

# arizona STATE BOARD OF NURSING

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1<sup>ST</sup> QUARTER

## REGULATORY JOURNAL



Nursing Regulation

RUNDOWN

CASE STUDY: License Verification is Critical

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EDITION I

# arizona STATE BOARD OF NURSING

## REGULATORY JOURNAL

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Pictured on the Front Cover, the AZBN Board Members: (from left to right) Kathy Busby, Karen Hardy, Kathy Malloch, Pat Johnson, Judy Rich, Trista Campbell. Absent: Theresa Crawley, Steve Robertson

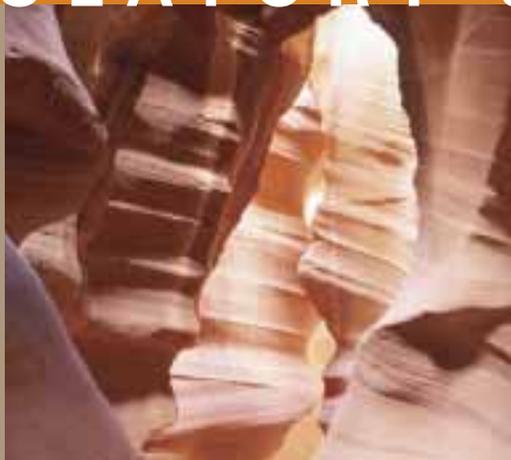
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**from the executive director**  
JOEY RIDENOUR, RN, MN

## 2006 marks the 85<sup>th</sup> ANNIVERSARY OF NURSING REGULATION in Arizona.

**2006** brings six significant changes to the Arizona State Board of Nursing.

**First:** The Board's quarterly edition of the Arizona State Board of Nursing Newsletter has transitioned to a journal format. The new format also has a new name: Arizona State Board of Nursing –Regulatory Journal. We continue to seek newsworthy topics that meet the mission of the Board to protect the public. Your article suggestions and ideas are welcomed.

**Second:** For the first time in the Board's 85 year history, we have designed a build out for a new office location based on staff roles and functions. The new office location will be at 4747 North 7th Street, Suite 200, Phoenix, Arizona. An open house will be held in June 2006 to coincide with AzBN's 85th Anniversary Celebration. Updates on the move will be made available on the Board's website.

**Third:** Continual enhancement of the Board's website is to give you information and resources 24/7. The overarching goal is that if you do visit the Board of Nursing office, it is for other reasons other than the application process or accessing other resource documents. Let us know what additional resources you need made available on the web.

**Fourth:** Chemical Dependency continues to be the number one concern reported to the Board of Nursing in 2005. To help you better understand the physical and behavioral warning signs of chemical dependency, you are encouraged to access a new online course entitled: Confronting Colleague Chemical Dependency. The new self-paced online course from National Council of State Boards of Nursing, Learning Extension ([www.learningext.com](http://www.learningext.com)) describes the roles of colleague, employers, alternative programs and the Board of Nursing in preventing and/or managing the potentially lethal effects of this problem. The course is designed for nurses in every practice setting and at all levels from student nurse to doctorate. Let us know if the course gave you the necessary knowledge about what to do should you suspect a colleague in being chemically dependent.

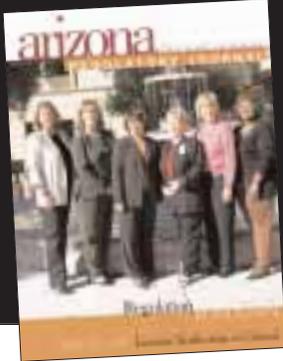
**Fifth:** Want to publicly acknowledge and thank the Board and staff for making significant strides in assuring protection of the public. The average number of complaints/self reports is approximately 135 a month and the number has remained constant for the past five years.

	1995	2005
Average Investigative Cycle Time	18 months	6.6 months
Average Temporary License &	14 days	5 days
License Renewal Cycle Times	25 days	48-72 hours
Average Bi-Monthly Cases to Board	62 cases	244 cases
Average Hearing Cases to Board	4 cases	18 cases

**Sixth:** The Board received funding in FY 2006 to conduct research related to establishing and maintaining a database on nursing supply and demand. The goal is to assure that the State of Arizona has adequate and appropriately educated nursing workforce to meet the healthcare needs of its citizens.

It has been my pleasure to have been appointed to this position for the past ten years. I take even greater pleasure contemplating how we may continue to make significant changes to better serve you and the public in the future.

# REACH RECRUIT RETAIN



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- May 2006
- August 2006
- November 2006

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from the president  
KATHY MALLOCH PHD, MBA, RN



**The need for evidence** to support good decision making is no secret – especially in Arizona where numerous efforts are underway in educating and supporting nurses to become competent in evidence-based practice. The Arizona State Board of Nursing is one of the agencies dedicated to not only making decisions based on evidence, but also to providing information about the work of nursing to the public.

Two areas contribute specifically to this work. First, the dedication of board resources/ funding to advance the collection of meaningful data from Arizona nurses to better understand the supply, location, competencies, and future needs for the Arizona community. Funding for a full-time data analysis position is currently being advertised and recruited for. Work in this area is expected to begin in the first quarter on 2006.

The second source of data is the website ([www.azbn.org](http://www.azbn.org)) for the Arizona State Board of Nursing. These data are available to the public and can be requested through Joey Ridenour, Executive Director ([jridenour@azbn.org](mailto:jridenour@azbn.org)). Over the last few years, significant efforts have been made to improve the functionality and friendliness of the board website.

Today, the average number of hits each month to the [azbn.org](http://azbn.org) website is 2,712,701! In 2005 the lowest number of hits occurred in December at 1.2 million and the highest number of hits, 4.6 million occurred in July. To say the least, it is gratifying that the site is being used.

Examples of download activity for the month of November 2005 included:

Nurse Practice Act	11,493
Newsletters	5,087
Endorsement packets	4,483

Visitors to the online renewal page for the month of November 2005 were 69,628!

Recently, data specific to inquiries about pain management guidelines was used by the executive director to testify before a special legislative task force on Chronic Disease and Pain Management. The frequently asked questions regarding pain management and range orders are downloaded approximately 100-150 times a month.

Board members and board staff are committed to supporting evidence-based decision making and the collection of data that will support the advancement of nursing in Arizona. Please contact us if you have suggestions or requests for data from the website.

Kathy Malloch, President  
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### clinical instruction

Delivering clinical instruction to nursing students has created many opportunities and challenges for Arizona nursing programs. Nursing is a unique educational program because clinical experiences comprise a significant portion of the program. In addition, unlike most health care programs that use an apprentice model, nursing clinical experience is always under the supervision of the program faculty. The average number of hours a student spends caring for patients is 743 in an associate degree program and 968 in a baccalaureate program. The majority of these hours are in an acute care setting. There is no current agreed-upon standard for measuring the quality of a clinical experience. Quality indicators include the complexity of the patients the student is caring for, the responsibilities of the student, and the supervision provided by the faculty.

Clinical faculty members take a lead role in and are responsible for teaching students in the clinical setting. While the nurse on the unit is invaluable as a role-model and patient-care expert, the primary teacher in the clinical setting is the designated faculty member. Faculty members directly observe students caring for patients to provide guidance, verify learning, and correct potential errors. Clinical faculty members are constantly monitoring students during the clinical rotation and have an awareness of both the learning needs of the student and the health care needs of the assigned patient or patients. They also keep meticulous documentation of student performance.

There is a shortage of clinical faculty in Arizona. The minimum requirements to be a clinical faculty in an RN program include an unencumbered RN license, a BSN, and three years of patient care experience. Many faculty members report that teaching students is both stimulating and rewarding. To obtain more information about clinical teaching, contact your local nursing program.

### education committee

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

- February 10, 2006
- April 21, 2006

Meetings start at 9:30 a.m. and conclude when business is finished. All meetings are held at 1651 E. Morten, Ste. 210, Phoenix, AZ unless otherwise noted in the agenda. Agendas and minutes of past meetings posted on the website: [www.azbn.gov](http://www.azbn.gov). Dates and times are subject to change up to 24 hours before the meeting. Contact Pamela Randolph at 602-889-5209 ([prandolph@azbn.gov](mailto:prandolph@azbn.gov)) or Karen Gilliland at 602-889-5187 ([kgilliland@azbn.gov](mailto:kgilliland@azbn.gov)) to obtain further information regarding the meetings.

### board actions on education matters

November 2005

- Approved guidelines for CNS portfolio project
- Renewed approval of LPN program at Maricopa Skill Center
- Approved program change for Pima Community College—increase enrollment and new site
- Approved program change for Eastern Arizona College—increase enrollment and new site
- Approved Case Western Reserve University to conduct clinical classes in AZ
- Issued Notice of Deficiency to Coconino Community College
- Approved written test plan and revised guidelines for facilities for the Pilot Study Medication Technician Project

### **2005 was a very active year**

for rulemaking. Article 2, which addresses criteria for approval of RN, PN, and Refresher Programs, was updated to include: distance learning criteria; specific clinical experiences that must be included in a nursing program; and clarifying language for curriculum, policies, resources, and administrative oversight.

One rule in the Regulation section (R4-19-403, Unprofessional Conduct) was revised. This rule details those acts that the Board considers unprofessional conduct. A charge of unprofessional conduct, if proven true, can lead to discipline on a nurse's license. Acts considered unprofessional conduct were revised to specifically include failure to maintain professional boundaries and engaging in dual relationships with patients; making a false statement on an employment application; and not notifying the Board if the nurse is charged with a felony or misdemeanor. Since no rule can include all possible acts a person may engage in that are unsafe, "any conduct or practice that is or might be harmful or dangerous to the health of a patient or the public," continues to be the definition of unprofessional conduct. The Board may determine other acts that are unprofessional conduct, under this definition.

Article 5, (Advanced and Extended Nursing Practice) was completely revised. Changes include incorporating criteria for specialty areas of nurse practitioner (NP) and clinical nurse specialist (CNS) practice; incorporating a one-year opportunity for a CNS to gain certification without a certifying exam and a one-year opportunity for a nurse with a master's degree in nursing to complete a portfolio project in lieu of completing a CNS program; modifica-

tion and clarification of prescribing and dispensing for nurse practitioners; updated criteria for CNS and NP programs; and defining Certified Registered Nurse Anesthetist Scope of Practice.

The rules for Certified Nursing

Assistant (Article 8) were also extensively amended. These rules were first approved in 2000. Some of the changes include: more specific criteria for nursing assistant programs, particularly in the area of curriculum; the ability of the

Board to approve an initial application for a nursing assistant program without a site visit; and the ability of the Board to renew a program without an on-site visit. Requirements for licensure were also amended to include a practice requirement of 160 hours every 2 years, which will be implemented for CNAs renewing on or after July 1, 2006.

Future rulemaking planned for 2006 includes:

- Amendments to Article 2 to incorporate a process for rescinding approval to an out-of-state nursing program that does not substantially meet Board standards;
- Amendments to Article 5 to extend the waiver of certification for clinical nurse specialists practicing in the area of maternal/infant health or women's health since there is no certification exam.
- Extensive revisions of Articles 4 (Regulation) and 1 (Definitions and Time-frames) are also planned. Please watch the Board website for more information.

The person to contact at the Board regarding rules is:

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Fax: 602-889-5155

## Nursing Board Moving to a New Location

The office will be relocating to

**4747 North 7th Street, Suite 200  
Phoenix, AZ 85014**

Updates will be available on the Arizona State Board of Nursing website. Please use our web services at [www.azbn.gov](http://www.azbn.gov) for renewals, downloading applications and verifications

# Special Announcement

## WOMEN'S HEALTH NURSE PRACTITIONER



The National Certification Corporation (NCC), the only group that offers a certification examination for women's health nurse practitioners has announced: - 2006 is the last year that any WHNP or OB GYN NP who graduated from a certificate program will be permitted to sit for the NCC WHNP exam. Beginning in 2007, NCC will only accept graduate programs that meet specified accreditation requirements. For more information go to [www.nccnet.org](http://www.nccnet.org), go to Nurse Practitioner exams, download a registration catalogue/2005 Newsletter pg10.



## CHANGES ON THE HORIZON FOR NOTIFICATION OF YOUR RENEWAL

### **When Your License Or Certificate Is Due For Renewal...**

Post cards will no longer be sent to licensees/certificate holders reminding them of their renewal date. We will however continue to publish reminders in the Arizona State Board of Nursing's Journal

If you have provided the Board with a valid email address, you will receive an email reminder 2-3 months before your date of renewal. UPDATE your email address and/or other demographic information in the data base by going to [www.azbn.gov](http://www.azbn.gov) and then to "My Services" to update your information. Your Username is your license or certificate number. All RNs/LPNs/CNAs can renew on line except a person with a status of **inactive, lapsed, probation, suspended, or revoked license/certificate.**



# OnLine Renewal of LICENSE/CERTIFICATE

If your RN/LPN license is due for renewal on 6/30/06, or your CNA certificate is due for renewal now or within the next 6 months, you can go online to [www.azbn.gov](http://www.azbn.gov) and renew it today. Renewal applicants may renew up to 6 months prior to their expiration date.

#### Benefits to YOU of Renewing Online:

- FAST, EASY and EFFICIENT
- Available 24 hours per day – renew anywhere, anytime
- Process takes less than 10 minutes
- You can print out a verification of your renewal process
- You will get an E-mail verifying your payment was received
- Fewer errors with online renewal
- Records updated immediately

#### Renew online by going to [www.azbn.gov](http://www.azbn.gov):

- Enter your license number and PIN (if you have forgotten your PIN, you may obtain it while you are online)
- Enter the information requested
- Enter your Visa or MasterCard information
- RN/LPN's – A license will be mailed to you within 5 days after you entered your renewal
- CNA's – Your renewal will occur within 5 days after we receive your completed Proof of Employment form. You can fax or mail us that form.

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

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

Please take a moment and go to [www.azbn.gov](http://www.azbn.gov) to check and update your demographic information.



# CASE STUDY: License Verification is Critical

Licensure verification by prospective employers is critical to ensure the safety of clients, residents, and patients. Verifying the licensure or certificate status with the Board of Nursing provides the most current status of an individual's license/certificate as well as provides information related to prior complaint and disciplinary history.

When a complaint or self-report is received in the agency, it is reviewed to determine jurisdiction. Upon determining that the Board has jurisdiction, the status of the license/certificate or application is updated to reflect that a "Complaint/Self Report" has been received, and an investigator is

assigned to the investigation. Notification letters are sent to the subject of the complaint ("the respondent" or the "applicant"). The respondent/applicant is made aware of the allegations and is requested to respond to the complaint and investigative findings. The findings from the investigation are summarized in an investigative report and placed on the Board meeting agenda for the Board's review and decision. Both the respondent and complainant are notified of the board meeting date.

Until and unless allegations of violating the Nurse Practice Act have been proven by the Board following the

investigation and discipline is in effect, the ability to work as a nurse or CNA is unrestricted, as long as the license or certificate remains active. However, applicants cannot be issued a license/certificate until the conclusion of the investigation and approval by the Board and therefore may not work in a capacity requiring nursing licensure or certification.

Possible Board decisions and actions include: Dismissal, Non-disciplinary Action, Disciplinary Action, and Administrative Violations. (See chart on Page below.)

Once the case has been reviewed by the Board and a decision made, the

<b>Dismissal</b>	<b>Dismissal</b> - Evidence does not support that there has been a violation of the Nurse Practice Act.
<b>Non-Disciplinary</b>	<b>Letter of Concern</b> A letter from the Board expressing concern that a licensee, certificate holder or applicant may have been engage in questionable conduct that is considered low risk or harm to the public.
<b>Disciplinary Actions</b>	<p><b>Civil Penalty</b> - A monetary fine issued by the Board, not to exceed \$1,000, given singly or in combination with any disciplinary action for a violation of the Nurse Practice Act.</p> <p><b>Decree of Censure</b> - This is an official discipline by the Board that the RN or LPN's conduct violated the Nurse Practice Act but does not represent a continued risk to the patient/public.</p> <p><b>Probation</b> - This action allows the RN/LPN to continue working during the period of probation subject to compliance with the terms and conditions. During the period of probation the nurse must be supervised in their practice and complete certain requirements which are aimed at remediation or rehabilitation.</p> <p><b>Suspension</b> - A RN, LPN, or CNA who has been suspended may not practice during the period of suspension. A person who has been suspended has terms and conditions which must be fulfilled during the period of suspension, before being allowed to resume practice. Examples of terms and conditions may include completing a refresher course, psychological or substance abuse treatment in addition to other requirements.</p> <p><b>Revocation</b> - This action prohibits the nurse/certificate holder from practicing for a minimum of five years, pursuant to A.A.C. R4-19-404. When a license/certificate has been revoked, the applicant for reinstatement must provide detailed information to the Board that the reason for revocation no longer exists and that the issuance of a license/certificate would no longer threaten the public health or safety. The individual whose license/certificate has been revoked may not practice or otherwise indicate to the public that they hold a license/certificate.</p> <p><b>Denial</b> - A person (applicant) who has been denied a license/certificate may not practice and is not eligible to reapply to the Board for a period of five years.</p> <p><b>Voluntary Surrender</b> - A Consent Agreement has been signed in which an APRN, RN, LPN, CNA has voluntarily surrendered their license or certificate.</p>
<b>Administrative Violations</b>	<b>Administrative Penalty</b> -- A penalty/fine given to a licensee or certificate holder who has worked on an expired license/certificate, or failed to notify the Board of an address change within 30 days. It is not reportable to NCSBN or other national data centers.

licensee/certificate holder's record is updated to reflect the outcome of the Board's decision.

For discipline to be final and in effect, a person must either consent to the discipline as voted upon by the Board by signing a "Consent Agreement" or if not signed, the person has had an opportunity for a hearing. Hearings are conducted at the Office of Administrative Hearings and the person conducting the Hearing is an

Administrative Law Judge.

The Administrative Law Judge recommends "Findings of Fact, Conclusions of Law and Order" and transcripts of the Hearing are reviewed by the Board Members prior to voting on the appropriate actions to be taken. If discipline is determined to be appropriate by the majority of the Board Members, a "Board Order" is entered as the final decision.

Some individuals that are under

investigation or who have discipline pending on their certificate or license, may choose not to disclose on the employment application or in the interview that they have an active complaint against their license/certificate or that their license/certificate has been subject to disciplinary action. The Board's on-line licensure verification provides potential employers and the public with 24 hour access to the licensure status and history.

### **Case Study:**

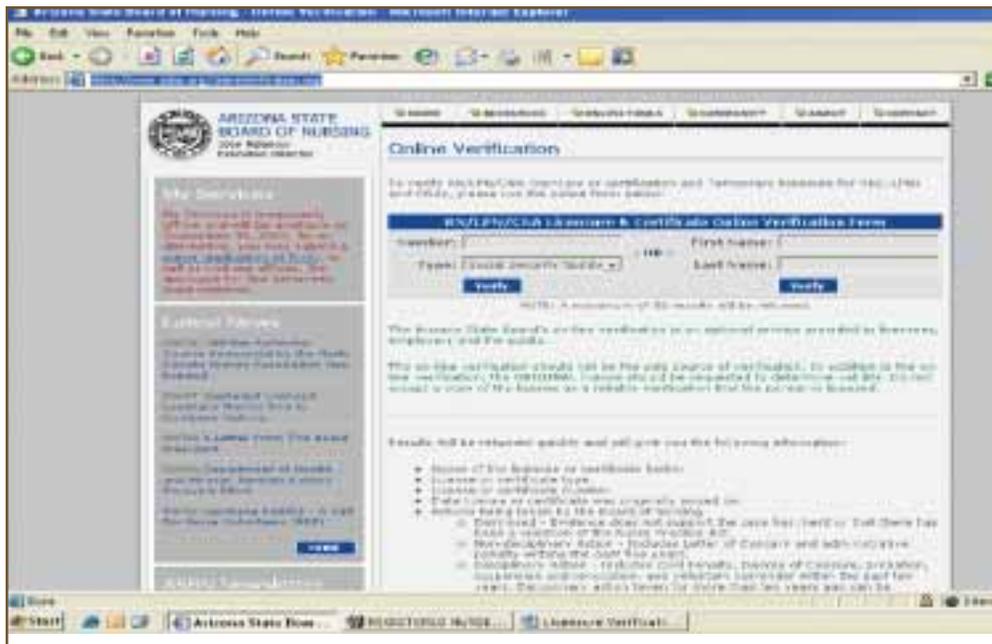
Nurse B was issued a practical nursing license by endorsement by the Arizona State Board of Nursing in October 1998. She had previously been licensed as a practical nurse by the State of Illinois in 1985. A complaint was received by Board staff alleging Nurse B reported to a meeting with her registry, impaired by substances in February 2004. Paramedics responded and transported Nurse B to a medical center for evaluation and treatment. A complaint was filed with the Board alleging that Nurse B may have an active substance impairment which may place patients at risk or harm. Nurse B's license status was changed to "self report/complaint received" and her case was assigned to an investigator. During the Board's investigation, Nurse B disclosed that she had been in recovery for twenty-two years, attended AA meetings, but had never undergone treatment. She also disclosed that she had recently purchased narcotics in Mexico for leg pain.

Following the completion of the investigation, Nurse B's case was reviewed by the Board and the Board voted to offer Nurse B a Consent Agreement for an indefinite suspension of her license pending a relapse/recovery and a neuropsychological evaluation by a Board approved psychologist. Following the completion of any resulting treatment recommendations, Nurse B's license was to be placed on probation for 36 months  
*continued on page 22*

continued from page 20  
with terms and conditions.

Nurse B signed the Consent Agreement and it became effective at that time, rendering her license status as “suspended”. Subsequently, Nurse B failed to comply with the terms of her Consent Agreement when she failed to provide proof of successfully completing the required neuropsychological evaluation and treatment(s). As a result of her failure to comply with the terms of the suspension, the Board issued Notice of Charges. Nurse B failed to respond and a “Motion to Deem Allegations Admitted” was presented to the Board at its September 2005 meeting. The Board voted to Deem the Allegations Admitted and revoked Nurse B’s license.

In the days just prior to the September 2005 Board meeting, a sec-



ond complaint was received regarding Nurse B from her employer who reported she had been terminated for sleeping on the job. Nurse B was working as a home health caregiver, a position which did not require nursing licensure or certification. Nurse B was assigned to a client’s home and when the relief

caregiver arrived as scheduled, the client was awake but Nurse B was asleep and could not be roused. Nurse B was immediately sent for a drug screen which was positive for alcohol with a blood alcohol level of 0.15. When Board staff spoke with the Director of Nursing at the home health facility, it was discovered that Nurse B falsified her employment application by indicating that her work history was that of a non-licensed home healthcare worker. Nurse B failed to disclose that she was a licensed (but suspended) nurse and the facility failed to verify her employment history. Her failure to disclose her licensure may have been an effort to avoid licensure verification and disclosure that her license had been suspended by the Board.

Confirming prior employment history may have provided an opportunity for her employer to identify the fraudulent application as well as her suspension of her nursing license related to prior job related substance impairment, information important to know in protecting patients from unsafe practitioners. Subsequently, this same employer completed licensure verification on all of their non-licensed home healthcare staff and identified a second employee whose license had been suspended by the Board just five

(5) days prior to her employment application with the facility.

- Licensure/certification verification is quick and easy using the on-line option offered at [www.azbn.gov](http://www.azbn.gov).

Licenses/certificates may be verified by entering the individual's name, license number, or social security number. If verifying by name, you must have the correct spelling and should always confirm with additional information if more than one person is licensed under the same name.

- Recent discipline information is published in the quarterly Arizona State Board of Nursing newsletters as another mechanism for informing employers, potential employers and the public. Current and past newsletter are available on the Board's website at [www.azbn.gov](http://www.azbn.gov)

**CNA DISCIPLINARY ACTION**

\*Not reported in previous Newsletter

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EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/15/2005	Adrianson, Janee A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
11/7/2005	Aguilar, Mary G.	CNA516662803	Revocation/Non-voluntary	False Documentation; Fraud/Deceit
10/12/2005	Ashley, Marella Q.	CNA892580297	Civil Penalty	Criminal Conviction-Misdemeanor
1/4/2006	Askey, JoLynn	CNA976606641	Revocation/Non-voluntary	Failure to Follow Orders; Theft - Client; Fraudulent Billing
12/16/2005	Ball, Jamie J.	CNA1000005416	Suspension	Violating Board Order
11/29/2005	Barnes, Clifford L.	CNA1000007766	Civil Penalty	Criminal Conviction-Misdemeanor; Drug Related;
12/27/2005	Bass, Lucy L.	CNA244497103	Certificate Denied	Criminal Conviction-Felony; Misdemeanor
10/14/2005	Bazata, Michele J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
7/20/2005*	Begay, Earl L.	CNA356102353	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Alcohol Abuse
11/18/2005	Billings, Tina G.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Failure to Cooperate; Obtaining Certificate by Fraud
12/20/2005	Bojorquez, Amanda A.	CNA1000007950	Civil Penalty	Criminal Conviction-Misdemeanor;
12/14/2005	Brown, James E.	CNA999950341	Suspension	Violating Board Order
12/27/2005	Bullock, Lori L	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
11/17/2005	Castellanos, Maria Del Rosario	CNA031732713	Civil Penalty	Obtaining Certificate by Fraud
12/23/2005	Castillo, Gilbert R.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
11/15/2005	Chavez, Joshua E.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Failure to Cooperate
11/9/2005	Chew, Jeremy B.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor; Against Person
11/7/2005	Contreras, Zaith W.	CNA999950335	Revocation/Non-voluntary	Obtaining Certificate by Fraud
11/8/2005	Corlis, Chris J.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Property; Drug Related; Failure to Cooperate
10/14/2005	Corral, Heather L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related
11/7/2005	Cota, Kelli D.	CNA1000000526	Revocation/Non-voluntary	Criminal Conviction-Felony; Misdemeanor; Failure to Cooperate
12/12/2005	Covarrubias, Sara	CNA999989960	Revocation/Non-voluntary	Violating Board Order
12/29/2005	Cowan, Emily R.	CNA1000004128	Stayed Suspension Cleared	
11/8/2005	Crepeau, Jena C.	CNA Applicant	Certificate Denied	Misconduct; Failure to Cooperate
10/6/2005	Daily, Juanita D.	CNA999992388	Stayed Revocation	Drug Related
10/4/2005	DeCosta, Christina	CNA999987677	Stayed Suspension Cleared	
10/23/2005	Dorame, Bianca	CNA1000003805	Stayed Revocation	Drug Use on Duty
11/22/2005	Edwards, Gary M.	CNA1000004055	Stayed Suspension Cleared	
11/7/2005	Encinas, Benjamin M.	CNA999952400	Revocation/Non-voluntary	Criminal Conviction-Felony; Theft - Employer; Failure to Cooperate
9/22/2005*	Falzon, Olga	CNA1000007238	Civil Penalty	Criminal Conviction-Misdemeanor
11/7/2005	Fennell, Karen L.	CNA367290803	Revocation/Non-voluntary	Theft - Client; Failure to Cooperate; Misconduct
11/7/2005	Fimbres, Ana	CNA1000001125	Revocation/Non-voluntary	Drug Abuse; Violating Board Order
11/7/2005	Forrest, Tiffany M.	CNA1000000138	Revocation/Non-voluntary	Drug Abuse; Fraud/Deceit; Theft - Client
9/6/2005*	Fortner, Christie M.	CNA999996290	Suspension with Fine	Drug Abuse; Drug Use on Duty; Failure to Cooperate
11/9/2005	Fowler, Neal	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Obtaining Certificate by Fraud; Unprofessional Conduct
9/12/2005*	Fredericks, Marcy L.	CNA1000007080	Stayed Suspension	Drug Related
12/20/2005	Fredericks, Marcy L.	CNA1000007080	Suspension	Violating Board Order
1/4/2006	Frye, Larry C.	CNA974881103	Revocation/Non-voluntary	Violating Board Order
1/4/2006	Garcia, Martina R.	CNA1000000458	Revocation/Non-voluntary	Drug Abuse; Drug Use on Duty; Violating Board Order
11/22/2005	Garner, Curt D.	CNA999998297	Voluntary Surrender	Failure to Follow Orders; Misconduct
10/26/2005	Gilbreth, Kimberlie A.	CNA999991481	Civil Penalty	Physical Abuse; Verbal Abuse
12/31/2005	Gonzalez, Beatriz	CNA999991710	Civil Penalty	Obtaining Certificate by Fraud
11/7/2005	Goodenough, Mark A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Theft - Employer
10/6/2005	Grantier, Tina L.	CNA1000007391	Civil Penalty	Criminal Conviction-Drug Related; Obtaining Certificate by Fraud
12/5/2005	Griffin, Ronald A.	CNA734064441	Civil Penalty	Failure to Follow Orders; Leaving Duty Station; Physical Abuse
11/28/2005	Harker, Lorraine K.	CNA100007735	Civil Penalty	Criminal Conviction-Felony; Misdemeanor; Alcohol Abuse
11/7/2005	Harris, Jennifer	CNA999949431	Revocation/Non-voluntary	Criminal Conviction-Felony; Misdemeanor; Drug Related; Failure to Cooperate
12/16/2005	Henderson, Vivian L.	CNA999989400	Civil Penalty	Unprofessional Conduct;
11/7/2005	Hernandez, Maida J.	CNA1000000773	Revocation/Non-voluntary	Neglect; Physical Abuse; Failure to Cooperate
12/20/2005	Hernandez, Norma J.	CNA999947410	Suspension	Violating Board Order
6/4/2005*	Hewitt, Lindsey J.	CNA1000005929	Civil Penalty	Criminal Conviction-Drug Related; Misconduct
11/15/2005	Holahan, Justin M.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor
8/29/2005*	Hoskie, Evangeline E.	CNA040339103	Revocation/Non-voluntary	Violating Board Order
11/8/2005	Ibarra, Maggie J.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Fraud/Deceit; Failure to Cooperate
11/17/2005	Infante, Mapy Del Rosario	CNA999987857	Civil Penalty	Obtaining Certificate by Fraud
10/21/2005	Jackett, Debra A.	CNA999011989	Revocation/Non-voluntary	Violating Board Order
1/4/2006	Jackson, Yevette	CNA470342919	Revocation/Non-voluntary	Fraudulent Billing; Failure to Renew
9/20/2005*	Johnson, Terrence D.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Sexual Misconduct;

**CNA DISCIPLINARY ACTION**

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EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
9/21/2005*	Kee, Cherilyn C.	CNA668905353	Civil Penalty	Criminal Conviction-Misdemeanor
11/18/2005	Keeton, John A.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Obtaining Certificate by Fraud; Failure to Cooperate
10/22/2005	Kennedy, Heather M.	CNA757833103	Stayed Suspension Cleared	
11/7/2005	Khaaladan, Aum A.	CNA Applicant	Certificate Denied	Physical Abuse; Boundaries; Sexual Abuse
12/16/2005	Kinney, Diana P.	CNA1000004279	Suspension	Violating Board Order
11/7/2005	Kolasinski, Joldie K.	CNA131718641	Revocation/Non-voluntary	Failure to Follow Orders; Verbal Abuse; Failure to Cooperate
12/2/2005	Koroma, Zainab Y.	CNA999998532	Revocation/Non-voluntary	Violating Board Order
11/7/2005	Krugh, Rosa M.	CNA999989760	Revocation/Non-voluntary	Alcohol Abuse
12/15/2005	Lambert, Jeff J.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor
11/15/2005	Landsperger, Deborah J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
11/18/2005	Latimore, Denna C.	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person
12/14/2005	Lee, Rena M.	CNA971721103	Suspension	Violating Board Order
11/8/2005	Linn, Amber F.	CNA Applicant	Certificate Denied	Drug Related; Failure to Cooperate; Criminal Conviction-Misdemeanor
7/22/2005*	Manning, Vivian Z.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
8/29/2005*	Mariles, Monica L.	CNA1000002555	Revocation/Non-voluntary	Violating Board Order
12/15/2005	McKenzie, Michele M.	CNA1000005622	Suspension	Violating Board Order
11/8/2005	Milliron, Thomas E.	CNA Applicant	Certificate Denied	Unprofessional Conduct; Drug Related; Failure to Cooperate
11/22/2005	Muchoki, Paul K.	CNA1000004200	Stayed Revocation	Sexual Misconduct (Inappropriate Touching)
10/27/2005	Neff, Jonathan D.	CNA1000007491	Civil Penalty	Criminal Conviction
9/21/2005*	Nez, Beverlee	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
5/31/2005*	Okamura, Stephanie L.	CNA1000005875	Stayed Suspension	Failure to Maintain Minimal Standards; Physical Abuse
11/7/2005	Ostrowski, Pinkie D.	CNA700315607	Revocation/Non-voluntary	Failure to Follow Orders; Drug Abuse
1/4/2006	Pena, Angela	CNA999949369	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Drug Abuse
10/31/2005	Pena, Janet L.	CNA Applicant	Stayed Revocation	Criminal Conviction-Misdemeanor
10/7/2005	Pesqueira, Yvonne F.	CNA897760803	Civil Penalty	Practicing Beyond Scope
11/15/2005	Pfister, Michelle J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse
12/13/2005	Quinonez, Alexander	CNA999948304	Revocation/Non-voluntary	Violating Board Order
12/13/2005	Raftery, Connie S.	CNA620029803	Civil Penalty	Failure to Maintain Minimal Standards
10/14/2005	Ray, Elizabeth J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Abuse
10/4/2005	Reese, Joseph M.	CNA999999946	Voluntary Surrender	Unsafe Practice; Failure to Follow Orders
1/4/2006	Reideman, Antionette	CNA999994179	Revocation/Non-voluntary	False Documentation; Theft - Client; Leaving Duty Station
12/2/2005	Rendon, Luis R.	CNA077868803	Revocation/Non-voluntary	Violating Board Order
12/15/2005	Reynolds, David L.	CNA1000005266	Suspension	Violating Board Order
11/7/2005	Rist, Cassy L.	CNA1000004459	Suspension/Stayed Revocation	Drug Abuse; Violating Board Order
11/7/2005	Roberts, Timothy E.	CNA1000000424	Revocation/Non-voluntary	Failure to Follow Orders; Physical Abuse; Verbal Abuse; Violating Board Order
11/7/2005	Ruiz, Maria	CNA999999379	Revocation/Non-voluntary	Failure to Follow Orders; Leaving Duty Station; Violating Board Order
12/23/2005	Saenz, Valerie C.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Failure to Cooperate
10/14/2005	Schmidt, Keri L.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Drug Related; Drug Abuse
10/10/2005	Sherry, Kenneth R.	CNA658179086	Voluntary Surrender	Verbal Abuse
11/7/2005	Sierra, Diane K.	CNA372361803	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Failure to Cooperate
10/27/2005	Smith, Billie A.	CNA999949851	Suspension	Physical Abuse; Alcohol Abuse
11/7/2005	Smith, Cherie C.	CNA999992604	Revocation/Non-voluntary	Criminal Conviction-Felony
9/20/2005*	Smith, Darrin N.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Failure to Cooperate
8/29/2005*	Smith, Jerome I.	CNA243163737	Revocation/Non-voluntary	Violating Board Order
10/5/2005	Soliz, Belena G.	CNA1000007540	Civil Penalty	Criminal Conviction-Drug Related; Failure to Cooperate
1/4/2006	Spratley, Douglas K.	CNA999993859	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Physical Abuse; Failure to Cooperate
9/14/2005*	Staats, Debra A.	CNA037661103	Voluntary Surrender	Physical Abuse; Verbal Abuse
1/4/2006	Stanton, Sheila	CNA999992874	Revocation/Non-voluntary	Criminal Conviction-Misdemeanor; Failure to Maintain Minimal Standards; Failure to Cooperate
9/2/2005*	Taguipour-Doyle, Dawn	CNA393133103	Voluntary Surrender	Criminal Conviction-Felony
11/16/2005	Tamayo, Celia	CNA9999988066	Stayed Revocation Cleared	
1/4/2006	Thraikill, Patricia A.	CNA814818369	Revocation/Non-voluntary	Failure to Maintain Minimal Standards; Fraud/Deceit
11/17/2005	Thunder Hawk, Norma J.	CNA Applicant	Certificate Denied	Criminal Conviction-Misdemeanor; Alcohol Abuse; Failure to Cooperate
10/3/2005	Uesele, Melissa L.	CNA971491103	Civil Penalty	Drug Related
10/25/2005	Vannoy, Bonnie K.	CNA108003703	Civil Penalty	Verbal Abuse
10/18/2005	Villareal, Seth S.	CNA999993871	Voluntary Surrender	Failure to Maintain Minimal Standards; Leaving Duty Station; Failure to Cooperate
8/10/2005*	Walker, Robert A.	CNA1000006674	Civil Penalty	Criminal Conviction-Misdemeanor; Alcohol Abuse
8/30/2005*	Williams, Sheryll A.	CNA Applicant	Certificate Denied	Physical Abuse; Verbal Abuse
12/12/2005	Yellowhair, Lekisha R.	CNA Applicant	Civil Penalty	Criminal Conviction-Misdemeanor
11/15/2005	Young, Penny L.	CNA999997561	Voluntary Surrender	Failure to Maintain Minimal Standards; Practicing Beyond Scope; False Documentation; Verbal Abuse; Drug Related

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EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/16/2005	Alderson, Margaret A.	RN073411	Probation	Medication Errors
12/17/2005	Andresen, Jennifer S.	RN118217	Probation Completed	
10/26/2005	Arney, Karen M.	RN087197	Revocation/Non-Voluntary	Violating Board Order
4/27/2005*	Ashton-Olson, Carol M.	LP033532	Voluntary Surrender	Alcohol Abuse
11/23/2005	Babineau, Marsha	RN041113	Voluntary Surrender	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
3/30/2005*	Balfour, Mary K.	RN041917	Voluntary Surrender	Drug Abuse, Violating Board Order
11/21/2005	Balzer, Sherry S.	RN024839	Probation	Sexual Misconduct-Boundaries
10/24/2005	Bannon, Leanne E.	RN000099193	Stayed Revocation w/Probation	Drug Diversion
12/13/2005	Barton, Marvin	RN124273	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse, Violating Board Order
11/23/2005	Behm, Lisa R.	RN130910	Probation Completed	
9/23/2005*	Bell, Deborah L.	RN059489	Stayed Revocation w/Probation	Alcohol Abuse
12/1/2005	Bertsch, Brenda R.	RN088670	Voluntary Surrender	Inability to Practice Safely
11/7/2005	Blankenship, Rebecca S.	LP022732	Revocation/Non-Voluntary	Violating Board Order
11/7/2005	Blue, Tasha K.	RN125083	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
11/7/2005	Brockway, Elisabeth	LP012898	Voluntary Surrender	Failure to Maintain Minimal Standards, Failure to Follow Orders
4/27/2005*	Brown, Carrolaine	RN090127	Voluntary Surrender	Misconduct involving a patient
12/15/2005	Burkart, Philip D.	RN051551	Voluntary Surrender	Violating Board Order
12/20/2005	Butler, Linda J.	RN087807	Decree of Censure	Unprofessional Conduct, Misconduct-Leaving Duty Station
11/15/2005	Caldwell, Deena L.	RN099838/ LP030577	Probation	Criminal Conviction-Misdemeanor, Drug Abuse
11/7/2005	Chesik, Joanne	RN107806	Revocation/Non-Voluntary	Drug Diversion, Failure to Cooperate with Board
11/15/2005	Contreras, Victoria	RN116816	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Misconduct-Leaving Duty Station
11/16/2005	Cordes, Elizabeth A.	RN113534	Probation Completed	
12/13/2005	Corrick, Andrea M.	RN059639/AP0226	Decree of Censure	DX Errors (APRN)
11/22/2005	Cowan, Phillip S.	RN120015	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Documentation Errors
11/18/2005	Custodio, Emelita J.	RN Endorsement Applicant	License Denied	Failure to Maintain Minimal Standards, Drug Related, Fraud, Deceit-Obtaining License
11/7/2005	D'Amore, Robert S.	LP019442	Revocation/Non-Voluntary	Criminal Conviction-Felony, Criminal Conviction-Misdemeanor Drug Abuse
12/28/2005	Danhauser, Helen L.	LP034662	Voluntary Surrender	Criminal Conviction-Misdemeanor, Misconduct-Theft - Client
11/21/2005	Davis, Janie M.	LP036929	Decree of Censure	Drug Related-Other
12/2/2005	Dean, Chauntel D.	RN049524	Decree of Censure	Practicing Beyond Scope
11/16/2005	Dellinger, Karen R.	LP032279	Probation	Drug Abuse, Drug Use on Duty
11/16/2005	Dubravcic, Phillip C.	LP041460 CNA1000003054	Probation	Misdemeanor
11/22/2005	Eason, Walter D.	RN131442	Voluntary Surrender	Drug Abuse, Drug Diversion
4/27/2005*	Ellis, Beth L.	RN045971	Voluntary Surrender	Drug Diversion
10/15/2005	Erdmier, Bobbie A.	RN076446	Decree of Censure	Failure to Follow Orders, Documentation Errors, Medication Errors
11/22/2005	Evans, Marsha M.	RN043234	Voluntary Surrender	Unsafe Practice, Documentation Errors, Alcohol Abuse
11/16/2005	Fagen, Judith M.	RN000099546/ AP0266	Probation Completed	
11/7/2005	Farney, Frances A.	LP038128	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion, Failure to cooperate
5/18/2005*	Fluet, Charlene H.	RN025534	Revocation/Non-Voluntary	Violating Board Order
11/30/2005	Foley-Perdue, Cherie K.	RN117240	Voluntary Surrender	Violating Board Order
9/7/2005*	Furnas-Woolman, Angela S.	RN066887	Suspension/Indefinite	Criminal Conviction-Misdemeanor, Unsafe Practice, Failure to Follow Orders
12/2/2005	Garmon, Susan L.	RN104108	Decree of Censure	Failure to Maintain Minimal Standards
12/5/2005	Gundlach, Ginette G.	RN130469	Suspension/Indefinite	Action in Another Jurisdiction
10/13/2005	Gutierrez, Theodore R.	RN066910 LP011527	Probation	Positive Drug Screen
12/18/2005	Hartland, Janice L.	RN084730	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Documentation Errors
11/16/2005	Hartung, Terese M.	RN122075	Probation	Sexual Misconduct-Boundaries
10/2/2005	Hastings, Foy L.	RN101835	Decree of Censure	Practicing Beyond Scope
12/13/2005	Hawkins, Dorothy L.	LP031102	Revocation/Non-Voluntary	Violating Board Order
11/16/2005	Hayden, Joyce E.	LP Endorsement Applicant	License Denied	Violating Board Order
9/6/2005*	Herstein, Sara J.	RN105847/ LP030215	Suspension w/Fine	Criminal Conviction-Misdemeanor, Alcohol Abuse, Failure to Cooperate with Board
11/7/2005	Hodson, Kathleen S.	RN111871	Revocation/Non-Voluntary	Violating Board Order
12/15/2005	Hong, Duck H.	RN041765	Voluntary Surrender	Unsafe Practice, Misconduct-Verbal Abuse
11/8/2005	Horsmann, Robert E.	RN062763	Voluntary Surrender	Drug Abuse, Drug Use on Duty, Drug Diversion
12/2/2005	Isaacson, Kenneth L.	RN064857	Probation Completed	
11/26/2005	Jackson, Karen C.	LP012467	Decree of Censure	Misconduct-Verbal Abuse
9/2/2005*	Johnson, Carla D.	RN070949	Voluntary Surrender	Violating Board Order

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/7/2005	Johnson, Carmen J.	LP029439	Revocation/Non-Voluntary	Criminal Conviction-Misdemeanor, Drug Related, Drug Diversion
12/2/2005	Jurow, James	RN107786/ AP0075	Decree of Censure with Fine	Misconduct Related to Prescribing
7/20/2005*	Keegan, Debra H.	RN100640	Decree of Censure	Criminal Conviction-Misdemeanor, Against Person
12/13/2005	Kelley, Jeneane L.	RN124817	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
11/18/2005	Kemmer, Sarah R.	RN046605	Probation	Unsafe Practice, Documentation Errors, Practicing Beyond Scope
12/14/2005	Kilgore, Gina	LP028293	Suspension	Violating Board Order
10/3/2005	King, Isabel D.	LP023072	License Renewal Denied	Failure to Follow Orders, Practicing Beyond Scope, Action in Another Jurisdiction
2/28/2005*	Klaproth, Jill	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Drug Abuse, Drug Diversion
12/12/2005	Kotapka, Merrick	RN110660	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Assess, Failure to Intervene
10/26/2005	Kubicsek, Kathy I.	RN107256	Revocation/Non-Voluntary	Alcohol Abuse, Violating Board Order
12/1/2005	Lenyard, Sylvia E.	RN088219	Decree of Censure	Failure to Maintain Minimal Standards
11/15/2005	Lerner, Jo Marie	RN117295	Probation	Failure to Maintain Minimal Standards, Failure to Follow Orders, Misconduct-False Documentation
12/13/2005	Leute, Aimee M.	RN132306	Probation	Fraud, Deceit-Obtaining License, Criminal Conviction Drug Related, Theft Related
12/1/2005	Lopez, Blaine C.	LP041505	Probation w/Fine	Misconduct, Alcohol Abuse, Practicing without License
11/17/2005	Lyons, Sandi L.	RN111185	Probation Completed	
12/13/2005	Macias, Fernando F.	RN120416	Revocation/Non-Voluntary	Violating Board Order
11/7/2005	Macias, Fernando F.	RN120416	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply with Requirements of Impaired Nurse Program
10/26/2005	Maddox, Melissa S.	Compact Nurse	Revocation-Privilege to Practice	Drug Abuse, Drug Use on Duty, Inability to Practice Safely
12/16/2005	Magdalena, Emily B.	RN091147/ LP013847	Voluntary Surrender	Requested to surrender license while under Board Order
10/21/2005	Mancini, Christina G.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Alcohol Abuse
10/14/2005	Martino, Frank P.	RN057440	Probation	Drug Abuse
12/2/2005	May, Mickey L.	RN086443/ CNA522112803	Revocation/Non-Voluntary	Alcohol Abuse, Violating Board Order
11/16/2005	McKinion, Robbin L.	RN108244/ AP1032/AP1033	Stayed Revocation w/Suspension	Inability to Practice Safely, Violating Board Order, Failure to Cooperate with Board
10/19/2005	Mejia, John M.	RN130471	Probation Completed	
12/13/2005	Miranda, Joyce V.	RN111309/ LP034945/ CNA160532803	Voluntary Surrender	Failure to Maintain Minimal Standards, Misconduct
11/7/2005	Moses, Vallie L.	RN120053	Revocation/Non-Voluntary	Fraud, Deceit, Failure to Cooperate with Board
8/23/2005*	Mott, Elizabeth S.	RN079755/ LP026049	Revocation/Non-Voluntary	Violating Board Order
11/18/2005	Muggli, Robert H.	RN066511	Voluntary Surrender	Drug Diversion, Failure to Comply with Requirements of Impaired Nurse Program
12/9/2005	Niambele, Issoufou A.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor, Alcohol Related
11/2/2005	Nichols, Shenna A.	RN125632	Probation	Medication Errors
9/12/2005*	Nipper, Sue C.	LP016469	Voluntary Surrender	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
11/17/2005	O'Brien, Robert W.	RN125649	Probation Completed	
11/8/2005	OConnell, Alan D.	RN111948	Voluntary Surrender	Criminal Conviction-Misdemeanor, Alcohol Abuse
11/7/2005	Pablo, Hester K.	LP035308/ CNA386721103	Suspension	Drug Abuse, Violating Board Order
7/26/2005*	Pepper, Carol	LP019194	Decree of Censure	Drug Related
11/17/2005	Philips-Anderson, Angela K.	RN071918	Probation Completed	
10/19/2005	Pickering, Margarita S.	RN094281	Stayed Revocation w/Probation	Unsafe Practice, Medication Errors
11/9/2005	Pickett, Diane E.	RN130632	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Documentation Errors
11/29/2005	Plate, Sandra E.	RN106914	Stayed Revocation w/Suspension	Alcohol Abuse, Failure to Comply with Requirements of Impaired Nurse Program
12/14/2005	Rasmussen, Lee A.	RN103921	Decree of Censure with Fine	Misconduct-Breach of Confidentiality, Drug Diversion
10/27/2005	Rayborn, Ronald C.	LP028339	Voluntary Surrender	Failure to Maintain Minimal Standards
4/20/2005*	Rizzo, Michelle M.	RN123530	Revocation/Non-Voluntary	Practicing without License, Violating Board Order
11/1/2005	Roarick, Kathleen E.	RN118916/ LP032101	Probation	Failure to Maintain Minimal Standards, Misconduct-False Documentation
11/16/2005	Rodman, Annie M.	RN094835/ AP1618	Voluntary Surrender	TX Errors (APRN), Fraud, Deceit
9/2/2005*	Rojas, Jill K.	LP041227	Probation	Criminal Conviction, Unprofessional Conduct, Fraud, Deceit-Obtaining License

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/17/2005	Roney, Douglas P.	LP027706	Decree of Censure	Positive Drug Screen
10/21/2005	Ryan, Colleen S.	TRN120180	Revocation/Non-Voluntary	Violating Board Order
12/9/2005	Sachs, David P.	RN107889/ AP1770	Decree of Censure	RX Errors (APRN)
11/23/2005	Sanchioni, Sharon	RN113199	Decree of Censure	Misconduct-False Documentation
11/21/2005	Schubkegel, Jennifer J.	RN126813/ LP039130	Probation Completed	
10/1/2005	Sdao, Susan G.	RN122882	Decree of Censure	Unsafe Practice
10/6/2005	Sotelo, Rebecca	RN073675	Voluntary Surrender	Writing Illegal RX, Failure to Renew, Violating State/Federal Statutes/Rules
11/16/2005	Southard, Angela M.	LP039068	Probation Completed	
10/24/2005	Spirk, Katherine	LP033501	Decree of Censure	Unsafe Practice, Failure to Follow Orders
12/2/2005	Stow, Patricia B.	LP020417	Voluntary Surrender	Drug Abuse, Violating Board Order
11/29/2005	Taylor, Gwennyth M.	RN097345	Decree of Censure	Failure to Maintain Minimal Standards
10/17/2005	Traynor, Marilyn A.	RN085636	Revocation/Non-Voluntary	Violated Board Order, Medication Errors, Failure to Maintain Minimal Standards
4/26/2005*	Unruh, Autumn M.	LP037617	Probation	Failure to Assess, Failure to Supervise, Inappropriate Delegation
12/5/2005	Valenti, Carl T.	RN076817	Decree of Censure	Misconduct, Action in Another Jurisdiction
10/4/2005	Vertz, Charlette M.	RN Endorsement Applicant	License Denied	Criminal Conviction-Misdemeanor
11/17/2005	Walsh, Colleen T.	RN111358/SNO495	Probation Completed	
11/2/2005	Walters, Phyllis G.	RN105226	Probation	Misconduct
11/17/2005	Waters, Amy M.	RN056685	Voluntary Surrender	Criminal Conviction-Felony, Drug Diversion
9/10/2005*	Webber, Beverly M.	RN087510/ AP0565	Probation	Practicing Beyond Scope (APRN)
10/28/2005	Weissenfels, Patricia G.	RN100730	Voluntary Surrender	Failure to Maintain Minimal Standards
6/29/2005*	Wheat, Jon M.	RN120488	Probation	Criminal Conviction-Misdemeanor, Alcohol Abuse, Failure to Report Violations
7/14/2005*	Williams, Cynthia F.	RN054806	Probation	Drug Related
11/22/2005	Williams, Kathy B.	LP028430	Suspension/Indefinite	Unsafe Practice, Documentation Errors, Inability to Practice Safely
11/16/2005	Wood, Lorie S.	RN053359	Probation	Alcohol Abuse
11/7/2005	Woods, Caren L.	RN120475	Revocation/Non-Voluntary	Unsafe Practice, Inability to Practice Safely
10/3/2005	Younggreen, Susan A.	RN131707	Probation	Criminal Conviction-Misdemeanor

# Frequently Asked Questions from Phone Callers

Judy Bontrager, RN, MN, Associate Director of Operations

- **Does the website have direct contact information to the staff at the AZ Board of Nursing?**

Yes. On the Arizona Board of Nursing website: [www.azbn.gov](http://www.azbn.gov) you can email any staff member directly by clicking on contact, and then clicking on staff directory. The directory also provides each staff member's telephone number.

- **How long do I have to let the Board know if I change my address?**

You have 30 days to change your address. You can do the address update by going to [www.azbn.gov](http://www.azbn.gov) and then to "My Services" and update your information.

- **My license was stolen. How do I get another one?**

Download a form from [www.azbn.gov](http://www.azbn.gov) and mail to AzBN. Access the AzBN Home Page, click on resources, then applications, then "other form downloads" click on Name/Address change/Duplicate License or Certificate/or CNA document. Print out the form and mail the information surrounding the loss of the license/certificate to AzBN. The fee for a duplicate license/certificate is: \$10 for RN/LPN's and \$5. for CNA's.

- **I am moving to another state which needs verification of my Arizona license. How can I obtain the verification?**

Verification is done online at [www.nursys.com](http://www.nursys.com). All your Az licensure information is maintained in a national database called NURSUS at the National Council of State Boards of Nursing. The new state may access your AZ information by paying the fee to NURSUS.

- **I need to change my last name due to a marriage/ divorce. How do I get the name changed with the Board?**

Download a form from [www.azbn.gov](http://www.azbn.gov) and mail information to AzBN within 30 days of the change. Go to [www.azbn.gov](http://www.azbn.gov) and click on resources, then applications, then under "other form downloads" click on Name/Address change/Duplicate License or Certificate/or CNA document. You must also provide a copy of the official documentation verifying your previous name (such as a social security card, marriage license, or birth certificate) as well as your new/current name (such as a marriage license or divorce decree).

- **What are the advantages to renewing online as opposed to sending in a paper application?**

Convenience and speed of processing. The process takes a few minutes on [www.azbn.gov](http://www.azbn.gov) as opposed to time required to complete a paper application and mailing the application. The second

advantage is speed of processing. For RN/LPN's, your license is renewed instantly if you meet the requirements for renewal, and a printed license is mailed to you within 3-5 days as opposed to 7 - 10 days through the mail. For CNA's, your renewal will occur within 5 days after you mail/fax the completed proof of employment form.

- **Who can renew on line?**

All RN's/LPN's/CNA's can renew on line except persons with a status of inactive, lapsed, probation, suspended, or revoked licenses.

- **When can I renew my license?**

You may renew your license up to 6 months prior to the date for renewal printed on the license. Example: If you are due for renewal on 6/30/06, you can renew your license on 1/02/06 and you will be renewed until 6/30/10.

- **How can I pay my renewal fees?**

Credit card or check. You can pay on line with a credit card or you may download the application and mail the completed form with a cashier's check, money order, or personal check made payable to the Arizona State Board of Nursing. (Personal checks must have your name and address printed on the check.)

- **How can I provide verification that the renewal occurred before the expiration date?**

When renewing online, print a confirmation receipt for your records. Employers may also verify licensure or certification 24/7 by accessing: [www.azbn.gov](http://www.azbn.gov).

- **What activities qualify an RN/LPN to meet the 960 hours practice requirement within the past five year for renewal?**

Any function of nursing performed as an employee or volunteer that is within the legal scope of nursing practice. In addition to direct/bedside nursing, such activities as teaching nursing, supervision of care, consulting, clinical experience in a nursing program, serving as a volunteer with a nursing organization or in health screenings will also qualify as practice. In most cases, caring for family members would not qualify. Call 602-889-5209 or 602-889-5204 if there are questions related to care of family members.

- **Is there a practice requirement for Certified Nursing Assistants to renew their certificate?**

Effective July 1, 2006, CNA's will have to show proof of employment for 160 hours when they renew.

## Arizona Nurses Association Proudly Sponsors

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March 23, 2006

Arizona State Capitol

1700 West Washington, Grand Canyon Room

Phoenix, AZ 85007

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480.831.0404 ext 101 or visit their website at [www.aznurse.org](http://www.aznurse.org)

