

arizona STATE BOARD OF NURSING

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REGULATORY JOURNAL



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Phone: 602.771.7800
Main fax: 602.771.7888
CANDO fax: 602.771.7882
General e-mail: arizona@azbn.gov
Website: www.azbn.gov

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Virginia Robertson, PUBLISHER
vrobertson@pcipublishing.com
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Victor Horne
vhorne@pcipublishing.com
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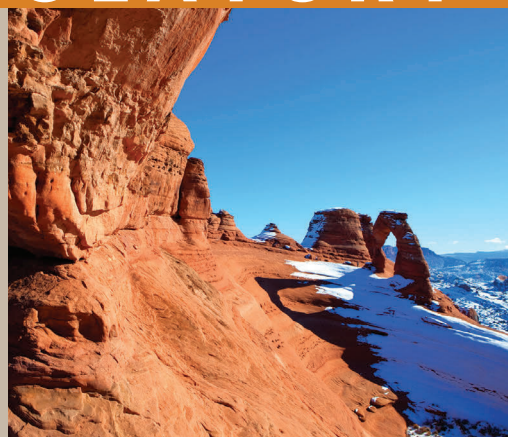
VOL 8 • N°1 • MAY 2012

- 4 From the Executive Director
- 5 Beyond the Hippocratic Oath
- 6 AzBN Policy for Nursing Regulation Internship for Nurse Executives
- 8 Arizona Action Coalition



- 9 Governor Announces New Appointments to the Board
- 11 AzBN Position Vacancy
- 12 Staff Directory
- 14 Education Corner
- 16 Arizona State Board of Nursing: Misunderstood Areas About Nursing Regulation

- 18 The Role of the Nurse Leader in Understanding Regulation
- 19 CNA Corner
- 20 Senate Bill 1362 Certified Registered Nurse Anesthetists



- 22 New Associate Director Investigations & Compliance Appointed
- 23 CNA Disciplinary Action
- 25 RN/LPN Disciplinary Action



From the Executive Director

JOEY RIDENOUR, RN, MN, FAAN

Learning Nursing Regulatory Leadership on the Job

Principles All Leaders Need to Know About Nursing Regulation & Holding Nurses Accountable for Safe Practice

In 2007, the Arizona State Board (AzBN) approved a pilot program for a **Nursing Regulation Internship for Nurse Executive's**. The overall objectives of the program are three fold:

- 1) Generate highly valued internships that advance the regulatory knowledge and competencies of the Nurse Executive;
- 2) Enable the Nurse Executive to partner with AzBN in identifying opportunities to collaborate on research questions for evidence based regulation to improve regulatory outcomes and practices; and
- 3) Provide experiential, individualized 6 month internships to include attending/participating in Board Meetings, mentoring and participation in agency meetings.

The Nurse Executive AzBN Internship is now an established six month program with the purpose of providing Nurse Executives with regulatory knowledge needed to fulfill their roles as nurse leaders. Individuals participating in the internship are expected to attend three board meetings and other meetings during the six month experiential program. Participants will be required to sign a confidentiality agreement related to confidential board information and records. If interested in applying for the Nursing Regulation Internship for Nurse Executives, please contact Joey Ridenour at 602 771-7801 or email at jridenour@azbn.gov.

In this edition of the Arizona State Board of Nursing Regulatory Journal, two Nurse Executives that have completed the program will share their six months experience, competencies gained and insight achieved while learning about regulatory leadership on the job.

Two principles all nurse leaders need to know about nursing regulation are:

1. Nurse Executives need more experiential learning models such as the Nursing Regulation Internship for Nurse Executives to obtain more experience in reading and understanding the Nurse Practice Act as well as reviewing approximately 900 investigative reports. Participants who have experienced the internship report an increased understanding how decisions are made about nurses who demonstrate "high risk or reckless behaviors."
2. All nurses need to make decisions to actively address nurses whose willful and reckless conduct place patients at risk or harm. These nurses need to be reported even when information is inconclusive or contradictory and is a skill nurses must master at every level. Nurses are to share their concerns about incompetent or unsafe nurses with their supervisors as patients need nurses who "lead from everywhere."

Finally, in this edition is an article written by long time national and international health-care leader, Kathy Malloch. Kathy's term on the Board concludes in May 2012. The Board expresses gratitude for Kathy Malloch's outstanding service and exemplary regulatory leadership for over the past decade.

Joey Ridenour RN MN FAAN

Beyond the HIPPOCRATIC OATH



JULIE WARD, RN, MSN, *CHIEF NURSING OFFICER,
VP NURSING ST. JOSEPH'S HOSPITAL & MEDICAL CENTER*

The essence of the Hippocratic Oath “to first do no harm” is a concept in the provision of patient care that is universally accepted by healthcare professionals. But in spite that noble intention, patients are harmed. An estimated 1.3 healthcare errors occur each year; of those errors 48,000 to 98,000 result in patient death (Barger, et al, 2006). In today’s literature much is written about the influence of systems on errors, however we also know that in many errors individual factors play a role. Even though not all errors are avoidable, there are some factors that can be controlled and some room for personal responsibility.

The focus of the Hippocratic Oath is the patient. I would propose that in order to take good care of patients, nurses must first take good care of themselves. In order to be in a position to provide outstanding care to others, nurses must develop a life-long habit of self care.

Over the years as I have worked with individual nurses, observed the Board of Nursing’s bimonthly meetings and read the monthly summary of nurse discipline, a pattern of self neglect appears. Nurses who find themselves in front of the Board of Nursing because of a patient complaint, an employer reported event or as a result of a patient injury often report fatigue, failure to recognize physical fitness for duty and/or emotional burn out as the root of the problem. The nurse’s stories are of double shifts, extra shifts, more than one job, chronic illnesses, use of prescription and non-prescribed medication while on duty, a reduction in compassion level, abrupt communication and sadly, even physical aggression.

The research that examines over time is very clear: shifts longer than 12.5 hours increase the change of error from 25-35% in various studies. Work weeks over 50 hours have similar results

– increasing errors by 50% (Rogers, et al, 2004). The Joint Commission issued a Sentinel Event Alert in December of 2011 entitled: Health care worker fatigue and patient safety. In that alert, a thorough review of the current literature revealed consistent finding: mistakes can be linked to long hours, lack of sleep and long work weeks. Recommendations were made for organizations to follow to help recognize health care worker fatigue and to reduce errors.

A vicious cycle begins: working extra shifts or more than one job creates fatigue; mistakes are made that at a minimum cause increased stress but can also be demoralizing. That stress and demoralization puts us at risk for both physical and emotional injury. Some nurses choose to solve these problems with medication, and the result can be healing but it can also lead to using the medication to allow unhealthy practices to continue.

In nursing, we often complain that other disciplines and agencies want to tell us how to practice. We want the right to govern ourselves. Work fatigue, emotional burn out and physical injury are issues that we can take in hand. Florence Nightingale said that the role of the nurse was to put the patient in the best state from which he can heal himself. I believe as nurses, we must take that advice and apply it to our self care. Before we can be in a position to do no harm, we must first take care of ourselves.

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BY PAMELA RANDOLPH RN, MSN

ASSOCIATE DIRECTOR EDUCATION
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FUTURE OF NURSING™ Campaign for Action

ARIZONA ACTION COALITION Named to Help Future of Nursing: Campaign for Action Ensure High-quality, Patient-centered Health Care

Phoenix, Ariz. (March 6, 2012) – The Arizona Action Coalition has been selected as an Action Coalition by the Future of Nursing: Campaign for Action, coordinated through the Center to Champion Nursing in America (CCNA), an initiative of AARP, the AARP Foundation and the Robert Wood Johnson Foundation (RWJF), to ensure that all Americans have access to high-quality, patient-centered health care, with nurses contributing to the full extent of their capabilities.

The Arizona Action Coalition will work with the campaign to implement the recommendations of the landmark Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health*. The Arizona Action Coalition includes four co-lead coalition members: Arizona Nurses Association, Arizona State Board of Nursing, Arizona Hospital and Healthcare Association and UnitedHealth Group.

“We are thrilled to add the Arizona Action Coalition to the Action Coalition network,” said Susan B. Hassmiller, PhD, RN, FAAN, senior adviser for nursing at RWJF and director of Future of Nursing: Campaign for Action. “The Campaign for Action is working at every level to build and sustain the changes necessary to improve health care for all Americans, and we know the contributions of the Arizona Action Coalition will be invaluable as we move forward.”

Since its release in October 2010, the landmark report has made a consider-

able impact on the way stakeholders are viewing the nursing workforce:

- The report remains one of the most viewed online reports in the IOM’s history and has sparked widespread activity to address the recommendations.
- CCNA, in its role as campaign coordinator, is working with key stakeholders through its Champion Nursing Coalition of 47 national health care, consumer, business and other organizations and Champion Nursing Council of 23 national nursing organizations to implement strategies to advance the IOM recommendations.

Action Coalitions also were announced today in 11 other states: Alabama, Connecticut, Iowa, Maine, Nevada, New Hampshire, North Dakota, Oklahoma, South Dakota, Tennessee and Vermont. The Arizona Action Coalition joins 36 previously-designated Action Coalitions.

“The expertise of our coalition members and our proven capacity were key factors in being selected,” said Pamela Randolph, co-lead, Arizona State Board of Nursing. “As a participant in the movement to maximize the contributions of the nurses who deliver health care in our state and nation The Arizona Action Coalition is excited to bring its energy and ideas to this groundbreaking effort.”

Robin Schaeffer, RN, co-lead, Arizona Nurses Association noted that the Ari-

zona Action Coalition plans to focus on the areas of increasing opportunities for nurses to lead healthcare improvement efforts and the establishment of a health care workforce center.

Action Coalitions comprised of nursing, other health care, business, consumer and other leaders are the driving force of the campaign at the local and state levels. Comprised of diverse groups of stakeholders, these coalitions capture best practices, determine research needs, track lessons learned and identify replicable models. Examples of accomplishments to date:

- Texas is collaborating with nursing education leaders to adopt a common menu of core required classes across 106 schools in the state.
- New Jersey is advancing practice by disseminating best practice models that demonstrate the benefits of staff nurses working to the full extent of their education and training.
- Indiana has worked with Indiana University to include interprofessional education into the newly designed curriculum of its schools of medicine and nursing.
- Virginia is advancing nursing leadership by recognizing and mentoring 40 Virginia registered nurses younger than 40 who positively represent and lead their profession.

“Adding this new wave of Action Coalitions represents a major step forward in the campaign’s evolution,” said Susan Reinhard, PhD, RN, FAAN, senior vice

Governor Announces Appointments to Arizona State Board of Nursing

Shawn Harrell, RN, MS

Ms. Harrell worked for John C. Lincoln Health Network (JCL) in Phoenix for over 15 years. During her tenure at JCL, she served as Director of College Nursing Programs for 8 years in partnership with Paradise Valley Community College and Grand Canyon University. She has also served as a Nursing Administrator for Maricopa Integrated Health Systems, and on the faculty of Arizona State University's College of Nursing.

Ms. Harrell currently has a consulting business, Harrell Consultations, and is an adjunct faculty member of Grand Canyon University.

She received her BS from Idaho State University, MS from Arizona State University and has been a Registered Nurse for 45 years. Her areas of expertise are Nursing Education and Administration.

EDUCATION

MS, 1984, Arizona State University; BS, 1977, Idaho State University; ADN, 1967, Phoenix College, Phoenix, Arizona

AREA OF EXPERTISE OR CLINICAL INTEREST

Nursing Education; Administration

PROFESSIONAL SOCIETY MEMBERSHIPS & COMMUNITY ACTIVITIES

Arizona Nurses Association; American Nurses Association

Public Member:

Joel S. Feldman, J.D.

Prior to his retirement in 2005, Mr. Feldman served as both General Counsel and President of several large Financial Services companies during his 35 years as an attorney. He is currently very active in local government and serves on several policy-making agency boards.

Mr. Feldman received his BA from The Citadel, Charleston, South Carolina, and his Juris Doctorate from the Tulane Law School, New Orleans, Louisiana.

EDUCATION

BA, 1963, The Citadel, Charleston, South Carolina; JD, 1969, Tulane Law School, New Orleans, Louisiana

AREA OF EXPERTISE OR CLINICAL INTEREST

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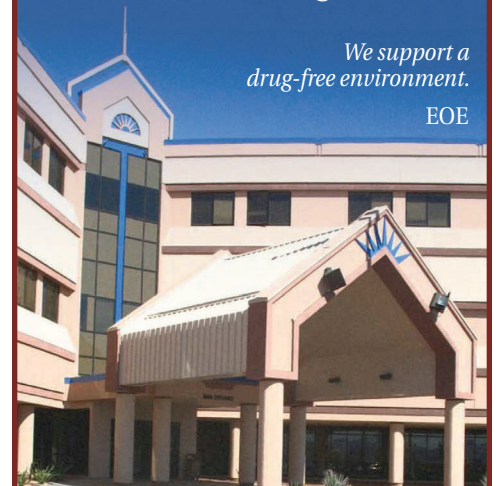
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<<< continued from page 8

president of the AARP Public Policy Institute and CCNA chief strategist. The Arizona Action Coalition has already made great strides in Arizona, and their application reflected capable leadership, clear goals and strong action plans."

The campaign seeks active participation from states, national organizations and individuals from health care, business, education, government and philanthropic sectors to ensure that the recommendations are translated into actions that result in improved patient-centered care. Specifically, the *Campaign for Action* is working to implement the recommendations of the IOM report with an emphasis on:

- Strengthening nurse education and training;
- Enabling nurses to practice to the full extent of their education and training;
- Advancing interprofessional collaboration among health care professionals to ensure coordinated and improved patient care;
- Expanding leadership ranks to ensure nurses have a voice on management teams, in boardrooms and during policy debates; and
- Improving health care workforce data collection to better assess and project workforce requirements.

For more information about the *Campaign for Action* go to www.thefutureofnursing.org or www.futureofnursingaz.com.

The Future of Nursing: Campaign for Action envisions a health care system where all Americans have access to high-quality patient-centered care, with nurses contributing to the full extent of their capabilities. The campaign is coordinated through the Center to Champion Nursing in America, an initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation, and includes 48 state Action Coalitions and a wide range of health care providers, consumer advocates, policy-makers and the business, academic and philanthropic communities.



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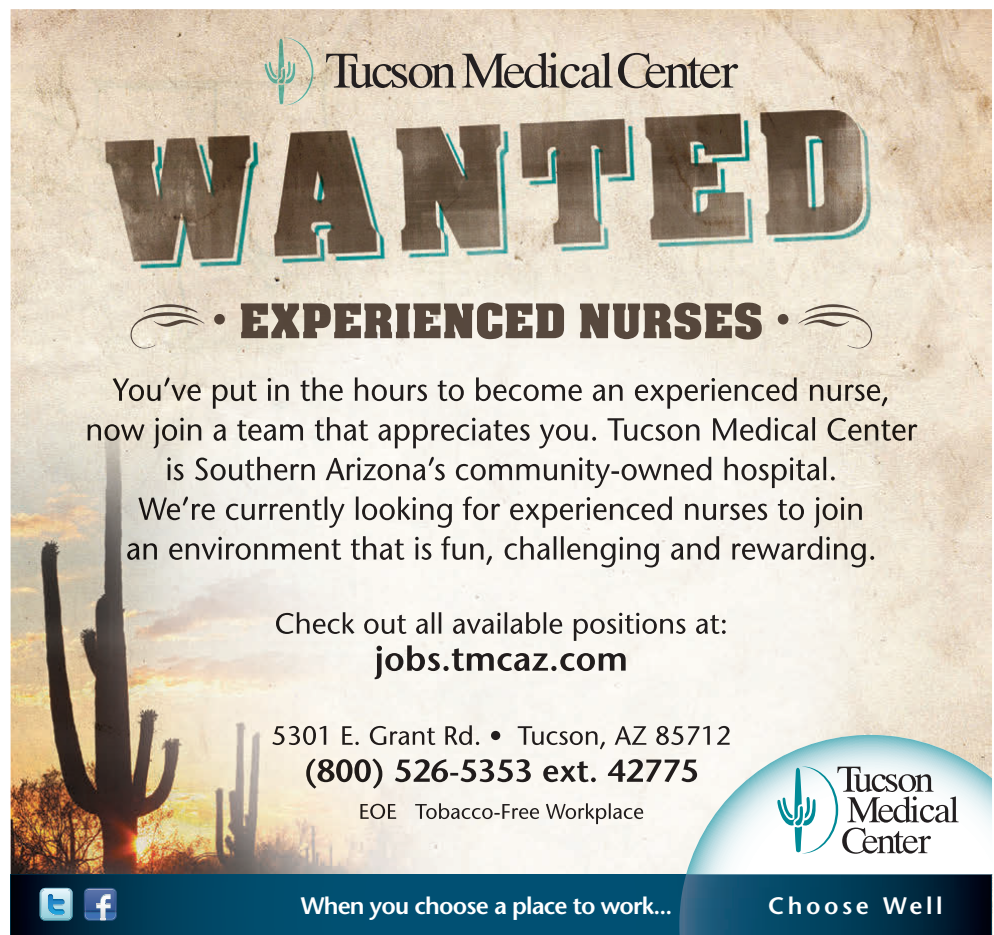
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Joey Ridenour, RN, MN, FAAN
Executive Director
602.771.7801
jridenour@azbn.gov

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

Nikki R. Austin, JD, RN
Associate Director, Investigations
& Compliance
602.771.7819
naustin@azbn.gov

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

Valerie Smith RN, MS, FRE
Consultant to Executive Director
602.771.7804
vsmith@azbn.gov

Kirk Olson
Lead Senior Investigator
602.771.7824
kolson@azbn.gov

Dolores Hurtado, Senior
Investigator
Complaints - Intake Triage
Coordinator

Donna Wilson
Administrative Assistant
602.771.7806
dwilson@azbn.gov

Lila Wiemann
Administrative Assistant
lwiemann@azbn.gov

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

CANDO

Judy Pendergast, RN, JD
Nurse Consultant – CANDO
602.771.7864
jpendergast@azbn.gov

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

COMPLAINTS-INTAKE

Dolores Hurtado, Senior
Investigator
Complaints-Intake Triage
Coordinator
602.771.7845
dhurtado@azbn.gov

Jennifer McWilliams
Legal Assistant - Triage
602.771.7831
jmcwilliams@azbn.gov

EDUCATION

Debra McGinty, RN, PhD
Education Program Administrator
602.771.7877
dmcginty@azbn.gov

Opal Wagner, RN, BSN
Nurse Practice Consultant/
CNA Programs
602.771.7857
owagner@azbn.gov

Helen Turner-Epple, BS
Administrative Assistant
602.771.7856
hturner@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
602.771.7851
sbarber@azbn.gov

Vicky Driver
Administrative Assistant
602.771.7852
vdriver@azbn.gov

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

INVESTIGATIONS

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

Jeanine Sage, RN, MSN
Nurse Practice Consultant
602.771.7815
jsage@azbn.gov

Karen Grady, MS, RN, FNP, BC
Nurse Practice Consultant
602.771.7821
kgrady@azbn.gov

Mary Rappoport, RN, MN
Nurse Practice Consultant
602.771.7816
mrappoport@azbn.gov

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

Susan Perkins, RN, MSN
Nurse Practice Consultant
602.771.7813
sperkins@azbn.gov

Teddylen Guffey, MHS, RN, LNCC
Nurse Practice Consultant
602.771.7811
tguffey@azbn.gov

SENIOR INVESTIGATORS

Bonnie Richter
Senior Investigator
602.771.7828
brichter@azbn.gov

Dirk VandenBerg, Sr.
Senior Investigator
602.771.7817

Doug Parlin
Senior Investigator
602.771.7822
dparlin@azbn.gov

Ron Lester
Senior Investigator
602.771.7825
rlester@azbn.gov

Linda Monas
Senior Investigator
602.771.7826
lmonas@azbn.gov

Lynda Hemann, PhD, LISAC
Senior Investigator
602.771.7827
lhemann@azbn.gov

LEGAL SECRETARIES

Barbara Melberg
Legal Secretary
602.771.7840
bmelberg@azbn.gov

Dorothy Lindsey
Legal Secretary
602.771.7841
dlindsey@azbn.gov

Trina Smith
Legal Secretary
602.771.7844
tsmith@azbn.gov

Lisa Gauntt
Legal Secretary
602.771.7842
lgauntt@azbn.gov

INFORMATION TECHNOLOGY

Adam Henriksen
602.771.7807
ahenriksen@azbn.gov

Cory Davitt
602.771.7808
cdavitt@azbn.gov

Steven Curtin
602.771.7820
scurtin@azbn.gov

LICENSING

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

Cristina Oates
Advance Practice Certifications
602.771.7805
coates@azbn.gov

Donna Frye
RN/LPN Renewals
602.771.7833
dfrye@azbn.gov

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

Lisa Hubbard
Scanning/Verifying
602.771.7843
lhubbard@azbn.gov

Monica Ortiz
Scanning/Verifying
602.771.7831
mortiz@azbn.gov

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

Lisa Youtsey
CNA Renewals
602.771.7835
lyoutsey@azbn.gov

MAILROOM

Debra Kunkle
602.771.7876
dkunkle@azbn.gov

MONITORING

Pat Midkiff, RN, MN
Nurse Practice Consultant
602.771.7862
pmidkiff@azbn.gov

Esther Garcia
Legal Assistant
602.771.7861
egarcia@azbn.gov

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

RECEPTIONISTS

Madelyn Emerson
602.771.7871
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Nancy Davis
602.771.7872
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BY DEBRA MCGINTY, RN, PhD
EDUCATION PROGRAM ADMINISTRATOR

TODAY'S STUDENTS ARE TOMORROW'S LEADERS

In 2005, the National League for Nursing challenged educators to “integrate long-term, innovative, and creative perspectives into the nurse educator role.” This call for competency in education requires nursing educators lead interprofessional efforts to address healthcare and educational needs regionally, nationally, and internationally. This leadership stance requires nursing educators become astute learners of instructional cultures and methods of healthcare disciplines and provide interactive, collaborative learning experiences. Faculty are more frequently engaging with medicine and allied health disciplines to provide nursing students with dialogical learning opportunities that support experiential knowledge formation for a significantly deeper understanding of the patient experience (Benner, Tanner, & Chesla, 2009). In a recent survey conducted by the Arizona Campaign for Action, 7 of 17 program directors responding indicated their nursing program engaged in collaborative teaching activities with such disciplines as respiratory therapy, pharmacy, social work, and physical therapy. The authors recommended improvement in the quality and quantity of continuous interprofessional collaboration through classroom and clinical training opportunities (Randolph, et al., 2011).

The NLN competencies (2005) also required nursing educators provide leadership in governance roles to parent institutions, implement strategies for organizational change, and develop leadership skills in future nurses to shape and implement change. The Arizona Nurse Practice Act supports these competencies. Program administrators are required to participate in activities that contribute to the governance of the parent institution (R4-19-203 (C) (7) and work with faculty to

develop, implement, and evaluate the program of learning (R4-19-204 (G) (1)) and standards for admission, progression, and graduation (R4-19-204 (G) (2)). Most importantly, programs must provide mechanisms for student input into the development of academic policies and procedures and participation in the evaluation plan (R4-19-201 (G)). These features not only provide opportunities for collective, participatory leadership but also invite students to step into situated learning experiences in leadership and dialogue with faculty on a professional level.

Faculty and clinical preceptors provide students daily lessons in leadership as they model professional behaviors that reflect ethical comportment that students will emulate and take forward in their careers. The capacity for faculty and nurses in practice to make lasting imprints on the development of nursing's future leaders profoundly influences practice patterns, communication outcomes and professional commitments. The care taken today to provide instruction and guidance in leadership to the most impressionable among us will inform the nursing profession tomorrow with telling effects.

Benner, P., Tanner, C., & Chesla, C. (2009). *Expertise in nursing practice: Caring clinical judgment, and ethics*. New York: Springer.

National League for Nursing Task Group on Nurse Educator Competencies. (2005). *Competencies for nurse educators*. New York: Author.

Randolph, P., Hrabe, D., Compton, P., Schaeffer, R., Komnenich, P, et al., (2011). *Arizona future of nursing leading change, advancing health: Arizona campaign for action: 2011 self-study report*. Available at <http://www.futureofnusingaz.com>

BOARD ACTIONS – EDUCATIONAL PROGRAMS November 2011

- Granted Metro Tech High School Nursing Assistant Program 2-year approval.
- Granted Caring House Nursing Assistant Program 2-year approval.
- Granted Northland Pioneer College 2-year approval.
- Accepted Nelson Academy Consent Agreement for 12 months probation.
- Granted Pima Community College Center for Training and Development Practical Nursing Program 5-year approval.
- Granted Everest College Registered Nursing Program 5-year approval or consistent with national accreditation cycle.
- Granted Southwest Skill Center LPN Program 5-year approval with a report in one year regarding curriculum changes, systematic evaluation plan, and policy changes regarding the physical and mental ability of faculty to provide safe client care.
- Approved the Maricopa Nursing-Northern Arizona University Associate-Baccalaureate Concurrent Enrollment Nursing Program.
- Approved the Maricopa Nursing-Arizona State University Associate-Baccalaureate Concurrent Enrollment Nursing Program.
- Approved the Maricopa Nursing-University of Phoenix Associate-Baccalaureate Concurrent Enrollment Nursing Program.
- Approved the Arizona State University Second Degree Pre-Licensure Option program change.
- Approved criteria for Summary Letters of Concern for education programs.
- Approved the policy for special accommodation request for NCLEX examinations.
- Approved policy for special accom-

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modation request for Nursing Assistant and Medication Assistant written and manual skills certifying examinations.

- Granted continued approval to Glendale Community College Nursing Program for a period of 5 years or consistent with the national accreditation cycle.
- Issued a Notice of Deficiency to Maricopa Skills Center Practical Nursing Program for violations of R4-19-201 (I) plan for systematic evaluation, R4-19-202 (A) (3) private space for faculty-student conferences, R4-19-202 (A) (5) equivalent laboratory facilities, R4-19-202 (A) (6) acoustics, plumbing, and location that simulate patient care, and R4-19-203 (C) (5) faculty evaluation in areas of knowledge, skill, and teaching ability with 6 months to correct.
- Offered Breckinridge School of Nursing consent agreement for probation with terms to include suspension of student admissions until all Board rules are met as determined by the Board. Board staff shall conduct a comprehensive site visit to assess compliance following a receipt of a self study document which provides evidence of compliance with all regulations to be signed within 30 days or hearing.

JANUARY 2012

- Approved the Phoenix location of The University of Arizona College of Nursing Master's Entry to the Profession of Nursing program change.
- Reapproved the Basic CNA Program – Glendale Community College's Application for Renewal upon receipt of a signed Consent Agreement for a \$1,000 Civil Penalty or issue Notice of Deficiency.
- Returned the Breckinridge School of Nursing program response for R4-19-203 (C) (6) and R4-91-204 (G) (2) to the Education Committee February 10, 2012 meeting for review and recommendation.



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ARIZONA STATE BOARD OF NURSING

Misunderstood Areas About Nursing Regulation



BY KATHY MALLOCH, PHD, MBA, RN, FAAN

Nurse leaders in executive positions continually manage multiple initiatives and work efforts including the assurance of competent nursing staff that practice within the parameters of the state Nurse Practice Act (NPA). In general, the NPA is principle-based and does not include every single instance or example of practice behaviors that could be a violation of the nurse practice act. In addition to the principles within the NPA, decision trees and advisory opinions are also available for the nursing community to evaluate nursing practice. It is through dialogue with the board of nursing staff that nurse executives get clarity as to what is a violation and what is not a violation of the NPA as well as when behaviors should be reported to the board.

Despite the collaborative work between nurse executives and board staff, misperceptions about board practices and evidence or rationale for board decisions still exist. The following frequent misperceptions are identified and corrected to assist not only nurse executives, but also for all licensees to better understand the actions of the board of nursing.

Once you are reported to the board for an alleged violation of the NPA, it is on your record forever. FALSE. (Approximately 40% of cases/complaints reported to the board do not meet triage criteria and are either not opened or a violation of the NPA has not been found.)

Everyone who comes before the board is disciplined. FALSE. (A significant number of nurse and nursing assistant complaints result

in non-disciplinary outcomes such as case disposition, dismissal or letters of concern.)

Chemical dependency /substance use is a rare occurrence among registered nurses. FALSE. Chemical dependency is the number one violation of NPA and reason for nurses being reported to the board of nursing.

All of the nurse and nursing assistant licensure fees are retained by the board of nursing. FALSE. The Arizona State Board of Nursing is a 90/10 board which means that 10% of the licensure fees go to the state and 90% of the fees are used to operate the board. Also, funds required to support the board can be “swept” by the state whenever deemed necessary for the state. Failure to retain these funds at the board of nursing decreases the board’s ability to function and can lead to an increase in nurse licensure fees—an action the board works diligently to avoid.

A letter of concern is a disciplinary measure that remains on the nurse’s record for one’s lifetime. FALSE. A letter of concern is a NON-disciplinary measure that remains in the licensee/certificate holders file, however it is not publicized on the website.

Advisory opinions developed by board committees are considered statutes. FALSE. Advisory opinions are the combined opinion and interpretation of members of the Scope of Practice and Advanced Practice committees of the board. An advisory opinion adopted by the Board is an interpretation by the Board of

what the law requires. While an advisory opinion is not law, it is more than a recommendation. In other words, an advisory opinion is an official opinion of the Arizona Board of Nursing regarding the practice of nursing as it relates to a specific standard of care. ARS 32-1606 (A) (2).

Ignoring letters and notices from the board and then showing up at a board meeting to discuss one’s case is an acceptable practice. FALSE. Communication with board staff is a professional obligation for licensees and certificate holders as well as maintaining current contact information. When letters and requests are ignored, board staff are unable to investigate the complaint and provide background information to board members for consideration. Board members are thus not able to consider all of the information prior to the board meeting to make an informed “probable cause” recommendation.

Requests for psychological or substance abuse evaluations by an unbiased professional do not have to be based on reasonable cause. FALSE. The board of nursing can only request / issue an interim order for a psychological or substance abuse evaluation with reasonable cause, namely behaviors that are believed to be of concern and potentially consistent with unsafe and unprofessional conduct.

The impact of joining the Nurse Licensure Compact has had a significant financial impact on the Arizona State Board of Nursing. FALSE. There has not been any

significant impact or reduction in revenues for nurses holding licenses in multiple states. The benefits of enhancing and supporting nurse mobility far outweigh the loss of revenue.

The board of nursing establishes safe staffing standards for nursing for all healthcare organizations in the state. FALSE. The establishment of safe staffing standards is the require-

ment of the agency in which patient care is provided. The board of nursing's NPA established acceptable nursing practices within organizations. Nurses are expected to accept reasonable assignments and discuss assignments that appear beyond one's capabilities with the nurse making the assignment or nurse supervisor for renegotiation of the assignment.

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THE ROLE OF THE NURSE LEADER in Understanding Regulation



BY KIM POST, RN, BSN, MBA/HCM, NEA-BC

The turbulent world of health care presents many challenges to nurse leaders throughout the country. Doing more with less seems to be the consistent mantra, coupled with new accountability to produce exceptionally high quality patient care at a much lower cost. Competencies coveted by past nurse leaders have become somewhat obsolete, replaced by the urgent need to expand skills and knowledge about health care reform laws, regulatory changes and the political environment. Understanding their impact and formulating an action plan to deal with these regulations takes leaders who are dedicated, innovative, and creative. At the heart of these issues is patient care, where undoubtedly the nurse leader plays a key role.

In 2005, the American Organization of Nurse Executives (AONE) published a list of competencies that are essential for success in the role of the nurse executive leader (AONE Nurse Executive Competencies, 2005). Included in this inventory are the universal leadership attributes of expert communication skills, relationship building, business acumen, leadership aptitude, and professionalism. The last attribute, knowledge of the care environment, poses an obvious need for a deeper understanding of policies and regulation that not only impact the role of the nurse in any care setting but care delivery in general (AONE Nurse Executive Competencies, 2005). To successfully convey these characteristics, the nurse leader must collaborate with key professionals in the community of nursing; one such resource is the State Board of Nursing.

The Arizona State Board of Nursing (AZBN) is a valuable asset; to successfully utilize its resources, the nurse leader must take the time to fully understand its role and function. The mission of the AZBN is “to protect the

public health, safety and welfare through the safe and competent practice of nurses and nursing assistants” (www.azbn.gov). It approves applicants for licensure, registration and certification, endorses formal educational programs, investigates complaints against licensees, and determines and oversees disciplinary actions to professionals that have violated the Nurse Practice Act. These elements of critical oversight work to keep patients safe in diverse practice settings throughout Arizona. The AZBN also supports advisory committees which are formed to identify or recommend alternatives in the practice of nursing. Knowing that nursing care is at the heart of healthcare, Nurse Leaders in any setting should take the time to fully understand the function of this regulatory body, and the resources they offer to address issues within the practice environment related to nursing practice.

To accomplish greater success in the executive leadership role, nurses must possess a better understanding of regulations that impact the health care environment where they provide oversight and leadership. This oversight includes competency with clinical practice knowledge to ensure compliance with the State Nurse Practice Act, State Board regulations, regulatory agency standards and policies (AONE Nurse Executive Competencies, 2005). As a leader, the nurse executive encounters daily challenges related to roles and functions of the healthcare team. Understanding regulatory mandates aids in creating policies, procedures and practice guidelines that support regulation and provide a framework for the clinical team that is compliant with regulation, supportive of the latest evidence and beneficial to the patient. This deep understanding of practice also alerts the leader when there is an issue with policy

that prohibits or prevents safe execution of patient care. When these issues arise, the AZBN can provide resources to clarify practice concerns or address standards that can enhance care delivery. Opportunities to participate or support advisory committees are available throughout the year. These include the advanced practice committee, education committee, scope of practice committee, and the LPN advisory group. Each work group focuses on goals that are targeted on issues involving current practice. As a nurse leader, participation or support of these groups is important to the development of practice in Arizona.

Nursing leadership is a defined specialty within the nursing vocation which sets the bar for other professionals within the clinical practice areas they lead. The AONE has published competencies that have proven instrumental in the success of the nurse executive leadership role. Included in these skills is the heightened need to understand policies and regulations impacting the health care environment. Balancing these competencies with other universal aspects of leadership in a demanding role is challenging, but imperative to successful practice of this critical specialty. Understanding the complexities of the current and future health care environment will require a deeper level of collaboration with key stakeholders within the profession. The AZBN can act as a key partner in this work, facilitating collaborative efforts to further ensure safe practice in the nursing profession

References

AONE Nurse Executive Competencies, 2005. Downloaded from www.AONE.org
www.azbn.gov



BY OPAL WAGNER, RN, BSN, NURSE PRACTICE CONSULTANT,
CNA EDUCATION PROGRAMS

EVIDENCE-BASED GUIDELINES DRIVE CHANGE IN DENTURE CARE SKILL

After consulting with the Arizona Dental Association, and a review of the latest evidence-based guidelines for the care and maintenance of dentures, the Denture Care skill in the Arizona CNA Candidate Handbook has been changed as follows: the word “toothpaste” has been replaced by “nonabrasive denture cleanser.” The journal article provided to us by the Arizona Dental Association that supports this change is Felton, et al., “Evidence-based guidelines for the care and maintenance of complete dentures,” *The Journal of the American Dental Association* vol. 142 no. suppl. 1 (Feb. 2011) 1S-20S.

In establishing guidelines for denture care, the American College of Prosthodontists formed a task force to review over 300 abstracts and over 100 articles in devising 15 evidence-based guidelines. The guidelines mandate brushing dentures

with an effective, nonabrasive denture cleanser to avoid pitting and/or scratching of denture material that can be caused by the abrasives found in some toothpastes. Research indicates that dental biofilms build up more readily on rough denture surfaces and are then more difficult to remove. The full text of the article is available at http://jada.ada.org/content/142/suppl_1/1S.full. All CNA handbooks mailed or accessed on the web and tests shipped or administered with WebETest from this point forward contain this change.

We would like to thank Dorothy I. Colgan, RN, BS, CNOR; CNA training program instructor at Gila Community College (Globe), for bringing this matter to our attention. Our goal is that the Arizona CNA exam always reflects best practice and we appreciate the help of Ms Colgan and her students in this regard.

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AzANA

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March 31, 2012

I am pleased to inform you that SB 1362 has been enacted into law. This is historic legislation, unanimously approved by Arizona's House and Senate, that for the first time details a CRNA scope of practice in Arizona statute. The legislation also clarifies the nature of CRNA medication ordering authority. Please read this information sheet carefully, as it contains important details about CRNA practice in Arizona.

History of SB 1362

In 2011 the Arizona Auditor General (AG) offered an opinion, while reviewing the Nurse Practice Act, that the Arizona State Board of Nursing (BON) did not have regulatory authority to grant prescriptive authority to CRNAs. BON rules have permitted CRNAs to “prescribe,” while Arizona statutes (laws) have not. Based on the AG’s opinion it became necessary to develop legislation that would resolve the AG’s concerns. The AzANA took the lead role in this legislation with two goals in mind: 1) preserve current CRNA scope of practice in Arizona and, 2) resolve the AG’s concerns. The AzANA did not try to increase CRNA scope of practice, nor did we want to see it decrease in any way.

For many years CRNAs have been administering anesthesia in Arizona based on one small part of the Nurse Practice Act. A.R.S 32-1661 states that a *registered nurse* may administer anesthesia if the “nurse has completed a nationally accredited program in the science of anesthesia.” The law only recognizes RNs giving anesthesia, not “CRNAs” per se. Since the term “CRNA” is not defined and does not exist in statute (law), CRNAs throughout Arizona administer anesthesia as RNs with special qualifications.

Nurse practitioners in Arizona have their scope of practice defined in statute, but since the term “CRNA” has not existed in law, it has not been possible for CRNAs to have their scope defined in law. Therefore, the scope of practice that we have worked under for many years has existed in BON rules (which help to explain or define the law). This is where CRNA “prescriptive authority” language has existed. Because the Nurse Practice Act did not give CRNAs authority to prescribe, the AG found that the BON appeared to exceed its legal authority in promulgating the rules that we have been working under that have enabled CRNAs to prescribe. The AG report demonstrated that the term “prescribe” was really a misnomer – CRNAs have not actually had the authority to write a “prescription” that patients could take to a pharmacy to be “filled.” In reality, what CRNAs have been legally permitted to do is “order” medications to be administered preoperatively, postoperatively, or as part of a procedure. The discrepancy between the use of the “prescribing” language and what authority CRNAs have actually possessed (“ordering”) created confusion and needed to be remedied.

The solution to this legislative problem was to first define the term CRNA in statute and then second, move our scope of practice that exists in rule, into statute. This seems very simple, but anytime the law is opened up for changes there is an opportunity for all stakeholders to be involved and give input. This means that anyone who has an interest in CRNA practice has an opportunity to suggest language to the Nurse Practice Act that would govern CRNA practice.

In developing the language for this legislation the AzANA worked very closely with our lobbyist and legal team, the AANA, BON, Az Medical Association, Az Society of Anesthesiologists, and other organizations that were interested. In the end, I am pleased to tell you that we all came to agreement and the bill has passed through the Legislature without opposition and has been signed into law by Gov. Jan Brewer.

What does this mean to you, and how is your practice affected? As mentioned, the goal of this legislation was to maintain our current scope of practice. We were successful in accomplishing this goal. However, some terminology has changed that you must be aware of.

Prescriptive Authority

The current BON rules state that CRNA prescriptive authority exists only for a “medication to be administered...pre-operatively, post-operatively, or as part of a procedure...” As indicated above, characterization of this authority as “prescribing” has created confusion, causing some to incorrectly believe that it gave CRNAs the right to “prescribe” in the usual sense – writing a script that is given to a patient, who in turn delivers the written prescription to a pharmacist to dispense a drug.

This prescriptive authority language was a significant concern among the stakeholders. To help clarify the difference between the practice of a CRNA and other advanced practice nurses who write prescriptions, the AzANA opted to change the language in statute to read “order medication” instead of “prescriptive authority.” This will not change the way you practice. You may continue to give and write orders for medications “pre-operatively, post-operatively, or as part of the procedure...” just as you have been doing.

Regarding prescriptive authority, if you have been writing scripts and giving them to patients to have filled in pharmacies **YOU MUST STOP** this practice immediately. It has not been part of CRNA scope of practice in the past and the just-enacted legislation does not change that scope.

The AzANA worked very hard in developing this legislation and we are pleased to announce its successful passing into law. Please be sure to pass this information on to your colleagues, or even post in your places of business. If you have questions please contact the AzANA at azanacrna@gmail.com.

Thank you for your support.



Rodney Moffett, CRNA, MS
President, AzANA

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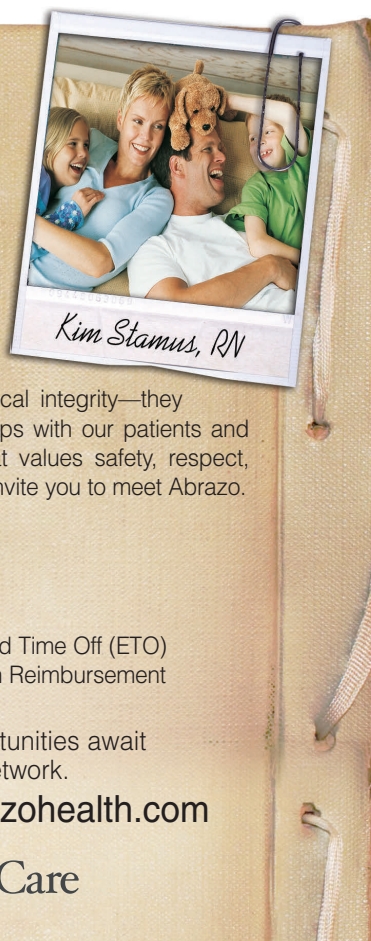
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New Associate Director Investigations/Compliance Appointed

Nikki R. Austin JD, RN

The Board is pleased to announce that Ms. Nikki R. Austin, JD, RN, has been appointed as the Associate Director for Investigations & Compliance. Ms. Austin earned her baccalaureate nursing degree in 1994 from the University of Arizona and studied law at Arizona State University graduating in 1999 with her Juris Doctorate from the Sandra Day O'Connor College of Law.

OCTOBER, NOVEMBER, DECEMBER 2011 - JANUARY 2012

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE
1/10/2012	Allen, Cortnie L.	CNA999999706	Decree of Censure
12/3/2011	Amie, Zipporah R.	CNA1000011790	Stayed Revocation
9/27/2011*	Amos, Christopher M.	CNA1000030911	Civil Penalty
1/4/2012	Ayll, Deng G.	CNA1000003762	Revoked
1/18/2012	Barger, Benjamin E.	CNA Applicant	Certificate Denied
10/24/2011	Barraza, Erika	CNA1000008741	Decree of Censure with Civil Penalty
11/22/2011	Barraza, Gabriela	CNA1000017665	Voluntary Surrender
1/4/2012	Begay, Lucianeteena R.	CNA1000016417	Revoked
1/3/2012	Begay, Neilwood R.	CNA Applicant	Certificate Denied
9/28/2011*	Belsanti, Mark A.	CNA Applicant	Certificate Denied
11/15/2011	Bense, Cathleen L.	CNA1000015105	Revoked
1/18/2012	Blackhoop, Lillie L.	CNA Applicant	Certificate Denied
10/3/2011	Blancher, Daniel D.	CNA Applicant	Certificate Denied
11/2/2011	Boyd, Dennis	CNA Applicant	Certificate Denied
11/7/2011	Brent, John T.	CNA999950704	Suspension
10/17/2011	Brooks, Robert C.	CNA1000003119	Civil Penalty
1/4/2012	Brossia, Cynthia M.	CNA1000021729	Revoked
10/19/2011	Burgos, Gabriel M.	CNA Applicant	Certificate Denied
1/4/2012	Butler, Karen L.	CNA054108593	Revoked
1/11/2012	Caffrey, Barbara L.	CNA Applicant	Certificate Denied
1/12/2012	Carmody, Priscilla A.	CNA999999296	Stayed Revocation
11/15/2011	Castro, Natasha N.	CNA1000015625	Revoked
12/29/2011	Chapman, Joanne M.	CNA1000026429	Voluntary Surrender
12/26/2011	Chavarin, Joey L.	CMA0016/CNA181645641	Decree of Censure
10/27/2011	Chintankwa, Tamina D.	CNA999950485	Suspension
10/28/2011	Clark-Chavez, Alfred J.	CNA393169353	Revoked
9/28/2011*	Cluver, Jessica Y.	CNA Applicant	Certificate Denied
1/31/2012	Colwell, Erin L.	CNA1000028260	Decree of Censure
1/18/2012	Conley, Veronica L.	CNA Applicant	Certificate Denied
12/2/2011	Day, Roosevelt D.	CNA1000016306	Decree of Censure with Civil Penalty
11/14/2011	Delgado, Christina F.	CNA999948037	Stayed Revocation with Suspension
9/30/2011*	Dixon, Melanie L.	CNA1000030998	Civil Penalty
9/28/2011*	Dominguez, Mariana V.	CNA Applicant	Certificate Denied
1/18/2012	Donahoe, Katherine A.	CNA Applicant	Certificate Denied
11/21/2011	Doss, Autrey D.	CNA Applicant	Certificate Denied
11/15/2011	Drescher, Michelle L.	CNA571604093	Revoked
1/4/2012	Dunn, Kaylee T.	CNA1000015976	Revoked
10/11/2011	Elkan, Jason A.	CNA1000031105	Decree of Censure
1/4/2012	England, Jonathan E.	CNA1000014838	Revoked
12/9/2011	Fernandez, Antonio D.	CNA075199641	Decree of Censure with Civil Penalty
1/18/2012	Fernandez, Joseph A.	CNA Applicant	Certificate Denied
10/28/2011	Forbes, Michael L.	CNA442805873	Revoked
10/3/2011	Frakes, Audrey M.	CNA1000031007	Civil Penalty
11/10/2011	Francisco, Phoebe A.	CNA999999726	Voluntary Surrender
10/18/2011	Futrell, Dean E.	CNA1000026173	Civil Penalty
9/28/2011*	Gant, Keenan C.	CNA Applicant	Certificate Denied
9/29/2011*	Garcia, Teresa L.	CNA059451663	Decree of Censure
12/14/2011	Gibson, Quincy L.	CNA Applicant	Certificate Denied
1/4/2012	Gilbert, Jennifer L.	CNA999949236	Revoked
11/15/2011	Goe, Togba D.	CNA999993209	Revoked
1/3/2012	Gonzales, Hilario R.	CNA Applicant	Certificate Denied
11/15/2011	Gonzalez, Andrea M.	CNA1000001940	Revoked
11/10/2011	Grantham, Rebecca L.	CNA1000013192	Voluntary Surrender
12/26/2011	Griffith, Evelyn L.	CNA Applicant	Certificate Denied
10/19/2011	Guritz, Michelle R.	CNA Applicant	Certificate Denied
12/10/2011	Guyer, Kathy L.	CNA1000022424	Decree of Censure
10/25/2011	Guyette, Ashley L.	CNA1000016247	Decree of Censure with Civil Penalty
9/9/2011*	Harris, Cierra K.	CNA1000011216	Revoked
9/27/2011*	Hartman, Corwin J.	CNA Applicant	Certificate Denied
11/15/2011	Hatter, Daleen A.	CNA594001719	Revoked
10/5/2011	Hocker, Doris A.	CNA1000020314	Decree of Censure
10/2/2011	Holland, Newphymn	CNA852071483	Civil Penalty
12/26/2011	Hood, Mark W.	CNA1000024469	Decree of Censure
11/15/2011	Hunt, Freda L.	CNA913293803	Civil Penalty
8/25/2011*	Hutchison, Frederick B.	CNA Applicant	Certificate Denied
11/15/2011	Jacobson, Chelsea R.	CNA1000003766	Revoked
10/28/2011	James, Sherry A.	CNA1000006859	Suspension
12/23/2011	Johnson, Naomi	CNA Applicant	Certificate Denied
11/15/2011	Johnson, Velma J.	CNA701308803	Revoked
1/19/2012	Kaplan, Becky L.	CNA1000009880	Voluntary Surrender
1/4/2012	Key, Dennis R.	CNA1000012142	Revoked
1/20/2012	King, Kristofer R.	CNA Applicant	Certificate Denied
10/23/2011	Kingery, Laura J.	CNA1000019510	Decree of Censure
11/21/2011	Kirby, Colleen M.	CNA Applicant	Certificate Denied
10/3/2011	Leone, Angelo	CNA Applicant	Certificate Denied
11/16/2011	Leutakoun, Dawn M.	CNA Applicant	Certificate Denied

continued >>>

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE
1/4/2012	Leverton, Catherine E.	CNA1000013199	Revoked
1/18/2012	Lewis, Alexis R.	CNA Applicant	Certificate Denied
11/10/2011	Lisenbey, Eva D.	CNA Applicant	Certificate Denied
11/10/2011	Lopez, Charlene R.	CNA999948094	Reissuance Denied
11/15/2011	Macias, Sage A.	CNA1000031630	Civil Penalty
11/24/2011	Maggart, Jennifer L.	CNA1000019688	Decree of Censure
12/22/2011	Maldonado, Erica L.	CNA999994206	Civil Penalty
12/20/2011	Maloney, Stella	CNA854036803	Suspension
12/29/2011	Martinez, Maria L.	CNA999992730	Voluntary Surrender
11/10/2011	Matei, Emily R.	CNA Applicant	Certificate Denied
9/29/2011*	McGuire, Latosha A.	CNA Applicant	Certificate Denied
1/28/2012	Medina, Francisco	CNA1000032277	Decree of Censure
1/18/2012	Milk, Arrione L.	CNA Applicant	Certificate Denied
11/17/2011	Miller, Michael B.	CNA Applicant	Certificate Denied
11/24/2011	Monroy, Chelsea C.	CNA Applicant	Certificate Denied
1/4/2012	Morales, Mildred	CNA999991547	Revoked
11/15/2011	Morehouse, Nicole A.	CNA999991182	Revoked
11/10/2011	Muir, Dennis J.	CNA Applicant	Certificate Denied
1/27/2012	Myers, Allan S.	CNA1000032262	Civil Penalty
11/10/2011	Nelson, Jeffrey L.	CNA Applicant	Certificate Denied
10/15/2011	Newman, Jeremy L.	CNA1000025894	Decree of Censure
11/10/2011	Oconnell, Patrick T.	CNA Applicant	Certificate Denied
11/3/2011	Osborn, Naline L.	CNA999993514	Civil Penalty
10/11/2011	Oyenyi, Elizabeth M.	CNA1000001736	Civil Penalty
1/11/2012	Pinks, Pauline A.	CNA Applicant	Certificate Denied
11/10/2011	Prasad, Roneil A.	CNA Applicant	Certificate Denied
12/23/2011	Pryde, Jennifer B.	CNA999993140	Revoked
11/15/2011	Reed, Roberta R.	CNA062300441	Revoked
12/20/2011	Sanfilippo, Paula	CNA1000011992	Revoked
10/14/2011	Settle, Rachael C.	CNA999995305	Decree of Censure
12/29/2011	Simpson-Mayes, Annette	CNA999988814	Decree of Censure
1/18/2012	Spratt, Charles V.	CNA Applicant	Certificate Denied
11/10/2011	Steele, Ma Carina S.	CNA Applicant	Certificate Denied
1/17/2012	Stock, James A.	CNA1000014143	Voluntary Surrender
12/20/2011	Superville, Brandi E.	CNA1000031938	Civil Penalty
10/19/2011	Tallman, Amanda K.	CNA Applicant	Certificate Denied
1/18/2012	Tellechea, Kimberly D.	CNA999987330	Reissuance Denied
1/4/2012	Tselentis, Michelle D.	CNA893127803	Revoked
11/17/2011	Valencia Jr, Gabriel D.	CNA Applicant	Certificate Denied
11/17/2011	Vega, Martin G.	CNA Applicant	Certificate Denied
11/17/2011	Viramontes, Miguel	CNA Applicant	Certificate Denied
10/28/2011	Walter, Donalyn	CNA1000006673	Revoked
11/15/2011	Waweru, Francis N.	CNA1000019249	Revoked
1/30/2012	Weddle, Ranell A.	CNA1000032261	Decree of Censure
12/20/2011	Whisenant, Jason W.	CNA Applicant	Certificate Denied
11/17/2011	Willard, Katie E.	CNA Applicant	Certificate Denied
1/18/2012	Williams, Gina R.	CNA Applicant	Certificate Denied
12/2/2011	Williams, Islande P.	CNA Applicant	Civil Penalty
11/15/2011	Wood, Kristin E.	CNA1000005094	Revoked
1/18/2012	Woods, Tiara M.	CNA Applicant	Certificate Denied
11/19/2011	Yarbrough, Stacie N.	CNA1000013322	Decree of Censure
9/27/2011*	Young, Bethany D.	CNA Applicant	Certificate Denied

CNA Discipline - ACTION CLEARED

OCTOBER, NOVEMBER,
DECEMBER 2011 - JANUARY 2012

EFFECTIVE DATE	NAME	CERTIFICATE
1/26/2012	Allen, Maya L.	CNA999994585
11/7/2011	Brent, John T.	CNA9999950704
1/26/2012	Lee, Linda F.	CNA933654537
1/24/2012	Martinez, Silvia N.	CNA371608621
11/18/2011	Miller, Myrna J.	CNA031312803
1/20/2012	Sandidge, Sandra L.	CNA999999432
10/19/2011	Sansom, Amanda R.	CNA1000003223
1/13/2012	Wilhelm, Daryl R.	CNA1000026989



EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
1/25/2012	Acuna, Gloria	RN132120	Summary Suspension
1/19/2012	Alban, Deborah T.	RN043627	Voluntary Surrender
11/14/2011	Alonso, Salvador	RN114840/AP2804/LP035715/CNA360297533	Decree of Censure
1/19/2012	Askan, Tandie R.	RN147488	Voluntary Surrender
12/30/2011	Baldwin, Janelle C.	RN171766	Civil Penalty
1/19/2012	Barber, Kenneth G.	RN132972	Voluntary Surrender
11/15/2011	Baringer, Marguerite D.	RN122071	Revocation
12/23/2011	Barton, Penny L.	RN145785	Revocation
7/12/2011*	Beard, Jennifer L.	RN148464	Voluntary Surrender
1/23/2012	Bergan, Mary Anne	RN039079	Voluntary Surrender
11/7/2011	Biggs, Richard J.	RN104062	Probation
10/19/2011	Bjarnson, Charlette	LP034280	Probation
12/21/2011	Boliek, Heidi R.	RN109819	Stayed Suspension with Probation
1/12/2012	Bombino, Sandra J.	TRN097885	Voluntary Surrender
11/30/2011	Bosse, George S.	RN112317	Voluntary Surrender
12/20/2011	Bowers, Kimberly S.	RN062562	Revocation
11/22/2011	Boyd, Richard O.	RN098682/CNA200313377	Revocation
1/24/2012	Boyle, May Lou	LP029966	Voluntary Surrender
12/13/2011	Brewer, Jane A.	RN157594	Decree of Censure
12/6/2011	Bridgeman, Judy J.	RN160637/LP027761	Decree of Censure
1/4/2012	Bromenschenkel, Randy K.	RN126295	Voluntary Surrender
1/19/2012	Brookman, Pamela R.	LP042515	Voluntary Surrender
12/19/2011	Brown, Darlene	RN129329	Probation
11/18/2011	Brown, Franklin P.	RN049073/AP2488	Suspension
12/23/2011	Brown-Royston, Tinika M.	LP045708	Revocation
11/29/2011	Buresh, Kara J.	RN121495	Probation
1/24/2012	Byrne, Derek F.	RN146211/LP040391/CNA1000000434	Probation
12/20/2011	Chadwick, Sunshine A.	RN119575/LP033382/CNA076321903	Revocation
1/24/2012	Champine, Christine A.	RN161499/LP043212/CNA999995739	Civil Penalty
12/16/2011	Choi, Yoon	RN157733	Civil Penalty
11/28/2011	Clement, Susan M.	LP040250	Voluntary Surrender
12/20/2011	Collins, Roberta E.	RN102179	Revocation
11/15/2011	Cook, Nicole E.	LP044370/CNA1000008280	Revocation
12/7/2011	Cooper, Gina C.	RN128425	Stayed Suspension with Probation
11/4/2011	Craig, Marlene E.	RN168071	Voluntary Surrender
1/30/2012	Dame III, Alfred O.	RN124740	Revocation
1/12/2012	Danger, Pamela S.	LP034039	Voluntary Surrender
12/7/2011	Davis, Paula B.	RN041287/AP0843	Decree of Censure
11/14/2011	Davis, Roxanne	RN157227	Voluntary Surrender
12/7/2011	Dorcis, Lori M.	RN158422	Probation
10/27/2011	Dubois, Tammy	RN144066	Voluntary Surrender
11/4/2011	Duke, Laura K.	RN123946	Probation
1/25/2012	Emmons, Leeann C.	Compact, RN168577 - TN	Decree of Censure
10/5/2011	England, Jonathan E.	RN Exam	License Denied
11/28/2011	Errazo, Marilou	RN105263/LP032684/CNA826272441	Probation
11/17/2011	Everett, Lana G.	LP007167	Voluntary Surrender
10/25/2011	Fagrell, Anne-Sofie E.	RN136071	Decree of Censure
10/19/2011	Ferolie, Nicholas W.	RN171136	Probation
1/4/2012	Flint, Marie L.	RN145772	Revocation
12/15/2011	Fontaine, Helena O.	LP044283	Voluntary Surrender
11/17/2011	Formica, Joyce A.	RN Endorsement	License Denied
10/25/2011	Frank, Carey A.	RN060208	Decree of Censure
11/4/2011	Freeman, Emily S.	RN157783	Probation
12/29/2011	Freeman, Mary A.	RN140595	Voluntary Surrender
11/15/2011	Gant, Lyncia D.	RN125485	Revocation
10/28/2011	Garcia, Rodolfo J.	LP Exam	License Denied
11/17/2011	Gardner, Vallerie L.	RN069104/LP020567	Revocation
10/7/2011	Gergus, Kristina M.	RN153096/LP043618	Decree of Censure
1/23/2012	Gramlich, Lou A.	RN151045	Probation
11/15/2011	Graves, Tracy P.	RN126459/CNA999993210	Revocation
12/2/2011	Green, Marie E.	RN142440	Suspension
11/1/2011	Greenwalt, Cynthia L.	RN123397	Voluntary Surrender
1/4/2012	Grover, Diane M.	LP041303	Revocation
11/1/2011	Gumeringer, Ashley R.	RN171287	Probation
11/30/2011	Hanks, Todd P.	LP045234/CNA1000022517	Stayed Revocation with Suspension
1/10/2012	Harker, Lorraine K.	RN153660/LP043908/CNA1000007735	Suspension
10/10/2011	Harline, Karen G.	RN129779	Decree of Censure
11/1/2011	Harmon, Helen L.	RN098209/LP031447	Probation
1/9/2012	Harrelson, Vicki L.	LP014894	Suspension
12/11/2011	Harris, Susan M.	RN126695	Decree of Censure
12/12/2011	Hasman, Starshine A.	RN156278	Decree of Censure
10/25/2011	Heath, Sharon A.	RN126933	Decree of Censure
12/27/2011	Hoffmann, Alan	RN095902	Decree of Censure
12/9/2011	Hunter-mclean, Elana M.	RN055756	Voluntary Surrender
10/28/2011	Jakes, Stephen J.	RN155895/CNA999953076	Revocation

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
11/15/2011	Johnston, Chris E.	RN102748/CNA089715663	Revocation
11/30/2011	Johnstone, Linda T.	RN075203/LP024203	Decree of Censure
12/8/2011	Jones, Carol H.	RN031353	Revocation
1/27/2012	Kerrigan, Nancy D.	RN092632	Stayed Revocation with Suspension
10/18/2011	Kippen, Betty J.	LP009425	Probation
1/3/2012	Knerr, Gail D.	RN070222	Stayed Revocation with Suspension
11/14/2011	Kodumal, Mathew G.	RN171362	Decree of Censure
1/5/2011	Kometer, Adam J.	LP040327/CNA999993010	Probation
1/4/2012	Kopeikin, Carole L.	LP006652	Revocation
1/4/2012	Lacambra, Norman N.	LP030186/CNA563162573	Revocation
1/5/2012	Laliberte, Rebecca L.	RN129279	Voluntary Surrender
12/8/2011	Lebourdais, Kyle E.	RN087405	Stayed Revocation with Suspension
12/14/2011	Lee, Gail R.	LP04401	Voluntary Surrender
12/14/2011	Link, Adrienne J.	RN000099210	Voluntary Surrender
1/25/2012	Litzler, Kelee N.	RN Endorsement	License Denied
11/15/2011	Losiewicz, Stephen M.	LP043411	Revocation
11/29/2011	Loughran, Marguerite A.	RN038868	Voluntary Surrender
1/4/2012	Lynn, Lorna L.	RN111082	Revocation
12/29/2011	Magrady, Jennifer M.	RN171804	Probation
11/17/2011	Mallett, Sarah A.	TRN167452	License Denied
1/3/2012	Marcanio, Susan E.	RN072084/AP1763	Stayed Revocation with Suspension
12/29/2011	Marie, Katrinka Z.	RN062302	Voluntary Surrender
9/23/2011*	Marie, Katrinka Z.	RN062302	Stayed Revocation with Probation
11/30/2011	Martin, Christine A.	RN118256	Voluntary Surrender
10/22/2011	McConnell, Steven A.	LP043965/CNA999989778	Probation
11/1/2011	McMahan, Alan W.	RN120021	Revocation
11/14/2011	McMurray, Kelly D.	LP040046	Civil Penalty
1/24/2012	McNeal, Mary F.	LP007006	Decree of Censure with Civil Penalty
11/21/2011	Megivern, Karen S.	RN102304/AP1201	Stayed Revocation with Suspension
10/19/2011	Mercado, Cassandra A.	RN131999	Voluntary Surrender
1/27/2012	Miller, Lori M.	RN152832	Probation
1/31/2012	Miller, Timothy R.	RN134811/AP3087/AP2246	Decree of Censure
12/6/2011	Mills, Antonia D.	LP045223/CNA999999113	Decree of Censure
11/29/2011	Miranda, Angelica M.	RN171572	Stayed Revocation/Probation with Civil Penalty
1/25/2012	Mitchell, Jennifer L.	RN172257	Decree of Censure
1/6/2012	Moedt, Rodney A.	RN106554	Voluntary Surrender
11/1/2011	Monroe, Julia	RN092746	Decree of Censure
1/31/2012	Moore, Justin T.	RN161670/LP044942	Decree of Censure
1/17/2012	Moran, Anamarie K.	RN057618/LP019009	Voluntary Surrender
12/8/2011	Morris, Craig A.	TRN127668	Revocation
12/28/2011	Mossman-Bonnette, Amanda J.	RN149990	Probation
10/14/2011	Newton, Trudy A.	RN162649	Voluntary Surrender
10/12/2011	Nicholls, Amy T.	RN135542/LP039398	Stayed Revocation with Probation
10/28/2011	Ochoa, Shirley M.	RN067171	Revocation
12/1/2011	Omanwa, Kefa N.	LP045680	Decree of Censure
1/9/2011	Opuroku, Catherine	LP037173/CNA264445796	Decree of Censure with Civil Penalty
1/5/2012	Orozco, Mari M.	LP046865/CNA999953204	Decree of Censure
10/25/2011	Outar, Angela	LP038970	Decree of Censure
11/17/2011	Oveson, Rhonda C.	RN088635	Stayed Revocation with Suspension
10/6/2011	Owens, Michelle M.	RN139574	Decree of Censure
6/28/2011*	Oxenborg, Emily R.	RN090618	Revocation
11/22/2011	Patterson, Andrew J.	Compact, RN -TN	Stayed Revocation with Suspension – Privilege to Practice
11/28/2011	Paul, Hannah N.	RN150911	Stayed Revocation with Suspension
12/14/2011	Paul, Hannah N.	RN150911	Voluntary Surrender
11/15/2011	Perry-Krause, Maggie M.	RN054949	Revocation
11/15/2011	Pettigrew, Lori E.	RN143047	Revocation
1/24/2012	Pierre, Marie E.	LP034306	Decree of Censure
10/6/2011	Powell, Mark H.	RN077937	Stayed Revocation with Probation
11/21/2011	Provost, John J.	RN137623	Decree of Censure
11/3/2011	Quiroz, Sapphire S.	RN158606	Suspension
1/3/2012	Radcliffe, Leslie C.	RN121673/CNA999987590	Stayed Revocation with Suspension
1/24/2012	Reese, Gwen R.	LP031894	Probation
10/20/2011	Reidhead, Eileen	LP041037	Decree of Censure
12/19/2011	Reinoehl, Kristi L.	RN147658	Voluntary Surrender
12/1/2011	Resinger, Christopher S.	RN109727/LP034489	Probation
11/15/2011	Rifkind, Nancy E.	RN059278	Revocation
12/23/2011	Robertson, Colin D.	RN156092/LP038750/CNA999997282	Probation
12/1/2011	Rodriguez, Maria A.	RN151838/LP042077/CNA1000006065	Probation
11/22/2011	Roebuck, Karen L.	RN161059	Decree of Censure
11/30/2011	Roland, Brandi L.	RN140298/LP040947	Civil Penalty
12/30/2011	Rubio, Christine L.	LP042684	Decree of Censure
10/25/2011	Sasek, Casey A.	LP043220	Voluntary Surrender
1/25/2012	Sawyer, Russell S.	RN149193	Voluntary Surrender
12/23/2011	Schaeffer, Carol A.	RN049306	Probation

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
11/16/2011	Scherman, James M.	RN090586	Decree of Censure
11/23/2011	Schwalm, Greg	LP041968	Decree of Censure
11/15/2011	Schweitzberger, Tera L.	LP046229/CNA1000005375	Revocation
11/18/2011	Silva, Adriana M.	LP039347	Probation
1/3/2012	Simmons, Kananionapua L.	RN145294	Voluntary Surrender
1/3/2012	Solik-O'Shaughnessy, Dawn L.	RN088006	Probation
10/19/2011	Spira-Oconnor, Andrea L.	RN105615	Decree of Censure
1/6/2012	Spurgeon, Jane A.	RN080711	Decree of Censure
12/29/2011	Stamps, Toni D.	RN116652	Probation
1/31/2012	Stevens-Hierpe, Vicki L.	LP031666	Decree of Censure
10/27/2011	Taylor, Linda M.	RN123927/CNA999990451	Stayed Revocation with Suspension
10/2/2011	Trest, Jane K.	RN024805	Decree of Censure
12/8/2011	Treviso, Gail M.	RN150475/LP043073	Revocation
1/6/2012	Trosko, Michael A.	RN153057	Voluntary Surrender
11/28/2011	Valenzuela, Armando L.	RN039029	Decree of Censure with Civil Penalty
11/14/2011	Valenzuela, Jennifer L.	RN143557	Suspension
10/1/2011	Van Duyne, Joanne A.	LP042235	Civil Penalty
1/17/2012	Wagner, Abby M.	RN133680	Voluntary Surrender
10/25/2011	Wagner, Zachary P.	RN171211	Probation
12/12/2011	Walsh, Anne M.	RN140422	Decree of Censure
1/23/2012	Watson, Christina D.	RN141003	Voluntary Surrender
10/17/2011	Wayman, Dayna L.	LP042719	Voluntary Surrender
10/3/2011	West, Cara M.	LP042367	Decree of Censure
1/13/2012	Whelan, Stacey E.	RN127260	Stayed Revocation with Probation
1/24/2012	Widemark, Erich A.	RN083736/AP0909/LP027298	Decree of Censure; Voluntary Surrender of Prescribing and Dispensing Authority
1/4/2012	Williams, Kelly L.	RN160817	Revocation
1/4/2012	Wilson-Taylor, Laurie A.	RN101267/LP031543	Revocation
1/20/2012	Winikates, David M.	RN117796	Voluntary Surrender
1/4/2012	Wright, Sean C.	RN155595	Revocation

RN-LPN - ACTION CLEARED

OCTOBER, NOVEMBER,
DECEMBER 2011 - JANUARY 2012

EFFECTIVE DATE	NAME	LICENSE			
1/26/2012	Banuelos, Emilia	LP040527	1/26/2012	Saimo, Cybele E.	LP034051/CNA368462103
1/26/2012	Carter, Christopher A.	LP045454	11/18/2011	Todorovich, Christina M.	RN155267
11/3/2011	Childers, Tonya L.	RN076293/LP024572			
11/30/2011	Dancil, Ellyn M.	LP042108			
11/14/2011	Gilbert, Jennifer K.	RN153436/LP043389			
10/5/2011	Hamilton, Brittani K.	RN137760/AP3220			
11/18/2011	Lao, Yujun Jane	RN145229			
10/19/2011	Maloney, Violet S.	RN150824			
1/26/2012	Muchmore, Carolyne	RN044096			
12/2/2011	Pacheco, Melissa G.	RN118541			
1/25/2012	Olson, Shari E.	LP040410/CNA1000001845			



RN-LPN - UPDATED LICENSURE STATUS

OCTOBER, NOVEMBER,
DECEMBER 2011 - JANUARY 2012

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
1/25/2012	Brown, Franklin P.	RN049073/AP2488	Probation — Completed terms of Suspension, license converted to Probation
10/7/2011	Cruz, Rhodora B.	RN106055	Reissuance with Stayed Revocation Probation — Reissuance of RN license, conditional upon completion of RN Refresher Course Program
10/14/2011	Guarino, Paul	TRN171803	Reissuance with Stayed Revocation Probation — Reissuance of RN, conditional upon completion of RN Refresher Course Program
10/11/2011	Mahana, Larry M.	RN055977	Reissuance with Probation — Reissuance of RN license, conditional upon completion of RN Refresher Course Program
5/26/2011*	Rader, Brandon R.	RN128305	Probation — Completed terms of Suspension, license converted to Probation
1/9/2012	Scarbeary, Lisa K.	RN161148	Stayed Revocation with Probation — Completed terms of Stayed Revocation Suspension, license converted to Stayed Revocation Probation
11/14/2011	Tanner, Laura E.	RN126412	Stayed Revocation with Probation — Failure to Comply with Licensing Board Order terms of Suspension
1/12/2012	Warren, Janice L.	RN141736	Probation — Completed terms of Suspension, license converted to Probation
12/1/2012	Young, Leslie D.	LP026109	Stayed Revocation with Probation — Completed terms of Stayed Revocation Suspension, license converted to Stayed Revocation Probation

The University of Arizona Medical Center – University Campus Nursing



Julio Loya, RN, BSN, Patient Care Manager Step-Down Trauma Unit; Cindy Rishel, RN, PhD, OCN®, Administrator, Nursing Research and Practice; and Vicki Began, RN, MN, VP of Patient Care Services and Chief Nursing Officer.

Campus offers:

- Quality patient programs
- Strong interdisciplinary partnerships with all members of the health care team that support positive patient outcomes
- Collaborative nurse/physician relationships
- Opportunity to participate in evidence-based practice and/or nursing research in an academic medical center

program of The University of Arizona Health Network, nurses at UAMC – University Campus embody a culture of caring that supports the hospital's vision of being “a guiding force for health and well-being”. Our patients are counting on the entire team to make a difference in ALWAYS providing VERY GOOD care and we don't let them down.

At UAMC – University Campus we began our Magnet® journey in 2003 when we received our designation as a Magnet® hospital, the first hospital in Arizona to achieve this recognition of nursing excellence. Our decision to pursue this designation was based in the desire to bring formal recognition to the nursing excellence that already existed within our organization.

Since that time we have been re-designated as a Magnet® hospital (2008) and have recently submitted our documentation for our second re-designation. Much has changed over those years within our organization, however, one constant remains: the commitment to nursing excellence and quality patient outcomes.

Indeed, as our organization has matured, the structure and processes that are evident within Magnet organizations have been hardwired as we continue to provide outstanding services to our patients, their families and the community. In addition to our terrific nurses, UAMC - University

Our organization has reaped many benefits from being a Magnet hospital. The nation's best nurses seek out Magnet Hospitals for employment because they know that the standard of care and professionalism is going to be of the highest caliber. As a result, our nursing turnover rate is 12.8% (compared to 14.2% nationally). The nursing vacancy rate is 4.3% (compared to over 11% at some Arizona hospitals).

UAMC - University Campus' annual nurse satisfaction surveys have shown satisfaction levels at or exceeding other Magnet hospitals. Magnet Hospitals are known to be “nurse-friendly,” providing a professional practice environment and extensive opportunities for professional development. And, more importantly, our nurses exercise control over their nursing practice through our shared governance model.

Grounded in the five pillars of SMART Service (safety, mission focused, accountability, respect and team work), the service excellence

“I am proud of our UAMC - University Campus culture of nursing excellence which thrives as nurses demonstrate their commitment and dedication to caring for the patients they serve. Together we can be proud of our Magnet environment as we continue to grow and make a difference to our patients, to the families that support them, and to the community that sustains us all.”

Vicki Began, RN, MN

VP, Patient Care Services and
Chief Nursing Officer



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CONTINUING THE LEGACY

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The University of Arizona Medical Center is proud to recognize all of the nurses in our community and celebrates our eleven nurses selected for "Fabulous 50". Thank you for your leadership, dedication and continual service.

Congratulations to: Nikki Barkett, RN; Heidi Costello, RN; Jean Fedigan, RN; Tonda Franklin, RN; Skipper Haggard, RN; Patricia KieffPine, RN; Jayne Matte Wilson, RN; Connie Miller, CON; Raelyn Musick, RN; Yuki Peterson, RN; and Cindy Rishel, RN.



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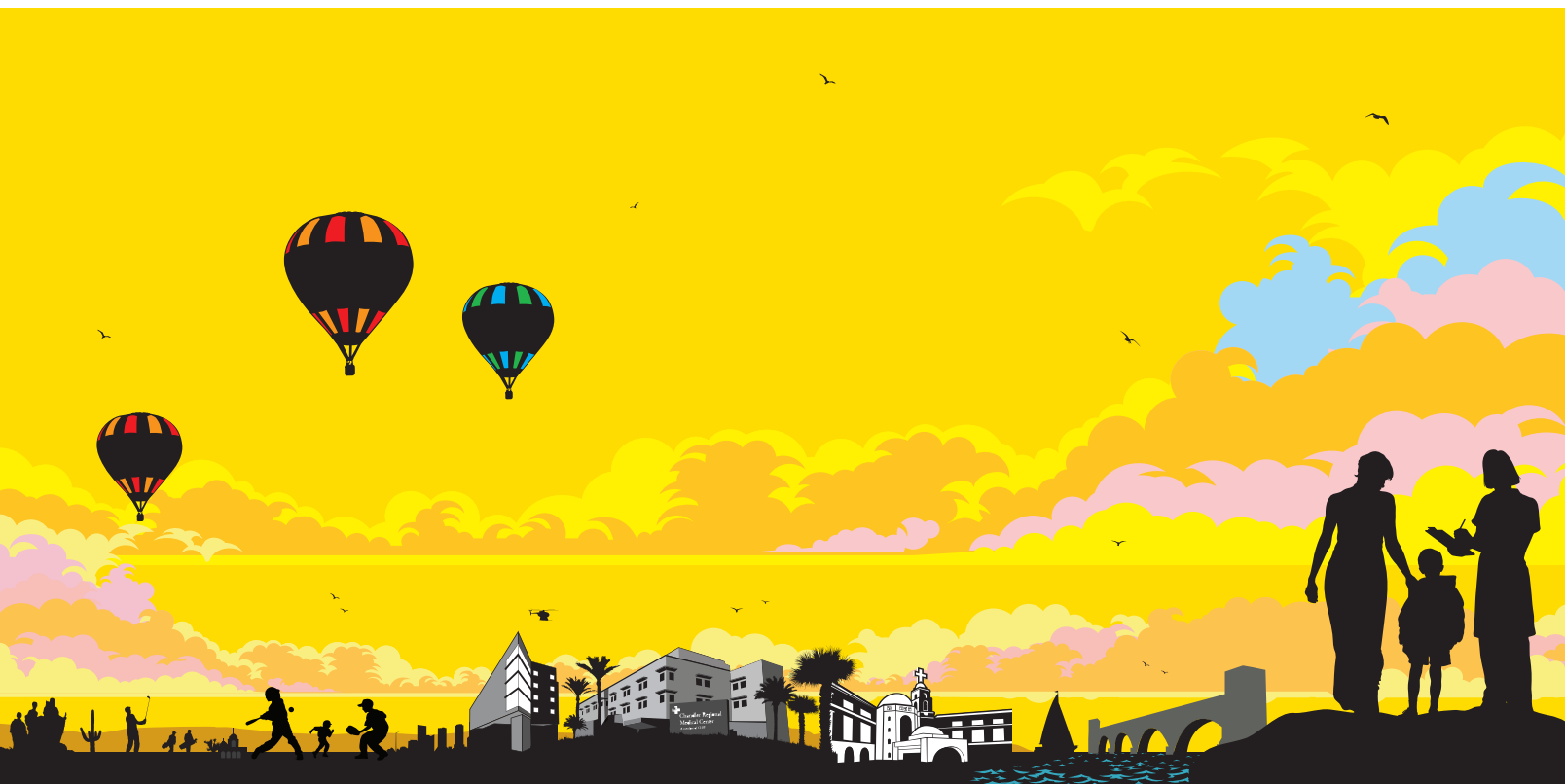
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