

| State    | Rule              | Rule Title   | Language  | 2019<br>NCLEX-PN<br>Pass Rate | 2021<br>NCLEX-PN<br>Pass Rate |
|----------|-------------------|--|---|-------------------------------|-------------------------------|
| Ohio     |                   |  |   | 85.93%                        | 73.38%                        |
| Florida  | 6489-2.015        | Standards of Nursing Education   | <p>3. Fifty percent (50%) or more of the nursing faculty in a practical nursing program shall hold a bachelor's degree in nursing. Each faculty member who does not meet this requirement shall meet two of the following requirements:</p> <p>a. Have the equivalent of at least two years of full time experience in clinical practice as a registered nurse;</p> <p>b. Be actively engaged in studies leading to the next highest degree for which eligible. This degree must be in nursing or a related field;</p> <p>c. Have the equivalent of at least two full time years of experience as a nurse educator;</p> <p>d. Have current certification as an A.R.N.P. in Florida.</p>   | 75.56%                        | 62.55%                        |
| Maryland | Sec. 10.27.03.08. | Nurse Faculty and Clinical Nurse Faculty   | <p>A. Qualifications of Nurse Faculty.</p> <p>(1) Nurse faculty shall:</p> <p>(a) Be currently licensed as a registered nurse in Maryland or have a multistate licensure privilege to practice registered nursing;</p> <p>(b) Be academically and professionally qualified;</p> <p>(c) Maintain expertise appropriate to their teaching responsibilities; and</p> <p>(d) Have a minimum of 2 years of clinical experience as a registered nurse.</p> <p>(2) Except as provided under §B of this regulation, nurse faculty shall have a graduate degree in nursing.</p> <p>(3) Non-nurse faculty, or nurses not meeting the requirements for nurse faculty, may teach selected portions of the nursing curriculum that relate to their areas of expertise.</p> <p>B. Waiver of Graduate Degree in Nursing Requirement for Nursing Faculty.</p> <p>(1) A program experiencing a faculty shortage may petition the Board for a waiver of the graduate degree in nursing required by §A(2) of this regulation.</p> <p>(2) The petition for a waiver of the graduate degree in nursing shall include documentation that the institution has attempted to hire nurse faculty with graduate degrees and a summary of those efforts.</p> <p>(3) The petition in §B(1) of this regulation shall include documentation verifying that the nurse faculty applicant for whom the waiver is requested has:</p> | 97.37%                        | 88.07%                        |
| Michigan | MAC R.338.10305b  | Licensed practical nursing education program; program requirements; faculty requirements | <p>(4) Every member of the nursing faculty shall hold a minimum of a baccalaureate degree in nursing, unless an exception is granted under subrule (6) of this rule. Courses that are non-nursing in content but are health-related are exempt from the requirements of this subrule and may be taught by non-nurse faculty. (6) <b>An exception may be made to the requirements of subrule (4) of this rule for fulltime or part-time nursing faculty and shall be based on the faculty members progress toward meeting the requirements of these rules during each year for which the exception is requested.</b> Board approval for faculty exception requests must be received before the faculty member begins course instruction. A maximum of 5 yearly exceptions shall be granted to any full-time or part-time faculty member.</p>   | 86.54%                        | 79.02%                        |

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| Mississippi | Not in Rule                      | Standards for Practical Nursing Accreditation With Recommended Procedures for Documentation and Self-Study | Practical nursing faculty (full-time, part-time, and adjunct) must have an unencumbered registered nursing license in Mississippi and must:<br>a. Hold a minimum of an Associate's Degree in Nursing.<br>b. Have three (3) years clinical experience working as a registered nurse; or have two (2) years' experience as faculty in a nursing/allied health program<br>c. Satisfy clinical agency requirements, i.e., background checks, immunizations, CPR, etc.  | 85.33% | 84.81% |
| Missouri    | 20 CSR 2200-3.060                | Organization and Administration of Approved Program of Practical Nursing: Administrator/Faculty            | 4. Contingent faculty approval may be granted if-A. The program meets requirements for full board program approval;B. <b>The program presents sufficient evidence that all options to fill the respective position with a candidate who meets academic requirements have been exhausted</b> ;C. The candidate has current licensure to practice professional nursing in Missouri; the candidate's license to practice professional nursing has never been disciplined;D. The candidate is experientially qualified and maintains expertise in areas of responsibility;E. <b>The candidate is projected to receive the required degree within twelve (12) calendar months of hire</b> ; and F. Faculty approved on contingency shall work under the direction of a board-approved faculty; and  | 90.67% | 87.95% |
| New York    | Section 52.12                    | Standards for the registration of undergraduate and graduate curricula.                                    | 1.1 Faculty members are licensed and currently registered as professional nurses in New York State and hold at least bachelor's degrees in nursing, or are actively pursuing study in nursing, so that they have the necessary background for in- depth clinical teaching, curriculum development, and program evaluation responsibilities.  | 80.37% | 70.49% |
| Oklahoma    | Okla. Admin. Code § 485:10-5-5.2 | Section 485:10-5-5.2 - Faculty for nursing education programs  | (b) All nurse faculty shall:<br>(1) hold a valid unencumbered license to practice as a Registered Nurse in the State of Oklahoma;<br>(2) present evidence of a minimum of two (2) years full-time equivalent practice as a Registered Nurse in a clinical setting preceding the first date of first employment as a nursing faculty member, PROVIDED: any person employed in the faculty position on September 1, 2016, is deemed to meet this requirement; and<br>(3) engage in teaching, scholarship, service and/or practice in keeping with the mission, goals, and expected faculty outcomes.(d) All programs leading to licensure as a Practical Nurse in this state shall establish requirements for nursing faculty as follows:<br>(1) minimum of an associate degree or diploma in nursing in this state, and effective January 1, 2017, has evidence of continued progress toward a baccalaureate or higher degree in nursing with completion of a minimum of six (6) semester hours per calendar year, PROVIDED: any person employed in the position of faculty of a practical nursing education program on December 31, 2016, is deemed to meet this requirement; and<br>(2) teacher certification, as established by the State Department of Education, when employed in schools conducted by public comprehensive high school systems. | 87.41% | 87.40% |

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| Pennsylvania  | § 21.192.           | Faculty qualifications.   | <p>(a) The qualifications of the nurse director or nurse coordinator shall be as follows:</p> <p>(1) Graduation from an approved school of professional nursing.</p> <p>(2) Current registration as a professional nurse in this Commonwealth.</p> <p>(3) A baccalaureate degree, preferably in nursing, with experience in the areas of nursing, nursing education and educational administration. The nurse director or coordinator shall give evidence of ability to provide leadership and shall have a specific plan for completing work towards a master's degree with evidence of consistent effort toward completion of the plan.</p> <p>(b) The qualifications of the instructors shall be as follows:</p> <p>(1) Graduation from an approved school of professional nursing.</p> <p>(2) Current registration as a professional nurse in this Commonwealth.</p> <p>(3) A baccalaureate degree, preferably in nursing, with additional preparation for teaching appropriate to the teaching of practical nursing.</p> <p>(4) Experience and skill in the practice of nursing.</p> <p>(5) Nursing experience involving direct patient care or teaching experience within 2 years of employment. Faculty and instructors shall give evidence of maintaining expertness in clinical and functional areas of responsibility.</p> <p>(c) The employment of less qualified instructors. Faculty or instructors with less academic preparation may be employed if qualified personnel is not available provided that less qualified faculty and instructors shall function under the direct guidance of a fully qualified faculty member and shall give evidence of continuing their academic preparation.</p> | 86.66% | 82.06% |
| Tennessee     | Section 1000-02-.07 | SCHOOLS - FACULTY   | <p>(a) Faculty shall hold current licensure in good standing as registered nurses in the State of Tennessee.</p> <p>(b) The nurse director shall be qualified by experience and education for this position and shall have formal education of at least a baccalaureate degree in nursing. A baccalaureate degree in a related field, as determined by the board, shall be acceptable for nurse directors hired before January 1, 1994.</p> <p>(c) It is required that other nurse faculty be qualified by the following academic preparation and experience:</p> <ol style="list-style-type: none"> <li>1. Three (3) years of clinical practice as a registered nurse within the past five (5) years, or</li> <li>2. Two (2) years of clinical practice as a registered nurse and twenty-four (24) semester hours or equivalent toward a higher degree in nursing.</li> </ol>  | 91.79% | 86.07% |
| West Virginia | 10.1.01             | Policies and procedures for development and maintenance of educational programs in practical nursing; Faculty | <p>7.6. Each faculty member shall have experience as a registered professional nurse within the 3 years immediately preceding employment as a faculty member; and 7.6.a. be a registered professional nurse currently licensed in West Virginia; 7.6.b. <b>have or be enrolled in a baccalaureate degree program, preferably in nursing, with completion within 5 to 7 years of date of hire as demonstrated by submission of transcripts to the program coordinator;</b> and, 7.6.c. have a minimum of 3 years of experience as a registered professional nurse which should include: 7.6.c.1. 2 years of patient side nursing care experience in an acute, intermediate or long term care clinical facility; and, 7.6.c.2. 1 year experience in one or more of the following areas: teaching, supervision or administration; and, 7.6.c.3. present evidence of continuing education.</p>  | 86.38% | 78.54% |