

T H E E X A M I N E R

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FROM THE CHIEF EXECUTIVE OFFICER



If there is anything that the great pandemic of 2020/2021 has taught us, it is that 100 year events that impact the entire world and bring highly reliable governments, institutions and healthcare systems to their knees may not be able to be predicted, but they can certainly be anticipated given the world's history. These types of events are known as 'black swans', a

term I learned from reading Nassim Nicholas Taleb's New York Times bestseller, *The Black Swan*¹. Prior to the discovery of Australia, people thought that all swans were white, their "reality" confirmed by the sightings of millions of white swans throughout the world. The scientific description of black swans in 1790² gave the lie to our learning from observations or experiences.



The term 'black swan' is now used to describe events with three characteristics: 1) the event is an outlier; 2) the event represents an extreme impact; and 3) although it is an outlier, humans are compelled to create explanations for its occurrence after the fact. In my lifetime, the most memorable



black swans were the 911 terror attacks on Washington, DC and New York City. The COVID-19 pandemic of 2020/2021 can now be added to that list.



Managing an unexpected event depends on institutions functioning as highly reliable organizations (HRO) that are adaptable and resilient in the face of catastrophe. Weick and Sutcliffe have developed a useful acronym for highly reliable organizations that engage in mindful organizing: **FSORE**: Failure, Simplification, Operations, Resilience, Expertise.³ I will use these five principles to summarize how LSBN functioned as a HRO during the pandemic, not because we anticipated a 100-year event, but because we were focused on the last year for preparing our organization to

function under disaster circumstances. Beginning with **Failure**, we began focusing on failure of our data management system, known as NurseTrack, over five years ago and knew that we needed to either build our own new system or import a system from a vendor. LSBN then partnered with National Council of State Boards of Nursing (NCSBN) to build a state-specific optimal regulatory system.

Reluctance to **Simplify** is the next principle of HRO. Simplification of problems, errors, snags and glitches leaves an organization blind to early warning signs. A great example of this is the Columbia shuttle disaster in which NASA had normalized a 22-year recurring problem of foam shedding. NASA's oversimplification cost seven astronauts their lives as the accident investigation board opined that, absent this oversimplification, the astronauts could have fixed the problem prior to re-entry into earth's atmosphere.³ LSBN refused to simplify the processes of building a new data management system and creating paperless data storage despite steady pressure from many staff to do so. The work of building a new Nurse Portal was difficult and time-consuming, but the result was coordination of the work among all divisions. Our licensees have been the beneficiaries of that complex work.



Interdependence is the key to **Operations** success. Institutions that are categorized as HRO must be sensitive to operational interactions and interdependencies. Relationships among divisions and departments and constant communications are essential³. Implementation of a new regulatory system meant tearing down silo walls and building interdependent teams through communications and process improvements to include all staff in planning and implementation of the new Nurse Portal and Laserfiche electronic data management system.

Resilience has been LSBN's motto throughout the process of change but particularly during the pandemic when we were forced to operate remotely. Resilience allowed us to maintain all functions in the face of external change over which we had no control. In the face of continuous stressors, we continued to perform as required. LSBN may have suffered some degree of loss of efficiency and effectiveness in operating remotely, but all required functions continued. We managed the unexpected.





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Finally, HROs organize around **Expertise**. That is no less true at LSBN than it is at other highly reliable organizations. The initial impetus for creation of a new Nurse Portal came from our information technology (IT) department. Our IT manager, Carl Nagin, had the greatest seniority at LSBN among all staff and he had created and developed our NurseTrack system. He knew it wasn't a matter of 'if' the system would fail, only 'when'. He and Chief Administrative Officer Isonel Brown were the point persons for implementation. They then brought in all Directors of functional departments at LSBN and began the work which would ultimately involve all staff who organized around expertise to develop a variety of options to support regulatory work.

LSBN was successful in creating this massive change in work processes because our culture has changed over the past seven years and is constantly evolving. We are working to continuously identify problems and challenges, communicate effectively from bottom up, top down and laterally as required and to engage in our core work with stability and flexibility. Like a human organism, our emphasis in adapting will continue to focus on maintaining homeostasis through engaging staff, providing direction, attending to what is happening in our environment and enabling considerate connections.

For the Public Trust,

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

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

References

1. Taleb, Nassim Nicholas. (2010). *The Black Swan (The Impact of the Highly Improbable)*. 2nd Edition. New York: Random House Trade Paperbacks
2. Wikipedia (2021). Black swan theory. [Black swan theory - Wikipedia](#)
3. Weick, KE and Sutcliffe, KM. (2015). *Managing the Unexpected: Sustained Performance in a Complex World, 3rd Edition*. New Jersey: John Wiley & Sons, Inc.





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Chiefs Corner

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

Louisiana Nurse Honor Guards

Healthcare professionals, in general, and in particular, nurses, are viewed as the most ethical and honest of all professions. The honor is a very impressive one. We are pleased to bring to your attention that there are Nurse Honor Guards throughout the country, including Louisiana, that continue to honor nurses even after their death. The Louisiana Nurse Honor Guards consist of volunteer nurses who pay special tribute to fellow nurses by performing a ceremony at the nurse's funeral, gravesite or memorial service.

Nurses spend their careers caring for others. For those nurses who have passed away, the Louisiana Nurse Honor Guards provide a poignant ceremony dedicated to honoring and observance of the nurses' service. Family and friends of the beloved nurse are supported by the Nightingale tribute offered by the nurses in the Nurse Honor Guard who stood by a colleague even after death.

There are currently two Nurse Honor Guards in Louisiana that can provide ceremonies in their area for RNs, LPNs, and APRNs (whether they have an active or inactive license). Martha McMillan, an Assistant Professor of Nursing at LSU in Alexandria has established a Louisiana Nurse Honor Guard in Central Louisiana (<http://www.lsu.edu/LNHGofCENLA>). Clelie Dugan, RN founded a Louisiana Nurse Honor Guard in St. Tammany Parish (on Facebook at "Louisiana Nurse Honor Guard Group"). Please contact them if you wish to volunteer; develop a Nurse Honor Guard in your parish or region; or request a tribute:

Clelie Dugan (St. Tammany Parish)
985-264-9998
lanursehonorguard@outlook.com

Martha McMillan (Central Louisiana)
423-519-5875
LANHGofCENLA@gmail.com

Thank A Nurse Video Contest

Country music stars Brown & Gray developed a beautiful song and music video, "You Didn't Have To", which pays tribute to nurses: [You Didn't Have To \(Song for Nurses Everywhere\) - YouTube](#). NursesEverywhere in Louisiana is sponsoring the [#ThankANurseContest](#) Video Challenge. Here's an opportunity to participate and showcase what nurses mean to you. For more information on how to enter and win prizes go to [The Contest - NursesEverywhere](#). The deadline to submit videos is May 15th at www.nurseseverywhere.com and inquiries can be sent to tim@nurseseverywhere.com.

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

First Quarter Highlights

During the first quarter of 2021, the Compliance Department received 294 complaints. Of the 294 complaints received, 103 new investigations were opened. Department staff closed 180 investigations and as of the end of the quarter, the department has 775 open investigations. Investigations are assigned priorities on a scale of one through four. Priority One investigations pose an imminent and substantial danger to the public health, safety, and welfare of citizens whereas Priority 4 investigations pose a low risk for harm. As of March 31, 2021, only 35 Priority One investigations remained open.

The RNP/Monitoring Director collaborated with the Bureau of Community Preparedness, Louisiana Department of Health/ Public Health, and was granted an Opioid to Action Grant for approximately \$25,000 to increase awareness of the Recover-





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ing Nurse Program (RNP).

The collaboration will include a media campaign consisting of a billboard placed in the New Orleans and Shreveport areas, posters, and/or pamphlets that will be mailed to all medical facilities, schools of nursing, etc., and a video that will address the opioid crisis in the nursing industry, how the crisis affects employers, a quick overview of the RNP, a success story of an RNP employee, and contact information for the RNP.

The Compliance Division welcomes our new Registered Nurse Compliance Officer, Dr. Jennifer Bernard.

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

The Legal Division continues to push through the pandemic, process disciplinary cases, and conduct hearings. Many of the tasks of the LSBN Legal Division can be performed remotely; however, disciplinary hearings are held at the LSBN office in person. Board members, board staff and most witnesses are onsite, and the board room is setup to implement social distancing guidelines. The LSBN can accommodate virtual testimony if requested in advance and under extenuating circumstances.

In staff training and development news, the Compliance Division and Legal Division participated in a cross-divisional training related to hearing testimony and case review reports on March 15-16. All staff in attendance were engaged and offered insight on current processes. The two divisions' work is closely intertwined, and staff are excited to work together and are committed to cross-divisional improvements to better serve the profession and public. I'd like to thank Lauren Byrd Papillion, LSBN Prosecuting Attorney, Robin Huet, RN Compliance Officer, and Miranda Christopher, Compliance Investigator for assisting in facilitating the training. Dr. Lyon also joined the discussion, provided feedback to staff, and enjoyed listening to their suggestions.

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

Spoofing and Phishing Scams Targeting APRNS

The LSBN has received an increase in the number of licensees reporting various phishing scams stating that their license is suspended, that their license will be suspended, or that they have been placed under investigation. These scammers are impersonating LSBN staff and attempting to trick APRNS into providing their personal information, such as passwords, credit card numbers, or bank account information.

Recent reports indicate that these scammers are using fraudulent letters or phone calls to steal this information from APRNs. The fraudulent letters may look authentic and the caller ID may make a phone call appear to be coming from the LSBN, but they are not.

Knowing the information below can help you avoid most types of spoofing and phishing scams.

1. The LSBN does not take payments over the phone. The LSBN does not demand immediate payment using specific payment methods (especially not prepaid debit cards, gift cards, or wire transfers).
2. LSBN staff will NEVER ask you for financial information, such as your bank account number.
3. You can sign up to [Nursys®](#) in order to be alerted to any official licensure status changes concerning your license. This is a free notification service for nurses and institutions/employers that provides automated license status updates and expiration reminders.

How/Where to report a scam:

If you or someone you know has been a victim of a spoofing or phishing scam, here's who you can contact:

- Make a complaint to your local police or law enforcement agency, as well as the [Attorney General Office](#).
- Report the fraud or scam to the [Federal Trade Commission](#).





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APRNs with Controlled Substance Authority by Monique Calmes, DNP, APRN, FNP-BC Director, Licensure and Practice

During the previous renewal season, LSBN implemented collection of the required continuing education required by Senate Bill 55 (Act 76). This bill mandates that prescribers of controlled substances in Louisiana obtain three credit hours of continuing education (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 referenced at the following link <http://www.lsbn.state.la.us/Portals/1/Documents/Audit/CDSCEApprovedCourseList.pdf>.

APRNs that hold licensure with an expiration of 1/31/2022 and 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. LSBN will be collecting these documents throughout the year. If you have completed a course to meet this requirement, please mail your certificate to the board office address as soon as possible.

If you are no longer prescribing controlled substances, you may be excused from the CE requirement upon submission of a certification form provided by the board 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 for the form and further details: <http://www.lsbn.state.la.us/Licensure/Renewals/AdvancedPracticeRegistered-Nurse.aspx>.

If you have questions, you may call the APRN staff directly at 225-755-7521 and leave a message or send a message through your nurse portal account. Ensure your email and address is current in order to remain informed and in compliance with the mandates of LSBN's rules. Stay tuned to your emails and LSBN's website for further information regarding these matters.

Compliance Department 2020 Statistics by Geneva Carter, MSN, APRN, FNP RN Compliance Officer Team Lead

The Investigation Department began the 2020 calendar year with 797 open investigations. During this time, the Investigations Department opened an additional 426 investigations and closed 448 investigations. Complaints are received almost daily. Every complaint received is vetted through our complaints review team, which thoroughly evaluates the allegation for the Board's jurisdiction, and if substantiated, would it violate the Nurse Practice Act (NPA). The NPA establishes the Board's authority and obligation to ensure those persons who practice nursing are competent and safe; therefore, an investigation may be initiated against Registered Nurses (RNs), Advanced Practice Registered Nurses (APRNs), and Student Nurses (SNs).

Louisiana State Board of Nursing (LSBN) complaints and investigations for the calendar year 2020 included 448 individuals. These complaints resulted in open investigations and consideration for disciplinary action by the LSBN. Approximately 63.39% (284) were against Registered Nurses, 22.1% (99) were against Student Nurses, 9.6% (43) were against Advanced Practice Registered Nurses, and 2.9% (13) were against Endorsement Applicants.

Multiple sources of complaints are received by LSBN to open an investigation. The largest reporting source of complaints was the LSBN staff, with 51.56% (231), followed by employers with 20.76% (93). Other reporting entities include, but are not limited to, self-reported, student file, and criminal arrest.

The types of complaints or potential violations resulting in opened investigations varied for 2020. Of the complaints received by LSBN in 2020 for further investigation, 38.84% (174) were criminal conduct. The second and third largest complaints received were unsafe practice or substandard care, 16.74% (75), and drug-related 12.28% (55). Other types of complaints include, but are not limited to, drug diversion or misappropriation and fraud deception or misrepresentation.

LSBN staff closed 448 investigations during 2020. Of the investigations closed, the case type included fraud, deception, or misrepresentation; criminal conduct; misconduct or abuse; drug-related; non-compliance with federal state or contractual requirements; and others.





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

With the retirement of Dr. Cynthia Bienemy on January 9, 2021, the Louisiana Center for Nursing (LCN) has moved to the Executive Division and is now under the supervision and direction of Chief Executive, Dr. Karen Lyon. On February 23, 2021, I met on a Zoom call with Dr. Bronwyn Doyle and Dr Wendy Bailes from Nurse Supply and Demand Council (NSDC) to discuss the future of LCN and to assure them of the continuation of all workforce data management surveys and reports. Additionally, I met with the Louisiana Action Coalition (LAC) Core Leadership Team to update them on changes to LSBN's participation in the Action Coalition. LSBN will no longer be the co-lead for the LAC but will continue to participate on the Core Leadership Team and will support all workforce initiatives. Following is an Executive Summary of the NSDC 2020 Annual Report and the Healthworks Commission (HWC) Task Force report on recommendations to the HWC.

Nurse Supply & Demand Council 2020 Annual Report

In the face of ongoing demand for nurses at all levels, the following remain primary concerns of the Council:

- Shortage of faculty;
- Number of qualified students not admitted;
- Lack of funding from nursing education; and
- Challenges related to increasing the diversity of Louisiana's nursing workforce.

The following collaborative activities were accomplished in 2020:

- Collaborated with Louisiana Council of Administrators of Nursing Education (LACANE) to award \$183,000 to 55 unique recipients teaching or planning to teach at 17 nursing schools in Louisiana;
- Monitored needs of stakeholders throughout the state related to impact of COVID-19;
- Continued to use data from the LCN to evaluate effects of capitation funding to sustain nursing education capacity.

The entire report and recommendations can be found at [NSDC 2020 Annual Report](#).

Healthworks Commission Task Force on NSDC Recommendations

The Task Force was comprised of Co-Chairs Dr. Demetrius Porche, Dean of LSUHSC New Orleans School of Nursing, and Dr. Sandra Brown, Dean of Southern University Baton Rouge School of Nursing. Other members included Dr. Karen Lyon, Dr. Keith Ferdinand, Dr. Bronwyn Doyle, and Dr. Amy Hall. The charge to the Task Force was to review NSDC recommendations and identify those that were aligned with and limited to the powers and duties of the HWC. The Task Force requested that the HWC give priority to nursing faculty, student support and institutional education capacity. Specific recommendations included:

- Implement a single nursing faculty recruitment financial incentive package through the Louisiana Board of Regents for faculty who commit to work as nurse educators;
- Implement a nursing student stipend program for junior and senior BSN students who commit to practice in the state for 3 years post-graduation;
- Implement a nursing faculty recruitment and retention financial incentive program for full time, part time and adjunct faculty;
- Implement a faculty retention package that promotes increased educational attainment;
- Collaborate with Board of Regents and Legislature on a preceptor tax incentive program;
- Implement an incentive program for fast-track nursing programs;
- Continue to implement the nursing capitation program with additional funds;
- Collaborate with Louisiana Hospital Association and Louisiana Nursing Home Association to develop academic/practice partnerships;
- Implement a statewide media campaign to promote nursing as a professional career.





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

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 LAC 46:XLVII.3535.B, the Louisiana State Board of Nursing (LSBN) has legal authority over the programs and statutory authority to close programs that are not meeting those standards, which include 80% first time pass rate annually on the National Council Licensure Examination for Registered Nurses (NCLEX-RN®). Nursing education programs in the state of Louisiana are reviewed annually at the February Board meetings for compliance with the Rules and Regulations related to the preparation of registered nurses and advanced practice registered nurses.

The approved pre-licensure undergraduate programs in the state of Louisiana for the report year 2019-2020 are listed below in Table 1. Fifty-five percent (16) of the pre-licensure registered nurse education programs in Louisiana lead to a baccalaureate degree, forty-one 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.

Table 1. Pre-licensure nursing education programs approved in Louisiana for report year 2019-2020.

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





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University of Louisiana Monroe	Full
William Carey University	Full

DIPLOMA

Baton Rouge General Medical Center	Full
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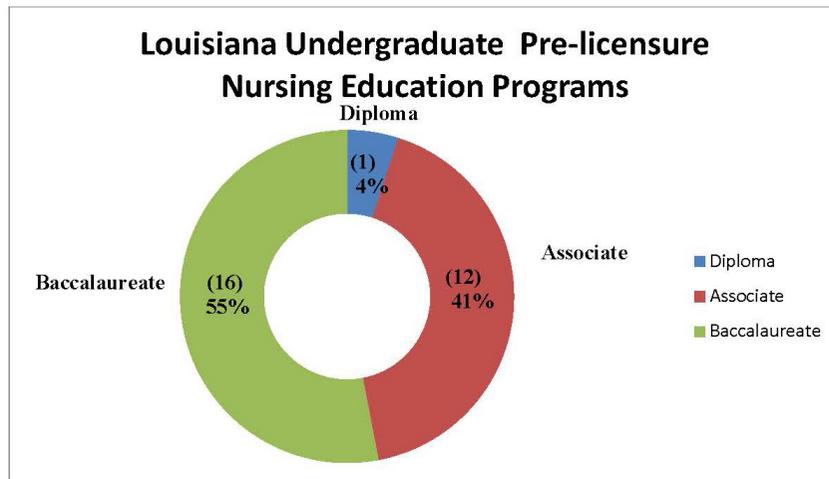


Figure 1- Breakdown by percentage and number of the twenty-nine (29) pre-licensure nursing education program approved in Louisiana

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

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

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

The pass rate measured from January to December of the previous year is reviewed for compliance with the standard. Programs achieving less than an 80% pass rate are not in compliance with the standard and are placed on 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 2020 as 86.58%. Louisiana exceeded this with a pass rate





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of 92.77% for first time test takers. The pass rates for the Louisiana schools of nursing are as follows (Table 2): Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2020.

Table 2: 2020 NCLEX-RN® Pass Rates for Louisiana Educational Programs

<u>Nursing Program</u>	<u>Number of Candidates</u>	<u>Number Passing</u>	<u>Percentage Passing</u>
Associate Degree			
Baton Rouge CC	46	38	82.61
Bossier Parish CC	45	42	93.33
Delgado CC	205	185	90.24
Fletcher Technical CC	15	13	86.67
Louisiana Delta CC	39	37	94.87
LSU Alexandria	66	59	89.39
LSU Eunice	77	68	88.31
Louisiana Tech University	52	47	90.38
McNeese State University	1	1	100.00
Northwestern State University	154	137	88.96
South Louisiana CC	47	40	85.11
Southern University at Shreveport	42	36	85.71
SOWELA Technical CC	32	27	84.38
Total	821	730	88.92
Diploma			
Baton Rouge General	1	1	100.00
Total	1	1	100.00
Baccalaureate			
Chamberlain University	4	4	100.00
Dillard University	6	4	66.67
Franciscan Missionaries of Our Lady	109	108	99.08
Louisiana College	26	25	96.15
LSU Health Science Center	254	248	97.64
McNeese State University	90	90	100.00
Nicholls State University	133	128	96.24
Northwestern State University	158	145	91.77
Southeastern Louisiana University	155	143	92.26
Southern University Baton Rouge	101	87	86.14
University of Holy Cross	35	32	91.43
University of LA Lafayette	153	150	98.04
University of LA Monroe	89	85	95.51
William Carey University	23	22	95.65
Total	1,336	1,271	95.13
GRAND TOTAL	2,158	2,002	92.77

References and Additional Resources:

Louisiana State Board of Nursing:

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

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

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

National Council of State Boards of Nursing:

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





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Major Motions

Major Motions and Other Actions Taken at the December 3, 2020 Board Meeting

Motion to Adopt the Agenda with the ability to reorder the Agenda items for efficiency.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. University of South Alabama
 2. University of Louisiana at Monroe
 3. Franciscan Missionaries of Our Lady University
 4. Grambling State University
3. Education Announcements

Motion to Accept the Consent Agenda Motions.

Motion Carried.

EDUCATION & EXAMINATION

Motion to accept Louisiana College’s report and action plan regarding the probationary status of the baccalaureate of science in nursing education degree program.

Motion Carried.

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

Motion Carried.

Motion to approve the request of Frontier University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

- MSN, PGC, DNP
- Certified Nurse Midwife (CNM)
- Family Nurse Practitioner (FNP)
- Women’s Health Nurse Practitioner (WHNP)
- Psychiatric Mental Health Nurse Practitioner (PMHNP)

Motion Carried.

Motion to approve the request of Georgetown University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

- MSN, BSN to DNP
- Family Nurse Practitioner (FNP)
- Nurse Midwifery/Women’s Health Nurse Practitioner (CNM/WHNP)
- Women’s Health Nurse Practitioner (WHNP)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
- PGC
- Family Nurse Practitioner (FNP)
- Nurse Midwifery (CNM)
- Women’s Health Nurse Practitioner (WHNP)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)

Motion Carried.

Motion to approve the request of Texas Christian University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

- Certified Registered Nurse Anesthetist (DNP)

Motion Carried.

Motion to approve the request of Texas Wesleyan University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

- Certified Registered Nurse Anesthetist (MSNA, DNAP)

Motion Carried.

Motion to approve the request of Vanderbilt University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

- MSN, PMC
- Adult Gerontology Acute Care Nurse Practitioner – AGACNP
- Adult Gerontology Primary Care Nurse Practitioner - AGPCNP
- Family Nurse Practitioner – FNP
- Neonatal Nurse Practitioner – NNP
- Nurse-Midwifery - CNM (offered in a hybrid format*)
- Nurse-Midwifery/Family Nurse Practitioner Dual Specialty





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CNM/FNP

- Pediatric Nurse Practitioner - Acute Care - PNP-AC
- Pediatric Nurse Practitioner - Primary Care - PNP-PC
- Psychiatric Mental Health Nurse Practitioner - PMHNP (Lifespan)

DNP

- Adult Gerontology Acute Care Nurse Practitioner – AGACNP

Motion Carried.

Motion to approve the request of the University of Alabama at Birmingham to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

MSN, PGC, DNP

- Family Nurse Practitioner (FNP)
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Women’s Health Nurse Practitioner (WHNP)
- Neonatal Nurse Practitioner (NNP)
- Adult Gerontology Primary Care Nurse Practitioner (AGPCNP)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
- Pediatric Primary Care Nurse Practitioner (PNP)
- Pediatric Acute Care Nurse Practitioner (PNP-AC)

MSN, DNP

- Dual Pediatric Nurse Practitioner
- Pediatric Primary Care Nurse Practitioner (PNP)/
- Pediatric Acute Care Nurse Practitioner (PNP-AC)

Motion Carried.

Motion to approve the request of Graceland University to offer graduate clinical experiences in Louisiana until December 14, 2023 for the following roles/populations:

Family Nurse Practitioner (MSN, PGC)

Motion Carried.

Motion to accept the updated report of currently enrolled Louisiana students in the Excelsior College LPN-ASN program.

Motion Carried.

Motion to amend Board action taken on October 15, 2020 to read that LPNs enrolled in the college prior to June 14, 2018 AND those who are conferred degrees on or before May 11, 2021, are eligible to apply for licensure by examination and be approved to sit for the NCLEX-RN provided all other requirements are met.

Motion Carried.

ADMINISTRATION

Motion to approve the FY2022 annual budget.

Motion Carried.

OFFICE OF EXECUTIVE DIRECTOR/CEO

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

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 January 18, 2021 Emergency Board Meeting

Motion to adopt the Agenda as presented.

Motion Carried.

Motion to approve Emergency Rule §3328.1, to create a limited temporary permit for the administration of COVID-19 vaccinations as presented by board staff.

Motion Carried.

Motion to approve Emergency Rule §3709 (I), to create an exception to the rule for delegation of medication administration to unlicensed assistive personnel during a public health emergency as presented by board staff.

Motion Carried.

Major Motions and Other Actions Taken at the February 11, 2021 Board Meeting

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

Motion Carried.





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Motion to approve the Minutes of the October 15, 2020 and the December 3, 2020 Board Meetings, and the Emergency Board Meeting on January 18, 2021.

Motion Carried.

NEW BUSINESS

Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Louisiana Delta Community College
 2. Loyola University
3. 2019-2020 Schools of Nursing Annual Reports
 1. Baton Rouge Community College- ASN
 2. Baton Rouge General Medical Center-Diploma
 3. Bossier Parish Community College- ASN
 4. Chamberlain University-BSN
 5. Delgado Community College- ASN
 6. Dillard University-BSN
 7. Fletcher Technical Community College-ASN
 8. Franciscan Missionaries of Our Lady University-BSN
 9. Grambling State University- BSN
 10. Herzing University- BSN
 11. Louisiana Delta Community College-ASN
 12. Louisiana State University Alexandria- ASN
 13. Louisiana State University Eunice-ASN
 14. Louisiana State University Health Sciences Center-BSN
 15. Louisiana Tech University-ASN
 16. McNeese State University-BSN
 17. Nicholls State University-BSN
 18. Northwestern State University-ASN and BSN
 19. Southeastern Louisiana University-BSN
 20. Southern University Baton Rouge- BSN
 21. Southern University at Shreveport-ASN
 22. South Louisiana Community College-ASN
 23. Sowela Technical Community College-ASN
 24. University of Holy Cross-BSN
 25. University of Louisiana at Lafayette-BSN
 26. University of Louisiana at Monroe-BSN
 27. William Carey University-BSN
 28. Franciscan Missionaries of Our Lady University-MSN
 29. Grambling State University-MSN
 30. Intercollegiate Consortium for a Master of Science in Nursing-MSN

31. Louisiana State University Health Sciences Center-MSN
32. Loyola University-MSN
33. Northwestern State University-MSN
34. Southeastern Louisiana University-MSN
35. Southern University Baton Rouge-MSN
36. University of Louisiana at Lafayette-MSN
37. University of Louisiana at Monroe-MSN
4. Continuing Education Renewal Request
 1. Louisiana Hospital Association
 2. Western Schools
 3. Nursing CE Central
5. Education Announcements

Motion to accept the Consent Agenda Motions.

Motion Carried.

DIVISION OF NURSING PRACTICE

Motion to approve the emergency rule of waiving audit of licenses during a public health emergency and submit as a permanent rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revisions to section 3335.

Motion Carried.

EDUCATION AND EXAMINATION

Motion to accept the ANNUAL REPORT of the baccalaureate of science in nursing degree program at **Louisiana College** and restore full approval.

Motion Carried.

Motion to accept the updated report of currently enrolled Louisiana students in the Excelsior College LPN-ASN program.

Motion Carried.

DIVISION OF LEGAL AFFAIRS

Motion to approve the extension of the emergency rule in Title 46, Chapter 33, section 3329 and Chapter 45, section 4513 to extend those rules for an additional 120 days.

Motion Carried.

Motion to direct the agency to examine all aspects of the rule according to temporary permit status and emergency provisions that would be prudent to extend





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to permanent status and report back to the Board at the April Board meeting.

Motion Carried.

Motion to approve the proposed rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-638 providing for the proposed revisions to 4513 to be submitted as a permanent rule change.

Motion Carried.

Motion to approve the proposed emergency rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-968 providing for revisions to section 3335.

Motion Carried.

Motion to approve proposed rule in accordance with the Administrative Procedure Act, LA. R.S. 49:951-638 providing for the proposed revisions to section 3335 to be submitted as a permanent rule change.

Motion Carried.

Motion to create a task force of nurse educators and nurse operators to look at pre-graduation RN workforce capabilities in a public health emergency crisis.

Motion Carried.

OFFICE OF EXECUTIVE DIRECTOR/CEO

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

Motion Carried.

EXECUTIVE SESSION

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

Motion Carried.

New Employee Highlight

Zedra Parker serves as a Human Resources Analyst A in the Administrative Division. She is a Human Resources Professional



with 4 years of experience. She also has 7 years of experience in the Hospitality Industry. She started her hospitality career as a Night Auditor and worked her way up to her passion for Human Resources. What Zedra enjoys most about being in the Human Resource field is helping and guiding employees, being in a position of influence to help change lives and develop the people around her. It was also gratifying for Zedra to help resolve problems, welcome the new people, and help guide others in their careers.

Zedra holds an Associate degree in Information Technology with a concentration of networking from ITI. Zedra is currently studying for her Associates Professional Human Resources Certification.

Zedra loves spending time with her family and friends, traveling, reading, concerts and listening to music.

Max Madere serves as an Administrative Coordinator - Human Resources in the Administrative Division. He graduated in 2019 from Louisiana Tech University with a bachelor's degree in management with a concentration in human resources.



Max's first real taste of Human Resources was working for Associated Grocers in Baton Rouge Louisiana as a HR intern where he reviewed applications, conducted interviews, reference checks, and background checks. This allowed him to get an honest taste of a side of the human resource discipline that he was very much interested in.

Max most recently worked at the Office of State Examiner in Baton Rouge Louisiana as a Human Resource Consultant A. Max likes to cook, travel and geaux fast!

Whitney G. Sullivan, FNP-C, APRN, MSN, has joined the Licensure & Practice Department as an APRN Compliance Officer. Prior to joining LSBN, Whitney worked at Baton Rouge Cardiology Center where she served as a board-certified Family Nurse Practitioner. She was also previously employed at Our Lady of the Lake Regional Medical Center during the majority of her career. She is a proud





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two-time alumna of Southeastern Louisiana University. Ms. Sullivan initially obtained her Bachelor of Science in Nursing and four years later received her Master of Science in Nursing. She has been a Registered Nurse for approximately 7 years and an Advanced Practice Registered Nurse for 3 years. Her former nursing experience includes caring for cardiovascular patients in both acute care facilities and outpatient settings. Whitney is honored to represent the nursing profession and intends to provide the same integrity and dedication in her role at LSBN.



Dr. Jennifer Bernard serves as a RN Compliance Officer in the Regulatory Division. She is a native of Baton Rouge, LA, and a graduate of Southeastern Louisiana’s DNP program with a Master of Family Nurse Practitioner (FNP-BC); and Master of Public Health (MPH) from Lund, Sweden. She enjoyed living in Sweden and working humanitarian aid in Gaza and Haiti but moved back to LA to be around family. Her favorite hobby is beekeeping and usually has a homegrown supply of local honey every summer. She loves Colorado and served as a travel nurse in three states before obtaining three advanced degrees. She would like to retire in the mountains one day and currently enjoys spending time with her family, boyfriend, and calico cat Sascha.



Disciplinary Matters

The LSBN took a total of 49 actions at the February 10, 2021 hearing panel. For a complete listing click the link: [February 10, 2021](#)

The LSBN took a total of 23 actions at the March 10, 2021 hearing panel. For a complete listing click the link: [March 10, 2021](#)

2021 State Holiday Schedule

Memorial Day.....	May 31
Independence Day.....	July 5
Labor Day.....	September 6
Veterans Day.....	November 11
Thanksgiving Day.....	November 25
Christmas Day.....	December 24

Future Board Meeting Dates

- June 17, 2021
- August 19, 2021
- October 14, 2021
- December 2, 2021

