

ARIZONA

STATE BOARD OF NURSING

NEWSLETTER

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RNs, LPNs, CNAs AND STUDENT NURSES IN ARIZONA



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From the Executive Director

By Joey Ridenour, RN, MN

The National Council of State Boards of Nursing (NCSBN) is a non-profit organization comprised of the 60 Boards of Nursing in the United States and five territories. NCSBN released three Research Briefs in April 2004 that provides the foundation for valid and reliable licensure examinations and evidenced based regulation. You may also find the research beneficial. The publications may be ordered by accessing www.ncsbn.org Resources/Publications.

- *Report of the Findings from the 2002 RN Practice Analysis Update* by June Smith, PhD, RN, & Lynda Crawford, PhD, RN, CAE. A total of 1,317 analyzable surveys met the study criteria. There were significant differences in ADN and BSN work settings. Significantly more BSN graduates worked in critical care and pediatrics than the ADN graduates who worked in medical/surgical and nursing homes. Significantly more BSN graduates had worked as a nursing assistant or aide prior to becoming a RN for

an average of 2.3 years; with the ADN respondents reporting significantly longer work as an aide for 3.5 years. Many more ADN graduates (32% versus 5.9% for BSN) had been LPNs working an average of 7 years. The activities with the highest average frequency of performance from 4 or more times per shift were: medication administration, applying principles of infection control, maintaining client confidentiality, documenting procedures/treatments and response, document medication administration and client response, assess client's vital signs and evaluate clients response to medication.

- *Report of the Findings from the 2003 Employers Survey* by June Smith, PhD, RN, & Lynda Crawford, PhD, RN, CAE. More than 1,200 nursing administrators from health care facilities across the country provided data related to the preferences for certain types of education preparation when hiring new nurses. Few employers have a preference for one type of educational preparation over another. Employers do have a

preference to hire new graduates with prior health care experience. Employers ranked the most important competency when hiring newly licensed nurses to be critical thinking skills or clinical decision making skills, followed by therapeutic relationship skills, medication administration skills, management/leadership/supervisory skills, and psychomotor skills.

- *Report of Findings from the Practice and Professional Issues Survey/Winter 2003* Topics covered include: *Nurse Preparation for Practice, Nursing Errors, Nurses Educated Outside of the United States* by June Smith, PhD, RN, and Lynda Crawford, PhD, RN, CAE. Conclusions of from the data: 1) Foreign Educated RNs required an average of 22.6 months and \$2,500 to become licensed in the United States. 2) Foreign educated nurses averaged 7-8 years of experience before being licensed in the United States. 3) Newly licensed U.S. RNs continue to express through quantitative and qualitative data, their lack of preparation for the various aspects of practice.

Questions & Answers to Properly Submit Complaints to the Arizona State Board of Nursing

Thereasa Berry, Assistant to Associate Director/Nursing Practice, Complaints & Investigations
Valerie Smith, RN, MS, Associate Director, Nursing Practice, Complaints & Investigations

1. Who can file a complaint?

Anyone can file a complaint, however, law mandates certain individuals and institutions.

Pursuant to A.R.S. 32-1664 (B):

"A licensee, a certificate holder, and a health care institution, as defined in 36-401, shall, and any other person may, report to the board any information the licensee, certificate holder, health care institution or individual may have that appears to show that a licensee or certificate holder is, was or may be a threat to the public health or safety."

Sources of complaints related to licensees/certificate holders may include employers, coworkers or other health-care professionals, patient or family members, law enforcement, self-reports, and/or other regulatory agencies.

Sources of complaints related to applicants for licensure/certification may include responses to questions asked on the application, information related to a current or prior investigation and discipline in another state, and/or information received as a result of a criminal background check.

2. What conduct should be reported?

Conduct that violates expected standards of care that may result in various degrees of harm. There is no list of what should be reported, as it is a matter of judgment for the person making the report based on all the relevant factors.

Examples of conduct that demonstrates poor judgment or skill resulting in violations of the Nurse Practice Act that are reportable to the board are: suspected drug diversion, failing to account for wastage of control drugs/falsification of documents, impairment, positive drug screen without a valid prescription, misappropriation/theft, exploitation of a vulnerable patient, physical/verbal abuse, patient neglect, sexual abuse/boundary violations, falsification of documents, single serious medication errors or repeated medication errors or charting errors, giving medications without an authorized order, criminal charges/convictions, failing to assess or intervene in behalf of a patient.

Please note, violations are NOT limited to direct patient care or incidents occurring while on duty as a nurse/CNA.

Effective September 18, 2003, and pursuant to HB 2361, license and certificate holders are required by law to report criminal charges that may affect patient safety to the board, in writing, within ten days from when the charge(s) are filed.

You are encouraged to become familiar with the laws and rules of the Board of Nursing. The Nurse Practice Act is available (at no charge) on our web site at www.azboardofnursing.org or may be purchased by contacting the board by phone or in writing.

3. What conduct is not typically reportable to the Board?

Examples of low risk issues not involving patient care, professional judgment, or wrong doing that do not require reporting to the Arizona Board of Nursing are: rudeness to peers, co-worker disputes, personality conflicts, absenteeism, tardiness, labor-management disputes such as work schedules/wages/wrongful termination.

Facility specific operational issues that are under the jurisdiction of the Arizona Department of Health Services or other state agencies should not be reported to the Board of Nursing.

4. When should a report be made?

Emergent matters involving suspected drug diversion or chemical impairment may be reported immediately to the CANDO Nurse Consultant, Suanne Smith, RN, MS, by calling the number listed under contacts on www.azboardofnursing.org or 602 889-5156. The call should be followed with a written complaint stating the "who, what, where, and when" of the events.

Written complaints should be reported as soon you have substantiated or otherwise have reasons to believe that a violation of the Nurse Practice Act has occurred and you have followed the policies within your facility regarding mandatory reporting. If the facility or agency's administrators refuse or delay reporting, it is appropriate for a staff nurse or nurse manager to take responsibility for reporting to the Board.

5. Where should the complaint be sent?

Submit your complaint to:

Arizona State Board of Nursing
Complaints/Investigations
1651 E. Morten, Ste. 210
Phoenix, AZ 85020

6. How do I file a complaint?

Initial reports to the Board should be in writing except for emergent matters such as suspected drug diversion/impairment or sexual abuse complaints. Provide as much detail as possible regarding the "who, what, where, and when."

Identify the nurse or certified nursing assistant involved, including the correct spelling of the name, license or certificate number, social security number (if

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Harris Public Member</p> <p>Sharon Molleo, LPN Member</p> <p>Barbara O'Connor, LPN Member</p>	<p>MAIN LINE: (602) 889-5150 e-MAIL: arizona@azbn.org</p> <p>MAIN FAX: (602) 889-5155 HOME PAGE: http://www.azboardofnursing.org</p> <p>CANDO FAX: (602) 889-5238</p> <p>ADDRESS CHANGE AND APPLICATION REQUESTS Receptionist arizona@azbn.org verify@azbn.org</p> <p>ON-LINE VERIFICATION OF LICENSE/CERTIFICATE STATUS</p> <p>ADMINISTRATION Joey Ridenour RN, MN Executive Director 602-889-5200 jridenour@azbn.org Judy Bontrager RN, MN Associate Director--Operations & Licensing 602-889-5204 jbbontrager@azbn.org Valerie Smith RN, MS Associate Director--Nursing Practice/Complaints & Investigations 602-889-5206 vsmith@azbn.org</p> <p>Lila Wiemann Administrative Assistant to the Executive Director 602-889-5202 lwiemann@azbn.org</p> <p>ADVANCED PRACTICE Karen Grady MS, RN, FNP, BC Advanced Practice/RN/LPN 602-889-5182 kgrady@azbn.org</p> <p>CHEMICAL DEPENDENCE / CANDO Suanne Smith Nurse Consultant-CANDO 602-889-5156 ssmith@azbn.org Dolores Hurtado Legal Secretary - Monitoring & CANDO 602-889-5158 dhurtado@azbn.org Olga Zuniga Administrative Secretary - Monitoring & CANDO 602-889-5157 ozuniga@azbn.org</p> <p>EDUCATION Pamela Randolph RN, MS, CPNP Education Consultant/Educational Programs RN/LPN/CNA 602-889-5209 prandolph@azbn.org Meredith Fountain Administrative Assistant-Education 602-889-5187 mfountain@azbn.org</p> <p>FISCAL SERVICES Diane Serra Business Manager 602-889-5210 dserra@azbn.org Norma Salter Accounting Technician 602-889-5211 nsalter@azbn.org</p> <p>HEARINGS Susan Barber RN, MSN Nurse Practice Consultant-Hearing Department 602-889-5161 sbarber@azbn.org Debra Blake Legal Assistant 602-889-5183 dblake@azbn.org Vicky Driver Adm. Asst./Hearing Department 602-889-5162 vdriver@azbn.org</p> <p>INVESTIGATIONS Nurse Practice Consultants Betty Nelson RN, MS CNA 602-889-5169 bnelson@azbn.org Jeanine Sage RN, MSN CNA 602-889-5174 jsage@azbn.org Mary Rappoport RN, MN RN/LPN 602-889-5184 mrappoport@azbn.org Nancy "Nan" Twigg RN, MS RN/LPN/Southern AZ 602-889-5185 ntwigg@azbn.org Pat Midkiff, RN, MN RN/LPN 602-889-5179 pmidkiff@azbn.org Sister Rachel Torrez RN, MS RN/LPN 602-889-5180 srachel@azbn.org Sydney Munger RN, MS RN/LPN 602-889-5186 smunger@azbn.org</p> <p>Senior Investigators James (Jim) Ball RN/LPN 602-889-5170 jbball@azbn.org Jeanne Bauer CNA 602-889-5178 jbauer@azbn.org Kirk Olson CNA 602-889-5171 kolson@azbn.org Lorraine Brown RN/LPN (CANDO) 602-889-5159 lbrown@azbn.org Pat Pavlina, RN, BS CNA 602-889-5176 ppavlina@azbn.org Vicki Johansen CNA 602-889-5172 vjohansen@azbn.org</p> <p>Legal Secretaries Barbara Ritenour Board Minutes/Endorsements 602-889-5193 bjones@azbn.org Becky Loar Assistant to Associate Director/Nursing Practice, Complaints & Investigations 602-889-5207 bloar@azbn.org</p> <p>Janice Thompson RN/LPN Investigations 602-889-5175 jthompson@azbn.org Dorothy Lindsey CNA Investigations 602-889-5177 dlindsey@azbn.org Esther Garcia CNA Investigations 602-889-5173 egarcia@azbn.org Mary Palmer Administrative Assistant to Associate Director/Operation & Licensing 602-889-5205 mpalmer@azbn.org</p> <p>Meredith Fountain RN/LPN Investigations 602-889-5187 mfountain@azbn.org Theeresa Berry Assistant to Associate Director/Nursing Practice, Complaints & Investigations 602-889-5208 tberry@azbn.org</p> <p>INFORMATION TECHNOLOGY Cory Davitt Network Administrator 602-889-5213 cdavitt@azbn.org Adam Henriksen Webmaster 602-889-5231 ahenriksen@azbn.org</p> <p>LICENSING Becky Aranyos RN/LPN Exam 602-889-5190 baranyos@azbn.org Brent Sutter RN/LPN Renewals 602-889-5195 bsutter@azbn.org Diana Lucas RN/LPN Endorsements 602-889-5191 dlucas@azbn.org Donna Frye Advanced Practice - School Nurses 602-889-5194 dfrye@azbn.org Paula Delphy CNA Exam/Endorsements 602-889-5189 pdelphy@azbn.org Rhonda Rogers CNA-Renewals 602-889-5188 rrogers@azbn.org Yvonne Godinez RN/LPN Endorsements 602-889-5192 ygodinez@azbn.org</p> <p>MAILROOM Marlane Brosseau Mail Room 602-889-5216 mbrosseau@azbn.org Rita Kelly-Sierra Mail Room 602-889-5215 rkelly@azbn.org</p> <p>MONITORING Stephanie Nelson RN, MS Nurse Consultant Monitoring 602-889-5160 snelson@azbn.org Dolores Hurtado Legal Secretary - Monitoring 602-889-5158 dhurtado@azbn.org Patricia Staten, RN, MS Nurse Consultant - Education - Monitoring 602-889-5220 pstaten@azbn.org</p> <p>RECEPTIONISTS Athena Sanchez Receptionist 602-889-5196 asanchez@azbn.org Jennifer Butler Receptionist 602-889-5199 jbutler@azbn.org Susan Kingsland Receptionist 602-889-5197 skingsland@azbn.org Cristina Oates Receptionist 602-889-5221 coates@azbn.org</p> <p>RECORDS Charlotte Seechoma Records Room 602-889-5217 cseechoma@azbn.org</p>
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Submitting Complaints cont. from pg. 1

available) to assist in identifying the correct individual. If available, provide last known address and phone number of the individual.

Provide a detailed summary of each allegation of the Nurse Practice Act, including dates of each alleged incident and the medical record number or name of the patient involved. Supplying the medical record number or name of the patient is not a violation of confidentiality or HIPPA.

Be very specific in describing the event including the date and location of incident.

Provide a list of any witnesses. The Board is interested in first hand observations based on personal knowledge and not on hearsay from others.

Provide legible copies of relevant records/information.

Be sure to include your contact information.

Reporting forms are not required, but are available on the web site (www.azboardofnursing.org) or can be sent to you via fax or mail by calling 602-889-5155 or by email complaints@azbn.org.

7. Is a failure to report those who may be a risk to the public a violation of the Nurse Practice Act?

In addition to the mandatory reporting law, A.R.S. 32-1664(B), failure to report is a violation of the nurse practice act, A.R.S. §32-1601 (16)(k) and A.A.C. R4-19-403 (7,8):

§32-1601 Unprofessional conduct includes the following whether occurring in this state or elsewhere:

(16)(k) Failing to report to the board any evidence that a professional or practical nurse or nursing assistant is or may be:

- (i) Incompetent to practice
- (ii) Guilty of unprofessional conduct
- (iii) Mentally or physically unable to safely practice nursing or to perform nursing related duties. A nurse who is providing therapeutic counseling for a nurse who is in a drug rehabilitation program is required to report that nurse only if the nurse providing therapeutic counseling has knowledge that patient safety is being jeopardized.

A.A.C. R4-19-403 For the purposes of A.R.S. §32-1601, a practice that is or might be harmful of dangerous to the health of a patient or the public includes the following:

- 7) Failing to report to the Board a licensed nurse whose work history includes conduct, or pattern of conduct, which leads to actual or potential adverse patient consequences threatening public health and safety;
- 8) Failing to take action in a health care setting to protect a patient whose safety or welfare is at risk from incompetent health care practice, or to report such practice to employment or licensing authorities; are violations of the Nurse Practice Act.

8. Will the person know that who filed a complaint?

The applicant/licensee/certificate holder may be furnished with a copy of the complaint upon request. However, if disclosure of the name will pose a risk to the person making the complaint, a copy of the complaint with redacted identification information may be provided. If in the Board's discretion, there is a risk of identification and resulting potential for harm, the Board reserves the right to refuse furnishing a copy of the complaint.

9. Will the public be aware a complaint or self-report has been received?

Once a complaint is received, the license/certificate or application will be identified, as "complaint/self report received" should anyone contact the Board via online verification or by phone to check the status.

Specific information regarding the allegation is not provided to the public. As required by ARS §32-1664(L) "information received and records kept by the Board as a result of an investigation are not available to the public."

10. What happens with the complaint?

When a complaint or self-report is received by the Board, it is first reviewed to determine jurisdiction. If the Board has jurisdiction, the license/certificate or application is flagged with a status of "Complaint/Self Report", an investigator and a case number are assigned. Notification letters are sent and an investigation begins. The respondent is made aware of the allegations and is given an opportunity to respond with information regarding the event. The investigator collects objective information from a number of sources, interviews the subject of the complaint ("the respondent" or the "applicant") and other witnesses, and then compiles the findings into an investigative report to present at a board meeting for review and action.

11. How long does the investigative process take?

This process takes an average of six to nine months to complete, depending on the complexity and seriousness of the alleged conduct. Some high risk/high harm investigative cases have been completed in one month.

12. Can the license/certificate holder or applicant work while they are under investigation?

The ability to work as a nurse or CNA is unrestricted during the investigation, as long as the license or certificate remains active. However, Applicants are not issued a license/certificate until the conclusion of the investigation.

13. What can the subject of the complaint or people making the complaint do to assist in the investigative process?

If you are the subject of the complaint: keep the Board apprised of any changes in your address and phone number, and respond promptly to any requests for information or documents.

If you have filed a complaint: submit all written documentation regarding your concerns and record any observations and impressions concerning the incident.

14. What happens when the case is presented to the Board Members?

The Board meeting is an open public meeting where investigative reports related to complaints that have been received and investigated by staff are reviewed to determine, based upon evidence in a case, whether there has been a violation of the Nurse Practice Act.

Board members will deliberate and make a motion, stating what action should occur.

15. Who can address the Board Members?

If you have submitted a complaint or you have had a complaint submitted against your application or your license/certificate, you are welcome to attend the Board meeting to hear the discussion and board decision. The Board meeting is not a hearing, but you may choose to give a verbal presentation (up to five minutes) providing information you feel is pertinent for the Board to consider. You may also choose to just be available to respond to their questions, or you may be present and not speak at all.

Submitting Complaints cont. on pg. 4

Arizona Western College Professor of Nursing

Bachelor's degree in nursing with a Master's degree in another discipline or Master's degree in nursing with prior nursing clinical experience. Must meet minimum teaching qualifications and standards as established by the State of Arizona and AWC. Have or be eligible for an Arizona license as a Registered Nurse. Teach 15 credit hours per semester in an NLN accredited Associate Degree Nursing Program with multiple exit options, nursing assistant and allied health courses.

For a complete jobs description and to apply online, visit www.azwestern.edu or call (928) 344-7504.

Registered Nurses Needed

PineView Behavioral Health Center, a division of Community Counseling Centers, Inc., a 12-bed inpatient adult psychiatric facility, has openings for full-time & part-time no benefits positions.

RN Charge Nurse (night shift) 32 hours/week benefit position, \$19.50-\$21.50 per hour (DOE), plus shift differential. Also, part-time RNs, no benefits, \$25/hour.

Send resume or apply at PineView Behavioral Health Center, 2550 Show Low Lake Road, Show Low, AZ 85901.

Equal opportunity employer, a drug-free workplace, JCAHO accredited.



HOSPICE
of the VALLEY

Hospice of the Valley, the valley's largest provider of home health hospice services in Maricopa County, is strong, growing and expanding its staff.

- Patient load of one!
- All the time necessary to meet your patient's needs!
- Comprehensive orientation and professional growth opportunities.

• Competitive salaries, take call from your home, mileage, cell, medical, dental, 401K with match, tuition reimbursement, PTO, medical savings plans, flexible scheduling!

Weekday RN Case Managers

Looking for small patient caseloads and rewarding work? We are seeking RNs valley-wide w/strong assessment skills and clinical judgement to coordinate team based direct patient care. Hospice/homecare exp. a plus, but will train the right person!

After Hour Visit Nurses

Join our after hours team! FT and PT positions w/after-hour incentive provided: **Weekend Visits** Sat./Sun. - FT and PT positions available.

Weeknight visit RNs/LPNs - 5p-1a FT w/benefits.

Triage RN (Weekends) - Admissions/Visits 8a-12a FT or PT

Agency Pool

Interested in exploring hospice nursing? Wonder where you might fit best? Join our new agency pool! We will train to all areas of hospice nursing: home visits, Palliative Care Units, In Home Shift Care and Admissions. We will help you find your niche, and we'll put you there! If you are an RN/LPN and have the skills, desire and the heart, we have the place for you! FT and PT positions available.

Call Joni at (602) 636-6316
or submit resume or application to
1510 E. Flower St., Phoenix, AZ 85014
Attn: Human Resources
or fax to (602) 530-6906. www.hov.org.
We conduct substance abuse testing. EOE.

Submitting Complaints cont. from pg. 3

16. What are the possible Board Members decisions or actions?

Board actions are categorized as: Dismissal, Non-disciplinary Action, Disciplinary Action, and Administrative Violations. This information is available to the public. Once the case has gone to Board and action is taken, the complaint/self report status is closed and the licensee/certificate holder's record updated to reflect the Board's action or pending action.

Dismissal

Evidence does not support the case has merit or that there has been a violation of the Nurse Practice Act.

Non-Disciplinary

Letter of Concern - A letter from the Board expressing concern that a licensee, certificate holder or applicant may have engaged in questionable conduct that is considered low risk or harm to the public. A letter of concern issued by the Board is not an appealable agency action.

Disciplinary Actions

Civil Penalty - A monetary fine issued by the Board, not to exceed \$1,000, given singly or in combination with any disciplinary action for a violation of the Nurse Practice Act.

Decree of Censure - This is an official discipline by the Board that the nurse's conduct violated the Nurse Practice Act but does not represent a continued risk to the patient/public.

Probation - This action allows the nurse to continue working during the period of probation subject to compliance with the terms and conditions. During the period of probation the nurse must be supervised in their practice and complete certain requirements which are aimed at rehabilitation or educating the nurse in his/her area(s) of practice. For example, a nurse with a substance abuse issue may be required to enter and complete treatment, attend A.A./N.A. meetings, abstain from alcohol and other drug use along with other requirements. A nurse who lacks sufficient knowledge of medications or safe administration may be required to take a pharmacology course, etc.

Suspension - A person who has been suspended may not practice during the period of suspension. A person who has been suspended has terms and conditions which must be fulfilled during the period of suspension, before being allowed to resume practice. Examples of terms and conditions may include completing a refresher course, psychological or substance abuse treatment in addition to other requirements. A licensee that has been suspended often has a period of probation following successful completion of the terms of suspension.

Revocation - This action prohibits the nurse/certificate holder from practicing for a minimum of five years, pursuant to A.A.C. R4-19-404. When a license/certificate has been revoked, the applicant for re-issuance must provide detailed information to the Board supporting that the reason for revocation no longer exists and that the issuance of a license/certificate would no longer threaten the public health or safety. (A.A.C. R4-19-404 or R4-19-815) The individual whose license/certificate has been revoked may not practice or otherwise indicate to the public that they hold a license/certificate.

Denial - A person (applicant) who has been denied a license/certificate may not practice and is not eligible to reapply to the Board for a period of five years. A person who has been denied a license in Arizona is not eligible to practice in Arizona under the privilege of a multistate license from another compact state.

Voluntary Surrender - A Consent Agreement has been signed in which an APRN, RN, LPN, CNA has voluntarily surrendered their license or certificate.

Administrative Violations

Administrative Penalty - A penalty/fine given to a licensee or certificate holder who has worked on an expired license/certificate, or failed to notify the Board of an address change within 30 days. It is not reportable to NCSBN or other national data centers.

17. When is the Board decision final?

For discipline to be final and in effect, a person must either consent to the discipline as voted upon by the board by signing a "Consent Agreement" or if not signed, the person has had an opportunity for a hearing. Hearings are conducted at the Office of Administrative Hearings and the person conducting the Hearing is an Administrative Law Judge who is an attorney.

The Administrative Law Judge recommended "Findings of Fact, Conclusions of Law and Order" and transcripts of the Hearing are reviewed by the Board members prior to voting on the appropriate disciplinary actions (if any) to be taken. If discipline is determined appropriate by the majority of the Board members, a "Board Order" is then the final decision and issued following the decision.

The respondent or applicant may file a motion for rehearing or review of the decision if there has been one of the seven caused listed in the Rules that materially affected the individual.

Governor Appoints New Board Members to the Arizona State Board of Nursing

Governor Janet Napolitano has appointed two Board Members for five-year terms.

Ms. Sharon Molle, LPN, replaces Richard Elward, LPN, and is employed at Citadel Care Center in Mesa. Sharon's term expires 6/30/2008.

Ms. Karen Hardy, RN, MSN, replaces Ms. Marla Moore, RN, MN. Ms. Hardy has been employed at Yuma Regional Medical Center since 1973. She is currently the Director of Critical Care Services, which include Intensive Care, Step Down, Post Anesthesia Care Units and Palliative Care Services. Ms. Hardy is a member of Arizona Organization of Nurse Executives. Her term expires 6/30/2009.

Charting the Course: The Power of Expert Nurses to Define the Future

The Institute for Nursing Healthcare Leadership (INHL), Boston, Mass., and the Scottsdale Medical Center will sponsor two one-day programs focused on the development of expert nursing practice on Wednesday, September 15, and again on Friday, September 17, 2004. The program, featuring Patricia Benner, PhD, RN, FAAN, will be held at The Scottsdale Healthcare Shea Conference Center in Scottsdale, AZ. As part of the program, clinical narratives presented by Arizona nurses which illuminate the skilled knowledge, moral reasoning and caring practices embedded in expert nursing practice will be interpreted by Dr. Benner and conference faculty. All nurses who are interested in the development of excellence in nursing practice – clinicians, advanced practice nurses, nursing education faculty, nurse regulators, nursing students – are invited to attend. The registration fee for the program is \$295 per person, which includes a continental breakfast and lunch, all program material and a continuing education certificate.

Program:

The Power of Expert Practice Patricia Benner, PhD, RN, FAAN
Laying Claim to the Practice: The Clinical Narrative Eloise Cathcart, MSN, RN
Reflective Practice: Illuminating Clinical Wisdom and Moral Imagination Narratives of Clinical Nurses
Designing Models for Recognizing and Advancing Nursing Practice M Patricia Gibbons, DNS, RN
 For more information, contact Karen Poznick, INHL Conference Coordinator, at 617.754.8300, or by e-mail at kpoznick@caregroup.harvard.edu.



Advanced Practice Corner

By Karen Grady, MS, RN, FNP, BC
Advanced Practice Consultant

Death Certificates

On April 19, 2004, the Governor signed into law HB2200, the Arizona Department of Health Services statutory revisions that included statutory language to allow nurse practitioners to sign death certificates. The law also included a provision that nurse practitioners must complete education and documentation requirements prescribed by the Board before they can sign a death certificate.

An Advisory Committee was established to develop the curriculum and met on July 7, 2004. An on-line program is being planned, with a proposed implementation date of September 1, 2004. Nurse practitioners will be able to access the curriculum via the Board's web site and will also be able to on-line verify to the Board that they have completed the program of instruction. For those without computer access, hard copies will be available on request. Notification will be posted on the Board's web site when the program is available. Please remember that you may NOT sign a death certificate until you have completed the educational requirements.

Advanced Practice Committee

The Advanced Practice Committee met on July 16, 2004. The Committee made final revisions to the draft advisory opinion, The Use of Controlled Substances for the Treatment of Chronic Pain. The Committee received further input about the advisory opinion from nurse practitioners specializing in pain management, and from national pain organizations. The draft opinion will be presented to the Board at their September meeting for consideration

for approval. The next meeting of the Advanced Practice Committee is tentatively scheduled to be held on November 12, 2004.

If you have any questions about Advanced Practice or the Committee, please call Karen Grady at (602) 889-5182, or e-mail at kgrady@azbn.org.

Case Study - Misuse of Prescribing Authority

A pharmacist reported to the Board that NP X was recognized when she came in to pick up a Percocet prescription for a patient. The pharmacist knew X was an NP, and wondered why she was picking up the patient's prescription. The pharmacist subsequently checked with other pharmacies in the area and discovered that NP X had prescribed additional narcotic prescriptions for the same patient.

The Board's investigation found that NP X, over the course of several months, had repeatedly prescribed controlled substances for her boyfriend, who was living in the same household with her. Her boyfriend was not her patient, nor was he a current patient at her practice setting. He had a history of chronic pain and was receiving treatment, including prescriptions for controlled substances, from a pain management specialist with whom he had a contract. NP X failed to inform the pain management specialist that she was also providing her boyfriend with controlled substances, and failed to keep a medical record.

NP X explained to the Board that her boyfriend would run out of medications prescribed by his doctors prior to his follow-up visits, and she would write refills for the medications so he would not be in pain. NP X stated at the time she

didn't consider her acts unlawful, because she rationalized her acts as justified by the severity and chronicity of her boyfriend's back pain and inadequate health insurance. NP X also explained that she was aware of other practitioners who wrote prescriptions for friends and family members, so she felt that justified what she was doing.

NP X later acknowledged she was aware that her boyfriend had a problem with addiction.

NP X explained that she had never read through the state and federal laws pertaining to prescription privileges until the complaint was filed on her license. NP X acknowledged that she violated both the Arizona State laws pertaining to prescribing and dispensing, and the Federal Controlled Substance Act.

NP X was found to have violated the Nurse Practice Act by committing the following acts of unprofessional conduct:

- Failing to maintain for each patient a record which accurately reflects the nursing care and treatment provided to a patient;
- Prescribing controlled substances to members of the registered nurse practitioner's immediate family or for oneself; and
- Practicing in any other manner, which gives the Board reasonable cause to believe that the health of a patient or the public may be harmed.

NP X was ordered to undergo a psychological evaluation for professional boundary issues, and was subsequently placed on probation for 12 months with terms and conditions, including counseling on nursing ethics and maintaining boundaries. NP X successfully completed probation and her license status was returned to good standing.

Certified Nursing Assistant Corner

By Pamela Randolph RN, MS, CPNP

Update on House Bill 2256: Certified Medication Technician

The Governor has signed HB 2256, which allows the Board to conduct a pilot study utilizing CNAs to administer specific medications to stable residents in six long-term care facilities. The Board met with the stakeholders who facilitated and proposed the bill and formulated a steering committee. The first meeting of the steering committee will be on July 27, 2004 at 8 am in the Board offices. There is no authority within this bill to allow CNAs to administer medications other than for the period of the study in the facilities chosen. The curriculum and requirements for training have yet to be established. For further updates on progress and implementation of the bill, please access the Board's web site.

Certified Nursing Assistant - Frequent Errors in Manual Skills Test

Experior Rater, Doris Donithon has reported applicants often fail hand washing on the manual skill test. Doris reports the following frequent mistakes:

1. Not washing ALL surfaces of the hands. This is the most missed checkpoint of the hand washing procedure.
2. Applies soap to hands and then rinses soap off before working up a lather. Then continues friction under running water.
3. Before beginning the procedure, pulls paper towels from the dispenser and then either (a) places them under the armpit or (b) lays them over the bed table or (c) places them on the dirty sink, then proceeds to dry clean hands with these towels.

4. Turns off the water with a paper towel, then proceeds to dry the hands with the same towel

5. At the beginning of hand washing, turns on the faucet with a clean paper towel, and saves the paper towel and uses it to turn off the faucet after washing the hands.

Attention to the finer points of hand washing during the training program should help students succeed on the exam.

2005 CNA Educator Retreat

The Board is sponsoring a second annual workshop for CNA Educators and interested members of the public. The CNA educator retreat will be held on Friday, January 14, 2005 at the Phoenix Mountain Preserve Reception Center. Sheila Sorrentino RN, PhD and author of numerous nursing assistant textbooks will be the keynote speaker. Topics include Building Effective Relationships through Mentoring, Motivating CNAs to Care, Effective Teaching Methods, Legal issues—Understanding Criminal Background, Board Issues: Statute and Rule Update, and Dialogue with Experior. Please save the date and plan to attend for a fun day of learning and networking with colleagues. The flyer will be posted on the Board web site and published in the next newsletter.

Testing Changes

Bonnie Coach has retired from Experior testing and all administrative operations have been transferred to Experior's corporate headquarters in New Jersey. Testing is still being conducted at the Experior offices in Tempe. All testing applications should be mailed to Experior, Arizona Certified Nursing Assistant Program, PO Box 6535, Princeton, NJ, 08541. If you need to contact Experior testing, the contact number is 888-300-2949.

Nursing Assistant Advisory Committee

The Nursing Assistant Advisory Committee has scheduled two meeting dates for the remainder of the calendar year. Meetings start at 1:00 pm and conclude when business is finished. All meetings are open to the public and are held at the Arizona State Board of Nursing office at 1651 E. Morten, Ste. 210, Phoenix, AZ. Agendas for each meeting are posted in advance at the Board office. Please contact Pamela Randolph at 602-889-5204 or e-mail prandolph@azbn.org for further information on meeting time, place and location.

September 10, 2004
December 3, 2004



• *Education Corner* •

By Pamela Randolph RN, MS, CPNP

Education Committee News

The Education Committee has completed the initial stages of developing a Competency Model for Nursing based on educational level. The model describes attributes of nurses and nursing assistants from the CNA level through the doctoral level based on educational preparation. The committee reviewed existing models and chose to adopt the framework of a model developed by the Kentucky Nursing Education Mobility Task Force (2001) in the publication, "Nursing Education in Kentucky." The framework is organized into three roles of nursing: provider of care, manager of care, and member of the profession. Within each role, nursing functions include: caregiver, communicator, coordinator/collaborator, advocate, and teacher/counselor. The committee fully developed the competencies for the doctoral level and made extensive revisions and modifications consistent with the legal scope of practice in Arizona to functions and roles at other educational levels. The document will be considered for adoption at an upcoming Board meeting. It is anticipated that the development and publication of the model will serve to decrease confusion among nurses and the public regarding the abilities of nurses at various educational levels.

Subcommittee members include: Joyceen Boyle, RN, Ph.D., Associate Dean University of Arizona; Teri Britt, RN, Ph.D, Mayo Hospital; Linda Riesdorff, RN, MS, Chair Mohave Community College Nursing Program; Margie Schultz, RN, MS, GateWay Community College; Noel Smith, RN, BSN, Scottsdale Community College; and Pamela Randolph, RN, MS, CPNP, Arizona State Board of Nursing. The model and accompanying explanatory statements will be posted on the Board web site: www.azboardofnursing.org upon adoption by the Board.

The next meeting of the Education Committee is August 27 at 9:30 a.m. in the Board Room at 1651 E. Morten, Phoenix, AZ 85020. The public is invited to attend.

NCLEX® News

The National Council of State Boards of Nursing has selected three international locations as testing sites for the NCLEX examination. The press release for this latest development in NCLEX is published elsewhere in this newsletter.

The passing standard for the NCLEX-RN has increased effective April 1, 2004. The test plan has also been revised to incorporate increases in the number of items relating to pharmacology and management of care and decreases in the number of items relating to psychosocial and developmental needs. The Board will be monitoring pass rates of nursing programs to determine the effect of these changes. The changes in the test plan and passing standard were based on job analysis research and a standard setting study undertaken by the National Council of State Boards of Nursing. The studies support changes in the test plan and passing standard. Rationale for the changes includes changes in practice environment, complexity of clients, and increased nursing responsibilities related to medication administration and management of care. The new test plan may be accessed on the National Council of State Boards of Nursing web site: www.ncsbn.org.

New Graduates

Nursing program graduates who are not licensed by the Board of Nursing, are prohibited from using the title "graduate nurse." The last time the Board of Nursing granted this licensure title was over 10 years ago when NCLEX was a paper-pencil test offered twice per year. Originally the title allowed a nursing program graduate to practice nursing while

awaiting NCLEX results and licensure, which could take up to five months post-graduation. It was thought that the risk of harm to the public was outweighed by the benefit of allowing practice while awaiting results. Additionally, not practicing for an extended period may be detrimental to beginning practice with consequent loss of newly acquired knowledge, skills, and abilities. With the advent of computerized year-round availability of NCLEX and results in as little as 48 hours, the privilege to practice without proof of passing a minimum competency examination (NCLEX) is no longer justified. Therefore, the Board ceased issuing this type of licensure, but retains exclusive rights to the title, "graduate nurse." "Graduate Nurse" is a protected title under A.R.S. §32-1636 and requires a nursing license to utilize. When an unlicensed person uses the title "Graduate Nurse" or "GN" or assumes the role or functions of the licensed nurse, both the unlicensed person and the registered nurse supervising that person are subject to disciplinary action on their license.

A graduate of a nursing program may function as a "nurse extern" between the time of graduation and licensure. Nurse externs are not allowed to practice professional nursing, which includes administering medications and intravenous therapy, even under the supervision of a registered nurse. For more information on nurse externs, please visit the Board web site at www.azboardofnursing.org. In the advisory opinion section, the advisory opinion, "Supervision of Nurse Externs by Registered Nurse" can be found.

PACNE/AZBN CONFERENCE

The Practical and Associate Degree Nurse Educators and the Arizona State Board of Nursing are co-sponsoring a conference entitled, "Creating Educational Excellence: Changes and Challenges." The conference will be held on November 5, 2004, at Rio Salado Community College. Featured topics include "One Program's Journey to Excellence", "Modeling Professional Behaviors", and "Motivating Students". A special lunch question and answer session with NCLEX staff is also planned. Flyers will be available on the Board web site and distributed to nursing programs when available. All educators and the interested public are invited to attend. Please contact Pamela Randolph at prandolph@azbn.org for more information.

Board Actions on Education Matters

May 2004

- Approved proposal for an associate degree nursing program at International Institute of the Americas
- Continued Approval of the Nursing Program at Central Arizona College
- Denied Credential Evaluation Service application from World Education Service
- Approved Credential Evaluation Service application from International Education Research Foundation
- Accepted interim report from SouthWest Skill Center/Estrella Mountain Community College
- Accepted interim report from Pima Community College Center for Training and Development
- Approved University of Wisconsin/Oskosh request to conduct clinical in AZ
- Issued a Letter of Concern to Northland Pioneer College Nursing Program
- Approved extension request from Northern Arizona University to submit revised clinical contract

Approved Refresher Courses for Arizona State Board of Nursing

*Costs are approximate as of March 2004, and may or may not include books and supplies, and are subject to change.
All refresher courses charge a fee except John C. Lincoln, which requires employment.

RN

PHOENIX

Gateway Community College (602) 286-8546
Ilene Borze, Continued Education Director
108 N. 40th St., Phoenix, AZ 85034
Offered Spring, Summer and Fall semesters - Approved 11/00
*Cost: \$800 including text books

John C. Lincoln Health Network (602) 870-6060
Mary Kay Fowler, RN, Education Consultant
9202 North 2nd Street, Phoenix, AZ 85020-2462
Open to employees and those seeking employment at John C. Lincoln Health Network - Approved 12/02 - No cost

TUCSON

Pima Community College/CTD (520) 206-5140
Emelia Lewis, MSN, RN, Department of Nursing
5901 South Calle Santa Cruz, Tucson, AZ 85709-6370
Offered Spring, Summer, Fall - Approved 11/01
*Cost: \$1,200

KINGMAN

Mohave Community College (928) 505-3378
Linda Riesdorff, MSN, RN, Chair, Nursing Department
1977 W. Acoma, Lake Havasu City, AZ 86403
Offered throughout year statewide via learning modules - Approved 2/01
*Cost: \$412

DISTANCE LEARNING

Continuing Nursing Education Network (701) 223-7105
Sandra Opdahl, MS, RN
549 Airport Road, Bismark, ND 58504
Offered throughout year - Approved 11/00
(RN need 160 hours of clinical per Board regulations)
*Cost: \$598

MESA

Mesa Community College (480) 461-7106
Myrna Eshelman, Chair
1833 W. Southern Ave., Mesa, AZ 85202
Online didactic component—precepted clinicals - Approved 6/02
*Cost: \$454

LPN

PHOENIX

GateWay Community College (602) 286-8546
Ilene Borze, Continuing Education Director
108 N. 40th St., Phoenix, AZ 85034
Offered Fall semester - Approved 11/00
*Cost: \$800 including text books

TUCSON

Pima Community College/CTD (520) 206-5140
Emelia Lewis, MSN, RN, Department of Nursing
5901 South Calle Santa Cruz, Tucson, AZ 85709-6370
Offered Spring & Fall - Approved 11/00
*Cost: \$1,000

KINGMAN

Mohave Community College (928) 505-3378
Linda Reisdorff, MSN, RN, Chair, Nursing Department
1977 W. Acoma, Lake Havasu City, AZ 86403
Offered throughout the year statewide via learning modules - Approved 2/01
*Cost: \$412

DISTANCE LEARNING

Continuing Nursing Education Network (701) 223-7105
549 Airport Road, Bismark, ND 58504-6107
Offered throughout year - Approved 11/00
(LPN need 112 hours of clinical per Board regulations)
*Cost: \$598

Nursing Assistant Programs Approved by the Arizona State Board of Nursing

Facility

Apache Junction Health Care Center	Apache Junction	(480) 983-0700
Arizona Eastern Star	Phoenix	(602) 954-9178
Beatitudes Campus of Care	Phoenix	(602) 995-2611
Beverly Health Care of Chandler dba Chandler Health Care Center	Chandler	(480) 899-6717
Bryans Extended Care	Phoenix	(602) 870-6060
Capri Care Center	Phoenix	(602) 944-1574
Casa Del Mar Nursing & Rehabilitation Center, Sunbridge	Scottsdale	(480) 994-1333
Catalina Health Care Center	Tucson	(520) 795-9574
Christian Care Nursing Center	Phoenix	(602) 861-3241
Chula Vista Nursing Home	Mesa	(480) 832-3903
Citadel Care Center	Mesa	(480) 832-5555
Copper Mountain Inn	Globe	(928) 425-5721
Desert Cove Nursing Center	Chandler	(480) 899-0641
Desert Life Rehabilitation and Care Center	Tucson	(520) 297-8311
Devon Gables Health Care Center	Tucson	(520) 296-6181
East Mesa Care Center, Sunbridge	Mesa	(480) 832-8333
Evergreen Sun City	Sun City	(623) 933-0022
Evergreen Valley Health & Rehab Center	Mesa	(480) 832-5160
Gardens Rehab & Care Center, The	Kingman	(928) 718-0718
Gila River Indian Care Center	Laveen	(520) 430-3813
Good Shepherd Retirement Community	Peoria	(623) 875-0119
Handmaker's Jewish Services for the Aging	Tucson	(520) 881-2323
Havasu Nursing Center	Lake Havasu	(928) 453-1500
Heather Glen Care Center	Glendale	(623) 842-4025
Infinia at Camp Verde	Camp Verde	(928) 567-5253
Infinia at Flagstaff	Flagstaff	(928) 779-6931
Infinia at Safford Care Center	Safford	(520) 428-4910
Kachina Point Healthcare & Rehab	Sedona	(928) 284-1000
Kivel Campus of Care	Phoenix	(602) 956-3110
La Canada Care Center	Tucson	(520) 797-1191
La Colina Health Care	Tucson	(520) 294-0005
Lake Hills Inn	Lake Havasu City	(928) 505-5552
Life Care Center at South Mountain	Phoenix	(602) 243-2780
Life Care Center of North Glendale	Glendale	(602) 843-8433
Life Care Center of Tucson	Tucson	(520) 575-0900
Lingenfelter Center	Kingman	(928) 718-4852
Mi Casa Nursing Center	Mesa	(480) 981-0687

Mountain View Care Center	Tucson	(520) 797-2600
Mountain View Manor	Prescott	(928) 778-4837
Northern Cochise Nursing Home	Willcox	(520) 384-3541
Payson Care Center	Payson	(928) 474-6896
Plaza Del Rio Care Center	Peoria	(623) 933-7722
Prescott Samaritan Village	Prescott	(928) 778-2450
Prescott Valley Samaritan Center	Prescott Valley	(928) 775-0045
Quiburi Mission	Benson	(520) 586-2372
Ridgecrest Health Care	Phoenix	(602) 482-6671
SilverRidge Village	Bullhead City	(928) 763-1404
Southern Arizona Veteran's Administration Medical Center	Tucson	(520) 792-1450
Sun Grove Village Care Center	Peoria	(623) 566-0642
The Peaks	Flagstaff	(928) 774-7160
Valley Health Care	Tucson	(520) 296-2306
Villa Campana Health Care Center	Tucson	(520) 731-8500

School

Pima Community College at Holy Cross Hospital	Tucson	(520) 206-5140
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Independent

Academy for Caregiving - Chapter Classroom -	Phoenix	(602) 347-6501
American Red Cross Academy for Caregiving at East Valley Service Center -	Phoenix,	(602) 347-6501
American Red Cross Academy for Caregiving at Humanities & Science	Phoenix	(602) 347-6501
Academy for Caregiving at Sun Health	Phoenix	(602) 336-6660
American Red Cross Academy for Caregiving	Phoenix	(602) 336-6674
Banker's NA Program at Desert Highlands	Kingman	(928) 716-3035
Caring Connection, The	Amado	(520) 398-2090
Direct Care Giver Association	Tucson	(520) 325-4870
Dynamic Registry Nursing Assistant Program	Glendale	(623) 435-9000
Fred G. Acosta Job Corps	Tucson	(520) 792-3015
Horizon Health Care Inst at Wickenburg Regional Med Center - Wickenburg AZ	Sierra Vista	(520) 559-4020
Horizon Health Care Inst. at Las Fuentes - Care Center, Prescott	Sierra Vista	(520) 559-4020

Programs cont. on pg. 11

Programs cont. from pg. 10

Horizon Health Care Institute	Sierra Vista	(520) 559-4020
Horizon Health Care Institute at Holy Cross - Nogales	Sierra Vista	(520) 559-4020
Horizon Health Care Inst. at Infinia of Douglas	Sierra Vista	(520) 559-4020
Medical Services Company	Scottsdale	(480) 860-9552
Phoenix Shanti Group	Phoenix	(602) 279-0008
Referral for Senior Adult Assistance	Mesa	(480) 835-7679
Saunders Asso. at Chinle Nursing Home	Chinle	(920) 739-4653
Tuba City Regional Health Care NA Program	Tuba City	(928) 283-2501
Yuma Private Industry Council - Palm View Rehab & Care Center	Yuma	(928) 783-8831
Yuma Private Industry Council at Life Care Center	Yuma	(928) 344-0425
Yuma Private Industry Council at La Mesa Rehabilitation and Care Center	Yuma	(928) 344-8541
Yuma Private Industry Council at Yuma Nursing Center	Yuma	(928) 726-6700
<i>School Note: High School Programs are only open to enrolled High School Students.</i>		
Arizona Western College	Yuma	(928) 344-7554
AWC Nursing Assistant at La Paz	Parker	
Buckeye Union High School CNA Training Program	Buckeye	(623) 386-4423
Cactus High School CNA Program	Glendale	(623) 412-5000
Catalina High Magnet School	Tucson	(520) 232-8404
Centennial High School	Peoria	(623) 412-4445
Central Arizona College - Signal Peak Campus	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grand UHS and Casa Verde	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grande Center	Apache Junction	(480) 288-4017
Central Arizona College at Santa Cruz High School	Apache Junction	(480) 288-4017
Central Arizona College Aravaipa Campus	Apache Junction	(480) 288-4017
Central Arizona College Superstition Mtn Campus	Apache Junction	(480) 288-4017
Cochise College at Benson High School	Douglas	(520) 586-2215
Cochise College Douglas	Douglas	(520) 364-7943
Cochise College-Sierra Vista	Sierra Vista	(520) 364-7943
Coconino Community College	Flagstaff	(928) 527-1222
Coconino Community College/Page	PAGE	(928) 645-3987

Coconino High School	Flagstaff	(928) 522-6140
College America CNA Program	Flagstaff	(928) 526-0763
Dysart High School	El Mirage	(623) 876-7000
Dysart HS at Southwest Skill Center	Avondale	(623) 535-2772
East Valley Institute of Technology	Mesa	(480) 461-4094
Eastern Arizona College - Thatcher	Thatcher	(928) 428-8389
Emmanuel Nursing Asst. Training Program	Phoenix	(602) 674-8888
Flagstaff High School	Flagstaff	(928) 773-8135
Gateway CC - EVIT	Phoenix	(602) 286-8529
Gateway Community College	Phoenix	(602) 392-5025
Gila County Community College Dist. - Globe Globe		(928) 425-8481
Gila County Community College Dist. - Rim Country	Payson	(928) 468-8039
Glendale Community College	Glendale	(623) 845-3264
Globe High School	Globe	(602) 425-3211
Independence H.S.	Glendale	(623) 435-6100
International Institute of the Americas	Phoenix	(623) 849-8208
Lamson College	Scottsdale	(480) 898-7000
Maricopa Skill Center	Phoenix	(602) 238-4300
Mesa Community College	Mesa	(480) 461-7106
Mesa Community College/Boswell	Sun City	(623) 974-7837
Mesa Community College/ Precision HS Dual Excellent	Phoenix	(602) 453-3661
Metro Tech	Phoenix	(602) 271-2600
Miami High School	Miami	(928) 425-3271
Mingus Union High School	Cottonwood	(928) 634-7531
Mohave Community College at Kingman	Lake Havasu City	(928) 505-3378
Mohave Community College-Bullhead City	Bullhead City	(928) 505-3378
Mohave Community College-Colorado City	Lake Havasu	(928) 505-3378
Mohave Community College-LHC School	Lake Havasu City	(928) 505-3378
Mohave High in Partnership w/ Mohave Community College	Bullhead City	(928) 763-0288
Northland Pioneer College	Holbrook	(928) 532-6133
Northland Pioneer College - Hopi Center	Holbrook	(928) 532-6133
Northland Pioneer College - Nat 101 Video,	Holbrook	(928) 532-6133
Northland Pioneer College - Springerville High School	Holbrook	(928) 352-6133
Northland Pioneer College - Wht Mtn Campus/ShowLow	Holbrook	(928) 532-6133

Programs cont. on pg. 12

Programs cont. from pg. 11

Northland Pioneer College - Winslow - Little Colorado Campus	Holbrook	(928) 532-6133
Northland Pioneer College - Springerville - WMRMC	Holbrook	(928) 532-6133
Northland Pioneer College - Wht Mtn Campus HS	Holbrook	(928) 532-6133
Northwest Education Ctr	Glendale	(623) 845-4000
Page High School	Page	(928) 608-4138
Paradise Valley Community College	Phoenix	(602) 787-7288
Paradise Valley High School fka Paradise Valley Unified School District	Phoenix	(602) 867-5554
Phoenix College	Phoenix	(602) 285-7133
Phoenix Job Corps Center	Phoenix	(602) 254-5921
Pima Community College (CTD)/Desert Vista	Tucson	(520) 295-5113
Pima Community College CTD at Tucson Medical Center	Tucson	(520) 206-5113
Pima Community College at Manor Care	Tucson	(520) 206-5140
Pima Community College at Villa Campana	Tucson	(520) 206-5140
Pima Community College-West Campus - NRA 101	Tucson	(520) 206-6661
Pima Community College-West-NRS104	Tucson	(520) 206-6661
Pima CTD at Acosta Job Corps	Tucson	(520) 206-5176
Pima Medical Institute/Mesa	Mesa	(480) 898-9898
Precision High School Dual Excellent/Mesa CC	Phoenix	(602) 453-3661
Saguaro High School	Scottsdale	(480) 443-7200
San Carlos High School	San Carlos	(928) 475-2378
Scottsdale Community College	Scottsdale	(480) 423-6000
SEVEN Healthcare Academy	Tempe	(480) 557-9115
Southwest Skill Center at Estrella Mtn. CC	Avondale	(623) 535-2772
Sunnyside High School	Tucson	(520) 545-5466
Sunnyslope High School and Bryans Extended Care Partnership	Phoenix	(602) 870-6060
Thunderbird - Greenway CNA Program Nursing Assistant Program	Glendale	(602) 588-5775
Thunderbird High School Glendale District	Phoenix	(623) 915-8900
Tucson College	Tucson	(520) 296-3261
Yavapai Community College-Prescott	Prescott	(928) 778-2450
Yavapai Community College-Verde Campus	Clarksdale	(928) 445-7300

Regulation Rundown

By Pamela Randolph RN, MS, CPNP

Current Rule Activity

Article 5. Advanced Practice Nursing.

The Board has published a draft of this article on the web site www.azbn.org and invites the public to comment. An open public workshop is scheduled for September 2, 2004, at 9 a.m. at the Board offices. Please address all comments to Pamela Randolph by e-mail at prandolph@azbn.org, by fax 602-889-5155, or regular mail at the Arizona State Board of Nursing, 1651 E. Morten, Suite 210, Phoenix, AZ 85020.

Article 2. Arizona Practical and Professional Nursing Programs.

This rulemaking has been submitted for courtesy review and is expected to be posted on the web site soon. The Education Committee and a focus group of refresher course educators reviewed the rule again and made minor changes and proposed amendments to refresher course requirements and revised curriculum requirements, increased classroom hours for the RN refresher, and allowed a refresher program to adapt curriculum to address the needs of nurses planning to practice in specialty and non-direct care areas.

Article 8. Certified Nursing Assistants

The Nursing Assistant Advisory Committee spent two meetings amending a preliminary draft of this rulemaking. A final draft including preamble will be reviewed at the next Nursing Assistant Advisory Committee.

Future Rule Activity

Article 4. Regulation. Unprofessional Conduct will be amended with Article 5 and a draft is available at the end of Article 5 on the web site.

Article 1. Definitions and Time-Frames. The Board will amend these rules to be consistent with other rulemaking changes over the past two years.

The person to contact at the Board regarding rules is:

Pamela Randolph
Nurse Practice Consultant
1651 E. Morten Suite 210
Phoenix, AZ 85020
602-889-5209
e-mail: prandolph@azbn.org





Save the Date

**Friday
January 14, 2005**

**Fall 2005
CNA Educator's Retreat**

**Keynote by:
Dr. Sheila Sorrentino**

Chemically Addicted Nurse Diversion Option (CANDO) Testimony

ADDICTION: Webster defines addiction as the state of being enslaved to a habit or practice or to something that is psychologically or physically habit forming.

What do you think of when you picture an addict? None of this meant very much to me until I became one ... **an addict.** Enslaved to a drug that psychologically and physically was habit-forming. It had taken over my life and I was truly enslaved to this monster. I knew not where to turn to ask for help. I felt scared and alone in my addiction.

After getting 'busted' by my husband, I was sent to a 30-day in-patient treatment center where I learned more about this disease. Yes, I said disease. Something that no addict has asked to develop. Perhaps Mr. Webster needs to rethink his definition.

In 1953, two men got together due to this untreatable ailment and attempted to tackle this problem, as no other treatment had proved successful at that time. Later it was

discovered that this diagnosis is not just a psychologically chosen path that addicts choose. There are proven physiologically changes in those that have this disease. When one thinks of a disease process such as diabetes or heart disease, it becomes clearer. Fortunately, there is a treatment for this disease! It's not medication, but a change in lifestyle. A mind-freeing program that allows one to put ones' own disease in a 'recovery' or 'remission' mode. It requires a daily dose of this type of treatment in order to remain in remission.

I am in the health care profession and voluntarily reported my substance abuse to the State Board of Nursing and entered into their CANDO program. With their help, I found the help that I so desperately needed. It has been a very interesting road to travel and today I can say that I have been substance free for over one year. I have found a new freedom that I have never before experienced. I can't

say that everyday has been a cakewalk, as with any disease there are ups and downs. I can say that it has been worth every minute of my experience to be where I am today. I also am dedicated to helping others understand that addiction is a disease. A disease that none of us have requested to experience and others need to be aware of our disease process. Some of us recover or remain in remission; other unfortunates don't make it and die while active in this disease.

Something that I have come to understand is that I am willing to go to any length to treat my disease and stay clean. Should you need help in treating this disease, please call for help. It's out there and you are worth the call.

D. W.

(Please note the direct phone number to the CANDO Consultant, Suanne Smith, RN, is 602-889-5156.)

NCSBN Selects First Three Countries to Offer NCLEX® Abroad

Chicago, IL - The National Council of State Boards of Nursing (NCSBN) at www.ncsbn.org has selected the first three countries for purposes of offering the NCLEX® examinations abroad for domestic nurse licensure purposes. NCSBN's Board of Directors affirmed the decision at its May meeting upon recommendation from the NCSBN Examination Committee. NCLEX testing is expected to begin January 2005 in Seoul, South Korea; London, England; and Hong Kong.

"These are the initial countries where testing will begin," stressed NCSBN Director of Testing Services, Dr. Casey Marks. He added that, "The Examination Committee was faced with difficult choices in order to choose the first locations. If the initiative proceeds as well as expected, additional countries will be added when warranted."

"NCSBN utilized rigorous selection criteria in making this decision on what countries to pilot the initiative," said Kathy Apple, NCSBN Executive Director. She added, "I feel the Examination Committee and Board made excellent initial choices."

That selection criterion included security and geographic representation outside of the current member board of nursing locations. The countries selected were highly rated against this criterion. Additionally, Pearson VUE, NCSBN's contracted partner in delivering the NCLEX,

concur with the initial selection of countries. Pearson VUE believes it can implement testing in the three initial countries according to the timeline and criteria. Pearson VUE (www.pearsonvue.com) is the electronic testing business of Pearson Education, the world's largest education company, which in turn is part of Pearson (NYSE: PSO; LSE: PSON), the international media company. Pearson's primary operations also include the Financial Times Group and the Penguin Group.

International administration of the NCLEX will not contradict or circumvent any current board of nursing process or requirement. Candidate examination fees for international NCLEX administrations have not been determined, but the fees will represent an increased value to the candidate by substantially reducing the costs associated with travel to another country to test. Current state and territorial NCLEX examination fees will not be raised to subsidize the international testing initiative.

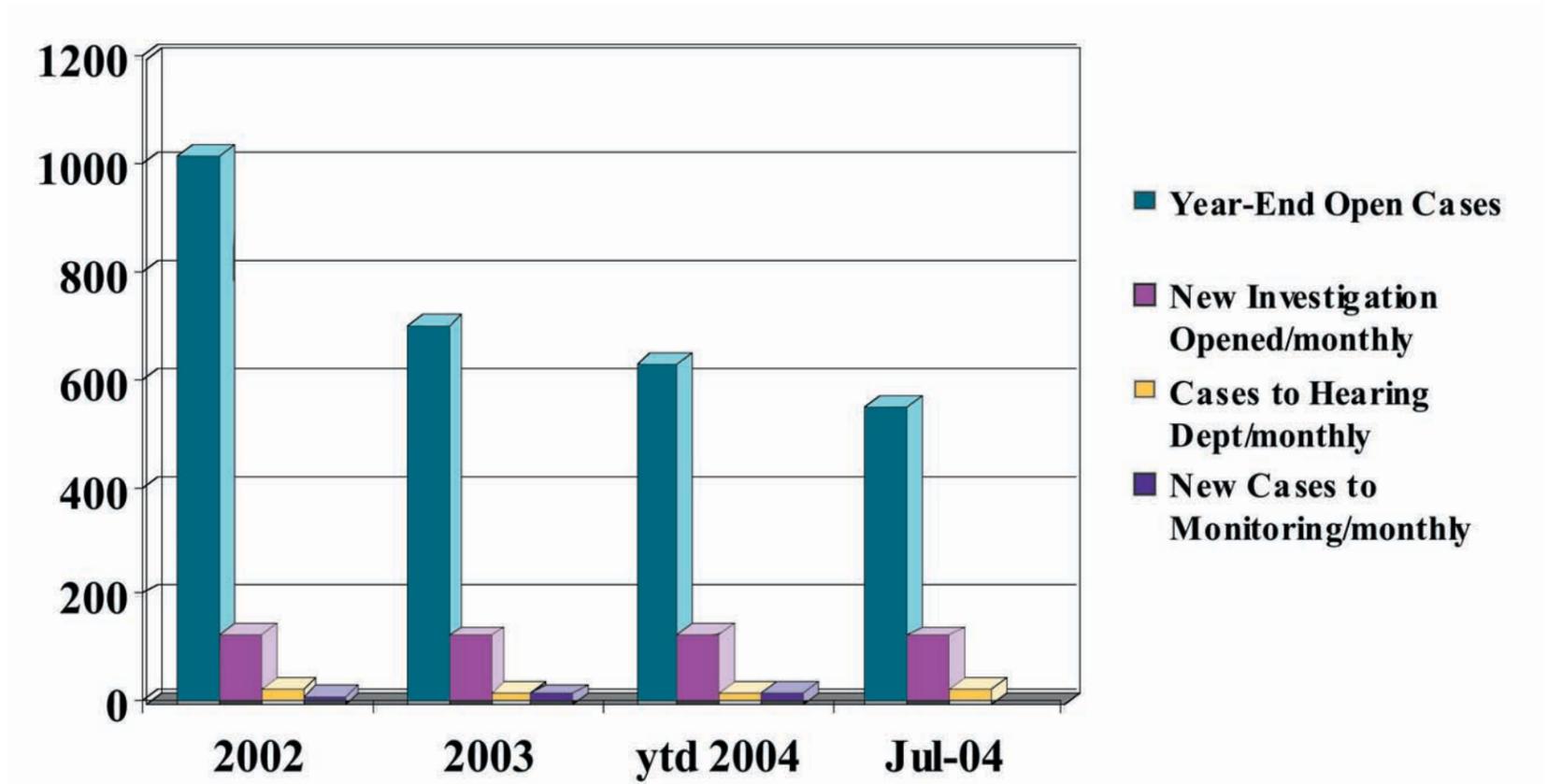
President Donna Dorsey summarized by saying, "NCSBN intends to pilot this initiative by offering the NCLEX abroad so nurses potentially interested in becoming a licensed nurse in the U.S. can minimally travel to have a chance at passing NCLEX." Dorsey went on to add that NCSBN is responsive to the global community in which health care is increasingly being delivered in and wants to be progressive regarding the issues surrounding

the mobility of nurses without compromising public protection for U.S. patients.

NCSBN may remove or add any international testing locations, if any situations warrant that action. Additionally, this initiative is predicated on fully implementing all security policies and procedures currently used to administer the NCLEX examination domestically, at these international locations. Media inquiries can be directed to above-referenced contact, while non-media inquiries may be directed to the NCLEX information line at 1-866-293-9600 or nclexinfo@ncsbn.org.



ASBN Data Update: Average Monthly Investigations/Cases Transferred to Hearing/Monitoring Departments July 2004



1994-2004 - The Differences: In 1994 the ASBN monthly average of new investigative cases was 34 vs. 125 cases in 2004, which is a **26%** increase in cases. The monthly average number of cases reviewed by the Board members was 25 in 1994 vs. 155 cases a month in 2004, which is a **520%** increase in the past ten years.



Integrated Healing Conference Offers Alternative Healthcare Methods

The Arizona Nurses Association will host the *Integrative Healing Conference* on Friday and Saturday, October 1-2 at the Phoenix College Osborn Campus in partnership with the Arizona Consortium of Complimentary Healing Organizations and Banner Health. The focus of the event will be alternative methods in healthcare and will feature presentations and demonstrations by professionals in the field.

The use of complementary and alternative healthcare modalities is dramatically increasing. The ten most commonly used therapies include natural products such as herbs and botanicals, yoga, chiropractic care, and diet-

based therapies, such as the Atkins or Zone diets.

The Integrative Healing Conference will feature renowned speaker, Dr. Victoria Maizes, the executive director of the University of Arizona Program in Integrative Medicine. This keynote speaker is joined by a host of experts in everything from tai chi to herbology. Breakout sessions include classes on journaling, yoga, integrative pain management, natural hormone replacement, music therapy, spirit, and more. For registration information go to www.aznurse.org, or call the AzNA office at 480-831-0404 x101.

Open Public Workshop

Article 5. Advanced and Extended Nursing Practice and R4-19-403 Unprofessional Conduct

The Arizona State Board of Nursing cordially invites the public to an open meeting to make comments and suggestions on the proposed changes to Article 5, Advanced and Extended Nursing Practice and R4-19-403, Unprofessional Conduct. Draft rules are available on the Board Web site www.azboardofnursing.org. Look under resources/proposed rules.

Date: September 2, 2004 (Thursday)

Time: 9:00 a.m.

Location: Arizona State Board of Nursing
Board Room
1651 E. Morten Ste. 210
Phoenix, AZ 85020

If you are unable to attend the meeting and/or would like to comment or suggest changes in advance of the meeting, please send your comments in writing to:

Pamela Randolph
1651 E. Morten Ste 210
Phoenix, AZ 85020
602-889-5209
E-mail: prandolph@azbn.org
Fax: 602-889-5155

CNA's Offered On-Line Renewal Option

Arizona State Board of Nursing is pleased to announce a new feature on the Web site, www.azboardofnursing.org: CNA's can now renew their certificate on-line.

On-line renewal for RNs and LPN's was implemented on June 1, 2004 and over 1,700 RNs and LPN's found the system to be very user friendly during the first month it was implemented.

You may have noticed on your application the addition of a PIN number. This number has been provided for those choosing to renew on-line. If you have lost your PIN number, you can utilize the "PIN Retrieval System" to determine your PIN number.

Advantages to Renewing On-line:

On-line renewal will provide CNA's an easy and efficient way to renew their certificate 24 hours per day. The process

should take less than 10 minutes. After all fields and questions have been completed, you will be able to print out a renewal receipt. Your certificate will be mailed to you.

General Certificate Renewal Information:

1. It is the responsibility of every CNA to renew their certificate. If you fail to renew your certificate and continue to practice, you would be in violation of the Nurse Practice Act.
2. Please allow ample time for processing of your application and mailing of your license if you choose to renew by mailing in an application.
3. Do not forget to sign and date your application if renewing by hard copy.
4. Make sure to pay the fee of \$25 if you wish to receive the optional document, plus any late fees that may be

applied. Make checks or money orders payable to Arizona State Board of Nursing. Renewal applicants whose application is returned to the Board because of an incorrect address will be charged \$5.

5. You may access the license/certificate verification at www.azboardofnursing.org to check your certificate status. A new expiration date will let you know your renewal application has been processed and your certificate will be mailed to you.

Access to Renewal Application On-line:

If you have not received a renewal application due to a change in address, you can visit ASBN's Web site at www.azboardofnursing.org and download a CNA renewal application with instructions, or request a renewal application be mailed to you.

RN/LPN DISCIPLINARY ACTION

April - June 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
4/21/2004	ANAST, SUSAN S.	RN104284	Revocation/Non-Voluntary	Violating Board Order
5/21/2004	ANDERSON, DEBORAH L.	LP026932	Voluntary Surrender	Documentation Errors, Medication Errors, Drug Related
4/12/2004	BACCELLI, ANGELA F.	RN108094	Stayed Revocation w/Suspension	Drug Diversion – Self, Drug Abuse, Failure to Comply with Requirements/Impaired Nurse Program
4/21/2004	BAHILL, ANDREW A.	RN127462	Probation	Drug Related
4/8/2004	BARBANELL, JOANNE	RN022898/AP0054	Voluntary Surrender	Medication Errors; Unsafe Practice
5/17/2004	BARNES, LAURA S.	RN065967	Suspension	Drug Abuse, Drug Related
6/10/2004	BATES, DEBORAH E.	LP012338	Voluntary Surrender	Practicing Beyond Scope, Fraud, Deceit-Obtaining Other Credential, Practicing without License
6/10/2004	BAUMER, JOHN J.	RN126319	Revocation/Non-Voluntary	Violating Board Order
3/29/2004*	BICE, JAN L.	RN117230	Probation	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Intervene
4/13/2004	BITTINGER, CATHI J.	LP038731	Voluntary Surrender	Drug Abuse
1/30/2004*	BOGERT, JUDY S.	RN088632	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply with Requirements/Impaired Nurse Program
3/26/2004*	BOHAN, TIMOTHY P.	RN090137/AP1294	Decree of Censure	Breach of Confidentiality
3/31/2004*	BONIFACIO, CARRIE D.	RN090404	Voluntary Surrender	Drug Abuse, Alcohol Abuse, Failure to Comply with Requirements/Impaired Nurse Program
4/14/2004	BRIGGS, ROSE M.	RN030148	Decree of Censure	Failure to Assess, Failure to Intervene
4/26/2004	BROWN, CHERYL M.	RN103730	Probation Completed	
4/5/2004	BROWN, REIDUN N.	RN106498	Decree of Censure	False Documentation
3/23/2004*	BURAK, STACEY L.	RN069168	Voluntary Surrender	Failure to Comply with Requirements/Impaired Nurse Program
5/5/2004	BURLEY, ANNA L.	RN083237	Voluntary Surrender	Unsafe Practice, Failure to Follow Orders, Verbal Abuse
5/1/2004	CACCAMISI, MICHELLE L.	RN115630	Decree of Censure	Unsafe Practice, Drug Related
5/3/2004	CALDERON, DEBORAH S.	RN056091/AP1076	Stayed Revocation w/Suspension	RX Errors (APRN), TX Errors (APRN), Inability to Practice Safely
4/5/2004	CERULLO, JODI L.	RN113061	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, False Documentation
2/4/2004*	CHOAT, TAMMY S.	RN124125	Probation	Misdemeanor, Criminal Conviction-Drug Related, Alcohol Abuse
5/7/2004	CHRISTENSEN, KIM R.	RN045499/AP0105	Revocation/Non-Voluntary	Drug Abuse, Writing Illegal RX, Presenting Illegal RX
5/21/2004	CHURCHILL, AMY S.	RN087327/AP1299	Probation Completed	
3/30/2004*	CLIFTON, LORETTA J.	RN050432	Voluntary Surrender	Alcohol Abuse, Practicing Beyond Scope, Violating Board Order
3/24/2004*	COMSTOCK, MICHAEL E.	LP024845	Revocation/Non-Voluntary	Violating Board Order
6/2/2004	COONES, MARY G.	RN075607	Voluntary Surrender	Misdemeanor, Alcohol Abuse, Failure to Comply with Requirements/Impaired Nurse Program
3/26/2004*	COPPINGER, ARTHUR J.	RN113932	Probation Completed	
5/19/2004	CORRINGTON, CARLA S.	RN069700	Probation	Positive Drug Screen; Drug Abuse
4/26/2004	COUCH, JOANN C.	RN087159	Probation	Violating Board Order
6/10/2004	COUCH, JOANN C.	RN087159	Revocation/Non-Voluntary	Drug Abuse, Violating Board Order
5/3/2004	COX, ALICIA E.	LP Exam Applicant	License Denied	Fraud, Deceit-Obtaining License, Practicing without License
5/4/2004	CROOK, SANDRA L.	RN Endorsement Applicant	Decree of Censure	Drug Related-Positive Drug Screen
3/5/2004*	CROSS, VANESSA L.	RN Endorsement Applicant	Revocation/Non-Voluntary	Unsafe Practice, Drug Abuse, Positive Drug Screens
3/5/2004*	DAVIES, REBECCA L.	RN046456	Revocation/Non-Voluntary	Drug Abuse, Drug Related; Inability to Practice Safely
3/24/2004*	DECICCO, MONIQUE D.	RN Endorsement Applicant	Application Withdrawn	Failure to Maintain Minimal Standards, Misconduct-Sleeping on duty, Fraud, Deceit-Obtaining License
3/8/2004*	DeYOUNG, EDWARD	RN051620	Stay Revocation w/Suspension	Drug Abuse; Alcohol Abuse; Failure to comply with requirements/Impaired Nurse Program
5/18/2004	DeYOUNG, EDWARD	RN051620	Revocation/Non-Voluntary	Violating Board Order
5/11/2004	DIEL, RANDALL K.	RN117135	Voluntary Surrender	Drug Abuse, Drug Diversion – Self, Fraud, Deceit-Obtaining License
5/7/2004	EDMONSON, LISA L.	LP032606	Revocation/Non-Voluntary	Failure to Comply with Requirements/ Impaired Nurse Program
5/7/2004	EDWARDS, JENNIFER A.	RN126917	Suspension	Violating Board Order
4/8/2004	FENZEL, CARL F.	LP036868	Voluntary Surrender	Violating Board Order
3/26/2004*	FISH, RONALD R.	RN111513	Decree of Censure	Breach of Confidentiality
5/7/2004	FRANKLIN, CYNTHIA D.	RN116865/LP036461	Revocation/Non-Voluntary	Drug Abuse, Failure to Comply with Requirements/ Impaired Nurse Program
5/11/2004	FREEBOURN, LEE ANNE	RN113649	Voluntary Surrender	Alcohol Abuse, Failure to Comply with Requirements/Impaired Nurse Program
3/24/2004*	FROMM, MARJORIE B.	LP011792	Suspension	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
5/18/2004	GALLOWAY, LINDA A.	RN089188	Suspension	Violating Board Order
3/26/2004*	GOMES, SHERRY A.	RN090771	License Renewal Denied	Positive Drug Screen
3/5/2004*	GRAVELLE, RANDY S.	LP Endorsement Applicant	Revocation/Non-Voluntary	Violating Board Order
5/7/2004	GREEN, SANDRA J.	LP034867	Revocation/Non-Voluntary	Failure to Follow Orders, Inappropriate Delegation, Aiding Unlicensed Practice
6/14/2004	GRIFFIN, ANISSA C.	RN103812	Suspension Cleared	
3/24/2004*	HAMMOND, GINA R.	RN115734	Voluntary Surrender	Incompetent Practice, Fraud, Deception, Obtaining License, Other Credential
5/17/2004	HANDY, IVY M.	RN102740	Probation	Practicing Beyond Scope, False Documentation
4/27/2004	HAWKINS, DOROTHY L.	LP031102	Probation	Unsafe Practice, Failure to Intervene, Medication Errors

RN/LPN Disciplinary cont. from pg. 22

RN/LPN DISCIPLINARY ACTION

April - June 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/13/2004*	HOLLADAY, HANNAH L.	RN118691	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Practicing Beyond Scope
5/4/2004	HOLLAND, LORAIN L.	RN049250	Voluntary Surrender	Violating Board Order
4/30/2004	ISAACS, BARBARA J.	LP017916	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Follow Orders, Violating Board Order
1/23/2004*	JACKSON, OWEN J.	RN Endorsement Applicant	License Denied	Misdemeanor, Drug Abuse, Alcohol Abuse
6/10/2004	JANIS, KAREN L.	RN112545	Probation Completed	
6/11/2004	JENSEN, KAREN I.	RN113050	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Medication Errors
3/25/2004*	JOHNS, KENNETH C.	RN060577	Suspension	Drug Abuse, Failure to Comply with Requirements/ Impaired Nurse Program
4/21/2004	JONES, CAROL H.	RN031353	Suspension	Inability to Practice Safely; Failure to Maintain Minimum Standards
6/1/2004	KEO, PHOUNING	RN108624	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors
3/26/2004*	KHAN, DIANA R.	RN114005	Probation Completed	
4/21/2004	KIELBASA (ANDERSON), LORI L.	LP033463	Suspension	Violating Board Order
4/5/2004	KINDELSPIRE, KATHLEEN M.	RN104452	Stayed Revocation w/Probation	Failure to Maintain Minimal Standards, Drug Abuse
3/19/2004*	LARRIVEE, MICHELLE A.	RN094434	Revocation/Non-Voluntary	Violating Board Order
5/21/2004	LEWIS, DEBRA S.	RN075127	Decree of Censure	False Documentation
1/22/2004*	LEWIS, JEANNINE M.	LP Endorsement Applicant	License Denied	Failure to Cooperate
1/22/2004*	LIBAK, GARY R.	RN Endorsement Applicant	License Denied	Misdemeanor, Fraud, Deceit-Obtaining License
4/24/2004	MAERS, WILLIAM C.	RN093662	Decree of Censure	Failure to Assess, Failure to Intervene, Documentation Errors
4/27/2004	MALLORY, MARY C.	RN054436	Decree of Censure	Failure to Follow Orders, Medication Errors
5/11/2004	MALONE, ERIN E.	RN066940	Suspension	Misdemeanor, Drug Related, Drug Abuse
4/21/2004	MANIS, BRISA L.	RN110806	Revocation/Non-Voluntary	Violating Board Order
3/31/2004*	MARTZ, CHRISTINE A.	RN042942	Voluntary Surrender	Unprofessional Conduct, Drug Abuse, Drug Diversion - Self
5/19/2004	MASON, GINA B.	RN053239	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Assess
3/26/2004*	MAXSTADT, CYNTHIA T.	RN119838	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Drug Abuse
5/19/2004	McBEE, KAY L.	RN038467/AP0058	Probation	Practicing Beyond Scope (APRN), Failing to adequately assess & document, Practicing w/out License
4/4/2004	McCARTHY, SANDRA L.	RN103413	Decree of Censure	Unsafe Practice
4/4/2004	McCARTHY, TROY S.	RN058925	Decree of Censure	Unsafe Practice
3/29/2004*	McMILLAN, SUSAN E.	RN097099	Suspension Cleared	
3/24/2004*	MENDOZA, DAVID C.	RN035526	Stayed Revocation w/Probation	Violating Board Order
4/17/2004	MILIC, MARINA	RN102678	Decree of Censure	False Documentation, Drug Diversion - Self
4/20/2004	MILLER JR., GEORGE N.	RN095341	Voluntary Surrender	Unsafe Practice, Practicing Beyond Scope, Drug Related
4/20/2004	MILLER, TRACY L.	RN093390	Voluntary Surrender	Unsafe Practice, Practicing Beyond Scope
3/5/2004*	MOORE, JULIE Y.	RN063823	Revocation/Non-Voluntary	Inability to Practice Safely
4/27/2004	MOORE, LAURA L.	RN098699	Probation Completed	
5/21/2004	MORALES, MIGUEL	RN029175	Probation Completed	
5/12/2004	MORRIS, CRAIG	RN127668	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion - Self, Action in Another Jurisdiction
5/28/2004	MURPHY, DEBRA I.	RN045136/AP0115	Decree of Censure	DX Errors (APRN), TX Errors (APRN)
5/18/2004	MURRAY-TAYLOR, TRACY F.	RN120023	Probation	Drug Abuse, Violating Board Order
5/16/2004	NALDER, KELLY C.	RN118309/LP037272	Decree of Censure	Positive Drug Screen
4/23/2004	NELSON, GWENDOLYN S.	RN054318	Decree of Censure	Positive Drug Screen
3/24/2004*	O'BRIEN, TERRENCE C.	LP024743	Probation w/Fine	Probation extended, Failure to Follow Orders, Failure to Intervene
4/30/2004	ORR, MARY V.	LP033566	Decree of Censure	Drug Related
3/26/2004*	OWENS, JACKIE L.	RN088518	Probation Completed	
5/11/2004	PANDY, LESLIE E.	LP035157	Voluntary Surrender	Unsafe Practice, Failure to Follow Orders, Medication Errors
4/23/2004	PASSER, ANNETTE B.	RN084249	Voluntary Surrender	Drug Abuse, Documentation Errors
3/24/2004*	PAULEY, LADONNA J.	RN085871	Voluntary Surrender	Drug Abuse, Failure to Comply with Requirements/ Impaired Nurse Program
5/18/2004	PEARSON, HAROLD E.	LP030207	Voluntary Surrender	Boundaries, Violating Board Order
3/24/2004*	PEREZ-RIVERA, VIRGINIA M.	LP Endorsement Applicant	License Denied	Drug Abuse, Writing Illegal RX
3/16/2004*	PHILLIPS, SHERRY D.	LP015640	Voluntary Surrender	Alcohol Abuse, Failure to Comply with Requirements/Impaired Nurse Program
3/5/2004*	POMONIS, LILLIAN A.	RN096616	Revocation/Non-Voluntary	Drug Abuse
5/19/2004	RANDOLPH, DONALD P.	RN037254	Probation	Drug Abuse
1/21/2004*	REGIS, WILLIAM E.	LP020092	Reinstatement Denied	Drug Abuse, Violating Board Order
4/13/2004	RENZULLI, ROSEMARY B.	RN067898	Voluntary Surrender	Alcohol Abuse
3/15/2004*	REVIS, BRENDA G.	LP036704/CNA999948392	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
3/26/2004*	REYES, MARSHALL L.	LP022428	Probation Completed	
5/12/2004	RIZZO, MICHELLE M.	RN123530	Suspension	Alcohol Abuse
5/31/2004	ROBERGE, JUDITH M.	RN059282/AP0466	Stayed Suspension w/Probation	Alcohol Abuse
3/24/2004*	ROSCETTI, FRANCES T.	LP032003	Probation	Failure to Maintain Minimal Standards, Documentation Errors

RN/LPN Disciplinary cont. on pg. 24



Weather the job hunting storm with NursingALD.com - Post your resume to be eligible for 5 daily prize drawings

RN/LPN Disciplinary cont. from pg. 23

RN/LPN DISCIPLINARY ACTION

April - June 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
4/13/2004	ROY, BLAKE J.	RN109042	Voluntary Surrender	Action in Another Jurisdiction
4/12/2004	RYAN, COLLEEN S.	RN Endorsement Applicant	Probation	Misdemeanor, Drug Abuse, Alcohol Abuse
3/25/2004*	SALAS, CONNIE M.	RN Endorsement Applicant	License Denied	False Documentation, Drug Diversion – Self, Action in Another Jurisdiction
3/24/2004*	SARHAN, MARK	RN Endorsement Applicant	License Denied	Felony, Sexual Misconduct
3/31/2004*	SKINNER, KAREN A.	RN057594	Revocation/Non-Voluntary	Writing Illegal RX, Violating Board Order
6/1/2004	SMITH, BEVERLY J.	RN094754	Stayed Suspension w/Probation	Failure to Maintain Minimal Standards, Unsafe Practice
4/14/2004	SMITH, LEE F.	LP029790	Revocation/Voluntary	Felony
5/7/2004	SNEEK, DIANA L.	LP033125	Revocation/Non-Voluntary	Documentation Errors, Medication Errors, Fail to cooperate
4/28/2004	SOLES, ROBERT D.	RN096549	Probation	Alcohol Abuse
3/4/2004*	SPENCE, ELAINE E.	RN Endorsement Applicant	License Denied	Alcohol Abuse, Violating Board Order
3/19/2004*	SPRONG, KATHERINE E.	RN087707	Revocation/Non-Voluntary	Violating Board Order
5/15/2004	STANLEY, JUANITA L.	RN078472	Suspension Cleared	
3/26/2004*	STEELMAN, HANNAH K.	RN106526	Decree of Censure	Theft - Employer
3/24/2004*	STURGESS, TRACEY L.	LP034193	Decree of Censure	Practicing Beyond Scope, Misconduct-Sleeping on duty
5/21/2004	SWICKLIK, DONNA A.	RN042907	Probation Completed	
1/22/2004*	TARLTON, NORA J.	RN Endorsement Applicant	License Denied	Drug Use on Duty, Drug Diversion - Self
4/28/2004	THOMAS, KIMBERLY A.	LP033839	Probation	Failure to Maintain Minimal Standards, Documentation Errors, Drug Abuse
3/1/2004*	THOMPSON, REBECCA G.	LP Endorsement Applicant	License Denied	Alcohol Abuse, Violating Board Order
3/25/2004*	TILLEY-BISBEE, COURTNEY V.	RN124044	Suspension/Indefinite	Failure to Maintain Minimal Standards, Boundary Violation
2/6/2004*	TRUMAN, MELISSA M.	RN107102	Suspension	Drug Abuse, Drug Diversion – Self, Failure to Comply with Requirements/Impaired Nurse Program
4/8/2004	TUCKER, KATHERINE G.	RN054665	Voluntary Surrender	Failure to Follow Orders, Documentation Errors, Filing report for a home care visit not made
4/16/2004	URBAN, KATHLEEN M.	LP039476	Probation	Action in Another Jurisdiction
3/26/2004*	VERGILI, FRANK M.	RN099822	Probation	Boundaries, Sex with Client
3/16/2004*	VINCENT, CHRISTINA A.	RN110387	Decree of Censure with Fine	Failure to Assess, Failure to Intervene
5/19/2004	WALDEN, LORRAINE L.	RN063254	Suspension	Failure to Maintain Minimal Standards, Incompetent Practice, Unsafe Practice
2/26/2004*	WEBER, JUDITH L.	RN073739	Probation	Misdemeanor, Alcohol Abuse
5/19/2004	WOHEAD, KIMBERLY S.	RN107542	Probation	Failure to Maintain Minimal Standards, Drug Related

CNA DISCIPLINARY ACTION

April - June 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/24/2004*	Acevedo, Jennifer L. AKA Adler, Jennifer L.	CNA892771136	Civil Penalty	Unsafe Practice; Failure to Follow Orders
5/11/2004	Anastacio, Jose R.	CNA999993385	Civil Penalty/Action Cleared	Obtaining Certificate by Fraud
5/7/2004	Andrews, Cynthia M.	CNA964748659	Revocation/Non-voluntary	Theft - Client; Misconduct
3/26/2004*	Armstrong, Patsy R.	CNA Endorsement Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
4/3/2004	Arnold, Mikie R.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Failure to Cooperate
1/22/2004*	Barber, Angela	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor-Theft Related; Failure to Cooperate
5/7/2004	Barlow, Mary Lou	CNA650387803	Revocation/Non-voluntary	Criminal Conviction-Drug Related; Misconduct; Violating Board Order
4/13/2004	Batchan, Danette	CNA999952255	Voluntary Surrender	Criminal Conviction-Drug Related; Practicing Beyond Scope; Obtaining Certificate by Fraud
3/26/2004*	Begay, Charlotte	CNA Applicant	Certificate Denied	Misconduct-Criminal Arrest; Failure to Cooperate
1/21/2004*	Benally, Sheena Lou	CNA Applicant	Certificate Denied	Criminal Conviction; Misconduct-Failure to Cooperate
4/5/2004	Bennett, Shaunna M.	CNA1000001640	Civil Penalty	Criminal Conviction-Misdemeanor; -Against Person
4/8/2004	Blake, Sharon S.	CNA116743180	Civil Penalty	Failure to Maintain Minimal Standards; Unsafe Practice; Failure to Follow Orders
5/7/2004	Boyd, Sheldon R.	CNA935102353	Revocation/Non-voluntary	Criminal Conviction-Felony; Misdemeanor
3/5/2004*	Brady, Laura B.	CNA999995547	Voluntary Surrender	Drug Abuse
4/1/2004	Branson, April R.	CNA1000001371	Civil Penalty	Criminal Conviction-Misdemeanor
1/21/2004*	Brimhall, Smittie M.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Drug Abuse; Failure to Cooperate
1/22/2004*	Brisbon, Lashawn L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
4/28/2004	Brown, Barbara L.	CNA999992459	Suspension	Drug Abuse
5/13/2004	Brown, Lois K.	CNA256283103	Suspension	Violating Board Order
5/7/2004	Burge, Mildred	CNA693942103	Revocation/Non-voluntary	Criminal Conviction-Felony
1/21/2004*	Caban, Ileana	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Theft - Employer; Failure to Cooperate
1/21/2004*	Caillier, Aaron B.	CNA Applicant	Certificate Denied	Criminal Conviction-Theft Related; Alcohol Abuse Misconduct; Failure to Cooperate
5/31/2004	Campbell, Debra A.	CNA999997708	Civil Penalty	Failure to Follow Orders
5/7/2004	Carpenter-Pereyra, Twonda	CNA095171376	Revocation/Non-voluntary	Criminal Conviction-Felony; Theft - Employer
3/24/2004*	Chan, David R.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; -Misdemeanor; Drug Abuse
3/23/2004*	Charles, Tammy L.	CNA999998969	Suspension	Violating Board Order
4/14/2004	Clarke, Diana K.	CNA999951823	Voluntary Surrender	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
3/5/2004*	Cole-Hickman, Thomas S.	CNA999949109	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Related; Obtaining Certificate by Fraud
3/15/2004*	Cooper, Veronica	CNA999993477	Stayed Suspension	Misconduct
5/4/2004	Cope, Alesha	CNA292926197	Suspension	Violating Board Order
4/8/2004	Coriz, Tara D.	CNA1000001591	Civil Penalty	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
3/26/2004*	Cormier, Robert G.	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
5/8/2004	Corona, Patrick F.	CNA337280103	Civil Penalty	Criminal Conviction-Misdemeanor; Against Property
5/20/2004	Corona, Patrick	CNA337280103	Civil Penalty/Action Cleared	
1/22/2004*	Cowan, Julie A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
12/12/2003*	Davis, Heather E.	CNA138390013	Certificate Denied	Criminal Conviction-Felony; Failure to Cooperate
5/19/2004*	Davis, Shauniece D.	CNA477987713	Civil Penalty	Misconduct
1/25/2004*	Du Pont, Carol	CNA922213734	Voluntary Surrender	Criminal Conviction-Felony; Drug Related
3/5/2004*	Dunham, Steven	CNA537965483	Revocation/Non-voluntary	Failure to Follow Orders; Physical Abuse; Failure to Cooperate
11/5/2003*	Ellis, Glen F.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
3/5/2004*	Esguerra, Cornelio M.	CNA999953540	Revocation/Non-voluntary	Unprofessional Conduct; Leaving Duty Station; Failure to Cooperate
4/26/2004	Foote, Loni R.	CNA1000001928	Civil Penalty	Criminal Conviction
1/21/2004*	Foreman, Lorretta M.	CAN Applicant	Certificate Denied	Misconduct-Failure to Cooperate
2/27/2004*	Fox, Anastasia L.	CNA Applicant	Certificate Denied	Unsafe Practice; Obtaining Certificate by Fraud; Practicing without certificate
5/19/2004	Franks, Ruth L.	CNA025781803	Stayed Revocation	Criminal Conviction-Drug Related; Failure to Maintain Minimal Standards; Drug Related
3/5/2004*	French, Kathryn L.	CNA028489133	Revocation/Non-voluntary	Leaving Duty Station; Drug Abuse; Drug Related
3/5/2004*	Gabaldon, Jennifer	CNA966088803	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Related; Violating Board Order
3/5/2004*	Galindo, Violet T.	CNA999988059	Revocation/Non-voluntary	Leaving Duty Station; Drug Related; Failure to Cooperate
3/5/2004*	Garcia, Ethel F.	CNA999950509	Revocation/Non-voluntary	Leaving Duty Station; Drug Related; Violating Board Order
3/25/2004*	Garcia, Ivah I.	CNA1000000215	Suspension	Violating Board Order

CNA Disciplinary cont. on pg. 26



CNA Disciplinary cont. from pg. 25

CNA DISCIPLINARY ACTION

April - June 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/5/2004*	Gilchrist, Christa D.	CNA999950657	Revocation/Non-voluntary	Drug Related; Failure to Respond
2/2/2004*	Gomez, Alvera R.	CNA999989905	Voluntary Surrender	Criminal Conviction-Misdemeanor; Alcohol Abuse; Violating Board Order
2/9/2004*	Goodfriend, Renee A.	CNA999991983	Voluntary Surrender	Theft - Client; Drug Diversion - Self
5/3/2004	Goodman, Evelyn	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Cooperate
5/17/2004*	Gordon, Larry D.	CNA235811429	Suspension	Violating Board Order
3/24/2004*	Grosstick, Kelly M.	CNA262521803	Revocation/Non-voluntary	Criminal Conviction-Felony; Misdemeanor; Failure to Cooperate
3/5/2004*	Gutierrez, Salomon	CNA999993586	Revocation/Non-voluntary	Obtaining Certificate by Fraud
6/25/2004	Hairston, Patricia D.	CNA804730103	Revocation/Non-voluntary	Criminal Conviction-Against Property; Leaving Duty Station; Misconduct
1/31/2004*	Hauptert, Laura L.	CNA999996489	Civil Penalty	Physical Abuse
4/15/2004	Hillis, Teresa A.	CNA1000001593	Civil Penalty	Misconduct; Drug Related; Failure to Cooperate
2/10/2004*	Johnson, Freda L.	CNA913293803	Civil Penalty	Verbal Abuse
6/3/2004	Jones, Theresa M.	CNA1000002043	Civil Penalty	Criminal Conviction-Felony; Drug Related
2/24/2004*	Kelly, Rebecca L.	CNA999947745	Civil Penalty	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
6/1/2004	Kolasinski, Joldie	CNA131718641	Civil Penalty	Unsafe Practice; Neglect
3/26/2004*	Koranda, Ronnie L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate
5/7/2004	Lambert, Martha J.	CNA999991526	Revocation/Non-voluntary	Leaving Duty Station; Misconduct; Drug Related
3/5/2004*	Leddy, Cynthia F.	CNA999952005	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Presenting Illegal RX; Failure to Respond
4/19/2004	Lehouiller, Alice J.	CNA1000001592	Civil Penalty	Criminal Conviction-Misdemeanor; Unprofessional Conduct; Failure to Cooperate
4/2/2004	Leonardo, Julia E.	CNA999988656	Civil Penalty	Obtaining Certificate by Fraud
3/26/2004*	Loo, Timothy R.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Obtaining Certificate by Fraud; Failure to Cooperate
5/7/2004	Lookingback, Jason S.	CNA149669103	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor Alcohol Related; Failure to Maintain Minimal Standards; Violating Board Order
3/12/2004*	Lundin, Mary M.	CNA155053529	Stayed Suspension	Unprofessional Conduct
4/27/2004	Mackey, Annette G.	CNA1000001596	Stayed Revocation	Criminal Conviction-Drug Related; Drug Related; Obtaining Certificate by Fraud
4/26/2004	McCann, Tamara B.	CNA999990046	Civil Penalty	Practicing Beyond Scope
2/3/2004*	McMullin, Annmarie M.	CNA1000000734	Civil Penalty	Misconduct
5/7/2004	Melhado, Justin S.	CNA999947649	Revocation/Non-voluntary	False Documentation; Fraud/Deceit; Failure to Cooperate
5/7/2004	Minner, Zaire	CNA999995759	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Leaving Duty Station; Verbal Abuse
4/20/2004	Molina, Benjamin H.	CNA999992519	Stayed Suspension	Drug Related
3/5/2004*	Moppin, Shaneta C.	CNA999994294	Revocation/Non-voluntary	Leaving Duty Station; Failure to Cooperate
3/5/2004*	Munoz, Estella C.	CNA999992836	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Abuse; Failure to Cooperate
2/13/2004*	Murray, Daniel H.	CNA Applicant	Suspension	Criminal Conviction-Against Person; Alcohol Abuse; Obtaining Certificate by Fraud
5/13/2004	Navas, Rafael O.	CNA999991982	Voluntary Surrender	Fraud/Deceit
5/7/2004	Neighbors, Tomuriel S.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud; Failure to Cooperate
5/13/2004	Nistor, Emanuel A	CNA999990212	Civil Penalty	Leaving Duty Station; Misconduct
6/3/2004	Parshall, Shirley J.	CNA999951673	Civil Penalty	Fraud/Deceit
5/7/2004	Paxton, Deborah S.	CNA536483103	Revocation/Non-voluntary	Criminal Conviction; Failed to Cooperate,
3/26/2004*	Pittman, Charlene M.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Against Person; Failure to Cooperate
5/7/2004	Preston, Robert	CNA470116441	Revocation/Non-voluntary	Criminal Conviction-Felony; Misdemeanor; Obtaining Certificate by Fraud
7/5/2004	Quillen, Natalie K.	CNA999992242	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related
3/5/2004*	Quiroz, Yolanda	CNA879467103	Revocation/Non-voluntary	Neglect; Misconduct; Failure to Cooperate
6/18/2004	Ramos, Beatriz G.	CNA707108154	Civil Penalty	Criminal Conviction-Misdemeanor; Fraud/Deceit
3/26/2004*	Rempa, Erin L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
2/5/2004*	Rodriguez, Josephine	CNA602071803	Civil Penalty	Practicing Beyond Scope
5/19/2004	Rodriquez, Maelena	CNA234731033	Civil Penalty/Action Cleared	Obtaining Certificate by Fraud
3/26/2004*	Rouse, Cory J.	CNA1000001267	Civil Penalty	Criminal Conviction-Misdemeanor;
1/26/2004*	Shabazz, E.C.	CNA640605207	Stayed Suspension	Failure to Maintain Minimal Standards; Physical Abuse; Verbal Abuse
11/18/2003*	Sloan, Roselita	CNA999989645	Civil Penalty	Physical Abuse
3/26/2004*	Smith, Tracey A.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Against Property; Failure to Cooperate
5/12/2004	Springs, Richard E.	CNA358577689	Reinstatement Denied	Criminal Conviction-Against Person; Obtaining Certificate by Fraud; Failure to Cooperate
3/6/2004*	Starr, Sandra J.	CNA083232803	Stayed Suspension	Criminal Conviction-Against Person; Drug Abuse; Alcohol Abuse
3/5/2004*	Stoneberg, Jeremiah S.	CNA999948310	Revocation/Non-voluntary	Misconduct; Failure to Cooperate

CNA Disciplinary cont. from pg. 26

CNA DISCIPLINARY ACTION

April - June 2004

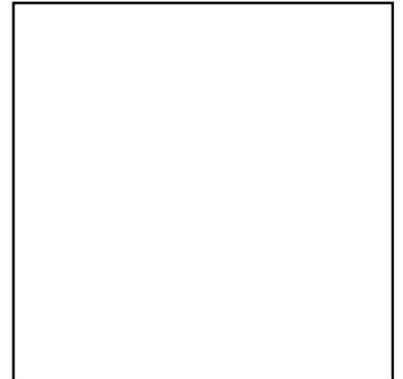
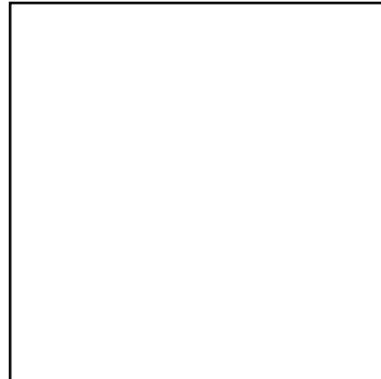
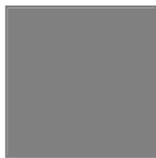
* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
5/19/2004	Tautimez, Socorro	CNA373537803	Stayed Suspension	Criminal Conviction-Misdemeanor Alcohol Related; Violating Board Order
3/5/2004*	Thompson, Deserea A.	CNA999993938	Revocation/Non-voluntary	Drug Abuse; Violating Board Order
6/4/2004	Van Eseltine, Penny S.	CNA401799103	Civil Penalty	Verbal Abuse; Misconduct
2/27/2004*	Vaughn, Alfrdia L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit
1/21/2004*	Vigorito, Melanie	CNA Applicant	Certificate Denied	Inability to Practice Safely; Failure to Cooperate
5/19/2004	Wallace, Alvin B.	CNA073704353	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
3/5/2004*	Watson, Ava L.	CNA349162803	Revocation/Non-voluntary	Criminal Conviction-Against Person; Drug Abuse; Drug Related
1/21/2004*	Watson, Carolyn J.	CNA Applicant	Certificate Denied	Criminal Conviction; Misconduct; Obtaining Certificate by Fraud; Failure to Cooperate
5/18/2004	Wetterow, Melaine J.	CNA999953560	Voluntary Surrender	Misconduct
5/7/2004	White, Sean A.	CNA999991144	Revocation/Non-voluntary	Failure to Follow Orders; Physical Abuse; Violating Board Order
5/31/2004	Whitman, Kassandra J.	CNA999999202 RN Applicant	Decree of Censure	Drug Abuse
2/25/2004*	Whitney, Diane J.	CNA451529803	Suspension	Verbal Abuse; Misconduct
5/7/2003	Wilkerson, Nina L.	CNA005696213	Revocation/Non-voluntary	Leaving Duty Station; Misconduct Violating Board Order
3/26/2004*	Wilmoth, Cassondra M.	CNA Applicant	Certificate Denied	Criminal Conviction; Misconduct; Failure to Cooperate
11/26/2003*	Yazzie, Filicita	CNA460923103	Civil Penalty	Fraud, Deceit
3/26/2004*	Young, Demond L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
4/20/2004	Zuniga, Elizabeth M.	CNA999991118	Civil Penalty	Failure to Follow Orders; Practicing Beyond Scope; Verbal Abuse



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