

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

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## FROM THE CHIEF EXECUTIVE OFFICER



On December 11, 2023, the Louisiana State Board of Nursing (LSBN) Directors gathered with the executive staff to engage in planning for the strategic imperatives for the next triennium. Led by SSA Consultants Partner Rudy Gomez, the Board began their strategic planning with background interviews that included board members, staff, and external partners, sixteen individual interviews in all, that focused on SWOT analysis and future vision. The strengths, weaknesses, opportunities, and threats/challenges were then summarized, which served as the starting point for planning for the future.

These issues can be summarized in the following table:

LSBN SWOT SUMMARY			
Strengths	Weaknesses	Opportunities	Challenges/Threats
<ul style="list-style-type: none"> <li>• Karen Lyon, CEO</li> <li>• Management Team</li> <li>• Board Members</li> <li>• Mission Focus</li> <li>• Organizational Culture and Diversity</li> <li>• Service Excellence/Performance Improvement</li> <li>• Financial Strength</li> </ul>	<ul style="list-style-type: none"> <li>• Reputation as a Heavy-Handed Regulator</li> <li>• Government Relations</li> <li>• Excessive Focus on Education/Nursing Shortage</li> <li>• Legal/Discipline Function</li> <li>• Stakeholder Engagement</li> <li>• Board Development</li> <li>• Board Appointment Process</li> <li>• Board/Staff Balance</li> </ul>	<ul style="list-style-type: none"> <li>• To Be a Recognized Go-To Expert Resource</li> <li>• Help Resolve the Nursing Shortage</li> <li>• Improve Services to Students, Applicants, and Licensees</li> </ul>	<ul style="list-style-type: none"> <li>• Succession/Key Staff Positions</li> <li>• Unknowns/New Administration</li> <li>• Unresolved Nursing Shortage</li> <li>• Unattained Full Practice Authority</li> </ul>

The strategic imperatives, priorities, and tactics are in the development process. When completed, they will be presented to the Board for their approval at a future Board meeting. Board leadership has requested that staff crosswalk LSBN’s strategic initiatives with those of the National Council of State Boards of Nursing presented below.

### Strategic Initiative A: Promote agile regulatory systems for relevance and responsiveness to change.

- o Evidence-informed decision-making;
- o Evolution of contemporary regulatory systems;
- o Recognition as international thought leader;
- o Promotion of best practices benefitting public protection.

### Strategic Initiative B: Champion regulatory solutions to address borderless health care delivery.

- o Expansion of Nurse Licensure Compact;
- o Coordinate licensure information across jurisdictions;
- o Increased consulting, education, and service delivery to provide safe and equitable patient care;
- o Focus on current and emerging issues for borderless health care;





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- o Respond quickly to crises;
- o Achieve safe, efficient regulatory solutions that fit a complex, dynamic, digital age.

**Strategic Initiative C: Strengthen the capacity, capability, and diversity of regulatory leadership and its engagement.**

- o Active engagement of members, partners, and government;
- o Develop programs and services that support nurse regulatory performance;
- o Facilitate sharing of best practices, mentoring of talent, and diffusion of expertise;
- o Respond to generational changes in regulation and the policy environment;
- o Leverage the role of the regulator in complex interdependent systems that secure public safety and minimize barriers to change.

**Strategic Initiative D: Pioneer competency assessments to support the future of health care and the advancement of regulatory excellence.**

- o Collaborate with jurisdictions in the use of NCLEX examinations for competency assessment that are psychometrically sound, legally defensible, and provide fidelity;
- o Utilize lessons learned from COVID-19 to optimize the approval processes and delivery of the NCLEX examinations to candidates using technology;
- o Continue evolution of competence assessment, maintenance, and articulation across changing career pathways.<sup>1</sup>

Changing population demographics and health care needs demand that practitioners, educators, and regulators work together in response to changing needs for modernization of occupational licensure. We are experiencing both shortages and maldistribution of healthcare professionals. The need for remote healthcare is increasing. We need to do more to articulate nursing licensure across jurisdictions and promote telehealth practice. The promotion of efficient regulatory models that increase the mobility of nurses is essential, as are new models of healthcare delivery led by nurses. LSBN will continue our efforts to grow in these areas, forging solutions that create a respectful environment of diversity, inclusion, and excellence and embracing change as an opportunity to transform ideas into actions.

For the Public Trust,

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

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

References

1. National Council of State Boards of Nursing, 2022 Midyear Meeting. *Strategic Initiatives Forum*. St. Louis, MO. March 15 – 17, 2022.





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## Chiefs Corner

### Division of Compliance Lauren Byrd Papillion, J.D. Chief Compliance Officer

During the last quarter of 2023, the Compliance Department received 377 complaints. Of the 377 complaints received, 103 new investigations were opened. Department staff closed 129 investigations in the fourth quarter. As of the end of the year, the department had 478 open investigations, including 29 open Priority One investigations (P1 cases pose an imminent and substantial danger to the public health, safety, and welfare of citizens).

At the close of 2023, the Recovering Nurse Program/Monitoring Department had 439 participants – with 186 participants in Monitoring and 253 in RNP (119 in confidential agreements and 134 in disciplinary agreements). During the last quarter, RNP welcomed 11 new participants and 20 participants completed the program. Monitoring staff was assigned 45 new participants and 29 participants successfully completed their orders and/or agreements with the Board.

### Division of Nursing Monique Calmes, DNP, APRN, FNP-BC Chief Credentialing Officer

#### Renewal Reminder

Currently, we are nearing the end of the renewal season. The Louisiana State Board of Nursing's renewal season began October 1, 2023. We will complete the late renewal season 2024 from January 1<sup>st</sup> through January 31<sup>st</sup>. Licensees whose licenses expire on January 31, 2024, are charged a late renewal fee during this period. Please contact the board office before this date if you need assistance with renewal.

The final deadline and closure of the renewal season is midnight (central standard time) on January 31, 2024. If you have not renewed before your license expires and do not hold a multistate RN license in another compact state, you are not authorized to practice as a Registered Nurse. You must then apply for reinstatement for active licensure and be authorized by the Louisiana State Board of Nursing to resume practicing in Louisiana.

Currently, there is no APRN compact license available. APRNs must renew their APRN license to be authorized by the Louisiana State Board of Nursing to practice in Louisiana as an APRN. Please contact our office if you have any questions at 225-755-7500 during business hours or send a message to the message center of your nurse portal account [LARN Nurse Portal](#) ([boardsofnursing.org](#)) or email [renewals@lsbn.state.la.us](mailto:renewals@lsbn.state.la.us).





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APRN Corner  
by Monique Calmes, DNP, APRN, FNP-BC  
Chief Credentialing Officer

**Stop Harming Our Kids Act**

On July 18<sup>th</sup>, 2023, the Stop Harming Our Kids Act (HB 648) became law, now Act No. 466.

The complete legislation can be read by searching the Louisiana State Legislature website at [Home - Louisiana State Legislature](#) or the following link [HB648 \(la.gov\)](#).

The bill was authored by Representatives Firment, Amedee, Crews, Garafalo, and Horton. It prohibits healthcare professionals from providing gender-affirming care or altering a child's appearance to validate the minor's perceptions of his sex.

The language within the bill includes:

1. The prescription or administration of gonadotropin-releasing hormone analogs or other synthetic drugs used to stop luteinizing hormone and follicle-stimulating hormone secretion, synthetic antiandrogen drugs used to block the androgen receptor, or any drug to suppress or delay normal puberty.
2. The prescription or administration of testosterone, estrogen, or progesterone, in amounts greater than would normally be produced endogenously in a healthy individual of the same age and sex.
3. The performance of any sterilizing surgery, including but not limited to castration, hysterectomy, oophorectomy, orchiectomy, penectomy, and vasectomy.
4. The performance of any surgery that artificially constructs tissue having the appearance of genitalia differing from the minor's sex, including metoidioplasty, phalloplasty, and vaginoplasty.
5. The removal of any healthy or non-diseased body part or tissue.
6. The performance of augmentation mammoplasty, facial feminization surgery, liposuction, lipofilling, pectoral implants, voice surgery, thyroid cartilage reduction, gluteal augmentation, hair reconstruction, or any aesthetic surgical procedure.

The legislation also includes the following parameters. *If, prior to January 1, 2024, a healthcare professional has initiated a course of treatment, for a minor, which includes the prescription or administration of any drug or hormone prohibited by this Part, and if the healthcare professional determines and documents in the minor's medical record that immediately terminating the minor's use of the drug or hormone would cause harm to the minor, the healthcare professional may institute a period during which the minor's use of the drug or hormone is systematically reduced and discontinued. The period may not extend beyond December 31, 2024.*

In the spirit of increasing awareness surrounding legislation, LSBN is charged with informing their licensees of relevant bills to nursing practice. We encourage all healthcare providers to share this information and visit the website of the legislature for additional questions.

RNP Corner  
by Urhonda Beckwith, MSN, APRN, FNP  
Director, RNP/Monitoring

**Recovering Nurse Program Presentations**

As the Recovering Nurse Program/Monitoring embarks upon a new year, this edition is a reminder to all nursing administrators, nursing schools, and nursing organizations that the Program Managers and Director are available upon request to do in-person or virtual Recovering Nurse Program (RNP) presentations.

The purpose of these presentations is to increase awareness of LSBN's Alternative to Disciplinary Proceedings, a voluntary, non-punitive program for registered nurses, advanced practice registered nurses, and student nurses whose capacity





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to practice nursing with reasonable skill and safety to patients has been, or may potentially be, compromised because of the use of alcohol or drugs, or because of illness or as a result of any physical, mental or medical condition.

Nurses who meet the admission criteria and enroll in lieu of formal disciplinary action will remain confidential, provided that the individual complies with all stipulations in the RNP agreement. Admission criteria and program information are outlined in the Board's rules and regulations at L.A.C. 46:XLVII.3419.

For further information and/or to request an RNP presentation for your students, organization, or employees, please contact the RNP Department at (225) 755-7546 or via email at [rnp@lsbn.state.la.us](mailto:rnp@lsbn.state.la.us).

### Louisiana Center for Nursing by Sarah Luneau Public Information Director

The National Forum of State Nursing Workforce Centers (National Forum) State Representative Subscriber Retreat was held January 10-11, 2024 in New Orleans, LA. The National Forum's membership is made up of 43 nursing workforce entities from across the country. The Louisiana State Board of Nursing Center for Nursing has been a member of the National Forum since 2009. The National Forum promotes state-level nursing workforce expertise and research to better the health of the nation. The mission of the National Forum is to lead a national network to promote a robust and well-prepared nursing workforce. As a member of this organization, the Louisiana Center for Nursing has had the opportunity to network with leaders in nursing and healthcare workforce from across the country focusing on addressing the nursing shortage, supporting the advancement of nurse workforce initiatives, and sharing best practices in nursing workforce research, planning, and development.

This National Forum State Representative Subscriber Retreat was an opportunity to meet with other state centers for nursing, exchange ideas and find solutions, help inform the future of the National Forum and to network and re-energize. Presentations and discussions were based on using data to address nursing workforce challenges, visualizing nursing workforce data and finding the workforce data in each state. Other topics discussed were strategic planning and social identity. It was a great retreat sharing innovative and transformational ways that states approach data collection, best ways to use the data, and diversity, equity and inclusion.

The National Forum 2024 Annual Conference "[Accelerating Nursing Workforce Solutions: Innovative Programs and Data to Transform Policy](#)" will be held on June 17-19, 2024 at the Hyatt Regency La Jolla, CA and will bring together nursing, workforce, and leaders from across the country to learn, share and network.

For more information on state nursing workforce centers, please visit the National Forum of State Nursing Workforce Centers website at [National Forum of State Nursing Workforce Centers - Home \(wildapricot.org\)](#).

### Hearings by Donald M. Bowman Director, Hearings

The Hearings Department is gearing up for a productive 2024, with Board Panel Disciplinary Hearings dates scheduled for every month this year. Hearings' staff are dedicated and eager to continually advance LSBN's mission, while embodying the Hearings Department's culture of teamwork and selflessness reflected in our motto of "we can do together, what I could never do alone."

The Board Panel Disciplinary Hearings have been scheduled on the following dates:

- January 17, 2024, (canceled due to weather; to be rescheduled)
- February 21, 2024,
- March 27, 2024,





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- April 24, 2024,
- May 22, 2024,
- June 12, 2024,
- July 17, 2024,
- August 7, 2024,
- September 11, 2024,
- October 9, 2024,
- November 13, 2024,
- December 4, 2024.

Hearings are dedicated to upholding the standards and integrity of the nursing profession and ensuring due process is provided to our licensees. We appreciate the hard work and commitment of our staff and are confident that, together, we will achieve great things. Thank you, Danisha, Reyna, Tia, and Lenora, for your continued support and dedication.

## Major Motions

### Major Motions and Other Actions Taken at the August 10, 2023 Board Meeting

**Motion to Adopt** the Agenda as presented.

**Motion Carried.**

**Motion to approve** the minutes of the June 22, 2023 Board Meeting.

**Motion Carried.**

#### NEW BUSINESS

##### Consent Agenda Motions

- LSBN Staff Program Status Reports
  - NCLEX Report
  - Accreditation Report
- Continuing Education Reapproval Application
  - Nursing CE Central
- Education Announcements

**Motion to accept** the Consent Agenda Motions.

**Motion Carried.**

##### UNFINISHED BUSINESS

**Motion to rescind** the motion from the June 22, 2023 meeting regarding the 80% NCLEX RN pass rate.

**Motion Carried.**

**Motion to approve** Bossier Parish Community College's LPN to

RN Apprenticeship Program.

**Motion was Rescinded. Matter was tabled until October meeting.**

#### EDUCATION AND EXAMINATION

**Motion to accept** Baton Rouge General Medical Center's School of Nursing report and action plan regarding the probationary status of the diploma program.

**Motion Carried.**

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

**Motion Carried.**

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

**Motion Carried.**

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

**Motion Carried.**

**Motion to accept** Louisiana State University at Alexandria's report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.





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**Motion Carried.**

**Motion to approve** Southern University at Baton Rouge’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** Southern University at Shreveport’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** William Carey University at Baton Rouge General’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** the request of Bradley University to offer graduate clinical experiences in Louisiana until August 20, 2026 for the following roles/populations:

- MSN, Family Nurse Practitioner
- RN to MSN, Family Nurse Practitioner
- PMC, Family Nurse Practitioner
- MSN, Nursing Administration
- DNP, Family Nurse Practitioner
- DNP, Leadership

**Motion Carried.**

**Motion to re-approve** the request of the University of South Alabama to offer graduate clinical experiences in Louisiana until October 15, 2026 for the following roles/populations:

- MSN, DNP, PMC:
- Adult-Gerontological ACNP and PCNP
- Dual Role: Adult-Gerontological ACNP and Family NP
- Family NP
- Psychiatric/Mental Health NP
- Neonatal NP
- Pediatric ACNP and PCNP
- Women’s Health NP
- Adult-Gerontological CNS

**Motion Carried.**

**Motion to approve** the request of Simmons University to offer graduate clinical experiences in Louisiana until August 20, 2026

for the following roles/populations:

- MSN and RN to MSN
- Family Nurse Practitioner

**Motion Carried.**

**Motion to approve** the request of United States University to offer graduate clinical experiences in Louisiana until August 10, 2026 for the following roles/populations:

- MSN, PMC: Family Nurse Practitioner

**Motion Carried.**

**Motion to approve** the request of Herzing University to offer graduate clinical experiences in Louisiana until August 10, 2026 for the following roles/populations:

- Family Nurse Practitioner (MSN, RN-MSN, PMC)
- Psychiatric Mental Health Nurse Practitioner (MSN, RN-MSN, PMC)
- Adult Gerontology Acute Care Nurse Practitioner (MSN, RN-MSN, PMC)
- Adult Gerontology Primary Care Nurse Practitioner (MSN, RN-MSN, PMC)

**Motion Carried.**

**Motion to approve** Step III to establish a Baccalaureate of Science in Nursing education degree program and grant full approval to Herzing University’s College of Nursing.

**Motion Carried.**

**LICENSURE AND PRACTICE**

**Motion to approve** the letter of support and Resolution to allow Registered Nurses to participate in the dispensing and distribution of Naloxone or another opioid antagonist.

**Motion Carried.**

**DIVISION OF ADMINISTRATION**

**Motion to approve** capital expenditure to replace the current roof not to exceed \$200,000 and approval to contract for architectural services not to exceed \$20,000.

**Motion Carried.**

**REPORTS**

**Motion to accept** the reports of the President, Vice





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President, and the CEO/Executive Director as submitted.

**Motion Carried.**

**EXECUTIVE SESSION**

**Motion to go into** Executive Session for the purposes of hearing the Report on Litigation and Personnel Issues.

**Motion Carried.**

**Motion to adjourn.** Meeting was adjourned at 3:30 PM.

**Motion Carried.**

**Major Motions and Other Actions Taken at the October 12, 2023 Board Meeting**

**Motion to Adopt** the Agenda as amended with the ability to rearrange the Agenda items for efficiency purposes.

**Motion Carried.**

**Motion to approve** the minutes of the August 10, 2023 Board Meeting.

**Motion Carried.**

**NEW BUSINESS**

**Consent Agenda Motions**

- 1. LSBN Staff Program Status Reports
  - 1. NCLEX Report
  - 2. Accreditation Report
- 2. Continuing Education Reapproval
  - 1. Pacific Medical Training
- 3. Education Announcements

**Motion to accept** the Consent Agenda Motions.

**Motion Carried.**

**EDUCATION AND EXAMINATION**

**Motion to accept** Baton Rouge General Medical Center’s School of Nursing report and action plan regarding the probationary status of the diploma program.

**Motion Carried.**

**Motion to accept** Chamberlain University’s report and action plan

regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

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

**Motion Carried.**

**Motion to accept** Louisiana Delta Community College’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to accept** Louisiana State University at Alexandria’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

**Motion to approve** Southern University at Baton Rouge’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** Southern University at Shreveport’s report and action plan regarding the probationary status of the Associate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to approve** William Carey University at Baton Rouge General’s report and action plan regarding the probationary status of the Baccalaureate of Science in Nursing education degree program.

**Motion Carried.**

**Motion to re-approve** the request of Vanderbilt University to offer graduate clinical experiences in Louisiana until December 14, 2026 for the following roles/populations: Master of Science in Nursing (MSN) and Post-Master’s Certificate (PMC):

- Adult Gerontology Acute Care Nurse Practitioner - AGACNP
- Adult Gerontology Primary Care Nurse Practitioner - AGPCNP
- Family Nurse Practitioner - FNP
- Family Nurse Practitioner/Emergency





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- Nurse Practitioner - FNP/ENP
- Neonatal Nurse Practitioner - NNP
- Nurse-Midwifery - NM (offered in a hybrid format\*\*)
- Nurse-Midwifery/Family Nurse Practitioner Dual Specialty - NM/FNP
- Nursing and Healthcare Leadership - NHCL
- Nursing Informatics - NI
- Pediatric Nurse Practitioner - Acute Care - PNP-AC
- Pediatric Nurse Practitioner - Primary Care - PNP-PC
- Psychiatric Mental Health Nurse Practitioner - PMHNP (Lifespan)
- Women’s Health and Gender Related Nurse Practitioner WHNP
- Adult Gerontology Primary Care Nurse Practitioner/ Women’s Health and Gender Related Nurse Practitioner Dual -AGPCNP/WHNP

Justice.

**Motion Carried.**

**Motion to accept** the FY2023 Financial Audit Report.

**Motion Carried.**

**DIVISION OF LEGAL AFFAIRS**

**Motion to adopt** proposed rules related to the LSBN’s disability accommodation for open meetings.

**Motion Carried.**

**OFFICE OF THE EXECUTIVE DIRECTOR**

**Motion to approve** the 2024 Board Meeting and Hearing Panel calendar.

**Motion Carried.**

**REPORTS**

**Motion to accept** the reports of the President, Vice President, and the CEO/Executive Director as submitted.

**Motion Carried.**

**EXECUTIVE SESSION**

**Motion to go into** Executive Session for the purposes of hearing the Report on Litigation and Personnel Issues.

**Motion Carried.**

**Motion to adjourn.** Meeting was adjourned at 2:00 PM.

**Motion Carried.**

- Doctorate of Nursing Practice (DNP):
- Adult Gerontology Acute Care Nurse Practitioner – AGACNP
- Family Nurse Practitioner/Emergency Nurse Practitioner FNP/ENP

**Motion Carried.**

**Motion to approve** the major substantive change request from Louisiana State University at Eunice to convert from a medical model curriculum to a concepts-based curriculum.

**Motion Carried.**

**Motion to approve** the major substantive change request from William Carey University at Baton Rouge General to add the Career Alternate Route Education – Registered Nursing (CAREy RN) track Accelerated Baccalaureate of Science in Nursing Program.

**Motion Carried.**

**LICENSURE AND PRACTICE**

**Motion to approve** the proposed rule change to language located in LAC 46.XLVII.4303 allowing student nurses to practice as nurse technicians to the full scope of their clinical competence as verified by their nursing faculty and school of nursing.

**Motion Carried.**

**DIVISION OF ADMINISTRATION**

**Motion to accept and approve** LSBN Board Resolution to contract for legal services with the State of Louisiana Department of





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### Disciplinary Matters

The LSBN took a total of 35 actions at the October 11, 2023 hearing panel. For a complete listing click the link:

[October 11, 2023](#)

The LSBN took a total of 59 actions at the November 8, 2023 hearing panel. For a complete listing click the link:

[November 8, 2023](#)

The LSBN took a total of 36 actions at the December 13, 2023 hearing panel. For a complete listing click the link:

[December 13, 2023](#)

### 2024 State Holiday Schedule

Mardi Gras.....	February 13, 2024
Good Friday.....	March 29, 2024
Independence Day.....	July 4, 2024
Labor Day.....	September 2, 2024
Election Day.....	November 5, 2024
Veterans Day.....	November 11, 2024
Thanksgiving Day.....	November 28, 2024
Christmas Day.....	December 25, 2024
New Year's Day.....	January 1, 2025

### Future Board Meeting Dates

- February 22, 2024
- April 25, 2024
- June 13, 2024
- August 8, 2024
- October 10, 2024
- December 5, 2024

