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ARIZONA

STATE BOARD OF NURSING

NEWSLETTER

QUARTERLY CIRCULATION APPROXIMATELY 90,000 TO ALL
RNs, LPNs, CNAs AND STUDENT NURSES IN ARIZONA

The Official Publication of the Arizona State Board of Nursing

1651 East Morten Avenue, Suite 210, Phoenix, Arizona 85020-4316

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February, March, April 2005

Volume 6, No. 1

From the Executive Director

by Joey Ridenour, RN MN

If you are one of the over 1 million visitors to www.azboardofnursing.gov each month, you may have already read the AzBN Strategic Plan posted in March 2004. Thanks to the Board Members, Board Staff and all who have already participated in the development of these initiatives and to those that will participate in their implementation in order to enhance the effectiveness of nursing regulation.

Arizona State Board of Nursing Strategic Initiatives 2004-2006

1. Facilitate Board Member and staff development through education related to core competencies.
2. Promote evidenced based regulation and practice breakdown research that provides for public protection.
3. Enhance communication between the Board and consumers, key stakeholders and Advisory Committees to support change and innovation for improved public protection.
4. Develop a regulatory model and tools to assess competence of individuals reported to the Board for unsafe practice.
5. Improve processing and decision making of investigative reports during Board Meetings; reduce cycle times of investigative cases to six months or less.
6. Reduce cycle times for Hearing Department cases to 18 months or less.
7. Reduce cycle time between receipt of complete application and time of licensure/certification.
8. Enhance effectiveness of customer service through use of technology.

Summary of Outcomes for Strategic Initiative 1: Board Member & Staff Development.

- The annual self- assessment completed by Board

Members will have no item below 4.0 beginning 2004. (May 04/December 04 compliance.)

- Conduct regulatory education sessions for Board Members at each meeting. Develop a master educational plan for 2004-2005 with rotating topics i.e. investigative/complaint process, discipline options, probationary terms, etc. (2004: Educational Session offered each meeting.)
- Make information readily available about resources to facilitate development of core competencies, including National Council of State Boards of Nursing meetings, training sessions, conference calls and "online courses". (November 04.)

Summary of Outcomes for Strategic Initiative 2: Evidences Based Regulation & Research

- Conduct Practice Breakdown/Pilot Study Medication Technician research that provides clear evidence of public protection (Ongoing.)
- Implement best practices from the 2002 regulatory outcomes project (CORE) and other research findings. (May/December 04.)
- Revise rules/practice act reflective of evidence-based standards for regulation and submit recommendations at Board Meetings. (Ongoing.)
- Provide annual reports to Board Members and others concerning the effectiveness of the nurse licensure compact to continually improve and to support the goals of the compact. (May 04.)

Summary of Outcomes for Strategic Initiative 3: Communication

- Enhance communication with external stakeholders and organizations through advisory groups, scheduled meetings with nurse executives/human resource staff/nursing registries, and effective interactions in open forums. (Ongoing.)
- Evaluate CORE Report December 2004 regarding satisfaction with communication from the Board and implement plan to improve areas of concern. (December 04.)
- Continue the open forum dialogue on website to enable the public to comment on content for proposed advisory opinions and proposed rules. Invite other disciplines and stakeholders to regularly meet with Board to offer suggestions to improve protection of the public. (Ongoing.)
- Provide 3 statewide educational presentations annually based on recommendations from Board & Advisory Groups by December 04. (January 05)

Summary of Outcomes for Strategic Initiative 4: Continued Competence

- Develop a regulatory model and recommend instruments/tools to assess competence of individuals reported to the Board by March 05.
- Devote resources to collect data on practice breakdown. (Ongoing.)

Summary of Outcomes for Strategic Initiative 5: Investigative Reports

- Reduce cycle time of receipt of complaint to completion for Board Review to an average of six months. (12/04: average 7.8 months)
- Study methods to enhance the investigative report content through utilization of software programs. (June 2005.)

Summary of Outcomes for Strategic Initiative 6: Hearing Department

- Reduce the cycle time of hearing department cases to

an average of 18 months.

- Study methods to enhance negotiating closure of investigative cases and hearing department cases, i.e. settlement conferences. (1/05: 66% cases settled in approximately within two months of transfer to Hearing Department.)

Summary of Outcomes for Strategic Initiative 7: Licensing Timeframes

- 75% of applicants will be licensed within fourteen days of receipt of complete application. (December 04: average time 7 days for temporary; 1 day for new graduates after receiving the NCLEX results.)
- 80% of renewal applicants will complete the transaction on line. (June 04: approximately 20%.)
- Applicants will have access to download forms/instructions by March 04. (April 04.)

Summary of Outcomes for Strategic Initiative 8: Information Technology/Website

- Maintain 24-hour voice/email verification system in providing the public access to licensee/certificate holder information. (Implemented new phone system Jan 04.)
- Implement on line renewal no later than March 04. (May 04.)
- Study ways to enhance the ASBN website to meet the needs of the public (12/04: approximately 1 million visitors per month.)

Bev Odgen, Arizona State Board of Nursing Public Board Member

since 1998, unexpectedly passed away January 27, 2005. Bev was a great board member, a wonderful colleague and made a significant difference in the lives of Arizona citizens over the past four decades.

Bev moved to Arizona in the early 1950's with her then husband and three young children, Holly, Steve and Bob. In the early 1960's she moved to Tucson where she taught school and got involved in politics when she worked for Senator Paul Fannin, running his southern office. Bev then helped Jim Kolbe win his election to the Arizona Senate and subsequently to Congress. She did not want to move to Washington DC and instead became the Public Affairs Director for Planned Parenthood for Northern & Central Arizona.

Bev went on to work for then Phoenix City Council member Mary Rose Wilcox. She then moved back to state government where she assisted in laying the groundwork for bringing the Healthy Families program to Arizona. Bev has worked at every level of Arizona government, from the classroom to city council chambers to the governor's office. As a long time friend of former Senator Susan Gerard, she was an invaluable resource in assisting Susan in improving Arizona's healthcare system.

Bev recently retired from the Children's Justice Task Force post, which she held for a decade. As a part time grant administrator, Bev guided the establishment of 11 advocacy centers across the state, which serves child and adult victims of sexual assault.

President of the Board, Alice Gagnaire, stated Bev was a very respected Board Member, contributed much and her opinions were always valued.

Although we only knew Bev for seven short years at ASBN, she touched all our lives. She was a committed Board Member and spent countless hours in assisting ASBN in meeting our mission to protect the public. We miss her and know we are all better because of her long journey as a public servant that left such good behind her.



Odgen

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Faculty Recruitment

Joey Ridenour, RN MN
Executive Director

Many of you are aware the nursing programs in Arizona have responded to the nursing shortage by expanding their student enrollments. Unfortunately the plans will not be realized until faculties are recruited for the vacant positions. To assist in addressing the nursing shortage and subsequent risk to the public, the Arizona Board of Nursing will be continuing a column in each Newsletter for nursing programs to list their faculty needs. (See related article "Who Will Care For Us".)

Pima Community College is seeking an applicant for Instructional Faculty in Nursing. Primary duties are to teach courses in Nursing with an emphasis in Adult Medical/Surgical nursing to a diverse student population. Please visit our website at www.pima.edu to read more about the college and these positions. The application can be downloaded as a PDF file from wwwhumres@pimacc.pima.edu.

Maricopa Community College District Nursing Program is seeking full time and part time nursing faculty and clinical instructors for the following areas: Adult medical/surgical, pediatrics, psychiatric/mental health and maternal child health nursing. Year-round, day, evening, weekend, bilingual and online didactic positions are available. Applications may be submitted for full time positions online: www.dist.maricopa.edu/hrweb/faculty.html or for adjunct faculty and clinical positions online: www.dist.maricopa.edu/hrweb/adjunct.html

Northland Pioneer College is seeking applicants for two full time faculty positions to teach theory courses for first and second year Associate degree nursing students at the Little Colorado campus in Winslow AZ. The successful applicant will also provide clinical supervision of students in regional health care facilities. Masters degree in Nursing Required. Eligible for Registered Nurse License in AZ. Experience in Medical/surgical, maternal/child and/or psychiatric nursing desired. Two to three years of teaching experience in nursing education and curriculum development preferred. Some travel may be required. Forward cover letter and resume to Dr. Penny Fairman, Dean of Nursing, Northland Pioneer College, P.O. Box 610, Holbrook, AZ 86025-0610. Final candidates will need to supply copies of transcripts and five current professional references with addresses and phone numbers prior to interviews.

Northland Pioneer College is seeking applicants for a full time faculty position to coordinate and teach Nursing Assistant students at the Little Colorado Campus in Winslow AZ. The successful applicant will also provide clinical supervision of students in regional health care facilities, with the emphasis on long term care. Bachelor's degree in Nursing required. Eligible for Registered Nurse License in AZ. Previous experience teaching desired. Long Term nursing care experience required. Some travel may be required. Forward cover letter and resume to Dr. Penny Fairman, Dean of Nursing, Northland Pioneer College, P.O. Box 610, Holbrook, AZ 86025-0610. Final candidates will need to supply copies of transcripts and five current professional references with addresses and phone numbers prior to interviews.

The University of Arizona College of Nursing is seeking applicants for the following positions: 1) Assistant, Associate or Full Professor with research and teaching expertise in an area of genomics directly relevant to human health conditions (job # 31598). 2) Assistant, Associate or Full Professor with teaching and research expertise with emphasis on quantitative research methods and statistics (job # 31597).

Application instructions and complete job posting are available at www.uacareertrack.com for detailed information and application instructions, or contact Shirley Gardner at 520-626-2742. To apply, complete an on-line University of Arizona application, attach a letter of interest & CV. In addition, mail a College of Nursing application form (available at www.nursing.arizona.edu/employ.htm), official transcripts & three letters of reference to: Shirley Gardner, The University of Arizona College of Nursing, PO Box 210203, Tucson AZ 85721-0203.

Eastern Arizona College, Thatcher, Az, is seeking applicants for one or more full-time ADN Nursing Instructor(s). Required qualifications include Master's Degree or higher in Nursing, Nursing Education or a closely related Allied Health Field, as well as a Bachelor's Degree in Nursing, valid Arizona license as a Registered Nurse; minimum 2 years of recent experience as a professional nurse providing direct patient care; current knowledge and skill in Medical-Surgical Nursing,

Family Nursing, and Advanced Nursing including instruction and clinical supervision; teaching experience in nursing; and computer literacy. This position involves teaching both didactic and clinical instruction for ADN-RN students. Applicant must demonstrate ability to teach as per textbook reference guidelines and the ability to manage human and physical resources to meet the needs of students and faculty of the Department of Nursing. Please contact EAC Human Resources at 928-428-8915 or visit our website, http://www.eac.edu/Working_at_EAC/detail.asp?ID=103.

Central Arizona College seeks a full-time Professor of Nursing. The successful candidate will have a Master's degree in Nursing and Arizona RN license or ability to obtain one. Please visit the web site at www.centralaz.edu to read more about the college and to obtain application instructions. Central Arizona College is also seeking adjunct clinical nursing faculty to teach in the Associate Degree Nursing Program. Applicants must have a minimum of a Bachelor of Science degree in Nursing (BSN); Master's degree in Nursing preferred; valid Arizona license as a Registered Nurse; minimum 3 years of recent experience as a professional nurse providing direct patient care; previous teaching experience preferred. Please visit the website at www.centralaz.edu to read more about the college and to obtain application instructions.

Remington College, Tempe-Campus is seeking Registered Nursing Faculty to teach students enrolling in our Associate of Applied Science Degree in Nursing. Applicants must possess a Master's Degree and minimum of 2+ years teaching experience to diverse learning styles in 2/4 year degree programs. Please e-mail resume and statement of teaching philosophy to: John Linville at john.linville@remingtoncollege.edu EOE.

Arizona State University

The College of Nursing is seeking applicants for full time tenure track and clinical faculty to teach in the undergraduate and graduate programs in all specialty areas. Applicants must have

an earned doctorate in nursing or related field; master's degree in nursing, eligibility for Arizona nurse licensure.

The College Of Nursing is also seeking to fill non-tenure track faculty associate positions. Responsibilities include classroom and clinical teaching in areas of Community Health, Home Health, Adult Health/Medical-Surgical, Pediatrics, Maternal-Child, and Psychiatric Mental Health. Master's degree in Nursing and a minimum of two years related clinical experience is required. Teaching experience in area of clinical specialization desired.

Please visit the Arizona State University, College Of Nursing website <http://nursing.asu.edu> for complete information regarding available positions, qualifications, and application instructions.

Arizona Western College: PROFESSOR OF NURSING

will have a faculty position available for August 2005. Requirements: Bachelor's Degree in Nursing with a Master's Degree in another discipline or Master's degree in Nursing with prior clinical experience. Demonstrate sensitivity to the needs of students, faculty, and staff from multi-cultural backgrounds. Demonstrate commitment to the philosophy and mission of a comprehensive community college. 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. Preferred: Nursing clinical experience in OB/GYN nursing within the last three years. Instructional and curriculum development experience desired. Position available August 2005.

Grand Canyon University is seeking full-time Masters/Doctoral prepared faculty for Medical-Surgical and Mental Health Nursing. Clinical adjunct positions are also available this Spring and Summer 2005 for Fundamentals and Adult Medical-Surgical Nursing. Applications may be downloaded online at <http://www.gcu.edu>. Click on ground faculty under employment at the bottom of the web site. You may also call Cheryl Roat for an interview at 602-589-2527 or email at croat@gu.edu.

Advanced Practice Corner

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

Death Certificate Education Clarification/Update

Certified Nurse Midwives are not required to complete the Board's on-line Nurse Practitioner death certificate education program prior to signing a fetal death certificate. CNMs are already allowed by statute to complete a fetal death certificate. Although it is not a requirement, CNMs are encouraged to complete the training.

Nurse practitioners **must** complete the program before they can sign a death certificate. Once the nurse practitioner has completed the program, they are eligible to sign death certificates. No additional certification is required and no certificate is issued. The completion data is kept on file at the board office.

Once you have initially completed the education program, you should periodically review the module for updated information. The Office of Vital Records is currently working on a Frequently Asked Questions document that will be added to the program in the near future.

Advanced Practice Committee

The Advanced Practice Committee met on January 7, 2005. The Committee is currently discussing issues related to clarification of specialty area certification vs. subspecialty practice and has formed a task force to discuss the underlying principles. The Committee also heard from CNM representatives regarding the issues that are making it difficult for CNMs to provide full access to their services. The CNMs will be drafting a document to be published in a future edition of this newsletter. The Committee also gave input from the provider's perspective on the interpretation of range dose orders by RNs/LPNs and will be providing examples back to the Scope of Practice Committee for their consideration.

Future 2005 meeting dates are tentatively scheduled for April 15, 2005, July 8, 2005, and October 14, 2005. Committee members are appointed by the Board for a 2-year period. New and qualified current committee members will be considered for appointment/reappointment in May, 2005. If you are interested in serving on the committee, please forward your c.v. or contact Karen Grady at (602) 889-5182 or via e-mail at kgrady@azbn.org.

Case Study: Confidentiality

NP X was working in the emergency room in a city hospital. NP X evaluated a patient who was accompanied by an adult male and an adolescent male. After performing laboratory testing, NP X entered the patient's room, and in the presence of the adult male and adolescent male, reported that her tests were positive, without obtaining prior permission from the patient to share this information. The males present were the patient's father and her adolescent son. The patient reported that the information that was imparted without her permission caused her embarrassment, and that giving her a highly personal diagnosis in front of her son and father was a violation of her privacy and confidentiality. NP X stated that because the patient had her family with her, he had assumed they would be included in the information. NP X stated that in retrospect, he realized he should not have discussed the patient's diagnosis without first asking her if she wanted to discuss it privately. The Board voted to issue a Decree of Censure to NP X.

VIOLATIONS OF LAW/RULES: ARS § 32-1663 (D) AS DEFINED IN ARS § 32-1601 (16) (d) and (j)

16. "Unprofessional conduct" includes the following whether occurring in this state or elsewhere:

- (d) Any conduct or practice that is or might be harmful or dangerous to the health of a patient or the public.
- (j) Violating a rule that is adopted by the board pursuant to this chapter.

R4-19-403 (2) (6) (25)

For purposes of A.R.S. § 32-1601(16) (d), a practice that is or might be harmful or dangerous to the health of a patient or the public includes the following:

2. Intentionally or negligently causing physical or emotional injury.

6. Failing to take appropriate action to safeguard a patient's welfare or to follow policies and procedures of a nurse's employer designed to safeguard the patient.

25. 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.

Case Study

The Anonymous Complaint

By Pat Midkiff, RN, MN
Nurse Practice Consultant

One of the most challenging aspects of conducting a complaint investigation is when the complainant supplies no information to his/her identity or specific facts when filing a complaint against a licensee/certificate holder. This is particularly problematic when the complaint contains serious nursing practice allegations. The investigator has no one from whom to obtain concrete details surrounding the allegations. These details can make the difference between cases where patient and public safety have been appropriately protected, and situations that are retaliatory, without merit, and may be harmful to the nurse's reputation. Anonymous complaints do not afford nurses the opportunity to confront the accuser to ask questions of and/or refute information provided by the complainant. There are, of course, circumstances where anonymity is necessary. The complainant may request anonymity in writing and reasons for the request. In these situations the Board will not release the name of the complainant. However, during the course of the investigation, the licensee/certificate holder may come to his or her own conclusions as to the identity of the complainant. Board staff will not verify these conclusions.

In the case of Nurse T, a person made a telephonic complaint alleging Nurse T failed to administer requested pain medication to four patients, falsified medication administration documentation, and refused to follow the patients'

treatment orders. The complainant stated the nurse was terminated for these actions and gave the nurse's employment location. The complainant was afraid of "retaliation" by the nurse if his/her identity was known and gave no contact address or phone number. However, the complainant did not supply full patient names or specific dates when the incidents occurred. Consequently, medical records could not be obtained to verify allegations through documentation review and patient/provider interviews. The employer stated no knowledge of the patient events, but acknowledged Nurse T had been terminated for attendance issues. The employer also stated Nurse T had clashes with other nurses, one of whom had previously been terminated based on information supplied to the employer by Nurse T. Both the employer and Nurse T were able to guess the identity of the complainant, and the complaint was felt to be retaliatory in nature. The complaint was dismissed due to lack of evidence and cooperation from the complainant.

In the case of Nurse N, a written complaint was filed by an individual requesting anonymity because Nurse N had made threatening statements to the complainant. The complainant alleged Nurse N had "bragged" about obtaining controlled drugs from the last two places of employment, giving the medications to friends and family members, and going to work under the influence of drugs. The complainant knew of incidents where police had gone to Nurse N's home for complaints of illegal drug activity. The complainant supplied the names of Nurse N's former employers, specific

incidents where drug diversion was suspected at the facilities, and local police report case numbers. The Board's subsequent investigation revealed two former employers had investigated Nurse N for controlled drug diversion. Both facilities indicated there were narcotic count discrepancies when Nurse N was present, but there was not enough evidence to conclude Nurse N actually diverted drugs. One employer requested Nurse N undergo a random drug screen several days later that returned negative; the other employer did not require a random drug screen. However, during the Board's investigation, Nurse N submitted a random drug screen that returned positive for morphine and benzodiazepines. A pharmacy profile indicated Nurse N did not have valid prescriptions for either drug. A chemical dependency evaluation conducted by a Board-approved evaluator indicated Nurse N was a high-risk for substance abuse, and the evaluator recommended both psychological and chemical dependency treatment. The Board voted to offer a consent agreement for a 36-month chemical dependency probation. During Nurse N's probation, another complaint was filed by an employer alleging drug diversion and falsification of narcotic records. Subsequent urine drug screens and investigation proved the allegations to be true. Nurse N failed to meet probation requirements that led to license revocation.

In the case of Nurse N, the complainant provided a phone number if the investigator needed further information regarding the complaint and enough information for the nurse practice consultant to conduct a thorough investigation.

◆◆◆ RN and LPNs ◆◆◆

By Judy Bontrager, RN, MN
Associate Director of Operations

If the date on your license is June 30, 2005, you can renew on-line **TODAY** and have your license renewed until 2009. Three months in advance of the license expiration date, nurses now receive postcard notification rather than previous paper application.

Benefits to YOU of Renewing On-Line:

- **FAST, EASY** and **EFFICIENT**.
- If you don't have a computer, you can renew at a local library or at work.
- Available **24** hours per day - Renew Anywhere, Anytime
- Process takes less than 10 minutes.
- You can print out a verification of your renewal process.
- You will get an e-mail verifying your payment was received
- Fewer errors with on-line renewal
- Records update immediately

You can renew on-line by going to www.azbn.gov.

- Enter your license number and PIN (if you have forgotten your PIN, you may obtain it while you are on line)
- Enter the information requested
- Have your Visa or MasterCard ready
- A license will be mailed to you within 5 days after you entered your renewal.

DON'T RUN THE RISK OF RENEWING AT THE LAST MINUTE. Last year 768 nurses waited until the last week of June to renew.

If you choose not to renew on-line, you can download a renewal application from the web page, www.azbn.gov and submit the completed application and check or money order by mail.

If you do not have access to a computer, you can send a written request for a renewal application to:

ARIZONA STATE BOARD OF NURSING
1651 E. Morten Avenue, Suite 210
Phoenix, AZ 85020

Who Will Care for Us?

By Mary Killeen , Ph.D, RN
 Sally Doshier, RN, Ed.D.
 Sue Macdonald, RN, MSN, MBA

Nursing programs across the state have expanded their enrollment capacity to address the demand for more registered nurses. At the same time there have been very effective recruitment efforts by Campaign for Caring, Johnson & Johnson, and individual nursing programs to attract young adults to a career in nursing. These efforts have been highly successful with all RN programs in the state now reporting

a strong surge in new students.

So, the picture is bright . . . except for one thing. We do not have enough nursing faculty to teach the expanded number of nursing students. The single greatest threat to increasing the number of new nurses is the scarcity of nurses interested in teaching our future nurses.

You could be part of the solution!

- Remember that incredible faculty member who helped you discover that nursing was the right fit for you?
- Is teaching a part of nursing that you enjoy?
- Do you want to re-discover the passion that drew you

into nursing once upon a time?

- Do you enjoy helping others reach their potential?
- Are you ready to influence the future of health care in new ways?

Nursing faculty are needed for teaching January 2005 and August 2005. Nurses with baccalaureate degrees and clinical experience are qualified for clinical teaching. Nurses with master's degrees and experience are qualified for classroom and clinical teaching. Nursing programs across the state need your help. Contact a program in your community.

Choose to teach – Be part of the solution and help increase the number of new registered nurses for Arizona.

For more information, contact:

Institution	Program Administrator	Phone	Email
<u>PRACTICAL NURSING</u>			
• Estrella Mtn CC/ Southwest Skill Center	Kathleen Ellis	623-932-2700	kathleen.ellis@emcmail.maricopa.edu
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• Pima CC – CTD	Emelia Lewis	520-206-5140	elewis@pimacc.pima.edu
• Gateway CC Fast Track PN	Cathy Lucius	602-392-5025	c.lucius@gwmail.maricopa.edu
<u>ASSOCIATE DEGREE</u>			
• Arizona Western College	Mary Rhona Francoeur	928-317-6049	maryrhona.francoeur@azwestern.edu
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• Cochise College	Sue Macdonald	520-364-7943	sumac@cochise.edu
• Coconino Community College	Don Johnson	928-526-7665	Donald.Johnson@coconino.edu
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• Maricopa Community College District Nursing Program	Margaret Souders	602-285-7133	margaret.souders@pemail.maricopa.edu
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• Northland Pioneer College	Penny Fairman	928-532-6133	pfairman@npc.edu
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• Yavapai College	Barbara Nubile	928-776-2246	barbara_nubile@yc.edu
<u>BACCALAUREATE DEGREE</u>			
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• Grand Canyon University	Fran Roberts	602-589-2431	froberts@grand-canyon.edu
• University of Phoenix	Beth Patton	480-557-1751	Beth.Patton@phoenix.edu
• Old Dominion University @ Yavapai College	Steve Parker	928-445-4616	
• University of Wisconsin – Oshkosh	Stephanie Stewart	920-424-1028	stewart@uwosh.edu
<u>MASTERS DEGREE</u>			
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• Old Dominion University Yavapai College	Steve Parker	480-445-4616	

NCLEX[®] PASSING RATE 2 YEAR PROGRESS REPORT

OCTOBER 2004

Background

The challenge to deliver quality education and successful results on the National Council Licensure Examination (NCLEX) is an ongoing commitment for Arizona nursing programs and a goal of the Arizona State Board of Nursing. The nursing programs in Arizona responded quickly to declining pass rates in 2001 and 2002 in a unique and proactive way. At the request of the Arizona State Board of Nursing, the programs attended a special Board meeting on October 3, 2002. Before the meeting, the programs were requested to submit a document addressing the following:

1. Five reasons for a lower than 90% pass rate in your program.
2. Five strategies your program will implement to increase the pass rate to 90% or higher.
3. A profile of the successful NCLEX candidate.
4. A profile of the unsuccessful candidate.

All nursing programs in Arizona submitted reports and attended the meeting. In analyzing the reports, the reasons for the decrease in pass rates were grouped into the following categories: academic preparation of students, curriculum, student support, faculty, academic rigor, testing, student attitude, and delay in taking NCLEX. Strategies discussed by the group that have the potential to increase NCLEX pass rates included: requiring testing for admission to a nursing program, increasing rigor through standardized testing and comprehensive exams, increasing student support, increasing faculty skill in testing and clinical instruction, and revising the curriculum to reflect NCLEX content.

What happened to NCLEX pass rates since 2002?

In 2003, the Arizona pass rate for NCLEX-RN rose to 90.75%, approximately 3 percentage points above the national pass rate of 87.01%. For 2004, the pass rate from January 1 to September 30 was 90.10%, approximately 4 percentage points above the national rate of 85.89% and exceeded by only 2 jurisdictions, Kentucky and Louisiana. On April 1, 2004 the NCLEX-RN test plan changed to include more pharmacology and management of care items and the passing standard was raised. Despite these changes, Arizona graduates posted a 93.61% pass rate for the April-June quarter of 2004, which was the highest pass rate of any jurisdiction that had more than one candidate. The third quarter pass rate of 86.07%, although lower, was still above the national pass rate and exceeded by only 13 of 55 jurisdictions.

The NCLEX-PN pass rate was 93.2% in 2002, approximately 8 percentage points above the national pass rate of 85.4%, with all programs except one achieving a pass rate above 90%. In 2003, the NCLEX-PN pass rate again well exceeded the national pass rate (6 percentage points) at 94.2% vs. 88.2% with all programs except 2 at or above 90%. One reason PN pass rates remain high in Arizona is that all current associate degree programs award a PN certificate after the first year of the RN nursing program, therefore a large percentage of students taking the exam are from a more rigorous RN program. The pass rates for the RN students who take the PN exam is 100% for many schools and is rarely below 90%. When utilizing the pass rates of traditional PN programs, the pass rate rose from 86.5% in 2002 to 92% in 2003 (5.5 percentage points).

What did the programs experience?

On October 21, 2004, the programs again met to discuss NCLEX pass rates. The programs were all congratulated for the increase in NCLEX pass rates and asked to respond in writing to the following questions:

1. What strategies did you utilize to increase the NCLEX pass rate?
2. Which strategies, of those you utilized, were the most successful?
3. Which strategies, of those you utilized, were least successful?
4. What measures will be instituted in the future to ensure NCLEX success?

All programs whose graduates had taken NCLEX in 2002 and 2003 except one submitted a report (N=15). One limitation of this data is that programs were only asked to identify the measures they instituted since the 2002 meeting. Several programs had some of the identified measures in place before 2002, so the data should not be used to determine the number of Arizona programs that adopt a particular strategy. For example, six programs instituted end-of-program standardized testing, however nearly all Arizona programs do this type of testing at this time. Another limitation is that many programs had multiple responses, so the number of responses in a category could exceed the number of programs responding.

All responses were analyzed and placed into categories.

What did programs do?

The strategies that programs implemented to increase their pass rates were grouped into 4 categories: testing, academic standards, student support and curriculum/teaching.

Testing

All programs instituted strategies in this area. Seven programs reported instituting an NCLEX review class. Seven programs revised their teacher-made tests so that NCLEX-style questions were incorporated. Six programs utilized end-of-program standardized predictive tests. Five programs utilized NCLEX review software. Two programs instituted a comprehensive testing program.

Academic Standards

Eleven programs increased academic standards. The two most frequent strategies, adopted by seven programs respectively, were revising the admission criteria and revising the grading scale or policy. Other strategies included revising the readmission policy, prohibiting progression if a co requisite course was failed, and elimination of "cooperative" testing (allowing students to collaborate on a test).

Student support

Nine programs identified strategies in the student support area. The most common strategy, reported by seven programs, was an early warning and remediation system for at-risk students. Three programs reported providing support for unsuccessful NCLEX candidates. Two programs reported new student orientation to emphasize the rigors of the programs. Two programs identified clear communication to students of the expectations throughout the program. Other strategies included: academic support workshops, study plans, student peer support, student success course, assistance in applying for licensure, and a test taking course.

Teaching/curriculum

Eight programs revised classroom instruction in some way. The most common strategy was curriculum revision to reflect the NCLEX test plan, incorporate critical thinking, or for one program, to decrease stress on students. Two programs revised teaching methods and two programs instituted computerized testing. Other interventions include updating the skills lab, revising the prerequisites, standardizing the curriculum for all courses and instructors, and incorporating an NCLEX review book into the curriculum plan. One program reported analyzing the variety of sites and types of instruction they offered.

What worked best?

Not all programs completed this section. Five programs stated that the most effective intervention was actually a combination of all they had done. Five programs identified increasing academic standards in one or more areas as the most effective. The identified standards include: requiring Nursing Entrance Test (NET) subscales in reading and math for admission; expecting excellence in both students and faculty (2 programs); grading changes to require passing tests (2 programs); increasing test scores for admission; and eliminating rounding of grades. One program identified all of the following faculty actions as important: analyzing of why graduates failed, mentoring and support of new faculty, failing students when warranted, and selecting only essential reading assignments. One program identified predictive exams.

What worked least?

Most programs stated that they could not identify any strategy that was not effective. Five programs identified at least one ineffective factor. The most common category of ineffective strategies was faculty-related (4 programs). When discussing this topic at the annual meeting, the consensus was that if an intervention was faculty-dependent such as tutoring, the skill of the faculty was crucial to its success. For example, one program director wrote, "although remediation seems effective, it is labor intensive and difficult to find seasoned faculty in this area." Utilization of non-nursing faculty for tutoring was ineffective for one program. Individualized tutoring was viewed as ineffective by one program and one program stated, "it is difficult to encourage faculty involvement." Another program reported that increasing faculty availability was not successful because students did not take advantage of increased access to their faculty. One program, however, reported that they instituted a very effective tutoring/support group and identified the skill of the leader of the group as the reason for the success.

The other major category of ineffective strategies was related to testing (2 programs). One program reported that end-of-program assessment that is not tied to a course grade provided little motivation for students to do well. Tracking weak areas from individual test results from the NCLEX candidate reports was reported as ineffective for one program and the remediation provided by a contracted testing service was reported as ineffective for another.

What's next?

Most programs responded to this question. The most common

category for future activities was in the area of student support (6 programs). Strategies planned for the future include: tutoring individual students (2), mentoring students (2), developing a pre-nursing program for disadvantaged students, encouraging students to take NCLEX early, providing financial support to help with licensing/exam fees, communicating clearly the demands of the program, supporting student scholarships/loans, and developing ESL classes.

Five programs provided responses in the area of testing. Responses include: instituting end-of-year standardized testing (2), increasing faculty skill in test writing and evaluation (2), conducting test analysis, testing at the application and analysis level, monitoring outcomes of standardized exams, changing the comprehensive testing company, conducting a separate NCLEX review class, and instituting computer testing for all exams.

Three programs provided responses related to curriculum or faculty. Strategies planned in this area include: utilizing web-based case studies, purchasing an interactive mannikin, increasing collaboration with other departments, responding quickly to changes in the NCLEX test plan, changing prerequisites, and developing a pharmacology class.

Three programs provided responses related to increasing standards. Strategies planned in this area include: requiring 100% on all dosage examinations, increasing admission requirements, evaluating admission requirements, and evaluating the need to limit admissions.

Three programs are not planning any new strategies and will continue with previous efforts and one program identified that they would continue to study and analyze the problem.

Summary

Over the past two years nursing programs in Arizona utilized a variety of strategies to improve the individual program and statewide NCLEX first-time pass rates. All programs revised some aspect of testing and a majority of programs increased academic standards. Strategies that were most effective were either the combination of all strategies or increasing academic standards. Least effective strategies for some programs were those that were faculty-dependent, such as tutoring. Future plans for programs include more student support, and testing revisions. The Arizona State Board of Nursing will continue to monitor NCLEX pass rates.

Respectfully Submitted by:
Pamela Randolph RN, MS, CPNP
Education Consultant
Arizona State Board of Nursing

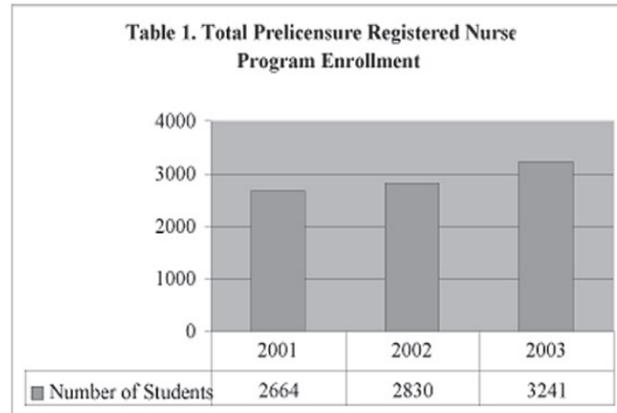
White Paper on Community Colleges Awarding Baccalaureate Degrees in Nursing

Introduction

The community's response to the proposal for a six-year pilot program allowing community colleges in Arizona to offer nursing baccalaureate degrees was discussed at a Day of Dialogue sponsored by the Arizona Nurses Association (AzNA) and the Arizona State Board of Nursing (AzSBN). Representative Russell Pearce introduced an amendment for this six-year pilot program twice in the 2003-2004 legislative session. The Day of Dialogue was funded by a grant from the Arizona Hospital and Healthcare Association's Campaign for Caring. More than 75 nurse leaders and other Arizona stakeholders attended (Appendix A).

Nursing Education in Arizona

Although Arizona has increased registered nursing student enrollment by 22% between 2001 and 2003 as displayed in Table 1, Arizona continues to experience a nursing shortage. The state's ability to respond to the demand for more nurses is dependent upon the capacity to educate more nurses as well as to create attractive nursing work environments.



Nurses in Arizona have two educational tracks for entry into the profession: associate degrees from a community college and baccalaureate degrees from a university. Three public universities and one private university awarding baccalaureate degrees, and 16 community colleges along with one private career college awarding associate degrees provide prelicensure entry level nursing education within the state. In the 2002 legislative session, Senate Bill 1260 entitled "An Act Providing for the Development of the Caregiver and Resource Expansion Program within the Arizona Board of Regents and Community College Districts" called for the development of a plan for doubling nursing educational capacity by 2007 without specifying the type of degree earned by those graduates.

In addition to these traditional prelicensure programs, two public universities (University of Arizona and Northern Arizona University) and one private university (Grand Canyon University) have created a second degree program where students who already have a baccalaureate degree in another field can earn a baccalaureate degree in nursing (BSN). In addition to these prelicensure programs, four universities (Arizona State University, Northern Arizona University, Grand Canyon University, and University of Phoenix) have established programs for registered nurses to pursue advancing their education in what have become to be known as RN to BSN programs. Courses completed in the community college nursing program transfer into the university and are applied toward completion of the BSN degree.

The AzSBN also reports that a number of new nursing programs are in development within the state. The AzSBN has been contacted for information on initiating twelve new programs (11 associate degree and one diploma).

Capacity Issue in Nursing Education in Arizona

Nursing education programs within the state are over capacity and are currently denying admission to otherwise qualified candidates. The AzSBN reports that there were 756 students who were qualified but could not be admitted to registered nurse programs. This number may be slightly overstated because some students, particularly in the metropolitan areas of the state, apply to multiple programs. Even excluding the "double applicants", the number of students who were qualified but could not be admitted is sizeable.

There are several factors that contribute to this limited capacity for educating nurses within the state:

- o The plan developed in response to SB 1260 estimates the cost of doubling Arizona's nursing educational capacity to be \$126 million.
- o There is a significant need for educational infrastructure, educational facilities, and clinical learning placements to support program expansion.
- o There is an acute shortage of nursing education program faculty. Approximately 5% of current faculty positions are unfilled. The average age of nursing faculty

in Arizona is 53 years (SLHI, 2002). In other words, half of the nursing faculty in Arizona will be reaching retirement age within the next 12 years.

Educational Preparation of Nurses

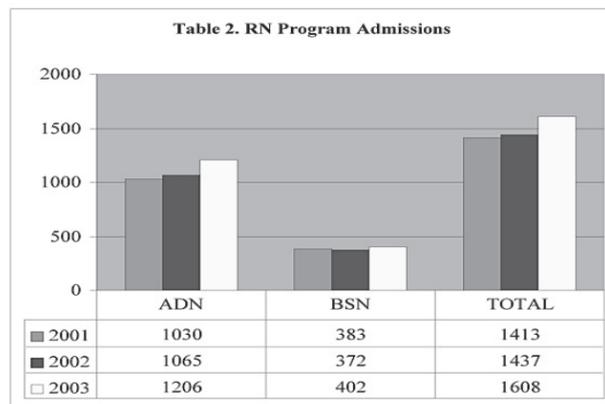
As the state responds to the nursing shortage and challenge of educating more nurses, ensuring that enough nurses are available is significant, but guaranteeing that nurses are prepared with the education necessary to meet the needs of the community is paramount.

There is a growing body of evidence demonstrating a relationship between a high percentage of RNs with a baccalaureate degree and improved patient outcomes and nurse retention. The 2003 Aiken study concluded that a 10 percent increase in nurses with a BSN decreased the risk of patient death and complications by 5 percent. Supporting this conclusion is the 2001 Fagin study, which showed that nurses prepared at the associate degree or diploma level commit significantly higher levels of medication errors and procedural violations. Further, BSN-prepared RNs have higher levels of job satisfaction, which is a key to nurse retention as demonstrated by Rambur et al., 2003. RNs prepared at the associate and diploma levels and complete an RN to BSN program demonstrated higher competency in nursing practice, communication and leadership according to Phillips et al., 2002.

In the United States, approximately 19% of the RN population have completed additional academic nursing or nursing related preparation after they graduated from basic nursing education (Spratley et al., 2002). The percentage in Arizona is unavailable. However, 317 nurses graduated from RN to BSN programs in 2003 (AzSBN, 2004).

Educational Capacity

Table 2 displays the change in prelicensure RN program admissions over the past three years. Both ADN and BSN programs in the state have increased enrollment. The educational capacity in associate degree programs has expanded more than the educational capacity in the university setting. Associated degree nursing program enrollments increased by 17% as compared to a 5% increase in baccalaureate degree programs (AzSBN, 2004).



When compared to recent graduates in the United States, Arizona is graduating a smaller percentage of nurses with BSNs as their entry-level education as described in Table 3.

All states offer prelicensure ADN and BSN programs. In addition, RN to BSN programs are quite common. In the past five years, numerous states have begun to offer second-degree BSN programs. Four states (Florida, Idaho, Nevada and Utah) permit community colleges to offer baccalaureate degrees. In these cases, a four-year BSN degree can be earned at a community college in addition to at a university. New York State is proposing a statutory/regulatory change requiring future nursing students who graduate with an associate degree or diploma in nursing to obtain a baccalaureate degree in nursing within ten years of initial licensure.

Table 3. Entry-Level Education

	Arizona	United States
Diploma	0%	6%
Associate Degree	72%	55%
Baccalaureate Degree	28%	38%

Day of Dialogue Conclusions

The consensus from the Day of Dialogue is that Arizona needs to increase both the number of RNs and BSNs:

- o The need for more nurses remains and Arizona needs a higher percentage of BSNs than now exists.

- o There is some evidence demonstrating a relationship between a high percentage of RNs with a baccalaureate degree and lower patient mortality and complications.
- o BSNs are better prepared 1) to work autonomously, a skill especially valuable in underserved populations; 2) to navigate the system; 3) to improve interdisciplinary coordination; and, 4) to increase the faculty pool.

The primary concerns with increasing the number of BSNs are the cost of education and the lack of differentiated roles in practice.

Attendees acknowledged that there might be better methods/models to approach nursing education than those already in place. As new methods and models are developed, the participants agreed that the following essential elements must be incorporated:

- o Remain student-centered
- o Decisions should be based on existing data and new data sources should be developed for missing data
- o Partnerships must be created with educational institutions, healthcare delivery systems, legislators, and other key stakeholders to achieve mutually agreed upon goals
- o Appropriate indicators/benchmarks must be created as markers of success
- o Time is of the essence for our actions

The group indicated that strategies should involve multiple approaches including:

- o Activities that would strengthen educational advancement from associate to baccalaureate degree programs
- o Exploration of solutions which are being applied successfully in other professional programs
- o Development and pilot testing of new models as demonstration projects

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Certified Nursing Assistant Corner

Rose Wilcox RN, M.Ed.
Nurse Practice/Education Consultant

Qualifications of Coordinators of NA Programs

The qualifications to be a coordinator of a NA program are clearly stated in the Code of Federal Regulations: 42 CFR s 483.152 (a) (5i); Arizona Revised Statutes (A.R.S.) § 32-1606 (B) 2 (NA programs) and the Arizona Administrative Code (A.A.C.) R4-19-801 (B). The registered nurse who seeks approval as the NA Program Coordinator must have a current unencumbered Arizona professional nursing license; a minimum of two years of nursing experience, at least one year of which was in the provision of long term care facility services. The regulations require nursing experience in a long-term care facility. This is interpreted to mean those facilities that are licensed as a long-term care facility. While home health care experience, hospice care, school nurse experience and acute care nursing experience add to the comprehensive background of a nurse's knowledge and skill they do not meet the one year nursing experience in a long term facility. The Board lacks authority within the regulations to substitute nursing experience in other nursing settings for the long-term care requirement. The curriculum and requirements for NA training are intended to meet a resident's needs and care requirements in long-term care facility.

Certified Nursing Assistant

Frequent Errors in Manual Skills Test

Exterior Rater, Doris Donithon has reported applicants often fail the following items on the manual skill test:

1. When a candidate chooses a bedpan or a fracture pan, the placement of the pan must be correct according to form and shape.
2. When using a gait belt it must be applied correctly to prevent restriction of circulation, or slipping, which causes injury to the skin.
3. Indirect nursing skills are communication, infection control, comfort, safety, and resident rights. They are scored throughout the examination. This includes as one enters and greets the resident, performs nursing tasks and as one prepares to exit the

resident's room. Indirect skills must be demonstrated in each skill. Not doing the indirect skills during the examination may result in failure of the manual skills exam.

4. When washing hands, cleansing friction must be a minimum of 10 seconds.
5. A candidate must clean the perineal area when performing catheter care.

Attention to the finer points of skill practice including indirect care both in the skills lab and during the clinical experience within the training program should help students succeed on the exam.

Nursing Assistant Advisory Committee

The Nursing Assistant Advisory Committee has scheduled four meeting dates for the 2005 calendar year. Meetings beginning at 10:00 am and will 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 and on the website at www.azbn.gov. Please contact Pamela Randolph at 602-889-5204 or e-mail prandolph@azbn.gov for further information on meeting time, place and location.

Meeting dates:

March 4, 2005
June 17, 2005

September 9, 2005
December 2, 2005

Rules Rundown

by Pamela Randolph RN, MS, CPNP

Current Rule Activity

R4-19-403 UNPROFESSIONAL CONDUCT AND ARTICLE 5. ADVANCED PRACTICE NURSING

An open public hearing was held on December 10, 2004. Several members of the public made comment on R4-19-204, Unprofessional Conduct and requested substantial changes. The Board considered the comments at its January 19 Board Meeting and decided to proceed with the rule package. There were also comments supporting changes to Article 5.

Article 2. Arizona Practical and Professional Nursing Programs.

The Notice of final rulemaking was approved by GRRC on January 4, 2005 and is expected to be effective on March 7th. For a summary of the changes, please see "Education Corner" in this newsletter.

Article 8. Certified Nursing Assistants

The Education Committee has reviewed a draft of this rulemaking and suggested changes. The issue of whether an LPN is qualified by education and experience to be a clinical instructor in a CNA program was a focus of debate. The committee suggested other minor changes. A new version of the draft rules is posted on the website and changes were discussed at the CNA Educators Retreat on January 14, 2005. The CNA Committee will review the draft rules again at its March 4th meeting.

Highlights of Proposed Changes: Article 8

- Increased clarification of expectations for nursing assistant programs including minimum number of didactic hours, clinical hours, and minimum curriculum
- Allowing an LPN to supervise a clinical group in a C.N.A. program;
- Lists equipment necessary for a C.N.A. program to simulate patient care in a laboratory setting;

- Allows the Board to grant one-year initial approval to a new program without a site visit;
- Allows the Board to grant re-approval to a program with a telephone visit every other renewal cycle;
- Requires a C.N.A. program to graduate and certify at least one student in each renewal cycle;
- If approval is rescinded or revoked, the entity can not reapply for 2 years;
- Increased options for endorsement C.N.A.s to qualify for certification if their program was less than 120 hours;
- Increased specificity in standards of conduct for Certified Nursing Assistants including boundary violations, dual relationships, and falsification of patient records or employment applications.

Future Rule Activity

Article 4. Regulation. The Article will be opened for revision in 2005.

Article 1. Definitions and Time-Frames. The Board will amend these rules to be consistent with other rulemaking changes over the past 2 years in 2005.

5-Year Rule Review

Article 1 Definitions and Time-Frame and Article 8 Certified Nursing Assistants rules are scheduled to be reviewed as part of the 5-year rule review requirement. All rules must be reviewed by state agencies for currency and planned changes unless they were amended in the last 2 years. Failure to submit a 5-year rule review report results in rescission of the rules. Anyone having comment on these rules is requested to submit the comment in writing to Pamela Randolph by mail, email or fax.

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.gov
Fax: 602-889-5155

• *Education Corner* •

Pamela Randolph RN, MS, CPNP
Education Consultant

Report from Mosby Faculty Institute: Nursing Education Today

The annual Educator's Conference sponsored by Mosby was held in Las Vegas. The conference was well attended with over 600 registrants including many Arizona nurse educators. The following are observations from the conference:

- Many of the talks revolved around the issue of student misconduct
- Some of today's students show a lack of respect for their instructor and fellow students
- Incivility in the classroom can range from behaviors such as using cell phones to violence
- Faculty need to take proactive measures to address students lack of courtesy including rolemodelling courteous behavior
- Boundaries between faculty and student need to be defined
- Faculty should "take back the title" and be addressed in a formal manner, e.g. Professor Jones, Dr. Smith
- With student rights come student responsibilities, but students never "demand their responsibilities"
- The right to free speech does not include disruptive classroom behavior
- Problem students need a comprehensive campus-wide approach
- Evidence-based practice is more than research utilization
- Many students threaten to sue, but very few have been successful in winning a legal challenge
- Failure to follow established policies can be the basis of a successful lawsuit

Education Committee

The next meeting of the Education Committee is scheduled for February 11, 2005. The committee has invited clinical coordinators in Maricopa and Pima Counties to discuss student capacity in clinical sites. The Committee meets at 9:30 in the Board offices. Please call 602-889-5187 for more details.

The Education Committee has been very active over the past year. The Board is aware of approximately 12-15 entities seeking to establish a nursing program in the state. Several of these schools are in the application process. The committee reviews the applications and makes recommendations to the Board. Under the leadership of Kathy Malloch, RN, Ph.D., Chair of Education Committee and Vice President of the Board, the Committee has undertaken other projects such as the Nursing Competency Model, determining the components of annual program data, examining competency evaluation, providing feedback on NCLEX, test plans, and revising Article 2. The Education Committee meets every 2 months and is open to the public. The Committee meets at 9:30 in the Board office. Committee dates and agendas are posted on the website at www.azbn.gov.

Article 2

The Article 2 rules package containing amendments to the Board's education rules has been approved by the Governor's Regulatory Review Council. The new rules are expected to be effective on March 7. Changes to the rules include the following:

- Allow a post secondary institution that is either regionally or nationally accredited by an accrediting agency recognized by the U.S. Department of Education to conduct a nursing program;
- Measurable criteria added for classroom specifications in a nursing program;
- A nursing program must develop policies to ensure students, faculty and preceptors are safe to deliver patient care;
- Clinical supervision criteria added;
- Programs must provide accurate information to students including cost of the program, length of the program, and transferability of credit;

- All programs must offer clinical instruction in the major areas of nursing practice for the level of the program;
- Standards for refresher programs were revised to allow more flexibility;
- New rules for out-of-state and distance programs that are conducting pre-licensure nursing education in this state were added

The revised rules are currently on the website under resources/proposed rules/article 2 and will be incorporated into the official rules of the Board on or before the implementation date

NCLEX® Volunteers

The Board would like to thank the following Arizona nurses who served on NCLEX item development panels in the first quarter of FY 2005:

Jane E. Lacovara
Patricia Delmoe
Delora Singleton
Martha Davis Cobb

It is through the volunteer service of these and other individuals that NCLEX remains the premier licensing examination in the world. If you are interested in serving on an NCLEX panel, please visit the website of the National Council of State Boards of Nursing at www.ncsbn.org for more information.

2005 Education Committee Meetings

The Education Committee will meet on the following dates in 2005. Meetings start at the 9:30 a.m. and conclude when business is finished. All meetings are held at the Arizona State Board of Nursing offices at 1651 E. Morten, Ste. 210, Phoenix, AZ. Agendas for each meeting are posted in advance at the Board offices. Dates and times are subject to change up to 24 hours before the meeting. Contact Pamela Randolph at 602-889-5209 (prandolph@azbn.org) to obtain further information regarding the meetings.

February 11, 2005 April 8, 2005 June 3, 2005

Board Actions on Education Matters

November 2004

- Approved Nurse Assistant Program at Rio Salado College
- Approved Refresher Course Application at Northland Pioneer
- Approved curriculum change at Northland Pioneer College
- Allowed Baptist Health System to continue application process for new RN Program
- Approved request of Maricopa Skill Center for program change
- Adopted Article 2 Notice of Final Rulemaking
- Approved Education Committee Policy for Submitting Materials December 10, 2004
- Approved new nursing assistant program: TempeHS/MesaCC/Tempe St. Luke's Hosp/Clinical Partnership/HOPE NA Program

Arizona State Board of Nursing

Nursing Assistant Programs Current Approved Program List - January 2005

Facility:

Apache Junction Health Care Center	Apache Junction	(480) 983-0700
Beatitudes Campus of Care	Phoenix	(602) 995-2611
Beverly Health Care of Chandler dba Chandler Health Care Center	Chandler	(480) 899-6717
Capri Care Center	Phoenix	(602) 944-1574
Casa Del Mar Nursing & Rehabilitation Center, Sunbridge	Scottsdale	(480) 994-1333
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
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
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	(928) 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
Peaks, The	Flagstaff	(928) 774-7160
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
Sun Grove Village Care Center	Peoria	(623) 566-0642
Sunbridge Catalina Health Care Center	Tucson	(520) 795-9574
Valley Health Care	Tucson	(520) 296-2306
Villa Campana Health Care Center	Tucson	(520) 731-8500

Independent

Caring Connection, The	Amado	(520) 398-2090
Direct Care Giver Association	Tucson	(520) 325-4870
Dynamic Registry Nursing Assistant Program	Glendale	(623) 435-9000
Emmanuel Nursing Assistant Training Program	Phoenix	(602) 674-8888
Fred G. Acosta Job Corps	Tucson	(520) 792-3015
Horizon Health Care Institute	Sierra Vista	(520) 559-4020
Horizon Health Care Institute @ Holy Cross - Nogales	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. @ Chinle Nursing Home	Chinle	(920) 739-4653
SEVEN Healthcare Academy	Tempe	(480) 557-9115
Southern Arizona Veteran's Administration Medical Center	Tucson	(520) 792-1450
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 @ Life Care Center	Yuma	(928) 344-0425
Yuma Private Industry Council at La Mesa Rehabilitation & Care Center	Yuma	(928) 344-8541
Yuma Private Industry Council at Yuma Nursing Center	Yuma	(928) 726-6700

School (Note: High School programs are not open to the public.)

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 @ Casa Grand UHS and Casa Verde	Apache Junction	(480) 288-4017
Central Arizona College @ Casa Grande Center	Apache Junction	(480) 288-4017
Central Arizona College @ 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 Douglas	Douglas	(520) 364-7943
Cochise College at Benson High School	Douglas	(520) 417-4016
Cochise College-Sierra Vista	Sierra Vista	(520) 364-7943
Coconino Community College	Flagstaff	(928) 527-1222
Coconino Community College/Page	Page	(928) 645-3987
College America CNA Program	Flagstaff	(928) 526-0763
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
Ethel Bauer School of Nursing	Phoenix	(623) 849-8208
Flagstaff High School	Flagstaff	(928) 773-8135
Gateway CC - EVIT	Phoenix	(602) 286-8529

Gateway Community College	Phoenix	(602) 286-8531
Gila Community College - Payson Campus	Payson	(928) 468-8039
Gila Community College Dist. - Globe	Globe	(928) 425-8481
Glendale Community College	Glendale	(623) 845-3264
Globe High School	Globe	(602) 425-3211
Independence H.S.	Glendale	(623) 435-6100
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) 974-7835
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 @ 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	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 - White Mtn Campus/ShowLow	Holbrook	(928) 532-6133
Northland Pioneer College - Winslow - Little Colorado Campus	Holbrook	(928) 532-6133
Northland Pioneer College -Springerville - WMRMC	Holbrook	(928) 532-6133
Northland Pioneer College -White Mtn Campus HS	Holbrook	(928) 532-6133
Northwest Education Center	Glendale	(623) 845-4066
Page High School	Page	(928) 608-4138
Paradise Valley Community College	Phoenix	(602) 787-7192
Paradise Valley High School fka Paradise Valley Unified School Dist.	Phoenix	(602) 867-5554
Phoenix College	Phoenix	(602) 235-7133
Phoenix Job Corps Center	Phoenix	(602) 254-5921
Pima Community College (CTD)/Desert Vista	Tucson	(520) 295-5113
Pima Community College CTD @ 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) 610-6068
Precision High School Dual Excellent/Mesa CC	Phoenix	(602) 453-3661
Rio Salado College Nurse Assisting Program	Tempe	(480) 517-8000
Saguaro High School	Scottsdale	(480) 484-7100
San Carlos High School	San Carlos	(928) 475-2378
Scottsdale Community College	Scottsdale	(480) 423-6232
Southwest Skill Center at Estrella Mtn. CC	Avondale	(623) 932-2700
Sunnyside High School	Tucson	(520) 545-5466
TempeHS/MesaCC/Tempe St. Luke's Hospital Clinical Partnership/H.O.P.E.NA	Tempe	(480) 784-5500
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 College at Verde Valley Campus	Prescott	(928) 776-2247
Yavapai College at Verde Valley Medical Center	Prescott	(928) 773-2247
Yavapai Community College-Prescott	Prescott	(928) 778-2450

RN/LPN DISCIPLINARY ACTION**October - November - December 2004** * Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
9/24/2004*	Acosta-Chagolla, Monica	RN079538	Probation Completed	
9/8/04*	Ah Yee, Thomas E.	LP Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Sexual Misconduct
2/29/2004*	Alexander, Anu L.	RN107214	Suspension	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
11/17/2004	Allen, Christina	RN093569	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Failure to Assess
10/27/2004	Anderson, Paulene A.	LP039013	Decree of Censure	Failure to Intervene
11/18/2004	Annenberg, Susan	LP026743	Probation Completed	
11/15/2004	Backman, Daniel E.	RN065323	Voluntary Surrender	Criminal CoNviction-Drug Related
9/20/2004*	Bazua, Angelica	RN070040/LP022828	Stayed Revocation w/Suspension	Violating Board Order
11/23/2004	Bazua, Angelica	RN070040/LP022828	Revocation/Non-Voluntary	Violating Board Order
9/7/2004*	Beaupre, Deanna S.	LP017263	Revocation/Non-Voluntary	Criminal Conviction-Felony, Misconduct-False Documentation, Drug Diversion
11/23/2004	Behm, Lisa R.	RN130910	Probation	Drug Related
12/3/2004	Bender, Carey J.	LP022599	Decree of Censure	Misconduct-Leaving Duty Station
10/18/2004	Blackwell, Ronald W.	RN059614	Revocation/Non-Voluntary	Violating Board Order
11/22/2004	Blake, Rhonda J.	RN130881	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse
10/26/2004	Blankenship, Rebecca S.	LP022732	Suspension	Failure to Maintain Minimal Standards, Unsafe Practice, Drug Abuse
11/18/2004	Bolchalk, Veda D.	RN106557	Probation Completed	
9/24/2004*	Borstelmann, Eileen C.	RN046951	Probation Completed	
11/2/2004	Bowland, Mark	RN095264	Voluntary Surrender	Violating Board Order
9/7/2004*	Bredenkamp, Dawn S.	RN030030	Revocation/Non-Voluntary	Misconduct-Physical Abuse, Positive Drug Screen, Failed to Cooperate with Board
11/5/2004	Brinsler, Stacey A.	RN115075/LP036050	Revocation/Non-Voluntary	Unprofessional Conduct, Misconduct, Failure to Cooperate
9/7/2004*	Bruce, Richard E.	RN084397	Revocation/Non-Voluntary	Criminal Conviction-Misdemeanor, Violating Board Order
11/19/2004	Bryant-Deconcini, Sara W.	RN053547	Probation	Criminal Conviction-Misdemeanor, Unsafe Practice, Alcohol Abuse
10/18/2004	Calderon, Deborah S.	RN056091/AP1076	Revocation/Non-Voluntary	Violating Board Order
12/1/2004	Campbell, Kelli B.	RN080864	Decree of Censure	Boundary Violation
10/25/2004	Carter, Carletta P.	LPO35859	Decree of Censure	Practicing Beyond Scope
9/7/2004*	Carter, Dennis G.	LP026991	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Misconduct-Physical Abuse
9/17/2004*	Castillo, James P.	RN093848	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
5/28/2004*	Castillo, Lauramelia G.	LP027835	Stayed Revocation w/Probation	Violating Board Order
8/10/2004*	Chaprnka, Lynda E.	RN114563	Voluntary Surrender	Drug Abuse, Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
11/17/2004	Clark, Michelle L.	RN121032/LP033586	Stayed Revocation w/Probation	Misconduct-False Documentation, Misconduct-Theft, Violating Board Order
12/17/2004	Cole, Jacques P.	RN123221	Probation Completed	
12/10/2004	Collins, Judith G.	RN053088	Decree of Censure	Medication Errors
9/3/2004*	Corwin, Robyn L.	RN091585	Decree of Censure	Unsafe Practice, Drug Abuse, Positive Drug Screen
9/7/2004*	Countryman, Shirley L.	RN114443	Revocation/Non-Voluntary	Fraud, Deceit-Failure to cooperate with Board
10/22/2004	Crosslin-Lee, Debbie L.	RN103452	Decree of Censure	Unsafe Practice
9/29/2004*	Cummings, Therese J.	RN124381	Voluntary Surrender	Unsafe Practice, Misconduct-False Documentation
9/18/2004*	Curdo, Joy M.	RN082994	Decree of Censure	Failure to Assess, Failure to Intervene
9/7/2004*	Dan, Sharon A.	RN111200	Revocation/Non-Voluntary	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program, Positive Drug Screen
10/8/2004	Day, Kristie M.	RN120453	Probation Completed	
10/6/2004	Douthett, Jeffrey C.	RN090366	Decree of Censure	Sexual Misconduct-Boundaries
11/5/2004	Driver, Robert L.	RN050753	Revocation/Non-Voluntary	Drug Abuse, Positive Urine Drug Screen, Failure to Cooperate
10/20/2004	Ebert, June A.	RN055343	Decree of Censure	Documentation Errors, Unprofessional Conduct
11/15/2004	Elliott, Linda L.	RN112212	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/7/2004*	Evans, Delores L.	RN113119	Revocation/Non-Voluntary	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/7/2004*	Evans, Kimberly C.	LP021970	Revocation/Non-Voluntary	Criminal Conviction-Felony, Failure to cooperate
9/7/2004*	Evensen, Verna M.	RN117815	Revocation/Non-Voluntary	Documentation Errors, Medication Errors Positive Urine Screen
11/8/2004	Foster, David B.	RN084673/AP0370	Decree of Censure	Failed to follow policy, Boundaries
10/4/2004	Geier, Stacey	RN098154	Decree of Censure	Aiding Unlicensed Practice
11/10/2004	Gelabert, Mary H.	LP017035	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Documentation Errors

RN/LPN DISCIPLINARY ACTION

October - November - December 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
9/14/2004*	Grant, Susanna S.	LP Endorsement Applicant	License Denied	Misconduct-Drug Related
9/3/2004*	Grant, Wayne S.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Misconduct
11/5/2004	Graves, Lydia	LP036388	Revocation/Non-Voluntary	Drug Abuse, Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
10/30/2004	Gray, William W.	LP Endorsement Applicant	License Denied	Unsafe Practice, Misconduct, Fraud, Deceit-Obtaining License
9/3/2004*	Gregoire, Nora L.	RN082587	Stayed Revocation w/Probation	Drug Abuse, Violating Board Order
9/24/2004*	Guthrie, Carol J.	RN038794	Probation Completed	
9/22/2004*	Hacker, Suzanne M.	RN112540	Suspension/Indefinite	Failure to Comply with Requirements of Impaired Nurse Program
9/7/2004*	Ham, Marilyn S.	LP024985	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders
8/2/2004*	Harman, Audrey D.	RN125887	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse
12/14/2004	Harris, Frances A.	RN125432	Voluntary Surrender	Drug Diversion
9/24/2004*	Harris, Frances A.	RN125432	Stayed Revocation w/Suspension	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
11/18/2004	Hast, Brandy Jo	LP037255	Probation Completed	
7/28/2004*	Hidenfelter, Sheri L.	RN108679	Decree of Censure	Failure to Follow Orders, Practicing Beyond Scope
11/2/2004	Hill-Killian, Karin L.	LP028473	Voluntary Surrender	Failure to Maintain Minimal Standards, Incompetent Practice
11/2/2004	Hinzmann, Linda M.	LP035067	Voluntary Surrender	Failure to Maintain Minimal Standards, Inability to Practice Safely-Physical
11/5/2004	Hoefert, Janie B.	RN079731	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/29/2004*	Huffman, Cynthia V.	RN093519	Revocation/Voluntary	Criminal Conviction-Felony
11/2/2004	Isaacson, Kenneth L.	RN064857	Probation	Unsafe Practice, Practicing Beyond Scope, Writing Illegal RX
9/22/2004*	Jacques III, William E.	RN054440	Probation	Failure to Maintain Minimal Standards, Incompetent Practice
9/7/2004*	James, Nicholas F.	RN103708	Revocation/Non-Voluntary	Drug Abuse, Positive Drug Screen
11/23/2004	Jones, Ilona L.	RN058205	Revocation/Non-Voluntary	Drug Abuse, Violating Board Order
10/28/2004	Jones, Ilona L.	RN058205	Stayed Revocation w/Suspension	Drug Abuse, Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
9/1/2004*	Karns, Phyllis A.	RN060769	Decree of Censure	Criminal Conviction-Misdemeanor
9/24/2004*	Kern, Jason A.	RN124000/LP036078	Probation Completed	
11/8/2004	Klickovich, Kimberly A.	RN107456/LP033838	Decree of Censure	Failure to Maintain Minimal Standards
11/18/2004	Kline, Enid S.	RN079774	Probation Completed	
11/10/2004	Klose, Roger R.	RN058529	Revocation/Voluntary	Misconduct-Verbal Abuse, Violating Board Order
9/23/2004*	Kraft, Alice E.	RN048817/AP0572	Probation	DX Errors (APRN), TX Errors (APRN)
12/9/2004	Labonte, Sandra V.	RN038356	Probation Completed	
11/3/2004	Lindsay, Kathy S.	RN042314	Probation	Failure to Maintain Minimal Standards, Misconduct-Verbal Abuse, Misconduct-Leaving Duty Station
9/22/2004*	Lovesy, Jason D.	RN098343	Suspension	Documentation Errors, Drug Abuse, Failure to Cooperate with Board
9/15/2004*	Marcario, Kimberly A.	LP Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Failure to Maintain Minimal Standards, Misconduct-Leaving Duty Station
10/12/2004	Marcinek, Jeri L.	RN092138	Decree of Censure	Positive Drug Screen
11/17/2004	Marsh, Audrey L.	RN085435	Probation	Criminal Conviction-Misdemeanor, Failure to Maintain Minimal Standards, Alcohol Abuse
9/7/2004*	Martin, Stephen W.	RN040343/AP0118/AP0153	Revocation/Non-Voluntary	Criminal Conviction-Felony, Violating Board Order
10/4/2004	Martinez, Victoria L.	RN101237/LP031519	Decree of Censure	Positive Drug Screen
11/2/2004	May, Gloria H.	RN052536	Voluntary Surrender	Inability to Practice Safely-Physical
9/22/2004*	May, Mickey L.	RN086443	Stayed Revocation w/Suspension	Documentation Errors, Medication Errors, Drug Abuse
11/2/2004	McCann, Susan P.	LP037921	Voluntary Surrender	Failure to Maintain Minimal Standards, Misconduct-Other
10/28/2004*	McClure, Roxanne M.	RN Endorsement Applicant	License Denied	Positive Drug Screen, Fraud, Deceit-Obtaining License
9/16/2004*	McGruder, James E.	LP Endorsement Applicant	License Denied	Criminal Conviction-Against Person, Alcohol Abuse
10/19/2004	Mejia, John M.	RN130471	Probation	Misconduct, Drug Abuse, Alcohol Abuse
9/22/2004*	Melson, Elizabeth A.	LP000032892	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Misconduct-Physical Abuse
10/18/2004	Mendoza, David C.	RN035526	Revocation/Non-Voluntary	Drug Abuse, Violating Board Order
11/29/2004	Mickelson, Karin R.	RN090648	Decree of Censure	Practicing Beyond Scope
9/27/2004*	Minnis, Linda K.	RN124893	Probation	Drug Abuse, Drug Diversion
10/29/2004	Miranda, Joyce V.	RN111309/LP034945	Probation	Failure to Maintain Minimum Standards; Sexual Misconduct
11/17/2004	Moore, Cherise P.	RN075265	Probation	Misconduct-Leaving Duty Station, Alcohol Abuse, Violating Board Order
11/24/2004	Moran, Mark G.	RN125050	Voluntary Surrender	Unsafe Practice, Failure to Intervene

RN/LPN Disciplinary Action cont. from page 23

RN/LPN DISCIPLINARY ACTION**October - November - December 2004** * Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
9/23/2004*	Morris, Craig	RN127668	Stayed Revocation w/Probation	Suspension completed
8/31/2004*	Morrison, Therese V.	RN026869	Decree of Censure	Failure to Assess, Documentation Errors
9/22/2004*	Mruskovich, Melissa A.	RN091432/AP1271	Suspension/Indefinite	Failure to Maintain Minimal Standards, Neglect,
9/22/2004*	Mytczynsky, Megan S.	RN123625	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
10/29/2004	Neidert, Judy K.	LP032112	Decree of Censure	Inappropriate Delegation
11/12/2004	Oreder, Virginia A.	LP021180	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/22/2004*	Perkins, Russalle M.	RN039768	Voluntary Surrender	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
12/7/2004	Phillips, Maureen S.	RN065245	Decree of Censure	Physical Abuse
9/7/2004*	Poland, Wayne F.	RN092337	Revocation/Non-Voluntary	Sexual Abuse, Failure to cooperate with Board
7/1/2004*	Preston, Trisha D.	m075190	Voluntary Surrender	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
10/19/2004	Rausche, Debra L.	LP034189	Decree of Censure	Practicing Beyond Scope
9/24/2004*	Rayborn, Ronald C.	LP028339	Probation Completed	
9/17/2004*	Rebel, Karen L.	RN078320/LP024669	Probation	Failure to Maintain Minimal Standards, Documentation Errors, Misconduct-Verbal Abuse
9/9/2004*	Ridha, Rajaa	RN079354	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Assess
10/8/2004	Riviotta, Nancy L.	RN095171/LP030644	Probation	Failure to Maintain Mimimum Standards, Documentation Errors, Medication Errors
11/5/2004	Robertson, Blythe J.	RN105516	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Violating Board Order
10/29/2004*	Robinette, Kristi R.	RN Endorsement Applicant	License Denied	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
9/24/2004*	Rowe, Laurie D.	LP039057	Decree of Censure	Practicing Beyond Scope
12/10/2004	Self, Toni G.	LPN Endorsement Applicant	License Denied	Action in Another Jurisdiction
11/3/2004	Semple, Andrew R.	RN092343	Probation	Alcohol Abuse
8/16/2004*	Shepis, Michelle N.	RN129469	Probation	Criminal Conviction-Misdemeanor, Drug Related
8/25/2004*	Shirley, Angel M.	RN115427/LP035915	Decree of Censure	Failure to Assess
10/14/2004	Slater, Darlene M.	RN109791	Voluntary Surrender	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
12/6/2004	Smalling, Steven L.	RN111638	Probation Completed	
9/24/2004*	Steele, Kim	RN095749	Suspension	Drug Abuse
11/24/2004	Struse, Marilyn J.	RN087488	Probation	Documentation Errors, Alcohol Abuse
9/24/2004*	Suggs, Forrest M.	RN073691	Decree of Censure	Misconduct-Physical Abuse
10/13/2004	Thomas, Kimberly A.	LP033839	Suspension	Drug Abuse, Violating Board Order
10/28/2004	Traynor, Marilyn N.	RN085636	Stayed Revocation w/Probation	Failure to Maintain Minimal Standards, Misconduct-Physical Abuse, Verbal Abuse
11/2/2004	Tucker, Lori T.	RN086205	Voluntary Surrender	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/24/2004*	Vallejo, Linda Y.	LP026856	Probation Completed	
12/14/2004	Vomaska, Suzanne M.	RN131114	Probation	Criminal Conviction-Misdemeanor, Drug Abuse, Alcohol Abuse
10/1/2004	Voss, William C.	RN036688	Reinstatement w/ Probation	Drug Abuse
11/18/2004	Walsh, Colleen T.	RN111356	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Medication Errors
11/3//2004*	Waltz, George A.	LP Endorsement Applicant	License Denied	Criminal Conviction-Felony, Misdemeanor, Alcohol Abuse
11/22/2004	Warwick, Nina G.	LP034831	Decree of Censure	Practicing Beyond Scope
9/7/2004*	Weise, Elaine F.	LP017673	Revocation/Non-Voluntary	Failure to Comply with Requirements of Impaired Nurse Program
12/8/2004	Wells, Johnny B.	RN129007	Probation	Criminal Conviction-Misdemeanor, Drug Related
8/18//2004*	Whitney, Susan K.	RN Endorsement Applicant	License Denied	Failure to Cooperate , Misconduct
11/10/2004*	Whittington, Francine D.	RN Endorsement Applicant	License Denied	Drug Abuse, Drug Use on Duty, Drug Diversion
11/10/2004	Williams, Elizabeth A.	RN116299	Suspension	Failure to Maintain Minimal Standards, Failure to Follow Orders, Medication Errors
9/24/2004*	Wilson, Kara J.	RN121495	Probation Completed	
12/21/2004	Witte, Gary A.	LP030258	Voluntary Surrender	Medication Errors, Drug Related
11/17/2004	Wood, Kelly A.	RN086858/LP028437	Stayed Suspension w/Probation	Failure to Maintain Minimal Standards, Unsafe Practice, Violating Board Order
9/22/2004*	Woods, Sandra	RN083582	Probation	Criminal Conviction-Misdemeanor, Drug Related-Other, Fraud, Deceit
11/4/2004*	Wray, Lynne A.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Misconduct
12/10/2004	Wright, Debra J.	RN034502	Voluntary Surrender	Documentation Errors, Positive Drug Screen
9/22/2004*	Zrna, Roberta J.	RN112870	Probation	Failure to Maintain Minimal Standards, Failure to Intervene

CNA DISCIPLINARY ACTION

October - November - December 2004 * Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
11/5/2004	Addison, Melissa Ann	CNA999987915	Revocation/Non-voluntary	Fraud/Deceit; Practicing without certificate; Failure to Cooperate
10/7/2004	Alexander, Vanda C.	CNA1000003362	Civil Penalty	Criminal Conviction-Misdemeanor; Drug Related
*9/9/2004	Anderson, Veronica Y.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Misdemeanor; Failure to Cooperate; Obtaining Certificate by Fraud
*9/7/2004	Andrade, Dennisse	CNA633071441	Civil Penalty	Practicing Beyond Scope; -Failure to Cooperate
7/23/2004 9/10/2004	Baca, Adam M.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Misconduct; Failure to Cooperate
11/5/2004	Badour, Joan	CNA366241034	Revocation/Non-voluntary	Unsafe Practice; Practicing Beyond Scope; Failure to Cooperate
10/13/2004	Balfany, Amy L.	CNA999953203	Voluntary Surrender	Neglect; Mental Abuse; Verbal Abuse
11/12/2004	Benitez, Juan	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
11/10/2004	Big, Eirlene	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
11/5/2004	Big, Loutrienda	CNA99999173	Voluntary Surrender	Criminal Conviction-Misdemeanor
8/30/2004	Billie, Lee Ann	CNA515397803	Suspension	Sexual Misconduct
*6/25/2004	Black, Tracy L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Theft - Employer; Failure to Cooperate
12/3/2004	Blake, John W.	CNA1000004034	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person
*6/25/2004	Board, Galette	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Fraud/Deceit; Practicing without certificate
11/8/2004	Boatright, Margo R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Maintain Minimal Standards
*6/30/2004	Branham, Richard A.	CNA Applicant	Certificate Denied	Failure to Maintain Minimal Standards; Fraud/Deceit; Practicing without certificate
*9/24/2004	Brooks, Robert C.	CNA1000003119	Civil Penalty	Obtaining Certificate by Fraud
9/10/2004	Bryan, Lesa Mae	CNA999947104	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
*9/28/2004	Bush, Tiffany R.	CNA1000003209	Civil Penalty	Criminal Conviction-Misdemeanor
*9/7/2004	Cain, Rachelle M.	CNA999992193	Civil Penalty	Failure to Follow Orders
10/17/2004	Cain, Rachelle M.	CNA999992193	Suspension	Violating Board Order
12/08/2004	Cardenas, Alberta M.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Cooperate
*9/3/2004	Chaidez, Judith M.	CNA999991068	Civil Penalty	Theft - Employer
10/25/2004	Champagne, Jennifer D.	CNA Applicant	Civil Penalty	Criminal Conviction-Against Person; Failure to Cooperate
11/17/2004	Chavez, Angela G.	CNA999987969	Civil Penalty	Physical Abuse
12/20/2004	Chavez, Carmen A.	CNA1000004129	Stayed Suspension	Criminal Conviction-Drug Related
8/12/2004	Clanton, Sibylle I.	CNA765414930	Voluntary Surrender	Verbal Abuse
7/20/2004	Clark, Gerald M.	CNA999992580	Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
*11/12/2004	Clubb III, William C.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate
12/3/2004	Collins, Raymond	CNA1000003963	Suspension	Criminal Conviction; Unprofessional Conduct; Drug Related
12/16/2004	Cowan, Emily R.	CNA10000004128	Stayed Suspension	Drug Abuse; Misconduct;
8/8/2004	Craig, Julia M.	CNA999999817	Civil Penalty	Drug Abuse
8/1/2004	Dane, Shelly J.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Failure to Cooperate
*9/7/2004	Delgarito, Lilly	CNA983151103	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related; Failure to Cooperate
*6/24/2004	Dillard, Colleen D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
7/19/2004	Donegan, Kathleen M.	CNA999993817	Voluntary Surrender	Failure to Maintain Minimal Standards; Unsafe Practice; False Documentation
8/2/2004	Dufault, Lori L.	CNA8278785057	Suspension	Criminal Conviction-Misdemeanor; Drug Abuse
*9/7/2004	Duncan, Amber J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Property; Drug Related
*6/24/2004	Durnez, Kathrine S.	CNA999994818	Certificate Denied	Criminal Conviction-Felony; Drug Related; Drug Abuse
11/22/2004	Edwards, Gary M.	CNA1000004055	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse Practicing Beyond Scope
8/17/2004	Erdmann, Jennifer T.	CNA1000002759	Civil Penalty	Criminal Conviction-Misdemeanor;
6/13/2004	Esmay, Kristine	CNA999993456	Voluntary Surrender	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards
11/5/2004	Fenske, Joana	CNA999988737	Revocation/Non-voluntary	Neglect; Unsafe Practice

CNA Disciplinary Action cont. from pg. 25

CNA DISCIPLINARY ACTION**October - November - December 2004**

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
11/3/2004	Fietkau, Roland K.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Failure to Cooperate
12/9/2004	Fleming, Cheryl L.	CNA1000004092	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud; Failure to Cooperate
8/7/2004	Formon, Tom	CNA Applicant	Civil Penalty	Obtaining Certificate by Fraud
11/5/2004	Foster, Andrew	CNA987767803	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related
11/18/2004	Franks, Ruth L.	CNA025781803	Stayed Revocation Cleared	
10/21/2004	Frederick, Linda	CNA438103893	Suspension	Drug Abuse; Violating Board Order
*6/28/2004	Fuller, Nina M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
10/8/2004	Galang, Ernesto G.	CNA999949304	Civil Penalty	Obtaining Certificate by Fraud
*6/28/2004	Galindo, Marcinda	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Misdemeanor; Against Person; Alcohol Abuse
11/17/2004	Gantala, Mary Emma	CNA546613420	Suspension	Fraud/Deceit
*7/8/2004	Garcia, Arturo V.	CNA Applicant	Certificate Denied	Failure to Follow Orders; Boundaries
*9/30/2004	Garcia, Graciela V.	CNA483982803	Stayed Suspension	
*9/30/2004	Garcia, Graciela V.	CNA Applicant	Suspension Cleared	
8/8/2004	Geist-Dunlevy, Kathleen M.	CNA911218529	Civil Penalty	Verbal Abuse
10/21/2004	Geist-Dunlevy, Kathleen M.	CNA911218529	Suspension	Violating Board Order
11/10/2004	Gloria, Yvette D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
10/29/2004	Glover, Annie C.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Failure to Cooperate
*9/10/2004	Gonzalez, Gloria V.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Theft - Client; Failure to Cooperate
11/5/2004	Goodluck-Jones, Kandy	CNA999949862	Revocation/Non-voluntary	Neglect; Physical Abuse; Verbal Abuse
10/15/2004	Griffith, Betty	CNA995377103	Stayed Suspension	Physical Abuse; Verbal Abuse
*9/10/2004	Guy, Lydia M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
10/29/2004	Haarmann, Krystal M.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Drug Related
*9/29/2004	Haba, Yalimalo M.	CNA999996847	Civil Penalty	Unsafe Practice
*6/25/2004	Hallman, Yvonne M.	CNA Applicant	Certificate Denied	Misconduct; Practicing without certificate; Failure to Cooperate
11/8/2004	Halona, Tony	CNA319102353	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Obtaining Certificate by Fraud
8/4/2004	Hardy, Tamara L.	CNA999949127	Civil Penalty	Failure to Maintain Minimal Standards; Physical Abuse
10/4/2004	Hernandez, Norma J.	CNA999947410	Civil Penalty	Practicing Beyond Scope
*6/24/2004	Hernandez, Zuilma M.	CNA955916441	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate
8/13/2004	Hicks, Robert L.	CNA143547574	Civil Penalty	Failure to Maintain Minimal Standards
11/3/2004	Hobbs, Jason L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Failure to Cooperate;
10/12/2004	Huey, Doris M.	CNA040941977	Suspension	Physical Abuse; Misconduct
12/2/2004	Huggins, Bernie L.	CNA Applicant	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud
11/3/2004	Hunt, Starla K.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Theft - Client; Failure to Cooperate
*9/10/2004	Jeffreys, Charlene	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate
12/7/2004	Jones, David W.	CNA1000004001	Civil Penalty	Misconduct; Drug Related
11/5/2004	Juhl, Virginia E.	CNA999995948	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Leaving Duty Station; Misconduct
11/3/2004	Kayson, Jesse D.	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
10/7/2004	Keenan, Jason Lee	CNA1000003248	Civil Penalty	Criminal Conviction-Misdemeanor; Failure to Cooperate; Theft - Employer
10/8/2004	Kelliher, Jennifer Lee	CNA1000003345	Civil Penalty	Criminal Conviction-Misdemeanor
10/22/2004	Kennedy, Heather M.	CNA757833103	Stayed Suspension	Alcohol Abuse
11/23/2004	Labrie, Jill M.	CNA982903726	Revocation/Non-voluntary	Violating Board Order
10/25/2004	Larson, Celia	CNA999988066	Revocation/Non-voluntary	Violating Board Order
*6/17/2004	Lillquist, Renee S.	CNA898029103	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct
11/16/2004	Lomayaktewa, Ruthena G.	CNA710593103	Suspension	Violating Board Order

CNA Disciplinary Actions cont. from page 26

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* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
10/10/2004	Mabalay, Divino R.	CNA999994916	Civil Penalty	Fraud/Deceit
11/10/2004	Madoneczky, Jenny L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Misconduct
11/19/2004	Martin, Joshua J.	CNA1000003837	Civil Penalty	Criminal Conviction-Against Person
*9/1/2004	Maxwell, Barbara J.	CNA863659641	Stayed Suspension	Failure to Maintain Minimal Standards; False Documentation
*9/9/2004	McGee, Bernice	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
11/2/2004	McInerney, Teresa	CNA157460103	Civil Penalty	Physical Abuse; Verbal Abuse
*6/25/2004	McKay, Julie A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Obtaining Certificate by Fraud; Failure to Cooperate
11/17/2004	Mendoza, Marie A.	CNA442397833	Stayed Suspension	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
10/29/2004	Mendoza, Marsela	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
7/2/2004	Moore, Donna	CNA982353756	Suspension	Drug Abuse; Presenting Illegal RX
12/7/2004	Moore, Jennifer L.	CNA1000004001	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud
11/5/2004	Moore, Tiffany L.	CNA999996964	Revocation/Non-voluntary	Drug Abuse; Drug Use on Duty
11/10/2004	Moses, Joel H.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
12/15/2004	Motes, Melissa E.	CNA999993975	Voluntary Surrender	Failure to Follow Orders; Theft - Client; Misconduct
*9/24/2004	O'Connor, Ralph	CNA999951435	Stayed Revocation w/ Suspension CLEARED	
*9/3/2004	Oddonetto, Lyndi M.	CNA999998510	Voluntary Surrender	Drug Abuse
11/18/2004	Oname, Helen	CNA999998600	Stayed Suspension Cleared	
6/4/2004	Orth, Katie M.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person
11/3/2004	Patterson, Maurice	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Misdemeanor; Obtaining Certificate by Fraud; Failure to Cooperate
*6/30/2004	Patterson, Rita K.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Fraud/Deceit; Failure to Cooperate
7/28/2004	Perez, Rosa M.	CNA698849561	Civil Penalty	Failure to Maintain Minimal Standards; Failure to Follow Orders
12/1/2004	Peterson, Elaine K	CNA Applicant	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud; Fraud/Deceit
4/2/2004	Peterson, Tina M.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person; Failure to Cooperate
7/23/2004	Pettit, Tiffany L.	CNA1000002462	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person
*6/17/2004	Powers, Kara L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
11/18/2004	Proctor, Marcella	CNA Applicant	Suspension Cleared	
6/8/2004	Proudfoot, Michelle D.	CA1000002411	Civil Penalty	Criminal Conviction-Against Property; Unprofessional Conduct; Obtaining Certificate by Fraud
*9/24/2004	Pummill, Robert F.	CNA372958669	Stayed Suspension Cleared	
8/13/2004	Quan, Patricia A.	CNA Applicant	Civil Penalty	Verbal Abuse
*9/21/2004	Quijada, Elsa B.	CNA999988794	Voluntary Surrender	Misconduct
11/5/2004	Quintanar, Manuel	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
6/18/2004	Ramos, Beatriz G.	CNA707108154	Civil Penalty	Criminal Conviction-Misdemeanor; Fraud/Deceit
11/3/2004	Reid, Jeffrey S.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct
11/5/2004	Reid, Yolanda J.	CNA999987986	Revocation/Non-voluntary	Leaving Duty Station; Drug Related; Failure to Cooperate
11/5/2004	Richardson, Shannon M.	CNA999946771	Revocation/Non-voluntary	Drug Abuse; Failure to Cooperate; Drug Related
*6/25/2004	Rivera, Misty M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
7/23/2004	Robinson, Vivian E.	CNA1000002461	Civil Penalty	Obtaining Certificate by Fraud
*6/24/2004	Rodriguez, Sara E.	CNA825394441	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Fraud/Deceit
11/5/2004	Rogers, William J.	CNA845715803	Revocation/Non-voluntary	Sexual Misconduct; Failure to Cooperate
11/5/2004	Romero, Emma R.	CNA524820513	Revocation/Non-voluntary	Drug Use on Duty; Drug Related; Failure to Cooperate
10/21/2004	Rood, Cynthia M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate

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* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
*6/24/2004	Roy, Bambi J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
11/5/2004	Rumbolz, Sara M	CNA999992170	Revocation/Non-voluntary	Drug Use on Duty; Drug Related
11/5/2004	Sanders, Jill N.	CNA709564641	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related; Failure to Cooperate
10/22/2004	Sauter, Rebecca A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
11/2/2004	Schall, Tracy J.	CNA996237803	Voluntary Surrender	Drug Abuse; Violating Board Order
11/5/2004	Schriner, Kristen M.	CNA999991758	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
11/5/2004	Schunk, Brenda J.	CNA487980803	Revocation/Non-voluntary	Theft - Client; Drug Diversion - Self; Failure to Cooperate
11/18/2004	Scott, Rahman S.	CNA999950497	Suspension Cleared	
*9/24/2004	Secuya, Michelle D.	CNA999987257	Stayed Suspension Cleared	
10/13/2004	Seefeldt, Rebecca A.	CNA999987288	Voluntary Surrender	Neglect; Mental Abuse; Verbal Abuse
*8/27/2004	Shadowvine, Kenneth	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Drug Related; Failure to Cooperate
12/3/2004	Slemmer, Thomas D.	CNA1000003977	Stayed Revocation	Criminal Conviction; Drug Related; Failure to Cooperate
12/9/2004	Smith, Cameo D.	CNA1000004058	Civil Penalty	Drug Related; Obtaining Certificate by Fraud; Fraud/Deceit
11/19/2004	Sotelo, Guadalupe	CNA1000003839	Civil Penalty	Criminal Conviction-Felony; Obtaining Certificate by Fraud;
11/3/2004	Stark, Rebecca J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Maintain Minimal Standards; Leaving Duty Station
11/10/2004	Steen, Terri M.	CNA Applicant	Certificate Denied	Unprofessional Conduct; Drug Use on Duty; Failure to Cooperate
7/14/2004	Stemper, Jolene M.	CNA999999848	Suspension	Unsafe Practice; Failure to Follow Orders; Leaving Duty Station
*6/30/2004	Sternberger, Robin C.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Misconduct; Failure to Cooperate
*9/23/2004	Stratton, Mary E.	CNA Applicant	Certificate Denied	Theft - Client
8/26/2004	Surrell, Raymond R.	CNA403313899	Civil Penalty	Criminal Conviction-Misdemeanor; Drug Related
6/17/2004	Szakaly, Martin F.	CNA Applicant	Certificate Denied	Drug Use on Duty; Obtaining Certificate by Fraud; Practicing without certificate; Failure to Cooperate
12/10/2004	Tenequer, Adrianna	CNA999988247	Suspension	Drug Abuse
12/8/2004	Terry, Jennifer D.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor
11/18/2004	Thomas, Bernette L.	CNA986669937	Suspension Cleared	
10/20/2004	Townsend, James L.	CNA947112503	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Use on Duty; Failure to Cooperate
*8/27/2004	Tsosie, Verna A.	CNA391705353	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Failure to Cooperate
11/20/2004	Tuttle, Casandra K.	CNA1000003915	Civil Penalty	Criminal Conviction-Misdemeanor; Failure to Cooperate
11/3/2004	Verbal, Dru A.	CNA Applicant	Certificate Denied	Misconduct;
*9/26/2004	Vergara, Melissa N.	CNA1000003121	Civil Penalty	Failure to Maintain Minimal Standards; Theft - Employer
11/9/2004	Ware, Brenton	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
12/17/2004	Watson, Charles O,	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor;
7/13/2004	Williams, Clinton T.	CNA077007179	Civil Penalty	Failure to Maintain Minimal Standards; Unsafe Practice
*9/29/2004	Williams, Lynn M.	CNA Applicant	Civil Penalty	False Documentation
11/12/2004	Williams, Spring R.	CNA1000000648	Civil Penalty	Drug Abuse
8/26/2004	Williams, Susan C.	CNA1000002878	Stayed Suspension	Criminal Conviction-Against Person; Drug Abuse
*5/13/2004	Wright, Katherine L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards