

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

a Louisiana State Board of Nursing production

Vol. 30, No. 4

In This Issue

Published 4 Times Annually

From the Chief Executive Officer.....	1
LSBN Welcomes our New Board Member.....	2
Chiefs Corner .....	3-6
APRN Corner.....	6
Who Will Be There to Care If There Are No More Nurses? .....	7-8
Undergraduate and Graduate Nursing Education Degree Programs Leading to Licensure: Requirements for Louisiana State Board of Nursing Approval.....	9-12
Louisiana Center for Nursing Report.....	13
Red Flags of Nursing Impairment.....	13
Major Motions and Other Actions Taken at the June 17, 2021 Board Meeting. . .	14
New Employee Highlight.....	15
Disciplinary Matters.....	15
2021 State Holiday Schedule .....	15
Future Board Meeting Dates.....	15



## Board Members

**Tavell L. Kindall**, PhD, DNP, APRN, FNP, President

**Tracey P. Moffatt**, MHA, BSN, RN, Vice-President

**Jennifer M. Manning**, DNS, APRN, CNS, CNE, Alternate Officer

**Kenneth E. Alexander**, MS, RRT, Member

**Ann Carruth**, DNS, RN, Member

**Timothy C. Cotita**, BSN, RN, MSHCE, Member

**Jennifer Couvillon**, PhD, RN-BC, CNE, Member

**Teresita McNabb**, RN, MHA, Member

**Wendi S. Palermo**, PhD, RN, Member

**Fredrick L. Pinkney**, Ed.D, Member

**Mimi R. Primeaux**, MS, BSN, CRNA, Member



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



There have been numerous changes at the state and national level, which have implications for Louisiana nurses and their practice. The first issue has to do with the administration of monoclonal antibodies as a therapy for patients diagnosed with COVID-19. LSBN was contacted by Dr. Joseph Kanter, Louisiana State Health Officer, at the end of September to work

with his staff and the Louisiana State Board of Medical Examiners to review an emergency order that would allow registered nurses (RNs) to administer monoclonal antibody therapy. The order is specific to RNs working at Community Treatment Sites operating under contract with the Louisiana Department of Health and engaged in the administration of monoclonal antibodies. To access the order and the three (3) associated administration protocols, please go to <http://www.lsbn.state.la.us/About/NewsEvents/tab-id/114/articleType/ArticleView/articleId/370/LDH--Monoclonal-Antibodies-for-Treatment-of-COVID-19.aspx>.

A working paper considering the effects of the Nurse Licensure Compact (NLC) on the mobility of RNs and LPNs has been completed by authors Dr. Shishir Shakya (Shippensburg University), Sriparna Ghosh (University of Cincinnati) and Conor Norris (St. Francis University). The study was directed at examining how relaxing occupational licensing could affect nursing mobility. Results demonstrated that there was an 11% incremental increase in the mobility of nurses within the compact states. Thus, during the COVID-19 pandemic, joining or being a member of the NLC assisted in relaxing the urgent need for health care professionals within these states.

At the 2021 Annual Meeting of the National Council of State Boards of Nursing, the following significant actions were approved by the Delegate Assembly:

- Adopted the proposed revisions to the NCSBN Model Practice Act & Rules, which provide an evidence-based framework of nursing statutes and regulations for nursing regulatory bodies to utilize during policy and advocacy discussions.
- Approved the Next Generation NCLEX® (NGN) test design and polytomous scoring methods.
- Elections to the Board of Directors:
  - President-elect, Phyllis Johnson, MSN, RN, FNP-BC, executive director, Mississippi Board of Nursing
  - Treasurer, Adrian Guerrero, CPM, director of opera-

tions, Kansas State Board of Nursing

- Area I Director, Susan VanBeuge, DNP, APRN, FNP-BC, FAANP, board president, Nevada State Board of Nursing
- Area II Director, Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing
- Area III Director, Karen C. Lyon, PhD, RN, ACNS, NEA, executive director/CEO, Louisiana State Board of Nursing
- Area IV Director, Karen Evans, MSN, RN-BC, SD-CLTC, CLC, executive director, Maryland Board of Nursing

NCSBN and eight other leading nursing organizations have issued a policy brief to provide guidance to boards of nursing and nursing education programs that are receiving requests from students for alternate clinical experiences when a program's clinical sites require the COVID-19 vaccine.

NCSBN Chief Officer, Nursing Regulation, Maryann Alexander, PhD, RN, FAAN, comments, "As nurse leaders we wanted to provide direction to nursing programs that are dealing with a small number of unvaccinated students. Clinical experiences are crucial to nursing education and simulation, while extremely valuable, cannot completely replace direct care experience."

The policy brief highlights recommendations for nursing programs that include reaching out to vaccine-hesitant students and counseling them about the benefits of the vaccine and dispelling myths and misinformation students may have. If mandated by the academic institution, students can refuse the vaccine. If they are not entitled to a reasonable accommodation under the disability laws or for a sincerely held religious belief, then the student may be disenrolled from the institution/nursing program or may not be able to fulfill the clinical requirements of the program, resulting in them not graduating.

"We know that vaccination protects both the person vaccinated and those for whom they care. Our hope is that unvaccinated nursing students follow the science and get the COVID-19 vaccine," Alexander remarks.

The entirety of the policy brief can be accessed [here](#).

For the Public Trust,

Karen C. Lyon, PhD, MBA, APRN, NEA<sub>BC</sub>  
Chief Executive Officer/Executive Director





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.

## LSBN Welcomes our New Board Member

The Louisiana State Board of Nursing is pleased to welcome **Ms. Teresita E. McNabb, RN, MSHSA, FACHE, NE-A, CLNC**, to the Board. Ms. McNabb was appointed by the Governor in September 2021 to one of the two positions delegated to nursing service administrators. Ms. McNabb is Vice-President of Nursing Services at Terrebonne General Medical Center in Houma, Louisiana. As



Vice-President of Nursing Services, Ms. McNabb is responsible to the President and CEO for developing and implementing the hospital's strategic plan for the provision of healthcare and evaluating human and financial resources required for the delivery of care to patients in multiple settings. She oversees all of Nursing Services and receives direct reports from Anesthesia services, Cardiac Catheterization Lab, Laboratory and Pathology, Inpatient Dialysis, Employee Health, Infection Control, Patient Placement, Outpatient Diabetes Center, Wound Care, and Infusion Therapy. Simultaneously, she is involved in a hospital-wide initiative to consistently improve patient health outcomes and ensure quality patient care in a financially constrained environment.

Ms. McNabb Graduated from Louisiana State University Health New Orleans School of Nursing in 1985. She worked as a Critical Care Nurse for the first 16 years of her career before becoming a nurse administrator at Terrebonne General Medical Center. Ms. McNabb believes that the experience of working closely with her staff in a clinical environment where direct patient care is delivered, as well as having an administrative role in the provision of healthcare, gives her real time, real situation experiences to draw from when performing her duties as a member of the Board.

Ms. McNabb is a member of the Louisiana Organization for Nursing Leadership, the American Organization for Nursing Leadership, the American Nurses Association, and the American College of Healthcare Executives.

Ms. McNabb is married to Timothy McNabb and they reside in Houma, LA. They have three children, Nikolas and Felicia Melancon, and Raven McNabb.





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.

## Chiefs Corner

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

### RN and APRN Licensure Renewal 2022

The Louisiana State Board of Nursing's (LSBN) Registered Nurse (RN) and Advanced Practice Registered Nurse (APRN) license renewal season begins October 1, 2021. The active renewal season ends on December 31, 2021. Applications submitted January 1, 2022 through January 31, 2022 are considered late and subject to a late fee. Renewed licenses are issued for a 2-year period, thus renewal of licenses is biennial. The expiration date for licenses renewed this year will be January 31, 2024.

The renewal process is electronic through the online LSBN nurse portal. Paper renewal applications are not available. RNs and APRNs who choose not to renew or otherwise wish to voluntarily inactivate, including retire, their active license(s) may do so by submitting an application online through their nurse portal account.

Licensees who have a Louisiana license that expires on January 31, 2022 and who elect to maintain active licensure in Louisiana must renew before the expiration date. If the license is not renewed prior to this expiration date, the license will lapse at midnight Central Standard Time (CST) on January 31, 2022 which is also when the renewal season ends and renewal applications are no longer available.

#### **Verification of Licensure:**

Licensees, employers, and any member of the public can verify a license through LSBN's Licensure Verification service at: [License Lookup \(boardsofnursing.org\)](#) in addition to accessing the license verification services available through [Nursys.com](#). RNs and APRNs can also confirm the status and expiration date of their licenses through their personal nurse portal account.

#### **Employers:**

Employers should track the expiration dates, license status, and discipline of RNs and APRNs through the National Council of State Boards of Nursing nurse licensure notification system, Nursys e-Notify. All healthcare entities licensed by the Health Standards Section of the Louisiana Department of Health are required to register with Nursys e-Notify. Nursys e-Notify is a free service that sends data directly to employers and individuals that are enrolled. The system assists employers to maintain compliance with current regulations and guidelines by remaining informed about RNs and APRNs whose licenses have expired or reflect discipline. More information is at [Nursys E-Notify \(state.la.us\)](#).

#### **Nursys e-Notify:**

RNs and APRNs may also enroll in the Nursys e-Notify system as individuals in order to receive alerts regarding their license status. The Nursys e-Notify system emails and texts enrolled individuals prior to license expiration and after their licenses becomes inactive, including inactivation due to expiration of the license which may occurs due to non-renewal of a license.

#### **Nurse Licensure Compact (NLC):**

Louisiana is a member of the NLC which means that LSBN can issue multistate licenses (MSLs) to RNs that meet certain eligibility requirements. RNs are eligible to apply for a MSL in their primary state of residence (PSOR) which is typically indicated by the state in which they are authorized to vote and hold a driver's license. The NLC is evolving and currently comprised of 38 jurisdictions in the United States. The current map of the NLC states is at: [Nurse Licensure Compact \(NLC\) | NCSBN](#).

RNs with an active MSL are authorized to practice, under a privilege to practice (PTP), in any compact state provided no discipline or restriction is taken on the MSL or PTP. The MSL is not a separate RN license but rather reflects the "type" of RN license held (i.e. single state vs multistate) by the individual. Thus, the RN MSL is renewed when the usual RN renewal application is submitted. A separate renewal application to renew the multistate status of the license is not required. RNs with an MSL issued by another compact state may submit an application to voluntarily inactivate their Louisiana RN license or they may





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.

allow the Louisiana RN license to lapse which will occur at midnight CST January 31, 2022.

For licensees that do not currently hold an active RN MSL issued by LSBN, the RN license will not automatically convert to a MSL during renewal of the license. All licenses that were issued to RNs in Louisiana prior to July 1, 2019 are considered “single state” licenses (SSLs) and give the authority to practice in Louisiana only. After the compact was implemented in Louisiana July 1, 2019, RNs that legally reside in Louisiana and meet other requirements may be eligible to convert their SSL to a MSL. If an RN does not plan to practice outside of Louisiana, the RN is not required to convert the SSL to an MSL. However, if the RN resides in Louisiana and plans to practice in another compact state, the RN must submit a conversion application for conversion of the SSL to a MSL. Conversion application processing is entirely separate from processing of renewal applications. Do not delay submitting the application for renewal while you await completion and approval of a conversion application.

The instructions for conversion to a MSL are on LSBN’s website: <http://www.lsbn.state.la.us/>. Additionally, the conversion application is available in the Nurse Portal: <https://lsbn.boardsofnursing.org/lsbn>. The conversion application will require an application fee, submission of fingerprints for a background history, and the fee for the background history.

#### **APRNs:**

For APRNs to be eligible to renew their license issued by LSBN, they must either have a current Louisiana RN license or have a RN MSL issued by another compact state. APRNs issued a Louisiana RN license that is active and who hold a RN MSL from another compact state which is their PSOR, must not renew the Louisiana RN license. APRNs should see the instructions in the previous issue of *The Examiner* for instructions to inactivate the RN license issued by LSBN prior to being allowed to renew the APRN license: [ExaminerNo32020.pdf \(state.la.us\)](#). The steps required are time sensitive and need immediate attention from the licensee.

#### **Continuing education (CE) and Nursing Practice Requirements:**

Licensure renewal also involves consideration of regulations related to CE and nursing practice. LSBN’s requirements are in alignment with national trends and guidelines of other nursing regulatory agencies in the US. Each year, following renewal season, a random audit is performed by LSBN to ensure compliance with requirements. All Louisiana licensed RNs, except those issued a 1<sup>st</sup> time Louisiana license in the 2021 calendar year, must be in compliance with LSBN rules regarding nursing CE and nursing practice requirements.

For RN license renewal, at least one of the two options below must have been completed during the two-year licensure period:

a. a minimum of 30 board-approved contact hours of continuing education during the two-year licensure period;

**OR**

b. a minimum of 900 practice hours during the two-year licensure period as verified by the employer on a form provided by the board.

There are no separate CE or nursing practice requirements for renewal of a RN MSL issued by LSBN. Further details including some exceptions and the definition of the practice of nursing and roles that RNs fulfill are available at [CE Brochure \(state.la.us\)](#).

For APRNs with prescriptive authority, each year they must obtain six CEs in pharmacotherapeutics. Act 76 of Louisiana’s 2017 legislative session mandates that prescribers of controlled substances in Louisiana obtain three credit hours of CEs 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.

For additional information, contact LSBN at [renewals@lsbn.state.la.us](mailto:renewals@lsbn.state.la.us).





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.

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

**Division Accomplishments**

The Compliance Division continues to optimize responsiveness and customer service in alignment with LSBN’s 2021-2023 Strategic Plan to Maintain Organizational Effectiveness, Efficiency, and Accountability.

**Compliance Department**

During the 2020-2021 performance evaluation period, Compliance Department staff closed 609 investigations demonstrating a 35% increase in productivity from the 2019-2020 performance evaluation period when 452 investigations were closed. At the end of the 2020-2021 performance evaluation period, 13 Priority One investigations remained open demonstrating a 76% decrease in open Priority One investigations from the 2019-2020 performance period when 55 investigations remained open.

**Recovering Nurse Program/Monitoring Department**

The RNP Department had a case log of 478 cases, 365 are RNP cases and 113 are monitoring cases. Forty-one participants entered RNP and 55 participants are being monitored under Board orders. Twenty-seven RNP participants completed the program and 53 participants completed the terms of their Consent Orders. The case managers continue to receive accolades from former participants stating the program saved their life.

The department collaborated with the Louisiana Department of Health- Office of Public Health, Bureau of Community Preparedness, Center for Disease Control and Prevention, Public Health Crisis Response, 2020 Overdose Data to Action Committee and secured a \$25,000 grant to create a video, posters & social media content to increase awareness of the Recovering Nurse Program.

**Cross Divisional Collaboration**

The Compliance Division worked in collaboration with the Legal Division on cross-divisional training, revision of the template for Consent Orders, professional development training for board members, and creating a new investigation report.

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

“The only constant in life is change.” ~ Heraclitus

Since the onset of the pandemic, no truer words could be spoken. The Board hearing calendar is changing in 2022. Disciplinary hearings will be scheduled every other month instead of monthly, the board will conduct scheduled hearings in January, March, May, July, September, and November. The Board will also ratify Consent Orders, Delay/Deny letters, Automatic Suspensions, and other staff action, as usual. On the off months (February, April, June, August, October, and December), a board panel will meet solely to ratify Consent Orders, Delay/Deny letters, Automatic Suspensions, and other staff action.

This change is in line with other similarly situated regulatory boards. Board staff is confident that the reduced number of hearing dates will not result in a decrease in the number of cases processed by the department over a calendar year. The additional time between hearings will give staff and Respondents additional time to resolve cases informally via Consent Order.

See the LSBN website for the 2022 hearing dates. Board hearings are scheduled for the following dates:

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





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.

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

On September 30, 2021, Pinell & Martinez LLC, Certified Public Accountants, issued its independent auditor's report on LSBN's financial statements for the fiscal period ending June 30, 2021. A summary of the auditor's report reflects an "unmodified" opinion with no findings, no material weaknesses or significant deficiencies identified, and no instances of noncompliance were noted that were material to the financial statements.

Overall, the financial highlights were as follows:

- The Board's assets exceeded its liabilities at the close of the fiscal year 2021 by \$1,326,595 and the net position decreased by \$72,598 due to expenses exceeding revenues.
- The Board's total revenue decreased \$329,058 or approximately 3.67% and the net results from activities decreased by \$413,400 or approximately 121.30% from last fiscal year.
- Total cost of all of the Board's activities increased by \$84,342, or .98%.
- At June 30, 2021, the Board had \$5,089,274 invested in a broad range of capital assets, including land, building, and equipment.
- At June 30, 2021, the Board had liabilities of \$4,919,376 for its proportionate share of the postemployment benefit obligation, and \$15,715,522 for its proportionate share of pension obligation.

Should you have any questions about LSBN's financial position, please do not hesitate to contact Isonel M. Brown, Chief Administrative Officer at [browni@lsbn.state.la.us](mailto:browni@lsbn.state.la.us).

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

APRNs with Controlled Substance Authority

This renewal season began Oct 1<sup>st</sup>. LSBN will continue collection of the 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 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 read at the following link [CDSCEApprovedCourseList.pdf \(state.la.us\)](#).

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. LSBN will be collecting these documents during renewal. Your documents can be mailed to LSBN. It is your responsibility to submit the documents in a timely manner to allow sufficient time for review and approval. If you have completed CE courses that are not on the approved course list, additional time is needed for review and approval of the course is not guaranteed. Keep this in mind as late fees are incurred for renewals that occur after December 31<sup>st</sup>.

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. The form can be accessed from the following link [Louisiana State Board of Nursing](#).

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. Stay tuned to your emails and LSBN's website for further information regarding these matters.





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.

## Who Will Be There to Care If There Are No More Nurses?

By Eileen K Fry-Bowers and Cynda H. Rushton

The Hastings Center Bioethics Forum Essay reprinted with permission:

<https://www.thehastingscenter.org/who-will-be-there-to-care-if-there-are-no-more-nurses/>

Imagine you have just been admitted to the hospital. These days it is likely that it would be related to the SARS-Covid virus and your need for 24/7 nursing care to monitor your breathing and bodily functions, assess your progress, deliver treatments, and listen to your fears and anxieties. For 18 months, nurses—more than four million nationwide—have provided care to patients in untenable circumstances, which have included working in unsafe conditions with insufficient personal protective equipment and inadequate staffing while bearing witness to daily suffering and death. They have been there in the middle of the night when patients had questions, were worried about not being able to connect with their families or were scared that this virus really might take their lives. Nurses have used their expertise and clinical skills to educate, support, and grieve with patients, doing so with courage, compassion, and self-sacrifice. They have also been the targets of verbal and physical violence and disrespectful behaviors, and they have been accused being part of conspiracy theories and lying about patient’s diagnosis. They have [felt betrayed by the people they have committed to serve](#).

The pandemic has laid bare the significant shortcomings of a health system rooted in an unsustainable financial model that exploits the physical and emotional labor of its nurses. Nurses are not an endless resource. [Increased enrollments in nursing schools](#) cannot make up for the number of [nurses leaving the profession](#) and taking years of experience and wisdom with them. In hospitals across the country many units are understaffed, and the [staff nurses have just a few years of experience](#). Nurses do not become expert clinicians overnight. [Research indicates](#) that nurses become proficient with three-to-five years of experience working in the same clinical area; to become an “expert” requires five or more years of experience. Cultivating such expertise requires skilled precepting and dedicated mentorship—resources that are in extremely short supply or, in some places, nonexistent.

The public must acknowledge the grave risk that current working conditions and public response to the pandemic impose on the sustainability of the nursing profession and the quality of care that patients receive. While you may not need nursing care right now, that reality can change in a heartbeat. Your patient experience, especially in hospitals, is largely determined by the availability and quality of nursing care you receive. At this moment, it is likely that in many areas across the country *if* you have the benefit of a nurse to provide your care, the nurse is likely to be exhausted, discouraged, and stressed.

Nursing’s relationship with the public has often been framed as a social contract that outlines what society expects from nurses and what nurses expect from society, thus providing the basis for the professional practice of nursing. [The Code of Ethics for Nurses with Interpretative Statements](#) puts forth the obligations, values, and ideals of the nursing profession, guides nursing practice, and grounds nurse’s moral authority. Society needs caring in health and in illness. The public looks to nurses to provide skilled, knowledgeable, and competent care and promote the public’s health without prejudice, and to be accountable as individuals and as a profession for the quality of their actions.

Nurses witness, firsthand, the human condition. [They are expected to be](#) the “vanguard of emerging health related issues” and they are indeed privileged to be engaged in some of the most intimate moments of persons life and death. But those privileges are not to be exploited or taken for granted. The public has a reciprocal responsibility to honor nurses’ dignity by treating them with respect and fairness; extending them authority to practice in accordance with legal, ethical, and practice standards; allow for self-regulation and professional autonomy; and provide just remuneration and resources necessary to provide care to those in need. The public also bears a responsibility to engage with nurses to create the conditions for health and healing. Yet, nurses who have advocated for common sense public health measures and Covid vaccination have been subjected to verbal and physical abuse from patients and a public resistant to science or actions in support of communal welfare. Public response to the pandemic calls for urgent reassessment of the social contract.

The alarming state of the America’s nursing workforce is not a failing of individual nurses but rather the failing of society to provide nurses with the environments and resources they need to provide the care their code of ethics requires. This includes a corollary contract of health care organizations to provide the conditions for nurses to safely and competently





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.

practice. In a [recent report](#), frontline care nurses recommended 14 local and national solutions to avoid the failures of the current pandemic. These solutions are encapsulated in three pleas. Listen to us—we have our ears to the ground and will tell you what is needed to make the system work. Protect us—give us the resources we need to do our jobs. And empower us—to do what we do best, provide care to people facing disease, injury, or death so that they have safe passage through these transitions.

If nurses are not safe, patients are not safe. The public must call for state and federal actions that require health care organizations to guarantee safe and appropriate staffing levels on each unit and an adequate supply of personal protective equipment and other resources needed to provide competent care. Strong support of vaccination for all health care workers, which promotes a safe working environment, is also urgently needed. Health care organizations must provide comprehensive vaccine education for employees, respectfully acknowledge cultural concerns, and ensure time off for employees to get vaccinated and manage side effects.

Citizens must do their part. Our lives are interconnected; the health of one depends on the health of everyone. Take responsibility for your own health to protect yourself and those you encounter. Follow public health guidelines. Second, if you do become sick, treat the nurses who care for you with the honor and respect you expect of them. Third, advocate for local, state, and national standards for healthy workplaces where nurses practice. Achieving those standards requires investing resources to create nursing workforce reserves to meet the challenges during crises, supporting policies to expand funding for nursing education and nurses' well-being, and holding political leaders accountable at every level for their actions in dismissing common sense measures that provide protection for all during this crisis. Nurses are, and always have been, the linchpin in our health care system. Without appropriate public response, there will be no more nurses.

The social contract of nurses with society is not a one-way street. Both parties must commit to the terms of the contract and be responsible for fulfilling their part of the bargain. Nurses have demonstrated their commitments—have you?

*Eileen K. Fry-Bowers, PhD, JD, RN, CPNP, FAAN (@efrybowers), is Professor and Associate Provost at the University of San Diego Hahn School of Nursing and Health Science. Cynda Hylton Rushton, PhD, RN, FAAN (@CyndaEthx), is the Anne & George L. Bunting Professor of Clinical Ethics & Nursing at Johns Hopkins University's Berman Institute of Bioethics and School of Nursing and member of the American Nurses Association Ethics Advisory Board.*





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.

## Undergraduate and Graduate Nursing Education Degree Programs Leading to Licensure: Requirements for Louisiana State Board of Nursing Approval by Patricia Dufrene, PhD, RN Director of Education and Examination

In accordance with La Revised Statutes 17:1808, an out-of-state institution of higher learning may not offer courses/clinical experiences in Louisiana unless registered with the Louisiana Board of Regents.

**Further**, La Revised Statutes 37:918 authorizes the Louisiana State Board of Nursing (LSBN) to approve nursing programs preparing graduates to seek licensure as a Registered Nurse (RN) or an Advanced Practice Registered Nurse (APRN).

Regardless of approval by National Council for State Authorization Reciprocity Agreement (NC-SARA), programs **MUST** seek approval from LSBN to establish programs and/or offer clinical experiences in Louisiana.

- If a school intends to initiate a RN or an APRN program in Louisiana, the school must seek approval for the program from the LSBN by submitting an application and appearing before the Board at a regularly scheduled meeting (LAC 46XLVII.3533).
- If a school whose administrative control is located in another state intends to initiate a RN or an APRN program in Louisiana, the school must seek approval for the program from the LSBN by submitting an application and appearing before the Board at a regularly scheduled meeting (LAC 46XLVII.3539.A).
- If a school whose administrative control is located in another state intends to enroll students in a program to become a RN or an APRN and engage in courses/clinical experiences in Louisiana, the school must seek approval for those course/clinical courses from the LSBN by submitting an application and appearing before the Board at a regularly scheduled meeting (LAC 46XLVII.3539.B).
- If a school, whose administrative control is located in another state with current approval to engage in APRN courses/clinical experiences in Louisiana, intends to add or delete an APRN clinical role/population, the school must seek approval for those roles and populations from the LSBN by submitting an application and appearing before the Board at a regularly scheduled meeting (LAC 46XLVII.3523.B.6).
- If a school with an approved RN or APRN program intends to develop a duplicate program in a separate location within the state, the school must seek approval for the program from the LSBN by submitting an application and appearing before the Board at a regularly scheduled meeting.

In addition to other requirements, the programs must provide current Board of Nursing (BON) approval from the state where administrative control is located, Louisiana Board of Regents license, regional accreditation, national nursing accreditation, compliance with faculty and preceptor qualifications and clinical affiliation clearance.

### Approval

#### Requirements and Importance

Approval is a status indicating the undergraduate or graduate nursing education degree program has met the legal standards established by the Board.

The LSBN approves undergraduate and graduate nursing educational degree programs leading to licensure as a RN or an APRN which meet their educational standards and assure protection of the public through evaluation and enforcement of those standards. The Board has legal authority over the pre-licensure programs and statutory authority to close programs





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.

that are not meeting the standards (LSBN).

- Eligibility to sit for the National Council Licensure Examination for Registered Nurses (NCLEX-RN) requires graduation from a Board approved School of Nursing (NCSBN, 2012).
- Eligibility for Licensure in Louisiana by Examination or Endorsement requires completion of a nursing education program approved by the BON.
- Louisiana Nursing Education Articulation Plan (2005, Revised 2014) requires transferred courses and prior degree used for articulation to be from an approved nursing education program.

### **Types of Approval in Louisiana (LAC 46XLVII.3509).**

#### **1. Initial Approval**

Initial Approval is a term used to refer to approval granted to a new undergraduate and graduate education degree program.

Initial approval is granted to a new undergraduate and graduate education degree program which is determined by the Board to be eligible to admit students to the nursing education degree program upon application by the parent institution and after survey and board evaluation.

There are three steps a program must complete to achieve initial approval. The program must present a letter of intent and feasibility study at a regular scheduled Board meeting. If sanctioned, the program is granted permission to develop the program and request LSBN staff site visit. Approval of the Board, following the LSBN staff site visit is required prior to initial approval. Initial approval authorizes the program to advertise and admit students.

#### **2. Full Approval**

Full Approval is a term used to refer to approval granted to an undergraduate or graduate education degree program meeting all standards and requirements of the Board.

After members of the first class of graduates receive the results of the licensure examination, an on-site survey shall be conducted to evaluate the program's compliance with standards. Following the Board's review of the on-site survey report, the Board may continue initial approval or grant full approval of the nursing program.

Initial approval shall not be continued for more than two consecutive one-year periods following the nursing program's eligibility to apply for full approval.

A program not accredited by a national nursing accrediting body within one year post approval may petition the Board for a one-year extension. Following the one-year extension, a program failing to achieve national nursing accreditation must cease admission of students and begin termination (refer to §3531).

#### **3. Probation**

An undergraduate or graduate nurse education degree program shall be placed on probation when the Board has determined that it fails to meet one or more of the established standards.

A program shall not be granted probation by the Board for more than three calendar years in any five year period. After three years on probation in a five year period, a program shall not admit any students into the nursing sequence and shall initiate phase out as outlined in §3531.

### **Accreditation**

Accreditation is an external review process which assesses the quality, continuous quality improvement, and program effectiveness (Eaton, 2015). Many Boards of Nursing, including the LSBN require accreditation to sit for the NCLEX-RN. Eaton (2015) identifies four primary roles of accreditation as: 1) assuring quality by identifying a program meets at least





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.

minimum standards; 2) requiring access to state and federal funds; 3) providing confidence to employers of applicant credentials, and 4) promoting smooth transfer of programs and courses among colleges and universities.

- Eligibility to offer a RN or APRN education program or clinical nursing experiences in Louisiana requires accreditation (LSBN).
- Louisiana Nursing Education Articulation Plan 2005, Revised 2014, requires transferred courses and prior degree used for articulation to be from a regionally accredited institution and a nationally accredited nursing education program.

Four types of accrediting organizations include Regional, National faith-related, National career-related, and Programmatic (Eaton, 2015). Since not all accreditors are the same, assuring the accreditation is recognized by the Council for Higher Education Accreditation (CHEA) and the United States Department of Education (USDE), LSBN requires programs to hold Regional and National Nursing (Programmatic) Accreditation for nursing education program approval and licensure by examination.

#### Regional Accreditation

Advantages of Regional accreditation according to CHEA (2010) include:

1. Accredits public and private, mainly non-profit, two and four year degree-granting institutions.
2. Provides for assurance that school meets national standards by allowing regional bodies to focus on a particular region of the United States.
3. Assess quality and continuous quality improvement and program effectiveness of academically oriented programs in colleges and universities of the assigned region of the US.
4. Regional Accreditors have the ability to work with specific Boards of Nursing to meet the educational needs of a particular jurisdiction.
5. Validates quality of academically oriented programs in colleges and universities of the assigned region of the US.
6. Programs with regional accreditation are eligible for federal grants.
7. Eligible for financial aid.
8. Provides for articulation and matriculation of credits.
9. Required for acceptance to most graduate nursing programs.
10. All are recognized by both USDE and CHEA.

#### National Programmatic (Nursing) Accreditation

There are three (3) national agencies that accredit nursing programs.

- Accrediting Commission for Education in Nursing (ACEN)
- Commission on Collegiate Nursing Education (CCNE)
- Commission for Nursing Education Accreditation (CNEA)

Advantages of National nursing accreditation according to ACEN (2017), CCNE (2018) and CNEA (2017) include:

1. Identifies the program as meeting or exceeding national standards and criteria for nursing educational quality.
2. Identifies programs that have been evaluated and periodically re-evaluated by a qualified, independent group of respected and competent peers who have found it to be meeting appropriate postsecondary and higher educational purposes in a satisfactory manner.
3. Tied closely to BON and state agency licensing rules and regulations.
4. Nursing Program accreditation services to hold the programs accountable to the community of interest.
5. Allow for the evaluation of the successes of a nursing program to achieve its mission, goals and expected outcomes.
6. Provides for continued improvement and thus professional practice.
7. Assures professional development opportunity and validation for faculty.
8. Is a gateway to licensure, certification, and eligibility for entitlement programs.
9. Promotes professional and educational mobility of program graduates.
10. Promotes academic excellence in accredited programs.
11. Enables student eligibility for funding support from federal and state agencies, and foundations for those pro-





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.

grams that do not have regional or national accreditation. (Example - Diploma Programs)

Failure to secure appropriate program approval:

- Schools of nursing allowing clinical experiences in Louisiana without approval will be required to cease and desist until approval is requested and granted.
- If you are a student enrolled in a program to become an RN or you are a RN enrolled in a program to become an APRN and engaged in clinical experiences or a clinical facility engaged in contracts with out-of-state programs, you need to verify that the program is approved. A current list of approved programs can be found at <http://www.lsbn.state.la.us/Education/SchoolsofNursing.aspx>
- Individual students may be engaging in the unlawful practice of registered nursing or advanced practice registered nursing if engaging in clinical experiences in Louisiana while in a program not approved by the LSBN to do so.
- Students and RNs enrolling in clinical courses in Louisiana from a school that has not gone through the appropriate approval process by the LSBN could be subject to disciplinary action for violation of LAC 46:XLVII.3405.
- Graduates from an out-of-state school not approved for meeting the standards by the LSBN are subject to ineligibility from credentialing and licensure in Louisiana.

Additional information for RN and APRN students can be found at: <http://www.lsbn.state.la.us/Education.aspx>

Additional information for Undergraduate and Graduate Nursing Education Programs can be found at: (Links to Rules and Regulations and Proposal Requirements) <http://www.lsbn.state.la.us/Education/SchoolsofNursing.aspx>

Schools of Nursing holding current LSBN approval can be found at: <http://www.lsbn.state.la.us/Education/SchoolsofNursing.aspx>

#### References:

Accreditation Commission for Education in Nursing (2018). Accreditation Manual: 2017 Standards and Criteria. Retrieved from <http://www.acenursing.org/resources-acen-accreditation-manual/>

Commission on Collegiate Nursing Education (2018). CCNE Standards and Professional Nursing Guidelines: Standards for Accreditation of Baccalaureate and Graduate Nursing Programs. Retrieved from <https://www.aacnursing.org/CCNE-Accreditation/Resource-Documents/CCNE-Standards-Professional-Nursing-Guidelines>

Commission for Nursing Education Accreditation (2016). Accreditation Standards. Retrieved from [NLN CNEA](http://www.nln.org/CNEA)

Council for Higher Education Accreditation (2010, June). The value of accreditation. Retrieved from <https://www.chea.org/value-accreditation>

Eaton, J. S. (2015, November). Council for higher education accreditation: an overview of U.S. accreditation. Retrieved from <https://www.chea.org/overview-us-accreditation>

Louisiana Nursing Education Articulation Plan 2005. Revised 2014. Retrieved from <http://www.lsbn.state.la.us/Education/SchoolsofNursing.aspx>

Louisiana State Board of Nursing. Title 46, professional and occupational standards, part XLVII. Retrieved from <http://www.lsbn.state.la.us/NursingPractice/Laws.Rules.aspx>

National Council State Board of Nursing (2012). Difference between BON approval and accreditation. Retrieved from [https://www.ncsbn.org/Differences\\_between\\_BON\\_approval\\_and\\_accreditation.pdf](https://www.ncsbn.org/Differences_between_BON_approval_and_accreditation.pdf)





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.

Louisiana Center for Nursing Report  
by Karen C. Lyon, PhD, MBA, APRN, NEA<sub>BC</sub>  
Chief Executive Officer

**2021 Louisiana State Board of Nursing – Center for Nursing Newly Licensed Registered Nurse Survey**

Did you receive a license to practice as a registered nurse (RN) between June 1, 2019 and May 31, 2021? If so, congratulations on becoming one of over 67,000 RNs licensed to practice in Louisiana! As one of the newest members of our profession, you are being invited to participate in a very important survey regarding your experience in seeking and obtaining employment as a new RN in Louisiana. It is imperative that we hear from you so that we can share your experiences with employers of nurses, nurse educators, policy makers, and other stakeholders that are concerned about the impending nursing shortage in Louisiana. The survey has already been sent to your email address on file. Participation in the survey is voluntary and all results will be reported anonymously as aggregate data and will be used to inform policy relative to the supply and demand for RNs in Louisiana.

**We need to hear from YOU if you received a license to practice as a RN between June 1, 2019 and May 31, 2021. Please take a few minutes to complete the Newly Licensed RN Survey. Your Voice Truly Does Matter!**

Red Flags of Nursing Impairment  
by Geneva Carter, MSN, APRN, FNP  
RN Compliance Officer Team Lead

Substance abuse can affect any socioeconomic class, gender, race, and occupation, including nursing. Throughout a nurse's career, it is estimated that approximately 10% will misuse drugs or alcohol. Nurses have increased access to prescription drugs in the workplace; therefore, they have a higher abuse rate (Epstein, P.M., Burns, C., & Colon, H. C., 2010).

Nurses are trusted to guard patients in their care from harm. When a nurse demonstrates potential impairment while on duty, and it goes unidentified, unreported, and the nurse continues to deliver care, this jeopardizes the entire nursing process. Signs of impairment can include extended absence, excessive trips to the restroom, tardiness, frequent medication errors, withdrawal from colleagues, decreased alertness, and inappropriate emotional outbursts (NCSBN, 2018). You have a professional and moral responsibility to report to the Louisiana State Board of Nursing (LSBN) any unsafe nursing practice when there is reasonable cause to suspect actual harm or risk of harm to patients (LAC46XLVII3915.8). Nurses must ensure that they report through the proper channels, presenting the facts known regarding the incompetent, unethical, illegal practice or suspected impairment due to controlled or mood-altering drugs; alcohol; or a mental or physical condition of any healthcare provider (LAC46XLVII.3405.n). The earlier a potentially impaired nurse is recognized, reported, and interventions are implemented, the sooner patient safety can be assured and recovery and return to work for the nurse can be initiated.

A complaint should be submitted on an individual who has engaged in any conduct contrary to the Nurse Practice Act (NPA) or Louisiana State Board of Nursing (LSBN) rules and regulations. Visit the Louisiana State Board of Nursing website, click on File a Complaint, and complete the form to file an official complaint. All complaints/information of conduct alleged to violate the Nurse Practice Act and/or Louisiana State Board of Nursing Rules are investigated by board staff to determine if there is sufficient evidence to warrant disciplinary proceedings. Once a complaint is determined to be valid, jurisdiction of the Board has been validated, and a violation of the NPA and/or LSBN Rules is confirmed, the investigation is assigned to the appropriate investigator.

**References:**

Epstein, P.M., Burns, C., & Colon, H. C., (2010). *Substance Abuse Among Registered Nurses*. Retrieved from <https://journals.sagepub.com/doi/pdf/10.1177/216507991005801203>

NCSBN, (2018). *Substance Use Disorder in Nursing*. Retrieved from <https://www.ncsbn.org/substance-use-in-nursing.htm>





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.

## Major Motions

### Major Motions and Other Actions Taken at the June 17, 2021 Board Meeting

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

**Motion Carried.**

**Motion to Approve** the minutes of the April 15, 2021 Board Meeting.

**Motion Carried.**

#### NEW BUSINESS

##### 1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
  1. NCLEX Report
  2. Accreditation Reports
2. Approved Program Requests
  1. Southern University at Shreveport
  2. Fletcher Technical Community College
3. Continuing Education Renewal Request
  1. Nicholls State University
4. Education Announcements

**Motion to accept** the Consent Agenda Motions.

**Motion Carried.**

#### EDUCATION & EXAMINATION

**Motion to accept** the letter of intent and feasibility study from Southern University at New Orleans and approve Step I to establish a baccalaureate of science in nursing education degree program.

**Motion Carried.**

**Motion to accept** the report of non-compliance and correction of non-compliance regarding the Chief Nurse Administrator at William Carey University at Baton Rouge General.

**Motion Carried.**

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

**Motion Carried.**

**Motion to approve** the proposed increased enrollment of the Associate of Science in Nursing program of study at Baton Rouge Community College pending approval by the Accreditation Commission for Education in Nursing.

**Motion Carried.**

#### DIVISION OF ADMINISTRATION

**Motion to approve** the Request for IT Capital Expenditure.

**Motion Carried.**

#### CENTER FOR NURSING

**Motion to accept** the 2020 Nurse Supply Report.

**Motion Carried.**

**Motion to accept** the 2020 Nursing Education Capacity Report.

**Motion Carried.**

#### OFFICE OF THE EXECUTIVE DIRECTOR

**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.**





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.

## New Employee Highlight

**Lynette Butler** is an RN Compliance Officer in the Monitoring Department. She received a Bachelor of Science Degree in Nursing from Southern University Baton Rouge in 1995 and, more recently, a Master of Science Degree in Nursing from Grand Canyon University in 2020. Her nursing career encompasses over 20 years of work across inpatient and outpatient environments on units such as skilled care, telemetry, orthopedics, medical-surgical, and rehabilitation. She worked as an RN Program Coordinator at Capital Area Humans Services District, a state provider of community mental health and addiction recovery services. Having worked in various settings and professional nursing roles, Lynette understands many of the challenges faced by staff nurses, charge nurses, nurse supervisors, nurse managers, and nurse administrators.



Lynette Butler is an RN Compliance Officer in the Monitoring Department. She received a Bachelor of Science Degree in Nursing from Southern University Baton Rouge in 1995 and, more recently, a Master of Science Degree in Nursing from Grand Canyon University in 2020. Her nursing career encompasses over 20 years of work across inpatient and outpatient environments on units such as skilled care, telemetry, orthopedics, medical-surgical, and rehabilitation. She worked as an RN Program Coordinator at Capital Area Humans Services District, a state provider of community mental health and addiction recovery services. Having worked in various settings and professional nursing roles, Lynette understands many of the challenges faced by staff nurses, charge nurses, nurse supervisors, nurse managers, and nurse administrators.

Having worked in various settings and professional nursing roles, Lynette understands many of the challenges faced by staff nurses, charge nurses, nurse supervisors, nurse managers, and nurse administrators.

Apart from work, Lynette enjoys educating minority individuals on risks associated with cardiovascular disease and strategies to help reduce the health disparity where minorities die from heart disease at younger ages than other non-minority races. She has maintained certification as an instructor in Basic Life Support since 2012 and continues to teach multiple classes in Cardio-pulmonary Resuscitation each year. Outside of work, she enjoys quiet time reading and writing and more active times fishing and hunting with her husband and children.

## Disciplinary Matters

The LSBN took a total of 18 actions at the July 14, 2021 hearing panel. For a complete listing click the link:

[July 14, 2021](#)

The LSBN took a total of 21 actions at the August 11, 2021 hearing panel. For a complete listing click the link:

[August 11, 2021](#)

## 2021 State Holiday Schedule

Veterans Day.....	November 11
Thanksgiving Day.....	November 25
Christmas Day.....	December 24

## Future Board Meeting Dates

December 2, 2021

