Mississippi Board of Nursing

Fiscal Year 2007 Annual Report
July 1, 2006 – June 30, 2007
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 Governor Haley Barbour to outline the activities of this agency for the period of July 1, 2006, through June 30, 2007.

The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2007, as authorized by law, the Board licensed qualified applicants, administered registered nurse (RN) and licensed practical nurse (LPN) licensure examinations, 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 Nursing Practice Law and Rules and Regulations.

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 2007.

Melinda E Rush, DSN, FNP
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 served as Board members during FY 2007:

Rosemary Caraballo, LPN
Nadara Cole, Consumer Representative
Opal Ezell, LPN
Dianne Harrison-Bell, LPN
Darlene Lindsey, RN
Tina Mabry, RN, FNP
Dr. Philip Merideth, Physician Representative
Merlene Myrick, RN
Becky Nelms-Currie, RN
Emily Pharr, LPN
Debbie Ricks, RN
Gary Dwayne Self, RN, CRNA
Cathy Williamson, RN, CNM

Mazie Whalen, RN, and Dr. Virginia Crawford have since been appointed to replace Tina Mabry and Dr. Philip Merideth.

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.
- **Expanded Role Committee**: Considers and prepares recommendations related to the expanded role of the RN and the expanded role of the LPN.
- **Nurse Practice Committee**: Responds to written inquiries regarding scope of nursing practice.
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 two-thirds more RNs than LPNs, the Board of Nursing’s income in even numbered years must fund at least one and one half fiscal years.

<table>
<thead>
<tr>
<th>FISCAL RENEWAL YEAR</th>
<th>APPROPRIATED</th>
<th>ACTUAL EXPENSES</th>
<th>RECEIPTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY06 – LPNs</td>
<td>$ 2,044,926</td>
<td>$ 1,927,768</td>
<td>$ 1,266,151</td>
</tr>
<tr>
<td>FY07 – RNs</td>
<td>$ 2,187,768</td>
<td>$ 1,892,576</td>
<td>$ 2,763,074</td>
</tr>
</tbody>
</table>

STAFF
(Current)

ADMINISTRATION
Melinda E Rush, DSN, FNP, Executive Director
Nancy Herrin, Administrative Assistant

DISCIPLINARY
Brett Thompson, Esq., Senior Attorney
Vanessa Gray, Legal Secretary
Suni Sanger, Legal Secretary

FINANCE AND TECHNOLOGY
James Mack, Director
Dan Patterson, Systems Analyst
Freddie Tolliver, Accountant/Auditor

INVESTIGATIVE
Ann Ricks, RN, Director
Dwayne Jamison, Chief Investigator
Shannon Cook, Investigator
David Elson, Investigator
Jane Phillips, Investigator
Frederick Williams, Investigator
Adelia Bush, Legal Secretary

LICENSURE AND PRACTICE
Sheree Zbylot, RN, Director
Sherron Fair, Licensing Officer
Ginger Hite, Licensing Officer
Carolyn Owens, Licensing Officer
Gloria Perry, Licensing Officer
Kenya Taylor, Licensing Officer
Deaundra Payton, Receptionist

RECOVERING NURSE PROGRAM
Jane Tallant, RN, Director
Tony Graham, Monitoring Counselor
Marianne Wynn, Monitoring Counselor
Marvia Davis, Compliance Officer
Sarah Love, Executive Secretary
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:

- Candidates who achieved a passing score on the National Council Licensure Examination (NCLEX);
- 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, 2007, there were 34,746 RNs and 13,096 LPNs with active licensure. Active licensure means the practice of nursing as defined in Mississippi Code of 1972, Annotated, §73-15-5 (2) and (3). 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>
<thead>
<tr>
<th>LICENSEES</th>
<th>FY03</th>
<th>FY04</th>
<th>FY05</th>
<th>FY06</th>
<th>FY07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>30,157</td>
<td>32,579</td>
<td>32,384</td>
<td>34,946</td>
<td>34,746</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td>12,223</td>
<td>11,759</td>
<td>12,778</td>
<td>12,111</td>
<td>13,096</td>
</tr>
<tr>
<td>Total</td>
<td>42,380</td>
<td>44,338</td>
<td>45,162</td>
<td>47,057</td>
<td>47,842</td>
</tr>
</tbody>
</table>

Percentage Change from Previous Year

|                        | +1.3%  | +4.6%  | +1.9%  | +4.2%  | +1.7%  |

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>
<thead>
<tr>
<th>LICENSEES</th>
<th>FY03</th>
<th>FY04</th>
<th>FY05</th>
<th>FY06</th>
<th>FY07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>1,495</td>
<td>1,991</td>
<td>1,366</td>
<td>1,630</td>
<td>1,048</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td>714</td>
<td>649</td>
<td>627</td>
<td>608</td>
<td>652</td>
</tr>
<tr>
<td>Total</td>
<td>2,209</td>
<td>2,640</td>
<td>1,993</td>
<td>2,238</td>
<td>1,700</td>
</tr>
</tbody>
</table>

Percentage Change from Previous Year

|                        | -7.07% | +20%   | -24.5% | +12.3% | -23%   |
Nurse Practitioner Certification

As authorized by Mississippi Code of 1972, Annotated, §73-15-5 (2), the Board of Nursing provides for certification of nurse practitioners. Regulations are in place to facilitate implementation of the statute, including regulations jointly promulgated by the State Board of Medical Licensure and the Mississippi Board of Nursing. Table 3 depicts those nurse practitioners who were initially certified during FY 2007 and the total certified as of June 30, 2007.

Table 3: Type and Number of Nurse Practitioners

<table>
<thead>
<tr>
<th>TYPE OF NURSE PRACTITIONER</th>
<th>New In FY 2007</th>
<th>TOTAL As of 6/30/07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>2</td>
<td>36</td>
</tr>
<tr>
<td>Adult Acute Care</td>
<td>9</td>
<td>47</td>
</tr>
<tr>
<td>Adult Psychiatric Mental Health</td>
<td>6</td>
<td>22</td>
</tr>
<tr>
<td>Anesthetist</td>
<td>64</td>
<td>514</td>
</tr>
<tr>
<td>Family</td>
<td>142</td>
<td>1011</td>
</tr>
<tr>
<td>Family Planning</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Family Psychiatric Mental Health</td>
<td>1</td>
<td>21</td>
</tr>
<tr>
<td>Gerontological</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>Midwife-Certified</td>
<td>0</td>
<td>25</td>
</tr>
<tr>
<td>Neonatal</td>
<td>5</td>
<td>40</td>
</tr>
<tr>
<td>OB-GYN</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Pediatric</td>
<td>8</td>
<td>30</td>
</tr>
<tr>
<td>Woman’s Health Care</td>
<td>6</td>
<td>36</td>
</tr>
<tr>
<td>Total</td>
<td>245</td>
<td>1803</td>
</tr>
</tbody>
</table>

LPN Expanded Role 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 LPNs who were initially certified during FY 2007 and the total certified as of June 30, 2007.

Table 4: Type and Number of Expanded Role LPNs

<table>
<thead>
<tr>
<th>TYPE OF LPN EXPANDED ROLE</th>
<th>NEW In FY 2007</th>
<th>TOTAL As of 6/30/07</th>
</tr>
</thead>
<tbody>
<tr>
<td>IV Therapy</td>
<td>271</td>
<td>2,720</td>
</tr>
<tr>
<td>Hemodialysis</td>
<td>8</td>
<td>134</td>
</tr>
<tr>
<td>IV Therapy and Hemodialysis</td>
<td>28</td>
<td>55</td>
</tr>
<tr>
<td>Total</td>
<td>307</td>
<td>2,909</td>
</tr>
</tbody>
</table>
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 2007, 526 RNs and 139 LPNs reinstated licensure after a period of lapsed status.

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 2007.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>FY07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name Changes</td>
<td>139</td>
</tr>
<tr>
<td>Address Changes</td>
<td>709</td>
</tr>
<tr>
<td>Licensure Certificates Issued</td>
<td>194</td>
</tr>
<tr>
<td>Duplicate Licenses Issued</td>
<td>698</td>
</tr>
<tr>
<td>Verifications (Miscellaneous)</td>
<td>718</td>
</tr>
</tbody>
</table>

Temporary Permits

Temporary Permits to practice nursing may be issued to endorsement applicants and camp nurses for a period of 90 days and nurses enrolled in reorientation programs for a period of 30 days. Table 6 depicts those permits issued during FY 2007.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>RNs</th>
<th>LPNs</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endorsement</td>
<td>618</td>
<td>140</td>
<td>758</td>
</tr>
<tr>
<td>Reorientation</td>
<td>7</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Camp</td>
<td>9</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>634</td>
<td>143</td>
<td>777</td>
</tr>
</tbody>
</table>
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, the District of Columbia, 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. Table 7 depicts nurses endorsed into Mississippi from other states during FY 2007.

Table 7: Endorsements into Mississippi - FY 2007

<table>
<thead>
<tr>
<th>STATE</th>
<th>RNs</th>
<th>LPNs</th>
<th>STATE</th>
<th>RNs</th>
<th>LPNs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>168</td>
<td>22</td>
<td>Nebraska</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Alaska</td>
<td>0</td>
<td>0</td>
<td>Nevada</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Arizona</td>
<td>0</td>
<td>0</td>
<td>New Hampshire</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arkansas</td>
<td>20</td>
<td>5</td>
<td>New Jersey</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>California</td>
<td>56</td>
<td>8</td>
<td>New Mexico</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Colorado</td>
<td>0</td>
<td>3</td>
<td>New York</td>
<td>24</td>
<td>4</td>
</tr>
<tr>
<td>Connecticut</td>
<td>1</td>
<td>1</td>
<td>North Carolina</td>
<td>13</td>
<td>0</td>
</tr>
<tr>
<td>Delaware</td>
<td>0</td>
<td>0</td>
<td>North Dakota</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>1</td>
<td>0</td>
<td>Ohio</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Florida</td>
<td>46</td>
<td>9</td>
<td>Oklahoma</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Georgia</td>
<td>21</td>
<td>0</td>
<td>Oregon</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hawaii</td>
<td>1</td>
<td>0</td>
<td>Pennsylvania</td>
<td>11</td>
<td>3</td>
</tr>
<tr>
<td>Idaho</td>
<td>1</td>
<td>0</td>
<td>Rhode Island</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Illinois</td>
<td>23</td>
<td>5</td>
<td>South Carolina</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Indiana</td>
<td>33</td>
<td>4</td>
<td>South Dakota</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Iowa</td>
<td>3</td>
<td>0</td>
<td>Tennessee</td>
<td>92</td>
<td>12</td>
</tr>
<tr>
<td>Kansas</td>
<td>5</td>
<td>0</td>
<td>Texas</td>
<td>37</td>
<td>8</td>
</tr>
<tr>
<td>Kentucky</td>
<td>13</td>
<td>3</td>
<td>Utah</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Louisiana</td>
<td>183</td>
<td>59</td>
<td>Vermont</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Maine</td>
<td>2</td>
<td>0</td>
<td>Virginia</td>
<td>8</td>
<td>5</td>
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<tr>
<td>Maryland</td>
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<td>0</td>
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<tr>
<td>Massachusetts</td>
<td>3</td>
<td>0</td>
<td>West Virginia</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Michigan</td>
<td>9</td>
<td>2</td>
<td>Wisconsin</td>
<td>4</td>
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<tr>
<td>Minnesota</td>
<td>4</td>
<td>1</td>
<td>Wyoming</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Missouri</td>
<td>27</td>
<td>12</td>
<td>Other Territories</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Montana</td>
<td>0</td>
<td>0</td>
<td><strong>Total</strong></td>
<td>866</td>
<td>184</td>
</tr>
</tbody>
</table>
Verifications

The Board provides verification of licensure status for RNs and LPNs who are seeking licensure in other states, territories or countries. During FY 2007, the licensure status of 582 RNs and 169 LPNs was verified to other jurisdictions. Table 8 depicts nurses verified from Mississippi to other states during FY 2007.

Table 8: Verifications from Mississippi - FY 2007

<table>
<thead>
<tr>
<th>STATE</th>
<th>RNs</th>
<th>LPNs</th>
<th>STATE</th>
<th>RNs</th>
<th>LPNs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>80</td>
<td>23</td>
<td>Nebraska</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Alaska</td>
<td>6</td>
<td>1</td>
<td>Nevada</td>
<td>21</td>
<td>5</td>
</tr>
<tr>
<td>Arizona</td>
<td>4</td>
<td>1</td>
<td>New Hampshire</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arkansas</td>
<td>8</td>
<td>3</td>
<td>New Jersey</td>
<td>8</td>
<td>0</td>
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<tr>
<td>California</td>
<td>67</td>
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<td>Colorado</td>
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<td>7</td>
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<td>Ohio</td>
<td>4</td>
<td>1</td>
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<td>26</td>
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<td>Oklahoma</td>
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<tr>
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<td>25</td>
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<td>3</td>
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<tr>
<td>Hawaii</td>
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<td>Pennsylvania</td>
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<td>2</td>
</tr>
<tr>
<td>Idaho</td>
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<td>0</td>
<td>Rhode Island</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Illinois</td>
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<td>South Carolina</td>
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</tr>
<tr>
<td>Indiana</td>
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<td>South Dakota</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Iowa</td>
<td>0</td>
<td>0</td>
<td>Tennessee</td>
<td>39</td>
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<tr>
<td>Kansas</td>
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<td>0</td>
<td>Texas</td>
<td>28</td>
<td>11</td>
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<tr>
<td>Kentucky</td>
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<td>Utah</td>
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<td>Louisiana</td>
<td>23</td>
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<td>Vermont</td>
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<tr>
<td>Maine</td>
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<td>0</td>
<td>Virginia</td>
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<tr>
<td>Montana</td>
<td>0</td>
<td>1</td>
<td>Total</td>
<td>582</td>
<td>169</td>
</tr>
</tbody>
</table>
PRACTICE

Standards of practice for RNs and LPNs in a variety of clinical and educational roles were reviewed and recommendations for implementation were made by the Board. Staff is available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards and assists the Board of Nursing investigative staff by reviewing evidence and or cases related to generally accepted standards of nursing practice.

Information and resources were studied by staff and the Nurse Practice Committee of the Board in order for decisions to be made regarding issues and questions involving nursing practice standards and scope of practice. The Board was contacted by individual nurses, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2007, 632 written responses and 1,173 verbal responses were provided to individuals having nursing practice inquiries and an additional 395 responses were provided for advanced practice nursing inquiries.

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 an entry-level RNs or LPNs. The National Council Licensure Examination (NCLEX) is administered via computerized adaptive testing.

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 State Department of Education and the State 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 education opportunities for potential nursing students throughout the state. Mississippi programs preparing LPNs are regulated and approved by the Community College Board pursuant to a contractual agreement with the Mississippi Department of Education. Mississippi programs preparing RNs are regulated and approved by the State Board of Institutions of Higher Learning.
Tables 9 and 10 include only those graduates of Mississippi schools of registered nursing and practical nursing who took the examination for the first time, regardless of where they initially applied for licensure.

**Table 9: Mississippi RN Graduate First Writes**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL NUMBER WRITING</th>
<th>PASSING NUMBER</th>
<th>PASSING PERCENT</th>
<th>FAILING NUMBER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY03</td>
<td>1282</td>
<td>1123</td>
<td>88%</td>
<td>159</td>
</tr>
<tr>
<td>FY04</td>
<td>1236</td>
<td>1060</td>
<td>86%</td>
<td>176</td>
</tr>
<tr>
<td>FY05</td>
<td>1368</td>
<td>1191</td>
<td>87%</td>
<td>177</td>
</tr>
<tr>
<td>FY06</td>
<td>1462</td>
<td>1286</td>
<td>88%</td>
<td>176</td>
</tr>
<tr>
<td>FY07</td>
<td>1532</td>
<td>1403</td>
<td>92%</td>
<td>129</td>
</tr>
</tbody>
</table>

**Table 10: Mississippi LPN Graduate First Writes**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL NUMBER WRITING</th>
<th>PASSING NUMBER</th>
<th>PASSING PERCENT</th>
<th>FAILING NUMBER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY03</td>
<td>566</td>
<td>478</td>
<td>84%</td>
<td>88</td>
</tr>
<tr>
<td>FY04</td>
<td>615</td>
<td>549</td>
<td>89%</td>
<td>66</td>
</tr>
<tr>
<td>FY05</td>
<td>582</td>
<td>535</td>
<td>92%</td>
<td>47</td>
</tr>
<tr>
<td>FY06</td>
<td>696</td>
<td>610</td>
<td>88%</td>
<td>86</td>
</tr>
<tr>
<td>FY07</td>
<td>766</td>
<td>673</td>
<td>88%</td>
<td>93</td>
</tr>
</tbody>
</table>

Tables 11 and 12 describe all RN and LPN candidates who applied for licensure by examination in Mississippi (including first-time and repeat applicants) regardless of where they were educated. Tables 11 and 12 reflect numbers of examinations administered, not numbers of examination applicants.

**Table 11: RN Licensure Examination Statistics First-Time and Repeat Candidates**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL NUMBER EXAMS ADMINISTERED</th>
<th>PASSING NUMBER</th>
<th>PASSING PERCENT</th>
<th>FAILING NUMBER</th>
<th>FAILING PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY03</td>
<td>1439</td>
<td>1141</td>
<td>79%</td>
<td>298</td>
<td>21%</td>
</tr>
<tr>
<td>FY04</td>
<td>1573</td>
<td>1263</td>
<td>80%</td>
<td>310</td>
<td>20%</td>
</tr>
<tr>
<td>FY05</td>
<td>1963</td>
<td>1600</td>
<td>82%</td>
<td>363</td>
<td>18%</td>
</tr>
<tr>
<td>FY06</td>
<td>1981</td>
<td>1313</td>
<td>89%</td>
<td>166</td>
<td>11%</td>
</tr>
<tr>
<td>FY07</td>
<td>2003</td>
<td>1759</td>
<td>88%</td>
<td>244</td>
<td>12%</td>
</tr>
</tbody>
</table>

**Table 12: LPN Licensure Examination Statistics First-Time and Repeat Candidates**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL NUMBER EXAMS ADMINISTERED</th>
<th>PASSING NUMBER</th>
<th>PASSING PERCENT</th>
<th>FAILING NUMBER</th>
<th>FAILING PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY03</td>
<td>786</td>
<td>570</td>
<td>73%</td>
<td>216</td>
<td>27%</td>
</tr>
<tr>
<td>FY04</td>
<td>809</td>
<td>631</td>
<td>78%</td>
<td>178</td>
<td>22%</td>
</tr>
<tr>
<td>FY05</td>
<td>741</td>
<td>613</td>
<td>83%</td>
<td>128</td>
<td>17%</td>
</tr>
<tr>
<td>FY06</td>
<td>845</td>
<td>684</td>
<td>81%</td>
<td>161</td>
<td>19%</td>
</tr>
<tr>
<td>FY07</td>
<td>890</td>
<td>703</td>
<td>79%</td>
<td>18%</td>
<td>21%</td>
</tr>
</tbody>
</table>
Table 13 represents examination results for those LPN graduates who took the examination for licensure in Mississippi during FY 2007. Table 13 also reports examination results for candidates who completed an out-of-state LPN program and for candidates who completed a RN education program (foreign or domestic).

Table 13: LPN Examinations - FY07

<table>
<thead>
<tr>
<th>PRACTICAL NURSE PROGRAMS</th>
<th>FIRST WRITES</th>
<th></th>
<th></th>
<th></th>
<th>REPEATS</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number Tested</td>
<td>Number Passed</td>
<td>Percent Passed</td>
<td>Number Tested</td>
<td>Number Passed</td>
<td>Percent Passed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coahoma Community College</td>
<td>15</td>
<td>12</td>
<td>80</td>
<td>11</td>
<td>6</td>
<td>55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copiah Lincoln Community College</td>
<td>34</td>
<td>33</td>
<td>97</td>
<td>8</td>
<td>4</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Central Community College</td>
<td>18</td>
<td>16</td>
<td>89</td>
<td>3</td>
<td>1</td>
<td>33</td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Mississippi Community College</td>
<td>43</td>
<td>41</td>
<td>95</td>
<td>3</td>
<td>2</td>
<td>67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hinds Community College</td>
<td>115</td>
<td>87</td>
<td>77</td>
<td>44</td>
<td>19</td>
<td>43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Holmes Community College</td>
<td>60</td>
<td>49</td>
<td>82</td>
<td>23</td>
<td>10</td>
<td>43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Itawamba Community College</td>
<td>28</td>
<td>26</td>
<td>93</td>
<td>3</td>
<td>2</td>
<td>67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jones County Junior College</td>
<td>66</td>
<td>61</td>
<td>92</td>
<td>10</td>
<td>4</td>
<td>40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meridian Community College</td>
<td>28</td>
<td>27</td>
<td>96</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mississippi Delta Community College</td>
<td>29</td>
<td>24</td>
<td>83</td>
<td>7</td>
<td>3</td>
<td>43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MS Gulf Coast Community College</td>
<td>64</td>
<td>51</td>
<td>80</td>
<td>14</td>
<td>9</td>
<td>64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northeast MS Community College</td>
<td>31</td>
<td>29</td>
<td>94</td>
<td>2</td>
<td>2</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northwest MS Community College</td>
<td>77</td>
<td>70</td>
<td>91</td>
<td>21</td>
<td>6</td>
<td>29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pearl River Community College</td>
<td>37</td>
<td>30</td>
<td>81</td>
<td>9</td>
<td>1</td>
<td>11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southwest MS Community College</td>
<td>57</td>
<td>43</td>
<td>75</td>
<td>11</td>
<td>6</td>
<td>55</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td><strong>702</strong></td>
<td><strong>599</strong></td>
<td><strong>85</strong></td>
<td><strong>170</strong></td>
<td><strong>75</strong></td>
<td><strong>41</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Out-of-State Programs</td>
<td>11</td>
<td>6</td>
<td>55</td>
<td>16</td>
<td>7</td>
<td>44</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Closed LPN Programs</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduates of RN Programs</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduates of Foreign Programs</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td><strong>13</strong></td>
<td><strong>6</strong></td>
<td><strong>46</strong></td>
<td><strong>17</strong></td>
<td><strong>8</strong></td>
<td><strong>47</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>715</strong></td>
<td><strong>605</strong></td>
<td><strong>85</strong></td>
<td><strong>187</strong></td>
<td><strong>83</strong></td>
<td><strong>44</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 14 represents examination results for those RN graduates who took the examination for licensure in Mississippi during FY 2007. Table 14 also reports examination results for candidates who completed an out-of-state or foreign RN program.

<table>
<thead>
<tr>
<th>SCHOOLS OF NURSING</th>
<th>FIRST WRITES</th>
<th></th>
<th>REPEATS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number Tested</td>
<td>Number Passed</td>
<td>Percent Passed</td>
<td>Number Tested</td>
</tr>
<tr>
<td><strong>Associate Degree Programs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alcorn State University</td>
<td>23</td>
<td>17</td>
<td>74</td>
<td>9</td>
</tr>
<tr>
<td>Coahoma Community College</td>
<td>9</td>
<td>4</td>
<td>44</td>
<td>0</td>
</tr>
<tr>
<td>Copiah Lincoln Community College</td>
<td>32</td>
<td>26</td>
<td>81</td>
<td>9</td>
</tr>
<tr>
<td>East Central Community College</td>
<td>41</td>
<td>35</td>
<td>85</td>
<td>9</td>
</tr>
<tr>
<td>Hinds Community College</td>
<td>138</td>
<td>130</td>
<td>94</td>
<td>12</td>
</tr>
<tr>
<td>Holmes Community College</td>
<td>85</td>
<td>76</td>
<td>89</td>
<td>13</td>
</tr>
<tr>
<td>Itawamba Community College</td>
<td>106</td>
<td>93</td>
<td>88</td>
<td>7</td>
</tr>
<tr>
<td>Jones County Junior College</td>
<td>60</td>
<td>52</td>
<td>87</td>
<td>7</td>
</tr>
<tr>
<td>Meridian Community College</td>
<td>83</td>
<td>72</td>
<td>87</td>
<td>19</td>
</tr>
<tr>
<td>Mississippi Delta Community College</td>
<td>40</td>
<td>38</td>
<td>95</td>
<td>2</td>
</tr>
<tr>
<td>MS Gulf Coast Comm. Coll.</td>
<td>114</td>
<td>97</td>
<td>85</td>
<td>40</td>
</tr>
<tr>
<td>Mississippi University for Women</td>
<td>46</td>
<td>40</td>
<td>87</td>
<td>7</td>
</tr>
<tr>
<td>Northeast MS Community College</td>
<td>90</td>
<td>76</td>
<td>84</td>
<td>10</td>
</tr>
<tr>
<td>Northwest MS Community College</td>
<td>62</td>
<td>53</td>
<td>85</td>
<td>8</td>
</tr>
<tr>
<td>Pearl River Community College</td>
<td>59</td>
<td>52</td>
<td>88</td>
<td>11</td>
</tr>
<tr>
<td>Southwest MS Community College</td>
<td>49</td>
<td>42</td>
<td>81</td>
<td>8</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td>1037</td>
<td>903</td>
<td>87</td>
<td>171</td>
</tr>
<tr>
<td><strong>Baccalaureate Programs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alcorn State University</td>
<td>30</td>
<td>26</td>
<td>87</td>
<td>5</td>
</tr>
<tr>
<td>Delta State University</td>
<td>27</td>
<td>21</td>
<td>78</td>
<td>6</td>
</tr>
<tr>
<td>Mississippi College</td>
<td>51</td>
<td>41</td>
<td>80</td>
<td>8</td>
</tr>
<tr>
<td>Mississippi University for Women</td>
<td>35</td>
<td>33</td>
<td>94</td>
<td>3</td>
</tr>
<tr>
<td>University of Mississippi Medical Center</td>
<td>69</td>
<td>66</td>
<td>96</td>
<td>13</td>
</tr>
<tr>
<td>University of Southern Mississippi</td>
<td>105</td>
<td>100</td>
<td>95</td>
<td>13</td>
</tr>
<tr>
<td>William Carey College</td>
<td>51</td>
<td>44</td>
<td>86</td>
<td>10</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td>368</td>
<td>331</td>
<td>90</td>
<td>58</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Out-of-State Programs</td>
<td>196</td>
<td>134</td>
<td>68</td>
<td>53</td>
</tr>
<tr>
<td>Foreign Programs</td>
<td>122</td>
<td>109</td>
<td>89</td>
<td>37</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td>318</td>
<td>243</td>
<td>76</td>
<td>90</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1723</td>
<td>1477</td>
<td>86</td>
<td>319</td>
</tr>
</tbody>
</table>
INVESTIGATIVE and DISCIPLINARY

Allegations of violations of the 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 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.

When investigations provide evidence of violations of the Nursing Practice Law, the Disciplinary Division will prepare cases for presentation to the Board. Some nurses are offered an opportunity to enter into agreed orders in lieu of appearing before the Board. If an agreed order is signed, the nurse admits to a violation of the Nursing Practice Law and agrees to disciplinary action. When agreed orders are rejected by the nurse, a disciplinary hearing is scheduled. Disciplinary hearings are conducted by a hearing panel consisting of three members of the Board. If the hearing panel determines that probable cause and sufficient legal evidence exist to believe that an applicant does not possess the qualifications required or that a licensee has violated any of the provisions of Mississippi Code of 1972, Annotated, §73-15-1, et seq., the hearing panel may refuse to issue a license to the applicant, or revoke, suspend, refuse to renew a license, or revoke or suspend the privilege to practice or otherwise discipline the licensee.

Table 15 depicts the activities of the Investigative and Disciplinary Divisions during FY 2007.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>FY07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allegations Received</td>
<td>1135</td>
</tr>
<tr>
<td>Investigations Completed</td>
<td>1039</td>
</tr>
<tr>
<td>Referred for Action</td>
<td>319</td>
</tr>
<tr>
<td>Investigations Closed</td>
<td>720</td>
</tr>
<tr>
<td>Total Disciplinary Actions</td>
<td>458</td>
</tr>
<tr>
<td>Formal Hearings</td>
<td>75</td>
</tr>
<tr>
<td>Agreed Orders</td>
<td>230</td>
</tr>
<tr>
<td>Administrative Denials</td>
<td>18</td>
</tr>
<tr>
<td>RNP Admissions</td>
<td>108</td>
</tr>
<tr>
<td>RNP Relapse Admissions</td>
<td>12</td>
</tr>
<tr>
<td>Lapsed Reinstatements</td>
<td>15</td>
</tr>
</tbody>
</table>
The Health Insurance Portability and Accountability Act of 1996 established a national health care fraud and abuse data collection program for the reporting of final adverse actions against health care providers, suppliers or practitioners. The Healthcare Resources and Services Administration of the Department of Health and Human Services is responsible for oversight of the Healthcare Integrity and Protection Data Bank (HIPDB), as well as the National Practitioner Data Bank (NPDB). The National Council of State Boards of Nursing (NCSBN), serves as the reporting agent for many boards of nursing, including Mississippi.

**RECOVERING NURSE PROGRAM - COMPLIANCE**

The Recovering Nurse Program-Compliance (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or a physical, mental or emotional condition that renders the individual unsafe to practice. This program allows 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 are allowed to 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 drug rehabilitation support groups such as Alcoholics Anonymous or Narcotics Anonymous. Additionally, the RNP staff conducts regular and frequent conferences with participants and makes site visits to employment and treatment settings. Table 16 depicts the activities of the RNP during FY 2007.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>FY07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conferences with Participants</td>
<td>1453</td>
</tr>
<tr>
<td>Admissions</td>
<td>108</td>
</tr>
<tr>
<td>Readmissions</td>
<td>14</td>
</tr>
<tr>
<td>Completed RNP</td>
<td>26</td>
</tr>
<tr>
<td>Number in RNP at End of Fiscal Year</td>
<td>257</td>
</tr>
<tr>
<td>Admits Per 1000 Active Nurses</td>
<td>1.8</td>
</tr>
</tbody>
</table>

This division also monitors agreements resulting from disciplinary restriction of licenses (excluding Recovering Nurse Program participants). Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with Board orders. In FY 2007, an average of 218 individuals per month, including 117 restricted and 101 revoked licensees, submitted documentation.
**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 2007, Board members and staff participated in NCSBN activities as follows:

- Board members Emily Pharr and Cathy Williamson attended the Delegate Assembly meeting in Salt Lake City, August 1-5, 2006
- Board member Cathy Williamson and staff member Jane Tallant attended the APRN Summit in Chicago, February 26, 2007
- Board members Tina Mabry and Cathy Williamson and staff member Sheree Zbylot attended the NCSBN Midyear meeting in New Orleans, April 3-4, 2007
- Board member Debbie Ricks serve on the NCLEX Examination Committee
- Board member Cathy Williamson served on the NCSBN APRN Advisory Committee
- Staff member Jane Tallant served on the Disciplinary Resources Advisory Panel
- Staff member Sheree Zbylot served on the NCSBN Nursys Advisory Panel
LIAISON AND INTER-AGENCY ACTIVITIES

Staff members presented a variety of educational sessions to over 2,100 individuals throughout Mississippi regarding the Board of Nursing, the Nursing Practice Law, nursing practice issues and chemical dependence among health professionals. Staff members assisted local, state and federal agencies in investigations of or related to nurses. They also represented the Board on committees and at meetings of other state and national agencies and organizations including the following:

- Mississippi Nurses Association
- Institutions of Higher Learning - Council of Deans and Directors
- Nursing Organization Liaison Committee
- Office of Nursing Workforce - Advisory Committee
- Office of Nursing Workforce - Barriers to Nursing Education Task Force
- Office of Nursing Workforce - HRSA Nurse Residency Advisory Committee
- Theta Beta Chapter of Sigma Theta Tau International Honor Society - Board of Directors
- University of Mississippi - Adjunct Faculty

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 ninth year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report is submitted annually to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, projected increase in demand, and turnover data. 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 (HYPERLINK "http://www.monw.org").
Mississippi Graduate Nurse Residency Program

The Mississippi Graduate Nurse Residency Program is funded by the Health Resources and Services Administration (HRSA) Nurse Education, Practice, and Retention Grant. The Residency Program is a structured six-month internship for new graduate nurses which addresses the transition from nursing education to competent nursing practice in a supportive, appropriately paced learning environment. Current participating hospitals are River Region Medical Center (Vicksburg), Delta Regional Medical Center (Greenville), and Northwest Regional Medical Center (Clarksdale). Outcome measures show increases in nurse recruitment, retention, job satisfaction, and diversity.

Partners Investing in Nursing’s Future (PIN)

A recent national collaborative, led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, has resulted in the development of grant opportunities entitled, Partners Investing in Nursing’s Future (PIN). These grants are offered to applicants who agree to act as catalysts in their respective communities to develop strategies needed for a stable, adequate nursing workforce, and develop solutions to address the nursing shortage through regional and local partnerships. The Mississippi Office of Nursing Workforce (ONW) grant, the Mississippi Critical Nursing Faculty Shortage Initiative, was selected as one of the first ten entities to participate in the PIN project. Mississippi Department of Employment Security (MDES) is the match funder for the initiative. The goal of this two-year project is to develop a multi-dimensional approach to increase and retain nursing faculty.

OWN convened a PIN Advisory Board, held bi-monthly meetings, conducted surveys of staff nurses, administrative nurses, and nursing students to assess interest in continuing education as well as teaching. OWN serves as a catalyst and convener for the pilot hospitals and schools of nursing in the development and implementation of collaborative partnerships to address the faculty shortage. Plans are being made to promote the faculty role across the state as a desirable career option.

Delta Health Alliance (DHA)

The Mississippi Office of Nursing Workforce (ONW) was fortunate to be selected to participate in the eighteen-county Health Resources and Services Administration (HRSA) grant that was awarded to the Delta Health Alliance (DHA) in Stoneville, MS. OWN’s innovative project, the Healthcare Workforce Initiative, replicates proven workforce models to establish high school nurse mentorship programs, exposing and recruiting students to a career in nursing; develops student nurse externships in Delta hospitals enhancing recruitment and retention of Delta nurses; and, implements StudentMax™, a clinical placement software program that tracks and facilitates student clinical rotations.

Five (5) Delta hospitals participated in the Student Nurse Extern Program including Bolivar Medical Center (Cleveland), Delta Regional Medical Center, Greenwood Leflore Hospital, Northwest Regional Medical Center, and Tri Lakes Medical Center (Batesville). Greenwood High School, Greenwood Leflore Hospital, Mississippi Delta Community College and Golden Age Nursing Home partnered to support high school seniors in participation in the Greenwood Mentorship Academy.
Mentorship High School Nurse Academies

In addition to the Delta Health Alliance mentorship program, there are several other grant funders of individual mentorship projects across the state.

The Bower Foundation Mentorship Programs

Spring 2007 marked the second year of the partnership between the Office of Nursing Workforce and The Bower Foundation. The two program sites are North Mississippi Medical Center (NMMC) and Mississippi Baptist Medical Center (MBMC). The additional partners with NMMC are the Healthcare Foundation of North Mississippi and Tupelo High School. Ridgeland High School and Hinds Community College are the additional partners with MBMC.

University of MS Medical Center Mentorship Programs

ONW partnered with the University of Mississippi Medical Center (UMMC) on the UMMC HRSA grant, ‘MS Institute for Improvement of Geographic Minority Health and Health Disparities’ to offer two High School Nurse Mentorship Academies through Singing River Health Systems. Additional partners are Pascagoula High School, Key’s Technology Center in Ocean Springs and MS Gulf Coast Community College.

MS Department of Employment Security (MDES) Mentorship Programs

Mississippi Job Corps in Crystal Springs, MS, partnered with University of Mississippi Medical Center and Sonny Montgomery Veterans Memorial Hospital to offer the High School Nurse Mentorship Academy. Delta Regional Medical Center partnered with T.L. Weston High School and Mississippi Delta Community College to offer the High School Nurse Mentorship Academy.