

# THE EXAMINER

7

## 2024 Louisiana Nurse Supply Report

BY SARAH LUNEAU  
PROJECT MANAGER

14

## The Power We Hold

REFLECTION FOR THOSE WHO HEAL,  
LEAD, AND DECIDE





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(225) 755-7500

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## 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.

## Vision

LSBN will be a nationally recognized leader and trend-setter in regulatory excellence that advances nursing education, practice, and workforce.

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# Challenge, Change & Collaboration



Karen C. Lyon,  
PhD, MBA, APRN, NEA<sub>BC</sub>  
CHIEF EXECUTIVE OFFICER/  
EXECUTIVE DIRECTOR

**A**s I sit here at the beginning of July, I have varied thoughts as we begin the second half of 2025. First, I'm trying to figure out how the first 6 months of the year disappeared so quickly. We routinely hear from our parents how, the older you get, the faster time goes. I am looking forward to celebrating the 4th of July holiday with friends and family, while still trying to determine how to meet all the demands of nursing regulation, including licensure, practice, and discipline. As challenging as our job at LSBN is, I figure it can't be anywhere near as hard as what our forefathers faced in forming a new nation, including fighting the British in the Revolutionary War, drafting the Declaration of Independence, and proposing the Articles of Confederation which later became the Constitution, ratified by the 13 states in 1788. I wish all our constituents a safe and happy Independence Day and challenge all of us to remember what those patriots bestowed on us as we celebrate our freedom on our 249th birthday.

Every summer, the Executive Officers of all the nursing boards that are part of the National Council of State Boards of Nursing, including the United States, Canada, and other international members, gather to discuss the challenges facing our profession and propose solutions to improve nursing regulation. This year's beautiful site was Wentworth by the Sea in New Castle, New Hampshire. It can be difficult to concentrate our collective experience and expertise with views of the Atlantic out our windows, but we did our best. The theme of this year's meeting was **Challenge, Change & Collaboration**. We began our work with two inspiring presentations from seasoned Executive Officer Joey Ridenour of Arizona. Joey started her presentation by reminding us that there is no secret decoder ring for nursing regulation. I'm reminded of the song **How to Save a Life** by The Fray. Nurses can save lives, but they often don't have a clue about their own scope of practice. Misinterpretations of practice boundaries are common, and Google is not the authority on what is legal. Importantly, Executive Officers make decisions that are often inconvenient – to the Governor, the Legislature, hospital administrators, Deans and Directors, and faculty, staff, and students. Doing the right thing takes resolve in the face of one's detractors. The most important insight I got from Joey's presentation was that, despite the challenges and chaos, I'd learn to love the role. She was right – about year 6! Following Joey's humorous but insightful presentations, we moved into workgroups to update the information and resources for the Executive Officer Succession toolkit. This was especially useful for LSBN because the Board has charged the staff as part of the Strategic Plan for 2024 – 2026 to



develop a Succession Plan for the staff. This will include developing key performance indicators (KPIs) to focus on what should be measured. This will include ongoing performance measurements and a benchmarking system for our nursing regulators. Our core nursing regulatory board functions include education program approval, administration, licensure, discipline, and practice. Board staff led by the Executive Team must remember that every policy decision must align with our Mission to protect the public through competent nursing practice. We set our long-term strategic decisions that are responsive to an ever-evolving healthcare system.

One of my favorite activities as the CEO of LSBN is to speak to prospective nursing students and to new graduates at White Coat Ceremonies and Pinning Ceremonies. On May 14, 2025, I had the distinct pleasure of being asked to be the Keynote Speaker at Northshore Community College's inaugural Pinning Ceremony. I was honored to be asked by Dean Christi Marceaux to welcome the graduates into the nursing profession. It was particularly appropriate since the May 14th date fell just at the end of National Nurses Week. I began my remarks quoting Dr. Kathleen Dracup, Dean and Professor Emeritus of the University of California, San Francisco School of Nursing, in an article for the American Association of Colleges of Nursing. According to Dr. Dracup, the transformation of the healthcare system is taking place even as we speak. A member of the Institute of Medicine, Dr. Dracup is a leader in the field of cardiovascular nursing. She has been an influential mentor for cardiovascular clinical researchers for the past three decades and is recognized nationally and internationally for her investigation into the care of patients with heart disease and the effects of this disease on spouses and other family members. For other examples of how nursing has changed over my 50 years in the profession, consider these situations:

A mother brings her child into a clinic for treatment of an earache. Instead of a physician, it is an RN or perhaps an Advanced Practice Registered Nurse who provides the care.

A patient is readied for surgery. A variety of specialists move about the operating room, but it's the registered nurse who readies the patient for surgery, confirms identification, holds the patient's hand, and consoles him as the nurse anesthetist administers anesthesia. Then,



that same nurse preps the surgical site and may even scrub in as a first or second assistant.

During the recovery from an acute illness, it's decided that the patient no longer needs to stay in the hospital but isn't well enough to return home. It's decided that the best place to continue the recovery is an intermediate-care facility. Who makes that decision? The RN Case Manager or Clinical Nurse Specialist.

These health-care professionals are all registered nurses and/or advanced practice registered nurses. Over my 50 years in the profession, I have had the privilege of being a part of teams that have seen patients not just survive but thrive and leave the healthcare system with their health restored. I have also had the same privilege, though heartbreaking, of being there to hold a baby as she died in my arms or the hand of my father in the emergency department when he passed. Each of the myriad experiences I have had in nursing has shaped my professional life. I reminded the new graduates that they were beginning the next chapter of their own exciting, demanding, satisfying journey, and through the week as they earned their degrees, they would begin their own stories in the remarkable profession that they have chosen for themselves. They will be contributing to the wealth of knowledge that propels our profession forward and makes us, according to the Gallup poll, the most honest and ethical profession in the American public's opinion. As a milestone, their entry-level nursing degree marks them as a nursing professional.



Nursing is an exciting, ever-challenging profession. Nurses serve from bedside to boardroom, from collaborative practice as part of multi-disciplinary teams with medicine, pharmacy, and other allied health professionals to independent practice as one of four categories of Advanced Practice Registered Nurses, from the halls of academia to the halls of Congress. Nurses are making a difference in practice, education, and policy development. Nurses write law and policy that ultimately affect the public health, safety, and welfare of every Louisianan. Northshore Community College welcomed 19 new registered nurse graduates into our profession, and I was honored to bear witness to their excitement in joining the over 67,000 RNs in our state who will become their colleagues.

For the Public Trust,



Karen C. Lyon, PhD, MBA, APRN, NEA<sub>BC</sub>  
CHIEF EXECUTIVE OFFICER/EXECUTIVE DIRECTOR

## Annual Continuing Education Audit

by Monique Calmes, DNP, APRN, FNP-BC  
CHIEF CREDENTIALING OFFICER

The Nursing Division is set to begin the annual continuing education (CE) audit. RNs and APRNs must ensure that their email addresses are current, as we send notifications to individuals selected for the random audit to the email address of record. Details regarding CE requirements for RN and APRN license renewal were published in a preceding edition of The Examiner in October 2024 which can be viewed through LSBN's website or from the following link [examinerno42024.pdf](#).

Remember that APRNs meet the requirements for CEs to renew their Louisiana RN licenses by holding current national certifications. In addition, APRNs with prescriptive authority must obtain six (6) contact/credit hours of CEs in pharmacotherapeutics (pharmacology) each year to maintain the prescriptive authority credential. The prescriptive authority credential renews automatically.

The Nurse Practice Act and LSBN's rules provide for license renewal and audit. The board shall randomly select no less than 3 percent of the licensees for audit of compliance with the requirements for re-licensure. Additionally, the board has the right to audit any questionable documentation of activities to ensure compliance with the rules.



## 2026 APRN Licensure Renewal

by Monique Calmes, DNP, APRN, FNP-BC  
CHIEF CREDENTIALING OFFICER

Renewal season begins every year on 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.boardsfornursing.org/lsbn>) or the [Licensure Verification link on LSBN's website](#) [Licensure Verification - Louisiana State Board of Nursing](#) To renew as an APRN, you 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.

**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 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 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 online renewal. Advanced pharmacology CE documentation for APRN renewal must be accredited by an agency/organization recognized by LSBN for advanced practice.

### License Renewal for APRNs with an RN Multistate License (MSL) in another Compact State

To be eligible to renew your APRN license, you must either have a current RN license issued by this agency or have an RN MSL issued by another compact state. If you are a Louisiana-licensed APRN and hold an RN MSL in another Compact state which is your primary state of residence, you should not renew the Louisiana RN license and must comply with the following instructions in a timely manner before renewing your APRN license.

First, you must apply to inactivate your LA RN license, and second, notify the APRN department that you have an MSL in another Compact state by sending an email to [advancedpractice@lsbn.state.la.us](mailto:advancedpractice@lsbn.state.la.us) or sending a message through your nurse portal account using the category APRN licensure.

After the application to inactivate your RN license is processed, you will be eligible to renew your APRN license within your nurse portal account without being required to renew the Louisiana RN license. You are responsible for notifying LSBN in a timely manner that you have an RN MSL in another state and provide an opportunity for LSBN staff to process the application to inactivate the RN license so that you may renew the APRN license without being required to renew the Louisiana RN license. You must renew your license(s) before midnight on January 31, 2025, if you wish to maintain active licensure.

Your timely attention to this matter is needed. Keep in mind that license application fees including renewal fees are non-refundable.



## Confidential Recovering Nurse Program Agreement

by Urhonda Beckwith, MSN, APRN, FNP  
DIRECTOR, RNP/MONITORING

This edition of the Recovering Nurse Program (RNP) Corner focuses on the Confidential Recovering Nurse Program Agreement. Participation in RNP may be a choice for individuals whose capacity to practice nursing with reasonable skill and safety to patients has been, or may potentially be, compromised because of substance use, illness, or as a result of any mental or physical condition. Advanced Practice Registered Nurses, Registered Nurses, and Student Nurses are encouraged to voluntarily participate in the Confidential Recovering Nurse Program to allow for the deferral of administrative proceedings without any disciplinary actions for nurses who meet the criteria.

Participants in Confidential RNP meet admission criteria for alternative to discipline program and agree to specific covenants designed to support the nurse or student's recovery while ensuring public safety through monitoring and accountability.

Confidential RNP admission criteria include but are not limited to no previous disciplinary action within the past two years, voluntary admission, and agreement to the RNP stipulations that closely monitor advanced practice registered nurses', registered nurses', or student nurses' practice of nursing in a manner that will protect the public health, safety, and welfare.

The Confidential Recovering Nurse Program Agreement Part 2--Covenants of the Program, specifically 2.2 and 2.3 are:

**2.2 Deferral of Formal Proceedings:** Provided that the Participant satisfies, abides by, and maintains strict compliance with the terms, conditions, and provisions of this Agreement, pursuant to the authority delegated to the Program by the Board, formal investigation of the

Participant's impairment and the institution of formal proceedings for sanctions against the Participant's license as a registered nurse under the Nurse Practice Act will be deferred.

To allow for the deferral of a formal investigation and administrative prosecution and sanctions, the nurse or student nurse should contact LSBN if there is a desire to participate in the Recovering Nurse Program and agree to comply with all stipulations of the program as outlined in the Program Agreement.

**2.3 Confidentiality.** Except as authorized by the Participant, in response to an inquiry by the nursing licensing authority of another state or by an employer by which the Participant is employed or to which the Participant has applied for employment, or pursuant to the lawful order of a court of competent jurisdiction, the records, files and information of the Program relative to the Participant shall be maintained in confidence and not disclosed to any other person, firm, or entity.

The Confidential Recovering Nurse Program Agreement is a legally binding contract that protects sensitive information from being disclosed to unauthorized parties. All records of a nurse or student nurse who has successfully completed the confidential/non-disciplinary alternative program or a nurse or student nurse who is a current participant shall not be subject to public disclosure and shall not be available for discovery proceedings except as required by federal and state confidentiality laws and regulations.

📞 For any further information, please contact the RNP Department at (225) 755-7546 or via email at [rnp@lsbn.state.la.us](mailto:rnp@lsbn.state.la.us).





# Nurse Licensure Compact News and Updates

by Karen C. Lyon, PhD, MBA, APRN, NEA<sub>BC</sub>  
CHIEF EXECUTIVE OFFICER/ EXECUTIVE DIRECTOR

## Nurse Licensure Compact (NLC) Commission Meeting

The NLC Commission met virtually on June 17, 2025. The following are highlights from the meeting:

- The commission approved two policies (6.2 and 6.3) to accompany the revised self-assessment toolkit.
- The commission welcomed new NLC Commissioner Joshua Barnes (Delaware) and new NLC Coordinator Omar Shana.

## NLC Executive Committee Meeting

The NLC Executive Committee met in Chicago May 28-29, 2025. The following are highlights from the meeting:

- Created a draft of the NLC strategic plan for FY26-28.
- Approved for NLC legal counsel to draft a legal memo regarding the subpoena process between two party states.
- Charged the NLC Rules Committee with drafting a proposed rule to address the issue of alternative to discipline (ATD) participation in a remote state with implementation of an automatic speed memo to the home state.

## Reminder: New NLC Resource

The NLC Multistate License 60-Day Residency Rule: Important Guidance for Employers of Nurses, is available and can be found [on this page](#) in the Resources for Employers section.

## WELCOME OUR NEW NLC COMMISSIONERS



**JOSHUA BARNES, MSN, RN**, is the new executive director of the Delaware Board of Nursing, beginning June 16, 2025. Joshua has 20 years of experience in nursing education and formerly worked at the National Naval Medical Center. Welcome Joshua!



**ASHLEY DAVIS, PHD, RN**, is the new executive director of the Arkansas Board of Nursing, beginning July 7, 2025. Welcome Ashley!



## WELCOME OMAR SHANA

Omar Shana, MPP, began in the new NLC coordinator position on May 27, 2025. Omar recently graduated from the University of Illinois-Chicago with a master's degree in public policy. Welcome Omar!

## 2024 Louisiana Nurse Supply Report

by Sarah Luneau  
PROJECT MANAGER

The 2024 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the tenth year of renewals using the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system. This is the seventh year that LSBN will have licensure data on all licensed registered nurses (RNs) and advanced practice registered nurses (APRNs) available through ORBS. The LSBN IT Department, Center for Nursing, and the ORBS Team have worked diligently over the last ten years to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policy makers related to Louisiana's RN and APRN workforce.

The 2024 Nurse Supply Report and accompanying infographic is based on a snapshot of every RN and APRN that had an active license to practice in Louisiana on December 31st, 2024. This will be the fifth year that LCN will have the ability to continue the process of trending data since LSBN's transition to ORBS.


### Major Findings – Registered Nurses in Louisiana (2024)

- On December 31st, 2024, 66,977 RNs held an active license to practice in Louisiana. Ninety-five percent of those RNs lived in Louisiana and 5% resided outside of Louisiana.
- In 2024, 38% (24,183) of licensed RNs residing in Louisiana were 50 years and older with 18% (11,497) being 60 years and older.
- Sixty-three percent (40,223) of all licensed RNs residing in Louisiana in 2024 reported having a baccalaureate or higher degree in nursing.
- There was a 37% increase in the number of students enrolled and a 6% increase in the number of graduates from Louisiana's RN to BSN programs over the last year.
- Seventy-five percent (49,401) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,568) part-time, and 7% (4,328) per diem.

- Hospitals employed 60% (33,612) of the RNs residing in Louisiana which is in line with the 58% reported by HRSA in the 2022 National Sample Survey of Registered Nurses (2024).
- In 2024, 15% (9,754) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position which is a slight increase in number when compared to 2023 (9,665).

### Major Findings – Advanced Practice Registered Nurses in Louisiana (2024)

- Of the 66,977 RNs holding an active license to practice in Louisiana in 2024, 16% (10,384) also held an active APRN license.
- In 2024, approximately 79% (6,252) of all APRNs licensed and residing in Louisiana indicated that they were CNPs, 19% (1,485) were CRNAs, 1% (88) were CNSs, and 1% (65) were CNMs.
- Eighty-seven percent (7,190) of the licensed APRNs residing in Louisiana in 2024 reported the masters' degree as their highest degree in nursing and 11% indicated that they held a doctorate degree in nursing which represents a 9% increase in number when compared to 2023 and a 34% increase in number over the last five years.
- Hospitals employed 35% (2,858) of the licensed APRNs residing in Louisiana, followed by 31% (2,509) that reported working in ambulatory care, 7% (562) in community health, and 3% (206) in schools of nursing.
- Seventy-three percent (6,048) of the licensed APRNs residing in Louisiana in 2024 had prescriptive authority which reflects a 6% increase in number from 2023.

 You can read the report in its entirety and view the infographic at the following links:

[2024 Nurse Supply Report](#)

[2024 Snapshot of Nursing Education Capacity and Nursing Supply in Louisiana](#)





## 2026 Registered Nurse Licensure Renewal CONTINUING EDUCATION/NURSING PRACTICE REQUIREMENTS

by Monique Calmes, DNP, APRN, FNP, BC  
CHIEF CREDENTIALING OFFICER

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

If your primary state of residence (PSOR) is another compact state and you hold an active multistate license in that state, do not renew your current single-state Louisiana RN license. RNs with an active multistate license in another compact state are authorized to practice under a privilege to practice in Louisiana provided no discipline or restriction is taken on the multistate license or privilege to practice. You may apply to voluntarily inactivate your RN license, or you may allow the license to lapse which will occur at midnight CST on January 31, 2026.

Submit only one RN renewal application. The compact license is not a separate license but rather a "type" of RN license that renews upon completion of the renewal application.

Additional frequently asked questions include the following:

### **1. What is the number one reason nurses will have an unsuccessful Continuing Education (CE)/Nursing Practice audit?**

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

### **2. What is my CE/Nursing Practice requirement to qualify for Louisiana RN license renewal for 2026?**

All Louisiana licensed RNs except those issued a 1st time Louisiana license in the 2025 calendar year must follow LSBN rules regarding 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/nursing practice audit is performed by board staff.

A total of three percent of all active licensees are selected to demonstrate compliance with the nursing CE/nursing practice requirement. Failure to respond or successfully pass the CE/nursing practice 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.

### **3. How many nursing CE contact hours or nursing practice hours do I need to renew my Louisiana RN license?**

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

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

**OR**

**B.** a minimum of 900 practice hours during the two-year licensure period as verified by the employer on a form provided by the board when you are selected for the audit.

Further details regarding the requirements for CE/nursing practice are available at [CE Brochure \(state.la.us\)](https://www.state.la.us/health/boards/lsbn/continuing-education/nursing-practice-requirements).

The requirements must be completed before you renew. Practice hours are not required to have been completed in Louisiana. There are exceptions and other important information in the link above.

There are no separate requirements for compact licensure issued by LSBN. The definition of nursing practice and roles that RNs fulfill are described in the brochure.

**See the article in this issue of The Examiner under the APRN Corner for details regarding APRN renewal.**

# Managing Burnout

## 15 ESSENTIAL TIPS FOR NURSES

By Donald Bowman  
PROSECUTING ATTORNEY

Nursing is a deeply rewarding profession, but it comes with unique challenges that can lead to chronic stress and burnout. Long hours, emotional demands, and high-stakes situations often leave nurses feeling overwhelmed. A 2023 CDC study found that nearly 20% of nurses frequently experience burnout, with younger nurses under 25 being particularly affected. Burnout can result in exhaustion, detachment, and cynicism, ultimately impacting patient care and personal well-being.

To combat burnout and thrive in their careers, nurses can adopt these 15 practical strategies:

**1. Stay Informed About Burnout** - Recognizing the symptoms of burnout—such as constant exhaustion, cynicism, or difficulty recovering on days off—helps nurses act early. Speaking to colleagues or supervisors and refocusing on self-care can prevent long-term consequences.

### **2. Build a Support Network** -

A strong sense of community is vital for emotional well-being. Nurses should cultivate supportive relationships both inside and outside of work, surrounding themselves with people who uplift and energize them.



**3. Practice Work-Life Balance** - Disconnecting from work is essential for recovery. Nurses should plan “me time,” nurture hobbies, and use paid time off to recharge. A balanced lifestyle ensures they’re at their best when caring for patients.

### **4. Cultivate Healthy Coping Mechanisms** -

Mindfulness-based practices such as journaling, meditation, yoga, or walking can provide sustainable stress relief and emotional regulation. While occasional indulgences are fine, these habits offer long-term benefits.

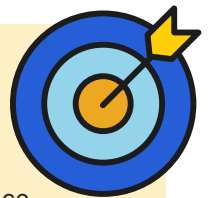
**5. Learn to Say No** - Setting boundaries is crucial for avoiding overload. Nurses should advocate for themselves, decline unreasonable requests, and prioritize their own well-being without guilt.

**6. Engage in Hobbies and Interests** - Hobbies enrich life outside of work, improving mental health and creativity. Activities that encourage focus and flow can enhance emotional regulation and overall happiness.

**7. Practice Gratitude** - Gratitude improves mental and physical health, reducing stress and anxiety. Writing down things to be grateful for or redirecting negative thoughts toward appreciation can foster positivity.

**8. Prioritize Self-Care** - Nurses often focus on others’ needs, neglecting their own. Self-care goes beyond occasional treats—it includes maintaining a healthy diet, exercising, staying hydrated, and getting adequate sleep. These habits help nurses recover from stressful shifts and build long-term resilience.

**9. Set Realistic Goals** - Breaking tasks into small, achievable goals can prevent feeling overwhelmed during shifts. Accomplishing micro-goals provides positive reinforcement and builds confidence, even in high-pressure situations.







**10. Time Management** - Effective time management reduces stress. Nurses can prioritize critical tasks, avoid multitasking, and delegate responsibilities when appropriate. Staying focused on one task at a time improves performance and reduces mental strain.

**11. Stay Organized** - Organization saves time and reduces stress during busy shifts. Nurses can use checklists, maintain tidy workspaces, and document patient care promptly to stay on top of tasks.

**12. Foster Positive Workplace Relationships** - Supportive workplace relationships improve morale and reduce stress. Nurses should seek mentors, connect with colleagues, and maintain professionalism while avoiding gossip or negativity.

**13. Seek Professional Help When Needed** - Even the most resilient nurses may need professional support. Counseling or therapy can provide tools to manage negative emotions and improve mental health. Workplace employee assistance programs or health insurance resources are good starting points.



**14. Focus on Continuing Education** - Continuing education courses on stress management and emotional resilience equip nurses with valuable skills. Expanding nursing knowledge also builds confidence and prepares nurses for unpredictable situations.

**15. Cultivate Resilience** - Resilience helps nurses adapt to challenges and resist burnout. Mindfulness, breath control, and accepting what cannot be controlled are key practices. Resilient nurses care deeply but learn to let go when they've done their best.

### Conclusion

Burnout is a serious issue in nursing, but it's not insurmountable. By implementing these 15 tips, nurses can manage stress, build resilience, and maintain their passion for patient care. Remember, taking care of yourself is not selfish—it's essential for providing the best care to others.



## 2025 Calendar

### STATE HOLIDAY SCHEDULE

SEPTEMBER 1 Labor Day

NOVEMBER 11 Veterans Day

NOVEMBER 27 Thanksgiving Day

DECEMBER 25 Christmas

### BOARD MEETING DATES

AUGUST 28, 2025

OCTOBER 23, 2025

DECEMBER 4, 2025

### BOARD MEETING MINUTES

[FEBRUARY 20, 2025](#)

[APRIL 24, 2025](#)

### DISCIPLINARY ACTIONS

[APRIL 23, 2025](#)

**LSUHSC SON Award  
LOUISIANA STATE UNIVERSITY  
HEALTH SCIENCE CENTER  
SCHOOL OF NURSING'S CLINICAL  
NURSE EDUCATOR ACADEMY  
RECIPIENT OF THE PEG E. DAW NLN  
CERTIFICATION STAR AWARD**



Louisiana State University Health Science Center (LSUHSC) School of Nursing's Clinical Nurse Educator Academy has been selected by the awards committee of the Certification Board of Commissioners as this year's recipient of the Peg E. Daw NLN Certification Star Award. The LSUHSC team

created an innovative approach to preparing the next generation of clinical educators, as well as effecting impressive certification rates. The Academy stands as a national model for others to use and imitate.

The Clinical Nurse Educator Academy faculty and teams will be recognized at the NLN Summit this fall during the Gala Reception, which will take place on September 19, 2025. Congratulations!



**Louisiana State  
Board of Nursing  
Seeking Applicants**

The Louisiana State Board of Nursing (LSBN) is soliciting nominees for four seats on the board being vacated December 31, 2025. Nominations are open for one [Nurse Administrator](#), two [Nurse Educators](#), and one position representing "Other Areas of Nursing". Applications are due August 15 and CV/resumes may be submitted to [NOB@lsna.org](mailto:NOB@lsna.org).

The Louisiana State Nursing Association (LSNA) will review all applications and interview the applicants via zoom or telephone. Nominees do not need to be members of the LSNA. The opportunity is available to all registered nurses currently licensed in Louisiana. Pursuant to Louisiana Revised Statute 37:914, LSNA will submit a list of registered nurses for consideration for the LSBN to the Office of the Governor, Jeffrey Landry.

**Nursing Community  
Coalition Sends Letter  
to Congress Outlining  
Top Legislative  
Priorities During  
National Nurses Week**

On May 6, all sixty-four members of the Nursing Community Coalition (NCC) signed onto a [letter](#) urging Congress to take action on top appropriations and legislative priorities that impact nursing education, workforce, and research.



# LSBN Board Member, Executive Director and Board Staff Appointed to the National Council of State Boards of Nursing Committees



**MS. TERESITA MCNABB** has been appointed to the NCLEX® Item Review Subcommittee by the National Council of State Boards of Nursing (NCSBN) Board of Directors. The NCLEX® Item Review Subcommittee FY2026 Charge:

1. Assist the NCLEX Examination Committee (NEC) with item review.



**DR. KAREN LYON** has been re-appointed to the Governance and Bylaws Committee by the NCSBN Board of Directors. The FY2026 Governance and Bylaws Committee Charge:

1. Assess the articles of incorporation considering the current and foreseeable developments as being driven via the strategic initiatives and associated objectives.
2. Review the governance structure, including mandatory committees, positions, and terms of the NCSBN Board of Directors and make recommendations.
3. Review each section of the bylaws for clarity, currency, and ensure they apply to both independent and umbrella boards, and they facilitate the achievement of NCSBN's vision of leading regulatory excellence worldwide.
4. Modernize the Leadership Succession Committee including assessment and selection of BOD candidates based on a competency-based approach.
5. Evaluate the necessity for the continuation of dividing the NRBS into regional areas.



**MR. DONALD BOWMAN** has been appointed to the Model Act and Rules Committee (Licensure & Governance Subcommittee) by the NCSBN Board of Directors. The Model Act and Rules FY2026 Charge:

1. Perform ongoing review, revision, and development of the Model Act and Model Rules to reflect the current regulatory environment across education, licensure, practice, and enforcement through nursing regulatory bodies' mission of public protection.

These appointments are for a two-year term that begins at the conclusion of the August 2025 Annual Meeting in preparation for the start of the fiscal year 2026, on October 1. The appointments will end in concert with the 2027 Annual Meeting.



**The mission... is to improve  
the health of our citizens.**





# The Power We Hold

## REFLECTION FOR THOSE WHO HEAL, LEAD, AND DECIDE

By Dianne Marie Normand Hartley  
HEALTHCARE JOURNAL OF NEW ORLEANS

**Editor's Note: This is a collective plea on behalf of patients, caregivers, and citizens alike. We offer this reflection as a reminder that the power to heal begins with how we treat one another – long before the diagnosis.**

You receive this journal because you are a healthcare leader. In this state, healthcare is the largest industry today, outside of government, and the highest paid. The Louisiana Department of Health is the largest department with the highest budget – over \$21 billion dedicated to the health of our citizens.

Most practitioners were brilliant students from an early age, driven to enter this noble profession by a burning desire few outsiders could understand – as they watched with amazement while their test scores rolled in and parties were missed because they were studying. The dedication to become a physician, nurse, or nurse practitioner is something to behold. And we hope our best enter the field. You don't get cheered on like our football teams in the South, but we want you to succeed. Our lives depend on it.

Becoming a provider is not easy, and it is not inexpensive. Our society does not hold envy as your cars get nicer and your homes bigger. You earned it. You earned our respect.

It takes decades for healthcare administrators to earn their stripes. Unlike other fields like finance or law, where a young star can emerge, healthcare administrators are molded over time. And when successful, their salaries are often on par with winning football coaches. But like an NFL coach, a healthcare administrator knows that the most powerful people on the team aren't always the coaches – they're the stars and elite athletes they try to coordinate into a cohesive team. That is where healthcare becomes a game of egos.

This game of the gods where life is held in the hands of mortal men is destined for tension, imbalance, and even abuse. Each healthcare facility, if the façade were lifted, is practically a Greek tragedy of gods interacting in the world. Layers of guardians and protectors hold back the masses as they try to enter the temple for healing and grace. Few at a time are allowed in, their insurance accepted as their tithe, while additional offerings are calculated by treasurers to determine which level of god the penitent is worthy to see – or not.

Unlike the ancient tithe of 10%, today's tithes and offerings at the altar of modern medicine often exceed that – sometimes 15%, 20%, even 30% of a family's income.

In this playground of the gods where you dwell, it is my ardent wish to ask you, as gods, for mercy and kindness toward us mortals. Remember that we are anxious and scared to enter your presence. We hold you in awe. You and your guardians have the ability to crush our already weakened spirits. I ask you to remember that you hold the hope of humanity – not only for the patient who seeks healing, but for the caregiver who may need your support just as badly.

Study their ethos as well. They are often bearing a brave front in the midst of tragedy, trying to hold together a spark of life in a labyrinth of confusion, dread, and fear. Both caregiver and patient come to you for help. Yes, you are trained to focus on the patient, but many times, that caregiver is the patient's lifeline, sacrificing, perhaps, more than the patient, just to be in your presence. Honor that person. Their heart may be absolutely broken while the clay remains intact.

I humbly remind you: A true healer has the ability to lift a spirit, even when delivering the best or bleakest news. And all of us in healthcare – whether administrator or assistant – should strive to be healers.

Administrators: Ensure that each step through the healthcare maze is met with someone who is a healer at heart. Even, and perhaps especially, the money-changers, garage attendants, appointment setters, and physician assistants.

If you are a nurse or physician, your ego got you where you are. Please remember to drop down and be kind to us humans who are bowing to your expertise. I promise, you will wish for the same when it is your turn to enter the courts of the temple in need of care.

The mission of this journal is to improve the health of our citizens.

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### Department/Staff Spotlight Moments:

#### Email excerpt from Registrant DC:

"I would also like to personally thank Mr. Bowman and Ms. Williams for the guidance provided during this time. Our conversations over the past few months have been invaluable in helping me understand the surrender process. Your clear explanations and professionalism made a difficult situation much more manageable, and I am truly grateful for the time and effort you both extended to me."

#### 4/23/2025, Email from attorney David Aden:

"Dear Karen Lyon,  
Good morning.

I am writing to express my sincere appreciation for the outstanding work of the Hearings department staff at the Louisiana State Board of Nursing, specifically attorneys Donald Bowman and Venice Johnson. Over the past two years, I have had the pleasure of working closely with Donald Bowman, and I must say that it has been a truly positive experience.

Working with Donald has been a joy. He is not only a shrewd negotiator, but he is also fair, understanding, and courteous during our meetings on case resolution. I have found that I have not been able to resolve cases in such volume as effectively before working directly with attorney Bowman. His expertise and professionalism have been a great asset to the LSBN.

I am not one to easily praise opposing counsel, especially in the practice of law, but I must say that Donald Bowman and his team epitomize competence, compassion, efficiency, and good customer service. They are a pleasure to work with and have made my job easier and more enjoyable.

I would like to extend my gratitude to Donald Bowman, Venice Johnson, and the entire Hearings department staff for their dedication and hard work. Their commitment to excellence is truly commendable, and I am grateful for the opportunity to work alongside such a talented and professional team..."

Sincerely,

David Aden, R.N., M.H.A., J.D.  
LAW OFFICES OF DAVID ADEN



#### KRISTIN MAJOR – HUMAN RESOURCES ANALYST – OPERATIONS DIVISION

**Kristin Major** is an accomplished operations and HR professional with over 15 years of experience in payroll, employee onboarding, benefits administration, and project coordination. Kris brings expertise in organizational development with a strong record of process improvement. She has held key roles in both corporate and entrepreneurial settings, where she successfully combined strategic thinking with hands-on execution to enhance operational efficiency and support business growth. Kris holds an MBA in Human Resources and a B.S. in Marketing from Southern University and A&M College. Her passions are beauty, fashion, motherhood and being a ray of sunshine.



#### PRECIOUS NATHANIEL - ADMINISTRATIVE COORDINATOR - NURSING DIVISION

**Precious Nathaniel** hails from South Side of Chicago, Illinois, and has served as an Office Associate collaborating with law firms and investment banking firms. Her experiences instilled strong interpersonal communication skills, both verbally and written. Each responsibility taught her the importance of managing sensitive, confidential documents with discretion. She has continued to pursue excellence. In her personal time, Precious enjoys cooking, singing, and activities that allow her to unwind, such as catching up on television shows, reading, shopping, and listening to music. Gospel music provides Precious with a sense of tranquility. Precious is eager to advance her career here at LSBN.





**CHERIE JOHNSON – LICENSING ANALYST  
SUPERVISOR – NURSING DIVISION**

**Cherie Johnson** was born and raised in Baker, Louisiana. She has been employed with the state for five years after working in retail for twenty-three years. While in retail, she worked as a department manager, accounting/invoice associate, and human resources training coordinator. She enjoys working with others and sharing knowledge. Cherie enjoys spending time with her family, watching sports, cooking, camping, and traveling.



**MITCHEL STROTHER – LICENSING ANALYST –  
NURSING DIVISION**

**Mitchel Strother** is 34 years old. He is married with a daughter and five dogs. He recently graduated *magna cum laude* with a Bachelor's degree in cybersecurity. He was born and raised in Baton Rouge but loves to travel and has visited places such as Japan and Thailand. He spends his downtime finding new hobbies and can be found either on a beach volleyball court or a soccer field.



**RICA HAILE – LICENSING ANALYST –  
NURSING DIVISION**

**Rica Haile** has over a decade of customer service experience, spent several years in sales, and, in more recent years, has worked as a mortgage loan originator. In 2019, she began working for a nonprofit organization, Neighborhood Assistance Corporation of America, as a certified HUD counselor. She taught financial literacy and homebuyer education seminars. Shortly after, Rica became a mortgage loan originator, helping families realize their dream of homeownership by ensuring their loan process was complete. Working one-on-one with members of the community to achieve their goals has been the most rewarding part of her professional journey to date.



**ASHLEY ORTIZ – COMPLIANCE INVESTIGATOR  
– LEGAL DIVISION**

**Ashley Ortiz** has been a State of Louisiana employee for over 15 years, most of which were in law enforcement. Ashley holds a Bachelor of Science degree in Public Health/Community Health Education from Dillard University and a Master's degree in Social Work (concentration in Mental Health) from Southern University at New Orleans.



**RAVEN JACKSON – RN  
COMPLIANCE OFFICER –  
COMPLIANCE DIVISION**

**Raven Jackson** is a 2018 graduate of Southern University and A&M College in Baton Rouge, Louisiana. She is a dedicated and compassionate registered nurse with over six years of experience providing high-quality patient care, specializing in women's healthcare. In addition to direct patient care, Raven is passionate about providing community education to young girls. Outside of her professional life, Raven enjoys reading, watching the Bravo Network, and traveling.



**TRAM FRUGE – RN COMPLIANCE  
OFFICER – COMPLIANCE  
DIVISION**

**Tram Fruge** earned her Associate of Science in Nursing in 2011 and Bachelor of Science in Nursing in 2013 through Our Lady of the Lake College. She completed Southeastern Louisiana University's Master of Science in Nursing – Family Nurse Practitioner program in 2019. Ms. Fruge has over 8 years of experience as an ICU step-down nurse and 5 years of experience as a family nurse practitioner in urgent care, occupational health, and internal medicine. She enjoys gardening, hiking, traveling, and spending time with her family!



**ASHANTA CAMPER –  
EXECUTIVE ASSISTANT TO THE  
CEO – EXECUTIVE DIVISION**

**Ashanta Camper** received her B.A. degree from the University of Louisiana at Lafayette in May of 2012. She received her MBA with a concentration in Human Resources from Southern University and A&M College in January of 2015. She is also a member of the Beta Gamma Sigma Honors Society. She enjoys traveling, eating, shopping, and spending quality time with her family.



