

Building Foundations of Evidenced Based Regulation

Informing Policy to Improve the Protection of the Public

See pages 4, 8 and 18



Front row L to R=Kathy Miller, Nick DeFalco, Janine Hinton, Ruth Brooks
Back row L to R=Pamela Randolph, Beatrice Kastenbaum, Debra Hagler, Carol Frazier Not pictured: Mary Mays and Dan Weberg
Measuring Competency with Simulation -Research Team

Review, Results, Conclusions Employment of Newly Licensed RNs

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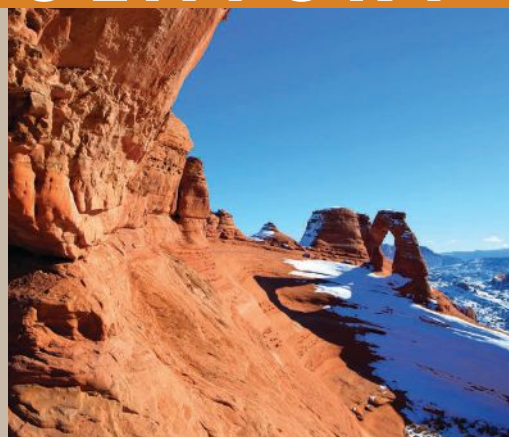
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From the Executive Director

JOEY RIDENOUR, RN, MN, FAAN

Defining Benefits or Outcomes of Effective Regulation

The challenge that many nursing regulators face is the need to define the benefits or outcomes of effective regulation—namely, the benefits to and protection of the public. Several other benefits also emerge from “evidence-based regulation” (EBR), including the provision of data, linking of data points to inform resource allocations, improved decision making, and better accountability (Poister, 2003). The evidence-based regulation model evolving over the past decade at the Arizona State Board of Nursing (AzBN) requires regulators to ask challenging questions about practices and the manner in which the agency is currently operating. Examples of questions that have been explored and evidence collected by Pam Randolph, Associate Director of Education & Evidenced Based Education and community partners are:

- Will competency assessment using high-fidelity simulation testing provide a reliable and valid

Clearly, the time for evidence-based regulation has arrived, and regulatory agencies have a key role to play in developing new systems that will provide policy makers with valuable information that truly makes a difference.

framework for identifying unsafe nursing practice behaviors and specific areas of a nurse’s practice needing remediation?


- As compared to RNs in the Board database, what are the characteristics of 2006-2007 RN refresher course graduates in 2010-2011 in terms of demographics, licensure renewal and employment characteristics?
- What articles support the most common approach to competency: mandating continuing education as a condition of licensure renewal?
- What regulatory activities create the greatest impact when working with the educational leaders of Certified Nursing Assistant Programs in the areas of clinical supervision, assessment and compliance?

Evidence-based regulation is complex and multidimensional. Although such regulation can aid greatly in informing policy, it is by no means a panacea to all current challenges of the regulatory system. Nevertheless, good evidence can provide regulatory leaders and policy makers with valid and timely information about how well or poorly specific programs or research projects performed. It is then up to the collective to respond deliberately and effectively in improving the protection of the public. Clearly, the time for evidence-based regulation has arrived, and regulatory agencies have a key role to play in developing new systems that will provide policy makers with valuable information that truly makes a difference.

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BY PAMELA RANDOLPH RN, MSN, FRE

ASSOCIATE DIRECTOR/EDUCATION
AND EVIDENCE-BASED REGULATION

MEASURING COMPETENCY with Simulation

Problem: A valid and reliable assessment of competence is needed to support Board discipline in cases where a nurse's practice would likely result in harm to others (Hinton, et al., 2012). After exploring a number of options for evaluating competence in nurses who were reported for practice breakdowns, a collaborative group consisting of the Arizona State Board of Nursing, Arizona State University and Scottsdale Community College developed a competency evaluation process using high-fidelity simulation (Randolph et al., 2012).

Methodology: Prior to funding, a new instrument, the Nursing Performance Profile (NPP), was created using the framework developed by the Taxonomy of Error, Root Cause Analysis and Practice-responsibility project (TERCAP) and items based on National Council of State Boards of Nursing (NCSBN) Clinical Competency Assessment of Newly Licensed Nurses. Research funding was obtained from NCSBN's Commitment to Regulatory Excellence Grant Program. Phase I research explored the validity of the NPP process. Volunteer nurses were videotaped performing patient care in 3 simulations; the videotaped performances were then rated by other nurses experienced in both practice and supervision. Results of the 3 analyses were compiled to create a NPP for the individual nurse. The NPP included 9 competency categories and 41 items essential to maintain safe practice.

Results: Twenty-one Registered Nurse (RN) participants (N=21) completed 63 videos. Trained nursing experts completed blind ratings of the video-recorded performance of the RN participants. Mean inter-rater agreement across 41 items was 99.12% (SD = 2.18) and the Cronbach alpha was 0.91. Experienced nurses (M = -0.86, S = 0.50) performed significantly better ($p < 0.001$) than inexperienced nurses (M = -1.52, S = 0.91), confirming the validity of testing.

Conclusions: Competency assessment using high-fidelity simulation testing provides a reliable and valid framework for identifying unsafe nursing practice behaviors and specific areas of a nurse's practice needing remediation (Hinton et al., 2012).

Regulatory Implications: The Board is currently using this process to evaluate nurses when investigative findings indicate that nursing competency may be an issue. The results of the assessment will be used to support Board decision making. The benefits of targeting remediation to demonstrated weaknesses in competency include improved patient outcomes and more efficient and effective remediation.

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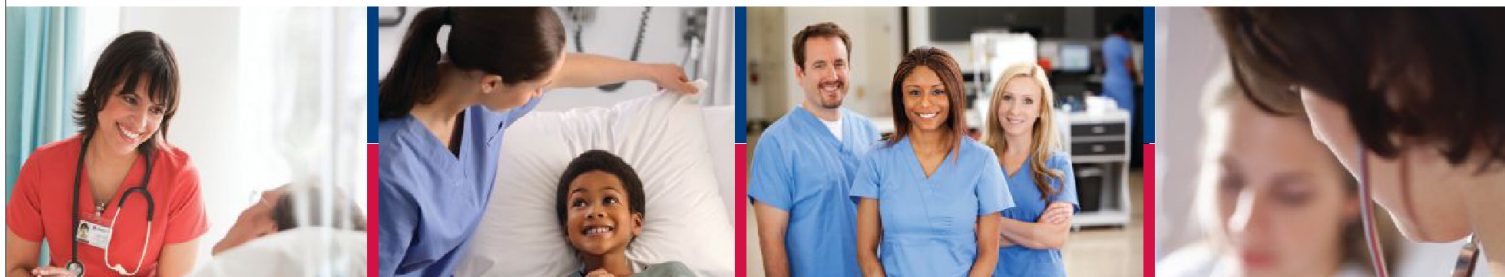
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CONTINUED COMPETENCE SUBCOMMITTEE

An Evidence-based Approach to Regulation

BY PAMELA RANDOLPH RN, MSN, FRE

ASSOCIATE DIRECTOR/EDUCATION AND EVIDENCE-BASED REGULATION

The Arizona State Board of Nursing (Board) is the public body in Arizona responsible for ensuring that nurses are competent to provide safe patient care. The Board ensures competency in newly-licensed nurses by requiring specific education and an examination (NCLEX®). For renewing nurses, the Board requires active practice as a condition of renewal. Realizing that practice and initial education/ exam may not be sufficient to guarantee competency, the Board explored effective ways to enhance and improve a licensee's ability to provide safe patient care. From August 2010 through August 2011 the Continued Competence Subcommittee (CCS) as part of the Education Advisory Committee met for that purpose.

As part of its work, the CCS reviewed over 42 (AZBN, 2011) articles and reports regarding competency. None of the articles supported the most common approach to competency: mandating continuing education as a condition of licensure renewal. The CCS recognized that both the employer and the Board have a stake in a nurse's competency. For some competency issues, the employer is better able to detect and monitor the nurse than the Board.

The CCS also examined the works of David Marx (2001)

and K. Scott Griffin (2010) regarding "just culture." Both Marx and Griffin provide evidence that disciplining a professional based on a negative outcome actually results in the minimization of both system flaws and incompetent/reckless behaviors. For the unlucky professional caught in a human or system error, there can be harsh consequences. The unwitting result is an unsafe patient care system where at-risk and reckless behaviors are ignored and system errors are not considered. According to Marx and Griffin there are 3 types of errors made by health-care professionals: human error, at-risk behavior, and reckless behavior. A "just culture" bases consequences on the behavior and risk involved, not the outcome.

Many organizations including the American Nurses Association, Boards of Nursing in Ohio and North Carolina and several health care systems including Banner have explored adopting a "just culture" approach to practice errors. Under such a model, the potential exists for increased error reporting and understanding of errors. Board members are currently also exploring using a "just culture" framework to support decisions related to practice breakdown,

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VOLUNTEERS NEEDED

For a Clinical Simulation Project
Being conducted by:

Arizona State Board of Nursing
Arizona State University
Scottsdale Community College



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 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 our appreciation for your time, we 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.

BENEFITS OF PARTICIPATION

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

- "I learned so much about evaluating nursing competency"
- "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"

**For more information contact project secretary at (480)-425-6909 or
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Arizona State Board Of Nursing

EMPLOYMENT OF NEWLY LICENSED RNs

BY PAMELA RANDOLPH RN, MSN, FRE

ASSOCIATE DIRECTOR/EDUCATION AND EVIDENCE-BASED REGULATION

Background

In 2010 the Arizona State Board of Nursing began receiving numerous comments from new graduate RNs regarding difficulty seeking employment. In response to the comments and in an effort to quantify the problem, the Board initiated annual survey of newly licensed nurses (Randolph, 2010). To ascertain if there has been any improvement in employment prospects for newly licensed RNs, new graduates were surveyed again in 2011 (Randolph, 2011) and now in 2012 which is the subject of this report.

Review of Problem

The National Student Nurses Association conducted a survey of employment among new graduates in 2009 and found that 44% did not have jobs within a month of graduation. 50% of those who did not have a job had associate degrees, 38% had baccalaureate degrees. The most common reason for not having a job was that there were no jobs for new graduates in the area. Arizona new grads were among the highest in the nation who cited “no jobs for new graduates in the area” as the reason for non-employment (Mancino, 2009). Mancino (2011) repeated the survey in 2011 and found that 36% of graduates did not have employment within 4 months of graduation, an 8% decrease in unemployment. Graduates in the Western area of the United States had the lowest employment rate (55% West; 72% Central).

In Arizona, there was a 3% increase (70 students) in RN graduates in 2011 when compared to 2010 with a decrease in associate degree graduates and an increase in baccalaureate degree graduates. There was an overall 157% increase in graduates from RN programs between 2002 (1074) and 2011 (2761) (Randolph, 2012).

Efforts to increase the number of new nurses were supported both nationally and locally with increased funding for nursing programs and subsidies for students. Throughout the early and mid-2000's a shortage was experienced and an even worse crisis predicted. The prime strategy for alleviating this predicted shortage was to increase the supply of new nurses. Future predictions were based on the average

age of the RN and assumptions regarding retirement and economic growth (Buerhaus, 2009). Students were recruited into nursing with promises of easy employment, job mobility and high salaries. However, recently those projections have been modified. Aurebach, Buerhaus and Steiger (2011) reported that the registered nurse supply is growing faster than projected due to younger persons entering the profession.

In an effort to understand employment of newly licensed RNs in Arizona and provide comparison data, the Arizona State Board of Nursing surveyed all persons licensed by exam (e.g. new graduates) in AZ between April 2, 2011 and April 1, 2012, the same time frame as the 2010 and 2011 surveys. As in previous surveys, the queries required participants to indicate if they are practicing as registered nurses, where they were practicing and the type of residency/on-boarding they received. From those who were not practicing, queries were focused on their perception of why they were not practicing, their efforts to obtain work, and what would be acceptable working conditions for them. Answers to the following questions were obtained from the surveyed population across 3 years of surveys.

1. What is the percent of newly licensed RNs currently practicing and not practicing registered nursing?
2. Are there differences between practicing and not practicing RNs in terms of length of licensure and nursing program characteristics?
3. In which settings are newly licensed RNs practicing?
4. What are the reasons newly licensed RNs are not practicing?
5. How many applications/written inquiries for employment were made by non-practicing newly licensed RNs?
6. What workplace settings did non-practicing RNs apply to?
7. What are non-practicing RNs seeking in terms of shift, and salary?

In 2011 and 2012 the employed RN group was also queried regarding residency (on-boarding) programs at their employment site. Residency programs to

continued on page 12 >>>

help newly licensed RNs adjust from the student role to the RN role are recommended by both the recent Institute of Medicine report on the future of nursing (Institute of Medicine, 2011) and the Carnegie Report on nursing education (Benner, Stupen, Leonard & Day, 2010) Questions related to nurse residency programs included:

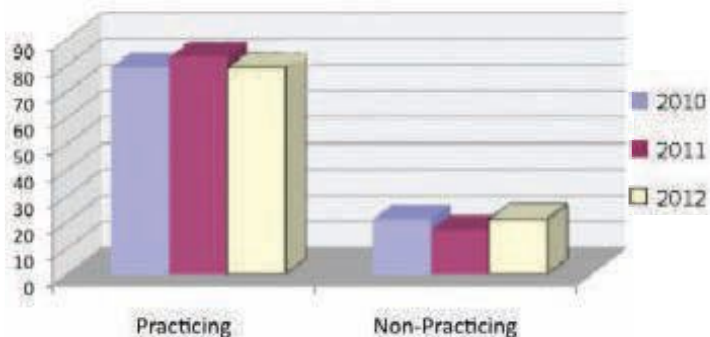
1. Does your employer offer a nurse residency program to help you transition to clinical practice?
2. For those that answered yes, what is the employment setting of the residency program?
3. Which of the following best describes the length of the residency program (respondents were divided into acute care and non-acute care)?

Results — 2012

Electronic mail surveys were sent to 2593 RNs with e-mail addresses who were initially licensed within the past year (April 2, 2011-April 1, 2012). Of that total, 49 surveys were returned undeliverable resulting in a surveyed population of 2544 recently licensed RNs. Respondents were informed that responses were anonymous and would be recorded as aggregate data only. Each respondent's survey consisted of 10 or fewer questions using Survey Monkey®. The survey was triangulated so the employed population answered different questions than the unemployed. The first question was about practice then the survey asked different questions of practicing and non-practicing RNs. The Board is concerned that non-practicing new graduate nurses will lose competencies gained in nursing education as a result of delayed employment.

There were a total of 547 responses out of 2544 surveys mailed yielding a response rate of 22%. Of those responding 79% indicated they were practicing as an RN with 21% not currently practicing. This represents a slightly worse employment outlook for newly licensed nurses when compared to 2011 but is almost identical to 2010. Of the respondents 34% were BSN educated and 65% AD educated. This data must be interpreted cautiously due to low response rates however the ratio of BSN to AD is comparable to that of the total population of new graduates (32% BSN; 68% AD).

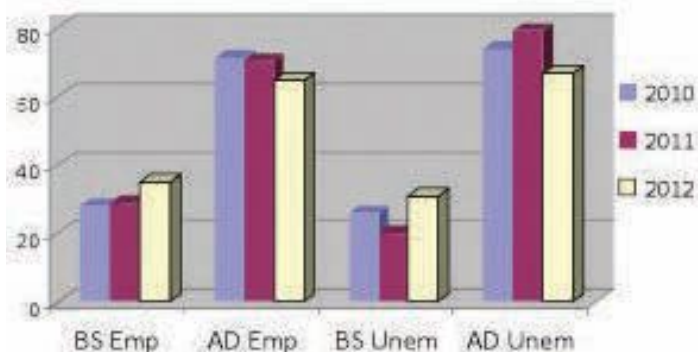
Practicing & Non-Practicing Newly Licensed RNs



Type of Nursing Program

There were few differences in percentages between practicing and non-practicing RNs in terms of educational preparation in 2012. Thirty-five percent of practicing nurses are BSN prepared as compared to 31 percent of non-practicing nurses indicating little preference among all employers for BSN prepared nurses. Associate degree nurses comprise a slightly larger percentage (67%) of the non-practicing nurse population than the overall sample population (65%).

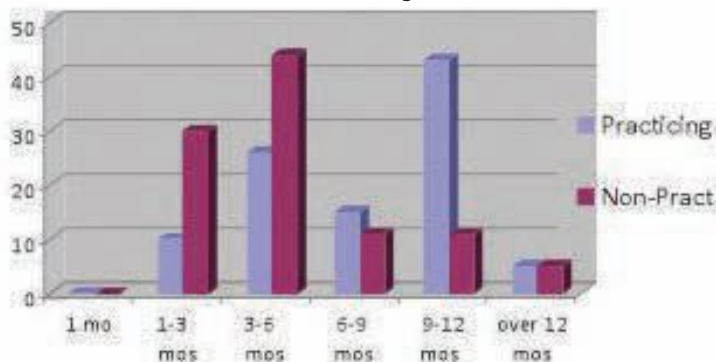
Newly Licensed RNs Percent Employed by Degree and Year



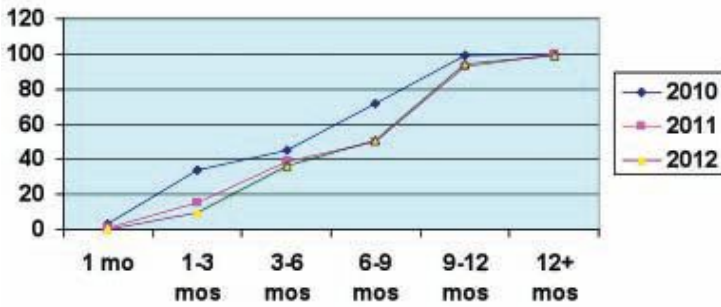
Length of Licensure

Length of licensure was different between the practicing and non-practicing groups with 74% of the non practicing nurses licensed less than 6 months versus 36% of practicing nurses. These nearly mirror 2011 results. In the past 2 years there was a considerable lapse of time from licensure to employment with 43% of the practicing nurses reporting 9-12 months of licensure. The chart below illustrates differences between practicing and non-practicing RNs over length of licensure. The most common length of licensure (43%) for practicing nurses was 9-12 months in 2011 and 2012 as compared to 1-3 months (30%) in 2010.

2012 Percent of Nurses Reporting Practice Status following Licensure



Employment by Length of Licensure



Practice Characteristics

In response to a question about practice characteristics, practicing nurses overwhelmingly have full time nursing jobs with benefits (77%) with 7% having a full time job without benefits. Approximately 6% have a part time job with no benefits and 3% have more than one job with no benefits. Approximates 2% have a part-time job with benefits and 4% have more than one RN job with at least one job having benefits. No nurses reported working as a volunteer. These results are comparable to 2010 and 2011 data.

The majority of working RNs have jobs in acute care (70.2%); this represents a slight increase in new graduate acute care employment from 2011 when 68% of newly licensed nurses were employed in acute care. Long-term care is the next largest category with 11% employed in that setting, a decrease from the 16% in 2011 and the 12% in 2010. Seven percent are working in psychiatric care.

Reasons for Not Practicing

Similar to 2010 result, the most common reason cited for not practicing was “not enough jobs for new RN grads in the area” (56%). However this response was chosen by 91% of respondents in 2011. Twenty-six percent chose “do not have the experience background employers are seeking.”

Efforts of Non-Practicing RNs to Seek Employment

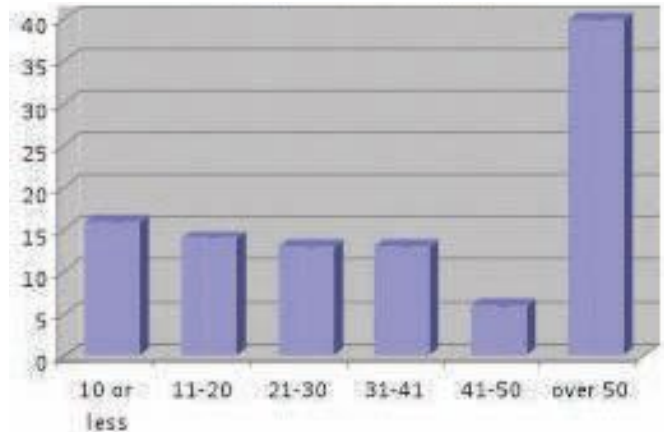
Forty percent of non-practicing RNs have made over 50 applications or written inquiries for employment. Below are the results of the query by percent of RNs. These results are similar but slightly less than 2011 results.

When asked to select all settings to which they had applied, 91% of the nurses applied to acute care, 56% to long term care, 47% to home health, 43% to state and federal facilities. Four percent reported not applying for an RN position. The top 10 settings for applications were acute care, long term care, home health, state/federal facility, psychiatric care, public health, ambulatory care, community health center, temporary agency and private physician office.

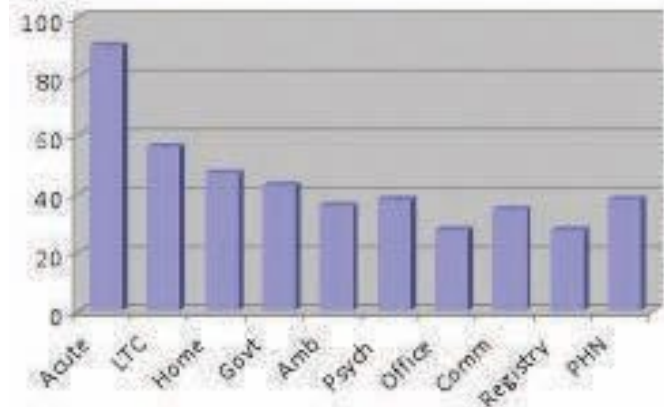
Acceptable Working Conditions

Non-practicing nurses were asked, “If you were offered an RN job, which shifts/working hours would you accept.”

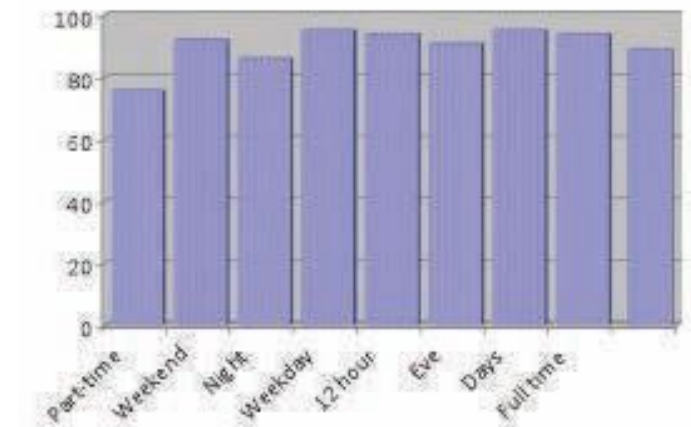
Number of Applications or Written Inquiries by Non-Practicing RNs



Settings Non-Practicing RNs Selected for Application



Acceptable Work Hours for Non-Practicing RNs



Overwhelmingly, this population would accept any shift including nights (86%) and weekends (92%). The lowest response for acceptable hours was part-time (76%) and nights (86%). The highest was for days and limited to week days (95% each).

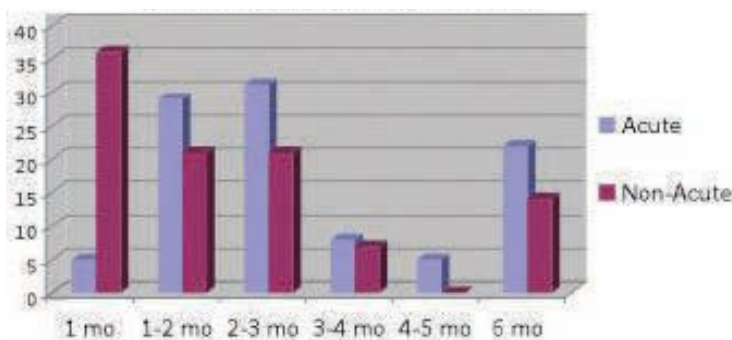
continued on page 14 >>>

As far as acceptable salary 50% non-practicing RNs said they would only accept the same beginning salary as other RNs in the facility. Thirty-three percent would accept a lower salary during orientation/preceptorship for up to 6 months. Fourteen 14% would work up to 6 months unpaid with a gradual increase in salary over a year. There appears to be more graduates who would accept lower salaries than previous years.

Residency Experience

Newly licensed employed nurses were asked about whether their employers offered a residency experience to help them transition into practice. Less than half (46%) reported that their employer offered such a program. Ninety-three percent of those whose employer offered a residency program worked in acute care settings; 3% worked in long-term care. For acute care nurses, the most common length of the residency program was 2-3 months (31%). However 22% reported a residency program of greater than 6 months, nearly double the percent (12%) reporting a greater than 6 months residency in 2011. Five percent reported less than a month. For those nurses working in non-acute care settings, the length of residency was shorter with 36% reporting less than a month. Again, while there were no reports of a residency lasting longer than 6 months in non-acute care in 2011, 14% of respondents reported such a residency in 2012. Experts suggest (Instituted of Medicine, 2011; Benner, Stupen, Leonard & Day, 2010) that residency program be 6 months to one year in acute care and at least 3 months

Length of Residency Program - 2012



in non-acute settings.

Comments

The Board received 241 comments which have not been analyzed.

Conclusions

While most experts agree that the nursing shortage is still looming, a gap between the number of new RNs prepared and the number of jobs available for them

still exists. According to this survey, approximately 20% of newly graduated RNs licensed in Arizona are not able to obtain employment in nursing. Three years of data suggests that this is not due to lack of effort or undue “selectivity” in the type of job sought. There were few differences in the data between this year and last however, despite anecdotal reports to the contrary and last year’s results, there does not appear to be significant selective hiring of BSN educated nurses. Due to low response rates, these data should however, be interpreted with caution.

Similar to last year, fewer than half of employed new graduate nurses report that their employers offered a residency program. If the employer offered a residency program, it was most likely in acute care and of 3 months or less duration. If a residency was offered in non-acute care it tended to be a month or less in duration. However there are increasing numbers of residencies lasting 6 months or longer in both acute and non-acute settings. Experts suggest (Instituted of Medicine, 2011; Benner, Stupen, Leonard & Day, 2010) that residency program be 6 months to one year in acute care and at least 3 months in non-acute settings.

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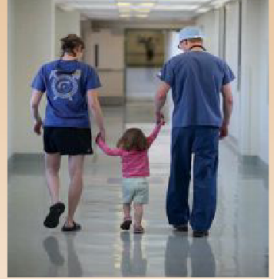
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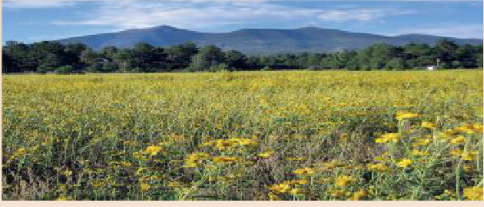
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PROGRAM OUTCOME INDEX[®]: A measure of program effectiveness

BY PAMELA RANDOLPH RN, MSN, FRE
ASSOCIATE DIRECTOR/EDUCATION AND EVIDENCE-BASED REGULATION

An Excerpt From *Summary and Analysis of Annual Reports from Arizona Nursing Education Programs 2011.*

While first time NCLEX[®] pass rates are viewed by stakeholders as a measure of quality, if a program does not graduate the majority of admitted students in the prescribed time, the pass rate can become a measure of individual aptitude and self teaching capacity, not overall program educational performance. The public and certifying agencies are interested in knowing attrition and persistence of students in programs in additions to licensure exam pass rates. Starck, Love and McPherson (2008) call for measuring “on time” (e.g. according to the published curriculum plan) graduations as opposed to graduations within 150% of the allotted time. Conversely just taking “on time” graduate percentages without licensure exam results may reflect lack of rigor or grade inflation in programs. Combining and giving equal weight to these numbers will reflect both how the educational programs meet the learning needs of students and the academic rigor of the program. The Board is well aware that admission policies may also affect pass and completion rates as students who are not well grounded in essential reading and math skills will have difficulty comprehending nursing knowledge. The Arizona Administrative Code (R4-19-204), requires program faculty together with the program administrator to set the admission and progression standards of the program. Faculty and administrators should ensure that those admitted to the program are given the essential tools in terms of teaching content and modalities to succeed in graduating on schedule and passing NCLEX on the first attempt.

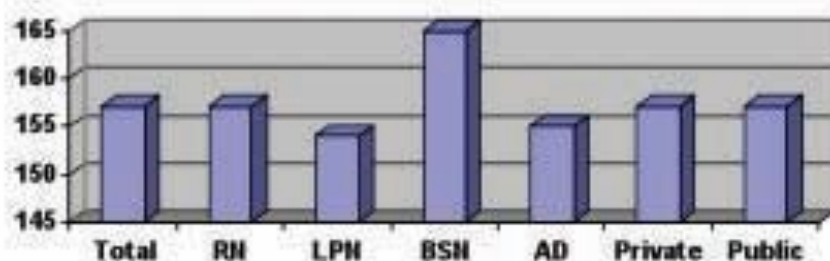
As part of the Annual Reports from Arizona Nursing Education Programs (available at www.azbn.gov/Education) on-time graduation rates from each nursing program’s

reported data were calculated and added to the NCLEX first time pass rate obtained from NCLEX Reports to calculate a “Program Outcome Index”[®]. The “Program Outcome Index”[®] is a measure of the program’s ability to educate, and make eligible for licensure, admitted students in an optimal time-frame. The maximum index is 200 (100% NLCEX first-time pass rate and 100% on-time graduation). The mean index in 2011 was 157. Index scores ranged from a high of 195 to a low of 119. The top 6 program outcome indices were: University of AZ (195), Pima Medical Institute-Tucson (186), Pima Medical Institute-Phoenix (185), Arizona State University (185), Coconino Community College (183) and Northern Arizona University (183). There was a difference in outcome index means between associate degree and baccalaureate programs with baccalaureate programs at 165 and associate degree at 155. LPN program mean index was lower than RN at 154 vs. 158, a reflection of increased attrition. There was no difference in index means between private and public programs except in BSN programs. The mean program outcome index was 188 in public baccalaureate programs (total enrollment 976 students) and 141 in private baccalaureate programs (total enrollment 1025 students). All outcome indices of Arizona pre-licensure nursing programs can be found in the full article, *Summary and Analysis of Annual Reports from Arizona Nursing Education Programs 2011* available on the Board’s website listed above. Further study is warranted to determine trends and factors that influence the outcome index of nursing programs.

RESOURCES

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Outcome Index by Program Type



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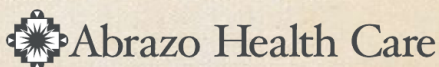
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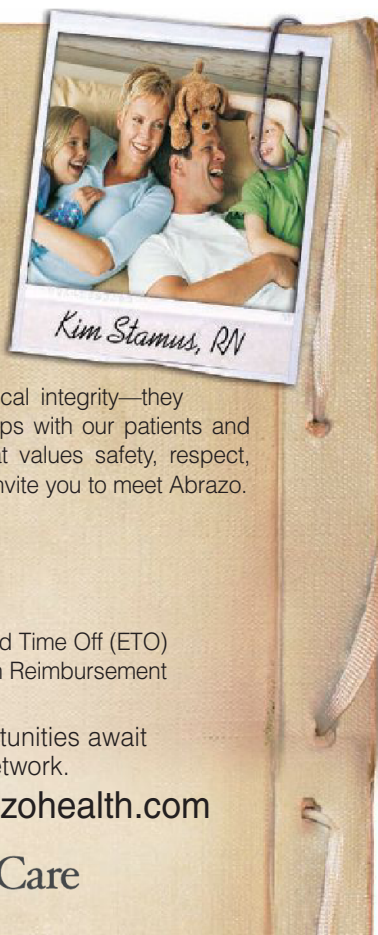
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EMPLOYMENT PATTERNS IN RN REFRESHER GRADUATES: A four year follow-up

BY PAMELA RANDOLPH RN, MSN, FRE
ASSOCIATE DIRECTOR/EDUCATION AND EVIDENCE-BASED REGULATION

Abstract*

Statement of Research Project/

Topic: Refresher courses have the potential to expand the pool of available nurses however longitudinal data is lacking to describe employment patterns in refresher graduates four years after course completion. The Arizona State Board of Nursing (Board) seeks this evidence to inform refresher course requirements.

Research Questions: As compared to RNs in the Board database, what are the characteristics of 2006-2007 RN refresher course graduates in 2010-2011 in terms of demographics, licensure renewal and employment

characteristics?

Sample: 103 registered nurses who completed a refresher course in 2006 or 2007 (RCN) and approximately 60,000 RNs in the Board's database.

Design: Descriptive study using a longitudinal cohort design.

Results: More RCNs (85% vs. 80-82%) renewed their license as compared to all nurses in 2010 and 2011. RCNs were composed of: fewer males (5% vs. 10%); more nurses between 45 and 54 (46% vs. 25%); more diploma educated (12% vs. 2%); and more Caucasians (78% vs. 73%). RCNs worked less frequently in hospitals (42% vs. 61%) and more often in

medical surgical units (23% vs. 16%). RCNs more often worked part-time (52% vs. 25%) and seasonally (22% vs. 13%).

Implications: Results support refresher courses as a viable pathway to re-enter the profession. Regulations for refresher courses should include a medical-surgical curriculum base with options to study other specialties and clinical experiences in a variety of settings.

* Randolph, P. (August, 2012) Poster session presented at the annual meeting of National Council of State Boards of Nursing Delegate Assembly, Dallas, TX

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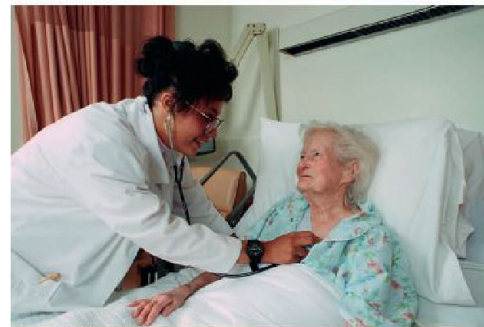
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- **CNA candidates whose photo identification does not match the name they are registered under with Headmaster will not be permitted to test.** This applies to hyphenated names, nicknames and all other name variations. There are no exceptions. It is highly recommended that all CNA training programs view each student's photo I.D. at the time of the initial registration with Headmaster, to be sure they are being registered under their full and correct legal name. This will avoid the hardship it creates for students when they are turned away at the testing site on exam day because their photo I.D. does not match the name under which they registered.
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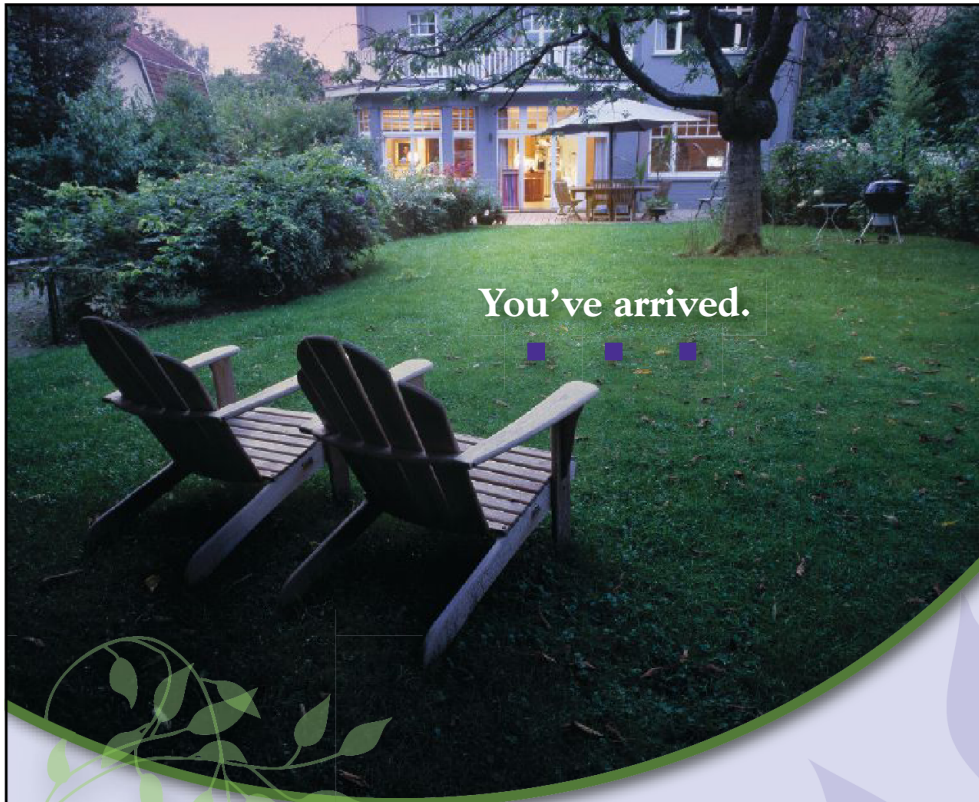
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July 18, 2012

Dear Nursing Assistant Training Program Instructor,

Below is a list of upcoming Arizona nursing assistant (NA) instructor workshops, which will be facilitated by Headmaster, (D&S Diversified Technologies). The NA Instructor workshops are for training program instructors and program coordinators. These workshops are designed to help new program instructors better understand the testing process for their candidates. Register as soon as possible so we can arrange to accommodate those interested in attending the workshop. Please fax this form to Headmaster (D&S Diversified Technologies) at 406-442-3357. There are limited seats available. We will confirm your workshop reservation via phone, email or letter or you may call 800-393-8664 to confirm your faxed registration. Workshop session length is approximately 3-4 hours. You are welcome to bring something to snack on and drink for yourself to the workshop. There is no workshop fee.

**IF YOUR SITE WOULD LIKE TO HOST AN INSTRUCTOR WORKSHOP
PLEASE CALL HEADMASTER AT 1-800-393-8664**

INSTRUCTOR WORKSHOPS

LOCATION	DATE AND TIME	CHECK WORKSHOP ATTENDING
COLLEGE AMERICA – PHOENIX 9801 North Metro Parkway Phoenix, AZ 85051 <i>*(This workshop is the day after the CNA Educator’s Retreat)</i>	MORNING SESSION ONLY *Saturday – Jan. 12, 2013 9:00 a.m. – 12:00 p.m.	

YOU CAN REGISTER UP TO TWO INSTRUCTORS PER FORM:

NAME: _____ PH# : _____ EMAIL: _____

NAME: _____ PH# : _____ EMAIL: _____

TRAINING PROGRAM: _____

ADDRESS: _____ CITY _____ ZIP: _____

PHONE _____ FAX _____

THANK YOU,

Teresa Whitney

ARIZONA NURSING ASSISTANT PROGRAM MANAGER
HEADMASTER LLP - D&S DIVERSIFIED TECHNOLOGIES LLP
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REGULATION RUNDOWN: New Nurse Practice Laws & Rules Effective 2012

BY PAMELA RANDOLPH RN, MSN, FRE

ASSOCIATE DIRECTOR/EDUCATION AND EVIDENCE-BASED REGULATION

Nurse Practice Act Changes

Senate Bill 1362, a bill that defines certified registered nurse anesthetists (CRNA) and delineates their scope of practice was signed by Governor Brewer and is effective August 2, 2012. This is the first statutory change to CRNA practice since 1970 (40+ years ago) and represents a 2 year collaborative effort between the Board, CRNAs, anesthesiologists, lobbyists and other stakeholders. The law specifically gives CRNAs authority to order medications. A full copy of the bill can be accessed on the legislative website: <http://www.azleg.state.az.us>. The nurse practice act is updated on the Board website to incorporate the new regulations.

Agency Rulemaking

Due to a rulemaking moratorium since January 22, 2009 the Board has been unable to initiate rulemaking for the past 3.5 years. The moratorium was recently lifted for professional regulatory boards. The following is a description of current rulemaking activities:

- R4-19-515 and 516 are being repealed as they are replaced by the statutory changes to CRNA practice in SB 1362
- R4-19-311 is a rule that incorporates model nurse licensure compact model rules. The reference will be changed from the 1999 version of the model rules to the 2008 version.

Changes between the previous version of the model rules and the current version include: additional options regarding evidence of primary state of residence, course of action if the nurse is residing outside of the United States, course of action for a revoked, suspended, surrendered or denied license and clarifying language.

- Article 3 has been revised and is at the Governor's Regulatory Review Council (GRRC) for courtesy review. A docket was opened and published in the Register on June 22, 2012. Changes include: incorporation of "2011 Uniform Licensure Requirements" adopted by National Council of State Boards of Nursing (NCSBN), increased consistency between the Board's rules and other state laws, revision of the passing standard on English language proficiency examinations for graduates of international nursing programs, revision of certification requirements of school nurses and clarification of activities that would meet the Board's practice requirement for renewal. Definitions of new terms used in proposed Article 3 will be added to R4-19-101. A copy of the proposed rules will be posted on the Board's website and published in the Register upon receipt of the courtesy review. The public is invited to comment at that time.

- Article 2 is being extensively revised by the Education Committee and other stakeholders. A draft of the finalized rules will be sent to all nursing programs for review and comment. After a courtesy review has been obtained, a draft version will be posted on the Board's website, published in the Register and be open for public comment.
- Article 5 is being extensively revised by the Advanced Practice Committee. A final draft will be submitted to GRRC within the next few weeks for a courtesy review. Changes center around incorporation of consensus model language which was adopted by NCSBN in 2008. After a courtesy review has been obtained, a draft version will be posted on the Board's website, published in the Register and be open for public comment.
- Article 8 regarding certified nursing assistants is scheduled for review and revision fall 2012.

The person to contact at the Board regarding proposed changes to the rules is:

Pamela Randolph
Associate Director Education &
Evidenced Based Regulation
E-mail: prandolph@azbn.gov
602-771-7803

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE
4/23/2012	Abeita, Lavena R.	CNA982178353	Revocation
4/11/2012	Arevalo, Wendy	CNA1000000245	Civil Penalty
5/8/2012	Ariza, Henry	CNA999952064	Revocation
5/2/2012	Baker, Anneka S.	CNA Applicant	Denial of Initial License
3/26/2012	Barak, Saundra M.	CNA1000024454	Revocation
3/12/2012	Blanton, Josh T.	CNA Applicant	Denial of Initial License
3/12/2012	Brake, Sarah E.	CNA Applicant	Denial of Initial License
5/8/2012	Bruce, Gwendolyn M.	CNA1000010309	Revocation
2/14/2012	Caldwell, Mychelle L.	CNA Applicant	Denial of Initial License
5/8/2012	Calman, Elisabeth A.	CNA095148803	Revocation
5/30/2012	Clayton, Kiaqunta M.	CNA Applicant	Denial of Initial License
3/26/2012	Cook, Krista O.	CNA1000011440	Revocation
4/16/2012	Corona, Briana M.	CNA1000006041	Civil Penalty
3/26/2012	Davis, Mara	CNA503843334	Revocation
5/8/2012	Dixon, Michele A.	CNA138354441	Revocation
4/4/2012	Duncan, Chrystall D.	CNA1000002000	Decree of Censure
3/26/2012	Dungan, Melissa B.	CNA1000019089	Revocation
3/26/2012	Ehlert, Jessica L.	CNA1000012550	Revocation
5/8/2012	Ellis, Vanessa M.	CNA1000006597	Revocation
5/8/2012	Folts, Jessica N.	CNA1000013467	Revocation
5/8/2012	Foote, Caroline K.	CNA1000008615	Revocation
3/30/2012	Garcia, Jayce L.	CNA Applicant	Denial of Initial License
3/14/2012	Gergal, Lindsey F.	CNA Applicant	Denial of Initial License
5/4/2012	Glasper, Shanea M.	CNA1000013228	Civil Penalty
5/22/2012	Gormley, Kimberly	CNA1000013220	Decree of Censure
5/8/2012	Graham, Lorie L.	CNA1000011718	Revocation
5/22/2012	Guyette, Ashley L.	CNA1000016247	Suspension
2/16/2012	Hayes, Ameer M.	CNA Applicant	Denial of Initial License
5/2/2012	Herrera, Nathaniel A.	CNA Applicant	Denial of Initial License
3/7/2012	Hooten, Latrish D.	CNA Applicant	Denial of Initial License
4/27/2012	Horner, Adrian	CNA Applicant	Denial of Initial License
5/8/2012	Hunter, Frances B.	CNA1000022445	Revocation
3/26/2012	Irwin, Sessa N.	CNA1000018654	Revocation
5/21/2012	Jackson, Jasmine A.	CNA1000017859	Decree of Censure
3/12/2012	Johnson, Bobbery N.	CNA Applicant	Denial of Initial License
2/14/2012	Johnson, Keisha R.	CNA1000032556	Civil Penalty
3/14/2012	Jones, Mia L.	CNA Applicant	Denial of Initial License
5/15/2012	Keach, William G.	CNA Applicant	Denial of Initial License
3/26/2012	Kennedy, Cassandra E.	CNA1000010553	Revocation
4/29/2012	Knicely, Patricia D.	CNA1000024097	Civil Penalty
5/7/2012	Kovats, Marcella M.	CNA Applicant	Denial of Initial License
5/8/2012	Liska, Kimberly L.	CNA999999576	Revocation
2/28/2012	Lohman, Jason E.	CNA614758593	Decree of Censure
5/8/2012	Lopez, Marisela	CNA1000019751	Revocation
2/10/2012	Madrigales, Imelda	CNA999995712	Voluntary Surrender
3/26/2012	Martinez, William R.	CNA999988624	Revocation
2/28/2012	Masche, Barbara M.	CNA999951928	Voluntary Surrender
3/25/2012	Mathe, Toshia L.	CNA1000003852	Civil Penalty
5/30/2012	Mccoy, Shemise A.	CNA Applicant	Denial of Initial License
5/8/2012	Mcilvane, Billie Jo	CNA999953106	Revocation
5/22/2012	Montano, Sergio M.	CNA999989039	Suspension
3/26/2012	Natonie, Gabriella H.	CNA1000010782	Revocation
4/20/2012	Nelson, Emma J.	CNA1000032436	Voluntary Surrender
3/14/2012	Parrish, Marcia L.	CNA Applicant	Denial of Initial License
4/10/2010*	Puig, Patricia A.	CNA911899103	Voluntary Surrender
5/8/2012	Quintana, Yuruby	CNA1000013094	Revocation
2/16/2012	Robinette, April M.	CNA999990413	Voluntary Surrender
2/8/2012	Robison, Thomas C.	CNA1000014751	Decree of Censure
5/8/2012	Romero, Teresa G.	CNA1000016611	Revocation
3/26/2012	Romo, Daniella V.	CNA1000009444	Revocation
3/26/2012	Salcido, Lisa L.	CNA464390803	Revocation
4/13/2012	Santos, Yolanda D.	CNA1000024304	Decree of Censure
5/24/2012	Stevens, Julie L.	CNA1000028567	Voluntary Surrender
5/30/2012	Stewart, Dorothea	CNA Applicant	Denial of Initial License
3/12/2012	Stuehm, Melody A.	CNA Applicant	Denial of Initial License
3/28/2012	Tabron Jr, James O.	CNA596448969	Civil Penalty
3/26/2012	Thompson, Marsha M.	CNA1000002613	Revocation

EFFECTIVE DATE	NAME	CERTIFICATE	DISCIPLINE
5/8/2012	Toepel, Lauri A.	CNA999999133	Revocation
4/16/2012	Trisoliere, Trent L.	CNA1000033326	Civil Penalty
5/10/2012	Tsingine, Theyve	CNA Applicant	Denial of Initial License
3/14/2012	Villaraza, Margarita K.	CNA Applicant	Denial of Initial License
2/1/2012	Watson, Alexandra J.	CNA1000020926	Decree of Censure
3/26/2012	Watson, Dustin	CNA1000008087	Revocation
3/22/2012	Whitmore, Mamie J.	CNA Applicant	Denial of Initial License
5/8/2012	Wold, Lezly A.	CNA1000019023	Revocation
2/13/2012	Wood, Alice J.	CNA Applicant	Denial of Initial License
5/8/2012	Yale, Katrina M.	CNA1000009135	Revocation
4/5/2012	Zarate, Armida J.	CNA1000026804	Civil Penalty

CNA Discipline - ACTION CLEARED

FEBRUARY, MARCH, APRIL, & MAY 2012

EFFECTIVE DATE	NAME	CERTIFICATE
5/31/2012	Esquer, Melissa	CNA1000011602
4/3/2012	Pauley, Cathy A.	CNA706741189
4/3/2012	Snyder, Vicki J.	CNA908311769
4/3/2012	Whitney, Diane J.	CNA451529803



EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
5/8/2012	Acheson, Nancy M.	LP024034	Revocation
3/16/2012	Acuna, Gloria L.	RN132120	Voluntary Surrender
3/13/2012	Alkhafi, Karissa N.	RN158852	Suspension
3/2/2012	Allen, John C.	RN159804; CRNA0632	Revocation
2/24/2012	Amerine, Paula A.	RN102798	Decree of Censure
4/17/2012	Anderson, Angela M.	RN161562	Voluntary Surrender
5/15/2012	Aunquoe, Karen L.	RN083176; LP026104	Voluntary Surrender
2/2/2012	Azrak, Michael S.	RN091249	Decree of Censure
3/5/2012	Backman, Daniel E.	RN065323	Voluntary Surrender
3/26/2012	Bague, Carlos G.	RN145866	Revocation
2/13/2012	Barranco, Ruben B.	RN157291	Probation
3/8/2012	Bass, John A.	RN157887; LP043971	Revocation
3/28/2012	Begley, Colleen A.	RN150957	Revocation
3/19/2012	Belshe, Gayle G.	RN024898	Probation
5/2/2012	Boudra, Rebecca I.	LP033553	Voluntary Surrender
2/24/2012	Bowser, Eva M.	LP019908	Voluntary Surrender
3/9/2012	Boyett, Julie A.	RN090697; LP029478	Stayed Revocation with Suspension
5/8/2012	Brady, Kathleen L.	RN096105	Revocation
3/12/2012	Brent, Catherine D.	LP037622; CNA159162103	Denial of License Renewal
5/21/2012	Brooks, Elizabeth K.	RN058707; AP0239	Probation
5/8/2012	Brown, Valerie P.	LP041953	Revocation
5/25/2012	Bucci, Nancy K.	RN048380	Decree of Censure
3/2/2012	Burke, Jennifer D.	RN162675; CNA1000011599	Voluntary Surrender
5/29/2012	Caldwell, Deena L.	RN099838; LP030577	Stayed Suspension with Probation
3/22/2012	Canode, Frances J.	RN148569	Revocation
3/19/2012	Case, Rebecca S.	RN069044	Suspension
4/16/2012	Chapman, Linda L.	LP036342	Decree of Censure
4/27/2012	Chardome, Elizabeth	RN151311	Decree of Censure
5/17/2012	Chrisler, Joann R.	LP045764	Probation
5/1/2012	Christian, Casey J.	RN129051; LP035864; CNA700728313	Stayed Suspension with Probation
5/8/2012	Cobb, Tonya L.	RN132537	Revocation

continued >>>

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
3/15/2012	Crawford, Susan R.	RN115472	Voluntary Surrender
2/9/2012	Crotinger, Rebecca F.	RN155961; LP043777; CNA1000000462	Decree of Censure
5/13/2011 *	Crouch, Susan E.	NC RN215816	Revocation - Privilege to Practice
3/20/2012	Crowe, Katherine L.	RN137700	Voluntary Surrender
4/5/2012	Debska, Barbara J.	RN173689	Decree of Censure
3/19/2012	Delhuerto, Gail J.	RN156290	Stayed Revocation with Probation
3/26/2012	Dewitt, Davida J.	LP036646	Revocation
4/9/2012	Dunklin, Diane L.	RN Applicant	Denial of Initial License
5/8/2012	Dunn, Steven S.	RN107235	Revocation
3/19/2012	Erickson, Tonya E.	RN162762	Probation
2/23/2012	Escalante, Laurie B.	RN054368; SN0261; LP016353	Decree of Censure
3/29/2012	Faraci, April D.	LP046426	Stayed Suspension with Probation
5/22/2012	Feeney, Andrea M.	TRN168214	Voluntary Surrender
4/10/2012	Fenbert, Laura K.	LP038853	Decree of Censure
5/21/2012	Ferrell, Melissa L.	RN142120	Decree of Censure
4/17/2012	Freeman, Tamara L.	RN159137	Decree of Censure
5/21/2012	Friend, Susan A.	RN150060	Probation
3/29/2012	Garrison, Angela D.	RN135467	Voluntary Surrender
5/8/2012	Gash, Erica M.	RN127937; LP038803; CNA410751641	Revocation
4/18/2012	Gilmore, Lillian K.	RN166543; CNA1000016954	Decree of Censure
3/30/2012	Gollihur, Michele N.	RN150363; LP039113	Probation
2/16/2012	Gonzales, Alberto M.	LP032748; CNA031689133	Decree of Censure
2/14/2012	Gonzales, Lesa M.	RN088545	Voluntary Surrender
5/15/2012	Graveske, Mary	RN142741	Revocation
2/9/2012	Guarino, Paul	TRN171803	Revocation
5/11/2012	Gulich, Jennie L.	RN130331	Voluntary Surrender
5/22/2012	Hansen, Mark A.	RN122665; AP1758	Stayed Revocation with Suspension
3/26/2012	Harton, Faith A.	LP038341	Revocation
2/24/2012	Hayes, Aaron J.	RN165398	Probation
4/11/2012	Heil, Trudy R.	RN056661; AP0213	Voluntary Surrender
3/19/2012	Hickman, Sharon R.	LP042726	Stayed Suspension with Probation
3/15/2012	Hill, Patricia P.	RN032530	Voluntary Surrender
5/15/2012	Hollawell, Deborah K.	RN105070	Voluntary Surrender
4/25/2012	Hood, Hope S.	RN073429	Voluntary Surrender
9/22/2011 *	Hoult, Michael A.	LP032529	Revocation
4/13/2012	Hoyt, Donna M.	RN135962	Probation
5/8/2012	Hsiao, Janet C.	RN121350	Revocation
3/26/2012	Huff, Brian J.	RN142487	Revocation
2/13/2012	Johnson, Melissa M.	RN170218	Civil Penalty
5/8/2012	Jones, Robert T.	RN134092	Revocation
5/8/2012	Jordan, Nicole D.	LP045420; CNA843401574	Revocation
3/15/2012	Kaufman, Sally C.	RN123997	Voluntary Surrender
5/8/2012	Kelso, Theresa	RN095337; AP2247	Probation
4/25/2012	Kerz, Nancy E.	RN066309	Decree of Censure
2/6/2012	King, Janet K.	RN142826	Decree of Censure
3/13/2012	King, Tressa M.	RN163448	Voluntary Surrender
5/8/2012	Lambert, Natasha R.	CO RN 188737	Revocation - Privilege to Practice
3/26/2012	Layne, Lisa M.	RN130495	Revocation
3/15/2012	Lebourdais, Kyle E.	RN087405	Voluntary Surrender
5/10/2012	Lee, Candace Sharae	RN146535	Civil Penalty
4/5/2012	Lemert, Donna E.	RN046827	Voluntary Surrender
3/19/2012	Lindquist, Steven P.	RN131174	Voluntary Surrender
3/26/2012	Lopez, Deborah A.	LP046590	Revocation
4/12/2012	Lubinski, Sandra M.	RN116696	Voluntary Surrender
2/28/2012	Lussier, Krista A.	RN126872; AP3229	Decree of Censure
5/8/2012	Lyle, Lorraine J.	RN096077	Revocation
2/27/2012	Lynch, Stephanie A.	RN172980	Probation
5/21/2012	Lynn, Karen J.	RN128327; LP038607	Civil Penalty
5/29/2012	Marcanio, Susan E.	RN072084; AP1763	Voluntary Surrender

continued >>>

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
5/22/2012	Matken, Rekha	RN137992; AP2375	Civil Penalty
5/8/2012	Mcgonagle, Margaret A.	RN136467	Revocation
3/19/2012	Menegay, Karen P.	RN046037	Voluntary Surrender
4/24/2012	Milan, Suzanne M.	RN147685; LP042988	Voluntary Surrender
4/4/2012	Miller, Julie M.	RN134141	Stayed Revocation with Suspension
3/20/2012	Miller, Marlene A.	RN145554; LP035719; CNA893429413	Voluntary Surrender
5/8/2012	Miller, Peggy E.	LP038617	Revocation
5/3/2012	Miller, Timothy R.	RN134811; AP3087; AP2246	Probation
8/27/2010 *	Milles, Kevin J.	LP043941	Probation
4/25/2012	Mills, Jaime S.	RN155878; CNA1000007827	Decree of Censure
4/25/2012	Mincks, Susan J.	RN129859	Decree of Censure
3/7/2012	Mitchell, Jennifer A.	LP045304	Stayed Revocation with Suspension
4/16/2012	Moore, Karen S.	RN038791	Stayed Revocation with Suspension
2/15/2012	Morrisette, Adrina L.	LP044936	Civil Penalty
4/10/2012	Moskowitz, Alan J.	RN153886	Voluntary Surrender
3/26/2012	Munoz, Joe D.	LP029628	Revocation
2/21/2012	Murray, Trisha A.	RN114949	Probation
2/9/2012	Neufeldt, Deborah M.	RN045441	Decree of Censure
3/27/2012	Newmoon, Elaine M.	AP1516	Voluntary Surrender
3/27/2012	Newmoon, Elaine M.	RN064934	Decree of Censure
3/20/2012	Nigh, Amberli D.	RN138798; CNA1000001320	Probation
3/20/2012	Nutter, Tracey L.	RN171051	Civil Penalty
5/8/2012	Nydam, Katie B.	RN155988	Revocation
3/28/2012	Ogrady, John J.	RN135233	Probation
4/2/2012	Ophals, Maryann S.	RN083086; CRNA0074	Decree of Censure
3/19/2012	Outlaw, Amy C.	RN151577	Civil Penalty
4/26/2012	Padilla, Harry J.	RN157200	Decree of Censure
5/8/2012	Page, William C.	RN154093	Revocation
5/29/2012	Parchment, Mikra S.	LP044366	Decree of Censure
4/11/2012	Paris, Asa S.	RN167732	Decree of Censure
3/19/2012	Parker, Angel M.	RN118421	Probation
3/5/2012	Parker, Janeile L.	RN Applicant	Denial of Initial License
5/22/2012	Parpart, Andrea M.	RN133307	Stayed Suspension with Probation
3/26/2012	Patton, Thomas L.	LP045289; CNA1000013780	Revocation
4/9/2012	Pearson, Heather A.	RN173711	Civil Penalty
5/24/2012	Peckinpaugh, Sharon D.	RN094546; CNA449486103	Probation
3/26/2012	Polanco, Nancy A.	LP040666	Revocation
5/9/2012	Potter, Ileen G.	LP014738	Voluntary Surrender
4/5/2012	Rentschler, Caleb J.	RN156807	Decree of Censure
4/5/2012	Renz, Amanda K.	RN146688	Voluntary Surrender
4/27/2012	Rhodes, Pamela R.	LP034017	Voluntary Surrender
5/22/2012	Richerson, Misty M.	LP046211; CNA999993307	Decree of Censure
2/23/2012	Risley, Summer A.	RN165458; CNA1000015865	Decree of Censure
5/8/2012	Rock, Cynthia L.	LP042880	Revocation
2/9/2012	Rowe, Laurie D.	LP039057	Civil Penalty
2/3/2012	Rubenbauer, Lisa K.	RN128437	Civil Penalty
3/20/2012	Scheuler, Meara B.	RN173233; CNA1000018678	Civil Penalty
2/23/2012	Schleusner, Thomas R.	RN157656	Voluntary Surrender
2/8/2012	Shaw, Cameron K.	RN150964	Probation
5/22/2012	Siminski, Irene P.	RN062451; LP020645	Stayed Revocation with Probation
4/9/2012	Siripoon, Mayuree	RN094885; AP4090	Civil Penalty
4/25/2012	Sledge, Chelsea L.	RN163585	Decree of Censure
3/26/2012	Smith, Holly K.	LP043727	Revocation
5/8/2012	Smith, Terri L.	RN100459	Revocation
5/8/2012	Stanley, Mark T.	RN156750	Revocation
5/22/2012	Sterrenberg, Keith A.	RN173870; LP046299	Decree of Censure
5/23/2012	Stinnett, Rhonda G.	VA RN0001129968	Voluntary Surrender - Privilege to Practice
3/1/2012	Stroud, Michael A.	RN165349	Decree of Censure
5/8/2012	Stump, Virginia	RN109792	Revocation
4/6/2012	Thomas, Jennifer G.	RN105846; CNA592836843	Stayed Revocation with Suspension
4/24/2012	Thomas, Rebecca U.	RN115794; AP3060	Decree of Censure

continued >>>

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
5/8/2012	Thurman, Anna M.	RN138358	Revocation
3/5/2012	Todd, Emily S.	RN146021	Voluntary Surrender
3/20/2012	Uchendu, Dumebi	RN148845	Civil Penalty
2/13/2012	Vanderwalker, Linda S.	RN071998; LP023408	Stayed Suspension with Probation
4/7/2012	Velvick, Kathleen R.	RN129160; CNA010370641	Decree of Censure
3/26/2012	Watson, Tracy L.	LP040344; CNA1000001895	Revocation
5/21/2012	Welker, Devin J.	RN159646	Suspension
4/19/2012	Wells-obannion, Debra	LP034806	Civil Penalty
2/9/2012	Wiest, Donna T.	LP046588	Decree of Censure
5/9/2012	Williams, Stephanie I.	LP Applicant	Denial of Initial License
5/22/2012	Wilson, Margot V.	RN0001168942VA	Decree of Censure
3/22/2012	Winters, Leslee A.	RN083201; LP026957; CNA860445763	Decree of Censure
3/19/2012	Worden, Rachel L.	RN148966	Stayed Revocation with Suspension
4/25/2012	Wunschel, Irene U.	LP012417	Voluntary Surrender
3/6/2012	Zuendel, David K.	LP024984	Voluntary Surrender

RN-LPN - ACTION CLEARED

FEBRUARY, MARCH, APRIL & MAY 2012

EFFECTIVE DATE	NAME	LICENSE			
5/22/2012	Abbuhl, Carolyn D.	RN024917	4/3/2012	Mcneal, Mary F.	LP007006
4/3/2012	Albillar, Brett M.	RN162242; LP045387	5/31/2012	Merrill, Amy R.	RN115430; LP035988
3/30/2012	Albro, Traci L.	LP046778	5/31/2012	Morton, Denise S.	RN063829; LP020621
4/3/2012	Allen, Tonya L.	RN136991	2/13/2012	Rockney, Susan A.	LP026432
5/25/2012	Beekman, Judith A.	RN129503	3/20/2012	Sims, Connie L.	LP020118
5/31/2012	Blakney, Jeffrey L.	RN131380	5/22/2012	Walker, Heather M.	RN123582
4/3/2012	Champine, Christine A.	RN161499; LP043212; CNA999995739	2/10/2012	Wisner, Pamela D.	RN102410
2/3/2012	Gibbs, Joseph W.	LP048091; CNA1000027089	4/3/2012	Wister, Kirsten E.	RN097845; AP3956; AP2534
5/21/2012	Gibson, Bruce J.	RN165803			
5/30/2012	Hall, Gwendolyn L.	RN026024; AP0244			
5/25/2012	Hammond, Jodi R.	RN164915			
5/25/2012	Hatman, Sandra E.	RN088769; AP1438			
5/30/2012	Holmes, Beverly A.	RN060562			
5/31/2012	Lepa, Julieanne D.	RN087011; AP1231			
4/3/2012	Long, Sandra K.	RN079849; AP2928; LP008978			



RN-LPN - UPDATED LICENSURE STATUS

FEBRUARY, MARCH, APRIL & MAY 2012

EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE
5/29/2012	Abruzzese, Nicole D.	LP041598	Completed terms of Stayed Revocation/Suspension, license converted to Stayed Revocation/Probation.
3/7/2012	Burns, Michelle B.	RN078233	Reissuance of RN license with Stayed Revocation/Probation, conditional upon completion of RN Refresher Course Program.
3/12/2012	Colombo, Kim M.	RN077125	Failed to comply with terms of Probation, license converted to Stayed Suspension/Probation.
5/24/2012	Duke, Laura K.	RN123946	Failed to comply with terms of Probation, license converted to Stayed Revocation/Probation.
2/12/2012	Faulx, Lori A.	RN153031	Failed to comply with terms of Probation, license converted to Stayed Revocation/Probation.
7/25/2011 *	Gaspard, Robert Newton	RN105934	Reissuance of Arizona-only RN license.
2/10/2012	Ghramm, Kimberly A.	RN090737	Reissuance of RN license with Stayed Revocation/Probation.
2/9/2012	Harrington, Tamera L.	RN103861	Failed to comply with terms of Probation, license converted to Stayed Revocation/Probation.
4/9/2012	Johnson, Brenda M.	RN057354 LP018864	Completed terms of Stayed Revocation/Probation, license converted to Probation.
5/3/2012	Johnson-Swanson, Debra A.	RN059424	Failed to comply with terms of Probation, license converted to Stayed Revocation/Probation.
5/21/2012	Pomay-o, Randy A.	RN126186	Failed to comply with terms of Stayed Suspension/Probation, license converted to Stayed Revocation/Probation.
2/22/2012	Whiteman, Bonnie A.	RN129696	Completed terms of Stayed Revocation/Suspension, license converted to Stayed Revocation/Probation.

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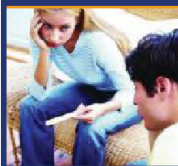
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