

# 2015 ANNUAL REPORT A New Direction

Peggy Benson, RN, MSHA, MSN, NE-BC  
Executive Officer  
P. O. Box 303900  
Montgomery, Alabama 36130-3900  
(334) 293-5200  
1-800-656-5318  
[www.abn.alabama.gov](http://www.abn.alabama.gov)



**Alabama Board of Nursing**  
**Peggy Sellers Benson, RN, MSHA, MSN, NE-BC**  
**Executive Officer**

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

[www.abn.alabama.gov](http://www.abn.alabama.gov)  
(334) 293-5200  
1-800-656-5318  
Fax (334) 293-5201

Mailing address:  
P.O. Box 303900  
Montgomery, AL 36130-3900

June 1, 2016

Honorable Robert Bentley  
Governor, State of Alabama

Dear Governor Bentley:

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 2015.

As you are aware, 2015 was a banner year for nursing in the state of Alabama, as the ABN celebrated its centennial year with the theme "100 Years of Regulatory Excellence." The Board, staff, and nurses throughout the state were particularly honored that you took the time to join us to mark the occasion and deliver the keynote remarks at our Centennial Celebration in Montgomery on August 14, 2015.

It should be noted that 2015 marked a major turning point in a number of ways for the Board, most notably with the appointment of our new Executive Officer, Peggy Sellers Benson, and the adoption of a bold New Direction toward greater openness, cooperation, and inclusion, always in pursuit of our foremost mandates – public safety and patient safety throughout Alabama.

I trust that you will find the attached 2015 Annual Report informative and invite you and your staff to direct any inquiries to Mrs. Benson, [Peggy.Benson@abn.alabama.gov](mailto:Peggy.Benson@abn.alabama.gov), and the ABN staff in Montgomery.

With warmest personal regards,

A handwritten signature in cursive script that reads "Francine Parker".

Francine Parker, EdD, MSN, RN  
ABN President, Calendar Year 2015

# 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.

# The Board

The Board's ultimate responsibility is to enforce the Nurse Practice Act (NPA) and the ABN Administrative Code. The Board does not accomplish its work on its own, but employs an experienced staff to accomplish the day-to-day operations and activities of the Board. All Board actions are recorded and reported in the ABN Board Minutes available on the Board's website.



Alabama Board of  
**Nursing**



## Board Members

Francine M. Parker, EdD, 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*

Catherine E. Dearman, PhD, RN, Mobile  
*Nursing Education*

Jill B. Hightower, MSN, RN, Pelham  
*Nursing Practice*

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

Helen T. McAlpine, EdD, Madison  
*Consumer*

LaDonna McDonnell, LPN, WCC, DWC, Northport  
*Alabama Federation of Licensed Practical Nurses*

Amy Price, MSN, RN, Alpine  
*Nursing Practice*



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



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



Gladys Hill, Secretary  
MSN, RN, Moundville, AL



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



Melissa Marie Bullard, Board Member  
LPN, Decatur, AL



2015



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



LaDonna Burns, Board Member  
LPN, Northport, AL



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



Chrystabell King, Board Member  
LPN, Montgomery, AL



Catherine Elizabeth Dearman, Board Member  
PhD, RN, Mobile, AL



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



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



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

# The Board in Action 2015

## FY 2015 ACTIONS OF THE ALABAMA BOARD OF NURSING

ACTION	PERSON(S) RESPONSIBLE	DATE COMPLETED/FOLLOW UP
<i>October 2014</i>		
Approved entering into dialogue with ACAPNEP and other groups to discuss workforce issues.	Genell Lee	In Progress
Approved nomination of EO Genell Lee to Alabama Nursing Hall of Fame.	Peggy Benson	Submitted November 2014.
<i>November 2014</i>		
Approved mobile application development, implementation to interface with the Licensing Management system.	Genell Lee/Peggy Benson	Will not complete, see website redesign.
Elected the following 2015 Officers of the Board: President, Dr. Francine Parker Vice President, Laura Wright Secretary, Gladys Hill	Genell Lee	Completed
Approved, as final certification, repeal of <u>ABN Administrative Code</u> , Rule 610-x-4-.14, "Fees," and approve, as final certification, new <u>ABN Administrative Code</u> , Rule 610-X-4-.14, "Fees."	Genell Lee	Completed, posted to website.
Deferred action on <u>ABN Administrative Code</u> , Rule 610-x-7-.10, "Delegation of Administration of Glucagon and Insulin in the School Setting," to allow time to review all comments received.	Genell Lee/Peggy Benson	On January 2015 Agenda
<i>December 2014</i>		
Recognized and approved Ms. Benson's appointment as interim leader for the ABN until EO returns from leave.	Genell Lee/Peggy Benson	Completed

# The Board in Action 2015

January 2015		
Requested Attorney General Opinion for release of de-identified data to ALHAC in non-aggregate form.	Peggy Benson	Determined the request was not needed.
Approved the application of passwords for Board applications as needed and the VDAP/Probation dashboard.	Peggy Benson	Completed
Approved Centennial Celebration Educational meeting numbers and invitees for August 2015.	Peggy Benson	Completed August 14, 2015.
Approved <u>ABN Administrative Code</u> , Rule 610-x-7-.10, "Delegation of Insulin and Glucagon in the School Setting," for publication.	Peggy Benson	Completed and filed in LRS January 22, 2015 and posted by LRS January 31, 2015 for public comment.
Approved and reviewed Delegation of Insulin and Glucagon Curriculum for the Training Program.	Joyce Jeter	Completed
Approved and endorsed the chosen centennial logos developed by Board staff.	Peggy Benson	Completed and in use.
February 2015		
Withdrew the request for an Attorney General opinion for release of AL-HAC data request.	Peggy Benson	Completed
Approved AL-HAC data release.	Peggy Benson	Completed
Approved EO attendance policy.	Francine Parker	Completed
March 2015		
Approved final certification of <u>ABN Administrative Code</u> , Rule 610-x-7-.10, "Administration of Glucagon and Insulin in the School Setting."	Peggy Benson	Sent to LRS/Completed
Approved and accepted Ms. Lee's notice of retirement effective April 1, 2015.	Francine Parker, President	Completed

# The Board in Action 2015

Appointed Peggy S. Benson Interim Executive Officer.	Francine Parker, President	Completed
April 2015		
Appointed Peggy S. Benson Executive Officer of the Alabama Board of Nursing.	Francine Parker, President	Completed
Approved as final certification, Rule 610-x-3-.02, "Nursing Education Programs Standards for Approval."	Peggy Benson	To LRS
Approved as final certification, Rule 610-x-3-.05, "Nursing Education Programs Outcome Standards"	Peggy Benson	To LRS
Approved as final certification, Rule 610-x-3-.06, "Nursing Education Programs Deficiencies."	Peggy Benson	To LRS
June 2015		
Approved as final certification Rule Chapter 610-x-5, "Advanced Practice Nursing - Collaborative Practice."	Peggy Benson	To LRS
July 2015		
Approved Centennial Celebration Agenda and educational activities.	Peggy Benson	Completed
Approved the restructuring of Board Meeting calendar.	Peggy Benson	Completed
September 2015		
Approved leaving Board compensation at \$175.00 dollars.	Peggy Benson	Completed
Approved the elimination of licensure cards by January 2016 and creating a CE card for licensees.	Peggy Benson	In progress

# The Board in Action 2015

Approved joining NURSYS at NCSBN to be better able to protect the public on licensure fraud and discipline.	Peggy Benson	In progress
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## ADMINISTRATION

<b>ACTION</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>DATE COMPLETED/FOLLOW UP</b>
<i>October 2014</i>		
Approved FY 2016 Budget.	Christie Davis	Submitted to EO by due date of November 1, 2014.
<i>May 2015</i>		
Approved Executive Officer job description and evaluation tool.	Peggy Benson	Completed
<i>June 2015</i>		
Approved website redesign with an interagency agreement with the University of Alabama and expenditure of funds.	Peggy Benson	In progress
<i>July 2015</i>		
Approved LPN renewal questions to reflect the national workforce minimum dataset. The questions will remain consistent year to year for LPN and RN renewals.	Peggy Benson	Completed
Approved a letter of support to Robert Wood Johnson Foundation for ALHAC	Peggy Benson	AL-HAC notified.

# The Board in Action 2015

## ADVANCED PRACTICE

ACTION	PERSON(S) RESPONSIBLE	DATE COMPLETED/FOLLOW UP
<i>October 2014</i>		
Granted temporary extension on number of CRNPs until December 31, 2014 to Dr. Peter Strogoff.	Charlene Cotton	Requestor notified.
Approved criteria for mid-level and advanced critical care protocols.	Peggy Benson Charlene Cotton	Implemented. Sent out via list-serv. Posted on Board's website.
Approved revisions to Orthopaedic Specialty Protocols.	Peggy Benson Charlene Cotton	Implemented. Sent out via list-serv. Posted on Board's website.
Approved IUD insertion as an additional skill for Karen McAlpin, CRNP.	Charlene Cotton	Requestor notified.
<i>December 2014</i>		
Ruled that it is not within the scope of practice for a certified registered nurse practitioner to perform sacro-iliac joint injection.	Charlene Cotton	CRNP notified.
<i>January 2015</i>		
Approved New Skill Request: Neurosurgical Procedures.	Charlene Cotton	Requestor notified.
Approved Carol Stewart remaining as Joint Committee representative until term expires.	Charlene Cotton	Completed. Ms. Stewart notified.
Approved the following procedures as being within the legal scope of practice for a certified registered nurse practitioner with documented education, training, and experience: (a) halo pin removal, (b) ventriculostomy/ICP [intracranial pressure] monitor bolt/drain removal, and (c) bony fiducial placement for deep brain stimulation.	Charlene Cotton	Requestor notified.

# The Board in Action 2015

Approved the formation of an Advanced Practice Advisory Council.	Charlene Cotton	Implemented March 6, 2015.
February 2015		
Denied New Skill Application Request for CRNP: Cystoscopy.	Charlene Cotton	Requestor notified.
Approved Proposed Amendments, ABN Administrative Code, Chapter 610-X-5, "Advanced Practice Nursing – Collaborative Practice," for publication.	Peggy Benson	Sent to LRS for required notices.
March 2015		
Approved additions to the Advanced Practice Standard Protocols to include the addition of cryotherapy of non-pigmented superficial lesions to all protocols with the exception of neonatal and psychiatric and mental health.	Charlene Cotton	Completed and added to Standard Protocols.
June 2015		
Approved the revised supervised practice requirements for procedures in the CRNP mid-level critical care protocol.	Charlene Cotton	Completed
Approved the repeal of current <u>ABN Administrative Code</u> , Chapter 610-X-5, "Advanced Practice Nursing-Collaborative Practice", and approved, as final certification, new <u>ABN Administrative Code</u> , Chapter 610-X-5, "Advanced Practice Nursing-Collaborative Practice," with the addition of Rule 610-X-5-.03, Qualifications for Approval to Practice as a Certified Registered Nurse Practitioner and that the filing for final adoption of the rules be contingent upon having state oversight review	Charlene Cotton	Pending legislative oversight no later than July 5, 2015 or the rule making process must start over.

# The Board in Action 2015

and approval of the rule prior to the filing date deadline of July 5, 2015.		
September 2015		
Approved the appointment of Dr. Natalie Baker to the Joint Committee	Charlene Cotton	Completed

## EDUCATION

ACTION	PERSON(S) RESPONSIBLE	DATE COMPLETED/FOLLOW UP
<i>November 2014</i>		
Approved a notice of Deficiency and continued provisional approval to Breckinridge School of Nursing and Health Sciences-Bessemer, Breckinridge School of Nursing and Health Sciences-Madison, and Breckinridge School of Nursing and Health Sciences-Mobile for failure to comply with the <u>ABN Administrative Code</u> , Chapter 610-X-3-.07(2)(5), with an expected correction date of September 30, 2015.	Cathy Russell	Facilities notified.
Approved a Notice of Deficiency to Breckinridge School of Nursing and Health Sciences-Madison for failure to comply with the <u>ABN Administrative Code</u> , Chapter 610-X-3-.02(6), with expected immediate compliance.	Cathy Russell	Facility notified.
Approved a Notice of Hearing to Judson College for continued failure to meet the NCLEX® passing standard according to the <u>ABN Administrative Code</u> , Chapter 610-X-3-.07(2)(5)(B) and 610-X-3-.06(4).	Cathy Russell/Alice Henley	Completed

# The Board in Action 2015

Approved a Notice of Deficiency and Continued Provisional Approval to Virginia College-Birmingham ADN Program for failure to meet NCLEX-RN® 80% outcome standard for first-time writers until the conclusion of the teach-out plan in March 2016.	Cathy Russell	Facility notified.
Approved Notice of Correction to Auburn University, Auburn University at Montgomery, Herzing University RN Program, Springhill College, and South University for submitting a completed annual report within the time specified.	Cathy Russell	Facility notified.
Approved notification to the following programs that cannot mathematically meet the outcome standard by end of FY 2015 based on their current NCLEX-RN® results: Alabama Southern Community College, South University, University of Mobile ADN Program, and Virginia College-Mobile.	Cathy Russell	Facilities notified.
Approved a Notice of Correction to Herzing University PN Program for submitting a completed annual report within the time specified.	Cathy Russell	Facility notified.
December 2014		
Approved a Notice of Deficiency to South University-Montgomery for failure to comply with the outlined sections of the <u>ABN Administrative Code</u> , Chapter 610-X-3-.06(2) with an expected correction date of January 31, 2015.	Cathy Russell	Facility notified.

# The Board in Action 2015

Approved a Notice of Correction to Breckinridge School of Nursing and Health Sciences-Bessemer for complying with the outlined sections of the <u>ABN Administrative Code</u> , Chapter 610-X-3.	Cathy Russell	Facility notified.
The Board accepted Virginia College-Mobile's notice to close the ADN program.	Cathy Russell	Facility notified.
January 2015		
Approved Virginia College Mobile ADN Teach Out Plan.	Cathy Russell	Facility notified.
Approved a notice of Correction for ITT Breckinridge-Madison ADN Program for complying with Rule 610-X-3-.02(6) within the time specified.	Cathy Russell	Facility notified.
Withdrew decision to take Judson College to a Hearing and Approved a notice of deficiency issued to Judson College for failure to meet the NCLEX-RN 80% outcome standards for first time writers with an effective date of correction of June 30, 2015.	Cathy Russell	Facility notified.
February 2015		
Approved Proposed Amendments, ABN Administrative Code, Rule 610-X-3-.02, "Nursing Education Programs Standards for Approval," for publication.	Peggy Benson	Completed
Approved Proposed Amendments, ABN Administrative Code, Rule 610-X-3-.05, "Nursing Education Programs Outcome Standards," for publication.	Peggy Benson	Completed

# The Board in Action 2015

Approved Proposed Amendments, ABN Administrative Code, Rule 610-X-3-.06, "Deficiencies," for publication.	Peggy Benson	Completed
Withdrew the Notice of Deficiency based on the fact that the information received from ACHE did not identify the disagreement, with the proviso that, should additional information come to light, South University is subject to ACHE oversight, the deficiency may be issued again.	Peggy Benson	Completed
July 2015		
Approved Faulkner State Community Colleges addition of a Paramedic to ADN program.	Debra Lett	Facility notified.

## GRADUATE SCHOLARSHIPS

<b>ACTION</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>DATE COMPLETED/FOLLOW UP</b>
September 2015		
Approved scholarship awards to qualified applicants in the amount of \$2,024.00 each pending appropriation from the education trust fund.	Christie Davis	In progress

## LEGAL

<b>ACTION</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>DATE COMPLETED/FOLLOW UP</b>
<i>October 2014</i>		
Approved revisions to discipline shells.	Alice Henley	Changes made throughout Orders.
<i>November 2014</i>		
Approved revision to discipline shells related to	Alice Henley	Completed

# The Board in Action 2015

the term "a supervising nurse."		
January 2015		
Approved VDAC/Probation Monitoring Guideline revisions.	Peggy Benson/Alice Henley	Implemented
February 2015		
Approved revisions to the VDAC Agreement shells.	Alice Henley	Completed
July 2015		
Approved the Updated Staff Guidelines for informal disposition of applications and disciplinary cases.	Peggy Benson	Completed

## PRACTICE

<b>ACTION</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>DATE COMPLETED/FOLLOW UP</b>
<i>October 2014</i>		
Reviewed Memorandum from National Transportation Safety Board and determined no further action required.	Genell Lee	Sent out via list-serv.
Approved Glucagon training guidelines with edits.	Joyce Jeter	Task Force notified.
<i>November 2014</i>		
Denied a Standardized Procedure request from Huntsville Surgery Center.	Joyce Jeter	Facility notified.
Denied Standardized Procedures and requested exemption from a Chief Medical Officer oversight requirement from Continuum RX.	Joyce Jeter	Facility notified.
March 2015		
Approved the Diabetes Training Curriculum for the Alabama State Department of Education.	Joyce Jeter/Peggy Benson	SDE notified.

# The Board in Action 2015

May 2015		
Approved the Standardized Procedure for PICC verification with P wave tip confirmation by an RN.	Joyce Jeter	Facility notified.
Approved Standardized Procedure for Adult Intubation with administration of Neuromuscular Blockades – Critical Care Transport - RN under Medical Director supervision.	Joyce Jeter	Facility notified.
Approved Standardized Procedure for utilization of disimpactor for fecal impaction RN and LPN.	Joyce Jeter	Facility notified.

## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

<b>ACTION</b>	<b>PERSON(S) RESPONSIBLE</b>	<b>DATE COMPLETED/FOLLOW UP</b>
April 2015		
Approved 2 Delegates to attend NCSBN Delegate Assembly to vote on National Compact Licensure draft rules for nursing and advanced practice.	Peggy Benson	Completed
July 2015		
Elected Delegates to the Annual NCSBN meeting - Catherine Dearman and Natalie Baker, Alternates Jill Hightower and Cathy Boden.	Peggy Benson	NCSBN notified

# The Board in Action 2015

## OPEN FORUM/BOARD DEVELOPMENT

ACTION	PERSON(S) RESPONSIBLE	DATE COMPLETED/FOLLOW UP
<i>December 2014</i>		
Mark Wilkerson, Esq., Hearing Officer, reviewed his background as a hearing officer and answered general questions from the Board.	Genell Lee	November 2014
Susan Alverson, Executive Officer, Board of Pharmacy, completed a presentation on Safe Handling of Chemotherapy.	Peggy Benson	Completed 2014
<i>March 2015</i>		
Honor Ingels conducted a power point presentation related to the Legislative Process.	Honor Ingels	Completed
<i>May 2015</i>		
Alice Henley conducted a power point presentation related to the Open Meetings Act.	Alice Henley	Completed
<i>June 2015</i>		
Lloyd Sirmons, Chief Technology Officer, Global Partnership for Telehealth, conducted a power point presentation on telehealth and demonstrated how telehealth works.	Peggy Benson	Completed

# Licensure

ABN licenses nearly 90,000 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 passage 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 already having qualified for licensure at the national level and meeting any other qualifications necessary for an Alabama license.

In FY 2015, ABN issued new licenses to 6,556 RNs and 1,283 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](http://www.abn.alabama.gov).

## Initial Licensure in FY 2015

License Type	Licensed in 2015
RN Endorsement	2,348
RN Examination	4,208
LPN Endorsement	472
LPN Examination	811

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 2015, ABN approved 1,666 applications for reinstatement of lapsed licenses and 16 for reinstatement of revoked licenses.

# 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 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. In FY 2015, the Board approved a total of fifty-six applications for standardized procedures, three of which represented procedures that had not previously been approved. A detailed listing of the approved procedures is available on the ABN website, [www.abn.alabama.gov](http://www.abn.alabama.gov).

# Continuing Education

The Nurse Practice Act 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.

# Continuing Education

## FY 2015 Total Approved CE Providers

There were a total of 319 approved providers of CE at the close of FY 2015, 3% of which were located out of state.

<b>Total Approved Providers</b>	319
<b>Out of State Providers</b>	3%
<b>Type/Classification of Approved Providers</b>	
<b>Hospital/Medical Center</b>	26%
<b>Other*</b>	20%
<b>Nursing Home/Nursing &amp; Rehab</b>	11%
<b>College/University/School</b>	19%
<b>Self-Employed</b>	7%
<b>Outpatient Services including Clinics</b>	6%
<b>State Associations</b>	5%
<b>Mental Health Services</b>	2%
<b>Rehab Center</b>	2%
<b>Public Health Agencies</b>	<1%
<b>Regional/National Association</b>	<1%

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

# Continuing Education

## **FY 2015 Continuing Education Provider Applications**

During FY 2015, the Board approved 64 applications for Approved Providers (ABNP) of Continuing Education, bringing the total number of Board-Approved Providers of CE to 319.

<b>Applications Reviewed</b>	<b>Total Applications Approved</b>	<b>Initial Applications Approved</b>	<b>Continuation Applications Approved</b>	<b>Reinstatement Applications Approved</b>	<b>Pending</b>
65	64	6	51	7	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. The Board presently offers 17 Courses for credit and 13 non-CE credit course offerings.

## **FY 2015 ABN On-Line Educational Courses**

During FY 2015, CE courses developed by the Board and ABN staff were made available to all Alabama licensed nurses.

<b>2015 ABN Online Education: Camtasia Programs</b>	<b>Continuing Education Hours</b>
<b>Advanced Practice Nursing – Qualification and Application</b>	.57
<b>Collaborative Practice for CRNP and CNM</b>	2.22

# Continuing Education

## **FY 2015 CE Audit of Registered Nurses**

Each year the Board reinforces the CE requirements mandated by the statute by auditing licensed nurses upon renewal. The Board conducted an audit of continuing education by RNs for FY 2015.

## **FY 2015 CE Audit of Registered Nurses**

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

<b>Total Licensees (RN) Selected for Audit (2% of aggregate)</b>	1,937	
<b>Licensees with All ABNP Provider Continuation Credit</b>	430	22%
<b>Active Duty Military</b>	2	less than 1%
<b>Reviewed and Compliant with CE Requirement</b>	1,499	77%
<b>Non-compliant with CE Requirement</b>	6	less than 1%

# 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 (APN). 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 2015, the Board approved 632 initial applications for advanced practice nursing, which was an increase of 99 over FY 2014.

Advanced Practice Category	Approval: Initial Issue FY 2014	Approval: Initial Issue FY 2015	AP Category Active on September 30, 2014	AP Category Active on September 30, 2015
Certified Nurse Midwife (CNM)	4	1	24	13
Certified Registered Nurse Practitioner (CRNP)	454	534	3,069	3,182
Certified Registered Nurse Anesthetist (CRNA)	71	90	1,520	1,676
Clinical Nurse Specialist (CNS)	4	7	78	86
<b>Total</b>	<b>533</b>	<b>632</b>	<b>4,691</b>	<b>4,957</b>

## Collaborative Practice

The Board approved 1,189 collaborative practice applications for CRNPs and CNMs in FY 2015, compared to 1,054 for FY 2014.

# Advanced Practice Nursing

## Policy Activity Related to Advanced Practice Nursing

During FY 2015, Board staff continued working in conjunction with the Alabama Board of Medical Examiners and the Joint Committee for Advanced Practice Nursing to streamline and formalize various aspects of collaborative practice and the application process. Among new developments in FY 2015 were:

- The Board supported BME as the certifying body for CRNPs and CNMs and Limited Special Purpose Schedule II prescriptive authority.
- Specialty Protocols for Mid-level and Advanced Critical Care and Orthopaedics were revised and implemented for CRNP and CNM practice.
- The Board expanded Fast Track criteria for application processing, eliminating the need for qualified applications to wait for review by the Joint Committee, which meets every other month.
- The Board approved amendments to ABN Administrative Code, Chapter 610-X-5, “Advanced Practice—Collaborative Practice,” which were implemented in August. Significant changes included:
  - ◆ An increase in the physician limit on CRNPs/CNMs in collaboration.
  - ◆ Creation of a transitional allowance on FTE limits.
  - ◆ Requirement for CRNP/CNM to report termination of a collaboration.
  - ◆ Reduced provisional approval from one year to six months.
  - ◆ Restructured on-site presence with physician based on CRNP/CNM practice experience.
  - ◆ Changed 10% record review to a meaningful sample of records and all adverse outcomes.

# Nursing Education Programs

One of the Board's primary functions is approval of nursing education programs. There are a total of 67 pre-licensure approved programs in the state, of which 22 are practical nursing (PN) programs, 24 are associate degree in nursing (ADN) programs and 15 are baccalaureate of science in nursing (BSN) programs. An additional 6 ADN programs currently operate under a provisional approval. Graduates of both ADN and BSN programs enter practice at the RN level.

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 ABN Administrative Code and provides information regarding number of students graduating, curriculum, faculty, and program outcome standards.

Programs that fail to meet one or more of the standards as stated in Chapter 610-X-3 may be issued a deficiency. One BSN program and six ADN programs were issued Notices of Deficiency in FY 2015, one of which (Virginia College—Mobile—ADN) elected to close and was in the process of a teach-out program at the close of the fiscal year.

# 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.

## Financial Information – Revenues and Expenditures

Projected revenues for FY 2015 were \$6,702,565.00. Actual receipts totaled \$7,472,259.23\* or 111.48% of budgeted revenues. All major categories of revenue were ahead of estimated projections. Projected expenditures for FY 2015 were \$6,245,121.00. Actual expenditures totaled \$5,337,433.63 or 85.47% of budgeted expenditures. All major categories of expenditures were below estimated projections.

### Revenues:

Licenses and Permits	\$	6,424,235.00
Examination Fees	\$	514,080.00
Board Penalties	\$	117,510.00
Miscellaneous Fees	\$	415,999.17
Other Revenues	\$	435.06
<b>Total Revenues</b>	<b>\$</b>	<b>7,472,259.23</b>

### Expenditures:

Salaries and Benefits	\$	3,701,315.81
Travel Expenses	\$	46,794.39
Operating Expenses	\$	1,389,530.19
Equipment Purchases	\$	199,793.24
<b>Total Expenditures</b>	<b>\$</b>	<b>5,337,433.63</b>

### Internal Audits and Dishonored Checks

During FY 2015, 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 (95.1%), 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 2015.

### Graduate Scholarships

The Legislature appropriated \$166,027 in the FY 2015 Education Trust Fund Budget for ABN's Graduate Scholarship program. Forty (40) awardees received \$4,150.68 each.

\*As a result of the alternating renewal schedule between RNs (even calendar years) and LPNs (odd calendar years), ABN's fiscal year revenues fluctuate significantly with the cycle. Revenues for FY 2014-2015 reflect the majority of 2014 RN renewal fees, spanning from October through December, 2014.

# 2015 ABN Scholarship Recipients

Name	Anticipated Degree	County of Residence	Nursing School
Anderson, Jennifer Ann	DNP	Baldwin	USA
Baker, Sabria Danielle	PhD	Jefferson	UAB
Barron, Amanda Lee	MSN	Madison	UA
Beeson, Linda Lorene	MSN	Jefferson	Samford
Bergeron, Margaret H	PhD	Lauderdale	UAB
Brewer, Willard Edward	PhD	Lauderdale	UAB
Briscoe, Gina Carol	DNP	Morgan	Samford
Broadnax, Ritchelle V.	DNP	Shelby	UA
Brown, Lynn Greenleaf	DNP	Shelby	Samford
Burtram, Amy Groover	MSN	Blount	UNA
Byrum, Timothy Dewayne	DNP	Jackson	UAH
Cain, Lauren Morton	EdD	Blount	UA
Callaway, Callie Elizabeth	MSN	Jefferson	UAB
Calvert, Robin Coggins	MSN	Shelby	Samford
Carver, Pamela Edgeworth	DNP	Jefferson	UAB
Collier, Jennifer Ann	EdD	Talladega	UA
Davis, Sara Laubinger	PhD	Mobile	UAB
Dickson, Brian E.	MSN	Walker	Samford
Ford, Parris Yester	DNP	Lauderdale	USA
Forehand, Jeffery Wade	PhD	Coffee	UA
Freshwater, Melissa Jayne	DSc	Etowah	JSU
Furr, Willie Frank	DNP	Covington	Troy
Guy, Misty Dawn	DNP	Baldwin	USA
Hannah, Vicki Sullivan	DNP	Tuscaloosa	Samford

# 2015 ABN Scholarship Recipients

Name	Anticipated Degree	County of Residence	Nursing School
Henningsen, Melanie Anne	MSN	Shelby	Samford
Johnson, Karmie Marie	DNP	Jefferson	UAB
Johnston, Kristen Castle	DNP	Jefferson	Troy
Mohr (Luman), Stephanie Kaye	EdD	Lauderdale	UA
McCay, Kristen Elizabeth	MSN	Winston	UNA
Miller, Kristina Schneider	DNP	Mobile	Samford
Miller, Pearlie Raye	DNP	Dallas	Troy
Mixon-Carter, Kim Ellice	DNP	Lowndes	Troy
Nasworthy, Sara Carmel	DNP	St. Clair	Samford
Sanders, Brittany Dionne	DNP	Jefferson	UA
Sartain, Andrea Fowler	EdD	Tuscaloosa	UA
Stewart, Rebecca Joann	MSn	Franklin	UNA
Strickland, Meredith Alice	DNP	Lee	Samford
Temples, Taryn	MSN	Shelby	Samford
Thompson, Rebecca Kay	DNP	Colbert	UA
Williams, Susan Gordon	PhD	Baldwin	UAB

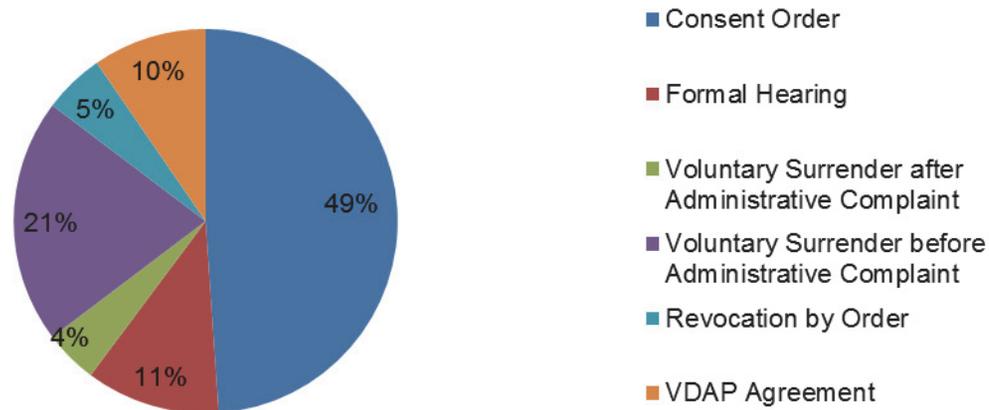
# Legal

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 1,562 complaints during FY 2015, a majority of which were resolved through informal processes.

The number of complaints received represents 1.5% 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. A listing of licensees and applicants who received discipline during FY 2015 is available on the [ABN website](#).

## Complaint Resolution by Discipline or VDAP Agreement



# Legal

## FY 2015 Activities of the Legal Division

Complaints Received During FY 2015	1,562
<b>Probation Monitoring</b>	
License Status Active/Probation	271
License Status Suspension	124
Released from Monitoring	84
<b>Voluntary Disciplinary Alternative Program (VDAP)</b>	
Actively Monitored in VDAP	214
Released from Monitoring	24
<b>COMPLAINT RESOLUTION</b>	
Application Expired	3
Withdrew Application	21
Cleared	480
Non-disciplinary Letter/Admonishment	454
Deceased	7
Voluntary Disciplinary Alternative Program (VDAP) Agreement	62
Formal Hearing	73
Consent Order	314
Voluntary Surrenders before Administrative Complaint	133
Voluntary Surrenders after Administrative Complaint	29
Revocation by Order	33
<b>COMPLAINTS RESOLVED DURING FY 2015</b>	<b>1,622</b>
<b>OPEN/PENDING COMPLAINTS AT THE END OF FY 2015</b>	<b>762</b>

# Legal

## **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.

At the close of FY 2015, a total of 214 nurses were enrolled in VDAP.

## **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.

Probationers 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.

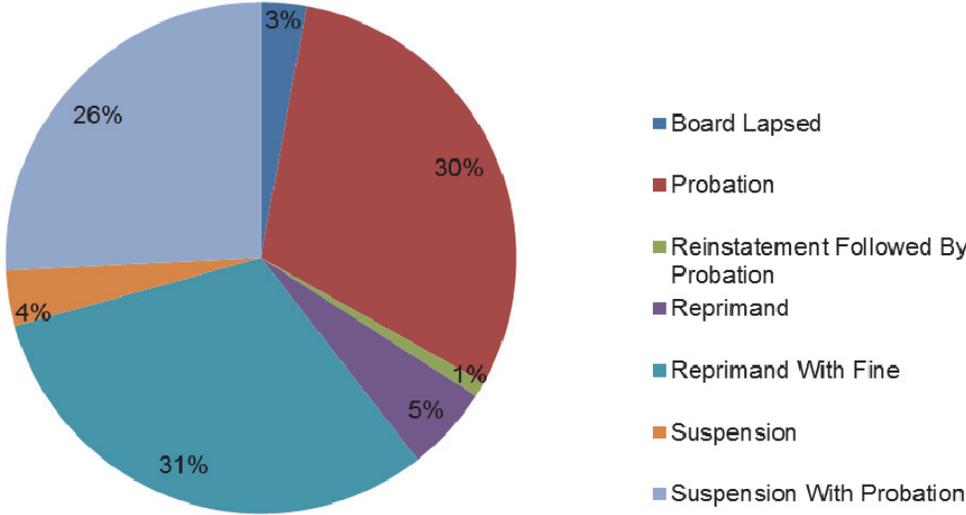
This section also maintains records for suspended licenses. Suspension of a license prevents the nurse from continuing legally to practice in Alabama. Initial suspension is generally applied "until conditions met," which may include comprehensive substance use disorder evaluations and treatment, payment 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.

At the close of FY 2015, a total of 271 nurses were monitored under the Probation Monitoring section.

# Legal

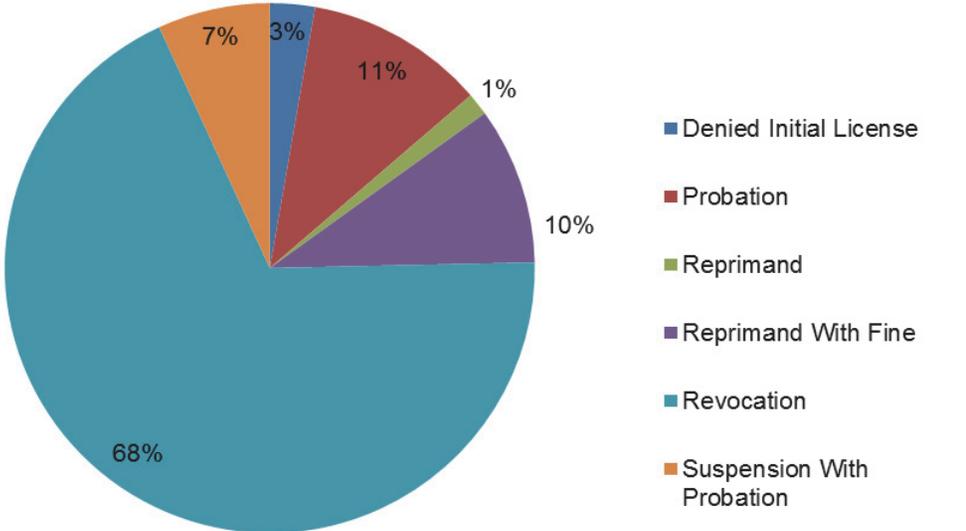
## Discipline When Resolved With a Consent Order

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 2015.



## 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.



# Legal

## 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 lack of ABN law enforcement authority continues to hamper 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.

Assigned Violations When Discipline Occurred	Voluntary Surrender Before AC	Voluntary Surrender After AC	Consent Order	Formal Hearing
Abandonment	0	0	1	0
Arrest/Conviction	13	4	43	10
Board Order Violation	4	0	0	2
Boundary Violation	1	0	2	0
CE Violations	0	0	4	0
Discipline/Pending Action Any State	4	3	8	4
Fraud/Deceit	1	0	17	4
Illegal Practice	2	1	30	2
Mental Disorder	1	0	3	0
Military Discipline	0	0	0	1
Patient Abuse	0	0	1	1
Physical Impairment	0	0	1	0
Practicing Beyond Scope	1	1	7	0
Probation Violation	29	7	25	26
State/Federal Abuse Registry	0	0	1	0
Substance Abuse	39	9	57	16
Substandard Nursing Practice	5	1	58	6
Unprofessional Conduct	7	1	48	1
Violation of VDAP Agreement	26	2	8	0
<b>TOTALS</b>	<b>133</b>	<b>29</b>	<b>314</b>	<b>73</b>

\*Administrative Complaint