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ARIZONA STATE BOARD OF NURSING NEWSLETTER

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

The Official Publication of the Arizona State Board of Nursing

Volume 6, No. 4
SECTION 1

1651 East Morten Avenue, Suite 210, Phoenix, Arizona 85020-4316
Web site: <http://www.azbn.gov>

November, December 2005, January 2006

Annual Reports From Arizona Nursing Education Programs 2004

INTRODUCTION

The Mission of the Arizona State Board of Nursing is to protect the public health, safety and welfare through the safe and competent practice of nurses and nursing assistants.

The Annual Reports from Nursing Education Programs

The Arizona State Board of Nursing, (Board), requests an annual report from all Arizona pre-licensure nursing education programs. The report includes student admission data, characteristics of graduates, and other information. Additionally the program administrator is requested to sign an attestation of compliance with Board education rules (A.A.C. Chapter 4, Title 19, Article 2) or self-report rule violations. The annual reports cover a calendar year.

For the 2003 and 2004 annual reports, in addition to graduation and admission data, programs were asked about unfilled placements and number of applicants that met qualifications but were not admitted to the semester for which they applied. The number of RN to BSN students and graduates were also requested. Attrition data was requested in 2004. The last time the Board requested attrition data was in 2002. The number of full time

equivalent faculty and unfilled faculty placements was requested for both 2003 and 2004.

Definition of Terms

In order that the data can be understood, the following terms are operationally defined:

Total Enrollment: All students enrolled in a pre-licensure nursing program.

Total Admissions: Students admitted in the first semester of a nursing program, regardless of whether it was fall, spring, or summer.

Students Offered Placement: The number of students offered a placement in a 2004 admission cohort.

Students Registered for the First Clinical Course: The number of students of those offered a placement that actually registered in 2004.

Open Placements in the First Nursing Clinical Course on the First Day of Class: The number of placements that were not filled on the first day of classes.

Qualified Students Not Admitted to the Session for Which They Applied: Number of students who were qualified for admission but were either denied, placed on a wait list, or admitted to a semester other than the one they applied for.

Advanced Placement Admissions: A student, usually an LPN, admitted to a semester, other than the first, of an RN program.

Capacity: Student placements available in a nursing program.

Graduates from original cohort: Students who graduated with their admission class.

Repeated or dropped back: Students took longer time to complete a nursing program because they either repeated a course or dropped out for a period.

Assumptions/Explanatory Remarks

The following assumptions and explanations must be understood in interpreting the data:

- Practical Nurse (PN) data only applies to traditional PN programs, not multiple exit programs unless indicated in the explanatory comments.
- The number of students "qualified but not admitted" to a program may be overestimated because some students, particularly in the metropolitan areas of the state, apply to multiple programs and, due to varying requirements, a student may qualify for one program, but not qualify for another.
- Number of unfilled placements should not be interpreted to mean that these placements are available to other qualified students. In most instances, by the time the program learns there is an unfilled placement, it is too late to offer it to another student.
- These data apply only to in-state programs approved by the Board.

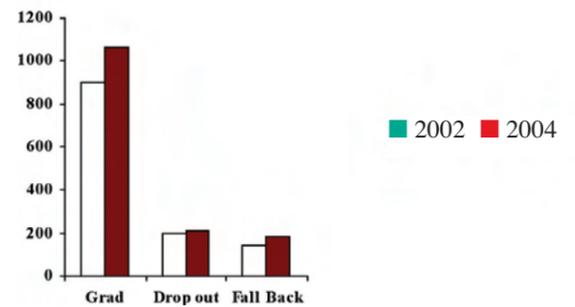
DATA AND ANALYSIS

SELF REPORTS

No programs self-reported rule violations.

ATTRITION—RN PROGRAMS

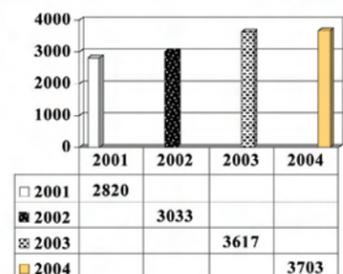
In 2004, 73% of student admitted to an RN program graduated on time, 12.6% are still enrolled, and 14.6% dropped out of the program. This is almost identical to the overall attrition in nursing programs in 2002. In 2002, 72% of students graduated on time. Sixteen percent were lost to the program because they dropped out and 12% fell behind but continued in the program.



ENROLLMENT

The following figure displays enrollment in all nursing programs (RN/PN). Overall enrollment has increased each year since 2001. Enrollment increased by 7.55% in 2002, by 19.25% in 2003, and by 2.4% in 2004. Overall enrollment increased by 31% in four years. This represents an additional 883 nursing students.

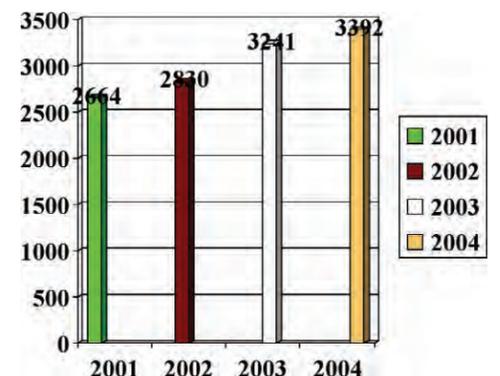
TOTAL PROGRAM ENROLLMENT



Registered Nurse Program Enrollment

RN program enrollment increased in 2004. A modest increase in enrollments in RN programs occurred between 2001 and 2003. Overall enrollments in RN programs increased 6.23% in 2002 and 14.5% in 2003 and 4.7% in 2004 for an overall 4-year increase of 27% or 728 students.

RN PROGRAM ENROLLMENT



Practical Nursing Program Enrollment

There was a decrease in practical nurse program enrollment. Practical nursing programs more than doubled enrollment from 2001 to 2003 and increased by 86% from 2002 to 2003 for an overall 2-year increase of 220 students.

In 2004 enrollments decreased by 65 (17%) students and there were no qualified students who were not admitted. This may reflect decreased demand for PN education. Many students enrolled in PN programs report that they are attending the program as a preparation to enter an RN program as an advanced placement student.

Annual Reports From Arizona Nursing Education Programs 2004	1, 3-6
Certified Nursing Assistant Corner	7
Certified Nursing Assistant Case Study	8
Third Annual CNA Educator's Retreat.....	10
Advisory Opinion	11, 13
Regulation Rundown	14
Update on Medication Technician	15
Work Requirement Increases	16
Nursing Assistant Advisory Committee.....	17
Education Corner	18
Nurse Imposter Alert	21
Faculty Recruitment.....	22, 23
Refresher Courses	25
Nursing Assistant Programs	26-28
Nursing Education Programs	29, 30
CNS Portfolio Guidelines	31
CNA Disciplinary Action	32-35
RN/LPN Disciplinary Action	36-38

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The Honorable Janet Napolitano

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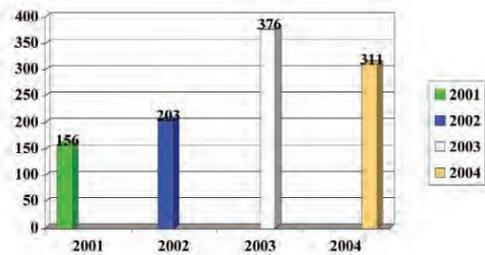
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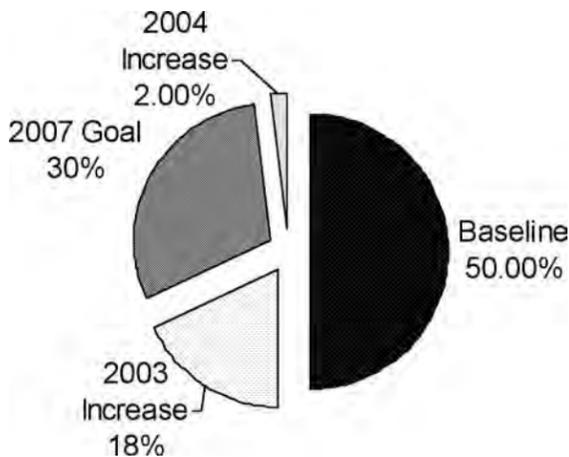
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Annual Reports cont. from pg. 1



PROGRESS TO GOAL OF SENATE BILL 1260

In the 2002 legislative session, Senate Bill 1260 entitled “An Act Providing for the Development of the Caregiver and Resource Expansion Program within the Arizona Board of Regents and Community College Districts” was passed. Senate Bill 1260 charged public community colleges and universities in Arizona with developing a five-year plan to double the capacity of Arizona RN nursing programs by 2007. If one examines overall enrollments as an indicator of capacity, the 2002 capacity was 2830 RN students. The goal then would be to enroll 5660 nursing students by 2007. From 2002 to 2004 RN enrollments increased by 562 students, representing 20% of the total needed to double enrollment. Programs need to enroll an additional 2268 students by 2007 to reach the goal of doubling enrollment/capacity.



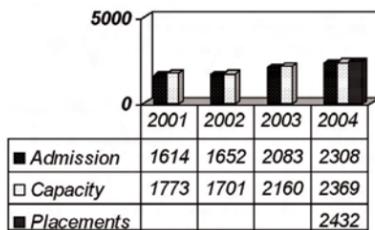
This would be nearly the equivalent of opening up two new programs the size of the Maricopa Community College District Nursing Program (current enrollment 1253 students). Arizona is currently experiencing a shortage of clinical placements for nursing students in addition to scarcity of faculty. These factors may limit the

amount of growth in both existing and new nursing programs and prevent Arizona schools from reaching enrollment targets.

PROGRAM ADMISSIONS AND CAPACITY

Admissions to the first semester of a nursing program increased slightly from 2001 to 2002, as did capacity. Admissions rose more dramatically in 2003 by 35.79%. In 2004 admissions rose by 11%. For 2004, programs were asked to provide data on how many students were offered placements. Placements offered actually exceeded capacity by 63 placements. There were 50 unfilled placements for 2004. Most of these occurred in rural areas or private schools. Registered nursing programs that reported admitting under capacity in 2004 include: Grand Canyon University (8), Cochise College (4), Pima Community College (5), Maricopa Community College District Nursing Program (8), Central Arizona College (6), Northland Pioneer College (14), and Northern Arizona University (4). Some programs did not report admitting students to capacity because, even though the placement was offered and accepted, the student did not attend the first day of class. There were no open placements in practical nursing programs. These admission data do not include advanced placement admissions (LPNs enrolling in the 3rd semester of an RN program).

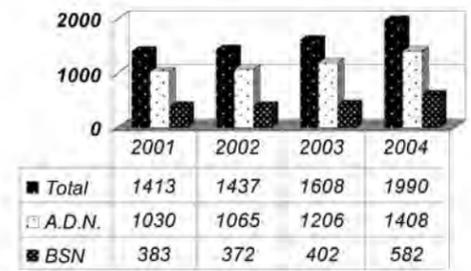
ARIZONA NURSING PROGRAM ADMISSIONS/CAPACITY



Registered Nurse Program Admissions

Registered nursing program admissions to the first semester of a nursing program were totaled and then broken down by type of program. Total programs admissions increased by 23.8% in 2004 and 41% from 2001-2004. Baccalaureate program admissions increased by 45% in 2004 and 52% from 2001 to 2004. Associate degree program admissions increased by 17% in 2004 and 36.7% between 2001 and 2004. Admissions to BSN programs still account for less than one third total RN program admissions.

RN PROGRAM ADMISSIONS



Practical Nursing Program Admissions

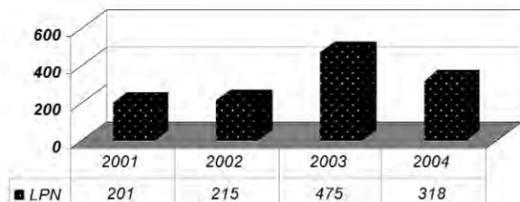
A decrease in practical nursing program admissions was noted in 2004. Practical nursing program admissions decreased by 16%. There also appears to be less demand

Annual Reports cont. on pg. 4

Annual Reports cont. from pg. 3

for practical nursing programs as there were no qualified practical nursing students that were not admitted in the semester for which they applied.

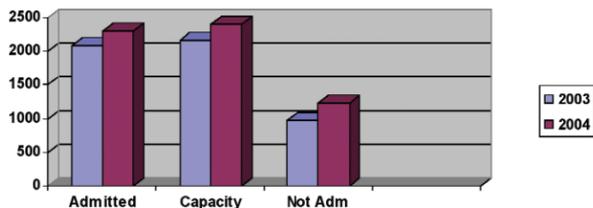
PN PROGRAM ADMISSIONS



ADMISSIONS VS. CAPACITY

The number of students admitted in 2004 was compared with the number of qualified applicants that were not admitted. Overall, 1237 qualified applicants were not admitted in the semester for which they applied. All of these students applied to RN programs. Some of those that were denied admission in one program may have been admitted to another program or to a PN program. For example, on interview, approximately 80% of the students in one PN program stated they were pursuing PN education because they were not admitted to the RN program in the area. Also, due to differing admission standards, a student may qualify for admission in one program and not qualify for admission in another program.

**ALL PROGRAMS
CAPACITY—ADMITS—QUALIFIED/NOT
ADMITTED
2003–2004**



RN Programs

For RN programs, there were 1237 qualified applicants who were not admitted to the semester for which they applied. Programs with the largest number of qualified applicants that were not admitted were the Maricopa Community College District Nursing Program (683), Arizona State University (136), University of Arizona (199), Northern Arizona University (84) and Yavapai College (76).

PN Programs

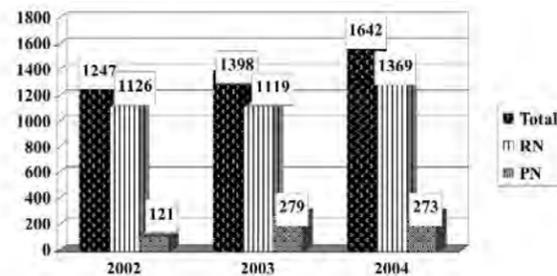
There were no qualified students that were not admitted to a practical nursing program in 2004.

PROGRAM GRADUATES

Total Graduates

In 2004 there was a 17.5% increase in nursing graduates. RN graduates increased by 22%. In the same year, RN first time NCLEX takers increased by 34%. The number of graduates in a given year and NCLEX first time takers for the same year may differ due to the lag time between finishing a program and taking NCLEX. Graduates of practical nursing programs decreased by 6 students.

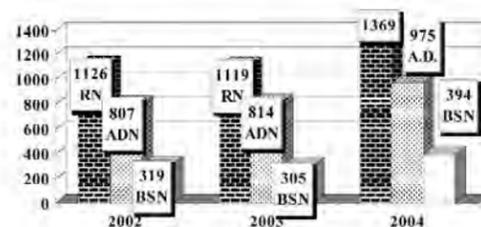
TOTAL GRADUATES IN ALL PROGRAMS



RN Programs

There was a significant increase in RN graduates in 2004 with increases in both associate degree and baccalaureate graduates. Associate degree graduates increased by 20% and baccalaureate graduates increased by 29%. This increase is expected to be sustained and grow in the future and due to partnerships created between educational programs and clinical agencies. Limits to growth include shortage of faculty and lack of clinical placements for student nurse practice. 29% of RN graduates in Arizona graduated with a BSN in 2004. Nationally BSNs accounted for 45% of RN first-time test takers (NCLEX Reports—2004). Some experts and research suggests that the ideal mix of bachelors degree prepared nurses to associate degree prepared nurses is 60/40 (Aiken).

RN Program Graduates



Annual Reports cont. from pg. 4

RN GRADUATES

Characteristics of RN Graduates

Of RN graduates, 77% finished in the optimal allotted time for their program. 13% of the graduates took extra time to finish the program and 10% were advanced placement students, mostly LPN students finishing an RN program. These trends are nearly identical to those measured in 2002 and 2003.

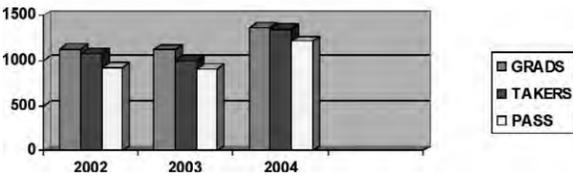
2004 Graduates



NCLEX® RN EXAM

In comparing takers and passers of the National Council Licensure Examination for Registered Nurses (NCLEX-RN), there were 34% more takers in 2004 than in 2003, and 33% more passers on the first try. The overall pass rate for NCLEX-RN was 90% in 2004 and 91% in 2003. In comparing exam statistics with program statistics, it must be remembered that students graduating in December do not take NCLEX until the following year, therefore the number of graduates in a year may differ from the number of NCLEX takers. There are very few graduates who do not take the NCLEX exam.

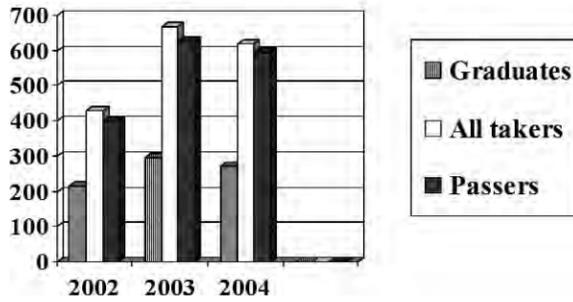
2002-2004 NCLEX RN



NCLEX® PN EXAM

In 2004, there was an overall decrease in PN exam takers of 8% and exam passers of 5%. However in 2003, there was a dramatic overall increase of 50% in both takers and passers of the NCLEX-PN exam. Persons taking the NCLEX-PN exceed graduates due to the large number of RN program in Arizona who award a PN certificate at some point in the program.

NCLEX PN

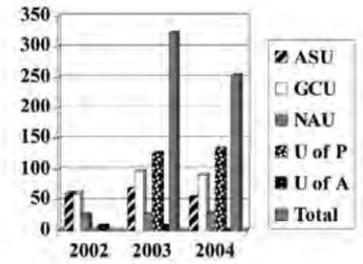


RN TO BSN

Admissions

Arizona programs were also requested to submit information on admissions to RN to BSN completion programs. There was a decrease in RN to BSN admissions in 2004. The only program posting an increase was University of Phoenix, which increased from 126 to 134 students. University of Arizona no longer offers an RN to BSN option.

RN-BSN ADMISSIONS



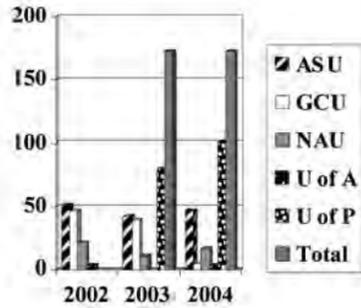
Annual Reports cont. on pg. 6

Annual Reports cont. from pg. 5

Graduates—RN to BSN

Graduates of RN to BSN programs remained essentially the same in 2004 when compared to 2003. Without significant increases in RN to BSN enrollments and graduates, or dramatic expansion of basic BSN programs, the mix of associate degree graduates to baccalaureate degree nurses in Arizona is likely to remain the same.

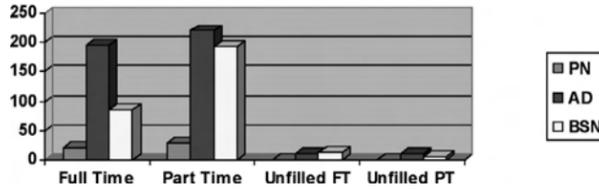
RN/BSN Graduates



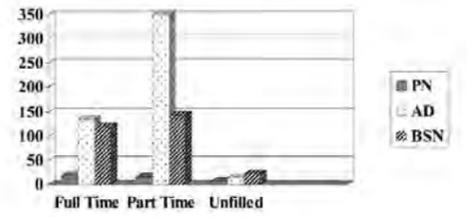
Nursing Program Faculty

At the time of data measurement, there were 305 full time faculty members and 442 part-time faculty members employed by Arizona nursing programs. There were twenty-six full-time faculty vacancies (8%), the majority of which were at the universities. This is likely due to the increased education and research requirements needed by university faculty members. There were 16 vacancies for part-time positions (4%). Associate degree nursing programs continue to employ twice the number of part-time faculty as baccalaureate and over twice the number of part-time as full-time. This is likely due to increased enrollment and the subsequent need for more clinical faculty to maintain the Board mandated student-to-faculty ratio of 10 to 1 during patient care experiences.

2004 Program Faculty



2003 Faculty



SUMMARY

The systematic and routine collection of nursing program data will assist the Board, nurses, and the public in understanding nursing education and enrollments and in setting realistic goals. In Arizona, registered nursing program graduates and NCLEX takers increased in 2004, as predicted. Bachelor of Science nursing graduates comprise less than 30% of new graduates. This is well below the national average of 45% (NCSBN). In 2004 an increasing number of qualified students were either denied admission to the semester or session for which they applied or delayed.

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REFERENCES

Aiken, L., Clarke, S., Cheung, R., Sloane, D., Silber, J., *Educational Levels of Hospital Nurses and Surgical Patient Mortality*. *JAMA*. Volume 290, No. 12, September 24, 2003.
National Council of State Boards of Nursing. *NCLEX Quarterly Reports*. Available from Arizona State Board of Nursing, 1651 E. Morten, Suite 210, Phoenix, Arizona 85020.

Certified Nursing Assistant Corner

by: Rose Wilcox, RN, MEd

ARTICLE 8: CERTIFIED NURSING ASSISTANT

Article 8 of the rules will be effective on December 5, 2005. These rules govern Certified Nursing Assistants (C.N.A)

Highlights of Changes:

- Increased clarification of expectations for nursing assistant programs including minimum number of didactic hours, clinical hours (40 with 20 in long-term care for all programs), and specific curriculum development criteria and topics.
- Changing the terminology from preceptorship to traineeship to describe a situation where a nursing assistant student works with a CNA under the general supervision of a licensed nurse and limiting such experiences to 20 hours.
- Lists equipment necessary for a C.N.A. program to simulate patient care in a laboratory setting;

- Allows the Board to grant one-year initial approval to a new program without a site visit;
- Allows the Board to grant re-approval to a program with a telephone visit every other renewal cycle;
- Requires a C.N.A. program to graduate and certify at least one student in each renewal cycle;
- If approval is rescinded or revoked, the entity cannot reapply for 2 years;
- Increased options for CNA endorsement applicants so they may qualify for certification if their program was less than 120 hours;
- Increased specificity in standards of conduct to include boundary violations, dual relationships, falsification of patient records or employment applications
- Requires 160 hours of CNA practice to renew certification

Copies of the rules may be obtained on the Board website at www.azbn.gov If you do not have web access, please request a hard copy from Karen Gilliland at 602-889-5187.

Certified Nursing Assistant Case Study

by Jeanine Sage, RN, MSN
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A Charge Nurse at a hospital in Mesa, Arizona, requested that a CNA take a double IV pump into a patient's room. The patient at that time had a single IV pump through which a Versed drip was infusing. (Versed is an anxiolytic used to induce sleepiness and amnesia, and to relieve apprehension before anesthesia.) At that time, the nurse noted that there were 50-75 cc's of medication remaining. Thirty minutes later, the nurse went into the patient's room and found the IV tubing hanging from the single IV pump with the roller clamp wide open. The tubing wasn't threaded and was hanging loose. The IV bag of Versed was completely empty. The patient was found to be unresponsive, and with a blood pressure of 56/40. The patient was given medication to reverse the effects of the Versed and she suffered no lasting effects.

When questioned, the CNA denied any involvement with the IV tubing. Later in the shift, she approached the nurse and said she was sorry. She had attempted to switch out the pumps. When asked why, the CNA said that she

had assumed that was what the nurse wanted her to do. She admitted that the nurse had only asked her to take a double IV pump into the patient's room. The CNA's employment at the hospital was terminated.

The CNA tried to help the nurse by exchanging the pumps. The CNA did not know how to do the exchange, and admitted that she knew this was not within her scope of practice.

The CNA exhibited "Unprofessional conduct," as defined in A.R.S. §32-1601 (d), "Any conduct of practice that is or might be harmful or dangerous to the health of a patient or the public, and (j), "Violating a rule that is adopted by the Board pursuant to this chapter."

She violated the Rules, R4-19-814 (3), "Failing to follow an employer's policies and procedures designed to safeguard the client," and (12), "Assuming client care tasks for which the nursing assistant lacks the education or competence to perform."

There was no current address or phone number at the Board for this CNA and her case was presented to the Board without the benefit of her input. She was issued a Notice of Charges and subsequently her CNA certificate was revoked.

R4-19-812 states, "A certified nursing assistant shall notify the Board within 30 days of any address change."

Had the Board been able to contact this CNA, the outcome might have been different.



Arizona State Board of Nursing Presents The Third Annual CNA Educator's Retreat

Friday, January 13, 2006 • Mountain Preserve Reception Center

Featured Speakers



Sue Roe, DPA, RN, is a partner in Performance Dimensions, LLC and ONE-TO-ONE, LLC. Her primary work is focused on individual and work performance, management systems and competencies, strategic initiatives, workforce development, research, assessment, evaluation and training/instructional design and development. Dr. Roe has conducted more than 300 workshops, seminars, courses, and keynote presentations and is well versed in the importance of personal wellness, management, and peak performance. Dr. Roe's teaching spans PN to baccalaureate and higher degree, and she has authored a fundamental nursing skills textbook and two chapters for a medical textbook on complementary and alternative medicine.



Sheila Sorrentino, PhD, RN, Currently a curriculum and health care consultant focusing on career ladder nursing programs and effective delegation and partnering with assistive personnel, Dr. Sorrentino has taught at all levels of nursing from CNA to baccalaureate and higher degree. A Mosby author since 1982, Dr. Sorrentino has written several textbooks for nursing assistants and other assistive personnel. She was awarded the 1992 International Medical Films Award for her work on skills videos and the Alumni Achievement Award from Lewis University for outstanding leadership and dedication in nursing education. She was a consultant for *Mosby's Nursing Assistant Skills Videos* and *Mosby's Nursing Skills Videos* (selected for the 2003 AJN Book of the Year Award for Electronic Media). Her presentations at national conferences focus on delegation and other issues related to assistive personnel.

Program Schedule

- 8:00 Registration, Continental Breakfast
- 8:30 Early Bird Round Tables
- 9:30 Report from Round table Groups
- 10:00 Break
- 10:15 Caring For Ourselves, Dr. Sue Roe
- 11:30 Buffet Lunch
- 12:45 Working With Higher-Ups: A Nursing Process Approach, Dr. Sheila Sorrentino
- 1:45 Board of Nursing Update: Article 8 and Medication Technician Pilot Study—Pamela Randolph/Rose Wilcox
- 2:45 Break
- 3:00 Testing update, Jennifer Underwood, D & S Diversified Technologies
- 4:00 Wrap-up, Evaluations

REGISTRATION FORM CNA EDUCATORS RETREAT January 13, 2006

Fees include continental breakfast and lunch:
 Postmarked on or before December 16th \$50 per person
 Postmarked after December 16th \$75 per person
 Walk-in (as space permits) \$100 per person

Submit one form for each person attending:
 Please indicate in the space provided first and second choices.

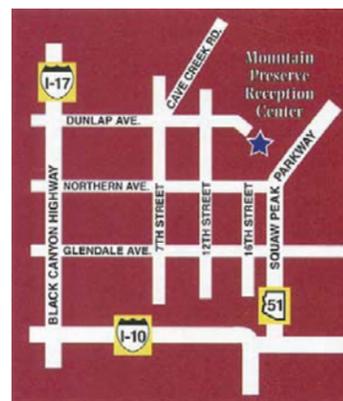
Early Bird Round Table Topics	Leader	1st, 2nd, 3rd choice
Developing a Dynamic CNA Curriculum	Rose Wilcox, RN, M.Ed.	
Continuing Education for CNAs	Noell Smith, RN, BSN	
Resident Rights	Christine Walker, RN	
Teaching Methods	Elizabeth Gilbert, RNC, MS, cFPN	
Skill Testing in the Clinical Laboratory	Betty Earp, RN, BSN	
Critical Thinking for CNAs	Regina Cottrell, RN, MS	
Communicating with Residents	Mary Edwards, RN	
The Dying Patient	Cathy Brown, RN	
Criminal Background	Dan Christl J.D.	
Coordinator Responsibilities	Carol Chamberlain, RN, BSN	
Test Observers	Jennifer Underwood, BS	
High School Programs	Janice Bilan	
Networking Groups -facility based programs -college programs -independent programs	Leaders to be decided	

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ADVISORY OPINION PERIPHERALLY INSERTED EXTERNAL JUGULAR CATHETERS

Approved at September 2005 Board Meeting

It is within the Scope of Practice for a Registered Nurse (RN) to insert a peripheral IV catheter or for a validated Peripherally Inserted Central Catheter (PICC) RN to insert a PICC line into the external jugular vein if the following requirements are met:

1. General Requirements
 - A. Written policy and procedures for insertion of a peripheral IV or Peripherally Inserted Central Catheter (PICC) into the external jugular vein.
 - B. Only RNs who have satisfactorily completed an instructional program and have had supervised clinical practice are allowed to insert the external jugular catheters.
 - C. Documentation of satisfactory completion of the instructional program and supervised clinical practice is on file with the employer.
2. Course of Instruction is to Include:
 - A. Anatomy and physiology related to the head and neck
 - B. Vascular assessment techniques
 - C. Insertion techniques specific to insertion device
 - D. Complications and management techniques to include potential adverse reactions
 - E. Techniques for external jugular peripheral line insertion, removal and maintenance
 - F. Nursing responsibilities

Rationale

External jugular lines are peripheral lines. The expertise of the nurse trained to insert external jugular lines is consistent with the scope of practice as outlined by the Intravenous Nursing Society and the Infusion Nurse Standards of Practice, to ensure safe practice and continuity of care for patients.

References

- Holleran, R (2004). External jugular venous access. *Nursing Procedures*, 3rd Ed. Saunders, St. Louis.
- PALS Provider Manual, American Academy of Pediatrics, American Heart Association (2002). No edition. Mosby, St. Louis.
- ACLS, Quick Review Study Guide, 2nd Ed. Mosby, St. Louis.
- Policies and Procedures for Infusion Nursing, 2nd Edition. Infusion Nurses Society. 2002.
- (2002) Journal of Intravenous Nursing, Infusion Nursing Standards of Practice, 23 (6).
- Hankins, J., Lonsway, R., Hedrick, C., Perdue, M. (2001). Infusion Therapy in Clinical Practice, 2nd Edition. W.B. Saunders, St. Louis.

ADVISORY OPINION DUAL PROFESSION AND DUAL HEALTH CARE LICENSURE/CERTIFICATION

Revised September 2005 Board Meeting

Dual Professions: A professional or practical nurse who holds other professional licenses or certification (i.e. Attorney, CPA, Architect, etc.) must at all times adhere to the statutes and rules pertaining to each profession. Such a person may not circumvent discipline for violating the law governing one license or certificate by claiming to have been acting under authority of any other license or certificate.

Dual Health Care Licensure/Certification: A nurse may hold dual licensure/certification. The nurse is held to the standard of the highest nursing credential, (i.e. an RN remains an RN and the LPN remains an LPN even if working in a position that does not require that level of credential). A professional, practical, or advanced practitioner who has acquired or developed a specialized knowledge base, (e.g., complimentary/integrative therapies, P.A., licensed midwife), will be held to the standard of care for the nursing credential.

Rationale: In light of the more than 40 alternative and complementary therapies, the Arizona State Board of Nursing has chosen not to list each therapy but to recognize the fact that a specialized knowledge base is required for each therapy in order to maintain an essential standard of care.

References:

- Arizona Nurse Practice Act
2001 online Journal of Issues in Nursing, state Boards of Nursing and Scope of Practice of Registered Nurses Performing Complementary Therapies; August 31, 2001.

ADVISORY OPINION

ELECTROPHYSIOLOGY RELATED PROCEDURES BY REGISTERED NURSES

Approved at September 2005 Board Meeting

It is within the scope of a Registered Nurse (RN), in the immediate presence of an electrophysiology qualified physician, to insert cardiac catheters including central arterial/venous access catheters, perform cardiac catheter manipulation and services that support electrophysiology studies and ablation procedures if the following requirements are met.

It is not within the scope of a Registered Nurse to engage the coronary arteries.

In no event should a Registered Nurse be expected to replace or assume the responsibilities of the physician performing the given procedure.

I. General Requirements

- A. Written policies and procedures are maintained by the agency/employer.
- B. Documentation is on file of the RN satisfactorily completing:
 1. An EKG course which includes 12 lead interpretation.
 2. Advanced Cardiac Life Support (ACLS).
 3. Pediatric Advanced Life Support (PALS) if studies are conducted on children.
 4. An introductory course in perioperative nursing.
 5. Pharmacology instruction with cardiac drug emphasis.
 6. Instructional program on intra-cardio echocardiogram.
 7. At least two years prior experience as a nurse in a critical care cardiac/telemetry unit.
 8. An instructional program in electrophysiology which includes 30 ablation procedures with supervised clinical practice.
- II. Course of instruction on electrophysiology procedures is to include but not limited to:

- A. Anatomy and physiology related to the vascular system/cardiac system.
 - B. Insertion techniques specific to insertion devices.
 - C. Potential complications and management techniques.
 - D. Nursing care responsibilities.
- III. At the end of three years, it is recommended that a Registered Nurse will hold national certification in Electrophysiology.
 - IV. Assists in performing at least 30 ablation procedures per year.

Rationale:

It is recognized that an RN who has satisfactorily completed an instructional program/supervised clinical practice in specific electrophysiology studies, and has met the general requirements, can safely provide care to patients undergoing electrophysiology studies. Such care includes but is not limited to assessing patients, providing patient and family education. The RN may manipulate cardiac catheters, and assist physicians in procedures such as pacemaker placement, automatic implantable cardiac defibrillators (AICD), angiograms, ablations, and other electrophysiology studies, when the electrophysiology qualified physician is in the immediate presence and directly supervising the nurse.

References:

- North American Society of Pacing and Electrophysiology (NASPE), Standards of Professional Practice for the Allied Professional in Pacing and Electrophysiology, January 2003
- NASPE position statement, NASPE policy statement of catheter ablation: Personnel, policy, procedures, and therapeutic recommendations, March 2003
- ACC/SCA&I Expert Consensus Document on Catheter Lab Standards, Bayshore et al, June 15, 2001, pages 2194-2196

Regulation Rundown

by Pamela Randolph RN, MS
Current Rule Activity

R4-19-403 Unprofessional Conduct and Article 5. Advanced Practice Nursing

This rulemaking was approved by the Governor's Regulatory Review Council on September 13, 2005 and will be effective on November 13, 2005. See this newsletter for a summary of changes.

Article 8. Certified Nursing Assistants

This rulemaking was approved by GRRC at their October 6, 2005 meeting and will be effective on December 6, 2005. See CNA Corner in this newsletter for a summary of changes.

Future Rule Activity

Article 4. Regulation. The Article will be opened for revision in spring 2006.

Article 1. Definitions and Time-Frames. The Board will amend these rules to be consistent with other rulemaking changes over the past 2 years in spring 2006.

The person to contact at the Board regarding rules is:

Pamela Randolph
Nurse Practice Consultant
1651 E. Morten Suite 210
Phoenix, AZ 85020
602-889-5209
e-mail: prandolph@azbn.gov
Fax: 602-889-5155

Update on Medication Technician Pilot Study

Pamela Randolph RN, MS, CPNP
Education Consultant

In spring of 2004 the legislature passed House Bill 2256, An Act Providing for a Pilot Program to Allow Certified Nursing Assistants to Administer Medications. The provisions of the act will:

- Allow the Board to conduct a pilot program to determine the effect on patient safety and health of using certified nursing assistants to administer medications to stable residents of a skilled nursing facility
- Prohibit the replacement of licensed nurses by Pilot Study Medication Technicians (PSMT)
- Prohibit the administration of drugs or fluids by needle
- Limit the study to six skilled nursing facilities or less
- Allow the Board to collect fees
- Allow the nurse the right to refuse to delegate the administration of medications to a PSMT

The Board must complete the pilot program and report to the legislature on or before December 1, 2008.

The Board directed that Joey Ridenour, Executive Director and Pamela Randolph, Education Consultant jointly plan and execute the project with the assistance of a steering committee. Board staff met with community sponsors of the bill on June 8, 2004 to begin planning the process for completing the project. A steering committee met on July 27, 2004. Members of the committee include representatives of nursing education programs, long-term care facilities, the Department of Health Services, the Board of Pharmacy, the Arizona Nurses Association, the Alzheimer's Association, certified nursing assistant training programs, the Southern Arizona Nursing Coalition, the AZ Health Care Association, the Arizona Association of Homes and Housing for the Aged, and allied health programs. They have since met ten times and have formed education, research, and finance subcommittees to accomplish the work of the committee.

The following activities have been completed:

- Protocols for delegation of medications have been adopted,
- A curriculum for training of PSMTs has been adopted,
- A scope of work for the research study into the safety of the use of PSMTs has been adopted,
- Curriculum guidelines have been adopted,
- A Request for Proposal has been formulated,
- Guidelines for selection of pilot facilities have been adopted,
- A meeting with interested long-term care facilities has been held,
- A test plan for competency testing has been proposed and is pending Board approval,
- Course evaluations have been devised, and
- Funding for part of the research was obtained through the Arizona Health Care Association and the Arizona Association of Homes and Housing for the Elderly.

The following are ongoing and future activities:

- Recruitment of a researcher to conduct the study,
- Review of applicant facilities for participation in the study,
- Formulation of both written and manual skills competency tests,
- Training sessions for instructors, and
- Board oversight of training and testing.

Materials and minutes related to this project may be accessed on the Board website www.azbn.gov. Click on resources then go to Committees/Pilot Study Medication Technician. For more information contact Pamela Randolph at 602-889-5209 or by e-mail prandolph@azbn.gov.

Work Requirement Increases for CNA Renewal

The required number of work hours to renew a CNA certificate will increase from the current standard of 8 hours to **160 hours every 2 years**. This change is one of many revisions to the Board's Certified Nursing Assistant Rules (Arizona Administrative Code, Title 4, Chapter 19, Article 8) recently approved by the Governor's Regulatory Review Council. The Board reviewed the requirements of other states and considered the advice of both the Nursing Assistant Advisory Committee and the Education Committee when determining that 160 hours of work, equivalent to one month's full time employment, was the minimum amount of practice needed to maintain CNA knowledge and skills. **The Board will enforce the 160 hour practice requirement on July 1, 2006.** The rest of the rulemaking will be enforced on the effective date of the rules, December 5, 2005. The delayed enforcement for the

practice requirement will provide a reasonable period of time for non-working CNAs to obtain the required work experience in order to renew. For renewal of the CNA Certificate, the CNA will need to submit a pay stub, W-2 form, or a letter from an employer verifying the number of hours the CNA worked in the last 2 years. After July 1, 2006, persons failing to work for 160 hours in the last 2 years will be required to re-take a CNA training program and pass the state competency exam. The Board will continue to require persons renewing between December 5, 2005 and July 1, 2006 to work for at least 8 hours every 2 years. For a copy of the Notice of Final Rulemaking visit the Board website www.azbn.gov. Click on "resources", then "proposed rules." For a hard copy contact Karen Gilliland at 602-889-5187.

IMPORTANT ANNOUNCEMENT

Regarding CNE-Net Refresher Course

The Board approval of CNE-Net Refresher Course sponsored by the North Dakota Nurses Association has expired. The Board will continue to accept the course for licensure purposes for anyone enrolled before November 1, 2005. The course will not be accepted for licensure purposes for persons who enroll on or after November 1, 2005. Please consult the Board website and this newsletter for a list of approved refresher courses at www.azbn.gov. For any questions, contact Pamela Randolph at 602-889-5209.

Researcher Needed

The Arizona State Board of Nursing is currently searching for a researcher to conduct a study to determine the impact to patient health and safety of allowing Certified Nursing Assistants to administer medications under educational requirements and conditions prescribed by the Board as authorized by House Bill 2256.

Interested parties should contact Pamela Randolph at 602-889-5209 or prandolph@azbn.gov. The provisions of the Request for Proposal are available on the Board website www.azbn.gov under Resources/Committees/Pilot Study Medication Technician Advisory Committee.

• Education Corner •

Pamela Randolph RN, MS, CPNP
Education Consultant

Refresher Programs

Nurses seeking to renew their license must complete a refresher program approved by the Board. A list of approved refresher programs is available on the Board website www.azbn.gov. To be approved by the Board, a refresher program must provide 40 hours of didactic instruction plus 112 hours of clinical instruction for a practical nurse, and 80 hours of didactic instruction plus 160 hours of clinical instruction for a registered nurse. At the program's discretion, up to twenty-four of the required clinical hours may be spent in a clinical laboratory. The didactic portion of the program must contain content in nursing process, pharmacology, medication administration, medication calculation, communication, critical thinking, clinical decision making, delegation, management, leadership, meeting psychosocial needs of clients and meeting physiological needs of clients. The refresher program has discretion to adapt the clinical experience to non-patient care areas provided that course objectives are met and concepts and skills to deliver safe nursing care are included.

The Board has approved a variety of refresher programs. GateWay Community College offers a traditional refresher program where the students complete classroom and laboratory experiences on campus and are accompanied by a clinical instructor to the clinical area. Mesa Community College offers an on-line program with precepted clinical experiences. Mohave Community College offers a distance program with a required lab component and precepted clinical experiences. Students may travel to a Mohave Community College campus for the laboratory experience or be checked-off by their preceptor on their clinical skills. Students are responsible for securing their own RN preceptor for the clinical portion of the program. John C. Lincoln offers a program in their facility. Successful graduates of the program are employed at John C. Lincoln. Terry Duffy RN, MN, the Education Consultant who oversees the program, states that the program has been successful in recruiting nurses

for the hospital. Pima Community College Center for Training and Development offers a self-study program and helps students find preceptorships within the Tucson area. SEVEN Health Care Academy, a newly approved private program, offers traditional instruction and accompanies students to the clinical area. Northland Pioneer College offers a traditional refresher course where students complete classroom at the college and then obtain their clinical experiences at a facility near where they live.

Currently the Board is receiving calls from students needing clinical preceptors. If you are a registered nurse, or represent a facility willing to help precept a refresher student, please call Pamela Randolph at 602-889-5209 or e-mail prandolph@azbn.gov.

Education Committee Calendar

The Education Committee advises the Board on nursing educational matters. The next meetings of the Education Committee are:

- November 3, 2005
- February 10, 2006
- April 21, 2006

Meetings start at 9:30 a.m. and conclude when business is finished. All meetings are held at the Arizona State Board of Nursing office at 1651 E. Morten, Ste. 210, Phoenix, AZ unless otherwise noted in the agenda. Agendas for each meeting are posted in advance on the website: www.azbn.org. Minutes of past meetings may also be obtained from the website. Dates and times are subject to change up to 24 hours before the meeting. Contact Pamela Randolph at 602-889-5209 (prandolph@azbn.gov) or Karen Gilliland at 602-889-5187 (kgilliland@azbn.gov) to obtain further information regarding the meetings.

NCLEX® News

The Board wishes to express its appreciation to Carmen Maddox RN, MSN, faculty member at Apollo College, who was selected as an item writer for the NCLEX exam. Serving as an item writer or on an exam panel is a great way to help the profession, meet and network with other nurses from around the country, and learn about item writing and review. Persons wishing to serve as item writers or reviewers should visit the National Council of State Boards of Nursing website at ncsbn.org to learn the qualifications and application process. Both educators and practicing nurses are needed to help develop the exam and

ensure the content is current, accurate, and reflects entry level practice. For more information contact Pamela Randolph at 602-889-5209 (prandolph@azbn.gov).

Board Actions on Education Matters

July 2005

- Approved new nursing assistant programs at Heritage Healthcare Center
- Marana High School
- Mohave Community College and River Valley High School Partnership
- Trendsetters CNA Academy
- Granted provisional approval to Apollo College multiple-exit associate degree nursing program
- Granted proposal approval to Long Technical College for an associate degree nursing program
- Approved the Medical Surgical Clinical Nurse Specialist Program at Northern Arizona University
- Approved program changes at Mohave Community College and Maricopa Community College District Nursing Program

September 2005

- Approved revised policy on submission of materials to Education Committee
- Approved use of the Clinical Availability Form for all new and expanding programs
- Approved program changes at Baptist Health Systems Nursing Program and Central Arizona College
- Granted renewal of approval for the RN and PN refresher programs at Mohave Community College, SEVEN Health Care Academy, and the RN refresher program at Pima Community College Center for Training and Development.
- Accepted withdrawal of the application for renewal of approval of CNE-Net RN and PN refresher programs
- Approved Case Western Reserve to conduct clinical for 2 students for this semester and referred application to the Education Committee for a recommendation on approval for future students.

ARIZONA

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NEWSLETTER

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SECTION 2

Page 21

November, December 2005, January 2006

Volume 6, No. 4

NURSE IMPOSTER ALERT

July– September 2005

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

- **Richelle Estes**. LP Imposter. A cease and desist letter was issued September 14, 2005. Estes represented herself as a licensed practical nurse while employed at Northern Arizona Urology, in Flagstaff, Arizona.
- **Norma Garcia**. LP Imposter. A cease and desist letter was issued July 28, 2005. Garcia owns “New Care Adult Home” in Tucson, Arizona. Garcia represented herself as a LPN on an application to Arizona Department of Health Services and at other times.
- **Melinda Reyes**. RN Imposter. A cease and desist letter was issued September 15, 2005. Reyes submitted an employment application with North Mountain Medical & Rehabilitation Center, including a resume reflecting “nursing & healthcare background, during the time period of 1991 and 1999, indicating she worked in nursing in valley hospitals & medical centers. Reyes had business cards with her name and credentials as a RN.
- **Cheri Suzanne Ritter**. RN Imposter. A cease and desist letter was issued September 15, 2005. The Board of Nursing received an application from Ritter to endorse her California RN license. Ritter is ineligible for licensure in Arizona due to having one or more felony convictions. In June 2002 her application was withdrawn. In 2004, Ritter was issued a cease and desist letter after submitting a resume to Arizona Medical Exchange seeking employment as a registered nurse indicating nursing employment in Arizona since 2000 and for illegally working and using title “RN” while employed at North Phoenix Health Institute. In April 2004, Ritter submitted an application to Dermacare and accepted employment. On June 27, 2005, Ritter submitted an application to Squaw Peak Surgical in response to a nursing position.
- **Randi Stewart**. RN Imposter. A cease and desist letter was issued September 14, 2005. Stewart represented herself as a school nurse to students, parents and others, while employed at Liberty Elementary School, in Buckeye, Arizona.
- **Felipa Vasquez**. RN Imposter. A cease and desist letter was issued September 14, 2005. Vasquez represented herself and practiced as a professional nurse while employed at Tempe St. Luke’s Hospital. Vasquez applied for employment with Tempe St. Luke’s Hospital in March 2004, and provided a California nursing license. Although Vasquez holds a CA license she does not hold licensure in AZ.

- **Cynthia Diane Waterman-Stockton**. RN Imposter. A cease and desist letter was issued September 15, 2005. The Arizona Board of Nursing received information and documentation that Waterman-Stockton aka DiNielli has been representing herself as a registered nurse while employed as the Assisted Living Manager at Catalina Village in Tucson.
- **Anna Marie Martin**. Nurse Imposter. A cease and desist letter was issued September 15, 2005. Martin represented herself as a nurse while employed at Central Mohave Clinic in Dolan Springs, Arizona.

In addition to the above, the Board issued Cease and Desist letters to the following individuals working as a “CNA” without valid certification:

- **Daniel R. Fatta**. CNA Imposter. A cease and desist letter was issued August 24, 2005. The Board of Nursing received documentation Fatta represented himself as a CNA.
- **Linda Diane McMahan**. CNA Imposter. A cease and desist letter was issued September 14, 2005. The Board of Nursing received information and documentation that McMahan has represented herself as a CNA. McMahan was employed as a “CNA” at Tempe St. Luke’s from November 2004 to August 2005.

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

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

Faculty Recruitment

Joey Ridenour, RN MN
Executive Director

To assist in addressing the nursing shortage and subsequent risk to the public, the Arizona Board of Nursing continues this special column in each Newsletter for nursing programs to list their faculty needs.

Arizona State University College of Nursing is seeking **part-time faculty** for classroom and clinical instruction in day, and evening and weekend programs. Areas of need include adult health and medical-surgical, obstetrics, pediatrics, community health, home health, psychiatric mental health, and critical care. Teaching opportunities are available on our Tempe, Polytechnic (East) and West campuses. For additional information, contact Mary Killeen, Associate Dean for Academic Affairs at mary.killeen@asu.edu or send letter of interest, resume and names and contact information of 3 professional references to Mary Killeen, ASU College of Nursing PO Box 2602 Tempe, AZ 85287-2602.

Pima Community College Pima Community College is seeking applicants for **Full-time 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 call the Nursing Department at 520-206-6661 or visit the website at www.pima.edu to obtain more information about available positions. Year-round, day, evening and weekend positions are available. Applications are being accepted for full time and adjunct positions.

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

The University of Arizona's College of Nursing invites applications and nominations for the following positions: 1) **Assistant, Associate or Full Professor**, with teaching and research expertise with emphasis on quantitative research methods and statistics (job # 31597), 2) **Chair of Nursing Research**, Academic Rank at Associate or Full Research Professor, to conduct research in oncology, build programs of interdisciplinary research, and increase the impact of cancer nursing research findings on health care delivery and costs. The Chair will conduct research at Scottsdale Health Care and maintain a faculty position at The University of Arizona College of Nursing (job # 32283), 3) **Nurse Fellow—Medical/Surgical Instructor/Assistant or Associate Clinical Professor**, joint appointment assigned as Clinical Faculty at The University of Arizona, providing clinical supervision of and instruction to baccalaureate students and functioning as a Clinical Nurse Specialist at University Medical Center (job # 32463), 4) **Nurse Fellow—Pediatrics; Instructor/Assistant or Associate Clinical Professor**, joint appointment assigned as Clinical Faculty at The University of Arizona, providing clinical supervision of and instruction to baccalaureate students and functioning as a Clinical Nurse Specialist at University Medical Center (job # 32770), 5) **Tenure Track Assistant, Associate or Full Professor, in Health Care Informatics** academic tenure-eligible faculty appointment, teaches baccalaureate and/or graduate courses in healthcare informatics, including components

such as theory, practice and research, issues and role preparation; may also direct independent studies, theses and dissertations (job #32867), 6) **Tenure Track Assistant, Associate or Full Professor, in Health Care Systems** academic tenure-eligible faculty appointment, teaches baccalaureate and/or graduate courses in healthcare systems, including components such as theory, practice and research, issues and role preparation. May also direct independent studies, theses and dissertations (job # 32772), 7) **Clinical Track Assistant, Associate or Full Professor, in Acute Care NP Program**, develops and teaches graduate courses in the Acute Care Nurse Practitioner (ACNP) program including providing clinical supervision to ACNP students. National certification as an ACNP and practical experience as an ACNP are required. Preference will be given to candidates with rural health knowledge and with doctoral preparation. (job # 33426), 8) **Tenure Track Assistant, Associate or Full Professor, in Biological or Biobehavioral Research** academic tenure-eligible faculty appointment, research focused in cardiovascular, pulmonary, or immune/inflammation. Preference will be given to those candidates who demonstrate complementary research expertise in genomics (job # 33035).

For minimum qualifications and additional details, please go to www.hr.arizona.edu and search by Job # or contact College of Nursing Human Resources (520) 626-2742 or hr@nursing.arizona.edu. **Review of materials will continue until positions are filled.** The University of Arizona is an EEO/AA Employer-M/W/D/V.

Grand Canyon University is seeking applicants for **full-time faculty** positions with opportunities to teach in the undergraduate program and masters program for Spring 2006. Clinical, online, and RN-B adjunct positions are also available. Applications can be downloaded from www.gcu.edu under Employment Opportunities at the bottom of the page. Cheryl Roat can be contacted at 602-589-2527 or croat@gu.edu.

Central Arizona College seeks a **full-time Professor of Nursing**. The successful candidate will have a Master's

Faculty Recruitment cont. on pg. 23

Faculty Recruitment cont. from pg. 22

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

Coconino Community College is seeking a **registered nurse faculty** who would be responsible for teaching courses and assessing learning outcomes within the assigned discipline with an emphasis in medical/ surgical, management, leadership and clinical instruction. Faculty members are also responsible for providing assistance and academic advising to students outside of regularly scheduled class time. Teaching assignments may include alternative delivery methods, day, evening and weekend classes, and may be at multiple sites. Some travel may be required. The successful applicant must be able to work collegially in a team environment. This is a full-time, benefits eligible, regular position. Please phone the CCC nursing department at 928-526-7640 for further information. This position is contingent upon budget approval.

Apollo College, is seeking part-time (8 hours 1 day a week+paid for 10 hours) clinical instructors for an Associate Nursing Degree Program in Phoenix, AZ in the following areas; Pediatrics (starting February/06), Obstetrics (starting Feb/06), Psychiatry (starting Jun/06), Med-Surg Preceptorship (starting October/06). Required qualifications include a Bachelors degree in Nursing (BSN), RN licensure (or eligible for licensure) in Arizona and at least 2 years of current direct client care in a specific nursing specialty area. Desired qualifications include teaching experience with extensive current knowledge and skills. Very competitive salary with supplemental time for prep work each week. To apply send Curriculum Vitae/Resume and cover letter of interest to: Dina Faucher, PhD, RN—Nursing Program Director, Apollo College, 2701 W. Bethany Home Road, Phoenix, AZ 85017 or e-mail dfaucher@apollocollege.edu.

Pima Medical Institute is seeking enthusiastic nursing professionals for **Full Time and Adjunct Faculty** positions. Primary responsibilities include classroom and clinical instruction of students in accordance with curriculum objectives and professional standards;

counseling students; curriculum review and revision; maintenance of student records; and participation in program accreditation activities. Qualifications include a Masters degree in nursing for classroom instructors and a BSN for clinical faculty; Registered Nurse with valid Arizona license; a strong commitment to students and their learning; and two years of recent practical experience as a clinical nurse. Interested individuals may submit a cover letter and resume to Kitty Rogers, RN,MS at krogers@pmi.edu or fax to 480-898-0689.

International Institute of the Americas is seeking Nursing Faculty for its Ethel Bauer School of Nursing located at 43rd Ave. and Bethany Home Road in Phoenix. A minimum of two years providing direct patient care is required for faculty positions. Part-time faculty is needed to teach Psych Theory and Clinical (BSN required). Part-time clinical faculty is needed for Nursing Care of the Adult (BSN required). Additionally, a part-time Nutrition Instructor is needed (Bachelor's required). To apply, please send your resume to Anouk Weklak (aweklak@iia.edu) or via our website. To learn more about IIA and to apply, please visit our website at www.iia.edu or call Ms. Weklak at 602.589.1313. IIA is an EOE. Position salaries depend upon experience. Faculty candidates must be eligible for Registered Nurse License in AZ. All applicants must submit to a background check.

Northland Pioneer College has a full time opening for a **Nursing Pre-admission Advisor**. The successful candidate will advise students on classes needed, assist with tutoring, act as student support through the nursing pre-requisites. The ability to work with a diverse group of students and faculty and travel is required. A Bachelors degree in Nursing and eligibility for RN license in AZ is required, MS preferred. Experience in nursing and nursing education is required; previous teaching experience is preferred.

There is also an opening for a part time **Clinical Nursing Assistant Faculty** at both the Little Colorado Campus in Winslow, Arizona and at White Mountain Campus in Show Low AZ. The successful candidate will teach both didactic and clinical to nursing assistant students. Applicant must possess the ability to work with a diverse group of students and faculty. Travel may be required. A Bachelors degree in Nursing and eligibility for RN license in AZ is required. Experience in medical/ surgical and/or long-term care and previous teaching experience is desired.

For both positions, salary is competitive and commensurate with education and experience. Forward cover letter and resume to Dr. Penny Fairman, Dean of Nursing, Northland Pioneer College, P.O. Box 610, Holbrook, AZ 86025-0610. Final candidates will need to supply copies of transcripts and five current professional references with addresses and phone numbers prior to interviews.

Mohave Community College seeks part-time clinical nursing faculty to teach and supervise in the Associate Degree Nursing Program. Positions for Spring available in Kingman, Bullhead City, Las Vegas Nevada and St. George Utah. Applicants must have a minimum of a Bachelor of Science degree in Nursing (BSN); Master's degree in Nursing preferred; valid Arizona license as a Registered Nurse; minimum 3 years of recent experience as a professional nurse providing direct patient care; previous teaching experience preferred. Please visit the website at www.mohave.edu/pages/211.asp to read more about the specific areas needed and to obtain an application. Questions may be directed to Linda Riesdorff, Director of Nursing, at 1-866-664-2832, option 6, extension 3378.

**Special Recruitment Notice:
Associate Director of Research
Arizona State Board of Nursing**

The Arizona State Board of Nursing is currently recruiting for the Associate Director of Research position. This position will be responsible for convening various groups that include representatives from nursing, other healthcare professions, the business community, consumers, legislators and educators to review and comment on nursing supply and demand research conducted and report these efforts to interested parties. Limited travel is required.

Prior research experience is required, preferable relating to the previously mentioned functions. The applicant must be familiar with establishing and maintaining databases on nursing supply and demand, and be able to project future needs. They must be skilled in translating research related to nursing resources into planning principles for projecting nursing resources in Arizona. They must be able to develop other research methodologies to enhance research related to evidence-based regulation. A PhD in a related field is preferred.

For more information on this position you can visit www.azstatejobs.com or contact Joey Ridenour, Executive Director, at 602.889.5200.

**New Online Course Available
for Nurses in Arizona**

by Jeannette Sasmor

Until now, only nurses able to attend a college class could participate in this course which expands their knowledge about legal areas of nursing practice. Beginning in the spring 2006 semester, the Yavapai College course LAW 207: Introduction to Legal Nurse Practice and Ethics will be offered online so that nurses anywhere can learn any time 24/7. The course offers a survey of legal nursing practice and a study of the most important ethical issues facing the healthcare and legal professions as defined by organizations such as the American Bar Association, the American Nurses Association, the American Medical Association, and the American Association of Legal Nurse Consultants. Students will be able to apply ethical principles to case studies; analyze issues including informed consent, euthanasia, assisted suicide, and standards of care; and, acquire an overview of the legal nursing professional issues, marketing strategies, and the role of the legal nurse in the litigation process. Registration begins November 17 for spring 2006. For registration information call: 800-922-6787 x 2199 or 928-776-2199.

Facilities Sanctioned by Arizona Department of Health Services

A facility sanctioned by the Department of Health Services is ineligible to conduct or apply for approval of a nursing assistant training program for a period of two years from the date of sanction. The facility is also prohibited from serving as a clinical site in a nursing assistant training program offered by any other entity without a waiver granted by the Department of Health Services. The following programs are currently sanctioned:

FACILITY	BEGIN DATE	END DATE
APACHE JUNCTION HEALTH CENTER	12/10/04	12/10/06
INFINIA AT COTTONWOOD	11/22/03	11/22/05
LIFE CARE CENTER OF PARADISE VALLEY	01/28/05	01/28/07
WAVERLY PARK HEALTHCARE CENTER	03/16/04	03/16/06

Janet Napolitano
Governor



Joey Ridenour
Executive Director

Arizona State Board of Nursing
1651 East Morten, Suite 210 - Phoenix, AZ 85020-4613
Phone (602) 889-5150 Fax (602) 889-5155
Home Page: <http://www.azbn.gov>

ALL REFRESHER COURSES CHARGE A FEE EXCEPT JOHN C. LINCOLN WHICH REQUIRES EMPLOYMENT.

Refresher Courses

R.N.	L.P.N.
<p>PHOENIX Gateway Community College (602) 286-8546 Ilene Borze, Continued Education Director 108 N. 40th St. Phoenix, Arizona 85034 Offered Spring, Summer and Fall semesters—approved 3/05 *Cost: \$800.00 including text books</p> <p>John C. Lincoln Health Network (602) 870-6060 Terry Duffy 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</p> <p>TUCSON Pima Community College/CTD (520) 206-5140 Emelia Lewis, MSN, RN Department of Nursing 5901 South Calle Santa Cruz Tucson, Arizona 85709-6370 Offered Spring, Summer, Fall Approved 11/0(re-approval 9/05) *Cost: \$1,200</p> <p>HOLBROOK (928) 532-6133 Northland Pioneer College Penny Fairman, RN, EdD, Director of Department of Nursing Post Office Box 610 Holbrook, Arizona 86025-0610 Offered: January 2005 Approved 11/04 *Cost \$500</p> <p>KINGMAN-DISTANCE PROGRAM Mohave Community College (928) 505-3378 Linda Riesdorff, MSN, RN, Chair, Nursing Department 1977 W. Acoma Lake Havasu City, Arizona 86403 Offered throughout year statewide online approved 2/01(pending re-approval 9/05) *Cost: \$412</p> <p>MESA—ONLINE PROGRAM Mesa Community College (480) 461-7106 Myrna Eshelman, Chair 1833 W. Southern Avenue Mesa, Arizona 85202 Online didactic component—precepted clinicals Approved 6/02 *Cost: \$454.00</p> <p>TEMPE SEVEN Health Care Academy (480) 557-9155 Regina Cottrell RN, MN 2435 E. Southern Ave. Suite 1 Tempe, AZ 85282 Approved 9/05 *Cost \$2,700 Persons who enroll in CNE-Net after November 1, 2005 will not be eligible for renewal or reactivation of licensure</p>	<p>PHOENIX GateWay Community College (602) 286-8546 Ilene Borze, Continuing Education Director 108 N. 40th St. Phoenix, Arizona 85034 Offered Fall semester—approved 3/05 *Cost: \$800 including text books</p> <p>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 3/05 *Cost: \$1,000</p> <p>KINGMAN-DISTANCE PROGRAM Mohave Community College (928) 505-3378 Linda Reisdorph, MSN, RN, Chair, Nursing Department 1977 W. Acoma Lake Havasu City, AZ 86403 Offered throughout the year statewide online—approval 9/05 *Cost: \$412</p> <p>TEMPE SEVEN Health Care Academy (480) 557-9155 Regina Cottrell RN, MN 2435 E. Southern Ave. Suite 1 Tempe, AZ 85282 Approved 9/05 *Cost \$2,700 Persons who enroll in CNE-Net after November 1, 2005 will not be eligible for renewal or reactivation of licensure</p>

*Costs are approximate and may or may not include books and supplies, and are subject to change.

Arizona State Board of Nursing

Nursing Assistant Programs Current Approved Program List - Sept. 30, 2005

While the Programs appearing on this list are approved by the Board for a period of two (2) years, please be advised that some programs may not be offering classes at this time.

Facility			
Beatitudes Campus of Care	Phoenix	(602)	995-2611
Christian Care Nursing Center	Phoenix	(602)	861-3241
Chula Vista Nursing Home	Mesa	(480)	832-3903
Citadel Care Center	Mesa	(480)	832-5555
Desert Life Rehabilitation and Care Center	Tucson	(520)	297-8311
Devon Gables Health Care Center	Tucson	(520)	296-6181
Evergreen Valley Health & Rehab Center	Mesa	(480)	832-5160
Gardens Rehab & Care Center, The	Kingman	(928)	718-0718
Gila River Indian Care Center	Laveen	(520)	430-3813
Good Shepherd Retirement Community	Peoria	(623)	875-0119
Hacienda Rehab & Care Center	Sierra Vista	(520)	459-4900
Havasu Nursing Center	Lake Havasu	(928)	453-1500
Heather Glen Care Center	Glendale	(623)	842-4025
Heritage Healthcare CNA Program	Globe	(928)	425-3118
Infinia @ Camp Verde	Camp Verde	(928)	567-5253
Infinia at Flagstaff	Flagstaff	(928)	779-6931
Infinia@Safford Care Center	Safford	(928)	428-4910
Kachina Point Healthcare & Rehab	Sedona	(928)	284-1000
Kivel Campus of Care	Phoenix	(602)	956-3110
La Canada Care Center	Tucson	(520)	797-1191
La Colina Health Care	Tucson	(520)	294-0005
Lake Hills Inn	Lake Havasu City	(928)	505-5552
Life Care Center at South Mountain	Phoenix	(602)	243-2780
Life Care Center of North Glendale	Glendale	(602)	843-8433
Life Care Center of Tucson	Tucson	(520)	575-0900
Lingenfelter Center	Kingman	(928)	718-4852
Mi Casa Nursing Center	Mesa	(480)	981-0687
Mountain View Care Center	Tucson	(520)	797-2600
Mountain View Manor	Prescott	(928)	778-4837
Northern Cochise Nursing Home	Willcox	(520)	384-3541
Payson Care Center	Payson	(928)	474-6896

Peaks, The	Flagstaff	(928)	774-7160
Plaza Del Rio Care Center	Peoria	(623)	933-7722
Prescott Samaritan Village	Prescott	(928)	778-2450
Prescott Valley Samaritan Center	Prescott Valley	(928)	775-0045
Quiburi Mission	Benson	(520)	586-2372
Silver Ridge Village	Bullhead City	(928)	763-1404
Sun Grove Village Care Center	Peoria	(623)	566-0642
Valley Health Care	Tucson	(520)	296-2306
Villa Campana Health Care Center	Tucson	(520)	731-8500
Independent			
Caring Connection, The	Amado	(520)	398-2090
Direct Care Giver Association	Tucson	(520)	325-4870
Dynamic Registry Nursing Assistant Program	Glendale	(623)	435-9000
Emmanuel Nursing Assistant Training Program	Phoenix	(602)	674-8888
Horizon Health Care Institute	Sierra Vista	(520)	559-4020
Horizon Healthcare Institute @ Douglas	Douglas	(520)	559-4020
Horizon Healthcare @ Northern Cochise Comm. Hospital	Sierra Vista	(520)	559-4020
Medical Services Company	Scottsdale	(480)	860-9552
Phoenix Shanti Group	Phoenix	(602)	279-0008
Referral for Senior Adult Assistance	Mesa	(480)	835-7679
Saunders Asso. @ Chinle Nursing Home	Chinle	(920)	739-4653
SEVEN Healthcare Academy	Tempe	(480)	557-9115
Southern Arizona Veteran's Administration Medical Center	Tucson	(520)	792-1450
Trendsetters CNA Academy	Youngtown	(623)	261-1973
Tuba City Regional Health Care NA Program	Tuba City	(928)	283-2501
Yuma Private Industry Council - Palm View Rehab & Care Center	Yuma	(928)	783-8831
Yuma Private Industry Council @ Life Care Center	Yuma	(928)	344-0425
Yuma Private Industry Council at La Mesa Rehabilitation and Care Center	Yuma	(928)	344-8541
Yuma Private Industry Council at Yuma Nursing Center	Yuma	(928)	726-6700

Nursing Assistant Programs cont. on pg. 27

Nursing Assistant Programs cont. from pg. 26

<i>School</i>				
Arizona Western College	Yuma	(928)	344-7554	
AWC Nursing Assistant at La Paz	Parker			
Basic CNA Program	Glendale	(623)	845-3264	
Bradshaw Mountain High School	Prescott Valley	(928)	759-5100	
Buckeye Union High School CNA Training Program	Buckeye	(623)	386-4423	
Cactus High School CNA Program	Glendale	(623)	412-5000	
Catalina High Magnet School	Tucson	(520)	232-8404	
Centennial High School	Peoria	(623)	412-4445	
Central Arizona College - Signal Peak Campus	Apache Junction	(480)	288-4017	
Central Arizona College @ Casa Grande UHS and Casa Verde	Apache Junction	(480)	288-4017	
Central Arizona College @ Casa Grande Center	Apache Junction	(480)	288-4017	
Central Arizona College @ San Manuel	Apache Junction	(480)	288-4012	
Central Arizona College Aravaipa Campus	Apache Junction	(480)	288-4017	
Central Arizona College Superstition Mtn Campus	Apache Junction	(480)	288-4017	
Cochise College at Benson Center	Benson	(520)	515-5471	
Cochise College Sierra Vista Campus	Sierra Vista	(520)	364-7943	
Cochise College@Benson High School	Douglas	(520)	417-4016	
Cochise College @ St. David High School	Douglas	(520)	417-4016	
Cochise College Douglas Campus	Douglas	(520)	364-7943	
Coconino Community College	Flagstaff	(928)	527-1222	
Coconino Community College/Page	PAGE	(928)	645-3987	
Dysart HS @ Southwest Skill Center	Avondale	(623)	535-2772	
East Valley Institute of Technology	Mesa	(480)	461-4094	
East Valley Institute of Technology CNA Program	Mesa	(480)	461-4094	

Eastern Arizona College - Thatcher Campus	Thatcher	(928)	428-8396
Flagstaff High School	Flagstaff	(928)	773-8135
Gateway Community College	Phoenix	(602)	286-8179
Gila Community College/EAC			
Gila Pueblo Campus	Globe	(928)	425-8481
Gila Community College/EAC			
Payson Campus	Payson	(520)	474-2224
Glendale Community College	Glendale	(623)	845-3264
Globe High School	Globe	(602)	425-3211
Independence H.S.	Glendale	(623)	435-6100
International Institute of the Americas @ Phoenix Campus	Phoenix	(602)	242-6265
International Institute of the Americas @ West Valley Campus	Phoenix	(623)	849-8208
Lamson College	Scottsdale	(480)	898-7000
Marana High School	Tucson	(520)	616-6400
Maricopa Skill Center	Phoenix	(602)	238-4300
Mesa Community College	Mesa	(480)	461-7106
Mesa Community College/Boswell	Sun City	(623)	974-7837
Mesa Community College /Precision HS Dual Enrollment	Phoenix	(602)	453-3661
Metro Tech	Phoenix	(602)	271-2600
Miami High School	Miami	(928)	425-3271
Mingus Union High School	Cottonwood	(928)	634-7531
Mohave Community College @ Kingman	Lake Havasu City	(928)	505-3378
Mohave Community College & River			
Valley HS Partnership	Fort Mohave	(928)	768-1665
Mohave Community College- Bullhead City	Bullhead City	(928)	505-3378
Mohave Community College-Colorado City	Lake Havasu	(928)	505-3378
Mohave Community College-LHC	Lake Havasu City	(928)	505-3378

Nursing Assistant Programs cont. on pg. 28

Nursing Assistant Programs cont. from pg. 27

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 - Little Colorado Campus-Winslow	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
Northwest Education Ctr	Glendale	(623)	845-4066
Page High School	Page	(928)	608-4138
Paradise Valley Community College	Phoenix	(602)	787-7288
Paradise Valley High School fka Paradise Valley Unified School District	Phoenix	(602)	867-5554
Phoenix College	Phoenix	(602)	285-7133
Phoenix Job Corps Center	Phoenix	(602)	254-5921
Pima Community College (CTD)/Desert Vista	Tucson	(520)	295-5113
Pima Community College CTD @ Tucson Medical Center	Tucson	(520)	206-5113
Pima Community College-West Campus - NRA 101	Tucson	(520)	206-6661
Pima Community College-West-NRS104	Tucson	(520)	206-6661
Pima Medical Institute/Mesa	Mesa	(480)	898-9898
Rio Salado College Nurse Assisting Program	Tempe	(480)	517-8000
Saguaro High School	Scottsdale	(480)	443-7200
San Carlos High School	San Carlos	(928)	475-2378
Scottsdale Community College	Scottsdale	(480)	423-6000
Southwest Skill Center @ Estrella Mtn. CC	Avondale	(623)	932-2700
Sunnyside High School	Tucson	(520)	545-5466
TempeHS/MesaCC/Tempe St. Luke's Hospital Clinical Partnership/H.O.P.E.NA	Tempe	(480)	784-5500
Thunderbird - Greenway CNA Program Nursing Assistant Program	Glendale	(602)	588-5775
Thunderbird High School Glendale District	Phoenix	(623)	915-8900
Tucson College	Tucson	(520)	296-3261
Yavapai College@Verde Valley Campus	Prescott	(928)	776-2247
Yavapai College @ Verde Valley Medical Center	Prescott	(928)	773-2247
Yavapai Community College-Prescott	Prescott	(928)	778-2450

Nursing Education Programs Approved by the Arizona State Board of Nursing

PRACTICAL NURSING

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

Laura Filmore, RN, BSN
Nursing Division
Phone: (623) 535-2700
Provisional approval: Jan. 03

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

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

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

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

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

Cathy Lucius MS, RN
Director, Nursing Division
Phone: (602) 286-8531

ASSOCIATE DEGREE MULTIPLE EXIT

Apollo College
2701 West Bethany Home Road
Phoenix, AZ 85017

Dina Faucher PhD, RN,
APRNBC, OCN, CHt
Nursing Program Director
Phone: 602-433-1333

*Arizona Western College
PO Box 929
Yuma, AZ 85364

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

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

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

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

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

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

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

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

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

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

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

*Maricopa Community College District Nursing Program

Eight community colleges and multiple sites:

Chandler-Gilbert Community College
2626 East Pecos Road
Chandler, AZ 85225

Barbara Winckler, RN, MS
Nursing Program Director
Phone: (480) 857-5560

Gateway Community College
108 N. 40th Street
Phoenix, AZ 85034

Cathy Lucius, MS, RN
Director, Nursing Division
Phone: (602) 286-8531

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

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

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

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

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

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

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

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

Phoenix College
1202 W. Thomas Road
Phoenix, AZ 85013

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

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

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

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

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

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

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

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

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

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

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

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

Kitty Rogers, RN, MS
Nursing Program Director
Phone: (480) 644-0267, ext. 6230

*Yavapai College
1100 E. Sheldon Street
Prescott, AZ 86301
Campus sites: Prescott, Verde Campus - Clarkdale

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

Nursing Education Programs cont. on pg. 30

Nursing Education Programs cont. from pg. 29

RN DIPLOMA DEGREE

*Baptist Health System
School of Health Professions
730 North Main Avenue, Suite 212
San Antonio, Texas 78205

Diane C. Frazor, EdD, RN, Director
Depart. of Professional Nursing
Phone: (210) 297-9111

Site: Phoenix Baptist Hospital—Abrazo
Institute
2000 West Bethany Home Road
Phoenix, Arizona 85015

Rosemary Estoup, MA, RN
Educational Coordinator
Phone: (602) 246-5549
Fax: (602) 246-5785

BACCALAUREATE DEGREE

*Arizona State University
College of Nursing
Tempe, AZ 85287-2602
Campus sites: Tempe, ASU West-Glendale, ASU East-Mesa

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

*Northern Arizona University
PO Box 15035
Flagstaff, AZ 86001

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

*University of Arizona
Box 210203
Tucson, AZ 85721

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

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

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

*University of Phoenix
College of Health and Human Services
4615 E. Elwood Street
Phoenix, AZ 85040

Beth Patton, RN, MS, MA
Director, Associate Dean
Phone: (480) 557-1718
(RN to BSN; LPN to BSN
programs)

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

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

*University of Wisconsin—Oshkosh
800 Algoma Blvd
Oshkosh, WI 54901-8660

Stephanie Stewart Ph.D. RN
Director Undergraduate Program
Phone: (920) 424-1028
(Accelerated second degree
program with precepted clinical
experiences in AZ)

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

MASTERS DEGREE IN NURSING

*Arizona State University
Tempe, AZ 85287-2602

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

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

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

*Northern Arizona University
PO Box 15035
Flagstaff, AZ 86001

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

*University of Arizona
Tucson, AZ 85721

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FAAN
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Prescott, AZ 86301

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

**NURSE PRACTITIONER PROGRAMS
APPROVED BY THE ARIZONA STATE
BOARD OF NURSING**

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

CNS PORTFOLIO GUIDELINES To Be Submitted for Board Consideration II/05 (Rules Effective November 13, 2005)

FOR CNS APPLICANTS WHO DID NOT COMPLETE A CNS PROGRAM

The portfolio option in lieu of completing a recognized CNS program is time-limited and only available for a period of a year from *November 13, 2005 to November 13, 2006*. Evidence must be submitted for all core competencies.

Core competency	Project
1. Use knowledge of differential illness diagnoses and treatments in comprehensive, holistic, assessments of patients within the context of disease, diagnoses, and treatments. The outcome of differential diagnosis of illness is to explicate etiologies that require nursing interventions to prevent or alleviate the illness.	Submit comprehensive a data base for each of five actual clients that reflect holistic wellness and illness assessments identifying differential diagnoses and detailed, research-based nursing care plans addressing each of the differential diagnoses to prevent or alleviate illness for each client. Provide rationale for each nursing intervention, and select, develop, and/or apply appropriate methods to evaluate outcomes.
2. Design, implement, and evaluate innovative individual and/or population-based programs of care to achieve desired quality, cost-effective nurse-sensitive outcomes;	Submit two examples of programs of care that you have developed to improve nursing practice. Include the following: <ul style="list-style-type: none"> • Needs assessment, • List of measurable program goals, • Plan of interventions/innovations/actions • Description of the implementation of the program including date, time, and location • Evaluation of the program comparing outcomes to original program goals, costs and quality and any recommendations of participants.
3. Serve as a leader/consultant/mentor/change agent in advancing the practice of nursing among other nurses and across organizations to achieve outcomes.	Submit an account of two projects where you functioned in at least two different roles (one for each project) to advance the practice of nursing both among other nurses and across organizations to achieve outcomes. Fully describe the program outcomes and how they affected nursing practice.
4. Advance nursing practice through innovative evidence-based interventions, best practice guidelines, and modification of professional standards and organizational policies that direct the care of nursing personnel and other providers to improve care.	Fully describe a project where you utilized evidence based practice guidelines or interventions to modify organizational policies and improve patient outcomes through changes in nursing practice. Provide all evidence to support the change (include examples of research used) and evidence of improved outcomes.
5. Lead multi-disciplinary groups to facilitate collaboration with other disciplines in the attainment of outcomes across the continuum of care;	Explicate your role in leading a group that planned for client outcomes. Fully describe the roles of other group members and the collaboration that occurred. Compare actual outcomes with desired outcomes.
6. Interpret the dimensions of nursing care requiring resources at the system level, and provide leadership to assure that the system adequately supports the delivery of nursing care.	Describe an instance where you identified a problem at the system level that was negatively affecting client care and how you provided the leadership to resolve the problem. Fully describe both your leadership style, actions taken, and the final outcome.
7. Expand the practice of nursing through ongoing generation and acquisition of scientific knowledge and skills to maintain expert clinical competencies that leads to desired outcomes.	Submit two projects: 1. Submit a description of either A, or B and C: A. A clinical research project or study that you have conducted. Include the following in your documentation: <ul style="list-style-type: none"> • A statement of the research/clinical problem, • The methodology utilized to study the problem, • The findings of the study, • How the findings were utilized to improve to improve client care; or B. A description of reports of new clinical phenomena and/or interventions you have disseminated through presentations or publications and a copy of the published article or the presentation with a description of the venue, audience, and results of participant evaluation, if any; and C. A log containing a minimum of 5 professional activities you have engaged in within the past year where you acquired skills to maintain and/or improve your clinical expertise (continuing education, certifications, courses taken, research reviewed, publications, presentations, preceptorships, and lectures given). For each activity describe how you incorporated what you learned in your nursing practice. Provide sufficient evidence to verify the activity (certificate, article, publication, etc).
8. Demonstrate professional citizenship and fiscal responsibility in the healthcare system by focusing on health policy and/or resource management to ensure quality, cost-effective outcomes of nursing care.	Describe changes that you have effected in policies that led to increased cost effectiveness of care and/or increased quality of nursing care. These can be institution wide, state-wide, or national in scope and include activities within professional organizations.

Instructions/Information/Guidelines

1. All applicants must submit a completed CNS application and appropriate fees either with the portfolio or before the portfolio is submitted.
2. All submitted documents must be prepared in a scholarly fashion, utilizing APA 5th Edition Format.
3. Unless specified in the instructions (e.g. competency 7 C), projects can be from any period in your professional career.
4. Submit five copies of the portfolio.
5. All projects in the portfolio must relate to the specialty area of CNS certification for which you are applying.
6. Neither the review panel nor Board staff will provide any prior consultation on any part of the portfolio.
7. Applicants may re-submit a portfolio or a portion of a portfolio within 150 days if the portfolio fails to meet criteria in one or more categories. Applicants may seek consultation on the process for re-submission from Board staff.
8. It is recommended that applicants refer to the standards in the *Statement on Clinical Nurse Specialist Practice and Education*, NACNS, 2nd Edition when preparing the portfolio.
9. It would be considered a breach of ethics for any applicant to communicate with a member of the panel regarding the substance of the portfolio before or during the period of review. Board staff may provide technical and process-related assistance only.
10. Time-frames for submission and re-submission conform to the standards of R4-10-101:
 - All applicants using the portfolio option must submit an application and fees between November 13, 2005 and November 13, 2006.
 - Portfolio option applicants, who have not included a portfolio in their application, will receive a notice of deficiency for proof of a CNS program or portfolio and will have 270 days from the date on the Notice of Deficiency to submit the portfolio.
 - Portfolios will be reviewed by a panel consisting of a practicing CNS, a CNS educator, and the Executive Director of the Board or her designee within 120 days of submission.
 - To pass each competency, 80 points of 100 must be attained and pass/fail elements must be passed
 - Results of portfolio review will be communicated to the candidate in a timely manner. Neither the scores nor the scoring rubric will be provided to passing applicants.
 - A comprehensive request for more information will be sent if the candidate fails to provide sufficient evidence in one or more competency to grant certification. Applicants will have 150 days to respond.
 - For applicants who failed one or more competencies. For each competency failed results of scoring rubric will be provided to assist in re-submitting documents.
 - Continued failure to meet minimum requirements of the portfolio option will result in withdrawal of the application.
 - No fees will be refunded.

PLEASE CONTACT PAMELA RANDOLPH AT prandolph@azbn.gov for a copy of the scoring rubric that will be used to evaluate the portfolio projects.

CNA DISCIPLINARY ACTION

July-August-September 2005

*Not reported in previous Newsletter

Date of Discipline	Name	Certificate	Discipline	Violation(s)
9/22/2005	Allison, Diane D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Verbal Abuse
9/20/2005	Alonso, Deborah L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
4/25/2005*	Amos, John C.	CNA999996913	Suspension w/Fine	Failure to Maintain Minimal Standards; Practicing Beyond Scope
7/22/2005	Amos, John C.	CNA999996913	Suspension Cleared	
7/11/2005	Anderson, Elizabeth	CNA593901423	Voluntary Surrender	Physical Abuse; Verbal Abuse
8/1/2005	Aradillas, Lisa M.	CNA100006922	Civil Penalty	Criminal Conviction-Misdemeanor
9/21/2005	Arp, Mary E.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate
2/22/2005*	Ashley, Sheryl L.	CNA591486233	Civil Penalty	Physical Abuse
7/7/2005	Atanmo, Esther N.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Unprofessional Conduct, Obtaining Certificate by Fraud
8/17/2005	Bailey, Jennifer R.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Fraud/Deceit- Failure to disclose conviction to employer
9/21/2005	Baptiste, Linden A.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Unprofessional Conduct; Fraud/Deceit-Failure to disclose criminal history
7/1/2005	Battaglio, Michael L.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor
8/17/2005	Beasley, Jo Ann	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Cooperate
6/27/2005*	Begay, Lucille	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor
9/13/2005	Blondin, Kayla J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Practicing without certificate; Failure to Cooperate
9/6/2005	Boyd, Larry W.	CNA722858613	Revocation/Non-voluntary	Physical Abuse; Alcohol Abuse; Drug Use on Duty
6/24/2005*	Brewer, Elizabeth L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
9/21/2005	Broderick, John J.	CNA1000007245	Civil Penalty	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate
7/22/2005	Brown, Barbara	CNA999992459	Stayed Suspension Cleared	
9/12/2005	Bryson-Jones, April A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Unprofessional Conduct; Failure to Cooperate
6/24/2005*	Buchholz, Jennie R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor, Drug Related; Failure to Cooperate
7/20/2005	Butcher, Judy L.	CNA Applicant	Voluntary Withdrawal	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
7/1/2005	Byerley, Michelle J.	CNA Applicant	Certificate Denied	Failure to Follow Orders; Breach of Confidentiality; Failure to Cooperate
6/10/2005*	Campos, Joann M.	CNA809476441	Stayed Suspension	Drug Use on Duty
12/20/2004*	Chavez, Carmen A.	CNA1000004129	Stayed Suspension	Criminal Conviction-Misdemeanor; Drug Related; Obtaining Certificate by Fraud
6/6/2005*	Chen, Jennifer	CNA1000005931	Civil Penalty	Criminal Conviction-Misdemeanor, Against Person
9/23/2005	Clark, Gerald	CNA999992580	Stayed Suspension Cleared	
8/17/2005	Compton, Tami L.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Misconduct; Failure to Cooperate
7/7/2005	Corbin, Danny J.	CNA999994042	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Sexual Misconduct; Violating Board Order
3/4/2005*	Corral, Zachary R.	CNA Applicant	Certificate Denied	Failure to Cooperate
7/7/2005	Covarrubias, Sara	CNA999989960	Stayed Revocation	Unsafe Practice; Physical Abuse, Failure to Maintain Minimal Standards
7/28/2005	Curtis, Roxanne N.	CNA1000001269	Civil Penalty	Misconduct
6/29/2005*	Davis, Devonne D.	CNA Applicant	Certificate Denied	Verbal Abuse
3/7/2005*	Davis, Reba A.	CNA976467803	Revocation/Non-voluntary	Criminal Conviction-Against Person; Theft - Client; Fraud/Deceit
7/22/2005	Davis, Urgietta T.	CNA1000006384	Civil Penalty	Criminal Conviction-Against Property; Unprofessional Conduct; Failure to Cooperate
9/1/2005	Deweese, Neil	CNA Applicant	Certificate Denied	Alcohol Related; Failure to Cooperate
7/7/2005	Dixon, Chad R.	CNA999993597	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Misconduct
5/2/2005*	Dominguez, Andrewley	CNA999950003	Revocation/Non-voluntary	Misconduct; Drug Related; Failure to Cooperate
7/6/2005	Douglas, Adrian T.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person; Theft - Client
9/6/2005	Dschaak, Travis H.	CNA999991285	Revocation/Non-voluntary	Drug Abuse; Failure to Cooperate
6/27/2005*	Ducote, Kristie A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
5/6/2005*	Duenas, Catherine	CNA999996173	Voluntary Surrender	Unprofessional Conduct, Theft-Client, Fraud/Deceit
7/11/2005	Elder, Donald L.	CNA999946748	Voluntary Surrender	Criminal Conviction-Misdemeanor; Alcohol Abuse; Drug Use on Duty
12/3/2004*	Engesser, Amber M.	CNA999994211	Stayed Suspension	Criminal Conviction, Alcohol Use
5/20/2005	Engesser, Amber M.	CNA999994211	Stayed Suspension Cleared	

CNA Disciplinary Action cont. from pg. 32

CNA DISCIPLINARY ACTION

July-August-September 2005

*Not reported in previous Newsletter

Date of Discipline	Name	Certificate	Discipline	Violation(s)
9/6/2005	Eriacho, Krystle L.	CNA1000000361	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Theft - Client
6/24/2005*	Erno, Lucas R.	CNA Applicant	Certificate Denied	Criminal Conviction-Alcohol Related; Obtaining Certificate by Fraud; Failure to Cooperate
6/2/2005*	Farrell, Paul J.	CNA1000006067	Civil Penalty	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
9/6/2005	Fleming, Dianna C.	CNA286545843	Revocation/Non-voluntary	Drug Abuse; Alcohol Abuse
9/6/2005	Fortner, Christie M.	CNA999996290	Suspension w/Fine	Drug Abuse; Drug Use on Duty; Failure to Cooperate
6/27/2005*	Foster, Anjanette D.	CNA Applicant	Certificate Denied	Misconduct; Fraud/Deceit; Failure to Cooperate
4/20/2005*	Fox, Tabitha M.	CNA480597803	Civil Penalty	Verbal Abuse
9/6/2005	Frederick, Linda	CNA438103893	Revocation/Non-voluntary	Violating Board Order
5/2/2005*	Ganyo, Florence A.	CNA999992049	Revocation/Non-voluntary	Misconduct; Obtaining Certificate by Fraud; Fraud/Deceit
6/3/2005*	Garcia, Alma R.	CNA1000005981	Civil Penalty	Criminal Conviction-Felony; Criminal Conviction-Drug Related; Failure to Maintain Minimal Standards
5/3/2005*	Garcia-Portillo, Brenda J.	CNA999996025	Civil Penalty	Failure to Maintain Minimal Standards; Physical Abuse; Midconduct
3/7/2005*	Garcia, Christina I.	CNA999992100	Revocation/Non-voluntary	Boundaries; Sexual Language; Sexual Misconduct
7/6/2005	Gardner, Doris M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Fraud/Deceit; Failure to Cooperate
7/22/2005	Gardner, Ira D.	CNA1000006385	Civil Penalty	Criminal Conviction-Misdemeanor; Unprofessional Conduct; Drug Related
3/21/2005*	Geer, Tracy S.	CNA1000005163	Civil Penalty	Criminal Conviction-Misdemeanor
8/10/2005	Gishey, Sherry A.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Alcohol Abuse
9/23/2005	Goe, Sally Y.	CNA999948720	Stayed Suspension Cleared	
6/24/2005*	Gonzales, Kristofer J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Related; Failure to Cooperate
9/6/2005	Gordon, Larry D.	CNA235811429	Revocation/Non-voluntary	Violating Board Order
7/7/2005	Graham, Lisa A.	CNA976705703	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Abuse; Violating Board Order
7/7/2005	Gray, Scott A.	CNA999996022	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Verbal Abuse; Failure to Cooperate
9/21/2005	Griffin, Jenny M.	CNA714246441	Stayed Suspension	Breach of Confidentiality; Misconduct; Inability to Practice Safely
6/24/2005*	Gutierrez, Lucy M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Unprofessional Conduct; Failure to Cooperate
6/9/2005*	Hadley, Kimberly M.	CNA1000006107	Civil Penalty	Misconduct; Failure to Cooperate
8/14/2005	Hagood, Robert J.	CNA999997289	Civil Penalty	Unsafe Practice; Neglect
9/6/2005	Hanks, Gary L.	CNA1000001689	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor Alcohol Related; Alcohol Abuse
7/7/2005	Hanley, Reginald	CNA421826983	Revocation/Non-voluntary	Criminal Conviction-Felony Theft Related; Criminal Conviction-Drug Related; Failure to Cooperate
6/14/2005*	Harding, Elsie C.	CNA999947106	Civil Penalty	Practicing Beyond Scope; Verbal Abuse
5/31/2005*	Harris, Alan R.	CNA1000005891	Civil Penalty	Criminal Conviction-Against Property; Obtaining Certificate by Fraud; Failure to Cooperate
7/7/2005	Hatman, Holly S.	CNA999989147	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Drug Abuse; Failure to Cooperate
5/23/2005*	Hazelton, Lisa A.	CNA804850441	Stayed Revocation	Unsafe Practice
7/22/2005	Heng, Jane	CNA250842843	Stayed Suspension Cleared	
6/16/2005*	Hermann, Duwayne R.	CNA827575713	Stayed Revocation	Drug Abuse
7/7/2005	Hoskie, Evangeline E.	CNA040339103	Stayed Revocation w/Suspension	Drug Abuse; Failure to Cooperate
9/6/2005	Howard, Joseph D.	CNA368804163	Revocation/Non-voluntary	Drug Abuse; Drug Use on Duty
9/12/2005	Hunter, Misty D.	CNA Applicant	Certificate Denied	Unprofessional Conduct; Failure to Cooperate
3/24/2005*	Husin, Patricia A.	CNA999989507	Voluntary Surrender	Physical Abuse; Verbal Abuse
9/22/2005	Irving, Norma J.	CNA999950193	Voluntary Surrender	Drug Abuse; Drug Use on Duty
9/23/2005	Isler, Briana E.	CNA999997740	Voluntary Surrender	Verbal Abuse; Alcohol Abuse
8/10/2005	Jackett, Debra A.	CNA999011989	Stayed Revocation	Drug Abuse
7/20/2005	Johnson, Selina G.	CNA Applicant	Voluntary Withdrawal	Criminal Conviction-Misdemeanor; Drug Related
9/6/2005	Johnson, Shannon M.	CNA999989526	Revocation/Non-voluntary	Criminal Conviction-Felony; Drug Related; Criminal Conviction-Misdemeanor; Presenting Illegal RX; Failure to Report Violations
9/16/2005	Justice, Michelle R.	CNA Applicant	Certificate Denied	Drug Use on Duty; Failure to Cooperate
7/1/2005	Kelso, Tim R.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction
7/20/2005	Kline, Shepard	CNA999949489	Stayed Revocation w/Suspension	Misconduct
6/23/2005*	Koroma, Zainab Y.	CNA999998532	Stayed Revocation	Unsafe Practice; Physical Abuse; Verbal Abuse
7/7/2005	Kroeger, Debra L.	CNA312478833	Revocation/Non-voluntary	Unsafe Practice; Failure to Follow Orders; Practicing Beyond Scope

CNA Disciplinary Action cont. on pg. 34

CNA Disciplinary Actions cont. from pg. 33

CNA DISCIPLINARY ACTION

July-August-September 2005

*Not reported in previous Newsletter

Date of Discipline	Name	Certificate	Discipline	Violation(s)
7/21/2005	Kyyitan, Delmar J.	CNA392752103	Voluntary Surrender	Sexual Abuse
6/24/2005*	Lawson, Thomas J.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Failure to Cooperate
6/16/2005*	Leblanc, Shawn R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
9/6/2005	Loya, Leana	CNA999990547	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Verbal Abuse
5/20/2005*	Lundin, Mary	CNA155053529	Stayed Suspension Cleared	
5/19/2005*	Maier, Katie M.	CNA1000005765	Civil Penalty	Criminal Conviction-Misdemeanor Alcohol Related
9/20/2005	Malkin, Shayne	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related
3/24/2005*	Marruffo, Roxanne E.	CNA999999548	Voluntary Surrender	Drug Abuse
3/25/2005*	Maryboy, Anthony S.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Criminal Conviction-Against Property; Alcohol Abuse
6/29/2005*	Matheny, Taiana L.	CNA1000001929	Revocation/Voluntary	Unprofessional Conduct; Misconduct; Failure to Cooperate
7/7/2005	Mattice, Perdita D.	CNA999948673	Revocation/Non-voluntary	Drug Abuse; Drug Use on Duty; Failure to Cooperate
4/27/2005*	McGartland, Brenda L.	CNA999995153	Stayed Suspension	Failure to Follow Orders; Drug Related
6/18/2005*	McKibben, Jo Carolyln	CNA1000006239	Civil Penalty	Criminal Conviction
7/7/2005	Medina, Maria J.	CNA281655103	Revocation/Non-voluntary	Verbal Abuse; Misconduct; Violating Board Order
9/6/2005	Mena, Elizabeth M.	CNA999996997	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Theft - Employer
7/7/2005	Mendenhall, Corinne D.	CNA999996421	Revocation/Non-voluntary	Failure to Follow Orders; Misconduct; Violating Board Order
7/27/2005	Michalik, Marian L.	CNA1000002625	Civil Penalty	Physical Abuse
7/7/2005	Mills, Patrice R.	CNA733037213	Revocation/Non-voluntary	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Alcohol Abuse
9/6/2005	Mitchell, Vincent O.	CNA588501736	Revocation/Non-voluntary	Failure to Follow Orders; Theft - Client; Failure to Cooperate
7/22/2005	Moore, Donna	CNA982353756	Stayed Suspension Cleared	
9/12/2005	Nez, Falentino	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
8/16/2005	Noble, Sandra M.	CNA608515103	Civil Penalty	Practicing Beyond Scope
8/30/2005	O'Connor, Jennifer C.	CNA Applicant	Certificate Denied	Drug Related; Failure to Cooperate
9/18/2005	Ogden, Charlien P.	CNA032167803	Voluntary Surrender	Unsafe Practice; Alcohol Abuse
5/2/2005*	Ornelas, Rhonda L.	CNA999993656	Revocation/Non-voluntary	Failure to Follow Orders; Theft - Client; Breach of Confidentiality
6/2/2005*	Pablo, Joann P.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Failure to Cooperate
8/15/2005	Pauley, Cathy A.	CNA706741189	Stayed Revocation	Neglect; Verbal Abuse
5/3/2005*	Perryman, Tanisha R.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Drug Related
5/2/2005*	Peterson, Jennifer M.	CNA1000000113	Revocation/Non-voluntary	Physical Abuse; Verbal Abuse
9/9/2005	Porchini, Luis A.	CNA1000003607	Voluntary Surrender	Obtaining Certificate by Fraud; Failure to Cooperate
9/20/2005	Postula, Janette A.	CNA Applicant	Certificate Denied	Misconduct; Drug Related; Failure to Cooperate
6/10/2005*	Pressler, John J.	CNA1000002400	Civil Penalty	Physical Abuse
9/6/2005	Proby, Charles E.	CNA064178220	Revocation/Non-voluntary	Criminal Conviction-Felony; Criminal Conviction-Drug Related; Obtaining Certificate by Fraud; Failure to Cooperate
7/7/2005	Proctor, Lisa A.	CNA1000000700	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Alcohol Abuse; Criminal Conviction Felony
7/7/2005	Prosser, Karleen G.	CNA1000000342	Revocation/Non-voluntary	Drug Use on Duty; Drug Related
9/30/2005	Puy, Megan D.	CNA1000007346	Civil Penalty	Criminal Conviction-Misdemeanor; Criminal Conviction-Drug Related; Drug Abuse
9/6/2005	Quinones, Elizabeth F.	CNA999990429	Revocation/Non-voluntary	Criminal Conviction-Felony; Fraud/Deceit
6/27/2005*	Quinonez, Alexander	CNA999948304	Stayed Revocation w/Suspension	Criminal Conviction; Drug Abuse; Obtaining Certificate by Fraud
6/24/2005*	Ragusa, Joseph	CNA Applicant	Certificate Denied	Unprofessional Conduct; Drug Related; Obtaining Certificate by Fraud
5/2/2005*	Railback, Lucy B.	CNA262711707	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Physical Abuse; Verbal Abuse
5/18/2005*	Ramirez, Wayne	CNA999950571	Revocation/Non-voluntary	Mental Abuse; Physical Abuse
5/2/2005*	Ratcliff, Dana K.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Drug Related; Obtaining Certificate by Fraud; Failure to Cooperate
9/23/2005	Reaves, Bonnie	CNA999994111	Stayed Suspension Cleared	
5/2/2005*	Reese, Brent A.	CNA999989073	Revocation/Non-voluntary	Unsafe Practice; False Documentation; Sexual Misconduct; Failure to Cooperate

CNA Disciplinary Actions cont. from pg. 34

CNA DISCIPLINARY ACTION

July-August-September 2005

*Not reported in previous Newsletter

Date of Discipline	Name	Certificate	Discipline	Violation(s)
6/18/2005*	Rendon, Luis R.	CNA077868803	Stayed Revocation	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
6/24/2005*	Rice, Wanda K.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Drug Abuse
7/20/2005	Rich, Kelly S.	CNA068346441	Voluntary Surrender	Drug Abuse
9/28/2005	Rivera, Albert	CNA999987708	Stayed Suspension	Failure to Maintain Minimal Standards; Physical Abuse
8/23/2005	Rivera, Lisette	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Person
7/6/2005	Romero, Sharon K.	CNA060904003	Voluntary Surrender	Drug Abuse; Alcohol Abuse
9/23/2005	Romine, Maritza	CNA114585873	Suspension Cleared	
5/2/2005*	Rosenbaum, Nancy L.	CNA999989432	Revocation/Non-voluntary	Leaving Duty Station; Misconduct; Failure to Cooperate
9/12/2005	Ross, Takiyah	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Sexual Misconduct; Failure to Cooperate
5/2/2005*	Saavedra, Jessica	CNA999996624	Revocation/Non-voluntary	Unprofessional Conduct; Theft - Client; Failure to Cooperate
5/10/2005*	Salcido, Ria K. L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Misconduct; Failure to Cooperate
9/1/2005	Salt, Rachel	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor, Theft Related
2/10/2005*	Sandidge, Saundra L.	CNA999999432	Stayed Suspension	Verbal Abuse
6/23/2005*	Sansom, Amanda R.	CNA1000003223	Stayed Revocation	Practicing Beyond Scope; False Documentation
7/7/2005	Savala, Cynthia	CNA1000000824	Revocation/Non-voluntary	Drug Abuse; Drug Use on Duty; Failure to Cooperate
3/17/2005*	Shabazz, E. C.	CNA640605207	Stayed Suspension Cleared	
6/21/2005*	Skavang, Tyler R.	CNA1000006071	Stayed Suspension	Criminal Conviction-Misdemeanor; Alcohol Abuse
5/18/2005*	Smith, Jerome I.	CNA243163737	Stayed Revocation w/Suspension	Leaving Duty Station; Drug Abuse; Failure to Cooperate
6/24/2005*	Smith, Michael D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate
9/6/2005	Stegg, Sheila M.	CNA999993650	Revocation/Non-voluntary	Criminal Conviction-Felony; Writing Illegal RX; Presenting Illegal RX
5/2/2005*	Stoner, Cassandra L.	CNA1000000101	Suspension w/Fine	Leaving Duty Station
5/10/2005*	Suprenant, Beatrice M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Against Property; Failure to Cooperate
3/30/2005*	Thomas, Fredrica J.	CNA999951702	Voluntary Surrender	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Failure to Report Violations
5/2/2005*	Tillman, Katherine	CNA607513279	Revocation/Non-voluntary	Criminal Conviction-Felony; Obtaining Certificate by Fraud; Failure to Cooperate
6/2/2005*	Torres, Richard B.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Misconduct; Obtaining Certificate by Fraud
8/18/2005	Trujillo, Margaret A.	CNA999948060	Civil Penalty	Criminal Conviction-Against Person
9/20/2005	Tubbs, Frazer	CNA645041069	Certificate Denied	Misconduct; Obtaining Certificate by Fraud; Failure to Cooperate
5/4/2005*	Tucker, Paul J.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Unprofessional Conduct
5/2/2005*	Ulrich, Lisa F.	CNA Applicant	Certificate Denied	Drug Diversion; Action in Another Jurisdiction, Drug Abuse
6/16/2005*	Ungor, Vera L.	CNA791707440	Civil Penalty	Neglect
5/2/2005*	Varelas, Maria	CNA999950246	Revocation/Non-voluntary	Verbal Abuse; Violating Board Order
7/7/2005	Verdugo, Adriana	CNA999951830	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Unsafe Practice Presenting Illegal Rx
5/2/2005*	Vinagre, Armando	CNA145459041	Revocation/Non-voluntary	Criminal Conviction-Felony; Criminal Conviction-Drug Related, Obtaining Certificate by Fraud
9/20/2005	Wade, Cherri L.	CNA Applicant	Certificate Denied	Criminal Conviction-Felony; Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud
5/2/2005*	Wagner, Jill M.	CNA102888103	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Unprofessional Conduct
4/22/2005*	Wainwright, Betty	CNA1000001549	Stayed Suspension Cleared	
6/27/2005*	Whatley, Gloria B.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Obtaining Certificate by Fraud
1/21/2005*	Wheelis, Judy	CNA561447674	Stayed Suspension Cleared	
5/19/2005*	Wheelock, Amanda J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor Theft Related; Drug Related
6/2/2005*	White, James A.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Failure to Cooperate
9/30/2005	White, Freddy	CNA913101353	Stayed Suspension Cleared	
9/22/2005	White, Natasha R.	CNA999991759	Voluntary Surrender	Criminal Conviction-Felony
9/12/2005	Whitmore, Curtis	CNA Applicant	Certificate Denied	Misconduct; Obtaining Certificate by Fraud; Failure to Cooperate
8/15/2005	Wise, Erika	CNA999950977	Stayed Suspension	Drug Use on Duty

RN/LPN DISCIPLINARY ACTION

July – August – September 2005

*Not reported in previous Newsletter

Effective Date	NAME	License	Discipline	Violations
8/3/2005	Albro, Jeffery S.	RN132007	Probation	Misdemeanor - Alcohol Related, Alcohol Abuse
7/20/2005	Alvarado, Michelle A.	LP032407	Revocation/Non-Voluntary	Criminal Conviction-Felony, Drug Abuse, Failure to cooperate with Board
9/21/2005	Andrada, Sarah V.	RN091244	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders
7/20/2005	Andrick, Terrence M.	RN110826	Probation	Failure to Maintain Minimal Standards, Incompetent Practice, Documentation Errors
4/21/2005*	Bahill, Andrew	RN127462	Probation Completed	
6/15/2005*	Ballard, Barbara T.	RN025603	Decree of Censure	Failure to Report Violations
9/1/2005	Behrens, Anna G.	RN069397	Decree of Censure	Failure to Maintain Minimal Standards, Misconduct-Verbal Abuse
4/3/2005*	Bice, Jan L.	RN117230	Probation	Failure to Follow Orders, Documentation Errors, Medication Errors
7/7/2005	Billings, Kimberly A.	RN115510	Revocation/Non-Voluntary	Criminal Conviction-Felony, Failure to Maintain Minimal Standards, Drug Abuse
9/8/2005	Bloch, Connie E.	RN036270	Decree of Censure	Failure to Follow Orders, Failure to Assess
7/20/2005	Block, Teresa J.	RN097883	Probation w/Limited Licensure	Failure to Assess, Practicing Beyond Scope, Failure to Intervene
6/29/2005*	Boettcher, Bridgette	RN134033	Decree of Censure	Failure to Follow Orders, Documentation Errors
8/22/2005	Bowen, Nancy M.	RN057229/LP018787	Decree of Censure	Failure to Maintain Minimal Standards
7/22/2005	Boyd, Richard O.	RN098682	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program, Criminal Conviction-Misdemeanor
6/15/2005*	Bradley, Deborah F.	RN101510	Decree of Censure	Unsafe Practice, Medication Errors
9/12/2005	Bressler, Cynthia L.	RN065470	Voluntary Surrender	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
9/14/2005	Brew, Shelly L.	LP039099	Voluntary Surrender	Drug Abuse, Failure to Cooperate
4/24/2005*	Brewer, Teresa	RN118170	Probation Completed	
8/31/2005	Bytheway, Leslie M.	RN034547	Voluntary Surrender	Violating Board Order
8/5/2005	Cambron, Lori D.	RN083249/LP018754	Probation	Alcohol Abuse
9/7/2005	Caraffa, Guy	RN063537	Voluntary Surrender	Drug Abuse, Drug Use on Duty, Drug Diversion
9/6/2005	Carver, Mary Jane	LP018761	Revocation/Non-Voluntary	Violating Board Order
7/14/2005	Castillo, Premy L.	LP034860	Voluntary Surrender	Failure to Maintain Minimal Standards, Medication Errors
7/22/2005	Ceron, Hilario	RN069045/LP015898	Probation Completed	
9/6/2005	Chamberlain, Kimberly D.	LP036261	Stayed Revocation w/Suspension	Drug Abuse, Failure to cooperate with Board
8/31/2005	Cheatham, Douglas L.	RN026404/CRNA0263	Voluntary Surrender	Failure to Comply with Requirements of Impaired Nurse Program, Alcohol Abuse
7/7/2005	Clegg, Barbara G.	RN021009	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to cooperate with Board
8/2/2005	Cole, Carrie L.	RN078559	Decree of Censure	Misconduct-False Documentation
7/7/2005	Coulon, Marilyn N.	RN074595	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Fraud, Deceit-Obtaining License, Action in Another Jurisdiction
5/20/2005*	Cuccia, Valerie	LP039272	Probation Completed	
9/6/2005	Custead, Christopher P.	LP037472	Revocation/Non-Voluntary	Criminal Conviction-Felony, Against Person
9/6/2005	Davis, Cynthia R.	LP020700	Revocation/Non-Voluntary	Drug Abuse, Drug Use on Duty, Failure to cooperate with Board
5/7/2005*	Delintt, Thomas E.	RN060447/LP018191	Probation	Criminal Conviction-Misdemeanor, Drug Abuse
6/14/2005*	Demar, Shawna N.	LP036455	Stayed Revocation w/Suspension	Criminal Conviction-Misdemeanor, Unprofessional Conduct, Misconduct-Other
9/21/2005	Deptula, Shannon L.	RN120655	Probation	Failure to Maintain Minimal Standards, Wastage Errors
7/7/2005	Dohm, Rebecca T.	RN125661	Revocation/Non-Voluntary	Criminal Conviction, Alcohol Abuse, Failure to cooperate with Board
9/6/2005	Duchain, Yvette A.	RN097484	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Drug Diversion
8/10/2005	Ende, Lawrence E.	RN068975	Decree of Censure	Practicing Beyond Scope
7/12/2005	Fayard, Danielle C.	RN Endorsement Applicant	License Denied	Action in Another Jurisdiction
7/5/2005	Ferdaise, Anthony C.	LP039473	Decree of Censure with Fine	Medication Errors, Practicing Beyond Scope
9/7/2005	Fernandez, Julie M.	RN047484	Voluntary Surrender	Drug Abuse, Violating Board Order
7/20/2005	Fike, Richard L.	RN083836	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors, Wastage Errors
7/10/2005	Fiscella, Kay B.	RN023307	Decree of Censure	Unsafe Practice, Practicing Beyond Scope
7/20/2005	Fisher, Andrea L.	RN086939	Probation w/Limited Licensure	Failure to Maintain Minimal Standards, False Documentation, Inability to Practice Safely
7/7/2005	Fralin, Randall L.	RN070136/LP022903	Revocation/Non-Voluntary	Criminal Conviction-Misdemeanor. Failure to Maintain Minimal Standards, Medication Errors
9/7/2005	Frommelt, Rebecca A.	RN Endorsement Applicant	License Denied	Drug Abuse, Failure to cooperate with Board
8/15/2005	Gallegos, Michelle M.	RN111325/LP034745	Decree of Censure with Fine	Failure to Follow Orders, Medication Errors, Misconduct-False Documentation
6/29/2005*	Garcia, Dara L.	RN091717/LP028178	Probation	Failure to Maintain Minimal Standards, Medication Errors
7/20/2005	Gibbons, Deborah P.	RN062340	Stayed Revocation w/Suspension	Failure to Maintain Minimal Standards, Drug Use on Duty, Failure to Report Violations
7/3/2005	Goodrum, Victoria A.	RN084136	Decree of Censure	Medication Errors
8/22/2005	Gray, Ivellis N.M.I.	RN114233	Decree of Censure	Failure to Maintain Minimal Standards
7/13/2005	Gregg, Diane E.	RN041181	Voluntary Surrender	Failure to Maintain Minimal Standards, Practicing Beyond Scope, Drug Abuse

RN/LPN Disciplinary Action cont. from pg. 36

RN/LPN DISCIPLINARY ACTION

July – August – September 2005

*Not reported in previous Newsletter

Effective Date	NAME	License	Discipline	Violations
8/5/2005	Grossi, Cheryl B.	RN127950	Decree of Censure	Misconduct-Verbal Abuse
9/21/2005	Hartley-Cobb, Holli	RN052454	Stayed Revocation w/Probation	Violating Board Order
7/22/2005	Hanson, Margaret	RN038800	Probation Completed	
8/27/2005	Harbaugh, Deborah S.	RN127472	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Failure to Assess
9/6/2005	Harman, Audrey D.	RN1125887	Revocation/Non-Voluntary	Violating Board Order
8/12/2005	Harris, Deborah S.	RN117814	Suspension/Indefinite	Failure to Maintain Minimal Standards, Unsafe , Practice Drug Diversion
4/21/2005*	Hatman, Sandra E.	RN088769/AP1438	Suspension/Indefinite	Drug Abuse, Alcohol Abuse, Drug Use on Duty
9/6/2005	Hecht, Anne M.	RN124312	Revocation/Non-Voluntary	Drug Abuse, Drug Use on Duty, Violating Board Order
7/20/2005	Helmrich, Anne F.	RN047458	Stayed Suspension w/Probation	Drug Abuse, Presenting Illegal Rx
7/1/2005	Hogner, Lucinda L.	RN032080	Probation w/Limited Licensure	Inability to Practice Safely
6/14/2005*	Hoover, Elizabeth A.	LP037692	Decree of Censure with Fine	Failure to Maintain Minimal Standards, Misconduct-Other
6/27/2005*	Hopf, Mark E.	RN054730/LP014100	Probation	Failure to Maintain Minimal Standards
8/16/2005	Hopkins, Regenia S.	LP011410	Probation	Misconduct-Theft - Employer
8/24/2005	Howard, Jeffery L.	LP028220	Probation	Failure to Maintain Minimal Standards
7/7/2005	Hussain, Khalid	RN072866/AP0062	Voluntary Surrender	Criminal Conviction-Felony
3/17/2005*	Hutchinson, Denise	RN100514	Probation Completed	
4/18/2005*	Iannelli, Candida	RN123973/LP037575	Decree of Censure	Fraud, Deceit
7/22/2005	Johnson, Brenda	RN057354/LP018864	Probation Completed	
5/20/2005*	Johnson-Swanson, Debra	RN059424	Probation Completed	
5/20/2005*	Johnstone, Linda	RN075203/LP024203	Probation Completed	
3/16/2005*	Jones, Martha M.	RN059962	Stayed Revocation/Probation w/Limited Licensure	Stayed Revocation, Suspension Cleared
7/15/2005	Kimball, Marylee R.	RN040453	Decree of Censure	Unprofessional Conduct
3/17/2005*	Kleine, Marie	RN126824	Probation Completed	
9/8/2005	Kohlman, Marilyn K.	RN070428	Voluntary Surrender	Drug Related
7/20/2005	Kozak, Victoria	RN Endorsement Applicant Compact State License	Application withdrawn Revocation-Privilege to Practice	Failure to Maintain Minimal Standards, Misconduct-Leaving Duty Station
7/20/2005	Kubicsek, Kathy I.	RN107256	Stayed Revocation w/Suspension	Drug Abuse, Drug Related
3/17/2005*	Lally, Leslie	RN109879	Probation Completed	
9/29/2005	Leary, Phyllis A.	RN090326	Probation	Practicing Beyond Scope
9/6/2005	Lenz, Norajean	LP010091	Decree of Censure	Unsafe Practice, Executing Inappropriate Orders, Medication Errors
7/22/2005	Li, Li	RN121923	Probation Completed	
5/20/2005*	Liddy, Dawn	RN115707/LP036119	Probation Completed	
5/6/2005*	Lindsey, Chara O.	TLP041187	Probation	Criminal Conviction-Misdemeanor
5/25/2005*	Loftus, Rachel E.	Compact State License	Revocation-Privilege to Practice	Drug Abuse, Action in Another Jurisdiction
7/7/2005	Long, Christen L.	RN124035	Revocation/Non-Voluntary	Criminal Conviction-Felony, Violating Board Order
9/12/2005	Lotz, Janice H.	RN072703	Voluntary Surrender	Inability to Practice Safely
9/12/2005	Lovesy, Jason D.	RN098343	Voluntary Surrender	Violating Board Order
8/10/2005	Luke, Linda L.	RN065888	Decree of Censure	Failure to Maintain Minimal Standards, Medication Errors
8/16/2005	Lumbardo, Kelley J.	LP019390	Decree of Censure	Practicing Beyond Scope
7/20/2005	Lunn, Judy J.	RN134650	Suspension/Indefinite	Drug Abuse, Drug Diversion, Inability to Practice Safely
9/29/2005	Mahaffy, Dianne M.	LP035453	Voluntary Surrender	Incompetent Practice, Failure to Assess, Failure to Intervene
7/22/2005	Marcoux, Valerie	RN131654	Probation Completed	
5/20/2005*	Marinette, Paul	LP029315	Probation Completed	
4/15/2005*	Masayumptewa, Preston	RN129290/LP036197	Probation Completed	
7/13/2005	Matlock, Lisa A.	RN076820	Voluntary Surrender	Failure to Assess
9/1/2005	Maxwell, Eve	RN Endorsement Applicant	Probation	Criminal Conviction-Misdemeanor, Criminal Conviction-Drug Related
1/6/2005*	May, Mickey L.	RN086443	Stayed Revocation w/Probation	Stayed Revocation - Suspension Lifted
8/19/2005	Mazzarella, Lisa K.	RN129917/LP038370	Probation	Failure to Maintain Minimal Standards
7/7/2005	McCausland, Laura H.	RN079876/LP026146	Revocation/Non-Voluntary	Unsafe Practice, Alcohol Abuse, Violating Board Order
7/1/2005	McFarland, Kimly	RN Endorsement Applicant	License Denied	Fraud, Deceit-Obtaining License
4/21/2005*	McGreger, Tina R.	LP039558	Probation	Misconduct
5/18/2005*	McGregor, Rebecca L.	RN117401/LP036840	Revocation/Non-Voluntary	Criminal Conviction-Felony, Drug Abuse, Sale of Drugs
8/24/2005	McMillen, Tammy S.	RN089237	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors, Medication Errors
5/20/2005*	Millman Handy, Ivy	RN102740	Probation Completed	
8/25/2005	Milestone, Craig S.	RN092895/LP029702	Stayed Revocation w/Suspension	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
9/30/2005	Milestone, Craig S.	RN092895/LP029702	Revocation/Non-Voluntary	Violating Board Order, Drug Use on Duty, Practicing without License
7/7/2005	Mitchell, Lori D.	RN100156	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Misconduct-False Documentation, Drug Abuse
6/23/2005*	Moran, Lukaea E.S.	LP040810	Probation	Criminal Conviction-Misdemeanor, Against Person; Theft-Employer
5/23/2005*	Mott, Elizabeth S.	RN079755/LP026049	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program

RN/LPN Disciplinary Action cont. from pg. 37

RN/LPN DISCIPLINARY ACTION

July – August – September 2005

*Not reported in previous Newsletter

Effective Date	NAME	License	Discipline	Violation
9/21/2005	Muchmore, Carolyne	RN044096	Probation	Failure to Maintain Minimal Standards, Unsafe Practice, Practicing Beyond Scope
8/1/2005	Nera, Ma Gardenia L.	RN130645	Decree of Censure	Unsafe Practice
5/20/2005*	O'Brien, Terrence	LP024743	Probation Completed	
9/12/2005	Olivas, Anastacio	LP Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Alcohol Abuse
6/21/2005*	Padilla, Darlene S.	RN087771	Decree of Censure	Documentation Errors, Misconduct-False Documentation
9/22/2005	Parke, Todd S.	LP033596	Stayed Revocation w/Suspension	Drug Abuse, Drug Diversion
2/6/2005*	Paul, Jeanie M.	RN098532/LP031535	Decree of Censure	Criminal Conviction-Misdemeanor Alcohol Related
3/17/2005*	Pearlman, Joan	LP030406	Probation Completed	
9/22/2005	Perry, Michelle L.	LP033085	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
7/20/2005	Peterson, Peggy L.	RN102700	Probation	Suspension Cleared
4/9/2005*	Pierce, Steven	RN075295	Probation Completed	
8/26/2005	Ponce, Leslie	LP032126	Probation Completed	
5/20/2005*	Ponomar, Susan	RN083628/LP027206	Probation Completed	
9/6/2005	Preston, Colleen S.	LP Endorsement Applicant	License Denied	Fraud, Deceit-Obtaining License, Action in Another Jurisdiction
6/17/2005*	Prunty, Gail	RN096821	Probation Completed	
8/31/2005	Putman, Sandra T.	RN024542	Decree of Censure	Failure to Maintain Minimal Standards, Documentation Errors
7/22/2005	Ramirez, Gerardo	RN134500	Probation	Alcohol Abuse
7/8/2005	Rauchwarter, Mary H.	RN061146	Stayed Revocation w/Probation	Drug Diversion, Positive Drug Screen
9/21/2005	Robison, Amy T.	RN135542/LP039398	Probation	Drug Abuse
3/17/2005*	Rodriguez, Rebecca	RN098772	Probation Completed	
5/20/2005*	Roscetti, Frances	LP032003	Probation Completed	
9/15/2005	Ross, Debra A.	RN107736	Decree of Censure	Failure to Assess, Failure to Intervene
7/25/2005	Rost, Amy L.	RN134521	Probation	Criminal Conviction-Alcohol Related-Drug Related
7/20/2005	Santiago, Margaret L.	LP033453	Probation	Drug Abuse, Drug Use on Duty
9/22/2005	Schafer, GERALYNN K.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor Alcohol Related, Alcohol Abuse, Practicing without License
9/6/2005	Schlauch, Suzanne R.	LP032183	Revocation/Non-Voluntary	Violating Board Order
7/19/2005	Scott, Susan Y.	LP Endorsement Applicant	License Denied	Criminal Conviction-Drug Related, Drug Abuse
9/6/2005	Semple, Andrew R.	RN092343	Revocation/Non-Voluntary	Violating Board Order
8/25/2005	Smith, Carolyn E.	RN100101	Probation	Failure to Follow Orders, Documentation Errors
7/7/2005	Smith, Patricia M.	LP035088	Revocation/Non-Voluntary	Drug Abuse, Presenting Illegal RX, Failure to cooperate with Board
4/9/2005*	Snell, Ninette D.	RN070870	Probation	Criminal Conviction - Alcohol Related, Alcohol Abuse
9/12/2005	Snyder, Rita T.	LP033965	Voluntary Surrender	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
6/21/2005*	Stewart, Rosemary E.	RN121270	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Documentation Errors
9/21/2005	Stokes, Stacy L.	RN117723	Probation	Failure to Follow Orders
9/2/2005	Strege, Kim	LP036821	Voluntary Surrender	Failure to Maintain Minimal Standards, Drug Abuse, Drug Use on Duty
5/20/2005*	Struzek, Catherine	RN098260	Probation Completed	
9/6/2005	Swofford, Jesse B.	RN046931	Revocation/Non-Voluntary	Drug Use on Duty, Drug Diversion, Failure to cooperate with Board
4/19/2005*	Tarango, Lucy	LP008527	Probation Completed	
7/22/2005	Thomas, Geraldine M.	LP004116	Probation Completed	
7/22/2005	Thompson, Larry M.	RN Exam Applicant	License Denied	Criminal Conviction-Misdemeanor, Criminal Conviction-Drug Related, Failure to cooperate with Board
4/19/2005*	Thornton, Carol A.	LP031197	Probation	Practicing Beyond Scope
9/23/2005	Timis, Radu	RN105218	Probation Completed	
9/12/2005	Tisch, Gregory T.	RN Exam Applicant	License Denied	Criminal Conviction, Sexual Misconduct
8/15/2005	Travis, Joy N.	RN129152/AP2013	Decree of Censure	Violating State/Federal Statutes/Rules
8/31/2005	Tyree, Sandra S.	LP011475	Voluntary Surrender	Failure to Comply with Requirements of Impaired Nurse Program, Drug Abuse
5/2/2005*	Ulrich, Lisa F.	RN Exam Applicant	License Denied	Drug Abuse, Criminal Conviction-Drug Related, Action in Another Jurisdiction, Drug Diversion
9/23/2005	Urban, Kathleen	LP039476	Probation Completed	
5/13/2005*	Waggoner, Judith S.	RN037239	Decree of Censure	Failure to Follow Orders, Medication Errors
7/20/2005	Wayner, Christy	RN058904	Stayed Revocation w/Probation	Drug Abuse
7/20/2005	Webb, Virginia	RN057564	Stayed Revocation w/Suspension	Unsafe Practice, Drug Use on Duty, Violating Board Order
5/20/2005*	Wedlake, Sally	LP023549	Probation Completed	
9/6/2005	Welch, Barbara J.	RN105234	Revocation/Non-Voluntary	Unsafe Practice, Fraud, Deceit-Obtaining License, Action in Another Jurisdiction
8/15/2005	Williams, Bobbie E.	RN119038	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
6/9/2005*	Williams, Tammy R.	RN067118/LP022074	Probation	Documentation Errors, Medication Errors
8/2/2005	Woodard, Shelia M.	RN126757	Decree of Censure	Failure to Maintain Minimal Standards
9/8/2005	Yelk, Amy M.	Compact State Nurse	Revocation-Privilege to Practice	Misconduct-False Documentation
5/19/2005*	York, Christine A.	Compact State Nurse	Revocation-Privilege to Practice	Drug Abuse, Drug Diversion