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ARIZONA STATE BOARD OF NURSING NEWSLETTER

QUARTERLY CIRCULATION APPROXIMATELY 74,000 TO ALL
RNs, LPNs, CNAs AND STUDENT NURSES IN ARIZONA

The Official Publication of the Arizona State Board of Nursing

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May, June, July 2004

From the Executive Director

By Joey Ridenour, RN, MN

Board Oversight of Nursing Education: Relevance Transcends Time - 1921-2004

Overview:

As part of its mission to protect the public from unsafe nurses for the past 83 years, the Board has authority over the nursing education process. The Board believes that safe nursing care begins in a student's nursing program. The Board, through its statutory authority over RN and LPN programs (ARS §32-1606, 1644) and its administrative rules (A.A.C. R4-19-201 through 206) ensures that programs provide appropriate educational experiences for nursing students so that they gain the knowledge and competencies necessary to provide safe patient care. Appropriate oversight of the parent institution, a curriculum that is cohesive and inclusive of the scope of practice, competent faculty, a nursing administrator with authority and expertise, a minimum NCLEX® pass rate of 75%, and adequate facilities for learning are all areas that are monitored in approved nursing programs considered minimum standards for nursing educational programs.

The Board seeks advice regarding programs, program approval, rules and other processes related to education from its twelve member Education Advisory Committee. The Board employs a consultant that carries out the educational functions of the Board, which include overseeing 19 RN/LPN Nursing Programs at 37 sites and 170 CNA programs. The Board received complaints regarding nursing programs and gathers information to assist the programs in meeting minimum educational standards. The consultant has 3 roles related to nursing education: consulting on program issues, education provider, and regulator/surveyor.

Education Advisory Committee:

The Education Advisory Committee, chaired by Board member, Dr. Kathy Malloch, is composed of 12 members representing educational programs and nursing employers throughout the state. Nurse educators who represent a variety of program types and geographic areas sit on the committee for a 2-year term with the option to apply for re-appointment. Programs represented include: Maricopa Community College District Nursing Program, GateWay Fast Track PN Program, Pima Community College, Northern Arizona University, Arizona State University, University of Arizona, Mohave Community College, Cochise College, and Grand Canyon University. Representatives from Mayo Hospital and John C. Lincoln Health Care Network also sit on the com-

mittee to provide an employer perspective.

Board Processes:

Program Approval/Re-approval Process: The Education Committee reviews and makes a recommendation to the Board on all applications for program approval and requests for program change. All nationally accredited nursing programs (NLNAC or CCNE) are resurveyed only at the time of the national accreditation site visit unless a complaint is received.

Complaint process: The Board reviews and investigates all complaints it receives related to a nursing program. The Board utilizes a variety of mechanisms to address complaints including "case dismiss" if a rule violation is not established or the program has already addressed the issue in a satisfactory manner. If the complaint is complex or the Board initiates the complaint, a site visit of the program is conducted and the report goes directly to the Board for a decision. Program representatives are encouraged to attend the Board meeting and respond to any findings. During the past five years, approximately 30 persons have made complaints about nursing programs. Sometimes multiple complaints are received about one program.

Rule violations: If a rule violation is established, the Board notifies the program about the violation and provides for a period of correction not to exceed 18 months. In the past 5 years, the Board has issued a notice of deficiency to three RN programs and three PN programs. All programs except one PN program, which closed for reasons unrelated to the deficiency, corrected the deficiencies or are working on correcting the deficiencies. Positive changes in nursing programs after correction of a deficiency include: more classroom and laboratory resources for students, increase in qualified faculty, increase in clerical support, better developed curriculum, increased administrative support, and increase in NCLEX pass rates

2002 Evaluation of the Educational Function of the Board

The National Council of State Boards of Nursing conducted a nation-wide study of the effectiveness of boards of nursing during FY 2000 and FY 2002. Information from programs was reported and published as aggregate data only and participants were assured of confidentiality. Twenty-four Arizona nursing programs/sites responded to the survey. Programs were asked to rate their perceptions of the pro-

Ridenour cont. on pg. 3

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 faculties are recruited for the vacant positions. To assist in addressing the nursing shortage and subsequent risk to the public, the Arizona Board of Nursing will be 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 Web site at www.pima.edu to read more about the college and these positions. The application can be downloaded as a PDF file from www.humres@pimacc.pima.edu.

Coconino Community College is seeking a seasoned professional to promote students success in a learner-centered college as the Director of Nursing. Strong administrative skills are required, as this position will have significant impact on the success of the Nursing program. The Director of Nursing will provide leadership to the Nursing program by maintaining accreditation with the ASBN, obtaining NLN accreditation, managing the budget, representing the program throughout the college, community, and state, maintaining policies and procedures for the program, advising and admitting students, and leading assessment activities. Please contact Monica Baker at 928-226-4262, the Human Resources Department at 928-226-4204, or visit the CCC Web page at www.coconino.edu.

Grand Canyon University Samaritan College of Nursing is seeking full time and adjunct nursing faculty to teach in our undergraduate and graduate programs in 2004-2005. Full time positions in obstetrics (1) and adult health (2) are available. All qualified faculty in any specialty are

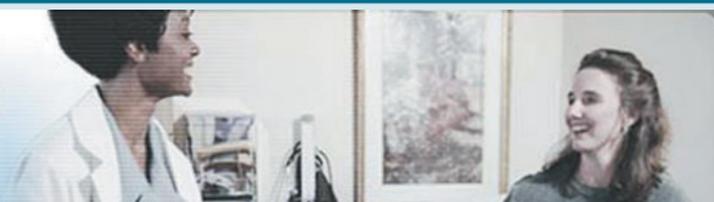
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ARIZONA STATE
BOARD OF NURSING
Joey Ridenour
Executive Director



New Website Launched

By Adam Henriksen, Webmaster

On March 8, 2004 the Arizona State Board of Nursing launched a new website with a new look to better meet the needs of the Arizona citizens. The new design interface is more user friendly and implements a new top menu based navigational system. Other new features include updated Online Verification of RN/LPN/CNA licenses and certificates, a Disciplinary Actions search page, a new message board that allows for better interaction between the Nursing community and discussion of Scope of Practice topics, and a News and Events system. Agencies requiring batch verification may continue to use the e-mail verifica-

tion system (verify@azbn.org).

New features that are on the horizon for 2004 include Online Licensing and Renewal with credit card processing, an Advisory Opinions search page, and an interactive Meeting calendar.

We hope you will find the new website easier to use and a valuable resource. Your comments and suggestions are welcome.

Please feel free to contact Adam Henriksen at ahenriksen@azbn.org for questions or concerns regarding the website.

BOARD OF NURSING CONTACT INFORMATION

<p>GOVERNOR <i>The Honorable Janet Napolitano</i></p> <p>BOARD MEMBERS</p> <p>Alice Gagnaire, RN, MSHA President</p> <p>Kathy Malloch, PhD., MBA, RN Vice President</p> <p>Beverly Ogden Public Member Secretary</p> <p>Trista Campbell, RN, BSN Member</p> <p>Theresa Crawley, CRNA, MSHSA Member</p> <p>Gregory Y. Harris Public Member</p> <p>Sharon Molle, LPN Member</p> <p>Marla Moore, RN, BSN, MA Member</p> <p>Barbara O'Connor, LPN Member</p>	<p>MAIN LINE: (602) 889-5150 e-MAIL: arizona@azbn.org</p> <p>MAIN FAX: (602) 889-5155 HOME PAGE: http://www.azboardofnursing.org</p> <p>CANDO FAX: (602) 889-5238</p> <p>ADDRESS CHANGE AND APPLICATION REQUESTS Receptionist arizona@azbn.org verify@azbn.org</p> <p>ON-LINE VERIFICATION OF LICENSE/CERTIFICATE STATUS</p> <p>ADMINISTRATION Joey Ridenour RN, MN Executive Director 602-889-5200 jridenour@azbn.org Judy Bontrager RN, MN Associate Director--Operations & Licensing 602-889-5204 jbbontrager@azbn.org Valerie Smith RN, MS Associate Director--Nursing Practice/Complaints & Investigations 602-889-5206 vsmith@azbn.org Lila Wiemann Administrative Assistant to the Executive Director 602-889-5202 lwiemann@azbn.org</p> <p>ADVANCED PRACTICE Karen Grady MS, RN, FNP, BC Advanced Practice/RN/LPN 602-889-5182 kgrady@azbn.org</p> <p>CHEMICAL DEPENDENCE / CANDO Suanne Smith Nurse Consultant-CANDO 602-889-5156 ssmith@azbn.org Dolores Hurtado Legal Secretary - Monitoring & CANDO 602-889-5158 dhurtado@azbn.org Olga Zuniga Administrative Secretary - Monitoring & CANDO 602-889-5157 ozuniga@azbn.org</p> <p>EDUCATION Pamela Randolph RN, MS, CPNP Surveys Educational Programs RN/LPN/CNA 602-889-5209 prandolph@azbn.org Meredith Fountain Administrative Assistant-Education 602-889-5187 mfountain@azbn.org</p> <p>FISCAL SERVICES Diane Serra Business Manager 602-889-5210 dserra@azbn.org Norma Salter Accounting Technician 602-889-5211 nsalter@azbn.org</p> <p>HEARINGS Susan Barber RN, MSN Nurse Practice Consultant-Hearing Department 602-889-5161 sbarber@azbn.org Jeanne Bauer Senior Investigator 602-889-5178 jbauer@azbn.org Vicky Driver Adm. Asst./Hearing Department 602-889-5162 vdriver@azbn.org</p> <p>INVESTIGATIONS Nurse Practice Consultants Betty Nelson RN, MS CNA 602-889-5169 bnelson@azbn.org Jeanine Sage RN, MSN CNA 602-889-5174 jsage@azbn.org Mary Rappoport RN, MN RN/LPN 602-889-5184 mrappoport@azbn.org Nancy "Nan" Twigg RN, MS RN/LPN/Southern AZ 602-889-5185 ntwigg@azbn.org Pat Midkiff, RN, MN RN/LPN 602-889-5179 pmidkiff@azbn.org Sister Rachel Torrez RN, MS RN/LPN 602-889-5180 srachel@azbn.org Sydney Munger RN, MS RN/LPN 602-889-5186 smunger@azbn.org Senior Investigators James (Jim) Ball RN/LPN 602-889-5170 jball@azbn.org Kirk Olson CNA 602-889-5171 kolson@azbn.org Lorraine Brown RN/LPN (CANDO) 602-889-5159 lbrown@azbn.org Pat Pavlina, RN, BS CNA 602-889-5176 ppavlina@azbn.org Vicki Johansen CNA 602-889-5172 vjohansen@azbn.org Legal Assistants Melissa Vannier CNA 602-889-5175 mvannier@azbn.org Legal Secretaries Barbara Ritenour Board Minutes/Endorsements 602-889-5193 bjones@azbn.org Becky Loar Assistant to Associate Director/ Nursing Practice, Complaints & Investigations 602-889-5207 bloar@azbn.org Debra Blake RN/LPN Investigations 602-889-5183 dblake@azbn.org Dorothy Lindsey CNA Investigations 602-889-5177 dlindey@azbn.org Esther Garcia CNA Investigations 602-889-5173 egarcia@azbn.org Mary Palmer Administrative Assistant to Associate Director/ Operation & Licensing 602-889-5205 mpalmer@azbn.org Meredith Fountain RN/LPN Investigations 602-889-5187 mfountain@azbn.org Theresa Berry Assistant to Associate Director/Nursing Practice, Complaints & Investigations/New Complaints/CNA Investigations 602-889-5208 tberry@azbn.org</p> <p>INFORMATION TECHNOLOGY Loren B. Cobb Information Services Director 602-889-5212 lcobb@azbn.org Cory Davitt Network Administrator 602-889-5213 cdavitt@azbn.org Adam Henriksen Webmaster 602-889-5231 ahenriksen@azbn.org</p> <p>LICENSING Becky Aranyos RN/LPN Exam 602-889-5190 baranyos@azbn.org Brent Sutter RN/LPN Renewals 602-889-5195 bsutter@azbn.org Diana Lucas RN/LPN Endorsements 602-889-5191 dfrye@azbn.org Donna Frye Advanced Practice - School Nurses 602-889-5194 haranyos@azbn.org Heather Aranyos CNA Exam/Endorsements 602-889-5189 rrogers@azbn.org Rhonda Rogers CNA-Renewals 602-889-5188 rgodinez@azbn.org Yvonne Godinez RN/LPN Endorsements 602-889-5192</p> <p>MAILROOM Marlane Brosseau Mail Room 602-889-5216 mbrosseau@azbn.org Rita Kelly-Sierra Mail Room 602-889-5215 rkelly@azbn.org</p> <p>MONITORING Stephanie Nelson RN, MS Nurse Consultant Monitoring 602-889-5160 snelson@azbn.org Dolores Hurtado Legal Secretary - Monitoring 602-889-5158 dhurtado@azbn.org</p> <p>RECEPTIONISTS Athena Sanchez Receptionist 602-889-5196 asanchez@azbn.org Jennifer Butler Receptionist 602-889-5199 jbutler@azbn.org Susan Kingsland Receptionist 602-889-5197 skingsland@azbn.org</p> <p>RECORDS Charlotte Seechoma Records Room 602-889-5217 cseechoma@azbn.org</p>
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Ridenour cont. from pg. 1

gram approval process in Arizona on a scale of 1 (always adequate) to 3 (inadequate). The overall rating in Arizona averaged 1.12 and compares favorably to the national average of 1.38. The highest score for Arizona was "communication with board staff" at 1.08 with a national rating of 1.43 and the lowest was "interval between board visits" at 1.33 with a national average of 1.40. All 12 measures were above the national aggregate rating. Other areas of strength for the Arizona Board (all rated at 1.09) include time spent on site during visit, feedback/evaluation provided by board, timeliness of providing feedback, comprehensiveness of feedback provided, and fairness/objectivity of board findings. In another aspect of the same study, nine programs, who made inquiries of the Board regarding educational issues, regarded the Board as very helpful (1.00) on a scale of 1 (very helpful) to 4 (very unhelpful). This compares favorably to the national aggregate of 417 programs across the country, who made inquiries of the board of nursing in their state, and regarded the board as very helpful (1.29).

2000-2004 Accomplishments of the ASBN RN/PN Education Committee/Department

- The Education Committee recommended approval and the Board approved four new program applications
- All 19 programs in Arizona remain approved and receive site-visits at Board-determined intervals
- Due to a decline in the overall pass rate of the RN/LPN national test, NCLEX®, the Board sponsored a forum on NCLEX pass rates in 2002 and published the results. State NCLEX-RN pass rates increased from 83% in 2001 to 91% in 2003.
- The Board publishes and updates the list of approved programs and secures program codes from National Council for approved programs. Program approval is required for the graduates to be recognized for licensure in other states and sit for the NCLEX exam. In addition, the Board advertises program faculty openings in the newsletter at no charge to facilitate the recruitment of faculty.
- The Education Committee has accomplished or is currently working on the following projects:
 - Revising rules to allow nationally accredited institutions to sponsor nursing programs,
 - Participating in national research on practice breakdown to learn new ways of assessing nurses with practice problems,
 - Considered and recommended approval of all program requests to increase the number of students or add program sites,
 - Providing education to the public on different levels of nursing practice/education by posting a paper on the Web,
 - Reviewing applications of Credential Evaluation Service (CES) agencies to ensure that the agency uses accepted, secure procedures in determining comparability of foreign nursing programs to U.S. nursing programs,
 - Reviews all programs for approval/reapproval, and
 - Review and monitor reports of unapproved programs and diploma mills that advertise to U.S. students.
- Based on nursing program need, the Board co-sponsored the following meetings in 2003:
 - For nursing faculty: "When a Student Threatens to Sue" which provided faculty with strategies for dealing with unsafe nursing students;
 - For the CNA educators: "CNA Educators Retreat" which provided an opportunity to learn new curriculum strategies; and
 - A State-wide RN/PN educators meeting, which focused on current program issues and provided a forum for discussion.
- The Nursing Education Consultant:
 - Collects and disseminates program statistics on an annual basis and publishes the data in the Newsletter and on the ASBN Web site;
 - Compiles and distributes NCLEX results to programs and the public;
 - Updates, and distributes a learning program entitled "Beginning Nursing" to programs for use in educating students on the Board application process;
 - Informs the public about educational issues through the Newsletter's "Education Corner" column;
 - Presented information on the Nurse Practice Act to over 2,000 student nurses and others in the past five years;

- Is one of 10 members who serves on a national Exam Committee of National Council of State Boards of Nursing;
- Reviews approximately 100 Credential Evaluation Reports (CES) per year from foreign educated nurses to ensure that the foreign program is equivalent to a domestic nursing program;
- Conducted on-site investigations of complaints involving 5 programs between 2000-2004;
- Serves as an ex-officio member of the Practical and Associate Council of Nurse Educators (PACNE) and Healing Community and informally meets with individual program directors when they request consultation; and
- Prepares and distributes a resource book for program directors that contains information and resources intended to improve program outcomes and explain program evaluation procedures.

Non-Accredited Non-Approved Programs

The Board has become aware of "educational" institutions that are not recognized by the US government and merely serve as "diploma mills". These institutions take thousands of dollars from students and award degrees that are of little or no value. These nursing and nurse assistant programs that claim to be "nationally accredited." Upon further examination, one discovers the nation accrediting the program is a third world country or a Caribbean island. Many times the address of the program is an office suite.

The Board is aware of the following non-accredited programs:

- A distance RN program that claims to be nationally accredited, but the federal government does not recognize the accrediting body. This program contains no clinical experience, and does not qualify for federal loan or tuition aid. The Registrar's office is a suite in Minnesota and the Minnesota Board of

Nursing has never heard of this program.

- An official transcript was sent from a program operating out of a suite in Indiana. The Vocational Nursing program lasted 5-months, did not indicate academic credits, and is not on the list of approved Indiana programs.
- An institution operating out of a suite on E. McDowell Rd in Phoenix called itself Arizona A and M University and issued a CNA completion certificate to the relative of the owner.
- A "career institute" located in New York offers a CNA course by correspondence with no clinical experience. A brochure states in fine print that the course is not a substitute for state licensing or certification requirements.
- A "University" registered in the island of Nevis, awards credits for "life experience" and is accredited by a body that is not recognized by the US Department of Education. No US Board of Nursing approves this program.
- A school "nationally accredited" in the Caribbean awards nursing degrees by distance and is located in Miami, but not approved by the Florida Board of Nursing.
- A flyer was sent to all RNs offering opportunities to teach in an Arizona nursing program for \$75 per hour. This program is not approved by the Arizona Board of Nursing and has not applied for approval.

Because of its' regulatory authority, the Board sends official notification to programs operating in this state without Board approval. A Cease and Desist letter is sent and the program is referred to the Attorney General Consumer Fraud Division for prosecution. The Board also notifies the public of such actions in the newsletter. The Board continues to monitor the activities of such enterprises as part of its mission to protect the public.

Recruitment cont. from pg. 1

encouraged to apply for clinical adjunct appointments. For more information and to apply, please visit our Web site, <http://www.gcu.edu/personnel/personnel.htm>.

SouthWest Skill Center is seeking a FT Nursing Cluster Coordinator. Specially funded. Must have BSN, current RN Arizona license and a minimum of 2 years experience as a professional nurse providing direct patient care. Please visit our Web site, <http://www.emc.maricopa.edu/swsc/> for complete job description and application instructions. Review of applications will start February 2, 2004. AA/EEO

ASU College of Nursing is interested in advanced practice nurses in the following areas: pediatric, community health, obstetric, adult health and psychiatric nursing. In addition, with expansion of the professional program, new part-time and full time teaching positions in the undergraduate program are available. Please visit our Web site, <http://nursing.asu.edu>, for complete qualification and application instructions or call (480) 965-2668 for addi-

tional information. Arizona State University is an affirmative action/equal opportunity employer. **We welcome the interest of qualified faculty in any specialty.**

The University of Arizona College of Nursing is seeking applicants for: 1) Two full time faculty positions to support the educational efforts of the Accelerated BSN Program for college graduates by providing instruction in adult health nursing (job # 991634), and 2) A half-time Assistant Coordinator in the Patient Care Learning Center (job # 991768) to serve as a learning resource to students for nursing-focused psychomotor and critical thinking skills. Please visit the following Web site <http://www.hr.arizona.edu/> for complete qualifications and application instructions or you may contact Pat Wharton at 520-626-2742.

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 full-time positions online:

www.dist.maricopa.edu/hrweb/faculty.htm or for part time online: www.dist.maricopa.edu/hrweb/adjunct.html

Yavapai College is seeking an applicant for a full-time Nursing Faculty member. Primary duties are to teach courses in Nursing with an emphasis in Adult Medical/Surgical nursing on the Verde Valley campus. Please visit our Web site at www.yc.edu to read more about the college and this position. The application can be downloaded as a PDF file from the Web site.

Arizona Western College, Yuma, Arizona, is seeking applicants for a full-time Nursing/Computer Lab Coordinator. Bachelor's degree in Nursing; valid Arizona license as a Registered Nurse; minimum 2 years of recent experience as a professional nurse providing direct patient care. Must have demonstrated ability to work in primary health care and clinical practice in performing nursing skills as per textbook reference guidelines, and the ability to manage human and physical resources to meet the needs of students and faculty of the Department of Nursing and Allied Health. Please contact AWC Human Resources at 928-344-7504 or visit our Web site, <http://www.azwestern.edu/hr/jobs.php?jobsID=68>.

Consent Agreements: What Every Employer Needs to Know

by Stephanie Nelson, RN, MS
Nurse Practice Consultant/Monitoring

Nurse A, LPN, was a long-term employee at an extended care facility, and had a friendship with her supervisor. Nurse A self-reported to the Board that she was chemically dependent. This interfered with her performance and attendance to work. Her supervisor remained supportive but did not know the extent of Nurse A's problem. She attributed the problems to Nurse A's poor health.

Nurse A informed her supervisor that she "got into a little trouble in the past" with the Board of Nursing and the supervisor was only required to submit quarterly reports. However, Nurse A entered into a Consent Agreement with the Board that required her license to be placed on probation for 18 months with specific terms and conditions that included: undergoing psychiatric counseling, attending weekly nurse recovery group meetings and Alcoholics Anonymous meetings, submitting at least monthly urine drug screens, abstain from drugs and alcohol. The supervisor submitted a letter to the Board informing that Nurse A made her aware of her Board Order and that she was required to submit reports and was willing to work with Nurse A. She submitted performance evaluations for Nurse A as required. The supervisor noted Nurse A's performance was satisfactory, but she was uncertain if Nurse A was maintaining abstinence from mind altering or addictive chemicals, including alcohol.

Nurse A failed to comply with her Consent Agreement. She failed to attend counseling, nurse recovery group meetings and AA meetings. Also during probation, Nurse A submitted a urine drug screen that was positive for benzodiazepines without providing a prescription for its use and a urine drug screen that was positive for alcohol. The supervisor was notified of the urine drug screen results, and she disclosed that she was not aware of the Consent Agreement and the specific probationary requirements for Nurse A.

The Board reviewed nurse A's non-compliance with her Consent Agreement. She was offered a Consent Agreement for stayed revocation probation. Nurse A decided not to sign the Consent Agreement offered and requested to surrender her license. She failed to sign a Consent Agreement for Voluntary Surrender and was issued Notice of Charges. She failed to respond and her license was revoked.

What Every Employer Needs to Know About Consent Agreement Requirements:

- **Verify all nursing licenses/certificates with the Board of Nursing** to assure the license/certificate is not suspended or revoked. Verification is available on-line at our Web site at www.azboardofnursing.org.
- **Review a copy of the consent agreement if you are considering hiring a nurse/CNA** that has revealed that they are on probation. The entire Consent Agreement includes: the Finding of Facts, Conclusion of Law, the Order and the terms of probation. The Finding of Fact identifies the allegations that caused the nurse to be placed on probation. The Conclusions of Law identifies the Nurse Practice Act violations. The Order explains the length of the probation and requirements. The Terms of Probation gives specific details related to the terms and conditions of probation. The Nurse and the Board's Executive Director sign the agreement. Review carefully as there has been instances where the Nurse/CNA have altered or deleted entire portions of the consent agreement.
- **After receiving a copy of the Consent Agreement** on or after the determination to hire has been made, the nurse is required to have the employer, within 7 days of employment on probationary status inform the Board on letterhead, that they hired the nurse. They must also note they received a complete copy of the Consent Agreement and that they are able to comply with the conditions of probation.
- **After the employer states they are able to comply with the terms required, they must submit reports** according to the nurse's reporting due dates, allow time for the nurse/certificate holder to leave the unit if he/she is required to submit urine drug screens. The employer should not expect the nurse to exceed the maximum time allowed to work, and provide the level of supervision required in the agreement.
- **Contact the Board immediately if a nurse on probation is given an unsatisfactory performance evaluation, verbal or written warning, counseling or disciplinary action, any of which pertain to patient care, practice issues of termination of employment.** The employer should not wait until the nurse's reports are due to the Board. They must notify the Monitoring Department immediately.
- **If the Human Resources Department is responsible for obtaining a copy of the Consent Agreement,** the supervisor for the unit in which the nurse is hired to work, should also review the Consent Agreement and contact the Monitoring Department if there are any questions.

- **If an employer has specific questions related to the terms of the probation, they can contact Stephanie Nelson, Nurse Practice Consultant for the Monitoring Department at 602-889-5160.**

Overview of Four Consent Agreements (The Order identifies the type of Consent Agreement the Nurse/CNA has entered into):

- 1) **Standard Probation** Consent Agreement requires the nurse's license/ certificate to be placed on probation for 12-36 months with specific terms and conditions. They will be issued a license that is stamped "probation" and "valid in Arizona". The nurse/certificate holder is allowed to work and may be required to work a minimum of 16 hrs per week for 12 months or for the duration of the probation.
- 2) **Stayed Suspension - Probation** A nurse/certificate holder can continue to work as long as they are compliant with all of the terms of their consent agreement. If a nurse/certificate holder fails to submit reports as required, or fails to submit a urine drug screen, or does not attend treatment/counseling as required, their license/certificate will automatically be suspended for the length of the stayed suspension period (if the stayed suspension is 12 months, the license is suspended for 12 months). The nurse/certificate holder is still required to comply with their order during this time. If the nurse/certificate holder does not comply during this time, their case will be reviewed by the Board for additional discipline.
- 3) **Stayed Revocation - Probation** A nurse/certificate holder can continue to work as long as they are compliant with their consent agreement. If they fail to comply with any of the terms of their consent agreement, their license is automatically revoked for a period of five years.
- 4) **Suspension - Probation** A nurse/certificate holder may be required to complete terms and conditions prior to working as a nurse. They are not allowed to work in a position that requires a nursing license/certificate until the suspension is lifted. If the nurse/certificate holder's license status is changed to suspended or revoked, the employer will be notified immediately. If a nurse/certificate holder is revoked, they are not allowed to work in a nursing capacity for a period of five years. They can apply for reinstatement of their license/certificate after the five year period.



Fact Sheet: House Bill 2256

Signed by the Governor: 4-19-04 - Providing for a Pilot Program to Allow Certified Nursing Assistants to Administer Medications in Participating Long Term Care Facilities

What is House Bill 2256?

HB 2256 is proposed legislation that provides for a pilot study under which a licensed nurse, employed at a participating Long Term Care facility, may delegate the administration of specific oral medications, under controlled conditions, to a certified nursing assistant (CNA). The title for the CNA authorized to give medications has not been decided but during the pilot the term Certified Medication Technician (CMT) may be used.

The CMT must complete training requirements and a patient receiving medication from a CNA must be a stable resident of the pilot long-term care skilled nursing facility.

What agencies are the primary authors of HB 2256?

The Arizona Association of Homes and Housing for the Aging is the primary author of HB 2256.

Are Other States Utilizing CNA'S To Administer Medications?

Since the early 1980's, nurses in at least 16 states have been given the statutory authority to delegate medication administration to unlicensed personnel in non-acute set-

tings. Most of those states require that the unlicensed person be a CNA for a minimum of a year and complete training requirements established by the state.

Is Medication Administration Allowed In Other States Safe?

Anecdotal evidence from the states contacted suggests that it is safe to use CNA's that are specially trained to administer medications in settings where the patient population is stable, and a licensed nurse oversees the process. However, there are no definitive studies establishing the safety of this practice.

How Does HB 2256 Protect the Public?

The proposed pilot will establish a scientific basis for the Board to utilize in determining the safety of, and the conditions under which, if any, unlicensed personnel may administer medications. The Arizona State Board of Nursing believes HB 2256 will:

- Advance evidence-based regulation based on research outcomes to protect the health, safety and welfare of the public.

- Provide oversight for the research study and ensuring the study is designed to protect the public.
- Ensure there are a limited number of study sites.
- Allow a licensed nurse the authority to refuse to delegate medication administration if the nurse believes the patient's health and safety is at risk.
- Ensure participating facilities cannot replace existing licensed nurses with medication technicians without Board and DHS approval
- Establish the education and training requirements for certified nursing assistants that will function as medication technicians.

What Will The Pilot Cost the Board?

The proposed pilot will not place a financial burden on the Board because the legislation allows the Board to assess each participating facility a fee to cover the cost of the pilot.

Senate Bill 1248: More Nursing Education Options

The Board has been working with lobbyists and legislators to ensure that proposed Senate Bill 1248 adequately protects the public while increasing options for nursing education. Currently only regionally accredited full-service community colleges and universities are allowed to conduct a nursing program. Senate Bill 1248 will allow specialized and private nationally accredited post-secondary educational institutions to conduct RN and/or PN programs. The Arizona State Board of Nursing provided the following testimony at the Senate Health Committee.

- **The ASBN is currently revising AAC R4-19-201 to allow nationally accredited institutions to conduct nursing programs.** The ASBN Education Advisory Committee has been working since August to revise rules that incorporate the language of the proposed bill.
- **Prospective nursing students and the public will be protected from fraudulent programs.** Requiring that the accrediting agency be approved by the U.S. Department of Education will eliminate the opportunity for foreign accredited educational institutions and institutions accredited by agencies not recognized by the U.S. Department of Education to qualify for Board approval. Some educational institutions that claim to be “nationally accredited” are not accredited by agencies recognized by the U.S. Department of Education or are accredited in another nation and merely serve as “diploma mills”. Students may invest thousands of dollars in programs that award degrees that are of little or no value. The ASBN Education Advisory Committee reviewed four such programs recently; Cease & Desist letters are sent when appropriate.

- **Institutions offering nursing programs are at the post high school level.** The Education Advisory Committee carefully examined both this state’s history with high school practical nursing programs and the experience of other Boards of Nursing, and determined that post-secondary education was the most appropriate level for a professional or practical nursing program. The last high-school program in Arizona closed in 2002 with a lower than average pass rate on the practical nurse licensure exam, a high attrition rate, and was deficient in meeting the standards of the Board. This would not preclude a college from sponsoring a program at a high school site. GateWay Community College has PN program sites at high schools in Mesa and Phoenix.

Summary: This statutory change is consistent with public safety and will offer students increased choice in selecting a nursing program.



Are You One of the 700?

Judy Bontrager RN MN /Associate Director Operations

Each year 5% of the 14,000 renewing RNs/LPNs do not receive renewal forms due to changed/outdated addresses. Are you one of the 700?

The RN/LPN renewal applications were mailed out the middle of April 2004. ARS 32-1642 (A) states "A professional and practical nurse license shall renew the license every four years on or before July 1. If a licensee does not renew the license on or before August 1, the licensee shall pay an additional fee for late renewal...if a licensee does not renew the license on or before November 1, the license expires."

A new feature you may have noticed on your application is the addition of a PIN number. This number has been provided for those choosing to renew line. The online renewal capability should be available for renewal by June 1, 2004. Please check the Arizona State Board of Nursing Web page at www.azboardofnursing.org for updates on implementation of online renewal.

Advantages to renewing online:

Online renewal will provide RNs/LPNs an easy and efficient way to renew their license 24 hours per day. The process should take less than 10 minutes. After all fields and questions have been completed, you will be able to print out a renewal receipt. Your license will be mailed to you.

Access to Renewal Application Online:

If you have not received a renewal application due to a change in address, visit ASBN's Web site at www.azboardofnursing.org and download a RN/LPN renewal applica-

tion with instructions, or request a renewal application be mailed to you.

General Licensure Renewal Information

1. It is the responsibility of every RN/LPN to renew their license. If you fail to renew your license and continue to practice, you would be in violation of the Nurse Practice Act.
2. Please be aware of your employer's requirements for a copy of your renewal license and allow ample time for processing of your application and mailing of your license.
3. Do not forget to sign and date your application if renewing by hard copy.
4. Make sure the renewal fee you submit is correct: \$120 (One hundred twenty dollars) for four years, plus any late fees that may be applied. Make checks or money orders payable to Arizona State Board of Nursing. Renewal applicants whose application is returned to the Board because of an incorrect address will be charged \$5.
5. You may access the license verification at www.azboardofnursing.org to check your license status. A new expiration date of June 30, 2008, will let you know your renewal application has been processed and your license will be mailed to you.
6. Additional demographic/professional information is being collected such as principal fields of employment, types of nursing positions nurses are working, national certifications nurses hold, etc. This information will be beneficial to individuals working on nursing shortage issues.

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 March 12, 2004. The next Committee meeting is scheduled for **Friday, July 16, 2004**, at 9:30 a.m. at the Board office and is open to the public. The Committee is transitioning to a quarterly meeting schedule and further meeting dates will be announced in upcoming newsletter articles.

Current Issues

Pain Management

The Committee discussed a draft advisory opinion on The Use of Controlled Substances for the Treatment of Chronic Pain. Input was received from nurse practitioners specializing in chronic pain management, in addition to nurse practitioners who encounter patients with chronic pain in their primary care practices. It was discussed that the rationale for the guidelines was to assist nurse practitioners, who may prescribe controlled substances in the treatment of patients with chronic pain, in the responsible use of controlled substances in accordance with sound clinical judgment and responsible professional practice. The draft opin-

ion will be reviewed again by the Committee at the July 2004 meeting, after obtaining input from the Scope of Practice and Chemical Dependency advisory committees.

Committee members also raised the question of possible impairment of nurses who are receiving chronic pain management. It was determined that the Chemical Dependency committee is working on similar issues, and two members of the AP Committee volunteered to work with the Chemical Dependency committee. The prescriber's responsibility will also be addressed.

Future Agenda Items

The Article 5 rules revision is still in process, including the proposed update to the CNS requirements. Another meeting with representatives from advanced nursing education programs and the CNS community is scheduled for April 6, 2004, at 1:30 pm.

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

• *Education Corner* •

by Pamela Randolph RN, MS, CPNP

Education Committee News

The Education Advisory Committee of the Board has been working on a variety of projects that will serve to advance regulatory effectiveness. The Committee is composed of 10 members representing a variety of programs and geographic areas and two members representing employers of new graduates.

Under the leadership of Board Vice President, Kathy Malloch Ph.D., RN, the Committee is working on the following projects in addition to their work on rules, policy, and program approval:

- **Clinical Competence Assessment:** The committee was charged with exploring assessment of nurses with practice errors. As a preliminary step, the committee through committee member and Chair of Nursing at Northern Arizona University, Judith Sellers, sought a master's student to work on examining practice errors. Kathleen Windsor BSN, RN, a masters student from NAU, has identified over 100 cases to study and will be reporting her findings to the committee. Ms. Windsor told staff that she is excited about the project and hopes that her findings will assist the Board and practicing nurses better understand practice breakdown. She is working under the direction of Stephanie Nelson MS, RN, Nurse Practice Monitoring Consultant. Dr. Malloch is the Committee Chair of National Council of State Boards of Nursing Practice Breakdown Committee.
- **Levels of Practice:** The committee is currently working to publish a document delineating levels of nursing education/practice, from nurse assistant to doctoral degreed nurse. The committee began their work by examining documents in the literature and from other states. A subcommittee was then appointed consisting of committee members and representatives from the Nurse Assistant Advisory Committee to draft the document which will be reviewed at an upcoming Education Committee meeting. Committee Chair Kathy Malloch stated that such a publication would help decrease confusion both within the nursing community and the public on the differences and values of the existing levels of nursing and nursing education.

Nationally Accredited Schools

While the Education Advisory Committee was in the process of changing program rules to allow nationally accredited schools to offer nursing programs, Senate Bill 1248 was introduced by a private entity to accomplish the same result. If the bill becomes law, it will allow private post-secondary schools to apply for and operate nursing programs in a shorter time frame than can be accomplished using the rule process. Current board of nursing education rules only allow regionally accredited schools to conduct nursing programs. The Education Advisory Committee is continuing to revise program rules to reflect the new law change and evolving standards in nursing education. The Board anticipates an increase in program applications from independent nationally accredited schools with some programs possibly admitting students as early as January 2005. Information on applications of programs will be published in this column.

Refresher Program

Pima Community College Center for Training and Development is starting RN refresher courses on June 17 to September 17, and September 7 through December 17. They will start an LPN refresher course on March 29 through June 25. For information, call 520-206-5140.

Special Thanks to NCSBN Volunteers from Arizona

The Board is grateful to persons who volunteer their expertise to help ensure that the NCLEX exam remains state of the art in the testing industry. If persons are interested in serving on an NCLEX panel, please contact Pamela Randolph (prandolph@azbn.org) or the National Council of State Boards of Nursing at www.ncsbn.org. The Board expresses its gratitude to Jane Lacovara RN, MSN, CNS, who has been selected as an alternate for NCLEX item review.

Board Actions on Education Matters

January 2004

Approved new Nurse Assistant Training Programs at:

- Catalina High Magnet School
- Mesa Community College/Precision High School

The Board:

- Received an interim report on SouthWest Skill Center/Estrella Mountain Community College and requested that the program address issues identified within 60 days.
- Received an investigative report on Phoenix Job Corps and continued approval.
- Continued approval of the Arizona State University Nursing Program.
- Clarified that post-masters and master's nurse practitioner programs at Arizona State University were approved programs.
- Approved a request by Grand Canyon University to increase admissions.
- Approved a request by Cochise College to increase admissions and add a program site.

March 2004

Approved new Nurse Assistant Training Programs at:

- San Carlos High School
- SEVEN Health Care Academy—Tempe

The Board:

- Issued a Notice of Deficiency to Nurse Assistant Training Program at SouthWest Skill Center/Dysart High School for records deficiencies.
- Continued approval of Nursing Program at Eastern Arizona College.
- Granted approval for current students as Las Fuentes Nurse Assistant Program and issued Cease and Desist for any future programs until Board approval is granted.
- Requested a letter from Maricopa Community College District Nursing Program Administrator affirming that all faculty are qualified under R4-19-204.

Refresher Courses

RN

PHOENIX

Gateway Community College
(602) 286-8546

Ilene Borze, Continued Education Director
108 N. 40th St., Phoenix, AZ 85034

Offered Spring, Summer and Fall semesters
Approved 11/00 *Cost: \$591.00

John C. Lincoln Health Network
(602) 870-6060

Mary Kay Fowler RN, Education Consultant
9202 North 2nd Street

Phoenix, Arizona 85020-2462

Open to employees and those seeking employment
at John C. Lincoln Health Network

Approved 12/02 – No cost

TUCSON

Pima Community College/CTD
(520) 206-5140

Emelia Lewis, MSN, RN Department of Nursing
5901 South Calle Santa Cruz

Tucson, AZ 85709-6370

Offered Spring, Summer, Fall
Approved 11/01 *Cost: \$1,200

KINGMAN

Mohave Community College
(928) 505-3378

Linda Riesdorff, MSN, RN,
Chair, Nursing Department

1977 W. Acoma

Lake Havasu City, AZ 86403

Offered throughout year statewide via learning
modules approved 2/01 *Cost: \$412

DISTANCE LEARNING

Continuing Nursing Education Network
(701) 223-7105

Sandra Opdahl MS, RN

549 Airport Road, Bismark, ND 58504

Offered throughout year—approved 11/00

(RN need 160 hours of clinical per Board regulations)

*Cost: \$598.00

MESA

Mesa Community College

(480) 461-7106

Myrna Eshelman, Chair

1833 W. Southern Ave., Mesa, AZ 85202

Online didactic component—precepted clinicals

Approved 6/02 *Cost: \$454.00

LPN

PHOENIX

GateWay Community College (602) 286-8546

Ilene Borze, Continuing Education Director
108 N. 40th St., Phoenix, AZ 85034

Offered Fall semester

Approved 11/00 *Cost: \$591

TUCSON

Pima Community College/CTD (520) 206-5140

Emelia Lewis, MSN, RN, Department of Nursing
5901 South Calle Santa Cruz

Tucson, AZ 85709-6370

Offered Spring & Fall

Approved 11/00 *Cost: \$1,000

KINGMAN

Mohave Community College (928) 505-3378

Linda Reisdorff, MSN, RN,
Chair, Nursing Department

1977 W. Acoma, Lake Havasu City, AZ 86403

Offered throughout the year statewide via
learning modules

Approved 2/01 *Cost: \$412

DISTANCE LEARNING

Continuing Nursing Education Network

(701) 223-7105

549 Airport Road, Bismark, ND 58504-6107

Offered throughout year – Approved 11/00

(LPN need 112 hours of clinical per

Board regulations)

*Cost: \$598.00

All refresher courses charge a fee except John C. Lincoln, which requires employment.

**Costs are approximate as of March 2004, may or may not include books and supplies, and are subject to change*



CNA Corner

By Pamela Randolph RN, MS, CPNP

HOUSE BILL 2256: CERTIFIED MEDICATION TECHNICIAN

House Bill 2256 allowing the Board to conduct a pilot study on the use of certified nursing assistants, with additional training, to administer medications under the delegation and supervision of a licensed nurse, has passed both the House and Senate Health Committees. The bill allows the Board to conduct the study on no more than six long-term care facilities. The CNAs chosen to participate will need to be working at the selected facilities and meet Board adopted criteria. If the bill passes, the Board will meet with other healthcare stakeholders to identify the facility selection criteria, eligibility requirements for Certified Nursing Assistants, principle researcher, curriculum and competency testing. Continue to follow the legislation in addition to the ASBN's *Newsletter* and Web site at www.azboardofnursing.org for updates information.

Certified Nursing Assistant Frequent Errors in Manual Skills Test

Exterior Rater Doris Donithon has reported the following frequent errors in the manual skills test:

1. Removing paper towels from the dispenser before washing hands, placing them on the counter, then using the contaminated towels to dry hands.
2. During bathing failing to rinse and dry the body part.
3. Not providing privacy during procedures
4. Failing to provide the call bell to the patient

Attention to these matters during the education program should decrease the errors in testing.

Nursing Assistant Advisory Committee Meeting Dates

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

April 16, 2004

June 4, 2004

September 10, 2004

December 3, 2004

Nursing Assistant Programs Approved by the Arizona State Board of Nursing

Facility

Apache Junction Health Care Center	Apache Junction	(480) 983-0700
Arizona Eastern Star	Phoenix	(602) 954-9178
Beatitudes Campus of Care	Phoenix	(602) 995-2611
Beverly Health Care of Chandler dba Chandler HealthCare Center	Chandler	(480) 899-6717
Bryans Extended Care	Phoenix	(602) 870-6060
Capri Care Center	Phoenix	(602) 944-1574
Casa Del Mar Nursing & Rehabilitation Center, Sunbridge	Scottsdale	(480) 994-1333
Catalina Health Care Center	Tucson	(520) 795-9574
Christian Care Nursing Center	Phoenix	(602) 861-3241
Chula Vista Nursing Home	Mesa	(480) 832-3903
Citadel Care Center	Mesa	(480) 832-5555
Copper Mountain Inn	Globe	(928) 425-5721
Desert Cove Nursing Center	Chandler	(480) 899-0641
Desert Life Rehabilitation and Care Center	Tucson	(520) 297-8311
Devon Gables Health Care Center	Tucson	(520) 296-6181
East Mesa Care Center, Sunbridge	Mesa	(480) 832-8333
Evergreen Sun City	Sun City	(623) 933-0022
Gardens Rehab & Care Center, The	Kingman	(928) 718-0718
Gila River Indian Care Center	Laveen	(520) 430-3813
Good Shepherd Retirement Community	Peoria	(623) 875-0119
Handmaker's Jewish Services for the Aging	Tucson	(520) 881-2323
Havasu Nursing Center	Lake Havasu	(928) 453-1500
Heather Glen Care Center	Glendale	(623) 842-4025
Infinia at Camp Verde	Camp Verde	(928) 567-5253
Infinia at Flagstaff	Flagstaff	(928) 779-6931
InfiniaatSafford Care Center	Safford	(520) 428-4910
Kachina Point Healthcare & Rehab	Sedona	(928) 284-1000
Kivel Campus of Care	Phoenix	(602) 956-3110
La Canada Care Center	Tucson	(520) 797-1191
La Colina Health Care	Tucson	(520) 294-0005
Lake Hills Inn	Lake Havasu City	(928) 505-5552
Life Care Center at South Mountain	Phoenix	(602) 243-2780
Life Care Center of North Glendale	Glendale	(602) 843-8433
Life Care Center of Tucson	Tucson	(520) 575-0900
Lingenfelter Center	Kingman	(928) 718-4852
Mi Casa Nursing Center	Mesa	(480) 981-0687
Mountain View Care Center	Tucson	(520) 797-2600
Mountain View Manor	Prescott	(928) 778-4837
Northern Cochise Nursing Home	Willcox	(520) 384-3541
Payson Care Center	Payson	(928) 474-6896
Plaza Del Rio Care Center	Peoria	(623) 933-7722
Prescott Samaritan Village	Prescott	(928) 778-2450
Prescott Valley Samaritan Center	Prescott Valley	(928) 775-0045
Quiburi Mission	Benson	(520) 586-2372
Ridgecrest Health Care	Phoenix	(602) 482-6671
SilverRidge Village	Bullhead City	(928) 763-1404
Southern Arizona Veteran's Administration Medical Center	Tucson	(520) 792-1450
Sun Grove Village Care Center	Peoria	(623) 566-0642
The Peaks	Flagstaff	(928) 774-7160
Valley Health Care	Tucson	(520) 296-2306
Villa Campana Health Care Center	Tucson	(520) 731-8500

Hospital

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

Academy for Caregiving - Chapter Classroom - American Red Cross	Phoenix	(602) 347-6501
Academy for Caregiving at East Valley Service Center - American Red Cross	Phoenix	(602) 347-6501
Academy for Caregiving at Humanities & Science	Phoenix	(602) 347-6501
Academy for Caregiving at Pioneer Home Prescott	Phoenix	(602) 336-6674
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 at Wickenburg Regional Med Center - Wickenburg AZ	Sierra Vista	(520) 559-4020
Horizon Health Care Inst. at Las Fuentes - Care Center, Prescott	Sierra Vista	(520) 559-4020
Horizon Health Care Institute	Sierra Vista	(520) 559-4020
Horizon Health Care Institute at Holy Cross - Nogales	Sierra Vista	(520) 559-4020
Horizon Health Care Inst. at Infinia of Douglas	Sierra Vista	(520) 559-4020
Medical Services Company	Scottsdale	(480) 860-9552
Phoenix Shanti Group	Phoenix	(602) 279-0008
Referral for Senior Adult Assistance	Mesa	(480) 835-7679
Saunders Assoc. at Chinle Nursing Home	Chinle	(920) 739-4653
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 at Life Care Center	Yuma	(928) 344-0425
Yuma Private Industry Council at La Mesa Rehabilitation and Care Center	Yuma	(928) 344-8541
Yuma Private Industry Council at Yuma Nursing Center	Yuma	(928) 726-6700
School NOTE: High School Programs are <u>only</u> open to enrolled high school students.		
Arizona Western College	Yuma	(928) 344-7554
AWC Nursing Assistant at La Paz	Parker	
Buckeye Union High School CNA Training Program	Buckeye	(623) 386-4423
Cactus High School CNA Program	Glendale	(623) 412-5000
Catalina High Magnet School	Tucson	(520) 232-8404
Centennial High School	Peoria	(623) 412-4445
Central Arizona College - Signal Peak Campus	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grand UHS and Casa Verde	Apache Junction	(480) 288-4017
Central Arizona College at Casa Grande Center	Apache Junction	(480) 288-4017
Central Arizona College at Santa Cruz High School	Apache Junction	(480) 288-4017
Central Arizona College Aravaipa Campus	Apache Junction	(480) 288-4017

Programs cont. on pg. 14



Programs cont. from pg. 13

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
Dysart High School	El Mirage	(623) 876-7000
Dysart HS at Southwest Skill Center	Avondale	(623) 535-2772
East Valley Institute of Technology	Mesa	(480) 461-4094
Eastern Arizona College - Thatcher	Thatcher	(928) 428-8389
Emmanuel Nursing 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
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
MesaCommunity College / Precision HS Dual Excellent	Phoenix	(602) 453-3661
Metro Tech	Phoenix	(602) 271-2600
Miami High School	Miami	(928) 425-3271
Mingus Union High School	Cottonwood	(928) 634-7531
Mohave Community College - North Campus	Colorado City	(928) 875-2831
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
Northland Pioneer College	Holbrook	(928) 532-6133
Northland Pioneer College - Hopi Center	Holbrook	(928) 532-6133
Northland Pioneer College - Nat 101 Video,	Holbrook	(928) 532-6133
Northland Pioneer College - Springerville High School	Holbrook	(928) 352-6133
Northland Pioneer College - Wht Mtn Campus/ShowLow	Holbrook	(928) 532-6133
Northland Pioneer College - Winslow - Little Colorado Campus	Holbrook	(928) 532-6133
Northland Pioneer College -Springerville - WMRMC	Holbrook	(928) 532-6133
Northland Pioneer College -Wht Mtn Campus HS	Holbrook	(928) 532-6133
Northwest Education Ctr	Glendale	(623) 845-4000
Page High School	Page	(928) 608-4138
Paradise Valley Community College	Phoenix	(602) 787-7288
Paradise Valley High School fka Paradise Valley Unified School District	Phoenix	(602) 867-5554
Phoenix College	Phoenix	(602) 285-7133
Phoenix Job Corps Center	Phoenix	(602) 254-5921
Pima Community College (CTD)/Desert Vista	Tucson	(520) 295-5113
Pima Community College CTD at Tucson Medical Center	Tucson	(520) 206-5113
Pima Community CollegeatManor Care	Tucson	(520) 206-5140
Pima Community College -West Campus - NRA 101	Tucson	(520) 206-6661
Pima Community College-West-NRS104	Tucson	(520) 206-6661
Pima CTD at Acosta Job Corps	Tucson	(520) 206-5176
Pima Medical Institute/Mesa	Mesa	(480) 898-9898
Saguaro High School	Scottsdale	(480) 443-7200
Scottsdale Community College	Scottsdale	(480) 423-6000
Southwest Skill Center at Estrella Mtn. CC	Avondale	(623) 535-2772
Sunnyside High School	Tucson	(520) 545-5466
Sunnyslope High School and Bryans Extended Care Partnership	Phoenix	(602) 870-6060
Thunderbird - Greenway CNA Program Nursing Assistant Program	Glendale	(602) 588-5775
Thunderbird High School Glendale District	Phoenix	(623) 915-8900
Tucson College	Tucson	(520) 296-3261
Washington High School	Glendale	(623) 848-5127
Yavapai Community College-Prescott	Prescott	(928) 778-2450
Yavapai Community College-Verde Campus	Clarksdale	(928) 445-7300

Regulation Rundown

By Pamela Randolph RN, MS, CPNP

Current Rule Activity

Article 3. Licensure. This Rule-making was approved by the Governor's Regulatory Review Council and was effective April 5, 2004. Information on the practice requirement is available on our Web site: www.azboardofnursing.org. If you have any questions about meeting this requirement, please contact the Executive Director, Joey Ridenour, at 602-889-5200 or jridenour@azbn.org.

Article 5. Advanced Practice Nursing. The Board is continuing to work with clinical nurse specialists regarding the educational requirements for this advanced practice role.

Article 2. Arizona Practical and Professional Nursing Programs. This rule-making has been submitted for courtesy review and is expected to be posted on the Web site soon. The Education Committee will review the rule again for minor changes and to consider a non-medical-surgical nursing based option for an approved refresher course on April 21.

Article 8. Certified Nursing Assistants

The Nursing Assistant Advisory Committee will review a preliminary draft of this rule-making at their April 16 meeting. Board staff and the regulated community have identified that portions of this Article are in need of amending.

Future Rule Activity

Article 4. Regulation. Recommendations regarding Unprofessional Conduct have been suggested and will be amended 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 two years.

If you have questions regarding rules, please contact:

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



Two Nurse Imposters Practicing without a License Convicted of Felonies

Valerie Smith, RN, MS, Associate Director

On October 10, 2003, Carla Moore pled guilty and was convicted in Maricopa Superior Court of “Unlawful Practicing of Nursing,” a Class 6 undesignated offense, after working in two healthcare facilities as a licensed practical nurse without having completed a nursing program or obtaining nursing licensure. Moore was sentenced to three months in Maricopa County Jail beginning March 1, 2004; three years probation; restitution totaling over \$11,000 to the two healthcare facilities that hired and paid her as an LPN; community service; and prohibited from obtaining employment or working in any capacity as a care-giver or health-care professional.

On February 11, 2004, Shannon Gail was convicted in Maricopa Superior Court of “Unlawful Representation of Nursing,” a Class 6 undesignated offense after working in a position as a RN without licensure. Shannon submitted an application for a quality management position to a local hospital and fraudulently claimed to have a BSN and MSN. She was hired and worked in the position from July 2002 to January 2003. Shannon was identified as an imposter after submitting a copy of a nursing license to her employer that she had altered by placing her name on the document and changing the expiration date. Shannon was sentenced to 12 months probation; restitution; fines and fees; and ordered to not apply or work for any jobs as any type of nurse or care-giver and not to hold herself to be any type of nurse.

The Arizona Board of Nursing has continued to see a rise in the number of individuals claiming to be licensed nurses or working in positions that requires nursing licensure without valid license and credentials. These individuals put patients at risk by performing tasks and decision-making which they are unqualified and unlicensed to do.

Five Ways Nurse Imposters Gain Employment

- 1.) An unlicensed person poses as a “nurse” and may subsequently practice nursing or represent to patients and the public that they are a licensed nurse.
- 2.) The individual gains nursing licensure based on fraudulent credentials.
- 3.) The individual steals the identity of another licensed nurse and practices, under the victim’s name and license.
- 4.) A person who is licensed in one capacity and alters his/her credentials and practices or attempts to practice in another capacity.
- 5.) A person claiming to be a licensed nurse who may have completed a nursing program and may have been licensed at one time, but is not currently eligible for nursing licensure.

Approximately One Imposter is Identified Each Month in Arizona

In 2003, the Board issued 13 Cease and Desist letters to individuals who misrepresented themselves as a licensed nurse. From January 1, 2004 to April 5, 2004, the Arizona State Board of Nursing (ASBN) has issued four Cease and Desist letters to individuals misrepresenting themselves as nurses. Many of these individuals were also referred to the Attorney General’s office for criminal prosecution, as were Carla Moore and Gail Shannon.

Four Red Flags Employers & Managers Must Know

Although the typical imposter often has some prior healthcare related training or exposure, imposters have great potential to place patients at risk as they lack the

appropriated training and experience to be providing the type and level of care for which they may be employed. Following is a list of red flags for managers and employers that an individual may be a nursing imposter:

- **Failure to provide the license.** Claims to have a license and may even provide you with a license number and expiration date but has multiple reasons why they cannot provide you with the actual license (“It was stolen; I’m waiting for the board to send me a new license...”).
- **Provides a copied and altered license.** The employer may be provided with a copy of license but not the actual license document issued by the Board. Review of the copied document reflects:
 - The typeset of the name, expiration date and/or license number is different from the typeset otherwise on the license.
 - The expiration date is not consistent with the standard Board issued expiration date of 6/30/__.
 - Unusual lines indicative of “cut and paste” may be on the copied document.
 - Written/typed information on the copied document is slanted, not level.
- **Demonstration of competencies inconsistent with licensure.** The individual’s knowledge and performance of standard nursing duties does not reflect the level of practice that would be expected given the nursing licensure, education or experience that they claim.
- **Inconsistent state of licensure information.** Individual claims to have a multistate license from another compact state but provides an address of record or other identification such as a driver’s license in a different state.

Employer & Manager Safeguards Against Imposters

- **Insist upon seeing the original license, not a copy.** Although easy to alter a copy of a document, alterations to the original source document will be more evident.
- **If your organization or facility requires that a copy of the nursing license be maintained in the personnel file, make a copy from the original license.** Do not accept a copy from the applicant/employee.
- **Do not allow an individual to work in a capacity that requires nursing licensure without having visualized the license and verifying the status of the license with the issuing Board of Nursing.** If an Arizona license, you may verify a license by e-mailing ASBN at verify@azbn.org, or through ASBN’s Web site, www.azboardofnursing.org, and click on Online Verification. Confirm that information provided by ASBN is consistent with information provided by the applicant, including name, license type and number, and expiration date.

- **If an individual presents a multistate license, their primary state of residence must be the state in which they have obtained the multistate license.**

- If they provide a “home” address other than the state that issued the multistate license, confirm that their privilege to work in Arizona is valid or that they have applied for licensure with ASBN.
- Verify the license with the compact state that issued the license. A listing and contact information for all state boards of nursing and information on the Nurse Licensure Compact is available through the National Council of State Boards of Nursing at www.ncsbn.org.
- **Maintain the security of files that contain copies of nursing staff’s licenses.** A common way of obtaining another individual’s license is theft from employer records or from the actual nurse.
- **Report all cases of suspected fraudulent representation or practice of nursing to ASBN.** If you are aware of other ways imposter nurses have been identified but not hired or previously reported, please contact Valerie Smith, RN, MS, at 602 889-5206.

Statutes in the Nurse Practice Act (NPA) related to unlicensed practice include the following:

- Arizona Revised Statutes (A.R.S.) § 1636: “Use of title by professional nurse”
Only a person who holds a valid and current license to practice professional nursing in this state or in a party state pursuant to section 32-1668 may use the title “nurse,” “registered nurse,” “graduate nurse” or “professional nurse,” or the abbreviation “R.N.”
- A.R.S. § 1641 “Use of title by practical nurse”
Only a person who holds a valid and current license to practice as a licensed practical nurse in this state or in a party state as defined in section 32-1668 may use the title “nurse,” “licensed practical nurse,” “practical nurse” or the abbreviation “L.P.N.”
- A.R.S. § 32-1666 (A)(1), (2) and (3): Unlawful acts
It is unlawful for a person not licensed or certified under this chapter to: (1) Practice or offer to practice professional or practical nursing in this state; (2) Represent or use any title, abbreviation, letters, figures, sign, card or device to indicate that the person or any other person is a registered, graduate or professional nurse; (3) Represent or use any title, abbreviation, letters, sign, card or device to indicate that he or any other person is a licensed practical nurse or certified nursing assistant.
- A.R.S. § 1667(2): A person is guilty of a class 6 felony who engages in any conduct prohibited in section 32-1666.



Nurse Imposter Alert: May 2003-April 2004

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

Darnell Williams, LPN Imposter. Issued a Cease and Desist letter April 9, 2004. In July 2003, Williams applied for LPN employment with an Arizona nursing registry. He presented a Delaware license with an expiration date of 2006. (According to Delaware, this license expired February 28, 2004.) Although Delaware is a compact state, Williams does not hold a multistate license, as he is not a resident of Delaware. Williams was not hired following a background and licensure check. During the recent investigation of another case, Board staff identified that Williams may be working as a nurse in Arizona with a different nursing registry. Records obtained reflect that in October 2003, Williams accepted LPN employment and without having applied for licensure in Arizona. He again presented a Delaware license with an expiration date in 2006.

Colette Bigler, RN Imposter. Issued a Cease and Desist letter April 9, 2004. Bigler provided an altered license belonging to another RN and had been working as a RN in surgical areas since at least 2001. Bigler's employer discovered that the license number that she provided them and had been working under since the time of hire was actually issued to another individual after attempting to verify the license through the Board's online verification. Bigler reportedly has prior experience as a respiratory therapist and may have gained access to another's license through a prior work setting.

Melissa Addison, LPN Imposter. Issued a Cease and Desist letter March 17, 2004. Addison was employed at least three months as an LPN after applying for a position, claiming to have graduated from an LPN program and producing a photocopy of a LPN license that had been altered with her name. Following repeated requests for Addison to show her employer her original license, the employer performed an online verification and identified that Addison has an expired CNA certificate and is not a LPN. Addison reportedly gained access to the LPN license through a personal relationship with the actual nurse. In addition to presenting fraudulent credentials, Addison's inability to perform at a level consistent with acceptable LPN practice raised suspicion at her place of employment.

Lisa Biggs, Revoked LPN. Continued to work following the revocation of her LP license. Issued Cease and Desist letter March 4, 2004. Biggs accepted a position at a physician's office where she had been previously employed. Her employer reportedly was alerted when a probation officer called for Biggs and then contacted ASBN to confirm her licensure status. After being released from this employment, Biggs obtained employment in another physician's office. Upon seeing her name in the newsletter, her employer called ASBN to confirm Bigg's license status (revoked).

Marie Grimaldo-Pallister, RN Imposter. Issued a Cease and Desist letter December 24, 2003. No known prior nursing-related experience, but worked in some capacity in a healthcare setting, possibly in housekeeping. Applied for an RN position and submitted a document reflecting that the Arizona Medical Board had issued her a nursing license and submitted several other fraudulent certificates related to education (MSW) and certification by another regulatory board. Reportedly obtained the documents from her work setting and altered the documents by replacing the name of the individual with her name and then copying the documents and providing the altered photocopied documents to at least two different nursing employers.

Vicki Bowen, Revoked LPN. Issued a Cease and Desist letter December 23, 2003. Bowen continued to work in a position requiring LPN licensure after her license was revoked in July 2003. Bowen worked until Nov. 2003, when her employer received the newsletter and learned that her license had been revoked.

Maribel Gonzalez, LP Imposter, Expired CNA certificate. Issued a Cease and Desist letter December 4, 2003. Gonzalez worked as LP from 2001-2003 and possibly even as early as 2000 by obtaining and altering a family member's license number. She worked for at least one registry and two long-term care facilities. She had been terminated from her prior job after submitting a fraudulent CPR card (altered dates of expiration) and demonstrating difficulties performing the duties of an LPN. Gonzalez was identified during an employment application process while seeking another LPN position when the name on the copied license she provided to the prospective employer did not match the name as issued by ASBN. Additionally, information Gonzalez provided on her resume and application was not consistent.

Amber Kopf, Nurse Imposter. Issued a Cease and Desist letter May 20, 2003. Kopf was issued a Cease and Desist letter after a caller reported that Kopf, a Medical Assistant in a physician's office, repeatedly identified herself to patients and callers as the triage "nurse" and office "nurse" despite being told that she can not use the title "nurse." Calls to her employment phone number confirmed that she identified herself as a "nurse."

In addition to the above, the Board issued Cease and Desist letters to three individuals who were working in a position requiring nursing licensure after having failed the licensure exam and thus not currently eligible for licensure. The Board also has issued Cease and Desist letters to 11 individuals working as a "CNA" without valid certification. For questions regarding imposters or to report an imposter, please contact Valerie Smith, RN, MS, Associate Director at vsmith@azbn.org (602-889-5206) or Thereasa Berry, Assistant to Associate Director/Investigations at tberry@azbn.org (602-889-5208)

Accelerated BSN Partnership Program for College Graduates



The College of Nursing is addressing Arizona's need for more RNs by initiating a 14-month Accelerated BSN Partnership Program for College Graduates. This exciting and innovative BSN program was initiated June 2003 in response to the statewide need for nurses and Arizona Senate Bill 1260 that calls for all Arizona nursing programs to double enrollment and graduations by the year 2007. Students entering the Partnership Program are paired with a sponsoring health care agency upon admission. In partnership with Carondelet Health Network and University Medical Center, 48 students enrolled in the program. In June 2004, Tucson Medical Center will join University Medical Center and Carondelet Health Network as a sponsoring health care agency. This year the College will increase admission to the BSN program by 64%, up from a 48% increase resulting from the initiation of the 14-month program. Our health care partners provide funds for the administration of the educational program and student tuition, fees and stipends. Students make a two-year commitment to work as an employee of their sponsoring agency.

Admission to the program continues to be highly competitive with approximately three applicants per opening. The first 48 students admitted to the Partnership Program

are completing their 3rd semester of study. The average age of students is 30. They have a broad spectrum of baccalaureate degrees and vocational experiences i.e. teacher, physical therapist, engineer, lab/research associate, EMT, military officer and minister. The biological sciences and a degree from the University of Arizona represent the most common educational background. Twenty percent of the students have relocated to Arizona from other states to enroll in this program and will remain in Tucson for at least 2 years to fulfill their work commitment.

Over the past seven months, over 800 prospective students have contacted the College's Office of Student Affairs primarily through its Web site www.nursing.arizona.edu or by telephone (520-626-3808 or 800-288-6158) to inquire about the program. Monthly informational meetings on the program draw potential applicants from as far away as Wisconsin, New York and Washington.

The College received 240 applications for the 2004 Accelerated Partnership Program set to begin in June. Of the 64 applicants offered admission, 19 are from out-of-state and 9 are from in-state cities other than Tucson. In addition to an earned baccalaureate degree, 8 students have master's degrees and 2 students have a PhD. Twenty-five percent of the incoming class are males, which is well above the national average for nursing. The average age of students is 31. They are re-careering from various professions which include: business manager, clinical researcher, phlebotomist, exercise physiologist, engineer, paramedic,

military officer, and university teacher. The biological sciences and a degree from the University of Arizona continue to represent the most common educational background of the students.

The Accelerated Partnership Program was designed to capitalize on the abilities and focus of persons who have already attained a college degree. Students returning to college for a second degree have different skills and abilities than those who attend more traditional baccalaureate programs. Specifically, they have already demonstrated their ability to synthesize information, think conceptually and in many cases apply theoretical knowledge in a "real-world" situation. What they may not have been exposed to in their previous academic programs are the human transaction and caring skills – communication, negotiation, caring transaction and intervention with persons in a health-care environment. The College of Nursing's program capitalizes on these abilities to rapidly synthesize and apply information while focusing on the application and integration of knowledge and skills in practice settings.

A major benefit of this initiative is that participating hospitals have a guaranteed annual RN workforce of superb quality. The first class of the Partnership Program will be graduating on August 12th. Preparations are already being planned to welcome this new RN workforce into the University Medical Center and the Carondelet Health Network by early fall. This is a program that benefits all participants, as well as the Tucson community.

U of A College of Nursing Offers E-learning for Graduate Students

By Janet Star ~ (520) 626-7301

The **University of Arizona College of Nursing** is pleased to offer the Master of Science degree, nurse practitioner option, in a new, Web-enhanced and online format for graduate nursing students. The **Rural Health for Advanced Practice Nurses** project was funded in July 2003 by the U.S. Department of Health and Human Services (HRSA), Division of Nursing. The funding supports redesign of the traditional nurse practitioner options to Web-enhanced and online delivery and supports three new rural health certificate options for graduate study.

Online delivery facilitates rural students' access to the nurse practitioner options and makes advanced nursing education available to nurse practitioner students in their own communities. Program Director **Sally J. Reel, PhD, RN, CFNP**, explains that e-learning helps to overcome the obstacles of time and geography that students in rural settings face when they want to continue their education. "Not only does this program extend nursing education to rural Arizona," she said, "but when rural students are able to study in their home communities, they are more likely to stay in their communities on graduation. As a result, we expect that this program will improve access to quality health care in rural areas of the state."

To create the Rural Health for Advanced Practice Nurses

program, the VA College of Nursing redesigned its nurse practitioner programs for online, Internet-based delivery augmented by real-time videoconferencing and a CD-ROM course library. Students accepted in the program will spend one week on campus at the beginning and end of each semester and then will complete the courses they need to earn their master's degree online. They will complete the clinical component of their program with approved clinical preceptors in their own communities and will have online access to VA faculty and materials, libraries, bookstores and support staff.

Students can pursue one of three study options for a master's degree in the nurse practitioner program - Family Nurse Practitioner, Adult Nurse Practitioner, or Psychiatric Mental Health Nurse Practitioner. Those who already have a master's in nursing can choose a post-master's certificate program to obtain a nurse practitioner credential.

Students with an interest in rural health care may also choose a rural health certificate option. There are opportunities for non-nursing majors to take a rural health certificate option as well.

Applications are being accepted now for enrollment beginning in the fall semester 2004.

While the priority deadline for Master of Science degree was March 1, 2004, **applications are being accepted until the class is filled**. For more information, call (520) 626-3808 or (800) 288-6158, or visit www.nursing.arizona.edu.

Case Study

By Pat Midkiff, RN, MN, Nurse Practice Consultant

Two complaints were filed with the Arizona State Board of Nursing against Nurse L. E.'s RN license for positive pre-employment urine drug screens obtained at different facilities within two months. Both specimens were positive for marijuana; one also contained propoxyphene (Darvocet). Explaining the first drug screen results, Nurse L. E. first stated she had been at a party where she must have passively inhaled marijuana others were smoking. She later denied this account, stating she must have eaten cake that contained marijuana. Regarding the second drug screen, Nurse L. E. admitted taking a Darvocet left over from a prescription that was several years old. She denied using marijuana, stating a metabolite of marijuana must have been contained in a friend's prescription drug she took while vacationing in California.

During the course of the investigation, it was learned Nurse L. E. was terminated from three jobs within two years due to "lack of professional judgment," repeated medication and IV administration errors, incomplete and missing documentation, and "unprofessional conduct" related to aggressive behavior and poor communication skills with other staff. Nurse L.E. admitted to past treatment by a psychologist for post traumatic stress disorder and an extensive medical history that included neuralgias related to both personal and work-related injuries. To help the Board determine if Nurse L.E. had an actual or potential chemical dependency problem and to evaluate the presence of any potential psychological factors that influenced past and current nursing performance issues, Nurse L. E. underwent an evaluation with a Board-approved psychologist skilled in addiction medicine. The evaluator determined Nurse L. E. was at risk for chemical dependency and had psychological problems that impacted her decision-making abilities. The evaluator recommended psychiatric treatment for at least one year.

Four days before the Board was scheduled to vote on Nurse L. E.'s case, she was terminated from another job for allegedly striking another employee while on duty. Based on the evaluator's recommendations, a review of information related by Nurse L. E.'s previous employers, and the latest employment incident, the Board voted to offer Nurse L. E. a consent agreement. Consent agreements are divided into two parts: the Findings of Fact which contain information obtained during the investigation used to support the Board's disciplinary decision, and the Board Order which outlines work limitations and stipulations the nurse must meet in order to continue to practice nursing in Arizona. Nurse L. E.'s consent agreement was for a 24-month probation that included the following stipulations:

- On-going psychiatric treatment
- Random biological fluid testing at least one time per month
- Abstaining from alcohol within 12 hours of reporting for duty
- Abstaining from drugs
- Proof of prescriptions
- Notification of all practice settings regarding the consent agreement
- Quarterly performance evaluations from her employer
- Direct supervision (another RN on the unit at all times to oversee nursing practice)
- No registry, traveling nurse, float pool, or home health care employment during the probationary period
- No night shift or working more than 84 hours in a pay period.

Nurse L. E. refused to accept the consent agreement, stating she did not agree with Findings of Fact and the evaluator's assessment and recommendations. She requested to voluntarily surrender her license, but refused to sign any documentation acknowledging the Findings of Fact. Nurse L. E.'s case was transferred to the hearing department, and her license was eventually revoked.



Case Study - Drug Addiction Turned Around

by Sister M. Rachel Torrez RN, MS
Nurse Practice Consultant

This case study is about Nurse X who was reported to the Board of Nursing (ASBN) because she tested positive for amphetamines and methamphetamines. The facility in question had some missing narcotics. The narcotic count had been correct when the staff counted at 2:00 p.m. but not when they counted at 10:00 p.m. that same day. The medication missing was Morphine. All staff who were on duty on that shift were requested to undergo a urine drug screen (USD). Nurse X did not submit to the test until three days later and was terminated because she tested positive for amphetamines and methamphetamines.

During the course of my investigation, I interviewed Nurse X several times. It was determined that she had not diverted any of the missing narcotics. She admitted to her dependence on crystal-methamphetamines. She admitted she had used crystal methamphetamines days before she was asked to submit to the urine drug screen, and in fact had been using the drugs daily for two years prior. Nurse X told me that her addiction to the drug had financially destroyed her to the point that she had lost her last three jobs, her home, and most of her personal possessions. She recognized she needed to address her addiction problem.

When it came time for Nurse X's case to be presented to the Board, Nurse X wanted to be in attendance. She listened to the Board members as they deliberated about her case. She was asked a few questions, but by this time she was sure there was no option for them to consider except to place her on probation. Nurse X knew what this meant and was aware of the potential restrictions that would be imposed if she was placed on probation. Among some of the more challenging restrictions she would have to deal with are as follows:

- She needed to enter and complete a Chemical Dependency Rehabilitation Program, and then enroll in the After Care Program.
- She needed to participate in Alcoholic Anonymous, Narcotic Anonymous or an equivalent program.
- She needed to show proof of prescriptions prescribed by her Primary Care Provider (PCP).
- She would not be permitted to work nights, for a registry, work as a traveler, home care, or float.
- She would need to be supervised by an RN in good standing who was physically in the facility where she was employed.
- She would have to be evaluated at least quarterly by her supervisor and submit the evaluations to the Board of Nursing.
- She would have to submit a Urine Drug Screen once a month. Nurse X wanted to be able to administer medications so she was required to submit to a Urine Drug Screen twice a month for the first six months.

The Board voted to place Nurse X on probation for 36 months. Nurse X signed the Consent Agreement offered, and remains in recovery, and is meeting the terms of the agreement

CNA DISCIPLINARY ACTION

Jan - March 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
11/4/2003*	Alford, Patricia	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Drug Related; Failure to Cooperate
1/22/2004	Anderson, Nathan	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related
12/2/2003*	Aragon, Anthony R.	CNA100000392	Civil Penalty	Criminal Conviction-Against Property; Criminal Conviction-Drug Related
12/11/2003*	Aragon, Rosalita	CNA117942353	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Verbal Abuse; Failure to Cooperate
12/11/2003*	Billington, Ronald R.	CNA999952296	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Verbal Abuse; Failure to Cooperate
10/13/2003*	Campbell, Douglas S.	CNA056291103	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud; Violating Board Order
1/22/2004	Cavanaugh, Michael	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Failure to Cooperate
12/11/2003*	Chagolla, Sarah	CNA723419441	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related
1/30/2004	Cope, Alesha A.	CNA292926197	Civil Penalty	Criminal Conviction-Misdemeanor; Unprofessional Conduct; Failure to Cooperate
2/11/2004	Cota, Monica Y.	CNA999990828	Suspension Cleared	
7/23/2003*	Daniel, Norma A.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Failure to Cooperate
2/12/2004	Dixon, Debbie	CNA100000826	Civil Penalty	Criminal Conviction-Against Person
1/22/2004	Fallaha, Randall	CNA1000001003	Civil Penalty	Criminal Conviction-Misdemeanor; Theft - Employer
9/19/2003*	Garcia, Marsha R.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Alcohol Abuse
11/5/2003*	Goulet, Sigrid K.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Cooperate
1/8/2004	Guerrero, Angel	CNA029112073	Stayed Suspension	Criminal Conviction-Misdemeanor; Sexual Misconduct
12/11/2003*	Hall, Linda S.	CNA036572797	Revocation/Non-voluntary	Unsafe Practice; Violating Board Order
1/30/2004	Hernandez, Danny	CNA100000678	Civil Penalty	Misconduct
7/23/2003*	Hernandez, Stella P.	CNA156982803	Suspension	Fraud, Deceit Continuing Education
12/11/2003*	Huerta, Racquel	CNA999953295	Civil Penalty	Leaving Duty Station; Fraud/Deceit; Failure to Cooperate
12/11/2003*	Jarrett, Betty J.	CNA999951571	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Failure to Follow Orders; Failure to Cooperate; Verbal Abuse
2/16/2004	Johnson, Beverly	CNA100000883	Civil Penalty	Criminal Conviction-Against Person
11/4/2003*	Jones, William L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Failure to Cooperate
2/26/2004	Joseph, Sharon	CNA593027803	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
1/26/2004	Kirk, Shannon A.	CNA999950219	Revocation/Non-voluntary	Violating Board Order
2/26/2001*	Klodner, Kristi L.	CNA929118757	Revocation/Voluntary	Physical Abuse; Verbal Abuse; Incompetent Practice
1/22/2004	Larremore, Patricia	CNA Applicant	Certificate Denied	Unsafe Practice; Drug Abuse; Drug Related
11/4/2003*	Linson, Jeanette L.	CNA999995554	Revocation/Non-voluntary	Drug Related; Failure to Cooperate
11/18/2003*	Lund, Sena K.	CNA1000000177	Civil Penalty	Criminal Conviction-Drug Related; Obtaining Certificate by Fraud
10/10/2003*	Mabior, Jok G.	CNA999995618	Civil Penalty	Practicing Beyond Scope;
1/22/2004	Martinez, Debbie	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Cooperate

CNA Discipline cont. on pg. 26



CNA Discipline cont. from pg. 25

CNA DISCIPLINARY ACTION

Jan - March 2004

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
12/11/2003*	Martinez, Silvia N.	CNA371608621	Suspension/Indefinite	Fraud/Deceit
11/6/2003*	McKenzie-English, Beryl D.	CNA999953025	Suspension Cleared	
12/11/2003*	Mead, Jennifer K.	CNA999950098	Civil Penalty	Failure to Maintain Minimal Standards; Failure to Follow Orders; Unprofessional Conduct
12/11/2003*	Mejia, Maria M.	CNA999991605	Revocation/Non-voluntary	Obtaining Certificate by Fraud; Failure to Cooperate
12/11/2003*	Merida, Maritza	CNA114585873	Suspension	Failure to Maintain Minimal Standards; Unprofessional Conduct; Failure to Cooperate
3/7/2003*	Mosley, Mildred L.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate
10/29/2003*	Munoz, Cynthia L.	CNA791789103	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related
11/4/2003*	Nester, Shane G.	CNA999952280	Revocation/Non-voluntary	Criminal Conviction-Felony; Failure to Cooperate
1/6/2004	Nicotine, Caroline M.	CNA999988886	Stayed Suspension	Misconduct-Boundary Related
2/9/2004	Orozco, Guadalupe S.	CNA911235103	Stayed Suspension Cleared	
2/2/2004	Ortiz, Monica L.	CNA999990126	Suspension	Violating Board Order
1/22/2004	Perryman, Delicha	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate;
12/12/2003*	Proctor, Marcella	CNA999998577	Suspension	Violating Board Order
2/17/2004	Roberts, Kay	CNA1000001088	Civil Penalty	Criminal Conviction: Against Person; Fraud/Deceit
9/2/2003*	Rowell, Michelle D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud; Failure to Cooperate
12/26/2003*	Schrade, Lois K.	CNA256283103	Stayed Suspension	Criminal Conviction; Drug Related
2/12/2004	Scott, Rahman	CNA999950497	Suspension	Violating Board Order
9/16/2003*	Shaw, Jennifer S.	CNA999948274	Voluntary Surrender	Theft - Employer; Drug Abuse; Drug Related
12/12/2003*	Sheridan, Jennifer	CNA803418376	Suspension	False Documentation; Fraud/Deceit; Failure to Cooperate
12/11/2003*	Shondee, Patrick L.	CNA891469803	Revocation/Non-voluntary	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
12/12/2003*	Sok, Patricia	CNA1000000246	Civil Penalty	Arrest-theft related
1/22/2004	Solum, Melissa	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
2/6/2004	Sowles, Charlene E.	CNA999997010	Revocation/Non-voluntary	Theft - Client; Fraud/Deceit
7/29/2003*	Wilson, Erica M.	CNA999998946	Suspension	Criminal Conviction-Against Person; Criminal Conviction
1/23/2004	Wilson, Erica M.	CNA999998946	Suspension Cleared	

RN/LPN DISCIPLINARY ACTION

Jan - March 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/9/2004	ALLISON, JEAN	RN087549	Revocation/Non-Voluntary	Violating Board Order
3/10/2004	ALVES, ROBERT	RN057915	Voluntary Surrender	Felony, Violating Board Order
2/17/2004	ANAST, SUSAN	RN104284	Stayed Revocation w/Probation	Violating Board Order
12/22/2003*	ANDERSON, JACQUELINE	RN081191	Decree of Censure	Unsafe Practice, Practicing Beyond Scope
12/12/2003*	BAUMER, JOHN	RN126319	Stayed Revocation w/Probation	Misdemeanor, Against Person, Fraud, Deceit-Employment Application
12/26/2003*	BEITZEL, BARBARA	LP024335	Probation	Positive urine drug screen
1/20/2004	BLACKWELL, RONALD	RN059614	Reinstatement w/ Probation	Alcohol Abuse
1/20/2004	BOLES, KAREN	RN073242	Suspension Cleared	
1/16/2004	BOYNTON, KATHLEEN	RN092225/LP025927 CNA909618119	Voluntary Surrender	Felony
12/30/2003*	BRADY, DIANE L.	RN030144	Probation	Failure to Maintain Minimal Standards, Unsafe Practice
11/14/2003*	BRANT, GLORIA	LP036750	Revocation/Non-Voluntary	Violating Board Order
1/23/2004	BROWN, ANTHONY	RN085307	Probation Completed	
11/20/2003*	BURNS, MICHELLE	RN078233	Voluntary Surrender	Drug Abuse, Drug Use on Duty, Failure to Comply w/ Requirements/Impaired Nurse Program
1/23/2004	CAROTHERS TAYLOR, MARIE	RN092425	Probation Completed	
2/24/2004	CATON, BARBARA	RN050628	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Failure to Supervise
2/12/2004	CLINT-ECHEVESTE, CECILIA	RN023026	Suspension	Inability to Practice Safely
1/5/2004	COLLINS, ALLYSSA	RN125996	Probation	Misdemeanor, Alcohol Related
12/11/2003*	COURSON, LINDA	RN082993	Revocation/Non-Voluntary	Failure to Comply w/Requirements/Impaired Nurse Program
1/20/2004	COWAN, CHERYL	RN123412	Probation w/Fine	Failure to Maintain Minimal Standards, Positive drug screen, Practicing without License
1/21/2004	COX, MARY	RN046151	Probation	Unsafe Practice, Failure to Follow Orders, Documentation Errors
3/9/2004	CROUCH, SHANNON	RN107574	Revocation/Non-Voluntary	Violating Board Order
2/3/2004	CUCCIA, VALERIE	LP Exam Applicant	Probation	Unprofessional Conduct
11/14/2003	DAYTON, LAREE	RN103684/LP032686/ CNA220105983	Revocation/Non-Voluntary	Unsafe Practice, Drug Abuse, Violating Board Order
3/16/2004*	DAYTON, NANCY L.	RN067942	Voluntary Surrender	Drug Diversion
2/25/2004	DUDEN, SARA	RN089599	Voluntary Surrender	Inability to Practice Safely
2/12/2004	EDWARDS, JENNIFER	RN Endorsement Applicant	Stayed Suspension w/Probation	Misdemeanor, Action in Another Jurisdiction
3/2/2004	ESBROOK, AMITY	RN106056/LP029853	Voluntary Surrender	Felony, Alcohol Abuse
1/22/2004	FAULKNER, IRWIN L.	LP Endorsement Applicant	License Denied	Felony, Fraud, Deceit-Obtaining License
12/19/2003*	FINCHER, TERESA	RN086519	Revocation/Non-Voluntary	Violating Board Order
3/7/2004	FINNEY, LINDA	RN106212	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply w/Requirements/ Impaired Nurse Program
9/18/2003	GOFF, TRACY	RN069112	Revocation/Voluntary	Drug Abuse, Fraud, Deceit-Obtaining nursing employment, Violating Board Order
1/23/2004	GORDON, JULIANN	LP039246	Probation	Misdemeanor, Action in Another Jurisdiction
11/4/2003*	HEATH, RICHARD	RN045555	Revocation/Non-Voluntary	Unsafe Practice, Failure to Follow Orders, Medication Errors
3/6/2004	HILGER, MARTIN	RN065753	Probation	Leaving Duty Station, Positive Urine Drug Screen, Fraud, Deceit
10/30/2003*	HODSON, KATHLEEN	RN111871	Suspension	Drug Use on Duty, Drug Diversion, Failure to Comply w/Requirements/Impaired Nurse Program

RN/LPN Discipline cont. from pg. 27

RN/LPN DISCIPLINARY ACTION

Jan - March 2004

* Not reported in previous Newsletter

<i>DATE</i>	<i>NAME</i>	<i>LICENSE</i>	<i>DISCIPLINE</i>	<i>VIOLATIONS</i>
11/7/2003*	HOLMES, LINDA	RN054433	Voluntary Surrender	Drug Abuse, Drug Diversion Failure to Comply w/Requirements/Impaired Nurse Program
12/21/2003*	HOMAN, JAMMIE	LP019741	Decree of Censure	Fraud, Deceit
12/11/2003*	HOOD, GLORIA	LP024465	Revocation/Non-Voluntary	Felony, Misdemeanor, Alcohol Abuse
3/04/2004	JACKSON, APRIL M.	LP033263	Decree of Censure with Fine	Mental Abuse
3/3/2004	JASKIEWICZ, RICHARD	RN024505/AP0042	Revocation/Non-Voluntary	Failure to Assess, Other (APRN), Sexual Misconduct-Other
12/11/2003*	JENRETTE, VICKY S.	RN095896	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Incompetent Practice, Failure to Assess
1/30/2004	JOHNSON, AMY	RN121462	Decree of Censure	Unsafe Practice, Drug Abuse, Positive urine drug screen
12/10/2003*	KELLER, LYNNE	RN051767	Decree of Censure	Wastage Errors
2/27/2004	KHALIL, KAMILAH	RN126824	Probation	Action in Another Jurisdiction
12/20/2003*	LACEY, JAMES	RN104464	Decree of Censure	Positive urine drug screen
12/22/2003*	LANGREHR, DENNIS L.	RN059204	Decree of Censure with Fine	Failure to Maintain Minimal Standards, Neglect, Practicing Beyond Scope
3/9/2004	LYONS, SANDI	RN111185	Probation	Unprofessional Conduct, Drug Abuse
11/3/2003*	MAGDELENA, EMILY	RN091147	Probation	Drug abuse, Inability to Practice Safely
2/10/2004	MAHMOUD, LINDA	RN094858	Decree of Censure	Failure to Assess, Failure to Intervene
2/19/2004	McCORMICK, KELLY	RN121929/LP037484	Probation Completed	
3/9/2004	MILLER, PAUL	RN126972	Probation	Drug Abuse
11/6/2003*	MINDEY, MARLENE	RN Endorsement Applicant	License Denied	Failure to Maintain Minimal Standards, Alcohol Abuse, Failure to cooperate with Board
12/11/2003*	MORADO, GLORIA	LP008895	Revocation/Non-Voluntary	Violating Board Order
1/21/2004	MORRIS, REGINA	RN069228	Suspension	Unsafe Practice, Drug Abuse, Positive Urine Drug Screen
2/19/2004	NAVARRO, CYNTHIA	RN121804	Probation Completed	
12/5/2003*	PABLO, FAITH	LP022422/CNA393864641	Voluntary Surrender	Felony, Sale of Drugs
11/4/2003*	PETERSON, CHERYL	LP023060	Suspension	Drug Diversion, Action in Another Jurisdiction
2/12/2004	PETERSON, CHERYL	LP023060	Revocation/Non-Voluntary	Violating Board Order
3/1/2004	PETITTI, SHARON	RN075224	Stayed Revocation w/Probation	Drug Abuse, Drug Diversion, Violating Board Order
9/18/2003*	PHILLIPS, LAURA	RN Endorsement Applicant	License Denied	Misdemeanor, Alcohol Abuse, Writing Illegal RX
1/5/2004	PIERCE, KATHLEEN	RN094386	Voluntary Surrender	Alcohol Abuse, Failure to Comply w/Requirements/ Impaired Nurse Program
2/24/2004	PRUGH, JAMES	RN085557	Voluntary Surrender	Positive urine drug screen, Violating Board Order
1/27/2004	RED ELK, LINDSEY	RN115751	Decree of Censure	Failure to Maintain Minimal Standards
2/24/2004	RODRIGUEZ, REBECCA	RN098772	Probation	Misdemeanor-Alcohol Related, Alcohol Abuse
11/6/2003*	RUSSELL, ADRIENNE	RN Endorsement Applicant	License Denied	Misdemeanor
11/4/2003*	RYAN, MICHAEL	RN101446	Revocation/Non-Voluntary	Drug Abuse, Failure to Comply w/Requirements/ Impaired Nurse Program
12/10/2003*	SAEGART, MELANIE	RN048039	Decree of Censure	Misdemeanor, Criminal Conviction-Drug Related, Alcohol Abuse
9/18/2003*	SEGER, MATT	LP Exam Applicant	License Denied	Failure to Maintain Minimal Standards
11/24/2003*	SHEARIN, PATRICIA	RN111353	Stayed Revocation w/Suspension	Drug Abuse, Presenting Illegal RX

RN/LPN Discipline cont. from pg. 28

RN/LPN DISCIPLINARY ACTION

Jan - March 2004

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
12/8/2003*	SLOWINSKI, MACIEJ	RN122125	Decree of Censure	Drug Screen Positive
2/25/2004	SPENCE, DAVID	RN064981	Decree of Censure	Failure to Assess and Intervene, Failed to report
01/21/2004	SPRONG, KATHERINE E.	RN087707	Stayed Revocation w/Probation	Misdemeanor, Unsafe Practice, Alcohol Abuse
2/4/2004	STEWART, DEBRAH	LP035037	Decree of Censure	Failure to Maintain Minimal Standards, Leaving Duty Station
12/29/2003*	TELLEZ, LORI	LP026687	Revocation/Non-Voluntary	Violating Board Order
11/5/2003*	THOMAS, DELORES	LP Endorsement Applicant	License Denied	Felony, Alcohol Abuse
1/5/2004	WARREN, GAIL	RN061982	Probation	Drug Diversion
2/2/2004	WHINERY, BRENDA	RN080021	Stayed Revocation w/Suspension	Drug Abuse, Alcohol Abuse, Failure to Comply w/Requirements/Impaired Nurse Program
2/4/2004	WILHITE, DENNIS	RN095514	Voluntary Surrender	Failure to Maintain Minimal Standards, Sexual Misconduct-Boundaries, Violating Board Order
12/08/2003*	WINGARD, CHRISTOPHER R.	RN118584	Decree of Censure with Fine	Practicing without License
2/9/2004	YEAND, CAROL	RN046417	Decree of Censure	Leaving Duty Station
12/22/2003*	ZAHN, CARLA	LP019290	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors

SUSPENSION ALERT

Courtney V. Tilley-Bisbee
RN124044

On April 22, 2004, the Arizona State Board of Nursing accepted the Voluntary Suspension of registered nurse license RN124044 issued to Courtney V. Tilley-Bisbee.

The suspension will remain in effect pending the completion of criminal proceedings and further evaluations to determine safety to practice.

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

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

Program:

- The Power of Expert Practice Patricia Benner, PhD, RN, FAAN
- Laying Claim to the Practice: The Clinical Narrative. Eloise Cathcart, MSN, RN
- Reflective Practice: Illuminating Clinical Wisdom and Moral Imagination
- Narratives of clinical nurses
- Designing Models for Recognizing and Advancing Nursing Practice
- M Patricia Gibbons, DNS, RN

For more information, contact Karen Poznick, INHL Conference Coordinator, at 617-754-8300, or by e-mail at kpoznick@caregroup.harvard.edu.

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

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License/Certification No: _____

Old Address: _____

Old Phone No: (____) _____

New Address: _____

New Phone No: (____) _____

PRIMARY STATE OF RESIDENCE: _____



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