



July 2012

# Texas Board of Nursing Bulletin

A Quarterly Publication of the Texas Board of Nursing

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

## Texas LVNs Asked to Complete Online Professional Practice Accountability Survey

All licensed vocational nurses (LVNs) in Texas are requested to complete the 2012 *Professional Practice Accountability: Law and Regulation* online survey. The purposes of the survey are to: (1) obtain demographic information, and (2) determine LVNs' understanding of the laws and regulations affecting nursing practice in Texas.

The survey is being conducted by Dorothy Otto, RN, EdD, ANEF, and Edith Summerlin, RN, PhD, both faculty members of The University of Texas Health Science Center - Houston School of Nursing, along with Katherine Thomas, RN, MN, FAAN, Executive Director of the Texas Board of Nursing.

The link to the survey is:

[www.zoomerang.com/Survey/WEB22FRUJQA9XG](http://www.zoomerang.com/Survey/WEB22FRUJQA9XG)

The survey takes approximately 15 minutes to complete and closes on August 31, 2012. The results of the survey will be published in the Spring 2013 *Texas Board of Nursing Bulletin*. A similar study of registered nurses was conducted in 2011.

## Texas TERCAP® Pilot Program Set to Start in August - Peer Review Committee Participation Sought

In an effort to promote safe nursing practice, the National Council of State Boards of Nursing (NCSBN) worked with member boards to initiate the Taxonomy of Error, Root Cause Analysis and Practice-responsibility (TERCAP®) Adverse Event Reporting System. The goal of TERCAP® is to learn from incidents involving the breakdown in nursing practice in order to evaluate the multiple factors that may be involved in practice errors.



In 2011, the 82nd Texas Legislature passed Senate Bill (SB) 193, which allowed the Texas Board of Nursing (BON) to adopt a standardized error classification system, such as the TERCAP®, for utilization by nursing peer review committees. Consistent with SB 193, the Board is inviting representatives from hospitals utilizing peer review committees to participate in a pilot program wherein selected hospitals would begin sharing data with the Board.

The pilot program calls for peer review committees to utilize the TERCAP® system to identify practice issues normally investigated during the peer review process. Once the committee determines that the nursing practice error is not required to be reported as a part of a complaint or disciplinary process, the incident

will be entered into the TERCAP® online state-wide error reporting system. Information will be de-identified and kept confidential.

Recognizing and highlighting factors involved in nursing practice breakdown incidents will promote a better understanding of the etiology of nursing practice errors. Further, evaluating causative factors and developing methods to mitigate nursing practice errors should facilitate a proactive approach in promoting patient safety, an approach that the Board believes is the best way to fulfill its mission to protect the public.

*continued on next page*

### Inside this Issue

- Pg. 1 Texas LVNs Asked to Complete Online Professional Practice Accountability Survey
- Pgs. 1-2 Texas TERCAP® Pilot Program Set to Start in August - Peer Review Committee Participation Sought
- Pg. 2 Does Your Birthday Remind You of Your Nursing License? Advisory Committee Updates
- Pg. 3 Summary of April 2012 Board Meeting Nursing Education Actions Medication Aide Survey Results Published by NCSBN
- Pg. 4 Employers of TPAPN Nurses: What Partners in Recovery Should Know
- Pgs. 5-6 Nurses On Guard – Best Practice in Patient Safety Professional Communication on Interdisciplinary Teams and a Nurse's Duty
- Pg. 6 Task Force to Study Implications of the Growth of Nursing Education Programs in Texas
- Pgs. 7-14 Notice of Disciplinary Action
- Pg. 14 BON Introduces New Workshop
- Pg. 15 BON Continuing Nursing Education Offerings

## Texas TERCAP® - continued from previous page

The TERCAP® Pilot Project will begin in August 2012 and last for two years. Attendance at a training session is mandatory in order to participate in the pilot. Training sessions will be held in Austin, TX on Friday, July 13, in the Houston area Friday, July 27, and in the Dallas/Ft. Worth area on Monday, July 30. Individuals interested in using the TERCAP® instrument as a template for peer review proceedings are encouraged to contact Laura Lewis by e-mail at [laura.lewis@bon.texas.gov](mailto:laura.lewis@bon.texas.gov) or by phone at (512) 305-7653. For more information, visit [www.bon.texas.gov/practice/](http://www.bon.texas.gov/practice/) and select *TERCAP Pilot Project*.

## Does Your Birthday Remind You of Your Nursing License?

Are you or a co-worker celebrating a birthday this month? Did you know that nursing licenses are renewed every other year in the nurse's birth month? Nurses renew their licenses in even or odd years based on year of birth. Though it is the individual nurse's responsibility to ensure timely licensure renewal, the Board of Nursing sends a reminder postcard 60 days prior to the date of licensure expiration. Since September 1, 2011, 4,589 (3%) nurses were late in renewing their licenses. The penalty for nurses practicing without a license depends on a variety of factors. The longer a nurse practices without current licensure, the greater the fines and penalties that may accumulate.

Every nurse who is working as a registered nurse or licensed vocational nurse in the State of Texas must have a current and valid license to practice. You may always check to see if your license is due for renewal by going to the online verification page on the Board of Nursing website. The verification page is located at: [www.bon.texas.gov/olv/verification.html](http://www.bon.texas.gov/olv/verification.html).

## Advisory Committee Updates

### Deferred Disciplinary Action Pilot Program Advisory Committee

The Deferred Disciplinary Action Pilot Program Advisory Committee will meet on July 26, 2012 to discuss results of the employer survey concerning the pilot program's necessity, effectiveness, usefulness, and efficiency. For further information, contact Jena R. Abel, Assistant General Counsel, via telephone at 512-305-6822 or by e-mail at [Jena.Abel@bon.texas.gov](mailto:Jena.Abel@bon.texas.gov).

### Delegation Task Force Considers RN Delegation Rules

The Delegation Task Force met on April 27, 2012 in Austin, with thirteen members, one Board member liaison, and several Board staff in attendance. Julie Lindley, RN, Texas School Nurses Association, is serving as Chair of the Delegation Task Force. The members discussed and are currently drafting revisions to Chapter 225 to assist registered nurses when delegating tasks to unlicensed persons in independent living environments.

## Texas Board of Nursing Meeting Schedule

### 2012 Board Meeting Dates

**July 19-20, 2012**  
**October 18-19, 2012**

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

### 2012 Eligibility and Disciplinary Committee Meeting Dates

**August 14, 2012**  
**September 11, 2012**  
**November 13, 2012**  
**December 11, 2012**



## The Texas Board of Nursing

### BOARD MEMBERS

#### Officers

Kristin Benton, MSN, RN  
President, representing LVN Education  
Austin

Richard Gibbs, LVN  
Vice-President, representing LVN Practice  
Mesquite

#### Members

Deborah Bell, CLU, ChFC  
representing Consumers  
Abilene

Patricia "Patti" Clapp, BA  
representing Consumers  
Dallas

Tamara Cowen, MSN, RN  
representing RN Practice  
Harlingen

Sheri Crosby, JD, SPHR  
representing Consumers  
Mesquite

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

Kathy Leader-Horn, LVN  
representing LVN Practice  
Granbury

Mary M. LeBeck, MSN, RN  
representing ADN Education  
Weatherford

Josefina Lujan, PhD, RN  
representing BSN Education  
El Paso

Beverly Jean Nutall, LVN  
representing LVN Practice  
Bryan

Mary Jane Salgado, MEd  
representing Consumers  
San Antonio

Kathleen Shipp, MSN, RN, FNP  
representing Advanced Practice Nursing  
Lubbock

#### Executive Director

Katherine Thomas, MN, RN, FAAN

The *Texas Board of Nursing Bulletin* is the official publication of the Texas Board of Nursing and is published four times a year: January, April, July, and October. Subscription price for residents within the continental U.S. is \$15.00, plus tax.

Published by:  
TEXAS BOARD OF NURSING  
VOLUME XLIII - No. III

Publication Office:  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701-3944  
Phone: (512) 305-7400  
Fax: (512) 305-7401  
Publication Date: 6/8/2012

## Summary of Actions

A regular meeting of the Board of Nursing was held April 19-20, 2012, in Austin. The following is a summary of Board actions taken during this meeting.

In the May 18, 2012 issue of the Texas Register, the Texas Board of Nursing (Board) proposed amendments to §213.23 related to *Decision of the Board*. The amendments are proposed under the authority of the Occupations Code §§301.151, 301.452, and 301.459(a) and the Government Code §§2001.004, 2001.058, 2001.062, 2001.141, and 2003.021(a) and are necessary to: (i) clarify the Board's existing requirements for submitting written materials to the Board and making oral presentations to the Board; (ii) facilitate fully informed Board deliberation and decisions; and (iii) specify that proposals for decision (PFDs) may not contain recommenda-

tions for sanctions, in accordance with applicable law.

The Board also proposed amendments to §213.33 related to *Factors Considered for Imposition of Penalties/Sanctions*. The amendments are proposed under the authority of the Occupations Code §§301.151, 301.304, 301.452, 301.453, 301.4531, and 301.502 and are necessary to: (i) implement the requirements of House Bill (HB) 2975 and Senate Bill (SB) 1360, both enacted by the 82nd Legislature, R.S., effective September 1, 2011; and (ii) clarify the proper application of the mitigating factors enumerated in the existing subsection.

The Board also proposed amendments to §216.3 related to *Requirements for Continuing Competency*. The amendments are proposed under the authority of the Occupations Code §§301.151, 301.303, and 301.304 and are necessary to implement the requirements of HB 2975 and SB 1360, both enacted by the 82nd Legislature, R.S., effective September 1, 2011.

If no comments are received, the earliest date of adoption for proposed amendments to §213.23, §213.33 and §216.3 is June 17, 2012.

### Nursing Education Actions - April 2012 Board Meeting

#### **Reviewed Reports on:**

*Status of Inquiries, Proposals, and Approval Status of New Nursing Education Programs;*  
*Status Report on Programs with Sanctions;*  
*NCLEX-PN® Examination Pass Rates for 2011; and*  
*Communication Activities with Nursing Education Programs.*

#### **Accepted Report on:**

*Cisco College, Abilene*  
*Associate Degree Nursing Program Teach-Out Plan.*

#### **Denied:**

*University of Houston-Victoria,*  
*Sugar Land*  
*Baccalaureate Degree Nursing Program, Petition for an Exception to Board Rules for Approval Change.*

#### **Changed Program Approval Status from Initial to Full Approval:**

RGV Careers School of Nursing, Pharr  
Vocational Nursing Program; and  
Quest College, San Antonio  
Vocational Nursing Program.

#### **Changed Program Approval Status from Full with Warning to Full:**

Concorde Career Institute, Arlington  
Vocational Nursing Program; and  
Galveston College, Galveston  
Vocational Nursing Program.

#### **Changed Approval Status from Initial to Initial with Warning:**

Fortis Institute, Grand Prairie  
Vocational Nursing Program.

#### **Changed Program Approval Status from Full to Full with Warning:**

American Medical Institute, Houston  
Vocational Nursing Program;  
Clarendon College, Pampa  
Vocational Nursing Program;

Platt College, Dallas  
Vocational Nursing Program; and  
Universal Health Services School of  
Vocational Education,  
Fort Worth  
Vocational Nursing Program.

#### **Changed Program Approval Status from Full with Warning to Conditional:**

Kaplan School of Nursing,  
Corpus Christi  
Vocational Nursing Program; and  
Midland College, Midland  
Vocational Nursing Program.

#### **Granted Initial Approval to Establish a New Vocational Nursing Program:**

Cephas Center for Health Sciences,  
Dallas; and  
The Vocational Nursing  
Institute, Inc., Houston.

### Medication Aide Survey Results Published by NCSBN

The National Council of State Boards of Nursing (NCSBN) has published "The First National Survey of Medication Aides". The purpose of the survey was to gain insights into the medication aide's (MA) education, training, supervision, and work role. Studies have shown that MAs can perform their duties safely when free from distractions and other responsibilities. The NCSBN survey found that MAs are asked to take on additional responsibilities beyond their defined role. The published survey can be accessed at: [www.ncsbn.org](http://www.ncsbn.org).

## Employers of TPAPN Nurses: What Partners in Recovery Should Know

*By Michael Van Doren, MSN, RN, CARN, Program Director,  
Texas Peer Assistance Program for Nurses*

More than 75 healthcare employers throughout Texas were recently recognized as "Partners in Recovery" during the Texas Peer Assistance Program for Nurses (TPAPN) 25<sup>th</sup> Anniversary Celebration held in Austin on April 13, 2012. These employers were acknowledged for supporting TPAPN by hiring or retaining TPAPN nurse participants, as well as sponsoring TPAPN related education for nurse employees.

Though TPAPN has experienced 25 successful years, challenges remain. Many TPAPN nurses attempting to secure employment in nursing face employers unwilling to hire individuals with psychiatric and/or substance use disorders. When considering employment of nurses participating in TPAPN, employers and their human resources personnel should be aware of the following points related to psychiatric and/or substance use disorders, as well as the following positive aspects of employing TPAPN nurses:

1. Understanding that substance abuse is a medical illness that requires treatment is the first step in removing the stigma (Dunn, 2005). By understanding how abuse and dependency create dysregulation of neurotransmitters, employers and advocates can better appreciate how the disease process manifests in negative behaviors and, also, how treatment combined with reasonable accommodations and best practices for re-entry can promote good recovery and, often, a better nurse.

2. Sixty-six percent of illicit drug abusers and 75% of binge and heavy alcohol drinkers are employed (SAMHSA, 2011). Fifty to 78% of all referrals by managers to employee

assistance programs involve substance abuse which suggests the need for supportive retention and hiring policies (Roberta & Rosenbloom, 2009). Employers who incorporate positive approaches to mental health issues can reap many benefits including higher productivity, reduced absenteeism, and better workplace relations (SAMHSA, 2004). TPAPN participants have the potential to positively impact the workforce.

3. Employers can help ensure greater potential for success when accommodating a nurse in TPAPN by:

- a) being honest and candid with the TPAPN participant that if controlled substances are unaccounted for or the nurse displays questionable behavior, the nurse will be confronted and a for-cause screening test will be required;
- b) reviewing the nurse's return to work agreement and directing questions to the nurse's TPAPN case manager;
- c) understanding the practice restrictions and the rationale for each;
- d) ensuring that monitors are fully informed about the nurse's return to work and that they are available to observe the nurse;
- e) ensuring that a return to work meeting is held with the nurse's professional co-workers who have a legitimate need to know about the nurse's participation and restrictions; and
- f) providing for "exchange of duties" up front when the nurse is prohibited from accessing controlled substances for six months by assigning a nurse buddy, or two,

who will access and administer the controlled substances in exchange for the TPAPN nurse performing some of the buddies' treatments or procedures.

Empowering all employees for success can create a positive organizational culture that lends itself to a greater feeling of contribution, unity, and inclusion. With at least 70% of all TPAPN participants who return to work successfully completing the rigors of the program, TPAPN's "Partners in Recovery" have many success stories to share. For information, consultation, or referral, please contact TPAPN staff at (800) 288-5528 or [tpapn@texasnurses.org](mailto:tpapn@texasnurses.org).

### References

- Dunn, D. (2005). Substance abuse among nurses: Defining the Issue. *AORN Journal*, 82(4), 573 – 596.
- Leis, R. and Rosenbloom, D. (2009). The road from addiction recovery to productivity: Ending discrimination against people with alcohol and drug problems. *Family Court Review* 47(2), p. 274-285.
- Substance Abuse and Mental Health Services Administration (SAMHSA). (2004). *Workplaces that thrive: A resource for creating mental health-friendly work environments*. SAMHSA Pub. No. P040478M. Rockville, MD: Center for Mental Health Services, Substance Abuse and Mental Health Services Administration.
- Substance Abuse and Mental Health Services Administration (SAMHSA). (2011). *Results from the 2010 National survey on drug use and health: Summary of national findings*, NSDUH Series H-41, HHS Publication No. (SMA) 11-4658. Rockville, MD: Substance Abuse and Mental Health Services Administration.

# Nurses On Guard – Best Practice in Patient Safety

## Professional Communication on Interdisciplinary Teams and a Nurse’s Duty

Health care in the United States is delivered through complex systems that involve patients interfacing with many different health care practitioners, all having different levels of education, knowledge, and training. A hospital patient today is thought to interact with over 50 different hospital employees during a four-day stay (O’Daniel & Rosenstein, 2008). The hospital’s interdisciplinary healthcare team typically includes registered nurses, advanced practice registered nurses, licensed vocational nurses, physicians, physician assistants, pharmacists, respiratory therapists, physical therapists, dietitians, clergy, social workers, case managers, clerical staff, and non-licensed, non-clinical staff. These individuals work together on behalf of the patient and must communicate with each other effectively or patient safety may be at risk.

The Centers for Medicare and Medicaid Services (CMS), in a recent press release regarding the new rules to reduce the regulatory requirements for hospitals, is recommending that nursing services coordinate patient care through an interdisciplinary care plan (USDHHS, 2012). An interdisciplinary team approach to providing health care is utilized in the hospital and in many other community-based settings in which nursing services are delivered. The interdisciplinary team utilizes each team members’ education, knowledge, and training to develop a single, coordinated, and individualized interdisciplinary care plan that will best address the patient’s needs.

Medical errors resulting in severe injury or patient death often occur when there is a lack or failure of communication (O’Daniel & Rosenstein, 2008). Patient

safety is threatened when interdisciplinary teams do not communicate or misinterpret critical information, or when provider orders are unclear and when changes in patient conditions are overlooked. Communication and collaboration among interdisciplinary team members are crucial in the reduction of medical errors and the establishment of a culture of safety (Mason, 2008). All individuals working in the health care industry have an obligation to create a culture of safety, a culture in which everyone is involved and working together in the best interest of the patient. A culture of safety includes an atmosphere of trust and respect that encourages individual members of the interdisciplinary team to establish relationships with each other, verbalize concerns, and “watch out for each other to make sure mistakes are not made” (O’Daniel & Rosenstein, 2008, p. 2-279). Communication barriers have been identified that prevent a respectful exchange of information between all members of the interdisciplinary team. Cultural and generational differences, turf battles between disciplines, and organizational hierarchies that are rigid and lack two-way communication are a few examples. What is the nurse’s duty and responsibility on an interdisciplinary team when confronted with barriers to communication and collaboration?

All nurses must put aside irreconcilable differences, overcome barriers, and focus, first and foremost, on the one common value of all interdisciplinary teams: the patients [22 TAC §217.11(1)(P)]. Actions to ensure patient safety and well-being are primary in the provision of nursing care. The duty of chief nursing officers, directors of nursing, and nurse administrators is to lead by example and model professional communication patterns,

specifically, when safety hazards put patients at risk. All nurses must intervene by professionally communicating assessments, evaluations, actions, and recommendations for plans of care to the interdisciplinary team, notably to physicians. A nurse’s duties and responsibilities are to be assertive when concerns arise and implement appropriate nursing actions, thus creating a safety net for patients. Nurses must understand there is a licensure expectation that patient safety is *always* the focus and any issues related to patient safety must be addressed.

In Texas, each nurse is required to practice according to the individual nurse’s highest level of educational preparation, experience, knowledge, and physical and emotional ability, even when the nurse holds multiple licenses, i.e.: RN and LVN, or when multiple licenses overlap into other disciplines, i.e.: RN with a direct entry midwife license or a FNP with a chiropractic license [22 TAC 217.11 (1) (T) and Position Statement 15.15]. Nurses are also required to promote a safe environment for their patients and this means actively advocating when working on interdisciplinary teams to raise safety concerns by discussing issues and clarifying with physicians when orders or treatment regimens may not be accurate, efficacious or may be contraindicated [22 TAC §217.11(1)(B)&(N)]. When solutions cannot be achieved, nurses must stay engaged and be prepared to work with administrators in order to do what is in the best interest of a patient’s care and safety. Another avenue for patient advocacy when safety concerns cannot be resolved is to consider *Questioning the Medical Reasonableness of a Physician’s Order*, and is a form of Safe Harbor [TOC § 303.005 (e), 22 TAC §217.20(d)(6)]. Extensive infor-

continued on next page

## Professional Communication - continued from previous page

mation regarding Safe Harbor and Questioning the Medical Reasonableness of a Physician's Order can be found on the Board website by selecting *Nursing Practice*, then *Nursing Peer Review/ Incident-Based and Safe Harbor*.

Each nurse has a duty and responsibility to stay focused on patient safety when working on interdisciplinary teams. It is the responsibility of each nurse to establish interdisciplinary team relationships that foster professional communication and collaboration. For more information on creating a culture of safety based on communication and collaboration, please visit:

The Joint Commission Center for Transforming Healthcare Creating a Safety Culture at:

[www.centerfortransforminghealthcare.org/multimedia/creating-a-safety-culture/](http://www.centerfortransforminghealthcare.org/multimedia/creating-a-safety-culture/) and:

U.S. Department of Health and Human Services – Agency for Healthcare Research and Quality. Team Stepps® National Implementation at:

<http://teamstepps.ahrq.gov/>

To access a downloadable copy of *Patient Safety and Quality: An Evidence-Based Handbook for Nurses*, go to:

[www.ahrq.gov/qual/nursesfdbk/](http://www.ahrq.gov/qual/nursesfdbk/).

### References

- Mason, D. J. (2008). Chapter 20a. [Vignette] Transforming health care for patient safety: Nurses' moral imperative to lead. In R. G. Hughes (Ed.), *Patient safety and quality: An evidenced-based handbook for nurses* (pp. 2-271 – 2-284). Rockville, MD: Agency for Healthcare Research and Quality. AHRQ Publication No. 08-0043.
- O'Daniel, M. & Rosenstein, A. (2008). Chapter 33. Professional communication and team collaboration. In R. G. Hughes (Ed.), *Patient safety and quality: An evidenced-based handbook for nurses* (pp. 2-271 – 2-284). Rockville, MD: Agency for Healthcare Research and Quality. AHRQ Publication No. 08-0043.
- Texas Board of Nursing. (2012). Position Statement 15.15 Board's Jurisdiction Over Nursing Titles and Practice. Texas Occupations Code § 303.005 (e) Request for Peer Review Committee Determination (2012).
- 22 Texas Administrative Code, § 217.11 (1) (B), (N), (P) and (T) (2012).
- 22 Texas Administrative Code, § 217.20 (d) (6) (2012).
- U. S. Department of Health and Human Services, Centers for Medicare and Medicaid Services. (10, May 2012). *Reduced Medicare regulatory burdens on health care providers will save over \$5 billion*. Retrieved from <http://www.cms.gov/>.

## Task Force to Study Implications of the Growth of Nursing Education Programs in Texas

The first face-to-face meeting of the Task Force to Study Implications of the Growth of Nursing Education Programs in Texas (Task Force) was held on Wednesday, May 2, 2012 in Room 225, Tower II, William P. Hobby Building, Austin, Texas. The purpose of the Task Force is to create a forum for dialogue among stakeholders on how to ensure that the State of Texas will continue to provide quality nursing education and produce safe, competent graduates in a changing environment.

The Task Force was developed in response to concerns from constituents (clinical sites, nursing education programs, and nursing graduates) about changes in the environment that are affecting opportunities for student success. The desired outcome of the Task Force is to provide information to the Texas Board of Nursing (Board) which will facilitate informed decision-making in response to the growth in Texas nursing education programs.

Patricia Yoder-Wise, RN, EdD, NEA-BC, ANEF, FAAN chairs the fourteen-member Task Force. Data regarding national and state perspectives on student growth, stakeholder input, and the current role of the Board were discussed during the initial gathering. The next meeting is scheduled to be held on Tuesday, July 10, 2012 in Room 225, Tower II, William P. Hobby Building, Austin, Texas.

### Did you know....

The Joint Commission has clarified that texting of orders for patients to the hospital or other health care setting is unacceptable through a Question and Answer posted on the Joint Commission's website. The Q & A are posted below:

***Is it acceptable for physicians and licensed independent practitioners (and other practitioners allowed to write orders) to text orders for patients to the hospital or other health care setting?***

*No it is not acceptable for physicians or licensed independent practitioners to text orders for patients to the hospital or other health care setting. This method provides no ability to verify the identity of the person sending the text and there is no way to keep the original message as validation of what is entered into the medical record.*

The update was issued on November 10, 2011 and can be viewed at the following link:

[http://www.jointcommission.org/standards\\_information/jcfaqdetails.aspx?StandardsFAQId=401&ProgramId=1](http://www.jointcommission.org/standards_information/jcfaqdetails.aspx?StandardsFAQId=401&ProgramId=1)

# 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>
Abbott, Pamela Butts	LVN 42184	Voluntary Surrender	March 1, 2012
Acevedo, Iris Vanessa	RN 703462	Reprimand with Stipulations	March 20, 2012
Ackerman, Valerie Ruth	RN 581235	Limited License	March 20, 2012
Adcock, Jackie Joy	LVN 149954	Reprimand with Stipulations	April 19, 2012
Aikens, Janice Carol	RN 715214	Suspend/Probate	March 20, 2012
Alaniz, Ricardo Esteban	RN 690302	Suspend/Probate	March 20, 2012
Alaniz, Venetia Janice	RN 801839 & LVN 222724	Warning with Stipulations	April 19, 2012
Alba, Yvonne M.	LVN 105416	Revoked	March 20, 2012
Alimi, Afusat Nike	RN 614379	Warning with Stipulations	March 20, 2012
Allen-Amato, Marla Gwynne	RN 507807	Voluntary Surrender	March 29, 2012
Alonzo, Kristina Le Ann	LVN 181020	Reprimand with Stipulations	March 20, 2012
Arguello, Jr., Pedro D.	LVN 157630	Warning with Stipulations	March 20, 2012
Arnold, Julie Ann	RN 590219	Limited License	March 20, 2012
Arp, Tandy Kaye	LVN 199809	Remedial Education	February 15, 2012
Atherton, Stephen L.	RN 684562	Suspend/Probate	March 20, 2012
Auzenne, Carla Deann	RN 677261	Enforced Suspension	March 20, 2012
Avila, Mike	LVN 138189	Revoked	March 20, 2012
Bailey, Debra Elene	RN 776519	Revoked	March 20, 2012
Baker, Robert Matthew	LVN 159153	Reprimand with Stipulations	March 20, 2012
Barnes, Sherri	RN 245521	Voluntary Surrender	April 2, 2012
Barnett, Patricia Ann	RN 242491	Revoked	March 20, 2012
Barrett, Aundria Kay	LVN 161497	Voluntary Surrender	January 11, 2012
Barron, Tanya Elise Arnold	LVN 226118	Suspend/Probate	March 20, 2012
Bartels, Lisa Ann	LVN 156831	Remedial Education with Fine	February 29, 2012
Barton, Lourdes Veronica	RN 546824 & LVN 120235	Warning with Stipulations	April 19, 2012
Bates, Lisa Diane	RN 674488	Revoked	March 20, 2012
Bayardo, Rodolfo	FNP & RN 546838	Reprimand with Stipulations	April 19, 2012
Beaird, Brandi Lee	RN 688376	Suspend/Probate	March 20, 2012
Berglund, Gloria Elizabeth	LVN 187985	Revoked	March 20, 2012
Bernal, James Octubre	RN 711833	Remedial Education, Deferred	March 13, 2012
Bethards-Sanchez, Kathleen Clare	RN 547243 & LVN 109851	Revoked	March 20, 2012
Bien-Aime, Berthony	RN 711265	Remedial Education	February 24, 2012
Birman, Staci Lynne	RN 704175	Remedial Education, Deferred	February 22, 2012
Bloyed, Evelyn Irene	LVN 136676	Voluntary Surrender	April 13, 2012
Boardman, Barbara A.	RN 246038	Revoked	March 20, 2012
Bond, Sherri Lynn	RN 554299	Warning with Stipulations	April 19, 2012
Borel, Shannon Cherie	LVN 166802	Warning with Stipulations	March 20, 2012
Boudreaux, Lisa Ann	RN 736611	Remedial Education, Deferred	March 12, 2012
Bradley, Vonda Colleen	LVN 177846	Suspend/Probate	April 19, 2012
Breland, Nathanael Vincent	LVN 188432	Warning with Stipulations	March 20, 2012
Brewer, Patricia K.	CNM & RN 233598	Voluntary Surrender	April 24, 2012
Britton, Mary Suzanne	RN 664036	Fine	March 30, 2012
Brookins, Mary Ann	RN 515315	Voluntary Surrender	March 28, 2012
Broussard, Ann Margaret	LVN 203480	Suspend/Probate	March 20, 2012
Brown, Fatmatta Patricia	LVN 174832	Remedial Education with Fine	February 21, 2012
Brown, Rebecca L.	RN 681319	Voluntary Surrender	February 17, 2012
Bullocks, Stephanie	LVN 190363	Remedial Education with Fine	February 15, 2012
Bunyard, Kelly Joe	RN 608054	Voluntary Surrender	February 24, 2012
Burdett-Sutton, Antonietta Y.	RN 620644	Revoked	March 20, 2012
Butler, Tina	RN 628519 & LVN 117616	Voluntary Surrender	February 23, 2012
Buxton, Jeana Grisham	RN 723114	Warning with Stipulations, Deferred	March 20, 2012
Caldera, Christine Ann	LVN 191661	Voluntary Surrender	April 12, 2012
Caldwell, Jennifer Nehring	LVN 173461	Warning with Stipulations	March 20, 2012
Cannon, Beverly Jo	LVN 24529	Warning with Stipulations	March 20, 2012

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Cargill, Kimberly Dianne	LVN 171522	Revoked	March 20, 2012
Carpio, Crystal Ann	RN 712687	Remedial Education	March 29, 2012
Carroll, Barbara Eileen	RN 612673	Suspend/Probate	March 20, 2012
Carroll, Thomas Marcell	RN 723811 & LVN 131637	Revoked	March 20, 2012
Case, Tammy Wilson	LVN 110768	Warning with Stipulations	March 20, 2012
Chambers, Michael Lee	RN 664805 & LVN 159618	Warning with Stipulations	March 20, 2012
Champe, Colleen	RN 771438	Warning with Stipulations	April 19, 2012
Chant, Judith Frances	FNP & RN 600209	Reprimand with Stipulations	March 20, 2012
Chenette, Clint Forrest	LVN 216771	Revoked	March 20, 2012
Christ, Theresa E.	WHNP & RN 603484	Warning with Stipulations	March 20, 2012
Clark, Christy June	RN 759719	Suspend/Probate	March 20, 2012
Clemans, Dwight Raymond	FNP, GNP & RN 623027	Voluntary Surrender	February 23, 2012
Click, Jeffrey Brent	LVN 143540	Voluntary Surrender	March 12, 2012
Clinton, Pamela Joyce	LVN 140816	Reprimand with Stipulations	March 20, 2012
Clupper, Eric Flores	LVN 191018	Warning with Stipulations	March 20, 2012
Coffman, Barbara Jean	RN255107 & LVN 87688	Voluntary Surrender	March 5, 2012
Coffman, Carolyn J. M.	RN 232096	Voluntary Surrender	April 30, 2012
Cole, Charlene Sue	RN 691866	Remedial Education, Deferred	April 19, 2012
Colson, Monica	RN 674456	Remedial Education with Fine	April 17, 2012
Corley, Edgar Roland	RN 511094	Voluntary Surrender	March 13, 2012
Cossey, Robert Earl	LVN 161706	Revoked	March 20, 2012
Court, Susan Mary	RN 579037	Remedial Education	April 13, 2012
Cox, Amy Larue	LVN 143182	Suspend/Probate	April 19, 2012
Cox, Donna Lisa	LVN 300114	Remedial Education	February 24, 2012
Cox, Jerry Lee	LVN 159201	Warning with Stipulations	March 20, 2012
Craven, Christie Denise	LVN 171656	Revoked	March 20, 2012
Crawford, Nancy Edith	LVN 183067	Warning with Stipulations	March 20, 2012
Cullen, Tina Letrice	LVN 194577	Remedial Education with Fine	April 2, 2012
Cunningham, Dawn Lea	RN 705360	Remedial Education, Deferred	April 19, 2012
Cunningham, Paula Sue (Pustka)	LVN 228300	Warning with Stipulations	April 19, 2012
Dagenais, Micahlea	LVN 217193	Enforced Suspension	April 19, 2012
Davis, Morgan Chanel	LVN 212098	Revoked	April 20, 2012
Davis, Paula Jo	RN 707919	Remedial Education	April 20, 2012
Dean, Sabrina Matteson	RN 729169	Remedial Education with Fine	April 17, 2012
Dejesus, Sandra Francisca	RN 764715	Remedial Education	March 9, 2012
Dekinder, Cathy	LVN 145003	Limited License	April 19, 2012
Delota, Cecilia Foronda	RN 645935	Reprimand with Stipulations	April 19, 2012
Dial, Melissa	RN 648512 & LVN 130092	Warning with Stipulations	April 19, 2012
Diamond, Lori Anne	LVN 183312	Voluntary Surrender	February 29, 2012
Dianga, Monica Atieno	LVN 225323	Remedial Education, Deferred	March 13, 2012
Diaz, Viola Jean	LVN 117296	Voluntary Surrender	March 15, 2012
Disque, Theodore J.	RN 684611	Limited License	April 19, 2012
Doland, Victoria	RN 647096	Remedial Education	April 25, 2012
Dorbecker, Debranda Lynn	RN 562603	Voluntary Surrender	February 29, 2012
Dorsett, Trena Dlene	LVN 140081	Limited License	March 20, 2012
Dorsey, Cubbie Nell	RN 577349 & LVN 122624	Reprimand with Stipulations	April 19, 2012
Driessen, Jennifer Morris	RN 678522	Voluntary Surrender	April 5, 2012
Driskill, Bonicci Gail	RN 441072	Voluntary Surrender	February 15, 2012
Dudley, Shirley James	RN 729581	Warning with Stipulations	April 19, 2012
Dutch, Karen Irby	LVN 184587	Remedial Education with Fine	April 25, 2012
Eddings, Leann Margaret	RN 653472	Revoked	March 20, 2012
Edwards, Stacie Laverne	RN 661122	Reprimand with Stipulations	March 20, 2012
Elliott, Amanda Ann	LVN 177089	Remedial Education	April 20, 2012
Emerson, Christopher Colt	RN 758527	Reprimand with Stipulations	April 19, 2012
Encinia, Estevan	LVN 194388	Voluntary Surrender	February 15, 2012
Endsley, Jeremy Dale	RN 680211 & LVN 149551	Reprimand with Stipulations	March 20, 2012
England, Tina Ann	RN 667375 & LVN 144587	Voluntary Surrender	March 21, 2012
Enriquez, Amelia	LVN 177656	Revoked	March 20, 2012
Eppes, Tricia Whitmire	LVN 221418	Suspend/Probate	March 20, 2012
Esquivel, Lisa Michelle	RN 759358	Warning with Stipulations	March 20, 2012



**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Estrada, Salvador	LVN 115069	Voluntary Surrender	March 26, 2012
Fallon, Laurie Ann	RN 611840	Revoked	March 20, 2012
Fenton, Jamie Dawn	LVN 159567	Revoked	March 20, 2012
Ferrin, Lisa Ann	LVN 149095	Revoked	March 20, 2012
Figueroa, Monica Ann	LVN 177755	Reprimand with Stipulations	March 20, 2012
Finch, Stephen Howard	LVN 169823	Voluntary Surrender	April 12, 2012
Fiscus, Sara Ann	LVN 202727	Revoked	March 20, 2012
Flores, Cynthia Renee	LVN 214099	Voluntary Surrender	March 14, 2012
Forrest, Magdaline	LVN 136661	Remedial Education with Fine	February 22, 2012
Foster, Julie Frances	RN 577456 & LVN 133742	Warning with Stipulations	March 20, 2012
Fowler, Betty Ruth	RN 554404	Remedial Education with Fine	March 5, 2012
Fraser, Jr., William Larry	LVN 174326	Warning with Stipulations	April 19, 2012
Frederick, Natoya Gwenzella	RN 718889 & LVN 178336	Remedial Education	April 12, 2012
Frierson, Pamela	RN 546505	Suspend/Probate	March 20, 2012
Frye, Heather Jacqueline	LVN 211014	Revoked	March 20, 2012
Fuentes, Silvia Yolanda	RN 685868	Reprimand with Stipulations	April 19, 2012
Furr, Michael Laurence	RN 708411	Reprimand with Stipulations	March 20, 2012
Gaitan, Lindsey Gayle	RN 775688	Warning with Stipulations	April 19, 2012
Galloway, Artie Helen	RN 449583	Voluntary Surrender	March 13, 2012
Galloway, Genger Lee	LVN 161121	Warning with Stipulations	March 20, 2012
Galvan, Alexandra	LVN 189207	Remedial Education with Fine	February 17, 2012
Gandy, Jennifer Leanne	RN 739737	Remedial Education	March 13, 2012
Garcia, Corina Lozano	LVN 177612	Enforced Suspension	April 19, 2012
Gardenhire, Trey Christopher	LVN 181513	Suspend/Probate	April 19, 2012
Gardner, Kimberly Sue	LVN 193285	Warning with Stipulations	March 20, 2012
Garrison, Eva Roberta	RN 582477	Warning with Stipulations, Deferred	April 19, 2012
Garza, Danna Carol	LVN 161648	Remedial Education with Fine	March 28, 2012
Garza, Jonell Michelle	RN 706880	Warning with Stipulations	March 20, 2012
Garza, Maria Elsa	LVN 121544	Warning with Stipulations	March 20, 2012
Garza, Ricardo Omar	RN 571919	Revoked	March 20, 2012
Gilstrap, Sally Winn	LVN 84181	Warning with Stipulations	March 20, 2012
Gleason, Karen Lea	RN 644121	Voluntary Surrender	April 6, 2012
Goll, Cynthia Marie	RN 747837	Reprimand with Stipulations	April 19, 2012
Gonzales, Ma Clarissa Alcos	RN 682793	Warning with Stipulations	April 19, 2012
Gonzalez, Rogelio S.	LVN 113962	Warning with Stipulations	March 20, 2012
Goree, Batrina	RN 664307	Reprimand with Stipulations	March 20, 2012
Graham, Janie Louise	RN 528905	Voluntary Surrender	February 21, 2012
Graham, Kimberly Yvette	RN 718423	Remedial Education, Deferred	April 6, 2012
Grant, Jennifer Helms	RN 567858	Warning with Stipulations	March 20, 2012
Graves, Holly Ann	RN 582593	Remedial Education with Fine	March 12, 2012
Green, Marci Rae	RN 718038 & LVN 192039	Voluntary Surrender	March 9, 2012
Green, Sylvan Alfred	RN 562725	Remedial Education	April 11, 2012
Greer, Charity Lynn Busby	PTP MS RN R872645	Revoked	March 20, 2012
Greer, Christi	RN 653230	Remedial Education with Fine	March 21, 2012
Greer, Raymond Virgil	RN 748022	Revoked	April 20, 2012
Guerrero, Joanne Galang	RN 570493	Revoked	March 20, 2012
Gunaca, Deborah Ann	RN 567861	Remedial Education	April 5, 2012
Gutierrez, San Juana A.	LVN 69579	Revoked	March 20, 2012
Hamilton, Zona Martin	LVN 205067	Reprimand with Stipulations	April 19, 2012
Harraid, Jonathan Ross	RN 678146	Voluntary Surrender	March 6, 2012
Harrell, Donna Lynn	RN 728582	Enforced Suspension	March 20, 2012
Harris, Jennifer Leigh	LVN 116568	Warning with Stipulations	March 20, 2012
Harris, Sandy	RN 652890	Warning with Stipulations	April 19, 2012
Harrison, Julane Ann	LVN 171885	Voluntary Surrender	March 22, 2012
Haywood, Mona	RN 793684 & LVN 192940	Remedial Education with Fine	February 24, 2012
Hebner, James R.	RN 621946	Voluntary Surrender	April 23, 2012
Hembree, Peggy S.	RN 235478	Remedial Education with Fine	March 13, 2012
Henderson, Jason Allen	LVN 193339	Warning with Stipulations	March 20, 2012
Hernandez, Julian	LVN 43959	Warning with Stipulations	April 19, 2012

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Hernandez, Yvonne	LVN 177753	Revoked	March 20, 2012
Herrera, Brenda Leblanc	RN 595604	Voluntary Surrender	March 6, 2012
Hiatt, Shawn Denise	RN 764281	Suspend/Probate	March 20, 2012
Hickey, Dana Lynn	RN 759853	Voluntary Surrender	February 27, 2012
Hicks, Rebecca Ann	RN 786017 & LVN 219786	Revoked	March 20, 2012
Hillier, Robert Norman	RN 608672	Warning with Stipulations	March 20, 2012
Hobbs, Amber Lark	RN 746412	Warning with Stipulations	April 19, 2012
Holley, Sharon Lorene	LVN 112316	Suspend/Probate	March 20, 2012
Holmes, Karen Sue	LVN 103962	Warning with Stipulations	April 19, 2012
Horner, Roxzan Marie	LVN 89798	Revoked	March 20, 2012
Hougland, Sara Len	LVN 183107	Warning with Stipulations	March 20, 2012
Houston, Stacey Ann	LVN 158099	Revoked	March 20, 2012
Houston, Takeisha L.	LVN 207318	Warning with Stipulations	March 20, 2012
Howard, Leslie Denise	LVN 211530	Warning with Stipulations	April 19, 2012
Howell, Vernona Jan	LVN 140732	Enforced Suspension	March 20, 2012
Howland, Jolynn	RN 722922	Reprimand with Stipulations	March 20, 2012
Hughes, Andy Lee	RN 572281	Remedial Education with Fine	March 29, 2012
Humphries, William Judson	RN 729889	Warning with Stipulations	April 19, 2012
Hutson, Kristi Dawn	RN 705366	Revoked	April 20, 2012
Jackson, Beverly M.	RN 501193 & LVN 60426	Warning with Stipulations	April 19, 2012
Jackson, Tonda Renee	RN 563052	Enforced Suspension	March 20, 2012
Jenkins, Elizabeth Mayer	RN 448028	Voluntary Surrender	March 16, 2012
Jennings, Barbara L. W.	RN 226948	Revoked	March 20, 2012
Jimenez, Janice Z.	RN 738778	Remedial Education, Deferred	March 21, 2012
Johnson, Bettye M.	RN 517170	Revoked	March 20, 2012
Johnson, Brandi Mae	LVN 206468	Suspend/Probate	April 19, 2012
Johnston, David R.	RN 583062	Reprimand with Stipulations	March 20, 2012
Jones, Angela Austin	LVN 220392	Warning with Stipulations	March 20, 2012
Jones, Zorana	LVN 200842	Remedial Education	April 2, 2012
Kaemmerling, Paul Kerr	RN 606571	Warning with Stipulations	March 20, 2012
Keester, Linda W. Dunlap	RN 219883	Voluntary Surrender	April 17, 2012
Keeth, Julie Denise	LVN 183054	Revoked	March 20, 2012
Kehoe, Albetnetta	LVN 174741	Warning with Stipulations	March 20, 2012
Kennedy, Nancy Louise	LVN 68090	Remedial Education	March 6, 2012
Kent, Rebecca Lynn	RN 547758	Revoked	March 20, 2012
Khoury, Pamela L.	LVN 76450	Warning with Fine	April 19, 2012
Knott, Regina Lee	LVN 187817	Revoked	April 20, 2012
Kuykendall, Patricia Ellen	RN 568377	Voluntary Surrender	April 5, 2012
Labove, Joanie Damietta	LVN 122195	Warning with Stipulations	April 19, 2012
Lander, Julie	RN 657562	Remedial Education, Deferred	February 22, 2012
Landers, Tristan Kelly-Marie	RN 696884	Voluntary Surrender	March 26, 2012
Lara, Brenda A.	RN 562829	Reprimand with Stipulations	March 20, 2012
Laughlin, Thomas M.	RN 525946	Suspend/Probate	March 20, 2012
Lee, Ulisa Michelle	RN 734618	Reprimand with Stipulations	April 19, 2012
Leroux, Barbara Ann	LVN 157855	Revoked	March 20, 2012
Lewallen, James Ryan	RN 738088	Remedial Education	March 8, 2012
Lien, Latonia Renee	LVN 188495	Voluntary Surrender	April 3, 2012
Lincoln, Sharon Marie	LVN 112281	Revoked	March 20, 2012
Loar, Monica	RN 739340	Remedial Education, Deferred	February 28, 2012
Long, Candal Lori	RN 714502	Revoked	March 20, 2012
Lopez, Jonna	LVN 206875	Revoked	March 20, 2012
Lopez, Rosa Flores	LVN 65510	Reprimand with Stipulations	April 19, 2012
Lora, Sophia	LVN 190502	Remedial Education with Fine	March 23, 2012
Losiewicz, Stephen Michael	LVN 200411	Revoked	March 20, 2012
Losoya, Roy	RN 637704	Limited License	April 19, 2012
Luna, Patricia Ann	LVN 92616	Warning with Stipulations	April 19, 2012
Macko, Sharon L.	RN 516396	Warning with Stipulations	April 19, 2012
Mahanay, Tatina Self	RN 605606 & LVN 142975	Suspend/Probate	March 20, 2012
Maiden, Mark	RN 641357	Revoked	March 20, 2012
Malone, Marcia Ann	LVN 109938	Revoked	March 20, 2012

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Marett, Leah Suzanne	RN 555039	Warning with Stipulations	March 20, 2012
Marmaduke, Will Anne	RN 555043	Remedial Education	April 20, 2012
Martin, Angela Catherine	RN 659825	Warning with Stipulations	March 20, 2012
Martinez, Anthony	RN 753396	Reprimand with Stipulations	March 20, 2012
Martinez, Betty Ann	LVN 134727	Remedial Education with Fine	April 23, 2012
Martinez, Diana	LVN 216781	Suspend/Probate	March 20, 2012
Mather, Patricia Kay	RN 807051	Voluntary Surrender	February 17, 2012
Mathis, Sonja Marie	LVN 89265	Warning with Stipulations	April 19, 2012
Maxwell, Lisa Ann	RN 524664	Enforced Suspension	April 19, 2012
McCarthy Jr., William Hart	RN 720333	Suspend/Probate	April 19, 2012
McDonald, Adriana	RN 773282	Remedial Education with Fine	February 24, 2012
McMahan, Jack Thomas	RN 632168	Revoked	March 20, 2012
McMillan, Heather Lynn	LVN 146044	Warning with Stipulations	March 20, 2012
McMurray, Olivia Ann	LVN 201546	Voluntary Surrender	April 9, 2012
Megna, Stephen Vincent	LVN 169264	Revoked	March 20, 2012
Mercier, Paul	ENP & RN 643721	Remedial Education	April 17, 2012
Mertins, Mary Jessica	FNP & RN 617852	Voluntary Surrender	April 26, 2012
Meyer, Linda Marie	RN 577983 & LVN 63640	Enforced Suspension	March 20, 2012
Meza, Ronald G.	RN 620081	Warning with Stipulations	March 20, 2012
Michael, Adrian E.	LVN 108647	Remedial Education with Fine	April 25, 2012
Miller, Raymond P.	RN 522257	Revoked	March 20, 2012
Moffett, Kendra Lynn	RN 730773	Warning with Stipulations	April 19, 2012
Morrison, Gloria A. (Kohn)	FNP, RN 501689 & LVN 67913	Remedial Education with Fine, Deferred	February 16, 2012
Moton, Debra Renee	LVN 162436	Remedial Education	March 15, 2012
Munoz, Marriea Latrial	LVN 171570	Revoked	March 20, 2012
Murie, Diann Theodora	LVN 199086	Remedial Education with Fine	February 15, 2012
Murphy, Mark Allen	RN 770231 & LVN 211636	Reprimand with Stipulations	March 20, 2012
Nichols, Theresa	RN 533231	Remedial Education with Fine	March 21, 2012
Nieto Jr., Ignacio	RN 626329 & LVN 83550	Revoked	March 20, 2012
Nulf, Sheila Ann	RN 701402	Revoked	March 20, 2012
Nwabunwanne, Nnennaya N.	RN 739667	Warning with Stipulations, Deferred	March 20, 2012
Nwaobasi, Rachel N. Imo	RN 429907	Voluntary Surrender	March 29, 2012
Ohre, Deverise A.	RN 618468 & LVN 73586	Remedial Education	April 2, 2012
Oliver, Mary Elizabeth	RN 526331 & LVN 79306	Suspend/Probate	March 20, 2012
Otwell, Angela Renee	RN 774789	Remedial Education	March 9, 2012
Ovalle, Eliza Nira	RN 583865	Voluntary Surrender	February 23, 2012
Overton, Tomsie Michelle	LVN 194715	Reprimand with Stipulations	April 19, 2012
Owens, Jr., Thomas B.	LVN 78996	Warning	March 20, 2012
Palacios, Carolyn Sue	RN 707187 & LVN 177294	Enforced Suspension	April 19, 2012
Pallesen, Rhonda Kay	LVN 199420	Warning with Stipulations	March 20, 2012
Palmer, Bonita M Geist	RN 426876	Voluntary Surrender	April 3, 2012
Parham, Toni Rene	RN 776664	Remedial Education with Fine	April 12, 2012
Parsons, Linda Mae	RN 605087	Warning	April 19, 2012
Pasion, Wilhelmina Arrieta	RN 704766	Remedial Education	March 12, 2012
Patterson, Mary Moe	RN 672024	Voluntary Surrender	April 24, 2012
Payne, Ashley Emily	RN 733480	Voluntary Surrender	March 22, 2012
Pearson, Destiny Dionna	LVN 168236	Revoked	March 20, 2012
Pedregon, Karen Yvonne	RN 599908	Suspend/Probate	April 19, 2012
Pedroza, Vera	RN 674291 & LVN 166740	Remedial Education	April 26, 2012
Pequeno, Diane (Alderete)	LVN 134837	Warning with Stipulations	April 19, 2012
Perkins, Deborah J.	RN 505281	Suspend/Probate	March 20, 2012
Perry, Barbara Ann	LVN 86826	Remedial Education	April 23, 2012
Phillips, Daron R.	RN 537722	Suspend/Probate	April 19, 2012
Pickett, Lisa Michelle	LVN 140326	Remedial Education with Fine	March 26, 2012
Pizzute, Jessica Marie	RN 700607 & LVN 175352	Suspend/Probate	April 19, 2012
Powell, Mary Kathlyn	RN 669015	Voluntary Surrender	March 20, 2012
Powers, Mary	RN 654568	Warning with Stipulations	April 19, 2012
Priest, Deborah Lynn	RN 624388	Remedial Education	February 28, 2012
Puente, Cristina	LVN 229357	Warning with Stipulations	March 20, 2012
Quinney, Lyndon Blair	RN 760429	Suspend/Probate	March 20, 2012

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Quiroga, Elia S.	FNP, RN 596459 & LVN 65803	Remedial Education with Fine	April 17, 2012
Ramos, Graciela	LVN 118681	Revoked	March 20, 2012
Reedy, Laura Lynn	CNM & RN 740519	Remedial Education, Deferred	April 19, 2012
Registe, Clavis Vincent	RN 741564	Warning with Stipulations	March 20, 2012
Reid, Robert Dean	RN 681187	Warning with Stipulations	March 20, 2012
Renfroe, Shasscresha Oceanetta	LVN 211536	Warning with Stipulations, Deferred	April 19, 2012
Rewane, Bridget Weyinmi	RN 599400	Remedial Education	April 12, 2012
Reyes, Jessica F.	LVN 222260	Limited License	April 19, 2012
Ribbe, Jason C.	RN 625332	Suspend/Probate	April 19, 2012
Rice, Clovia Ruth	RN 627891	Voluntary Surrender	March 14, 2012
Ricks, Jeannie Ann	LVN 149201	Voluntary Surrender	February 28, 2012
Rico, Esteban Milton	RN 765450	Warning with Stipulations	March 20, 2012
Riley, Antoinette Renee	FNP, RN 630914 & LVN 149802	Warning with Stipulations	April 19, 2012
Rivkin, Stephen Ray	LVN 145522	Voluntary Surrender	April 30, 2012
Roberts, Patricia Anne	RN 634031	Voluntary Surrender	March 30, 2012
Robinson, Eugene Aldo	LVN 227354	Revoked	April 20, 2012
Robinson, Frank Johnny	RN 578294	Suspend/Probate	March 20, 2012
Rock, Elizabeth Jo (Rodriguez)	RN 745490	Remedial Education with Fine, Deferred	February 16, 2012
Rodriguez, Albino N.	LVN 105893	Warning with Stipulations	April 19, 2012
Rodriguez, Dara Lynn	LVN 180615	Revoked	March 20, 2012
Rodriguez, Francisco J.	RN 534572 & LVN 102315	Suspend/Probate	March 20, 2012
Rodriguez, Jennifer	LVN 180205	Voluntary Surrender	April 16, 2012
Rodriguez-Fernandez, Marina	LVN 221730	Suspend/Probate	April 19, 2012
Roebuck, Rose Ann	LVN 96960	Revoked	March 20, 2012
Rogers, Jenay Lynn	RN 658056	Voluntary Surrender	March 12, 2012
Rogers, Ronda Carol	RN 563350	Remedial Education with Fine, Deferred	February 28, 2012
Rose, Paula Sue	CRNA, RN 560241 & PTP KY RN 1041651	Remedial Education	March 9, 2012
Rosenbaum, Melissa Ann (Ray)	RN 628894 & LVN 140517	Remedial Education with Fine	February 15, 2012
Royce, Carolyn Marie	RN 508207	Remedial Education	February 21, 2012
Rubner, Cheryl M.	ACANP, RN 502161 & LVN 96400	Warning with Stipulations	March 20, 2012
Rudder, Cliffie Jeannette	LVN 172964	Remedial Education	April 25, 2012
Russell, Sylvia E.	RN 541417 & LVN 81006	Reprimand with Stipulations	March 20, 2012
Russell, Teresa Dee	RN 606971	Revoked	March 20, 2012
Sanchez, Jessie Louis	LVN 225469	Warning with Stipulations	March 20, 2012
Seavers, Robin Gail	RN 619814	Enforced Suspension	April 19, 2012
Serrano, Lee Joseph	LVN 200951	Warning with Stipulations	March 20, 2012
Shirley, Careta Perdisha	LVN 128577	Remedial Education	April 30, 2012
Shook, Judy C.	RN 612927 & LVN 142980	Enforced Suspension	April 19, 2012
Showalter, Shari Lynn	RN 694216 & LVN 168420	Warning with Stipulations	March 20, 2012
Sierra, Loralinda Nichole	LVN 173676	Voluntary Surrender	April 10, 2012
Sigler, Christine Mary	LVN 128255	Remedial Education with Fine	April 17, 2012
Simmons, Susan Smith	RN 541568 & LVN 105922	Revoked	March 20, 2012
Siverand, John W.	LVN 31796	Revoked	March 20, 2012
Skariah, Mary	RN 589955	Voluntary Surrender	April 18, 2012
Skidmore, Betty Louise	RN 555713	Warning with Stipulations	March 20, 2012
Skinner, Joyce Ann	RN 596905	Remedial Education	April 16, 2012
Slaydon, Chelsye Dawn	LVN 193303	Revoked	March 20, 2012
Smith, Angela Dawn	LVN 193818	Revoked	March 20, 2012
Smith, Edith Marie	RN 639730	Voluntary Surrender	April 23, 2012
Smith, Sharon Matthews	LVN 158054	Voluntary Surrender	April 27, 2012
Smyer, Jill A.	RN 518233	Remedial Education with Fine	March 8, 2012
Soler, Jessica Christine	RN 785802 & LVN 184553	Warning with Stipulations	March 20, 2012
Sosa, Armando	RN 643799	Warning with Stipulations	March 20, 2012
Soto, Angel	LVN 160871	Voluntary Surrender	April 16, 2012
Spangler, Debra Wren	LVN 119341	Warning with Stipulations	March 20, 2012
Spates, Luann Renae	LVN 170524	Remedial Education	March 20, 2012
Speer, Terry Wayne	ANP & RN 667655	Remedial Education with Fine, Deferred	February 16, 2012
Stahl, Becky J.	RN 526921	Remedial Education, Deferred	April 9, 2012

**DISCIPLINARY ACTION**

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Standley, Marilyn	LVN 76571	Suspend/Probate	April 19, 2012
Stanley, Gina A.	RN 663392	Warning with Stipulations	March 20, 2012
Stephens, Gary Ben	RN 241596	Remedial Education with Fine	March 19, 2012
Stephens, Jacqueline E.	RN 531723	Limited License	March 20, 2012
Stephens, Tyra Michelle	RN 606321	Reprimand with Stipulations	March 20, 2012
Stewart, Sara Suzanne	LVN 85966	Warning with Stipulations	April 19, 2012
Streater, Kathy Elaine	LVN 190334	Remedial Education	March 27, 2012
Talley, Carilyn Ann	RN 584725 & LVN 110294	Remedial Education, Deferred	April 24, 2012
Tamburri, Valerie Ann	RN 737542	Warning with Stipulations	March 20, 2012
Taylor, Angelica M.	RN 712954	Revoked	March 20, 2012
Taylor, Gigi Marchel	LVN 171810	Remedial Education with Fine	February 16, 2012
Taylor, Tiann	RN 632672	Revoked	March 20, 2012
Tejada, Jr., Victor Manuel	LVN 208792	Remedial Education with Fine	February 27, 2012
Tengler, Lu Slocum (Thompson)	RN 658270	Warning with Stipulations	April 19, 2012
Thiel, John	RN 614306	Remedial Education	April 17, 2012
Thomas, Judi Kaye	LVN 180673	Remedial Education with Fine	March 19, 2012
Thomas, Latashau Dianne	LVN 180436	Suspend/Probate	April 19, 2012
Thompson, Carrie Flynn	FNP & RN 555871	Remedial Education with Fine	February 15, 2012
Tindall, Suzanne	RN 501817	Suspend/Probate	March 20, 2012
Tomecek, Angela Denise	LVN 139072	Voluntary Surrender	April 10, 2012
Trahern, Clara Lou	LVN 165179	Warning with Stipulations	March 20, 2012
Tran, Toan Van	RN 689541	Revoked	March 20, 2012
Troutman, Gerald Britt	LVN 108983	Revoked	March 20, 2012
Tukes, Margaret Lee	LVN 88961	Voluntary Surrender	February 27, 2012
Tweedel, Nicolas James	RN 755364 & LVN 206907	Voluntary Surrender	March 6, 2012
Tyler, Betty Anne	RN 686499 & LVN 119764	Warning with Stipulations	March 20, 2012
Udoh, Michael E.	LVN 150164	Warning with Stipulations	April 19, 2012
Ulbrich, Ladell Russell	LVN 70710	Voluntary Surrender	March 30, 2012
Valadez, Victor	RN 798402	Revoked	March 20, 2012
Van Camp, Holly Elizabeth	RN 708067	Warning with Stipulations	March 20, 2012
Vansteenberg, Audrey Denise	LVN 207519	Warning with Stipulations	April 19, 2012
Vasquez, Michael Anthony	RN 703840 & LVN 153687	Warning with Stipulations	March 20, 2012
Villanueva, Juan Antonio	LVN 125656	Remedial Education with Fine	April 5, 2012
Villar, Miriam	RN 740498	Warning with Stipulations	March 20, 2012
Villarreal, Martha Alicia	RN 674409 & LVN 166664	Reprimand with Stipulations	April 19, 2012
Virtudazo, Amelia Arlan	RN 714913	Warning with Stipulations, Deferred	April 19, 2012
Voelkel, Rita A.	RN 505267 & LVN 32994	Remedial Education	March 20, 2012
Waldrop, Mary Helen	LVN 144282	Voluntary Surrender	April 9, 2012
Walker, Kelly Delene	LVN 181649	Voluntary Surrender	March 2, 2012
Wallace, Melissa Dann	LVN 199989	Warning with Stipulations	March 20, 2012
Watson, Benita Sue	RN 246431 & LVN 74581	Revoked	March 20, 2012
Watson, Jacqueline Michelle	LVN 138563	Reprimand with Stipulations	March 20, 2012
Webster, Brittany L.	LVN 211892	Suspend/Probate	March 20, 2012
Weisheit, Sarah Kristin	RN 682357	Voluntary Surrender	April 30, 2012
Wharry, Jan Marie	RN 666741	Warning with Stipulations	April 19, 2012
Whatley, Dina Michelle	LVN 166377	Warning with Stipulations	April 19, 2012
Whittington, Nina Conner	LVN 163380	Revoked	March 20, 2012
Wiggins, Kristi Marie	RN 637410	Warning with Stipulations	March 20, 2012
Wiler, Betty Jean	LVN 113291	Voluntary Surrender	February 17, 2012
Wilkerson, Tiffany Ann	LVN 202720	Warning with Stipulations	March 20, 2012
Williams, Elizabeth Lynn	RN 450861	Revoked	March 20, 2012
Williamson, Geraldine	LVN 109077	Voluntary Surrender	February 17, 2012
Willingham, Mandy Rawn	LVN 197081	Voluntary Surrender	February 23, 2012
Wilson, Daniel Lee	RN 626956	Remedial Education with Fine	April 5, 2012
Wilson, Kimberly Angela	RN 698593	Revoked	March 20, 2012
Winslow, Scott Randall	RN 578672	Suspend/Probate	April 19, 2012
Wittman, Malinda Ruth	RN 728946	Warning with Stipulations	March 20, 2012
Wolfe, Michelle Ann	RN 655152	Reprimand with Stipulations	March 20, 2012
Woods, Connie Jeannette	RN 548859	Suspend/Probate	March 20, 2012
Wright, Helen Lorraine	RN 642952	Voluntary Surrender	April 25, 2012

# BON Introduces a New Workshop

## LVN Scope of Practice: What Every LVN, RN, and Employer Should Know



**Date:** Friday, November 2, 2012  
**Location:** The University of Texas at Austin  
 JJ Pickle Research Campus  
 The Commons, Room 1.122  
 10100 Burnet Road, Bldg. 137  
 Austin, TX 78758  
**Time:** 8:30 a.m. – 12:00 p.m.  
**Cost:** Pre-registration fee \$49.00;  
 At-the-door registration fee \$65.00

### Did you know....

Does your nursing certification meet the continuing competency licensure renewal requirements? If your nursing certification is approved by the Accreditation Board for Specialty Nursing Certification (ABSNC), then it is accepted by the Texas Board of Nursing (BON or Board) as a demonstration of continuing competency. There are at least two ways to determine if your nursing certification is approved by ABSNC:

1. Look on the website of your issuing organization as they may list the approval(s) they have received for the certification(s) they offer. If they list ABSNC, then you know the BON will accept that certification.
2. Go to the ABSNC website ([www.nursingcertification.org](http://www.nursingcertification.org)) and under the "Accreditation" link click on "Approved Programs" and look for your certification there. If it is listed, then the BON accepts that certification.

There are a few certifications that have been approved by the Board in addition to those approved by ABSNC. Two certifications offered by the National Association for Practical Nurse Education and Service, Inc. (NAPNES) for LVNs have been approved: Pharmacology and Long-Term Care. Also, the two certifications offered by the Developmental Disabilities Nurses Association (one for LVNs and one for RNs) have both been approved by the Board. Advanced Practice Registered Nurses may utilize "the national certification recognized by the Board as meeting the certification requirement for the advanced practice registered nurse's role and population focus area".

#### References

22 Texas Administrative Code, § 216.3 (b) & (c) (2012). and  
 Continuing Competency Brochure: Lifelong Learning Understanding and Adhering to Nursing Continuing Competency Requirements in Texas retrieved from <http://www.bon.texas.gov/about/pdfs/ceu.pdf>

## DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Wyatt, Cheryl Lynn	RN 677470	Remedial Education with Fine	February 29, 2012
Wyse, Ali Michelle	RN 779098	Warning with Stipulations	April 19, 2012

### Abbreviations in the Notice of Disciplinary Action Section

<b>ACANP</b>	Acute Care Adult Nurse Practitioner
<b>ANP</b>	Adult Nurse Practitioner
<b>CNM</b>	Certified Nurse Midwife
<b>CRNA</b>	Certified Registered Nurse Anesthetist
<b>ENP</b>	Emergency Nurse Practitioner
<b>FNP</b>	Family Nurse Practitioner
<b>GNP</b>	Gerontological Nurse Practitioner
<b>PTP</b>	Privilege to Practice in Texas, also known as Nurse Licensure Compact Privilege, associated with the indicated state and license. States are abbreviated using the official two letter state abbreviations of the United States Postal System.
<b>WHNP</b>	Women's Health Nurse Practitioner

## Texas Board of Nursing Continuing Nursing Education Offerings

### 2012 Hosted Workshop Schedule

The Texas Board of Nursing (BON) will present a nursing jurisprudence and ethics workshop on the following date:

**Texas Board of Nursing: Protecting Your Patients and Your Practice\***

Friday, **August 3, 2012** – (Register by Friday, July 27, 2012)

**Location:**

The University of Texas at Austin  
JJ Pickle Research Campus  
The Commons, Room 1.122  
10100 Burnet Road, Bldg. 137  
Austin, TX 78758

**Time:** 8:00 a.m. – 4:30 p.m.

**Cost:** Pre-registration fee \$109.00;

At-the-door registration fee \$125.00

**CNE:** Approved for 7.0 contact hours.

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



Interactive Online  
CNE Opportunity

### **Nursing Regulations for Safe Practice\***

CNE: This online CNE opportunity has been approved for 2.0 contact hours.

Go to: <http://bon-ce.enspire.com> to complete registration and participate in this CNE opportunity.

Cost: \$25.00

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

## 2012 WEBINAR SCHEDULE

### **LVN Scope of Practice: What Every LVN, RN, and Employer Should Know** (New for 2012)

This webinar will be offered on two different days and is recommended for all LVNs, RNs, and their employers. Attendance at the webinars is offered at no cost. The webinars will be one hour in length and will provide an overview of the safe and legal scope of practice for LVNs in Texas.

Friday, **August 24, 2012** (11-12 pm)

Friday, **October 5, 2012** (11-12 pm)

**Navigating Your Way to Medication Safety\***

Friday, **July 6, 2012** (12-1 pm)

**Professional Boundaries: Where's The Line?\***

Friday, **September 7, 2012** (12-1 pm)

**Nursing Peer Review: Understanding the Process\***

Monday, **September 17, 2012** (12-1 pm)

**Safe Harbor: Ensuring Patient Safety\***

Wednesday, **December 5, 2012** (11-12 pm)

Cost per Webinar: Individuals: \$25.00; Groups: \$200.00 up to 10 participants, and \$25.00 for each additional participant.

For more information regarding the BON workshops or webinars, please call the Workshops Information line at 512-305-6844 or e-mail inquiries to [workshops@bon.texas.gov](mailto:workshops@bon.texas.gov).

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

## Board of Nursing Contact Information

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

**OPERATIONS**

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

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

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

**WEB Address**.....[www.bon.texas.gov](http://www.bon.texas.gov)

**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  
-- APRN 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.texas.gov](mailto:workshops@bon.texas.gov)



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

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



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

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. Please direct questions or comments to: Newsletter, Texas Board of Nursing, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944. Comments may be e-mailed to [bruce.holter@bon.texas.gov](mailto:bruce.holter@bon.texas.gov) 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.

The *Texas Board of Nursing Bulletin* is published quarterly by the Texas Board of Nursing. In compliance with the Americans with Disabilities Act, this document may be requested in alternate formats by contacting the Board's office, (512) 305-7400 (Voice), (512) 305-7401 (FAX), or by visiting the William P. Hobby Building, 333 Guadalupe, Suite 3-460, Austin, Texas.

#### **Do you need to change your address?**

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

**Mail:** Texas Board of Nursing  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701-3944;

**E-Mail:** [webmaster@bon.texas.gov](mailto:webmaster@bon.texas.gov);

or

**Fax:** Texas Board of Nursing  
at (512) 305-7401.

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

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