

arizona STATE BOARD OF NURSING

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REGULATORY JOURNAL



**ARIZONA FUTURE OF
NURSING LEADING CHANGE,
ADVANCING HEALTH**

**ARIZONA CAMPAIGN FOR ACTION:
2011 SELF-STUDY REPORT**

From left to right are: Anne McNamara, Deborah Martin, Judi Crume, Donna Adams, Pauline Kommenich, Pamela Randolph, Dawna Cato, Rayette Vaughn, Robin Schaffer

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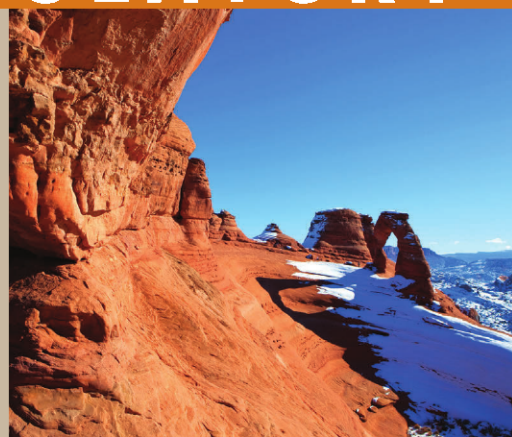
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From the Executive Director

JOEY RIDENOUR, RN, MN, FAAN

The Institute of Medicine (IOM) Report on the *Future of Nursing* released 12 months ago, provided a blueprint for twenty-two energized nursing leaders to conduct an analysis of the “State of the State” in Arizona. Each of the eight recommendations from the *Future of Nursing* was thoroughly assessed for approximately a year to produce an action-oriented blueprint for the future of nursing for the next decade.

Collective efforts within the nursing community should be focused in the eight areas found on page 8, and remain a priority within education, service, policy and regulation in Arizona. The Arizona State Board of Nursing supports the vision outlined in *The Arizona Future of Nursing Leading Change, Advancing Health*. Updates to this important work becoming a reality can be found on <http://www.futureofnursingaz.com/>

*Special
recognition
is given to the
Arizona Future
of Nursing
Committee for
their outstanding
collaboration:*

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Arizona State University
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**Denotes authors of this report*

NURSING STUDENTS MAY NEED ADDITIONAL BACKGROUND CHECKS

PAMELA RANDOLPH RN, MS, ASSOCIATE DIRECTOR, EDUCATION & EBR

Many Arizona nursing programs are instituting stricter criminal background checks for incoming health care students. According to Jane Werth, Interim District Director of Healthcare Education for the Maricopa Community College District (MCCD), clinical agencies are driving this change. “Clinical agencies have been advised by their accrediting bodies that background checks and limitations on students must be equivalent to background checks and hiring limitations at the facility.” For example, if a hospital system will not hire any person with a felony conviction, no matter how old, it cannot accept any students with a felony conviction.

Some systems also have lifetime bans on certain misdemeanors. This includes licensed and certified individuals who meet the felony bar standards of the Arizona State Board of Nursing [AZBN]. The MCCD, in an effort to ensure that admitted students are able to be placed in clinical agencies, has published new background check requirements applicable to anyone admitted to a MCCD healthcare program after September 1, 2011.

However, even meeting all the MCCD requirements may not guarantee a student placement in a clinical agency. Werth stated, “a student may still be excluded from a particular hospital system based on

the hospital’s separate background check.” Such factors as a pending criminal charge or an outstanding warrant would preclude an individual from clinical activities at certain facilities. Additionally, Werth reported that some agencies are excluding employees and students based on personal health care behaviors. One agency will not allow any student in the facility if the student tests positive for nicotine on a urine drug screen.

For more complete information on MCCD requirements please visit: http://www.health-care.maricopa.edu/pdfDocs/Announcement_Background_Check.pdf



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INTRODUCTION & OVERVIEW BY PAMELA RANDOLPH RN, MSN
ASSOCIATE DIRECTOR EDUCATION AND EVIDENCE-BASED REGULATION

ARIZONA FUTURE OF NURSING

Leading Change, Advancing Health

Arizona Campaign for Action: 2011 Self-Study Report

In 2008, The Robert Wood Johnson Foun-

datation (RWJF) and the Institute of Medicine (IOM) launched a two-year initiative to respond to the need to assess and trans-

form the nursing profession. The IOM of the National Academies appointed a "Committee on the RWJF Initiative on the Future of Nursing," for the purpose of producing an action-oriented blueprint for the future of nursing. Through its deliberations, the committee developed four key messages that were delivered on October 5, 2010 in Washington DC:

Nurses should practice to the full extent of their education and training.

Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

Nurses should be full partners, with physicians and other health care professionals in redesigning health care in the United States.

Effective workforce planning and policy making require better data collection and information infrastructure (IOM, 2011).

Arizona has a rich legacy of collaboration between nursing practice, education, and regulation to achieve goals that are in the best interests of both the nurse and health care consumers. On October 5, 2010, nursing leaders in Arizona had the opportunity to hear Linda Burns-Bolton at the Arizona Nurses Association Symposium held in Phoenix. Dr. Burns-Bolton energized the audience with her enthusiasm and description of the IOM *Future of Nursing* report recommendations. On November 30, 2010 a group of local nurse leaders were invited to meet at Arizona State University to participate in a webinar on the Future of Nursing. That meeting was connected to the national meeting in Washington D.C., where there was also significant Arizona representation. The recommendations of the IOM *Future of Nursing* Committee were presented by members of the IOM study group. Following the presentations and during the "small-group local discussion" phase, it was agreed that a first step toward implementing the recommendations would be to conduct an analysis of the "State of the State" regarding

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<<< continued from page 6

each recommendation. This document is the result of key nursing leaders in education, service, policy and regulation working together to describe Arizona's nursing environment.

The report is divided into sections representing the eight recommendations of the IOM report on the *Future of Nursing* (IOM, 2011). Methodologies consisted of both formal and informal surveys and case exemplars. Work on the contents of the document commenced in January 2011 and was completed in July 2011. The information contained in this report reflects what was known by the writers and Arizona Future of Nursing Committee members at that time.

SUMMARY OF FINDINGS

Recommendation 1: Remove scope-of-practice barriers. Nurse practitioners and certified nurse midwives enjoy numerous privileges in Arizona including independent practice and full prescribing. Certified registered nurse anesthetists lack full prescribing privileges and must administer anesthesia in the presence of a physician. Clinical nurse specialists lack prescriptive privileges.

Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. Current opportunities to lead diverse and collaborative groups are facilitated through the Arizona Organization of Nurse Executives, the Independent Nurse Practitioner Forum, and individual hospital and hospital systems adopting such innovations as the Transitional Care Model and Accountable Care Organizations. There are no coordinated statewide efforts to achieve this goal.

Recommendation 3: Implement nurse residency programs. Arizona does not mandate that newly licensed nurses complete formal residency program before assuming the RN role. A few employers, mostly hospitals, have instituted formal residency programs. The residency programs instituted are shorter in length than recommended, not standardized and not consistently evaluated.

Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80% by 2020. Currently approximately 46% of Arizona nurses hold a bachelor's or higher degree. Approximately 37% of Arizona nurses are estimat-

ed to hold a bachelor's or higher degree in nursing. Some health care organizations preferentially hire nurses with a BSN; none require it of their new or continuing employees.

Recommendation 5: Double the number of nurses with a doctorate by 2020. Admissions to doctoral programs in Arizona have doubled between 2008 and 2010 mainly due to the initiation of Doctorate of Nursing Practice programs across two state universities. Currently approximately 1% (683) of RNs in Arizona hold a doctoral degree with about half (396) of them holding a doctorate in nursing.

Recommendation 6: Ensure that nurses engage in lifelong learning. There are numerous opportunities for nurses in Arizona to advance their education through a variety of offerings by public and private colleges and universities. There is a coordinated state-wide effort to offer faculty development opportunities to Arizona nursing faculty through the Faculty Development Consortium.

Recommendation 7: Prepare and enable nurses to lead change to advance health. The Arizona Nurses Association sponsors a “Leadership Academy” for mid-level managers. There are some nurse CEOs, but no concerted effort to place nurses in key leadership positions. There are no nurse legislators. All BSN programs in the state contain coursework in leadership but less than 30% of new graduates are BSN prepared.

Recommendation 8: Build an infrastructure for the collection and analysis of inter-professional health care workforce data. Arizona currently collects workforce data on physicians, nurses, pharmacists, and physician assistants. Funding to analyze the data and distribute the findings is lacking. The Arizona Nurses Association has joined the *National Forum of State Nursing Workforce Centers* to participate in collecting and analyzing supply, demand and education data relating to the profession of nursing. The establishment of a workforce data center is being explored.

References

IOM (Institute of Medicine) 2011. *The future of nursing: leading change, advancing health.* Washington, DC: The National Academies Press.

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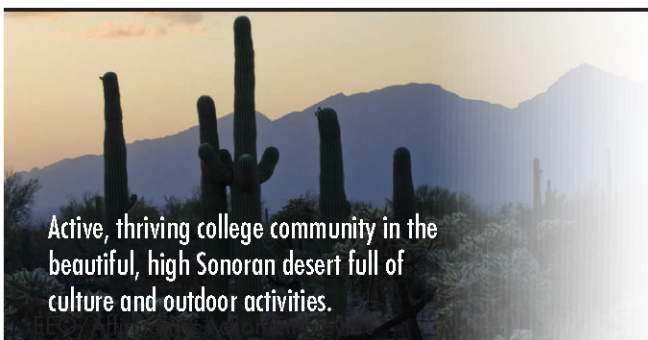
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EDUCATION CORNER

BY DEBRA MCGINTY, RN, PhD
NURSING PROGRAM ADMINISTRATOR

The Education Department receives questions from nurses concerning a variety of topics. The following questions are typical:

QUESTION: I have decided to seek an advance practice degree. Is the Board going to enforce the requirement for a Doctorate of Nurse Practitioner degree by the year 2015? Should I enroll in a masters or a doctoral program? If I enroll in a masters program, will my certificate still be good in 2015?

ANSWER: At this time there is no plan by the Arizona State Board of Nursing to require all currently practicing nurse practitioners obtain a practice doctorate. Furthermore, the Board does not anticipate changing the current requirement for a master's degree found in Article 5 of the Rules of the Board. Currently the Board requires a formal educational program that is part of a masters program or a post-masters program in nursing accredited by an approved national nursing accrediting agency recognized by the US Department of Education. The accrediting agency that certifies advanced practice program is the Association of Colleges of Nursing (AACN). In 2004, after years of research, member schools affiliated with the AACN endorsed a position statement that called for a change in the preparation required for an advanced nursing practice degree from the master's to the doctorate level by the year 2015. Since that time the accrediting arm of AACN, the Commission on Collegiate Nursing Education (CCNE) has accredited 52 DNP programs and an additional 69 DNP programs are pursuing CCNE accreditation (AACN, August 2011). Two Arizona nursing programs offer DNP programs: Arizona State University and The University of Arizona. After eliminating the master's degree for advanced practice preparation, doctoral programs more than doubled admis-

sions in 2009 and overall enrollments were maintained in 2010 (Randolph, 2011). DNP program directors report no change in the number of available openings in 2011. Arizona State University reports a waiting list for the Adult Nurse Practitioner and Family Nurse Practitioner programs. If a doctoral program were to be required in the future, advanced practice nurses currently certified by the Board would be grandfathered along with students currently enrolled in an approved advanced practice program.

QUESTION: I want to offer a continuing education program for nurses in Arizona. What are the Board of Nursing continuing education requirements?

ANSWER: Arizona *does not* mandate continuing education for nursing licensure renewal and the Board of Nursing *is not legally authorized to* approve continuing education. The Board devoted the March 2011 issue of this journal to the topic of continuing education vs. continuing competency, which is available on the Board website. The Arizona Nurses Association (AzNA) is accredited by the American Nurses Credentialing Center (ANCC) to provide and approve continuing education in Arizona. The ANCC is a subsidiary of the American Nurse Association. To learn more about the criteria and requirements to conduct a continuing education event, contact the Arizona Nurses Association.

QUESTION: We've been hearing a lot about the Institute of Medicine (IOM) study and that it may impact nursing education in Arizona. What kinds of changes are currently underway or anticipated as a result of this study?

ANSWER: Several strategies have evolved to improve educational systems that promote seamless academic progression and increase the

proportion of nurses with baccalaureate degrees. Arizona State University designed RN-BSN Pathway Programs for students currently enrolled in Associate of Applied Science degree in nursing programs throughout the state. Concurrent AAS-BSN degree nursing programs are planned for implementation throughout the Maricopa Community College District nursing programs in partnership with Arizona State University, Northern Arizona University and University of Phoenix. Brookline College and Arizona State University both offer accelerated baccalaureate programs for students with a non-nursing baccalaureate degree. The University of Arizona recently introduced a Master's Entry to the Profession pathway which is an accelerated program for students with a non-nursing baccalaureate degree. Accelerated programs not only reduce time spent to graduation, they also attract students from a wide array of academic preparation and backgrounds and enroll more men than traditional programs (RWJF, August 2011).

For more information, please refer to the preliminary report provided by members of the Arizona Future of Nursing Committee included in this issue.

Additional Reading:

AACN (August 2011). The Doctor of Nursing Practice (DNP) fact sheet. Retrieved from <http://www.aacn.nche.edu/media/FactSheets/dnp.htm>.

Randolph, P. (2011). Summary and analysis of annual reports from Arizona nursing programs 2010. Retrieved from the Arizona State Board of Nursing website: <http://www.azbn.gov/Documents/education/Nursing%20Programs/FINAL%20SUMMARY%20Annual%20Report2010.pdf> <http://www.azbn.gov/EducationalResources.aspx>



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Robert Woods Johnson Foundation (RWJF) (August 2011). Charting nursing's future: Implementing the IOM Future of Nursing Report: Part I. Retrieved from the RWJF website: <http://www.rwjf.org/humancapital/product.jsp?id=72799>

BOARD ACTIONS
– EDUCATIONAL PROGRAMS

July 2011

- Continued Fortis College provisional approval with a report in 6 months to remedy potential deficiencies.
- Granted Chamberlain College full approval for 5 years or consistent with national accreditation cycle.
- Approved posting "Choosing a Nursing Program: A Guide for Prospective Nursing Students" on the Board website.
- Approved Nursing Program Disclosure of Student Costs for publication.
- Dismissed the complaint against

The University of Arizona Nursing Program.

- Dismissed the complaint against Glendale Community College Nursing Program.
- Issued a Notice of Deficiency to College of Eastern Utah Nursing Assistant Program.
- Dismissed the complaint against Centennial High School Nursing Assistant Training Program.

September 2011

- Approved Carrington College change to increase program length.
- Approved Chamberlain College change to increase enrollment as a pilot study.
- Provided further direction for establishing competency evaluations.
- Directed staff to draft guidelines on allowable work hours for nurses under Board orders or CANDO.
- Accepted and approved the proposed changes to the CNA and

CMA Testing with effective date on February 1, 2012. Allow D & S Diversified Technologies to issue a certificate of completion with a security validation code in lieu of an instructor/coordinator signature.

- Voted to allow nurse practitioner and clinical nurse specialist students to engage in clinical education in Arizona under ARS 32-1631 if the program they are attending is approved for the purpose of certification or licensure of program graduates in the jurisdiction of the program and the student meets all other requirements.
- Approved 5 Year Rule Review for Articles 4, 6 and 7.
- Accepted withdrawal of College of Eastern Utah consolidated program status and required program to submit a detailed plan of correction.

Board Member Kathy Malloch, PhD, MBA, RN, FAAN, Awarded National Council of State Boards of Nursing PRESTIGIOUS R. LOUISE MCMANUS AWARD

Kathy Malloch, PhD, MBA, RN, FAAN, AzBN Board Vice President/past President, was honored with the prestigious R. Louise McManus Award in August 2011. This award recognizes individuals who have made sustained and lasting significant contributions in nursing regulation through their deep commitment and dedication to the purposes and mission of the National Council of State Boards of Nursing (NCSBN).

For over 13 years, Kathy has played a significant role in shaping nursing regulation public policy at a state as well as national level. Kathy has also had 9 years of active leadership on the Board of Directors of NCSBN. Boards of Nursing have routinely sought Kathy out to



discuss innovative ideas, and she is recognized as one of the foremost national and international experts in healthcare leadership. As an associate professor,

she has worked with her colleagues to develop a new program of study in the leadership of innovation leading to a Masters in Healthcare Innovation and a PhD track in the leadership of health innovation.

Kathy has also published more than 70 articles in various healthcare journals and was the recipient of the American Journal of Nursing Book of the Year Award for 5 years since 2005.

Congratulations Kathy on this outstanding achievement and for tirelessly working to improve patient safety at a state and national level for the past three decades.

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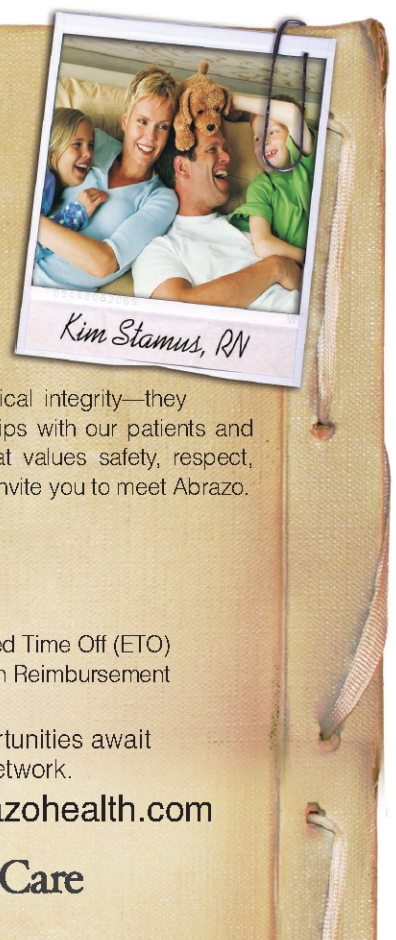
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AzBN Advanced Practice Consultant, Janeen Dahn, MSN, FNP-C, HONORED DURING NATIONAL AANP CONFERENCE



Nurse practitioners (NPs) and nurse practitioner advocates, recipients of the prestigious *State Awards for Excellence*, were honored during the American Academy of Nurse Practitioners (AANP) 26th National Conference in Las Vegas, Nevada June 22-26, 2011.

The *State Award for Nurse Practitioner Excellence*, founded in 1991, recognizes a NP in a state who demonstrates excellence in practice, research, NP education, or community affairs. In 1993, the *State Award for Nurse Practitioner Advocate* was added to recognize the efforts of individuals who have made a significant contribution toward increasing the awareness and acceptance of the NP.

Janeen Dahn, MSN, FNP-C, is a nationally certified family nurse practitioner and the Assistant Dean for the University of Phoenix. She is the founder and sole proprietor of *NP*

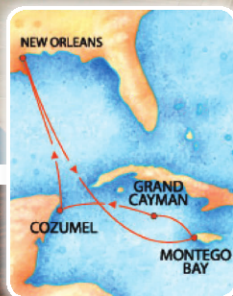
House Calls. Janeen is a member of the American Academy of Nurse Practitioners, the National Organization of Nurse Practitioner Faculties, the Arizona Nursing Association, and Sigma Theta Tau International. Janeen is an advanced practice consultant for the Arizona State Board of Nursing and is currently working toward her Ph.D. in Nursing.

The AANP was founded in 1985 and is the oldest, largest and only full-service national professional organization for NPs of all specialties. With more than 31,000 individual members and over 165 group members, AANP provides national representation for approximately 140,000 NPs. AANP continually advocates for the active role of NPs as providers of high-quality, cost-effective and personalized health care. For more information about AANP visit www.aanp.org.

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April 22-29, 2012



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April 22	New Orleans, Louisiana	--	04:00 PM
April 23	Fun Day At Sea	--	--
April 24	Fun Day At Sea	--	--
April 25	Montego Bay, Jamaica	09:00 AM	06:00 PM
April 26	Georgetown, Grand Cayman	07:00 AM	04:00 PM
April 27	Cozumel, Mexico	10:00 AM	05:00 PM
April 28	Fun Day At Sea	--	--
April 29	New Orleans, Louisiana	08:00 AM	--

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CHANGES TO NURSING ASSISTANT/ MEDICATION ASSISTANT TEST

(Effective date of change is February 1, 2012)

The following changes to the nursing assistant and medication assistant exams were recommended by the Test Advisory Panel, which met on August 23, 2011 and were adopted by the Board on September 22, 2011. The effective date of change is February 1, 2012.

WRITTEN EXAM

CHANGES IN TESTING PROCESS

■ Institute a Waiting Period for both CNA and CMA written examinations: Following three attempts to pass the written examination, the student must wait 45 days before retesting.
Rationale: This waiting period allows for rotation of items to avoid overexposure.

CHANGES IN CNA TEST PLAN

The following changes were

recommended regarding the CNA written test plan:

- Reduce personal care items from 12 to 9
- Add 2 items in the safety category increasing it from 4 to 6
- Add 1 item to infection control increasing it from 7 to 8

Rationale: This is more consistent with other states' test plans and aligns more closely with the Board's public protection mission. The test will remain the same length at 75 items.

MANUAL SKILLS EXAM

CHANGES IN TESTING PROCESS

■ D & S Diversified Technologies will specify a distance to the washroom from the testing area that will be cause less than 30 seconds of time to elapse.
Rationale: The distance between the washroom

and testing area at some approved sites is so great that students are at a disadvantage to complete the exam within the specified time.

■ Change effective date to February 1, 2012

Rationale: Many students completing the Fall semester in December will be testing in January 2012.

■ Candidates who have failed twice may request to retest with a previous test observer.

Rationale: This option may provide convenience and familiarity to candidates.

CHANGES IN INDIVIDUAL SKILLS

■ Mouth care of Comatose Resident: Eliminate step 13 "Washes face" and step 14 "Dries face" and replace with one step "Wipes resident's mouth"
Rationale: There is no need to wash and dry face when providing mouth care. "Wipes resident's mouth" is a recognized step in Mouth Care of a patient.

■ Isolation Gown and Gloves: Eliminate step 2 "Greets resident by name"
Rationale: This skill does not require interaction with the resident.

■ Transferring a Weight Bearing Non-Ambulatory Resident from Bed to Wheelchair using a Gait Belt: Add Key Step (**bolded** step) "**Does not attempt to ambulate the resident.**"
Rationale: Students are able to pass this skill despite ambulating (rather than transferring) a non-ambulatory resident.

■ Transferring a Weight Bearing Non-Ambulatory Resident from Wheelchair to Bed using a Gait Belt: Add Key Step (**bolded** step) "**Does not attempt to ambulate the resident.**"
Rationale: Students are able to pass this skill despite ambulating (rather than transferring) a non-ambulatory resident.

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VOLUNTEERS NEEDED

FOR A CLINICAL SIMULATION PROJECT

STUDY PURPOSE

Healthcare safety is a concern in today's workplace as there is substantial evidence that medical errors are a leading cause of death and injury in the United States. Patient safety, including prevention of errors and complications is a priority goal in nursing practice. Simulations that accurately reflect common nursing care scenarios may be useful for increasing student and registered nurses' ability to avoid errors.

DESCRIPTION OF RESEARCH STUDY

If you decide to participate, then you will join a study funded by the National Council of State Boards of Nursing involving research of competency evaluation using simulation scenarios. Volunteers are needed who are: (a) Registered Nurses with varying years of nursing practice experience, or (b) Registered Nurses with a Bachelor's degree or higher and three years or more of nursing experience who work in a role that involves evaluation of the nursing practice of others.

Registered Nurses with varying years of experience will be asked to participate in individually scheduled 3 ½ hour session and complete 3 simulation scenarios. Prior to the 3 ½ hour session, you will receive an orientation to the simulation environment and set a date to receive the information needed to prepare for the simulation scenarios.

Registered Nurses with a Bachelor's degree or higher and three years or more of nursing experience who work in a role that involves evaluation of the nursing practice of others will be asked to rate video recorded nursing practice of others acting in simulation scenarios.

COSTS AND PAYMENTS

The researchers want your decision about participating in the study to be absolutely voluntary. Yet they recognize that your participation may pose some inconvenience. In order to show their appreciation for your time, they will give you a token of appreciation at the completion of each simulation session or evaluation session of video recorded performances. This token of appreciation is a \$30.00 gift card to a local store. If you do not complete the simulation session or the evaluations you will not receive the gift card.

During Phase I of this study, volunteers stated that participating in the simulations or evaluations provided them with the following benefits:

"I learned so much about evaluating nursing competency."

"It was a great way to see situations in real time and how nurses act and react."

"I think this would be a great experience for every new nurse prior to those first live patients."



"This is a great way for nurses to learn and improve nursing practice."

"I wish I could have these scenarios more, so I can practice."

"Doing the simulations gave me a chance to practice my skills."

"It was really a lot of fun to care for the simulation patients in a risk-free environment."

"Being a participant offered me a chance to contribute to better care for all."

BEING CONDUCTED BY:

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- ARIZONA STATE UNIVERSITY
- SCOTTSDALE
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For more information contact project secretary at (480)-425-6909 or simresearch@sccmail.maricopa.edu

2012 RN/LPN Online Renewal Process

Background

In an effort to better utilize the limited budgeted resources of the Board, and to reduce the cycle time to issue renewal licenses, nurses who are due to renew their license on 4/1/2012 are being asked to submit an **on line renewal** application.

Comparison Data

Paper applications take an average of 21 minutes to process each application. This includes prepping the application, scanning/ verifying the application, preparing deficiency notices, reviewing the additional information that is submitted after the deficiency notice is sent, printing, and mailing the license.

Thanks to technology, the on-line renewal application takes less than 1 minute to process.

Data also shows that paper applications submitted in FY 2011 renewal season took an average of 29 days to complete and on line renewal applications took only 4 days to complete.

Renewing on-Line

To expedite the renewal process, nurses are being asked this year to renew on line. Exceptions to on line renewal are nurses with: expired licenses, nurses on probation/suspension, or nurses who answer "yes" to a disciplinary question.

If you are one of the exceptions, you will need to send a self addressed/ stamped (postage is \$1.31) business envelope and a written request to have a paper application mailed to you.

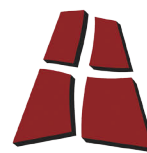
There will not be a paper application available on the web site to download and submit.

Advantages of on-line renewals

- Reduced cycle time for the nurse to renew and be issued a license
- Increased accuracy in data collected when nurses enter their own information
- Reduced number of refund checks to return to nurses when they submit the wrong payment, forgets to sign their check, date the check for the wrong year, etc.
- Updated address by licensee ensures correct information entered
- Renew 24/7 anywhere, anytime
- Takes less than 10 minutes to renew online
- Print verification of your renewal process
- Receive an E-mail verifying your payment was received
- Updated records are instantaneous
- Going green: paper, envelopes, postage, toner -sending out deficiency notices through email after submitting on-line renewal
- Reduced man hours for the renewal process allowing assignment to other licensing functions
- Increased customer satisfaction, by receiving their license in a timelier manner.

Important Reminder

Thanks for your help by renewing on line NOW if your license is due to renew by 4/1/2012. Please note: the date printed on your license is showing a renewal date of 6/30/12 but due to statutory changes in 2009, the date has been changed to **4/1/2012**.



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ARIZONA STATE BOARD OF NURSING 2012 NINTH ANNUAL CNA EDUCATORS RETREAT - JANUARY 13, 2012

Empowerment: Making a Difference in Policy & Practice

OVERVIEW

The 2012 Ninth Annual CNA Educators Retreat, Empowerment: Making a Difference in Policy and Practice is scheduled for **January 13, 2012**. This event offers a unique opportunity for NA training program instructors and coordinators to network with colleagues, and learn effective, innovative teaching techniques. Retreat organizers have put together an exciting program. Topics include ethics, teaching safety, professional conduct, and safety issues in long-term care facilities.

CONTINUING EDUCATION

This activity has been submitted to the Arizona Nurses Association for approval to award contact hours. The Arizona Nurses Association (AzNA) is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation.

AzNA and ANCC Commission on Accreditation do not approve or endorse any commercial products displayed.

Vendors on site are sponsored by SEVEN Healthcare Academy. Exhibits will be open during scheduled breaks.

WHO SHOULD ATTEND

The 2012 Ninth Annual CNA Educators Retreat is open to nursing assistant training program coordinators and instructors, and other parties interested in nursing assistant training and regulation.

CONFERENCE OBJECTIVES

Overall Objective: Provide an educational forum for AZ nursing assistant training program instructors and coordinators to foster educational excellence and communication between and among nursing assistant training programs and the Board.

At the conclusion of the session, the participant will be able to:

- Describe/discuss changes to the Nurse Practice Act, Board rules and the nursing assistant competency exam.
- Describe/discuss strategies to improve student success on the Nursing Assistant competency exam.
- Describe/discuss strategies to enhance personal safety and prevent workplace violence in classroom and health-care settings.
- Implement creative teaching strategies to empower students to become effective change agents.
- Identify successful strategies to maintain order in the CNA classroom.
- Describe/discuss successful and unsuccessful strategies used by similar types of programs to improve educational and program effectiveness.
- Utilize empowerment principles and strategies to attain positive outcomes for students and patients.
- Utilize technology to maximize learning.

Guest Speakers



An educator for seventeen years, **Janis McMillan, RN, MS**, brings forward almost 30 years of clinical expertise. Ms. McMillan currently teaches nursing at Coconino Community College and works as a staff RN at Flagstaff Medical Center. Known for her down-to-earth manner and sense of fun, Janis engages her students, delivering a highly-focused and stimulating educational experience with an interactive teaching style. Ms. McMillan weaves the threads of professionalism throughout her teaching, revitalizing students with her enthusiasm, commitment and dedication to nursing education.

Sheila Sorrentino, RN, PhD is a health care consultant focusing on career ladder nursing programs and effective delegation and partnering with assistive personnel. Dr. Sorrentino has taught at all levels of nursing from CNA to baccalaureate and higher degree. A Mosby author since 1982, Dr. Sorrentino has written several textbooks



for nursing assistants and other assistive personnel. She was awarded the 1992 International Medical Films Award for her work on skills videos and the Alumni Achievement Award from Lewis University for outstanding leadership and dedication in nursing education. She was a consultant for Mosby's Nursing Skills Videos (selected for the 2003 AJN Book of the Year Award for Electronic Media). Her presentations at national conferences focus on delegation and other issues related to assistive personnel.

WITH ADDITIONAL PRESENTATIONS BY

Teresa Whitney – D&S Diversified Technologies

Teresa Hagen-Hale, RN – Cochise College

Pamela Randolph, RN MS – AZBN Associate Director of Education and Evidence-Based Regulation

Valerie Smith, RN, MS, FRE – AZBN Associate Director of Complaints and Investigations

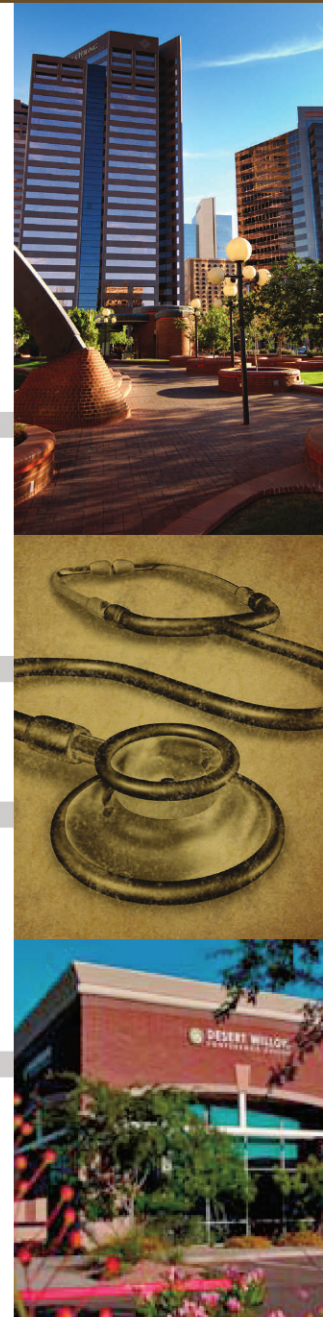
Debra McGinty, RN, PhD – AZBN Education Programs Administrator

Conference Agenda

JANUARY 13, 2012

7:30	Registration Continental breakfast
8:00	Welcome Board Reports Pamela Randolph, RN MS, AZBN Associate Director of Education and Evidence-Based Regulation Nurse Practice Act and the nursing assistant competency exam updates.
8:30	Testing Update Teresa Whitney, D&S Diversified Technologies Participants will learn strategies to improve student success on the Nursing Assistant competency exam
9:15	Workplace Violence Valerie Smith, RN, MS, FRE, AZBN Associate Director of Complaints and Investigations The focus of the session will be on personal safety and workplace violence from the classroom to the healthcare setting.
10:00	Morning Break – Vendor Displays Open
10:30	Maintaining Classroom Discipline Janis McMillan, RN, MSN Participants will learn successful techniques in maintaining order in the CNA classroom.
11:15	Speaking Up or Acting Out: Effective communication skills to promote resident safety Debra McGinty, RN, PhD, AZBN Education Programs Administrator Participants will explore creative teaching strategies to empower CNA's as change agents.
12:00	Buffet Lunch – Vendor Displays Open
1:00	Empowering Through Technology In the Class Room Teresa Hagen-Hale, RN Participant will learn and explore the various methods used in instructional technology.
1:30	10 Minutes Break
1:40	Empowerment in Practice – Breakout Sessions Colleges and Universities – Moderator: Debra McGinty, RN, PhD Long-term Care Facilities – Moderator: Sylvia Balistreri, RN High School Programs – Moderator: Micki Hurley, RN Independent Programs – Moderator: Pamela Randolph, RN, MS Participants will have an opportunity to share strategies that resulted in program improvement with each other.
2:30	Afternoon Break – Vendor Displays Open
2:45	Empowering You – Becoming an Effective Educator Sheila Sorrentino, PhD, RN Participants will explore how they, as educators, can become effective changes agents.
3:45	Evaluations and Closing

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Registration Information & Fees

SEE PG. 24 FOR REGISTRATION FORM

REGISTRATION FOR THIS EVENT IS NOW OPEN.

General \$ 90.00 Before December 15, 2011

Late \$ 95.00 After December 15, 2011

On-site \$100.00 Space permitted

Thumb Drives \$ 20.00

Purchase Orders will not be accepted in lieu of payment.

Unfortunately, we will not be able to issue

refunds; however, a registrant who is unable to attend is permitted to transfer their registration to another individual.

For registration information, visit the AZBN website at www.azbn.gov.

To receive full credit for attending the CNA Educators Retreat, attendees must return their badges at the end of the retreat. Attendees who return their badges at lunch will receive half credit. If attendees leave

before lunch they will not receive any credit for attending the retreat.

VENUE - Desert Willow Conference Center

Located in the Cotton Center business park, is at the hub of the Valley's major freeways at the Tempe-Phoenix border. Only 5 minutes from Sky Harbor International airport & 10 minutes from downtown Phoenix.

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Empowerment: Making a Difference in Policy & Practice

CONFERENCE REGISTRATION FORM

Friday, January 13, 2012 – Desert Willow Conference Center
4340 East Cotton Center Blvd., Phoenix, AZ 85040

REGISTRATION FORM

CONFERENCE ATTENDEE INFORMATION – USE ONE FORM PER PERSON

Name as you would like it to appear on Badge: _____

Degree/ Credentials: _____

Name of Program/Affiliation/Agency: _____

Address: _____

City/State/Zip: _____

Telephone Numbers: _____ O; _____ C

Email Address: _____

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REGISTRATION INFORMATION WILL BE SHARED WITH RETREAT ATTENDEES



FEES AND COSTS

General	\$90.00 Before December 15, 2011
Late	\$95.00 After December 15, 2011
On-site	\$100.00 Space permitted
Thumb Drives	\$20.00
Total Amount Included.....	_____

In an effort to minimize environmental impact, paper packets will not be provided at the conference. Participants may elect to purchase a downloadable “thumb” drive for a complete packet. PowerPoint presentations will be available on the AZBN website following the conference.

Registration payments must accompany the registration form. **PURCHASE ORDERS WILL NOT BE ACCEPTED IN LIEU OF PAYMENT.** Check or money orders must be made payable to the Arizona State Board of Nursing and mailed or delivered to:

Arizona State Board of Nursing
4747 North 7th Street, Suite 200, Phoenix, Arizona 85014-3653
Attn: CNA Educators Retreat

INFORMATION & POLICIES

Refunds and Cancellations: Refunds will not be issued; however, a registrant who is unable to attend may transfer their registration to another individual. Notification of registration transfer should be received at least 48 hours prior to the conference.

AzNA and ANCC Commission on Accreditation do not approve or endorse any commercial products displayed. Vendors on site are sponsored by SEVEN Healthcare Academy. Exhibits will be open during scheduled breaks.

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE
9/9/2011	Abeita, Lavena R.	CNA982178353	Revoked
7/18/2011	Acosta, Veronica	CNA Applicant	Certificate Denied
7/1/2011	Ahrendt, David A.	CNA620078509	Renewal Denied
7/8/2011	Allison, Lauren	CNA Applicant	Certificate Denied
8/26/2011	Anderson, Ashley N.	CNA1000019626	Stayed Revocation
6/30/2011	Antkiewicz, Daniel S.	CNA999952022	Reissuance Denied
7/18/2011	Antone, Denise	CNA Applicant	Certificate Denied
9/9/2011	Barrientos, Rebecca A.	CNA1000019471	Revoked
7/6/2011	Begay, Rufena A.	CNA999992116	Renewal Denied
6/16/2011	Benally, Vanessa S.	CNA Applicant	Certificate Denied
8/11/2011	Briones, Judy M.	CNA1000007905	Revoked
7/18/2011	Brown, Myra M.	CNA Applicant	Certificate Denied
6/5/2011	Cagle, Crystal L.	CNA999948099	Stayed Revocation
9/23/2011	Campbell, Justino A.	CNA1000010181	Decree of Censure
6/16/2011	Carrillo, Severiano A.	CNA Applicant	Certificate Denied
7/8/2011	Casey, Adrienne E.	CNA1000014332	Revoked
9/9/2011	Coard, Lynissa L.	CNA1000019064	Revoked
6/6/2011	Coffey, Obdulia G.	CNA999987647	Civil Penalty
7/8/2011	Conner, Sha Kashua S.	CNA1000008950	Revoked
7/6/2011	Cornejo, Jami M.	CNA Applicant	Certificate Denied
7/15/2011	Cox, Cheryl T.	CNA Applicant	Certificate Denied
7/12/2011	Cumba, Deedra L.	CNA Applicant	Certificate Denied
9/9/2011	Cuttler, Whitney N.	CNA Applicant	Certificate Denied
8/11/2011	Darius, Geralda C.	CNA1000007692	Revoked
7/12/2011	Davis, Latonya M.	CNA Applicant	Certificate Denied
9/8/2011	Davis, Sherelle F.	CNA Applicant	Certificate Denied
7/7/2011	Dayzie, Tess	CNA Applicant	Certificate Denied
7/8/2011	Deanda, Eloy	CNA Applicant	Certificate Denied
8/18/2011	Debose, Belinda D.	CNA1000030282	Decree of Censure
9/9/2011	Degrate, Hazel A.	CNA1000007553	Revoked
8/3/2011	Dennis, Melanie A.	CNA382829803	Renewal Denied
6/16/2011	Du Val, Shalonda R.	CNA Applicant	Certificate Denied
6/2/2011	Dye, Elizabeth A.	CNA1000029194	Decree of Censure
7/27/2011	Eldredge, Emma A.	CNA999950782	Stayed Revocation w/Suspension
7/28/2011	Eley, Shawntrell L.	CNA Applicant	Certificate Denied
8/3/2011	Francis, Darlene A.	CNA999953130	Decree of Censure
6/16/2011	Galindo, Nicole O.	CNA Applicant	Certificate Denied
7/25/2011	Gastelum, Noemi	CNA999999347	Voluntary Surrender
6/14/2011	Gitumbi, James K.	CNA1000009537	Decree of Censure
9/9/2011	Gomez, Melinda M.	CNA999997219	Revoked
7/18/2011	Gonzales, April A.	CNA Applicant	Certificate Denied
9/8/2011	Gonzales, Ashley R.	CNA Applicant	Certificate Denied
7/1/2011	Grantham, Rebecca L.	CNA1000013192	Stayed Revocation w/Suspension
9/9/2011	Hansbrough, Taha A.	CNA Applicant	Certificate Denied
9/22/2011	Hardwicke, Chase W.	CNA999998620	Decree of Censure
7/18/2011	Harris, Cierra K.	CNA1000011216	Stayed Revocation w/Suspension
7/1/2011	Hilkemeyer, Jacqueline D.	CNA999991580	Stayed Revocation
9/9/2011	Hocker, David J.	CNA1000007536	Revoked
9/2/2011	Huskey, Shawna M.	CNA Applicant	Certificate Denied
7/20/2011	James, Audrey L.	CNA Applicant	Certificate Denied
7/25/2011	Johnson, Randall L.	CNA1000007462	Stayed Revocation
7/12/2011	Johnson, Shawana B.	CNA Applicant	Certificate Denied
9/2/2011	Kendrick, Lameka S.	CNA Applicant	Certificate Denied
8/24/2011	Kenny, Patricia A.	CNA1000030596	Stayed Revocation
7/28/2011	Kyle, Scott W.	CNA Applicant	Certificate Denied
9/13/2011	Lewis, Eric G.	CNA179321803	Renewal Denied
9/22/2011	Logan, Mary T.	CNA693407774	Decree of Censure
7/15/2011	Luce, Mark A.	CNA999947621	Civil Penalty
7/29/2011	Luna, Ruben A.	CNA999991594	Decree of Censure
7/8/2011	Madison, Ericka L.	CNA999989428	Revoked
6/20/2011	Martin, Monique	CNA1000000293	Civil Penalty
9/2/2011	Mc Intosh, Tanya M.	CNA1000009023	Revoked
6/6/2011	Mcelroy, Sarah M.	CNA1000029227	Civil Penalty
7/5/2011	Mendoza Jr, Cipriano M.	CNA999950720	Stayed Revocation
9/9/2011	Miller, Michele L.	CNA055241609	Revoked
7/12/2011	Miller, Richlen B.	CNA Applicant	Certificate Denied
7/12/2011	Montoya, Nadia A.	CNA Applicant	Certificate Denied
9/2/2011	Morgan, Rodriquoos D.	CNA Applicant	Certificate Denied
8/11/2011	Muro, Kristine M.	CNA999993192	Revoked
8/10/2011	Nissen, Crystal M.	CNA999999560	Stayed Suspension
7/15/2011	Norris, Gregory L.	CNA Applicant	Certificate Denied
5/18/2011*	Olivier, Jacquelyn M.	CNA1000005930	Voluntary Surrender
8/26/2011	Owens, Barbara A.	CNA999987305	Civil Penalty
9/9/2011	Padilla, Felicia P.	CNA1000014343	Revoked
6/16/2011	Pantazides, Jason K.	CNA Applicant	Certificate Denied
7/15/2011	Pellot, Mabel B.	CNA Applicant	Certificate Denied
7/15/2011	Platerio, Maleisha R.	CNA Applicant	Certificate Denied
7/8/2011	Ponyah, Rosa L.	CNA999948417	Revoked
7/8/2011	Pringle, Lecarson C.	CNA Applicant	Certificate Denied

7/7/2011	Provencio, Dusty	CNA905158353	Renewal Denied
9/9/2011	Quintero, Joseph Q.	CNA065737803	Revoked
8/1/2011	Quintin, Lydia M.	CNA244948641	Stayed Revocation
6/28/2011	Ramirez, Valerie A.	CNA999987874	Civil Penalty
5/31/2011*	Rawlinson, Catherine G.	CNA062784641	Revoked
8/22/2011	Raymond, Judith L.	CNA800079996	Decree of Censure
8/9/2011	Reyes, Deborah J.	CNA1000002185	Civil Penalty
7/1/2011	Richter, Amber L.	CNA1000029260	Decree of Censure
8/11/2011	Robinson, Dionne T.	CNA999996856	Revoked
8/11/2011	Robinson, Marina R.	CNA200151627	Revoked
7/8/2011	Rojas, Amanda J.	CNA1000013836	Revoked
8/11/2011	Roskob, Carolyn M.	CNA929745763	Voluntary Surrender
7/8/2011	Sageman, Yolanda	CNA566204513	Revoked
8/30/2011	Schulder, Jeremy A.	CNA100000627	Stayed Revocation
8/16/2011	Sexton, Breanna R.	CNA1000022516	Stayed Revocation
8/1/2011	Simmons, Yolinda	CNA1000030107	Civil Penalty
7/29/2011	Smith, Danielle N.	CNA1000014393	Decree of Censure
7/12/2011	Solis, Daniel O.	CNA Applicant	Certificate Denied
9/2/2011	St Clair Jr, Harold T.	CNA465380933	Reissuance Denied
6/22/2011	Thompson, Richard M.	CNA Applicant	Certificate Denied
9/1/2011	Toolooze, Amanda M.	CNA999951506	Revoked
9/9/2011	Trotter, Mistdeen M.	CNA1000009939	Revoked
7/12/2011	Tweed, April R.	CNA Applicant	Certificate Denied
5/25/2011*	Vasquez, Angelica V.	CNA Applicant	Certificate Denied
9/3/2011	Veach, Jenna L.	CNA Applicant	Certificate Denied
9/22/2011	Veljkovic, Sunday S.	CNA1000015298	Revoked
7/21/2011	Walter, Donalyn	CNA1000006673	Stayed Revocation w/Suspension
9/9/2011	Watson, Michelle E.	CNA1000013547	Revoked
7/19/2011	Willoughby, Devin M.	CNA1000022761	Voluntary Surrender
5/13/2011*	Wilson, Claudia Y.	CNA Applicant	Certificate Denied
8/18/2011	Young, Rhea M.	CNA999999282	Voluntary Surrender
8/15/2011	Zuleta, Mayra	CNA1000008630	Decree of Censure

CNA Discipline - ACTION CLEARED JUNE - SEPTEMBER 2011

EFFECTIVE DATE	NAME	CERTIFICATE
7/14/2011	Sanchez, Steven	CNA559161803
7/29/2011	Johnston, Olga M.	CNA543431803
8/26/2011	Livingston, Ashley M.	CNA1000007754



RN/LPN DISCIPLINARY ACTION

JUNE - SEPTEMBER 2011

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
7/28/2011	Abruzzese, Nicole D.	LP041598	Stayed Revocation with Suspension
7/26/2011	Alderman (Pollock), Keron E.	RN Endorsement	License Denied
6/23/2011	Allen, Deborah L.	RN088642	Decree of Censure
9/22/2011	Allen, John C.	RN159804/CRNA0632	Summary Suspension
8/30/2011	Ashton, Caroline M.	RN154157/CNA999996912	Voluntary Surrender
7/8/2011	Barnhart, Brittney N.	LP043030	Revocation
7/25/2011	Barton, Penny L.	RN145785	Summary Suspension
8/26/2011	Bartram, Elizabeth M.	RN057874	Probation
6/27/2011	Bass, Michael J.	LP040451/CNA999996147	Probation
7/12/2011	Baxter, Laurie A.	RN Endorsement	License Denied
8/17/2011	Bayer, Joan P.	TRN167898	Voluntary Surrender
9/30/2011	Beard, Shonna J.	RN144522	Probation
9/29/2011	Begley, Colleen A.	RN150957	Stayed Revocation with Suspension
9/29/2011	Beishline, Ashleen I.	RN162078	Decree of Censure
6/20/2011	Bianco, Megan M.	RN157099	Decree of Censure
9/8/2011	Bocchicchio, Cynthia L.	RN089150	Revocation
8/30/2011	Bosman, Susan D.	LP036392	Voluntary Surrender
8/9/2011	Brean, Stephen	LP033429	Voluntary Surrender
7/20/2011	Bryant, Marianne A.	RN123095	Probation
9/9/2011	Caldwell, Deena L.	RN099838/LP030577	Suspension
9/22/2011	Cann, Amy L.	RN170784	Decree of Censure
9/22/2011	Carbajal, Diana J.	LP039365	Decree of Censure with Civil Penalty
8/8/2011	Cardwell, Lisa M.	RN170065/CNA999995312	Civil Penalty
9/16/2011	Cassel, Valerie K.	RN123213/LP037713	Probation
7/26/2011	Christensen, Vanessa L.	RN128064/LP037896	Suspension
6/30/2011	Clement, Susan M.	LP040250	Stayed Revocation with Probation

JUNE - SEPTEMBER 2011

9/8/2011	Coburn, Brandon M.	RN168545/AP4081	Voluntary Surrender
7/15/2011	Cochran, Deborah M.	RN Endorsement	License Denied
8/29/2011	Colombo, Kim M.	RN077125	Probation
7/12/2011	Conger, Stacy L.	RN145398	Voluntary Surrender
7/7/2011	Crepeau, Jena C.	LP042696	Revocation
8/10/2011	Dame III, Alfred O.	RN124740	Stayed Revocation with Probation
7/5/2011	Delgado, Joyce A.	LP025990/CNA083113439	Revocation
7/17/2011	Derosa, Diane	RN141697	Decree of Censure
8/29/2011	Dial, Barbara J.	LP037475	Civil Penalty
9/23/2011	Dodge, Elizabeth A.	RN140663	Decree of Censure
8/9/2011	Doka, Michelle L.	RN138074	Decree of Censure
7/25/2011	Dove, Patricia H.	RN152700/CNA999999881	Decree of Censure
7/11/2011	Driscoll-Lowe, Heather M.	RN114984	Decree of Censure
6/26/2011	Fagan III, Christopher B.	RN169815	Civil Penalty
7/25/2011	Felchner, Gloria S.	RN078278	Decree of Censure
8/8/2011	Forman, Marcella L.	RN115572/LP031493/CNA117878687	Decree of Censure
9/8/2011	Friedman, Lisa A.	RN095695	Revocation
9/8/2011	Garza, Rose M.	LP036839/CNA098433837	Revocation
7/3/2011	Goodman, Samantha N.	LP032265/CNA169270441	Decree of Censure
8/29/2011	Gowan, Jane K.	LP036031	Decree of Censure
6/15/2011	Harrelson, Vicki L.	LP014894	Stayed Suspension with Probation
7/21/2011	Hartley-Cobb, Holli	RN052454	Stayed Revocation with Probation
9/27/2011	Hatfield, Andrea N.	LP Endorsement	License Denied
7/12/2011	Hazelett, Kelly A.	RN Endorsement	License Denied
7/7/2011	Henry, Mark E.	LP028214	Revocation
7/26/2011	Hess, Gabrielle M.	RN062387	Voluntary Surrender
9/22/2011	Hoult, Michael A.	LP032529	Summary Suspension
7/5/2011	Jakes, Stephen J.	RN155895/CNA999953076	Stayed Revocation with Suspension
7/15/2011	Janoian, Sarah R.	RN145048	Probation
7/25/2011	Jennings, Caroyl D.	LP033072	Voluntary Surrender
8/5/2011	Johnson, Natasha K.	LP042889/CNA999997776	Decree of Censure
7/22/2011	Johnson, Tara L.	RN169814	Decree of Censure
7/7/2011	Jordan, Cheryl A.	RN137727	Revocation
8/8/2011	Joshway, Sheila M.	RN170057	Decree of Censure
8/3/2011	Juvera, Andrea I.	RN163280	Civil Penalty
7/13/2011	Kofka, Bernice M.	RN034944	Voluntary Surrender
8/7/2011	Lara, Carol G.	LP047678/CNA337587103	Civil Penalty
6/16/2011	Le, Phuong K.	RN151628	Suspension
9/15/2011	Lease, Christian R.	LP020022	Revocation
9/20/2011	Lemberg, Delya E.	RN030184	Voluntary Surrender
7/25/2011	Lepa, Julieanne D.	RN087011/AP1231	Probation
9/8/2011	Linton, Joanne	LP033297	Revocation
9/9/2011	Loughran, Marguerite A.	RN038868	Suspension
6/15/2011	Martin, Colby D.	LP042452	Probation
7/7/2011	McClure, Sharon L.	RN120415	Revocation
9/20/2011	McKay, Janis L.	RN076029	Voluntary Surrender
7/12/2011	McMillan, Angela C.	RN152402	Voluntary Surrender
7/25/2011	McNall, Laura K.	RN126122	Decree of Censure
6/30/2011	Merrill, Leslie J.	LP041062	Probation
7/7/2011	Miller, Alonna S.	LP038285	Revocation
9/22/2011	Montgomery, Lisa J.	RN078391	Probation
8/16/2011	Moore, Kristen S.	LP047703	Decree of Censure
7/25/2011	Morton, Denise S.	RN063829/LP020621	Probation
8/13/2011	Myers, Katherine E.	RN152949/CNA1000005680	Decree of Censure
9/22/2011	Owens, Jackie L.	RN088518	Probation
9/8/2011	Pennington, Jennifer F.	RN148653	Revocation
8/24/2011	Peralta, Rolando G.	LP027781	Probation
9/8/2011	Perry, Benjamin D.	RN147456	Probation
8/22/2011	Pervis, Aneatra V.	LP047767	Probation
8/24/2011	Petersen, Margie L.	RN050925	Decree of Censure with Civil Penalty
7/20/2011	Pineda, Corinne M.	LP041082	Decree of Censure
9/22/2011	Prawdzc-Witoslawski, Bozena A.	RN111477/LP034041	Decree of Censure
7/7/2011	Pruett, Michael R.	LP035937/CNA012965803	Revocation
9/9/2011	Reed, Lesley K.	RN153501	Probation
9/8/2011	Reid, Deanna L.	RN103924	Revocation
8/29/2011	Reyes, Marshall L.	RN136183/LP022428	Stayed Revocation with Probation
9/8/2011	Riley, Sandra E.	RN059279/LP018338	Voluntary Surrender
7/15/2011	Rodenberg, Janice B.	RN075997/AP0189	Decree of Censure
9/8/2011	Romosoz, Nicole J.	LP042604	Revocation
7/7/2011	Rowe, Stephen R.	RN084980	Revocation
9/22/2011	Sanchez, Tamera R.	RN160305	Decree of Censure
8/12/2011	Sclafani, Lisa A.	LP030154	Revocation
6/23/2011	Silverstein, Leslie J.	LP047503	Stayed Revocation with Probation
8/11/2011	Smith, Elizabeth E.	LP043800/CNA1000011012	Revocation
9/8/2011	Smith, Kimberly V.	RN142336	Revocation
9/8/2011	Snyder, Terri L.	RN089508	Revocation
9/9/2011	Sorensen, Tamera L.	RN086742/LP028372	Summary Suspension
9/27/2011	Sorensen, Tamera L.	RN086742	Voluntary Surrender
8/29/2011	Spangler, Del W.	RN140034/CNA999998711	Decree of Censure
7/25/2011	Spencer, Kathleen J.	RN159533	Voluntary Surrender
9/23/2011	Stompro, David J.	RN086669	Stayed Revocation with Probation

8/30/2011	Taylor, Julia L.	LP027935	Voluntary Surrender
8/19/2011	Taylor, Rita E.	RN089341	Decree of Censure
9/22/2011	Treviso, Gail M.	RN150475	Stayed Revocation with Suspension
8/9/2011	Van Abel, Angela J.	LP039444/CNA999951654	Civil Penalty
9/22/2011	Vinson, Karen J.	RN093708	Decree of Censure
6/30/2011	Walker, Connie R.	RN141263	Decree of Censure
9/22/2011	Walker, Heather M.	RN123582	Probation
8/15/2011	Walker, Kevin M.	RN170164	Probation
9/22/2011	Warnock, Cynthia A.	RN142154	Decree of Censure
8/15/2011	Warren, Janice L.	RN141736	Suspension
7/21/2011	Wedemeyer, Michelle L.	RN089083	Stayed Suspension with Probation
7/5/2011	Wilhelmina M., Barlett	RN145576	Revocation
9/8/2011	Williams, Lori L.	RN103991	Revocation
7/6/2011	Williams, Tony	RN Endorsement	License Denied
9/23/2011	Wilson, Iris D.	RN102454	Decree of Censure
8/11/2011	Wood, Heather L.	RN100912/CNA451885103	Revocation
7/12/2011	Wynn, Kim H.	RN136608	Voluntary Surrender

RN-LPN - UPDATED LICENSURE STATUS JUNE - SEPTEMBER 2011

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
8/17/2011	Ghramm, Kimberly A.	RN090737	Reissuance with Stayed Revocation Probation Reissuance of RN license, conditional upon completion of RN Refresher Course Program
7/14/2011	Goodman, Teresa I.	RN086519	Reissuance with Stayed Revocation Suspension Reissuance of RN license, conditional
9/9/2011	Gregoire, Nora L.	RN082587	Reissuance with Stayed Revocation Probation Reissuance of RN license, conditional upon completion of RN Refresher Course Program
8/17/2011	Harvey, Hollis A.	RN107238/LP0382477	Reissuance with Stayed Revocation Probation Reissuance of RN license, conditional upon completion of RN Refresher Course Program
9/27/2011	Lopez, Mary Frances	RN119733	Probation Completed terms of Stayed Revocation Probation, license converted to standard Probation

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