

Permit No. 18
50638
Grundy Center, IA
PAID
U.S. POSTAGE
STANDARD MAIL
PRESORTED



ARIZONA

STATE BOARD OF NURSING

NEWSLETTER

QUARTERLY CIRCULATION APPROXIMATELY 74,000 TO ALL RN'S, LPN'S, CNA'S 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

Volume 4, No. 4

November, December 2003, January 2004

From the Executive Director

By Joey Ridenour, RN, MN

Greetings. Wanted to update you on two important changes:

1.) The Governor signed House Bill 2206 into law on April 16, 2003. This bill requires that all behavior health professionals engaged in the practice of psychotherapy be licensed by the Board of Behavioral Health Examiners as of July 1, 2004. This bill can be read in its entirety at www.azleg.state.az.us (Senate Engrossed Version).

The Board office has received a number of calls and wishes to clarify how the changes impact Advanced Practice Nurses and RNs. This chapter does not apply to: "A person who is currently licensed, certified or regulated pursuant to another chapter of this title (Nurse Practice Act:

Advanced Practice Nurses and RNs) and who provides services within the person's scope of practice if the person does not claim to be licensed."

2.) To provide you improved Board access and communications, we are pleased to announce that a new phone system will be installed before the end of October/early November. Staff will have direct lines and therefore you will not have to go through a switchboard process to access individuals. The new phone numbers will be published in the next ASBN Newsletter.

The new numbers will be made available once the installation is completed on the ASBN Web site: www.azboardofnursing.org

Please let us know if you have questions or comments at 602-331-8111.

Governor Napolitano Appoints Two New Board Members – Bev Odgen Reappointed to Board

On July 1, 2003, Governor Janet Napolitano appointed two new Members and reappointed an existing Member to the Board.

Richard Elward, LPN, is employed with Gentiva Health Services and is a member of their QI Team. He serves as the Board President for the Mesa Community College Nurses Alumni chapter. During this year, Mr. Elward will be serving as co-chair on the Nurse Assistant Committee. His term expires June 30, 2008

Theresa Crawley, Certified Registered Nurse Anesthetist, is President and Owner of Dreamcatcher Anesthesia Inc., and Partner of Santan Anesthesia, Inc. She is an independent contractor who provides anesthesia service in many of the healthcare facilities in the Phoenix area. Theresa will be serving as co-chair for the Advance Practice Committee. Her term expires June 30, 2008.

Beverly Odgen, a current Board Member, was reappointed by the Governor. Ms. Odgen is one of two Public Members. She is a retired state employee currently working on contract with the Governor's Division for Prevention of Family Violence. Bev also serves as co-chair to the Laws & Rules Committee. Her terms expires June 30, 2008.

Summary of Statewide Educator's Meeting September 5, 2003

By Pamela Randolph RN, MS, CPNP

On September 5, 2003, 43 people, representing all RN and LPN programs in the state, met at the offices of the Arizona State Board of Nursing to discuss issues of mutual interest to Arizona nursing education. The impetus and agenda items for the meeting came from the members of the Practical and Associate Council of Nurse Educators (PACNE) during their spring 2003 meeting.

Education in Arizona

An overview of the state of education in Arizona was provided. First time passing rates for RNs in the United States were noted to be increasing to 86.6% in 2002. Within the state, passing rates declined below the national passing rates in 2000, 2001 and 2002. This trend may be reversing in 2003, where the passing rates for January to June remain above the national level with Arizona achieving a 93% first-time pass rate when the national rate is 88.9%. Practical nurse (PN) passing rates have remained above the national rate, but the rate fell for traditional PN programs in 2001. Traditional PN programs are those that are not part of an RN program. In 2002, the traditional PN programs exceeded the national rate.

New LPN programs were started in the past year at GateWay Community College and SouthWest Skill Center/Estrella Mountain Community College. The Maricopa Community College District Nursing Program opened a new RN program site at Rio Salado and is seeking approval for a site at John C. Lincoln Health Network in collaboration with Paradise Valley Community College. A new RN program also opened at Coconino Community College. The Board has received increased inquiries about new programs in the past few months. Seven existing programs have requested to increase capacity in the last two years and three programs have an accelerated track for students with a baccalaureate in another field.

In 2002, 89% of graduates completed their program in the allotted time span, 11% dropped for a period or needed to repeat a course. In terms of admissions, 72% of all students admitted completed their program on time, 12% fell back or dropped back for a period and 16% dropped the program completely. The programs were requested to continue to furnish the Board with reliable figures to measure capacity, attrition, and enrollment.

Program Issues

As programs introduced themselves, they were asked to identify a pressing issue for their program. The most pressing issue mentioned was the shortage of qualified faculty. Other issues identified included implementing a new curriculum, dealing with increases in enrollment, delivering education to remote areas of the state, technological challenges, establishing new programs to prepare nurses at all levels through Ph.D., low salaries for nursing faculty, main-

taining academic quality, and reorganization of the college.

Nursing Shortage

Fran Roberts RN, Ph.D., Arizona Hospital and Healthcare Association, is currently working with the Board of Regents to help facilitate the implementation of Senate Bill 1260. This bill requires nursing programs to double enrollment by fiscal year 2006-2007. Dr. Roberts reported that preliminary estimates of the cost show that approximately \$80-\$100 million will be needed to achieve the goals of this legislation. Legislation to fund this effort, tentatively titled the "Arizona Nurse Investment Act," may be proposed during the next legislative session

Anne McNamara RN, Ph.D. provided data on the cost for associate degree programs to expand. Participants reported that the biggest barrier to implementing SB 1260 is the faculty shortage. This was thought to be partly due to the nursing shortage in general and partly due to the fact that salaries for faculty are not comparable to salaries in other areas of nursing.

Associate Degree and Baccalaureate Degree Mix

Participants discussed the issue of the Associate Degree/Baccalaureate Degree mix of nurses in the state. It was noted that the majority of new graduates are prepared at the associate degree level. This poses a problem for the associate degree programs due to the low numbers of potential faculty in the RN pool within the state. The Board requires a minimum of a baccalaureate degree in nursing to teach clinical in an RN program or to teach in an LPN program. A master's degree or higher is necessary to teach theory courses in an RN program. It was noted that only 14%-16% of associate degree graduates continue their education to the baccalaureate degree. The following strategies for increasing the number of baccalaureate and higher educated nurses in the state were proposed.

- * Associate degree faculty should inform and reinforce from the first nursing course that graduates are expected to continue their education to the baccalaureate degree.
- * Employers should offer financial incentives to employees for the baccalaureate degree.
- * Baccalaureate programs should continue to be "user-friendly" and seek innovative ways to attract associate degree graduates.
- * Dual enrollment in a baccalaureate program while attending an associate degree program would help facilitate movement to the universities.
- * Nursing advisors and high school counselors need to be aware of the opportunities and need for baccalaureate prepared nurses.

The following strategies to address the RN to BSN mix will be pursued by the participants:

- * Frame the response to SB 1260 in a way to favorably alter the mix of new graduates to increase the pro-

Index:

Summary of Statewide Educator's Meeting	1
Faculty Recruitment	4
Certified Nursing Assistant Corner	7
Advanced Practice Corner.....	8
Regulation Rundown	10
Education Corner	12
Nursing Assistant Programs List..	13
Fall CNA Educator's Retreat	16
RN/LPN Disciplinary Action.....	18
CNA Disiplinary Action.....	24

Summary cont. on pg. 3

GOVERNOR

The Honorable Janet Napolitano

BOARD MEMBERS

Kathy Malloch, PhD., MBA, RN
President

Alice Gagnaire, RN, MSHA
Vice President

Barbara O'Connor, LPN
Secretary

Trista Campbell, RN, BSN
Member

Theresa Crawley, CRNA, MSHSA
Member

Richard Elward, LPN
Member

Marla Moore, RN, BSN, MA
Member

Gregory Y. Harris
Public Member

Beverly Ogden
Public Member

BOARD OF NURSING CONTACT NUMBERS

MAIN LINE: (602) 331-8111
FAX: (602) 906-9365
e-MAIL: arizona@azbn.org
HOME PAGE: <http://www.azboardofnursing.org>

ADMINISTRATION

Joey Ridenour RN, MN
Judy Bontrager RN, MN
Valerie Smith RN, MS
Lila Wiemann

Executive Director
Associate Director - Operations
Associate Director/Nursing Practice
Administrative Assistant to the Executive Director

602-331-8111 x125
602-331-8111 x143
602-331-8111 x145
602-331-8111 x168

jridenour@azbn.org
jbbontrager@azbn.org
vsmith@azbn.org
lwiemann@azbn.org

CHEMICAL DEPENDENCE / CANDO

Patricia Reeder RN, MS, Ed.S.
Dolores Hurtado
Lorraine Brown
Olga Zuniga

Nurse Consultant-CANDO
Legal Secretary - Monitoring & CANDO
Administrative Secretary - Monitoring & CANDO

602-331-8111 x138
602-331-8111 x123
602-331-8111 x227
602-331-8111 x148

preeder@azbn.org
dhurtado@azbn.org
lbrown@azbn.org
ozuniga@azbn.org

EDUCATION

Pamela Randolph RN, MS, CPNP
Meredith Fountain

Consultant, Educational Programs RN/LPN/CNA
Administrative Assistant-Education

602-331-8111 x139
602-331-8111 x133

prandolph@azbn.org
mfountain@azbn.org

FISCAL SERVICES

Diane Serra
Norma Salter

Business Manager
Accounting Technician

602-331-8111 x192
602-331-8111 x130

dserra@azbn.org
nsalter@azbn.org

HEARINGS

Susan Barber RN, MSN
Vicky Driver

Nurse Practice Consultant-Hearing Department
Adm. Asst./Hearing Department

602-331-8111 x126
602-331-8111 x132

sbarber@azbn.org
vdriver@azbn.org

INVESTIGATIONS

Nurse Practice Consultants

Betty Nelson RN, MS
Jeanine Sage RN, MSN
Karen Grady MS, RN, FNP, BC
Mary Rappoport RN, MN
Nancy "Nan" Twigg RN, MS
Pat Midkiff, RN, MN
Sister Rachel Torrez RN, MS
Suanne Smith RN, MS
Sydney Munger RN, MS

CNA
CNA
Advanced Practice/RN/LPN
RN/LPN
RN/LPN/Southern AZ
RN/LPN
RN/LPN
RN/LPN Applicants
RN/LPN

602-331-8111 x116
602-331-8111 x127
602-331-8111 x190
602-331-8111 x226
520-615-4945
602-331-8111 x119
602-331-8111 x141
602-331-8111 x114
602-331-8111 x149

bnelson@azbn.org
jsage@azbn.org
kgrady@azbn.org
mrappoport@azbn.org
ntwigg@azbn.org
pmidkiff@azbn.org
srachel@azbn.org
ssmith@azbn.org
smunger@azbn.org

Senior Investigators

James (Jim) Ball
Jeanne Bauer
Lorraine Brown
Pat Pavlina, RN, BS
Vicki Johansen

RN/LPN
CNA
RN/LPN
CNA
CNA

602-331-8111 x240
602-331-8111 x150
602-331-8111 x227
602-331-8111 x153
602-331-8111 x151

jball@azbn.org
jbauer@azbn.org
lbrown@azbn.org
ppavlina@azbn.org
vjohansen@azbn.org

Legal Assistants

Kirk Olson
Melissa Vannier

CNA
CNA

602-331-8111 x115
602-331-8111 x117

kolson@azbn.org
mvannier@azbn.org

Legal Secretaries

Barbara Jones
Becky Loar
Dorothy Lindsey
Esther Garcia
Thereasa Berry

Board Minutes
Investigations
CNA Investigations
CNA Investigations
New Complaints/CNA Investigations

602-331-8111 x140
602-331-8111 x146
602-331-8111 x225
602-331-8111 x146
602-331-8111 x122

bjones@azbn.org
bloar@azbn.org
dlindsey@azbn.org
egarcia@azbn.org
tberry@azbn.org

INFORMATION TECHNOLOGY

Loren B. Cobb
Cory Davitt

Information Services Director
Network Administrator

602 367-6743
(602) 331-8111 x173

lcobb@azbn.org
cdavitt@azbn.org

LICENSING

Becky Aranyos
Brent Sutter
Donna Frye
Heather Aranyos
Diana Lucas
Rhonda Rogers
Yvonne Godinez

RN/LPN Exam
RN/LPN Renewals
Advanced Practice – School Nurses
CNA Exam/Endorsements
RN/LPN Endorsements
CNA-Renewals
RN/LPN Endorsements

602-331-8111 x142
602-331-8111 x129
602-331-8111 x188
602-331-8111 x154
602-331-8111 x140
602-331-8111 x121
602-331-8111 x167

baranyos@azbn.org
bsutter@azbn.org
dfrye@azbn.org
haranyon@azbn.org
dllucas@azbn.org
rrogers@azbn.org
ygodinez@azbn.org

MAILROOM

Marlane Brosseau
Rita Kelly-Sierra

Mail Room
Mail Room

602-331-8111 x177
602-331-8111 x147

mbrosseau@azbn.org
rkelly@azbn.org

MONITORING

Stephanie Nelson RN, MS
Dolores Hurtado
Olga Zuniga

Nurse Consultant Monitoring
Legal Secretary - Monitoring
Administrative Secretary - Monitoring & CANDO

602-331-8111 x135
602-331-8111 x123
602-331-8111 x148

snelson@azbn.org
dhurtado@azbn.org
ozuniga@azbn.org

RECEPTIONISTS

Athena Sanchez
Jennifer Butler
Cristina Oates-Lopez
Martha Hernandez

Receptionist
Receptionist
Receptionist
Receptionist

602-331-8111 x144
602-331-8111 x144
602-331-8111 x144
602-331-8111 x 144

asanchez@azbn.org
jbutler@azbn.org
coates-lopez@azbn.org
mhernandez@azbn.org

RECORDS

Charlotte Seechoma

Records Room

602-331-8111 x194

cseechoma@azbn.org

ADDRESS CHANGE AND APPLICATION REQUESTS

Receptionist

602-331-8111 x156

arizona@azbn.org

Summary cont. from pg. 1

portion of baccalaureate prepared nurses in the state.

- * Address dual enrollment within the Articulation Task Force.
- * Assist the Arizona Hospital and Health Care Association to develop educational materials through their Web site on the levels of education in nursing and serve as a resource to high school counselors.

RN to BSN Opportunities

The Universities all described the currently available opportunities for associate degree nurses to obtain a baccalaureate degree.

Grand Canyon College:

Grand Canyon increased enrollment 66% and operates an RN-to-BSN program at both their main campus and St. Joseph's Hospital in Phoenix. A trend for students to enter into the program earlier in their careers was noted. GCU is attempting to meet the needs of the adult learner and anticipates putting the program online soon.

University of Arizona:

U of A has an accelerated RN-to-masters program that has not been as successful as hoped. Enrollment has remained low, and many students "stop out" at the BSN level and do not return. The university has put a moratorium on admission and is re-evaluating the program.

University of Phoenix:

University of Phoenix has on-ground, online, and combination RN-to-BSN programs available. U of P focuses on the adult learner and has student groups in Phoenix, Tucson, Mohave County and Prescott. Over 200 students are enrolled in Phoenix alone.

Northern Arizona University:

NAU has had an RN-to-BSN program since 1980. Currently all courses are on the Web and clinical sites are in the student's home community. The program consists of a health assessment course, a research course, a transitions course for students that did not graduate from a healing community program, and four clinical nursing courses. The university is only allowed to transfer 64 credits (this is true of most regionally accredited universities). The Provost recently approved the transfer of up to 30 additional credits for passing the NCLEX® to enable diploma graduates to more easily enter the program.

Arizona State University:

ASU overhauled the RN-to-BSN curriculum two years ago and offered an RN-to-masters option. Funds were received from the Regents to put courses on the Web. ASU admits a total of 72 students twice a year. ASU has received two training grants to implement their program and has several off-campus sites. ASU credits their program success to the careful selection of qualified faculty and notes that not all faculty members are suited to be successful teachers in an RN-to-BSN track.

Faculty Recruitment

University of Arizona recently successfully recruited 15 qualified faculty members. Successful strategies included advertising in *Nurse Week*, offering an opportunity to teach in an innovative curriculum and, most importantly, revising the salary structure of the university to reflect the 50th percentile for similar institutions of higher learning. The U of A had been at the 25th percentile of salaries for similar institutions according to data collected by the Commission on Collegiate Nursing Education (CCNE).

Arizona Western College reported that increasing the salary for new and current faculty enabled them to hire a full cohort of qualified faculty. The most frequent reason given by a nurse for turning down a faculty position is that they cannot afford the cut in salary that accompanies a teaching position.

The Maricopa program reported success in keeping the faculty pool permanently open. Currently there are 36 applicants in the pool.

Faculty orientation

Opportunities for preparing nurses for teaching were discussed. University of Phoenix has developed a four-course sequence in nursing and health care education available as either a post baccalaureate certificate or master's in nursing specialization. NAU has a master's degree with an educational track. ASU noted that 85% of students in the master's program want an NP program; their educational track is offered every other year due to low enrollment. However, with expansion of the offerings there was a renewed interest in these courses last summer. The associate degree programs expressed the willingness of their faculty to mentor graduate students interested in teaching.

Programs reported the following strategies in orienting new faculty to the teaching role:

- *Pair a new faculty member with an experienced teacher for mentoring
- *Develop a clinical handbook for faculty
- *Enroll faculty in a newly developed course offered by Rio Salado, NCE 276, Clinical Teaching in Nursing: An Overview
- *Shadow an expert teacher for a day
- *Encourage obtaining a post-masters certificate in teaching.

Students with Disabilities

An overview of the Symposium on Nursing Students with Disabilities sponsored by Rush University in Chicago was provided to participants. The numbers and types of disabled students requesting admission into nursing programs is likely to increase. Paraplegic, vision impaired, and profoundly deaf students have successfully completed nursing programs in other areas of the country. Participants made the following comments:

- *Accommodation is not reasonable if it undermines the critical elements of a program.
- *Faculty may need release time to facilitate a severely disabled student and this may decrease available slots in a nursing program.
- *What are the essential experiences for a nursing student?
- *Programs should seek guidance from the A.D.A. counselors on campus when a student with a limiting disability requests admission. The decision to admit or deny admission depends on the support and accommodation this office can provide.

Next Meeting: 2004

All the programs agreed that the day had been productive and the objectives were met. It was decided that the programs would continue to meet annually to discuss issues.

Faculty Recruitment

By Joey Ridenour, RN MN

As 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 faculty members 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 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.

Paradise Valley Community College will be hiring Specially Funded Nursing Faculty for the Spring Semester. Please apply online at www.dist.maricopa.edu/hrweb/faculty_nursing.html For more information please call (480) 731-8465.

SouthWest Skill Center is looking for Instructor (2 Full-Time, 2 part-time) for Nurse Assistant/Practical Nurse Program. Candidate must have BSN and current RN Arizona License and a minimum of 1 year teaching experience. Fax Resume to: D. Singleton RN, MSC, Nursing

Program Coordinator, SouthWest Skill Center at Estrella Mountain Community College or call (623) 535-2713 for more information

ASU College of Nursing is interested in advanced practice nurses in the following areas: pediatric, community health, obstetric, adult health and psychiatric nursing. Please visit our website, <http://nursing.asu.edu>, for complete qualification and application instructions. Arizona State University is an affirmative action/equal opportunity employer. We welcome the interest of qualified faculty in any specialty.

The Maricopa Community College District Nursing Program is seeking full time and part time nursing instructors. Adult medical/surgical, pediatrics, psychiatric/mental health, and obstetrical theory and clinical instructor positions are available. Openings are available year-round, days, evenings and weekends. Bilingual instructors also needed. Applications may be submitted for fulltime positions online: www.dist.maricopa.edu/hrweb/faculty.htm or for part time online: www.dist.maricopa.edu/hrweb/adjunct.html.

Mohave Community College is seeking a Masters prepared nurse for a full time nursing faculty position. Please submit a complete Mohave application, cover letter of interest, resume, and official or unofficial transcripts to Mohave Community College, Attn: Human Resources, 1971 Jagerson Avenue, Kingman, AZ 86401. Applications may be obtained online at www.mohave.edu or call 928-957-0877 for information.



Board Meeting Dates 2004

January 21, 22, 23 September 15, 16, 17
March 24, 25, 26 November 17, 18, 19
May 19, 20, 21 December 10
July 22, 23, 24

Meetings will begin at 9 a.m. Wednesdays and 8:30 a.m. on Thursday and Friday.

All Board Meetings are held at the Board Office and are open to the public. The Board Meeting Agenda is posted on Arizona State Board of Nursing's Web site at www.azboardofnursing.org approximately two weeks prior to each meeting.

BOARD OFFICE WILL BE CLOSED FOR THE FOLLOWING 2004 HOLIDAYS

January 1 - New Year's Day
January 19 - Martin Luther King Day
February 16 - President's Day
May 31 - Memorial Day
July 5 - Independence Day
September 6 - Labor Day
October 11 - Columbus Day
November 11 - Veteran's Day
November 25 - Thanksgiving
December 24 - Christmas Observed
December 31 - New Year's Day Observed

WE NEED TO KNOW.....

.....IF YOU HAVE CHANGED YOUR ADDRESS RECENTLY

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

For your convenience, you may use this form to submit your address change to the Board of Nursing

Name: _____

License/Certification No: _____

Old Address: _____

Old Phone No: (____) _____

New Address: _____

New Phone No: (____) _____

PRIMARY STATE OF RESIDENCE: _____

**Visit us
on the web at
www.azboardofnursing.org**

Scope of Practice Committee Highlights

By Judy Bontrager, RN, MN
Associate Director, Operations

- At the May 20, 2003 meeting, the Scope of Practice committee recommended that the Advisory Opinion on Conscious Sedation for Diagnostic and Therapeutic procedures have one change. The licensed provider responsible for the treatment of the patient and /or prescription of drugs for sedation must be present in the department (rather than in the room, as previously stated) from the time the medication is initiated through the completion of the procedure and must be readily available in the facility to assume care of the patient during the post – procedure period. (Refer to the Web site www.azboardofnursing.org for review of the entire Advisory Opinion). The Board approved this change at their June 2003 meeting.

- At the September 9, 2003 meeting, the Scope of Practice committee discussed the role of Nurse Externs. A question has been placed on the web site about how Nurse Externs are being utilized in Arizona. Please give us your input at www.azboardofnursing.org.

- At the December 2, 2003 meeting, we will be discussing whether we need an Advisory Opinion on Pain Management. Again, we would welcome your input though our Web page.

• *Certified Nursing Assistant Corner* •

Pamela Randolph RN, MS, CPNP

Greetings:

This is the first issue of a regular column that will appear in the quarterly newsletter devoted to C.N.A. issues. Nurses, certified nursing assistants, and those that work with them are invited to submit articles about C.N.A. practice for a C.N.A. page in this newsletter. The Board is seeking stories of how a C.N.A. has been an exemplar in providing safe patient care and has made a difference in the life of a patient. If you are a C.N.A. and have such a story to tell or you work with a C.N.A. and would like to tell about how that C.N.A. that made a difference, please fax or e-mail the story to the Board office (fax and e-mail information below). The Board is planning several activities geared to C.N.A.s and the nurses who work with them.

NURSE ASSISTANT ADVISORY COMMITTEE

The Arizona State Board of Nursing is seeking qualified applicants for positions on the Nurse Assistant Advisory Committee. The purpose of the committee is to make recommendations to the Board on Certified Nursing Assistant matters. Some of the goals of the committee include: establishing an annual meeting for C.N.A. educators, exploring the public and regulatory benefit of the Certified Medication Technician role, developing strategies to educate employers on the eligibility criteria and legal requirements of a Certified Nursing Assistant, and review the Nurse Practice Act and rules as they relate to C.N.A.

The Board is seeking Certified Nursing Assistants, Registered and Practical Nurses that work with Certified Nursing Assistants, C.N.A. program educators, Directors of Nursing, Nursing Home Administrators, representatives of governmental and private agencies, and others interested in C.N.A. issues to serve a 2-year term on the committee.

Duties of the committee members include:

- Attending quarterly meetings in Phoenix
- Active participation in the committee's deliberations/work
- Promoting awareness with their agencies of the final decisions adopted
- Working in collaboration with other committees

If you would like to be considered for a position on the Certified Nurse Assistant Committee, please e-mail prandolph@azbn.org or call Pamela Randolph at 602-331-8111 ext. 139 and provide your address so an application can be sent. Some applicants will be contacted for an informal interview. The Board will approve selected Committee members at the November 4-6, 2003 Board meeting. The first meeting of the committee has been scheduled for December 5, 2003 from 1:00 to 3:30 p.m. in the Board offices.

C.N.A. EDUCATORS RETREAT

Spaces at the C.N.A. Educators Retreat are filling up fast. The registration form and agenda is printed in this newsletter. Famed author and educator Sheila Sorrentino will be

the featured speaker. Board staff will round out the agenda. Bonnie Coach, from Exporior LLC, the vendor for the written and manual C.N.A. tests will be available to answer questions during the lunch hour. However, the best feature of this conference is the opportunity to meet your colleagues. At this retreat, you will have an opportunity to meet and network with other C.N.A. educators. Send your registration in today so you do not miss out.

PRECEPTORSHIP PROGRAM

The Board has received numerous applications from individuals from other states that lack a 120-hour C.N.A. course. If an applicant completed a course that was at least 80 hours but less than 120 hours after February 4, 2000, that applicant can only receive a C.N.A. certificate if he/she completes a preceptorship in a long term care facility of sufficient hours to equal 120 hours. Most applicants need a full 40 hours preceptorship. A preceptorship is defined in A.A.C. R-4-19-101 as "a clinical learning experience by which a learner enrolled in a NATCEP, nursing program, or nurse practitioner course of study provides nursing or nurse assistant services while assigned to a health care worker who holds a license or certificate equivalent to or higher than the level of the learner's program." Any approved C.N.A. program may conduct preceptorships. A long-term care facility-based program that wants to conduct a preceptorship should hire the applicant as a trainee in the C.N.A. program, assess the skill level of the person, and pair them with an experienced C.N.A. Written documentation of the performance of the applicant should be provided to the C.N.A. program coordinator or instructor. The coordinator or instructor should then write a letter to the Board on letterhead that includes the name of the applicant, social security number, the hours in the preceptorship, and a statement that the applicant has successfully completed the preceptorship. The facility may not charge for the preceptorship.

A school or independent program conducting a preceptorship should provide a clinical experience in a long-term care facility under the immediate supervision of a C.N.A. at the facility or under the supervision of on-site faculty and collect the same type of documentation. A preceptorship cannot take place at a sanctioned facility or in a setting other than a long-term care facility. The school or independent program may charge for the service of providing a preceptorship.

An endorsement applicant that has only completed a 75-hour program (minimum OBRA requirement) must enroll and complete an approved Arizona program and re-test.

Contact Information

Pamela Randolph RN, MS, CPNP

prandolph@azbn.org

(602) 331-8111 ext. 139 or Meredith Fountain at ext. 133

FAX: (602) 906-9365

Advanced Practice Corner

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

Advanced Practice Committee Highlights

The Advanced Practice Committee held a meeting on August 22, 2003. The next Committee meeting is scheduled for **Friday, November 14, 2003**, at the Board office, and is open to the public.

Committee meeting dates for **2004** are as follows:

January 9	July 16
March 12	September 10
May 14	November 12

New Co-Chair

Theresa Crawley, CRNA, MSHSA, who was recently appointed to the Board on July 1, 2003, is the new Co-Chair of the Advanced Practice Committee, joining Alice Gagnaire, RN, MSHSA, previous Chair of the Committee.

New Members

The Board recently appointed new members to the

Advanced Practice Committee. Members are appointed by the Board for a 2-year term and may be reappointed for a second 2-year term. The new members are Jennifer Brodie, CPNP; Nancy Cisar, MSN, CNS; Susan Collins, MSN, MEd, FNP; Jane Lacovara, RN-BC, MSN, CNS; Anita Martinez, MS, CNM; Agnes Oblas, MSN, ANP; Lori Rubarth, PhD (C), NNP; Mel Stradling, CRNA; Patti Struck, MSN, FNP; Marla Vogt-Roberts, MSN, CNM; Trish Wickham, CRNA, MHS; and Ken Wysocki, MS, FNP.

Previous Committee members appointed for a second term include: Debra Bergstrom, MS, RN, FNP; Katy Franko-Filipasic, MSN(R), CNM, FNP, RN-CS; Angela Golden, MS, RN, FNP, CNS; Melinda Jacobs, MSN(Ed), ANP; Jan Kenney, MS, FNP; Beth Lee, RN, MS, ANP, COHN-S; Kary O'Connor, RN, MS, CRNFA, CNS; Carrie Solodky-LaBell, ND, MSN, ANP-C, RN-CS; and Leslie Zoltan, RN, CRNA.

Current Issues

The draft Article 5 rules related to Advanced Nursing Practice are still under revision and making their way through the ASBN committees. The final draft of the proposed Article 5 Rules will be published in a future newsletter for your comments prior to their finalization.

The Committee discussed that collaboration for nurse practitioners and prescribing authority for clinical nurse specialists were "sunrise" issues that would require advanced practice nurses working with their professional associations as well as the Arizona State Board of Nursing to introduce through separate legislation. A "sunrise" issue occurs when a proposed change to a statute or rule would result in a significant change in scope of practice.

November Topics

The Committee will discuss a possible advisory opinion on guidelines for the use of controlled substances in the treatment of chronic non-cancer pain. The Committee will also continue their work on the draft Article 5 rules.

DEA Registration

Reminder: Per R4-19-507 (D), a nurse practitioner with prescribing and dispensing authority who wishes to prescribe a controlled substance shall apply to the DEA to obtain a DEA registration number before prescribing a controlled substance. The nurse practitioner shall file the DEA registration number with the Board.

If you have any questions about Advanced Practice or the Committee, please call Karen Grady at (602) 331-8111 ext. 190, or e-mail at kgrady@azbn.org.

On-Line Verification Instructions

To verify RN/LPN/CNA licensure or certification and Temporary licensure for RNs & LPNs ON-Line, follow the instructions below:

1. Send e-mail
To: verify@azbn.org
2. **Leave the subject line blank.**
3. List all the RN/LPN/CNA numbers **OR** the Social Security# (**do not use hyphens in ss#**)
For Temporary RNs or LPNs use the TRN+digits or TLP+digits
Examples:

<u>License or Certificate numbers</u>	<u>Social Security Number</u>
RN +6 or 9 digits	111223333 (all numbers, no hyphens)
LP + 6 digits	
CNA + 9 digits	
TRN + 6 digits	
TLP + 6 digits	
4. Do not type statements or comments; type **only** license, certificate or social security numbers.
5. You may verify as many individuals as you like.

Results will be returned quickly and will give you the following information:

Name of the licensee or certificate holder
 License, or certificate number
 Renewal date
 Date license or certificate was originally issued on
 The status of the license or certificate
 Whether or not the individual has been fingerprinted by ASBN
(Fingerprinting was not required until January 1, 1999)
 Whether or not the nurse has Multi-State privileges

NOTE: If you are verifying a temporary RN or LPN number and the response you receive says that it is not found, try eliminating the "T" from the TRN or TLP and resend (they may have already received their permanent license).

If you have questions or experience problems, please call 602-331-8111.

Arizona State University Begins New Accelerated Nursing Program

By Jeff Holeman, ASU East

Arizona State University is expanding its nursing program to the university's east campus in a move that will help tackle the state's critical nursing shortage.

An accelerated, year-around baccalaureate program will begin at ASU East on Jan. 5, 2004, for up to 40 students. The program will run for 16 consecutive months, in contrast to the undergraduate nursing programs at ASU Main and ASU West, which operate on the normal semester schedule and are completed over 24 months.

"This is an opportunity for ASU to have greater geographic distribution of our program and our graduates," said Mary Killeen, associate dean for undergraduate programs and extended education in the College of Nursing. "We expect this program to address the area's nursing shortage because students are influenced as to where they decide to work by where their clinical learning experiences are located."

"Additionally, we are trying to meet student demand with this new program. Our applicant pool is showing more interest in ASU East than any of the other campuses."

ASU East Provost Charles Backus said adding nursing to the academic program at ASU East is a good fit based on the campus's professional and technical program focus.

"Nursing is a high-demand program, and by hosting a nursing program, ASU East is doing its part to help address this need in the state of Arizona," said Backus. "Nursing also compliments the existing health-focused academic programs that we already have at ASU East. With nursing, exercise and wellness, nutrition and human health studies, ASU East will offer a spectrum of health-focused degrees aimed at preventing and caring for illness and injury in society."

The new program is projected to grow to 70 students within five years, and students will be admitted each January. By comparison, the Main campus program admits 60 students, twice a year, and the ASU West-hosted program admits 20 students, twice a year.

The College of Nursing is based on Main campus, but now offers the upper division major on ASU's West and East campuses. The curriculum and courses are the same, regardless of where delivered. The accelerated pace at ASU East will allow students to complete program requirements sooner without compromising the curriculum.

Graduates of the new nursing program location will receive a bachelor of science in nursing, completing essentially their junior and senior years at ASU East. "The goal in the long run is for students to be able to meet all their degree requirements at the East campus," Killeen said.

The health care industry in the fast-growing East Valley will benefit from the program being located at ASU East, Killeen said. Particularly, students will receive practicum experience in East Valley hospitals and community agencies. Between 89 and 95 percent of ASU nursing graduates, remain in the state to work, according to College of Nursing statistics.

"This is the latest step ASU is taking to directly improve health care services in the state of Arizona," she said

For the program expansion to be successful, the College of Nursing is actively searching for nurses who are interested in teaching and can convey their enthusiasm for the profession to the next generation of nurses. To learn more about teaching opportunities, contact Stacey Buchanan at 480-965-2668.

Students for the first class have already submitted their applications. Applicants for the next class in January 2005 must apply by July 2004. Contact the College of Nursing Student Services Office at 480-965-2987 for more information.

Regulation Rundown

By Pamela Randolph RN, MS, CPNP

Current Rule Activity

Article 3. Licensure. The public was invited to an open meeting to make comment, or suggestions to a draft of this rulemaking on August 15, 2003, at 9 a.m. Comments were received commending the Board for the foreign nurse rules and the clarity of the school nurse rules. The Board approved the Notice of Proposed Rulemaking on September 19 and it was forwarded to the secretary of state for publication in the *Register*. The Board will conduct a formal oral proceeding on November 19th at 1 p.m. at the Board offices. The Board will then vote on the final rule package at their December 12th meeting and the package will be forwarded to the Governor's Regulatory Review Council for their February meeting. The amended rules are expected to become effective around mid-April, 2004.

Article 5. Advanced Practice Nursing. Advance Practice Committee has approved a draft of this rule. The Law and Rules Committee will review the draft rule at their October 8th meeting. After review by the appropriate communities of interest, the proposed rulemaking will be published on the Web for public comment. Amendments to R4-19-403,

Unprofessional Conduct in Article 4, will be added to this rulemaking package because advanced practice nurses have requested that items relating to prescribing and dispensing be moved to the prescribing and dispensing sections of Article 5.

Future Rule Activity

Article 4. Regulation. Part of this article will be amended as described above with Article 5.

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

Article 2. Arizona Professional and Practical Nursing Programs. The Education Committee will be discussing possible changes to program rules at an upcoming meeting.

Article 8. Certified Nursing Assistants. The Nurse Assistant Advisory Committee will review this article and propose amendments.

The person to contact at the Board regarding rules is:

Pamela Randolph
Nurse Practice Consultant
1651 E. Morten Suite 210
Phoenix, AZ 85020
602-331-8111 ext 139
e-mail: prandolph@azbn.org

Sanctioned Programs

FACILITY	CITY	BEGIN DATE	END DATE	COMMENTS
Beverly Healthcare Shadow Mountain	Scottsdale	04/30/03	04/30/05	
Chinle Nursing Home	Chinle	12/18/01	12/18/03	Waiver currently in effect
Desert Sky Healthcare & Rehabilitation	Phoenix	06/18/03	06/18/05	
Esperanza	Phoenix	04/11/03	04/11/05	
Evergreen Health Care	Mesa	07/27/03	07/27/05	
Glendale Care Center	Glendale	12/11/01	12/11/03	
Infinia at Cottonwood	Cottonwood	06/16/03	06/16/05	
Infinia at Show Low	Show Low	11/13/01	11/13/03	
(formerly Pueblo Norte Nursing)				
Life Care Center of Paradise Valley	Phoenix	06/11/03	06/11/05	
Sunbridge Park Villa	Tucson	11/16/01	11/16/03	

• *Education Corner* •

Pamela Randolph RN, MS, CPNP

Establishing a New Nursing Program

During the past several months, the Board has received numerous calls from educational institutions, health care facilities and private individuals wishing to establish an RN or LPN program. Under Arizona Revised Statutes section 32-1606, the Board must approve all new nursing programs. New programs must demonstrate compliance with the Rules of the Board found in the Arizona Administrative Code, Chapter 4, Title 19, and Article 2. The Board requires a parent institution that proposes to offer a nursing program be regionally accredited (R4-19-201). "Regionally accredited" means an educational institution is accredited by the New England Association of Schools and Colleges, Middle States Association of Colleges and Secondary Schools, North Central Association of Colleges and Schools, Northwest Association of Schools and Colleges, Southern Association of Colleges and Schools, or Western Association of Schools and Colleges (R4-19-101). The program needs to be an integral part of the regionally accredited education institution and have their relationship detailed in an organizational chart. The educational institution must then center control of the program in the nursing administrator of the program. The Board is very interested in facilitating the offering of new programs and the expansion of existing programs that meet the rule requirements.

Other rules that govern nursing programs include the following: a comprehensive evaluation plan; mission and goals consistent with the parent institution; clinical contracts that allow for faculty to select learning experiences and for students to complete a clinical experience before the contract expires; resources in terms of library access, classrooms, faculty offices and skill labs; qualified instructors and administrator; secretarial help for faculty and the administrator; and a curriculum that covers the scope of practice. All new programs need to apply for application approval first, then if that is granted, provisional approval. A site visit is conducted with a comprehensive report to the Board before provisional approval is considered.

Please visit the Board Web site www.azboardofnursing.org to access the statutes and rules under the heading: Nurse Practice Act. Please call the Education Consultant at 602-

331-8111 extension 139 for consultation on any plans to provide a nursing program.

Education Committee Meetings:

Meetings of the Education Committee are open to the public. Meeting dates have been set for October 15, 2003, at ASU West, November 14, 2003, at Cowden Center, John C. Lincoln Health Network, January 16, 2004, at the Board offices, February 13, 2004, at the Board offices, April 23, 2004, at the Board offices, and August 27, 2004, at the Board offices. All meetings start at 9:30 a.m. and conclude when the agenda is finished. For more information on attending a meeting, please contact Pamela Randolph at 602-331-8111 ext. 139 or prandolph@azbn.org.

Board Actions on Education Programs

July 24, 25, and 26

Approved new C.N.A. programs at:

Emmanuel Nurse Assistant Training Program—Phoenix

Glendale High School—Glendale

Independence High School—Glendale

Lingnefelter Center—Kingman

Pima CTD at Acosta Job Corp.—Tucson

Pima Community College Center for Training and Development was issued a consent for a Civil Penalty for \$400.00 for operating a C.N.A. program without Board approval

September 17, 18, and 19

Approved new C.N.A. program at: Villa Campana Health Care Center—Tucson

Approved request of Arizona State University to increase enrollment and open hosted program at ASU East

Approved request of the Maricopa Community College District Nursing Program to open a site at Paradise Valley Community College in partnership with John C. Lincoln Health Network

Received for information a report from Grand Canyon University that they will begin admitting to their master's and FNP programs

Issued letter of concern to Northern Arizona University for exceeding the 1 to 10 instructor to student ratio for 3 days at Tuba City Hospital

Approved nursing program at Northern Arizona University under the following conditions:

a. Within 60 days the program Chair is to submit a statement that all part-time clinical faculty that have been employed more than a year have been evaluated;

b. Within 60 days the program is to submit an evaluation plan that meets the criteria of R-19-201 (I) including the category of protection of patient safety and evaluative criteria; and

c. Within 6 months, the program is to submit a contract with Northern Arizona Healthcare that reflects the requirements of R4-19-201 (F).

Issued Notice of Deficiency to the C.N.A. program (NRS 104) at Pima Community College West for failure to comply with R4-19-801 regarding student records.

Nursing Assistant Programs: Current Approved Program List - September 24, 2003

Facility

Apache Junction Health Care Center
Apache Junction (480) 983-0700

Arizona Eastern Star
Phoenix (602) 954-9178

Beatitudes Campus of Care
Phoenix (602) 995-2611

Bryans Extended Care
Phoenix (602) 870-6060

Capri Care Center
Phoenix (602) 944-1574

Casa Del Mar Nursing & Rehabilitation Center, Sunbridge
Scottsdale (480) 994-1333

Catalina Health Care Center
Tucson (520) 795-9574

Chandler Health Care Center
Chandler (480) 899-6717

Christian Care Nursing Center
Phoenix (602) 861-3241

Chula Vista Nursing Home
Mesa (480) 832-3903

Citadel Care Center
Mesa (480) 832-5555

Copper Mountain Inn
Globe (928) 425-5721

Desert Cove Nursing Center
Chandler (480) 899-0641

Desert Life Rehabilitation and Care Center
Tucson (520) 297-8311

Devon Gables Health Care Center
Tucson (520) 296-6181

East Mesa Care Center, Sunbridge
Mesa (480) 832-8333

Evergreen Sun City
Sun City (623) 933-0022

Gardens Rehab & Care Center, The
Kingman (928) 718-0718

Gila River Indian Care Center
Laveen (520) 430-3813

Good Shepherd Retirement Community
Peoria (623) 875-0100

Handmaker's Jewish Services for the Aging
Tucson (520) 881-2323

Havasu Nursing Center
Lake Havasu (928) 453-1500

Heather Glen Care Center
Glendale (623) 842-4025

Infinia at Camp Verde, formerly Arbors Healthcare
Camp Verde (928) 567-5253

Infinia at Flagstaff
Flagstaff (928) 779-6931

Infinia@Safford Care Center
Safford (520) 428-4910

Kachina Point Healthcare & Rehab
Sedona (928) 284-1000

Kivel Campus of Care
Phoenix (602) 956-3110

La Canada Care Center
Tucson (520) 797-1191

La Colina Health Care
Tucson (520) 294-0005

Lake Hills Inn
Lake Havasu City (928) 505-5552

Life Care Center at South Mountain
Phoenix (602) 243-2780

Life Care Center of North Glendale
Glendale (602) 843-8433

Life Care Center of Scottsdale
Scottsdale (480) 860-6396

Life Care Center of Tucson
Tucson (520) 575-0900

Lingenfelter Center
Kingman (928) 718-4852

Marriott's Forum Pueblo Norte
Scottsdale (480) 948-5800

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 (520) 474-6896

Phoenix Mountain Nursing Center
Phoenix (602) 996-5200

Plaza Del Rio Care Center
Peoria (623) 933-7722

Prescott Samaritan Village
Prescott (928) 778-2450

Prescott Valley Samaritan Center
Prescott Valley (928) 775-0045

Quiburi Mission
Benson (520) 586-2372

Ridgecrest Health Care
Phoenix (602) 482-6671

SilverRidge Village
Bullhead City (928) 763-1404

Southern Arizona Veteran's Administration Medical Center
Tucson (520) 792-1450

Sun Grove Village Care Center
Peoria (623) 566-0642

The Peaks
Flagstaff (928) 774-7160

Valley Health Care
Tucson (520) 296-2306

Villa Campana Health Care Center
Tucson (520) 731-8500

Hospital

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

Independent

Academy for Caregiving - Chapter Classroom - American Red Cross
Phoenix (602) 347-6501

Academy for Caregiving @ East Valley Service Center - American Red Cross
Phoenix, (602) 347-6501

Academy for Caregiving @ Humanities & Science
Phoenix (602) 347-6501

Academy for Caregiving @ Pioneer Home Prescott
Phoenix (602) 336-6660

Academy for Caregiving at Sun Health
Phoenix (602) 336-6660

Banker's NA Program at Desert Highlands
Kingman (928) 716-3035

Caring Connection, The
Amado (520) 398-2090

Direct Care Giver Association
Tucson (520) 325-4870

Dynamic Registry Nursing Assistant Program
Glendale (623) 435-9000

Fred G. Acosta Job Corps
Tucson (520) 792-3015

Horizon Health Care Inst @ Wickenburg Regional Med Center - Wickenburg AZ
Sierra Vista (520) 417-2955

Horizon Health Care Inst. @ Las Fuentes - Care Center Prescott
Sierra Vista (520) 417-2955

Horizon Health Care Institute
Sierra Vista (520) 417-2955

Horizon Health Care Institute @ Holy Cross - Nogales
Sierra Vista (520) 417-2955

Horizon Health Care Inst. @ Infinia of Douglas
Sierra Vista (520) 417-2955

Medical Services Company
Phoenix (602) 867-0212

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

The River CNA Program @ Silver Ridge Village
Bull Head (928) 763-1404

Tuba City Regional Health Care NA Program
Tuba City (928) 283-2524

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

Arizona Western College
Yuma (928) 726-1000

AWC Nursing Assistant at La Paz Parker
Buckeye Union High School CNA Training Program
Buckeye (623) 386-9719

Cactus High School CNA Program
Glendale (623) 412-5000

Centennial High School
Peoria (623) 412-4445

Central Arizona College
Apache Junction (480) 288-4017

Central Arizona College - Signal Peak Campus
Apache Junction (480) 288-4017

Central Arizona College - Signal Peak Campus/NUR121
Apache Junction (480) 288-4017

Central Arizona College @ Casa Grand UHS
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-Sierra Vista
Sierra Vista (520) 364-7943

Coconino Community College
Flagstaff (928) 527-1222

Coconino Community College/Page
Page (928) 645-3987

Coconino High School
Flagstaff (928) 522-6140

College America CNA Program
Flagstaff (928) 526-0763

Cortez High School Glendale District
Phoenix (602) 993-6826

Dysart High School
El Mirage (623) 876-7000

Dysart HS @ Southwest Skill Center
Avondale (623) 535-2772

East Valley Institute of Technology
Mesa (480) 461-4052

Eastern Arizona College - Thatcher
Thatcher (928) 428-8389

Emmanuel Nursing Assistant Training Program
Phoenix (602) 674-8888

Flagstaff High School
Flagstaff (928) 773-8135

Gateway CC - EVIT
Phoenix (602) 286-8529

Gateway Community College
Phoenix (602) 392-5025

Gila County Community College Dist. - Globe
Globe (928) 425-8481

Gila County Community College Dist. - Rim Country
Payson (928) 468-8039

Programs cont. on pg. 14

Programs cont. from pg. 13

Glendale Community College
 Glendale (623) 845-3264
 Glendale High School
 Glendale (623) 848-5127
 Globe High School
 Globe (602) 425-3211
 Independence H.S.
 Glendale (623) 435-6100
 International Institute of the Americas
 Phoenix (623) 849-8208
 Lamson College
 Scottsdale (480) 898-7000
 Maricopa Skill Center
 Phoenix (602) 238-4300

Mesa Community College
 Mesa (480) 461-7106
 Mesa Community College/Boswell
 Sun City (623) 974-7837
 Metro Tech
 Phoenix (602) 271-2600
 Miami High School
 Miami (928) 425-3271
 Mingus Union High School
 Cottonwood (928) 634-7531
 Mohave Community College-Bullhead City
 Bullhead City (928) 855-7812
 Mohave Community College-Kingman
 Kingman (928) 855-7812
 Mohave Community College-LHC
 Lake Havasu City (928) 855-7812
 Mohave High in Partnership w/Mohave Community College
 Bullhead City (928) 763-0288
 Northern Pioneer College NAT 101 White Mountain
 Campus High School
 Holbrook (928) 532-6133
 Northern Pioneer College NAT 101 WMC 8 Week Course
 Holbrook (928) 532-1633
 Northland Pioneer College, NAT 101 5 wk Little
 Colorado Campus
 Holbrook (928) 289-4678
 Northland Pioneer, Nat 101 Video
 Holbrook (928) 352-6133
 Northwest Education Ctr
 Glendale (623) 845-4000
 Page High School
 Page (928) 608-4138
 Paradise Valley Community College
 Phoenix (602) 787-7288
 Paradise Valley High School fka Paradise Valley
 Unified School District
 Phoenix (602) 867-5554
 Phoenix College
 Phoenix (602) 285-7133
 Phoenix Job Corps Center
 Phoenix (602) 254-5921

Pima Community College (CTD)/Desert Vista
 Tucson (520) 295-5113
 Pima Community College CTD @ Tucson Medical Center
 Tucson (520) 206-5113
 Pima Community College CTD @ Carondolet
 Tucson (520) 206-5113
 Pima Community College-West Campus - NRA 101
 Tucson (520) 206-6661
 Pima Community College-West-NRS104
 Tucson (520) 206-6661
 Pima CTD@Acosta Job Corps
 Tucson (520) 206-5176
 Pima Medical Institute/Mesa
 Mesa (480) 898-9898
 Precision High School
 Phoenix (602) 453-3661
 Saguaro High School
 Scottsdale (480) 443-7200
 Scottsdale Community College
 Scottsdale (480) 423-6000
 Southwest Skill Center @ Estrella Mtn. CC
 Avondale (623) 535-2772
 Sunnyslope High School and Bryans Extended Care
 Partnership
 Phoenix (602) 870-6060
 Thunderbird - Greenway CNA Program Nursing
 Assistant Program
 Glendale (602) 588-5775
 Tucson College
 Tucson (520) 296-3261
 Washington High School
 Glendale (623) 848-5127
 Yavapai Community College-Prescott
 Prescott (928) 778-2450
 Yavapai Community College-Verde Campus
 Clarksdale (928) 445-7300

NOTE: COLLEGE AND/OR VOCATIONAL-BASED PROGRAMS MAY OFFER THE NURSING ASSISTANT TRAINING PROGRAM AT MORE THAN ONE CAMPUS LOCATION.

CC: Experior - fax 426-1314
 DHS LTC- fax 395-8910

The Arizona State Board of Nursing Presents
Fall CNA Educator's Retreat
A Conference for CNA Educators
November 21, 2003

PRESENTERS FEATURED

Sheila Sorrentino, RN, PhD:

Dr. Sorrentino is a well-known Mosby author of several nursing assistant textbooks and teaches at Bradley University in Peoria, Illinois. She is nationally recognized as an expert in the areas of curriculum, management, delegation and assistive personnel.

Pamela K. Randolph, RN, MS, PNP:

Ms. Randolph is the Education Consultant for the Arizona State Board of Nursing, and previously served on the Board for 7 years with 2 years as president. She has extensive teaching experience at both the community college and baccalaureate levels.

SCHEDULE

- 9:00 - 9:50 a.m.
Registration and Continental Breakfast
- 9:50 - 10:00 a.m.
Introduction
- 10:00 - 11:00 a.m.
Teaching/Learning: Faculty and Students on the "Same Page"
Presented by Sheila Sorrentino
- 11:00 - 12:00 noon
Putting Power in Your Policies
Presented by Pamela Randolph
- 12:00 - 1:30 p.m.
Buffet Lunch
- 1:30 - 2:30 p.m.
Delegation: Nurses and C.N.A.s on the "Same Page"
Presented by Sheila Sorrentino
- 2:30 - 3:30 p.m.
Board Cases: Lessons Learned
Presented by ASBN Investigators
- 3:30 - 4:00 p.m.
Evaluations

Fees include continental breakfast and lunch:

Before November 1st. \$50 per person
November 1st or later \$75 per person

Registration Form Submit one form for each person attending

Name _____

Educational Institution _____

Position _____

Address _____ City _____ State _____ Zip _____

Phone () _____ Fax () _____ E-mail _____

Amount Enclosed: ___\$50 or ___\$75 (check one)

Please pay by check or money order and make payable to Arizona State Board of Nursing and mail to:

Arizona State Board of Nursing
Attn: Meredith Foundation, Education
1651 E. Morten, Suite 210
Phoenix, AZ 85020-4613

Refunds: Money will be refunded only in the event the conference is cancelled.

RN/LPN DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
1/23/2003*	Alford, Donna J.	RN ENDORSEMENT APPLICANT	License Denied	Misconduct
8/7/2003	Andro, Carolyn	RN097968	Decree of Censure	Drug Abuse
7/23/2003	Arney, Karen	RN087197	Probation	Drug Abuse, Drug Diversion - Self
7/23/2003	Asher-Weigel, Ginger	RN053183	Probation Completed	
8/8/2003	Austin, Michelle	RN124266/LP032057	Decree of Censure with Fine	Criminal Conviction, Fraud, Deceit-Obtaining License
7/22/2003	Badertscher, Kirk	RN083181/LP026939	Revocation/Non-Voluntary	Misconduct - Drug Related, Drug Abuse, Failure to Respond
9/11/2003	Bazua, Angelica	RN070040	Probation	Suspension Completed
7/23/2003	Bemis, Frances	RN049713	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Practicing Beyond Scope
7/2/2003	Blanchard, Sarah	RN123565/LP037945	Decree of Censure	Drug Related
8/3/2003	Bogi, Mercedes	RN115889	Decree of Censure	Failure to Maintain Minimal Standards, Practicing Beyond Scope
7/22/2003	Bowen, Vicki	LP032337	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Failure to Follow Orders: Policy & Procedures, Violating Board Order
7/22/2003	Brady, Patricia	LP032063	Revocation/Non-Voluntary	Unsafe Practice, Medication Errors, False Documentation
8/18/2003	Bristol, Retha	RN098273	Decree of Censure	Failure to Maintain Minimal Standards
8/14/2003	Bunger, Janice	RN114625	Voluntary Surrender	Drug Diversion - Self
7/2/2003	Burgess, Caroline	LP033932/CNA600752213	Voluntary Surrender	Failure to Maintain Minimal Standards, Practicing Beyond Scope, Leaving Duty Station
7/23/2003	Carosi, Paul	RN066603/AP0209/AP1154	Voluntary Surrender	Failure to Maintain Minimal Standards, Practicing Beyond Scope (APRN), Writing Illegal RX

RN/LPN Disciplinary Action, cont. on pg. 19

*RN/LPN Disciplinary Action cont. from pg. 18****RN/LPN DISCIPLINARY ACTION******July - September 2003***

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
8/12/2003	Carter, Valerie	LP019735	Revocation/Non-Voluntary	Violating Board Order
6/3/2003*	Casey, Joan	LP015447	Voluntary Surrender	Misdemeanor, Alcohol Abuse
7/17/2003	Cawthern, Renate	RN112297	Decree of Censure	Unsafe Practice, Failure to Assess
8/13/2003	Christy, Laura	RN116691	Decree of Censure	Misdemeanor, Alcohol Abuse
6/17/2003*	Cole, Jacques	RN123221	Probation	Action in Another Jurisdiction
7/28/2003	Combs, Kathleen	LP038751	Probation	Action in Another Jurisdiction
8/14/2003	Costello, Lisa	RN063369	Decree of Censure	Failure to Assess, Failure to Intervene, Documentation Errors
7/23/2003	Crawford, David	RN111715	Probation Completed	
3/6/2003*	Crawford, Donald	LP EXAM APPLICANT	License Denied	Misdemeanor, Unsafe Practice, Misconduct
9/24/2003	Cuesta, Anselmo C.	RN097695	Probation Completed	
6/3/2003*	Darwin, Karen	RN086437	Voluntary Surrender	Felony, Criminal Conviction-Drug Related, Drug Abuse
8/12/2003	David, Sandra	RN100893	Revocation/Non-Voluntary	Drug Abuse, Violating Board Order
4/25/2003*	Doerty, Carrie	RN114579	Decree of Censure	Drug Abuse, Positive pre-employment urine drug screen
8/5/2003	Dudley, Patricia	LP020832	Decree of Censure	Failure to Intervene, Documentation Errors
9/2/2003	Dyckman, Darlene	RN090813	Probation Completed	
6/13/2003*	Edgell, Ronald P.	RN ENDORSEMENT APPLICANT	License Denied	Sexual Misconduct-Indecent exposure/trespassing, Fraud, Deceit-Obtaining License
9/16/2003	Elias, Suzanne M.	RN114258	Voluntary Surrender	Medication Errors, Wastage Errors, False Documentation
6/26/2003*	Empson, Thomas	RN071132	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders

RN/LPN Disciplinary Action, cont. on pg. 20

RN/LPN Disciplinary Action cont. from pg. 19

RN/LPN DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
7/18/2003	Filaseta, Bart	RN050455/LP015949	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Assess, Failure to Intervene
7/31/2003	Fincher, Teresa	RN086519	Stayed Revocation w/Probation	Drug Abuse, Failure to Maintain Minimal Standards
7/25/2003	Foley-Perdue, Cherie	RN117240	Probation	Failure to Maintain Minimal Standards, Wastage Errors, Drug Diversion - Self
4/25/2003*	Ford, Blondell	LP ENDORSEMENT APPLICANT	License Denied	Felony, Fraud, Deceit-Check Forgery
7/1/2003	George, Anne	RN101520	Probation	Drug Abuse, Alcohol Abuse, Drug Use on Duty - Pre-employment drug screen positive
9/8/2003	Giles, Jennifer	RN098773	Suspension	Drug Abuse, Drug Use on Duty, Drug Diversion - Self
8/18/2003	Goodman, Jane	LP013971	Decree of Censure	Failure to Follow Orders, False Documentation
7/18/2003	Graham-Clark, Jan	RN050068	Suspension	Drug Related-Suspected impairment on duty, Failure to cooperate
8/20/2003	Grant, Lara M.	RN111890	Decree of Censure	Documentation Errors, Drug Abuse
8/12/2003	Green, James	LP026603	Revocation/Non-Voluntary	Violating Board Order
7/25/2003	Gregoire, Nora	RN082587	Probation	Drug Abuse
8/20/2003	Gregory, Mona	LP028864	Decree of Censure	Misdemeanor, Alcohol Related
7/18/2003	Harvey, Hollis	RN107238	Probation	Medication Errors, Wastage Errors, Violating Board Order
8/20/2003	Hasier, Estelle	LP018531	Voluntary Surrender	Documentation Errors
7/18/2003	Hawkins, Brian	LP035707	Voluntary Surrender	Failure to Maintain Minimal Standards, Sexual Misconduct-Boundaries
7/9/2003	Heglin, Lexi	RN027823	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Assess, Documentation Errors
7/22/2003	Hodson, Jon	RN067738	Stayed Revocation w/Suspension	Drug Abuse, Drug Use on Duty
6/13/2003*	Hughes, Richard	RN ENDORSEMENT APPLICANT	License Denied	Fraud, Deceit-Theft, Failure to Cooperate with Board
9/5/2003	Hurt, Nancy	RN104531	Probation Completed	

RN/LPN Disciplinary Action, cont. on pg. 21

*RN/LPN Disciplinary Action cont. from pg. 20****RN/LPN DISCIPLINARY ACTION******July - September 2003***

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
9/17/03	Hussain, Khalid	RN072866	Probation	Suspension Completed
7/15/2003	Jocque, Monica	RN100895	Suspension	Drug Abuse, Violating Board Order
9/18/2003	Johnson, Veronica E.	RN076109	Probation Completed	
7/18/2003	Joyce, Anastacia	LP EXAM APPLICANT	License Denied	Theft – Client, Unsafe Practice, Failure to Maintain Minimal Standards
7/23/2003	Karamargin, Georgia	RN095240/CNA135603774	Probation Completed	
6/12/2003*	Kay, Susan	LP ENDORSEMENT APPLICANT	License Denied	Misdemeanor, Failure to Maintain Minimal Standards
7/21/2003	Kern, Jason	LP036078	Probation	Unprofessional Conduct, Failure to Maintain Minimal Standards
7/7/2003	Koepfer, Dawn	LP ENDORSEMENT APPLICANT	Probation	Writing Illegal RX, Action in Another Jurisdiction
9/18/2003	La Fontaine, Elizabeth D.	RN109966	Probation Completed	
7/1/2003	Landt, Martha	RN115857	Decree of Censure	Unsafe Practice, Documentation Errors, Wastage Errors
7/1/2003	Lane, Kristie	RN101850	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Documentation Errors
7/22/2003	Liddy, Dawn	RN115707/LP036119	Probation	Failure to Maintain Minimal Standards, Documentation Errors, Medication Errors
6/4/2003*	Lipson, Terese	RN069181	Voluntary Surrender	Drug Abuse, Drug Diversion - Self
7/23/2003	Long, Christen	RN124035	Probation	Failure to Maintain Minimal Standards, Theft - Employer
7/18/2003	Lopez, Carol	RN090604	Suspension	Failure to Maintain Minimal Standards, Drug Abuse, Alcohol Abuse
6/25/2003*	Mack, Norman	LP018901	Probation	Drug Abuse, Alcohol Abuse, Action in Another Jurisdiction
7/8/2003	Marshall, Judy	LP035271	Probation	Drug Abuse, Drug Diversion – Self, Writing Illegal RX
9/18/2003	Martin, Martha A.	RN119640/LP024215	Probation Completed	
6/11/2003*	Mayes, Gwendolyn	LP031165	Revocation/Non-Voluntary	Documentation Errors, Wastage Errors, Violating Board Order
8/7/2003	Mcintosh, Angela	LP036527	Decree of Censure	Failure to Intervene, Documentation Errors
6/13/2003*	Mendez, Melvina	RN123215	Probation	Misdemeanor, Theft – Employer, Drug Abuse
7/24/2003	Miller, Jeanette	LP024967	Voluntary Surrender	Medication Errors, False Documentation, Leaving Duty Station
6/28/2003*	Mitchell-Wilson, Susan	RN064973	Decree of Censure	Failure to Maintain Minimal Standards
6/19/2003*	Moeller, Rose	LP005003	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Assess

RN/LPN Disciplinary Action, cont. on pg. 22

RN/LPN Disciplinary Action cont. from pg. 21

RN/LPN DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
6/20/2003*	Montesano, Anna	RN037730	Voluntary Surrender	Drug Use on Duty, Drug Diversion – Self, Failure to Comply w/Requirements in Impaired Nurse Program
9/10/2003	Mount, Anthony K.	RN117418	Decree of Censure	Drug Related-Other
7/22/2003	Mulford, Robert	RN111363	Revocation/Non-Voluntary	Drug Diversion – Self, Violating Board Order, Failure to Respond
7/7/2003	Noriega, Nancy	RN040222	Suspension	Voluntary Suspension
6/26/2003*	Prats, Gail	RN072526	Probation	Failure to Maintain Minimal Standards, Unsafe Practice, Alcohol Abuse
7/28/2003	Rayborn, Ronald	LP028339	Probation	Failure to Maintain Minimal Standards, Sexual Misconduct-Boundaries, Sexual Harassment
7/23/2003	Rojas, Teresa	RN117410	Probation Completed	
7/23/2003	Rosado, Manuela	LP028871	Decree of Censure	Patient Abuse
8/3/2003	Ross, Margie	LP015130	Decree of Censure	Unprofessional Conduct
6/20/2003*	Ruelas, Gregory	LP038600	Probation	Theft - Employer
3/6/2003*	Sapp, Tamotha	RN ENDORSEMENT APPLICANT	License Denied	Arrest for child abandonment & fraud
9/18/2003	Sardina, Richard A.	RN097407	Probation Completed	
8/22/2003	Self, Cheryl	RN063054	Revocation/Non-Voluntary	Violating Board Order
6/20/2003*	Self, Cheryl	RN063054	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Drug Related, Failure to Comply w/Requirements in Impaired Nurse Program
7/17/2003	Shaikh, Marie	RN088227/LP028572	Suspension	Failure to Maintain Minimal Standards, Unsafe Practice, Medication Errors
8/5/2003	Sinclair, Susan	RN069303	Suspension	Voluntary Suspension
8/15/2003	Smith, Jane	LP036207	Decree of Censure	Unprofessional Conduct
7/24/2003	Sulenta, Clara	RN108289	Voluntary Surrender	Failure to Maintain Minimal Standards, Drug Abuse
6/14/2003*	Susi, Wendy	LP031506	Probation	Misdemeanor, Alcohol Abuse
7/25/2003	Tachias, Paul	RN110220	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice
9/2/2003	Taylor-Anderson, Joyce	RN052927	Suspension	Alcohol Abuse, Violating Board Order
7/23/2003	Taylor-Anderson, Joyce	RN052927	Stayed Suspension w/Probation	Alcohol Abuse, Failure to Comply w/Requirements in Impaired Nurse Program
7/10/2003	Telford, Wendell	RN034482	Voluntary Surrender	Violating Board Order
6/18/2003*	Tellez, Lori	LP026687	Stayed Revocation w/Suspension	Misdemeanor, Alcohol Abuse, Failure to Comply w/Requirements in Impaired Nurse Program

RN/LPN Disciplinary Action, cont. on pg. 23

*RN/LPN Disciplinary Action cont. from pg. 22****RN/LPN DISCIPLINARY ACTION******July - September 2003***

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
7/30/2003	Tierney, Jennifer	RN092825	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply w/Requirements in Impaired Nurse Program, Dishonest regarding her relapse
8/20/2003	Tierney, Jennifer	RN092825	Voluntary Surrender	Drug Abuse, Drug Diversion – Self, Failure to Comply w/Requirements in Impaired Nurse Program
8/12/2003	Tucker, Sandra	RN083694	Voluntary Surrender	Violating Board Order
6/13/2003*	Vangoethem, Deborah	RN ENDORSEMENT APPLICANT	License Denied	Misdemeanor, Alcohol Abuse, Failure to Cooperate with Board
6/12/2003*	Venegas, Melissa J.	RN ENDORSEMENT APPLICANT	License Denied	Misdemeanor, Failure to Maintain Minimal Standards
7/7/2003	Ventrone, Jean	RN062807	Suspension	Writing Illegal RX, Failure to Comply with Requirements in Impaired Nurse Program
8/27/2003	Vierther, Basilea	LP005295	Decree of Censure	Failure to Maintain Minimal Standards, Practicing Beyond Scope
8/19/2003	Wariner (Fritz), Earlene	RN033016	Revocation/Non-Voluntary	Violating Board Order
6/17/2003*	Whelton, Nancy	RN106268	Suspension	Drug Screen positive for Demerol w/o a valid prescription, Violating Board Order
8/17/2003	Wilber, John	RN082531	Decree of Censure	Positive Drug Screen without a valid prescription
8/4/2003	Wilson, Kara	RN121495	Probation	Misdemeanor-Alcohol Related, Alcohol Abuse
8/7/2003	Wood, Kelly	RN086858	Probation	Failure to Maintain Minimal Standards, Practicing Beyond Scope

CNA DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
6/13/2003	Almonte, Claudia	CNA Applicant	Certificate Denied	Obtaining Certificate by Fraud; Failure to Cooperate
6/13/2003	Arreola-Ramirez, Helen M.	CNA701980803	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Criminal Conviction (alcohol related); Failure to Cooperate
6/11/2003	Avey, Catherina D.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Sale of Drugs; Failure to Cooperate
5/27/2003	Baca, Glenda A.	CNA999998392	Civil Penalty	Criminal Conviction; Failure to Cooperate
7/18/2003	Baker, Teresa A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud; Failure to Cooperate
7/22/03	Batson, Dorothy	CNA 809861103	Revocation/Non-Voluntary	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related
3/7/2003	Becerra-Mendivil, Rocio	CNA Applicant	Certificate Denied	Criminal Conviction (arrest/diversion program completed); Failure to Cooperate
6/13/2003	Begay, Jacklean	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Alcohol Abuse
4/24/2003	Boughan, John E.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor Alcohol Related; Fraud/Deceit (employment applications)
5/8/2003	Brandenburg, Sherry E.	CNA999949183	Civil Penalty	False Documentation; Theft - Employer
4/24/2003	Calone, Leonard J.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Maintain Minimal Standards; Failure to Cooperate
6/11/2003	Cannady, Mark W.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Failure to Cooperate
5/8/2003	Carusillo, Deborah Lynn	CNA999993393	Civil Penalty	Drug Related (positive drug screen)
4/24/2003	Castillo, Carmen	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
4/24/2003	Castro, Rebecca	CNA Applicant	Certificate Denied	Drug Use on Duty; Theft - Client; Verbal Abuse; Failure to Maintain Minimal Standards
6/13/2003	Ceron, Gabriela	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit (falsified employment application)
1/21/2003	Chabarria, Laura M.	CNA999994674	Suspension Cleared	
4/24/2003	Charles, Robin M.	CNA Applicant	Certificate Denied	Other Sexual Misconduct
8/7/2003	Charles, Tammy L.	CNA999998969	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Drug Related
6/30/2003	Clanton, Sibylle I.	CNA765414930	Civil Penalty	Verbal Abuse
6/23/2003	Clayton, Joan D.	CNA999998562	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud
7/4/2003	Coker, Dawn E.	CNA999998672	Suspension w/Stayed Revocation	Criminal Conviction-Drug Related; Drug Abuse

CNA Disciplinary Action, cont. on pg. 25

*CNA Disciplinary Action cont. from pg. 24***CNA DISCIPLINARY ACTION***July - September 2003*

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
7/23/2003	Cota, Shana Leigh	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor (theft related); Breach of Confidentiality; Failure to Cooperate
6/17/2003	Cox, Margie Ann	CNA583271230	Civil Penalty	Physical Abuse
6/13/2003	Curley, Henry Y.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor Theft Related; Criminal Conviction, Alcohol Related
7/24/2003	Curley, Winifred	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
1/23/2003	DeLorenzo, Brandon	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Drug Abuse; Failure to Cooperate
7/1/2003	Devine, Robert L.	CNA999998579	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Unprofessional Conduct-failed to disclose conviction to employer
7/22/2003	Dewitt, Lisa G.	CNA408329103	Revocation/Non-voluntary	Drug Abuse; Drug Related (Positive pre-employment UDS); Failure to Cooperate
6/17/2003	Donovan, Kathryn A.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction (alcohol/drug related arrests)
7/22/2003	Dorothy, Batson	CNA809861103	Revocation/Non-voluntary	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related
6/11/2003	Dubose, Barbara D.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Against Person; Failure to Cooperate
6/23/2003	Edwards, Amanda L.	CNA999998883	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction (alcohol related); Practicing without certificate
4/24/2003	Edwards, Andrew G.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction (theft); Obtaining Certificate by Fraud; Failure to Cooperate
4/28/2003	Elliott, Beverly M.	CNA999998017	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction (shoplifting); Obtaining Certificate by Fraud
7/24/2003	Erickson, Brent	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Failure to Cooperate
6/13/2003	Evans, Tiffany	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Failure to Cooperate
6/11/2003	Fisher, Robert E.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Sale of Drugs; Failure to Cooperate
7/21/2003	Fletcher, Rhoshaun	CNA999998762	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Property; Obtaining Certificate by Fraud
4/24/2003	Flores, Teresa	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Failure to Cooperate
7/24/2003	Fong, Ovatra	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Property; Failure to Cooperate
6/13/2003	Fowler, Scott Robert	CNA Applicant	Certificate Denied	Criminal Conviction (arrests involving assaults); False Documentation; Drug Related (arrests involving drugs); Failure to Cooperate
6/13/2003	Frick, Derrick A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Sexual Abuse
7/24/2003	Gates, Tanya M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
8/21/2003	Gillespie, Kurt M.	CNA999999112	Civil Penalty	Criminal Conviction-Misdemeanor; Practicing Beyond Scope
8/11/2003	Goff, Leona C.	CNA999999096	Civil Penalty	Criminal Conviction-Obtaining Certificate by Fraud; Other-Drug Related
6/13/2003	Greenberg, Kurt Evan	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction -Against Person; Criminal Conviction; Practicing without certificate
8/11/2003	Griselda, Oliver	CNA Applicant	Civil Penalty	Criminal Conviction-Drug Related; Unprofessional Conduct; Obtaining Certificate by Fraud
3/7/2003	Harper, Rhonda G.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Failure to Cooperate
7/21/2003	Harris, Michelle L.	CNA872453304	Suspension	Violating Board Order
6/4/2003	Heath, Gayle B.	CNA124087983	Suspension	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Violating Board Order
7/10/2003	Heller, Kimba	CNA471153696	Suspension	Violating Board Order
4/24/2003	Henderson, Monique T.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Sale of Drugs; Obtaining Certificate by Fraud; Failure to Cooperate
7/22/2003	Hernandez, Javier	CNA999991977	Revocation/Non-voluntary	Theft - Client; Boundaries; Failure to Cooperate

CNA Disciplinary Action cont. from pg. 25

CNA DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
6/12/2003	Hogan, Debra J.	CNA592060803	Civil Penalty	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Physical Abuse
6/30/2003	Horning, Deborah A.	CNA999998563	Civil Penalty	Criminal Conviction-Misdemeanor; Alcohol Abuse
7/22/2003	Horton, Brenda L.	CNA242265837	Suspension	Drug Related (positive UDS); Other
9/18/2003	Huggins, Elizabeth L.	CNA999997695	Suspension Cleared	
4/9/2003	Hussain, Rashida	CNA696026863	Revocation/Court Ordered	Criminal Conviction-Felony; Criminal Conviction (abuse of vulnerable adult)
6/13/2003	James, Brenda L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
6/13/2003	Jones, Jarvis	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
4/24/2003	Joy, Joleen A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Theft - Employer; Failure to Cooperate
6/25/03	Joyce, Anastacia R.	CNA883319641	Voluntary Surrender	Failure to Maintain Minimal Standards; Unsafe Practice; Theft-Client; Criminal Conviction-Against Property
7/7/2003	Kimble-Wilder, Carolyn	CNA999999122	Civil Penalty	Criminal Conviction (deferred adjudication/theft related); Theft - Employer
4/24/2003	Kiner, Michael T.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor (alcohol related); Criminal Conviction-Against Person (criminal trespass); Failure to Cooperate
6/4/2003	King, Vandon	CNA484855103	Revocation/Non-voluntary	Criminal Conviction; Leaving Duty Station; Fraud/Deceit (failure to disclose on employment applications)
6/4/2003	Lamb, Tara Michelle	CNA999953192	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Criminal Conviction-Alcohol Related; Violating Board Order
12/30/2002	Lawrence, Juan B.	CNA987615103	Stayed Suspension	Criminal Conviction (DUI); Alcohol Abuse; Criminal Conviction-Misdemeanor

CNA Disciplinary Action, cont. on pg. 27

*CNA Disciplinary Action cont. from pg. 26***CNA DISCIPLINARY ACTION***July - September 2003*

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
4/24/2003	Lewis, Esteban A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Criminal Conviction (alcohol related); Failure to Cooperate
7/24/2003	Love, Marsha	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related
6/11/2003	Maldonado, Teresa Lynn	CNA329163103	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Drug Related; Criminal Conviction
3/7/2003	Malotte, Liana	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Alcohol Abuse
4/24/2003	Maroney, Cynthia Ann	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate; Criminal Conviction (more than 1 shoplifting conviction)
6/11/2003	Martinez, Joseph E.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction (drug related); Obtaining Certificate by Fraud; Failure to Cooperate
4/24/2003	McArthur, Mary S.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction (alcohol related)
8/27/2003	McGlory, Rose Anna	CNA Applicant	Civil Penalty	Failure to Maintain Minimal Standards; Practicing without certificate
6/4/2003	McKenzie-English, Beryl D.	CNA999953025	Suspension	Physical Abuse; Verbal Abuse; Mental
8/25/2003	Medina, Lorrie A.	CNA999987531	Civil Penalty	Drug Related
7/2/2003	Meitzen, Jamie D.	CNA99998546	Civil Penalty	Criminal Conviction-Against Property; Obtaining Certificate by Fraud; Failure to Cooperate
7/22/2003	Melvin, Paricia J.	CNA334248987	Revocation/Non-voluntary	Drug Use on Duty; Drug Related
6/4/2003	Moon, Melissa	CNA816000641	Revocation/Non-voluntary	Criminal Conviction-Felony; Theft - Client; Drug Related
6/4/2003	Moore, Christie P.	CNA149206641	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Leaving Duty Station; Violating Board Order
6/11/2003	Morales, Yadira Mabel	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Drug Related; Failed to appear at hearing
6/4/2003	Munsil, Danielle R.	CNA999952342	Suspension	Failure to Maintain Minimal Standards; Documentation Errors; Unprofessional Conduct-(Using obscene and profane language around residents)
7/3/2003	Omame, Helen E.	CNA999998600	Stayed Suspension	Criminal Conviction-Misdemeanor; Fraud/Deceit (falsification employment applications)
8/7/2003	Orozco, Guadalupe S.	CNA911235103	Stayed Suspension	Misconduct

CNA Disciplinary Action, cont. on pg. 28

CNA Disciplinary Action cont. from pg. 27

CNA DISCIPLINARY ACTION

July - September 2003

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
6/13/2003	Pena, Robert M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction (active warrant); Failure to Cooperate
6/20/2003	Percy, Marie J.	CNA999988706	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person
7/22/2003	Pfundt, Scott	CNA736148189	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related
7/1/2003	Proctor, Marcella	CNA999998577	Stayed Suspension	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Alcohol Abuse
6/20/2003	Quesinberry, Allyson Lynn	CNA999949298	Voluntary Surrender	Failure to Maintain Minimal Standards; False Documentation; Fraudulent Billing
7/24/2003	Ramirez, Christopher R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate; Criminal Conviction-Against Person
8/12/2003	Randall, Julianna	CNA897555103	Civil Penalty	Criminal Conviction-Misdemeanor; Fraud/Deceit
6/13/2003	Rawlings, Nancy L.	CNA Applicant	Certificate Denied	Drug Related arrest; Obtaining Certificate by Fraud; Failure to Maintain Minimal Standards; Criminal Conviction-Misdemeanor
6/24/03	Reed, Maria	CNA232812133	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Boundaries; Sexual Misconduct
7/23/2003	Robinson, Jajuan Monique	CNA Applicant	Certificate Denied	Criminal Conviction-Felony (theft related); Criminal Conviction-Misdemeanor; Failure to Cooperate
7/23/2003	Robke, Emily L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
6/23/2003	Rogers, Brian F.	CNA999996373	Suspension Cleared	
7/23/2003	Romero, Shirley Flora	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit (application for employment); Misconduct; Failure to Cooperate
8/11/2003	Rose, Carrie	CNA999998970	Civil Penalty	Criminal Conviction
8/14/2003	Rubio, Yazmin M.	CNA999999080	Civil Penalty	Criminal Conviction-Misdemeanor; Alcohol Abuse
7/24/2003	Sauer, Faith N.	CNA Applicant	Certificate Denied	Criminal Conviction; Unprofessional Conduct; Failure to Cooperate
6/13/2003	Schild, Tiffany A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
7/23/2003	Springer, Yvonne M.	CNA999947968	Voluntary Surrender	Failure to Follow Orders; Drug Abuse; Drug Related
8/20/2003	Staff, Diane	CNA999949677	Revocation/Non-voluntary	Misconduct (accepted money from patient); Boundaries
6/13/2003	Stevens, Amber N.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction (Alcohol related); Failure to Cooperate
4/24/2003	Sueing, Aleathea M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Failure to Cooperate
7/24/2003	Sweeden, Dorothy L.	CNA999998948	Civil Penalty	Drug Related
7/24/2003	Tchalla, Komlan E.	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
6/4/2003	Terry, Jodie Lynn	CNA999952103	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Theft - Client; Drug Related (positive drug screen)

CNA Disciplinary Action, cont. on pg. 29

*CNA Disciplinary Action cont. from pg. 28****CNA DISCIPLINARY ACTION******July - September 2003***

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
4/24/2003	Tindal, Tina M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
6/4/2003	Traslavina, Cecilia T.	CNA539285103	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Misconduct Fraud/Deceit (falsified client signature)
7/21/2003	Tuttle, Shannon M.	CNA072508813	Suspension	Violating Board Order
8/28/2003	Tuttle, Shannon M.	CNA Applicant	Suspension Cleared	
7/24/2003	Valenzuela, Luis	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Against Person; Criminal Conviction-Drug Related
7/24/2003	Van Buskirk, Jackie	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Misconduct
6/13/2003	Vannatta, Christine M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
6/11/2003	Walton, Lonnie T.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction; Alcohol Abuse
6/13/2003	Weimer, Heather A.	CNA Applicant	Certificate Denied	Failure to Maintain Minimal Standards; Failure to Cooperate
2/26/2003	Whipple, Julia J.	CNA180102353	Civil Penalty/ Stayed Suspension	Failure to Maintain Minimal Standards; False Documentation; Fraudulent Billing
6/20/2003	Whipple, Julia J.	CNA180102353	Suspension	Violating Board Order
4/24/2003	Whiteman, Holene M.	CNA Applicant	Certificate Denied	Criminal Conviction (drug related arrest); Failure to Maintain Minimal Standards; Drug Related (positive drug test); Failure to Cooperate
8/5/2003	Williams, Kristin Rae.	CNA999999079	Civil Penalty	Criminal Conviction-Misdemeanor (theft)
8/12/03	Williams, Ruby	CNA152845803	Civil Penalty	Leaving Duty Station
8/15/2003	Willie, Marie L.	CNA081420803	Civil Penalty	Neglect
6/18/2003	Yazzie, Darlene D.	CNA597918353	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction (alcohol related)
4/24/2003	Yazzie, Nora B.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor (alcohol related); Failure to Cooperate

