

Mississippi

Board of Nursing



Fiscal Year 2014 Annual Report

July 1, 2013 - June 30, 2014

MISSISSIPPI BOARD OF NURSING
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MESSAGE FROM DIRECTOR

In compliance with the provisions of Chapter 15, 73-15-17 et seq., Mississippi Code of 1972, Annotated, the Mississippi Board of Nursing hereby submits this report to outline the activities of this agency for the period of July 1, 2013 through June 30, 2014.

The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2014, as authorized by law, the board licensed qualified applicants through renewal, endorsement, reinstatement, and to those registered nurses (RNs), licensed practical nurses (LPNs) who achieved a passing score on licensure examinations; issued certification to advanced practice registered nurses (APRNs), expanded role LPNs (ERLPNs and certified clinical hemodialysis technicians (CCHTs). The board communicated standards of nursing practice, issued statements regarding scope of practice, consulted with individuals and agencies on nursing practice issues, and carried out disciplinary proceedings associated with violations of the *Mississippi Nursing Practice Law and Administrative Code*.

Through the work of appointed board members, a committee structure, and agency staff, the board conducted essential and critical business, monitored trends related to nursing and took proactive steps to address the ever-changing needs of the citizens of Mississippi. The board continues to be involved in nursing regulation on the local, state and national levels with board and staff members selected to participate on committees related to research, discipline, examinations, advanced practice and policy development.

Nurses make important contributions toward meeting the health care needs of the people of Mississippi. In a constantly changing health care environment, the Board of Nursing diligently pursues its stated function of protecting the consumers of nursing care.

The Mississippi Board of Nursing submits the accomplishments reported herein for Fiscal Year 2014.

Dr. Lynn Langley, DNP,FNP, ANP,CPHQ
Executive Director

BOARD MEMBERS

Board members are appointed in accordance with the Mississippi Code of 1972, Annotated, §73-15-9. The board is composed of thirteen members including seven RNs, four LPNs, one consumer of health services, and one physician. Except for the physician and consumer representatives, members are appointed by the governor from lists of nominees submitted by Mississippi registered nurse and practical nurse organizations and/or associations. The physician is appointed by the State Board of Medical Licensure and the consumer representative is appointed by the governor. The following individuals are currently serving as board members.

Dr. Sharon Catledge,
Claude D. Brunson, MD, Physician Representative
Rebecca Dorough, FNP
LeKathryn Gipson, LPN
Shirley Jackson, LPN
Janet Williams, RN, PhD, MBA
Alton Shaw, RN
Teresa Stanford, FNP
David Schaefer, RN
Mazie Whalen, RN

COMMITTEES

Board of Nursing committees are comprised of board members and staff to assist in the assessment, planning, implementation, and evaluation of board activities. Committee members are appointed by the president in accordance with bylaws except members of the Nominating Committee who are elected by the board. Board committees and the purpose of each committee are as follows:

- **Compliance Committee:** Monitors and makes recommendations related to individuals whose licenses have been restricted by board order.
- **Executive Committee:** Supervises affairs of the board between business meetings; evaluates board activities in terms of purpose, goals and objectives; reviews and resolves complaints relative to board members; works with the executive director and accountant in preparing the annual budget; and presents annual and quarterly budget reports to the board.
- **Nominating Committee:** Submits slate of names for offices to be filled at annual meeting.
- **Advanced Practice Committee:** Considers and prepares recommendations related to advanced practice nurses.
- **Nurse Practice Committee:** Responds to written inquiries regarding scope of nursing practice and considers and prepares recommendations related to the expanded role of the LPN and the Certified Clinical Hemodialysis Technician.

STAFF

ADMINISTRATION

Dr. Lynn Langley, DNP, FNP, ANP, CPHQ Executive Director
Jessica Boyd, Executive Assistant

Operations

Shan Montgomery, Operation Director
Jerlean McCoy, Accountant/Auditor
Jana Patterson, Document Management Specialist
Johnny Busby, Security

DISCIPLINE/LEGAL

Brett Thompson, Deputy Director
Westley Mutziger, Director of Legal Service
Jackie Allen, Legal Secretary
Jeffrey Lewis, Paralegal Specialist
Marvia Davis Lockett, Compliance Officer
Vera Rucker, Compliance Investigator

Investigations

Hoshina Jones, Interim Director
Floyd Wiley, Investigator
Karon James, Investigator
Vaughn Gresham, Investigator
Clarissa McCoy, Intern

Recovering Nurse Program

Marianne Wynn, Counselor
Vanessa Gray, Counselor
Dawn Duncan, Legal Secretary

LICENSURE AND PRACTICE

Gloria Perry, Interim Director

Licensure

Angela Dennis, Examination Licensing Officer
Talisha Greenlaw, Licensing Officer
Stephanie Martin, Endorsement Licensing Officer

Advanced Practice

Stephanie Morris, Advance Practice Licensing Officer

Criminal Background Checks

Dwayne Jamison, Director
Dotie Stewart, Administrative Assistant

BUDGET

Nursing licenses expire on December 31 of each year with RN licenses expiring in even numbered years and LPN licenses expiring in odd numbered years. Thus, the vast majority of the board's income is received during the renewal period from October to December of each year. Because there are approximately 75% more active RNs than LPNs, the Board of Nursing's income in RN renewal years must fund at least one and one half fiscal years.

FISCAL RENEWAL YEAR	APPROPRIATED	ACTUAL EXPENSES
FY13 - LPNs	\$ 3,086,954	\$ 205,355.48
FY14 - RNs	\$2,592,153.61	\$ 150,156.39

LICENSURE

The Mississippi Board of Nursing assisted qualified applicants in obtaining licensure to practice nursing in Mississippi by granting licensure to RNs and LPNs in the following categories:

- RN and LPN candidates who achieved a passing score on the National Council Licensure Examination (NCLEX);
- APRN applicants who achieved a passing score on a national certification examination recognized by the board;
- CCHT candidates who achieved a passing score on the Nephrology Nursing Certification Commission examination (NNCC), the Board of Nephrology Examiners for Nursing and Technology (BONENT); or the National Nephrology Certification Organization (NNCO);
- Licensees who met the qualifications for renewal of active licensure;
- Nurses who were endorsed into Mississippi from another state in which they were originally licensed;
- Nurses who applied for inactive licensure; and
- Nurses whose Mississippi licenses were reinstated following a period of lapsed, revoked, or suspended licensure.

Active Status

As of June 30, 2014, there were 45,288 RNs and 12,837 LPNs with active licensure. Active licensure means the practice of nursing as defined in Mississippi Code of 1972, Annotated, §73-15-5 (2) and (5). Table 1 indicates the number of RNs and LPNs holding active licensure for the last five years and the percentage change from each previous year.

Table 1: Active Licensees

LICENSEES	FY10	FY11	FY12	FY13	FY14
Registered Nurses	39,840	39,774	42,790	42,147	45,288
Licensed Practical Nurses	12,553	13,594	12,910	13,807	12,837
Total	52,393	53,368	55,700	55,954	58,125
Percentage Change from Previous Year	4%	2%	4.4%	.5%	3.9%

Inactive Status

Inactive licensure may be issued to persons not engaged in the active practice of nursing but desiring to maintain licensure. A nurse holding an inactive license is not authorized to practice in Mississippi as a RN or LPN based on that inactive status. Table 2 depicts the number of RNs and LPNs who have held inactive licensure during the last five years and the percentage change from each previous year.

Table 2: Inactive Licensees

LICENSEES	FY10	FY11	FY12	FY13	FY14
Registered Nurses	1,504	836	834	708	865
Licensed Practical Nurses	535	513	454	444	393
Total	2,039	1,349	1,288	1,152	1,258
Percentage Change from Previous Year	5.5%	-34%	-4.5%	-10.6%	9.2%

Advanced Practice Certification

As authorized by Mississippi Code of 1972, Annotated, §73-15-5 (2), the Board of Nursing provides for certification of advanced practice registered nurses (APRNs). Regulations in the *Mississippi Board of Nursing Administrative Code* are in place to facilitate implementation of the statute. Table 3 depicts those APRNs who were initially certified during FY 2011 and the total certified as of June 30, 2014.

Table 3: Advanced Practice Registered Nurses

APRN SPECIALTY	FY14 (New)	TOTAL (As of 6/30/14)
Adult	25	106
Adult Acute Care	6	116
Adult Psychiatric Mental Health	1	49

Anesthetist	30	734
Family	177	2,138
Family Planning	0	22
Family Psychiatric Mental Health	1	56
Gerontological	7	35
Midwife-Certified	0	33
Neonatal	7	64
OB-GYN	0	5
Pediatric	6	65
Woman's Health Care	7	65
Total	267	3,488

In FY 2014, advanced practice activities also included the approval of 2,087 controlled substance prescriptive authority requests; approval of 110 protocols; issuance of 267 new certifications; and reinstatement of 25 APRNs..

Expanded Role Licensed Practical Nurses Certification

The role of the LPN may be expanded by the board under its rule-making authority to include selected procedures commensurate with required preparation and experience. Under specific board-approved guidelines, the LPN may be certified in the expanded roles of intravenous therapy and hemodialysis. Table 4 depicts those ERLPNs who were initially certified during FY 2014 and the total certified as of June 30, 2014.

Table 4: Expanded Role Licensed Practical Nurses

EXPANDED ROLE BY SPECIALTY	FY14 (New)	TOTAL (As of 6/30/14)
IV Therapy	47	4,400
Hemodialysis	16	65
IV Therapy and Hemodialysis	2	102
Total	65	4,567

Certified Clinical Hemodialysis Technician (CCHTs)

The program for certification of hemodialysis technicians (CCHTs) allowing the board to issue certification to qualified candidates falls within the regulatory authority of the Board of Nursing in accordance with the *Mississippi Nursing Practice Law*. Dialysis units providing hemodialysis technician training are granted approval by the board to provide training based on criteria outlined in the *Mississippi Board of Nursing Administrative Code*. Before a dialysis unit offers training, a site visit is conducted to complete the approval process. In FY 2014, 71 CCHTs were newly certified bringing the total to 582 certified in the state.

Records Maintenance

In addition to changes made during renewal time, staff members engaged in a variety of activities required to maintain the most accurate licensure files as possible. Table 5 depicts those activities performed during FY 2014.

Table 5: Records Maintenance

ACTIVITY	FY14
Name Changes	1,023
Address Changes	631
Verifications (other than board of nursing)	43

Temporary Permits

Temporary Permits to practice nursing may be issued to:

- A. Endorsement applicants for a period of 90 days;
- B. Camp nurses for a period of 90 days; and
- C. Nurses enrolled in reorientation programs for a period of 30 days.

A total of 442 temporary permits were issued in FY 2014 as listed in Table 7.

Table 6: Temporary Permits

PERMIT	RNs	LPNs	TOTAL
Endorsement	389	27	416
Reorientation	15	6	21
Camp	5	0	5
Total	409	33	442

Reinstatements

Reinstatement refers to the reactivation of licensure to those nurses who were previously licensed in Mississippi but whose licenses have lapsed. These individuals must apply and meet all requirements for reinstatement of a nursing license. In FY 2014, a total of 487 nurses, 387 RNs and 100 LPNs, reinstated licensure after a period of lapsed status.

Criminal Background Checks

The Criminal Background Checks and Fingerprinting (CBC) program was implemented by the Board in April 2011 following legislation passed in the 2010 Legislative Session (Miss. Code Ann. Sections 73-15-17, 73-15-19, and 73-15-21.) This program functions at the highest level of security working with local, state and federal agencies (FBI) and is first being used to background check every nurse applying for licensure by examination in Mississippi. The Board previously relied on the nurse to disclose on their application any past history involving a misdemeanor or felony.

Of the total exam candidates fingerprinted in FY 2014, 7% returned a positive response to fingerprinting for criminal history, a 7% increase from FY 2010 when fingerprinting was not conducted. Of the CBCs returned positive for a misdemeanor or felony in FY 2014, 30% failed to disclose history of any criminal activity, a 5% increase over FY 2012

Table 7: Criminal Background Checks

CRIMINAL BACKGROUND CHECKS FINGERPRINTING	FY11	FY12	FY13	FY14
Total Fingerprinted	1,493	2,894	3,034	2,960
Returned Positive-Misdemeanor/Felony	185	232	214	186
(Disclosed)	NA	136	128	22
(Failed to Disclose)	13	82	86	56
Site Visits for Fingerprinting	32	58	75	73
In-House Fingerprinting	215	747	814	926

Endorsements

The Board may issue a license to practice nursing as a RN or LPN without examination to an applicant who has been duly licensed as such under the laws of another state, territory or possession of the United States or a foreign country if the applicant meets the qualifications required of licensed RNs or LPNs in this state. The nurse must have previously achieved the passing score or scores on the licensing examination required by Mississippi at the time of his or her graduation. During FY 2014, a total of 1,455 nurses including 1,283 RNs and 172 LPNs were endorsed into Mississippi, an increase of 22% compared to FY 2013

Verifications

Online licensure verification is provided by the Board for nurses, employers and institutions at no charge. Online users access the website for verification of a nurse’s licensure status.

The Board also provides verification of licensure status, including licensure examination results and educational preparation, for RNs and LPNs who are seeking licensure through Boards of nursing in other states, territories or countries. During FY 2014, the licensure status of 259 nurses, 197 RNs and 62 LPNs, was verified to other jurisdictions. That is a 4% increase in verifications to other states compared to FY 2013. The national data base provided by the National Council of State Boards of Nursing, verifies nurses to anyone who inquires thus taking the burden off the states

PRACTICE

Standards of practice for RNs, LPNs and APRNs in a variety of clinical/educational roles were reviewed and recommendations for implementation were made by the Board. A Director of Licensure and Practice (Chief Nurse) supported by one Administrative Assistant, and the Director of Advanced Practice (Chief Nurse) continued to be available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards. Additionally, these directors assisted the Board’s investigative staff by reviewing evidence and/or cases related to generally accepted standards of nursing practice.

Information and resources were studied by the Director of Licensure and Practice and the Director of Advanced Practice and the Nurse Practice Committee and Advanced Practice Committee in order for decisions to be made regarding issues/questions involving nursing practice standards and scope of practice. The Board was contacted by individual nurses, nurse practitioners, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2014, 85 written responses were provided to those having nursing practice inquiries and 84 responses were provided to those having advanced practice nursing inquiries. Additionally, a frequently asked questions section is available on the Board's website giving the public access to information in a more timely fashion.

EXAMINATIONS

The Board of Nursing is responsible for evaluating the competency of persons entering the nursing profession through the administration of valid and reliable licensure examinations. The board is a member of the National Council of State Boards of Nursing (NCSBN). Under the guidance and with the participation of its member boards, NCSBN has developed psychometrically sound and legally defensible licensure examinations to measure the competencies needed to perform safely and effectively as entry-level RNs or LPNs.

The board is responsible for the administration of licensure examinations to graduates of registered and practical nursing programs. This testing program includes the administrative duties of determining candidate qualifications, processing applications for examination, securing qualified readers for disabled candidates in accordance with the Americans with Disabilities Act, soliciting and approving volunteer item writers and item reviewers, working closely with the national testing service and the local testing centers, evaluating and monitoring test sites, adhering to strict security measures, and receiving, processing and reporting examination results to individual candidates, schools of nursing, the Mississippi Department of Education and the Mississippi Board of Institutions of Higher Learning.

Licensure examinations are administered year-round in special testing centers equipped for computerized adaptive testing. This testing methodology allows candidates to schedule at their convenience at any of over 200 sites throughout the country and to receive results within two weeks of the examination. Mississippi has sites located in Jackson and Tupelo.

Mississippi's system of vocational and higher education provides educational opportunities for potential nursing students throughout the state. Mississippi programs preparing LPNs are regulated and approved by the Board of Community Colleges. Mississippi programs preparing RNs are regulated and approved by the Board of Institutions of Higher Learning.

Tables 10 and 11 include all first-time candidates educated in Mississippi regardless of where they tested or applied for licensure.

Table 10: Mississippi RN Graduate First Writes

YEAR	FIRST WRITES	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY10	1,608	1,422	88%	186	12%
FY11	2,125	1,861	88%	264	12%
FY12	1,887	1,673	89%	214	11%
FY13	1,875	1,570	84%	305	16%
FY14	1,716	1,461	85%	255	15%

Table 11: Mississippi LPN Graduate First Writes

YEAR	FIRST WRITES	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY10	802	700	87%	102	13%
FY11	773	693	90%	80	10%
FY12	698	581	83%	117	17%
FY13	628	560	89%	68	11%
FY14	620	561	90%	59	10%

The above examination statistics for FY09 - FY14 include all first-time candidates educated in Mississippi regardless of where they tested or applied for licensure.

Tables 3 and 4 include first-time and repeat candidates.

Table 12: RN First-Time and Repeat Candidates

YEAR	NUMBER TESTED	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY10	1,961	1,624	83%	337	17%
FY11	2,481	2,070	83%	411	17%
FY12	2,205	1,861	84%	344	15%
FY13	2,083	1,778	85%	305	15%
FY14	2,188	1,731	79%	457	21%

Table 13: LPN First-Time and Repeat Candidates

YEAR	NUMBER TESTED	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY10	1,037	816	79%	221	21%
FY11	923	761	82%	162	18%
FY12	854	658	77%	196	23%
FY13	717	560	78%	157	22%
FY14	720	612	85%	108	15%

Table 14: RN Examinations - FY14

SCHOOLS OF NURSING	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Associate Degree Programs						
Alcorn State University	29	11	38	21	8	38
Coahoma Community College	11	10	91	1	1	100
Copiah Lincoln Community College	50	39	78	14	8	57
East Central Community College	51	40	78	11	9	82
Hinds Community College	13	10	77	3	1	33
Holmes Community College	195	162	83	46	30	65
Itawamba Community College	114	91	80	48	25	52
Jones County Junior College	93	82	88	17	7	41
Meridian Community College	55	53	96	12	8	67
Mississippi Delta Community College	161	133	83	43	22	51

MS Gulf Coast Comm. Coll.	49	46	94	15	10	67
Mississippi University for Women	110	104	96	15	9	60
Northeast MS Community College	42	37	88	10	8	80
Northwest MS Community College	74	65	88	30	16	53
Pearl River Community College	108	92	85	24	16	67
Southwest MS Community College	80	55	69	33	16	48
Sub-Total	67	57	85	22	11	50
	1302	1087	83	365	205	56
Baccalaureate Programs						
Alcorn State University						
Delta State University	26	20	77	9	5	56
Mississippi College	19	16	84	3	2	67
Mississippi University for Women	52	46	88	26	14	54
University of Mississippi Medical Center	57	54	95	3	3	100
University of Southern Mississippi	129	121	94	23	16	70
William Carey College	146	125	86	34	24	71
Sub-Total	45	41	91	8	4	50
	474	423	89	106	68	64
Total Mississippi Schools						
	1776	1510	85	471	273	58
Other	29	11	38	21	8	38
Out-of-State Programs	11	10	91	1	1	100
Foreign Programs	50	39	78	14	8	57
	51	40	78	11	9	82
	13	10	77	3	1	33
TOTAL	195	162	83	46	30	65

First writes' data compiled using the G-4 candidate report
Repeats' data compiled using the Education Summary Program reports

PRACTICAL NURSE PROGRAMS	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Coahoma Community College	11	11	100	0	0	0
Copiah Lincoln Community College	31	29	94	1	1	100
East Central Community College	14	14	100	1	0	0
East Mississippi Community College	30	27	90	2	2	100
Hinds Community College	94	80	85	21	12	57
Holmes Community College	68	60	88	8	4	50
Itawamba Community College	46	44	96	4	4	100
Jones County Junior College	52	50	96	11	2	18
Meridian Community College	53	48	91	11	6	55
Mississippi Delta Community College	22	20	90	3	2	67
MS Gulf Coast Community College	8	8	100	0	0	0
Northeast MS Community College	45	42	93	2	1	50
Northwest MS Community College	85	74	87	17	8	47
Pearl River Community College	36	31	86	12	7	58
Southwest MS Community College	18	17	94	7	2	29

Sub-Total	8	7	88	0	0	0
Out-of-State Programs	621	562	90	100	51	51
Closed LPN Programs	11	11	100	0	0	0
Graduates of RN Programs	31	29	94	1	1	100
Graduates of Foreign Programs	14	14	100	1	0	0
Sub-Total	30	27	90	2	2	100
	94	80	85	21	12	57
TOTAL	68	60	88	8	4	50

Table 15: LPN Examinations - FY14

First writes' data compiled using the G-4 candidate report.
 Repeats' data compiled using the Education Summary Program reports.

DISCIPLINARY

Investigations

Allegations of violations of the *Mississippi Nursing Practice Law* are made known to the Investigative Division from a variety of sources including self reporting nurses, patients, family members, co-workers, supervisors, anonymous calls and letters, the media and other boards of nursing. An allegation is reviewed to determine whether there is evidence of a violation of the Nursing Practice Law, whether the Board of Nursing has jurisdiction and whether there is sufficient information to support an investigation. The investigation includes data collection through medical record reviews, review of court records and interviews with the licensee or applicant for licensure and with witnesses. Cases may be referred to the Recovering Nurse Program or the Mississippi Alternative Program when there is reason to believe the nurse may be practicing the profession while the ability to practice is impaired by either alcohol or mood altering substances or if the nurse has a physical, mental or emotional condition. Cases are closed when there is insufficient evidence to substantiate the allegations or if there is no violation of the Nursing Practice Law which warrants formal disciplinary action. If the findings of an investigation reveal evidence to support a formal action, the case is referred to the Disciplinary Division.

Table 16: FY 2014 Investigation Statistics

ACTIVITY	FY14
Allegations Received	466
Investigations Completed	475

Disciplinary/Legal

The Legal Department, consisting of Disciplinary, Investigative and Compliance Divisions and the Recovering Nurse Program/Mississippi Alternative Program, is directed by a Senior Attorney, assisted by a Staff Attorney, two Paralegals and two Legal Secretaries. Once a completed investigation is received in this division, a formal complaint is issued to the nurse or applicant outlining the violation(s) of the *Mississippi Nursing Practice Law* and/or *Rules and Regulations*. All applicants/nurses are presented with settlement offers, agreed orders, in lieu of having a formal hearing. Should the nurse/applicant refuse such settlement offers or fail to respond, a formal complaint is issued and the matter is set for hearing. The Board has the authority to

issue subpoenas on behalf of the applicant/nurse for any documents needed or for witnesses to appear. Because these proceedings are administrative in nature, the Rules of Civil Procedure or Rules of Evidence are not applicable. There is also no formal discovery process as in civil litigation. The *Nursing Practice Law* protects all records of the investigation and all patient charts, records, emergency room records or any other document that may have been copied. Those records are to be kept confidential and are not be subject to discovery and subpoena. Disciplinary hearings are conducted at the Board office before a panel consisting of three Board members as well as a legal representative from the attorney general’s office who presides over the proceedings. At the hearing, there is reading of the charges, admission of exhibits, presentation of the case by the prosecutor, presentation of the case by applicant/nurse or by a legal representative on his/her behalf, cross examination by both sides and closing statements. After deliberating the case in executive session, the panel’s decision is announced officially on the record. Should the applicant/nurse disagree with the decision, multiple appeal efforts may be exhausted. Following the hearing process, nurses subject to disciplinary action are reported to the National Council of State Boards of Nursing (NCSBN), the Board’s reporting agent to the Healthcare Integrity and Protection Data Bank that was established through the Health Insurance Portability and Accountability Act (HIPAA).

Table 17 depicts the activities of Disciplinary/Legal during FY 2014.

Table 17: FY 2014 Disciplinary/Legal Statistics

ACTIVITY	FY14
Total Disciplinary Actions Formal Hearings: 87 Agreed Orders: 146 Administrative Denials:5 RNP & MAP Admissions:29 Letters of Concern: 13 Worked Without Licensure Reinstatements:1	377

Following the hearing process, nurses subject to disciplinary action are reported to the National Council of State Boards of Nursing (NCSBN), the board’s reporting agent to the Healthcare Integrity and Protection Data Bank that was established through the Health Insurance Portability and Accountability Act (HIPAA). This is a national health care fraud and abuse data collection program for the reporting of final adverse actions against health care providers, suppliers or practitioners.

Compliance

The Compliance Program is directed by the Disciplinary Division. Two Compliance Officers (one full-time and one part-time) monitor all agreements resulting from disciplinary restriction of licenses (excluding RNP participants). Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with Board orders. In FY 2014, the Compliance Officers monitored an average of 154 individuals per month including 124 restricted licensees and monthly documentation submitted by 30 revoked licensees in anticipation of a reinstatement hearing at some future date.

Recovering Nurse Program

The Recovering Nurse Program (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or physical, mental or emotional condition that impact the individual's ability to practice safely. This program enables nurses to maintain licensure while receiving treatment and aftercare and being closely monitored by the board through a structured agreed order. Nurses acknowledge violation of the law and voluntarily enter into a contractual probation agreement with the board to restrict licensure for 12 - 60 months in lieu of a formal disciplinary hearing before the board.

Nurses in the RNP practice nursing in highly supervised settings, and are closely monitored through a system of written monthly progress reports from the program participant, the treatment/aftercare team and the employer. All participants are required to furnish random drug screens as well as verification of required attendance at support groups such as Alcoholics Anonymous or Narcotics Anonymous. RNP staff also conducts regular and frequent conferences with each participant and make site visits to employment and treatment settings as needed.

In FY 2014, the board implemented the Mississippi Model - a dualistic approach to monitoring substance dependence and abuse disorders. The board determined that nurses who have a diagnosis of chemical dependency and have diverted medications or forged prescriptions need to remain in the RNP disciplinary program as defined above. They also approved a new non-disciplinary program called the Mississippi Alternative Program (MAP) that addresses nurses who misuse alcohol and other legal and illegal drugs, but who do not have a chemical dependency diagnosis. Aspects of this program include monitoring with random drug screens for two years, abstinence from alcohol and known drugs of abuse, incorporation of an educational component to teach participants the role of the brain in substance dependency, positive life skill techniques, and signs and symptoms of substance use disorders.

Table 18: RNP and MAP Activities

ACTIVITY	FY 2014
Monthly Appointments	611
Signed Affidavits	28
Signed Readmission Affidavits	1
Referred to Investigations/Disciplinary	18
Completed RNP & MAP	33
Current Enrollment	127

NURSE LICENSURE COMPACT

Nurses who reside in another compact state who wish to practice in Mississippi will be given the privilege to practice rather than going through the endorsement process for a license. The general purposes of this compact are to:

- Facilitate the states' responsibilities to protect the public's health and safety;
- Ensure and encourage the cooperation of states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;

- Invest all states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of state licenses.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

The Mississippi Board of Nursing continued to be active in the National Council of State Boards of Nursing (NCSBN). The mission of NCSBN is to promote public policy related to safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its goals, NCSBN provides services and guidance to its members in performing their functions that regulate entry to nursing practice, continuing safe nursing practice, and nursing education programs. In addition to licensure examinations (NCLEX-RN and NCLEX-PN), NCSBN also assisted the Board of Nursing by providing services, research, and data in the areas of licensure, standards of practice, discipline, federal regulations, foreign-educated nurses, chemical dependency, nursing education and other regulatory and education issues. In FY 2011, board members and staff participated in NCSBN activities as follows:

- Attended annual and mid-year meetings
- Served on Compact Administrators Committee
- Served on the NCLEX Examination Committee
- Served on the Disciplinary Resources Advisory Panel
- Served on the Advanced Practice Committee
- Served on the Taxonomy of Error, Root Cause Analysis and Practice (TERCAP) Committee
- Served on Continued Competence Committee

LIAISON AND INTER-AGENCY ACTIVITIES

Staff represented the board on committees and at meetings of other state and national agencies and organizations including the following:

- American Academy of Nurse Practitioners
- Institutions of Higher Learning - Council of Deans and Directors
- Mississippi Bar Association
- Mississippi Dietetics Association
- Mississippi Hospital Association - Organization of Nurse Executives
- Mississippi Nurses Association
- Mississippi Office of Nursing Workforce - Barriers to Nursing Education Task Force
- Mississippi Office of Nursing Workforce - HRSA Nurse Residency Advisory Committee
- National Association of Drug Diversion Investigators, Mississippi Chapter
- National Council of State Boards of Nursing - Compact Administrators
- National Council of State Boards of Nursing - Advanced Practice Committee
- National Council of State Boards of Nursing - Taxonomy of Error, Root Cause Analysis and Practice
- Nursing Organization Liaison Committee
- Office of Nursing Workforce - Advisory Committee
- Sigma Theta Tau International

MISSISSIPPI OFFICE OF NURSING WORKFORCE

History

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. Two of the major objectives identified were to develop and implement a systematic annual survey for nursing manpower needs and projections, and to develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the establishment of the Mississippi Office of Nursing Workforce is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce in sufficient numbers, and that successful nursing workforce development is dependent on each component of Mississippi's conceptual model. Listed below is a partial listing of the projects and initiatives reflective of the work of ONW and funded by various governmental or philanthropic entities.

Nursing Workforce Supply and Demand

ONW completed its twelfth year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing Survey, which includes faculty and student data. ONW compiles the SREB survey data and reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website, www.monw.org.

Mississippi Long Term Care Workforce Initiative

This project was funded in part by a grant awarded by the US Department of Labor and Employment and Training Administration. It is a "high growth" job training initiative for the long term care (LTC) sector of the health care industry. Match funder is the Mississippi Health Care Association providing student scholarships and other resources. The major elements of the LTC Initiative are as follows:

- Recruitment campaign for middle and high school students
- High school dual enrollment for licensed practical nurse program
- Development of student/graduate workplace transition program
- Student resource support via virtual student navigator, www.studentnavigator.org
- Assess LTC workplace culture and recommend strategies for improvement
- Provide continuing education for LTC staff and promote upward mobility via nursing clinical ladders

Jobs to Careers

This initiative seeks to advance and reward the skill and career development of frontline healthcare workers via work-based learning. The programs provide opportunities for training, certification, advancement, salary increase, title change and college credit. Funding is provided by the Robert Wood Johnson and Hitachi Foundations. Hospital partners are Central Mississippi Medical Center, with education partner, Hinds Community College and Southwest MS Regional Medical Center, with education partner, Southwest MS Community College.

Partners Investing in Nursing's Future (PIN) Grant, funded by a collaborative between the Robert Wood Johnson Foundation (RWJF) and the Northwest Health Foundation (NWHF)

Hinds Community College Development Foundation was the recipient of the PIN grant entitled "MS Geriatric Dedicated Education Unit (MGDEU) Initiative", and subcontracts with ONW for project implementation of the MGDEU Initiative. The MS Geriatric Dedicated Education Unit Initiative (MGDEU) positively impacts the recruitment and retention of new and experienced nurses to care for geriatric patients in various settings. The goal of the MGDEU Initiative is to develop and implement a learning model that incorporates the knowledge and skills of experienced bedside nurses to enhance the clinical experiences of the student nurse. The staff nurse acts as the clinical teacher for the students with the integration of knowledge and support of faculty members to provide the optimum learning experience for the nursing students working with geriatric patients. The MGDEU partnerships are: Hinds Community College and Central MS Medical Center; Hinds Community College and St. Dominic/Jackson Memorial Hospital; Mississippi College and MS Baptist Medical Center; Itawamba Community College and North MS Medical Center; and University of MS Medical Center School of Nursing and University of MS Medical Center.

Healthcare Workforce Initiative Delta Health Alliance (DHA)

Delta State University School of Nursing subcontracts with the Mississippi Office of Nursing Workforce (ONW) to replicate the student nurse externship program, which enhances recruitment and retention of Delta nurses especially in small rural hospitals, and to expand implementation of StudentMax™, www.monwplacement.org, a clinical placement software program that is effective in increasing student clinical capacity up to 100%.

High School Nurse Mentorship Academies

Bower Foundation

The Bower Foundation partners with ONW to fund two High School Nurse Mentorship Academies. The first program site is North Mississippi Medical Center (NMMC), the Healthcare Foundation of North Mississippi, and Tupelo High School. The second site is the United Way of Greater Monroe County established a High School Nurse Mentorship Academy in January 2009. The partners are: Monroe High School Allied Health and GED Program, Itawamba Community College, and Pioneer Community Hospital. Thirty (30) students participated in the mentorship program and took the certified nurse assistant exam.

University of MS Medical Center Mentorship Programs

ONW partners with the University of Mississippi Medical Center (UMMC) on the UMMC HRSA grant, "Delta Regional Institute (DRI) to offer four High School Nurse Mentorship Academies: 1) Singing River Health Systems, Key's Technology Center, Ocean Springs High School, Gulf Coast Community College; 2) Hattiesburg High School, Forrest General Hospital, and Pearl River Community College; 3) Greenwood High School, Leflore County High School, Greenwood Leflore Hospital, and MS Delta Community College; and 4) Fallen Technology Center, Natchez High School, Cathedral High School, Adams County Christian School, Natchez Community Hospital, and Copiah-Lincoln Community College. Fifty-one (51) students participated in the mentorship program and forty (40) students took the certified nurse assistant exam.

Kellogg Foundation/Dreyfus Foundation

The Dreyfus Health Foundation (DHF) was awarded a grant from the Kellogg Foundation, entitled Nursing Leadership Development Model: Strategy to improve the Health of Mississippi's Children and Families. DHF subcontracts with ONW to implement the MS Delta Initiative. The goals of the grant are to: 1) recruit un- or under-employed young women into an accelerated certified nurse aide program with hospital shadowing opportunities and facilitate matriculation into a nursing career ladder and/or employment; 2) provide DHF Problem Solving for Better Health-Nursing™ (PSBH-N) workshops for Delta State Nursing students and community participants to develop community nursing health promotion projects; and, 3) conduct "Project Talent: Nursing" survey, in collaboration with Mississippi State University (MSU) Social Science Research Center (SSRC), to identify job selection factors of Mississippi Nursing students. Evaluation activities are being performed by Delta State University Institute for Community Based Research.

South Delta Planning and Development District

The South Delta Planning & Development District provided grant funding for summer nursing student externs in MS Delta hospitals and nursing homes. The program is intended to support employment through the Student Nurse Externship Program. This program provides learning experiences to enhance previously learned skills under the supervision of experienced registered nurses. It prepares students to assume responsibilities of full-time employees with respect to performance requirements, policies and procedures in a hospital or nursing home.

MS Healthcare Simulation Alliance

The MS Healthcare Simulation Alliance was created through funding provided by the Mississippi Legislature, via the MS Board of Nursing. The vision of the Simulation Alliance is to maximize the use of clinical simulators to transform the education of nursing students and other healthcare professionals to promote a competent healthcare workforce who will deliver high quality, safe patient care. The mission is to become a collaborative voice for simulation in healthcare education in the state to meet the following goals:

- provide for faculty development, information sharing, and best practice identification;
- facilitate funding for simulation use and expansion; and
- disseminate evidence based education to stakeholders.

Simulation faculty development workshops are being conducted and a website is being developed for simulation faculty education, resource sharing, scenario development, and networking.