

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

a Louisiana State Board of Nursing production

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## FROM THE CHIEF EXECUTIVE OFFICER



Colleagues,

The Nurse Licensure Compact Commission Meeting of the National Council of State Boards of Nursing (NCSBN) was held on August 20, 2019 in Chicago followed by the NCSBN Annual Meeting on August 21 – 23, 2019. Both meetings gave members an opportunity to meet and net-

work with nursing regulators from all over the country and the world to discuss important regulatory issues.

Along with a variety of presentations and activities, NCSBN hosted an exciting keynote speech from Elizabeth Iro, RN, chief nursing officer at the World Health Organization. She was formerly the Cook Islands' Secretary of Health and chief nursing officer and acting director, Hospital Health Services. Following are some of the highlights of NCSBN's work in 2019:

- The APRN Task Force, led by Kathy Thomas, NCSBN immediate past president was convened and that task force worked extremely hard on very difficult issues. We're all aware of the differences in APRN recognition, regulation, and practice authority among states. So, the task force put forth recommendations endorsed by the board of directors for consideration at this delegate assembly. In response to a resolution at the 2018 Delegate Assembly, NCSBN convened a conference for nurse regulators to explore and discuss the challenges and the nuances in regulation related to the APRN Consensus Model. Seventy-five members of NCSBN attended a meeting on April 10th. We went through each of those areas of the consensus model, step by step, and discussed each one. Two major themes emerged: licensees want to be called NPs rather than APRNs, and there was a discussion about CRNAs wanting to change their title to nurse anesthesiologist. First, it was believed that changing the APRN title will have an impact on federal regulations at CMS that impact billing. Number two, states are still striving to adopt the model and we need to strive towards consistency. Three, the public is still learning the titles and changing them now would really cause more confusion than anything else. It was believed by the group that changing CRNA title to

nurse anesthesiologist would only exacerbate existing tensions with physicians. We need to support access to care in rural communities. Some believed that there was a need for a generalist category of APRNs and gave the example of physician assistants not being restricted to a role and population and some also even cited physicians not being restricted.

- During the past year, the board of directors also upheld the existing passing standard for the NCLEX-RN examination. That standard will hold through March 31 of 2022. A committee was convened to focus on any needed revisions or updates to the Model Act and Rules.
- As a product of NCSBN collaboration with the American Nurses Association, a revised position statement on delegation was published. Another collaborative effort, which engaged consumers, was the request for the Citizens Advocacy Center to review and comment on Regulation 2030. NCSBN continues to seek out others to help develop an introspective view of Nursing Regulation and what it means to the larger nursing audience and consumer audience.
- Finally, an official invitation was extended for membership of NCSBN in the Tri-Council. The Tri-Council is a long-established alliance of the American Nurses Association, the American Association of Colleges of Nursing, the National League of Nursing, and the American Organization for Nursing Leadership. NCSBN became a full member of the Tri-Council this year.

### **Nurse Licensure Compact**

The bi-monthly Board meeting was held on August 15, 2019. Conversion to the Nurse Licensure Compact is going well and, to date, 1,437 RNs in Louisiana have converted their single state licenses to multi-state licenses (MSL) and 625 additional applications are in process for MSL.

### **Education/Examination Department**

In the Education/Examination Department, Troy University was re-approved to offer graduate clinical experiences in Louisiana through October 12, 2022 for FNP, DNP and MS to DNP; and Southwest Mississippi College was approved to offer undergraduate clinical experiences for associate degree students in Louisiana until February 16, 2023 for NURS 2110 Health and Illness Concepts and NURS 2210 Complex Health and





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Illness Concepts.

### **Louisiana Center for Nursing**

Dr. Bienemy reported on the 2019 Culture of Health Summit, which will be held October 8, 2019 at the Pennington Biomedical Research Center in Baton Rouge. Catherine Alicia Georges, EdD, RN, FAAN, AARP's National Volunteer President, will serve as the keynote speaker. Dr. Barbara Nichols, DNSc (hon), MS, RN, FAAN, Executive Director for the Wisconsin Center for Nursing, will be the endnote speaker. Dr. Nichols is also the National Diversity Consultant for the Louisiana Action Coalition (LAC). A panel of Mayors led by Mayor Sharon Weston Broome will share information about initiatives Louisiana is spearheading to build a culture of health throughout the state.

### **Compliance Division**

In the Compliance Division, Wanda Woods-Matthews, Chief Compliance Officer, reported that Victory Addiction Center in Lafayette has been approved as a Board recognized treatment center. Her division has also hired two part-time RN Compliance Officers to assist with closing the backlog of disciplinary cases.

There are currently 812 cases being investigated by LSBN. To date, investigations that are out of compliance with LSBN's target completion dates have decreased from 37% at the beginning of 2019 to 30% today.

### **Office of General Counsel**

The Hearings Department has officially moved from Compliance to the Office of General Counsel under the direction of Chief Legal Officer/General Counsel Carrie Jones. Two new paralegals have been hired for the department: Jasimiel Northern and Reyna Witt.

### **Occupational Licensing Review Commission**

The Commission was established in 2018 most notably to ensure antitrust issues were addressed through any rule changes for any agency or board in the state of Louisiana. The Commission is in place to exercise oversight authority over the establishment of rules in the Louisiana Administrative Code that have the potential to be overly burdensome to Louisiana citizens or that could possibly violate federal or state law.

The Commission met for the second time on August 22,

2019. Ms. Jones represented the Agency as General Counsel. Two new rule changes to bring LSBN rules in compliance with Board of Directors Bylaws regarding LSBN Board Officers and Meetings, 3303 and 3307, which had been approved at the June 13, 2019 Board meeting, were approved to move forward in the rulemaking process.

As always, I end my report with words of advice from some of the greatest thinkers of our time. This month, those words come from Marion Wright Edelman, American attorney and civil rights activist:

**You're not obligated to win. You're obligated to keep  
Trying to do the best you can every day.**

For the Public Trust,

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

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





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## Chiefs Corner

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

Act 351 of Louisiana's 2019 Legislative Session created a Palliative Care Interdisciplinary Advisory Council. The council is under the Louisiana Department of Health. According to the Act, "the purpose of the council is to assess the availability of patient-centered and family-focused palliative care in Louisiana and to provide recommendations to the secretary and legislature". Palliative care is an important service and can be most effective when provided by an interdisciplinary team. The council will be composed of seventeen members, three of whom are nurse members who must be board certified in hospice and palliative care and are appointed by the Louisiana State Board of Nursing (LSBN). The council is charged to fulfill its duties by March 31, 2022 unless reauthorized by the legislature. LSBN appreciates nurses dedicated to quality healthcare and service to Louisiana residents and is pleased to share that the individuals selected to serve on the council are: Deborah Bourgeois BSN, MS, APRN, ACNS-BC, ACHPN; Christine Guidry RN, BSN, CHPN; and Robin Rome, RN, MSN, FNP, ACHPN.

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

On September 29, 2019, Pinell & Martinez LLC, CPA, issued its independent auditor's report on LSBN's financial statements for the fiscal period ending June 30, 2019. A summary of the auditor's report reflects an "Unmodified" opinion with no findings, no material weaknesses or significant deficiencies identified, and no Noncompliance noted that were material to the financial statements.

Overall the financial highlights were as follows:

- The Board's net position increased \$877,988 as a result of this year's operations or nearly 22.7%. Revenues increased slightly by ~3%; expenses also increased slightly by ~.5%; assets increased ~2.6%, and liabilities decreased .8%.
- During the year, the Board had revenues that were \$877,988 in licensure fees and other revenues more than the expenses of \$8,125,106. This compares to last year, when revenues exceeded expenses by \$570,411.
- Total cost of all of the Board's activities was virtually unchanged (increasing by \$43,412, or less than 1 percent) with no new activities added this year.
- The resources available for appropriation were \$148,402 more 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](mailto:browni@lsbn.state.la.us).





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

### Improving Responsiveness and Customer Service

In order to fulfill LSBN's strategic plan to improve responsiveness and customer service, the Compliance Department has been charged with closing a backlog of investigations. To expedite the closing of the backlog of investigations, the Compliance Department hired three WAE RN Compliance Officers to assist staff with the investigative process. I am pleased to introduce LSBN's new WAE RN Compliance Officers and express my thanks to them for sharing their knowledge and expertise with staff and their commitment to ensuring that the Compliance Department meets the goal of closing the backlog of investigations, thereby improving responsiveness and customer service.

#### Lori Denstel



Lori Denstel is a Baton Rouge native and received her Bachelor of Science in Zoology and Nursing from Auburn University. Lori worked at the University of Alabama at Birmingham Hospital in the Surgical Intensive Care Unit for several years and cared for trauma patients, organ transplant donors and recipients and burn victims. Lori returned home, attended graduate school at LSU and received her Masters in Business Administration in 2000. Lori worked at Woman's Hospital for 14 years and was the Director of Nursing Administration and Nursing Informatics before deciding to stay home for a few years with her family.

Lori and her husband, Chris have two children, Linley and Drew. During her free time, Lori enjoys playing tennis, being a room mom, and cheering for her kids at their sporting events.

#### Chapreca Field

Chapreca Fields is currently a charge nurse with 15 years of nursing experience in Labor and Delivery at Woman's Hospital. Chapreca has been functioning in the charge nurse role, more specifically as OR charge, for the past 4 years. Duties include circulating in the OR and monitoring deliveries, management of OB techs, coordinating OR assignments/availability. Other charge nurse duties include management of the unit, monitoring and caring for the laboring patient, high-risk pregnancies, and initiation and maintenance of critical infusions.

Chapreca holds certifications in Advanced Cardiac Life Support, Neonatal Resuscitation, and Inpatient Obstetrics. Chapreca is an active member of the Association of Women's Health, Obstetrics and Neonatal Nursing, the Unit Leadership Council and the Surgical Infection Resource Team where Chapreca develops standards to reduce surgical site infections.

Chapreca is a graduate of Southern University, earning a Bachelor of Science Degree in Biology, and later in Nursing. In her spare time, Chapreca enjoys travelling, spending time with family and working out.





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## Emily Lang



Emily Lang has worked in a variety of nursing settings, including Home Hospice, Surgical Intensive Care, Neuro/Trauma Intensive Care, and Surgical Post-operative Care. Emily completed her Bachelor of Science in Nursing at The University of Scranton and received her Master of Science in Nursing from Gwynedd Mercy University. Emily holds her certification as an Adult Gerontology Primary Care Nurse Practitioner. Emily recently moved from Pennsylvania to Louisiana in 2017 with her family.

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

Did you know that if a nurse is brought before the board for a hearing on formal charges for violations of the Nurse Practice Act that he/she has the ability to subpoena witnesses and/or evidence? La. R.S. 37:918(15) authorizes the LSBN to issue subpoenas. LAC 46:XLVII.3411.D provides that the executive director, or a designee of the board, issues subpoenas for the board for disciplinary proceedings, and when requested to do so, may issue subpoenas for the other party. However, no subpoena shall be issued until the party who wishes to subpoena the witness first deposits a sufficient sum of money to pay all fees and expenses to which a witness in a civil case is entitled pursuant to La. R.S. 13:3661 (fees) and La. R.S. 13:3671 (mileage).

The LSBN may issue a witness subpoena, which requires a person to appear and give testimony. The LSBN may also issue a subpoena duces tecum, which requires a person (or entity) to produce books, records, correspondence, or other material over which he (it) has control.

Subpoenas should be requested in writing. Subpoenas will not be issued until the LSBN is in receipt of the applicable witness fees and expenses. Subpoenas should be requested with sufficient time for board staff to issue the subpoena and for the individual/entity to respond.





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Continuing Education Requirements for 2020 Registered Nurse License Renewals  
by Jennifer Wright, DNP, APRN, FNP, BC, FAANP  
Chief Nursing Officer

Registered Nurse (RN) license renewal season begins October 1st.

**What is the number one reason nurses have an unsuccessful Continuing Education (CE) audit?**

Failure to complete CEs that have been approved by the American Nurses Credentialing Center (ANCC) or a state board of nursing (BON).

**What is my CE requirement to qualify for Louisiana RN license renewal for 2020?**

All Louisiana licensed RNs except those issued a 1st time Louisiana license in the 2019 calendar year **must** be in compliance with LSBN rules regarding annual nursing CE requirements. All CEs must have been accredited by either the ANCC or a specific State BON.

Each year, following renewal season, a random CE audit is performed by board staff. A total of three percent of all active licensees are selected to demonstrate compliance with the nursing CE requirement. 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 the responsibility of the individual nurse.

**How many nursing CE contact hours do I need each year to renew my Louisiana RN license?**

Nursing Practice Level for Year	ANCC/State BON accredited CEs Needed
<b>Practiced nursing 1600 hours (or more)</b> within the calendar year. The 1600 hours is equivalent to 10 consecutive months of nursing employment at 40 hours per week	<b>Minimum of 5 contact hours of ANCC or State BON</b> accredited nursing continuing education required annually for license renewal
<b>Practiced nursing at least 160 hours, but less than 1600 hours.</b> 160 hours is the equivalent of 4 weeks at 40 hours per week	<b>Minimum of 10 contact hours of ANCC or State BON</b> accredited nursing continuing education required annually for license renewal
<b>Practiced nursing less than 160 hours</b> during the calendar year. This level includes nurses who are retired from active practice, had unverified nursing employment, self-employed, and/or had not worked during the year – but still wish to renew their nursing license for next year.	<b>Minimum of 15 contact hours of ANCC or State BON</b> accredited nursing continuing education required annually for license renewal. <b>NOTE</b> - Nurses with 15 or more ANCC/BON accredited nursing contact hours do not need to provide proof of nursing practice hours verified by their employer if later selected for the CE audit.

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

A certificate of completion 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 2018
- f. clear printed statement that the nursing CE was accredited by either the **ANCC** - or – by a specific **U.S. State BON**.





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### **Does training obtained through my place of employment count?**

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

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

Yes – there are two (2) other methods by which you could qualify to renew your RN license:

1. If you attended school this year for a **post-secondary nursing degree** and were awarded academic credit in 2019 for coursework specific to nursing practice. To qualify for this option, the nurse must obtain an official paper transcripts obtained directly from the school *prior* to renewing and be able to supply it to LSBN upon request if notified later that you've been selected to be audited. Student summary print-outs, electronic and/or 3rd party transcripts are not acceptable verification. One (1) academic semester hour in a nursing course documented on an official paper transcript is equivalent to fifteen (15) contact hours of ANCC/BON accredited nursing continuing education for annual license renewal.
2. 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 2019 calendar year, 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 letter (or card) 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.

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

Yes. Since all nurses must meet their annual mandatory CE requirements per LSBN rules prior to renewing, any nurse who has renewed his/her Louisiana license is eligible to be selected later by random audit. There is no limit to the number of times an individual can be audited for his/her CEs.

### **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.boardsofnursing.org/lsbn> and selecting "Manage Profile".

Answers to additional frequently asked questions regarding renewal and continuing education requirements can be found at <https://www.lsbn.state.la.us/Licensure,Renewals/Renewals,ContinuingEducation.aspx>.

Continuing Education Audit  
by Monique Calmes, APRN, FNP-BC  
Director, Advanced Practice

The annual Continuing Education audit has begun. Initial email notices were sent out September 27, 2019 to the email address of record for all nurses selected to be audited. All required documents must be mailed, or hand delivered to LSBN together in one envelope. The requirements can be found in LSBN's CE & Nursing Practice Requirements Brochure.



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



Louisiana State Board of Nursing  
17373 Perkins Road  
Baton Rouge, Louisiana 70810  
(225) 755-7500

## INTRODUCTION

Rules on requirements for relicensure for registered nurses (RNs) in Louisiana mandate that all nurses must complete Louisiana State Board of Nursing (LSBN) continuing education (CE) requirements for relicensure/renewal annually.

The CE and Nursing Practice Requirements for relicensure/renewal are audited annually. All nurses must comply with the continuing education requirements and agree to provide supporting documents to LSBN upon request.

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

An update of information on **approved** CE and Nursing Practice Requirements for relicensure/renewal and information on the audit process can be obtained:

- periodically in *The Examiner*, the official publication of the LSBN, emailed to every active Louisiana licensed RN throughout the United States and available on LSBN's website; or
- by written request to the LSBN office.

This brochure is an explanation of Continuing Education and Nursing Practice Requirements for relicensure/renewal. **Keep this document** for use as a reference whenever you have a question.

### Nursing Continuing Education (CE)

Continuing education (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.

### Contact Hour

A **contact hour is not** the same as 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 states it is awarding CEUs, the certificate must provide the conversion and show **both** the CEU quantity **and** contact hour equivalency on the certificate.

### Examples of Approved CE

1. Academic courses (transcripts showing nursing coded courses required).
2. Certification by a nursing specialty organization **recognized by the LSBN** (see website for list).
3. CE provided by LSBN approved providers. \*
4. CE **approved** by other US Boards of Nursing. \*
5. CE **approved/accredited** through the American Nurses Credentialing Center (ANCC). \*
6. Independent/Home Study CE through providers **recognized by LSBN**. \*
7. State nurses' associations, such as the Louisiana State Nurses Association (LSNA) **which have been accredited by ANCC** to provide CE or to approve others to provide. \*
8. Hospitals/Agencies within the State who are **approved providers** by LSBN. \*

## ANNUAL CE & NURSING PRACTICE REQUIREMENTS

### Nursing Practice

- **Full-Time = 5 contact hours**
- **Part-Time = 10 contact hours**
- **Not employed/Inactive = 15 contact hours**

The "practice of nursing" is the performance, with *or without* compensation, by an individual licensed by the Board 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 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,

and positions which require use of nursing knowledge, judgement, and skill.

### Full-Time Nursing Practice

**Full-time** nursing practice is a *minimum* of **1600 hours of nursing employment annually**.

Paycheck stubs along with a work log record should be maintained to document the nursing practice hours obtained.

### Part-Time Nursing Practice

Part-time nursing practice is a minimum of **160 hours** but less than the 1600 full-time level **annually**.

### Board Approved CE

**A.** CE contact hours which have been approved either by another **U.S. Board of Nursing or ANCC** are acceptable for relicensure/renewal in Louisiana.

**B.** Current **certification** by a certifying body approved by LSBN in a **nursing specialty area** may be used in lieu of contact hours to meet the CE requirements for relicensure/renewal. A list of approved certifying organizations is available on the LSBN website.

**C. 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 post licensure as a RN, may be used to meet relicensure requirements, in the year the nursing coursework credit is obtain for a maximum of four consecutive years.

One academic semester hour is equivalent to fifteen (15) contact hours of continuing education. An official transcript will be required to document the academic credit in nursing courses and hours awarded.

Example: 3 credit hours = 45 contact hours

### CEs for APRNs

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

In addition, each year APRNs with prescriptive authority must obtain **six contact hours of continuing education 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

Every year a random selection of RNs and APRNs licensed in Louisiana (even if residing out of state) will be subject to the audit process. CE certificates of completion and/or other LSBN accepted evidence documenting compliance with the relicensure/renewal requirements must be dated for that year. If selected, you must comply with the audit promptly.

**New licensees** - (whether licensed by examination or endorsement) will not be required to earn CE during the year that they were initially licensed.

Example: If the date of initial RN licensure is June 2019, the licensee will not be required to obtain accredited nursing CE contact hours until after January 1, 2020 for the 2020 calendar year.

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 relicensure/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 each fall for the next biennial (2-year) renewal period. All licenses expire January 31<sup>st</sup> if not renewed before the expiration date, and a late fee is charged for January renewals.

### Record Keeping Requirements

Each licensee is responsible for **safe-keeping** of documents to verify compliance with the CE and Nursing Practice Requirements for relicensure/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.

Example: Submitting copies of CE certificates of completion and of nurse specialty certification card and academic transcript.

Any one of the above can be used. Copies of all CE certificates acquired during that year need not be submitted if the nurse had completed more than required by LSBN.

Only certificates that represent the number of accredited nursing contact hours completed need to be submitted if the nurse is selected for the CE audit.

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



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.

The 2018 Nurse Supply Addendum Report  
by Cynthia Bienemy, PhD, RN  
Director, Louisiana Center for Nursing

The 2018 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the fourth year of renewals using the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system. This was the first year that LSBN had licensure data on all licensed registered nurses (RNs) and advanced practice registered nurses (APRNs) available through ORBS. The LSBN IT Department, Center for Nursing, and the ORBS Team have worked diligently over the last four years to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policy makers about Louisiana's RN and APRN workforce.

The 2018 Nurse Supply Addendum Report is based on a snapshot of every RN and APRN that had an active license to practice in Louisiana on December 31<sup>st</sup>, 2018. This yearly snapshot will mark a new beginning in terms of LSBN's ability to trend data from year to year. Taking into consideration that the Nurse Licensure Compact was implemented on July 1, 2019, it is anticipated that in 2019, a percentage of the 10,022 RNs that lived outside of Louisiana in 2018, but held a license to practice in Louisiana, will not apply for a Louisiana license if they reside in a compact state. Historically, the majority of the analysis presented on the RN and APRN workforce is based on those nurses that reside in Louisiana, therefore, we do not anticipate a significant change in those numbers from year to year.

The following represent some of the major findings from the 2018 Nurse Supply Report based on data provided by the 57,344 RNs that reported Louisiana as their state of residence in 2018, which reflects Louisiana's available nursing workforce.

### Licensed Registered Nurses Residing in Louisiana (2018)

- On December 31<sup>st</sup>, 2018, 67,428 RNs held an active license to practice in Louisiana. Eighty-five percent (57,344) of those nurses lived in Louisiana and 15% (10,022) resided outside of Louisiana (parish information was not available for 62 RNs).
- Forty-seven percent of the 10,022 RNs that lived outside of Louisiana came from the border states of Mississippi, Texas, and Arkansas.
- Twenty-six percent (15,084) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2018 and 24% (13,507) were between 40 and 49 years of age.
- Males represented 12% of the RN workforce and females represented 88%.
- The RN workforce in Louisiana is three percent Hispanic/Latino.
- In the U.S. and Louisiana, minorities comprise approximately 41% of the population, whereas minorities comprise only 20% of Louisiana's RN workforce.
- Sixty percent (34,442) of all licensed RNs residing in Louisiana in 2018 reported having a baccalaureate or higher degree in nursing.
- Approximately two percent (917) of the RNs residing in Louisiana reported having a doctorate.
- Forty-six percent of the doctoral prepared RNs in Louisiana have a Doctor of Nursing Practice (DNP) and 30% have a doctorate in a field other than nursing.
- Fourteen percent of the licensed RNs residing in Louisiana reported having a PhD in Nursing.
- In 2018, 4,376 licensed RNs residing in Louisiana (eight percent of the RN workforce) indicated that they were enrolled in some form of post-RN education.
- Over the past year, there was a 12% decrease in the number of licensed RNs residing in Louisiana who were admitted to Louisiana's RN to BSN programs, a three percent decrease in the number enrolled, and a five percent decrease in the number of graduates from these programs.
- Seventy-five percent (43,711) of the licensed RNs residing in Louisiana reported working full-time, eight percent (4,486) part-time, and six percent (3,743) per diem.
- Two percent (1,319) of the licensed RNs residing in Louisiana reported working outside of nursing, two





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percent (1,246) were seeking employment, four percent (2,472) were not seeking employment, two percent (1,354) were retired, and less than one percent (309) reported being volunteers.

- Fourteen percent (7,619) of the RNs residing in Louisiana reported that they only plan to work an additional 1-5 years and 17% plan to work an additional 6-10 years, which is equivalent to approximately 31% of the RN workforce in Louisiana.
- In 2018, hospitals employed 61% (30,936) of the RNs residing in Louisiana and 10% were employed in ambulatory care settings.
- Sixty-four percent (32,626) of RNs residing in Louisiana reported working as staff nurses in 2018.
- Twelve percent (6,015) of the RNs residing and working in Louisiana reported their primary practice specialty area as medical/surgical, followed by 11% (5,797) reporting acute care/critical care as their specialty practice area.
- Eighty-one percent of the RNs (45,927) working in Louisiana in 2018 reported that they provided direct patient care in their practice.
- Ten percent (5,172) of RNs working and residing in Louisiana reported that they had two jobs and one percent (564) reported holding three or more jobs as RNs.
- In 2018, 17% (9,689) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position.
- Forty-two percent (15,385) of the RNs that worked full-time reported that their 2017 pre-tax annual earnings from all nursing positions worked, including overtime and bonuses, was between \$50,001 and \$75,000.

#### **Advanced Practice Registered Nurses in Louisiana (2018)**

- Of the 67,428 RNs holding an active license to practice in Louisiana in 2018, 10% (6,480) also held an active APRN license.
- In 2018, approximately 74% (4,265) of all APRNs licensed and residing in Louisiana indicated that they were Nurse Practitioners (NP), 23% (1,355) were Certified Registered Nurse Anesthetists (CRNA), two percent (124) were Clinical Nurse Specialists (CNS), and one percent (50) were Certified Nurse Midwives.
- Thirty-five percent (2,017) of the APRNs residing in Louisiana in 2018 were between 30 and 39 years of age, 31% (1,775) were between 40 and 49 years old, 18% (1,049) were between 50 and 59 years of age, and 13% (741) were 60 and over.
- Seventy-nine percent (4,570) of the licensed APRNs in Louisiana were females and 21% (1,233) were males in 2018.
- Two percent (127) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin.
- In 2018, 83% (4,820) of the licensed APRNs residing in Louisiana were White/Caucasian, 14% (832) were Black/African, one percent (65) were Asian, and less than one percent American Indian/Alaska Native (20), Native Hawaiian/Pacific Islander (3), Two or More Races (33), and Other (19).
- Eighty-three percent (4,830) of the licensed APRNs residing in Louisiana reported the Masters' degree as their highest degree in nursing.
- Eighty-five percent (5,059) of the licensed APRNs residing in LA were employed full-time, seven percent (431) reported part-time employment, and four percent (244) indicated employment on a per diem basis.
- Hospitals employed 40% (2,240) of the licensed APRNs residing in Louisiana, followed by ambulatory care, which employed 29% (1,610) of the APRN workforce, five percent in community health (301), and three percent (178) in schools of nursing.
- Thirty percent (1,694) of the licensed APRNs that resided in Louisiana in 2018 reported their primary specialty practice areas as adult health/adult family health and 23% (1,300) indicated anesthesia as their primary specialty practice area.
- Forty-three percent (2,151) of the APRNs working full-time reported salaries of \$100,001 or greater as their 2017 pre-tax annual earnings from all nursing positions worked, including overtime and bonuses.
- Sixty-seven percent (3,883) of licensed APRNs residing in Louisiana had prescriptive authority.





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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, 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





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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 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 a 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 of a nursing program (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





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a program meets at least 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 RN or APRN education programs 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, LSBN assures that 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. Assesses 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 serves 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.





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

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Electronic Complaint Portal  
by William Little  
Director of Investigations

With the implementation of the Optimal Regulatory Board System (ORBS), the National Council of State Boards of Nursing's (NCSBN) comprehensive licensing and enforcement management system, complainants are provided the opportunity to submit complaints on licensees through an electronic complaint portal, thereby substantially increasing the number of complaints received by the Compliance Department.

For the two months prior to the implementation of ORBS, the Compliance Department received an average of 51 complaints per month. Since the implementation of ORBS, the Compliance Department has received an average of 85 complaints per month, which equates to a 67% increase in the number of complaints. For the recently ended fiscal year, the Compliance Department received 949 complaints.

In addition to the complaints received for licensees, the Compliance Department received 193 education related complaints for student applicants, 218 complaints from law enforcement agencies for licensees/applicants, and 126 complaints from other departments within the agency. As such, a total of 1,486 complaints were received and processed by the Compliance Department during the recently ended fiscal year.

Complaints are reviewed by a Complaint Review Committee to determine if a complaint should be opened as an investigation. Of the 1,500 complaints reviewed by the Complaint Review Committee, 680 investigations were opened.

Complaints reporting potential violations of the Nurse Practice Act (NPA) must be submitted through LSBN's Complaint Portal @ <https://lsbn.boardsofnursing.org/complaint>.





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## Major Motions

### Major Motions and Other Actions Taken at the June 13, 2019 Board Meeting

**Motion to approve** the Minutes of the February 14, 2019 Board Meeting were approved at the May 8, 2019 Emergency Board Meeting.

**Motion Carried.**

#### ADMINISTRATION

**Motion to approve** the proposed FY2019 Amended Budget.

**Motion Carried.**

#### NEW BUSINESS

**Motion to approve** the Consent Agenda

##### 1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
  1. NCLEX Reports
  2. Accreditation Reports
2. Approved Program Reports
  1. Louisiana Delta Community College- ACEN Correspondence
3. Continuing Education Renewal Application
  1. Dillard University
  2. Egan Home Health and Hospice
4. Education Announcements

**Motion Carried.**

#### EDUCATION

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

**Motion Carried.**

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

**Motion Carried.**

**Motion to accept** the request of South Louisiana Commu-

nity College to establish an off-campus location of the LPN to RN program at the T. H. Harris Campus in Opelousas, Louisiana.

**Motion Carried.**

**Motion to approve** the major/substantive changes request from Louisiana State University Health Sciences Center to add the following roles and populations to the Post-Masters Doctorate of Nurse Practice Program (PM-DNP):

- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
- Adult Gerontology Primary Care Nurse Practitioner (AGPCNP)
- Primary Care Family Nurse Practitioner (PCFNP)
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Pediatric Nurse Practitioner – Acute Care (PNP-AC)
- Pediatric Nurse Practitioner – Primary Care (PNP-PC)

**Motion Carried.**

**Motion to approve** the major/substantive change request from Louisiana State University Health Sciences Center to add the following advanced specialty elective courses to the Doctor of Nursing Practice Program:

- Advanced Emergency Nursing
- Advanced Oncology Nursing
- Advanced Nephrology Nursing

**Motion Carried.**

**Motion to approve** the major/substantive changes request from Louisiana State University Health Sciences Center to add the following dual concentrations to the Doctor of Nursing Practice Program:

- Adult Gerontology Acute Care Nurse Practitioner (AGACNP) and Adult Gerontology Clinical Nurse Specialist (AGCNS)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP) and Primary Care Family Nurse Practitioner (PCFNP)
- Primary Care Family Nurse Practitioner (PCFNP) and Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)





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Pediatric Nurse Practitioner-Primary Care (PNP-PC) and Pediatric Nurse Practitioner-Acute Care (PNP-AC)

**Motion Carried.**

**Motion to approve** the major/substantive change request from Herzing University for alteration, other than editorial, to the institution's mission statement.

**Motion Carried.**

**Motion to approve** the request of Auburn University to offer graduate clinical experiences in Louisiana until June 13, 2020 for the following role/population:

Primary Care Nurse Practitioner (PCNP)

And further, that the Board instruct Auburn University to reappear before the Board and present:

1. Evidence of accreditation with the Commission on Collegiate Nursing Education (CCNE) and
2. Intent and actions taken to align the program and subsequent documentation with a population consistent with the Consensus Model in order to extend Board approval for an additional two years.

**Motion Carried.**

**Motion to approve** the request from Chamberlain University College of Nursing-New Orleans campus to increase enrollment by 20 students for the Bachelor of Science in Nursing degree program under initial approval.

**Motion Carried.**

**ADVANCED PRACTICE**

**Motion to approve** the recommendations of the Internationally Educated Nurse Task Force for credentialing IENs.

**Motion Carried.**

**Motion to Uphold** the current Declaratory Statement Regarding the Role and Scope of Practice of Registered Nurses Performing Holistic Nursing Practice and Complementary Therapies. That Board staff continue to review and track proposed legislation affecting the practice and regulation of nursing.

**Motion Carried.**

**Motion to accept** the 2018 LSBN Annual Report and 2018 Nursing Education Capacity Report.

**Motion Carried.**

**OFFICE OF THE EXECUTIVE OFFICER**

**Motion to approve** the payment of \$1000.00 for Louisiana Action Coalition Organizational Membership.

**Motion Carried.**

**Motion to accept** the request for sponsorship by paying \$1,800.00 for Culture of Health Summit venue.

**Motion Carried.**

**Motion to accept** the September 12 meeting date for the Public Hearing and Request for Comments regarding Act 454.

**Motion Carried.**

**Motion to accept** the recommended changes for Chapter 33. General Subchapter A. Board of Nursing, 3303.

**Motion Carried.**

**Motion to accept** the recommended changes for 3307. Meetings of the Board.

**Motion Carried.**

**Motion to accept** the emergency rule 3341 fees.

**Motion Carried.**

**REPORTS**

**Motion to accept** the reports of the President, Vice President and CEO/Executive Director Reports for April 18, 2019 and June 13, 2019.

**Motion Carried.**





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### Disciplinary Matters

The LSBN took a total of 26 actions at the July 10 and 31, 2019 hearing panel. For a complete listing click the link:  
[July 10 and 31, 2019](#)

The LSBN took a total of 24 actions at the August 14, 2019 hearing panel. For a complete listing click the link:  
[August 14, 2019](#)

### 2019 State Holiday Schedule

Veterans Day.....	November 11
Thanksgiving Day.....	November 28
Christmas Day.....	December 25

### Future Board Meeting Dates

October 10, 2019  
December 5, 2019

