

# 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



This edition of *The Examiner* is dedicated to educating our nurses about the Nurse Licensure Compact (NLC), which will be implemented on July 1, 2019. Throughout the newsletter, you will find articles and graphics that explain the NLC and advise nurses on how it will be implemented and how currently licensed nurses in

the state of Louisiana can convert their current single state license to a multistate, compact license. The general purposes of the NLC are to:

1. Facilitate the states' responsibility to protect the public's health and safety;
2. Ensure and encourage the cooperation of party states in the areas of nurse licensure and regulation;
3. Facilitate the exchange of information between party states in the areas of nurse regulation, investigation and adverse actions;
4. Promote compliance with the laws governing the practice of nursing in each jurisdiction;
5. Invest all party states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of party state licenses;
6. Decrease redundancies in the consideration and issuance of nurse licenses; and
7. Provide opportunities for interstate practice by nurses who meet uniform licensure requirements.

If Louisiana is your primary state of residence (PSOR) and you meet the uniform licensure requirements (ULRs) for a multi-state license, you will be eligible, but not required, to convert your single state license to a multi-state license effective July 1, 2019. This does not happen automatically, however. You will have to complete a License Conversion Application, pay the \$50 conversion application fee and submit to an FBI-level criminal background check (CBC). The CBC must be completed even if you have previously submitted to a CBC in the state of Louisiana. Once your Louisiana multi-state license is granted, Louisiana will be your home state of licensure and you will be granted a privilege to practice (PTP) in the 30 other NLC states. You only hold one license in your PSOR – you are **NOT** granted 30 additional licenses. We will

continue to have instructions, FAQs and information on the website, [www.lsbn.state.la.us](http://www.lsbn.state.la.us), and we will send out communications through our email system to all licensed RNs in the state. The NLC affects RNs and LPNs, but currently APRNs cannot hold a multistate license for their advanced practice.

In addition to the above procedure for currently licensed RNs in Louisiana, all initial licensure by examination applicants and all endorsement applicants will be granted a multi-state license beginning July 1, 2019, if they meet the Uniform Licensure Requirements (ULRs).

In addition to the NLC, LSBN was very busy in 2018 with rulemaking. Below are summaries of the rules that were amended, revised or added to LAC 46. XLVII.Subpart 2. Registered Nurses.

**Chapter 34, Section 3419** - LSBN updated terminology regarding substance use disorders. The medical term has changed from "Chemical Dependency" to "Substance Use Disorder, Mild, Moderate or Severe" according to the *Diagnostic and Statistical Manual of Mental Disorders Fifth Edition (DSM 5)*, Edited and Published by the American Psychiatric Association in 2013. LSBN also corrected a language error that is currently present in the administrative rules. The error reads, "No substitution of narcotic medications destined for patients for the purpose of diversion." This statement will be removed from the Louisiana Administrative Code since suboxone, an opioid medication, is used to treat narcotic (opiate) addiction.

**Chapter 33, Section 3331** - Louisiana Revised Statute 14:2(B) enumerates the crimes of violence by which LSBN has aligned proposed rule changes for applicants that apply for licensure, licensure by endorsement, reinstatement, or the right to practice as a student nurse set forth in 3331. LSBN has more broadly enumerated violations that will be considered for denial and delay of nursing licensure. The scope became broader by allowing the Board to use its discretion in determining the number of years that a nursing applicant for licensure, licensure by endorsement, reinstatement, or the right to practice as a student nurse shall be delayed or denied approval for licensure, for reinstatement, to receive a temporary working permit, to be eligible for NCLEX-RN, or to enter or progress into any clinical nursing course. The LSBN has changed the timeframe from a required minimum of five





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years to up to five years at the discretion of the Board.

**Chapter 34, Section 3415** - The Louisiana State Board of Nursing in accordance with the provisions of the Administrative Procedure Act, R. S. 49:950 et seq., and through the authority granted in R. S. 37:918 is proposing rule changes to Chapter 34. Disciplinary Proceedings; Alternative to Disciplinary Proceedings, Section §3415. Reinstatement of License under Title 46, Professional and Occupational Standards, Part XLVII. The proposed changes are listed below:

*“It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change.” - Charles Darwin*

For the Public Trust,

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

(1) The RN and/ or APRN will be able to submit an application for reinstatement if his/her license has been revoked, but the application will not be considered for reinstatement if:

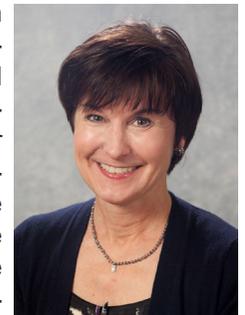
### LSBN Welcomes our New Board Members

- (a) The license has been revoked permanently;
- (b) The license has been declared revoked permanently; or
- (c) It has been less than 5 years since the date of the Board’s revocation order became a final judgement.

**Dr. Ann Carruth** currently serves as vice-chairman of the Board of Commissioners for the North Oaks Health System. As the only nurse on the Board, she serves on Quality Council to address performance improvement and emphasis on quality and patient safety.

**Chapter 34, Section 3405** - The LSBN is adding clarifying language to the definition of “revoke” regarding the licensure of Registered Nurses (RNs) and Advanced Practice Registered Nurses (APRNs) in Chapter 34, Section 3405 of the administrative rules. Amendments to the definition of “revoke” include language allowing for the reinstatement of a revoked license 5 years after revocation of a license. The revised definition aligns with recent changes in Chapter 34, Section 3415 of the administrative rules, which modifies the reinstatement of licenses process for RNs and APRNs. The changes in Chapter 34, Section 3415 allow for the RN and/ or the APRN to submit an application for the consideration of reinstatement by the board if his/her license has been revoked. The rule changes to Chapter 34, Section 3415 were published October 20, 2018.

Dr. Carruth’s preparation for a career in nursing began at Southeastern Louisiana University, where she was awarded a Bachelor of Science degree in Nursing. She began her teaching career after completing a MSN degree at the University of Mississippi Medical Center. Like many nurse faculty, she taught full time and pursued a graduate degree. She received her DNS from LSU Health Sciences Center in 1993.



Additionally, the proposed rule changes amend the definition of “suspend” regarding the licensure of RNs and APRNs, implementing a maximum cap on license suspensions of 3 years. Under the prior definition, the LSBN could suspend licenses indefinitely. The revised definition further clarifies the powers of an RN or APRN under license suspension.

Dr. Ann Carruth has been a nurse educator over 25 years emphasizing evidence-based curriculum/course development, accreditation, faculty mentoring, and student success and retention. She is dean of the College of Nursing and Health Sciences and professor of nursing at her alma mater, Southeastern Louisiana University. Additionally, for the last 8 years she has served on the Deans Administrative Council (DAC) for the Intercollegiate Consortium for the Master of Science in Nursing (ICMSN).

As always, in closing, I leave you with these words that highlight LSBN’s approach to shifting our culture toward embracing and celebrating change:

Dr. Carruth has been married to Paul Carruth for 33 years and together they enjoy traveling with their miniature red poodle, Scout.

**Jamie Wiggins** is Senior Vice President and Chief Nursing Officer at Children’s Hospital in New Orleans, the founding member of LCMC





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Health. Mr. Wiggins is responsible for nursing, case management, social services, patient experience and is the Children’s Hospital human resources executive. In addition, Mr. Wiggins has an adjunct faculty position at LSU Health Sciences Center School of Nursing.



Mr. Wiggins has spent his entire professional career in pediatric, neonatal and critical care transport settings. Leadership positions include: Pediatric Intensive Care Unit and Transport Services Manager at UCSF Benioff Children’s Hospital, Senior Director of Clinical Services – Critical Care, Emergency and Trauma at Children’s Minnesota – a multihospital pediatric healthcare system, Administrative Director Inpatient Services at Nicklaus Children’s Hospital, and SVP/Chief Nursing Officer at Children’s Hospital since January 2017.

Mr. Wiggins was a member of the Professional Development Council for the Minnesota Organization of Nurse Leaders, Vocational and Technical Education Advisory Board member for Broward County Schools, Board of Directors member for the Nursing Consortium of South Florida, and Membership Committee Member for the American Association of Nurse Executives. Mr. Wiggins is currently an Advisory Board Member of Values Coach Inc. and CNO Forum Steering Committee for Children’s Hospital Association.

### New Employee Highlight

The LSBN is pleased to announce Carrie Jones as the newest member of its executive leadership team. Ms. Jones will lead the Legal Division and serve as the agency’s General Counsel and Chief Legal Officer.

Prior to joining the LSBN, Ms. Jones was a partner at the law firm of Shows, Cali & Walsh where she was mentored by long time LSBN attorney Wade Shows. Ms. Jones has successfully represented the LSBN in state and federal court, served as prosecuting attorney in disciplinary matters, and advised board members and staff on a wide variety of legal issues. Her practice included general civil litigation, administrative and regulatory law, labor and employment law, and civil rights litigation.



In addition to the LSBN, Ms. Jones has represented other state regulatory agencies including the Pharmacy Board, Dental Board, and CPA Board. Additionally, she has represented licensees before the Psychology Board, Social Work Board, and LPN Board.

In the legal community, Ms. Jones is a member of the Louisiana Attorney Disciplinary Board, which she chaired in 2017. She is a member of the Louisiana State Bar Association, where she is Secretary of the Young Lawyers Division and serves on the Louisiana Bar Journal Editorial Board. She is also a member of the Baton Rouge Bar Association, the Bar Association of the Fifth Federal Circuit, and serves on the Louisiana Bar Foundation’s Capital Area Community Partnership Panel.

Ms. Jones received a Juris Doctorate and Bachelor of Civil Law from LSU Paul M. Hebert Law Center, Master of Business Administration from SLU, and Bachelor of Arts in Mass Communication from LSU.

**Chance Fontenot** MSN, RN, CNOR is the new RN Compliance Officer in the Investigations Department. Prior to joining LSBN, Chance worked at Woman’s Hospital for the past 21 years. While at Woman’s Hospital, Chance worked 11 years as a Respiratory Therapist and 10 years as a Registered Nurse. His nursing background is in Perioperative Services where he was the manager of the Same Day Surgery Center and the Sterile Processing Department. Chance graduated from Southeastern Louisiana University with a Bachelor of Science in Nursing and received his Master of Science in Nursing degree from South Alabama University.



**Wendy Young** is the new APRN Compliance Officer in the Advanced Practice Department. She comes to LSBN with 27 years of extensive nursing experience as a RN and FNP. Mrs. Young’s background as an FNP includes serving as a Primary care provider at Lallie Kemp Medical Center for over 19 years. She graduated with her Bachelor’s degree in 1992 and subsequently received her Master’s in Nursing in 2000 from the University of Southern Mississippi. She is Board Certified as a Family Nurse Practitioner by the American Nurses Credentialing Center. One of her goals is to serve the LSBN by assisting in communication with APRNs to facilitate the safety of the citizens of Louisiana, as well as promote the advancement of our profession.





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## Highlighted Topics About Licensure and the Nurse Licensure Compact

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

### Do I Need a Compact License and How Do I Get One?

All licenses that have been issued to RNs in Louisiana prior to July 1, 2019 are considered “single state” licenses and give you the authority to practice in Louisiana only. After the compact is implemented in Louisiana, RNs that legally reside in Louisiana and meet other requirements may be eligible to convert their single state license to a compact license which is also referred to as a “multistate” license. If you do not plan to practice outside of Louisiana, you are not required to convert the current single state RN license to a compact/multistate license.

However, if you reside in Louisiana and plan to practice in another compact state, you must **submit a conversion application** for conversion of your current single state license to a compact/multistate license. Your RN **license will not automatically convert** to a compact/multistate license neither will the license automatically become a compact/multistate license after renewal.

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

The conversion application will require applicants to declare and provide evidence of your “primary state of residence”. This is typically the state in which the applicant holds an active driver’s license, has the authority to vote, declares on federal tax forms, etc.

To be eligible for a conversion of the current Louisiana single state license to a compact/multistate license, the RN must also:

- hold an active, unencumbered license;
- have not been convicted or found guilty or entered into an agreed disposition of a felony offense under applicable state or federal criminal law;
- have not been convicted or found guilty or have entered into an agreed disposition of a misdemeanor offense related to the practice of nursing as determined by the board; and
- not be enrolled in an alternative program/the recovering nurse program.

APRNs in Louisiana may convert their single state RN license to a compact/multistate license. The APRN compact has not been adopted in the country yet. Thus, APRN licenses will remain single state.

For more information regarding the compact, you may refer to the NLC Toolkit at <https://www.ncsbn.org/nlc-toolkit.htm>. You may also view LSBN’s website for upcoming information and contact the office for further assistance.

### Single State vs a Multistate License

RNs with a single state license:

- are only authorized to practice in the state that issued their license;
- are not authorized to practice in any other state without being properly licensed in that state;
- must apply for licensure in another state if they wish to practice in a *non-compact state*;
- must apply for a compact/multistate license if they are eligible and if the state in which they wish to practice is a *compact state*.





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You can see a map of the states at <https://www.ncsbn.org/nurse-licensure-compact.htm>.

The compact/multistate license will provide nurses with the “privilege to practice” in any compact state whether they are going to that state in-person or practicing via telehealth from Louisiana with a patient located in another compact state. The multistate license does not provide nurses with the privilege to practice in any non-compact state.

RNs with a compact/multistate license:

- are authorized to practice in any compact state (provided no discipline or restriction is taken on the license or privilege to practice);
- are not authorized to practice in any non-compact states without being properly licensed in that state;
- must apply for single state licensure in another state if they wish to practice in a *non-compact state*;
- must apply for a compact/multistate license in the primary state of residence.

If your primary state of residence is not Louisiana, you are not eligible for a multistate license to be issued by Louisiana’s Board of Nursing. Multistate licenses can only be issued by the agency in your primary state of residence that regulates nursing. If you move, you must apply for the multistate license in your new primary state of residency.

#### **How Does the Conversion Process and Compact Licensure Affect Renewal?**

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

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

#### **How Does the Compact Affect a Temporary License/Permit?**

Applicants issued a temporary permit are only authorized to practice in the state that issued the license or permit. There are no exceptions to this provision. The permit issued in Louisiana does not give the authority for the applicant to practice in any other state.





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Concepts Comparing Compacts\*  
Jennifer Wright, DNP, APRN, FNP, BC  
Chief Nursing Officer



**A DRIVER'S LICENSE**

**A MULTISTATE NURSING LICENSE UNDER THE ENLC**

Issued in your primary state of residence	Issued in your primary state of residence
You need to know the rules of the road anywhere you drive.	You need to know the nurse practice act and rules anywhere you practice.
You can have your privilege revoked in a remote state if you violate the remote state's law.	You can have your privilege revoked in a remote state if you violate the remote state's law.
You have to get a new license when you move to a new state.	You have to get a new Compact license when you change your primary state of residence (PSOR).
If you are disciplined in a remote state, your home state is informed and may also take action against your license at their discretion.	If you are disciplined in a remote state, your home state is informed and may also take action against your license. If the nursing law in your home state differs from the remote state, discipline is at your home state's discretion.

\*Graphics and content provided by NCSBN



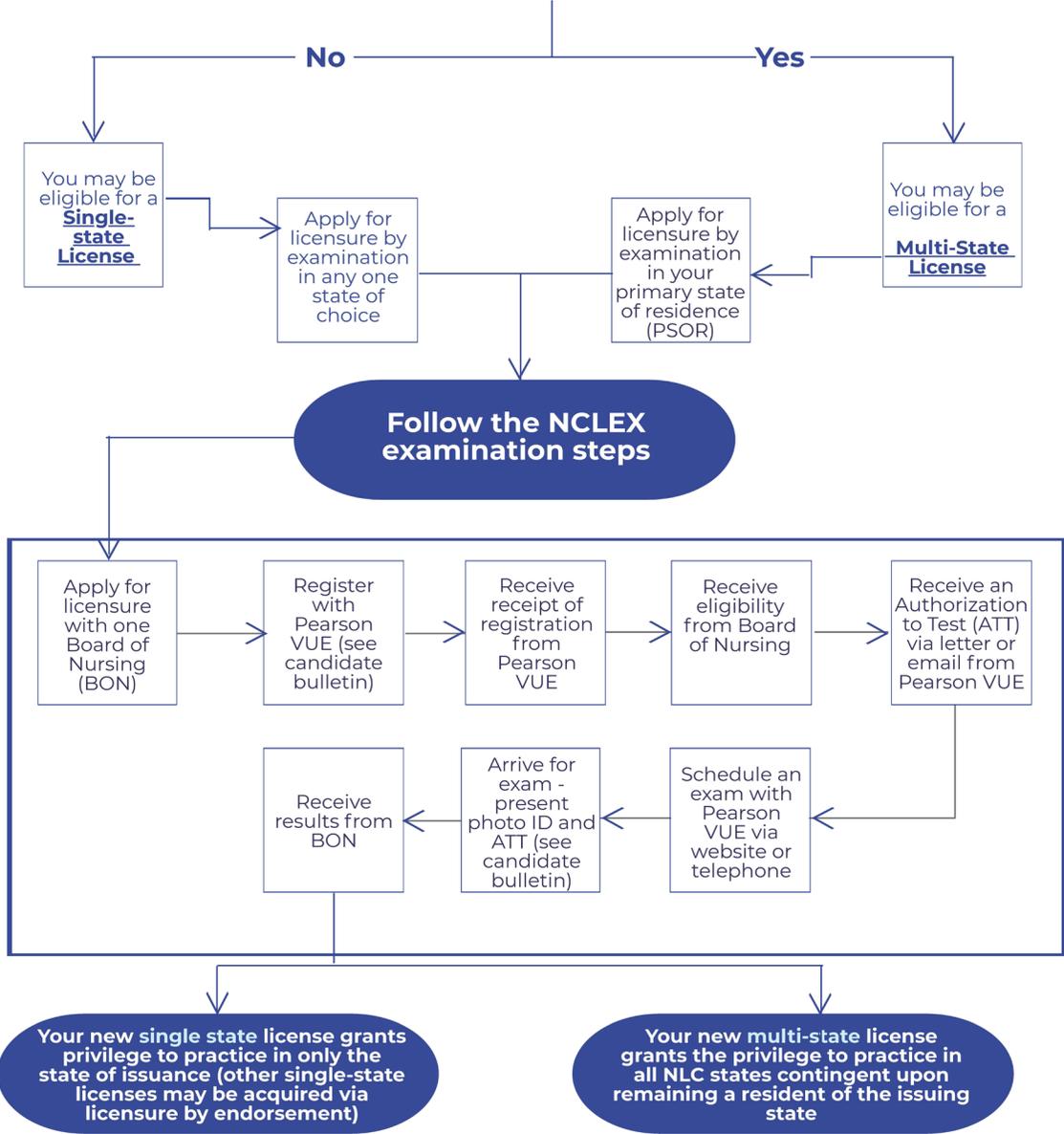


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## Navigating the Nurse Licensure Compact: Initial Licensure by Examination for New Graduates

Is your primary/legal state of residence (PSOR) a compact state? (This is the state in which you hold a driver's license, are registered to vote, and/or file federal income tax)



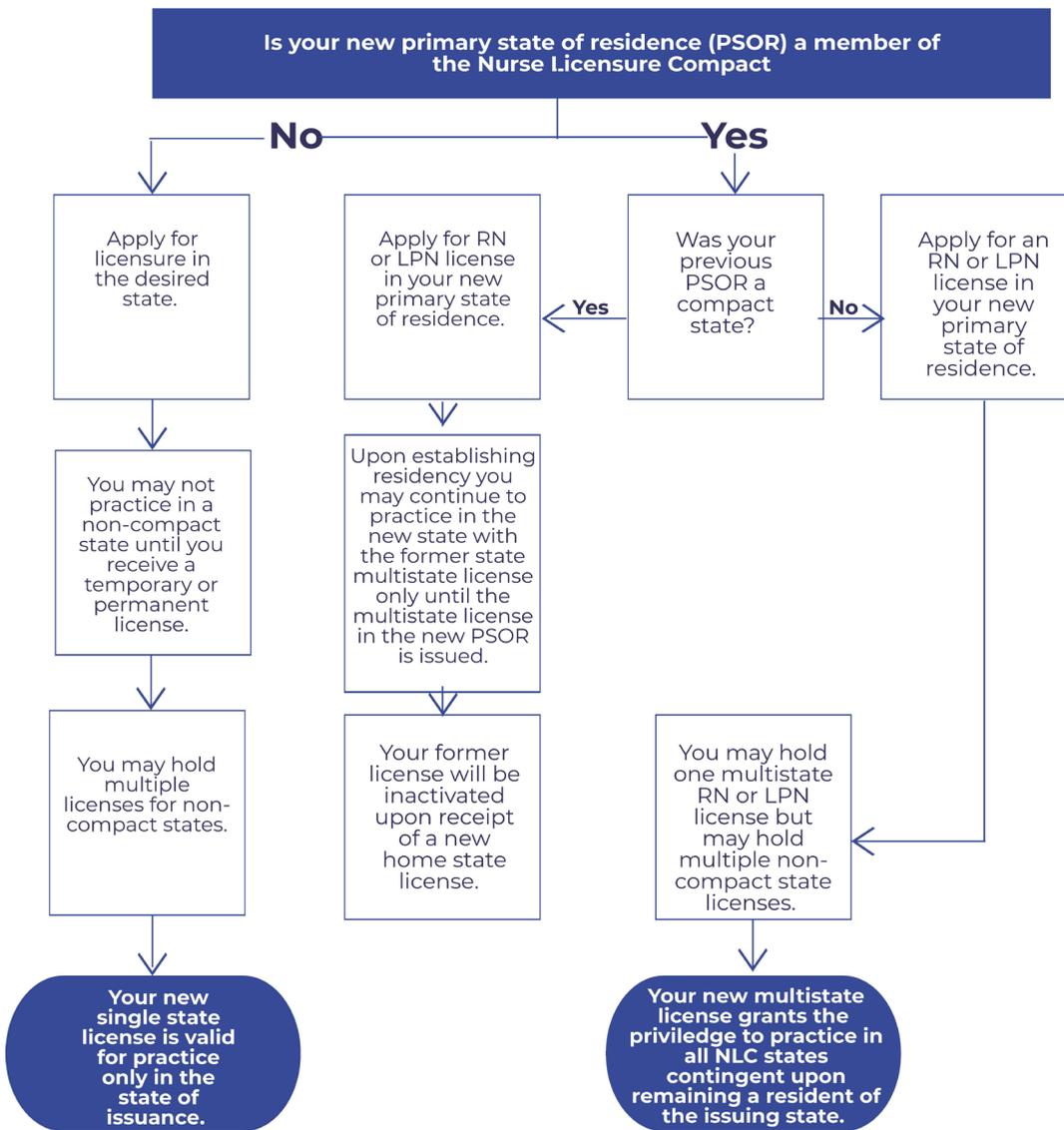


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## Navigating the Nurse Licensure Compact: Licensure by Endorsement

When declaring a new primary state of residence (PSOR) or obtaining a license in another state:





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## Information for New Nurse Graduates

### What is the NLC?

- The Nurse Licensure Compact (NLC) allows a registered nurse (RN) or licensed practical/vocational nurse (LPN/VN) to possess a multistate license, which permits practice in both the home state and other compact states, while maintaining a primary state of residence (PSOR).
- Unless the nurse is under discipline or restriction, a multistate license permits practice (physically and telephonically/ electronically) across state lines in all NLC states.

### How to Obtain a Compact License

- To be eligible for a multistate license, your primary state of residence (PSOR), also known as your home state, must be an NLC state. This is the state in which you hold a driver's license and are registered to vote.
- If your PSOR is a compact state, you may be eligible for a multistate license by applying for licensure by examination, receiving authorization to test (ATT) in that state, passing the NCLEX® and meeting all multistate licensure requirements.
- A multistate license issued by your home state is valid in all compact states. As long as your PSOR does not change, a nurse can practice in all compact states on an active compact license in good standing issued by the home state. To practice in noncompact states, you must apply for a single-state license with the appropriate board of nursing.

### Residents of Noncompact States

A nurse whose PSOR is a noncompact state is not eligible for a multistate license. When a resident of a noncompact state applies for licensure in a compact state, the nurse will be issued a single-state license (valid only in the state of issuance). Compact rules do not apply to a noncompact state resident.

### Applying For Licensure Pending a Job Offer

A new graduate may only submit application for license by exam to one state. For more information regarding license by examination, view the License by Exam Flowchart on the NLC Toolkit webpage at [www.ncsbn.org/nlc-toolkit.htm](http://www.ncsbn.org/nlc-toolkit.htm). If additional licenses are needed in noncompact states, after receiving your initial license by exam, you can then apply for licensure by endorsement in another state.

- Some states also offer a temporary license, which can be issued shortly after application submission. Temporary licenses are single state.
- As a resident of a compact state, a nurse may hold one multistate license, but may hold as many noncompact single-state licenses as needed.
- As a resident of a noncompact state, a nurse may hold as many licenses as needed from any state; all licenses will be single-state licenses.

### Common Misconceptions

- As a new graduate, you are not required to apply for your initial license by examination in the state where your nursing program is located, unless you plan to live and work in that state. If you will be residing and working in a compact state, then that is the state in which to apply for licensure by exam and ATT (see example 1 on back). If you will be residing and/or working in a noncompact state, then apply for license by exam and ATT in the state of employment (see example 2).
- After receiving the first license, subsequent licenses in other states are obtained by completing an application for license by endorsement. This is often referred to as "transferring" your license. The NCLEX is a national exam and not a state exam, so a candidate can take the exam at any location convenient to them. The results will be sent to the board of nursing where you applied for ATT and initial license by exam.



Unlocking Access to Nursing Care Across the Nation





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### Examples

1. Mary went to school in New York (a noncompact state), but after graduation will move back to her home of Texas (a compact state), where she will work. Mary should apply for license by exam and ATT with the Texas Board of Nursing. She can take the NCLEX in New York or any other state convenient to her. She has no need for a New York license and would not apply for licensure in New York.
2. Jill is in a nursing program in Missouri (a compact state), but after graduation, she will relocate to and start a job in California (a noncompact state). She should apply for license by exam and ATT with the California Board of Registered Nursing. She has no need for a Missouri license and would not apply for licensure in Missouri.
3. John attends school in Maryland (a compact state). Following graduation he will reside in Pennsylvania (a noncompact state), but will work in Maryland. Since he needs privileges to work in Maryland, that is the state where he will apply for license by exam and ATT. Although Maryland is a compact state, he will receive a single state license rather than a compact license because he is a resident of a noncompact state. Since he lives in Pennsylvania, but will not practice there, he has no need to apply for licensure in Pennsylvania.
4. Tom is completing a nursing program in Washington, D.C. After graduation, he'll go back home to Utah. His job involves providing health education over the phone to patients in Utah, Arizona, Colorado and New Mexico; therefore he needs practice privileges in all of these states. Since his PSOR is Utah (a compact state) and Arizona, Colorado and New Mexico are all compact states, he only needs his Utah multistate license to practice. He will apply for license by exam and ATT with the Utah State Board of Nursing.



### Other Important Information

A nurse must adhere to the nurse practice act in each state of practice (visit [www.ncsbn.org/npa.htm](http://www.ncsbn.org/npa.htm) to find your state's nurse practice act). In the case of telephonic or electronic practice, the state of practice is the state where the patient is located at the time practice occurs.

For moving scenarios, see the fact sheet on the NLC Toolkit webpage at [www.ncsbn.org/nlc-toolkit.htm](http://www.ncsbn.org/nlc-toolkit.htm).

## MAKE YOUR VOICE HEARD *Support the NLC!*

For more information about the enhanced NLC, visit [nursecompact.com](http://nursecompact.com).

If you have a specific question, contact [nursecompact@ncsbn.org](mailto:nursecompact@ncsbn.org).

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312.525.3601 [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc)



[facebook.com/NurseLicensureCompact](https://www.facebook.com/NurseLicensureCompact)



[@NurseCompact](https://twitter.com/NurseCompact)



For a current map of eNLC states, visit [www.nursecompact.com](http://www.nursecompact.com).





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## What Nurse Employers Need to Know

### Background

- The NLC allows a nurse (registered nurses [RNs] and licensed practical/vocational nurses [LPN/VNs]) to have one multistate license in the primary state of residence (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.
- Lawful practice requires that a nurse be licensed or have the privilege to practice in the state where the patient is located at the time care is directed or service is provided. This pertains to in-person or telehealth practice.
- Nurses holding a multistate license are allowed to practice across state lines in other NLC states. However, a multistate license may be converted to single state license when practice is limited to the home state due to a restriction on the license or some level of disciplinary action.
- Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for APRN licensure in each state in which they practice, unless exempted when employed in a federal facility.

### Employer Confirmation of a Nurse's Licensure Status

- Employers can confirm a nurse's license and receive a Nursys QuickConfirm report at [www.nursys.com](http://www.nursys.com) at no cost. The report will contain the nurse's name, jurisdiction, license type, license number, compact status, license status, expiration date, discipline against license and discipline against privilege to practice. Employers can also view an individualized authorization to practice map which displays the states where a nurse can legally practice.
- All NLC states provide licensure and discipline data to Nursys® directly from the board of nursing (BON) licensure systems. Nursys is primary source equivalent.
- To confirm APRN and temporary licenses, visit the issuing BON website. A temporary license issued by a compact state is valid in that state only and does not carry multistate status.

### Licensure and Privileges

- A nurse licensed in a compact state must meet the uniform licensure requirements in the primary state of residence (home state). When practicing on a privilege in a remote state, the nurse is accountable for complying with the nurse practice act of that state.
- A single state license may be issued to an applicant residing in a noncompact state. A license issued by a noncompact state is valid only in that state.
- The NLC permits a nurse to hold one active multistate license issued by the primary state of residence.
- When a nurse is hired in a remote state for a temporary position or commutes to the remote state from the primary state of residence (usually an adjacent state), employers cannot require the nurse to apply for licensure in the remote state when the nurse has lawfully declared another state as the primary state of residence. This is based on where the nurse pays federal income tax, votes or holds a driver's license. The BON cannot issue a license to a nurse who has declared another compact state as the primary state of residence unless the nurse doesn't meet the multistate license requirements and is limited to a single state license.

### Discipline

- It's the responsibility of the nurse to notify the employer of any action taken by the BON against his or her license.
- Under most circumstances, when a license is disciplined, multistate privileges are removed, restricting the nurses' practice to the home state.
- Employers may register their nursing workforce in e-Notify at [nursys.com](http://nursys.com) at no cost. Employers will receive e-notifications of disciplinary action taken on any license the nurse holds in the U.S.

111 E. Wacker Drive, Ste. 2900, Chicago, IL 60601  
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[facebook.com/NurseLicensureCompact](https://www.facebook.com/NurseLicensureCompact)



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## Moving to Another State

### Noncompact to Compact:

- The nurse is responsible for applying for licensure by endorsement in the new state of residence. The nurse may apply before or after the move. A multistate license may be issued if residency and eligibility requirements are met. If the nurse holds a single state license issued by the noncompact state, it is not affected.

### Compact to Noncompact:

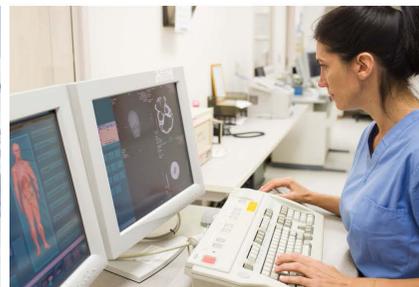
- The nurse is responsible for applying for licensure by endorsement in the new state of residence. The nurse may apply before or after the move. The multistate license of the former NLC state is changed to a single state license upon changing legal residency to a noncompact state. The nurse is responsible for notifying the board of nursing (BON) in the former NLC state of the new address.

### Compact to Compact:

- When moving (changing primary state of legal residence) to a new NLC state, it is the nurse's responsibility to apply for licensure by endorsement. This should be completed upon moving and the nurse should not delay. There is not a 90 day grace period. The nurse may practice on the former home state license until the multistate license in the new NLC home state is issued. Proof of residency such as a driver's license may be required. Upon issuance of a new multistate license, the former license is inactivated.

## Definitions

- **Compact:** An interstate agreement between two or more states established for the purpose of remedying a particular problem of multistate concern. (*Black's Law Dictionary*)
- **Compact State:** Any state that has adopted the NLC.
- **Home State:** The compact state that serves as the nurse's primary state of residence.
- **Remote State:** A compact state other than the home state where the patient is located at the time nursing care is provided or, in the case of the practice of nursing not involving a patient, a compact state where the recipient of nursing practice is located.
- **Primary State of Residence (PSOR):** The state (also known as the home state) in which a nurse declares a primary residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return or voter registration. PSOR refers to legal residency status and does not pertain to home or property ownership. Only one state can be identified as the primary state of legal residence for NLC purposes.
- **Nursys:** This database ([www.nursys.com](http://www.nursys.com)) provides licensure and disciplinary information of all RNs and LPN/VNs, as contributed by compact states. The public can access Nursys for free to look up a nurse's license and discipline status.
- **Privilege to Practice:** Current, official authority from a remote state permitting the practice of nursing as either an RN or an LPN/VN in such party state. All party states have the authority, in accordance with existing state due process law, to take actions against the nurse's privilege, such as: revocation, suspension, probation or any other action which affects a nurse's authorization to practice.



For more information about the NLC, visit [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc) or email [nursecompact@ncsbn.org](mailto:nursecompact@ncsbn.org).





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## What Nurse Leaders Need to Know

### Introduction

The Nurse Licensure Compact (NLC) allows a nurse (registered nurses [RNs] and licensed practical/vocational nurses [LPN/VNs]) to hold one multistate license in the primary state of residence (the home state) and to practice in-person or telephonically in other compact states (remote states), while subject to each state's practice and discipline laws. Advanced practice registered nurses (APRNs) are not included in the NLC.

### Accountability for Nurse Licensure

Health care facilities are accountable to accreditation bodies, regulatory agencies, payers and malpractice carriers for ensuring that nurses under their employment are appropriately licensed. Such entities generally have penalties associated with non-compliance in this area.

### Confirmation of Nurse License Status

Employers can confirm a nurse license and view a Nursys® QuickConfirm report at [www.nursys.com](http://www.nursys.com) at no cost. The report contains the nurse's name, state, license type, license number, compact status, license status, expiration date, discipline against license and discipline against privilege to practice. Employers can also view an individualized authorization to practice map which displays the states where a nurse can legally practice.

It is recommended that a facility's employed nurses are registered in e-Notify at [www.nursys.com](http://www.nursys.com) so that the facility will receive automatic updates when a nurse is disciplined or has a license status change for any license the nurse holds.

### Where Practice Takes Place

Lawful practice requires that a nurse be licensed or have the privilege to practice in the state where the patient or recipient of practice is located at the time nursing service is provided. This is not to be confused with the state where the patient resides because the patient may not be located in the state of residency at the time practice occurs.

### Multistate Health Care Systems

A nurse executive with multistate responsibility for nurses practicing in various facilities, and who may provide guidance or direction to staff in these states, should be appropriately licensed in such states.

### Telehealth

Telehealth is not limited to telehealth programs or sophisticated telehealth technology. Rather, telehealth practice may be any communication between a nurse and a patient, for example, by phone, email or text, wherein a nurse is practicing (see definition of nursing practice below). When the patient is located in another state during the telephonic encounter, the nurse should be appropriately licensed or hold the privilege to practice via a multistate license, in the state where the patient is located at that time.

### How is Nursing Practice Defined?

Many state boards of nursing will generally define nursing practice as some variation of "when a nurse utilizes his or her education/knowledge, skills or judgment/ decisionmaking."

### Travel Nurses

When a nurse is on a travel assignment at a facility and the nurse who holds a multistate license has a primary state of legal residence in the compact home state, that nurse is able to practice in the remote compact state under the multistate privilege to practice as long as the nurse maintains legal residence status in the home state. Should this nurse's residency status change and the state where the facility is located becomes the new home state, then the nurse must immediately apply for license by endorsement in the new home state.

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## Hiring Nurses from Other States

### Noncompact to Compact:

- When hiring a nurse who resides in a noncompact state for employment in a compact state, if the nurse will reside in the compact state where the facility is located, the nurse is responsible for being licensed in that state and should apply for licensure by endorsement in the new state of residence. In order for the nurse to be able to practice immediately upon moving, the nurse may apply prior to the move. This nurse may opt to obtain a single state license while applying as a resident of a noncompact state. Certain states offer a temporary single state license. This may also be helpful to the nurse who needs to start practice in the short term. A multistate license may be issued if residency and eligibility requirements are met.

### Compact to Compact:

- When hiring a nurse who resides in a compact state for employment in another compact state, if the nurse will reside in the compact state where the facility is located, the nurse is responsible for being licensed in that state and should apply for licensure by endorsement in the new state of residence upon moving to that state. The nurse should not delay. There is no grace period. The nurse may not wait until the former license expires to apply in the nurse's new state of legal residency. The nurse may practice on the former home state license only until the multistate license in the new NLC home state is issued. Proof of residency such as a driver's license may be required. Upon issuance of a new multistate license, the former license is inactivated.

### Definition:

- **Primary State of Residence:** The state (also known as the home state) in which a nurse declares a primary residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return or voter registration. PSOR refers to legal residency status and does not pertain to home or property ownership. Only one state can be identified as the primary state of legal residence for NLC purposes.



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The Nurse Licensure Compact and the Nursing Workforce  
by Cynthia Bienemy, PhD, RN  
Director, Louisiana Center for Nursing

2019 will be seen as a historic and landmark year for nursing regulation and the nursing workforce in Louisiana. The Nurse Licensure Compact (NLC) will be officially implemented on July 1, 2019 in Louisiana. The NLC, which is currently adopted by 31 states, enables nurses to receive a multistate license in their state of residence with the privilege to practice in all other states that join the compact (NCSBN Environmental Scan, 2018). The following are some of the ways that NCSBN has identified that the NLC will impact nursing not only in Louisiana, but in all compact states:

The NLC increases public protection as it: (a) mandates specific nursing licensure requirements for participating states; (b) provides improved access to care through greater workforce mobility, allowing nurses to migrate to locations with the greatest need and job availability; (c) enhances telehealth nursing, which can expand the workforce into shortage areas; and, (d) perhaps most importantly, mobilizes nursing care quickly, efficiently, and safely during a disaster. For military spouses who are nurses and who may have to frequently move and change jobs, the NLC offers an opportunity for many to move without being relicensed. In addition, nurses with compact/multistate licenses have the flexibility to care for patients across state borders without the time and expense of obtaining additional licenses (NCSBN Environmental Scan, 2018, p. S3).

The question becomes, how do we track the impact of the NLC on nurse supply and demand at the state level? Louisiana may be the model state that will help address this issue. A collaboration between the Louisiana Department of Health (LDH) and LSBN has been formed which requires employers to report, through the NURSUS database, specific information about nurses they employ from compact states. This information will be reported through the NURSUS e-Verify system and will be available to LSBN in real time. This will allow the Center for Nursing to monitor the impact of NLC on nurse supply and demand at the state level. The ability to track the average number of compact nurses that are working in Louisiana and use that information along with anecdotal information from employers will be extremely helpful in forecasting nurse supply and demand at the state level.

NCSBN 2018 Environmental Scan, (2018). Progress and Precision: The NCSBN 2018 Environmental Scan. *Journal of Nursing Regulation Supplement*, 8(4), S1-S6. Retrieved from [https://www.journalofnursingregulation.com/article/S2155-8256\(18\)30015-2/pdf](https://www.journalofnursingregulation.com/article/S2155-8256(18)30015-2/pdf).





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

A nursing education program is a program whose purpose is to prepare graduates eligible to write the licensing examination and practice as competent and efficient entry-level registered nurses. Boards of Nursing approve pre-licensure nursing educational programs, which meet their educational standards and assure protection of the public through evaluation and enforcement of those standards. In accordance with LAC46:XLVII.3535.B, the Louisiana State Board of Nursing (LSBN) has legal authority over the programs and statutory authority to close programs that are not meeting the standards, which include 80% first time pass rate annually on the National Council Licensure Examination for Registered Nurses (NCLEX-RN®). Nursing education programs in the state of Louisiana are reviewed annually at the February Board meeting for compliance with the Rules and Regulations related to preparation of registered nurses and advanced practice registered nurses.

Fifty-three percent (15) of the pre-licensure registered nurse education programs in Louisiana lead to a baccalaureate degree, forty-two percent (12) lead to an associate degree in nursing and five percent (1) is a Diploma program (Figure 1). Programs leading to an associate or bachelor's degree in nursing are conducted by an educational unit, department, division, college or school that is an integral part of a college or university. A program leading to a diploma in nursing is conducted by an educational unit that is an integral part of a hospital.

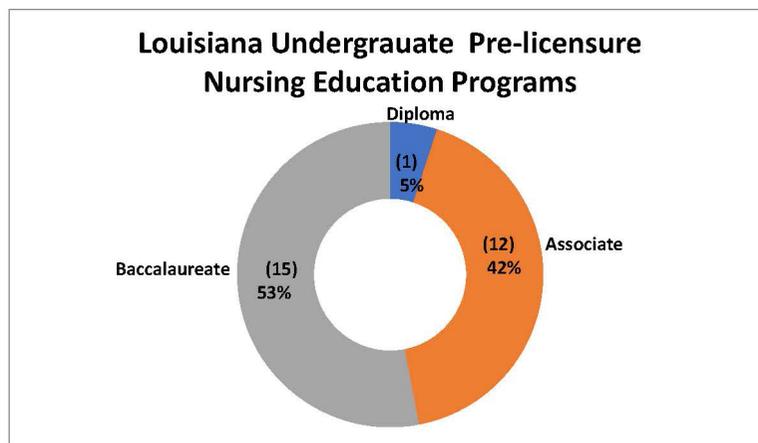


Figure 1- Breakdown by percentage and number of the 28 pre-licensure nursing education programs approved in Louisiana

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

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

One standard measured in regulation of undergraduate nursing education programs leading to licensure is the passage rate of the first time testers on the National Council of State Boards of Nursing (NCSBN) NCLEX-RN®. The NCLEX-RN® has been administered as a computerized adaptive test (CAT) since April 1994. CAT makes the test challenging for everyone by providing varying difficulty level and length based on the individual tester. The NCLEX-RN® is designed to test knowledge skills and abilities reflecting entry-level practice. The focus is





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on the delivery of safe competent care by the generalist registered nurse. Every three years, NCSBN conducts a practice analysis for entry-level registered nurses. The analysis results are utilized to establish the passing standard and make necessary changes to the test blueprint. On April 1, 2019 the most recent test plan was enacted and the passing standard was unchanged. The passing standard for NCLEX-RN® reflects the minimum ability required to safely and effectively practice nursing at the entry-level.

The pass rate measured from January to December of the previous year is reviewed for compliance with the standard. Programs achieving less than an 80% pass rate are not in compliance with the standard and are placed on conditional approval. Correction of the deficiency must be demonstrated for the entire year to have restoration of full approval.

NCSBN reports the national pass rate for January to December 2018 as 88.30%. Louisiana exceeded this with a pass rate of 94.54% for first time test takers. The pass rates for the Louisiana schools of nursing are as follows:

Performance of First Time Candidates of Nursing Education Programs in Louisiana on NCLEX-RN, regardless of where taking examination, January 1 - December 31, 2018.

Nursing Program	Number of Candidates	Number Passing	Percentage Passing
<b>Associate Degree</b>			
Baton Rouge CC	29	28	96.55
Bossier Parish CC	56	53	94.64
Delgado CC	172	164	95.35
Fletcher Technical CC	17	15	88.24
Louisiana Delta CC	30	30	100.00
LSU Alexandria	49	47	95.92
LSU Eunice	65	55	84.62
Louisiana Tech University	60	59	98.33
Northwestern State University	98	94	95.92
South Louisiana CC	31	31	100.00
Southern University at Shreveport	48	42	87.50
SOWELA Technical CC	13	13	100.00
<b>Total</b>	<b>668</b>	<b>631</b>	<b>94.46</b>
<b>Diploma</b>			
Baton Rouge General	31	31	100.00
<b>Total</b>	<b>31</b>	<b>31</b>	<b>100.00</b>
<b>Baccalaureate</b>			
Dillard University	25	11	44.00
Franciscan Missionaries of Our Lady	92	90	97.83
Louisiana College	22	17	77.27
LSU Health Science Center	223	216	96.86
McNeese State University	90	90	100.00
Nicholls State University	101	92	91.09
Northwestern State University	143	136	95.10
Southeastern Louisiana University	129	124	96.12
Southern University Baton Rouge	96	86	89.58
University of Holy Cross	43	41	95.35
University of LA Lafayette	116	115	99.14
University of LA Monroe	90	87	96.67
<b>Total</b>	<b>1,170</b>	<b>1,105</b>	<b>94.44</b>
<b>GRAND TOTAL</b>	<b>1,869</b>	<b>1,767</b>	<b>94.54</b>

Table 1: 2018 NCLEX-RN® Pass rates for Louisiana Educational Programs

The following Louisiana pre-licensure registered nurse education programs are on probation for 2019 secondary





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to pass rates lower than 80% from January 1 - December 31, 2018:

- Dillard University, New Orleans
- Louisiana College

References and Additional Resources

*Louisiana State Board of Nursing:*

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

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

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

*National Council of State Boards of Nursing:*

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

## Major Motions

### Major Motions and Other Actions Taken at the December 13, 2018 Board Meeting

**Motion to approve** the October 11, 2018 minutes

**Motion Carried.**

#### NEW BUSINESS

**Motion to authorize** the LSBN Executive Committee to conduct Dr. Lyon's 2018 performance review.

**Motion Carried.**

**Motion to accept** the proposed Resolution and Settlement Agreement and Release for Jacqueline Carol Gills.

**Motion Carried**

**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. Grambling State University - ACEN Correspondence
  2. Louisiana College - CCNE Continuous Improvement Progress Report
3. Education Announcements

**Motion Carried.**

#### EDUCATION

**Motion to accept** Dillard University's report and action plan re-

garding 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 accept** the Initial Site Visit Report of SOWELA Technical Community College, grant full approval to the Associate of Science in Nursing degree program and approve the program to initiate articulation of the LPN-RN.

**Motion Carried.**

#### ADMINISTRATION

**Motion to approve** the proposed FY2020 annual budget.

**Motion Carried.**





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### Disciplinary Matters

The LSBN took a total of 19 actions at the January 9, 2019 hearing panel. For a complete listing click the link:

[January 9, 2019](#)

The LSBN took a total of 34 actions at the February 13, 2019 hearing panel. For a complete listing click the link:

[February 13, 2019](#)

### 2019 State Holiday Schedule

Good Friday.....	April 19
Memorial Day.....	May 27
Independence Day.....	July 4
Labor Day.....	September 2
Veterans Day.....	November 11
Thanksgiving Day.....	November 28
Christmas Day.....	December 25

### Future Board Meeting Dates

April 18, 2019  
June 13, 2019  
August 15, 2019  
October 10, 2019  
December 5, 2019

