



**Missouri  
State  
Board of  
Nursing**

Post Office Box 656  
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Jefferson City, MO 65102  
(314) 751-2334

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Shael Lawson, L.P.N.	Member	06/01/89
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**PROFESSIONAL STAFF MEMBERS**

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Carol Hartigan Tharp, R.N.	Associate Executive Director
Melinda Sanders, R.N.	Discipline Coordinator
Vada Arrowood, R.N.	Nursing Education Coordinator

**OFFICE STAFF**

NAME	TITLE
Pam Goose	Administrative Assistant
Tracy Bergman	Secretary to Executive Director/Secretary III
Liane Pierson	Secretary to Nursing Education Coordinator/Secretary II
Linda Strobel	Account Clerk
Lori Scheidt	Licensure Section Coordinator/Clerk Typist III
Sandy Sebastian	Complaints/Discipline Section Clerk/Clerk Typist II
Connie Limbach	Licensure Section Clerk/Clerk Typist II
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Terry Conner	Licensure Section Clerk/Clerk Typist II
Misty Willis	Licensure Section Clerk/Clerk Typist II

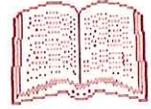
*PLEASE DISTRIBUTE THIS NEWSLETTER WIDELY AND ...  
REPRODUCE IT AS YOU WISH.*

# HAPPY HOLIDAYS

FROM  
THE MISSOURI STATE BOARD OF NURSING



# PHILOSOPHY FROM FLO



We have all been bombarded with facts and figures, ad infinitum, proving the existence of the current nursing shortage. It may well be documented in history as the nursing shortage to end all nursing shortages. I plan here to add more thoughts to an already over-analyzed issue:

The November, 1988 issue of Nursing Management contains an article by Kate Fenner, Executive Vice President of Compass Group, Inc., Cleveland, Ohio. The author states that data analysis indicates the nursing shortage is worsening, as evidenced by:

- 13.6% vacancy rate in total RN positions.
- Up to 70% reported annual turnover rates in nursing staff positions.
- Projected shortage of 600,000 nurses by the year 2000.
- 12.6% decline in full-time BSN enrollments in 1986.

None of this appears optimistic for an easy, quick end to the nursing shortage. Figures indicate this shortage is more critical and of greater proportions than has been experienced in previous shortages.

One aspect of criticality of the nursing shortage, an apparent change in quality of nursing care, has become increasingly apparent to the Board of Nursing. The impact of the nursing shortage on the quality of nursing care is a topic of conversation with practicing nurses almost everyday. The numbers of complaints received against licensees in the area of chemical abuse, are increasing rapidly. At the same time the proportion of complaints having to do with incompetence, professional misconduct and dishonesty, and the gross neglect of delivery of what has in the past been considered appropriate nursing care is also increasing. I believe those increases are directly related to the shortage of practicing nurses.

Health care as we know it has come to be viewed as a fundamental necessity and for most of us a right. That fact along with rapidly changing technology has impacted ethical and legal influences. Professional liability litigation is at an all time high, liability insurance rates are making astronomical leaps and physicians are reportedly being forced out of practice due to increasing risk factors in providing health care.

In the past nurses have been considered poor targets for law suits. Because of being relatively low salaried individuals they have not been considered "deep pockets" and thus not likely to have high insurance coverage nor great personal wealth. Nurses have in the past also projected a rather passive professional image and have not been seen to be a dynamic group, thus avoiding exposure as responsible decision makers.

## PHILOSOPHY FROM FLO (CON'T)

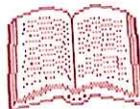
Nurses are now in increasing numbers becoming the objects of litigation, still generally in conjunction with hospitals and physicians, but nevertheless in increasing numbers. As nurses care for an increasing patient load, are used in critical situations for which they are not prepared, float from one understaffed area to another in the hospital, work double shifts and work as agency nurses or alongside agency nurses who work in areas with which they are unfamiliar, the possibilities of litigation are ever increasing.

Directors of Nursing are most often between a "rock and a hard place" in staffing problems created by this nursing shortage. On the one hand they realize most acutely the need for maintaining the safety of patients yet are under fiscal pressure to keep beds open and hospitals operating in the black. What an unenviable, thankless position! (What do you people do to relieve your stress?) I receive many calls from Directors of Nursing who are most concerned about the liabilities of staff nurses involved in these critical situations.

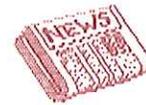
There are, however, some positive aspects to this issue. It is bringing to the attention of the public, as never before, the role of the nurse and scope of practice of nurses whose functioning has in the past been taken for granted. Bringing to the attention of the public the plight of nurses serves to give nurses increased political clout and thus enhances the ability to influence needed legislation and the ability to make other needed changes. Nurse leaders now have an increasing opportunity to impact professional as well as economic conditions for all nurses as well as the ability to improve delivery of health care.

In the meantime-----what?

Each nurse is charged with maintaining the safety of all clients entrusted to his/her care as well as maintaining the status of his/her individual license to practice. Each of us must become acutely sensitive to the legalities of every situation in which we practice and if push comes to shove, it becomes necessary at those times to ask - "What is most important to me"? My answer is "My license"!!! How do I maintain my license and the ability to legally practice as a nurse in the State of Missouri? The secret resides in the fact that we each must monitor our own individual practice. To monitor my practice I must know my capabilities and abilities. I must know what activities I can perform safely, what I need assistance with in order to be educationally prepared to perform specific, given tasks and once I know that, hold firm to my beliefs of what my practice can safely entail. I am the only person who can know "ME" to that extent, therefore, I am totally responsible. I must be able to say "Yes, I can do that" or effectively and appropriately say "No, I cannot safely do that unless -----". I must attain and maintain control of my own professional life at all times because I am the only individual responsible for me, my behavior and my license to practice nursing.



# COMMENTS FROM CAROL



Rumors are flying about the July 1988 NCLEX-RN examination! While we have heard rumors that Missouri had a 49% failure rate, the truth is that the failure rate for first time candidates educated in Missouri, regardless of where they wrote the examination, was actually 15%. The failure rate for this Missouri group was 12% in February 1988 and 8% in July 1987.

The national failure rate for first time writers in July 1988 was 16%, compared to 13% nationally in February 1988 and 8% nationally in July 1987.

According to the National Council of State Boards of Nursing's Director of Testing Services, Jennifer Bosma, PhD, "The adoption of a revised NCLEX-RN test plan by the 1987 Delegate Assembly meant that a new criterion-referenced passing standard for the examination should be established. The passing standard in effect through February 1988 was set in 1982. A change in the content framework of an examination is an event which indicates that a passing standard should be re-evaluated. Over time a passing standard needs periodic re-examination to reflect the effects of changes in practice and changes in the level of competence required to practice at a minimally safe and effective level. For licensing examinations, it is appropriate for passing scores to change in response to these kinds of factors that are determinants of public health and safety." The percentage of first time writers in Missouri who would have failed the July 1988 examination under the old 1982 standard was 14%.

The following information, formatted as questions and answers, was provided by Dr. Bosma and is reprinted here in part with her permission.

1. We are experiencing a nurse shortage. This new passing standard will only make things worse. Please comment.

It is true that many jurisdictions are reporting shortages of nursing personnel. However, the function of professional regulatory boards is to protect the public health, safety, and welfare. It is therefore inappropriate to consider supply and demand issues when establishing passing standards for licensure examinations. Stated differently, the public is ill served by the licensure of individuals who fail to meet the requirements of minimal competence regardless of the number of such individuals at any particular point in time.

2. Why is there a new passing standard? Why couldn't we continue to use the old standard?

Standards need to be examined periodically to determine whether or not practice has changed to any significant extent. It is logical to do so when there is a significant change in the test content.

The old standard, set six years ago (1982), was based on the skills and competencies needed to practice nursing at that point in time. The most recent NCLEX-RN job analysis reflected changes in those skills and competencies. These changes, in turn, may reflect the

## COMMENTS FROM CAROL (CON'T)

increased severity of illness and complexity of care required by the hospital patient population (Secretary's Commission on Nursing, July, 1988). Those changes were incorporated into the new test plan. Changes in test plans require a re-examination of the existing passing standard. This re-examination resulted in the establishment of a new passing standard.

3. The changes in the test plan were relatively small. Why, then, was there such a big change in the number of failing candidates?

There is no relationship between the magnitude of change in the test plan relative to the magnitude of change in the standard. The change in the test plan reflects changes in the frequency and criticality of tasks performed but does not directly address the level to which these tasks must be performed in order for competence to be achieved. Thus, these factors, tasks and level, can vary independently of one another, e.g. a large change in one could accompany a small or large change in the other. And, of course, both changes are completely independent of changes in the candidate population.

What has changed is the definition of the 1600 passing standard relative to the number of correct items needed to pass. However, the number of items needed to pass NCLEX-RN 788 was only increased by three.

4. Not as many people failed the old test. Could it be that the new test is unreliable?

There is no evidence to support this claim. In fact, the reliability index for the current sample population is .88. Previous reliability indices have ranged from .86 to .89.

5. Is the new test simply more difficult?

No. The policy used by the Examination Committee has not changed with the new test plan.

As in the past, the average percentage of candidates correctly answering each item is between 65 - 75%. The average for the July examination was 69%. If the test was more difficult, these percentages would have been lower for items in the July 88 NCLEX-RN.

6. What, then, is different this time?

In addition to changes in the knowledge and skills needed to practice nursing in 1988 relative to those needed in 1982, it is very likely that changes in the NCLEX-RN candidate population are also responsible for the increased numbers of failing candidates.

According to the Interim Report of the Secretary of Health and Human Services' Commission on Nursing (July 1988):

## COMMENTS FROM CAROL (CON'T)

"It appears that students presently interested in nursing as a career are no longer the high achievers, as measured by formal examination, of years passed."

This observation is supported by 1986 data that indicate that the "SAT scores of high school students interested in nursing careers were well below the national average for college-bound students." Moreover, even though SAT scores for all students seem to be improving slightly, the SAT score gap between nurses and non-nurses seems to be widening (Green, 1987).

Additional data indicates that the high school grade point average of nurse aspirants is lower than that of non-nurses. According to Green (1987), one-third more non-nurses reported high school grade point averages in the A/A- range whereas a larger proportion of nurses reported the C/C+ grade point averages.

There is also evidence that shrinking applicant pools have necessitated the implementation of remedial programs within many schools of nursing, e.g. 70% of responding public institutions and 40% of responding private institutions (Rosenfeld, 1987).

Finally, the candidates' actual performance on NCLEX-RN 788 reveals that the average ability level for the first-time, U.S. group was substantially lower than those for previous July administrations. In fact, the national failure rate would have been three percentage points above the July 1987 rate even if the passing standard had not changed.

REFERENCES AVAILABLE FROM MSBN ON REQUEST.



## EXAMINATION DATES

<u>TYPE</u>	<u>DATE(S)</u>	<u>LOCATION</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
NCLEX-RN	02/14/89 - 02/15/89	University Plaza Trade Center Springfield, Missouri	12/20/88	12/30/89
NCLEX-PN	04/18/89	Ramada Inn Jefferson City, Missouri	02/21/89	03/03/89
NCLEX-RN	07/11/89 - 07/12/89	University Plaza Trade Center Springfield, Missouri	05/16/89	05/26/89
NCLEX-PN	10/25/89	University Plaza Trade Center Springfield, Missouri	08/30/89	09/10/89



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NEW PROFESSIONAL STAFF  
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The Missouri State Board of Nursing announces the employment of two new professional staff members. Vada Arrowood, R.N., has accepted the position of Education Coordinator. Melinda Sanders, R.N., will serve as Program Coordinator for Complaints/Discipline.

## WELCOME VADA ARWOOD

Ms. Arrowood graduated from the Kansas City General Hospital and Medical Center School of Nursing. She continued her employment at that facility in the capacity of clinical nurse and in nursing management. She received her Bachelor of Arts degree in Education from Ottawa University. Her Master of Science degree from Central Missouri State University is also in Education. Ms. Arrowood is continuing studies in Education in the Doctoral Program at University of Missouri. She comes to the Board from the position of Supervisor of Health Occupations Education for the Division of Elementary and Secondary Education.

## WELCOME MELINDA SANDERS

Ms. Sanders received both Bachelor of Science in Nursing and Master of Science in Nursing degrees from the University of Missouri-Columbia. Her professional experience has been in the areas of pediatrics, surgery, intensive care and blood collection. She received Certification from the American Nurses Association as a Family Nurse Practitioner and functioned in this capacity at the Mid-Missouri Mental Health Center's Alcohol and Drug Abuse Unit prior to accepting her position with the Board of Nursing.

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EMPLOYEE OF THE SEASON  
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Congratulations to Connie Limbach, Licensure Section Clerk, who received the Summer 1988 "Employee of the Season" award.

Congratulations to Linda Strobel, Account Clerk, who received the Fall 1988 "Employee of the Season" award.

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DIRECTIONS TO THE MEETING OF THE MISSOURI STATE BOARD OF NURSING  
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East of the State via I-70

Exit at the Kingdom City-Highway 54 West-State Capitol Exit.  
Proceed on Highway 54 West (You will cross the Missouri River Bridge).  
Exit at the Highway 50 East Exit.  
Proceed east on Highway 50 to the Broadway Street exit and turn left.  
\* (See below)

West of the State via I-70

Exit at the Highway 63 South-Jefferson City Exit (in Columbia).  
Proceed south on Highway 63.  
Exit at the Highway 54 West Exit (will cross the Missouri River Bridge).  
Exit at the Highway 50 East exit.  
Proceed east on Highway 50 to the Broadway Street exit and turn left.  
\* (See below).

West of the State via Highway 50

Proceed east on Highway 50 to the Broadway Street Exit.  
Turn left at the stop light onto Broadway.  
\* (See below).

East of the State via Highway 50

Proceed west on Highway 50 to the Broadway Street Exit.  
Turn right at the stop light onto Broadway.  
\* (See below).

\* NOTE:

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets. The Truman Building is on your left. The meeting is being held in Room 493. There is an Information Desk at each entrance, please ask for directions to Room 493.

Parking is very limited. Please allow time to search for parking. There are several parking lots and some on-street parking, but during business hours, they are usually occupied.

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BOARD MEETING DATES AND AGENDA DEADLINES  
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MEETING DATES

AGENDA DEADLINE

01/09/89 - 01/13/89

12/19/88

04/03/89 - 04/07/89

03/13/89

06/19/89 - 06/23/89

05/29/89

10/09/89 - 10/13/89

09/18/89

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ALZHEIMERS REPORT  
DEPRESSION IN THE FACE OF DEMENTIA  
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The question is frequently asked - how common is depression in patients with various dementias, what are the suicide risks and how does one recognize depression in a demented individual.

As a general rule, major or chemical depression is more common in patients with multi-infarct (small strokes) dementia (MID) than Alzheimers's Disease (AD). In AD the risks of depression and suicide attempts are the highest in the early stages of the disease - when the individual still recognizes that something is wrong. As the disease progresses - the incidence of depression and suicide attempts actually diminishes. In MID, however, the risk of depression is higher and may be present at any stage of the illness. These patients can also pose an active suicide risk throughout the course of illness. Consequently, they need close monitoring and supervision.

Diagnosing depression in a patient with dementia is often challenging. The symptoms and signs of dementia may mimic those of depression and vice-versa. For example: is the patient not eating and losing weight because of depression or because they are forgetting to eat due to their dementia. Are they less interested in things because of depression or because they can't comprehend them as a consequence of cognitive impairment. The best way to diagnose depression in a patient with dementia is to have a high index of suspicion especially in MID patients and in early AD. A sudden worsening of the patient's cognitive functions may be due to depression. More profound apathy, energy, or anorexia and insomnia should also make one suspect depression.

Major, or chemical depression in patients with dementia response well to anti-depressant medications and supportive/directive therapy. Though we may not be able to cure the underlying dementia, vigorously treating depression will minimize suicide risk, improve quality of life and make patients more manageable in their own surroundings. A variety of medications and even electro-convulsive therapy may be of benefit. There is some evidence that patients with dementia may preferentially respond to the MAO inhibitive type of anti-depressants.

A psychiatrist with experience in geriatrics can be invaluable in both diagnosis and treatment of suspected depression in demented patients.

George T. Grossberg, M.D.  
Director, Division of Geriatric Psychiatry,  
St. Louis University Medical Center

# AN OPPORTUNITY AS AN NCLEX PANELIST

The board is seeking well-qualified nurses to contribute to the development of the national RN/PN licensing examination.

The board is updating the pool of eligible candidates from which nominees to the National Council of State Boards of nursing may be selected. Qualified nurses from a variety of educational and clinical settings are being sought to apply for nomination as an item writer (IW) or content expert (CE). Qualified applicants are submitted by the board and are reviewed by National Council and ranked according to the criteria established by the Item Writer Section Committee and/or the Content Expert Committee. The groups meet each year in Monterey, California. Participants receive reimbursement for transportation, subsistence and a daily stipend. The necessary qualifications are stated below.

## Qualifications Item Writers

A nominee must:

1. Be currently licensed in Missouri and have a master's degree with a major in nursing for the NCLEX-RN. Be currently licensed in Missouri and be either a Licensed Practical Nurse or Registered Professional Nurse for the NCLEX-PN.
2. Be currently employed in clinical nursing practice, or be responsible for teaching students in the clinical area.
3. Have knowledge of the current scope and practice of nursing including entry level practice.
4. Provide written documentation from at least one immediate supervisor supporting the nominee's immediate supervisor supporting the nominee's expertise in the specified practice area.

5. Be recommended by the Missouri State Board of Nursing.
6. Successfully complete the writing skills test offered by the test service.
7. Be able to be present for an entire week at a place and time designated by the test service.
8. Not have served as an item writer for any standardized test for nursing during the past two years.
9. Not have assisted during the past two years in any way with the preparation of materials for publication specifically designed to prepare individuals for taking the licensure examination.
10. Not have conducted, or assisted in conducting courses designed to prepare individuals for taking a licensure examination during the past two years.

## Content Expert Qualifications

1. Be currently licensed as a registered nurse in Missouri for the NCLEX-RN examination and be either a Licensed Practical Nurse or Registered Professional Nurse for the NCLEX-PN.
2. Be employed in clinical nursing practice.
3. Be responsible for supervising or working with nurses who have

entered nursing practice during the past 12 months.

4. Provide written documentation from at least one immediate supervisor supporting the nominee's expertise in the specified practice area.
5. Be recommended by the Missouri State Board of Nursing.
6. Be able to be present for an entire week at a place and time designated by the testing service.

7. Not have served as an item writer for any standardized test for nursing during the past two years.
8. Not have assisted in any way with the preparation of materials for publication specifically designed to prepare individuals for taking a licensure examination during the past two years.

If you are interested, please complete the form below and an application will be mailed to you.

**REQUEST MUST BE RECEIVED IN BOARD OF NURSING OFFICE BY JANUARY 17, 1989.**

## REQUEST FORM

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Phone Number (      ) \_\_\_\_\_

Please indicate if you want an application form for:

- \_\_\_\_\_ Item Writer  
\_\_\_\_\_ Content Expert  
\_\_\_\_\_ Both of the above

Mail to: MISSOURI STATE BOARD OF NURSING  
P.O. Box 656  
Jefferson City, MO 65102

# SCHOOLS OF NURSING

PROFESSIONAL AND PRACTICAL  
OCTOBER, 1988 BOARD ACTION

## SOUTHWEST MISSOURI STATE UNIVERSITY, WEST PLAINS, MISSOURI.

REQUEST: Board approval for an increase in student enrollment by five (5).

DECISION: Approved.

## COLUMBIA COLLEGE, COLUMBIA, MISSOURI.

REQUEST: Board approval of proposed curriculum changes.

DECISION: Board approved the request to change the prerequisite of 60 percentile to 70% on advanced standing examinations and approved the request to make NU201, "Introduction to Associate Degree Nursing", the only prerequisite to other nursing courses.

## WILLIAM JEWELL COLLEGE, LIBERTY, MISSOURI.

REQUEST: Board approval of proposed curriculum changes and request use of Kansas City V.A. Hospital as a clinical facility.

DECISION: Approved.

## MISSOURI WESTERN STATE COLLEGE, ST. JOSEPH, MISSOURI.

REQUEST: Board approval for 3 additional clinical facilities.

1. Carriage Square Health Care Center
2. Citadel Health Care Pavilion
3. Saxton's Riverside Care Center.

DECISION: Carriage Square Health Care Center approved as an additional clinical facility. Citadel Health Care Pavilion and Saxton's Riverside Care Center approved pending site-survey report and subsequent Board approval.

## POPLAR BLUFF PRACTICAL NURSING PROGRAM, POPLAR BLUFF, MISSOURI.

REQUEST: Approval of initial site-survey report - Westwood Hills Care Center, Poplar Bluff, Missouri for use as a clinical facility.

DECISION: Approved.

# SCHOOLS OF NURSING

PROFESSIONAL AND PRACTICAL  
OCTOBER, 1988 BOARD ACTION  
CONTINUED

## PARK COLLEGE, PARKVILLE, MISSOURI.

REQUEST: Approval for full accreditation status.

DECISION: Full accreditation status granted.

## CROWDER COLLEGE, NEOSHO, MISSOURI.

REQUEST: Approval for full accreditation status.

DECISION: Full accreditation status granted.

## MINERAL AREA COLLEGE, FLAT RIVER, MISSOURI.

REQUEST: Approval for use of Presbyterian Manor as an additional clinical facility.

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

REQUEST: Approval for a one-time increase of student enrollment from twenty-eight (28) to thirty-two (32) students for the academic year 1988-1989.

DECISION: Approved.

## ST. LOUIS BOARD OF EDUCATION, ST. LOUIS, MISSOURI.

REQUEST: Approval of proposed curriculum changes.

DECISION: Approved.

## BURGE SCHOOL OF NURSING, LESTER E. COX MEDICAL CENTER, SPRINGFIELD, MISSOURI.

REQUEST: Approval of proposed four (4) week transition course for LPNs entering Burge Diploma Program.

DECISION: Approved.

## CENTRAL MISSOURI STATE UNIVERSITY, WARRENSBURG, MISSOURI.

REQUEST: Approval for use of Baptist Medical Center as an additional clinical facility.

DECISION: Approved.

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LPN/IV THERAPY COURSE DECISIONS  
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VETERAN'S ADMINISTRATION MEDICAL CENTER, ST. LOUIS, MISSOURI.

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved.

CHILLICOTHE AVTS, CHILLICOTHE, MISSOURI.

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved.

PARK LANE MEDICAL CENTER, KANSAS CITY, MISSOURI.

REQUEST: Approval for curriculum changes in LPN/IV Therapy Course.

DECISION: Approved.

BROOKFIELD R-3 AVTS, BROOKFIELD, MISSOURI.

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved with the recommendation that objectives be written in measurable terms to facilitate evaluation and measurement.

PHYSICIANS HOME HEALTH NETWORK, COLUMBIA, MISSOURI.

REQUEST: Approval for change of LPN/IV Therapy Curriculum to Board approved Model Curriculum.

DECISION: Approved.

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NOTICE OF PROPOSED AMENDMENT  
RN & LPN RENEWAL FEE \$16.00  
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The Missouri State Board of Nursing filed a Proposed Rule Amendment to increase RN and LPN License Renewal Fees from \$12.00 to \$16.00. The Proposed Amendment was published in the November 14, 1988 Missouri Register.

Anyone may file a statement in support of or in opposition to this Proposed Amendment with the Board of Nursing, Florence B. Stillman, 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.

If Proposed Rule Amendment is approved, the Final Rule Change will be published in the February 1, 1989 Register and become effective February 11, 1989.

# NURSING PRACTICE DECISIONS

1. REQUEST: Board clarification on whether or not IV Approved LPN's may set up hemodynamic IV lines and change hemodynamic IV lines.  
DECISION: IV Approved LPN's with additional training and education and working within the institution policies and procedures may perform the functions of setting up and changing hemodynamic IV lines. Each nurse has the right to refuse if she/he does not feel educationally prepared.
  
2. REQUEST: Board clarification on whether or not IV Approved LPN's may inject 10cc iced D5W to perform cardiac output monitoring and perform pulmonary artery pressure readings.  
DECISION: Injecting iced D5W to perform cardiac output monitoring is not within the scope of practice of the IV Approved LPN and the performance of pulmonary artery readings is not within the scope of IV Approved LPN practice.
  
3. REQUEST: Board clarification regarding the methods by which a non-licensed personal care attendant may assist certain physically handicapped individuals to take prescription medications.  
DECISION: Non-licensed personal care attendants be allowed to physically assist handicapped individuals in the oral ingestion and topical application of medications that are prepared by a licensed nurse.
  
4. REQUEST: Board approval of nurses taking physicians orders through use of "Phonemail" computer software.  
DECISION: R.N.'s may take physicians order on computer software.
  
5. REQUEST: Whether or not IV Approved LPN's may discontinue central venous lines.  
DECISION: IV Approved LPN's with proper training and education may discontinue central venous lines.

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NURSING PRACTICE DECISIONS CON'T  
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6.     REQUEST:     Board opinion on phone orders received from an agent in a physicians office without consulting the physician and if standing orders are appropriate in certain situations.
- DECISION:    Licensed nurses can take phone orders from licensed nurses if based on written standing orders and protocols. Licensed nurses may continue the utilization of an intermediary for transmission of these orders. The Board reaffirmed its position that it is the right and responsibility of the nurse to question orders the nurse deems potentially inappropriate and to verify the validity of any order.
7.     REQUEST:     Whether or not a nurse who walks out during the assigned duty rotation and does not report to anyone that he/she is leaving is considered to be guilty of neglect of duty and should it be reported to the Board.
- DECISION:    A nurse who walks off duty as stated should be reported to the Board. The report would be reviewed by the Board and information would remain in the nurses file. If subsequent complaints are filed and a pattern then emerges at a later date, disciplinary action may take place at that time.
8.     REQUEST:     Whether or not LPN's may insert newer nasogastric feeding tubes and replace nonfunctioning suprapubic catheters and nonfunctioning gastrostomy tubes if additional training is provided.
- DECISION:    With proper education and training an LPN can insert the newer nasogastric feeding tubes (Dobhoff's etc.) and can replace nonfunctioning suprapubic catheters and nonfunctioning gastrostomy tubes.
9.     REQUEST:     Would it be allowable for medical technologist that were properly trained in all the appropriate areas and procedures involved with apheresis to also be allowed to participate in performing apheresis as follows:
1.     Begin procedure by controlling and monitoring apheresis machine at the RN's order.

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NURSING PRACTICE DECISIONS CON'T  
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9. CON'T

2. Take periodic reading of flow rates, volume processed, etc., and correct any variances back to the pre-determined settings.
3. Discontinue procedures at any time upon instruction from RN.
4. Change flow rates or other parameters upon order of M.D., or R.N. Keep RN informed of any changes to said parameters.
5. May also perform venipuncture to begin IV. Established flow rate to be set by R.N.
6. May take vital signs at the request of the R.N.
7. May perform other duties as requested by the R.N., or M.D.

DECISION: All responsibilities as listed be approved with the exception of number five which reads "May also perform venipuncture to begin IV. Discussion regarding that responsibility has been tabled until the January 9-13, 1989 Board meeting.

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## ADVANCED PRACTICE TASK FORCE

At the October, 1988 meeting of the Missouri State Board of Nursing, the members of the Board made the decision to develop a task force to look at the feasibility of developing standards for advanced nursing practice and if feasible, develop suggested standards to be submitted to the Missouri State Board of Nursing. The task force to consider standards for advanced practice will begin with three (3) Board members and one (1) actively practicing representative from Certified Nurse Midwives, Certified Registered Nurse Anesthetists, Missouri Nurses Association and a Nurse Practitioner group.

The members of the task force have been selected and the first meeting will be held January, 3, 1989. A report from that meeting will be presented to the members of the Board at the January 9-13, 1989 meeting.

# DISCIPLINARY HEARINGS

1. RNO66844: Order dated October 14, 1988. Revoked.

While employed as a registered nurse licensee misappropriated controlled substances from hospital supplies for own personal use.

2. RNO74728: Order dated October 14, 1988. Revoked.

While employed as a registered nurse licensee diverted demerol from hospital supplies for personal use. Licensee would usually self administer the demerol just prior to getting off duty.

3. RNO83745: Order dated October 14, 1988. Revoked.

Licensee violated terms of probation.

4. RNO54346: Order dated October 14, 1988. Revoked.

Violated terms of probation. Licensee altered required documents as a term of probation prior to forwarding to the Board of Nursing office.

5. RNO67578: Order dated October 14, 1988. Revoked.

On a number of occasions, while employed as a registered nurse, licensee signed out demerol on controlled substance sheet but did not indicate demerol was administered to patient on medication administration record. Licensee refused to provide a urine sample. Licensee misappropriated demerol for purposes of self administration.

6. RNO68342: Order dated October 14, 1988. Revoked.

Licensee violated terms of probation.

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## PROBATION COMPLETED

Donna Bagwell	RNO84292	Probation Completed	October 6, 1988
Judith Olcott	RNO75815	Probation Completed	October 10, 1988
Janet Bloom	RNO70884	Probation Completed	October 20, 1988
Verna Davis	RNO90462	Probation Completed	August 27, 1988
Rita Bates	LPNO23826	Probation Completed	September 24, 1988

## SUSPENSION COMPLETED

Karen Conway	LPNO27460	Suspension Completed	August 5, 1988
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## OTHER ACTION TAKEN BY THE BOARD

1. LPN037884: Consent Agreement dated November 2, 1988. Censure.

Licensee allegedly abused a patient which was denied. Licensee recognized that abuse may have occurred by others.

2. RN092759: Consent Agreement dated December 5, 1988. Revoked. Order of Revocation Stayed. Probation two years effective December 5, 1988 through December 5, 1990.

Licensee is chemically dependent and has used illegal "street" drugs as well as drugs which were obtained by misappropriating them from the facility where licensee was employed.

3. RN079895: Consent Agreement dated December 5, 1988. Revoked. Order of Revocation Stayed. Probation for two years effective December 5, 1988 through December 5, 1990.

Licensee misappropriated a signed prescription form and obtained valium which led to licensee's arrest on May 24, 1988.

4. RN070203: Consent Agreement dated December 5, 1988. Probation for two years effective December 5, 1988 through December 5, 1990.

Licensee diverted controlled substances for own use from employing facility. Licensee placed on probation by the California State Board of Nursing.

5. RN091251: Consent Agreement dated December 5, 1988. Probation for two years effective December 5, 1988 through December 5, 1990.

Licensee misappropriated demerol and vistaril from employer for own use.

6. PN028227: Consent Agreement dated December 5, 1988. Probation for two years effective December 5, 1988 through December 5, 1990.

Licensee practiced as an LPN with a non-current license. Licensee was also suspected of stealing prescription blanks while employed at an extended care facility.

7. RN092715: Consent Agreement dated November 8, 1988. Revoked. Order of Revocation Stayed. Probation for two years effective November 8, 1988 through November 8, 1990.

Licensee engaged in inappropriate conduct related to use of alcohol and/or sedatives. Licensee's inappropriate conduct resulted in the filing of driving while intoxicated and unlawful use of a weapon charges being filed against licensee. Licensee pled guilty to an amended charge of driving with a blood alcohol content in excess of .10 percent by weight and entered into a deferred prosecution agreement regarding the unlawful use of a weapon.

\*\*\*\*\*  
OTHER ACTION TAKEN BY THE BOARD CON'T  
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8. RNO43034: Consent Agreement effective November 2, 1988. Voluntary Surrender of License.

Licensee was suspended by the Board on June 12, 1984 for three years. Licensee was to submit documentation to persuade the Board that licensee was capable of practicing nursing. Licensee did not submit documentation. Licensee applied for and received total disability from Social Security Administration as a result of head injuries received in an accident. These head injuries gave rise to these disciplinary proceedings.

9. LPNO37884: Consent Agreement dated November 2, 1988. Censure.

It was alleged that licensee either abused residents or failed to prevent abuse of residents at a residential care facility which licensee co-owned and operated with spouse. Licensee denied knowledge of any abuse but recognized that such abuse may have occurred by spouse or other persons.

10. RNO52203: Consent Agreement dated November 2, 1988. Revoked. Order of Revocation Stayed. Probation for two years effective November 2, 1988 through November 2, 1990.

Licensee's use of alcohol impaired ability to perform the duties or functions of a registered nurse.

11. RNO98666: Consent Agreement dated September 2, 1988. Revoked. Order of Revocation Stayed. Probation for three years effective September 2, 1988 through September 2, 1991.

While employed as a registered nurse in Colorado at two hospitals, licensee signed out excessive amounts of narcotics, did not appropriately chart the wastage and failed to chart the administration of narcotics. Licensee was terminated from both hospitals. Licensee in Colorado has been disciplined. Licensee admitted past chemical dependency.

12. RNO85540: Consent Agreement dated September 13, 1988. Voluntary Surrender of License.

While employed as a registered nurse licensee misappropriated demerol and vistaril from hospital supplies for personal use and falsified hospital records to conceal the misappropriation.

13. RNO62594: Consent Agreement dated November 2, 1988. Probation effective November 2, 1988 through December 31, 1988.

Licensee became chemically dependent on valium which was prescribed by a physician as treatment for multiple sclerosis. Licensee completed chemical dependency treatment program and attends AA meetings regularly.

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OTHER ACTION TAKEN BY THE BOARD CONT  
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14. RNO67804: Consent Agreement dated November 2, 1988. Suspended until license in California is reinstated or a request to have suspension lifted is made to the Missouri State Board of Nursing.

While employed as a registered nurse licensee misappropriated demerol from hospital supplies.

15. RN102606: Settlement dated August 26, 1988. Revoked.

While employed as a registered nurse licensee misappropriated demerol and morphine from hospital supplies for personal use. Licensee altered or falsified hospital records.

For purposes of resolving this matter licensee does not contest nor admit validity or accuracy of the allegations.

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NOTICE OF LAPSED LICENSE  
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LPN 033421 FAITH MCINTOSH DOES NOT HAVE A CURRENT MISSOURI NURSING LICENSE.

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PROPOSED NCLEX-PN TEST PLAN  
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On December 2, 1988 a copy of the draft of the proposed revision of the NCLEX-PN Test Plan was sent to all Practical Nursing Programs in Missouri for review and comment.

Members of the Board will be reviewing the draft and comments received from Nursing Programs at the January 9-13, 1989 Board meeting.

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 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING  
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<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Allen, Alicia	LPN	040275	Probation	01/28/88 to 01/28/90
Aschbacher, James	RN	074628	Suspended	06/23/86 to 12/23/86
			Probation	12/23/86 to 12/23/89
Aubrey, Elizabeth	LPN	031222	Probation	03/17/88 to 03/17/90
Bacon, Joseph	LPN	031878	Revoked	06/30/88
Barker, Susan	RN	108415	Probation	11/16/87 to 11/16/89
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
Beasley, Betty	RN	084518	Revoked	04/25/88
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Bower, Evelyn	LPN	028227	Probation	04/05/88 to 04/05/90
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Bratcher, Carolyn Brink	LPN	024561	Probation	02/09/88 to 02/09/90
Brewer, Valerie	RN	103504	Probation	06/09/88 to 06/09/90
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Brown, Janice	RN	061847	Probation	08/22/88 to 08/22/90
Buck, Obie, Jr.	LPN	031675	Probation	11/17/86 to 11/17/89
Buckner, Linda	RN	068342	Revoked	10/14/88
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
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
Cartier, Dwight David	RN	071334	Probation	04/14/86 to 04/14/89
Cathey, Etta Mae Henderson	RN	058883	Revoked	08/21/87
Christeson, Katherine	LPN	035675	Probation	02/26/88 to 02/26/90
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Coleman, Elizabeth	RN	051941	Revoked	06/30/88
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Cooper, Brenda	LPN	015252	Revoked	11/03/87
Cobb, Lynne	RN	064592	Probation	06/06/86 to 06/06/89
Crane, Rebecca Baxter	RN	101965	Probation	03/21/88 to 03/21/91
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Crum, Gary	RN	102606	Revoked	08/26/88
Curtis, Iva Pauline	LPN	022588	Revoked	11/03/87
Cyprian, Glenda	RN	088436	Suspended	08/22/88 to 02/22/89
			Probation	02/22/89 to 02/22/91
Dahm, Deborah	RN	079808	Probation	02/24/87 to 02/24/92
Daniels, Becky	RN	089193	Probation	01/28/88 to 01/28/90
Dean, Renee Bruner	RN	081657	Probation	03/25/87 to 03/25/89
DeWitt, Linda	RN	078948	Probation	01/28/87 to 01/28/90

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

Bagwell, Donna Major . . . Oklahoma

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 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.  
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<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Dignan, Nancy	RN	100851	Suspended	07/21/87 to 07/21/88
Dowdell, Donna	RN	098666	Probation	09/02/88 to 09/02/91
Drury, Charlene J. Brackett	RN	105112	Suspended	11/06/86 to 05/06/87
			Probation	05/06/87 to 05/06/92
Eldridge, Raymond	RN	079239	Probation	08/22/88 to 08/22/90
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Essary, Susan	LPN	022633	Probation	04/20/87 to 04/20/90
Farrow, Michelle	RN	085540	Voluntary Surrender	09/13/88
Fetters, James	RN	101269	Suspended	07/27/88 to 07/27/89
			Probation	07/27/89 to 07/27/91
Fiedler, Loretta Ann	RN	034969	Probation	02/05/88 to 02/05/90
Fiscus, Mary Catherine	RN	087624	Probation	01/20/88 to 01/20/91
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
Forest, Robert G.	LPN	035176	Probation	02/05/88 to 02/05/90
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
Gajewski, Ronald A.	RN	071505	Probation	02/05/88 to 02/05/91
Gawles, Robert	RN	101324	Probation	04/27/88 to 04/27/90
Ghys, Barbara	RN	092759	Probation	12/05/88 to 12/05/90
Glass, Katherine Sue Doss	RN	070131	Probation	04/17/86 to 04/17/91
Gray, Stuart	RN	111006	Probation	08/24/88 to 08/24/90
Grewe, Kathleen	RN	062594	Probation	11/02/88 to 12/31/88
Griggs, Joe David	RN	105033	Revoked	04/05/88
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
Hays, Randall	RN	098049	Revoked	05/19/88
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
Hoffman, Sandra	LPN	032816	Probation	08/22/88 to 08/22/90
Holland, Gwendolyn	RN	095077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Huffman, Charles	RN	042981	Suspended	04/05/88 to 04/05/90
			Probation	04/05/90 to 04/05/93
Hunter, Maryan Al-Ghofoor*	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

\*Hunter, Maryan Al-Ghofoor: Also known as - Smith, Maryan

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 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.  
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<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Ingrassia, Connie	RN	049423	Probation	08/08/86 to 08/08/89
Jessip, Roberta	LPN	029537	Suspended	02/05/88 to 02/05/89
			Probation	02/05/89 to 02/05/91
Johnson, Eva Whitener	LPN	012871	Revoked	02/05/88
Jones, Gary David	LPN	031887	Revoked	04/14/88
Jones, Martha	RN	070400	Probation	10/26/87 to 10/26/89
Kirby, Bridgette	LPN	037026	Revoked	04/25/88
Kumm, Bryan	RN	095976	Probation	01/28/88 to 01/28/91
Kuenker, Lisa	RN	064126	Suspended	07/18/88 to 07/18/89
			Probation	07/18/89 to 07/18/81
Lambert, Janet	LPN	020159	Revoked	10/26/87
Lavinder, Mark	RN	098248	Revoked	07/17/88
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
Littlepage, Richard	LPN	037076	Revoked	02/05/88
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, 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
McClain, Nadene Helton	LPN	026753	Suspended	08/25/86 to 08/25/89
			Probation	08/25/89 to 08/25/92
McCleary, Augustine M.	LPN	028572	Suspended	02/09/88 to 02/09/89
			Probation	02/09/89 to 02/09/92
McIntosh, Faith	LPN	033421	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Marino, Josephine	RN	023787	Probation	07/05/88 to 12/31/88
Marti, Gloria Sue	LPN	011916	Suspended	02/09/88 to (*see below)
Mayfield, Jennie	RN	109935	Probation	08/22/88 to 08/22/90
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Messic-Shadwell, Rosemary	RN	079895	Probation	12/05/88 to 12/05/90
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
Miller, Gregory	RN	066844	Revoked	10/13/88
Mitchell, Lavonda	LPN	032588	Probation	04/05/88 to 04/05/91
Moix, Margie Dean	RN	043034	Voluntary Surrender	11/02/88
Moody, Edwund	LPN	027657	Revoked	04/29/88
Morrow, William Jr.	RN	099683	Probation	06/08/88 to 06/08/90
Morton, Sandra	RN	086593	Probation	02/10/88 to 02/10/90
Murphy, Howard	RN	067285	Probation	01/12/88 to 01/12/91
Nolie, Russell	RN	072865	Probation	09/03/86 to 09/03/89
Novinger, Patsy	RN	099815	and	
	PN	016967	Probation	04/25/88 to 04/25/90
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Paradise, Maria	RN	103244	Suspended	12/15/87 to 12/15/88
			Probation	12/15/88 to 12/15/91

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

Marti, Gloria Sue . . . Florida

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 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.  
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<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Parker, Penny	RN	048257	Probation	01/12/88 to 01/12/91
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
Reynolds, Linda	RN	067157	Probation	06/09/88 to 06/09/90
Rhoads, Luella Fay	RN	091257	Probation	02/09/88 to 02/09/91
Rhodes, Jill Neupert	LPN	022734	Revoked	11/03/87
Rice-Swilling, Remeal	RN	070203	Probation	12/05/88 to 12/05/90
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Rippey, Louise	RN	094421	Suspended	04/21/86 to 04/21/87
			Probation	04/21/87 to 04/21/90
Rothenheber, Mary Rose	LPN	019806	Probation	03/14/88 to 03/14/90
Salas, Cynthia	LPN	031085	Probation	11/19/86 to 11/19/90
Schuster, Thomas	RN	081284	Probation	09/11/87 to 09/11/90
Scroggins, John Perry	RN	091101	Suspended	01/28/88 to 01/28/91
			Probation	01/28/91 to 01/28/96
Searcy, Dick	RN	067578	Revoked	10/14/88
Seemple, Deborah Ochoa	RN	078157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Shanahan, Mary	RN	095104	Probation	08/21/87 to 08/21/89
Sharp, Marcelay	RN	098336	Suspended	10/05/87 to 04/05/88
			Probation	04/05/88 to 08/13/90
Shaw, Juanita G	PN	028227	Probation	12/05/88 to 12/05/89
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Kimberly Clark	RN	079372	Suspended	04/14/86 to 04/14/87
			Probation	04/14/87 to 04/14/90
Smith, Maryan**	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Michael	LPN	031266	Probation	05/27/88 to 05/27/92
Sooter, Martha	RN	064567	Probation	09/12/86 to 09/12/89
Spera, Kevin	RN	091153	Probation	02/09/88 to 02/09/91
Steadman, Wanda	RN	108873	Probation	04/15/88 to 04/15/90
Steckel, Shari	RN	067804	Suspended	11/02/88
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
Swiderski, Kathryn	RN	073398	Probation	06/15/88 to 06/15/90
Thomas, Patti Blevins	LPN	027500	Suspended	04/21/87 to 10/21/87
			Probation	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
Tipton, Melvia	LPN	026612	Probation	03/25/87 to 03/25/89

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

Rigby, Joan . . . . . Iowa  
 Trichell, Elizabeth . . . Oklahoma

\*\*Smith, Maryan: Also known as - Hunter, Maryan Al-Ghoofoor

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 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.  
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Topping, Mary Ann	RN	068533	Suspended	04/16/87 to 01/01/88
			Probation	01/01/88 to 04/16/90
Trichell, Elizabeth	RN	097990	Suspended	01/28/87 to *(see below)
Tucker, Sheila	RN	103778	Probation	01/12/88 to 01/12/90
Turner, Roy Jones	LPN	032869	Probation	01/24/86 to 01/24/89
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
Utlaut, Sonja	RN	091251	Probation	12/05/88 to 12/05/90
Vanderent, Lori	LPN	037161	Probation	03/24/88 to 03/24/91
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Warmboldt, Deborah	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Warren, Josephine	LPN	035933	Probation	03/04/88 to 03/04/90
Warrington, Susan	RN	054346	Revoked	10/14/88
Welch, Karen	RN	092069	Suspended	01/26/88 to 07/26/88
			Probation	07/26/88 to 07/26/91
Welker, Sandra Tabaka	RN	076837	Revoked	02/24/87
Whitsell, Mary	LPN	028992	Probation	03/18/87 to 03/18/89
Williams, Dorothy	RN	083745	Revoked	10/14/88
Wilson, Delores M.	RN	036525	Probation	02/05/88 to 02/05/90
Womelduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Woods, Judy	RN	092715	Probation	11/08/88 to 11/08/90
Woodson, Beverly	RN	052203	Probation	11/02/88 to 11/02/88
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



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Missouri State Board of Nursing  
Post Office Box 656  
Jefferson City, Missouri 65102

BULK RATE  
U.S. POSTAGE  
**PAID**  
PERMIT NO. 254  
Jefferson City, Mo. 65101