

T H E E X A M I N E R

a Louisiana State Board of Nursing production

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FROM THE CHIEF EXECUTIVE OFFICER



From March 15 – 17, 2022, nursing regulators from around the nation and internationally met in St. Louis, MO to craft the direction of the profession. It was the first-time nursing regulators had been together since February 2020 prior to the COVID pandemic. Our charge was to explore strategic issues for collaboration and promotion of the regulatory perspective on evolving policy change at the local, state, and national levels. The dimensions we were asked to consider were the interactions of Regulation, Policy, Education, and Practice.



One of the important documents we considered was *Regulation 2030: First Steps of a Journey*, a process record in which nursing regulators from across the nation examined multiple aspects of nursing regulation including governance, purposes and processes of a nursing board, licensing, workforce issues, education, fitness for practice, and technology and information. The consideration for these dimensions is driven by the four strategic initiatives that currently guide the National Council of State Boards of Nursing's (NCSBN) work. These will be further explained below.

1. Promote agile regulatory systems for relevance and responsiveness to change.

Nursing regulation should focus on the pursuit of excellence in public protection. NCSBN recognizes the rapid pace of change and the need to provide all nursing regulators with best evidence to inform decision-making and action. State and national governments are watching boards closely and mandating occupational licensure reform. We must critically examine best practices for public protection and promote only those that truly benefit our constituents. Consideration should be made to regulations that are proportionate to risk of public harm with minimization of barriers to practice. Changing demographics of our jurisdictional populations, increasing chronicity of health care needs, artificial intelligence, technology, and diversity, equity, and inclusion (DEI) demand that we constantly analyze and revise regulatory practices.

2. Champion Regulatory solutions to address borderless health care delivery.

Louisiana supports borderless health care as a member of the Nurse Licensure Compact (NLC) for RNs and LPNs. LSBN enacted the NLC on July 1, 2019 and since that time, all new licenses issued in the state to new graduates or RNs endorsing into the state have been multistate licenses* that allow practice in 39 U.S. jurisdictions. Currently, 15,421 of the 63,678 active Louisiana RN licensees hold multistate licenses. The state did not require RNs holding a single state license on 7/1/2019 to convert their license to multistate status, which explains the difference in the two numbers. The use of technology for increased consulting, education, and service across state borders requires that we remain cognizant of challenges to safe and equitable patient care and provide solutions within and across jurisdictional boundaries.

(* New graduates and nurses endorsing into Louisiana who meet all uniform licensure requirements under the NLC statute are issued a multistate license.)

3. Strengthen the capacity, capability, and diversity of regulatory leadership and its engagement.

The ability of NCSBN and LSBN to achieve their mission for public protection is directly proportional to active engagement by our members, constituents, and government leaders. We are committed to developing services that support nursing regulation and facilitate sharing best practices, developing talent, and diffusing expertise within our profession. To that end, we continue to collaborate with nursing organizations outside of regulation to leverage our role among interdependent systems in education and practice that collectively secure public safety and minimize barriers to change. To that end, LSBN is currently working with partners in academia and practice to decrease workplace violence, transform nursing education toward competency-based curricula, and increase workforce development.

4. Pioneer competency assessments to support the future of health care and the advancement of regulatory excellence.

NCSBN currently provides state-of-the-art competency assessments that are statistically valid and reliable, secure, and legally defensible. The NCLEX-RN and NCLEX-LPN examinations maintain the industry benchmark for consistency





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and value. In April 2023, NCSBN will launch an enhanced precision next generation measurement exam. Additionally, lessons learned from maintaining licensure exam delivery during COVID-19 have underscored the need for optimizing approval processes and delivery of the NCLEX® using technology. Finally, the measurement of competency across a career needs to evolve to ensure a workforce fit to practice in the future.

Another area where LSBN hopes to collaborate with NCSBN is on the Annual Report Project. Currently, all nursing education programs in the state of Louisiana who prepare pre-licensure students for entry into practice or graduate students in one of the four Advanced Practice Registered Nurse (APRN) roles must submit an Annual Report of education outcomes. The NCSBN project is the first national education database to be developed for regulatory agencies. Currently, information from 25 participating jurisdictions is being used to benchmark individual program metrics against peer institutions to make improvements and changes. Feedback from these jurisdictions includes:

- An 80% decrease in work on annual reports by participating jurisdictions;
- An immediate ability to supply nursing program enrollment data to legislators and Governors; and
- Summaries of programs that do not meet quality indicators have been invaluable in interventions to improve those programs before discipline is taken against them.

Finally, building on the landmark 2020 study, which enrolled over 7,000 nurses in monitoring programs, NCSBN will test evidence-based guidelines for returning nurses to safe practice. LSBN and its award-winning Recovering Nurse Program (RNP) plans to participate in this 5-year longitudinal research study that will test the effect of these guidelines on returning nurses enrolled in alternative to discipline programs such as RNP back to safe practice.

Over the next 12 months, LSBN's work will be related to supporting full practice authority, collaborating with our stakeholders to develop the future nursing workforce, and supporting the transition to practice for our new nurses, and responding to the changing practice and learning environments. To accomplish these objectives, we will need the support of our nurses. We look forward to engaging with each of you as we work to keep our profession advancing.

For the Public Trust,

A handwritten signature in black ink that reads "Karen C. Lyon".

Karen C. Lyon, PhD, MBA, APRN, NEA_{BC}
Chief Executive Officer/Executive Director





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Chiefs Corner

Division of Compliance
Wanda Woods-Matthews, MPA
Chief Compliance Officer

First Quarter Highlights

During the first quarter of 2022, the Compliance Department received 364 complaints. Of the 364 complaints received, 143 new investigations were opened. Department staff closed 155 investigations and as of the end of the quarter, the department has 538 open investigations. Priority One investigations pose an imminent and substantial danger to the public health, safety, and welfare of citizens and as of March 31, 2022, only 27 Priority One investigations were open.

The Recovering Nurse Program (RNP)/Monitoring Department has a caseload of 425 participants (314 RNP/111 Monitoring). RNP welcomed 24 new participants and 17 participants completed the program. Monitoring staff was assigned 47 new participants pursuant to Board Orders and 17 participants completed the terms of their Orders. To promote awareness of LSBN's advocacy for the profession and the public, RNP staff made presentations at the University of Holy Cross, Louisiana Community and Technical College System, Central Louisiana Technical Community College Nursing and Allied Health Career Fair, and the Louisiana State Nurses Association.

Division of Legal
Carrie LeBlanc Jones
Chief Legal Officer / General Counsel

Many Consent Orders and Final Orders issued by the Board require continuing education. Historically, the required CEs were available through the National Council of State Boards of Nursing (NCSBN) Learning Extension. Recently, the NCSBN shifted its educational efforts to focus on the advancement of nursing leaders, regulators, and policymakers through the International Center for Regulatory Scholarship (ICRS). As a result, most of the CEs required in Consent Orders and Final Orders are available, but they are housed on a different platform. <https://www.icsnncsbn.org/continuing-education.htm>

CEs required in Consent Orders and Final Orders may include, but are not limited to:

- Documentation: A Critical Aspect of Client Care (5.4 hours)
- Ethics of Nursing Practice (4.8 hours)
- Medication Errors: Causes & Prevention (4.0 hours)
- Patient Privacy (5.4 hours)
- Professional Accountability & Legal Liability for Nurses (4.6 hours)
- Professional Boundaries in Nursing (3.0 hours)
- Righting a Wrong – Ethics & Professionalism in Nursing (3.0 hours)
- Sharpening Critical Thinking Skills (3.6 hours)

Division of Administration
Isonel M. Brown, MS, MBA
Chief Administrative Officer

In the approaching celebrations of Nurses Week and Public Servant Appreciation Week, I am taking this opportunity to thank and honor nurses and the people who support them. I appreciate the personal and professional sacrifices you make to keep us healthy wherever the need presents itself – in a hospital, nursing home, private home or hospice. I also celebrate the daily contributions of all LSBN employees who work so diligently to uphold our mission; and extend a special 'Shout Out' to my staff, Team Ops, who never waver in their commitment to service and excellence. I honor and thank you for all that you do!





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Prescriptive Authority Requirements by Monique Calmes, DNP, APRN, FNP-BC Director, Licensure and Practice

Governor Edwards ended the emergency Covid-19 declared disaster on March 16, 2022. During this time, the Governor's proclamations waived certain licensure requirements to facilitate adequate healthcare workforce during the pandemic.

Per current statutes, APRNs are still required to obtain and retain a collaborative practice agreement, though they no longer submit the collaborative practice agreement to the board. The collaborative practice agreement must be maintained at the practice site. APRNs submitting prescriptive authority applications are required to submit an Attestation of APRN Collaborative Practice to the board via your nurse portal account. Collaborating physicians must be engaged in clinical practice within the state of Louisiana in the same or a practice comparable in scope, specialty, or expertise to that of the APRN. Dentists may be given consideration to serve as a collaborating professional within a collaborative practice agreement only with CRNAs for services relative to anesthesia care. Retired physicians are not eligible to serve as a collaborating physician. LSBN will only approve 2 collaborating physicians per practice site. This does not prevent an APRN from having more than 2 collaborators if they so choose.

Processing time may vary and is dependent on volume received. Submitting forms and documents that are correct and complete greatly assists in prompt processing and approval of applications. All instructions for changes to your prescriptive authority are found located on our website at [Advanced Practice Registered Nurse \(state.la.us\)](https://www.lsbnpa.com/Advanced-Practice-Registered-Nurse-(state.la.us)).





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Social Media and Patient Confidentiality by Geneva Carter, MSN, APRN, FNP Team Leader, Registered Nurse Compliance Officers

The use of social media is a daily part of our lives. This platform has increased with the expanding blogs, social networking sites, video sites, and online chat rooms for both professional and personal use (NCSBN, 2018). Social media can provide entertainment and information and is a valuable tool when used wisely.

Social media can enhance health care by promoting professional connections, collaborative exchange of health issues, communication, and education. This can assist with the advancement of nursing and better health care. This form of communication also allows an outlet for nurses to express their feelings and seek support from friends, coworkers, and peers via the Internet. However, the exchange of information must be done without violating a patient's privacy and confidentiality (ANA, n.d.).

Health care organizations usually have a policy that dictates employees' use of social media within the workplace. However, the use of the nurse's social media accounts can cause serious consequences for the inappropriate use of patient information. As a nurse, you have a duty to your patients to ensure that you are not posting or publishing anything that would undermine your patient's treatment or privacy (ANA, n.d.).

Below are some principles to guide you when using social media, allowing nurses to get the best out of it while protecting themselves, the profession, and their patients (ANA, n.d.):

1. Nurses must not transmit or place online individually identifiable patient information
2. Nurses must observe ethically prescribed professional patient-nurse boundaries.
3. Nurses should understand that patients, colleagues, organizations, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
6. Remember that standards of professionalism are the same online as in any other circumstance.
7. Do not share or post information or photos gained through the nurse-patient relationship.
8. Do not make disparaging remarks about patients, employers, or coworkers, even if they are not identified.
9. Do not take photos or videos of patients on personal devices, including cell phones.
10. Promptly report a breach of confidentiality or privacy.

Improper use of social media may be reported to LSBN for potential violations of the Nurse Practice Act that include but are not limited to:

- Unprofessional conduct;
- Unethical conduct;
- Moral turpitude
- Mismanagement of patient records; and
- Breach of confidentiality

ANA, (n.d.). *Social Media*. Retrieved from <https://www.nursingworld.org/social>

NCSBN, (2018). *A Nurse's Guide to the Use of Social Media*.
Retrieved from https://www.ncsbn.org/NCSBN_SocialMedia.pdf





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NCLEX-RN®: Implications of Pass Rates for Louisiana and the Nursing Education Program by Karen C. Lyon, PhD, MBA, APRN, NEA_{BC} LSBN Chief Executive Officer

A nursing education program is a program whose purpose is to prepare graduates eligible to write the licensing examination and practice as competent entry-level registered nurses. Boards of Nursing approve pre-licensure nursing educational programs, which meet their educational standards and assure protection of the public through evaluation and enforcement of those standards. In accordance with LAC 46:XLVII.3535.B, the Louisiana State Board of Nursing (LSBN) has legal authority over the programs and statutory authority to close programs that are not meeting those standards, which include 80% first time pass rate annually on the National Council Licensure Examination for Registered Nurses (NCLEX-RN®). Nursing education programs in the state of Louisiana are reviewed annually at the February or April Board meeting for compliance with the Rules and Regulations related to the preparation of registered nurses and advanced practice registered nurses.

The approved pre-licensure undergraduate programs in the state of Louisiana for the report year 2020-2021 are listed below in Table 1. Fifty-seven percent (17) of the pre-licensure registered nurse education programs in Louisiana lead to a baccalaureate degree, forty percent (12) lead to an associate degree in nursing and three percent (1) is a diploma program (Figure 1). Programs leading to an associate or bachelor's degree in nursing are conducted by an educational unit, department, division, college or school that is an integral part of a college or university. A program leading to a diploma in nursing is conducted by an educational unit that is an integral part of a hospital.

Table 1. Pre-licensure nursing education programs approved in Louisiana for report year 2020-2021.

| <u>Nursing Program</u> | <u>Approval Status</u> |
|--|------------------------|
| <u>ASSOCIATE</u> | |
| Baton Rouge Community College | Full |
| Bossier Parish Community College | Full |
| Delgado Community College | Full |
| Fletcher Technical Community College | Full |
| Louisiana Delta Community College | Full |
| LSU at Alexandria | Full |
| LSU at Eunice | Full |
| Louisiana Tech University | Full |
| Northwestern State University | Full |
| South Louisiana Community College | Full |
| Southern University at Shreveport | Full |
| SOWELA Technical Community College | Full |
| <u>BACCALAUREATE</u> | |
| Chamberlain University | Full |
| Dillard University | Full |
| Franciscan Missionaries of Our Lady University | Full |
| Grambling State University | Initial |
| Herzing University | Initial |
| Louisiana College | Full |
| LSU Health New Orleans | Full |
| Loyola University | Initial |
| McNeese State University | Full |
| Nicholls State University | Full |
| Northwestern State University | Full |
| Southeastern Louisiana University | Full |
| Southern University Baton Rouge | Full |
| University of Holy Cross | Full |





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| | |
|-----------------------------------|------|
| University of Louisiana Lafayette | Full |
| University of Louisiana Monroe | Full |
| William Carey University | Full |

DIPLOMA

| | |
|------------------------------------|------|
| Baton Rouge General Medical Center | Full |
|------------------------------------|------|

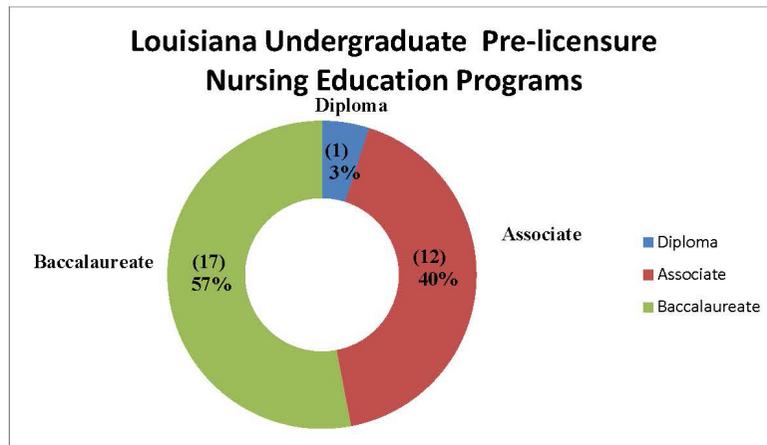


Figure 1- Breakdown by percentage and number of the thirty (30) pre-licensure nursing education program approved in Louisiana

Approval status is based on performance of each program and compliance with the standards identified in the Rules and Regulations. There are three levels of approval of nursing education programs in Louisiana identified as:

1. Initial Approval: Programs receiving approval to initiate a program are placed on initial approval. They may petition for approval after the first cohort of students graduate and take the NCLEX-RN®.
2. Full approval: The program meets all the education standards set forth by the Board in the Rules and Regulations.
3. Probation: A program has failed to meet one or more educational standards set forth by the Board in the Rules and Regulations.

One standard measured in regulation of undergraduate nursing education programs leading to licensure is the passage rate of the first time testers on the National Council of State Boards of Nursing (NCSBN) NCLEX-RN®. The NCLEX-RN® has been administered as a computerized adaptive test (CAT) since April 1994. CAT makes the test challenging for everyone by providing varying difficulty level and length based on the individual tester. The NCLEX-RN® is designed to test knowledge skills and abilities reflecting entry-level practice. The focus is on the delivery of safe competent care by the generalist registered nurse. Every three years, NCSBN conducts a practice analysis for entry-level registered nurses. The analysis results are utilized to establish the passing standard and make necessary changes to the test blueprint. On April 1, 2019 the most recent test plan was enacted and the passing standard was unchanged. The passing standard for NCLEX-RN® reflects the minimum ability required to safely and effectively practice nursing at the entry-level.

The pass rate measured from January to December of the previous year is reviewed for compliance with the standard. Programs achieving less than an 80% pass rate are not in compliance with the standard and are placed on probation. Correction of the deficiency must be demonstrated for the entire year to have restoration of full approval.

NCSBN reports the national pass rate for January to December 2021 as 82.48%. Louisiana exceeded this with a pass rate





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of 88.93% for first time test takers. The pass rates for the Louisiana schools of nursing are as follows (Table 2): Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2021.

Table 2: 2021 NCLEX-RN® Pass Rates for Louisiana Educational Programs

| <u>Nursing Program</u> | <u>Number of Candidates</u> | <u>Number Passing</u> | <u>Percentage Passing</u> |
|-------------------------------------|------------------------------------|------------------------------|----------------------------------|
| Associate Degree | | | |
| Baton Rouge CC | 51 | 43 | 84.31 |
| Bossier Parish CC | 59 | 47 | 79.66 |
| Delgado CC | 269 | 239 | 88.85 |
| Fletcher Technical CC | 25 | 22 | 88.00 |
| Louisiana Delta CC | 37 | 32 | 86.49 |
| LSU Alexandria | 72 | 67 | 93.06 |
| LSU Eunice | 83 | 72 | 86.75 |
| Louisiana Tech University | 76 | 66 | 86.84 |
| Northwestern State University | 141 | 124 | 87.94 |
| South Louisiana CC | 61 | 48 | 78.69 |
| Southern University at Shreveport | 50 | 41 | 82.00 |
| SOWELA Technical CC | 35 | 31 | 88.57 |
| Total | 959 | 832 | 86.76 |
| Diploma | | | |
| Baton Rouge General | 18 | 16 | 88.89 |
| Total | 18 | 16 | 88.89 |
| Baccalaureate | | | |
| Chamberlain University | 75 | 60 | 80.00 |
| Dillard University | 3 | 3 | 100.00 |
| Franciscan Missionaries of Our Lady | 66 | 66 | 100.00 |
| Grambling State University | 7 | 5 | 71.43 |
| Louisiana College | 31 | 17 | 54.84 |
| LSU Health New Orleans | 230 | 219 | 95.22 |
| McNeese State University | 90 | 88 | 97.78 |
| Nicholls State University | 142 | 138 | 97.18 |
| Northwestern State University | 207 | 188 | 90.82 |
| Southeastern Louisiana University | 138 | 130 | 94.20 |
| Southern University Baton Rouge | 119 | 79 | 66.39 |
| University of Holy Cross | 31 | 30 | 96.77 |
| University of LA Lafayette | 147 | 138 | 93.88 |
| University of LA Monroe | 114 | 103 | 90.35 |
| William Carey University | 35 | 33 | 94.29 |
| Total | 1,435 | 1,297 | 90.38 |
| GRAND TOTAL | 2,412 | 2,145 | 88.93 |

References and Additional Resources:

Louisiana State Board of Nursing:

Title 46, professional and occupational standards, part XLVII. <http://www.lsbn.state.la.us>

RN Students <http://www.lsbn.state.la.us/FAQS/EducationandLicensureFAQ.aspx>

Schools of Nursing <http://www.lsbn.state.la.us/Education/SchoolsofNursing.aspx>

National Council of State Boards of Nursing:

National Council State Board of Nursing <http://www.ncsbn.org>





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Major Motions

Major Motions and Other Actions Taken at the December 2, 2021 Board Meeting

Motion to adopt the Agenda as presented with the ability to rearrange the Agenda items for efficiency.

Motion Carried.

Motion to approve the Minutes of the October 14, 2021 Board Meeting.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Reports
 2. Accreditation Reports
2. Approved Program Reports
 1. Baton Rouge General Medical Center's School of Nursing- ACEN
 2. Louisiana Tech University- ACEN
 3. LSU at Alexandria-ACEN
 4. LSU Health Science Center- Program Expansion (RN-BSN and Nurse Educator-MSN)
3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION AND EXAMINATION

Motion to accept the request for consideration of full approval for the Baccalaureate of Science in Nursing program at Grambling State University.

Motion Carried.

Motion to grant continued initial approval for the Baccalaureate of Science in Nursing program at Grambling State University until September 1, 2022 as provided for in LAC 46:XLVII:3533.B.10.

Motion Carried.

Motion to instruct the Baccalaureate of Science in Nursing program at Grambling State University to submit interim progress reports to include changes or review of curriculum, pertinent educational strategies, status of the cohorts and faculty, NCLEX-RN pass rates at subsequent 2022 LSBN Board meetings.

Motion Carried.

Motion to approve Step III to establish a Baccalaureate of Science in Nursing education degree program and grant full approval to Dillard University's College of Nursing.

Motion Carried.

Motion to approve the request of LSU Health New Orleans to establish the Career Alternative RN Education (CARE) program as an off-campus instructional site at the Louisiana State University Health Shreveport campus.

Motion Carried.

Motion to approve the major substantive change notification from Fletcher Technical Community College of the change in major clinical facility.

Motion Carried.

Motion to approve the request of George Mason University to offer graduate clinical experiences in Louisiana until December 2, 2024 for the following roles/population:

Family Nurse Practitioner (MSN)

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to approve the proposed FY2023 annual budget.

Motion Carried.

OFFICE OF EXECUTIVE DIRECTOR/CEO

Motion to accept reports of the President, Vice President and the CEO/Executive Director as submitted.

Motion Carried.

EXECUTIVE SESSION

Motion to go into Executive Session for the purposes of hearing the Report on Litigation and Personnel Issues.

Motion Carried.





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Disciplinary Matters

The LSBN took a total of 23 actions at the January 12, 2022 hearing panel. For a complete listing click the link:

[January 12, 2022](#)

The LSBN took a total of 13 actions at the February 3, 2022 hearing panel. For a complete listing click the link:

[February 3, 2022](#)

The LSBN took a total of 54 actions at the March 23, 2022 hearing panel. For a complete listing click the link:

[March 23, 2022](#)

2022 State Holiday Schedule

| | |
|------------------------------|-------------------|
| Independence Day..... | July 4, 2022 |
| Labor Day..... | September 5, 2022 |
| General Election Day..... | November 8, 2022 |
| Veterans Day..... | November 11, 2022 |
| Thanksgiving Day..... | November 24, 2022 |
| Christmas Day Observed..... | December 26, 2022 |
| New Year's Day Observed..... | January 2, 2023 |

Future Board Meeting Dates

- June 16, 2022
- August 11, 2022
- October 13, 2022
- December 8, 2022

