



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
Patricia Alft, R.N.	President	06/01/92
Barbara Schaffitzel, 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
Marilyn Jacobs, R.N.	Member	08/13/92
Susan Morgan, R.N.	Member	06/01/94
Cheryl Primm, R.N.	Member	06/01/93
Walter Rarrick	Public Member	08/16/90
Evelyn Talton, L.P.N.	Member	06/01/93

PROFESSIONAL STAFF MEMBERS

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Vada Arrowood, R.N.	Assistant Director for Education and Licensure
Vacancy	Assistant Director for Discipline and Practice
Vacancy	Discipline/Diversion Program Coordinator

F
A
L
L

1
9
9
1

I
S
S
U
E

OFFICE STAFF

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator III
Pam Groose	Office Services Manager
Linda Strobel	Senior Accounting Clerk
Lori Scheidt	Administrative Aide
Vacancy	Administrative Aide
Mary Ann Ruth	Microfilm/Records Systems Coordinator
JoAnn Hanley	Secretary to Executive Director/Secretary III
Sandy Sebastian	Secretary to Assistant Director for Discipline and Practice/Secretary II
Terry Conner	Secretary to Assistant Director for Education and Licensure/Secretary II
Roxy Seymore	Complaints/Discipline Section/Clerk Typist III
Connie Clarkston	Clerk Typist II
Pam Eiken	Clerk Typist II
Pam Porting	Clerk Typist II
Mary Ann Jacobs	Clerk Typist II
Kim Bax	Clerk Typist II
Cathy McCuskey	Clerk Typist II
Rose Oligschlaeger	Clerk Typist II
Kathy Tucker	Clerk Typist II

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

TABLE OF CONTENTS

TELEPHONE DIRECTORY . . . . .	.1
DIRECTIONS TO THE STATE BOARD OF NURSING OFFICE. . . . .	.2
DIRECTIONS TO BOARD MEETINGS . . . . .	.3
PHILOSOPHY FROM FLO . . . . .	.4 - 5
R.N. MINIMUM STANDARDS . . . . .	.6
NEW FACES AT THE BOARD OF NURSING . . . . .	.6
JOB OPPORTUNITY . . . . .	.7
VISIT WITH VADA	8 - 10
GENTLE REMINDER	10
DATES TO REMEMBER	11
BOOKS OF CURRENT RNs AND LPNs	12
ITEM WRITERS AND CONTENT EXPERTS	12
ADMINISTRATION OF LIFE SAVING DRUGS	13
SUMMARY OF DISCIPLINARY ACTION TAKEN . . . . .	.14 - 19
DISCIPLINARY HEARINGS	20
OTHER DISCIPLINARY ACTION . . . . .	.21 - 26
PROBATION COMPLETED	26
ADVANCED PRACTICE TASK FORCE UPDATE . . . . .	.27 - 32

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.

DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING OFFICE

MISSOURI STATE BOARD OF NURSING
3605 Missouri Boulevard
P. O. Box 656
Jefferson City, MO 65102
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.

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 Exit and turn left.
(** see below **)

West of the State via I-70:

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

West of the State via Highway 50:

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

East of the State via Highway 50:

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

** NOTE **:

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

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

PHILOSOPHY FROM FLO

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

The Board of Nursing has had some expressed interest in regards to faculty of nursing programs co-signing student documentation on patients' records. This same issue was recently addressed in the "Report From The Board of Nurse Examiners" from the Texas Board of Nursing. It proves to be an interesting article and the Board has asked me to share it with you.

If the Missouri Board of Nursing should receive questions regarding this situation it would continue to look at each situation individually however, the following does appear to be a very practical approach.

FACULTY CO-SIGNING STUDENT DOCUMENTATION ON PATIENTS' RECORDS

Concern over faculty co-signing student documentation on patients' records has prompted directors of nursing education programs to ask for clarification of this issue. In response to these concerns, the 1990 Joint Commission of Accreditation of Health Care Organizations (JCAHO) standards were reviewed. These standards do not contain any reference to faculty co-signing students' documentation on patients' records, nor do the Board's rules and regulations or the Nurse Practice Act address this issue.

Juanita Carrell, R.N., Ed.D., Associate Commissioner of Special Health Services of the Texas Department of Health, was asked to respond to this issue. She stated that the Medicare Conditions of Participation do not make reference to this issue in the regulatory requirements of health facilities. Staff from the Department of Health would "evaluate the nursing documentation according to the policies and procedures of the facility, the terms of the contract between the faculty and the nursing school, and any rulings or interpretations made by the Texas State Board of Nurse Examiners".

The following are responses to some of the questions asked by directors of nursing education programs and faculty regarding co-signing:

1. Should faculty routinely co-sign all student nurse entries made on patient records? Co-signing an entry indicates that the co-signing individual observed the activity and is confirming the assessment and documentation. It would be unlikely that a faculty member actually witnesses every routine activity performed by each student. If a faculty member was not present at the time an activity was performed, the faculty member should not be required to co-sign the record.
2. Under what circumstances, if any, should the faculty co-sign entries made by students on the patient record? If a faculty member observes or assists in the assessment and care of a patient, it would be appropriate for the faculty member to co-sign the entry indicating that he/she was present and concurred with the documentation. This would indicate faculty supervision of those activities which require the faculty member's presence.

PHILOSOPHY FROM FLO, CONTINUED

3. What is the liability of nursing faculty who co-sign student entries on patient records? Faculty members are responsible for the nursing care provided and for the adequate supervision of their students in the provision of patient care. They are responsible for care which is documented on a record they co-sign. If a faculty member co-signs a patient record, the faculty member may be requested in a court of law to describe what he or she observed.

If a cooperating agency has a policy and procedure requiring the faculty member to co-sign student documentation, then administration of both the nursing program and the cooperating agency should review the contractual agreement in regard to:

1. Establishing a system that identifies which faculty member supervises each group of students in the clinical setting. A faculty member may be required to sign the students' documentation because there is no system for identifying which faculty member was present at a specific time. For this reason, a policy and procedure should be developed relating to identification of the faculty member supervising a group of students and how this information is relayed to the hospital staff.
2. Indicating in the contract that the primary responsibility of care for patients fall to the primary nurse assigned to the patient.

REFERENCES

1. Report From the Board of Nurse Examiners. January/February, 1991. Volume 22, No. 1, p. 9.

RN MINIMUM STANDARDS

This serves as a notice that the Minimum Standards for Accredited Programs of Professional Nursing will be published in the October 15, 1991 issue of the Missouri Register. This will be the last opportunity to comment on the proposed revisions.

NEW FACES AT THE BOARD OF NURSING

The Board of Nursing has recently added several new people to our staff. We would like to take this opportunity to introduce them to you and welcome them aboard. All of these new individuals work as Clerk Typist IIs and no doubt you may be talking to one of them at some time or other in the future.

They are, in alphabetical order, Kim Bax, Cathy McCuskey, Rose Oligschlaeger and Kathy Tucker. We are happy to add them as members of the Missouri State Board of Nursing.

The Board office has also been going through a period of restructure and reorganization. There have been several title changes for some of the staff and we also have a vacancy and are accepting applications for an Assistant Director for Discipline and Practice. The job requirements for this position follow on the next page.

Vada Arrowood, our Education Coordinator is now the Assistant Director for Education and Licensure.

Pam Groose, our Administrative Assistant is now the Office Services Manager.

Two professional vacancies were in the positions of Discipline Coordinator and Associate Executive Director/Licensure Coordinator. Those two positions have been combined to become the Assistant Director for Discipline and Practice.

There is also a vacancy in the position of Discipline/Diversion Program Coordinator. This is a new position with the Board, one that the Legislature approved during the last session. We hope to advertise and fill this new position soon.

As we progress in this reorganization, we will attempt to keep you abreast of the changes.

JOB OPPORTUNITY

ASSISTANT DIRECTOR FOR DISCIPLINE AND PRACTICE

The Missouri State Board of Nursing is seeking applications and nominations of qualified candidates for the position of Assistant Director for Discipline and Practice.

INTERESTED APPLICANTS MUST HAVE:

- * Strong leadership skills
- * Ability to communicate with all levels of nursing, employers, and all others interfacing with nursing.
- * Ability and freedom to travel in job.
- * Working knowledge of chemical dependency intervention, treatment and follow-up. Broad knowledge of health care related fields and practice issues.
- * 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 recent experience in clinical practice with acute care and chemical dependency background.
- * Administrative experience necessary.
- * Salary and fringe benefits competitive.

Starting salary and benefits competitive. Closing date for applications is October 15, 1991. Send resume to:

Florence Stillman, R.N., M.S.N.
Executive Director
Missouri State Board of Nursing
P. O. Box 656
Jefferson City, MO 65102

EOE: F/M/V/H

VISIT WITH VADA

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

We no longer find the majority of our prospective students selecting a generic program and continuing with that program until graduation. 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. Many program planners have responded to this challenge in determining if there is a relevant connectedness that can result in articulation between levels of nursing education.

The Board of Nursing is very supportive of articulation across the various levels of our educational configuration. Missouri has not been reticent in possibility thinking on methods of articulation. An overview of the various educational modalities available to achieve a license to practice nursing attests to the collaborative efforts required to develop such offerings.

After much discussion and review of the various approaches to articulation between nursing education programs, the Board of Nursing wishes to add their support to efforts in this direction. They have carefully reviewed the recent National League for Nursing's Position Statement regarding educational mobility and the following statement of The League is endorsed by and will serve in the same capacity for the Missouri Board of Nursing.

NATIONAL LEAGUE FOR NURSING POSITION STATEMENT EDUCATIONAL MOBILITY

The National League for Nursing believes that it is imperative for nurse educators to exercise leadership in developing an academically, fiscally and socially responsible system of nursing education that will assure the educational mobility of individuals who elect to pursue additional academic preparation in nursing. Nurse educators have designed nursing programs with multiple entry and exit points in order to accommodate an increasingly heterogeneous student population and the increasingly non-linear nature of all educational programs. Efforts to assure the most efficient and academically sound pathway for the graduates of these programs have resulted in more diversified approaches to the transfer of academic credit between institutions and to the validation of prior extra-institutional learning.

Articulation Arrangements

The NLN believes that articulation arrangements between institutions that specify the coordination and recognition of program and course content (transfer credits) are efficient and effective methods of assuring the educational mobility of individual graduates. While such an institutional

VISIT WITH VADA, CONTINUED

approach to educational mobility has always been an option, it has not been widely used as many programs concentrated their efforts on those methods which validate individual learning, such as standardized tests, portfolio assessment, simulation or actual clinical evaluation, successful completion of a bridge course, or some combination of the preceding. Most recently, concerns among nurse educators and others about educational effectiveness, social equity and the judicious use of resources has led to a review of existing policies and procedures for the awarding of transfer credits.

The NLN believes that awarding of transfer credits is most appropriately based on course content and learner outcomes in addition to course numbers and/or class (year) placement.

Therefore, the NLN urges schools and programs in nursing to expand their current efforts to assure and facilitate the educational mobility of individual nurses by developing articulation arrangements that specify their policies regarding transfer of academic credits for graduates of identified programs. Clearly such arrangements will need to be augmented with a range of alternative methods for validating prior learning of individuals who are not covered by the arrangements.

Such articulation arrangements should address, at a minimum, the following indices of the quality of nursing education programs: curriculum; faculty appropriately qualified; admission and progression policies; clinical practice experiences; and program outcomes such as graduation rates, passing rates on state licensing exams, employer and alumni surveys.

Such a coordinated approach to assuring educational mobility will best serve individual students, educational institutions, the nursing profession and the general public.

Executive Summary

Critical social and fiscal issues as equal access and equality of the treatment of students, especially those from underrepresented racial and ethnic backgrounds, need intensified attention from nursing education. With an increasingly diverse student population, the NLN believes that multiple option entry and program progression pathways are essential to accommodate individual learner needs.

The direct (public) and indirect (private) costs to taxpayers of establishing these programs would be significantly lower and educational mobility facilitated with the use of articulation arrangements which standardized transfer of educational credits between the programs involved in such arrangements.

Across the United States, state legislators and postsecondary administrators are calling for institutions to develop articulation arrangements that are cost-effective and which respect the contributions of all accredited institutions and educational systems. Readily available articulation arrangements which facilitate educational mobility are less costly alternatives to the current predominate approach which, while allowing educational mobility, often requires some repetition of prior learning for every individual student.

Articulation is defined as "a process through which two or more distinct

VISIT WITH VADA, CONTINUED

programs cooperate to accommodate the learning needs and career goals of students with minimum repetition of learning experiences." (Metropolitan Area Nursing Education Consortium)

While articulation arrangements shift the locus of responsibility (1) away from the individual student to the student's institution and (2) away from individual decisions to institutional arrangements, they are not meant to be used to award blanket credit. Nor are they to extend for an indeterminate period. Like all policies, they are to be reviewed and revised by nursing faculty in a timely manner.

Use of this Statement

This statement is presented as information for those interested in nursing education programs. It is designed as a guide and neither an imperative nor a substitute for any individual institution's policy. It incorporates and replaces prior existing NLN Position Statements on: Open Curriculum in Nursing Education, 1981; Educational Mobility, 1982; Awarding Credit for Previous Nursing Knowledge and Competency, 1985 and 1987. REFERENCE: Joint Policy Statement on TRANSFER AND AWARD OF ACADEMIC CREDIT, COPA, ACE, AACJC (1990)

This position statement was approved by the National League for Nursing's Board of Governors, March 1991.

GENTLE REMINDER

The "Late Fee" required to accompany Education agenda items that arrive in the Board of Nursing office after the agenda deadline has now become an official rule. This is not a problem for most schools however, it does involve projected planning in anticipated situations that require Board approval. If an item is an emergency it can be added to the Board agenda however, a thirty dollar (\$30.00) fee must accompany your materials to be used in processing the materials.

DATES TO REMEMBER

<u>BOARD MEETING DATES</u>	<u>AGENDA DEADLINES</u>	<u>DOCUMENTATION DEADLINE</u>
07/15/91 - 07/19/91	06/17/91	06/24/91
09/30/91 - 10/04/91	09/02/91	09/09/91
01/13/92 - 01/17/92	12/16/91	12/23/91
03/30/92 - 04/03/92	03/02/92	03/09/92
06/29/92 - 07/03/92	04/01/92	04/08/92
10/05/92 - 10/09/92	09/07/92	09/14/92
01/18/93 - 01/22/93	12/21/92	12/28/92

RN EXAMINATION DATES

<u>EXAMINATION DATE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
07/09-10/91	05/14/91	05/24/91
02/05-06/92	12/11/91	12/20/91
07/08-09/92	05/13/92	05/22/92
02/03-04/93	N/A	12/18/92
07/07-08/93	N/A	05/21/93
02/02-03/94	N/A	12/17/93
07/13-14/94	N/A	05/27/94

LPN EXAMINATION DATES

10/16/91	08/21/91	08/30/91
04/15/92	02/19/92	03/28/92
10/21/92	N/A	09/04/92
04/14/93	N/A	02/26/93
10/13/93	N/A	08/27/93
04/13/94	N/A	02/25/94
10/12/94	N/A	08/26/94

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 to obtain a copy of these books must send a letter of request to:

Missouri State Board of Nursing
P. O. Box 656
Jefferson City, MO 65102

The cost would 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.

ITEM WRITERS AND CONTENT EXPERTS

The Board of Nursing would like to recognize the following individuals who were selected to serve as either an Item Writer or a Content Expert with the National Council of State Boards of Nursing, Inc.

Norma J. Reed, R.N. (Kansas City, MO)

Selected to serve as an Item Writer for NCLEX-PN for the August 19-23, 1991 session.

Janice T. Unger, R.N. (Jackson, MO)

Selected to serve on the Panel of Content Experts for NCLEX-PN for the November 18-22, 1991 session.

Diane M. Chudomelka, R.N. (Waynesville, MO)

Selected to serve as an Item Writer for NCLEX-PN for the August 19-23, 1991 session.

Bonnie M. Sanders, R.N. (West Plains, MO)

Selected to serve on the Panel of Content Experts for NCLEX-RN for the September 23-27, 1991 session.

ADMINISTRATION OF LIFE SAVING DRUGS WITH FATAL OUTCOMES
(from the Florida Board of Nursing Report)

Lidocaine Hydrochloride is a drug used primarily in emergency situations to treat ventricular tachycardia and fibrillation. When given in excessive doses, this drug can cause myocardial and circulatory depression followed by death.

For the past five years the Board has seen an increase in the number of cases involving nurses administering Lidocaine Hydrochloride solution to patients with a fatal outcome. At the June 1991 Board meeting, the Board deliberated on three such cases. All the cases involved emergency situations where the patients required bolus injections of Lidocaine. This medication, when utilized appropriately, is administered at an initial bolus of 1.5mg/kg and is followed by a continuous infusion at 2-4mg/min. As you know, emergency situations are always intense and at times chaotic with multiple emergency personnel responding. Crash carts are usually stocked with all of the required emergency drugs to be utilized including Lidocaine Hydrochloride. Lidocaine is supplied in many different forms: 5 ml, 50mg, and 100mg pre-filled syringes and in 5ml and 100mg ampules for bolus use. When preparing solutions for intravenous infusions, Lidocaine injection is supplied in 1 and 2 grams additive syringes as well as 1 and 2 gram single dose vials with transfer units.

In reviewing the cases involving fatal administration of Lidocaine, the most common error made by the nurses has been the intravenous bolus administration of Lidocaine injection intended for preparing dilute solutions to be used as continuous drips, i.e., 1 gram of Lidocaine Hydrochloride IV push. The formulation intended to prepare infusions was supplied in pre-filled syringes in these cases (not single dose vials) making them appear to be concentrations intended for bolus use. Needless to say, the nurses involved in these cases administered up to 10 times the dose that is utilized when bolusing a patient. There is no antidote available to reverse the toxic overdose of Lidocaine. Even dialysis has little value in the treatment of acute overdose. Therefore, the outcome is almost always death.

Board members are extremely concerned about the number of cases we have seen involving administration of toxic doses of Lidocaine. We recommend that nurses as well as nurse managers review how Lidocaine Hydrochloride is supplied in their hospitals and institute inservices covering the indications, side effects, and administration of this drug. One simple way to reduce the chances of Lidocaine being used inappropriately may be to stock the crash cart with only the 5ml pre-filled syringes which are utilized in bolusing a patient and the 1 gram single dose VIALS with transfer units for preparing concentrations for infusion. These two types of Lidocaine are physically different and may remind the nurse that they are to be administered differently.

REFERENCE

Natalia N. Cruz, ARNP, Florida Board of Nursing Report, p. 11.

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 Probation	06-07-90 to 06-07-92 06-07-92 to 06-07-95
Adams, Gayla	LPN	022378	Inactive	05-20-91 to **
** Until such time as the licensee presents evidence sufficient to demonstrate safe nursing practice. **				
Agosti, Leslee	LPN	043071	Probation	05-21-91 to 05-21-94
Aragon, Mary	RN	117881	Probation	10-10-90 to 10-10-92
Bannister, Sandra	LPN	014698	Probation	08-27-91 to 08-27-94
Barnes, Diane	RN	096192	Probation	11-12-87 to 11-12-91
Barnhurst, Katherine	LPN	037886	Lapsed	
Belanger, Michelle	RN	119311	Probation	05-07-91 to 05-07-94
Bell, Vivian	LPN	042586	Probation	02-26-90 to 02-26-92
Blossom, Mau	RN	062344	Probation	05-18-88 to 05-19-92
Bobo, Brenda	RN	077997	Suspended Probation	09-11-91 to 09-11-92 09-11-92 to 09-11-95
Boone, Nancy D. 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	N/A	N/A	NOT LICENSED	
Bray, Jean	RN	060241	Probation	09-09-91 to 09-09-94
Brock, Laura	LPN	036003	Revoked	05-02-91
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
Bryan, Steven	RN	058718	Probation	06-26-91 to 06-26-94
Buese, Marci	RN	092973	Probation	02-15-90 to 02-15-92
Cannady, Betty	RN	118674	Probation	03-14-91 to 03-14-94
Carleton, Martha	RN	082672	Probation	01-16-90 to 01-16-92
Carr, Steven	LPN	040572	Voluntary Surrender	08-27-91
Carter, Brian	LPN	043172	Probation	11-20-90 to 11-20-93
Carter, Gerldean	LPN	025574	Revoked	04-25-91
Carter, Sheryl	LPN	041009	Inactive	09-12-90 to 00-12-92
Casey, Carla	RN	112245	Probation	09-09-91 to 09-09-94
Clay, Anna	LPN	018751	Suspended Probation	08-30-90 to 08-30-91 08-30-91 to 08-30-94
Clossick, Thomas	LPN	037953	Suspended Probation	02-26-90 to 08-26-90 08-26-90 to 08-26-92
Collins, Janice	N/A	N/A	NOT LICENSED	
Corbett, Timothy	RN	110672	Probation	11-20-90 to 11-20-93
Crawford, Gloria J.	LPN	025303	Probation	One year from date Renewed
Crowder, Richard	N/A	N/A	NOT LICENSED	
Cyprian, Glenda	RN	088436	Suspended Probation	07-09-90 to 07-09-91 07-09-91 to 07-09-93

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Davis, Sabra	RN	112397	Probation	12-04-90 to 12-04-95
Davis, Verna	RN	090462	Voluntary Surrender	09-09-91
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 Surrender	
DeVore, Sheree	LPN	043086	Probation	11-08-90 to 11-08-92
Dewey, Dody	LPN	043327	Probation	11-20-90 to 11-20-92
Dowdell, Donna	RN	108666	Revoked	07-30-91
Ellingsworth, Lynda	RN	086621	Suspended	05-09-91 to 08-07-91
			Probation	08-07-91 to 08-07-95
Emons, Kathe	RN	106016	Revoked	04-25-91
Endicott, Rue	LPN	037688	Probation	08-27-91 to 08-27-94
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	08-13-91 to 08-13-96
Faulconer, Paul	RN	117148	Probation	08-29-90 to 08-29-93
Finley, Tommy	RN	106390	Probation	08-16-91 to 08-16-94
Fletcher, Mary M. Morris	LPN	015791	Probation	02-26-90 to 02-26-92
Floyd, Cynthia	RN	120045	Probation	08-15-91 to 08-15-94
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
George, Melissa Buchanan	LPN	025580	Voluntary Surrender	04-26-91
Ghys, Barbara	RN	092759	Probation	12-12-88 to 12-12-92
Graham, Patricia	RN	113253	Probation	09-11-91 to 09-11-94
Greenhagen, Beverly	RN	098964	Suspended	08-16-91 to 08-16-92
			Probation	08-16-92 to 08-16-95
Griffin, Vickie	LPN	028414	Probation	09-09-91 to 09-09-94
Griffith, Cathy	LPN	019027	Revoked	05-02-91
Harvey, Janice	RN	114143	Probation	08-16-91 to 08-16-94
Hays, Randall	RN	119910	Probation	08-15-91 to 08-15-94
Helferstay, Ronald	RN	082645	Suspended	05-20-91 to 05-20-93
			Probation	05-20-93 to 05-20-96
Henbest, Donald	LPN	037748	Revoked	07-29-91
Henry, Janet	LPN	042712	Probation	05-23-90 to 05-23-92
Hicks, David	LPN	035282	Revoked	07-30-91
Hinckle, KayLynn	LPN	025342	Suspended	03-04-91 to 03-04-92
			Probation	03-04-92 to 03-04-95
Hicks, David	LPN	035282	Probation	11-05-90 to 11-05-92
Hodson, Lois	N/A	N/A	NOT LICENSED	
Hoffman, Sandra	LPN	032816	Voluntary Surrender	01-08-91
(also Sandra Hoffman Schmoe)				

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Honefenger, Judith	RN	054099	Revoked	07-30-91
Houle, Patricia (also Patricia Anderson)	RN	111657	Revoked	11-07-90
Howard, Melgene	RN	103707	Probation	08-28-91 to 08-28-94
Hudson, Mary Ann	N/A	N/A	NOT LICENSED	
Hulett, Richard	RN	113159	Probation	08-15-90 to 08-15-93
Hunter, Barbara	RN	114735	Suspended	09-09-91 to 09-09-93
			Probation	09-09-93 to 09-09-98
Hunter, Maryan Al-Ghoofoor	N/A	N/A	NOT LICENSED	
Irons, Rosie Mae Harris	N/A	N/A	NOT LICENSED	
Jackson, Sandra	RN	095394	Voluntary Surrender	05-20-91
Jennings, William	RN	063532	Probation	07-29-91 to 07-29-93
Johnson, Diane	RN	120594	Probation	08-15-91 to 08-15-94
Johnson, Diane	LPN	034737	Probation	08-15-91 to 08-15-94
Johnson, Michele	RN	107261	Suspended	08-16-91 to 08-16-92
			Probation	08-16-92 to 08-16-95
Jones, Cheryl	LPN	020545	Suspended	09-12-90 to 09-12-91
			Probation	09-12-91 to 09-12-94
King, Arlena	RN	071552	Probation	08-27-91 to 08-27-94
King, Cynthia (also Cynthia Scheffer)	LPN	039758	Probation	11-20-90 to 11-20-93
Kirn, Marilyn	LPN	035115	LAPSED LICENSE	
Kline, Gregory	RN	073230	Probation	08-16-91 to 08-16-94
Kuenker, Lisa	RN	064126	Voluntary Surrender	07-08-91
Kuster, Tamara	RN	118356	Probation	02-19-91 to 02-19-94
Lake, Diane	RN	120249	Probation	08-15-91 to 08-15-93
Lamb, Elizabeth	LPN	041628	Suspended	05-20-91 to 05-20-92
			Probation	05-20-92 to 05-20-95
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
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
Lewey, Betty	RN	118674	Probation	03-14-91 to 03-14-94
Luecke, Gayrene	RN	120439	Probation	08-15-91 to 08-15-94
Luecke, Gayrene	LPN	039209	Probation	08-15-91 to 08-15-94
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	08-28-91 to 08-28-94
McCue, Patricia	RN	091785	Probation	02-08-91 to 02-08-94
Machir, Patrick	LPN	044227	Probation	05-20-91 to 05-20-94
Maddux, Gail Stuart	RN	109555	Probation	07-09-90 to 07-09-92

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Malmos, Kelly	N/A	N/A	NOT LICENSED	
Marti, Gloria Sue	LPN	011916	Suspended	02-09-88 to **
**Until notification is received indicating license has been cleared in Florida.				
Martin, Patsy	RN	099815	Probation	05-20-91 to 05-20-94
Mason, Janet	LPN	022080	Revoked	05-02-91
Mayfield, Elizabeth	RN	112949	Probation	08-21-89 to 08-21-92
Merkley, James	N/A	N/A	NOT LICENSED	
Miller, Barbara	RN	056488	Probation	02-15-90 to 02-14-93
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
Miller, Michael	RN	121377	Probation	08-19-91 to 08-19-93
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
Murphy, Maxine	RN	073729	Probation	02-19-91 to 02-19-94
Neill, Brenda	RN	105275	Suspended	08-30-90 to 08-30-91
			Probation	08-30-91 to 08-31-94
Nighting, Sheila	RN	095272	Probation	**
Probation for five years until August 27, 1996 unless licensee becomes certified as a certified nurse midwife by the American College of Nurse Midwives then probation ends August 27, 1994				
Notheis, Rose	RN	044744	Probation	08-28-91 to 08-28-96
Osborn, James	RN	101863	Probation	02-07-91 to 02-07-94
Outlaw, Kerry	RN	096969	Probation	08-28-91 to 08-28-92
Palazoo, Marcee	RN	060885	Probation	08-27-91 to 08-27-94
Paradise, Maria	RN	116674	Probation	09-20-90 to 09-20-93
Patterson, Nettie	LPN	028428	Probation	08-27-91 to 08-27-92
Pearre, Pam	RN	082718	Suspended	04-22-91 to 07-22-91
			Probation	07-22-91 to 07-22-94
Perry, Andrew D.	RN	108892	Suspended	08-08-89 to 02-08-90
			Probation	02-08-90 to 02-08-92
Phares, Michael	RN	093097	Probation	08-09-91 to 08-09-94
Pozywio, Sandra Lynn	RN	112596	Probation	03-22-90 to 03-22-93
Preston, Laura	LPN	035190	Probation	05-09-91 to 05-09-94
Priefer, D. Misemer	N/A	N/A	NOT LICENSED	
Reynaud, Janet	RN	076580	Probation	03-11-91 to 03-11-96
Reynolds, Virginia	RN	120664	Probation	08-15-91 to 08-15-94
Reynolds, Voisy E.	N/A	N/A	NOT LICENSED	
Richardson, Danita	RN	097945	Inactive	**
License placed on inactive status for two years, requires permission to reactivate, followed by two years probation.				
Rigby, Joan	RN	081253	Probation	03-24-88 to **
Until notification is received indicating license has been cleared in Iowa.				
Rippey, Louise	RN	094421	Voluntary Surrender	
Risley, Marilyn	RN	057684	Probation	05-14-91 to 05-14-92

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Roman, Jan	RN	098225	Probation	06-07-91 to 06-07-93
Rouviere, Sharon	RN	107688	Probation	08-22-90 to 08-22-92
Russell, Vernan	RN	120722	Probation	08-15-91 to 08-15-94
Schafer, Diana	LPN	038008	Probation	08-22-90 to 08-22-93
Schlickelman, Antje	RN	080593	Probation	02-15-91 to 02-15-94
Schmoe, Sandra Hoffman (also Sandra Hoffman)	LPN	032816	Voluntary Surrender	01-08-91
Schremp, Carla	LPN	033171	Probation	08-27-91 to 08-27-94
Scroggins, John Perry	RN	091101	Suspended	01-28-88 to 01-28-91
			Probation	01-28-91 to 01-28-96
Shaffer, Kathleen	RN	116467	Probation	08-29-90 to 08-29-92
Shields, Linda	RN	102711	Probation	03-22-90 to 03-22-92
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
Shouse, Joan Hatfield	LPN	035668	Revoked	05-02-91
Sides, Lela	LPN	028433	Probation	01-08-90 to 01-08-92
Simmons, Christina	LPN	037662	Probation	08-27-91 to 08-27-94
Smith, Jacquelyn	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
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	
Snider, Jeffrey	RN	104432	Probation	02-19-91 to 02-19-94
Sondergaard, Cynthia	RN	108993	Probation	09-09-91 to 09-09-94
Stanton, Cathy	RN	121376	Probation	08-19-91 to 08-19-94
Steckel, Shari	RN	067804	Suspended	11-02-88 to **
	Until license in California is reinstated.			
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
Stockton, Charles	N/A	N/A	NOT LICENSED	
Stough, Barbara	RN	096449	Suspended	01-24-90 to 07-24-90
			Probation	07-24-90 to 07-24-93
Streight, Nannette	LPN	029548	Probation	09-11-91 to 09-11-94
Sturgis, Margaret	LPN	039198	Revoked	02-04-91
Sullivan, Julie	RN	111259	Suspended	08-26-91 to 08-26-92
			Probation	08-26-92 to 09-26-95
Sullivan, Linda	N/A	N/A	NOT LICENSED	
Sullivan, William	LPN	034220	Probation	04-12-91 to 04-12-93
Sutton, Shari	LPN	044358	Probation	06-07-91 to 06-07-94
Swartz, Marva	LPN	023671	Inactive	**
	License placed on inactive status for two years, requires permission to reactivate.			
Talbert, Sandra	LPN	039474	Suspended	11-20-90 to 11-20-91
			Probation	11-20-91 to 11-20-94
Taylor, Bradley	RN	120790	Probation	08-15-91 to 08-15-94

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Thomas, Margaret	RN	103755	Suspended	09-22-89 to 09-22-91
			Probation	09-22-91 to 09-22-96
Thompson, Katherine	RN	030091	Revoked	07-30-91
Trankler, Glenda	RN	089685	Probation	09-20-90 to 09-20-93
Turner, Dianne	RN	121375	Probation	08-19-91 to 08-19-94
Turner, Jeffery Scott	N/A	N/A	NOT LICENSED	
Turner, Roy Jean	LPN	032869	Revoked	05-02-91
Tweedie, Carolyn Tidmus	N/A	N/A	NOT LICENSED	
Tweedy, Nancy	RN	109834	Probation	02-19-91 to 02-19-94
Tyler, Alice D.	LPN	028117	Revoked	05-25-90
Ulmer, Judy	LPN	043515	Probation	11-20-90 to 11-20-92
Vanderent, Lori	LPN	037161	Suspended	12-20-88 to 12-20-90
			Probation	12-20-90 to 12-20-92
Wagoner, Deborah Dee	N/A	N/A	NOT LICENSED	
Walden, James Adair	RN	092291	Probation	01-13-89 to 01-13-92
Walker, Patricia	LPN	039348	Probation	09-09-91 to 09-09-94
Warmboldt, Deborah	N/A	N/A	NOT LICENSED	
Wheatley, Larry	RN	083365	Probation	02-26-91 to 02-26-96
White, Janice	N/A	N/A	NOT LICENSED	
Winchester, Jeffery	LPN	044329	Suspended	08-27-91 to 02-27-92
			Probation	02-27-92 to 02-27-97
Winnett, David	RN	120844	Probation	08-15-91 to 08-15-93
Witte, Susan	RN	103846	Probation	08-22-90 to 08-22-93
Wood, Suzette	N/A	N/A	NOT LICENSED	
Wright, Jesse Blane III	RN	100498	Probation	08-16-91 to 08-16-94
Wrombel, Carolyn	RN	042224	Probation	11-20-89 to 11-20-93
Zacha, Kimberly Neighbors	N/A	N/A	NOT LICENSED	

DISCIPLINARY HEARINGS

Dowdell, Donna RN098666 (Columbus, IN) Order dated July 30, 1991.
Revoked. Licensee violated terms of discipline.

Fanning, James RN112864 (Springfield, MO) Order dated August 13, 1991.
Revoked, stayed, probation for five years until August 13, 1996. Violated terms of previous discipline by using alcohol and marijuana.

Henbest, Donald LPN037748 (Nixa, MO) Order dated July 29, 1991.
Revoked. Licensee demonstrated a violation of professional trust and confidence, misconduct, incompetency, dishonesty and gross negligence in care for patients and ability to perform work.

Hicks, David LPN035282 (Joplin, MO) Order dated July 30, 1991.
Revoked. Licensee violated terms of discipline.

Honefenger, Judith RN054099 (Aurora, CO) Order dated July 30, 1991.
Revoked. Licensee violated terms of discipline.

Jennings, William RN063532 (St. Joseph, MO) Order dated July 29, 1991.
Revoked, stayed, probation for two years until July 29, 1993. Licensee attempted to subdue a patient by holding the patient to the floor instead of summoning available security assistance. In doing so, used obscene and profane language, used more force than necessary and presented imminent danger to patient's health and safety.

Lawrence, Diane LPN022713 (St. Louis, MO) Order dated July 30, 1991.
No further action taken. Failure to maintain total compliance with terms of discipline.

Notheis, Rose RN044744 (St. Louis, MO) Order dated August 28, 1991. Revoked, stayed, probation for five years until August 28, 1996. Licensee violated terms of discipline. Additional discipline was imposed.

Sullivan, Julie RN111259 (Independence, MO) Order dated August 26, 1991. Suspended for one year until August 26, 1992 then probation for three years until August 26, 1995. Violated meeting and documentation requirements of discipline. Additional discipline imposed.

Thompson, Kathrine LPN030091 (St. Louis, MO) Order dated July 30, 1991.
Revoked. Licensee violated terms of discipline.

OTHER DISCIPLINARY ACTION
TAKEN BY THE BOARD

Bannister, Sandra - LPN014698 (Oak Grove, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for three years until August 27, 1994. Licensee signed out dosage units of Tylenol #3 and Percocet but had only charted administration of part of them, leaving some unaccounted for.

Bobo, Brenda - RN077997 (St. Louis, MO)

Consent Agreement dated September 11, 1991. Revoked, stayed, suspended for one year until September 11, 1992 then probation for three years until September 11, 1995. Licensee diverted Morphine and Demerol for self-administration.

Bray, Jean - RN060241 (Holt Summit, MO)

Consent Agreement dated September 9, 1991. Revoked, stayed, probation for three years until September 9, 1994. Licensee diverted Fentanyl from facility supply and self-administered it while on duty.

Bryan, Steven - RN058718 (Palmyra, MO)

Consent Agreement dated June 26, 1991. Probation for three years until June 26, 1994. Licensee has history of chemical dependency. Licensee convicted of a DWI, a Class II felony for diversion of drugs, and licensee pled guilty to diversion/possession of drugs. Licensee's Michigan license has been disciplined.

Carr, Steven - LPN040572 (Joplin, MO)

Consent Agreement dated August 27, 1991. Voluntary surrender of license. Licensee terminated for misappropriation of narcotics from employers.

Casey, Carla - RN112245 (Jefferson City, MO)

Consent Agreement dated September 9, 1991. Revoked, stayed, probation for three years until September 9, 1994. Licensee diverted Morphine for personal use and self-administered it while on duty.

Davis, Verna - RN090462 (Mountain View, MO)

Consent Agreement dated September 9, 1991. Voluntary surrender of license. Licensee diverted Demerol and Morphine from patient supply and self-administered it while on duty.

Endicott, Rue - LPN037688 (Kansas City, KS)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for three years until August 27, 1994. Licensee misappropriated blank prescriptions from employer and had them filled for Xanax.

OTHER DISCIPLINARY ACTION, CONTINUED

Finley, Tommy - RN106390 (Columbia, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, probation for three years until August 16, 1994. Licensee pled guilty to felony charge of child abuse and sentenced to fifteen years with the Department of Corrections.

Floyd, Cynthia - RN120045 (Springfield, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant indicated history of substance abuse.

Graham, Patricia - RN113253 (Brown Deer, WI)

Consent Agreement dated September 11, 1991. Revoked, stayed, probation for three years until September 11, 1994. Licensee diverted Demerol from patient medications for personal use.

Greenhagen, Beverly - RN098964 (Lewiston, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, suspended for one year until August 16, 1992 then probation for three years until August 16, 1995. Licensee has history of alcohol abuse.

Griffin, Vickie - LPN028414 (Gipsy, MO)

Consent Agreement dated September 9, 1991. Revoked, stayed, probation for three years until September 9, 1994. Licensee diverted Demerol from patient medications for own use. Licensee is dependent as a result of abusing Tylenol #3 and Bancap, which she obtained by prescription for pain control.

Harvey, Janice - RN114143 (Ozark, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, probation for three years until August 16, 1994. Licensee admitted to taking Demerol and Morphine from employer and self-administering them both on and off duty.

Hays, Randall - RN119910 (Springfield, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant's Missouri RN license was previously revoked.

Howard, Melgene - RN103707 (Belton, MO)

Consent Agreement dated August 28, 1991. Revoked, stayed, probation for three years until August 28, 1994. Licensee used narcotics while on duty and falsified narcotics sheets by docketing that they had been administered.

OTHER DISCIPLINARY ACTION, CONTINUED

Hunter, Barbara - RN114735 (Cottage Grove, TN)

Consent Agreement dated September 9, 1991. Revoked, stayed, suspended for two years until September 9, 1993 then probation for five years until September 9, 1998. Licensee misappropriated Demerol, and Versed from facility supplies, altering records to conceal diversion.

Johnson, Diane - RN120594/LPN034737 (Ferguson, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant convicted of driving while intoxicated and arrested for driving under the influence of alcohol.

Johnson, Michele - RN107261 (St. Charles, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, suspended for one year until August 16, 1992 then probation for three years until August 16, 1995. Licensee misappropriated Morphine Sulfate from facility supplies and self-administered a portion while on duty. Licensee misappropriated Demerol for personal use. On both occasions licensee altered patient records to conceal diversion.

King, Arlena - RN071552 (Chillicothe, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for three years until August 27, 1994. Licensee terminated fro violation of facility medication administration policy.

Kline, Gregory - RN073230 (St. Joseph, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, probation for three years until August 16, 1994. Licensee diverted Nubain, Stadol, Cocaine, Demerol, Percodan and Tylenol #3 from employer for personal use.

Kuenker, Lisa - RN064126 (Kirkwood, MO)

Consent Agreement dated July 8, 1991. Voluntary surrender of license. Licensee obtained prescriptions for Phenergan with Codeine and narcotic cough medicine from physicians with whom she had no bona fide relationship.

Lake, Diane - RN120249 (Woodson Terrace, MO)

Consent Agreement dated August 15, 1991. Probation for two years until August 15, 1993. Applicant indicated history of substance abuse.

Luecke, Gayrene - RN120439/LPN030209 (Westphalia, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant was discharged from LPN position for giving improper treatment to patient. Applicant pled guilty to passing a bad check.

OTHER DISCIPLINARY ACTION, CONTINUED

McCormack, Julie - RN113996 (Rolla, MO)

Consent Agreement dated August 28, 1991. Revoked, stayed, probation for three years until August 28, 1994. Licensee failed to comply with terms of discipline. Also was terminated from employment due to poor job performance and low productivity. Additional discipline was imposed.

Miller, Michael - RN121377 (Pocahontas, AR)

Consent Agreement dated August 19, 1991. Probation for two years until August 19, 1993. Applicant continued to practice after the expiration of his temporary permit.

Nichting, Sheila - RN095272 (Eldon, MO)

Settlement dated August 27, 1991. Probation for five years until August 27, 1996 unless licensee becomes certified as a certified nurse midwife by the American College of Nurse Midwives then probation ends August 27, 1994. Licensee, while operating as a nurse midwife, did not notify a physician of prolonged labor and did not transfer a patient although required to do so under her protocols. Licensee continued to use protocols from a physician after the physician discontinued a professional relationship with licensee. Licensee failed to obtain protocols from another licensed physician setting forth a prescription for treatment for prenatal care and delivery after the first physician discontinued association with respondent's practice. Licensee provided nurse midwifery services to a patient who was a high risk pregnancy.

Outlaw, Kerry - RN096969 (Independence, MO)

Consent Agreement dated August 28, 1991. Revoked, stayed, probation for one year until August 28, 1992. Licensee discharged because charting was inadequate, made repeated medication errors, did not know how to perform various nursing tasks. Licensee admitted to being overmedicated at that time due to treatment of bipolar disorder causing her to make charting errors.

Palazoo, Marcee - RN060885 (St. Louis, MO)

Consent Agreement dated August 27, 1991. Probation for three years until August 27, 1994. Applicant has history of substance abuse.

Patterson, Nettie - LPN028428 (New Madrid, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for one year until August 27, 1992. Licensee terminated for yelling at patient and raising hand to strike patient.

Phares, Michael - RN093097 (DeSoto, MO)

Consent Agreement dated August 9, 1991. Revoked, stayed, probation for three years until August 9, 1994. Licensee diverted Demerol from employer for self-administration.

OTHER DISCIPLINARY ACTION, CONTINUED

Reynolds, Virginia - RN120664 (Kansas City, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant indicated history of alcohol abuse.

Russell, Vernan - RN120722 (Dixon, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant pled guilty to driving while intoxicated and nolo contendere to a misdemeanor of resisting arrest.

Schremp, Carla - LPN033171 (Perryville, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for three years until August 27, 1994. Licensee obtained Vistaril and Penergan from pharmacy fraudulently.

Simmons, Christina - LPN037662 (Shelbina, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, probation for three years until August 27, 1994. Licensee diverted Ativan from patients' stock.

Sondergaard, Cynthia - RN108993 (Kansas City, MO)

Consent Agreement dated September 9, 1991. Revoked, stayed, probation for three years until September 9, 1994. Licensee's heavy drinking has prevented her from going to work on several occasions and has had an effect on nursing performance.

Stanton, Cathy - RN121376 (Ridgeway, MO)

Consent Agreement dated August 19, 1991. Probation for three years until August 19, 1994. Applicants' Missouri RN license was previously voluntarily surrendered after she admitted to misappropriating Demerol for personal use.

Streight, Nannette - LPN029548 (Joplin, MO)

Consent Agreement dated September 11, 1991. Revoked, stayed, probation for three years until September 11, 1994. Licensee disciplined in Alaska for working under the influence of mind altering drugs.

Taylor, Bradley - RN120790 (St. Charles, MO)

Consent Agreement dated August 15, 1991. Probation for three years until August 15, 1994. Applicant suffered from depression and began to abuse alcohol.

Turner, Dianne - RN121375 (Springfield, MO)

Consent Agreement dated August 19, 1991. Probation for three years until August 19, 1994. Applicant applied for licensure by endorsement and indicated on her application a charge of driving under the influence.

OTHER DISCIPLINARY ACTION, CONTINUED

Walker, Patricia - LPN039348 (St. Louis, MO)

Consent Agreement dated September 9, 1991. Revoked, stayed, probation for three years until September 9, 1994. Licensee diverted Demerol and Morphine for personal use.

Winchester, Jeffery - LPN044329 (St. Louis, MO)

Consent Agreement dated August 27, 1991. Revoked, stayed, suspended for six months until February 27, 1992 then probation for five years until February 27, 1997. Licensee misappropriated and self-injected Demerol while on duty. Additional discipline imposed.

Winnett, David - RN120844 (Joplin, MO)

Consent Agreement dated August 15, 1991. Probation for two years until August 15, 1993. Applicant has been addicted to Marijuana.

Wright, Jesse Blane III - RN100498 (Florissant, MO)

Consent Agreement dated August 16, 1991. Revoked, stayed, probation for three years until August 16, 1994. Licensee terminated for diversion of Demerol for personal use.

PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
*Alexander, Judith	RN118552/PN027683
Fetters, James	RN101269
*Fragomeli, Lori	RN118576/PN041381
Funk, Sherry L.	RN093729
*Hankins, Sage	PN026831
*Huffman, Charles	RN042981
LaRose, Suzanne	PN025689
Mealey, Kathryn	RN109586
Murdick, Janet	RN096358
Panzica, Jamie M.	RN094651
Tye, Jennifer	RN089127
Welch, Karen L.	RN092069

* Released Early

ADVANCED PRACTICE TASK FORCE UPDATE

Due to the amount of comments received the Missouri State Board of Nursing's Advanced Practice Task Force is continuing in its efforts to provide a statement that will best serve the public and the profession. During the April, 1991 Board meeting the Board approved the following Statement to be filed with the Secretary of State's office as a proposed rule. No date has been set at this time for that filing.

Advanced Registered Professional Nursing Position Statement

Purpose: To specify the qualifications necessary for a nurse to use certain specialty titles and to protect the public from misrepresentation concerning the nursing profession.

1. No nurse shall use the following titles or abbreviation of those titles unless they meet the criteria stated:
 - A. Certified registered nurse anesthetist -- must be a registered nurse and hold current certification by the national certifying body of the American Association of Nurse Anesthetists.
 - B. Certified nurse midwives -- must be a registered nurse and hold current certification by the national certifying body of the American College of Nurse Midwives.
 - C. Certified nurse practitioner -- must be a registered nurse and hold current certification in the area of nursing specialty practice by the national certifying body of: (1) NAACOG Certification Corporation as an OB/GYN nurse practitioner or neonatal nurse practitioner; or (2) the American Nurses Association as a family nurse practitioner, or adult nurse practitioner, or pediatric nurse practitioner, or school nurse practitioner, or gerontological nurse practitioner; or (3) the National Certification Board of Pediatric Nurse Practitioners and Nurses as a pediatric nurse practitioner.
 - D. Clinical nurse specialist -- must be a registered nurse and have a master's degree in the area of clinical nursing specialty practice or be currently certified by the American Nurses Association as a Clinical Nurse Specialist in the area of specialty practice.
2. Use of the title certified registered nurse anesthetist, certified nurse midwife, certified nurse practitioner or clinical nurse specialist without meeting the requirements set forth in Paragraph 1 is a misrepresentation in the performance of the functions or duties of a licensed professional or practical nurse and is grounds for discipline under Section 335.066.2(5), RSMo 1986.

ADVANCED PRACTICE, CONTINUED

In an attempt to further help the public and the profession understand the goal of this Statement a Position Paper was formulated.

Advanced Registered Professional Nursing Position Paper

Advanced Nursing Practice

The State Board of Nursing established the Task Force for Advanced Practice in October, 1988, for the purpose of determining the need for statute change or rules and regulations relating to advanced nursing practice. The first meeting of the Task Force was in January, 1989, and it has met at approximately 3-month intervals since that time. The Task Force has been comprised of individuals from the State Board of Nursing, an assistant attorney general and individuals from advanced nursing practice including a certified family nurse practitioner, a certified pediatric nurse practitioner, a neonatal nurse practitioner, a certified nurse midwife, and a certified nurse anesthetist. The Task Force has included representation from the Missouri Nurses Association, NAACOG (The Organization for Obstetric, Gynecologic, and Neonatal Nurses), the National Certification Board of Pediatric Nurse Practitioners and Nurses, and the Missouri Association of Nurse Anesthetists.

The primary nursing concern has come as a result of registered professional nurses functioning in advanced nursing practice roles without demonstrating the appropriate educational preparation and/or certification for that specialty role. The State Board of Nursing has had limited success in disciplining those individuals or limiting the scope of practice for those individuals. In order to protect the public and to address this problem, the State Board of Nursing established the Task Force for Advanced Practice to study the issue and to make recommendations.

Sermchief v. Gonzales

The Supreme Court opinion of Sermchief v. Gonzales affirmed a broad interpretation of the Nursing Practice Act. The opinion reads as follows, "We believe this phrase evidences an intent to avoid statutory constraints on the evolution of new functions for nurses delivering health services. Under 335.016.8, a nurse may be permitted to assume responsibilities heretofore not considered to be within the field of professional nursing so long as those responsibilities are consistent with her or his "specialized education, judgement and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences." The opinion goes on to point out the responsibility of the profession to maintain high education standards and of the individual to obtain the necessary education and to know one's limits. The opinion states, "The broadening of the field of practice of the nursing profession authorized by the legislature and here recognized by

ADVANCED PRACTICE, CONTINUED

the Court carries with it the profession's responsibility for continuing high educational standards and the individual nurse's responsibility to conduct herself or himself in a professional manner. The hallmark of the professional is knowing the limits of one's professional knowledge."

Clearly there are advantages to the broad Missouri Nursing Practice Act, which allows for the evolution of nursing practice. This broad permissive wording in the law however lends itself to a dilemma. While it is important that the statute or rules and regulations allow the profession of nursing to continue to grow and evolve as societal needs change, it is equally important that the public be protected from individuals who might practice beyond their knowledge and skill level. The professional association sets the standards for excellence in practice and the State Board of Nursing has the legal authority to set minimum standards for competence as a registered professional nurse. Unlike other professions, there are limited built-in controls for scope of practice for registered professional nurses in primary care arenas. For example, the scope of practice for physicians is limited by requirements for hospital staff privileges and to some extent the cost for liability insurance coverage. These societal reviews do not exist in such a way as to control scope of practice for registered professional nurses as primary providers. Registered Professional Nurses who provide primary care services do not generally have hospital privileges. While the cost and requirements for liability insurance are increasing for nurses in advanced practice, those requirements are not limiting nurses in advanced practice.

The first meetings of the Task Force dealt with the definition of advanced nursing practice and a review of other statutes and rules and regulations of seventeen (17) other states related to advanced practice. Initially the Task Force attempted to define advanced practice to include clinical as well as advanced nursing practice in education, administration and research. It then became evident that the current and pressing questions from those outside of the profession regarded the legality, scope of practice and appropriate education and certification related to advanced practice roles in which the nurse is the primary care provider. (These would include such roles as, nurse practitioner, nurse midwife, nurse anesthetist and clinical nurse specialist). In addition, a review of statutes and rules and regulations of other states demonstrated that the definition of advanced practice most often included nurse practitioner, nurse midwife, nurse anesthetist, and clinical nurse specialist. Thus, the advanced practice statement developed by this task force addresses nurse practitioners, nurse midwives, nurse anesthetists, and clinical nurse specialists and not advanced practice in education, administration and research.

Educational Preparation for Advanced Nursing Practice

The nursing profession is moving in the direction of requiring the Masters Degree in Nursing for the advanced practice roles. For example, by 1992 the American Nurses Association will require the Masters Degree in Nursing for the family, pediatric, adult, gerontological, and school nurse practitioner in order to sit for the certification examination. The National Certification Board of Pediatric Nurse Practitioners and Nurses will also require a Master's degree beginning in 1992. Nurse anesthetists require successful completion of a

ADVANCED PRACTICE, CONTINUED

program in nurse anesthesia which is accredited by the Council on Accreditation Nurse Anesthesia Program. Graduates must pass the national certification exam of the Council on Certification of Nurse Anesthetists and must be recertified every 24 months by the Council of Recertification of Nurse Anesthetists. By 1998 entry level into nurse anesthesia must be at the master degree level. Nurse midwives require an advanced formal education and certification. Levels of education are basic certification, masters degree or doctorate degree in midwifery. The clinical nurse specialist, by definition, is a masters degree in clinical nursing.

As with advanced graduate education in any profession, the Masters degree in Nursing provides additional quality assurance to the public.

The Task Force and the State Board of Nursing support this movement toward the requirement of the Masters Degree in Nursing for advanced nursing practice roles. However, the history and evolution of other advanced nursing practice roles has presented opportunities for registered professional nurses to prepare for advanced nursing practice roles by completing advanced formal educational programs in the specialty area conducted within institutions of higher education. For this purpose, the term advanced formal education program is defined as a program which prepares the practitioner to sit for a national certifying examination in a specialty area or complies with educational standards set by national nursing certifying organizations. Those individuals who complete the advanced formal education program then may become certified through the appropriate national nursing organization. The advanced practice statement has recognized those individuals who have completed advanced formal education programs and have completed certification in their specialty area through the appropriate national nursing organization.

Certification

The Task Force and the Board of Nursing believe that certification by a national nursing organization is critical in order to provide the level of professional review necessary for advanced nursing practice. The process of certification by a national nursing organization provides controls on educational standards, testing procedures and practice requirements necessary for quality assurance to the public. Therefore, the article, "56 Ways to get Certified" American Journal of Nursing, March 1990, was reviewed by the Task Force to identify those specialty areas which require either the Masters Degree in Nursing and/or certification by a national nursing organization following the completion of an advanced formal education program in the specialty area.

The national certifying bodies recognized by the Task Force include:

1. Council on Certification of Nurse Anesthetists;
2. American College of Nurse Midwives;
3. American Nurses' Association (clinical nurse specialist and nurse practitioner level certification only);
4. NAACOG Certification Corporation (OB/GYN and Neonatal Practitioner level certification only); and
5. National Certification Board of Pediatric Nurse Practitioners and

ADVANCED PRACTICE, CONTINUED

Nurses.

In their discussions, the Task Force attempted to differentiate between advanced roles and expanded roles. Advanced nursing practice roles are those roles in which one uses skills gained through a Masters Degree in a clinical nursing area or advanced formal education in a specialty area and certification in the specialty area. Expanded roles occur as a result of an expansion of clinical expertise gained from on-the-job experience, in-service education, and continuing education programs. The attachment lists those certification programs for advanced nursing practice discussed in the Advanced Nursing Practice Statement.

The State Board of Nursing has the authority to enact rules relative to advanced practice as it relates to misrepresentation in the performance of the functions and duties of licensed nurses. The Board has the authority to enact rules relating to the practice of two levels of nursing, licensed practical nursing and registered professional nurses; advanced practice is part of professional nursing. The Board can establish what would be misrepresentation to the public.

ADVANCED NURSING PRACTICE CERTIFICATION PROGRAMS

Nurse Anesthetists CRNA

Council on Certification of Nurse Anesthetists

Nurse Midwifery CNM

American College of Nurse-Midwives

Pediatric Nurse Practitioner CPNP

National Certification Board of Pediatric Nurse Practitioners and Nurses

Maternal/Child Nursing

NAACOG Certification Corporation
OB/GYN Nurse Practitioner C
Neonatal Nurse Clinician/Practitioner C

American Nurses Association

Family Nurse Practitioner C
Adult Nurse Practitioner C
Pediatric Nurse Practitioner C

ADVANCED PRACTICE, CONTINUED

American Nurses Association, Continued

School Nurse Practitioner C
Gerontological Nurse Practitioner C
Clinical Specialist in Community Health Nursing CS
Clinical Specialist in Gerontological Nursing CS
Clinical Specialist in Medical-Surgical Nursing CS
Clinical Specialist in Adult Psychiatric & Mental Health Nursing

* Position Paper prepared by Elaine Doyle, R.N., C., amended and approved by the Advanced Practice Task Force, adopted by the Board of Nursing April, 1991.

VOLUME XXXII ISSUE III

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