



**Missouri  
State  
Board of  
Nursing**

Post Office Box 656  
3605 Missouri Blvd.  
Jefferson City, MO 65109  
(314) 751-0681

**BOARD MEMBERS**

NAME	TITLE	TERM EXPIRES
Marilyn Jacobs, R.N.	President	08/13/92
Patricia Aft, R.N.	Vice-President	06/01/92
Barbara Keay, L.P.N.	Secretary-Treasurer	06/01/92
Vacancy		
Carol Jaco, R.N.	Member	06/01/93
Cheryl Primm, R.N.	Member	06/01/93
Walter Rarrick	Public Member	08/16/90
Barbara Schaffitzel, R.N.	Member	06/01/92
Evelyn Talton, L.P.N.	Member	06/01/93

**PROFESSIONAL STAFF MEMBERS**

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Vacancy	Licensure Coordinator/Associate Executive
Melinda Sanders, R.N.	Discipline Coordinator
Vada Arrowood, R.N.	Nursing Education Coordinator

**OFFICE STAFF**

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator III
Pam Goose	Administrative Assistant
Linda Strobel	Senior Accounting Clerk
Lori Scheidt	Administrative Aide
Mary Ann Ruth	Microfilm/Records Systems Coordinator
JoAnn Hanley	Secretary to Executive Director/Secretary III
Sallie Jacobs	Secretary to Discipline Coordinator/Secretary II
Liane Pierson	Secretary to Nursing Education Coordinator/Secretary II
Sandy Sebastian	Complaints/Discipline Section Clerk/Clerk Typist III
Connie Clarkston	Licensure Section Clerk/Clerk Typist II
Roxy Seymore	Receptionist/Clerk Typist II
Terry Conner	Licensure Section Clerk/Clerk Typist II
Pam Eiken	Licensure Section Clerk/Clerk Typist II
Pam Porting	Licensure Section Clerk/Clerk Typist II
Mary Ann Jacobs	Licensure Section Clerk/Clerk Typist II

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

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# Missouri State Board of Nursing

**Main Telephone Number (314) 751-0681**

Administration	751-1416
Complaints & Discipline	751-6541
Education	751-0080
Examination	751-0681
Investigations	751-0070
I.V. Therapy	751-0080
Licensure	751-0681
Nursing Practice	751-1416
Purchasing	751-0072

## Office Hours

**Monday - Friday**

**8:00 a.m. - 5:00 p.m.**

## PHILOSOPHY FROM FLO

FLORENCE STILLMAN, R.N., M.S.N.  
EXECUTIVE DIRECTOR

In 1988 the Board of Nursing established a Task Force for Advanced Practice. The decision to establish that Task Force was based on increasing numbers of questions and comments from nurses practicing in advanced rolls and increasing numbers of complaints against nurses practicing in advanced rolls. The problems appeared to be centered around the lack of definition of the various rolls and the inability of the Board to establish guidelines for practice.

The wording of the Nursing Practice Act has been guarded carefully for years and pointed to as an example of an ideal statute, that is broad and general so as to be non-restrictive to the profession, allowing for growth and changes as necessary. I recently attended a meeting of national scope where several Nursing Practice Act's were compared and contrasted. Missouri's Nursing Practice Act was pointed to as one where nurses are protected by the mere fact of its being stated in broad and general terms. Specifics are limiting; non-specifics and generalities broaden.

Although the wording has appeared to be desirable and advantageous at times, there is also a down side and the Board of Nursing has been struggling with the down side of that situation for some time. The Nursing Practice Act being broad and general makes no mention of specialty nursing. There appears to be a question on the part of some as to whether the Board of Nursing then has the authority to promulgate rules and prepare guidelines regarding specialty nursing or advanced practice.

The Task Force for Advanced Practice at one point wrote a titling rule and presented it to the Board of Nursing. The Board approved and it was distributed to professional associations, some other members of the profession and other interested groups for comments. It was subsequently filed with the Secretary of State as an official rule but was later withdrawn due to complaints and comments against it.

The Task Force continued discussions of issues surrounding the problem. Nothing had changed, the complaints continued to be received by the Board, the inability to establish guidelines for practice still remained and practice questions continued to be generated at an increased rate.

The Task Force believes that with proper, adequate communication the members of the profession and others will be made aware of the intentions of the position statement which that earlier rule has now become after some rewording. The intention of the Board of Nursing is not to inhibit the growth of practice but it is to encourage and enhance practice by being able to define advanced nursing to the consumer, public and all those who interface with nursing. Defining titles would help eliminate confusion about who is caring for the patient, would show recognition/approval by the Board for that kind of nursing and in some instances allow the Board to establish guidelines or parameters for an individual practice.

Parameters become necessary when individuals begin functioning in a manner

PHILOSOPHY FROM FLO, CONTINUED

which is deemed to be potentially unsafe. As with all professions there is only a small percentage of nurses who are practicing in such a manner that parameters are needed but for those few the Board must have the ability to establish limits and offer guidelines before potential harm becomes a reality. If this Board can only react but never pro act it cannot adequately protect the public because it will only be responding to complaints generated where harm has occurred but will never have the ability to prevent that harm. That situation creates panic in my mind and sadness in my soul.

The Board of Nursing and the Task Force for Advanced Practice need your input, your support and evidence of your interest in the well being of the profession. Please, talk to others, formulate an opinion and let us know what that opinion may be.

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1991 DATES TO REMEMBER

BOARD MEETING DATES

JANUARY 8-10, 1991  
APRIL 1-5, 1991  
JULY 15-19, 1991  
SEPT. 30 - OCT. 4, 1991

AGENDA DEADLINES

DECEMBER 17, 1990  
MARCH 11, 1991  
JUNE 24, 1991  
SEPTEMBER 9, 1991

<u>EXAMINATION DATE(S)</u>	<u>TYPE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
FEBRUARY 5-6, 1991	RN	DECEMBER 11, 1990	DECEMBER 21, 1990
APRIL 16, 1991	LPN	FEBRUARY 19, 1991	MARCH 1, 1991
JULY 9-10, 1991	RN	MAY 14, 1991	MAY 24, 1991
OCTOBER 16, 1991	LPN	AUGUST 21, 1991	AUGUST 30, 1991

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WE HAVE RELOCATED

The Division of Professional Registration moved to it's new building the first part of November, 1990. Please note our new address:

Missouri State Board of Nursing  
3605 Missouri Boulevard  
P. O. Box 656  
Jefferson City, MO 65109

Our telephone numbers have remained the same.

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DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING OFFICE

MISSOURI STATE BOARD OF NURSING  
3605 Missouri Boulevard  
Jefferson City, MO 65109  
314-751-0681

East of the State via I-70: (coming from the St. Louis area)

Exit at the Kingdom City - Highway 54 West - State Capitol Exit.  
Proceed on Highway 54 West (you will cross the Missouri River as  
you enter Jefferson City).

Exit at Highway 50 West - Sedalia Exit.

Proceed on Highway 50 West to the Truman Boulevard Exit and turn  
left.

\*\* (see below)

West of the State via I-70: (coming from the Kansas City area)

Exit at Highway 63 South - Jefferson City Exit (in Columbia).

Proceed on Highway 63 South.

Exit at Highway 54 West (you will cross the Missouri River as you  
enter Jefferson City).

Exit at Highway 50 West - Sedalia Exit.

Proceed on Highway 50 West to the Truman Boulevard Exit and turn  
left.

\*\* (see below)

West of the State via Highway 50 East: (coming from the Kansas City area)

Proceed on Highway 50 East to the Truman Boulevard Exit.

Turn left at the stop light onto Truman Boulevard.

\*\* (see below)

East of the State via Highway 50 West: (coming from the St. Louis area)

Proceed on Highway 50 West to the Truman Boulevard Exit.

Turn left onto Truman Boulevard.

\*\* (see below)

\*\* NOTE: Continue on Truman Boulevard through all the sets of stoplights.

Take the first left onto Missouri Boulevard at the Farm Bureau  
Building.

Continue on Missouri Boulevard past the OMD Building and the  
Learfield Building. The Board of Nursing is located in the next  
building on the right, which is the Professional Registration  
Building.

## BOOKS OF CURRENT RN'S AND LPN'S

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:

Missouri State Board of Nursing  
P.O. 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.

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## EMPLOYEE OF THE SEASON

Carol Tharp was nominated as the Summer Employee of the Season. Congratulations Carol for this well deserved honor.

On a sadder note, we had to say good-bye to Carol in October. Carol was offered a position in the State of Washington which she accepted. She served with the Board of Nursing as the Associate Executive Director for a period of five years. Carol was an asset to our organization and is missed as both a colleague and a friend. We wish her the best of luck.

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## RECYCLING PROGRAM

In order to join in and help do our part for recycling and waste reduction, the Board of Nursing Newsletter will no longer be printed in different colors to separate the different seasons. Beginning with this issue our Newsletters will be printed on ivory paper. We hope that this change will aid in the recycling and waste management program.

## VISIT WITH VADA

VADA E. ARROWOOD, R.N., M.S.Ed.  
NURSING EDUCATION COORDINATOR

The national nurse shortage continues to exist. Missouri is experiencing this shortage in some geographical areas but it is not panoramic and not reported to be as severe as the shortage in the eastern and western regions of our country. One can amass a cadre of ideas regarding the nurse shortage; the cause and the solution. Of course the perspectives being touted depend upon the group who claim to have "the" true reflective awareness. However, most groups acknowledge the obvious commonalities. The nursing community agrees upon the contributing factors and there is consensus as to what the eclectic approach to solving the problem should be.

The medical profession contends the shortage could be relieved by creating a new health care provider, ie; the Registered Care Technician. Their abandonment of this position confirms the nursing community's belief that the solution is not in creating another patient care provider, but rather in resolving the factors contributing to the situation where there is an increased demand for nurses, where nurses leave the profession and/or prospective students are not choosing the profession.

Presently, there are indications of a plateauing of the nurse shortage. If this is true it is attributed to:

1. the practice community's efforts to improve salaries, create flexible schedules, offer child care, redesign nursing functions and other such endeavors.
2. National and local attention which has resulted in an increase of financial assistance available for those entering nursing programs.
3. the nursing community's intensified recruitment efforts, improvement in the image of the nurse and efforts toward creating education mobility within the educational process.

The "down-side" of this encouraging picture is that, demographic predictions indicate an exacerbation of the nurse shortage in response to the decrease in the number of persons who will enter college, the "Graying America". So the nurse shortage continues to challenge the nursing community to focus upon access for new students and assisting already licensed nurses to further their educational preparedness.

Today's students often choose elements from a variety of educational pathways to eventually culminate in the nurse they want to be. These students expect their prior learning to be a part of their educational process. Program Planner's are challenged to consider whether the existing levels of nurse education have a relevant connectedness that could facilitate advanced placement within or articulation between nursing programs.

A recent National League for Nursing Curriculum Conference emphasized the need to build a community that crosses over the various levels of our educational systems. Missouri has not been reticent in possibility thinking

## VISIT WITH VADA, CONTINUED

nor the building of such a community. An overview of the various educational modalities available to achieve a license to practice nursing in Missouri attests to the collaborative efforts required to develop such offerings. There are schools offering programs for already licensed nurses to build upon prior learning and acquire an associate degree and/or a baccalaureate degree. Further there are evening/weekend practical and professional programs for persons who are unable to enter the traditional daytime programs.

Three diploma schools have made a transition to baccalaureate nurse education responding to statistical indications that the shortage of nurses is strongest in the rank of BSN prepared registered nurses. One diploma school is considering a transition from it's current level to granting an associate degree in nursing. Another diploma school has redesigned their curriculum so that it can be accomplished in a shortened time period.

### THE CURRENT CONFIGURATION OF NURSING SCHOOLS IN MISSOURI

- 33 SCHOOLS OF PRACTICAL NURSING (some have multiple classes an/or campuses)
- 25 SCHOOLS OF ASSOCIATE DEGREE NURSING (some have multiple campuses. 18 are generic nursing and 7 build upon the practical nursing preparedness. 2 of the 7 offer both the generic preparation and the extension of practical nursing)
- 8 DIPLOMA SCHOOLS OF NURSING (3 are phasing out their diploma and making a transition to baccalaureate degree education)
- 14 BACCALAUREATE NURSING SCHOOLS (these are generic programs leading to first license as a registered nurse)

Most of Missouri's schools are beginning to experience a renewed interest in nursing by prospective students. Enrollment is up! There is a shared expectation of easing the nurse shortage by preparing graduates to meet the increased demand. Missouri schools are interested in creating non-traditional pathways to make access to nursing a viable opportunity for the "non-traditional" student. It is possible that one day all of our students will be non-traditional! Now that should conjure up some mental images of what our student profile would look like!

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TITLE 4 - DEPARTMENT OF  
ECONOMIC DEVELOPMENT

DIVISION 200 - STATE BOARD OF NURSING

CHAPTER 4 - GENERAL RULES

PROPOSED AMENDMENTS

4 CSR 200-4.010 FEES . THE BOARD OF NURSING PROPOSES TO AMEND SECTION (1).

PURPOSE: THE PURPOSE OF THIS AMENDMENT IS TO REFLECT FEE CHANGES NECESSITATED BY LEGISLATION ESTABLISHING A SURCHARGE ON LICENSURE AND RENEWAL FEES FOR THE NURSING STUDENT LOAN FUND.

(1) THE FOLLOWING FEES ARE ESTABLISHED BY THE STATE BOARD OF NURSING.

(A) EXAMINATION FEE--REGISTERED PROFESSIONAL NURSE  
(~~\$15.00~~) ~~\$20.00~~

1. ~~REEXAMINATION FEE--REGISTERED PROFESSIONAL NURSE~~  
~~\$15.00~~

(B) EXAMINATION FEE--LICENSED PRACTICAL NURSE (~~\$10.00~~)  
~~\$11.00~~

1. ~~REEXAMINATION FEE--LICENSED PRACTICAL NURSE~~  
~~\$10.00~~

(C) ENDORSEMENT FEE--REGISTERED PROFESSIONAL NURSE  
(~~\$25.00~~) ~~\$30.00~~

(D) ENDORSEMENT FEE--LICENSED PRACTICAL NURSE (~~\$25.00~~)  
~~\$26.00~~

(E) LAPSED LICENSE FEE IN ADDITION TO RENEWAL FEE FOR EACH YEAR

OF LAPSE \$25.00

(J) ANNUAL RENEWAL FEE. (~~\$16.00~~)

1. ~~REGISTERED PROFESSIONAL NURSE~~ = ~~\$21.00~~

2. ~~LICENSED PRACTICAL NURSE~~ = ~~\$17.00~~

(1) ~~3.~~ LICENSE RENEWAL FOR PROFESSIONAL NURSES SHALL BE ANNUAL

AND LICENSE SHALL EXPIRE ON APRIL 30 OF EACH YEAR. LICENSE RENEWAL FOR PRACTICAL NURSES SHALL BE ANNUAL AND LICENSE SHALL EXPIRE ON MAY 31 OF EACH YEAR. RENEWAL SHALL BE FOR THE TWELVE (12)-MONTH PERIOD EXCEPT IN INSTANCES WHEN RENEWAL FOR A GREATER OR LESSER NUMBER OF MONTHS IS CAUSED BY ACTS OR POLICIES OF THE MISSOURI STATE BOARD OF NURSING. A RENEWAL APPLICATION IS MAILED EACH YEAR BY THE MISSOURI STATE BOARD OF NURSING TO ALL NURSES CURRENTLY (REGISTERED.) LICENSED.

(2.) 4. A RENEWAL FEE OF (SIXTEEN DOLLARS (\$16) PER YEAR SHALL BE ACCEPTED BY THE MISSOURI STATE BOARD OF NURSING ONLY IF ACCOMPANIED BY AN APPROPRIATELY COMPLETED RENEWAL APPLICATION;) ~~TWENTY-ONE DOLLARS (\$21) PER YEAR FOR REGISTERED PROFESSIONAL NURSES AND SEVENTEEN DOLLARS (\$17) PER YEAR FOR LICENSED PRACTICAL NURSES SHALL BE ACCEPTED BY THE MISSOURI STATE BOARD OF NURSING ONLY IF ACCOMPANIED BY AN APPROPRIATELY COMPLETED RENEWAL APPLICATION.~~

5. ~~ALL FEES ESTABLISHED FOR LICENSURE OR LICENSURE RENEWAL OF NURSES INCORPORATE AN EDUCATIONAL SURCHARGE IN THE AMOUNT OF ONE DOLLAR (\$1) FOR PRACTICAL NURSES AND FIVE DOLLARS (\$5) FOR PROFESSIONAL NURSES. THESE FUNDS ARE DEPOSITED IN THE PROFESSIONAL AND PRACTICAL NURSING STUDENT LOAN AND NURSE REPAYMENT FUND.~~

AUTH: CHAPTER 335, RSMO (1986). EMERGENCY RULE FILED AUG. 13, 1981, EFFECTIVE AUG. 23, 1986, EXPIRED DEC. 11, 1981. ORIGINAL RULE FILED AUG. 13, 1981, EFFECTIVE NOV. 12, 1981. EMERGENCY AMENDMENT FILED FEB. 10, 1982, EFFECTIVE FEB. 20, 1982, EXPIRED JUNE 20, 1982. AMENDED: FILED FEB. 10, 1982, EFFECTIVE MAY 13, 1982. AMENDED: FILED MAY 13, 1982, EFFECTIVE AUG. 12, 1982. AMENDED: FILED OCT. 13, 1982, EFFECTIVE JAN. 13, 1983. AMENDED: FILED DEC. 13, 1983, EFFECTIVE MARCH 11, 1984. AMENDED: FILED JUNE 29, 1984, EFFECTIVE NOV. 11, 1984. AMENDED: FILED NOV. 14, 1986, EFFECTIVE FEB. 12, 1987. AMENDED: FILED OCT. 28, 1988, EFFECTIVE MARCH 11, 1989. AMENDED: FILED AUG. 11, 1989, EFFECTIVE DEC. 11, 1989. AMENDED: FILED NOV. 2, 1990.

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: THESE PROPOSED AMENDMENTS WILL COST EACH REGISTERED PROFESSIONAL NURSE FIVE DOLLARS (\$5) AND EACH LICENSED PRACTICAL NURSE ONE DOLLAR (\$1)

UPON LICENSURE BY EXAMINATION, ENDORSEMENT OR RENEWAL. AN ESTIMATED 54,450 REGISTERED PROFESSIONAL NURSES AND 19,375 LICENSED PRACTICAL NURSES WILL BE AFFECTED IN FISCAL YEAR 1991 WITH AN AGGREGATE PRIVATE ENTITY COST OF \$291,625. AN ESTIMATED 56,200 REGISTERED PROFESSIONAL NURSES AND 20,100 LICENSED PRACTICAL NURSES WILL BE AFFECTED IN FISCAL YEAR 1992 WITH AN AGGREGATE PRIVATE ENTITY COST OF \$301,100.

NOTICE TO SUBMIT COMMENTS: ANYONE MAY FILE A STATEMENT IN SUPPORT OF OR IN OPPOSITION TO THESE RULES WITH THE MISSOURI STATE BOARD OF NURSING, FLORENCE B. STILLMAN, R.N., M.S.N., EXECUTIVE DIRECTOR, P.O. BOX 656, JEFFERSON CITY, MO 65102. TO BE CONSIDERED, COMMENTS MUST BE RECEIVED WITHIN THIRTY DAYS AFTER PUBLICATION OF THIS NOTICE IN THE MISSOURI REGISTER. NO PUBLIC HEARING IS SCHEDULED.

This proposed rule appeared in the November 19, 1990 issue of the Missouri Register. The thirty day comment period ended December 19, 1990.

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## MANY THANKS

Within the past year the Board of Nursing has hosted two conferences which were held in St. Louis, Missouri. The first was the "National Council of State Boards of Nursing Area II - Meet Me In St. Louis" meeting which was held on April 24-25, 1990 at the Hyatt Regency at Union Station hotel. The second was the "Second NCLEX Regional Invitational" which was held on November 12-13, 1990. This was also presented at the Hyatt Regency.

At both meetings the Board of Nursing distributed small "goodie bags" to the attendees which contained numerous items such as pens, pencils, pamphlets, pocket calendars, etc., that were donated by many organizations throughout the state. We would like to list those organizations at this time in order to thank them for their time, effort and contributions.

### National Council Area II

Alexian Brothers Hospital - St. Louis  
Barnes Hospital - St. Louis  
Charter Hospital - Columbia  
Kelly Assisted Living - St. Louis  
Missouri Baptist Hospital - St. Louis  
Missouri Nurses Association - Jefferson City  
Missouri State Department of Drugs & Alcohol - Jefferson City  
Missouri Department of Conservation  
Missouri State Division of Tourism - Jefferson City  
Nurse Finders - St. Louis  
Olsten Health Care - St. Louis  
St. Anthony's Hyland Center - St. Louis  
St. Luke's Hospital - St. Louis  
St. Louis University Hospital - St. Louis  
Visiting Nurses Association - Jefferson City

### Second Annual NCLEX Invitational

United States Air Force  
Barnes Hospital - St. Louis  
Charter Hospital - Columbia  
Christian N.E. - St. Louis  
Jewish Hospital - St. Louis  
Kelly Assisted Living - St. Louis  
Missouri Nurses Association - Jefferson City  
Missouri Baptist Hospital - St. Louis  
Missouri State Department of Drugs & Alcohol - Jefferson City  
Missouri State Division of Tourism - Jefferson City  
Missouri State Highway Department - Jefferson City  
United States Navy  
Olsten Health Care - St. Louis  
St. Anthony's Hyland Center - St. Louis  
St. Luke's Hospital - St. Louis

Once again we would like to thank everyone for their contributions, they were enjoyed by all.

## DIRECTIONS TO BOARD MEETINGS

### East of the State via I-70

Exit at Kingdom City-Highway 54 West-State Capitol Exit.  
Proceed on Highway 54 (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 right 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 additional 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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## MESSAGE FROM MELINDA

MELINDA DOLAN SANDERS, R.N., M.S.N.  
DISCIPLINE COORDINATOR

In previous issues of the Newsletter, I have focused on the chemically impaired nurse and the essential elements of identification and monitoring. This issue is focused on what happens when a complaint is filed with the Missouri State Board of Nursing.

### REPORTING A COMPLAINT

#### A. Importance of Reporting

For the protection of your colleagues, yourself and your institution, suspicions of abuse should be shared. Liability increases when nurses suspected of abuse are retained on staff. In addition to the increased legal liability of keeping an impaired nurse on staff, "keeping the secret" is not in the best interest of the nurse. It may be confused as permission to continue abuse; an invitation to turn to you as confidant or therapist; or an indication that you can be manipulated, do not care, or are incapable of dealing with the situation. "Keeping the secret" allows the disease to progress towards the fatal stage.

Since the drug diversion has been considered a criminal act of theft and a felony, many nurses have been reported to the police. Nurses have been arrested and prosecuted through the criminal justice system. Unless a large volume of drugs is involved with evidence of trafficking, this action is of questionable benefit and usually unnecessary.

The Missouri "Tort Reform Law" RsMO 383.105, 383.110 went into effect January 1, 1987. As a result of this law, the Missouri State Board of Nursing (MSBN) promulgated a rule known as the Mandatory Reporting Rule which became effective November 12, 1987. This rule requires hospitals and ambulatory surgical centers to report to the MSBN any final disciplinary action taken for any reason (not just chemical dependency) against a Graduate Practical Nurse (GPN), Licensed Practical (LPN), Graduate Nurse (GN), and Registered Nurse (RN). The MSBN has interpreted the phrase "final disciplinary action" as termination of employment or resignation in lieu of termination. The only exemption to this rule is if a nurse is alcohol and/or other drug impaired and the employer is willing to take an active role in assisting and monitoring the nurse. In other words, if you as the employer are willing to confront the nurse regarding your suspicions, see to it that the nurse receives an evaluation for chemical dependency by a chemical dependency professional and follows the professional's recommendations(s), and allow the nurse to continue to work with an employment contract in place, you do not have to report this nurse to the MSBN. If the employer is not willing to take such an active role in the chemically impaired nurse's recovery from this disease, and termination or resignation in lieu of termination results, this must be reported to the MSBN. By law, this report must be made within 15 days of the final disciplinary action.

#### B. Reporting Process

## MESSAGE FROM MELINDA, CONTINUED

Anyone can file a complaint against a nurse who is licensed (or in the licensure process) in the state of Missouri. In order for the Missouri State Board of Nursing (MSBN) to process a complaint, it must be received in writing at the MSBN office. The letter of complaint should include the nurse's full name, license number (if known), a description of the incident, and the name, address, and telephone number of the author of the letter. This information is needed as the MSBN can not act on anonymous complaints, definite identification of the nurse is needed, and to allow the Board's Discipline Coordinator to telephone the author for clarification of the facts if needed. If this letter of complaint is being submitted under the Mandatory Reporting rule, this information must be received within 15 days of the final disciplinary action.

### C. Disposition of the Complaint

The Discipline Coordinator is responsible for reviewing the letters of complaint received in the Missouri State Board of Nursing (MSBN) office. If sufficient information is included in the report, the complaint is prepared for review by the members of the MSBN at their next regularly scheduled meeting. If the Discipline Coordinator needs clarification or further information, she may telephone the complainant and include this information along with the letter of complaint for the Board's review. The Discipline Coordinator may assign the complaint for investigation by one of the Board's investigators.

Once the Discipline Coordinator makes a determination on the need for any additional information, the complainant receives a letter from the MSBN office notifying her/him of the disposition of the complaint at that point. If the complaint is prepared for the next regularly scheduled Board meeting, it will be reviewed by the Board at either their January, April, June or October meetings. Complainants are also notified of cases that are assigned for investigation. The MSBN employs 3 full-time investigators. However, due to the backlog of cases, it may take from 2 to 6 months before an investigation can be initiated. If you have concerns about the time frame of an investigation, you are encouraged to contact the Discipline Coordinator. Please be assured that investigations are handled as efficiently as possible with the staff available.

Investigations are formulated for the Board's review in the form of written reports. These reports, along with those complaints not requiring investigation, are reviewed by the Board at one of their regularly scheduled meetings. Once the Board makes a decision on a case, both the complainant and nurse involved are notified in writing. The amount of time needed for the notification will vary depending on the Board's decision. There are basically two types of decisions the members of the MSBN can make on a complaint, non-disciplinary and disciplinary. Non-disciplinary action can be in the form of no further action or a letter of concern. A no further action decision means the information is retained in the nurse's file at the MSBN, but there is no other licensure action taken. A letter of concern is issued by the Board to express their concern regarding one or more of the allegations mentioned in the complaint. Again, there is no other licensure action taken.

## MESSAGE FROM MELINDA, CONTINUED

Non-disciplinary actions taken by the MSBN are not considered to be public information. However, if a mandated reporter (hospital or ambulatory surgical center) telephones or writes the Board for a licensure verification on a nurse that has received a non-disciplinary decision from the Board in the past which resulted from a complaint by another mandated reporter, the inquiring facility will be told of the previous complaint and the Board's decision. The same can be said for a nurse that is currently under investigation by the MSBN. For example, if Nancy Nurse was terminated from Hospital A which resulted in a complaint being filed at the MSBN, and she applied for a job at Hospital B, Hospital B would be told that Nancy Nurse was currently under investigation any why. This information can be shared since both parties, the reporter and the inquirer, are mandated reporters. Any licensure history can be released when the nurse completes an authorization for release of licensure information.

### D. Disciplining a License

Disciplinary action taken by the members of the MSBN can include censure, probation, suspension, revocation, or a combination thereof. Disciplinary decisions are considered public information and are published in the Board's quarterly Newsletter.

Censure of a license is equivalent to a one time discipline making the situation and decision of the Board open to the public. There is no on-going correspondence or monitoring done on a nurse that has been censured.

Probation means the nurse can continue to function as a licensed nurse with certain stipulations as indicated by the Board. An example of stipulations placed on the license of a chemically impaired nurse can include meeting with the Board and/or staff up to 2 times per year, submission of a completed employer evaluation form, counselor update letter, and evidence of attendance at 12-step meetings (AA/NA/CA, etc.) up to 2 times per year. Failure to comply with these terms could result in further discipline on the license. According to the Missouri Nurse Practice Act, this discipline term shall not exceed 5 years.

Suspension of a license means a nurse may not work in the capacity of a licensed nurse. The Missouri Nurse Practice Act states a term of suspension shall not exceed 3 years. The nurse can be expected to comply with conditions such as while on probation including meeting with the Board and supplying required documentation. Failure to comply with these terms could result in further discipline on the license.

Revocation is the permanent removal of a license. This person may not work in the capacity of a licensed nurse. In order to obtain a license to practice, the person must submit to the MSBN an application to write the licensing exam, be granted permission by the Board to write the exam, and successfully write the licensing exam. While this process seems impossible, there have been a number of MO nurses that are successful in completing these requirements.

Disciplinary terms may be and frequently are combined. For example, a

## MESSAGE FROM MELINDA, CONTINUED

license may be revoked and stayed with 3 years suspension followed by 5 years probation. The stay order means the discipline terms is not imposed. The Board uses the stay order to alert the nurse of the seriousness of the violation and to inform him/her of the possible consequences if violation of the disciplinary terms occurs.

The members of the Board take several things into account when considering the disciplinary terms. For example, due to the time delay between receipt of a complaint and actual discipline the nurse may have completed an in-patient treatment program for chemical dependency, be active in one or more 12-step groups, and be involved in Aftercare or individual out-patient counseling. This type of information is utilized by the Board when making a disciplinary decision.

The process of disciplining a nursing license can result from the signing of a Consent Agreement, issuance of a Disciplinary Order, or reaching a settlement. Generally the first step in disciplining a license is requesting the Attorney General's Office (the Board's legal counsel) to draw up an agreement stating the cause for discipline and discipline terms which is signed by the nurse, the Attorney General's Office, and the MSBN Executive Director. Signature of this agreement waives the nurse's right to have a hearing before the Administrative Hearing Commission. Once the required signatures are obtained on the Consent Agreement the disciplinary terms apply.

A nurse that does not agree to the cause(s) for discipline or disciplinary terms in a Consent Agreement and wanting a hearing before the Administrative Hearing Commission (AHC), or a case that is referred by the Board to the AHC, begins the process by the Attorney General's Office filing an official complaint for the Board with the AHC. The AHC hears cases for all the licensing Boards, therefore, it can be as timely as having a criminal or civil case heard. It is not unusual for a case to take 1 to 3 years to be heard before the AHC. The nurse does not have any discipline on his/her license during this period of time and is able to work in the capacity of a licensed nurse without restrictions by the Board.

At the conclusion of the case, the AHC Commissioner issues his/her decision as to whether the Board has authority to issue disciplinary terms on the license in question. If the Commissioner rules in favor of the Board, the Board schedules a disciplinary hearing for the next regularly scheduled Board meeting where the MSBN will order the disciplinary terms. Both the Board and nurse have appeal rights to the AHC decision.

The nurse may offer settlement terms to the Board at any point in the process of issuance of discipline. The nurse may tell the Board he/she would agree to alternate disciplinary terms or cause(s) for discipline. It is the Board's discretion to agree or not agree with the offered terms.

In the fiscal year 87-88, there were 100 disciplinary actions taken by the MSBN, of which 84 (84%) were chemical dependency related. In the fiscal year 88-89, there were 90 disciplinary actions taken by the MSBN, of which 80 (89%) were chemical dependency related. Due to the growing concern by the

MESSAGE FROM MELINDA, CONTINUED

members of the MSBN, alternative methods for dealing with chemically impaired nurses are under consideration by the Board.

The complexity of filing and processing of complaints with the MSBN, investigative and disciplinary processes, and increasing number of complaints caused the MSBN to create the position of Discipline Coordinator. The Discipline Coordinator is responsible for the complaints, investigations, and disciplinary functions of the MSBN. If you have any questions about the material presented in this issue, please feel free to contact the Discipline Coordinator at 314-751-0070.

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SUMMARY OF DISCIPLINARY ACTION TAKEN  
BY THE MISSOURI STATE BOARD OF NURSING

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Ableman, Linda	RN	047051	Suspended	06/07/90 to 06/07/92
			Probation	06/07/92 to 06/07/95
Adams, Gayla	LPN	022378	Probation	12/03/90 to 12/03/93
Allen, Alicia	LPN	040275	Revoked	11/30/89
Anderson, Patricia	RN	111657	Revoked	11/07/90
Aragon, Mary	RN	117881	Probation	10/10/90 to 10/10/92
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnhurst, Katherine	LPN	037886	Lapsed	
Bartee, Kathleen K.	RN	088610	Revoked	02/13/90
Bell, Vivian	PN	042586	Probation	02/26/90 to 02/26/92
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Blossom, Mau	RN	062344	Probation	05/18/88 to 05/19/92
Boone, Nancy Diane Hatton	LPN	040408	Probation	02/26/90 to 02/26/92
Borroum, Alice Brown	LPN	009993	Probation	11/08/89 to 11/08/92
Boyer-Hottinger, Pamela Sue	N/A	N/A	NOT LICENSED	
Brainer, Janice	RN	111990	Probation	03/09/89 to 03/09/91
Brock, Laura	LPN	036003	Suspended	08/01/90 to 02/01/91
			Probation	02/01/91 to 02/01/93
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Brown, Karen	RN	050816	Probation	07/27/90 to 07/27/93
Brunk, Constance	LPN	037170	Probation	09/10/90 to 09/10/93
Brunk, Constance	RN	117333	Probation	09/10/90 to 09/10/93
Buckner, Linda	RN	068342	Revoked	10/14/88
Buese, Marci	RN	092973	Probation	02/15/90 to 02/15/92
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
Campbell, Sharon	RN	107688	Probation	08/22/90 to 08/22/92
Carleton, Martha	RN	082672	Probation	01/16/90 to 01/16/92
Carter, Brian	LPN	043172	Probation	11/20/90 to 11/20/93
Carrier, Velma Ruth	LPN	035635	Revoked	09/13/89
Carter, Gerldean	LPN	025574	Suspended	02/23/89 to 02/23/90
			Probation	02/23/90 to 02/23/92
Carter, Sheryl	LPN	041009	Inactive	09/12/90 to 09/12/92
Christeson, Katherine	LPN	035675	Revoked	07/19/89
Clark, Kimberly (Smith)	RN	079372	Revoked	07/19/89
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Clay, Anna	LPN	018751	Suspended	08/30/90 to 08/30/91
			Probation	08/30/91 to 08/30/94
Clossick, Thomas	LPN	037953	Suspended	02/26/90 to 08/26/90
			Probation	08/26/90 to 08/26/92
Cloud, Michael	LPN	035746	Revoked	05/25/90
Collins, Janice	N/A	N/A	NOT LICENSED	
Cooper, Arthur	RN	085035	Revoked	08/21/90
Corbett, Timothy	RN	110672	Probation	11/20/90 to 11/20/93
Crane, Rebecca Baxter	RN	101965	Probation	03/21/88 to 03/21/91
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Crider, Rebecca	LPN	041314	Revoked	04/13/89
Cyprian, Glenda	RN	088436	Suspended	07/09/90 to 07/09/91
			Probation	07/09/91 to 07/09/93

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Davis, Sabra	RN	112397	Probation	12/04/90 to 12/04/95
DeChant, Julie	RN	097261	Probation	07/28/89 to 07/28/94
Deren, Tonia Sue	LPN	037134	Revoked	08/21/90
DeVore, Sheree	LPN	043086	Probation	11/08/90 to 11/08/92
Dewey, Dody	LPN	043327	Probation	11/20/90 to 11/20/92
Deyoe, Tari Ann	RN	112802	Probation	01/25/89 to 01/25/91
Dignan, Nancy	RN	100851	Revoked	01/30/89
Dowdell, Donna	RN	098666	Probation	09/02/88 to 09/02/91
Doyebi, Sherry	RN	109506	Probation	05/06/89 to 05/16/91
Dunlap, Robert Lee	LPN	036549	Probation	03/23/89 to 03/23/91
Elliott, Robert H	RN	103754	Revoked	01/18/90
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Emons, Kathe	RN	106016	Probation	06/29/90 to 06/29/92
Evans, Deborah	RN	113249	Probation	08/28/89 to 08/28/92
Evans, Walter	RN	051045	Probation	01/19/90 to 01/19/92
Fanning, James	RN	112864	Probation	08/21/90 to 08/21/93
Farley, Mary Kathleen	RN	112887	Revoked	11/07/90
Farrow, Michelle	RN	085540	Voluntary Surrender	09/13/88
Faulconer, Paul	RN	117148	Probation	08/29/90 to 08/29/93
Fetters, James	RN	101269	Suspended	07/27/88 to 07/27/89
			Probation	07/27/89 to 07/27/91
Fischer, Craig	LPN	035819	Revoked	10/19/90
Fletcher, Mary Mitchell Morris	LPN	015791	Probation	02/26/90 to 02/26/92
Flavin, Rachael	RN	100614	Probation	03/23/89 to 03/23/91
Floyd, Carolyn	RN	084340	Revoked	04/13/89
Foster, Patti J.	LPN	032577	Revoked	07/21/89
Fox, Beverly Ellerbrook	LPN	039413	Revoked	12/05/88
Funk, Sherry	RN	093729	Probation	02/05/90 to 08/05/91
Gaffney, Tina	RN	084712	Suspended	06/18/90 to 06/18/91
			Probation	06/18/91 to 06/18/93
Gajewski, Ronald A.	RN	071505	Probation	02/05/88 to 02/05/91
Gaulding, Marilyn	RN	053525	Suspended	06/04/90 to 06/04/91
			Probation	06/04/91 to 06/04/93
Gawlas, Robert	RN	101324	Voluntary Surrender	03/22/90
Ghys, Barbara	RN	092759	Probation	12/12/88 to 12/12/92
Griffith, Cathy	LPN	019027	Suspended	09/12/90 to 09/12/91
			Probation	09/12/91 to 09/12/94
Guinn, Jeanette	RN	091925	Revoked	03/22/90
Haggard, Donald	LPN	02405	Revoked	01/23/89
Henry, Janet	LPN	042712	Probation	05/23/90 to 05/23/92
Hicks, David	LPN	035282	Probation	11/05/90 to 11/05/92
Hodgson, Mary Ruth	RN	081533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Hodson, Lois	N/A	N/A	NOT LICENSED	
Hoffelt, Donald	RN	088650	Voluntary Surrender	05/03/89
Hoffman, Sandra	LPN	032816	Suspended	10/31/89 to 10/31/90
(also Sandra Hoffman Schmoe)			Probation	10/31/90 to 10/31/92
Honefenger, Judith	RN	054099	Probation	08/30/90 to 08/30/92
Houle, Patricia	RN	111657	Probation	12/07/88 to 12/07/90
(also Patricia Anderson)				
Hudson, Mary Ann	N/A	N/A	NOT LICENSED	
Huffman, Charles	RN	042981	Suspended	04/05/88 to 04/05/90
			Probation	04/05/90 to 04/05/93

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Hulett, Richard	RN	113159	Probation	08/15/90 to 08/15/93
Hunter, Maryan Al-Ghofoor*	N/A	N/A	NOT LICENSED	
Irons, Rosie Mae Harris	N/A	N/A	NOT LICENSED	
Isaacs, Kelley	LPN	036243	Probation	02/01/89 to 02/01/91
Jackson, Sandra	RN	095394	Probation (see below) **	
Jessip, Roberta	LPN	029537	Revoked	01/18/90
Johnston, Deborah	LPN	029680	Probation	01/04/90 to 01/04/91
Jones, Cheryl	LPN	020545	Suspended	09/12/90 to 09/12/91
			Probation	09/12/91 to 09/12/94
Jones, Judith Ann	LPN	039321	Probation	03/23/89 to 03/23/91
Kirn, Marilyn	LPN	035115	LAPSED LICENSE	
Kuehn, Mabel	RN	059286	Revoked	04/13/89
Kuenker, Lisa	RN	064126	Probation	09/12/90 to 09/12/93
Lambert, Linda	RN	117689	Probation	09/10/90 to 09/10/93
Land, Rhonda	LPN	016012	Suspended	07/25/89 to 01/25/90
			Probation	01/25/90 to 01/25/92
LaRose, Suzanne	LPN	025689	Probation	08/15/90 to 08/15/91
Lavender, Susan K.	RN	080914	Voluntary Surrender	11/20/90
Lawrence, Diane	LPN	022713	Probation	02/07/90 to 02/07/93
Lehman, David	LPN	043808	Probation	11/20/90 to 11/20/92
Leith, Gwendolyn	RN	117876	Probation	10/01/90 to 10/01/93
Lewenczuk, Marie	LPN	041342	Probation	12/30/88 to 12/30/90
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	02/03/89 to 11/03/89
			Probation	11/03/89 to 11/03/92
McCormack, Julie	RN	113996	Probation	08/21/89 to 08/21/91
McCroskey, Jack	RN	063334	Probation	02/22/89 to 02/22/91
McDaniel, Kerri Bernice	RN	112950	Probation	08/25/89 to 08/25/91
Marti, Gloria Sue	LPN	011916	Suspended	02/09/88 to (*see below)
Mason, Janet	LPN	022080	Suspended	08/15/90 to 08/15/91
			Probation	08/15/91 to 08/15/94
Mayfield, Elizabeth	RN	112949	Probation	08/21/89 to 08/21/91
Mealey, Kathryn	RN	109586	Probation	07/28/89 to 07/28/91
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Meredith, Judith Ann Duffy	LPN	028705	Revoked	03/13/90
Merkley, James	N/A	N/A	NOT LICENSED	
Miller, Barbara	RN	056488	Probation	02/15/90 to 02/15/93
Miller, Gregory	RN	066844	Revoked	10/13/88
Miller, Kerri	RN	112950	Probation	11/07/90 to 11/07/92
Miller, Linda	RN	064794	Suspended	08/15/90 to 08/15/92
Mitchell, Lavonda	LPN	032588	Revoked	01/30/89
Moix, Margie Dean	RN	043034	Voluntary Surrender	11/02/88
Moller, Pamela	RN	113419	Probation	12/11/90 to 12/11/93
Morrow, William Jr.	RN	099683	Revoked	11/07/90
Murdick, Janet	RN	096358	Probation	07/27/89 to 07/17/91

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

\*\* On probation until probation in Kansas is completed.

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Neill, Brenda	RN	105275	Suspended	08/30/90 to 08/30/91
			Probation	08/30/91 to 08/31/94
Notheis, Rose	RN	044744	Suspended	01/04/89 to 01/04/90
			Probation	01/04/90 to 01/04/93
Orine, Margaret	RN	060586	Probation	03/23/89 to 03/23/91
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Paradise, Maria	RN	116674	Probation	09/20/90 to 09/20/93
Parker, Penny	RN	048257	Voluntary Surrender	03/13/90
Pearre, Pam	RN	082718	Probation	09/22/89 to 09/22/91
Perry, Andrew D	RN	108892	Suspended	08/08/89 to 02/08/90
			Probation	02/08/90 to 02/08/92
Pozywio, Sandra Lynn	RN	112596	Probation	03/22/90 to 03/22/93
Preston, Laura	LPN	035190	Inactive	02/14/90***
Priefer, Dormalee Misemer	N/A	N/A	NOT LICENSED	
Respress, Renee	RN	094740	Revoked	08/21/90
Reynolds, Voisy E.	N/A	N/A	NOT LICENSED	
Rhoads, Luella Fay	RN	091257	Probation	02/09/88 to 02/09/91
Richardson, Danita	RN	097945	Inactive (see below)	**
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Roberts, Sheryl	LPN	031261	Voluntary Surrender	09/19/90
Roellig, Sharon	RN	098019	Probation	02/17/89 to 02/17/91
Rothenheber, Mary Rose	LPN	019806	Voluntary Surrender	12/21/89
Rudd, Mary	LPN	037905	Revoked	10/20/89
Sassi, Barbara	RN	092423	Revoked	05/01/89
Schafer, Diana	LPN	038008	Probation	08/22/90 to 08/22/93
Scheffer, Cynthia	LPN	039758	Probation	11/20/90 to 11/20/93
Schwartz, Janice	RN	065512	Probation	02/23/89 to 02/23/91
Scott, Annette	RN	106499	Revoked, with licensee's consent	09/12/90
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
Shaffer, Kathleen	RN	116467	Probation	08/29/90 to 08/29/92
Sheppard, Ann Marie	RN	104403	Revoked	02/21/90
Shipman, John Walter	N/A	N/A	NOT LICENSED	
Shipp, Judith	RN	107069	Suspended	01/31/90 to 01/31/91
			Probation	01/31/91 to 01/31/94

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

\*\* License placed on Inactive status for two years, requires permission to reactivate, followed by two years probation.

\*\*\* Inactive until such time licensee presents evidence sufficient to demonstrate to the Board that the licensee can safely practice nursing.

SUMMARY OF DISCIPLINARY ACTION

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Shouse, Joan Hatfield	LPN	035668	Suspended	09/19/90 to 09/19/92
			Probation	09/19/92 to 09/19/95
Sides, Lela	LPN	028433	Probation	01/08/90 to 01/08/92
Smith, Janice	LPN	043713	Probation	11/20/90 to 11/20/93
Siler, Donna M	LPN	032481	Revoked	01/18/90
Smith, Marva	N/A	N/A	NOT LICENSED	
Smith, Mary	LPN	043872	Probation	12/03/90 to 12/03/92
Smith, Maryan	N/A	N/A	NOT LICENSED	
Smith, Michael	LPN	031266	Revoked	07/13/90
Steadman, Wanda	RN	108873	Revoked	07/19/89
Steckel, Shari	RN	067804	Suspended	11/02/88 (*see below)
Stein, Tracey L. Truman	N/A	N/A	NOT LICENSED	
Stock, Charles	LPN	043305	Probation	11/20/90 to 11/20/93
Stough, Barbara	RN	096449	Suspended	01/24/90 to 07/24/90
			Probation	07/24/90 to 07/24/93
Stuart, Gaile Maddux	RN	109555	Probation	07/09/90 to 07/09/92
Sturgis, Margaret	LPN	039198	Probation	08/10/89 to 08/10/91
Sullivan, Julie	RN	111259	Suspended	09/12/90 to 09/12/91
			Probation	09/12/91 to 09/12/93
Sullivan, Linda	N/A	N/A	NOT LICENSED	
Swartz, Marva	LPN	023671	Inactive until	02/26/92
Talbert, Sandra	LPN	039474	Suspended	11/20/90 to 11/20/91
			Probation	11/20/90 to 11/20/94
Taylor, Clarissa	RN	060815	Revoked	11/07/90
Thomas, Margaret	RN	103755	Suspended	09/22/89 to 09/22/92
			Probation	09/22/92 to 09/22/97
Thurman, Vera	RN	031037	Voluntary Surrender	03/10/89
Tiller, Lillie	RN	034770	Revoked	07/21/89
Topping, Mary Ann	RN	068533	Suspended	04/16/87 to 01/01/88
			Probation	01/01/88 to 04/16/91
Townzen, Bruce	RN	094940	Probation	12/14/88 to 12/14/90
Trankler, Glenda	RN	089685	Probation	09/20/90 to 09/20/93
Trichell, Elizabeth	RN	097990	Revoked	01/18/90
Turner, Roy Jean	LPN	032869	Suspended	08/01/90 to 08/01/91
			Probation	08/01/91 to 08/01/93
Tweedie, Carolyn Tidmus	N/A	N/A	NOT LICENSED	
Tye, Jennifer	RN	089127	Suspended	08/31/87 to 11/01/87
			Probation	11/01/87 to 08/31/91
Tyler, Alice D	LPN	028117	Revoked	05/25/90
Ulmer, Judy	LPN	043515	Probation	11/20/90 to 11/20/92
Urban, Anna Marie	RN	098700	Revoked	07/20/89
Vanderent, Lori	LPN	037161	Suspended	12/20/88 to 12/20/90
			Probation	12/20/90 to 12/20/92
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Wagoner, Deborah Dee	N/A	N/A	NOT LICENSED	
Walden, James Adair	RN	092291	Probation	01/13/89 to 01/13/92
Warmboldt, Deborah	N/A	N/A	NOT LICENSED	

\* Until license in California is reinstated.

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Warrington, Susan	RN	054346	Revoked	10/14/88
Weathermon, Jenny	LPN	037390	Revoked	08/22/90
Welch, Karen	RN	092069	Suspended	01/26/88 to 07/26/88
			Probation	07/26/88 to 07/26/91
Williams, Dorothy	RN	083745	Revoked	10/14/88
Witte, Susan	RN	103846	Probation	08/22/90 to 08/22/93
Wolf, Kathleen Lane	RN	056625	Revoked	10/20/89
Womelduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Wrombel, Carolyn	RN	042224	Probation	11/20/89 to 11/20/91
Yocum, Paulette Lampkins	LPN	014956	Revoked	05/25/90
Zacha, Kimberly Neighbors	N/A	N/A	NOT LICENSED	

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NOTICES OF INVALID LICENSES

As of December 18, 1990 the following individuals hold an invalid nursing license; these individuals are not eligible to practice nursing in the State of Missouri.

<u>NAME</u>	<u>LICENSE #</u>
Carlton, Virginia	RN101830
Cermak, Katherine	RN065445
Clay, Lois	RN032667
Lacey, Leslie	RN045155
Nahlik, Cynthia	RN093096
Pegram, Donna	RN053343
Price, Tecelia	RN072662
Robinson, Jean	RN108344
Tolin, Karen	RN099182
Alara, Edith	PN016743
Byrd, Tanna	PN022584
Goree, Joyce	PN010127
Gwin, Lenora	PN041704
McGougall, Marilyn	PN039435
McGovern, Joyce	PN015790
Nohl, Kathy	PN033291
Rowe, Henrietta	PN039547
Williams, Julie	PN026137
Wood, Cindi	PN039464
Scullin, Dawn Wilson	PN035846

Invalid Temporary Permit - Bourne, Sharon - Permit Expired, 10/11/90  
 Invalid Temporary Permit - Lane, William - Permit Expires, 01/12/91

PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
<u>RN'S</u>	
Fronick, Karen	062553
Johnson, Sonja Utlaut	091251
Semple, Deborah Ochoe	078157
Shadwell, Rosemary Messick	079895
Swilling, Remeal Rice	070203
Williams, Martha Rodewald	106176
Wood, Judith	092715
Woodson, Beverly	052230
<u>LPN'S</u>	
Kirschmer, Gisela	014937
Shaw, Juanita	028227

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DISCIPLINARY HEARINGS

- RN060815 - Order dated November 7, 1990, Revoked.  
Licensee violated terms of previous discipline.
- RN099683 - Order dated November 7, 1990, Revoked.  
Licensee violated terms of previous discipline.
- RN111657 - Order dated November 7, 1990, Revoked.  
Licensee violated terms of previous discipline.
- RN112887 - Order dated November 7, 1990. Revoked.  
Licensee violated terms of previous discipline.
- RN112950 - Order dated November 7, 1990, Revoked, Stayed, Probation to November 7, 1992.  
Violated terms of previous discipline.

OTHER DISCIPLINARY ACTION  
TAKEN BY THE BOARD

RN080914 - Consent Agreement dated November 20, 1990, Voluntary Surrender of license.

Licensee misappropriated Demerol from employer for self use.

RN089685 - Consent Agreement dated September 20, 1990, Revoked, Stayed, Probation for three years until September 20, 1993.

Licensee and State Board of Nursing entered into a consent agreement on November 16, 1989 which prohibited licensee from using controlled substances. Licensee misappropriated Demerol for personal use while on duty and falsified hospital records relating to the administration of medication.

RN110672 - Consent Agreement dated November 20, 1990, Revoked, Stayed, Probation for three years until November 20, 1993.

Licensee pled guilty to stealing drugs, Demerol and falsification of patient records from a hospital.

RN112397 - Consent Agreement dated December 4, 1990, Probation for five years until December 4, 1995.

Licensee misappropriated Demerol for personal use at four facilities.

RN113419 - Consent Agreement dated December 11, 1990, Revoked, Stayed, Probation until December 11, 1993.

While employed as an RN, licensee diverted Demerol from hospital stock for self administration.

RN116674 - Consent Agreement dated September 20, 1990, Probation for three years until September 20, 1993.

Licensee was first licensed by exam, was disciplined due to misappropriating drugs for personal use and falsified patient records to obtain the drug. License was revoked due to failure to comply with discipline. Licensee applied to take exam and was granted permission with discipline.

RN117876 - Consent Agreement dated October 1, 1990, Probation for three years until October 1, 1993.

Applied for licensure by endorsement from Illinois and license in Illinois has been disciplined for chemical dependency issues.

RN117881 - Consent Agreement dated October 10, 1990, Probation for two years until October 10, 1992.

Licensee indicated history of chemical dependency on application for licensure by endorsement. Licensee's Arkansas license was previously disciplined for pleading guilty to producing fraudulent prescriptions and an addiction to Codeine.

OTHER DISCIPLINARY ACTION, CONTINUED

PN018751- Settlement dated August 30, 1990, Revoked, Stayed, Suspended for one year until August 30, 1991 then Probation for three years until August 30, 1994.

Licensee dismissed from employment as a licensed practical nurse as a result of unsatisfactory work habits and reporting for work and working under the influence of alcohol.

PN022378 - Consent Agreement dated December 3, 1990, Revoked, Stayed, Probation for three years until December 3, 1993.

Licensee misappropriated Tylenol #3, Darvon and Darvocet for personal use while employed as an LPN. Licensee telephoned fraudulent prescriptions to pharmacies in order to obtain Tylenol #3 for personal use. Several times between 1980 and 1990 licensee recognized drug dependency; would destroy drugs, then begun experiencing withdrawal symptoms and would again misappropriate controlled substances for personal use.

PN031261- Consent Agreement dated September 19, 1990, Voluntary Surrender of license.

While employed as an LPN licensee misappropriated Demerol for personal use. Licensee used injectable Demerol for five months on a weekly basis.

PN035282- Consent Agreement dated November 5, 1990, Probation for two years until November 5, 1992.

While employed as an LPN on two different occasions under two separate employers, licensee left during middle of shift and never returned to the facilities. Licensee resigned from employment during middle of shift and without giving notice.

PN035668- Consent Agreement dated September 19, 1990, Revoked, Stayed, Suspended for two years until September 19, 1992 then Probation for three years until September 19, 1995.

Licensee misappropriated Demerol and Phenobarbital for personal use.

PN035819- Consent Agreement dated October 19, 1990, Revoked.

In 1989 licensee pled guilty to burglary and stealing controlled substances from a pharmacy. Licensee was sentenced to four years in a correctional center.

PN039747- Consent Agreement dated November 20, 1990, Revoked, Stayed, Suspended for one year until November 20, 1991 then Probation for three years until November 20, 1994.

While employed as an LPN, licensee diverted Morphine and Demerol from hospital supplies for own use. Licensee also diverted Darvocet and Tylenol #3 for self-use and was terminated from a long-term care facility.

PN039758- Consent Agreement dated November 20, 1990, Revoked, Stayed, Probation for three years until November 20, 1993.

OTHER DISCIPLINARY ACTION, CONTINUED

Licensee took Haldol from the patient supplies at a hospital and self-administered it. Licensee was unable to complete the assigned shift due to a reaction to the drug use.

PN043086- Consent Agreement dated November 8, 1990, Probation for two years until November 8, 1992.

Licensee pled guilty to the charge of theft of property in Circuit Court and was sentenced to four years confinement with Department of Corrections. Licensee later pled guilty to DWI and was placed under court supervision for a period of eighteen months.

PN043172- Consent Agreement dated November 20, 1990, Probation for three years until November 20, 1993.

Licensee is alcoholic. Licensee began abusing alcohol while in nursing school. Licensee resigned from employment after being sent home from work due to the smell of alcohol and admission by licensee of drinking before coming to work.

PN043305- Consent Agreement dated November 20, 1990, Probation for three years until November 20, 1993.

Licensee is an alcoholic. Licensee was convicted of driving while intoxicated in 1985 and on a charge of excessive blood alcohol content in 1988.

PN043327- Consent Agreement dated November 20, 1990, Probation for two years until November 20, 1992.

Applicant entered a plea of guilty before the Circuit Court to nine counts of forgery, a Class C felony. Licensee placed on probation for a period of five years beginning January 20, 1989. The forgery charges arose out of the licensee's unauthorized writing of checks in another person's account.

PN043515- Consent Agreement dated November 20, 1990, Probation for two years until November 20, 1992.

Licensee indicated a history of addiction to prescription medications used to relieve tension headaches on the application to write the licensing examination.

PN043713- Consent Agreement dated November 20, 1990, Probation for three years until November 20, 1993.

Licensee indicated a history of street drug use including Cocaine and Marijuana on the application to write the licensing examination.

PN043808- Consent Agreement dated November 20, 1990, Probation for two years until November 20, 1992.

Licensee is an alcoholic. On March 29, 1989 licensee pled guilty to a charge of driving while intoxicated and was placed on probation for two years.

OTHER DISCIPLINARY ACTION, CONTINUED

PN043872 - Consent Agreement dated December 3, 1990, Probation for two years until December 3, 1992.

Licensee applied to the Missouri State Board of Nursing for licensure as an LPN by endorsement on September 24, 1990. Licensee was disciplined by Montana Board of Nursing on December 5, 1989 for two years probation. Montana Board found that licensee had altered or manipulated drug supplies, narcotics or patient records, had falsified patient records, had appropriated medications and supplies of patients and had violated state or federal laws related to drugs.

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LICENSURE COORDINATOR/ASSOCIATE EXECUTIVE DIRECTOR

Missouri State Board of Nursing is seeking applications and nominations of qualified candidates for position of Licensure Coordinator/Associate Executive Director.

INTERESTED APPLICANTS MUST HAVE:

- Strong leadership skills
- Ability to communicate with all levels of nursing, nursing education, employers and all others interfacing with nursing.
- Ability and freedom to travel in job.
- Working knowledge of all types of nursing education.
- Management experience.

QUALIFICATIONS:

- RN eligible for licensure in Missouri.
- MSN or related field (nursing preferred). (At least one degree in nursing is required).
- 5 years administrative and/or teaching in at least 2 levels of nursing education.
- Salary and fringe benefits competitive.

Starting salary and benefits competitive. Closing date for applications is December 31, 1990. Send resume to:

Missouri State Board of Nursing  
P.O. Box 656  
Jefferson City, MO 65102  
Attn: Florence Stillman

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**Missouri State Board of Nursing**  
**Post Office Box 656**  
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