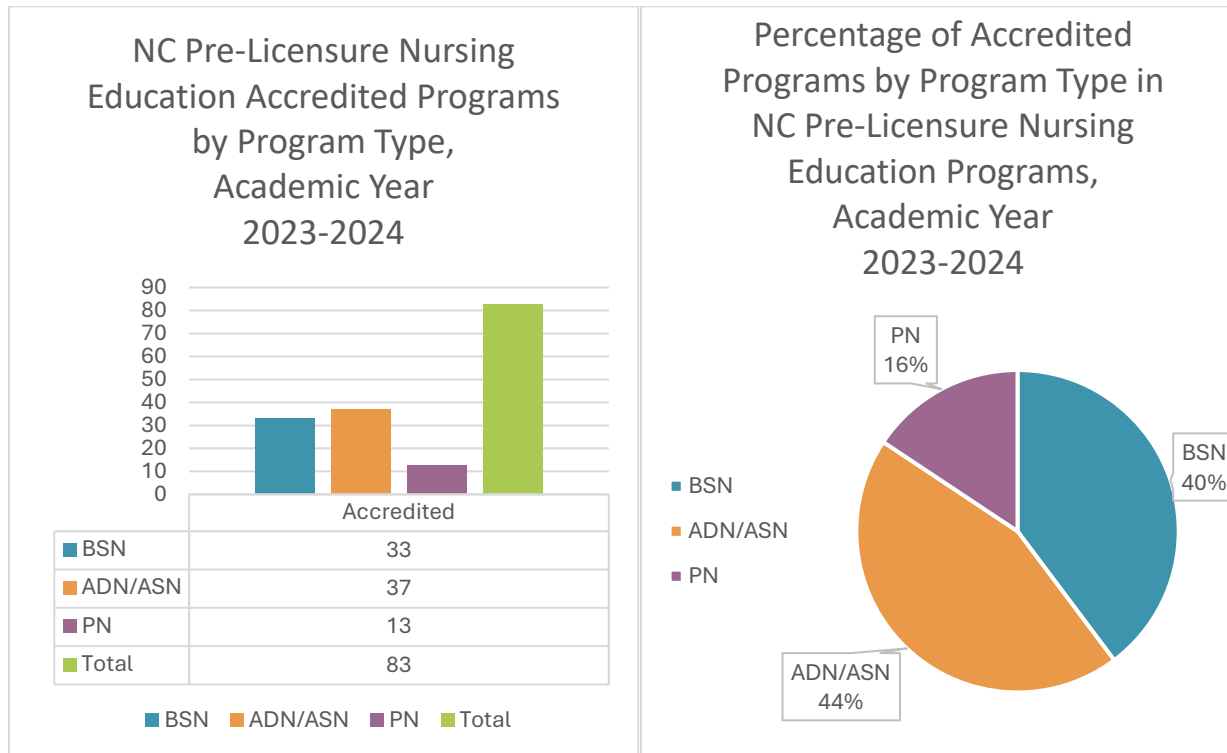
This chart illustrates the NC pre-licensure nursing education **programs by type** in the 2023-2024 academic year. There were **149 pre-licensure nursing education programs**. There were 36 (24%) BSN programs, 61 (41%) ADN/ASN programs, and 50 (34%) PN programs. The new program type, Direct Master's Entry (DME), was established in 2024. There are currently two (1%) DME programs.



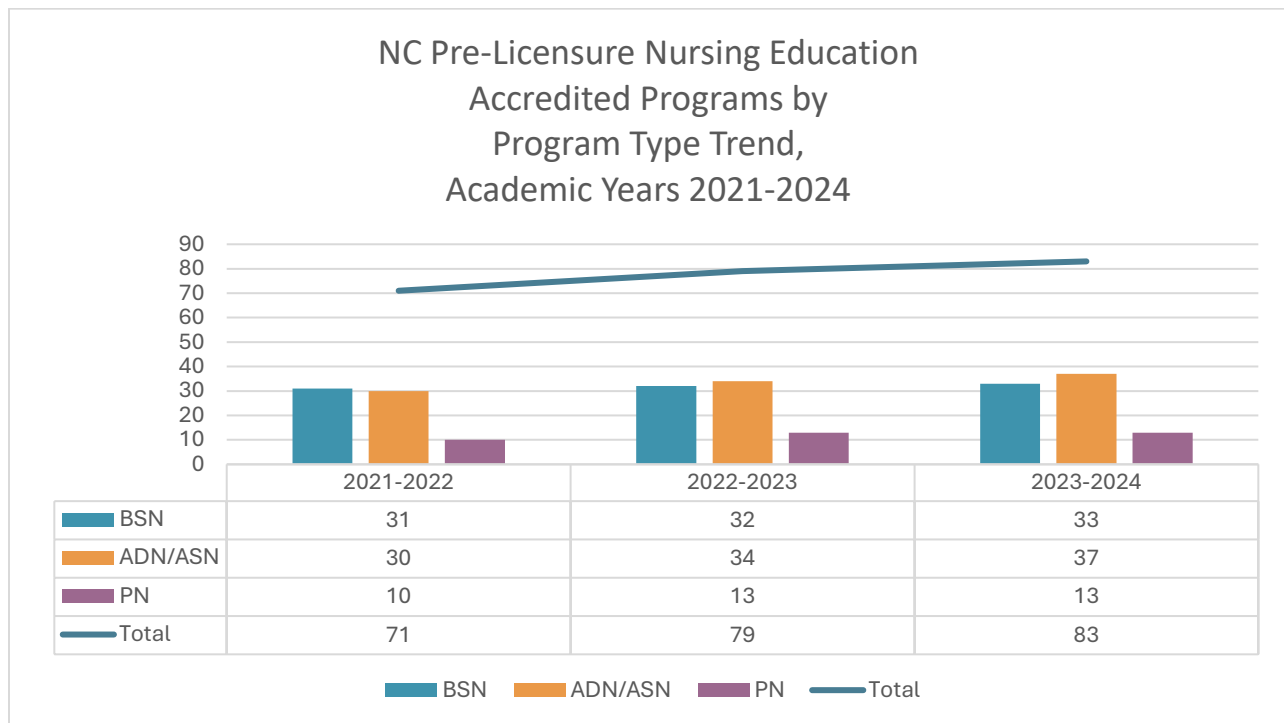


This chart illustrates NC pre-licensure nursing education **programs by type, trend** for academic years 2021-2022, 2022-2023, and 2023-2024. Since DME is a new program type, trended data is not available. Data indicates a 3% increase in NC pre-licensure education programs, rising from 145 to 149 in the 2023-2024 academic year.

The NCBON collects data on **national accreditation status** for NC pre-licensure nursing education programs. Accreditation by a national nursing accreditation body (not to include pre-accreditation status) is **required effective January 1, 2032**.

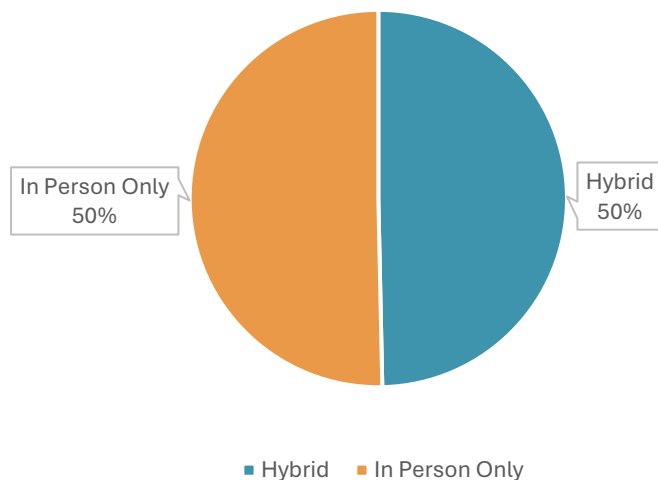


These charts illustrate **the accreditation status** of NC pre-licensure nursing education programs by program type. A total of 83 (56%) of all 149 NC pre-licensure nursing education programs hold national accreditation. The percentage of accredited programs by type are, 33 (40%) are BSN program types; 37 (44%) are ADN/ASN program types; and 13 (16%) are PN program types.

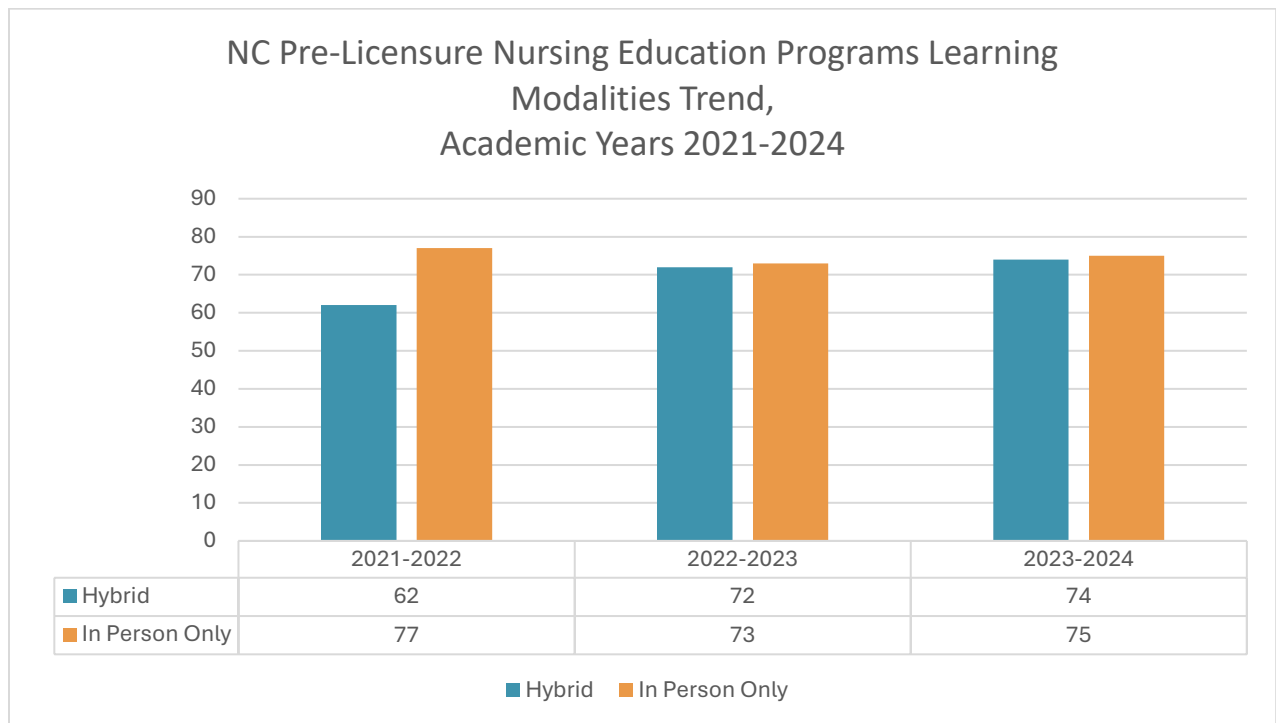


This chart illustrates **the accreditation trend** in NC pre-licensure nursing education programs by program type in the academic years 2021-2022, 2022-2023, and 2023-2024. Since DME is a new program type, trended data is not available. Data indicates a 5% increase in NC pre-licensure education accredited programs in the 2023-2024 academic year.

NC Pre-Licensure Nursing Education Programs  
Learning Modalities,  
Academic Year 2023-2024

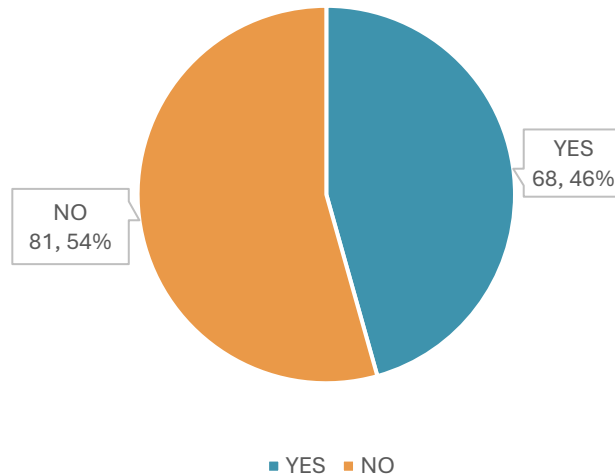


This chart illustrates the **learning modalities** offered in NC pre-licensure nursing education programs in the 2023-2024 academic year. The two delivery modes include in-person and hybrid. There were 75 (50%) pre-licensure nursing education programs that used an in-person only delivery mode, and 74 (50%) that used a hybrid delivery mode.

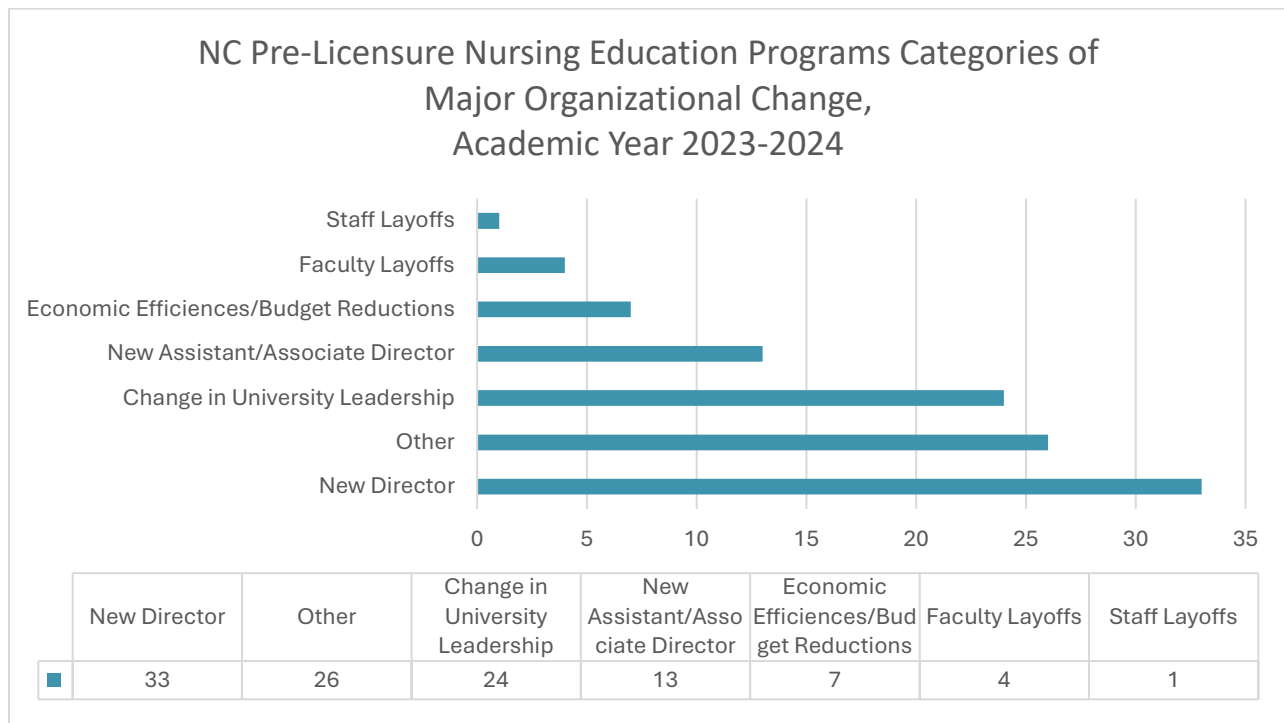


This chart illustrates the **learning modalities trend** for NC pre-licensure nursing education programs from 2021 to 2022, 2022 to 2023, and 2023 to 2024. Data indicates an upward trend from 2021-2022, with a minimal increase of <4% from 2022-2023 to 2023-2024.

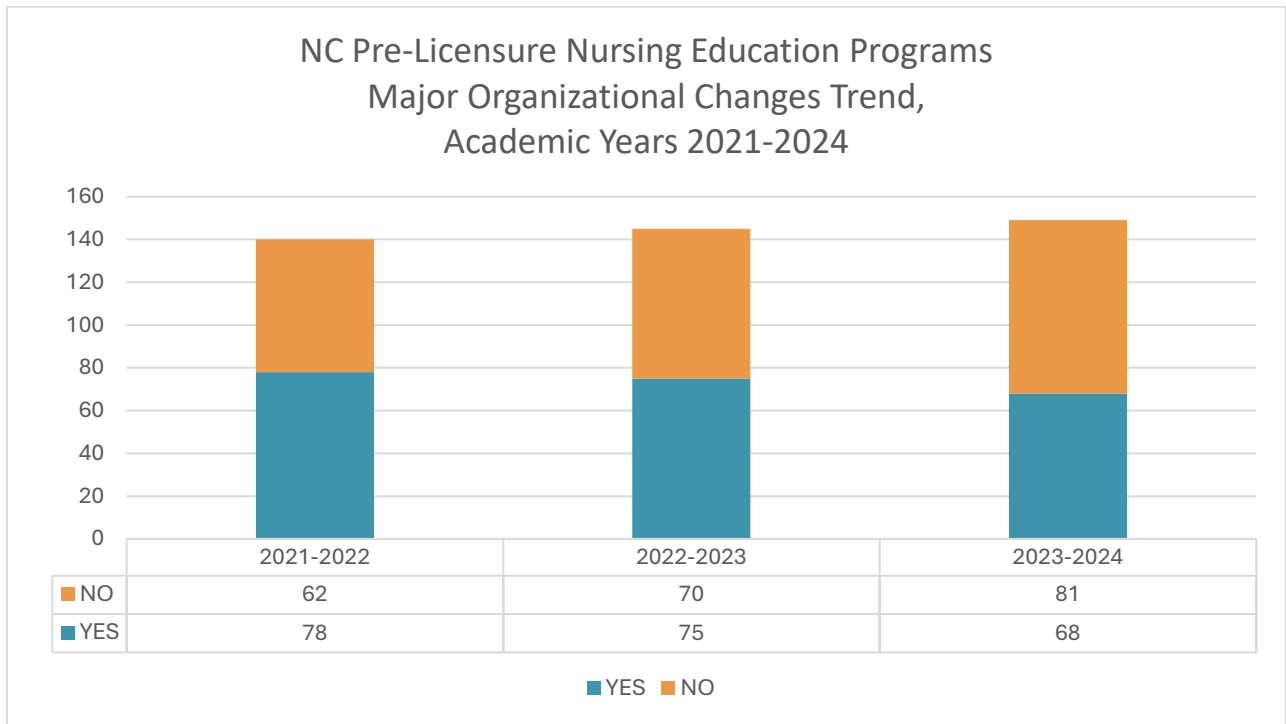
NC Pre-Licensure Nursing Education Programs  
Major Organizational Changes,  
Academic Year 2023-2024



This chart illustrates the number of NC pre-licensure nursing education programs reporting **major organizational changes**. In the 2023-2024 academic year, 68 (46%) of NC pre-licensure nursing education programs reported a major organizational change. The remaining 81 (54%) of NC pre-licensure nursing education programs reported **no major** organizational change.



This chart illustrates **categories of major organizational change** reported by NC pre-licensure nursing education programs. The types are staff layoffs, faculty layoffs, economic efficiencies/budget reductions, new assistant/associate director, change in university leadership, other, and new director. The top three major organizational changes reported were the new director (33), other (26), and change in university leadership (24).

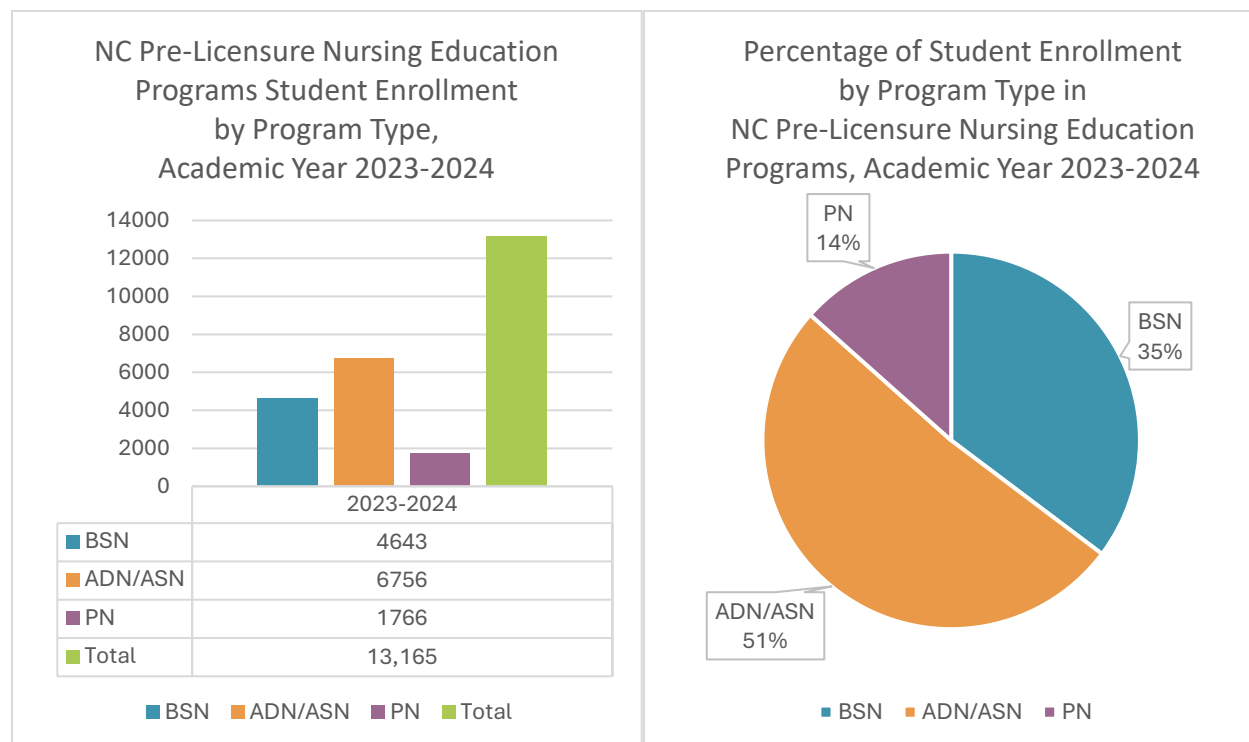


This chart illustrates the **major organizational changes trend** for NC pre-licensure nursing education programs. The data indicates that the number of programs reporting "no" major organizational changes increased from (62) in 2021-2022, to (70) in 2022-2023, to (81) in 2023-2024.

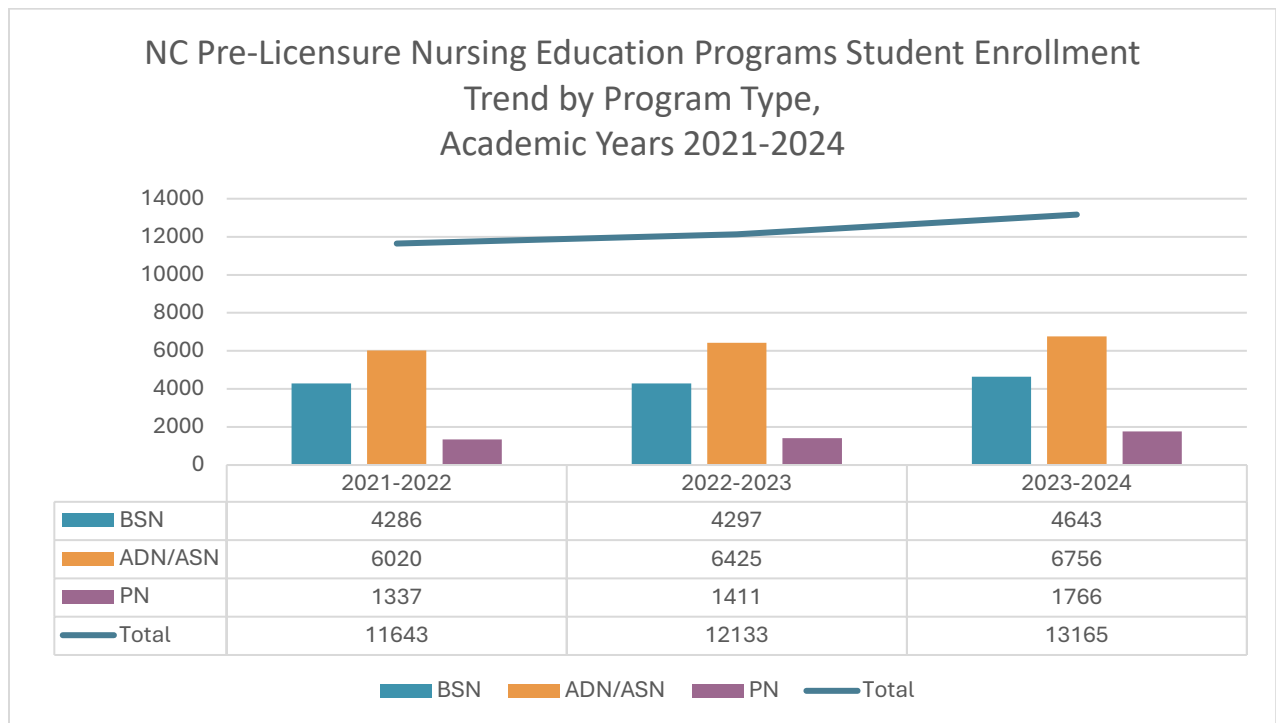


## STUDENTS

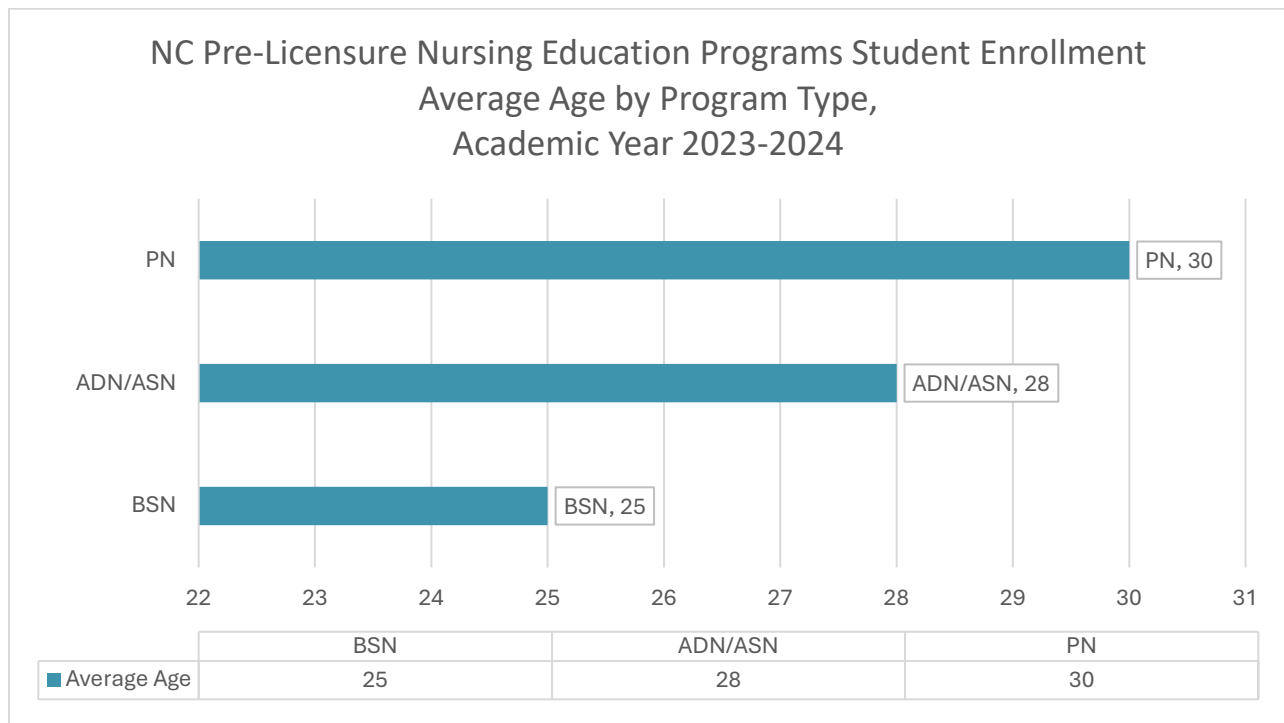
The following charts and graphs provide the findings of **student characteristics** in NC pre-licensure nursing education programs. Student characteristics included in this summary include enrollment, graduates, and self-identified data on age, gender, race/ethnicity.



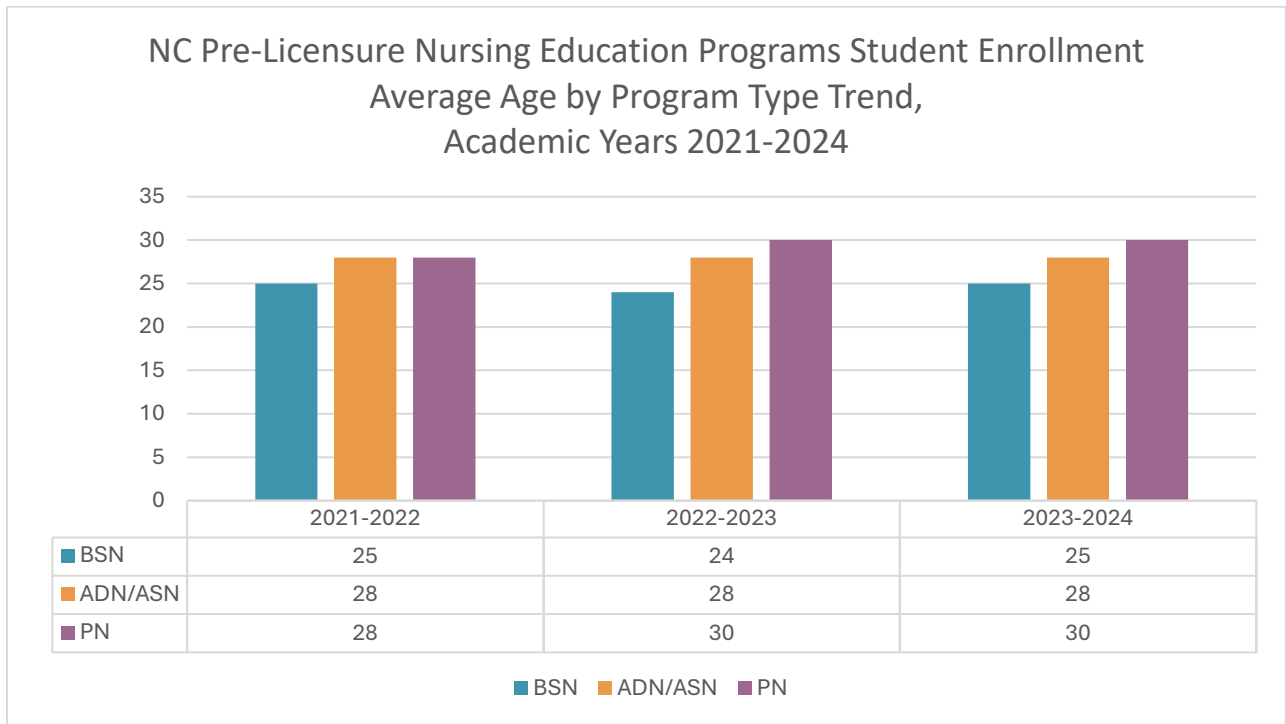
These charts illustrate **student enrollment** in NC pre-licensure nursing education program types for the academic year 2023-2024. A total of 13,165 students were enrolled in the 2023-2024 academic year. The data indicated that 4,643 (35%) students were enrolled in BSN programs, 6,756 (51%) students were enrolled in ADN/ASN programs, and 1,766 (14%) were enrolled in PN programs.



This chart illustrates the total **student enrollment trend** of NC pre-licensure nursing education program types for the academic years 2021-2024. There was a total of 13,165 students enrolled in the 2023-2024 academic year, 12,133 in academic year 2022-2023, and 11,643 in 2021-2022. This indicates an upward trend with an 8% increase in the 2023-2024 academic year.

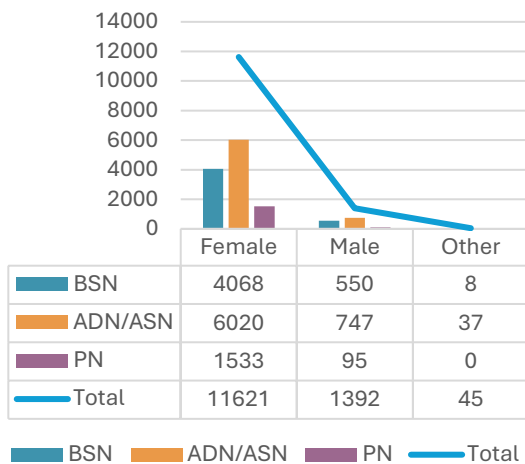


This chart illustrates that the **average age** of students enrolled by program type in NC pre-licensure nursing education programs is 28 years old. The average age of students currently enrolled in BSN programs is 25 years old; the average age of students currently enrolled in ADN/ASN programs is 28 years old; and the average age of students currently enrolled in PN programs is 30 years old in the 2023-2024 academic year.

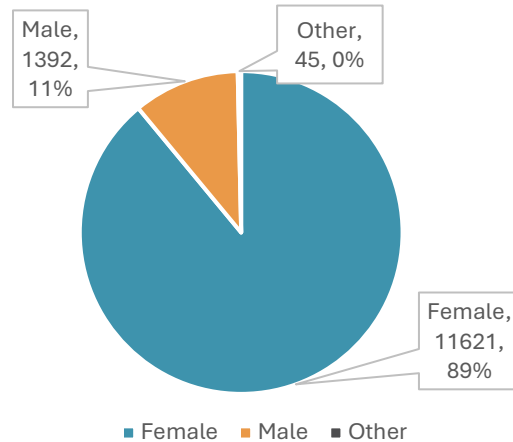


This chart illustrates the **student enrollment average age trend** of NC pre-licensure nursing education programs by program type for academic years 2021-2024. The data indicates no significant change in the direction of the trend from across academic years 2021- 2024.

NC Pre-Licensure Nursing  
Education Programs  
Student Enrollment by  
Gender and Program Type,  
Academic Year 2023-2024



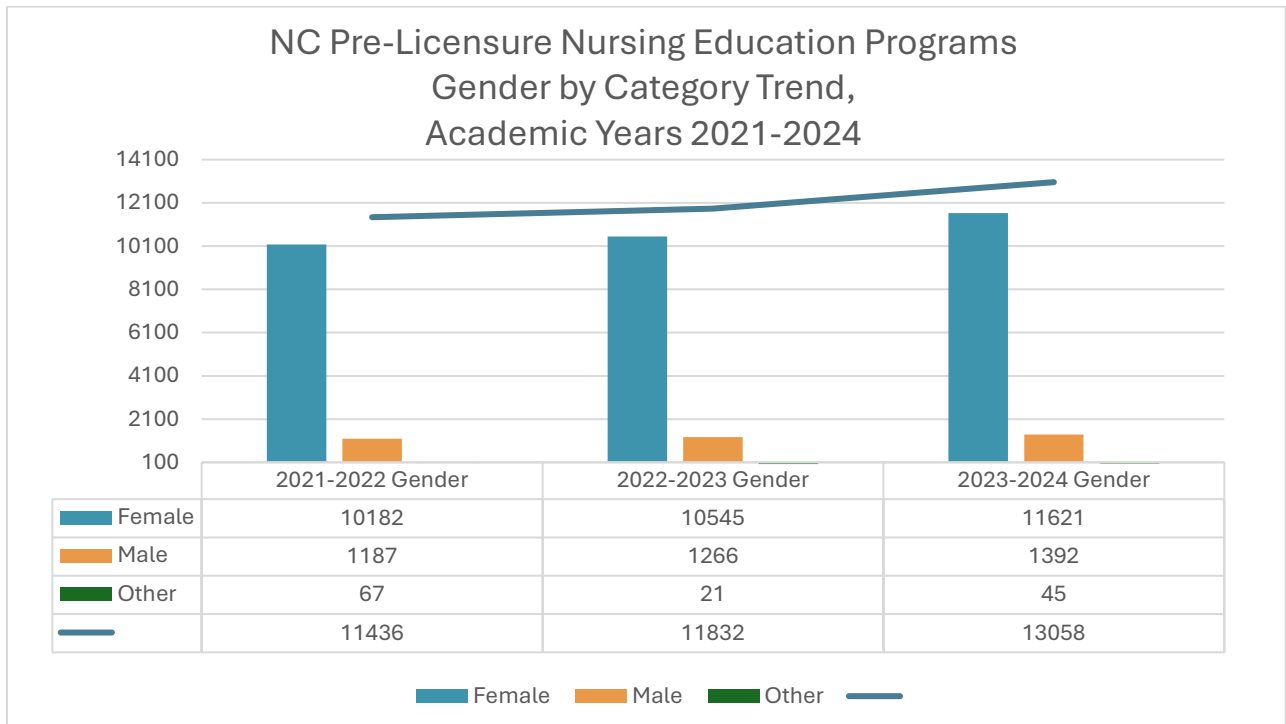
Percentage of Student  
Enrollment by Gender in  
NC Pre-Licensure Nursing  
Education Programs,  
Academic Year 2023-2024



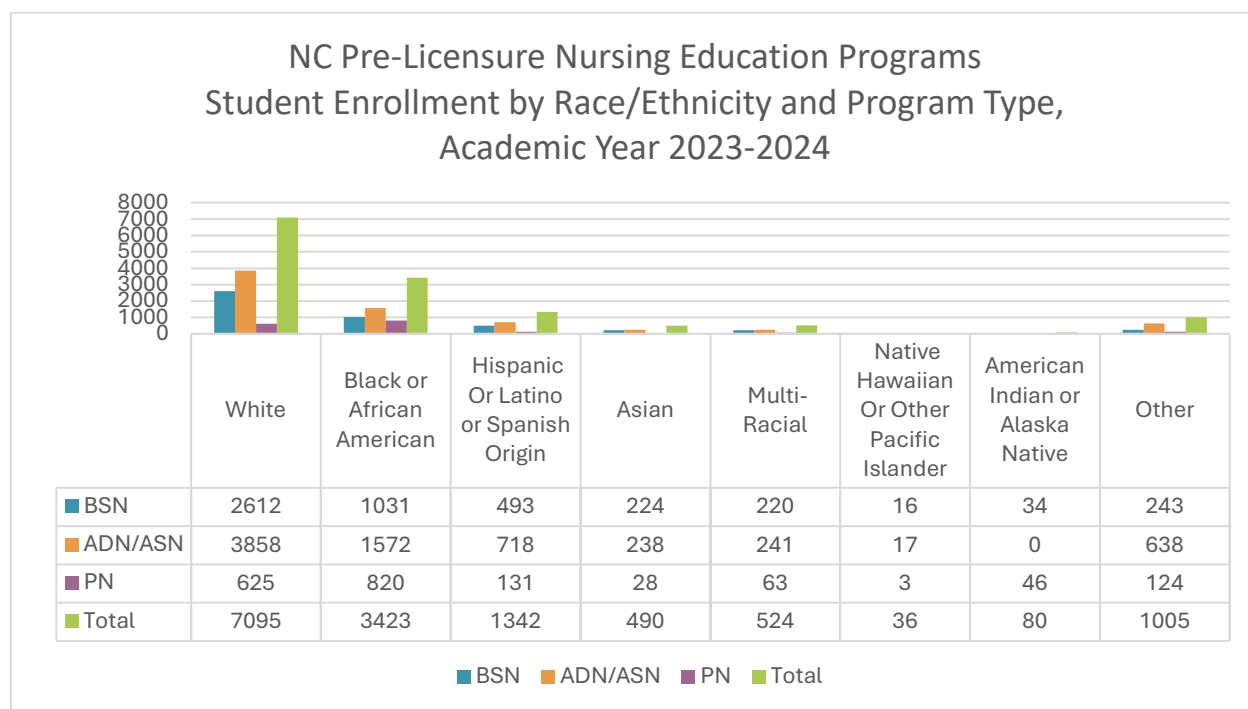
This graph illustrates the **total student enrollment by gender\*** in NC pre-licensure nursing program types in the 2023-2024 academic year.

This chart illustrates the **percentage of student enrollment** in NC pre-licensure nursing education programs **by gender\*** in the 2023-2024 academic year. In NC, the largest gender category was female. In this category, 11,621 (89%) of the enrolled students were female. There were 1,392 (11%) enrolled students in the male category. Less than 45 (1%) percent of the applicants who were currently enrolled identified as other.

\*This number reflects missing data.



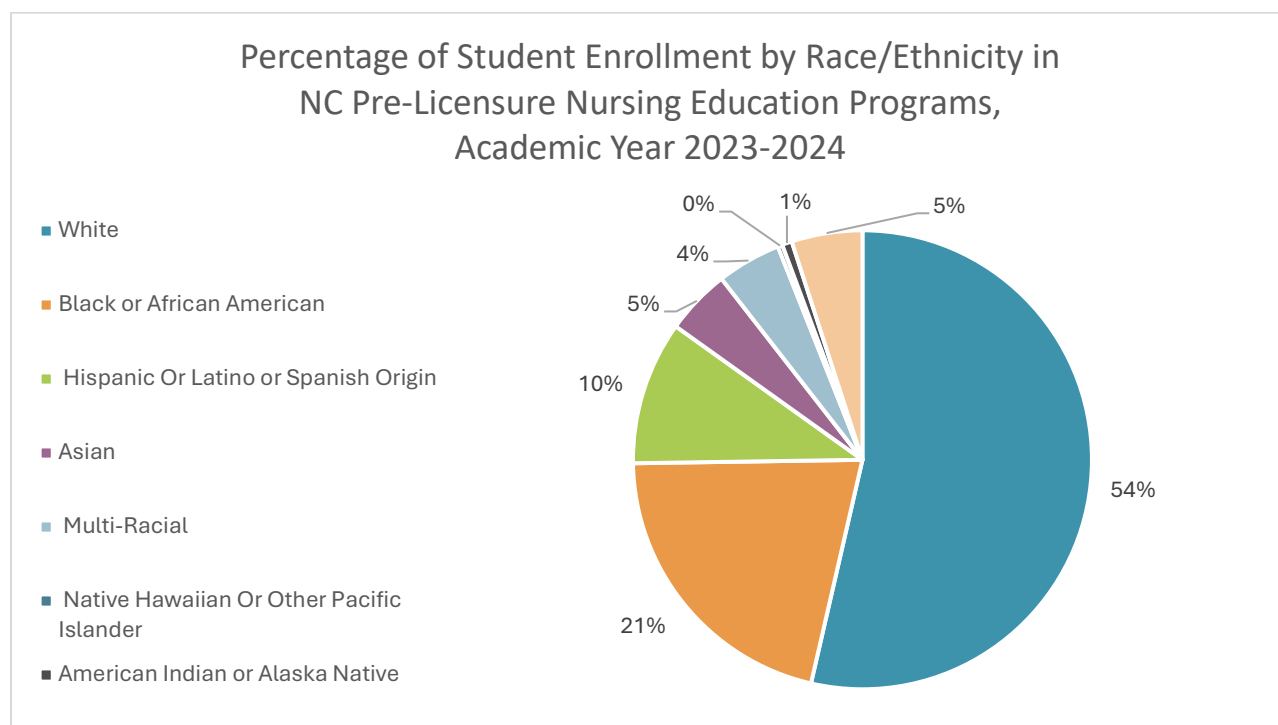
This chart illustrates the **student gender trend** for NC pre-licensure nursing education programs by category, for academic years 2021-2024. The data indicates an upward trend in the female, male, and other categories across academic years 2021-2024.



This graph illustrates the **total student enrollment** in NC pre-licensure nursing education programs by program type and **race/ethnicity\*** in the 2023-2024 academic year.

An explanation of statistics is provided in the chart *Percentage of Current Student Enrollment by Race/Ethnicity in NC Pre-Licensure Education Programs Academic Year 2023-2024*.

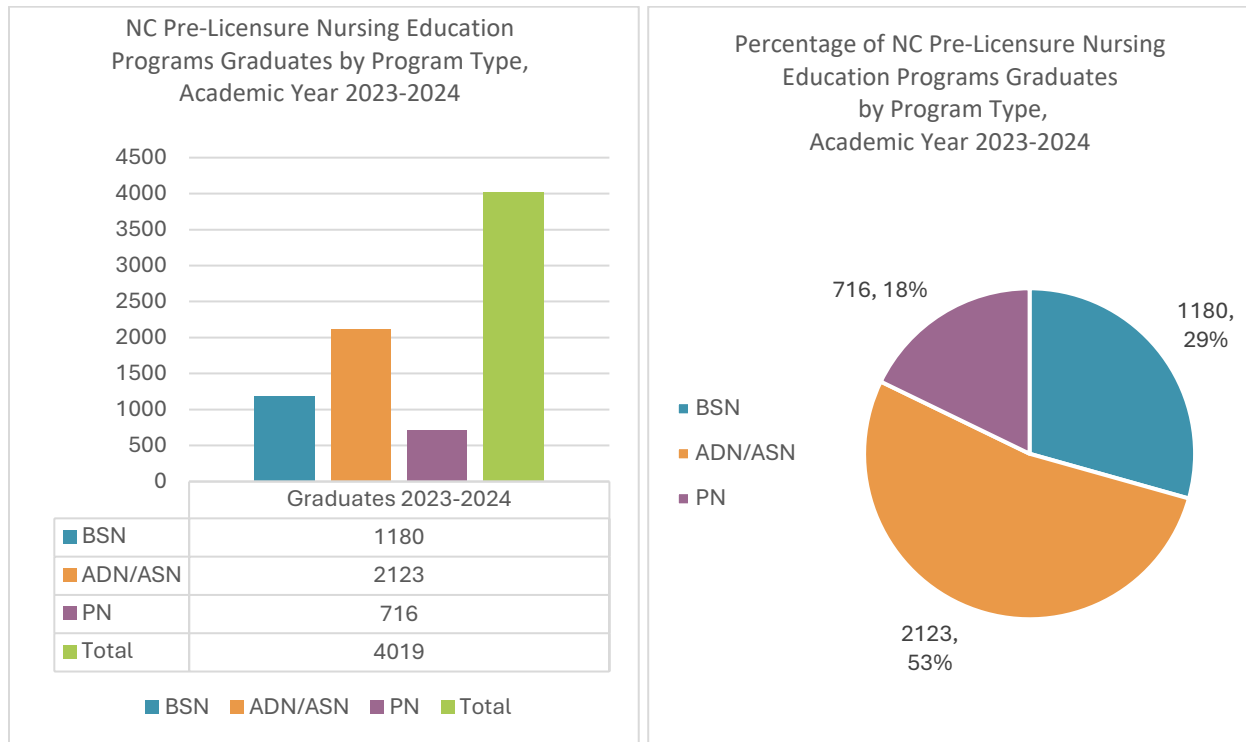
\*This data reflects duplicate entries in this category.



This chart illustrates the **percentage of student enrollment** in NC pre-licensure nursing education programs by **race/ethnicity\*** in the 2023-2024 academic year. In NC, the largest race/ethnic group category was White. In this category, 7,095 (54%) students were enrolled. In the category Black or African American, 3,423 (21%) students were enrolled. Of the Hispanic, Latino, or Spanish origin categories, 1,342 (10%) students were enrolled. In the category of multi-racial, 524 (5%) students were enrolled. In the category Asian, 490 (5%) students were enrolled, in the category of American Indian or Alaska Native, 80 (1%) students were enrolled, and in the category other, 1005 (6%) students were enrolled. In the category of Native Hawaiian or Pacific Islander, (36) (<1%) of students were enrolled.

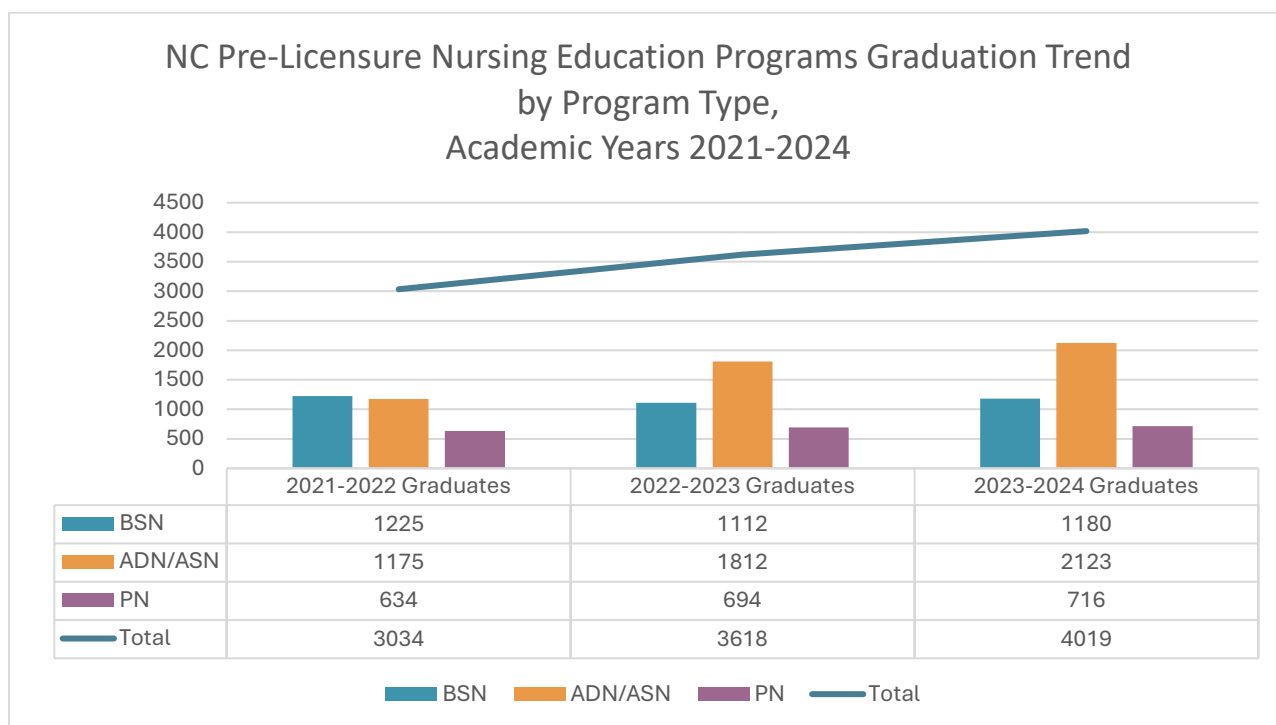
\*This data reflects duplicate entries in this category.





These charts illustrate **the number and percentage of graduates** from NC pre-licensure nursing education programs by program type for the 2023-2024 academic year.

There was a total of **4,019** pre-licensure graduates in the 2023-2024 academic year. Data indicates there were 29% (1,180) BSN graduates, 53% (2,123) ADN/ASN graduates, and 18% (716) PN graduates from pre-licensure nursing education programs for the 2023-2024 academic year.

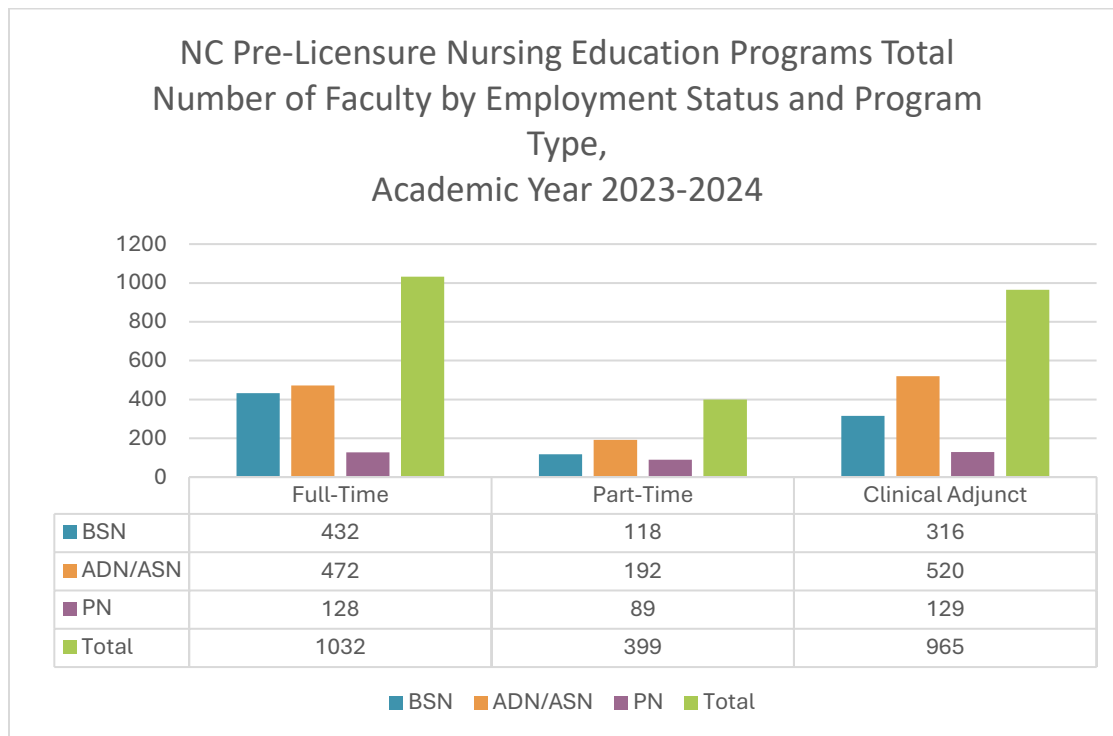


This chart illustrates the **graduation trend** for NC pre-licensure nursing education programs by type for academic years 2021-2024.

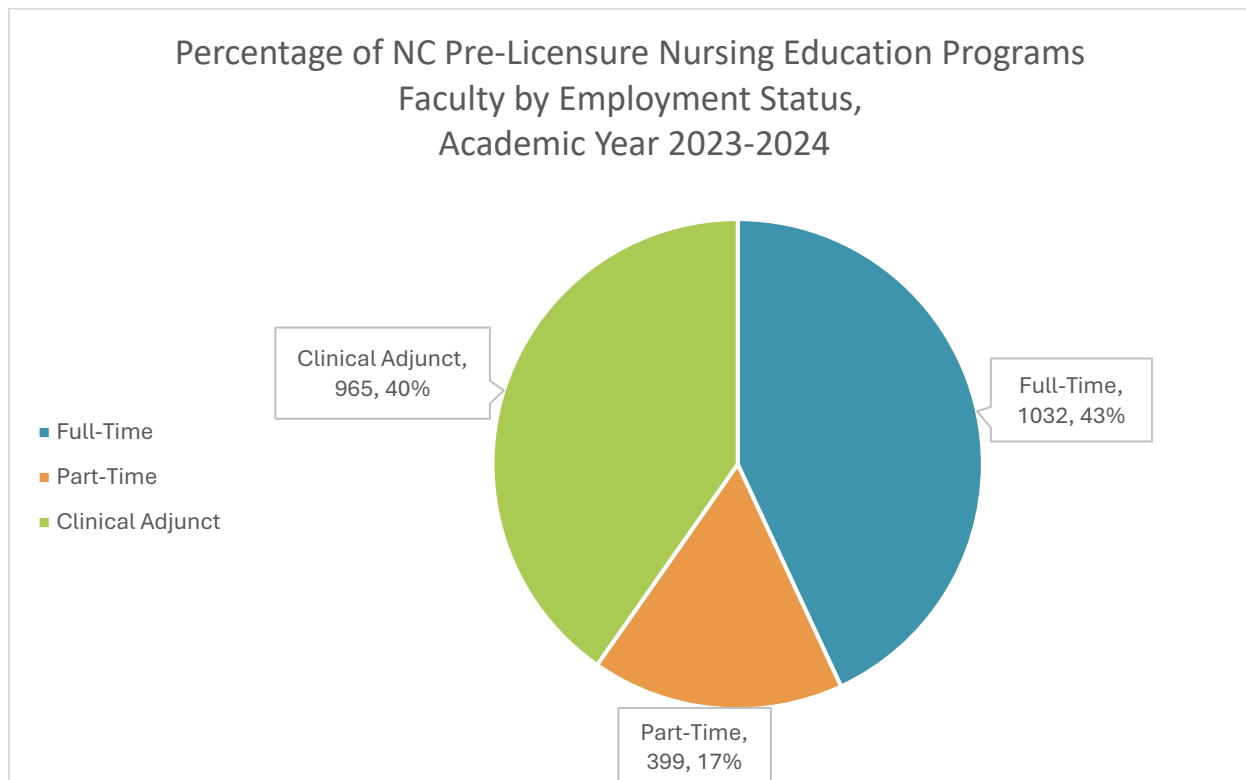
There was a total of 3,034 graduates in the academic year 2021-2022, 3,618 graduates in 2022-2023, and 4,019 graduates in 2023-2024. This indicates an upward trend and a 10% increase since the 2022-2023 academic year.

## 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 clinical adjunct clinical.



This chart illustrates **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 2023-2024 academic year. There were 1,032 full-time faculty, 399 part-time faculty, and 965 adjunct clinical faculty. The total number of full-time, part-time, and adjunct clinical faculty is **2,396**.

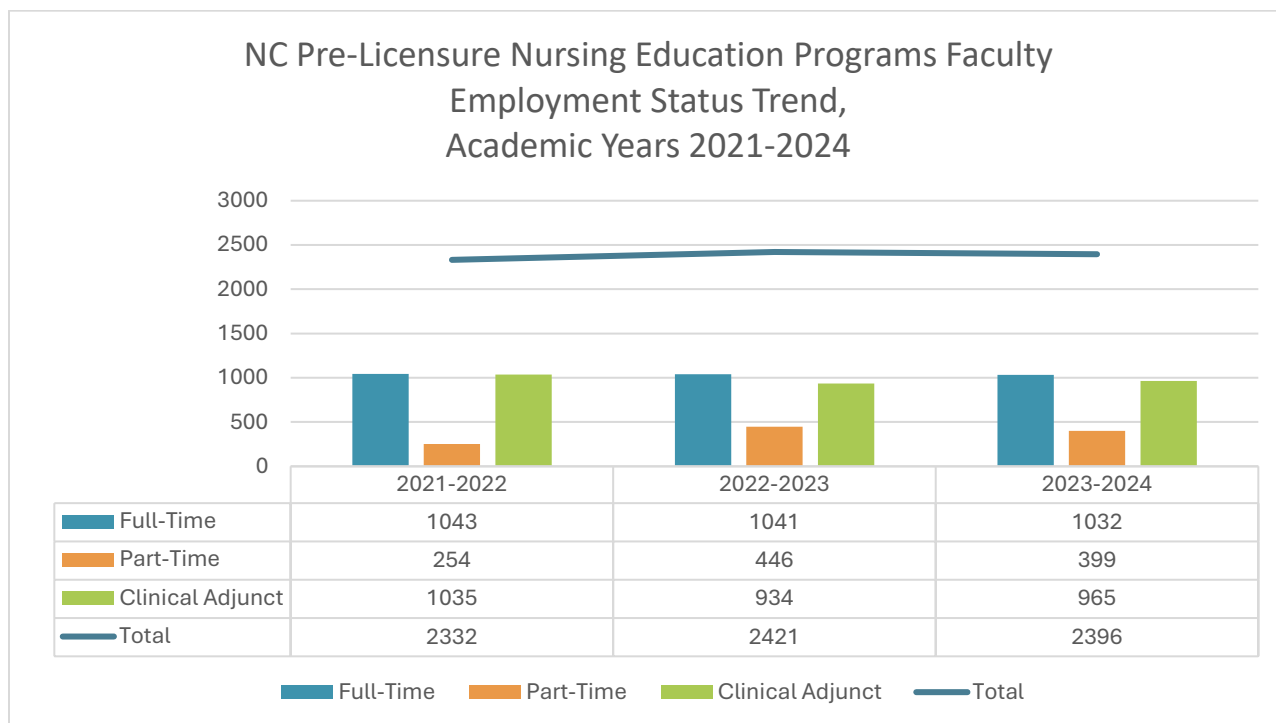


This chart demonstrates **the percentage of faculty by employment status** in NC pre-licensure nursing education programs (full-time, part-time, and adjunct clinical). The total number of full-time, part-time, and adjunct clinical faculty is **2,396\***.

Below are the percentages of faculty for each employment status type in the 2023-2024 academic year.

- Full-Time-43% (1,032)
- Part-Time-17% (399)
- Adjunct Clinical-40% (965)

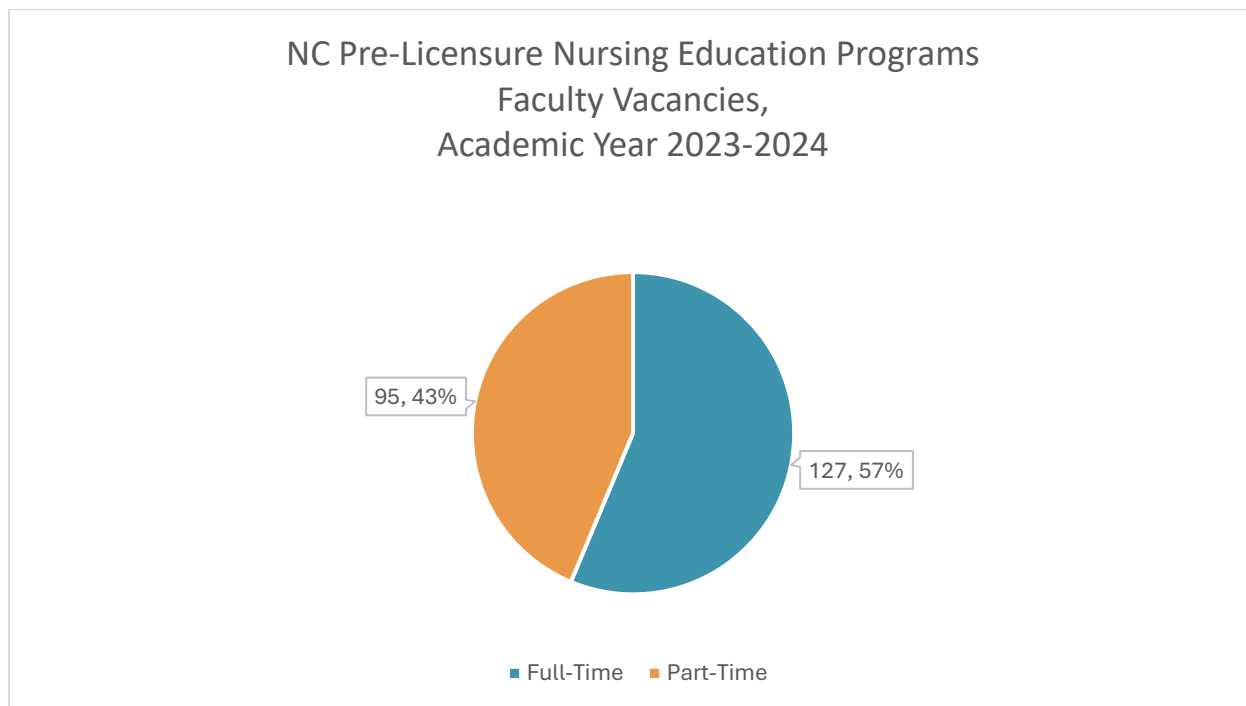
\*This number reflects missing data in this category.



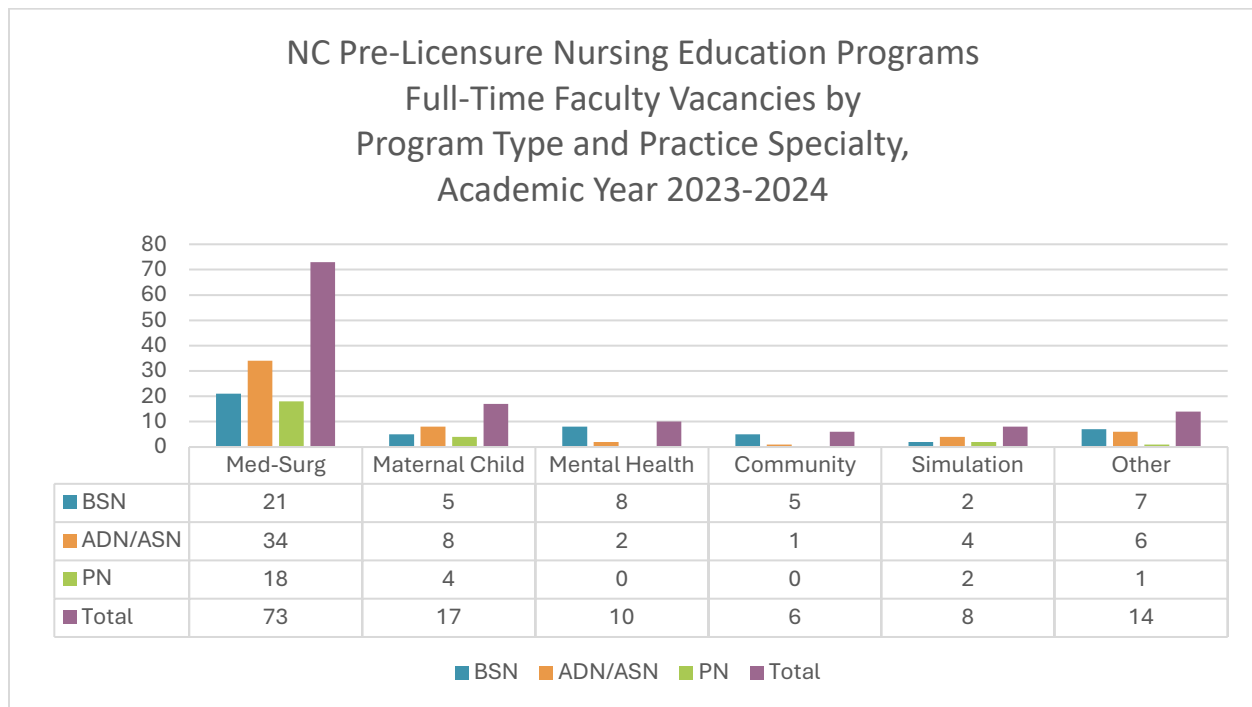
This chart illustrates the **employment status trend** for NC pre-licensure nursing education programs for academic years 2021-2024. The data indicates an upward trend 2022-2023, and a downward trend for the academic year 2023-2024.

## WORKFORCE ANALYTICS

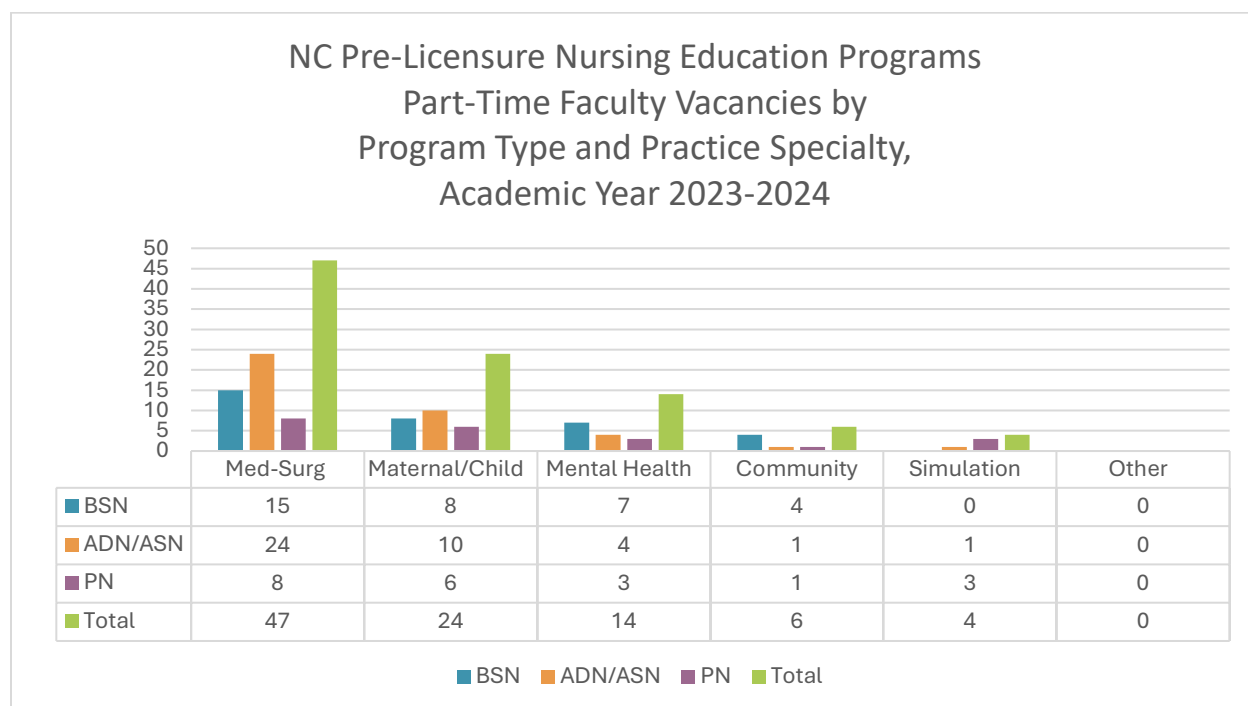
The following charts and graphs provide data findings which may be used for analyzing, forecasting, planning workforce supply and demand, assessing gaps, and determining targets.



This chart illustrates the total number of **faculty vacancies (full and part-time combined)** in NC pre-licensure nursing education programs for the 2023-2024 academic year. The total number of faculty vacancies is **223**. There are 128 (57%) full-time faculty vacancies and 95 (43%) part-time faculty vacancies in NC pre-licensure nursing education programs.

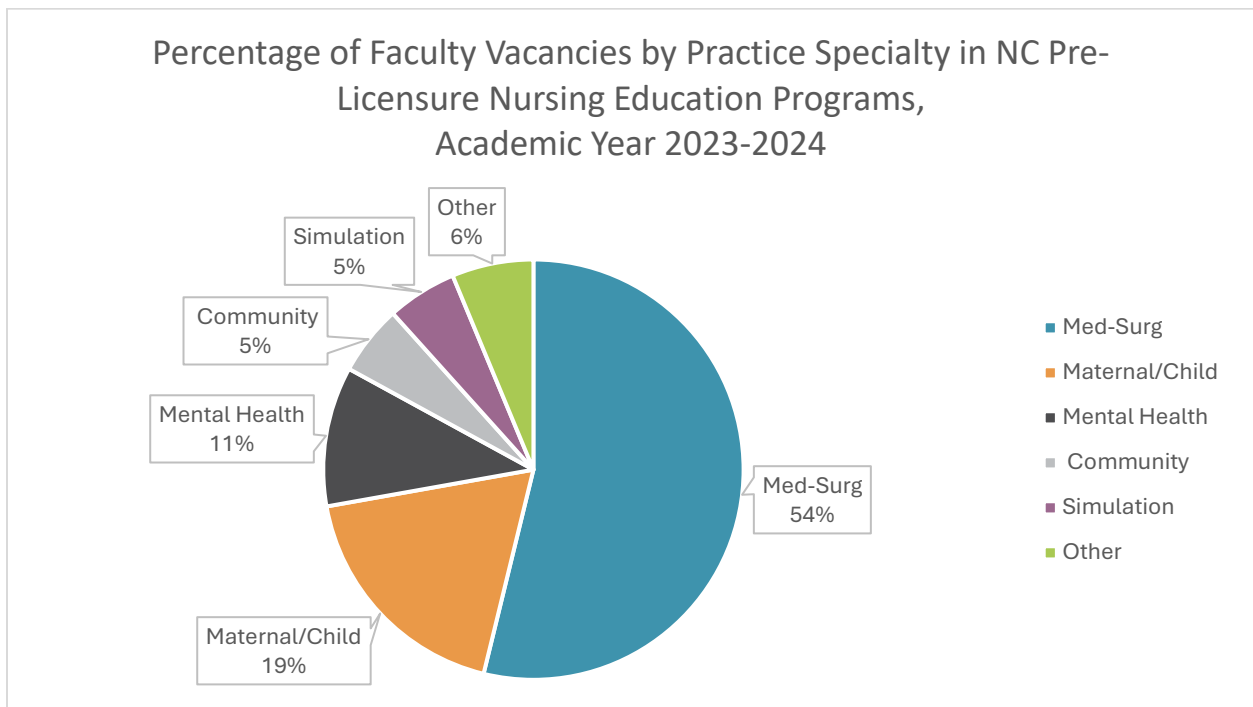


This chart illustrates **full-time faculty vacancies** in NC pre-licensure nursing programs by program type and practice specialty for the 2023-2024 academic year. There are 123 full-time faculty vacancies. The practice specialty with the highest number of full-time faculty vacancies is “med-surg” at 73 (59%). The practice specialty with the lowest number of full-time faculty vacancies is “community health” with a total of six (5%).



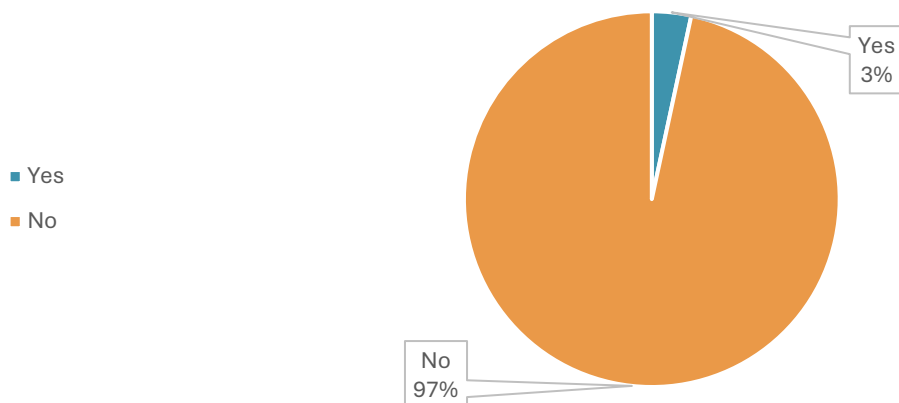
This graph illustrates **part-time faculty vacancies** in NC pre-licensure nursing programs by program type and practice specialty for the 2023-2024 academic year. There are **95** part-time faculty vacancies. The practice specialty with the highest number of part-time faculty vacancies is “med-surg” 47 (49%). The practice specialty with the lowest number of part-time faculty vacancies is the category of “other” (0).





This chart illustrates the **percentage of faculty vacancies** (full and part-time combined) in NC pre-licensure nursing education programs by practice specialty. In NC, the largest percentage of faculty vacancies was in the med-surg specialty. There were **223** faculty vacancies: 54% in med-surg, 19% in maternal/child, 11% in mental health, 5% in community, 5% in simulation and 6% identified as other.

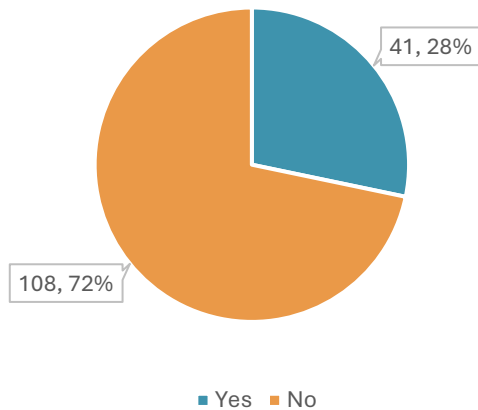
NC Pre-Licensure Nursing Education Programs with a  
Curriculum Track for Active Duty, Former, or Retired Military  
Personnel,  
Academic Year 2023-2024



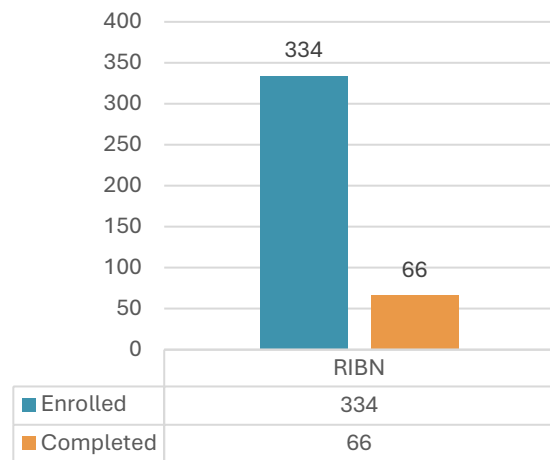
This chart illustrates NC pre-licensure nursing education programs which have a specific **curriculum track for active duty, former, or retired military personnel**. There are five (3%) nursing education programs with a specific curriculum track for military personnel. Program reporting having a curriculum track for military personnel include:

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

Percentage of  
NC Pre-Licensure Nursing  
Education Programs  
Participating in RIBN,  
Academic Year 2023-2024



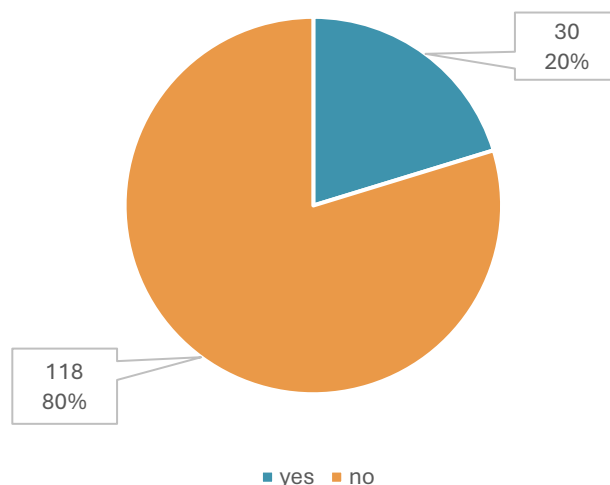
NC Pre-Licensure Nursing  
Education Programs  
RIBN Enrollment and  
Completion Data,  
Academic Year, 2023-2024



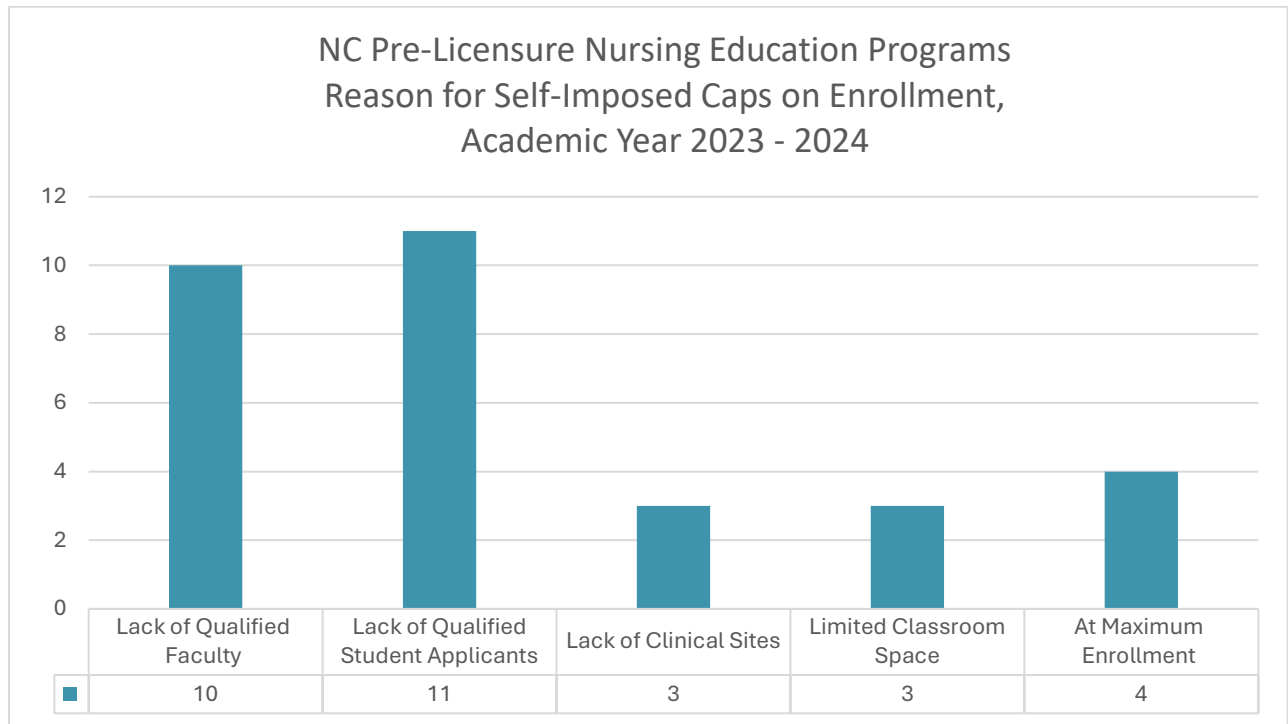
The NCBON collects data on **Regionally Increasing Baccalaureate Nurses (RIBN)** programs in NC. RIBN provides students with a four-year option in which they complete an Associate Degree and Bachelor's Degree in Nursing. These charts illustrate 41(28%) of NC pre-licensure Nursing Education Programs participate in RIBN and 108 (72%) of programs do not.

**Enrollment and Completion** data indicate that in 2023-2024, 400 students participated in RIBN. Of those 400 students, 334 were enrolled, and 66 students completed the program during the academic year.

NC Pre-Licensure Nursing Education Programs with  
Self-Imposed Caps on Enrollment,  
Academic Year 2023 - 2024

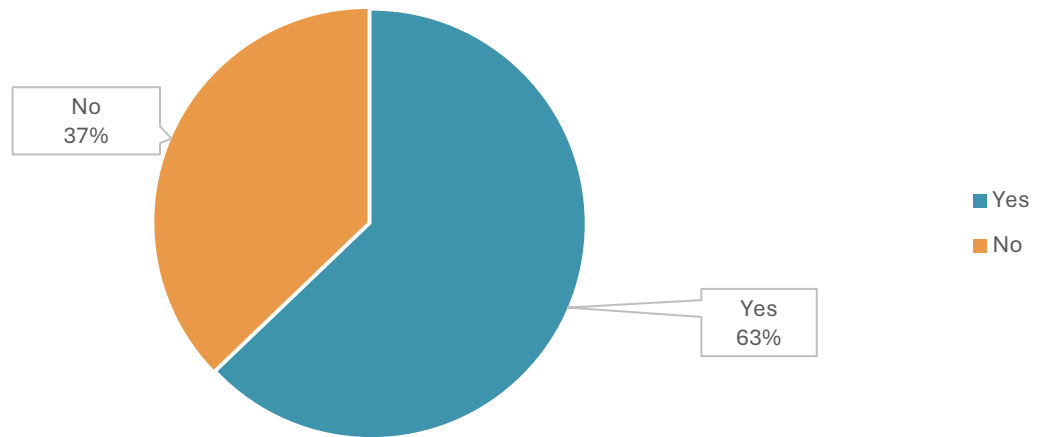


The NCBON collects data on **self-imposed caps on enrollment, admissions, or change in capacity** of NC pre-licensure nursing education programs. This chart illustrates that 30 (20%) of NC pre-licensure nursing programs had self-imposed caps, and 118 (80%) are operating at or within NCBON approved enrollment.

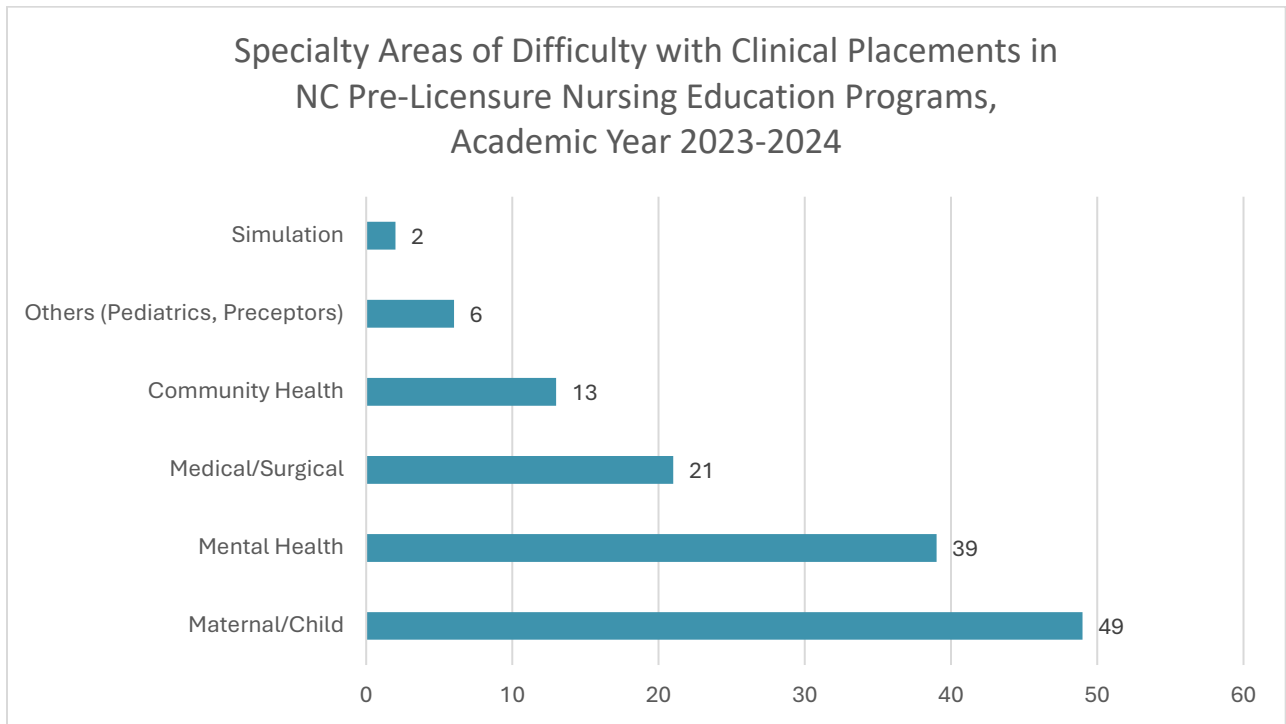


This chart illustrates **reasons for self-imposed caps on enrollment** instituted by NC pre-licensure nursing education programs. Programs identified the most important to least important reasons for self-imposed enrollment caps. The top five categories stated were lack of qualified faculty (10), lack of qualified student applicants (11), lack of clinical sites (3), limited classroom space (3), and at maximum enrollment (4).

NC Pre-Licensure Nursing Education Programs Facing Difficulty  
with Clinical Placements,  
Academic Year 2023-2024



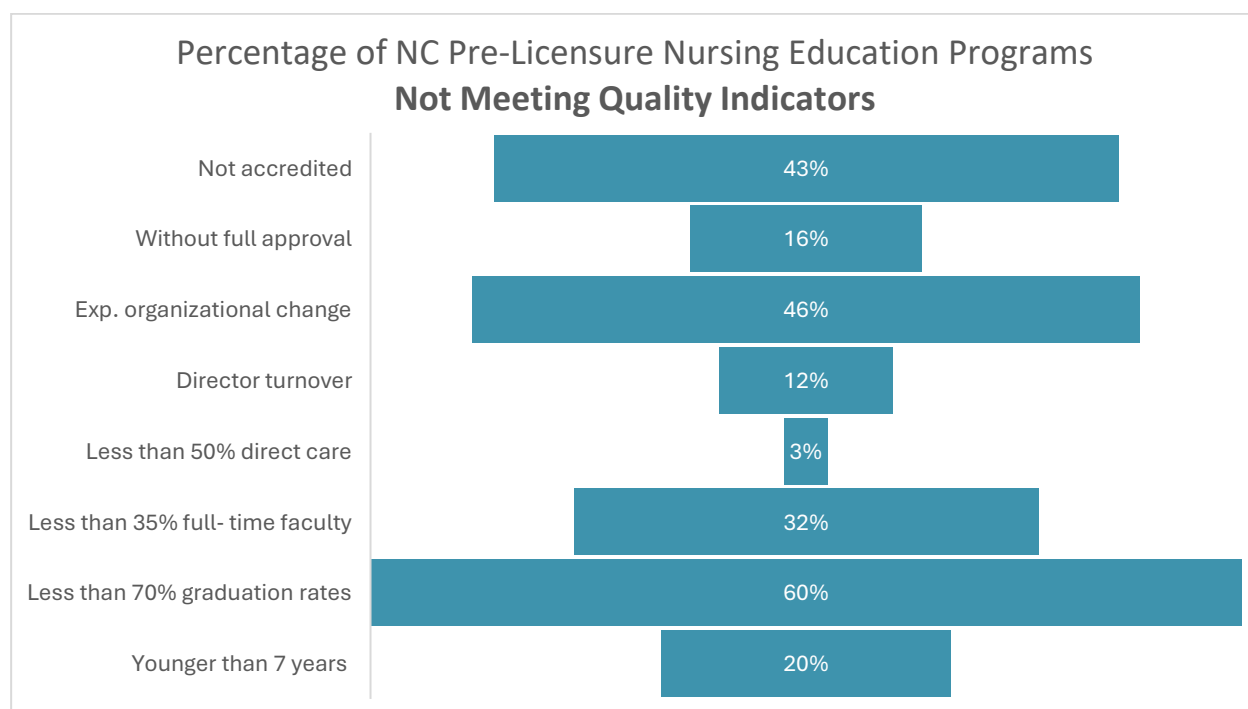
The NCBON collects data on **difficulty with clinical placement** in NC pre-licensure nursing education programs. This chart illustrates 55 (37%) of NC prelicensure nursing programs responded “yes” there is difficulty with clinical placement, and 93 (63%) “no” there is not difficulty with clinical placement.



This graph illustrates NC pre-licensure nursing education programs reported 130 **specialty areas of difficulty in clinical placements**. Specialties included maternal/child 49 (38%), mental health 39 (30%), medical/surgical 21 (16%), community health 13 (10%), others 6 (5%), and simulation 2 (1%).

## QUALITY INDICATORS

Quality indicators are evidence-based measures of nursing education outcomes that are readily available data to track program performance. The following charts and table provide data findings regarding the NC pre-licensure nursing education programs responses to questions regarding NCSBN quality indicators.



Data was collected to identify **NCSBN 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.

- **43%** of NC pre-licensure nursing education programs **are not accredited**.
- **16%** of NC pre-licensure nursing education programs **do not have full BON approval status**.
- **46%** of NC pre-licensure nursing education programs have **experienced an organizational change**.
- **12%** of NC pre-licensure nursing education programs **have experienced Director turnover**.



- **3%** of NC pre-licensure nursing education programs **have less than 50% direct care in clinical learning.**
- **32%** of NC pre-licensure nursing education programs **have less than 35% full-time faculty.**
- **60%** of NC pre-licensure nursing education programs **have less than 70% graduation rates.**
- **20%** of NC pre-licensure nursing education programs **are younger than 7 years old.**

Quality Indicator (QI)	Percent of NC Pre-Licensure Nursing Education Program <i>Not Meeting</i> Quality Indicators	Percent of NC Pre-Licensure Nursing Education Program <i>Meeting</i> Quality Indicators
Less than 70% graduation rates	60%	40%
Exp. organizational change	46%	54%
Not accredited	43%	57%
Less than 35% full- time faculty	32%	68%
Younger than 7 years	20%	80%
Without full approval	16%	84%
Director turnover	12%	55%
Less than 50% direct care	3.00%	97.00%

This table illustrates the percentage of NC pre-licensure nursing education programs ***not meeting*** and ***meeting*** NCSBN quality indicators.