

T H E E X A M I N E R

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FROM THE CHIEF EXECUTIVE OFFICER



Welcome to 2019 and the start of a productive and successful new year for all our constituents. As I begin my 6th year at the helm of the Louisiana State Board of Nursing (LSBN), it is my pleasure to highlight our work in 2018 and share our goals for 2019. Based on the Strategic Planning Retreat Outcomes established by

the Board members in November 2017, the central challenge for LSBN over the 2018-2020 triennium is to **Expand LSBN's Impact in an Ever-changing Healthcare/Regulatory Environment**. To that end, the following strategic priorities were the focus of 2018.

o **Strategic Priority B: Pursue Nurse Licensure Compact (NLC) License Status**

- At the November 2017 Strategic Planning Retreat, the Board did not believe pursuing NLC status was reasonable in 2018 given that we had not put together a coalition of nursing organizations in support of Compact status. We were unaware at that time of Senator Peacock's work with the military to pursue Compact status. After receiving a call from Senator Peacock in January 2018 to ask for my assistance in getting SB202 passed, I began organizing a Health Policy Task Force and making calls to contacts throughout the state to provide information about the NLC and to answer questions and respond to concerns. I testified on multiple occasions before the House and Senate Health and Welfare Committees. The bill passed successfully out of both committees. On the evening before the final vote by the full House, I sent out 108 individual emails to every member of the House summarizing the benefits of the Nursing Compact. The House voted in favor of the bill which ultimately was also passed by the Senate with the addition of two amendments related to notification. The Governor enacted the legislation on May 31, 2018. This strategic priority has been completed.

o **Strategic Priority C: Build a unified voice with stakeholders and the legislature.**

- *Create and engage a coalition of nursing organizations to identify priorities for advancing the profession.*

Our focus in 2018 was to create and engage a coalition of nursing organizations to include LSBN, the Louisiana State Nurses Association, Louisiana Association of Nurse Practitioners, Louisiana Association of Nurse Anesthetists, Louisiana Organization of Nurse Executives, Louisiana Action Coalition and other interested specialty nursing organizations to identify priorities for advancing the profession. We accomplished that by working collaboratively with these groups to establish the Health Policy Consortium which, in addition to the above, included the Louisiana Council of Administrators of Nursing Education, Louisiana Emergency Nurses Association, Louisiana Psychiatric Nurses Association and Louisiana Hospital Association. LSBN hosted two meetings at LSBN on February 7, 2018 and March 12, 2018. Top priorities identified for this legislative year were enacting the Enhanced Nurse Licensure Compact and addressing the challenges of faculty availability for Louisiana nursing programs.

- *Promote a unified nursing voice with the legislature.* LSBN worked with Senator Mills on the collaborative efforts between the Louisiana State Board of Medical Examiners and LSBN. As a result, we published joint rules on simplifying the collaborative practice agreement between APRNs and their collaborating physicians. (LAC 46: XLVII.Chapter 45: §4505 and §4513. LSBN also supported Senator Mills' SB40 for partial reorganization of agencies within the Department of Health. LSBN had already implemented the addition of public members to the Board, which was also part of that bill.
- *Maintain contact with specialty nursing organizations within the state that are advancing bills related to RN and APRN practice.* LSBN continued as the Louisiana representative for the RWJF/AARP Center to Champion Nursing Access to Care Task Force, which advocates and strategizes policy for full practice authority for APRNs. Dr. Wright, Chief Nursing Officer, and I were speakers at the LANP Health Policy Conference on March 16, 2018 on **Legislative Issues Impacting RN & APRN Practice**. We continue to consult with Kathy Baldrige, LANP President, and Mark de-Clouet, LANP Health Policy Co-Chair, on issues advancing full scope of authority.





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○ **Strategic Priority D: Elevate awareness of LSBN's contributions to the profession.**

- *Seek and respond to opportunities to speak at local, state and national conferences, seminars, workshops promoting LSBN's practice and education initiatives.* In addition to presentations at the LANP and LONE annual conferences, I accepted invitations to speak at Our Lady of Holy Cross University, SOWELA Technical Community College, Women's Hospital, Our Lady of the Lake Regional Medical Center, Ochsner Health System, LSU Health Science Center School of Nursing and the South Louisiana Sigma Theta Tau Intercollegiate Research Symposium. Dr. Cynthia Bienemy, Director of the Center for Nursing, leads all our efforts for the Louisiana Action Coalition initiatives and workforce issues. Additionally, Dr. Wright, Chief Nursing Officer, Dr. York, Director of RN Practice/Credentialing, Dr. Dufrene, Director of Education/Licensure, and Ms. Calmes, Director of Advanced Practice, speak regularly in the community and throughout the state on LSBN programs and projects.
- *Promote awareness of Board member expertise.* LSBN initiated publication of biographical briefs on every board member in The Examiner during 2018. Additionally, we have promoted membership of board members and staff on National Council of State Boards of Nursing (NCSBN) committees to include:
 - President Teresita McNabb: NCLEX Item Review Subcommittee
 - CEO Dr. Karen Lyon: NCSBN Finance Committee; IRE Expert Advisory Panel; Nurse Licensure Compact Commissioner
 - Dr. Patricia Dufrene: NCSBN Leadership Succession Committee
 - Dr. Cynthia Bienemy: NCSBN Institute of Regulatory Excellence Committee; NCSBN National Study on Nursing Workforce
 - Dr. Cindy York: NCSBN Awards Committee

○ **Strategic Priority E: Improve organizational effectiveness and efficiency**

- *Improve responsiveness and customer service.* Staff training has begun on customer service, accountability, professionalism, integrity, and respect. LSBN's focus will be on developing and enhancing both soft skills (behaviors) and hard skills (technical). We are also engaged in continuous training related to our new Louisiana Nurse Portal and paperless Laserfiche system for records retention. The Chiefs and Directors have begun year-long leadership develop-

ment using the model of Kouzes and Posner's *The Leadership Challenge, 6th Edition*.

- *Maximize reorganization with alignment of LSBN departments under respective Chiefs.* LSBN has established three (3) divisions under the leadership of a Chief. Ms. Isonel Brown is Chief Administrative Officer and directs the finance/accounting, human resources, information technology, facility planning and security departments. Dr. Jennifer Wright is Chief Nursing Officer and directs the advanced practice, RN credentialing and practice, education and licensure and Center for Nursing department. Ms. Wanda Woods Matthews is Chief Regulatory Officer and directs the investigations, hearings and the Recovering Nurse Program/monitoring departments. The Chiefs are assisted in their management functions by Department Directors.
- *Streamline processes in Investigations Department, Education, RNP/Monitoring and Practice through redesign of policies and procedures and utilization of ORBS.* LSBN has developed and/or revised policies and procedures in the following areas:
 - Employee Conduct
 - LSBN Anti-discrimination, Harassment and Retaliation
 - Priority 1 Investigations
 - Records Retention
 - FSLA-Compensation for Overtime Worked
 - Equal Employment and Affirmative Action
 - Rewards and Recognition
 - Renewals, Annual Licensure (policy revision)
 - Sexual Harassment
 - Summary Suspensions (policy revision)
- In addition to this work, LSBN went live with full ORBS (Louisiana Nurse Portal) implementation and conversion to Laserfiche electronic records retention process on August 29, 2018. All applications, licensure renewals and processes for regulation, education and practice are now online through ORBS.

At the end of 2018, in a follow-up Strategic Planning Retreat, LSBN board members and Chiefs established the following 3 initiatives for 2019:

- ▶ Strengthen the practice of nursing by improving processes for regulation of edu-





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education programs and clarify and communicate core competencies for APRN and RN practice;

- ▶ Implement the Nurse Licensure Compact on July 1, 2019. Implementation will be preceded by a public relations and education campaign to advise Louisiana nurses about the procedures for converting their single state license to a multi-state license. We will be collaborating with NCSBN to put policies and procedures in place to facilitate the easy transition from single state licenses to multi-state licenses for those nurses who qualify.
- ▶ Demonstrate organizational effectiveness and efficiency through improved responsiveness and customer service to our licensees.

Implementing the NLC will be the focus of our initial work during the first 4 months of 2019 and we will be communicating the processes for implementation through our website, email and educational sessions with nursing organizations throughout the state. Please check our website regularly for more information.

Finally, I am pleased to announce the appointment of 2 new Board members to the LSBN Board. Mr. Jamie Wiggins, Senior Vice President and Chief Nursing Officer for Children's Hospital New Orleans, has been appointed to the Nurse Administrator position previously held by Teresita McNabb and Dr. Ann Carruth, Dean and Professor at Southeastern University College of Nursing and Health Sciences, has been appointed to the Other Area of Nursing position recently vacated by Nancy Davis. We will welcome our two newest members at the February Board Meeting.

As always, in closing and as a celebration of 2019, I quote Marion Wright Edelman, American attorney and civil rights activist:

"We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee."

For the Public Trust,

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

New Employee Highlight



Urhonda Beckwith is the new Director of RNP/Monitoring. Urhonda is a certified family nurse practitioner. She received her BSN from Southeastern Louisiana University and her Master's Degree in Nursing with a Concentration in Family Nurse Practitioner from Herzing University. Urhonda has been in the nursing profession for over 26 years and recently worked in a primary care setting for a large clinic, supervised a large school district for 11 years and worked in various other nursing capacities. Urhonda is very passionate about the deliverance of excellence in all capacities of the nursing profession.



Beverly Parnell is the new Social Service Counselor in the RNP/Monitoring Department. Beverly has been working with persons with addiction since 1997. She received her BA in Sociology from Northwest Louisiana University (now known as University of Louisiana Monroe). She has been married to a loving man for more than 10 years and loves to travel and spend time with her family.





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Chiefs Corner

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

The Division of Nursing continues to work together to implement new electronic systems within the agency. In order for licensees to receive timely notifications and communication from LSBN, you must have created an account in LSBN's Nurse Portal and keep your email account and all other contact information current. The Profile within your Nurse Portal account gives you access to change your contact information as soon as it may occur. This will help us keep you informed.

We are also concluding the current 2019 renewal season which formally opened to licensees October 1, 2018 and ends very soon, January 31, 2019. It's not too late to renew! Licensees now renew their license(s) for a 2-year period. Licenses renewed during the current renewal period will have an official expiration date of **December 31, 2021** for the renewed license(s), but are granted a grace month of January in which the licenses remain active but are considered late and require a late fee. On February 1st, any license not renewed is considered lapsed and licensees must request reinstatement. Check the expiration date of your license(s) through the LSBN Nurse Portal or the Licensure Verification link on LSBN's website to verify so that you may determine if you are due to renew.

Continuing education (CE) requirements for the renewal season remains the same as previous years. You must have obtained the appropriate number of CEs based on the number of hours worked during the **2018** calendar year. Those licensees applying for biennial license(s) this renewal season are not required to have obtained double CE hours.

If you utilized LSBN's Nurse Portal during last renewal season, simply log into your same account. If this is your first time utilizing LSBN's NURSE PORTAL, you will need to create a user account and complete the email validation process within LSBN's Nurse Portal. The system will guide you through a two-step process to create your user account.

For quick and easy completion of the process, it is recommended that you utilize your personal email address. You will be able to verify your license(s) renewal shortly after processing via LSBN's website.

A late fee is charged if you did not renew on or before midnight (central standard time) December 31, 2018. The final deadline and closure of the renewal season is midnight (central standard time) January 31, 2019. If you have not renewed before this time and your license(s) expire(s), you are not authorized to practice. You must then apply for reinstatement and be approved in order to hold active licensure and be authorized to resume practicing in Louisiana.





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

Complaints on Board Actions or Procedures

In compliance with La. R.S. 37:23.2 (Act 2018-655), the Louisiana State Board of Nursing (LSBN) hereby notifies its licensees and applicants about the opportunity to file a complaint about board actions or procedures. You may submit your complaint to one or more of the following organizations:

- (1) Louisiana State Board of Nursing; 17373 Perkins Road, Baton Rouge, LA 70810; (225) 755-7500; lsbn@lsbn.state.la.us.
- (2) Committee on House & Governmental Affairs; La. House of Representatives; PO Box 44486, Baton Rouge, LA 70804; (225) 342-2403; h&ga@legis.la.gov.
- (3) Committee on Senate & Governmental Affairs; La Senate; PO Box 94183, Baton Rouge, LA 70804; (225) 342-9845; s&g@legis.la.gov.

The LSBN board of directors, leadership team and staff remain committed to the continuous improvement of our organizational performance. We thank you in advance for the opportunity to understand and address your concerns.

Division of Regulation
Wanda Woods-Matthews
Chief Regulatory Officer

Proposed Rule Changes

Board staff reviewed the Louisiana Administrative Code, Professional and Occupational Standards Title 46 XLVII, Subpart 2. Registered Nurses, Chapter 34, Sections 3405 and 3415 and determined that the rules were ambiguous due to the lack of consistency with the definitions of "Revoke" and "Suspend".

At a regularly scheduled Board meeting held on April 20, 2017, the Louisiana State Board of Nursing approved proposed rule changes to add language to Chapter 34, Sections 3405 and 3415, under Title 46, Professional and Occupational Standards, Part XLVII. The proposed rule changes will allow Registered Nurses (RNs) and Advanced Practice Registered Nurse (APRNs) whose license or licenses are revoked, but not declared permanently revoked, to apply for reinstatement 5 years from the date the board's revocation order become a final judgment. However, RNs and APRNs whose license or licenses are revoked permanently, or are declared permanently revoked, will not be allowed to practice nursing in Louisiana, and an application for reinstatement shall not be considered. The proposed rule changes also revise the period of time RNs and APRNs license or licenses are suspended from a "definite or indefinite period of time" to a maximum of 3 years.

In fulfilling LSBN's objective to enhance the Board's image as supportive of the profession, the proposed rule changes will allow RNs and APRNs whose license or licenses were not permanently revoked, the opportunity to return to the workforce and work in their chosen profession as Registered Nurses or Advanced Practice Registered Nurses.

The rule change for Section 3415 was promulgated and became effective on January 20, 2019.





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APRN Corner
by Monique Calmes, APRN, FNP-BC
Director, Advanced Practice

MEDICAL MARIJUANA

During the Regular legislative session in 2016, SB 271 Act No.96 was enacted relative to medical marijuana. The full text can be read at <https://www.legis.la.gov/Legis/BillInfo.aspx?i=229751>. Since this occurrence, LSBN has seen an increase in the amount of inquiries related to prescribing medical marijuana and the utilization of Cannabidiol (CBD) oil. The language in this bill provides specifically for physician requirements, therefore, does not include APRNs. A physician who is domiciled in Louisiana and in good standing with the Louisiana State Board of Medical Examiners (LSBME) may “recommend” marijuana for therapeutic use to a patient clinically diagnosed as suffering from a debilitating medical condition. The requirements include the recommendation be patient and disease specific. Specific debilitating conditions are outlined in the language such as cancer, positive status for human immunodeficiency virus, acquired immune deficiency syndrome, cachexia or wasting syndrome, seizure disorders, epilepsy, spasticity, Crohn’s disease, muscular dystrophy, or multiple sclerosis. The authority of physicians to recommend medical marijuana is not delegable to APRNs because the scope of practice of an APRN is not determined through delegation.

CANNABIDIOL (CBD) OIL

The Louisiana Board of Pharmacy recently approved a guidance document regarding this issue at their scheduled meeting on November 14, 2018. The document is intended for use as guidance for the state’s licensees holding state controlled dangerous substance licenses and federal registrations from the U.S. Drug Enforcement Administration. The guidance document can be read at http://www.pharmacy.la.gov/assets/docs/GuidanceDocuments/Guidance_CBD-Oil_2018-1114.pdf. This document includes the answers to some commonly asked questions such as whether CBD (cannabidiol) oil is legal under Louisiana law, is CBD oil legal under federal law, and can I or my business sell CBD oil products. Louisiana’s medical marijuana program was established through Act 261 during the Legislative session in 2015. Current controlled substance law includes CBD oil in the definition of marijuana, therefore there was no exception made for possession or sale of CBD oil. While LSBN intends to provide information relative to its licensees, please note that LSBN does not offer legal interpretation. When necessary you should be advised to seek legal counsel regarding your practice. We provide responses relative to the Nurse Practice Act and it is your responsibility to know, understand, and seek appropriate legal counsel regarding other laws, rules, accrediting mandates, billing provisions and any other guidelines or requirements applicable to your practice.

CONTINUING EDUCATION REQUIREMENTS FOR APRNs PRESCRIBING CONTROLLED SUBSTANCES

LSBN is aware of legislation that was enacted in 2017 requiring a specific mandate that prescribers of controlled substances in Louisiana obtain three credit hours of continuing education (CE) as a 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. This is a one-time requirement under the Act. Senate bill 55 (Act 76) was approved by the legislature and signed by Louisiana’s governor. LSBN is in the process of developing further guidelines, instructions, and rules regarding the CE requirements, so keep your email and address up to date in order to remain informed and in compliance with the mandates of Louisiana’s statutes. Stay tuned to your emails and LSBN’s website for further information regarding these matters.





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First Eight Months as Prosecuting Attorney
by Lauren Reed, J.D.
Prosecuting Attorney, Hearings Department

Since joining the Louisiana State Board of Nursing in late May of 2018, I have prosecuted a total of seven cases across five disciplinary hearing panels. As the prosecuting attorney, I am pleased Board members take an active role in questioning witnesses and probing the sufficiency of the evidence presented.

Although the Board's primary task is public and patient protection, the law requires the Board maintain a regulatory system which provides a fair and objective forum for its licensees – thus safeguarding the licensees' due process rights from the beginning of initial complaint review and through the complaint's final resolution. To that end, the fairness and impartiality of the Board's disciplinary process are optimized when licensees are active participants at each stage of the disciplinary process. When licensees communicate with Board staff, my experience is most cases are able to be resolved satisfactorily through these informal negotiations.

Due process requires notice and a meaningful opportunity to be heard. Of the seven cases I prosecuted, the licensee failed to appear for six of those hearings. Whether or not a licensee chooses to engage in his or her defense, Board staff nonetheless must continue its prosecution of the case when available evidence warrants disciplinary action. Thus, I again encourage those licensees who become subject to disciplinary proceedings to be active participants in this process.

What Are the Employment Trends and Challenges Facing Newly Licensed RNs in Louisiana?
by Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

The 2017 Newly Licensed Registered Nurse (RN) Survey represents the fourth biennial survey of newly licensed RNs conducted by the Louisiana Center for Nursing. The initial survey, originally entitled the New Graduate Survey, was conducted in 2011 using the 2012 California New Graduate Hiring Survey as a template. The name of the survey was changed to better identify the target population – graduates from pre-RN licensure nursing programs that successfully passed the National Council of State Boards of Nursing Licensure Examination and received their initial RN license. Conducting the Newly Licensed RN Survey every two years allows for an assessment of employment trends and challenges reported by newly licensed RNs in Louisiana which will be described in the current report.

We are excited to say that 98% of the RNs that responded to the 2017 Newly Licensed RN Survey were able to find jobs. These findings are in alignment with findings from the 2017 National Student Nurses Association annual survey of new graduates (Feeg & Mancino, 2018) which showed that there continues to be an upward movement for new graduates finding jobs and employment opportunities in the Central and South regions of the country, whereas there appears to have been a decline in other areas of the country over the last year.

Findings from Louisiana's 2017 Newly Licensed RN Survey also revealed that there are definite trends related to the frustrations voiced by newly licensed RNs because of what they perceive to be overwhelming expectations upon entrance into the workforce that are also in agreement with national studies that have been conducted across the country. The frustrations experienced by these nurses are believed to be contributing to relatively high turnover rates among newly licensed RNs across the country within their first year of employment (Welding, 2011). In a study conducted by Blegen, Spector, Lynn, Barnsteiner & Ulrich (2017), the low retention rate of newly licensed RNs is a major concern because not only does the loss of a nurse affect the quality of care given, but each nurse who leaves costs the institution up to 1.3 times their salary to replace. Thus, it will be extremely important to continue to monitor the employment trends of newly licensed RNs.





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Key Findings from the 2017 Newly Licensed RN Survey:

- ▶ In 2017, 31% of the respondents to the Newly Licensed RN Survey came from diverse backgrounds, compared to 26% in 2011 which indicates that newly licensed RNs in Louisiana are more diverse than the current nursing workforce which is 20% minority (2017 LSBN Annual Report);
- ▶ Findings from each of the Newly Licensed RN Surveys beginning in 2011, revealed that the vast majority of respondents completed their education in Louisiana (92% in 2017);
- ▶ In 2015 and 2017, over half of the respondents to the Newly Licensed RN Survey were prepared at the baccalaureate level which was a shift from 2013 where 53% of the respondents were prepared at the Associate Degree level;
- ▶ The vast majority of the respondents to the Newly Licensed RN Survey were successful in passing the NCLEX-RN exam on the first take both in 2015 (89% pass rate) and 2017 (92% pass rate);
- ▶ The number of respondents that reported seeking employment prior to graduation increased by 16 percentage points between 2013 (57%) and 2017 (73%);
- ▶ Fifteen percent (82) of the respondents reported having participated in a nurse residency program in 2017;
- ▶ In 2011 and 2013, 94% of the respondents indicated that they were working at the time of the survey and in 2017, 98% of the respondents reported working as an RN;
- ▶ The majority of respondents were working full-time at the time they participated in the Newly Licensed RN Survey each year (97% were working full-time in 2017);
- ▶ In 2017, 97% of the respondents reported finding a position as a RN in less than three months compared to 68% in 2011;
- ▶ Since 2013, the percentage of respondents reporting that they were not working in their job of choice decreased by nine percentage points (27% in 2013; 18% in 2017);
- ▶ The most frequently used methods for seeking employment as a RN were the website (hospital/health facility), clinical experience at the healthcare facility, previous employment, and/or knowing someone at the healthcare facility;
- ▶ In 2017, 75% of the respondents reported being employed in an acute hospital compared to 79% in 2015;
- ▶ In 2017, 64% of the respondents to the Newly Licensed RN Survey reported a starting salary of \$22-\$24 dollars an hour, which represents an increase of 25 percentage points since 2013 (39%).

Narrative Comments from Newly Licensed RNs

Over the last eight years there have been hundreds of compelling comments shared by newly licensed RNs related to successes and challenges they faced during their pursuit of employment as a RN in Louisiana. The vast majority of the comments came from newly licensed RNs that were employed. The following are examples of some of the comments that were shared by respondents to the 2017 Newly Licensed RN Survey in their own words.

Newly licensed RNs that found it relatively easy to find employment as a RN in Louisiana

"Finding employment was easy as a new nurse. I was offered 3 positions before I had even graduated due to under staffing issues. It was nice that it was easy to find a job, however it is extremely hard as a new grad to keep up with all the demands of a busy hospital that is not adequately staffed."

Lack of experience and not feeling prepared

"Some hospitals have very short orientation periods, forcing new nurses to be fully responsible before being ready. Nursing school does what it can to prepare its graduates, but employers need to understand we not come out of school knowing everything and fully competent. "Throwing new graduates to the wolves" only increases the chance for failure, death, and lawsuits."

Salary

"Finding employment is not a difficult task, it's the lack of pay for what Nurses are worth, that makes it difficult to decide to stay and practice in LA. I have had and heard of a lot of Nurses leaving LA to practice due to being underpaid and underappreciated. It's not all about the money, but it is a risky job that take a huge toll on both the RN and their families. What can we do to increase pay for RN's. We are worth it!!!!"

Hiring processes

"I found it impossible to get a call back or move forward in the hiring process at all without a connection. The job that I accepted was only offered because I had precepts and made a good impression on the unit





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there. However, once I started working I see that almost every unit is understaffed. So why are new graduates not getting call backs or being hired?"

Nurses eating their young

"Employment opportunities are plentiful however the concept "Nurses eat their Young" makes it hard for novice nurses to gain confidence in their newly attained skills in the delivery of competent holistic care."

Nurse patient ratio

"Staffing ratios are more strenuous on nurses in Louisiana than compared to most states. My concern is that I have noticed an increase in turnover/burnout on floor nurses. I have seen many leave to work in other states for this reason. Louisiana needs to have safer ratios to retain nurses."

Other

"As a new RN, the problem is not finding a job, but finding a career that is rewarding and satisfying. Nursing offers a diverse range of areas in which to practice. As a new grad, I took the first job I was offered (as a med/surg RN) and now feel stuck in a job I dislike. Several of my co-workers, also new grads, feel as I do and may explain why our turnover rate is so high. We've barely trained/oriented new hires before they've quit because they're looking to find "greener and better pastures."

Recommendations that stem from this report include but are not limited to the following:

- ▶ Develop comprehensive nurse residency programs across the state that will allow for a seamless transition from academia to practice for newly licensed RNs.
- ▶ Develop nurse mentoring / coaching programs for newly licensed RNs that will allow them to achieve competency, confidence, and autonomy as a RN.
- ▶ Create a work environment that is supportive, safe, and provides opportunities for newly licensed RNs to increase their skills and advance professionally within the organization.
- ▶ Utilize innovative strategies such as flex scheduling and decreased nurse patient ratios on large units, such as medical surgical units, to create an environment where newly licensed RNs can enhance their skills, feel valued and productive, and grow as leaders.
- ▶ Develop collaborative innovative partnerships between universities and community colleges that will allow newly licensed RNs prepared at the Diploma and Associate Degree level to advance their education.
- ▶ Explore the role of repayment of student loans as a deterrent to newly licensed RNs advancing their education.
- ▶ Repeat the New Graduate Survey every two years to monitor trends in hiring practices experienced by newly licensed RNs as changes occur in the state's health care system, economy, and nursing workforce, in order to better inform policy makers, schools of nursing, prospective nursing students, and other interested stakeholders.

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Major Motions

Major Motions and Other Actions Taken at the August 9, 2018 Board Meeting

Motion to approve the June 14, 2018 minutes

Motion Carried.

NEW BUSINESS

Motion to approve the Consent Agenda

1. CONSENT AGENDA MOTIONS

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University - ACEN Correspondence RN – BSN Substantive Change
3. Education Announcements

Motion Carried.

EDUCATION

Motion to accept Dillard University’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried.

Motion to accept Southern University at Shreveport’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried.

Motion to approve the major/substantive change request of Louisiana Delta Community College’s Associate of Science in Nursing education degree program related to revisions to the program outcomes and student learning outcomes; and further, that LSBN accept the minor curriculum change plans of Louisiana Delta Community College’s Associate of Science in Nursing education degree program related to identified course changes.

Motions Carried.

Motion to approve the request of Maryville University to continue to offer graduate clinical experiences in Louisiana until August 9, 2021 for the following role and population:

Family Nurse Practitioner (FNP) MSN, BSN-DNP and PMC

Motion Carried.

Motion to take no action based on Ms. Kunkle’s decision not to appear for two meetings and direct Board staff to close both petitions. If Ms. Kunkle would like to come back before the Board, she will be required to file a new petition.

Motion Carried.

ADMINISTRATION

Motion to approve the Acceptance and Approval of the Louisiana Compliance Questionnaire with the revisions to the Board members as needed.

And the Acceptance and Approval of LSBN Board Resolution.

Motion Carried.

EXECUTIVE OFFICE

Motion to approve the June 14, 2018 Officer and CEO reports

Motion Carried

Motion to approve the August 9, 2018 Officer and CEO reports

Motion Carried

Major Motions and Other Actions Taken at the October 11, 2018 Board Meeting

Motion to approve August 9, 2018 minutes

Motion Carried.

NEW BUSINESS

Motion to approve the Consent Agenda

1. CONSENT AGENDA MOTIONS

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. LSU Eunice ACEN Correspondence





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.

2. Education Announcements

Motion Carried.

EDUCATION

Motion to accept Dillard University’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

Motion Carried.

Motion to accept Southern University at Shreveport’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried.

RN/ CREDENTIALING

Motion to reconvene the Louisiana State Board of Nursing’s Internationally Educated Nurses Task Force to review and discuss current policies and procedures.

Motion Carried.

ADMINISTRATION

Motion to approve the Acceptance and Approval of the FY 2018 Financial and Compliance Audit Report.

Motion Carried.

Motion to approve the Acceptance and Approval of the Board Resolution to transfer LSBN’s money market and investment funds from Capital One Security to Hancock-Whitney.

Motion Carried.

Motion to approve the adoption of the following Resolution:

“It was duly moved and seconded that the following resolution be adopted:

BE IT RESOLVED that the Board of Directors of the Louisiana State Board of Nursing hereby names and approves Hancock Whitney as its investment bank and LSBN financial intermediary.

BE IT RESOLVED that Karen C. Lyon, Chief Executive Officer, is authorized to open a new money market and investment account(s) with Hancock Whitney for and on behalf of Louisiana State Board of Nursing.

BE IT FURTHER RESOLVED that Karen C. Lyon, Chief Executive Officer, is granted the authority to execute all fiscal documents required to complete the transfer of investment funds and money market funds from Capital One Investing to Hancock Whitney for and on behalf of Louisiana State Board of Nursing.”

Motion Carried.

Motion to approve the Officer and CEO reports for October 11, 2018

Motion Carried

Motion to approve the 2019 Board Hearing Panel and Board Meeting Dates

Motion Carried.

Disciplinary Matters

The LSBN took a total of 31 actions at the September 12, 2018 hearing panel. For a complete listing click the link: [September 12, 2018](#)

The LSBN took a total of 20 actions at the October 10, 2018 hearing panel. For a complete listing click the link: [October 10, 2018](#)

The LSBN took a total of 33 actions at the November 14, 2018 hearing panel. For a complete listing click the link: [November 14, 2018](#)

The LSBN took a total of 24 actions at the December 12, 2018 hearing panel. For a complete listing click the link: [December 12, 2018](#)





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2019 State Holiday Schedule

New Year's Day.....	January 1
MLK Jr. Birthday.....	January 21
Mardi Gras Day.....	March 5
Good Friday.....	April 19
Memorial Day.....	May 27
Independence Day.....	July 4
Labor Day.....	September 2
Veterans Day.....	November 11
Thanksgiving Day.....	November 28
Christmas Day.....	December 25

Future Board Meeting Dates

- February 14, 2019
- April 11, 2019
- June 13, 2019
- August 15, 2019
- October 10, 2019
- December 5, 2019

