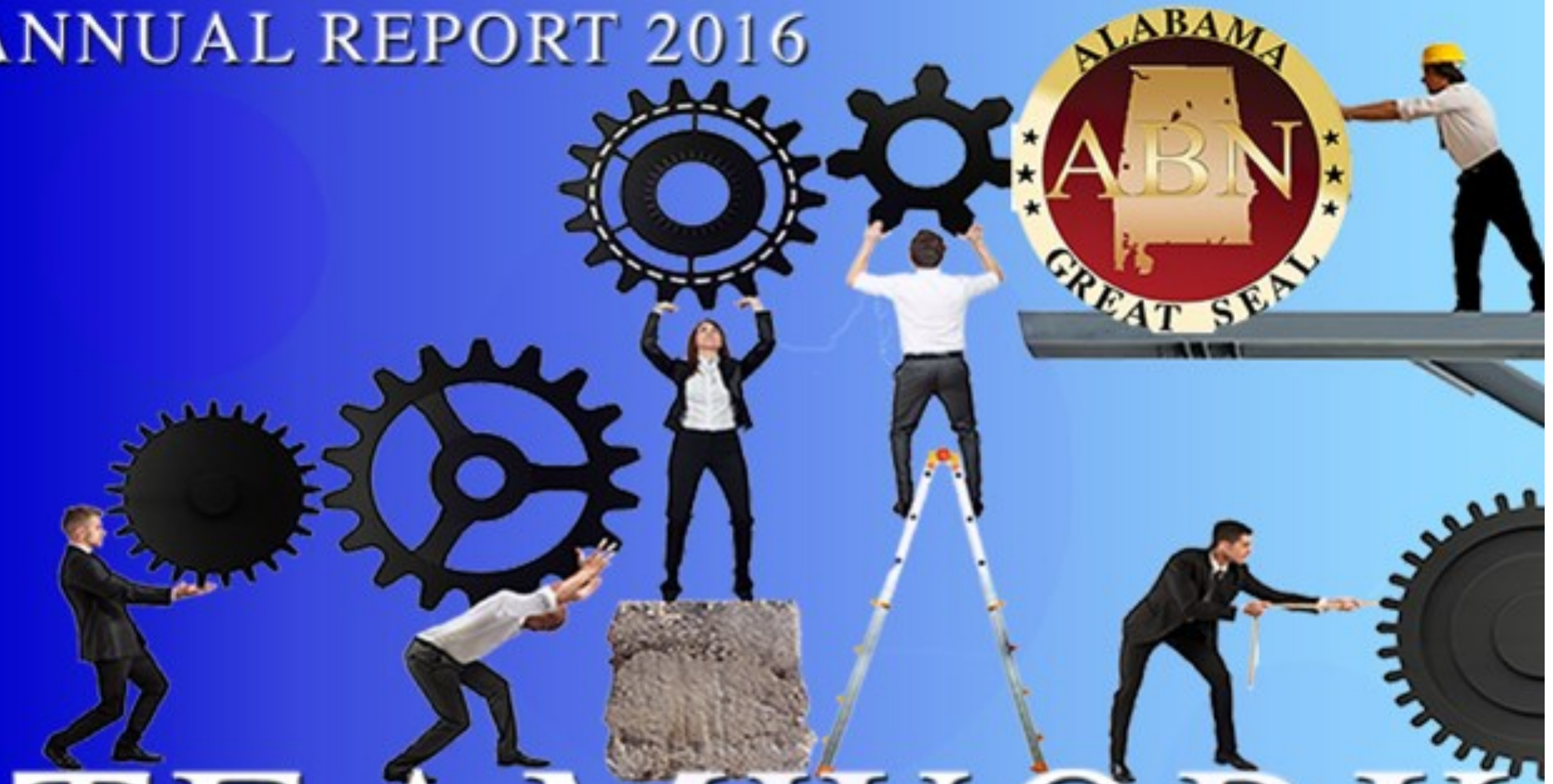


ALABAMA BOARD OF NURSING ANNUAL REPORT 2016



TEAMWORK

Working Together Towards a Common Goal



ALABAMA BOARD OF NURSING

PEGGY SELLERS BENSON, RN, MSHA, MSN, NE-BC

EXECUTIVE OFFICER

www.abn.alabama.gov

RSA Plaza, Suite 250
770 Washington Ave
Montgomery, AL 36104

Mailing address:
P.O. Box 303900
Montgomery, AL 36130-3900
(334) 293-5200 or 1-800-656-5318
Fax (334)293-5201

June 5, 2017

The Honorable Kay Ivey
Governor, State of Alabama

Dear Governor Ivey:

On behalf of the Alabama Board of Nursing (ABN), it is my pleasure to submit to you the agency's Annual Report for Fiscal Year 2016.

2016 was a year of transition for the Board, as we continued our New Direction toward more inclusion and cooperation under Executive Officer Peggy Benson.

I trust that you will find the attached 2016 Annual Report informative and invite you and your staff to direct any inquiries to Mrs. Benson, Peggy.Benson@abn.alabama.gov, and the ABN staff in Montgomery.

With warmest personal regards,

Francine Parker, EdD, MSN, RN
ABN President



E. Laura Wright, Vice President
PhD, MNA, CRNA, Birmingham, AL



Francine M. Parker, President
EdD, MSN, RN, Auburn, AL



Gladys Davis Hill, Secretary
MSN, RN, Moundville, AL



Cheryl Bailey, Board Member
MBA, BSN, RN, Cullman, AL



Melissa Marie Bullard, Board Member
LPN, Decatur, AL

Alabama Board of Nursing



2016



Natalie Baker, Board Member
DNP, CRNP, Madison, AL



Peggie Carpenter, Board Member
BA, LPN, Tuscaloosa, AL



Valorie Dearmon, Board Member
DNP, Mobile, AL



Jill B. Hightower, Board Member
MSN, RN, Homewood, AL



Chrystabell King, Board Member
LPN, Montgomery, AL



Helen T. McAlpine, Board Member
EdD, Madison, AL



Judith LaDonna McDonnell, Board Member
LPN, Tuscaloosa, AL



Amy Price, Board Member
MSN, RN, Sylacauga, AL

Board Members

Francine M. Parker, Ed.D., MSN, RN, President, Auburn
Nursing Education

Laura Wright, PhD, MNA, CRNA, Vice President,
Birmingham
Advanced Practice

Gladys Hill, MSN, RN, Secretary, Moundville
Nursing Education

Cheryl Bailey, RN, MBA, Cullman
Nursing Practice

Natalie Baker, DNP, CRNP, Madison
Advanced Practice

Melissa Marie Bullard, LPN, Decatur
Licensed Practical Nurses Association of Alabama

Peggie Carpenter, BA, LPN, Tuscaloosa
Alabama Federation of Licensed Practical Nurses

Valorie Dearmon, DNP, RN, NEA-BC, Mobile
Nursing Education

Jill B. Hightower, MSN, RN, Homewood
Nursing Practice

Chrystabell King, LPN, Montgomery
Licensed Practical Nurses Association of Alabama

Helen T. McAlpine, EdD, Madison
Consumer

Judith LaDonna McDonnell, LPN, Tuscaloosa
Alabama Federation of Licensed Practical Nurses

Amy Price, MSN, RN, Sylacauga
Nursing Practice

Authority

The Alabama Board of Nursing is charged under Code of Alabama 1975, § 34-21-1, et seq. (the Alabama Nurse Practice Act) with the regulation of nursing practice and nursing education, as well as enforcing the provisions of the Nurse Practice Act. This charge includes licensing of Registered Nurses and Practical Nurses, approval and oversight of nursing education programs, and promulgating rules for nursing practice and nursing education. Discipline may be applied to licensees who fail to comply with the legal and professional standards of nursing practice.

Mission, Vision, and Values

Board Values

- Integrity
- Fairness
- Objectivity
- Quality
- Collaboration
- Innovation

Board Mission

The mission of the Alabama Board of Nursing is to safeguard and promote the health, safety, and welfare of the public through licensing and approval of qualified individuals and adopting and enforcing legal standards for nursing education and nursing practice.

Board Vision

The Alabama Board of Nursing strives to promote and safeguard the health of the public through regulatory excellence.

2014-2018 Strategic Plan

On September 19, 2013, after several months of development, the Board adopted its 2014-2018 Strategic Plan, which affirms the mission, values, and vision of ABN, as well as establishing a set of broad strategic goals and objectives to be achieved at intervals over the course of the Plan. The five (5) goals adopted for the implementation period are below; more information, including the full text of the 2014-2018 ABN Strategic Plan, can be found at www.abn.alabama.gov.

Goal 1.0	Increase efficiency and effectiveness of regulatory functions.
Goal 2.0	Enhance the external perceptions and opinions about the Board of Nursing.
Goal 3.0	Promote public health by supporting the practice of nursing at the level of education, experience, and licensure.
Goal 4.0	Implement a comprehensive Board Development Plan that addresses the dynamic needs of a rotating board membership.
Goal 5.0	Continue evidence-based regulatory processes and data-driven decisions related to fulfillment of legal mandates for the oversight of nursing education and nursing practice.

Licensure

ABN licenses more than 95,000 registered nurses (RNs) and licensed practical nurses (LPNs) and approves advanced practice nurses, making nurses the largest population of professionals regulated by any single licensing board in the state.

Initial licensure is accomplished either by completion of the National Council of State Boards of Nursing (NCSBN) Licensure Examination (NCLEX®) for LPNs or RNs, or through endorsement, where nurses who hold a license from another state are licensed in Alabama based on having qualified for licensure at the national level and meeting any other qualifications necessary for an Alabama license.

In FY 2016, ABN issued 7,185 new licenses to RNs and LPNs. Following initial licensure, nurses must renew their licenses on a two-calendar-year cycle, with licenses for RNs and LPNs issued in alternating years (all RNs in even years; all LPNs in odd years). The annual renewal period runs from September 1 to November 30, followed by late renewal from December 1 to December 31. Statistics on the number of nurses licensed in Alabama are updated daily on the front page of ABN's website, www.abn.alabama.gov.

Initial Licensure in FY 2016

License Type	Licensed in 2016
RN Endorsement	2,555
RN Examination	3,513
LPN Endorsement	331
LPN Examination	786

An active, valid Alabama license is required to practice nursing in the state of Alabama. Occasionally, nursing licenses are either revoked by the Board for disciplinary reasons or lapse due to failure on the part of the nurse to renew on time. In either case, the nurse must apply for reinstatement in order to return to practice. In FY 2016, ABN approved 1,228 applications for reinstatement of lapsed licenses and 20 for reinstatement of revoked licenses.

Policy Activity Related to Licensure

In an effort to curtail license fraud, the Board discontinued issuing license cards to nurses in 2016. The new process encourages employers to verify licenses through the Subscription Service, verification requests, and via License Lookup on the ABN website.

Continuing Education

The ABN Administrative Code mandates at least 24 hours of Continuing Education for all licensed nurses during each two-year license period. Applicants must demonstrate completion of the required continuing education hours for renewal, reinstatement, and endorsement. The Board uses evidence-based data from the disciplinary process, needs assessment, surveys, and current trends in practice and education in prescribing continuing education requirements.

FY 2016 Total Approved CE Providers

There were a total of 319 approved providers of CE at the close of FY 2016, 3% of which were located out of state.

*Includes various non-traditional providers, such as pharmacies, durable medical equipment (DME) companies, churches, K-12 schools, and nursing sororities.

Total Approved Providers	319
Out of State Providers	3%

Type/Classification of Approved Providers

Hospital/Medical Center	26%
Other*	21%
Nursing Home/Nursing & Rehab	11%
College/University/School	11%
Home Health/Hospice	8%
Outpatient Services including Clinics	6%
Self-Employed	5%
Mental Health Services	3%
State Association	3%
Regional/National Association	2%
Rehab Center	2%
Other Healthcare Facility	<1%
Public Health Agencies	<1%
Regulatory Agency	<1%

Continuing Education

FY 2016 Continuing Education Provider Applications

During FY 2016, the Board approved applications for Approved Providers (ABNP) of Continuing Education, bringing the total number of Board-Approved Providers of CE to 319.

Applications Reviewed	Total Applications Approved	Initial Applications Approved	Continuation Applications Approved	Reinstatement Applications Approved	Pending
54	53	11	38	4	1

ABN Continuing Education Course Activity

Continuing Education remains a focus of the Board, with the ABN staff providing continuing education opportunities for managers, supervisors, nurses, providers, and ABN staff. As of September 30, 2016, a total of 84.1 contact hours of CE credit (17.62 hours of which were provided by ABN) were available to nurses through the ABN website, www.abn.alabama.gov.

FY 2016 ABN On-Line Education Courses

During FY 2016, new CE courses developed by the Board and ABN staff were made available to all Alabama licensed nurses.

2016 ABN Online Education: Camtasia Programs	Continuing Education Hours
Opioid Pearls and Pitfalls	1.2
A Century of Nursing in Alabama	0.64

Policy Activity Related to Continuing Education

In September 2016, the ABN implemented mandatory uploading of all CE documentation prior to license renewal. This paperless process allows for a “real time” CE audit process, streamlining compliance for both licensees and the Board.

Continuing Education

FY 2016 CE Audit of Licensed Practical Nurses

Each year the Board enforces the CE requirements mandated by the statute by auditing licensed nurses upon renewal. The Board conducted an audit of continuing education by LPNs for FY 2016.

FY 2016 CE Audit of Licensed Practical Nurses

The CE audit consisted of a review of 2% of active LPNs for this renewal period as demonstrated below:

Total Licensees (LPN) Selected for Audit (2% of aggregate)	307	
Licensees with All ABNP Provider Continuation Credit	159	51.7%
Reviewed and Compliant with CE Requirement	139	45.2%
Passed Late	7	2.2%
Non-compliant with CE Requirement	2	<1%

Nursing Practice

The practice of nursing is constantly evolving, as new technologies, new medicines, new diagnoses, and changes in healthcare require nurses to adapt to their professional environments. In 2001, the Board adopted rules for standardized procedures for nursing practice beyond basic educational preparation. The definitions of professional nursing and practical nursing, stipulated in the Nurse Practice Act, are the foundation for the ABN Administrative Code, Chapter 610-X-6, Standards of Nursing Practice.

Standardized Procedures

The standardized procedure (SP) process supports the mission of the Board through the application of education, training, and competency validation for procedures that go beyond basic nursing education. This is also a useful tool for the nursing education community to monitor and adapt to emerging trends in nursing practice. ABN continues to monitor developments in standardized procedures and approves or rejects them on a case-by-case basis. A detailed listing of the approved procedures is available on the ABN website, www.abn.alabama.gov.

Alabama Nursing Resource Center

In March 2016, the Board launched the Alabama Nursing Resource Center (ANRC), concurrent with the release of the redesigned ABN website. The purpose of the ANRC is to provide a one-stop shop for all things nursing in Alabama.

Public education available on the ANRC includes:

- Overviews of the types of nurses in Alabama, including Licensed Practical Nurses (LPN), Registered Nurses (RN), and all four (4) Advanced Practice Nursing (APN) roles: Certified Registered Nurse Practitioner (CRNP), Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS).
- Informational videos produced by the ABN and the National Council of State Boards of Nursing (NCSBN).
- Links to various helpful resources regarding Advanced Directives, Alzheimer's Disease, Cancer, Diabetes, and health literacy.
- Direct links to organizations such as the Alabama Department of Public Health and the American Heart Association.
- Khan Academy.

Resources for nurses:

- Continuing Education (CE) courses from the ABN, ABN-approved providers, NCSBN, and ABN-recognized providers. The majority of courses are available free of charge.
- Noteworthy *News* items posted by the ABN.
- State and national professional organizations for Nursing Practice, Advanced Practice Nursing and specialty certifications.
- Items of professional interest, including health literacy and the Alabama Department of Public Health's (ADPH) standing order for Naloxone.

ALABAMA NURSING RESOURCE CENTER

Advanced Practice Nursing

A nurse with a valid Alabama RN license and an advanced practice specialty certification may apply for Board approval to engage in Advanced Practice Nursing. Advanced Practice Nursing (APN) includes the following four categories: Certified Registered Nurse Practitioner (CRNP), Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS).

Except in cases where practice occurs in a federal facility, Alabama law requires CNMs and CRNPs to practice under a collaborative agreement with a physician licensed to practice in the state of Alabama. Collaborative practice applications require joint oversight by ABN and the Alabama Board of Medical Examiners (ABME), each of which appoints three members to the Joint Committee for Advanced Practice Nursing. CRNPs and CNMs may maintain multiple collaborative practice agreements.

Advanced Practice Nursing Statistics

In FY 2016, the Board approved 595 initial applications for advanced practice nursing, which was an increase of 53 over FY 2015.

Advanced Practice Category	Approval: Initial Issue FY 2015	Approval: Initial Issue FY 2016	AP Category Active on September 30, 2015	AP Category Active on September 30, 2016
Certified Nurse Midwife (CNM)	0	2	10	12
Certified Registered Nurse Practitioner (CRNP)	458	490	3,010	3,500
Certified Registered Nurse Anesthetist (CRNA)	77	99	1,514	1,613
Clinical Nurse Specialist (CNS)	7	4	70	74
Total	542	595	4,604	5,199

Collaborative Practice

The Board approved 1,708 collaborative practice applications for CRNPs and CNMs in FY 2016, compared to 1,189 for FY 2015.

Advanced Practice Nursing

Policy Activity Related to Advanced Practice

In May 2016, the Alabama Legislature approved the Loan Repayment Program for Advanced Practiced Nursing. The Program, which was slated to launch in Fall 2016, provides tuition loans to prospective CRNAs, CNMs, and CRNPs, in exchange for commitments to work in specified rural areas of the state for a period of time following approval for Advanced Practice. The Legislature also committed \$450,000.00 to fund the Program in FY 2017.

Over the past several years, advanced practice nursing has been a major focus of the Board and the Board staff. Initiatives and accomplishments for FY 2016 included:

- Sharpened focus on AP nursing issues in virtually all Board communications.
- Provided certification exam resources, with organizational links on the website.
- Revised collaborative practice rules and regulations to allow expedited partner therapy (EPT), which expanded prescribing to certain non-patient partners to improve patient outcomes and care.
- Led and implemented changes to the Alabama State Nurses Association's nominating committee structure for Board vacancies, to ensure that AP nursing and nursing leadership are represented and consulted when nominations are brought forward.
- Posted comprehensive advanced practice FAQs to the ABN website.
- Changed the Board's practice regarding limited incidents of failure to provide certification in a timely manner (certification is current, but failure to notify the Board within 30 days). Current practice dictates that nurses who fall short of the required notification be issued a letter of admonishment.
- Changed website discipline history (Public Action) to "encumbrance history," as opposed to "public action." As reprimands do not represent encumbrances against licenses, they are no longer displayed in License Lookup.
- Created a credentialing staff access portal to validate CP approval status and collaborating/covering physician and protocol approvals to facilitate CP employment.

Nursing Education Programs

Board–approved nursing education programs submit an education report annually. The annual report serves as written verification of the program’s compliance with the education standards set forth in Chapter 610-X-3, Nursing Education Programs of the Alabama Board of Nursing Administrative Code and provides information regarding number of students graduating, curriculum, faculty, and program outcome standards.

In FY 2016, there were a total of 64 pre-licensure approved programs in the state, of which 22 were practical nursing (PN) programs, 27 were associate degree in nursing (ADN) programs and 15 were baccalaureate of science in nursing (BSN) programs. An additional three programs operated on a provisional status; each of the three was an ADN program.

Programs that fail to meet one or more of the standards as stated in Chapter 610-X-3 may be issued a deficiency. 16 programs were issued a deficiency in FY 2016.

Four programs – ITT Tech—Bessemer, ITT Tech—Madison, ITT Tech—Mobile, and Virginia College—Birmingham, closed during FY 2016.

Policy Activity Related to Education

In July 2016, the Board approved a Military Bridge Program for implementation by the Alabama Community College System. The Program is designed to facilitate a transition into civilian life for veterans with applicable service as military medics who wish to seek entry into practice as Licensed Practical Nurses.

Operations

The ABN Operations Division is comprised of two sections: Operations and Finance. Under the management of the Director of Administrative Services, the Operations section is responsible for administrative functions such as personnel and fleet management, records disposition, and other vital day-to-day operations of the Board, as well as the Board's Call Center. The Chief Fiscal Officer oversees the Finance section, which maintains the agency's budget, including receipts and deposits.

It should be noted that the Board's two-year renewal cycle results in broad fluctuations in annual revenues between even and odd years, as there are nearly five times as many RNs as LPNs licensed in Alabama.

Financial Information – Revenues and Expenditures

Revenues:

Licenses and Permits	\$	3,006,885.00
Examination Fees	\$	534,205.00
Board Penalties	\$	161,920.00
Miscellaneous Fees	\$	326,489.79
Other Revenues	\$	3,969.00
Total Revenues	\$	4,033,468.79

Expenditures:

Salaries and Benefits	\$	3,866,716.07
Travel Expenses	\$	47,042.34
Operating Expenses	\$	1,506,222.46
Equipment Purchases	\$	136,974.54
Total Expenditures	\$	5,556,955.41

Internal Audits and Dishonored Checks

During FY 2016, ABN conducted internal audits of revenues, expenditures, and the licensing process. The licensing processes reviewed included receipt of applications, receipts of fees, issuance of licenses, and imaging of records associated with each license. Any inaccuracies were noted, forwarded to the appropriate person, and corrected.

In 2001, the Legislature granted ABN authority to accept personal checks as payment for fees and fines. The Board does not accept third party checks, counter checks, or checks drawn on out of state banks. The majority of monetary transactions occur online (93%), and the number of checks received by ABN is minimal in relation to the total number of transactions processed. ABN received only one dishonored check during FY 2016.

Graduate Scholarships

The Legislature appropriated \$166,027 in the FY 2016 Education Trust Fund Budget for ABN's Graduate Scholarship program. Sixty-five recipients received \$ 2,554.24 each.

2016 ABN Scholarship Recipients

Name (Last, First)	Degree Type	County	School
Akisanya, Oyetunji	PhD	Etowah	UAB
Anderson, Jennifer	DNP	Baldwin	USA
Ayers, Angela	MSN	Morgan	UAH
Beverly, Kristen	MSN	Lee	Auburn
Blythe, Aundrea	MSN	Madison	UAB
Bond - Fowler, Delancey	MSN	Houston	Auburn
Brewer, Willard	PhD	Lauderdale	UAB
Brown, Jason	MSN	Shelby	UAB
Cain, Lauren	EdD	Blount	Alabama
Caldwell, Melanie	MSN	Chambers	JSU
Calhoun, Theresa	DNP	Lowndes	UAB
Calvert, Robin	MSN	Shelby	Samford
Clayton, Angelia	MSN	Montgomery	UAB
Cobb, Cassandra	MSN	Jefferson	UAB
Conner, Jennifer	DNP	Montgomery	UAB
Counts, Micah	MSN	Jefferson	UAB
Cox, Shanan	MSN	Choctaw	Alabama
Dukes, Natalie	DNP	Baldwin	Samford
Dunbar, Ann	MSN	Jefferson	UAB
Elledge, Joshua	MSN	Tuscaloosa	Samford
Forehand, Jeffery	PhD	Coffee	Alabama
Francisco, Abraham	MSN	Jefferson	UAB
Freshwater, Melissa	DSc	Etowah	JSU
Hardy, Heather	MSN	Jefferson	UAB
Higginbotham, Darla	MSN	Blount	Troy
Hoover, Brittany	MSN TO DNP	Baldwin	USA
Howard, Jessica	MSN	Cullman	USA
Jenkins, Julie	MSN	Montgomery	Troy
Johnson, Corey	MSN	Marshall	UAB
Johnson, Kaitlin	MSN	Jefferson	Samford
Johnson, Karlee	MSN	Tuscaloosa	Alabama

2016 ABN Scholarship Recipients

Name (Last, First)	Degree Type	County	School
Jones, Julia	MSN	Cullman	UAB
Kelley, Alexandria	DNP	Limestone	Troy
Lewis, Shereka	MSN	Jefferson	Samford
Lowe, Marcia	PhD	Jefferson	UAB
Marler, Edie	MSN	Coffee	Troy
Mays, Tamera	MSN	Jefferson	Samford
McAuley, Paige	MSN	Mobile	Univ of Mobile
McClellan, Georgia	DNP	Cullman	UAH
Mohr, Stephanie	EdD	Lauderdale	Alabama
Moore, Angie	MSN	Jefferson	UAB
Morrisette, Glenda	MSN	Dallas	Troy
Mullins, William	MSN	Etowah	UAH
Nunley, Meredith	MSN	Shelby	Alabama
Piel, Sara	MSN	Montgomery	Samford
Pritchett, Tameka	DNP	Jefferson	Samford
Reynolds, Caitlyn	MSN	Madison	UAH
Rose Jr, Leonard	MSN	Shelby	Alabama
Scott, Shanda	DNP	Mobile	UAB
Shalabi, Daniel	MSN	Madison	UAH
Spiker, Janie	MSN	Shelby	Samford
Temples, Taryn	MSN	Shelby	Samford
Thomas, Santanna	MSN	Jefferson	UAB
Thompson, Rebecca	DNP	Clay	Alabama
Tisdale, Kristi	MSN	Etowah	Samford
Toris, Amanda	MSN	Mobile	USA
Towle, Liane	MSN	Elmore	Auburn
Trainer, Yolanda	DNP	Tuscaloosa	USA
Turner, Alison	MSN	Tuscaloosa	Alabama
Walker, Bethany	MSN	Jefferson	UAB
Walker, Kelly	DNP	Baldwin	Samford
Walls, Lauren	MSN	Marshall	UAH
Walton, Karen	DNP	Cullman	Samford
Washington, Felisa	DNP	Tuscaloosa	USA
Wilson, Katherine	MSN	Madison	UAH

The Legal Division

The Legal Division exists not to provide legal advice to nurses, but to investigate complaints, recommend disciplinary action against nurses, review drafted regulations, keep the Board and Executive Officer (EO) informed of legal changes or issues, and work with lawyers from other state agencies, as well as represent the ABN in court when necessary.

A written complaint is required to initiate an investigation and may be submitted to the Board at any time. The legal division received 1,505 complaints during FY 2016, a majority of which were resolved through informal processes.

The number of complaints received represents 1.6% of the Board's aggregate licensee population. Disciplinary actions are publicly available and are reported to all required data banks and other boards of nursing.

Voluntary Disciplinary Alternative Program (VDAP)

The Voluntary Disciplinary Alternative Program (VDAP) is a program authorized by the Alabama Legislature to promote early identification, intervention, treatment, and rehabilitation of any registered nurse, licensed practical nurse, or applicant issued a valid temporary permit for licensure whose competence is found to be impaired or compromised because of the use or abuse of drugs, alcohol, controlled substances, chemicals, or other substances or as a result of a physical or mental condition rendering the person unable to meet the standards of the nursing profession (ABN Administrative Code § 610-X-13-.01(8)). The program has been in existence since 1994.

VDAP is a program intended for nurses who readily admit to a problem with alcohol and/or drugs or a mental or physical disorder that may cause the nurse to be unable to meet the standards for the nursing profession. VDAP is not disciplinary action and there is no discipline associated with the nurse's license.

Probation Monitoring

The Probation Monitoring section is responsible for tracking the progress and compliance of licensees who are in a "probation" status pursuant to a Board order.

Nurses on probation may continue to practice, subject to conditions and monitoring. Seventy percent (70%) of probationers incur discipline related to substance use or dependency, while only 30% incur discipline due to non-substance-related violations.

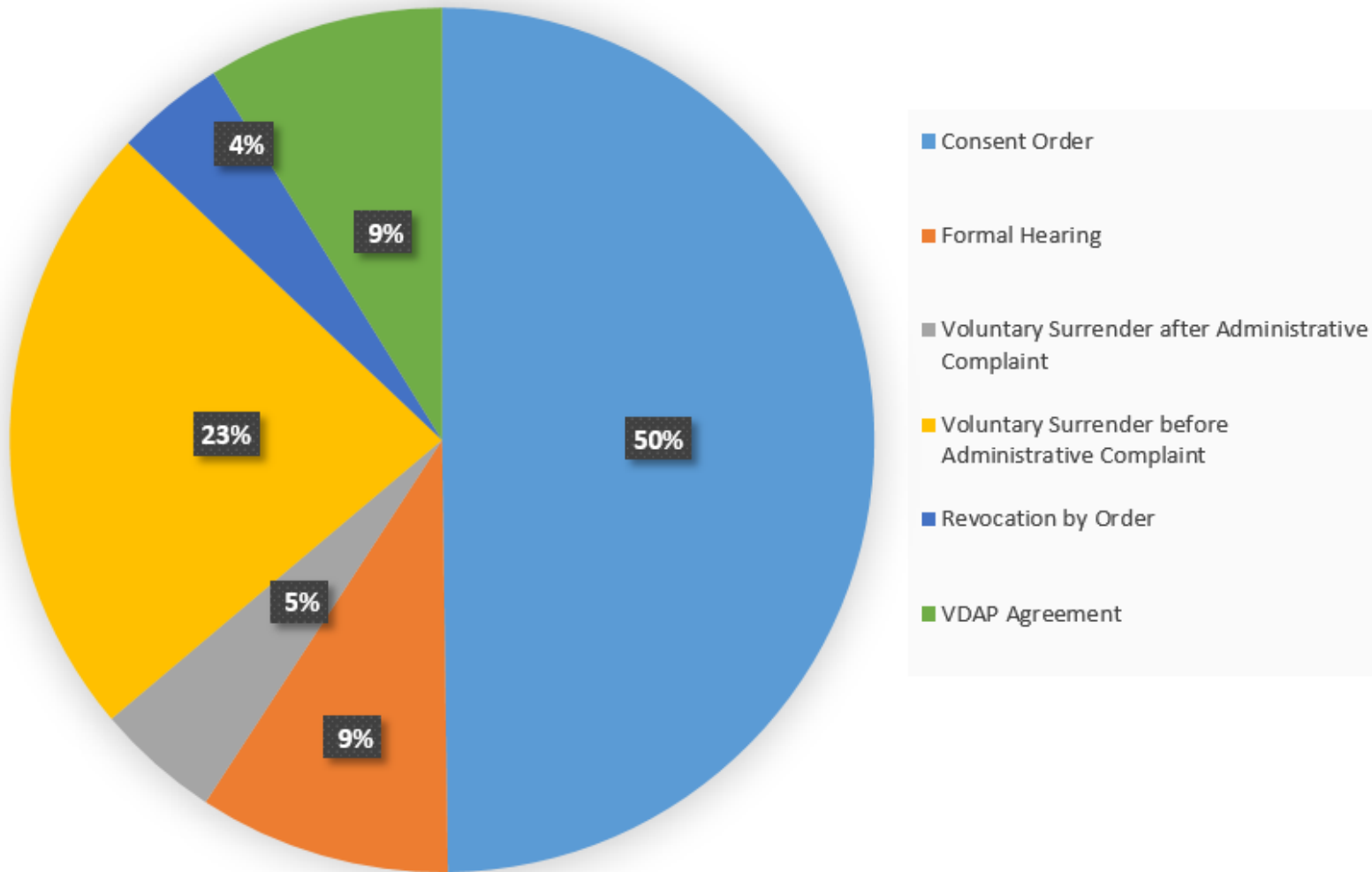
This section also maintains records for suspended licenses. Suspension of a license prevents the nurse from continuing legally to practice in Alabama. Initial suspension is generally applied "until conditions met," which may include comprehensive substance use disorder evaluations and treatment, payment of fines, completion of corrective education, or such other stipulations as the Board may prescribe. In most instances, a period of suspension may not exceed twelve months, as the license will convert to "revoked" status pursuant to the order of suspension. In all, 90% of licensees subject to suspension succeed in either returning to active status or transitioning to probation monitoring.

The Legal Division

FY 2016 Activities of the Legal Division

Chart Area

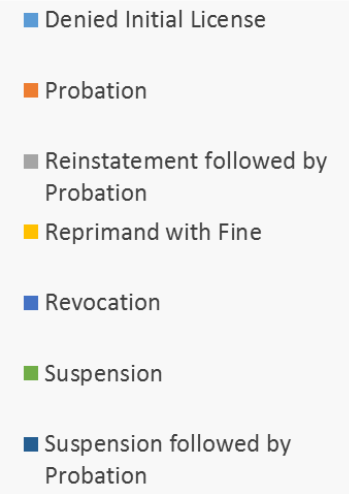
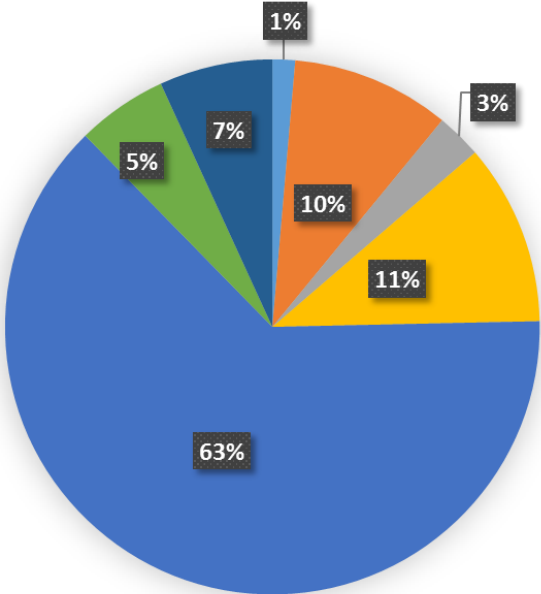
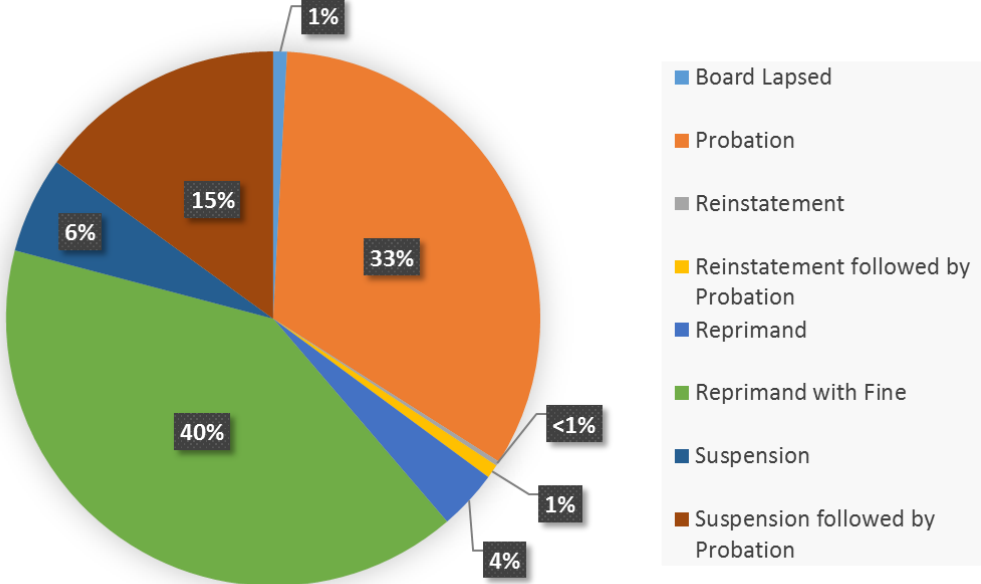
Complaint Resolution by Discipline or VDAP Agreement



The Legal Division

Discipline When Resolved With a Consent Order

A large percentage of discipline cases are resolved with a consent order. The chart at the right provides a breakdown of consent order activity for FY 2016.



Discipline When Resolved With a Formal Hearing

A nurse may elect to have his or her case resolved through the formal hearing process. Depending upon circumstances, the Board may require resolution through this process, as well.

The Legal Division

Breakdown of Violations Requiring Discipline

ABN strives to achieve consistency and equity in the disciplinary process, routinely reviewing rules and practices to develop the most efficient system possible.

While only about 1% of licensees receive discipline at any given time, the size of the nursing population, the sensitive nature of their work, and the relative vulnerability of the patients they serve require strict attention to ensure ABN's primary charge - public protection.

The fact that the Legislature has not granted ABN law enforcement authority under existing statute hampers the Board's ability to access vital law enforcement resources and share information with other agencies. Accordingly, ABN continues to advocate for this designation as a natural component of its legislative mandate and remains hopeful for change in the near future.

*Administrative Complaint

**VDAP agreements do not constitute discipline; included for clarity.

Assigned Violation	Voluntary Surrender before AC*	Voluntary Surrender after AC*	Consent Order	Formal Hearing	VDAP **	Totals
Abandonment	1	0	3	0	0	4
Arrest/Conviction	18	2	35	8	0	63
Board Order Violation	4	2	29	6	0	41
Boundary Violation	0	0	1	0	0	1
CE Violation	0	0	2	2	0	4
Discipline/ Pending Action Any State	25	3	17	3	0	48
Fraud/Deceit	1	0	28	5	0	34
Illegal Practice	1	1	44	8	0	54
Mental Disorder	1	0	1	0	2	4
Military Discipline	1	0	0	0	0	1
Patient Abuse	0	0	6	0	0	6
Physical Impairment	0	0	2	0	0	2
Practicing Beyond Scope	2	0	12	0	0	14
Probation Violation	16	11	41	7	0	75
State/Federal Abuse Registry	0	0	0	0	0	0
Sexual Misconduct	10	1	0	0	0	11
Substance Abuse	60	7	38	13	56	174
Substandard Nursing Practice	6	5	65	10	0	86
Unprofessional Conduct	5	1	57	3	0	66
Violation of VDAP Agreement	13	1	2	2	13	31
TOTALS	164	34	383	67	71	719

The ABN Board in Action 2016

ITEM	ACTION	DIVISION	PERSON(S) RESPONSIBLE	COMPLETED
October 2015				
1	Approved the establishment of an education advisory committee to review the feasibility of a Veteran Bridge to LPN program.	Education	Debra Lett/Peggy Benson	Completed
2	Approved Board staff guidelines for fast track approval for collaborative practice applications for CRNP and CNM.	Advanced Practice	Charlene Cotton/Dawn Daniel	Completed
November 2015				
1	Approved Flexible Fiberoptic Diagnostic Laryngoscopy above the vocal cords procedure as within the legal scope of practice for a CRNP in collaborative practice with documented education, training, and experience.	Advanced Practice	Dawn Daniel	Completed
2	Denied the request for Arthrocentesis and/or injection of wrist; Injection of Trigger Finger; Injection of Carpal Tunnel; Injection of De Quervains Tenosynovitis to be within the legal scope of practice for the CRNP.	Advanced Practice	Dawn Daniel	Completed
3	Denied the request for Endovenous Ablation of Varicose Veins to be performed by a CRNP.	Advanced Practice	Dawn Daniel	Completed
4	<p>Approved a Notice of Deficiency for failure to meet NCLEX pass rates for the following nursing programs:</p> <ul style="list-style-type: none"> • Alabama Southern Community College ADN • John Calhoun Community College ADN • Central Alabama Community College ADN • Gadsden State Community College ADN • Lurleen Wallace Community College ADN • Northeast Alabama Community College ADN • Oakwood University BSN • South University BSN • University of West Alabama ADN • Virginia College Montgomery ADN • George Wallace Community College Selma ADN 	Education	Debra Lett	Completed

The ABN Board in Action 2016

5	Approved continued provisional approval to the following nursing programs: <ul style="list-style-type: none"> • Fortis College Montgomery ADN • ITT Breckinridge School of Nursing and Health Sciences – Bessemer ADN • ITT Breckinridge School of Nursing and Health Sciences – Madison ADN • ITT Breckinridge School of Nursing and Health Sciences – Mobile ADN 	Education	Debra Lett	Completed
6	Approved Phase I application for an Associate Degree in Applied Science in Nursing program at J.F. Drake Community and Technical College.	Education	Debra Lett	Completed
7	Approved a Notice of Deficiency, with a series of date-specific benchmarks for correction, to Reid State Technical College for failure to comply with outlined sections of the <u>ABN Administrative Code</u> , Chapter 610-X-3.	Education	Debra Lett	Completed
8	Approved a Notice of Hearing to Judson College for continued failure to meet the NCLEX-RN® outcome standard prescribed by <u>ABN Administrative Code</u> , Chapter 610-X-3-.07(2)(5)(B) and 610-X-3-.06(4).	Education	Debra Lett	Completed
9	Elected Francine Parker, Ed.D, MSN, RN, President; E. Laura Wright, PhD, MNA, CRNA, Vice-President; Gladys Hill, MSN, RN, Secretary.	Administration	Peggy Benson	Completed
10	Deferred action on review of <u>ABN Administrative Code</u> , Rule 610-X-4-.14, Fees.	Administration	Peggy Benson	Completed
11	Approved the repeal and replacement of <u>ABN Administrative Code</u> 610-X-10, Continuing Education for Licensure.	Administration	Peggy Benson	Completed
December 2015				
1	Granted Provisional Approval to JF Drake State Community and Technical College for an Associate in Applied Science in Nursing degree.	Education	Debra Lett	Completed
2	Approved Board Member Role and Responsibility document to be used annually.	Administration	Peggy Benson	Completed

The ABN Board in Action 2016

January 2016				
1	Approved EO Probationary Evaluation and salary increase.	Administration	Maggie Williams	Completed
2	Approved Final Certification of <u>ABN Administrative Code</u> , Rule 610-X-10 Continuing Education for Licensure.	CE/Practice	Joyce Jeter	Completed
3	Approved <u>ABN Administrative Code</u> changes related to Licensure cards; Advanced Practice Rule 610-X-4 Licensure, <u>ABN Administrative Code</u> , Advanced Practice - Collaborative Practice 610-X-5-.07 Authorization for Practice as A Certified Registered Nurse Practitioner, <u>ABN Administrative Code</u> , Rule 610-X-5-.18 Authorization For Practice as a Certified Nurse Midwife, <u>ABN Administrative Code</u> , Rule 610-X-9-.03 Advanced Practice Nursing Authorization to Practice CRNA, <u>ABN Administrative Code</u> , and Rule 610-X-9-.09 Advanced Practice Authorization to Practice as a CNS.	Licensure	Peggy Benson	Completed
4	Approved Standardized Procedure: UAB Application Emergent Tracheostomy Re-insertion of Tracheostomy - (less than 7 days old) for UAB only.	CE/Practice	Joyce Jeter	Completed
5	Approved the issuance of a Notice of Deficiency to Fortis College, Montgomery - Eastdale Circle Campus for failure to comply with outlined sections of <u>ABN Administrative Code</u> , Chapter 610-X-3, as follows: 610-X-3-.02 (1) 610-X-3-.05 (4) 610-X-3-.02 (6), (9), (10), and (12) 610-X-3-.02 (8)(a)(c)	Education	Debra Lett	Completed
February 2016				
1	Approved revisions to the Executive Officer Financial Parameter Guideline.	Administration	Peggy Benson	Completed
2	Appointed a Graduate Nursing Student and Research Advisory Council.	Education	LaDonna Patton	Completed
March 2016				
1	Approved changes to Chapter 610-X-7 Standards of Nursing Practice; Specific settings.	Administration	Peggy Benson Joyce Jeter	On-going

The ABN Board in Action 2016

2	Approved changes to Chapter 610–X-6 Standards of Nursing Practice.	Administration	Peggy Benson Joyce Jeter	On-going
3	Approved changes to the Standard Advanced Practice Formulary to include specialty drugs and have one document to request on application.	Advanced Practice	Dawn Daniel	Completed
4	Approved continued provisional approval of Fortis College ADN program with resolution of deficiencies within six months with the noted time lines as specified in the Nurse Consultant recommendations (listed below) with a comprehensive site visit at the conclusion of 6 months.	Education	Debra Lett	On-going
5	Judson College: Continued Provisional Approval of Judson's Associate Degree in Nursing (ADN) program for a probationary period existing until thirty (30) days after receipt by the Board of the NCLEX-RN test results of all Judson ADN graduates taking the test for the first time in FY2016. During this period, Judson shall (1) continue to implement measures a minimum grade of C in all required general education courses, a minimum 2.0 overall GPA, a minimum 90% score on all Dosage Calculation Exams and a minimum score on the Exit Exam correlating to an expected 90% probability of passing the NCLEX-RN; (2) periodic reporting and meetings with Board officials to monitor implementation and progress (in accordance with such terms and at such intervals as may be set by the Board Executive Officer). If the passage rate of Judson's first-time NCLEX-RN writers during FY2016 meets or exceeds an 80% passage threshold and the program is in compliance with other Board regulations. Judson's provisional approval shall be extended another year. If the passage rate of Judson's first-time NCLEX-RN writers during FY2016 is below the 80% passage threshold, the Board shall conduct another hearing to determine if a further extension should be granted and, if not, to address the effective date and other details of the withdrawal of the program's provisional approval.	Education	Debra Lett	On-going
6	Approved substantive curriculum changes and requirements of the concept-based curriculum provided by Alabama Community College System (formerly Department of Post-Secondary Education) Nursing Programs statewide.	Education	Debra Lett	Completed
7	Approved the removal of the Imposter List from the Board's website.	Administration	Peggy Benson	Completed

The ABN Board in Action 2016

April 2016

1	Approved Final Certification of <u>ABN Administrative Code</u> changes related to Licensure cards; Advanced Practice Rule 610-X-4 Licensure, <u>ABN Administrative Code</u> , Advanced Practice - Collaborative Practice, 610-X-5-.07 Authorization for Practice as A Certified Registered Nurse Practitioner, <u>ABN Administrative Code</u> , Rule 610-X-5-.18 Authorization For Practice as a Certified Nurse Midwife, <u>ABN Administrative Code</u> , Rule 610-X-9-.03 Advanced Practice Nursing Authorization to Practice CRNA, and <u>ABN Administrative Code</u> Rule 610-X-9-.09 Advanced Practice Authorization to Practice as a CNS.	Administration	Peggy Benson Joyce Jeter	Completed
2	Approved AP Collaborative Practice application for the procedure THERMIva.	Advanced Practice	Dawn Daniel	Completed
3	Denied the AP Collaborative Practice application for the THERMIsmooth procedure.	Advanced Practice	Dawn Daniel	Completed
4	Denied the shave/punch biopsy greater than 5mm on eyelids and ears and the cryotherapy procedures greater than 5mm near the eyelids.	Advanced Practice	Dawn Daniel	Completed
5	Approved the issuance of a notice of deficiency to South University - Montgomery Campus to include a Plan of Correction due to the Board by July 30, 2016.	Education	Debra Lett	Completed
6	Fortis College: Approved the request to adjust the timeline schedule for the Program Outcomes Plan and the Written Systematic Plan for Program Evaluation to 90 days, adjust the timeline for the ADA policy to 60 days and allow the start date to be April 1, 2016.	Education	Debra Lett	Completed
7	Approved moving to two-day Board meetings only and canceling the June and October one-day meetings for 2016.	Administration	Peggy Benson	Completed

May 2016

1	Approved New Rule 610-X-12 - Advanced Practice Loan Repayment Program.	Administration	Peggy Benson	Completed
2	Approved Replace and Replace Rule 610-X-11 -Scholarships.	Administration	Peggy Benson	Completed
3	Elected 2 delegates and 2 alternate delegates to the NCSBN Annual meeting in August 2016	Administration	Peggy Benson	Completed
4.	Approved Dermaplane procedure as being within the scope of practice for a CRNP.	Advanced Practice	Dawn Daniel	Completed
5	Denied Botox administration for migraines as being within the scope of practice for a CRNP.	Advanced Practice	Dawn Daniel	Completed

The ABN Board in Action 2016

July 2016			
Approved Final Certification; <u>Alabama Administrative Code</u> Rule 610-X-12 Advanced Practice Loan Repayment.	Administration	Peggy Benson	In progress
Approved Final Certification; <u>Alabama Administrative Code</u> Rule 610-X-11 Graduate Scholarships.	Administration	Peggy Benson	In progress
Approved Final Certification; <u>Alabama Administrative Code</u> Rule 610-X-6 Standards of Practice.	Administration	Peggy Benson	In progress
Approved Final Certification; <u>Alabama Administrative Code</u> Rule 610-X-.7 Standards of Practice, Specific Settings.	Administration	Peggy Benson	In progress
Approved Proposed Rule; <u>Alabama Administrative Code</u> Rule 610-X-5-.12 Prescriptions and Medication Orders by Certified Registered Nurse Practitioners.	Administration	Peggy Benson	In progress
Approved Proposed Rule; <u>Alabama Administrative Code</u> Rule 610-X-5-.23 Prescriptions and Medication Orders by Certified Nurse Midwives.	Administration	Peggy Benson	In progress
Approved revisions to Collaborative Practice approval guidelines.	Administration	Peggy Benson	Completed
Approved revisions to Consent Order Shells as relates to employment restrictions and employer and school notifications.	Administration	Peggy Benson	Completed
Approved UAB FTE exemption request for collaborative practice in a specific setting: Cardiothoracic Surgery.	Administration	Peggy Benson	Completed
Approved revisions to the Orthopaedic Specialty protocol.	Administration	Peggy Benson	Completed
Approved new salary grade for the Executive Officer.	ABN Personnel	Maggie Williams	In Progress
Appointed Dawn Daniel, RN, AP Nurse Consultant, to the Joint Committee.	Administration	Peggy Benson	Completed
Approved Acceptance of Reid State Technical College's plan of correction.	Education	Debra Lett	Completed
Approved a notice of deficiency to Breckinridge School of Nursing and Health Sciences - ITT following comprehensive site, with requiring a plan of correction to the Board within 30 days.	Education	Debra Lett	Completed
Approved the Military Bridge Program curriculum plan and transition course.	Education	Debra Lett	Completed
Approved acceptance of Fortis College Montgomery plan of correction with communication to be given to the program for revisions to be completed.	Education	Debra Lett	Completed

The ABN Board in Action 2016

September 2016				
1	Approved Board member compensation to remain the same as 2016 at 175.00 per day	Administration	Peggy Benson	Completed
2	Approved revisions to the ABN Records Disposition Authority	Administration	Peggy Benson	Completed
3	Awarded 65 education scholarships at \$2,554.24 each	Finance	John Glasscock	Completed
4	Approved leaving current fee schedule without adjustment at this time.	Administration	Peggy Benson	Completed
5	Approved Revisions <u>Administrative Code, 610-X-3</u> Nursing Education Programs Revisions.	Administration	Peggy Benson	Completed
6	Approved revisions to <u>Administrative Code, 610-X-4.16</u>	Administration	Peggy Benson	Completed
7	Approved revision to Disciplinary Guidelines	Administration	Peggy Benson	Completed
8	Approved revisions to Probation/VDAP Guidelines	Administration	Peggy Benson	Completed
9	Approved Proposed Education Program Guidelines	Administration	Peggy Benson	Completed
10.	Approved Virginia College Mobile request to rescind voluntary closure	Education	Debra Lett	Completed
11.	Approved planned restart of Virginia College Mobile nursing program for the winter semester 2017	Administration	Peggy Benson	Completed