

MISSOURI STATE BOARD OF NURSING

NEWSLETTER

Volume 40

THIRD QUARTER EDITION

REFLECTIONS FROM RITA

DR. RITA TADYCH
ASSISTANT DIRECTOR FOR
DISCIPLINE AND PRACTICE

Everything in the universe consists of something organized surrounded by a boundary.

Based on face-to-face contacts and the telephone calls I receive with valuable information being shared concerning occurrences within the State, I have intensified my belief that health care professionals practicing in our seemingly ever-evolving health care environment today may be at greater peril than ever before if they are without a healthy and secure sense of where they and their practice begin and end. Clarity, for me, emerges from operationalizing schemata based on my study of systems theory. One particular systems theory schema that I think is critical today to enhance our ability to distinguish and articulate our personal and professional 'selves' is the concept of boundary.

Webster's dictionary (1991) defines boundary as "the real or understood line marking a limit". We can find an easily observable line marking a limit when we look at our bodies and inspect the skin covering our physical selves. Our skin represents that personal, physical boundary, or edge, that defines us as separate from others and the environment as a whole. Each of us, within our

skin, has varying degrees of self-knowledge, self-understanding, and self-governance with respect to the flexibility, latitude, and limits of other not so easily discernible personal and professional boundaries, including but not limited to: cognitive; emotional; ethical; legal; relational; sexual; and spiritual boundaries. Within the many environments in which we personally or professionally think, feel, and act, we interface with the personal or professional boundaries of others as well as interplay with the boundaries of the environment as a whole and its dynamic contextual properties. All of these various borders and their often variable characteristics can serve to both define and confuse our personal or professional 'selves'. A critical mission for a responsible and accountable professional, therefore, is the ongoing development, maintenance, and evolution of clear, healthy, intact, yet flexible, internal personal and professional boundaries.

Healthy boundaries, like good fences, make good neighbors.

Clear, healthy, intact, yet flexible, internal professional boundaries protect and contain our sense of reality about our health care provider role, responsibili-

ties, abilities, and limitations regardless of the environment we are functioning within. Clear, healthy, intact, yet flexible, internal professional boundaries preserve our health care provider identities while permitting external, collaborative connections with others. Furthermore, clear, healthy, intact, yet flexible, internal professional boundaries can be used to empower us to take appropriate action in order to express our flexibility and latitude, delineate our limits, or comply with generally accepted limits imposed by other specific boundaries. With healthy internal boundaries we gain a clearer sense of ourselves and our relationship to others and thereby enhance the feeling of self-confidence that we can and will protect ourselves from ignorance, disrespect, unkindness, or the thoughtlessness of others. With clear, healthy, intact, yet flexible, internal professional boundaries, another's behavior viewed as an effort at boundary crossing or boundary trespassing may, at times, be responded to as a challenge to be confronted in a reasonable and prudent manner rather than as a violation of our boundaries for which no constructive response is possible.

Like any fence, boundaries require maintenance.

Investing in ongoing self-evaluation and self-development of our personal and professional 'selves', along with educating ourselves about and preserving our familiarity with viable, external resources that may contribute to the development, maintenance, and evolution of clear, healthy, intact, yet flexible, boundaries, is essential. Examples of external resources may include, but are not limited to, federal and state statutes

or rules; national organization standards and scope of practice documents; Board of Nursing opinions or decisions; professional literature; and court decisions. Furthermore, increasing our awareness of factors in the environment that may regulate or influence the boundaries of our professional 'selves' is also indicated.

Most people will respect our boundaries if we can communicate where they are...

we must, of course, know where they are.

Boundaries tell us that certain behavior is appropriate or inappropriate in the context of certain relationships and environments.

Related to the health care environment in Missouri, for example, legislation was passed in 1993 that defined advanced practice nurse in the Nursing Practice Act under 335.016 (2) RSMo (a statute) and, in the Healing Arts Practice Act, under 334.104 RSMo (a statute), specified the ability of registered professional nurses who are not advanced practice nurses to administer or dispense drugs and provide treatment pursuant to a collaborative practice arrangement with a physician (i.e., 334.104.1. RSMo). The statute, 334.104.2 RSMo, contained provisions for registered professional nurses who are advanced practice nurses to administer, dispense, or prescribe drugs and provide treatment pursuant to a collaborative practice arrangement with a physician. Rulemaking authority identified within these statutes led to almost three years of work during which both an Advanced Practice Nurse Rule, 4 CSR 200-4.100, and a Collaborative Practice Rule, 4 CSR 200-4.200 (Nursing) or 4 CSR 150-5.100 (Healing Arts), were developed. The Advanced Practice Nurse Rule became effective on June 30, 1996 and the Col-

laborative Practice Rule became effective September 30, 1996. Becoming versed about professional relational boundaries delineated in the above legal boundaries (i.e., statutes and rules) will be assistive to defining and articulating one's nursing acts and delegated medical acts scope of practice behaviors, along with preparing oneself to cogently address professional actions or their consequences, if needed.

In a effort to be facilitative to your mission to develop, maintain, and evolve clear, healthy, intact, yet flexible, internal professional boundaries, I submit the following free-flowing thoughts on the above statutes or rules based on telephone or face-to-face contacts.

Advanced Practice Nurse Rule

- having met and continuing to meet the Advanced Practice Nurse Rule requirements, you will receive a 'Document of Recognition' as an advanced practice nurse within a specific clinical nursing specialty area from the Board of Nursing; this document is not a license
- clinical nursing specialty area for advanced practice nurse recognition is delineated by advanced nursing education and certification, if the latter is applicable
- titling specifications are identified in the Rule under subsection (4) (B); it is important to include identification of your advanced practice nurse clinical nursing specialty area to clients and within recordkeeping; when you operate outside your advanced practice nurse clinical nursing specialty area, the appropriate identification, then, is as a registered professional nurse practicing in a defensible expanded scope of practice role
- graduates of advanced nursing education programs practice as registered professional nurses in expanded role using all registered professional nursing knowledge, education, skills, training, experience, and competencies until receipt of 'Document of Recognition' or successful certification, whichever comes first (applies only until June 30,

1997)

- once an application is mailed to applicant, application becomes void if requirements are not met within one year from the date of mailing noted on the top of the application form
- there is no prescriptive authority delegation inherent in receipt of the 'Document of Recognition' from the Board of Nursing; if one is recognized as an advanced practice nurse, there then exists the option via 334.104.2 RSMo to pursue a collaborative practice arrangement with a physician wherein that physician may or may not elect to delegate prescriptive authority and other medical acts that, if delegated, must be within the advanced practice nurse's clinical nursing specialty area and knowledge, education, skills, training, experience, and competence

Collaborative Practice Rule

- because the collaborative practice statute (334.104.2 RSMo) references that a registered professional nurse recognized as an advanced practice nurse may be delegated prescriptive authority by a physician, it thereby created some linkage with the advanced practice nurse statute [335.016 (2) RSMo] and subsequent advanced practice nurse rule (4 CSR 200-4.100)
- a collaborative practice arrangement is not necessary when one is performing nursing acts but is necessary for the performance of delegated medical acts
- one needs to be clear and defensible regarding one's scope of practice and whether his/her collaborative practice arrangement should be as a registered professional nurse who is not an advanced practice nurse or as a registered professional nurse who is an advanced practice nurse; there may be instances in which both kinds of collaborative practice arrangements are indicated
- one's delegated prescriptive authority is to be used only within the context on one's clinical nursing specialty area AND only within the context of a professional advanced practice nurse-patient relationship.

- additional insights are available in *The Missouri Nurse*, Volume 65, No. 5, September-October, 1996, page 7 and 8 in an article titled, "The New Collaborative Practice Regulations", authored by Richard D. Watters

- registered professional nurse/advanced practice nurse information packet is available from the Board of- fice, (573) 751-0681.

***National Council Delegates
Conclude 1996 Annual
Meeting: Work Continues
on new Concept for
Regulation***

HIGHLIGHTS OF EVENTS

The 1996 Delegate Assembly of the National Council of State Boards of Nursing, Inc., adopted a motion that directs the Board of Directors to continue developing the concept of a regulatory model which incorporates the characteristics of a multistate license. A multistate license would allow a nurse to practice in all states that "sign on" to an agreement, and the nurse would not need to be licensed separately in each state. A number of activities were identified for exploration throughout the upcoming year: evaluate the magnitude of the needs of consumers, nurses, and health care delivery systems for multistate practice; evaluate the impact of state-level regulatory processes on the multistate licensing concept; identify core licensure requirements; evaluate potential future implications for board of nursing role and functions; identify mechanisms for effective cross-state disciplinary processes; analyze current laws and regulations for potential impact on multistate practice; and explore the feasibility of a demonstration or pilot project with possible external funding. Committees and task forces have been appointed, and a report of their activities will be presented to the 1997 Delegate Assembly which is scheduled to meet August 19-23, 1997, in Chicago, Illinois.

Lengthy discussion on a new regulatory model was just one item of business brought to delegates of their annual meeting, held August 6-10, 1996, in Baltimore, Maryland. Delegates representing 57 state and territorial boards of nursing, along with over 250 other nursing leaders, met throughout the week to discuss issues and concerns related to the regulation of nursing.

Delegates adopted a revised mission statement for the National Council: *The mission of the National Council of State Boards of Nursing is to advance the safe and effective practice of nursing in the interest of protecting the public's health and welfare.* This revision was recommended by the Long Range Planning Task Force, after considering and incorporating the input provided over the past year from all Member Boards.

Following receipt of the report from the APRN Coordinating Task Force and information from the four nurse practitioner certifying organizations, the Delegate Assembly directed the National Council to continue to negotiate with nurse practitioner certifying organizations in order to assure that Member Boards have psychometrically sound and legally defensible nurse practitioner (NP) examinations available for their regulatory purposes. Phase Two of the NP job analysis will be authorized by the Board of Directors *only* if significant progress is not made. Additionally, the Board of Directors was directed to determine a mechanism for assuring continued adherence with established standards for psychometrically sound, legally defensible NP examinations used for regulatory purposes.

The Delegate Assembly approved the National Council's response to the Pew Health Professions Taskforce on Health Care Workforce Regulation report. The response, prepared by the Nursing Regulation Task Force, will be forwarded to Pew and published in the next edition of *Issues*, National Council's quarterly newsletter. The delegates also authorized the Board of Directors to give fi-

nal approval of the Family Nurse Practitioner Curriculum Guidelines and Regulatory Criteria for Evaluating Family Nurse Practitioners Applying for Prescriptive Authority. These papers will be used by nurse practitioner education programs and Member Boards respectively, to increase consistency in nurse practitioners' pharmacology competencies.

After hearing the report of the Licensure Verification Task Force, which detailed preliminary results of a five-jurisdiction pilot test, delegates directed the National Council to continue toward full development of an electronic licensure verification information system (ELVIS), explore funding mechanisms to support the delivery of ELVIS, and encourage Member Boards to evaluate the cost of endorsement applications using ELVIS. Once completed, ELVIS should speed nurse licensure endorsement by providing electronic efficiencies to the process. Delegates also directed the National Council to investigate the use of plastic card technology (smart cards which would include key licensure information via a computer chip).

The National Council was directed by delegates to develop resource modules that will assist Member Boards in licensure decisions involving chemical dependency and criminal/fraudulent behavior, and to continue to monitor and disseminate information regarding ongoing and completed research addressing the impact of the substitution of unlicensed assistive personnel for licensed personnel (RNs and LPN/VNs) on public safety.

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 Delegate Assembly of the National Council is the voting membership which represents each state board of nursing throughout the United States as well as Washington, D.C., the

Virgin Islands, American Samoa, Guam, Puerto Rico and the Northern Marina Islands.

The Nineteenth Annual Meeting of National Council's Delegate Assembly is scheduled to take place August 19-23, 1997, in Chicago, Illinois.

The mission of the National Council of State Boards of Nursing is to advance the safe and effective practice of nursing in the interest of protecting the public's health and welfare.

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National Nursing Survey

The Missouri BON is taking part in a nation-wide voluntary effort to collect important demographic and professional information about RNs. The data collected will be included in a national, unduplicated data base called the Nurse Information System (NIS).

The National Council of State Boards of Nursing (NCSBN) is collecting this data on behalf of the state boards. The Missouri BON has a contractual agreement with NCSBN to ensure the confidentiality of personal information. You can be assured that no personal information about individuals will be released. Such information will be safeguarded by only using data on an aggregate, summary basis for research purposes.

There is great value in the NIS for RNs and LPNs. It will be the first and only national, unduplicated count and description of the RN and LPN population. Many RNs and LPNs hold licensure in multiple states and it has been impossible to identify duplicative counts across state lines.

In light of the changing health care scene, it is especially important today to

have accurate, current information about the RN and LPN professions. The data will support research on critical topics such as changing trends in nursing, the need for education programs, and the supply and demand for nursing personnel.

The Missouri BON sincerely appreciates your joining with other RNs and LPNs throughout the U.S. in creating this critical and dynamic database!

Raising Awareness of Professional Boundaries and Sexual Misconduct. Nursing Faculty are Encouraged to Take a Proactive Role

This information reflects the work of the National Council's Sexual Misconduct Task Force:

Jean Stevens, MA, RN, chair; Judith Ryan, PhD, RN, CRNP; Neysa Somple, JD, RN; Betty Ann Taylor, MSN, NR; and Vickie Sheets, JD, RN, staff.

For more information regarding professional boundary issues, call Vickie Sheets, Director of Nursing Practice and Education at 312/787-6555, Ext. 131, or send e-mail to vsheets@ncsbn.org.

New Brochure From the American Nurses Association and the Missouri Nurses Association

A new brochure is available through the Missouri Nurses Association titled: Every Missouri Patient Deserves a Registered Nurse. It is a consumer facts publication that offers a list of questions that should be asked prior to any stay in the hospital.

To receive a copy of this publication you may contact:

Missouri Nurses Association
P O Box 105228
Jefferson City, MO 65110
Telephone 573/636-4623
Toll free 1-888-662-MONA
Fax 573/636-9576

EXECUTIVE DIRECTOR SEARCH

A search will begin January 1, 1997 for the position of Executive Director for the Missouri State Board of Nursing. The position will become available in the fall of 1997. Watch for additional information regarding this position in future issues of our Newsletter.

Missouri State Board of Nursing 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.

To obtain a copy of this publication you can call 573/751-1416 or send a letter of request to the Board office. There is no charge involved.

Another New Publication from: The American Nurses Association and The Missouri Nurses Association.

The American Nurses Association has published "Scope and Standards of Advanced Practice Registered Nursing" (1996). To purchase a copy of this publication, you may contact: The American Nurses Association 1-800-274-4262.

**NOTICE OF INVALID
LICENSES**

The names mentioned in the following list are individuals who have submitted a payment to the Board office that did not clear the bank. Our method of "flagging" these files is to deem their license, endorsement application and or temporary work permit, exam application, endorsement verification request, etc., "INVALID" until they have restituted acceptable repayment to the Board office. We have notified these individuals of this action and the procedure for clearing this flag from their license, endorsement application and or temporary work permit, exam application, endorsement verification, etc.. If licensees or applicants files are "FLAGGED" due to insufficient payment, **THEY CANNOT LEGALLY PRACTICE NURSING IN MISSOURI UNTIL THIS HAS BEEN CLEARED FROM THEIR RECORD.** Please note, we accept and deposit all fees in good faith. Due to the lengthy process involved with checks and or money orders, it can take from 4-6 weeks to receive notification from the bank that a payment did not clear. It is important that you contact the Board office for licensure verification even if a current license and or temporary work permit has been presented prior to employment. If you would like more information regarding individuals mentioned in this list or to check the validity of a current license or temporary work permit, please call the Board office at 573/751-0681.

Alara, Edith ----- PN016743
 Allen, Tamara ----- PN036237
 Anderson, Alana ----- PN017306
 Anstine, Judith ----- PN036134
 Barnes, Marilyn ----- PN035651
 Baskowitz, Barbara ----- RN057610
 Borushaski, Jamie ----- NCLEX/PN
 Brown, Mary ----- PN023315
 Bryant, Juanita ----- RN121242
 Burnett, Sharon ----- PN031679
 Burrows, Lilia ----- RN TP
 Bush, Pamela ----- PN018040
 Byrd, Tanya ----- PN022584
 Chamberlin, Pamela ----- RN131680
 Cox, Annette ----- Endorsed to IL
 Craig, Edith ----- RN070159
 Driver, Randall ----- RN076394
 Eddins, Jacqueline ----- PN038332
 Fish, Lisa ----- RN098201
 Gillis, Carol ----- PN028141

Gwin, Lenora ----- PN041704
 Hank, Brenda ----- PN041738
 Hanner, Deborah ----- RN125965
 Herbert (Matthias) Cynthia
 ----- PN031824
 Hobbs, Tonya ----- PN040502
 Hodges, Jackie ----- PN034249
 Houston, Debra ----- RN102096
 Jacobs, Lucille ----- PN007852
 Jones, Rhonda ----- RN TP
 Kirkendall, Patricia ----- PN048641
 Lane, William ----- LPN TP
 Lin, Jin Jen ----- RN100826
 Lockwood, Sharon ----- PN026508
 Macon, Pamela ----- PN048804
 Martin, Traci ----- RN112303
 Millea, Thomas ----- RN122890
 Miller, Linda ----- RN TP
 Mosher, Deborah ----- PN040340
 Muller, Lisa ----- PN TP
 Newman, Cynthia ----- PN028497
 Norman, Ida ----- PN041952
 Olcott, Cynthia ----- NCLEX/PN
 Parks, Carol ----- PN035039
 Ramsey, Lisa ----- RN122692
 Reinecke, Mary ----- RN099280
 Robinson, Laura ----- PN TP
 Schneider, Candace ----- PN028867
 Seaton, Lucian ----- RN TP
 Siegfried, Linda ----- PN049876
 Sheppard, Ann ----- RN104403
 Squibb, Beverly ----- PN017044
 Tobben, Teresa ----- PN049341
 Underhill, Peggy ----- RN116376
 Waldron, Sandra ----- PN TP
 Wallace, Laverne ----- PN028880
 Weldon, Brenda ----- RN118313
 Welter, Mary Lynn ----- NCLEX/RN
 Wilkins, Sharon ----- PN036386
 Willoughby, Margaret -- RN039533
 Wood, Cindi ----- PN039464

TP denotes invalid temporary work permit

NCLEX denotes invalid exam application

**OTHER ACTION TAKEN
BY THE BOARD**

**ARNOLD, LAURETTA
RN072736
ST LOUIS, MO**

Agreement dated 9-10-96, probation for two years until 9-10-98. By knowingly failing to take medication prescribed for herself, licensee failed to maintain professional standards of behavior and patient care.

**AUGUSTINE, ELIZABETH
RN110668
HAZELWOOD, MO**

Order dated 7-16-96, probation for three years until 7-16-99. On 5-27-96, licensee went to a pharmacy, gave a false name and falsely stated that a physician had prescribed a controlled substance form her. On 10/7/94, licensee pled guilty to the crime for which the grand jury indicted her, the court suspended imposition of sentence and placed her on probation for five years.

**BUNKER, ALPHANZO
LPN037129
KANSAS CITY, MO**

Order dated 9-3-96, revoked. Failed to comply with terms of previous discipline by not submitting required documentation nor attending scheduled meetings with the Board.

**COLE, SHARON
LPN031901
JOPLIN, MO**

Agreement dated 7-23-96, probation for two years until 7-23-98. On 5-29-95, licensee reported for duty at Meadowbrook Manor under the influence of alcohol. Prior to arriving for duty, licensee consumed five beers. Licensee underwent a drug/alcohol screen that indicated a 0.14 gm/dl alcohol content.

**CRAWFORD, JOHN
RN107287
JOPLIN, MO**

Settlement dated 4-3-96, probation for three years until 4-3-99. During period of August 1994 through December, licensee misappropriated Demerol and Fentanyl from Center for his own use.

GERHARDT, GAYLE
LPN036402
SPRINGFIELD, MO

Order dated 9-3-96, revoked. Failed to comply with terms of previous agreement by not submitting required documentation nor attending scheduled meetings with the Board.

GUTHRIE, MARY
LPN033599
LINWOOD, MO

Order dated 9-6-96, revoked. On 8-7-91, a court in Mississippi convicted licensee of one count of possessing drug paraphernalia. On 2-5-92 a court in Alabama convicted licensee of attempted possession or receipt of a controlled substance (Oxycodone APAP). On 9-24-93, Alabama revoked Guthrie's Alabama Nursing license.

HAYES, SUSAN
RN047713
KIRKWOOD, MO

Agreement dated 6-11-96, probation for two years until 6-11-98. On or about October 7, 1993, a urine drug screen test was performed on licensee. The test results were positive for Morphine. None of the prescription drugs licensee was currently using were Morphine derivatives. Licensee falsified drug records during the period beginning August 1, 1993 and ending September 30, 1993 by signing out Morphine and Demerol to patients.

HEABERLIN, CAROLYN
RN119441
KEOSAUQUA, IA

Order dated 9-3-96, revoked. Failed to comply with terms of agreement by not submitting required documentation nor attending scheduled meetings with the Board.

HOBBS, WILLIAM
RN091500
FREDERICK, OK

Order dated 9-3-96, revoked. Failed to comply with terms of previous discipline by not submitting required documentation nor coming to scheduled meetings with the Board.

KENNEDY, RANDALL
RN104062
CAPE GIRARDEAU, MO

Settlement dated 7-11-96, revoked, stayed, probation for five years until 7-11-01. On or about 9-21-92, licensee was convicted on a plea of guilty to Cocaine possession. Licensee's use of Marijuana, Alcohol, and Cocaine impaired his ability to perform the work of his profession as a nurse.

KLAY, ANNE
RN077497
NEVIS, MN

Agreement dated 8-16-96, probation for three years until 8-16-99. From 7-19-94 to 8-28-94, on five occasions licensee did not account for all medications she signed out on the narcotics sheet. She failed to document waste for these discrepancies. On 6-3-92 licensee had entered into a two year recovery agreement with the Hospital. In violation of this agreement in August and October of 1992, licensee obtained a prescription for Tylenol #3 without notifying physician she was an impaired professional.

LONG, CHARLES
LPN044659
O'FALLON, MO

Agreement dated 6-20-96, probation for three years until 6-20-99. On 10-10-95, licensee worked 3pm to 11pm shift at a facility and was assigned to pass out meds to nine residents at 9pm. Licensee sat down in the common area at 8:30pm and fell asleep. At 10:45pm another nurse came on duty and discovered licensee asleep. Prior to falling asleep, licensee signed out 9pm meds and had charted he had administered them at 9pm. Licensee failed to administer the 9pm meds.

CROSS-MUNGLE, PATRICIA
RN108932
AUXVASSE, MO

Agreement dated 6-20-96, revoked, stayed, probation for five years until 6-20-01. From 6-93 through 3-20-94, licensee misappropriated an average of between 300mg and 500mg of Demerol weekly from Hospital for own use. In order to accomplish the misappropriation of Demerol, licensee routinely signed out Demerol in larger quantities than were ordered for patients without orders for Demerol and falsely indicated that she had wasted Demerol.

SCHAFFERMEYER, JUSTIN
RN124169
JEFFERSON CITY, MO

Settlement dated 5-22-96, probation for two years until 5-22-98. Licensee diverted Valium and Apresoline from the office of a physician; did not possess a valid prescription for these medications.

SLIVON-VERMILLION, DORIS
LPN038387
KANSAS CITY, MO

Order dated 7-18-96, probation for five years until 7-18-01. In 1991, entered Methadone treatment program for Heroin addiction. After 3-31-93, resumed use of Heroin. On 9-23-91 and 1-93 diverted Demerol from Hospital and self administered it. On 4-5-93, licensee and Hospital agreed she would be subject to random drug screens, she tested positive that day for Morphine and Heroin and was terminated. As of 2-20-96, licensee was again participating in a Methadone treatment program.

WOOD, GARY
RN105269
ST. CHARLES, MO

Order dated 7-16-96, suspended for one year until 7-16-97, probation for five years until 7-16-02. While employed as D.O.N. at a Dialysis Center, signed out Darvocet N-100 for a patient named Wood and listed a physician as the prescriber. There was not a patient named Wood at the Center nor did the physician order any medication for a patient named Wood; licensee misappropriated the Darvocet for his own use.

YOUNGBLOOD, DENISE
RN104128
BLUE SPRINGS, MO

Agreement dated 7-5-96, probation for three years until 7-5-99. Licensee signed out Percocet tablets for patient who did not have an order on 12-17-94 and 12-18-94, licensee misappropriated Percocet for her personal use.

EMPLOYMENT GUIDELINES

The following are tips to assist you in inspecting Verification of Licensure documents for authenticity.

- ⇒ *The face of the RN verification of license document has a light-pink background, the LPN verification of license document has a light-green background.*
- ⇒ *The verification contains the date issued, Missouri license number, name and address of licensee and a raised Board seal.*
- ⇒ *Tape is secured over the identifying data on the verification of licensure.*

We have found that a nurse impostor is more likely to give a copy of a license or temporary permit to an employer rather than an original *It is very important that you view the original document.* If you need a copy for your files, make a copy and clearly indicate **COPY** across the copy of the license or temporary permit before you file it.

The Board encourages you to contact the Board of Nursing office to verify Licensure/Applicant status on each nurse you employ. Please reference the phone numbers listed in the back of this Newsletter.

GRADUATE EXEMPTED PRACTICE PERIOD

A graduate of a nursing program may practice as a graduate nurse until s/he has received the results of the *FIRST* licensure examination taken by the nurse or until ninety (90) days after graduation, whichever first occurs.

If a graduate fails the examination he or she must cease practicing nursing as a graduate nurse immediately upon notification of "DID NOT PASS" results. There are no exceptions to this policy.

If you have questions regarding this policy, please contact the Board of Nursing office at (573) 751-0681.

PRACTICING NURSING BEYOND THE GRADUATE EXEMPTED PRACTICE PERIOD IS A VIOLATION OF THE NURSING PRACTICE ACT AND IS GROUNDS FOR DENIAL OF A LICENSE.

In order for the Board to verify information about an exam applicant, the applicant must sign an "Authorization To Release Confidential Information". A sample of this release form follows.

We encourage you to have every graduate nurse sign a release form and fax it to our office at (573) 751-0075.

The authorization will be placed in the exam applicant's file and when you call, we can release information to you about that graduate.

The exam is administered every day at Sylvan Technology Centers located nationwide. Exam candidates should expect to receive results approximately two weeks from the test date.

NCLEX MANUAL

The Board of Nursing approved an NCLEX Manual and directed Board staff to mail this manual to all nursing programs, nursing associations and interested public. This manual contains the answers to commonly asked questions about the National Council Licensure Examination. If you would like a copy of the NCLEX Manual, please contact our office in writing or by calling (573) 751-0681.

ALWAYS ASK TO SEE AN ORIGINAL MISSOURI LICENSE OR TEMPORARY PERMIT BEFORE THE NEW EMPLOYEE REPORTS TO ORIENTATION.

Inspect the permit or license to be sure it is an original. Here are some tips to help you inspect a license or temporary permit for authenticity.

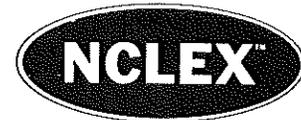
- ⇒ *The license is light blue in color.*
- ⇒ *The license is laminated.*
- ⇒ *The name, license number and expiration date of the license is clear and does not appear altered.*

TEMPORARY PERMIT

- RN Temporary Permit-the face of the permit has a light pink background with purple shaded areas in which the name of the applicant, date permit issued, date permit expires, official signature and raised Board of Nursing seal appear. Tape is secured over the portion of the permit that contains the nurse's name, date permit was issued and permit expiration date.
- LPN Temporary permit-the face of the permit has a light green background with blue shaded areas in which the name of the applicant, date permit issued, date permit expires, official signature and raised Board of Nursing seal appear. Tape is secured over the portion of the permit that contains the nurse's name, date permit was issued and permit expiration date.
- Temporary Permits are only issued for a six-month period.
- The Board NEVER re-issues or extends temporary permits.

LETTERS OF VERIFICATION

The Board of Nursing does not require that a nurse go through the process of purchasing a duplicate license in the event the nursing license was never received, lost or stolen. The Board can issue the document described below to be used by the nurse in place of the wallet size card. (*AS WITH ANY OTHER DOCUMENT, PLEASE REQUEST TO SEE THE ORIGINAL.*)



To learn how you can become a member of National Council's NCLEX™ item development panels, call the National Council Item Development Hot Line at 312/787-6555, Ext. 496.

AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
(PRINT LEGIBLY IN BLACK INK)

I, _____, hereby authorize the **MISSOURI STATE BOARD OF NURSING** to release any and all information regarding my licensure and exam status as a Licensed Practical Nurse/Registered Professional Nurse to _____, and/or their representatives.

This release authorizes the **MISSOURI STATE BOARD OF NURSING** to release my name, address, nursing school name, graduation date, eligibility status, test appointment date, date exam was taken, and whether or not I took the exam. A photostatic copy of this authorization will be considered as effective and valid as the original.

DATE _____ SIGNATURE _____

The following Summary of Actions Taken by the Missouri State Board of Nursing is published by supplements only. What follows are lists of additions, deletions and any modifications relating to the actions taken since the Winter publication. The complete/full list of actions taken are published in entirety on an annual basis in the Winter publication of each Newsletter. You may call the office at 573/751-3656 and request a complete/full list.

SUPPLEMENT

SUMMARY OF ACTIONS TAKEN BY THE MISSOURI STATE BOARD OF NURSING

NAME	TYPE	NUMBER	<u>ADDITIONS</u> ACTION	EFFECTIVE DATES
ARNOLD, LAURETTA	RN	072736	PROBATION	09/10/96 TO 09/10/98
AUGUSTINE, ELIZABETH	RN	110668	PROBATION	07/16/96 TO 07/16/99
BUNKER, ALPHANZO	LPN	037129	REVOKED	09/03/96
COLE, SHARON	LPN	031901	PROBATION	07/23/96 TO 07/23/98
CRAWFORD, JOHN	RN	107287	PROBATION	04/03/96 TO 04/03/99
DRISKELL, SHIRLEY	LPN	037136		VOLUNTARY SURRENDER
GERHARDT, GAYLE	LPN	036402	REVOKED	09/03/96
GUTHRIE, MARY	LPN	033599	REVOKED	09/06/96
HAYES, SUSAN	RN	047713	PROBATION	06/11/96 TO 06/11/98
HEABERLIN, CAROLYN	RN	119441	REVOKED	09/03/96
HOBBS, WILLIAM	RN	091500	REVOKED	09/03/96
KENNEDY, RANDALL	RN	104062	PROBATION	07/11/96 TO 07/11/01
KLAY, ANNE	RN	077497	PROBATION	08/16/96 TO 08/16/99
LAMBERT, JANET	LPN	046125		VOLUNTARY SURRENDER
LONG, CHARLES	LPN	044659	PROBATION	06/20/96 TO 06/20/99
CROSS-MUNGLE, PATRICIA	RN	108932	PROBATION	06/20/96 TO 06/20/01
ROUVIERE, SHARON	RN	107688		VOLUNTARY SURRENDER
SCHAFEMEYER, JUSTIN	RN	124169	PROBATION	05/22/96 TO 05/22/98
STRAIN, ALICE	LPN	015153	SUSPENSION	COMPLETED 07/04/96
			PROBATION	07/04/96 TO 07/04/99
SLIVON, VERMILLION, DORIS	LPN	038387	PROBATION	07/18/96 TO 07/18/01
WALLACE, JUDY	RN	059317	SUSPENSION	COMPLETED 08/30/96
			PROBATION	08/30/96 TO 08/30/99

DELETIONS

NAME	TYPE	NUMBER	
ASKVIKEN, JOELLA	LPN	043995	PROBATION COMPLETED
BAILEY, ANNE	RN	087587	PROBATION COMPLETED
HALCOMB, STACEY	LPN	041606	PROBATION COMPLETED
HATFIELD, JOAN	LPN	047294	PROBATION COMPLETED
HOGAN, AMY	LPN	045906	PROBATION COMPLETED
LIGHT, CAROL	LPN	047800	PROBATION COMPLETED
MERRILL, KATHY	RN	061957	PROBATION COMPLETED
MOSSMAN, SHEILA	RN	108134	PROBATION COMPLETED
NEINER, KELINDA	LPN	035979	PROBATION COMPLETED
NOTHEIS, ROSE	RN	044744	PROBATION COMPLETED
WEEKLY-POOLE, KIMBERLY	LPN	031577	PROBATION COMPLETED
ROSADA, SHARON	RN	108253	PROBATION COMPLETED
SLAYTON, DAVID	RN	060611	PROBATION COMPLETED
TESNO, BARBARA	RN	085979	PROBATION COMPLETED

NOTICE:

ALTHOUGH WE HAVE REVIEWED THIS NEWSLETTER CAREFULLY TO ENSURE ITS ACCURACY, WE CAUTION YOU THAT SPECIFIC FACTS AND CIRCUMSTANCES MIGHT RESULT IN LICENSING OR DISCIPLINARY DECISIONS BY THE BOARD IN FUTURE CASES THAT DIFFER FROM THOSE SUMMARIZED HEREIN.

BEFORE TAKING ACTIONS BASED ON INFORMATION CONTAINED IN THIS NEWSLETTER, YOU SHOULD REVIEW CHAPTER 335 AND THE BOARD'S RULES 4 CSR 200, CHAPTER 1-6 OR CONSULT YOUR LEGAL COUNSEL.

BOARD OF NURSING STAFF TELEPHONE NUMBERS

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CHARLOTTE YORK, L.P.N., MEMBER-TERM EXPIRES..... 06/01/97
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FLORENCE STILLMAN, R.N., EXECUTIVE DIRECTOR

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KATHY MCDANIEL, LICENSING TECHNICIAN I..... (573) 751-0681
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WALT MILLER, INVESTIGATOR..... (573) 751-0070
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MONICA NICHOLS, CLERK TYPIST II..... (573) 751-0082
SERVES AS DISCIPLINE CLERK

**INCLUDES COMPLAINTS AND INVESTIGATIONS

**DIRECTIONS TO THE BOARD OF NURSING OFFICE
3605 MISSOURI BOULEVARD, JEFFERSON CITY, MISSOURI**

From the St. Louis area via I-70:

Exit at the Kingdom City-Highway 54 West-State Capitol Exit. Proceed on Highway 54 West. Exit at Highway 50 West-Sedalia Exit. Proceed on Highway 50 to the Truman Boulevard/Country Club Exit. Turn left onto South Country Club. (**see below**)

From the Kansas City area via I-70:

Exit at Highway 63 South-Jefferson City Exit (in Columbia). Proceed on Highway 63 South. Exit at Highway 54 West. Exit at Highway 50 West-Sedalia Exit. Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (**see below**)

From the St. Louis area via Highway 50 West:

Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (**see below**)

From the Kansas City area via Highway 50 East:

Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (**see below**)

From Springfield area via Highway 54 North:

Proceed on Highway 54 North to the 50/63 Sedalia/St. Louis Exit. Turn left on 50 West-Sedalia Exit. Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (**see below**)

**Continue on South Country Club and turn left onto Missouri Boulevard/outer road at the Farm Bureau Building. Continue of 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. Turn right onto Howerton Court.

**DIRECTIONS TO MISSOURI STATE BOARD OF NURSING MEETING
HARRY S TRUMAN STATE OFFICE BUILDING, 301 WEST HIGH STREET, JEFFERSON CITY, MISSOURI**

East of the State via I-70:

Exit at Kingdom City-Highway 54 South-Jefferson City Exit. Proceed South on Highway 63. 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 Highway 63 South-Jefferson City Exit. Proceed South on Highway 63. Exit at the Highway 54 West Exit. 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**)

South of the State via Highway 54:

Proceed on Highway 54 North to the 50/63 St. Louis Exit. Exit on Highway 50 East Exit. Proceed East on Highway 50 to the Broadway Street Exit. Turn left onto Broadway. (**see below**)

**Continue on Broadway two blocks to the corner of Broadway and High Streets. The Truman Building is on your left. There is a public information monitor at each entrance; check the monitor for meeting room information.

PARKING IS VERY LIMITED, PLEASE ALLOW YOURSELF ADEQUATE TIME TO LOCATE A PARKING SPACE. MEETING LOCATIONS SUBJECT TO CHANGE, CONTACT THE BOARD OFFICE TO CONFIRM.

**MISSOURI STATE BOARD OF NURSING
P O BOX 656
3605 MISSOURI BOULEVARD
JEFFERSON CITY, MISSOURI 65102
MAIN PHONE NUMBER: 573-751-0681
TDD (HEARING IMPAIRED) 1-800 735-2966
FAX NUMBER: 573-751-0072**

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P O BOX 656
JEFFERSON CITY MO 65102**

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Happy Holidays



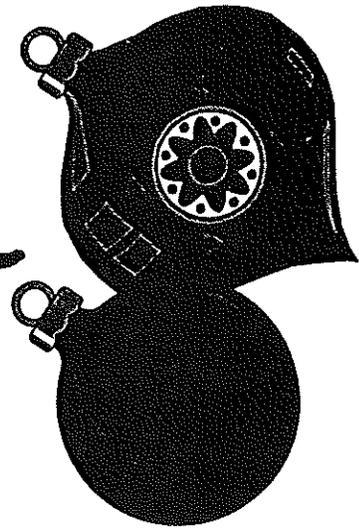
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