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3RD QUARTER

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BOARD WEBSITE OPENS WINDOWS to Glass House

**The Fifth Annual CNA Educators Retreat:
INSIDE THE CNA CLASSROOM**

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4747 North 7th Street, Suite 200

Phoenix, AZ 85014-3653

Phone: 602.889.5150

Main fax: 602.889.5155

CANDO fax: 602.889.5238

General e-mail: arizona@azbn.gov

Website: www.azbn.gov

GOVERNOR

The Honorable Janet Napolitano

Joey Ridenour, RN, MN

EXECUTIVE DIRECTOR

Judy Bontrager, RN, MN

ASSOCIATE DIRECTOR/OPERATIONS

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arizona STATE BOARD OF NURSING

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CREATED BY:

Virginia Robertson, *PRESIDENT*

vroberson@pcipublishing.com

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INFORMATION:

Steve McPherson

smcpherson@pcipublishing.com

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From the Executive Director & Staff

JOEY RIDENOUR, RN, MN

Board Website Opens Windows to Glass House

Living with open meeting laws has prepared many regulatory boards to understand the “glass house rules.” The website has facilitated opening the shutters to the “glass house” and provides information that is easily available and without delay. By disclosing public information, when you need it 24 hours a day, 7 days a week, AzBN facilitates our collective work to improve public protection.

The overall goals and performance metrics of the AzBN www.azbn.gov website are:

1. Outreach: Key stakeholders and the public recognize and are familiar with online services.
2. Content Relevance: AzBN shares the right information. Staff understands what publications are valued & downloaded.
3. Access & Collaboration through Emails: Public emails are reviewed for themes and topic category to determine if information should be added for “Frequently Asked Questions.”

The website most frequently accessed resources and information are:

- **Licensure & certification verification:** During the day, there are as many as 140 employers from a number of states simultaneously utilizing on-line verification to verify current licensure of nurses and certified nursing assistants within five seconds.
- **Nurse Practice Act:** Online access to the statutes and rules that govern Arizona nursing practice are available 24/7. In December 2006, the Nurse Practice Act Test became available. The NPA Test consists of 50 multiple choice questions to assist nursing students and nurses practicing in Arizona to better understand statutory requirements. In the past six months, approximately 3,000 have taken the test.
- **Applications:** All applications and corresponding instructions to become licensed, certified, or to get Prescribing and Dispensing Privileges in Arizona are immediately available and may be downloaded. Approximately 4,363 downloads are completed monthly.
- **Advisory Opinions:** These opinions regarding the functions of nursing are reviewed and changes are recommended to the Board on a regularly scheduled basis.
- **Complaints and Disciplinary Actions:** Complaints received and Investigations in process, as well as disciplinary actions taken, are provided to the public.
- **My Services:** During annual renewals for licensure, licensees are encouraged to renew online and update their personal profile, along with participating in a nursing workforce survey to address the nursing workforce demand and supply needs.

AzBN wants to open the glass shutters further. Public documents should be easily available and shared electronically. Please let us know what information you regularly call to request or visit the Board offices to access.



From the Board President

KAREN HARDY, RN MSN

Communicating Freely

As I write this article over the Fourth of July holiday, much of the media is writing and speaking about what freedom means to us as Americans. One of these freedoms is freedom of speech. With every freedom comes responsibilities and choice. How we choose to communicate as healthcare providers is a professional choice we make every time we speak to each other, to physicians, patients, and families.

Our choices in the way we communicate with anyone on the patient care team and with patients/families **make a difference** and are paramount to patient safety. What is **not** said in the healthcare setting is recognized as a safety issue. Every patient handoff increases the risk of losing a piece of the patients' story and that places patients at risk.

There are a multitude of publications, articles, and resources on effective communication techniques, especially for healthcare providers. One significant document/study, *Silence Kills, The Seven Crucial Conversations for Healthcare* (Maxfield, Grenny, McMillian, Patterson, & Switzler, 2005), examines the behavior of not speaking out about problems and issues in the healthcare setting. The article/study was written in 2005 and suggests that there are seven crucial conversations that people in healthcare fail to hold which contribute to errors (Maxfield et al.). Those seven crucial conversations are; broken rules, mistakes, lack of support, incompetence, poor teamwork, disrespect, and micromanagement (Maxfield et al.).

The study builds on the Institute of Medicine (IOM) *To Err is Human* and the Joint Commissions suggestion that communication is the top contributor to sentinel events. According to the Silence Kills survey, over half of healthcare workers have witnessed adverse events based on the seven crucial conversations and they claim that the concerns have persisted for a year or more (Maxfield et al.). Others talk about the problem without any intention of solving the problem; they only talk with each other to find a way to work around the problem.

Why are only a five to 15 percent minority of healthcare workers able to have these crucial conversations? The 85 percent who do not speak up regarding these issues fear retaliation

or simply do not have the skill or feel comfortable starting the conversation. The study reveals that it is possible to discuss serious concerns and succeed. People who are confident in their ability to have crucial conversations achieve positive outcomes for their patients, hospitals, and themselves. This seems to be counterintuitive, as most of those who don't speak up believe that to do so would be disastrous (Maxfield et al.).

What can we do to improve crucial conversations in our work environment? Vital Smarts lists the following strategies on their web site (Vital Smarts, 2005). You can access that site by going to www.silencekills.com.

Establish a baseline-Survey your hospital to measure the seven crucial conversations by accessing the survey tool.

Conduct Focus Group Interviews-Leaders learn of the obstacles using scripting and structure from.

Focus on Problem areas-Use the survey to focus your efforts on high impact areas.

Implement Training-Use leaders to teach and focus on the specific conversations.

According to the latest Department of Labor statistics, there were 2.4 million nurses employed last year (U.S. Department of Labor, 2006, Para 1). Imagine the effect we could have on patient safety if more than 15 percent of nurses, as cited in the study, were comfortable having crucial conversations with each other and with patients (Maxfield et al., 2005). Patients expect and deserve a healing environment, free from the fear of not being safe while in a healthcare setting. Can we free patients from the fear that they will be subjected to an adverse event, unintended consequence, or medical error? Can we be free in our communication without the fear of retribution or retaliation? Who creates those environments...We do!!

KAREN HARDY, RN MSN

STAFF DIRECTORY

ADMINISTRATION

Joey Ridenour, RN, MN
Executive Director
602.889.5200
jridenour@azbn.gov

Judy Bontrager RN, MN
Associate Director-Operations
& Licensing 602.889.5204
jbontrager@azbn.gov

Valerie Smith RN, MS
Associate Director-Nursing
Practice, Complaints &
Investigations
602.889.5206
vsmith@azbn.gov

Pamela Randolph RN, MS
Associate Director Education
& Evidenced Based Regulation
602.889.5209
prandolph@azbn.gov

Lila Wiemann
Administrative Assistant to the
Executive Director
602.889.5202
lwiemann@azbn.gov

Dolores Hurtado
Assistant to Associate
Director/Nursing
Practice, Complaints &
Investigations
602.889.5158
dhurtado@azbn.gov

Thereasa Huff
Assistant to Associate
Director/Nursing
Practice, Complaints &
Investigations
602.889.5208
thuff@azbn.gov

Cristina Oates
Administrative Assistant to
Associate Director
Operations/Licensing
602.889.5205
coates@azbn.gov

ADVANCED PRACTICE

Karen Grady, MS, RN, FNP, BC
Advanced Practice/RN/LPN
602.889.5182
kgrady@azbn.gov

CANDO

Connie Linck, RN, MN,
CNA, BC
Nurse Consultant – CANDO
602.889.5156
clinck@azbn.gov

Olga Zuniga
Administrative Secretary –
Monitoring & CANDO
602.889.5157
ozuniga@azbn.gov

EDUCATION

Karen Gilliland
Administrative Assistant
602.889.5187
kgilliland@azbn.gov

FISCAL SERVICES

Randi Orchard
Fiscal Services/GAO
602.889.5210
rorchard@azbn.gov

Norma Salter
Administrative Assistant
Accounting Technician
602.889.5211
nsalter@azbn.gov

HEARINGS

Susan Barber, RN, MSN
Nurse Practice Consultant-
Hearing Dept
602.889.5161
sbarber@azbn.gov

Vicky Driver
Admin. Assistant-Hearing Dept
602.889.5162
vdriver@azbn.gov

INVESTIGATIONS NURSE PRACTICE CONSULTANTS

Betty Nelson, RN, MS
602.889.5169
bnelson@azbn.gov

Jeanine Sage, RN, MSN
602.889.5174
jsage@azbn.gov

Mary Rappoport, RN, MN
602.889.5184
mrappoport@azbn.gov

Nan Twigg, RN, MSN
520.615.4945
ntwigg@azbn.gov

Sister Rachel Torrez, RN, MS
602.889.5180
srachel@azbn.gov

Stephanie Nelson, RN, MS
602.889.5179
snelson@azbn.gov

Sydney Munger, RN, MS
602.889.5186
smunger@azbn.gov

SENIOR INVESTIGATORS

Doug Parlin
602.889.5172
dparlin@azbn.gov

Frank Curatola
602.889.5159
fcuratola@azbn.gov

James Williams
602.889.5167
jwilliams@azbn.gov

Jeanne Crain
602.889.5178
jbauer@azbn.gov

Kirk Olson
602.889.5171
kolson@azbn.gov

LEGAL SECRETARIES

Barbara Melberg
602.889.5193
bmelberg@azbn.gov

Dorothy Lindsey
602.889.5177
dlindsey@azbn.gov

Esther Garcia
602.889.5173
egarcia@azbn.gov

Trina Smith
602.889.5175
tsmith@azbn.gov

INFORMATION TECHNOLOGY

Cory Davitt
Network Operations Director
602.889.5213
cdavitt@azbn.gov

Adam Henriksen
Information Technology
Director/Webmaster
602.889.5231
ahenriksen@azbn.gov

LICENSING

Becky Melton
RN/LPN Exam
602.889.5190
baranyos@azbn.gov

Debbie Kunkle
RN/LPN Renewals
602.889.5195
dkunkle@azbn.gov

Donna Frye
Fingerprints/Endorsements
602.889.5191
dfrye@azbn.gov

Helen Tay
CNA Exam/Endorsements
602.889.5189
htay@azbn.gov

Jene Martinez
RN/LPN/CNA
602.889.5224
jmartinez@azbn.gov

Paula Delphy
RN/LPN Endorsements
602.889.5192
pdelphy@azbn.gov

Rhonda Rogers
CNA.Renewals
602.889.5188
rrogers@azbn.gov

MAILROOM

Derek Hardin
602.5215
dhardin@azbn.gov

MONITORING

Erica Bailey
Senior Investigator
602.889.5160
ebailey@azbn.gov

Brent Sutter
Legal Secretary
Monitoring & CANDO
602.889.5168
bsutter@azbn.gov

RECEPTIONISTS

Marlane Brosseau
602.889.5199
mbrosseau@azbn.gov

Tawni Caito
602.889.5196
trowen@azbn.gov

Susan Kingsland
602.889.5197
skingsland@azbn.gov

RECORDS

Anne Parlin
602.889.5207
aparlin@azbn.gov

ASU College of Nursing & Healthcare Innovation Names First Helene Fuld Nursing Innovation Scholars

The Helene Fuld Health Trust, HSBC Bank USA, N.A. Trustee has awarded a \$550,000 grant for baccalaureate nursing scholarships to the Arizona State University College of Nursing & Healthcare Innovation. ASU was one of only 11 nursing colleges to be awarded the grant.

Scholarships are awarded for the senior year on a competitive basis to a select group of nursing students with the greatest potential for impact on the field of nursing. Recipients will be known as the Helene Fuld Nursing Innovation Scholars. Dr. Mary Killeen, associate dean for Academic Affairs, and Dr. Karen Saewert, director, RN-BSN Program, spearheaded writing the grant application.

The first two recipients of the scholarships are Catherine Brooks and Armida Cisneros-Silva, both of Phoenix. Brooks will graduate in fall 2007 and hopes to work

in labor and delivery with underserved populations, and ultimately become a certified nurse midwife. Cisneros-Silva, an RN who has an Associate Degree, works as an emergency room nurse at a local hospital. She is completing her Bachelor's of Nursing Degree study at ASU and will graduate in summer 2007. Cisneros-Silva has demonstrated leadership potential and a passion for nursing with a focus on decreasing healthcare disparities for under-

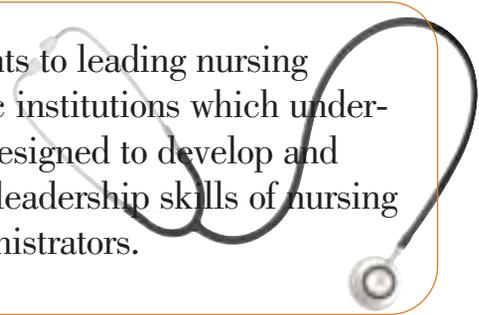
served populations.

In 1935, Dr Leonhard Felix Fuld and his sister, Florentine, created a foundation in honor of their mother, Helene Shwab Fuld. Dr. Fuld developed his interest in supporting student nurses at a time when most nursing education was given in hospital-based diploma programs.

The Helene Fuld Health Trust is the nation's largest private funder devoted exclusively to nursing students and nursing education. The Fuld Trust awards grants to leading nursing organizations and academic institutions which undertake innovative programs designed to develop and expand the profession and leadership skills of nursing students, faculty, and administrators.

The grant will be paid over three years creating a \$500,000 scholarship endowment for baccalaureate nursing students enrolled at ASU College of Nursing & Healthcare Innovation. Over the same time frame, \$50,000 will be made in installments to the school to begin financial assistance while endowment investments grow.

Founded nearly 50 years ago, the College of Nursing & Healthcare Innovation has more than 1,800 students in its bachelor, master's, and doctoral nursing degree and certificate programs and more than 7,640 alumni. The ASU nursing college also has one of the only four research centers for evidence-based practice at U.S. colleges of nursing and offers a unique interdisciplinary Master's of Healthcare Innovation program.



The Fuld Trust awards grants to leading nursing organizations and academic institutions which undertake innovative programs designed to develop and expand the profession and leadership skills of nursing students, faculty, and administrators.



Education Corner

PAMELA RANDOLPH RN, MS
ASSOCIATE DIRECTOR/EDUCATION
AND EVIDENCE BASED REGULATION

REFRESHER COURSES 2006

Background

In 2003, the Arizona State Board of Nursing implemented a requirement for 960 hours of nursing practice within the previous five years to renew a RN or LPN license. Renewing nurses are asked to sign a statement testifying that they practice and to provide the practice setting. The Board interprets practice very broadly, consistent with the statutory definitions of professional and practical nursing (A.R.S. § 32-1601) and includes non-patient care activities such as consulting, recruiting nurses, teaching, coordinating care, and supervision of nursing or nursing related services. Practice also includes providing nursing services in a volunteer capacity and any employment where the license is required or recommended. If a nurse does not have the required hours of practice, the nurse may

either inactivate the license or enroll in a refresher course. A mini-survey of Arizona State Board of Nursing approved refresher courses was conducted in early

2007 to gather enrollment and completion data from calendar year 2006.

The criteria for approval of a refresher course include:

- A minimum of 40 hours of didactic instruction and 112 hours of supervised clinical practice for a licensed practical nurse program;
- A minimum of 80 hours of didactic instruction and 160 hours of supervised clinical practice for a registered nurse program;
- A planned and supervised clinical experience that is consistent with course goals and provides an opportunity for the student to demonstrate safe and competent application of program content. The student may spend up to 24 of the required clinical hours in a supervised lab setting;
- Instruction in current nursing care concepts and skills including:
 - o Nursing process;

- o Pharmacology, medication calculation, and medication administration;
- o Communication;
- o Critical thinking and clinical decision making;
- o Delegation, management, and leadership; and
- o Meeting psychosocial and physiological needs of clients.

DATA COLLECTED

Refresher courses approved by the Arizona State Board of Nursing were asked to provide information regarding their courses for calendar year 2006. The information requested included:

- The number of persons who successfully completed your refresher in 2006
- The number of persons who dropped out of the refresher in 2006
- The number of persons who failed at least once in 2006
- The total 2006 enrollment

If the total enrollment exceeded the number of persons in the other category, it was clarified that these students enrolled in 2006 but were continuing through to 2007, since many programs enroll students throughout the year. The responses are recorded below.

Refresher Program	Persons Completing 2006	Persons Withdrawing 2006	Persons who failed at least once in 2006	Total Enrollment 2006	Students still enrolled 2006
John C. Lincoln RN	4	1	0	5	0
Mohave Community College RN Refresher	12	2	5 (2 persons failed and re-enrolled)	27	8
Mohave Community College PN Refresher	2	1	1	7	3
SEVEN Health Care Academy RN and LPN	21	2	1	29	5
Mesa Community College RN	12	7	0	28	9
CNE Net RN	9	0	0	9	0
CNE Net PN	4	0	0	4	0
Northland Pioneer	2	0	0	3	1
GateWay RN and PN	64	7	0	71	0
Consolidated Learning Services	7	2	0	27	18
Pima CTD LPN and RN	10	13	0	38	15
TOTAL	147	35	7	248 (246 persons)	59

ANALYSIS

In 2006, there were 248 enrollments in Arizona Board-approved refresher courses, representing at least 246 persons. Enrollment figures may be inflated due to the same person re-enrolling after a withdrawal or failure of the course. This is less than expected given the volume of calls related to the practice requirement received by the Board at each renewal period. These enrollments represent 1.9 percent of nurses renewing in 2006, (12,547 nurses renewed in 2006) 147 or 59 percent of students enrolling in 2006 successfully completed within the calendar year. Thirty-five persons or 14 percent withdrew from the program before finishing. Approximately three percent of enrollments failed the course at least once. Of students enrolled, 59, or 24 percent, are continuing enrollment.

CONCLUSIONS

The practice requirement has caused less than two percent of renewing nurses to enroll in a refresher course. The majority of nurses entering a refresher course successfully complete the course. Approximately 17 percent of students do not complete either due to withdrawal or failure. Anecdotally, programs report that the successful refresher student has many years of nursing experience and left nursing for five to ten years because of another priority, such as care of a family member. Students that are at high risk for failure include those with very limited nursing experience, those who left nursing because of unhappiness with the job or profession (those reasons may still exist), and those that have a gap of ten or more years since they practiced. The following case illustrates a profile of a high-risk student:

CASE STUDY

Nurse A graduated from nursing school over 25 years ago. She worked for less than a year as a nurse, then returned to school and earned a master's degree in counseling. She has continuously worked as a counselor in a mental-health setting for 25 years. She sought licensure in AZ but did

CONTINUED ON PAGE 16

2007 Licensure Renewal Update

by Judy Bontrager, RN MN
ASSOCIATE DIRECTOR/OPERATIONS



AzBN sent post cards to notify nurses due for license renewal June 2007 that they had not yet renewed. Twenty-one percent of the post cards were returned without a forwarding address. Nurses were also notified of the need to renew through two email alerts, Thirty-five percent were returned due to bad email addresses.

Your current mailing address as well as email address is critical to the Board being able to contact you regarding your renewal alert, as well as any other correspondence, such as the AzBN Regulatory Journal. Take two to three minutes to update your information at: www.azbn.gov, click on the gold star or My Services to add your email address, update your home address, or add the educational degree that you may have earned recently.

In addition, while you are on the web page, you will see the current nursing licensure statistics for Arizona, the recent presentation that Joey Ridenour, Executive Director, gave to the 8th International Regulation Conference in Japan, the Nurse Practice Act Test that is now available online, a list of nurse imposter's names, revised Advisory Opinions, and many other resources of interest.



CONTINUED FROM PAGE 14

not qualify since she has not worked as a nurse for over 25 years. As required by the Board, she enrolled in a refresher course and requested a clinical experience in a psych-mental health clinic. Her performance in the didactic portion of the course was erratic with widely varying scores for tests and quizzes. She had difficulty with pharmacology and math calculations, but seemed to compensate and presented believable rationale for her performance. She was well liked by faculty and fellow students. She was placed in a psych mental health clinical setting and her preceptor noted several deficiencies in her nursing care. The preceptor stated that it appeared that she never really practiced nursing. She could not appropriately draw blood or administer an IM injection, despite repeated coaching and instruction. She also did not seem to be aware of her limitations. Although she was considered stellar in interviewing

patients and mastered the psychosocial aspects of patient care, she could never adequately demonstrate the nursing skills expected. She subsequently failed her clinical experience and was offered another clinical experience in a long-term care setting where basic nursing skills could be honed. She attended for a brief period, then decided not to seek licensure and dropped the program. A complaint was filed against the program for poor preparation of the student for clinical. The program made several changes to their policies and the Board dismissed the complaint in light of the remediation instituted by the program.

2006 Nursing Program Reports

The 2006 Nursing Program Annual Report Analysis is now available on the AZBN website: www.azbn.gov under Resource/Educational Resources.

Board Actions on Education Matters

May 2007

- o Granted Provisional Approval to Everest College to start an Associate Degree Nursing Program
- o Continued approval of the nursing program at Pima Community College West Campus with a report to the Board regarding potential rule violations and areas for improvement in 12 months; if, after 12 months, potential violations are not remedied or substantially improved, issue Notice of Deficiency for any remaining violations.
- o Set deadline for participating facilities to begin pilot study medication technician training and use at July 1, 2007, and October 1, 2007.
- o Approve applications for changes in program length at: Baptist Health Systems, Arizona Western College, and Northland Pioneer College.
- o Dismissed complaint against MCCD-NP Rio Salado.

Regulation

RUNDOWN

by Pamela Randolph RN, MS
ASSOCIATE DIRECTOR/EDUCATION AND
EVIDENCE BASED REGULATION



Articles 1 and 4

Extensive revisions of Articles 4 (Regulation) and 1 (Definitions and Time-frames) are underway. A preliminary review was conducted by Board staff, Board members, Education Committee, and Scope of Practice Committee. After reviewing additional changes at the August 3, 2007, Education Committee meeting, a preliminary draft will be posted on the website for general public review and comment. A docket opening has been filed with the Secretary of State.

The person to contact at the Board regarding rules is:

Pamela Randolph
602-889-5209

e-mail: prandolph@azbn.gov
Fax: 602-889-5155



Arizona State
Board of Nursing

July Peterson
Executive Director

The Fifth Annual CNA Educators Retreat: INSIDE THE CNA CLASSROOM

FRIDAY, JANUARY 11, 2008
8 a.m. – 4:30 p.m.

EXCITING NEW VENUE!!

THE BLACK CANYON CONFERENCE CENTER
9440 N. 25TH AVENUE, PHOENIX, AZ



The Fifth Annual CNA Educators Retreat: Inside the CNA Classroom will provide a unique opportunity to network with dedicated colleagues & learn innovative techniques that will inspire and motivate today's CNA.

The AZBN Executive Panel and Event Speakers will provide updates and information on:

- *The Nurse Practice Act*
 - *CNA Certification*
 - *CNA Misconduct*
 - *The Med Tech Pilot Study*
 - *Diversity in the Classroom*
- And Much More!*

"Excellent!" "SUPERB!!" "...enjoy networking & inspiration from others!" "I expected more and got more. Thank you!"
-2007 Retreat Attendees

Guest speaker, Janis McMillan, MSN, RN will discuss *Professionalism in the CNA Classroom*. Don't miss your opportunity to share an incredible learning experience with your colleagues! Submit your registration form **NOW!**

Arizona State Board of Nursing

4747 N. 7th Street, Suite 200
Phoenix, AZ 85014-3653

(602) 889-5150 (602) 889-5187
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For more information visit our website or call



Please look on page 34 for the registration form and sign up today!

CREW RESOURCE MANAGEMENT:

TAKING A PAGE FROM AVIATION'S LOGBOOK

By Maureen Dicker, MS, RN, CHE, *Patient Safety Officer, U.S. Department of Veterans Affairs, Arizona*

The English poet Alexander Pope made no mistake when he penned the words “to err is human.” But what he didn’t say is that those errors may be minimized when the right procedures are put into place. That’s exactly what the aviation industry discovered when it developed a training concept called Crew Resource Management (CRM) to improve air safety. Now the healthcare industry is embracing that same concept to enhance patient safety.

CRM dates back to 1979 when NASA researchers determined the majority of aviation accidents were caused by human error. They found these errors were often linked to breakdowns in communication, leadership, and decision-making. CRM training is designed to promote greater communication and teamwork to minimize human error and prevent undesired outcomes.

Like professionals in the aviation industry, healthcare professionals work in an extremely complex environment with constant changes and interruptions. In the past, “junior” personnel have been reluctant to question the decisions of physicians or other staff members, even when they had a strong belief that something wasn’t right. CRM creates an atmosphere

CRM DATES BACK TO 1979 WHEN NASA RESEARCHERS DETERMINED THE MAJORITY OF AVIATION ACCIDENTS WERE CAUSED BY HUMAN ERROR. THEY FOUND THESE ERRORS WERE OFTEN LINKED TO BREAKDOWNS IN COMMUNICATION, LEADERSHIP, AND DECISION-MAKING.

that empowers all team members to communicate. They’re taught that their input is not only valued, but that it is essential to ensure patient safety.

In Arizona, Carondelet Health Network has launched a CRM initiative designed to foster greater communication among physicians, registered nurses, surgical technicians, and other professionals involved in performing procedures. Healthcare teams conduct pre-operative briefings and post-operative debriefings for every procedure they perform. Carondelet is producing an educational video to demonstrate how to conduct these briefings and the critical role they play in patient safety.

The Department of Veterans Affairs National Center for Patient Safety has implemented a CRM-based program called

Medical Team Training (MTT). According to a recent report, one of the positive outcomes of MTT is that several VA facilities are able to avert potential adverse events, such as a wrong procedure by holding briefings and debriefings in the operating room (OR).

Another significant benefit of CRM training is that it improves the workplace environment for employees. We all know how difficult it is to recruit and retain healthcare professionals. CRM can add to job satisfaction by helping healthcare staff members understand that their professionalism is valued and they’re an active member of the team.

Like any new process, CRM requires changing ingrained habits and beliefs. As human beings, we get very comfortable with the way we do things. We need leaders who are willing to make the improvements necessary to change the culture of healthcare for CRM strategies to work.

CRM training experts suggest piloting the program in one area of the hospital rather than trying to implement it across an entire organization at one time. A good place to start would be a high risk, high activity area, such as an emergency department, intensive care unit, or operating room.

When the topic of CRM training was presented at the Arizona Hospital and Healthcare Association’s (AzHHA) Annual Patient Safety Conference in April, it was well received by our state’s chief nursing officers, patient safety officers, and the physicians who attended. It’s easy to understand why. At the end of the day, the patient outcomes are better, and that’s why we all went into healthcare in the first place.

Mr. Pope may say that “to err is human,” but when healthcare professionals communicate to ensure patient safety, the outcome can be divine.



Inaugural Fellows of the NCSBN Regulatory Institute Inducted Aug. 9, 2007

CHICAGO - The National Council of State Boards of Nursing, Inc. (NCSBN) inducted its inaugural group of Fellows of the NCSBN Regulatory Institute on Aug. 9, 2007, during the NCSBN Annual Meeting and Delegate Assembly held in Chicago. The Institute for Regulatory Excellence (IRE) began in 2004 with the purpose of providing boards of nursing with high quality regulatory education,

expanding the body of knowledge related to regulation through research and scholarly work, developing the capacity of regulators to become expert leaders, and developing a network of regulators who collaborate to improve regulatory practices and outcomes. The IRE is a series of educational conferences held annually with the following topics rotated on a four-year cycle: Public Protection/Role

Development of Nursing Regulators, Discipline, Competency and Evaluation/Remediation Strategies, and Organizational Structure/Behavior.

The IRE Fellowship Program is a four-year program requiring attendance at the IRE conferences and the completion of scholarly works. Individuals who complete the NCSBN Fellowship Program requirements are called a Fellow of the NCSBN Regulatory Institute (FRE) and are entitled to use the initials FRE after their name in recognition of their accomplishment.

The 2007 inaugural class of fellows are:

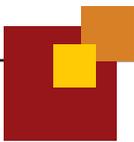
- **Pamela Ambush-Burris, MSN, RN, FRE**, Director of Education &

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Congratulations to our very own Valerie Smith, Associate Director Nursing Practice & Investigations, for being inducted into the inaugural group of Fellows of the NCSBN Regulatory Institute

- Licensure, Maryland Board of Nursing
- **Karla Bitz, MGMT, RN, FRE,** Associate Director, North Dakota Board of Nursing
 - **Gloria Damgaard, RN, MS, FRE,** Executive Secretary, South Dakota Board of Nursing
 - **Dorothy Fulton, MA, RN, FRE,** Executive Director (retired), Alaska Board of Nursing
 - **Julia George, RN, MSN, FRE,** Associate Executive Director for Programs, North Carolina Board of Nursing
 - **Randall Hudspeth, MS, APRN-NP/CNS, FRE,** Board Member, Idaho State Board of Nursing, Director of Professional Practice, Saint Alphonsus RMC
 - **Lorinda Inman, MSN, RN, FRE,** Executive Director, Iowa Board of Nursing
 - **Constance Kalanek, PhD, RN, FRE,** Executive Director, North Dakota Board of Nursing
 - **Charlene Kelly, PhD, RN, FRE,** Executive Director, Nursing and Nursing Support, Nebraska Department of Health and Human Services Regulation and Licensure Nursing and Nursing Support
 - **Betty Sims, MSN, RN, FRE,** Nurse Consultant, Texas Board Nursing (until June 2007)
 - **Valerie Smith, MS, RN, FRE,** Associate Director Nursing Practice & Investigations, Arizona State Board of Nursing
 - **Margaret Walker, PhD, MBA, BSN, RN, FRE,** Executive Director, New Hampshire Board of Nursing



Arizona Nurses Association Biennial Convention

The Arizona Nurses Association Biennial Convention will be held September 20-21, 2007, at the Scottsdale Plaza Resort, 7200 N. Scottsdale Road.

The theme, "Sustaining Relationships by Building Bridges," provides for a variety of topics addressing clinical, nursing/professional, and leadership issues. The nationally known keynote speaker, Linda Shinn, MBA, RN, CAE, of Consensus Management Group will

present "Building Bridges Through Building Your Brand." Other national speakers include Debbie Hatmaker, RN, PhD, President of the American Nurses Credentialing Center and Chief Program Officer of the Georgia Nurses Association, Ann Rogers, PhD, RN,

FAAN, University of Pennsylvania School of Nursing, Carole Ann Cavouras, RN, MS, Labor Management Institute, and Marla Weston, PhD, RN.

Register online at www.aznurse.org on the calendar of events page or call 480-831-0404 for more information.

AZBN JOB OPENING Education Consultant Position

There is an opening at the Arizona State Board of Nursing for a half-time education consultant to survey CNA programs throughout the state. This position requires a BSN and the ability to travel. A master's degree and teaching experience is desired. The successful candidate will have excellent written and oral communication skills, knowledge of the nurse practice act, and effective time management skills. For more information, please contact Pamela Randolph RN, MS, Associate Director of Education and Evidence-based Regulation at 602-889-5209 or prandolph@azbn.gov.

NCSBN elected new members to its Board of Directors during its 2007 Delegate Assembly.

CHICAGO - The National Council of State Boards of Nursing (NCSBN) elected new members to its Board of Directors during its 2007 Delegate Assembly. Members representing the boards of nursing elected Area Directors for a two-year term and two Directors-at-Large for one-year terms. Those elected include:

AREA DIRECTORS

I. **Kathy Malloch, PhD, MBA, RN, FAAN**, Board member, Arizona Board of Nursing. Malloch was previously elected Director-at-Large on the NCSBN Board of Directors and was appointed Area I Director to fill a vacancy in 2006. She has served as Chair of the Practice Breakdown Advisory Panel and as a member of the Governance and Leadership Task

Force. A board member of the Arizona Board of Nursing since 1999, Malloch served three terms as President and was the Chair of the Education Committee and the Scope of Practice Committee.

II. **Betsy Houchen, RN, MS, JD**, Executive Director, Ohio Board of Nursing. Houchen has participated in previous NCSBN Delegate Assemblies by serving as a delegate and alternate delegate.

III. **Julia George, RN, MSN**, Associate Executive Director for Programs, North Carolina Board of Nursing. George has participated in the NCSBN Institute of Regulatory Excellence Fellowship Program, 2004 – 2007 and served on the NCSBN Resolutions Committee from 2002 –

CONGRATULATIONS to Kathy Malloch elected NCSBN Board of Directors

2003 and the Practice, Regulation & Education Committee from 2003 – 2004.

IV. **Gino Chisari, MSN, RN**, Deputy Executive Director, Massachusetts Board of Registration in Nursing. Chisari previously served as Director-at-Large on the NCSBN Board of Directors from 2006 – 2007. He was a member of the Practice Regulation and Education Committee from 2002 – 2006, serving as chair for the past two years. He also served as Chair of the Nominations Committee in 2001 and 2003.

ASU Marks 50th Anniversary

Dear Nursing Colleague,

September 22, 2007 marks the 50th Anniversary of Arizona State University College of Nursing & Healthcare Innovation. Your help and support is needed in “spreading the light” and making the anniversary year of 2007-2008 memorable.

Please nominate a nursing professional colleague to be honored by the College at the Alumni Reception on October 19, 2007, sponsored by the ASU Alumni Association, Mayo Clinic Arizona, Scottsdale Healthcare System, Hospice of the Valley and the College of Nursing & Healthcare Innovation. The nomination and honoring of these individuals will highlight the mark they have made on nursing in our communities. These nominees need not be ASU graduates.

The nomination form can be accessed through the anniversary webpage: <http://nursing.asu.edu/anniversary>, or can be submitted by letter by September 15, 2007. Describe accomplishments in areas such as a) Professional Contributions to Nursing, b) Clinical Expertise, and c) Exceptional Commitment to Patients and Families. Return nominations to Colleen Keller, Arizona State University, 500 North 3rd, Street, MC 3020, Phoenix, AZ 85004.

As a commemorative of your participation in the alumni efforts, you will receive a specially designed ASU/CONHI 50th Anniversary pin to wear at the candle lighting session and at the other celebratory events throughout the year.

Nominees and nominators will be special guests at the October 19 ceremony. We will ask the nominator to light a candle to honor his or her nominee, and your acknowledgement of our colleagues will light up the evening sky.

Sincerely,

Joey Ridenour • Colleen Keller • Bern Melnyk
Debra Pendergast • Peggy Reiley • Susan Levine

Light up the Night!

Join us for our Alumni Reception
Friday, October 19, 2007
6:00 p.m. - 8:00 p.m.
College of Nursing & Healthcare Innovation
500 North 3rd Street, Phoenix, AZ 85004

Help us celebrate the 50th anniversary
of the ASU College of Nursing & Healthcare Innovation.
Light a candle in honor of outstanding nurses
and all those who have spread light
as nurses in our world.

RSVP: Laurel Van Dromme, 602-496-0879
or laurel.vandromme@asu.edu

Sponsored by:
Hospice of the Valley
Mayo Clinic Arizona
Scottsdale Healthcare System
ASU College of Nursing & Healthcare Innovation Alumni Chapter
ASU College of Nursing & Healthcare Innovation

APRIL-MAY-JUNE 2007

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
5/11/2007	Barton, Cherrie L	CNA498821803	Revoked	Failure to Follow Orders; Theft - Client; Failure to Cooperate
5/14/2007	Behr, Jerrod L	CNA Applicant	Certificate Denied	Criminal Conviction; Drug Diversion - Self
5/23/2007	Bidot Jr, Robert	CNA1000012480	Civil Penalty	Criminal Conviction-Misdemeanor
5/15/2007	Bradley, Randolph	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
6/15/2007	Brown, Lois K	CNA256283103	Revoked	Violating Board Order
5/9/2007	Brown, Neilson D	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Leaving Duty Station
3/27/2007*	Bustamante, Pedro J	CNA1000012147	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
5/29/2007	Calvacca, Rebecca J	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
4/10/2007	Carnahan, Priscilla M	CNA1000012148	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud
5/15/2007	Cody, Kimberlyn M	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/11/2007	Collins, Sabare A	CNA960829897	Revoked	Criminal Conviction-Misdemeanor; Theft - Client; Fraud/Deceit; Failure to Cooperate
5/16/2007	Dela Cruz, Nathaniel A	CNA1000001909	Summary Suspension	Sex with Client; Sexual Abuse; Boundaries
5/24/2007	Dela Cruz, Nathaniel A	CNA1000001909	Voluntary Surrender	Sex with Client; Sexual Abuse; Boundaries
6/22/2007	Dodge, Debra L	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
5/11/2007	Ducheneaux, Trinna D	CNA999952874	Revoked	Violating Board Order
4/24/2007	Felkins, Penny R	CNA1000012192	Stayed Revocation	Criminal Conviction-Misdemeanor
4/17/2007	Franks, Ruth L	CNA025781803	Voluntary Surrender	Criminal Conviction-Misdemeanor
4/9/2007	Gamez, Latosha N	CNA999999026	Revoked	Failure to Follow Orders; Drug Related; Violating Board Order; Failure to Cooperate
5/11/2007	Garcia, Graciela V	CNA483982803	Revoked	Violating Board Order
6/12/2007	Garcia, Mario C	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
4/19/2007	Gehl, Amy L	CNA999987170	Stayed Revocation	Drug Abuse
4/17/2007	Gibson, Jennifer L	CNA1000012202	Stayed Revocation	Criminal Conviction-Misdemeanor
5/3/2007	Gibson, Jennifer L	CNA1000012202	Revoked	Violating Board Order
5/2/2007	Gomez, Erlinda R	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/29/2007	Guzman, Janet M	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
4/25/2007	Hanno, Gweniviene J	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/15/2007	Holyan, Chantelle C	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/15/2007	Hulse, Steven E	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
4/6/2007	Jackson, Lisa L	CNA999998326	Voluntary Surrender	Criminal Conviction-Misdemeanor; Drug Abuse; Failure to Follow Orders
5/2/2007	Jamison, Lacarol R	CNA Applicant	Certificate Denied	Criminal Conviction
5/4/2007	Jimenez, Richard R	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Abuse
5/3/2007	Johnston, Nicole C	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/11/2007	Jordan, Jamie	CNA Applicant	Certificate Denied	Criminal Conviction
5/16/2007	Lee, Edward W	CNA1000010679	Stayed Revocation w/Suspension	Violating Board Order
5/15/2007	Lopez, Annette M	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Drug Abuse
5/18/2007	Marley, Suna S	CNA803330441	Civil Penalty	Physical Abuse
6/18/2007	Mendez, Stacey L	CNA1000002773	Suspension	Violating Board Order
5/11/2007	Miranda, Rose M	CNA999950297	Revoked	Violating Board Order
5/17/2007	Modesitt, Barbara A	CNA Applicant	Stayed Revocation	Criminal Conviction; Drug Related; Drug Abuse
5/16/2007	Monroe, Deborah L	CNA1000007471	Stayed Revocation	Drug Abuse; Drug Diversion - Self; Failure to Follow Orders
6/11/2007	Monroe, Deborah L	CNA1000007471	Revoked	Violating Board Order
4/20/2007	Moore, Shannon A	CNA1000001272	Stayed Revocation w/ Fine	Verbal Abuse; Mental Abuse; False Documentation
5/2/2007	Muaraga, Teherku T	CNA Applicant	Certificate Denied	Criminal Conviction-Felony
5/15/2007	Overstolz, Ellen T	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/3/2007	Palacio, Serina M	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
4/5/2007	Patch, Adam L	CNA Applicant	Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
5/3/2007	Peterson, Stephanie L	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
3/9/2007*	Pietrzyk, Amanda E	CNA999988598	Suspension	Boundaries
4/7/2007	Ramirez, Cammie D	CNA1000012136	Civil Penalty	Criminal Conviction; Obtaining Certificate by Fraud

APRIL-MAY-JUNE 2007

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
5/2/2007	Rogers, Constance J	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Failure to Cooperate
12/15/2006*	Romero, Norma C	CNA560969103	Civil Penalty	Unsafe Practice; Failure to Maintain Minimal Standards
11/17/2006*	Ryan, Alan R	CNA1000006875	Voluntary Surrender	Sexual Abuse; Failure to Follow Orders
5/11/2007	Salomon, Gloria T	CNA999996502	Revoked	Theft - Employer; Misconduct; Violating Board Order
5/15/2007	Sanchez, Crystal	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/11/2007	Semien, Kenneth P	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Cooperate
4/17/2007	Shah, Lina R	CNA1000007674	Civil Penalty	Unprofessional Conduct
5/15/2007	Siragusa, John	CNA994120803	Certificate Denied	Criminal Conviction-Misdemeanor
5/15/2007	Smith, Billie A	CNA999949851	Voluntary Surrender	Violating Board Order
5/11/2007	Stemper, Jolene M	CNA999999848	Revoked	Violating Board Order
4/20/2007	Stewart, Adrienne A	CNA362271279	Suspension	Violating Board Order
4/30/2007	Teller Luna, Celestina L	CNA517963803	Stayed Revocation	Criminal Conviction-Drug Related; Boundaries
5/22/2007	Teller Luna, Celestina L	CNA517963803	Revoked	Violating Board Order
6/5/2007	Valev, Galin S	CNA1000009927	Revoked	Violating Board Order
4/12/2007	Vanderplas, Adrienne R	CNA999995508	Suspension	Alcohol Abuse; Violating Board Order
5/3/2007	Victery, Sheila M	CNA1000011799	Revoked	Violating Board Order
5/11/2007	Voss, Betty J	CNA999994799	Revoked	Violating Board Order
5/1/2007	Waddell, Andrea L	CNA753238803	Civil Penalty	Criminal Conviction-Felony; Alcohol Abuse; Failure to Maintain Minimal Standards
5/3/2007	Walker, Hilary J	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/11/2007	Walls, Annette L	CNA Applicant	Certificate Denied	Misconduct; Obtaining Certificate by Fraud; Unprofessional Conduct
5/3/2007	Whitney, Jean M	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
5/8/2007	Wirkus, Mindi S	CNA Applicant	Certificate Denied	Drug Related; Failure to Cooperate
5/11/2007	Ybarra, Christina R	CNA999994706	Revoked	Drug Abuse; Violating Board Order

APRIL – MAY - JUNE 2007

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
6/11/2007	Aguilar, Mary Ann	LP038606	Voluntary Surrender	Drug Abuse, Presenting Illegal RX, Failure to Comply with Requirements of Impaired Nurse Program
3/22/2007*	Alford, Russell L.	LP037250	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
3/27/2007*	Alvarez, Edward A.	RN135376	Decree of Censure w/ Fine	Practicing Beyond Scope, Drug Related
5/11/2007	Barden, Joelle S.	RN094761/LP028054/ CNA643102357	Revocation	Violating Board Order
5/4/2007	Behlers, Douglas D.	RN114544	Stayed Suspension w/ Probation	Alcohol Abuse, Violating Board Order
5/11/2007	Bidgood, Roberta A.	LP015862	Revocation	Violating Board Order
5/4/2007	Boulware, Ulysses	LP Exam	License Denied	Criminal Conviction-Misdemeanor, Sexual Misconduct-Boundaries, Sex with Client
5/15/2007	Bovio, Jo Ann L.	RN106431	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors
5/22/2007	Brandon, Mary D.	RN063521/ AP1747	Stayed Revocation w/ Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
5/17/2007	Buchter, Monique L.	RN140809	Civil Penalty	Practicing without License
4/18/2007	Butler, Madeline M.	RN134148	Revocation	Drug Abuse, Violating Board Order
4/9/2007	Cabanes, Michael A.	RN129150	Revocation	Violating Board Order
3/12/2007*	Cain, Rose Marie	RN142978	Voluntary Surrender	Drug Abuse
5/17/2007	Castillo, Lauramelia G.	LP027835	Stayed Revocation with Suspension	Violating Board Order
5/7/2007	Castle, Brian M.	RN145936	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse, Action in Another Jurisdiction
4/4/2007	Cesek, Joy E.	RN122942	Decree of Censure	Misconduct-Breach of Confidentiality
5/11/2007	Chamberlain, Alexander	RN085322	Reinstatement Denied	Sexual Misconduct, Inability to Practice Safely
5/14/2007	Chea, Chandavy A.	LP040247	Decree of Censure	Unprofessional Conduct
4/9/2007	Clinton, Claire	RN122081	Probation	Unprofessional Conduct, Misconduct
5/24/2007	Cox, Angelena	LP Endorsement	License Denied	Unprofessional Conduct, Misconduct, Failure to Cooperate with Board
2/23/2007*	Dix, Gina L.	RN127066	Voluntary Surrender	Failure to Comply with Requirements of Impaired Nurse Program, Fraud, Deceit-Obtaining License
1/29/2007*	Dorrell, Veonica D.	RN095499	Probation	Drug Use on Duty
5/10/2007	Drezdon, Kurt G.	RN129557	Civil Penalty	Criminal Conviction-Misdemeanor, Alcohol Abuse
5/16/2007	Drommond, Louise A.	RN066851/ LP021966	Summary Suspension	Failure to Maintain Minimal Standards, Unsafe Practice, Inability to Practice Safely
5/11/2007	Eggleston, Deborah C.	LP041431	Revocation	Failure to Maintain Minimal Standards, Misconduct-Physical Abuse, Verbal Abuse
6/5/2007	Elmendorf, Bruce W.	RN129546	Revocation	Violating Board Order
5/16/2007	Faulkner, Rowena A.	RN128701	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse
3/22/2007*	Fina, Audrey S.	RN058439	Voluntary Surrender	Failure to Comply with Requirements of Impaired Nurse Program
5/18/2007	Fiocchi, Julio F.	LP043267	Stayed Revocation with Probation	Sexual Misconduct-Boundaries, Sex with Client
4/4/2007	Fischer, Linda S.	RN082235	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Failure to Supervise
3/22/2007*	Fitzgerald, Leslie A.	Compact RN, WI	Voluntary Surrender - Privilege to Practice	Failure to Comply with Requirements of Impaired Nurse Program, Fraud, Deceit-Obtaining License, Action in Another Jurisdiction
5/24/2007	Garcia, Yvonne A.	RN106870	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
5/15/2007	Garn, Lindsey L.	RN Endorsement	License Denied	Criminal Conviction-Misdemeanor
5/11/2007	Garrett, Frances V.	LP028179	Revocation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Failure to Cooperate with Board
3/27/2007*	Gavigan, Colleen P.	LP043089	Civil Penalty	Practicing without License
5/11/2007	Giles, Jennifer M.	RN098773/LP031839	Revocation	Violating Board Order
3/21/2007*	Glasgow, Angela D.	RN113587	Stayed Revocation with Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program

APRIL – MAY - JUNE 2007

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
5/21/2007	Glasgow, Angela D.	RN113587	Revocation	Violating Board Order
4/18/2007	Gorow, Jeff A.	RN046900	Voluntary Surrender	Alcohol Abuse, Violating Board Order
4/23/2007	Green, Rita B.	RN050204	Decree of Censure	Failure to Maintain Minimal Standards
4/4/2007	Griffin, Jami L.	RN145468	Probation	Criminal Conviction-Misdemeanor, Alcohol Related, Alcohol Abuse
3/5/2007*	Grothendick, Carole A.	LP Endorsement	License Denied	Criminal Conviction-Misdemeanor, Alcohol Related, Alcohol Abuse
4/9/2007	Gunter, Willie E.	LP033858	Decree of Censure with Civil Penalty	Failure to Maintain Minimal Standards
5/23/2007	Hall Jr., Joseph C.	RN105256	Voluntary Surrender	Action in Another Jurisdiction
5/16/2007	Hanks, Millicent L.	RN118958	Probation with Civil Penalty	Failure to Follow Orders, Documentation Errors, Practicing without License
3/26/2007*	Hatch, Mary K.	RN066925/LP021103	Voluntary Surrender	Failure to Assess, Inappropriate Delegation, Documentation Errors
5/11/2007	Hidenfelter, Sheri L.	RN108679	Revocation	Failure to Follow Orders, Drug Diversion, Failure to Cooperate with Board
5/14/2007	Hommel, Mary O.	RN059534	Probation	Failure to Maintain Minimal Standards
5/21/2007	Hood, Hope S.	RN073429	Stayed Revocation with Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
6/1/2007	Huff, Candace S.	RN146535	Civil Penalty	Criminal Conviction-Misdemeanor
5/11/2007	Humberger, Amanda E.	RN135840	Revocation	Drug Abuse, Drug Diversion, Action in Another Jurisdiction
5/18/2007	Jackson, Neal C.	RN110090/ CNA999976560	Suspension	Medication Errors, Misconduct, Violating Board Order
3/13/2007*	Jenson, Lisa A.	RN110451	Reinstatement with Probation	Failure to Maintain Minimal Standards, Alcohol Abuse
5/16/2007	Kelly, Cynthia J.	RN129237	Probation	Failure to Maintain Minimal Standards, Alcohol Abuse
2/7/2007*	Ko, Moonju Lee	TRN144368	Civil Penalty	Practicing without License
3/28/2007*	Lee, Kathy H.	RN118656	Probation	Drug Abuse, Drug Related-Positive Drug Screen, Fraud, Deceit
5/11/2007	Lopez, Carol D.	RN090604	Revocation	Violating Board Order
6/8/2007	Lukasik, Mark E.	RN079854	Voluntary Surrender	Sexual Misconduct
5/16/2007	Lynn, Karen J.	RN128327/LP038607	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Supervise
5/11/2007	Manning, Kyle J.	RN075232/ CNA521654103	Revocation	Violating Board Order
5/11/2007	Mannion, Kathleen B.	RN090217	Revocation	Violating Board Order
4/2/2007	Miller, Angela M.	RN114201/LP035034	Revocation	Drug Abuse, Violating Board Order
4/17/2007	Morgan, Daniel S.	RN096972	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
5/11/2007	Munsey, Charlene E.	RN090420/LP029154	Revocation	Failure to Comply with Requirements of Impaired Nurse Program
2/6/2007*	Nethercutt, Joan E.	RN102709	Decree of Censure	Medication Errors, Practicing Beyond Scope
2/6/2007*	Nicholls, Tina C.	RN055952/LP018873	Voluntary Surrender	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
5/11/2007	Nickels, Denise M.	RN090672/LP029319	Revocation	Violating Board Order
5/3/2007	Niece, Patricia	Compact RN, TN	Revocation-Privilege to Practice	Drug Diversion
4/3/2007	Nunes, Debbie	LP031808	Decree of Censure	Practicing Beyond Scope
5/21/2007	Ohler, Allen M.	RN118488	Stayed Revocation with Suspension	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
5/3/2007	Opuroku, Ezekiel T.	LP036460	Revocation	Violating Board Order
3/27/2007*	Parson, Jena D.	RN144921/AP2642	Civil Penalty	Practicing without License
5/21/2007	Pelzer, Daniel	RN085546/LP027677	Stayed Revocation with Suspension	Failure to Comply with Requirements of Impaired Nurse Program
3/6/2007*	Perkins, Donna H.	Compact RN, NC	Revocation-Privilege to Practice	Failure to Maintain Minimal Standards, Unprofessional Conduct, Misconduct-False Documentation
5/29/2007	Perlman, Paul	RN115820	Civil Penalty	Criminal Conviction-Misdemeanor, Alcohol Abuse

RN/LPN DISCIPLINARY ACTION

APRIL – MAY - JUNE 2007

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
3/6/2007*	Pierce, Deborah M.	RN136819	Probation	Failure to Maintain Minimal Standards, Incompetent Practice, Alcohol Abuse
4/6/2007	Ratajczak, Sheila M.	RN045144	Voluntary Surrender	Drug Abuse
6/1/2007	Rebel, Karen L.	RN078320/LP024669	Revocation	Drug Use on Duty, Drug Diversion, Violating Board Order
5/11/2007	Reumann-Linam, Sharon K.	RN110535	Suspension	Drug Abuse, Failure to Cooperate with Board
5/11/2007	Roberts, Vernon R.	RN088514	Revocation	Violating Board Order
5/16/2007	Ross Feeley, Suzanne P.	RN071694	Probation	Failure to Maintain Minimal Standards, Incompetent Practice, Violating Board Order
5/7/2007	Rosset, Lorrie L.	RN114964	Summary Suspension	Documentation Errors, Medication Errors, Drug Diversion
4/2/2007	Rudich, Ann Marie	LP041569	Decree of Censure	Inappropriate Delegation
5/24/2007	Rudisaile, Daren G.	RN Endorsement	License Denied	Criminal Conviction-Misdemeanor, Alcohol Abuse
5/3/2007	Ruiz, Angelica	RN126894	Civil Penalty	Criminal Conviction-Misdemeanor
5/1/2007	Sahadi, Barbara	RN121062	Suspension/Indefinite	Failure to Maintain Minimal Standards, Drug Related
4/3/2007	Sanchez, Jeanette N.	RN126855	Decree of Censure with Civil Penalty	Failure to Maintain Minimal Standards, Failure to Supervise
5/22/2007	Sandoval, Nadine L.	RN066862/LP021969	Probation	Misconduct
6/4/2007	Schmieder, Susan C.	RN075324	Suspension/Indefinite	Inability to Practice Safely
2/14/2007*	Schumacher, Amy L.	RN129916/LP036602	Stayed Revocation with Suspension	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
1/11/2007*	Shields, Sean N.	RN081753	Voluntary Surrender	Criminal Conviction-Felony
5/21/2007	Shimp, Mona Lisa	LP041393	Revocation	Violating Board Order
5/18/2007	Simpson, Barry A.	RN063242	Voluntary Surrender	Violating Board Order
5/17/2007	Smith, Shawn E.	RN134537	Probation	Action in Another Jurisdiction
5/10/2007	Soulik, Bareana T.	LP032393	Revocation	Violating Board Order
5/4/2007	Steele, Kim	RN095749	Suspension/Indefinite	Violating Board Order
5/11/2007	Taylor, Nancy A.	LP019308	Revocation	Violating Board Order
5/17/2007	Tishie, Maxine	RN132131	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Medication Errors
5/3/2007	Vanderwaall, Kathy J.	RN086592/LP026986	Revocation	Violating Board Order
3/27/2007*	Vasquez, Martha A.	RN117123	Civil Penalty	Practicing without License
3/14/2007*	Wallace, Michele K.	RN135041/LP039664	Stayed Revocation with Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
5/11/2007	White, Edward P.	LP034324	Revocation	Unprofessional Conduct, Misconduct, Violating Board Order
4/26/2007	Wiley, Janel L.	RN085689/LP027748	Probation	Drug Abuse
12/8/2006*	Willeford, Christina M.	RN133982	Decree of Censure	Misconduct-Mental Abuse, Verbal Abuse
4/11/2007	Williams, Brenda S.	RN054527/SN0674	Probation	Misconduct-False Documentation, Fraudulent Billing
4/17/2007	Williams, Marlo M.	RN128894	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
4/24/2007	Williams, Shirley T.	LP024903	Probation	Alcohol Abuse, Fraud, Deceit

RN-LPN Discipline ACTION CLEARED

APRIL-MAY-JUNE 2007

EFFECTIVE DATE	NAME	LICENSE
6/2/2007	Fromm, Marjorie B.	LP011792
5/17/2007	Hartley-Cobb, Holli	RN052454
5/16/2007	Lancaster, Marlena E.	RN138461
3/27/2007*	McGreger, Tina R.	LP039558
5/17/2007	Pierson, Lynette D.	LP041676
5/16/2007	Porter, Lynnette A.	LP040933
5/16/2007	Rumsey, Chad E.	RN123050
5/17/2007	Sharp, Christina E.	RN127552
4/9/2007	Snell, Ninette D.	RN070870



Arizona State Board of Nursing

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presents the

The Fifth Annual CNA Educators Retreat: INSIDE THE CNA CLASSROOM

An exciting and informative forum promoting the support of CNA Educators and their commitment toward continued improvement of nursing assistant education.

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See page 18 for more details

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\$85 per person after December 15, 2006
\$100 per person on-site as space permits.
Purchase Orders WILL NOT be accepted
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Registration Fee will include meals, snacks, and materials.

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Facility/School/Affiliation: _____

Address: _____

City, State, Zip: _____

For Registration Confirmation, please provide an E-Mail Address Below

E-Mail Address: _____

Business Phone: _____ Mobile Phone: _____

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Arizona State Board of Nursing Governance Performance Measurement

Investigative & Hearing Department Cycle Times **JULY 2007**



INDICATOR	TARGET	12 MONTHS AGO	6 MONTHS AGO	THIS MONTH
Cycle Time Investigative Reports to Board	6 months	7.1 months	6.3 months	6.8 months
Cycle Time Hearing Dept Cases To Board	12 months	18 months	15 months	7.5 months

Education Outreach Metrics: Nurse Practice Act **JULY 2007**



INDICATOR	TARGET	4 MONTHS AGO	2 MONTHS AGO	THIS MONTH
Down Loads Nurse Practice Act Website	5,000 month	15,214	3,004	11,282
Website Nurse Practice Act Test Takers	500 month	2,642 for 4 months	909 for 2 months	256 month YTD 4,642 or 663 month

Licensing Program Metrics **JULY 2007**



INDICATOR	TARGET	12 MONTHS AGO	6 MONTHS AGO	THIS MEETING
Cycle Time Application Processing – Printing License	2 days from time of application completion	3 days	3 days	1.7 days

Online Licensure Renewal Metrics **JULY 2007**



INDICATOR	TARGET	JUNE 2006	JANUARY-JUNE 2007
Percentage Online Renewals Completed	90%	70%	90%