



Missouri

State

Board of
Nursing

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

Text Telephone (TT)
1-800-735-2966
(Hearing Impaired)

BOARD MEMBERS

NAME	TITLE	TERM EXPIRES
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Carol Jaco, R.N.	Vice-President	06/01/93
Susan Morgan, R.N.	Secretary/Treasurer	06/01/94
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Richard English	Public Member	08/16/94
Karen Hendrickson, R.N.	Member	06/01/96
Marilyn Jacobs, R.N.	Member	08/13/92
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
Rita Tadych, R.N.	Assistant Director for Discipline and Practice
Liz Cardwell, R.N.	Recovering Nurse Program Coordinator

OFFICE STAFF

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator IV/Chief Investigator (Temporary Assignment)
Pam Goose	Office Services Manager
Linda Strobel	Senior Accounting Clerk
Lori Scheidt	Administrative Aide for Education and Licensure
Sandy Sebastian	Administrative Aide for Discipline and Practice
Mary Ann Ruth	Microfilm/Records Systems Coordinator
JoAnn Hanley	Secretary to Executive Director/Secretary III
Connie Clarkston	Secretary to Assistant Director for Discipline and Practice/Secretary II
Mary Ann Jacobs	Secretary to Assistant Director for Education and Licensure/Secretary II
Roxy Seymore	Secretary to Investigator IV/Chief Investigator/Secretary II (Temporary Assignment)
Pam Campbell	Special Projects/Clerk Typist II
Cathy McCuskey	Discipline Section/Clerk Typist II
Kim Bax	Clerk Typist II
Rose Oligschlaeger	Clerk Typist II
Kathy Tucker	Clerk Typist II
Mary Old	Clerk Typist II
Pam Porting	Clerk Typist II
Kathy McDaniel	Clerk Typist II

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MISSOURI STATE BOARD OF NURSING

MAIN TELEPHONE NUMBER (314) 751-0681
TEXT TELEPHONE (TT) (HEARING IMPAIRED) 800-735-2966

Administration	751-1416
Discipline	751-6541
Education	751-0080
Examination	751-0681
Complaints & Investigations	751-0070
I.V. Therapy	751-0080
Licensure	751-0681
Nursing Practice	751-0073
Purchasing	751-0072

Office Hours

Monday - Friday
8:00 a.m. - 5:00 p.m.

DATES TO REMEMBER

<u>BOARD MEETING DATES</u>	<u>AGENDA DEADLINES</u>	<u>DOCUMENTATION DEADLINES</u>
03/29/93 - 04/02/93	03/01/93	03/08/93
06/21/93 - 06/25/93	05/24/93	05/31/93
08/18/93 - 08/19/93	07/21/93	07/28/93
09/27/93 - 10/01/93	08/30/93	09/06/93
01/10/94 - 01/14/94	12/13/93	12/20/93

RN EXAMINATION DATES

<u>EXAMINATION DATE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
07/07-08/93	05/12/93	05/21/93
02/02-03/94	N/A	12/17/93
07/13-14/94	N/A	05/27/94

LPN EXAMINATION DATES

04/14/93	02/17/93	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

REFLECTIONS

Rita Tadych, PhD, RN
Assistant Director
for Discipline
and Practice

Professional Self-Regulation

Few patients can make well-informed judgments about the effectiveness of their nursing care. They must trust us as nurses to provide only those services we believe we can provide with a high level of quality. Our colleagues and employers, likewise, rely on our day-to-day rendering of competent, ethical, and legal nursing judgments and actions. Being clear within ourselves with respect to the boundaries of our nursing abilities and limitations is essential to preserving a responsible and accountable practice.

Healthy, intact, yet flexible, internal professional boundaries protect and contain our sense of reality about our nurse role, responsibilities, abilities, and limitations. Unclear, damaged, or absent internal professional boundaries may lead us to:

- making nursing judgments and taking nursing actions outside our competencies, ethics, or the law,
- taking on others' reality of the scope of nursing practice without sound basis,
- assuming inappropriate responsibility for or control of others,
- permitting others to take inappropriate control of ourselves, or
- neglecting to perform our nursing responsibilities in an accountable manner.

Healthy internal professional boundaries preserve our nursing identities while permitting external, collaborative connections. Furthermore, healthy internal professional boundaries can be used to empower us to take appropriate action so as not to exceed our limits.

Building or maintaining healthy internal professional boundaries begins with increasing self awareness. For example, a periodic inventory of acknowledgement of our

boundaries in our present work-related interpersonal relationships. Identifying instances of professional boundary error or violation, experienced or committed by ourselves, is also useful information about where we need to become more boundary wise.

Increasing awareness of external factors that may regulate or influence the boundaries of our nurse agency is also indicated. Utilizing the resources of our State Board, such as the Nursing Practice Act (1991) and its rules/regulations; Board position statements or papers; request for Board opinion on specific questions; or contacts with Board professional staff, is one way to gather input to facilitate boundary clarification. Other resources include our state and national nursing organizations and specialty nursing practice groups.

BITS OF INFORMATION

JoAnn Hanley,
Secretary III

ASTHMA AND ADOPTION by Rita Laws

One of my favorite duties as a volunteer for Adopt A Special Kid (AASK) and for the North American Council on Adoptable Children (NACAC) is the matching of families with some of the 100,000 American children with "special needs" who are waiting for permanent homes.

One day a few years ago, a woman came to my house to look through photo-listings books (waiting-child "catalogs"). A single professional, she had always wanted to adopt an older girl or boy, but specified that there should be no physical handicaps.

It wasn't long before I found the photo of a lovely young girl with chestnut hair and brown eyes. Her biography described her as happy and outgoing. As I handed this page to my visitor, I noticed the last line of information-the little girl was physically handicapped with severe asthma. Surprisingly, my client snatched the listing from me and exclaimed excitedly how perfect this

child was for her. When I pointed out the disability, she laughed and said, "Asthma is not a handicap!"

I tried to tell her it can be life-threatening. I know, because my aunt nearly died from it when she was small, and several of my sisters also have it. But it was as though she didn't hear me. I read aloud from the listing she was gazing at, stressing the fact that the child had been hospitalized four different times on account of her condition. Again, the prospective mother scoffed, but then she explained with a smile, "Why, I've been hospitalized seven times for my asthma, and I certainly don't consider myself handicapped!" The last I heard, the little girl had eventually become her daughter. In the world of special-needs adoption, a handicap is truly in the eyes of the beholder--one person's disability may only be another's inconvenience.

This is one reason why I don't see my own family the way most folks see theirs. My husband and I have 10 children. Seven came to us through adoption. Yet, we feel like any other family. In fact, our size is not nearly as great a challenge as the daily routine of hunting lost spectacles and inhalers. You see, 7 of the 10 wear eyeglasses, and 5 have asthma.

Our first child was diagnosed shortly after his adoption. John was 7 years old at the time. Our daughter, Samantha, was almost 10 before we knew she had asthma. Her biological brother, Joaquin, was diagnosed by the age of 6.

The next child, Jamie, was adopted in 1990 at the age of 2. He had been born under tragic circumstances; 10 weeks premature, cocaine-addicted, and with a birth weight so low--19 ounces--no one expected him to live. Because of severe respiratory disease, he was frequently hospitalized his first year. By the time we adopted him, Jamie was more stable and had not used his pulmonary machine for many weeks. But just to be safe, his foster mother gave us the machine when we brought Jamie home. His daily oral medication was enough to keep his breathing normal, although "normal" in this sense is a relative term. Jamie is always

somewhat congested, and his night breathing is so loud that it can be heard all over the house.

The last child, George, was adopted last year, also at the age of 2. We already knew that he had ADHA Attention Deficit Hyperactivity Disorder, a challenge several of our children share. Soon after the adoption of this sweet and active little boy, our doctor gave him a routine exam. "How long has he been wheezing?" she asked. In hindsight, I can't believe I didn't put 2 and 2 together sooner. George's foster mother had warned me that he wheezed a lot "off and on." The doctor's diagnosis was asthma. George started on medication that day and like my other children, improved right away.

I am grateful to live in a time when there are many effective medicines for the control of asthma. I have an easier time in the 90s with my five affected children than my grandmother had in the 30s with her one asthmatic child. Since inhalers hadn't been invented yet, Grandmother never had to hunt for one; but that inconvenience for me is more than offset by the effectiveness of the little plastic and metal containers. And hope springs eternal. Surely technology progressed enough to take us to Mars can create an inhaler that no kid can misplace or leave on a school bus. Someday.

For free information about adopting children with special needs, write to: AASK America, 450 Sansome St, Suite 210, San Francisco, CA 94111; or NACAC, 1821 University Ave, Suite N-498, St. Paul, MN 55104.

Reprinted with the permission from The Allen & Hanburys Respiratory Institute's Air Currents magazine. A free publication which is available by calling: 800-5-GLAXO-5.

MISSOURI STATE BOARD
OF NURSING'S PUBLIC
INFORMATION BROCHURE

The Board of Nursing has prepared a pamphlet that contains basic information regarding the functions and duties of the Board. Its' contents include brief summaries regarding the education, licensure, practice and discipline sections as well as the structure of the Board. Telephone numbers are also available for each section mentioned.

To obtain a copy of this publication you can call 314-751-1416 or send a letter of request. There is no charge involved.

BOOKS OF CURRENT RNS AND LPNS

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing 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). Please call Mary Neutzler, Department of Health Statistics, 314-751-6279 prior to mailing request to the Board office.

NEWSLETTER MAILING LIST

In order to keep our Newsletter mailing list updated, we are asking that you check over the name and address under which we have you listed and inform us of any inaccuracies.

If you are receiving more than or not enough copies of the Newsletter, or if we need to make any changes in your name or address, please let us know by calling 314-751-3656.

This request pertains to the Newsletter mailing list only.

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 Exit. Turn left onto Truman Boulevard. (**see below**)

East of the State 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 to the last set of stoplights. Turn left onto Missouri Boulevard/outer road 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 400. There is an Information Desk at each entrance, please ask for directions to Room 400.

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.

EMPLOYEE OF THE SEASON

Each quarter nominations are accepted from staff members for an Employee of the Season. The following is a reprint of the most recent nomination followed by a little history and background of the winner.

EMPLOYEE OF THE SEASON
NOMINATION

"The person we would like to nominate is always friendly and willing to lend a helping hand, even on short notice. She always has a smile on her face and a kind word to say. She works well and gets along with others.

She is very knowledgeable of her job and always works very hard. She's come along way in the short amount of time that she has been here.

This person is very deserving of this award and will succeed in her career and in life.

The person we would like to nominate is Mary Ann Jacobs".

Mary Ann came to work for the Board of Nursing in October, 1990 and presently holds the position of Secretary II to the Assistant Director for Education and Licensure. She had previously worked at Fort Sam Houston Bank, Yokosuka, Japan as a customer service representative.

Mary Ann was born in Jefferson City, Missouri and grew up in Centertown, Missouri. Mary Ann resides in Jefferson City with her husband Mike and their son Seth.

Mary Ann's outside interests include crafts, traveling and shopping.

We would all like to congratulate Mary Ann as being nominated as our latest "Employee of the Season".

**PHONE NUMBERS FOR OTHER
LICENSING AGENCIES
AND ASSOCIATIONS**

Information regarding licensure of CNAs, CMTs, and EMTs should be directed to the Division of Aging at (314) 751-3082.

Information regarding licensure of Nursing Home Administrators should be directed to Nursing Home Administrators at (314) 751-3511.

Information regarding membership and continuing education credits for Registered Nurses should be directed to the Missouri Nurses Association at (314) 636-4623.

Information regarding membership and continuing education credits for Licensed Practical Nurses should be directed to the Missouri Association for Licensed Practical Nurses at (314) 636-5659.

Information regarding continuing education seminars/programs and membership to the Missouri League for Nursing should be directed to the Missouri League for Nursing at (314) 635-5355.

**DEPARTMENT OF HEALTH
STUDENT NURSING LOAN PROGRAM**

The Department of Health will provide a speaker to either give a presentation or just answer any questions regarding the Nursing Student Loan Program upon request. If you would like additional information on the program or on obtaining a guest speaker, please contact the Department of Health in Jefferson City, Missouri at 314-751-6219.

**NATIONAL COUNCIL STATE BOARDS
OF NURSING RESPONSE TO THE
AMERICANS WITH DISABILITIES ACT**

The Board of Nursing recently received a letter from the National Council of State Boards of Nursing regarding the Americans with Disabilities Act. The letter read as follows:

In response to the Americans with Disabilities Act, the National Council of State Boards of Nursing is implementing a project to identify a list of competencies that, in addition to nursing knowledge, a nurse must possess in order to function safely and effectively in a variety of clinical settings. Examples of these types of competencies include reading skills, mathematical skills, manual dexterity, etc. After the list of competencies is identified, a survey will be developed and sent to the employers of nurses working in a variety of health care settings. Results of this survey will then be submitted to the Nursing Practice and Education Committee to be used in their efforts to assist Member Boards to deal with the implications of the practice of disabled nurses.

Development of a list of necessary competencies involves the use of expert opinion provided by a panel of nurses who meet specific criteria. The purpose of the panel will be to assist in identifying competencies, in addition to nursing knowledge, which are necessary for safe and effective nursing practice. It will also identify potential limitations on the practice of nurses due to various types of disabilities. The Panel will consist of nurses both with and without disabilities.

The National Council is requesting Member Boards to assist in identifying registered nurses and licensed practical/vocational nurses with a disability (e.g. mobility, auditory, reading, etc.) who the National Council would be able to contact to determine if they have an interest in serving on the panel. The disability could have occurred before or after licensure. Specifically, we need individuals who meet the following criteria:

- a. Currently licensed as a registered or licensed practical/vocational nurse
- b. Represent a variety of clinical settings, practice areas and geographic areas
- c. Currently employed in some type of nursing practice (as far as you know)
- d. Represent a variety of disabilities

The panel will convene for one, two-day meetings in Chicago at the National Council of State Boards of Nursing. Panel members will be paid an honoraria of \$250/day. Disabled individuals may bring a support person if assistance is needed. The meeting will be scheduled for sometime between April 26, 1993 and May 7, 1993. All travel-related expenses incurred by panel members and individuals assisting disabled panel members will either be billed directly to the National Council or will be reimbursed.

The deadline to submit names to National Council was March 15, 1993. However, the National Council of State Boards of Nursing is always interested in eligible individuals and will accept applications after this date for use at another time

If you would like to submit the name/s of eligible individuals, please call JoAnn Hanley at the Board office (314) 751-1416 to receive a panel nomination form.

NCLEX IS CHANGING TO CAT

NCLEX IS CHANGING

The administration of the national nurse licensure examination (NCLEX) is changing. At its 1991 meeting, the governing body of the National Council of State Boards of Nursing, the Delegate Assembly, voted to implement computerized adaptive testing (CAT) for the administration of both the NCLEX-RN and NCLEX-PN. Currently, the NCLEX is multiple-choice questions administered in a standard paper-and-pencil format. The change from this format to CAT will occur in all jurisdictions at the same time, and will be implemented no sooner than November, 1993.

CAT WHAT IS IT?

CAT is a method for administering a test which uses today's computer technology. The key word to understanding computerized adaptive testing is "adaptive." CAT administers a unique examination tailored to each candidate's skill level. CAT "adapts" the examination based on candidate performance and measures the candidate's knowledge,

skills and abilities in a more precise manner.

HISTORY

CAT has been considered by National Council's member boards of nursing, Board of Directors, staff, and test service since the early 1980s. In November, 1986, a significant step beyond discussion was taken when the National Council authorized the commencement of the CAT feasibility study. Phase I of this study included initial start-up technology and pilot testing of the software. Phase II was set into motion in August, 1988, and included field testing CAT, as well as conducting detailed analysis and comparison of CAT to paper-and-pencil NCLEX. Phase II was completed with a final report to the 1991 Delegate Assembly. At its 1991 meeting, the Delegate Assembly voted to implement CAT for NCLEX.

Following the decision to implement CAT, significant time was spent developing a Master Plan to guide the National Council in its transition to CAT. The CAT Master Plan outlines the detailed activities and resources necessary for successful CAT implementation. This includes the formation of committees which oversee many different parts of the project, including the communications effort, the process to select a professional test service and the PN field testing. The CAT Master Plan encompasses a twenty-month expected transition period, and will be updated and revised as necessary.

THE CAT DIFFERENCE

Although both testing methodologies use standard multiple choice questions, CAT provides a different testing experience than the traditional paper-and-pencil examination.

The CAT examination is assembled interactively as the candidate answers the questions. When a question is answered, the computer calculates a skill estimate based on the candidate's earlier answers. The test questions, which are stored in a large item bank and classified by test plan area, are then scanned and the one question determined to

measure the candidate's ability most precisely in the appropriate test plan area is selected and presented on the computer screen. This process is repeated for each question, creating an examination tailored to the candidate's knowledge, skills and abilities, and fulfilling all test plan requirements. CAT continues until a pass or fail decision is made.

CAT AND THE CANDIDATE

Items on a CAT examination are answered at the candidate's own pace. There is no minimum amount of examination time, however successful candidates will answer at least 75 questions.

Rest breaks are permitted with CAT. A ten-minute break will be mandatory after two testing hours, and after an additional one and one-half hour, the candidate will have the option to take another break.

Only two color-coded computer keys are needed to take the CAT examination—the space bar and the enter key. A description of each key and how it works will be available at each computer station. Once the CAT examination begins, all other keys are "turned off" so that nothing will happen if they are struck.

Studies have shown there is no relationship between prior computer experience and performance on the NCLEX administered by CAT. Therefore, candidates do not need any computer experience in order to take a CAT examination. All candidates will receive the same training prior to taking a CAT examination, including verbal instruction and a practice exercise.

THE CAT ADVANTAGE

Administration of NCLEX via CAT offers some significant advantages over administration via paper-and-pencil:

Jurisdictions can offer more frequent test administration

Examination results can be made available sooner

Because CAT provides an

individualized and self-paced testing setting, candidates may find this format less stressful

For most candidates, CAT will significantly reduce the amount of time needed to complete the examination. Fewer test items are needed to make a determination of the candidate's minimum competency to practice nursing, as CAT only administers those questions which will offer the best measurement of the candidate's ability level.

CAT FIELD TESTING

To ensure that CAT examinations are comparable to those from the standard paper-and-pencil NCLEX, CAT was field tested for RN candidates in July, 1990, and February, 1991. The field tests were part of a feasibility study designed to help the National Council gather data necessary for the evaluation of computerized adaptive testing. Students from selected nursing programs across the country took both a CAT version and the standard paper-and-pencil version of the NCLEX-RN. Candidates were asked to complete a survey in which they noted their reactions to CAT. Operational data were gathered and software analysis conducted.

CAT will be field tested for PN candidates in conjunction with the October, 1992 NCLEX-PN. Field testing of PN candidates will be conducted to verify the psychometric comparability of paper-and-pencil and CAT versions of NCLEX-PN, as well as to verify the efficacy of the CAT procedures for the PN/VN population.

FUTURE DIRECTIONS FOR CAT

Throughout the end of 1991 and the beginning of 1992, the National Council issued a Request for Proposals (RFP) to discover which organizations were interested and able to provide the needed CAT testing services. The vendors of CAT services will be selected by the National Council's 1992 Delegate Assembly in August. Following selection of the test service, the CAT implementation timeline will be finalized as administration procedures are developed. Details will be communicated as more information becomes available.

FOR MORE INFORMATION

A CAT Education Information Team was established to determine the informational needs of various audiences regarding CAT. The team developed a three-year action plan which outlines proposed communication vehicles, ranging from fact sheets and news releases to regional workshops and a general video about CAT. If you need more information on CAT, please contact the National Council or your board of nursing.

National Council of State Boards of Nursing, Inc.
676 North St. Clair, Suite 550
Chicago, IL 60611
(312) 787-6555

NURSING STUDENT LOAN BILL

The nursing student loan bill was passed in 1988 and went into effect in 1989. There are three different segments of that bill. Two are managed by the Department of Health, one is the Nursing Student Loan Program and the other is the Nursing Student Loan Repayment Program.

The map located on page 17 indicates counties of residence for recipients of loans.

There is money available and as yet unassigned in the Loan Repayment Program.

IF YOU ARE:

A professional nurse and you are licensed to practice in Missouri
or

A full-time nursing student in your final year of study for a baccalaureate degree in nursing
or

A nursing student in your final year of full-time study in a graduate program leading to a masters degree in nursing

and

YOU'D LIKE TO WORK:

In an area of Missouri where your professional services are urgently needed and at the same time have a part of your educational debt repaid, you may qualify for the Missouri

Professional Nursing Student Loan Repayment Program.

ABOUT THE PROGRAM

The Professional Nurse Loan Repayment Program was established to address the nursing shortage in geographic areas of need and nursing specialties through out the state. Nurse's participating in the program agree to provide nursing services through qualified employment for a 2 to 4 year contract period in exchange for repayment of educational loans.

The maximum contract amount is for \$5,000. per year. Contract amounts may differ according to the funds available and the amount of the nurse's educational debt.

ABOUT APPLICATIONS

Applications and additional information is available through the Missouri Department of Health. You can call (314) 751-6219 to request an application. Applications are also available through the financial aid offices at participating educational institutions. Applications are accepted at anytime through the year. The number of contracts offered will depend on the amount of available funding.

HAS YOUR REGISTRATION EXPIRED?

In February for RNs and in March for LPNs 1993-1994 licensure renewal applications were mailed to RNs and LPNs who a license will be issued during the current licensure period (1992-1993). The actual renewal process is not an automatic one. Failure to receive the renewal application does not excuse the nurse from the responsibility to renew.

CAUSE FOR NOT RECEIVING THE RENEWAL APPLICATION

- 1) Nurses have not informed the Board of an address change and as a result do not receive their renewal application.
- 2) Nurses forget to mail their renewal application and fee to the Board.

- 3) Nurses do not keep track of their license expiration date.
- 4) Employers fail to check employees' licenses for currency.

EFFECT

Upon being informed that a nurse may have practiced nursing without a current license the nurse may be asked to describe the responsibilities of the job and the duties performed after the registration expiration date. The nurse may be asked to indicate whether:

- 1) The position held required licensure and current registration as an RN or LPN;
- 2) A title, abbreviation, or other description was used verbally or in writing that implied licensure and registration as an RN or LPN;
- 3) Any extenuating circumstances occurred.

Acts that are considered to be the practice of nursing are:

- 1) Performing a job which requires the person to be licensed and currently registered as a nurse;

The Missouri State Board of Nursing policy concerning employment states that regardless of the fact that a nurse is not performing hands on patient care, anytime a person is employed for compensation in this state in a position in which the job description requires that they be a licensed nurse AND/OR that a person is performing for compensation any act which requires use of substantial specialized education, judgement and skill based on application of principles derived from nursing science, that person is practicing illegally if they do not hold a valid, current Missouri license or temporary work permit. This is due to the manner in which nursing is defined in this state. Further, no person may practice or offer to practice professional nursing in this state for compensation or use any title, sign, abbreviation, card or device to indicate that such person is a practicing professional nurse unless he has been duly licensed in

this state.

If the Board finds that the nurse has practiced nursing without current a license, the Board may consider disciplinary action. This action is designed to discourage a repeat occurrence. In addition, it enforces the mandatory licensure law. Other boards of nursing impose similar action in this situation.

PREVENTION

Both the Board and nurses prefer preventative measures over disciplinary action. Since a nurse needs to renew his/her license every year the best way to prevent a situation of practicing without a current license is to follow these guidelines:

NURSES

- 1) Immediately report to the Board of Nursing in writing any **change** in your name and/or **address**.
- 2) Make sure a forwarding order is on file with the U.S. Postal Service. Make certain the forwarding order is current and has not expired.
- 3) If you have a change of address or a name change make certain the correction is indicated on the renewal form prior to returning with the correct fee.
- 4) Return the renewal form and fee promptly. Applications received after March 1, 1993 for RNs and April 1, 1993 for LPNs may not be fully processed by the expiration date.
- 5) The correct renewal fee for RNs is \$21.00 and \$17.00 for LPNs. Be certain to indicate license number on your check or money order **DO NOT SEND CASH**.

EMPLOYERS

Missouri law requires all RNs and LPNs employed in a nursing position to hold a current license or valid temporary permit. All employers should verify that each nursing employee has a current license or valid temporary permit.

- 1) Check the licensure status of all nurses prior to beginning employment.

- 2) Inspect the new license of all nurse employees within 30 days following the prior expiration date to verify renewal.
- 3) The Board of Nursing recommends that the license of every nurse employee be visually inspected. The Board also recommends that all licensees be verified with the Board of Nursing office. If copies of the licenses are made the Board of Nursing highly recommends that the employer should deface the copy immediately by writing or stamping "VOID" or "COPY" on the photocopied license.

If the nurse or employer discovers that a nurse's license has expired, both the nurse and employer are responsible for assuring that the nurse does not practice nursing until the nurse has renewed.

INACTIVE/LAPSED STATUS

If you do not wish to renew your license but want to place the license inactive be sure to sign the renewal form on the appropriate line and return without a fee. This request for RNs must be postmarked no later than May 30, 1993 and no later than June 30, 1993 for LPNs. of all nursing employees.

Licenses not renewed by April 30, 1993 for RNs and May 31, 1993 for LPNs are considered lapsed and therefore the nurse cannot practice nursing in this state. An RN lapsed license can be renewed without a penalty fee until May 30, 1993 and an LPN lapsed license can be renewed without a penalty fee until June 30, 1993.

Licensees holding an inactive licensure status who wish to change to active status should contact the Board office to obtain the proper forms. **You cannot practice nursing with an inactive licensure status.** An active license is a requirement for nursing employment.

LICENSURE VERIFICATION

In the past the Board of Nursing has offered the service of the automated license verification system. That particular system will not be utilized this year. We will instead

verify all requests by fax. We are asking that all requests be sent in on forms provided by our office. We have sent forms to everyone who has participated in the past and encourage those who have not to call our office and request a form. Call (314) 751-0681. Those completed forms should be mailed or faxed to our office for verification. Our fax number is (314) 751-0075. Please indicate your fax number or address for return. These lists will be verified and returned to the requestor as completed by our office.

The licensure verification process is extremely important to the protection of the public. Hiring an individual to practice nursing without a license or temporary permit is considered unprofessional conduct and the individual is subject to disciplinary action by the Board. The Board of Nursing appreciates employers full cooperation in verifying the license

NATIONAL COUNCIL AWARDED GRANT FROM W.K. KELLOGG FOUNDATION

Rosa Lee Weinert, R.N., M.S., President of the National Council of State Boards of Nursing, Inc., has announced receipt of a \$100,000 grant from the W.K. Kellogg Foundation to assist in defraying the cost of additional research and development of Computerized Clinical Simulation Testing (CST).

In announcing receipt of the grant, Ms. Weinert explained that the current grant will permit the National Council to complete software development work begun with a \$1,868,954 Kellogg Foundation grant awarded in 1988. This work, performed in collaboration with the National Board of Medical Examiners (NBME), focused on modifying NBME's computer-based examination (CBX) software to reflect nursing practice. The National Council, with technical and consultative services provided by NBME, is exploring the potential use of CST as a means of assessing the clinical decision-making skills/competencies of registered nurses and candidates for registered nurse licensure. The current grant will facilitate the completion and pilot testing of software revisions initiated following a 1990-1991 pilot

test. It is anticipated that the software revisions will strengthen the verisimilitude of CST with respect to the practice of clinical nursing.

The W.K. Kellogg Foundation was established in 1930 to "help people help themselves." As a private grantmaking foundation, it provides seed money to organizations and institutions that have identified problems and have designed constructive action programs aimed at solutions. A majority of the Foundation's grantmaking is focused on the areas of youth; leadership; philanthropy and volunteerism; community-based, problem-focused health services; higher education; food systems; rural development; groundwater resources in the Great Lakes area; and economic development (in Michigan). Program priorities concentrate grants in the United States, Latin American and the Caribbean, and southern Africa.

The National Council of State Boards of Nursing, Inc., is the organization through which boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensure examinations for nursing. The mission of the National Council of State Boards of Nursing is to promote public policy related to the safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its aims, the National Council provides services and guidance to its members in performing their functions which regulate entry to nursing practice, continuing safe nursing practice and nursing education programs.

PENDING LEGISLATION INFORMATION

For current information on the pending legislation which was discussed in the last Newsletter or any other legislative interests, please call Florence Stillman at (314) 751-1416.

NOTICE OF INVALID LICENSES

As of March 9, 1993, the following individuals hold an invalid nursing license. These individuals are not eligible to practice nursing in the State of Missouri. If you require additional information, please contact the Board office at 314-751-3656.

Alara, Edith	PN016743
Brandon, Brenda	RN118313
Buckley, Michelle	RN109025
Burnett, Sharon	PN031679
Clark, George	PN030701
Fish, Lisa	RN098201
Jones, Rhonda	RN -
Endorsement Applicant	
Larrigan, Susan	RN079357
Matthias, Cynthia	PN031824
Miller, Linda	RN -
Endorsement Applicant	
Mitchell, Gloria	PN029863
Palmer, Quintela	PN020797
Robinson, Laura	LPN -
Endorsement Applicant	
Seaton, Lucian	RN -
Endorsement Applicant	
Sheppard, Ann	RN -
Examination Applicant	
Underhill, Peggy	RN116376
Waldron, Sandra	LPN -
Endorsement Applicant	

PARTICIPANTS IN ITEM DEVELOPMENT PANELS

NCLEX-RN Item Reviewer Session

A meeting of NCLEX-RN item reviewers was held at ETS in New Jersey during the week of November 18-20, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
WA-RN	Helen Gaevert	Univ. of WA Hosp.	OB
WA-RN	Karen Benham	Empire Health Serv.	Med-Surg
NM	Carola Sena	VA Med Center	Psych
IL	Ramona Tomshack	Sarah Bush Lincoln Ctr.	Med-Surg
DE	Rosalyn Gleeson	Alfred DuPont Inst.	Peds
NC	Joan Chmielewski	Greenery Rehab Ctr.	Psych
NC	Judy Carter	Gaston Mem. Hosp.	OB
VA	Marilu Dixon	University of Virginia	Peds
MD	Cynthia Bridges	Med Cntr. of Cumberland	Med-Surg
MD	Theresa Hershberger	The Memorial Hospital	Med-Surg

NCLEX-PN Item Reviewer Session

A meeting of NCLEX-PN Item reviewers was held at ETS in San Francisco the week of December 2-4, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
AZ	Gwendolyn Salas	Pueblo Reg. Center	Psych
NJ	Patricia Finley-Throlson	Rice Mem. Hospital	OB
MN	Nancy Hamilton Eddy	Cancer Research Center	Med-Surg
FL	Deborah Grassman	Bay Pines VAMC	Med-Surg
FL	Wendy Bush	Salem Comm. Hosp.	Med-Surg

NCLEX-RN Item Reviewer Session

A meeting of NCLEX-RN item reviewers was held at ETS in San Francisco during the week of December 2-4, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
MO	Karen Chung	St. Louis Univ.	Peds
LA-RN	Katherine Norman	Cypress Hospital	Psych
OK	Melissa Craft	Presbyterian Hosp.	Med-Surg
NC	Cheri Reece	Cape Fear Valley Med Ctr	OB
PA	Alice J. Haines	Jameson Mem. Hosp.	Med-Surg

NCLEX-RN Item Reviewer Session

A meeting of NCLEX-RN item reviewers was held at ETS in Atlanta during the week of December 7-9, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
CA-RN	Susan Bruch	DeAnza College	Peds
TN	Margaret Elaine McLeod	VA Med Center	Med-Surg
TX-RN	Veronica Parker	Baptist Med. Center	OB
VT	Audrey Renaud	Battelboro Retreat	Psych
PA	Carol Patton	Univ. of Pittsburgh	Med-Surg

NCLEX-PN Item Reviewer Session

A meeting of NCLEX-PN item reviewers was held at ETS in Atlanta during the week of December 7-9, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
ID	Julie Hunsaker	Cassia Mem. Hosp.	Med-Surg
NE	Cynthia Hobbs	Webster Co. Comm. Hosp.	Med-Surg
MS	Beverly Chambliss Quinn	Winston Co. Hosp.	Cardiac
NJ	Maureen Imbrogno	Hackensack Med. Center	Med-Surg
GA-PN	Victoria Agyekum	Chatham Co. Education	Med-Surg

NCLEX-PN Item Reviewer Session

A meeting of NCLEX-PN item reviewers was held at ETS in Chicago during the week of December 9-11, 1992. The following nurses participated.

BOARD	NAME	EMPLOYER	SPECIALTY
ID	Vickie Kerbs Holms	Cassia Mem. Hosp.	ER
MO	M. Claire Piper	Riverways Home Care	Home Health
SC	Frances Owens Fieghner	Chester County Hospital	ICCU

PA	Andrea Turton	Charles Cole Hospital	Generalist
CO	Dorothy DeNiro	CO. St. Hospital	Psych

NCLEX-RN Item Reviewer Session

A meeting of NCLEX-RN item reviewers was held at ETS in Chicago during the week of December 9-11, 1992. The following nurses participated:

BOARD	NAME	EMPLOYER	SPECIALTY
MN	Rita Ekah	Mission Farm of New Hope	OB
TN	Alice Moffatt	Baptist Mem. Hospital	Med-Surg
OK	Clara Muret	Muskogee Reg. Med. Ctr.	Med-Surg
TX-RN	Beverly McCoy	Shriners Burn Inst.	Psych
PA	Frances Ann Freitas	Gannon University	Peds



Office of the Governor
State of Missouri

Proclamation

WHEREAS, two million registered nurses in this country represent our nation's largest health care resource; and

WHEREAS, nurses care for America everyday by providing high quality, cost-effective care for all Americans in a variety of settings; and

WHEREAS, the nursing profession has been a strong supporter of efforts to improve access to health care services and to enhance the quality of the nation's health; and

WHEREAS, nursing is now calling for national health care reform in the interest of the public and has released an agenda calling for major incremental restructuring of the nation's health care system by the year 2000; and

WHEREAS, the demand for the full scope of nursing services is greater than ever before due to an aging America, the industry's ability to sustain life through increased technology, changes in the settings where health care is delivered, changes in health care financing, and changing health care needs of today's consumers; and

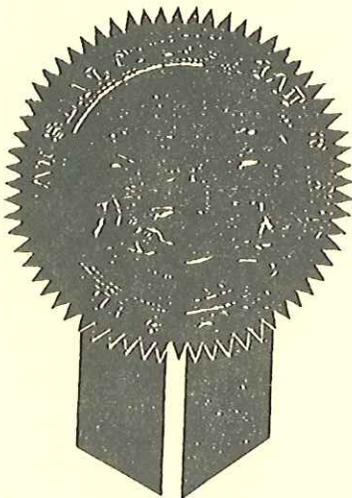
WHEREAS, the American Nurses Association, along with the Missouri Nurses Association, has declared the week of May 6-12 as National Nurses Week 1993, with the theme "Nurses Share a Vision for America's Health", in celebration of the ways in which nurses strive to provide high quality patient care and improve our health care system:

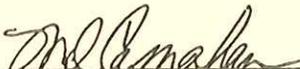
NOW, THEREFORE, I, MEL CARNAHAN, GOVERNOR OF THE STATE OF MISSOURI, do hereby proclaim May 6-12, 1993, as

A TRIBUTE TO MISSOURI NURSES WEEK

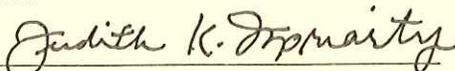
in Missouri.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, this 3rd day of February, 1993.




Governor

Attest:


Secretary of State

Excise Tax on Cigarettes

Coalition on Smoking and Health Position Paper

Background

Missouri lags far behind other states and nations in making the tobacco industry responsible for their share of the care costs of tobacco induced disease. Cigarette smoking is one of the primary causes of death and disease in the United States and should be addressed as an urgent issue that is placing great demands on our health system. The office of Technology Assessment estimates that cigarette smoking costs the United States economy \$65 billion dollars each year in healthcare and lost productivity costs. The report concluded that in 1985 each pack of cigarettes sold cost the United States economy \$2.17.

Current Status

In Missouri, the state tax on cigarettes was raised to 13 cents per pack, in 1982. Only six states have a cigarette tax that is less than Missouri's. Our current cigarette tax as a percent of pack price is less than half of the cigarette tax that was in effect in 1970.

Proposed Legislation

Legislation to increase the tax on cigarettes to 50 cents per pack and that results in \$270 million dollars of revenue. We propose that the increased revenues be used to fund the following:

- (1) School and community health education programs.
- (2) Tobacco related disease research.
- (3) Medical and hospital care and treatment of patients who cannot afford to pay for their services and for whom payment will not be made through private coverage or by the federal government.
- (4) Programs for fire prevention.

Position

The Coalition on Smoking and Health supports an increase in the state tax on cigarettes. The proposed tax increase would not only provide funding for health related programs but, of greater importance, would cause a 10% overall reduction in cigarette consumption. The reduction in consumption would be particularly evident among the youth and the socio-economically disadvantaged.

Justification

- Cigarette smoking is the number one preventable cause of premature death and disability in this nation.
- Studies show that for every 10% increase in the inflation adjusted price of tobacco, consumption will fall by 4%, but more importantly will drop by 10% among youth and among the socio-economically disadvantaged.
- Reducing cigarette consumption in Missouri will lead to a healthier society with Missourians living longer, being sick less often, being more productive workers and depending less on government support for healthcare.
- National public opinion polls done in Canada and by the Louis Harris Association and Peter Hart Associates in the United States and state polls in Michigan and Massachusetts all confirm that over 70% of the public favors increased tobacco taxes, particularly where the revenues are applied of treating tobacco related diseases and for education programs designed to reduce tobacco use among youth.
- A tax of 50 cents per pack will provide \$270 million of revenue which if used as recommended would have remarkable salutary and long lasting beneficial effects upon the citizens of Missouri.

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	09-08-92 to 09-08-94
Adams, Stacy	RN	115888	Probation	04-27-92 to 04-27-94
Admire, Ronda	LPN	040766	Suspended	03-13-92 to 03-13-94
			Probation	03-13-94 to 03-13-97
Agosti, Leslee	LPN	043071	Revoked	02-24-92
Alexander, Joyce	LPN	032736	Probation	09-04-92 to 09-94-93
Alexander, Ollie Mae	RN	034431	Voluntary Surrender	10-19-92
Aragon, Mary	RN	117881	Suspended	04-22-92 to 04-22-93
			Probation	04-22-93 to 04-22-96
Ash, Darla	LPN	035775	Probation	05-13-92 to 05-13-95
Babcock, Parnell	RN	095290	Probation	03-23-92 to 03-23-95
Bailey, Birdie	LPN	045691	Probation	04-27-92 to 04-27-94
			** or until proof of successful completion of probation, whichever is less **	
Baker, Cynthia	RN	120045	Probation	08-15-91 to 08-15-94
Bannister, Sandra	LPN	014698	Probation	08-27-91 to 08-27-94
Barley, Marcia	RN	096214	Probation	03-13-92 to 03-13-95
Barnett, Fonda	RN	075195	Probation	08-18-92 to 08-18-94
Barnhiser-Jones, Annye	RN	125831	Probation	01-26-93 to 01-26-96
			or until discipline complete in Kansas	
Barnhurst, Katherine	LPN	037886	Lapsed	
Bartling, Michael	LPN	033581	Probation	09-09-91 to 09-09-94
Belanger, Michelle	RN	119311	Probation	05-07-91 to 05-07-94
Bell, Vivian	LPN	042586	Probation	03-13-92 to 03-13-97
Bennett, Janet	LPN	032624	Probation	09-22-92 to 09-22-95
Boone, Nancy D. Hatton	LPN	040408	Revoked	08-05-92
Borroum, Alice Brown	LPN	009993	Probation	11-08-89 to 11-08-92
Boyer-Hottinger, Pamela	N/A	N/A	NOT LICENSED	
Boyles, Linda	LPN	023580	Probation	12-16-92 to 12-16-95
Bozdech, Patricia	RN	059710	Inactive	12-01-92
Brady, Patricia Kay	LPN	045213	Probation	11-22-91 to 11-22-94
Bray, Jean	RN	060241	Probation	09-09-91 to 09-09-94
Breshears, Connie M.	LPN	030873	Revoked	10-28-92
Brockelmann, Christina B.	RN	123564	Probation	09-03-92 to 09-03-95
Brosnihan, Kimberly	RN	117325	Probation	04-27-92 to 04-27-95
Brown, Frank	N/A	N/A	NOT LICENSED	
Brown, Portia	LPN	037821	Probation	12-01-92 to 12-01-93
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	03-23-92 to 03-23-94
Callen, Lisa	RN	090256	Probation	03-23-92 to 03-23-95
Cannady, Betty	RN	118674	Probation	03-14-91 to 03-14-94
Carleton, Martha	RN	082672	Revoked	02-23-93
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	Probation	12-04-92 to 12-04-95
Carter, Sheryl	LPN	041009	Inactive	09-12-90 to 09-12-92
Casey, Carla	RN	112245	Probation	09-09-91 to 09-09-94
Clark, Kimberly	RN	122307	Probation	06-08-92 to 06-08-95

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Clay, Anna	LPN	018751	Suspended	08-30-90 to 08-30-91
			Probation	08-30-91 to 08-30-94
Clevenger, Dwight	RN	094782	Probation	04-27-92 to 04-27-95
Collins, Janice	N/A	N/A	NOT LICENSED	
Compton, Beverly	RN	102010	Voluntary Surrender	10-28-91
Cooper, Melody	RN	093710	Probation	10-28-91 to 10-28-94
Corbett, Timothy	RN	110672	Probation	11-20-90 to 11-20-93
Cornine, Faith Ann	LPN	045018	Probation	09-04-92 to 09-04-95
Coulson, Kimberly	LPN	045766	Probation	05-18-92 to 05-18-95
Crawford, Gloria J.	LPN	025303	Probation	One year from date renewed
Crowder, Richard	N/A	N/A	NOT LICENSED	
Cunningham, Barry	LPN	031900	Probation	04-13-92 to 04-13-95
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
Davis, Verna	RN	090462	Voluntary Surrender	09-09-91
Dearlove, Camelia L.	LPN	025791	Probation	11-20-91 to 11-20-94
DeChant, Julie	RN	097261	FILE FLAGGED	
Deren, Tonia	LPN	046124	Probation	12-03-92 to 12-03-95
Deren, Tonia Sue	LPN	037134	Revoked	08-21-90
Dettmer, Linda DeWitt	RN	078948	Voluntary Surrender	
Dewey, Dody	LPN	043327	Probation	11-20-90 to 11-20-92
Dowdell, Donna	RN	108666	Revoked	07-30-91
Dresser, Mary	RN	112015	Probation	03-23-92 to 03-23-95
Elders, Melissa A.	RN	103724	Probation	11-20-91 to 11-20-94
Egan, Marilyn Ann	LPN	045408	Probation	11-22-91 to 11-22-94
Elefson, Thomas	RN	102053	Probation	03-13-92 to 03-13-95
Ellingsworth, Lynda	RN	086621	Suspended	05-09-91 to 08-07-91
			Probation	08-07-91 to 08-07-95
Endicott, Rue	LPN	037688	Probation	08-27-91 to 08-27-94
Fanning, James	RN	112864	Suspended	04-22-92 to 04-22-95
			Probation	04-22-95 - 04-22-2000
Faulconer, Paul	RN	117148	Probation	08-29-90 to 08-29-93
Fennell, Cheryl	LPN	023900	Probation	10-28-91 to 10-28-96
Fieker, Sharon	RN	098513	Probation	09-23-91 to 09-23-93
Finley, Tommy	RN	106390	Probation	08-16-91 to 08-16-94
Fitzgibbons, Maria	RN	094733	Probation	04-27-92 to 04-27-95
Foulon, Thomas	RN	069674	Probation	04-27-92 to 04-27-97
Fultz-Randolph, Deborah	RN	086730	Suspended	12-21-90 to 12-21-92
			Probation	12-21-92 to 12-21-95
Gaffney, Tina	RN	084712	Suspended	11-09-92 to 05-09-93
			Probation	05-09-93 to 05-09-96
Gale, Brenda	RN	055897	Probation	10-15-92 to 10-15-95
Gardner, George W.	LPN	045434	Probation	11-22-91 to 11-22-94
Gaulding, Marilyn	RN	053525	Suspended	06-04-90 to 06-04-91
			Probation	06-04-91 to 06-04-93
Ghys, Barbara	RN	092759	Probation	12-12-88 to 12-12-92
Gilltrap, Gregory M.	LPN	044740	Probation	11-22-91 to 11-22-93
Gilmore, Ricky J.	RN	123247	Probation	09-02-92 to 09-02-95
Golden, JoAnn	LPN	032702	Probation	03-23-92 to 03-23-95
Gonsor-Olivera, Paulette	RN	114678	Probation	12-04-91 to 12-04-94
Graham, Patricia	RN	113253	Probation	09-11-91 to 09-11-94
Greenhagen, Beverly	RN	098964	Revoked	02-23-93
			Probation	08-16-93 to 08-16-95
Griffin, Vickie	LPN	028414	Revoked	04-22-92
Hamilton, Patricia	RN	029858	Suspended	04-27-92 to 04-27-93
			Probation	04-27-93 to 04-27-96
Hancock, Marlenia	RN	104329	Probation	09-04-92 to 09-04-92
Harvey, Janice	RN	114143	Voluntary Surrender	10-28-91

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Haverstick, Lisa Ann	RN	063020	Suspended	10-19-92 to 10-19-93
			Probation	10-19-93 to 10-19-97
Haynik, Annie	LPN	038906	Probation	11-30-92 to 11-30-97
Hays, Randall	RN	119910	Revoked	08-05-92
Hedrick, Jane	RN	097995	Probation	09-04-92 to 04-04-95
Heimsoth, Beverly	RN	108933	Probation	11-03-92 to 05-03-94
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
Henderson, Carol	RN	114996	Probation	05-13-92 to 05-13-95
Henderson, Carol	LPN	037852	Probation	05-13-92 to 05-13-95
Henry, Elaine	LPN	014710	Revoked	10-28-92
Hicks, David	LPN	045690	Probation	04-23-92 to 04-23-95
Hinckle, KayLynn	LPN	025342	Suspended	03-04-91 to 03-04-92
			Probation	03-04-92 to 03-04-95
Hodson, Lois	N/A	N/A	NOT LICENSED	
Honefenger, Judith	RN	054099	Revoked	07-30-91
Howard, Melgene	RN	103707	Probation	08-28-91 to 08-28-94
Hudson, Mary Ann	N/A	N/A	NOT LICENSED	
Huffman, Rhonda	RN	077138	Probation	03-23-92 to 03-23-95
Hulett, Richard	RN	113159	Probation	08-15-90 to 08-15-93
Hulsey, Roxanne	RN	110526	Suspended	12-17-91 to 12-17-92
			Probation	12-17-92 to 12-17-95
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, Charlene	N/A	N/A	NOT LICENSED	
Jackson, Sandra	RN	095394	Voluntary Surrender	05-20-91
Jefferson, Cynthia	LPN	032581	Probation	09-22-92 to 09-22-95
Jennings, William	RN	063532	Probation	07-29-91 to 07-29-93
Jensen, Dawn	RN	103456	Probation	03-23-92 to 03-23-95
Johnson, Barbara	LPN	037942	Revoked	08-05-92
Johnson, Charles	LPN	046601	Probation	12-03-92 to 12-03-94
Johnson, Claudia	LPN	045887	Probation	05-18-92 to 05-18-95
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
Johnson, Susan	RN	069723	Suspended	12-17-92 to 12-17-93
			Probation	12-17-93 to 12-17-96
Jones, Carol	LPN	029805	Probation	12-11-92 to 12-11-94
Jones, Donna Jo	LPN	044672	Probation	11-22-91 to 11-22-94
Jones, Cheryl	LPN	020545	Suspended	09-12-90 to 09-12-91
			Probation	09-12-91 to 09-12-94
Jones, Katherine	RN	125855	Probation	02-05-93 to 02-05-97
	or until Oklahoma discipline is complete			
King, Arlena	RN	071552	Probation	08-27-91 to 08-27-94
King, Cynthia (also Cynthia Scheffer)	LPN	039758	Probation	05-07-92 to 11-20-95
Kirk, Ann	RN	112263	Probation	04-27-92 to 04-27-95
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
Kumming, Jack	RN	066484	Revoked	04-13-92
Kuster, Tamara	RN	118356	Probation	02-19-91 to 02-19-94
Lake, Diane	RN	120249	Probation	08-15-91 to 08-15-93
Lake, Michael	RN	066594	Probation	04-27-92 to 04-27-95
Lamb, Elizabeth	LPN	041628	Revoked	10-11-91
Lamb, Esther	RN	123206	Probation	08-18-92 to 08-18-95

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Lambert, Janet	LPN	046125	Probation	12-03-92 to 12-03-95
Lambert, Linda	RN	117689	Probation	09-10-90 to 09-10-93
Lawrence, Diane	LPN	022713	Probation	02-07-90 to 02-07-93
Lenane, Michelle	RN	112442	Probation	12-09-92 to 12-09-95
Leith, Gwendolyn	RN	117876	Voluntary Surrender	01-07-92
Lentz, Dawn	RN	110453	Probation	03-23-92 to 03-23-95
Lewey, Betty	RN	118674	Probation	03-14-91 to 03-14-94
Livingston, Mary Jo	RN	045017	Probation	11-20-91 to 11-20-96
Locke, Jean Rae	RN	078548	Probation	09-04-92 to 09-04-95
Long, Charles K.	LPN	044659	Probation	11-22-91 to 11-22-93
Luecke, Gayrene	RN	120439	Probation	08-15-91 to 08-15-94
Luecke, Gayrene	LPN	039209	Probation	08-15-91 to 08-15-94
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
Malmos, Kelly	N/A	N/A	NOT LICENSED	
Marino, Josephine A.	RN	023787	Inactive	09-04-92
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	08-18-92 to 08-18-95
Martin, Rebecca	LPN	034799	Voluntary Surrender	12-16-92
Martinez, Luis	LPN	038185	FILE FLAGGED	
Maxwell, Sheila Shick	LPN	045854	**	
			** Probation to correspond with criminal probation, currently set to end June 18, 1996 **	
McDonald, Sara J.	RN	104901	Probation	09-04-92 to 09-04-95
McKee, Geraldine	LPN	008197	Probation	05-26-92 to 05-26-97
Mercurio, Rebecca	RN	105045	Probation	03-13-92 to 03-13-95
Merkley, James	N/A	N/A	NOT LICENSED	
Miller, Michael	RN	121377	Probation	08-19-91 to 08-19-93
Mitchell-Johnson, Carolyn	LPN	042697	Probation	11-19-92 to 11-19-94
Mitchell, Lavonda	LPN	046981	Probation	12-03-92 to 12-03-94
Mitchell, Sharon	LPN	027581	Probation	02-03-92 to 02-03-96
Mohr, Ellen	RN	116544	Probation	07-27-92 to 07-27-95
Moller, Pamela	RN	113419	Voluntary Surrender	11-20-91
Montgomery, Phyllis	LPN	014187	Voluntary Surrender	11-93-92
Moon, Sr. Louann	RN	090939	Probation	02-07-91 to 02-07-94
Mosier, Gary	RN	105901	Probation	12-09-92 to 12-09-95
Mossberger, Laura	LPN	045750	Probation	05-18-92 to 05-18-95
Murphy, Maxine	RN	073729	Probation	02-19-91 to 02-19-94
Neill, Brenda	RN	105275	Revoked	08-05-92
Nichting, 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	
Nipper, Elizabeth M.	LPN	037657	Suspended	10-19-92 to 10-19-93
			Probation	10-19-93 to 10-19-96
Noel, Jacqueline	RN	106700	Probation	09-04-92 to 09-04-95
Notheis, Rose	RN	044744	Probation	08-28-91 to 08-28-96
O'Connor, Marie	RN	027818	Probation	03-13-92 to 03-13-95
O'Neal, Dianne	RN	121375	Probation	08-19-91 to 08-19-94
Osborn, James	RN	101863	Probation	05-26-92 to 05-26-97
Palazoo, Marcee	RN	060885	Probation	08-27-91 to 08-27-94

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Pannell, Cynthia	RN	113961	Probation	03-13-92 to 03-13-95
Paradise, Maria	RN	116674	Probation	09-20-90 to 09-20-93
Pearre, Pam	RN	082718	Suspended	04-22-91 to 07-22-91
			Probation	07-22-91 to 07-22-94
Phares, Michael	RN	093097	Probation	08-09-91 to 08-09-94
Pierce, Peggy	LPN	044565	Probation	11-03-92 to 11-03-95
Porter, Rebecca	LPN	021452	Revoked	10-28-92
Pozywio, Sandra Lynn	RN	112596	Probation	03-22-90 to 03-22-93
Preston, Laura	LPN	035190	Inactive	12-01-92
Priefer, D. Misemer	N/A	N/A	NOT LICENSED	
Randolph, Brenda	RN	077997	Probation	09-11-92 to 09-11-95
Redding, Deanna	RN	070783	Probation	10-28-91 to 10-28-94
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	
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	
Robinson, Cindy L.	RN	091292	Probation	11-20-91 to 11-20-93
Robley, Kimberly Ann	LPN	044756	Probation	11-22-91 to 11-22-94
Roellig, Sharon	RN	098019	Probation	03-13-92 to 03-13-97
Rohr, Sara	RN	105567	Probation	05-13-92 to 05-13-96
Roman, Jan	RN	098225	Probation	06-07-91 to 06-07-93
Rouviere, Sharon	RN	107688	Probation	05-13-92 to 05-13-94
Sadl, Ruth	RN	059503	Probation	08-18-92 to 08-18-95
Salsman, Timothy	RN	123661	Probation	09-02-92 to 09-02-95
Sauget, Helen Susan	RN	091748	Probation	09-23-91 to 09-23-93
Schafer, Diana	LPN	038008	Probation	08-22-90 to 08-22-93
Schlickelman, Antje	RN	080593	Probation	02-15-91 to 02-15-94
Schneider, Candace	LPN	028867	Probation	08-05-92 to 08-05-97
Schramm, Jeannie	RN	105217	Probation	09-04-92 to 09-04-95
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
Shipman, John Walter	N/A	N/A	NOT LICENSED	
Shipp, Judith	RN	107069	Voluntary Surrender	05-13-92
Simmons, Christina	LPN	037662	Probation	08-27-91 to 08-27-94
Smith, Jacquelyn	RN	033280	FILE FLAGGED	
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	Revoked	04-22-92
Snorf, Elizabeth	RN	122024	Probation	12-17-91 to 12-17-94
Sondergaard, Cynthia	RN	108993	Suspended	03-23-92 to 03-23-93
			Probation	03-23-93 to 03-23-96
Sparks, Lori Beth	RN	124734	Probation	09-02-92 to 09-02-95
Stagner, Donna	RN	123379	Probation	09-02-92 to 09-02-95
Stanton, Cathy	RN	121376	Probation	08-19-91 to 08-19-94
Starks, Deborah Jo	LPN	024099	Revoked	09-30-92
Steckel, Shari	RN	067804	Suspended	11-02-88 to **
	Until license in California is reinstated.			
Steele, Diana	RN	092960	Revoked	10-11-91
Stein, Tracey L. Truman	N/A	N/A	NOT LICENSED	

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

Stock, Charles	LPN	043305	Suspended	12-01-92 to 12-01-93
			Probation	12-01-93 to 12-01-96
Stockton, Charles	N/A	N/A	NOT LICENSED	
Stone, Alice	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
Strange, John Steven	LPN	042846	Revoked	02-23-93
Streight, Nannette	LPN	029548	Probation	09-11-91 to 09-11-94
Stricklin, Cheryl	LPN	025361	Probation	03-13-92 to 03-13-95
Sullivan, Julie	RN	111259	Revoked	04-22-92
Sullivan, Linda	N/A	N/A	NOT LICENSED	
Sullivan, William	LPN	034220	Probation	04-12-91 to 04-12-94
Sutton, Shari	LPN	044358	Probation	06-07-91 to 06-07-94
Swanson, Sheila	RN	110100	Probation	12-11-92 to 12-11-94
Swartz, Marva	LPN	023671	Probation	09-08-92 to 09-08-94
Talbert, Sandra	LPN	039474	Revoked	05-13-92
Taylor, Bradley	RN	120790	Probation	08-15-91 to 08-15-94
Thomas, Margaret	RN	103755	Suspended	09-22-89 to 09-22-91
			Probation	09-22-91 to 09-22-96
			Revoked	07-30-91
Thompson, Katherine	RN	030091	NOT LICENSED	
Tilton, Jeremy	N/A	N/A	NOT LICENSED	
Tiszavary, Elizabeth	RN	097526	Probation	03-23-92 to 03-23-95
Tolbert, Lou Ann	LPN	045454	Probation	11-22-91 to 11-22-94
Townzen, Bruce N.	RN	094940	Suspended	12-01-92 to 12-01-93
			Probation	12-01-93 to 12-01-96
			Probation	09-20-90 to 09-20-93
Trankler, Glenda	RN	089685	NOT LICENSED	
Turner, Jeffery Scott	N/A	N/A	NOT LICENSED	
Tweedie, Carolyn Tidmus	N/A	N/A	NOT LICENSED	
Tweedy, Nancy	RN	109834	Revoked	10-11-91
Tyler, Alice D.	LPN	028117	Revoked	05-25-90
Ulrich, Candace Marie	RN	081636	Probation	10-19-92 to 10-19-95
Wagoner, Deborah Dee	N/A	N/A	NOT LICENSED	
Walker, Patricia	LPN	039348	Probation	09-09-91 to 09-09-94
Walston, Susan	RN	086882	Probation	11-02-92 to 11-02-95
Walters, Larry	RN	123028	Probation	05-22-92 to 05-22-95
Warmboldt, Deborah	N/A	N/A	NOT LICENSED	
Weeks, Maria	RN	122140	Probation	02-07-92 to 02-07-95
Wheatley, Larry	RN	083365	Probation	02-26-91 to 02-26-96
White, Janice	N/A	N/A	NOT LICENSED	
Williams, Elizabeth Mirielle	RN	124381	Probation	10-13-92 to 10-13-95
Williams, LeRoy	RN	063672	Probation	02-25-92 to 02-25-97
Williams, Sherry L.	RN	115983	Probation	11-20-91 to 11-20-93
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, Margaret	LPN	036701	Probation	09-22-92 to 09-22-95
Wright, Jesse Blaine III	RN	100498	Probation	11-20-92 to 08-16-94
Wrombel, Carolyn	RN	042224	Suspended	04-22-92 to 10-22-92
			Probation	10-22-92 to 10-22-95
Zacha, K. Neighbors	N/A	N/A	NOT LICENSED	

VIOLATION/DISCIPLINARY HEARINGS

Carleton, Martha - RN082672 (Millersville, MO)

Order dated February 23, 1993, Revoked. Licensee violated terms of previous discipline. She failed to perform treatments and medications as required as a term of her employment.

Greenhagen, Beverly - RN098964 (Lewiston, MO)

Order dated February 23, 1993, Revoked. Licensee violated previous discipline by failing to comply with terms.

Huffman, Rhonda - RN077138 (Wier, KS)

Order dated February 23, 1993, no further action. Licensee failed to fully comply with terms of previous discipline.

Strange, John Steven - LPN042846 (Columbia, MO)

Order dated February 23, 1993, Revoked. Licensee violated terms of previous discipline by failing to fulfill terms and by providing a positive urine drug screen.

Sullivan, William - LPN034220 (St. Louis, MO)

Order dated February 23, 1993, Revoked, Stayed, Probation for additional year until April 12, 1994. Licensee failed to fully comply with the terms of discipline.

OTHER DISCIPLINARY ACTION
TAKEN BY THE BOARD

Carter, Gerldean - LPN046121 (Mansfield, MO)

Consent Agreement dated December 4, 1992, Probation for three years until December 4, 1995. On April 25, 1991 nursing license was revoked because she relapsed in August, 1990 and did not seek treatment until January, 1991 and because she did not comply with the terms of probation in that she failed to meet with Board and submit required documentation. While revoked, applicant practiced as a Licensed Practical Nurse.

Jones-Barnhiser, Anye - RN125831 (Overland Park, KS)

Consent Agreement dated January 26, 1993, Probation for three years until January 26, 1996 or until discipline completed in Kansas. Applicant's Kansas license disciplined.

Jones, Katherine - RN125855 (Lexington, MO)

Consent Agreement dated February 5, 1993, Probation for four years until February 5, 1997 or until Oklahoma discipline is complete. Licensee's Oklahoma license is on probation due to past revocation for misrepresentation of credentials and inadequate and unsafe care to patients.

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

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