

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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Tavell L. Kindall, DNP, APRN, FNP, Member

Jacqueline J. Hill, PhD, RN, Member

Susan Saunders, BA, Member



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FROM THE CHIEF EXECUTIVE OFFICER



By the time you read this newsletter, the 2019 licensure renewal cycle will have begun. The transition to a 2-year license became effective with LSBN's license renewal period that began October 1, 2017. LSBN joined 45 other states which currently have biennial licensure. LSBN used a graduated system to move all licensure

to the new biennial system. The 2019 renewal season will allow for our completion of 2-year renewals for licensees whose last name begins with N-Z or who have received a 1-year license since February 1, 2018 and will be renewing this year for a 2-year license. Information and FAQs related to licensure renewal can be found at <http://www.lsbn.state.la.us/Licensure/Renewals/Renewals.ContinuingEducation.aspx>.

There will be one position on the LSBN Board of Directors available in 2019. This is the position being vacated by Nancy Davis, who has served LSBN diligently for the past 8 years as both Board member and Board President from 2015 through 2016. Ms. Davis is not eligible to be reappointed. Ms. Davis' position is **Other Areas of Nursing** and is open to any RN or APRN who meets the eligibility requirements:

- **§916. Qualifications of board members**
 - o **A. (1) Each registered nurse and advanced practice registered nurse member of the board shall possess all of the following qualifications:**
 - o **Is a citizen of the United States and has been a resident of Louisiana for at least one year immediately prior to appointment.**
 - o **Holds a current, unencumbered, unrestricted, Louisiana license to practice as a registered nurse.**
 - o **Has at least three years of experience in a field of nursing practice.**
 - o **Is actively engaged in the practice of nursing as a registered nurse at the time of appointment.**
 - o **Acts 1976, No. 351, §1; Acts 1995, No. 633, §1, eff. Jan. 1, 1996; Acts 2016, No. 598, §1.**

completing her first term in the position **Nursing Service Administrator**. Ms. McNabb is eligible for reappointment, but nurses in administrative positions who meet the above criteria may also apply for this opening. Any nurse interested in applying for these positions should contact LSNA at <https://www.lсна.org/louisiana-state-board-of-nursing/>.

LSBN fully implemented the **Optimal Regulatory Board System (ORBS)** in partnership with the National Council of State Boards of Nursing (NCSBN) on August 29, 2018. With this change, LSBN has fully automated licensure, education and discipline with an electronic system that moves us toward full implementation of our strategic initiative for a paperless system. In that regard, we are significantly ahead of most other regulatory agencies in the state. Although the transition has not been a painless one for either staff or our customers, we know that ultimately it will allow us to provide increasing efficiency and effectiveness in dealing with our customers' needs. We hope that you will remain patient as we move along the learning curve.

Act 454 was signed by the Governor on May 23, 2018. This act amends and reenacts R.S. 49:953(C) and 968(K) and (L), relative to administrative procedure; to provide for processes to review agency rules; to require agencies to conduct periodic hearings to have public comment on rules; and to require reports to the appropriate committees of the legislature regarding such comment; and to provide for related matters. Each rulemaking agency with an operating budget of \$5 million or more is required to post its procedure for handling petitions for rulemaking. Additionally, each rulemaking agency must hold at least one hearing prior to January 1, 2020 to allow any interested persons the opportunity to comment on any rule of the agency. The Board is in the process for developing the language that will be posted on our website regarding rulemaking. We also plan to have a separate meeting in 2019 to allow any interested party the opportunity to comment on LAC 46: Part XLVII.Subpart 2. Registered Nurses.

Dr. Bonanno and I attended the 40th Anniversary Annual Meeting of NCSBN in Minnesota August 13-17. We attended our first meeting of the Nurse Licensure Compact (NLC) Commission. Business included a legislative update from Rebecca Fotsch regarding states that will introduce legislation in 2019

In addition to Ms. Davis' position, Ms. Teresita McNabb is





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for NLC status including Indiana, Nevada, Washington, Illinois, Massachusetts and Rhode Island. Those of us who participated in the NLC Media Training were also asked for feedback on the session. Proposed changes to The Interstate Commission of Nurse Licensure Compact Administrators Final Rules Sections 201 Uniform data set and levels of access, 502 Dispute resolution and 503 Compliance and enforcement were passed. Other business at the Annual Meeting included publication of the groundbreaking Global Regulatory Atlas that charts the nursing regulatory landscape and provides a comprehensive online compendium of nursing regulation worldwide. NCSBN also recognized its dedicated and exceptional membership at the Annual Awards Banquet including Gloria Damgaard of South Dakota, R. Louise McManus Award, Gregory Harris and Senator Deb Soholt of Arizona and South Dakota respectively, Distinguished Achievement Award, Lois Hoell and Suellyn Masek of Washington, Exceptional Contribution Award, College of Nurses of Ontario, Regulatory Achievement Award, and Joyce Schowalter, NCSBN Founders Award. Finally, NCSBN Board of Directors who were elected include President-elect Jim Cleghorn, CEO of Georgia BON, Directors-at-large Cathy Borris-Hale, District of Columbia, Elizabeth Lund, Tennessee, Mark Majek, Texas, and Lori Scheidt, Missouri.

We are very busy at the Board preparing for implementation of the Nurse Licensure Compact, which will occur on July 1, 2019. LSBN and LSBPNE are working together to ensure that our policies, procedures and processes are similar to facilitate the transition for all LPNs, RNs, and APRNs from single state to multi-state licensure. In that regard, NCSBN is working with us and Jim Puente, Director of NLC for NCSBN, will be presenting a 90-minute session at the October Board meeting. We hope to see many of you there.

As we move into the fall hoping for cooler weather and a break in the rain and humidity that has impacted our state all summer, LSBN hopes to continue our conversations and collaboration with our external stakeholders to promote evidence-based regulatory excellence for patient safety and public protection. We are committed to accomplishing our mission through the application of rules, regulations, policies, and procedures that are effective without being onerous and overly burdensome. I leave you with the words of

Kathleen Norris, American Writer:

None of us knows what the next change is going to be, what unexpected opportunity is just around the corner, waiting to change all the tenor of our lives.

For the Public Trust,

Karen C. Lyon, PhD, MBA, APRN, NEA

Introduction of LSBN Board Members

LSBN would like to welcome **Susan Saunders, BA** as the most recent appointment by the Governor to serve as a consumer member of the Board. Mrs. Saunders was born and reared in Ville Platte, Louisiana. Presently retired, she is a former English teacher, Bank Marketing and Public Relations Director and bookstore proprietor. She continues to write book reviews and feature articles for the local newspaper. Mrs. Saunders has received many honors for her work in civic organizations and as a school volunteer. She was the first woman bank branch manager in the city of Eunice, and the first woman elected President of the Eunice Chamber of Commerce. With her sister, a retired nurse, Mrs. Saunders



founded and served for many years as a leader of Eunice Right to Life Association. Today, Mrs. Saunders is secretary of the Rotary Club of Ville Platte and was recently voted the Rotarian of the Year award for 2017-18 for her participation in many Club activities. Married to Louisiana Third Circuit Court of Appeals Judge, John Saunders, their home is in Ville Platte. They have three grown children, seven grandchildren and one great-grandson.

Mrs. Saunders is proud to claim many connections to the nursing profession: Her great-grandmother was a midwife, her mother, mother-in-law, and her sister, Gayle Bellow, were all nurses. Her son, Jacob Bellow, two nieces and one grand-niece are currently nurses. She is delighted to serve as one of the two consumer board members on the Louisiana State Board of Nursing.





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New Employee Highlight



Kasey Patton
Operations Department
Administrative Coordinator



Jessmine Matthews
Hearings Department
Administrative Coordinator

Chiefs Corner

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

The Division of Nursing has been very busy! All departments have been working together to usher in new electronic systems within the agency and initiate the renewal season. Dr. Cynthia York spearheads the planning and implementation of renewal processes which significantly supports the agency. It is a substantial endeavor and begins months before the initiation of renewal season that formally opened October 1st. See additional articles in this edition of The Examiner for further details.

The Louisiana Center for Nursing directed by Dr. Cynthia Bienemy has been active in many projects including coordinating discussions with stakeholders to consider updating and enhancement of Louisiana's Statewide Multi-Regional Nursing Workforce Forecast Model. This project informs many impactful activities including policy making, development and approval of educational models, employment of nurses, and more.

These are just two examples of the myriad of dynamic activities within the Division of Nursing that are occurring behind the scenes that greatly affect our profession. Planning is also well under way for implementation of the Enhanced Nurse Licensure Compact next year. Also keep in mind that the division is serving applicants and licensees by transitioning many of the agency's processes, such as those related to notifications, renewal, licensure, and the continuing education audit to electronic methods of communications which are more modernized and efficient. Ensure that your email address is current and check the message center of the Nurse Portal regularly to receive updates on the newest projects and advancements of the agency.

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

At the board meeting held on October 12, 2018, LSBN board members accepted and approved our financial and compliance audit report for fiscal year ending 2018, which runs from July 1, 2017 to June 30, 2018. We are pleased to report that the auditor issued an "unmodified opinion" on our financial reports/statements. An unmodified opinion is synonymous with a "clean opinion" and is used when the auditor concludes that the financial statements are presented fairly, in all material respects, in accordance with Generally Accepted Accounting Principles. Additionally, the report contained no comments or findings in connection with the audit. The process of selecting LSBN's auditor is independently managed by the Louisiana Legislative Auditor's (LLA) Office. LLA awarded our 3-year contract to





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Pinell & Martinez, LLP for the fiscal years ending 2017-2019.

The LSBN Board of Directors and the entire leadership team remain committed to effectively managing and safeguarding LSBN's financial assets. We value the public's trust and that trust is built on accountability and transparency. Should you like to obtain a copy of our audit report, please do not hesitate to contact me.

On a different but similar note, we would also like to thank everyone who responded to the customer service survey issued by the LLA's Office. We are looking forward to receiving your feedback so that we'll know the things that we are doing right and strengthen the areas where improvement is needed.

Division of Regulation
Wanda Woods-Matthews
Chief Regulatory Officer

On September 11, 2018, I accepted the position of Chief Regulatory Officer (CRO). When I accepted the position, my immediate goals were to demonstrate leadership and empower employees. I challenged myself to "walk the talk" as a leader by demonstrating exemplary leadership behaviors within the Regulatory Division and LSBN overall. My goal was to inspire and encourage staff to excel in all endeavors, accept accountability, demonstrate emotional intelligence, communicate with each other, and encourage each other to accomplish division/department goals and objectives by walking the talk. My hope is that I demonstrated exemplary leadership and walked the talk throughout the past year.

I also challenged myself to empower staff by encouraging teamwork on projects to improve processes; thereby, instilling a sense of ownership in the continuous improvement process. Staff is more willing to offer ideas for improvement of processes, to increase effectiveness and efficiencies, and provide solutions when they take ownership of the project. I have begun the process of empowering employees by ensuring that teams work on new policies and procedures and will continue the process by providing the tools and encouragement necessary for staff to succeed.

As I enter my second year as Chief Regulatory Officer, I hope to continue to be an inspiration to my staff and for my staff to continue to inspire me. The Regulatory Division is on a journey to excel at supporting LSBN's mission 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.





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APRN Corner

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

Management of Prescriptive Authority

LSBN has recently implemented a new electronic online system through the Louisiana Nurse Portal. To ensure that your information related to prescriptive authority is accurate, log in to the Nurse Portal and update any information that may have changed. Once logged in to your portal account you may view your Prescriptive Authority details from the Dashboard. In the right corner in the panel near your APRN license select the tab labeled “more”. This will allow you to view your Prescriptive Authority details, and you may use the “edit” feature to request a change or delete physicians. You may also view prescriptive authority details through the “manage profile” option when you select the prescriptive authority tab.

Keep in mind, LSBN published a rule change this year stating that only two physicians are required to be approved by LSBN per practice site. If you currently have more than two physicians at a particular site, delete the additional physicians through your nurse portal account. Although you can have as many collaborating physicians as you want, please do not submit more than two to the Board.

2019 APRN Licensure Renewal: Certification and CE Requirements

Renewal season began October 1st. Advanced Practice Registered Nurses (APRN) must renew both their Registered Nurse (RN) and APRN licenses before the expiration date. You may 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 renew as an APRN, the nurse must *either*:

A. Hold current national certification in each licensed advanced practice role and population focus, with *primary source* evidence on file with the Louisiana State Board of Nursing (LSBN). **APRNs whose certification will expire by December 31st during the renewal period, will be required to have their certifying body provide primary source verification of their recertification directly to LSBN prior to being eligible to renew their Louisiana nursing license(s) online.** If your certification is due to expire this calendar year, apply for recertification with your certifying body as soon as possible and indicate that proof of your recertification must be sent to LSBN by their office. Copies of recertification cards, emails and/or letters sent to the APRN from their organization will **not** be accepted by LSBN. Once proof of recertification has been received by LSBN directly from the APRN’s certifying organization, the APRN will be authorized to complete the online licensure renewal.

----- OR -----

B. If national certification was not available in the advanced role and population focus (formerly referred to as ‘specialty’) when the APRN was originally licensed, the nurse must submit evidence to LSBN that commensurate requirements were met during the licensure period immediately preceding renewal in order to be eligible for license renewal. All practice hours and continuing education (CE) **must** be at the advanced practice level (*advanced assessment, diagnosis and management of conditions, pharmacology, etc.*) and directly related to the full scope of the advanced practice role and population focus for which the commensurate licensure had been granted. The Verification of Renewal (VR-1) form is available on LSBN’s website and must be completed, signed and mailed to the LSBN office together with sufficient advanced practice CE for Board staff review and approval **prior** to the APRN being authorized to complete the online licensure renewal. We encourage all APRNs holding a commensurate role to send their complete VR-1 packet to the LSBN office for review as soon as possible.

APRN’s with Prescriptive Authority

Each year an APRN with prescriptive authority must obtain six (6) contact/credit hours of continuing education (CE) in pharmacotherapeutics (pharmacology). The pharmacology CEs must be at the advanced practice level and related to the APRN’s licensed role and population focus. APRNs will be requested to attest that they have completed/complied with this requirement during the on-line renewal. Advanced pharmacology CE documentation for APRN renewal must be accredited by an agency/organization recognized by LSBN for advanced practice.





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Continuing Education Requirements for 2019 Registered Nurse License Renewals
by Cynthia York, DNP, RN, CGRN, FRE
Director, RN Practice and Credentialing Department

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 2019?

All Louisiana licensed RNs except those issued a 1st time Louisiana license in the 2018 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 |
|--|--|
| Practiced nursing 1600 hours (or more) within the calendar year. The 1600 hours is equivalent to 10 consecutive months of nursing employment at 40 hours per week | Minimum of 5 contact hours of ANCC or State BON accredited nursing continuing education required annually for license renewal |
| Practiced nursing at least 160 hours, but less than 1600 hours. 160 hours is the equivalent of 4 weeks at 40 hours per week | Minimum of 10 contact hours of ANCC or State BON accredited nursing continuing education required annually for license renewal |
| Practiced nursing less than 160 hours 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. | Minimum of 15 contact hours of ANCC or State BON accredited nursing continuing education required annually for license renewal. NOTE - 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:

- name of the CE provider/source
- title of CE topic/training indicating it was nursing related
- your name
- number of contact hours awarded for completing the topic/training
- date the contact hours were awarded in 2018
- 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. 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:

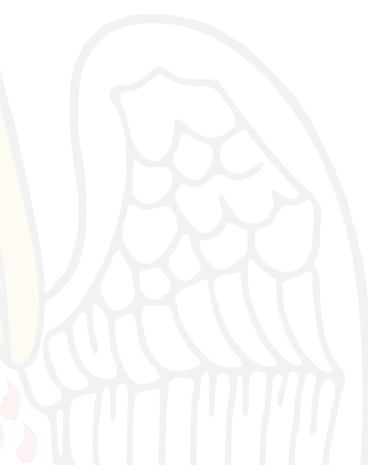
1. If you attended school this year for a **post-secondary nursing degree** and were awarded academic credit in 2018 for coursework specific to nursing practice. To qualify for this option, the nurse must obtain an official paper transcripts obtained directly from the school *prior* to renewing and be 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 2018 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 2018 licensure/relicensure. Can I update this information online?

You may update your information by accessing the LSBN online nurse portal.





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Factors Contributing to a Nurse Faculty Shortage in Louisiana
Findings from the Louisiana Center for Nursing – 2018 Nurse Faculty Survey
by Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

In an effort to take a serious look at the actual or pending nurse faculty shortage in Louisiana, the Louisiana Center for Nursing (LCN) applied for and received funding in August 2017 from the Louisiana Health Works Commission to survey nurse faculty teaching in Louisiana's licensed practical nurse (LPN), registered nurse (RN), and graduate nursing programs. The Massachusetts Nursing Workload Faculty Survey (2015) was adapted for the current project to determine: 1) nurse faculty perception of the existence of a nurse faculty shortage in Louisiana; and 2) factors contributing to a potential or existing nurse faculty shortage in Louisiana.

A total of 1,025 individual emails (800 RN/Graduate nurse faculty and 225 LPN nurse faculty) describing the purpose of the 2018 Nurse Faculty Survey with a link to the survey was sent out on January 22, 2018. Fifteen bounce backs resulted in a sample size of 1,010 potential respondents. Nurse faculty were informed in the email that individual responses to the survey would be kept strictly confidential and that the survey data would be reported in aggregate. In an effort to maintain anonymity, nurse faculty were not asked to disclose any information about their place of employment. The time needed to complete the survey was approximately 15 minutes. Five hundred and eight (508) surveys were completed and returned resulting in a 50% overall response rate.

Early on when reviewing the data from the 2018 LCN Nurse Faculty Survey, it was determined that because of the nuances associated with the three types of nursing programs, which are the foci of this project, findings would be more informative if faculty teaching in each type of nursing program (LPN, RN, graduate) were analyzed independently and as a single cohort. As a result, unique findings based on the type of program in which faculty taught were revealed. For example, there were many similarities amongst faculty teaching in LPN, RN, and graduate nursing programs related to job satisfaction, reasons why nurse faculty are likely to leave their primary academic institution, and nurse faculty making the decision to actually leave their current teaching positions in one, five, or ten years, yet there were also specific issues identified that were unique to faculty teaching in a specific program type which increases the informative power of this study.

The vast majority of the report is based on the nurse faculty that held a full-time teaching position (86% [425]) according to program type; LPN, RN, or graduate. A brief overview of the findings obtained from the responses of part-time faculty can be found in the full report at <http://lcn.lsbn.state.la.us/Portals/0/Documents/NurseFacultySurvey.pdf>.

Major Findings from the 2018 LCN Nurse Faculty Survey:

- Of the 508 nurse faculty responding to the LCN 2018 Nurse Faculty Survey, 21% (106) taught primarily in LPN programs, 60% (306) taught primarily in pre-RN programs, and 17% (85) taught primarily in graduate programs. For the purposes of this study, 'primarily' was used to designate the program in which nurse faculty reported the largest percentage of teaching responsibilities (50% or more). Two percent (11) of the respondents were categorized as 'missing' because of erroneous data reported on the survey which resulted in a final sample size of 497 respondents;
- Employment status: 86% of the nurse faculty completing the 2018 LCN Nurse Faculty Survey were employed full-time and 11% were adjunct or part-time faculty. The remaining three percent selected 'other' as their employment status and included statements such as "I just turned in my two weeks' notice," and "I now hold a different, non-nursing faculty job";
- The majority of nurse faculty completing the survey worked in RLMA's that are considered to be large urban metropolitan areas like the New Orleans, Baton Rouge, Lafayette, and Shreveport RLMA's. The exception would be 20% of the LPN nurse faculty that were employed in the Alexandria RLMA;
- The majority of nurse faculty responding to the survey were female, White, of non-Hispanic origin, with an average age of 51 years and a median age of 53 years. Twenty-seven percent (115) of the respondents were 60+ years old;





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- Educational Preparation: 74% of the LPN faculty had either an Associate degree (33%) or a Bachelors (41%); 81% of the RN faculty had a Masters (58%) or a Doctorate (23%); and 88% of the graduate faculty had a Masters (10%) or a Doctorate (78%);
- Fifty-nine percent of full-time nurse faculty reported having taken education courses in preparation for their teaching positions (31% of LPN faculty; 68% of RN faculty; and 59% of graduate faculty);
- Thirteen percent of nurse faculty reported having the certified nurse educator credential (6% of LPN faculty; 13% of RN faculty; 21% of graduate faculty);
- Fifty-eight percent of the LPN faculty, 33% of the RN faculty, and 27% of the graduate faculty indicated they had been teaching for less than five years;
- Almost half (48%) of full-time faculty responding to the survey indicated that they had been at their primary institution for less than five years: 59% of LPN faculty; 45% of RN faculty; and 41% of graduate faculty;
- Academic rank: 76% of LPN faculty were instructors; 50% of RN faculty were assistant professors; and 42% of graduate faculty were assistant professors (31% of graduate faculty were associate professors);
- Teaching contracts: overall, 49% of full-time nurse faculty had nine-month contracts and 32% had 12-month contracts;
- Fifty-six percent of nurse faculty responding to the survey were either not on tenure track or tenure track was not offered at their institution. LPN faculty had the largest percentage of faculty that were not working at institutions that offered a tenure track (53%);
- Eight percent of the nurse faculty reported holding a joint appointment with the highest percentage reported by graduate faculty (14%);
- Ninety-two percent of full-time nurse faculty reported holding only one position in nursing education and seven percent (30 full-time nurse faculty) reported holding two positions;
- LPN faculty reported working an average of 43 hours/wk.; RN faculty, 47 hours/wk.; and graduate faculty, 48 hours/wk.;
- Faculty teaching in LPN programs indicated that they taught an average of seven courses per academic year which is equivalent to approximately 21 credit hours; faculty teaching in RN programs taught an average of five courses/19 credit hours; and graduate nurse faculty taught an average of seven courses/22 credits per academic year;
- Faculty reported that the majority of their work hours were spent on classroom teaching, clinical teaching, and clinical practice, with administrative responsibilities requiring nine, ten, and thirteen hours per week, respectively, for LPN, RN, and graduate faculty;
- Sixty-three percent of full-time faculty reported having created or revised a course within the previous academic year and 36% indicated that they had given presentations at the local, regional, or national level.

Nurse Faculty Shortage

- The majority of the respondents indicated that they perceived that there is indeed a nurse faculty shortage in Louisiana: 65% of the LPN faculty, 78% of the RN faculty, and 82% of the graduate faculty;
- Twenty-eight percent of the LPN faculty, 15% of the RN faculty, and 18% of the graduate faculty were unsure about the existence of a nurse faculty shortage in Louisiana;
- Two percent of the LPN and RN faculty do not believe there is a nurse faculty shortage in Louisiana;
- Seventy-three percent of the full-time nurse faculty indicated that their workload had increased due to the nurse faculty shortage;
- Sixty-eight percent of the LPN faculty, 73% of the RN faculty, and 81% of the graduate faculty indicated that they would be interested in working as adjunct faculty after retirement.

Potential Factors Contributing to a Nurse Faculty Shortage in Louisiana

- Salary/compensation: 68% of LPN faculty, 65% of RN faculty, and 56% of graduate faculty reported dissatisfaction with their salaries / compensation;
- At least 30% of full-time nurse faculty reported dissatisfaction with:
 - Workload
 - Opportunities for career advancement
 - Support given by college/school for faculty research
- Fifty-seven percent full-time nurse faculty indicated they would be likely to leave their current teaching positions because of retirement, and 45% indicated that they would be likely to leave for more compensation;





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- The percentage of nurse faculty reporting that they plan to leave their positions at their primary academic institutions increases exponentially from one to five to ten years with 19% of faculty planning to leave in one year, 49% in five years, and 63% in 10 years;
- Fifty-four percent of graduate faculty reported that they will likely leave their current position in five years and 78% plan to leave in 10 years;
- Significant inverse relationships were found between nurse faculty making the decision to leave their current teaching institutions in one year and their satisfaction (or lack of satisfaction) with the following:
 - Supervision of position
 - An atmosphere of academic freedom
 - Quality of relationship with school's administration
 - Involvement of faculty in college/school's decisions
 - Variety of work
 - Support given by the college/school for community service

Findings in the current study are not unique to Louisiana, but similar findings have been found in studies conducted in Massachusetts, Oregon, and Colorado (Bittner & Bechtel, 2017; Oregon Center for Nursing, 2017; Colorado Center for Nursing Excellence, 2012). The majority of the schools of nursing across the country are experiencing a nurse faculty shortage. If a plan is not developed and implemented to address the gaps that will exist if 49% of the nurse faculty in Louisiana leave their current positions in five years and 63% leave their positions in ten years, not only will all schools of nursing feel the impact, but so will our nurse employers, and ultimately, the recipients of healthcare in Louisiana.

The 2018 LCN Nurse Faculty Survey can be found in its entirety on the LSBN website at the following link: <http://lcn.lsbn.state.la.us/Portals/0/Documents/NurseFacultySurvey.pdf>.

References:

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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 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 that are not meeting the standards (LSBN).





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- 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 do 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 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.





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





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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>

References:

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

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

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

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The Investigations Department Complaint Review Process
by William E. Little, Esq., JD, MPA
Director of Investigations

The Investigations Department is tasked with the investigation of potential violations of the Nurse Practice Act (NPA), Louisiana law, and Louisiana State Board of Nursing (LSBN) regulations.

The Director of Investigations collects all incoming complaints on a weekly basis. The Director of Investigations then assigns complaints to a Complaint Review Committee (CRC) for review. The CRC is composed of the Director of Investigations, a Registered Nurse Compliance Officer, and a Compliance Investigator. Complaints are reviewed to determine whether the LSBN has jurisdiction over the subject of the Complaint and to determine whether the allegation, if proven, constitutes a violation of the NPA or LSBN regulations. If the CRC determines that an investigation should be opened, a priority level is assigned and the Director of Investigations assigns Complaints to department staff for investigations. Complaints are usually assigned to a Registered Nurse Compliance Office, if the complaint is regarding patient care, or a Compliance Investigator, if the complaint is regarding a criminal matter.

Complaints are prioritized by determining the potential impact and risk to the public. Priority One cases pose an imminent and substantial danger to the public health, safety, and welfare of citizens of the State of Louisiana, Priority Two cases pose a substantial harm or a high risk of substantial harm to patients, Priority Three cases pose a moderate risk for substantial harm to patients, and Priority Four cases pose a low risk for harm to patients.

Complaints reporting potential violations must be submitted through LSBN's Complaint Portal at <https://lsbn.boardsof-nursing.org/complaint>.





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Major Motions and Other Actions Taken at the June 14, 2018 Board Meeting

Motion to approve the April 12, 2018 minutes
Motion Carried.

NEW BUSINESS

Motion to approve the Consent Agenda

1. Consent Agenda Motions

1. LSBN Staff Program Status Reports
 1. NCLEX Report
 2. Accreditation Reports
2. Approved Program Reports
 1. Dillard University - ACEN Correspondence, Board of Commissioners' Report
 2. Fletcher Technical Community College - ACEN Correspondence
 3. Grambling State University - ACEN Correspondence
 4. SOWELA Technical Community College - ACEN Correspondence
 5. Dillard University - ACEN Correspondence, RN - BSN Substantive Change
 6. Louisiana College - CCNE Correspondence
3. Request for Continuing Education Providership
 7. Lake Charles Memorial Health Systems
 8. Louisiana Department of Health - Office of Citizens with Developmental Disabilities Resource Center
 9. Update
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 Southern University at Shreveport's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

Motion Carried.

Motion to approve the amended rules proposed, providing for revisions to Title 46, Part XLVII, Subpart 2, Chapter 33, Section 3324, relative to student enrollment in undergraduate clinical nursing courses and the required expectations and consequences for nursing students' enrollment and/or progression of enrollment.

Motion Carried.

Motion to accept the letter of intent and feasibility study from Herzing University and approve Step I to establish a Baccalaureate of Science in Nursing education degree program.

Motion Carried.

Motion to approve Excelsior College to allow the confirmed 328 students, who maintain active Louisiana residency and are currently enrolled as of June 14, 2018 in Excelsior College online Licensed Practice Nurse – Registered Nurse program, to test by examination in Louisiana prior to July 1, 2022.

Motion Carried.

Motion to approve that the Board appoint a task force that will support LPN to RN bridge programs in the future and assess the barriers to success in those programs.

Motion Carried.

Motion to approve the proposed FY2018 amended budget.

Motion Carried.

Motion to table the consideration of the removal of the late fee for now until further evaluation of its financial impact to the LSBN.

Motion Carried.

Disciplinary Matters

The LSBN took a total of 37 actions at the June 13, 2018 hearing panel. For a complete listing click the link below:

[June 13, 2018](#)

The LSBN took a total of 30 actions at the August 8, 2018 hearing panel. For a complete listing click the link below:

[August 8, 2018](#)

2018 State Holiday Schedule

| | |
|-----------------------|-------------|
| Election Day..... | November 6 |
| Veterans Day..... | November 12 |
| Thanksgiving Day..... | November 22 |
| Christmas Day..... | December 25 |

Future Board Meeting Dates

December 13, 2018

