



April 2016

# Texas Board of Nursing Bulletin

A Quarterly Publication of the Texas Board of Nursing

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.

## Texas TERCAP Pilot Project Update

In 1999, the Institute of Medicine released a ground breaking report entitled *To Err Is Human: Building a Safer Health System*. This report detailed the costly and deadly effects of medical errors in healthcare settings. The many factors identified in these errors included elements within systems of healthcare and were not solely due to incompetent or careless practitioners.

The National Council of State Boards of Nursing (NCSBN) also began to examine nursing practice cases reported to boards of nursing. The NCSBN analysis led to an initiative to identify patterns of error, characteristics and systems issues that contribute to nursing practice breakdown through the Taxonomy of Error: Root Cause Analysis and Practice-Responsibility (TERCAP) national nursing adverse event database.

The NCSBN TERCAP database serves as a repository for boards of nursing to enter cases with nursing practice breakdown using a taxonomy specific to nursing in order to implement strategies to mitigate the factors causing the nursing errors or nursing practice breakdown. Nursing practice breakdown is defined broadly as the disruption or absence of any of the aspects of safe practice.

To date, 26 boards of nursing have submitted over 3,700 TERCAP cases. NCSBN periodically reports on the data. NCSBN has also developed a platform for participating boards to exchange TERCAP related information. The Texas Board of Nursing (Board) has participated in this national initiative since its inception and provides consistent, timely data for the national study.

In 2011, the 82nd Legislature passed Senate Bill 193, allowing the Board to adopt a standardized error classification system for utilization by Texas nursing peer review committees (NPRCs). Consequently, the Board implemented a pilot with selected NPRCs from hospitals around the state. The TERCAP online instrument was adapted from the NCSBN instrument (with permission) and is utilized to identify practice issues, including nursing practice breakdown, normally investigated during the peer review process. These cases involve minor incidents which are events that indicate the nurse's continued practice does not pose a risk of

harm to patients or other persons; or when remediation is reasonably expected to adequately mitigate any risk and the nurse successfully completes the remediation. Cases that result in reporting the nurse to the Board are excluded from the Texas TERCAP pilot data.

The samples of practice breakdown events differ between the NCSBN TERCAP data and the Texas TERCAP pilot data. The NCSBN data are comprised of practice breakdown events that have been reported to and investigated by a board of nursing. Conversely, the Texas data consist of practice breakdown events that have been reviewed by a NPRC and deemed not reportable to the Board. Consequently, factors surrounding practice breakdown may be more evident in the national data set and less obvious in the Texas data making it more difficult to ascertain significant results for the Texas pilot project.

In order to ensure that data meeting the specific criteria are entered into the database for the Texas TERCAP pilot project, training was conducted in the summer of 2012 with data collection beginning September 1, 2012. The Texas TERCAP pilot project utilizes an instrument and protocol to capture data regarding the nurse, patient, system, and healthcare team factors. Also captured are the remediation strategies for the nurse and for the institution.

From September 1, 2012 through August 31, 2015, there were 260 events recorded in the online database from 32 urban and 3 rural acute care facilities/hospitals. A chi square analysis was conducted on key items from the survey. The chi square analysis supports the identification of any possible relationships between the TERCAP study variables. The full report is accessible on the Board website in **News**, then **Board Meetings**. Select the **January 21-22, 2016 Board meeting** and scroll to agenda item 5.3.3.a to view the entire report, including graphs of the data analysis. Highlights from the report are included below.

The majority of nurses with nursing practice breakdown in the Texas TERCAP pilot data (86.2%) were in a familiar practice environment. The question that aligns with this data point asks specifically if the nurse

was working in a temporary capacity. This variable is captured in both the national and the Texas data; however, the population in the Texas data are not reported to the Board while the population in the national data have been reported and investigated by a board of nursing. This data point in both databases is consistent as the national data also reflects the majority of nurses were not working in a temporary capacity (91%).

The Texas TERCAP data indicate that the greater part of nurses (75.8%) did not have a history or pattern of practice breakdown. The national data reflect that slightly over half (58%) have not had previous discipline by their employer for a history or pattern of practice breakdown. Related to action by an employer, in Texas, the overwhelming majority of employers (90.8%) retained the nurse after the practice breakdown incident and only 0.4% terminated or dismissed the nurse. In contrast, the national data reflect that only 28% of nurses involved in practice breakdown were retained by their employer and 54% were terminated or

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## 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.

### **LETICIA GALLARZO**

**a.k.a Leticia Gallarzo Garza; a.k.a. Leticia Garza Gallarzo, a.k.a Leticia Galindo Gallarzo, a.k.a Leticia Gallarzo Galindo**



Leticia Gallarzo secured employment as a registered nurse (RN) with a staffing agency in Victoria County, as well as with long term care facilities in Goliad and Yorktown. Ms. Gallarzo is not licensed to practice professional nursing in the State of Texas, however she used the name and RN license number belonging to a licensee with a similar name, but different social security number who resides in the Hidalgo County area. In addition, the Board of Nursing has received information that this individual has worked as a RN in DeWitt, Victoria, Goliad, and Matagorda Counties. This case has been referred to the Victoria County District Attorney's Office, Goliad County District Attorney's Office, and DeWitt County District Attorneys' Office.

## Advisory Committee Update

### Advisory Committee on Education

The Advisory Committee on Education (ACE) met on July 31, 2015 and September 18, 2015 to address charges issued by the Board to consider making rule change recommendations related to:

- Board approval for increasing enrollments in pre-licensure nursing education programs;
- Specific requirements for classroom and clinical practice hours in vocational nursing (VN) education programs;
- Limitations in teaching responsibilities for directors of VN education programs; and
- Reduction of the required time frame for nursing graduates to take the NCLEX® examination following graduation to be eligible for licensure.

ACE presented recommendations to the Board at the January 2016 quarterly meeting that were approved to propose rule amendments that would require pre-licensure nursing education programs without national nursing accreditation to seek Board approval prior to increasing enrollments beyond 25% per year and to limit the teaching responsibilities for directors of VN education programs to four clock hours per week. ACE recommended no changes be made to current requirements for classroom and clinical practice hours in VN education programs or to current rule requirements regarding the time frame for nursing graduates to take the NCLEX® examination following graduation.

For more information regarding the proposed changes to Rules 214 and 215, please see the January 2016 quarterly Board meeting agenda items 7.2, 7.3, and 7.4 available at: [http://www.bne.state.tx.us/meetings\\_board\\_meetings\\_2016\\_January.asp](http://www.bne.state.tx.us/meetings_board_meetings_2016_January.asp).



## The Texas Board of Nursing

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### Texas Board of Nursing Meeting Schedule

#### 2016 Board Meeting Dates

April 21-22  
July 21-22  
October 20-21

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

#### 2016 Eligibility and Disciplinary Committee Meeting Dates

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

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## Summary of Actions

A regular meeting of the Board of Nursing was held January 21-22 2016, in Austin. The following is a summary of Board actions taken during this meeting.



In the February 12, 2016, issue of the *Texas Register*, the Texas Board of Nursing (Board) proposed amendments to §211.6, concerning **Committees of the Board**. The proposed amendments: remove reference to the Deferred Disciplinary Action Pilot Program Advisory Committee from the rule text as this committee ceased operation when the deferred disciplinary action pilot program ended and was scheduled to be abolished no later than January 1, 2014; clarify that committee members will be appointed by the Board and that the majority of the members of a committee must be present at a meeting in order to establish a quorum; reiterate that the role of a Board member liaison is limited to clarifying the Board's charge and intent to the advisory committee; and make clear that committee members may identify topics and/or issues for development and communication to the Board for the consideration and/or issuance of a formal charge. The proposed amendments also permit committee members to request and/or receive training to assist them in completing their work and include provisions consistent with changes proposed to §213.23 (**Decision of the Board**). The Board also proposed amendments to §213.23, concerning

**Decision of the Board** and §213.32, concerning **Corrective Action Proceedings and Schedule of Administrative Fines**. Proposed amendments to §213.23: provide that either the Board or the Eligibility and Disciplinary Committee of the Board may make final decisions in all matters relating to the granting or denial of a license or permit, discipline, temporary suspension, or administrative and civil penalties; provide that parties shall have an opportunity to file written exceptions and/or briefs with the Board; clarify that an individual wishing to file written exceptions and/or a brief for the Board's consideration must do so no later than 15 calendar days prior to the date of the next regularly scheduled meeting where the Board or the Eligibility and Disciplinary Committee will deliberate on the proposal for decision or default dismissal; and states that an individual wishing to make an oral presentation regarding a proposal for decision or default dismissal must request to do so, and file written exceptions and/or a brief, no later than 15 calendar days prior to the date of the next regularly scheduled meeting where the Board or the Eligibility and Disciplinary Committee will deliberate on the proposal for decision or default dismissal. The proposed amendment to §213.32: provides that an agreed corrective

action will not be available to an individual who is practicing nursing in Texas on a nurse licensure compact privilege.

In the February 26, 2016, issue of the *Texas Register*, the Board proposed amendments to §214.6, concerning **Administration and Organization**, §214.8, concerning **Students and Organization**, §215.8, concerning **Students**. The proposed amendment to §214.6 limits the teaching hours of a program director or coordinator of a vocational nursing education program to four (4) clock hours per week to allow the director/coordinator to focus on the duties associated with the administration of the program. The proposed amendment to §214.8 requires a vocational nursing educational program that plans to expand enrollment beyond twenty-five percent (25%) in one year to seek Board approval prior to implementing that increase. The proposed amendment to §215.8 requires a professional nursing educational program that plans to expand enrollment beyond twenty-five percent (25%) in one year to seek Board approval prior to implementing that increase.

### Nursing Education Actions - January 2016 Board Meeting

#### Reviewed Reports on:

Status of New Nursing Education Programs and Active and Potential Proposals; Status on Programs with Sanctions; Report on Communication Activities with Nursing Education Programs; and Report of 2015 NCLEX-RN® Examination Pass Rates.

#### Approved Reports of Survey Visits:

Baptist Health System School of Health Professions Vocational Nursing (VN) Education Program in San Antonio; Houston Community College VN Education Program in Houston; and McLennan Community College VN Education Program in Waco.

#### Approved Report of Survey Visit Requiring Action:

The College of Health Care Professions VN Education Program in Houston.

#### Approved Change in Approval Status from Initial Approval to Full Approval:

Clarendon College Associate Degree Nursing (ADN) Education Program in Pampa; Texas A&M University Baccalaureate Degree Nursing (BSN) Education Program in Commerce; and University of Texas of the Permian Basin BSN Education Program in Odessa.

#### Approved Change in Approval Status from Initial with Warning to Full Approval:

Mountain View College ADN Education Program in Dallas; Ranger College ADN Education Program in Early; and

Texas Tech University Health Science Center Gayle Greve Hunt School of Nursing BSN Education Program in El Paso.

#### Approved Change in Approval Status from Full with Warning to Full Approval:

Amarillo College ADN Education Program in Amarillo; Kilgore College ADN Education Program in Kilgore; Lone Star College-Kingwood ADN Education Program in Kingwood; Lone Star College-North Harris ADN Education Program in Houston; Odessa College ADN Education Program in Odessa; San Antonio College ADN Education Program in San Antonio; Vernon College ADN Education Program in Vernon; East Texas Baptist University BSN Education Program in Marshall; and Midwestern State University BSN Education Program in Wichita Falls.

#### Approved Change in Approval Status from Conditional Approval to Full Approval:

Kaplan College VN Education Program in San Antonio.

#### Approved Change in Approval Status from Initial Approval to Initial with Warning:

ITT Technical Institute ADN Education Program in Richardson; and University of St. Thomas BSN Education Program in Houston.

#### Approved Change in Approval Status from Full Approval to Full with Warning:

Northeast Texas Community College ADN Education Program in Mount Pleasant; Texarkana College ADN Education Program in Texarkana; Chamberlain College of Nursing BSN Education Program in Houston; Patty Hanks Shelton School of Nursing BSN Education Program in Abilene; and University of Texas Health Science Center BSN Education Program in San Antonio.

#### Approved Change in Approval Status from Initial with Warning to Conditional Approval:

Hallmark University ADN Education Program in San Antonio; and Schreiner University BSN Education Program in Kerrville.

#### Approved Change in Approval Status from Full with Warning to Conditional Approval:

Houston Community College ADN Education Program in Houston; Texas Southmost College ADN Education Program in Brownsville; and Western Governors University BSN Education Program in Austin.

#### Received Reports of:

Innovative Pilot Project Using the Texas Concept-Based Curriculum in Six Associate Degree Nursing Education Programs; Summary of Self-Study Reports for VN Education Programs for 2015; and VN Education Programs with High School Entry Tracks.

#### Accepted Notification of Voluntary Closure of a Nursing Education Program:

Quest College VN Education Program in San Antonio.

## Texas TERCAP - continued from page 1

dismissed by their employer. The results of the employer’s reaction to the practice breakdown may be reflective of the differences in the “level” of practice breakdown that are or are not reported to a board of nursing. For example, the Texas TERCAP practice breakdown incidents are most likely “minor” in nature whereas practice breakdown incidents reported to a board of nursing may reflect behavior that is more egregious and more likely to be a danger to the public. Having a history or pattern of practice breakdown may be a potential indicator of future practice breakdown and thus, of interest, to boards of nursing. In terms of the retention of the nurse after the practice breakdown, it is possible that an organization may perceive some nurses as more “valuable” to the organization and retain them as opposed to viewing those nurses that have been reported to a board of nursing as not being compatible with facility policies and/or culture.

Some of the factors that contribute to nursing practice breakdown are beyond the control of the individual nurse, but impact the work environment and performance of the nurse involved in nursing practice breakdown. Such factors may be referred to as systems issues. The Texas TERCAP database captures systems issues in the following categories:

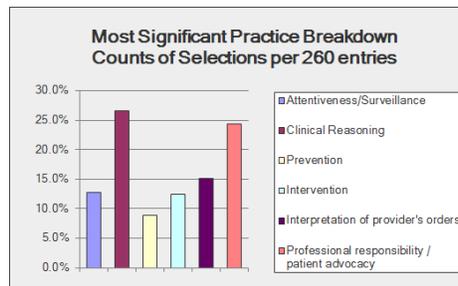
- communication systems,
- leadership and management,
- backup and support,
- environmental,
- other health team members involved in the nursing practice breakdown,
- staffing issues, and
- health care team factors.

Of the systems issues entered into the Texas TERCAP database, the most frequent areas that contributed to the practice breakdown incident include issues with the communication systems, other health team members involved in the nursing practice breakdown, and team factors. These selections may reflect the importance that factors involving communication and the systems that support communication play within teams and events of nursing practice breakdown.

Nursing practice breakdown is categorized within eight different categories. The categories each have a framework (within the protocol) to guide the analysis of the actual practice breakdown. The six primary categories of nursing practice breakdown are:

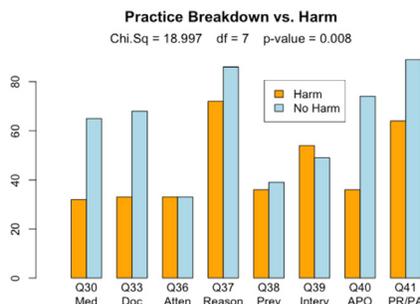
- attentiveness/surveillance,
- clinical reasoning,
- prevention,
- intervention,
- interpretation of authorized provider orders, and
- professional responsibility/patient advocacy.

In addition, the two categories of medication error and documentation error may be involved in any nursing practice breakdown. The category of clinical reasoning was most often selected as the most significant category of nursing practice breakdown.



Of particular importance in the relationships between the variables is the determination of whether or not there are any variables that impact patient harm more than others. Important findings, such as these, have the capacity to guide the content and approach for interventions and practice remediation.

This is the first application of chi square analysis to the Texas TERCAP data. The analysis reflects that the rate of patient harm is not the same for all practice breakdown categories. In other words, there are statistically significant differences between the types of practice breakdown categories indicating that some types of the categories could result in greater rates of patient harm than others. During chi square analysis, the practice breakdown category of “Intervention” emerged as most likely associated with higher rates of patient harm than the other categories. As the sample size increases, Board staff will be able to conduct additional analysis to further evaluate this finding.



The Texas TERCAP database collects broad categories of remediation for the nurse as well as providing the ability for the remediation strategy to be described. The broad categories of remediation for the nurse include: probation, supervised practice, reassignment, internal training, external training, no remediation, and a selection of other where the participants can enter text related to the remediation strategy. Over half of the events entered indicated that internal training was the method of

remediation chosen for the nurse involved in the practice breakdown.

Several themes emerged from the text entries related to the remediation strategies for the nurse. In some cases, the nurse was directed to present education to others such as through an in-service or poster presentation. Of note, there were several entries indicating the employer remediation strategy for the nurse had impact beyond the individual nurse. These entries related to policy changes, policy review and revision, and development of guidelines and standards.

NPRCs are in a unique position to evaluate the conduct of a nurse and to also examine the influence of factors that are beyond the nurse’s control or systems issues [Tex. Occ. Code, Sec. 303.011 (a)]. When the NPRC uncovers factors beyond the nurse’s control, or systems issues, they are required to communicate to a patient safety committee to improve the nursing practice within the facility [Tex. Occ. Code, Sec. 303.001 (b)]. Based on the text entry responses related to the employer remediation of the nurse, in some cases the NPRC is identifying factors beyond the nurse’s control and directing the nurse involved in the nursing practice breakdown to be involved in the process of improving nursing practice within the employment setting.

The Texas TERCAP pilot project continues through August of 2016. The pilot has provided valuable insights through communication with participating hospitals throughout the pilot. The Texas TERCAP instrument and protocol are being revised. Board staff will continue to provide updates on the Texas TERCAP pilot project including further training opportunities.

### Volunteer to Advocate for a Peer

The Texas Peer Assistance Program for Nurses (TPAPN) offers life-renewing opportunities for nurses by serving as an alternative to discipline program for nurses whose nursing practice may have been impaired by psychiatric or substance use disorders. Many participants are given the opportunity to have a nurse peer advocate assigned to provide peer support during their participation in TPAPN. TPAPN needs your help to support the participating nurses. TPAPN volunteer Advocates are nurses who have a desire to help their colleagues, support nursing, and contribute to the community. TPAPN provides training for Advocates and grants continuing nursing education hours. Go to [www.tpapn.org](http://www.tpapn.org), select “Volunteer with TPAPN”, complete the Advocate application and fax the completed application to TPAPN at 512-467-2620. Make arrangements to attend TPAPN’s Advocate training workshop in Austin on April 8-9, 2016.

# Licensed Vocational Nurse On-Call Pilot Program Completed

Triage is commonly defined as the sorting of patients and prioritization of care based on the degree of urgency and complexity of patient conditions. Telephone triage is the practice of performing a verbal interview and making a telephonic assessment with regard to the health status of the caller. Because the licensed vocational nurse (LVN) receives no educational training to provide triage or telephonic assessments, the Board of Nursing (Board or BON) has maintained that it is beyond the scope of practice for LVNs to provide triage services over the telephone. This was also the position of the Board of Vocational Nurse Examiners prior to the merger of the nursing boards in 2004. Senate Bill 1857, 82nd Legislature, Regular Session, 2011, amended the Texas Human Resources Code relating to the administration of medications for persons with intellectual and developmental disabilities (IDD). It directed the Texas Department of Aging and Disability Services (DADS) and the Texas BON to develop and conduct a pilot program to evaluate LVNs providing on-call services by telephone to individuals receiving services in the Home and Community-based Services (HCS) and Texas Home Living (TxHml) Medicaid waivers, as well as in intermediate care facilities for individuals with an intellectual disability or related condition (ICFs/IID) with 13 or fewer beds.

A memorandum of understanding (MOU) between DADS and the BON was established in July of 2011. The MOU outlines the general requirements for the pilot program and when LVNs may provide on-call services. DADS and BON staff developed an Operational Protocol to further identify specific requirements for participation in the pilot program. BON Staff developed a Communication Protocol which provides express directions for the LVN when providing on-call telephone services, including instructing the direct support workers to call 9-1-1 in an emergency and when follow-up communication is required to the registered nurse (RN) clinical supervisor. Numerous trainings across the state were conducted to inform nurses and providers about the pilot program and how to use the Operational Protocol and the Communication Protocol.

A final report was published in January 2016 as a follow up to an [interim report](#) on the pilot published in December 2012 and offers a final evaluation of the pilot which ended on August 31, 2015. Below is a summary of the milestones achieved, challenges encountered, and recommendations following completion of the pilot.

## Milestones Achieved

- DADS conducted advisory committee meetings on a regular basis to keep the committee apprised of findings and issues.
- DADS and BON conducted surveys of participating and non-participating providers in the pilot.
- DADS and BON developed a system to evaluate the pilot with input from the advisory committee based on a random sample of chart reviews and reviews of all deaths.
- In response to input from the advisory committee, DADS and BON modified operational and communication protocols.
- DADS provided training in response to issues identified during evaluation of the pilot, in partnership with BON.
- BON and DADS increased communication among staff regarding nursing practice in pilot settings.
- DADS led development of an LVN Educator Toolkit aimed to assist in preparing newly licensed LVNs for practice in community and long term care settings.

A list of milestones achieved prior to December 2012, are provided in the [interim report](#).

## Challenges

- Providers were often non-responsive to DADS requests for records.

- The lack of documentation by both nursing and direct care staff when an incident occurred made it difficult to evaluate if a nurse followed communication and operational protocols correctly.
- Processes for DADS to obtain and review records and for DADS and BON to conduct mortality reviews were labor intensive.
- Turnover of personnel at DADS and BON led to gaps in pilot management.
- Turnover of personnel at provider organizations led to potential gaps in training in pilot protocols.
- Understanding of the LVN's scope of practice varied among providers.
- LVNs who participated in the pilot may be unaware the pilot ended.
- Providers have difficulty recruiting, hiring, and retaining RNs as reported by advisory committee provider members.
- Training in management of a critical incident or death varied from provider to provider.
- No funding was appropriated to administer the pilot.

## Lessons Learned

- Nurses and providers were unaware of continuing education and certification for nurses who care for individuals with IDD is available through the Developmental Disabilities Nurses Association.
- Direct and frequent communication among direct care providers and the nurse on-call is essential for safe care of individuals.
- Providers employing nurses must understand scope of practice for RNs and LVNs.

continued on next page

# KSTAR Pilot Program for Nurses Update

With public protection as the mission of the Texas Board of Nursing (Board), when a breakdown in nursing practice occurs, the Board must make a determination of whether the breakdown rises to the level of licensure disciplinary action. When a nurse's clinical competency is questioned, the Board's disciplinary action for nursing practice breakdown most often involves some form of remediation and potentially a period of monitored nursing practice. The Board remains interested in seeking innovative methods to remediate a nurse's practice using a less punitive approach aligned with the concepts of *Just Culture*.

In October 2015, the Board approved a two year extension to conduct an innovative pilot program, *Knowledge, Skills, Training, Assessment and Research (KSTAR) for Nurses*, that was initially approved in October 2013, consistent with the Board's authority under the Nursing Practice Act, Sections 301.453(b) and 301.1605(a). The *KSTAR Pilot Program for Nurses* is designed to assess a nurse's competency and provide individualized remediation based upon this competency assessment. The Board has approved the Texas A&M Health Science Center Rural and Community Health Institute and the College of Nursing to implement the *KSTAR Pilot Program for Nurses*.

Licensed vocational nurses (LVNs) and registered nurses (RNs) found to have

engaged in a practice breakdown that would justify a disciplinary action at a sanction level of warning or below based on the Board's Disciplinary Matrix may be eligible for an agreed order to participate in the *KSTAR Pilot Program for Nurses*.

Nurses who enroll in the *KSTAR Pilot Program for Nurses* must travel to Round Rock or Bryan/College Station twice during the program for a two day initial assessment and again for a one day final evaluation. The individualized remediation program is self-paced and may be completed from the nurse's home. In some cases, additional travel to provide individualized training in the skills lab facilitated by nursing faculty may be included in the nurse's remediation plan. As of January 2016, 36 agreed orders for nurses to participate in the *KSTAR Pilot Program for Nurses* have been ratified by the Board. Of those 36 agreed orders, 32 nurses have enrolled in the program and 16 nurses have successfully completed the program and the terms of their agreed orders. An additional 12 nurses were in the process of completing the program and five nurses have been referred back to the Board for failure to complete the program as of January 2016. In November 2015, the *KSTAR Pilot Program for Nurses* was approved under the title, *KSTAR Nursing: An Innovative Practice, Academic and Regulatory Partnership*

Program for the Remediation of Texas Nurses with Practice Breakdown, by the Texas A&M Health Science Center Institutional Review Board to conduct research to evaluate the effectiveness of the program.

The *KSTAR Pilot Program for Nurses* is an innovative, alternate form of discipline aimed to offer an individualized approach to assess the need for practice remediation, implement a remediation plan unique to each nurse's needs, and evaluate the outcome of the remediation plan. This program may offer a new method to enhance the Board's ability to ensure that each person holding a license as a nurse in Texas is competent to practice safely. Updates on the progress of the *KSTAR Pilot Program for Nurses* will be provided in future issues of the *Texas Board of Nursing Bulletin*.

## References

- Board Rule 213.33(b)
- Board Rule 213.35
- KSTAR Nursing FAQs. Retrieved on 2/17/16 from <http://rchitexas.org/kstar-nursing/index.html>
- Nursing Practice Act Section 301.453(b)
- Nursing Practice Act Section 301.1605(a)
- Outcome Engenuity. *Getting to Know Just Culture*. Retrieved on 2/17/16 from <https://www.justculture.org/getting-to-know-just-culture/>

## LVN On-Call Pilot - continued from prev. page

- Based on a survey of providers, the most frequently cited reason for not participating in the pilot was the need to have an RN available to the LVN for consultation while taking calls.

### Recommendations

- BON does not recommend expansion of the LVN scope of practice in the community setting of HCS/TxHmL and ICF/IID, including the provision of on-call services by telephone.
- The state should convene a workgroup consisting of DADS,

BON, and IDD stakeholders to identify and resolve issues involving nursing scope of practice in community settings.

- The state should develop training to improve the ability of direct care staff to recognize deterioration in status in individuals who have chronic medical diagnoses.
- Direct care staff should contact nursing staff directly to communicate client health care needs and status changes as opposed to communicating through a third party, such as a house administrator.

- Nursing orientation at a provider level should include training on documentation in the IDD care setting.
- BON should continue educational offerings aimed to teach LVN scope of practice.

The Board looks forward to continuing collaborative work with DADS and stakeholders aimed to address the recommendations. To view a copy of the complete report of the pilot program, please go to: [http://www.dads.state.tx.us/news\\_info/publications/legislative/SB1857FinalReport.pdf](http://www.dads.state.tx.us/news_info/publications/legislative/SB1857FinalReport.pdf)

## 2016 Workplace Violence Against Nurses Project Coming Soon!

The Texas Center for Nursing Workforce Studies (TCNWS) will be conducting two surveys on workplace violence against nurses stemming from House Bill 2696 passed in the 84<sup>th</sup> Legislative Session.

The information collected in these two surveys will serve as a guide for the development of policy recommendations by the Texas Center for Nursing Workforce Studies Advisory Committee and information you provide will be instrumental in shaping legislation geared toward preventing workplace violence against nurses in Texas.

### Facility Survey:

Beginning in April 2016, hospitals, freestanding emergency medical care facilities, long term care nursing facilities, and home health agencies will be surveyed to assess practices and strategies used by employers to prevent workplace violence against nurses. Administrators at these facilities will be sent survey packets by both email and regular mail. This survey can be completed online or by filling out a hard copy and sending it via email, fax, or by returning it in the self-addressed, postage-paid envelope provided. As with all facility level surveys conducted by the TCNWS, all responses are confidential and anonymous. Responses will only be reported in aggregate and no individual facilities will be identified.

### Individual Nurse Survey:

In June 2016, a sample of RNs and LVNs in Texas will be surveyed regarding their experiences with workplace violence as it relates to both verbal and physical violence over the course of their career.

Nurses will receive their survey by regular mail and will be able to complete it online or by returning the paper survey in the included self-addressed, postage-paid envelope. As with the facility survey, all data collected will be reported in aggregate. Individual nurses will not be identified.

### Make Your Voice Heard!!

Your participation in these surveys is highly encouraged! Your confidential responses to these surveys are needed to illustrate the prevalence of workplace violence against nurses in Texas and to help the Texas Center for Nursing Workforce Studies Advisory Committee make policy recommendations to address workplace violence against nurses in Texas.

Results from these two surveys will be available in December 2016. If you have any questions, please don't hesitate to contact TCNWS by email at [TCNWS@dshs.state.tx.us](mailto:TCNWS@dshs.state.tx.us) or by phone at 512-776-6723.

## SAVE THE DATES

### Texas Taking the Next Step Conference

Day 1 – Advancing Nursing in Long-term Care

Day 2 – Dementia in Long-term Care and Community Settings

**Dates:** August 1-2, 2016

**Location:** Austin Marriott North, Round Rock, Texas

The Texas Department of Aging and Disability Services (DADS), in collaboration with the University of Texas at Austin School of Nursing are hosting an informative two-day, free event. Day 1 will focus on Advancing Nursing in Long-term Care by providing nursing specific information related to the care of the geriatric population and those with dementia related conditions. Day 2 of the event will provide all healthcare disciplines as well as family members and private care-givers with basic as well as in-depth information that is specific to care for those with dementia related conditions. By attending, long-term care nurses will gain knowledge on dementia including how to identify and manage the symptoms, as well as palliative care and decision making for those with dementia; a number of clinical areas, including nutrition, hydration, weight management, medication management in the geriatric population, geriatrics in the mental health and intellectual and developmentally disabled subpopulations, diabetes management, and many others; feeding techniques for those suffering from Alzheimer's disease or other dementia related conditions; and infection control.

### Who Should Attend?

Day 1: RNs and LVNs who work in long-term care or with the geriatric population

Day 2: Multiple health care disciplines; family members, loved ones, and friends; and consumers

### Registration:

Registration opens June 2016. Seats are limited.

### Continuing Education:

Texas Department of Aging and Disability Services - Regulatory Services Division is an approved provider of continuing nursing education by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

### For more information:

If you would like more information about this event, email the DADS Quality Monitoring Program at [Quality.MonitoringProgram@dads.state.tx.us](mailto:Quality.MonitoringProgram@dads.state.tx.us).

### How to be a Successful DON in a Texas Nursing Facility Nursing Facility Directors Of Nursing (DON) Academy

Nursing facility Directors of Nursing (DONs), potential DONs, assistant DONs, corporate nurses and Licensed Nursing Facility Administrators (LNFAs) are encouraged to attend the DON Academy. The DON Academy was created through a collaborative effort by steering committee members from the Texas Department of Aging and Disability Services (DADS), the Texas Health Care Association (THCA), TMF Quality Innovation Network – Quality Improvement Organization (TMF QIN-QIO), and nursing facility DONs. This Academy will provide participants with state and federal regulatory information as well as evidence-based best practice information necessary to successfully manage their facility as well as improve the quality of care and quality of life for the residents they serve. The DON Academy will be presented eight times around the state from April through June 2016.

### For more information and if you would like to attend, please visit:

<https://swift-solutions.org/DADS/>

### Continuing Education

Continuing education hours of 10.25 will be awarded for nurses, while LNFAs will receive 18.75 hours.

### For more information

If you have any questions please contact Laura Arce, DON Academy Coordinator, at [laura.arce@dads.state.tx.us](mailto:laura.arce@dads.state.tx.us)



### Do You need to change your address?

Notification of change of address as required by Rule 217.7 can be completed by any of the following methods:

**Mail:** Texas Board of Nursing  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701-3944  
**E-Mail:** [webmaster@bon.texas.gov](mailto:webmaster@bon.texas.gov)  
**Fax:** (512) 305-7401

**NOTE:** Notification must be provided within 10 days of move

### Notifications must include:

1. Name;
2. RN or LVN License Number;
3. Last four digits of Social Security Number;
4. Old and New Addresses; and



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



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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.

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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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**Board of Nursing Contact Information**

- MAIN NUMBER.....(512) 305-7400
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- 24-hour Access
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- General Information
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- OPERATIONS
- CUSTOMER SERVICE.....(512) 305-6809
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- Endorsement/Examination
- Continuing Education for LVNs & RNs
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- Workshop e-mail inquiries:
- [workshops@bon.texas.gov](mailto:workshops@bon.texas.gov)
- NEWSLETTER INFO.....(512) 305-6842
- WEB Address.....[www.bon.texas.gov](http://www.bon.texas.gov)
- Refer e-mail inquiries to: [webmaster@bon.texas.gov](mailto:webmaster@bon.texas.gov)

# NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses through a Board order containing public information about the nurse's disciplinary action. You can obtain information about these disciplinary actions from the Board's website, [www.bon.texas.gov](http://www.bon.texas.gov), using the verification look-up under **Licensure** or under the disciplinary action section of **Discipline & Complaints**. Under **Licensure**, select **Verification** then click on the applicable type of license type; **Discipline & Complaints**, select Disciplinary Action then select individual newsletter date. Additionally, you can 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>
Adams, Lucinda Nicole	LVN 192257	Warning with Stipulations	January 21, 2016
Adams-Saddler, Charmpleaouss Kerrvonnee	RN 705826	Warning with Stipulations	November 10, 2015
Adorku, Nana (Cynthia Andrea) Harris	RN 786757	Reprimand with Stipulations	January 21, 2016
Afflerbach, Michael Allen	RN 709644	Voluntary Surrender	November 13, 2015
Agnew, Deloris H.	LVN 59393	Revoked	December 8, 2015
Aguilar, Kamie Rae	RN 772595	Warning with Stipulations	January 21, 2016
Ahamba, Ekelechi Gardenia	RN 817042	Suspend/Probate	January 21, 2016
Ahrens, Tambra Audrey	LVN 221070	Warning with Stipulations	November 10, 2015
Akins, Dana T.	LVN 132036	Revoked	December 8, 2015
Akintola Lopato, Irene	LVN 304649	Revoked	December 8, 2015
Alexander, Krystle Lynn	RN 772928	Warning with Stipulations	January 21, 2016
Allen, Carrie Elaine	RN 699395	Warning with Stipulations	January 21, 2016
Allen, Sara Lynne	RN 546761	Voluntary Surrender	January 4, 2016
Alongi, Wayne Russell	AP122816 & RN 867841	Revoked	January 21, 2016
Alonzo, Graciela	LVN 196751	Suspend/Probate	November 10, 2015
Alvarez, Rebecca Suzanne	LVN 201425	Revoked	November 10, 2015
Anderau, Megan Rose	RN 795026	Revoked	November 10, 2015
Anderson, Michael E.	RN 521478	Reprimand with Stipulations	January 21, 2016
Anderson, Michael John	LVN 215701	Revoked	December 8, 2015
Anderson, Roderick Dale	LVN 167521	Warning with Stipulations	November 10, 2015
Arriola, Adrian Alejandro	LVN 316924	Suspend/Probate	January 21, 2016
Arteaga, Maria Consuelo	LVN 307196	Warning with Stipulations	November 10, 2015
Asumbrado, Jerry Macasil	RN 741521	Limited License	January 21, 2016
Aven, Anthony Zachary	RN 834064	Revoked	November 10, 2015
Aycock, Matthew Clarke	RN 825850	Warning with Stipulations	January 21, 2016
Aycock, Nicholas Carlos	RN 821943 & LVN 303143	Enforced Suspension	January 4, 2016
Ball, Sherry Kaye	LVN 126293	Voluntary Surrender	November 12, 2015
Banthavong, Sibounheung	RN 644811	Warning with Stipulations	November 10, 2015
Barnes, Shona L.	LVN 198058	Remedial Education	January 6, 2016
Barraza, Elizabeth	LVN 224791	Revoked	January 21, 2016
Barron, Sylvia	LVN 306334	Reprimand with Stipulations	January 21, 2016
Basaldua, Ramon	LVN 225574	Enforced Suspension	January 14, 2016
Baucom, Brenda Jean	LVN 127113	Warning with Stipulations	January 21, 2016
Baumbach, Cassie Lynn	LVN 182350	Revoked	November 10, 2015
Beaty, Kathy Elaine	LVN 198048	Revoked	November 10, 2015
Beckworth, Susan Jean	LVN 131965	Revoked	November 10, 2015
Beene, Laterica Mccray	RN 843915	Reprimand with Stipulations	December 8, 2015
Bell, Danielle Nicole	LVN 171188	Remedial Education with Fine	January 4, 2016
Bell, Melisa Lynn	RN 687841	Voluntary Surrender	December 11, 2015
Benavides, Belia	LVN 111455	Revoked	November 10, 2015
Benefield-Wade, Judith Anne	RN 861484	Reprimand with Stipulations	January 21, 2016
Berhane, Yordanos G.	RN 851368	Warning with Stipulations	January 21, 2016
Best, Ebony Delicia	RN 835701	Warning with Stipulations	January 21, 2016
Billings, Kathryn Ann	RN 849747	Warning with Stipulations	January 21, 2016
Bingham, Richard Noel	RN 828534	Warning with Stipulations	January 21, 2016
Birmingham, Toni Renee	RN 620690 & LVN 137204	Enforced Suspension	January 13, 2016
Black, Antonia	RN 626852 & LVN 103095	Suspend/Probate	January 21, 2016
Blades, Anthony Ray	RN 567310	Warning with Stipulations	January 21, 2016
Blakeman, Kristen Danielle	LVN 300029	Revoked	January 21, 2016
Blasini, Kimberly	RN 782538	Suspend/Probate	November 10, 2015
Bliven, Edward Charles	RN 811558	Suspend/Probate	January 21, 2016
Blood, Teddy F.	LVN 137239	Reprimand with Stipulations	January 21, 2016
Bluitt, Loretta T.	LVN 180868	Remedial Education	November 9, 2015
Bowland, Kimberly Ann	RN 758073 & LVN 192821	Reprimand with Stipulations	December 8, 2015

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Bowls, Derek Allan	RN 672588	Warning with Stipulations	December 8, 2015
Branch, Pattie June	LVN 149986	Revoked	December 8, 2015
Breeze, Paula Kay	RN 783823	Revoked	December 8, 2015
Britt, Janice Singleton	PTP NC RN 209894	Voluntary Surrender	November 23, 2015
Brooks, Janice Lynn	LVN 130644	Remedial Education with Fine	November 18, 2015
Brown, Angela Yvette	LVN 315235	Revoked	December 8, 2015
Brozek, Vaughn Anthony	RN 854104	Remedial Education with Fine	November 17, 2015
Brozio, Jessica Louise	RN 788990	Warning with Stipulations	November 10, 2015
Brumfield, Candice Dawn	LVN 184789	Warning with Stipulations	December 8, 2015
Brumit, Monica	RN 664837	Remedial Education with Fine	December 29, 2015
Bruns, Judy Marie	RN 771818	Warning with Stipulations	December 8, 2015
Bryant, Leah Ann	RN 795206	Warning with Stipulations	January 21, 2016
Buenrostro, Crystal Taniele	LVN 179657	Reprimand with Stipulations	January 21, 2016
Bulls, Susan Esther	AP103191 & RN 531189	Reprimand with Stipulations	December 8, 2015
Burns-Aynes, Jill A.	LVN 116307	Revoked	November 10, 2015
Burton, Treva	LVN 308320	Revoked	November 10, 2015
Butcher, Robert Edward	RN 666834 & LVN 158176	Voluntary Surrender	December 15, 2015
Cagle, Gerald Thomas	RN 593892	Revoked	January 22, 2016
Caldwell, Rachel Leah	LVN 310970	Voluntary Surrender	January 4, 2016
Cannon, Beverly Jo	LVN 24529	Revoked	December 8, 2015
Cantu, Tabitha	LVN 177227	Revoked	November 10, 2015
Caoleng, John Paul Valenzuela	RN 781995	Warning with Stipulations	November 10, 2015
Caraveo, Darryk Manuel	LVN 221065	Revoked	November 10, 2015
Cassat, Raquel Guerrero	RN 547491	Warning with Stipulations	December 8, 2015
Cenatiempo, Lynne Marie	RN 521657	Revoked	November 10, 2015
Christian, Bradley Alan	LVN 196633	Warning with Stipulations	January 21, 2016
Churchman, Patti Matthews	RN 443665	Warning with Stipulations	January 21, 2016
Ciomperlik, Danna Renee	RN 809076 & LVN 206427	Revoked	November 10, 2015
Clacher, Diana Martinez	LVN 216781	Enforced Suspension	December 8, 2015
Clark, Robert Dwight	RN 565674	Remedial Education with Fine	December 10, 2015
Claycomb, Sheila Kay	LVN 193772	Reprimand with Stipulations	January 21, 2016
Clements, Lori Len	LVN 156243	Voluntary Surrender	November 3, 2015
Cloer, Nolan Leroy	LVN 127783	Revoked	November 10, 2015
Comeaux, Melanie Ann	RN 625846	Revoked	December 8, 2015
Comiskey, Katherine Beth	RN 845467	Revoked	January 21, 2016
Conde, Jr., Juan Jose	LVN 316424	Reprimand with Stipulations	November 10, 2015
Cooper, Jamie Beck	RN 728906 & LVN 187030	Warning with Stipulations	January 21, 2016
Cordoway, Vanessa Ann	RN 833495	Voluntary Surrender	January 26, 2016
Cortes, Christine Solano	RN 776383	Warning with Stipulations	November 10, 2015
Costello, Anne Marie	RN 828430	Remedial Education with Fine	November 5, 2015
Cotton, Chalonda	RN 637947	Revoked	January 21, 2016
Cover, Lindsey Nicole	RN 859791 & LVN 307142	Warning with Stipulations	November 10, 2015
Cox, Connie Jo	RN 614976	Limited License	December 8, 2015
Cox, Jerry Lee	LVN 159201	Revoked	November 10, 2015
Crawford, Gina Marie	RN 719470	Warning with Stipulations	January 21, 2016
Crawford, Holly	RN 724335	Reprimand with Stipulations	November 10, 2015
Creixell Plazas, Miren	RN 843129	Remedial Education	November 18, 2015
Crudup, Melinda Ayn	RN 727706	Enforced Suspension	January 21, 2016
Curby, Jana Lynn	RN 605261	Warning with Stipulations	January 21, 2016
Curry, Erin Nicole	RN 835038	Reprimand with Stipulations	January 21, 2016
Daniel, Deborah Ann	LVN 166259	Revoked	January 21, 2016
Davenport, Dana Deeaun	RN 808633	Remedial Education	December 11, 2015
Davis, Regina Renea	LVN 228223	Revoked	November 10, 2015
Davis, Rhonda Louise	RN 693260	Remedial Education, Deferred	December 9, 2015
Day, Sarah	RN 705865 & LVN 173745	Warning with Stipulations, Deferred	November 10, 2015
Dearmon, Cheronda Denise	LVN 222553	Reprimand with Stipulations	November 10, 2015
Decas, Patricia Lee	LVN 185295	Voluntary Surrender	January 8, 2016
Dehart, Aimee	RN 648203	Revoked	November 10, 2015
Denhartog, Margaret Catherine (Olivieri)	LVN 58130	Remedial Education with Fine	December 9, 2015
Derry, Elizabeth Mary	LVN 164911	Remedial Education	January 26, 2016

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Diaz, Casey Michelle	LVN 213567	Revoked	January 21, 2016
Drahms, Catherine M.	RN 663126	Warning with Stipulations, Deferred	December 8, 2015
Dreiling, Betty J.	RN 636219	Revoked	December 8, 2015
Drennon, Shamika N.	RN 864395 & LVN 301326	Remedial Education	December 23, 2015
Dugger, Tiffany Janea	RN 714538	Enforced Suspension	November 20, 2015
Duncan, Mindy Nicole	RN 698683	Revoked	November 10, 2015
Dutta, Teresa	RN 655846	Enforced Suspension	January 21, 2016
Edwards, Courtney Elisabeth	RN 853886	Warning with Stipulations	January 21, 2016
Edwards, Michelle D.	RN 612708	Warning with Stipulations	December 8, 2015
Edwards, Rosanna Lea	LVN 130803	Reprimand with Stipulations	January 21, 2016
Ehr, Melissa Rae	RN 704586 & LVN 185085	Warning with Stipulations	January 21, 2016
Elad, Clarence Ndi	LVN 232858	Voluntary Surrender	December 10, 2015
Elaya, Joann	RN 819531	Remedial Education, Deferred	January 6, 2016
Emeharole, Jane Chioma	RN 789031	Warning with Stipulations	December 8, 2015
Epps, Muriel Denise	RN 502598	Voluntary Surrender	November 9, 2015
Evans, Carlos Gerardo	AP125499 & RN 694089	Enforced Suspension	December 2, 2015
Evans, Crystal Lynn	LVN 228762	Suspend/Probate	November 10, 2015
Fagan, Monica Lorenzo	RN 722086	Warning with Stipulations	January 21, 2016
Felix, Brandilyn Kay	RN 704760	Warning with Stipulations	January 21, 2016
Ferguson, Sandra K.	LVN 44447	Reprimand with Stipulations	December 8, 2015
Ferry, Kathleen Ann	AP109299, RX 4285 & RN 458098	Voluntary Surrender	December 9, 2015
Fielder, Linda S.	LVN 59988	Warning with Stipulations	December 8, 2015
Flanagan, Christina Marie	AP106854 & RN 566580	Remedial Education	January 6, 2016
Flores, Jr., Jose Omar	RN 760292	Warning with Stipulations	November 10, 2015
Floyd, Mellisa Michelle	LVN 317016	Enforced Suspension	November 10, 2015
Foltz, Kasi Maxine	LVN 206395	Warning with Stipulations	January 21, 2016
Fudge, Kay Long	LVN 41869	Revoked	December 8, 2015
Galloway, Sarah Elizabeth	RN 820318	Warning with Stipulations	December 8, 2015
Gandy, Nancy Ruth	RN 572436	Revoked	December 8, 2015
Gann, Wendi Michelle	RN 802939 & LVN 223373	Enforced Suspension	November 12, 2015
Garcia, Brenda Jennifer	RN 809889	Warning with Stipulations	January 21, 2016
Garcia, Jessica Renee	RN 787971	Reprimand with Stipulations	November 6, 2015
Garnett, John Downing	RN 834419	Warning with Stipulations	November 10, 2015
Garrett, Anna Carol	LVN 150419	Warning with Stipulations	January 21, 2016
Garrison, James Ray	RN 605406	Voluntary Surrender	December 1, 2015
Garza, Kimberly Nicole	LVN 317751	Warning with Stipulations	November 10, 2015
Garza, Melissa Kay	LVN 167065	Warning with Stipulations	December 8, 2015
Gerlich, Kristine Huddleston	RN 850773	Warning with Stipulations	November 10, 2015
Goddard, Heather Selene	RN 792631	Remedial Education with Fine	November 10, 2015
Godsey, Angie	RN 658458	Enforced Suspension	December 15, 2015
Gollahon, Lora Jo	LVN 194040	Voluntary Surrender	January 29, 2016
Gomez, Kelli Ann	LVN 316033	Warning with Stipulations	December 8, 2015
Gonzales, Desireah	RN 827913	Warning with Stipulations	January 21, 2016
Gonzalez, Erika	RN 730638	Enforced Suspension	January 14, 2016
Gonzalez, Jesus	LVN 180334	Remedial Education with Fine	December 1, 2015
Gonzalez, Nathan Joe	LVN 300338	Warning with Stipulations	January 21, 2016
Gonzalez, Norma K.	LVN 111730	Revoked	January 21, 2016
Gore, Danny Ray	LVN 190424	Warning with Stipulations	January 21, 2016
Grabs, Mark Wayne	RN 681305 & LVN 168499	Revoked	December 8, 2015
Graff, Jacob	RN 814903	Revoked	November 10, 2015
Granado, Rosemarie	RN 606097 & LVN 97285	Warning with Stipulations	January 21, 2016
Graves, Glenda J. H.	RN 231649	Warning with Stipulations	November 10, 2015
Green, Patricia Ann	LVN 115855	Warning	November 10, 2015
Gregory, Linda Sue	RN 244272	Remedial Education with Fine	January 5, 2016
Griffin, Amanda Jo	LVN 224308	Remedial Education with Fine	November 9, 2015
Griffin, Leigh Kelly	RN 701471	Revoked	December 8, 2015
Griffin, Shelley Copeland	RN 705983	Voluntary Surrender	January 16, 2016
Gutierrez, Juan Ramon	LVN 138521	Reprimand with Stipulations	December 8, 2015
Gutierrez, Karina	RN 822095	Suspend/Probate	November 10, 2015

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Hagan, Georgina	RN 707467	Revoked	November 10, 2015
Hardman, Jessica Jayne	LVN 220738	Remedial Education with Fine	December 1, 2015
Harmon, Shelly Latrice	LVN 172581	Enforced Suspension	December 8, 2015
Harris, Marie-Therese S.	RN 855456	Warning with Stipulations	December 8, 2015
Harris, Terica	LVN 310673	Revoked	November 10, 2015
Harrison, Claire P.	RN 622262	Suspend/Probate	November 10, 2015
Harrow, Laura Jean	LVN 164957	Revoked	December 8, 2015
Hawkins, Latonya Nicole	RN 770158 & LVN 149665	Warning with Stipulations	January 21, 2016
Hawthorne, Roslyn Denise	LVN 146405	Warning with Stipulations	January 21, 2016
Hayes, Sally Chapman	RN 251543	Revoked	December 8, 2015
Helms, Liza	LVN 165431	Remedial Education	January 26, 2016
Henderson, Rhunda Faye	LVN 176048	Revoked	November 10, 2015
Hernandez, Angelica	LVN 204351	Reprimand with Stipulations	December 8, 2015
Herrera, Angelita	AP117719 & RN 642529	Reprimand with Stipulations	December 8, 2015
Hester, Kathy Renae	RN 672539	Revoked	December 8, 2015
Higgins, Karen D.	RN 607581	Suspend/Probate	December 8, 2015
Hill, Rosalind	LVN 85879	Voluntary Surrender	January 5, 2016
Hines, Carrie Mae Holt	LVN 33453	Voluntary Surrender	November 2, 2015
Hinnant, Keith Allen	LVN 180710	Revoked	November 10, 2015
Hodge, Viana	RN 756195	Enforced Suspension	December 8, 2015
Hodgins, Cynthia Eileen	AP112439 & RN 602731	Warning with Stipulations	January 21, 2016
Holmes, Karen Sue	LVN 103962	Voluntary Surrender	November 12, 2015
Holt, Marguerite L.	RN 504971	Warning with Stipulations	January 21, 2016
Hopper, Jennifer Charlene	LVN 232244	Revoked	November 10, 2015
Housh, Carla Rebecca	RN 758622 & LVN 176214	Reprimand with Stipulations	January 21, 2016
Houston, Sammy Ali	RN 812230 & LVN 205150	Voluntary Surrender	November 16, 2015
Howe, Adam Wayne	AP115128 & RN 669227	Remedial Education	January 12, 2016
Hughes, Molly M.	RN 619668	Warning with Stipulations	November 10, 2015
Humphers, Ashley Rochelle	LVN 215778	Revoked	November 10, 2015
Jackson, Carol Ann	LVN 102605	Remedial Education with Fine	December 10, 2015
Jalloh, Umu	LVN 213431	Warning with Stipulations	December 8, 2015
Jimenez, Maricela	LVN 189375	Voluntary Surrender	January 14, 2016
John, Lynell Patricia	RN 668191	Reprimand with Stipulations	November 10, 2015
Johnson, Angela Marie	RN 768603 & LVN 197576	Remedial Education with Fine	November 17, 2015
Johnson, Cathy	LVN 180138	Revoked	November 10, 2015
Johnson, Rosie Lee	AP112117, RN 243922 & LVN 52935	Reprimand with Stipulations	January 21, 2016
Johnson, Stacey Elizabeth	RN 753394	Enforced Suspension	January 21, 2016
Jones, Angela Maria	RN 593542	Revoked	November 10, 2015
Jones, Caroline Bickham	LVN 204959	Revoked	November 10, 2015
Jones, Robyn Y.	LVN 148093	Remedial Education with Fine	November 19, 2015
Jordan, Lachandra Nicole	LVN 218697	Warning with Stipulations	January 21, 2016
Juachon, Brenda Viluan	RN 709277	Suspend/Probate	December 8, 2015
Juarez, Priscilla	LVN 305725	Warning with Stipulations	January 21, 2016
Keahey, Janis B.	LVN 43971	Voluntary Surrender	November 23, 2015
Kearns, Gregory James	LVN 89424	Revoked	January 21, 2016
Kelly, Paula M.	RN 664373	Warning with Stipulations	January 21, 2016
King, Jane Marie	AP120537 & RX 11480	Voluntary Surrender	December 1, 2015
King, Jane Marie	RN 836782	Voluntary Surrender	January 6, 2016
Kiptarus, Wilfred Kiplimo	RN 685559	Warning with Stipulations	November 10, 2015
Knesek, Dianne M.	RN 634508 & LVN 115907	Revoked	January 21, 2016
Kolberg, Gabriela	RN 813855	Warning with Stipulations, Deferred	November 10, 2015
Korn, Armanda V.	LVN 167218	Warning with Stipulations	January 21, 2016
Kuehn, Rhonda Louk	LVN 130223	Warning with Stipulations	November 10, 2015
Kunkel, Kelly Dawn	RN 568030	Enforced Suspension	January 22, 2016
Kyzar, Beverly Michelle	RN 709301 & LVN 170623	Warning with Stipulations	November 10, 2015
Larey, Randi Rene	LVN 211137	Remedial Education with Fine	January 6, 2016
Law, Jo Ellen	LVN 182991	Voluntary Surrender	December 1, 2015
Lawrence, Perla B.	LVN 181566	Revoked	November 10, 2015
Lawton, Le Marlane	LVN 233573	Warning with Stipulations	November 10, 2015

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Lechler, Bernard George	LVN 169234	Revoked	January 21, 2016
Lee, Chan Mi	RN 875674	Voluntary Surrender	January 15, 2016
Lemke, Elizabeth Dawn	LVN 211513	Remedial Education with Fine	January 25, 2016
Lemoine, Dyna Joleen	LVN 186888	Remedial Education	January 5, 2016
Lemons, Khila M.	RN 630777	Reprimand with Stipulations	December 8, 2015
Lemons, Susan M.	RN 512914	Enforced Suspension	January 21, 2016
Leone, Marian Ross	RN 508628	Voluntary Surrender	January 28, 2016
Lindsey, Rhonda Delaine	RN 568807	Enforced Suspension	December 8, 2015
Linhart, Brittney Leigh	RN 838297	Warning with Stipulations	January 21, 2016
Longbine, Donna Gaylene	RN 718947 & LVN 108557	Revoked	December 8, 2015
Lynn, Paula Wedel	RN 800457	Revoked	January 21, 2016
Maldonado, Kimberly	RN 767934	Warning with Stipulations	January 21, 2016
Mann, Lynda Ann	RN 589421 & LVN 122867	Voluntary Surrender	December 9, 2015
Markowitz, Dawn M.	RN 631517	Warning with Stipulations	January 21, 2016
Marshall, Cheryl Patrice	RN 842757	Reprimand with Stipulations	November 10, 2015
Martinez, Gretchen Maria	RN 768710 & LVN 176888	Enforced Suspension	December 17, 2015
Masonheimer-Crouch, Leslie N.	RN 534029	Remedial Education with Fine	December 17, 2015
Mast, Jessica Lee	RN 723515 & LVN 190513	Remedial Education, Deferred	December 15, 2015
Mathias, Monte Ruth	RN 579828	Warning with Stipulations	January 21, 2016
Mathis, Cynthia A.	RN 628830	Revoked	December 8, 2015
Mayo, Jennifer Erin	RN 817089	Revoked	November 10, 2015
McCabe, Nancy E.	RN 242276	Remedial Education with Fine	January 6, 2016
McCallister, Carla Ann	LVN 221315	Revoked	January 21, 2016
McCoig, Stacy Lynn	RN 718625	Warning with Stipulations	January 21, 2016
McCoy, Rebecca Lynn	LVN 107904	Revoked	November 10, 2015
McDonough, Kathrine Lee	RN 715064 & LVN 128076	Warning with Stipulations	December 8, 2015
McElfresh, Ginger Marie	RN 713084 & LVN 146357	Warning with Stipulations	November 10, 2015
McKenzie, Dena Lynn	RN 771852	Enforced Suspension	January 21, 2016
McKnight, Brenda Wiener	RN 713962	Remedial Education with Fine	November 17, 2015
McManus, Belinda K.	LVN 213062	Voluntary Surrender	November 9, 2015
McNamara, Jennifer Lee	RN 645759	Reprimand with Stipulations	January 21, 2016
Medina, Claudia Elena	LVN 307508	Warning with Stipulations	December 8, 2015
Meeks, Sarah Ellyn	LVN 166370	Revoked	December 8, 2015
Mendelson, Gina Lynn	RN 581957 & LVN 135166	Warning with Stipulations	January 21, 2016
Mieher, Sherry L Stroud	RN 224812	Revoked	December 8, 2015
Miller, Ashley Dawn	AP122182 & RN 759664	Remedial Education	December 7, 2015
Milton, Angela D.	LVN 148853	Revoked	December 8, 2015
Minor, Elaine E.	LVN 100313	Suspend/Probate	January 21, 2016
Mitchell, Lakeisha Denise	LVN 193131	Reprimand with Stipulations	January 21, 2016
Mitchell, Stephanie	RN 625657	Warning with Stipulations	November 10, 2015
Mitchum, Shannon Marie	RN 745230	Revoked	December 8, 2015
Mitton, Kimberly J.	LVN 100300	Voluntary Surrender	November 16, 2015
Montgomery, Julie Ann	RN 660648 & LVN 160421	Warning with Stipulations	November 10, 2015
Montgomery, Tiffany Jo	LVN 173226	Revoked	November 10, 2015
Montoya, Cristina Anel	LVN 210764	Warning with Stipulations	January 21, 2016
Moore, Janis Alene	RN 690561	Voluntary Surrender	November 24, 2015
Moore, Mary Elaine	LVN 303661	Warning with Stipulations	January 21, 2016
Morrel, Janice Jean	RN 642017 & LVN 140402	Limited License	December 8, 2015
Morris, Brooke Lea	LVN 216971	Revoked	December 8, 2015
Mounds, Kristy Lee	LVN 208861	Revoked	November 10, 2015
Mouratidis, Jesus Steve	LVN 315266	Enforced Suspension	January 21, 2016
Mowrey, Patrick James	RN 683724	Warning with Stipulations	January 21, 2016
Muema, Mary M.	RN 790373 & LVN 220182	Reprimand with Stipulations	November 10, 2015
Mullins, Julie Ann	LVN 157151	Voluntary Surrender	January 26, 2016
Mulloy, Sandra Dee	LVN 88496	Suspend/Probate	November 10, 2015
Murphy, Cheryl Anne	RN 682085	Voluntary Surrender	November 18, 2015
Murphy, Kimberly Ann	LVN 300432	Revoked	December 8, 2015
Murphy, Stacey Ashlyn	RN 606691 & LVN 143917	Remedial Education, Deferred	January 12, 2016
Muya, Maria Muthoni	RN 766736	Warning with Stipulations	November 10, 2015
Neal, Susan Renee	RN 708438	Remedial Education with Fine	January 27, 2016

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Nerios, Ashley	LVN 304152	Enforced Suspension	November 2, 2015
Nguyen, Phuong Thi	RN 877009	Reprimand with Stipulations	December 8, 2015
Njie, Nwaeju O.	RN 602985	Revoked	November 10, 2015
Njoroge, Martin Ngugi	RN 808860	Revoked	January 21, 2016
Nnabuike, Fanny Egbe	RN 797519 & LVN 191304	Warning with Stipulations	January 21, 2016
Novosad, Brenda Leah	LVN 207941	Revoked	December 8, 2015
Obermeyer, Lisa Marie	RN 775583	Warning with Stipulations	January 21, 2016
Okereke, Obinna Chris	RN 800088 & LVN 214606	Warning with Stipulations	January 21, 2016
Olsen, Darcy Elizabeth	RN 760101	Reprimand with Stipulations	November 10, 2015
Omon, Ekaete Sunday	RN 762099	Revoked	December 8, 2015
Ottenbacher, Margaret Elizabeth	AP112288 & RN 615900	Remedial Education with Fine	December 16, 2015
Owens, Katrina Michelle	LVN 320187	Enforced Suspension	November 17, 2015
Palmer, Henrietta	LVN 105386	Enforced Suspension	November 10, 2015
Parks, Christiana	LVN 317723	Remedial Education	November 9, 2015
Pate, Kimberli Kristen	LVN 194768	Revoked	January 21, 2016
Patrick, Jr., Stephen Allen	RN 701977 & LVN 151340	Revoked	November 10, 2015
Peavy, Tiffany Rose	RN 821079 & LVN 207004	Remedial Education with Fine	January 21, 2016
Perez, Alben	RN 878639	Enforced Suspension	December 15, 2015
Peterson, Gregory Alvin	LVN 148896	Voluntary Surrender	November 2, 2015
Peterson, Lauren Gayle	RN 789959	Warning with Stipulations	December 8, 2015
Phillips, Amy Sue	RN 731622 & LVN 149795	Revoked	November 10, 2015
Pinion, Adam Trevor	RN 747466	Warning with Stipulations	November 10, 2015
Pliner, Elaine Louise	RN 521121	Voluntary Surrender	December 10, 2015
Ponce, Maria Del-Pilar	RN 661540	Warning with Stipulations	December 8, 2015
Powers, Susan Bernadine	RN 833416	Reprimand with Stipulations	December 8, 2015
Pratt, Tira Lynn	LVN 314202	Revoked	December 8, 2015
Prentice, Jennifer Sue	LVN 224945	Reprimand	January 21, 2016
Purnell, Bell Janet	LVN 126901	Revoked	December 8, 2015
Pyle, Theda Marie	RN 662236	Revoked	November 10, 2015
Qian, Junqiu	RN 796538	Warning with Stipulations	November 10, 2015
Quintero, Mario	LVN 185669	Suspend/Probate	December 8, 2015
Quiroz, Shauna Laraine	LVN 209098	Remedial Education with Fine	November 2, 2015
Radley, Jessica Anne	AP117496 & RN 677695	Warning with Stipulations	January 21, 2016
Ragin, Lauren	RN 789620	Revoked	November 10, 2015
Ratcliff, Terry Leon	LVN 122996	Voluntary Surrender	January 13, 2016
Ray, Marcus N.	RN 735913	Reprimand with Stipulations	January 21, 2016
Redus, Carol Lynn	RN 685672	Revoked	November 10, 2015
Reeder, Cristi Lynn	LVN 190564	Revoked	November 10, 2015
Rencher, Kristina McLean	RN 599747	Warning with Stipulations, Deferred	November 10, 2015
Reyes, Darlene Maydee Quimco	RN 823525	Remedial Education	November 16, 2015
Reynolds, Christy Michelle	RN 814357	Enforced Suspension	January 22, 2016
Rice, Heather Dawn Stephens	LVN 215150	Warning with Stipulations, Deferred	January 21, 2016
Rich, Joyce Mishelle	RN 644049	Revoked	January 21, 2016
Rickli, Sarita Marie	LVN 304126	Revoked	December 8, 2015
Rieger, Susan Kay	LVN 153524	Voluntary Surrender	December 30, 2015
Risner, Elizabeth Ann	RN 822602	Warning with Stipulations	January 21, 2016
Roberts, Clinton Tyrus	RN 705107	Remedial Education, Deferred	December 23, 2015
Roberts, Sarah Lucille	LVN 223773	Remedial Education with Fine	November 24, 2015
Robinson, Sarah Louise	RN 832665 & LVN 300754	Enforced Suspension	January 13, 2016
Rodgers, Wendy Rene	RN 749696	Revoked	December 8, 2015
Rogers, Eddith Marie	LVN 125529	Remedial Education	November 19, 2015
Rojas, Angie Marie	RN 802563	Enforced Suspension	January 4, 2016
Rossi, Daphne Elizabeth	RN 814363	Warning with Stipulations	January 21, 2016
Rowland, Melissa	RN 845794 & LVN 233082	Warning with Stipulations	January 21, 2016
Ruiz, Carla Lugo	LVN 312313	Warning with Stipulations	January 21, 2016
Saenz, Sylvia	RN 845976	Reprimand with Stipulations	January 21, 2016
Salas, Sherri Anne	RN 782031	Warning with Stipulations	January 21, 2016
Salazar, David Russell	RN 715943	Warning	November 10, 2015
Salinas, Laurie	LVN 110442	Voluntary Surrender	November 18, 2015
Salinas, Renee	RN 629781	Suspend/Probate	November 10, 2015

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Salois, Monica Ogg	LVN 181593	Suspend/Probate	November 10, 2015
Sammons, Kathy L.	LVN 49424	Revoked	November 10, 2015
Sanchez, Michael Ray	RN 724889	Warning with Stipulations	January 21, 2016
San Miguel, Tony	RN 846983 & LVN 307932	Warning with Stipulations	January 21, 2016
Saucedo, Regina Renee	LVN 119702	Revoked	January 21, 2016
Saul, Tia Elaine	PTP NC RN 260153	Warning with Stipulations	January 21, 2016
Sayani, Asif T.	LVN 315017	Warning with Stipulations	December 8, 2015
Scarfo, Jayme Marie	RN 641471	Warning with Stipulations	November 10, 2015
Schmidt, Stacey Sharee	RN 695875	Voluntary Surrender	November 19, 2015
Schroll, Misti Long	AP114637 & RN 660028	Remedial Education	December 17, 2015
Scott, Angela Sue (Buselli)	RN 641181	Warning with Stipulations	December 8, 2015
Sessions-Yeh, Anne Rose	RN 758492	Remedial Education, Deferred	November 3, 2015
Shaeffer, Christina Michell	LVN 322051	Revoked	November 10, 2015
Shaw, Kelly L.	RN 664845	Remedial Education with Fine	November 24, 2015
Shaw, Linda De Luca	LVN 53571	Remedial Education with Fine	January 6, 2016
Shiple, Maryanne	LVN 188518	Revoked	November 10, 2015
Shull, Christopher Lee	RN 770960	Warning with Stipulations	November 10, 2015
Simmons, Jennifer Rene	LVN 213473	Warning with Stipulations	November 10, 2015
Singleton, Latonya H.	AP115095 & RN 677215	Reprimand with Stipulations	December 8, 2015
Smith, Carolyn Ann	LVN 83876	Voluntary Surrender	December 7, 2015
Smith, Jaymi Luanne (Gahagan)	RN 728307 & LVN 201395	Revoked	November 10, 2015
Smith, Lindsay Renee (Lamm)	LVN 222431	Suspend/Probate	December 8, 2015
Smith, Matthew William	RN 875965	Enforced Suspension	December 14, 2015
Smith, Michael Jonathan	RN 732922	Revoked	November 10, 2015
Solano, David	LVN 166755	Warning with Stipulations	November 10, 2015
Spear, Donald Wayne	RN 796788	Warning with Stipulations	January 21, 2016
Spencer, Amber Renee	LVN 207218	Revoked	December 8, 2015
Spencer, Marie Blakely	LVN 215363	Reprimand with Stipulations	January 21, 2016
Spradling, Meredith Jane	LVN 312115	Revoked	December 8, 2015
St George, Jennifer Margaret	RN 820791	Enforced Suspension	November 23, 2015
Standley, Katrina Chevon	LVN 223477	Voluntary Surrender	November 9, 2015
Starkey, Sheri	RN 571479 & LVN 130740	Reprimand	November 10, 2015
Starr, Stacy Lynn	RN 768421	Voluntary Surrender	January 12, 2016
Stephen, Rodrick Dwayne	RN 727306	Voluntary Surrender	November 16, 2015
Stewart, Barbara Guin	LVN 57563	Voluntary Surrender	January 11, 2016
Stewart, Tamatha Delores	LVN 192801	Reprimand with Stipulations	January 21, 2016
Stough, Kristine M.	RN 730890	Reprimand with Stipulations	January 21, 2016
Stovall, Jamie Anne Darling	RN 857209	Remedial Education	December 29, 2015
Sullivan, Theresa Ann	LVN 172293	Warning with Stipulations	January 21, 2016
Sweet, Jessie Marie Smith	LVN 61002	Revoked	December 8, 2015
Symekah, Rodah Bochere	RN 851521	Reprimand with Stipulations	December 8, 2015
Taaffe, Gloria Susan	RN 741089	Enforced Suspension	December 8, 2015
Taylor, Kathy Jean	RN 573258	Warning with Stipulations	January 21, 2016
Taylor, Kevin Mark	RN 749356 & LVN 197652	Remedial Education with Fine	December 22, 2015
Taylor, Sylvia Yolanda	LVN 223463	Warning with Stipulations	December 8, 2015
Tellez, Ann Marie	LVN 207589	Warning with Stipulations	January 21, 2016
Tellez, Luis Ruben	RN 823730 & LVN 225400	Reprimand with Stipulations	January 21, 2016
Terrones, Iran Reymundo	LVN 216545	Revoked	November 10, 2015
Thomas, Judi Kaye	LVN 180673	Revoked	November 10, 2015
Thomas, Mariamma	RN 573882 & LVN 113568	Warning with Stipulations	January 21, 2016
Thompson, Wendy J.	LVN 226997	Warning with Stipulations	November 10, 2015
Thompson-Rigney, Lucy	LVN 105395	Revoked	December 8, 2015
Timalsina, Aastha	RN 841297	Suspend/Probate	January 21, 2016
Tomastik, Michele Clark	RN 728357	Warning with Stipulations	December 8, 2015
Torres, Concepcion Ramirez	LVN 138600	Voluntary Surrender	December 22, 2015
Tuzzolino, Amy Claire	RN 690815	Remedial Education, Deferred	January 15, 2016
Uriegas, Roszanne V.	LVN 210351	Revoked	January 21, 2016
Utter, Linda S.	RN 433758	Remedial Education	January 6, 2016
Velasco, Christopher Anthony	RN 717556 & LVN 188239	Warning with Stipulations, Deferred	December 8, 2015
Velasquez, Juan Jose	RN 746042	Remedial Education with Fine	January 7, 2016

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Vincent, Kelly Jude	RN 672532	Revoked	November 10, 2015
Waldrep, Nicole M.	LVN 146695	Revoked	November 10, 2015
Walker, Sarah Beth	LVN 301901	Remedial Education	November 9, 2015
Walters, Marie Michelle	RN 620168	Suspend/Probate	January 21, 2016
Watson, Cheryl Renee	PTP AR RN R072306	Revoked	November 10, 2015
Webb, Christopher Lee	LVN 167294	Revoked	November 10, 2015
Weber, April Elizabeth	RN 734747	Enforced Suspension	January 21, 2016
Weese, Nancy Kay	LVN 124356	Reprimand with Stipulations	November 10, 2015
Wertheim, Carol Foster	RN 702395 & LVN 158881	Revoked	November 10, 2015
Whaley, Clemercy E.	LVN 79583	Warning with Stipulations	December 8, 2015
Whipple, Jennifer Lindsey	RN 723964	Revoked	December 8, 2015
White, Betty Nell	RN 242210	Reprimand with Stipulations	January 21, 2016
Wickware, Tasheina R.	LVN 215405	Enforced Suspension	January 21, 2016
Wiebelhaus, Pauline Alicia	LVN 203608	Warning with Stipulations	January 21, 2016
Wilhelm, Stacy Lynn	LVN 205697	Remedial Education	November 16, 2015
Williams, Constance Nelson	RN 649850	Warning with Stipulations	January 21, 2016
Williams, Laura E.	RN 619862	Revoked	November 10, 2015
Williams, Myrna Margarita	LVN 197614	Remedial Education	December 30, 2015
Williams, Reanee L.	LVN 198398	Warning with Stipulations	January 21, 2016
Willis, Regina Ann	RN 755382	Warning with Stipulations, Deferred	November 10, 2015
Wilson, Darlene Claire Louise	RN 797614	Voluntary Surrender	January 20, 2016
Wolf, Aryn	LVN 307407	Remedial Education with Fine	November 17, 2015
Woods, Monica Antionette	LVN 201792	Revoked	November 10, 2015
Yamebane, Praphaporn	RN 778076	Remedial Education	November 3, 2015
Young, Carleen Nichole	RN 699915	Reprimand with Stipulations	January 21, 2016
Zabel, Kelly Lane	LVN 225266	Voluntary Surrender	December 9, 2015
Zuniga, Maria	RN 642843	Warning with Stipulations	November 10, 2015
Zuniga, Ramon	LVN 230416	Revoked	January 21, 2016

**Abbreviations in the Notice of Disciplinary Action Section**

PTP	Privilege to Practice in Texas, also known as Nurse Licensure Compact Privilege, associated with the indicated state and license. States are abbreviated using the official two letter state abbreviations of the United States Postal System.
RX	Prescription Authorization

**Statistical Information**

The 440 disciplinary actions reported in this Bulletin represent only 0.117% of all nurses who are currently licensed to practice in the State of Texas. For the statistical reporting period ending November 2015, 99.44% of Registered Nurses and 98.91% of Vocational Nurses were without recent discipline according to the Board records.

***Attention APRNs with Prescriptive Authority for Controlled Substances***

*During the 84<sup>th</sup> Regular Legislative Session, Senate Bill 195 by Senator Charles Schwertner/Representative Myra Crownover amended the Texas Controlled Substances Act to transfer the Prescription Monitoring Program (PMP) from the Texas Department of Public Safety to the Texas State Board of Pharmacy (TSBP) effective September 1, 2016. The aim of the PMP, currently known as Prescription Access Texas, is to establish a secure, online database to assist health care and law enforcement professionals to promptly identify potential prescription drug abuse. The TSBP has contracted with a vendor to operate the new PMP by September 1, 2016. Currently licensed APRNs with prescriptive authority that includes authority to prescribe controlled substances will be required to register with the PMP. As more information becomes available, registration instructions will be provided in a future Texas Board of Nursing Bulletin and on the Texas Board of Nursing website at : [www.bon.texas.gov](http://www.bon.texas.gov).*



## 2016 Workshop Schedule

### Protecting Your Patients and Your Practice <sup>A#\*</sup>

This workshop has been approved for 7.0 contact hours.

#### Dates and Locations:

##### San Antonio - August 19, 2016 (Friday)

**Location:** Norris Conference Centers - San Antonio, 1618 NW Loop 410 #207, San Antonio, Texas 78216, free parking is available in the parking garage located under the surface lot. Access to the lower level garage is available from the side street between Sears and Norris Centers. <http://norriscenters.com/norris-conference-centers-san-antonio-meetings-special-event-facilities/>

##### Arlington - September 16, 2016 (Friday)

**Location:** Hilton Arlington, 2401 E. Lamar Blvd, Arlington, Texas, 76006-1430, free surface parking. <http://www3.hilton.com/en/hotels/texas/hilton-arlington-ARLAHHF/index.html>

##### College Station - November 2, 2016 (Friday)

**Location:** Hilton College Station & Conference Center, 801 University Drive East, College Station, Texas 77840-2116, free surface parking. <http://www3.hilton.com/en/hotels/texas/hilton-college-station-and-conference-center-CLLCHHF/index.html>

### Interactive Online CNE Opportunity

#### Nursing Regulations for Safe Practice<sup>A#</sup>

This online interactive offering is only available through the Texas Board of Nursing website and can be taken at any time. The cost for this course is \$25.00 and the course may be found at: <https://www.bon.texas.gov/catalog/>

This course has been approved for 2.0 contact hours.



## 2016 Webinar Schedule

### LVN Scope of Practice<sup>></sup>

May 19, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### Nursing Peer Review – Understanding the Process<sup>A</sup>

July 14, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### Safe Harbor – Ensuring Patient Safety<sup>A</sup>

October 6, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### APRN Application Process<sup>@</sup>

October 27, 2016  
10:00 am – 11:00 am CST  
Cost: Free, but registration is required.

## How to Register

To register for a Texas Board of Nursing (BON or Board) Workshop or Webinar, please visit our website at [www.bon.texas.gov](http://www.bon.texas.gov) and click on **Education** and then **Continuing Nursing Education & Competency**. You will register for all BON educational offerings: the online continuing education course, workshops and webinars through the BON course catalog. You will receive a purchase confirmation and event reminders via your email address, leading up to the scheduled activity, and post-activity reminders in order to help you receive your CNE certificate or certificate of completion. Webinar attendance may require some advance technical preparation. Instructions and help for confirming that your workstation is compatible with the online webinar process are provided for each event. The Board also recommends joining at least 15 minutes early to ensure that you can attend the entire webinar. All of the BON CNE activities include online components that must be completed in conjunction with the activity in order to receive completion credit and certificates. When you register online, a BON Lifelong Learning Account is created and that will be your home for all BON continuing education courses, workshops and webinars.

### Legend

- A** This continuing nursing education activity was approved by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.
- \*** Workshop participants are required to sign in at the registration table prior to attending and sign out at the registration table prior to leaving.
- #** This course meets the 2-Hour CNE requirement for nursing jurisprudence and ethics established during the 2013 Legislative Session.
- +** This course satisfies nursing jurisprudence and ethics requirements for Board orders.
- >** This course was approved by – National Association for Practical Nurses Education and Services (NAPNES), a credentialing agency recognized by the Board of Nursing.
- @** This course does not award nursing contact hours.

**Reminder:** The Board of Nursing (Board) encourages you to bring a jacket or sweater as temperatures in the meeting rooms can fluctuate.

**Time:** 8:00 to 4:30 pm CST

**Cost:** Pre-registration \$109.00, late-registration on day of workshop \$125.00. No cash accepted for payment. Workshop participants are required to sign in at the registration table prior to attending and sign out at the registration table at the conclusion of the workshop in order to receive CE credit.

Depending on the continuing education course, you may be required to log into your individual account to complete follow-up learning activities and/or course evaluations after a workshop or webinar in order to receive your CNE certificate or certificate of completion.

The BON Lifelong Learning Account will also contain links for workshop handouts, any required forms, post-activity certificates of completion, and other helpful resources for each registered activity. If questions arise during your registration or during an online learning course, there are specific **Help** links throughout the process to direct you to the dedicated Online Learning Help Desk.

Secure online payments are completed using major credit cards, bank cards – those with Visa or MasterCard logos, or online checks. Registration payments submitted directly to the Board will be returned and the registration process will be delayed. Employers, organizations or groups can complete payment for multiple registrants with the purchase of a bulk voucher. The bulk voucher system will send the voucher information to the group coordinator for distribution to individual registrants. Each individual will use the voucher as the form of payment during her/his own online registration.

You may register for as many courses as you are interested in, at one time or you may re-enter the BON Lifelong Learning Account at anytime to register for another educational offering. For a complete listing of the registration policies, visit the Board's website, click on **Education**, then **Continuing Nursing Education & Competency**. Late or walk-in registration on day of workshop is \$125.00. Space is limited. Early registration is recommended.

### **BON Continuing Competency Offerings Address Nursing Jurisprudence and Ethics Requirements**

In 2013, the 83<sup>rd</sup> Regular Texas Legislative Session passed a law that specified continuing education requirements for all nurses. Senate Bill (SB) 1058 requires nurses to complete at least 2 hours of continuing education related to nursing jurisprudence and ethics before the end of every third, two-year licensing period. The BON has two continuing education offerings which meet the requirements: the workshop titled, "Protecting Your Patients and Your Practice" and the interactive online CNE Opportunity titled, "Nursing Regulations for Safe Practice". For more information about BON CNE requirements visit the Board's website and click on **Laws and Rules**, then **Rules and Regulations**, and then **Chapter 216**.

**Please Note:** Participants more than 10 minutes late or who leave prior to the end of the session (workshop or webinar) will not receive CE credit as per ANCC requirements or meet BON stipulations.

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333 Guadalupe, Suite 3-460  
Austin, TX 78701

## **Texas Board of Nursing**

### **Learning Opportunities: 2016**



### **Continuing Competency Workshops and Webinars**

The Texas Board of Nursing is excited to announce learning opportunities for 2016. Nurses can explore a variety of topics designed to provide the most current information to support safe nursing practice. Space is limited, early registration is recommended.

