



## Texas Board of Nursing Bulletin

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



# Governor Perry Appoints Four New Board Members to the BON; Richard Gibbs Reappointed

On January 25, 2008, Governor Rick Perry appointed four new members to the Texas Board of Nursing. **Kristin K. Benton, RN, MSN**, was appointed to represent **LVN Education**; **Sheri Crosby, JD**, and **Mary Jane Salgado, MEd**, were appointed as **Consumer Members**; and **Marilyn Davis, RN, BSN, MPA**, was appointed to represent **RN practice**. **Richard Gibbs, LVN**, was reappointed to represent **LVN Practice** until January 31, 2013.

**Kristin K. Benton** of Austin is an associate professor at Austin Community College's Vocational Nursing Program. She is a member of Texas Community College Teachers Association and Texas Association of Vocational Nurse Educators. Additionally, Benton is a past student member of the National Association of Clinical Nurse Specialists and formerly served as a member of the South Austin Hospital Peer Review Committee and the American Academy of Medical-Surgical Nurses. Benton received a Bachelor's degree in Psychology from the University of Florida, a Bachelor's degree in Nursing from the Louisiana State University Health Sciences Center in New Orleans, and a Master's in Nursing from the University of Texas Health Science Center at San Antonio. Her term on the Board expires January 31, 2013.

**Sheri Crosby** of Mesquite is an employment law attorney. She volunteers with Big Brothers, Big Sisters of North Texas, Habitat for Humanity, and the North Texas Food Bank. She is also past Board Member of Big Brothers, Big Sisters of El Paso and a current Board Member of the Dallas Urban Debate League. Crosby is a member of the

American Bar Association, the Dallas Bar Association, the Dallas Association of Young Lawyers, and the JL Turner Legal Association. She received a Bachelor's degree from Emory University and a law degree from the University at Buffalo Law School. Her term on the Board expires January 31, 2009.

**Mary Jane Salgado** of Eagle Pass is an economic developer of the Kickapoo Traditional Tribe of Texas and is a licensed real estate agent. She is also a past Council Member of the City of Eagle Pass. She serves on the Board of Leadership Eagle Pass and Candles for Life, and the Board of Texas Rural Leadership. Additionally, she is a long-time volunteer for many national, state and local organizations such as the March of Dimes, American Cancer Society, and Muscular Dystrophy Association. Salgado is a member of the National Hispanic Association of Real Estate Professionals, National Association of Realtors, and the Texas Association of Realtors. Salgado received a Bachelor's and Master's degree from Sul Ross State University. Her term on the Board expires January 31, 2009.

**Marilyn J. Davis** of Sugar Land is a RN with a clinic in Houston. She is a member of the Texas Nurses Association, American Nurses Association, National League for Nursing, and the Texas Organization of Nurse Executives. She has more than three decades of professional nursing leadership, management, and fiscal experience. She is a former United States Air Force military officer (Medical Corp), University Adjunct Professor, Clinical Director, Staff Nurse, and has held other positions both in the private and public sectors. Davis received a Bachelor's Degree in Nursing from Texas Woman's

University and a Master's Degree in Public Administration from the University of Oklahoma. Her term on the Board expires January 31, 2013.

**Richard Gibbs** practices as a LVN at a hospital in Mesquite. He has previously served as Vice-President of the Board and represents Texas on the Resolution Committee of the National Council of State Boards of Nursing. He is also active in the Texas Peer Assistance Program for Nurses. Gibbs received a VN Certificate from Tyler Junior College.

*In this issue we will learn more about two new Board members who bring differing perspectives on the field of nursing in Texas: Kristin Benton and Marilyn Davis. See pgs. 5-6.*

### Inside this Issue

- Pg. 1 Gov. Perry Appoints Four New Board Members to the BON; Richard Gibbs Reappointed
- Pg. 2 Advisory Committee Updates
- Pg. 3 Summary of January 2008 Board Meeting  
Education Actions  
BON to Host Workshop with Nursing Educators to Discuss Innovations in Nursing Education
- Pg. 4 BON Jurisprudence Exam To Be Implemented September 1st  
Legislative Changes Made to Nursing Continuing Education
- Pg. 5 Perspectives on the Profession: Kristin Benton
- Pg. 6 Perspectives on the Profession: Marilyn Davis
- Pgs. 7-8 NCSBN CORE Study Examines Best Practices from 42 States; Practices of Texas BON Examined
- Pg. 9 Reminder: No More Paper Licenses Upon Renewal After September 1, 2008
- Pg. 10 Imposter Warning
- Pgs. 10-14 Notice of Disciplinary Action
- Pg. 15 Workshop Update  
Agency Contact Information  
Board Meeting Schedule

## Advisory Committee Updates

### Advisory Committee on Education

The Advisory Committee on Education (ACE) met on February 28, 2008, in Austin, with nine committee members, one liaison Board Member, seven board staff, and several guests in attendance. Eileen Deges Curl, PhD, RN, Chair of the JoAnne Dishman Department of Nursing at Lamar University at Beaumont, was elected chairperson of the ACE. Dr. Curl is the ACE representative for the Texas Association of Deans and Directors of Professional Nursing Programs.

Two informational presentations were conducted to assist ACE members with addressing the charge before the committee to evaluate the number of program hours for vocational nursing education programs outlined in Chapter 214. Nancy Spector, PhD, Director of Education, National Council State Boards of Nursing (NCSBN), presented an overview of NSCBN Studies on Practical Nursing Evidenced-Based Nursing Education and national trends in vocational nursing education. Donna Carlin, MSN, RN, Texas Higher Education Coordinating Board (THECB), Program Director for Professional Programs, presented information regarding THECB requirements for Program Hours in THECB approved vocational nursing educational programs.

After the two presentations, the ACE discussed the number of program hours for vocational nursing education programs and the issue of shrinking acute clinical learning experiences available in Pediatrics and Obstetrics. The committee voted to leave the related rule language unchanged at the present time, place a Frequently Asked Question on the Texas Board of Nursing (BON) web site to clarify rule requirements, present creative methods for acute Pediatric and Obstetric clinical experiences, and bring more information on these issues to the committee for further discussion.

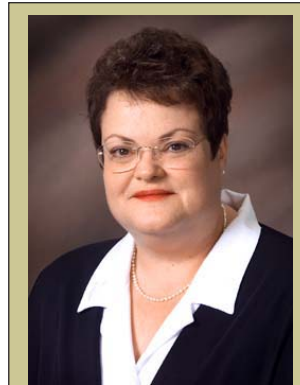
The next ACE meeting is scheduled for June 13, 2008, in the Hobby Building, Tower II, Room 500. At that time, the committee will begin work on the charge to review rule language for clarity and consistency between Chapters 214 (Vocational Nursing Education) and Chapter 215 (Professional Nursing Education) and make recommendations regarding Chapter 219 (Advanced Practice Nurse Education).

### Advanced Practice Nursing Advisory Committee

The Advanced Practice Nursing Advisory Committee (APNAC) met on February 5, 2008. Committee members continued to discuss the various levels of authorization to practice that are outlined in Chapter 221 and began considering recommendations for changes. The APNAC will meet again in April 2008 to continue working on recommendations for changes to Chapter 221. Recommendations from the APNAC will be submitted for the Board's consideration at a future Board meeting.

### Eligibility and Disciplinary Task Force

Task force recommendations for disciplinary sanctions were presented and approved by the Board at the regularly scheduled Board of Nursing Board Meeting which took place on January 18, 2008. At the next task force meeting, which takes place on Friday, April 4<sup>th</sup>, 2008, task force members will consider suggestions for appropriate sanctions for various violations of the Nursing Practice Act (NPA) and formulate recommendations to be presented to the Board for consideration.



**Eileen Curl, PhD, RN**  
Chairperson, Advisory  
Committee on Education



## The Texas Board of Nursing

### BOARD MEMBERS

#### Officers

Linda Rounds, PhD, RN, FNP  
President, representing  
Advanced Practice Nursing,  
Galveston

Beverley Jean Nutall, LVN  
Vice-President, representing LVN Practice,  
Bryan

#### Members

Deborah Bell, CLU, ChFC  
representing Consumers,  
Abilene

Kristin Benton, MSN, RN  
representing LVN Education,  
Austin

George Buchenau, Jr., BSN, RN, MBA  
representing RN Practice,  
Amarillo

Sheri Crosby, JD  
representing Consumers,  
Mesquite

Marilyn Davis, BSN, RN, MPA  
representing RN Practice,  
Sugar Land

Blanca Rosa Garcia, PhD, RN  
representing ADN Programs,  
Corpus Christi

Richard Gibbs, LVN  
representing LVN Practice,  
Mesquite

Rachel Gomez, LVN  
representing LVN Practice,  
Harlingen

Brenda Jackson, PhD, RN  
representing BSN Programs,  
San Antonio

Mary Jane Salgado  
representing Consumers,  
Eagle Pass

Frank Sandoval, Jr., JD  
representing Consumers,  
San Antonio

#### Executive Director

Katherine Thomas, MN, RN

The *Texas Board of Nursing Bulletin* is the official publication of the Texas Board of Nursing.

Published four times a year: January; April; July; and October. Subscription price for residents within the continental U.S. is \$10.00, plus tax. Subscription price outside of U.S. is \$15.00, plus tax.

Published by:  
TEXAS STATE BOARD OF NURSING  
VOLUME XXXIX - No. II

Publication Office:  
333 Guadalupe, Suite 3-460, Austin,  
Texas 78701-3944  
Phone: 512/305-7400  
Fax: 512/305-7401  
Publication Date: 3/31/2008



## Summary of Actions

A Regular meeting of the Board of Nursing was held January 17-18, 2008, in Austin. The following is a summary of Board actions taken during this meeting.



In the February 15, 2008, edition of the *Texas Register*, the following actions were taken.

The Texas Board of Nursing (BON) published, as adopted, amendments to 22 Texas Administrative Code (TAC) §214.2, concerning Definitions relating to Vocational Nursing Education, with changes to the proposed text published in the November 9, 2007, issue of the *Texas Register* (32 TexReg 8083). The BON published, as adopted, amendments to 22 TAC §215.2, concerning Definitions; §215.3, concerning Program Development, Expansion, and Closure; and §215.4, concerning Approval, relating to Professional Nursing Education. Sections 215.2 and 215.3 were adopted with changes to the proposed text as published in the November 9, 2007, issue of the *Texas Register* (32 TexReg 8088).

Amended §§ 214.2, 215.2, 215.3, and 215.4 became effective February 19, 2008. The BON adopted the repeal of §217.13, concerning Peer Assistance Programs

concurrent with adoption of new §217.13 as published in the November 2, 2007, issue of the *Texas Register* (32 TexReg 7845). Texas Senate Bill 993 put forth several requirements for a peer assistance program that made it necessary to repeal the old rule and adopt a new rule addressing those requirements. Adopted §217.13 became effective February 18, 2008.

The BON proposed the repeal of §217.19 (Incident-Based Nursing Peer Review), and §217.20 (Safe Harbor Peer Review for Nurses). These repeals were originally proposed in the November 2, 2007, edition of the *Texas Register*. The Board concurrently proposed a new §217.19 relating to Incident-Based Nursing Peer Review and Whistleblower Protections and a new §217.20 relating to Safe Harbor Peer Review for Nurses and Whistleblower Protections. Due to comments to those proposed rules, the Board voted to withdraw the rules and re-propose new rules. Comments were received to the

proposed new rules and the Board will consider the comments received at the regularly scheduled meeting of the Board on April 17-18, 2008.

The BON proposed an amendment to 22 TAC §223.1, concerning Fees. Effective October 1, 2007, the fee for a Federal Bureau of Investigations (FBI) fingerprint-based criminal history record or criminal background check, was temporarily reduced from \$24.00 to \$19.25. This fee is for an interim period and subject to change. Due to the variable nature of the fee imposed by the FBI and the Texas Department of Public Safety (DPS), the Board would grant discretion to the staff to adjust the fee, as needed, to reflect the actual fee being imposed by the FBI and the DPS instead of coming to the Board each time the fee is changed and requesting the authority to adjust the fee and amend the rule. No comments were received and new §223.1 becomes effective April 8, 2008.

### January 2008 Education Actions

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

*Continued Approval Status Based on 2006 NCLEX-PN® Examination Pass Rates, Review of 2006 Annual Report and Review of Self-Study*

Victoria College at Victoria Evening, VN

*Accepted Notification of Consolidation of Vocational Nursing Educational Programs*

Panola College at Carthage and Panola College at Shelby College in Center

*Accepted Application for Innovative Professional Nursing Education Pilot Program*

Victoria College, ADN Program

*Approved Petition for an Extension of Faculty Waiver*

Amarillo College, ADN Program

*Granted Initial Approval to Establish a New Professional Nursing Education Program contingent on a requirement to be met for a Certificate of Authority from Texas Higher Education Coordinating Board*

Galen Health Institute, ADN Program

#### Other Activities:

*Reviewed report on the streamlining of the innovative professional education pilot programs application and approval process.*

*Reviewed report on strategies utilized by Texas nursing educational programs to improve candidates' performance on the NCLEX® Examination.*

*Reviewed reports on the possible impact of repeat test takers on nursing educational program NCLEX® pass rates.*

*Accepted reports concerning implementation of House Bill 2426 relating to selection of national nursing accrediting agencies by the Board.*

*Status report relating to streamlining of the Texas Board of Nursing's initial approval process for nursing education programs.*

*Issued status update relating to development of a process allowing for Board approval of hospital-based diploma programs.*

*Accepted Status Report on the Advisory Committee on Education.*

### BON to Host Workshop with Nursing Educators to Showcase Innovations in Nursing Education

On September 25, 2008, the Texas Board of Nursing (BON) will host a free all-day workshop showcasing innovation in nursing education. The target audience will be nursing educators in Texas, including nursing faculty, preceptors, clinical teaching assistants, and adjunct and part-time nursing faculty. This exciting event will be held in Austin at the Texas State Capitol in the Capitol Extension Auditorium. Registration information will be posted on the BON web site at [www.bon.state.tx.us](http://www.bon.state.tx.us) at a later date.

*Correction in the October 2007 Board of Nursing Bulletin: It was inadvertently reported that Temple College Associate Degree Nursing Education Program was approved for a Petition for Waiver of Director Qualifications.*

## BON Jurisprudence Exam To Be Implemented September 1st

The Texas Board of Nursing (BON) will begin administering a mandatory jurisprudence examination to students who apply to take the NCLEX exam and out-of-state candidates for nurse licensure by endorsement effective September 1, 2008. The Sunset Advisory Commission Report to the Texas Legislature issued prior to the last Texas Legislative Session, included the recommendation that the BON administer a jurisprudence examination prior to granting licensure to all individuals seeking a Texas nursing license. House Bill 2426, the Sunset Bill for the Texas BON which was enacted during the 80th Regular Texas Legislative Session, added the new jurisprudence requirement [Texas Occupations Code, Sec. 301.2529(a)(3)]. Other state licensing boards that require a jurisprudence exam include: the Texas Medical Board, the Texas State Board of Pharmacy, the Texas State Board of Dental Examiners, the Texas Board of Chiropractic Examiners, and the Texas Optometry Board. For further information concerning the jurisprudence exam, visit the BON web site at [www.bon.state.tx.us](http://www.bon.state.tx.us).

## Legislative Changes Made to Nursing Continuing Education

Senate Bill 993 (80th Regular Texas Legislative Session, 2007) amended the Nursing Practice Act (NPA) section 301.303, eliminating the restriction that the Board of Nursing could only require 10 hours of the 20 hours of continuing education (CE) required for license renewal/reactivation/reinstatement to be from approved programs (Type I CE). Reviewing the past several months of CE audits, Board staff determined that fewer than 5 nurses out of the hundreds who were randomly audited for CE compliance met any part of their requirements through non-approved (Type II) CE programs.

Thus, the new rule language in Chapter 216, Continuing Education, that became effective January 8, 2008, eliminates Type II CE. The proposed amendments were initially published in the November 16, 2007, edition of the *Texas Register* (32 TexReg 8248).

In order to allow time for nurses and providers of CE to become aware of these changes in nursing continuing education requirements, the BON will delay implementation through the end of October 2008. This means a nurse who is

required to show evidence of meeting the BON's CE requirements through the end of October 2008 may submit up to 10 hours of CE that meets the formerly recognized criteria for Type II CE.

The number of CE hours required for nurses with volunteer retired authorization in compliance with rule 217.9 remain unchanged (10 hours for VR-VNs and VR-RNs, and 20 hours for VR-APNs), but the same provisions for acceptable CE in Chapter 216 apply. APNs have additional hours if they have prescriptive authority (22 TAC §222.3, Renewal of Prescriptive Authority).

Beginning November 1, 2008, all nurses who are renewing, reactivating, or reinstating their license must meet the criteria listed in the current Chapter 216. Current BON Rules and Regulations can be found at the following link: <http://www.bon.state.tx.us/nursinglaw/rr.html>.

Questions concerning BON Rules and Regulations may be sent to [webmaster@bon.state.tx.us](mailto:webmaster@bon.state.tx.us).

## Texas Nurses Contribute to NCLEX® Exam Development

The Texas Board of Nursing is pleased to recognize the following Texas nurses as participants in the NCLEX® test development process:

<u>Position</u>	<u>Name</u>	<u>Panel</u>	<u>Dates</u>
Member	Patty Alford	PN Item Writing Panel	March 4-7
Member	Richard Beard	RN Item Review Panel	January 15-18
Candidate	Clarissa Carvalho	PN Master Pool Review	February 25-29
Candidate	Therese Clinch	PN Item Review Panel	February 19-22

These nurses assisted the National Council of State Boards of Nursing to ensure the inclusion of NCLEX® content that is current, accurate, practice-related, and appropriate for an entry-level practitioner.

## REMINDER

*The Board is continuing to accept items for display in the Texas Board of Nursing's 100th Anniversary Exhibit. If you send items for display, please include a return address and contact information where you can be reached should there be any questions concerning your items.*

## Perspectives on the Profession: Kristin Benton, Representing LVN Education

*Kristin Benton was appointed by Governor Perry on January 25, 2008, to represent LVN Education on the Texas Board of Nursing. In the article below, we learn what motivated her to serve on the BON.*

### **Kristin K. Benton, MSN, RN, CNS**

#### **Current Work Position:**

Associate Professor of Vocational Nursing at Austin Community College.

#### **Past Positions:**

South Austin Hospital—ED, Med/Surg, Oncology; Brackenridge Hospital-Infectious Disease.

#### **Educational Background:**

Bachelor of Science in Psychology, University of Florida; Bachelor of Science in Nursing, Louisiana State University Health Science Center - New Orleans; Masters in Nursing, University of Texas Health Science Center - San Antonio.

#### **Professional Affiliations:**

Texas Association of Vocational Nurse Educators; Texas Community College Teachers Association; past member of National Association of Clinical Nurse Specialists and Academy of Medical Surgical Nurses.

#### **Family:**

Husband - Gerard, Son - Henry, 15 months old.

#### **What was it that motivated you to pursue this position with the Board of Nursing?**

A desire to further my commitment to patient safety and the integrity of nursing in Texas.

#### **How can the Board of Nursing better protect the public?**

I think the Board can best do this by keeping well-informed of and in touch with the health needs of Texans as well as the major issues facing nurses and nursing education in Texas.

#### **Is there a single event that inspired you to pursue the position with the Board or the profession of nursing?**

I wouldn't say there was a single event that motivated me to apply for the Board position. I have always wanted to give back to patients and nursing. I have also had an

interest in the legal aspects of nursing practice and education. I am fortunate to have wonderful family, friends, and colleagues that encouraged me.

#### **What do you think you bring to the Board?**

I think I bring a balanced perspective of vocational nursing education as well as acute care nursing.

#### **What goals do you have for yourself while serving as a member of the Board of Nursing?**

I would like to learn as much as I can early on about the Board roles and processes so that I can be an effective member. I also aim to remain balanced and well-informed on issues facing the board to promote the public interest.

#### **Is there anything specific you'd like to say to the readers of *Bulletin*?**

I am deeply honored by and committed to fulfilling my responsibilities to the Board of Nursing.

#### **What do you see as the most important issues affecting the regulation of nursing?**

Today, I think some of the major issues are patient safety, the nursing and faculty shortages, multistate licensure, scope of practice, and prevention of practice errors.

#### **How do you see the role of the nurse changing as the nursing shortage becomes more of a problem?**

I believe during the nursing shortage, nurses are in a unique position to reinforce the positive impact quality nursing care has on patient outcomes. With this in mind, I think nurses will be called on to expand their roles as patient advocates and to ensure that safe care assignments and work environments are upheld. I think nurses may also be called upon to help the nursing faculty shortage by serving as preceptors and possibly clinical teaching assistants.

#### **Please describe your perception of how the nurse fits into the whole healthcare community.**

I perceive the nurse as an integral member of the healthcare community. The nurse



**Kristin Benton, MSN, RN, CNS**

brings an empathetic and holistic approach to the health care team that is necessary to promote continuity of care.

#### **Is there anything that the Board should be doing to better meet the demands of nurses in Texas?**

I think the Board should continue to streamline the licensure process. I think the Board has made great improvements in the initial licensure process. I think some improvement could be made in the advanced practice recognition process.

#### **In your experience, how has nursing changed over the years?**

In the area that I have most experience, acute care, I have seen nursing become busier than ever. The patient acuties seem higher and lengths of stay seem shorter. On the bright side, I think nurses have developed a strong voice to advocate for patient safety.

#### **How can RNs and LVNs better serve the people of Texas?**

I think nurses in Texas can best serve the people of Texas by honoring their commitment to patient welfare through safe practice, patient advocacy, continuing education, and becoming familiar with the rules and regulations that govern their practice.

## Perspectives on the Profession: Marilyn Davis, Representing RN Practice

*Marilyn Davis was appointed by Governor Perry on January 25, 2008, to represent RN Practice on the Texas Board of Nursing. In the article below, we learn what is needed to succeed in providing world-class nursing care.*

**Marilyn Davis, BSN, RN, MPA**

### Most Recent Work Position:

Nurse Coordinator and Staff Nurse, The Menninger Clinic, Houston.

### Past Positions:

Clinical Director, Nurse Manager, Adjunct Professor, and Military Office in: United States Air Force Nurse Corp.; Veterans Administration; Auburn University School of Nursing; Howard University Hospital Psychiatric Unit; Mental Health Mental Retardation of Harris County; University of Nebraska Medical Center; Loma Linda University Medical Center; and Southern Maryland hospital.

### Educational Background:

Master's degree in Public Administration, University of Oklahoma; Bachelor of Science in Nursing, Texas Woman's University.

### Professional Affiliations:

Texas Nurses Association, American Nurses Association, National League for Nursing, and the Texas Organization of Nurse Executives.

### Family:

Husband - Conrith, 2 Sons: Conrith II and Dalton

### What do you see as the most important issues affecting the regulation of Nursing?

Maintaining the highest standards possible for all nursing professionals and continuing to build on the foundation we already have are important issues and are the cornerstone of everything we do in providing world-class healthcare.

### What was it that motivated you to pursue this position with the Board of Nursing?

A life long passion to be a part of a board who makes a difference in the profession of nursing and a desire to serve the people of Texas is what motivated me.



**Marilyn Davis, BSN, RN, MPA**

### What goals do you have for yourself while serving as a member of the Board of Nursing?

I want to be an effective Board member and provide responsive leadership in every area of the overall Board responsibilities that I can.

### In your experience, how has nursing changed over the years?

Clearly, how healthcare is delivered today is a radical change from the past. Shorter stays in hospitals, health care costs, the need for additive nursing staffing, and population growth both in our state and nationally thus, will require more nurses.

### Is there a single event that inspired you to pursue the position with the Board or the profession of Nursing? If so, what was it?

Yes. Several of my close relatives were registered nurses and their demonstrated character, work ethic, willingness to always help others inspired me to want to follow in their footsteps.

### What do you think you bring to the Board?

I bring experience, education, leadership, positive energy, ability to solve problems, work experience with professionals at all levels, passion for excellence, and the desire to work to continue to make the nursing profession better for today and tomorrow.

### How does the nurse fit into the whole healthcare community?

Nurses are a key component of the healthcare community. We are co-partners with other

healthcare providers and most often have the most directed impact on patients. We continue to add value and our roles in the future are yet to be clearly defined for the 21<sup>st</sup> century and beyond.

### How do you see the role of the Nurse changing as the nursing shortage becomes more of a problem?

More nurses, rather than less, will have to be leaders and have all the necessary skill sets in their respective tool box to: lead, manage, and embrace change, new technology, and enhanced communications skills.

### Is there anything that the Board should be doing to better meet the demands of nurses in Texas?

The Board is doing an exceptional job ensuring nurses in Texas are safe and professional for the people of Texas. I look forward to working with the Board to meet the future needs for our state.

### Is there anything specific you'd like to say to the readers of the *Bulletin*?

First and foremost, I would like to personally thank Governor Rick Perry for giving me the opportunity to serve our great state and the people of Texas as a member of the Board. With over 285,000 nurses in our state, this is truly an honor I hold dearly. The people of Texas expect and deserve the best nursing professionals. I will work everyday to contribute to that goal.

### How can RNs and LVNs better serve the people of Texas?

First and foremost, nurses should practice with integrity and continue to improve nursing skills, and embrace change and technology.

### How can the Board of Nursing better protect the public?

We can better protect the public by continuing to ensure all nurses licensed to practice nursing in the state of Texas are competent and possess the necessary skills to provide world-class health care.

## NCSBN CORE Study Examines Practices from 42 States; Stakeholders provide Feedback on Texas BON

The National Council of State Boards of Nursing (NCSBN) completed a performance measurement study, the *Commitment to Ongoing Regulatory Excellence* project (CORE), which examined the perceptions of stakeholders concerning the Texas Board of Nursing (BON) and 41 other boards of nursing.

The purpose of CORE, which is a continuing survey project of the NCSBN, is the establishment of a performance measurement system that incorporates data collection from internal and external sources, identification of best practices, and the use of benchmarking strategies. The CORE project has conducted two studies since the year 2000, one in 2002 and the most recent one done in 2005. Data from the 2005 study was analyzed and a report was issued to the BON in 2008.

The CORE study provides a well-rounded picture of how the agency is perceived by all of the key stakeholders served by the agency. Stakeholders in Texas surveyed for the study included:

	<u>Qty Mailed</u>	<u>Responded</u>
<b>Nurses</b>	(1,000)	(14)
<b>Employers</b>	(100)	(18)
<b>Associations</b>	(16)	(5)
<b>Nurses Complained Against Persons Making Complaint</b>	(50)	(5)
<b>Nursing Education Programs</b>	(50)	(12)
<b>Nursing Education Programs</b>	(184)	(76)

The aggregate numbers of stakeholders surveyed (42 States) are included below:

	<u>Qty Mailed</u>	<u>Responded</u>
<b>Nurses</b>	(28,000)	(5,061)
<b>Employers</b>	(2,464)	(571)
<b>Associations</b>	(435)	(129)
<b>Nurses Complained Against Persons Making Complaint</b>	(1,000)	(146)
<b>Nursing Education Programs</b>	(733)	(229)
<b>Nursing Education Programs</b>	(1,412)	(612)

Data collected in the study included stakeholder perceptions in the areas of discipline, practice, education, licensure, budget, technology, and governance.

### How are we doing?

#### Disciplinary Action Process

Stakeholders polled in the survey included nurses who were the subject of a complaint and subsequent disciplinary action against their licenses. These nurses were asked their perceptions of the fairness of the Board's disciplinary process. Their responses and the aggregate rating appear below. The Scale was: 1=very fair; 2=fair; 3 =unfair; 4 =very unfair.

<u>2005</u>	<u>Rating</u>
Level of fairness	(1.60)

Responses ranged from very fair to fair.

#### Web Site, Telephone System and Newsletter

One area examined was stakeholder perceptions of agency communications. Areas examined included the BON web site, the automated telephone system, and the agency newsletter. A rating scale was utilized from 1 to 4 with 1=excellent; 2=good; 3=fair; and 4=poor.

<u>BON Web Site</u>	<u>Rating</u>
Nurses	(1.96)
Employers	(1.46)
Associations	(1.83)
Nursing Education Programs	(1.64)

<u>BON Phone System</u>	<u>Rating</u>
Nurses	(2.4)
Employers	(2.13)
Associations	(2.13)
Nursing Education Programs	(2.45)

<u>Newsletter</u>	<u>Rating</u>
Nurses	(1.93)
Employers	(1.88)
Associations	(1.88)
Nursing Education Programs	(1.53)

The Survey results for agency communications via the web site, phone system, and newsletter ranged from excellent to good for the web site and newsletter and from good to fair for the phone systems. The high volume of calls

received may contribute to the lower rating of the phone system. The BON received an average of 18,286 calls per month during Fiscal Year 2007. The agency will consider the telephone system in its strategic planning process.

#### Methods Used to Find Out About Scope of Practice or to Make Practice Decisions

Nurses and employers were asked what methods they used to find out about scope of practice or practice decisions.

The **nurse** responses are included below:

<u>2005</u>	<u>Percentage</u>
Nursing practice law and rules	(81.7%)
Board newsletter	(36.5%)
Board web site	(50.4%)
Personal communication with board staff or member	(15.7%)
Public meetings or educational workshops	(13.9%)
Public hearings	(1.7%)
Public notice	(5.2%)
Other assn. newsletter	(7.8%)
Other assn. web site	(9.6%)

**Employers** surveyed provided the feedback below:

<u>2005</u>	<u>Percentage</u>
Nursing practice law and rules	(94.4%)
Board newsletter	(55.6%)
Board web site	(77.8%)
Personal communication with board staff or member	(38.9%)
Public meetings or educational workshops	(16.7%)
Public hearings	(0.0%)
Public notice	(16.7%)
Other assn. newsletter	(16.7%)
Other assn. web site	(16.7%)

Taking data results from the 2002 CORE Study into consideration, the 2005 data reveals an increased reliance on the BON web sites as a source of practice information for nurses. The number of nurses using the Board web site for scope of practice information increased 23% from 2002 to 2005.

continued on next page

## Stakeholders provide Feedback on Texas BON - continued from previous page

### Effectiveness in Protecting the Public

The mission of the Board 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. Stakeholders were asked how effective the Board was in protecting the public. A rating scale was utilized from 1 to 4 with 1=excellent; 2=good; 3=fair; and 4=poor. Survey results appear below:

2005	Rating
Nurses	(1.72)
Employers	(1.77)
Associations	(1.50)
Education Programs	(1.30)

Survey results indicate a good to excellent stakeholder satisfaction level with the BON concerning protection of the public.

### Adequacy of Regulation

Stakeholders were also asked for their views about the adequacy of regulation for existing statutes and administrative rules. They rated activities in the areas of practice standards (scope of practice), education program approval, and requirements for licensure as: 1=too much regulation; 2=adequate regulation; or 3=too little regulation.

Results from **nurses** surveyed appear below:

2005	Rating
Practice Standards/ Scope of Practice	(2.00)
Complaint Resolution/ Discipline Process	(1.98)
Requirements for Licensure	(2.00)

Results from **employers** surveyed appear below:

2005	Rating
Practice Standards/ Scope of Practice	(1.94)
Complaint Resolution/ Discipline Process	(2.06)
Requirements for Licensure	(2.18)

Texas **nursing education programs** surveyed provided the feedback below:

2005	Rating
Practice Standards/ Scope of Practice	(1.91)
Complaint Resolution/ Discipline Process	(1.97)
Education Program Approval	(1.76)
Requirements for Licensure	(1.95)

The Board did particularly well with adequacy of regulation from the perspective of nurses participating in the survey. In fact, in the area of adequate regulation for practice standards (scope of practice), Texas ranked first among participating boards.

### Factors Affecting Nurses' Abilities to Provide Safe Nursing Care

Nurses and employers were asked to identify the extent to which each of the following factors affect nurses' ability to provide safe nursing care in their work settings.

(Scale: 1 = no significant problem; 2 = a minor problem; 3 = a major problem)

Responses from **nurses** surveyed appear below:

2005	Rating
Caseload	(2.39)
Staff skills or experience	(1.68)
Training opportunities	(1.67)
Appropriateness of assignments to nurses	(1.75)
Adequacy of equipment	(1.75)
Adequacy of supplies	(1.64)
Quality of supervision	(1.48)
Appropriateness of assign. to assist. pers.	(1.54)
Admin. paperwork	(1.93)
Work schedules	(1.62)
Adequate organization commitment to performance	(1.56)
Adequate error reduction program	(1.47)

Responses from **employers** surveyed appear below:

2005	Rating
Caseload	(2.00)
Staff skills or experience	(2.28)

Training opportunities	(1.83)
Appropriateness of assignments to nurses	(1.50)
Adequacy of equipment	(1.47)
Adequacy of supplies	(1.41)
Quality of supervision	(1.61)
Admin. paperwork	(2.28)
Work schedules	(1.72)
Adequate organization commitment to performance	(1.39)
Adequate error reduction program	(1.67)

Among nurses, nursing caseload and administrative paperwork were identified as problematic both in Texas and with other boards of nursing participating in the study as factors affecting the nurse's ability to provide safe nursing care. Among employers, caseload, nursing staff skills or experience, and administrative paperwork ranked the highest in affecting nurses' ability to practice safely.

### Differences between the Board of Nursing and Professional Associations

When nurses were surveyed on whether they fully understood the differences between the roles of the Board of Nursing and professional organizations, the responses indicate that a large percentage do not fully understand the differences. The survey results appear below:

2005	Percentage
Fully understand	(35.8%)
Understand somewhat	(48.9%)
Differences are not clear	(15.3%)

One of the areas to be addressed in the jurisprudence examination that will be implemented September 1st (See article on page 4) will involve distinguishing between the Board of Nursing and professional organizations.

Full text of the CORE Report can be located at <http://www.bon.state.tx.us/about/NCSBN-Core-Report-2007.pdf>.



## Reminder: No More Paper Licenses Upon Renewal After September 1, 2008

The Texas Board of Nursing (BON) will discontinue issuing wallet-sized paper licenses for nurses renewing their licenses beginning September 1, 2008. The BON will continue to issue paper license certificates for:

- \* Graduate nurses who pass the NCLEX® exam and obtain their initial nurse license in Texas;
- \* Nurses who hold licenses in other states and are obtaining a Texas nurse license for the first time; and
- \* Nurses who receive full authorization to practice as advanced practice nurses.

The following questions were received by the BON Customer Service Department.

### Frequently Asked Questions

#### 1) Why was the decision made to stop issuing paper licenses?

The BON decided to discontinue issuing wallet-sized paper licenses because paper licenses can be stolen, lost and/or altered. Many of the nurse imposters featured in the *Bulletin* stole nurse licenses and used the stolen identity information to secure employment as nurses.

#### 2) Now that you aren't going to issue paper licenses, how will I, or my employer, know when it is time for me to renew? I don't always receive the notice. How will I know that my renewal has gone through?

You can verify if a license is expiring or has been renewed by visiting our web site at [www.bon.state.tx.us](http://www.bon.state.tx.us), and clicking on "Verify a License," or by using our automated phone system. The information on our web site is updated constantly, and is current as of the time of access on the web site. It is also available 24 hours a day, 7 days a week.

Verification can also be obtained by calling our office, Monday through Friday, 8:00am to 5:00pm, and speaking to a Customer Service Representative.

If you are born in an odd-numbered year, your renewal takes place in an odd-numbered year. If you are born in an even-numbered year, your renewal takes place in an even-numbered year. Renewal takes place in the month of your birth.

#### 3) Will you be able to send something to my employer to verify that my license has been renewed?

The licensure information can be viewed and printed from our web site, so we will not mail or fax a verification to an employer.

#### 4) Can you assure that the information on your web site is secure?

Our web verification pages use VeriSign Secure Sockets Layer (SSL) technology.

- An SSL Certificate enables encryption of sensitive information during online transactions.
- Each SSL Certificate contains unique, authenticated information about the certificate owner.
- Every SSL Certificate is issued by a Certificate Authority that verifies the identity of the certificate owner.

#### 5) I work for the Veterans Administration and they require us to show a hard copy of our license. Have you notified them, and other employers, that you will not be issuing hard-copy licenses?

This policy has been announced in the Quarterly *Nursing Bulletin* and will continue to run in the next two editions. The *Nursing Bulletin* is mailed to nursing employers. We recommend that Texas nurses provide a copy of the bulletin to their employers or ask them to go the agency web site at [www.bon.state.tx.us](http://www.bon.state.tx.us) and review the *Nursing Bulletin* from the agency web site (<http://www.bon.state.tx.us/about/newsletters.html>). Additionally, federal employees could suggest that their employer review the state policies from North Carolina, Maine, and Mississippi since they have already implemented this policy.

# 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.*

## **MARTHA GESEGNET**

Martha Gesegnet posed as a Registered Nurse and used RN after her name from February 2006 through February 2008 in the State of Texas. Ms. Gesegnet is not licensed to practice professional nursing in Texas. The Board office received several business cards which reflected RN after Ms. Gesegnet's name and she is listed on various web sites advertising Healing Touch classes presented by Ms. Gesegnet, RN, in Austin, Texas.

## **DONNA LOCKER**

Donna Locker was employed as a Registered Nurse with a rehabilitation center in Carrollton, Texas, from 1995 through November 2007. The facility contacted the Board on November 15, 2007, in an attempt to verify licensure after an accreditation site visit during which Donna Locker's personnel file disappeared. The facility was unable to recover the personnel file and they were unable to verify Ms. Locker's license on the Board's web site. The facility Director reported the information to the Carrollton Police Department.



## **CHRISTY L. PARKS**

Christy L. Parks was employed as a Registered Nurse for a non-profit organization in Tyler, Texas. Ms. Parks held herself out as a Registered Nurse and used RN after her name. A copy of the business card distributed by Christy Parks at a presentation was submitted to the Board and verified that she was using RN after her name. She was listed in the organization's publication as being a staff RN.

## **NATALIE MICHELLE WILLIAMS**

Natalie Michelle Williams secured employment as a Technician/LVN with a facility in Texarkana, Texas, on March 6, 2007. Ms. Williams presented herself as a GVN and stated she would be taking her licensing exam as soon as possible. Natalie Williams was employed from March 6, 2007 through July 11, 2007. Ms. Williams performed duties specific to licensed staff and she signed LVN after her name. The facility later confirmed that Ms. Williams did not have a temporary license to practice, and they terminated her employment. The case was referred to the Bowie County District Attorney's Office.

## **VIRGINIA JONETTE MEACHAM**

Virginia Jonette Meacham secured employment as Office Manager/LVN/Billing with a clinic in Amarillo, Texas, in January 2006. On October 4, 2007, Ms. Meacham terminated her employment and when the facility attempted to verify her LVN license they found that it was issued to someone else. Ms. Meacham wore a name tag with LVN after her name and signed LVN after her name on the medical records. The case was referred to the Potter County District Attorney's Office.

## **LATAYA THOMAS**

Lataya Thomas faxed a resume to a rehabilitation center in Beaumont, Texas, on October 23, 2006. The fax included a copy of an LVN license and CPR card. When the facility attempted to verify the license on the Board's web site, they found that the number was issued to someone else. The facility reported the information to the Beaumont Police Department.

## NOTICE OF DISCIPLINARY ACTION

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

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Allen, Cheryl Lee	RN#561634 & LVN#66273	Reprimand with Stipulations	December 11, 2007
Allen, Jackie Laverne	RN#245156	License Revoked	February 12, 2008
Alvarez, Anthony	RN#598142	Warning with Stipulations	January 17, 2008
Amundson, Darla Dee	RN#576956	Remedial Education & Fine	January 10, 2008
Anderson, Donald Leo	RN#734491	Warning with Stipulations	January 17, 2008
Archie, Rose Clark	Multistate Licensure Privilege Arkansas License LPN#41100	Remedial Education	December 14, 2007
Arthur, Connie Elinda	RN#561678 & LVN#124957	Remedial Education	December 27, 2007
Baranowski, Barbara Ann	RN#251369	Warning with Stipulations	December 11, 2007
Barnes, Vanessa R.	RN#537048	Warning with Stipulations	January 17, 2008
Barrett, Misti L.	RN#628469	License Revoked	February 12, 2008
Bennett, James Richard	LVN#148150	Reprimand with Stipulations	January 17, 2008
Berger, Denise Mary	RN#651444	Voluntary Surrender	February 19, 2008
Betts, Mandy Jane	LVN#171745	License Revoked	February 12, 2008
Blair, Teressa Darline	LVN#191560	Remedial Education	November 30, 2007
Bochus, Elizabeth Jane	RN#639135	Remedial Education	December 20, 2007
Boley, Nicole Laveda	LVN#203194	Remedial Education	February 26, 2008
Bowen, Connie Jeanne	LVN#122015	Suspend/Probate	February 12, 2008
Bowling, Gwendolyn Ruth	LVN#177373	Remedial Education & Fine	February 27, 2008
Brackin, Anna E.	LVN#206285	Warning with Stipulations	January 17, 2008
Brooks, Katherine Lee	LVN#193537	Voluntary Surrender	January 11, 2008
Broussard, Mae Anna	LVN#171055	Warning with Stipulations	January 17, 2008
Butcher, Sharon Mae	RN#600575	Remedial Education	December 12, 2007
Calhoun, John Powell	LVN#203740	License Revoked	December 11, 2007
Castano, Elvira G.	LVN#73600	Voluntary Surrender	January 8, 2008
Cecil, Rebecca Joyce	RN#243745	Reprimand with Stipulations	January 17, 2008
Cheatwood, Denice D.	LVN#109725	Reprimand with Stipulations	December 11, 2007
Childress, Millinoris	RN#604559 & LVN#113399	Suspend/Probate	December 11, 2007
Clary, Janice Ann	RN#562126	Voluntary Surrender	February 8, 2008
Cockburn, Jean Elizabeth	RN#678499	License Revoked	December 11, 2007
Coomer, Heather Nicole	RN#723435	Remedial Education & Fine	December 21, 2007
Cortez, Michelle Yvonne	LVN#156982	License Revoked	December 11, 2007
Couch, Beverly J.	RN#533003	Remedial Education & Fine	December 28, 2007
Crispin, Michelle L.	RN#631354 & LVN#113873	Enforced Suspension	December 11, 2007
Crockett, Tracy Dawn	LVN#183758	Enforced Suspension	December 11, 2007
Cunningham, Linda Jo	RN#551183	Remedial Education & Fine	February 11, 2008
Davis, Kimberlee	RN#523029	Warning with Stipulations	December 11, 2007
Delgado, Soila	LVN#151199	Enforced Suspension	January 17, 2008
Dennard, Marlene	RN#249151	Warning with Stipulations	December 11, 2007
Devitt-Morgan, Margaret Mary	RN#677449	Enforced Suspension	January 17, 2008
Dobbs, Betty J.	LVN#104582	License Revoked	December 11, 2007
Dohoney, Patricia Ann	RN#453226	Voluntary Surrender	December 6, 2007
Dorenbach, Kieth Rexton	RN#594379 & LVN#111068	Warning with Stipulations	February 12, 2008
Driscoll, Lisa Cheryl	RN#606542	Enforced Suspension	December 11, 2007
Duin, Reda Lucille	RN#442391	Voluntary Surrender	January 3, 2008
Edwards, Angela Michelle	RN#588839	Voluntary Surrender	January 24, 2008
Egege, Ugonma Adanma	RN#665235	Warning with Stipulations	February 12, 2008
Ellison, Lorraine E.	RN#516621	Warning with Stipulations	January 17, 2008
Ensor, Chancy Trey	RN#707604	Remedial Education	December 20, 2007
Ewing, Tanya	RN#638316	Voluntary Surrender	February 11, 2008
Fincher, Cliff	RN#648532	Remedial Education & Fine	January 15, 2008
Fischer, Beverly Lila	RN#733194 & LVN#188482	Warning with Stipulations	February 12, 2008
Flores, Onesimo Panalez	LVN#197682	License Revoked	December 11, 2007
Flores, San Juana	LVN#105267	License Revoked	February 12, 2008

continued on next page

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Foster, Lori Giselle	RN#588438	Enforced Suspension	January 17, 2008
Frith, Babette	RN#698191	Voluntary Surrender	January 31, 2008
Gaar, Charla Kay	RN#687978	License Revoked	December 11, 2007
Garcia, Cynthia Marie	RN#707744	Remedial Education	February 12, 2008
Geter, Toleda	LVN#116292	Suspend/Probate	January 17, 2008
Gilcrease, Claude Harland	LVN#180644	Suspend/Probate	February 12, 2008
Goedde, Brenda Kay	RN#558723	Warning with Stipulations	December 11, 2007
Goins, Shelia Ruth	LVN#119391	License Revoked	December 11, 2007
Gonzalez Elseman, Christina Luanne	RN#751836 & LVN#188017	Remedial Education & Fine	December 31, 2007
Goss, Janice Faith	RN#516843 & LVN#78338	Warning with Stipulations	February 12, 2008
Graham, Janet Lynn	RN#692678	Warning with Stipulations	January 17, 2008
Grant, Ingrid Petrice	LVN#182437	Warning with Stipulations	December 11, 2007
Gray, Matthew Ryan	LVN#205148	Reprimand with Stipulations	January 17, 2008
Grayson, Lillie M.	RN#611098	Reprimand with Stipulations	December 11, 2007
Gressman, Terrie Lee	LVN#207592	Voluntary Surrender	January 16, 2008
Griffis, Lettie Marpesia	LVN#141549	Warning with Stipulations	December 11, 2007
Grubb, Sonya Gayle	RN#714901	Suspend/Probate	February 12, 2008
Gurule, Suzie	LVN#132670	Reprimand with Stipulations	December 11, 2007
Hall, Esther Mae	LVN#40986	Reprimand with Stipulations	February 12, 2008
Hallman, David Jake	RN#561497	Voluntary Surrender	December 13, 2007
Hamlett, Debra Sue	LVN#150277	Warning with Stipulations	January 17, 2008
Hannah, Wendi Michelle	RN#639899	Voluntary Surrender	February 5, 2008
Harrison, Connie Lou	RN#463963	Voluntary Surrender	January 31, 2008
Hawkins Treadwell, Ryan Dale	LVN#197693	Warning with Stipulations	February 12, 2008
Hayes, Roger Lee	RN#677385	Warning with Stipulations	January 17, 2008
Hecker, Angela M.	RN#619073 & LVN#147746	License Revoked	December 11, 2007
Helmburg, Gary Joseph	RN#680243	Remedial Education	January 16, 2008
Henderson, Mattie	LVN#164747	Warning with Stipulations	January 17, 2008
Henderson, Mavis Navay	RN#567862 & LVN#127652	License Revoked	December 11, 2007
Herrera, Martha	LVN#155269	Remedial Education & Fine	January 2, 2008
Hezel, Joann K. K.	RN#422158	License Revoked	February 12, 2008
Hodges, Leslie C.	LVN#107612	Voluntary Surrender	December 19, 2007
Holloman, Jovaniel Lee	LVN#143790	Remedial Education	January 9, 2008
Holmesly, William Robert	LVN#156409	Reprimand with Stipulations	January 17, 2008
Hooks, Julie Kay	RN#653262	Remedial Education & Fine	February 21, 2008
Hough, Laurie Connaway	LVN#110442	Reprimand with Stipulations	December 11, 2007
Houston, Mary Lou	LVN#119460	License Revoked	December 11, 2007
Hoxworth, Cathy Verret	RN#527133	Voluntary Surrender	December 20, 2007
Hughes, Deanna	RN#657896	Suspend/Probate	December 11, 2007
Hughes, Johnny Edward	LVN#156642	Warning with Stipulations	February 12, 2008
Hutslar, Sandra Lee	LVN#140185	Warning with Stipulations	January 17, 2008
Iheanacho, Dorothy Ngozi	LVN#193290	Reprimand with Stipulations	February 12, 2008
Jackson, Holly Kristen	LVN#177323	Warning with Stipulations	February 12, 2008
Jaquez, Amy Lyn	LVN#155135	Remedial Education & Fine	January 10, 2008
Jenkins, Victor I.	RN#517158	License Revoked	December 11, 2007
Johnson, Eric Mansfield	RN#576277	Remedial Education & Fine	December 21, 2007
Johnson, Morris Morgan	LVN#152604	License Revoked	February 12, 2008
Jones, Jennifer Dawn	RN#563109	Suspend/Probate	February 12, 2008
Kalk, Stephanie Alexandra	RN#741753	Remedial Education	February 21, 2008
Kelley, Anita H.	RN#699592	Remedial Education & Fine	December 12, 2007
Ketchum, Damian Lane	RN#672290	Warning with Stipulations	January 17, 2008
Kirby, Mitzi McCain	RN#683717 & LVN#154402	License Revoked	December 11, 2007
Kohl, Catherine Sie-Djoen	RN#739867	Voluntary Surrender	January 15, 2008
Kologinczak, Paul	RN#625622	Remedial Education & Fine	December 14, 2007
Lain, Julie Kleski	RN#606625	Remedial Education	February 28, 2008
Lawrence, Geraldine Fay	RN#675719	Warning with Stipulations	January 17, 2008
Lee, David William	RN#729622	Warning with Stipulations	February 12, 2008
Lee, Robert Michael	LVN#180281	Remedial Education & Fine	November 28, 2007
Leonard, Elizabeth Kay	LVN#197449	Voluntary Surrender	December 19, 2007

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Lewis, Stephen Douglas	LVN#143074	Remedial Education & Fine	February 14, 2008
Linares, Andy	RN#688598 & LVN#166304	Remedial Education & Fine	January 31, 2008
Lopez-Smith, Dalinda	RN#577876	Warning with Stipulations	January 17, 2008
Lott, Norman Ray	LVN#207410	Warning with Stipulations	January 17, 2008
Lowery, Marcia Marie	RN#675110	License Revoked	December 11, 2007
Machado, Orma Jane	LVN#191684	Remedial Education & Fine	January 7, 2008
Magare, Aquilina Kerubo	LVN#195238	Remedial Education & Fine	February 22, 2008
Martinez, Cynthia Marie	LVN#133998	Warning with Stipulations	December 11, 2007
Martinez, Michael Antonio	LVN#148219	Reprimand with Stipulations	January 17, 2008
Martinez, Rickey	RN#638613 & LVN#132275	Reprimand with Stipulations	February 12, 2008
Mason, Cheryl Denise	LVN#147386	License Revoked	December 11, 2007
Mbah, Theodora Nkiru	RN#628141	Warning with Stipulations	February 12, 2008
McBee, Terri Lynn	LVN#129474	Warning with Stipulations	January 17, 2008
McClain, Wendy Lee	LVN#184687	Warning with Stipulations	January 17, 2008
McCracken, Joshua Shawn	RN#684265	License Revoked	December 11, 2007
McCreery, Susan Dee	RN#597279	Suspend/Probate	December 11, 2007
McGallion, Christina Marie	LVN#190516	Remedial Education	December 13, 2007
McGill, Sandy Diana	LVN#206342	Warning with Stipulations	February 12, 2008
McGowan, Jennifer Lynn	RN#582324	License Revoked	February 12, 2008
McRae, Daniel John	RN#730759	Warning with Stipulations	February 12, 2008
Mendoza, Dora Alicia	RN#699719	Warning with Stipulations	February 12, 2008
Mendoza, Geraldine Frances	LVN#125179	License Revoked	February 12, 2008
Mesta, Erin Leigh	LVN#194495	License Revoked	December 11, 2007
Meyer, Linda Marie	RN#577983 & LVN#63640	Remedial Education	February 29, 2008
Mighty, Sheila Nicole	LVN#190977	Warning with Stipulations	January 17, 2008
Mints, Ruby Ilene	RN#609661 & LVN#51080	Limited License	February 12, 2008
Mitchell, James Heath	RN#677641	Enforced Suspension	December 11, 2007
Mizell, Vicky Lynn	RN#242473	Warning with Stipulations	January 17, 2008
Molina, Mary Elva	LVN#70101	Warning with Stipulations	January 17, 2008
Mosbaugh, April Marie	LVN#168622	License Revoked	February 12, 2008
Mudd, Traci Michele	RN#718312	Warning with Stipulations	February 12, 2008
Mueller, Sandra S.	RN#555227 & LVN#113012	Voluntary Surrender	January 25, 2008
Mundy, Patricia Carol	RN#608698 & LVN#129711	Voluntary Surrender	January 24, 2008
Munguia, Oralia R.	RN#548097 & LVN#107238	Warning with Stipulations	January 17, 2008
Myrick, Curley Ann	LVN#176931	License Revoked	February 12, 2008
Nall, Lawanda Carol	RN#545519	Voluntary Surrender	February 22, 2008
Nateghi, David Mir	RN#698331	Reprimand with Stipulations	January 17, 2008
Nelson, Sarabeth Sharon	RN#724857	Voluntary Surrender	December 13, 2007
Nicholson, Lindsey Dean	RN#723897 & LVN#184838	Remedial Education	February 27, 2008
Nolan, Fernando Henry	LVN#191694	Enforced Suspension	February 12, 2008
Noll, Cecelia	RN#723324	Remedial Education & Fine	January 16, 2008
Ogletree, Janet Gail	LVN#195356	Remedial Education & Fine	January 7, 2008
Ogonuwe, Sam	RN#715318	License Revoked	February 12, 2008
Ohendalski, Susan Marie	RN#453834	Warning with Stipulations	January 17, 2008
Osborne, Mary Ann	LVN#146027	Remedial Education	January 2, 2008
Pamplin, Rebecca Lynne	RN#559463 & LVN#119540	Reprimand with Stipulations	December 11, 2007
Parker, Johanna Kay	LVN#85840	Voluntary Surrender	January 4, 2008
Philip, Sosamma	RN#739784	Warning with Stipulations	February 12, 2008
Pitts, Jil Downey	RN#711661 & LVN#146234	Warning with Stipulations	February 12, 2008
Powell, Mary L. Kunkle	RN#428692	Voluntary Surrender	February 26, 2008
Pulliam, Kristi Elizabeth	RN#705799 & LVN#177285	Remedial Education & Fine	January 2, 2008
Purkhiser, Celeste Patrish	RN#717232 & LVN#151343	Reprimand with Stipulations	January 17, 2008
Reaves, West	RN#529228	License Revoked	February 12, 2008
Reyna, Elisa M.	LVN#170060	Enforced Suspension	December 11, 2007
Rico, Set Joshua	RN#737509	Reprimand with Stipulations	January 17, 2008
Riley, Susan Patricia	RN#254447	Suspend/Probate	December 11, 2007
Ritzler, Craig Anthony	RN#681363	Warning with Stipulations	December 11, 2007
Rodgers, Michael Leon	RN#654816 & LVN#163556	License Revoked	February 12, 2008
Rodriguez, Kimberly	RN#651946	Enforced Suspension	February 12, 2008

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Rodriguez, Marco	RN#654450	Warning with Stipulations	January 17, 2008
Rogers, Donna Louise	LVN#182562	Warning with Stipulations	January 17, 2008
Roudreiw, Ampa	RN#513452 & LVN#86580	Remedial Education & Fine	December 6, 2007
Ryerson, Norman Eric	RN#724249	Suspend/Probate	January 17, 2008
Saenz, Josephine H.	LVN#44271	Reprimand with Stipulations	December 11, 2007
Salazar, Adela Salazar	RN#685254 & LVN#113942	Voluntary Surrender	December 13, 2007
Salazar, Linda	RN#534623	Reprimand with Stipulations	December 11, 2007
Salinas, Jr., Genaro	RN#686320	Warning with Stipulations	December 11, 2007
Sanders, Stephen Luther	LVN#142744	Voluntary Surrender	February 13, 2008
Schneider, Kirsten Ann	RN#681459	Warning with Stipulations	December 11, 2007
Scott-Johnson, Christene	RN#526778	Warning with Stipulations	January 17, 2008
Seidler, Mary M.	LVN#88746	Remedial Education & Fine	January 2, 2008
Shaffer, Tiffaney Leigh	RN#707427	Remedial Education	December 20, 2007
Shelton, Karen Suzanne	RN#249345	Limited License	January 17, 2008
Shepard, Lori Ann	RN#607041	Remedial Education & Fine	February 4, 2008
Sirtout, Melissa Marie	LVN#188098	Warning with Stipulations	January 17, 2008
Smith, Carrie Lynne	RN#596919	Voluntary Surrender	December 14, 2007
Smith, Robert Lawrence	RN#637819	License Revoked	February 12, 2008
Smith, Scott William	RN#727468	License Revoked	February 12, 2008
Smith, Velva Brown	RN#722050	Remedial Education	December 14, 2007
Sombilla, Lorna Regis	RN#690365	Reprimand with Stipulations	February 12, 2008
Soto, Robin G.	RN#687140	Reprimand with Stipulations	January 17, 2008
Speegle, Sandra L.	RN#570496	License Revoked	February 12, 2008
Sperier, Richard Anthony	RN#700217 & LVN#127517	License Revoked	February 12, 2008
Starich, Elsie Renee	LVN#181630	License Revoked	December 11, 2007
Steagald, Charlene Renae	LVN#171901	Suspend/Probate	January 17, 2008
Stone, Maria Louise	RN#597069 & LVN#135858	Voluntary Surrender	February 5, 2008
Stout, Jeffery Allen	RN#610350	Reprimand with Stipulations	January 17, 2008
Sundblom, Tammy Sue	LVN#167816	Warning with Stipulations	February 12, 2008
Sweatt, Charles Brian	LVN#159474	Remedial Education & Fine	January 24, 2008
Tarrant, Judy Ann	RN#587279	License Revoked	February 12, 2008
Taylor, Mark Aaron	RN#610028	Warning with Stipulations	January 17, 2008
Terrell, Valerie Jean	RN#573867	Warning with Stipulations	January 17, 2008
Thierry, Keith A.	RN#728776	Suspend/Probate	February 12, 2008
Thomas, Margaret Ann	LVN#132878	License Revoked	December 11, 2007
Trigueros, Sandor Ivan	LVN#153680	Remedial Education	January 9, 2008
Trousdale, Cynthia Ann	RN#253319	Remedial Education	February 26, 2008
Tucker, Tamra	RN#632289	Remedial Education & Fine	February 26, 2008
Turk, Alice F.M.	RN#226580	Warning with Stipulations	February 12, 2008
Vanya, Pamela	RN#630390	Remedial Education & Fine	January 2, 2008
Vela, Juan Manuel	LVN#170100	Reprimand with Stipulations	February 12, 2008
Vereen, Kathleen Edwards	RN#709233 & LVN#125841	Reprimand with Stipulations	December 11, 2007
Villarreal, Denise	LVN#137156	Reprimand with Stipulations	February 12, 2008
Villarreal, Robert	LVN#178463	Warning with Stipulations	January 17, 2008
Viriden, Nicole Danae	RN#702842	Warning with Stipulations	January 17, 2008
Vogel, Kimberly Joy	RN#689204	Remedial Education & Fine	December 19, 2007
Waldrop, Mary Lois	LVN#167904	Voluntary Surrender	January 16, 2008
Wallace, Melinda Faye	RN#555985	Remedial Education	February 26, 2008
Watkins, Darlane Cortney	LVN#194798	License Revoked	December 11, 2007
Watson, Donna Gail	LVN#153877	Warning with Stipulations	February 12, 2008
Wells, Rebecca Jane	LVN#191881	Voluntary Surrender	February 13, 2008
West, Susan	RN#575996	Remedial Education & Fine	February 21, 2008
Wilson, Darilyn J.	RN#628855	Remedial Education	December 20, 2007
Windsor, Beverly Joan	RN#567200	Remedial Education	January 2, 2008
Winters, Trina Rae	LVN#167605	License Revoked	December 11, 2007
Wollard, Rhonda Michelle	LVN#158567	Suspend/Probate	February 12, 2008
Ybarra, Laurie Ann	RN#541789	Remedial Education & Fine	February 21, 2008
Young, Helen Louise	RN#660056	Voluntary Surrender	January 25, 2008
Zamudio, Linette	LVN#114310	Suspend/Probate	January 17, 2008
Zelanko, Michael Earl	RN#455078	Reprimand with Stipulations	February 12, 2008

## Workshop Update

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

Two workshops addressing nursing jurisprudence and ethics are currently scheduled. These workshops have been approved for six contact hours of continuing education. For nurses with a board order requiring completion of a course in nursing jurisprudence and ethics, attendance at one of the Board of Nursing workshops will meet the stipulation/requirement. Each offering is a one-day event. The registration fee for these workshops is \$90 pre-registered and \$105 at the door (space permitting). Attendance at these workshops is not mandatory for licensure renewal. These workshops are presented for educational purposes and for obtaining continuing education credit only. Workshop brochures with registration forms may be accessed via the BON web site at [www.bon.state.tx.us](http://www.bon.state.tx.us) under "About the Board" and then under "BON Meetings and Events."

**The University of Texas at Austin  
 JJ Pickle Research Campus  
 The Commons, Room 1.102  
 10100 Burnet Road, Bldg 137  
 Austin, TX 78758**

**June 20, 2008  
 September 12, 2008**

For questions regarding the BON workshops, please call the Workshops' Information Line at (512) 305-6844 or e-mail inquiries to [workshops@bon.state.tx.us](mailto:workshops@bon.state.tx.us).

### Texas Board of Nursing Meeting Dates: 2008

**April 17-18  
 July 17-18  
 October 23-24**

### Eligibility and Disciplinary Committee Meetings

**May 13  
 June 10  
 August 12  
 September 9  
 November 11  
 December 9**

**All meetings to be held in Austin**

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

**OPERATIONS**

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

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

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

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

**ENFORCEMENT.....(512) 305-6838**  
 -- Complaint and disciplinary action inquiries  
 -- Violations of NPA and rules and regulations  
 -- Monitoring of disciplined RNs and LVNs

**PROFESSIONAL AND VOCATIONAL NURSING**

**ADVANCED PRACTICE.....(512) 305-6843**  
 -- APN application and Prescriptive Authority procedures

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

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

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



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

Information published in the *Texas Board of Nursing Bulletin* is not copyrighted and may be reproduced. The Board would appreciate credit for the material used and a copy of the reprint. Direct questions or comments should be sent to: Newsletter, Texas Board of Nursing, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944. You may e-mail your comments to [bruce.holter@bon.state.tx.us](mailto:bruce.holter@bon.state.tx.us) or call (512) 305-6842.

#### Office Hours and Location

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

The Texas Board of Nursing is an equal opportunity/affirmative action employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, or disability in employment or in the provision of services, programs or activities.

*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 William P. Hobby Building, 333 Guadalupe, Suite 3-460, Austin, Texas.

#### Change of Address

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

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

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

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

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

PRESORT  
STANDARD  
U.S. Postage  
PAID  
Austin, TX  
Permit No. 1610