

arizona STATE BOARD OF NURSING

VOL5 • N°3
DECEMBER 2010

REGULATORY JOURNAL



Nurse Licensure Compact

2000 TO 2010:
SHARING A DECADE
OF REALITIES

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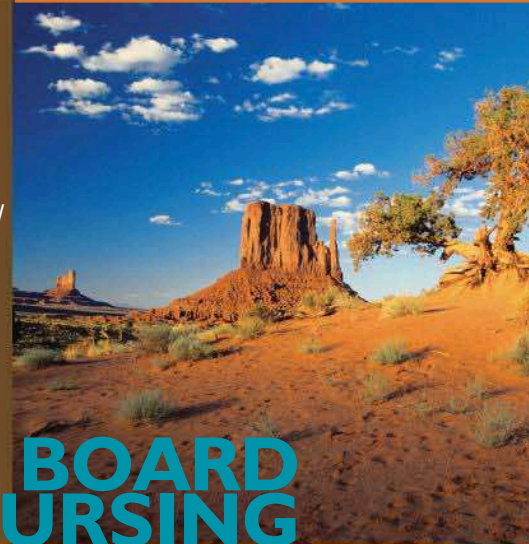
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arizona STATE BOARD OF NURSING

REGULATORY JOURNAL

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Little Rock, AR 72223

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501.221.9986 • 800.561.4686 ext. 105

ThinkNurse.com

This magazine is mailed quarterly to over 90,000 Arizona licensed nurses and reaches every nursing student, hospital administrator and nursing school administrator in the state.



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From the Executive Director
 JOEY RIDENOUR, RN, MN, FAAN

Nurse Licensure Compact – Sharing the Realities

2010 marks a decade of experience with the Nurse Licensure Compact (NLC) since the initial legislation was implemented in Maryland, Utah, Texas and Wisconsin. As many are aware, Arizona implemented the NLC in 2002. During the past eight years, the 24 Nurse Licensure Compact Administrators have observed the original myths about the NLC to evolve based on experiential facts. In this edition of the Journal, the focus will be on: 1.) Nurse Licensure 2010 Myths & Facts based on data taken from www.allnurses.com NLC Blog; 2.) NLC 2000 to 2010: Sharing a Decade of Realities; 3.) New NLC Fact Sheet for Employers; and 4.) NLC Chairs Corner: Questions & Answers. Kathy Malloch, Board President/ Board Member National Council State Boards of Nursing has also provided comments on the evolution of the Nurse Licensure Compact from a state and national perspective.

Finally, there are 59 Board's of Nursing in the United States/Territories that have different processes for investigating and disciplining nurses who violate the Nurse Practice Act laws and regulations. According to 2009 National Council of State Board's of Nursing, Inc. (NCSBN), there were over 6,000 disciplinary actions reported in 2009. In July 2010, ProPublica reporters Charles Ornstein and Tracy Weber compiled a chart (partial chart on page 16) to show the public which states allow you to verify a license free online, which provide access to disciplinary documents and which participate in the free publicly available data base available through NCSBN called Nursys®. To prevent your healthcare organizations from unknowingly hiring sanctioned or disciplined nurses as a result of insufficient knowledge regarding background checking, please access information on: <http://projects.propublica.org/tables/state-nurses-records-lookup>.

Nurse Licensure Compact 2010 Myths & Facts

Source: www.allnurses.com (Blog: NLC)

Myth 1: A Nurse who moves to another state with the intent to have a new primary state of residence (PSOR) does not need to declare the new state residence until the license from the prior state is about to expire.

Fact: If a nurse changes permanent residence from one party state to another party state/Arizona (such as applying for a new Arizona's driver's license, paying federal income taxes and changing voter registration to Arizona) then the nurse must relinquish licensure in the previous state of residence and apply for licensure in the new home state/Arizona. The date of nurse licensure

expiration is not the "trigger" date to declare a new primary state of residence.

Myth 2: A Nurse who has a license in any compact state but has NOT declared primary residency in a compact state, has a multistate privilege to work in any compact state.

Fact: If you hold a license in a compact state/Arizona but do not declare that state as your primary state of residence, the license is a single state license. The nurse must meet the licensure criteria of compact state in order to obtain and retain multistate licensure recognition (MSR) privileges on the license.

Myth 3: Employers may request that a nurse working in a compact state on a privilege obtain a license in the party state "to make sure of he/she is lawfully licensed."

Fact: The NLC laws explicitly allow a nurse who declares a primary state of residence in a compact state to hold ONE license in the nurse's primary state of residence and practice on the privilege in all other compact party states. The 24 compact states are not allowed to issue more than one license to anyone who has declared a compact state as their primary state of residence based on the state compact laws.

Myth 4: Nurses in compact states must apply for the "added feature" of a multistate privilege after the state implements the NLC.

Fact: If a nurse holds a unrestricted license in a compact state and has declared the state as the primary start of residence, the license is a multi state privilege for all who are eligible and is not a separate "added feature" of the application process.

Myth 5: The NLC is about 24 states that have "compact" together to allow nurses in those states to work without having to get a new license in the other state but always contact the party state board of nursing because they may require "other" paperwork.

Fact: Employers need to verify that the nurse has an unrestricted licensed in the primary state of residence and has multi state privileges to work in a party state. The compact state boards of nursing do not have "other" paperwork required or need to be notified that the nurse is working on a compact privilege prior to being employed.

Joey Ridenour RN MN FAAN

Joey Ridenour, RN, MN, FAAN
 Executive Director



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From the Board President

KATHY MALLOCH, PHD, MBA, RN, FAAN

Nurse Licensure Compact: Celebrating our Progress

The national Nurse Licensure Compact (NLC) model continues to grow as more states consider the potential impact of the model. As with the evolution of any major change initiative, both the benefits and the noise of the new reality are heard across the nation. The benefits for nurses include the obvious increasing mobility in compact states and of course the savings from decreased licensure fees. For the community, information about nurse licensure status and safety to practice across multiple states is readily available electronically.

As with any new initiative, the processes that emerge are seldom clearly known. The Nurse Licensure Compact is no different. Communicating across multiple state agencies is complex and not always straight forward. Different states conduct their licensing work in different ways and are bound by their statutes. When events involving nurses across states are not addressed as expected, news media may take on the issue for the public. While it is never a comfortable position for nurse regulators to be exposed in the media, the reality is that often times from this exposure comes opportunities to tighten up the communications among states. It becomes just one more step in the process of the evolving NLC progress.

As Arizona was among the early adopters of the NLC, the board has learned much over the last several years in how to address and manage nurse licensure issues quickly, fairly, and with sensitivity to the appropriate state requirements. We have been fortunate in Arizona to have our Executive Director, Joey Ridenour, RN MN FAAN, serve as the chair of the Nurse Licensure Compact Administrators for the country. In this position, Joey works not only to share the activities of Arizona, but also to gain increasing understanding of the challenges of the other member states in the NLC. To be sure, Arizona is leading in creating and understanding the implications of the NLC and how it impacts all nurses and citizens served by the nurses.

This work will continue to evolve as the global reality of our world impacts us every day. Your ideas and comments about the increasing mobility and licensure of nurses across the country are always needed. We need to know if the benefits are in fact what we think they are or if there are other benefits that we have yet to identify. It is also important to know if issues fall through the cracks and the public is at risk because appropriate action has not been taken. We anticipate that there will always be events that we did not expect; however, we want to be ready to address those areas of concern. Please share your stories with us so we can make nurse licensure in Arizona the best that it can be.

Kathy Malloch PhD, MBA, RN, FAAN

Kathy Malloch, PhD, MBA, RN, FAAN
Board President

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SERVICES ACCESSIBLE ONLINE

BY JENNIFER MCWILLIAMS
RN/LPN LICENSING TECH

This is a reminder that many of the services offered by the Board of Nursing can be completed faster and more efficiently by accessing the board website. By accessing www.azbn.gov and clicking on My Services the following options are offered:

- **Renew active license or certificate online:** If the renewal process is completed online and proof of citizenship/lawful presence documentation has already been received by the Board, the renewal will be issued within a week. When paper applications are received in office they are placed in the date received to be processed. Processing can take an average of one to three weeks dependent on the volume of renewals received throughout the renewal cycle. It is also the staff experience that paper applications are more likely to have incomplete information and therefore require the issuance of a deficiency notice, which extends the time it takes to renew the license. When renewing online all required information/data elements must be provided or the applicant cannot proceed.

- **Place a license or certificate on inactive status online:** When inactive status is requested online, the license will immediately be placed inactive. If the request is submitted through the mail, the processing of the Inactive Status Application may take up to two weeks based on volume of requests.

- **Update changes to home, mailing or business address:** When completed online, changes are made immediately or as soon as the information is added. If a paper form is submitted changes can take an average of two weeks.

- **Update changes to email address online:** Email addresses need to be updated when the email address changes similar to changing a home/mailing address. Knowing the email address allows the Board to send out reminders when the license or certificate is not renewed and before the expiration.

- **Order a duplicate license or certificate online:** If requesting a duplicate license or certificate by submitting the hard copy duplicate request form, the form is completed in date order received. The duplicate request can take between one to two weeks to be completed. However if the duplicate is ordered using the website, it goes into the print queue automatically and is printed and mailed within a few days.

By accessing www.azbn.gov and clicking on Online Verification you can:

- **Check the status of a license or certificate:** Those persons who have applied for licensure or certification may also access the online verification to determine if the application is deficient and what information is pending. Employers may also check the license/certification status using the verification as well.

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Nurse Licensure Compact

2000 TO 2010: SHARING A DECADE OF REALITIES

I. What is so important today about the Nurse Licensure Compact (NLC) and what are the benefits?

New modalities and telehealth technologies that have evolved over the past fifteen years that make compliance with individual state nurse licensure laws difficult and complex. The Nurse Licensure Compact affords 1.3 million nurses in the current 24 states in the compact the opportunity to practice electronically or physically beyond borders based on one home, unrestricted license. Approximately 37,000 nurses in nine states alone have stated they have practiced on the NLC privilege beyond state borders

A. Fourteen NLC Public Policy Benefits Not Available Prior to 2000

- Reduced barriers facilitates lawful practice for many nurses currently engaged in telenursing or interstate practice.
- Greater mobility for nurses without duplicative licensing processes in each state of practice.
- Facilitates continuity of care for consumers through e-health.
- Improved access to licensed nurses during a disaster or other time of great need for qualified nursing services without reducing the licensing requirements.
- Enhanced discipline and information-sharing among participating NLC states.
- Provides an effective solution to broad public policy issues that ignore state boundaries but prevent federal interference.
- Effective solution in addressing “supra state and sub federal” problems.
- Enables the states – in their sovereign capacity- to act jointly & collectively.
- Drives uniform requirements and standards with authority to require compliance.
- Reduces duplicative regulatory processes and allows state regulatory agencies to reallocate resources.
- Improved communication between boards means operating less in

isolation.

- Strengthened relationships between boards.
- Sharing of information, including significant discipline information, via Nursys, the coordinated licensure information system.
- Boards are able to solve problems jointly, learning from each other while improving processes and efficiency.

B. Nurses, Boards of Nursing and Employer Perceptions NLC Benefits: Findings of 2006 Gallup Research on Nurse Licensure Compact

- 88% nurses of 800 nurses surveyed supported the NLC.
- Nurses report they have greater flexibility & reduced licensure fees practicing across state lines.
- Boards of Nursing state there is improved communication & collaboration between states regarding disciplinary matters.
- Boards of Nursing also state another positive benefit is streamlined licensing procedures & decreased regulatory barriers.
- Employer’s state the NLC has facilitated hiring process for out of state nurses.

C. What organizations support the NLC?

- American Academy of Ambulatory Care Nursing
- American Organization of Nurse Executives
- American Association of Occupational Health Nurses
- American Nephrology Nurses Association
- American Telemedicine Association
- Case Management Society of America
- Center for Tele-health & e-Health Law
- Disease Management Association of America
- Emergency Nurses Association
- State Alliance for e-Health of the National Governors Association Center for Best Practices
- US Department of Commerce

National Governors Association - Center for Best Practices - State Alliance for e-Health

Recommendations of the State Alliance for e-Health in their first annual report:

The State Alliance thoroughly examined the opportunities and challenges in pursuing options for multistate practice and e-health expansion. Among these were licensure structures to support cross-state e-health consultations, and remote delivery of health care services; the need to enable mail-order pharmacies, telehealth, and telemedicine; and the potential of the current Nurse Licensure Compact as a model for other health professions. Given the level of activity across the country of state nursing boards supporting the NLC and the NLC’s benefits to enabling e-health, the State Alliance encourages the remaining state nursing boards to join the compact as well.

Governors and state legislatures should direct the state’s nursing board to participate in the NLC, given the importance of the NLC for e-health purposes. Governors and state legislatures should provide financial support to the nursing boards for the initial implementation of the NLC and ensure that the boards are funded at levels needed to assure public protection operations.

II. What are the predominant barriers that have limited the number of state implementing the Nurse Licensure Compact?

A. Two states have had legal opinions regarding the unconstitutional grounds and therefore the legal status of compact agencies.

States have questioned the legal delegation of state authority to such entities as the Nurse Licensure Compact. Others fear loss of state sovereignty inherent in the delegation of power to an agency that the delegating state does not unilaterally control. Broun et al state:

“The status of the interstate commissions as legally permissible entities is now well understood. Moreover, the U.S. Supreme Court has held that a state legislature’s ability to delegate authority to an administrative agency is one of the axioms of modern government and that this ability extends as well to the creation

continued >>>

of interstate commissions by the compact¹.

The Supreme Court further stated that “delegation of such power related to the compact involves a reasonable and carefully limited delegation of power to the interstate agency.”

¹ West Virginia ex rel. Dyer v Sims, 341 U.S. 22 (1951)

B. Concerns related to loss of individual state sovereignty.

The “collective state sovereignty” is the third tier of government for regulators and some states are not confident that the “collective” is better than the individual state sovereignty. Yet other states prefer the collective state sovereignty over the potential measure of congressional intervention and loss of state authority that results from federal preemption. Since the NLC provides the power to regulate cross state party border problems, the compact has thus far preempted federal interference into matters that are traditionally within the purview of states but have national implications.

C. American Nurses Association and other organized labor or union states typically oppose the Nurse Licensure Compact due to their perception the NLC impacts strike breaking.

The ANA currently has seven objections to the NLC and each has been addressed over the past decade in an attempt to bring resolution to the concerns. The one issue that continues to be of significant concern is the potential for strike breaking.

State nursing organizations need to understand that the enabling language to implement the compact does not have to be uniform in each compact state as long as the language does not materially change a compact. To the extent a state believes the NLC would interfere with strikebreaking, they may include enabling language explicitly stating that the NLC does not supersede existing state labor laws.

D. Some states are concerned about the potential negative fiscal impact in joining the NLC and anticipate varying amounts of reduced licensing revenue related to endorsement and verification fees as

nurses will not need as many licenses.

Two different NCSBN fiscal impact survey models have attempted to capture the actual revenue losses of states that have implemented the compact but the data was collected post implementation and therefore numbers were estimated. Due to the lack of confidence in the estimated numbers and the fact the states implementing the compact will have different fiscal outcomes based on the predominate states who typically endorse into their state, a reliable fiscal projection model has not yet been developed. Anecdotally most states estimate the loss of revenue to be a “wash” due to the decreased labor resources assigned to licensing functions as well as the number of new graduates who have increased in most states.



III. What should others be concerned about?

Most concerns have been addressed in prior responses. There have been myths about the NLC for over a decade. As typically happens with legislation, the fears of 1997 have not been experienced although they continue to be promulgated. One area of concern for all models of licensure for over the past 25 + years is to continue to provide access to information to the public on nurses who have been disciplined. As in any profession, there are individuals who are determined to be unsafe practitioners but game the system for their own interests. The Nurse Licensure Compact (NLC) recognizes that a very small number of nurses seek the “geographic cure” and sought to improve the enforcement activities of participating states in 5 ways.

- o The National Council of State Board of Nursing, Inc. (NCSBN) has developed

a comprehensive national data base to facilitate the sharing of licensure, investigative and disciplinary action information. This data base, called NURSYS®, is housed at NCSBN and was initially implemented in 1984 to provide all boards of nursing with access to disciplinary data. There are currently 1.3 million nurses in 24 Compact states. All Compact states must provide their nurse licensure and discipline information to the data base. Disciplinary actions must be reported to the data base within 10 business days.

- o The NLC also specifically provides for the exchange of significant investigative information through a flag on NURSYS® which alerts another Compact board to a potential action against a Compact nurse.
- o NURSYS® also provides for reports which show all disciplinary actions in other jurisdictions on each state’s licensees and the ability to run the state licensees against the National Sex Offender data base.
- o Employers may “look up” nurses in NURSYS® without charge by accessing www.nursys.com to determine if any action has been taken in various jurisdictions. This includes privilege to practice actions taken by a Compact state. Normally the employer would not have access to unresolved investigation or confidential recovery programs but are encouraged to request this information when hiring nurses. Some states are currently working with their respective state nursing organization of Nurse Executives to regularly provide information on how to access national and state information related to disciplined nurses.
- o The Compact rules require all home state probationary discipline orders to limit the nurse’s practice to the home state: *All home state Board disciplinary orders, agreed or otherwise, which limit the scope of licensee’s practice or require monitoring of the licensee as a condition of the order shall include the requirement that the licensee will limit his or her practice to the home state during the pendency of the order.*

continued on page 12 >>>



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RN/LPN'S HAVE A NEW LICENSE RENEWAL DATE

Renewal Date Changes

Date (printed on license)	NEW Renewal Date
6/30/2011	4/1/2011
6/30/2012	4/1/2012
6/30/2013	4/1/2013

In January 2009 a new law (ARS 32-1642) changed the renewal due date for **ALL** RNs and LPN's from June 30th to April 1st. This change was made to assist in the budgeting challenges that the state is facing.

This will affect over 19,000 RN/LPNs who are due for

renewal on April 1 2011.

Nurses may renew their license up to six months in advance. RN/LPN's due for renewal April 1, 2011 can apply now.

Please apply early to avoid delays in licensure.

Licenses continue to be for four years. Nurses who do not renew and continue to work on their license after May 1, will accrue a late fee.

Note: CNA renewal dates will continue to renew according to their birth month.



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<<< continued from page 10

This requirement may allow the licensee to practice in other party states with prior written authorization from both the home state and party state Boards.

The Compact also provides that when a home state suspends or revokes a license, all other privileges to practice are similarly revoked. The compact benefits public safety through 'economies of scale' in that once action is taken in the home state it automatically eliminates the need to take disciplinary action in the 23 other member states.

Nurse Licensure Compact Administrators realize that there are opportunities to be seized to reinforce the need for more uniformity and less autonomy under the compact rules with regard to misconduct and disciplinary matters and to further support the internal review of the existing rulemaking structure, policies, procedures between the Nurse Licensure Compact Administrators and Member Boards of the National Council State Board of Nursing.

Finally, the NLC understands that a license is a property right, Boards of Nursing must provide each nurse their legal due process rights to oppose the allegations made against them. These rights carry with them certain time periods to respond and methods of exercising these rights which may delay the settlement of the matter in question.

The challenging question is: What rule changes, if any, can improve regulatory efforts to keep nurses from avoiding consequences of misconduct by crossing from one state into another?

Joey Ridenour RN MN FAAN

Joey Ridenour, RN, MN, FAAN
Executive Director

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Chamberlain College of Nursing is accredited by The Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools, www.ncahlc.org, one of the six regional agencies that accredit U.S. colleges and universities at the institutional level. The bachelor of science in nursing degree program at the Addison, Columbus, Jacksonville, Phoenix, and St. Louis campuses and the master of science in nursing degree program are accredited by the Commission on Collegiate Nursing Education (CCNE, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202-887-6791). The bachelor of science in nursing degree program at the St. Louis and Columbus campuses and the associate degree in nursing program are accredited by the National League for Nursing Accrediting Commission (NLNAC). The bachelor of science in nursing degree programs at the Phoenix and the Addison campuses are candidates for accreditation by NLNAC. Candidacy is the first step toward NLNAC accreditation. (NLNAC, 3343 Peachtree Road NE, Suite 500, Atlanta, Georgia 30326, 404-975-5000) The Arlington and Chicago campuses are pursuing programmatic accreditation for the bachelor of science in nursing degree program on their respective campuses. Accreditation provides assurance to the public and to prospective students that standards of quality have been met. *Program availability varies by location.* AC0103. ©2010 Chamberlain College of Nursing, LLC. All rights reserved.

Background

- The NLC allows a nurse (registered nurse [RN] and licensed practical/vocational nurse [LPN/VN]) to have one multistate license in the nurse's primary state of residency (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.
- Lawful practice requires that a nurse be licensed or have the privilege to practice in the state where the patient is located at the time care is directed or service is rendered. This pertains to practice by physical or electronic means.
- Nurses holding a multistate license are allowed to practice across state lines, except when practice is limited to the home state due to a restriction on the license or some level of disciplinary action.
- Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for licensure in each state in which they practice unless exempted when employed in a federal facility.
- To view a map of compact states, visit www.ncsbn.org/nlc.

Definitions

- **Compact:** An interstate agreement between two or more states established for the purpose of remedying a particular problem of multistate concern (*Black's Law Dictionary*).
- **Party or Compact State:** Any state that has adopted the NLC.
- **Home State:** The party state that serves as the nurse's primary state of residence.
- **Primary State of Residence:** The state in which a nurse declares a principal residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return, Military Form #2058 or voter registration.
- **Remote State:** A party state other than the home state where the patient is located at the time nursing care is provided or in the case of nursing practice not involving a patient, a party state where the recipient of nursing practice is located.
- **Nursys®:** A database with a free public access website (www.nursys.com) that contains the licensure and disciplinary information of all licensed RNs and LPN/VNs, as contributed by party states.

Employer Verification of a Nurse's Licensure Status

- Employers need to verify the licensure status of all nurses seeking employment. Many state boards of nursing (BONs) are paperless and no longer issue a wallet-size license card. NCSBN's online verification system, Nursys, provides licensure data obtained directly from the licensure systems of BONs through frequent database updates.
- It is important to verify licenses online with Nursys or with the state BON where the nurse is licensed.
- All NLC states provide licensure data to Nursys. Many, but not all non-NLC states provide licensure data to Nursys. To view a map of Nursys licensure-participating BONs, visit <https://www.nursys.com/NLV/LicenseVerificationJurisdictions.aspx>.
- For those states that submit licensure data to Nursys, employers can verify a nurse's license and receive a Licensure Quick Confirm report at no cost by visiting www.nursys.com. The report will contain the nurse's name, jurisdiction, license type, license number, compact status (multistate/single state), license status, expiration date, discipline against license and discipline against privilege to practice.
- For those states that do not submit licensure data to Nursys, employers can verify a nurse's license via a BON's website, however, they will not have access to the licensee's licensure, discipline or privilege to practice status in other states.
- To verify temporary licenses, employers must contact the BON that issued the temporary license.



Licensure and Privileges

- A nurse licensed in a compact state must meet the licensure requirements in the primary state of residence (home state). When practicing on a privilege in a remote state, the nurse is accountable for complying with the Nurse Practice Act of that state.
- Compact states may issue a multistate or a single state license. Employers should verify licensure status online.
- A nurse with an active multistate license has the privilege to practice in any of the remote states.
- The NLC laws allow for the nurse to hold only one active license in his or her primary state of residence. Employers should not require the nurse to apply for licensure in a remote state when the nurse has lawfully declared a primary state of residence based on where he or she pays federal income tax, votes and holds a drivers license.
- A nurse who holds a license issued by a state that is not a member of the NLC has a single-state license that is only valid in that state.
- While under some levels of disciplinary action, multistate privileges may be removed and the nurse's practice may be restricted to the home state.

Requirements when a Nurse Moves

- When a nurse declares a new compact state as his or her primary state of residence, the nurse must apply for licensure by endorsement in the new state of residency.
- When a nurse changes primary state of residency by moving from one compact state to another, the nurse can practice on the former license for up to 30 days. The 30-day period begins on the nurse's first day of employment. If the licensee begins employment before changing the primary state of residence, the 30 days begins upon the date that the licensee establishes a new primary state of residence. Obtaining a drivers license in the new state, for example, would signify the establishment of a new primary state of residence. The nurse is required to apply for licensure by endorsement and complete a declaration of primary state of residency in the new home state, whereby a new multistate license is issued and the former license is made inactive.
- Licensure renewal cycles vary state to state. Nurses are required to promptly declare a new state of residency when they obtain a new drivers license, change where federal taxes are paid or register to vote and must not wait for their license to lapse or expire in the prior home state.

Complaints

Should you need to report a nurse practice violation, contact the state board of nursing where the nurse is practicing or report the information to the board of nursing in the home state of licensure.



For more information about NLC, visit www.ncsbn.org/nlc or e-mail nursecompact@ncsbn.org.

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PROOF OF CITIZENSHIP/LAWFUL PRESENCE FOR ALL LICENSEES & CERTIFICATE HOLDERS

For those RN/LPN/CNA'S who applied for licensure/certification/renewal prior to January 2008, please know you will need to submit the required documentation to show evidence of citizenship or lawful presence. If you are a U.S. Citizen or U.S. National, you will only need to submit documentation onetime. Documentation is being accepted now and anytime prior to the required renewal date to avoid delays in the licensure processing time. Of the more than 19,000 nurses that are due to renew by 4/1/2011, 90% have not yet submitted their documentation of citizenship/lawful presence.

For aliens and non-immigrants who have

submitted a time-limited document, they will need to resubmit a lawful presence document when the prior document expires.

Please Be Aware: Some nurses who renewed on line in the past forgot to submit their documentation of citizenship/lawful presence. Their renewal license was not issued because all of the requirements of the law were not met. Those nurses' licenses lapsed. When these nurses renew in the future and if they worked on an expired license there will be a late fee and as well as an administrative fee for working on an expired license.

Thanks to those employers who have

facilitated the submission of the citizenship/lawful presence documentation in their facilities by collecting the "cover sheet" and copy of the citizenship/lawful presence documentation from all nursing staff and submitting the information at one time. The completed "cover sheet" is required to ensure the scanned documents merge with the correct license/certificate holder in the data base. The "cover sheet" can be found on page 18.

There are two lists that identify the specific citizenship/lawful presence documents that can be accepted. The lists of accepted documents can be found on our web page at www.azbn.gov under the Licensure & Certification tab; Applications; Other Form Downloads. The most frequently submitted documents include: a birth certificate, or a passport. The passport can be expired and

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Tracking Nurses – WHAT YOU NEED TO KNOW

BY CHARLES ORNSTEIN AND TRACY WEBER, PROPUBLICA

Each state has a different process for investigating and disciplining nurses and for making licensing information available to the public. We compiled the chart below to show which states allow you to verify a nurse's license for free online, which provide Web access to disciplinary documents, and which participate in a publicly available national database.

Key states highlighted in green provide both free online license verification and free disciplinary documents online. (Partial list shown-full list at <http://projects.propublica.org/tables/state-nurses-records-lookup>)

State Name	License lookup page	Free online license lookup?	Free disciplinary documents online?	Participates in national database (Nursys.com) ?	How to request records	Lists of disciplined nurses online
Alabama	https://www.abn.alabama.gov/Apps/lookup/verification.aspx	Yes	No	No	Contact the Legal Department at the Alabama Board at (800) 656-5318	http://www.abn.alabama.gov/main/downloads/disciplinary/main-disciplinary.html
Alaska	http://www.commerce.state.ak.us/occ/OccSearch/main.cfm	Yes	No	Yes	Contact license@alaska.gov	http://www.commerce.state.ak.us/occ/pnur26.htm
Arizona	http://www.azbn.gov/onlineverification.aspx	Yes	Yes	Yes	The board is in the process of putting disciplinary documents online. They are available on each nurse's license verification page. If you need additional information, contact (602) 771-7875.	http://www.azbn.gov/DisciplineReview.aspx
Arkansas	https://www.ark.org/arsbn/status-watch/index.php/nurse/search/new	Yes	No	Yes	Arkansas offers limited free online verification of nurses' licenses. Additional details are available for a fee. A telephone license verification system can be reached at (501) 682-2200.	Lists of disciplined nurses since 2007 http://www.arsbn.arkansas.gov/discipline/Pages/disciplinaryActions.aspx
California	http://www2.dca.ca.gov/pls/wllpub/wllqryna\$licev2.startup?p_qte_code=RN&p_qte_pgm_code=7800	Yes	Yes	No	Disciplinary documents can be accessed on each nurse's license verification page.	http://projects.propublica.org/nurses
Colorado	https://www.doradls.state.co.us/alison.php	Yes	Yes	Yes	Disciplinary documents can be accessed on a central discipline site, (http://www.dora.state.co.us/doraimages/) searching	



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EDUCATION CORNER

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

OPEN LETTER TO NURSING PROGRAMS

Dear Nursing Programs, Faculty, and Students:

It has been my pleasure over the past 11 years to work at the Board as Education Consultant and Associate Director for Education and Evidence-based Regulation. I have had the privilege to work with many wonderful individuals within nursing programs to meet the shared goal of improving nursing education, whether from the perspective of administration, classroom and clinical teachers, or students. Together we faced the challenges of a mandate to double nursing program graduates, rapid proliferation of new programs and new types of programs, shortages of clinical placements and faculty, an unprecedented economic downturn, and, most recently, high unemployment of new graduate nurses. It has indeed been a time of rapid change. Eleven

years ago there were 15 nursing programs that graduated less than 1000 students per year. Today there are 37 approved nursing programs (with a potential for 3 more) that graduate over 3000 new nurses each year. In 2000, there were no waiting lists for nursing programs; in 2009 there were nearly 4000 qualified students awaiting placement in a nursing program. The issues have been and continue to be complex and demanding. Through it all, program directors and faculty have graciously welcomed me on site visits and investigations, seriously considered my many suggestions for improvement and honored me by seeking my perspective. I have been truly blessed in my relationships with the program directors, faculty and students whose lives I had the privilege to touch and whose lives touched mine. I am grateful to all of you who have worked to

provide nurses with a safe, ethically sound, scientifically based foundation for nursing practice

From the stellar leadership provided by Joey Ridenour and Board Members to the competence of the investigative, licensing, hearing department, reception and support staffs, the Board as a whole is totally committed to public service and excellence. It is with a sense of nostalgia but excitement that I inform you that I will be changing my position at the Board. As of November 22, 2010, I will discontinue my direct involvement with nursing programs. The reasons for this are a desire for more time with family, to pursue other interests, and to achieve personal fulfillment in other areas of my life. I will continue to work at the Board on a part time basis contributing to the advancement of evidence-based regulation. Anticipated projects include the "Measuring Competency with Simulation Grant", the Continued Competency Sub-Committee, rulemaking activities, and seeking evidence for regulatory change. I will be decreasing my time at the Board to 1-2 days per week. Part of my duties will be orienting

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FROM THE CHAIRPERSON/NURSE LICENSURE COMPACT

QUESTIONS & ANSWERS CORNER

1. What are the key priorities for the NLCA in the next year?

Priorities as the NLCA Chair are:

a. Share results of conference calls with three other compact organizations and visit the Council of State Government/Interstate Compact Director to better understand how other compacts do their work and “learn lessons.”

b. Continue to talk/meet monthly with the President of NCSBN to facilitate communication on a regular basis and to identify areas needing further dialogue/debate/resolution between all licensure models.

c. Understand how to make the existing processes of the compact processes work better. Regularly ask: “What if we had not already implemented this process, would you do the

same thing you are doing today?”

e. Facilitate the collection of data/evidence to disseminate to all member boards and drive NLCA decisions.

f. Finally, always be willing to consider new possibilities in making the NLCA fulfill the general purposes of encouraging cooperation of party states in the areas of licensure and regulation.

2. What are the major challenges for the NLCA and how will these challenges be addressed?

The major challenges and strategies to address are embedded in the NLCA Strategic Roadmap FY 2011-2014 found on the NCSBN website. Additional NLC challenges relate to educating others about the salient points of the NLC.

I have adapted “Ten Points...About Enforcing Interstate Compacts”¹ as examples:

1. The Nurse Licensure Compact is concurrently statutory (within a member state) and contractual (between member/party states).
2. The NLC is a creature of state government that functions as a “law of the United States” enforceable not only as contracts between member states, but against individual member states in the Supremacy Clause of the Constitution.
3. The Nurse Licensure Compact is a contractual obligation... enforcing the obligations is generally controlled by contract law.
4. Because the compact is a contract and must be enforced within the terms and conditions of the compact, no court has authority to provide relief inconsistent with the compact.
5. An interstate compact takes precedence over conflicting state statutes or regulations...
6. States may...have agencies promulgate rules that have the same legal force and effect as the provisions of the compact.

¹ Braun, C. Buenger, M. McCabe, M. Masters, R. The Evolving Use and the Changing Role of Interstate Compacts. Chicago: ABA Book Publishing, 2006.

3. Of the milestones in the NLCA history, which would you like to capitalize on during your term?

The most recent milestone was in June, 2009 when Jim Puente was appointed the NLC Associate. His overarching role is to assist the compact states in meeting their regulatory obligations and respond to the educational needs of all member boards regarding the compact. Gloria Damgaard, Past NLC Chair and the NCSBN Board of Directors were key to this accomplishment.

The oldest milestone occurred in 1998 when a number of Executive Officers met with the American Nursing Association to address their concerns about their “14 Points of Concern Regarding the NLC”. Over the past decade the “14 Points” were reduced to “7 Points” as a result the work of Faith Fields and others.



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NA Educator Retreat:

I encourage instructors, coordinators, and others connected to nursing assistant training programs to attend the annual CNA Educator's Retreat on Friday, January 14, 2011 at the Black Canyon Conference Center, Phoenix, Arizona. Registration may be done on the Board website, www.azbn.gov. The retreat, entitled "Safety First," offers a unique opportunity for Nursing Assistant training program instructors and coordinators to network

with colleagues and learn effective, innovative teaching techniques. Topics will include, teaching safety, safety and ethics, safety issues in long-term care facilities, and a panel presentation that will include winners from the "Safety First CNA Essay Contest". Speakers will include noted textbook authors, Dr. Sheila Sorrentino and Dr. Pam Carter. Judy Sgrillo, past director of ADHS Long-term care licensure will also be presenting.

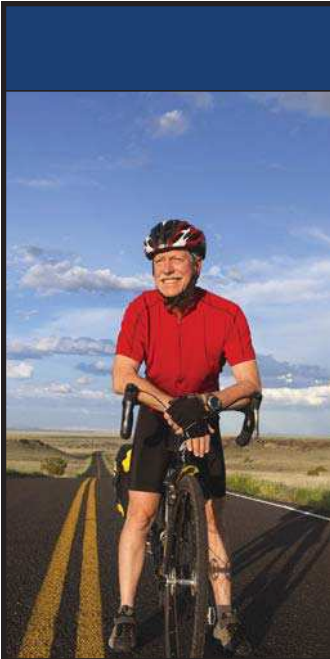
NATCEP Test Panel

The Arizona NATCEP Test Panel will be meeting during the week prior to the NA Education Retreat. If you have suggestions regarding the Skills testing items that you would like the panel to review, please email me at lvancuyk@azbn.gov

Employment of Youth in Health Care Industry

In July 2010, the Department of Labor issued "Hazardous Occupation Orders" for youth under the age of 18. These orders are effective immediately. Two orders that affect CNA students and employees who are under the age of 18 are:

- a. Any minor under 18 is prohibited from operating or assisting in the operation of power driven hoists, including those designed to lift and move residents. Prior to July 19, 2010, the child labor provisions included an exemption that permitted 16-and 17-year-olds to operate electric and air-powered hoists of less than one ton capacity, but this exemption has been repealed.
- b. Any minor under 18 is prohibited from loading, operating, and unloading balers and compactors used in waste disposal and recycling, e.g., minors may not load a commercial trash compactor and may not operate the compactor by turning the key and pressing the "on" button. Further information can be obtained at <http://www.dol.gov/whd/regs/compliance/whdfs52.htm>



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Patients Are Our Purpose



Northern Arizona Healthcare

<<< continued from page 16

still be accepted.

To assist the Board in issuing your next renewal license/certificate on time, please take time today to:

1. Complete the "cover sheet" found on page 18 or at www.azbn.gov
2. Review List A & List B found at www.azbn.gov
3. Make a copy of an accepted citizenship/lawful presence document, attach the document to the completed cover sheet and mail both to the AZ State Board of Nursing or scan the cover sheet and the copy of the document and send by email to rnlpncitizenship@azbn.gov or cnacitizenship@azbn.gov.
4. Update your email address by going to www.azbn.gov and clicking on my services.

By completing these steps, the time to receive your license/certificate will be greatly reduced when you complete the on-line renewal of your license.

Please call 602-771-7800 or email arizona@azbn.gov if you have additional questions.

Thank you!

JUNE - JULY - AUGUST - SEPTEMBER 2010

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
7/6/2010	Akemon, Ebony A.	CNA999951042	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
8/3/2010	Aldridge, Kennie A.	CNA1000001294	Voluntary Surrender	Violation of or Failure to Comply with Licensing Board Order
9/1/2010	Allison, Jeanette C.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Criminal Conviction
6/24/2010	Barfield, Tarena T.	CNA1000024705	Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes
9/29/2010	Barksdale, Marchalle A.	CNA1000026079	Civil Penalty	Criminal Conviction; Negligence
9/1/2010	Blanding, Yvonne Y.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
7/6/2010	Bomer, Mark M.	CNA999998834	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation; Failure to Disclose
8/3/2010	Brown, Steven V.	CNA1000011723	Revoked	Violation of or Failure to Comply with Licensing Board Order
8/13/2010	Carnes, Annette M.	CNA763399203	Civil Penalty	Practicing Beyond the Scope of Practice
9/11/2010	Castro, Sandra J.	CNA1000009776	Stayed Revocation	Alcohol or Other Substance Abuse; Non-Sexual Dual Relationship or Boundary Violation; Drug Screening Violation
7/14/2010	Cazares, Gabriela	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
7/14/2010	Chadwick, David A.	CNA Applicant	Certificate Denied	Failure to Meet the Initial Requirements of Certification; Criminal Conviction
7/6/2010	Chee, Frank	CNA999991965	Revoked	Misappropriation of Patient Property or Other Property; Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
9/14/2010	Coburn, Elijah D.	CNA Applicant	Certificate Denied	Deferred Adjudication; Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
6/29/2010	Crandall, Katie J.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
7/10/2010	Creevy, Abbie L.	CNA1000009140	Decree of Censure	Patient Abuse
6/25/2010	Crump, Mario L.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
7/6/2010	Dale, Malissa	CNA999989111	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
2/16/2010*	Davern, Stephanie M.	CNA999988123	Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes
6/28/2010	Davis, Starlett M.	CNA Applicant	Certificate Denied	Failure to Meet Licensing Board Reporting Requirements; Failure to Cooperate With Board Investigation; Criminal Conviction
9/2/2010	Davis-Reid, Sherice	CNA Applicant	Certificate Denied	Deferred Adjudication; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Failure to Cooperate With Board Investigation
6/29/2010	Diamond-Heart, Marina	CNA1000014174	Voluntary Surrender	Violation of Federal or State Statutes, Regulation or Rules
9/7/2010	Dildine, Kathy L.	CNA Applicant	Certificate Denied	Criminal Conviction; Alcohol or Other Substance Abuse
6/25/2010	Doffney, Shontia R.	CNA Applicant	Certificate Denied	Criminal Conviction; Misappropriation of Patient Property or Other Property
7/6/2010	Doherty, Kimberlee D.	CNA1000017425	Revoked	Patient Abandonment; Fraud; Misappropriation of Patient Property or Other Property
7/6/2010	Eguizabal, Cheryl J.	CNA1000008104	Revoked	Criminal Conviction; Failure to Meet Licensing Board Reporting Requirements; Violation of Federal or State Statutes, Regulation or Rules
9/2/2010	Falcon, Carolyn J.	CNA552913677	Stayed Revocation	Patient Abuse; Abusive Conduct Toward Staff; Disruptive Conduct
7/14/2010	Faraci, Amber K.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation; Narcotics Violation or Other Violation of Drug Statutes
6/25/2010	Felihaktabbe, Dinah L.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
8/5/2010	Felix, Yvette A.	CNA534284641	Renewal Denied	Failure to Cooperate With Board Investigation; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Alcohol or Other Substance Abuse
9/3/2010	Forshee, Elyse A.	CNA1000024266	Voluntary Surrender	Violation of or Failure to Comply with Licensing Board Order
7/29/2010	Frederick, Lisa M.	CNA549091803	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
11/24/2009*	Garcia, Janneth B.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
6/28/2010	Gardner, George E.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
11/24/2009*	Gastelum, Christina A.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
6/24/2010	Giedraitis, Valerie A.	CNA1000013448	Decree of Censure	Exploiting a Patient for Financial Gain
9/7/2010	Golden, Sandra L.	CNA006842103	Revoked	Drug Screening Violation
8/19/2010	Golightly, Jennifer L.	CNA1000018904	Civil Penalty	Substandard or Inadequate Care; Filing False Reports or Falsifying Records
6/18/2010	Green, Derek B.	CNA999947189	Stayed Revocation	Failure to Meet Licensing Board Reporting Requirements; Criminal Conviction
7/14/2010	Hall, Martha K.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Criminal Conviction
6/2/2010	Hanner, Christopher	CNA436632803	Voluntary Surrender	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction; Misappropriation of Patient Property or Other Property
9/7/2010	Harris, Mary N.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation; Fraud/Deceit or Material Omission in Obtaining License or Credentials
8/14/2010	Hasselman, Lauren C.	CNA1000022337	Civil Penalty	Alcohol or Other Substance Abuse; Negligence; Drug Screening Violation
9/20/2010	Hawkins, Brandon M.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Criminal Conviction
9/15/2010	Head, Michael A.	CNA693434441	Stayed Revocation	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
7/6/2010	Henry, John T.	CNA921873639	Revoked	Drug Screening Violation; Unable to Practice Safely; Failure to Comply with Health & Safety Requirements
8/13/2010	Hernandez, Rafael E.	CNA999997331	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction; Fraud/Deceit or Material Omission in Obtaining License or Credentials
9/12/2010	Hill, Enika C.	CNA999951121	Civil Penalty	Failure to Comply with Health & Safety Requirements; Failure to Maintain Adequate or Accurate Records
7/6/2010	Hodgson, Catherine V.	CNA999996674	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
2/10/2010*	Houle, Dale	CNA999949781	Voluntary Surrender	Criminal Conviction; Failure to Cooperate With Board Investigation
8/9/2010	Hoyungowa, Ernestine	CNA999996834	Decree of Censure	Failure to Comply with Health & Safety Requirements; Patient Abuse
9/7/2010	Irvine-Jaman, Caroline	CNA999989969	Revoked	Violation of or Failure to Comply with Licensing Board Order
5/26/2010*	Isom, Cody D.	CNA1000024417	Civil Penalty	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
7/29/2010	James, Tammy G.	CNA1000025268	Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Criminal Conviction
9/7/2010	Jesus, Joycelyn	CNA101427103	Revoked	Criminal Conviction; Failure to Meet Licensing Board Reporting Requirements
6/25/2010	Jimenez, Florentino	CNA1000015225	Decree of Censure	Conduct Evidencing Ethical Unfitness
3/23/2010*	Johnson, Ginnie	CNA1000008333	Civil Penalty	Patient Abuse

continued >>>

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
5/31/2010*	Johnston, Olga M.	CNA543431803	Civil Penalty	Drug Screening Violation; Filing False Reports or Falsifying Records
9/7/2010	Jolly, Kimberly J.	CNA100009878	Revoked	Failure to Cooperate With Board Investigation; Criminal Conviction
9/7/2010	Jones, Marjorie E.	CNA807611343	Revoked	Other Unprofessional Conduct; Patient Neglect
6/10/2010	Kaplan, Becky L.	CNA1000009880	Suspension	Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder; Disruptive Conduct
8/25/2010	Lewis, Melissa G.	CNA999948978	Decree of Censure	Patient Abuse
6/20/2010	Lino, Joan M.	CNA999988803	Stayed Revocation	Filing False Reports or Falsifying Records; Patient Neglect
7/6/2010	Little, Cheryl A.	CNA1000006870	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction; Failure to Cooperate With Board Investigation
7/6/2010	Lopez, Belia M.	CNA210079641	Revoked	Criminal Conviction; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Narcotics Violation or Other Violation of Drug Statutes
6/11/2010	Lynch, Rena	CNA071208353	Voluntary Surrender	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction; Fraud
11/24/2009*	Marquez, Arturo R.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
6/21/2010	Mason, Donald A.	CNA1000009005	Revoked	Violation of or Failure to Comply with Licensing Board Order; Drug Screening Violation
9/20/2010	Maynard, Stacy L.	CNA Applicant	Certificate Denied	Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation
8/5/2010	Mc Carty, Andrea R.	CNA1000025178	Civil Penalty	Criminal Conviction
7/20/2010	McMullin, Annmarie M.	CNA1000000734	Voluntary Surrender	Violation of Federal or State Statutes, Regulation or Rules; Abusive Conduct Toward Staff; Disruptive Conduct
7/6/2010	Mendelsohn, Rachel A.	CNA999992319	Revoked	Alcohol or Other Substance Abuse; Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation
8/23/2010	Mendivil, Gina M.	CNA223095803	Civil Penalty	Patient Abuse
8/2/2010	Miranda, Diana Y.	CNA999995576	Civil Penalty	Practicing Beyond the Scope of Practice; Failure to Comply with Health & Safety Requirements
6/22/2010	Neal, Zakiea S.	CNA1000025494	Civil Penalty	Criminal Conviction
9/13/2010	Nero, Bryan A.	CNA1000017463	Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes
9/7/2010	Nunez, Irene R.	CNA1000004027	Revoked	Narcotics Violation or Other Violation of Drug Statutes; Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation
9/22/2010	Olivares, Daniel G.	CNA999999428	Stayed Revocation	Criminal Conviction; Disruptive Conduct
4/23/2010*	Pacheco, Elena N.	CNA1000024716	Civil Penalty	Deferred Adjudication; Fraud/Deceit or Material Omission in Obtaining License or Credentials
7/6/2010	Palao, Laura L.	CNA1000004772	Revoked	Alcohol or Other Substance Abuse; Practicing Without Valid Certificate; Failure to Cooperate With Board Investigation
7/7/2010	Paul, Rajan L.	CNA1000011745	Voluntary Surrender	Sexual Misconduct

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- Clinical Nurse Specialist, Pain Management

- ED RNs, Experienced
- Home Health RN, Pediatrics
- NP, CT Surgery
- NP, Neurosurgery
- NP, Trauma
- OR RNs, Experienced

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EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
2/23/2010*	Payne, Alicia J.	CNA Applicant	Certificate Denied	Narcotics Violation or Other Violation of Drug Statutes; Failure to Cooperate With Board Investigation
8/5/2010	Pearce, Alimatu	CNA1000018898	Stayed Revocation	Patient Abuse
7/1/2010	Perez, Anthony	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
7/6/2010	Pittman, Marjorie M.	CNA999996617	Revoked	Alcohol or Other Substance Abuse
9/1/2010	Plues III, Harold S.	CNA Applicant	Certificate Denied	Failure to Meet the Initial Requirements of Certification; Criminal Conviction
8/9/2010	Pratt, Dirk L.	CNA1000025445	Civil Penalty	Criminal Conviction
9/15/2010	Pulido, Susan	CNA Applicant	Certificate Denied	Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder; Alcohol or Other Substance Abuse; Criminal Conviction
9/15/2010	Reed, Efreem L.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation; Fraud/Deceit or Material Omission in Obtaining License or Credentials
5/4/2010*	Robbins, Ramona G.	CNA1000009846	Stayed Revocation w/Civil Penalty	Misappropriation of Patient Property or Other Property
11/17/2009*	Roginiel, Josephine P.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
5/10/2010*	Romero, Alyssa	CNA999992977	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
6/29/2010	Romero, Elvia	CNA999989716	Renewal Denied	Failure to Meet the Initial Requirements of Certification; Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
7/1/2010	Saint-Yves, Jourdan A.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
5/27/2010*	Schaumburg, Celeste M.	CNA216837103	Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes
8/2/2010	Scroggins, Gina	CNA999950112	Decree of Censure	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules; Substandard or Inadequate Care
11/24/2009*	Scudder, Brianna R.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
4/7/2010*	Seijo, Trinidad M.	CNA999996219	Voluntary Surrender	Patient Abuse; Violation of or Failure to Comply with Licensing Board Order
8/26/2010	Sharp, Laura E.	CNA1000025622	Stayed Revocation	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority; Alcohol or Other Substance Abuse
9/30/2010	Smith, Lexzorbrrian U.	CNA027310641	Civil Penalty	Criminal Conviction
6/23/2010	Stempel, Brett S.	CNA1000024658	Stayed Revocation	Criminal Conviction; Alcohol or Other Substance Abuse
6/25/2010	Tierney, Carla L.	CNA686067083	Decree of Censure	Non-Sexual Dual Relationship or Boundary Violation; Exploiting a Patient for Financial Gain
6/5/2010	Veljkovic, Sunday S.	CNA1000015298	Stayed Revocation	Alcohol or Other Substance Abuse
7/1/2010	Walee, Irshaad A.	CNA Applicant	Certificate Denied	Criminal Conviction
7/22/2010	Watters, Sandy A.	CNA999950233	Revoked	Alcohol or Other Substance Abuse
6/11/2010	Westrick, Kristen Y.	CNA Applicant	Certificate Denied	Alcohol or Other Substance Abuse
7/6/2010	Williams, Marquita V.	CNA1000008710	Revoked	Patient Abuse; Failure to Cooperate With Board Investigation
7/1/2010	Wills, Heather D.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
9/7/2010	Wood, Charles L.	CNA364158103	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
9/7/2010	Young, Jessica N.	CNA1000017805	Revoked	Patient Abuse



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**CNA Discipline
 ACTION CLEARED**
 JUNE - SEPTEMBER 2010



EFFECTIVE DATE	NAME	LICENSE
9/10/2010	Arballo, Argel	CNA1000012878
9/15/2010	Cassano, Maria. Hilaria G	CNA1000006503
7/28/2010	Cunha, Sharon R.	CNA1000006119
6/25/2010	Debrew, Cynthia M.	CNA827962103
7/7/2010	Dubuisson, Carmel	CNA1000005684
8/12/2010	Ross, Wendy A.	CNA1000014030
7/6/2010	Yazzie, Mary S.	CNA429942803

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
7/2/2010	Alberti, Carl R.	RN074545	Revocation	Violation of Federal or State Statutes, Regulation or Rules, License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority, Sexual Misconduct
8/17/2010	Anderson, Janine M.	RN043657	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
9/29/2010	Araiza Jr, Luis D.	RN165501/LP038759	Civil Penalty	Criminal Conviction
8/13/2010	Baltz, Karissa M.	RN132162/ CNA999951361	Stayed Suspension with Probation	Substance Abuse, Unauthorized Prescribing Medicine
9/3/2010	Barnes, Betsy B.	RN136213	Revocation	License Revocation, Suspension or Other Discipline Action Taken by a Federal, State or Local Licensing Authority
7/12/2010	Bass, Lydia R.	RN147855/LP039995	Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
7/2/2010	Bennett, Angelique H.	LP040529	Revocation	Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Unauthorized Administration of Medication, Misappropriation of Patient Property or Other Property
9/3/2010	Betts, Eileen P.	Compact, RN - TX	Revocation-Privilege to Practice	Substandard or Inadequate Care
9/15/2010	Blanton, Suzanne D.	RN053114/LP017009	Voluntary Surrender	Failure to Comply with Licensing Board Order, Drug Screening Violation
6/24/2010	Bolchalk, Veda D.	RN106557	Decree of Censure	Substandard or Inadequate Care
8/23/2010	Bonazza, Christine H.	RN133264	Voluntary Surrender	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority, Narcotics Violation or Other Violation of Drug Statutes
7/20/2010	Booker, Tina L.	LP038999/ CNA120125103	Probation	Drug Screening Violation
7/30/2010	Boss, Alice A.	RN129387	Decree of Censure	Practicing Beyond the Scope of Practice
6/29/2010	Bourgeois, Susan O.	RN031531	License Renewal Denied	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction, Failure to Meet the Initial Requirements of a License
6/21/2010	Bradford, Donna K.	RN144549	Decree of Censure	Drug Screening Violation
7/20/2010	Cady, Troy K.	RN122058/ CNA982880803	Voluntary Surrender	Failure to Comply with Licensing Board Order
9/1/2010	Cambron, Lori D.	RN083249/LP018754	Revocation	Failure to Comply with Licensing Board Order
7/22/2010	Caple, Kimberly M.	RN159147	Civil Penalty	Criminal Conviction
8/13/2010	Carson, June M.	RN045510	Civil Penalty	Criminal Conviction, Violation of Federal or State Statutes, Regulation or Rules
5/25/2010	Chambers, Destiny S.	RN124117	Decree of Censure	Unauthorized Administration of Medication
8/26/2010	Choat, Tammy S.	RN124125	Stayed Suspension with Probation	Criminal Conviction, Violation of Federal or State Statutes, Regulation or Rules, Drug Screening Violation
9/3/2010	Christ, Lorraine R.	RN040751/ CRNA0167	Decree of Censure	Substandard or Inadequate Care, Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Patient Neglect
6/4/2010	Clement, Cindy K.	RN094880	Voluntary Surrender	Substandard or Inadequate Care, Filing False Reports or Falsifying Records
7/12/2010	Cole, Rebecca E.	LP044841	Probation	Substandard or Inadequate Care, Substance Abuse
6/24/2010	Craig, Emma I.	LP041913	Decree of Censure	Patient Abuse, Error in Prescribing, Dispensing or Administering Medication
7/16/2010	Dancil, Ellyn M.	LP042108	Probation with Civil Penalty	Substandard or Inadequate Care, Filing False Reports or Falsifying Records
6/3/2010	Dare, Susan E.	RN125777	Revocation	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
6/21/2010	Day, Amber N.	RN128149	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction
6/15/2010	Denny, Ira D.	RN090168	Decree of Censure	Criminal Conviction
6/29/2010	Derousse, Kimberly J.	LP035868/ CNA849458243	Voluntary Surrender	Failure to Comply with Licensing Board Order
7/2/2010	Detty, Sandra L.	RN097800	Revocation	Failure to Comply with Licensing Board Order
9/3/2010	Dickey, Marjorie F.	RN070105	Revocation	Failure to Comply with Licensing Board Order
9/1/2010	Dippel, Christina A.	RN099674	Stayed Revocation/ Probation and Civil Penalty	Narcotics Violation or Other Violation of Drug Statutes, Criminal Conviction
9/14/2010	Distefano, Julie D.	LP039767	Stayed Revocation with Suspension	Failure to Comply with Licensing Board Order
6/4/2010	Distefano, Julie D.	LP039767	Suspension	Failure to Comply with Licensing Board Order, Drug Screening Violation
9/3/2010	Dunne, Linda C.	RN049124	Probation	Filing False Reports or Falsifying Records
9/3/2010	Eschbach, Linda L.	LP04241	Revocation	Failure to Comply with Licensing Board Order
7/13/2010	Etuk-udoh, Akaninyene J.	TRN158383/ LP040071/ CNA999991447	Stayed Revocation with Probation	Substandard or Inadequate Skill Level
7/7/2010	Evans Dreyer, Taryn E.	RN159659	Stayed Suspension with Probation	Unprofessional Conduct-Disruptive Conduct; Failure to maintain Adequate Records
7/2/2010	Fellows, Kathleen R.	RN084895	Decree of Censure	Failure to Cooperate With Board Investigation; Practicing Beyond Scope
6/4/2010	Finefrock, Erica L.	RN149703	Stayed Revocation with Probation	Failure to Comply with Licensing Board Order, Drug Screening Violation
9/3/2010	Floyd, Margaret L.	RN140232	Revocation	License Revocation, Suspension or Other Discipline Action Taken by a Federal, State or Local Licensing Authority
6/17/2010	Forry, Linda S.	LP025268	Decree of Censure	Failure to Comply with Health & Safety Requirements
8/11/2010	Frederick, Terrie M.	LP046768	Civil Penalty	Practicing Without Valid License, Criminal Conviction
9/3/2010	Garcia, Irene	RN046710	Revocation	Failure to Comply with Licensing Board Order
9/3/2010	Getsoff, Nancy C.	LP019860	Revocation	Failure to Comply with Licensing Board Order
8/3/2010	Graskey, Pamela S.	RN154233/ CNA1000000256	Revocation	Failure to Comply with Licensing Board Order
6/23/2010	Gregg, Cynthia G.	RN079719	Decree of Censure	Substandard or Inadequate Care
6/11/2010	Gummel, John M.	RN145829	Decree of Censure	Patient Abandonment, Substandard or Inadequate Care
9/3/2010	Hagler, Lynda J.	RN084470	Revocation	Failure to Comply with Licensing Board Order

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
9/22/2010	Haines, Deborah C.	RN114470/SN0504	Summary Suspension	Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder
9/3/2010	Hall, Lynda L.	RN000099346	Revocation	Failure to Comply with Licensing Board Order
8/13/2010	Hammond, Jodi R.	RN164915	Probation	Criminal Conviction
8/9/2010	Hankins, Donna	LPN Endorsement	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction
8/9/2010	Harmon, Kimberly L.	RN132318	Decree of Censure	Filing False Reports or Falsifying Records
7/12/2010	Hawks, Christy L.	RN Endorsement	License Denied	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Fraud/Deceit or Material Omission in Obtaining License or Credentials
6/22/2010	Hernandez, Nicole R.	RN123454	Civil Penalty	Criminal Conviction
6/16/2010	Hilton, Sarah R.	RN150954	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication
7/6/2010	Holcomb, Deborah S.	TRN159374	Civil Penalty	Criminal Conviction, Narcotics Violation or Other Violation of Drug Statutes
6/23/2010	Hughes, Diana L.	RN129634	Voluntary Surrender	Unauthorized Prescribing Medicine, Substandard or Inadequate Care, Failure to Cooperate With Board Investigation
9/21/2010	Hughes, Jane L.	RN087419	Voluntary Surrender	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
8/9/2010	Interpreter, Christina L.	RN126949	Civil Penalty	Criminal Conviction
5/28/2010*	Jaggers, Alice Ann H.	RN088503	Suspension	Substandard or Inadequate Care, Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder
9/3/2010	James, Deborah L.	RN138312	Revocation	Failure to Cooperate With Board Investigation, License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
7/21/2010	James, Patricia M.	RN045558/LP005932	Decree of Censure	Patient Abuse
7/30/2010	Jennings, Robin B.	RN114252	Voluntary Surrender	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
8/3/2010	Johnson, Scott W.	RN151542	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse; Unable to Practice by Reason of Physical Illness or Impairment
7/2/2010	Kemmer, Sarah R.	RN046605	Revocation	Failure to Comply with Licensing Board Order
8/16/2010	Kidder, Amanda B.	LP045758	Probation	Drug Screening Violation, Error in Prescribing, Dispensing or Administering Medication
8/17/2010	Kirkpatrick, Ian R.	LP042491	Probation	Error in Prescribing, Dispensing or Administering Medication
5/4/2010*	Kulp, Karen L.	RN135128	Suspension	Failure to Comply with Licensing Board Order, Drug Screening Violation, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
6/21/2010	Leckrone, Julie A.	RN092413	Revocation	Failure to Comply with Licensing Board Order, Drug Screening Violation
9/3/2010	Lee, Mary P.	LP014448	Revocation	Failure to Comply with Licensing Board Order
9/9/2010	Lee, Romy B.	LP042568	Voluntary Surrender	Sexual Misconduct
8/11/2010	Lozinski, Jason T.	RN150622	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication
9/3/2010	Lutz, Kathleen P.	LP028219/ CNA995942103	Revocation	Failure to Comply with Licensing Board Order
7/2/2010	Lyons, Rita A.	LP044275	Revocation	Failure to Cooperate With Board Investigation, Narcotics Violation or Other Violation of Drug Statutes
6/30/2010	Mack, Latesha A.	RN117692	Probation	Drug Screening Violation; License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
9/3/2010	Marciano, Bricie S.	LP030177/ CNA765245089	Revocation	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
7/5/2010	Marie, Katrinka Z.	RN062302	Probation	Violation of Federal or State Statutes, Regulation or Rules
6/1/2010	Martinez, Betty	LP966304	Decree of Censure	Substandard or Inadequate Care
9/8/2010	Martinez, Victoria L.	RN101237/LP031519	Voluntary Surrender	Failure to Comply with Licensing Board Order
5/26/2010*	Marzelli, Laura	RN100372	Decree of Censure	Practicing Beyond the Scope of Practice
9/13/2010	McCartney, Colleen M.	RN153275	Voluntary Surrender	Narcotics Violation or Other Violation of Drug Statutes, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
9/21/2010	McCormack, Ana M.	LP044670	Voluntary Surrender	Failure to Comply with Licensing Board Order
8/2/2010	McMillan, Susan E.	RN097099	Stayed Revocation with Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
6/29/2010	Miller, David M.	LP045463	Voluntary Surrender	Failure to Comply with Licensing Board Order, Drug Screening Violation
6/7/2010	Miller, Ruth M.	LP034154	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication, Substandard or Inadequate Care
9/3/2010	Mills, Maxine O.	RN051372	Revocation	Failure to Comply with Licensing Board Order
6/3/2010	Mincher, Josefina	RN096638	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Error in Prescribing, Dispensing or Administering Medication, Failure to Maintain Adequate or Accurate Records
9/28/2010	Molina, Dolores	RN105913	Voluntary Surrender	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal State or Local Licensing Authority, Failure to Cooperate With Board Investigation, Misrepresentation of Credentials
8/17/2010	Moutz, Ralph D.	RN158111/ LP044438/ CNA999996771	Civil Penalty	Deferred Adjudication
9/3/2010	Nagel, Kristen D.	LP041595/ CNA1000005182	Revocation	Diversion of Controlled Substance, Unprofessional Conduct; Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
6/3/2010	Nixon, Sara M.	RN144240	Voluntary Surrender	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
9/17/2010	Obrien, Robert W.	RN125649	Stayed Revocation with Probation	Disruptive Conduct, Substance Abuse

continued >>>

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
7/2/2010	Oppenheim, Julie J.	RN154757	Revocation	Failure to Cooperate With Board Investigation, License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority, Fraud, Deceit or Material Omission in Obtaining License or Credentials
6/17/2010	Page, Brandy B.	RN161073	Suspension	Failure to Maintain Adequate or Accurate Records, Unable to Practice Safely, Diversion of Controlled Substance
8/11/2010	Parker Salazar, Andrea	RN117458/ CNA218002441	Probation	Substance Abuse, Criminal Conviction
8/10/2010	Petrie, Gillian E.	RN134580	Decree of Censure	Patient Abuse
7/21/2010	Ponwith, David J.	RN145825	Decree of Censure	Drug Screening Violation
9/2/2010	Raskin, Karen H.	RN111534	Decree of Censure	Misappropriation of Patient Property or Other Property
8/26/2010	Reynolds, Linda L.	RN088896	Decree of Censure	Practicing Beyond the Scope of Practice
7/2/2010	Richards, Carla R.	RN105873	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Failure to Comply with Licensing Board Order
7/2/2010	Riddle, Penelope C.	RN060813	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder, Misrepresentation of Credentials
6/13/2010	Rollins, Lisa R.	RN093062	Probation	Error in Prescribing, Dispensing or Administering Medication, Substandard or Inadequate Care
8/9/2010	Ruddell, Mary H.	RN083668/AP2412	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication
8/3/2010	Russ, Sherree A.	RN164790	Civil Penalty	Criminal Conviction
6/29/2010	Schmieder, Susan C.	RN075324	Voluntary Surrender	Failure to Comply with Licensing Board Order
8/25/2010	Schottenbauer, Elizabeth R.	RN060804	Voluntary Surrender	Unable to Practice Safely by Reason of Physical Illness or Impairment
9/3/2010	Schwalm, Greg	LP041968	Revocation	Substandard or Inadequate Care
8/18/2010	Seibert, Rhonda M.	RN101780	Probation	Breach of Confidentiality, Failure to Comply with Health & Safety Requirements
7/26/2010	Selleck, Shannon M.	RN145401/LP042614	Probation	Conduct Evidencing Ethical Unfitness, Misappropriation of Patient Property or Other Property, Violation of Federal or State Statutes, Regulation or Rules
7/28/2010	Silver, Tirzah D.	LP035039	Probation	Misappropriation of Patient Property or Other Property
9/5/2010	Smith, Linda D.	RN079924	Probation	Non-Sexual Dual Relationship or Boundary Violation
7/2/2010	Somerlik, Miloslava	LP031393	Stayed Revocation with Suspension	Failure to Maintain Adequate or Accurate Records, Unable to Practice Safely, Narcotics Violation or Other Violation of Drug Statutes
6/25/2010	Spatz-Herman, Ruth E.	LP043492	Revocation	Narcotics Violation or Other Violation of Drug Statutes, Unauthorized Prescribing Medicine, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
5/26/2010*	Standiford, Cassandra L.	RN Endorsement	Civil Penalty	Criminal Conviction
6/28/2010	Stewart, Elizabeth K.	RN076014	Decree of Censure	Inappropriate or Inadequate Supervision or Delegation
7/26/2010	Stewart, Trishuana A.	LP040950	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction, Failure to Cooperate With Board Investigation
7/11/2010	Strain, Terry E.	LP042723	Decree of Censure	Practicing Beyond the Scope of Practice, Filing False Reports or Falsifying Records
6/29/2010	Taman, Marwa	RN142731	Voluntary Surrender	Failure to Comply with Licensing Board Order
6/16/2010	Tarleton, Marcia A.	RN134690	Civil Penalty	Criminal Conviction
8/6/2010	Thomas, Alexander D.	LP044056/ CNA1000001251	Civil Penalty	Drug Screen Violation
9/3/2010	Thompson, Janel A.	LP036320	Revocation	Error in Prescribing, Dispensing or Administering Medication
9/3/2010	Thompson, Judith A.	LP019850	Revocation	Inappropriate or Inadequate Supervision or Delegation, Failure to Comply with Health & Safety Requirements
8/11/2010	Throckmorton, Michelle L.	RN131894	Decree of Censure	Inappropriate or Inadequate Supervision or Delegation
7/21/2010	Tijerina, Anne M.	RN101848	Decree of Censure	Substandard or Inadequate Care
9/3/2010	Tkach, Mary A.	RN125002	Voluntary Surrender	Failure to Comply with Licensing Board Order
7/21/2010	Tooker, Erica M.	RN155388	Summary Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Failure to Disclose, Diversion of Controlled Substance
8/16/2010	Toosley, Michael S.	LP045056	Probation	Substance Abuse, Criminal Conviction
7/1/2010	Torres, Angela M.	LP041574/ CNA1000004349	Probation	Violation of Federal or State Statutes, Regulations or Rules, Criminal Conviction
5/28/2010*	Vigil, Shaula D.	LP044556	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Failure to Cooperate With Board Investigation
7/21/2010	Waldron, Michelle K.	RN140163	Voluntary Surrender	Unable to Practice Safely by Reason of Physical Illness or Impairment, Drug Screening Violation
6/9/2010	Waring, Karen L.	RN143143	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules
4/19/2010*	Watson, Karen	LP036032	Civil Penalty	Criminal Conviction
9/21/2010	Wermuth, David H.	RN080000/ CRNA0095/LP026257	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Violation of Federal or State Statutes, Regulation or Rules, Failure to Maintain Adequate or Accurate Records
9/3/2010	White, Mary K.	RN134623	Revocation	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
8/5/2010	Williams, Angela N.	LP038961	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication, Filing False Reports or Falsifying Records
8/13/2010	Williams, Carolyn S.	RN116583/AP1831	Probation	Violation of Federal or State Statutes, Regulation or Rules, Misappropriation of Patient Property or Other Property, Substance Abuse
7/6/2010	Wohead, Kimberly S.	RN107542	Suspension	Failure to Comply with Licensing Board Order, Drug Screening Violation
4/29/2010*	Wright, Ruth E.	LP039222	Decree of Censure	Breach of Confidentiality
7/2/2010	Wylie, Jamie M.	LP040598/ CNA999989648	Revocation	Criminal Conviction, Violation of Federal or State Statutes, Regulation or Rules

RN-LPN - UPDATED DISCIPLINE STATUS

JUNE - SEPTEMBER 2010

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
8/17/2010	Bass, Lydia R.	RN147855	Probation
• Completed terms of Suspension, converted license to Probation			
6/23/2010	Lind, Michelle S.	RN092631/AP0214	Reissuance with Stayed Revocation Probation
• Conditional Reissuance, Must Comply with Terms of Consent Agreement			
7/20/2010	Riley, Sandra E.	RN059279	Reissuance with Stayed Suspension Probation
• Conditional Reissuance, Must Comply with Terms of Consent Agreement			
7/20/2010	Shumway, Aaron C.	LP038866	Reissuance with Stayed Suspension Probation
• Reissuance of RN license, conditional upon successful completion of RN Refresher Program			
8/19/2010	Somers, Colleen M.	LP034313	Stayed Revocation w/Probation
• Completed terms of Stayed Revocation Suspension, license converted to Stayed Revocation Probation			



RN-LPN - DISCIPLINARY ACTION CLEARED JUNE - SEPTEMBER 2010

EFFECTIVE DATE	NAME	LICENSE	EFFECTIVE DATE	NAME	LICENSE
8/24/2010	Best, Lauren J.	RN128902/CNA999997468	9/14/2010	Nikodym, Mary K.	RN110942
6/4/2010	Cauwet, Julianne C.	RN157798	7/28/2010	Knight, Susan F.	RN153649
9/23/2010	Fennell, Gladys N.	RN151514	9/22/2010	Stump, Virginia	RN109792
9/25/2010	Gash, Erica M.	RN127937/LP038803/ CNA410751641	8/27/2010	Tarango, Lucy S.	LP008527
9/22/2010	MacMillan, Jessie P.	RN148498	6/8/2010	Vergili, Frank M.	RN099822/LP020942
5/26/2010	Muoebonam, Gladys C.	RN122547	7/6/2010	Wilkinson, William E.	RN070664

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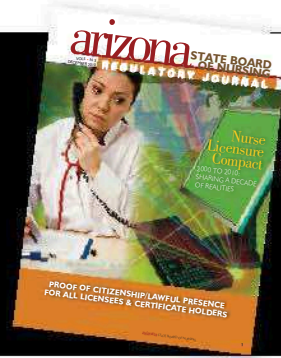
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<<< continued from page 19

and providing guidance to a new Education Program Administrator as soon as one can be hired. I know that whoever is in the position will benefit from your support and expertise. Best wishes to you all.

Sincerely

Pamela K. Randolph

Board Actions—Educational Programs

July 2010

- Adopted Minimum Pediatric Competencies as proposed by the Education Committee.
- Approved East Valley Institute of Technology LPN Program Proposal.
- Granted Provisional Approval to Brown-Mackie College-Phoenix RN Program.
- Renewed Approval of the RN Refresher Program at Mesa Community College.
- Granted Approval to South Dakota State University RN Refresher Program.
- Granted Approval to Innovative Academic Solutions LPN Refresher Program.
- Adopted Interim Recommendation for a

Report in 6 months from Pima Medical Institute Tucson.

- Adopted English Language Proficiency Requirements for Certified Medication Assistants.
- Adopted Medication Assistant Course Curriculum and Guidelines.
- Accepted Report to Remedy of Potential Deficiencies and Renewed Full Approval for the Following Sites of Maricopa Nursing: Mesa Community College, Gateway Community College, Paradise Valley Community College, Chandler-Gilbert Community College, Scottsdale Community College, Phoenix College, and Estrella Mountain Community College.
- Adopted Revised "Submission of Materials to Education Committee Policy."
- Issued Notice of Deficiency to Cactus Wren Nursing Assistant Training Program.
- Dismissed Complaint Against Brookline College.
- Denied Excelsior College's Request to De-

lete the Pediatric Clinical Preceptorship.

September 2010



- Approved RN Nursing Program at Maricopa Nursing Glendale Community College with a Letter of Concern.
- Granted Final Approval to Coconino Community College RN Nursing Program with a Report in 6 Months (Decision).
- Renewed Approval of The University of Arizona BSN and Advanced Practice Nursing Programs (Decision).
- Renewed Approval of Mohave Community College RN and PN Refresher Courses.
- Restored Full Approval Status to SEVEN Health Care Academy RN and PN Refresher Courses.
- Dismissed Complaint Against Pima Medical Institute Tucson RN Program.
- Dismissed Complaint Against Central AZ College Nursing Program.
- Approved Grand Canyon University's Application for Additional Program Sites.



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