

T H E E X A M I N E R

a Louisiana State Board of Nursing production

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Board Members

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

FROM THE CHIEF EXECUTIVE OFFICER



Immunization with a safe and effective COVID-19 vaccine is a critical component of the United States strategy to reduce COVID-19 related morbidity and mortality. With that premise in mind and with the guidance of the CDC COVID-19 Vaccination Program Interim Playbook for Jurisdiction Operations, the Louisiana Department of Health has assembled a Vaccine Action Collaborative (VAC) whose members have been meeting since August 19, 2020 to plan for mass vaccinations in the state. The VAC includes four work groups including communication and outreach, planning, prioritization and allocation, and logistics and operations. I am currently working with the planning work group but will describe the processes of all four groups below.

Communication & Outreach Work Group Charter	
Purpose	Objectives
<p>The VAC Communication & Outreach Work Group consists of members from various health agencies who will develop plans and approaches associated with the following key aspects of the Louisiana COVID-19 vaccination response:</p> <ol style="list-style-type: none"> 1) Guidance and method of vaccination provider enrollment for both LINKS and the United State Government (USG) COVID-19 vaccination program 2) Education and training of enrolled providers on vaccination 3) Gather community input, prioritizing population most impacted by COVID-19 4) Information sharing planning 5) Collection and reporting of vaccines and vaccinations given 6) Messaging to providers and the public (including VAERS process) 7) Provide input for a COVID-19 vaccine media campaign 	<ol style="list-style-type: none"> 1. Detail a communication process for frequent communication and data sharing within Incident Command with key partners, participating COVID-19 vaccination providers, and the public, by October 16, 2020. 2. Develop plans for provider enrollment, training, and education, by September 25, 2020. 3. Determine culturally and linguistically responsive communication approaches for critical populations and the general public, based on CDC messaging and Louisiana community input, by September 30, 2020. 4. Team Leads will share media campaign details with this Work Group and gather input to inform the vaccine media campaign, by September 30, 2020. 5. Determine methods and systems to provide second-dose reminders for vaccine recipients as warranted, by October 16, 2020. 6. Determine data sharing processes and plans for sharing data with officials throughout vaccination response, by October 16, 2020.
Member Involvement Detail	Work Group Members
<p>Work Group members can expect to participate in one meeting each week, from September 1, 2020 through November 1, 2020 (2 months). Meetings will generally last one hour and occur via phone teleconference. Group members may be tasked with performing additional Work Group related activities outside of regular meetings and the time spent conducting these activities will vary.</p>	<p><i>Team Lead: Erin Shafter, Office of Public Health</i> <i>Team Lead: Adrienne Whitney, Office of Public Health</i> <i>Member: Aly Neal, LDH Bureau of Media and Communication</i> <i>Member: Pat Arnould, Governor's Office of Indian Affairs</i> <i>Member: Earl Nupsius Benjamin, Office of Public Health</i> <i>Member: Joseph Bocchini, Baletine/Willis Knighton</i> <i>Member: Sarah Al-Dahir, Xavier</i> <i>Member: Thea Ducrow, Louisiana State Nurses Association</i></p>

The deliverables for this group include:

- Communication Annex for the Louisiana COVID-19 Vaccine Plan.
- Vaccination Provider Annex including enrollment, training, and education.
- A culturally and linguistically responsive COVID-19 Communication toolkit for critical populations and the general public.
- Comprehensive social marketing/media campaign that includes messaging to multiple audiences (high-risk populations, providers, etc.) in various forums (print, TV/radio, social media).
- Detailed second-dose reminder processes for vaccine recipients within the Communication Annex.
- Detailed data sharing information with intervals in the Communication Annex.





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Planning Work Group Charter	
Purpose	Objectives
<p>The VAC Planning Work Group consists of members from various health agencies who will develop plans with the following key aspects of the Louisiana COVID-19 vaccination response:</p> <ol style="list-style-type: none"> 1. Solicit edits for the Draft Louisiana COVID-19 Vaccination Plan 2. Develop a Louisiana COVID-19 Playbook based on possible scenarios along with experience of recent response 3. With the assistance of a contractor, develop and conduct a tabletop exercise plan. 4. Conduct a Hot Wash and develop After Action Report. 5. Revise and finalize the Plan and Playbook based on the exercise and follow up. 6. Inform VAC, key partners and OPH LDH Leadership for planning 	<ol style="list-style-type: none"> 1. Gather input from VAC, OPH LDH Leadership and COVID-19 Incident Command to the Louisiana COVID-19 Vaccination Plan by September 25, 2020. 2. Develop response plans as a Louisiana COVID-19 Playbook by October 23, 2020. 3. Conduct a tabletop exercise of the Plan and Playbook by October 16, 2020. 4. Complete an After Action Report to revise and finalize Plan and Playbook by October 23, 2020. 5. Provide an overview of the finalized Plan and Playbook to OPH, LDH Leadership and COVID-19 Incident Command by October 30, 2020.
Member Involvement Detail	Work Group Members
<p>Work Group members can expect to participate in one meeting each week, from September 1, 2020 through November 1, 2020 (2 months). Meetings will generally last one hour and occur via phone teleconference. Group members may be tasked with performing additional Work Group related activities outside of regular meetings and the time spent conducting these activities will vary. This will include Plan, Playbook, Exercise, Reports and presentation.</p>	<p><i>Team Lead: Stacy Hall, Office of Public Health</i> <i>Team Lead: Liza Smith, Office of Public Health</i> <i>Member: Erika Bouvia, Office of Public Health</i> <i>Member: Joe Fontenot, Board of Pharmacy</i> <i>Member: Joe Kanter, Office of Public Health</i> <i>Member: Joyetta Kelly, Louisiana Department of Health</i> <i>Member: Karen Lyon, Louisiana State Board of Nursing</i> <i>Member: Krissy Oines, Office of Public Health</i> <i>Member: Gillian Richardson, Office of Public Health</i> <i>Member: John Vanchiere, LSU Health Sciences Center</i> <i>Member: GOHSEP Planning</i></p>

The deliverables for this group include:

- Conduct a Louisiana COVID-19 Vaccination Tabletop Exercise.
- Louisiana COVID-19 Vaccination Plan with Annexes.
- Louisiana COVID-19 Playbook.
- Shared COVID-19 Vaccine Plan and Playbook with LDH leadership and GOSHEP and integrated feedback to finalize documents.

Prioritization & Allocation Work Group Charter	
Purpose	Objectives
<p>The VAC Prioritization & Allocation Work Group consists of members from various health agencies who will develop plans/approaches associated with the following key aspects of the Louisiana COVID-19 vaccination response:</p> <ol style="list-style-type: none"> 1) Identify and estimate sizes of critical populations. 2) Describe and identify where critical populations are located, including places of employment for critical workforce. 3) Determine allocation method of vaccine to COVID-19 vaccination providers for identified critical populations in constrained vaccine supply for 3 scenarios. 	<ol style="list-style-type: none"> 1. Discuss critical populations and workforce populations for prioritization in Louisiana within the CDC framework (pending) and verify the populations of each group, by September 25, 2020. 2. Define critical populations (with exclusions), by October 2, 2020 3. Refine existing dose allocation tool to reflect accurate allocations to prioritized populations, by October 9, 2020. 4. Develop an inventory of all sites, with points of contact, to reach the critical populations and workforce populations, by October 16, 2020.
Member Involvement Detail	Work Group Members
<p>Work Group members can expect to participate in one meeting each week, from September 1, 2020 through November 1, 2020 (2 months). Meetings will generally last one hour and occur via phone teleconference. Group members may be tasked with performing additional Work Group related activities outside of regular meetings and the time spent conducting these activities will vary.</p>	<p><i>Team Lead: Rafe Hewett, Office of Public Health</i> <i>Team Lead: Michael Rolfsen, LSU Health Sciences Center</i> <i>Member: Katherine Baumgarten, Ochsner</i> <i>Member: Mark Berger, Louisiana Nursing Home Association</i> <i>Member: Shelina Davis, Louisiana Public Health Institute</i> <i>Member: Susan Hassig, Tulane SPHTM</i> <i>Member: Leah Michael, Board of Pharmacy</i> <i>Member: Ric Moore, GOHSEP</i> <i>Member: Flip Roberts, Louisiana Hospital Association</i> <i>Member: John Schieffelin, Tulane Virology</i> <i>Member: Susanne Straif-Bourgeois, LSU Health Sciences Center</i> <i>Member: LPCA, FOHC or RHC</i></p>

The deliverables for this group include:





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- Defined critical populations and workforce populations and sub-populations in each.
- COVID-19 Allocation tool for vaccine responses in three scenarios.
- Completed inventory of all sites to reach the critical and workforce populations.
- Identify temporary clinic locations for prioritized populations and develop logistical plans for each.
- Listing of vaccination providers' storage capacity at routine refrigerated (2°-8°C), frozen (-20°C) and ultra-cold temperatures (-60° to -80°C).

Logistics / Operations Work Group Charter	
Purpose	Objectives
<p>The VAC Logistics/Operations Work Group consists of members from various health agencies who will develop approaches associated with the following key aspects of the Louisiana COVID-19 vaccination response:</p> <ol style="list-style-type: none"> 1. Identify vaccination providers and settings for rapid vaccination of early populations of focus. 2. Target vaccination providers for immediate enrollment in LINKS and the US Government's COVID-19 vaccine program. 3. Determine IIS enrollment and data collection protocols for doses administered. 4. Determine points of contact for each priority population group to be vaccinated and establish methods of communication and coordination. 5. Develop primary, alternate and contingent planning for vaccine receiving, storing and transport. 6. Review and modify the process to work with parish Office of Homeland Security and Emergency Preparedness (OHSEP) and Region Office of Public Health to identify locations for temporary clinics and develop logistical plans for each, building on Point of Dispensing (POD) planning for COVID-19 vaccine response based on existing Strategic National Stockpile planning. 	<ol style="list-style-type: none"> 1. Determine IIS enrollment and data collection protocols for doses administered, by October 2, 2020. 2. Modify existing planning for the receipt, storage and transport of vaccine, by September 25, 2020. 3. Detail the process to work with OHSEP and OPH Regions for COVID-19 vaccine appropriate POD sites, by October 16, 2020 4. Complete LINKS security assessment, by September 30, 2020.

The deliverables for this group include:

- An updated multi-layered Receiving, Storage and Transport Plan for vaccine response.
- A LINKS security assessment document.
- IIS enrollment and data collection protocols for doses administered.
- A comprehensive POD Plan for COVID-19 vaccine response including security.

The work groups are meeting weekly to develop the statewide plan for COVID-19 vaccination response and will be producing our own playbook specific for our state. Stay tuned for continuing information from the Louisiana Department of Health and the Governor's Office of Homeland Security & Emergency Preparedness.

For the Public Trust,

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

References

1. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention. **COVID-19 Vaccination Program Interim Playbook for Jurisdiction Operations**. September 16, 2020, Version 1.0 https://media.defense.gov/2020/Sep/16/2002498510/-1/-1/1/COVID19_VACCINATION_PROGRAM_PLAYBOOK.PDF





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LSBN Welcomes our New Board Members

Dr. Wendi Palermo is the Executive Director of Nursing and Healthcare Initiatives for the La. Community and Technical College System (LCTCS). She has over 15 years of full time experience in higher education at both undergraduate and graduate levels. In addition to her full-time position, she serves as adjunct faculty in both Doctoral and Master programs at Northwestern State University.



Dr. Palermo earned an Associate Degree in Nursing (ADN) and Baccalaureate of Science in Nursing (BSN) in 1999 & 2002 respectively. She continued her education and earned a Master of Science in Nursing (MSN) from McNeese State University in 2004 and then a PhD in Nursing Research from Southern University in 2011. Her early research focused on vulnerable populations; specifically, infant mortality. She developed and served as the Director of the NSU Leesville-Ft. Polk Cribs for Kids program and donated portable cribs to area families for 5 years to prevent co-sleeping and promote a healthy sleep environment. She presented her program locally, regionally and nationally.

Currently, she serves on the board of directors for the Beauregard Parish Pregnancy Care Center, Southwest Louisiana Area Health Education Center (SWLAHEC) and is the Vice Chair of the Lake Charles District Nurses Association.

Her current research is focused on bridging classroom to clinical by the use of simulation. She has been awarded the Board of Regents Health Works Commission grant for 3 years in partnership with Franciscan Missionaries of Our Lady University.

Most recently, Dr. Palermo served as the Dean of Nursing and Allied Health at SOWELA Technical Community college from 2015-2019 where she has been credited with opening new nursing and allied health programs and earning programmatic accreditation in record time.

She has been married to her college sweetheart, Kent, for 21 years and they have 2 beautiful daughters.

Dr. Fredrick L. Pinkney is a certified career educator with experience as a classroom teacher, building level and central office administrator. Specializing in working with minority populations from under-resourced environments and developing instructional methods for educating African American males PK-16, he is credited with securing and implementing a \$4.3 million alternative school initiative that currently serves over 400 students in Shreveport, Louisiana.

Dr. Pinkney brings a wealth of accreditation experience having worked regionally with the Southern Association of Colleges and Schools (SACS) and the National Council for Accreditation of Teacher Education (NCATE). As a member of the Grambling State University's President's Advisory Council, he was instrumental in developing the 5-year strategic plan that strengthened its academic programs and was appointed by Governor John Bel Edwards to serve on the Higher Education Transition Committee.



His educational acumen and pedagogic acuity have afforded him the opportunity to serve as an adjunct professor at Louisiana Delta Community College, Grambling State University, Upper Iowa University, and Appalachian State University. Dr. Pinkney has also served as a clinical supervisor for Centenary College, Louisiana State University-Shreveport, and Louisiana College.

He currently serves as a member of the Board of Directors for the Louisiana Association of Educators representing 20,000 public school employees. Markedly endorsed for his work in diversity, equity and inclusivity in teacher licensure, he works closely with the National Education Association in developing strategies, processes and blended learning activities to increase teacher licensure at Historically Black Colleges and Universities (HBCUs).

Born in Memphis, Tennessee and reared in the Republic of the Philippines, Dr. Pinkney earned a Doctor of Education in developmental education, a Master of Science in guidance and counseling, and a Bachelor of Science in business education, all from Grambling State University in Grambling, Louisiana.

He is an active and engaged member of Phi Delta Kappa, Kappa Alpha Psi Fraternity, Inc., Grambling University Alumni Association, and many other civic and community organizations.





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Chiefs Corner

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

Rule Changes for Continuing Education and Nursing Practice Requirements

The Louisiana State Board of Nursing's rules related to Continuing Education (CE) and Nursing Practice were revised as of September 17, 2020 which are currently in effect and applicable to RNs holding active licensure in Louisiana. The revised rules are intended to simplify the CE and nursing practice requirements and align with national trends. Keep in mind that the requirements are for the 2-year licensure period since renewals are biennial, meaning every 2 years.

The Continuing Education and Nursing Practice requirements that Louisiana licensed RNs must obtain to be eligible for relicensure/renewal are as follows:

1. a minimum of 30 board-approved contact hours of continuing education during the two-year licensure period; **OR**
2. a minimum of 900 practice hours during the two-year licensure period as verified by the employer on a form provided by the board.

Exceptions to the above requirements apply to Louisiana licensed RNs who were a) issued a 1st time Louisiana RN license (by examination or endorsement) and who are renewing in the calendar year in which they are licensed; b) hold current active certification in a nursing specialty recognized by the board (i.e. board certified APRNs); or c) meet the exceptions in rule §3335.C.2. Licensees whose circumstances are included in the preceding exceptions are not required to obtain CEs or a minimum of practice hours during the applicable licensure period.

For the renewal seasons that begin in 2020 and 2021, RNs will also be considered compliant with CE and Nursing Practice requirements if they satisfy the rules that were formerly in effect when they submitted their previous renewal application because either a) they were employed as a RN for less than 160 hours during the 2-year licensure period and have completed at least 15 hours of CE or b) they were employed at least 160 but less than 900 hours as a RN during the 2-year licensure period and completed at least 10 hours of CE.

See the article "Continuing Education and Nursing Practice Requirements for 2021 Registered Nurse License Renewals" in this issue of *The Examiner* for further information which includes a link to LSBN's website page that provides details and a brochure.

Renewal of RN and APRN Licensure

The active renewal season begins October 1st of every year through December 31st for those whose licenses expire January 31st of the following year. Late renewal season is January 1st through January 31st, and licensees are charged a late fee for renewal during this time period.

Licensees whose license(s) expire(s) January 31, 2021 will renew during the 2021 renewal season which begins October 1, 2020 and will be renewing their license(s) for a 2-year period, with the renewed license(s) expiring January 31, 2023. Check the expiration date of your license(s) through the LSBN Nurse Portal (<https://lsbn.boardsofnursing.org/lsbn>) or the Licensure Verification link on LSBN's website (<http://www.lsbn.state.la.us/Home.aspx>) to determine if you are due to renew. Renewal FAQs are available at <http://www.lsbn.state.la.us/FAQS/OnlineLicenseRenewalFAQ.aspx>.

Initial Louisiana licenses and reinstated licenses are issued for a single calendar year however all subsequent renewals are biennial, which is for two years. If you were licensed in Louisiana this year (in 2020), your initial Louisiana nursing license issued was for a single calendar year and must be renewed in the fall of the same year during the biennial renewal





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season. Advanced Practice Registered Nurses (APRN) must renew both their Registered Nurse (RN) and APRN licenses before the expiration date.

In order to avoid paying a late renewal fee, renew your license during the *active* renewal season beginning October 1st through December 31st. Licenses renewed after midnight Central Standard Time (CST) December 31st will automatically be charged a late fee since the New Year has commenced. All Louisiana nursing licenses automatically expire at midnight (CST) January 31st, if not successfully renewed online by the nurse by the expiration date. Online renewal is mandatory through the LSBN website and all renewal licenses are for a biennial period. Paper renewal forms are *not* available.

To ensure you receive important notices (including renewal reminders) from LSBN in a timely manner which could affect your ability to practice in Louisiana, submit revisions through the Nurse Portal when there are any changes in your mailing address, personal email address and/or phone numbers. Access “Manage Profile” in your account to make these changes and submit applications at <https://lsbn.boardsofnursing.org/>.

If your primary state of residence (PSOR) is another compact state and you hold an active multistate license in that state, do not renew your current single state Louisiana RN license. RNs with an active multistate license in another compact state are authorized to practice under a privilege to practice in Louisiana provided no discipline or restriction is taken on the multistate license or privilege to practice. You may submit an application to voluntarily inactivate your RN license or you may allow the license to lapse which will occur at midnight CST January 31st.

Compact Licensure and Renewal

If you currently hold an active RN compact/multistate license (MSL) issued by LSBN, you do not have a separate renewal application to renew the multistate/compact status of the license. The compact status is not a separate license but rather reflects the “type” of RN license held (i.e. single state vs multistate). Thus, the RN MSL is renewed when the usual RN renewal application is submitted. Do not resubmit a conversion application after you have been approved for a MSL in Louisiana.

You may determine if you hold an MSL issued by LSBN by verifying your license through the LSBN Nurse Portal at <https://lsbn.boardsofnursing.org/lsbn>, through [Nursys.com](https://nursys.com), or through the Licensure Verification link on LSBN’s website at <http://www.lsbn.state.la.us/Home.aspx>.

If you do not currently hold an active RN compact/MSL issued by LSBN, your RN license will not automatically convert to a compact/MSL neither will the license automatically become a compact/MSL during renewal of your license.

All licenses that have been issued to RNs in Louisiana prior to July 1, 2019 are considered “single state” licenses and give you 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 single state license to a compact license which is also referred to as a “multistate” license. If you do not plan to practice outside of Louisiana, you are not required to convert the current single state RN license to a compact/MSL. However, if you reside in Louisiana and plan to practice in another compact state, you must **submit a conversion application** for conversion of your current single state license to a compact/MSL.

The instructions for conversion to a compact/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.

The renewal process and requirements for renewal remain unchanged and unaffected by the conversion application. RNs must meet the requirements for renewal in the state(s) in which they hold licensure prior to expiration of the RN license if they wish to maintain active licensure. If you submit a conversion application prior to or during the renewal season to the Louisiana State Board of Nursing, you must proceed with renewing the existing RN license prior to the expiration date in order to maintain active licensure.





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The obligation and requirements to renew the RN license remain effective even if staff has not made the final determination on the conversion application during the renewal period. The conversion application is not a replacement for the renewal application. The expiration date of the new multistate license will remain the same as your RN license if the conversion application is approved and converted.

APRNs with a RN Multistate License in Another Compact State

To be eligible to renew your APRN license issued by this agency, you must either have a current RN license issued by LSBN or have a RN MSL issued by another compact state. If you are a Louisiana licensed APRN and hold a RN MSL in another compact state which is your primary state of residence (PSOR), do not renew the Louisiana RN license. See the instructions in the previous issue of *The Examiner* for instructions: <http://www.lsbn.state.la.us/Portals/1/Documents/Examiners/ExaminerNo32020.pdf>. The steps you need to take are time sensitive and need your immediate attention.

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

Types of Complaints Resulting in Opened Investigations

Of the 843 complaints received by the Louisiana State Board of Nursing (LSBN) during the 2019 calendar year, the top three violations of the Nurse Practice Act reported were for criminal conduct (35.71%), fraud, deception or misrepresentation (21.25%), and drug-related (16.37%).

The majority of criminal conduct complaints are based on notices received from law enforcement and complaints received from licensees, student nurses, or applicants reporting a criminal offense. The most common criminal offenses reported are driving while intoxicated, possession of an illegal substance, battery, assault, and theft. Self-reporting an arrest does not automatically result in disciplinary action. Internal complaints are also submitted by staff when a licensee, student nurse, or applicant fails to disclose a criminal offense. When a licensee, student nurse or applicant fails to disclose a criminal offense, disciplinary action may be taken for failing to disclose. Please carefully read the question related to criminal offense on licensure/clinical applications and disclose criminal matters according to the instructions on the application to avoid disciplinary action for failure to disclose.

The most common violations reported regarding fraud, deception, or misrepresentation involves personal gain with potential patient/public involvement. The violations include but are not limited to prescription fraud, submitting falsified skilled nursing visit documents for payment, practicing without a valid license, and attempting to obtain a license or approval for clinicals by fraud, perjury, deceit, or misrepresentation.

Reported drug related violations include narcotic discrepancies/diversion, exhibiting impaired behavior while on duty, testing positive on a for cause/reasonable suspicion drug screen, refusing to submit to a drug screen, and diagnosis of chemical dependence.

The Nurse Practice Act, RS 37:921.1, list the grounds for disciplinary proceeding and the Louisiana Administrative Code. Title 46. LAC XLVII. §3405 defines the meaning of terms related to the board's disciplinary authority. The links to the Nurse Practice Act and Title 46, Professional, and Occupational Standard are below for your convenience.

<http://legis.la.gov//legis/Law.aspx?d=94502>

<https://www.doa.la.gov/Pages/osr/LAC-46.aspx>





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

The Legal Division has returned to onsite work following COVID-19. Our team did an excellent job processing disciplinary cases remotely, but I'm excited to have everyone onsite and together again.

As we enter renewal season, please make sure to timely renew your license(s) before the renewal deadline. If a licensee allows his or her license to lapse and practices nursing with an expired license, then the nurse is subject to disciplinary action. The typical discipline includes a formal reprimand, fine and additional continuing education requirements. All discipline is considered a public record and is a permanent record.

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

On September 30, 2020, Pinell & Martinez LLC, Certified Public Accountants, issued its independent auditor's report on LSBN's financial statements for the fiscal period ending June 30, 2020. A summary of the auditor's report reflects an "unmodified" opinion with no findings, no material weaknesses or significant deficiencies identified, and no instance of noncompliance were noted that were material to the financial statements.

Overall the financial highlights were as follows:

- The Board's net position increased \$340,803 as a result of this year's operations or 7.18%. Revenues decreased slightly by .02%; expenses increased by 6.15%; assets and deferred outflows increased 12.2%, and liabilities and deferred inflows increased 13.25%.
- During the year, the Board had revenues that were \$340,803 in licensure fees and other revenues more than the expenses of \$8,624,564. This compares to last year, when revenues exceeded expenses by \$877,988.
- Total cost of all the Board's activities increased by \$499,460, or 6.15% with no new activities added this year.
- The resources available for appropriation were \$184,997 less than budgeted for the general fund. The Board kept expenditures within spending limits through a reduction in various expense line items.

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.





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

APRNs with Controlled Substance Authority

This renewal season began October 1st. LSBN will be implementing 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 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 read at the following link <http://www.lsbn.state.la.us/Portals/1/Documents/Audit/CDSCEApprovedCourseList.pdf>.

APRNs who have not submitted these documents to LSBN previously in response to a request from staff will not be able to renew until after the documents have been submitted, reviewed, and approved. LSBN will be collecting these documents during renewal this year and next renewal season. 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 31st.

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

If you have questions you may call the APRN department directly at 225-755-7521 or send a message through your nurse portal account. Please 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.

IMPORTANT!! Recent Rule Changes Now in Effect
Continuing Education and Nursing Practice Requirements for 2021
Registered Nurse License Renewals
by Jennifer Wright, DNP, APRN, FNP, BC, FAANP
Chief Nursing Officer

Registered Nurse (RN) license renewal season begins October 1st. You may check the expiration date of your license(s) through the LSBN Nurse Portal (<https://lsbn.boardsfnursing.org/lsbn>) or the Licensure Verification link on LSBN's website (<http://www.lsbn.state.la.us/Home.aspx>).

All Louisiana licensed RNs **must** be in compliance with LSBN rules regarding nursing Continuing Education (CE) and Nursing Practice requirements. See LSBN's rules for further details including LAC 46:XLVII.53333 and §3335.

How many nursing CE contact hours and/or Nursing Practice hours do I need to renew my Louisiana RN license?

The Continuing Education and Nursing Practice rules that were **revised and now finalized** as of September 17, 2020 are **currently in effect**. The Continuing Education and Nursing Practice requirements that you must have to be eligible for relicensure/renewal are as follows:





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- 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.

Exceptions: Louisiana licensed RNs who were issued a 1st time Louisiana license in the 2020 calendar year; hold current active certification in a nursing specialty recognized by the board; or meet the exceptions in rule §3335.C.2 are not required to obtain CEs or a minimum of practice hours during the applicable licensure period.

For the renewal seasons that start in 2020 and 2021, RNs will also be considered compliant with Continuing Education and Nursing Practice requirements if they satisfy the rules that were formerly in effect when they submitted their previous renewal application because either a) they were employed as a nurse for less than 160 hours as a nurse during the 2-year licensure period and have completed at least 15 hours of CE or b) they were employed at least 160 but less than 900 hours as a nurse during the 2-year licensure period have completed at least 10 hours of CE.

The revised rules are intended to simplify the CE requirements and align with national trends. Keep in mind that the requirements are for the 2-year licensure period since renewals are biennial, meaning every 2 years.

I have practiced as an RN for at least 900 hours during the 2-year licensure period. Do I need to obtain CEs for renewal?

No. Practicing as an RN for a minimum of 900 hours during the 2-year licensure period meets the requirement for relicensure/renewal.

If you are selected for the audit, you will be required to provide verification on a form provided by the board which will require the signature of the employer. If you do not have objective, documented evidence that you comply with the practice requirement, you should not select this option and must meet the CE requirement or one of the exceptions.

What documentation do I need to obtain and verify before I renew my RN license?

- If you are renewing under the option that you obtained the required CEs, then a certificate of completion is needed for each nursing CE topic/course that includes all of the following information:
 - a. name of the CE provider/source
 - b. title of CE topic/training indicating it was nursing related
 - c. your name
 - d. number of contact hours awarded for completing the topic/training
 - e. date the contact hours were awarded in 2020
 - f. clear printed statement that the nursing CE was accredited by either the **ANCC** - *or* – by a specific **U.S. State BON**.
 - g. Other: if academic credits will be used to meet the CE requirement, an official transcript will be required.
- If you are renewing under the option that you obtained the required practice hours, ensure that you will be able to obtain appropriate verification and signature of the employer. A form will be provided by the board if you are selected for the CE audit. If you do not have objective, documented evidence that you comply with the practice requirement, you should not select this option and must meet the CE requirement or one of the exceptions.
- If you are renewing under the option that you hold current active certification in a nursing specialty recognized by the board, then a copy of the certification will be required.
- If you are renewing under an exception in rule §3335.C.2, you will be required to upload documentation based on the applicable exception. See LSBN's rules available on the website for further details.

Does training obtained through my place of employment count towards CE requirements?

Only those CE activities that have been accredited by the ANCC or a state BON count towards fulfillment of LSBN's CE requirements. However, your employer may elect to count your attendance as part of your practice hours. If you need to obtain additional ANCC/state BON accredited CE this year, you may find resources on LSBN's website.





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Are there other ways to meet the CE requirement for license renewal?

Yes – there are two (2) other methods to meet the CE requirement to renew your RN license:

1. **Academic credit:** If you attended school during the 2-year licensure period for a post-secondary nursing degree, **academic credit** awarded for coursework specific to nursing practice may qualify to meet the CE requirement. An official transcript must be supplied to LSBN upon request if notified that you've been selected to be audited. LSBN currently accepts electronic transcripts from select vendors. One (1) academic semester hour in a nursing course documented on an official transcript is equivalent to fifteen (15) contact hours of ANCC/BON accredited nursing continuing education for license renewal.
2. **National Certification:** If you hold a certification in a nursing specialty from one of the national organizations recognized by LSBN for CEs **and** the certification was current for the full 2-year licensure period, you may utilize the certification toward your CE requirement for license renewal. If notified that you've been selected to be audited, you would submit the document from the national organization that includes your name, certification number, nursing specialty, date certification was issued/renewed and expiration date. A list of the national nursing certifying organizations accepted is available at the LSBN website under Education / Continuing Education / National Nursing Certification Recognized by LSBN for CEs. Only the nursing certifications on this LSBN list may be utilized for license renewal in lieu of ANCC or State BON accredited contact hours.

Remember: If you have met the practice requirement of a minimum of 900 practice hours during the two-year licensure period as verified by the employer, then CEs are not required by LSBN for renewal.

When and what is the Continuing Education (CE) and Nursing Practice audit?

Each year, following renewal season, a random audit is performed by board staff beginning in March. A percentage of all active licensees are selected to demonstrate compliance with the Continuing Education and Nursing Practice requirement. Licensees selected will be initially notified they have been selected via email. In addition, the message center through the Nurse Portal is utilized to communicate with licensees. Thus, it is essential and required for licensees to keep their email and physical addresses up to date, ensure that electronic messages from LSBN will be received, and log into your Nurse Portal account for messages and information. Vital information is communicated via electronic messaging.

Documentation requested (i.e. dated CE certificates, employment verification) must demonstrate compliance occurred within the 2-year licensure period. Failure to respond or successfully pass the CE audit may result in the inactivation of the nurse's license and/or disciplinary action. Maintaining LSBN accepted nursing CE documentation for at least five (5) years is required in LSBN's rules and is the responsibility of the individual nurse.

What are the primary reasons nurses have an unsuccessful Continuing Education (CE) and Nursing Practice audit?

Failure to provide proper, timely documentation and failure to complete CEs that have been approved by the American Nurses Credentialing Center (ANCC) or a state board of nursing (BON).

I was previously selected for the audit. Can I be selected again?

Yes. Since all nurses must meet mandatory Continuing Education and Nursing Practice requirements per LSBN rules prior to renewing, all nurses who have renewed their Louisiana license are eligible to be selected later by random audit. There is no limit to the number of times an individual can be audited for compliance with the Continuing Education and Nursing Practice requirements.

My email and/or mailing address changed since my last licensure renewal. Can I update this information online?

You may update your information by accessing the LSBN online nurse portal at <https://lsbn.boardsfnursing.org/lsbn> and selecting "Manage Profile" then "Demographics".

Answers to additional frequently asked questions regarding renewal and continuing education requirements can be found at [Renewals, Continuing Education](#).



**CE & NURSING PRACTICE
REQUIREMENTS
for
RN & APRN
RELICENSURE/RENEWAL**

INTRODUCTION

This brochure is an overview of Continuing Education (CE) and Nursing Practice Requirements for relicensure/renewal. Relicensure refers to renewal of licensure.

- Rules for relicensure for registered nurses (RNs) in Louisiana mandate that all RNs must complete activities during the licensure period which contribute to continued competence to be eligible for relicensure to practice.

- RNs and Advanced Practice Registered Nurses (APRNs) licensed by the Louisiana State Board of Nursing (LSBN) renew licenses for a 2-year licensure period.

- The CE and Nursing Practice Requirements for renewal are audited annually after renewal to include licensees that most recently renewed.

- All licensees must comply with requirements for renewal of licensure and agree to provide supporting documents to LSBN upon request.

- APRNs are required to meet CE requirements to renew their Louisiana RN license as well as CE requirements for renewal of prescriptive authority (See the section “CEs for APRNs”).

- Information on approved CE and Nursing Practice Requirements for renewal and information on the audit process can be obtained by written request to the LSBN office and on LSBN’s website.

- Rules regarding nursing Continuing Education and Nursing Practice requirements were revised September 2020. See LSBN’s rules for further details including LAC 46:XLVII. §3333 and §3335.

**RENEWAL REQUIREMENTS:
CE OR NURSING PRACTICE**

For RN license renewal, at least **one of the two options** below must have been completed during the 2- year licensure period:

1. a minimum of 30 board-approved contact hours of continuing education;

OR

2. a minimum of 900 practice hours as verified by the employer on a form provided by the board.

Nursing Practice

The “practice of nursing” is the performance, with *or without* compensation, by an individual licensed by the Board or otherwise formally educated and authorized to practice as a RN, of functions requiring specialized knowledge and skills derived from the biological, physical, and behavioral sciences. The practice of nursing or registered nursing shall not be deemed to include acts of medical diagnosis or medical prescriptions of a therapeutic or corrective nature. (LA R.S. 37:913(13) and (14), Nurse Practice Act). The practice of nursing includes but is not limited to direct patient care, supervision, teaching, administration, consulting, quality assurance, and positions which require use of nursing knowledge, judgement, and skill.

Nursing Continuing Education (CE)

Nursing CE is a planned educational activity designed to update the nursing knowledge and skills of its participants beyond the entry level or to prepare for practice in a different area of nursing.



**Louisiana State Board of Nursing
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Board Approved CE

A. CE contact hours which have been approved by any **US Board of Nursing** or accredited by **ANCC** are acceptable for renewal in Louisiana.

B. **Academic courses** in a post secondary institution which are related to specific knowledge and/or technical skills required for the *practice of nursing* as specified in §3335.E. or which lead to an advanced degree or to a certification in advanced nursing, may be used in lieu of CE contact hours.

Academic credits leading to a Bachelor of Science Degree in Nursing (BSN), acquired during the licensure period and post licensure as a RN, may be used to meet renewal requirements for a maximum of four consecutive years.

One academic semester hour is equivalent to fifteen (15) contact hours of CE.

Example: 3 credit hours = 45 contact hours

Contact Hour

A **contact hour is not** equivalent to a **CEU** (Continuing Education Unit). A contact hour is 60 minutes of participation in an educational activity which meets LSBN criteria. The conversion is:

1 CEU = 10 contact hours

If a CE certificate indicates it is awarding **CEUs**, the certificate must provide the conversion and identify both the CEU quantity and contact hour equivalency on the certificate.

Examples of Approved CE

1. Academic courses (evidenced on a transcript)
2. CE provided by LSBN approved providers.
3. CE approved by any US Board of Nursing.
4. CE accredited through the American Nurses Credentialing Center (ANCC).
5. CE courses offered by specialty or state nursing organizations which have been accredited by ANCC to provide CE or to approve others to provide CE.

CEs for APRNs

APRNs who are nationally board certified meet the provisions for RN renewal by holding an approved certification.

In addition, each year APRNs with prescriptive authority must obtain **six contact hours of CE in pharmacotherapeutics** in their advanced nursing role and population foci (§4513). These CEs may be provided by a board-approved national certifying organization or provider approved by the board. Pharmacotherapeutic hours must be delineated on the certificate. Evidence of completion of the CEs should be submitted to LSBN only when requested.

APRNs initially licensed in accordance with R.S. 37:912(B)(3)(4) (grandfathering provisions) and who are not advanced practice certified shall submit the documentation for renewal required in §4507.E.

ANNUAL AUDIT

Each year, following renewal season, a random audit is performed by board staff beginning in March. A percentage of all active licensees are selected to demonstrate compliance with the Continuing Education and Nursing Practice requirement. Documentation requested (i.e. dated CE certificates, employment verification) must demonstrate compliance occurred within the 2-year licensure period. If selected, you must comply with the audit promptly.

Please obtain written evidence of each nursing CE offering and verify it meets LSBN requirements as outlined in this brochure if you plan to utilize it toward your CE requirements for renewal. CE must be completed and documented by the nurse *prior* to licensure renewal. Initial Louisiana nursing licenses are calendar year licenses which must be renewed in the fall for the biennial (2-year) renewal period. All licenses expire January 31st if not renewed before the expiration date, and a late fee is charged for January renewals.

Exceptions

Louisiana licensed RNs not required to obtain CEs or a minimum of practice hours during the applicable licensure period to meet requirements for renewal are RNs who:

- a) were newly licensed RNs. (For clarification this means that RNs issued their license by examination or endorsement are not required to obtain a minimum of CEs or practice hours in the calendar year in which they were initially licensed in Louisiana).
- b) hold current active certification in a nursing specialty recognized by the board; or
- c) meet an exception in §3335.C.2.

Due to rule changes: RNs renewing in the renewal seasons that begin in 2020 and 2021 will be considered compliant with Continuing Education and Nursing Practice requirements if they satisfy the rules that were formerly in effect when they submitted their previous renewal application because either a) they were employed as a nurse for less than 160 hours as a nurse during the 2-year licensure period and have completed at least 15 hours of CE or b) they were employed at least 160 but less than 900 hours as a nurse during the 2-year licensure period have completed at least 10 hours of CE.

Record Keeping Requirements

Each licensee is responsible for obtaining and retaining documents to verify compliance with the CE and Nursing Practice Requirements for renewal for five **(5) years**. This information should be submitted to LSBN **only** when requested. Please submit only the information requested to meet the requirements and not all CEs you have acquired if they exceed the minimum required.

CE certificates must clearly identify the attendee, course title, date(s) attended, credit awarded, the approving or accrediting body, sponsoring organization (if applicable), and other pertinent information. Pharmacotherapeutic hours must be delineated on the certificate for APRNs meeting the requirements for renewal of prescriptive authority.

Revised 8/98, 4/99, 6/99, 1/03, 1/04, 2/05,6/06, 2/08, 5/09, 01/10, 7/10,10/11, 1/12, 1/13, 8/19, 9/20



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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 Licensure

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 authorized 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





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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





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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-





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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 <https://www.lsbn.state.la.us/Portals/1/Documents/Forms/Schools.pdf>
- 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:XVII.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: <https://www.lsbn.state.la.us/Portals/1/Documents/Forms/Schools.pdf>

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Findings from the 2019 Nurse Employer Survey by Cynthia Bienemy, PhD, RN Director, Louisiana Center for Nursing

In 2019, the Louisiana Center for Nursing (LCN) launched the state's third statewide Nurse Employer Survey (NES) to determine the demand for RNs, advanced practice registered nurses (APRNs), licensed practical nurses (LPNs), and nursing assistants (NAs) in Louisiana based on data obtained from employers. Major healthcare industries employing the vast majority of nurses such as hospitals, long term care (LTC) facilities, home health agencies, hospices, and public health facilities were surveyed to gather information about vacancy rates, turnover rates, and growth rates for the various types of nursing personnel. Additional questions such as the number of licensed beds vs staffed beds; number of nurses hired within the last year; and hourly wage for entry level and experienced nursing personnel were added. A total of 1,405 surveys were sent to health care facilities across the state and 489 were returned resulting in an overall 35% response rate. Findings from the current report were obtained prior to the COVID-19 pandemic and can be used as baseline data as Louisiana moves forward in its efforts to determine the impact of the COVID-19 pandemic on our current and future nursing workforce.

The following are a few highlights from the 2019 LCN-NES. A complete list of major findings can be found at the end of the report. The report in its entirety can be found at the following link:

<http://lcn.lsbn.state.la.us/Portals/0/Documents/NursingWorkforceDemandReport2019.pdf>

Highlights from the 2019 Nurse Employer Survey:

- Healthcare facilities that completed the 2019 LCN-NES provided information on 37,029 permanent, full or part-time nursing personnel across nine industry groups. When 1,758 additional temporary personnel were included, the number of nurses employed by responding healthcare industries totaled 38,787.
- In 2019, there was an unmet demand for 1,948 RNs, 1,301 LPNs and 942 NAs based on data obtained from the nine major types of healthcare facilities that participated in the 2019 LCN- NES.
- Although the greatest number of RNs were employed by hospitals (19,774), public health continues to have the largest proportion of RNs among their entire nursing staff. Ninety percent of the entire nursing staff for public health are RNs, followed by hospitals (71%) and ambulatory surgery care centers (69%).
- The greatest proportion of LPNs were employed by home health agencies (44%), rural health clinics (41%) and FQHCs (35%), although the largest number were employed by hospitals (2,873) and LTC facilities (1,828).
- Hospitals and LTC facilities employed the largest number of NAs, 3,933 and 3,841, respectively. Nurse aides represent the largest proportion of the nursing staff for LTCs (62%) followed by dialysis centers (41%).
- Of the 1,587 APRNs employed by responding healthcare facilities, 62.9% were NPs, 34.4% were CRNAs, 1.4% were CNSs, and 1.3% were CNMs. When compared to the other types of healthcare facilities that were surveyed, FQHCs (29.9%), rural health clinics (17.5%) and ambulatory surgery centers (15.5%) had the greatest proportion of APRNs as a part of their nursing workforce.
- In 2018, 1,758 temporary nursing staff were reported by responding employers compared to 5,899 temporary staff reported by responding employers in 2014 which represents a 70% decrease in number.
- The highest vacancy rate for direct care RNs was 19.2% for LTC, 10.5% for FQHCs, 9.5% for hospitals and 9.2% for home health.
- In 2018, the median turnover rate for RNs in hospitals in Louisiana, the largest employer of RNs identified in





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the survey in terms of number of budgeted positions, was 19.4% compared to a median turnover rate of 13.8% in 2014 and 17.0% in 2010. In 2019, the national turnover rate for RNs in hospitals was reported to be 15.9% (NSI National Healthcare and RN Retention Report, 2020).

- The number of new estimated positions due to job growth in 2019 was 1,622 new RN jobs, 194 NP jobs, 25 CRNA jobs, 792 LPN jobs, and 690 NA jobs will be created in 2020.
- RNs were reported as one of the most difficult types of nurses to recruit by hospitals, LTC facilities, home health and hospice. LPNs were identified as being one of the five most difficult types of nurses to recruit by LTC facilities, dialysis centers, rural health clinics and FQHCs. Nurse administrators were identified by five of the three types of healthcare facilities surveyed as being one of the five most difficult types of nurses to recruit.
- As of January 1, 2019, there was a 15-percentage point increase in the proportion of RNs that were prepared at the baccalaureate level in hospitals and a 19-percentage point increase in the proportion employed by public health when compared to data obtained in the 2014 LCN-NES.
- In 2018, a total of 882 new RN grads and 200 new LPN grads were hired by hospitals which represents a nine percent increase in the number of RNs hired by responding hospitals and a 163% increase in the number of new LPN grads hired by hospitals when compared to 2014.
- Approximately 29% of hospitals completing the 2019 NES reported offering a nurse residency program.

Geneva Carter, MSN, APRN, FNP RN Compliance Officer Team Lead

The past 60 days have seen a tumultuous amount of change as I have settled into my new position as Registered Nurse Compliance Officer (RNCO) Team Leader at Louisiana State Board of Nursing (LSBN). I have transitioned from APRN practice to regulation. While onboarding during the COVID-19 pandemic has presented many challenges, the staff at LSBN has been wonderful.

The fundamental mission of LSBN is to protect the life and health of the citizens of Louisiana by assuring persons practicing as registered nurses and APRNs are competent and safe to practice. The investigations department is tasked with investigating complaints that potentially violate the Nurse Practice Act or the Louisiana Administrative Code, Title 46, Part XLVII, Subpart 2. Registered Nurses. As RNCO Team Leader, I have gleaned information on the different investigational processes and roles within the department.

Investigative cases may arise from nurse practice issues, criminal conduct, diversion of controlled substances and/or drug screening violations. The cases rank in priority. Priority 1 cases pose imminent and substantial danger to the public; priority 2 cases pose high risk; priority 3 cases pose moderate risk and priority 4 cases have low risk for harm to patients. Cases are thoroughly investigated by RN Compliance Officers and Compliance Investigators. After the investigation, the cases are submitted for a multistep review by the RNCO Team Leader, Chief Compliance Officer, Chief Legal Officer and Chief Executive Officer. As the RNCO Team Leader, I am enjoying my role in assisting with the safeguard of the citizens of Louisiana.





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 18, 2020 Board Meeting

Motion to Adopt the Agenda as presented.

Motion Carried.

Motion to Approve the Minutes of the February 13, 2020 Board meeting.

Motion Carried.

Motion to Approve the Minutes of the May 22, 2020 Emergency 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 Reports
 1. Dillard University - ACEN
 2. Louisiana College - CCNE
 3. Loyola University - SACSCOC
3. Louisiana- Mississippi Hospice & Palliative Care Organization - Continuing Education Renewal
4. Education Announcements

Motion to accept the Consent Agenda Motions.

Education and Examination

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

Motion Carried.

Motion to accept the Site Visit report from Franciscan Missionaries of Our Lady University’s Family Nurse Practitioner (MSN-FNP, PMC) program and continue full approval to be reviewed annually with the annual report.

Motion Carried.

Motion to accept the Step III site visit report from the graduate nursing education programs at University of Louisiana Monroe

and grant full approval to be reviewed annually with the annual report.

Motion Carried.

Motion to approve the major substantive change request to revise the course learning outcomes of Herzing University’s School of Nursing.

Motion Carried.

Motion to approve the addition of a Baccalaureate of Science in Nursing to Doctor of Nursing Practice Nurse Anesthesia (BSN-DNPNA) program of study to the currently approved roles/populations at Northwestern State University.

Motion Carried.

Motion to re-approve the request of Herzing University for approval to offer graduate clinical experiences in Louisiana until April 16, 2023 for the following roles/populations:

Family Nurse Practitioner (FNP) – Master’s (MSN) and Post Master’s Certificate (PMC)

Motion Carried.

Motion to re-approve the request of Midwestern University for approval to offer graduate clinical experiences in Louisiana until April 20, 2023 for the following roles/populations:

Certified Registered Nurse Anesthetists (CRNA) – Master’s (MSN)

Motion Carried.

Motion to approve the request of Auburn University to extend the approval to offer graduate clinical experiences in Louisiana until June 13, 2022 for the following role/population:

Primary Care Nurse Practitioner (PCNP)

Motion Carried.

Motion to approve the request of United States University for approval to offer graduate clinical experiences in Louisiana until June 18, 2023 for the following role/population:

Family Nurse Practitioner (FNP) – Master’s (MSN)

Motion Carried.





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

Motion Carried.

Motion to direct staff to provide a report related to Excelsior College accreditation status with updates of the following at the August 20, 2020 and subsequent board meetings:

- Status of appeal to ACEN
- Status of completion of all enrolled students residing in Louisiana

Motion Carried.

Louisiana Center for Nursing

Motion to accept the 2019 Newly Licensed Registered Nurse Survey Report, the 2019 LSBN Annual Report, and the Nursing Education Capacity Report.

Motion Carried.

Administration

Motion to approve the proposed FY2020 Amended Budget.

Motion Carried.

Office of the Executive Director/CEO

Motion to approve payment of \$1,000 Annual Dues for membership in Louisiana Action Coalition (LAC).

Motion Carried.

Reports

Motion to accept the 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

LSBN welcomes **Jessica Matthews** to the Nursing Division. Ms. Matthews is a native of Baton Rouge, LA and a Southern University Alumnus. She's a proud mother of one! Her favorite hobby is softball, her favorite past-time is shopping, and her favorite color is sapphire blue.



She loves seafood and traveling to new and exciting places! She would love to visit Hawaii one day and she's looking forward to COVID ending so that she can resume her sign language courses.

Disciplinary Matters

The LSBN took a total of 72 actions at the May 13, 2020 hearing panel. For a complete listing click the link: [May 13, 2020](#)

The LSBN took a total of 24 actions at the June 18, 2020 hearing panel. For a complete listing click the link: [June 18, 2020](#)

The LSBN took a total of 18 actions at the July 8, 2020 hearing panel. For a complete listing click the link: [July 8, 2020](#)

2020 State Holiday Schedule

General Election Day.....	November 3
Veterans Day.....	November 11
Thanksgiving Day.....	November 26
Christmas Day.....	December 25

Future Board Meeting Dates

December 3, 2020

