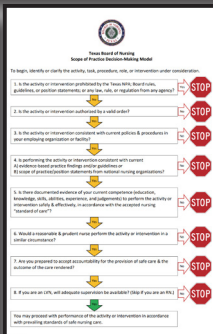


# TEXAS BOARD OF NURSING BULLETIN

VOLUME LVI - No. 2  
April 2025



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# Governor Abbott Appoints Five To Board Of Nursing

On February 3, 2025, Governor Greg Abbott announced the appointment of Dr. Elizabeth Adamson, DNP, DNI, MSN, MSN-Ed, RN, CPHIMS, and the reappointment of Manny Cavazos, IV, JD, CPA, Carol Hawkins-Garcia, MSc, BSN, RN, Melissa Schat, LVN, and Rickey "Rick" Williams, AA, to the Texas Board of Nursing (BON or Board) for terms set to expire on January 31, 2031.

Dr. Elizabeth Adamson, DNP, DNI, MSN, MSN-Ed, RN, CPHIMS, of Mission is the Director of Clinical Operations at HCA Rio Grande Regional Hospital. She is a member of the American Nurses Association and a mentor for nurses in South Texas. Dr. Adamson received a Bachelor of Science in Nursing and a Master of Science in Nursing from The University of Texas (UT) at Arlington and a Doctor of Nursing Practice and Doctor of Nursing Informatics from the UT Health Science Center at Houston.



Manuel Cavazos, IV, JD, CPA, of Austin is a self-employed certified public accountant (CPA) and attorney. He is a member of the Texas Society of CPAs, National Association of State Boards of Accountancy, American Bar Association, and California State Bar. He is a former board member of the Greater Austin Hispanic Chamber of Commerce, former board member and treasurer of Prevent Blindness Texas, and former chair of the Texas Credit Union Commission, and the Texas State Board of Accountancy. Mr. Cavazos

received a Bachelor of Arts in Economics from UT Austin and a Juris Doctor from Taft Law School.

Carol Kay Hawkins-Garcia, MSc, BSN, RN, of San Antonio is the Clinical Educator at the South Texas Spine and Surgical Hospital. She is a member of the American Nurses Association, American Society for Bioethics and Humanities, National Council of State Boards of Nursing, Texas Nurses Association, New England Coalition for Nursing Ethics, and the Academy of Medical-Surgical Nurses. Ms. Hawkins-Garcia received an Associates of Applied Science in Nursing from San Antonio College, Bachelor of Science in Nursing from Texas Tech Health Sciences Center, and a Master of Science in Bioethics from Harvard Medical School.



Melissa Schat, LVN, of Granbury is a pediatric nurse with Cook Children's Medical Center - Rheumatology Department. Her clinical experience has included home health nursing, medical-surgical nursing, school nursing, and pediatric rheumatology nursing. She is a member of the Arthritis Foundation - North Texas and the Jingle Bell Run Fundraiser for Juvenile Arthritis. Ms. Schat received a Vocational Nursing Certificate from Weatherford College.



Rickey "Rick" Williams, AA, of Killeen is the CEO of RKWM Enterprises, LLC., a small veteran owned property development and management firm. Prior to that, he retired as a Fire Chief from the United States Army, after providing 20 years of honorable service. He is the former area director and president of Toastmaster International and is a lifetime member of the NAACP. Mr. Williams received an Associate of Arts in Instructional Technology from the Community College of the Air Force and is pursuing a Bachelor of Arts in Ministry and Theology from Loyola University New Orleans.

These appointments are subject to Senate confirmation.



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# Welcome Lenora Valdez, PhD, RN, CNE, CNEcl, CHSE, CHSOS, CMSRN!

Dr. Valdez started her nursing career in Arkansas in 2010 as an Licensed Practical Nurse. Two years later she earned a Baccalaureate Degree in Nursing from Arkansas Tech University and then decided to continue her education earning both a Masters Degree in Nursing and PhD in Nursing Education. Dr. Valdez has over 15 years of clinical practice experience, a strong background of more than 10 years teaching in prelicensure BSN programs, and experience as a standardized patient coordinator. Dr. Valdez has joined the Board of Nursing as Nursing Consultant for Education.



## EDUCATION Nursing Education Actions - January 2025 Board Meeting

### Reviewed Reports:

Five-Year Report on New Nursing Programs and Currently Active Proposals

Status Report on Programs with Sanctions

Report on Communication Activities with Nursing Education Programs

### Approved Reports from Survey Visits:

- \* Chamberlain College of Nursing in Pearland, Texas – Baccalaureate Degree Nursing (BSN) Education Program
- \* Galveston College in Galveston, Texas – Associate Degree Nursing (ADN) Education Program
- \* South Texas College in McAllen, Texas – Vocational Nursing (VN) Education Program
- \* South University in Round Rock, Texas – BSN Program
- \* Texas State Technical College in Harlingen, Texas – LVN-to-Associate Degree Nursing Education Program
- \* Western Technical College in El Paso, Texas – BSN Education Program

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

- \* Tarleton State University in Stephenville, Texas – BSN Program

## Facts about Nursing Education in Texas



### BON-Approved Pre-Licensure Nursing Programs:

- \* 86 Vocational Nursing Programs
- \* 1 Diploma Program
- \* 67 Associate Degree Programs
- \* 64 Baccalaureate Degree Programs

### State Nursing Programs at the Pre-Licensure Level:

- VN – 62**
- ADN - 60**
- BSN – 30**

### Other nursing education settings:

- \* Private University Programs
- \* Career Schools

- \* Hospital Based Programs
- \* Military

Texas students taking the NCLEX-PN during 2024: approximately 3,476

Texas students taking the NCLEX-RN during 2024 (diploma, ADN, BSN): approximately 15,327



# Nursing Practice Question & Answer

**Question:** My employer wants me to do a specific task, but I'm not sure that it is within my scope of practice. How can the Texas Board of Nursing help me determine if this activity is within my nursing scope of practice?

**Answer:** The Texas Nursing Practice Act (NPA) and Texas Board of Nursing (BON or Board) Rules and Regulations are written broadly so they can be applied by all nurses in various practice settings across the state. However, the NPA has a defined limit to the scope of nursing practice [301.002(2) & (5)].

Because each nurse has a different background, knowledge, and level of competence, the Board does not have a list of tasks or skills that are acceptable for all nurses to perform, and it is up to each *individual nurse* to use sound judgment when deciding whether or not to perform any particular procedure or act. The practice of nursing requires that the acts/procedures being performed are within the scope of that nurse's practice and that appropriate orders are in place for acts that go beyond the practice of nursing.

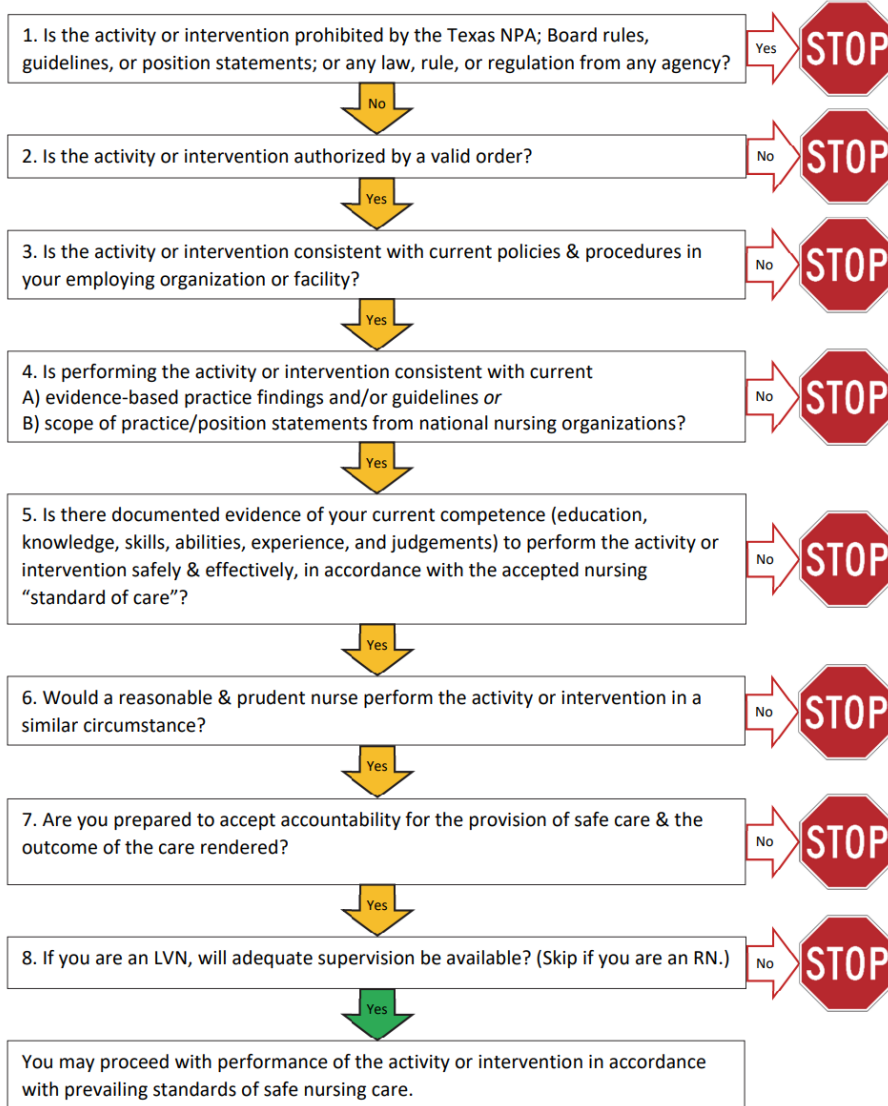
To help an individual nurse answer these questions, Board staff recommend the Board's *Scope of Practice Decision-Making Model* (DMM). This step-by-step tool is designed to assist an individual nurse in determining whether a task/procedure/act is within their scope of practice.

Because each nurse has their own individual knowledge, experience, and training, it is notable that two nurses could both utilize the Scope of Practice Decision-Making Model (DMM) and come to *differing* answers of whether the same given task/procedure/act is within their respective scopes of practice.



## Texas Board of Nursing Scope of Practice Decision-Making Model

To begin, identify or clarify the activity, task, procedure, role, or intervention under consideration.



April 2019

At a minimum, a nurse should not perform a procedure if the nurse lacks the necessary educational preparation, knowledge, competency, or skill to safely perform the procedure; lacks an appropriate order for the procedure; lacks the resources necessary to stabilize the patient; or lacks appropriate supervision. If a nurse is asked to defend their practice for any reason, they will likely be required to provide evidence of education, training, and documentation of competence related to the specific service they provided.

You can find the [Scope of Practice Decision Making Model](#) on the BON [website](#).

# Operation Nightingale Update



On January 25, 2023, the U.S. Department of Health and Human Services - Office of Inspector General (HHSOIG) and law enforcement partners launched a multi-state coordinated law enforcement action to apprehend individuals engaged in a scheme to sell false and fraudulent nursing diplomas and transcripts. The alleged scheme involved the selling of fake and fraudulent nursing degree diplomas and transcripts obtained from Florida-based nursing schools to Registered Nurse (RN) and Licensed Practical/Vocational Nurse (LPN/VN) candidates. The individuals who acquired the fraudulent nursing credentials used them to qualify to sit for the national nursing licensure exam. Upon successful completion of the board exam, the nursing applicants became eligible to obtain licensure in various states to work as an RN or an LPN/VN.

Indictments have been filed in the Southern District of Florida against individuals involved in the scheme. These indictments contain additional details surrounding the scheme and are publicly available [here](#).

The following schools were identified by law enforcement as selling fraudulent transcripts and diplomas: Sacred Heart International Institute in Broward County, Florida; Palm Beach School of Nursing in Palm Beach County, Florida; Quisqueya School of Nursing d/b/a Sunshine Academy, Florida; Med-Life Institute West Palm Beach, Florida; Quisqueya Health Care Academy, Florida; Siena College of Health in Broward County, Florida; Carleen Home Health School d/b/a Carleen Health Institute of South Florida; The Enfimye Institute, West Palm Beach, Florida; Florida College of Health Science d/b/a Florida College of Health, LLC, Tampa, Florida; Med-Life Institute d/b/a Med-Life Institute,

Naples, Florida; and Ideal Professional Institute, Miami Gardens, Florida.

The Board continues to work diligently with all appropriate nursing regulatory bodies, nursing education program providers, accreditation bodies, and authorities to detect, investigate, and resolve these matters as quickly as possible, including seeking revocation of any licensure obtained through fraudulent means. Formal charges have been filed against some of the Texas licensees believed to have been involved in the scheme. The list is being continually updated as the Board moves forward with its investigations. The list of filed formal charges may be accessed [here](#). As with all cases involving potential licensure revocation, the Board is obligated to follow the state's due process requirements. If proven that a licensee obtained a license through fraud, the Board will take action to revoke the license. Completed disciplinary actions are listed [here](#).

## Operation Nightingale: Information for Employers

In response to Operation Nightingale, many employers have asked about their responsibility in ensuring that only legitimately licensed nurses practice in their facilities in Texas. Further, federal authorities have indicated that there may be similar, but undiscovered, schemes for selling fraudulent nursing degrees, given the current nursing shortage and high demand for nurses. There are warning signs employers should watch for. Anyone who suspects that a nurse has been licensed using false credentials should report that individual to the Board. Both general and employer complaints can be filed by accessing the portal on the Board's [website](#).

It is important to note that some nurses who attended these schools did complete the required course work and clinical instruction and graduated with legitimate degrees and are not implicated in the fraudulent diploma/transcript scheme. While the warning signs below may be helpful in identifying potentially fraudulent activity, keep in mind that an individual who has attended one of these schools is not necessarily part of the fraudulent diploma/transcript scheme. The following warning signs were identified by law enforcement as being potentially indicative of fraudulent behavior:

- If the licensee has a country of origin other than the United States, the year the licensee immigrated to the United States may be significant. Some fraudulent transcripts reflect dates of attendance while the licensee was still living in the licensee's country of origin.
- The date of the licensee's graduation is important. Some of the fraudulent schools were in 'teach out' status and were not permitted to enroll new students beyond specified dates.
- None of the listed schools were authorized to offer a bridge program; however, many licensees stated that hours worked at the LVN level would count toward the clinical requirements for an RN degree.
- Many of the licensees involved in the fraudulent scheme failed one nursing program prior to attending another school; a review of the nursing programs attended previously might be nec-

continued on next page

## Operation Nightingale Update - continued from previous page

essary to determine if transfer credits were legitimate.

- The location of the clinical instruction may be significant. Many licensees claimed that clinical instruction occurred in Texas when the Board had not approved such clinical instruction in Texas by an out-of-state program.
- A large gap in time between a licensee's date of graduation and the date the licensee passed the NCLEX examination may be significant.
- Although nursing programs in Florida were authorized to temporarily provide online instruction from 03/21/20 to 06/26/21 under Emergency Order 20-003 due to the COVID-19 pandemic, be aware that licensees still must have completed the required number of hours of instruction for graduation.

Further, the Board has been made aware of the following closure dates for the schools:

- Palm Beach School of Nursing, prior name Med-Life Institute, West Palm Beach, was not approved to admit new students beyond 6/5/17
- Med-Life Institute, Lauderdale Lakes, was terminated due to low pass rates on 10/17/17
- Quisqueya School of Nursing, prior name Sunshine Academy, was not approved to admit new students beyond 8/3/18
- Med-Life Institute, Naples, was terminated due to low pass rates on 7/17/19
- Carleen Health Institute of South Florida, West Palm Beach, was terminated for failure to become accredited and for low pass rates on 5/13/20

- Siena Education Center/Siena College of Health was not approved to admit new students beyond 8/11/20
- Florida College of Health Science, Tampa, was not approved to admit new students after 1/6/21
- Ideal Professional Institute, Miami Gardens, was terminated due to low pass rates and failure to become accredited on 1/19/21
- Sacred Heart International Institute was not approved to admit new students beyond 6/2/21

The Board has received applications from graduates of some nursing education programs in Florida that have not been named as a part of Operation Nightingale. Upon review of these programs' curricula, Board staff have found some are not substantively equivalent to the requirements of Texas approved programs. Students who complete programs with lesser standards and are applying for a Texas LVN or RN license have been denied licensure. Each applicant's file is carefully reviewed to determine if the program curriculum and clinical requirements are equivalent to the program requirements in Texas before a recommendation is considered by the Licensing Department. Applicants who are denied licensure are advised as to what deficiencies in their education led to denial and to seek an approved program and to ask for a review of their transcripts to determine deficiencies in their education and whether they could be enrolled to fill in the gaps in their education and clinical experiences. It is recommended that a Texas-approved program approached by these students should carefully evaluate the student's clinical proficiency and knowledge needs if they are considering enrolling the students to complete their education. The student may enroll as a "special student" in a new program to finish

their nursing education, but no program is obligated to accept them into its program. If program directors have additional questions, they are encouraged to reach out to their program's assigned education consultant.

The Board will continue to provide more information as it becomes publicly available. For updates related to Operation Nightingale, please visit [here](#).

**APRN's – Did you know** that you are required to retain a copy of your prescriptive authority agreement (PAA) until the second anniversary of the end date? The PAA must be reviewed and signed annually by both the APRN and the delegating physician and made available to the Board upon request.

Please see 22 TAC §222.5, related to Prescriptive Authority Agreement for more information. Scan the QR Code below to view the rule.



## Board Staff Present at the Texas Organization for Nursing Leadership (TONL) Conference in Dallas

The Texas Organization for Nursing Leadership (TONL) held its annual conference in Dallas, Texas, on February 27-28, 2025. The theme of the conference was *Back to the Future - Nursing's Next Era*. Representing the Board at the conference were Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, Lead Nursing Consultant for Education, and Christine Riley, MSN, RN, Consultant for Nursing Practice.

Dr. Hooper and Ms. Riley presented the *2024 Statewide Nursing Summit: The Future of Nursing in Texas - Stakeholders Moving Towards Alignment*. This presentation was delivered in a style reminiscent of the investigative journalism format used by the television show 'Dateline.'

The 2024 Summit built upon the work of the 2020 Summit, bringing together leaders and stakeholders to strengthen collaboration between academia and clinical practice. The primary goal for the 2024 Summit was to promote innovative opportunities to enhance the quality of nursing education to produce competent nursing graduates who will transition to safe practice in an evolving healthcare environment.

During their presentation, Dr. Hooper and Ms. Riley provided an overview of the Summit's history, key themes, and recommendations that emerged from discussions among participants. The themes identified during the 2024 Summit included:

- **Collaboration and partnerships**
- **Increased and expanded clinical learning**
- **Planned and structured role transitions**
- **Increased and effective use of technology**

Additionally, Board staff highlighted critical issues affecting the nursing workforce in the final report:

- **Nursing faculty shortage**
- **Clinical placements for students**
- **Preparing students for the workplace**
- **Transition to practice for new graduates**



Christine Riley, MSN, RN, Consultant for Nursing Practice (left) and Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, Lead Nursing Consultant for Education (right).

- **Nurse retention**
- **Promoting nursing as a rewarding career**

To address these issues, Board staff developed targeted recommendations and identified lead action groups to implement these strategies for improvement.

Read the recommendations in the full 2024 Summit Report [here](#).



- \* **e-Notify**
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e-Notify provides free renewal reminders by email for all nurses enrolled in the program. Nursys is the only national database for verification of nurse licensure, discipline, and practice privileges for RNs, LPN/VNs, and APRNs licensed in participating jurisdictions, including all states in the Nurse Licensure Compact (NLC). Licensure Quick Confirm provides quick and easy licensure verification for nurses. Sign up today at:

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# When can I use a Large Language Model (LLM) in school or at work?

by Christine Riley, MSN, RN



Can ChatGPT create an outline for a research paper? How about a care plan for a patient with type I diabetes? Many nurses and nursing students are wondering just how much they can use a large language model (LLM) in their work or study activities. The answer to this question depends on several factors. This article provides guidance for all nurses, and specific considerations for nurse educators, nursing students, and nurse researchers.

The far-reaching term *artificial intelligence (AI)* describes the numerous tools and techniques which are used to teach computers to mimic human-like cognitive functions, such as learning, reasoning, communicating, and decision-making (Robert, 2019; Von Gerich et al., 2022). *Machine learning (ML)* is a subset of AI that refers to the use of computer algorithms to transform empirical data into usable models (Edgar and Manz, 2017). *Large Language Models (LLMs)*, including ChatGPT, Gemini, or Claude, are a specialized type of ML designed to understand and generate human-like text.

## General Guidance for All Nurses

Before using an LLM in your workplace, consider the following:

- Nurses must use sound judgment when deciding whether to perform any procedure or act.
- All nurses are also responsible for their own continuing competence in nursing practice and individual professional growth [Board Rule 217.11(1)(R)].
- If you chose to use an LLM in your nursing practice, follow the tips for “nurse researchers” below, particularly regarding content verification.
- Ensure that any technology, including an LLM, enhances safe and effective nursing care, and does not detract from it.
- Do not include protected health information in prompts. Nurses must protect patient privacy and confidentiality [Board Rule 217.11(1)(E)].
- Always check for facility policies related to the use of AI.
- If in doubt on the appropriateness of using an LLM for a given task, consult your employer or supervisor.
- Instead of blocking LLMs entirely, nurse educators should guide students to assessing their own values, along with the ethical implications of new technologies, and ensure their use is aligned with patient-centered care (De Gagne, 2023).

## Considerations for Specific Nursing Roles

### Nurse educators

- Verify that your educational institution’s policies and procedures address the use of AI, including LLMs, in the classroom.
- Ensure that course syllabi are also congruent with institutional policies on AI.
- Clearly define when and where the use of an LLM is permitted, restricted or, or prohibited.
- A complete ban on AI is not practical as detecting the use of an LLM in every situation is challenging (Koul, 2023).

### Nursing students

- Before using an LLM for assignments, check with your instructor for guidance.
- Do not include protected health information in prompts.
- Understand when LLMs are permitted and when they are not.
- If engaging in research, review the guidance for nurse researchers below to ensure proper AI use in academic and research endeavors.

### Nurse researchers

- Familiarize yourself with AI-related policies at your institution and the editorial guidelines of target journals (Smith et al., 2024). For example, both **Nature** and the **American Journal of Nursing** have editorial policies on the use of AI, which require authors to disclose the use of AI in their submission.
- While standard protocols are still emerging, researchers generally agree that the use of an LLM should be documented in the *Methods*, *Acknowledgements*, or other comparable section

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# LLM in school - continued from previous page

of the paper (Koul, 2023; McAdoo, 2024).

- Always verify the accuracy and truthfulness of content generated by an LLM (Smith et al., 2024).
- Consider where the information in the response came from, ask for original sources, and review those sources for consistency.
- Know that authors are responsible and accountable for the content shared in their research. An LLM cannot explain how it generated content or replicate responses exactly (Koul, 2023).
- Because an LLM is not a legal person, it cannot be cited in the same way as one would cite an author of a journal article.

On a final note, remember that all nurses, regardless of practice setting, must adhere to the standards of nursing practice outlined in Board Rule 217.11. Additionally, nurses should stay informed on evolving technologies and any regulations governing their use in nursing practice. Beyond the Board's rules and regulations, workplace and education policies and rules may also apply to AI usage. Nurses are required to follow all state, federal, or local laws, rules or regulations affecting the nurse's current area of practice [Board Rule 217.11(1)(A)].

As the protocols and standards on the use of AI continue to evolve, maintaining honesty, transparency, curiosity, and clear communication will help ensure responsible use. The Board encourages nurses to reach out with any questions regarding nursing practice or education. For assistance, contact:

- Nursing Practice Line:  
**512-305-6802**
- Nursing Education Line:  
**512-305-6816**

- Email:  
**Webmaster@bon.texas.gov**

*AI assistance was used to enhance the readability and organization of this article. The content was reviewed and finalized by the author.*

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## Insights on Nursing Enforcement: An Interview with Anthony Diggs -- Looking Back at 35 Years of BON Investigatory History



***You have been with the Board of Nursing for 35 years. Much of that time has been spent as Director of Enforcement. You have seen the agency change locations several times, triple in workforce size, and seen the nursing population in Texas grow to more than half a million licensees. On Wednesday, February 23, 2022, the Dallas Field Office of the Drug Enforcement Agency (DEA) recognized you for contributions to a three-year-long joint DEA and U.S. Attorney's Office investigation involving diversion of controlled substances.***

***What has been the biggest change you have witnessed in the agency's efforts to protect the public from unsafe nursing in your time with the BON?***

The biggest change I've witnessed in the agency's efforts to protect the public from unsafe nursing over my 35 years with the Board of Nursing (BON) has undoubtedly been the expansive use of technology. When I first started, our processes were largely manual and paper-based. Today, technology permeates every aspect of our work, revolutionizing both our internal operations and the broader regulatory landscape.

Internally, we've seen significant improvements in efficiency and accuracy thanks to advanced data management systems, electronic filing, and automated workflows. These tools have

enabled us to handle a higher volume of cases with greater precision and speed, ultimately enhancing our ability to protect the public.

Externally, the rise of social media, mobile devices, and electronic medical record (EMR) software has necessitated the implementation of new rules and regulations. Social media, for instance, has introduced new avenues for potential HIPAA violations and unprofessional conduct, requiring us to stay vigilant and proactive in our oversight.

Moreover, the enhancements in mobile technology and EMR systems have transformed how nurses document and access patient information. While these advancements have improved patient care, they also present new challenges in ensuring data security and maintaining patient confidentiality.

Another significant change has been the increased focus on continuing education and competency assessments. With the rapid evolution of medical technology and practices, it's crucial that nurses stay current with the latest developments. The BON has implemented more rigorous continuing education requirements and competency evaluations to ensure that nurses are well-equipped to provide safe and effective care.

Overall, the integration of technology has been a double-edged sword—offering incredible benefits while also introducing new complexities. Our ongoing challenge is to leverage these technological advancements to enhance public safety while remaining adaptable to the ever-changing landscape of healthcare.

***Is there one case, above all others, which made an impact on you in your time with the BON? What made that case unique?***

Every case I've encountered with the Board of Nursing (BON) has its own unique elements, whether it's the location, the individuals involved, or the circumstances. However, one case, in particular, stands out and has left a lasting impact on me.

This case involved a licensed vocational nurse working at a Juvenile Detention Center. A young inmate fell seriously ill, showing symptoms such as vomiting and diarrhea. The nurse, who was responsible for administering medical care, tragically failed to provide the necessary treatment. Believing that the juvenile was exaggerating or faking his condition due to the prevailing culture of the institution, the nurse did not take the symptoms seriously. This neglect led to the juvenile's death from dehydration.

The nurse was subsequently convicted of criminally negligent homicide by law enforcement. This case was a stark reminder of the critical role nurses play as gatekeepers to appropriate care. It underscored the profound responsibility nurses have, not just in providing medical treatment, but in making life-and-death decisions. The impact of this case has reinforced the importance of vigilance, empathy, and the ethical duty to provide care without prejudice.

***What challenges do you see at the present time with respect to agency efforts in responding to complaints against nurses which require investigation by the Board?***

The nation has been grappling with a nursing shortage for decades, and

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## Nursing Enforcement - continued from previous page

projections from the American Association of Colleges of Nursing indicate a shortfall of 78,610 full-time RNs in 2025. In Texas, this challenge is compounded by a continuously growing population, which in turn drives up the demand for nurses.

Interestingly, even as we face a nursing shortage, the number of practicing nurses is also on the rise to meet the increasing population needs. However, this growth brings its own set of challenges. As the nursing workforce expands, so does the volume of complaints that require investigation by the Board of Nursing.

Managing this influx of complaints necessitates additional resources to maintain efficiency and uphold standards. Securing and retaining these resources, whether they be financial, technological, or human, is a significant challenge. The complexity of this situation underscores the need for strategic planning and robust support systems to ensure that the Board can effectively respond to complaints and uphold the integrity of the nursing profession.

### ***How have things changed about the investigatory process since your start at the agency?***

While the core investigatory process has remained consistent—receiving complaints, notifying the licensee (unless it would jeopardize the investigation), collecting and analyzing evidence, and coming to a resolution—the landscape of these investigations has evolved dramatically since I started at the agency.

One of the most significant changes has been the increasing complexity of the cases we handle. We've navigated through the pill mill epidemic, which required us to tackle widespread prescription drug abuse and fraudulent prescribing practices. The rise of technology and social media has brought about a surge in HIPAA violations, adding another layer of intricacy to our investigations.

More recently, we've been confronted with the Operation Nightingale cases, where individuals have been caught obtaining fake transcripts from fraudulent educational institutions to sit for the licensure exam. These cases are particularly challenging as they



United States Drug Enforcement Agent Eduardo A. Chavez recognizes Anthony Diggs, Director of Enforcement for the BON for his contributions to a three-year-long joint DEA and U.S. Attorney's Office investigation involving diversion

undermine the very foundation of the profession's credibility and trust.

Each of these developments has required us to adapt and enhance our investigatory techniques, ensuring that we remain vigilant and effective in protecting public health and maintaining the integrity of the nursing profession.

### ***What wisdom would you share with nurses after 35 years of experience at the Board?***

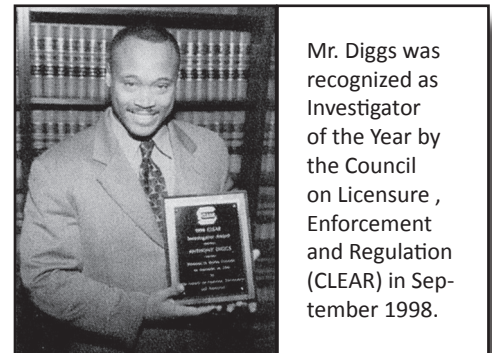
After 35 years of experience at the Board of Nursing, the most valuable wisdom I can share with nurses is this: prevention is key. In the ever-evolving field of nursing, it's crucial to stay informed and up-to-date with the rules and regulations that govern your licensure. These guidelines are not static; they change and adapt just as the practice of nursing does.

By continuously expanding your knowledge base and staying current with regulatory updates, you not only safeguard the public but also protect your own professional license. This proactive approach can prevent many issues before they arise, ensuring that you can continue to provide the highest standard of care.

Moreover, I want to take a moment to express my deep gratitude to nurses and the BON staff (past and present). Your unwavering dedication and the critical role you play in delivering compassionate and competent care to patients every day are truly commendable. Your commitment to excellence and continuous learning is what makes the nursing profession so vital and respected.

Remember, staying informed and proactive is not just about compliance; it's about being the best nurse

you can be for your patients and for yourself.



Mr. Diggs was recognized as Investigator of the Year by the Council on Licensure, Enforcement and Regulation (CLEAR) in September 1998.

# Annual Position Statement Review



Annually, the Texas Board of Nursing (Board or BON) Position Statements are reviewed to determine if updates are needed related to changes in national practice trends. To make this determination, throughout the year, Board staff keep apprised of changes in practice nationally through evidence-based practice developments, guidelines, and regulation movements.

Though Board Position Statements do not have the force of law, they are meant to provide guidance and provide direction for nurses on issues of concern to the Board relevant to pro-

tection of the public. Each position statement should be looked at in the context of the totality of the position statement.

Board staff reviewed and updated our Position Statements in December 2024. The Board then reviewed the recommended changes and voted to approve them at the January 30, 2025, meeting.

Of note, **Board Position Statement 15.10 – Continuing Education: Limitations for Expanding Scope of Practice** underwent substantive revision. The update clarifies that nurses at

all levels of licensure may not expand their scope of practice through informal continuing education, such as workshops or online courses. Such offerings do not fulfill the educational requirements necessary for license advancement or scope expansion.

The remaining Position Statements were updated with non-substantive revisions, primarily focused on ensuring that external reference links remained accurate and current. See **Board Position Statement 15.10** [here](#).



## TMB Reviews and Updates Physician Delegation Rule

On **Friday, December 13, 2024**, the **Texas Medical Board (TMB)** voted to adopt revisions to **22 Texas Administrative Code (T.A.C.), Part 9**, as part of a legislatively mandated rule review. These revisions included a comprehensive reorganization of each chapter within this section of the Code. The changes officially went into effect on **January 9, 2025**.

These updates may directly impact nursing practice across all levels of licensure. Of particular significance is the **physician delegation rule**, which has been renumbered from **Chapter 193 to Chapter 169**. Given the scope

and importance of this rule, **Board staff strongly encourage all nurses to review the updated language and structure.**

As a reminder, **Board Rule 217.11(1)(A)** requires that every nurse “know and conform to the Texas Nursing Practice Act and the Board’s rules and regulations, as well as all federal, state, or local laws, rules, or regulations affecting the nurse’s current area of nursing practice.”

In response to these changes, the Texas Board of Nursing will be reviewing and updating all related **position**

**statements, frequently asked questions (FAQs), and website content** to ensure consistency and accuracy. Once updates are complete, the Board will share this information via the official website, social media platforms, and in **the next issue of the BON Bulletin**.

# Did you know?



The Nurse Licensure Compact (NLC) enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold a multistate license, permitting practice across participating states. To be eligible for a multistate license, applicants must satisfy the following 11 Uniform Licensure Requirements (ULRs):

**1. Primary Residency in a NLC State:**

You must legally reside in a state that is a member of the Nurse Licensure Compact. [When changing your **primary state of residence** to another compact state, you must apply to endorse (transfer) your license within **60 days**.]

**2. Meet Home State Licensure Requirements:**

All licensure requirements specific to your primary state of residence (PSR) must be satisfied.

**3. Graduate from an Approved Education Program:**

You must have graduated from a board-approved education program or an international program that meets the same standards and is verified by an independent credentials review agency.

**4. English Language Proficiency:**

If you completed your nursing education outside the U.S. in a non-English program, you must pass an English proficiency exam.

**5. Pass the NCLEX:**

You must have passed the NCLEX-RN or NCLEX-PN (or predecessor exams).

**6. Hold an Active, Unencumbered License:**

Your license must be in good standing, with no current disciplinary actions.

**7. Criminal Background Checks:**

You are required to complete both federal and state fingerprint-based criminal background checks.

**8. No Felony Convictions:**

You cannot have any felony convictions under state or federal law.

**9. Misdemeanor offenses related to the practice of nursing are reviewed on a case-by-case basis by the Texas Board of Nursing for consideration of multistate licensure privileges.**

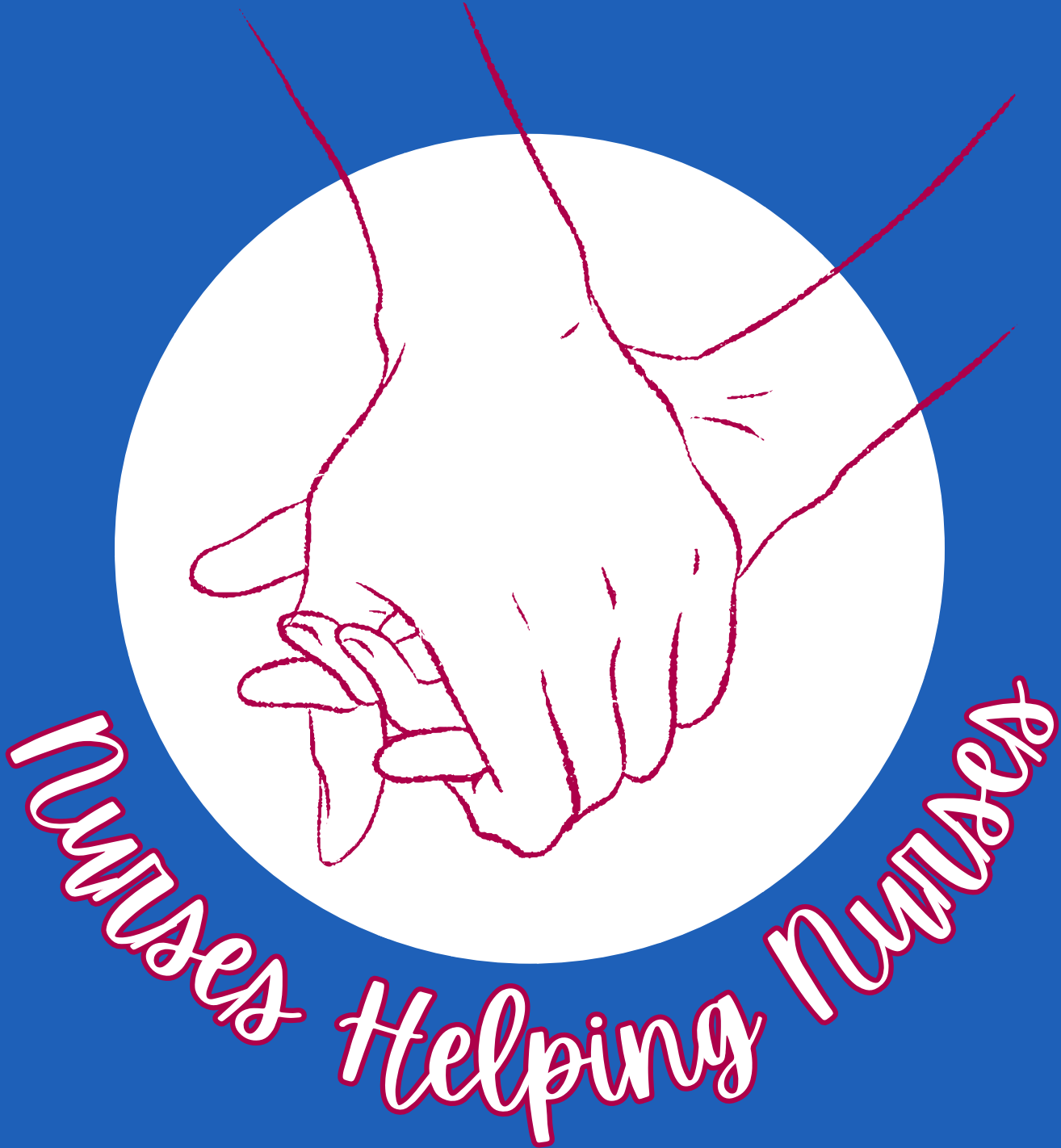
**10. Not Enrolled in an Alternative Program:**

You must not be currently enrolled in an alternative program for substance use or similar issues. If previously enrolled, full disclosure and documentation are required.

**11. Valid U.S. Social Security Number:**

Applicants must provide a valid U.S. Social Security number to apply.

If you're interested in learning more about the NLC, visit the [Board of Nursing](https://www.nursecompact.com) website or go to [nursecompact.com](https://www.nursecompact.com) for more details.



Become a Peer Support Partner with TPAPN today  
and help fellow Texas nurses!



<http://texasnurses.org/mpage/TPAPN-advocates>

The Texas Peer Assistance Program for Nurses (TPAPN) believes in helping support positive outcomes for nurses and their patients by providing early identification, support, monitoring, accountability, and advocacy to Texas nurses who have an identified substance use or mental health condition or related incident, so they may continue to practice nursing safely. The TPAPN website ([www.tpapn.org](http://www.tpapn.org)) has more information about the TPAPN program.

The Peer Support Partner is a volunteer nurse who provides peer support, guidance, encouragement, and more, to nurses participating in TPAPN. The program is looking for more Peer Support Partners. TPAPN has launched on-demand education courses and has live virtual courses as well. On demand courses including topics such as *Addiction, Mental Health Conditions, Motivational Interviewing, & Person-Centered Care* are accessible by following the directions below:

1. Go To <https://www.texasnurses.org/>
2. Go to the Professional Development tab and click **Get CNE**
3. Go to **Categories** and select **TPAPN On Demand**, where you will see a list of available options.
4. Select **Register**, if you are not a TNA member, you can create a non-member account to login
5. Watch the course, then get your certificate.

Registration and more information about the upcoming live virtual courses are located on the TPAPN webpage ([www.tpapn.org](http://www.tpapn.org)). The upcoming scheduled events include:

- **Peer Support Partner Information Sessions:**

- April 14<sup>th</sup> 1 PM
- May 20<sup>th</sup> 1 PM
- June 11<sup>th</sup> 3 PM

- **The Role of the Peer Support Partner:**

- April 7<sup>th</sup> at 1 PM
- April 16<sup>th</sup> at noon
- April 22<sup>nd</sup> at 3 PM
- May 7<sup>th</sup> at noon
- May 12<sup>th</sup> at noon
- May 28<sup>th</sup> at 2 PM
- June 2<sup>nd</sup> at 9 AM
- June 17<sup>th</sup> at 1 PM

- **TPAPN Lunch & Learn: June 25<sup>th</sup> at noon**

If you are interested in having TPAPN staff come to your facility or school to speak about the program and the TPAPN resources, please visit the TPAPN website and click on the request speaker form.

A nurse with a substance use or mental health condition that might impact nursing practice is encouraged to self-refer to TPAPN **prior** to the condition impacting nursing practice. Any person may refer a nurse to TPAPN if the condition has not impacted nursing practice; however, persons mandated to report to the Board of Nursing (BON or Board), such as an employer, a nurse, or a nursing peer review committee, are required to

report the nurse to the BON if they believe there has been a nursing practice violation.

The TPAPN referral form is on the TPAPN website. The Board website contains links to file a complaint online under Discipline & Complaints – How to File a Complaint.

### Dr. Fenton, Past Board President, Passes Away



Dr. Mary Fenton, who served as President of the Board of Nurse Examiners, from July 1995 to July 1997, passed away on January 8, 2025. Dr. Fenton was appointed to the Board by Governor Ann Richards in 1991, served as Vice-President of the Board from July 1993 to July 1995. She graduated from the University of Texas with a BSN in Nursing, furthered her education at the University of Michigan, and received a PhD in Public Health from the University of Texas. Dr. Fenton served as Dean of the University of Texas Medical Branch School of Nursing, and as Director/Founder of the Doctor of Nursing Practice program for Texas Tech University. In addition, she was honored as a 2016 Leader and Legend of Texas Nursing from the Texas Nurses Association and received the Faculty Living Legend Award from the President of the UTMB System.

# 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. While every effort is made to ensure the accuracy of this information, the Board's licensure verification system should be utilized for verification. 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 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, 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701.

Name	License Numbers	Discipline	Action Date	Name	License Numbers	Discipline	Action Date
Abdullah, Rashad Hakim	RN 1036485	Warning with Stipulations	1/30/25	Burks, Natalie Kathleen	RN 1012466 & LVN 349073	Remedial Education with Fine	12/30/24
Adewale, Rebecca O.	RN 915237	Revoked	11/12/24	Bush, Joshua Beau	RN 626566	Revoked	11/12/24
Aghedo, Nicolette	RN 1011908	Remedial Education, Deferred	1/22/25	Butler, Kathy Jean	RN 821972	Remedial Education	11/7/24
Aguirre, Jacob	RN 1122872	Reprimand with Stipulations	11/12/24	Campos, Melissa Rene	RN 881455	Revoked	12/10/24
Akers, Adam Thomas	RN 975676	Warning with Stipulations	11/12/24	Carrithers, Jessica Nicole	LVN 304356	Enforced Suspension	11/6/24
Akeza, Ange-Michou	RN 1032446	Revoked	1/30/25	Carter, Ronald	RN 965777	Warning with Stipulations, Deferred	1/30/25
Akinrolabu, Folasade Margaret	LVN 1031788	Revoked	1/30/25	Caspari, Amanda Shea	RN 1091330	Warning with Stipulations, Deferred	12/10/24
Alcaraz, Alain	PTP AZ RN 190502	Voluntary Surrender	12/4/24	Castillo, Neil Ureta	RN 908440	Probated Suspension	1/30/25
Ali, Ahtesham	AP144128, RX 32574 & RN 876701	Voluntary Surrender	1/29/25	Chance, Krystal Lavon	RN 877437 & LVN 303999	Remedial Education	12/30/24
Aliff, Sarah Elizabeth	RN 712576 & LVN 151027	Warning with Stipulations	12/10/24	Chavez, Barbara Yanitza	RN 1017724	Warning with Stipulations	1/30/25
Alred, Ashleigh Elizabeth	LVN 219436	Reprimand with Stipulations and Fine	12/10/24	Chellappan, Aysha Pulinilkumkalayil	RN 851659	Remedial Education with Fine	1/27/25
Anderson, Deja Rayna	LVN 341671	Revoked	11/12/24	Chery, Marie Edly	PTP IA LVN P60153	Revoked	1/30/25
Angulo Lopez, Cecile Therese	RN 727987	Remedial Education	1/27/25	Cheuvront, Mason Elise	RN 983441 & LVN 343580	Reprimand with Stipulations	11/12/24
Arias, Samantha C.	LVN 310677	Revoked	11/12/24	Chivers, Phyllis Elaine	LVN 152125	Reprimand with Stipulations	1/30/25
Arredondo, Janet	AP1143050 & RN 809231	Probated Suspension	12/10/24	Christensen, Monica Frances	RN 881015	Warning with Stipulations	1/30/25
Asanga, Albert Nshanui	LVN 1048817	Voluntary Surrender	1/14/25	Clary, Danielle Lea	LVN 222287	Warning with Stipulations	11/12/24
Awe, Olatunde	RN 832521	Remedial Education with Fine	1/22/25	Cochran, Whitney Derai	LVN 196341	Revoked	1/30/25
Ayers, Tabitha Anne	LVN 216281	Warning with Stipulations and Fine	11/12/24	Corbit, Dana Feuer	RN 849440	Warning with Stipulations	1/30/25
Ayodeji, Sherifat Olubunmi	LVN 346176	Voluntary Surrender	11/7/24	Covington, Belle Caroline	RN 928253	Warning with Stipulations	1/30/25
Azodeh, Iyen R.	LVN 206249	Reprimand with Stipulations	12/10/24	Cozart, Jessica Hardman	LVN 220738	Probated Suspension	12/10/24
Bankeh, Jude	RN 1008380	Revoked	12/10/24	Cruz, Rebecca Veronica	LVN 209445	Warning	12/10/24
Bass, Megan Beth	LVN 341920	Warning with Stipulations	12/10/24	Cuyos, Melanie Dawn	LVN 216297	Warning with Stipulations	11/12/24
Bello, Christianah	RN 938895	Revoked	1/30/25	Daniel, Britney	LVN 226296	Revoked	11/12/24
Benson, Laura Kathryn	RN 1000032 & LVN 345035	Enforced Suspension	11/21/24	Darcy, Yvonne Rios	LVN 220057	Reprimand with Stipulations and Fine	1/30/25
Boatman, Terry Dean	AP109226 & RN 657228	Voluntary Surrender	11/19/24	Darst, Theresa Osswald	RN 717575 & LVN 130543	Voluntary Surrender	1/6/25
Boykin, Doris Jane	LVN 88165	Reprimand with Stipulations	1/30/25	Davidson, Jonathan Clayton	LVN 208195	Probated Suspension	11/12/24
Braxton, Deontae Earnesto	LVN 347901	Revoked	1/30/25	Davila, Bonnie Aurora	LVN 338598	Warning with Stipulations	12/10/24
Britton, Stacey Lynn	RN 660520	Revoked	1/30/25	Davis, Katina Michelle	LVN 231048	Warning with Stipulations	12/10/24
Brozek, Vaughn Anthony	AP129778, RX 19440 & RN 854104	Warning with Stipulations	1/30/25	Dedios, Malourdes Aniciete	RN 828532	Reprimand with Stipulations and Fine	12/10/24
Bruns, Jane L.	LVN 1088943	Revoked	11/12/24	Dickerson, Tiffany Lynnette	LVN 339606	Warning with Stipulations and Fine	11/12/24
Bryant, Kelly L.	RN 813409	Remedial Education with Fine	12/10/24	Dike, Esther Ngozi	RN 964390 & LVN 320112	Revoked	1/30/25
Buchanan, Christelle Elizabeth	LVN 339732	Revoked	11/12/24	Dimarzio, Latrisha Ann	LVN 225215	Revoked	11/12/24
Bumford, Nicole Victoria	RN 946682	Voluntary Surrender	11/26/24	Donnell, Dawn Annette	RN 607285 & LVN 139738	Revoked	12/10/24
Burdette, Dondria	LVN 1124849	Reprimand with Stipulations	12/10/24				

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# DISCIPLINARY ACTION

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Name	License Numbers	Discipline	Action Date	Name	License Numbers	Discipline	Action Date
Drysdale, Shannon Denice	LVN 162896	Probated Suspension	11/12/24	Hardin, Carol Lynn	RN 229784	Reprimand with Stipulations	1/30/25
Dunklin, Shannon Leigh	RN 862473	Probated Suspension	11/12/24	Heard, Sandra Kaye	LVN 184271	Warning with Stipulations	11/12/24
Easy, William	RN 1013690	Warning with Stipulations	11/12/24	Heard-Anthony, Sharon A.	RN 595062 & LVN 98552	Remedial Education	12/3/24
Emerson, Aimee	RN 742909 & LVN 150001	Warning with Stipulations and Fine	1/30/25	Hensley, Deborah Ann	RN 1117855	Probated Suspension	1/30/25
Escalante, Elizabeth	RN 1107123	Warning with Stipulations and Fine	1/30/25	Hernandez, Yasmin Araceli	LVN 220965	Warning with Stipulations	1/30/25
Escobar, Carmen	RN 1004229 & LVN 313021	Reprimand with Stipulations	12/10/24	Herrera, Beatriz Anita	RN 824959	Warning with Stipulations, Deferred	1/30/25
Esebamen, Earnest Edekin	LVN 349845	Revoked	1/30/25	Herrington, Sheila Lynne	RN 554674	Warning with Stipulations	11/12/24
Essary, Ramona Faye	LVN 157121	Reprimand with Stipulations	11/12/24	Hobbs, Jennifer Ann	RN 686399	Revoked	12/10/24
Evbuomwan, Stella Osato	LVN 216182	Probated Suspension	11/12/24	Hoey-Paul, Amber Milecka	RN 898992	Warning with Stipulations and Fine	12/10/24
Ezeonye, Vivian Ifeoma	RN 978712	Reprimand with Stipulations and Fine	1/30/25	Holland, James Kyle	RN 840178	Warning with Stipulations and Fine	1/30/25
Farzammehr, Sara N.	RN 755762	Revoked	12/10/24	Holloway, Shelly H.	RN 640763 & LVN 154274	Voluntary Surrender	1/6/25
Feemster, Laranda Renee	AP143165 & RN 687848	Warning with Stipulations	12/10/24	Holman, Cynthia Lynn	LVN 119455	Warning with Stipulations	12/10/24
Fields, Angela Rene	RN 678254	Enforced Suspension	11/5/24	Holt, Kelly Anne	RN 740006	Warning with Stipulations	11/12/24
Figueroa, Jennifer Alexis	LVN 1049186	Probated Suspension	12/10/24	Hooper, Philip David	RN 1015946	Revoked	11/12/24
Ford, Miranda Marie	RN 925641	Voluntary Surrender	12/2/24	Horne, Ashley Nicole	LVN 1135970	Enforced Suspension	1/28/25
Fortkamp, Ashley Lynn	LVN 1093722	Revoked	11/12/24	Huon, Mary Renee	RN 832106	Remedial Education with Fine	1/21/25
Fuentes-Chavez, Zenia	RN 751777	Revoked	8/23/24	Ikota, Mandikala	RN 1016490	Revoked	1/30/25
Garcia, Jennifer	RN 945102 & LVN 203132	Warning with Stipulations	11/12/24	Iruegas, Edward Eloy	RN 686761 & LVN 172622	Remedial Education, Deferred	11/4/24
Gardner, Margot S.	RN 664656	Warning with Stipulations	1/30/25	Jackson, Neantron R.	LVN 1030258	Warning with Stipulations	1/30/25
Garland, Gabrielle Jourden	LVN 221689	Probated Suspension	12/10/24	Jackson, Tiffany Rosetta	LVN 213654	Revoked	12/10/24
Garvin, Rachel	RN 808749	Remedial Education, Deferred	11/19/24	Jacques, Elder	PTP NC RN 223788	Revoked	12/10/24
Garza, Guadalupe	LVN 143673	Revoked	1/30/25	Jennings, Jennifer	RN 916353	Revoked	12/10/24
Garza, Yadira Lizett	RN 1089554	Revoked	8/14/24	Jordan, Amber Susan	LVN 76870	Revoked	11/12/24
Gibson, Chiara	RN 1002176	Warning with Stipulations	1/30/25	Joseph, Kenya Elaine	RN 1086385	Remedial Education with Fine	1/21/25
Gibson, Kristin Kay	RN 877592	Reprimand with Stipulations	1/30/25	Juarez, Clemente Alejandro	RN 906462	Warning with Stipulations and Fine	1/30/25
Gillispie, Susan Marie	AP144065 & RN 977135	Remedial Education	12/17/24	Justin, Namrata Mall	RN 1015598 & LVN 234165	Warning with Stipulations and Fine	1/30/25
Glasgow, Todd Gordon	RN 753999	Remedial Education	1/10/25	Kahura, Margaret Wanjiku	RN 1053355	Revoked	1/30/25
Goff, Sondra Suzanne	RN 849211	Warning with Stipulations and Fine	1/30/25	Kariuki, Lydia Mwhiki	RN 1018931	Revoked	1/30/25
Gonzales, Marissa Patrice	LVN 349177	Probated Suspension	11/12/24	Keen, Joely Jannine	AP134170 & RN 798819	Revoked	11/5/24
Gray (Anthony), Anita Marie	LVN 326765	Remedial Education	12/3/24	Kendrick, Tiffany	PTP NM RN 60335	Remedial Education with Fine	1/10/25
Gray, Johnny Roland	LVN 334904	Enforced Suspension	12/10/24	Kessinger, Adrian	LVN 1014468	Reprimand with Stipulations and Fine	1/30/25
Green, Charles Cleveland	LVN 351916	Reprimand with Stipulations and Fine	11/12/24	Brittany Khamsini, Frank	LVN 324192	Revoked	1/30/25
Greer, Caleb	AP142594, RX 31121 & RN 923744	Voluntary Surrender	11/20/24	Christopher Khiewkumpan, Ariyawan	RN 1111132	Remedial Education	12/18/24
Gutierrez, Jonalyn Nobleza	RN 1110171	Remedial Education with Fine	12/3/24	Kidder, Kelly Vern	RN 824200	Revoked	11/12/24
Gutierrez, Martin A.	RN 1029567	Reprimand with Stipulations	11/12/24	King, Ashley Michelle	RN 911119 & LVN 313931	Probated Suspension	1/30/25
Guzaitis, Merri Lou	RN 914209	Reprimand with Stipulations	1/30/25	Labanino, Rubildo	AP136885 & RN 881960	Reprimand with Stipulations	1/30/25
Hall (Clemons), Belissa Victoria	LVN 1055931	Probated Suspension	12/10/24	Lazcano, Maria Elizabeth	RN 777641	Probated Suspension	12/10/24
				Leonard, Roxy Annette	LVN 315547	Revoked	12/10/24

# DISCIPLINARY ACTION

- cont. from prev. pg.

Name	License Numbers	Discipline	Action Date	Name	License Numbers	Discipline	Action Date
Lewis, Carla May	RN 589352	Reprimand with Stipulations	12/10/24	Omondi, Robert O.	LVN 1029594	Revoked	7/10/24
Li, Mengmeng	PTP FL RN 9457667	Warning with Stipulations	1/30/25	Onalaja, Juliana	RN 765956	Reprimand with Stipulations	1/30/25
Linde, Zachary C.	RN 1013931	Warning with Stipulations	11/12/24	Orange, Wanda	AP145754, RX 34040 & RN 734898	Remedial Education	12/17/24
Madrid, Araceli Rodarte	LVN 331374	Warning with Stipulations, Deferred	12/10/24	Partain, Kelly Brett	RN 743661	Probated Suspension	12/10/24
Manning, Michelle Elizabeth	RN 816978	Warning with Stipulations and Fine	1/30/25	Patel, Amita	LVN 1047003	Voluntary Surrender	1/14/25
Martinez, Maritza Janet	LVN 350463	Reprimand with Stipulations	1/30/25	Patino, Heather Marie	LVN 1052859	Enforced Suspension	1/13/25
Mbah, Justine Njimaefep	LVN 1043824	Revoked	1/30/25	Patterson, Robert Joseph	RN 741437	Reprimand with Stipulations	1/30/25
McCall, Anna Marie	RN 855637	Reprimand with Stipulations	11/12/24	Perez, Ernest James	AP114560 & RN 661625	Reprimand with Stipulations	1/30/25
McIlroy, Sarah	RN 769821	Remedial Education, Deferred	1/23/25	Perez, Rena Marie	LVN 1005800	Warning with Stipulations	12/10/24
McIntyre, Cassandra Robin	RN 874725	Voluntary Surrender	12/11/24	Peterson, Demarius Chantel	LVN 1002596	Revoked	12/10/24
McMahon, Lindsay Elaine	RN 698820 & LVN 179318	Remedial Education with Fine	1/15/25	Poehls, Shelby Nicole	RN 949163	Revoked	11/12/24
Meade, Audrey Lynn	RN 815220	Remedial Education, Deferred	12/10/24	Pritchett, Russell Joe	LVN 219132	Revoked	1/30/25
Mears, Travis Alan	LVN 227385	Reprimand with Stipulations	1/30/25	Ragsag, Gary	RN 934625	Warning with Stipulations	12/10/24
Mejia, Austin	RN 1067233	Warning with Stipulations and Fine	11/12/24	Raldoria	RN 934625	Warning with Stipulations	12/10/24
Mendez, David Raymond Angel	LVN 1033924	Warning with Stipulations	11/12/24	Ramirez, Margarita	LVN 151141	Revoked	11/12/24
Menzel, Laird Wolfe	RN 805832	Probated Suspension	12/10/24	Ramsay-Small, Jacqueline Rosemarie	RN 733311	Probated Suspension	11/12/24
Mercado, Tiffany Marie	RN 926959	Reprimand with Stipulations	1/30/25	Reed, Trenton Andrew	AP139647 & RN 955686	Revoked	11/12/24
Merle, Carole Ann	LVN 180978	Revoked	11/12/24	Renfro, Forrest Steve	RN 720506	Revoked	11/12/24
Merrill, Ashley Nicole	LVN 186238	Reprimand with Stipulations	1/30/25	Reyna, Alyssa Warden	RN 1115383 & LVN 307101	Remedial Education	12/2/24
Meza, Savannah Rae	LVN 225279	Revoked	11/12/24	Rhoden, Michael	RN 975038 & LVN 346846	Warning with Stipulations	1/30/25
Mills, Denise Duchane	RN 1082051	Probated Suspension	1/30/25	Shane	LVN 304308	Reprimand	11/12/24
Mims, Lindsay Nicole	LVN 339181	Warning with Stipulations and Fine	11/12/24	Ringgold, Justin Alan	LVN 304308	Reprimand	11/12/24
Montarella, Amberlee	AP 1125752	Remedial Education	11/5/24	Rodriguez, Jesus	LVN 328407	Reprimand with Stipulations	11/12/24
Montoya, Gaylene	RN 930273	Voluntary Surrender	1/14/25	Russell, Lynda D.	RN 621041	Remedial Education	1/28/25
Moore, Shannon Beverley	RN 576268	Warning with Stipulations	11/12/24	Russell, Norinne Christina	LVN 174164	Warning with Stipulations, Deferred	1/30/25
Morales, Laura	LVN 213352	Reprimand with Stipulations	1/30/25	Russell, Sherry Joyce	RN 947047	Remedial Education	12/5/24
Muteba, Tshituka N.	LVN 327738	Reprimand with Stipulations and Fine	1/30/25	Sanders, Tajuan Dorine	LVN 116696	Reprimand with Stipulations	12/10/24
Nabie, Fatmata	LVN 1043389	Revoked	1/30/25	Sands, Celestina Nichole	LVN 202900	Reprimand with Stipulations	12/10/24
Nderitushow, Stella Wanjiku	RN 772119	Revoked	1/30/25	Schmidt IV, Edward	RN 873486	Remedial Education	12/5/24
Nyamweya, Taphrosa Nyoteyo	RN 699958	Warning with Stipulations and Fine	12/10/24	Schoon-Leochner, Shonda	AP132875, RX 22213 & RN 625345	Probated Suspension	11/12/24
Offill, Cory Lynn	RN 697625	Remedial Education with Fine	11/12/24	Scott, Robynne Chere	RN 1081511 & LVN 351070	Warning with Stipulations	12/10/24
Oglesby, Martha	AP1068753 & RN 686404	Remedial Education with Fine	12/11/24	Shegog, Miranda Michelle	AP121043	Remedial Education	11/21/24
Okoro, Cynthia Michele	LVN 186229	Warning with Stipulations	11/12/24	Shipman, Christine Odell	RN 644895	Warning with Stipulations	11/12/24
Okotie-Eboh, Angela	AP111047, RX 4025 & RN 643307	Warning with Stipulations and Fine	1/30/25	Short, Aletha Marzell	LVN 343713	Revoked	11/12/24
Olaiya, Oluleke Anthony	AP1073563, RX 43157, RN 930044 & LVN 217283	Warning with Stipulations	12/10/24	Shrum, Charlotte May	RN 954140	Warning with Stipulations	1/30/25
Olivarez, Esteban	LVN 308526	Enforced Suspension	1/2/25	Silverton Torres, Jennifer	RN 974187	Remedial Education, Deferred	1/28/25
Olukitibi, Angela Nwaefuru	RN 959507	Reprimand with Stipulations	1/30/25	Sims, Amber Nicole	LVN 324072	Revoked	11/8/24
				Sinkes, Jacqueline Marie	RN 783733	Revoked	12/10/24
				Smith, Pamala Jean	RN 915499	Warning with Stipulations	12/10/24
				Smith, Rosa E.	RN 548411	Revoked	11/12/24
				Smith, Paula Renee	RN 739308	Remedial Education with Fine	12/17/24
				Spencer, Leola Rider	RN 655755	Remedial Education	1/6/25

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## DISCIPLINARY ACTION

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## Texas Board of Nursing Welcomes New Nurses!



The Texas Board of Nursing congratulates new licensees for December 2024, January 2025, and February 2025. Whether you are new to nursing practice or changing your licensure, we thank you for choosing to practice in Texas and welcome you to the workforce!

Number of New Licenses Issued by Examination  
(December 2024 – February 2025)

**LVNs – 1,137**

**RNs – 6,120**

**APRNs – 1,340**

Here are some helpful tips for you as you start your nursing practice in Texas:

- \* Make sure that you save your password for the Texas Nurse Portal – you will need to access the Portal every two years to renew your licensure.
- \* Consider signing up for Nursys.com – this free service will send you an automatic e-Notify alert when it is time to renew your license.
- \* The Board has some requirements for continuing education each licensure cycle. Check out Education\Continuing Education & Competency on our website to ensure that you are staying current with requirements for licensure renewal.

Name	License Numbers	Discipline	Action Date
Spurlock, Deana Michelle	RN 937624 & LVN 333620	Voluntary Surrender	11/20/24
Stephens, Paris Stacey	RN 1131454	Warning with Fine	1/30/25
Stewart, Morgan Taylor	RN 1063065	Probated Suspension	1/30/25
Storer-Rawlings, Samantha Frances	RN 1033587	Enforced Suspension	12/10/24
Swanner, Rebecca Brooks	RN 1061243	Remedial Education	12/4/24
Swim, Angela Kim	RN 600774 & LVN 130782	Revoked	11/12/24
Tarango, Maria Teresa	AP1039021 & RN 1039021	Remedial Education	1/15/25
Taylor, Dawn Marie	RN 841701	Warning with Stipulations	12/10/24
Thomas, Katrina	RN 1064442 & LVN 347006	Warning with Stipulations	1/30/25
Thomas (Johnson), Lekisha	RN 1049962 & LVN 309074	Reprimand with Stipulations and Fine	11/12/24
Thornton, Andrew Scott	RN 955577 & LVN 308666	Warning with Stipulations	1/30/25
Townsend, Celeste Marie	RN 937723	Revoked	11/12/24
Tran, Christine	LVN 228628	Revoked	11/12/24
Trigg, Kasie	PTP FL LVN 5234478	Remedial Education with Fine	1/29/25
Vanourney, Jennifer Ann	RN 1090929	Revoked	11/12/24
Vasquez, Angie C.	RN 597318 & LVN 79515	Voluntary Surrender	1/6/25
Waldeck, Terri Lynn	LVN 202308	Remedial Education	1/9/25
Walker, Karen Juliet	LVN 300469	Warning with Fine	12/10/24
Wamalwa, Mary Haika	LVN 1050553	Revoked	1/30/25
Watson, Catlin Leann	LVN 350117	Warning with Stipulations	12/10/24
Wellborn, Lori	RN 641526	Voluntary Surrender	1/23/25
Whitley, Patti Pfeffer	LVN 330737	Remedial Education	1/27/25
Wilburn-Brannon, Mary Katherine	RN 749361 & LVN 204396	Revoked	11/12/24
Wiley, Ruthinita Nyanduko	RN 694992	Revoked	12/10/24
Williams, Antoinette	LVN 1090928	Revoked	11/12/24
Williams, Coty Michele	LVN 185111	Enforced Suspension	1/15/25
Williams, Joyce A.	LVN 175581	Probated Suspension	1/30/25
Williams, Krystal Rene	RN 937685	Remedial Education, Deferred	12/19/24
Wine, Jamie Ruth	RN 759265	Reprimand with Stipulations	11/12/24
Woytek, Alicia Marie	LVN 332901	Revoked	11/12/24
Yohani, Azimio Jay	RN 931065 & LVN 328209	Remedial Education	11/26/24
Zamora, Rommel Villarama	RN 747882	Revoked	11/12/24
Zelaya, Briana Doreida	LVN 1136585	Remedial Education with Fine	12/6/24

### Abbreviations in the Notice of Disciplinary Action Section

**PTP** Privilege to Practice in Texas associated with the indicated state and license.

**RX** Prescription Authorization

### Statistical information

The 254 disciplinary actions reported in this *Bulletin* represent only 0.044% of nurses who are currently licensed to practice in the State of Texas.

As of November 30, 2024, 99.76% of current Registered Nurses, 99.41% of current Licensed Vocational Nurses, and 99.75% of current Advanced Practice Registered Nurses were without discipline according to Board records.

## Texas Board of Nursing Meeting Schedule

### 2025 Board Meeting Dates

April 24-25                      July 17-18

October 23-24

### 2025 Eligibility and Disciplinary Committee Meeting Dates

May 13                              June 10

August 19                      September 9

November 12                      December 9

For meeting times and locations, visit the Board of Nursing website.

\* - The Board meeting scheduled for April 24-25, 2025, will be streamed online. Meeting access information will be posted at: [www.bon.texas.gov](http://www.bon.texas.gov)

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#### Office Hours and Location

The office of the Texas Board of Nursing is located in the George H.W. Bush Building, located next to the Bob Bullock Museum in downtown Austin, across the street from the University of Texas. The mailing address is: 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays. If you need to reach the Board, please call (512) 305-7400 or send an email to: [webmaster@bon.texas.gov](mailto:webmaster@bon.texas.gov)

The Texas Board of Nursing is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, genetic information, or status as an individual with a disability or protected veteran in its hiring and recruitment process. Veterans' and former foster youth employment preferences are granted as required by law. The Texas Board of Nursing participates in E-Verify, and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

The *Texas Board of Nursing Bulletin* is published quarterly by the Texas Board of Nursing. In compliance with the Americans with Disabilities Act, this document may be requested in alternate formats by contacting the Board's office, (512) 305-7400 (Voice), (512) 305-7401 (FAX), or by visiting the George H.W. Bush Building, 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701.

### Board of Nursing Contact Info

MAIN NUMBER.....(512) 305-7400  
FAX.....(512) 305-7401

- 24-hour Access
- License Verification
- General Information

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

- Complaint and Disciplinary Action Inquiries
- Violations of NPA and Rules and Regulations
- Monitoring of Disciplined RNs and LVNs

#### OPERATIONS

CUSTOMER SERVICE.....(512) 305-6809

- License Renewals, Endorsement, Examination, or
- Continuing Education for Nurses  
[Licensing@bon.texas.gov](mailto:Licensing@bon.texas.gov)

#### PROFESSIONAL AND VOCATIONAL NURSING

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

- APRN Application and
- Prescriptive Authority Procedures  
[aprn@bon.texas.gov](mailto:aprn@bon.texas.gov)

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

NURSING PRACTICE.....(512) 305-6802

- Nursing Practice Issues
- Legislation
- Workshop Information....(512) 305-6844
- Workshop e-mail inquiries  
[workshops@bon.texas.gov](mailto:workshops@bon.texas.gov)

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



**Nurse Employers: Do You Want to Receive an Email Alert When the Bulletin Goes Online?**

The Texas Board of Nursing (BON) discontinued mailing paper issues of the *Texas Board of Nursing Bulletin (Bulletin)* in October 2023. Nurse employers, other boards of nursing, and any interested individuals who would like to receive an email alert when the newsletter is posted may do so when the *Bulletin* is posted online. The only requirement necessary to receive an alert when the *Bulletin* is posted is to notify the Board. Note: all nurses who have established nurse portal accounts are sent notice of *Bulletins* using the email address associated with the account. If you would like to be added to the electronic notification list for all issues of the newsletter, please send an email to [bruce.holter@bon.texas.gov](mailto:bruce.holter@bon.texas.gov). In the Subject Line for the email, write **Add Me to the Bulletin List**. No further information is required. The email address that you provide will only be used to notify you when the newsletter has been posted. Digital copies of the Bulletin are accessible at: [https://www.bon.texas.gov/about\\_newsletters.asp.html](https://www.bon.texas.gov/about_newsletters.asp.html)