

THE EXAMINER

5 2025 Louisiana Nursing Education Capacity and Nurse Supply Reports Released

BY SARAH LUNEAU
PUBLIC INFORMATION DIRECTOR

11 Creating a Culture of Compliance

BY ALICIA EDMOND WHEELER, JD
EXECUTIVE COUNSEL
CHIEF REGULATORY OFFICER





In This Issue

Vol. 35, No. 3

Published 4 Times Annually

17373 Perkins Road,
Baton Rouge, LA 70810

(225) 755-7500

www.lsbnp.state.la.us

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.

1-2

From the CEO/Executive Director

3

APRN Corner

4

Chiefs Corner

5-6

Nursing Education Capacity and Nurse Supply Reports

8

Nurse Licensure Renewal

9-10

New Hires

11

Compliance

12

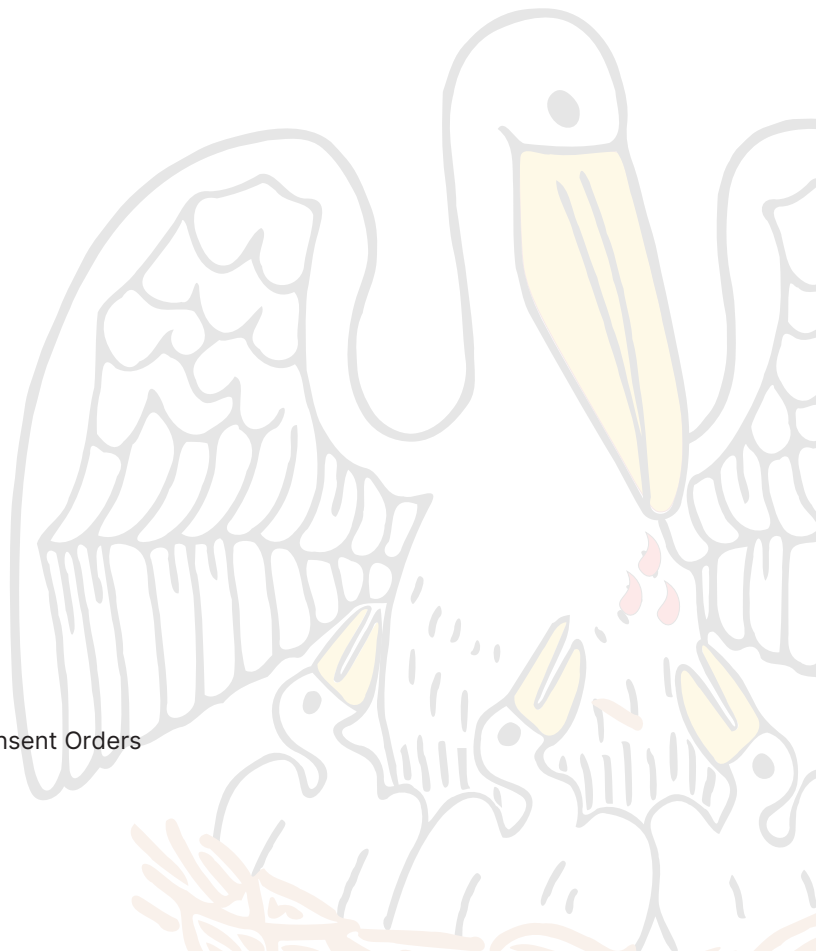
RNP Corner

13

SCAM Protection

15

Understanding Consent Orders



Board Members



Amie C. Bulliard,
MSN, RN, CPHQ
PRESIDENT



Deborah Spann,
MSN, RN-BC, CEN, FAEN
VICE PRESIDENT



Ann K. Carruth
DNS
ALTERNATE OFFICER

Michelle Collins, PhD., CNM,
RNC-EFM, FACNM, FAAN, FNAP
MEMBER

Gilbert G. Humbert,
MSN, RN
MEMBER

Sarita V. James,
PhD, RN, CNE
MEMBER

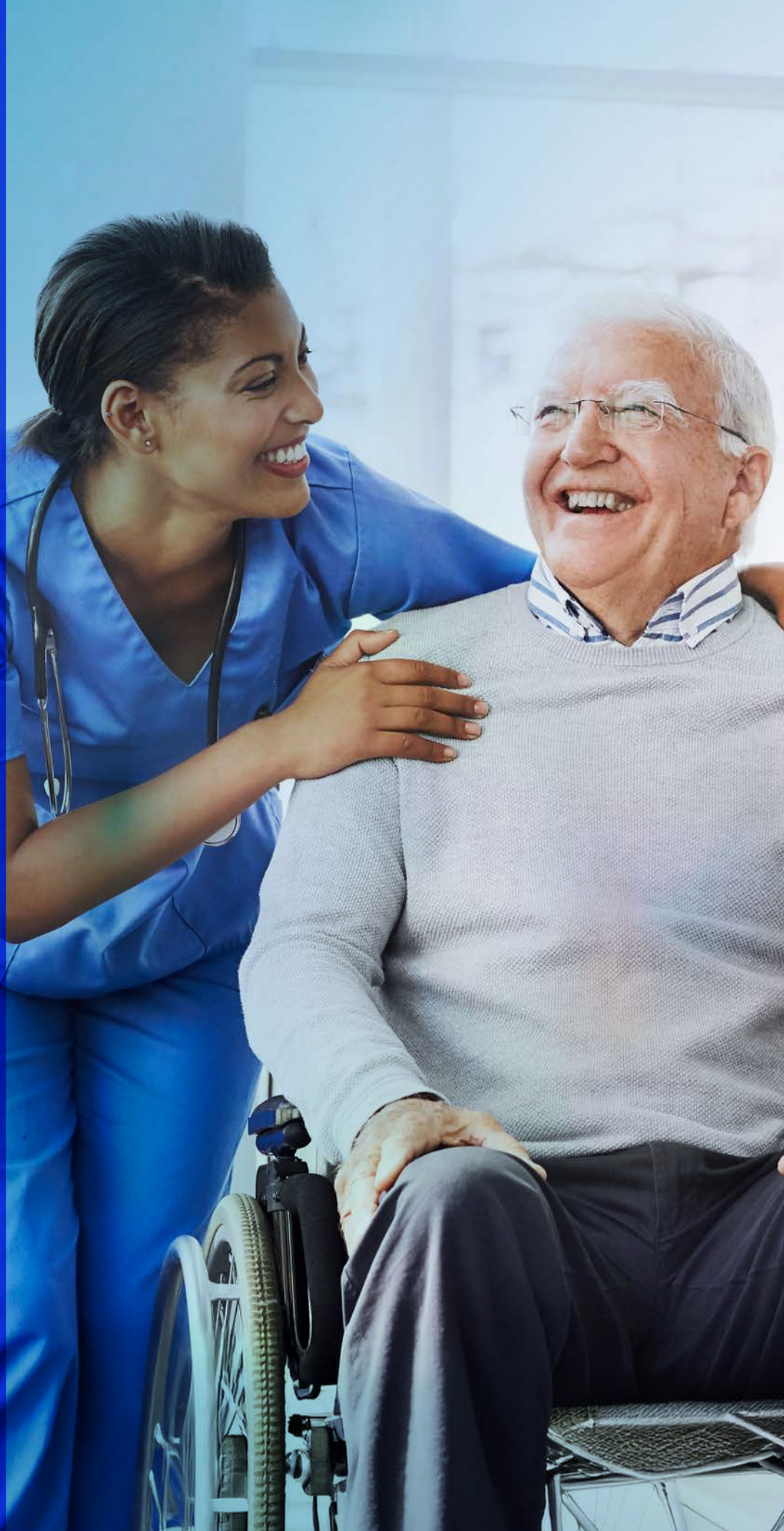
Teresita McNabb,
RN, MHA
MEMBER

Paul Molbert
MEMBER

Melissa Nunn,
DNP, APRN, CPNP-PC/AC,
CNE, NEA-BC, CNEcl
MEMBER

Katrina O'Con,
PhD, DNAP, CRNA, FAANA
MEMBER

Fredrick Pinkney
Ed. D.
MEMBER



Leading with Purpose:

ADVANCING LSBN'S MISSION OF PUBLIC PROTECTION



Shawn M. Wolkart, MSN, RN
CHIEF EXECUTIVE OFFICER/
EXECUTIVE DIRECTOR

I am honored to share my first message as Executive Director/CEO of the Louisiana State Board of Nursing. In these first few weeks, I have spent time listening, learning, and gaining a deeper appreciation for the important work happening across LSBN every day. What I have found is an organization deeply committed to public protection, professional excellence, and meaningful service to the people of Louisiana.

The Mission of the Louisiana State Board of Nursing is 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.

That mission is not just a statement on a page. It is visible in the dedication of our board members, the professionalism of our staff, and the thoughtful work that supports safe nursing practice across the state. As I continue to learn more about LSBN, I am increasingly inspired by the care, expertise, and integrity that shape this organization.

Introducing My Background and Perspective

I bring 27 years of experience to this role, spanning bedside care, leadership, quality, patient safety, and regulatory work. Throughout my career, I have seen firsthand how strong nursing practice, clear standards, and a culture of accountability directly impact patient outcomes and public trust.

Those experiences have shaped how I lead. I believe in listening closely, building strong relationships, supporting teams, and staying grounded in the purpose behind our work. Nursing is both a profession and a public trust, and I am proud to join an organization whose work helps uphold both. My leadership approach is rooted in quality, patient safety, collaboration, and a clear focus on supporting nurses while maintaining our responsibility to the public.

What I Am Learning About LSBN

One of the most encouraging aspects of these first weeks has been seeing the culture within LSBN. This is a place where people care deeply about the mission and about one another. There is a strong sense of responsibility here, along with pride in the work and respect for the expertise each person brings.

As I have met with staff and learned more about the work across the organization, several strengths stand out:

- **Commitment to service:** Staff approach their work with professionalism and a genuine desire to serve nurses and the public well.
- **Mission-driven focus:** Decisions and daily efforts are clearly tied to public protection and safe practice.



- **Deep expertise:** LSBN benefits from a team that understands nursing, regulation, and the importance of consistency and fairness.
- **Culture of collaboration:** People work together with shared purpose and a willingness to support one another.

These qualities are what make LSBN a great place to work. A strong workplace culture does not happen by accident. It is built through trust, accountability, mutual respect, and a shared commitment to meaningful work. I am excited to continue learning from this team and to help strengthen that culture even further.

Supporting Nurses While Advancing the Mission

At the heart of LSBN's work is support for safe, competent nursing practice. Supporting nurses and protecting the public are not competing priorities. They are closely connected. When nurses understand standards, receive clear guidance, and can rely on a fair and effective regulatory environment, the profession is stronger, and the public is better served.

As we move forward together, I am committed to helping LSBN continue to be an organization that:

- Promotes public confidence in nursing regulation
- Supports nurses through clarity, consistency, and responsiveness
- Values quality, safety, and continuous improvement
- Builds on the strength of its people and its mission-driven culture

LSBN's work matters because it supports both the nursing profession and the health and safety of Louisiana's citizens.

Looking Ahead

I am also looking forward to representing LSBN at the NCSBN Annual Meeting in August alongside several board members and staff. This will be an important opportunity to engage with nursing leaders and regulators from across the country, share ideas, learn from emerging issues and best practices, and bring back insights that can continue to strengthen our work here in Louisiana.

As I begin this role, I do so with gratitude, enthusiasm, and a deep respect for the responsibility entrusted to LSBN. Thank you to the board members, staff, and nursing community for the warm welcome I have received. I am excited about the road ahead and proud to be part of an organization doing such important work for the people of Louisiana.

In just these first few weeks, it has become clear to me that LSBN is defined by dedicated people, an important purpose, and a steadfast commitment to safe nursing practice.

I look forward to continuing this journey with all of you.

Shawn M. Wolkart

Shawn M. Wolkart, MSN, RN
CHIEF EXECUTIVE OFFICER/EXECUTIVE DIRECTOR



2027 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 (APRNs) must renew both their Registered Nurse (RN) and APRN licenses before the expiration date. You may check the expiration date of your license(s) through the LSBN Nurse Portal (<https://lsbn.boardsofnursing.org/lsbn>) or the Licensure Verification link on LSBN's website [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 your certifying body.

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

Annual Continuing Education Audit

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

The Nursing Division is currently conducting 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 previous edition of The Examiner in October 2025, available on LSBN's website or at the following link: [examinerno42025.pdf](https://www.lsbn.org/examinerno42025.pdf).

Remember that APRNs meet the CE requirement 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 with the license renewal.

The Nurse Practice Act and the 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.

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 the 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 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 providing 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, 2027, if you wish to maintain active licensure.

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

2025 Louisiana Nursing Education Capacity and Nurse Supply Reports Released

by Sarah Luneau
PUBLIC INFORMATION DIRECTOR

The **2025 Nursing Education Capacity Report** provides valuable insights for nurses across all levels of practice. Whether you are a registered nurse (RN), advanced practice registered nurse (APRN), nurse educator, or considering advancing your education, the report offers a comprehensive overview of Louisiana's nursing education pipeline and workforce capacity.

Using data submitted by Louisiana's nursing education programs, the report covers admissions, enrollment, graduation trends, NCLEX-RN performance, faculty credentials, and the state's ability to educate the next generation of nurses while supporting practicing RNs and APRNs in continuing their education.

Major Findings: 2025 Nursing Education Capacity in Louisiana

UNDERGRADUATE NURSING PROGRAMS

Pre-RN Licensure Programs:

- During the 2025 reporting year, LSBN approved 33 pre-RN licensure programs, including:
 - 1 diploma program
 - 13 associate degree (ASN) programs
 - 19 baccalaureate (BSN) programs

Applicants and Admissions

- Of the 5,645 qualified applicants, 4,326 (77%) were admitted to Louisiana's pre-RN licensure programs.
- BSN programs admitted 2,433 of 2,680 qualified applicants (91%).
- ASN programs admitted 1,785 of 2,771 qualified applicants (64%).

Enrollment in Clinical Nursing Courses

- A total of 15,288 students declared nursing as their major in Louisiana post-secondary institutions.
- 7,796 students were enrolled in clinical nursing courses:
 - 61% in BSN programs
 - 36% in ASN programs
 - 3% in the state's diploma program

Graduates:

- Louisiana nursing programs graduated 2,672 students in 2025:
 - 1,419 (53%) from BSN programs
 - 1,174 (44%) from ASN programs

NCLEX-RN Performance

- 2,593 first-time candidates took the NCLEX-RN in 2025, representing a 3% increase from 2024.
- Louisiana's first-time pass rate was 89.51%, exceeding the national average of 86.71%.

Undergraduate Faculty

- Nursing programs reported 58 vacant faculty positions statewide.
- Programs utilized 1,532 clinical preceptors during the reporting year.
- Faculty educational preparation included:
 - 26% (289) doctoral-prepared
 - 63% (708) master's-prepared
 - 11% (119) bachelor's-prepared

GRADUATE NURSING PROGRAMS

Advanced Practice Registered Nurse Programs

- Of the 867 newly admitted students:
 - 80% entered Nurse Practitioner (NP) programs
 - 18% entered Certified Registered Nurse Anesthetist (CRNA) programs
 - 1% entered Certified Nurse-Midwife (CNM) programs
 - 0.3% entered Clinical Nurse Specialist (CNS) programs
- Among the 1,593 APRN students enrolled statewide:
 - 73% were enrolled in NP programs
 - 25% in CRNA programs
 - 1% in CNM programs
 - 0.2% in CNS programs
- Louisiana's APRN programs graduated 484 students:
 - 75% NP graduates
 - 24% CRNA graduates
 - 2% CNM graduates
- A total of 305 APRN candidates took certification examinations, with 282 passing, resulting in a statewide pass rate of 92.46%.



Non-Licensure Graduate Nursing Students

- 66 RNs were admitted to non-licensure graduate nursing programs, representing a 40% decrease from 2024.
- 159 RNs were enrolled:
 - 40% in post-master's DNP and BSN-DNP programs
 - 36% in nursing education programs
 - 11% in nursing administration/executive and PhD nursing programs

Graduate Faculty

- Louisiana reported 185 full-time graduate nursing faculty positions.
- Nearly half (45%) of graduate faculty were age 51 or older, and 22% were age 61 or older.

These findings highlight both the strengths and ongoing challenges facing nursing education in Louisiana, including strong student outcomes alongside continued faculty shortages.

The 2025 Louisiana Nurse Supply Report marks the eleventh year that LSBN has used the National Council of State Boards of Nursing's (NCSBN) Optimal Regulatory Board System (ORBS) for online license renewal. The report is based on a snapshot of every RN and APRN holding an active Louisiana license on December 31, 2025, providing valuable trend data on the state's nursing workforce.

MAJOR FINDINGS: REGISTERED NURSES

- 68,235 RNs held an active Louisiana license on December 31, 2025.
 - 96% resided in Louisiana
 - 4% lived outside the state
- The nursing workforce continues to mature:
 - 38% (24,856) of licensed RNs were age 50 or older
 - 18% (11,931) were age 60 or older
- Educational attainment continues to improve:
 - 63% (41,327) of Louisiana RNs held a bachelor's degree or higher in nursing
- Employment patterns remained stable:
 - 75% worked full time
 - 7% worked part time
 - 6% worked per diem
- Hospitals remained the largest employer, employing 59% (33,978) of Louisiana RNs, consistent with national workforce trends.

- Workforce retention remains a concern:
 - 15% (10,021) of Louisiana RNs indicated they planned to leave their current nursing position, a slight increase from 2024

MAJOR FINDINGS: ADVANCED PRACTICE REGISTERED NURSES IN LOUISIANA (2025)

- Of Louisiana's licensed RNs, 11,317 (17%) also held an active APRN license.
- Among APRNs residing in Louisiana:
 - 80% were Certified Nurse Practitioners (CNP)
 - 18% were Certified Registered Nurse Anesthetists (CRNAs)
 - 1% were Clinical Nurse Specialists (CNSs)
 - 1% were Certified Nurse-Midwives (CNMs)
- Educational preparation continues to advance:
 - 87% reported a master's degree as their highest nursing degree
 - 11% held a doctoral degree, representing an 11% increase from 2024 and a 24% increase over the past five years
- Primary employment settings included:
 - Hospitals (35%)
 - Ambulatory care (31%)
 - Community health (7%)
- Nearly three-quarters (73%) of APRNs reported having prescriptive authority, reflecting a 7% increase over 2024.

Together, the 2025 Nursing Education Capacity Report and Nurse Supply Report provide a comprehensive picture of Louisiana's nursing workforce. The reports demonstrate continued growth in educational attainment, strong licensure examination outcomes, and an expanding APRN workforce while underscoring persistent challenges related to faculty shortages and workforce retention.

The complete reports and infographic are available below:

🔗 [2025 Louisiana Nursing Education Capacity Report](#)

🔗 [2025 Louisiana Nurse Supply Report](#)

🔗 [2025 Snapshot of Nursing Education Capacity and Nursing Supply in Louisiana](#)



**“The Mission of
the Louisiana**

**State Board of Nursing
is to safeguard the
life and health of the
citizens of Louisiana...”**



2027 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, 2027.

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.

Some of the most 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 the Louisiana RN license renewal for 2027?

All Louisiana licensed RNs except those issued a 1st time Louisiana license in the 2026 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 licenses 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.lsbnpa.org/CE-Brochure).

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 licensures issued by the 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 (page 3) for details regarding APRN renewal.**

We are thrilled to introduce the newest additions to our LSBN family. Each one of these talented individuals brings a unique blend of expertise, heart, and dedication that strengthens our ability to serve Louisiana's nurses and the public we're privileged to protect. Please take a moment to read their stories below and give them a warm LSBN welcome!



CAMERON BROUSSARD, Human Resources Analyst in the Division of Administration, is a dedicated professional who earned a degree in Management from Southern University and A&M College, graduating early and on the Dean's List. During college, he gained valuable experience as a student worker at the Louisiana State Board of Nursing, honing skills in administration and human resources. Following graduation, he was hired full-time as a Human Resources Analyst A, where he continues to contribute to human resources initiatives with professionalism and respect. Known for his strong work ethic, adaptability, and commitment to excellence, Cameron effectively combines his academic achievement with practical experience to make a meaningful impact on the agency.



MALENA GILMER, Licensing Analyst in the Nursing Division, brings care and attention to detail to every application she processes. Outside of work, she finds joy in sunshine, creativity, and family. She spends much of her time enjoying the beach, where the calm of the ocean and the warmth of the sand feel like home. When she's not by the water, Malena is usually immersed in a craft project, bringing her ideas to life with her hands and a spark of imagination. Malena lives with warmth, creativity, and a heart that's always ready for the next beautiful chapter.



VANNA MOORE is a Licensing Analyst in the Nursing Division, where she handles nurse licensing across multiple pathways, including NCLEX-RN applications, endorsements, and conversions. She graduated with a Bachelor of Science in Information Technology from Southeastern Louisiana University. Her background is in medical prior authorizations, and she

brings a detail-oriented approach to every application she reviews. In her free time, Vanna enjoys gardening and reading. She is committed to supporting the Board's mission of protecting public safety and looks forward to continued growth in her career.



VANESSA MORRIS is a Registered Nurse in the Regulatory Division with a 12-year background in progressive critical care, med-surge, and long-term acute care. Additionally, she has over 3 years of experience in Regulatory Management/Internal Compliance at a local hospital, and over 2 years as a State Surveyor at the Louisiana Department of Health. She possesses a Bachelor of Science in Nursing, Bachelor of Science in Secondary English Education, and a Master of Public Administration. Prior to her nursing career, she was a high school English teacher for over 12 years. She is married with two beautiful daughters and loves to dance.



ANAND RAMACHANDRAN is a Management Analyst in the Division of Administration. He earned a Master of Public Administration from Louisiana State University and has extensive experience in coordinating complex processes and projects across diverse fields and industries, including healthcare, education, information technology, and media production. Additionally, Anand possesses a strong creative and analytical foundation, having spent years directing, producing, and researching for film, multimedia, and news publications.



SHERMANIE REED is a proud graduate of Southern University and A&M College and serves as a Licensing Analyst in the Nursing Division. With more than eight years of expertise in social services, she specializes in reviewing and processing documentation, as well as assessing



LSBN Board Positions

eligibility and qualifications. In her free time, she delights in traveling with her son, shopping for all things PINK, enjoying music, and watching her favorite television shows.



SHAYLYN THOMAS is a Licensing Analyst in the Nursing Division, where she is dedicated to supporting the licensure process with accuracy, integrity, and a

commitment to excellence. She earned a Bachelor of Science in Psychology and a Master of Health Administration, combining a strong understanding of human behavior with competence in healthcare systems and administration. Her professional background spans healthcare operations, behavioral health, care coordination, and Medicaid program integrity.



DNAI WILLIAMS is a Registered Nurse in the Regulatory Division. She is committed to public service, professional accountability, and

advancing safe, high-quality healthcare. With experience spanning clinical practice and regulatory environments, she is dedicated to promoting excellence in nursing. Through her work, Dnai strives to foster trust, uphold professional standards, and support efforts that enhance the quality and safety of healthcare delivery.

The Louisiana State Board of Nursing (LSBN) is soliciting nominees to represent two board positions: **Other Areas of Nursing** and **Nurse Administrator**. These seats will be vacated on December 31, 2026, and both are for four-year terms. The minimal qualifications for any LSBN board member are as follows:

- a.** Is a citizen of the United States and has been a resident of Louisiana for at least one year immediately prior to the appointment;
- b.** Holds a current unencumbered and unrestricted Louisiana license to practice as a Registered Nurse;
- c.** Has at least three years of experience in a field of nursing practice;
- d.** Is actively engaged in the practice of nursing as a Registered Nurse at the time of appointment. (RS37:916.A (1) a-d)

For the Other Areas of Nursing Position, it is highly recommended that this position represent direct clinical care, community health, public health, school nursing and other areas not represented by administration, education or advanced practice nursing.

For the Nursing Administrator position, it is highly recommended that candidates have a BSN and a master's degree or greater with five years of experience at the manager level and above.

The process for applicant screening is as follows: The Louisiana State Nursing Association (LSNA) will receive all applications and vet the applicants. Pursuant to Louisiana revised statute 37:914, LSNA will submit a minimum of two Registered Nurse names for consideration to the Office of the Governor, Jeff Landry. The Governor will appoint one member from the names the LSNA submits. Nominees do not need to be members of the LSNA. The opportunity is available to all Registered Nurses currently licensed in Louisiana.

Anyone who serves in this role will have the opportunity to apply for re-appointment after the completion of the term. If interested, please complete this form, including the submission of a resume/CV, before August 20.

[!\[\]\(bbcc5d2e6bfdea06264cef1b81418bd0_img.jpg\) Apply Here](#)

Creating a Culture of Compliance:

IT'S ABOUT MORE THAN FOLLOWING THE RULES

by Alicia Edmond Wheeler, JD
EXECUTIVE COUNSEL/CHIEF REGULATORY OFFICER

When most people hear the word *compliance*, they think about regulations, policies, or the possibility of disciplinary action. That's understandable. But in nursing, compliance is much bigger than that.

At its core, compliance is about making decisions that protect patients, support our colleagues, and strengthen the public's confidence in the nursing profession. It's not something reserved for administrators or compliance officers. It's part of what a nurse does, every day.

Think about the countless decisions you make during a shift. You verify a medication before administering it. You take the time to document care accurately, even when the unit is busy. You ask another nurse for a second opinion because something doesn't seem quite right. You respectfully speak up when you notice a potential safety concern. Those moments may not feel extraordinary, but they are exactly what a culture of compliance looks like.

Small Decisions Have a Big Impact

Most nurses will never face a Board investigation or disciplinary action. Yet every nurse has opportunities each day to make choices that promote safe practice and professionalism.

Sometimes that means admitting, "I don't know," and asking for guidance. Sometimes it means slowing down long enough to ensure documentation is complete and accurate.

Other times it means having a difficult conversation because patient safety depends on it.

Compliance isn't about perfection. It's about consistently choosing the course of action that best serves the patient, even when it's the harder choice.

Taking Care of Yourself is Part of Professional Responsibility

Nurses are often caregivers not only for their patients, but also for their families, friends, and communities. The emotional and physical demands of the profession, combined with personal responsibilities outside of work, can sometimes become overwhelming. Stress, fatigue, financial pressures, family challenges, grief, or other personal difficulties can affect your concentration, judgement, communication and decision-making.

Recognizing when these challenges begin to interfere with your ability to provide safe patient care is not a sign of weakness – it is a hallmark of professionalism. Seek help before personal problems affect patient safety. Caring for yourself is not separate from caring for your patient; it is an essential part of fulfilling your professional responsibility to practice safely and competently.

Professional Accountability Builds Public Trust

Nursing continues to be one of the most trusted professions, and that trust has been earned through



The Louisiana State Board of Nursing proudly congratulates GENEVA CARTER, Registered Nurse Compliance Officer (RNCO) – Team Lead, on earning her Doctor of Nursing Practice (DNP) degree.

This outstanding achievement reflects Dr. Carter's dedication to lifelong learning, professional excellence, and advancing the nursing profession. Her commitment

to expanding her knowledge and expertise strengthens not only her own leadership but also the Board's mission to protect the public through effective nursing regulation.

Please join us in congratulating Dr. Geneva Carter on this well-deserved accomplishment and wishing her continued success.



The Sister Lucie Leonard Recovering Nurse Fund (SLLRNF)

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

generations of compassionate, ethical, and competent care. Every nurse contributes to maintaining that reputation.

Professional accountability isn't demonstrated only during major events. It is reflected in the everyday habits that define excellent nursing practice—maintaining patient confidentiality, practicing within one's scope, documenting honestly, treating others with respect, and remaining committed to lifelong learning.

These actions reinforce the confidence that patients, families, employers, and communities place in nurses.

A Shared Responsibility

Creating a culture of compliance isn't a project with a finish line. It's an ongoing commitment shared by every member of the healthcare team.

Each time we ask a question instead of making an assumption, report a concern instead of ignoring it, or choose integrity over convenience, we strengthen our profession and help protect those who rely on us during some of the most vulnerable moments of their lives.

The mission of the LSBN is to protect the public. That mission is accomplished not only through laws and regulations, but also through thousands of nurses who choose—every single day—to practice with integrity, professionalism, and compassion.

That's what a culture of compliance truly looks like, and it's something every nurse has the power to build. By supporting one another, remaining open to learning, and keeping patient safety at the center of every decision, we strengthen not only our workplaces but also the nursing profession as a whole.

At the LSBN, we believe compliance is not simply about following regulations. It is about fostering a professional culture built on integrity, accountability, and a shared commitment to protecting the public. Every nurse contributes to that culture, and every decision matters.

The Louisiana Nurses Foundation established the Sister Lucie Leonard Recovering Nurse Fund (SLLRNF) to assist nurses in their recovery from substance use disorders by providing short-term financial grants to eligible nurses who are undergoing treatment for a substance use disorder. Nurses who have lost their health insurance yet wish to continue their health insurance coverage through the 18-month COBRA (Consolidated Omnibus Budget Reconciliation Act) Assistance Program, or who need assistance with the cost of treatment can apply.

The Sister Lucie Leonard Recovering Nurse Fund (SLLRNF) aims to help Registered Nurses, Advanced Practice Registered Nurses and Student Nurses receive needed substance abuse treatment when entering the Recovering Nurse Program (RNP).

For more information or to apply, the application forms are found on the LSNA website at www.lsna.org. Click on Louisiana Nurses Foundation, then go to SLL Recovering Nurse Fund to access the forms.

Nurses can also contact the RNP Department at (225)755-7546 or via email @ rnp@lsbn.state.la.us for guidance on accessing the application forms.

Don't Take the Bait:

PROTECTING YOURSELF FROM PHISHING SCAMS

By Isonel M. Brown, MS, MBA, Chief Administrative Officer
and Carl D. Nagin Jr., IT Manager

LSBN has recently received several calls from licensees reporting suspicious phone calls targeting their nursing license via phishing scams. These scammers are impersonating LSBN staff and presenting an urgent problem. A common move is to claim the nurse's license is suspended, encumbered, or under investigation, and that the nurse must pay a "fine" or "security bond" immediately to avoid arrest or further disciplinary action.

The scammer's goal is to rattle you enough, so you'll act or click on their link before you have time to fully think it through. They want to steal your money and personal information!!

What LSBN Will (and Won't) Do

Here's a good rule of thumb: LSBN will never initiate a call and ask you to send your Social Security number or password by email or text, and we'll never ask you to pay us with gift cards or wire transfers. All payments to LSBN are paid directly through the LSBN Nurse Portal or via check or money order. LSBN staff will never call you to request payment over the phone!

What should you do?

If you are ever unsure whether a call about your license is legitimate, you can check your license status for free anytime using Nursys Quick Confirm (www.nursys.com) or simply call LSBN directly using the phone number or website you know is real. Again, do not use the link or information in the email or text the scammer provides.

If you ever get something that seems off, don't hesitate to reach out to us directly. We'd much rather answer a "just checking" call than see one of our licensees get scammed.

References

🔗 Federal Trade Commission. (2025). Protect yourself from phishing scams. Consumer Advice. <https://consumer.ftc.gov/consumer-alerts/2025/04/protect-yourself-phishing-scams>

🔗 Federal Trade Commission. (n.d.). How to recognize and avoid phishing scams. Consumer Advice. <https://consumer.ftc.gov/articles/how-recognize-avoid-phishing-scams>

How to Protect Yourself



SKIP THE LINK

Type our website address yourself rather than clicking a link in an email or text.



SLOW DOWN

If something feels urgent and off, that's usually the point. Take a breath and verify it before you act.



CALL US

Use the phone number on our official website not the one in the scammer's suspicious message.



TELL US

If you get something that looks like it's from LSBN but feels questionable, please let us know so we can look into it and warn others, if needed.



U.S. Nurses Encouraged to Contribute to 2026 Workforce Study

Every two years, NCSBN partners with the National Forum of State Nursing Workforce Centers to conduct the only national-level survey specifically focused on the U.S. nursing workforce. [The National Nursing Workforce Survey](#) generates information on the supply of nurses, which is critical to workforce planning and to ensure a safe and effective health care system.

Participation is critical! If you are randomly selected to participate, it is vitally important for you to respond since you are representing your colleagues. Nurses' input in the [2024 National Nursing Workforce Survey](#) raised a new level of awareness of [issues essential to nursing](#), and revealed that the U.S. nursing workforce showed some signs of recovery post the COVID-19 pandemic, but long-term stability remained uncertain.

About the 2026 Survey

When: March - September 2026.

Who: A nationally-representative sample of licensed registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) from across the U.S.

How: Surveys will be sent via email and U.S. mail. Responses returned via mail or survey platform.

Results: Aggregated responses will comprise the national nursing workforce dataset. Responses will be analyzed by NCSBN and the National Forum and will be published in the [Journal of Nursing Regulation](#).

[Learn More](#)



Before You Sign:

UNDERSTANDING CONSENT ORDERS AND THE HEARING OPTION

By Donald Bowman, JD
DIRECTOR OF HEARINGS / LEAD PROSECUTING ATTORNEY

From my perspective as LSBN's Hearings Director and lead prosecuting attorney, many disciplinary matters reach the same important decision point. The nurse, applicant, student, or privilege holder must decide whether to resolve the matter by consent order or proceed to hearing.

That decision matters. A consent order is not just paperwork. It is not a casual agreement or a temporary document to sign now and dispute later. A consent order is a formal regulatory resolution that may include findings of fact, conclusions of law, discipline, practice conditions, deadlines, reporting consequences, and compliance requirements. Once signed and approved, the order is expected to be followed as written.

The purpose of this article is not to discourage consent orders. Consent orders serve an important public protection function. They resolve cases efficiently, provide a structured path forward, and allow a nurse to demonstrate accountability, remediation, and safe practice. But before signing, the individual should understand what the order says, what it requires, and what options remain available.

What a Consent Order Is

A consent order is an agreed resolution between the individual and the Board. Depending on the matter, it may include a reprimand, probation, suspension, practice restrictions, required education, evaluation, monitoring, fines, costs, or other terms. It should answer three basic questions. What happened? What regulatory concern does that conduct create? What conditions are necessary to protect the public and address that concern?

The Board's work is grounded in public protection. The Nurse Practice Act exists to promote, preserve, and protect public health, safety, and welfare through regulation of nursing education and practice. When a consent order is used, the terms should be tied to that purpose. The order should be specific enough for the nurse to understand, for Compliance to monitor, and for the Board to determine whether the concern is addressed.

What a Consent Order Is Not

A consent order is not a placeholder. It is not an informal warning unless the document says so. It is not a private agreement if the action is public discipline or must be reported. It is not the best place for uncertainty.

If you disagree with the facts, do not understand the terms, dispute the legal basis, or believe the proposed sanction is not appropriate, raise those issues before signing.

Ask questions. Submit documents. Request clarification. Consider whether legal advice is needed. Do not sign first and assume the same arguments can be raised later as if the order had never been accepted.

The Hearing Option Exists for Disputed Matters

No one is required to sign a consent order simply because it is offered. The hearing process exists for disputed cases. A hearing allows the Board to receive evidence, hear testimony, evaluate aggravating and mitigating facts, and decide whether a violation has been proven and what action, if any, is appropriate.

At hearing, the individual has procedural rights, including notice, the right to appear, the right to be represented by counsel, the right to present evidence, the right to cross-examine witnesses, and the right to request subpoenas. A hearing is the proper forum for testing the evidence when the facts, legal conclusions, or proposed sanction are disputed.

That does not mean a hearing is without risk. It means the hearing is the process available when an individual does not agree to resolve the case by consent. If the allegation is wrong, the record is incomplete, mitigation has not been considered, or the proposed order does not fairly address the proven risk, those concerns should be raised before signing or presented through the hearing process.

Read the Entire Order

Before signing a consent order, read every paragraph. Do not focus only on whether the license remains active today. Important terms may appear later in the document.

Pay close attention to the findings of fact, conclusions of law, Board action, practice restrictions, compliance requirements, deadlines, costs, reporting language, and consequences for noncompliance. If the order requires education, evaluation, work reports, monitoring, drug screens, employer approval, or proof of completion, make sure you understand who must do what, when it must be done, and how proof must be submitted.

Compliance Is Part of the Order

A consent order does not end the matter on the day it is signed. In many cases, signing begins the compliance period. A nurse may understand probation but overlook employer approval. A nurse may complete a course but fail to send proof. A nurse may believe a condition is unnecessary but never request modification.

Those issues matter because Board orders are not suggestions. Conditions are imposed to address a public delineated protection concern. If a deadline becomes unrealistic or a condition is unclear, communicate before the deadline. Silence and noncompliance create separate concerns.

A Clear Path Forward

Consent orders can reflect right-touch regulation when they are specific, proportionate, and tied to the actual risk. The goal is not punishment for punishment's sake. The goal is public protection, accountability, remediation, and safe practice.

Before signing, read carefully. Ask questions. Make sure the facts are accurate, the deadlines are realistic, and the consequences are understood. If you agree, sign with full understanding. If you do not agree, use the process available before the order becomes final. Clarity at the beginning helps prevent confusion at the end.



2026 Calendar

STATE HOLIDAY SCHEDULE

SEPTEMBER 7 Labor Day

NOVEMBER 3 Election Day

NOVEMBER 11 Veterans Day

NOVEMBER 26 Thanksgiving Day

DECEMBER 25 Christmas Day

BOARD MEETING DATES

AUGUST 27, 2026

OCTOBER 22, 2026

DECEMBER 3, 2026

BOARD MEETING MINUTES

[APRIL 23, 2026](#)

[APRIL 30, 2026](#)

[MAY 19, 2026](#)

DISCIPLINARY ACTIONS

[FEBRUARY 25, 2026](#)

