



**Missouri
State
Board of
Nursing**

Winder 87
Post Office Box 656
3523 North Ten Mile Drive
Jefferson City, MO 65102
(314) 751-2334

BOARD MEMBERS

NAME	TITLE	TERM EXPIRES
Jacqueline Hartz, R.N.	President	06/01/88
Shael Lawson, L.P.N.	Secretary-Treasurer	06/01/89
Peggy Ellis, R.N.	Member	06/01/90
Brenda Ernst, R.N.	Member	06/01/90
Matty Jones, L.P.N.	Member	06/01/89
Mary Mitchell, R.N.	Member	06/01/88
Joyce Neaves, R.N.	Member	06/01/89
Walter Rarrick	Public Member	08/16/90

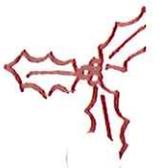
PROFESSIONAL STAFF MEMBERS

NAME	TITLE
Florence McGuire, R.N.	Executive Director
Carol Hartigan Blevins, R.N.	Associate Executive Director for Education

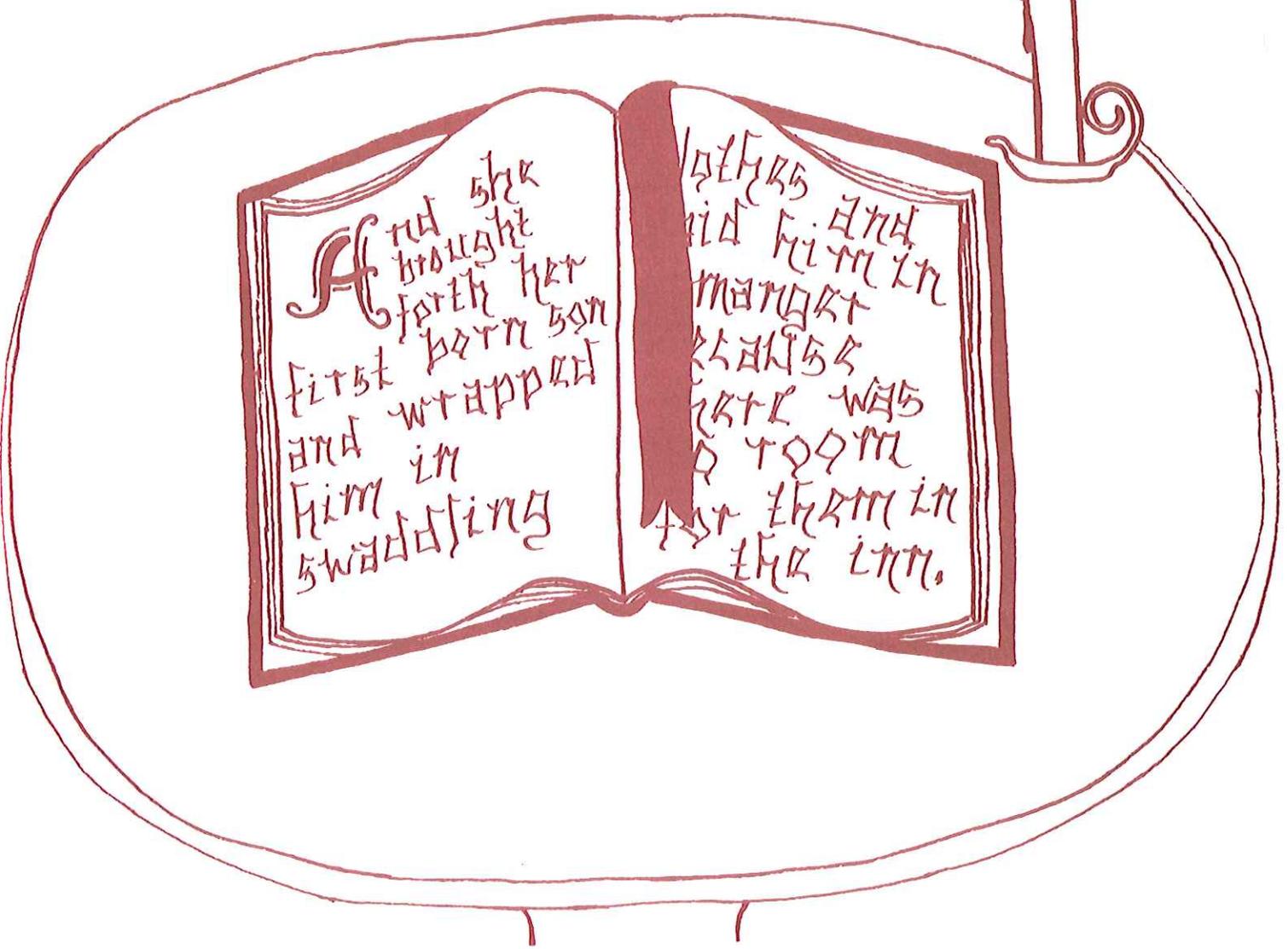
OFFICE STAFF

NAME	TITLE
Pam Goose	Administrative Assistant
Georgiaetta Klebba	Office Manager/Secretary III
Tracy Bergman	Secretary to Associate Executive Director/Secretary II
Linda Strobel	Account Clerk
Liane Pierson	Receptionist/Clerk Typist II
Lori Scheidt	Licensure Section Coordinator/Clerk Typist III
Sherry Toebben	Licensure Section Clerk/Clerk Typist II
Sandy Sebastian	Licensure Section Clerk/Clerk Typist II
Connie Limbach	Licensure Section Clerk/Clerk Typist II
JoAnn Hanley	Licensure Section Clerk/Clerk Typist II

PLEASE DISTRIBUTE THIS NEWSLETTER WIDELY AND ...
REPRODUCE IT AS YOU WISH.



Happy Holidays
 from your
 State Board of
 Nursing



And she
 brought her
 first born son
 and wrapped
 him in
 swaddling
 clothes and
 laid him in
 a manger
 because
 there was
 no room
 for them in
 the inn.

PHILOSOPHY FROM FLO

A license to practice nursing in this state now costs \$12.00 a year. A license can be said to cost you \$1.00 per month. What a bargain! But have you wondered what happens to that money after it comes to this office? How is that fee established? What is that money used for? Let me explain.

The Board of Nursing, as with many licensing and regulatory agencies, is totally self supporting. All activities and functions of this Board are financed through fees collected by this agency. There is no tax money from general revenue appropriated for the use of the Board of Nursing.

All money received in this office is deposited in the State Treasury in a fund called the Board of Nursing Fund. The amount allowed to accumulate in that fund is regulated by law. Missouri Statutes Chapter 335, which is commonly called the Nursing Practice Act, states that the Board of Nursing shall set the amount of fees required to produce revenue which shall not substantially exceed the cost and expense of administering this law. When the amount in that fund reaches a certain point in excess of what is required for operations then it must roll over into general revenue. That money can then be used for any purpose so designated by the Legislature. The Board does not want to build roads and bridges with fees collected from nurses and, therefore, does not allow an accumulation of fees to that extent. Fees have been lowered in the past in order to prevent that from occurring. The money placed in the fund for use by the Board of Nursing must, however, be appropriated to the Board by legislative action before it can be spent. This requires an annual request to the Legislature and a continuous process of justification and evaluation. It is appropriate to have methods of checks and balances and this process is one approach aimed at keeping those of us who have been given a public trust honest and thoughtful of that trust.

Because the Board of Nursing is totally self supporting, the annual budgetary process is an item of great importance to the Board and staff. The responsibility for establishing, administering and maintaining the budget is one that is continuous, is very fluid and at times, very frustrating.

When one is unable to achieve goals that have been set, feelings of frustration may be experienced. Goals may be formal and written. They may be formulated as a basis for ones professional activities or they may be merely an idea or thought which appears to be desirable. Everyone has, at sometime, experienced frustration from being unable to achieve a goal.

The functions of the Board of Nursing are based on very specific, planned goals which are primarily created and regulated by the laws of this state. It is necessary to have adequate financing to allow for accomplishment of those goals if they are to be realized in an efficient, organized manner. Inefficiency and disorganization waste money but, at the same time, it requires money and an adequate number of staff in order to be efficient and organized in the delivery of services to the public and members of the nursing profession.

Frankly and simply stated, the needs of the profession have outgrown the current system of supplying those needs. The nursing shortage has created a great deal of demands on nursing which among other things has caused an increase in the number of communications both written and verbal to and from this office. It has also increased the number of complaints which must be investigated and dealt with in some manner.

PHILOSOPHY FROM FLO, cont.

The entry into practice issue has created a great deal of unrest with resultant fluctuations in nursing education. Nursing programs are changing curricula, faculty are very unstable, clinical facilities are fluctuating rapidly and schools are making last minute decisions with requests for approval which they needed last week or last month rather than being able to give the staff adequate notice with lead time prior to the next Board Meeting. Unusual situations call for an unusual amount of problem solving with the resultant changes in policies/procedures. There is consequently lots of work generated. Unusual situations cannot be handled through policies and procedures which have been established for the purpose of handling the ordinary situations, therefore, much time, energy and effort is used to solve the problems which are a result of the issues problems with which the profession is struggling.

There continues to be an increase in the number of complaints received about nurses. That increase has come about not only because of pressures put on nurses during the shortage, as I mentioned earlier, but because of a significant increase in the number of complaints received on nurses who are abusing chemicals. This is a problem which causes a great deal of concern to the Board, which also causes a tremendous amount of work. Mandatory reporting has greatly increased the number of all types of complaints which are received and processed but those resulting from chemical abuse are far and away the greatest in number. Discipline, as prescribed by the Nursing Practice Act, for whatever reason, is time and money consuming.

The number of licensed nurses continues to increase by three to five percent every year so that at present we have approximately 71,000 nurses. The paperwork, phone calls, etc., which accompany the day to day work of licensure examinations, endorsements and renewal increase proportionately, however, office staff has not increased to that extent.

The Board of Nursing is asking for the Legislature to approve funding for five (5) new staff positions for fiscal year 1988-1989. They consist of two (2) professional staff and three (3) support staff. The basic responsibilities for professional staff members are divided into four (4) general categories. Carol Hartigan Blevins, the Associate Executive Director for Education, is responsible for education and licensing while I am responsible for practice issues and discipline. We both handle some of everything, however, it is easier to be conversant and somewhat knowledgeable in two (2) areas than to try and be all things to all people. The two (2) additional professional staff members would allow for further specialization through allowing each professional time to assume responsibility for one (1) major area. The overall responsibility for the agency would remain with the executive director and the associate executive director would assume responsibility for the day-to-day management of the office. Nurses are well known for the capacity to absorb increased responsibility and take on greater amounts of work. We push ourselves to do the utmost in our power, to be super-women. Then we are placed in the unenviable position of being told that being a super-woman is a permanent assignment. The staff here at the office have been super-women and have functioned to their utmost capacity. Do you realize we still have one of the lowest licensing fees in the country and in spite of being overloaded with work, we are able to respond to the needs of you in the profession in a much shorter period of time than occurs in some of our surrounding states and others across the country.

I am asking for your support in lobbying your legislators to approve the priority requests for five (5) new staff members for the Board of Nursing. If you have further questions, please contact me or come to the office so that we can discuss our needs. I can supply the addresses and telephone numbers for all Legislators you may wish to contact. The office staff does a great job but there comes a time when efficiency and organization will no longer suffice and we have reached that point. Help!!!

COMMENTS FROM CAROL

One of my favorite spirit lifters when I was in education was to read from a list compiled by Paul Diederich of ETS entitled, "Twenty-seven Ways to Run Away From An Educational Problem." With the nursing shortage receiving front page coverage in countless publications; both within and outside the profession, I cannot help but remember this list when reading proposed "solutions" to the problem. I will share a few:

1. Find a scapegoat and ride him. Teachers can blame administrators; administrators can blame teachers; both can blame parents; and everyone can blame the system.
2. Say that the problem cannot be separated from other problems. Therefore, no problem can be solved until all other problems have been solved.
3. Look for some philosophical basis for approaching the problem; then a basis for that; then a basis for that; and so on back to Noah's Ark.
4. Move away from the problem into endless discussion of various ways to study it.
5. Appoint a committee to weigh the pros and cons (these must always be weighed) and to reach tentative conclusions that can subsequently be used as basis for further discussion of an exploratory nature preliminary to arriving at initial postulates on which methods of approach to the pros and cons may be predicted.
6. Conclude that we have all clarified our thinking on the problem, even though no one has thought of any way to solve it.

Please be assured that it is in no way my intention to make light of the nursing shortage. Any potential "solutions" to the crisis will, without a doubt, have serious and lasting implications on the practice of nursing, both now and in the future. Indeed, as some experts agree, the future of nursing as a viable profession may well be at stake. I have reviewed countless articles relating to both past and the present shortage in nursing manpower. I would like to share some of the more interesting things I have run across.

A 1981 article in Annals of Internal Medicine begins with the following brief overview, "There appears to be a critical shortage of hospital nurses in the United States, despite a fifteen year national effort to bring the supply of nurses into balance with increased demand. Evidence strongly favors the explanation that the shortage had been caused by the depression of nurses' incomes relative to incomes of other workers. The present wage structure has both short- and long-term effects on the shortage of nurses; allowing nurses' salaries to rise to levels of comparable workers may be the only solution." Using 1979 data, the authors conclude, "Nurses' salaries are on a par with the national average salaries for secretaries, even though the educational preparation is considerably greater for nurses." One short-term effect cited by the authors is that, "The differential cost of a nurse over that of other personnel is so small that hospitals may be having nurses do jobs that could be done by others." Long-term consequences of inadequate wages included such predictions as declining nursing school enrollments, resulting in fewer nurses; a decrease in the qualifications of nursing school applicants; increasing dissatisfaction of nurses in hospitals leading to costly high turnover rates; and increasing attempts at collective bargaining."

COMMENTS FROM CAROL, cont.

That was six years ago. This year, the October RN Magazine reported on a survey of nursing income, stating, "During the first five years of this decade, nurses made big gains economically - their mean hourly pay rose nearly 40%. But when we first reported on nursing pay two years ago, we warned that those big gains were not likely to continue. That warning, alas, was right on target." The survey reports an average annual income of \$26,000.00 for acute care nurses. But nurses with more than 15 years on the job make \$29,130.00. The percentage of nurses earning a total annual income of \$40,000.00 or more was 4%; those earning \$32,500.00 - \$39,999.00 just 12%. Nurses who are paid on an hourly wage have realized on average only thirty cents more now than they did two years ago.

A February, 1987 ANA Newsletter comments on nursing salaries, citing salary compression, "minimal difference between starting salaries and maximum salaries," as a factor in the nursing shortage. The newsletter concludes, "Given the skill, effort, responsibility and working conditions of nurses, such compensation is neither attractive enough to lure new recruits nor competitive enough to retain nurses with years of experience."

In September, 1987 ANA reported that RN school admissions are sliding downward. "Combined admissions to all RN schools dropped by about 11% in the August, 1985 - July, 1986 academic year according to a preliminary estimate from the National League for Nursing. Suggesting an accelerating slide, NLN's annual survey points to an overall 12% to 13% drop in fall 1986 admissions to all schools."

In last year's Annual Report of the Missouri State Board of Nursing, we reported statistics for enrollments in all Missouri nursing programs for a ten year period. Total enrollments dropped from 7,060 in 1984 to 5,482 in 1986.

Finally, in an editorial in the September, 1987 Nursing Management entitled, "A Shortage of Nurses: Traditional Approaches Won't Work this Time," Leah Curtin discusses potential nursing school recruits, stating, "There are fewer young people to recruit - and the older people we recruit, the second career people, will form a more mature, assertive, and savvy group of nurses than the youngsters of previous years." Ms. Curtin concludes, "So perhaps, finally, the law of supply and demand will apply to nurses. The SHORTAGE will end only as quickly as nurses' salaries rise to meet their psychic income."

But money, while a motivator for many, is not the sole answer to a very complex issue. National attention is focused on forming task forces and work groups primarily attempting to concentrate on mechanisms to increase nursing autonomy in the work place, to improve compensation and benefits for nurses, and to increase enrollments in schools of nursing. Each of the 71,000 nurses in Missouri has a unique opportunity to make an individual contribution to assist the nursing community as a whole in achieving these goals.

One yardstick many nurses use in assessing their patient care is to ask themselves, "Is this the type of care I would like to see a member of my family receive?" When considering what we can do for nursing, to improve status, image and attractiveness as a lifetime career, we can ask ourselves, "Would I advise my child to choose nursing for a career?"

VIETNAM NURSES: TIME FOR SUPPORT

by: Carolyn Walker, R.N., Ph.D.
Assistant Professor
San Diego State University

Professional nursing has long been defined as a "caring" profession. Our primary nursing function is to "support" the patient. Commonly understood concepts in our professional language include basic needs support, life support and psychosocial support. The paradox in nursing, however, is that while we consciously and consistently care for and support our patients, we are often neglectful in caring for and supporting each other. Military and civilian nurses who volunteered to serve in Vietnam have suffered from professional abuse and neglect too long.

Approximately 7,000 nurses volunteered to serve in the Vietnam War. They performed their duties under hazardous and extreme conditions while meeting or exceeding the highest professional standards. The majority of the nurses were young women, typically in their early twenties. Their patients were their contemporaries; they could have been their brothers, their schoolmates, their boyfriends. Those wounded and dying men were figuratively and literally our sons and brothers. In the finest sense of the word, these nurses cared for them in our absence.

Many nurses returned from Vietnam with emotional wounds that went unrecognized and untreated by their colleagues. Too many of us, who had safely remained on American soil during the war, failed to care for and support our fellow nurses. We confused the issues. We failed to separate our political sentiments about the war from the job that these nurses performed. They did nothing to cause the Vietnam War nor prolong its duration. Their sole contribution was to care for and support the victims of war. We should have recognized and thanked them for their dedication and exemplary service. Instead we ignored and occasionally ridiculed their contributions. Worse still, we failed to care for and support them as human beings. We did not attend to their wounds, but left them to suffer in silence.

Presently there is a movement to raise 1.2 million dollars to add a statue honoring the 10,000 women (7,000 were nurses) who served in Vietnam to the Vietnam War Memorial in Washington, DC. The statue, by sculptor Roger Brodin, would feature a weary woman dressed in combat fatigues wearing a stethoscope and holding a helmet. Where will the money come from? I believe it should come from the hearts of all American nurses.

There are approximately 1.4 million Registered Nurses in America. If each nurse would contribute one dollar, the memorial could become a reality. Our support of these dedicated brave women is long overdue. Can you spare \$1.00 (or more) for a tribute to your colleagues? If only one nurse in each hospital in America would literally "pass the collection plate" and then mail the contributions to the Vietnam Women's Memorial Project, we nurses would finally and collectively repay a debt of honor.

Contributions should be sent to:

Suzanne Mills-Rittman, Executive Director
Vietnam Women's Memorial Project
511 11th Avenue South
Minneapolis, MN 55415

NATIONAL COUNCIL RELEASES NEW NCLEX-RN TEST PLAN

A new "Test Plan for the National Council Licensure Examination for Registered Nurses" has been released and will become effective with the July, 1988 NCLEX-RN examination administration.

The new Test Plan was approved by the National Council's Delegate Assembly during the Annual Convention this past August, 1987. The Test Plan was revised to bring it in line with the job analysis findings reported in, "A Study of Nursing Practice and Role Delineation and Job Analysis of Entry-Level Performance of Registered Nurses."

The new Test Plan:

- retains "Nursing Process" as one of its components
- continues the assignment of equal weights to all phases of the Nursing Process
- replaces "Locus of Decision Making" with "Client Needs"
- used the Rasch Model to determine weights for Client Needs

The Test Plan is available from National Council of State Boards of Nursing, Incorporated (625 North Michigan, Suite 1544, Chicago, IL 60611), for \$3.00. Those interested should indicate that they want the NCLEX-RN test plan that becomes effective in July, 1988.

COMMITTEE MEMBERSHIP ANNOUNCEMENT

National Council of State Boards of Nursing has announced the new appointments to the Committee Memberships. The following representatives have been elected from the State of Missouri:

- Florence McGuire, R.N., M.S.N.
Executive Director Conference Group Facilitators for Area II
Term: August, 1987 through August, 1988
- Carol Hartigan Blevins, R.N., M.A.
Steering Committee, Computerized Clinical Simulation Testing Project (CST)
Term: August, 1987 through August, 1989

EMPLOYEE OF THE QUARTER

Congratulations to Sherry Toebben, Licensure Section Clerk, who received the Autumn, 1987 Employee of the Quarter award.

PRN PROGRAM

As of July 1, 1987 the PRN program has gone statewide. Anyone needing assistance or anyone wishing to volunteer to work with the PRN program can call the Missouri Nurses Association at (314) 636-5321.

BOOKS OF CURRENT RNs AND LPNs

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing a copy of one of these books must send a letter of request to the Missouri State Board of Nursing, Post Office Box 656, Jefferson City, Missouri 65102. The cost will be approximately \$22.50 for Registered Nurses and \$15.00 for Licensed Practical Nurses (cost subject to change). Send no money with letters of request; you will be billed at a later date.

ATTENTION EMPLOYERS

Please verify the status of the following with the Missouri State Board of Nursing as they do not hold a Missouri license:

- Pamela Sue Boyer-Hottinger
- Janice Collins
- Carolyn Tidmus Tweedie
- Kimberly Neighbors Zacha

REVISED TEMPORARY WORK PERMITS

Please convey this information to the individual(s) accountable for verifying Missouri Temporary Work Permits before hiring new employees. The format of the Temporary Work Permit has changed drastically. The new permit forms, which will be used beginning in mid to late December, 1987 if contracts are met, will no longer be the old 8 1/2 x 11 inch white sheets. Instead, we will be using a light gold form for RNs and a light green form for LPNs. The permits will be printed on safety paper with hidden voids to prevent alteration and/or duplication. When you make a copy of this form for your files, the word "void" will appear on the copy only. There will be a strip of cellophane safety tape over the section which is typed by the office staff. The embossed Board Seal will be placed on the lower right-hand side. There are numerous other security features built into the new safety paper so that this office will easily be able to detect attempts to alter the permit. The new forms will be 9 1/2 x 5 1/2 inches overall; and 8 1/2 x 5 1/2 usable inches. The new forms will no longer indicate the original state of licensure. Please be aware that NO Temporary Work Permit forms are ever issued from this office with typewriter corrections visible; office policy requires our clerks to discard any form with a typing error and to re-do the form before mailing. If an individual would call this office and state that they had never received their Temporary Work Permit, necessitating issuance of a new permit, certain office security measures would be initiated to correct this situation. In all cases, however, if you do not feel comfortable with the authenticity of a Permit, or if you would like verification on a permit, we encourage you to call our office. We are very happy to assist employers in verifying Missouri Licensure and we realize that hiring is a wild and crazy process right now, in view of the nursing shortage. At this time, the graduate temporary work permit form is unchanged.

 RECENT FINDINGS IN ALZHEIMER'S RESEARCH AND WHAT IT MEANS
 MISSOURI ALZHEIMER'S DISEASE AND RELATED DISORDERS TASK FORCE

Alzheimer's Disease (AD), a progressive brain disease affecting nearly three million Americans, is not curable. However, treatment for patients and families is available and helpful. It is particularly helpful to recognize the behavioral accompaniments of Alzheimer's Disease and to treat them promptly.

Depression accompanying Alzheimer's Disease - Depression occurs most often early in the course of Alzheimer's Disease, while patients still have insight into the nature and extent of their deficits. Depression can occur at any stage and may result in decreased functioning. Depression can and should be treated vigorously with behavioral and therapeutic interventions, and if needed, with anti-depressant medications. Effective treatment will lead to greatly enhanced quality of life in Alzheimer's Disease, decreased care-giver burden and stress, and reduce morbidity, mortality and premature institutionalization.

Accusatory, suspicious, even overly paranoid behaviors may occur with Alzheimer's Disease ... even frank hallucinations. Accusations and suspiciousness are usually directed toward individuals whom the Alzheimer's Disease patient is closest to, i.e., spouse, family care-givers. Often times, some reality based factor may be fueling suspiciousness or accusations; such as forgetting where one left some money or other valuables and accusing the family of having taken them. Memory aiding devices may diminish suspiciousness. An example would be writing down contents of drawers and safety boxes, making changes when things have been relocated. In overtly psychotic Alzheimer's Disease patients with frank hallucinations or paranoia, small doses of the anti-psychotic medications can be helpful in controlling the symptoms and making patients much more manageable.

In future columns, we will talk about day/night confusion, "sundowners", impulse control disorders and other behavioral symptoms seen in Alzheimer's Disease. A psychiatrist experienced in working with geriatric patients can be a valuable consultant to patients, family and nursing staff dealing with behavioral manifestations of Alzheimer's Disease.

 NCLEX EXAMINATION DATES FOR 1988

<u>TYPE</u>	<u>DATE(S)</u>	<u>LOCATION</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
NCLEX-RN	02/02/88 - 02/03/88	University Plaza Trade Center Springfield, Missouri	12/08/87	12/18/87
NCLEX-PN	04/19/88	Ramada Inn Jefferson City, Missouri	02/23/88	03/04/88
NCLEX-RN	07/12/88 - 07/13/88	University Plaza Trade Center Springfield, Missouri	05/17/88	05/27/88
NCLEX-PN	10/18/88	University Plaza Trade Center Springfield, Missouri	08/23/88	09/02/88



U.S. Department of Justice

Federal Bureau of Investigation

The FEDERAL BUREAU OF INVESTIGATION is attempting to locate KENNETH EUGENE OLIVER, who is wanted for several bank robberies, prison escapes and the murder of a Michigan State police officer. The FEDERAL BUREAU OF INVESTIGATION is also seeking OLIVER's wife, MARILYN, who has also used the last names BALCOM, AKMAL and GOWARD. Federal warrants have been issued at Detroit, Michigan, for KENNETH EUGENE OLIVER and state warrants have been issued by the MICHIGAN STATE POLICE for MARILYN FAYE BALCOM.

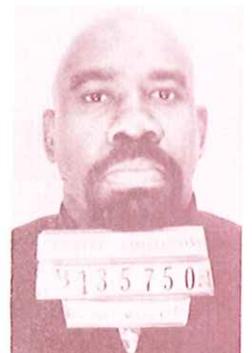
BALCOM is licensed as a practical nurse in the states of Michigan and Pennsylvania. It is felt that she will attempt to obtain employment as a licensed practical nurse in the future. BALCOM is described as follows:

Race	White
Sex	Female
Date of birth	August 24, 1946
Height	5 feet 5 inches
Weight	200 pounds
Eyes	Blue
Hair	Reddish-brown
Social Security Account Number	380-44-2410

KENNETH EUGENE OLIVER is described as follows:

Race	Black
Sex	Male
Date of birth	March 3, 1940
Height	6 feet
Weight	210 pounds
Eyes	Brown
Hair	Black
Social Security Account Number	159-32-0142

If you have any information regarding BALCOM and/or OLIVER, it is requested that you immediately contact the FEDERAL BUREAU OF INVESTIGATION at Kansas City, Missouri, telephone (816) 221-6100. Please refer to file number 88A-16838. KENNETH EUGENE OLIVER is considered armed and extremely dangerous. MARILYN FAYE BALCOM has assisted OLIVER in an escape and should also be considered armed and dangerous.



The following are Proposed Rule Amendments reproduced from the Missouri Register as they appeared November 2, 1987. The Proposed Rule Amendments are reproduced by permission of Roy D. Blunt, Secretary of State, State of Missouri.

Title 4 - DEPARTMENT OF
ECONOMIC DEVELOPMENT

Division 200 - State Board of Nursing

Chapter 2 - Minimum Standards for Accredited Programs of
Professional Nursing and
Registration of Professional Nurses in Missouri

PROPOSED AMENDMENT

4 CSR 200-2.010 Accreditation. The Board of Nursing proposes to amend subparagraph (1)(B)3.A. and add new subparagraphs B. and C.

PURPOSE: To redefine the criteria for issuance of warning letters making criteria more clear to schools of nursing in the state of Missouri and to eliminate use of mean scores as a criterion.

(1)(B) Classification of accreditation status

3.A. {Programs shall receive a letter of warning when State Board Test Pool Examination failures of first time candidates exceed twenty percent (20%) and mean scores fall below one (1) standard deviation above the passing score. Two (2) consecutive letters of warning shall result in the program being placed on conditional accreditation status.} If for one (1) fiscal year (July 1 through June 30) the graduates of a program of nursing achieve a pass-rate less than eighty percent (80%) on the first time writing of the licensure examination -

(I) A warning letter shall be issued;
and

(II) The nurse administrator shall submit an analysis of the cause(s) of the high failure rate on the licensure examination and plans to correct the deficiencies for the future three (3) weeks prior to the next regularly scheduled board meeting.

B. If for two (2) consecutive fiscal years (July 1 through June 30) the graduates of a program of nursing achieve a pass-rate less than eighty percent (80%) on the first time writing of the licensure examination -

(I) A letter of warning shall be issued;
(II) The nurse administrator shall appear before the board and give a report of the implementation of the plans submitted to the board the

previous year and to present any further analysis and plans to correct the deficiencies as defined; and

(III) The program shall be surveyed by a representative of the board.

C. If for three (3) consecutive fiscal years (July 1 through June 30) the graduates of a program of nursing achieve a pass-rate less than eighty percent (80%) on the first-time writing of the licensure examination. The program is placed on conditional accreditation status. The nurse administrator and the head of the governing institution or designee shall appear before the board, at the next regularly scheduled board meeting to show cause that approval of the program be continued.

Editor's Note: The succeeding subparagraphs will be relettered accordingly.

Auth: chapter 335, RSMo (1986). This version filed April 20, 1973, effective May 1, 1973. Amended: Filed Dec. 12, 1975, effective Dec. 22, 1975. For intervening history, please consult the Code of State Regulations. Amended: Filed Dec. 10, 1981, effective March 11, 1982. Amended: Filed Oct. 14, 1987.

STATE AGENCY COST: This Proposed Amendment will not cost state agencies or political subdivisions more than five hundred dollars in the aggregate.

PRIVATE ENTITY COST: This Proposed Amendment will not cost private entities more than five hundred dollars in the aggregate.

NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this Proposed Amendment with the Board of Nursing, Florence B. McGuire, R.N., M.S.N., Executive Director, P.O. Box 656, Jefferson City, MO 65102, (314) 751-2334. To be considered, comments must be received within thirty days after publication of this notice in the Missouri Register. No public hearing is scheduled.

Title 4 - DEPARTMENT OF
ECONOMIC DEVELOPMENT

Division 200 - State Board of Nursing

Chapter 3 - Practical Nursing

PROPOSED AMENDMENT

4 CSR 200-3.010 Accreditation. The Board of Nursing proposes to amend subparagraph (1)(B)3.A. and add new subparagraphs B. and C.

PURPOSE: To redefine the criteria for issuance of warning letters making criteria more clear to schools of nursing in the state of Missouri and to eliminate use of mean scores as a criterion.

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Editor's Note: The succeeding subparagraphs will be relettered accordingly.

Auth: chapter 335, RSMo (1986). Original rule filed Jan. 29, 1974, effective Feb. 8, 1974. Amended: Filed Dec. 12, 1975, effective Dec. 22, 1975. Rescinded and readopted: Filed Oct. 14, 1981, effective Jan. 14, 1982. Amended: Filed Oct. 14, 1987.

STATE AGENCY COST: This Proposed Amendment will not cost state agencies or political subdivisions more than five hundred dollars in the aggregate.

PRIVATE ENTITY COST: This Proposed Amendment will not cost private entities more than five hundred dollars in the aggregate.

NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this Proposed Amendment with the Board of Nursing, Florence B. McGuire, R.N., M.S.N., Executive Director, P.O. Box 656, Jefferson City, MO 65102, (314) 751-2334. To be considered, comments must be received within thirty days after publication of this notice in the Missouri Register. No public hearing is scheduled.

The members of the Missouri State Board of Nursing will be in session December 2 and 3, 1987. All comments received during the thirty (30) day comment period (November 2, 1987 through December 2, 1987), will be considered as an agenda item for this meeting. If Proposed Rule Amendments are approved at this meeting, the Final Rule Change will be published in the January 4, 1988 Register and become effective January 14, 1988.

BOARD MEETING DATES AND DEADLINES

<u>MEETING DATES</u>		<u>AGENDA DEADLINE</u>
January 18 - 22, 1988	(Jefferson City, Missouri)	December 28, 1987
March 29 - 30, 1988	(St. Louis, Missouri)	March 14, 1988
April 11 - 15, 1988	(Jefferson City, Missouri)	March 21, 1988
June 20 - 24, 1988	(Jefferson City, Missouri)	May 30, 1988
October 3 - 7, 1988	(Jefferson City, Missouri)	September 12, 1988

JEFFERSON CITY MEETINGS:

Board Meetings will be held at the Division of Professional Registration, 3523 North Ten Mile Drive, Jefferson City, Missouri 65102.

KANSAS CITY MEETING:

The December, 1987 Mini Board Meeting date, previously published as December 1 and 2, 1987 has been rescheduled for December 2 and 3, 1987. This meeting will be held at the Ramada Inn Southeast, 6101 East 87th Street, Kansas City, Missouri 64138.

ST. LOUIS MEETING:

The March 29 and 30, 1988 Mini Board Meeting will be held at the Clarion Hotel, 200 South 4th Street, St. Louis, Missouri 63102.

All meetings begin at 8:30 a.m. each day, unless otherwise designated. Meetings are open to the public except for review of licensure disciplinary problems. A Public Agenda is published for each Meeting.

MESSAGE FROM BOARD MEMBER - SHAEL LAWSON

Since I have been attending meetings, one problem area we address is the illegal use of drugs. By the time you graduate and pass boards you are a consenting adult under the law, and as such, are responsible for your actions. Please remember any time you break the law, you jeopardize your nursing license. There are many avenues set to help those of you who are unable to cope. Reach out and ask for help.

Another topic that has been stressed is the fact that a nursing shortage is imminent. Many changes are occurring all over the United States in nursing at this time to address this shortage. Each of us has a voice in making these changes, if we choose to be heard. Be a part of your local, state or national nursing organizations. Be aware, have an opinion and don't think because you have never seen or heard from anyone in state government that our decisions do not affect you. They affect each and every one of us that hold a nursing license.

 DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING

East of the State via I-70:

Exit at the Kingdom City - Highway 54 West - State Capitol Exit.
 Proceed on Highway 54 West (will cross the Missouri River Bridge).
 Exit at the Highway 50 West - Sedalia Exit.
 Proceed on Highway 50 West to the Truman Boulevard Exit and turn right.
 *(see below)

West of the State via I-70:

Exit at the Highway 63 South - Jefferson City Exit (in Columbia).
 Proceed on Highway 63 South
 Exit at the Highway 54 West (will cross the Missouri River Bridge).
 Exit at the Highway 50 West - Sedalia Exit.
 Proceed on Highway 50 West to the Truman Boulevard Exit and turn right.
 *(see below)

West of the State via Highway 50 East:

Proceed on Highway 50 East to the Truman Boulevard Exit.
 Turn right at the stop light onto Truman Boulevard.
 *(see below)

East of the State via Highway 50 West:

Proceed on Highway 50 West to the Truman Boulevard Exit.
 *(see below)

*NOTE:

Continue on Truman Boulevard pass the Capital Mall.
 Turn left on Scott Station Road (first street past the Exchange National Bank).
 Take the first right onto North Ten Mile Drive.
 The Board of Nursing Office is located in the Professional Registration Building (first building on the right - metal, cream colored siding).

 NOTICE OF INVALID TEMPORARY PERMITS OR LICENSES

As of November 23, 1987 the following people hold a temporary work permit or a 1987-88 license which is invalid:

<u>NAME</u>	<u>LICENSE NUMBER</u>	<u>TYPE OF FEE</u>	<u>NOTICE SENT</u>
Ashford, June	RN089215	Renewal \$12	05/11/87
Calton, Virginia Lynn	RN101830	Renewal \$12	05/11/87
Cowick, Rhonda	PN034117	Renewal \$12	06/11/87 & 07/22/87
Duncan, Lori	PN033593	Renewal \$12	06/11/87
Goree, Joyce	PN010127	Renewal \$12	06/11/87
Hunsperger, Donal	PN030707	Lapsed \$47	07/30/87
Jackson, Quintoinette	Temporary Permit	Interstate \$25	10/30/87
McGovern, Joyce	PN015790	Renewal \$12	05/12/87
Miculob, Zemaida	RN070517	Endorsement \$ 5	08/25/87
Parent, Janice	PN012697	Lapsed \$71	09/30/87
Pegram, Donna	RN053343	Renewal \$12	07/17/87
Price, Tecelia	RN072662	Renewal \$12	05/11/87

REQUESTS FOR BOARD INTERPRETATION/DECISIONS/RECOMMENDATIONS

Correction to the May, 1987 and September, 1987 Newsletters:

REQUEST: Liability/interpretation of legalities in dispensing medications in a physicians' office.

RESULT (MEETING 10/09/87): The Board's statement regarding the dispensing of medication by nurses should read, "Nurses may package, label and dispense medications at the direction of a physician or pharmacist."

1. REQUEST: Guidelines regarding the administration of anesthetic agents, e.g., Ketalar or Ketamine, by a Registered Nurse in an ambulatory surgery setting with an anesthesiologist in the building and under the direction of the surgeon.

RESULT (MEETING 10/09/87): It was the decision of the Board that the administration of anesthetic agents by Registered Nurses who are not educationally prepared and experienced in nurse anesthesia is not within the scope of their nursing practice.

2. REQUEST: Interpretation regarding the extent of participation in the nursing process by a Licensed Practical Nurse.

RESULT (MEETING 10/09/87): It was the decision of the Board that a Licensed Practical Nurse, with appropriate training and experience, may do auscultation and palpation as a part of the assessment of a client when the data collected becomes part of the information utilized in collaboration with the professional nurse and/or physician to establish necessary intervention.

3. REQUEST: A statement regarding the legal requirements related to nursing licensure and medication administration in a group home for adolescent boys (long-term residential facility) in St. Louis.

RESULT (MEETING 10/09/87): It was the response of the Board that there are no Missouri State Board of Nursing policies or rules on medication administration in a youth residence center.

4. REQUEST: Guidelines on the administration of Abbokinase by a Registered Nurse.

RESULT (MEETING 10/09/87): It was the decision of the Board that the administration of Abbokinase, by a Registered Nurse who is properly trained, is within the scope of the Nursing Practice Act.

5. REQUEST: Moberly Regional Medical Center requested guidelines if certain privileges requested by nurses within an institution are within the area of the Nursing Practice Act.

RESULT (MEETING 10/09/87): It was suggested by the Board that Moberly Regional Medical Center prepare guidelines for the practice of Registered Nurses granted hospital privileges. They also suggested the use of written standing orders and/or protocol.

REPORTS:

REQUEST: ADN, Diploma and BSN Annual Reports.

DECISION: Tabled until the December 2 and 3, 1987 Board Meeting.

REQUEST: L.P.N Annual Reports.

DECISION: Tabled until the December 2 and 3, 1987 Board Meeting.

LETTERS TO SCHOOLS:

REQUEST: Decision regarding guidelines for sending warning letters to schools of nursing regarding failure rate on NCLEX.

DECISION: Refer to Proposed Amendment, "4CSR 200-2.010 Accreditation and 4CSR 200-3.010 Accreditation."

REQUEST: Board decision regarding out-of-state schools using Missouri clinical facilities.

DECISION: Board approved policy that in response to formal complaints, letters will be sent to the institutions involved requesting them to consider giving Missouri schools priority as stated in the State of Missouri Minimum Standards for Accredited Programs of Professional and Practical Nursing and the institutions will be asked to reply to this request.

LPN/IV CLARIFICATION:

REQUEST: Clarification regarding IV approved LPNs drawing blood from triple lumen catheter.

DECISION: Tabled until the December 2 and 3, 1987 Board Meeting.

REQUEST: Further clarification was requested regarding whether or not LPNs can change cassettes on PCA morphine infusion pumps and attach them to existing subclavians, Hickman, or Mediport tubings (previously discussed at the 06/23/87 meeting).

DECISION: LPNs who are IV certified, in the process of administering pre-mixed patient controlled infusion pump pain control medications, may change cassettes and attach them to existing lines but may not program or set any function of the patient controlled infusion pump.

COLUMBIA REGIONAL HOSPITAL, COLUMBIA, MO:

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved.

CROWDER COLLEGE ADN PROGRAM, NEOSHO, MO:

REQUEST: Approval for use of Freeman Hospital, Joplin, MO and Willow Crest Hospital, Miami, OK as additional clinical facilities.

DECISION: Freeman Hospital, Joplin, MO approved. Willow Crest Hospital, Miami, OK approved pending initial site-survey report and subsequent Board approval.

CULVER-STOCKTON AND BLESSING COLLEGE OF NURSING, CANTON, MO:

REQUEST: Approval for use of Adams County Health Department as an additional clinical facility.

DECISION: Approved.

DEACONESS COLLEGE OF NURSING - BSN PROGRAM, ST. LOUIS, MO:

REQUEST: Request approval for use of St. Louis County Home Health Agency, Consolidated Neighborhood Services, Incorporated and St. Louis City Public Schools as additional ambulatory settings.

DECISION: Approved.

EAST CENTRAL COLLEGE, UNION, MO:

REQUEST: Approval for the use of Tri-County Out-Patient Surgical Center as additional ambulatory setting.

DECISION: Approved.

JEFFERSON COLLEGE, HILLSBORO, MO:

REQUEST: Approval of proposal for a career ladder program.

DECISION: Approved.

JEFFERSON COLLEGE ADN PROGRAM, HILLSBORO, MO:

REQUEST: Approval of response made to Board following five year site-survey report.

DECISION: Approved.

REQUEST: Approval of initial site-survey reports for Westview Nursing Center, Hillsboro, MO and Cedar Health Care Center, Cedar Hill, MO.

Decision: Approved.

JEFFERSON COLLEGE LPN PROGRAM, HILLSBORO, MO:

REQUEST: Approval of response made to Board following five year site-survey report.

DECISION: Approved.

KANSAS CITY BOARD OF EDUCATION LPN PROGRAM, KANSAS CITY, MO:

REQUEST: Response to recommendations made following five year site-survey report.

DECISION: A letter be sent to Kansas City Board of Education re-iterating the Board's concern regarding the use of practical nursing faculty for the care and management of ill or injured students.

KENNETT AVTS, PN PROGRAM, KENNETT, MO:

REQUEST: Approval of a curriculum change which would affect a change in the hours of the program.

DECISION: Approved.

LUTHERAN MEDICAL CENTER, ST. LOUIS, MO:

REQUEST: Approval of LPN/IV Therapy course proposal.

DECISION: Approved with recommendations.

MOBERLY AREA JUNIOR COLLEGE ADN PROGRAM, MOBERLY, MO:

REQUEST: Approval for the use of Laughlin Hospital, Kirksville, MO as an additional clinical facility.

DECISION: Approved.

REQUEST: Approval for the use of Valley Hope Alcoholism Treatment Center, Boonville, MO as an additional clinical facility.

DECISION: Approved pending initial site-survey report and subsequent Board approval.

MOBERLY AREA JUNIOR COLLEGE PN PROGRAM, MOBERLY, MO:

REQUEST: Approval for an increase in student enrollment from 24 to 26 to accommodate two (2) re-admission students.

DECISION: Approved.

NEVADA AVTS, NEVADA, MO:

REQUEST: Approval of LPN/IV Therapy course proposal.

DECISION: Approved.

RESEARCH COLLEGE OF NURSING, KANSAS CITY, MO:

REQUEST: Approval for use of Dr. F. Vaughters Private Pediatric Office as an additional ambulatory setting.

DECISION: Approved.

ST. JOHN'S SCHOOL OF NURSING, SPRINGFIELD, MO:

REQUEST: Approval for a second LPN bridge course to begin June, 1988.

DECISION: Approved.

ST. LOUIS COMMUNITY COLLEGE AT FOREST PARK, ST. LOUIS, MO:

REQUEST: Approval for the use of St. Mary's Health Center as an additional clinical facility.

DECISION: Approved.

ST. MARY'S COLLEGE OF O'FALLON ADN PROGRAM, O'FALLON, MO:

REQUEST: Approval for the use of Delmar Gardens, Chesterfield and St. Joseph's Hospital of St. Charles as additional clinical facilities.

DECISION: Approved.

REQUEST: Approval for use of SSN Rehabilitation Center and Lincoln County Home Health Agency as additional ambulatory settings.

DECISION: Approved.

ST. MARY'S COLLEGE OF O'FALLON LPN PROGRAMS, O'FALLON, MO:

REQUEST: Request approval to adopt a four (4) day class/clinical week of eight (8) hours per day for O'Fallon and Bethesda.

DECISION: Approved.

SIKESTON PUBLIC SCHOOLS LPN PROGRAM, SIKESTON, MO:

REQUEST: Approval to continue Hayti Branch and to rescind previous approval to close.

DECISION: Approved.

TRENTON JUNIOR COLLEGE, TRENTON, MO:

REQUEST: Approval for an increase in student enrollment from thirty (30) to thirty-four (34) students for the academic year 1987/1988.

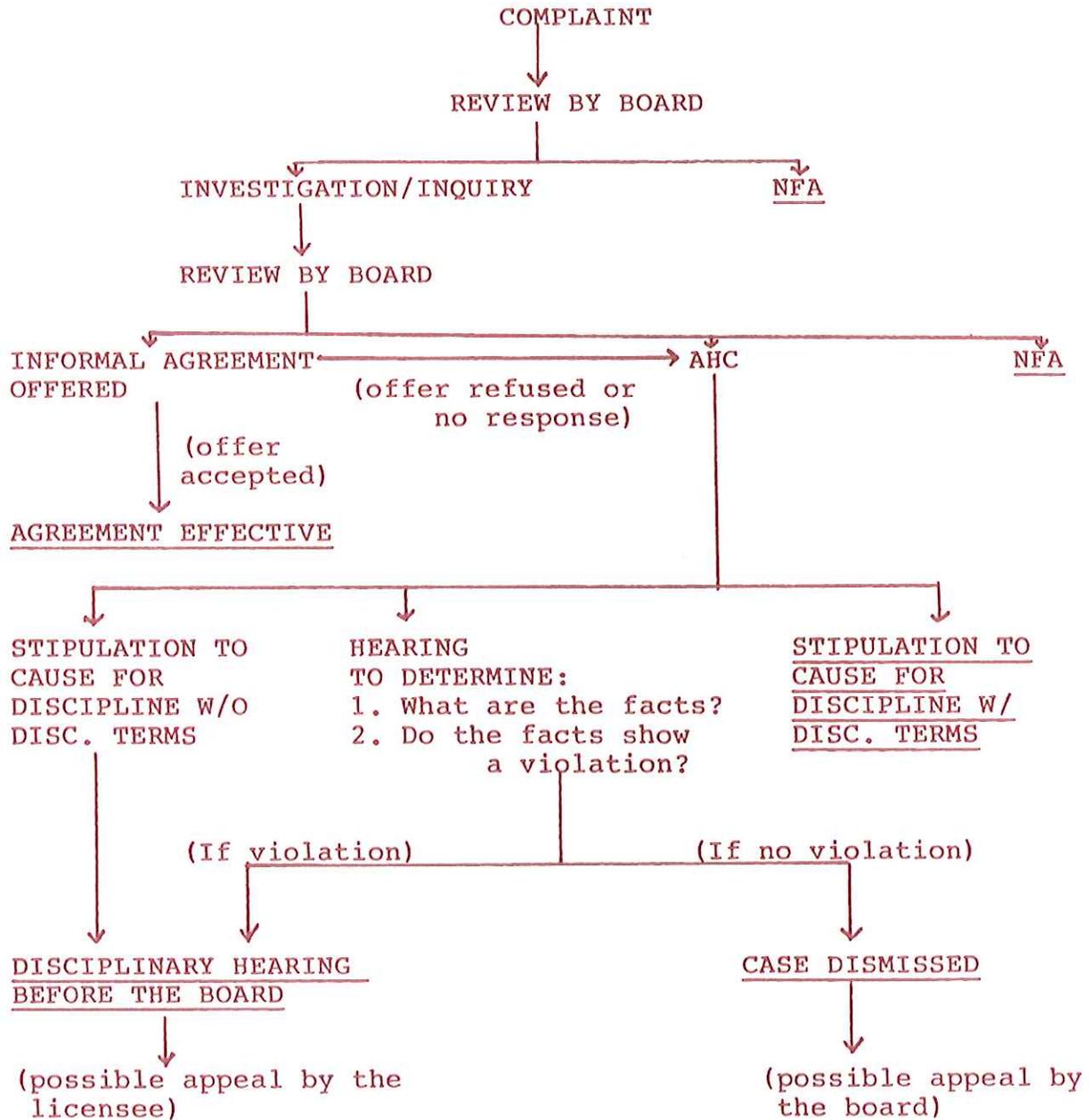
DECISION: Approved.

WASHINGTON PUBLIC SCHOOL PN PROGRAM, WASHINGTON, MO:

REQUEST: Approval of curriculum changes.

DECISION: Approved.

FLOW CHART OF DISCIPLINARY PROCESS



NFA = No Further Action

underlined words = final step, exclusive of appeals

DISCIPLINARY HEARINGS

1. BRUCE, DENISE, RNO74537, BRENTWOOD, MO: Order dated October 26, 1987. Censured.
While employed as an R.N., licensee failed to document the administration of Demerol to patients on nursing chart or admission drug record. Licensee was unable to function properly as a result of physical and mental impairment. At the time of impairment, licensee was taking Danocrine pursuant to physician's orders.
2. CARTER, GERALDEAN, LPNO25574, MANSFIELD, MO: Order dated October 26, 1987. Probation two (2) years effective October 26, 1987 through October 26, 1989.
Licensee entered a plea of guilty to a charge of obtaining, by fraud, codeine.
3. COOPER, BRENDA, LPNO15252, ST. LOUIS, MO: Order dated November 3, 1987. Revoked.
Violation of disciplinary order.
4. CURTIS, IVA PAULINE, LPNO22588, ARNOLD, MO: Order dated November 3, 1987. Revoked.
Violation of disciplinary order.
5. FROST, HELEN, LPNO37037, KANSAS: Order dated October 26, 1987. Censured.
Licensee administered a nitro paste patch to a patient absent a doctor's order.
6. FRYE, JANE, RNO85384, GRANDVIEW, MO: Order dated October 26, 1987. Revoked. Order of Revocation Stayed. Probation two (2) years effective October 26, 1987 through October 26, 1989.
While employed as an R.N., licensee diverted Demerol for her personal use. Licensee falsified medication records. License in Kansas was revoked.
7. JONES, MARTHA, RNO70400, DITTMER, MO: Order dated October 26, 1987. Probation two (2) years effective October 26, 1987 through October 26, 1989.
While employed as an R.N., licensee failed to properly dispose, waste and document the wastage.
8. LAMBERT, JANET, LPNO20159, ANNISTON, MO: Order dated October 26, 1987. Revoked.
While employed as an LPN, licensee prepared syringe of Demerol but instead of giving the patient injection, licensee re-injected Demerol into the vial.
9. LONG, TANA, RNO94103, ILLINOIS: Order dated November 3, 1987. Revoked.
Violation of Disciplinary Order.
10. RHODES, JILL NEUPERT, LPNO22734, ST. LOUIS, MO: Order dated November 3, 1987. Revoked.
Violation of disciplinary order.

DISCIPLINARY HEARINGS, cont.

11. WARRINGTON, SUSAN, RNO54346, ST. LOUIS, MO: Order dated October 26, 1987. Revoked. Order of Revocation Stayed. Suspension one (1) year effective October 26, 1987 through October 26, 1988. Probation three (3) years effective October 26, 1988 through October 26, 1991.

While employed as an R.N., licensee signed out Demerol but did not document administration. Licensee plead guilty to charges of stealing over \$150.00 and to illegal possession of a controlled substance. License in Illinois has been disciplined.

OTHER ACTION TAKEN BY THE BOARD

1. LAY, ALICE, LPNO26858, HANNIBAL, MO: Consent Agreement effective August 23, 1987. Revoked. Order of Revocation Stayed. Suspension six (6) months effective August 23, 1987 through February 23, 1988. Probation three (3) years effective February 23, 1988 through February 23, 1991.

Licensee abused prescription drugs, as well as alcohol. Licensee misappropriated controlled substance while employed as an LPN. Licensee administered these drugs to herself.

2. TYE, JENNIFER, RNO89127, SPRINGFIELD, MO: Consent Agreement effective August 31, 1987. Revoked. Order of Revocation Stayed. Suspension one (1) year effective August 31, 1987 through August 31, 1988. Probation three (3) years effective August 31, 1988 through August 31, 1991.

While working as an R.N., licensee's ability to function was impaired as a result of the use of prescription drugs.

Licensee met with the Board in October, 1987 to request revision to length of suspension. Decision of the Board was that the period of suspension be completed November 1, 1987. The remainder of time converted to probation in addition to length of probation as originally ordered.

3. FOULON, THOMAS, JR. RNO69674, FREDERICKTOWN, MO: Consent Agreement effective September 8, 1987. Revoked. Order of Revocation Stayed. Probation three (3) years effective September 8, 1987 through September 8, 1990.

Licensee admitted to misappropriating drugs from pharmacy for his personal use.

4. THOMPSON, C. RAYMOND, RNO75561, KANSAS CITY, MO: Consent Agreement effective September 8, 1987. Revoked.

Consent Agreement dated May 19, 1986 suspended license for one (1) year to be followed by probation for two (2) years. During the period of probation, licensee caused himself to be in a position to absorb the active agent in marijuana into his body. Licensee physically surrendered his license with a letter dated May 26, 1987.

OTHER ACTION TAKEN BY THE BOARD, cont.

5. SOUTHARD, JOYCE, LPN010095, HALLSVILLE, MO: Consent Agreement effective September 10, 1987. Censured.

While employed as an LPN in the Emergency Room, licensee administered one (1) gram Kefzol by IV push. Physician's order stated medication to be administered by IV piggyback. Licensee has not been instructed and trained in the administration of intravenous fluid treatment in a course of instruction approved by the Missouri State Board of Nursing.

6. VOHSEN, SHARON, RNO80052, ST. LOUIS, MO: Consent Agreement effective September 10, 1987. Revoked. Order of Revocation Stayed. Suspended six (6) months effective September 10, 1987 through March 10, 1988. Probation three (3) years effective March 10, 1988 through March 10, 1991.

While employed as an R.N., licensee misappropriated Vicodin, Valium and Xanax from hospital supply for her own use.

7. SCHUSTER, THOMAS, RNO81284, SPRINGFIELD, MO: Consent Agreement effective September 11, 1987. Revoked. Order of Revocation Stayed. Probation three (3) years effective September 11, 1987 through September 11, 1990.

Licensee forged signatures of two (2) physicians on fourteen (14) prescriptions at seven (7) different pharmacies during 1985 and 1986.

8. MEEHAN, BEVERLY, RNO90059, ST. LOUIS, MO: Consent Agreement effective September 21, 1987. Revoked. Order of Revocation Stayed. Probation three (3) years effective September 21, 1987 through September 21, 1990.

Licensee misappropriated Demerol for her own use. On some occasions licensee substituted Haldol and Epinephrine for Demerol.

9. LAVINDER, MARK, RNO98248, COLUMBIA, MO: Consent Agreement effective September 21, 1987. Revoked. Order of Revocation Stayed. Probation three (3) years effective September 21, 1987 through September 21, 1990.

Licensee misappropriated Demerol from hospital supplies and administered drug to himself through injection.

10. GAFFNEY, TINA, RNO84712, ST. LOUIS, MO: Consent Agreement effective September 22, 1987. Revoked. Order of Revocation Stayed. Suspension one (1) year effective September 22, 1987 through September 22, 1988. Probation three (3) years effective September 22, 1988 through September 22, 1991.

Licensee admitted to being chemically dependent. Licensee abused Xanax, Fiorinal, Valium, Tranxene, Restoril, Dalmane, Ritalin, Halcion, Cocaine and marijuana.

11. BLOOM, JANET, RNO70884, ST. LOUIS, MO: Settlement effective October 20, 1987. Probation one (1) year effective October 20, 1987 through October 20, 1988.

While employed as an R.N. assigned to in-home care of a male patient, licensee became too personally involved with patient.

12. PAYNE, DEBORAH, LPN028374, HARVIELL, MO: Consent Agreement effective September 28, 1987. Revoked.

Violation of Disciplinary Order.

OTHER ACTION TAKEN BY THE BOARD, cont.

13. BARNES, DIANE, RNO96192, WENTWORTH, MO: Settlement dated November 12, 1987.
Probation four (4) years effective November 12, 1987 through November 12,
1991.

From September, 1984 until October, 1986 licensee engaged in the practice of nurse midwifery without written physician approved standing orders and written nursing or nurse midwifery protocols. On one (1) or more occasions during that period, licensee performed acts that exceeded the scope of nursing practice. Licensee's practice of nurse midwifery was also below acceptable standards of the profession in some cases in that licensee failed to conduct and administer proper diagnostic tests and procedures and failed to keep and maintain adequate client records.

The terms of the probation are:

- Follow written standing orders, procedures and protocols that are contained in a procedures manual that she must keep "up-to-date." The manual contains specifics on record keeping and diagnostic material.
 - Attend 24 contact hours each year of continuing education instruction in nursing, nurse midwifery, obstetrical and newborn care, labor and delivery or midwifery.
 - Have her practice evaluated two (2) times annually by a nurse midwife certified by the American College of Nurse Midwives and follow any recommendations made.
 - Thoroughly discuss all options as to the site of child birth with the client.
 - Refer clients to a physician when pregnancy deviates from normal.
 - Decline and refuse prenatal care to a client in the third trimester who has not received previous medical or nurse midwifery care.
 - Other standard probationary terms.
-

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Anson, Constance Marry	RN	084819	Revoked	12/09/85
Aschbacher, James	RN	074628	Suspended	06/23/86 to 12/23/86
			Probation	12/23/86 to 12/23/89
Bagwell, Donna Major	RN	084292	Probation	08/20/86 to *(see below)
Barker, Penny	RN	098607	Revoked	05/06/87
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnes, Willow	RN	070118	Probation	08/12/87 to 08/12/89
Bartee, Kathleen K.	RN	088610	Probation	11/06/87 to 11/06/91
Bates, Rita	LPN	023826	Suspended	03/24/86 to 09/24/86
			Probation	09/24/86 to 09/24/88
Beecher, Donna O.	LPN	037922	Probation	04/10/86 to 04/10/89
Bergeron, Elizabeth	RN	102571	Probation	05/19/86 to 05/19/88
Bloom, Janet	RN	070884	Probation	10/20/87 to 10/20/88
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXXXXX
Brinson, Thelma	RN	068516	Revoked	01/26/87
Brockmire, Sharon	RN	050746	Probation	02/25/87 to *(see below)
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Buck, Obie, Jr.	LPN	031675	Probation	11/17/86 to 11/17/89
Byrd, JoAnn	RN	066454	Probation	03/16/87 to 03/16/89
Carruth, Barbara Goldsmith	RN	084862	Probation	01/24/86 to 01/24/89
Carter, Geraldean	LPN	025574	Probation	10/26/87 to 10/26/89
Carter, Tommy Lee	LPN	020135	Revoked	05/06/87
Cartier, Dwight David	RN	071334	Probation	04/14/86 to 04/14/89
Cathey, Etta Mae Henderson	RN	058883	Revoked	08/21/87
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXXXXX
Cooper, Brenda	LPN	015252	Revoked	11/03/87
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Clossick, Tom	LPN	037953	Probation	06/01/86 to 06/01/88
Cobb, Lynne	RN	064592	Probation	06/06/86 to 06/06/89
Conway, Karen Sue	LPN	027460	Suspended	05/05/85 to 08/05/88
Cooper, Brenda	LPN	015252	Probation	07/31/86 to 07/31/88
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Curtis, Iva Pauline	LPN	022588	Revoked	11/03/87
Dahm, Deborah	RN	079808	Probation	02/24/87 to 02/24/92
Davis, Verna	RN	090462	Probation	08/27/85 to 08/27/88
Dean, Renee Bruner	RN	081657	Probation	03/25/87 to 03/25/89
Deren, Tonia Hess	LPN	037134	Probation	12/02/85 to 12/02/87
DeWitt, Linda	RN	078948	Probation	01/28/87 to 01/28/90
Dignan, Nancy	RN	100851	Suspended	07/21/87 to 07/21/88
Drury, Charlene J. Brackett	RN	105112	Suspended	11/06/86 to 05/06/87
			Probation	05/06/87 to 05/06/92
Duncan, Jacquelyn D.	LPN	012419	Revoked	01/26/87

*Until notification is received indicating license has been cleared in:

Bagwell, Donna Major . . . Oklahoma
 Brockmire, Sharon Kentucky

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Embree, Jerry	RN	096160	Suspended	03/25/87 to 03/25/88
			Probation	03/25/88 to 03/25/93
Emons, Kathe Ekdahl	RN	106016	Probation	04/22/87 to *(see below)
Essary, Susan	LPN	022633	Probation	04/20/87 to 04/20/90
Flowers, Charles	RN	045212	Suspended	04/14/86 to 10/14/86
			Probation	10/14/86 to 10/14/89
Floyd, Carolyn	RN	084340	Suspended	06/16/87 to 11/16/87
			Probation	11/16/87 to 11/16/89
Foulon, Thomas, Jr.	RN	069674	Probation	09/08/87 to 09/08/90
Franklin, David Mark	RN	090577	Probation	08/13/85 to 08/13/88
Fronick, Karen	RN	062553	Probation	10/30/87 to 10/30/90
Frye, Jane	RN	085384	Probation	10/26/87 to 10/26/89
Fugate, Judy Marie	RN	082748	Suspended	04/01/86 to 10/01/86
			Probation	10/01/86 to 05/20/89
Funk, Sherry	RN	093729	Probation	08/03/87 to 08/03/90
Gaffney, Tina	RN	084712	Suspended	09/22/87 to 09/22/88
			Probation	09/22/88 to 09/22/91
Glass, Katherine Sue Doss	RN	070131	Probation	04/17/86 to 04/17/91
Goode, Jane O.	LPN	033257	Revoked	05/06/87
Grob, Douglas	RN	063184	Probation	04/16/87 to 04/16/89
Hardridge, Edna Lomax	LPN	039259	Probation	05/18/87 to 05/18/89
Harris, Janice Rogers Gensert	RN	079291	Revoked	06/31/86
Haus, Mary Kimberly	LPN	026620	Probation	10/16/85 to 10/16/88
Hays, Randall	RN	098049	Suspended	07/09/87 to 07/09/89
			Probation	07/09/89 to 07/09/92
Helferstay, Ronald	RN	082645	Probation	06/09/86 to 06/09/89
Hoban, Daniel	RN	070276	Probation	04/16/87 to 04/16/89
Hodgson, Mary Ruth	RN	081533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Holland, Gwendolyn	RN	095077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Ingrassia, Connie	RN	049423	Probation	08/08/86 to 08/08/89
Johnson, Diona	LPN	037598	Revoked	02/24/87
Johnson, Eva Whitener	LPN	012871	Probation	10/17/83 to 10/17/88
Jones, Gary David	LPN	031887	Probation	04/14/86 to 04/14/88
Jones, Martha	RN	070400	Probation	10/26/87 to 10/26/89
Lambert, Janet	LPN	020159	Revoked	10/26/87
Lavinder, Mark	RN	098248	Probation	09/21/87 to 09/21/90
Lay, Alice	LPN	026858	Suspended	08/23/87 to 02/23/88
			Probation	02/23/88 to 02/23/91
Leas, Jennifer Rittman	RN	069657	Probation	04/10/86 to 04/10/89
Lewis, Delona	LPN	016914	Revoked	01/26/87
Logan, Linda Mattli	RN	081553	Probation	10/16/85 to 10/16/89
Long, April	RN	058896	Probation	07/22/87 to 07/22/90
Long, Charles	LPN	036869	Revoked	02/24/87
Long, Christopher	RN	094509	Suspended	02/19/86 to 02/19/87
			Probation	02/19/87 to 02/19/90
Long, Tana Wright	RN	094103	Revoked	11/03/87

*Until notification that license has been cleared in:

Emons, Kathe Ekdahl . . . Arizona

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
McClain, Nadene Helton	LPN	026753	Suspended Probation	08/25/86 to 08/25/89 08/25/89 to 08/25/92
McKeon, Linda K.	RN	090974	Revoked	10/08/86
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Millard, Martin D.	LPN	033351	Probation	01/26/87 to 01/26/89
Miller, Carol Ann	LPN	030405	Probation	04/16/87 to 04/16/90
Moix, Margie Dean	RN	043034	Suspended	06/21/84 to 06/21/87
Moody, Edwin	LPN	027657	Suspended Probation	09/29/86 to 01/24/87 01/24/87 to 01/24/90
Nolan, Betty	RN	051842	Revoked	02/13/87
Nolie, Russell	RN	072865	Probation	09/03/86 to 09/03/89
Olcott, Judith	RN	075815	Probation	10/10/85 to 10/10/88
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Parks, Lorette	RN	071495	Probation	05/01/86 to 05/01/89
Payne, Deborah	LPN	028374	Revoked	09/28/87
Petrasek, Pamela	RN	099281	Revoked	08/21/87
Rhodes, Jill Neupert	LPN	022734	Revoked	11/03/87
Rippey, Louise	RN	094421	Suspended Probation	04/21/86 to 04/21/87 04/21/87 to 04/21/90
Rolfers, Mary Jane	RN	081519	Probation	04/04/85 to 04/04/88
Ross, Robert Lee	LPN	017346	Probation	07/31/86 to 07/31/88
Salas, Cynthia	LPN	031085	Probation	11/19/86 to 11/19/90
Schmaltz, Diana	RN	046969	Probation	01/24/86 to 01/24/88
Schuster, Thomas	RN	081284	Probation	09/11/87 to 09/11/90
Scroggins, John Perry	RN	091101	Suspended Probation	04/14/86 to 04/14/87 04/14/87 to 04/14/90
Semple, Deborah Ochoa	RN	078157	Suspended Probation	10/08/86 to 10/08/87 10/08/87 to 10/08/90
Shanahan, Mary	RN	095104	Probation	08/21/87 to 08/21/89
Sharp, Marcelay	RN	098336	Probation	02/13/87 to 02/13/90
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Kimberly Clark	RN	079372	Suspended Probation	04/14/86 to 04/14/87 04/14/87 to 04/14/90
Sooter, Martha	RN	064567	Probation	09/12/86 to 09/12/89
Steadman, Wanda	RN	097475	Revoked	08/04/86
Stenberg, Beverly	LPN	039413	Probation	06/17/87 to 06/17/89
Stough, Barbara	RN	096449	Probation	05/13/87 to 05/13/90
Sudholt, Rebecca Sansevere	RN	091662	Probation	04/14/86 to 04/14/89
Thomas, Patti Blevins	LPN	027500	Suspended Probation	04/21/87 to 10/21/87 10/21/87 to 10/21/90
Thompson, C. Raymond	RN	075561	Revoked	09/08/87
Thuet, Barbara	RN	067063	Probation	08/29/86 to 08/29/89
Timm, David Andrew	RN	081288	Probation	02/13/85 to 02/13/88
Tipton, Melvia	LPN	026612	Probation	03/25/87 to 03/25/89
Topping, Mary Ann	RN	068533	Suspended Probation	04/16/87 to 04/16/88 04/16/88 to 04/16/90
Trichell, Elizabeth	RN	097990	Suspended	01/28/87 to *(see below)
Turner, Roy Jones	LPN	032869	Probation	01/24/86 to 01/24/89

*Until notification is received indicating license has been cleared in:

Trichell, Elizabeth ... Oklahoma

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Tweedie, Carolyn Tidmus	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Tye, Jennifer	RN	089127	Suspended	08/31/87 to 11/01/87
			Probation	11/01/87 to 08/31/91
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Wade, Hazel	PN	019712	Probation	11/17/86 to *(see below)
Warrington, Susan	RN	054346	Suspended	10/26/87 to 10/26/88
			Probation	10/26/88 to 10/26/91
Welborn, Judith Talbot	RN	097760	Probation	02/11/85 to 02/11/88
Welker, Sandra Tabaka	RN	076837	Revoked	02/24/87
Wells, Kelly Adron	LPN	023693	Probation	07/10/85 to 07/10/88
Whitsell, Mary	LPN	028992	Probation	03/18/87 to 03/18/89
Yocum, Paulette Lampkins	LPN	014956	Probation	05/28/86 to 05/28/89
Young, Carolyn	RN	089262	Probation	01/26/87 to 01/26/89
Zacha, Kimberly Neighbors	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Until notification is received indicating license has been cleared in:

Wade, Hazel Colorado

 PROBATION COMPLETED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>EFFECTIVE DATE OF COMPLETION</u>
Alexander, Margaret	RN	026043	Probation Completed 09/17/87
Gerfen, Donna	RN	081580	Probation Completed 10/09/87
Swilley, Roger Murray	RN	068025	Suspension Completed 09/11/87
Trankler, Glenda Terry	RN	089685	Probation Completed 10/04/87

Missouri State Board of Nursing
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