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ARIZONA

STATE BOARD OF NURSING

NEWSLETTER

QUARTERLY CIRCULATION APPROXIMATELY 89,000 TO ALL
RNs, LPNs, CNAs AND STUDENT NURSES IN ARIZONA

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From the Executive Director and Advanced Practice Nurse Consultant

Arizona Nurse Practitioner Certification 101: The Basics

by **Joey Ridenour, RN, MN and
Karen Grady, MS, RN, FNP, BC**

Nurse practitioners are educated and certified to practice in a specific clinical specialty area. Unlike basic RN preparation, which includes the theory and clinical experience to prepare the RN to practice professional nursing in multiple clinical areas such as medical-surgical, obstetrics/gynecology, psychiatry, and pediatrics, the advanced educational preparation of a nurse practitioner is focused in a specific clinical area, such as family practice, pediatrics, adults, women's health, psychiatric/mental health, or acute care.

This model of nurse practitioner education has evolved over time from the initial inception of the nurse practitioner role circa 1965. The original nurse practitioners were pediatric nurse practitioners, and the role evolved as an outgrowth of public health nursing in response to shortages of primary care providers, especially in rural and urban areas. These first nurse practitioners were educated through continuing education "certificate" programs that varied in length and content, and bachelor's or master's degree preparation was not a requirement. These early nurse practitioners did not prescribe, and worked closely in team with pediatricians who were their mentors.

During the subsequent decades, new specialty areas arose, and curriculum and educational requirements became better defined, with a shift to Master's degree preparation. Nurse practitioners took on more independent roles, and obtained prescribing authority in most states. State boards of nursing enacted regulations that granted authority for nurse practitioner practice,

and identified specific educational and certification or licensure requirements to qualify a registered nurse to practice as an NP. The right to practice as an NP is granted by the state to individuals who have met the predetermined qualifications.

The Arizona Nurse Practice Act (NPA) authorizes the Board to certify nurse practitioners (NPs) in a specialty area upon meeting Board requirements, and authorizes an expanded scope of practice for NPs certified in a specialty area. The currently recognized specialty areas for NP certification are Nurse midwife, Pediatric NP, Family NP, Adult NP, Women's health care NP, Neonatal NP, School NP, Psychiatric and Mental Health NP, Geriatric NP, and Acute-care NP. The NP's expanded scope of practice applies to the NP's specialty area of certification. There is no "generic" advanced practice certification for NPs in Arizona.

Per ARS 32-1601(15)(b) and R4-19-504 (A)(b), NP applicants must complete a Board-approved or recog-

nized NP educational program in a specialty area. To be approved, the program must be a formal educational program with a curriculum that includes both theory and supervised clinical experience in the designated specialty area. Per R4-19-504 (B), applicants for certification after January 1, 2001, must hold a master's degree, and Per ARS 32-1601(15)(c), if applying for certification after July 1, 2004, must hold national certification in the specialty area from a national certifying body recognized by the Board.

Per R4-19-507, Prescribing and Dispensing authority is granted within the NP's scope of practice if the NP is authorized by the Board to practice within a specialty area after meeting Board requirements. NPs are not authorized to prescribe outside of their scope of practice.

Advanced Practice cont. on pg. 3

Is Your License/Certificate Due for Renewal?

By Judy Bontrager, RN, MN; Associate Director of Operations

All RN's/LPN's/CNA's now have the convenience of completing the renewal of their license or certificate online. Instead of the Board mailing you a renewal application when you are due to renew, you will receive a 3½ X 5½ post card as a reminder for you to renew online. The RN/LPN post card is shown below and the CNA post card reminder is very similar.

NOTICE TO RNs/LPNs DUE TO RENEW LICENSE

Your RN/LPN license is due for renewal by June 30, 2005. You can renew on-line **TODAY** and have your license renewed until 2009.

Benefits to YOU of Renewing On-Line:

- **FAST, EASY and EFFICIENT**
- 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 updated immediately

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

If you choose not to renew on-line:

- Download a renewal application from the web page, www.azbn.gov
- Submit the completed application
- Enclose check or money order (made out to Arizona State Board of Nursing)
- Mail in to ASBN

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

Another great feature of our online services is that you can go online at anytime and update your home address, mailing address, temporary address, contact information (such as your home/work/mobile phone number), your email address, other states of licensure, educational degrees earned, national specialty certifications you have obtained, and employment information. Additional demographic/professional information such as principal fields of employment, type of nursing position you are working, etc. is being collected to assist individuals working on nursing shortage issues.

Take a moment and go to www.azbn.gov to check out and update your demographic information.

Index:

Faculty Recruitment	5
On-Line Renewal: Frequently Asked Questions	7
Nursing Education Programs	8
Certified Nursing Assistant Corner	11
Education Corner	13
Regulation Rundown.....	16
Approved Nursing Assistant Programs	21
RN/LPN Disciplinary Action	24
C N A Disciplinary Action	26

See the Frequently Asked Questions on page 7

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Advanced Practice Corner

Advanced Practice cont. from pg. 1

NP Case Study: Scope of Practice

Advanced Practice Committee Highlights

At the January 7, 2005, AP Committee meeting, questions from nurse practitioners (NPs) about NP specialty area educational preparation, certification, and practice were addressed. There was discussion about the differences in educational preparation and scope of practice of the specialty areas. Regulatory requirements were also discussed. The Committee appointed a task force to further discuss the general principles underlying NP specialty area education, certification and practice. The task force met on March 29, 2005, and concluded that it would be beneficial to hold further discussions about the issues in a broader forum, and plans are currently underway to schedule a conference day in September 2005. Speakers representing the respective NP specialty areas and educational programs will be invited to discuss the educational preparation underlying the certification, clinical practice and scope of practice of the specialty areas. Planning for the conference will continue at the April 15, 2005 AP Committee meeting. When the date, time, and location of the conference is confirmed, the information will be published on our website.

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

NP X was certified as a WHCNP with P&D authority. NP X did not hold a DEA registration number. NP X signed a contract for employment as an FNP at an urgent care clinic, and subsequently treated male and pediatric patients for general medical problems although she was not certified as an FNP. The office manager reported that she had "no idea" that NP X was a WHCNP and therefore should have been treating only female patients, or their male partners for limited reproductive related concerns. NP X prescribed narcotics for patients utilizing one of the physician's DEA numbers. During an interview, NP X reported that she had learned how to examine male patients in the military and thought that qualified her to treat male patients.

NP X was reported to the Board for multiple concerns, including prescribing narcotics for inappropriate conditions; prescribing narcotics for patients despite clear written instructions that the patient was not to receive any further narcotics; poor prescribing habits (drug interactions); prescribing over the telephone without ever having met or examined the patient; and failure to maintain adequate records.

Investigation revealed multiple practice concerns related to the care of multiple patients, including failure to maintain adequate records, failure to obtain or document adequate histories, failure to perform or document appropriate physical examinations, failure to establish or document appropriate diagnoses, treatment plans, and follow up. In addition, NP X prescribed controlled substances to a patient who had previously been identified as a drug seeker and who was not to be prescribed further narcotics; failed to evaluate the tetanus immunization status of a patient who had fallen and sustained puncture wounds which were contaminated with road dirt; failed to obtain an appropriate history, perform a neurological examination, establish a diagnosis, formulate a treatment plan, or arrange appropriate follow-up for a patient who had been assaulted, was complaining of headaches, had noticeable soft tissue swelling at the base of the skull, and bruising on her ribcage and arms; and failed to appropriately evaluate or treat a 77 year old patient who presented with high blood pressure, tightness in her chest, shortness of breath, and an abnormal electrocardiogram. NP X deferred her examination of the patient, failed to make immediate arrangements for an appropri-

ate emergency evaluation, and instead advised the patient to see her previous cardiologist as soon as possible.

NP X's advanced practice certificate was inactivated for a period of three years with terms and conditions to be met prior to consideration of reinstatement. Her RN license was placed on indefinite probation with terms and conditions, including completion of a nursing ethics course and physical assessment course. To apply for reinstatement of the advanced practice certificate, NP X has to submit substantial evidence that the statutory requirement then in effect, including any additional education and training requirements, has been met, and demonstrate that the reinstatement of her license does not constitute a threat to the public's health, safety, and welfare. The Board may require physical, psychological, or psychiatric evaluations, reports and affidavits regarding NP X as it deems necessary. The conditions shall be met before the application for reinstatement is considered.

NP X was an FNP who was hired by a psychiatric treatment facility to evaluate and manage the care of seriously mentally ill patients, including bipolar, schizophrenic, psychotic and suicidal patients. NP X confirmed that she independently managed a panel of over 250 psychiatric patients. NP X stated there was a collaborating physician available if she had questions, but that otherwise he was not involved in the care of the patients. When asked what educational preparation or certification qualified her to manage these SMI patients, since the competency was not included in FNP training, she stated she had worked for 2 years doing histories and physicals for the facility and so was "around" psychiatric patients a lot and that the information "rubbed off" on her. NP X stated she also worked at another facility with detoxification of dual diagnosis consumers and would occasionally adjust their psychiatric medications. NP X admitted she did not have Master's preparation in psychiatric/mental health nursing, and was not certified as a psychiatric/mental health CNS or psychiatric NP. She stated she had started taking classes to get her psychiatric NP certificate but quit because the instructor was "crazy". When asked how she had obtained the theoretical knowledge base to manage SMI patients, she stated she didn't have the theoretical knowledge base, but had some experience, and that she believed "you can learn about certain issues and treat those." After being advised that it did not appear that she had the appropriate educational background and certification to independently manage SMI patients, NP X continued to work in that role and stated that she disagreed that the management of SMI patients was outside of her scope as an FNP because she knew of other FNPs and ANPs functioning in that role. The Board voted to Censure her license.

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 (1) (9) (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:

1. A pattern of failure to maintain minimum standards of acceptable and prevailing nursing practice;

9. Assuming patient care responsibilities for which the nurse lacks the education to perform or for which the nurse has failed to maintain nursing competence;

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.

Faculty Recruitment

Joey Ridenour, RN MN
Executive Director

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 continue running a special column in each Newsletter for nursing programs to list their faculty needs.

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), 3) Research Specialist Principal, provide statistical support to faculty and doctoral students for management and analysis of research data, grant writing, and manuscript preparation (job # 32033), 4) Instructor/Assistant or Associate Clinical Professor to support the educational mission of the College of Nursing through instruction to baccalaureate level students in the areas of health promotion, health assessment, and psychomotor skills (job # 32179), 5) Director of Nursing Research, a formal joint appointment between the College of Nursing (CON) and the Department of Nursing at University Medical Center (UMC), Arizona's first and only Magnet Hospital (job # 32148), 6) Chair of Nursing Research, Academic Rank at Associate or Full Research Professor, to

conduct research in oncology, build programs of interdisciplinary research, and increase the impact of cancer nursing research findings on health care delivery and costs. The Chair will conduct research at Scottsdale Health Care and maintain a faculty position at The University of Arizona College of Nursing (job # 32283), 7) Nurse Fellow; Instructor/Assistant or Associate Clinical Professor to provide clinical supervision of students providing direct nursing care to adults with acute and/or chronic illness (job # 32463), 8) Part-time Instructor/Assistant or Associate Clinical Professor to support the educational efforts of the College of Nursing Accelerated Partnership Program by providing nursing instruction in the clinical and classroom settings to students enrolled in the Accelerated Partnership Program. (job # 32413). 9) Part-time Instructor/Assistant or Associate Clinical Professor to provide community health nursing instruction to baccalaureate level students (job # 32499).

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 experi-

ence 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. 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.

Coconino Community College is seeking a registered nurse faculty who would be responsible for teaching courses and assessing learning outcomes within the assigned discipline with an emphasis in medical/surgical nursing and clinical instruction. Also responsible for providing assistance and academic advising to students outside of regularly scheduled class time. Teaching assignments may include alternative delivery methods, day, evening and weekend classes, and may be at multiple sites. Some travel may be required. Must be able to work collegially in a team environment. This is a full-time, benefits eligible, regular position. Please visit the CCC website for full job description and application materials at www.coconino.edu. This position is contingent upon budget approval.

Apollo College, Inc., is seeking part-time clinical instructors for an Associate Nursing Degree Program in Phoenix, AZ in the following areas: Pediatrics (starting November '05), Obstetrics (starting November '05), Psychiatry (starting March '06), Med-Surg Preceptorship (July '06). Required qualifications include a Bachelors degree in Nursing (BSN) and RN licensure (or eligible for licensure) in Arizona. Desired qualifications include teaching experience, knowledge, and 2 yrs current direct client care in a specific nursing specialty area. Competitive salary with supplemental time for prep work.

To apply send Curriculum Vitae/Resume and cover letter of interest to: Dina Faucher PhD, RN – Nursing Program Director, Apollo College, 2701 W. Bethany Home Road, Phoenix, AZ 85017 or e-mail dfaucher@apollocollege.edu.

Pima Medical Institute is seeking enthusiastic nursing professionals for Full Time and Adjunct Faculty positions. Primary responsibilities include classroom and clinical instruction of students in accordance with curriculum objectives and professional standards; counseling students; curriculum review and revision; maintenance of student records; and participation in program accreditation activities. Qualifications include a Masters degree in Nursing; Registered Nurse with valid Arizona license; a strong commitment to students and their learning; and 3 years of recent practical experience as a clinical nurse. Interested individuals may submit a cover letter, resume, salary history and a reference letter to Sharon Akes-Caves, RNBC, MS, MSN at scaves@pmi.edu or fax 480-898-0689.

On-Line Renewal: Frequently Asked Questions

by Adam Henriksen, Webmaster

Q: What are the advantages to renewing online as opposed to sending in a paper application?

A: The main advantage is convenience. The process takes just a few minutes of your time over the Internet as opposed to the time filling out the application, getting an envelope and stamp, then mailing the application to us. The second main advantage is speed of processing. Your license or certificate is renewed instantly and a printed license or certificate is mailed to you within 5 days as opposed to 7 to 10 days through the mail. Receiving a copy of the printed license or certificate is also decreased due to the decrease in the time needed to get the renewal posted.

Q: I don't have a computer or an Internet connection, how can I renew online?

A: Ask your employer if they will allow you to renew your license online. You will find that a majority of facilities will allow their staff to use the facility Internet connection for this purpose. An advantage to this is that someone in the facility familiar with the process could assist you if you had any questions. Another great resource is your local library. Most libraries have an internet connection available for public use free of charge.

Q: I don't feel comfortable giving out my credit card information over the Internet. Is it safe?

A: Our website uses state of the art security technology so that the information isn't readable to anyone but the intended recipient. This same technology is used by the majority of online retailers and is very safe as is proven by the increases of online sales the last couple of years. Most problems with online transactions occur when someone submits their information to a site made to appear as another company. The way to avoid this is not to follow any links to our site. Instead type the web address <http://www.azbn.gov> directly into the address bar and press enter. This will ensure that you are at the proper site.

Q: I am at your website and can't find where to renew online. Where do I go?

A: Once you are at the website <http://www.azbn.org>, on the left side of the page enter in your license or certificate number and pin code in the "My Services" box. Click the "Login" button to enter into My Services. From within My Services, click on the "Renew License/Certificate" button to begin the renewal process.

Q: I tried to login to My Services but it's not accepting my information. What do I do?

A: Most of the problems encountered here are due to enter-

ing the information incorrectly. Check the following:

1. License Number: Make sure the number includes the license type alpha character. Also make sure the number is correct. i.e., RN11111 or LPN11111 etc.

2. PIN Code: This code is a 4 to 6 digit code that can be found on the paper application or postcard that was mailed to you. If you cannot find your pin code, click the "Get PIN Code" link in the My Services box to go to the pin retrieval form.

If checking these items does not correct the problem, contact the Arizona State Board of Nursing reception desk at (602) 889-5150.

Q: I logged on to My Services and got the message "You cannot renew online. You must submit a paper application." What does it mean?

A: Currently the website will not allow anyone who has had a disciplinary action against them in the past renew online. We will be modifying the site in the future to exclude license or certificate holders who are currently under disciplinary action, probation, suspension, revocation, or under investigation.

Q: I entered my information in the first information screen and when I click "Continue with Renewal" I get a screen with error messages in red letters.

A: This occurs when required information wasn't filled out correctly or was missed. Click the "Go Back" button and complete or correct the sections that were improperly filled out or missed.

Q: The system would not accept my credit card information. Why?

A: When entering the credit card information, check for the following:

1. Check to make sure you have entered your credit card number correctly and that there are no dashes in-between the numbers.
2. Make sure the name on card information is entered exactly as it is written on the card.
3. Make sure the card expiration date is entered correctly.

Q: Ok, I checked all the above, they are correct, but it still isn't working, what's wrong?

A: Sometimes there are other issues not under our control that cause this problem. The credit card company's computers may be down, loss of communications, high traffic volume at the card verification company, problems with the phone system, etc. If you feel you were declined in error you need to contact the credit card company to make sure everything is ok with the card.

Q: I finished renewing online and the screen came up with a confirmation number, should I save this?

A: Definitely, always print and save the confirmation page until you receive your new license or certificate. This confirmation number serves as your receipt or proof that you made the transaction online and what date and time it occurred in case of a problem. It is very rare, however in case something goes wrong with processing the transaction and the data is not received or is lost, this will keep you from having to pay a late fee and face possible disciplinary action. If a transaction does not show up on the computer system and you do not have the confirmation number it will be treated as if the transaction was never made.

Q: I tried to print the confirmation page and my computer crashed, what do I do now?

A: A confirmation e-mail is sent with every transaction made with the Arizona State Board of Nursing. The confirmation e-mail contains the same information as the confirmation page and can be used in place of the confirmation page should it be needed. If for some reason you did not receive a confirmation e-mail, please call the Arizona State Board of Nursing reception desk at (602) 889-5150 for assistance.

Q: I went through the renewal process and my computer crashed before I got to the confirmation page, what do I do now?

A: If you completed the entire renewal process and never received the confirmation number or confirmation e-mail due to computer lockup or other error. Chances are your transaction was not processed. To confirm the transaction was processed, please call the Arizona State Board of Nursing reception desk at (602) 889-5150.

Q: I renewed online and haven't received my license yet. What's going on?

A: Online transactions are usually processed the next day. Weekend transactions are processed the following business day. Please allow 5 to 7 business days for delivery of your license before contacting us. There are a couple of reasons why your license/certificate may be delayed:

1. If you have moved and failed to update your mailing address information with us. The Post Office will return the mailed license back to our office and the process is delayed. It is imperative that any time you move we get a change of address request from you or you may change it online (see Change of Address Article in this issue). All communications from our office (renewal notices, licenses, etc.) are sent to the mailing address we have on file for you.

2. A person has changed their name online and has failed to submit a name change request form and the supporting documents of the name change. A license or certificate will not be renewed and mailed out until the Arizona State Board of Nursing has received and processed the name change request form.

Nursing Education Programs Approved by the Arizona State Board of Nursing

PRACTICAL NURSING

Estrella Mountain Community College/
SouthWest Skill Center
3000 N. Dysart Rd
Avondale AZ 85023

Kathleen Ellis, RN, BSN
Nursing Division
Phone: (623) 932-2700
Provisional approval: Jan. 03

Maricopa Skill Center
1245 E. Buckeye Road
Phoenix, AZ 85034-4101

Jane Werth, MSN, RN
Health Occupations
Phone: (602) 238-4367

Pima Community College – CTD
Health Occupational Programs
5901 South Calle Santa Cruz
Tucson, AZ 85709-6370

Emelia Lewis, MSN, RN
Coordinator, Health Occupation
Phone: (520) 206-5140

GateWay Community College
Fast Track PN Program
108 N. 40th Street
Phoenix, AZ 85034
(Metro-Tech, EVIT, and campus sites)

Cathy Lucius MS, RN
Director, Nursing Division
Phone: (602) 392-5025

Provisional approval 4/17/02

ASSOCIATE DEGREE MULTIPLE EXIT

*Arizona Western College
PO Box 929
Yuma, AZ 85364

Mary Rhona Francoeur, RN, MSN
Director, Nursing and Allied Health
Phone: (928) 317-6049

*Central Arizona College
8470 North Overfield Road
Coolidge, AZ 85228

Paula Calcaterra, MSN, RN
Director of Nursing
Phone: (520) 426-4331

*Cochise College
4190 W. Highway 80
Douglas, AZ 85607-6190

Sue Macdonald MSN, RN
Director of Nursing & Health Technology
Phone (520) 364-7943

Coconino Community College
1800 S. Lone Tree Rd
Flagstaff, AZ 86001-2701

Don Johnson
Director of Nursing
Phone: (928) 526-7665
Provisional approval (2003)

Eastern Arizona College
3714 W. Church Street
Thatcher, AZ 85552-0769

Mayuree Siripoon, D.N Sc., RN
Director of Nursing & Allied Health
Phone: (928) 428-8396
International

Institute of the Americas
Ethel Bauer School of Nursing
6049 N. 43rd Avenue
Phoenix, AZ 85019

Annye Nichols, RN, MSN
Faculty Chair
Phone: (602) 242-6265

*Maricopa Community College District Nursing Program
Five community colleges and six sites:
Gateway Community College
108 N. 40th Street
Phoenix, AZ 85034

Cathy Lucius, MS, RN
Director, Nursing Division
Phone: (602) 392-5025

Glendale Community College
6000 W. Olive Avenue
Glendale, AZ 85302

Denise DiGianfilippo
Chair, Department of Nursing
Phone: (623) 845-3219

Mesa Community College
1833 E. Southern Avenue
Mesa, AZ 85202

Myrna Eshelman, MS, RN
Chair, Nursing Program
Phone: (480) 461-7106

MCC/Boswell Center
10484 W. Thunderbird Rd.
Sun City, AZ 85351

Paulette Compton, RN, MS,
Director, Nursing Program
Phone: (623) 974-7835
Fax: (623) 974-7891

Paradise Valley C.C./John C. Lincoln
18401 N 32nd St.
Phoenix, AZ 85032

Rose Dermody RN, MS
Nursing Program Chair
Phone: 602-787-7192

Phoenix College
1202 W. Thomas Road
Phoenix, AZ 85013

Margaret Souders, MS, RNC, CNS
Chair, Department of Nursing
Phone: (602) 285-7133

Rio Salado College
2323 W. 14th St.
Tempe AZ 85281

Anne McNamara Ph.D, RN
Faculty Chair, Nursing
www.rio.maricopa.edu

Scottsdale Community College
9000 E. Chaparral Road
Scottsdale, AZ 85256-2699

Nellie Nelson, MSN, RN, CARN
Chair, Division of Health Sciences
Phone: (480) 423-6232

Mohave Community College
1977 W. Acoma
Lake Havasu City, AZ 86403
**Sites: Kingman, Bullhead City
& Colorado City**

Linda Riesdorff, MSN, RN
Director, Nursing Program
Phone: (928) 505-3378
FAX: (928) 505-3369

Northland Pioneer College
PO Box 610
Holbrook, AZ 86025-0610
Campus Sites: Show Low and Winslow

Penny Fairman Ph.D., RN
Director, Department of Nursing
Phone: (928) 532-6133

*Pima Community College
2202 W. Anklam Road
Tucson, AZ 85709

Marie Barrentine, MS, RN
Director of Nursing
Phone: (520) 206-6661

PIMA Medical Institute
Mesa Campus
957 S. Dobson Road
Mesa, Arizona 85202

Sharon Akes-Caves, RNBC, MS, MSN
Director
Phone: (480) 644-0267

*Yavapai College
1100 E. Sheldon Street
Prescott, AZ 86301

Barbara Nubile, MSN, RN
Division Assistant Dean,
Phone: (928) 776-2246

Campus sites: Prescott, Verde Campus - Clarkdale

BACCALAUREATE DEGREE

*Arizona State University
College of Nursing
Tempe, AZ 85287-2602

Bernadette Melnyk, RN, Ph.D.
Dean, College of Nursing
Phone: (480) 965-3244

Campus sites: Tempe, ASU West-Glendale, ASU East-Mesa

*Northern Arizona University
PO Box 15035
Flagstaff, AZ 86001

Judith Sellers, DNSc., RN, FNP
Chair, Department of Nursing
Phone: (928) 523-2671

*University of Arizona
PO Box 210203
Tucson, AZ 85721

Marjorie Isenberg DNSc, RN FAAN
Dean, College of Nursing
Phone: (520) 626-6152

*Grand Canyon University
PO Box 11097, 3300 W. Camelback Road
Phoenix, AZ 85061

Fran Roberts Ph.D. RN
Dean, College of Nursing
Phone: (602) 589-2431

*University of Phoenix
College of Health Sciences & Nursing
4615 E. Elwood Street
Phoenix, AZ 85040

College of Health Sciences & Nursing

Phone: (480) 557-1751
(RN to BSN; LPN to BSN programs)

*Old Dominion University @
Yavapai College
1100 E. Sheldon St. #6148
Prescott, AZ 86301

Steve Parker
Site Director
Phone: (928) 445-4616
BSN Completion Only

*University of Wisconsin—Oshkosh
800 Algoma Blvd
Oshkosh, WI 54901-8660
(Accelerated second degree program with precepted clinical experiences in AZ)

Stephanie Stewart Ph.D. RN
Director Undergraduate Program
Phone: (920) 424-1028

***Accredited by the National League for Nursing Accrediting Commission (NLNAC), or the Commission on Collegiate Nursing Education (CCNE)**

MASTERS DEGREE IN NURSING

*Arizona State University
Tempe, AZ 85287-2602

Bernadette Melnyk, RN, Ph.D.
Dean, College of Nursing
Phone: (480) 965-3244

*Grand Canyon University
3300 W. Camelback Road
Phoenix, AZ 85017

Elizabeth Gilbert RNC, MS, FNP
Chair of the Graduate Nursing Program
Phone: (602) 589-5216

*Northern Arizona University
PO Box 15035
Flagstaff, AZ 86001

Judith Sellers, Ph.D., RN, FNP
Chair, Department of Nursing
Phone: (520) 523-2671

*University of Arizona
Tucson, AZ 85721

Marjorie Isenberg, DNSc., RN, FAAN
Dean, College of Nursing
Phone: (520) 626-6152

*University of Phoenix
Center for Nursing Leadership
4615 E. Elwood Street
Phoenix, AZ 85040

Department of Nursing

Phone: (602) 966-7400

*Old Dominion University
Yavapai College
1100 E. Sheldon St.
Prescott, AZ 86301

Steve Parker (Site Director)
Phone: (480) 445-4616

NURSE PRACTITIONER PROGRAMS APPROVED BY THE ARIZONA STATE BOARD OF NURSING

- A. Arizona State University - Tempe, Arizona
 1. Adult Nurse Practitioner
 2. Family Nurse Practitioner
 3. Obstetric/Gynecological Nurse Practitioner/Woman's Health
 4. Pediatric Nurse Practitioner
 5. Psychiatric/Mental Health Nurse Practitioner
 6. Neonatal Nurse Practitioner
 7. Acute Care Nurse Practitioner
- B. University of Arizona - Tucson, Arizona
 1. Family Nurse Practitioner
 2. Geriatric/Adult Nurse Practitioner
 3. Psychiatric/Mental Health Nurse Practitioner
- C. Northern Arizona University - Flagstaff, Arizona
 1. Family Nurse Practitioner
- D. University of Phoenix - Phoenix, Arizona
 1. Obstetric/Gynecological Nurse Practitioner/Woman's Health
 2. Family Nurse Practitioner
- E. Grand Canyon University—Phoenix, Arizona
 1. Family Nurse Practitioner—online

Nurse Imposter Alert November 2004 - March 2005

The following individuals have either applied for a nursing position or have been employed as a nurse in Arizona without evidence of a valid nursing license.

• **Cathleen Spencer, LP Imposter.** A Cease and Desist letter was issued November 8, 2004 to Ms. Spencer for allegedly working as an LPN in a physician's office.

• **Christine Otero, Nurse and CNA imposter.** Otero was issued a cease and desist letter January 5, 2005 for representing herself as a RN and as a CNA. She secured employment in two local area hospitals as a "new grad" RN. After she failed to successfully complete her preceptorship at one hospital, she re-applied - this time as a CNA. In September 2000, Otero applied at the Arizona State Board of Nursing for certification as a Nursing Assistant, that application was denied in 2002. Otero does not hold a license or certificate to practice nursing in Arizona.

• **Angeline Cox, aka: Angeline Otero, RN Imposter.** A cease and desist letter was issued to Cox January 13, 2005, after the Board of Nursing received information that she had represented herself as a RN, by providing a letter of reference for Christine Otero and signing her name with "RN, RRT". Additionally, Cox facilitated Christine Otero in unlicensed practice by providing work and personal references for her, stating that she is a nurse and has been employed as a back office nurse in the family practice office where Cox is employed as the office manager.

• **Claudia Marquez, Nurse Imposter.** A cease and desist letter was issued March 25, 2005. Marquez represented herself as a nurse by distributing business cards advertising "nursing services" and that she was the "Nursing Director". The agency does not employ nurses and Marquez is not licensed to practice nursing.

In addition to the above, the Board issued Cease and Desist letters to the following:

• **FPS Medical Center, Ltd.** A cease and desist letter was issued November 15, 2004 to FPS Medical Center in Lake Havasu City for aiding in unlicensed practice by referring to unlicensed personnel in their office as "nurses".

3 individuals working as a "CNA" without valid certification:

Westie Rudolphi
Robert Barnett
Janet Eckert

A complete list of imposters can be found by visiting our website at www.azbn.gov.

For questions regarding imposters or to report an imposter, please contact Valerie Smith, RN, MS, Associate Director at vsmith@azbn.org (602-889-5206) or Thereasa Berry, Assistant to Associate Director/Investigations at tberry@azbn.org (602-889-5208)

Certified Nursing Assistant C.N.A. Errors in Manual Skills Test

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

Doris Donithon, an Experior Rater, has provided an update on CNA testing errors on the manual skill test. Doris reports the following information:

1. When performing blood pressure, pulse or respiration skills, a candidate that is unsure of the results may repeat that portion of the procedure.
2. If a candidate's skills list them to record results and the recording is not done, it is marked incorrect. (Verbalizing correctly to the resident is not the same as recording.)
3. During perineal care the labia is separated and the urinary meatus is cleansed with the first stroke of the washcloth, washing from front to back.
4. A scale must be balanced at zero, prior to assisting the resident onto the scale.
5. Candidates continue to have difficulty telling which is the residents right or left side.

The Importance of Screening Applicants to CNA Programs

Consider what is included in your program's admission process.

What admission and Interview questions are asked prior to admitting a applicant to your facility or program? Do the questions seek to find out why the applicant is interested in the training? What motivated the applicant to your facility's program. Is their any prior criminal history? What is the applicants' goal in the nursing/health field?

Many programs do ask these questions and have found that not every candidate is an appropriate student for their program.

The opportunity to educate the potential application to the Nursing Assistant program of the possible effect of prior criminal history on employability starts prior to the first day of training. From an educational and employer perspective one would question if training resources are being deployed wisely and appropriately if individuals are being trained that can not be timely employed as Certified nursing assistants. Are resources and finances being exploited to pay for training as a nurse aide and the individual is presently unemployable in the health care field. Potential students need to be made aware that they will need to reply to the criminal history question when seeking certification.

Protection of the Public. The questions on the application for certification regarding prior criminal history and the fingerprinting process are one way the board seeks to ensure the public it is protecting them.

Frustration. Imagine the frustration the student feels when they complete a Nursing Assistant program and submit their application to the ASBN only to then realize that prior criminal history may deter certification. Imagine the frustration the facility employer feels if they have spent the time and dollars training that individual. Imagine the frustration felt by the ASBN in informing the applicant that their application is denied based on the felony bar.

The Felony Bar For Nurses and Nursing Assistants is accessible on the ASBN web page. Go to www.azbn.gov and click on the Resources Tab, scroll down and click on the Nurse Practice Act, then select SB1096 – Felony Bar. The rationale for the five-year bar is explained.

Save the Date

Friday, January 13, 2006

CNA Educator's Retreat
Meet other instuctors!

Share teaching tips!
Learn the latest!

Notice of Public Hearing

ARTICLE 8

CERTIFIED NURSING ASSISTANTS

The Board has scheduled a public hearing on the proposed rulemaking on May 18, 2005 at 3:00 p.m. in the Board offices at 1651 E. Morten, Ste 210, Phoenix AZ. The Board will accept written comments submitted to Joey Ridenour, RN, MN, Executive Director, 1651 East Morten, Suite 210, Phoenix, AZ until the close of record on May 19, 2005 at 5:00 p.m.

• *Education Corner* •

Pamela Randolph RN, MS, CPNP
Education Consultant

“Silence Kills”

VitalSmarts and the American Association of Critical Care Nurses recently released a paper that is a “must read” for every faculty member and student. The paper entitled “Silence Kills: The Seven Crucial Conversations® for Healthcare” by Maxfield, Grenny, McMillan, Patterson, and Switzler examines the role of interpersonal communication in contributing to errors. Both nurses and physicians know peers who exhibit behaviors that contribute to or cause errors. Failure to confront these individuals allows the error to compound and increases the risk for patients. There are seven crucial conversations that health care personnel must hold to reduce error. They are conversations about:

- Broken rules—nurses and physicians fail to confront co-workers who take shortcuts and break policy and rules
- Mistakes—nurses and physicians let incorrect orders, poor assessment, and other mistakes slide when they see them
- Lack of Support—when coworkers are reluctant to help, patient care may be jeopardized. Many nurses however just, “pick up the slack” when a colleague is not doing their share of the work
- Incompetence—there are providers, both nurses and physicians, who are generally regarded by their colleagues as incompetent, but nurses and physicians remain silent about the problem
- Poor Teamwork—workers who gossip, divide the team, and make bullying demands refocus the attention of the unit away from patient care. Many nurses will resign or ask for reassignment rather than confront the offender
- Disrespect—many nurses work with some person who is condescending, insulting, or rude. Approximately one-third of nurses surveyed work with someone who is verbally abusive. Many nurses are fearful of calling attention to errors of such people and will frequently ignore or cover up the error
- Micromanagement—About one-half of all nurses surveyed said they worked with someone who abuses their authority e.g., pulls rank, bullies, threatens, or forces their views on others. Many nurses just “go along” with such persons even though their dictums are unsafe or faulty

Nurses and physicians who are confident in their ability to have conversations about these issues have better patient outcomes, higher morale, work beyond the minimum required, and are generally more satisfied in the workplace.

The paper can be accessed at <http://www.rxforbettercare.org>.

NCLEX® News

Good news! In calendar year 2004, Arizona nursing programs posted the highest first time pass rates on NCLEX since 1998. For the NCLEX-RN exam, Arizona had the 4th highest pass rate of any jurisdiction at 89.87%. Individual programs who posted annual pass rates at or above 90% were: Mohave Community College, Central Arizona College, Yavapai College, Arizona Western College, and the Maricopa Community College District Nursing Program. For the NCLEX-PN exam, Arizona was in the top 10 of all jurisdictions at 96.44%. All programs were above 90%. Overall there was a 34% increase in Arizona graduates taking the NCLEX-RN exam. Congratulations to Arizona nursing programs and Arizona’s new nurses.

Education Committee

The next meetings of the Education Committee is scheduled for April 8, 2005 and June 9, 2005. The Education Committee is currently studying the limits of clinical facilities to place students for clinical experiences. They are also actively exploring clinical competency testing, and continue to review and advise the Board on applications for new programs, renewal of program approval, and applications for program change.

Meetings start at 9:30 a.m. and conclude when business is finished. All meetings 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 on the website: www.azbn.org. Minutes of past meetings may also be obtained from the website. Dates and times are subject to change up to 24 hours before the meeting. Contact Pamela Randolph at 602-889-5209 (prandolph@azbn.gov) or Karen Gilliland at 602-889-5187 (kgilliland@azbn.gov) to obtain further information regarding the meetings.

Board Actions on Education Matters

January 2005

- Approved new nursing assistant programs at Glendale Community College and Hacienda Rehabilitation and Care Center;
- Approved the Acute Care Nurse Practitioner Program at University of Arizona;
- Approved proposal of PIMA Medical Institute to establish a multi-exit RN program;
- Approved University of Phoenix’s request to expand their LPN to BSN program;
- Approved Educational Records Evaluation Service’s request to be a credential evaluation service for graduates of foreign nursing programs;
- Continued provisional approval of SouthWest Skill Center/Estrella Mountain CC practical nurse program;
- Approved curricular guidelines for nursing program applicants;
- Accepted for information the quarterly report from Northland Pioneer College; and
- Approved the request of Grand Canyon University to increase enrollment in their BSN program

March 2005

- Granted full approval to GateWay Community College Fast Track LPN Program with a report in 2 years;
- Granted provisional approval to PIMA Medical Institute and required them to clarify transferability of credits and submit faculty information 60 days before the first nursing clinical course;
- Approved Northern Arizona University’s application to expand their program and establish a site in Tucson;
- Approved Pima Community College’s application to expand their program and establish a site at Catalina Magnet School;
- Renewed the approval of GateWay Community College RN Refresher Program;
- Approved the Maricopa Community College District Nursing Program—Scottsdale Community College’s request for a new site at Scottsdale Healthcare;
- Approved self study guidelines for program applicants;
- Received report from Northland Pioneer College and deferred action until information from an upcoming site visit was obtained; and
- Approved Grand Canyon University’s application to establish a site at St. Joseph’s Hospital upon the recommendation of the Education Committee.

Regulation 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 substantive and non-substantive changes. The Board considered the comments at its January 19, 2005 Board Meeting and decided to make some minor non-substantive changes based on the comments. The Board approved the final rulemaking package on March 16th. The package was filed with the Governor's Regulator Review Council (GRRRC) on March 23rd. GRRRC is expected to consider the rulemaking at its regularly scheduled June 7th meeting. The new rules are expected to be effective on or around August 10, 2005.

Article 8. Certified Nursing Assistants

Both the Education and Nurse Assistant Committees reviewed a final draft of this proposed 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. It was the recommendation of both committees that this draft provision be deleted. The Board approved the Notice of Proposed Rulemaking that is posted on the web and filed with the Secretary of State on March 24. An open hearing will be held in the Board offices on May 18, 2005 at 3:00 pm.

Highlights of Proposed Changes:

- Increased clarification of expectations for nursing assistant programs including minimum number of 60 didactic hours, 40 clinical hours, 20 of which must be in a long-term care facility, and minimum curriculum topics;
- Lists equipment necessary for a CNA 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 cannot reapply for 2 years;
- Increased options for endorsement of CNAs to qualify for certification if their program was less than 120 hours;
- Requires a minimum of 160 hours of nursing assistant practice every 2 years to renew certification;
- 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 summer or fall of 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 summer or fall 2005.

5-Year Rule Review

Article 1 Definitions and Time-Frame and Article 8 Certified Nursing Assistants rules were 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.

Five-year rule review documents for Articles 1 and 8 were filed with the Governor's Regulator Review Council on March 24, 2005.

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

Moved??????



Moving??????

Our **On-line Services** continue to grow...
We want to make your business with the board simple and more efficient for you.

To change your address **On-Line** go to www.azbn.gov

Under **My Services**, enter your license or certificate number

Then enter your PIN code (if you do not remember your PIN, click on **Get PIN Code**)

Once you enter your PIN code, click on **LOGIN**

Click on **Update Information**

Select **Edit** for home address

Enter new address information

Click **Submit**

Verify information Submitted (edit or add if necessary)

Click **Continue**

Now you may **LOGOUT**

Keeping your address current with the Board of Nursing helps ensure that License or Certification Renewals will reach you in a timely manner, before the renewal/expiration date.

Your information is processed immediately

Failure to notify the board within 30 days of a change of residence address
will result in a \$5 address fine

Interesting Fact:

At the beginning of April - 16,000 Postcards were mailed to the address of record to RNs and LPNs that have a renewal date of July 1, 2005.

To date, approximately 12% of postcards **have been returned** to the Board office due to an incorrect address.

ARE YOUone of the 12%???? If so, contact the Board immediately (602.889.5150) or go on-line at www.azbn.gov to renew on-line and change your address.

Arizona State Board of Nursing

Nursing Assistant Programs Current Approved Program List - May 2005

Facility:		
Beatitudes Campus of Care	Phoenix	(602) 995-2611
Beverly Health Care of Chandler dba Chandler Health Care Center	Chandler	(480) 899-6717
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
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
Hacienda Rehab & Care Center	Sierra Vista	(520) 459-4900
Havasus 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
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
Facility:		
Beatitudes Campus of Care	Phoenix	(602) 995-2611
Beverly Health Care of Chandler dba Chandler Health Care Center	Chandler	(480) 899-6717
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
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
Hacienda Rehab & Care Center	Sierra Vista	(520) 459-4900
Havasus 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
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 Association at Chinle Nursing Home	Appleton	(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 and 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	
Basic CNA Program	Glendale	(623) 845-3264
Buckeye Union High School CNA Training Program	Buckeye	(623) 386-4423
Cactus High School - CNA Program	Glendale	(623) 412-5000
Catalina High Magnet School	Tucson	(520) 232-8404
Centennial High School	Peoria	(623) 412-4445
Central Arizona College - Signal Peak Campus	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grand UHS and Casa Verde	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grande Center	Apache Junction	(480) 288-4017
Central Arizona College at Santa Cruz High School	Apache Junction	(480) 288-4017
Central Arizona College Aravaipa Campus	Apache Junction	(480) 288-4017
Central Arizona College Superstition Mtn Campus	Apache Junction	(480) 288-4017
Central AZ College at San Manuel	Apache Junction	(480) 288-4012
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
Dysart HS at Southwest Skill Center	Avondale	(623) 535-2772
East Valley Institute of Technology	Mesa	(480) 461-4105
Eastern Arizona College - Thatcher	Thatcher	(928) 428-8389
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
International Institute of the Americas at Phoenix Campus	Phoenix	(623) 849-8208
International Institute of the Americas at West Valley Campus	Phoenix	(623) 849-8208
Lamson College	Scottsdale	(480) 898-7000
Maricopa Skill Center	Phoenix	(602) 238-4300
Mesa Community College	Mesa	(480) 461-7106
Mesa Community College/Boswell	Sun City	(623) 974-7835
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 at Kingman	Lake Havasu City	(928) 505-3378
Mohave Community College-Bullhead City	Bullhead City	(928) 505-3378
Mohave Community College-Colorado City	Lake Havasu	(928) 505-3378
Mohave Community College-LHC	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	Phoenix	(602) 867-5554
School District		
Phoenix College	Phoenix	(602) 285-7133
Phoenix Job Corps Center	Phoenix	(602) 254-5921
Pima Community College (CTD)/Desert Vista	Tucson	(520) 295-5113
Pima Community College CTD at Tucson Medical Center	Tucson	(520) 206-5113
Pima Community College at Manor Care	Tucson	(520) 206-5140
Pima Community College at Villa Campana	Tucson	(520) 206-5140
Pima Community College-West Campus - NRA 101	Tucson	(520) 206-6661
Pima Community College-West-NRS104	Tucson	(520) 206-6661
Pima CTD at Acosta Job Corps	Tucson	(520) 206-5176
Pima Medical Institute/Mesa	Mesa	(480) 610-6060
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 Mountain. 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	Glendale	(602) 588-5775
Nursing Assistant Program		
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

January - February - March 2005

* Not reported in previous Newsletter
 **Correction to prior violations as listed in February, March, April 2005 newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
1/19/2005	Alvarado, Jennifer T.	LP034986	Probation	Failure to Maintain Minimal Standards, Presenting Illegal RX, Drug Related
3/7/2005	Arndt, Seth M.	LP034970	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Askew, Rachel L.	LP012889	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Avila, Carmel G.	RN080366	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Baker, Christopher	LP030399	Revocation/Non-Voluntary	Violating Board Order
1/19/2005	Barden, Joelle S.	RN094761/LP028054	Suspension/Indefinite	Practicing Beyond Scope, Failure to cooperate with Board, Drug Related
2/7/2005	Bogart, Linda L.	RN074020	Decree of Censure	Failure to Maintain Minimal Standards
2/22/2005	Boles, Karen L.	RN073242	Stayed Revocation w/Probation	Failure to Follow Orders, Documentation Errors, Violating Board Order
12/27/2004*	Borsellega, Johanna E.	RN074190/AP0122	Decree of Censure	Failure to Assess, Failure to Intervene
12/30/2004*	Brady, Judy A.	RN051088	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Drug Abuse
3/26/2004*	Burns, Jeremy W.	LP040268	Probation w/Fine	Misconduct
12/30/2004*	Cahail, Mary P.	LP022508	Revocation/Non-Voluntary	Unsafe Practice, Misconduct-Physical Abuse, Violating Board Order
2/18/2005	Cangemi, Kathy N.	TRN132466	Stayed Suspension w/Probation	Drug Abuse, Action in Another Jurisdiction
1/3/2005	Carvalho, Jayma K.	RN125009	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Drug Abuse, Failure to Document Controlled Substances
2/4/2005	Choat, Tammy S.	RN124125	Probation Completed	
11/18/2004*	Christy, Laura K.	RN116691	Stayed Suspension w/Probation	Alcohol Abuse, Drug Diversion, Writing Illegal RX
9/3/2004**	Corwin, Robyn L.	RN091585	Decree of Censure	Drug Abuse, Positive Drug Screen
2/7/2005	Cralley, Stephanie M.	RN107247	Decree of Censure	Misdemeanor-Alcohol Related, Alcohol Abuse
12/30/2004*	Cups, Ellen P.	LP033049	Revocation/Non-Voluntary	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program, Violating Board Order
2/21/2005	Dassay, Jo M.	RN080875/LP022882	Revocation/Non-Voluntary	Alcohol Abuse, Violating Board Order
12/30/2004*	Davis, Dorina D.	RN095394	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Incompetent Practice, Action in Another Jurisdiction
12/20/2004*	Davis, Melissa	RN102422/AP1193	Probation with Fine	Practicing Beyond Scope (APRN)
3/5/2005	Dawes, Victoria L.	LP027293	Reinstatement Denied	Unprofessional Conduct, Misconduct
1/10/2005	Dean, Kathleen	RN034215	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Assess, Misconduct-Verbal Abuse
1/25/2005	Dempsey, Elaine M.	RN067283	Probation	Reported to duty with odor alcohol
3/7/2005	Despain, Kelli S.	RN086467	Decree of Censure	Unprofessional Conduct
12/30/2004*	Duncan, Dorothy M.	RN116655	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to Maintain Minimal Standards
3/24/2005	Eastman, Melissa L.	LP032540	Voluntary Surrender	Documentation Errors, Drug Abuse, Drug Related
3/24/2005	Elwart, Sharon A.	LP034080	Voluntary Surrender	Failure to Maintain Minimal Standards, Unprofessional Conduct
2/1/2005	Esquibel, Lisa M.	RN132412	Suspension/Indefinite	Drug Abuse, Action in Another Jurisdiction
3/7/2005	Fee, Cindy A.	RN080648	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
2/1/2005	Feist, Jennifer A.	LP040429	Probation	Criminal Conviction-Misdemeanor, Alcohol Related Alcohol Abuse
2/25/2005	Ferdaise, Anthony C.	LP039473/CNA999950740	Decree of Censure	Misconduct
3/7/2005	Floyd, Darlene S.	LP027383	Revocation/Non-Voluntary	Violating Board Order
3/17/2005	Fluet, Charlene H.	RN025534	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
3/16/2005	Ford, Keith H.	RN122823	Decree of Censure	Positive Drug Screen
11/8/2004**	Foster, David B.	RN084673/AP0370	Decree of Censure	Other Unprofessional Practice
12/23/2004*	Foust, Beverly A.	RN096685	Probation	Positive Drug Screen
1/19/2005	Friedman, Lisa A.	RN095695	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion, Violating Board Order
3/4/2005	Frye, Susan J.	RN Endorsement Applicant	License Denied	Fraud, Deceit-Obtaining License, Action in Another Jurisdiction, Practicing without License
2/20/2005	Funaro, Kim E.	RN123949	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Medication Errors
3/7/2005	Goldfinger, Arlene L.	RN036369	Revocation/Non-Voluntary	Violating Board Order
2/2/2005	Gonzales, Nanette G.	RN Endorsement Applicant	License Denied	Unprofessional Conduct, Misconduct
12/29/2004*	Gonzalez, Marlon R.	RN131289	Suspension/Indefinite	Drug Related
12/29/2004	Gonzalez, Marlon R.	CNA999987741	Stayed Suspension	Fraud, Deceit-Obtaining CNA Certificate
12/27/2004*	Grady, Patricia A.	RN021011	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Practicing Beyond Scope
1/7/2005	Gregoire, Nora L.	RN082587/LP015732	Revocation/Non-Voluntary	Violating Board Order
11/13/2004*	Hall, Kathryn B.	RN038799	Decree of Censure	Failure to Follow Orders, Misconduct Theft – Employer
3/7/2005	Harvey, Hollis A.	RN107238/LP032477	Revocation/Non-Voluntary	Violating Board Order
1/21/2005	Hatcher, Theresa H.	RN057830	Probation Completed	
11/17/2004*	Haymore, Betty T.	RN050428	Reinstatement Stayed Revocation w/Probation	
12/30/2004*	Hearne, Pamela J.	RN079145	Revocation/Non-Voluntary	Violating Board Order
1/21/2005	Hussain, Khalid	RN072866	Probation Completed	
12/1/2004*	Hutsell, Gene C.	RN114639/AP1433/AP1282	Decree of Censure	Writing Illegal RX
1/10/2005	Igo, Charlotte E.	RN115692	Probation	Failure to Maintain Minimal Standards, Failure to Assess, Failure to Intervene
1/28/2005	James, Linton W.	RN094742	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Follow Orders, Misconduct-Verbal Abuse
3/16/2005	Jones, Martha M.	RN059962	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Failure to Assess, Documentation Errors
3/24/2005	Kellogg, Pamela W.	LP025138	Decree of Censure	Practicing Beyond Scope
12/30/2004*	Ketterer, Brenda H.	LP006781	Revocation/Non-Voluntary	Criminal Conviction-Felony, Violating Board Order

RN/LPN DISCIPLINARY ACTION

January - February - March 2005

* Not reported in previous Newsletter
 **Correction to prior violations as listed in February, March, April 2005 newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
1/19/2005	Alvarado, Jennifer T.	LP034986	Probation	Failure to Maintain Minimal Standards, Presenting Illegal RX, Drug Related
3/7/2005	Arndt, Seth M.	LP034970	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Askew, Rachel L.	LP012889	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Avila, Carmel G.	RN080366	Revocation/Non-Voluntary	Violating Board Order
3/7/2005	Baker, Christopher	LP030399	Revocation/Non-Voluntary	Violating Board Order
1/19/2005	Barden, Joelle S.	RN094761/LP028054	Suspension/Indefinite	Practicing Beyond Scope, Failure to cooperate with Board, Drug Related
2/7/2005	Bogart, Linda L.	RN074020	Decree of Censure	Failure to Maintain Minimal Standards
2/22/2005	Boles, Karen L.	RN073242	Stayed Revocation w/Probation	Failure to Follow Orders, Documentation Errors, Violating Board Order
12/27/2004*	Borsellega, Johanna E.	RN074190/AP0122	Decree of Censure	Failure to Assess, Failure to Intervene
12/30/2004*	Brady, Judy A.	RN051088	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Drug Abuse
3/26/2004*	Burns, Jeremy W.	LP040268	Probation w/Fine	Misconduct
12/30/2004*	Cahail, Mary P.	LP022508	Revocation/Non-Voluntary	Unsafe Practice, Misconduct-Physical Abuse, Violating Board Order
2/18/2005	Cangemi, Kathy N.	TRN132466	Stayed Suspension w/Probation	Drug Abuse, Action in Another Jurisdiction
1/3/2005	Carvalho, Jayma K.	RN125009	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Drug Abuse, Failure to Document Controlled Substances
2/4/2005	Choat, Tammy S.	RN124125	Probation Completed	
11/18/2004*	Christy, Laura K.	RN116691	Stayed Suspension w/Probation	Alcohol Abuse, Drug Diversion, Writing Illegal RX
9/3/2004**	Corwin, Robyn L.	RN091585	Decree of Censure	Drug Abuse, Positive Drug Screen
2/7/2005	Cralley, Stephanie M.	RN107247	Decree of Censure	Misdemeanor-Alcohol Related, Alcohol Abuse
12/30/2004*	Cups, Ellen P.	LP033049	Revocation/Non-Voluntary	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program, Violating Board Order
2/21/2005	Dassay, Jo M.	RN080875/LP022882	Revocation/Non-Voluntary	Alcohol Abuse, Violating Board Order
12/30/2004*	Davis, Dorina D.	RN095394	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Incompetent Practice, Action in Another Jurisdiction
12/20/2004*	Davis, Melissa	RN102422/AP1193	Probation with Fine	Practicing Beyond Scope (APRN)
3/5/2005	Dawes, Victoria L.	LP027293	Reinstatement Denied	Unprofessional Conduct, Misconduct
1/10/2005	Dean, Kathleen	RN034215	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Assess, Misconduct-Verbal Abuse
1/25/2005	Dempsey, Elaine M.	RN067283	Probation	Reported to duty with odor alcohol
3/7/2005	Despain, Kelli S.	RN086467	Decree of Censure	Unprofessional Conduct
12/30/2004*	Duncan, Dorothy M.	RN116655	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to Maintain Minimal Standards
3/24/2005	Eastman, Melissa L.	LP032540	Voluntary Surrender	Documentation Errors, Drug Abuse, Drug Related
3/24/2005	Elwart, Sharon A.	LP034080	Voluntary Surrender	Failure to Maintain Minimal Standards, Unprofessional Conduct
2/1/2005	Esquibel, Lisa M.	RN132412	Suspension/Indefinite	Drug Abuse, Action in Another Jurisdiction
3/7/2005	Fee, Cindy A.	RN080648	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
2/1/2005	Feist, Jennifer A.	LP040429	Probation	Criminal Conviction-Misdemeanor, Alcohol Related
2/25/2005	Ferdaise, Anthony C.	LP039473/CNA999950740	Decree of Censure	Alcohol Abuse, Misconduct
3/7/2005	Floyd, Darlene S.	LP027383	Revocation/Non-Voluntary	Violating Board Order
3/17/2005	Fluet, Charlene H.	RN025534	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
3/16/2005	Ford, Keith H.	RN122823	Decree of Censure	Positive Drug Screen
11/8/2004**	Foster, David B.	RN084673/AP0370	Decree of Censure	Other Unprofessional Practice
12/23/2004*	Foust, Beverly A.	RN096685	Probation	Positive Drug Screen
1/19/2005	Friedman, Lisa A.	RN095695	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion, Violating Board Order
3/4/2005	Frye, Susan J.	RN Endorsement Applicant	License Denied	Fraud, Deceit-Obtaining License, Action in Another Jurisdiction, Practicing without License
2/20/2005	Funaro, Kim E.	RN123949	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Medication Errors
3/7/2005	Goldfinger, Arlene L.	RN036369	Revocation/Non-Voluntary	Violating Board Order
2/2/2005	Gonzales, Nanette G.	RN Endorsement Applicant	License Denied	Unprofessional Conduct, Misconduct
12/29/2004*	Gonzalez, Marlon R.	RN131289	Suspension/Indefinite	Drug Related
12/29/2004	Gonzalez, Marlon R.	CNA999987741	Stayed Suspension	Fraud, Deceit-Obtaining CNA Certificate
12/27/2004*	Grady, Patricia A.	RN021011	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Practicing Beyond Scope
1/7/2005	Gregoire, Nora L.	RN082587/LP015732	Revocation/Non-Voluntary	Violating Board Order
11/13/2004* - Employer	Hall, Kathryn B.	RN038799	Decree of Censure	Failure to Follow Orders, Misconduct Theft
3/7/2005	Harvey, Hollis A.	RN107238/LP032477	Revocation/Non-Voluntary	Violating Board Order
1/21/2005	Hatcher, Theresa H.	RN057830	Probation Completed	
11/17/2004*	Haymore, Betty T.	RN050428	Reinstatement Stayed Revocation w/Probation	
12/30/2004*	Hearne, Pamela J.	RN079145	Revocation/Non-Voluntary	Violating Board Order
1/21/2005	Hussain, Khalid	RN072866	Probation Completed	
12/1/2004*	Hutsell, Gene C.	RN114639/AP1433/AP1282	Decree of Censure	Writing Illegal RX
1/10/2005	Igo, Charlotte E.	RN115692	Probation	Failure to Maintain Minimal Standards, Failure to Assess, Failure to Intervene
1/28/2005	James, Linton W.	RN094742	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Follow Orders, Misconduct-Verbal Abuse
3/16/2005	Jones, Martha M.	RN059962	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Failure to Assess, Documentation Errors
3/24/2005	Kellogg, Pamela W.	LP025138	Decree of Censure	Practicing Beyond Scope

CNA DISCIPLINARY ACTION

January - February - March 2005

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
12/16/2004*	Afarin, Alborz B.	CNA999995665	Civil Penalty	Physical Abuse
1/31/2005	Anaya, Yessenia E.	CNA1000004498	Civil Penalty	Criminal Conviction-Misdemeanor
1/3/2005	Batriz, Orlando	CNA1000004277	Civil Penalty	Drug Related; Misconduct; Failure to Cooperate
12/30/2004*	Booker, Monica L.	CNA999949784	Revocation/Non-voluntary	Criminal Conviction
1/20/2005	Bradley, Jeri L.	CNA980219724	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Alcohol Abuse; Violating Board Order
1/19/2005	Brady, Mary L.	CNA640775803	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Violating Board Order
11/17/2004*	Brown, Donna R.	CNA999952697	Revocation/Non-voluntary	Drug Use on Duty; Failure to Cooperate
3/4/2005	Brown, James E.	CNA999950341	Civil Penalty	Fraud/Deceit; Practicing without certificate
3/3/2005	Bungay, Lydia N.	CNA809248219	Stayed Suspension	Drug Abuse; Drug Related
12/10/2004*	Burnside, Philip D.	CNA1000004193	Stayed Suspension	Criminal Conviction; Misdemeanor against Property; Obtaining Certificate by Fraud
2/9/2005	Castillo, Stephanie R.	CNA999952270	Voluntary Surrender	Drug Abuse; Alcohol Abuse
1/13/2005	Christman, Bessie D.	CNA Applicant	Certificate Denied	Criminal Conviction; Alcohol Abuse; Drug Use on Duty
2/24/2005	Cisneros, Alicia L.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Failure to Cooperate; Drug Related
2/17/2005	Clausen, Autumn A.	CNA999950909	Voluntary Surrender	Drug Abuse
12/30/2004*	Crawford, Jennifer J.	CNA262797373	Revocation/Non-voluntary	Criminal Conviction-Felony; Failure to Cooperate
1/14/2005	Crowder, Michael E.	CNA999991622	Voluntary Surrender	Failure to Follow Orders; Practicing Beyond Scope
1/24/2005	Dailey, Matthew S.	CNA1000004427	Civil Penalty	Obtaining Certificate by Fraud
3/7/2005	Davis, Reba A.	CNA976467803	Revocation/Non-voluntary	Criminal Conviction-Against Person; Theft - Client
1/14/2005	Doherty, Camille L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
1/28/2005	Dominguez, Lorrie A.	CNA999950211	Civil Penalty	Criminal Conviction; Alcohol Abuse
1/21/2005	Dunmire, Barbara J.	CNA1000004385	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person
11/17/2004*	Edmund, Anthony G.	CNA9999987560	Revocation/Non-voluntary	Drug Abuse; Alcohol Abuse; Violating Board Order
3/1/2005	Espinosa, Michael P.	CNA999950102	Stayed Suspension	Unprofessional Conduct
3/1/2005	Frye, Larry C.	CNA974881103	Stayed Suspension	Drug Abuse; Drug Use on Duty
3/7/2005	Garcia, Christina I.	CNA999992100	Revocation/Non-voluntary	Boundaries; Sexual Language; Sexual Misconduct
2/11/2005	Giacoletti, Joshua N.	CNA999991242	Voluntary Surrender	Boundaries; Drug Abuse
1/11/2005	Goff, Rita F.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person
12/30/2004*	Gonzales, Shonna L.	CNA999991108	Revocation/Non-voluntary	Criminal Conviction-Felony; Theft - Client; Failure to Maintain Minimal Standards; Leaving Duty Station
3/7/2005	Gray, Bertha M.	CNA999951452	Revocation/Non-voluntary	Theft - Client; Misconduct; Fraud Deceit Obtaining Other Credential
12/27/2004*	Green, Edward J.	CNA999993092	Revocation/Court Ordered	Criminal Conviction-Felony
9/23/2004*	Griffin, Tarokoda	CNA999953174	Civil Penalty	Failure to Maintain Minimal Standards; Failure to Follow Orders; Leaving Duty Station
1/13/2005	Hall, Kelly M.	CNA999991876	Suspension	Violating Board Order
3/10/2005	Heilig, Jessica A.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Misconduct; Failure to Cooperate
11/17/2004*	Helzer, Mary C.	CNA999995973	Revocation/Non-voluntary	Drug Abuse; Alcohol Abuse; Drug Related
12/28/2005	Herbert, Jill T.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Failure to Cooperate
2/2/2005	Hill, Kelley A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Misconduct
10/29/2004*	Hinton, Doreen	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud
2/23/2005	Hockenberry, Karlette D.	CNA999989680	Stayed Suspension	Drug Abuse
3/7/2005	Jackson, Sankey	CNA999950673	Revocation/Non-voluntary	Sexual Abuse; Drug Related; Criminal Conviction-Drug Related; Obtaining Certificate by Fraud; Failure to Cooperate
3/3/2005	Jaeger, Richard	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Maintain Minimal Standards
1/20/2005	Janusz, Kimberly A.	CNA999990491	Civil Penalty	Criminal Conviction-Misdemeanor
3/18/2005	Jones, Evan E.	CNA1000005084	Civil Penalty	Criminal Conviction-Misdemeanor
2/25/2005	Jones, Tessalyn S.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Maintain Minimal Standards
3/2/2005	Keller, Dawn M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate; Leaving Duty Station
1/2/2005	Kinney, Diana P.	CNA1000004279	Civil Penalty	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
1/20/2005	Kirkham, Michelle L.	CNA Applicant	Certificate Denied	Drug Related; Failure to Cooperate
3/7/2005	Lee, Marilyn	CNA571218803	Revocation/Non-voluntary	Leaving Duty Station; Physical Abuse; Verbal Abuse
4/30/2005	Lee, Rena M	CNA971721103	Civil Penalty	Practicing without Certificate
3/10/2005	Lewis, Alan J.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Cooperate
1/5/2005	Lewis, T.R.	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
3/2/2005	Loaiza, Nautia I.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
3/10/2005	Long, Jeri R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
3/16/2005	Ludwig, Christi M.	CNA999990533	Stayed Suspension	Criminal Conviction-Against Property; Failure to Maintain Minimal Standards; Unprofessional Conduct
1/27/2005	Maffit, James E.	CNA227305357	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse; Violating Board Order
1/31/2005	Mariles, Monica L.	CNA1000002555	Stayed Revocation	Physical Abuse; Verbal Abuse

CNA DISCIPLINARY ACTION

January - February - March 2005

* Not reported in previous Newsletter

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Arizona Trends and Data – excerpts from a Presentation given at Nurses Legislative Day February 18, 2005 by Joey Ridenour (see entire presentation on the Board of Nursing’s website at www.azbn.gov under Latest News.

AZ RN/LPN Endorsement Applicants

	1998	1999	2000	2001	2002	2003	2004
Endorsements processed	3739	3369	3408	3210	3905	3377	4472 +1262 40%
Temporary licenses issued	2528	1779	2688	2232	2776	2725	3325 +1,093 50%
Average number of days from application received until temporary license issued	14	26	23	6	6	9	7 days
Number of days for fingerprints to go to DPS and be returned from FBI					50	18	14 days

Arizona Data: February 2005 RN/LPNs

		7/01 Arizona Only Addresses	2/05 Arizona Only Addresses	All Addresses	7/01 vs. 2/05 Arizona Only Addresses
RN	Active	40,760	46,521	57,552	+5,761 14%
RN	Inactive	5,216	6,540	15,756	+1,324 25%
LPN	Active		9,837	10,894	
LPN	Inactive		2,649	4,423	

Foreign Educated Applicants

Country	First Time Testing		Passing		Percent Passing	
	2003	2004	2003	2004	2003	2004
Philippines	126	141	78	84	62%	60%
Canada	32	32	30	28	94%	88%
India	2	16	0	14	0%	88%
United Kingdom	1	6	1	4	100%	67%
Australia	1	2	1	0	100%	0%
Africa	3	0	1	--	33%	--
Columbia	2	1	0	0	0%	0%
Poland	2	1	2	1	100%	100%
Romania	0	2	--	1	--	50%
**Other countries	3	10	3	6	100%	60%
TOTAL	172	211	116	138	67%	65%

**These countries had one to test in 2003/2004: Brazil, Chill, China, Finland, Indonesia, Islamic Republic of Iran, Kenya, Nigeria, Occupied Palestinian Territory, Peru, Taiwan, Trinidad

AZ RN/LPN Exam Applicants

	1998	1999	2000	2001	2002	2003	2004
RN applications processed	1033	978	1024	959	1364	1234	1842 +883 92%
LPN applications processed	458	530	513	405	533	582	698 +293 72%
Percent of RNs passing NCLEX	90.51%	88.24%	85.35%	83%	85.7%	90.75%	89.87%
Percent of LPNs passing NCLEX	94.54%	93.21%	90.25%	90.3%	93.2%	94.2%	96.44%

RN/LP VIOLATIONS 2000-2004

Category	Total	2000	2001	2002	2003	2004
Drug Related	1179	128	213	281	285	272
Unprofessional Conduct	1088	112	209	233	283	251
Violating Board Order	279	52	43	60	62	62
Misconduct	175	16	29	35	42	53
Criminal Conviction	170	28	42	21	26	53
Criminal Conduct	128	8	36	36	37	11
Fraud Deceit	79	7	18	18	18	18
Action in Another Jurisdiction	75	2	24	21	13	15
Sexual Misconduct	33	1	3	7	6	16
Practicing without License	19		4	4	4	7

RN LP DISCIPLINARY ACTIONS 2000-2004

Discipline	Total	2000	2001	2002	2003	2004
Revocation/Non-voluntary	745	141	184	157	149	114
Decree of Censure	653	54	117	171	172	139
Probation	536	45	90	93	170	138
Voluntary Surrender	457	54	67	105	99	132
License Denied	314	35	56	75	60	88
Suspension	211	10	38	42	65	56

CNA ACTUAL VIOLATIONS 2000-2004

CATEGORY	Total	2000	2001	2002	2003	2004
Criminal Conviction	1904	205	415	500	496	288
Drug Related	763	90	212	207	146	108
Failure to cooperate	366		4	48	183	131
Fraud Deceit	470	82	119	84	101	84
Misconduct	673	67	126	182	157	141
Sexual Misconduct	77	7	31	17	14	8
Unprofessional Conduct	395	23	90	72	125	85
Violating Board Order	137		20	28	43	46

CNA DISCIPLINARY ACTION 2000-2004

DESCRIPTION	Total	2000	2001	2002	2003	2004
Certificate Denied	2125	251	419	511	640	304
Revocation/ Non-voluntary	884	6	96	227	322	233
Civil Penalty	769	24	149	177	214	205
Revoked	603	151	270	182		
Suspension	164	11	30	28	48	47
Voluntary Surrender	138	12	45	25	18	38
Stayed Suspension	89			3	38	48
Revocation/ Court Ordered	41	9	7	16	3	6
Revocation/Voluntary	29	5	21	3		