



Texas Board of Nursing Bulletin

A Quarterly Publication of the Texas Board of Nursing

January 2011

The mission of the Texas Board of Nursing is to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a nurse in the State of Texas is competent to practice safely. The Board fulfills its mission through the regulation of the practice of nursing and the approval of nursing education programs. This mission, derived from the Nursing Practice Act, supersedes the interest of any individual, the nursing profession, or any special interest group.

BON Launches New Webinars on Nursing Peer Review in 2011



The Board of Nursing (BON) will begin offering two new webinars in 2011:

Nursing Peer Review: Understanding the Process and ***Safe Harbor: Ensuring Patient Safety***

Webinars are a powerful and cost-effective way to obtain real time information on the Nursing Peer Review process in the convenience of a nurse's work or home setting. Webinars are live seminars broadcast through an internet – connected computer. The video portion of the webinar is displayed on the computer screen and the audio is offered through teleconferencing. Live broadcasts provide an opportunity for participants to ask questions and dialogue with BON staff. The webinars are inexpensive and designed to reach all nurses in Texas to promote an understanding of the roles nurses, committee chairpersons, committee members, and administrators have in the Nursing Peer Review (NPR) process.

NPR is an important quality improvement mechanism that enhances the care nurses provide to patients. NPR is a process that allows a committee to evaluate nursing services, the qualifications of a nurse, and the quality of care provided to patients. The NPR committee's mission is patient safety and the NPR process often results in important policy changes within practice settings. The NPR process and procedure for invoking Safe Harbor can be challenging. Knowledge of the specific BON Rules and Regulations will help to ensure that the NPR is conducted correctly and fairly.

The following webinars will be offered:

Nursing Peer Review: Understanding the Process

February 18, 2011
10:00 am – 11:15 am

June 3, 2011
10:00 am – 11:15 am

Safe Harbor: Ensuring Patient Safety

March 11, 2011
10:00 am – 11:15 am

July 8, 2011
10:00 am – 11:15 am

The cost to attend a webinar is \$25.00 for individuals, \$200.00 for groups with up to 10 participants, and \$25.00 for each additional participant. Each activity awards 1.0 contact hour. To register or request more information, please send an email to workshops@bon.state.tx.us or call 512-305-6844. Deadlines for registering are three business days prior to each webinar.

This continuing education activity was approved by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Texas BON Offices Visited by Representatives from the Nepal Nursing Council



Representatives from the Nepal Nursing Council recently visited the offices of the Texas Board of Nursing. (From left to right) Mark Majek, MA, PHR, Director of Operations, Texas Board of Nursing; Ms. Krishna Devi Prajapati, President, Nepal Nursing Council; Ms. Janaki K.C., Registrar, Nepal Nursing Council; and Katherine Thomas, MN, RN, Executive Director, Texas Board of Nursing.

On October 25th and 26th, 2010, representatives from the Nepal Nursing Council visited the offices of the Texas Board of Nursing (BON). Ms. Krishna Devi Prajapati, President, and Ms. Janaki K.C., Registrar of the Nepal Nursing Council, visited with BON staff concerning development and administration of a licensing examination. The Nepal Nursing Council, which currently does not utilize a nursing examination prior to issuance of nurse licensure, is studying the creation and implementation of licensure examination.

Inside this Issue

- | | |
|---|--|
| <p>Pg. 1 BON Launches <i>New Webinars</i> on Nursing Peer Review in 2011
Texas BON Offices Visited by Representatives from the Nepal Nursing Council</p> <p>Pg. 2 Richard Gibbs Elected Vice-President of BON
Board Meeting Schedule
APNAC Update</p> <p>Pg. 3 Summary of October 2010 Board Meeting
Nursing Education Actions</p> <p>Pgs. 4-5 Nurses On Guard – Best Practice in Patient Safety - <i>Establishing Professional Boundaries in the Community</i></p> | <p>Pg.5 Texas License Renewal: A Snapshot of Nurses in Texas</p> <p>Pgs. 6-7 The Extended Evaluation Program: FAQs</p> <p>Pg. 8 Imposter Warning</p> <p>Pgs. 8-14 Notice of Disciplinary Action</p> <p>Pg. 14 New Rules for Refresher Programs Take Effect</p> <p>Pg. 15 Workshop Update
Protecting Your Patients and Your Practice
Agency Contact Information</p> |
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Texas Board of Nursing Meeting Schedule: 2011

Meeting Dates: 2011

January 27-28
April 28-29
July 21-22
October 27-28

All Board and Eligibility & Disciplinary Committee Meetings will be held in Austin at the William Hobby Building located at 333 Guadalupe, Austin Texas, 78701.

2011 Eligibility and Disciplinary Committee Meetings:

February 8
March 8
May 10
June 14
August 9
September 13
November 8
December 13

Richard Gibbs Elected Vice-President of BON

At the regular meeting of the Texas Board of Nursing (BON) held October 21-22, 2010, Richard Gibbs, LVN, was elected Vice-President of the BON. Mr. Gibbs previously served as Vice-President of the Board of Nursing in 2006. He was appointed to serve on the Board of Nurse Examiners on March 22, 2004 by Governor Perry to represent *LVN Practice* for the 13-member board which combined the Board of Nurse Examiners and Board of Vocational Nurse Examiners, following implementation of recommendations of the Texas Sunset Advisory Commission (See April 2004 Board of Nursing *Bulletin*) and then reappointed to serve on the Board on January 28, 2008. Mr. Gibbs lives in Mesquite and works as an instructor at Concorde Career Institute Vocational Nursing Education Program in Arlington. Mr. Gibbs' term on the BON expires on January 31, 2013.



Richard Gibbs, LVN

Advanced Practice Nursing Advisory Committee Update

The Advanced Practice Nursing Advisory Committee (APNAC) met on October 4, 2010 and again on December 13, 2010. Committee discussion topics included the educational requirements for advanced practice licensure, advanced practice licensure titles, and interim approval for new graduates of advanced practice nursing education programs. The committee will meet again on March 28, 2010.



The Texas Board of Nursing

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Galveston

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Vice-President, representing *LVN Practice,*
Mesquite

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Summary of Actions

A regular meeting of the Board of Nursing was held October 21-22, 2010, in Austin. The following is a summary of Board actions taken during this meeting.



In the November 5, 2010, issue of the *Texas Register*, the Texas Board of Nursing (BON) proposed amendments to Chapter 214 - *Vocational Nursing Education*, §§214.2 - 214.9. The proposed amendments are necessary to: (i) clarify definitions within the chapter; (ii) emphasize the importance of faculty supervised, hands-on patient care in clinical practice; (iii) clarify the Board's ability to change a nursing education program's level of approval status; (iv) specify minimum qualifications for vocational nursing educa-

tion program administration and faculty; (v) correct typographical errors; and (vi) eliminate redundant and contradictory language within the chapter.

The BON also proposed amendments to Chapter 215 - *Professional Nursing Education*, §§215.2 - 215.5, 215.8, 215.9. The proposed amendments are necessary to: (i) clarify definitions within the chapter; (ii) emphasize the importance of faculty supervised, hands-on patient care in clinical practice; (iii) clarify the Board's ability to change a

nursing education program's level of approval status; (iv) correct typographical errors; and (v) eliminate redundant and contradictory language within the chapter.

The 30-day comment period for proposed amendments to Chapters 214 and 215 ended on December 6, 2010. No comments were received and amendments to Chapters 214 and 215 were published as adopted in the December 24, 2010, issue of the *Texas Register*, taking effect on December 27, 2010.

Nursing Education Actions - October 2010 Board Meeting

Reviewed the Report on Status of Proposals and Inquiries. Reviewed the Report on Status of Programs with Changed Approval Status.

Reviewed the Report on Follow-Up Strategies Used by Texas Nursing Education Programs to Improve Candidate Performance on the NCLEX® Examination.

Reviewed the Report on Communication Activities with Nursing Education Programs

Approved Extension of Waiver of Faculty Qualifications:

Brazosport College, Lake Jackson
Associate Degree Nursing Program
Approved an Innovative Pilot Project by:

Coastal Bend College, Beeville
Associate Degree Nursing Program
Granted Initial Approval for a New Associate Degree Nursing Program

Ranger College, Brownwood
Granted Initial Approval for New Baccalaureate Degree Nursing Programs

Schreiner University, Kerrville
Sam Houston University, Huntsville

Withdrew Program Approval Based on 2010 NCLEX-RN® Examination Pass Rate, History of Seven Years on Conditional Approval, and Noncompliance with Rule 215:

St. Phillips College, San Antonio
Associate Degree Nursing Program

Accepted the Report on Survey Visit to:

Kaplan College, San Antonio
Vocational Nursing Program

Approved the Differentiated Essential Competencies (DECs)

Did you know....

Continuing education hours for licensure renewal will need to be in the nurse's area of practice effective October 4, 2010. Some topics, such as ethics, confidentiality, documentation, and nursing law and rules, apply to every area of nursing practice. A nurse may achieve more than the minimum 20 contact hours every licensure renewal cycle or the nurse may achieve, maintain, or renew an approved national nursing certification in the nurse's area of practice.

References:

Board Rule 216, *Continuing Competency*
Understanding and Complying with Continuing Competency Requirements, including Continuing Education, for Nurses in Texas: <http://www.bon.state.tx.us/nursingeducation/ceu.html>

Nurses On Guard – Best Practice in Patient Safety

Establishing Professional Boundaries in the Community

Nurses in the community provide a wide range of services to patients with challenging and complex health conditions. The services include preventive care, long-term chronic disease management, hospice and palliative care in facilities or home-based settings. Regardless of where nursing services are provided, nurses in the community have seen an increase in acuity levels as patients transition from the hospital back into their home environment. To care for these vulnerable patient populations, nurses often have to establish long-term therapeutic relationships that may last for months or years.

Maintaining professional boundaries is extremely important in nurse-patient relationships that extend over a long period of time. Boundary lines are blurred when nurses become personally involved with patients. Many times when lines are blurred, boundary violations result. Boundary violations occur when nurses do not act in the best interest of patients. Nurses are disciplined for boundary violations when patients are harmed physically, financially, or emotionally.

The National Council of State Boards of Nursing (NCSBN) defines a nurse's professional boundary as "the space between the nurse's power and the patient's vulnerability". A nurse has access to patients' private information, therefore, the nurse must establish boundaries to manage the power differential in the nurse-patient relationship. The boundary permits a safe connection between nurses and patients in order to meet the patients' health care needs.

When the nurse's only role in the patient care environment is that of caregiver, the nurse must maintain a higher level of objectivity to ensure that professional boundaries are maintained.

An example of a boundary violation is when nurses are both foster parent for a child and the nurse providing care to that child through a home health agency. The nurse may lose his or her objectivity and not act in the best interest of the child by placing either the nurse's needs as foster parent or the employer's requests above the child's needs. The nurse, with a focus on safety, must remain objective as he or she advocates for the needs of the child. Other examples of boundary crossings are when nurses share personal information with patients, such as e-mail, home addresses, or phone numbers; form friendships with patients and visit outside of work hours; run errands for patients; or use patient information for personal gain.

Board staff has seen nurses provide care to a patient and also act as the patient's power of attorney, medical power of attorney, foster parent, or the client's responsible adult (CRA). Because all nurses are required to establish and maintain professional boundaries in their therapeutic relationships with patients, it is not appropriate to be monetarily compensated as the nurse and as the power of attorney, medical power of attorney, foster parent, or CRA. Engaging in these dual roles creates a conflict of interest and is generally considered unprofessional conduct. Boundary violations occur when nurses con-

fuse their patients' needs with their own personal needs.

Nurses have a unique role with their patients in the community and, consequently, must be on guard not to overstep the boundaries of the nurse-patient relationship. This role enables the nurse to become aware of many of the patient's needs. However, the nurse should not become personally involved in matters that do not relate to the plan of care. For instance, it is important to avoid any type of business relationships with patients.

Board staff recommends referring to the following rules:

- **Board Rule 217.11(1) (J) which requires the nurse to know, recognize, and maintain professional boundaries of the nurse-client relationship; and**
- **Board Rule 217.12(6) (D) which defines misconduct as violating professional boundaries of the nurse/client relationship including but not limited to physical, sexual, emotional or financial exploitation of the client or the client's significant other(s); and**
- **Board Rule 213.27(b) (2) (F) requires the nurse to recognize and honor interpersonal boundaries appropriate to the therapeutic relationship or health care setting.**

Additional professional boundary information may be found in past issues of the BON Bulletin that are archived on the Board's website. The articles may be accessed by clicking on **About the Board**, then

continued on next page

Nurses On Guard - *continued from previous page*

Quarterly Newsletters, and are located in the January 2008 (page 4-5), and July 2010 (page 6) issues. The delegation rules and other resources are available in a Delegation Resource Packet under **Nursing Practice**.

NCSBN has developed an online continuing education module titled

“Respecting Professional Boundaries.” This course is located at www.ncsbn.org, under **Nursing Initiatives**, then **NCSBN Learning Extension**.

Board staff recommends that facility, agency, or employer policies reflect the licensing regulations for the nurse’s practice setting. The Texas

Department of Aging and Disability Services (TDADS) regulates long term care, hospice care, and home health care settings. TDADS may be contacted for additional information at:

www.dads.state.tx.us.



Texas License Renewal: A Snapshot of Nurses in Texas

by Mary Benton, PhD

This guest article clarifies why it is important to provide complete and accurate information when you renew your nursing license as well as how your renewal information benefits the public and the profession of nursing.

Every two years nurses are required to renew their nursing license through the Texas Board of Nursing (BON). The Health Provider Resource Center and the Texas Center for Nursing Workforce Studies use the licensure data from the BON to analyze and disseminate data concerning demographic and supply trends of nurses in Texas. The individual license renewal process for each nurse takes only a few minutes but has wide-reaching impact.

The data provided by each nurse is used to tell us where we are in regard to the supply for nurses in Texas. It also serves as an important resource for legislators to develop policy measures to address nursing workforce issues.

The data collected in the Texas License Renewal provides crucial information about the trends in the nursing workforce in Texas. In addition, the questions on the Texas Licensure Survey are consistent with standards developed by the Forum of State Nursing Workforce Centers, a group of nursing workforce centers dedicated to addressing issues related to supply and demand for nurses in each state and nationally.

Each question on the Texas License Renewal gives unique information that is not captured anywhere else. For example, it allows us to see whether there are increases in male nurses in Texas or how the racial and ethnic makeup of nurses changes and how it compares to the general Texas population. We are also able to determine important information about the aging workforce such as when different cohorts will be eligible for retirement and how many nurses will be needed to replace them. It also provides data about migration patterns of nurses.

It lets us know where nurses work in Texas and whether they work in the same areas where they live.

Not only do license renewal questions inform us about the geographic location of nurses but also in what settings and positions nurses are employed. Such information allows us to determine how many nurses work in hospitals as staff nurses or how many work in schools of nursing as faculty or educators. We can also ascertain how many currently licensed nurses are actively employed in nursing and how many of these nurses are working full-time or part-time. This data is critical to obtaining accurate supply data. It allows us to estimate how many and in what areas we will need more nurses.

Questions regarding nurses’ educational background such as the location of one’s basic nursing program or highest degree obtained inform decisions about the educational pipeline and provide data about the progression of nurses’ education. Additionally, it enables us to discover the number of nurses licensed in Texas who received their nursing education outside of Texas or the United States. This data is especially important in light of the time, energy and capital spent to increase the production of nurses in Texas.

As can be seen, the Texas License Renewal gives each individual nurse a unique opportunity to help provide a snapshot of the important work they do every day. Please take the time to provide complete and accurate data on each question, even the questions that are optional. The data that is collected will be used to tell us where we are in regards to supply and demand and to help improve the work environment of nurses in Texas.

Dr. Mary Benton is a research psychologist at the Texas Center for Nursing Workforce Studies. She received her Ph.D. in community psychology at Wichita State University where she co-authored several articles on chronic fatigue syndrome and community psychology. She is currently involved in a study examining vacancy and turnover rates of home health nurses in Texas.

The Extended Evaluation Program: FAQs

Since its implementation in September, 2007, over 115 RNs and LVNs have entered the Extended Evaluation Program (EEP) and 54 nurses have successfully completed the EEP. Currently, 32 nurses are participating in EEP. Because many nurses are unaware of or misinformed about the program, answers to some of the most frequently asked questions about the EEP are provided.

Q: What is the Extended Evaluation Program (EEP)?

A: The EEP is a voluntary monitoring program designed to help nurses avoid possible disciplinary action by the Texas Board of Nursing (BON) against their nursing licenses by demonstrating that they do not have a drug or alcohol problem. Participants are required to demonstrate one year of abstinence confirmed by random drug testing. EEP is recognized and approved by the BON and is administered by the Texas Nurses Foundation's Texas Peer Assistance Program for Nurses (TPAPN).

Q: What are the benefits of EEP?

A: EEP offers the nurses and patients of Texas a proactive, systems-based approach for identifying and addressing risks due to potential substance abuse issues when punitive or blaming approaches may more often occur, e.g., termination and possible licensure action. Early identification and monitoring through drug testing within EEP can also result in therapeutic interventions for nurses requiring assessment and treatment so that they may obtain appropriate care and remain contributing members of the nursing profession. These are some of the positive attributes of the Extended Evaluation Program.

Q: What happens to nurses who have an unauthorized, positive drug test while in EEP?

A: "Unauthorized drug test result" means a result in which the nurse did not inform EEP of a legitimate prescription or the drug test reveals an otherwise illicit substance. Through random drug testing, EEP screens participants who may require more rigorous monitoring, i.e., TPAPN. Of the 115 nurses who have signed EEP participation agreements since its inception, 21 or approximately 18% have been identified as having a possible abuse problem as a result of positive drug tests and voluntarily chose to participate in TPAPN – the BON approved program for nurses with substance use disorders and certain psychiatric disorders that may have impaired their practice.

Q: Who is eligible to participate in EEP?

A. Nurses (RNs and LVNs) may only participate with prior approval by the BON. Nurses referred to the BON or TPAPN for a single, identified incident of improper drug or alcohol use, or a positive, unauthorized drug screen result may qualify for EEP if there are no other legal or practice concerns. Additionally, to be eligible, identified/referred nurses must receive a negative evaluation for substance abuse or dependency by a qualified assessor.

Q: What are the costs associated with participation in EEP?

A: Nurses are responsible for the cost of the following:

- 1) An initial evaluation and any subsequent evaluations required (by a qualifying assessor);
- 2) A one-time nonrefundable enrollment fee of \$250 as well as \$59 for each random drug test (typically 1 – 3 times per month).

Q: What other requirements must EEP participants meet?

A: EEP participants must:

- 1) Submit a signed participation agreement and any necessary consent forms;
- 2) Adhere to random drug testing requirements – a minimum of 18 negative drug tests during participation (Participation is 12 months minimum);
- 3) Maintain abstinence from all controlled substances (unauthorized prescription(s) or illicit), over-the-counter (OTC) drugs that can be abused, and alcohol during participation;
- 4) Submit documentation of all current medications, both prescribed and OTC;
- 5) Demonstrate proof of nursing practice for a minimum of 6 months while participating in EEP; and
- 6) Obtain additional drug testing and assessment(s) when requested by EEP. Note: Because no substance abuse or dependency has been identified for the participants of EEP, no volunteer nurse advocates are assigned for support and no self-help meetings, such as Alcoholics Anonymous or Narcotics Anonymous, are required.

Q: How will EEP affect the employment of nurses who participate?

A: Unlike TPAPN, the "return to work agreements" and practice restrictions are not required of nurses in the EEP. Employers of EEP nurses are normally *only* contacted by EEP upon identified noncompliance by EEP participants, e.g., a positive, unauthorized drug screen. Therefore, EEP provides a seamless and confidential process for nurses who have no identified practice violations or substance abuse issues but who agree to be monitored through drug testing while maintaining their nursing employment. Note: Nurses in EEP have no public action on their licenses.

Q: What are the possible grounds for dismissal from EEP?

A: Nurses may be dismissed from EEP due to:

- 1) A positive, unauthorized drug test result;
- 2) An adulterated or diluted specimen or missed drug test;
- 3) Receipt of a third-party report or self-admission that indicates a possible practice violation; and
- 4) Failure to adhere to any EEP terms of participation.

Nurses dismissed from EEP are either reported to the BON for investigation or, with the BON's approval, processed into

Extended Evaluation Program - continued from previous page

TPAPN to continue the monitoring process while initiating treatment/recovery for an identified substance use disorder.

Q: What happens to nurses who successfully complete EEP?

A: Nurses successfully completing EEP:

- 1) Receive official notification of completion from their EEP case manager.
- 2) The BON is notified of completion; and
- 3) Through participation in EEP nurses can continue to move forward in their nursing career, having satisfactorily completed a non-punitive course of action and avoid the possibility of substance use disorders impacting their nursing practice.

The following quote (in *italics*) is from an email received by the EEP case manager of a nurse who recently completed the program. The correspondence provides a testimonial as to how EEP can work in the best interest of the profession and the public – as a nonpunitive, complementary process of the BON’s regulatory efforts.

“I tried to call you today to tell you thank you for all your help during my testing period. I appreciate you and am grateful that I can go forward with my life now! I graduate Saturday and will be back in school in January working towards my master’s degree for nurse practitioner. May you have a blessed holiday season!”

Q. How may I contact EEP?

A. By telephone toll-free: (866) 673-6721; email: tpapn@texasnurses.org; or via US Postal Service at: EEP, P.O. Box 9885, Austin, TX 78766. EEP itself cannot determine if a nurse can participate in the program. The BON must make that determination. Following approval, nurses must still meet all necessary criteria for participation. Self-referrals desiring to participate in EEP can contact the BON Enforcement Department directly: (512) 305-6838.

Q. I have concerns about a nurse who I believe has a drug/alcohol problem that has yet to reach the level of practice impairment. What should I do?

A. Dealing constructively with a nurse who has a possible substance abuse problem is not easy, especially when the nurse has not recognized a problem. Normally one should not try to intervene alone in this circumstance because the individual’s psychological and physical need for the drug may render one’s efforts ineffective. Typically, a well organized group intervention that includes concerned colleagues and significant others may help to break the denial associated with substance abuse and dependency and facilitate the individual obtaining needed assessment.

Consult with your nurse manager, the employee assistance professional (EAP), human resource representative of your facility, or TPAPN for guidance, as soon as feasible regarding possible resources and how you and others may work constructively for the sake of the nurse, the nurse’s patients, colleagues, and family. Substance use disorders are chronic,

progressive, and potentially fatal. Inaction is the worst thing that can happen for the nurse in question.

Nurses and others can contact TPAPN at:

* **Ph: (800) 288-5528 extension 108 (intake);**

* **Fax: (512) 467-2620; or**

* **Email: tpapn@texasnurses.org** for guidance in assisting the nurse to assessment, treatment and possible participation.

TPAPN referral forms are available for download at www.tpapn.org.

If a practice violation is suspected related to possible substance abuse, contact the BON in order to fulfill one’s reporting requirements: Ph: (512) 305-7400; Fax: (512) 305-7401. To obtain the appropriate BON complaint form online go to: www.bon.state.tx.us/about/complaint.html. The BON reviews all third party referrals to determine if it is appropriate for the nurse to have the opportunity to participate in TPAPN.

Individuals can also contact local treatment providers licensed by the Texas Department of State Health Services, online at: www.tcada.state.tx.us/treatment/index.shtml or by calling (877) 966-3784. Another resource is the National Drug and Alcohol Treatment Referral Routing Service available at: (800) 662-HELP or online at www.findtreatment.samhsa.gov/ - both operated by the federal Substance Abuse and Mental Health Services Administration (SAMHSA). The service can provide individuals with information about treatment programs in various locations.

Texas Board of Nursing On-Line CE Offering

“Nursing Regulations for Safe Practice”



Now available: www.bon.state.tx.us

Nurses can now keep up to date with the laws surrounding their practice from the leisure of their own home and on their own schedule. The online learning module is designed to promote patient safety in an engaging and interactive way by offering participants updated information regarding current laws and rules that impact nursing practice.

This continuing nursing education activity was approved for 2.0 contact hours by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

IMPOSTER WARNING

If you have any knowledge or information regarding the employment practices of the following individual, please contact the Board's Enforcement Division immediately at (512) 305-6838.

CANDACE RUTH COBB

On or about May 27, 2010, Candace Ruth Cobb submitted a Texas Online Examination Application for vocational nurse to the office of the Board and was issued a temporary permit to practice. Also received was a copy of a Diploma from a college in Corsicana, Texas, which was not the school Ms. Cobb listed for her education. This document was later reported to be fraudulent. On July 20, 2010, the Board office received an Affidavit of Graduation from a school in Hanford, California. This document was also fraudulent. The document contained a forged signature, and the Board received verification that Ms. Cobb did not attend or complete a nursing program from the school.



In addition, Ms. Cobb submitted an application for employment as a GVN to a long term care facility in Corsicana, Texas, and indicated that she graduated from a college in Dallas, Texas. On August 17, 2010, Ms. Cobb secured employment as a GVN and worked with the facility until September 15, 2010, when she was terminated. The temporary permit issued to Candace Ruth Cobb was rescinded and she was denied licensure by examination. The case was referred to the Travis County District Attorney's Office, Austin, Texas.

NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses. If you would like to receive additional information regarding the disciplinary action that has been imposed, please send your written request to the Texas Board of Nursing, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas, 78701-3944.

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Acosta, Santos	LVN# 117171	Remedial Education & Fine	October 15, 2010
Akpan, Emmanuel Uko	RN# 685022 & LVN# 182304	License Revoked	October 22, 2010
Allen, Audrey Ann	LVN# 91073	Remedial Education	October 27, 2010
Allen, Marian	LVN# 215916	Licensed Revoked	October 22, 2010
Allison, Steven Craig	RN# 764408	Remedial Education & Fine	October 21, 2010
Alvarado, Cynthia D.	RN# 245538 & LVN# 32950	License Revoked	September 14, 2010
Anderson, Debra Renee (Bruegel) a.k.a. Debra Renee Tinnon	RN# 670369 & LVN# 125770	Suspend/Probate	September 14, 2010
Andress, Glenda Davis	LVN# 107908	Enforced Suspension	October 21, 2010
Angele, Darlene Rebecca	RN# 550965	Warning with Stipulations	October 21, 2010
Arnaud, Matthew Alan	LVN# 203940	Enforced Suspension	October 21, 2010
Arnold, Glenda Sue	LVN# 152691	Voluntary Surrender	October 15, 2010
Arnold, Julie Ann	RN# 590219	License Revoked	November 9, 2010
Avila, Javier	RN# 661920	Voluntary Surrender	October 12, 2010
Babb, Cynthia Ann	LVN# 116112	Warning with Stipulations	September 14, 2010
Badran, Dolly C.	RN# 603549	Voluntary Surrender	October 29, 2010
Balliet, Kenneth Reuel	RN# 698084	Warning with Stipulations	September 14, 2010
Barnett, Patricia Ann	RN# 242491	Suspend/Probate	October 21, 2010
Barnett, Rebecca Dianne	RN# 757825	Reprimand with Stipulations	November 9, 2010
Barrera, Veronica Renee	LVN# 194101	Remedial Education & Fine	October 20, 2010
Batson, Joann Townsel	LVN# 52078	Remedial Education & Fine	October 15, 2010
Beard, Lareda Jedonne	LVN# 178734	Remedial Education	October 6, 2010
Beaver, Peggy Ann	RN# 430699	Voluntary Surrender	October 14, 2010
Benitez, Tiffany Dawn	RN# 697179 & LVN# 179240	Enforced Suspension	September 14, 2010

DISCIPLINARY ACTION

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NAME	LICENSE NUMBER(S)	DISCIPLINE	DATE OF ACTION
Betts, Nancy Lee	LVN# 156904	Reprimand with Stipulations	September 14, 2010
Bhudia, Hirji Kanji	RN# 736368 & LVN# 205463	Reprimand with Stipulations	October 21, 2010
Bizzell, Clayton Oscar	RN# 783232	Enforced Suspension	November 9, 2010
Blalock, Beverly Kay (Messenger)	RN# 583616	Limited License	October 15, 2010
Boye, Michelle Rene	RN# 725324	Warning with Stipulations	October 21, 2010
Briones, Maria Stella	LVN# 125005	Remedial Education & Fine	October 11, 2010
Brooks, Tommy	RN# 725535	Warning with Stipulations	October 21, 2010
Brower, James Ian	RN# 707574	License Revoked	September 14, 2010
Brown, Laura Ann	LVN# 141917	Warning with Stipulations	November 9, 2010
Brown, Tracy Devon	RN# 731264	License Revoked	November 9, 2010
Buckley, Vicki Lynn	RN# 237042	Warning with Stipulations	November 9, 2010
Burnett, Sharol A.	RN# 649951	Warning with Stipulations	November 9, 2010
Bussell, Julie Anne	LVN# 169381	Warning with Stipulations	October 21, 2010
Butcher, Steven Howard	RN# 679123	Enforced Suspension	September 14, 2010
Cain, Judy Lynn	LVN# 120274	Warning with Stipulations	September 14, 2010
Callis, Dorothy Eyambe	LVN# 182364	Warning with Stipulations	September 14, 2010
Cantu, Elva M.	RN# 571287	Suspend/Probate	October 21, 2010
Capps, Dawn Marie	LVN# 193328	Voluntary Surrender	October 29, 2010
Cardiel, Gregorio	RN# 667123	Remedial Education & Fine	September 15, 2010
Carwile, Demetria La Juan	RN# 725542	Reprimand with Stipulations	November 9, 2010
Cash, Amy Elizabeth	RN# 740447	Remedial Education	October 22, 2010
Cervera, Ernesto	LVN# 188473	Suspend/Probate	November 9, 2010
Chavarria, Teresa	LVN# 201992	License Revoked	September 14, 2010
Cherry, Elodia C.	RN# 502101 & LVN# 48611	Remedial Education	September 27, 2010
Cheyne, Tamara Love	LVN# 130699	License Revoked	November 9, 2010
Christofersen, Theresa	RN# 738054	License Revoked	October 22, 2010
Clark, Ruth Leannette	RN# 528207	Limited License	November 9, 2010
Clayborne, Carolyn R. Wren Erz	RN# 221100	Warning with Stipulations	September 14, 2010
Colella, Karen	LVN# 162253	Remedial Education & Fine	October 15, 2010
Collins, Helen M.	RN# 243079 & LVN# 33229	Remedial Education & Fine	November 12, 2010
Collins, Lisa Anne	LVN# 144380	Voluntary Surrender	November 2, 2010
Colvin, Lois Ann	RN# 638344	Warning with Stipulations & Fine	November 9, 2010
Cooper, Melva Shaneice	LVN# 188887	Warning with Stipulations	September 14, 2010
Corkern, Joshua Seth	RN# 724989	Enforced Suspension	October 21, 2010
Cortez, Pamela J.	LVN# 141425	Enforced Suspension	September 14, 2010
Couch, Lavernadene Lynn	LVN# 158785	Remedial Education & Fine	October 20, 2010
Cowley, Tabatha Jane	LVN# 192827	License Revoked	September 14, 2010
Crawford, James Mark	RN# 598093	Reprimand with Stipulations	September 14, 2010
Crawford, Stan Rosser	LVN# 130741	License Revoked	September 14, 2010
Creager, Jami Wren	RN# 670492	Remedial Education & Fine	October 11, 2010
Crumbly, Beverly Ann	LVN# 71780	Warning with Stipulations	October 21, 2010
Dahl, Mandy Crowther	RN# 735902	Voluntary Surrender	November 9, 2010
Daniels, Melissa Lynette	LVN# 161196	License Revoked	November 9, 2010
Davis, Robbie	RN# 637317	Warning with Stipulations	September 14, 2010
Dawson, Emily Gail	RN# 255109 & LVN# 87767	License Revoked	September 14, 2010
Deaver, Jolee Anne	RN# 562305	License Revoked	September 14, 2010
Delarosa, Lovella Laurilla	RN# 715999	Reprimand with Stipulations	November 9, 2010
De Los Santos, Alyssa Ruby	LVN# 210973	Warning with Stipulations	October 21, 2010
Dixon, Amber Michelle	RN# 726733 & LVN# 190688	License Revoked	November 9, 2010
Dobbs, Colleen Agnes	RN# 594361	Enforced Suspension	October 21, 2010
Dominguez, Jana Lanette	LVN# 133693	Warning with Stipulations	October 21, 2010
Donald, Kimberly K.	LVN# 179423	License Revoked	October 22, 2010
Dooley, Yolanda A.	LVN# 137645	Warning with Stipulations & Fine	October 21, 2010
Downton, Reuben Edward	LVN# 143206	Remedial Education & Fine	November 2, 2010
Doyle, Deborah Broussard	LVN# 48196	Remedial Education & Fine	October 28, 2010
Druckhammer, Laura Lee	LVN# 146182	License Revoked	November 9, 2010
Eckols, Stewart R.	RN# 252405	Voluntary Surrender	November 5, 2010
Edwards, Eula Wynell	RN# 663650 & LVN# 165020	Remedial Education	September 28, 2010
Egwuekwe, Ejike Roland	RN# 766639	License Revoked	September 14, 2010

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Ekweanua, Glenda Chinelo (Ughanze)	RN# 687385	Warning with Stipulations	October 21, 2010
Elelu, Janet Funmilayo	LVN# 220517	Warning with Stipulations	September 14, 2010
Elliott, Lisa Ann	RN# 610412	Remedial Education & Fine	October 15, 2010
Erickson, Sarah Jane	RN# 638669	Reprimand with Stipulations	September 14, 2010
Fenwick, Matthew Curtis	RN# 713447	Enforced Suspension	November 9, 2010
Fernandez, Lisa Micheie	RN# 660423 & LVN# 168700	Remedial Education & Fine	October 11, 2010
Fiebig, Charles Michael	RN# 671762	License Revoked	September 14, 2010
Flores, Crystal Elena	LVN# 208019	Remedial Education	November 3, 2010
Flower, Elizabeth Christine	RN# 561311	Warning with Stipulations	October 21, 2010
Forward, Emory Hill	LVN# 172325	License Revoked	October 22, 2010
Freeman, Timothy Lane	RN# 776659	Remedial Education	October 25, 2010
Freitag, Lisa Ann	LVN# 189570	License Revoked	September 14, 2010
Fruge, Allen Lane	RN# 620992	Voluntary Surrender	October 21, 2010
Fubara, Telema Ngiangia	LVN# 199925	Remedial Education & Fine	September 14, 2010
Fuentes-Chavez, Zenia	RN# 751777	Remedial Education & Fine	November 3, 2010
Gamble, Jerry Jay	RN# 666163	Voluntary Surrender	October 19, 2010
Gann, Leslie Chantel	RN# 666882	Suspend/Probate	September 14, 2010
Garcia, Mary Jane	LVN# 173989	Warning with Stipulations & Fine	October 21, 2010
Garza, Melynda Anne	LVN# 197236	Warning with Stipulations & Fine	October 21, 2010
Gilbert, Judy Adella	RN# 733337 & LVN# 173403	Warning with Stipulations	September 14, 2010
Giroux, Christiane	RN# 726173	Warning with Stipulations	October 21, 2010
Gonzalez, Jose	LVN# 175311	Remedial Education & Fine	October 5, 2010
Gray, Mitzi Dickens	RN# 668961	Enforced Suspension	November 9, 2010
Greer, Barbara Anne	RN# 226325	Remedial Education & Fine	October 18, 2010
Greer, Lori Denise	RN# 663336 & LVN #160093	Remedial Education & Fine	October 27, 2010
Greer, Raymond Virgil	RN# 748022	Suspend/Probate	September 14, 2010
Guerrero, Yolanda L. (Gutierrez)	RN# 589021 & LVN# 138525	Remedial Education	November 3, 2010
Hall, Kelly Brooke	RN# 703859	License Revoked	November 9, 2010
Hamel, Michael A.	RN# 572090	Remedial Education & Fine	October 20, 2010
Hamilton, Carol Ann	RN# 535762	Voluntary Surrender	October 13, 2010
Hampton, Joan Rene	RN# 714842	License Revoked	October 22, 2010
Hannigan, Becci Lee	RN# 653887	Warning with Stipulations	October 21, 2010
Hanssen, Robert Vincent	RN# 679979	Reprimand with Stipulations	September 14, 2010
Harbin, Deborah Sue	RN# 255291	Reprimand with Stipulations	September 14, 2010
Hardman, Patricia Ann	RN# 666905 & LVN# 155267	Reprimand with Stipulations	September 14, 2010
Harkness-Smith, Andrea	RN# 632086	Remedial Education & Fine	September 27, 2010
Harvey, Angelia Denise Anntynne	LVN# 183456	Suspend/Probate	November 9, 2010
Hassell, Amanda Celeste	LVN# 213644	Warning with Stipulations	October 21, 2010
Heath, Johnny	LVN# 154713	Voluntary Surrender	September 10, 2010
Henderson, Lavonda Jo	LVN# 194141	License Revoked	October 22, 2010
Hendrix, Roselma Ersilia	LVN# 206554	License Revoked	November 9, 2010
Hickman, Maria Rejeki	RN# 775632 & LVN# 208039	Warning with Stipulations	September 14, 2010
Higgs, Kimberly Sue	LVN# 142336	License Revoked	November 9, 2010
Hightower, Katrina Kaye	LVN# 144998	Voluntary Surrender	October 13, 2010
Hilburn, Doris	LVN# 168233	Remedial Education & Fine	October 20, 2010
Hinds, Blanca Silvia	LVN# 74171	Warning with Stipulations	September 14, 2010
Hinds, Jason	RN# 651649 & LVN #160484	Warning with Stipulations & Fine	November 9, 2010
Hinojos, Alicia	RN# 653254	Reprimand with Stipulations & Fine	October 21, 2010
Holland, Deborah Ann	LVN# 149641	License Revoked	November 9, 2010
Hubbard, Gidget Lynn	LVN# 154904	Remedial Education & Fine	November 9, 2010
Hunt, Karen Kay (Weaver)	RN# 547678 & LVN# 76099	Voluntary Surrender	October 11, 2010
Hutchison, Merrick Raymond	LVN# 201561	Reprimand with Stipulations	November 9, 2010
Hutsonpillar, Kristie Dawn	LVN# 185769	Remedial Education & Fine	October 14, 2010
Jackson, Angie Dawn	LVN# 151563	License Revoked	November 9, 2010
Jackson, Nicole Ashworth	LVN# 208700	Remedial Education & Fine	September 30, 2010
Jaksik McLaurin, Natalie M.	LVN# 138610	Voluntary Surrender	October 8, 2010
Jennings, Kristi Leigh	LVN# 200646	Suspend/Probate	September 14, 2010
Jin, Hae Jung	LVN# 193011	Suspend/Probate	October 21, 2010
Johnican, Rashelle Monique	LVN# 143313	License Revoked	November 9, 2010

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Johnson, Myra Jane	LVN# 151923	Remedial Education & Fine	October 15, 2010
Johnson, Sandra Diane	RN# 553620	Remedial Education & Fine	November 12, 2010
Johnson, Sheryl Louise	LVN# 193525	Reprimand with Stipulations & Fine	October 21, 2010
Johnson, Tina Marie	LVN# 117671	Warning with Stipulations	September 14, 2010
Jolic, Tracie Michelle	RN# 683046 & LVN# 153082	Warning with Stipulations	October 21, 2010
Jones, Catherine Anne	RN# 626208	Remedial Education & Fine	September 27, 2010
Jones, Jennetta Carolyn	LVN# 55293	Reprimand with Stipulations	September 14, 2010
Jones, Nathan Wayne	RN# 764536	Warning with Stipulations	November 9, 2010
Joshua, Charles Etta	RN# 665201 & LVN# 53487	Remedial Education & Fine	October 15, 2010
Kemp, Thelma Christine	LVN# 207804	License Revoked	October 22, 2010
Kent, Keverly Kay	LVN# 169473	Warning with Stipulations	September 14, 2010
King, Rhonda Maschelle	LVN# 184414	Remedial Education & Fine	October 14, 2010
Kirkland, Farahangiz Z.	RN# 519726	Remedial Education	October 28, 2010
Kollie, Beatrice	LVN# 173951	Reprimand with Stipulations	November 9, 2010
Lama, Ningma	RN# 758951	Warning with Stipulations & Fine	October 21, 2010
Larocca, Lisa Marie	RN# 648569	Voluntary Surrender	October 15, 2010
Larralde, Julie Ellen	RN# 595841	License Revoked	November 9, 2010
Lartson, Rosalind Owens	LVN# 109636	Warning with Stipulations & Fine	October 21, 2010
Leathers, Melanie	LVN# 173624	Warning with Stipulations	November 9, 2010
Lodico, Nancy	RN# 646989 & LVN# 86721	Warning with Stipulations & Fine	September 14, 2010
Longhenry, Laura Danette	LVN# 187688	Voluntary Surrender	September 23, 2010
Luna, Phyllis K.	LVN#67174	License Revoked	October 22, 2010
Mangalino, Lea Olivia	RN# 523111	Suspend/Probate	October 15, 2010
Martin, Ann	RN# 642604	License Revoked	November 9, 2010
Martin, Charlene Rene	RN# 618356	Voluntary Surrender	September 8, 2010
Martinetti, Georgia Ruth	RN# 549065	Remedial Education	November 1, 2010
Martinez, Cynthia Ann	RN# 568208	Warning with Stipulations	November 9, 2010
Martinez, Martha Patricia	LVN# 158562	Enforced Suspension	November 9, 2010
Martinez, Theresa	RN# 727971	Warning with Stipulations & Fine	September 14, 2010
Mason, Melina Joy	LVN# 135565	Warning with Stipulations	October 21, 2010
Mass, Kizzie Lenett	LVN# 190124	Warning with Stipulations	September 14, 2010
Massey, Bernadette Eileen	RN# 569835	Warning with Stipulations	September 14, 2010
Massey, Janice Carol	LVN# 173845	Remedial Education & Fine	October 13, 2010
Mata, Audrea C.	LVN# 209289	License Revoked	September 14, 2010
Mata, Belinda	LVN# 118590	License Revoked	November 9, 2010
Mauldin, Rachel	LVN# 197639	Reprimand with Stipulations	November 9, 2010
Mauney, Scarlett D.	RN# 540935	License Revoked	October 22, 2010
Maximo, Estelita Sarmiento	RN# 676407	Warning with Stipulations	October 21, 2010
Maynor, Jimmy Leon	LVN# 185999	Suspend/Probate	October 21, 2010
McComack, Tammi Mechelle	LVN# 177122	Remedial Education & Fine	November 12, 2010
McCrary, Sandra J. (Pickett)	LVN# 162572	Remedial Education & Fine	October 27, 2010
McCullough, Delecia Jean	LVN# 69978	Voluntary Surrender	November 12, 2010
McFarlin, Deanna Kay	LVN# 165632	Voluntary Surrender	October 25, 2010
McGinnis, Sonya Kay	LVN# 141714	Voluntary Surrender	September 17, 2010
McKay, Stephanie Walters	RN# 697817	Warning with Stipulations	September 14, 2010
McReynolds-Perez, Melody	RN# 777389 & LVN# 161889	Reprimand with Stipulations & Fine	November 9, 2010
Merrigan, Thomas William	RN# 715250	License Revoked	November 9, 2010
Mildren, Whitney Gray	RN# 743343	License Revoked	November 9, 2010
Mills, Sheila Marie	RN# 726413 & LVN# 187830	Warning with Stipulations	October 21, 2010
Molina, Juanita	RN# 541029	Remedial Education	September 28, 2010
Moore, Olivia Fern	RN# 625029	License Revoked	November 9, 2010
Muecke, Melissa	RN# 675904 & LVN# 162377	Enforced Suspension	October 21, 2010
Munn, Sandra Lynn	RN# 541820	Voluntary Surrender	November 4, 2010
Murphy, Tekiesha Shaunte	LVN# 196684	Reprimand with Stipulations	September 14, 2010
Myers, Shelli Jo	RN# 716272	Voluntary Surrender	September 2, 2010
Naggles, Michael Rodney	RN# 753906	Warning with Stipulations & Fine	November 9, 2010
Nash, Janet A.	RN# 625887	Enforced Suspension	October 22, 2010
Nelson, Sarah Ann	RN# 673766	Warning with Stipulations	October 21, 2010
Nicholson, Tamera Sue	LVN# 140427	Voluntary Surrender	October 1, 2010

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Odom, Dawn Richelle	LVN# 188667	License Revoked	November 9, 2010
Olsen, Sandra Kay	RN# 578113	License Revoked	November 9, 2010
Ortiz, Nelly	LVN# 199851	Warning with Stipulations & Fine	November 9, 2010
Overmiller, Louise Dinoria	RN# 559777	Voluntary Surrender	September 15, 2010
Overshine, Debra Ann	RN# 669520 & LVN# 74706	License Revoked	September 14, 2010
Owers, Ann Yvonne	LVN# 139579	Voluntary Surrender	September 3, 2010
Ozuna, Sylvia	LVN# 129682	License Revoked	November 9, 2010
Palmer, Henrietta	LVN# 105386	License Revoked	November 9, 2010
Palomino-Garcia, Elizabeth A.	LVN# 216905	Warning with Stipulations	October 21, 2010
Parker Henderson, Teresa F. Tice	LVN# 66872	Remedial Education	September 27, 2010
Patterson, Mary Michelle	Multistate Licensure Compact Privilege Associated with MD RN# R167735	License Revoked	November 9, 2010
Paxson, Kirk James	LVN# 115537	Voluntary Surrender	November 8, 2010
Payne, Billie Sherre	RN# 596310	Warning with Stipulations	October 21, 2010
Pearce, Paula E. (Kucejko)	RN# 501940 & LVN# 93035	Warning with Stipulations	November 9, 2010
Pearson, Shelly Lynne	RN# 747102	License Revoked	November 9, 2010
Perez, Janice L.	LVN# 110673	Reprimand with Stipulations	September 14, 2010
Perkins, Jesse David	LVN# 144057	Voluntary Surrender	October 29, 2010
Perrin, Caroline H.	LVN# 98927	Warning with Stipulations	September 14, 2010
Petalver, Myra Legaspi	RN# 528213	Warning with Stipulations	September 14, 2010
Peveto, Deric	RN# 651283 & LVN# 156523	Voluntary Surrender	September 20, 2010
Pistole, Lisa Ann	LVN# 148349	Warning with Stipulations & Fine	September 14, 2010
Pliler, Jennifer Leigh	RN# 670411	License Revoked	September 14, 2010
Pliml, Becky R.	RN# 625684 & LVN# 116609	Remedial Education	October 13, 2010
Powers, Stewart	RN# 453933	Voluntary Surrender	October 5, 2010
Prather, Dawn	RN# 652938	Remedial Education	September 14, 2010
Price, Elizabeth Ann	LVN# 135703	License Revoked	November 9, 2010
Prince, Deborah K.	LVN# 54625	Warning with Stipulations	September 14, 2010
Ramirez, Richard G.	LVN# 70332	Suspended	October 1, 2010
Ramos, Rene Luis	LVN# 167414	Reprimand with Stipulations	September 14, 2010
Ray, Brandon Allen	RN# 697422 & LVN# 174887	License Revoked	November 9, 2010
Ray, Patricia Janice	LVN# 160929	Remedial Education & Fine	September 29, 2010
Ray, Rochelle Denise	LVN# 192021	Reprimand with Stipulations	September 14, 2010
Reddick, Sherrie Michelle	RN# 702444	License Revoked	November 9, 2010
Reed, Tammy Knutson	LVN# 146429	Warning with Stipulations	October 21, 2010
Reed, Venita Lee	LVN# 174369	Warning with Stipulations	November 9, 2010
Reese, Joline	RN# 620119	Warning with Stipulations & Fine	October 22, 2010
Roberts, Angela Janet	RN# 687062	Warning with Stipulations	October 21, 2010
Robinson, Diane Paige	Multistate Licensure Compact Privilege Associated with MD RN# 171157	Warning with Stipulations	November 9, 2010
Rodriguez, Sayd Bognare	RN# 748841	Voluntary Surrender	September 27, 2010
Rogers, Patricia Gail	RN# 555561 & LVN# 107882	Voluntary Surrender	October 26, 2010
Russell, Chris Yvonne	RN# 578527 & LVN# 86214	Warning with Stipulations	October 21, 2010
Salazar, Patricia Anne	RN# 533245	License Revoked	November 9, 2010
Sams-Ryan, Polly Anna	RN# 638241	Warning with Stipulations	October 21, 2010
Sanders, Patricia F.	LVN# 104007	Warning with Stipulations	September 14, 2010
Sandidge, Scott Philip	RN# 698413 & LVN# 181394	License Revoked	October 22, 2010
Sandoval, Sarah Nichole	LVN# 183733	Warning with Stipulations	September 14, 2010
Sands, Vanessa K.	RN# 591258	Reprimand with Stipulations & Fine	September 14, 2010
Santana, Mariana	RN# 699254	Warning with Stipulations	September 14, 2010
Sapp, Pentelope C.	LVN# 103374	License Revoked	September 14, 2010
Saunders, Deborah Lynn	LVN# 122339	License Revoked	November 9, 2010
Schutz, Alma Rosa	RN# 698896	Voluntary Surrender	October 20, 2010
Scott, Carla Sue	RN# 568509	Warning with Stipulations	November 9, 2010
See, Suzanne Frances	RN# 679624	License Revoked	September 14, 2010
Serene, Diana Jeane	LVN# 171686	Voluntary Surrender	October 1, 2010
Sharpless, Beth Brewton	RN# 578764	Enforced Suspension	September 14, 2010

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Short, Tatiana Michelle	LVN# 201533	License Revoked	September 14, 2010
Silvas, Lashanda Kaye	RN# 670790	Remedial Education & Fine	September 15, 2010
Simmons, Terri Ann	LVN# 155164	License Revoked	November 9, 2010
Sivits, June J. (Chandler)	RN# 255284 & LVN# 41926	Voluntary Surrender	October 14, 2010
Sloan, Katherine Diane	LVN# 76822	License Revoked	November 9, 2010
Smith, Carol Janelle	RN# 555459 & LVN# 79126	Voluntary Surrender	September 9, 2010
Smith, Denise	LVN# 215415	Warning with Stipulations	October 21, 2010
Smith, Heather Anne	Multistate Licensure Compact Privilege Associated with AZ PN# LP043198	License Revoked	November 9, 2010
Smith, Julie Amelia	LVN# 187599	License Revoked	November 9, 2010
Smith, Pontia N.	LVN# 83717	Remedial Education & Fine	November 12, 2010
Snare, Marlene D.	RN# 256120	Warning with Stipulations & Fine	November 9, 2010
Spencer, Cynthia Renee	LVN# 119434	License Revoked	October 22, 2010
Spennath, Jason Joel	LVN# 172158	Voluntary Surrender	October 19, 2010
Standlee, Carrie Dawn	RN# 747717	Remedial Education & Fine	November 4, 2010
Stennett, Cathy Leah	RN# 564372 & LVN# 113176	Enforced Suspension	November 9, 2010
Stewart, Buffie Nannette	LVN# 208814	Enforced Suspension	September 14, 2010
Strahan, Terryn Dee	RN# 618608	Remedial Education & Fine	October 18, 2010
Sunnanon, Marissa D.	RN# 616256	Warning with Stipulations	October 21, 2010
Tamariz, Frank Anthony	RN# 703599	Enforced Suspension	September 14, 2010
Taylor, Ira Maurice	LVN# 217360	License Revoked	September 14, 2010
Teague, Cheri Renae	LVN# 175384	Reprimand with Stipulations	September 14, 2010
Thigpen, Amanda Michelle (Gray)	RN# 694900 & Multistate Licensure Compact Privilege Associated with TN RN#132801	License Revoked	November 9, 2010
Thomas, Wonder Lee	RN# 584763	Reprimand with Stipulations & Fine	September 14, 2010
Tingle, Kelly Suzanne	LVN# 173309	Remedial Education & Fine	September 27, 2010
Tippitt, Patricia A.	RN# 239502	Remedial Education	September 29, 2010
Tomlinson, Peggy Ann	RN# 720058	Reprimand with Stipulations & Fine	October 22, 2010
Torres, Jr. Raymond	RN# 568677	Suspend/Probate	September 14, 2010
Treadwell, Lori Lee	RN# 704206 & LVN# 125247	Warning with Stipulations	November 9, 2010
Trejo, Cathy Ann	RN# 449198	Warning with Stipulations	November 9, 2010
Trujillo, Carmel Flores	LVN# 75203	Voluntary Surrender	October 1, 2010
Turner, Jennifer L.	LVN# 159491	License Revoked	November 9, 2010
Uchendu, Rose Obiageli	RN# 590550	Remedial Education	September 30, 2010
Udensi, Cheryl Anita	RN# 576550	Limited License	November 9, 2010
Valdespino, Thomas James	LVN# 207637	License Revoked	November 9, 2010
Vanegas, Kathleen Diane	RN# 584899	Warning with Stipulations	November 9, 2010
Walker-Jarmon, Yalonda	LVN# 161915	Warning with Stipulations & Fine	September 14, 2010
Wansley, Jeremy Bascom	LVN# 212580	Suspend/Probate	November 9, 2010
Ward, Dana Lee	RN# 559350	Remedial Education	October 22, 2010
Ward, Maria Esther	RN# 548763	Voluntary Surrender	October 8, 2010
Wardwell, Barron Dwain	LVN# 167967	Voluntary Surrender	September 10, 2010
Warren, Johnnie Lee	LVN# 129093	Suspend/Probate	October 21, 2010
Warren, William N.	RN# 620674	Suspend/Probate	October 21, 2010
Weakly, Gail	RN# 642821	Remedial Education	September 14, 2010
Weaver, Norma Jean	LVN# 149911	Voluntary Surrender	October 25, 2010
Weaver, Shelly D. (Diann)	RN# 669584 & LVN# 172987	Reprimand with Stipulations & Fine	October 21, 2010
Welch, Larry Reagan	RN# 574108	License Revoked	November 9, 2010
Wells, Selena Mae	LVN# 199039	Warning with Stipulations & Fine	October 21, 2010
Wenke, Leah Nadene	LVN# 187492	License Revoked	September 14, 2010
Wesemann, Mikel Kelly	RN# 706760 & LVN# 172991	Suspend/Probate	October 21, 2010
White, Andrea Laquette	LVN# 201183	Warning with Stipulations & Fine	September 14, 2010
Wiley, Thomas Kiplinger	RN# 570014	Suspend/Probate	September 14, 2010
Wilkins, Carey Anne	LVN# 177703	Voluntary Surrender	September 30, 2010
Wilkinson, Rebecca Joslyn	LVN# 75376	License Revoked	November 9, 2010
Williams, Carl Dennis	LVN# 119801	Warning with Stipulations	November 9, 2010

New Rules for Refresher Programs Take Effect

On October 11, 2010, the Board adopted new rules related to individuals who were seeking to reactivate their nursing license after being away from nursing for four or more years. The new rules serve to strengthen re-entry requirements in order to ensure a nurse is sufficiently competent to begin practicing again. These new requirements can be found in Board Rules 217.6, Failure to Renew a License and 217.9, Inactive Status. The applications for the Six-Month Temporary Permit in Vocational and Professional Nursing reflect the changes in the rules and will assist applicants seeking relicensure with the step-by-step reactivation process.

While most of the two rules and application processes remain the same, a few important changes occurred. Highlights of these changes are: applicants will be required to submit a course completion form from any of the following: (1) a Board approved nursing jurisprudence and ethics course, (2) the online Texas Board of Nursing Jurisprudence Prep Course, or (3) the Texas Board of Nursing jurisprudence and ethics workshop. In addition, applicants will be required to submit a certificate of completion of the Texas Nursing Jurisprudence Exam. Another important change is in the course content and recommendations for the percentage of time to be spent in each of these content areas. Documentation of current cardiopulmonary resuscitation (CPR) certification prior to beginning precepted clinical experiences is now required. Refresher Program Providers will have until August 31, 2011 to comply with the new rules.

Applicants are still required to apply for a Six-Month Temporary Permit to complete a refresher course, an extensive orientation, or a nursing program of study. Additionally, applicants must meet all the requirements of the didactic and clinical learning experiences prior to submitting a reactivation application, any applicable fees, and evidence of completion of 20 contact hours of acceptable continuing nursing education in the two years immediately preceding the application for reactivation.

Board staff has developed a Frequently Asked Question (FAQ) and a convenient Reactivation Checklist for applicants to help clarify the new rules. The documents are contained within the Six-Month Temporary Permit Applications for LVN and RNs and are available on the Board's website, under **Verification and Licensing**, then **Download Other Paper Applications and Forms**.

If you have questions related to these new rule changes, send an email to education@bon.state.tx.us or call 512-305-6802.

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Wilson, Kelly Renee	RN# 697520	Enforced Suspension	October 21, 2010
Wilson, Lashon Rena	RN# 727012	License Revoked	September 14, 2010
Wilson, Lisa Rena	LVN# 165907	Reprimand with Stipulations	November 9, 2010
Wilson, Mary Lou	LVN# 198986	Warning with Stipulations	September 14, 2010
Wiltz, Lois Renee	LVN# 170870	License Revoked	September 14, 2010
Wissmann, Monica Star	RN# 687716	License Revoked	November 9, 2010
Womack, Alan Gale	LVN# 155768	Warning with Stipulations	November 9, 2010
Yager, Karla Renee	RN# 745557	Warning with Stipulations & Fine	November 9, 2010
Yanez, Vicki Louise	RN# 647851 & LVN# 153446	Remedial Education & Fine	September 22, 2010
Yon, Eva Marie	LVN# 145741	License Revoked	November 9, 2010
Young, Eliza Wolistean	RN# 451109 & LVN# 82152	Warning with Stipulations	September 14, 2010
Young, Gloria Christine	LVN# 168886	Voluntary Surrender	October 25, 2010
Young, Tammy Mae	LVN# 128009	License Revoked	November 9, 2010
Your, Stephen J.	RN# 564829 & LVN# 128372	Remedial Education & Fine	November 12, 2010
Zomar, Samantha Kathryn	RN# 746862	Voluntary Surrender	October 6, 2010

Reminder

Issuance of paper licenses upon renewal was discontinued September 1, 2008.

Workshop Update

Protecting Your Patients and Your Practice

The Texas Board of Nursing (BON) will present seven nursing jurisprudence and ethics workshops in 2011. The one-day workshops, Protecting Your Patients and Your Practice, will be offered in the following locations:

<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center;">El Paso</p> <p style="text-align: center;">March 31, 2011 Marriott El Paso</p> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center;">Austin</p> <p style="text-align: center;">April 6, 2011 Hobby Building Tower 3, Room 100</p> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px;"> <p style="text-align: center;">Arlington</p> <p style="text-align: center;">June 15 or June 16, 2011 Hilton Arlington</p> </div>	 	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center;">Austin</p> <p style="text-align: center;">July 13, 2011 Hobby Building Tower 3, Room 102</p> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px;"> <p style="text-align: center;">Houston</p> <p style="text-align: center;">September 28 or September 29, 2011 Houston Marriott Medical Center</p> </div>
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Workshop brochures with registration forms are posted on the BON website at www.bon.state.tx.us under **BON CE Offerings**. The cost of the workshop is \$109. Attendance at these workshops is not mandatory for licensure renewal. For more information regarding the BON workshops, please call the Workshops Information line at 512-305-6844 or email inquiries to workshops@bon.state.tx.us.

Nursing contact hours have been applied for through the Texas Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Board of Nursing Contact Information

MAIN NUMBER.....(512) 305-7400
 FAX.....(512) 305-7401
 -- 24-hour Access
 -- License Verification
 -- General Information

OPERATIONS

CUSTOMER SERVICE.....(512) 305-6809
 -- License Renewals
 -- Endorsement/Examination
 -- Continuing Education for LVNs & RNs

SALES OF LISTS.....(512) 305-6848
 -- Electronic Nurse Files
 -- Publications

NEWSLETTER INFO.....(512) 305-6842

WEB Address.....www.bon.state.tx.us
 -- Refer e-mail inquiries to:
webmaster@bon.state.tx.us

ENFORCEMENT.....(512) 305-6838
 -- Complaint and Disciplinary Action Inquiries
 -- Violations of NPA and Rules and Regulations
 -- Monitoring of Disciplined RNs and LVNs

PROFESSIONAL AND VOCATIONAL NURSING

ADVANCED PRACTICE.....(512) 305-6843
 -- APN Application and
 Prescriptive Authority Procedures

NURSING PRACTICE.....(512) 305-6802
 -- Nursing Practice Issues
 -- Legislation

Workshop Information.....(512) 305-6844
 -- Workshop e-mail inquiries:
workshops@bon.state.tx.us

NURSING EDUCATION.....(512) 305-6816



The purpose of the *Texas Board of Nursing Bulletin* is to disseminate information to nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Texas Board of Nursing related to the safe and legal practice of nursing. The *Texas Board of Nursing Bulletin* provides information on current issues and trends in nursing regulation, status of nursing education programs, information regarding licensure and nursing practice, and disciplinary action taken against licensees who violated the Nursing Practice Act.

Texas Board of Nursing
333 Guadalupe, Suite 3-460
Austin, Texas 78701-3944

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Office Hours and Location

The Office of the Texas Board of Nursing is located in The William P. Hobby Building, located at the corner of 4th and Guadalupe in downtown Austin. The mailing address is: 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays.

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Change of Address

Notification of change of address as required by Rule 217.7 can be by three different methods:

1. Mail to: Texas Board of Nursing, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944;
2. E-Mail to: webmaster@bon.state.tx.us; or
3. Fax to: Texas Board of Nursing (512) 305-7401.

Notifications must include:

1. RN or LVN License Number;
2. Last four digits of Social Security Number;
3. Old and New Address;
4. Name; and
5. Primary State of Residence