



# RN UPDATE

A Quarterly Publication of the Board of Nurse Examiners for the State of Texas

Accreditation

Licensure



Practice

Compliance

April 1998

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## New Rules to Affect Licensing Procedures

Two rule revisions will change the requirements for renewing a license and applying for endorsement. If you are renewing your license or planning to hire an endorsee, then reading the following information may save time and confusion when that time occurs.

### Rule 217.5 Temporary License and Endorsement

Those RNs applying for endorsement are required to respond to a set of questions which relate to Good Professional Character, Criminal Convictions, Intemperate Use and Lack of Fitness. If the endorsee answers "yes" to any of the questions numbered 8 through 12 on the endorsement application form, the applicant will be processed as a Petition for Declaratory Order. This means that the endorsement request will be transferred to the Compliance Department. The applicant will be sent an Eligibility Order which must be returned with further information and a non-refundable processing fee.

If the applicant is determined to be ineligible for licensure as a RN in Texas, the applicant may not apply again until the impediment to licensure is removed.

If the applicant is declared eligible, the RN will be directed to resubmit the application for endorsement along with the applicable fee. The endorsement process then will proceed as usual. Within 10 working days a temporary permit is issued that allows the RN to practice for 12 weeks while licensure verifications are received from all jurisdictions and countries where the applicant was previously licensed. Until these verifications are received, the applicant may not become licensed. Should the period of verification extend beyond the 12 weeks, the temporary permit expires and the applicant may not practice as an RN. Once all verifications are received, the license will be issued within 10 working days. This rule will be implemented June 1, 1998.

### Rule 217.7 Failure to Renew License

The second rule change is a proposed amendment to Rule 217 that lists certain criteria that may result in the refusal of a license and applies to any RN who is renewing a license. The amendment also lists the requirements to reactivate a license when renewal has been refused. SB 617, passed during the 75th Legislative Session, gives the Board the authorization to implement this change. The proposed language for rule 217.7 may be found on page 3 of this newsletter.

Currently, the Board and the RN spend time and effort resolving many individual situations when renewal applications are received that are incomplete or that indicate the RN does not meet requirements. Under the current system, an RN is issued a license, but if that application is incomplete or the RN fails to comply with directions to meet the requirement(s), the Board could take disciplinary action including the assessment of fines. Furthermore, the RN could request a hearing before an Administrative Law Judge.

The proposed rule amendment, when adopted, will result in the refusal to renew the RN license and the return of those applications that are incomplete or incorrect. The RN who is refused a license may request that the license be activated by meeting the requirements proposed in 217.7(f).

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***Competency Pilot Program Grants Announced***  
***See page 12 for more information.***

## A Word from the President



**Kenneth Lowrance, MS,  
RN, CS, FNP-C**

### Board Supports Multistate Regulation Model

A new page in nursing history was written on March 12, 1998. The Board of Nurse Examiners voted unanimously to support a policy of multistate nursing regulation based on a mutual recognition model.

The mutual recognition model was developed through intense research by the National Council of State Boards of Nursing. The use of telehealth technologies, telenursing across state lines, and nurses practicing in multiple states lead to the creation of an effective model to regulate nursing practice which facilitates mobility and ensures accountability.

Simply stated the mutual recognition model is similar to the driver's license model where an individual holding a license to drive in one state may drive in another state with the obligation to know and adhere to the traffic laws in the other state.

Laws must be passed by the state legislatures to permit individual states to enter into agreements, Interstate Compacts, with other states to implement a mutual recognition model. The Interstate Compact includes details of the regulatory process. The model will be implemented on or after January 2000 when a national data bank for licensure and disciplinary data will be operational.

In participating states a nurse who obtains and maintains an unencumbered license in the state of residence will be permitted to practice nursing in the non-resident state in adherence with the laws and regulations of the non-resident state. Nursing practice across state lines can occur within the participating states, whether the nurse is present physically or by electronic means. The following are characteristics of the model:

- ◆ Nurses living in participating states will have only one license.
- ◆ Nurses who change their state of residence will relinquish the first license and obtain a license in the new state of residence.
- ◆ Nurses living in non-participating states will continue to be licensed in each non-participating state. The existing licensure by endorsement system will continue in non-participating states.

Implementation of the mutual recognition model will increase consumers' access to safe qualified nurses by decreasing barriers to licensure, facilitating accurate reporting of violations and timely disciplinary action. Employers will have access to the national data bank to verify the licensure and disciplinary status of applicants and employees. For nurses this model facilitates mobility and reduces the regulatory and financial burden of having multiple licenses. Further,

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### BOARD MEMBERS 1997 - 1998

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**Kathy Thomas, MN, RN**

**Multistate Regulation - cont. from p. 2**

resolution of disciplinary matters will be expedited while ensuring due process for both consumers and nurses.

Discipline of the licensee (i.e., warning, reprimand, revocation, etc.) would be taken by the state of licensure, regardless of where the patient was or where the incident occurred. Information will be exchanged between participating states as provided in the Interstate Compacts. The non-resident state, where the incident occurred, will have authority to impose civil penalties such as fines, limit practice, or cease-and-desist orders which will prevent the nurse's continued practice in that state. Information about such penalties will be shared with the regulatory agency in the state of licensure.

In Texas, other policy makers including professional nursing associations will be considering the mutual recognition model for nursing licensure and regulation in the coming months. Should they support this model, legislation may be introduced in the 1999 Texas Legislature or in a future legislative session that will facilitate the implementation of this mutual recognition model for Texas. We will continue to inform you of the development and implementation of this historic approach to nursing regulation.

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**Addition to Rule 217.7 (Failure to Renew License)  
Proposed at March Meeting**

The following rule was published in the April 3, 1998 issue of the *Texas Register* as an amendment to 217.7. The Board authorized the adoption of the rule pending no negative comments during the 30 day comment period.

Licensure and Practice  
§217

§217.7. Failure to Renew License.

- (d) The issuance of a license renewal may be refused to an individual who:
  - (1) fails to submit an application for renewal; or
  - (2) submits an application which:
    - (A) is incomplete;
    - (B) does not show that the person meets the requirements for renewal; or
    - (C) is not accompanied by the correct fee(s).
- (e) The refusal to renew the license for reasons in subsection (d)(1) and (2) of this section does not entitle the individual to a hearing.
- (f) The individual refused a license renewal who wishes to reactivate his or her license will be required to:
  - (1) correctly complete the reactivation application form;
  - (2) show evidence of meeting all current requirements for licensure, including 20 contact hours of continuing education according to requirements in §217.15 of this title (relating to Continuing Education); and
  - (3) submit payment of the correct non-refundable fee as follows:
    - (A) if the license has not been renewed for more than 90 days, the required fee will equal the renewal fee plus one-half the examination fee, plus any applicable fines; or
    - (B) if the license has not been renewed for more than 90 days, the required fee will equal the renewal fee plus the full examination fee, plus any applicable fines.

## Elizabeth Poster, PhD, RN Joins BNE Board to Represent Baccalaureate Nursing Education

Name	Elizabeth C. Poster, Ph.D, RN.
Current Position	Dean and Professor, School of Nursing, University of Texas at Arlington; Editor - <i>Journal of Child and Adolescent Psychiatric Nursing</i>
Educational Background	Bachelor of Science in Nursing, Boston University Master of Science in Nursing, Boston University Ph.D. in Educational Psychology & Early Childhood Development
Professional Affiliations	American Nurses Association; Texas Nurses Association - Region III; Association of Child and Adolescent Psychiatric Nurses; Society for Education and Research in Psychiatric/Mental Health Nursing; American Psychiatric Nurses Association, Program Planning Committee; Sigma Theta Tau, International Honor Society of Nurses, Delta Theta Chapter
Family	Husband, Jeffrey Poster, J.D.



**Elizabeth Poster, PhD, RN**

### 1.) What do you see as the most important issues affecting the regulation of professional nursing?

In view of the unprecedented rate of change in our country's health care system, we need to ensure that nurses are qualified to practice in this evolving environment. Competency standards and regulations need to be re-evaluated to keep pace with practice changes.

Over the next four years, the Board is mandated to review the existing rules and regulations relating to Professional Nurse Education, Licensure and Practice. As the newly appointed Chair of the Advisory Committee on Education, I look forward to the opportunity to work with committee members to review and propose changes in the rules relating to nurse education (Rules 215.1 - 215.20). Already, over the past year, distance education rules were reviewed and major changes proposed. The ramifications of these rule changes will be significant in making nursing education more readily available throughout Texas.

### 2.) What goals do you have for yourself during the time you serve as a member of the Board of Nurse Examiners?

It is truly an honor and privilege to serve as a board member. Over the next six years of my term of appointment, it is my goal to give thoughtful consideration to all issues that come before the Board. As the member representing Baccalaureate Degree Nursing Education, it will be especially important that I stay well informed about the issues impacting baccalaureate nursing education, both statewide and nationally. As the Board deliberates over the many licensure, practice, and education items on each meeting's agenda, it will be critical to remember the mission of the Board: to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a registered professional nurse is competent to practice safely.

Elizabeth- continued on p. 18

## **Home Health Issues and the Registered Nurse**

by Karen Burk, BSN, RN, C & Kim Flores, MSN, RN

What area of nursing has experienced tremendous growth in the last five years? What area of nursing continues to experience change in reimbursement and facility licensing parameters? What area of nursing generates a large percentage of practice inquiries and enforcement complaints to the BNE? The answer to all of these questions is the area of Home Health nursing.

Home Health and Assisted Living is also an area being investigated by a Senate Interim Committee of the Texas Legislature. The Committee, initiated by Lt. Governor Bob Bullock and chaired by Senator Mike Moncrief, has met several times since the end of the last legislative session. Its focus is to hear testimony from regulatory agencies and other organizations involved in these health care environments -- Home Health and Assisted Living. A status report is due in the Lt. Governor's office in March 1998 with a final report due October 1, 1998. Information gleaned from these Committee sessions will influence prospective legislation during the 1999 Texas Legislative Session.

Kathy Thomas, MN, RN, Executive Director of the Board of Nurse Examiners, offered testimony before this Committee on February 17, 1998. The BNE presented background statistical information on the licensing and discipline of RNs in Texas and reported that approximately 10% of complaints filed with the BNE are from Home Health settings as compared with 5% two years ago. The most common complaints include: falsifying visits, improper delegation, improper documentation, nursing practice errors such as failure to comply with physicians' orders and failure to report significant patient changes to physicians, exploitation of clients, and intemperate use of alcohol and drugs. The Board's sanctions in Home Health include the administration of public warnings and reprimands, use of fines, and prohibition of practice in Home Health following findings of fraud and poor practice. The BNE investigations staff also report suspected fraud in Home Health to the Attorney General's Medicare Fraud Unit.

Ms. Thomas reported that the Board receives anecdotal information from Home Health nurses who appear before the Board which included: complaints of pressure from administrators to document when visits are not or cannot be made, documentation prior to making visits to meet billing deadlines, and being assigned case loads which are too high for RNs to properly manage.

In some cases the RN lacks knowledge about what is required of him or her when practicing in this field. Many nurses have reported to the Board that Home Health agencies provide little or no training about the Federal or State requirements related to Home Health nursing. However, the Board's Standards of Nursing apply to all RNs in all practice settings and Rule 217.11 (1) obligates the RN to "... know and conform to the Nursing Practice Act and the board's rules and regulations as well as all Federal, State, or local laws, rules or regulations affecting the RN's current area of nursing practice...." Where can the RN practicing in Home Health obtain knowledge associated with this area of clinical practice? For Nurse Administrators, the Health Care Financing Administration (HCFA) Publication 11 (HIMM 11) may help with point-of-service issues. HCFA may be accessed at their WEB site located at <http://www.hcfa.gov>. For information about purchasing HCFA publications such as HIMM 11, call the National Technical Information Service at 1(800) 553-6847. Information regarding the Texas Department of Health's (TDH) standards related to Home Health may be obtained by consulting Home and Community Support Services Agencies, Chapter 115, published by the Texas Department of Health. For additional questions and clarifications about these standards, TDH staff may be reached by calling (512) 834-6647. Many current articles published in nursing and health care journals, as well as other nursing literature, provide information and guidance concerning Home Health nursing issues.

Registered nurses provide much needed services to individuals in the Home Health field, but in so doing, need to become aware and knowledgeable about their practice.



**EDUCATION REPORT**  
By Donna Carlin, M.S.N., R.N.

**January 1998 Board Action:**

**Based on NCLEX-RN® examination pass rate & annual report - changed accreditation status to warning:**

*Lamar University at Port Arthur, LVN-to-ADN  
Lee College, ADN, Baytown  
Panola College, ADN, Carthage  
Tarleton State University, BSN, Stephenville  
Victoria College, ADN*

**Based on survey visit & annual report - changed status to full accreditation from warning with commendations, recommendations and requirements:**

*Abilene Intercollegiate, BSN  
University of the Incarnate Word, BSN, San Antonio  
Wharton County Junior College, ADN*

**Based on annual report - continued full accreditation:**

*Methodist Hospital School of Nursing, Diploma, Lubbock  
Amarillo College, ADN  
College of the Mainland, ADN, Texas City  
Del Mar College, ADN, Corpus Christi  
Houston Baptist University, ADN  
Lamar University at Beaumont, ADN  
Northeast Texas Community College, ADN, Mt. Pleasant  
Vernon Regional Junior College, ADN  
Texas Christian University, BSN, Fort Worth  
Texas Tech University Health Sciences Center, BSN, Lubbock  
University of Texas Health Science Center at San Antonio, BSN*

**Based on survey visit & annual report - continued full accreditation with commendations, recommendations, and requirements:**

*Southwestern Adventist University, ADN, Keene  
Midwestern State University, BSN, Wichita Falls*

**Based on annual report - continued full accreditation with commendations:**

*Baptist Memorial Healthcare System, Diploma, San Antonio  
Austin Community College, ADN  
Blinn College, ADN, Bryan  
Central Texas College, ADN, Killeen  
Collin County Community College, ADN, McKinney  
El Centro College, ADN, Dallas  
Grayson County College, ADN, Denison  
Houston Baptist University, ADN  
North Central Texas College, ADN, Gainesville  
North Harris Montgomery Community College, ADN, Houston  
Texarkana College, ADN  
Trinity Valley Community College, ADN, Kaufman  
Houston Baptist University, BSN  
University of Mary Hardin Baylor, BSN, Belton  
University of Texas at Arlington, BSN  
UT-Houston Health Science Center, BSN*

**Based on annual report - Continued full accreditation with commendations, recommendations, or requirements:**

*Alvin Community College, ADN  
Angelo State University, ADN, San Angelo  
University of Texas at Brownsville/Texas Southmost College, ADN  
East Texas Baptist University, BSN, Marshall  
Stephen F. Austin State University, BSN, Nacogdoches  
University of Texas at Austin, BSN  
University of Texas at Austin, Partial MSN*

**March 1998 Board Action:****Based on survey visit & annual report-continued warning**

*Lee College, ADN, Baytown*

**Based on annual report - continued full accreditation with commendations, recommendations, and requirements:**

*The University of Texas at Tyler, BSN  
West Texas A&M University, BSN, Canyon*

**Based on annual report - continued full accreditation:**

*Galveston College, ADN  
Houston Community College, ADN  
McLennan Community College, ADN, Waco  
Texas A&M International University, RN-BSN,  
Laredo*

**Granted Initial accreditation:**

*South Texas Community College, ADN,  
Edinburg*

**Based on annual report - continued full accreditation with commendations :**

*Howard College, ADN, Big Spring  
San Antonio Community College, ADN  
Baylor University, BSN, Dallas  
Lamar University at Beaumont, BSN  
The University of Texas Medical Branch at  
Galveston, BSN  
Texas A&M University at Corpus Christi, BSN  
Texas Woman's University, BSN, Denton,  
Dallas, Houston*

**Approved faculty petition waiver:**

*University of Texas at Brownsville/Texas  
Southmost College, ADN - Elizabeth Freeth*

**Advisory Committee on Education:**

At the January 1998 meeting of the Board of Nurse Examiners, the Board approved a plan to reconstitute the membership of the Advisory Committee. This resulted in a decrease in the membership from 17 members to 11 and an increase in the number of representatives from associate degree nursing programs from one to two. The members of the committee and the organizations they are affiliated with are listed below:

Elizabeth Poster, PhD, RN, Chairperson; Phyllis Adams, EdD, CNS, Texas Nurses Association; Joanne Bohm-Adair, MSN, RN, Texas Organization of Associate Degree Nursing (TOADN); Kathleen Bond, EdD, RN, Texas Organization of Baccalaureate Nursing Educators (TOBGNE); Joy Fleming, MSN, RN, Board of Vocational Nurse Examiners; Rosie Garcia, PhD, RN, Texas Organization of Associate Degree Nursing; Rebecca Jones, DNSc, RN, CNAA, TOBGNE; Carolyn Parker, PhD, Texas AIDS Network; Bonnie Saucier, PhD, RN, Texas League for Nurses; Kendra Slatton, MSN, RN, Texas Organization of Nurse Executives; and Judith Vallery, EdD, RN, Diploma Nursing Programs.

The focus of the Advisory Committee for the next year is to evaluate and make recommendations for revisions to Rule 215 relating to Nursing Education. The plan to evaluate and revise Rule 215 is part of the overall requirement of the legislature that all rules of all agencies be republished by 2001. Elizabeth Poster, PhD, RN, representing BSN Programs, became Chair of the Advisory Committee on Education in January 1998.

## Advisory Committee Actions

### New Members Appointed to Nursing Practice Advisory Committee

In the January 1998 edition of the *RN Update* it was reported that the Nursing Practice Advisory Committee (NPAC) made recommendations to the Board which were subsequently adopted by the Board in November 1997 concerning RN participation in laser technologies. No additional charge has been presented to the Committee.

However, during this interim time period membership on the NPAC has been updated. Carol Horan, RN, representing the Texas Association of School Nurses and Linda Linville, RN, representing the Texas Department of Health, were appointed to the Committee by the Board in March 1998.



### Workshop Update

The BNE's workshop schedule for the remainder of calendar year 1998 is finalized. We will be presenting the **"Update on Nursing Practice: 1997/1998"** at the following locations:

**May 26th - Odessa**  
**May 28th - Alpine**  
**July 22nd - Amarillo**  
**October 1 - Texarkana**  
**November 4 - El Paso**

On **April 29**, in **Dallas**, we will be presenting our workshop for nursing administrators which is titled, **"Nursing Practice: Licensure and Regulation For The Nurse Administrator."**

In addition, the BNE is pleased to announce a workshop to be held on **June 9th** in **Houston** for all school nurses. This workshop, **"The RN In The Primary and Secondary School Setting,"** includes discussions of the History of School Nurse Issues, the Texas Department of Health's Task Force on School Health, and the BNE's Position Statement on school nursing as well as other issues which affect school nurses in Texas. This workshop starts at 8:30 a.m. and ends at 3:45 p.m.

### Competency Advisory Committee Prepares Grant Application Guidelines

The Competency Advisory Committee has met twice since its appointment by the Board in September 1997. Chaired by Kenneth Lowrance, Board President, the committee crafted a definition of Professional Nursing Competency at its November 20, 1997 meeting. For the purposes of conducting pilot programs to evaluate mechanisms of assuring that RNs maintain competence in their areas of practice, Professional Nursing Competency is defined as "the application of knowledge, skills, and judgement in interpersonal relations, decision making, and the psychomotor performance associated with the profession needed to function effectively within the defined scope of professional practice."

At its March 11, 1998 meeting, the Competency Advisory Committee prepared a Request for Applications (RFA) and Guidelines for submission of applications for funding of continued competency pilot programs. A description of the RFA is on p. 12 of this issue of the *RN Update*.

Current Committee members are: Alexia Green, PhD, RN, *TNA*; Janet E. Boyden, RNC, *TAHSA*; Elizabeth Sjoberg, JD, RN, *THA*; Phyllis Karns, PhD, RN, *TOBGNE*; Ellarene Duis-Nittsche, MSN, RN, *TNF*; Sharon Inman, MSN, RN, *TONE*; Nancy Perkins, MSN, RN, *TOADN*; Marge Bouvette, BSN, RNC, *THCA*; Roberta Eacott, MSHP, RN, *CNAA*, *TXMHMR*; Dennise Boldt, RN, *TAHC*.

### Laws and Regulations Committee Finalizes Survey

The Laws and Regulations Advisory Committee met on March 11, 1998 in Austin. The members finalized questions for the survey included in this newsletter on regulatory parameters of nursing practice. In addition, the committee began to identify laws and regulations specific to the RN at entry into practice. A member of the committee, Tony Zara, reported on projects being carried out in other states related to nurses' knowledge of laws and regulations. The next meeting of the committee will be held on May 20, 1998.



# NEAC Competencies Series - Part II

## **The NEAC Competencies and Values**

The January 1998 issue of the RN UPDATE presented a historical overview of the development and implementation of the NEAC competencies--those essential role responsibilities, knowledge, and clinical behaviors and judgements which schools of nursing in Texas prepare graduates to demonstrate. The first article focused on the participants and processes that led to the publication of the competencies and the implementation within nursing programs. This article discusses the values undergirding the development of the competencies. The entry-level competencies for the roles of **Coordinator of Care** and **Member of a Profession** are summarized in charts that follow this article. The essential competencies expected of new graduates as they enter nursing practice and function in the role of **Provider of Care** were published in the January 1998 article.

Many educators easily recognize that the three roles and the format used to describe the NEAC competencies were adapted from the Final Report of Essentials of College and University Education for Professional Nursing (1986), developed and published by the American Association of Colleges of Nursing (AACN). What is not as well known is that, like the AACN, the members of the Nursing Education Advisory Committee (NEAC) began development of competencies with an examination of the values, beliefs about oneself, and beliefs about society which guide the clinical judgements made by nurses. The Nursing Education Advisory Committee agreed that the following seven values are inherent to professional nursing.

1. Altruism - Concern for the welfare of others seen through caring, commitment, and compassion.
2. Human Dignity - Belief in the inherent worth and uniqueness of the individual seen through respectfulness, empathy, humanness, and trust.
3. Truth - Faithfulness to fact seen through honesty, accountability, and authenticity.
4. Justice - Upholding moral and legal principles seen through courage, advocacy, and objectivity.
5. Freedom - Capacity to exercise choice seen through openness, self-direction, and self-discipline.
6. Equality - Having the same rights and privileges seen through acceptance, tolerance, and fairness.
7. Esthetics - Identifying the qualities of objects, events, and persons that provide satisfaction as seen through creativity, sensitivity, and appreciation.

(NEAC Vol. I, 1993, p. ii)

The words used to describe the seven values reappear in the competency statements as well as in the outcomes statements that describe the knowledge and related judgements and behaviors needed to achieve the individual competency across the levels of nursing education. These values are the foundation of **Rule 213.27**, relating to **Good Professional Character**, and must be demonstrated through integrated patterns of personal, academic, and occupational behavior in order for any person to be licensed to practice professional nursing.

Fostering commitment to values may be a greater challenge to nursing educators than the task of restructuring curricula to include the knowledge base needed to support the competencies. Practicing registered nurses can help educators meet this challenge by modeling value-driven professional behavior in the health care settings where students have clinical experiences. The BNE education staff encourages schools of nursing and employers to include dialogue about values in their discussions of the expectations of new graduates' practice responsibilities.

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In Texas, nursing practice may be seen as a continuum from the nursing assistant to the doctorally prepared nurse, with licensed vocational nurses and registered nurses forming the core of providers of care, coordinators of care, and members of the nursing profession (NEAC Vol. I, 1993, p. 7). The NEAC competencies were developed as one mechanism for assuring the public that graduates of Texas nursing education programs can provide safe, competent nursing care upon entry into practice. As with any competency-based standard, periodic review should be conducted to ensure that the competencies reflect current nursing practice. The 1997-98 activities of the review cycle include monitoring nursing education programs' implementation of the competencies within their programs of study and the "fit" of new graduates educated to demonstrate the competencies within the current workplace. Employers and consumers can become a valuable part of this review process by responding to schools' surveys about new graduate employment performance, participating on schools' advisory committees, and by directly commenting to the Board.

Resources:

American Association of Colleges of Nursing (AACN) (1986). Essentials of college and university education for professional nursing: Report to the memberships of AACN. Washington, DC: Author.

Nursing Education Advisory Committee (NEAC) Report, Vol. I: Essential competencies of Texas graduates of education Programs in nursing (1993). Austin, TX: Board of Nurse Examiners for the State of Texas and Board of Vocational Nurse Examiners.

## Competency Statements for Graduates of Texas Nursing Programs

By the time of graduation, students who complete accredited Texas Nursing Programs will be able to demonstrate the following essential competencies when functioning in the role of **Coordinator of Care**.

<i>Vocational Nursing Graduates</i>	<i>Diploma/Associate Degree Nursing Graduates</i>	<i>Baccalaureate Degree Nursing Graduates</i>
Assist in the coordination of human and material resources for the provision of care of assigned clients.	Coordinate human and material resources for the provision of care for clients and their families.	Coordinate activities of health care providers in delivering care to individuals, families, aggregates, community, and society (IFACS).
Collaborate with clients and other health care team members for the provision of direct care to assigned clients.	Collaborate with clients and other health care team members for the provision of direct care to assigned clients.	Collaborate with IFACS and other health care providers for the planning and delivery of health care.

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<i><b>Vocational Nursing Graduates</b></i>	<i><b>Diploma/Associate Degree Nursing Graduates</b></i>	<i><b>Baccalaureate Degree Nursing Graduates</b></i>
Participate in the identification of client needs for referral to appropriate sources of assistance.	Refer clients and their families to appropriate sources of assistance when necessary to meet health needs.	Refer individuals, families, aggregates, community, and society (IFACS) to appropriate resources to meet health care needs.
Participate in activities which support the organizational framework of structured health care settings.	Function within the organizational framework of various structured health care settings in planning and providing care for the clients and their families.	Function as a facilitator within the organizational structure of various health care settings.

By the time of graduation, students who complete accredited Texas Nursing Programs will be able to demonstrate the following essential competencies when functioning in the role of **Member of a Profession**.

<i><b>Vocational Nursing Graduates</b></i>	<i><b>Diploma/Associate Degree Nursing Graduates</b></i>	<i><b>Baccalaureate Degree Nursing Graduates</b></i>
Demonstrate accountability for own nursing practice.	Assume accountability and responsibility for the quality of nursing care provided to clients and families.	Assume responsibility and accountability for the quality of nursing care for individuals, families, aggregates, community, and society (IFACS).
Participate in activities that focus on improving the health care of clients.	Act as an advocate to promote the provision of quality health care for clients and their families.	Serve as a health care advocate in monitoring and promoting quality of health care delivery for IFACS.
Demonstrate behaviors that promote the development and practice of vocational nursing.	Participate in activities that promote the development and practice of nursing.	Act as a leader in promoting nursing as a profession.

## RNs Asked to Provide Input about Regulatory Parameters of Practice

On the next page is a survey which seeks anonymous input from all RNs in Texas about their perceptions and understanding of the laws and regulations which affect nursing practice. Nursing regulations exist to protect and benefit the health, safety, and welfare of the individual citizens. Regulations are based on both state and federal legislation; both of these sources provide a dynamic component to nursing practice.

SB 617, enacted last year by the Texas Legislature, permits the Board of Nurse Examiners to develop pilot programs to evaluate the effectiveness of mechanisms for assuring that RNs understand the laws and

regulations governing their practice. The Laws and Regulations Advisory Committee has developed the survey to ask you to take this opportunity to provide information to the Committee about the knowledge held by RNs in all settings related to current laws and regulation.

Please take time, about 10 minutes, to anonymously complete and return the survey by May 11. The Committee believes your contribution is important to fulfilling its charge and representing you in recommendations to the Board. The results will be reported in a future issue of the *RN Update*.

## Continued Competency Pilot Program Grants Announced

The Board of Nurse Examiners announces a Request for Applications (RFA) to fund pilot programs to evaluate effectiveness of mechanisms for assuring maintenance of competency by RNs in their area of practice. Studies that address various mechanisms, including but not limited to targeted continuing education and proactive peer review, are encouraged.

Applications may be submitted by employers of registered nurses; schools, colleges, or universities; hospitals; or nurses in private practice or other diverse practice settings. Applications are encouraged from long-term care settings, home health agencies, rural health settings, and other areas that represent the diversity of RN practice in Texas. Up to \$10,000 of

direct costs may be funded and the size of individual awards may vary. It is anticipated that six to ten applications will be funded.

Applications must be received in the BNE office by May 15, 1998. The anticipated date for announcement of awards is July 20, 1998, with funds to be distributed after September 1, 1998. Competency Pilot Programs should be completed by August 31, 1999, with the final report due November 1, 1999. This is only a notice of availability. Potential applicants must request a packet from the BNE which contains essential information for preparation of the application. If interested, contact Anne Garrett, PhD, RN: 512-305-6815 or [garretta@mail.bne.state.tx.us](mailto:garretta@mail.bne.state.tx.us).



## WEB Site Update

by Mark W. Majek, MA, PHR



Our Web Site has been given a face lift! The BNE home page, [www.bne.state.tx.us](http://www.bne.state.tx.us), was recently revised. Additions include: a link to the National Council of State Boards of Nursing consumer page, a map of the Board's location, the Decision Tree for Scope of Practice, the last four issues of the RN UPDATE, statistical reports, the NPA, Position Statements, the most recent Rules and Regulations, and the last four years of the Disciplinary Flyers. We will post new disciplinary information to this section

every three months and will no longer mail a paper copy to employers. We will continue to enhance the site and appreciate your continued feedback.

Sent any mail to the Webmaster lately? Please be aware that as a State Government Agency, any E-mail sent to the Board is considered open records. Do not send complaints about RNs over the Internet. You can download the complaint form in the Consumer News Section and mail the document to the Board.



# Law/Regulation Survey

<b>Gender</b> <input type="radio"/> Male <input type="radio"/> Female	<b>Ethnicity</b> <input type="radio"/> Caucasian/White <input type="radio"/> African American <input type="radio"/> Hispanic <input type="radio"/> Asian/Oriental <input type="radio"/> American Indian <input type="radio"/> Other	<b>Highest Degree</b> <input type="radio"/> Diploma <input type="radio"/> Associate in Nursing <input type="radio"/> Baccalaureate in Nursing <input type="radio"/> Baccalaureate in Other Field <input type="radio"/> Masters in Nursing <input type="radio"/> Masters in Other Field <input type="radio"/> Doctorate in Nursing <input type="radio"/> Doctorate in Other Field	<b>Years in Practice as Registered Nurse</b> <input type="radio"/> 0 - 1 <input type="radio"/> 2 - 5 <input type="radio"/> 6 - 10 <input type="radio"/> 11 - 15 <input type="radio"/> 16 +	<b>Employment Status</b> <input type="radio"/> Full time in Nursing <input type="radio"/> Part time in Nursing <input type="radio"/> Full time in Other Field <input type="radio"/> Part time in Other Field <input type="radio"/> Unemployed, Retired or Inactive
<b>Age</b> _____	Current member of professional nursing organization(s) <input type="radio"/> Yes <input type="radio"/> No		<b>Major Clinical Practice or Teaching Area in Nursing (Please answer only one)</b> <input type="radio"/> Community/Public Health <input type="radio"/> General Practice <input type="radio"/> Geriatrics <input type="radio"/> Obstetrics/Gynecology <input type="radio"/> Medical/Surgical <input type="radio"/> Pediatrics <input type="radio"/> Psychiatric/Mental Health/Substance Abuse <input type="radio"/> Anesthesia <input type="radio"/> Emergency Care <input type="radio"/> Home Health <input type="radio"/> Intensive/Critical Care <input type="radio"/> Neonatology <input type="radio"/> Oncology <input type="radio"/> Operating/Recovery Care <input type="radio"/> Rehabilitation <input type="radio"/> Other: _____	
<b>Primary Place of Employment</b> <input type="radio"/> Inpatient Hospital Care <input type="radio"/> Outpatient Hospital Care <input type="radio"/> School of Nursing <input type="radio"/> Community/Public Health <input type="radio"/> School/College Health <input type="radio"/> Self-employed/Private Practice <input type="radio"/> Physician or Dentist/Private Practice <input type="radio"/> Rural Health Clinic <input type="radio"/> Free Standing Clinic <input type="radio"/> Home Health Agency <input type="radio"/> Military Installation <input type="radio"/> Temporary Agency/Nursing Pool <input type="radio"/> Nursing Home/Extended Care Facility <input type="radio"/> Business/Industry <input type="radio"/> Other		<b>Primary Position</b> <input type="radio"/> Administrator or Assistant <input type="radio"/> Consultant <input type="radio"/> Supervisor or Assistant <input type="radio"/> Faculty/Educator <input type="radio"/> Nurse Manager or Assistant <input type="radio"/> Staff Nurse/General Duty <input type="radio"/> Nurse Practitioner <input type="radio"/> Clinical Nurse Specialist <input type="radio"/> Nurse Anesthetist <input type="radio"/> Nurse Midwife <input type="radio"/> Inservice/Staff Development <input type="radio"/> School Nurse <input type="radio"/> Office Nurse <input type="radio"/> Researcher <input type="radio"/> Other: _____		

## REGISTERED NURSES PERCEPTIONS OF REGULATORY PARAMETERS OF PRACTICE

Additional written comments may be submitted with your questionnaire to:

Texas Board of Nurse Examiners  
 Laws and Regulations Advisory Committee  
 Box 430  
 Austin, Texas 78767-0430

**Instructions:** Please darken circles with pencil only. Respond to each statement. ALL QUESTIONS/STATEMENTS must be answered to qualify for analysis. There is no right or wrong answer. Your responses are confidential and anonymous. Please return survey form by May 11, 1998.

1. Rate your current understanding about the current Texas Nursing Practice Act (NPA). <input type="radio"/> Ability to apply the Texas NPA <input type="radio"/> Knowledge of where to locate the Texas NPA only <input type="radio"/> Unsure of where to locate the Texas NPA <input type="radio"/> No knowledge/understanding of the Texas NPA	2. Did you receive formal instruction about the Texas Nursing Practice Act in: <input type="radio"/> Basic nursing education program (diploma, associate or baccalaureate) <input type="radio"/> Graduate education program <input type="radio"/> Both <input type="radio"/> None of the above	3. Where did you obtain your current understanding about the Texas Nursing Practice Act? <input type="radio"/> Employer/Inservice <input type="radio"/> Nursing Education <input type="radio"/> Formal Continuing Education Credit <input type="radio"/> RN Update (BNE, Quarterly) <input type="radio"/> Self/Publication
4. Have you attended a Board of Nurse Examiners workshop about the Texas Nursing Practice Act within the last 5 years? <input type="radio"/> Yes <input type="radio"/> No		6-17. Rate your understanding about requirements for maintaining your license. Next to each of the sections of the NPA listed below, rate 1-4 for each. Rating Scale: 1. In-depth Understanding 2. Some Understanding 3. Limited Understanding 4. No Knowledge/Understanding
5. Indicate the times within the past 12 months you felt you were placed in a compromised situation between an assignment/order and the Texas Nursing Practice Act. <input type="radio"/> Daily <input type="radio"/> Monthly <input type="radio"/> Weekly <input type="radio"/> Never		<input type="checkbox"/> Standards of Nursing Practice <input type="checkbox"/> License Renewal <input type="checkbox"/> Delegation of Rules <input type="checkbox"/> Disciplinary Proceedings <input type="checkbox"/> Unprofessional Conduct <input type="checkbox"/> Peer Review <input type="checkbox"/> Mandatory Continuing Education <input type="checkbox"/> Change of Address or Name <input type="checkbox"/> Professional Nurse Reporting <input type="checkbox"/> Penalties and Sanctions <input type="checkbox"/> Titles Deemed Misleading <input type="checkbox"/> Definition of Direct Supervision



18-30. Rate your understanding of the following state and federal laws and rules impacting your practice. Next to each law listed below, rate 1-4 for each.

Rating Scale:

1. In-depth Understanding
2. Some Understanding
3. Limited Understanding
4. No Knowledge/Understanding

- |   |   |
|---|---|
| <input type="checkbox"/> Americans with Disability Act  | <input type="checkbox"/> Workplace Hazards/Safety |
| <input type="checkbox"/> Advanced Directives  | <input type="checkbox"/> Patient Rights           |
| <input type="checkbox"/> Confidentiality  | <input type="checkbox"/> Informed Consent         |
| <input type="checkbox"/> Good Samaritan Law   | <input type="checkbox"/> Pharmacy Laws            |
| <input type="checkbox"/> Communicable Disease   | <input type="checkbox"/> Client Abuse & Neglect   |
| <input type="checkbox"/> Illegal Payment  | <input type="checkbox"/> Healthcare Fraud         |
| <input type="checkbox"/> Facility/Institutional Licensing and Certification Survey Requirements |   |

31. Do you know the resources where you can obtain information about state and federal laws specific to your area of practice?

- Yes  
 No

32. Do you have a copy of the Texas Nursing Practice Act?

- As Amended 1997  
 As Amended 1995  
 Neither of the above

Please fold, staple, and affix 32¢ stamp after completing this survey from. Please return the survey by May 11, 1998. Thank you very much for your participation. Results of survey will be published in the *RN Update*.

Fold Here

Fold Here

PLACE  
 SPAMP  
 HERE

**Board of Nurse Examiners  
 Law and Regulation Survey  
 P.O. Box 430  
 Austin, TX 78767-0430**

## NOTICE OF DISCIPLINARY ACTION

*The following registered nurses had disciplinary action taken against their licenses. If you would like to receive additional information regarding the disciplinary action which has been imposed, please send your request to the Board of Nurse Examiners, Department of Investigations, P.O. Box 430, Austin, Texas, 78767-0430.*

<u>NAME</u>	<u>LICENSE #</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Alsop, Vivian Travis	570853	Reprimand with Stipulations	January 22, 1998
Avard, Margaret	570928	Revoked	February 10, 1998
Ayozie, Elizabeth Obiageri	598968	Remedial Education	March 12, 1998
Bayle, Tina Hindman	607588	Reprimand with Stipulations	February 10, 1998
Beam Jr., John Daniel	605988	Warning with Remedial Education	March 12, 1998
Berry, Jessie Mae	252651	Reprimand with Stipulations	March 12, 1998
Bluhm, Bernadette M.	255208	Reprimand with Stipulations	February 10, 1998
Boyd, Ruth Evelyn	581586	Suspension	January 22, 1998
Brinkman, Pamela Clark	606048	Warning with Stipulations	February 10, 1998
Burnham, Stephen Darrell	551079	Revoked	January 22, 1998
Burns, Charles Michael	250941	Reprimand with Stipulations	January 22, 1998
Burriss, Edgar Farrell	632424	Stipulations	February 10, 1998
Burroughs, Terry Lee	527412	Reprimand with Stipulations	March 12, 1998
Chandler, Elizabeth Anne	588670	Warning with Stipulations	January 22, 1998
Christie, James Michael	512006	Revoked	February 10, 1998
Clevenger, William John	558487	Reprimand with Stipulations	February 10, 1998
Collins, Jackie Pearl	250526	Reprimand with Stipulations	February 10, 1998
Compton, Tamela Dawn	503063	Revoked	February 10, 1998
Corkill, Janice Gail	628251	Warning with Stipulations	February 10, 1998
Cunningham, Dale Amanda	548617	Reprimand w/ Remedial Education	January 22, 1998
Dawson, Joann Catherine	570003	Reprimand with Stipulations	February 10, 1998
Delgado, Yvette	558561	Reprimand with Stipulations	February 10, 1998
Duhe, Eric Paul	599699	Revoked	February 10, 1998
Ellis, Sharon Alina	594481	Reprimand with Stipulations	January 22, 1998
Espino, Delia Guanzon	434532	Warning with Stipulations	February 10, 1998
Fink, Dennis E.	540222	Revoked	February 10, 1998
Galloway, Artie Helen	449583	Warning with Stipulations	February 10, 1998
Grant, Diane Wilma	579515	Warning with Stipulations	January 22, 1998
Grissom, Lenore Louise	516872	Reprimand with Stipulations	January 22, 1998
Gross, Tony Lee	620427	Warning with Stipulations	January 22, 1998
Hargrave, Jason Michael	598464	Revoked	February 10, 1998
Haslag, Sara Margaret	518944	Warning with Stipulations	February 10, 1998
Heffington, Patricia C.	542469	Revoked	February 10, 1998
Herrera, Jose Noe	616338	Warning with Stipulations	February 10, 1998
Hogan, Gwen Nichols	606484	Warning with Stipulations	February 10, 1998
Hornstein, Carolyn Ruth	252907	Warning with Stipulations	March 12, 1998
Hudson, Mary Esther	565217	Warning with Stipulations	February 10, 1998
Huey, Henry Morgan	553343	Revoked	February 10, 1998
Jimenez, Jesse Castro	552865	Revoked	February 10, 1998
Johnson, Carla L.	612789	Warning with Stipulations	January 22, 1998
Jones, Linda Louise	563112	Warning with Stipulations	January 22, 1998
Lackey, Jo Ann	249842	Suspend/Probate	January 22, 1998

**DISCIPLINARY ACTION**

- cont. from previous page

Lamb, Irene Patterson	455724	Warning w/ Remedial Education	January 22, 1998
Lauck, Brandie Lee	585164	Warning with Stipulations	February 10, 1998
LeBlanc, Lucas Paul	563264	Revoked	February 10, 1998
Lewis, Linda Harmon	244374	Reprimand with Stipulations	January 22, 1998
Maddox-Pelt, Marilyn	558996	Reprimand with Stipulations	February 10, 1998
Mahon, Patricia Ann	456766	Reprimand with Stipulations	February 10, 1998
Majors, Gary Lee	627457	Suspension	March 12, 1998
Martin, Agnes A. C.	215798	Revoked	February 10, 1998
McCall, Tracie Leoma	558722	Reprimand with Stipulations	January 22, 1998
Melotindos Jr., Edmond Velmonte	615810	Reprimand with Stipulations	March 12, 1998
Mettlen, Katherine Castro	606744	Reprimand with Stipulations	January 22, 1998
Mitchell, Jean Patricia	256097	Revoked	February 10, 1998
Moore, Gary C.	500517	Reprimand with Stipulations	January 22, 1998
Myers, Lucy Dennison	507769	Enforced Suspension	February 10, 1998
Nelson, Scott Neil	610854	Revoked	February 10, 1998
Nwankwo, Eunice Obialegi	586456	Warning with Stipulations	March 12, 1998
Okafor, Veronica U.	628440	Warning with Stipulations	February 10, 1998
Orren, Karin Lynne	566970	Reprimand with Stipulations	January 22, 1998
Palmer, Donald R.	530582	Revoked	February 10, 1998
Peterson, Dawn E.	530602	Reprimand with Stipulations	March 12, 1998
Peterson, Paul N.	610800	Remedial Education w/ Stipulations	February 10, 1998
Riley, Marla Jean	542279	Reprimand with Stipulations	February 10, 1998
Riojas, David	606927	Remedial Education	March 12, 1998
Rose, Brenda Kay	594431	Reprimand with Stipulations	March 12, 1998
Ross, Gerald Eugene	446697	Reprimand with Stipulations	March 12, 1998
Rosson, Donna R.	617688	Warning with Stipulations	January 22, 1998
Sanchez, Nilda	632052	Warning with Stipulations	January 22, 1998
Schramel, Teheina Kristian	604456	Reprimand with Stipulations	February 10, 1998
Schulze, Kathryn Jewel	241983	Reprimand with Stipulations	January 22, 1998
Sherman, Donna Gail J.	230777	Warning with Stipulations	January 22, 1998
Smart, Mary Jane	501942	Warning with Stipulations	January 22, 1998
Snow, Eric Reed	598034	Reprimand with Stipulations	March 12, 1998
Southerland, Dianna L.	613398	Warning with Stipulations	February 10, 1998
Spence, Patrick D.	541593	Warning with Stipulations	January 22, 1998
Staeger, Earl William	578466	Warning w/ Remedial Education	January 22, 1998
Thurman, Donna L.	624451	Reprimand with Stipulations	January 22, 1998
Torres, Melanie R.	540437	Reprimand with Stipulations	March 12, 1998
Towns, Teri Lynne	633823	Reprimand with Stipulations	February 10, 1998
Vinalon, Myrna Uy Castro	462568	Warning with Stipulations	January 22, 1998
Wallis, Vicki Lynn	240288	Revoked	February 10, 1998
Ward, Jeanette Helen	510405	Reprimand with Stipulations	January 22, 1998
Wiley, Thomas Kiplinger	570014	Reprimand with Stipulations	February 10, 1998
Williams, Michelle	612982	Warning with Stipulations	January 22, 1998
Williams, Ruth A.	514013	Warning with Stipulations	March 12, 1998
Willson, Amy Melinda	597538	Warning with Stipulations	February 10, 1998
Ybarra, Patricio	611456	Reprimand with Stipulations	March 12, 1998
Zamarripa, Maria Estela	231716	Reprimand with Stipulations	February 10, 1998



**DISCIPLINARY ACTION**

- cont. from previously page

*The following individuals have voluntarily surrendered their license to practice professional nursing in the State of Texas.*

<u>NAME</u>	<u>LICENSE #</u>	<u>DATE OF SURRENDER</u>
Brown, Kathy Lynne	527197	December 12, 1997
Browning, Cheryl Delaine	577124	February 10, 1998
Burke, Carolyn Sue	252209	November 25, 1997
Curtis, Michael Darwin	549951	December 17, 1997
Frazier, Warren Scott	612029	December 17, 1997
Hinds, Denise	544416	January 22, 1998
Hitchcock Jr., Leon Webster	524078	February 25, 1998
Huston, Carolyn Joyce	526546	December 30, 1997
Kilpatrick, Marcia Gay	572467	December 10, 1997
Kneese, Tracy Ann	595494	December 11, 1997
Lind, Geralyn	253441	January 21, 1998
Miles, Marsha Gail G.	217290	February 25, 1998
Mitchell, Misti Von	572920	February 3, 1998
Nelson, Corrine Marie	520705	December 5, 1997
Nesbitt, Cynthia L.	509137	February 13, 1998
Payne, Stanley M.	544723	February 3, 1998
Ruiz, Cecilia Garcia	214628	December 29, 1997
Simeon, Maria	623791	February 17, 1998
Snoddy, Muriel Edna	573699	January 20, 1998
Sonntag, Sherri Sue	249053	March 9, 1998
Thelen, Michelle Ann	533759	March 3, 1998
Westin, Lesley Marie	605195	February 23, 1998

*As of March 6, 1998, twenty-seven (27) registered nurses have paid a fine for failure to comply with Board Continuing Education requirements.*

**Insufficient Funds**

*As of March 1, 1998, the following nurses appear on the records of the Board of Nurse Examiners as debits for failure to respond to notices of returned checks. Should any of these nurses be in your employ or seek employment with your agency/institution, please contact the Board's office. If any of these nurses are practicing in Texas as a registered nurse, they are in violation of the Nursing Practice Act and would be subject to disciplinary action by the Board.*

<u>NAME</u>	<u>LICENSE #</u>	<u>PERMIT #</u>	<u>NAME</u>	<u>LICENSE #</u>	<u>PERMIT #</u>
Asble, Alex Walter	564983		Butler, Norma Powell		57324 (T)
Bablitz, Nancy Elizabeth	553715		Christian, John Grant	616298	
Bain, Beverly	566432		Clark, Mandy	575824	
Bargas, Virginia	257121		Clark, Victoria		50398
Barr, Lori Ann	537652		Conti, Angela Rose	552231	
Bhatia, Helen	568844		De John, Ida C. Caperna	424176	
Buol, Kolleen Kay	516233		Dennis, Patricia Ann	503975	

**Insufficient Funds** - cont. from previous page

<u>NAME</u>	<u>LICENSE #</u>	<u>PERMIT #</u>	<u>NAME</u>	<u>LICENSE #</u>	<u>PERMIT #</u>
Dever, Lorraine	579468		Masters, Mary Jane	550218	
Dillon, Patricia	560309		Mealor, Helen		50375 (T)
Elias, Angela		01142	Mitchell, Sandra	565160	
Falkner, Barbara Marie	587013		Nims, Teresa Masadie	565233	
Farra, Diane Rae	560781		Ohlheiser, Donna	575718	
Felkins, Bettye Lisa	557452		Olivier, Marie Claudia	514361	
Filler, Marcia Ann	553220		Olson, Leanne	565952	
Fryer, Renee Marie	578735		Pangilinan, Julie	445792	
Gazey, Patricia Mary		69539	Payne, Traci Lee	569734	
Glisson, James M.	239549		Pierce-Berkil, Kristie		71891
Gunnels, Lorrie Ann V.	623930		Pinel, Jo Ann	421279	
Guthrie, Kelly R.	547982		Powell, Susan McCraw		58984 (T)
Handlin, Kathy L.	512842		Rae, Lisbeth Sue	538984	
Hart, Janet		70678	Raffaele, Mark		74257
Hess, Cathy Christine	628267		Rosko, Lisa Marie	538707	
Howard, Dorothy	613705		Royal, Barbara A.	534601	
Howell, Sharon	459387		Russell, Brenda	569701	
James, Karen Louise	577702		Sanderson, Brenda Mary	538111	
Jenkins, Victor I.	517158		Severtson, Marianne Maples	416386	
Jones, Gwendolyn		63362	Shelest, Martha		66974
Kirk, Sandra Andrews	521416		Sloane, Gail Theresa	550406	
Kishbaugh, Shari Elizabeth	575583		Todorovich, Susan	580496	
Kuntz, Eileen Marie	514331		Vasquez, Emerald	207588	
Kurylo, Kim Diane	580995		Weable, Tonya Ingrid		64138
Lee, Linda Karen		53762 (T)	Wilson, Kevin	536325	
Lemke, Jennifer Ruth	575523		Wilson, Vicki L.	220897	
Levingston, Lynnell		73626	Yoho, Amy Joyce	599381	

**Elizabeth Poster** - continued from p. 4

**3. How do you see the role of professional nurses changing in the next ten years?**

Over the next ten years, we can be certain that there will continue to be changes in our health care delivery environment. Already, we are seeing that multi-state licensure will be a reality in the near future, based upon changes in technology and nursing practice across state lines. I believe that the scope of practice for RNs will increase, especially for nurses in advanced practice roles. We will continue to see Master’s degree enrollments rise and Doctoral enrollments will also increase in the years to come. The next decade will find nurses participating as full partners in the health care delivery system and shaping health policy. Nurses will increasingly educate policy makers and the public about the nursing role. Nurses will provide leadership within multi disciplinary teams, not only in terms of clinical and administrative aspects, but also research and program evaluation.

As health care continues to shift from hospitals to the community, nurses will be practicing in less clearly defined roles. However, looking back at our history, this is not a new situation. Nurses have been very effective in carrying out new practice possibilities - such as Parish Nursing and the Consultation Liaison role in psychiatric nursing as but two examples. The future provides multiple opportunities for professional nursing. Schools of nursing are currently re-evaluating their curricula to ensure that graduates will be prepared to practice in the decade to come. While the details of the future are always difficult to predict with any accuracy, we can be sure that “business as usual” today will not suffice.

**BNE - PUBLICATIONS ORDER FORM**

Description	Quantity	Cost WO/tax	Cost W/tax	Total
<b>Nursing Practice Act (NPA)</b> Excerpts from Vernon Civil Statutes governing examination registration and disciplinary proceeding of RN's (Revised, 10/97)	_____	1 to 49 copies \$ 2.00 ea.	\$ 2.17 ea.	_____
	_____	50 or more copies \$ 1.50 ea.	\$ 1.62 ea.	_____
<b>Rules &amp; Regulations</b> Related to professional nurse education licensure and practice.	_____	\$10.00 ea.	\$10.83 ea.	_____
<b>NPA/ Rules &amp; Regulations Pack</b> One copy each of the NPA Rules & Regulations.	_____	\$11.00 pkg	\$11.91 pkg	_____
<b>RN Update - One year subscription</b> Quarterly newsletter published by the Board of Nurse Examiners Cost for Parties residing outside of the continental United States	_____	\$ 5.00 yr \$10.00 yr	\$ 5.42 yr \$10.83 yr	_____

Please complete the following:

Company Name: \_\_\_\_\_ Contact Person: \_\_\_\_\_  
 Address: \_\_\_\_\_ TAX EXEMPT NUMBER: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone Number: (\_\_\_\_) \_\_\_\_\_

For additional publication listings, check out our WEB site at: <http://www.bne.state.tx.us>. Please send your order and payment to: Board of Nurse Examiners, PO Box 430, Austin, Texas 78767-0430. TO AVOID ANY DELAYS IN PROCESSING YOUR ORDER, YOU MUST PROVIDE A COPY OF YOUR TAX EXEMPT CERTIFICATE, IF CLAIMING TAX EXEMPT STATUS. If you have questions concerning your order, please call (512) 305-6848. Full payment must be received before any publications will be shipped.

**BNE HELPFUL NUMBERS**

**MAIN NUMBER** .....(512) 305-7400

- 24 Hour Access
- License Verification
- General Information

**ACCOUNTING SERVICES**.....(512) 305-6853

- Returned checks
- Refunds
- Debits

**ADVANCED PRACTICE**.....(512) 305-6843

- APN application and Prescriptive Authority processes

**APN APPLICATIONS**

**REQUESTS**.....(512) 305-6867 (Voice Box Only)

- Initial Authorization to Practice
- Prescriptive Authority

**EDUCATION AND**

**EXAMINATION**.....(512) 305-6818

- RN nursing programs
- Extended campuses
- NCLEX-RN applications
- Graduate Nurse permits
- Declaratory orders

**ENFORCEMENT**.....(512) 305-6838

- Violations of NPA rules and regulations
- Complaint and disciplinary action inquiries
- Monitoring of disciplined RNs

**LICENSING**.....(512) 305-6809

- Endorsement/Reciprocity
- Continuing Education for RNs

**NURSING PRACTICE**.....(512) 305-6844

- Nursing practice issues
- Legislation

**SALES OF LISTS**.....(512) 305-6848

- Computerized RN mailing lists or labels

**Change of Address**

Are you moving? Have you already moved?  
Let us know within ten days of the move.

Mail to: Board of Nurse Examiners,  
P.O. Box 430, Austin, TX 78767-0430

Last Name \_\_\_\_\_  
 First Name \_\_\_\_\_  
 Middle Name \_\_\_\_\_  
 SSN: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 RN# \_\_\_\_\_

Old Address: \_\_\_\_\_  
 \_\_\_\_\_  
 City \_\_\_\_\_  
 St. \_\_\_\_\_ Zip \_\_\_\_\_

New Address: \_\_\_\_\_  
 \_\_\_\_\_  
 City \_\_\_\_\_  
 St. \_\_\_\_\_ Zip \_\_\_\_\_  
 Date \_\_\_\_\_

## ACKNOWLEDGEMENTS



*RN Update* is published quarterly by the Board of Nurse Examiners for the State of Texas. In compliance with the Americans With Disabilities Act, this document may be requested in alternate formats by contacting the Board's office, (512) 305-7400 (Voice), (512) 305-7401, (FAX), or by visiting The William P. Hobby Building, 333 Guadalupe, Suite 3-460, Austin, Texas.

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### Office Hours and Location

The Office of the Board of Nurse Examiners is located in The William P. Hobby Building, 333 Guadalupe, Suite 3-460, in Austin, Texas. The mailing address is P.O. Box 430, Austin, Texas 78767-0430. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays.

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Board of Nurse Examiners  
for the State of Texas  
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Austin, TX 78767-0430

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