

**Tennessee Board of Nursing
Executive Director's Report
February 20-21, 2013**

BOARD OF NURSING UPDATE

1. **Board Medication Aide Certified:**
 - a. **MAC rules reviewed by Government Operations Committee October 3—motion to approve—Don Bell represented the BON**
 - b. **MAC Rules effective October 12, 2012**
2. **Adopted rule to require a one hour course on prescribing controlled substances for APN prescribers—Rulemaking hearing will be held May 2013**
3. **NCSBN entered into a new 5 year contract with Pearson VUE to provide NCLEX-RN and NCLEX-PN; no changes through September 2014, then fee increase to \$209 PN and \$229 RN**
4. **Don Bell appointed to represent the Board on the Controlled Substances Monitoring Database Committee (CSMD)**
5. **Don Bell represents the Board on BME's Med Spa Task Force—meetings October 4, November 15. January meeting canceled.**
6. **TnPap Oversight Committee meets quarterly. Kathleen Harkey represents the Board. Board will consider appointing a member(s) to replace former members Barbara Brennan and Betty Thompson.**
7. **2013 Meeting Dates**
 - **February 20-21, 2013**
 - **May 8-9, 2013**
 - **August 21-22, 2013**
 - **November 21-22, 2013**

BOARD OFFICE/STAFF UPDATE

1. **Retirements: Donna Fairchild, MSN, MBA, RN, Nurse Consultant (January 1); Howard Walsdorff, Licensure Technician (January 25)**
2. **New computer system (VR) to replace RBS—testing continues, target implementation date—April 2013**
3. **Pain Management Clinics—APN owned--reviewed 22 applications, approved 19, denied 2, application removed 1**
4. **Libby Lund appointed chairman of NCSBN Executive Officer Succession Planning Resources Committee (see report below)**
5. **Libby Lund appointed to NCSBN 35th Anniversary Planning Committee**
6. **School Survey Visits: Aquinas College Associate Degree Program, Frontier MSN Nursing Program,**
7. **Applications for licensure and reinstatement require completion of a "Declaration of U.S. Citizenship" effective October 1, 2012. The "SAVE Act" requires the Board to verify that every adult applicant for a professional license is either a U.S. citizen, a "qualified alien" or a nonimmigrant who meets the requirements set out at 8 U.S.C. 1621. The SAVE act does not apply to aliens living outside the U.S. Documentation must be submitted along with the notarized declaration.**

8. New board member orientation revised and scheduled February 19th

NCSBN Executive Officer Succession Planning Resources Committee

While a chief executive officer's departures may be unexpected turnover is inevitable. Leadership transitions are pivotal points in a board's history. Failure to plan well may result in chaos, delays in board progress and momentum and board member and staff uncertainty. Successful planning helps to insure sustainability, mitigates risk and promotes the success of the next leader's transition. Jurisdiction-wide executive officer turnover has risen precipitously; the conditions leading to the increase do not appear to be on the wane. Eighty percent of boards of nursing responding to a 2013 survey (N=34) do not have an EO leadership succession plan. Only 10% of those boards having an EO succession plan have included the plan in their strategic plan. Of those boards having an EO succession plan included in their strategic plan, only 15% included a timeline.

Executive officers share with their boards a deep commitment to the continued success of the board. The selection, retention and evaluation of its leader are widely considered one of a board's most important roles. The success of the board depends upon the mutually supportive relationship of the board members and the executive officer with a clear understanding of the roles of each.

Having established a need and desire on the part of EOs for succession planning resources, the committee seeks to develop a toolkit for use by boards of nursing. The committee composition includes new and seasoned executive officers and a board president.

Succession planning is a continuous, ongoing process that ideally does not begin with the voluntary/involuntary termination of the executive officer. To be prepared a board performs and updates its self-assessment. This tool is in development. The first formal step in succession planning is the emergency back-up plan including a communication plan, financial oversight, interim management and the executive search. After the board determines its strengths and weaknesses, it develops a profile of the leadership skills needed in its next executive. Does the board want stability, a change agent, specialized skills, etc.? The committee is revisiting the executive officer competencies that were last studied in 2003. Reviewing/updating the competencies and finalizing several tools will be on the group's next agenda.

LICENSURE DATA: RN, LPN, APN
Active

	Registered Nurse	Licensed Practical Nurse	Advanced Practice Nurse	Total Licenses
Active	86,480	30,068	9,273	123,821

ADVANCED PRACTICE NURSES
Active

	CNS	CRNA	NM	NP	Total
Authority to Prescribe	107	983	154	6,719	7,963
No authority to Prescribe	20	1,477	9	62	1568
Total	127	2,460	163	6,781	9,531

Disciplinary Action by Type - Totals for 2012

Profession	Reprimand	Revoke	Suspension & Probation	Probation	Revoke PTP	Voluntary Surrender	Civil Penalty	Deny Renewal	Suspend	Totals
RN	1	24	87	10	1	17	0	0	1	141
LPN	0	21	39	3	2	8	0	1	1	75
APN	0	0	7	2	0	1	3	0	1	14
Total	1	45	133	15	3	26	3	1	3	230

Disciplinary Action by Type February 2012

RN	1	3	23	2	1	0	0	0	0	30
LPN	0	1	6	0	1	2	0	0	0	10
APN	0	0	3	1	0	0	0	0	0	4
Total	1	4	32	3	2	2	0	0	0	44

Disciplinary Action by Type May 2012

RN	0	6	15	1	0	1	0	0	0	23
LPN	0	7	7	1	1	1	0	0	0	17
APN	0	0	2	0	0	0	0	0	0	2
Total	0	13	24	2	1	2	0	0	0	42

Disciplinary Action by Type August 2012

RN	0	8	18	1	0	3	0	0	0	30
LPN	0	4	13	1	0	0	0	1	0	19
APN	0	0	1	0	0	1	2	0	0	4
Total	0	12	32	2	0	4	2	1	0	53

Disciplinary Action by Type November 2012

RN	0	7	31	6	0	13	0	1	0	58
LPN	0	9	13	1	0	5	0	1	0	29
APN	0	0	1	1	0	0	1	1	0	4
Total	0	16	45	8	0	18	1	3	0	91

DISCIPLINARY ACTIONS BY TYPE—2012

2012	Reprimand	Revoke	Susp/Prob	Probation	Revoke PTP	Volunt. Surrender	\$ CP	Deny Renew	Suspend	Total
RN	1	24	87	10	1	17	0	0	1	141
LPN	0	21	39	3	2	8	0	1	1	75
APN	1	0	7	2	0	1	1	0	1	13
Total	2	45	133	15	3	26	1	1	3	229

DISCIPLINARY ACTIONS BY TYPE—February 2012

February 2012	Reprimand	Revoke	Susp/Prob	Probation	Revoke PTP	Volunt. Surrender	Total
RN	1	3	23	2	1	0	30
LPN	0	1	6	0	1	2	10
APN	0	0	3	1	0	0	4
Total	1	4	32	3	2	2	44

DISCIPLINARY ACTIONS BY TYPE—May 2012

February 2012	Reprimand	Revoke	Susp/Prob	Probation	Revoke PTP	Volunt. Surrender	Total
RN	0	6	15	1	0	1	23
LPN	0	7	7	1	1	1	17
APN	0	0	2	0	0	0	2
Total	0	13	24	2	1	2	42

DISCIPLINARY ACTIONS BY TYPE--August 2012

August 2012	Reprimand	Revoke	Susp/Prob	Prob	Revoke PTP	Volunt. Surrender	\$ CP	Deny Renewal	Total
RN	0	8	18	1	0	3	0	0	30

LPN	0	4	13	1	0	0	0	1	19
APN	0	0	1	0	0	1	2	0	4
Total	0	12	32	2	0	4	2	1	53

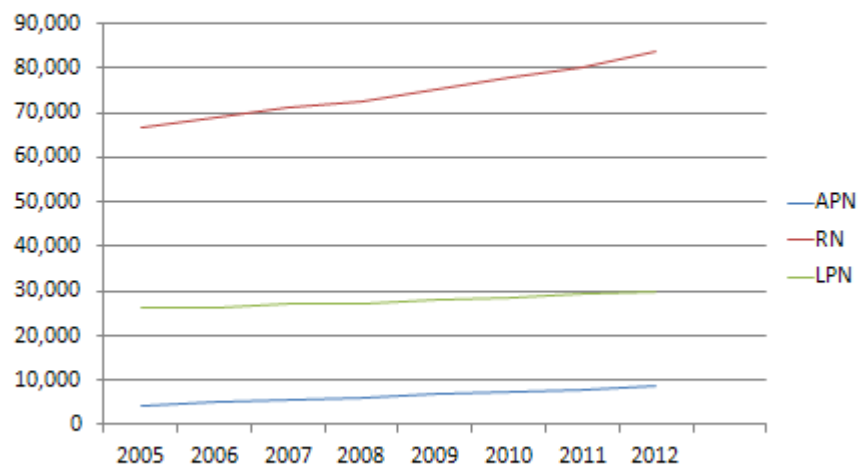
DISCIPLINARY ACTIONS BY TYPE--November 2012

Novem-ber 2012	Repri-mand	Revoke	Susp/Prob	Prob	Revoke PTP	Vol Surr	\$ CP	Sus-pend	Total
RN	0	7	31	6	0	13	0	1	58
LPN	0	9	13	1	0	5	0	1	29
APN	0	0	1	1	0	0	1	1	4
Total	0	16	45	8	0	18	1	3	91

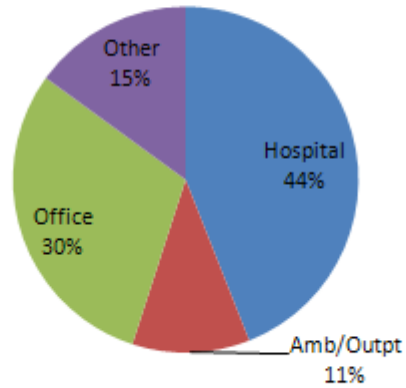
**NEW SCHOOL APPROVAL
2012 to Date (August 12)**

1/12-8/12	APPROVED	DENIED	DEFERRED
RN	1	1	
PN			
MASTERS	1		
TOTAL	2	1	

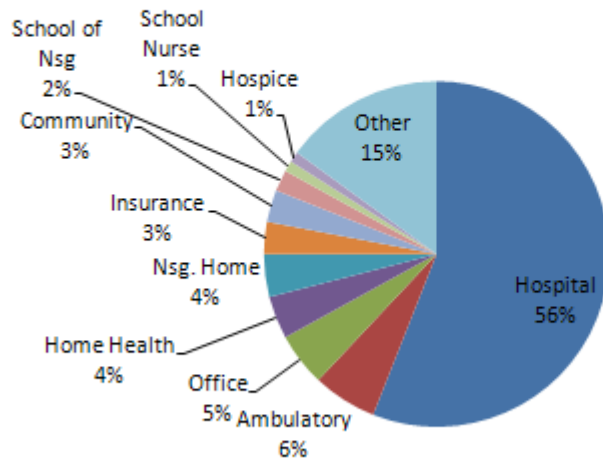
Historical Trend in Active Licenses



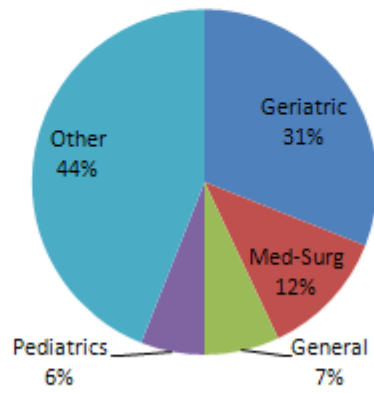
APN Practice Field



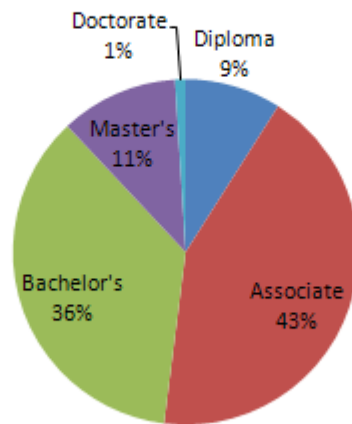
RN Practice Field



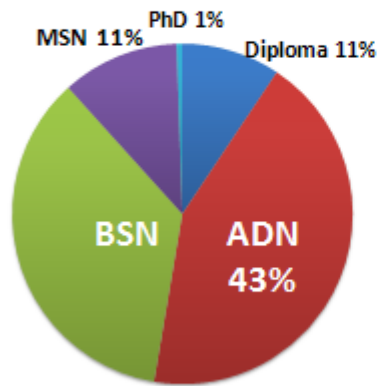
LPN Practice Area



RN by Highest Degree in Nursing

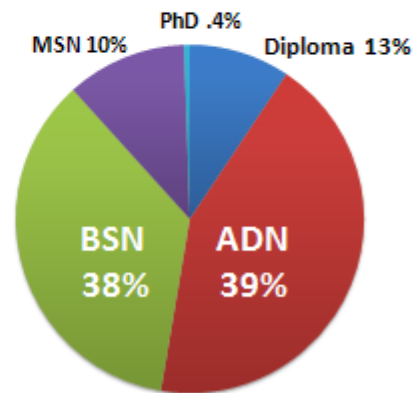


Nurses in Tennessee

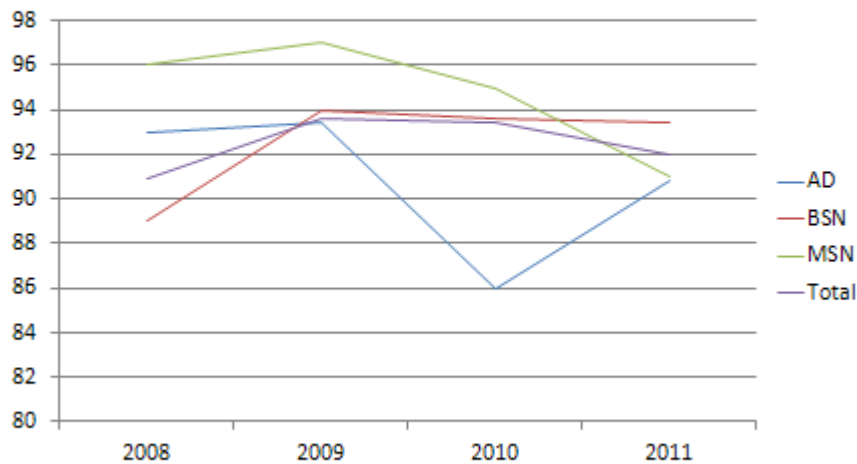


Source: TN BON, October 2011

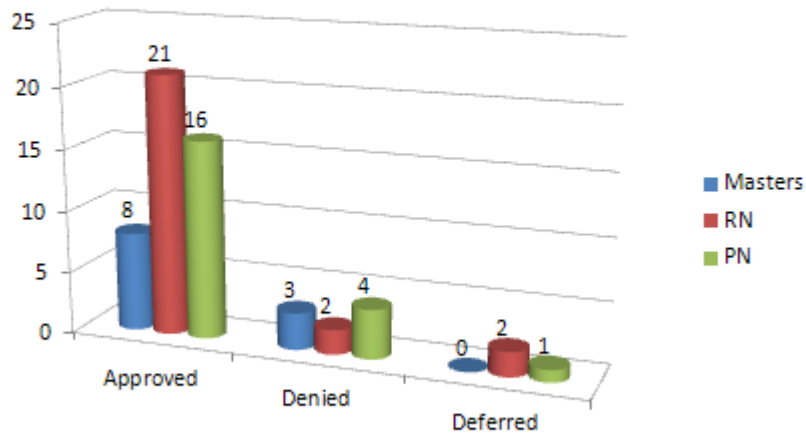
Nurses in The United States



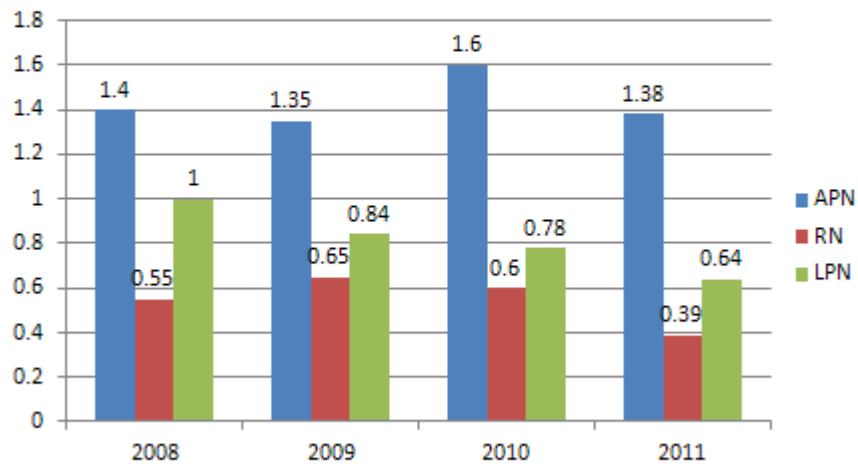
NCLEX-RN Pass Rates



New School Approval 2000-2011



Percent of Licensees with a Complaint



Disciplinary Actions Per Year

