



**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 Alft, R.N.	Vice-President	06/01/92
Barbara Keay, L.P.N.	Secretary-Treasurer	06/01/92
Carol Jaco, R.N.	Member	06/01/93
Susan Morgan, R.N.	Member	06/01/94
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 Parrott	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

**S
P
R
I
N
G

1
9
9
1

I
S
S
U
E**

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

TABLE OF CONTENTS

TELEPHONE DIRECTORY	1
PHILOSOPHY FROM FLO	2-4
PROCEDURE FOR REQUESTING EXAM MODIFICATIONS	5
DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING OFFICE.	6
1991 DATES TO REMEMBER	7
NEW BOARD MEMBER APPOINTMENT	7
BOOKS OF CURRENT RN'S AND LPN'S	8
EMPLOYEE OF THE SEASON	8
RECYCLING PROGRAM	8
DISTRIBUTION OF NEWSLETTER	8
STUDENT NURSE LOAN CLOSER TO IMPLEMENTATION	9
OPERATION DESERT SHIELD/STORM	9
NEW LICENSES	9
INFORMATION ABOUT PUBLISHING COMPANIES	10
NURSE'S WEEK	10
VISIT WITH VADA	11-12
PROPOSED RULES	13-14
DIRECTIONS TO THE HARRY S. TRUMAN BUILDING	15
MESSAGE FROM MELINDA	16-17
SUMMARY OF DISCIPLINARY ACTION TAKEN	18-23
NOTICES OF INVALID LICENSES	23
PROBATION COMPLETED	24
DISCIPLINARY HEARINGS	24
OTHER DISCIPLINARY ACTION TAKEN	25-27
POSITION OPENING	27

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

Exam Modification Requests

The National Council of State Boards of Nursing establishes various committees which are then assigned the responsibilities of studying problems relative to the work of the Boards of Nursing. After problems are identified, solutions may be proposed in the form of on-going responsibilities for that committee. The Administration of Examination Committee is one such committee and is responsible for the secure and equitable administration of the NCLEX exam in all states and jurisdictions which are members of the National Council of State Boards of Nursing.

As you know the National Council of State Boards of Nursing is the organization responsible for preparing and administering the exam, and for analyzing and reporting licensing exam results to each Board of Nursing. The whole process is centered around the idea that regulatory boards are committed to the safety of the public. Licensing exams are created as an indicator of entry level competency, in other words a licensing exam should indicate whether individuals have sufficient knowledge to be able to practice in a safe manner.

When considering the safety of the public it is necessary to consider handicapped individuals and licensure laws in Missouri. The Missouri Nursing Practice Act makes no mention of limited licensure and all licenses issued by the Board of Nursing are in fact permission for that individual licenseholder to practice in any area in this state where the services of a nurse may be desired if an employer sees fit to hire him/her. The license is a statement to potential employers that says the licensee is knowledgeable and skilled in all areas of nursing at a level that they may enter the profession.

If individuals are physically handicapped, can they practice safely at a level which allows them to enter practice? Can the person who depends on crutches or a wheelchair for mobility respond to a code blue? Can that individual lift and turn an obese or elderly person? It seems obvious that in situations where the handicap is observable, employers would probably not hire nurses for positions which they are not physically capable of filling. Employers are always and must ever remain conscious of potential liabilities within their institutions. This is especially true in these times in which Ralph Nader has educated everyone to question everything and people sue at the slip of a stitch or a lip. Employers will not consciously place themselves nor their institutions in positions of great liability but will consider safety not only of patients but employees.

Handicaps which cause me a great deal of concern are the unobservable handicaps, such as diminished hearing and sight, reading and learning disabilities and such. Merely observing an applicant during a pre-employment interview will likely not reveal the existence of such problems, there will be nothing on the license which shows limitation of practice nor do employers generally ask about such conditions. If the nurse is unable to read and correctly interpret the written word, as would result from dyslexia for example, how can that individual safely care for all kinds of patients and interpret orders? Stress seems to increase the difficulties experienced with those kinds of handicaps. Where is there a job in nursing that has no related stress?

Individuals with visual and reading problems would be well advised to demonstrate that their handicap is not truly handicapping. If they are able to advance through the rigors of a nursing program and complete all clinical activities in a safe manner then the Director of a Nursing Program can recommend those individuals as ones who will practice in a safe manner. It would be very difficult to explain, however, how one reached that determination if those individuals were provided readers (will those people always have readers to follow them around?) if they were given an unlimited amount of time for test taking (will they never be rushed and can they take all the time they want in which to interpret orders, especially in an emergency?), if they required special lighting in the class room (will they always have that amount and type of lighting in their employment setting?). In considering individuals with diminished sight, how can nurses be safe practitioners if they cannot observe cyanosis, circumoral palor, erythema or the color and amount of discharge.

It would seem to me to be of significant benefit to clients, to employers and to the nurses themselves if they were able to prove their "lack of handicap" by taking licensing exams under the same conditions experienced by everyone else. That would at least demonstrate they are likely to be able to see, to read, to interpret in the ordinary situations in which their licenses may place them and employment may require of them. The purpose of licensing exams is to demonstrate knowledge to the extent that one will be considered to be a safe practitioner, however, if observing, reading, and interpreting the written word are necessary skills of the profession and one cannot perform those under ordinary circumstances it could certainly be questioned as to whether one had the potential for safe practice. It seems to me that there appears to be incongruity in approach to the problem if an individual is treated as special during the period when he/she is in a nursing program and when taking the licensing examination and then immediately upon passing the examination is treated like the average, ordinary individual that they have previously claimed not to be. To ask for special privileges or special considerations raises a red flag.

Section 504 of the Federal Rehabilitation Act of 1973 applies to licensing or certification authorities who are receiving federal funding. It provides in part that:

No otherwise qualified individual . . . shall, solely by reason of his handicap, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance

More recently Congress passed the Americans With Disabilities Act which extends federal protection for handicapped. There have been several test cases. In one case Southeastern Community College vs. Davis, the U.S. Supreme Court held that an otherwise qualified person is one who meets all the requirements for licensure in spite of his handicap, not except for his handicap. There have been several other cases dealing with the concept of "the otherwise qualified person", the most recent of which was Wynne vs. Tufts University School of Medicine. That finding is yet undetermined.

The Federal law states that you must make reasonable accommodations for the handicap. What is reasonable? What if the interpretation of reasonable interferes with safe care of the public?

Every Board of Nursing and the National Council of State Boards of Nursing struggle with these concerns at the time they receive requests to allow special considerations for an applicant taking the exam. Some states have the ability to license with limitations, Missouri law for nurses does not allow that, therefore, it becomes of greater concern to this Board when requests are received, and the Board must decide to either deny or allow the requests and pass them on to the National Council for its decision. We are all aware of what Federal statutes mandate in this regard but Boards also have the mandate of protecting the public. There appears to be a great deal of incongruity between those two. I would like to hear your comments and ideas on this dilemma.

PROCEDURE FOR REQUESTING EXAM MODIFICATIONS

The members of the Missouri State Board of Nursing must review and approve all requests for exam modifications. If the members of the Board approve the request, the request is then submitted to the National Council of State Boards of Nursing's Administration of Examination Committee for their approval.

Requests for exam modifications, such as a reader and/or extra time must be submitted early enough for the Board to review the request and for National Council of State Boards of Nursing to receive the request at least 30 days prior to the examination date. The following schedule should be used for those types of requests:

Exam	Submit at least 2 weeks prior to Board meeting
February NCLEX-RN	Fall Board meeting (usually in September or October)
April NCLEX-PN	Winter Board meeting (usually in January)
July NCLEX-RN	Spring Board meeting (usually in April)
October NCLEX-PN	Summer Board meeting (usually in June or July)

Requests for exam modifications which involve modifying exam materials, such as large print booklets or braille test booklets, must be received in enough time for the Board to review the request and for National Council of State Boards of Nursing to receive the request at least 120 days before the exam date. The following schedule should be used for those types of requests:

Exam	Submit at least 2 weeks prior to Board meeting
February NCLEX-RN	Summer Board meeting (usually in June or July)
April NCLEX-PN	Fall Board meeting (usually in September or October)
July NCLEX-RN	Winter Board meeting (usually in January)
October NCLEX-PN	Spring Board meeting (usually in April)

All requests must include the following:

A letter from the candidate stating the modification desired and the rationale for the modification.

A letter from the candidate's nursing education program indicating the need for the modification and explaining how the educational program handled the disability.

A letter from an appropriate professional person confirming the diagnosis of the disability and naming the specific disability.

If you have any questions about this procedure you should contact the Board office.

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.

1991 DATES TO REMEMBER

BOARD MEETING DATES

APRIL 1-5, 1991
 JULY 15-19, 1991
 SEPT. 30 - OCT. 4, 1991
 JANUARY 13-17, 1992

AGENDA DEADLINES

MARCH 11, 1991
 JUNE 24, 1991
 SEPTEMBER 9, 1991
 DECEMBER 16, 1991

<u>EXAMINATION DATE(S)</u>	<u>TYPE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
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
FEBRUARY 5-6, 1992	RN	DECEMBER 11, 1991	DECEMBER 20, 1991

NEW BOARD MEMBER APPOINTMENT

Susan A. Morgan, R.N. was appointed by Governor John Ashcroft in January, 1991 and was confirmed in February to serve as the representative to the Board of Nursing for Baccalaureate education.

Susan is an assistant professor of nursing in the Department of Nursing at Central Missouri State University. In addition to being an active member of the university community, Susan is a member of the Johnson County AIDS Education Committee, an AIDS Hotline volunteer, and a Red Cross certified AIDS educator.

Susan received her baccalaureate degree in nursing from Boston College, Boston, Massachusetts; a Master's degree in Counseling and Guidance from the University of North Dakota, Grand Forks, North Dakota; a Master's degree in Nursing from the University of Kansas, Lawrence, Kansas; and has recently completed the PhD in Nursing degree at the University of Kansas.

Susan's professional organizations include membership in Sigma Theta Tau, Phi Kappa Phi, the American Nurse's Association and the Midwest Bioethics Center. Susan is also an active member of the Missouri Nurses' Association District 10 and has recently been elected secretary for that group.

Please join us in welcoming Susan to the Board!

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.

EMPLOYEE OF THE SEASON

George Snodgrass, Investigator, was nominated as the Board of Nursing's Fall Employee of the Season. Congratulations George, it was a well deserved honor.

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. They will continue to be issued on ivory colored paper such as this one. We hope that this change will aid in the recycling and waste management program.

DISTRIBUTION OF NEWSLETTER

Due to budget restrictions the Board of Nursing does not have the ability to print a newsletter for each licensee. We encourage facilities to duplicate and/or distribute the newsletters to their employees.

STUDENT NURSE LOAN CLOSER TO IMPLEMENTATION

The Board is moving ahead in implementing procedures to facilitate its role in the Student Nurse Scholarship/Loan Program passed by the legislature and signed by the Governor in 1990. The law provides that Missouri State Board of Nursing will first, collect the surcharge on nurses' licenses and second, determine what schools of nursing are eligible for their students to participate in the program. The manner in which eligibility will be determined is a review of information from schools interested in participating in the program. Schools that wish to participate will be required to contact the Board office to obtain an application. Eligibility will not automatically renew annually so an application must be resubmitted if participation is to continue. If your school is accredited by the Board of Nursing limited information will be required on the application. If your school is not accredited by the Board of Nursing (programs whose students are already licensed nurses) additional information will be required to determine eligibility.

The Board is sending a letter to each school containing this same information so that all schools of nursing will be familiar with the procedure for eligibility to participate in the Student Nurse Scholarship/Loan program. This newsletter item is simply an early announcement of what will be required of schools to ensure that their students are considered eligible to apply for this new source of financial assistance.

OPERATION DESERT SHIELD/STORM

The Missouri State Board of Nursing will refund application fees for candidates that were scheduled to write the February 1991, NCLEX-RN examination who were called to active military duty. National Council has notified the Boards of Nursing that refunds of NCLEX fees may be available. In order for the Missouri State Board of Nursing to honor the request for a refund, the candidates need to submit a copy of the orders to report to duty to the Board office.

The Missouri State Board of Nursing will submit a list of candidates eligible for a refund to National Council. National Council must receive the list prior to December 18, 1991.

NEW LICENSES

The 1991-1992 licenses are currently being printed. Delays in receiving the renewed licenses are due to changes in printing material. The licenses will be similar to credit card quality. The first run of printed RN/LPN licenses is scheduled for mailing approximately March 27, 1991. Renewal of licenses can be verified by telephone. We encourage employers to refer to the automated license renewal verification forms. For further verification, you may contact the Board office at (314) 751-0681.

INFORMATION ABOUT PUBLISHING COMPANIES

The Missouri State Board of Nursing does not have the authority under the Nursing Practice Act to recognize, accredit or approve in any way the programs which are being offered by the RUE Publishing Company and the Moore Publishing Company. The Board of Nursing has the authority to accredit only those programs which lead to a degree, diploma or certificate in nursing which qualify a person to apply to write the licensure examination. The programs which are being offered by the RUE Publishing Company and Moore Publishing Company do not qualify a person to apply to write the licensing examination. These companies act as a middleman between the student and the New York Regents External Degree Program.

RUE Educational Publishers and Moore Publishing Company do not have any association with any college or university; they state this in their literature. They also state in their literature that they are not a college. Because they are not a college, they cannot award a degree.

The Missouri State Board of Nursing does accept one external degree program as preparing graduates to meet the requirements to apply to write the licensure examination. This external degree program is the New York Regents' External Degree program offered through the University of the State of New York. RUE Educational Publishers and Moore Publishing Company are NOT affiliated with the University of the State of New York. You can contact the University of the State of New York directly and they will send you information about requirements for degree programs and an information packet. The nursing programs offered through the University of the State of New York are also accredited by the National League of Nursing.

University of the State of New York
Cultural Education Center
Albany, New York 12230

(518) 473-8957

NURSES' WEEK

Governor John Ashcroft recently signed a proclamation proclaiming May 6-12, 1991, as Nurses' Week: A Tribute to Missouri Nurses. Mark your calendars as a reminder to acknowledge and pay tribute to Missouri Nurses.

VISIT WITH VADA

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

The National League for Nursing Conference last December was developed along the theme of building "caring" communities in nursing and Verle Waters' opening address focused upon the Nursing education community. In Missouri, "Caring Communities" amongst faculty and students are apparent in most programs/departments/schools of nursing but this is not always the situation. The following is a synopsis of Ms. Waters' address in which she purports her requisite principles for a caring community to exist in nursing education. What do you think?

I. Must be educationally purposeful.

The Nursing education community must be focused on the educational agenda with a mission of knowing, teaching and learning.

Ms. Waters contends that modes of knowing in education do not lend themselves well to the behaviorists' objective teaching approaches. Behavioral objectives foster competitiveness rather than cooperation in the classroom. Nursing curriculum should include more of how people relate to their environment. The community of nursing needs to find relatedness rather than focus on competitiveness/individualism. Faculty and students need to celebrate the relatedness.

A sense of "community in nursing education" is imperative. One where the effective domain assists students to gain skills in judgement and critical decision-making. Learning and thinking must be fused together, unlike the theorem, "learning precedes thinking and practice precedes doing". Ms. Waters' contends a new paradigm should contain more applied learning rather than teaching abstract theoretical ideas.

There also needs to be a "community of faculty" who will celebrate the successes of each and all. The "Publish or Perish" directive should be replaced by "Teach or Perish". Generic nursing students are in no mood to tolerate a schools' emphasis on graduate education or research (especially with the cost of education being what it is).

II. Nursing education needs to be an open community

In such a community the diversity of students and openness of communication must be defended while protecting everyone's rights: the speaker and the listener.

Ms. Waters asserts the need to be respectful of each other in the "open community."

III. The community must be "just"

There must be successful minority enrollment. Diversity needs to be actively pursued. Equally important is the provision for support groups for the minority enrollment. All groups must feel respected and valued.

IV. It must be a "discipline" community

The community must be guided by standards.

We define academic standards for students very well. Not nearly as clearly defined are the "out-of-class" standards such as honesty and integrity. The community needs to expect these same standards for faculty as well as students. This might range from ethical assignments to accountability regarding scholarly pursuits.

V. Nursing education must be a "caring" community

A "caring community," which includes undergraduates, needs to be carefully built. Undergraduates want to feel respected, cared about and not be just another number. Learning occurs in a climate of confidence where students feel their teachers believe in them. In such a community the students receive encouragement and their progress is measured in small steps. There should be an atmosphere of adventure and expectancy between students and their mentors. This "caring community" includes faculty who share ideas freely with other faculty just because they are "interesting". In the "caring community" faculty are rewarded and recognized for teaching because teaching and learning are central to the mission of all institutions. The faculty celebrate each other successes.

VI. The community must be celebrative

This is essential to the preservation of internal values of the school. The community needs to share and remember its traditions and heritage. Communication and rituals provide a sense of history and mark a "right of passage" for students. These rituals need to occur through-out the year(s) and need to include faculty events such as;

1. a successful research proposal
2. receiving a grant

Celebrating events convey warmth and collegiality amongst faculty and students, a celebration of learning.

Ms. Waters concluded her presentation by recapturing themes from previous conferences regarding the desperate need to change our power relationships and stop conforming to the traditional ways of "knowing".

The following proposed rules were published in the Missouri Register, Volume 16, Number 4, February 19, 1991 issue. The thirty (30) day comment period ended March 19, 1991. The Missouri Board of Nursing will review comments submitted to this office at their next regularly scheduled meeting of April 2-5, 1991. The comments submitted will be reviewed for possible revision to the proposed rules.

Proposed Rulemaking

Title 4—DEPARTMENT OF ECONOMIC DEVELOPMENT Division 200—State Board of Nursing Chapter 4—General Rules

PROPOSED AMENDMENT

4 CSR 200-4.010 Fees. The Board of Nursing proposes to amend subsection (1)(O).

PURPOSE: This amendment reflects a fee change ordered by the board establishing a fee for late education agenda items.

(1) The following fees are established by the State Board of Nursing:

(O) Fee for Late Education Agenda Items (\$30).

Auth: Chapter 335, RSMo (1986). Emergency rule filed Aug. 13, 1981, effective Aug. 23, 1981, expired Dec. 11, 1981. Original rule filed Aug. 13, 1981, effective Nov. 12, 1981. For intervening history, please consult the Code of State Regulations. Amended: Filed Nov. 2, 1990. Amended: Filed Feb. 4, 1991.

STATE AGENCY COST: This Proposed Amendment will not cost state agencies or political subdivisions more than \$500 in the aggregate.

PRIVATE ENTITY COST: This Proposed Amendment will not cost private entities more than \$500 in the aggregate.

NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this Proposed Amendment 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.

Title 4—DEPARTMENT OF ECONOMIC DEVELOPMENT Division 200—State Board of Nursing Chapter 6—Intravenous Fluid Treatment Administration

PROPOSED AMENDMENTS

4 CSR 200-6.010 Intravenous Fluid Treatment Administration. The board is amending sections (3) and (4).

PURPOSE: This amendment clarifies the LPN/IV Therapy Rule in regards to the functions, duties and limitations of

an IV-Approved Licensed Practical Nurse.

(3) In addition to functions identified in section (2), LPNs who have satisfactorily completed a course of instruction approved by the Missouri State Board of Nursing may perform the following functions and duties relating to the administration of intravenous fluid treatment under the direction of a registered professional nurse:

(A) Calculating the rate of intravenous fluid infusions;

(B) Adding parenteral solutions, to include fat emulsifiers, to existing patent intravenous lines and central venous lines;

(C) Changing intravenous tubings and dressings;

(D) Initiating intravenous fluid treatment only peripherally and only with devices which do not exceed three inches (3") in length;

(E) Adding, to existing patent intravenous lines, designated premixed medications, with the exception of antineoplastic agents via intravenous piggyback either by continuous or intermittent methods, but not to include mixing solutions or adding a medication to an existing solution.

(F) Maintaining the patency of heparin locks and devices such as the Hickman-Boviack catheter and the multi-lumen central venous catheter with heparin or saline;

(G) Maintaining the patency of saline-locked central venous catheters;

(H) In the process of administering premixed patient-controlled infusion pump pain control medications, changing cassettes and attaching them to existing lines, including central venous lines, flushing patient controlled infusion pump tubing and connecting the tubing to a venous inserted catheter.

[(I) Drawing blood from a triple lumen catheter after additional education and experience;]

Editor's Note: The following subsections will be relettered accordingly.

[(K) Participating in intravenous therapy with neonates after additional education and experience;

(L) Performing the functions of setting up and changing hemodynamic intravenous lines after additional education and experience;]

Editor's Note: The following subsections will be relettered accordingly.

[(M) Discontinuing central venous lines;

(N) Programming subcutaneous patient controlled infusion pumps;]

Editor's Note: The following subsections will be relettered accordingly.

(M) With additional education and experience, an IV-Approved LPN may—

1. Draw blood from a triple lumen catheter;

2. Participate in intravenous therapy with neonates;

3. Perform the functions of setting up and changing hemodynamic intravenous lines;

4. Inject Heparin into a dialysis shunt, provided the IV-Approved LPN possesses additional dialysis certification;

5. Hang I.V. fluids and tubings and obtaining blood samples from a multi-lumen catheter device; and

6. Hang intravenous fluids, administering intravenous piggyback medications and obtaining blood samples from implanted porta-cath devices which have already been accessed.

(4) Licensed practical nurses may not perform the following functions or duties related to the administration of intravenous fluid treatments:

(E) Injecting [ieed] fluids to perform cardiac output monitoring;

(G) Drawing blood from an arterial line or pulmonary artery catheter;

(H) Changing fluids and tubings on an arterial line or pulmonary artery catheter; and

Auth: section 335.017, RSMo (1986). Emergency rule filed Dec. 16, 1983, effective Dec. 26, 1983, expired April 24, 1984. Original rule filed Dec. 16, 1983, effective April 12, 1984. For intervening history, please consult the Code of State Regulations. Amended: Filed Feb. 4, 1991.

STATE AGENCY COST: This Proposed Amendment will not cost state agencies or political subdivisions more than \$500 in the aggregate.

PRIVATE ENTITY COST: This Proposed Amendment will not cost private entities more than \$500 in the aggregate.

NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this Proposed Amendment 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.

DIRECTIONS TO THE HARRY S. TRUMAN BUILDING

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.

MESSAGE FROM MELINDA

Melinda Dolan Sanders, R.N., M.S.N.
Discipline Coordinator

A Disciplinary Diversion Program

The nursing profession is not only concerned about the quality of nursing care provided to consumers of nursing care, but also the well-being of its members. As a result, in the late 1970's, state nursing associations and special interest groups discussed the issue of chemically impaired professional practice. The American Nurse's Association adopted a resolution in 1982 that called for the development of guidelines for programs of assistance for nurses whose practice is impaired by the misuse of alcohol and/or other drugs.

The state of Missouri has gone through a gamut of approaches to the handling of nurses whose practice is impaired by the use/abuse of alcohol and/or other drugs. In the early 1980's the traditional disciplinary action taken by the Missouri State Board of Nursing (MSBN) was revocation of a nurse's license when chemical impairment was involved. By July, 1987, the MSBN and the Missouri Nurse's Association jointly participated in a peer assistance program entitled "Project Recovering Nurse" (PRN). The PRN program remained operational until December, 1987, at which time the services of intervention and monitoring were no longer available.

The MSBN Mandatory Reporting Rule (4CSR 200-4.040) effective January 1, 1987, states that if the employer of a chemically impaired nurse chooses to intervene and monitor this nurse, no reporting to the MSBN is required. However, if a nurse is reported to the MSBN for the use/abuse of alcohol and/or other drugs, the decision of the Board most often is a form of discipline in order to monitor this nurse's recovery from the disease of chemical dependency.

The members of the MSBN were concerned about the effectiveness of this current approach to nurses with the disease of chemical dependency. As a result, statistics were collected on nurses disciplined for alcohol and/or other drugs use/abuse over the last three (3) years. The results showed that using the current approach, approximately fifty percent (50%) of nurses successfully complete the Board's discipline without additional problems. The remaining fifty percent (50%) were non-complainant with their disciplinary terms by failing to provide required documentation or relapsing on alcohol and/or other drugs.

Comparing these results to states with disciplinary diversion programs demonstrated that there are methods more effective in promoting the rehabilitation of the chemically impaired nurse and protecting the consumers of nursing care. The states of California, Florida, Pennsylvania, Maryland, Washington, Wisconsin, New Mexico, and Maine have implemented legislative changes to create this type of program. Many of these programs have been operational for up to ten (10) years and have found that approximately eighty percent (80%) of participating nurses are successful in completing their monitoring requirements.

The disciplinary diversion program provides the chemically impaired nurse with the opportunity to be monitored without licensed discipline. This approach encourages the nurse to seek evaluation and treatment for the disease of chemical dependency much earlier, thereby helping the nurse and protecting the public.

The MSBN currently has legislation enabling the Board to develop a disciplinary diversion program before the general assembly. Representative Shelia Lumpe is sponsoring legislation for the Division of Professional Registration at the request of the MSBN in House Bill 757. Representative Scoville has also included this ability in his Drug Package, House Bill 445. The members of the MSBN would greatly appreciate your support of these bills and encourages you to notify your representative and senator of your position.

Chemical dependency is a fatal disease if untreated. In the last year the MSBN has learned of three (3) nurses that died as a result of this disease. Each of these nurses were in the process of having their license investigated or disciplined for allegations of chemical impairment.

Disciplinary diversion legislation allows the Board of Nursing to develop alternatives to licensed discipline, provides an opportunity for rehabilitation in lieu of licensure sanctions, and protects the consumers of health care. It is my belief that these programs save lives, the lives of consumers of nursing care and the chemically impaired nurses. The MSBN would appreciate your support of this legislation.

If you have questions or concerns regarding this information, please feel free to contact me at the Board office, (314) 751-0070. If you or your group would be interested in a presentation on chemical dependency in nursing or the disciplinary process, please contact me at the above telephone number.

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
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	
Brock, Laura	LPN	036003	Suspended	08/01/90 to 02/01/91
			Probation	02/01/91 to 02/01/93
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
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
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
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
Dettmer, Linda DeWitt	RN	078948	Voluntary Surrendered	
DeVore, Sheree	LPN	043086	Probation	11/08/90 to 11/08/92
Dewey, Dody	LPN	043327	Probation	11/20/90 to 11/20/92

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
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	LPN	019779	Probation	08/28/89 to 08/28/92
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
Feltrop, Sherry Funk	RN	093729	Probation	02/05/90 to 08/05/91
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
Fultz, Deborah	RN	086730	Suspended	12/21/90 to 12/21/92
			Probation	12/21/92 to 12/21/95
Gaffney, Tina	RN	084712	Suspended	06/18/90 to 06/18/91
			Probation	06/18/91 to 06/18/93
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	025405	Revoked	01/23/89
Hankins, Sage Womelduff	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Henry, Janet	LPN	042712	Probation	05/23/90 to 05/23/92
Hicks, David	LPN	035282	Probation	11/05/90 to 11/05/92
Hodson, Lois	N/A	N/A	NOT LICENSED	
Hoffelt, Donald	RN	088650	Voluntary Surrender	05/03/89
Hoffman, Sandra	LPN	032816	Voluntary Surrender	01/08/91
(also Sandra Hoffman Schmoe)				
Honefenger, Judith	RN	054099	Probation	08/30/90 to 08/30/92
Houle, Patricia	RN	111657	Revoked	11/07/90
(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-Ghooor	N/A	N/A	NOT LICENSED	
Irons, Rosie Mae Harris	N/A	N/A	NOT LICENSED	
Jackson, Sandra	RN	095394	Probation	(see below) **
Jessip, Roberta	LPN	029537	Revoked	01/18/90
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
Kuster, Tamara	RN	118356	Probation	02/19/91 to 02/19/94
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
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
McCue, Patricia	RN	091785	Probation	02/08/91 to 02/08/94
Maddux, Gail Stuart	RN	109555	Probation	07/09/90 to 07/09/92
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 08/21/92
Mealey, Kathryn	RN	109586	Probation	07/28/89 to 07/28/91
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 McDaniel	RN	112950	Probation	08/25/89 to 11/07/92
Miller, Linda	RN	064794	Probation	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
Moon, Sr. Louann	RN	090939	Probation	02/07/91 to 02/07/94
Morrow, William Jr.	RN	099683	Revoked	11/07/90
Murdick, Janet	RN	096358	Probation	07/27/89 to 07/17/91
Murphy, Maxine	RN	073729	Probation	02/19/91 to 02/19/94

* 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
Osborn, James	RN	101863	Probation	02/07/91 to 02/07/94
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 (see below)***
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	
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
Rothentheber, 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
Schlickelman, Antje	RN	080593	Probation	02/15/91 to 02/15/94
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, Jacqueline	RN	033280	Suspended	01/04/91 to 01/04/92
			Probation	01/04/92 to 01/04/94
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
Snider, Jeffrey	RN	104432	Probation	02/19/91 to 02/19/94
Steadman, Wanda	RN	108873	Revoked	07/19/89
Steckel, Shari	RN	067804	Suspended	11/02/88 (see below)*
Steele, Diana	RN	092960	Suspended	02/19/91 to 02/19/93
			Probation	02/19/93 to 02/19/95
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
Sturgis, Margaret	LPN	039198	Revoked	02/04/91
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, Katherine	RN	030091	Probation	01/25/91 to 01/25/94
Thomas, Margaret	RN	103755	Suspended	09/22/89 to 09/22/91
			Probation	09/22/91 to 09/22/96
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
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	
Tweedy, Nancy	RN	109834	Probation	02/19/91 to 02/19/94
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

* 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>
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	
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
Wheatley, Larry	RN	083365	Probation	02/26/91 to 02/26/96
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
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	

NOTICES OF INVALID LICENSES

As of March 20, 1991 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
Hank, Brenda	PN041738
McGougall, Marilyn	PN039435
McGovern, Joyce	PN015790
Nohl, Kathy	PN033291
Rowe, Henrietta	PN039547
Scullin, Dawn Wilson	PN035846
Virgin, Patricia	PN039175
Williams, Julie	PN026137
Wood, Cindi	PN039464

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>	
Brainer, Janice	111990 **
Brombolich, Mary	072821
Burgoyne, Richard	099704
Deyoe, Tari	112802
Gajewski, Ronald	071505
Hodgson, Mary Ruth	081533
Keller, Sue Clark	045475
McCroskey, Jack	063334
Randolph, Luella (Rhoads)	091257
Roellig, Sharon	098019
Schwartz, Janice	065512

<u>LPN'S</u>	
Benedict, Deborah	030814
Isaacs, Kelley	036243
Johnston, Deborah	029680
Lewenczuk, Marie	041342

** Licensee was removed from probation early.

DISCIPLINARY HEARINGS

PN039198 - Order dated February 4, 1991, Revoked.

Licensee violated terms of previous discipline.

OTHER DISCIPLINARY ACTION
TAKEN BY THE BOARD

- RN030091 - Consent Agreement dated January 25, 1991, Revoked, Stayed, Probation for three years until January 25, 1994.

While employed as an RN, the licensee misappropriated Elavil, Dalmane, Restoril and Tylenol #3 for self-administration. Licensee also improperly charted the administration of controlled substances to residents, failed to monitor ill residents, did not use sterile technique when performing urinary catheterizations, delegated licensed functions to unlicensed personnel and misplaced controlled substances.

- RN033280 - Consent Agreement dated January 4, 1991, Revoked, Stayed, Suspended for one year until January 4, 1992 then Probation for two years until January 4, 1994.

Licensee misappropriated Demerol for personal use from employer and falsified patient records to conceal misappropriation.

- RN073729 - Consent Agreement dated February 19, 1991, Revoked, Stayed, Probation for three years until February 19, 1994.

Licensee reported to work in an irrational state incapable of performing duties due to drinking before reporting to work. Licensee entered a guilty plea to a charge of receiving stolen property and was placed on two years probation.

- RN078948 - Consent Agreement dated January 24, 1991, Voluntary surrender of license.

Licensee had irregularities in documenting controlled substances and signed out greater amounts of Demerol than ordered by the treating physicians. Licensee did not indicate all previous employers when completing job application.

- RN080593 - Consent Agreement dated February 15, 1991, Revoked, Stayed, Probation for three years until February 15, 1994.

On several occasions licensee was unable to report to work due to her impairment because of the use of alcohol.

- RN086730 - Consent Agreement dated December 21, 1990, Revoked, Stayed, Suspended for two years until December 21, 1992 then Probation for three years until December 21, 1995.

Licensee admitted to misappropriating Morphine Sulfate from employers, tested positive for opiates and barbiturates, was terminated as a result of patients complaint, discrepancies in documentation of vital signs, discontinuing Hewlett-Packard monitor when monitoring was most beneficial, orders for Morphine IV administered disputed by the physician reported as the ordering physician.

OTHER DISCIPLINARY ACTION, CONTINUED

RN090939- Consent Agreement dated February 7, 1991, Probation for three years until February 7, 1994.

Licensee indicated a history of alcoholism on the petition to renew an RN license.

RN091785 - Consent Agreement dated February 8, 1991, Probation for three years until February 8, 1994.

Licensee disciplined in another state for engaging in the intemperate use of amphetamines which was determined to be unprofessional conduct.

RN092960 - Consent Agreement dated February 19, 1991, Revoked, Stayed, Suspended for two years until February 19, 1993 then Probation for three years until February 19, 1995.

Licensee falsified medical records and misappropriated narcotics on several occasions. Licensee terminated for job abandonment due to use of drugs.

RN101863- Consent Agreement dated February 7, 1991, Probation for three years until February 7, 1994.

Licensee signed out two injections of Demerol 100 mg. for a patient and self administered. Licensee pled guilty to a charge of attempting to obtain a controlled substance and was sentenced to three years in a correctional institution. Execution of the sentence was suspended and was placed on five years supervised probation with special conditions.

RN104432- Consent Agreement dated February 19, 1991, Revoked, Stayed, Probation for three years until February 19, 1994.

While employed as an RN licensee diverted Tylenol #3 from hospital and self administered it. While on leave of absence licensee entered hospital and took two Talwin tablets from a medicine cart and left the hospital.

RN109834- Consent Agreement dated February 19, 1991, Revoked, Stayed, Probation for three years until February 19, 1994.

Licensee disciplined in another state due to addiction to and abuse of alcohol.

RN112949- Consent Agreement dated February 19, 1991, Revoked.

Licensee violated terms of previous discipline by not submitting evidence of weekly attendance at AA or NA meetings four weeks prior to the Board's winter, 1991 meeting.

RN118356- Consent Agreement dated February 19, 1991, Probation for three years until February 19, 1994.

Licensee disciplined in another state after licensee gave two urine screens, one of which showed a moderately low level of amphetamines.

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 teaching and/or administration experience in at least 2 levels of nursing education.

Starting salary and benefits competitive. Send resume to:

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

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