

# SCOPE OF PRACTICE



### SCOPE OF PRACTICE LAWS ARE YOUR

#### "Limits & Privileges" National Overview

*What is scope of practice?*

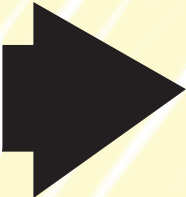
- Activities that an individual practitioner is legally permitted to perform within a profession.
- The legal framework defines and controls the delivery of services, the settings and parameters of professional activities.

### WHY SHOULD YOU BE CONCERNED ABOUT SCOPE OF PRACTICE LAWS?

State Legislatures Enact Scope of Practice Laws "Limits & Privileges"

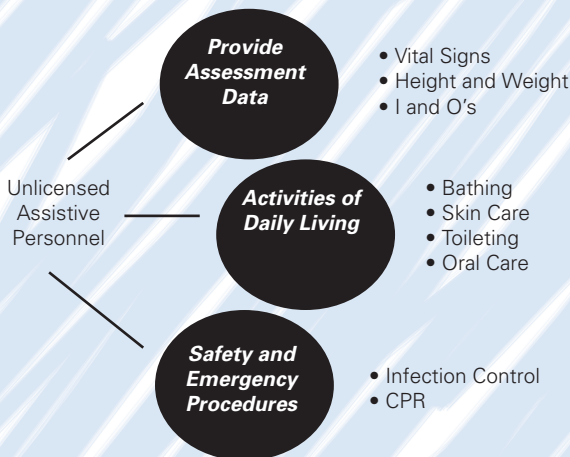
Health Profession's Boards Implement Laws Through Regulation

Establish Minimum Qualifications for Licensure, License/Certify Practitioners, Investigate complaints and discipline violators



*Significant liability issues created when practicing outside your scope of practice; may be personally held accountable*

### WHAT IS THE SCOPE & COMPETENCIES OF CERTIFIED NURSING ASSISTANTS?



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### SCOPE OF PRACTICE: RN



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ARIZONA STATE BOARD OF NURSING  
4747 North 7th Street, Suite 200  
Phoenix, AZ 85014-3655  
Phone: 602.771.7800  
Main fax: 602.771.7888  
CANDO fax: 602.771.7882  
General e-mail: arizona@azbn.gov  
Website: www.azbn.gov

*GOVERNOR*

The Honorable Janice K. Brewer

Joey Ridenour, RN, MN, FAAN  
*EXECUTIVE DIRECTOR*

Judy Bontrager, RN, MN  
*ASSOCIATE DIRECTOR/OPERATIONS*

Valerie Smith, RN, MS, FRE  
*ASSOCIATE DIRECTOR/ INVESTIGATIONS/  
COMPLIANCE*

Pamela Randolph, RN, MS  
*ASSOCIATE DIRECTOR/EDUCATION &  
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Virginia Robertson, PUBLISHER  
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**FOR ADVERTISING  
INFORMATION:**

Steve McPherson  
smcpherson@pcipublishing.com  
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[www.thinkaboutitnursing.com](http://www.thinkaboutitnursing.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

## Scope of Practice Laws Are Your Limits and Privileges

The 2010 edition of the Arizona State Board of Nursing Regulatory Journal is about understanding and therefore making the right decisions about scopes of practice. Healthcare education and practice today share common skills and procedures with other professions, and therefore no one profession has a completely unique scope of practice that does not overlap with others. Six healthcare regulatory organizations in a document entitled *Changes in Healthcare Professions' Scope of Practice: Legislative Considerations*<sup>1</sup> believe that scope of practice changes should reflect the evolution of abilities of each healthcare discipline that better protects the public and enhances the consumers' access to competent healthcare services.

In painting a picture about "scope of practice," the background is the timeless black and white based on the legislation that enacted the Nurse Practice Act as well as the underpinnings of the "heart of all health professions regulation." The "limits and privileges" are the red boundaries in which the practitioner is legally permitted to perform. The "so why should you be concerned about scope of practice laws" is the yellow, in that you need to proceed with caution if you do not understand the liability issues created when you practice outside your scope of practice, and the employer holds the nurse personally accountable for practicing outside the scope of practice. Three different shades of blue are used to compare and contrast the "scope and competencies of CNAs, LPNs and RNs". "What are the RN defining terms as related to independent and dependents functions" are colored green to symbolize the ability to move forward on independent functions when competence has been demonstrated. Finally, the "Advisory Opinions" are contemporary gray to represent the evolving practice of nursing.

Also in this edition on page 9, Pam Randolph, RN, MSN, shares the recently approved new scope of practice for the registered nurse practitioner (RNP) practicing in an acute care setting.

Dr. Kathy Malloch, Board President, provides a more global perspective on scopes of practice and challenges for the future on page 6.

Let us know if you have any questions or comment regarding any topic area in the Journal.

Joey Ridenour, RN, MN, FAAN  
Executive Director

<sup>1</sup><https://www.ncsbn.org/ScopeofPractice.pdf>



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**From the Board President**  
KATHY MALLOCH, PHD, MBA, RN, FAAN

## Scope of Practice: Challenges for the future

As the world turns, so too does the scope of practice for clinicians. New evidence, increasing technology, less than acceptable quality and a very costly healthcare system necessarily require professionals to review and revise scopes of practice to assure that the licensed groups are meeting the needs of society. Recent discussions have addressed shifting accountabilities specific to the scope of the medication technician, the registered nurse, and the advanced practice nurse. As the needs of the population increase, new advances and evidence emerge, and evaluations are implemented, more challenges to shift the scope of care-giving practices across the continuum will emerge.

As most of us know or have experienced, the discussions about shifting scope often begin quite benignly, and then move quickly to issues of turf and concerns about patient safety. Consider the medication technician role evolution. Concerns about safe medication administration from non-licensed, minimally trained caregivers arose quickly. Medication administration was the purview of the licensed registered or practical nurse. Yet, the community need for the administration of routine medications in residential facilities and skilled nursing homes was significant and not always being met. Personally, I struggled with this recommendation. I could not support medication administration by a non-licensed person. I didn't have any evidence, it just didn't feel right; and I truly believed it was not a safe practice. In spite of my feelings, the plan to pilot the use of a carefully crafted medication technician role went forward. It was during the pilot testing phase that my dad was a resident in a nursing home. For over four years, I watched the licensed practical nurse administer the same five medications in the morning and the same four medications in the evening. There was no need for a licensed nurse to be doing this technical, repetitive task – my dad needed licensed nurses to observe, support and assure an effective plan of care was in place. I soon became a strong supporter of the medication technician based on observations and outcomes over a four year time span. This fresh look at patient care at the point of service events provided new information so that I am now able to support for the shift in the scope of practice from registered nurses to medication technicians.

The issues of scope change are not limited to the nursing discipline. Issues with providers (nurse, physician, naturopath, podiatrists, and optometrists) are also increasingly common. In a recent publication of The American Medical Association, efforts to push back on expansions of scope of practice (<http://www.ama-assn.org/amednews/2010/01/18/prl20118.htm>) and hopes to protect physician practice scope as the means to patient quality were noted.

Questions such as these are posed regularly:

- Should optometrists perform surgery and prescribe medications?

- Should naturopaths become licensed?
- Should chiropractors perform invasive procedures? Can they perform manipulations under anesthesia?
- Who should diagnose, treat and manage pain?
- Who should be able to do invasive procedures, prescribe medications, diagnosis and treat, patients with chronic pain?

The American Medical Association has recommended model legislation for states to establish scope-of-practice review panels to evaluate plans by non-physician health professionals who wish to expand their practice. The panels would be composed of various regulatory board officials, university experts and other health care advisers to help lawmakers understand the underlying medical, educational and public interest considerations. Hopefully, such panels would include all of the regulated professions providing patient care and not be limited to physician providers. Nurses, pharmacists, psychologists, chiropractors, therapists and naturopaths all have good input for this important discussion.

The challenges to scope should not be viewed as anomalous events; rather scope analysis should be an ongoing discussion among colleagues providing patient care. None of us should shy away from the need for healthy dialogue. As new ideas are proposed, I would hope that each professional consider the following questions about the proposed changes AND the resistance being encountered.

1. How widespread is the issue that is being addressed by the proposed scope change?
2. Is there evidence to support the change in other states?
3. Will the change increase access to care?
4. Will the change increase the quality of care?
5. How will the cost of care be affected?
6. How will the proposed change be integrated into the current scope of practice? Is there education in nursing programs (or whichever discipline is involved) currently?
7. Is the change consistent with the principles of the practice act?

For sure, scope of practice will be forever challenging for all health professions as the new evidence emerges and the needs of society change.

Thanks again for the opportunity to serve as your president.

*Kathy Malloch PhD, MBA, RN, FAAN*

Kathy Malloch, PhD, MBA, RN, FAAN  
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## STAFF DIRECTORY

### ADMINISTRATION

Joey Ridenour, RN, MN, FAAN  
Executive Director  
602.771.7801  
jridenour@azbn.gov

Judy Bontrager RN, MN  
Associate Director - Operations &  
Licensing  
602.771.7802  
jbontrager@azbn.gov

Valerie Smith RN, MS, FRE  
Associate Director  
Investigations/Compliance  
602.771.7804  
vsmith@azbn.gov

Pamela Randolph RN, MS  
Associate Director Education &  
Evidenced Based Regulation  
602.771.7803  
prandolph@azbn.gov

Lila Wiemann  
Administrative Assistant to the  
Executive Director and Associate  
Director Investigations/Compliance  
602.771.7806  
lwiemann@azbn.gov

Cristina Oates  
Administrative Assistant to Associate  
Director Operations/Licensing  
602.771.7805  
coates@azbn.gov

### CANDO

Connie Linck, RN, MN  
Nurse Consultant – CANDO  
602.771.7864  
clinck@azbn.gov

Olga Zuniga  
Administrative Secretary –  
Monitoring & CANDO  
602.771.7865  
ozuniga@azbn.gov

### COMPLAINTS-INTAKE

Karen Grady, MS, RN, FNP, BC  
Complaints-Intake Triage  
Coordinator - Advanced Practice  
Nurse Consultant  
602.771.7821  
kgrady@azbn.gov

Jene Martinez  
Triage Secretary  
602.771.7829  
jmartinez@azbn.gov

### EDUCATION

Karen Gilliland  
Administrative Assistant  
602.771.7856  
kgilliland@azbn.gov

Lila Van Cuyk, RN, BSN  
Nurse Practice Consultant/  
CNA Programs  
602.771.7857  
lvancuyk@azbn.gov

### FISCAL SERVICES

Randi Orchard  
Fiscal Services Manager  
602.771.7810  
rorchard@azbn.gov

Norma Salter  
Accounting Technician  
602.771.7809  
nsalter@azbn.gov

### HEARINGS

Susan Barber, RN, MSN  
Nurse Practice Consultant-  
Hearing Dept  
602.771.7851  
sbarber@azbn.gov

Vicky Driver  
Admin. Assistant-Hearing Dept  
602.771.7852  
vdriver@azbn.gov

Deborah Richards, JD  
Senior Investigator  
602.771.7850  
drichards@azbn.gov

### INVESTIGATIONS NURSE PRACTICE CONSULTANTS

Angela Hill, RN, BSN  
602.771.7811  
ahill@azbn.gov

Betty Nelson, RN, MS  
602.771.7813  
bnelson@azbn.gov

Janeen Dahn, MS, FNP-C  
Advanced Practice Nurse Consultant  
602.771.7814  
jdahn@azbn.gov

Jeanine Sage, RN, MSN  
602.771.7815  
jsage@azbn.gov

Mary Rappoport, RN, MN  
602.771.7816  
mrappoport@azbn.gov

Pat Midkiff, RN, MN  
602.771.7827  
pmidkiff@azbn.gov

Sister Rachel Torrez, RN, MS  
602.771.7818  
srachel@azbn.gov

Stephanie Nelson, RN, MS  
602.771.7819  
snelson@azbn.gov

Tammi Bymers, RN, MSN  
602.771.7820  
tbymers@azbn.gov

V. Ann Schettler, RN, MHL, CLNC  
602.771.7812  
aschettler@azbn.gov

### SENIOR INVESTIGATORS

Doug Parlin  
602.771.7822  
dparlin@azbn.gov

Kirk Olson  
602.771.7824  
kolson@azbn.gov

Ron Lester  
602.771.7825  
rlester@azbn.gov

Tim Chafey, RN  
602.771.7817  
tchafey@azbn.gov

### LEGAL SECRETARIES

Barbara Melberg  
602.771.7840  
bmelberg@azbn.gov

Dorothy Lindsey  
602.771.7841  
dlindsey@azbn.gov

Esther Garcia  
602.771.7842  
egarcia@azbn.gov

Trina Smith  
602.771.7844  
tsmith@azbn.gov

### INFORMATION TECHNOLOGY

Cory Davitt  
Network Operations Director  
602.771.7808  
cdavitt@azbn.gov

Adam Henriksen  
Information Technology Director/  
Webmaster  
602.771.7807  
ahenriksen@azbn.gov

### LICENSING

Becky Melton  
RN/LPN Exam  
602.771.7830  
bmelton@azbn.gov

Donna Frye  
Fingerprints/Endorsements  
602.771.7831  
dfrye@azbn.gov

Helen Tay  
CNA Exam/Endorsements  
602.771.7832  
htay@azbn.gov

Jennifer McWilliams  
RN/LPN Renewals  
602.771.7833  
jmcwilliams@azbn.gov

Paula Delphy  
RN/LPN Endorsements  
602.771.7834  
pdelphy@azbn.gov

Rhonda Rogers  
CNA Renewals  
602.771.7835  
rrogers@azbn.gov

### MAILROOM

Debra Kunkle  
602.771.7876  
dkunkle@azbn.gov

### MONITORING

Michelle Mills, RN, MA  
Nurse Practice Consultant  
602.771.7862  
mmills@azbn.gov

Dolores Hurtado  
Legal Assistant  
602.771.7861  
dhurtado@azbn.gov

Brent Sutter  
Legal Secretary  
Monitoring & CANDO  
602.771.7860  
bsutter@azbn.gov

### RECEPTIONISTS

Hazel Degrate  
602.771.7870  
hdegrate@azbn.gov

Marlane Brosseau  
602.771.7871  
mbrosseau@azbn.gov

Nancy Davis  
602.771.7872  
ndavis@azbn.gov

Susan Kingsland  
602.771.7873  
skingsland@azbn.gov

### RECORDS

Anne Parlin  
602.771.7875  
aparlin@azbn.gov



# REGISTERED NURSE PRACTITIONER (RNP) PRACTICING IN AN ACUTE CARE SETTING

Adopted by the Board 11/19/09

## BACKGROUND

Registered nurse practitioner (RNP) education has progressed beyond the apprentice model of “see one, do one, teach one” (Swenson, 2006). It is no longer acceptable to substitute registered nursing experience and physician oversight for a formal nurse practitioner program consisting of didactic and clinical study informed by national standards. Authority to practice does not flow from a physician’s license (Swenson, 2006) but from a rigorous credentialing process that includes verification of appropriate educational preparation including supervised clinical practice and competency testing at the advanced practice level. Similar to other professions, **the scope of registered nurse practitioner practice is based upon the didactic and clinical education obtained in a basic RNP program (Klein, 2008).**

## RNP EDUCATION

Registered nurse practitioner education has evolved into a system consisting of advanced core and focused specialty courses. This educational model prepares graduates for advanced nursing practice as direct care providers **within a focused population of care** (also known as specialty area). RNP education does not follow the medical model; therefore, RNPs do not readily fit into the process used by facilities to credential physicians and medical residents. Care must be taken in credentialing the RNP to ensure full utilization of scope of practice based on the RNP’s training, practice setting and education (Kleinpell, Hrvanek and Hinch, 2008). Administrators are challenged with ensuring that appropriate mechanisms exist to credential and privilege RNPs within the institution appropriate to their scope of practice (Kleinpell, Hrvanek and Hinch, 2008). The primary component of the RNP ability to practice is their licensure and recognition through national certification in an established population area of practice (Klein 2008). In Arizona prior to July 1, 2004, not all nurse practitioners were required to hold national certification, but all have been through a review of their education for consistency with their assigned specialty population as part of the qualification for state board certification; state board certification is required for practice in Arizona. Population is not only defined by diagnosis, gender, and age, but also by acuity and type of care needed.

There are two broad categories of RNP preparation: **primary care** with didactic and clinical education focused on health promotion, disease prevention and treatment of patients primarily in ambulatory and community settings; and acute care with didactic and clinical education focused on the management of patients with complex acute, critical and chronic health conditions primarily in acute care (hospital) settings (NONPF 2002, 2004). Within primary care, RNP practice is further specialized to a population of care (pediatric, adult, gerontology, family, women’s health, etc.). Acute care RNP specialties are currently limited to neonatal, pediatric and adult.

Additional nurse practitioner specialty areas of preparation include adult or family psychiatric and mental health nurse practitioner and certified nurse midwife. The educational preparation and practice in these populations of care include management of clients in both primary and acute care settings.

## ADDITIONAL COMPETENCIES AND OVERLAPPING SCOPES OF PRACTICE

An individual RNP may enhance their competencies by learning additional skills/procedures **within their scope of practice** through additional didactic education and supervised clinical practice as specified in A.A.C. R4-19-208 (C). For example, since primary care of infants is within their scope of practice, a pediatric or family nurse practitioner could perform a circumcision after obtaining and demonstrating this competency through completion of a formal didactic and clinical instruction course. In contrast, an adult RNP, even after completion of the same course, could not perform circumcisions because care of infants is outside the scope of adult nurse practitioner practice. While the Board recognizes that there is some overlap in scopes of practice between specialties, an individual may not expand scope to a different specialty without completing a basic NP program in that specialty. For example, a pediatric nurse practitioner may be qualified to follow some patients into young adulthood before transitioning their care to an adult or family practitioner, overlapping with Adult/FNP scope, and a family nurse practitioner may be qualified to treat common, self-limited depression or anxiety, overlapping with psychiatric nurse practitioner scope; but neither is qualified to practice within the full scope of the others’ specialty area.

## RNPs IN ACUTE CARE SETTINGS

Due to recent limits regarding the use of physician residents, acute care facilities have sought to hire nurse practitioners to fill “hospitalist” roles with scant attention as to whether the educational preparation of the NP is consistent with the role. For example, an FNP with some pediatric ICU experience as an RN was believed to be qualified to take an acute care pediatric NP position in the pediatric intensive care unit.

While the Board does not limit the employment setting of the NP, the role within that setting must be consistent with the formal education and scope of the NP’s education, certification and specialty. “An RNP shall only provide health care services within the nurse practitioner’s scope of practice for which the RNP is educationally prepared and for which competency has been established and maintained” (A.A.C. R4-19-508 C). According to the National Organization of Nurse Practitioner Faculties (2004), the acute care RNP “practices in any setting in which patient care requirements include complex monitoring and therapies, high intensity nursing intervention, or continuous nursing vigilance within the range of high acuity care” (pg. 13). Acute care nurse practitioners receive “highly focused education that includes psychomotor skill assessment and evaluation in many complex procedures. They are prepared to manage complex unstable patients similar to those managed by hospitalists” (Klein, 2008, pg 277). Therefore, it is the position of the Board that **an RNP who provides acute care services cannot exceed the limits of the advanced practice specialty area.** Sole and independent management of the care of complex unstable patients in an acute care setting, including but not limited to an intensive care unit, is in the exclusive domain of the nurse practitioner who has completed an approved acute care nurse practitioner program. A primary care nurse practitioner may have a role in assisting or directing management of the acute care patient as long as the aspect of care is within the limits

**continued >>>**

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<<< continued from previous page

of their specialty and role of nurse practitioner certification.

### ROLE OF PRIMARY CARE RNPs IN ACUTE CARE SETTINGS

There is a role for the primary care NP in an acute care facility if the role is consistent with the educational preparation and certification of the NP. The primary care NP may admit his/her own patients and manage referrals to appropriate specialties, as it is within scope for a primary care NP to facilitate transitions between health care settings and to provide continuity of care for individuals and family members.

Patients admitted to an acute care facility will benefit from the inclusion of a primary care RNP on the health care team to assist in the management of some aspects of care consistent with the primary care RNP's scope of practice. Primary care RNP preparation focuses on management of health promotion, disease prevention, and ongoing care of individuals and families (Klein, 2008). The National Organization of Nurse Practitioner Faculties (2002) describes the primary nurse practitioner role in managing and negotiating health care delivery systems as one of "overseeing and directing the delivery of clinical services within an integrated system of health care" (pg. 20, 24, 28, 33, 38). A hospital-based primary care RNP could coordinate care between specialty physicians, plan the patient's discharge, order and review results of diagnostic tests, initiate referrals, advocate for the patient, and monitor the patient's progress through the system. An acute exacerbation of a chronic illness could be managed by a primary care NP if the nature of the person's exacerbation is manageable in an ambulatory setting. If an exacerbation of a chronic illness is such that the person is unstable or critically ill, then that person's care team should include someone with acute care credentials, at least until the situation is under control and stable.

### SUMMARY

In summary, the RNP is expected to utilize appropriate judgment to determine if a specific role or procedure within a patient care situation is within the scope of practice that he or she is educationally prepared to provide. "Recognizing the limits of the nurse's knowledge and experience, planning for situations beyond the nurse's knowledge and expertise and consulting with or referring clients to other health care providers when appropriate," (ARS

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§ 32-1606 (17) (d)(vi)) are part of the legal scope and responsibilities of all registered nurse practitioners. Experience as an RN, on-the-job training, having a physician sign off orders, and the personal comfort of the RNP are not a sound basis for accepting an assignment or role beyond the RNP's scope of practice.

#### QUESTIONS AND ANSWERS

##### **1. Can a primary care nurse practitioner treat hospital patients as long as they are not in the ICU?**

The primary care RNP's role in any setting must be within their scope of practice consistent with their educational preparation. An oft-quoted caveat is that the RNP can treat any condition in an acute care setting that they could treat in an office setting. While this may have some practical applicability, it will not cover the RNP for practicing outside his/her scope. The condition that led to the patient's hospital admission may influence the treatment of even the simplest condition. For example, an RNP may be very competent at treating urinary tract infections (UTI) in an office setting. However, when a patient is admitted to the hospital with a diagnosis of dehydration, diarrhea and acute renal failure

and subsequently develops a UTI, that patient needs a different treatment approach than an ambulatory client with an episodic illness. The primary care RNP's educational preparation and supervised clinical practice did not include this content. Therefore, absent additional formal training, independent management of this particular patient's UTI would be considered outside the scope of primary care nurse practitioner practice.

##### **2. How does my experience as an RN expand my RNP scope of practice?**

Your experience as an RN may give you some familiarity with a particular patient population but does not determine your scope of practice as a nurse practitioner. Your RNP scope is based on the didactic education and clinical practice obtained in your RNP program.

##### **3. Can a primary care RNP write hospital orders?**

The Nurse Practice Act allows for primary care RNPs to write orders for hospitalized patients within their scope and limits of the specialty area. Employers may choose to be more restrictive than the nurse practice act, but they cannot be less restrictive. RNPs who choose to practice in those more restrictive environments must discuss any concerns they

have about practice policies that are more restrictive than the NPA with the facility administration.

##### **4. Can a primary care RNP perform invasive procedures?**

The Board does not maintain a list of approved procedures. In general, primary care RNPs may only perform primary care procedures within the limits of their scope and the demonstrated and evaluated competency of the RNP. First and foremost, the patient and procedure must be appropriate to the RNP scope of practice. The condition necessitating the procedure must be one that the RNP is educationally and experientially prepared to manage. The RNP must have demonstrated and evaluated competency in the procedure. Consistent with A.A.C. R4-19-508 (C), education should consist of formal didactic learning and supervised documented clinical practice as prescribed by an accrediting body, accredited university, or professional association. Finally, the RNP must be able to recognize and manage complications including emergencies that would result from the procedure. If the patient's acuity level requires an invasive procedure and management in an acute care setting, this suggests that the sole management of the patient is beyond the scope of practice of the primary care RNP.

##### **5. If a procedure is illegal in Arizona, but legal in other states, is it within the scope of practice for an RNP to perform the procedure in Arizona?**

No, the Board's authority to regulate nursing practice comes from legislatively enacted statutes. The broad scope of RNP practice is contained in the statutory definition of registered nurse practitioner (see ARS § 32-1606 (15) below). If the legislature subsequently prohibits an RNP from performing an activity, for whatever reason, that activity is clearly outside the legal scope of practice.

##### **6. Does scope of practice change based on the scarcity of acute care RNP programs and graduates in Arizona?**

No. Scope of practice is based on formal education and supervised clinical practice within the basic RNP program. The scarcity of appropriate programs for training acute care nurse practitioners does not allow others without that training to assume the role.

##### **7. Can a primary care RNP who successfully completes life-support education (ACLS, PALS or NRP) run a code in a hospital?**



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Please visit the NAU recruitment website at <http://hr.nau.edu> to view a full description of the positions and the application process. Minorities, veterans and individuals with disabilities are strongly encouraged to apply.

An RN (including NP) may provide care consistent with the recognized guidelines of the organization offering the life-support course. The provider with the highest level of training and proficiency in resuscitative procedures should direct the code.

**8. I completed an acute care nurse practitioner program before there was a recognized specialty or exam so was certified as an adult NP. What is my scope of practice?**

The Board recognizes that with emerging specialty populations, there is often confusion and occasionally inconsistent certification due to lack of a certification exam or approval of the specialty. RNP scope of practice is based on the didactic and clinical education obtained in the basic RNP program. Prior to the emergence of the acute care specialty, some pediatric NP programs may have contained both a primary and acute care focus, and some adult NP programs may have included either a primary or acute care track. Graduates of programs that included an acute care focus or track may qualify for acute care certification, and their educational preparation would support acute care practice. For consistency, the Board would advise that graduates pass the

acute care national certifying exam (if qualified) and seek additional Board certification. The Board recognizes that not all graduates of these programs will qualify for the exam, especially if the program was not part of a graduate degree program.

**APPLICABLE REGULATIONS**

**ARS § 32-1606 Definitions**

15. "Registered nurse practitioner" means a professional nurse who:

- (a) Is certified by the board.
- (b) Has completed a nurse practitioner education program approved or recognized by the board.
- (c) If applying for certification after July 1, 2004, holds national certification from a national certifying body recognized by the board or provides proof of competence if a certifying exam is not available.
- (d) Has an expanded scope of practice within a specialty area that includes:
  - (i) Assessing clients, synthesizing and analyzing data, and understanding and applying principles of health care at an advanced level.
  - (ii) Managing the physical and psychosocial health status of clients.

- (iii) Analyzing multiple sources of data, identifying alternative possibilities as to the nature of a health care problem and selecting, implementing and evaluating appropriate treatment.
- (iv) Making independent decisions in solving complex client care problems.
- (v) Diagnosing, performing diagnostic and therapeutic procedures, prescribing, administering and dispensing therapeutic measures, including legend drugs, medical devices and controlled substances within the scope of registered nurse practitioner practice on meeting the requirements established by the board.
- (vi) Recognizing the limits of the nurse's knowledge and experience, planning for situations beyond the nurse's knowledge, and expertise and consulting with or referring clients to other health care providers when appropriate.
- (vii) Delegating to a medical assistant pursuant to section 32-1456.
- (viii) Performing additional acts that require education and training as

**continued >>>**



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prescribed by the Board and that are recognized by the nursing profession as proper to be performed by a nurse practitioner.

**ARS § 32-1606 B.** The board shall:

12. Adopt rules establishing those acts that may be performed by a registered nurse practitioner in collaboration with a licensed physician.

**R4-19-508. Scope of Practice of a Registered Nurse Practitioner**

A. An RNP shall refer a patient to a physician or another health care provider if the referral will protect the health and welfare of the patient and consult with a physician and other health care providers if a situation or condition occurs in a patient that is beyond the RNP's knowledge and experience.

B. In addition to the scope of practice permitted a registered nurse, a registered nurse practitioner, under A.R.S. §§ 32-1601(15) and 32-1606(B)(12), may perform the following acts within the limits of the specialty area of certification:

1. Examine a patient and establish a medical diagnosis by client history, physical

examination, and other criteria;

2. For a patient who requires the services of a health care facility:
    - a. Admit the patient to the facility,
    - b. Manage the care the patient receives in the facility, and
    - c. Discharge the patient from the facility;
  3. Order and interpret laboratory, radiographic, and other diagnostic tests, and perform those tests that the RNP is qualified to perform;
  4. Identify, develop, implement, and evaluate a plan of care for a patient to promote, maintain, and restore health;
  5. Perform therapeutic procedures that the RNP is qualified to perform;
  6. Prescribe treatments;
  7. If authorized under R4-19-511, prescribe and dispense drugs and devices; and
  8. Perform additional acts that the RNP is qualified to perform.
- C. An RNP shall only provide health care services within the nurse practitioner's scope of practice for which the RNP is educationally prepared and for which competency has been established and maintained. Educational preparation means academic

coursework or continuing education activities that include both theory and supervised clinical practice.

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# RN/LPNs: LESS THAN ONE MONTH TO RENEW If Your License is Due For Renewal on APRIL 1



How many nurses are due to renew their license by April 1, 2010?



There are still approximately 16,000 licensed nurses that are due for renewal by APRIL 1, 2010. As you read in the September 2009 Arizona State Board of Nursing Regulatory Journal, the due for renewal date for RN/LPNs has changed from June 30 to April 1, in the year that you are due to renew. **If your paper license shows a renewal date of 6/30/10, please note that the renewal date has been changed to April 1, 2010.**



What are the changes since I last renewed my license?



Two years ago, the Board implemented ARS 1-504 (HB2467), requiring ALL applicants to provide Board with satisfactory documentation demonstrating each applicant's citizenship, alien status, legal residency, or lawful presence in the United States. Documentation needs to be submitted to the Board only once, unless it is a time limited document.



What documentation must I submit for proof of citizenship/lawful presence?



The most frequently received/acceptable documents are a copy of your birth certificate OR a copy of your U.S. passport, even if it is expired. A copy of your Social Security card or driver's license is NOT acceptable. A complete list of the acceptable documents can be found on the Board's web site at [www.azbn.gov](http://www.azbn.gov), click on New Proof of Citizenship or Nationality Requirements, then click on Statement of Citizenship and Alien Status Form. Your license will not be renewed until the documentation is received.



What is the fastest way to renew and get my license?



Check your paper license to see if it says you are due to renew June 30, 2010; if yes, the date has been changed to APRIL 1, 2010.

- Renew online right away. Go to [www.azbn.gov](http://www.azbn.gov) and click on "my services"
- Mail in, or scan and e-mail in, the cover sheet (found on the Web site under New Proof of Citizenship or Nationality Requirements) AND a copy of your documentation. This can be done before or after you renew on line.
- Remind nurses that you work with about the change in the renewal date so they will not be late in renewing.
- Go to the website and click on "License Verification" to see when your license is renewed.

# “SCOPE OF PRACTICE GHOST”

BY JUDY BONTRAGER, RN, MN  
ASSOCIATE DIRECTOR, OPERATIONS & LICENSING

Changes in health care delivery are occurring in health care organizations throughout the nation in response to health care needs of society, technical advancements, and the expansion of scientific knowledge. These changes frequently lead to role confusion and questions about the Scope of Practice of the RN and LPN.

A recent nurse’s blog, on one of the nursing web sites, was about the “Scope of Practice Ghost.” The nurse stated they had read the Nurse Practice Act about eight times and also had “looked through every inch of the Board of Nursing’s website” and could not find references to the scope of practice (SOP) except in the SOP committee minutes.

So what three “Ghost Busters” are available to Arizona nurses?

1.) The first source to be referenced is the Nurse Practice Act. The Nurse

Practice Act broadly defines the scope of practice for a LPN, RN, CNS, and NP in the statutes under definitions found in ARS 32-1601. The LPN has seven activities under their scope of practice, and the RN has thirteen. The rules further define the scope of practice for a CNA (R4-19-813), an LPN (R4-19-401), an RN (4-19-402), a CNS (R4-19-514), a NP (R4-19-508) and a CRNA (R4-19-516).

2.) A second way to understand scope of practice is through Arizona Revised Statute §32-1606 (2) that states the Board may publish advisory opinions regarding registered and practical nursing practice and nursing education. An advisory opinion adopted by the Board is a contemporary interpretation by the Board of what the law requires. While an advisory opinion is not law, it is more than a recommen-

dation and is an official opinion of the Arizona Board of Nursing regarding the practice of nursing.

3.) The Board of Nursing has multiple requests each day from nurses, health care facilities, managed care entities, and other regulatory agencies for information about the RN and LPN scope of practice. Because of the frequency of the calls, the Board established a separate telephone number to address scope of practice questions at 602-771-7880. When nurses call into the Board with practice questions, specific questions are considered:

- Is the practice permitted by Arizona Nurse Practice Act?
- Is the practice precluded under any other law, rule, or policy?
- Is the act supported by the standards of nursing practice or scope of practice statements from professional nursing organizations, or is there other research data in nursing and health related literature?
- If needed, has the nurse completed special education to possess the ap-



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appropriate knowledge?

- Is there documented evidence of the competency and skill?
- Would a reasonable and prudent nurse perform the act?
- Is the nurse prepared to respond to any untoward consequences of action?

Who develops and makes recommendations to the Board regarding advisory opinions? The Arizona State Board of Nursing Scope of Practice Committee is composed of 22 members appointed



## Arizona State Board of Nursing Job Opening:

### NURSE PRACTICE CONSULTANT AND JD RN NURSE PRACTICE CONSULTANT POSITION

There is an opening at the Arizona State Board of Nursing for a full-time nurse practice consultant and a JD RN Nurse Practice Consult Position. The primary duties of this position are to investigate allegations of nurse practice act violations by licensed nurses. The position requires a Master's Degree in nursing or related field. The successful candidates will have excellent written and oral communication skills, the ability to objectively obtain and analyze information, knowledge and applicability of the nurse practice act including scope of practice and standards of care, and effective time management skills. For more information, please contact Valerie Smith, RN, MS, FRE, Associate Director, Investigations and Compliance, at 602-771-7804 or [vsmith@azbn.gov](mailto:vsmith@azbn.gov).

by the Board of Nursing. The committee has a diverse membership, including staff nurses, administrators and faculty members, which represent various urban and rural health care settings throughout the state. RN and LPNs submit resumes to the Board for consideration of this appointment. The selected individuals serve for a two-year term and may request reappointment for a second term. The Scope of Practice committee meeting is open to the public. If you have an interest in serving on the SOP committee, submit your

resume to Judy Bontrager, AZ State Board of Nursing, 4747 N. 7th Street, Suite #200, Phoenix, AZ 85014. The next selection of members will be in March, 2011.

In summary, the rapid changes in health care delivery frequently lead to questions about scope of practice for the RN and LPN. The Nurse Practice Act, the Board approved advisory opinions, or a call to the Board's scope of practice line are ways to find information to address questions.



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## EDUCATION CORNER

BY PAMELA RANDOLPH, RN, MS

ASSOCIATE DIRECTOR EDUCATION AND EVIDENCE BASED REGULATION

# NURSING PROGRAM PLANNING IN ARIZONA

The Education Advisory Committee, a non-binding advisory body to the Arizona State Board of Nursing, has expressed concern that the rapid expansion and proliferation of nursing programs in Arizona may not result in high quality and adequate numbers of registered nurses in the future. Some observations that prompted the committee's concern are:

- The continued low ratio of BSN to AD grads in Arizona
- The low completion rates for RN to BSN programs
- Continued shortages of qualified, competent faculty
- Shortages of available clinical placements for students in medical-surgical acute care, psych-mental health, pediatrics and maternity.

The Committee believes that the nursing shortage will become more evident and critical as the economy recovers. Nurses will be required to care for patients from increasingly diverse cultural backgrounds presenting with multiple co-morbidities in addition to a growing elderly population with unique health care demands.

In order to examine evidence to determine if there is a need for planning, Board staff reviewed multiple sources of information describing nursing work force needs and health issues facing Arizona. They also examined data related to the current supply of nurses and employment opportunities. Based on the evidence gathered, a paper supporting the need for planned nursing program expansion was crafted. The Committee concluded that our population would be better served if Arizona:

- Increased the proportion of nurses prepared at the baccalaureate level for initial licensure to enhance patient outcomes and provided a future pipeline for faculty for all programs
- Reduced barriers and increased early access to BSN completion programs and developed strategies to decrease attrition in BSN completion programs
- Increased capacity in public pre-licensure RN programs
- Encouraged nursing program curriculum reforms including: care of vulnerable populations; cultural competence; care of aging clients; integration of EBP, pathophysiology and technology into nursing courses; and nursing courses based on traditional populations of care
- Increased nurses prepared at the graduate level in programs focusing on teaching and advanced practice, particularly CNS

- Increased the proportion of Hispanic/Latino and male nurses to better reflect the population demographics of the state
- Increased the number of nurses serving rural and other underserved areas

For a complete copy of the paper, please visit our website at <http://www.azbn.gov/documents/education> and click on Nursing Program Expansion Fact Sheet.

### BOARD ACTIONS ON EDUCATION MATTERS NOVEMBER 2009

- Discontinue offering the CNA exam in Spanish and allow English Language Learners to bring a translation dictionary to the exam
- A Notice of Deficiency was issued to Central Arizona College RN Program for failure to implement their evaluation plan, a violation of R4-19-201(I).
- A Notice of Deficiency was issued to East Valley Institute of Technology for failure to provide an effective curriculum, a violation of R4-19-206, and the Board restricted admissions to the program until the program was granted full Board approval.
- Approved the proposal from Brown-Mackie College to offer an associate degree RN program
- Approved request by Grand Canyon University to increase the length of their basic BSN program
- Lifted the deficiency status from University of Phoenix LPN to BSN program

### JANUARY 2010

- Approved the proposal from Brookline College to offer an accelerated generic BSN program
- Granted continuing approval with a report in six months on potential deficiencies of the Associate Degree RN programs with optional PN at:
  - o Mesa Community College
  - o Phoenix College
  - o Estrella Mountain Community College
  - o GateWay Community College
- Approved the Acute Care Nurse Practitioner Program at Grand Canyon University.
- Dismissed a complaint against Excelsior College
- Approved revisions to the CNA Manual Skills Exam

# VOLUNTEERS NEEDED

The Arizona State Board of Nursing is seeking volunteer RNs to participate in "Measuring Competency with Simulation," a study funded by National Council of State Boards of Nursing (NCSBN) in partnership with Arizona State University, College of Nursing and Health Innovation, and Scottsdale Community College Nursing Program. The study partners are seeking recently licensed RNs (initial license in last 3 years) to engage in high-fidelity simulated care of medical-surgical patients. The Board is also seeking subject matter experts who possess a BSN or higher, 3 years experience in medical-surgical nursing, and experience evaluating the nursing care of others. If you are interested in either of these unique opportunities to participate in this landmark study, please contact Carol Frazier at 480-425-6909. For additional information visit the Board website [www.azbn.gov](http://www.azbn.gov) under Education/NCSBN Simulation Grant.

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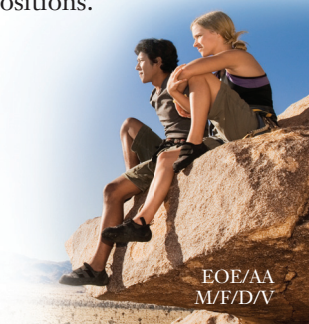
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Recognizing the need to increase the number of nurses who are educated specifically to develop and influence health policy, the University of New Mexico College of Nursing established the Robert Wood Johnson Foundation Doctor of Philosophy with a concentration in Health Policy. The program aims to prepare doctoral-level nurses to become leaders in health policy at the local, state and national levels through their research and advocacy. It particularly targets those from underserved populations in the Southwest, including Hispanics and Native Americans.

Annually, the program offers generous financial support for full-time study to three doctoral students. The financial support provided by the program includes tuition, health insurance, living expenses, resources for computers, books and travel.

### For More Information

For more information about the RWJF Ph.D. in Nursing with a concentration in Health Policy, visit our Web site at [www.nursinghealthpolicy.org](http://www.nursinghealthpolicy.org), write to us at [CON-RWJF@salud.unm.edu](mailto:CON-RWJF@salud.unm.edu) or call (505) 272-4578.

Additional information can also be found by visiting: University of New Mexico College of Nursing  
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# Arizona State Board of Nursing

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### **SAFETY FIRST**

Certified Nursing Assistant Essay Competition

*Safety First* will be the theme for the upcoming 2011 Eighth Annual CNA Educators Retreat. Program planners are already working on designing an educational forum that will provide information, tools and strategies for educators to teach safety in CNA practice. One of the highlights of the 2011 program will be a CNA Panel Presentation!

The Arizona State Board of Nursing is inviting certified nursing assistants to submit a short essay discussing their experience in practice and patient safety. Winners of the competition will attend the CNA Educators Retreat at no cost and participate in the panel presentation.

#### RULES

- Submissions must be from certified nursing assistants active and in good standing currently in CNA practice
- Essays submitted for consideration must be prepared by the CNA and be original work
- Only one submission per person
- Submissions must be received no later than May 1, 2010

#### REQUIREMENTS

- Essays must not exceed 500 words
- Essays must be typed, double spaced, Microsoft Word format
- Entries must include the candidates full name, certification number, and contact information (e-mail address, daytime telephone number, and physical address)
- Entries may be submitted electronically to [kgilliland@azbn.gov](mailto:kgilliland@azbn.gov) or by US mail to AZBN, 4747 N. 7th St., Phoenix, AZ 85014, Attn: CNA Educators Retreat Essay Competition

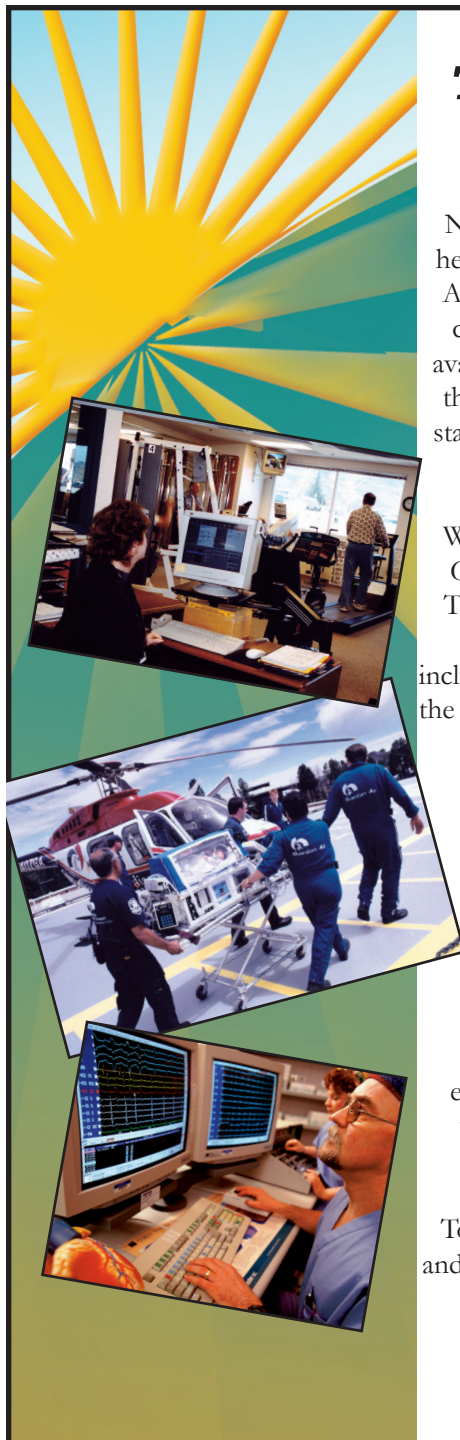
#### JUDGING

Entries will be reviewed and evaluated by Board staff and members of the 2011 Eighth Annual CNA Educators Retreat Planning Committee.

Winners of the competition will be notified by July 1, 2010.

The Arizona State Board of Nursing reserves the right to reject any entry that is not in compliance with the rules

and requirements outlined above. Contest winners agree to allow the Arizona State Board of Nursing to post their essays on the AZBN website and use their names and essays in future educational programs or events.



### **The Path to Excellence Starts Here!**

Northern Arizona Healthcare is the largest healthcare provider in Northern and Central Arizona. We are dedicated to providing our communities with the highest quality care available and achieve this mission by utilizing the most advanced technology to assist our staff and encouraging our patients to take an active role in their treatment.

With more than 200 beds, Flagstaff Medical Center is the only state-designated Level I Trauma Center in Northern Arizona. FMC provides state-of-the-art healthcare that includes open heart surgeries, bariatric services, the only PICU in Northern Arizona and a wide variety of out-patient services.

Verde Valley Medical Center is 99-bed hospital with 3 satellite locations in the Verde Valley. VVMC is the only location in the Verde Valley to provide patients with on-site angioplasty and stent placement services.

We currently have opportunities for experienced RNs on our Med/Surg units which are equipped with 24/7 telemetry monitoring capabilities.

To learn more about opportunities at NAH and the communities that we serve, please visit [www.nahealth.com/careers](http://www.nahealth.com/careers).



Northern Arizona Healthcare

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
12/29/2009	Adams, Allison P.	CNA Applicant	Certificate Denied	Criminal Conviction
11/30/2009	Alcott, Shirley	CNA838818353	Decree of Censure	Patient Abuse
11/25/2009	Alvarez, Michelle A.	CNA999999078	Voluntary Surrender	Alcohol or Other Substance Abuse
1/4/2010	Anderson, Felicia M.	CNA999991250	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
1/4/2010	Baltazar, Alvin D.	CNA1000011829	Revoked	Failure to Meet Licensing Board Reporting Requirements; Violation of Federal or State Statutes, Regulation or Rules; Misappropriation of Patient Property or Other Property
12/28/2009	Begay, Letonya	CNA1000011484	Civil Penalty	Criminal Conviction; Negligence
10/26/2009	Bellesia, Nicole A.	CNA Applicant	Suspension	Failure to Cooperate With Board Investigation
10/21/2009	Benedict, Ashley A.	CNA Applicant	Certificate Denied	Deferred Adjudication ; Failure to Cooperate; Violation of Federal or State Statutes, Regulation or Rules
11/6/2009	Beuerle, Ashley M.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
12/4/2009	Bizzell, Delbert W.	CNA1000003591	Civil Penalty	Failure to Comply with Health & Safety Requirements
1/4/2010	Board Watson, Montoyia S.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation; Failure to Comply with Health & Safety Requirements
12/7/2009	Bruns, Timothy J.	CNA1000022595	Civil Penalty	Criminal Conviction
1/4/2010	Bryant, Lashawnda D.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
1/19/2010	Cabanila, Shirley M.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation; Fraud/Deceit or Material Omission in Obtaining License or Credentials
11/18/2009	Capistran, Matthew J.	CNA1000022388	Stayed Revocation	Criminal Conviction
1/4/2010	Casillas, John C.	CNA999952129	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
9/15/2009*	Cassano, Maria Hilaria G.	CNA1000006503	Stayed Revocation	Patient Abuse
11/6/2009	Chambers, Carol J.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
10/26/2009	Coles, Jessica D.	CNA1000011666	Stayed Revocation	Criminal Conviction; Alcohol or Other Substance Abuse
9/15/2009*	Cooper, Wilson	CNA Applicant	Certificate Denied	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
12/31/2009	Crabtree, Nadia C.	CNA1000018420	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules
11/5/2009	Crittenden, Jonathan W.	CNA999987191	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
11/6/2009	Daniels, Apryl L.	CNA Applicant	Certificate Denied	Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation
11/5/2009	Danison, Renee S.	CNA648499173	Revoked	Alcohol or Other Substance Abuse
11/18/2009	Darius, Gerald C.	CNA1000007692	Stayed Revocation	Patient Neglect; Substandard or Inadequate Care; Failure to Disclose
11/17/2009	Davis, Diana L.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
11/5/2009	De La Garza, Daniel	CNA1000012063	Revoked	Sexual Misconduct
1/19/2010	Dennis, Erica M.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
9/30/2009*	Dickerson, Johnny G.	CNA Applicant	Certificate Denied	Alcohol or Other Substance Abuse; Sexual Misconduct; Failure to Cooperate With Board Investigation
1/4/2010	Didley, Brandy L.	CNA999952491	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
11/5/2009	Dockendorf, Joy E.	CNA806973641	Revoked	Alcohol or Other Substance Abuse
11/6/2009	Duff, Traci L.	CNA1000004447	Revoked	Alcohol or Other Substance Abuse; Violation of or Failure to Comply with Licensing Board Order
12/17/2009	Esquer, Melissa	CNA1000011602	Stayed Revocation	Patient Abuse; Substandard or Inadequate Care; Misappropriation of Patient Property or Other Property
12/28/2009	Estrada, Joseph M.	CNA Applicant	Certificate Denied	Violation of Federal or State Statutes, Regulation or Rules
10/9/2009	Fahey, Michaelene E.	CNA1000017250	Civil Penalty	Conflict of Interest
1/4/2010	Fehrenbacher, Linda R.	CNA999996366	Revoked	Alcohol or Other Substance Abuse
12/30/2009	Flory, Doyle J.	CNA999996721	Voluntary Surrender	Non-Sexual Dual Relationship or Boundary Violation
10/25/2009	Forbes, Michael L.	CNA442805873	Civil Penalty	Exploiting a Patient for Financial Gain
11/18/2009	Gardiner, Kaifai	CNA999993663	Civil Penalty	Negligence
10/27/2009	Gonzalez, Angel J.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
11/5/2009	Gorman, Alverta M.	CNA992283103	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
1/19/2010	Graham, Andrea A.	CNA999953240	Renewal Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes; Negligence
1/4/2010	Griswold, Diane R.	CNA1000000075	Revoked	Alcohol or Other Substance Abuse
9/29/2009*	Haslam, Osman S.	CNA Applicant	Certificate Denied	Narcotics Violation or Other Violation of Drug Statutes; Criminal Conviction
9/29/2009*	Henley, Patricia M.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
1/4/2010	Hernandez, Candelario	CNA999951153	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
10/30/2009	Hernandez, Estella I.	CNA Applicant	Certificate Denied	Patient Abuse; Patient Neglect
10/15/2009	Hoffman, Marian M.	CNA555452910	Voluntary Surrender	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
10/28/2009	Hoskie, Johnelle L.	CNA Applicant	Certificate Denied	Criminal Conviction
11/18/2009	Howard, Maria E.	CNA999948222	Civil Penalty	Alcohol or Other Substance Abuse
1/4/2010	Huffman, Carolyn J.	CNA1000000030	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
1/19/2010	Jimerson, Brandy L.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
11/29/2009	Jones, Daniel	CNA233878943	Decree of Censure	Unauthorized Dispensing of Medication
1/4/2010	Kasper, David B.	CNA999999804	Revoked	Criminal Conviction
10/1/2009	Kelly, Shannon M.	CNA1000005568	Civil Penalty	Patient Abuse; Failure to Disclose; Narcotics Violation or Other Violation of Drug Statutes
10/6/2009	Kieffer, Calli J.	CNA1000021792	Civil Penalty	Criminal Conviction
9/30/2009*	Kreutzer, Aimee L.	CNA Applicant	Certificate Denied	Deferred Adjudication; Failure to Cooperate With Board Investigation
10/28/2009	Lange, Vena M.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Criminal Conviction
12/1/2009	Lee, Linda F.	CNA933654537	Stayed Revocation	Patient Abuse; Failure to Comply with Health & Safety Requirements
1/4/2010	Lee, Marilyn	CNA740058353	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
12/18/2009	Lee, Wendy J.	CNA1000013334	Revoked	Patient Abuse; Filing False Reports or Falsifying Records; Patient Neglect
10/19/2009	Le-uh, Monica B.	CNA1000005458	Civil Penalty	Patient Abuse; Patient Neglect; Failure to Disclose
7/23/2009*	Livingston, Ashley M.	CNA1000007754	Stayed Suspension	Failure to Meet Licensing Board Reporting Requirements; Criminal Conviction
10/2/2009	Livingston, Ashley M.	CNA1000007754	Suspension	Violation of or Failure to Comply with licensing Board Order; Drug Screening Violation
9/25/2009*	Longfield, Brandy L.	CNA Applicant	Certificate Denied	Criminal Conviction
1/4/2010	Longtin, Justin D.	CNA999997209	Revoked	Sexual Misconduct
1/19/2010	Lucio, Gloria A.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
9/25/2009*	Malual, Khoor L.	CNA999995846	Revoked	Criminal Conviction; Patient Abandonment
12/22/2009	March, Journey L.	CNA Applicant	Certificate Denied	Criminal Conviction; Alcohol or Other Substance Abuse; Failure to Cooperate With Board Investigation
1/15/2010	Marks, Chester B.	CNA Applicant	Certificate Denied	Criminal Conviction
9/25/2009*	Marquez, Rhesha A.	CNA Applicant	Certificate Denied	Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate With Board Investigation; Criminal Conviction
11/2/2009	Mazanec, Jeri	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation

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**Contact: Hillary Arney**

2200 E. Show Low Lake Rd. ♦ Show Low AZ 85901

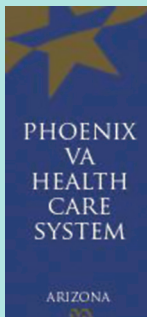
928-537-6968 office ♦ 928-532-8995 fax

Submit an application online at [www.summithealthcare.net](http://www.summithealthcare.net)

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/6/2009	McGarry, Leticia M.	CNA Applicant	Certificate Denied	Criminal Conviction
12/6/2009	Mcgee, Deanna L.	CNA1000022867	Civil Penalty	Criminal Conviction
9/30/2009*	Mcquire, Felicia S.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
11/5/2009	Mejorado, Luis G.	CNA952426417	Revoked	Unable to Practice Safely by Reasons of Physical Illness or Impairment; Violation or Failure to Comply with Licensing Board Order
12/14/2009	Miller, Myrna J.	CNA031312803	Stayed Revocation	Non-Sexual Dual Relationship or Boundary Violation; Patient Abuse
9/25/2009*	Mitchell, Gloria J.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
12/15/2009	Moore, Estella	CNA562187103	Civil Penalty	Submitting False Claims
1/4/2010	Moore, Latanya T.	CNA1000006086	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
1/4/2010	Nguyen, Bao Q.	CNA1000007053	Revoked	Patient Abuse
1/15/2010	Nield, Margaret M.	CNA999947516	Decree of Censure	Patient Abuse; Patient Neglect
12/24/2009	Oross, Amanda D.	CNA Applicant	Certificate Denied	Criminal Conviction; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Alcohol or Other Substance Abuse
1/4/2010	Ortiz, Luis A.	CNA285720103	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
1/4/2010	Palmer, Dorine F.	CNA999991919	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
12/22/2009	Pennie, Stephanie M.	CNA1000018195	Revoked	Violation of or Failure to Comply with licensing Board Order; Drug Screening Violation
10/27/2009	Pinder, Elizabeth T.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
9/30/2009*	Powell, Mary L.	CNA999992085	Civil Penalty	Patient Abuse
11/18/2009	Price, Kaytie Lee	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
1/4/2010	Pryor, Amanda A.	CNA1000008302	Revoked	Alcohol or Other Substance Abuse
1/19/2010	Rasmusson, Emily M.	CNA Applicant	Certificate Denied	Failure to Cooperate With Board Investigation; Criminal Conviction; Alcohol or Other Substance Abuse
1/4/2010	Rhymes, Hillary M.	CNA1000002775	Revoked	Alcohol or Other Substance Abuse; Criminal Conviction
10/30/2009	Rivera, Lucia D.	CNA999996598	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
10/27/2009	Roady, Craig C.	CNA Applicant	Certificate Denied	Criminal Conviction
9/29/2009*	Robinson, Marina R.	CNA200151627	Stayed Revocation	Patient Abuse
11/3/2009	Rondon, Danis K.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
1/19/2010	Rowan, Dannie L.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
11/28/2009	Rowley, Christine A.	CNA1000022606	Civil Penalty	Criminal Conviction
10/1/2009	Salazar, Dorsey M.	CNA1000008470	Revoked	Violation of or Failure to Comply with licensing Board Order; Drug Screening Violation
1/19/2010	Sandoval, Robert W.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
10/8/2009	Sandstedt, Michelle L.	CNA Applicant	Certificate Denied	Criminal Conviction; Fraud/Deceit or Material Omission in Obtaining License or Credentials; Failure to Cooperate With Board Investigation
11/5/2009	Santos-flores, Oscar A.	CNA1000013929	Revoked	Violation of Federal or State Statutes, Regulation or Rules
1/4/2010	Schilousky, Ronda L.	CNA999948761	Revoked	Criminal Conviction; Fraud; Substandard or Inadequate Care
1/4/2010	Schroeder, Bonnie A.	CNA999991083	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction

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**Contacts:** Marietta Stites BSN, RN  
Nurse Recruiter  
602-277-5551 ext 3108  
marietta.stites@va.gov  
fax- 602-212-2089



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EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
12/23/2009	Snyder, Vicki J.	CNA908311769	Stayed Revocation w/Civil Penalty	Patient Abuse
1/4/2010	Solis, Ofelia	CNA999995144	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
7/1/2009*	Sombrero, Andrew L.	CNA1000006857	Civil Penalty	Failure to Meet Licensing Board Reporting Requirements; Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
10/9/2009	Sorensen, Desiree A.	CNA1000021829	Civil Penalty	Criminal Conviction
9/25/2009*	Spann, Bryan L.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
1/4/2010	Spicer, Crystal L.	CNA999998226	Revoked	Criminal Conviction; Violation of Federal or State Statutes, Regulation or Rules
12/10/2009	Stephens, Chivonne D.	CNA1000014396	Decree of Censure	Patient Neglect; Patient Abuse
8/21/2009*	Stephens, Rosalind L.	CNA1000006528	Stayed Revocation w/Civil Penalty	Failure to Provide Medically Reasonable and/or Necessary Items or Services; Filing False Reports or Falsifying Records
10/16/2009	Stewart, Denise K.	CNA1000022223	Civil Penalty	Deferred Adjudication; Criminal Conviction
10/28/2009	Thacker, Samantha V.	CNA Applicant	Certificate Denied	Fraud/Deceit or Material Omission in Obtaining License or Credentials
10/6/2009	Thomas, Wilma T.	CNA704099803	Civil Penalty	Failure to Meet Licensing Board Reporting Requirements; Criminal Conviction
1/4/2010	Thompson, Garie M.	CNA1000007412	Revoked	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
9/3/2009*	Triplett, Brandon E.	CNA1000015686	Civil Penalty	Fraud; Other-Unprofessional Conduct
12/17/2010	Triplett, Brandon E.	CNA1000015686	Suspension	Violation of or Failure to Comply with licensing Board Order
12/2/2009	Vargas, Anna M.	CNA999987517	Decree of Censure	Patient Abuse
10/21/2009	Walton, Camron C.	CNA Applicant	Certificate Denied	Criminal Conviction; Narcotics Violation or Other Violation of Drug Statutes
1/14/2010	Wesley, Wes M.	CNA Applicant	Certificate Denied	Criminal Conviction
9/30/2009*	Williams, Bridget L.	CNA999952506	Voluntary Surrender	Patient Abandonment
10/28/2009	Williams, Kimberly A.	CNA Applicant	Certificate Denied	Criminal Conviction
11/18/2009	Williams, Velvet N.	CNA1000006102	Decree of Censure	Alcohol or Other Substance Abuse
1/6/2010	Winters, Jacqueline Y.	CNA999996545	Civil Penalty	Failure to Comply with Health & Safety Requirements; Practicing Beyond the Scope of Practice
11/18/2009	Yazzie, James	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
10/13/2009	Yirbecho, Mekonnen H.	CNA1000012691	Voluntary Surrender	Sexual Misconduct; Substandard or Inadequate Care; Disruptive Conduct
12/22/2009	Young, Jennifer R.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate With Board Investigation
11/9/2009	Zarate, Johnny M.	CNA1000010975	Voluntary Surrender	Patient Abuse; Sexual Misconduct; Substandard or Inadequate Care

## CNA Discipline - ACTION CLEARED OCT-NOV-DEC 2009, JAN 2010

EFFECTIVE DATE	NAME	LICENSE	EFFECTIVE DATE	NAME	LICENSE
12/3/2009	Alvarez, Ana	CNA524899103	12/31/2009	Thompson, Keith	CNA925401024
1/28/2010	Lucchesi, Gail S.	CNA515341609	1/8/2010	Wall, Carmen M.	CNA703712897
12/17/2009	Tam, Amri	CNA1000018172	11/18/2009	Wheatley, Payton M.	CNA999951614

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Award winning patient care – like any advanced art – takes more than technical skill. It takes time. It takes support. And it takes a passion that comes from deep within. That's why at University Medical Center, we seek those whose abilities and experience demonstrate the deepest level of caring. And though we are proud of our modern facilities, advanced technology and low nurse-to-patient ratios, we understand that they are simply tools and resources that empower us to provide the level of care that will inspire our patients.

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[www.umcarizona.org](http://www.umcarizona.org)



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[www.cvchospital.com](http://www.cvchospital.com)



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EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
11/18/2009	Acosta, Annette L.	RN085264/LP019407	Suspension	Diversion of Controlled Substance, Filing False Reports or Falsifying Records, Fraud
12/8/2009	Alexander, Catherine A.	RN115414/LP035913	Probation	Substance Abuse
12/30/2009	Alexander, Philip M.	RN099624	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules; Criminal Conviction
11/18/2009	Allen, Carolyn M.	RN066689	Voluntary Surrender	Failure to Comply with Licensing Board Order
11/18/2009	Allen, Kimberly A.	RN090269	Decree of Censure	Practicing Beyond the Scope of Practice, Filing False Reports or Falsifying Records
10/6/2009	Allen, Sandra E.	RN118216	Stayed Revocation	Failure to Comply with Licensing Board Order, Drug with Probation Screening Violation
1/13/2010	Arana, William	RN106031/ CNA368523017	Voluntary Surrender	Practicing Beyond the Scope of Practice, Criminal Conviction, Unable to Practice Safely
1/15/2010	Amijo, Randi L.	RN146421/LP042646/ CNA100003391	Stayed Revocation with Probation	Failure to Comply with Licensing Board Order, Drug Screening Violation
12/1/2009	Arnold, Kim S.	LP030854	Decree of Censure	Negligence, Substandard or Inadequate Care
1/8/2010	Ashcroft, Sheryl	RN091566	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
10/1/2009	Atencio, Christina M.	RN111867/LP035521/ CNA999946753	Revocation	Failure to Comply with Licensing Board Order, Drug Screening Violation
11/16/2009	Austin, Shirley G.	LP026550	Voluntary Surrender	Failure to Comply with Licensing Board Order
12/30/2009	Badoni, Jennifer C.	RN144710	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Failure to Maintain Adequate or Accurate Records, Diversion of Controlled Substance
1/4/2010	Baker, Phyllis L.	RN086584	Revocation	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
11/6/2009	Bartling, Winnie J.	RN049060	Revocation	Unable to Practice Safely, Failure to Comply with Licensing Board Order
10/27/2009	Beals, Sandra L.	RN062193/LP020513	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/7/2009	Bertsch, Brenda R.	RN088670	Reissuance with Probation	
1/16/2010	Bigley, Cindra L.	RN Endorsement	License Denied	Failure to Cooperate with Board Investigation, Criminal Conviction
1/4/2010	Blunt, Jacqueline	RN101903	Revocation	Failure to Maintain Records or Provide Medical, Financial or Other Required Information
12/14/2009	Bower, Sheena A.	RN147352	Decree of Censure	Deferred Adjudication
11/6/2009	Bowman, Judith D.	RN105835	Probation	Narcotics Violation or Other Violation of Drug Statutes, Substance Abuse
11/16/2009	Brandt, Dashiell I.	RN049069	Probation	Narcotics Violation or Other Violation of Drug Statutes, Substance Abuse
11/3/2009	Brasher, Patricia D.	RN071219	Voluntary Surrender	Failure to Comply with Licensing Board Order
12/17/2009	Bridgewater, Elaine M.	RN103649/LP033988	Suspension	Unable to Practice Safely by Reason of Psychological Impairment of Mental Disorder
10/4/2009	Brinkley, Sandra D.	RN093547/LP027013	Decree of Censure	Filing False Reports or Falsifying Records, Failure to Maintain Adequate or Accurate Records
11/1/2009	Brookman, Pamela R.	LP042515	Suspension	Error in Prescribing, Dispensing or Administering Medication
12/14/2009	Buckler, Cheryl L.	RN128378	Stayed Revocation with Probation	Substance Abuse
12/4/2009	Calhoun, Jeanette L.	RN149759	Decree of Censure	Failure to Maintain Adequate or Accurate Records, Failure to Comply with Health & Safety Requirements
12/7/2009	Callan, Barbara L.	LP011358	Decree of Censure	Substandard or Inadequate Care, Filing False Reports or Falsifying Records, Error in Prescribing, Dispensing or Administering Medication
1/4/2010	Caraffa, Guy	RN063537	Reissuance Stayed Revocation with Probation	
1/8/2010	Casper, Diann L.	RN155368	Voluntary Surrender	Drug Screen Violation; Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance.
10/28/2009	Clampitt, Margaret R.	LP001630	Decree of Censure	Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Failure to Comply with Health & Safety Requirements
12/20/2009	Clark, Nancy W.	RN078727	Decree of Censure	Unauthorized Administration of Medication, Failure to Maintain Records or Provide Medical, Financial or Other Required Information
11/16/2009	Clouse, Sheryl A.	RN106805	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/25/2009	Coleman, Michele L.	RN103444	Decree of Censure	Error in Prescribing, Dispensing or Administering Medication
12/30/2009	Conley, Jessica R.	RN Endorsement	License Denied	Substandard or Inadequate Care
1/12/2010	Costal, Susan A.	LP026576	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/11/2009	Crandall, Tara E.	RN132937	Decree of Censure	Failure to Maintain Records or Provide Medical, Financial or Other Required Information
10/8/2009	Cummings, Penny E.	LP035975	Decree of Censure	Substandard or Inadequate Care
1/21/2010	Cupp, Joseph L.	RN149565	Revocation	Failure to Comply with Licensing Board Order, Drug Screening Violation
10/5/2009	Dare, Susan E.	RN125777	Probation	Criminal Conviction, Substance Abuse
10/3/2009	De La Pena, Tiffany K.	RN136060	Civil Penalty	Failure to Comply with Health & Safety Requirements, Breach of Confidentiality
12/7/2009	Deal-Sharp, Kathy M.	LP012527	Probation	Exploiting a Patient for Financial Gain
1/28/2010	Dekalb, Shanon T.	RN147472	Decree of Censure	Substandard or Inadequate Care, Failure to Consult or Delay in Seeking Consultation with Supervisor/Proctor
1/4/2010	Dipoli, Rebecca L.	RN113915/LP036048	Revocation	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
1/3/2010	Downing, Bethany A.	RN161114	Probation	Criminal Conviction, Narcotics Violation or Other Violation of Drug Statutes
10/23/2009	Draxler, Sandra M.	RN133203	Decree of Censure	Substandard or Inadequate Care
12/26/2009	Drew, Elizabeth T.	RN117517	Probation	Substandard Care
9/1/2009*	Eastwood, Peggy D.	RN039440	Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/6/2009	Eastwood, Peggy D.	RN039440	Probation	Completed terms of Suspension, converted license to Probation
1/8/2010	Eastwood, Peggy D.	RN039440	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/5/2009	Escobar, Yvonne M.	RN117967/LP035571	Decree of Censure	Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Error in Prescribing, Dispensing or Administering Medication
11/18/2009	Estavillo, Brian K.	RN079722/CRNA0411	Summary Emergency Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance, Immediate Threat to Health or Safety
11/19/2009	Estavillo, Brian K.	RN079722/CRNA0411	Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance, Immediate Threat to Health or Safety
12/18/2009	Fahrner, Mae H.	LP018691	Decree of Censure	Fraud, Practicing Beyond the Scope of Practice
12/4/2009	Fleetwood, Rosalind L.	RN052609	Decree of Censure	Failure to Comply with Health & Safety Requirements, Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Substandard or Inadequate Care

**RN/LPN DISCIPLINARY ACTION CONTINUED**

OCT-NOV-DEC 2009, JAN 2010

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
12/30/2009	Fletcher, Nakisha N.	RN138497	Decree of Censure	Substandard or Inadequate Care
11/9/2009	Flowers, Barbara J.	RN131144	Voluntary Surrender	Patient Abuse
11/4/2009	Forcier, Kathleen E.	LP039866/ CNA277017394	Suspension	Failure to Comply with Licensing Board Order
1/4/2010	Forrest, Ashley E.	RN132742	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
10/20/2009	Frasier, Holly L.	RN133228	Decree of Censure	Fraud, Practicing Beyond the Scope of Practice
11/19/2009	Fulcher, Jeanne D.	RN037765/AP0022	Probation	Non-Sexual Dual Relationship or Boundary Violation
10/19/2009	Galletano, Victoria W.	RN155375	Decree of Censure	Drug Screening Violation
1/3/2010	Gaul, Jessica L.	LP045043/ CNA999948145	Stayed Revocation with Suspension	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Unable to Practice Safely
10/21/2009	German, Timothy R.	RN080898	Reissuance with Suspension	
10/9/2009	Gessner, Vickie R.	LP032303	Decree of Censure with Fine	Substandard or Inadequate Care, Misappropriation of Patient Property or Other Property
10/7/2009	Gessewein, Patricia A.	RN022323	Revocation	Failure to Comply with Licensing Board Order, Drug Screening Violation
1/4/2010	Godwin, Donna E.	RN122585	Revocation	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
1/22/2010	Gonzales, Diane H.	RN042897	Voluntary Surrender	Practicing Beyond the Scope of Practice, Fraud
11/16/2009	Graham, Thomas R.	LP034000	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/12/2009	Grant, Kristy A.	RN Exam	License Denied	Narcotics Violation or Other Violation of Drug Statutes
11/5/2009	Hagglund, Marjorie R.	RN078065	Probation	Substance Abuse
1/14/2010	Hair, Edward L.	RN Endorsement	Probation	Substandard or Inadequate Care
10/12/2009	Halford, Cody L.	RN145093	Civil Penalty	Substance Abuse; Violation of Federal or State Statutes, Regulation or Rules; Failure to Cooperate
11/17/2009	Hall, Joyce L.	RN Endorsement	License Denied	Criminal Conviction, Failure to Cooperate With Board Investigation
12/21/2009	Ham, Mary S.	RN057308	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/5/2009	Hammarbeck, Michelle L.	RN157243	Probation	Violation of Federal or State Statutes, Regulation or Rules
1/4/2010	Hanish, Karen M.	RN101396	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
11/17/2009	Hanna, Tamara	RN Exam	License Denied	Deferred Adjudication, Criminal Conviction, Failure to Cooperate With Board Investigation
12/29/2009	Harder, Irvin L.	RN076469/LP024187/ CNA780413163	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
12/22/2009	Harelimana, Augustin	RN151452	Decree of Censure	Failure to Consult or Delay in Seeking Consultation with Supervisor/Proctor
12/3/2009	Harrington, Tameria L.	RN103861	Probation	Substandard or Inadequate Care, Failure to Maintain Records or Provide Medical, Financial or Other Required Information
12/29/2009	Harris, Marie A.	RN118277	Stayed Revocation with Probation	Substance Abuse, Unauthorized Prescribing Medicine
12/22/2009	Heard, Lee A.	RN094404/ CNA614343509	Suspension	Failure to Comply with Licensing Board Order, Drug Screening Violation
12/14/2009	Hendricks, Kellae S.	LP033550	Decree of Censure	Filing False Reports or Falsifying Records, Substandard or Inadequate Care
1/12/2010	Hochberg, Joyce S.	LP023465	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/5/2009	Holloman, Denise A.	RN116561	Voluntary Surrender	License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority, Criminal Conviction
10/7/2009	Hutchinson, Roxanne	RN085568	Voluntary Surrender	Failure to Comply with Health & Safety Requirements, Failure to Maintain Adequate or Accurate Records, Failure to Provide Medically Reasonable and/or Necessary Items or Services
1/27/2010	Hyatt, James L.	RN109959	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules
10/14/2009	Jessup, Mark D.	RN054441/LP017544	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Unable to Practice Safely, Narcotics Violation or Other Violation of Drug Statutes
11/10/2009	Jobson, Lisa M.	LP039026	Voluntary Surrender	Criminal Conviction, Failure to Cooperate With Board Investigation, Violation of Federal or State Statutes, Regulation or Rules
11/19/2009	Jorgensen, Karen	RN131691	Suspension	Failure to Comply with Licensing Board Order
12/14/2009	Juarez, Gina D.	RN144569	Civil Penalty	Criminal Conviction
10/8/2009	Judie, Wanda J.	LPN Endorsement	License Denied	Failure to Cooperate With Board Investigation, Criminal Conviction, Fraud
10/1/2009	Kendall, Julia F.	RN098088	Revocation	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/6/2009	Kirkpatrick, Carrie L.	RN144135	Probation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
10/30/2009	Kirkpatrick, Katherine M.	RN055871	Stayed Revocation with Probation	Violation of or Failure to Comply with Licensing Board Order, Drug Screening Violation
1/28/2010	Knowlton, Robyn M.	RN000099163 LP031858/ CNA136875403	Civil Penalty	Criminal Conviction, Failure to Meet Licensing Board Reporting Requirements
1/6/2010	Kratz, Paula C.	LPN Endorsement	License Denied	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/11/2009	Krause, Tisha L.	RN114027/LP035651	Stayed Revocation w/Suspension	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
12/14/2009	Krause, Tisha L.	RN114027/LP035651	Voluntary Surrender	Failure to Comply with licensing Board Order
10/1/2009	Lao, Yujun J.	RN145229	Suspension/Indefinite	Practicing Beyond the Scope of Practice, Failure to Maintain Adequate or Accurate Records, Failure to Consult or Delay in Seeking Consultation with Supervisor/Proctor
11/12/2009	Lavy, Jody W.	RN Endorsement	License Denied	Criminal Conviction, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
1/4/2010	Lowe, Teresa B.	LP006247	Revocation	Failure to Comply with Licensing Board Order, Unable to Practice Safely
11/6/2009	Machado, Kenneth	RN095016	Revocation	Criminal Conviction, Sexual Misconduct, Fraud, Deceit or Material Omission in Obtaining License or Credentials
11/23/2009	Mahunik, Piper M.	RN131392	Probation	Practicing Beyond the Scope of Practice, Unauthorized Administration of Medication
1/26/2010	Markin, Roxanna S.	LP020035	Voluntary Surrender	Improper or Inadequate Supervision or Delegation, Unable to Practice Safely
1/4/2010	Marsi, Lucy E.	LP043680/ CNA999998325	Revocation	Exploiting a Patient for Financial Gain
10/13/2009	Mazna, Jacqueline M.	RN150723	Stayed Revocation with Probation	Narcotics Violation or Other Violation of Drug Statutes, Diversion of Controlled Substance

**RN/LPN DISCIPLINARY ACTION CONTINUED**

OCT-NOV-DEC 2009, JAN 2010

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE	VIOLATION(S)
11/9/2009	McClain, Colleen	RN133007	Suspension	Unable to Practice Safely by Reason of Psychological Impairment of Mental Disorder, Diversion of Controlled Substance, Narcotics Violation or Other Violation of Drug Statutes
11/6/2009	McCloskey, Dolores A.	LP033089	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
1/4/2010	McCormack, Ana M.	LP044670	Probation	Criminal Conviction
10/10/2009	McDonough, Kathryn E.	RN047017	Decree of Censure	Practicing Beyond the Scope of Practice
12/15/2009	McGeary, Sheryl A.	RN139963	Probation	Practicing Beyond the Scope of Practice
12/21/2009	McMurtrey, Kelly A.	RN141471	Decree of Censure	Unprofessional Conduct
11/18/2009	McNeill, Frankie A.	RN061402/CRNA0122	Civil Penalty	Criminal Conviction
1/4/2010	McPheron, Kristi L.	LP044186	Stayed Revocation with Suspension	Failure to Comply with Licensing Board Order, Drug Screening Violation, Failure to Maintain Adequate or Accurate Records
11/19/2009	Mitchell, Lori A.	LP036552	Suspension/Indefinite	Failure to Comply with Health and Safety Requirements, Unable to Practice Safely by Reason of Psychological Impairment or Mental Disorder, Diversion of Controlled Substance
11/6/2009	Molyneaux, Pamela A.	RN122335	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
12/11/2009	Moon, April D.	RN071493	Decree of Censure	Unauthorized Prescribing Medicine
11/1/2009	Moskal, Suzanne M.	RN149770	Probation	Failure to Maintain Adequate or Accurate Records, Filing False Reports or Falsifying Records
11/27/2009	Munoz, Simon M.	RN120517	Stayed Revocation with Probation	Failure to Comply with Licensing Board Order
12/28/2009	Murphy, Karen	RN Endorsement	License Denied	Violation of Federal or State Statutes, Regulation or Rules
12/4/2009	Murray, Orlando	RN148153	Decree of Censure	Unprofessional Conduct
10/1/2009	Nacrelli, Linda	RN145356	Revocation	Failure to Comply with Licensing Board Order, Drug Screening Violation
1/4/2010	Neal, William R.	RN097393	Stayed Revocation	Unable to Practice Safely by Reason of Alcohol with Suspension or Other Substance Abuse, Diversion of Controlled Substance
10/23/2009	Nwosu, Jude N.	RN114528/ CNA999989630	Reissuance Denied	Failure to Cooperate With Board Investigation
10/17/2009	Parker, Barry D.	RN075496	Probation	Substandard or Inadequate Care
1/20/2010	Parker, Les P.	RN103137	Reissuance Stayed Revocation with Probation	Substance Abuse
12/11/2009	Parton, Nicolette I.	RN092241/ CNA224805457	Decree of Censure	Filing False Reports or Falsifying Records
11/6/2009	Petraglia, Kimberly L.	RN092440	Revocation	Fraud, Deceit or Material Omission in Obtaining License or Credentials, License Revocation, Suspension or Other Disciplinary Action Taken by a Federal, State or Local Licensing Authority
1/15/2010	Philip, Stephan	RN146512	Voluntary Surrender	Practicing Beyond the Scope of Practice, Substandard or Inadequate Skill Level
1/11/2010	Pietraszewski, Angela L.	RN146638	Suspension/Indefinite	Unable to Practice Safely by Reason of Psychological Impairment of Mental Disorder
11/1/2009	Polikoff, Michelle	RN126809	Probation	Error in Prescribing, Dispensing or Administering Medication, Filing False Reports or Falsifying Records
1/8/2010	Quinn, Delora J.	LP042649	Suspension	Unable to Practice Safely by Reason of Psychological Impairment of Mental Disorder
12/24/2009	Quiver, Teresa J.	RN Endorsement	License Denied	Failure to Meet Licensing Board Reporting Requirements, Criminal Conviction, Fraud, Deceit or Material Omission in Obtaining License or Credentials
12/31/2009	Racine, Marie B.	LP038199	Civil Penalty	Exploiting a Patient for Financial Gain
11/2/2009	Rader, Brandon R.	RN128305/ CNA044351763	Stayed Suspension with Probation	Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Narcotics Violation or Other Violation of Drug Statutes
1/4/2010	Randall, Caitlin C.	RN145377	Revocation	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Violation of Federal or State Statutes, Regulation or Rules
1/12/2010	Reese, Dawn S.	LP040226/	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
1/27/2010	Rodriguez, Shelly A.	RN094734	Civil Penalty	Violation of Federal or State Statutes, Regulation or Rules
11/13/2009	Ross, Ronald D.	RN070892	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
11/4/2009	Sauls, Fredrica R.	LP041686/ CNA999997591	Decree of Censure	Failure to Maintain Adequate or Accurate Records, Substandard or Inadequate Care
12/17/2009	Sayle, David T.	RN134260/AP2873	Voluntary Surrender	Disruptive Conduct
10/5/2009	Schmidt, Jeremy D.	RN155329	Civil Penalty	Criminal Conviction
1/21/2010	Schweitzberger, Tera L.	LP046229/ CNA1000005375	Probation	Failure to Meet Licensing Board Reporting Requirements, Criminal Conviction
11/6/2009	Shelton, Bobbie A.	RN076446	Revocation	Diversion of Controlled Substance
12/21/2009	Sipperley, Elsa C.	RN087205/LP028366	Stayed Revocation with Probation	Failure to Comply with Licensing Board Order, Criminal Conviction
11/18/2009	Smith, Mary F.	LP042796	Suspension	Substandard or Inadequate Care, Patient Neglect
11/20/2009	Speers, Patricia L.	RN108159	Civil Penalty	Inappropriate or Inadequate Supervision or Delegation
10/30/2009	Suqrue, Alicia	RN125850	Voluntary Surrender	Failure to Comply with Licensing Board Order
10/30/2009	Sweet, Erich C.	RN142676	Probation	Failure to Comply with Health & Safety Requirements
11/17/2009	Taman, Walid	LPN Endorsement	License Denied	Criminal Conviction, Failure to Cooperate With Board Investigation
11/6/2009	Taylor, Theodore O.	LP013692	Revocation	Violation of Federal or State Statutes, Regulation or Rules, Criminal Conviction
12/12/2009	Thayer, Susie J.	RN143203	Decree of Censure	Failure to Maintain Adequate or Accurate Records, Practicing Beyond the Scope of Practice
10/9/2009	Thompson, Connie M.	RN080799	Suspension	Failure to Meet Licensing Board Reporting Requirements, Criminal Conviction, Unable to Practice Safely by Reason of Physical Illness or Impairment
12/24/2009	Tomkiewicz, Caitlyn J.	RN137885/LP040473/	Probation	Error in Prescribing, Dispensing or Administering Medication, Failure to Comply with Health & Safety Requirements, Failure to Maintain Records or Provide Medical, Financial or Other Required Information
12/24/2009	Torres, Erick	RN133818	Civil Penalty	Criminal Conviction
11/20/2009	Tyson, Anna	LP027054	Revocation	Substandard or Inadequate Care, Unable to Practice Safely, Failure to Maintain Adequate or Accurate Records
1/19/2010	Unanski, Lisa M.	RN097100/ CNA217105473	Revocation	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
1/4/2010	Vandyke, Rick A.	RN127623	Revocation	Criminal Conviction, 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

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
10/26/2009	Villavicencio, Paul	RN108727	Voluntary Surrender	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
10/8/2009	Vonderau, Donald P.	RN144294	Probation	Failure to Comply with Health & Safety Requirements, Failure to Maintain Records or Provide Medical, Financial or Other Required Information
11/6/2009	Ward, David O.	LP040185	Revocation	Criminal Conviction, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/18/2009	Watkins, Kelly M.	RN151014	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
1/12/2010	Watts, Peter H.	RN104884	Probation	Substandard or Inadequate Care
11/17/2009	Welsh, Timothy A.	LPN Exam	License Denied	Violation of Federal or State Statutes, Regulation or Rules, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Failure to Cooperate With Board Investigation
10/26/2009	Wikoff, Candice J.	LP035643	Probation	Failure to Maintain Records or Provide Medical, Financial or Other Required Information, Substandard or Inadequate Care
1/4/2010	Wilkinson, Connie R.	RN035992	Revocation	Violation of Federal or State Statutes, Regulation or Rules
12/31/2009	Williams, Elizabeth	RN052867	Civil Penalty	Failure to Meet Licensing Board Reporting Requirements, Criminal Conviction
11/6/2009	Williams, Shirley T.	LP024903	Revocation	Failure to Comply with Licensing Board Order
1/22/2010	Williams, Susan A.	RN117529	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance
11/28/2009	Williamson, Karen K.	RN069359	Probation	Unable to Practice Safely
1/9/2010	Winikates, David M.	RN117796	Stayed Revocation with Suspension	Failure to Comply with Licensing Board Order, Unable to Practice Safely
12/28/2009	Wood, Lorie S.	RN053359	Stayed Revocation with Probation	Substance Abuse
12/1/2009	Wright, Paulette D.	RN124982/AP1846	Stayed Revocation with Probation	Failure to Comply with Licensing Board Order, Drug Screening Violation
1/12/2010	Yates, Karey L.	RN133937	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse
11/4/2009	Young, Deborah K.	RN132924	Decree of Censure	Criminal Conviction
12/10/2009	Young, Ida J.	RN156520	Revocation	Failure to Comply with Licensing Board Order, Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Drug Screening Violation
11/13/2009	Zawadzki, Walter	RN054811/LP013179	Voluntary Surrender	Unable to Practice Safely by Reason of Alcohol or Other Substance Abuse, Diversion of Controlled Substance

## UPDATED LICENCURE STATUS RN-LPN SUBJECT TO A BOARD ORDER/CONSENT AGREEMENT

OCTOBER-NOVEMBER-DECEMBER 2009 – JANUARY 2010

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
11/6/2009	Lao, Yujun Jane	RN145229	Probation	Completed terms of Suspension, converted license to Probation
12/7/2009	Pellens, Stacey L.	RN150883/ CNA999999275	Stayed Revocation w/Probation Should be Completed	Completed terms of the Stayed Revocation Suspension, converted license to Stayed Revocation Probation
7/6/2009	Schmidt, Sherill A.	RN098931	Probation	Completed terms of Suspension, converted license to Probation

## RN-LPN - ACTION CLEARED OCT-NOV-DEC 2009, JAN 2010

EFFECTIVE DATE	NAME	LICENSE
11/19/2009	Canez, Amber A.	RN138589/LP039721/ CNA476557441
12/19/2009	Clouser, Heidi S.	RN155662
1/2/2010	Dahl, Melinda L.	RN123635/CNA999990669
11/21/2009	Green, Jacqueline A.	RN156669/LP038412/ CNA716949641
11/19/2009	Harris, Dianne L.	RN101685
12/8/2009	Howard, Amy R.	RN143340/CNA999997184
10/27/2009	Johnson-belisle, Jennifer L.	RN086576/CNA107886103
1/12/2010	Kelly, Stephen M.	RN083407
11/25/2009	Kreger, Jennifer A.	RN156655/LP045102/ CNA1000011815
1/27/2010	Latimer, Barry H.	RN038469/CRNA0050
1/28/2010	Lohof, Michelle A.	RN116964
12/6/2009	Maffei, Lisa	RN102575
1/4/2010	Meyer, Jean H.	RN042915
1/27/2010	Mora, Claudine A.	RN123991
12/29/2009	Reavis, Jeanette A.	RN045402



EFFECTIVE DATE	NAME	LICENSE
1/30/2010	Shepherd, Gail L.	RN068928
10/6/2009	Showalter, Kathryn L.	RN137358
1/9/2010	Ulibarri, Sherri	RN058001
1/21/2010	White, Patricia A.	RN097209/AP1776
1/28/2010	Yazzie, Henrietta J.	RN117739

# Targeted Networking

## The "NEW" Classifieds

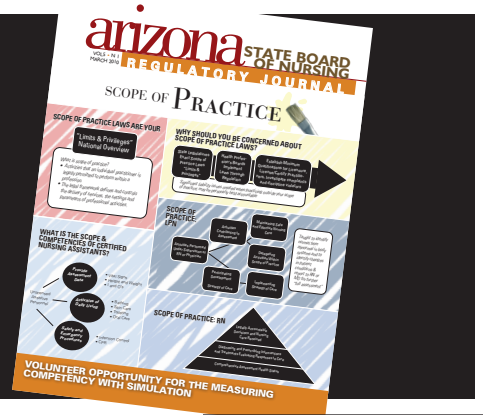
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Administrative Law  
Judge  
**623-937-3737**

**Lisa Gervase, BS, JD**

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