



ANNUAL REPORT

FISCAL YEAR 2024

Including Nursing Education Program and
Nurse Population Data
July 1, 2023 to June 30, 2024



OKLAHOMA
Board of Nursing

Oklahoma Board of Nursing

FY 2024



**Annual Report and Statistical Data for the Fiscal Year
Ended June 30, 2024**

J. Kevin Stitt, Governor

Jenny Barnhouse, DNP, RN, Executive Director

This publication is issued by the Oklahoma Board of Nursing as authorized by the Oklahoma Nursing Practice Act [59 O.S. §567.1 et seq.] and is located at the following website:
<http://www.oklahoma.gov/nursing>

This publication has been submitted in compliance with Section 3-114 of Title 65 of the Oklahoma Statutes.

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Board Members

<u>Name</u>	<u>Term Expires</u>	<u>Geographic District</u>
Paul Curtis Baker, PhD, RN Nursing Education	5/31/2028	7
Kathy O'Dell, DNP, APRN-CNP, RN, CEN, NEA-BC, Nursing Service, Acute Care	¹ 5/31/2024	6
Kyle Leemaster, MBA, RN Nursing Service, Acute Care	5/31/2025	4
Amber Garretson, APRN-CNS, CCRN Advanced Practice Nursing	5/31/2026	5
Nikole Hicks, PhD, RN, CNE Nursing Education	5/31/2026	1
Callie Rinehart, MSN, RN, CPN	5/31/2027	3
Carissa Bailey, LPN	² 5/31/2028	2
Shawn Stachovic, LPN	5/31/2026	4
Shaston Salie, LPN Long Term Care	5/31/2027	3
Kari Blakley Public Member	co-term w/ Governor	4
Marisa Wrape Public Member	² co-term w/ Governor	2

The Board is composed of eleven members appointed by the Governor: six Registered Nurses, three Licensed Practical Nurses, and two public members. Members serve for a period of five years, except for public members, who serve coterminously with the Governor.

¹Board Member serves until replacement appointment made

²Board Member resigned during fiscal year 2024



Mission~Vision~Values

Mission

Public Protection Through Nursing Regulation

Vision

Top Ten Nursing Board

Values

Collaborative

Integrity

Accountable

Growth Mindset



General Functions

1. Prescribe standards for educational programs preparing persons for licensure or certification as Advanced Practice Registered Nurses, Registered Nurses, Licensed Practical Nurses, or Advanced Unlicensed Assistants.
 - A. Provide for surveys of nursing education programs according to the *Rules*.
 - B. Approve nursing education programs and advanced unlicensed assistant training programs that meet the prescribed standards.
 - C. Deny or withdraw approval of educational programs for failure to meet or maintain prescribed standards.
2. Administer the National Council Licensure Examination (NCLEX) for Registered and Practical Nurses in accordance with the National Council of State Boards of Nursing, Inc., contract.
3. Administer the advanced unlicensed assistant certification examination in accordance with the contractual agreement with the test service.
4. Provide initial licensure and renewal of licensure of duly qualified applicants, including:
 - A. Licensure by examination for new graduates.
 - B. Licensure by endorsement for nurses licensed in other states or educated in foreign countries.
 - C. Reinstatement of lapsed license and return to active status applications.
5. Issue/renew license to Advanced Practice Registered Nurses meeting established requirements.
6. Issue/renew prescriptive authority recognition to Advanced Practice Registered Nurses meeting established requirements.
7. Maintain a Peer Assistance Program for nurses whose competencies may be compromised by drug abuse or dependency.
8. Investigate complaints of alleged violations of the *Oklahoma Nursing Practice Act* and *Rules* of the Board.
9. Conduct hearings upon charges calling for disciplinary action.
10. Promulgate rules to implement the *Oklahoma Nursing Practice Act*.
11. Maintain records of all licensed nurses and advanced unlicensed assistants. Provide the records for public inspection under the provisions of the *Open Records Act*.



Organization

(as of June 30, 2024)

Executive

Jenny Barnhouse, DNP, RN
Executive Director

Mike Starchman, RN, CPA
Deputy Executive Director

Sandra Ellis, CPM
Executive Assistant

Eric Meigs, BBA, CPO
Business Manager

Peer Assistance Program

Melissa Monroe, DNP, RN
Program Coordinator

Marcia Cordry, BSN, RN
Case Manager

Erica McArthur, BSN, RN
Case Manager

Amy Tomlinson, BA
Legal Secretary

Regulatory Services Division

Mike Starchman, RN, CPA
Deputy Executive Director

Crystal Bray, MS, RN
Nursing Education Consultant

Darcy Hammond, MS, RN
Licensing Manager

Melanie Russell, BA
Licensing Specialist

Laura Ashbaker, ADN, RN
Licensing Analyst

Janet Campbell
Legal Secretary

Romelda Daniels, BA
Administrative Technician/Receptionist

Dana Hall, AA
Administrative Technician

Darma Miner
Administrative Technician

Karen Murdock
Administrative Technician

Keziah Price
Administrative Technician

Investigative Division

Lisa Griffitts, MS, RN
Director

Sara Chambers, MS, RN
Chief Nurse Investigator

Susie Jones, PhD, APRN-CNS
Nurse Investigator

Terrie Kiker, MS, APRN-CNS
Nurse Investigator

Mark Stroud, MBA, BSN, RN
Nurse Investigator

April Short, BSN, RN
Nurse Investigator

Vacant
Nurse Investigator

Robin Bryant, BA
Legal Secretary

Andrea Denman, AA
Legal Secretary

Teena Jackson
Legal Secretary



Executive



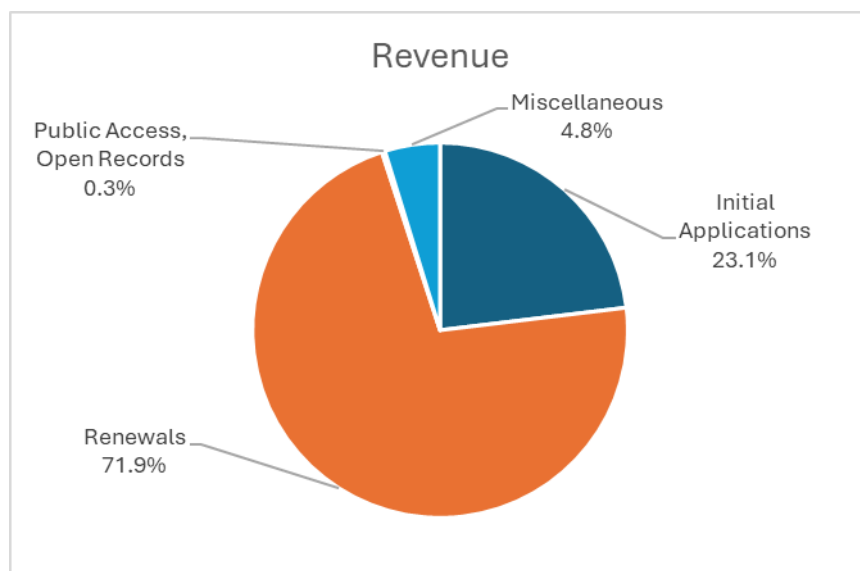
Executive Division Information

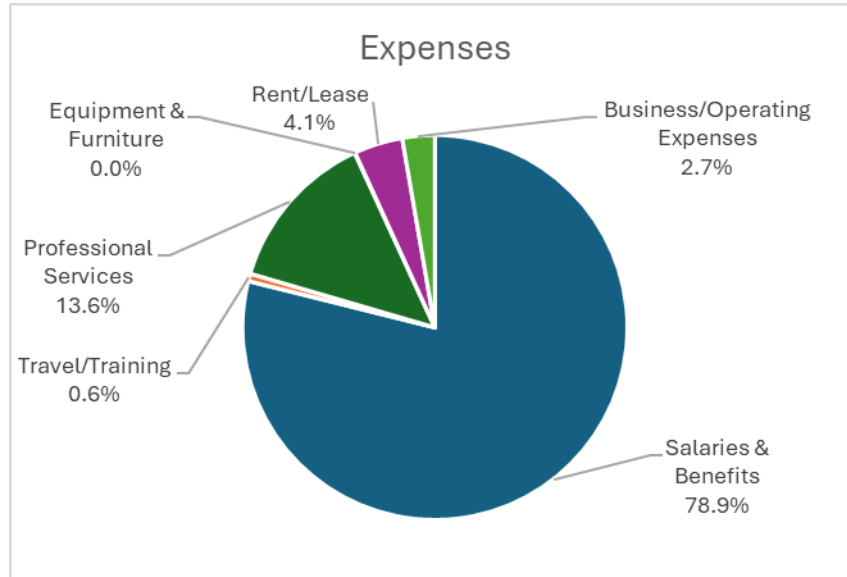
The Executive Division of the agency consists of the Executive Director, Jenny Barnhouse, DNP, RN, and supporting staff, Eric Meigs, BBA, CPO, Business Manager, and Sandra Ellis, CPM, Executive Assistant. Dr. Barnhouse provides executive oversight to the agency as a whole, and serves as principal operations officer, managing the Board's resources and staff. Dr. Barnhouse ensures standards are enforced, as defined in the *Oklahoma Nursing Practice Act* and its *Rules*, in accordance with the *Administrative Procedures Act*, the *Open Records Act*, and the *Open Meetings Act*, as the agency carries out the Board's mission. The Executive Director functions as the administrative agent for the Board, interpreting and executing the intent of the Board's policies and guidelines to the public, nursing profession and other agencies, and acts as the Board's liaison to the public, executive and legislative branches of state government, nurses, organizations, and the media. Under the Executive Director's direction, many centralized functions of the agency essential to all other divisions are carried out, including rulemaking, business operations such as purchasing and procurement, budgeting, accounting, and human resources-related activities.

FY 2024 Revenues and Expenditures

The Board does not receive any appropriations of tax money. The licensure fees paid constitute the agency's main revenue source. The fiscal year 2024 gross revenue was \$4,746,162.03 and expenses totaled \$3,586,287.72. The following graphs depict the breakdown of revenue and expenses.

The Board is required to pay 10% of all fees collected to the Treasury of the State of Oklahoma and these funds are credited to the General Revenue Fund for appropriation by the legislature to various other agencies and services of state government. The Board paid \$459,987.53 out of the gross revenue above to the General Revenue Fund in Fiscal Year 2024.





FY 2024 Strategic Plan Accomplishments

Strategic Plan Goal #1: Operate efficiently and effectively in compliance with all applicable laws, regulations and policies governing operations.

1. July 24, 2023, the agency successfully implemented the migration of the agency's website to the State's Adobe Experience Manager (AEM) platform including migration of more than 500 documents, while maintaining adherence to statutes regarding postings on public website pursuant to 74 O.S. § 3106.2, and compliance with Oklahoma Government Website Information Act 74 O.S. § 3106.3 et seq., and the Oklahoma Electronic Information Technology Accessibility (EITA) Act per HB2197 (2004).
2. In March 2024, the Office of the Oklahoma State Auditor and Inspector (SAI) conducted a scheduled performance audit of the agency for the period January 1, 2021-June 30, 2023. While the audit included data analysis of revenue, expenditures, assets, personnel feedback, HR actions, inventory listings, and board meeting minutes, the objective related to Payroll was developed. The final report concluded that the agency's internal control system is operating in line with Government Accountability Office Standards for Internal Control to ensure payroll expenditures are independently reviewed and approved.
3. Pursuant to HB1956 (2023) effective November 1, 2023, relating to changes in OK tax law affecting individuals with a professional license, the agency aligned internal policy to encompass changes to records the agency can no longer provide relating to personal information. Timely updates to the modernized website were provided to inform the public and stakeholders.
4. OBN exclusively used the harmonized human resources system Workday and CORE systems for Payroll, Leave System, Human Resources, Accounts Payable, Accounts Receivable, Purchasing System, Budgeting System, Budget Request System, Asset Management, Projects, Grants, and Contracts, Enterprise



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Learning Management pursuant to 62 O.S. § 35.6., including compliance with Utilization of Central Payroll System per 74 O.S. § 840-2.7., and Adherence to Performance Management Process 74 O.S. § 840-4.17.

5. The Peer Assistance Program transitioned from the use of analogue fax to the use of electronic fax to increase efficiencies in the document management process.

Strategic Plan Goal #2: Ensure accountability to the *Oklahoma Nursing Practice Act*.

1. The Oklahoma Board of Nursing held six regular meetings during FY 24 pursuant to 567.4F.
2. Board staff developed, reviewed or revised 25 Board policies, position statements, declaratory rulings, or opinions with presentation to the Board for decision.
3. The agency convened meetings of the Board's statutorily required meetings for the Formulary Advisory Council and the CRNA Formulary Advisory Council pursuant to 567.4b., and Board committees and subcommittees, including the Nursing Education and Nursing Practice Advisory Committee and the Advanced Practice Advisory Committee.
4. January 23, 2024, the Oklahoma Board of Nursing approved the proposed Rule changes OAC 485:10-5-4.1. Clinical Learning Experiences OAC 485:10-5-4.1 provides an option for Board-approved nursing education programs on full approval status with at least 600 total program clinical hours to provide up to 50% simulated patient care experiences. The proposed Rule changes were submitted to the Governor/Legislature on January 24, 2024, and signed by the Governor June 21, 2024.
5. March 26, 2024, the Oklahoma Board of Nursing affirmed an emergency and adoption of proposed emergency revisions to the Rules of the Oklahoma Board of Nursing OAC Title 485. Chapter 10. Licensure of Practical and Registered Nurses, Subchapter 11. Disciplinary Action 485:10-11-4. [AMENDED]. The proposed emergency rules were submitted to the Governor April 1, 2024, and signed by the Governor April 9, 2024.
6. In February 2024, submitted proposed statutory changes of the Nursing Practice Act (59 O.S. 567.1, et. Seq.) to the 59th Oklahoma State Legislature as "clean-up" language related to the agency's authority to conduct criminal background checks (CBC). The proposed changes were drafted in collaboration with the OSBI following the FBI's 2023 audit of the OSBI's criminal background check processes with the Oklahoma Board of Nursing. The bill language also provides authority for the Board of Nursing to require a CBC on renewal applicants that have not previously submitted a criminal history check. House Bill 3328 successfully passed through the legislature and was signed into law by Governor Stitt April 23, 2024 and became effective November 1, 2024.
7. In response to the implementation of SB1691, a webpage was developed- Applicants with Criminal History-on the agency's main website <https://oklahoma.gov/nursing.html>. This page provides information and direction to the applicant with criminal history who may be considering nursing licensure in Oklahoma.



8. During FY 2024 to resolve investigative cases for violations of the Nursing Practice Act, OBN held 107 informal disposition panel hearings and 50 formal hearings. During FY 2024, the Executive Director, as authorized by the Board in the Nursing Practice Act for identified Nursing Practice Act violations, issued 22 Executive Director Orders. During FY 2024 84 Corrective Action Orders were issued as non-disciplinary actions for violations of the Nursing Practice Act .
9. January 23, 2024, the Oklahoma Board of Nursing approved the proposed Rule changes OAC 485:10-19-4(b) Peer Assistance Committee(s) expanding the Peer Assistance Committee membership requirements, allowing a more comprehensive applicant pool to increase participation and expand total membership. The proposed Rule changes were submitted to the Governor/Legislature on January 24, 2024, and signed by the Governor June 21, 2024.

Strategic Plan Goal #3: Predict and respond to upcoming challenges and opportunities.

1. In response to Governor Stitt's issued EO 2023-31 and request for agency response, a statement of certification of compliance and report to the Governor, the Speaker of the House, and the President Pro Tempore of the Senate was sent to the Governor's office and Cabinet Secretary on January 24, 2024.
2. The Executive Director for the agency is a sitting commissioner of the interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) and is directly involved at the national level with nurse licensure compact issues and the National Council of State Boards of Nursing (NCSBN).

Strategic Plan Goal #4: Champion A Positive, Values Based Workplace Culture

1. The Oklahoma State Employee Engagement Survey (EES) is an annual survey distributed to all state government employees that assesses employee perceptions at their respective state agency. Two measures of focus in this year's state report were measures of employee satisfaction and employee engagement as both these measures are associated with higher productivity and retention. The agency's engagement score was 87.6% and the satisfaction score was 87.9%.

Savings, Efficiencies and Shared Services:

1. In FY 2024, the Executive Director issued a combined total of 106 Corrective Action and Executive Director Orders. Additionally, IDP hearings were moved to a virtual format in May 2020. When considered together, these two changes continue to provide savings to the agency due to decreased travel costs for Board members who no longer must travel to attend the IDP hearings as well as providing a more efficient process for addressing these disciplinary issues.
2. The Executive Director monitored quality indicators and divisional outcomes on a quarterly basis to ensure continuity of efficient and effective operations and align agency activity and processes as needed. The dashboard report was extensively reviewed with the Board at Board meetings as listed on the agendas.
3. The agency utilized the new online platform for rulemaking provided by the OK Secretary of State, Office of Administrative Rules, which automated many steps and increased efficiency in notifying required parties. Many manually-completed aspects were moved to a system-driven format reducing use of staff time for these activities and allowing for better accuracy.



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4. Management of the agency's modernized website was moved to the platform Adobe Experience Manager (AEM) from Dreamweaver and Notepad++, therefore reducing staff time taken to manage the site including required coding and design limitations. This has reduced assistance required from OMES for certain unavailable features/needs and allows for more timely update and control of information as a direct public interface.
5. OBN provides one staff person as a volunteer certified mediator for the Office of Management and Enterprise Services, Human Capital Management-Civil Service Division in support of other agencies and state employees with involvement in hearing cases and training future mediators.
6. The agency utilized the online platform Box to distribute voluminous meeting materials as opposed to printing and mailing hard copy materials, reducing costs for staff labor and supplies, and reducing transit time for convenient and timely receipt.
7. Employee benefit-related integrations were made to the harmonized HR system Workday replacing some hard copy processes and providing for electronic record keeping and instantaneous filings/updates.
8. OBN is a shared services agency and partners with The Office of Management and Enterprise Services for its payroll and procurement activities.
9. OBN made transfers in support of appropriated state agencies for payment of 10% of gross fees collected into the General Revenue Fund totaling \$459,987.53.
10. In June 2024, the strategic decision was made for the Deputy Executive Director to absorb the functions of the Associate Director of Nursing Practice position. This will provide efficiencies in responding to outside stakeholders and cost savings of over \$120,000.00 (salary, benefits, retirement contributions, etc.) annually to the agency.
11. In May 2024, the Oklahoma Attorney General did not approve the contract, beginning July 1, 2024, for continued services with a contracted private attorney whose primary responsibilities were the oversight of investigative nursing licensure cases and prosecution of those cases that were noticed for Board hearings. Effective July 1, 2024, OBN will contract solely with the Oklahoma Attorney General's office for all legal services.



Regulatory Services



Introduction

The purpose of the Regulatory Services Division is to provide nursing regulation in three areas: education, practice, and licensing. The Oklahoma Board of Nursing is responsible for the approval of nursing education programs in the State of Oklahoma that lead to initial licensure as an Advanced Practice Registered Nurse, Registered Nurse or Licensed Practical Nurse, as well as for the approval of programs preparing individuals for certification as Advanced Unlicensed Assistants. The Board regulates nursing practice by reviewing issues and questions related to the practice of nursing in accordance with statutes and rules. The Board issues declaratory rulings and develops guidelines that assist nurses, employers, and the public with interpreting and applying the Oklahoma Nursing Practice Act and Rules. Various committees and task forces of the Board ensure stakeholders have input into practice and education decisions. Education and practice activities are coordinated through the Regulatory Services Division. The Regulatory Services Division also processes licenses for Advanced Practice Registered Nurses, Registered Nurses, and Licensed Practical Nurses; as well as certificates for Advanced Unlicensed Assistants and prescriptive authority recognition for Advanced Practice Registered Nurses; in accordance with statutory requirements. In addition, the Regulatory Services Division provides support services for the agency in reception of incoming calls and visitors, mail processing, and open records. Eleven staff members are employed in the Regulatory Services Division.

Licensure, Certification, and Recognition Activities

New Licenses Issued By Examination

The Board administers the National Council Licensure Examination (NCLEX) for Registered Nurses (NCLEX-RN) and Licensed Practical Nurses (NCLEX-PN) under contract with the National Council of State Boards of Nursing, Chicago, Illinois. The NCLEX examination is developed and administered by Pearson VUE, Bloomington, Minnesota, under the auspices of the National Council of State Boards of Nursing.

**Registered Nurse Licensure Examination Statistics
(First Time Oklahoma-Educated Writers by Calendar Year)***

	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	1 & 5 Year Variances
Number of Candidates	2,060	2,192	2,162	2,250	2,285	↑ 1.6% & ↑ 10.9%
Oklahoma Pass Rate	89.42%	85.31%	83.63%	78.67	87.48	↑ 8.8% & ↓ 1.9%
National Pass Rate	88.18%	86.58%	82.49%	79.91	88.56	↑ 8.7% & ↑ 0.4%

*Includes Oklahoma-educated candidates applying for licensure in other states



**Licensed Practical Nurse (LPN) Licensure Examination Statistics
(First Time Oklahoma-Educated Writers by Calendar Year)***

	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	1 & 5 Year Variances
Number of Candidates	1,088	939	992	1,067	1,138	↑ 6.7% & ↑ 4.6%
Oklahoma Pass Rate	87.41%	87.75%	87.40%	86.97%	90.69	↑ 3.7% & ↑ 3.3%
National Pass Rate	85.63%	83.09%	79.60%	79.93%	86.68	↑ 6.8% & ↑ 1%

*Includes Oklahoma-educated candidates applying for licensure in other states

Students who are enrolled in RN education programs are eligible to apply to take the NCLEX-PN examination as equivalent candidates after completion of specified course work and are included in the numbers above. The numbers above include any tester educated in Oklahoma, applying for licensure in any state.

The number of first-time NCLEX-RN candidates who were educated in Oklahoma has increased in the past year. The NCLEX-RN pass rate for Oklahoma graduates peaked in CY 2019. The NCLEX-RN pass rate for Oklahoma has been above the national pass rate in two of the past five years.

The number of first-time NCLEX-PN candidates who were educated in Oklahoma increased over the past year. The NCLEX-PN pass rate for Oklahoma graduates has exceeded the national pass rate for the last 5 years.

**NCLEX-PN Pass Rates of Candidates for PN Equivalency
Number of First-Time Candidates by Calendar Year
(With NCLEX Pass Rate in Parentheses)**

	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	1 & 5 Year Variances
Partial RN Program Completion	145 (92.41%)	138 (92.75%)	168 (95.83%)	218 (88.89%)	207 (93.24%)	↓ 5% & ↑ 42.8% ↑ 4.4% & ↓ 0.8%
RN Graduate	3 (100%)	2 (100%)	1 (100%)	4 (75%)	1 (0%)	↓ 75% & ↓ 66.7% ↓ 75% & ↓ 100%

NCLEX testers and pass rates are reported by calendar year, which is consistent with the reporting of NCLEX pass rates. Throughout the remainder of the report, the numbers are reported by fiscal year.



The number of students enrolled in RN programs who choose to take the practical nurse examination through equivalency varies throughout the years, with no noticeable explanation. The NCLEX-PN pass rate for the LPN equivalency candidates this past year was higher than the pass rate for graduates from LPN programs and higher than the national pass rate. It is unknown how many of those individuals seek employment as Licensed Practical Nurses.

**Initial Applications for Oklahoma Licensure by Examination
(Includes First Time and Rewrite Applicants)**

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse	2,611	2,611	2,789	2,958	2,707	↓ 8.5% & ↑ 3.7%
Licensed Practical Nurse	1,219	1,087	1,244	1,424	1,407	↓ 1.2% & ↑ 15.4%
Total Applicants	3,830	3,698	4,033	4,382	4,114	↓ 6.1% & ↑ 7.4%
# Reporting Arrests	237	240	172	147	192	↑ 30.6% & ↓ 19%
% Applicants Reporting Arrests	6.2%	6.5%	4.3%	3.3%	4.7%	↑ 1.4% & ↓ 1.5%

Initial applications for licensure by examination includes both first time and rewrite candidates. It is noted that rewrite candidates may submit more than one application during the year, as they may retake the examination as often as every 45 days. Registered Nurse examination applications have shown mild growth over the past 5 years. Licensed Practical Nurse applications have shown a steady increase over the past 5 years, with a slight decrease in FY 2024. Total numbers of exam applicants have remained relatively steady over the past 5 years.

Beginning January 1, 2013, a national fingerprint-based criminal background check was added as a requirement as opposed to just a state-based criminal background check. While the number of applicants reporting arrests had a noticeable increase over the past year, the percentage of those reporting has remained consistent over the past 5 years. It is of note that of all the application types requiring a fingerprint criminal background check, 18.8% of applicants with a criminal history did not report any or all their criminal history on their applications in FY 2024.

Processing Time for Initial Applications for Licensure by Examination

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
# days from receipt of completed application to approval	2.2	2.2	1.3	0.9	0.5	↓ 44.4% & ↓ 77.3%

The average processing time continues to remain well under the Board’s established maximum time parameter, and the processing time was lowered by almost 80% from 5 years ago. Staff continue to look for efficiencies in streamlining and organizing licensing processes within the capabilities of the Board’s database, the Optimal Regulatory Board System.



New Licenses Issued By Examination

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse	1,925	1,942	1,910	1,854	2,258	↑ 21.8% & ↑ 17.3%
Licensed Practical Nurse	883	925	940	821	1,127	↑ 37.3% & ↑ 27.6%
Total	2,808	2,867	2,850	2,675	3,385	↑ 26.5% & ↑ 20.5%

The number of Registered Nurse and Licensed Practical Nurse licenses issued fluctuates yearly in relation to the total number of applications received and the Pass Rate.

New Licenses Issued by Endorsement

The Board may issue a license to practice without examination to any applicant who has been duly licensed as a Registered Nurse or Licensed Practical Nurse, in another state, territory, the District of Columbia or another country, if such applicant meets the requirements for licensure in the State of Oklahoma.

Initial Applications for Licensure by Endorsement

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse	1,261	1,006	1,128	1,096	1,079	↓ 1.6% & ↑ 14.4%
Licensed Practical Nurse	186	130	160	115	135	↓ 17.4% & ↓ 27.4%
Total	1,447	1,136	1,288	1,211	1,214	↓ 0.2% & ↓ 16.1%

The number of endorsements has remained relatively steady over the past five years since this Board joined the Nurse Licensure Compact (NLC), implemented nationwide on January 19, 2018. The NLC allows those nurses who have a multistate license in another compact party state that is their primary state of residence, to practice in or provide care to Oklahoma-based patients without the need to obtain and maintain a single state Oklahoma license.



New Licenses Issued By Endorsement

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse	982	792	919	1,017	972	↓ 4.4% & ↓ 1%
Licensed Practical Nurse	121	83	138	106	110	↑ 3.8% & ↓ 9.1%
Total	1,103	875	1,057	1,123	1,082	↓ 3.7% & ↓ 1.9%

The number of licenses issued is in correlation with the increase and decrease in the number of applications submitted.

Number of Certified Verifications Provided to Other States

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse	2,193	3,836	5,024	5,793	4,924	↓ 15 % & ↑ 124.5%
Licensed Practical Nurse	133	218	236	169	205	↑ 21.3% & ↑ 54.1%
Total	2,326	4,054	5,260	5,962	5,129	↓ 14% & ↑ 120.5%

Certified verification of licensure from the original state of licensure is generally requested by a licensing board in another state when the nurse applies for a license in that state. It is noted that certified verifications are provided for nurses with active licenses in Oklahoma, as well as those who were initially licensed in Oklahoma, but who no longer hold an active license.

Since FY 2019, all certified verifications for Registered Nurses and Licensed Practical Nurses were provided through Nursys of the National Council of State Boards of Nursing.

Processing Time for Endorsement Applications

Type of Function	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Processing time to issue a license for a completed endorsement application	2.8 days	6.9 days	3.2 days	2.6 days	2.2 days	↓ 15.4% & ↓ 21.4%

Aside from a peak in processing time in 2021, the average processing time for endorsement applications has consistently decreased over the past 4 years since the implementation of the Board’s new licensing database.



New Licenses Issued by Universal Licensing Endorsement

Effective November 1, 2021, Advanced Practice Registered Nurses, Registered Nurses, and Licensed Practical Nurses moving to or living in Oklahoma who are currently licensed in another state or territory and that license has been in good standing for at least one year before making application to Oklahoma may apply through the Universal Licensing Endorsement application for licensure in the State of Oklahoma for the same level of licensure held in another state. The Board may issue such license if all requirements are met. The number of these application types submitted and processed remains small.

Universal Licensing Endorsement

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nurse	N/A	N/A	3	3	6	↑ 100% & N/A
Registered Nurse	N/A	N/A	8	6	8	↑ 33.3% & N/A
Licensed Practical Nurse	N/A	N/A	1	1	1	↔ 0% & N/A

Temporary Critical Need License

Effective July 1, 2022, the Board of Nursing obtained the authority to grant a Temporary Critical Need license to an Advanced Practice Registered Nurse, Registered Nurse, and Licensed Practical Nurse who holds a valid, unexpired nursing license granted by another state or territory during the period of time in which there is a state of emergency declared by the Governor or a national emergency declared by the President of the United States pursuant to Section 1621 of Title 50 of the United States Code as long as the licensee’s services are directly related to the particular declared emergency.

Temporary Critical Need License

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	*FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nurse	N/A	N/A	0	1	0	↓ 100% & N/A
Registered Nurse	N/A	N/A	1	2	0	↓ 100% & N/A
Licensed Practical Nurse	N/A	N/A	0	0	0	↔ 0% & N/A

*The national emergency was rescinded on May 11, 2023.



Multistate Licenses Issued

The Nurse Licensure Compact (NLC), enacted by the state of Oklahoma in April 2016, was implemented nationwide on January 19, 2018, in accordance with the date set by the Interstate Commission of Nurse Licensure Compact Administrators, the governing body of the NLC. The 2018 NLC is an updated version of the original Nurse Licensure Compact, allowing Registered Nurses and Licensed Practical Nurses to have one multistate license (MSL), with the ability to practice in person or via telehealth in both their home state (primary state of residence) and other NLC party states. An MSL is not automatically granted to all nurses licensed in Oklahoma; individuals interested in an MSL must apply. All applicants for an MSL are required to meet the uniform licensure requirements of the NLC, which include federal and state background checks.

Number of Multistate Applications for Existing Active Oklahoma Licensees Received

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Existing Active Licensee Registered Nurse	1,682	2,194	2,853	1,743	1,426	↓ 18.2% & ↓ 15.2%
Existing Active Licensee Licensed Practical Nurse	394	736	663	494	437	↓ 11.5% & ↑ 10.9%
Total	2,076	2,930	3,516	2,237	1,863	↓ 16.7% & ↓ 10.3%

Number of Multistate Applications for Existing Active Oklahoma Licensees Processed

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Existing Active Licensee Registered Nurse	1,527	2,029	2,656	1,836	1,281	↓ 30.2% & ↓ 16.1%
Existing Active Licensee Licensed Practical Nurse	334	589	625	430	436	↑ 1.4% & ↑ 30.5%
Total	1,861	2,618	3,281	2,266	1,717	↓ 24.2% & ↓ 7.7%

Processing Time for Multistate Applications for Existing Active Oklahoma Licensees

Level of Licensure	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Existing Active Registered Nurse and Licensed Practical Nurse Active Licensees	1.6 days	2.4 days	0.4 days	0.2 days	0.3 days	↑ 50% & ↓ 81.3%

The number of existing multistate applications received and thus processed has varied widely over the past five years. The processing time for this application type has remained less than 1 day for three of the past five years and has shown a significant decrease over the past 5 years.



License Renewal, Reinstatement and Return to Active Status

The *Oklahoma Nursing Practice Act* requires licenses and certificates to be renewed every two years according to a schedule published by the Oklahoma Board of Nursing. Renewal applications, accompanied by the renewal fee, must be submitted by the end of the birth month in even-numbered years for Registered Nurses and APRNs, in odd-numbered years for Licensed Practical Nurses and Advanced Unlicensed Assistants.

Number of Renewal Applications Processed

Type of Renewal	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse and Licensed Practical Nurse	29,827	26,986	25,579	24,274	29,944	↑ 23.4% & ↑ 0.4%
Advanced Practice Registered Nurse and Prescriptive Authority Recognition	3,927	4,127	5,054	4,739	3,409	↓ 28.1% & ↓ 13.2%
Advanced Unlicensed Assistant	144	139	140	115	114	↓ 0.9% & ↓ 20.8%
% Nurses/AUAs Renewing Online	99.1%	99.3%	99.9%	99.8%	99.4%	↓ 0.4% & ↑ 0.3%

Overall, the number of renewals is reflective of the number of licensed nurses and certified AUAs. It should be noted that some Advanced Practice Registered Nurse (APRN) renewals are not among the general RN renewals due to some APRNs not requiring an Oklahoma RN license as they hold an active multistate RN license in another compact party state.

Number of Applications for Reinstatement/Return to Active Status

Type of Reinstatement	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Registered Nurse and Licensed Practical Nurse	1,388	1,054	887	1,890	1,499	↓ 20.7% & ↑ 8%
Advanced Practice Registered Nurse	48	76	103	148	81	↓ 45.3% & ↑ 68.7%
Prescriptive Authority	35	58	102	175	110	↓ 37.1% & ↑ 214.3%
Advanced Unlicensed Assistant	20	18	27	14	29	↑ 107.1% & ↑ 45%
Total	1,491	1,206	1,119	2,227	1,719	↓ 22.8% & ↑ 15.3%



Licensees/certificants reinstate their license/certificate for a variety of undocumented reasons such as returning to active status a license that has lapsed, returning to the workforce after a period of inactivity or returning to Oklahoma to work. Due to the variety of reasons prompting reinstatement, it is expected that the overall number of reinstatement applications would fluctuate.

Processing Time for Licensure Renewal and Reinstatement/Return to Active

Type of Function	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
# days from receipt of completed renewal application to processing	1.7 days	0.2 days	0.003 days	0 days	0 days	↔ 100% & ↓ 100%
# days from receipt of completed reinstatement application until processing	2.7 days	2.7 days	1 day	0.68 days	1.2 days	↑ 76.5% & ↓ 55.6%

The processing time for renewal applications in FY 2021 showed a dramatic decrease due to the implementation of automatic features of the new database and licensing system. The processing time remains near or at zero.

The processing time for reinstatement applications showed the best processing time for the past 5 years in FY 2023 and continues to remain well under the Board’s established maximum time parameter of two (2) days.

Other Licensee and Public Requests and Activities

The Regulatory Services Division is also responsible for modifications to licensure records, providing closed school transcripts, processing open records and written verification of licensure requests, providing computer-generated licensee lists when requested, and receiving visitors into the office. The following table reflects these activities:

Other Licensee and Public Requests and Activities

Type of Function	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Change of Address*	619	263	217	134	84	↓ 37.3% & ↓ 86.4%
Duplicates or Modifications	1,399	1,530	1,638	1,670	1,745	↑ 4.5% & ↑ 24.7%
Open Records Requests	63	19	32	40	24	↓ 40% & ↓ 61.9%
Computer-Generated Licensee List***	76	54	74	134	24	↓ 82.1% & ↓ 68.4%
Visits to Board Office	2,805	0**	153	230	256	↑ 11.3% & ↓ 90.9%
Written Verifications	363	364	247	204	130	↓ 36.3% & ↓ 64.2%
Closed School Transcripts	17	9	14	23	22	↓ 4.3% & ↑ 29.4%



*With the transition to the new licensing database on October 13, 2020, a significant decrease in the number of requests for change of address is noted. Licensees may submit a change of address through their Nurse Portal account in the Optimal Regulatory Board System (ORBS) licensing database.

**FY 2021 the agency was closed to the public due to the COVID-19 pandemic and appointment only visits were allowed in FY 2022.

***SB970 (2022) revisions to the Oklahoma Open Records Act provided additional restrictions regarding licensee information that could be released. The name here has been changed from “Address and Labels List” to “Computer-Generated Licensee List” to reflect those changes.

Advanced Practice Registered Nurse Licensure

Four roles of Advanced Practice Registered Nurses (APRNs) are licensed in Oklahoma: 1) Certified Nurse Practitioner (APRN-CNP); 2) Certified Nurse Midwife (APRN-CNM); 3) Clinical Nurse Specialist (APRN-CNS); and 4) Certified Registered Nurse Anesthetist (APRN-CRNA).

Number of APRNs Licensed in Oklahoma

Type of License	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
APRN-CNP	3,977	4,197	4,748	4,975	5,468	↑ 9.9% & ↑ 37.5%
APRN-CNM	71	74	80	87	88	↑ 1.1 % & ↑ 23.9%
APRN-CNS	292	289	293	291	285	↓ 2.1% & ↓ 2.4%
APRN-CRNA	787	784	771	862	889	↑ 3.1% & ↑ 13%
Total	5,127	5,344	5,892	6,215	6,730	↑ 8.3% & ↑ 31.3%

The number of Advanced Practice Registered Nurses has risen moderately over the past five years. The APRN-CNP and APRN-CNM roles have shown the most sustained increase over the past 5 years.

Number of New APRN Licenses Issued

Type of License	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
APRN-CNP	640	447	800	793	760	↓ 4.2% & ↑ 18.8%
APRN-CNM	14	5	11	7	11	↑ 57.1% & ↓ 21.4%
APRN-CNS	11	6	11	8	7	↓ 12.5% & ↓ 36.4%
APRN-CRNA	91	62	80	129	116	↓ 10.1% & ↑ 27.5%
Licenses issued through AS400 database from 7/1/2020 through 9/30/2020	N/A	181*	N/A	N/A	N/A	N/A
Total	756	701	902	937	894	↓ 4.6% & ↑ 18.3%



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*On October 13, 2020, the Board of Nursing converted to a new licensing database, Optimal Regulatory Board System (ORBS). Licenses issued through the previous database (AS400) during FY 2021 – Quarter 1 (July 1, 2020 – September 30, 2020) are noted.

The number of new APRN licenses issued is based on the total number of applications received which has fluctuated over the past 5 years.

Processing Time for APRN Licensure Applications

Type of Function	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
# days from receipt of completed APRN application to processing	2.4 days	4.1 days	1.4 days	1.1 days	1.7 days	↑ 54.5% & ↓ 29.2%

Number of Advanced Practice Registered Nurses with Prescriptive Authority

Type of License	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
APRN-CNP	3,281	3,396	3,004	3,581	3,323	↓ 7.2% & ↑ 1.3%
APRN-CNM	55	57	46	53	50	↓ 5.7% & ↓ 9.1%
APRN-CNS	213	200	182	190	186	↓ 2.1% & ↓ 12.7%
APRN-CRNA*	561	543	492	602	533	↓ 11.5% & ↓ 5%
Total	4,110	4,196	3,724	4,426	4,092	↓ 7.5% & ↓ 0.4%

*The APRN-CRNA applies for authority to select, order, obtain, and administer drugs, rather than the authority to prescribe.

The number of Advanced Practice Registered Nurses with prescriptive authority remains relatively consistent. Currently, 60.8 percent of Advanced Practice Registered Nurses hold prescriptive authority recognition.

Number of Prescriptive Authority Recognitions Issued

Type of License	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
APRN-CNP	428	308	639	581	557	↓ 4.1% & ↑ 30.1%
APRN-CNM	6	5	6	6	2	↓ 66.7% & ↓ 66.7%
APRN-CNS	12	3	5	12	5	↓ 58.3% & ↓ 58.3%
APRN-CRNA	72	35	116	104	95	↓ 8.7% & ↑ 31.9%
Recognitions Issued through AS400 database from 7/1/2020 through 9/30/2020	N/A	145*	N/A	N/A	N/A	N/A
Total	518	485	766	703	659	↓ 6.3% & ↑ 27.2%



*On October 13, 2020, the Board of Nursing converted to a new licensing database, Optimal Regulatory Board System (ORBS). Licenses issued through the previous database (AS400) during FY 2021 – Quarter 1 (July 1, 2020 – September 30, 2020) are noted.

The number of prescriptive authority recognitions issued has varied widely over the past five years among the different APRN roles.

Number of Changes in Supervising Physicians

Number of Changes	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Total	1,515	1,358	1,905	2,046	2,382	↑ 16.4% & ↑ 57.2%

The number of changes in supervising physician increased slightly in the past year and significantly from five years ago.

Certification of Advanced Unlicensed Assistants

Advanced Unlicensed Assistants (AUAs) complete a 200-hour training program, which is designed to build upon basic skills traditionally performed by nursing assistants working in health care settings. A list of Board-approved AUA training programs is available on the Board’s website: www.oklahoma.gov/nursing. Specific core skills, legal and ethical aspects of health care and appropriate personal behaviors are presented in a format that combines classroom lecture/discussion, demonstration/practice lab and clinical application. Upon satisfactory completion of the course work, graduates of these training programs are eligible to take the AUA certification examination. This examination is developed by Oklahoma Department of Career and Technology Education and is approved by the Oklahoma Board of Nursing. Upon successful completion of the certification examination, the Board-certified AUA may perform the skills that are identified on the *Approved Skills List for Performance by Board-Certified Advanced Unlicensed Assistants* under the supervision of Registered Nurses and Licensed Practical Nurses in acute care settings.

Advanced Unlicensed Assistants

Certifications	FY 2020	FY 2021	FY 2022	FY 2023	FY 2023	1 & 5 Year Variances
# New Certifications	38	63	55	53	64	↑ 20.8% & ↑ 68.4%
Total # AUAs Certified	453	404	384	359	341	↓ 5% & ↓ 24.7%

While the number of new AUA certifications varies over the years, the total number of certified AUAs who remain certified at the end of the fiscal year has decreased every year.

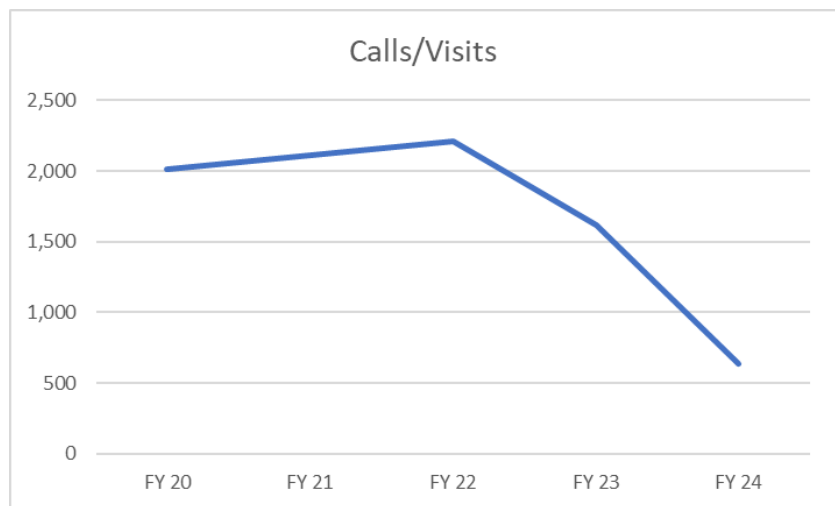
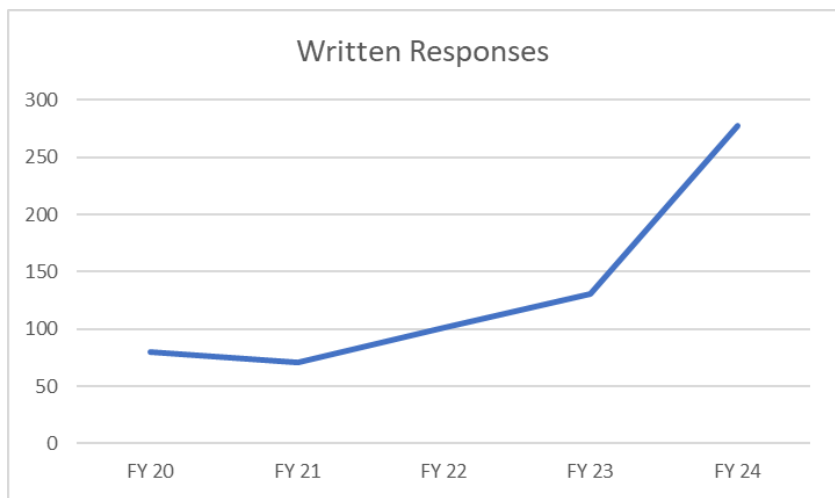


Nursing Practice/Advanced Nursing Practice Activities

Board of Nursing Responses to Practice Questions

The Board receives practice-related questions from various stakeholders such as registered nurses, licensed practical nurses, advanced practice registered nurses, hospitals and other medical facilities, physician’s offices, staffing agencies, employers, other state and federal agencies, and the general public. These practice-related questions cover a broad range of topics including scope of practice, employment/staffing related issues, licensing issues, and other general topics.

Below are the trends for the number of written responses and calls/visits related to practice questions between FY 2020 and FY 2024.



The trend of increased written responses and decreased calls/visits may be attributed, at least in part, to the implementation of the Message Center in the ORBS licensing database which provides applicants/licensees with an additional convenient method to contact the Board with their practice-related questions or other inquiries.



Declaratory Rulings, Position Statements, Policies, and Guidelines Developed, Reviewed, Revised, or Rescinded

The following Board documents related to nursing practice were developed, revised or reviewed without revision, or rescinded this fiscal year:

1. Simulated Patient Care Experience (SPCE) for Registered and Practical Nursing Programs Guidelines, E-11, 10/2/23 [Revised]
2. Patient Assessment Guidelines, P-14, 1/23/24 [Reviewed]
3. English Language Testing Scores Policy, P-15, 10/2/23 [Revised]
4. Placement of Nasogastric Tubes by Registered Nurses in Post Bariatric or Anatomy Altering (Upper Gastrointestinal Tract and Stomach) Surgical Patients Guidelines, P-22, 10/2/23 [Revised]
5. Meeting Requirements for Continuing Qualifications for Practice for License Renewal Guidelines, P-23, 7/18/23 [Revised]
6. CRNA Inclusionary Formulary, P-50A, 5/28/24 [Reviewed]
7. Exclusionary Formulary for Advanced Practice Registered Nurses with Prescriptive Authority, P-50B, 1/12/24 [Revised]
8. Advanced Practice Registered Nurse (APRN) Certification Examinations Approved by the Oklahoma Board of Nursing for Initial Licensure, P-52A, 10/2/23 [Reviewed]
9. Advanced Practice Registered Nurse Certification Examinations No Longer Approved by the Oklahoma Board of Nursing for Initial Licensure, P-52B, 10/2/23 [Reviewed]

Meetings and Presentations

The Associate Director for Nursing Practice and/or Deputy Executive Director attended and provided input/directions in nineteen (19) meetings this fiscal year. In addition, the Associate Director for Nursing Practice and/or Deputy Executive Director made fifteen (15) presentations to groups of licensees and other stakeholders.

Education Activities

The Oklahoma Board of Nursing holds the responsibility for setting standards for nursing education and conducting survey visits to programs to ensure standards are met. The Board reviews and approves requests for new programs and program changes. The Board further maintains records verifying faculty qualifications and collects data on program, faculty and student characteristics. The following paragraphs summarize nursing education activities in FY 2024.



Number of Nursing Education Programs

Types and Numbers of Programs	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
# Advanced Practice Registered Nurse Programs	0	4	5	5	5
# Baccalaureate Programs/Campuses*	15/24	15/28	15/29	16/30	16/32
# Associate Degree Programs/Campuses	14/26	14/26	14/28	14/28	15/31
# Practical Nursing Programs/Campuses	30/47	31/48	32/48	33/50	33/51
Total	59/98	60/102	61/105	63/108	69/114

*RN-BSN not included

The total number of nursing education programs increased, with the total number of campuses also increasing. Specific to registered nursing education programs, two (2) baccalaureate nursing education campuses, one (1) associate degree program and three (3) associate degree campuses were opened. Practical nursing education programs gained one (1) new campus. The Oklahoma Board of Nursing has continued to work actively with other entities, including the Oklahoma State Regents for Higher Education, the Oklahoma Department of Career and Technology Education, the Oklahoma Hospital Association, the Oklahoma Nurses Association, and the Institute for Nursing Education, to address issues related to shortages in clinical space and qualified faculty.

Percentage of Full-Time Faculty Holding a Masters Degree in Nursing or Higher

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Advanced Practice Registered Nursing	N/A	100%	100%	100%	100%
Baccalaureate Degree*	96.8%	98.7%	99.5%	99.5%	99.6%
Associate Degree	92.9%	93.3%	92.4%	85.8%	78.4%
Practical Nursing	47.1%	44.3%	45.3%	43.6%	48.6%

*RN-BSN not included

APRN programs are required to employ full-time faculty with a master's or higher degree in nursing.

RN nursing education programs are required to employ full-time faculty with a master's or higher degree in nursing, or a baccalaureate degree in nursing plus evidence of continued progress toward a master's or higher degree in nursing with a completion of a minimum of six (6) semester hours per calendar year. The percentage of full-time faculty employed in baccalaureate degree nursing education programs holding a master's degree or higher in nursing remained steady for FY 2023 and FY 2024 with only a 0.1% difference noted. The percentage of full-time faculty employed in associate degree nursing education programs holding a master's degree or higher in nursing decreased by 7.4% from FY 2023 to FY 2024.



PN nursing education programs require nursing faculty to hold a minimum of an associate degree or diploma in nursing, with evidence of continued progress toward a baccalaureate degree in nursing with a completion of a minimum of six (6) semester hours per calendar year. The percentage of practical nursing faculty with a master’s degree in nursing or higher increased by 5%.

Applications to Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nursing	N/A	263**	372**	334**	298**	↓ 10.8% & N/A
Baccalaureate Degree*	2,859	3,417	2,904	2,772	3,466	↑ 25% & ↑ 21.2%
Associate Degree	3,120	3,428	3,159	2,870	2,822	↓ 1.7% & ↓ 9.6%
Practical Nursing	3,414	3,163	3,418	3,762	4,221	↑ 12.2% & ↑ 23.6%
Total	9,393	10,008	9,481	9,404	10,509	↑ 11.8% & ↑ 11.9%

*RN-BSN not included

**APRN Nursing Program applications are not included in the total number of applications.

APRN Nursing Programs applications decreased from FY 2023 to FY 2024. The number of applications to baccalaureate degree programs has trended down over the previous two-year period, FY 2024 had the highest number in five years. The number of applications to associate degree programs reflected a steady decrease from FY 2021 to FY 2024. The number of applications to practical nursing education programs significantly increased for the last four years. There has been a 11.8 increase in total applications submitted to nursing education programs over the past year.

Admissions to Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nursing	N/A	**128	**134	**160	**186	↑ 16.3% & N/A
Baccalaureate Degree*	1,236	1,247	1,338	1,886	2,792	↑ 48% & ↑ 125.9%
Associate Degree	1,965	1,650	1,716	1,744	1,832	↑ 5% & ↓ 6.8%
Practical Nursing	1,331	1,275	1,357	1,516	2,008	↑ 32.5% & ↑ 50.9%
Total	4,532	4,172	4,411	5,146	6,632	↑ 28.9% & ↑ 46.3%



*RN-BSN not included

** APRN Nursing Program admissions are not included in the total number of admissions.

Note: Caution should be used in attempting to compare applications to nursing education programs to admissions to nursing education programs as individuals may apply to more than one nursing education program, and thus be counted as an applicant more than one time.

Admissions to nursing programs as a whole has continued to increase over the last four years. For FY2024, baccalaureate degree nursing programs had the largest increase at 125.9%.

Student Enrollment in Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nursing	N/A	299**	320**	421**	479**	↑ 13.8% & N/A
Baccalaureate Degree*	2,042	2,407	2,594	2,774	3,160	↑ 13.9% & ↑ 54.8%
Associate Degree	3,288	2,853	2,911	3,012	2,906	↓ 3.5% & ↓ 11.6%
Practical Nursing	1,632	1,315	1,466	1,825	1,526	↓ 16.4% & ↓ 6.5%
Total	7,362	6,575	6,971	7,611	7,592	↓ 0.25% & ↑ 3.1%

*RN-BSN not included

**APRN Nursing Program enrollments are not included in the total number of admissions.

Student enrollment in advance practice registered nurse and baccalaureate degree nursing education programs were the only programs that increased for FY 2024. Enrollment in associate degree nursing education programs decreased by 3.5% and practical nursing programs decreased by 16.4%.

Graduates from Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
Advanced Practice Registered Nursing	N/A	72**	68**	85**	99**	↑ 16.5% & N/A
Baccalaureate Degree*	859	871	802	1,170	1,093	↓ 6.6% & ↑ 27.2%
Associate Degree	1,294	1,323	1,180	1,077	1,207	↑ 12.1% & ↓ 6.7%
Practical Nursing	852	959	834	907	1,055	↑ 16.3% & ↑ 23.8%
Total	3,005	3,153	2,816	3,154	3,355	↑ 6.4% & ↑ 11.6%



*RN-BSN not included

**APRN Nursing Program graduates are not included in the total number of admissions.

The total number of nursing graduates from Oklahoma nursing education programs this past fiscal year increased by 16.3 percent over the previous fiscal year, with FY 2024 having the largest number of graduates over the past five years. Of the programs, baccalaureate degree nursing programs were the only programs showing a decrease in graduates.

Admissions of Licensed Nurses in Nursing Education

Category	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1 & 5 Year Variances
APRN	N/A	128	134	160	186	↑ 16.3% & N/A
LPN-ADN	383	342	324	289	418	↑ 44.6% & ↑ 9.1%
LPN-BSN	57	12	31	183	205	↑ 12% & ↑ 259.6%
RN-BSN* Traditional Program	358	38	138	132	231	↑ 75% & ↓ 35.5%

*Students enrolled in RN-BSN degree completion programs not regulated by the Board are not included in these figures.

Enrollment in an advanced practice registered nursing program requires an individual to hold a Registered Nurse license. Over the past fiscal year, the number of licensed nurses admitted into degree programs increased for LPN to ADN, LPN to BSN, and RN to BSN.

Percentage of Enrolled Students Representing an Ethnic Minority

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Advanced Practice Registered Nursing	N/A	36.8%	36.3%	39.4%	40%
Baccalaureate Degree*	33.3%	42.8%	43.3%	41.4%	39.4%
Associate Degree	33.7%	43%	40.3%	39.2%	36.7%
Practical Nursing	40%	47%	51.7%	47.3%	54.93%

*RN-BSN not included

Percentages of minority students enrolled in Oklahoma nursing education programs decreased over the past year for baccalaureate and associate degree programs. The percentage of enrollment of minorities increased in practical nursing programs and advanced practice nurse programs.



Percentage of Male Students Enrolled in Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Advanced Practice Registered Nursing	N/A	13.7%	16.3%	13.1%	11.1%
Baccalaureate Degree*	12%	12.9%	12.9%	16%	12.2%
Associate Degree	13.9%	13.2%	13.4%	12.4%	9.4%
Practical Nursing	7%	7.4%	9.5%	8.9%	7.6%

*RN-BSN not included

The percent of male students enrolling in nursing education programs has remained relatively small. There was a decrease in male enrollment among all of the nursing programs.

Average Age (In Years) of Students Enrolled in Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Advanced Practice Registered Nursing	N/A	37.6	34.3	33.4	33.4
Baccalaureate Degree*	23.6	25.3	27.1	25.9	27
Associate Degree	37.9	27.9	28.3	28.3	27.5
Practical Nursing	28.1	27.7	28.1	27.6	28.6

*RN-BSN not included

The average age of students enrolled in nursing education programs has stayed relatively the same over the last four years with one or two-year variances from year-to-year in most years.

Mean Completion Rates of Nursing Education Programs

Type of Program	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Advanced Practice Registered Nursing	N/A	87.8%	87.8%	92.4%	94%
Baccalaureate Degree*	90.3%	87%	86.9%	84.8%	79.1%
Associate Degree	82.4%	81.5%	77%	78.9%	77.2%
Practical Nursing	77.5%	80.7%	78.9%	78.9%	80.3%

*RN-BSN not included

The data continues to support that most students admitted to nursing education programs are successful in completing their programs. In the past fiscal year, the completion rate for nursing education programs for baccalaureate degree, and associate degree has decreased. Advanced practice registered nursing education programs and practical nursing mean completion rates has increased.



Requests for Program Changes
(Number of Programs Impacted With Percent of Total Programs Noted in Parentheses)

Type of Change	FY 2021	FY 2022	FY 2023	FY 2023	FY 2024
Change in Curriculum	4 (6.7%)	6 (9.8%)	2 (3.2%)	2 (3.2%)	10 (15.6%)
Program Format Change	0 (0%)	1 (1.6%)	0 (0%)	0 (0%)	2 (3.2%)
Extended/ Additional Classes	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
New Nursing Program/Campus	1/4 (1.7%)/(3.9%)	1/4 (1.6%)/(3.8%)	2/2 (3.2%)/(3.2%)	2/2 (3.2%)/(3.2%)	5/0 (7.8%)
New APRN Program/Campus	2/0 (50%)	1/0 (20%)	0/0 (0%)	0/0 (0%)	1 (1.6%)

Board Actions Related to Program Approval Status
(Number of Programs Impacted With Percent of Total Programs Noted in Parentheses)

Type of Action	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Routine Survey Visits	1 (1.7%)	8 (13.3%)	6 (9.8%)	7 (11.1%)	6 (9.6%)
Board-Directed Survey Visits	3 (5.1%)	3 (5%)	1 (1.6%)	2 (3.2%)	1 (1.6%)
Consultative Survey Visits	2 (3.4%)	1 (1.7%)	0 (0%)	2 (3.2%)	1 (1.6%)
Warnings Issued	2 (3.4%)	0 (0%)	3 (4.9%)	8 (7.4%)	12 (18.8%)
Programs on Conditional Approval	0 (0%)	1 (1.7%)	1 (1.6%)	4 (6.3%)	5 (7.8%)
Programs/ Campuses Closed*	1/2 (1.7%)/(2%)	0/1 (0%)/(1%)	0/2 (0%)/(1.9%)	0/1 (0%)/(0.9%)	0/0 (0%)/(0%)
Pass Rate Reports Required	10 (10.2%)	8 (7.8%)	10 (9.5%)	12 (11.1%)	11 (17.2%)
Follow-Up Reports Required	11 (11.2%)	2 (2%)	3 (2.9%)	8 (7.4%)	4 (6.3%)

*Programs/campuses closed voluntarily.



Revisions to Education Policies

The following Board documents related to nursing education were developed, revised or reviewed without revision, or rescinded this fiscal year:

- *Simulated Patient Care Experience (SPCE) for Registered and Practical Nursing Programs Guidelines, #E-11, 10/2/2023*
- *Employment of Nursing Students or Non-Licensed Graduates Guidelines, #E-04, 9/24/2024*
- *Information for Bulletins and Catalogues of Nursing Education Programs, #E-05, 9/24/2024*
- *Determining Appropriate Faculty to Student Ratios in the Clinical Area in Board-Approved Nursing Education Programs Guidelines, #E-09, 9/24/2024*

In FY 2024, the Board reviewed reports of survey visits conducted in the following nursing education programs and recommended continuing full approval:

- Caddo-Kiowa Technology Center, Practical Nursing Program, Fort Cobb, 9/26-28/23
- MedNoc College, Practical Nursing Program, Oklahoma City, 10/17-19/23
- Indian Capital Technology Center, Practical Nursing Program, Muskogee, Sallisaw, Stillwell, Tahlequah, Coweta, 10/24-27/23
- Northeast Technology Center, Practical Nursing Program, Afton, Claremore, Kansas, Pryor, 4/1-5/24
- Chisholm Trail Technology Center, Practical Nursing Program, Omega, 5/21-23/24
- Health and Safety Education Training Center, Practical Nursing Program, Tulsa, 6/4-6/24

In FY 2024, there were no nursing education program focus survey visits reviewed that recommended continuing full approval.

In FY 2024, the Board reviewed the report of focus survey visit conducted in the following nursing education program and recommended continued conditional approval status:

- Redlands Community College, Associate Degree Nursing Program, El Reno, 10/9/23

At the closure of FY 2024, there were no survey visit reports pending Board approval.

In FY 2024, one consultative visit was conducted on the following Nursing Education Program:

- Central Oklahoma College, Proposed Associate Degree (RN) Program, Oklahoma City, 11/27/23



NCLEX Pass Rate Reports

Pass rate reports are required when the first-time writer National Council Licensure Examination (NCLEX) pass rate for a nursing education program falls ten percentage points or more below the national average and at least ten candidates wrote the examination [OAC 485:10-3-5 (4)]. NCLEX pass rate reports were submitted in FY 2024 by the following nursing education programs with a Calendar Year 2023 NCLEX pass rate ten percentage points or more below the national average:

- Redlands Community College, Associate Degree Nursing Program, El Reno
- Langston University, Baccalaureate Degree Nursing Program, Langston and Tulsa
- Southern Nazarene University, Baccalaureate Degree Nursing Program, Bethany
- Seminole State College, Associate Degree Nursing Program, Seminole
- Western Oklahoma State College, Associate Degree Nursing Program, Lawton
- Gordon Cooper Technology Center, Practical Nursing Program, Shawnee
- Miller-Motte College, Practical Nursing Program, Tulsa
- Oklahoma Christian University, Baccalaureate Degree Nursing Program, Oklahoma City
- Oral Roberts University, Baccalaureate Degree Nursing Program, Tulsa
- Southwestern Oklahoma State University, Baccalaureate Degree Nursing Program (LPN-BSN), Weatherford
- Murray State College, Associate Degree Nursing Program, Tishomingo

A Board subcommittee reviewed the reports in October 2023 and made recommendations for each program. These recommendations were reviewed and accepted by the Board during the November 2023 meeting, except as indicated.

Completion Rate Reports

A completion rate report is submitted when the program completion rate average is less than 70% for the most recent three (3) annual report years. Program completion rate is calculated as 200% of the program length as defined by selective admission to the nursing program's first nursing course. Admission is defined as the grade of the first nursing course that is transcribed with a letter grade of A, B, C, D, or F, which are used to calculate the grade point average. Individual exceptions to the calculation of completion rate include death, military, and peace corps [OAC 485:10-3-5 (5)]. Completion rate reports were submitted in FY 2024 by the following nursing education programs with a program completion rate average less than 70% for the preceding three (3) annual report years, FYs 2021, 2022, and 2023.

- Carl Albert State College, Associate Degree Nursing Program, Sallisaw
- Connors State College, Associate Degree Nursing Program, Muskogee
- Eastern Oklahoma State College, Associate Degree Nursing Program, Idabel
- Western Technology Center, Practical Nursing Program, Burns Flat
- Redlands Community College, Associate Degree Nursing Program, El Reno
- Atry Technology Center, Practical Nursing Program, Enid
- Great Plains Technology Center, Practical Nursing Program, Enid
- Kiamichi Technology Center, Practical Nursing Program, Durant



A Board subcommittee reviewed the reports in October 2023 and made recommendations for each program. These recommendations were reviewed and accepted by the Board during the November 2023 meeting.

Completion Rate Reports

A completion rate report is submitted when the program completion rate average is less than 70% for the most recent three (3) annual report years. Program completion rate is calculated as 200% of the program length as defined by selective admission to the nursing program's first nursing course. Admission is defined as the grade of the first nursing course that is transcribed with a letter grade of A, B, C, D, or F, which are used to calculate the grade point average. Individual exceptions to the calculation of completion rate include death, military, and peace corps [OAC 485:10-3-5 (5)]. Completion rate reports were submitted in FY 2024 by the following nursing education programs with a program completion rate average less than 70% for the preceding three (3) annual report years, FYs 2021, 2022, and 2023.

- Carl Albert State College, Associate Degree Nursing Program, Sallisaw
- Connors State College, Associate Degree Nursing Program, Muskogee
- Eastern Oklahoma State College, Associate Degree Nursing Program, Idabel
- Western Technology Center, Practical Nursing Program, Burns Flat
- Redlands Community College, Associate Degree Nursing Program, El Reno
- Autry Technology Center, Practical Nursing Program, Enid
- Great Plains Technology Center, Practical Nursing Program, Enid
- Kiamichi Technology Center, Practical Nursing Program, Durant

A Board subcommittee reviewed the reports in November 2023 and made recommendations for each program. These recommendations were reviewed and accepted by the Board during the January 2024 meeting.

Request for New Programs, Additional Program Offerings, and Program Changes

In FY 2024, the Board approved one (1) Step I application for a new program:

- Central Oklahoma College, Associate Degree Registered Nursing Program, Oklahoma City, 10/3/2023

In FY 2024, the Board did not grant Provisional Approval for any programs.

In FY 2024, the Board did not grant Full Approval to any nursing education programs.

In FY 2024, the Board did not grant full approval to any advanced unlicensed assistant programs.

In FY 2024, the Board approved additional program offerings on extended campuses for the following:

- Murray State College, Associate Degree Nursing Program, Duncan, 7/19/23
- Carl Albert State College, Associate Degree Program (Extended campus-LPN to RN online), 3/27/24



- Oklahoma Baptist University, Baccalaureate Degree Program (Extended campus-LPN to BSN online), 5/28/24
- Oklahoma Christian University, Baccalaureate Degree Program (Extended campus-online), 5/28/24

In FY 2024, the Board approved additional program offerings on the same campuses for the following:

- University of Tulsa, Oxley College of Health Sciences, School of Nursing, Advanced Practice Registered Nursing Education Program, Tulsa, additional role/focus, Adult-Gerontology Acute Care, Doctor of Nursing Practice, Specialist Certificate, 7/20/2023
- University of Tulsa, Oxley College of Health Sciences, School of Nursing, Baccalaureate Degree Nursing Program, Tulsa, distance, Accelerated Bachelor of Science in Nursing (ABSN) program, 7/20/2023
- Tri-County Technology Center, Practical Nursing Program, Bartlesville, CNA to LPN Transition program option, 1/24/2024

In FY 2024, no nursing education programs closed.

In FY 2024, the Board approved curriculum change requests from the following programs:

- Southern Nazarene University, Baccalaureate Degree Nursing Program, Bethany, 7/18/2023
- Oklahoma Christian University, Baccalaureate Degree Nursing Program, Oklahoma City, 7/18/2023
- Francis Tuttle Technology Center, Practical Nursing Program, Oklahoma City, 7/20/2023
- Redlands Community College, Associate Degree Nursing Program, El Reno, 11/8/2023
- Northeast Technology Center, Practical Nursing Program, Afton, 1/24/2024
- Seminole State College, Associate Degree Nursing Program, Seminole, 1/25/2024
- Langston University, Baccalaureate Degree Nursing Program, Ardmore, Langston, Tulsa, 3/26/2024
- Rose State College, Associate Degree Nursing Program, Midwest City, 3/26/2024
- Oklahoma City Community College, Associate Degree Nursing Program, Oklahoma City, 3/27/2024

Follow-Up Pass Rate Reports

There were three (3) nursing education programs follow-up pass rate reports for FY 2024:

- Miller-Motte College, Practical Nursing Program, Tulsa
- Gordon Cooper Technology Center, Practical Nursing Program, Shawnee
- Southwestern Oklahoma State University, Baccalaureate Degree Nursing Program, LPN to BSN, Weatherford



Follow-Up Completion Rate Reports

There were no nursing education program follow-up completion rate reports for FY 2024.

Meetings

The Nursing Education Consultant attended and provided input/directions in 20 meetings, which were primarily related to nursing education this fiscal year, as compared to 7 meetings attended in FY 2023.

Other Division Activities

Nursing Education and Nursing Practice Advisory Committee

The purpose of the Advisory Committee on Nursing Education and Nursing Practice is to:

1. Review annually the minimum standards for approved schools of nursing and make recommendations which would assure the standards are realistic and reflect the trends and present practices in nursing education;
2. Examine and make recommendations concerning nursing practice issues;
3. Provide input on the role and scope of safe and competent nursing practice; and
4. Review annually the *Rules of the Oklahoma Board of Nursing*.

Persons who have served on this committee during the fiscal year are:

Nikole Hicks, PhD, RN, CNE, Board Representative
Kyle Leemaster, MBA, RN, Board Representative
Liz Michael, MS, RN, Oklahoma Organization of Nurse Executives
Chris King, RN, Oklahoma Organization of Nurse Executives
Karen Vahlberg, BSN, RN, Oklahoma Association for Home Care
Michele Bradshaw, MSN, RN, Oklahoma Nurses Association
Shelly Wells, PhD, MBA, MS, APRN-CNS, Oklahoma Nurses Association
Jennifer Gray, PhD, RN, Baccalaureate & Higher Degree Deans Council
Amanda Churchman, MSN, RN, OK Dept. of Career & Technology Education
Stephanie Beauchamp, EdD, Oklahoma State Regents for Higher Education
Amy Gaither, MS, RN, Oklahoma State Department of Health
Lisa Gerow, PhD, RN, Associate Degree Schools of Nursing
Sue Kerr, MSN, RN, Board-Appointed Advanced Unlicensed Assistants Program Representative
Rebecca Rogers, RN, Care Providers of Oklahoma
Janet Trimble, MSN-Ed, RN, Practical Schools of Nursing
Kenna Wilson, MSN, RN, Oklahoma Organization of Nursing Executives
Jamie Rankin, MSN, RN, Ne-B, CPHQ, Oklahoma Organization of Nursing Executives
Michelle Barr, MSN, RN, Oklahoma State Department of Health

Board staff representatives were Mike Starchman, RN, CPA; Terri Walker, MSN, RN; Crystal Bray, MEd, RN, and Judy Stevenson, DNP, APRN-CNS.



Nursing Education and Nursing Practice Advisory Committee meetings were held virtually on October 27, 2023, February 16, 2024, and June 14, 2024.

Advanced Practice Advisory Committee

The purpose of the Advanced Practice Advisory Committee is to:

1. Make recommendation to the Board concerning advanced practice educational programs, national certifying bodies, definitions of scope of practice statements, standards of practice, and other practice-related issues;
2. Advise the Board in the development and enforcement of Rules and Regulations regarding advanced practice;
3. Advise the Board with regard to complaints filed against advanced practitioners, and assists the Board in interpretation of the Scope of Practice and Standards of Care for the Advanced Practitioner; and,
4. Perform other duties as defined by the Board.

Persons who have served on this committee during this fiscal year are:

Amber Garretson, MSN, APRN-CNS, Board Representative

Kathy O'Dell, DNP, APRN-CNP, RN, Board Representative

Carl Lafoon, DNP, APRN-CNP, Oklahoma Association of Nurse Practitioners

Margaret Rosales, MSN, APRN-CNP, Oklahoma Association of Nurse Practitioners

Leanna Harkess, MSN, APRN-CNM, APRN-CNP, American College of Nurse Midwives, OK Chapter Affiliate

Jill Nobles-Botkin, MSN, APRN-CNM, American College of Nurse Midwives, OK Chapter Affiliate

Regina Kizer, MSN, APRN-CNM, American College of Nurse Midwives, OK Chapter Affiliate

Steve McKittrick, MS, MHS, APRN-CRNA, Oklahoma Association of Nurse Anesthetists

Dennis Dodd, BS, APRN-CRNA, Oklahoma Association of Nurse Anesthetists

Randy Hailey, Jr, MSN, APRN-CRNA, Oklahoma Association of Nurse Anesthetists

Rhonda Coleman-Jackson, DNP, APRN-CNS, Oklahoma Association of Clinical Nurse Specialists

Stephanie Moore, MSN, APRN-CNS, Oklahoma Association of Clinical Nurse Specialists

Karen Genzel, DNP, APRN-CNS, Oklahoma Association of Clinical Nurse Specialists

Amy Costner-Lark, DNP, APRN-CNS, Board-appointed Faculty from an Oklahoma Advanced Practice Registered Nursing Education Program for Clinical Nurse Specialist Educator

Gina Crawford, DNP, APRN-CNP, Board-appointed Faculty from an Oklahoma Advanced Practice Registered Nursing Education Program for Certified Nurse Practitioner Educator

Kimberly Watson, APRN-CNP, Oklahoma Chapter of the National Association of Pediatric Nurse Practitioners



Oklahoma Board of Nursing FY 2024 Annual Report

Nancy Sweet-Fitzgibbon, DNAP, MSN, APRN-CRNA, Board-appointed Faculty from an Oklahoma Advanced Practice Registered Nursing Education Program for Certified Registered Nurse Anesthetist Educator

Board staff representatives were Judy Stevenson, DNP, APRN-CNS; Crystal Bray, MEd, RN; Madison Edwards, MSN, RN; Terri Walker, MSN, RN; and Mike Starchman, RN, CPA.

The Advanced Practice Advisory Committee meetings were held virtually on August 8, 2023, and February 13, 2024.

CRNA Formulary Advisory Council

The purpose of the CRNA Formulary Advisory Council is to:

1. Develop and submit to the Board recommendations for an inclusionary formulary that lists drugs or categories of drugs that may be ordered, selected, obtained or administered by Certified Registered Nurse Anesthetists authorized by the Board to order, select, obtain and administer drugs.
2. Develop and submit to the Board recommendations for practice-specific standards for ordering, selecting, obtaining and administering drugs for a Certified Registered Nurse Anesthetist authorized by the Board to order, select, obtain and administer drugs pursuant to the provisions of the *Oklahoma Nursing Practice Act*.

The CRNA Formulary Advisory Council is composed of five (5) members:

Appointed by the Oklahoma Association of Nurse Anesthetists:

Jenny Schmitt, APRN-CRNA
Bruce Kennedy, APRN-CRNA

Appointed by the Oklahoma Society of Anesthesiologists:

Jeremy Almon, MD
Brian Seacat, MD

Appointed by the Oklahoma Pharmacists Association:

Jessica Rodriguez, DPh

The Oklahoma Board of Nursing representative was Amber Garretson, MSN, APRN-CNS, CCRN; the Board staff representative was Mike Starchman, RN, CPA.

The FY 2024 annual meeting of the CRNA Formulary Advisory Council was held April 29, 2024. The CRNA Council reviews and provides recommendations for revision to the *CRNA Inclusionary Formulary, #P-50*, which is then reviewed by the Board for approval. The CRNA Formulary Advisory Council meeting was held consistent with the Open Meeting Act, 25 O.S. L. 2011 §301, *et seq.*

Formulary Advisory Council

The purpose of the Formulary Advisory Council is to:

1. Develop and submit to the Board recommendations for an exclusionary formulary that shall list drugs or categories of drugs that shall not be prescribed by advanced practice nurses recognized to prescribe by the Oklahoma Board of Nursing.



2. Develop and submit to the Board recommendations for practice-specific prescriptive standards for each category of advanced practice nurse recognized to prescribe by the Oklahoma Board of Nursing pursuant to the provisions of the *Oklahoma Nursing Practice Act*.

The Formulary Advisory Council is composed of twelve (12) members:

Appointed by the Oklahoma Board of Nursing:

Amber Garretson, MSN, APRN-CNS, CCRN
Jessica Cotton, MSN, APRN-CNM, APRN-CNP
Tracy Langley, MSN, APRN-CNP
Robin Potter-Kimball, MSN, APRN-CNS

Appointed by the Oklahoma Pharmacists Association:

Jay Kinnard, DPh
Denton Chancey, DPh
JJ Peek, DPh
Kacee Blackwell, DPh

Appointed by the Oklahoma State Medical Association:

Samuel Ratermann, MD
Eve Switzer, MD
Dana Stone, MD

Appointed by the Oklahoma Osteopathic Association:

Patrice Aston, DO

Madison Edwards, MSN, RN, and Mike Starchman, RN, CPA, served as Board staff representatives.

The Formulary Advisory Council met August 22, 2023, to review the *Exclusionary Formulary for Advanced Practice Registered Nurses with Prescriptive Authority, #P-50B*. The Formulary Advisory Council meeting was held consistent with the Open Meeting Act, 25 O.S. L. 2011 §301, *et seq.*



Peer Assistance Program



Peer Assistance Program

The Peer Assistance Program was established in statutes November 1994 *to rehabilitate nurses whose competency may be compromised because of the abuse of drugs or alcohol, so that such nurses can be treated and can return to or continue the practice of nursing in a manner which will benefit the public. The program shall be under the supervision and control of the Oklahoma Board of Nursing (59 O.S. § 567.17A).* This approach allows the Board to retain control of nursing practice for the protection of the public, which is the mission of the Board.

The Program is administered by the Program Coordinator, a Registered Nurse with a Doctor of Nursing Practice, who reports directly to the Executive Director of the Board. The Program employs two other Registered Nurses, one who is certified in addiction nursing. These Registered Nurses serve as Case Managers. The Program also employs one Legal Secretary.

Program Policies and Guidelines

As a part of the Board's oversight, it approves the Program guidelines and periodically reviews and revises those guidelines (OAC 485:10-19-3(a)). In FY 2024, the Board reviewed or revised the following policies of the Program:

Peer Assistance Program Counselor Criteria, #PA-05
Peer Assistance Program Evaluation Criteria, #PA-06
Peer Assistance Program Evaluator Criteria, #PA-18
Peer Assistance Nurse Support Group Criteria, #PA-07
Program Progression Guidelines, #PA-21
Successful Completion of the Peer Assistance Program Guidelines, #PA-13
Peer Assistance Program Support Group Participation Guidelines, PA-08
Peer Assistance Program Requests to Return to Work in Positions Providing Increased Autonomy and/or Limited Supervision Guidelines, #PA-10
Peer Assistance Program Self Assessment Report Guidelines, #PA-11

The license status of all nurses in the Program is marked with Conditions-Peer Assistance during the term of participation. For those participating voluntarily, the conditions are non-disciplinary.

Peer Assistance Committees (PAC)

Peer Assistance Committees function under the authority of the Board in accordance with the Rules of the Board (59 O.S. § 567.17B). The committee members are appointed by the Board of Nursing for three-year terms (OAC 485:10-19-4(d)). They serve voluntarily without pay. The Board appointed or reappointed five committee members this year.

The following individuals have served on a PAC during FY 2024:

Brandi Beers, RN	Dianna McGuire, MS, LADC, LPC, NCGCII
Robin Brothers, PhD, RN	Penny Ramirez, RN
Deborah Campbell, RN	Latoya James, LADC, LPC
Tim Castoe, RN	Kimberly Roberts, APRN-CNS
Darrin Nobis, MSN, RN	Jaye Robertson, DNP, RN



Oklahoma Board of Nursing
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Jeff Hudson, RN
Karyl James, DNP, RN
Leah Trim, RN

Connie Branch, MEd, MS, LADC/MH
Heather Stranger, MSN, RN

During FY 2024, 15 individuals served on committees. Each member averaged 29 hours in committee meetings (not including preparation time for the meeting). This is the equivalent of 3.63 days of service work to the Program.

There are currently 15 individuals still serving on four Committees. Eleven of the current PAC members are licensed nurses, three are certified or licensed in addiction, and eight are recovering individuals. Board rules require that each PAC has at least one recovering individual, one individual with a certification in addiction, and the majority of them to be licensed nurses (OAC 485:10-19-4 (b)).

PAC Activity

The *Rules of the Oklahoma Board of Nursing* define the PAC responsibilities as determining licensee’s acceptance into the program, developing the contract for participation, determining progress, successful completion, or termination for failure to comply, and reporting all terminations to the Board. They meet with the participants regularly to evaluate progress. (OAC 485:10-19-4(c))

This past fiscal year, the PAC has averaged three meetings monthly, volunteered an average of 36 hours, accepted two new applicants into the Program, and met with an average of 30 nurses to review progress. The PAC reviewed progress with approximately 42% of the participants each month.

PAC Activity in Past Five Years

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Variiances 1 Year & 5 Year
PAC Meetings	35	37	36	36	36	-- & ↑ 3%
Scheduled Reviews	246	275	287	295	269	↓ 9% & ↑ 9%
Noncompliance Reviews	104	100	94	92	93	↑ 1% & ↓ 11%
Total Reviews	350	372	383	386	361	↓ 6% & ↑ 3%
Volunteer Hours	539	556	546	476	432	↓ 9% & ↓ 20%

New Cases

Applicants to the program are screened by the program staff to ensure they meet eligibility requirements as set forth in the *Rules of the Oklahoma Board of Nursing* (OAC 485:10-19-5). Those who meet the requirements are scheduled for an entry appointment with the PAC at which time the PAC determines whether they meet the criteria for acceptance into the program.



New Cases in the Past Five Years

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Variations 1 Year & 5 Year
Entry Appointments Scheduled	69	41	50	34	28	↓ 18% & ↓ 59%
Entry Appointments Not Kept	1	2	2	0	0	-- & ↓ 100%
Entry Appointments Conducted	68	39	48	34	28	↓ 18% & ↓ 59%
Applicants Not Accepted	3	1	0	0	0	-- & ↓ 100%
Applicants Accepted	60	37	48	33	28	↓ 15% & ↓ 53%
Applicants Declining Contract	3	3	0	1	0	↓ 100% & ↓ 100%
Total Entering Program	60	37	47	33	28	↓ 15% & ↓ 53%
Total New Cases	69	41	50	34	28	↓ 18% & ↓ 59%

Of the 28 nurses initiating contact with the Program for participation and completing the application process, 100% (28 nurses) entered the Program, 0% failed to keep their appointment with the PAC or withdrew the application, 0% declined to accept a contract offered by the PAC. An additional four nurses contacted the Program and were interviewed by staff but chose not to make an application.

Participants

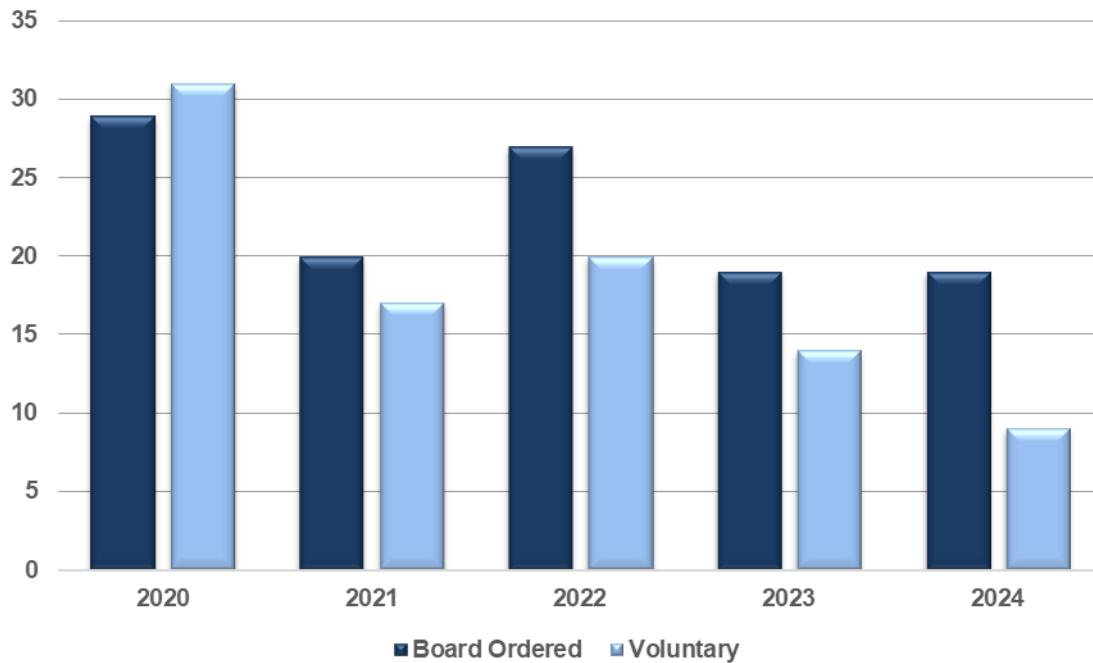
Nurses enter the Program voluntarily, either through direct application or referral from the Board of Nursing. The minimum length of participation for successful completion is 24 months. The average length of participation for individuals successfully completing the Program during FY 2024 was 32 months.

Termination from the Program can occur any time after acceptance into the Program. The average length of participation for individuals terminating from the Program in FY 2024 was 11 months, compared to nine months in FY 2023. One (10%) of the ten individuals terminated from the Program were in the Program for three months or less. Three (30%) of the ten individuals terminated from the Program had one or more years of participation, and 50% were in for six months or less.

Nurses who leave the Program for any reason other than successful completion are reported to the Oklahoma Board of Nursing. By law, the Executive Director of the Board must suspend the license of the nurse who voluntarily entered the Program with the case scheduled for a Board Hearing. Nurses who entered the Program by an order of the Board and leave the Program are disciplined as set forth in the order of the Board (59 O.S. § 567.17 I).



**Participation by Type of Entry
FY 2020-2024**



Nurses Entering the Program with Board Action

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	Variations 1 Year & 5 Year
Entering	29	20	27	19	19	114	-- & ↓ 34%
Participants on 6/30	46	48	52	48	46	--	↓ 4% & --
Participants Discharged	20	9	13	17	16	75	↓ 6% & ↓ 20%
Participants Terminated	12	10	10	5	5	42	-- & ↓ 58%
Total Participation	78	67	75	70	67	163*	↓ 4% & ↓ 14%

(*5 year total participation equal number of participants on 6/30/2024 + discharges and terminations between 7/1/2020 – 6/30/2024)

Twenty-six percent of the 163 nurses participating in the Program through Board action in the past five years have been terminated for noncompliance or withdrawn from the Program without completing. However, 46% have been discharged for successful completion, and 28% are still in the Program.



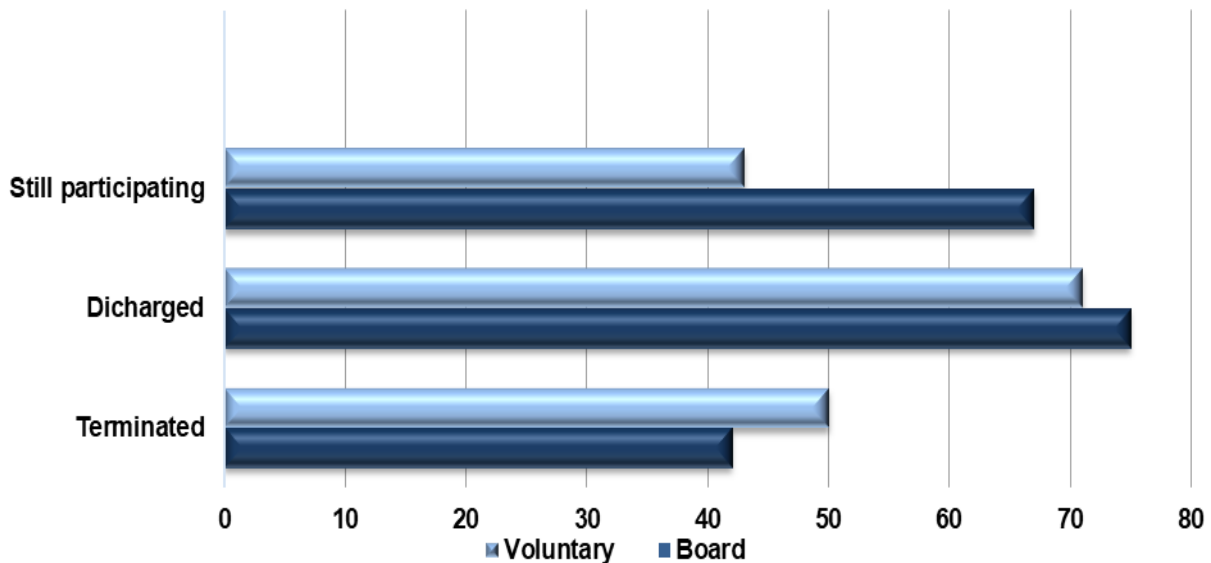
Nurses Entering the Program without Board Action

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	Variiances 1 Year & 5 Year
Entering	31	17	20	14	9	91	↓ 36% & ↓ 71%
Participants on 6/30	44	38	31	34	26	--	↑ 24% & ↓ 41%
Participants Discharged	22	12	17	8	12	71	↑ 50% & ↓ 45%
Participants Terminated	21	10	10	4	5	50	↑ 25% & ↓ 76%
Total Participation	87	60	58	46	43	147*	↓ 7% & ↓ 51%

(*5 year total participation equal number of participants on 6/30/2024 + discharges and terminations between 7/1/2020 – 6/30/2024)

Thirty-two percent of the nurses entering the Program this year entered without Board Action. Thirty-four percent of the 147 nurses participating in the Program without Board Action in the last five years have been terminated for noncompliance or withdrawn from the Program without completing. However, 48% of the 147 nurses participating without Board Action in the past five years have been discharged for successful completion. Eighteen percent are still in the Program.

**Outcomes by Type of Entry
FY 2020-2024**





All Nurses Entering the Program

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year	Variations 1 Year & 5 Year
Participants on 6/30	90	86	83	82	72	413	↓ 12% & ↓ 20%
Participants Discharged	42	21	30	25	28	146	↑ 12% & ↓ 33%
Participants Terminated	33	20	20	9	10***	92	↑ 11% & ↓ 70%
Total Participants	165	127	133	116	110	310*	↓ 5% & ↓ 33%
Applicants not Entering	7	6	2	1	0	16	↓ 100% & ↓ 100%
Total Participation	172	133	135	117	110	326†	↓ 6% & ↓ 36%

*5-year total participation equal number of participants on 6/30/2024 + discharges and terminations between 7/1/2020 – 6/30/2024

**Total cases are the number of total participants in the Program during the year plus the number who went through the application process and did not sign a contract with the Program.

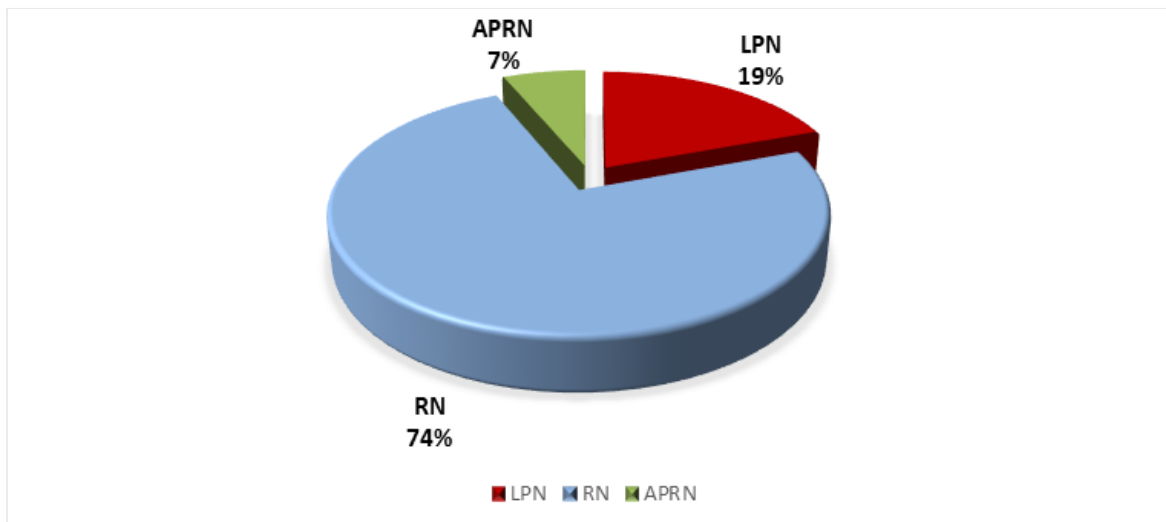
† 5-year totals equal the 5-year total participants + 5-year total applicants not entering

***1 Participant had a rescinded termination (total terminations=11, total rescinded terminations=1, total actual terminations for FY 2024=10)

Nurses referred to the Program through Board Action account for 53% of the nurses participating in the Program in the last five years, 46% of those terminated from the Program, and 51% of those successfully completing.

Nurses referred to the Program without Board Action account for 47% of the nurses participating in the Program in the past five years, 54% of those terminated from the Program, and 49% of the nurses successfully completing the Program in the last five years.

Participation by Licensure
FY 2019-2023





Licensed nurses, including LPN, RN, and APRN, may be considered for participation in the Program, provided they meet the eligibility requirements as set forth in the *Rules of the Oklahoma Board of Nursing* (OAC 485:10-19-5). Participation by license level for the past five years is illustrated in the chart.

Participation by Gender

Summary of Male Participation FY 2020–FY 2024

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	Variances 1 Year & 5 Year
Participants on 6/30	14	16	16	20	12	78	↓ 40% & ↓ 14%
Participants Discharged	8	3	5	2	10	28	↑ 400% & ↑ 25%
Participants Terminated	4	2	8	2	2	18	-- & ↓ 50%
Total Participation	26	21	29	24	24	58*	-- & ↓ 8%

(*5 year total participation equal number of participants on 6/30/2024 + discharges and terminations between 7/1/2020 – 6/30/2024)

Males comprised 19% of Program participants during the past five years. They account for 19% of the nurses discharged for successful completion and 20% of those terminated from the Program.

Summary of Female Participation FY 2020–FY 2024

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	Variances 1 Year & 5 Year
Participants on 6/30	76	70	67	62	60	335	↓ 3% & ↓ 21%
Participants Discharged	34	18	25	23	18	118	↓ 22% & ↓ 47%
Participants Terminated	29	18	12	7	8	74	↑ 14% & ↓ 72%
Total Participation	139	106	104	92	86	252*	↓ 7% & ↓ 38%

(*5 year total participation equal number of participants on 6/30/2024 + discharges and terminations between 7/1/2020 – 6/30/2024)

Eighty-one percent of the nurses participating in the Program during the past five years were female, 81% of the nurses successfully completing the Program were female, and 80% of the nurses terminated from the Program were female.



Office Activity
Office Activity by Type

Activity	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Variances 1 Year & 5 Year
Reports Monitored	3,990	3,274	3,468	4,707	4,389	↓ 7% & ↑ 10%
Educational Presentations	8	3	2	4	3	↓ 25% & ↓ 63%
Applicant Interviews	84	46	51	39	32	↓ 18% & ↓ 62%
Average Time From Application to Entry	10 days	13 days	7 days	4 days	6 days	↑ 50% & ↓ 40%
Average Time to Address Noncompliance	< 1 day	< 1 day	< 1 day	< 1 day	< 1 day	-- & --
Average Time to Remove from Nursing Practice when Relapse is Identified	< 1 day	< 1 day	< 1 day	< 1 day	< 1 day	-- & --

Office Activity Per Participant

Average Activity Per Participant Per Year	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5-Year Average
Reports	24	25	26	41	40	31
PAC Reviews	2.5	2.3	2.9	2.3	3	2.6

At the end of the fiscal year, 36% of the Program participants had been in for less than one year. Participants in their first year of participation require more intensive monitoring as this is when the risk of relapse is greatest.

Addressing noncompliance issues promptly is an additional safeguard. Noncompliance with the contract may indicate a safety issue with the individual's nursing practice and signal a relapse. For FY 2024, the Program addressed noncompliance issues in an average of 0 days, exceeding the performance measure. The Program directs nurses with identified safety issues, relapse behaviors, and/or identified relapse to cease nursing practice within one day of identification.

The Program defines success as the number of participants who have successfully completed the Program since its inception plus the number of participants still participating in the Program at the end of the fiscal year. For FY 2024, the program success rate was 92%, an increase from 91% at the end of FY 2023.



Relapse Rates

Relapse is defined as the unauthorized use of impairing, intoxicating, potentially addictive drugs after a period of sustained abstinence. During FY 2024, the total relapse rate was 5%, which increased from 2% in FY 2023.



Investigative Division



Introduction

The Investigative Division conducts investigations for allegations of violations of the Nursing Practice Act. The work is accomplished through a priority system and performed by objective fact finding during the investigative process. Evidence is presented during Board hearings by investigative staff. The Division is responsible for monitoring compliance to Board Orders and reporting Board actions to Federal databanks. The Investigative Division is comprised of six Nurse Investigators and three legal secretaries.

The Oklahoma Nursing Practice Act (ONPA) gives the Oklahoma Board of Nursing (Board) the power to: 1) deny, revoke or suspend any licensure to practice as an Advanced Practice Registered Nurse, Registered Nurse single-state or multistate, or Licensed Practical Nurse, single-state or multistate, multistate privilege to practice in Oklahoma, or certification as an Advanced Unlicensed Assistant or authorization for prescriptive authority or authority to order, select, obtain and administer drugs; 2) assess administrative penalties; and 3) otherwise discipline applicants, licensees or Advanced Unlicensed Assistants. The Act further states the Board shall impose a disciplinary action pursuant to the above upon proof that the person:

1. Is guilty of deceit or material misrepresentation in procuring or attempting to procure:
 - a. a license to practice registered nursing, licensed practical nursing, and/or a license to practice advanced practice registered nursing with or without either prescriptive authority recognition or authorization to order, select, obtain and administer drugs, or
 - b. certification as an Advanced Unlicensed Assistant;
2. Is guilty of a felony, or any offense reasonably related to the qualifications, functions or duties of any licensee or Advanced Unlicensed Assistant, or any offense an essential element of which is fraud, dishonesty, or an act of violence, whether or not sentence is imposed, or any conduct resulting in the revocation of a deferred or suspended sentence or probation imposed pursuant to such conviction. For the purposes of this paragraph, “substantially related” means the nature of the criminal conduct for which the person was convicted has a direct bearing on the fitness or ability to perform one or more of the duties or responsibilities necessarily related to the occupation;
3. Fails to adequately care for patients or to conform to the minimum standards of acceptable nursing or Advanced Unlicensed Assistant practice that, in the opinion of the Board, unnecessarily exposes a patient or other person to risk of harm;
4. Is intemperate in the use of alcohol or drugs, which use the Board determines endangers or could endanger patients;
5. Exhibits through a pattern of practice or other behavior actual or potential inability to practice nursing with sufficient knowledge or reasonable skills and safety due to impairment caused by illness, use of alcohol, drugs, chemicals or any other substance, or as a result of any mental or physical condition, including deterioration through the aging process or loss of motor skills, mental illness, or disability that results in inability to practice with reasonable judgment, skill or safety; provided, however, the provisions of this paragraph shall not be utilized in a manner that conflicts with the provisions of the Americans with Disabilities Act;



6. Has been adjudicated as mentally incompetent, mentally ill, chemically dependent or dangerous to the public or has been committed by a court of competent jurisdiction, within or without this state;
7. Is guilty of unprofessional conduct as defined in the rules of the Board;
8. Is guilty of any act that jeopardizes a patient's life, health or safety as defined in the rules of the Board;
9. Violated a rule promulgated by the Board, an order of the Board, or a state or federal law relating to the practice of registered, practical or advanced practice registered nursing or advanced unlicensed assisting, or a state or federal narcotics or controlled dangerous substance law including, but not limited to prescribing, dispensing or administering opioid drugs in excess of the maximum limits authorized in Section 2-309I of Title 63 of the Oklahoma Statutes;
10. Has had disciplinary actions taken against the individual's registered or practical nursing license, advanced unlicensed assistive certification, or any professional or occupational license, registration or certification in this or any state, territory or country;
11. Has defaulted and/or been terminated from the Peer Assistance Program for any reason;
12. Fails to maintain professional boundaries with patients, as defined in the Board rules; and/or
13. Engages in sexual misconduct, as defined in Board rules, with a current or former patient or key party, inside or outside the health care setting

Investigation and Disciplinary Process

The number of ONPA alleged violations reported to the Board during FY 2024 that resulted in opened cases for investigation increased 24% compared to FY 2023. The number of alleged violations received against licensees/applicants represents 2% of the total licensee/applicant population regulated by the Board. Board staff, legal counsel, and/or other governmental agencies complete investigations of alleged violations reported to the Board. During any investigation, the staff emphasizes the Board's commitment to the due process afforded each individual under the provisions of the ONPA and the Administrative Procedures Act as well as the Board's legislative mandate to safeguard the public's health, safety, and welfare.

Investigative Cases Opened

Categories of data compiled about opened investigative cases include the Classification of Licensure/Certification/Applicant, Type of Case, and Location of Case.



Number/Percent of Licensees/Applicants with Cases Opened That Were Opened During FY 2024 Compared to Total Regulated Population

Classification	*Number of Licensees/Applicants with Cases Opened	Number of Licensees Regulated or Applications Received	Percentage of Licensees Regulated or Applications Received with Cases Opened
RN	166	53,668	0.3%
LPN	139	16,385	0.9%
APRN	77	7,124	1.2%
AUA	1	340	0.3%
NCLEX-RN	21	2,707	0.8%
RN Endorsement	14	1,079	1%
NCLEX-LPN	39	1,407	3%
LPN Endorsement	5	135	4%
APRN Endorsement	6	527	0.6%
**Other	10		
Total	479	83,372	0.6%

*Number reflects the number of individuals with cases opened, not the number of cases opened in subsequent tables as 1 individual could have more than one alleged violation reported to the Board during the course of the fiscal year.

**Nurses who are working in Oklahoma on a multistate privilege to practice.

Type of Cases Opened

FY 2024	Drug	Nursing Practice	Abuse/Neglect	Felony	Other*	Reinstatement Return to Active	PAP Related	Worked Lapsed License	Fraud/Deceit	Total
Number	83	109	10	28	110	25	4	49	61	479
Percentage	17%	23%	2%	6%	23%	5%	1%	10%	13%	100%

*Other types of administrative procedure cases were: hearing on temporary suspensions, request to amend, request to terminate probation, request for inactive status, voluntary surrender or court order surrender of license, misdemeanor, reappear before the Board as ordered, peer assistance related, request for reconsideration of Board decision, lawsuit, renewal application, etc.



Location of Cases Opened

FY 2024	Hospital	Nursing Home	Home Health	Other Nursing*	Other**	Total
Number	110	81	32	109	147	479
Percentage	23%	17%	7%	23%	30%	100%

*Other nursing settings are physician’s office, clinic, hospice, state corrections, etc.

**Other are felonies, reinstatements, probation violations, etc.

Types of Cases Opened in Clinical Settings in FY 2024 Resolution and Closure of Investigative Cases

Type	Hospital	Nursing Home	Home Health	Other Nursing/ Non-Nursing
Drug	51	19	6	7
Nursing Practice	32	43	8	26
Abuse/Neglect	5	3	1	1
Worked Lapsed License	5	4	4	36
Other	17	12	13	186
Total	110	81	32	256

Investigative cases are resolved when the Board takes action on the case through Formal Hearings or Informal Disposition Panel Conferences. Investigative cases are closed when Board staff closes a case for no violation of the ONPA, for insufficient evidence, etc. During FY 2024, 51% of the cases were resolved/closed within six months.

FY 2024 Resolution/Closure Based on Length of Time Opened

Board Resolved	Total	Board Staff Closed	Total	Grand Total
Within 6 months	58	Within 6 months	124	182
After 6 months	99	After 6 months	77	176
Totals	157	Totals	201	358

Reasons for Closure by Board Staff

FY 2024	Insufficient Evidence	No Violation	Other*	Total
Total	42	1	157	200
Percentage	21%	0%	79%	100%



*Other reasons for closure of open cases are: no jurisdiction, lapsed license, on advice of legal counsel, resolution of court case, appropriate action by employer, self-referrals to the Peer Assistance Program, etc.

Formal Hearings and Informal Disposition Panel (IDP) Conferences are conducted bi-monthly to resolve open investigative cases. The Board experienced a 2% increase in the total number of hearings in Fiscal Year 2024 compared to Fiscal Year 2023.

Total Number of Informal Disposition Conferences and Formal Hearings

Fiscal Year	Total Number of Informal Disposition Cases	Total Number of Formal Hearings (Full Board)	Total Hearings
2023	93	61	154
2024	107	50	157
Variance	↑ 15%	↓ 18%	↑ 2%

During the 2015 legislative session, Corrective Actions for violations of the Nursing Practice Act and/or Rules was added to the Nursing Practice Act. Emergency rules for implementation of Corrective Actions were approved by the Governor on October 26, 2015, allowing the Board to implement Corrective Actions on the November 1, 2015, effective date. During FY 2024, eighty-four (84) Corrective Action Orders were issued.

Also during the 2015 legislative session, the Nursing Practice Act was amended granting authority to the Executive Director to accept identified Agreed Disciplinary Orders on behalf of the Board. The law became effective November 1, 2015. The table below indicates the type and number of Agreed Disciplinary Orders issued by the Executive Director during FY 2024.

Agreed Disciplinary Orders Accepted by Executive Director on Behalf of Board

Type of Executive Director Order	Number of Executive Director Orders
Agreed entry into the Peer Assistance Program disciplinary orders	5
Agreed reinstatement/endorsement disciplinary orders when the applicant has practiced without an active Oklahoma license/certificate/recognition	12
Agreed disciplinary orders for the voluntary surrender of a license/certification/recognition	5



Rate and Number of Individuals Disciplined

The Board takes actions on open cases involving licensees or applicants in order to protect the health, safety, and welfare of the public. Those actions include denying licensure/certification (for example upon renewal, application for endorsement, application for licensure/certification by examination), revoking, suspending or otherwise disciplining a licensee or an advanced unlicensed assistant. The number and rate of individuals disciplined in FY 2024 by type of licensure is shown below.

Number of Individuals Disciplined in FY 2024 by Type of License/Certificate

Type	Total Number Disciplined	Total Number of Licenses/Certificates	Rate of Nurses Disciplined
RNs	76	53,668	0.1%
LPNs	66	16,385	0.4%
APRNs (licensure & prescriptive authority recognition)	9	7,124	0.1%
AUAs	0	340	0%
Total	151	77,517	0.2%



Nurse Population Data

The nurse population report in Oklahoma for FY 2024 is compiled from information provided by applicants at the time of licensure/certification or renewal/reinstatement of licensure/certification through June 30, 2024, for Advanced Practice Registered Nurses, Registered Nurses, Licensed Practical Nurses, and Advanced Unlicensed Assistants (APRNs, RNs, LPNs and AUAs).

The summary shows Fiscal Year 2024 (July 1, 2023 to June 30, 2024).

Questions or comments regarding this information should be directed to the Executive Director of the Oklahoma Board of Nursing.

RNs	53,668
LPNs	16,385
APRNs	7,124
Prescriptive Authority	4,092
AUAs	340
Total Records	81,609

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