



ALABAMA BOARD OF NURSING

ANNUAL REPORT 2019

Mutual
Recognition

Advanced Practice experience
accepted for rural loans
Standard Procedures follow
qualified nurses

EMBRACING CHANGE: RIGHT ON TIME



Limited & Extended FLEX APN Protocols

ABN Award Winning VDAP Campaign

LPN skills
Update

Implemented: Enhanced Multistate Licensure Compact

ABN Regulatory Excellence Award

Extended CE earning period

ENLC

A Message from the Executive Officer

The Alabama Nurse Practice Act (NPA) establishes the Alabama Board of Nursing (ABN) as the state's regulatory authority for registered nurses (RNs), including advanced practice nurses, and licensed practical nurses (LPNs). The 13-member Board establishes rules for all facets of nursing regulation, including practice, education, licensure, and discipline. These rules are compiled in Title 610 of the Alabama Administrative Code.

This report document summarizes the Board's performance of its legislatively mandated functions during Fiscal Year 2019 (October 1, 2018-September 30, 2019). 2019 saw sweeping changes for the Board and for patient care in Alabama, as the Legislature approved Alabama's membership in the Nurse Licensure Compact. This change required broad adjustments to the ABN Administrative Code and to processes, agency-wide, though the concrete effects of these changes will be more accurately reflected in the FY 2020 Annual Report.

The Board and its staff continually work to eliminate regulatory barriers to practice, while ensuring that the people of Alabama have access to the safest, most competent nursing care available.



Peggy Sellers Benson, RN, MSHA, MSN, NE-BC
Executive Officer

Our 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.

Our Vision

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

Our Values

INTEGRITY

FAIRNESS

OBJECTIVITY

QUALITY

COLLABORATION

INNOVATION

DIVERSITY

Alabama Board of Nursing - 2019



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DNP, RN, NEA-BC, Fairhope, AL



Cheryl Bailey, President
MBA, BSN, RN, Cullman AL



Vicki Hill, Secretary
MSN, RN, Helena, AL



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DNP, CRNP, FAANP, Madison, AL



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



Cara Floyd, Board Member
LPN, Gordo, AL



Francine Parker, Board Member
EdD, MSN, RN, Auburn, AL



2019



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LPN, Montgomery, AL



Cynthia Buford, Board Member
LPN, Ralph, AL



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MSN, RN, Moundville, AL



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Licensed Practical Nurses Association of Alabama

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Alabama Federation of Licensed Practical Nurses

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Nursing Practice

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

Cara Floyd, LPN, Gordo
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Martha Houston, Pelham
Consumer

Francine M. Parker, EdD, MSN, RN, Auburn
Nursing Education

Cherry Rodgers, LPN, Montgomery
Alabama Federation of Licensed Practical Nurses

Janice Seip, CRNA, RN, Montgomery
Advanced Practice

Licensure

Licensure in Alabama

An active, valid Alabama license is required to practice nursing in the state of Alabama. Initial licensure is accomplished either through completion of the National Council 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.

The tables at right reflect activities of the Licensure Division during FY 2019.

New Alabama Licensure Applications - FY 2019		
License Type	Examination*	Endorsement
LPN Temporary	30	158
LPN	1,096	574
RN Temporary	1,661	1,151
RN	5,099	4,797

New Alabama Licenses Issued - FY 2019		
License Type	Examination*	Endorsement
LPN	842	455
RN	3,261	3,695

*Examination application data reflects new graduates applying to take the NCLEX exam. Applicants do not necessarily receive their licenses during the same fiscal year the application is filed.

Reinstatement Applications Processed - 2019	
Reason for Reinstatement	Total Processed
Revoked	11
Lapsed	1,937

License Verifications Processed
14,705

Continuing Education

Continuing Education

The Board recognizes that nursing practice is constantly evolving, and that licensed nurses must stay abreast of new technologies, new medicines, and new diagnoses, in order to provide patient care that complies with current standards of practice. Continuing Education (CE) is mandated in the Nurse Practice Act, the foundation for [ABN Administrative Code](#) Chapter 610-X-10 - Continuing Education for Licensure.

The [ABN Administrative Code](#) mandates at least 24 hours of Continuing Education for each licensed nurse during each two-year license period.

Continuing Education Providers

Alabama Board of Nursing-Approved Providers, recognized by their ABN Provider number (ABNPXXXX) and expiration date, have successfully completed an application process in compliance with [ABN Administrative Code](#) Chapter 610-X-10. Approved providers electronically transmit all continuing education contact hours earned by the licensed nurse directly to the Alabama Board of Nursing.

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

ABN Continuing Education Audit - 2019

Total LPNs Selected for CE Audit (2% of Licensee Population)	2,159
Licensees with All-ABNP Provided CE Credit	741
Licensees Reviewed and Compliant	1,302
Status to Retired or Lapsed	116

Continuing Education Provider Applications Processed - 2019

Applications Reviewed	Applications Approved	Initial Applications Approved	Continuing Applications Approved	Reinstatement Applications Approved	Pending
88	86	19	60	9	2

Continuing Education Providers by Type

Provider Type	Number
Clinic	9
College/University/School	43
Healthcare Facility	4
Home Health/Hospice	18
Hospital/Medical Center/Medical System	61
Mental Health Service	9
Nursing Home	7
Nursing/Rehab Center	12
Other*	51
Outpatient Service	7
Public Health Agency	1
Regional/National Association	5
Regulatory Agency	2
Rehab Center	7
Self-Employed Provider	14
State Association	17

The Alabama Nursing Resource Center



Through the ANRC, the ABN offers nurses and the public a wealth of resources, including Board-produced public service and continuing education (CE) courses. In 2019, the ANRC produced 19 online and in-person CE courses.

In addition, the ANRC administers the ABN's Speakers Bureau. In FY 2019, nurses from the Speakers Bureau honored more than 30 requests, on a variety of topics, including nursing regulation, substance use and abuse, advanced practice nursing, and standards of nursing practice.



ABN-Produced Online Continuing Education Programs - 2019

ABN Course	Contact Hours	Date Available
My Profile Password Change	N/A	April 2019
Mandatory Class 3A: Licensure Regulations	0.62	June 2019
Mandatory Class 3B: CE Regulations	1	June 2019
Discipline Basics and Just Culture	1.2	June 2019
Mandatory Class 4: Conduct and Accountability	0.63	July 2019
Monitor Training for Nurses and Employers	0.8	July 2019
Effective Communication of the Nurse Leader	1.2	August 2019
Professional Boundaries	0.8	August 2019

ABN-Produced Live Continuing Education Programs - 2019

ABN Course	Contact Hours	Date Delivered
Reporting Potential Violations to the ABN: Requirements & Process	1.2	October 2018
APRN Discipline and Diversion for Leadership	2.4	November 2018
Next Generation NCLEX (NGN)	1.2	January 2019
Ethics Training	1.5	January 2019
Recuse and Abstain; Standards of Practice	1.2	March 2019
Nursing Scope of Practice and Substance Abuse	3.8	April 2019
Substance Use and Impairment	1.2	May 2019
2018 RN Renewal Demographics	0.5	May 2019
ABN Administrative Code Chapters 9 and 10	0.5	July 2019
Nursing Regulatory Updates	2.4	August 2019
September 2019 Board Development	1.2	September 2019

Nursing Practice

The definitions of practice for professional nursing and practical nursing, stipulated in the Nurse Practice Act, are the foundation for ABN Administrative Code Chapters 610-X-6, Standards of Nursing Practice, and 610-X-7, Nursing Practice - Specific Settings.

The ABN recognizes that nursing practice and healthcare deliver in general are constantly changing and has instituted the Standardized Procedure process to enhance scope of practice beyond the licensed nurse's basic education. The Standardized Procedure process ensures public safety, by using education, training, and competency validation for procedures beyond basic nursing education.

Each year, chief nurses/administrators or their designees attest to Standardized Procedures currently being performed in each facility/agency/company, in accordance with ABN Administrative Code § 610-X-6-.12(6) - Practice Beyond Basic Nursing Education: Standardized Procedures. The chief nurse/administrator or designee cannot add procedures to the facility report. However, he or she can add, delete, or change licensee types (RN, LPN) relating to previously-approved Standardized Procedures. Procedures are added by submitting Standardized Procedure applications, which are subject to Board approval. The Standardized Procedure application process provides guidance to the Board regarding specific areas of the rules that may need revision or development. Board staff routinely review developments in current nursing practice, recommending appropriate adjustments to the Board for consideration. In 2019, the Board made substantial changes to ABN Administrative Code §610-X-6-.09 - Assessment Standards and §610-X-6-.14 - Intravenous (IV) Therapy by Licensed Practical Nurses, to allow LPNs to conduct discharge assessments and, within the context of a standardized procedure, to perform tasks involving blood and blood products. These changes represent a significant step forward in expanding practice for Alabama LPNs and access to care for Alabama patients.

Alabama Department of Mental Health Residential Community Programs

The Alabama Department of Mental Health (ADMH) reports annually to the ABN, regarding delegation to unlicensed personnel of medication administration; oversight is provided by nurses employed in Alabama mental health residential community programs. This program is permitted by ABN Administrative Code 610-x-7-.06 - Alabama Department of Mental Health Residential Community Programs.

Recent reports have identified medication errors committed by the unlicensed personnel. In 2019, consulting with the ABN, the ADMH implemented a new state-wide incident management system that will better track medication administration errors.

Advanced Practice Nursing

Advanced Practice Nursing in Alabama

The Advanced Practice Nursing Division of the ABN is responsible for approval of the four roles of advanced practice nurses - Certified Nurse Midwife (CNM), Certified Registered Nurse Practitioner (CRNP), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS). Under Alabama law, CNMs and CRNPs are required to work in collaboration with at least one Alabama-licensed physician.

Collaborative practice applications require joint oversight by the ABN and the Alabama Board of Medical Examiners (ABME), each of which appoints three members to the Joint Committee for Advanced Practice Nursing. The Division works closely with staff from the ABME to support the work of the Joint Committee. Advanced practice nursing continues to be a major focus of the Board and Board staff.

Advanced Practice Nursing - 2019		
Advance Practice Role	Total Active September 30, 2018	Total Active September 30, 2019
CNM	16	18
CRNP	4,695	5,132
CRNA	1,808	1,833
CNS	78	67
Total:	6,597	7,050

Nursing Education Programs

Education Programs

One of the ABN's primary charges under the law is review and approval of nursing education programs. At the close of 2019, 66 total education programs were approved in Alabama.

Alabama Nursing Education Programs - 2019	
Program Type (License Class Sought)	Number
Practical Nursing (LPN)	22
Associate Degree in Nursing (RN)	29
Baccalaureate Degree in Nursing (RN)	15
Total	66

Program Monitoring

During 2019, ten nursing education programs were monitored for improvements and correction of deficiencies.

NCLEX Pass Rates

New graduates applying for licensure are required to take the NCLEX exam. The ABN tracks the pass rate percentage for first-time writers of the NCLEX, as a measure of program success.

NCLEX Pass Rates - 2019		
Program Type (License Class of Graduates)	Alabama Pass Rate	National Pass Rate
Practical Nursing (LPN)	94.71%	85.64%
Associate Degree in Nursing (RN)	86.99%	(ADN/BSN Combined Rate) 88.18 %
Baccalaureate Degree in Nursing (RN)	93.18%	

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. The Chief Fiscal Officer oversees the Finance section, which maintains the agency's budget, as well as the Graduate Scholarship Program and the Loan Repayment Program for Advanced Practice Nursing.

Financial Activity

Revenues and Expenditures – Information and Comparison*

Projected revenues for FY 2019 were \$7,400,347.00. Actual receipts totaled \$10,634,343.34, or 143.70% of budgeted revenues. Projected expenditures for FY 2019 were \$8,120,607.00. Actual expenditures totaled \$7,281,170.29, or 90% of budgeted expenditures.

Revenues:

Licenses and Permits	\$	9,516,540.00
Examination Fees	\$	620,050.00
Board Penalties	\$	141,810.00
Miscellaneous Fees	\$	341,120.85
Other Revenues	\$	14,822.49
Total Revenues	\$	10,634,343.34

Expenditures:

Salaries and Benefits	\$	4,770,096.03
Travel Expenses	\$	88,556.99
Operating Expenses	\$	2,015,379.12
Equipment Purchases	\$	407,138.15
Total Expenditures	\$	7,281,170.29

Internal Audits

During FY 2019, 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 (98%), and the number of checks received by ABN is minimal in relation to the total number of transactions processed.

**In 2018, in preparation for significant revenue losses resulting from participation in the Nurse Licensure Compact, the Board increased licensing fees. Revenues reflect a temporary net increase for FY 2019, extending from 2018 RN Renewal, while the anticipated losses will not be fully reflected until 2020 RN Renewal is completed during FY 2021.*

Supporting Graduate Education

The Legislature appropriated \$616,027.00 in the FY 2019 Education Trust Fund Budget for ABN's Graduate Scholarship program and the Loan Repayment Program for Advanced Practice Nursing. The Graduate Scholarship program provided \$3,861.09 each to 43 recipients. 37 recipients received \$12,162.16 each under the Loan Repayment program.

Graduate Nursing Scholarships - 2019							
Name	Degree	County	School	Name	Degree	County	School
Dixon, Timothy	MSN	Morgan	Alabama	Maynard, Lauren	MSN	Jefferson	UAB
Pates, Anita	DNP	Jefferson	JSU	Bracht, Lucy	MSN	Lee	UAB
Taylor, Courtney	MSN	Mobile	UAB	Hill, Deidre	MSN	Tuscaloosa	JSU
Garrett, Melissa	MSN	Jefferson	UAB	Goodwin, Heather	DNP	Calhoun	USA
Brown, Lydia	MSN	Conecuh	UNA	Lewallen, Deborah	DNP	Talladega	Samford
Bohannon, Taylor	DNP	Escambia	Troy	Lewis, Pamela	NDP	Shelby	Samford
Butler, Kelly	MSN	Jefferson	UAB	Selleck, Edward	MSN	Jefferson	Capstone
Carr, Miranda	MSN	Mobile	Mobile	Grothe, Kelli	DNP	Shelby	Samford
Falls, Courtney	MSN	Tuscaloosa	USA	Black, Stacey	MSN	Fayette	UAH
Presley, Michael	MSN	Jefferson	Samford	Tims, Sheri	MSN	St Clair	UAH
Newton, Destinie	MSN	Shelby	JSU	Beasley, Amy	PhD	Tuscaloosa	UAB
Jenkins, Connecyt	MSN	Mobile	Mobile	Hill, Nancy	MSN	Talladega	Auburn
Dryer, Nakeetsha	DNP	Madison	UAH	Cotton, Monica	DNP	Jefferson	Samford
Bolden, Tameka	MSN	Mobile	Mobile	Alexander, Kristen	MSN	Lauderdale	UAH
Brewer, Willard	PhD	Lauderdale	UAB	Brooks, Anna	MSN	Clarke	Troy
Saindon, Geordan	MSN	Jefferson	UAB	Fortner, Molly	MSN	Mobile	Auburn
Caldwell, Jaime	MSN	Limestone	UAH	Hanson, Madelyn	MSN	Mobile	USA
Crabtree, Ella	DNP	Calhoun	JSU	Crutchfield, Senitra	MSN	Mobile	Mobile
Malone, Sarah	MSN	Limestone	UAH	Ashley, Kristin	PhD	Montgomery	UAB
Patrick, Kimberly	DNP	Lee	UAB	Freemen, Sarah	MSN	Etowah	UAB
Hooks, Joseph	DNP	Etowah	JSU	Gates, Jill	MSN	Baldwin	Troy
Cox, Courtney	MSN	Lee	Auburn				

Supporting Graduate Education

37 recipients received \$12,162.16 each under the Loan Repayment Program for Advanced Practice Nursing in 2019.

Loan Recipients - 2019					
Name	Degree	School	Name	Degree	School
Pullom, Dowanda	CRNP	UAH	Collins, Brandie	CRNP	WALDEN
Bohannon, Taylor	CRNP	TROY	Cornelison, Jackson	CRNP	UAB
Maddox, Amanda	CRNP	WEST FLORIDA	Odom, Jennifer	CRNP	USA
Qualls, Landra	CRNP	CHAMBERLAIN	Bullock, Traci	CRNP	FRONTIER
Nelson, Tracy	CRNP	MARYVILLE	Hooks, Kristy	CRNP	USA
Bracht, Lucy	CRNP	UAB	Williams, Natasha	CRNP	SAMFORD
Lawler, Sandra	CRNP	MARYVILLE	McGhee, Carlissa	CRNP	AUBURN
Thrash, Ashley	CRNP	USA	Shockley, Alaina	CRNP	UAH
Dutton, Asia	CRNP	AUBURN	Alexander, Nancy	CRNP	FRONTIER
Turner, Geraldine	CRNP	CAPSTONE	Crenshaw, Danielle	CRNP	UAB
Lynn, Caroline	CRNP	AUBURN	Harbin, Michael	CRNP	AUBURN
Bennett, Morgan	CRNP	TROY	Hooks, Kina	CRNP	WALDEN
Wendland, Lauren	CRNP	UAB	Jones, Jennifer	CRNP	UAH
Grimes, Rhonda	CRNP	CHAMBERLAIN	Gambrell, Chrisy	CRNP	UNA
Black, Stacey	CRNP	UAH	Choi, Da	CRNP	AUBURN
Turner, Kylie	CRNP	MOBILE	Roley, Kristin	CRNA	SAMFORD
Gates, Jill	CRNP	TROY	Siniard, Dana	CRNP	CHAMBERLAIN
Lockett, Krystal	CRNP	USA	Buchanon, Lisa	CRNP	UAB
Jones, Jada	CRNP	TROY			

Communications

Communications

Supporting the Board's user-friendly and outward-focused approach to patient safety and public protection, the ABN Communications section strives to engage Alabamians as proactively as possible. This section was established by the Board's current Executive Officer and serves as the voice of the Board. Under the management of the Executive Officer and the Chief Communications Officer, the section manages external communications for the agency, including regular newsletters, the Board's robust targeted email lists, news media contacts, and management of social media accounts. The ABN webmaster, an employee assigned to the Information Technology section of the Board staff, supports the communications program, through administration of the agency's website.

Web and Social Media Analytics - 2019		
Website	Facebook	Twitter
Average Daily Users – 2,156	12,142 followers	890 followers
Total Users - 2,399,359		
Pageviews – 3,034,497		
Unique Pageviews – 2,268,688		

Alabama Board of Nursing Social Media Presence

In 2014, in an effort to more directly and effectively communicate with both licensees and the public, the Board launched profiles on Facebook and Twitter. This effort has succeeded beyond all expectations. At the close of FY 2019, the ABN had more than 12,000 friends and followers on social media, a number that continues to grow.



The Legal Division

The ABN Legal Division investigates complaints regarding the Board's licensees and applicants for licensure, prosecutes disciplinary actions regarding substantiated complaints, and processes Board disciplinary actions. In addition, the attorneys in the Legal Division provide legal advice to the Board and its employees and represent them in litigation.

In FY 2019, the Board received 1537 complaints. Employers filed the most complaints (229). Consumers, patients, and their family members filed a combined total of 193 complaints. The Board resolved 1,697 complaints in FY 2019, with 698 cases resulting in disciplinary action. Compared to the previous fiscal year, the Legal Division obtained 62 more voluntary surrenders, and resolved 11 more cases with consent orders and 9 more cases with hearings. Ten more cases resulted in revocations by board orders (failing to complete requirements for reinstatement of a suspension within the time required by the board order).

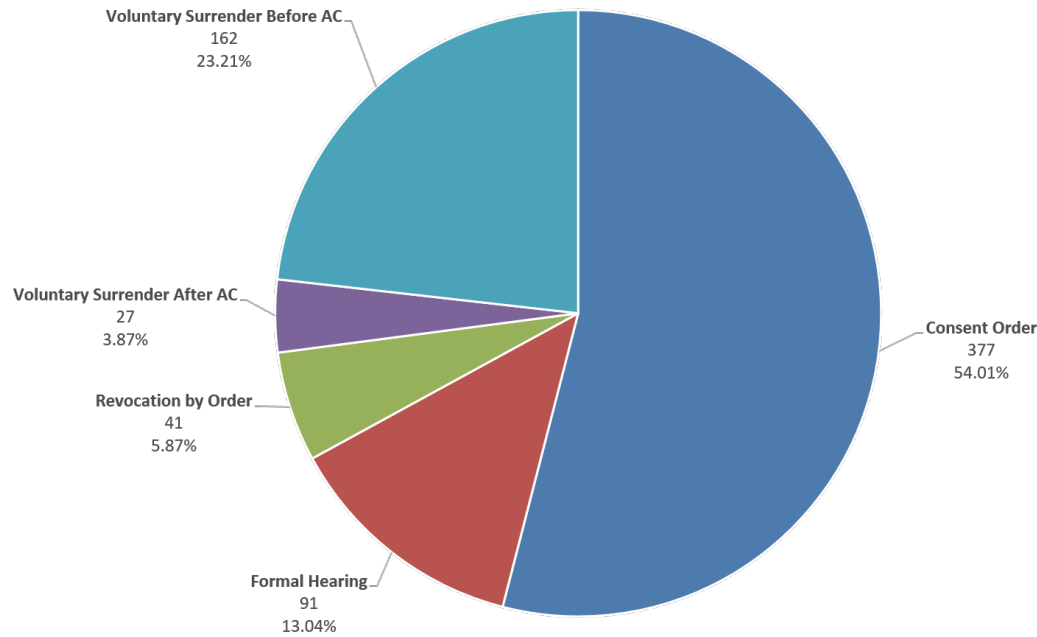
Fifty-eight percent of the cases resolved in FY 2019 were resolved within six months. Of those cases resulting in disciplinary action or a Voluntary Disciplinary Alternative Program (VDAP) Agreement, the most common assigned violation was substance abuse, with substandard practice, unprofessional conduct, and disciplinary action in another jurisdiction comprising the three most frequent violations after substance abuse. At the close of FY 2019, there were 647 open cases in the Legal Division, representing a decrease of 190 open cases from FY 2018.

During the latter part of FY 2019, Legal Division staff devoted substantial effort to assisting in the implementation of the Enhanced Nurse Licensure Compact. This work included advising on the law and regulations, drafting documents, and participating in information technology development.

Legal Division Statistical Summaries

ABN Legal Division Case Activity - 2019	
Complaints	Number
Complaints Docketed in FY 2019	1,537
Complaints Resolved in FY 2019	1,697
Complaints Resolved with Discipline in FY 2019	698
Complaints Resolved with VDAP Agreement in FY 2019	60
Complaints Resolved without Disciplinary Action in FY 2019	999
Cases Open at End of FY 2019	647

Complaint Resolution - Disciplinary



Complaint Sources - 2019	
Source	Total
NURSYS Reports/ABN	202
Aabama Department of Public Health	24
Coworker	61
Consumer	101
Employer	229
Endorsement Application	192
Examination Application	133
Law Enforcement	4
Other Agencies	151
Patient	42
Patient Family	50
Physician/Dentist	2
Reinstatement Application	120
Renewal Application	94
Self-Report	132

Nurses in Monitoring

Probation/Compliance

The Probation/Compliance section monitors the compliance and progress of licensees who have a license status of Suspension or Active/Probation pursuant to an Order issued by the Board. The Order is a public action. At the close of FY 2019, a total of 339 licensees had a license status of either Suspension or Active/Probation.

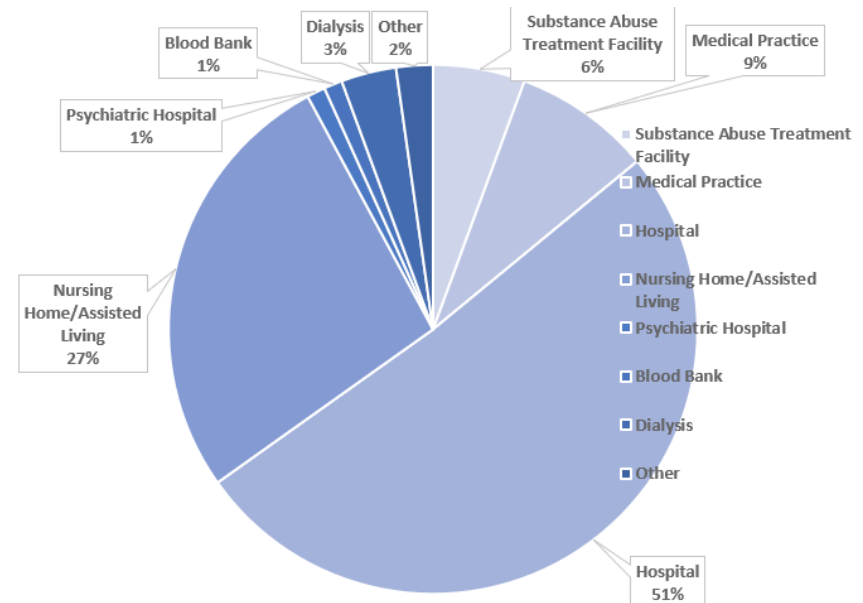
Suspension of a license prevents the nurse from continuing legally to practice in Alabama. Initial suspension is generally applied “until conditions met,” which may include a comprehensive substance use disorder evaluation and treatment, payment of a fine, completion of corrective education, or such other stipulations as the Board may prescribe.

A licensee with an Active/Probation license status is permitted to practice as a nurse subject to specific conditions and monitoring. Licensees are required to have an employment monitor on duty when practicing as a nurse and are restricted from practicing in certain practice settings. Licensees are required to cause their employer to submit quarterly reports to the Board which details their overall work performance. Licensees are required to submit monthly reports to the Board which include a self-assessment of their current status. Drug screening is a requirement for licensees who incur discipline related to substance use or dependency. Other monitoring requirements can include identification of primary healthcare provider and dentist, physician verification of all medications, abstinence-oriented support group meetings attendance, and quarterly reports from aftercare facilitators, counselors, and psychiatrists.

Monitoring Activities - 2019

Type	Total
Suspension completed, released from monitoring	19
Suspension completed, reinstated on probation	29
Suspension exceeded 12 months, revocation	40
Probation completed, released from monitoring	97
Complaint docketed for Probation Violation	64
Open complaints for Probation Violation at end of fiscal year	4
Voluntary Surrenders	27
Probation Violation resulting in additional disciplinary action (new Order)	38
Stay probation, Board-Lapsed	2
Probation	4
Suspension	18
Suspension with probation	13
Revocation	1
Probation interview	58
Total FY 2019 Monitoring Activities	414

Monitored Practice Sites for Active/Probation Licensees



Nurses in Monitoring

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 2019, a total of 201 nurses were enrolled in VDAP.

In 2019, VDAP continued to be a major focus of the Board and Board staff, as the VDAP section and the Communications Division worked together to promote awareness of the program, through social and other media. In late 2019, the Board began soliciting testimonials from individuals who have successfully completed treatment. The testimonials are intended for use in a program to enhance VDAP enrollments, to encourage participants, and, ultimately, to assist more professionals in recovering and returning to safe, successful nursing careers.



Board Actions

While day-to-day operations of the agency are carried out by Board staff at the direction of the Executive Officer, major policy and directional decisions require the Board to take action. The following is a summary of significant actions taken in FY 2019.

November 2018
Elected Executive Committee: President Cheryl Bailey, Vice-President Valorie Dearmon, and Secretary Vicki Hill.
Approved Trenholm State Community College Phase I and Phase II application for a ADN program.
Approved, as final certification, revision of Alabama Board of Nursing Administrative Code 610-X-6-.09, Assessment Standards, and 610-X-6-.14, Intravenous (IV) Therapy by Licensed Practical Nurses.
Approved revision of ABN Administration Code 610-X-4-.01, Definitions, and 610-X-4-.08, Renewal of License.
Approved revision of ABN Administrative Code 610-X-4-.16, Special Circumstances.
Approved, as final certification, revision of ABN Administrative Code 610-X-6-.12 Standardized Procedures.
January 2019
Approved, as final certification of ABN Administrative Code 610-X-4-.01, Definitions, and 610-X-4-.08, Renewal of License.
Reaffirmed final certification of ABN Administrative Code sections 610-X-6-.09, .12, and .14- Standards of Nursing Practice.
Approved revision of ABN Administrative Code Chapter 610-X-4-.14 and 610-X-4-.16, Licensure.
Approved revision of ABN Administrative Code sections 610-X-4-.01 and 610-X-4-.06, Licensure.
Approved amendments to ABN Administrative Code Chapter 610-X-8, Disciplinary Actions.
Approved the ABN Guideline for Foreign Credential Services.
March 2019
Board approved disbursements pursuant to the Loan Repayment Program for Advanced Practice nursing.
Approved proposed teach out plan for Virginia College students.
Approved, as final certification, revision of ABN Administrative Code Chapter 610-X-4-.14 and 610-X-4-.16, Licensure.
Approved, as final certification, revision of ABN Administrative Code sections 610-X-4-.01 and 610-X-4-.06, Licensure.
Approved, as final, certification, amendments to ABN Administrative Code Chapter 610-X-8, Disciplinary Actions.
Approved revision of VDAP/Probation Monitoring Guidelines.
Approved proposed revisions to the Education Program Deficiency Guidelines.
Approved revision of Alabama Board of Nursing Administrative Code sections 610-X-5-.09, .12, 20 and .23 CRNP/CNM-Standard Protocols, QA Plans, and Prescription Data Fields.

Board Actions

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Approved revision of ABN Administrative Code sections 610-X-9-.01, .02, 03 certifying bodies for CRNAs.
May 2019
Approved, as final certification, revision of ABN Administrative Code sections 610-X-5-.09, .12, .20, and .23, CRNP/CNM – Standard Protocols, Quality Assurance (QA) plans, and Prescription Data Fields.
Approved revision of ABN Administrative Code section 610-X-7-.09 - Assessment Standards.
Approved revision of ABN Administrative Code Chapter 610-X-4 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved revision of ABN Administrative Code Chapter 610-X-5 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved revision of ABN Administrative Code Chapter 610-X-9 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved revision of ABN Administrative Code Chapter 610-X-8 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved revision of ABN Administrative Code Chapter 610-X-3 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved revision of ABN Administrative Code Chapter 610-X-1 – Implementation of the Enhanced Nurse Licensure Compact (NLC).
Approved and adopted the Long -Term Care Protocol for LTC facilities and collaborative practice.
Approved EO grant funding request for NLC implementation from NCSBN.
July 2019
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-4, implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-5, implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-9, implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-8, implementation of the NLC.
Approved, as final certification, revision of ABN Administration Code, Chapter 610-X-3, implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-1, implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code, Chapter 610-X-13 - implementation of the NLC.
Approved, as final certification, revision of ABN Administrative Code section 610-X-7-.09 - Assessment Standards.
Approved revision of ABN Administrative Code Chapter 610-X-12, Loan Repayment Program for Advanced Practice Nursing.
Approved revision of Alabama Board of Nursing Administrative Code 610-X-4 - Licensing.
Approved revision of ABN Administrative Code Chapter 610-X-8-.05 - implementation of the NLC.
Approved revision of ABN Administrative Code Section 610-X-13-.02 - implementation of the NLC.

Board Actions

While day-to-day operations of the agency are carried out by Board staff at the direction of the Executive Officer, major policy and directional decisions require the Board to take action. The following is a summary of significant actions taken in FY 2019.

September 2019

Approved 2019/2020 ABN Proposed Budget.

Approved, as final certification, revision of ABN Administrative Code Chapter 610-X-2 - Loan Repayment Program for Advanced Practice Nursing.

Approved, as final certification, revision of ABN Administrative Code Chapter 610-X-4 - Licensing.

Approved, as final certification, revision of ABN Administrative Code Chapter 610-X-8-.05 - implementation of the NLC.

Approved, as final certification, revision of ABN Administrative Code Chapter 610-X-13-02 - implementation of the NLC.

Approved revision of ABN Administrative Code Chapter 610-X-10-.01 and 610-X-10-.02 - Continuing Education.

Approved repeal of ABN Administrative Code Chapter 610-X-2 - Definitions.

Approved revision of ABN Administrative Code Chapter 610-X-5-.07 and .18 – Collaborative Practice.

Affirmed agency fee schedule, as amended, effective January 1, 2020 Alabama Board of Nursing Administrative Code, ABN Administrative Code Section 610-X-4-.14 - Fees.

Approved revision of ABN Administrative Code Chapter 610-X-9-.10 - Advanced Practice Nursing.

Approved revision of ABN Administrative Code Chapters 610-X-4-.01 and 610-X-4-.04 - Licensure.

Approved revisions to Disciplinary and Educational Program staff guidelines.

Approved staff guidelines for non-disciplinary administrative penalties.