

THE EXAMINER

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Support Your Fellow Nurses

DONATE TO THE SISTER LUCIE LEONARD
RECOVERING NURSE FUND

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Regulation and Compliance

BY GENEVA CARTER, MSN, APRN, FNP





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17373 Perkins Road,
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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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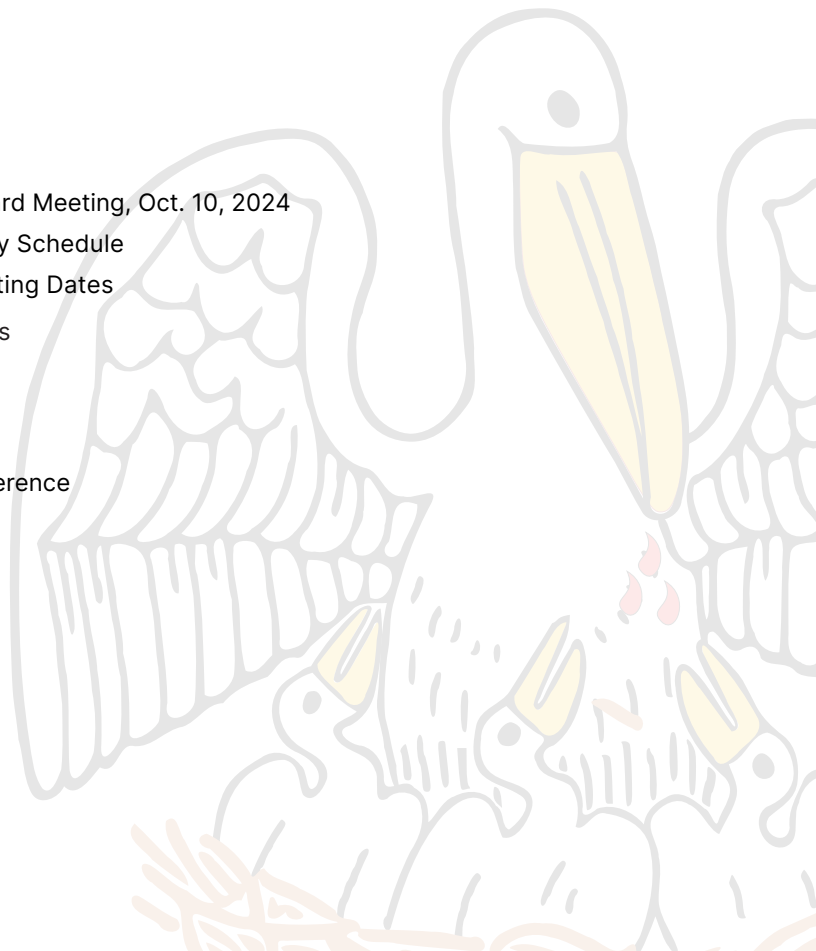
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Supporting Nurses in Regulatory, Practice, and Education Excellence



Karen C. Lyon,
PhD, MBA, APRN, NEA_{BC}
CHIEF EXECUTIVE OFFICER/
EXECUTIVE DIRECTOR

Each year in the first edition of *The Examiner*, I provide an update on the work the LSBN Board of Directors and the staff have accomplished over the past year. For 2024, the following goals were set:

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

Strategic Initiative B: Champion regulatory solutions to address borderless healthcare delivery.

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

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

Our strategic planning is guided by LSBN's Mission, Vision, and Central Challenge:

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.

Central Challenge: Positively impact the nursing profession by advancing regulatory excellence in an ever-changing healthcare environment.

ACCOMPLISHMENTS

The Board and Executive Team are pleased to present LSBN's 2024 outcomes.

1. Approved the LPN to RN Apprenticeship Program between Bossier Parish Community College and Willis-Knighton. The RN Apprenticeship program will utilize a "dyad" model during training days, with RN Apprentices working alongside Preceptors to provide patient care while developing the cognitive and clinical skills required to be a registered nurse.
2. Approved Tulane University for Step II to establish a BSN nursing education degree program and grant initial approval allowing Tulane to market the program, hire a program administrator, and begin admitting students.
3. Provided oversight for 8 schools of nursing placed on probation in 2023;

through their approval of improvement plans, 7 of the 8 schools were removed from probation in February 2024: Baton Rouge General Medical Center Diploma program; Louisiana Delta Community College, Louisiana University @ Alexandria, Southern University @ Shreveport (ASN programs); Chamberlain University, Southern University Baton Rouge, and William Carey University Baton Rouge (BSN programs).

4. Approved rule changes for **LAC**

46.XLVII.3535.B Continuing Full Approval for Nursing Education Degree Programs to

allow an undergraduate nursing education degree program that does not meet the 80% first-time pass rate in any January to December calendar year to receive a warning letter from the LSBN Board. After two consecutive years, or two out of any three calendar years, of not meeting the 80% NCLEX-RN first-time pass rate, the school would be placed on probation; also, **LAC 46.XLVII.4303 Employment of Student Nurses and Unsuccessful Candidates on the NCLEX-RN Examination**: The proposed rule change will allow an undergraduate nursing student currently enrolled in a professional pre-licensure education degree program or a graduate nurse who has not passed the National Council Licensure Examination for Registered Nurses (NCLEX-RN) examination within 12 months of their first attempt, to be employed in a nursing setting and to perform procedures and tasks for which they have been educated and certified as competent by their educational institution and/or by graduation from a Louisiana State Board of Nursing (LSBN)-approved prelicensure nursing education program. The nursing student or new graduate must be supervised by an RN or APRN and healthcare institutions must develop policies and procedures to regulate these providers.

5. Discussion ensued on intravenous hydration and existing rules regarding RNs compounding of medications. The Board upheld its previous position that LSBN considers mixing or otherwise preparing IV solutions in non-emergency circumstances as a prohibited act for all its licensees due to the current state and federal laws and rules relative to compounding.



6. Issued the Newly Licensed Registered Nurse (NLRNs) Survey and Snapshot which provides employers of NLRNs and nurse educators important information that can be used to help create a seamless transition from academia to practice and increase retention of NLRNs.

a. [Finding Employment as a Newly Licensed Registered Nurse in Louisiana 2024 Report](#)

b. [2023 Louisiana Snapshot of Newly Licensed Registered Nurses Survey Results](#)

7. Initiated LSBN Board evaluation and assessment with Dr. Stephanie Ferguson to develop individual development plans for each Board member and for the Board as a group.

8. Approved Chamberlain University to provide MSN in following APRN roles:

a. Family Nurse Practitioner

b. Adult-Gerontology Acute Care Nurse Practitioner

c. Adult-Gerontology Primary Care Nurse Practitioner

d. Psychiatric-Mental Health Nurse Practitioner

e. Graduate certificate in Nursing Education (non-APRN).

9. Approved Memorandum of Understanding for LSUHSC School of Nursing's use of the Department of Health and Human Services grant to provide a Clinical Faculty and Preceptor Academy to develop academic-clinical-community partnerships that develop and implement

formal nurse education training curriculum used to train clinical nursing faculty and preceptors.

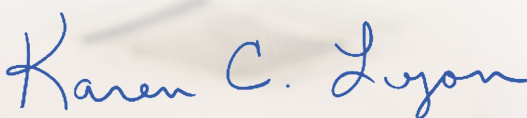
10. Approved LSUHSC SON's addition of a post-master's DNP program in Nurse Midwifery to address the state's ability to improve health outcomes for expectant mothers and babies, especially in the African American population.
11. Contingent of nursing leaders from Ochsner led by President Tracey Moffatt participated in AONL's Advocacy Day in Washington, DC promoting the following initiatives:
 - a. Increase the Health Care Workforce and Strengthen Capacity.
 - b. Protect and Support Health Care Workers.
 - c. Address Nurse Faculty and Clinical Site Shortages.
12. Approved a second campus at New Iberia, LA for South Louisiana Community College's ASN program.
13. Approved the addition of the Healthcare Transitions Hybrid RN track at William Carey University, Louisiana campus to allow applicants with licensure or certification in a healthcare-related field to complete the BSN degree. The Healthcare Transitions Hybrid RN track will offer online hybrid delivery methods for didactic courses with face-to-face skills lab, simulation, and clinical experiences in healthcare agencies in Mississippi and Louisiana.
14. Approved increasing enrollment at LSU Alexandria School of Nursing by 25%.
15. Implemented Strategic Plan Objectives for 2024 in the areas of infrastructure development, CEO succession planning, development of a reporting cycle for board review, define key stakeholders for collaboration in

2025 legislative session, reimagine LSBN marketing and educational materials, and reduction of case cycle time from complaint to case adjudication. [LSBN Strategic Map 2024-2026](#)

16. Established Task Force of Board members, staff, and clinical practitioners to evaluate and develop rule modifications/changes in LAC 46.XLVII.3707(B)(5) on Peripherally Inserted Central Catheter (PICC) Insertion and Removal.
17. Approved LSUHSC SON to offer a DNP program for the Nurse Educator pathway to attract RN clinicians into a career in academia.

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 RNs and APRNs. 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.

For the Public Trust and Wishing All a Prosperous 2025,



Karen C. Lyon, PhD, MBA, APRN, NEA_{BC}
CHIEF EXECUTIVE OFFICER/EXECUTIVE DIRECTOR



Support Your Fellow Nurses: DONATE TO THE SISTER LUCIE LEONARD RECOVERING NURSE FUND

As nurses, you understand the demands and stresses of the profession. While you dedicate yourselves to caring for others, it's essential to care for one another, especially when one of you is navigating the challenges of recovery.

The Sister Lucie Leonard Recovering Nurse Fund was created to assist nurses who are working to overcome substance use disorders. This fund provides financial support to help these nurses get treatment, offering a lifeline to those striving to rebuild their lives and careers.

WHY THIS MATTERS

Substance use disorders can affect anyone, including the most dedicated caregivers. It takes great strength and courage to seek help, and as a community, we have a responsibility to stand beside colleagues as they take these steps toward recovery. By supporting this fund, you're helping nurses regain their health and reclaim their passion for caring for others.

HOW YOU CAN HELP

- **Make a Donation:** Every contribution, no matter the size, makes a meaningful impact. Donations can be made online at [Louisiana Nurses Foundation Inc Online Giving](#)
- **Spread Awareness:** Share this initiative with colleagues and others who understand the importance of this cause.

Your support of the Sister Lucie Leonard Recovering Nurse Fund helps ensure that nurses in recovery have the resources they need to heal and return to the profession they love. Together, we can help reduce the stigma of substance use disorders and create a compassionate environment for recovery.

Thank you for standing together as a community of care and compassion.

📞 For more information about the fund, please contact the Louisiana Nurse Foundation at (225) 605-3090.



THE SISTER LUCIE LEONARD RECOVERING NURSE FUND

is named in honor of Sr. Lucie Leonard, MSN, O.Carm, who was an active member of the Louisiana State Nurses Association. She was the driving force behind the establishment of the LSNA recovering nurse program, Louisiana Network for Impaired Professionals (LaNIP) under the auspices of LSNA with a Memorandum of Understanding with the Louisiana State Board of Nursing (LSBN) in 1986, making LSNA among the first states to establish such a program. Serving as the Practice Consultant for the Louisiana State Board of Nursing, Sr. Lucie recognized the devastating impact of substance use disorder on nurses, their families and the patients they served. She sought to have nurses recognized as suffering from a disease and to have the treatment needed to overcome their disease and remain a productive member of the profession. As the numbers of nurses requiring assistance grew, the LSNA could no longer support the cost of the program. In 1990, the program, was transitioned to the LSBN and became the Recovering Nurse Program.

LSBN Requirements for Prescriptive Authority Applications and Collaborative Practice Agreements

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

The following are highlights from our rules that are applicable to the submission of Prescriptive Authority applications and collaborative practice agreements. Our rules and regulations can be read in full through a link located on our website or the following [Laws and Rules - Louisiana State Board of Nursing](#).

- APRNs submitting prescriptive authority applications are required to submit an **Attestation of APRN Collaborative Practice** to the board;
- APRNs are still **required to obtain and retain a collaborative practice agreement** per current statutes though they **no longer submit the collaborative practice agreement to the board**. The collaborative practice agreement must be maintained on site;
- APRNs must complete and utilize the collaborative practice agreement form / template provided by the board. Customized forms and collaborative practice agreements are not acceptable and are not in compliance with current rules;
- Collaborating physicians must be engaged in clinical practice within the state of Louisiana in the same or a practice comparable in scope, specialty, or expertise to that of the APRN;
- Dentists may be given consideration to serve as a collaborating professional within a collaborative practice agreement only with CRNAs for services relative to anesthesia care;
- Retired physicians are not eligible to serve as a collaborating physician;
- No more than 2 collaborating physicians will be approved by the board per practice site. APRNs are not prohibited from collaborating with other physicians as needed;
- A practice site refers to a location at which an APRN exercises prescriptive authority or otherwise engages in advanced practice registered nursing. A site which has more than one physical location shall be considered a single site when the organizational policies and provisions provided by the managing entity are applicable to all affected locations;
- In the event both collaborating physicians for a practice site previously submitted to and approved by the board are unavailable, the approved collaborating physician for the practice site may designate an “alternative collaborating physician” to be available for consultation and collaboration provided certain conditions are met which are delineated in Chapter 45 of LSBN’s rules.

There must be a formal, documented, approved, and enforceable organizational policy that allows and provides for designation of an alternative collaborating physician. The alternative collaborating physician must meet all conditions as required of the approved collaborating physician.

These provisions were intended to allow for collaborating professionals and organizations to manage their processes more independently and expeditiously. APRNs are responsible for understanding and complying with all laws and regulations relative to their licensure and practice. Meeting the provisions of our rules including development of policies that provide for alternative collaborating physicians is crucial to ensure continuity of patient care.

LSBN continues to work closely with the National Council of State Boards of Nursing as a nationwide program and database are developed that is intended to continue to enhance and streamline application processes for nurses within and among licensing agencies throughout the country.



Recovering Nurse Program Presentations

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

As the Recovering Nurse Program/Monitoring embarks upon 2025, 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 through a voluntary, non-punitive program for registered nurses, advanced practice registered nurses, and student nurses whose capacity 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 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.

📞 For any 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 rnp@lsbn.state.la.us

Types of Evidence and Evidentiary Standard of Board Proceedings

by Donald Bowman
HEARINGS SUPERVISOR

The Board Hearing Panel of Louisiana State Board of Nursing (LSBN) plays a crucial role in overseeing hearings related to nursing practice in the state. In these hearings, the Board carefully considers different types of evidence to make informed decisions. According to Louisiana Administrative Code Title 46, Part XLVII section 3411, evidence accepted by the LSBN includes oral testimony made under oath (which may include depositions), documentary evidence, visual, physical, and illustrative evidence, admissions, facts officially noted into the record, and stipulated facts. These various forms of evidence are essential in establishing the facts of a case and guiding the Board's decision-making process.

One important concept to be aware of when considering evidence in administrative proceedings is the concept of hearsay. Hearsay is defined as a statement, other than one made by the declarant while testifying at the trial or hearing, offered in evidence to prove the truth of the matter asserted. It is important to note that hearsay evidence is admissible in administrative proceedings, though it may be subject to certain limitations or objections.

To prove its case, the Board staff must meet the evidentiary standard of proving by a preponderance of the evidence. This means that the amount of proof required is to convince the Board that, when the evidence is taken as a whole, the facts sought to be proved are more probable than not. This standard is a lesser one than the "beyond a reasonable doubt" standard that is applicable in criminal proceedings, but it is nonetheless a robust and thorough standard that guides the decision-making process of the Board.

Regulation and Compliance

By Geneva Carter, MSN, APRN, FNP
RN COMPLIANCE OFFICER TEAM LEAD

Louisiana State Board of Nursing (LSBN) is dedicated to protecting the public overseeing Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs) and Student Nurses (SNs). LSBN regulates nursing practice by monitoring licensure, enforcing the Nurse Practice Act (NPA), and upholding LSBN rules. If anyone suspects that an APRN, RN, or SN has violated the NPA, they are encouraged to file a report with the Board.

The LSBN Compliance Department consists of trained registered nurse compliance officers, compliance investigators, and licensing analysts. Complaints are received on a near-daily basis and are meticulously vetted by the Complaints Review Team. This team evaluates each allegation to ensure sufficient information is provided regarding the nurse's identity, the Board's jurisdiction, and whether the alleged conduct constitutes a violation of the NPA.

If the complaint is substantiated, an investigation is initiated and assigned to the appropriate investigator. Throughout the process, LSBN ensures that individuals under investigation are afforded due process. This includes:

- Receiving an informal notice outlining the allegations,
- The opportunity to respond to or refute the allegations,
- The right to legal representation,
- A resolution process that is fair and impartial, and
- The right to appeal the outcome.

Complaints that fall outside LSBN's jurisdiction are promptly referred to the appropriate agency for further action.

🔗 For additional information on how to file a complaint, please visit www.lsbns.state.la.us.

🔗 If you are currently being investigated, you may contact the investigator working your case. If you do not know the number to the investigator or have general questions you may call 225-755-7551.



Keeping
the public safe
and nurses
performing at
their best.

Minutes of the October 10, 2024 Board Meeting

ADOPTION OF THE AGENDA

Motion to accept the agenda as presented.

Motion Carried.

APPROVAL OF THE MINUTES

Motion to approve the minutes from the August 8, 2024 Board meeting.

Motion Carried.

1. CONSENT AGENDA MOTIONS

a. LSBN Staff Program Status Report

i. NCLEX Reports

b. Education Announcements

i. Liberty University

ii. Louisiana Christian University

iii. Dillard University

iv. Sowela Technical Community College

Motion to accept the Consent Agenda Motions.

Motion Carried.

DIVISION OF NURSING PRACTICE

Petition for rule change to LAC 46:XLVII.3707(B)(5) Peripherally Inserted Central Catheter (PICC) Insertion and Removal

Motion to deny the petition for rule change to LAC 46:XLVII.3707(B)(5) based on insufficient studies regarding Peripherally Inserted Central Catheter (PICC) Insertion and Removal

Motion Carried.

Motion that the Board establish a task force to work further on this matter in determining the outcome.

Revised

Motion to appoint a task force to investigate rule changes regarding 3707(B)(5) Peripherally Inserted Central Catheter (PICC) Insertion and Removal composed of Board members, Board staff and the public members who brought the practice opinion change forward to the Board.

Motion Carried.

Education and Examination

Motion to accept Herzing University'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 substantive change request from Dillard University for notifying the LSBN staff that ACEN accepted their notification of a change in approval status with the Southern Association of Colleges and Schools Commission on Colleges.

Motion Carried.

Motion to approve the substantive change request from the Kitty DeGree School of Nursing at the University of Louisiana Monroe for naming Dr. Sandy Bailey returning to the Associate Director for the BSN program.

Motion Carried.

Motion to approve the substantive change request from Louisiana

State University Health Sciences Center – New Orleans School of Nursing for naming Dr. Kimberly Shmina, the Associate Dean for Professional Practice, Community Service, and Advanced Practice Nursing. Dr. Mary Dioise Ramos named as the Associate Dean for Nursing Research, Scholarship and Science. Ms. Gwendolyn Stewart-Woods named as the Director of the Bachelor of Science in Nursing RN to BSN concentration.

Motion Carried.

Motion to approve the substantive change request from Louisiana State University Health Sciences Center – New Orleans School of Nursing for adding a post-masters Doctor of Nursing Practice (DNP) program for the Nurse Educator pathway beginning in the fall 2025 semester.

Motion Carried.

Motion to approve the substantive change request from Louisiana Christian University notifying the LSBN that their turnover of full-time faculty is more than 25%.

In response to a question by Dr. Pinkney, Dr. Lyon stated that Dr. Tomieka Lockett, the previous dean, remained on the faculty there. Dr. Amelia Davis, the new appointed Dean, will be taking over as the chief nurse administrator for Louisiana Christian University's new BSN program.

Motion Carried.

Motion to approve the substantive change request from Louisiana Delta

Community College appointing Mrs. Kimberly Theodos, JD as the Dean of Nursing and Allied Health and appointing Jessica Beard as the Chief Nurse Administrator.

Motion Carried.

Motion to approve the request from The Emory University Nell Hodgson Woodruff School of Nursing to offer clinical experiences until October 9, 2027 for the following role/ population:

Distance Accelerated Bachelor of Science in Nursing

Motion Carried.

Motion to approve the request from Graceland University School of Nursing to offer clinical experiences in Louisiana until October 9, 2027 for the following concentrations:

- MSN – Family Nurse Practitioner (FNP)
- MSN – Adult Gerontology and Acute Care Nurse Practitioner (AGACNP) MSN – Psychiatric Mental Health Nurse Practitioner (PMHNP)
- PGCT – FNP, AGACNP, PMHNP
- DNP

Motion Carried.

Motion to approve the request from Maryville University School of Nursing to offer clinical experiences in Louisiana until October 9, 2027 for the following concentrations:

- MSN: Family Nurse Practitioner
- BSN – DNP: Family Nurse Practitioner

- PMC: Family Nurse Practitioner

Motion Carried.

DIVISION OF ADMINISTRATION

Motion to accept the FY2024 Financial Audit Report.

Motion Carried.

DIVISION OF LEGAL AFFAIRS

Motion to add the five-year rule review to the Strategic Plan under Objective C.

Motion Carried.

REPORTS

Motion to approve the Reports of the President, Vice President, and the Executive Director/CEO.

Motion Carried.

Motion to adjourn. The meeting was adjourned at 2:03 p.m.

Motion Carried.



2025 Calendar

STATE HOLIDAY SCHEDULE

MARCH 4	Mardi Gras
APRIL 18	Good Friday
JULY 4	Independence Day
SEPTEMBER 1	Labor Day
NOVEMBER 11	Veterans Day
NOVEMBER 27	Thanksgiving Day
DECEMBER 25	Christmas

BOARD MEETING DATES

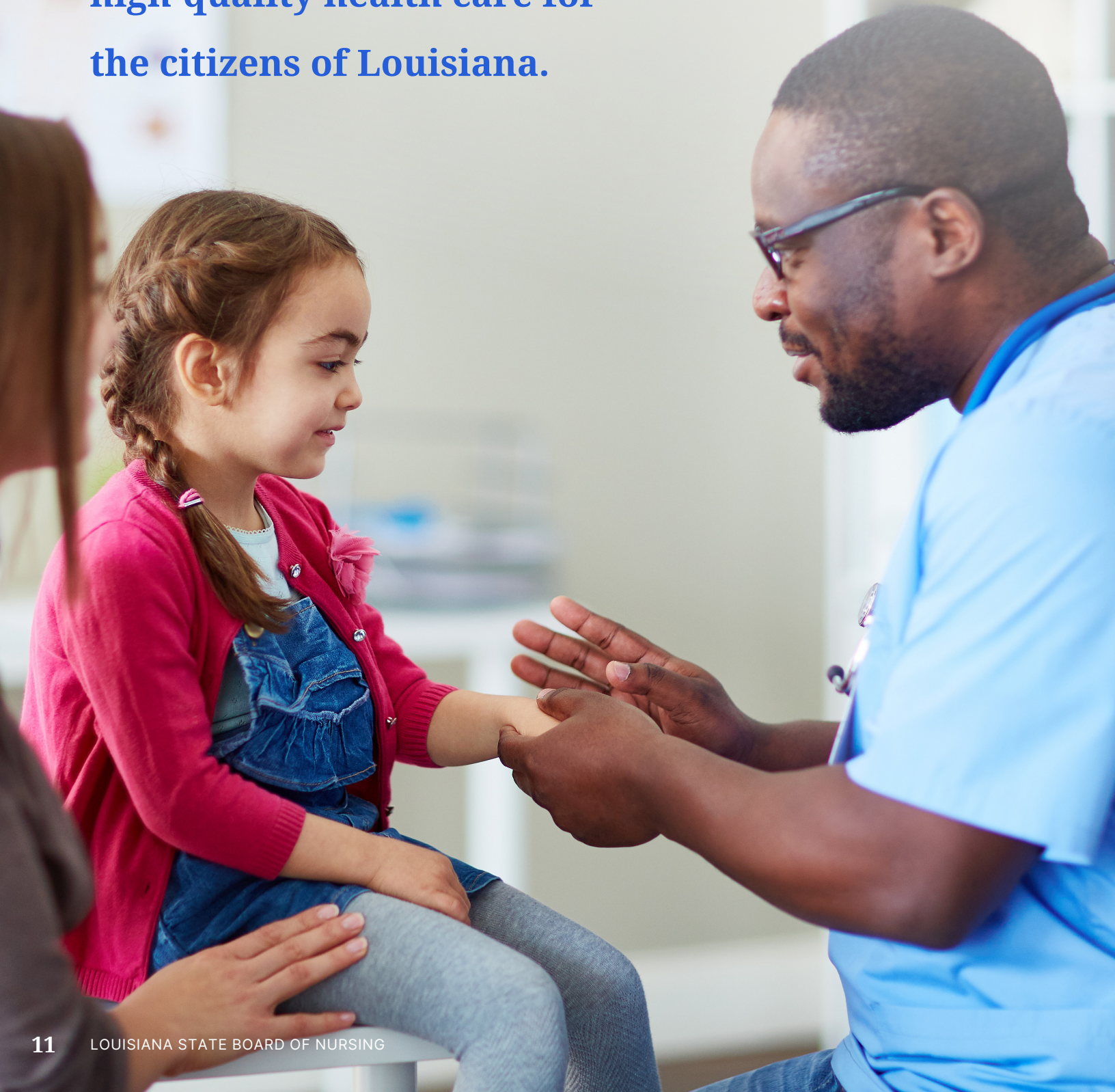
FEBRUARY 20, 2025
APRIL 24, 2025
JUNE 26, 2025
AUGUST 28, 2025
OCTOBER 23, 2025
DECEMBER 4, 2025

DISCIPLINARY ACTIONS

OCTOBER 9, 2024
NOVEMBER 13, 2024
DECEMBER 4, 2024



**We are proud of our
work and our nurses,
and our efforts to ensure
high-quality health care for
the citizens of Louisiana.**



“Showcasing, Innovating and Strengthening the Nursing Workforce”



**2025 ANNUAL
CONFERENCE**



JUNE 2-4, 2025



**MARRIOTT
PHILADELPHIA
DOWNTOWN**

The National Forum of State Nursing Workforce Centers is excited to host their 2025 Annual Conference, “Showcasing, Innovating and Strengthening the Nursing Workforce” on June 2-4, 2025, at the Marriott Philadelphia Downtown.

Nurses and healthcare leaders will come together to share creative models of practice, workforce data analysis and interpretation along with innovations in nursing education to change the nursing workforce game and address the critical workforce development issues facing our nation. The National Forum of Nursing Workforce Centers conference will explore strategies

to strengthen a diverse nursing workforce.

The National Forum of State Nursing Workforce Centers is a national network of 47 nursing workforce entities reaching more than 4 million nurses across the nation. Each unique center focuses on addressing the nursing shortage, supporting the advancement of nurse workforce initiatives, and sharing best practices in nursing workforce research, planning, development, and formulation of policy.

For more information on the conference, visit [Annual Conference – National Forum of State Nursing Workforce Centers](https://nursingworkforcecenters.org/annual-conference)

**2025 National Forum of State Nursing
Workforce Centers Conference**

**SHOWCASING,
INNOVATING, AND
STRENGTHENING THE
NURSING WORKFORCE**

June 2-4th, 2025
Marriott Philadelphia Downtown
Philadelphia, Pennsylvania

Nursingworkforcecenters.org

**NATIONAL
FORUM
OF STATE NURSING
WORKFORCE
CENTERS**

