

MISSOURI STATE BOARD OF NURSING

Mel Carnahan, Governor
Joseph L. Driskill, Director, Department of Economic Development
Randall J. Singer, Director, Division of Professional Registration

NEWSLETTER

VOLUME 41

FOURTH QUARTER FY-97 AND
FIRST QUARTER FY-98 EDITIONS

REFLECTIONS FROM RITA by RITA TADYCH, PhD, RN ASSISTANT DIRECTOR FOR DISCIPLINE AND PRACTICE

Given the trend of telephone calls to the office, I want to take this opportunity to share perspectives on the following areas.

RN OR LPN SCOPE OF PRACTICE

There has been increased interest expressed about licensed nurse entrepreneur options and my response has been to address such inquiries using the Nursing Practice Act (1995) and other relevant statutes and rules.

Pursuant to the Nursing Practice Act (1995), registered professional nurses [statute, 335.016 (9) RSMo] are able to independently perform nursing acts including, but not limited to, the entries under (a) through (e) of the statute, 335.016 (9) RSMo, as long as they defensibly have the requisite specialized education, judgment, and skill. Registered professional nurses may perform nursing acts without physician oversight [see also Missouri Supreme Court case, *Sermchief v. Gonzales*, 660 S.W.2d 683 (Mo.banc 1983)].

If registered professional nurses or licensed practical nurses are to perform medical acts as part of a patient's care, a physician-licensed nurse relationship must clearly be in place and verbal or written orders from and cosigned by the physician delegating the medical acts would be needed by either registered professional nurses or licensed practical nurses. The ability to perform the delegated medical acts safely and competently is, of course, essential.

A physician-registered professional nurse contractual relationship may be established for the performance of medically delegated acts by the registered professional nurse. A registered professional nurse who is not recognized by the Missouri State Board of Nursing as an advanced practice nurse within a specific clinical nursing specialty area and role may enter into a collaborative practice arrangement

with a physician pursuant to the statute, 334.104.1 RSMo, and rule, 4 CSR 200-4.200 Collaborative Practice.

Licensed practical nurses [statute, 335.016 (8) RSMo] are able to perform nursing acts that they defensibly have the requisite specialized skill, judgment, and knowledge to perform only under the direction of a person licensed by a state regulatory board to prescribe medication and treatments (e.g., physician) or under the direction of a registered professional nurse [see also statute, 335.016 (9) (e) RSMo, and rule, 4 CSR 200-6.010 Definitions (i.e., proper supervision)]. It is important for a licensed practical nurse to have ongoing defensibility with respect to under whose specific direction (e.g., supervision) he/she is working. Licensed practical nurses, by statutory law, are not authorized to independently perform nursing care/acts.

A licensed practical nurse wanting to provide private duty care in a home care situation, for example, would not necessarily satisfy statute [335.016 (8) RSMo] or rule (4 CSR 200-6.010 Definitions) requirements if he/she merely assumes he/she is working under the direction of the patient's physician.

There may be other important matters to consider if a licensed nurse has entrepreneur interests, including but not limited to: structure of the business activity; process of contracting services; community need analysis; financial solvency; maintenance of relevant written nursing policies, procedures, and guidelines one intends to follow (e.g., on matters such as consultations, referrals, emergency care, etc.); existence of physician and/or nursing backup if needed; manner of record keeping and documentation of physician orders and care, training, and supervision provided; reimbursement; possession of liability/malpractice insurance; protection of personal assets; provision of nursing services that are within national nursing standards; and evidence of continuing education to preserve state of the art nursing practice within particular practice environments engaged in. Competency to practice safely within particular practice areas and settings need to be defensible. Legal counsel would seem indicated for several of the mentioned areas.

ADVANCED PRACTICE NURSE

Advance practice nurse — A registered professional nurse as defined in section 335.016 (2) and who is a nurse anesthetist, nurse midwife, nurse practitioner, or clinical nurse specialist [rule, 4 CSR

200-4.100 Advanced Practice Nurse (1)(C)]. Pursuant to the rule, 4 CSR 200-4.100 Advanced Practice Nurse, an individual who meets the requirements of the rule will be recognized by the Missouri State Board of Nursing within a specific advanced practice nursing clinical specialty area and role. The specific advanced practice nursing clinical specialty area and role will be identified on a 'Document of Recognition' sent to the licensed registered professional nurse. The 'Document of Recognition' is not a license.

SCOPE OF PRACTICE OF RNs WITHOUT A 'DOCUMENT OF RECOGNITION' FROM THE MISSOURI STATE BOARD OF NURSING

Advanced practice nursing certificate-prepared RNs, Masters in Nursing-prepared RNs, nationally certified RNs, or RNs who are recent graduates of advanced practice nursing education programs who do not have a 'Document of Recognition' from the Missouri State Board of Nursing specifying ability to practice as advanced practice nurses *within a specific advanced practice nursing clinical specialty area and role* practice as described above under the heading, RN or LPN Scope of Practice. Entry into a collaborative practice arrangement with a physician would be as a RN (statute, 334.104.1 RSMo, and rule, 4 CSR 200-4.200 Collaborative Practice).

Pursuant to the rule, 4 CSR 200-4.100 Advanced Practice Nurse [(4)(A)], after June 30, 1997, only RNs who are recognized by the Missouri State Board of Nursing as advanced practice nurses shall have the right to use any of the following titles or their abbreviations in clinical practice: advanced practice nurse, certified advanced practice nurse, nurse anesthetist, certified nurse anesthetist, nurse midwife, certified nurse midwife, nurse practitioner, certified nurse practitioner, clinical nurse specialist, or certified clinical nurse specialist.

ADVANCED PRACTICE NURSE TITLES

I have been distributing the following titling guidelines through various means but decided to also include them herein for your reference. The guidelines were developed using the rule, 4 CSR 200-4.100 Advanced Practice Nurse [(4)(B)], and titles should be consistent with the 'Document of Recognition' one has received from the Missouri State Board of Nursing.

If a registered professional nurse is Board of Nursing-recognized on the basis of a nationally recognized certifying body acceptable to the Board of Nursing, each certifying body identifies the appropriate certification initials that would be used in conjunction with one's specific clinical nursing specialty area and role.

If a registered professional nurse is Board of Nursing-recognized and not certified, use of one's name followed by RN and followed, then, by the specific clinical nursing specialty area and role as indicated on one's 'Document of Recognition' is appropriate. [e.g., RN, PCNS (pediatric); RN, M-CCNS (maternal-child), — as in Jane Doe, RN, PCNS].

Registered professional nurses who are Board of Nursing-recognized with graduate status are to insert 'G' in front of the specific clinical nursing specialty area and role indicated on one's 'Document of Recognition' (e.g., GFNP, GM-SCNS, GNM, GRNA — as in John Doe, RN, GFNP).

For those who want to include education degree credentials, placement after one's name and before RN is suggested.

TITLING GUIDELINES

Certification From:

- American Academy of Nurse Practitioners
Nurse Practitioner —
 - Adult: Jane Doe, RN, ANP-C
 - Family: John Doe, RN, FNP-C
- American College of Nurse Midwives
 - Nurse Midwife: Jane Doe, RN, CNM
- American Nurses Credentialing Center
Nurse Practitioner —
 - Acute Care: John Doe, RN, CS, ACNP
 - Adult: Jane Doe, RN, CS, ANP
 - Family: John Doe, RN, CS, FNP
 - Gerontology: Jane Doe, RN, CS, GNP
 - Pediatric: John Doe, RN, CS, PNP
 - School: Jane Doe, RN, CS, SNP
 Clinical Nurse Specialist —
 - Adult Psych/MH: John Doe, RN, CS, AP/MHCNS
- Child-Adol Psych/MH:
 - Jane Doe, RN, CS, C-AP/MHCNS
- Community Health: John Doe, RN, CS, CHCNS
- Gerontology: Jane Doe, RN, CS, GCNS
- Home Health: John Doe, RN, CS, HHCNS
- Medical-Surgical: Jane Doe, RN, CS, M-SCNS
- Council on Certification of Nurse Anesthetists
 - Nurse Anesthetist: John Doe, RN, CRNA
- National Certification Board of Pediatric Nurse Practitioners and Nurses
Nurse Practitioner —
 - Pediatric: Jane Doe, RN, CPNP
- National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
Nurse Practitioner —
 - OB-GYN/Women's Health:
 - John Doe, RNC, OB-GYN/WHNP
 - Neonatal: Jane Doe, RNC, NNP
- Oncology Nursing Certification Corporation
Clinical Nurse Specialist —
 - Advanced Oncology:
 - John Doe, RN, AOCN, CNS
 Nurse Practitioner —
 - Advanced Oncology:
 - Jane Doe, RN, AOCN, NP

COMPLAINTS AGAINST ADVANCED PRACTICE NURSES

From time to time I want to focus on the matter of complaints filed against registered professional nurses who are advanced practice nurses. In this newsletter, I want to remind registered professional nurses recognized by the Board of Nursing within a specific clinical nursing specialty area and role that there is an eleventh commandment: THOU SHALT NOT PRESCRIBE CONTROLLED SUBSTANCES. If this commandment is broken, a complaint is likely to be filed against the advanced practice nurse's registered professional nurse license.

The Bureau of Narcotics and Dangerous Drugs in the Missouri Department of Health, (573)751-6400, has the following booklet available as a resource: A Guide to Prescribing, Administering and Dispensing Controlled Substances in Missouri (Jan. 1997).

USE OF THE TERM, "NURSE", BY UNLICENSED ASSISTIVE PERSONNEL

In my perusal of the State of Missouri Nursing Practice Act (1995), I found the following statutory references that should be of assistance if you address the matter of unlicensed assistive personnel using the term, "nurse", in reference to themselves (bold typeface and underlining used for emphasis):

335.076. Titles, R.N. and L.P.N., who may use. —

1. Any person who holds a license to practice professional nursing in this state may use the title "Registered Professional Nurse" and the abbreviation "R.N.". No other person may use the title "Registered Professional Nurse" or the abbreviation "R.N.". **No other person shall assume any title or use any abbreviation or any other words, letters, signs, or devices to indicate that the person using the same is a registered professional nurse.**

2. Any person who holds a license to practice nursing in this state may use the title "Licensed Practical Nurse" and the abbreviation "L.P.N.". No other person may use the title "Licensed Practical Nurse" or the abbreviation "L.P.N.". **No other person shall assume any title or use any abbreviation or any other words, letters, signs, or devices to indicate that the person using the same is a licensed practical nurse.**

3. No person shall practice or offer to practice professional nursing or practical 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 or practical nurse unless he has been duly licensed under the provisions of sections 335.011 to 335.096.

335.086. Use of fraudulent credentials prohibited. — No person, firm, corporation or association shall:

(4) Use in connection with his name any designation tending to imply that he is a licensed registered professional nurse or a licensed practical nurse unless duly licensed so to practice under the provisions of sections 335.011 to 335.096

335.096. Penalty for violation. — Any person who violates any of the provisions of sections 335.011 to 335.096 is guilty of a class A misdemeanor and, upon conviction, shall be punished as provided by law.

556.016. Classes of crimes. —

3. A crime is a "misdemeanor" if it is so designated or if persons convicted thereof may be sentenced to imprisonment for a term of which the maximum is one year or less.

557.021. Classification of offenses outside this code. —

3. For the purpose of applying the extended term provisions of section 558.016, RSMo, and the minimum prison term provisions of section 558.019, RSMo, and for determining the penalty for attempts and conspiracies, offenses defined outside of this code shall be classified as follows:

(2) If the offense is a misdemeanor:

(a) It is a class A misdemeanor if the authorized imprisonment exceeds six months in jail;

A REVIEW OF THE GROUNDS
FOR DISCIPLINE ON A
NURSING LICENSE
by
LIZ CARDWELL, RN, M.Ed.

Missouri Statute 335.066 of the Nursing Practice Act identifies the causes that can result in the discipline of a nursing license. A nurse whose conduct falls within the description of one of these fourteen (14) sections has violated the Nursing Practice Act and may receive disciplinary action against his/her license. Listed below are the fourteen (14) sections with a brief clarifying statement so that you may have a clearer understanding of each section.

"(1) Use or unlawful possession of any controlled substance, as defined in chapter 195, RSMo, or alcoholic beverage to the extent that such use impairs a person's ability to perform the work of any profession licensed or regulated by sections 335.011 to 335.096;"

Chapter 195, RSMo refers to Drug Regulations in the Missouri Revised Statutes. Conduct which is prohibited by this provision includes unlawful possession of a controlled substance and consumption of alcohol or use of a lawfully prescribed controlled substance to the degree the nurse is affected in the performance of his/her professional duties.

"(2) The person has been finally adjudicated and found guilty, or entered a plea of guilty or nolo contendere, in a criminal prosecution under the laws of any state or of the United States, for any offense reasonably related to the qualifications, functions or duties of any profession licensed or regulated under sections 335.011 to 335.096 for any offense an essential element of which is fraud, dishonesty or an act of violence, or for any offense involving moral turpitude, whether or not sentence is imposed;"

Examples of crimes that fall within the intendment of this section include, but are not limited to murder, assault, stealing, forgery, bribery, sex crimes and drug offenses.

"(3) Use of fraud, deception, misrepresentation or bribery in securing any certificate of registration, or authority, permit or license issued pursuant to sections 335.011 to 335.096 or in obtaining permission to take any examination given or required pursuant to sections 335.011 to 335.096;"

A violation of this section occurs when an applicant intentionally gives false information or otherwise misleads the Board in order to obtain a license (temporary or permanent) or permission to take the NCLEX® examinations.

"(4) Obtaining or attempting to obtain any fee, charge, tuition or other compensation, financial or other, the nurse has violated the Nursing Practice Act.

"(5) Incompetence, misconduct, gross negligence, fraud, misrepresentation or dishonesty in the performance of the functions or duties of any profession licensed or regulated by sections 335.011 to 335.096;"

In order to understand what conduct may be prohibited by this section, the definitions of the relevant terms are as follows: In competence - a general lack of or a general lack of disposition to use professional ability; Misconduct - the willful doing of an act with a wrongful intention; Gross Negligence - an act or course of conduct which demonstrates a conscious indifference to a professional duty; Fraud - an intentional perversion of truth to induce another in reliance on it, to part with some valuable thing belonging to him/her. Misrepresentation - a falsehood or untruth made communicating that a thing is in fact a particular way when it is not so, with the intent and purpose of deceit; Dishonesty - a lack of integrity, a disposition to defraud or deceive.

"(6) Violation of, or assisting or enabling any person to violate any provision of sections 335.011 to 335.096, or of any lawful rule or regulation adopted in pursuant to sections 335.011 to 335.096;"

A nurse who enables another nurse to violate the NPA or any of the rules relating to the Nursing Practice Act is in fact violating the NPA him/herself.

"(7) Impersonation of any person holding a certificate of registration or authority, permit or license or allowing any person to use his or her certificate of registration or authority, permit, license or diploma from any school;"

Any unlicensed person who assumes the identity of a nurse, holds himself/herself out to be a nurse, allows another to believe he/she is a nurse, performs nursing functions or is compensated as a nurse without being duly licensed is in violation of this provision. In addition, a licensed nurse is prohibited from allowing an unlicensed person to utilize his/her nursing education or licensure documents.

"(8) Disciplinary action against the holder of a license or other right to practice any profession regulated by sections 335.011 to 335.096 granted by another state, territory, federal agency or country upon grounds for which revocation or suspension is

authorized in this state;"

A nurse whose license is disciplined by another State Board of Nursing may have his/her nursing license disciplined in Missouri based upon discipline in that other state.

"(9) A person is finally adjudged insane or incompetent by a court of competent jurisdiction;"

A nurse who meets the above criteria places the public at risk as a result, his/her license is subject to discipline.

"(10) Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by sections 335.011 to 335.096 who is not registered and currently eligible to practice under sections 335.011 to 335.096;"

A licensed nurse may not allow or enable an unlicensed person to perform the functions and duties of a nurse.

"(11) Issuance of a certificate or authority, permit, or license based upon a material mistake of fact;"

If a license is granted based on materially incorrect or misleading information provided by an applicant, cause for discipline exists.

"(12) Violation of any professional trust or confidence;"

In a nurse, professional trust exists when a person relies on the special knowledge and skills evidenced by professional licensure. Such trust may be between nurse and client, nurse and employer and/or nurse and colleague. It is the failure to exercise the degree of skill and care expected of a nurse that is a violation of the Nursing Practice Act.

"(13) Use of any advertisement or solicitation which is false, misleading or deceptive to the general public or persons to whom the advertisement or solicitation is primarily directed:"

It is unlawful for a nurse to advertise that he/she has an expanded practice, which includes such activities as massage therapy, footcare, private duty, advanced practice nursing, etc., unless he/she possesses the required specialized education, judgement, skills and/or certification necessary to perform the advertised service.

"(14) Violation of the drug laws or rules and regulations of this state, and any other state or the federal government."

A nurse may not violate any of these statutes, rules or regulations pertaining to the drug laws.

It is imperative that nurses become intimately familiar with the contents of the Nursing Practice Act. "I didn't know; no one told me; my colleague said it was okay to engage in a certain activity," does not absolve the nurse

from bearing the responsibility to be cognizant of and adhere to the requirements contained in the Nursing Practice Act.

National Council Receives Registered Trademark Authorization!

After an application process that lasted four years, the National Council has received official authorization from the U.S. Patent and Trademark Office that the acronyms NCLEX®, NCLEX-RN® and NCLEX-PN® are registered trademarks! What this means is that readers of National Council publication and materials will begin to see a circle R in place of the TM that has been used during this four-year period. Our legal experts advise the National Council to never use the acronyms by themselves (e.g., *The NCLEX® is administered in Sylvan Technology Centers.*) Where the acronym would have previously stood alone, the word "examination" should instead follow the acronym (e.g., *The NCLEX® examination is administered in Sylvan Technology Centers.*) This is important in order to prevent the names of our tests from being deemed "generic" and therefore available for common usage by anyone. The word "Kleenex" is an example of a brand name that became public because of incorrect usage. Had the company referred to it as "Kleenex tissue," they would have been successful in registering the name. Name protection as registered trademarks is important in order to defend misuse or misrepresentation by other companies or individuals. In the year 2002, the National Council will need to provide the U.S. Patent and Trademark Office with evidence of correct usage in order to maintain the official registration status. Therefore, it will be helpful if boards of nursing begin using the acronyms with a circle R at the point of first usage of the term in their documents/publications. Further emphasis can be made by stating, "NCLEX, NCLEX-RN and NCLEX-PN are registered trademarks of the National Council of the State Boards of Nursing, Inc." This sentence can be placed in small type at the end of articles/publication, or appear along with copyright information. Please direct any question to Susan Woodward at the National Council, Ext. 165.

INFORMATION ABOUT PUBLISHING COMPANIES

The Missouri State Board of Nursing does not have the authority under the Nursing Practice Act to recognize, accredit or approve in any way the programs which are offered by Chancellors Learning Systems, Inc., RUE Publishing Company and the Moore Publishing Company. The Board of Nursing has the authority to accredit only those programs which lead to a degree, diploma or certificate in nursing which qualify a person to apply to take the licensure examination. The programs offered by Chancellors Learning Systems, Inc., RUE Publishing Company and the Moore Publishing Company do not qualify a person to apply to take the licensure exam. These companies are educational publishers and not degree granting institutions.

The University of the State of New York's Regents College may be contacted directly for information regarding written and clinical examinations, study guides, textbook services, workshops and study groups. Such information may be

important in helping determine the value to you of services provided by such companies as those listed above.

You may contact The University of the State of New York, Regents College by telephone at (518) 464-8500 or by mail at 7 Columbia Circle, Albany, NY 12203-5159.

The University of the State of New York, Regents College is recognized as an accredited nursing program by the Missouri State Board of Nursing. Graduates from The University of the State of New York, Regents College may apply for a Missouri nursing license.

GRADUATE EXEMPTED PRACTICE PERIOD

The Missouri State Board of Nursing has noticed a significant increase in the number of individuals who continue to practice nursing beyond the graduate exempted practice period. This increase is cause for concern which warrants an effort to further educate the public.

The official rule which explains the graduate exempted practice period is 4 CSR 200-4.020 (3). It states:

"A graduate of an accredited nursing program may only practice as a graduate nurse from their graduation date and until s/he receives the results of the first licensure examination or until ninety (90) days after graduation, whichever first occurs."

Individuals who practice beyond the graduate exempted practice period could have their application to re-test denied by the members of the Missouri State Board of Nursing under Sections 335.081.(6) and 335.066.2(6), RSMo 1994. In addition, all denial decisions are shared with a national disciplinary databank which means that denial of a license in one state could hinder one's ability to obtain a license in another state.

The information concerning the length of time a graduate can work in a graduate nurse capacity is included in the exam application instruction letter that is provided to each applicant. Individuals who do not pass the licensure exam receive their failure results and a letter informing them that they can no longer practice nursing.

It is the responsibility of the graduate nurse and nurse employer to know the laws of the states in which they practice and to abide by those laws accordingly.

A nurse employer who allows an individual to practice beyond the graduate exempted practice period may face discipline by the Board for violation of Sections 335.066.2 (6) and (10), RSMo 1994. These sections of the statute indicate grounds for denial, revocation or suspension of a license.

Section 335.066.2.(6), RSMo 1994 states, "Violation of, or assisting or enabling any person to violate, any provision of

sections 335.011 to 335.096, or of any lawful rule or regulation adopted in pursuant to sections 335.011 to 335.096.”

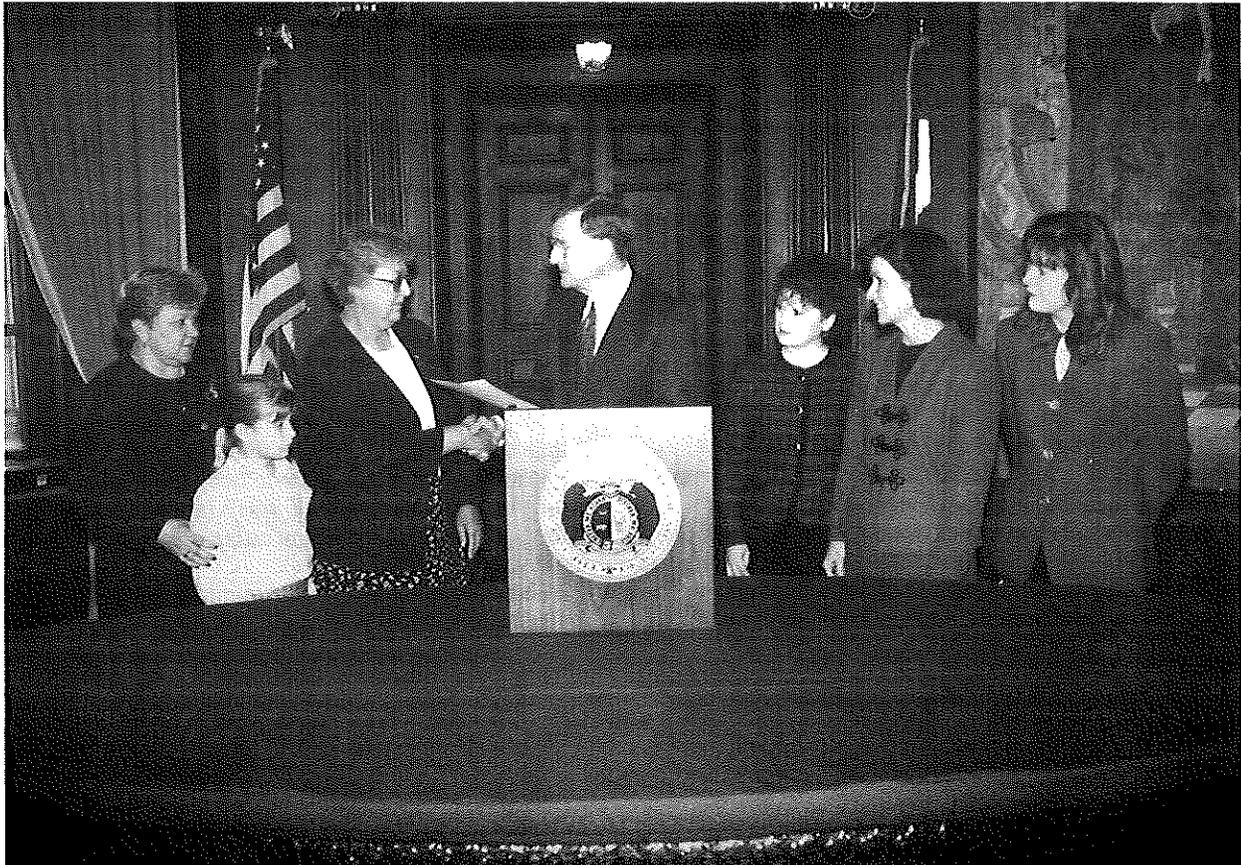
Section 335.066.2.(10), RSMo 1994 states, “Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by sections 335.011 to 335.096 who is not registered and currently eligible to practice under sections 335.011 to 335.096.”

We have published articles concerning the graduate exempted practice period and sample authorization forms in the last several Newsletters. If you are not familiar with the requirements or need a sample authorization form, please contact the Licensure Section at (573) 751-0681.

PICTURED BELOW:

Witnessing the proclamation signing of Nurse’s Week by Governor Carnahan were, from left to right:

Belinda Heimericks, MONA; Katie Heimericks; JoAnn Gordon, MONA; Rita Tadych, MSBN; Sue Gonnerman, President of MONE, and Connie McIntosh.





Communiqué

Welcome to the Premier Edition of News from the MSR Task Force

National Council Explores Multistate Regulation for Nursing

The regulation of nursing, as most every profession, is directed by state law. State law, by virtue of its responsibility and mandate to protect the citizens of the state, understandably varies from state to state. Today, nurses are licensed by state and many nurses hold multiple state nursing licenses.

Boards of nursing in every state regulate the practice of nursing according to their respective state law and in the interest of public health, safety and welfare. While the mission of boards of nursing is united in public protection, it is a fact that nursing licensure laws vary by state. Particularly today, in this era of health care reform, this situation has emerged as a challenge.

Why?

Reasons were identified recently by a 12-member task force appointed by the National Council to explore the topic of multistate regulation for nursing. Agreeing that regulatory reform is necessary to meet the needs of a changing health care delivery environment, the task force answered the question, "Why?" with the following:

- New practice modalities and technology are raising questions regarding issues about compliance with state licensure laws.
- Nursing practice is increasingly occurring across state lines.
- Nurses are practicing in a variety of settings and using new technologies.
- Expedient access to qualified nurses

is needed and expected by consumers.

- Expedient authorization to practice is expected by employers and nurses.
- Having a nurse demonstrate the same licensure qualifications to multiple states for comparable authority to practice is cumbersome and is neither cost-effective nor efficient.

Therefore, there is a question as to the effectiveness of the current regulatory system in meeting the mandate to protect the public in the changing health care delivery environment.

So what is the National Council doing?

Delegates of National Council's 1996 Annual Meeting of the National Council directed the Board of Directors to continue developing a regulatory concept which incorporates the

characteristics of a multistate license. As a result, the 12-member task force was created to fulfill the charge and a team of National Council staff members was formed to direct the collection of data to support the task force's activities and decision-making process.

In its first meeting, held at the National Council, Sept. 25-28, the Multistate Regulation (MSR) Task Force discussed the development of a methodology, identified stakeholders and set forth its agenda in order to report findings to the membership at its next Annual Meeting scheduled to be held August 19-23, 1997.

In the meantime, readers of this publication will be kept apprised of progress and activities, as well as invited to participate in the ongoing dialogue about multistate regulation over the months to come. 🇺🇸

Other News ...

MSR Task Force Identifies Features of a Desired System

At its September meeting, National Council's Multistate Regulation Task Force discussed the features of a desired system of regulation that would facilitate nursing practice across state lines. Six features were identified as important in a reformed regulatory environment:

- 1) State-based authority

- 2) License linked to state of residence
- 3) A central database of licensees
- 4) Core standards for licensure
- 5) Revenue (cost) neutral
- 6) Expedient processing of licensure applications

These six features will be kept in the forefront of discussions as the MSR Task Force develops recommendations for multistate practice. 🇺🇸

Criteria for Evaluating Models of Regulation

Discussions have begun regarding the development of regulatory models that continue to protect the public while better enabling practice across state lines. Ideas and concepts brought to the table require measurement by criteria that help set the parameters. As one of its first activities, National Council's MSR Task Force developed the set of criteria to be used as a measurement tool when evaluating various regulatory models. The criteria are listed below:

- 1) Requires anyone practicing nursing to be accountable for complying with all laws governing practice.
- 2) Delineates source of legal authority for scope and location of practice and discipline.
- 3) Assures licensed nurse has demonstrated the knowledge, skills and abilities to provide safe and effective nursing care.
- 4) Establishes standards for education, licensure and discipline.
- 5) Promotes an expeditious discipline process while ensuring protection of due process for all parties.
- 6) Provides effective monitoring of the practitioner's competency and professional conduct.
- 7) Provides for the protection of the public by dissemination of information about disciplinary action within and across the jurisdictional boundaries.
- 8) Provides for an open system of information exchange.
- 9) Is compatible with state sovereignty.



- 10) Eliminates the barriers to interstate practice.
- 11) Facilitates interstate commerce.
- 12) Is administered in a cost-effective and cost-conscious manner.
- 13) Generates revenue to support operations.

What's Ahead for the National Council?

Initial focus is being given to three membership directives:

- 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 multistate licensing concept; and
- identify core licensure requirements.

Toward that end, surveys are currently being developed to solicit information from nurses, boards of nursing, attorneys and large health care corporations. Data from these surveys will be reviewed by the MSR Task Force at its February 1997 meeting.

The MSR Task Force will continue to share information via this regular publication.

Invitation for Participation

Throughout the coming year, and particularly during this early stage, the MSR Task Force welcomes your thoughts. Answers to the questions below will be used simply as an early guidepost. This is not a formal survey instrument designed to yield a statistically valid reflection of national opinion. It does, however, offer an opportunity to contribute to the MSR Task Force's preliminary deliberations. Your continuing involvement in the process is invited and appreciated. Reply to the National Council at the address below, or e-mail your thoughts, ideas, questions and comments to msr@ncsbn.org.

1. Are you aware of nurses who are currently practicing across multiple states due to the requirements of their jobs? If yes, in what settings and how (e.g., via telephone, travel, computer, etc.)?
2. Do you believe the current state-by-state licensing system will need to change? If yes, why?



National Council
of State Boards of Nursing, Inc.
676 N. St. Clair St., Suite 550
Chicago, IL 60611-2921

December 10, 1996

To: Member Boards

From: Multistate Regulation Task Force

RE: Informal survey regarding nurses' perspectives of licensure

Below is an informational survey, which is being published in the upcoming edition of *Issues* (mail date: early January 1997), asking nurses for their opinions regarding licensure. This survey is not a formal survey instrument designed to yield a statistically valid reflection of national opinion. Rather, it is a vehicle to encourage feedback and opinions from nurses regarding the topic of multistate regulation.

The Multistate Regulation (MSR) Task Force requests that Member Boards include this survey in their newsletters so that nurses within their jurisdictions can provide valuable input into the deliberations. Thank you.



We Want to Hear From You!

In exploration of the future of nursing regulation in this changing health care environment and with the advent of health care delivery via advancing technology, the National Council has appointed a Multistate Regulation (MSR) Task Force to investigate the concept of multistate regulation.

The MSR Task Force is committed to in-depth research and data gathering to allow it to formulate recommendations regarding multistate regulation with sound information. Input from the nursing profession, as well as consumers and health care providers, is an imperative part of the MSR Task Force's deliberations. All interested individuals are encouraged to regularly visit National Council's Web site (<http://www.ncsbn.org>) for updated information and opportunities to participate in the sharing of information.

Throughout the coming year, and particularly during this early stage, the MSR Task Force welcomes your thoughts. Answers to the questions below will be used simply as an early guidepost. This is *not* a formal survey instrument designed to yield a statistically valid reflection of national opinion. It does, however, offer an opportunity to contribute to the MSR Task Force's preliminary deliberations. Your continuing involvement in the process is invited and appreciated.

To contribute your thoughts, complete the following questions and return by mail: MSR Task Force, National Council, 676 N. St. Clair, Suite 550, Chicago, IL 60611; FAX: 312/787-6898; or e-mail: msr@ncsbn.org.

1. Are you aware of nurses who are currently practicing across multiple states due to the requirements of their jobs?

Yes

No

If yes, in what settings and how (e.g., telephone, travel, computer, etc.)? _____

2. Do you believe the current state-by-state licensing system will need to change?

Yes

No

If yes, why? _____

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
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

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

TP denotes invalid temporary work permit

NCLEX denotes invalid exam application

OTHER ACTIONS TAKEN BY THE BOARD

ALLGIER, BARBARA RN084862 PORTAGEVILLE, MO

Agreement dated 12/4/96, license was revoked. Imposition of revocation was stayed and licensee was put on probation for 3 years until 12/4/99. On or about 2/8/96 the Board discovered that licensee's TN nursing license had been revoked in 1990, based both upon licensee's 1985 MO convictions for illegal possession of controlled substances and also upon an additional allegation of diversion of controlled substances in 1990. On or about 3/8/96 licensee admitted to the Board that she had diverted and consumed controlled substances and other drugs from a facility in 1989.

AZIZ, LISA RN124547 CAPE GIRARDEAU, MO

Order dated 9/25/96. License is censured. Cause on or about 2/21/94, licensee administered Pitocin to a laboring patient, for whom the medication was not ordered or indicated and an emergency c-section was performed. Licensee was suspended for 4 days. On 10/5/94 licensee failed to inspect IV Bag containing Pitocin. The Pitocin had not been ordered or indicated for patient. Licensee was terminated from employment on 10/7/94

BARNETT, FONDA RN075195 CARL JUNCTION, MO

Agreement dated 10/30/96, probation for 5 years until 10/30/01. On 6/24/95, licensee was on-call to work at the facility and was to be available. Licensee consumed beer during the day even though she was on call at the facility. At 9:30 p.m. the licensee was notified that there was an emergency at the facility. On the way, the licensee was involved in a car accident and was unable to report to work, licensee had a .14 blood alcohol content when tested. On 9/19/95, licensee pled guilty to excessive blood alcohol content.

BROWN, CYNTHIA
RN083414
O'FALLON, MO

Settlement on 1/2/97, probation for 4 years until 1/2/01. Licensee failed to account for the remaining 8mg of Morphine that she withdrew for a patient on 2 occasions.

BRUNO, CHRISTINA
RN130428/PN041071
SULLIVAN, MO

Settlement dated 12/23/96, suspended for 1 year until 12/23/97 and probation for 4 years until 12/23/01. Licensee did not record the Demerol injections in patient chart on 4 occasions. On or about 8/28/96, licensee pled guilty in the Circuit Court of Crawford County, Missouri, fraudulently obtaining a controlled substance, a class D felony.

CAMPBELL, CHRIS
RN116321
LOUISBURG, KS

Agreement dated 12/26/96, probation for 5 years until 12/26/01. While employed at a facility licensee admitted he had misappropriated Meperidine and Mepergan for his personal use. He withdrew meds for patients without a doctor's order. He withdrew meds for himself whenever he withdrew meds for a patient. Licensee routinely administered the misappropriated medication to himself once he got off duty by entering restroom at the facility and injecting himself.

COBB, JUDY
PN031496
CAHOKIA, IL

Order dated 11/4/96, revoked. Violated disciplinary requirements by failing to attend scheduled meetings and failing to submit required documentation.

CROSS, VIRGINIA
PN027485
CAIRO, MO

Agreement dated 6/14/97, probation for 3 years until 6/14/2000. On 2/25/94 licensee delivered a baby in the home. Licensee placed antibiotic drops in the baby's eyes. This care was not given under the direction of a person licensed in this state to prescribe medications and treatments.

BATES-DUNCAN, DEBORAH
PN034706
LESLIE, MO

Order dated 1/10/97, probation for 5 years until 1/10/02. Licensee committed Class C felony of stealing.

EYNARD, TERESA
PN046970
COLUMBIA, MO

Order dated 10/15/96, revoked. Licensee unlawfully possessed and abused marijuana and cocaine from 12/93 to 1/7/94. Such drug abuse caused licensee excessive absences at work.

FAUL, CHARLYN
RN072160
JOPLIN, MO

Agreement dated 1/24/97, probation for 4 years until 1/24/01. On or about 6/11/90, licensee was hired by a facility. While employed at the facility, licensee misappropriated Morphine by waiting until the end of her shift and then taking the unused Morphine, which was to be wasted, for her own consumption. On or about 12/21/94, licensee submitted to a random drug test which was positive for cocaine.

FECHER, MARIE
RN112987
MARIONVILLE, MO

Agreement dated 12/2/96, probation for 5 years until 12/2/01. In November, 1994, licensee misappropriated Demerol for her own use. Licensee entered a treatment program and agreed not to use mood altering chemicals as a part of the reemployment contract. On 6/2/95 licensee tested positive for opiates. On 8/17/95, licensee went to work for another facility and misappropriated Demerol and Morphine for her own use.

FINLEY, TOMMY
RN106390

Order dated 7/16/96, license was revoked. Imposition of the revocation shall be stayed and the license shall be placed on probation for 5 years until 7/16/01. The court found licensee guilty and sentenced him for conspiring to receive marijuana for distribution.

GAFFNEY, TINA
RN084712
ST. LOUIS, MO

Voluntary surrender 10/4/96.

GAUNT, JONI
PN042276
CARROLLTON, MO

Order dated 1/28/97, revoked. Violated consent order requirements by not submitting documentation and not attending meetings.

GIOIA, CYNTHIA
PN024220
SHRESBURY, MO

Order dated 4/7/97, revoked. Licensee pled guilty to felony sodomy.

HOGAN, RITA
RN048853
SPRINGFIELD, MO

Agreement dated 12/26/96, probation for 5 years until 12/26/01. Licensee misappropriated a controlled substance. Licensee diverted the Demerol by signing out Demerol for fictitious patients, signing out Demerol for patients but not administering it to them, and forging other nurses' signatures.

HUFF, AMY
RN123934
POTOSI, MO

Agreement dated 2/21/97, probation for 3 years until 2/21/2000. On or about 11/22, 11/23, 11/25 & 11/30/94 licensee exhibited hyper and erratic behavior while on duty at her place of employment. On 12/1/94 licensee tested positive for marijuana.

JONES, DONNA
PN044672
RIVERSIDE, MO

Order dated 1/28/97, revoked. Violated Board order requirements by not attending meetings and not submitting documentation.

JONES, KIM EVERHART
VAN BUREN, MO

Not licensed - imposter. 12/3/96

KALKBRENNER, DIANE
PN025155
FENTON, MO

Order dated 1/28/97, revoked. Violated consent order requirements by drinking alcohol.

KING, LEAH
PN043571
ST. JOSEPH, MO

Agreement dated 11/6/96, probation for 5 years until 11/6/01. On 3 occasions licensee misappropriated Meperidine and injected herself while on duty.

KOSZA, ADRIENNE
PN045711
OVERLAND, MO

Agreement dated 5/29/97, probation for 2 years until 5/29/99. On or about 11/1/95, licensee was sent to a client's home to provide pediatric care while at the client's home, the licensee fell asleep.

LOGUE, DAVID
PN124129
ARKANSAS, KS

Agreement dated 12/16/96, probation for 5 years until 12/16/01. Licensee was employed as a home health nurse. Licensee consumed alcohol between patient home visits. Licensee was involved in automobile accident. On or about 9/5/95 licensee entered a plea of guilty in the Circuit Court of Washington County, MO, to operating a motor vehicle while in an intoxicated condition.

MCGENNIS, JOSEPH
PN026480
COLUMBIA, MO

Order dated 10/2/96, probation for 2 years until 10/2/98. Upon assessing a patient, licensee failed to initiate CPR based upon his assessment that the patient was dead. The patient was subsequently pronounced dead.

MERRILL, KATHY
RN061957
COLUMBIA, MO

Agreement dated 12/16/96, probation for 4 years until 12/16/2000. On two separate occasions, licensee ordered Tylenol #3 for two different patients who did not have a doctors order for the medication. After licensee called in the Tylenol #3, she went to the pharmacy and assumed possession of the medication for one of the patients. Licensee did not docu-

ment that Tylenol #3 was administered to either patient.

MILLER, DEBORAH
RN062571
EXCELSIOR SPRINGS, MO

On probation for 4 years until 2/4/01. Licensee made unauthorized visits to patients while working as a home health nurse.

MORIS, RACHEL
RN124880
SPRINGFIELD, MO

Settlement dated 2/21/97, revoked. Licensee pled guilty to two counts of manufacturing Methcathinone. Licensee pled guilty to two counts of providing a dwelling for the manufacture of Methamphetamine.

NATHAN, EZEKIEL
PN027275
ST. LOUIS, MO

Agreement dated 1/24/97, probation for 3 years until 1/24/2000. Licensee exhibited inappropriate behavior of a sexual nature towards a female co-worker while employed at a facility and was terminated. While employed at another facility licensee was counseled for failing to perform acucheck tests for patients when ordered to do so, for repeatedly failing to chart administration of medication to patients, and for missing medications. Licensee was terminated. Licensee practiced nursing on a lapsed license for two months.

PARKER, JACKIE
RN129390
ROGERS, ARKANSAS

Order dated 1/10/97, probation for 3 years until 1/10/2000. On or about 3/25/93 licensee South Carolina RN license was suspended. On or about 6/2/93, she applied to Missouri State Board of Nursing requesting RN licensure. At this time she was already licensed as an RN in OK, AR, FL, SC, and TX. She only indicated that she was licensed in OK, AR, and FL. She also indicated she had never had a nursing license disciplined by any state.

POLK, MARY
PN031392
CAPE GIRARDEAU, MO

Order dated 10/15/96, revoked. Licensee pled guilty to use of a forged prescription.

On 9/7/93 she pled guilty to trying to obtain a controlled substances by saying a physician had given his approval when he had not.

ROSENBERG, JAY
RN105344
KIRKWOOD, MO

Order dated 10/15/96, probation for 5 years until 10/15/01. Licensee was planting, growing, and harvesting more than 5 grams of marijuana in an indoor garden.

SANDERS, TOMMY
PN033669
COLUMBIA, MO

Settlement dated 12/27/96, probation for 5 years until 12/27/01. Licensee pled guilty to charge of possession of a controlled substance.

SILLS, JACQUELINE
PN030468
ST. PETERS, MO

Order dated 1/28/97, revoked. Violated Board order requirements by not returning her license to the Board office as it was suspended and she did not attend meetings and submit documentation as required.

SMITH, DIANE
PN021023
HOLLISTER, MO

Voluntary surrender, 11/6/96.

SMITH, JANICE
PN043713
HOLTS SUMMIT, MO

Voluntary surrender, 2/28/97.

SNOW, JANET
RN135176
GRANDVILLE, IL

Voluntary surrender, 2/28/97.

SPENCER, JEANNIE
RN100523
LAKE ST. LOUIS, MO

Agreement dated 1/8/97, probation for 4 years until 1/8/01. On or about 10/16/94, licensee forged a doctors name to a prescription. On her return to work agreement, licensee was asked for a urine specimen and stated she relapsed twice. Licensee asked another RN to give a specimen for her.

STANTON, TERESA
RN061388
CREVE COEUR, MO

Agreement dated 1/9/97, probation for 5 years until 1/9/02. Licensee misappropriated medications from the facility where she was employed for her own personal use by diverting medications which were suppose to be destroyed and by diverting medications that she signed out for patient's who did not need them.

SULLENS, SHERRY
RN116627
JEFFERSON CITY, MO

Agreement dated 11/18/96, probation for 3 years until 11/18/99. On or about 3/7/94, licensee called the DON and admitted she had an ongoing drug problem. Between 11/93 and 3/6/94, licensee misappropriated an average of 300mg of Demerol a week for her personal consumption. Licensee obtained the medication by signing out Demerol for those patients with prescriptions and then she would inject all or part of the Demerol in herself.

TAYLOR, TERRE
PN049754
CARUTHERSVILLE, MO

Agreement dated 2/20/97, probation for 3 years until 2/20/2000. While on duty at a skilled care facility licensee routinely gave a resident Vistaril injections to sedate the resident. She did not chart those injections and did not complete the behavior monitoring form in accordance with hospital policy. When administering the Vistaril, licensee used a physical restraint. The resident did not have a doctors order for a physical restraint and the licensee did not complete the behavior monitoring form in accordance with hospital policy.

THOMPSON, TANGA
RN113144
WEST PLAINS, MO

Agreement dated 11/20/96. On or about 3/3/92 licensee was hired as a home health nurse. On or about 8/28/95 licensee documented that she made a supervisory visit to a patient's home when she had not. She forged the signature of the patient's grandson on the visit slip and submitted the slip as though she had performed the visit.

WILLIS, KIMBERLY
RN116737
STRAWSBURG, VA

Agreement dated 12/26/96, probation for 5 years until 12/26/01. Licensee diverted Demerol for her own personal use each day during the 3 days she worked each week at the facility between 12/95 and 1/25/96. Licensee facilitated the diversion by substituting saline solution for Demerol. Licensee administered Compazine to some patients who had been prescribed Demerol.

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 any 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" form. A sample of the release form follows:

**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	ADDITIONS	
			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
GOYINS, DEBORAH	PN	019066	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 MEMBERS AND PROFESSIONAL STAFF

KATHY SMOLIK, R.N., PRESIDENT-TERM EXPIRES	07/01/98
CHARLOTTE YORK, LPN, VICE-PRESIDENT-TERM EXPIRES	06/01/97
DELORES WARE, R.N., SECRETARY-TERM EXPIRES	06/01/97
IAN DAVIS, LPN, MEMBER-TERM EXPIRES	06/01/00
CORDELIA ESRY, R.N., MEMBER-TERM EXPIRES	06/01/01
PAUL LINEBERRY, PUBLIC MEMBER-TERM EXPIRES	02/01/99
LAURA MURPHY-DELLOS, R.N., MEMBER-TERM EXPIRES	08/13/01
PATRICIA PORTERFIELD, R.N., MEMBER-TERM EXPIRES	06/01/00
PATRICIA VERSLUIS, R.N., MEMBER-TERM EXPIRES	06/01/00

FLORENCE STILLMAN, R.N., EXECUTIVE DIRECTOR
RITA TADYCH, R.N., ASSISTANT DIRECTOR FOR DISCIPLINE AND PRACTICE
CALVINA THOMAS, R.N., ASSISTANT DIRECTOR FOR EDUCATION AND LICENSURE
LIZ CARDWELL, R.N., DISCIPLINE COORDINATOR
GEORGE SNODGRASS, CHIEF INVESTIGATOR

OFFICE STAFF

JO BOYD, LICENSING TECHNICIAN I	(573) 751-0681
ROXY BROCKMAN, LICENSING TECHNICIAN II	(573) 751-0681
CONNIE CLARKSTON, CLERK TYPIST III	(573) 751-0073
JUDY FECHTEL, CLERK TYPIST II	(573) 751-4866
ANDREA GOLLER, CLERK TYPIST III	(573) 751-6541
JOANN HANLEY, CLERK IV	(573) 751-1416
JENNIFER HOUSTON, LICENSING TECHNICIAN I	(573) 751-0681
DUANE LEITER, INVESTIGATOR	(573) 751-0070
CATHY MCCUSKEY, CLERK TYPIST II	(573) 751-0070
KATHY MCDANIEL, LICENSING TECHNICIAN I	(573) 751-0681
CARLA MEISEL, CLERK TYPIST II	(573) 751-3656
WALT MILLER, INVESTIGATOR	(573) 751-0070
LYNN NICHOLS, LICENSING TECHNICIAN I	(573) 751-0681
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LORI SCHEIDT, LICENSING TECHNICIAN II	(573) 751-0681
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MISSOURI STATE BOARD OF NURSING
PO BOX 656
3605 MISSOURI BOULEVARD
JEFFERSON CITY, MO 65102
MAIN PHONE NUMBER: 573/751-0681
TDD (HEARING IMPAIRED): 1/800/735-2966
FAX NUMBER: 573/751-0075
WEBB PAGE ADDRESS: <http://www.ecodev.state.mo.us/pr/nursing/>

**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 THE 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 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. 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 the 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 and 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.

**NEWSLETTER
CHANGE OF ADDRESS NOTIFICATION**

PRINT THE NAME AND ADDRESS YOU WANT TO APPEAR ON THE NEWS LETTER

NAME: _____

BUSINESS NAME (IF APPLICABLE): _____

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