

T H E E X A M I N E R

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The Mission of the Louisiana State Board of Nursing is to safeguard the life and health of the citizens of Louisiana by assuring persons practicing as Registered Nurses and Advanced Practice Registered Nurses are competent and safe.

FROM THE CHIEF EXECUTIVE OFFICER



On November 30, 2021, the entire LSBN Board of Directors and the staff C-Suite Team met to update the 2021 – 2023 Strategic Plan. The day’s sessions were facilitated by consultant Laurie Schulte of The Clarion Group. The goals of this one-day session were to

- Review progress with implementing LSBN’s 2021-2023 strategic map;
- Update the map for the next year (calendar year 2022); and
- Identify implementation priorities for the next year.

LSBN’s strategic effectiveness centers around our ability to set the right goals and consistently achieve them. Graphically, it can be represented as:



Our strategic planning is guided by LSBN’s Mission, Vision, and Central Challenge:

Mission: To safeguard the life and health of the citizens of Louisiana by assuring persons practicing as registered nurses and advanced practice registered nurses are competent and safe;

Vision: LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce;

Central Challenge: Positively impact the nursing profession by advancing regulatory excellence in an ever-changing health care environment.

Accomplishments

The Board and Executive Team reviewed the 2021 successes in each of the Strategic Priorities.

Strategic Priority A: Strengthen nursing education, practice, and workforce.

- Nursing students started careers earlier due to COVID-19 adjustments to curriculum;
- Progress toward full practice authority for APRNs
 - Achieved 3 of 4 steps in legislative process to pass a bill for full practice authority;
 - Louisiana State Board of Medical Examiners (LSBME) reached out to work with LSBN on rules that will facilitate practice of APRNs;
- Developing the future nursing workforce
 - Collaboration with LACANE on presentations by board staff to nursing educators and students;
 - Supported the Governor’s initiatives on getting nursing students into the nursing workforce earlier;
 - Participation in NCSBN’s knowledge network for education;
 - Developed residency program educational module.

Strategic Priority B: Leverage LSBN’s influence as a recognized leader.

- Significantly improved working relationships with LSNA and LANP as well as with legislators and the House and Senate Health and Welfare Committees;
- Improving establishment of a unified voice for nursing especially with the legislature, the Governor’s Office, and Dr. Joseph Kanter at the Louisiana Department of Health;
- Dr. Lyon elected as Area 3 Board member for National Council of State Boards of Nursing, which includes Alabama,





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Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia;

- Collaboration with LDH and receipt of grant to develop video and marketing program related to our Recovering Nurse Program;
- Collaboration with LSNA Foundation to establish the Sister Lucie Leonard recovering nurses fund to assist nurses with substance use disorders.

Strategic Priority C: Maintain organizational effectiveness, efficiency, and accountability.

- Improved customer service experiences with new telephone system and access to all documents electronically through the LSBN Portal and Laserfiche;
- Staff maintained > 95% effectiveness and efficiency in the remote workspace:
 - Metrics accomplished included increased case closures and shortened time for processing applications and licensures;
 - Developed ACH payments, improving accounting and financial processing;
 - Facilitated paper-light accounting processes;
 - 100% staff participation in renewal through processing of telephone and email queries;
 - Leveraging ORBS reports to provide data-driven actions for improving practice, regulation, education, and workforce development.

Critical Issues for 2022 and 2023

Based on the analysis reviewed above, LSBN’s Board of Directors has established critical issues requiring our attention over the next two years.

1. What is the long-term impact of COVID-19 on our nursing workforce? Will there be an increase in retirements, resignations, enrollments in nursing schools? How do we manage this change in nursing workforce?
2. Will the stress of working during a pandemic now entering its 3rd year result in more complaints against nurses, violations of the Nurse Practice Act and/or LSBN Rules and Regulations?
3. How does LSBN address the rampant disinformation placed on social media platforms by nurses?
4. Should LSBN have a broader social media presence on our Facebook platform? Is this the proper role of a regulatory agency?
5. How will LSBN support our external partners’ efforts to pass legislation for full practice authority for APRNs?
6. Are we fully engaged with employers, educators, and other nursing organizations to design the nursing workforce of the future?
7. The Board has requested operationalizing formal, ongoing training in regulatory board governance, role clarity and codification, self-evaluation for the Board collectively and individually, and succession planning for both the Board and Executive Level staff.

LSBN will use the priorities identified above to develop tracks of work to organize our work toward accomplishing our objectives. For the next 12 months, those tracks of 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, developing a board evaluation process, promoting Board professional development, 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.

In closing, I leave you with these three life rules, author unknown:

1. *If you don't go after what you want, you will never have it.*
2. *If you don't ask, the answer will always be no.*
3. *If you don't step forward, you will always be in the same place.*

For the Public Trust and Wishing to All a Prosperous 2022,

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





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Chiefs Corner

Division of Nursing
Jennifer Wright, DNP, APRN, FNP, BC, FAANP
Chief Nursing Officer

Reflections on the Division of Nursing

The New Year is often marked by reflection and a feeling of transition and remembrance. I am proud of the Division of Nursing who remain committed to the agency and the profession of nursing. Staff work together as a team as they serve applicants, students, licensees, and stakeholders. The Division of Nursing within the Louisiana State Board of Nursing includes the Department of Licensure & Practice and the Department of Education & Examination. We are available whether staff are in the office or working remotely. Nursing education programs have been assisted and sustained by the efforts of the agency. Staff continue to be a resource to schools; provide ongoing consultation, monitoring and approval; and usher in pertinent issues and educational matters to the board.

In 2021, more than 3,500 RNs and over 850 APRNs were initially licensed and almost 3,100 RN students were approved to begin clinical experiences in Louisiana. In addition, just over 2,800 RNs converted their Louisiana single state license to a multistate license. All of these actions (and more) directly impact the nursing workforce at the state and national level which is more crucial than ever.

Updates and Reminders Regarding Renewal

The current renewal season began October 1, 2021 and is winding down as we complete the late renewal season in 2022 from January 1st through January 31st. Licensees whose licenses expire January 31, 2022 are charged a late fee for renewal during this time period. Contact the board office before this date if you need assistance with renewal.

The final deadline and closure of the renewal season is midnight (central standard time) January 31, 2022. If you have not renewed before this time and your license(s) expire(s) and you do not hold a multistate RN license in another compact state, you are not authorized to practice as a RN. You must then apply for reinstatement and be approved in order to hold active licensure and be authorized by the Louisiana State Board of Nursing to resume practicing in Louisiana. Currently, there is no APRN compact license available, thus APRNs must renew their APRN license in order to be authorized by the Louisiana State Board of Nursing to practice in Louisiana as an APRN.

Please contact our office if you have any questions. Call the LSBN office at 225-755-7500 during business hours or send a message in the message center of your nurse portal account (<https://lsbn.boardsfnursing.org/lsbn>) or email renewals@lsbn.state.la.us.

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

Division Accomplishments

In the Division's January 2021 Examiner Article, I stated that I questioned whether the Division's glass was half empty or half full and determined the glass was half full. I also stated that the Division's goal was to ensure that the glass gradually fills. In 2021, staff closed 673 investigations which equates to a 24% increase in the number of investigations closed when compared to 543 investigations closed in 2020. As of December 31, 2021, 15 Priority One investigations (public health, safety, and welfare require emergency action) remained open which equates to a 76% decrease in the number of open Priority One investigations when compared to 63 open Priority One investigations as of December 31, 2020.

Fifty-four participants joined the Recovery Nurse Program and 59 participants completed the program. As of December 31, 2021, the RNP/Monitoring Department successfully managed a caseload of 451 participants (346 monitoring and 105 RNP participants).

The glass continues to gradually fill as the Division continuously strives to achieve LSBN's mission to safeguard the life and health of the citizens of Louisiana.





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

The LSBN hearing schedule will look a little different in 2022. The Board Panel will meet monthly to review and approve Consent Orders, Automatic Suspensions, and Application Delay/Denials; however, disciplinary hearings will be conducted every other month. The schedule is available on the LSBN website. <http://www.lsbn.state.la.us/Portals/1/Documents/MeetingDates.pdf>

Board Panel Disciplinary Hearings

- January 12, 2022
- March 23, 2022
- May 18, 2022
- July 20, 2022
- September 14, 2022
- November 9, 2022

Board Panel Meets to Ratify Consent Orders, Automatic Suspensions, and Delay/Denials of Applications

- January 12, 2022
- *February 3, 2022
- March 23, 2022
- *April 14, 2022
- May 18, 2022
- *June 16, 2022
- July 20, 2022
- *August 11, 2022
- September 14, 2022
- *October 13, 2022
- November 9, 2022
- *December 8, 2022

The Board Panels meet in person while taking proper Covid 19 precautions including social distancing. Respondents and witnesses may attend in person or request to participate virtually using Microsoft Teams.

NOTE: An asterisk indicates that the board hearing panel will meet following the board meeting for ratification purposes only (e.g., reviewing and approving Consent Order, Delay/Denials, and Automatic Suspensions). No administrative hearings will be scheduled on these dates.

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

LSBN COVID Protocols

LSBN remains open to the public. However, to maintain the health and safety of our visitors and staff, masks are required for entry into the building. Should you wish to meet with staff, you must have an appointment. Appointments are required for in-person meetings or online meetings via MicroSoft Teams. Please contact the individual staff member or department to coordinate a date and time or call (225) 755-7500 if you need further assistance.





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APRN Corner
by Monique Calmes, DNP, APRN, FNP-BC
Director, Licensure and Practice

APRNs with Controlled Substance Authority

During this year's renewal season LSBN will complete collection of the continuing education (CE) required by Senate Bill 55 (Act 76) of the 2017 legislative session. This bill mandates that prescribers of controlled substances in Louisiana obtain three credit hours of CE as a one-time prerequisite of license renewal. Content of the CE must include drug diversion training, best practices for the prescribing of controlled substances, appropriate treatment for addiction, and any other content deemed appropriate by the regulatory agency. LSBN has an approved list of courses that can be found at the following link <http://www.lsbn.state.la.us/Portals/1/Documents/Audit/CDSCEApprovedCourseList.pdf>.

APRNs who have not submitted these documents to LSBN previously in response to a request from staff will not be able to renew until after the documents have been submitted, reviewed, and approved. Correspondence has been sent via email and US postal mail, and the documents were due December 10, 2021. LSBN will be collecting these documents during renewal this year and next renewal season. Your documents must be mailed to LSBN at the board's address. It is your responsibility to submit the documents in a timely manner to allow enough time for review and approval. If you do not complete the requirement prior to January 31st your APRN license will become inactive.

If you are no longer prescribing controlled substances, you may be excused from the CE requirement upon submission of a certification attesting that you have not prescribed, administered, or dispensed any controlled substances during the entire year covered by the prescriber's expiring license. See the LSBN website <http://www.lsbn.state.la.us/Licensure.Renewals/AdvancedPracticeRegistered-Nurse.aspx>.

If you have questions you may call the APRN department directly at 225-755-7521 or send a message through your nurse portal account. Ensure your email and address is current to remain informed and in compliance with the mandates of LSBN's rules.

RNP Corner
by Urhonda Beckwith, MSN, APRN, FNP
Director, RNP/Monitoring

Recovering Nurse Program Presentations

In 2022, the Recovering Nurse Program (RNP) will continue to increase awareness by providing RNP presentations to nursing schools and medical organizations. In 2021, through a grant and partnership with the Bureau of Community Preparedness, Louisiana Department of Health/Public Health, a RNP video was created and added to the LSBN website.

The RNP goal is to reach more nurses by providing presentations upon request. The opioid crisis has been referred to as an epidemic because it is a substantial widespread issue with a serious impact. Although each profession in healthcare may have differing opinions, one thing we can all relate to is that nursing is a safety-sensitive profession and requires awareness of programs that assist nurses with a substance abuse problem.

The RNP was developed to protect the consumers of health care in Louisiana while allowing an Advanced Practice Registered Nurse, Registered Nurse, and Student Nurse recovering from a substance use disorder and/or a medical, mental, or physical condition to maintain licensure while being closely monitored by the Board through a structured agreement or order. The RNP is a five-year program. Participants can join the program confidentially if they meet the criteria outlined in LAC 46:XLVII.3419 or through a consent order with probation if ineligible for confidential entry. After completing treatment and clearance to return to work by an Addictionologist and RNP staff, the individual can practice in a supervised setting.





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The RNP is here to help, and one way for a nurse to seek early intervention and treatment is by self-reporting a substance abuse problem. Voluntarily self-reporting and joining the RNP allows the nurse to seek inpatient treatment at a board-recognized treatment center and maintain licensure before a work-related incident occurs or the board takes disciplinary action.

For any further information and/or to request an RNP presentation, please contact the RNP Department at (225)755-7546 or via email @ rnp@lsbn.state.la.us.

Reference: Kaufman, Robert R. Addressing Opioid Epidemic Through Interprofessional Education and Communication Is Key: Journal of Addictions Nursing. Volume 30, Number 2, April/June 2019, page 77.

Disciplinary Action and Its Impact on Eligibility to Hold a Multistate License by Carrie LeBlanc Jones Chief Legal Officer / General Counsel

Louisiana joined the Nurse Licensure Compact (NLC) on July 1, 2019. The NLC increases access to care while maintaining public protection at the state level. Under the NLC, nurses can practice in other NLC states, without having to obtain additional licenses. Once issued, a multistate license allows the nurse to practice in the home state and all compact states with one license issued by the home state. As of January 18, 2022, there are 39 NLC jurisdictions.

An application for licensure in a Compact state must meet the following uniform licensing requirements to be eligible for a multistate license:

1. Meets the requirements for licensure in the home state (state of residency);
2. a. Has graduated from a board-approved education program; or
b. Has graduated from an international education program (approved by the authorized accrediting body in the applicable country and verified by an independent credentials review agency);
3. Has passed an English proficiency examination (applies to graduates of an international education program not taught in English or if English is not the individual's native language);
4. Has passed an NCLEX-RN® or NCLEX-PN® Examination or predecessor exam;
5. Is eligible for or holds an active, unencumbered license;
6. Has submitted to state and federal fingerprint-based criminal background checks;
7. Has not been convicted or found guilty, or has entered into an agreed disposition, of a felony offense under applicable state or federal criminal law;
8. Has no misdemeanor convictions related to the practice of nursing (determined on a case-by-case basis);
9. Is not currently a participant in an alternative program;
10. Is required to self-disclose current participation in an alternative program; and
11. Has a valid United States Social Security number.

Depending on the nature of the discipline, a multistate license may be reverted to a single state license. Uniform licensing requirement number five (5) provides that the license must be "active" and "unencumbered". The NLC defines "encumbrance" as a revocation or suspension of, or any limitation on, the full and unrestricted practice of nursing imposed by a licensing board.

The Louisiana Nurse Practice Act authorizes the board to deny, revoke, suspend, limit, or restrict licenses of individuals who violate the Nurse Practice Act or the Board's rules. Types of discipline against a license may include reprimand, suspension, probation, and revocation, which are defined in LAC 46:XLVII.3405.

- Reprimand – written communication to the individual stating the board's concerns, and public notification of the individual's name and reason for the reprimand.
- Suspend – to hold license to practice as a registered nurse, an advanced practice registered nurse, or both, in abeyance for a definite period of time. A suspension shall not exceed a maximum term or time period of three years. A suspended registered nurse or advanced practice registered nurse remains a registered nurse, an advanced practice





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registered nurse, or both, during the period of suspension and retains a license to practice. However, he/she cannot practice, and shall not practice, registered nursing, advanced practice registered nursing, or both, during the term of suspension.

- Probate – to stay a sentence of licensure suspension during good behavior and placing under supervision of board staff for a period of time. License is marked "probated" and specific requirements are identified.
- Revoke – to annul or make void by calling back. A person who is licensed as a registered nurse, an advanced practice registered nurse, or both, and whose license or licenses are revoked, but not declared "permanently revoked," loses his/her license(s) to practice registered nursing, advanced practice registered nursing or both is no longer a registered nurse, advanced practice registered nurse, or both, but may apply for reinstatement for five years from the date the board's revocation order became a final judgement. A person whose license or licenses are revoked permanently or are declared permanently revoked, however, never again shall be allowed to practice registered nursing in Louisiana, and an application for reinstatement shall not be considered.

Based on a reading of the uniform licensing requirements, the NLC's definition of encumbrance, and the LSBN's disciplinary sanctions definitions, one can conclude that a reprimand would not impact multistate license eligibility. However, probation would result in the license holder's multistate license being reverted to a single state license. In instances of suspension and revocation, the license holder is not eligible to practice in Louisiana or any other NLC jurisdiction. Following suspension or revocation, if the license is reinstated with probation, then the license holder is only reinstated with a single state license. The licensee may become eligible to hold a multistate license after all encumbrances are cleared (e.g., completion of probation requirements and restoration of an active and unencumbered license).

Louisiana Center for Nursing
by Karen C. Lyon, PhD, MBA, APRN, NEA_{BC}
Chief Executive Officer

Dr. Karen Lyon, Executive Director and CEO of the Louisiana State Board of Nursing was recently appointed by the National Forum of State Nursing Workforce Centers (National Forum) Board of Directors to represent the National Forum on the NCSBN/National Forum survey team. The National Forum and NCSBN work together to collect data on each variable in the Minimum Data Set (MDS) as well as the method of measurement. The MDS was first developed in 2008 when states participating in the 2008 Education Capacity Summit hosted by AARP's Center to Champion Nursing in America were asked to provide Nurse Demand/Employer Survey instruments.

The Minimum Nurse Demand Dataset Drafting Workgroup reviewed data collection strategies reported in the scientific literature, the spreadsheet, and survey results to identify the most critical items for the minimum dataset and the appropriate measurement approach for each.

National Forum's Research Committee reviewed the Nursing Minimum Dataset for Demand data and made some modifications to definitions but did not modify any of the variables in this dataset. These continue to be the minimum data elements that are most critical to measuring the demand for nurses in each state or nationally.

NCSBN and the National Forum will be working together in collaboration with Richard Smiley, Senior Statistician for NCSBN. Richard has already provided to the joint survey team an update of the 2020 Workforce Survey, which includes proposed changes for the 2022 survey. Team members have been asked to provide feedback this month to facilitate launch of the 2022 Workforce Survey. Stay tuned for additional information as we complete this important workforce research.





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Major Motions

Major Motions and Other Actions Taken at the August 12, 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 June 17, 2021 minutes of the Board Meeting.

Motion Carried.

NEW BUSINESS

1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Reports
 2. Accreditation Reports
2. Approved Program Requests
 1. Northwestern State University
 2. Northwestern State University
 3. University of South Alabama
 4. Southwest Mississippi Community College
3. Chamberlain University - CARE Scholars
4. Southeastern Louisiana University - Substantive Change
5. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

Motion to accept the request of Maryville University to offer graduate clinical experiences in Louisiana until August 12, 2024 for the following roles/populations:

Family Nurse Practitioner (MSN, BSN-DNP, Post Graduate Certificate)

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to approve the Louisiana Compliance Questionnaire and the LSBN Board Resolution.

Motion Carried.

CENTER FOR NURSING

Motion to accept the annual dues of \$1,000.00 in support of the LAC.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to approve the appointment of Dr. Jennifer Manning as the new Alternate Officer.

Motion Carried.

Motion to accept the report of the President, Vice President, and the CEO/Executive Director 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.

Major Motions and Other Actions Taken at the October 14, 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 August 12, 2021 minutes of the Board Meeting.

Motion Carried.

NEW BUSINESS

1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports





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- 2. Continuing Education Provider Approval - Pacific Medical Training
- 3. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

Motion to approve the addition of a Master of Science in Nursing and Post Master’s Certificate for the Woman’s Health Nurse Practitioner program of study to the currently approved roles/populations at Vanderbilt University.

Motion Carried.

Motion to approve the major substantive change notification from South Louisiana Community College of the change in Southern Association of Colleges and Schools Commission on Colleges’ (SACSCOC) accreditation status to probation.

Motion Carried.

DIVISION OF ADMINISTRATION

Motion for acceptance and approval of the FY2021 Financial and Compliance Audit Report.

Motion Carried.

OFFICE OF THE EXECUTIVE DIRECTOR

Motion to approve the new Board Hearing calendar.

Motion Carried.

Motion to accept the report 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.

Disciplinary Matters

The LSBN took a total of 33 actions at the October 13, 2021 hearing panel. For a complete listing click the link: [October 13, 2021](#)

The LSBN took a total of 26 actions at the November 10, 2021 hearing panel. For a complete listing click the link: [November 10, 2021](#)

The LSBN took a total of 17 actions at the December 1, 2021 hearing panel. For a complete listing click the link: [December 1, 2021](#)

2022 State Holiday Schedule

Mardi Gras.....	March 1, 2022
Good Friday.....	April 15, 2022
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

- February 3, 2022
- April 14, 2022
- June 16, 2022
- August 11, 2022
- October 13, 2022
- December 8, 2022

