



# Texas Board of Nursing Bulletin

The mission of the Board of Nurse Examiners for the State of Texas 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.



## Sunset Commission Recommendations Move Forward Through Passage of House Bill 2426

House Bill (HB) 2426, sponsored by Representative Vicki Truitt, and its companion, Senate Bill (SB) 907 by Senator Bob Deuell, carried the BNE Sunset Commission recommendations. HB 2426 advanced through the Texas Legislature. Governor Rick Perry signed HB 2426 into law on June 15, 2007.

Changes resulting from passage of HB 2426 become effective September 1, 2007 unless otherwise noted. Changes that amend the Nursing Practice Act (NPA) are contained in Texas Occupations Code Chapters 301, 303, 304, and 305. The following list summarizes the impact of HB 2426:

- Extends the operation of the agency until 2017;
- Changes the name of the agency from the Board of Nurse Examiners to the Texas Board of Nursing (TBON);
- Requires the board, in conjunction with the Texas Higher Education Coordinating Board and the Texas Workforce Commission, to establish criteria for initial approval of schools of nursing and educational programs that eliminate overlapping processes.
- Diploma programs in Texas (leading to initial licensure as a RN) completed on or after December 31, 2014 must entitle a licensure candidate to receive a degree upon the student's successful completion of the remaining requirements for a degree program attended through a public or private institution of higher education. The educational institution must be accredited by the Texas Higher Education Coordinating Board.
- Adds a new mandate that future nurses, as part of initial licensure, must pass a jurisprudence exam (regarding

the laws in the NPA and Board Rules that regulate the education and practice of nursing in Texas). This requirement takes effect on or after September 1, 2008;

- Establishes the Advanced Practice Nurse Compact (multi-state recognition) in Texas. The APN Compact is contained in Chapter 305 of the NPA, and must be implemented no later than December 31, 2011.

Additional impacts of HB 2426 on board operations include requirements with regard to:

- Board selection of one or more national nursing accrediting agencies recognized by the United States Department of Education to accredit schools of nursing education programs;
- Consequences to licensure for different types of criminal convictions or deferred adjudications must be explained through guidelines and/or rule amendments;
- Expands the mandatory reporting of a nurse whose practice is impaired or suspected of being impaired through reason of chemical dependency, mental illness, or diminished mental capacity. If a nurse's conduct that is subject to reporting falls into one of the above

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## Coming Soon: Advanced Practice Nursing Certification Audit

Advanced practice nurses who completed their programs on or after January 1, 1996 must be certified in the advanced role and specialty that is congruent with their advanced practice nursing education. Certain categories of advanced practice nurses who completed their advanced practice nursing education programs prior to that date are also required to maintain national certification. In order to maintain authorization to practice as an advanced practice nurse, Rule 221.8(a)(1) requires these advanced practice nurses to maintain that national certification.

In the near future, the board will conduct an audit of advanced practice nurses to determine whether they have, in fact, maintained the appropriate national certification as required by current rule. Advanced practice nurses may wish to verify that their certification documents are in order. Certification documents should **not** be sent to the board office until further instructions are provided. Additional information and instructions regarding the audit will be mailed to advanced practice nurses; therefore, they may wish to ensure that their current address is on file with the board office.

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## Anita Palmer Resigns from Board

Anita Palmer, who served as a Consumer Member of the Board of Nurse Examiners (BNE) since her appointment to the Board by Governor Rick Perry on March 22, 2004, resigned from her position effective April 24, 2007. Prior to serving on the BNE, Ms. Palmer served as a Consumer Member for the Board of Vocational Nurse Examiners (BVNE). During her combined eight-year tenure on the BNE and BVNE, Ms. Palmer reflected that she witnessed advancement of the profession of nursing. Ms. Palmer's perspective as a consumer member of the board helped provide balance and insight into nursing issues.



Anita Palmer, BSE, ME, MA

## Provider Self-Reporting Guidance issued by Office of Inspector General

The Texas Health and Human Services Commission, Office of Inspector General (OIG), has posted industry-requested guidance on its web site to enable and encourage health care providers to voluntarily report and resolve matters involving possible inappropriate payments under Medicaid and other state-administered programs. While the OIG cannot make firm commitments as to how a particular self-report will be resolved, it is generally accepted that making full disclosure at an early stage will allow the provider to work with the OIG toward a better result for the provider than if the OIG were to discover the matter independently. Potential benefits may include quicker resolution of the issues and the possibility of avoiding or decreasing the amount of costs and administrative penalties. The OIG's "Provider Self-Reporting Guidance" can be accessed by clicking on "OIG Home" at the following web address: <https://oig.hhsc.state.tx.us>. For further information concerning the OIG's Provider Self-Reporting Guidance, contact Ralph Longmire, Deputy Chief Counsel, at (512) 491-2811.

### *RN Case Managers Needed at DSHS*

**Looking for a case management job that will make a difference in the lives of children and families? Looking for a job where you get involved with the community? Have you considered a case management position with the Department of State Health Services (DSHS)?**

#### In this position you would be:

- Providing comprehensive case management for families with children
- Conducting home visits
- Advocating for clients
- Coordinating services for clients
- Problem solving and empowering clients and families

#### Required Qualifications:

- Licensed Registered Nurse
- Have some experience working with children and families

If you are interested in seeking employment with DSHS go to the Health and Human Services Job Center at:

<https://rm.accesshr.hhsc.state.tx.us/ENG/careerportal/default.cfm?szUniqueCareerPortalID=fbc767e0-795a-412f-8897-431b08f314e8>

**Look for the Human Services Specialist VII positions.**



The Board of Nurse Examiners  
for the State of Texas

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## Summary of Actions

A Regular meeting of the Board of Nurse Examiners was held April 19-20, 2007, in Austin. The following is a summary of Board actions taken during this meeting.



The Board of Nurse Examiners (BNE) adopted amendments to §214.10, pertaining to management of clinical learning experiences and resources in Vocational Nursing Education and §215.10 relating to Professional Nursing Education which address faculty-to-student ratios in clinical settings in professional nursing education programs. The adopted amendments were proposed and published in the March 9, 2007 issue of the *Texas Register*. Comments to the proposed amendments received were in

support of the rule. Effective date for both rule changes was May 2, 2007.

The Board of Nurse Examiners adopted amendments to §§216.1, 216.3, 216.4, 216.9 and 216.11, relating to Continuing Education. The proposed amendments were published in the May 4, 2007, issue of the *Texas Register* (32 TexReg 2452). Effective January 1, 2007, the contact hour for continuing education was changed from a 50-minute contact hour to a 60-minute contact hour. This change was

implemented by American Nurses Credentialing Center's Commission on Accreditation. The amendments to §216.1(8) and §216.4(1) implement this change. The amendment to §216.3 updates the CE requirements by deleting the requirement for RNs to take a CE course relating to Hepatitis C (§216.3(4)) that expired on June 1, 2004. The amendments to §216.9 and §216.11

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### April 2007 Education Actions

The following is a summary of Board actions on education programs taken during the meeting.

#### Continued Approval Status Based on 2006 NCLEX-RN® Examination Pass Rates and Review of 2006 Annual Reports:

##### Full Approval with Commendation -

Covenant School of Nursing - Diploma Program  
Alvin Community College, ADN Program  
Amarillo College, ADN Program  
Austin Community College, ADN Program  
Blinn College, ADN Program  
Brookhaven College, ADN Program  
Central Texas College, ADN Program  
College of the Mainland, ADN Program  
Collin County Community College, ADN Program  
Cy Fair College, ADN Program  
El Centro College, ADN Program  
El Paso Community College, ADN Program  
Grayson County College, ADN Program  
Houston Baptist University, ADN Program  
Houston Community College, ADN Program  
Howard College, ADN Program  
Lamar State College at Port Arthur, ADN Program  
Lamar University at Beaumont, ADN Program  
North Central Texas College, ADN Program  
North Harris College, ADN Program  
Northeast Texas Community College, ADN  
Odessa College, ADN Program  
Panola College, ADN Program  
Paris Junior College, ADN Program  
San Jacinto College - Central, ADN Program  
Tarrant County College, ADN Program  
Texarkana College, ADN Program  
Trinity Valley Community College, ADN Program  
Temple College, ADN Program  
Weatherford College, ADN Program  
Wharton County Junior College, ADN Program  
Baylor University, BSN Program  
Houston Baptist University, BSN Program  
Lamar University at Beaumont, BSN Program  
Midwestern State University, BSN Program  
Prairie View A&M University, BSN Program  
Stephen F. Austin State University, BSN Program  
Texas A&M International University, BSN Program  
Texas A&M University at Corpus Christi, BSN  
Texas Christian University, BSN Program  
Texas Tech University Health Science Center, BSN  
Texas Woman's University, BSN Program  
University of Mary-Hardin Baylor, BSN Program  
University of Texas at Arlington, BSN Program  
University of Texas at Austin, BSN Program  
University of Texas at El Paso, BSN Program  
University of Texas at Tyler, BSN Program

University of Texas Health Science Center at Houston, BSN  
University of Texas Health Science Center at San Antonio, BSN  
University of Texas Medical Branch at Galveston, BSN  
University of Texas - Pan American, BSN Program  
University of Texas at Austin - (Alternate Entry MSN Program), Master's Degree Program

##### Full Approval with Commendation and Requirement -

Laredo Community College, ADN Program

##### Full Approval with No Recommendations and No Requirements -

Baptist Health System, Diploma Program  
Angelina College, ADN Program  
Angelo State University, ADN Program  
Del Mar College, ADN Program  
Galveston College, ADN Program  
Kingwood College, ADN Program  
Lamar State College at Orange, ADN Program  
Lee College, ADN Program  
McLennan Community College, ADN Program  
Midland College, ADN Program  
San Antonio College, ADN Program  
San Jacinto College South, ADN Program  
South Plains College, ADN Program  
South Texas College, ADN Program  
Southwestern Adventist University, ADN Program  
Tyler Junior College, ADN Program  
University of Texas at Brownsville & Texas Southmost College, ADN Program  
Victoria College, ADN Program  
East Texas Baptist University, BSN Program  
Tarleton State University, BSN Program  
Texas Tech University Health Science Center, BSN  
University of the Incarnate Word, BSN Program  
West Texas A & M University, BSN Program

#### Continued Approval Status Based on Review of 2006 Annual Reports:

##### Initial Approval with No Recommendations and No Requirements -

Cisco Junior College, ADN Program  
Montgomery College, ADN Program  
Tomball College, ADN Program  
Southwestern Adventist University, BSN

#### Full Approval with No Recommendations and No Requirements -

Angelo State University (RN to BSN), Post-Licensure BSN  
Texas A&M University at Texarkana (RN to BSN), Post-Licensure BSN Program  
University of Texas at Brownsville/Texas Southmost College (RN-BSN), Post-Licensure BSN Program  
Angelo State University Medical/Surgical Clinical Nurse Specialist Program, APN Program  
Patty Hanks Shelton School of Nursing Family Nurse Practitioner Program, APN Program  
Prairie View A&M University Family Nurse Practitioner Program, APN Program  
Texas Christian University Medical/Surgical Clinical Nurse Specialist Program, APN Program

#### Moved Approval Status from Initial to Full Based on Review of 2006 Annual Report and Report of Virtual Survey Visit -

Texas A&M International University, Family Nurse Practitioner Program

#### Moved Approval Status from Initial to Full Based on the 2006 NCLEX-PN® Examination Pass Rates and Review of 2006 Annual Report -

Computer Career Center, VN Program

#### Other Actions:

##### Accepted Notification Regarding Consolidation of Vocational Nursing Education Programs:

Austin Community College at Austin and Austin Community College at Fredericksburg  
Coastal Bend College at Alice, Coastal Bend College at Beeville, Coastal Bend College at Kingsville, and Coastal Bend College at Pleasanton  
Texas State Technical College at Sweetwater (Day and Evening) and Texas State Technical College at Breckenridge

Approved Education Guidelines "Process for Approval of a Nursing Education Program Outside Texas' Jurisdiction to Conduct Clinical Learning Experiences in Texas" and "Proposal to Establish a New Professional Nursing Education Program While Awaiting Regional Accreditation" as recommended by the Board's Advisory Committee for Education.



## Prescription Pain Medication Usage by the Practicing Nurse

*The following questions and answers relate to the use of prescription pain medications by practicing nurses. Board staff frequently receive inquiries from nurses who, because of physical ailments or injuries, must take prescription pain medications.*



### Should the nurse tell an employer he or she is taking prescription pain medication(s)?

Though not required, staff recommend that a nurse inform his/her employer if the nurse is taking prescription pain medication(s) because it assures protection of patients [Board of Nurse Examiners (BNE) Rule 217.11(1)(B)] and is consistent with behaviors expected of nurses under BNE Rule 213.27 relating to Good Professional Character. However, nothing in the Nursing Practice Act (NPA) requires a nurse to reveal this information to an employer.

### Should the nurse continue working if he or she is using a chronic pain medication?

“It depends”---this is up to the nurse and the nurse’s treating physician. Short-term or long-term, the effect of any given pain medication (narcotic or not) on a person’s ability to function and make correct judgments will vary from person-to-person. With long-term use of a pain medication, the nurse may develop “tolerance” as the body adapts to the presence of the medication and they may not experience common side effects such as lethargy, impaired judgment, and slower response times. Modern pain management has also resulted in better treatment options such as extended-release formulations of pain medications that release small amounts of medication into the body over several hours at a consistent dosage. This produces pain relief at doses that avoid many of the unwanted side effects noted above.

The nurse should discuss with his/her physician the capacity to return to or remain at work. Factors such as the specific demands of the practice setting, the nurse’s experience and familiarity in the practice setting, as well as the physician’s determination of the nurse’s ability to practice safely in a specific setting must be considered. This could include an evaluation by a pain management specialist to evaluate the nurse with regard to possible tolerance, physical dependence, or addiction.

Staff suggest a nurse taking pain medications inform his/her nurse manager to assist in monitoring the practice of the nurse taking chronic pain medication. A nurse manager can determine whether or not changes in assignments (i.e., projects requiring non-direct patient care) are possible/advisable initially or when changes in drugs/dosages are made by the ordering practitioner. This promotes patient safety, meets needs of a facility, and allows a nurse to remain employed. If a nurse believes he/she is impaired by the medication, the nurse should not engage in clinical practice until the impairment is resolved.

### Are there certain types of medications that a nurse should not use while working?

The BNE does not prohibit any specific prescription medications obtained by valid prescription. Of course alcohol or illegal substances such as marijuana, amphetamines, or cocaine ingested when a nurse is on-duty or on-call subject to duty would be unprofessional conduct under BNE Rule 217.12(1)(E) and (5). Impaired practice would likely also be considered unprofessional conduct to include 217.12(1)(B) and (4) as well.

Presence of certain prescription drugs in urine or blood drug screens without a valid prescription may result in employment action as well as in the nurse being reported to the Board. Drugs that cause central nervous system depression (CNS depressants), including controlled substances, are among drugs that would be cause for concern if found in specimens from a nurse while on duty or subject to call, regardless of whether or not the nurse exhibited impaired behavior.

### What happens if a complaint is registered about a nurse who is using a prescription pain medication? What would be the procedure for investigating this complaint?

Nothing in the NPA and agency rules and regulations precludes a nurse from taking prescription pain medications and practicing. However, if a complaint is received which alleges conduct in violation of the NPA or board rules, the complaint is investigated by the BNE. Specific procedures vary depending upon the case. General processes for disposition of complaints are explained in the NPA and Board Rules.

### What happens if a medication error is committed by a nurse who is using the medication?

If a medication error is the result of a possible violation of the NPA or BNE rules, then this error must be reviewed by a peer review committee and/or reported to the BNE for investigation. However, if the error has not contributed to a patient’s death or serious injury, is not criminal conduct as defined in Texas Occupation Code in 301.4535 or is not a violation of the BNE’s Unprofessional Conduct Rule 217.12 and the nurse’s conduct and continued practice does not indicate a risk of harm to clients or others, the medical error may be considered a minor incident. Rule 217.16 Minor Incident outlines actions that employers may take to monitor and remediate the nurse involved in the error.

continued on next page

## Prescription Pain Medication Usage - continued from previous page

### When does a nurse cross the line between using and abusing pain medication, and who makes this decision?

This is a judgment that should be made by qualified medical practitioners. As mentioned above, this could include an evaluation by a pain management specialist or other qualified practitioner to evaluate the nurse with regard to possible tolerance, physical dependence, or addiction issues. If a nurse is reported to the Board for practice-related errors and an investigation by the Board reveals the chronic pain medication issue, the Board has the authority to request a forensic psychiatric evaluation with pain management and/or chemical dependency components. This would have to be performed by a board-approved and properly credentialed evaluator, with pain management and/or chemical dependency credentials. This evaluation, which the nurse must pay for him/herself, is to gain the professional opinion of the psychiatrist or other appropriate evaluator regarding the nurse's abilities to practice nursing in compliance with the NPA and board rules. See BNE Rule 213.29(c)(1).

Applications for initial licensure and licensure renewal all contain certain "eligibility" questions relating to conditions or actions that, if applicable to the nurse, must be answered on the renewal application every biennium. BNE Rule 213.29(b) establishes diagnoses that must be disclosed on forms of the Board. The actual forms can be viewed on the BNE web page ([www.bne.state.tx.us](http://www.bne.state.tx.us)) under "Forms."

Criminal activity by a nurse in relation to drugs or other substances may also impact the ability of the nurse to continue to practice. See BNE Rule 213.28. Staff also recommend review of the Board's Disciplinary Sanction Policies on Chemical Dependency; Fraud; Theft and Deception; and Lying and Falsification on the Board's web page, as these documents explain extensively the Board's perspective on these types of behaviors.

### Could a nurse's license be in jeopardy if he or she uses an opiate-based prescription pain medication while working, even if the use is for a legitimate pain concern?

If there is alleged practice impairment secondary to taking an opioid medication while on duty or subject to call, the burden is on the nurse to demonstrate there is no impairment as a result of taking an opioid medication. Each case must be investigated and evaluated by the Board on a case-by-case basis. See NPA Sections 301.452(b) and 301.401. Also see BNE Rules 217.11, Standards of Nursing Practice, and 217.12, Unprofessional Conduct.

A task group has been formed at the National Council of State Boards of Nursing, Inc. (NCSBN) to study regulatory guidelines relating to nurses taking prescription pain medications. The Texas Board of Nurse Examiners will review recommendations prepared by the NCSBN task group when the group completes its work.

## Coming in October: Update on 80th Texas Legislative Session

The October 2007 *Bulletin* will feature a summary of bills enacted during the last Texas Legislative Session. The Board of Nurse Examiners (BNE) watched more than 300 bills during the session. At the end, only a small number of bills were enacted which will affect the Nursing Practice Act (NPA). **House Bill 2426**, the Sunset Bill for the BNE, impacted the NPA more than any other bill passed this session (See related article on page 1).

**Senate Bill (SB) 993**, by Senator Jane Nelson, addressed nursing peer review. A task force under Texas Nurses Association initiated the bill language in an effort to implement recommendations that came out of the first two Institute of Medicine (IOM) reports: TO ERR IS HUMAN (2000) and KEEPING PATIENT SAFE: Transforming the Work Environment of Nurses (2003). These reports advocated shifting from "cultures of blame" to "cultures of safety" in order to create systems that both diminish the likelihood of an error occurring and promote "catching" of errors before they reach the patient. In order to accomplish the goal of improved patient safety, the IOM determined that practitioners needed to be able to report their own errors without fear of punishment, especially when systems factors beyond the nurse's control contributed to the error. One provision of SB 993 requires a peer review committee that determines there may be systems factors involved in a reported deficiency of a nurse's care to report the incident(s) to a facility's Patient Safety Committee. In the absence of a patient safety committee, the peer review committee would be required to report their findings to the Chief Nursing Officer (CNO). However, neither a Patient Safety Committee nor CNO would impact the peer review committee's determination with regard to reporting or not reporting the nurse to the Board.

SB 993 also increases the civil remedies available to a nurse who is retaliated against for advocating for his/her patients, including invoking Safe Harbor. The bill language also adds the civil remedies contained in NPA 301.413 to sections 301.352 and 303.005; these sections address the nurse's duty to refuse to engage in conduct that could jeopardize patient safety as well as to request review of the assignment by a peer review committee.

**House Bill (HB) 8**, by Representative Debbie Riddle, added "*continuous sexual abuse of a child or children under Section 210.02 Penal Code*" to the list of 17 crimes located in NPA section 301.4535. Crimes listed in this section of the NPA mandate that the Board must suspend, revoke, or refuse to license a person commits any of the listed crimes.

For more information on these and other bills affecting nursing in Texas, see the October *Bulletin*.

## Nurses Offer Feedback on Proposed Nursing Work Hours Position Statement

The Board of Nurse Examiners voted to send proposed Position Statement 15.26, Nursing Work Hours, back to the Nursing Practice Advisory Committee (NPAC) for further discussion and revision during its April 19-20, 2007, meeting. In October 2006, the Board charged NPAC to develop a position statement to highlight the emerging research that

***The Board voted to send the proposed position statement on nursing work hours back to NPAC for further discussion and revision. There is no set time line on when this draft position statement must be brought back to the Board.***

correlates increased work hours with increased incidence of nursing errors. The Institute of Medicine (IOM) maintains that nursing work hours should be limited to 12.5 hours/day, 60 hours/week, and no more than 3 consecutive 12-hour shifts. The draft position statement (published in the January 2007 BNE *Bulletin*) proposed the same time frames, as research to date indicates patient safety diminishes when a nurse works beyond these limits. The Board delayed taking action on the



**The BNE Public Hearing on Nursing Work Hours was attended by more than 75 people**

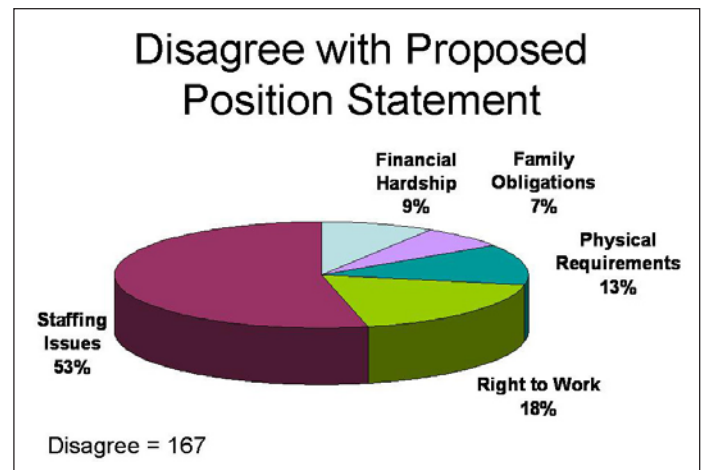
proposed position statement in January so that consideration of feedback from nurses and the public could be considered.

The Board received 11,785 individual responses to the online survey (see **Figure 1 on following page**), approximately 200 additional written comments, and verbal input from nurses and nursing representatives at a public hearing held April 18, 2007 in Austin regarding nursing work hour limitations. Over 95% of the responses felt that regulatory limits on nursing work hours should not be imposed by the BNE, while 88% felt that employers should not limit work hours as outlined in the proposed position statement.

The reasons why nurses disagreed with the recommended work hour limitations were divided into 5 categories: Staffing Issues, Right to Work, Physical Requirements, Family Obligations, and Financial Hardship (**fig. 2**). Comments on *staffing issues* related primarily to special staffing plans that

have evolved to meet needs for nursing coverage while also appealing to nurses for the flexibility and financial incentives offered. For example, practice areas such as surgery, cath labs, and flight nursing may offer 24-hour work/on-call schedules where staff may have “down-time” or rest periods during a 24-hr. period.

Nurses submitting *Right to Work* comments believed that no one has a right to place any kind of limit on the amount of hours a nurse works, even if the nurse works full-time 12-hour days at one job and full-time 12-hour nights at another job, with rotating and/or overlapping shifts on the same day. Comments that fell into the *Physical Requirements* category were mainly



**Figure 2 - Reasons Respondents Disagreed with Proposed Position Statement**

from night nurses. These nurses felt it was more disruptive to restful sleep patterns and biorhythms to have frequent breaks in their work week (e.g., 2 nights on and 1 night off, 3 nights on and 2 nights off, etc.). They felt they functioned better on and off the job, and had higher job satisfaction when they could self-schedule to work longer stretches, such as 5 days on and 5 days off. Comments noting *family obligations* such as work schedules that do not conflict with child care needs and *financial hardships* such as the need to work extra shifts to supplement income were also submitted.

The majority of nurses who spoke at the public hearing on April 18, 2007 felt that limiting nursing work hours would worsen the nursing shortage due to limiting income and decreasing flexibility in scheduling. These nurses also felt strongly that increased nursing salaries, better nurse-patient ratios, and better working conditions would alleviate the nursing shortage. These nursing issues are not unique to Texas.

The BNE does not regulate employment issues or facilities, thus these issues are all outside of the Board’s jurisdiction. Even the agencies that do regulate different types of practice settings cannot establish rules that mandate nurse-patient ratios, or employment issues such as salaries, benefits, and working conditions, unless they are directed to do so by the State Legislature. Staff would also like to emphasize that Board Position Statements and Guidelines are not state laws or agency rules. Position statements, guidelines, and other board

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## Nurses Offer Feedback - continued from previous page

documents are intended to offer guidance to nurses in how to determine their individual scopes of practice, and how to determine what "best practice" is for given situations. For more information on position statements, please refer to the front page article of the archived April 2005 issue of the *BNE Bulletin*; archived issues are located under "About the Board" on the Board's web site.

Figure 1 - Survey Data Results

### BNE Online Survey for Nursing Work Hours Response Results (N=11,785)

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| <p><b>1. Please indicate type of nursing license:</b><br/>           LVN - 18%<br/>           RN - 76%<br/>           RN w/APN Authorization - 6%</p> <p><b>2. Highest Education Credential Held:</b><br/>           Certificate - 20.0%<br/>           Associate - 30.5%<br/>           Bachelor - 40.5%<br/>           Master - 8.6%<br/>           PhD - 0.4%</p> <p><b>3. Please indicate your Practice Setting (check all that apply):</b><br/>           Administrator/Supervisor - 7.1%<br/>           School Nurse - 1.4%<br/>           Faculty/Educator - 1.0%<br/>           Correctional - 1.4%<br/>           Acute Care/Hospital - 37%<br/>           Staff Nurse - 44.1%<br/>           Community/Public Health - 0.5%<br/>           Military - 0.4%<br/>           Home Health - 1.5%<br/>           LTC/ALF - 1.3%<br/>           Clinic/Office Nurse - 1.3%<br/>           Other - 3.0%</p> <p><b>4. How often do you work more than 12.5 consecutive hours?</b><br/>           Never - 14%<br/>           Rarely - 21%<br/>           Sometimes/Varies - 43%<br/>           Frequently/Routinely - 22%</p> <p><b>5. How often do you work more than 60 hours/week?</b><br/>           Never - 20%<br/>           Rarely - 33%<br/>           Sometimes/Varies - 34%<br/>           Frequently/Routinely - 13%</p> | <p><b>6. How often do you work more than three (3) 12-hour shifts in a row?</b><br/>           Never - 17%<br/>           Rarely - 14%<br/>           Sometimes/Varies - 33%<br/>           Frequently/Routinely 36%</p> <p><b>7. Do you feel nurse's work hours should be limited as outlined in the draft position statement?</b><br/>           No - 90%<br/>           Yes - 10%</p> <p><b>8. Do you feel overtime and hours worked for nurses should be regulated by the BNE? In other words, should a nurse face sanctions on his/her license for potentially violating no other standards but working too many hours?</b><br/>           No - 95%<br/>           Yes - 5%</p> <p><b>9. If your work hours and/or overtime meet any of the criteria questioned in #4-6 above, is this work time mandated by your employer, voluntary or both?</b><br/>           Voluntary - 81%<br/>           Mandatory - 2%<br/>           Both - 17%</p> <p><b>10. Do you feel employers and facilities should have to limit the hours they allow or mandate nurses to work as outlined in the draft position statement?</b><br/>           No - 89%<br/>           Yes - 11%</p> <p><b>11. Who should monitor the hours a nurse works (between one or multiple employers)?</b><br/>           Nurse's Employer(s) - 14.4%<br/>           BNE - 0.8%<br/>           Nurse Him/Herself - 73.8%<br/>           All of the above - 6.8%<br/>           None of the above - 4.2%</p> |
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### Did you know....

**Q:** Does the BNE require all nurses (LVNs, RNs, and APNs) to have a current CPR card?

**A:** No. Maintaining a current CPR card may be a requirement of a nurse's employer and/or an accrediting agency such as the Joint Commission on Accreditation of Healthcare Organizations (JCAHO). Depending upon the nurse's practice setting, competency to perform CPR may also be a skill a nurse chooses to maintain to help assure the nurse's ability to comply with standards in rule 217.11, specifically standards (1)(B) ...maintain a safe environment for the patient..., and (1)(M) ...implement measures to stabilize a client and prevent complications." Additionally, CPR cannot be counted toward meeting a nurse's continuing education (CE) credit requirements for licensure renewal [see Rule 216.6(1)].

### Summary of Actions - continued from page 3

address the updated process the Board utilizes to ensure that licensees comply with the CE requirements. In the past, the staff would randomly audit licensees to determine whether they had complied, and if they did not provide the evidence, an investigation was opened in enforcement. The new process requires audited licensees to prove compliance with CE requisites prior to renewal, and if the proof is not forthcoming, the licensee's license is not renewed (new amendment to §216.11.) No comments were received regarding adoption of the amendments and the effective date for changes to §216 was June 26, 2007.

# IMPOSTER WARNING

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

## **SUSIE MARIE RODRIGUEZ CAMPOS**

Susie Marie Rodriguez Campos secured employment as a Graduate Vocational Nurse (GVN) with a Correctional Facility in Johnson County, Texas, on August 28, 2000. After failing the licensure examination (LVN) twice, she continued her employment and used the title "nurse" after her name, in addition to titles "Jail Nurse" and "Medical Coordinator." From November 2, 2000, through April 2007, while employed with the facility, Ms. Rodriguez Campos practiced vocational nursing without a license. The case was referred to the Johnson County Attorney's Office.



## **TOMMY CARTER**

Tommy Carter secured employment with a long term care facility in Houston, Texas, on December 13, 2004. Mr. Carter was terminated on December 13, 2004 after the facility attempted to verify his license to practice vocational nursing. The only Tommy Carter they found on the Board web site had been delinquent for over four years. The complaint indicated that Tommy Carter represents himself as an LVN and carries a badge that has LVN after his name. The investigation revealed that the Impostor is attempting to use on-line verification of our licensee; however the social security number and date of birth do not match. A case was referred to the Harris County Attorney's office in 2004.

## **BETTY ANNETTE RHOADES**

Betty Annette Rhoades submitted an "Application by NCLEX-PN Examination for Licensed Vocational Nurses" to the Board office on February 27, 2006. Ms. Rhoades was issued a temporary license on July 28, 2006 which expired on October 11, 2006. Ms. Rhoades tested on August 3, 2006 and failed the exam. Ms. Rhoades then submitted a 2<sup>nd</sup> Application for Licensure by Examination" on August 23, 2006. She took the licensure examination again on September 28, 2006 and failed. The initial Application included an Affidavit of Graduation for Graduates of Texas Approved Vocational Nursing Programs which was signed by an individual who is not an employee of the college and not authorized to sign the document. The case was referred to the Travis County District Attorney's Office.



## **BRIDGETT PHANA HODGE (KING)**

Bridgett Phana Hodge (King) submitted an application for employment as a LVN on May 2, 2007 to a long term care facility in Kilgore, Texas. Ms. Hodge (King) included a copy of an on-line verification record for a Graduate Vocational Nurse (GVN) Permit with an expiration date of September 1, 2007. Pursuant to Board records, Ms. Hodge (King) was issued a GVN Permit on August 16, 2006 with an expiration date of October 30, 2006. Ms. Hodge (King) took the licensing examination on August 23, 2006 and failed. As of this date, Ms. Hodge (King) has not applied to re-test. The case was referred to the Gregg County District Attorney's Office.



## **CORY J. WADE**

Cory J. Wade submitted a resume to a facility in Richardson, Texas, in response to an advertisement in the paper for an LVN. The resume includes a coverletter where Mr. Wade signs LVN, MA after his name. He indicates that he graduated from an LVN Nursing Program, Carroll Tech Institute, Carrollton, GA, in 1993. The Practice Manager from the facility received the resume and noticed a discrepancy in the education credentials because she was also from GA; they use LPN not LVN. The Practice Manager went on line to the Georgia Board of Nursing in an attempt to verify licensure and could not find a license for Mr. Wade. She then tried the Texas web site and was unsuccessful. She contacted the Texas Board and faxed copies of the information. Mr. Wade spoke to BNE staff and admitted that he was not an LVN and had misrepresented his qualifications on his resume.





## NOTICE OF DISCIPLINARY ACTION

*The following nurses had disciplinary action taken against their licenses. If you would like to receive additional information regarding the disciplinary action that has been imposed, please send your written request to the Board of Nurse Examiners, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas, 78701-3944. "Citations Violated" information may be viewed on line under "Publications" at [www.bne.state.tx.us](http://www.bne.state.tx.us).*

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Adair, Karyn Brooke	LVN# 169332	Voluntary Surrender	March 23, 2007
Adams, David Hubert	RN# 557310	Remedial Education & Fine	May 24, 2007
Akande, Dwanus A.	LVN# 116091	License Revoked	March 20, 2007
Allen, Shannon Dawn	RN# 670363 & LVN# 151976	Voluntary Surrender	March 21, 2007
Amacio, Concepcion P.	RN# 567209 & LVN# 129983	Remedial Education & Fine	May 2, 2007
Anderson, Roy Brent	RN# 725095 & LVN# 175975	Warning with Stipulations	March 20, 2007
Anthony, Diana Marie	LVN# 177361	Voluntary Surrender	May 9, 2007
Araiza, Tomalene	LVN# 109703	Suspend/Probate	April 19, 2007
Arnold, Penny Devon	LVN# 149230	Reprimand with Stipulations	February 19, 2007
Asay, William Kevin	LVN# 160356	License Revoked	May 8, 2007
Aust, Kristina Jayne	LVN# 124367	License Revoked	February 19, 2007
Avant, Laci Lee	LVN# 196655	Voluntary Surrender	May 17, 2007
Avery, Charle	RN# 531436	Remedial Education & Fine	March 12, 2007
Avila, Aileene Yvette	LVN# 163819	Reprimand with Stipulations	March 20, 2007
Avila, Aries Gonzalez	LVN# 189842	Reprimand with Stipulations	April 19, 2007
Bacon, John Benjamin	LVN# 188755	Remedial Education	June 6, 2007
Bagby, Max Christopher	RN# 558306	Remedial Education & Fine	May 21, 2007
Bahnsen, Melissa Johnsey	RN# 693364	License Revoked	May 8, 2007
Bailey (Peebles), Wanda Jean	LVN# 110154	Remedial Education	May 14, 2007
Bakke, Joan Russell	RN# 631290 & LVN# 147563	Voluntary Surrender	April 16, 2007
Banaszak, Richard Dwayne	LVN# 158611	Remedial Education & Fine	May 4, 2007
Banker, Darin Gayle	RN# 666470	License Revoked	May 8, 2007
Banks, Timmy Scott	RN# 604852	Warning with Stipulations	March 20, 2007
Banman, Christine Dorothy	RN# 645404	License Revoked	March 20, 2007
Barnett, Gloria J.	RN# 516838	License Revoked	May 8, 2007
Barras, Jonathan Driskill	RN# 685531	Suspend/Probate	March 20, 2007
Bartosiewicz, Jeanne Marie	RN# 655661	Warning with Stipulations	February 19, 2007
Bayless, Jean Evelyn	RN# 544060	Remedial Education	March 22, 2007
Beadles, Sharon R.	LVN# 98193	Suspend/Probate	March 20, 2007
Benavides, Oscar Rene	LVN# 129282	License Revoked	May 8, 2007
Bennett, Thomasene	LVN# 114803	Warning with Stipulations	March 20, 2007
Bergeron, Christy	RN# 640928 & LVN# 150100	Enforced Suspension	February 19, 2007
Berry, Tonia Pauline	RN# 625135	Suspend/Probate	May 8, 2007
Bickham, Leah Lightfoot	RN# 681809	License Revoked	March 20, 2007
Black, Kimberlee Corianne	RN# 691188	License Revoked	May 8, 2007
Blakley, Keith	RN# 653093 & LVN# 163113	Voluntary Surrender	May 1, 2007
Blalock, Frederick Shawn	RN# 571097	License Revoked	May 8, 2007
Bloodworth, Mary D.	RN# 529779	Remedial Education & Fine	June 1, 2007
Bogan, Donna Sue	LVN# 142077	Remedial Education	March 21, 2007
Bouyer, Deborah Jean	RN# 246570	Voluntary Surrender	February 21, 2007
Boyd, Judith A.	RN# 524817	Voluntary Surrender	March 23, 2007
Bragg, Brenda June	LVN# 59671	Voluntary Surrender	April 9, 2007
Britt, Patricia N.	LVN# 155673	License Revoked	March 20, 2007
Brown, Laura B.	LVN# 123849	License Revoked	March 20, 2007
Brush, Charlotte	LVN# 124898	License Revoked	March 20, 2007
Buchanan, Charles Phillip	RN# 244548	License Revoked	May 8, 2007
Bueno, Francisca	LVN# 155516	Remedial Education & Fine	March 15, 2007
Burger, Nancy Jane	LVN# 97145	Suspend/Probate	February 19, 2007
Burns, Robert W.	LVN# 195833	Warning with Stipulations	April 19, 2007
Burns, Sherrilyn Renee	LVN# 13066	Voluntary Surrender	March 19, 2007
Burrows, David Paul	RN# 677778	Remedial Education	March 1, 2007
Callaway, Cecil Orban	RN# 577153	Voluntary Surrender	February 22, 2007
Campbell, Diane Christine	RN# 682968	Voluntary Surrender	March 5, 2007
Campbell, Shelley Deniese	RN# 562026	Suspend/Probate	May 8, 2007
Cantrell, Paul	LVN# 160664	Voluntary Surrender	May 30, 2007
Cantu, Jesse M.	RN# 246658	Remedial Education	March 1, 2007
Carrera Jr., Marcelo O.	LVN# 177074	Enforced Suspension	April 19, 2007
Casey, Donna Mae	LVN# 110428	Warning with Stipulations	April 19, 2007
Chamberlain, Pamela J.	RN# 624636 & LVN# 153163	Voluntary Surrender	February 23, 2007
Chan (Brown), Lisa Marie	RN# 701490	Warning with Stipulations	April 19, 2007
Chapa, Reynaldo	LVN# 121452	License Revoked	May 8, 2007
Chaparro, Sergio	LVN# 191396	Reprimand with Stipulations	February 19, 2007
Choy, Roger Andrew	RN# 660116	License Revoked	May 8, 2007
Christian, Rebecca M.	LVN# 86556	Voluntary Surrender	February 21, 2007
Clanton, Consuella D.	RN# 618011	Remedial Education	May 24, 2007
Clark, Paula Kay	LVN# 87677	Remedial Education	February 23, 2007

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Clary, Teresa Kay	LVN# 120296	Reprimand with Stipulations	February 19, 2007
Cochran, Edward Alan	LVN# 146225	License Revoked	March 20, 2007
Collins, Catherine Marie	RN# 594104 & LVN# 76182	Warning with Stipulations	March 20, 2007
Cook, John David	LVN# 205124	Voluntary Surrender	February 19, 2007
Cope, Dana Lee	RN# 593475	Reprimand with Stipulations	March 20, 2007
Copeland, Joanna Ruth	LVN# 151790	Remedial Education	February 19, 2007
Copeman, Joyce Ann	LVN# 201485	License Revoked	March 20, 2007
Cortez, Jesus Rodriguez	LVN# 158182	Remedial Education & Fine	May 21, 2007
Craddock, Sandra	RN# 602438	Warning with Stipulations	February 19, 2007
Crawford, Gwendolyn Alberta (Foley)	LVN# 168334	Warning with Stipulations	February 19, 2007
Critz, John Kaiser	LVN# 164433	Suspend/Probate	May 8, 2007
Crooks, Keitha Delynn	RN# 676157	Warning with Stipulations	March 20, 2007
Crowder, Sheryl Maranda	LVN# 117163	Reprimand with Stipulations	March 20, 2007
Curtis, Lori Janette	LVN# 177409	Enforced Suspension	May 8, 2007
Curtis, Michael Olinger	RN# 551185 & LVN# 106904	Warning with Stipulations	April 19, 2007
Daffan, Sandra J.	LVN# 98341	Remedial Education	May 14, 2007
Daniel, Peggy Laverne	RN# 577295 & LVN# 78055	Warning with Stipulations	February 19, 2007
Dannenber, Alana Anne	RN# 650167	Voluntary Surrender	March 30, 2007
Davis, Irma	LVN# 135195	Remedial Education	May 3, 2007
Decker, Mary Cecelia	LVN# 142826	Remedial Education & Fine	May 9, 2007
Defilippo, Michael Anthony	RN# 645563	Voluntary Surrender	February 21, 2007
Delgado, Ricardo	RN# 715168 & LVN# 183311	Warning with Stipulations	March 20, 2007
Dixon, Zevia Latorse	RN# 562357	Enforced Suspension	February 19, 2007
Doddrill, Charlotte A. B. Hearn	RN# 222897	Remedial Education	April 26, 2007
Donnelly, Ellen Neary	RN# 654876	Remedial Education	June 6, 2007
Dover, Jane Adelaide	RN# 646925	Remedial Education & Fine	April 24, 2007
Drewery, Stephanie Nicole	LVN# 178713	License Revoked	May 8, 2007
Dufour, Shelle Ladonn	RN# 698170	Warning with Stipulations	May 8, 2007
Dyment, Brooke Adell	RN# 256441	Remedial Education	March 12, 2007
Eads, Linda Michelle	RN# 724999 & LVN# 163218	Warning with Stipulations	March 20, 2007
Earnest, Julie Ann (Eldridge)	RN# 684879	Warning with Stipulations	March 20, 2007
Earnest, Raegan Elisabeth	LVN# 170046	Enforced Suspension	May 8, 2007
Edwards, Valerie Ann	LVN# 175940	Warning with Stipulations	April 19, 2007
Ehiobu, Ifeanyi Christie	RN# 694692	Warning with Stipulations	March 20, 2007
Eichhorn, David Francis	RN# 679947 & LVN# 138408	Warning with Stipulations	March 20, 2007
Eivens, Angalyn Marie	LVN# 191249	Remedial Education & Fine	May 3, 2007
Epley Jr., Jack Whitworth	LVN# 127415	Remedial Education	March 26, 2007
Espinoza, Leonard L.	RN# 630622	Voluntary Surrender	May 17, 2007
Fell, Lois Lorraine	LVN# 183670	Warning with Stipulations	March 20, 2007
Ferrell, Helen Marie	RN# 592520	Remedial Education	May 9, 2007
Feuge, Cynthia Kay	RN# 662152 & LVN# 149558	Warning with Stipulations	February 19, 2007
Field, David Palmer	RN# 547321	Reprimand with Stipulations	February 19, 2007
Fleitman, Beverly J.	RN# 533243	Remedial Education & Fine	February 20, 2007
Franco, Elena Hernandez	RN# 235221	Suspend/Probate	February 19, 2007
Fraser Jr., William Larry	LVN# 174326	Warning with Stipulations	April 19, 2007
Fregia, Tammie Zoe	LVN# 170255	Warning with Stipulations	April 19, 2007
Gabehart, Patricia Ann	LVN# 117342	Remedial Education	May 29, 2007
Garcia, Albert	LVN# 178635	Remedial Education	March 20, 2007
Garcia, Catherine Marie	RN# 647136	Remedial Education & Fine	March 22, 2007
Garcia, Chelsea Dawn	LVN# 172814	Suspend/Probate	March 20, 2007
Garcia, Joselito Belista	RN# 558689	Voluntary Surrender	April 2, 2007
Garcia, Sylvia Clemencia	LVN# 186841	Warning with Stipulations	February 19, 2007
Garland, Jerrica Lynn	LVN# 189794	Reprimand with Stipulations	April 19, 2007
Garrison, Clifton S.	RN# 221062	Remedial Education & Fine	May 2, 2007
Garza, Gaspar Cuellar	LVN# 60578	Voluntary Surrender	May 24, 2007
Garza Jr., Jose H.	LVN# 156168	Voluntary Surrender	March 26, 2007
Gass, Anna-Marie	RN# 592466	Reprimand with Stipulations	February 19, 2007
Gatlin, Terri Lynn	LVN# 159250	Warning with Stipulations	April 19, 2007
Gaughan, Donna Lou	RN# 520853	Voluntary Surrender	June 8, 2007
Geer, Margie E.	RN# 667249	License Suspended	April 19, 2007
Gentry, Darlene	RN# 692667 & LVN# 185322	Voluntary Surrender	March 13, 2007
Giedd, Marcia Lyn	LVN# 75317	License Revoked	March 20, 2007
Gilbreath, Deborah Jean	RN# 251953	License Revoked	April 19, 2007
Glass, Jo Nell	LVN# 36511	License Revoked	March 20, 2007
Glenn, Linda Sue	LVN# 112778	Enforced Suspension	May 8, 2007
Glenn, Sharon Jeanine	RN# 699865	Remedial Education & Fine	May 2, 2007
Glover, Danielle Mary	RN# 536127	Remedial Education	February 27, 2007
Goodwin, David Ervin	RN# 623892	License Revoked	May 8, 2007
Gore, Michelle Renee	RN# 682985	License Revoked	March 20, 2007
Grant, Charlotte	RN# 549593	License Revoked	May 8, 2007
Guess, Edith Marie	LVN# 76985	Remedial Education	May 25, 2007
Gunnels, Donna Faye	LVN# 151628	Remedial Education & Fine	February 22, 2007
Hammer, Karen Leigh	RN# 234749	Voluntary Surrender	June 5, 2007

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Harbin, Deborah Sue	RN# 255291	Warning with Stipulations	March 20, 2007
Hardin, Leslie R.	RN# 246088	Warning with Stipulations	April 19, 2007
Harmon, Susan Ann Wood	RN# 453483	Remedial Education & Fine	March 2, 2007
Harmon, Tammy Ann	LVN# 130890	Warning with Stipulations	April 19, 2007
Harrison, Bianca Donna	LVN# 159273	License Revoked	May 8, 2007
Harrison, Helen Rhea	LVN# 62449	Warning with Stipulations	March 20, 2007
Hawkins, Marsha Lanett	LVN# 168222	License Revoked	March 20, 2007
Hayden-Johnson, Mary Lou	RN# 577611	Suspend/Probate	March 20, 2007
Henderson, Davis Craig	LVN# 168353	Voluntary Surrender	March 7, 2007
Henry, Lori Suzanne	LVN# 170779	Remedial Education	February 28, 2007
Hernandez, Joaquin	LVN# 149629	License Revoked	February 19, 2007
Herrera, Monica Michelle	LVN# 189474	Remedial Education & Fine	May 4, 2007
Hicks, Brea Annette	LVN# 194586	Warning with Stipulations	March 20, 2007
Hodge, Jamie Lee	LVN# 172010	License Revoked	March 20, 2007
Holloway, Charlotte Jean	LVN# 126644	Voluntary Surrender	May 17, 2007
Holt, Belinda	RN# 668204	Remedial Education	March 20, 2007
Honeycutt, Sonya V.	RN# 606601 & LVN# 143954	License Revoked	March 20, 2007
Hooker, Barbara Joan	LVN# 118515	Voluntary Surrender	February 21, 2007
Horn, David Allen	RN# 692826	License Revoked	March 20, 2007
Horn, Jennifer Gayle	LVN# 173421	Remedial Education & Fine	May 31, 2007
Huey, Phyllis Annette	LVN# 85530	License Revoked	March 20, 2007
Huynh, Lynn Trang	RN# 704951	Warning with Stipulations	May 8, 2007
Innes, Christine Michelle	RN# 673735	Voluntary Surrender	May 8, 2007
Jacklin, Isabell	RN# 656515	Warning with Stipulations	February 19, 2007
Jackson, Tina Maureen	LVN# 171843	Enforced Suspension	April 19, 2007
James, Ashley Danielle	WI License #153164	Voluntary Surrender of Multistate Licensure Privilege	May 15, 2007
Jennings, Rachael Joan	LVN# 164674	Remedial Education	April 10, 2007
Jensen, Cindy Charlotte	LVN# 110463	Voluntary Surrender	May 3, 2007
Johnson, Joseph Robert	LVN# 167143	Warning with Stipulations	February 19, 2007
Jones, Carrie Lee Ann	LVN# 135470	License Revoked	May 8, 2007
Jones, Stephanie Rutherford	RN# 502163	License Revoked	March 20, 2007
Kalanzi, Sarah	LVN# 152029	Enforced Suspension	May 8, 2007
Kalich, Dale Andrew	LVN# 170016	Reprimand with Stipulations	March 20, 2007
Kearney, Leslie Marie	LVN# 178565	License Revoked	May 8, 2007
Kelley, Amanda Deanne	LVN# 157953	Reprimand with Stipulations	February 19, 2007
Kelly, Paula M.	RN# 664373	Remedial Education	February 23, 2007
Kersch, Terrie Sue (Menzl)	RN# 548004 & LVN# 115485	Voluntary Surrender	May 17, 2007
Key, Gaye Leonard	LVN# 179294	Enforced Suspension	May 8, 2007
Khoury, Pamela L.	LVN# 76450	Remedial Education	February 27, 2007
Kind, Mary Elizabeth	LVN# 173889	Remedial Education	February 16, 2007
Kontos, Jerome Kim	LVN# 184613	Suspended	February 19, 2007
Kramer, Kasey Troy	RN# 693349	License Revoked	March 20, 2007
Lachica, Virginia F.	RN# 447725	Remedial Education	March 1, 2007
Lee, Aaron Todd	RN# 638607	License Revoked	May 8, 2007
Lee, Peggy Lorraine	LVN# 193127	Voluntary Surrender	May 1, 2007
Lee, Sonja	RN# 618839	Voluntary Surrender	March 5, 2007
LeMaster, Grace P.	RN# 612189 & LVN# 115753	Voluntary Surrender	April 11, 2007
Lewis, Eddie G.	RN# 525974	Suspend/Probate	March 20, 2007
Lewis, Sandra A.	RN# 644464	Voluntary Surrender	April 18, 2007
Lloyd, Leslie R.	RN# 616899 & LVN# 131038	Voluntary Surrender	February 28, 2007
Long, Janet Dawn	LVN# 186894	Remedial Education & Fine	March 12, 2007
Long, Shari Lynn	RN# 563325	License Revoked	March 20, 2007
Lopez, Steven	RN# 595708	Remedial Education	March 15, 2007
Lyons, Patricia J. Bacom	RN# 515991	License Revoked	March 20, 2007
MacDonald, Gina Nanette	RN# 598449	Voluntary Surrender	April 20, 2007
Mahan, Elissa Kate	RN# 721464	Suspend/Probate	April 19, 2007
Malec, Paula Jean	LVN# 166631	Voluntary Surrender	May 24, 2007
Malone, Tammy Sue	LVN# 140301	Remedial Education & Fine	May 3, 2007
Marcianelli, Nicolas Armando	LVN# 190510	License Revoked	May 8, 2007
Markey, Dorinda Lee	RN# 650894 & LVN# 140461	Suspend/Probate	April 19, 2007
Martin, Floretta Venetta	LVN# 124876	Voluntary Surrender	March 2, 2007
Martin, Billy Jack	LVN# 189251	Reprimand with Stipulations	April 19, 2007
Martinez, Irene M.	LVN# 67231	Remedial Education & Fine	February 16, 2007
Martinez-Perez, Sandra	RN# 648947	Remedial Education	April 27, 2007
McCabe, Marc Alan	LVN# 131598	Voluntary Surrender	May 30, 2007
McCollum, Elizabeth Jean	RN# 604677	Remedial Education & Fine	May 11, 2007
McCrary, Charles Dillon	RN# 660010	Voluntary Surrender	June 6, 2007
McDaniel-Kirk, Wendi Mae	RN# 716859	Voluntary Surrender	March 21, 2007
McKeever, Walter Arnold	LVN# 173221	Suspend/Probate	April 19, 2007
McNeil, Karen Kate	LVN# 131095	Voluntary Surrender	February 23, 2007
McPhee, Alice Lorraine	RN# 533320	Warning with Stipulations	February 19, 2007
Meadows, Arlene M.	RN# 540975	Remedial Education & Fine	February 21, 2007

**DISCIPLINARY ACTION**

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Meckel, Cheryl Y.	RN# 534118 & LVN# 70058	Remedial Education	February 22, 2007
Melchor, Diane	LVN# 115536	Suspend/Probate	March 20, 2007
Miles, Martha Kaye	LVN# 64796	Voluntary Surrender	March 26, 2007
Mitchell, Steven Douglas	RN# 694166	Voluntary Surrender	May 1, 2007
Mizzles, Maureen Elaine (Marcs)	RN# 690910	Enforced Suspension	February 19, 2007
Montemayor, Ruben	RN# 642010 & LVN# 158203	Remedial Education	May 18, 2007
Moore, Sharon Chapman	LVN# 45438	License Revoked	May 8, 2007
Moore, Jill L.	RN# 635287	Voluntary Surrender	May 25, 2007
Moore, Vicki	RN# 644195	Reprimand with Stipulations	February 19, 2007
Morehouse, Susan Diane	RN# 459614	License Revoked	March 20, 2007
Moreno, Alfredo	RN# 508425	Reprimand with Stipulations	February 19, 2007
Morgan, Frances Ann	LVN# 108675	Warning with Stipulations	April 19, 2007
Morris, Tony R.	RN# 240141	License Revoked	May 8, 2007
Morton, Janice Marie	LVN# 158703	Warning with Stipulations	March 20, 2007
Murphy, Rebecca Lynne	LVN# 113019	Reprimand with Stipulations	April 19, 2007
Mylchreest, William Richard	RN# 515486	Voluntary Surrender	March 27, 2007
Narvaiz, Deborah J.	RN# 253693 & LVN# 63435	Remedial Education & Fine	May 7, 2007
Nash, Jacqueline Lovell	RN# 632585	License Revoked	March 20, 2007
Nava, Eric Nicholas	LVN# 169485	Voluntary Surrender	May 30, 2007
Neelley, Judah Elijah	LVN# 160906	License Revoked	March 20, 2007
Niambele, Issoufou Abdou	RN# 673776	License Revoked	March 20, 2007
Nigh, Alexis Kay	RN# 460951	Warning with Stipulations	February 19, 2007
Nixon, Vikki G.	RN# 624898	License Revoked	May 8, 2007
Noble, Vivian A.	RN# 548134	Reprimand with Stipulations	March 20, 2007
Norman, Stacey Lynn	RN# 660478 & LVN# 152618	Enforced Suspension	May 8, 2007
O'Brian, Donna Kathleen	RN# 515648	License Revoked	March 20, 2007
Olivas, Robert	LVN# 177084	Warning with Stipulations	April 19, 2007
Oresi, Mathew Orosi	RN# 714993	Reprimand with Stipulations	March 20, 2007
Pace, Jr., JB	LVN# 196227	Voluntary Surrender	March 5, 2007
Padilla, Brenda Kaye (Gray)	RN# 547131	Remedial Education	May 16, 2007
Padilla, Esteban	RN# 722221 & LVN# 168806	Suspend/Probate	February 19, 2007
Palomo, Mike	LVN# 121757	Voluntary Surrender	March 30, 2007
Park, Teresa Diane	LVN# 80916	License Revoked	March 20, 2007
Perales III, Luciano	LVN# 174221	Suspend/Probate	April 19, 2007
Perkin, Mae Lanelle	LVN# 188075	Remedial Education	May 17, 2007
Persley, Connie Sue	RN# 236018	Voluntary Surrender	February 28, 2007
Peter, Theresa Helen	LVN# 187148	Remedial Education	March 5, 2007
Peters, Trudy Ales	RN# 668737	Remedial Education	April 30, 2007
Phillips (Ham), Marilyn Joyce	RN# 572088 & LVN# 130171	Remedial Education	May 11, 2007
Polizzi, Johnnie Belinda	RN# 561404	License Revoked	February 19, 2007
Pomeranke, Teresa Ann	LVN# 119676	License Revoked	May 8, 2007
Pope, Linda Marie	LVN# 164546	Voluntary Surrender	May 1, 2007
Potter, Eric David	LVN# 182703	Voluntary Surrender	May 3, 2007
Powers, Cathy Lynn	RN# 231599	Remedial Education	May 30, 2007
Pozzerle, Judith D.	RN# 537627	Remedial Education	March 5, 2007
Pritchard, Judith Ann (Long)	RN# 457882	Remedial Education	March 14, 2007
Pruitt-Orr, Shelia A.	RN# 522420	Remedial Education	May 8, 2007
Pugh, Jimmie Richard	RN# 615715	Remedial Education	March 15, 2007
Quinones, Tamera Lynn	LVN# 177632	Remedial Education & Fine	March 20, 2007
Ramos, Martha Isabel	LVN# 121792	License Revoked	April 20, 2007
Rampersad, Ronald Curtis	LVN# 189406	License Revoked	March 20, 2007
Reed, Karen Gayle	LVN# 108011	Voluntary Surrender	March 8, 2007
Rhame, Steven Wayne	LVN# 185805	Reprimand with Stipulations	April 19, 2007
Richards, Sandra Marie	LVN# 93495	Remedial Education	March 29, 2007
Rivera, Esteban	LVN# 177535	Suspended	April 19, 2007
Robards, Deborah Ann	RN# 687350	Remedial Education	March 21, 2007
Robb-Bodor, Kathleen Ann	RN# 624393	License Revoked	March 20, 2007
Roberson, Nadia Roycelyn	LVN# 139612	Enforced Suspension	April 19, 2007
Roberts, Eva	LVN# 125462	License Revoked	March 20, 2007
Roberts, Jerri Lynn	LVN# 66539	License Revoked	May 8, 2007
Robinson, Sheila Marie	LVN# 170277	License Revoked	May 8, 2007
Rodgers, Donna Elaine	RN# 504406	License Revoked	May 8, 2007
Rodriguez, Brandy Christine	RN# 679588	Remedial Education	May 9, 2007
Rodriguez, Cathryn Patricia	RN# 670729 & LVN# 155055	Limited License	April 19, 2007
Rodriguez, Ricardo	LVN# 191976	Warning with Stipulations	February 19, 2007
Rosinbaum, Melinda Carol	LVN# 180543	Voluntary Surrender	May 30, 2007
Ross, Susanna Alene	RN# 683747	Voluntary Surrender	May 2, 2007
Roten, Elizabeth E.	RN# 578658	Enforced Suspension	April 19, 2007
Sales Jr., Orlando O.	LVN# 111936	License Revoked	March 20, 2007
Salinas, Frances	LVN# 172478	Reprimand with Stipulations	April 19, 2007
Salinas, Matilda S.	RN# 218618	Voluntary Surrender	March 12, 2007
Samrani, Amanda B.	RN# 623563	Warning with Stipulations	April 19, 2007
Sanders, Earl Stanley	RN# 636849	Suspend/Probate	February 19, 2007

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Sandroussi, Janie	LVN# 150920	Remedial Education & Fine	May 3, 2007
Sarwon, Neijae Alpha	RN# 695984	Remedial Education & Fine	May 21, 2007
Satterfield, Cynthia Diane	LVN# 181221	Warning with Stipulations	February 19, 2007
Scowden, Brandi Evette	LVN# 165650	Warning with Stipulations	March 20, 2007
Seeley, Carol Sue	LVN# 77199	Voluntary Surrender	May 10, 2007
Shershun, Bette Sharon	LVN# 190587	Warning with Stipulations	March 20, 2007
Sierra, Sylvia Vega	RN# 667581	Warning with Stipulations	February 19, 2007
Sillavan, Heather Angelique	RN# 637574	License Revoked	May 8, 2007
Silvers, Pamala Ann	RN# 254928	Suspend/Probate	March 20, 2007
Simmons, Rena Lee	LVN# 156885	Suspend/Probate	February 19, 2007
Sions, Gene Mark	RN# 611163	Remedial Education & Fine	April 30, 2007
Sisneros, Dolores M.	RN# 228008	Warning with Stipulations	February 19, 2007
Skinner, Amy Renae	RN# 680827 & LVN# 171117	Warning with Stipulations	February 19, 2007
Smith, Debra Kay	LVN# 103915	Remedial Education & Fine	April 11, 2007
Smith, Jennifer Lynn	RN# 721695	Enforced Suspension	April 19, 2007
Smith, Julie Annette	LVN# 174600	License Revoked	March 20, 2007
Smith, Karen Sue	RN# 555734	License Revoked	March 20, 2007
Smith, Sharon Gail	LVN# 146510	Voluntary Surrender	February 28, 2007
Sons, Gail S.	LVN# 41341	Remedial Education & Fine	May 3, 2007
Soto, Abelina Lorian	LVN# 144080	Voluntary Surrender	June 8, 2007
Spanier-Sweitzer, Jean	LVN# 125906	Remedial Education	March 6, 2007
Stallworth, Lisa Denise	LVN# 133002	Voluntary Surrender	February 21, 2007
Stauffer, Renee	RN# 644265	Voluntary Surrender	April 30, 2007
Stewart, Bobby Michael	RN# 570682	Remedial Education	February 27, 2007
Stewart, Brenda Kay	LVN# 128285	License Revoked	March 20, 2007
Stewart, Misty Dawn	LVN# 176725	License Revoked	March 20, 2007
Stitt, Stephanie Dawne	LVN# 190775	Voluntary Surrender	May 7, 2007
Stowell, Sunday	RN# 664848	Reprimand with Stipulations	February 19, 2007
Striplin, John Allen	RN# 578485 & LVN# 103964	Voluntary Surrender	April 16, 2007
Sullivan, John Christopher	RN# 645657	Warning with Stipulations	April 19, 2007
Summer, Debra Ladeen	RN# 593029	License Revoked	May 8, 2007
Summerlin, Rethel George	LVN# 141948	Reprimand with Stipulations	February 19, 2007
Taylor, Drulana Jean (Crazy)	LVN# 196342	Voluntary Surrender	June 6, 2007
Taylor, Randi Lynn	RN# 665567	Reprimand with Stipulations	March 20, 2007
Thompson, Joe L.	RN# 612513	Reprimand with Stipulations	April 19, 2007
Thornton, Pamela O. Jean	RN# 229666 & LVN# 47083	Remedial Education	March 6, 2007
Tolbert, Marilyn Charlene	RN# 565766	License Revoked	May 8, 2007
Trafficano, Kathleen Marie	RN# 529633	License Revoked	March 20, 2007
Tucker, Tammy Jane	RN# 634702	License Revoked	May 8, 2007
Turner, David	RN# 631035	Suspend/Probate	March 20, 2007
Vanderlaan, Nicki Jo	LVN# 52546	Voluntary Surrender	June 4, 2007
Varela, Sheila Renee	LVN# 169029	License Revoked	May 8, 2007
Vega, Joan Marie	RN# 706240	Warning with Stipulations	May 8, 2007
Vinson, Terri	RN# 651795	Voluntary Surrender	April 27, 2007
Vogel, Steven	RN# 642809	License Revoked	May 8, 2007
Wagner, Donna Rae	RN# 510398	License Revoked	March 20, 2007
Waldner, Sandra Sue	LVN# 75128	Voluntary Surrender	May 3, 2007
Walker, Ronnie Mitchell	RN# 717968	Voluntary Surrender	April 27, 2007
Wallace, Debra M.	RN# 253524	Warning with Stipulations	February 19, 2007
Walz, Thom M.	RN# 672311	Voluntary Surrender	March 23, 2007
Warner, Natalie Renae	RN# 541111	Voluntary Surrender	February 21, 2007
Washington, Tonya Marie	LVN# 199038	Remedial Education & Fine	April 20, 2007
Watt, Kenneth Bryan	LVN# 176522	Voluntary Surrender	February 27, 2007
Weaver, Misty Ann	LVN# 152541	Voluntary Surrender	May 8, 2007
Welborn, Letha Owen	RN# 690708	Remedial Education	March 1, 2007
Wells, Evonne M.	LVN# 116789	License Revoked	March 20, 2007
Wells, John Loren	RN# 647795	License Revoked	May 8, 2007
Weltzbarker, Cynthia Maw	LVN# 168871	Voluntary Surrender	March 23, 2007
White, Pamela Gail	RN# 726335	License Revoked	May 8, 2007
Whitwell, Donna Mann	LVN# 169926	Remedial Education	May 14, 2007
Wilhite, Cheryl Elizabeth	RN# 602405	Suspend/Probate	March 20, 2007
Wilke, Angela Diane	RN# 645262	Remedial Education	May 11, 2007
Williams, Daniel L.	RN# 238214	Voluntary Surrender	May 18, 2007
Williams, John Weldon	RN# 559575	Reprimand with Stipulations	April 19, 2007
Wilson (Medrano), Frances Christine	LVN# 140948	Remedial Education & Fine	March 1, 2007
Woodlock, Carrie Denise	LVN# 179180	License Revoked	May 8, 2007
Woods, Darel D.	RN# 541938 & LVN# 104107	Remedial Education	February 14, 2007
Wyatt, Elaine Sharane	LVN# 171391	Warning with Stipulations	February 19, 2007
Yarbrough, Misty Michelle	LVN# 183753	Remedial Education	February 21, 2007
Yates, Jan	LVN# 151816	Remedial Education	March 14, 2007
Young, Joyce Lynn	RN# 501621	Warning with Stipulations	February 19, 2007
Young, Lowanda Sue	RN# 574290	License Revoked	May 8, 2007



## Patient Safety with Verbal Orders



Verbal and telephone orders are one of the major problem prone areas of nursing and healthcare, with reported errors that have led to patient harm and even death. Concern for patient safety is such that one of the National Patient Safety Goals - 2007 for the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) includes the following goal relating to verbal orders:

*“For verbal or telephone orders or for telephonic reporting of critical test results, verify the complete order or test result by having the person receiving the information record and “read-back” the complete order or test result. [Ambulatory, Assisted Living, Behavioral Health Care, Critical Access Hospital, Disease-Specific Care, Home Care, Hospital, Lab, Long Term Care, Office-Based Surgery]”*

The National Coordinating Council for Medication Error Reporting and Prevention [<http://www.nccmerp.org>] developed the following recommendations to help prevent errors when taking verbal or telephone orders cannot be avoided:

### Recommendations to Reduce Medication Errors Associated with Verbal Medication Orders and Prescriptions

Confusion over the similarity of drug names accounts for approximately 25% of all reports to the USP Medication Errors Reporting (MER) Program. To reduce confusion pertaining to verbal orders and to further support the Council’s mission to minimize medication errors, the following recommendations have been developed. In these recommendations, verbal orders are prescriptions or medication orders that are communicated as oral, spoken communications between senders and receivers face to face, by telephone, or by other auditory device.

#### Recommendations

Verbal communication of prescription or medication orders should be limited to urgent situations where immediate written or electronic communication is not feasible.

Health care organizations<sup>2</sup> should establish policies and procedures that:

- Describe limitations or prohibitions on use of verbal orders
- Provide a mechanism to ensure validity/authenticity of the prescriber
- List the elements required for inclusion in a complete verbal order
- Describe situations in which verbal orders may be used
- List and define the individuals who may send and receive verbal orders
- Provide guidelines for clear and effective communication of verbal orders.

Leaders of health care organizations should promote a culture in which it is acceptable, and strongly encouraged, for staff to question prescribers when there are any questions or disagreements about verbal orders. Questions about verbal orders should be resolved prior to the preparation, or dispensing, or administration of the medication. Verbal orders for antineoplastic agents should **NOT** be permitted under any circumstances. These medications are not administered in emergency or urgent situations, and they have a narrow margin of safety. Elements that should be included in a verbal order include:

- Name of patient
- Age and weight of patient, when appropriate
- Drug name
- Dosage form (e.g., tablets, capsules, inhalants)
- Exact strength or concentration
- Dose, frequency, and route
- Quantity and/or duration
- Purpose or indication (unless disclosure is considered inappropriate by the prescriber)
- Specific instructions for use
- Name of prescriber, and telephone number when appropriate
- Name of individual transmitting the order, if different from the prescriber.

The content of verbal orders should be clearly communicated.

The name of the drug should be confirmed by any of the following:

- Spelling
- Providing both the brand and generic names of the medication
- Providing the indication for use
- In order to avoid confusion with spoken numbers, a dose such as 50 mg should be dictated as “fifty milligrams...five zero milligrams” to distinguish from “fifteen milligrams...one five milligrams.”
- In order to avoid confusion with drug name modifiers, such as prefixes and suffixes, additional spelling-assistance methods should be used (i.e., S as in Sam, X as in x-ray).
- Instructions for use should be provided without abbreviations. For example, “1tab tid” should be communicated as “Take/give one tablet three times daily.”
- Whenever possible, the receiver of the order should **write** down the complete order to enter it into a computer, then **read** it back, and receive confirmation from the individual who gave the order or test result. All verbal orders should be reduced immediately to writing and signed by the individual receiving the order. Verbal orders should be documented in the patient’s medical record, reviewed, and countersigned by the prescriber as soon as possible.
- Health care organizations include community pharmacies, physicians’ offices, hospitals, nursing homes, home care agencies, etc.

The above information is accessible in its entirety at the NCCMERP Web page at <http://www.nccmerp.org/council/council2001-02-20.html>. Nurses are also encouraged to check with the nursing organizations that represent their specific area of practice, as professional organizations may also have additional guidance statements that are more restrictive and/or prescriptive than the general recommendations listed above.

**Sunset Commission Recommendations** - continued from page 1

impairment categories *and* the nurse is believed to have committed practice violations, then the person or entity, including Texas Peer Assistance Program for Nurses, whose duty it is to report a nurse, must report the nurse to the board. The board will then determine an appropriate course of action. In making its decision, the board must balance the need to protect the public and the need to ensure the impaired nurse seeks treatment. This amendment to the NPA does *not* preclude a nurse from self-referring him/herself to TPAPN, as long as a practice violation is not at issue.

- Board rules must spell out the processes and functions of Board standing advisory committees (Education, Practice, and Advanced Practice);
- Amends grounds for removal of board members and clarification of board member per diem travel expenses;

- Policies must be developed and implemented that encourage the use of negotiated rule making procedures and alternative dispute resolution;

- Required collaboration with the Texas Health Care Policy Council and the Texas Higher Education Coordinating Board to implement a plan for the creation of innovative nursing education models that promote increased enrollment in the state’s nursing programs.

- Statutory references to the BNE are revised to reflect the agency’s name change to the Texas Board of Nursing.

Readers wishing to read House Bill 2426 or any other legislation filed during the 80<sup>th</sup> Texas Legislative Session can do so through Texas Legislature Online which is located at: <http://www.capitol.state.tx.us/>.

**BNE Board Meeting Dates: 2007**

**July 19-20  
October 18-19**

**Eligibility and Disciplinary Committee Meetings - 2007**

**August 14  
September 11  
November 13  
December 11**

**All meetings to be held in Austin**

**Workshop Update**

***Nursing in Texas: A Regulatory Foundation for Safe Practice***

The University of Texas at Austin  
JJ Pickle Research Campus  
The Commons, Room 1.102  
10100 Burnet Road, Bldg 137  
Austin, TX 78758  
August 1, 2007 or  
August 2, 2007

Two workshops addressing nursing jurisprudence and ethics are currently scheduled. These workshops have been approved for six Type I contact hours. They also meet BNE completion requirements for jurisprudence and ethics, if required per Board Order. Each offering is a one-day event. The registration fee for these workshops is \$90 pre-registered and \$105 at the door. Attendance at these workshops is not mandatory for licensure renewal. These workshops are presented for educational purposes and for obtaining continuing education credit only. The workshop brochure is currently available via the BNE web site at [www.bne.state.tx.us](http://www.bne.state.tx.us) under “About the Board” and then under “BNE Meetings and Events.” For questions regarding the BNE workshops, please call the Workshops Information Line at (512) 305-6844 or e-mail inquiries to [workshops@bne.state.tx.us](mailto:workshops@bne.state.tx.us).

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FAX.....(512) 305-7401  
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-- Publications

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WEB Address.....[www.bne.state.tx.us](http://www.bne.state.tx.us)  
-- Refer e-mail inquiries to:  
[webmaster@bne.state.tx.us](mailto:webmaster@bne.state.tx.us)

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

**PROFESSIONAL AND VOCATIONAL NURSING**

ADVANCED PRACTICE.....(512) 305-6843  
-- APN application and Prescriptive Authority procedures  
-- Application Requests.....(512) 305-6867  
(Voice Mail Only)

NURSING PRACTICE.....(512) 305-6802  
-- Nursing practice issues  
-- Legislation

Workshop Information.....(512) 305-6844  
-- Workshop e-mail inquiries: [workshops@bne.state.tx.us](mailto:workshops@bne.state.tx.us)

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



The purpose of the *Texas Board of Nursing Bulletin* is to disseminate information to nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Board of Nurse Examiners 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 violate the Nursing Practice Act.

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#### Office Hours and Location

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

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#### Change of Address

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1. Mail to: Board of Nurse Examiners, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944;
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3. Fax to: Board of Nurse Examiners (512) 305-7401.

#### **Notifications must include:**

1. RN or LVN License Number;
2. Social Security Number;
3. Old and New Address; and
4. Your Name.

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