

# T H E E X A M I N E R

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In This Issue

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From the Executive Director.....	1-2
In Remembrance of Sister Lucie Leonard ‘Sister Lucie’ (1927-2016).....	2
LSBN Department Spotlight.....	3
Nurse Fatigue/Burnout Ad-Hoc Committee Established.....	4
APRN Corner.....	5
RNP Corner.....	6
Functions of the Hearings Department.....	7-9
NCLEX-RN®: Implications of Pass Rates for Louisiana and the Nursing Education Program.....	10-12
An Innovative Nurse Licensure Notification System Service.....	12
Demand for Nurses in Louisiana: Major Highlights from the 2014 Nurse Employer Survey.....	13-14
Major Motions and Other Actions Taken at the December 4, 2015 Board Meeting.....	15
Announcements.....	16
Disciplinary Matters.....	16
2016 State Holiday Schedule.....	16
Future Board Meeting Dates.....	16



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## FROM THE EXECUTIVE DIRECTOR



The Louisiana Nurses Foundation Nightingale Gala honoring nurses and healthcare institutions for excellence in nursing practice and healthcare delivery was held this year in a beautiful, new venue, L'Auberge Hotel and Casino. It was a particularly special occasion for me because I was able to share it with my closest

friend from nursing school who was visiting from El Paso, TX. It is wonderful to have this event and to be reminded of the outstanding work being done by nurses in Louisiana and the commitment that you have to your patients and clients. Beyond that, I want to recognize all the nurses who were nominated in each category as well as those who were honored with awards for their excellent nursing practice.

One of the most prestigious recognitions of the evening is induction into the Louisiana Nurses Hall of Fame, which recognizes a registered nurse's lifelong commitment to the profession and the subsequent impact on the health and welfare of the citizens of Louisiana. The 2016 inductees into the Louisiana Nurses Foundation Hall of Fame included **Dr. Sandra Chaisson Brown, APRN, DNS**, Professor, Southern University School of Nursing; **PK Scheerle, RN**, Chief Executive Officer, Gifted Healthcare and founder of the Louisiana Great 100 Nurses program; and **Terrie Sterling, RN, MSN, MBA**, Executive Vice President and Chief Operating Officer, Our Lady of the Lake Regional Medical Center.

There were 65 registered nurses nominated in individual award categories along with two Schools of Nursing and 10 hospitals and healthcare organizations from throughout the state. LSBN is pleased to recognize and congratulate the 2016 Florence Nightingale Award winners: **Andrea Normand**, Our Lady of the Lake Children's Hospital, *Registered Nurse of the Year*; **Laura Bonanno**, LSU Health New Orleans School of Nursing, *Advanced Practice Nurse of the Year*; **Lorrie Powell**, LSU Health New Orleans School of Nursing, *Nurse Researcher of the Year*; **George Kirkman**, Ochsner Medical Center, *Rookie of the Year*; **Stephanie Pierce**, LSU Health New Orleans School of Nursing, *Registered Nurse Mentor of the Year*; **Ryan Jacobsen**, VA Medical Center, Overton Brooks, *Clinical Practice Nurse of the Year*; **Tammy Barron**, Rapides Regional Medical Center,

*Clinical Nurse Educator of the Year*; **Selina Guidry**, Lafayette Surgical Specialty Hospital, *Nursing Administrator of the Year*; **Bridget Gardner**, University Medical Center New Orleans, *Outstanding Community Achievement by a Registered Nurse*; **Wanda Spurlock**, Southern University and A&M College, *Nursing Educator of the Year (Faculty, School of Nursing)*; and **Demetrius Porche**, LSU Health New Orleans School of Nursing, *Nursing School Administrator of the Year*. Additionally, the organizations recognized included **Louisiana Tech University – Division of Nursing**, *Nursing School of the Year*; **LSU Health New Orleans School of Nursing**, *Nursing School of the Year*, *Graduate Degree Programs*; and **Blue Cross and Blue Shield of Louisiana**, *Outstanding Employer of the Year*. Hospitals of the Year included **The Spine Hospital of Louisiana at the NeuroMedical Center**, *60 beds or less*; **Lane Regional Medical Center**, *61 – 160 beds*; and **Our Lady of the Lake Regional Medical Center**, *161 beds or greater*.

At the National Council of State Boards of Nursing (NCSBN) 2016 Midyear meeting, the Board of Directors presented their strategic priorities for 2016 – 2019. These initiatives build on NCSBN's success in guiding state members to consistent high rankings as regulatory boards. Louisiana and other state members are recognized nationally for implementation of contemporary regulatory excellence practices. For the next three years, NCSBN and member board's strategic initiatives include:

- Envision and reform regulatory systems for increased relevance and responsiveness to changes in health care.
- Champion regulatory solutions to address borderless health care delivery.
- Expand the active engagement and leadership potential of all members.
- Pioneer competency assessments to support the future of health care and the advancement of regulatory excellence.

In addition to these priorities, NCSBN presented the model rules for use of simulation in nursing education programs:

- Simulation may be used as a substitute for traditional clinical experiences, not to exceed 50% of program's clinical hours;
- Program shall provide evidence that standards are met;





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- Program framework provides adequate resources; simulation managed by qualified faculty with demonstrated continued competence; budget sustains both activities and on going faculty training;
- Educational, technological and equipment resources must be available;
- All faculty involved in didactic or clinical simulations shall receive training and there shall be ongoing professional development in simulation use;
- Simulation activities are linked to program outcomes;
- There is a plan for implementing simulation, debriefing each activity and orienting faculty;
- Programs shall develop evaluation criteria for activities and there is ongoing evaluation of activities by students; and
- Program reports to BON shall include simulation use.

LSBN will continue to work with other state partners in providing the architecture of nursing regulation. Guided by best practices and informed by evidence, we will strive to improve the processes and structures of discipline, credentialing and educational oversight for the profession of nursing.

For the Public Trust,

Karen C. Lyon, PhD, APRN, ACNS, NEA<sub>BC</sub>  
Executive Director

### In Remembrance of Sister Lucie Leonard 'Sister Lucie' (1927-2016)

It is with tremendous honor, respect, and sadness that the Louisiana State Board of Nursing (LSBN) Board Members and staff acknowledge the contributions made to the profession of nursing by Sister Lucie Leonard, O.Carm, a Sister of Mount Carmel. Sister Lucie died on March 18th, 2016 at Our Lady of Wisdom Healthcare Center at the age of 88 years old. She was in the 69th year of her religious profession. Sister Lucie was born on July 7, 1927 in Thibodaux, LA, the second of ten children, to the late Elvain Joseph Leonard and Bertha Marie Gaubert of Thibodaux, LA. She entered the Congregation of Our Lady of Mount Carmel on Aug. 13, 1944, and received the habit of the Sisters of Mount Carmel on Aug. 2, 1945. On Aug. 4, 1947, she made her first profession, and pronounced perpetual vows Aug. 3, 1950. Sister taught at St. James Major, New Orleans in 1947-49 and in 1951-52. She celebrated her 60th Jubilee in 2007.



Sister Lucie received her Bachelor of Science degree in Nursing from Louisiana State University, and a Master of Science degree in Nursing from Catholic University, Washington, DC in 1970. Devoting over 60 years to nursing, Sister Lucie has worked at St. Joseph Hospital, Thibodaux, LA; Carmel Hospital, Kaplan, LA; and Mercy Hospital, New Orleans, LA. Sister Lucie was a Nurse Liaison to Our Lady of Wisdom Healthcare Center, New Orleans, LA and Director of Continuing Education for the Louisiana State Nurses Association. In 1998 she was honored with the Louisiana State Nurses Association Service Award, in 2003 was inducted into the LSNA Hall of Fame, one of the "100 Great Nurses" and was "Nun of the Year." While serving at Our Lady of Wisdom Healthcare Center, she received the Leading Age Gulf States "Distinguished Service Award" in 2013 for her outstanding contribution towards the welfare of older persons. She has also served the congregation as an Executive Councilor, Motherhouse Infirmary Nurse and Motherhouse Administrative Assistant. Since 2010 Sister has served as Pastoral Care Assistant at Our Lady of Wisdom Healthcare Center.

During Sister Lucie's tenure at LSBN, she served in a variety of capacities. She was a member of the Board of Nursing, President of the Board, and she also served in a staff position as the Continuing Education Program Manager and Nurse Consultant for LSBN. Sister Lucie was a recipient of the Meritorious Service Award from the National Council of State Boards of Nursing.

Sister Lucie will be missed by many, but her contributions to nursing in Louisiana will never be forgotten.







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### LSBN Department Spotlight

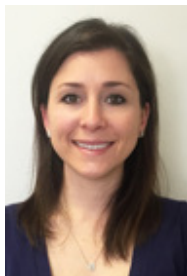
In this edition of *The Examiner*, we are introducing the team members of the **Education and Licensure Department**. The department can be contacted at 225-755-7500.

**Patricia Dufrene, MSN, RN**, has been with LSBN as the Director of Education and Licensure since August 2009. She provides oversight of the pre-licensure RN and APRN Nursing Education Degree programs, applicants for clinical experiences and licensure by examination in Louisiana. Ms. Dufrene graduated with a Diploma RN from Charity Hospital School of Nursing, a BSN from Loyola University New Orleans and a MSN from University of Pennsylvania as a Clinical Nurse Specialist in Pediatric Critical Care. She is currently enrolled

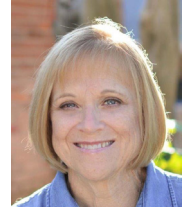
in the PhD in Nursing Education and Administration program at William Carey University. Ms. Dufrene serves on the Leadership Succession Committee of the National Council of State Boards of Nursing. She received the Joe Ann Clark Graduate Nursing Education Award for spring 2016.

**Christin Accardo** has recently joined the Education/Licensure department as a RN Compliance officer. She graduated with her Bachelor's degree in 2004 and earned a Master's in Nursing in 2010, both from Southeastern Louisiana University. She comes to LSBN with experience as a staff nurse as well as adjunct faculty and has National Certification in Inpatient Obstetrics. She is responsible for assisting the Director of Education and Licensure with general oversight of the approval process of undergraduate clinical and licensure by exam applicants. She serves as a resource for Licensing Analysts and collaborates with the Director of Education/Licensure in coordinating the work of the department.

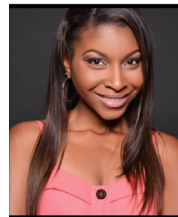
**Barbara Beverley** is a 6 year employee with the state, 3 of those years with LSBN. She works in the Education/Exam Licensure Department. Her job entails processing and reviewing clinical and exam applications for students looking to become a registered nurse in the state. She is also responsible for investigating medical and criminal issues of students and applicants that could potentially violate the nurse practice act.



**Suzanne Erwin** has been employed with the state of Louisiana for 19 years, the last three with LSBN in the Education and Licensure department. She has a bachelor's degree from Southeastern Louisiana University and currently holds the position of Licensing Analyst II. She is responsible for processing the clinical and licensure applications with compliance issues for all nursing schools in Northern Louisiana. She works with the schools to ensure all student applications meet and adhere to the guidelines set forth by LSBN board standards.



**Tenneal Fox** has been with LSBN since January 2013. She comes to the Education Department with previous experience from Charity School of Nursing in New Orleans, LA. Tenneal is instrumental in the process of completing and approving uncontested clinical applications for every nursing school in Louisiana.



**Stephaine Grimes** has been with LSBN since January 2013. She currently serves as a Licensing Analyst II for the Education /Licensure Department. She is the Licensing Analyst for nine Colleges and Universities located mostly around the Greater Baton Rouge Area, Lafayette, Lake Charles, and Eunice. Ms. Grimes ensures that individuals granted a license to practice as a Registered Nurse, applicants for licensure or students enrolling in clinical nursing courses are compliant with the requirements of the Board. She graduated from The University of Southern Mississippi in Hattiesburg, MS with her Bachelor's of Science Degree in Business Management and her MBA from The University of Phoenix.



**Tarneisha Scott** joined the Education Department in September 2013 as the Administrative Assistant to the Director of Education and Licensure. She is a 2003 graduate of the Louisiana State University's Manship School of Mass Communication, where she earned her Bachelor's degree in Mass Communication with a concentration in Broadcast Journalism. Since joining our team, Mrs. Scott has assisted in the reformatting and rewriting of Chapter 35: Undergraduate and Graduate Degree Nursing Education rules and developed processes to facilitate communication between nursing programs and the state board of nursing. She is currently working on her certification as a Certified Administrative Assistant (CAA) from the Louisiana Institute for Administrative Assistants.





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Nurse Fatigue/Burnout Ad-Hoc Committee Established  
by Cynthia A. York, MSN, RN, CGRN  
Director, RN Practice/Credentialing

Nurses working overtime often find themselves experiencing fatigue and neurobehavioral deficits such as decreased reaction time and decreased ability to make crucial decisions (Bae, 2013). In 2011, The Joint Commission released a Sentinel Event Alert (SEA) that brought attention to the relationship between working extended hours and the occurrence of adverse events which may affect the safety and well-being of patients and/or the nurses caring for them (Stimpfel, et al., 2012). The SEA provided a list of behaviors associated with fatigue, including:

- lapses in attention and inability to stay focused
- compromised problem solving
- confusion
- irritability
- memory lapses
- impaired communication

At the direction of the board, LSBN staff has formed an ad-hoc committee to develop a Declaratory Statement relative to nurse fatigue/burnout. While Declaratory Statements do not have the full force of the law, they do represent the expert opinion of the board and have the same status as board decisions in adjudicated cases.

The ad-hoc committee consists of the following individuals:

Dr. Laura Bonanno – LSBN Board Member – Committee Chair  
Ms. Teresita McNabb – LSBN Board Member  
Dr. Karen Lyon – LSBN Executive Director  
Ms. Cynthia York – LSBN Director, RN Practice/Credentialing  
Ms. Jennifer Wright – LSBN Director, Advanced Practice  
Dr. Cynthia Bienemy – Director, Louisiana Center for Nursing  
Ms. Cecile Castello – Director, DHH, Health Standards Section  
Ms. Laurie Fontenot – Chair, Nursing Supply and Demand Committee  
Ms. Diane Fulton – Chair, Louisiana Organization of Nurse Executives  
Dr. Susan Orlando – Louisiana State University  
Ms. Patricia LaBrosse - Chair, LSNA, Health Care Policy

To view existing LSBN Declaratory Statements, click [here](#).

References:

- Bae, S. (2013). Presence of nurse mandatory overtime regulations and nurse and patient outcomes. *Nursing Economics*, 31(2).
- Stimpfel, A., Sloane, D., Aiken, L. (2012). The longer the shifts for hospital nurses, the higher the levels of burnout and patient dissatisfaction. *Health Affairs*, 31(11).





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APRN Corner  
by Jennifer Alleman, APRN, FNP, BC  
Director, Advanced Practice

### Vyvanse® for Binge Eating

This agency has received several inquiries regarding Vyvanse® which is now being promoted for the treatment of binge eating disorder (BED). Vyvanse® was previously and initially approved for the treatment of Attention Deficit Disorder (ADD) and Attention Deficit Hyperactivity Disorder (ADHD). Currently, there is no prohibition for APRNs who have **full schedule II controlled substance authority** to prescribe Vyvanse® for other FDA approved indications that are not otherwise prohibited (such as obesity). APRNs who have **limited** schedule II authority, meaning they have only schedule II non-narcotic privileges, were approved by the Louisiana State Board of Nursing and the Louisiana Board of Pharmacy to use such privileges in the treatment of ADD and ADHD only.

APRNs have the professional responsibility to ensure that they have the knowledge, skills, and abilities to appropriately diagnose and treat eating disorders based on their education and standards of care. Once an APRN diagnoses a condition, the APRN bears full responsibility and liability for having made that diagnosis. Additionally, the APRN must understand the implications for the patient in having a psychiatric diagnosis permanently added to the record. The information in the patient's chart, which is a formal legal document, may affect the patient in several ways including but not limited to matters related to risk assessment, billing and reimbursement, qualification for employment and insurance, compliance with professional standards, eligibility for certain programs, etc.

Controlled substances such as Vyvanse® are regulated and controlled because of their potential to lead to impairment, abuse, and dependence which must be taken into consideration when prescribing such substances. APRNs who wish to exercise prescriptive privileges and diagnose and treat any condition including BED must do so prudently. APRNs in Louisiana are expected to practice in a competent, safe manner at all times including the utilization and prescribing of therapies that are based on current standards of care and evidenced-based practices.

### Completing Prescriptive Authority Applications

APRNs are responsible for ensuring prescriptive authority forms and the collaborative practice agreement (CPA) submitted to LSBN for review are complete and accurate. Applications and associated documents received at this agency including prescriptive authority applications become a permanent part of a licensee's file. They can be processed when the information requested and provided is correct, legible, and complete.

Though employers, credentialing departments, and other agencies may assist an APRN in the process of submitting the forms, it is the APRN's responsibility to understand and follow the requirements of LSBN in all matters pertaining to APRN practice including the application for and exercise of prescriptive authority. As a part of the application, the CPA is a formal document that reflects mutually agreed upon parameters of practice and is a contractual-type agreement. Signing or submitting blank or incomplete contracts is unwise. It is equally imprudent and not recommended for APRNs to provide their signatures on any incomplete document or otherwise allow an outside party to submit an application that has not been fully reviewed, completed, and agreed upon by all collaborating parties including the APRN.

Some of the common reasons and preventable errors that delay processing of prescriptive authority applications include applications or CPAs received with: white out, an incorrect fee, no fee, signatures that are not current, no or inappropriate clinical practice guidelines, signatures that are unclear/in pencil/traced, or other missing or erroneous information. APRNs will be notified in writing after the application has been approved or if additional information is required. As we attempt to assist you as much as possible, please check the applications and detailed instruction sheets closely so that your application can be completed promptly and efficiently.





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## RNP Corner

by Barbara McGill, MSN, RN  
Director, RNP/Monitoring

### Calling All RNP/LANNIP Graduates 30 Year Celebration

The Louisiana State Board of Nursing is planning a celebration July 22, 2016. We will have a daylong event in Baton Rouge. We will hear the history of the RNP program and nurses will share their stories. Internationally acclaimed speaker, Dr. Kevin McCauley, will Keynote the event. Other speakers include Linda Smith, M.Div., RN, APRN, founder of the Florida IPN and its director for over 30 years and LSBN Medical Consultant and former State Medical Officer, Dr. Louis Cataldie. It will be a wonderful time; hopefully, a time to connect with old friends and learn new things. CNE credits will be available for a nominal registration fee.

On July 21, 2016, a program called Fit to Perform Safely Training will be offered for nurse administrators, nurse managers and human resource managers from 1 pm to 4:30 pm. The instructors are Myrtle Greene, LMHC, CAP, ICADC and Linda L. Smith, ARNP, MN, M.Div., CAP, CARN-AP. This program is designed to help employers monitor nurses in the workplace, including signs and symptoms to watch for, and what to do about impaired nurses in the workplace.

I am so proud of our RNP program. In 30 years, more than 1,300 nurses have graduated from the program. Our relapse rate is one of the lowest in the country with a 2015 rate of only 3.9%. Additionally, statistics from First Lab, the company that administers our drug screening program, indicate that of the healthcare professionals monitoring programs which First Lab administers, the LSBN RNP had the lowest positivity rate. That means we had the lowest percentage of positive drug screens of all the programs First Lab administers. Louisiana nurses lead the way again!







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Functions of the Hearings Department  
by Wanda Matthews, MPA, BBA  
Director, Hearings Department

The main functions of the Hearing Department are to: 1) manage the disciplinary process for cases referred from the Investigations Department to final resolution: 2) handle requests and/or subpoenas for board file public records, other records, and information: and 3) maintain the integrity of information reported to the National Council of State Boards of Nursing data base, which serves as the intermediary to two federal data bases.

The Laws/Rules Governing the Practice of Nursing are the Louisiana Revised Statutes 37:911 et seq. as re-enacted and amended, and Title 46, Professional and Occupational Standards, Part XLVII. Nurses: Practical Nurses and Registered Nurse, Subpart 2. Registered Nurses.

Pursuant to the Louisiana Revised Statutes 37:911 et seq. as re-enacted and amended, the board may deny, revoke, suspend, probate, limit, or restrict any license to practice as a registered nurse or an advanced practice registered nurse, impose fines, and assess costs, or otherwise discipline a licensee and the board may limit, restrict, delay, or deny a student nurse from entering or continuing the clinical phase of nursing education upon proof that the licensee or student nurse has violated LA. R.S. 37:921.

**Managing the Disciplinary Process**

Once the Investigation Department completes an investigation, and it is deemed that the evidence indicates that an individual has violated the Nurse Practice Act, the file is referred to the Hearings Department to manage the disciplinary process. The recommended disciplinary action is approved by the Director of Investigations, the Director of Hearings and the Executive Director. The disciplinary matter may be resolved without a formal administrative hearing (informal procedures) or with a formal administrative hearing (formal procedure) as outlined below:

Formal Disciplinary Action/Informal Procedures:

Disciplinary matters may be resolved informally by Voluntary Surrender of License or Consent Order. Individuals who voluntarily surrender their license are not eligible for reinstatement for a minimum of two years, must submit to the reinstatement process, and the license shall be reinstated by Consent Order or Board Order. A Consent Order is an order involving disciplinary action and is an agreement between the Board and the individual. The Voluntary Surrender and Consent Order are effective immediately upon signature of the Executive Director and are subsequently considered for approval by the Board Panel at the next regularly scheduled meeting. The Voluntary Surrender of License and Consent Order are deemed as disciplinary actions, are public records and are reportable to the National Practitioner Database.

Formal Disciplinary Action/Formal Procedure:

If the Hearings Department is unable to resolve the disciplinary matter informally, the matter is resolved by a Formal Hearing and a Formal Complaint is filed. The Complaint and notice of administrative hearing must be sent by certified mail, return receipt requested, to the individual's address of record 20 days prior to the hearing. The individual is also mailed a Response Form and must return the completed Response Form to the Board's office 10 days prior to the hearing stating if he/she will attend the hearing, if he/she agrees or disagrees with the allegation(s) and provide a written response to the allegations contained in the Complaint. The individual may appear in person, with or without counsel, may present evidence on their behalf and may have witnesses subpoenaed. Upon completion of the hearing, a Final Order is issued by the Board Panel. The disciplinary action is a public record and is reportable to the National Practitioner Database.







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An individual may appeal the Board's final decision, within 30 calendar days of receipt of the Board's written decision, in the 19th Judicial District Court.

Reconsideration or Rehearing:

The Board will reconsider a disciplinary matter when ordered by a higher administrative authority or when a court of appeals remands the case for reconsideration or rehearing. The Board also reconsiders a disciplinary matter when a party files a petition requesting that the Board's decision be reconsidered. The petition must be filed within 10 days from the entry date (date signed by the Executive Director) and mailed to the individual's address of record by certified mail, return receipt requested.

The following are grounds for rehearing:

- The board's decision is clearly contrary to the law and the evidence.
- There is newly discovered evidence, which was not available to the individual at the time of the hearing and which may be sufficient to reverse the board's action.
- There is a showing that issues not previously considered ought to be examined in order to dispose of the case properly.
- It would be in the public interest to further consider the issues and the evidence.
- Upon the board's receipt of a petition for rehearing or reconsideration, the board may affirm or modify the decision or grant a rehearing to all or any of the parties and on all or part of the issues for any of the above stated reasons. An order granting a rehearing shall specify with particularity the ground or grounds on which the rehearing is granted, and the rehearing shall cover only those matters so specified.

Board Staff Disciplinary Actions:

*Automatic Suspension:* Board staff may automatically suspend an individual's license if the Board finds that the individual had disciplinary proceedings in another licensing jurisdiction or if an individual fails to comply with the stipulations of a Board Order and/or Recovering Nurse Program Agreement.

*Delay/Denial:*

Permanent Denial: Board staff may permanently deny licensure and or the right to practice as a Student Nurse if the Applicant has committed: a) a crime of violence; b) a crime involving the production, manufacturing, distribution or dispensing of a controlled dangerous substance; c) a crime designated as sex offense, aggravated offense, or sexual offense against a victim who is a minor; or 4) misappropriation crimes as defined in LAC 46:XLVII.3331.A.

Five Year Denial: Board staff may deny licensure and or the right to practice as a Student Nurse for a minimum of 5 years if the Applicant has pled guilty, nolo contendere, or "best interest of" to, or the equivalent thereto in jurisdictions other than Louisiana, or has been convicted of committing, attempting to commit, or conspiring to commit the following crimes which reflect an inability to practice nursing safely: a) a felonious crime; b) committed two or more misdemeanors crimes; or c) a misdemeanor crime where there also exist aggravating circumstance as defined in LAC 46:XLVII.3331.B.

Delay: Board staff may delay licensure and or the right to practice as a Student Nurse if the Applicant: a) has a pending criminal charge that involves any violence or danger to another person; b) has pending disciplinary action or any restriction of any form by an licensing/certifying board in any state; c) has pled guilty, nolo contendere, "best interest of" to, or the equivalent thereto in jurisdictions other than Louisiana, or has been convicted of committing, attempting to commit, or conspiring to commit, or allowed to participate in a pretrial diversion program in lieu of prosecution; d) has been diagnosed with or treated for a physical or mental infirmity; or e) has been diagnosed with or treated for substance dependence or substance use disorder as defined in LAC 46:XLVII.3331.C.

*Recall of Temporary Permit:* Board staff may recall a temporary permit to practice as a Registered Nurse in Louisiana and delay/deny licensure if an individual is found to be in violation of the Nurse Practice Act during the permit interval.





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*Summary Suspension:* Board staff may summarily suspend an individual's license, without notice to the individual, if the Board finds that public health, safety, or welfare requires emergency action. A Complaint is also filed and an administrative hearing is scheduled at the next available scheduled hearing date.

All Board staff actions are presented for ratification by the Board Panel at the next scheduled hearing date.

### **Request and/or subpoenas for board file public records**

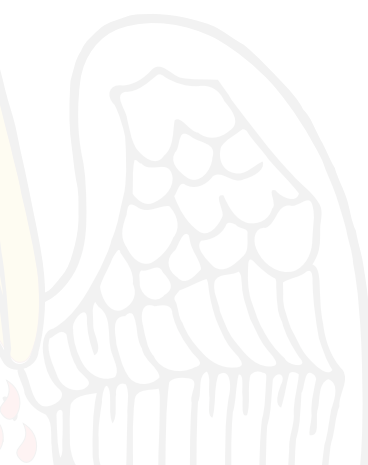
The Public Records Law does not apply to any records, writings, accounts, letters, letter books, photographs or copies or memoranda thereof, and any report or reports concerning the fitness of any person to receive, or continue to hold, a license to practice as a registered nurse in the custody or control of the Louisiana State Board of Nursing; however, any action taken by the board, and any legal grounds upon which such actions is based, relative to the fitness of any person to receive, or continue to hold, a license to practice as a registered nurse shall be a public record. La. R.S. 44:4(9).

### **Reporting Disciplinary Actions**

Disciplinary actions issued against individuals are published on LSBN's website at:

- [Disciplinary Actions](#)
- [The Examiner](#)

Disciplinary actions are also reported to the National Practitioner's Data Bank in compliance with federal and state requirements for reporting disciplinary actions.





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NCLEX-RN®: Implications of Pass Rates for Louisiana and the Nursing Education Program  
by Patricia Dufrene, MSN, RN  
Director, Education and Licensure Department

A nursing education program is a program whose purpose is to prepare graduates eligible to write the licensing examination and practice as competent and efficient 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 LAC46:XLVII.3523.B, the Louisiana State Board of Nursing (LSBN) has legal authority over the programs and statutory authority to close programs that are not meeting the standards, which include 80% first time pass rate annually on the National Council Licensure Examination for Registered Nurses (NCLEX-RN®) examination (Nursing education programs in the state of Louisiana are reviewed annually at the February Board meeting for compliance with the Rules and Regulations related to preparation of registered nurses and advanced practice registered nurses).

The approved pre-licensure undergraduate programs in the state of Louisiana are listed below in Table 1. Forty eight percent (12) of the pre-licensure registered nurse education program in Louisiana lead to a baccalaureate degree, forty eight percent (12) lead to an associate degree in nursing and four 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.

Louisiana Undergraduate Pre-licensure Nursing Education Programs

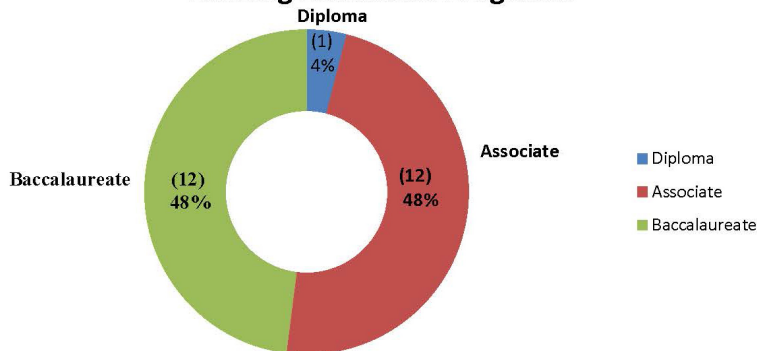


Figure 1- Breakdown by percentage and number of the 25 pre-licensure nursing education programs approved in Louisiana

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. Conditional Approval: 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) Licensure Examination 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





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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, 2016 the most recent test plan was enacted and the passing standard was unchanged. The passing standard for NCLEX-RN® reflects the minimum ability to practice nursing safely and effectively 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 conditional approval. 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 2015 as 84.51%. Louisiana exceeded this with a pass rate of 89.29% for first time test takers. The pass rates for the Louisiana schools of nursing are as follows:

Table 1. Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2015.

Nursing Programs	Number of Candidates	Number Passing	Percent Passing
<b>Associate Degree</b>			
BRCC	48	44	91.67
BPCC	58	51	87.93
Charity/Delgado	269	218	81.04
Fletcher Tech.CC	43	41	95.35
Louisiana Delta CC	30	29	96.67
LSU Alexandria	60	54	90.00
LSU Eunice	38	35	92.11
Louisiana Tech	45	45	100.00
McNeese	27	24	88.89
Northwestern	104	92	88.46
Our Lady of Lake College	3	1	33.33
South Louisiana CC	no graduates		
Southern Shreveport	39	36	92.31
<b>Total</b>	<b>764</b>	<b>670</b>	<b>87.69</b>
<b>Diploma</b>			
Baton Rouge General	25	24	96.00
<b>Total</b>	<b>25</b>	<b>24</b>	<b>96.00</b>
<b>Baccalaureate</b>			
Dillard	14	7	50.00
Grambling	57	42	73.68
Louisiana College	33	29	87.88
LSU Health Science Center	190	184	96.84
McNeese	115	110	95.65
Nicholls	100	95	95.00
Northwestern	162	148	91.36
Our Lady Holy Cross	38	35	92.11
Our Lady of the Lake	186	155	83.33
Southeastern	156	144	92.31
Southern BR	106	83	78.30
Univ of LA Lafayette	99	197	97.98
Univ of LA Monroe	66	62	93.94
<b>Total</b>	<b>1,322</b>	<b>1,191</b>	<b>90.09</b>
<b>GRAND TOTAL</b>	<b>2,111</b>	<b>1,885</b>	<b>89.29</b>







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#### Table 1: 2015 NCLEX-RN® Pass rates for Louisiana Educational Programs

The following Louisiana pre-licensure registered nurse education programs are on conditional approval for 2015 secondary to pass rates lower than 80% from January 2015 to December 2015:

- Dillard University, New Orleans
- Southern University Baton Rouge

#### 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/EducationandExaminationFAQ.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>

## An Innovative Nurse Licensure Notification System Service (www.nursys.com)

Typically, when employers want to know if a nurse's license is about to expire, they have to look it up one nurse at a time. When it comes to learning about discipline status, employers must seek out this information on their own as well.

### **Not anymore.**

With NCSBN's [Nursys e-Notify® system](#), institutions that employ nurses or maintain a registry of nurses, now have the ability to receive automatic licensure, discipline and publicly available notifications quickly, easily, securely and **free of charge**. Nursys e-Notify is an innovative nurse licensure notification system that automatically provides institutions licensure and publicly available discipline data as it is entered into Nursys by boards of nursing (BONs). Institutions don't have to proactively seek licensure or discipline information about their nurses because that information will be sent to them automatically.

The e-Notify system alerts subscribers when modifications are made to a nurse's record, including changes to:

- License status;
- License expirations;
- License renewal; and
- Public disciplinary action/resolutions and alerts/notifications.

For example, if a nurse's license is about to expire, the system will send a notification to the institution about the expiration date. If a nurse was disciplined by a BON, his/her institution will immediately learn about the disciplinary action, including access to available documents.

### **Understanding Nursys®**

Nursys is the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Nursys data is pushed directly from participating BONs' database (for participating jurisdictions visit [nursys.com](http://nursys.com)). Nursys is live and dynamic, and all updates to the system are reflected immediately.

Through a written agreement, participating BONs have designated Nursys as a primary source equivalent database. NCSBN posts licensure and discipline information in Nursys as it is submitted by individual BONs.

### **Nursys® Benefits Nurses Too!**

Nurses can self-enroll for free and take advantage of a quick, convenient and free way to keep up-to-date with their professional licenses. They can receive license expiration reminders, licensure status updates and track license verifications for endorsement.

Learn more about Nursys® e-Notify by viewing an [introductory video](#) or visiting the [Nursys website](#). For questions, contact [nursysenotify@ncsbn.org](mailto:nursysenotify@ncsbn.org).





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## Demand for Nurses in Louisiana: Major Highlights from the 2014 Nurse Employer Survey by Cynthia Bienemy, PhD, RN Director, Louisiana Center for Nursing

The questions continue to be: Is there a nursing shortage? If there is an actual or impending nursing shortage, what is being done at the national, state, and regional levels? The responses to these questions will vary depending on who is asked, the geographical location under consideration, and the data sources brought to bear. According to the Bureau of Labor Statistics' 2012-2022 Employment Projections (2015), employment of registered nurses (RNs) is projected to grow 16 percent from 2014 to 2024, much faster than the average for all occupations. Growth will occur for a number of reasons, including an increased emphasis on preventative care; growing rates of chronic conditions, such as diabetes and obesity; demand for healthcare services from the baby boomer population, as they live longer and more active lives; and the Affordable Care Act, which is increasing the number of persons that are insured and seeking healthcare providers and services. There is a growing concern about the ability of our nation to produce the number of new nurses that will be needed to fill the demand, because nursing schools across the country are struggling to expand capacity, faculty members are retiring, and the qualified faculty needed for their replacement appears to be dwindling (AACN, 2014).

In 2010, the Louisiana Center for Nursing (LCN) conducted Louisiana's first Nurse Demand Study surveying major employers of nurses such as hospitals, long term care facilities, home health agencies, hospices, and public health facilities to determine the demand for nursing personnel (Registered Nurses [RNs], Advanced Practice Registered Nurses [APRNs], Licensed Practical Nurses [LPNs], and Nursing Assistants [NAs] in Louisiana based on data obtained from employers. Findings from the 2010 survey established a baseline for tracking vacancy rates, turnover rates, and growth rates for Louisiana's nursing workforce. In 2014 LCN launched the second statewide Nurse Employers' Survey. Findings from the 2014 Nurse Employers' Survey gave LCN the opportunity to track changes that have occurred over the past 4 years. Additional questions related to topics such as an employer's preference for hiring baccalaureate prepared RNs, hiring of new graduates, pay differentials, and supporting nurses going back to school were added to the 2014 survey. In light of the limited resources that are available to healthcare administrators and policy makers, who have the responsibility of determining who will be hired and what will be funded, the findings from the 2014 Nurse Employer Survey can assist them in making more informed, data-driven decisions based on information gained from the employers of Louisiana's nursing workforce. The survey results will provide a series of critical data points that address the extent of the current Louisiana nursing shortage and clues regarding shortages that may arise in the near future.

In 2010 when the first Nursing Workforce Demand Study was conducted, the nation was just beginning to recover from a significant recession. The economy was unsettled during that period. Employers were downsizing, jobs were not secure, and household incomes decreased significantly due to the loss of income by one, or in some situations, both spouses. Many that planned to retire had to continue to work. June 2014 marked the five year anniversary of the end of the great recession that began in 2007, and although the economy has not returned to its pre-recession state, it is looking much better. Findings from the current study are in line with an improving economy.

### Highlights from the 2014 Nurse Employer Survey:

- There was a significant increase in unmet demand for RNs between 2010 and 2014, driven largely by an increase in the number of direct care RN vacancies in hospitals.
- Of all healthcare industries surveyed, psychiatric hospitals, long term care (LTC), public health, and hospice had the highest vacancy rates for direct care RNs, 13.8 percent, 11.9 percent, 11.7 percent, and 10.9 percent, respectively. High vacancy rates are generally associated with a nursing shortage. These industries are struggling to attract qualified nurses, and though it may not indicate a statewide shortage, it certainly indicates a shortage of personnel qualified and willing to work in these industries.





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- Between July 1, 2013 and June 30, 2014 (or the most current report year), there were an estimated 6,602 RN separations, 3,509 LPN separations and 9,817 NA separations. The majority of the separations for RNs were within hospitals, whereas the majority of the separations for LPNs and NAs were in LTC/SNF and hospitals.
- The median turnover rate for direct care RNs in hospitals, the largest personnel category identified in the employer survey in terms of budgeted positions, was 13.8 percent over the course of one year.

Psychiatric hospitals had the highest median turnover rate for direct care RNs (56.6%) and NAs (45.8%). The largest median turnover rate for LPNs occurred in LTC/SNF (33.3%).

- The utilization of temporary nursing staff was up in several industries, which is also consistent with an improving economy and increased difficulty in hiring permanent staff. In 2014, there was a substantial increase in the percentage of temporary staff utilized by the public health system when compared to 2010. Approximately 43% of the public health system nursing personnel were temporary employees in 2014.
- The healthcare industries included in the current study reported that they expected a substantial increase in new direct care RN positions over the next year. In particular, elder care settings such as hospice and home health expect their direct care RN positions to grow at a faster rate than acute care hospitals over the next year – a sign that the aging population is anticipated to increase demand in settings offering specialized aging care.

## Recommendations

- Continue to support Louisiana's nursing programs through federal, state, and private funding to ensure that there will be a continuous pipeline of new RNs available to meet the ongoing demand for nurses in Louisiana.
- Academic nurse leaders across all schools of nursing should work together to increase the proportion of nurses with a baccalaureate degree by partnering with education accrediting bodies, private and public funders, and employers to ensure funding, monitor progress, and increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan (IOM Report on the Future of Nursing, 2011).
- Seek funding to develop nurse residency programs that will prepare new graduates for successful transition into practice in both traditional (i.e., acute care) and nontraditional settings (i.e., LTC/SNF, home health).
- Provide nurses that are interested in taking on leadership positions within the various healthcare industries with the advanced education and training needed to successfully function as a leader.
- Work with healthcare industries that are experiencing large turnover rates to develop a plan of action to increase retention of nurses within their facilities, thereby decreasing the cost associated with high turnover rates.
- Support the Office of Public Health in securing state funding to fill permanent direct care RN staff positions.
- Develop nurse demand snapshots, or one-pagers, for each type of healthcare industry surveyed, making the information readily available to employers, policy makers, and other interested stakeholders.
- Repeat the Nursing Workforce Demand Study biennially for healthcare industries that employ the majority of nurses to allow LCN to track trends related to vacancy rates, turnover rates, and expected growth rates.
- Utilize findings from the Nursing Workforce Demand Study and the Nursing Education Capacity and Supply Report, to update the assumptions in Louisiana's Statewide Multi-Regional Nursing Workforce Forecasting Model.





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## Major Motions and Other Actions Taken at the December 4, 2015 Board Meeting

### EDUCATION

#### Accepted Consent Agenda Motions

1. LSBN Staff Program Status Reports
  1. NCLEX Report - Quarter 3
  2. Accreditation Reports
2. LSBN Staff Site Visit Reports
  1. Louisiana State University at Eunice - Site Visit
  2. Fletcher Technical Community College - Site Visit
  3. Northwestern State University - Site Visit
  4. South Louisiana Community College - Site Visit
3. Accreditation Reports from Approved Programs
  1. Louisiana State University at Alexandria - ACEN Follow Up Report
  2. Louisiana State University at Alexandria - Substantive Change Approval
4. Requests for Continuing Education Providership
  1. Glenwood Regional Medical Center - Continuing Education Renewal
  2. University of Louisiana Monroe - Continuing Education Renewal
5. Requests for Major Curriculum Changes
  1. Louisiana State University Health Sciences Center - Requests for Major Curriculum Change
  2. Vanderbilt University - Request for Major Curriculum Change
6. Request for APRN Clinical Experiences in Louisiana
  1. Frontier Nursing University - Renewal for APRN Clinical Experiences in Louisiana
  2. Graceland University - Renewal for APRN Clinical Experiences in Louisiana
  3. Texas Christian University - Renewal for APRN Clinical Experiences in Louisiana
  4. The University of Alabama Birmingham - Renewal for APRN Clinical Experiences in Louisiana
  5. Rush University - Request for APRN Clinical Experiences in Louisiana
  6. Texas Wesleyan University - Renewal for APRN Clinical Experiences in Louisiana

#### Accepted Status Reports

1. Dillard University Status Report  
On October 30, 2015, LSBN staff received an updated report and action plan from Dillard University's Baccalaureate of Science in Nursing program. Presently, Dillard has a 50% pass rate.
2. McNeese University Status Report  
On October 30, 2015, LSBN staff received an updated report and action plan from McNeese State University's Baccalaureate of Science in Nursing program. They have had a 95% pass rate since the second quarter PearsonVue report.

3. Southern University Baton Rouge's Conditional Approval Report  
On October 30, 2015, LSBN staff received an updated report and action plan from Southern University Baton Rouge's Baccalaureate of Science in Nursing program. They have increased their pass rate to 79.21%.

4. Southern University Shreveport Status Report  
On October 21, 2015, LSBN staff received an updated report and action plan from Southern University Shreveport's Associate of Science in Nursing program. They have increased their pass rate to 92.31%

**Accepted** the letter of intent from Our Lady of the Lake College to approve Step I and request to begin Step II for initiation of a Master's of Science in Nursing Family Nurse Practitioner (MSN-FNP) program.

**Accepted** the LSBN staff survey results report regarding impact of distance education programs on Louisiana graduate nursing education degree programs. And further, that the Board act regarding the concerns of distance education programs on in-state programs.

### NURSE PRACTICE ISSUES

**Approved** the joint statement of position providing for "Collaboration and Collaborative Practice" as attached.

**Approved** the request to revise LAC 46: XLVII: 3703.A.a.iv.c and to add section LAC 46: XLVII: 3709 in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revision to the current definition of "Delegating Nursing Interventions" and providing for "Delegation of Medication Administration to Unlicensed Assistive Personnel in Outpatient Clinic Settings" as attached.

**Approved** for Board staff to submit a Potpourri notice to be published in the Louisiana Register in order to proceed with rule making for section LAC 46:XLVII:4513 including substantive changes.

### ADMINISTRATIVE ISSUES

**Approved** the proposed FY2017 annual budget.

**Approved** to expend funds for temporary space needed to provide office space for staff and off-site meeting space for LSBN standing board meetings.

### OFFICE OF THE EXECUTIVE DIRECTOR

**Approved** the 2016 Board Meeting Dates and Board Hearing Panel Dates

### REPORTS

**Accepted** the reports of the Vice President and the Executive Director.

### EXECUTIVE SESSION

**Adjourned** into Executive Session for the purpose of hearing the report on litigation, personnel issues and the Executive Director's annual performance review.







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### Announcements

Please congratulate both Dr. Cynthia Bienemy and Ms. Barbara McGill on their recent leadership accomplishments. Dr. Bienemy has been named the interim chair of the Louisiana Nursing Supply and Demand Council as Laurie Fontenot is retiring from state service. Ms. McGill has been elected President-Elect of the National Organization of Alternative Programs. These are both significant accomplishments and are testament to LSBN's leadership at the state and national level.

### Disciplinary Matters

LSBN took a total of 24 actions at the January 13, 2016 hearing panel. For a complete listing click the link below: [January 13, 2016](#)

LSBN took a total of 24 actions at the February 17, 2016 hearing panel. For a complete listing click the link below: [February 17, 2016](#)

### 2016 State Holiday Schedule

Memorial Day.....	May 30
Independence Day Observed.....	July 4
Labor Day.....	September 5
General Election Day.....	November 8
Veterans Day.....	November 11
Thanksgiving Day.....	November 24
Christmas Day.....	December 26

### Future Board Meeting Dates

- April 14, 2016
- June 16, 2016
- August 11, 2016
- October 13, 2016
- December 15, 2016

