



# MISSOURI

## STATE BOARD OF NURSING

### NEWSLETTER

Box Rate  
U.S. Postage  
Paid  
Grand Center, IA  
Permit No. 18

The Official Publication of the Missouri State Board of Nursing with a quarterly circulation of approximately 98,000 to all RNS and LPNs.

Volume 1 No. 1

February, March, April, 1999

### The Missouri State Board of Nursing Newsletter to be Published by the Arthur Davis Publishing Company, Inc.

#### Announcement from Executive Director

This issue of the Missouri State Board of Nursing heralds the beginning of an exciting new level of communications with the licensed nurses who hold a current Missouri nursing license. The Missouri State Board of Nursing (MSBN) is pleased to announce that a contract has been signed with the Arthur Davis Publishing Company to become the publisher of the MSBN quarterly Newsletter. The new arrangement has made it possible to reach all the Missouri licensed nurses and student nurses who are enrolled in nursing programs approved by the MSBN. Due to the high cost of mailing a newsletter to over 98,000 licensed nurses in the past, the MSBN Newsletter had only been mailed to a small number of nurses and agencies in the state. The change is made possible because the costs of printing, handling and mailing are covered with the solicitation of advertising through our new publisher.

Beginning with this publication, the circulation of the Newsletter will extend to over 98,000 individuals. The Board of Nursing views the change as an extraordinary opportunity to reach the nurses of Missouri to share information on practice, legislation, and workplace issues, continuing education programming and nursing news. Board staff will have the opportunity to share news in four areas the Board is responsible for: approval of basic nursing educational programs, licensure of nurses

who graduate or request endorsement to the state, investigation and discipline processes, and practice guidelines based on the Nursing Practice Act or Position Statements. In addition to the already mentioned topics, the Board plans to publish sections of the Nursing Practice Act in the Newsletter, to educate nurses and students on the legal authority to practice nursing that is the result of the act.

The Board of Nursing welcomes you to participate in this new venture. Please share with Board staff and members what information you find helpful and what topics you desire to see in the Newsletter. You can contact the Board office in three manners: By mail at Missouri State Board of Nursing, Box 656, Jefferson City, MO 65102-0656, or by e-mail at [nursing@mail.state.mo.us](mailto:nursing@mail.state.mo.us) or by Fax at 573-751-0075.

#### MISSION OF THE MISSOURI STATE BOARD OF NURSING

The Mission of the Missouri State Board of Nursing is to ensure safe and effective nursing care in the interest of public protection.

### MESSAGE FROM THE PRESIDENT

Cordelia Esry, PhD, RN  
President, Missouri State Board of Nursing



Welcome to the new format of the Missouri State Board of Nursing's Quarterly Newsletter. In the past the Newsletter was mailed only to individuals who requested to be placed on the mailing list. The basis of that routine was financial. Mailing the newsletter to the over 98,000 current licensees in the State of Missouri would consume the resources of the Board during a time of demand to reduce expenditures. The Board directed the Executive Director to evaluate methods to determine how Missouri nurses could receive on-going communication and updates of importance in a cost-effective manner, and the document you hold in your hand is the end result of that evaluation.

The Missouri State Board of Nursing has contracted with the Arthur L. Davis Publishing Agency, Inc. to produce a newsletter that can be mailed to nurses who have a current Missouri nursing license. The costs of the publication are funded by the advertising revenues that Davis Publishing obtains from the newsletter. Agencies and companies interested in advertising in upcoming issues should see page 2 for information on advertising costs or call 1-800-626-4081.

The collaborative effort between the Board and Davis Publishing, is an example of activity that health care providers are being asked to participate in today. Nurses have been collaborating in health care since the beginning of modern medicine and nursing. Research has shown time and time again that when health care providers collaborate, there are better patient outcomes and improved

relationships among the providers. Better decisions are reached regarding patient care when nurses are involved collaboratively in the decision-making processes.

In 1999, the Board of Nursing will attempt to involve nurses in decision-making related to key challenges that need your input. One challenge is to evaluate what are the best methods to determine on-going competence of nurses. The Missouri legislators have granted the authority to the Board to determine if a nurse is competent to practice nursing. Currently, competence is evaluated when a nurse passes the licensing exam. In Missouri, there is no further evaluation of competence, unless a complaint is received against your license. Board members and staff will be visiting nurses and nurse leaders throughout the state in 1999 to consult on the topic of competence.

A second area of concern is unlicensed assistive personnel and their role in the delivery of nursing care. Delegation is an activity that nurses participate in on a daily basis, but are nurses prepared to delegate nursing tasks in a safe and effective manner? The Practice section of the Board is inundated with thousands of calls annually from licensees or employers asking for advice on the topic of delegation. The Board must provide

#### GOVERNOR

The Honorable Mel Carnahan

DEPARTMENT OF ECONOMIC DEVELOPMENT  
Joseph L. Driskill, Director

DIVISION OF PROFESSIONAL REGISTRATION  
Randall J. Singer, Director

BOARD OF NURSING  
Marcia K. Flesner, RN, MSN, MHCA, CNAA.  
Executive Director

BOARD MEMBERS  
Cordelia Esry, PhD, RN  
President

Patricia Porterfield, RN, MSN  
Vice President

Patricia Versluis, RN  
Secretary

Ian Davis, LPN  
Member

Paul Lineberry, PhD  
Public Member

Janet Anderson, RN  
Member

Robin Vogt, MSN, RN, FNP-C  
Member

Charlotte York, LPN  
Member

Arthur Bante, RN  
Member

#### ADDRESS/TELEPHONE NUMBER

Missouri State Board of Nursing  
3605 Missouri Boulevard  
P. O. Box 656  
Jefferson City, MO 65102-0656  
573-751-0681 Main line  
573-751-0075 FAX  
<http://www.ecodev.state.mo.us/pr/nursing/>

#### Inside This Issue

Message From The President	1
1999 Legislative Session	2-4
Education Corner	5, 6
Implementation of the 1999 NCLEX-PIN® Test Plan	7
Recognition To Current Nursing Education Programs	10-13
National Council Publications	12-14
Schedule of Conference Calls and Board Meeting Dates	16
Practice Corner	17-21
What Is A Disciplined License	21
Disciplinary Actions	22
Duplicate Licenses Issued	24-27
Missouri Depository Libraries	25, 26
Missouri Nursing Practice Act	28-35

Continued to page 2

## Missouri State Board of Nursing Receives New Board Members

Janet Anderson, RN of Chillicothe was appointed as a Board member to the Missouri State Board of Nursing, by Governor Mel Carnahan on September 4, 1998. Ms. Anderson received an Associates Degree in Nursing from North Central Missouri College, in 1986, from Trenton MO. She also received a BS in Biology in 1975, from Missouri Western State College, St. Joseph, MO.



Janet Anderson

Ms. Anderson serves as the Clinical Supervisor at the Hedrick Home Care Services in Chillicothe, MO. She is an active member of the Missouri Hospice Organization and the Missouri Alliance for Home Care and was a former member of the Chillicothe Wellness Committee and the Missouri State Teachers Organization. Ms. Anderson has 2 children.

Arthur A. Bante, RN, BSA, CRNA of Jefferson City was appointed as a Board member to the Missouri State Board of Nursing, by Governor Mel Carnahan on December 3, 1998. Mr. Bante received a BS in Anesthesia from the George Washington University in 1978, a Diploma Degree in Nursing in 1975 from DePaul Hospital School of Nursing, and a BS in Political Science in 1971 from University of Missouri.



Arthur Bante

Mr. Bante serves as a CRNA working full-time with on-call responsibilities to provide 24-hour anesthesia coverage for the Jefferson City area. He is an active member of the American Association of Nurse Anesthetists. Mr. Anderson is married to Valerie and they have three children.

### DISCLAIMER CLAUSE

The Nursing Newsletter is published quarterly by the Missouri State Board of Nursing. The providers are responsible for offering quality programs under the criteria as established by the Board. Complaints regarding continuing education programs may be reported directly to the Missouri State Board of Nursing. For information on these educational offerings, contact the sponsor, not the Board.

Advertising is not solicited nor endorsed by the Missouri State Board of Nursing.

For advertising rates and information, contact Arthur L. Davis Agency, 517 Washington St., P.O. Box 216, Cedar Falls, IA 50613, Ph. 1-800-626-4081. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Publisher is not responsible for errors in printing of schedule. The Missouri State Board of Nursing and the Arthur L. Davis Agency reserve the right to reject advertising. The Missouri State Board of Nursing and the Arthur L. Davis Publishing Agency, Inc. shall not be liable for any consequences resulting from purchase or use of advertisers' products from the advertisers' opinions, expressed or reported, or the claims made herein.



Printed on recycled paper

### MESSAGE FROM THE PRESIDENT

(Continued from page 1)

guidance and education on this important topic. Input from nurses in the real world is needed before that guidance can be given.

Finally, the board faces the challenge of the increasing number of complaints received alleging violations of the Nursing Practice Act. In fiscal year 1998, complaints increased by 34% over fiscal year 1997. More of the financial resources of the Board are being consumed by investigative costs. Because license fees are the only funding source for the business of the Board of Nursing, staff and Board members are prudent and fiscally conservative when it comes to spending the appropriation authorized by the Missouri legislators. As investigative costs increase, Board staff will continue to investigate alternative methods that provide due process for the licensee, and protect the public from unsafe practitioners. Again, your input is needed in the process.

In the upcoming months, I will continue to communicate to you the plans of the Board to respond and react to the above challenges. There is enough room for all Missouri nurses at the decision-making table in regard to the above mentioned challenges. Decision-making is best served when there is a balance of power at the bedside or the clinic room or the rural clinic. The Board believes that the opportunity to communicate with all active licensees on a quarterly basis will assist in that process.

## 1999 Legislative Session

The 90th General Assembly of the Missouri Legislature convened on January 6, 1999 at the Capitol Building in Jefferson City, Missouri. The Missouri State Board of Nursing has one legislative proposal for consideration in 1999. The text of the statutory change follows. Representatives Joan M. Barry (District 100) and Daniel J. Hegeman (District 5) have agreed to co-sponsor the proposal.

The rationale for the proposal is to update the terminology of the Nursing Practice Act, maintaining consistency with national trends related to educational methods, and to clarify the licensure application process in Missouri. If you have questions or concerns about the proposal please contact Marcia K. Flesner, Executive Director or Calvina Thomas, Assistant Director for Education and Licensure by calling 573-751-0681 and asking to speak to them.

### 1999 Legislative Proposal: Education

**335.016. Definitions.**—As used in sections 335.011 to 335.096, unless the context clearly requires otherwise, the following words and terms mean:

- (1) ["Accredited," recognized by the board as meeting or maintaining state board of nursing standards for the educational preparation of professional or practical nurses; "Accredited," the official authorization or status granted by an agency for a program through a voluntary process;
- (2) "Advanced practice nurse," a nurse who has had education beyond the basic nursing education and is certified by a nationally recognized professional organization as having a nursing specialty, or who meets criteria for advanced practice nurses established by the board of nursing. The board of nursing may promulgate rules specifying which professional nursing organization

certifications are to be recognized as advanced practice nurses, and may set standards for education, training and experience required for those without such specialty certification to become advanced practice nurses;

**[3] "Approval," official recognition of nursing education programs which meet standards established by the Board of Nursing;**

**[(3)] (4) "Board" or "state board,"** the state board of nursing;

**[(4)] (5) "Executive director,"** a qualified registered professional nurse employed by the board as executive secretary or otherwise to administer the provisions of sections 335.011 to 335.096 under the board's direction. Such person employed as executive director shall not be a member of the board;

**[(5)] (6) "Inactive nurse,"** as defined by rule pursuant to section 335.061;

**[(6)] (7) A "licensed practical nurse" or "practical nurse,"** a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of practical nursing;

**[(7)] (8) "Licensure,"** the issuing of a license to practice professional or practical nursing to candidates who have met the specified requirements and the recording of the names of those persons as holders of a license to practice professional or practical nursing;

**[(8)] (9) "Practical nursing,"** the performance for compensation of selected acts for the promotion of

Continued to page 3

*Where do you want to be?*

HealthFirst Management Services is looking for nurses that are on the move! Are you ready for a change of scenery with a new address? HealthFirst has your solution! Our traveling programs offer the best in benefits and career opportunities. Check us out!

- Excellent salaries
- Professional liability and workers' compensation insurance
- Private furnished housing
- Travel allowances
- Bonuses
- Medical insurance

To explore the newest job opportunities available contact:

**HealthFirst Management Services**

800-447-8488 • Fax 903-579-2407  
1409 S Beckham, Ste 100 • Tyler, TX 75701

ckump@etmc.org or visit our web site at  
www.HealthFirst-Management.com

EOE/M/F/D/V



**NURSES NATIONAL INSURANCE**  
A Division of  
Signa National Insurance

### "Health Insurance Nurses Can Now Afford!"

- 50% Discount For Non-Smokers
- Comprehensive Major Medical
- Wellness Benefits
- Doctor Office Copayment
- Lifetime Limit Of \$5,000,000
- Individual & Family Coverage
- Life Insurance

**1-800-383-9106**

509 N. 4th St., Fairfield, IA 52556

### Nationwide — You Tell Us

**Where You Want to Be & What You Want to DO!!!**  
Are you looking for a Big City Hospital Specialty Complex, Rural Facility or Resort Area for 4, 13, 26 or 52-week contracts or move to make your dreams happen?

All Specialties of Nurses Needed  
ICU, OR, OB, ER, MS Peds, Ortho, Tele, Neonatal, Surg Tech, Home Health, LPNs

- Top Pay • Top Bonus
- Benefits • Travel Pay
- Direct Deposit
- Free Private Housing
- Free Permanent Placement



**800.347.5317**

1999 LEGISLATIVE SESSION (Continued from page 2)

health and in the care of persons who are ill, injured, or experiencing alterations in normal health processes. Such performance requires substantial specialized skill, judgment and knowledge. All such nursing care shall be given under the direction of a person licensed by a state regulatory board to prescribe medications and treatments or under the direction of a registered professional nurse;

{(f)} {10} "Professional nursing," the performance for compensation of any act which requires substantial specialized education, judgment and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences, including, but not limited to:

(a) Responsibility for the teaching of health care and the prevention of illness to the patient and his family;

(b) Assessment, nursing diagnosis, nursing care, and counsel of persons who are ill, injured or experiencing alterations in normal health processes;

(c) The administration of medications and treatments as prescribed by a person licensed by a state regulatory board to prescribe medications and treatments;

(d) The coordination and assistance in the delivery of a plan of health care with all members of a health team;

(e) The teaching and supervision of other persons in the performance of any of the foregoing;

{(10)} {11} A "registered professional nurse" or "registered nurse," a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of professional nursing.

L. 1975 S.B. 108 § 2, A.L. 1993 H.B. 564, A.L. 1995 S.B. 452)

335.036. Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking.-1. The board shall:

(5) Designate as ["accredited"] "approved" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant [hereto] to such sections; and the board shall annually publish a list of such programs;

(6) Deny or withdraw [accreditation] approval from educational programs for failure to meet prescribed minimum standards;

335.046. License, application for—qualifications for, fee—hearing on denial of license. -1. An applicant for a license to practice as a registered professional nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. The applicant shall be of good moral character, and have completed at least the high school course of study, or the equivalent thereof as determined by the state board of education, and have successfully completed the basic professional curriculum in an accredited or approved school of nursing and earned a professional nursing degree or diploma. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking lands shall be required to submit evidence of proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice nursing as a registered professional nurse. The applicant for a license to practice registered professional nursing shall pay a license fee in such amount as set by the board. The fee shall be uniform for all applicants. Applicants from foreign countries shall be licensed as prescribed by rule.

2. An applicant for license to practice as a licensed practical nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. Such applicant shall be of good moral character, and have completed at least two years of high school, or its equivalent as established by the state board of education, and have successfully completed a basic prescribed curriculum in a state accredited or approved school of nursing, earned a nursing degree, certificate or diploma and completed a course approved by the board on the role of the practical nurse. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-

speaking countries shall be required to submit evidence of their proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice as a licensed practical nurse. The applicant for a license to practice licensed practical nursing shall pay a fee in such amount as may be set by the board. The fee shall be uniform for all applicants. Applicants from foreign countries shall be licensed as prescribed by rule.

3. Upon refusal of the board to allow any applicant to sit for either the registered professional nurses' examination or the licensed practical nurses' examination, as the case may be, the board shall comply with the provisions of section 621.120, RSMo, and advise the applicant of his right to have a hearing before the administrative hearing commission. The administrative hearing commission shall hear complaints taken pursuant to section 621.120, RSMo.

4. The board shall not deny a license because of sex, religion, race, ethnic origin, age or political affiliation.

(L. 1975 S.B. 108 § 8, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

335.051. Reciprocity—license without examination, temporary license, when.-1. The board shall issue a license to practice nursing as either a registered professional nurse or a licensed practical nurse without examination to an applicant who has duly become licensed as a registered nurse or licensed practical nurse under the laws of another state, territory, or foreign country if the applicant meets the qualifications required of registered nurses or licensed practical nurses in this state at the time the applicant was originally licensed in the other state, territory, or foreign country.

2. Applicants from foreign countries shall be licensed as prescribed by rule.

{2} 3. Upon application, the board shall issue a temporary permit to an applicant under subsection 1 of this section for a license as either a registered professional nurse or a licensed practical nurse who has made a prima facie showing that he meets

Continued to page 4

**RN/LPN**  
Looking for a change? Permanent part-time opening 2 to 3 days a week for solo OB/GYN in Olathe. Must have 2 years recent OB GYN back office experience. We offer competitive salary and benefits. Call 913-642-6351 or send resume stating desired salary to:  
**OB/GYN**  
10308 Metcalf #269, Overland Park, KS 66212

**BECOME A RN**  
THE FASTEST WAY!  
THOUSANDS GRADUATED BY HOME STUDY METHOD DURING PAST 25 YEARS!

WHO: ALL MEDICAL PERSONNEL (No previous college required)  
• Accredited Degree in Nursing (BSN)  
• NLE Approved & State Board Recognized  
• 5% Financing with NO Credit Checks  
• Money Back Guarantee YOU WILL PASS  
• Over 85% Pass Rate! Best available!  
• Low Prices, easily affordable for all  
• Can "cancel" anytime... without penalties

COMPARE US WITH ANYONE

**FINANCING FOR CLINICAL**

FOR FREE INFORMATION CALL:  
**1-800-343-3207**  
**H. G. KIDD, Inc.**  
"People Helping People"  
Box 8067 • St. Louis, MO 63108  
\*ACCREDITED DEGREE WITHOUT CLASSROOMS\*

**Pastoral Parish Nurse & Counseling**  
An Evangelical Christian Ministry

We offer a unique Discipleship style for education in ministry. All degree work is through our affiliate, Cornerstone University, an accredited Christian University.

**Programs Include:**  
• Certification to Pastoral Nursing  
• M.A. in Pastoral Nursing  
• M.A. or Ph.D. in Biblical Counseling

Please Contact Us At:  
P.O. Box 26358  
Colorado Springs, CO 80916  
719-564-8004  
E-mail: ppnc@aol.com

**Nursing**  
**LDRP OPPORTUNITIES**

Career opportunities exist for you at Truman Medical Center. Join our high risk LDRP unit and actualize your nursing potential. TMC is the primary teaching hospital for UMKC School of Medicine. RN positions available include the following:

**LDRP**  
FT 7a-7p, and 7p-7a shifts available.  
Experience preferred.

We offer a competitive benefits package which includes: Bonus for night shift and a new salary range for experienced RNs. Qualified candidates will have a current Missouri nursing license. Interested applicants should send a resume or contact:

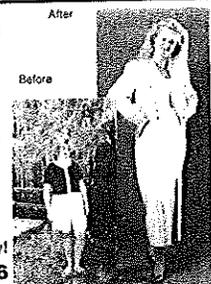
Janet Silke RN, BSN  
(816) 556-3164  
(816) 855-4918 Fax  
Nurse Recruitment/Retention

**TMC**  
**TRUMAN**  
**MEDICAL**  
**CENTER**  
"A Tradition of Excellence"  
2301 Holmes, Kansas City, MO 64108  
EO/AA

**NURSE LOSES 47 Lbs. Earns \$100/HRI**

Guaranteed Results Call  
Tamara Degler  
RN, BSN, MPA  
For product or business opportunity!  
**1-800-584-7546**

After  
Before



**Start Profiting from Your Nursing Experience**

Take control of your life. Earn \$60-\$150/hour and still have time to enjoy your family and friends. Let Vickie L. Milazzo, RN, MSN, JD, the pioneer of medical-legal consulting since 1982, show you how to start your own practice in the profitable, exciting field of legal nurse consulting. Her exclusive CLINIC Certification Program is now available for some study on audio and video or as a live 6-day seminar.

Jump-start your career with Vickie's complete, step-by-step success system. Every program is backed by our RISK-FREE GUARANTEE! Request our FREE catalog.

As one of our students says: "You will quickly realize a financial and professional return on your investment of time and money. Capitalize on your years of experience."

Medical-Legal Consulting Institute, Inc.  
2476 Bolivar St., Suite 632, Houston, TX 77005-2518  
(800) 850-0944, Fax (713) 942-8075  
e-mail: mal@legalnurse.com, website: www.legalnurse.com

1999 LEGISLATIVE SESSION (Continued from page 3)

all of the requirements for such a license. The temporary permit shall be effective only until the board shall have had the opportunity to investigate his qualifications for licensure under subsection 1 of this section and to notify the applicant that his application for a license has been either granted or rejected. In no event shall such temporary permit be in effect for more than twelve months after the date of its issuance nor shall a permit be reissued to the same applicant. No fee shall be charged for such temporary permit. The holder of a temporary permit which has not expired, or been suspended or revoked, shall be deemed to be the holder of a license issued pursuant to section 335.046 until such temporary permit expires, is terminated or is suspended or revoked.

(L. 1975 S.B. 108 § 9, A.L. 1981 S.B. 16)

**335.061. Reinstatement of license, when—inactive or lapsed status, board may provide for.** 1. Reinstatement of license, when inactive status. - Any licensee who allows his license to lapse be placed on inactive status [by failing to renew the license] as provided in sections 335.011 to 335.096 shall [as provided by rule] be reinstated [upon satisfactory explanation of such failure to renew his license] as provided by this chapter and by rule and regulation. The board may by rule and regulation provide for an inactive license status. In the event the board shall refuse to renew the license under one of the provisions of this section and related requirements for relicensure, the individual may appeal to the administrative hearing commission pursuant to the provisions of section 621.120.

2. Reinstatement of a license, when lapsed. Any licensee who allows his license to lapse by failing to renew the license as provided in section 335.011 to 335.096 shall [as provided by rule] be reinstated [upon satisfactory explanation of such failure to renew his license] as provided by this chapter and by rule and regulation. The board may by rule and

regulation provide for a [n] lapsed license status. In the event the board shall refuse to renew the license under one of the provisions of this section and related requirements for relicensure, the individual may appeal to the administrative hearing commission pursuant to the provisions of section 161.302, RSMo.

RSMo. [L. 1975 S.B. 108 § 11, A.L. 1981 S.B. 16)

**335.066. Denial, revocation, or suspension of license, grounds for, civil immunity for providing information.**

(15) Placement on an employee disqualification list or other related restriction or finding pertaining to employment within a health related profession issued by any state or federal government or agency following final disposition by said state or federal government or agency.

5. The board may notify the proper licensing authority of any other state concerning the final disciplinary action determined by the board on a license in which the person whose license was suspended or revoked was also licensed of the suspension or revocation.

**335.071. Nursing schools, standards for [accreditation] approval, fees-noncompliance, effect of.** 1. Any institution desiring to conduct an [accredited] approved educational program of professional nursing or of practical nursing shall apply to the board and submit evidence that it is prepared to meet standards established by this law and the board.

2. The board, through its executive officer or other authorized representatives, shall initially survey a nursing education program. A written report of the survey shall be submitted to the board. If the board determines that the requirements for an accredited nursing education program are met, such program shall be [accredited] approved as a nursing education program for professional or for practical nurses upon payment of a fee in an amount to be set by the board and in accord with board rules.

3. The board, through its executive officer or other authorized representatives, shall periodically survey all nursing education programs in the state. Written reports of such surveys shall be submitted to the board. If the board determines that any [accredited] approved nursing education program is

not maintaining the standards required by sections 335.011 to 335.096 and by the board, notice thereof in writing specifying the defect or defects shall be immediately given to the institution conducting the program. A program which fails to correct these conditions to the satisfaction of the board within a reasonable time shall, after notice and hearing, be removed from the board's listing of [accredited] approved programs. All hearings shall be conducted in accordance with chapter 621, RSMo.

4. All such [accredited] approved programs shall pay an annual registration fee in an amount to be determined by the board.

(L. 1975 S.B. 108 § 13, A.L. 1981 S.B. 16)

**335.081. Exempted practices and practitioners.** - So long as the person involved does not represent or hold himself out as a nurse licensed to practice in this state, no provision of sections 335.011 to 335.096 shall be construed as prohibiting:

(6) The practice of nursing under proper supervision; a) as a part of the course of study by students enrolled in [accredited] approved schools of professional nursing or in schools of practical nursing

b) [or by graduates of such schools or courses pending the results of the first licensing examination scheduled at a time specified by the board, by rule, following completion of the course of study; provided, however, a graduate nurse who is prevented from attending the first licensing examination scheduled by the board following graduation by reason of active duty in the military may practice as a graduate nurse pending the results of the first licensing examination scheduled by the board following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active military service whichever comes first] or by graduates of accredited nursing programs pending the results of the first licensing examination of ninety (90) days after graduation, whichever first occurs;

c) a graduate nurse who is prevented from attending the first licensing examination [scheduled by the board] following graduation by reason of active duty in the military, may practice as a graduate nurse pending the results of the first licensing examination scheduled within 90 days following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active service whichever comes first;

**South Dakota State University**

**College of Nursing**

**Faculty Positions**

**Faculty Positions**  
Available August 15, 1999.

(3) Three full-time, tenure track or term, 9-month appointments in community health, psychiatric/mental health, parent-child, and adult health at the Brookings campus. One position in maternity and/or pediatrics at the Rapid City campus.

**The College**  
NLN-accredited undergraduate basic and RN Upward Mobility and graduate programs with more than 700 students at multiple sites. Graduate tracks in adult health and parent-child with functional roles as FNP, CNS, Educator and Administrator.

**Qualifications**

- Doctoral preparation in nursing or related field preferred
- Master's in Nursing in clinical area required
- Teaching experience and expanded role skills desired, especially FNP
- Eligible for RN licensure in South Dakota
- 2 years minimum relevant clinical experience required
- University teaching experience preferred
- Effective communication and interpersonal skills

**Application Deadline**  
Accepted until positions are filled. Call toll-free 888-216-9806 or e-mail: [olson@mg.sdstate.edu](mailto:olson@mg.sdstate.edu) for further information. Send letter of interest, c.v. and photocopy of transcripts to:

 Roberla K. Olson, Ph.D., R.N., Dean  
College of Nursing  
Box 2275  
South Dakota State University  
Brookings, SD 57007-0098

SDSU is an AA/EEO/ADA Employer. Reasonable accommodations are available. 605/685-4443 (TTY) 605/685-4343

**TODAY'S NURSING PROFESSION REQUIRES YOU TO BE A LIFELONG LEARNER**

*The dynamic environment of the health care industry creates a demand for a new type of professional nurse. Advancement and success rely on a commitment to pursuing education throughout your career.*

Clarkson College's DISTANCE LEARNING programs provide flexibility and opportunity to achieve your professional, personal and educational goals.

Distance Learning opportunities include:

RN-BSN Program  
Master's in Nursing (3 options)  
- Nursing Education  
- Nursing Management  
- Family Nurse Practitioner

**CALL TODAY**  
**1-800-647-5500**

 **CLARKSON COLLEGE**  
*Education for the Future*

101 South 42nd Street  
Omaha, NE 68131-2739

**Use your training to work from home!**

Tired of late nights and long hours? Nurses make great medical transcriptionists! Spend more time with your family! Set your own hours! Train at home to work at home! Let Career Step's quality medical transcription training program help you. Call for free tape and information 1-800-411-7073 ext. MSN299 [www.careerstep.com](http://www.careerstep.com)

**REGISTERED NURSES**

"Top of the Hill In Mental Health Care." WMMHC, a 110-bed, JCAHO accredited acute care facility has current full-time positions available for staff RN's. Must have a current Missouri license and experience in a mental health setting. WMMHC offers individualized training, liberal benefits and a pleasant work environment for the nurse who enjoys "True Psych Nursing". Contact Silva Ward at (816) 512-4675 for further information or forward application to Human Resources.

**WESTERN MISSOURI MENTAL HEALTH CENTER**  
600 East 22nd Street  
Kansas City, MO 64108  
EEO/AA Employer A Drug-Free Workplace



## Education Corner

### Missouri State Board of Nursing Education Committee Members:

- Patricia Porterfield, RN, MSN; Chair
- Janet Anderson, RN
- Ian Davis, LPN
- Cordelia Esry, PhD, RN
- Charlotte York, LPN

The Education Committee includes representation in nursing education and nursing service.

### Revised Minimum Standards

Minimum standards are the state rules, which define requirements for initial and continued accreditation by the Missouri State Board of Nursing. Because nursing is dynamic and rapidly evolving, the Board convenes a task force, every five-years or more frequently if necessary, to review the minimum standards for nursing programs.

The Minimum Standards Task Force met nine (9) times from 1996 to 1997 to collaboratively work with Board members on suggesting revisions to the Minimum Standards. The result of the dedication of those task force members and input from nursing programs led to revisions in the Minimum Standards. The revised minimum standards will become effective February 28, 1999.

### Nurse Educators Orientation

On September 18, 1998, the Board provided 23 new nursing program administrators with a reference manual and day-long workshop about their role in the regulatory arena. The Board received positive feedback from all attendees and received valuable tips for future orientation sessions. We are pleased to announce that the

Board is planning similar workshops in February 1999.

### NCLEX® Examination Test Plan & Passing Standard

The initial step in developing the examination for registered nurse licensure is preparation of a test plan to guide selection of content and behaviors to be tested. In the plan, provision is made for an examination reflecting entry-level nursing practice as identified in a Job Analysis Study conducted by the National Council of State Boards of Nursing every three years. The activities identified in the study are analyzed in relation to the frequency of their performance, their impact on maintaining client safety, and the various settings where they were performed. This analysis results in the identification of a framework for entry-level performance that incorporates the nursing process and specific client needs. The test plan, derived from this framework, provides a concise summary of the content and scope of the examination and serves as a guide for candidates preparing to take the examination and for those who develop it. Based on the test plan, each assembled NCLEX® examination reflects the knowledge, skills, and abilities essential for application of the phases of the nursing process to meet the needs of clients with commonly occurring health problems. (August 1994 National Council of State Boards of Nursing, Inc.)

The National Council of State Boards of Nursing, Inc. conducts a job analysis every three (3) years in order to be certain the NCLEX® examination truly reflects entry-level practice and thus, protects the public. The last RN job analysis was conducted in

1996. The last PN job analysis was conducted in 1997. The RN job analysis and PN Job Analysis indicated a change in entry-level practice. The NCLEX-RN® Test Plan, consequently, was revised and went into effect on April 1, 1998. The NCLEX-PN® examination Test Plan has been revised and will go into effect on April 1, 1999.

The passing standard is reviewed coincident with the job analysis. The National Council convenes a panel of nurses to perform a criterion-referenced standard setting procedure. The panel includes diverse representation (regional, nursing specialty, minority, educator, newly licensed nurse), and all panel members work directly with entry-level nurses. The passing standard for the NCLEX-RN® examination increased April 1, 1998. The passing standard for the NCLEX-PN® examination will increase April 1, 1999. When the passing standard changes, it means that entry-level nurse practice requires a greater level of knowledge, skills and abilities than was required when the previous passing standard was set. Because the NCLEX® examination is administered using computerized adaptive testing, the increase in the passing standard does not translate directly into a specific number of items that need to be answered correctly in order to pass the examination.

### Missouri NCLEX® Examination Pass Rates

Missouri accredited nursing programs are required to maintain an annual eighty percent (80%) pass rate on the National Council Licensure Examination (NCLEX®). The pass rate for each program is determined by the pass/fail result of each candidate, educated by a particular program, who took the NCLEX® examination for the first-time during the fiscal year. A fiscal year is July 1 through June 30. The following charts compare Missouri's pass rate with the National pass rate. FY98 is the period of July 1, 1997 through June 30, 1998.

(See charts on page 6)

**RNs**  
up to \$35/hr.  
**LPNs**  
up to \$21/hr.  
**CNAs**  
up to \$12.50/hr.  
All St. Louis Counties needed  
**Nurse Finders**  
The Professional Choice.  
950 Francis Pl. Ste. 112, St. Louis, MO 63105  
**(314) 863-9005**  
\*\*\*\*\*

**CENTER FOR HEALING EDUCATION**  
Your Most Comprehensive Source for Healing Education  
Classes Workshops Customized Training  
Call for more information  
816/561 - 4466 Ext 139  
707 W 47th Street Kansas City, Missouri 64112

expanding medical center in Southwest Kansas.  
SWMC has immediate full-time and part-time positions in all nursing areas.  
Applicants must have a current Kansas RN License. SWMC offers an excellent benefit package and relocation expenses also available.  
Interested RNs should contact: Southwest Medical Center, Attn: Human Resources, P.O. Box 1340, Liberal, KS 67905 or call 316-629-6294 or Fax 316-629-2442. EOE.

SOUTHWEST MEDICAL CENTER  
a part of medical center

**STAFF DEVELOPMENT RN**  
PeaceHealth Medical Group, located in Longview, WA, is seeking a full-time RN for the coordination and delivery of staff development, training, orientation, and regulatory compliance. In Longview, residents are removed from urban congestion and problems, yet are within an easy drive of the urban amenities found in Seattle and Portland, Oregon. Longview offers residents a comfortable, rural lifestyle with opportunities for year-round recreation and for the outdoor enthusiast we have the ocean beaches and mountains an easy hour drive away.  
Requirements include a Bachelors in Nursing and current Washington State RN license. Qualified candidates will have skills in project and program development and management, strong analytical skills, ability to teach effectively, creative problem-solving and decision-making, and ability to work collaboratively and effectively with practitioners, and across divisions, departments and disciplines.  
We offer a competitive wage range and an excellent benefits package which includes health, dental, vision, life and AD&D insurance, FSA accounts; TDA Employer Matching Plan, and LTD insurance, as well as an excellent vacation and sick leave policy. For more information, please contact or send resume to:  
**St. John Medical Center**  
Attn: Human Resources  
P.O. Box 3002  
Longview, WA 98632  
360/636-4128  
360/636-7243 fax  
www.peacehealth.com  
EOE

**SIGN ON BONUS FOR OPEN POSITIONS**  
**REGISTERED NURSE - \$2,000.00**  
**LICENSED PRACTICAL NURSE - \$1,000.00**  
**CNA/CMA's - \$500.00**  
Progressive, expanding, financially viable health care facility and nursing home are now recruiting RN's, LPN's and CNA's for our 24 bed acute care, 10 bed geropsychiatric unit, 4 bed ICU, 2 bed OB and 60 bed nursing home. Morton County Health System, Elkhart, KS has 8 physicians and 3 satellite clinics, along with an excellent school system and a healthy environment for raising children. County population is approximately 3,000 with a 4-state draw area.  
To obtain more information on this excellent opportunity contact:  
Rhonda Boone, Human Resources Director  
  
**Morton County Health System**  
PO Box 937 • 445 Hilltop  
Elkhart, KS 67950  
(316) 697-5229  
e-mail: rboone@elkhart.com

**TRUMAN MEDICAL CENTER**  
Use your advanced practice education and critical care experience to function as the critical care clinical nurse specialist at TMC. We need a dynamic individual to fulfill the subroles of the CNS, education, clinical expert, researcher and consultant.  
Qualified applicants will possess:  
◆ Registration by Mo. St. Bd. As Clinical Specialist  
◆ CCRN  
◆ ACLS - Instructor preferred  
◆ TNCC - Instructor preferred  
◆ Active membership in a professional org.  
◆ Excellent verbal & written communication skills  
◆ Minimum of 2 years experience in Critical Care  
We have an excellent benefits package.  
Call or Fax resume to:  
Janet Silke RN, BSN  
(816) 658-3154 phone (816) 855-4918  
  
**TRUMAN MEDICAL CENTER**  
"A Tradition of Excellence"  
2301 Holmes, Kansas City, MO 64108

EDUCATION CORNER (Continued from page 5)

Accredited Nursing Programs

Degree Type	Total Number
Baccalaureate	17
Associate	30
Diploma	2
Practical	43
<b>Total</b>	<b>91</b>



**COLORADO PLAINS  
MEDICAL CENTER**

Exciting things are happening at CPMC, and we would like you to join our team!

We have eight new physicians in the community, we have just opened a new 10-bed Inpatient Rehabilitation wing and will soon be opening two new surgery suites. We currently have the following positions available:

- **Clinical Resources Coordinator - ICU**  
Clinical plus some administrative. Will serve as orientation coordinator and Quality Control rep.
- **RN - ICU**  
FT. Nights (7p-7a)
- **Medical Technologist**  
FT. May include nights and weekends.
- **Respiratory Therapist**  
FT. Supervisory potential desired.
- **RN and CNA - Med/Surg**  
FT / PT / Perdiem. Experience preferred.
- **OR Scrub Tech and RN**  
FT. Experience preferred.

Competitive salaries, excellent benefits. Apply to Colorado Plains Medical Center, 1000 Lincoln St., Fort Morgan, CO 80701. Resumes may be faxed to: (970) 542-3306.

† CATHOLIC HEALTH INITIATIVES

**St. Catherine Hospital**

St. Catherine Hospital is a rapidly expanding regional referral, teaching hospital with a tradition of providing total quality care serving the people of Southwest Kansas. Our expansion includes the new construction of a Cancer Center, Ambulatory Surgery Center and Imaging Center. Opportunities are currently available for new graduate and experienced:

**REGISTERED NURSES**

- Intensive Care
- Labor & Delivery
- Behavioral Health
- Medical/Surgical
- NBICU
- Peds

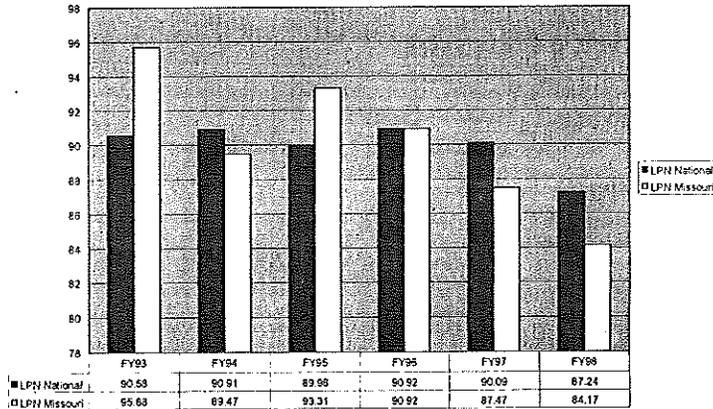
Relocation and Sign-on bonus available.

Garden City is a community of about 30,000 which provides a family oriented lifestyle with fine schools, attractive neighborhoods and great choice of entertainment, recreational and other leisure time options. We offer newly adjusted competitive salaries and a gainsharing program in addition to excellent fringe benefits. For consideration, please send a resume to:

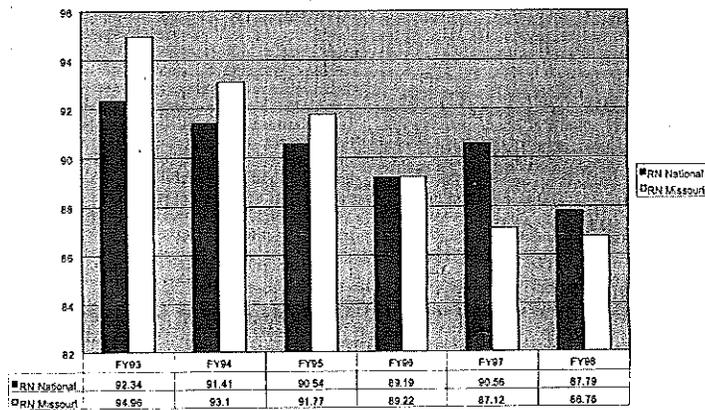
Human Resources  
ST. CATHERINE HOSPITAL  
410 East Walnut Street  
Garden City, KS 67846  
(316) 272-2531  
FAX (316) 272-2528  
johnstrom@chi-midwest.org

Equal Opportunity Employer

NCLEX-PN® Examination Pass Rates  
6-Year History



NCLEX-RN® Examination Pass Rates  
6-Year History



*Further Your Nursing Career by Working With Experts*

At Mercy Hospital in Des Moines, compassion and advanced medical knowledge enhances not only the lives of patients but the careers of nurses, too.

As a nurse at Mercy, you'll work with recognized health care leaders. Professionals who understand the true meaning of teamwork, and rely on the abilities of co-workers to make a difference in their patients' care.

Mercy offers nurses an environment as abundant in challenges as it is in rewards. There's a rich diversity of patients you'll care for in specialties such as heart, behavioral medicine, birthing, neurology, emergency, pain medicine and more.

You'll receive a competitive salary plus outstanding benefits including on-site child care, tuition assistance and paid time-off. There's also the advantage of Des Moines—a city that appeals to a broad scope of cultural tastes, lifestyles and pleasant family living. So contact experts who can put your career in a position of true advancement. The time is now. The place is Mercy...where the experts are.

Prior to beginning employment, all applicants must pass a physical exam and drug test. Mercy is an equal opportunity employer.

To learn more about Mercy nursing opportunities, write or call our job line today at (515) 247-9105.



Where The Experts Are  
Human Resources Dept.  
400 University Ave.  
Des Moines, IA 50314



**STATE OF WASHINGTON/OREGON:**

Join our growing clinic to work with our dedicated professionals in our sparkling clean modern clinics. YVFWC is seeking Community Health Nurses; BNS and Bilingual (E/S) required; Seeking Registered Nurses (RN); experienced and bilingual (E/S) preferred but not required.

COMPETITIVE SALARY WITH EXCELLENT BENEFIT PACKAGE.

Reply to: YVFWC, HR/MO Department, P.O. Box 190, Toppenish, WA 98948; (509) 865-6175; fax # (509) 865-2891. EOE.

## New Passing Standard for the NCLEX-PN® Examination

The National Council of State Boards of Nursing, Inc., has revised the passing standard of the NCLEX-PN® examination, the National Council Licensure Examination for Practical Nursing. The new passing standard was established by National Council's Board of Directors during its November 4-5, 1998, meeting. The new passing standard is - 0.47 units on the NCLEX-PN logistic scale (logits), which is 0.04 logits higher than the previous standard of -0.51. This increase is similar to the two previous increases made in 1996 (.05 logit increase) and 1993 (.07 logit increase). Because the NCLEX-PN examination is administered using computerized adaptive testing, this increase in the passing standard does not translate directly into a specific number of items that now need to be answered correctly in order to pass the examination. For more information about computerized adaptive testing, see the National Council's Web site at <http://www.ncsbn.org>. This change will take effect on April 1, 1999, coincident with the implementation of the revised NCLEX-PN® Test Plan.

National Council's Board of Directors used multiple sources of information to guide its evaluation of the passing standard. National Council convened a panel of nine nurses to perform a criterion-referenced standard setting procedure. The panel included diverse representation (regional, nursing specialty, minority, educator, newly licensed practical/vocational nurse), and all panel members work directly with entry-level practical/vocational nurses. The workshop yielded results indicative of a higher passing standard. A survey of nursing professionals, including nurse educators, directors of nursing in acute care settings and administrators of long-term care facilities, was also conducted. Other trends discussed by the Board of Directors included changes in health care delivery modes in the United States, which have resulted in increased acuity of clients and decreased levels of direct supervision of newly licensed nurses. After considering all available information, the Board of Directors determined that safe and effective entry-level practical/vocational nurse practice requires a greater level of knowledge, skills and abilities than was required in 1996, when the current standard was set.

In accordance with a motion adopted by the 1999 Delegate Assembly of the National Council, the passing standard for the NCLEX-PN licensure examination is evaluated every three years. The passing standard evaluation is coordinated with the three-year cycle of test plan content evaluation, conducted using a job analysis of entry-level practical/vocational nurses. This three-year cycle was developed to keep the test content and passing standard current with entry-level practice.

For more information, call Anthony Zora, PhD ([tzora@ncsbn.org](mailto:tzora@ncsbn.org)), director of testing services for the National Council, at 312/787-6555, Ext. 120.

### Emergency Services Director

Phelps County Regional Medical Center is seeking qualified candidates for Director, Emergency Services. The incumbent will work directly with emergency services staff, physicians and administration to develop and implement emergency services initiatives which support PCRMC's mission and strategic plan. The selected candidate will have responsibility for a 17-bed Emergency Department, designated as a Level III Trauma Center, with 26,000 annual visits and a 2,000+ run Ambulance Service.

The ideal candidate will be a results-oriented team player and a graduate of an accredited School of Nursing with current licensure in Missouri. A bachelor's of science and MHA or MBA preferred. At least 3 years experience in all clinical functions of the dept. and 5 years supervisory experience in an ER of similar volume required. Please forward your resume and salary requirements to:

Joe Lightfoot, Human Resources  
Phelps County Regional Medical Center  
1000 West 10th Street  
Rolla, MO 65401

## Implementation of the 1999 NCLEX-PN® Test Plan

A new NCLEX-PN® Test Plan was approved by National Council's Delegate Assembly during its August 1998 meeting in Albuquerque, New Mexico. The new test plan, which becomes effective April 1999, includes revisions that are similar to those made last year for the 1998 NCLEX-PN® Test Plan.

One change was to incorporate content from all phases of the nursing process (data collection, planning, implementation and evaluation) throughout the entire test plan. Candidates are no longer required to answer a specific percentage of test questions (items) that are classified according to Nursing Process categories. Rather, Nursing Process is included in all categories of the test plan. This change was made in order to reduce the potential for duplication of content in each candidate's examination. That is, nurses collect data, plan, act and evaluate in the delivery of client care whether they are managing care for a group of clients or providing for clients' basic comfort needs. Other integrated nursing concepts in the test plan include: caring, communication, cultural awareness, documentation, self-care and teaching/learning. These concepts were identified by the National Council's Examination Committee as being central to the practice of nursing, and therefore were also incorporated into all areas of the new test plan.

Another change to the test plan involves a reorganization of the Client Needs categories and subcategories. This reorganization serves to minimize redundant content in an individual candidate's examination and allows for clarity in the coding of items. Under the new test plan, a candidate's examination will be designed utilizing the subcategories, which permits better control over the content that is included in each examination, as well as provides more detailed feedback to unsuccessful candidates.

Finally, items being developed for the new NCLEX-PN® Test Plan categories and subcategories (see table below) will address the cognitive level of analysis, as well as those levels previously included in the NCLEX-PN® examination.

Questions written at the analysis level require the examinee to organize and prioritize two or more pieces of information in order to process a response.

The revisions to the NCLEX-PN® Test Plan were based on the 1997 Job Analysis Study of Newly Licensed Entry-Level Practical/Vocational Nurses (Yocom, 1997) and nursing expertise from the National Council's Examination Committee, testing, and research staff. Eligible candidates for the NCLEX-PN examination who plan to test after April 1999 should utilize the new test plan as a guideline in preparing for the examination. Nursing educators should find major curriculum revision unnecessary in preparing students for graduation, as the new test plan continues to emphasize safe, competent nursing care as the standard for entry into licensed practical/vocational nurse (LPN/VN) practice. The 1999 NCLEX-PN® Test Plan, as well as other publications, are available for purchase through the communications department at the National Council of State Boards of Nursing by calling 312/787-6555, Ext. 163. Information about ordering National Council publications can also be accessed on National Council's Web site at <http://www.ncsbn.org>.

Categories	Percentage of Test Questions
<b>A. Safe, Effective Care Environment</b>	
1. Coordinated Care	6-12%
2. Safety and Infection Control	7-13%
<b>B. Health Promotion and Maintenance</b>	
3. Growth and Development through the Life Span	4-10%
4. Prevention and Early Detection of Disease	4-10%
<b>C. Psychosocial Integrity</b>	
5. Coping and Adaptation	6-12%
6. Psychosocial Adaptation	4-10%
<b>D. Physiological Integrity</b>	
7. Basic Care and Comfort	10-16%
8. Pharmacological Therapies	5-11%
9. Reduction of Risk Potential	11-17%
10. Physiological Adaptation	13-19%

### ENHANCE YOUR CAREER!

#### START YOUR OWN HOME BASED BUSINESS

Over 90% of all Hospital bills contain errors. Review bills and recover overcharges. \$7500 investment required.

For information call HDM  
1-800-859-5119

### EXPERIENCED ICU REGISTERED NURSE

Opportunity for experienced ICU RNs full-time or part-time. PM and Night shifts.

Excellent Benefits Package, including:

- \$ .85 per hour shift differential;
- \$ .55 weekend differential
- Competitive salary range
- Generous paid time-off program
- Health, life, dental and prescription drug insurance
- Tuition reimbursement
- Pension plan
- Hospital Wellness Center

For consideration please send resume to:



Human Resources Department  
ALLEN MEMORIAL HOSPITAL

1825 Logan Avenue  
Waterloo, IA 50703  
EOE

### RN/LPN

Excellent pay. Flexible schedules. Night shift differential available. Family owned and operated. Apply in person or call.

**BROOKVIEW**

NURSING HOME

2963 Dodgeridge Ave.  
Maryland Heights, MO 63043  
Phone 314-291-4557

### Nursing Supervisor

Monday - Friday, 11:00 p.m. - 7:00 a.m. 2 years of previous supervisory experience required. Critical Care experience preferred.

### RNs/LPNs

12 hour shifts, 2 years of med/surg experience required and vent, telemetry experience preferred.

If interested please call, fax or send resume to:  
Vencor Hospital • St. Louis, 4930 Lindell Blvd., St. Louis, MO 63108. Phone 314-361-8700.  
Fax: 314-361-1210.



Vencor is a drug-free environment. EOE

America's Long-Term Healthcare Network

## ATTENTION NURSING STUDENTS

### Study For Your NCLEX-RN® Examination From The Comfort Of Your Personal Computer

Study for the NCLEX-RN® examination at your own pace, daytime or nighttime, with the all-new National Council's Review for the NCLEX-RN® Examination - Featuring Taber's Online. This outstanding comprehensive NCLEX review course offers many features not available anywhere else:

- You get 15 weeks of unlimited, personal, 24-hour access to course materials. Scan learning modules quickly, or cover them in great detail - you decide.
- Start off with a diagnostic Pre-test that helps you develop a personal study plan.
- Includes more than 1,000 brand new "NCLEX-style" practice questions; 20 highly engaging, interactive exercises; and 10 topic-specific Post-tests.
- Access to over 2,000 web pages of comprehensive nursing content.

- Offers a user-friendly, online "Virtual Campus" atmosphere. Lets you chat with fellow students, and consult visiting nursing educators in weekly "Faculty Forums."
- Contains brand new, peer-reviewed content organized to the current NCLEX-RN® Test Plan.
- Provides study tips, memory clues and relaxation techniques created to give a performance edge.
- Gives you access to more than 55,000 terms and illustrations through Taber's Online™.

#### SPECIAL INTRODUCTORY OFFER:

Sign up now and save \$50.00!  
For a limited time only, get 15 weeks of course access for just \$199.00 (After introductory period: price is \$249.00.) That's about \$13 per week for fifteen weeks of unlimited, 24-hour access to this comprehensive, cutting-edge, convenient NCLEX-RN learning experience.

Visit National Council's Virtual Campus at [www.nclex.com](http://www.nclex.com) to sign up now!

Developed by the Special Services Division of the National Council of State Boards of Nursing

## The NCLEX® examination depends on you!

Ever wonder how an item (test question) is developed for the NCLEX® examination? An item goes through a thorough process after being written. The item is edited and reviewed several times by various committees and editors. In addition, items are reviewed for gender bias, cultural bias and other sensitive issues. Each item is also "pre-tested" before becoming a scored item. If an item makes it through this process, then it becomes part of the pool of real items. This process takes about 12-18 months and involves countless volunteers.

You can be one of those volunteers. Be a part of the item development process by volunteering as an item writer or item reviewer. Item writers write items that are used for the NCLEX examination. Item reviewers check items for currency, accuracy, job relatedness and appropriateness for the entry-level nurse.

To qualify to be an NCLEX-RN® item writer, nurses must hold a master's degree or above; hold a current RN license; and currently be in clinical practice with RNs who have earned their license within the last 12 months, or be educators for basic undergraduate RN students. NCLEX-PN® item writers must hold a current PN/VN or RN license; and currently be in practice with LPN/VNs who have earned their license within the last 12 months, or be educators for PN/VNs.

NCLEX-RN item reviewers must hold a current RN license and be in clinical practice working directly with entry-level RNs. NCLEX-PN item reviewers must hold either an RN or PN/VN license and be in clinical practice working directly with entry-level LPN/VNs. (Nursing faculty please note: In addition to your faculty responsibilities, such as clinical rotations, you must also hold a position working directly with recently licensed nurses.)

NCLEX item development participants receive many benefits, such as earning more than 30 continuing education hours, acquiring new skills useful in their work settings and networking with colleagues from across the country. All sessions take place at The Chauncey Group International's headquarters (the test service selected by the National Council) in Princeton, New Jersey. Airfare, hotel and food expenses are paid, and participants are given an opportunity to see the sights, shop, or take in a Broadway show.

If you're interested in volunteering, access the National Council's Web site: <http://www.ncsbn.org> for the item development panel application. On the National Council's home page you will find a scroll down option. Click on "Get Involved" and there you will find the application. If you do not have access to the Web, call National Council's Item Development Hotline: 312-787-6555, Ext. 498.

Currently five nurses licensed in Missouri participated in NCLEX Examination Item Development. They are:

- Patricia Ann Cyr, RN of Maplewood, Missouri
- Joan D. Wentz, RN of Edwardsville, Illinois
- Rose Utley, RN of Springfield, Missouri
- Sandra Kae Berger of St. Joseph, Missouri
- Carol Teague of St. Louis, Missouri

Remember, the NCLEX® examination depends on you! The above Missouri nurses are to be complimented on their willingness to participate in an important process. In addition, the board recognizes their employers who have provided their support and time off to allow them to attend and participate in this national event. If you have any questions, call the hotline or e-mail [lfarwell@ncsbn.org](mailto:lfarwell@ncsbn.org) or [pdeeb@ncsbn.org](mailto:pdeeb@ncsbn.org). Your participation will be very appreciated.

University of Kansas Medical Center  
Master of Science in Nurse Anesthesia\*

Expand your earning potential by becoming an advanced practitioner. The profession needs you. Become a CRNA!

For more information, contact:  
Chairman Carol Elliott, CRNA, MPA  
KUMC Department of Nurse Anesthesia  
3901 Rainbow Boulevard • 2026 Delp  
Kansas City, KS 64160-7604  
TEL (913) 585-6012 FAX (913) 585-3334  
E-MAIL: [nansatha@kumc.edu](mailto:nansatha@kumc.edu)

\* Accredited by Council on Accreditation/AANA



### NURSING FACULTY POSITION

Full-time two-year position, renewal possible, beginning July, 1999. To teach A.D.N. Bridge Course, Adult Health Nursing theory and clinical in Fall 1999 and Mental Health Nursing theory and clinical in Spring 2000. Must have Missouri R.N. license. Master of Science in Nursing (for Assistant Professor) or MSN in progress (for Instructor).

To apply: Send letter of application, credentials, resume, unofficial transcripts (official required at interview), teaching evaluations and three (3) letters of reference to: Dr. Clara Brennan, Vice President for Academic Affairs, Park College, 8700 N.W. River Park Drive, Parkville, Missouri 64152. Review of applications begins March 29, 1999, and continues until the position is filled.



8700 N.W. River Park Drive, Parkville, MO 64152-3795  
Equal Opportunity Employer

### SAINT LUKE'S COLLEGE

Kansas City, Missouri  
Applications are invited for 3 full-time, nursing faculty positions beginning Fall 1999. Two positions are for Medical Surgical Nursing and one is for Maternity Nursing.

Candidates should have an established record in baccalaureate nursing education and at least two years of clinical experience in their practice area. Scholarly activity is desired. Salary and rank will be awarded commensurate with the experience and qualifications of the applicant (preference for doctoral preparation). Current CPR certification, Missouri RN licensure, and official transcripts from colleges attended will be required prior to employment.

Saint Luke's College is accredited by the North Central Association of Colleges and Schools, the National League for Nursing, and has preliminary approval from the Commission on Collegiate Nursing Education.

Interested applicants should respond to:  
Helen Anna Jepson, EdD, RN  
Dean, Saint Luke's College  
4426 Wornall Road  
Kansas City, Missouri 64111  
[www.saint-lukes.org](http://www.saint-lukes.org)  
EOE



## in the Rockies

Whether it's skiing or snowboarding in winter at Vail, Beaver Creek or Arrowhead, or fishing, hiking, golfing or river rafting in summer, area residents are happy to call this home. Those who come often stay a lifetime in order to enjoy the natural beauty, clean water and air, low crime rates, modern technology and growing opportunities the community offers. Because of the popularity this lifestyle affords, it is no wonder the area is becoming one of the fastest growing regions in Colorado.

Consistent with its strategic plan, Vail Valley Medical Center strives to continually improve as a leader in quality health care by exceeding the medical needs of residents and visitors alike. People from all over the world visit the facility knowing they will receive world renowned medical care and treatment. Maintaining our reputation requires the finest professionals available and we are actively recruiting for the following immediate openings:

**REGISTERED NURSES**  
**MEDICAL/SURGICAL NURSE PRACTITIONER - OCCUPATIONAL HEALTH**

In 1998, based largely on the availability of non-traditional benefits such as flexible work schedules, child care support, family support, plus employee and family health benefits, we were chosen by Colorado Parent Magazine as one of the top three medium sized workplaces for parents in Colorado. Vail Valley Medical Center offers competitive compensation with a caring work environment and is constantly searching for methods to improve our current benefits plan.

If you are seeking a career where your efforts truly make a difference in a community devoted to family values, we encourage you to submit a confidential resume immediately to:

Vail Valley Medical Center  
Attn: Human Resources  
181 West Meadow Dr.  
Vail, Colorado 81657  
Fax: 970-926-7507  
email: [peoplecare@vvmc.com](mailto:peoplecare@vvmc.com)  
[www.vvmc.com](http://www.vvmc.com)

### The Principles of Wound Management Workshop

- Day One**  
Fundamentals of a Skin & Wound Care Program
- Day Two**  
Delayed Wound Healing & Underlying Factors: Malnutrition & Chronic Disease
- Day Three**  
Wound Product Selection Use: Practical Application

Approved by ANCC #17019-002

Spring 1999 at these locations:  
St. Joseph, MO • February 23-25  
Hannibal, MO • March 9-11  
Tulsa, OK • April 6-8  
Lake Ozark, MO • May 18-20

Southwest Missouri State University  
Center for Continuing and Professional Education  
call 1-888-879-7618 to register or visit our website at <http://ccpe.smsu.edu>

## THE MISSOURI STATE BOARD OF NURSING ANNOUNCES A COURSE AVAILABLE FOR NEW NURSE ADMINISTRATORS.

## Attention Nurse Researchers—Database Available on Missouri Nurses

Staff of the Missouri State Board of Nursing invite you to participate in an information session regarding the functions of the Board of Nursing and how these functions may impact the role of the chief nurse administrator in all types of health care settings. The daylong session is targeted for registered professional nurses newly appointed to a director level position in the last 12 months. Only one person from a facility may attend each session. The sessions will be held on a quarterly basis in Jefferson City. Registration is required, since the class is limited to 12 nurses per session.

The Missouri Health Manpower report is intended to serve as a general data source book for licensed health professions in Missouri (i.e. physicians, registered nurses, licensed practical nurses, physical therapist, etc.).

Produced by the Missouri Center for Health Statistics, this is a summary document providing a brief overview of each health profession, along with statistical data concerning activity status, age, practice characteristics, and place of professional education. It is not, nor is it intended to be, an exhaustive set of health manpower data or a complete analysis of manpower data. The information is gathered during the renewal time of the licensees and is voluntary, therefore not all licensees respond. The most recent publication is data obtained during the 1995 renewal period.

The publication is available at most depository libraries throughout the state or can be purchased for \$15.00 plus shipping and handling from the Missouri Center for Health Statistics in Jefferson City. The Center can be reached by calling 573-751-6279, or faxing 573-526-4102, or writing:

Department of Health  
Center for Health Information  
Management and Epidemiology  
P. O. Box 570  
Jefferson City, MO 65102

**DATES** July 13, 1999  
October 20, 1999

**TIMEFRAME** 8:30 AM TO 4:30 PM

**LOCATION** Missouri State Board of Nursing  
Professional Registration Building  
3605 Missouri Blvd.  
Jefferson City, MO

**COST** \$50.00 REGISTRATION FEE—Make check payable to Missouri State Board of Nursing (Cost of meal and materials)

**FACULTY** Marcia K. Flesner, RN, MSN, MHCA, CNA  
Calvina Thomas, PhD, RN  
Rita Tadych, PhD, RN

Liz Cardwell, RN, MSN  
George Snodgrass, BA  
Lori Scheidt, AA

The registration form is BELOW. Please complete the form and fax it to the Missouri State Board of Nursing, selecting the date of your choice. We will accept reservations on a first come, first served basis.

### REGISTRATION FORM FOR Nurse Administrator ORIENTATION SESSION offered by the Missouri State Board of Nursing

Dates: July 13, 1999 & October 20, 1999: Please make your selection and fax registration to 573-751-0075.

Last Name	First Name	Middle Initial
-----------	------------	----------------

Place of employment		
Work Address	City	Zip

Work Phone number ( )
Do you have access to the Internet? YES NO
If YES, what is your E-mail address?

RN License Number
Title of position
Length of service in position: months
Describe your work setting:
How many FTE's work for you?
<b>Day Requested: (Mark only one Box)</b>
July 13, 1999 <input type="checkbox"/>
October 20, 1999 <input type="checkbox"/>

**Fax registration form to 573-751-0075.**  
**(Any questions call (573) 751-0072)**

*The twelve individuals chosen for each class will receive written notification in the mail, along with a packet of material. Payment, in the form of a check made out to Missouri State Board of Nursing, will be accepted the day of the orientation.*

### Med/Surg RN

with ICU experience preferred for 40 bed acute care facility in NW Wyoming. This full-time position offers excellent benefits; town has quality schools, local community college, pristine environment. No state income tax, 4% sales tax.

Please contact  
Human Resources



**Powell Hospital & Nursing Home**

777 Avenue H  
Powell, Wyoming 82435  
(307) 764-2267  
or Fax resume (307) 754-3176

EOE

### Become An RN Without Classes?

Fast! Inexpensive! Start Anytime!  
Study At Your Own Pace!  
Add To Your Medical Background!  
Fully Accredited by the NLN!

(ASN & BSN)

**T.H.E. EDUCATORS**  
Offers Study Materials  
To Help You Obtain Your Degree Thru  
The University of the State of New York  
Regents College for Nursing

Comprehensive Review Course Workbooks ALL New 1998 Editions \$39 each	BSN or ASN Clinical Practice Laboratory \$625 each	CPNE Tape Series \$450
--	---	------------------------------

Call today for a FREE (no obligation) Personal Evaluation!  
Find out exactly what stands between YOU and your RN degree!

**T.H.E. EDUCATORS**  
P.O. Box 1252, Glasgow, NY 42142  
800-940-3618 \* 800-228-1131 FAX: <http://www.the-educators.com>  
Over 30,000 satisfied customers nationwide!

### COMMUNITY HEALTH NURSES NEEDED TULSA CITY-COUNTY HEALTH DEPARTMENT



Tulsa City-County Health Department's Children First program is seeking professional Community Health nurses to provide in-home visitation to first-time mothers during pregnancy and first two years of child's life. Nursing services to low resource women to improve health related behavior and parenting skills. BSN preferred with two years experience. Bilingual Spanish a plus.

Tulsa City-County Health Department will provide reimbursement for mileage. Malpractice insurance also provided. HIRING RANGE: \$28,572-29,760.

Send applications to Tulsa City-County Health Department, 5051 S. 129 E. Avenue, Tulsa, OK 74134, 918-595-4381. Fax resume to 918-595-4374.

**RECOGNITION TO CURRENT NURSING EDUCATION PROGRAMS WITH 100% PASS RATE in FY1997-98\***

**MISSOURI ACCREDITED PRACTICAL NURSING PROGRAMS—YEAR PASS RATES**

**PRACTICAL NURSING PROGRAMS**

Cape Girardeau Area Vocational Technical School 17-167.  
Cape Girardeau, Mo.

Gibson Area Vocational Technical School 17-164. Reed Springs, Mo.

Hannibal Public Schools 17-193  
Hannibal, Mo.

Jefferson College 17-174  
Hillsboro, Mo.

N. S. Hillyard Area Vocational Technical School 17-189. St. Joseph, Mo.

Ozarks Technical Community College 17-198  
Springfield, Mo.

Poplar Bluff School District 17-153  
Poplar Bluff, Mo.

School District of Joplin 17-195  
Joplin, Mo.

South Central Area Vocational Technical School 17-177. West Plains, Mo.

St. Charles County Community College 17-150  
St. Peters, Mo.

Waynesville Technical Academy 17-165  
Waynesville, Mo.

**ASSOCIATE DEGREE PROGRAMS**

Columbia College 17-412  
Columbia, Mo.

Hannibal La-Grange College 17-472  
Hannibal, Mo.

St. John's School of Nursing/SBU 17-418  
Springfield, Mo.

**BACCALAUREATE DEGREE PROGRAMS**

Missouri Southern State College 17-510  
Joplin, Mo.

\*Fiscal Year July 07/97-06/98

\*Special recognition and congratulations to South Central Area Vocational Technical School for six (6) years of 100% Pass Rate.

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/93-06/94	07/94-06/95	07/95-06/96	07/96-06/97	07/97-06/98	# Students tested on Fiscal Report 97-98*
Applied Technology Services/West Chester-Field 17-154 Chesterfield, Mo.	3	24	100.00%	95.45%	94.44%	100.00%	95.7%	23
Boonlick Area Vocational Technical School 17-166 Boonville, Mo.	1	24	95.45%	94.93%	100.00%	88.00%	82.4%	17
Cass Career Center 17-129 Harrisonville, Mo.	1	21	NA	NA	NA	NA	Opened FY98	
Cape Girardeau Area Vocational Technical School 17-167 Cape Girardeau, Mo.	1	24	100.00%	100.00%	94.74%	100.00%	100.00%	18
Columbia Public Schools 17-199 Columbia, Mo.	2	32	98.27%	94.74%	100.00%	93.88%	92.6%	54
Gibson Area Vocational Technical School 17-164 Reed Springs, Mo.	1	40	100.00%	100.00%	95.24%	91.67%	100.00%	27
Hannibal Public School 17-193 Hannibal, Mo.	1	24	100.00%	89.47%	93.75%	94.74%	100.00%	15
Jefferson College 17-174 Hillsboro, Mo.	1	60	97.91%	100.00%	100.00%	100.00%	100.00%	37
Kenett Area Vocational Technical School 17-169 Kenett, Mo.	1	20	94.73%	100.00%	100.00%	100.00%	94.1%	17
Kirkville Area Vocational Technical School 17-186 Kirkville, Mo.	1	24	96.15%	100.00%	100.00%	94.44%	85.7%	21
Lex La-Ray Technical Center 17-103 Lexington, Mo.	1	28	100.00%	91.30%	100.00%	85.00%	85.7%	21
Mineral Area College 17-192 Park Hills, Mo.	1	32	96.29%	100.00%	95.00%	93.75%	93.8%	16
Moberly Area Community College 17-183 Moberly, Mo.	1	32	96.55%	100.00%	95.45%	80.95%	95.2%	21
Nevada Regional Technical Center 17-187 Nevada, Mo.	1	30	100.00%	100.00%	95.65%	100.00%	95.8%	24
Nichols Career Center 17-190 Jefferson City, Mo.	1	35	100.00%	100.00%	92.31%	80.77%	95.2%	21
North Central Missouri College 17-185 Trenton, Mo.	1	37	87.09%	100.00%	100.00%	100.00%	90.00%	30
Northland Career Center 17-102 Platte City, Mo.	1	29	92.59%	93.10%	96.00%	80.95%	91.7%	24
Northwest Technical School 17-179 Maryville, Mo.	1	25	96.00%	94.74%	96.00%	90.91%	95.5%	22
N. S. Hillyard Area Vocational Technical School 17-189 St. Joseph, Mo.	1	35	95.83%	95.45%	100.00%	95.45%	100.00%	23
Ozarks Technical Community College 17-198 Springfield, Mo.	2	31	92.30%	100.00%	98.23%	95.83%	100.00%	43
Peru Valley Community College 17-157 Kansas City, Mo.	2	180	100.00%	95.60%	81.00%	92.00%	89.8%	59
Pike/Lincoln Technical Center 17-168 Boia, Mo.	1	25	100.00%	85.00%	93.00%	94.74%	84.6%	13
Poplar Bluff School District 17-153 Poplar Bluff, Mo.	1	24	87.50%	100.00%	100.00%	94.74%	100.00%	21
Radia Technical Institute 17-184 Boia, Mo.	1	30	92.85%	95.83%	100.00%	95.15%	92.3%	26
Saline County Career Center 17-173 Marshall, Mo.	1	20	84.21%	89.47%	100.00%	94.44%	83.3%	18
Sanford Brown College/Des Peres 17-103 St. Louis, Mo.	2	51	90.58%	87.35%	81.01%	74.67%	64.0%	50
Sanford Brown College/Kansas City 17-152 North Kansas City, Mo.	3	50	85.95%	92.52%	88.43%	81.49%	65.3%	95
Sanford Brown College/St. Charles 17-104 St. Charles, Mo.	2	50	94.87%	90.59%	92.15%	85.11%	72.2%	36
School District of Joplin 17-195 Joplin, Mo.	2	27	95.12%	97.73%	100.00%	94.59%	100.00%	41
Sikeston Public Schools/Sikeston 17-188 Sikeston, Mo.	1	32	100.00%	97.83%	89.00%	96.67%	88.5%	26
Sikeston Public Schools/Hays 17-149 Hays, Mo.	1	20	NA	NA	100.00%	85.71%	89.00%	20

Continued to page 11

**For all the reasons you became a nurse**

St. Mary's Health Center offers a unique environment that is patient centered with dedicated professionals who care and believe they can make a difference.

We are a hospital that is sensitive to the needs of our nurses. St. Mary's provides an environment of continuous quality improvement, flexible schedules, pay for experience, generous shift differential, professional development and personal satisfaction.

If you are a Critical Care Nurse looking for an environment where you can make a difference.

Full and Part-Time Career Opportunities in ICU, OR, Cardiac Cath and Telemetry

FOR FURTHER DETAILS ON THESE AND OTHER OPPORTUNITIES CALL OUR JOB HOTLINE AT (314) 768-8030



1997 & 1998 Recipient of the Missouri Quality Team Award for excellence. EEO/MF/D Smoke and Drug Free Environment

For immediate consideration  
Call Laurie Wakeling at (314) 768-8784  
Fax your resume to (314) 768-7131  
Or apply in person  
Monday/Friday 7:00 a.m. - 3:00 p.m.  
Tuesday/Thursday 9:00 a.m. - 4:00 p.m.  
Wednesday 10:00 a.m. - 6:00 p.m.  
6420 Clayton Road  
St. Louis, MO 63105

**South Dakota State University**

**We have a NURSING PROGRAM**

*tailored for YOU!*

**Bachelor's Degree Program (B.S. in Nursing)** • For qualified applicants  
• Full-time study • Offered in: Brookings and Rapid City

**Upward Mobility (B.S. in Nursing)** • For RNs to earn a B.S. in Nursing  
• Part-time and full-time study • Offered in: Aberdeen, Huron, Mitchell, Pierre, Rapid City, and Sioux Falls

**Master's Program (M.S. in Nursing)** • Part-time and full-time study  
• Offered in: Brookings, Rapid City, and Sioux Falls • Tracks: Adult Nursing, Parent-Child Nursing • Roles: Clinical Specialist, Family Nurse Practitioner, Nurse Educator, and Nurse Administrator

Call (605) 688-5178, or toll-free 888-216-9806,

e-mail [Olson@mg.sdstate.edu](mailto:Olson@mg.sdstate.edu), or write:

Roberta K. Olson, Ph.D., R.N., Dean

College of Nursing

Box 2275

South Dakota State University

Brookings, SD 57007-0098



SDSU is an Affirmative Action/Equal Opportunity Employer



MISSOURI ACCREDITED ASSOCIATE DEGREE PROGRAMS (Continued from page 11)

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	0793-0694	0794-0695	0795-0696	0796-0697	0797-0698	# Students tested on Fiscal Report 97-98*
Sanford Brown College/Des Peres St. Louis 17-422 St. Louis, Mo.	2	49	80.00%	94.12%	68.89%	62.26%	55.7%	79
Sanford Brown College/Kansas City 17-423 St. Charles, Mo.	2	48	96.53%	79.63%	82.61%	71.23%	54.6%	97
Sanford Brown College/St. Charles 17-421 St. Charles, Mo.	2	48	80.00%	78.57%	74.73%	68.57%	53.1%	49
Southeast Missouri Hospital College of Nursing 17-424 Cape Girardeau, Mo.	1	35	NA	NA	84.31%	83.33%	88.2%	17
Southeast Missouri State University 17-419 Cape Girardeau, Mo.	1	40	97.43%	96.67%	94.74%	90.91%	71.4%	28
Southeast Missouri State University 17-490 West Plains, Mo.	1	35	93.61%	94.44%	92.86%	87.86%	85.7%	36
St. Charles County Community College 17-458 St. Peters, Mo.	1	120	96.18%	100.00%	94.67%	92.31%	90.0%	20
St. John's School of Nursing/SBU 17-418 Springfield, Mo.	2	250	NA	NA	NA	NA	100.00%	1
St. Louis Community College/Flo Valley 17-464 St. Louis, Mo.	2	40	92.50%	85.83%	95.00%	89.09%	78.0%	59
St. Louis Community College/Forest Park 17-476 St. Louis, Mo.	3	55	97.26%	96.51%	79.73%	90.57%	93.9%	49
St. Louis Community College/Meramec 17-477 St. Louis, Mo.	2	60	98.94%	99.05%	98.67%	98.85%	97.1%	70
State Fair Community College 17-408 Sidalis, Mo.	2	60	94.11%	94.59%	87.50%	88.64%	90.7%	43
Three Rivers Community College 17-462 Poplar Bluff, Mo.	1	30	96.15%	100.00%	90.91%	90.91%	90.0%	20

MISSOURI ACCREDITED DIPLOMA PROGRAMS— FIVE YEAR PASS RATES

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	793-694	794-695	795-696	796-697	797-698	# Students tested on fiscal report of 97-98*
Lutheran Medical Center 17-392 St. Louis, Mo.	2	125	92.63%	98.84%	83.33%	93.90%	95.7%	47
Missouri Baptist Medical Center 17-391 St. Louis, Mo.	1	110	98.38%	98.55%	96.53%	93.44%	93.0%	57

MISSOURI ACCREDITED BACCALAUREATE DEGREE NURSING PROGRAMS—FIVE YEAR PASS RATES

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	793-694	794-695	795-696	796-697	797-698	# Students tested on fiscal report 97-98*
Avila College 17-354 Kansas City, Mo.	1	50	88.23%	64.29%	76.19%	69.23%	95.8%	24
Barnes College of Nursing/UMSL 17-506 St. Louis, Mo.	2	150	91.66%	85.43%	87.93%	77.31%	78.9%	93
Central Methodist College 17-509 Fayette, Mo.	1	50	NA	NA	NA	NA	66.7%	6
Calver-Socklos & Blessing Riemann College-Quincy IL 17-504 Quincy, IL	1	65	83.33%	71.43%	80.49%	72.73%	80.0%	40
Deaconess College of Nursing 17-500 St. Louis, Mo.	2	100	100.00%	98.13%	93.88%	88.64%	91.8%	49
Graceland College 17-508 Independence, Mo.	1	50	86.66%	92.31%	85.29%	78.33%	92.0%	25
Maryville University of St. Louis 17-501 St. Louis, Mo.	1	120	88.33%	81.09%	92.09%	81.25%	82.0%	50
Missouri Southern State College 17-510 Joplin, Mo.	1	40	NA	NA	NA	100.00%	100.00%	15
Missouri Western State College 17-502 St. Joseph, Mo.	2	40	87.27%	91.82%	88.71%	86.76%	88.6%	70
Research College of Nursing 17-566 Kansas City, Mo.	2	123	87.50%	91.89%	88.89%	78.48%	83.5%	83
Sinclair School of Nursing/UMC 17-592 Columbia, Mo.	2	60	92.85%	93.14%	93.94%	90.81%	92.3%	123
Southeast Missouri State University 17-563 Cape Girardeau, Mo.	1	50	85.00%	88.64%	90.48%	81.82%	72.1%	43
St. Louis University 17-588 St. Louis, Mo.	3	120	91.94%	92.59%	90.13%	83.43%	88.8%	107
St. Luke's College of Nursing 17-505 Kansas City, Mo.	1	65	98.18%	95.65%	99.09%	94.81%	95.6%	48
Truman State University 17-573 Kirksville, Mo.	1	65	91.15%	97.44%	89.13%	92.59%	92.0%	50
William Jewell College 17-560 L'Heureux, Mo.	1	60	93.75%	94.44%	100.00%	87.10%	83.9%	31

\*Fiscal Year = July 1 to June 30

National Council Publications

The National Council has a number of publications on a variety of topics available for purchase. To order any of the following publications, send a note of request and payment to the National Council (Dept. 77-3953, Chicago, Illinois 60678-3953). A printable order form is available on National Council's World Wide Web site at <http://www.ncsbn.org>. Orders must include a shipping-and-handling charge: \$1 for orders of \$5 and under; \$2 for orders less than \$39.99; \$3 for orders exceeding \$40. Orders must be accompanied by a check or money order payable to the National Council.

NCLEX® EXAMINATION

**Test Plan for the NCLEX® for Registered Nurses**  
The actual test plan used to construct each administration of the NCLEX-RN® examination. (©1997) \$3.00

**Test Plan for the NCLEX® for Practical Nurses**

The actual test plan used to construct each administration of the NCLEX-PN® examination, effective April 1999. (©1998) The test plan effective through April 1999 is also available. (©1995) \$3.00

**Detailed Test Plan for the NCLEX-RN® Examination**

Also known as the Guidelines for NCLEX-RN® Item Writers, this document links the NCLEX-RN® test plan to the Job Analysis of Newly Licensed Registered Nurses. (©1997) \$10.00

**Detailed Test Plan for the NCLEX-PN Examination**

This study documents the knowledge, skills and abilities underlying the categories of practical/vocational nursing activities included in the NCLEX-PN® Test Plan. Both the detailed test plan effective through April 1999 (©1997) and the detailed test plan effective April 1999 (©1998) are available. \$10.00

The NCLEX® Process - Revised

This book describes the entire NCLEX® examination process, from item development to computerized administration to scoring and reporting. (©1995) \$25.00

Collected Works on the Legal Aspects of Computerized Adaptive Testing

Five works which discuss various testing methods, focusing on legal considerations given to the computerized adaptive testing (CAT) method. (©1991) \$25.00

RESEARCH 1996 Profiles of Member Boards

This publication provides an overview of the regulatory environment in which state boards of nursing function. Includes data on board structure, educational programs, entry into practice, licensure requirements, continued competency mechanisms, nurse aide competency evaluations and advanced practice. Data by jurisdiction. (©1997) \$15.00

Continued to page 13

**MISSOURI WESTERN STATE COLLEGE**



Missouri Western State College, St. Joseph, Mo., offers a Bachelor of Science in Nursing to prepare students for the challenges of the dynamic field of professional nursing. The program at MWSC is fully accredited and has reasonable tuition rates.

The Department also has an advanced placement option for currently practicing LPNs. RNs wishing to complete the BSN degree are given credit for previous learning experiences and are offered class schedule and distance education courses over the internet.

Contact the Department of Nursing for more information.  
Kathleen Andrews, Chairperson, Department of Nursing  
MISSOURI WESTERN STATE COLLEGE  
4525 Downs Drive, St. Joseph, MO 64507  
(816) 271-4415 Email: [nursing@griffon.mwsc.edu](mailto:nursing@griffon.mwsc.edu)  
Internet: [www.mwsc.edu/~nursing](http://www.mwsc.edu/~nursing)

**WE SET the standard RN**

**Regional Director of Quality Assurance and Utilization Mgmt.**

**Minimum Professional Requirements:**  
Must have an RN degree and two years of medical administrative experience in a health agency, preferably in a correctional setting. Experience in directing a comprehensive quality assurance program and utilization review. Previous participation in National Commission surveys or equivalent will be a strong asset.

**Desirable Professional Assets:**  
Experience or demonstrated expertise in the development, application, implementation and monitoring of quality assurance procedures. Statistical analysis and interpretation of deviations from predetermined standards. C.M.E. hours or certification in quality assurance or utilization management desirable but not essential.

**Personal Characteristics:**  
Candidate must be a person of energy and vitality with strong work ethic, and willing to travel. The ideal candidate should be able to mentor, educate and arrange in-service in the field, engage in constructive criticism, facilitate positive learning experiences for clinicians and participate in writing corrective action plans when necessary.

For consideration, please send resume to:  
Norman W. King, Regional Vice President  
**Prison Health Services, Inc.**  
112 South West 6th Street, Suite 311, Topeka, Kansas 66603  
[kingnk@asgr.com](mailto:kingnk@asgr.com)

**PHS**



**NATIONAL COUNCIL PUBLICATIONS** (Continued from page 13)

**Quick References for Professional Boundaries and Sexual Misconduct Cases: Board of Nursing Attorneys**  
 This guide includes warning signs; attorney responsibilities; a description of the investigatory process; information on interpreting statutes and rules, as well as an explanation of how attorneys assist boards of nursing in promulgating rules; information about how investigative reports are used; and discussion about nurses' noncompliance with board orders. (©1996) \$10.00

**Quick References for Professional Boundaries and Sexual Misconduct Cases: Nursing Faculty**  
 This guide discusses faculty's responsibilities, provides definitions and warning signs of professional sexual misconduct, and provides suggestions for teaching nursing students about professional sexual misconduct. (©1996) \$10.00

**Quick References for Professional Boundaries and Sexual Misconduct Cases: Nursing Employers**  
 This guide discusses employers' responsibilities, provides definitions and warning signs of professional sexual misconduct, and suggests how to raise staff awareness regarding professional sexual misconduct. (©1996) \$10.00

**Guidelines for Education Program Surveyors: A Series of Learning Modules**

A set of six independent self-study modules designed to help the beginning or novice-level nursing education program surveyor prepare for the roles of site visitor and evaluator. (©1995) \$40.00

**NURSE AIDES**

**1995 Job Analysis of Nurse Aides**  
 This study was performed to evaluate the validity of the NACEP™ blueprint. It provides information on the activities performed by nurse aides employed in nursing homes, home health care agencies, and hospitals. (©1995) \$30.00

**NACEP™ Evaluation Blueprint**

This publication outlines the knowledge, skills, and abilities required of nurse aides to perform their job and serves as a guideline for item writers. (©1991) \$5.00

**Model Nurse Aide Regulation Act**

Guide for states developing statutory authority in order to regulate nurse aides and their functions. (©1990) \$10.00

**Model Nurse Aide Administrative Rules**

Guide for jurisdictions developing rules to regulate nurse aides. (©1990) \$10.00

**SUBSCRIPTIONS**

**Issues**  
 A free quarterly newsletter reporting the issues involved in the work of the National Council's member boards of nursing. \$0.00

**Insight: Publication on Nurse Aides and Assistive Personnel**

A free triennial newsletter highlighting issues in nurse aide/unlicensed assistive personnel education, certification, evaluation, roles and responsibilities. \$0.00

**NCLEX-RN® Program Reports**

These are education program-specific and national comparison reports of graduates' performance on the NCLEX® examination. Performance results, test plan profiles, and content dimension reports are all included. Reports are

released in November and May; subscriptions are open to nursing schools only. \$300.00

**NCLEX-PN® Program Reports**

These are education program-specific and national comparison reports of graduates' performance on the NCLEX® examination. Performance results, test plan profiles, and content dimension reports are all included. Reports are released in November and May; subscriptions are open to nursing schools only. \$200.00

**AUDIO/VIDEO**

**An Introduction to CAT for NCLEX® [video 1]**  
 This short introduction to computerized adaptive testing (CAT) includes information on testing methodology, CAT history, research and computer screens. (©1992) \$50.00

**NCLEX® Using CAT: A Candidate's Viewpoint [video 2]**

This second video actually "walks through" the testing experience with a candidate. (©1993) \$50.00

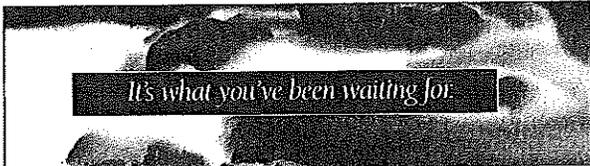
**Establishing Competence with NCLEX® Using CAT [video 3]**

This third video describes the methodology of NCLEX® using CAT and gives an analogy that makes this type of testing easier to understand. (©1994) \$25.00

**Special Offer: Video 1 and video 2 (with video 3 free) \$75.00**

**Crossing the Line**

This 23-minute video training program tackles one of the important issues affecting nursing today: professional boundaries and sexual misconduct. Interactive learning exercises, facilitator information, slide masters and a detailed reference list are all included. This program is designed for every nurse in every practice setting at every level. Call Jamie Lee at 615/321-5088 to place an order. (©1998) \$249



*It's what you've been waiting for*

Don't wait any longer to see what caring is really all about here at San Jose Medical Center. We have two facilities in the beautiful Bay Area: a 348-licensed-bed acute care metropolitan hospital featuring a county-designated Level II Trauma Center, as well as a 204-bed off-site, community-based acute care facility. Our employees have the option of working at the facility of their choice, or enjoying the best of both worlds while working at both.

.....

We are located in one of Northern California's most inviting places to live, work and play. We are minutes away from the scenic San Francisco Bay, a short drive to the beautiful Santa Cruz beaches, with comfortable access to the world-renowned Napa Valley wine country. Join us by considering the following:

**Staff RN Opportunities**

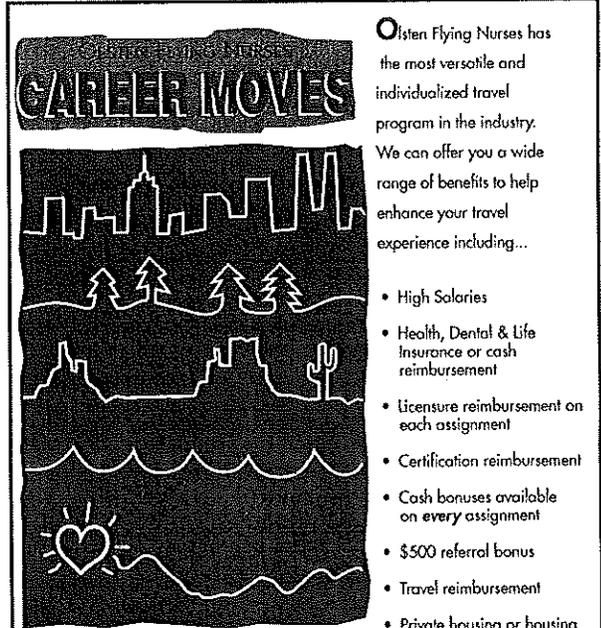
- ICU/CCU
- ER
- L&D
- Endoscopy
- Med/Surg
- TCU
- PICU
- PEDS

Full-time, part-time and per diem positions available for all shifts. Requires a current RN license.

**We offer a sign-on bonus and relocation assistance!**

Join us and you will enjoy an excellent compensation and benefits package, plus relocation assistance. For consideration, please send resume to: San Jose Medical Center, Attn: Melinda Pierce, Dept. MO2/99, 675 East Santa Clara St., San Jose, CA 95112. Fax: (408) 993-7012. Or call toll-free: 1 (888) 404-7337, EOE.

**San Jose Medical Center**



**CAREER MOVIES**

Olisten Flying Nurses has the most versatile and individualized travel program in the industry. We can offer you a wide range of benefits to help enhance your travel experience including...

- High Salaries
- Health, Dental & Life Insurance or cash reimbursement
- Licensure reimbursement on each assignment
- Certification reimbursement
- Cash bonuses available on every assignment
- \$500 referral bonus
- Travel reimbursement
- Private housing or housing subsidy
- Tax deferred payroll plan
- Direct deposit
- Weekly payroll
- 24 hour accessibility

*Anywhere Your Heart Desires*

Setting the industry standard for nearly two decades....  
 Olisten Flying Nurses - Anywhere your heart desires.

800•925•9254

**Olisten Health Services**  
 Flying Nurses®

**DID YOU CHANGE YOUR NAME?  
DID YOU CHANGE YOUR ADDRESS?  
DID YOU NOTIFY THE MISSOURI BOARD OF NURSING?**

4 CSR 200-4.020 (15)(b) (1) says in part "If a change of name has occurred since the issuance of the current license, the licensee must notify the board of the name change in writing....." and (2) If a change of address has occurred since the issuance of the current license, the licensee must notify the board of the address change....."

Please feel free to use the form below to notify the board office of your name and/or address change. Once the name and/or address change has been made to the board's records a letter verifying this change will be mailed to you.

**NAME AND ADDRESS CHANGE NOTICE**

1. Is this an address change?	0 YES	0 NO
2. Is this a name change?	0 YES	0 NO
Missouri License Number:		
OLD INFORMATION (please print):		
First Name	Last Name	
Address:		
City	State	Zip Code
NEW INFORMATION (please print):		
First Name	Last Name	
Address (if your address is a PO Box, you must also provide a street address):		
City	State	Zip Code
Please provide signature:		

**Duplicate license instructions:**

It is not mandatory that you obtain a duplicate license. You may practice nursing in Missouri as long as your Missouri nursing license is current and valid. If you wish to request a duplicate license reflecting your new name, you must return ALL current evidence of licensure (the wallet size card and/or wall hanging document) that has been issued to you for the present renewal period, and the required fee of \$5.00 for processing a duplicate license.

Return this completed form to: Missouri State Board of Nursing, P O Box 656, Jefferson City, MO 65102

**Is Your License Lost or Has It Been Stolen?**

If you would like to obtain a duplicate license because your license has been lost or stolen. Please contact our office and request an Affidavit for Duplicate License form.

You may contact our office in one the following manners:

- Internet E-mail: nursing@mail.state.mo.us (address changes only)
- Fax: 573-751-6745 or 573-751-0075
- Mail: Missouri State Board of Nursing, P O Box 656, Jefferson City MO 65102
- Telephone: 573-751-0681 (address changes only)

Please provide your name and license number when contacting the Board.

**Lifelong Commitment to Care**

**RNs**

The environment created at Nebraska Health System by joining Clarkson and University Hospitals offers excellent opportunities for all types of nursing.

Contact our recruiters today, Dani 402-552-3081 or Jenny 402-552-3073, for more information or fax your resume to 402-552-3063.



NHS Human Resources  
957420 Nebraska Medical Center  
Omaha, NE 68198-7423

Job Hotline 552-3110 • Equal Opportunity Employer • www.NHSeLog

**THE UNIVERSITY OF IOWA  
COLLEGE OF NURSING**



**OPPORTUNITIES in  
nursing education &  
research**

A nationally ranked college, with award-winning faculty at a Big-10 University

- BACHELOR OF SCIENCE IN NURSING
- MASTER OF SCIENCE IN NURSING
- DOCTOR OF PHILOSOPHY IN NURSING
- NURSING INFORMATICS CERTIFICATION
- INTERNATIONAL EXCHANGE PROGRAM
- GLOBAL HEALTH CERTIFICATION
- 1-YEAR RN-BSN PROGRESSION PROGRAM
- MBA/MSN JOINT PROGRAM
- NURSING & GENETICS PROGRAM
- NURSE ANESTHETIST PROGRAM
- NURSE PRACTITIONER DEGREES
- POST MASTERS CERTIFICATION
- POSTDOCTORAL FELLOWSHIPS
- PREDOCTORAL FELLOWSHIPS
- HOME OF THE CENTER FOR NURSING CLASSIFICATION
- HOME OF THE GERONTOLOGICAL NURSING INTERVENTIONS CENTER

The University of Iowa prohibits discrimination in employment and in educational programs and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information on non-discrimination policies, contact the Coordinator of Title IX, Section 504, and the ADA in the Office of Affirmative Action, (319) 335-0705 (voice) and (319) 335-0697 (text), 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

for on-line information visit  
<http://www.nursing.uiowa.edu>

**The Air Force  
Wants Both  
You And Your  
Nursing  
Career To  
Go Places.**



**Why Do You Think We Say "Aim High"?**

Nursing in the Air Force. Exciting. Rewarding. The best. The professionals you work alongside are the best. So are the facilities. The benefits you enjoy are the best. As are your opportunities for travel, training and advancement, 30 days vacation with pay, plus, you may qualify for a \$5,000 bonus. If you're a registered nurse with a BSN and at least one year's experience, Air Force Nursing offers the best of everything. And as an Air Force officer, you'll not only be respected, you'll be saluted.

For an information packet call  
**1-800-423-USAF**  
or visit [www.airforce.com](http://www.airforce.com).

You'll see why we say, "Aim High."



## SCHEDULE OF CONFERENCE CALLS AND BOARD MEETING DATES THROUGH FEBRUARY 26, 1999

Board meeting dates:      March 4-5, 1999  
                                       June 3-4, 1999  
                                       September 16-17, 1999  
                                       December 8-9, 1999

### DISCIPLINE COMMITTEE

DATE	TIME
December 28	1:00 – 4:00
January 11	1:00 – 4:00
January 25	1:00 – 4:00
February 4	1:00 – 4:00
February 22	1:00 – 4:00

Staff Contacts: Liz Cardwell, Andrea Goller, Rita Tadych – 573-751-6541

### EDUCATION COMMITTEE

DATE	TIME
February 22	9:00 – 11:00

Staff Contacts: Jo Boyd, Lori Scheidt, Calvina Thomas – 573-751-0080

### EXECUTIVE COMMITTEE

DATE	TIME
February 10	1:00 – 3:00

Staff Contacts: Marcia Flesner, JoAnn Hanley – 573-751-1416

### LICENSURE COMMITTEE

DATE	TIME
January 21	1:00 – 3:00
February 23	9:00 – 11:00

Staff Contacts: Lori Scheidt, Calvina Thomas – 573-751-0089

### PRACTICE COMMITTEE

DATE	TIME
January 19	1:00 – 3:00
February 3	1:00 – 3:00
February 26	1:00 – 3:00

Staff Contacts: Rachel Davis, Rita Tadych – 573-751-0073

**Missouri State Association  
of  
Licensed Practical Nurses, Inc.**  
 We want to be YOUR representative,  
 YOUR voice, YOUR association  
 Join Us To Be HEARD  
 call 1-800-283-1948

Do you enjoy the out of doors? The Girl Scout Council of Greater St. Louis is looking for RN's/Health Staff for three ACA accredited resident camps. Competitive salary, housing and meals are provided. Seasons are from 1 to 9 weeks long. For more information call at 1-800-727-4475 ext. 2351. Equal Opportunity Employer



**Attention Missouri Residents!**  
**Graduate Students Qualify for In-State Tuition Rates**

UNMC

**YOUR EDUCATIONAL  
PARTNER IN A  
CHANGING WORLD**

**COLLEGE OF NURSING**  
**Quality Education with Excellence in Practice**

**The Bachelor's in Nursing**

- Learn to provide health care in rural and urban environments
- Options to coincide with lifestyles of traditional and non-traditional students
- Preparation for leadership roles in a changing world
- Preceptor partnerships prepare for practice

**The Master's in Nursing**

- Family, neonatal or geriatric nurse practitioner
- Gerontology and psychiatric-mental health clinical specialties
- Synthesized clinical specialist/nurse practitioner specialties in women's and children's health and adult health illness
- Subspecialties including acute care, oncology, ambulatory care
- Health system specialist with emphasis in administration and community health
- Opportunity to work with funded researchers

**The Ph.D. in Nursing**

- Nebraska's only Ph.D. nursing program
- Individualize program of studies
- Core courses focus on student's research goals
- Support courses focus on student's research
- Opportunity to work with funded researchers
- Support of the Nechele Research Center

**Unique Educational Options**

- Cutting-edge programs
- Evolving distance-learning technologies via the Internet, e-mail, discussion groups and chat rooms
- Advanced placement
- RN to BSN
- RN to MSN
- Receive a post-master's certificate

**Benefits**

- Flexible programming
- Financial support
- Clinical experts provide instruction
- Researchers are experienced and funded

**Campus Locations**

- Omaha Division • Lincoln Division • Kearney Division • Scottsbluff Division

Nationally recognized for academic and scholastic excellence.

Our graduate programs were ranked in the top 12 percent of graduate programs in the country by *U.S. News and World Report* "Best Graduate Schools in the U.S.," March 2, 1998

**University of Nebraska Medical Center**  
 Nebraska's Health Science Center  
 A Partner with Nebraska Health System

UNMC College of Nursing • P.O. Box 985330 • 600 S. 42nd Street • Omaha, NE 68198-5330  
 For more information call student services at: (800) 626-8431 or (402) 559-4110  
 Visit our web site at: www.unmc.edu/c\_nursing

**Attention:**

## LPN's EMT's & Paramedics

Earn Your Fully Accredited College Degree & RN License

- ✓ No Classwork
- ✓ Advanced Placement
- ✓ All Textbooks and Special Study Modules Provided
- ✓ Free and Affordable

**Free 2000 Information Package, call**

**NURSING CAREERS**

**1-800-47-NURSE**

**RENALWEST**

... improving the quality of life for people with kidney disease

RENALWEST is dedicated to improve the quality of life and to optimally care for those patients with chronic and acute renal disease. Our state of the art facilities are equipped with integrated clinical software, automated reuse systems, and centralized acid/bicarb delivery systems. If you are a dialysis experienced RN or technician now is the time to make the move to our rapidly growing company. Renalwest offers advancement opportunities, plus excellent benefits.

**\$2,000 sign on bonus for Dialysis-Experienced RNs  
 \$1,000 sign on bonus for Dialysis-Experienced Technicians**  
 Positions available in Arizona & Oregon

Mail resume to Renalwest  
 1750 S. Mesa Drive Ste. 110, Mesa, AZ 85210  
 800-456-9223 ext. 228  
 Fax resume : (602) 926-3499



## Let the Journey Begin

Soar into the future courtesy of the Naval Reserve. Whether you're interested in having money for college, earning an advanced degree, learning new valuable skills, or a great part-time income. All it takes is one weekend a month and two weeks a year. Openings available for:

- Registered Nurses
- LPNs / Paramedics / EMTs
- Or Veterans of any service
- No boot camp required

**Call 1-800-247-7777**

**NAVAL RESERVE**  
 www.navy-reserve-jobs.com

# ATTENTION RNS



Renewal notices were mailed to all RNs with current licenses expiring on April 30, 1999 approximately the first week in February. If you do not receive your renewal notice by March 1, please contact our office immediately so a duplicate renewal notice can be mailed to you.

**YOU MUST RENEW YOUR NURSING LICENSE ON OR BEFORE APRIL 30, 1999 IF YOU PLAN TO PRACTICE NURSING IN THE STATE OF MISSOURI.** If you fail to renew your nursing license by April 30, 1999 you may not continue to practice nursing in Missouri.

You may contact our office in one of the following manners - please give us your name, Missouri license number, current mailing address and daytime telephone number. Name changes will only be accepted by mail or fax and **MUST** be signed.



**INTERNET E-MAIL:** rbrockma@mail.state.mo.us  
(address changes only)



**FAX -- 573-751-6745 or 573-751-0075**



**MAIL - Missouri State Board of Nursing, P O Box 656,  
Jefferson City, MO 65102-0656**



**CALL - 573-751-0681**  
(address changes only)

## Practice Corner

Most of the content in this section is developed by Rita Tadych, PhD, RN, Assistant Director for Discipline and Practice. Please be advised that her content is **not** intended to represent the legal opinions or views of the Board. Content included in this section that was developed by the Missouri State Board of Nursing is identified as that of the Board.

### Statutes

The beginning of each year ushers in Missouri's Legislative Session. This is a time when we begin to hear about the legislature's introduction of various House Bills or Senate Bills. What may not be clear to all of us is that House Bills or Senate Bills are about changing of laws or making of laws called 'statutes'.

If you want to review proposed House or Senate legislation and legislative developments during the session, periodically go to either <http://www.house.state.mo.us> or <http://www.senate.state.mo.us>. These websites also have general information on the legislative process and how a bill becomes a law.

Existing Missouri statutory laws can be found in the *Revised Statutes of Missouri (RSMo)*, published by the Joint Committee on Legislative Research, or can be examined at the website, <http://www.moga.state.mo.us/STATUTES/STATUTES.HTM>.

I have included a listing of particular statutes that may be of interest to nurses at the Board of Nursing's website, <http://www.ecodiv.state.mo.us/pr/nursing>, within the 'Focus on Practice' button.

### Rules/Regulations

Promulgated to further define particular statutes, a rule/regulation may be defined as an order of an authorized legal authority, such as a Licensing Board, which prescribes or directs conduct, action, procedure, or arrangement.

Existing Missouri regulatory laws can be found in the *Code of State Regulations (CSR)*, published by the Secretary of State's Office. There is no website access, at this time, to all Missouri rules/regulations. You may, however, find Nursing's rules at its website. In fact, I think you may be able to review most Boards' rules (and statutes) through their respective websites.

All proposed new rules and proposed  
Continued on page 18

### NEW OPEN HEART PROGRAM NURSES WANTED!

Join our professional team where we are dedicated to improving the health of the people we serve. Get in on the ground floor of our new second to none Open Heart Program. You have the ability to have a voice in clinical practices. We offer individualized orientation, flexible shifts, clinical ladders, and an excellent salary and benefit package. Candidates must be eligible for current Kansas RN license and cardiology experience is required. Come to Salina where you can practice big city medicine in a small town atmosphere! Sign-on bonus available, call for details. Interested candidates may call for an application or mail/fax your resume to:

**SALINA REGIONAL HEALTH CENTER  
HUMAN RESOURCES DEPARTMENT  
400 SOUTH SANTA FE, SALINA, KS 67401  
785-452-7154 785-452-7684 - Fax www.SRHC.com  
EOE**

Salina-RHC is a drug and alcohol-free workplace.  
Winner of 1997 VHA National Award for Leadership in Community Service.

### EARN A DOCTOR'S INCOME

- NO BOSS . NO SCHEDULE .
- NO SALES PRESENTATIONS .
- NO PAPERWORK .
- NO DISRESPECT .
- UNLIMITED INCOME OPPORTUNITY .

**LET THE DOCTORS WORK FOR YOU!**

**CALL STAT 800-766-3109 24 Hours A Day  
FOR A 90 SECOND RECORDED MESSAGE**



**YOU HAVE NOTHING TO LOSE!!**

### LPN'S

Advance your career in the new millennium. Now accepting applications for January 2000. State Fair Community College Associate Degree Nursing Program *Career Mobility Workshop April 9-10, 1999* (first step of selection for ADN class in 2000) Contact: Student Services **State Fair Community College**  
3201 W. 16th - Sedalia, MO (660) 530-5800 Ext. 217

### MISSOURI BAPTIST COLLEGE

The Missouri Baptist College is seeking a Director of Nursing for its BSN Completion Program. The candidate should have a doctorate in nursing and administrative and teaching experience in college-level nursing. Missouri Baptist College is a four-year evangelical Christian, liberal arts college. Compensation is competitive with other comparable liberal arts schools. The position is effective immediately. To apply the candidate should send a cover letter of application including statement of faith, resume and three letters of recommendation to:  
Dr. Clark Triplett  
Division Chairman of Social and Behavioral Sciences  
**MISSOURI BAPTIST COLLEGE**  
One College Park Drive, St. Louis, MO 63141-5655  
FAX: (314) 424-7356 E-mail: triplett@mnbap.com.edu

At St. Mary's Hospital, the largest regional medical center between Denver and Salt Lake City, our mission to improve the human condition of the individuals and communities we serve has led to the development of comprehensive health care programs. Keeping pace with technology has allowed us to provide a depth of services unsurpassed in the region. St. Mary's Hospital offers health care services ranging from prevention and wellness to inpatient treatment and rehabilitation.

We have the following positions open to individuals with current Colorado license who are interested in being a member of our Health Care delivery team:

**CRITICAL CARE FLOAT POOL  
FULL-TIME STAFF RN'S**  
Experience: ICU, CCU, NICU, ED. Certification: ACLS, BCLS, PALS (CCRN, TNCC preferred)

**TELEMETRY — STAFF RN**

Experience: Telemetry. Certification: ACLS, BCLS

**EMERGENCY DEPARTMENT — STAFF RN**

Experience: Critical Care/ER. Certification: ACLS, TNCC, PALS

**NEUROTRAUMA DEPARTMENT — STAFF RN**

Experience: Neuro, Trauma, Step-Down. Certification: ACLS, BCLS.

**NICU, L&D, OB/GYN/Well Baby Nursery**

Full-time and part-time positions: BCLS/ACLS/PALS Certification CAMS

Certifiable. 2+ years experience. Must be willing to do flight transports

**Occupational Health**

Full-time position. BCLS Certification. Case Manager experience preferred.

**SNF Rehab**

Full-time and part-time positions. ACLS/CCRN preferred.

**Med/Surg, Surgery**

Full-time positions. Previous experience preferred.

**NURSE PRACTITIONER**

Full-time Experience: NACOG NNP certification required. CAMS certifiable. Must be willing to do flight transport for NICU.

**NURSE PRACTITIONER or PHYSICIAN ASSISTANT**

Full-time Experience: M.S. preferred. Must have previous experience in Psych.

**Clinical Resource Specialist**

Full-time positions. Lab Areas, Respiratory Care, SNF Rehab, Neuro/Trauma. Current Colorado RN Licensure previous experience preferred

**RN CALL-IN POSITIONS**

Available all units.  
Please send resumes to: Human Resources Dept.  
2635 North 7th Street, P.O. Box 1628  
Grand Junction, CO 81502-1628  
or stop by and fill out an application today. EOE

**St. Mary's Hospital**

**PRACTICE CORNER**  
(Continued from page 17)

amendments to existing rules are published in the *Missouri Register*, which is generally issued on the 1st and 15th of each month. Nurses and other members of the public have at least thirty (30) days from the date of a proposed rule's appearance in the *Missouri Register* to submit written comments to the entity that filed the rule. For more information about the rulemaking process, go to the Board of Nursing website within the 'Focus on Practice' button.

I have included a listing of particular rules/regulations that may be of interest to nurses on the Board of Nursing's website within the 'Focus on Practice' button.

**Scope of Practice**

Nurses must have knowledge of those statutes and rules/regulations that affect their individual practice and that address the legal parameters in which they are authorized to practice nursing and provide delegated medical health care services. Various state, or even federal, statutes or rules/regulations may regulate different aspects of nurses' practice, practice within specific settings or geographic areas, or reimbursement.

Primarily utilized in the following scope of practice statements is the *State of Missouri Nursing Practice Act* (1995).

**Registered Professional Nurse Scope of Practice**

Pursuant to the *Nursing Practice Act* (1998), 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 and an authorized prescriber's order to administer medications and treatments when indicated [335.016 (9)(c), RSMo]. 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 (RNs) are to

perform acts "prescribed by a person licensed by a state regulatory board to prescribe medications and treatments" [335.016 (9)(c), RSMo] as part of a patient's care, an authorized prescriber-registered professional nurse relationship must clearly be in place and verbal or written orders from and cosigned by the authorized prescriber delegating the acts would be needed by RNs. The acts being delegated must be within the scope of practice of the authorized prescriber and the RNs must have the ability to perform the delegated acts defensibly, safely, and competently.

For example, a physician-registered professional nurse contractual relationship may be established for the performance of 'medically delegated acts' by a registered professional nurse in at least two ways:

First, a professional relationship between a physician and a RN can be established and exercised through the traditional means of specific, and later cosigned, verbal orders from a physician or written orders, possibly in the form of protocols or standing orders, generated and signed by a physician and carried out by a RN. In this case, the relationship is not based on a jointly agreed upon practice arrangement and, therefore, would not constitute a collaborative practice arrangement.

Second, 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 written collaborative practice arrangement with a physician pursuant to the statute, 334.104.1, RSMo, and rule, 4 CSR 200-4.200 Collaborative Practice. Through a written agreement, jointly agreed upon written protocols, or written standing orders for the delivery of health care services, a physician may delegate to a RN who is not an advanced practice nurse the authority to administer or dispense drugs and provide treatment within the RN's scope of practice and consistent with the RN's skill, training, and competence.

9/98

**Licensed Practical Nurse Scope of Practice**

Pursuant to the *Nursing Practice Act* (1998), 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 or under the direction of a registered professional nurse" [see also statute, 335.016 (9) (e), RSMo, and rule, 4 CSR 200-5.010 Definitions (i.e., proper supervision)]. Licensed practical nurses, by

statutory law, are not authorized to independently perform nursing care/acts. It is essential, therefore, for licensed practical nurses to have ongoing defensibility with respect to under whose specific direction (i.e., supervision) they are working at any given time. Furthermore, it is important for licensed practical nurses to have immediate access, at all times, to the individual (e.g., physician, registered professional nurse) under whose direction they are working when, for example:

- (a) patients' care needs exceed their legal scope of practice;
- (b) patients' care needs surpass their knowledge, education, skills, training, or experience; or
- (c) patients' conditions indicate pressing importance of consultation or imminent referral consideration.

If licensed practical nurses (LPNs) are to perform acts prescribed by "a person licensed by a state regulatory board to prescribe medications and treatments" [335.016(8), RSMo] as part of a patient's care, an authorized prescriber-licensed practical nurse relationship must clearly be in place and verbal or written orders from and cosigned by the authorized prescriber delegating the acts would be needed by licensed practical nurses. The acts being delegated must be within the scope of practice of the authorized prescriber and licensed practical nurses must ensure that appropriate oversight is in place (see rule, 4 CSR 200-5.010) and that they possess the ability to perform the delegated acts defensibly, safely, and competently.

For example, a physician-licensed practical nurse relationship may be established for the performance of physician-delegated acts that are associated with prescribed medications and treatments: (a) through specific, and later cosigned, verbal orders from a physician; (b) through specific written orders from a physician; or (c) through written orders, possibly in the form of protocols or standing orders, generated and signed by a physician. The acts being delegated must be within the scope of practice of the prescribing physician and the licensed practical nurse must ensure that appropriate oversight is in place (e.g., physician, registered professional nurse) and that s/he possesses the ability to perform the delegated acts defensibly, safely, and competently. Licensed practical nurses must keep in mind that merely having physicians' orders for patients, however, does not mean that they also have physician oversight for their practice.

10/98

Continued to page 19

**Park Place Care Center**

11901 Jessica Lane, Raytown, MO 64138

RN/LPN 12 hour shifts

Day or Night

NA/CNA all shifts

Ask about our weekend special. Come join our strong, caring, friendly staff.



Ask for Bev at  
(816) 358-3635

**Nursing Faculty Positions  
Open at Central**

NLN accredited nursing program in a public comprehensive university now accepting applications for two positions beginning August, 1999 at CMSU Warrensburg campus.

**Bachelors Program** One tenure track position. RN with a minimum of masters degree in nursing. Certified FNP or certification eligible, doctoral degree preferred. Two years clinical experience in medical-surgical setting within last 5 years required. Teaching experience/clinical supervision of students desired.

**Masters Program** One tenure track position in our new CMSU masters program. RN holding a masters degree in nursing and an earned doctorate (nursing preferred). Certified FNP or certification eligible required. Teaching experience and clinical supervision of students desired.

Compensation and rank for both positions determined by experience. Submit application and resume to Susan Morgan, Chair of Search Committee, Department of Nursing, Central Missouri State University, University Health Center, Room 102, Warrensburg, MO 64093. Review for both positions begins March 15, 1999 and continues until filled. AA/EEO/ADA

**Change Your Life!**

Would you like to put your money to work for you, instead of you working for it?

Would you like to reduce your taxes?

*I'm a nurse too. I'm looking for people who are serious, not curious, about changing their financial lives. Let me show you how our average new associates are earning thousands per week, within 2-4 wks of startup and 6 figure income in their 1st year FROM HOME.*

How good are you willing to let it get?

Please call toll-free (800) 995-0796, ext. 6128  
2 minute recorded message, this is NOT MLM

**NURSING DIRECTOR - North Central Missouri**

College, a public two-year college, is seeking applications for an Associate Dean of Allied Health Sciences. Applicants must have a master's degree in nursing and be eligible for licensure in Missouri. Applicants must submit a letter of application, resume, unofficial transcripts, and four references. To request complete position description, contact North Central Missouri College, Personnel Office, 1301 Main, Trenton, MO 64683. NCMG is an EOE educator and employer.

**No Matter Where You Live, We've Got A Location That's Right For You!**



With 17 facilities located in various communities - big and small, urban and rural - across Kansas and Missouri, we've got a location that's right for you!

Preferred candidates will possess experience in health care management and clinical experience in medical/surgical and gerontological nursing. Good interpersonal skills are essential. A bachelor's degree in nursing or business/health care administration is preferred.

Discover the benefits of belonging to our multi-facility system, where you have the opportunity for professional and personal growth.



For more information, contact: Vice President of Human Resources  
Presbyterian Manor of Mid-America, Inc. P.O. Box 20460 • Wichita, KS 67208-1440

Kansas Locations: Arkansas City, Clay Center, Dodge City, Emporia, Fort Scott, Hutchinson, Kansas City, Lawrence, Newton, Parsons, Salina, Sterling, Topeka, Wichita  
Missouri Locations: Farmington, Fulton and Rolla

**PRACTICE CORNER**  
(Continued from page 18)

**Advanced Practice Nurses**

Advanced Practice Nursing and Collaborative Practice: A Regulatory Perspective

**Advanced Practice Nursing.** In 1993, the Missouri Legislature and Governor provided statutory legitimacy to advanced practice nursing with House Bill 564. The Missouri State Board of Nursing's rule, 4 CSR 200-4.100 Advanced Practice Nurse, which further defined this statute, 335.016 (2), RSMo, and instituted an advanced practice nurse application process, became effective June 30, 1996, with a modest amendment effective October 30, 1997.

In order to call, title, represent, or designate oneself or practice as an advanced practice nurse within a particular clinical nursing specialty area (e.g., family, women's health, medical-surgical, pediatric, etc.) and role (i.e., nurse anesthetist, nurse midwife, nurse practitioner, or clinical nurse specialist), a nurse must be licensed as a registered professional nurse in the State of Missouri and must be granted a 'Document of Recognition' from the Missouri State Board of Nursing. The 'Document of Recognition' is not a separate license. Rather, the 'Document of Recognition' indicates the particular advanced practice nurse title that is to be used by the individual and specifies the legal scope of advanced nursing practice.

Confirmation of whether a registered professional nurse has current advanced practice nurse status can be accomplished by contacting the Missouri State Board of Nursing. Also available to the public is a monthly updated roster of Board-recognized advanced practice nurses, which includes recognitions that have expired. Grounds exist for investigation and discipline of registered professional nurses' licenses for titling, designating, or representing themselves or practicing as advanced practice nurses in Missouri when advanced practice nurse recognition has never been sought or when recognition has expired because continued recognition requirements were not met prior to the expiration date on their 'Document of Recognition'.

**Collaborative Practice Arrangements.** In 1993, pursuant to House Bill 564, the Missouri Legislature and Governor provided statutory authority for physicians and registered professional nurses who were advanced practice nurses to engage in written collaborative practice arrangements. Further defining this statute, 334.104.2, RSMo, was the Missouri State Board of Nursing's and State Board of Registration for the Healing Arts' joint rulemaking activity on collaborative practices by physicians with registered professional nurses who are recognized as advanced practice nurses within a particular clinical nursing specialty area and role. The rule, 4 CSR 200-4.200 (Nursing) or 4 CSR 150-5.100 (Healing Arts) Collaborative Practice, became law on September 30, 1996, with a modest amendment effective October 30, 1998.

In order to perform advanced practice nurse delegated medical acts that would be specified in a written collaborative practice arrangement with a physician, meeting the requirements of the Advanced Practice Nurse Rule and, thereby, securing a 'Document of Recognition' is a necessary precursor. Grounds exist for investigation and discipline of registered professional nurses' and

physicians' licenses for engaging in written collaborative practice arrangements wherein the delegations are to the registered professional nurse as an advanced practice nurse when the particular nurse is not recognized as an advanced practice nurse within any clinical nursing specialty area or role.

Although collaborative practice arrangements are defined in 334.104.2, RSMo as written agreements, jointly agreed upon written protocols, or written standing orders for the delivery of health care services, advanced practice nurses often secure written agreements with collaborating physicians.

Within the rule, 4 CSR 200-4.200 Collaborative Practice, there are several required collaborative practice entries that either the Board of Nursing or Healing Arts would look for in collaborating professionals' written agreements or their attachments:

- ◆ Agreement must establish "guidelines for consultation and referral to collaborating physician or designated health care facility for services or emergency care beyond the education, training, competence, or scope of practice of" advanced practice nurse [see (3)(D) of rule]
- ◆ Collaborative practice arrangement must be written agreement, jointly agreed upon protocols, or standing orders "specific to the clinical conditions treated" by collaborating physician and advanced practice nurse [see (3)(G) of rule]
- ◆ Collaborative practice arrangement must be signed and dated by both collaborating physician and advanced practice nurse before implementation, and signatures must signify "that both are aware of its content and agree to follow" its terms [see (3)(H) of rule]
- ◆ "The collaborative practice arrangement and any subsequent notice of termination..." "shall be in writing" and maintained for a minimum of eight years after termination [see (3)(H) of rule]
- ◆ The collaborative practice arrangement must identify the process for review and management of abnormal test results [see (4)(D) of rule]
- ◆ ...collaborating physician, "or other physician designated in the collaborative practice arrangement" [see (2)(B),(3)(I), (4)(A), & (3)(I)9. of rule]

Other pertinent collaborative practice arrangement themes specified in the Collaborative Practice Rule that should be viewed as particularly significant to collaborating professionals with respect to the design, implementation, and defensible documentation of their practice together include:

- ◆ Scope or mutual scopes of practice [see (3)(A),(3)(B),(3)(C), & (3)(I)11. of rule]
- ◆ One calendar month practice together [see (2)(C) of rule]

- ◆ Physician's number of collaborative practice arrangements limitations [see (4)(C) of rule]
- ◆ Thirty (non-HPSA) or fifty (HPSA) road mile distance from one another [see (2)(B) of rule]
- ◆ Physician availability [see (2)(A),(2)(B), & (4)(A) of rule]
- ◆ Other physician designated in the collaborative practice arrangement [see (2)(B), (3)(I),(4)(A), & (3)(I)9. of rule]
- ◆ Physician two week review provisions [see (3)(I),(4)(B), & (4)(C) of rule]
- ◆ Process and documentation of review on file in collaborative practice setting [see (4)(F) of rule]
- ◆ Prescription pad requirements [see (3)(I)7. of rule]
- ◆ Controlled substance limitations [see (3)(I)9. of rule]
- ◆ Dispensing logs and 72 hour dispensing boundaries [see (3)(I)6.,(3)(I)10. of rule]
- ◆ Dispensing of drug samples [see (3)(I)10. of rule]
- ◆ No further delegation specifications [see (3)(E) of rule]
- ◆ Diagnosis and initiation of treatment for acutely or chronically ill or injured parameters [see (2)(B),(2)(C), & (4)(C) of rule]
- ◆ Conditions other than acute self-limited or well-defined problems parameters [see (3)(I) of rule]
- ◆ Provision of care to well patients or to those with narrowly circumscribed conditions parameters [see (3)(E) of rule]
- ◆ Population-based (public) health services [see (4)(E) & (5) of rule]
- ◆ Review and revision of collaborative practice arrangement as needed [see (3)(H) of rule]
- ◆ Physician accountability for delegated medical acts [see (3)(I)1. of rule]

It should be kept in mind that the requirements inherent in the above state statutes and rules regarding advanced practice nursing and collaborative practice may need to be interfaced with the requirements of other pertinent state or federal statutes and rules. It is imperative that advanced practice nurses comprehend their scope of practice and standards of care accountabilities and responsibilities, securing and utilizing all primary source data and documents that have any connection to their practice, its setting, its patients, its avenues of reimbursement, and so forth. The Collaborative Practice Rule states that the Missouri State Board of Nursing has the right and duty to discipline advanced practice nurses for "violations of any state or federal statutes, rules, or regulations regardless of the licensee's participation in a collaborative practice arrangement" [see (4)(G) of rule].

12/98

Continued to page 20

**LEGAL NURSE CONSULTING**

**Your Experience Can Make It Possible**

Law firms, insurance companies, health care providers, and government agencies are desperately seeking RNs with legal training and clinical experience to work in the expanding field of legal nurse consulting.

**Personal and Financial Independence**

As an LNC, your combined nursing experience and legal skills can produce a substantial income through employment in the legal/medical fields, or in your own business as either a full-time or part-time consultant. NIPAS School of Legal Nurse Consulting will show you how to get started.

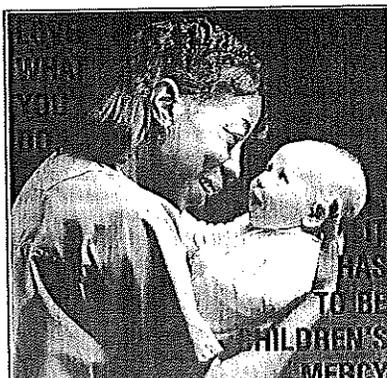
**Accredited, Attorney/Nurse Instructed**

Self-paced, distance education diploma and degree programs will not interfere with your present job. VA and DANIES approved. Established 1976.

**FREE CATALOG**  
800-669-2355

**School of Legal Nurse Consulting**  
Nurses Institute for Paralegal Arts & Sciences  
1801 Clint Moore Road, Suite 213  
Boca Raton, Florida 33497

Web Site: <http://www.nipas.net> • E-mail: [nipas@nipas.net](mailto:nipas@nipas.net)



**CHILDREN'S MERCY**

If you're looking for a career working with kids, you've come to the right place. Children's Mercy Hospital is one of the nation's leading pediatric hospitals—one of only two nationally recognized for outstanding achievement in a national survey.

And there's a reason for that. Everyone has loved kids. They love caring for kids. And it shows in everything we do. At Children's Mercy, our employees make the difference.

If you see yourself making a difference in the kind of place, please give us a call.

Equal Opportunity Employer  
\*Child Magazine, December/January, 1997.

Right now, there are job opportunities in Pediatric ICU, Inpatient Care, Nursery, Emergency Department, Operating Room, Recovery Room, Medical Surgical Floors and Clinics.

We know you'll feel very right about Children's Mercy.

**CHILDREN'S MERCY HOSPITAL**  
[www.childrensmc.org](http://www.childrensmc.org)  
For More Info, Call: 1-816-234-3587

**EARN YOUR RN OR BSN WITHOUT DISRUPTING YOUR LIFE!**

LPNs Earn Your Associate Degree  
RNs Earn Your Bachelor Degree

Rue's self-paced Directed Study Systems™ can help you earn a NLN accredited nursing degree from Regents College.

- ♥ 24/7 none customer care
- ♥ Pre-approved, interest free loans
- ♥ Clinical Video with interactive workbook
- ♥ Over 26,000 clients
- ♥ Study buddy network



RUE'S DIRECTED STUDY SYSTEMS ARE RATED PG (PASS GUARANTEED)™

Call 1-800-759-5947 or E-mail us today at [info@rueed.com](mailto:info@rueed.com) for free information!



14450 46th Street North  
Suite 112  
Clearwater, FL 33762

(727) 536-3322 FAX (727) 536-8707 [www.rueed.com](http://www.rueed.com)

**PRACTICE CORNER**  
(Continued from page 19)

**Frequently Asked Practice Questions**

This is a section that I will try to maintain within each issue of the Newsletter. Please feel free to send me questions you would like to see me address here, keeping in mind the disclaimer made at the beginning of the 'Practice Corner'. You may reach me by mail at the Board address, e-mail [rltadych@mail.state.mo.us](mailto:rltadych@mail.state.mo.us), or fax (573-751-0075). To speak directly to me, call 573-751-0073.

**Registered Professional Nurse & Licensed Practical Nurse**

**Q:** I have recently gotten my RN license in Missouri after working for years as a Missouri licensed LPN. Both my RN and LPN licenses are current and active. I have interviewed at health care facilities where they offer me LPN positions or even unlicensed assistive personnel (UAP) positions because they say no RN positions are available. What about taking a job in a health care environment other than as a RN?

**A:** If you have both an active and current RN license and LPN license, you may elect to "work" under either one. I caution you to remember that whatever the "job title" or "job slot" being used by an employing health care entity, your practice will be considered on the basis of a reasonable and prudent nurse with your specific knowledge, education, skills, training, experience, and licensure status. Given that the highest level of these characteristics of accountability and responsibility is RN, this fact would be a consideration, for example, by a plaintiff attorney in the discovery process, regarding behavioral expectations of your practice (regardless of entity "job title" or "job slot" being assumed in a given situation). Furthermore, once licensed as either RNs or LPNs, licensees who assume UAP job slots/titles do not then become a UAP. Again, licensed nurses continue to possess their specific knowledge, education, skills, training, experience, and licensure status and are accountable and responsible on the basis of these facts.

**Q:** Can I, as a RN, write a physician's verbal drug order as a verbal order on the physician's prescription pad, sign the physician's name followed by my own signature, and then send the patient off to the pharmacist with this prescription?

**A:** No. Pursuant to the statute, 338.095.2 RSMo, a RN can act as the authorized agent of the physician to telephone or electronically transmit a physician's prescription to a pharmacist. According to the rule, 4 CSR 220-2.018 Prescription Requirements 1)(C). "In order for a prescription to be valid for purposes of dispensing a medication by a pharmacy, it must conform to all requirements as outlined in sections 338.056 or 338.196, RSMo, and contain the following information:..."(C) The prescriber's name, if an oral prescription, signature if a written prescription;" In other words, it must be the prescriber's signature.

**Advanced Practice Nurse**

**Q:** I am graduating soon with a masters degree from an advanced practice nursing program (nurse anesthesia, nurse midwifery, nurse practitioner, clinical nurse specialist) and want to start pursuing a position. Given the requirements of the rule, 4 CSR 200-4.100 Advanced Practice Nurse, what can I say to prospective employers when I do not yet have a 'Document of Recognition'?

**A:** *May I suggest something like the following:* There are provisions in the Missouri State Board of Nursing's rule, 4 CSR 200-4.100 Advanced Practice Nurse, which will allow me to call myself and practice as a graduate state clinical nursing specialty area and role you anticipate recognition as prior to taking the first available certifying examination for which I am eligible. I am actively engaged in the process of fulfilling the application requirements specified in the APN rule, the outcome of which I anticipate will be the receipt of a 'Document of Recognition' from the Missouri State Board of Nursing. *If applicable, you could then add:* Once I am recognized in this graduate category, I would then be able to engage in a written collaborative practice arrangement as an APN with a physician. *You will want to remind the prospective employer that, should you not be successful with the certification examination, your recognition immediately terminates upon receipt of such results and your title and practice returns to that of a registered professional nurse until certification examination is successful and Board recognition is secured.*

**Q:** As an employer of advanced practice nurses, how do I insure that I am hiring or have in my employ individuals who are appropriately recognized by the Missouri State Board of Nursing and are accurately representing themselves to the public?

**A:** The Missouri State Board of Nursing is available to assist employing entities, physicians, and other interested individuals in confirming advanced practice nurse status. With a telephone call to 573-751-0681, you are able to confirm whether particular registered professional nurses are currently licensed in Missouri as RNs and are

currently Board of Nursing-recognized as able to call/title themselves and practice as advanced practice nurses within specific clinical nursing specialty areas and roles (i.e., nurse anesthetist, nurse midwife, nurse practitioner, clinical nurse specialist). The Missouri State Board of Nursing staff can also provide you with a form titled, 'Verification for RN License & APN Document of Recognition' for current or future use in checking on APN recognitions or continued recognitions. Employers are strongly encouraged to institute measures to ensure that continued recognition requirements are met before the expiration date on an APN's 'Document of Recognition', thereby not risking the interruption of services to clients due to a missed deadline and not subjecting the collaborating physician and APN to discipline by their respective Boards. The following 'Title Guidelines' can assist APNs in accurately representing themselves to the public.

**MISSOURI STATE BOARD OF NURSING  
ADVANCED PRACTICE NURSE  
TITLE GUIDELINES**

**BASED ON 'DOCUMENTATION OF  
RECOGNITION' AND  
RULE, 4 CSR 200-4.100  
ADVANCED PRACTICE NURSE (4)(B)**

**NO CERTIFYING BODY**

- Clinical Nurse Specialist—
  - Maternal-Child: John Doe, RN, M-CCNS
  - Pediatric: Jane Doe, RN, PCNS
  - Perinatal: John Doe, RN, PNCNS
  - Women's Health: Jane Doe, RN, WHCNS
- Nurse Practitioner—
  - Psychiatric Mental Health: John Doe, RN, P/MHNP

**CERTIFYING BODY**

- 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 Psychiatric/Mental Health: John Doe, RN, CS, AP/MHCNS
  - Child-Adolescent Psychiatric/Mental Health: John 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, HHNS
  - Medical-Surgical: Jane Doe, RN, CS, M-SCNS

Continued to page 21

**WOUND OSTOMY CONTINENCE  
NURSE EDUCATION  
PROGRAM—Sponsored by The  
University of Texas M.D. Anderson  
Cancer Center and Via Christi  
Regional Medical Center in Wichita,  
Kansas, 4/19/99 to 5/14/99. RN with  
baccalaureate degree required. Cost:  
\$3200. 360.4 Contact hours.  
Application deadline 3/22/99. Contact  
Beverly Hampton at (713) 745-0219 or  
Hene DuPont at (316) 689-6440.**

**REGISTERED NURSES**  
Christian Hospital, a vital member of St. Louis' BJC Health System,™ is committed to helping employees build healthy careers. Our organization provides the St. Louis metro area with the very best health care. We need to bring more talented, motivated people to our team. Qualifications:  
• Full and part-time, varied shifts  
• Minimum of two years med/surg hospital experience  
• Current MO RN license  
So, bring your career to Christian Hospital and reap the rewards of an exciting St. Louis community. St. Louis offers it all. World-class educational institutions, year-round sporting and recreational events and, of course, top-notch healthcare are all within arm's reach.  
Christian Hospital offers an excellent salary and benefits package along with on-site child care facility, fitness facility and relocation assistance. All qualified candidates may contact, in confidence, Recruiter, Human Resources at (314) 653-5305 or 5140. Resume may be faxed to (314) 653-4338 or mailed to:  
**CHRISTIAN HOSPITAL**  
HEALTH SYSTEM 11133 Dunn Rd., St. Louis, MO 63136  
Jobline: (800) 721-9890 [www.bjc.org](http://www.bjc.org)  
E.O.E. MFD/V

**Ready for  
Adventure?**  
If so, take this opportunity to live and work in beautiful Southeast Alaska. Ketchikan General Hospital is located in a friendly island community and offers a generous benefits package.  
We are seeking RNs who are willing to commit to 1 year of full-time employment. That's not long! (But we're sure you'll have such a great time living and working in Alaska that you'll want to stay longer!)  
For more information, e-mail [gstewart@peacehealth.org](mailto:gstewart@peacehealth.org), call toll-free 888-910-5656 or write:  
Human Resources  
**Ketchikan  
General Hospital**  
3100 Tongass Avenue  
Ketchikan, AK 99901  
[www.ktn.net/kgH](http://www.ktn.net/kgH)  
PeaceHealth

*Would you like a  
"Transcultural Experience"  
and still be in the U.S.*  
**COME TO NOME, ALASKA**  
*"Experience some real northern exposure"*  
Spend your recreational time cross-country skiing, snowmobiling, fishing, hunting, panning for gold.  
RN needed to work in the In-Patient/ER Unit at Norton Sound Regional Hospital. Minimum 2 years experience. Salary \$47,500 to \$55,000 DOE. No state income tax. Excellent benefit package and relocation allowance. Prefer experience in ER mixed with some med/surg experience.  
**Norton Sound Regional Hospital**  
Human Resources, Box 966, Nome, AK 99762  
907-443-4525 or fax resumes to  
907-443-2085

**PRACTICE CORNER**  
(Continued from page 20)

—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—  
—Women's Health: John Doe, RNC, WHNP  
—Neonatal: Jane Doe, RNC, NNP

—Oncology Nursing Certification Corporation  
Clinical Nurse Specialist—  
—Advanced Oncology:  
John Doe, RN, AOCN, CNS

(Note: For those who want to include education degree credentials, placement of degree credentials after name and before RN is suggested. Individuals recognized with graduate status are to insert "G" in front of board-recognized advanced practice nursing clinical specialty area and role designation, e.g., GFNP, GM-SCNS, GNM, GRNA—as in John Doe, RN, GFNP, Jane Doe, RN, GM-SCNS, John Doe, RN, GNM, Jane Doe, RN, GRNA)

5/97  
Revised 8/98, 12/98

**Unlicensed Assistive Personnel**

**Q:** Where do I find more information to assist me in determining what patient care I can and cannot delegate to unlicensed individuals?

**A:** You will want to review the statute, 335.081 RSMo, for any applicability to your situation and also peruse the National Council of State Boards of Nursing's website, <http://www.ncsbn.org/files/delegation.html>, for its information regarding UAPs and delegations to UAPs. For example, National Council's website includes a delegation decision-making tree. The rule, 4 CSR 200-5.010 Definitions, provides a definition of proper supervision, a critical behavior to be implemented once delegation of care has been determined to be appropriate. The Missouri State Board of Nursing also has two pertinent position statements, Unlicensed Assistive Personnel and Non-Nurse Caregivers in Emergency Departments. National nursing organizations and certain nursing specialty areas' national organizations may also provide position statements and other information that may facilitate you in making defensible, reasonable, and prudent nursing judgments about whether or not to delegate. The American Nurses Association, for example, has position statements on the utilization of unlicensed assistive personnel at <http://www.nursingworld.org/readroom/position/index.html>.

# What Is A Disciplined License?

Liz Cardwell RN, M.Ed. Discipline Coordinator

I am frequently asked by employers whether a nurse, whose license has been disciplined by the Missouri State Board of Nursing, is able to practice nursing. I hope that the following descriptors of the types of the disciplinary actions will answer that question. The license of a nurse can be disciplined by one of four methods: censure, probation, suspension or revocation. On occasion the board may choose to combine a period of suspension followed by probation. All disciplinary action and the cause for discipline is open record.

A censure is a single disciplinary action declared in a legal document. A censure identifies the facts of the unacceptable activity and is public information. There are no requirements for the nurse to adhere to, however this action remains in the licensee's file permanently.

Probation is a period of time, determined by the board of nursing, wherein there are specific requirements identified. The Nursing Practice Act states the probationary period is not to exceed five years. Requirements may include but not be limited to the following: meeting with a member of the board's professional staff; employer evaluation; chemical dependency evaluation; mental health evaluation; probation/parole status; urine drug screens; AA/NA meeting attendance; and/or

continuing education hours. Additionally, there may be one or more employment restrictions: not carrying narcotic keys; not administering controlled substances; no nights or evenings; on site supervision; no home health/temporary agency/durable medical equipment. The requirements are correlated with the behaviors that resulted in disciplinary action so that the public is protected from any re-occurrence of the activities that resulted in discipline.

Suspension is the period of time wherein the nurse may not practice nursing. The Nursing Practice Act restricts the period of suspension to three years or less. During a period of suspension, the nurse will be responsible for meeting the requirements addressed in the previous paragraph.

Revocation is the most severe of disciplinary actions. After revocation, the individual must begin with licensure application which may include taking the licensure examination. Individuals may not apply for licensure until a year has lapsed after the date of the revocation.

In summary, it is evident that a nurse whose license is revoked or suspended for a period of time may not practice nursing. The license of a nurse which is on probation may practice nursing, but there may be practice restrictions, that you, as a potential employer should be aware of. Censure of a nurse's license does not effect their ability to practice.

## INVESTIGATIVE SECTION OF MISSOURI STATE BOARD OF NURSING

The Missouri State Board of Nursing currently employs the services of three (3) staff investigators. This investigative staff consists of the Chief Investigator, George Snodgrass, who's office is located in Jefferson City, and two field investigators who are assigned to Missouri's largest metropolitan areas. Duane Leiter is assigned to the Kansas City area and Mr. Robert Ehrhard, who is assigned to the St. Louis area.

Due to the volume of complaints processed each year by the Board, the current number of staff investigator's would be unable to keep pace. However, to complement the staff investigators, the Missouri State Board of Nursing also uses the services of 13 contract and sub-contract investigators, who are selected and assigned cases according to geographic areas of the state. The contract investigators are identified as follows according to their assigned geographic area.

**WEST & NORTHWEST**

Gary G. Worden  
Terry L. Anderson

**SOUTHWEST**

Lester D. Tuell  
Michael D. Downs  
Robert M. Cirtin

**CENTRAL**

Tom M. Crain  
Randal D. Oitker  
Alan R. Mitchell  
Calvin W. Culp

**EAST / NORTHEAST**

Wayne E. Brocato  
Walter B. Miller

**SOUTHEAST**

Jonathan B. Knehans  
Kathryn M. Skelton

The average experience for both staff and contract investigators ranges from 25 to 35 years in areas of investigation, which is compatible with the type of work required by the Missouri State Board of Nursing (i.e. health care field). The Missouri State Board of Nursing and board staff at the March 1999 Board meeting will bid farewell to Duane Leiter. Mr. Leiter will retire with 14 1/2 years of State service on February 28, 1999. A reception in his honor will be held on March 5, 1999 in room 750 of the Truman State Office Building in Jefferson City, Missouri. The reception is open to the public.

**REGISTERED NURSES**  
Clinic Managers  
Office Nurses  
Primary Care RN Managers  
Consider joining our team of healthcare professionals at **PRIME HEALTH MEDICAL GROUP**. We have excellent opportunities for you throughout the Kansas City metropolitan area.

A career at Prime Health Medical Group offers an excellent salary, generous benefit package and a professional working environment. For consideration, please submit a current resume or curriculum vitae to: Prime Health Medical Group, Attn: Ms. Sues, 8550 Marshall Drive, Lenexa, KS, 66214 or fax to (913) 599-6075. EO/EM/F/D/V. Drug Screen Required.  
**PRIME HEALTH MEDICAL GROUP**

**LPNs/RNs**



"I began as a Nursing Assistant and continued working through nursing school. After working 3 years as an R.N., I became Director of Nursing.  
The career path worked for me. Let me show you how the career path at GreenPark Nursing Center and GreenPark Resident Center can work for you too!"

**LAURA FORTUNE, R.N.**

- SIGN-ON BONUS
- 401K
- health insurance
- life insurance
- pleasant surroundings
- profit sharing plan
- annual bonus
- shift differentials for certain departments
- competitive wages

We are currently recruiting LPNs and RNs for all of our St. Louis Centers. If you are interested in advancing your career with a progressive and fast-growing organization, please apply in person or send resume to, any of the following:

**Peak Services**  
300 N. Howard St.  
St. Louis, MO 63101

**Green Park**  
1350 Gravois Rd.  
St. Louis, MO 63113

**Northgate Park Nursing Home**  
130 New Howard St.  
Ferguson, MO 63103

**Green Park Nursing Services**  
1350 Gravois Rd.  
St. Louis, MO 63113

**CommuniCare Managed Centers**  
Equal Opportunity Employer

**Are you an LPN who is ready for new challenges?**

Make the transition to management responsibilities and higher pay with the LPN/ADN Bridge Program at Penn Valley Community College.

Get credit toward an Associate Degree in Nursing for your LPN education and experience, at a reasonable price!

Call 816/759-4175 for more information.

**PENN VALLEY COMMUNITY COLLEGE**  
3201 SW Trafficway • KC MO 64111

One of the Metropolitan Community Colleges  
An Equal Opportunity/Affirmative Action Employer



# IV THERAPY COURSES

Section 335.017, RSMo of the Nursing Practice Act provides Licensed Practical Nurses, instructed and trained by Board approved programs, to perform selected acts of administration of intravenous fluid treatment. The rule 4 CSR 200-6.010, effective April 24, 1984, established the process and guidelines for approved programs offering the course, defined the curriculum and identified the specific acts that IV certified LPNs may perform.

The IV Therapy program has grown to include seventy-seven approved agencies across the state. Fifty-four of the approved programs reported in fiscal year 1998 that they held a total of 119 courses with 1,343 LPNs enrolled. Out of that group, 1,186 obtained certification. To date, 13,490 (59%) of the 23,043 currently licensed LPNs are IV certified. Approved IV certified programs will continue to be busy training the remaining 41%. The revised Minimum Standards, which go into effect on February 28, 1999, will add the IV Therapy course to the curriculum of LPN programs. Staff from the Education section of the Board have listed the approved programs, their location and a contact person for individuals who are interested in still attending a course.

APPROVED LPN/IV THERAPY COURSES IN MISSOURI							
NAME OF PROGRAM	CONTACT	ADDRESS	TELEPHONE NUMBER	NAME OF PROGRAM	CONTACT	ADDRESS	TELEPHONE NUMBER
Boonville AVTS	Janie Higgins, RN	1694 Ashley Road Boonville, Mo. 65233	(660) 847-5396	Four Rivers AVTS	Cheryl Galloway, RN	330 East 11 <sup>th</sup> Street Washington, Mo. 63090	(314) 239-7777
Brookfield Area Career Center	Linda Nerley, RN	Rt. 3, Box 230-C Brookfield, Mo. 64621	(660) 238-2883	Franklin Technical School at MSSC	Betsy Wright	2020 Iowa Joplin, Mo. 64501	(417) 625-5790
Cameron Community Hospital, Inc.	Cheryl Gibson, RN	1015 West Fourth, P.O. Box 557 Cameron, Mo. 64419-0557	(416) 632-2101	Freed's Pharmacy	Sharon Garcia, RN	6394 College Blvd Overland Park, KS 66211	(800) 285-8604
Cape Girardeau AVTS	Carol Knauswetter, RN	301 North Clark Avenue Cape Girardeau, Mo. 63701	(372) 334-0816	Gen. Leonard Wood Army Center, Hospital	Marie Term-Machiver	1103 Freedom Drive Ft. Leonard Wood, Mo. 63473-8922	(313) 598-0472
Carrollton AVTS	Patricia Geese, RN	305 East Tenth Street Carrollton, Mo. 64633	(660) 544-0000	Urbana AVTS	JuAnna Chalcraft, RN	P.O. Box 159 Reed Springs, Mo. 65732	(417) 273-3499
Care Center	Barbara Walters, RN	1600 E. Elm Hartsville, Mo. 64701	(416) 360-3233	Ozarka Valley Memorial Hospital	Ayco Salomon	1600 North Second Clinton, Mo. 64735	(660) 883-5511
Christian Hospital N.E.	Quil Murphy	31133 Duna Road St. Louis, Mo. 63136	(314) 653-3183	Grand River Technical School	Charlene Hookins, RN	1200 Fair Street Chillicothe, Mo. 64601	(660) 646-3414
Critina's Memorial Hospital	Kathryn Wobosinka	1500 North Oakland Bolivar, Mo. 65611-3099	(417) 326-6999	Hannibal AVTS	Sue Labuary	4350 McMurtry's Avenue Hannibal, Mo. 63403-2235	(372) 221-4430
Columbia Area Health Occupational Ctr.	Joyce Farrer	500 Stryan Road Columbia, Mo. 65203	(372) 846-2176	Home Care Pharmacy	Lloydene Zeman, RN	7000 NW Prairie View Road, Suite 150B Kansas City, Mo. 64151	(816) 581-9400
Corum Health Services, Inc.	Robyn Paul, RN	111 West Adams Avenue St. Louis, Mo. 63122	(314) 963-8655	Home Parental Services, Inc.	Debbie Cain, RN	7040 West Vista Springfield, Mo. 65807	(417) 811-7525
Crowview Home, Inc.	Margie Halika	P.O. Box 430 Berthoud, Mo. 64224	(660) 435-3128	Invertek Pharmacy Systems, Inc.	Nancy Barkus	345 Third Road Fleetwood, Mo. 63021	(314) 931-4143
Crowder College	D'Ann Dennis	601 Lockside Avenue Neosho, Mo. 64850	(417) 451-4700	Inflexion Memorial Hospital	Bonnie Haversack	Highway 61, Box 330 Crystal City, Mo. 63019	(314) 933-1686
Deseret Pharmacy Services	Rosemary Hoar	1024 Broadway St., P.O. Box 3891 Quincy, IL 62301	(317) 224-6271	Kirkville Area Technical Center	Linda Cooner	1103 S. Cottage Grove Kirkville, Mo. 63501	(660) 665-2165
Dr. Intravenous Therapy Consulting	Dorell Roth	3929 Monroe Street St. Louis, Mo. 63116	(314) 664-3611	Kirkville Manor Care Center	Renee L. Scott	1705 East Lailaye Kirkville, Mo. 63302	(660) 665-3774
Lea La-Ray Technical School	D. Bernice Wagner, RN	2323 High School Drive Lexington, Mo. 64867	(816) 239-3264	Oregon Care	Nile Smith	2210 Bluff Creek Drive Columbia, Mo. 65201	(372) 874-1100
Meadow HealthCARE Pharmacy	Gloria Carlie	1847 West Sunset, S700 Springfield, Mo. 65107	(800) 543-6320 Ext. 197	Ozarka Medical Center	Tina Tabor	P.O. Box 1100 West Plains, Mo. 65755	(417) 237-6733
Major Care Health Services	Cindy Green, RN	2935 South Finney Springfield, Mo. 65804	(417) 843-4022	Ozarka Technical Community College	Rhona Stueck, RN, BSN	P.O. Box 3388 Springfield, Mo. 65801	(417) 855-3177
MedLife Pharmacy	Cheryl Roberts	11331 West 79 <sup>th</sup> Street Lenexa, KS 66214	(913) 894-8282	Penn Valley Community College	Carol Dyrd	3201 Southview Trafficway Kansas City, Mo. 64111	(816) 759-4033
Mineral Area College	JoAnne Blair	P.O. Box 1000 Park Hills, Mo. 63450	(372) 431-4292	Pharmacia/Ka	Susan Lucchi, RN	4000 Reglar Rd Lenexa, KS 66214	(913) 493-6359
Moberly Area Community College	Ruth Jones, RN, MSN	101 College Avenue Moberly, Mo. 65270	(660) 263-4110, Ext. 250	Pharmacia/Brigance	Kathryn Dell, RN	11133 Wedgess Square Drive Walden, Mo. 63044	(800) 291-3701
N. S. Hibbard Technical School	Patricia Allen, RN	3434 Farson Street St. Joseph, Mo. 64506	(816) 671-4139	Pharmco MO	Tracy R. Jooce, RN	915 Fox Fox Road St. Louis, Mo. 63045	(314) 205-6004
NCS HealthCare	Larson Russell	1400 W. Walnut Suite 113 Rogers, AR 72716	(501) 631-7548	Park Lincoln Technical Center	Donna Francis, RN	Box 31 Eola, Mo. 63344	(372) 483-2900
NCS HealthCare	Diane Clevenger	11720 East 27 <sup>th</sup> St. Independence, Mo. 64030	(816) 461-3764	Poplar Bluff School District	Jana Scott	3203 Oak Grove Rd Poplar Bluff, Mo. 63901	(372) 783-6887
Nevada Regional Medical Center	Sharon Johnson	800 South Ash Nevada, Mo. 64772	(417) 667-3335 Ext. 343	Puwan County Memorial Hospital	Lola Williams RN, BSN	P.O. Box 319 Arkaville, Mo. 63685	(660) 947-2411
Nichols Career Center	Patricia Jentach, RN	609 Union Street Jefferson City, Mo. 65102	(372) 639-3113	Ripley County Memorial Hospital	Margie Smith, RN	169 Plum Street Doniphan, Mo. 63325	(372) 995-2141
North Central Missouri College	Pat Dixon	1301 Main Trenton, Mo. 64483	(660) 359-3948 Ext. 309	RLB Educative Services	Rebecca Barrow, RN	17604 L. Jones Road Belton, Mo. 64012-6020	(816) 316-1155
Northeast Regional Medical Center	Nita Coale	313 S. Outspady Kirkville, Mo. 63302	(660) 783-3123	Rolla Technical Institute	Gary L. Hantle	1804 East Tenth Street Rolla, Mo. 63401	(372) 354-3728
Northland Health Career Center	Jan Clark	2900 Kennelwood Parkway Gladstone, Mo. 64119	(816) 452-4553	Sanford Brown College-KC	Elkora Cheneau	229 East 19 <sup>th</sup> Avenue North Kansas City, Mo. 64116	(816) 412-7400
Northwest Technical School	Azita Espey, RN	1515 South Muen Maryville, Mo. 64458	(660) 582-8311	Skewen Public Schools	Pat Riedge	1902 Virginia Skewen, Mo. 63301	(372) 432-8887
South Berry County Memorial Hospital	Joyce Noland	94 Main St. P. O. Box 608 Cassville, Mo. 65613	(417) 848-4397	St. Luke's Hospital	Marlene Kinsinger	237 South Wood Mill Road Chesterfield, Mo. 63017	(314) 205-6116
South Central AVTS	Oma Eakman	613 West First Street West Plains, Mo. 65772	(417) 256-6150 Ext. 211	Sure Fair Community College	Cynthia Hemke	2701 West 16 <sup>th</sup> Street Sedalia, Mo. 63301	(660) 530-5300 Ext. 216
Seouchan Missouri Hospital	Owen Thomas, RN	1701 Lacey Street Cape Girardeau, Mo. 63701	(372) 651-5810	Swirling Health Care Services	Raymond F. Sisk, Jr. RN	295 Rodgers Mare, Mo. 63101	(314) 432-0608
St. Anthony's Medical Center	Melinda Meyer, RN, BSN, MS, ED	10010 Kenworthy Road St. Louis, Mo. 63128	(314) 323-4511	Texas County Memorial Hospital	Oma Fockler	1333 South Sun Houston Blvd Houston, Mo. 63433	(417) 967-3311
St. Charles County Community College	Patricia Porterfield	4601 Mid Rivers Mall Drive St. Peters, Mo. 63376-0973	(314) 922-4280	Three Rivers Community College	Sharon L. Dylax, RN	2016 Three Rivers Dixie and Poplar Bluff, Mo. 63301	(372) 840-9685
St. Francis Medical Center	Gail Lichtenegger, RN	311 St. Francis Drive Cape Girardeau, Mo. 63701	(372) 339-6163	Tri-County Technical School	Sue Green, Coordinator	Secord and Pine Streets Eldon, Mo. 65026	(372) 392-8060
St. John's Regional Medical Center St. Louis VAMC	Jana Wilson, RN Yvonne Von Der Ahe, RN	2727 McKelwood Blvd. Joplin, Mo. 64804 41 Jefferson Bernaka St. Louis, Mo. 63123	(417) 625-2372 (314) 632-4100 Ext. 6318	Trinity Lutheran Hospital	Susan J. Bender	3030 Baltimore Avenue Kansas City, Mo. 64108	(816) 751-2281
				Twin Rivers Regional Medical Center	Tena Wheeler	1301 First Street Kennett, Mo. 63827	(372) 888-4522
				Vital Care, Inc.-Owensville	Denise Fewell Coordinator	P.O. Box 5247, 1110 NE Industrial Park Rd 39301 Meridian, MS 39302	(800) 447-4055
				Warrensburg AVTS	Marcie Lewis	205 South Ridgeview Drive Warrensburg, Mo. 64093	(816) 747-3213
				Waynesville Technical Academy	Glenda Cole	819 Riverside Street Waynesville, Mo. 65283	(372) 774-6514

## DUPLICATE LICENSES ISSUED

The following nurses have been issued duplicate licenses during the period of July 1, 1998 through January 7, 1999. These licenses have been reported as lost, stolen, never received in the mail. Duplicate licenses are identical to the original license with the exception of the word DUPLICATE typed on the face of the license. Any person presenting one of the following certificates without the word DUPLICATE should be considered suspect, and the Board of Nursing should be notified immediately:

Please note that RN licenses expire on April 30, 1999 and LPN licenses expire on May 31, 2000.

Name	License Number	Reason
ABELE, PATRICIA	RN100551	LOST
ABRAHAM, PATRICIA	PN019176	LOST
ALLMON, SHEILA	PN044895	LOST
AMICK, MELVIN	RN144663	UNKNOWN
ANSON, APRIL	PN054718	LOST
ARROYO, GLADYS	RN150274	NEVER RECEIVED
BAKER, DIANA	PN043682	STOLEN
BARNI, ANITA	RN143185	STOLEN
BARRETT, DEBRA	RN123393	LOST
BARTLETT, REGINA	RN138484	STOLEN
BEDELL, BARBARA	RN101114	STOLEN
BENNETT, TAMMY	RN126198	LOST
BENSON, TONI	PN053788	NEVER RECEIVED
BERTRAM, JULIE	RN128931	LOST
BEST, MARSHA	PN039988	LOST
BEST, VALERIE	PN051072	LOST
BIGGS, LISA	PN041421	LOST
BILLUPS, TRACY	RN123622	LOST
BLAISDELL, MARY	RN052979	LOST
BODI, LISA	PN049477	LOST
BOEHMER, JULIE	RN131951	STOLEN
BOLES, KATHYRN	RN143401	STOLEN
BOLLINGER, ADELIA	PN026948	LOST

Continued to page 25

## MISSOURI STATE BOARD OF NURSING WEBSITE- CHECK IT OUT

The Internet has changed our ability to access information in Missouri, and the Board of Nursing invites you to access their Website. The address for the site is:

<http://www.ecodev.state.mo.us/pr/nursing/>

The following information is available at the site: Practice information, the Nursing Practice Act and regulations, NCLEX information, information on Board members and the board, upcoming Board meetings, office hours, directions to Board office, fees, licensure information, information on schools of nursing, board news, and staff names and e-mail addresses. Information that will be available sometime this spring is: licensure applications, a licensee directory that employers will be able to access and verify licensure status, the discipline decisions list, an abbreviated version of the newsletter, and advanced practice information.

If you are not using the Internet, you are missing a valuable resource that provides fast access to state information and news. Additional web sites of interest for nurses follow.

Name	Website Address
American Diabetes Association	<a href="http://www.diabetes.org/">http://www.diabetes.org/</a>
American Journal of Nursing	<a href="http://www.nursingcenter.com/journals">http://www.nursingcenter.com/journals</a>
American Nurses Association	<a href="http://www.nursingworld.org/about/index.htm">http://www.nursingworld.org/about/index.htm</a>
American Psychological Association	<a href="http://www.apa.org">http://www.apa.org</a>
Behavior On-Line	<a href="http://www.behavior.net">http://www.behavior.net</a>
CDC's Division of HIV/AIDS Prevention	<a href="http://www.cdc.gov/nchstp/hiv_aids/dhap.htm">http://www.cdc.gov/nchstp/hiv_aids/dhap.htm</a>
Centers for Disease Control and Prevention	<a href="http://www.cdc.gov/">http://www.cdc.gov/</a>
CINAHL	<a href="http://www.cinahl.com/">http://www.cinahl.com/</a>
Closing the Gap	<a href="http://www.os.dhhs.gov/progorg/ophs/omh/mayjun96.htm">http://www.os.dhhs.gov/progorg/ophs/omh/mayjun96.htm</a>
Commission on Graduates of Foreign Nursing Schools	<a href="http://www.cgfn.org">http://www.cgfn.org</a>
Emerging Infectious Diseases	<a href="http://www.cdc.gov/ncidod/EID/eld.htm">http://www.cdc.gov/ncidod/EID/eld.htm</a>
Galena II: Electronic Journals	<a href="http://www.library.ucsf.edu/kr/jnl">http://www.library.ucsf.edu/kr/jnl</a>
Grohol's Mental Health Page	<a href="http://www.coil.com/~grohol">http://www.coil.com/~grohol</a>
Health Care Financing Administration	<a href="http://www.hcfa.gov">http://www.hcfa.gov</a>
Health Organizations	<a href="http://www.social.com/health/nhic/data/index.html">http://www.social.com/health/nhic/data/index.html</a>
Healthfinder	<a href="http://www.healthfinder.gov/">http://www.healthfinder.gov/</a>
Links to Health Care Resources on the Internet	<a href="http://www.hwc.ca/healthnet/key.html">http://www.hwc.ca/healthnet/key.html</a>
Links to Related Sites	<a href="http://www.web-shack.com/dee/links.htm">http://www.web-shack.com/dee/links.htm</a>
Lippincott-Raven Publishers	<a href="http://www.lrpub.com/nursing.htm">http://www.lrpub.com/nursing.htm</a>
MacNursing Links	<a href="http://community.net/~sylvan/MacNursingLinks.html">http://community.net/~sylvan/MacNursingLinks.html</a>
Mental Health Net	<a href="http://www.cmhc.com">http://www.cmhc.com</a>
Missouri Coordinating Board for Higher Education	<a href="http://www.mocbhe.gov/">http://www.mocbhe.gov/</a>
Missouri Department of Health	<a href="http://www.health.state.mo.us/">http://www.health.state.mo.us/</a>
Missouri Department of Mental Health	<a href="http://www.state.mo.us/dmh/modmh.htm">http://www.state.mo.us/dmh/modmh.htm</a>
Missouri Department of Social Services	<a href="http://www.state.mo.us/dss/index.html">http://www.state.mo.us/dss/index.html</a>
Missouri Division of Aging	<a href="http://www.state.mo.us/dss/da/da.htm">http://www.state.mo.us/dss/da/da.htm</a>
Missouri House of Representatives	<a href="http://www.house.state.mo.us/HOME.HTM">http://www.house.state.mo.us/HOME.HTM</a>
Missouri Revised Statutes	<a href="http://www.moga.state.mo.us/STATUTES/STATUTES.HTM">http://www.moga.state.mo.us/STATUTES/STATUTES.HTM</a>
Missouri State Board of Nursing	<a href="http://www.ecodev.state.mo.us/pr/nursing/">http://www.ecodev.state.mo.us/pr/nursing/</a>
Missouri State Board of Nursing Statutes	<a href="http://www.moga.state.mo.us/STATUTES/C335.HTM">http://www.moga.state.mo.us/STATUTES/C335.HTM</a>
Missouri State Board of Nursing Rules	<a href="http://www.ecodev.state.mo.us/pr/nursing/rules.htm">http://www.ecodev.state.mo.us/pr/nursing/rules.htm</a>
Missouri State Senate	<a href="http://www.senate.state.mo.us/">http://www.senate.state.mo.us/</a>
MMWR Summary of Notifiable Disease	<a href="http://www.cdc.gov/epo/mmwrr/mmwr_snd.html">http://www.cdc.gov/epo/mmwrr/mmwr_snd.html</a>
Morbidity and Mortality Weekly Report	<a href="http://www.cdc.gov/epo/mmwrr/mmwr.html">http://www.cdc.gov/epo/mmwrr/mmwr.html</a>
National Center for Chronic Disease Prevention & Health Promotion	<a href="http://www.cdc.gov/nccdp/nccdhome.htm">http://www.cdc.gov/nccdp/nccdhome.htm</a>
National Center for Health Statistics	<a href="http://www.cdc.gov/nchs/www/nchs/home.htm">http://www.cdc.gov/nchs/www/nchs/home.htm</a>
National Center for Infectious Disease	<a href="http://www.cdc.gov/ncidod/ncid.htm">http://www.cdc.gov/ncidod/ncid.htm</a>
National Council of State Boards of Nursing, Inc.	<a href="http://www.ncsbn.org">http://www.ncsbn.org</a>
National Health Law Program Links Page	<a href="http://www.healthlaw.org/links.html">http://www.healthlaw.org/links.html</a>
National Institutes of Health	<a href="http://www.nih.gov">http://www.nih.gov</a>
National League for Nursing	<a href="http://www.nln.org/">http://www.nln.org/</a>
National Library of Medicine	<a href="http://www.nlm.nih.gov/">http://www.nlm.nih.gov/</a>
National Library of Medicine HIV/AIDS Treatment Info Service	<a href="http://text.nlm.nih.gov/fatis/list.html">http://text.nlm.nih.gov/fatis/list.html</a>
New York On-Line Access to Health NurseStat On-Line Services	<a href="http://www.noah.cuny.edu">http://www.noah.cuny.edu</a>
Nursing (Biosciences)	<a href="http://www.NurseStat.com">http://www.NurseStat.com</a>
Nursing Sites on the World Wide Web	<a href="http://milkmann.cac.psu.edu/~dxm12/www/llbng.html">http://milkmann.cac.psu.edu/~dxm12/www/llbng.html</a>
Nursing World (American Nurses Association)	<a href="http://ublib.buffalo.edu/libraries/units/hsl/internet/nsgsites.html">http://ublib.buffalo.edu/libraries/units/hsl/internet/nsgsites.html</a>
Office of Administration	<a href="http://www.nursingworld.org/">http://www.nursingworld.org/</a>
Office of the Governor	<a href="http://www.oea.state.mo.us/">http://www.oea.state.mo.us/</a>
Office of the Missouri Attorney General	<a href="http://www.gov.state.mo.us">http://www.gov.state.mo.us</a>
Office of the Secretary of State	<a href="http://services.state.mo.us/ago/homepg.htm">http://services.state.mo.us/ago/homepg.htm</a>
PharmInfoNet Drug Database	<a href="http://mosl.sos.state.mo.us/">http://mosl.sos.state.mo.us/</a>
Schools of Nursing	<a href="http://pharminfo.com/drugdb/db_mnu.html">http://pharminfo.com/drugdb/db_mnu.html</a>
Statutes	<a href="http://www.kc-cic.org">http://www.kc-cic.org</a>
The Merck Manual	<a href="http://www.house.state.mo.us/homestate.htm">http://www.house.state.mo.us/homestate.htm</a>
The National Clearinghouse for Alcohol & Drug Information	<a href="http://www.merck.com/">http://www.merck.com/</a>
The Virtual Nursing Center	<a href="http://www.healath.org/">http://www.healath.org/</a>
U.S. Department of Health and Human Resources	<a href="http://www.sci.lib.uci.edu/HSC/Nursing.html">http://www.sci.lib.uci.edu/HSC/Nursing.html</a>
U.S. Food and Drug Administration	<a href="http://www.os.dhhs.gov">http://www.os.dhhs.gov</a>
University of Maryland - Nursing and Health Related Links	<a href="http://www.fda.gov/ldahomepage.html">http://www.fda.gov/ldahomepage.html</a>
Welcome to the White House	<a href="http://nursing.ab.umd.edu/offices/opds/b&amp;l/uomweb.htm">http://nursing.ab.umd.edu/offices/opds/b&amp;l/uomweb.htm</a>
Worldwide Nurse	<a href="http://www.whitehouse.gov/WH/Welcome.html">http://www.whitehouse.gov/WH/Welcome.html</a>
Yahoo Nursing Resources	<a href="http://ally.ios.com/%7Ebshort19/nursing.html">http://ally.ios.com/%7Ebshort19/nursing.html</a>
	<a href="http://www.yahoo.com/health/Nursing/">http://www.yahoo.com/health/Nursing/</a>

**GREAT WAGES • BENEFITS**

FREE HOUSING



**GUARDING CARE  
TRAVEL NURSES**

Are you an agency nurse who would like more consistency in your hours? Are you feeling insecure about job security? Guarding Care Travel Nurses has positions for you now in your home state of Missouri. You can stay close to home yet experience the excitement and adventure of travel nursing. Let us show you why we are #1 in nurse satisfaction. Everything we do is for your personal and professional security and comfort. As we take care of your needs, then and only then are we served. Call and speak with Karin Corwin, BS Liscomb or Tracy Whitlow to learn about participating in this exciting area of your profession.

1-800-733-6877

PAID TRAVEL EXPENSES

PAID WKLY LIVING EXPENSES

Immediate opening for Director of Nursing at a 150-bed acute treatment psychiatric hospital, JCAHO approved, Medicare certified, affiliated with the University of Iowa Hospitals. The individual will direct the hospital's Nursing Service with approximately 170 employees. The Director reports to the CEO and is an integral member of the hospital's administration team. The candidate must have excellent communication and interpersonal skills and have graduated from an approved school of nursing as well as possessing a Masters Degree in Nursing or in Mental Health/Psychiatrics with two years of full-time progressive nursing supervisory/management experience. Licensure with the State of Iowa Board of Nursing is required. Hospital is situated in picturesque northeast Iowa near large cities with cultural advantages. Ideal for family living. Golf club, fishing and hunting areas, good schools, etc. Excellent fringe benefit package with an annual salary of \$53,477 - \$67,642. Applications can be obtained from the Iowa Department of Personnel in Des Moines or from the Mental Health Institute in Independence, IA.

Interested applicants should also forward a resume to B.J. Dave, M.D., Superintendent, PO Box 111, Independence, IA 50644. Completed applications should be submitted to the Iowa Department of Personnel by 4:30 p.m. April 15, 1999. AN EQUAL OPPORTUNITY EMPLOYER.

## Do you need a copy of the Nursing Practice Act? VISIT A MISSOURI DEPOSITORY LIBRARIES

The Missouri Register and the Code of State Regulations, as required by the Missouri Depository Documents Law (section 181.100, RSMo 1994) are available in the listed depository libraries, as selected by the Missouri State Library. If you do not have access to one of the above libraries, a copy of the Nursing Practice Act and accompanying regulations can be obtained by writing to the Board office or by calling 573-751-0681.

Jefferson County Library  
PO Box 1486, 3021 High Ridge  
High Ridge MO 63049-1486

Jefferson College Library  
1600 Viking Drive  
Hillsboro MO 63050-2441

St Louis Public Library  
1301 Olive Street  
St Louis MO 63103-2389

St Louis University Law Library  
3700 Lindell Blvd  
St Louis MO 63108-3478

Eden Theological Seminary/Webster University  
Eden/Webster Library  
475 East Lockwood Avenue  
St Louis MO 63119-3192

Thomas Jefferson Library  
University of Missouri-St Louis  
8001 Natural Bridge Road  
St Louis MO 63121-4499

Washington University  
Washington University Law Library  
Campus Box 1171, Mudd Bldg., One Brookings Dr  
St Louis MO 63130-4899

St Louis County Library  
1640 S Lindbergh Blvd  
St Louis MO 63131-3598

Maryville University Library  
13550 Conway Road  
St Louis MO 63141-7232

St Charles City-County Library  
Middendorf-Kredell Branch  
2750 Hwy K  
O'Fallon MO 63366-7859

Riverside Regional Library  
PO Box 389, 204 South Union Street  
Jackson MO 63755-0389

Rutland Library  
Three Rivers Community College  
2080 Three Rivers Blvd  
Poplar Bluff MO 63901-2393

Charles F. Curry Library  
William Jewell College  
500 College Hill  
Liberty MO 64068-1898

Ward Edwards Library  
Central Missouri State University  
142 Edwards Library  
Warrensburg MO 64093-5020

Kansas City Public Library  
311 East 12th Street  
Kansas City MO 64106-2454

Law Library  
University of Missouri-Kansas City  
5100 Rockhill Road  
Kansas City MO 64110-2499

University of Missouri-Kansas City  
Miller Nichols Library  
5100 Rockhill Road  
Kansas City MO 64110-2499

B. D. Owens Library  
Northwest Missouri State University  
800 University Drive  
Maryville MO 64468-6001

River Bluffs Regional Library  
927 Felix Street  
St Joseph MO 64501-2799

Missouri Western State College  
Hearnes Learning Resources Center  
4525 Downs Drive  
St Joseph MO 64507-2294

Continued to page 26

## DUPLICATE LICENSES ISSUED (Continued from page 24)

BOOTS, CYNTHIA	RN142737	LOST
BOULTON-PRUIETT, RITA	PN051785	LOST
BRADLEY, KAAREN	RN086140	LOST
BRAKE, DOROTHY	PN048194	LOST
BROCKENBERRY, ETNA	RN122470	LOST
BROWN, NANCY	PN028644	LOST
BRUNER, L. RAY	RN108021	LOST
BRUNING, BETH	RN123286	LOST
BRUNTMYER, ANNA	RN152239	LOST
BRYANT, ALYCE	PN055984	LOST
BUETTNER, JUDY	PN097083	LOST
BURKHART, VANESSA	RN109267	LOST
BURTON, GLORIA	PN039760	LOST
BUTLER, NANCY	PN053685	LOST
CALL, MARY	RN113066	STOLEN
CAMERON-MONROE, BONNIE	RN080250	LOST
CAMPBELL, CARMON	PN056931	LOST
CARROLL JR, FRANK	PN052145	LOST
CARROLL JR, FRANK	PN052145	LOST
CARSTENS, KIMBERLY	RN143481	STOLEN
CAYEE, HELEN	PN030955	LOST
CESSAC, KATHLEEN	RN064326	STOLEN
CLAEYS, MARY	RN087691	DESTROYED
CORUM, CAROLYN	PN052425	LOST
COSSETTE, DARLA	RN151385	NEVER RECEIVED
COSSETTE, DARLA	RN151385	NEVER RECEIVED
CRAW, VANCE	RN149198	LOST
CRICIONE, LORI	RN117574	LOST
CROWLEY, JOY	PN045307	LOST
DANZ, STACY	PN054517	DESTROYED
DAVIS, SHANTEL	RN147395	LOST
DEAN, MARIE	PN053882	DESTROYED
DEAVILES, REBECA	RN149081	STOLEN
DEVONLEA, NORMA J	RN110650	LOST
DIRNBERGER, JENNIFER	RN147187	DESTROYED
DIXSON, SALLIE	PN008401	LOST
DOGGETT, VALERIE	PN042460	LOST
DOUGHTY, TIM	RN145155	LOST
DOWNEN, LINDA	RN149805	LOST
DURFEE, RENEE	PN056611	DESTROYED
EILERING-SIMSACK, BONNIE	RN090737	LOST
EISENPETER, GERRA-LYNN	PN054651	LOST
EPPRIGHT, RUTH	PN046464	STOLEN

Continued to page 26

St. Joseph Hospital of Kirkwood is proud to be a leader in providing top quality, compassionate care. We owe our success to our employees who have forged a collaborative atmosphere that not only heals patients, but builds great careers.

**ICU NURSES**  
**\$1000 HIRING BONUS**

We have full-time opportunities in our Medical/Surgical/Open Heart Surgery ICU with 24-hour intensive coverage. Two years Acute Med/Surg experience required, Telemetry/Critical Care experience preferred.

- Full-time positions - 12-hour night shifts; will work every 3rd weekend and every 3rd holiday
- Per diem positions

**OR NURSES**  
**\$1000 HIRING BONUS**

- Full-time positions available - day/evening shift
- OR experience
- Candidate must be able to take call

We offer a competitive salary and comprehensive benefits package including health, dental, vision, life, tuition reimbursement and the availability of child care. Candidates may apply in person at the Human Resource Department between the hours of 8 a.m. - 4 p.m., Monday - Friday or send resume to:

**SSM HEALTH CARE**  
St. Joseph Hospital of Kirkwood  
525 Couch Ave.  
Kirkwood, MO 63122

Equal Opportunity Employer

Medical

## EXCEPTIONAL care.

## EXCEPTIONAL opportunities.

Provide. Professionalism. And a passionate dedication to patient care. At St. Joseph Health Center and St. Joseph Hospital West, each day is another opportunity to live out our mission as one of St. Louis' leading healthcare providers. For a challenging career with exceptional benefits, look to St. Joseph Health Center and St. Joseph Hospital West.

The following opportunities exist at St. Joseph Health Center and St. Joseph Hospital West:

**RNs** - Full-time, part-time and PRN (8- and 12-hour shifts)  
Medical, Surgical, Telemetry/Progressive Care, Behavioral  
Medicine/Chemical Dependency areas

The following opportunities exist at St. Joseph Health Center:

**LPNs (IV certified)**  
Med/Surg float pool - Full-time

For consideration for St. Joseph Health Center, please send resume or apply in person Monday - Friday, from 7:00 a.m. - 4:00 p.m., at St. Joseph Health Center, Human Resources Department, 300 First Capital Drive, St. Charles, Missouri 63301.

For consideration for St. Joseph Hospital West, please send resume or apply in person Monday - Tuesday and Thursday - Friday, from 7:30 a.m. - 5:00 p.m., at St. Joseph Hospital West Human Resources Department, 100 Medical Plaza, Lake St. Louis, Missouri 63167.

**SSM HEALTH CARE**  
St. JOSEPH HEALTH CENTER  
St. JOSEPH HOSPITAL WEST

Equal Opportunity Employer

**SUCCESS IS YOURS WITH  
OLSTEN HEALTH SERVICES STAFFING**

We have immediate needs in the St. Louis and surrounding areas for RNs/LPNs with at least one year of experience in the following areas:

- CRITICAL CARE
- MED/SURG
- UR/CASE MGMT.
- TELEMETRY
- ER

OLSTEN HEALTH SERVICES STAFFING offers excellent pay, flexibility, sign-up and referral bonuses, vacation pay, health insurance reimbursement, plus much more! Please call 314-993-4161 to arrange a personal interview with our recruiter, or fax your resume to 314-993-5571.

**Olsten®**  
Health Services  
Staffing EOE M/F/D/V

**FOR KIDS.  
FOR NOW.  
FOR EVER.**

**SSM Cardinal Glennon Children's Hospital  
STAFF NURSE**

- ER
- PICU
- DIALYSIS
- NICU
- REHAB
- TRANSPORT TEAM
- PACU
- PER DIEM
- POISON CONTROL RESOURCE
- NURSE-PART-TIME EVENINGS

**WE OFFER:**

- Excellent salary and Benefits Package.
- Individualized orientation
- Tuition assistance

Please apply in person or call Cardinal Glennon Children's Hospital for an application, Mon.-Fri. 8 a.m. - 4:30 p.m. in our H.R. Office, 1485 S. Grand Blvd., St. Louis, MO 63104; phone (314) 677-5599

A MEMBER OF:  
**SSM HEALTH CARE**  
EOE M/F/D/V

**DUPLICATE LICENSES ISSUED**  
(Continued from page 25)

FEE, DONNA	RN086482	LOST
FENN, MATTHEW	PN053333	LOST
FIELD, LYDIA	RN132051	LOST
FIELDS, CAROLYN	RN121919	LOST
FLANARY, MARY	RN149430	STOLEN
FLEX, SILVIA	PN053898	LOST
FOWLER, HEIDI	RN132935	LOST
FRANKLIN, SANDY	RN111627	STOLEN
FRAZIER, NANCY	PN036972	STOLEN
FRIZZELL, ANNE	RN045853	LOST
GARBISON, DEBORAH	PN039645	LOST
GASKINS, HESTER	PN048605	LOST
GAULDING, MARILYN	RN053525	LOST
GERLING, ALISA	RN147881	LOST
GIRDLEY, JENNIFER	RN143278	LOST
GISI, BARBARA	RN086148	LOST
CLOSEMEYER, JENNIFER	RN141093	STOLEN
GOFF-HARMON, KATHLEEN	RN100776	STOLEN
GRANNEMANN, JOHN	PN054337	LOST
GRAVES, ROGER	PN038289	LOST
HAMPTON, VANESSA	PN040382	LOST
HANKO, SHELLY	RN097689	LOST
HANSEN, TIFFANY	RN141210	LOST
HAPPY, MARY	PN051106	LOST
HART, ISABELLE	RN030188	STOLEN
HAWKINS, MARLENE	PN090981	LOST
HEASLEY, SUSAN	RN136369	STOLEN
HEINEKEN, STACEY	RN150100	STOLEN
HENNING, CAROLYN	RN042876	LOST
HERD, LUISA	PN028105	LOST
HOBBS, ANGELA	PN057709	LOST
HOLMES, DENISE	PN053609	STOLEN
HOLMES, DENISE	PN053609	STOLEN
HOWARD, SUSAN	PN048156	LOST
IROK, SHELLY	PN037632	LOST
IROK, SHELLY	RN037632	LOST
JAGEARS, CONNIE	RN147488	LOST
JAGOARS, DANIEL	PN052535	LOST
JACOU, MARY	RN122022	STOLEN
JAKOB, ROBERT	RN134167	LOST
JEFFERS, KATHY	RN147490	STOLEN
JEFFERSON, ERICA	PN055055	LOST
JENKINS, KIMBERLY	RN112402	LOST
JOHNSON, RSHUNDA	PN058095	LOST
JONES, DEBRA	PN045794	LOST
JONES, FONNIE	PN029909	LOST
KELLOGG, JULIA	PN040531	DESTROYED

Continued to page 27

**MISSOURI DEPOSITORY LIBRARIES** (Continued from page 25)

Truman State University  
Pickler Memorial Library  
100 E Normal  
Kirksville MO 63501-4221

Learning Resources Center  
Mineral Area College  
PO Box 1000  
Park Hills MO 63601-1000

Cape Girardeau Public Library  
711 N. Clark  
Cape Girardeau MO 63701-4400

Kent Library  
Southeast Missouri State University  
One University Plaza  
Cape Girardeau MO 63701-4799

Elmer Ellis Library  
University of Missouri-Columbia  
104 Ellis Library  
Columbia MO 65211-5149

School of Law  
University of Missouri-Columbia  
224 Hulston Hall  
Columbia MO 65211-0001

University of Missouri-Rolla  
Rolla MO 65409-0060

ESTEP Library  
Southwest Baptist University  
1601 S Springfield Street  
Bolivar MO 65613-2597

Lyons Memorial Library  
College of the Ozarks  
General Delivery  
Point Lookout MO 65726-9999

Springfield-Greene County Library  
PO Box 737, 397 E Central  
Springfield MO 65801-0760

Library  
State Historical Society of Missouri  
1020 Lowry Street  
Columbia MO 65201-7298

Library  
North Central Missouri College  
PO Box 111, 1301 Main Street  
Trenton MO 64683-0107

Missouri Southern State College  
Splva Library  
3950 East Newman Road  
Joplin MO 64801-1595

Missouri State Library  
600 West Main, PO Box 387  
Jefferson City MO 65102-0387

Missouri State Archives  
600 West Main, PO Box 778  
Jefferson City MO 65102-0778

Daniel Boone Regional Library  
PO Box 1267, 100 West Broadway  
Columbia MO 65205-1267

Central Methodist College  
Smiley Memorial Library  
411 Central Methodist Square  
Fayette MO 65248-1198

Kinderhook Regional Library  
135 Harwood Ave  
Lebanon MO 65536-3017

Barry-Lawrence Regional Library  
213 6th Street  
Monett MO 65708-2147

West Plains Campus Library  
Southwest Missouri State University  
123 N Minnesota  
West Plains MO 65775-3414

Meyer Library  
Southwest Missouri State University  
PO Box 175, 901 S National  
Springfield MO 65804-0095

\* There are six libraries that were not listed. They will be included in our next newsletter.

**NURSES - RN/LPN:** Enjoy the beautiful Colorado Rockies while working at a Girl Scout resident camp 65 miles S.W. of Denver, June 1-August 10. Salary plus Room, Board and Insurance. Equipped Health Center. Contact Julie Marlinek at:  
**Girl Scouts - Mile Hi Council**  
P.O. Box 9407, Denver, CO 80209-0407  
(303) 778-0109 x341 Fax 303-733-6345  
juliecm@gsmhc.org

Interested in earning \$50 to \$100+ per hour as a  
**Legal Nurse Consultant**  
Nine successful LNCs share inside information on: 'Their education & experience' 'Services they provide' 'Pay and fees' 'Marketing techniques' 'Knowledge & Skills' 'Home-office based consulting' 'Advice to aspiring LNCs' and much more!  
**the LEGAL NURSE CONSULTANT PROFILES Video**  
3-1/2 (90 min.) Video \$14.95 + \$3 Shipping VISA/MC/CA  
Sky Lake Productions 800-982-0676 24 Hr. order line  
P.S. -We also offer the lowest cost Home Study Course currently available

**RN: CAMP NURSE**  
GENEVA GLEN CAMP in INDIAN HILLS, Colorado, needs a CAMP NURSE for the 1999 Summer: June 13 - August 14. GENEVA GLEN has an excellent reputation and rich heritage. ACA accredited. Compensation includes \$2,850 salary, travel allowance of \$100-250, insurance, room and board, participation in camp life including horseback riding, swimming, hiking - excellent health facility, beautiful working environment (Indian Hills is near Red Rocks). Contact: Ken or Nancy Atkinson, Directors, P.O. Box 248, Indian Hills, CO 80454, (303) 697-4821. Website www.genevaglen.org

**SKI RESORT NURSES**  
Do you like to hike, mountain bike, fish or white water raft? Do you like to ski, snowboard and skate in the winter? Would you like to live in a mountain resort that has fabulous weather and all the cultural, entertainment and dining amenities of a famous world class resort? Nestled at the base of the Sawtooth Mountains beautiful Sun Valley, Idaho might be the place for you!  
Wood River Medical Center is seeking three nurses for regular positions with full benefits. Each position will be primarily 12-hour night shifts including call, requires a current Idaho RN license, minimum of one year of med-surg, recent critical care experience and ACLS. As a small rural/resort hospital we have few dedicated nursing units - our staff cover med-surg and Emergency Room /ICU.  
Please forward resume to Maureen Askew, Director-HR, WRMC, PO Box 927, Hailey, Idaho 83333 or fax to (208) 788-7210. For inquiries call (208) 788-7216.



**Jefferson Memorial Hospital**  
**Mission Statement**  
*Provide local access to the services needed to restore and improve the health of the communities we serve in a high quality, efficient and ethical manner in partnership with our medical staff, employees and community organizations.*  
If you would like to join a community based integrated health care system dedicated to providing a continuum of services to promote the improvement of the community's health status, if you are a quality minded, healthcare professional seeking a challenging career opportunity, if you are a dedicated and a highly motivated individual, if respect, integrity, excellence, teamwork, and resourcefulness are just a few of the words you would use to describe yourself, then we have a career opportunity for you.  
We are currently seeking to fill full-time, part-time, and PRN Registered Nurse and Licensed Practical Nurse positions in the following departments:  
Telemetry • Medical Nursing • SICU • Behavioral Health  
Skilled Nursing  
Crystal Oaks Long Term Care Facility  
Jefferson Memorial Hospital is located on I-55, exit 174A, south of St. Louis. We offer:  
Comprehensive Benefits Package • Tuition Reimbursement • On-Call Pay Competitive Salary Structure  
Candidates are invited to visit our Human Resources Department Mon. - Fri., 7:30 a.m. - 4:00 p.m., or send confidential resume with salary history to:  
**Jefferson Memorial Hospital**  
P.O. Box 350, Crystal City, MO 63019  
FAX: (314) 933-1426

**RN's**  
Research Medical Center is a 535 bed, teaching hospital, Level II Trauma Center and we are proud to be a part of the 16-hospital Health Midwest health care delivery system—one of the nation's most integrated health care organizations. Full-time and part-time positions available on:  
• Skilled Nursing  
• Operating Room  
• Medical  
• Oncology  
• LDRP  
• NICU  
• Float Pool  
• Critical Care  
• Emergency Dept.  
You may fax a resume or apply in Human Resources.  
**Research Medical Center**  
**HEALTH MIDWEST**  
2316 E. Meyer Blvd.  
Kansas City, MO 64132  
FAX: 816-276-3571  
EOE M/F/D  
POST OFFER PHYSICAL

DUPLICATE LICENSES ISSUED (Continued from page 26)

KENNEY-HOUSE, ANDREA	RN110680	LOST
KENNY, GLENDA	RN078150	LOST
KETRING, ELAINE	PN045993	LOST
KEYES, TERESA	RN119032	LOST
KINTU, GORETTI	PN051664	LOST
KINZER, BRONWYN	RN133903	STOLEN
KLINE, CHERYL	PN041116	NEVER RECEIVED
LACHANCE-VIEUX, JOAN	RN129800	STOLEN
LACHANCE-VIEUX, JOAN	RN129806	STOLEN
LAND, KAREN	RN138718	STOLEN
LANGSTON, SUSANNE	PN050275	LOST
LARHODA, GIBONEY	RN026028	LOST
LEAHY, PATRICIA	RN019773	LOST
LEEZY, GLORIA	PN053055	LOST
LESHER, JANE	RN063739	STOLEN
LEWIS, JANICE	RN113416	LOST
LEWIS, TAMMI	PN050438	LOST
LONG, ERMA	PN053911	STOLEN
LONG, TERESA	RN103766	LOST
LOVE, TRESSA	RN097802	STOLEN
LOWE, CHARLOTTE	RN118845	LOST
LOWE, ROBERTA	PN014269	LOST
MCDOLE, MARY	RN050606	STOLEN
MCDONALD, JOYCE	RN150742	LOST
MCGREGOR-CLINE, JO	PN029846	NEVER RECEIVED
MCGUIRE, MICHELE	RN104748	LOST
MCKENZIE, LESLIE	RN151855	LOST
MCLAUGHLIN, LISA	RN142401	STOLEN
MEREDITH, BEVERLY	PN036314	LOST
MERRIFIELD, TRACEY	RN124444	LOST
MILLICAN, SANDRA	RN150475	LOST
MILLS, MARY	PN028951	DESTROYED
MINER, SUSAN	PN033428	NEVER RECEIVED
MORANT-LEWIS, RUTH	PN029949	LOST
MOSER, SANDRA	RN125899	LOST
MOSHER-KOPP, SUZANNE	RN102677	LOST
MUENKS, LINDA	RN147155	STOLEN
MUMMERT, CYNTHIA	PN049035	LOST
NEAL, LORETTA	RN080707	LOST
NELSON, NANCY	RN070316	DESTROYED
NEVILLE, MARGARET	RN079489	LOST
NEVILLE, S.PAGE	RN076081	LOST
NEWLAND, TIMOTHY	PN055027	LOST
NOLL, SHERI	PN052023	STOLEN
OCHS, DEBRA	RN122215	LOST
OHMART, CHERYL	RN064582	LOST
O'LEARY, LAURA	RN128965	LOST
O'NEAL, TERESA	RN150857	STOLEN
PADRON, MONIQUE	PN050164	LOST
PANKEY, TONYA	RN131442	STOLEN
PAPACCIO, JUDY	PN051161	LOST
PARKER, DIANA	PN023146	LOST
PAYNE, JOYCE	PN045551	LOST
PELLMAN, MARIA	PN047192	STOLEN

FERRY, LUANA	PN039745	LOST
PLUNKETT, SANDRA	RN147162	LOST
POLSTER, BONNIE	RN140742	STOLEN
POTTER, KAREN	RN063823	STOLEN
PRICE, KATHRYN	RN128658	LOST
RANDALL, MARGARET	PN048251	LOST
RANDAZZO, NAOMI	PN046302	LOST
RAY, GLENDA	PN053873	LOST
REECE, WANDA	PN025079	LOST
REUTTER, SARAH	RN065369	STOLEN
REYNOLDS, PATRICIA	RN058830	STOLEN
REYNOZO, RITCHIE	RN146041	LOST
RICKERT, JONNA	PN027150	LOST
RIDEOUT, MELODY	PN050151	LOST
RILEY, ELIZABETH	RN146372	LOST
ROBERT, THOMAS	RN068399	LOST
ROBERTSON, MARCELLA	RN124791	LOST
ROBINSON-WITTE, JACQUELYN	RN069179	LOST
ROTH, KAREN	RN077976	STOLEN
RUCH, HEATHER	RN142213	LOST
RUDDERFORTH, PAMELA	PN050950	LOST
SANDT, REGINA	RN136954	STOLEN
SCHAEFER, MARY ANN	RN097628	STOLEN
SCHWAB, AMY	RN151863	LOST
SCHWARTZ, SALLY	RN110207	LOST
SCOTT, CYNTHIA	PN54432	NEVER RECEIVED
SHEEKS, ANARIA	PN045285	LOST
SHEFFER, CAROLYN	PN025916	LOST
SHELBY, BARBARA	PN038832	LOST
SHERER, CANDY	PN054272	LOST
SHERMAN, CHARIE	PN048951	LOST
SHIELDS, EVELIA	PN051298	LOST
SIESENER, CYNTHIA	RN147784	LOST
SILVERBERG, KEITH	RN137351	LOST
SINCLAIR, CAROL	RN079418	STOLEN
SLAVINGS, DEBORAH	PN028434	LOST
SMALL, SUSSANNE	RN058292	STOLEN
SMITH, JAMIE	PN048031	LOST
SMITH, SHARON	RN048154	STOLEN
SPARKS, SERENA	RN143631	STOLEN
STACY, ALICE	RN112970	STOLEN
STAEBLE, DEBRA	PN051483	LOST
STEINMEYER, MICHELLE	RN117369	LOST
STEPHAN, KRISTA	RN138400	LOST

STEWART, MICHELLE	RN098484	LOST
STOCK, RICHARD	PN018042	LOST
STOKELY, PAULA	PN055528	LOST
STRAIT, KIMBERLY	RN146098	STOLEN
STRINGBERG, RITA	RN108950	STOLEN
SULLIVAN, JUDYTHE	RN063117	STOLEN
SURRELL, BARBARA	RN138119	LOST
SUTFIN, LANA	RN137727	LOST
TACKER, JANA	PN053401	LOST
TEAGUE, FELECIA	PN037196	NEVER RECEIVED
THARP, JUNE	RN066406	STOLEN
THOMPSON, VALERIE	RN081632	STOLEN
TOBIAS, LINDA	RN118835	STOLEN
TOBIAS, LINDA	RN118835	LOST
TOWNSEND, JAMES	PN041644	LOST
TRAMMELL, HELEN	RN108399	STOLEN
TRIPP, PATRICIA	RN148115	LOST
TURLEY, COLEEN S.	PN027543	LOST
TURNER, TOBY	RN051301	STOLEN
UHLMEYER, NANCY	PN023103	LOST
UNGASHICK, CARYN	RN106217	STOLEN
VANLAAR, DEBORAH	RN097011	LOST
VANNES, ROBYN	PN056019	STOLEN
VEST, CYNTHIA	RN151956	LOST
VOLLMER, BARBARA	RN151904	NEVER RECEIVED
WADE, BURNICE	PN022977	LOST
WAGNER, DANIEL	PN057363	LOST
WAITE, IRENE	PN043269	LOST
WALKER, DIANNA	RN141978	STOLEN
WALSH, STEPHEN	RN150561	LOST
WALTON, REBECCA	RN150009	LOST
WATKINS, DELMA	RN142258	LOST
WEEKLY, KATHY	PN051034	LOST
WHITE, ANGELA	PN050144	NEVER RECEIVED
WICKS, SHARON	RN130493	LOST
WILKES, ROBERT	PN045815	LOST
WILLIAMS, CYNTHIA	RN084011	STOLEN
WILSON, JILL	PN058033	LOST
WIRZ, KATHY	RN138094	DESTROYED
WISWELL, AMBER	RN144113	LOST
WOODS, STEVE	RN135397	LOST
WOODSON, BEVERLY	RN052230	STOLEN
WOOTERS, KENNETH	RN141867	LOST
YAGER, CINDY	RN139288	LOST
YART-WRIGHT, SARA	RN142341	STOLEN
YOUNGSTROM, DONNA	RN106055	LOST

Skaggs Community Health Center has current openings for Operating Room Technicians (Certified and Non-certified), OR Charge Nurse, RN, LPN, and CNA's. All licensed positions must be licensed to practice in the State of Missouri. We offer competitive wages and good benefits. Send resume or apply in person to:

**SKAGGS COMMUNITY HEALTH CENTER**  
Human Resources Department  
Bus. Hwy. 65 & Skaggs Road  
PO Box 650  
Brazton, MO 65616 An EOE

**DISTANCE LEARNING THROUGH THE INTERNET**

- LEGAL NURSE CONSULTANT
- CASE MANAGER
- QUALITY IMPROVEMENT COORDINATOR

Contact hours and CEU credit available.

**FLORIDA RISK MANAGEMENT INSTITUTE**  
1-800-783-RISK (7415) Non-toll free phone 1 (321) 333-7415  
e-mail: risk@flrisk.com website: www.flrisk.com  
"Improving healthcare quality through continuing education since 1999"

**HEARTLAND HEALTH SYSTEM**  
State-of-the-Art  
Healthcare with  
A Heart



We recognize our team members as our most valuable assets. Without their support, ingenuity and commitment, our organization would not be able to make significant advances in achieving 100% patient and employee satisfaction. We strive to provide a full array of advanced acute and long-term services to our community and 21 surrounding counties.

St. Joseph, MO, is conveniently located 50 miles north of Kansas City and has a small town atmosphere, a strong sense of community, and a wealth of cultural, historical and recreational attractions.

Join the Heartland Team in one of the following roles:

**CRITICAL CARE EDUCATOR**

Our culture is an integrated patient-centered care process. Our Education and Resource Team focuses team members to thrive in a team driven environment. Selected candidate will be a BSN (Master's preferred), have 4+ years of critical care experience and 1+ years of educational program development.

**TEAM LEADER/ 2 SOUTH - GENERAL SURGERY**

Position spearheads incorporating our values to produce high quality outcomes at the service line level. Selected candidate will be a BSN (Master's preferred) and have 2+ years of team leader experience in an acute care environment.

**DIRECTOR, QUALITY IMPROVEMENT**

Community Health Plan, the managed care plan for our organization, is a new plan that is 30,000 members strong and growing. Selected candidate will be a BSN (Master's preferred) with 3+ years of experience in the development of managed care quality programs.

**REGISTERED NURSES**

- Cath Lab/FT Days
- Medical Telemetry/FT Nights
- EEG, Neurology & Oncology/FT Nights
- Orthopedics/FT Nights

**h Heartland Health System**  
Partners in Health.  
EOE.

We invite you to visit our website to review the above openings in greater detail or apply on-line @ [www.heartland-health.com](http://www.heartland-health.com) or call (800) 443-1143 ext 7501 for immediate consideration.

**CHOOSE BOONE**

**JOIN OUR WINNING TEAM**

**Professional Opportunity**

**BOONE HOSPITAL CENTER**

**BCH HEALTH SYSTEM**

Personnel/Training  
1600 East Broadway  
Columbia, Missouri 65201  
(573) 815-3500

EOE

Boone Hospital Center is currently seeking an effective Nurse Manager to oversee our fast paced Cardiac Catheterization Lab that performs over 4,800 procedures annually. This person will have daily operational responsibilities for three Cardiac Catheterization labs and one electrophysiology lab providing diagnostic and interventional services. Responsibilities include daily clinical operations, inventory management, personnel supervision and development of 16 FTEs, as well as quality improvement initiatives. The successful candidate will have: a minimum requirement of an Associates Degree in Nursing with MO State Licensure, B.S. in Nursing preferred; 3-4 years management experience with a majority of that experience in managing a cardiac cath lab; and a thorough knowledge and understanding of the technical aspects of cardiac catheterization.

For immediate consideration please send resume to: Pete Gloggner, Manager of Personnel and Training, 1600 East Broadway, Columbia, MO 65201.

## The Missouri Nursing Practice Act follows. Next month we will publish the regulations.

### Missouri Revised Statutes Chapter 335

**Short title.**

335.011. Sections 335.011 to 335.096 may be known as "The Nursing Practice Act".  
(L. 1975 S.B. 108 § 1)

Effective 1-21-76

**Definitions.**

335.016. As used in sections 335.011 to 335.096, unless the context clearly requires otherwise, the following words and terms mean:

- (1) "Accredited", recognized by the board as meeting or maintaining state board of nursing standards for the educational preparation of professional or practical nurses;
- (2) "Advanced practice nurse", a nurse who has had education beyond the basic nursing education and is certified by a nationally recognized professional organization as having a nursing specialty, or who meets criteria for advanced practice nurses established by the board of nursing. The board of nursing may promulgate rules specifying which professional nursing organization certifications are to be recognized as advanced practice nurses, and may set standards for education, training and experience required for those without such specialty certification to become advanced practice nurses;
- (3) "Board" or "state board", the state board of nursing;
- (4) "Executive director", a qualified registered professional nurse employed by the board as executive secretary or otherwise to administer the provisions of sections 335.011 to 335.096 under the board's direction. Such person employed as executive director shall not be a member of the board;
- (5) "Inactive nurse", as defined by rule pursuant to section 335.061;
- (6) A "licensed practical nurse" or "practical nurse", a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of practical nursing;
- (7) "Licensure", the issuing of a license to practice

professional or practical nursing to candidates who have met the specified requirements and the recording of the names of those persons as holders of a license to practice professional or practical nursing;

(8) "Practical nursing", the performance for compensation of selected acts for the promotion of health and in the care of persons who are ill, injured, or experiencing alterations in normal health processes. Such performance requires substantial specialized skill, judgment and knowledge. All such nursing care shall be given under the direction of a person licensed by a state regulatory board to prescribe medications and treatments or under the direction of a registered professional nurse;

(9) "Professional nursing", the performance for compensation of any act which requires substantial specialized education, judgment and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences, including, but not limited to:

- (a) Responsibility for the teaching of health care and the prevention of illness to the patient and his family;
- (b) Assessment, nursing diagnosis, nursing care, and counsel of persons who are ill, injured or experiencing alterations in normal health processes;
- (c) The administration of medications and treatments as prescribed by a person licensed by a state regulatory board to prescribe medications and treatments;
- (d) The coordination and assistance in the delivery of a plan of health care with all members of a health team;
- (e) The teaching and supervision of other persons in the performance of any of the foregoing;
- (10) A "registered professional nurse" or "registered nurse", a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of professional nursing.

(L. 1975 S.B. 108 § 2, A.L. 1993 H.B. 564, A.L. 1995 S.B. 452)

(1993) It is the public policy of Missouri that registered nurses licensed in this state have an obligation to faithfully serve the best interests of

their patients. The Nurses Practices Act and regulations thereunder set forth a clear mandate of public policy that a nurse not "stay out" of a dying patient's improper treatment. Grant of summary judgment based on finding that there was no public-policy exception to employment-at-will doctrine was not proper. *Kirk v. Mercy Hospital Tri-County*, 851 S.W.2d 617 (Mo. App. S.D.).

**Intravenous fluids, administration requirements for practical nurses.**

335.017. One of the selected acts which may be performed by persons licensed under the provisions of this chapter as licensed practical nurses is the administration of intravenous fluid treatment. The administration of intravenous fluid treatment may be performed only by licensed practical nurses who have been instructed and trained in such procedures in a course of instruction approved by the board. The board shall have the authority to adopt and revise rules and regulations which limit and define the scope of intravenous fluid treatment which may be performed by licensed practical nurses. Nothing herein shall be construed as prohibiting administration of intravenous fluid treatment by registered professional nurses. The board shall submit emergency rules to the secretary of state to implement the provisions of this section within thirty days of December 15, 1993, and the board shall act promptly on applications of organizations requesting approval of their course of instruction.

(L. 1993 1st Ex. Sess. H.B. 8)

Effective 12-15-83

**Board of nursing—members' qualifications, appointments, how made.**

335.021. 1. "The Missouri State Board of Nursing" shall consist of nine members, five of whom must be registered professional nurses. Two members of the board must be licensed practical nurses and one member a voting public member. Two of the five registered professional nurses shall hold a graduate degree in nursing, and at least one of the professional nurse members shall represent nursing practice. Any person, other than the public member, appointed to the board as hereinafter provided shall be a citizen of the United States and a resident of this state for a period of at least one year, a licensed nurse in this state, and shall have been actively engaged in nursing for at least three years immediately preceding the appointment or reappointment. Membership on the board shall include representatives with expertise in each level of educational programs the graduates of which are eligible to apply for licensure such as practical, diploma, associate degree, and baccalaureate.

Continued to page 29

## ROAD TO RECOVERY

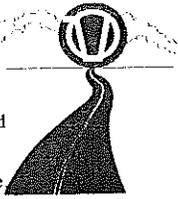
Valley Hope offers you a quality continuum of care for substance abuse treatment. Our focus is on individualized treatment with variable lengths of stay for residential or partial care.

- Residential/Day Treatment
- Level II Intensive Outpatient
- 24-Hour Admissions
- Relapse Prevention/Continuing Care
- Most Insurance Accepted
- Evaluations/Assessments
- Family Treatment
- Group, Individual Counseling

**Boonville Valley Hope**  
1415 Ashley Road Boonville, MO 65233  
(660) 882-6547

---

**Valley Hope Outpatient Treatment Facility**  
3600 I-70 Drive SE, Suite B  
Columbia, MO 65201  
(573) 449-0722  
[www.valleyhope.com](http://www.valleyhope.com)



## RNs SPEND YOUR CAREER HERE...

at Edward Health Services Corporation (EHSC) a fast-paced, growth oriented health care provider located 25 miles west of downtown Chicago in Naperville, Illinois. Family oriented Naperville, rated as the best "Kid Friendly" town in the U.S., offers you a historic suburban setting, quaint shops & extensive parks. If you're a dedicated professional who welcomes challenge & thrives on change, we invite you to join us.

- Cardiovascular Care
- ICU/CCU
- IMCU
- Medical/Oncology Care
- PACU
- Obstetrics
- NICU
- Pediatrics
- Emergency Department
- Observation/Express Admissions
- Clinics & Physician Offices
- Endoscopy
- Skilled Nursing Unit
- Ortho/Surgical Care
- Same Day Surgery
- Operating Room

**WE OFFER:**

- Attractive sign-on & referral bonus programs for select positions
- The excitement & challenge of a "city" hospital nestled in a community atmosphere
- A state-of-the-art information system
- Encouragement to take initiative & grow your career to new levels
- Extensive benefits package including tuition assistance, medical, dental, prescription drug, 401(k) retirement savings plan & pension plan with company match
- Free fitness center membership & parking

For specific position information & requirements, visit our WEB SITE at [www.edward.org](http://www.edward.org) or call our JOB LINE at 630-527-3400.

For consideration, forward your resume with cover letter to: Edward Hospital, Attn: Human Resources-1A, 801 S. Washington St., Naperville, IL 60540. FAX: 630-527-3507. Edward Health Services Corporation is an Equal Opportunity Employer.

**Edward Health Services**  
CORPORATION



## WORK FOR AN EMPLOYER THAT HAS YOUR FUTURE IN MIND!

Our 24 Karat teams at Beverly Healthcare have accepted the challenge of creating Magic Moments for our residents. We invite you to share in this challenge and be a part of our quality care team.

We have opportunities in Kansas for:

- LPN
- RN
- GPN
- GN

We offer an unbeatable benefits package:

- Choice of Health Care Plans
- Dental Plan
- 401k Savings
- Day Care Assistance
- Vacation/Holiday Pay
- Vision Plan

Come create Magic Moments at a Beverly Healthcare Facility near you!

**Beverly Healthcare**  
817 Dakota Dr., Independence, MO 64056  
816-257-9848 816-257-9914 Fax  
EOE Drug Free Work Place

 **BEVERLY**

MISSOURI NURSING PRACTICE ACT (Continued from page 28)

2. The governor shall appoint members to the board by and with the advice and consent of the senate when a vacancy thereon occurs either by the expiration of a term or otherwise; provided, however, that any board member shall serve until his successor is appointed and qualified. Every appointment except to fulfill an unexpired term shall be for a term of four years, but no person shall be appointed to more than two consecutive terms.

3. At least ninety days before the expiration of a term of a board member, and as soon as feasible after the occurrence of a vacancy on the board for reasons other than the expiration of a term, a list of three licensed and qualified nurses shall be submitted to the director of the department of economic development. The list shall be submitted by the Missouri Nurses Association if the vacancy is for a registered professional nurse, and by the Missouri State Association of Licensed Practical Nurses if the vacancy is for a licensed practical nurse. The governor may appoint a board member to fill the vacancy from the list submitted, or may appoint some other qualified licensed nurse. This subsection shall not apply to public member vacancies.

4. The public member shall be at the time of his appointment a citizen of the United States; a resident of this state for a period of one year and a registered voter; a person who is not and never was a member of any profession licensed or regulated under this chapter or the spouse of such person; and a person who does not have and never has had a material, financial interest in either the providing of the professional services regulated by this chapter, or an activity or organization directly related to any profession licensed or regulated under this chapter. All members, including public members, shall be chosen from lists submitted by the director of the department of economic development. The duties of the public member shall not include the determination of the technical requirements to be met for licensure or whether any person meets such technical requirements or of the technical competence or technical judgment of a licensee or a candidate for licensure.

(L. 1975 S.B. 108 § 3, A.L. 1981 S.B. 16, A.L. 1988 H.B. 1573)

CROSS REFERENCE: Public member, additional duties, RSMo 620.132

Oath of office, removal from board, when—meetings, when held, quorum—compensation and expenses.

335.026. 1. Before entering upon their duties, members of the board shall make and file with the secretary of state the oath of office required by article VII, section 11 of the Constitution of Missouri, for all civil officers of this state.

2. Any member of the board may be removed by the governor for misconduct, incompetency or neglect of duty. Before any member may be so removed, he shall be given a hearing and may appear in his own behalf, may be represented by counsel, and may present witness or other evidence. Any person aggrieved by the action of the governor after the hearing may appeal as provided in chapter 536, RSMo.

3. The board shall meet at least once each year as determined by the board. The board may hold such additional meetings during the year as may be

deemed necessary to perform its duties. A majority of the board, including at least one officer, shall constitute a quorum for the conducting of business.

4. Each member of the board shall receive as compensation an amount set by the board not to exceed fifty dollars for each day devoted to the affairs of the board; and shall be entitled to reimbursement of their expenses necessarily incurred in the discharge of their official duties.

(L. 1975 S.B. 108 § 4, A.L. 1981 S.B. 16)

Immunity of board members performing official duties.

335.031. Members of the board shall not be personally liable either jointly or separately for any act or acts committed in the performance of their official duties as board members.

(L. 1975 S.B. 108 § 5)

Effective 1-21-76

Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking.

335.036. 1. The board shall:

(1) Elect for a one-year term a president and a secretary, who shall also be treasurer, and the board may appoint, employ and fix the compensation of a legal counsel and such board personnel as defined in subdivision (4) of subsection 16 of section 620.010, RSMo, as are necessary to administer the provisions of sections 335.011 to 335.096;

(2) Adopt and revise such rules and regulations as may be necessary to enable it to carry into effect the provisions of sections 335.011 to 335.096;

(3) Prescribe minimum standards for educational programs preparing persons for licensure under the provisions of sections 335.011 to 335.096;

(4) Provide for surveys of such programs every five years and in addition at such times as it may deem necessary;

(5) Designate as "accredited" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant hereto; and the board shall annually publish a list of such programs;

(6) Deny or withdraw accreditation from educational programs for failure to meet prescribed minimum standards;

(7) Examine, license, and cause to be renewed the licenses of duly qualified applicants;

(8) Cause the prosecution of all persons violating provisions of sections 335.011 to 335.096, and may incur such necessary expenses therefor;

(9) Keep a record of all the proceedings; and make an annual report to the governor and to the director of the department of economic development.

2. The board shall set the amount of the fees which this chapter authorizes and requires by rules and regulations promulgated pursuant to section 536.021, RSMo. The fees shall be set at a level to produce revenue which shall not substantially exceed the cost and expense of administering this chapter.

3. All fees received by the board under the provisions of sections 335.011 to 335.096 shall be deposited in the state treasury and be placed to the credit of the state board of nursing fund. All administrative costs and expenses of the board shall be paid from appropriations made for those purposes.

4. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue until the amount in the fund at the end of the biennium exceeds two times the amount of the appropriation from the board's funds for the preceding fiscal year or, if the board requires by rule, permit renewal less frequently than yearly, then three times the appropriation from the board's funds for the preceding fiscal year. The amount, if any, in the fund which shall lapse is that amount in the fund which exceeds the appropriate multiple of the appropriations from the board's funds for the preceding fiscal year.

5. No rule or portion of a rule promulgated under the authority of this chapter shall become effective unless it has been promulgated pursuant to the provisions of section 536.024, RSMo.

(L. 1975 S.B. 108 § 6, A.L. 1981 S.B. 16, A.L. 1985 S.B. 99, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

\*Revisor's note: This section was amended by both S.B. 3 and S.B. 452 during the 1st Regular Session of the 88th General Assembly, 1995. Due to possible conflict, both versions are printed here.

Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking, procedure, review.

335.036. 1. The board shall:

(1) Elect for a one-year term a president, a vice president and a secretary. The secretary shall also be treasurer. The board may appoint, employ and fix the compensation of a legal counsel and such board personnel as defined in subdivision (4) of subsection 15 of section 620.010, RSMo, as are necessary to administer the provisions of sections 335.011 to 335.096.

Continued to page 30

**Supervisory Nurses**  
All Shifts  
\$ \$ Sign On Bonus \$ \$  
\$ \$ Experience Bonus \$ \$

Compton Terrace Skilled Nursing Facility has full-time positions available for RNs and LPNs to take charge and help lead our staff. If you want to focus on primary care of only 6-10 residents in a strong team environment call today.

**Compton Terrace Care Center**  
3450 Russell, St. Louis, MO 63104  
Ph. 314-772-9100 fax 314-772-1590

**Clinical Nurse Specialists  
Staff RN Positions**

Iowa Health System in Des Moines is comprised of Iowa Lutheran Hospital, Iowa Methodist Medical Center and Blank Children's Hospital. Comprehensive critical care, acute care and surgical services; regional referral center for oncology, rehab, emergency/trauma, cardiac and pediatrics; also specializing in service areas of family practice, behavioral health and women's services.

We invite you to explore your career opportunities with us in Des Moines, ask about relocation and sign-on assistance and new rates. We offer competitive compensation with Medical/Dental/Vision/Prescription/On-site Day Care/Tuition Assistance; Fitness Center and more. Please call or apply:

 **METHODIST & LUTHERAN**  **BLANK CHILDREN'S**

IOWA HEALTH SYSTEM AFFILIATES  
Barb Foertsch (515) 241-8542 foertsba@ihs.org  
Cinda Stevenson (515) 241-8557 stevensc@ihs.org

Human Resources Dept.  
1313 High Street, Suite 111, Des Moines, IA 50309  
(515) 241-6313 • (800) 843-4522  
FAX (515) 241-5515

**HICE**  
Factory Direct Scrubs!  
Made in the U.S.A.



• Jackets • Tops • Bottoms  
Solids & Prints  
**\$10 - \$14 Each**  
**800-752-4927**  
Hice Sewing  
14630 Section Line Rd.  
Elkmont, AL 35620  
Visa/Mastercard/Discover  
American Express/Money Order/Cashier's Check

**MISSOURI NURSING PRACTICE ACT** (Continued from page 29)

- (2) Adopt and revise such rules and regulations as may be necessary to enable the board to carry out the provisions of sections 335.011 to 335.259.\*\*
- (3) Prescribe minimum standards for educational programs preparing persons for licensure under the provisions of sections 335.011 to 335.096;
- (4) Provide for surveys of such programs every five years and in addition at such times as it may deem necessary;
- (5) Designate as "accredited" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant to such sections; and the board shall annually publish a list of such programs;
- (6) Deny or withdraw accreditation from educational programs for failure to meet prescribed minimum standards;
- (7) Examine, license, and cause to be renewed the licenses of duly qualified applicants;
- (8) Cause the prosecution of all persons violating provisions of sections 335.011 to 335.259.\*\* and may incur such necessary expenses therefor;
- (9) Keep a record of all the proceedings; and make an annual report to the governor and to the director of the department of economic development.

2. The board shall set the amount of the fees which sections 335.011 to 335.096 authorizes and requires by rules and regulations promulgated pursuant to section 536.021, RSMo. The fees shall be set at a level to produce revenue which shall not substantially exceed the cost and expense of administering sections 335.011 to 335.096.

3. All fees received by the board under the provisions of sections 335.011 to 335.096 shall be deposited in the state treasury and be placed to the credit of the state board of nursing fund. All administrative costs and expenses of the board shall be paid from appropriations made for those purposes.

4. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue until the amount in the fund at the end of the biennium exceeds two times the amount of the appropriation from the board's funds for the preceding fiscal year or, if the board requires, by rule, permit renewal less frequently than yearly, then three times the appropriation from the board's funds for the preceding fiscal year. The amount, if any, in the fund which shall lapse is that amount in

the fund which exceeds the appropriate multiple of the appropriations from the board's funds for the preceding fiscal year.

5. No rule or portion of a rule promulgated under the authority of sections 335.011 to 335.096 shall become effective until it has been approved by the joint committee on administrative rules in accordance with the procedures provided herein, and the delegation of the legislative authority to enact law by the adoption of such rules is dependent upon the power of the joint committee on administrative rules to review and suspend rules pending ratification by the senate and the house of representatives as provided herein.

6. Upon filing any proposed rule with the secretary of state, the filing agency shall concurrently submit such proposed rule to the committee, which may hold hearings upon any proposed rule or portion thereof at any time.

7. A final order of rulemaking shall not be filed with the secretary of state until thirty days after such final order of rulemaking has been received by the committee. The committee may hold one or more hearings upon such final order of rulemaking during the thirty-day period. If the committee does not disapprove such order of rulemaking within the thirty-day period, the filing agency may file such order of rulemaking with the secretary of state and the order of rulemaking shall be deemed approved.

8. The committee may, by majority vote of the members, suspend the order of rulemaking or portion thereof by action taken prior to the filing of the final order of rulemaking only for one or more of the following grounds:

- (1) An absence of statutory authority for the proposed rule;
- (2) An emergency relating to public health, safety or welfare;
- (3) The proposed rule is in conflict with state law;
- (4) A substantial change in circumstance since enactment of the law upon which the proposed rule is based.

9. If the committee disapproves any rule or portion thereof, the filing agency shall not file such disapproved portion of any rule with the secretary of state and the secretary of state shall not publish in the Missouri Register any final order of rulemaking containing the disapproved portion.

10. If the committee disapproves any rule or portion thereof, the committee shall report its findings to the senate and the house of representatives. No rule or portion thereof disapproved by the committee shall take effect so long as the senate and the house of representatives ratify the act of the joint committee by resolution adopted in each house within thirty legislative days after such rule or portion thereof has been disapproved by the joint committee.

11. Upon adoption of a rule as provided herein, any such rule or portion thereof may be suspended or revoked by the general assembly either by bill or, pursuant to section 8, article IV of the constitution, by concurrent resolution upon recommendation of the joint committee on administrative rules. The committee shall be authorized to hold hearings and make recommendations pursuant to the provisions of section 536.037, RSMo. The secretary of state shall publish in the Missouri Register, as soon as practicable, notice of the suspension or revocation.

(L. 1975 S.B. 108 § 6, A.L. 1981 S.B. 16, A.L. 1985 S.B. 99, A.L. 1993 S.B. 52, A.L. 1995 S.B. 452)

\*Revisor's note: This section was amended by both S.B. 3 and S.B. 452 during the 1st Regular Session of the 88th General Assembly, 1995. Due to possible conflict, both versions are printed here.

\*\*Section 335.259 was repealed by S.B. 52 § A, 1993.

**THIS SECTION HAS BEEN REPEALED. THERE IS NO LONGER ANY STATUTE DATA ASSOCIATED WITH THIS SECTION NUMBER. SEE THE HEADNOTE PREVIOUSLY LISTED FOR THE YEAR AND THE BILL NUMBER WHICH REPEALED IT.**

**License, application for—qualifications for, fee—hearing on denial of license.**

335.046. 1. An applicant for a license to practice as a registered professional nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. The applicant shall be of good moral character and have completed at least the high school course of study, or the equivalent thereof as determined by the state board of education, and have successfully completed the basic professional curriculum in an accredited school of nursing. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking lands shall be required to submit evidence of proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice nursing as a registered professional nurse. The applicant for a license to practice registered professional nursing shall pay a license fee in such amount as set by the board. The fee shall be uniform for all applicants.

2. An applicant for license to practice as a licensed practical nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. Such applicant shall be of good moral character, and have completed at least two years of high school, or its equivalent as

Continued to page 31

**MIDWEST REGIONAL MEDICAL CENTER**

has immediate needs for experienced RNs (all shifts). Excellent salary with competitive benefits. If you are interested in a fast paced, challenging position with a growing healthcare provider, please contact:

Human Resources



**MIDWEST REGIONAL MEDICAL CENTER**

2825 Parklawn Drive  
Midwest City, OK 73110  
EOE  
DRUG FREE WORKPLACE

**Elevate your life to a degree ...**

*Study at HOME while you earn a bachelor's or master's degree.*

**Check out these options!**

- ✓ Master of Science, Nursing Major
- ✓ Master in Health Services Administration
- ✓ B.S.N. Opportunities for R.N.'s

**SAINT JOSEPH'S COLLEGE of Maine**

Department 840 - Admissions  
278 White Bridge Rd.  
Standish, ME 04084-5263  
Web site - <http://www.sjcmec.edu>

**CALL 800-752-4723**

Accredited by New England Association of Schools & Colleges and National League for Nursing  
Other degrees are available through Saint Joseph's College - Health care, business, and liberal studies.

**24TH NATIONAL PRIMARY CARE NURSE PRACTITIONER SYMPOSIUM**

*Pre-Symposium Workshops: Alternative Therapies and Certification Exam Reviews*  
July 6-7, 1999

*Four-Day Symposium: "NPs: Health Care Leaders into the New Millennium"*  
July 8-11, 1999  
Keystone Resort, Colorado

Sponsored by the University of Colorado School of Nursing  
Contact: NPS Office, UCHSC SON  
4200 East Ninth Avenue  
Box C-287, Denver, CO 80282  
Tel: (303) 315-7436 Fax: (303) 315-3785  
e-mail: [nps@uchsc.edu](mailto:nps@uchsc.edu)  
Web Site: <http://freenet.uchsc.edu/son/acad/ce/nps>

**MISSOURI NURSING PRACTICE ACT (Continued from page 30)**

established by the state board of education, and have successfully completed a basic prescribed curriculum in a state accredited school of nursing and completed a course approved by the board on the role of the practical nurse. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking countries shall be required to submit evidence of their proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice as a licensed practical nurse. The applicant for a license to practice licensed practical nursing shall pay a fee in such amount as may be set by the board. The fee shall be uniform for all applicants.

3. Upon refusal of the board to allow any applicant to sit for either the registered professional nurses' examination or the licensed practical nurses' examination, as the case may be, the board shall comply with the provisions of section 621.120, RSMo, and advise the applicant of his right to have a hearing before the administrative hearing commission. The administrative hearing commission shall hear complaints taken pursuant to section 621.120, RSMo.

4. The board shall not deny a license because of sex, religion, race, ethnic origin, age or political affiliation.

(L. 1975 S.B. 108 § 8, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

**Reciprocity—license without examination, temporary license, when.**

335.051. 1. The board shall issue a license to practice nursing as either a registered professional nurse or a licensed practical nurse without examination to an applicant who has duly become licensed as a registered nurse or licensed practical nurse under the laws of another state, territory, or foreign country if the applicant meets the qualifications required of registered nurses or licensed practical nurses in this state at the time the applicant was originally licensed in the other state, territory, or foreign country.

2. Upon application, the board shall issue a temporary permit to an applicant under subsection 1 of this section for a license as either a registered professional nurse or a licensed practical nurse who has made a prima facie showing that he meets all of the requirements for such a license. The temporary permit shall be effective only until the board shall have had the opportunity to investigate his qualifications for licensure under subsection 1 of this section and to notify the applicant that his application for a license has been either granted or rejected. In no event shall such temporary permit be in effect for more than twelve months after the date of its issuance nor shall a permit be reissued to the same applicant. No fee shall be charged for such temporary permit. The holder of a temporary permit which has not expired, or been suspended or revoked, shall be deemed to be the holder of a license issued pursuant to section 335.046 until such temporary permit expires, is terminated or is suspended or revoked.

(L. 1975 S.B. 108 § 9, A.L. 1981 S.B. 16)

**Renewal of license, when due, fee—unlicensed practice prohibited.**

335.056. The license of every person licensed under the provisions of sections 335.011 to 335.096 shall be renewed as provided. An application for renewal of license shall be mailed to every person to whom a license was issued or renewed during the current licensing period. The applicant shall complete the application and return it to the board by the renewal date with a renewal fee in an amount to be set by the board. The fee shall be uniform for all applicants. The certificates of renewal shall render the holder thereof a legal practitioner of nursing for the period stated in the certificate of renewal. Any person who practices nursing as a registered professional nurse or as a licensed practical nurse during the time his license has lapsed shall be considered an illegal practitioner and shall be subject to the penalties provided for violation of the provisions of sections 335.011 to 335.096.

(L. 1975 S.B. 108 § 10, A.L. 1981 S.B. 16)

**Reinstatement of license, when—inactive status, board may provide for.**

335.061. Any licensee who allows his license to lapse by failing to renew the license as provided in sections 335.011 to 335.096 shall as provided by rule be reinstated upon satisfactory explanation of such failure to renew his license. The board may by rule and regulation provide for an inactive license status. In the event the board shall refuse to renew the license under one of the provisions of this section, the individual may appeal to the administrative hearing commission pursuant to the provisions of section 621.120, RSMo.

(L. 1975 S.B. 108 § 11, A.L. 1981 S.B. 16)

**Denial, revocation, or suspension of license, grounds for, civil immunity for providing information.**

335.066. 1. The board may refuse to issue any certificate of registration or authority, permit or license required pursuant to sections 335.011 to 335.096 for one or any combination of causes stated in subsection 2 of this section. The board shall notify the applicant in writing of the reasons for the refusal and shall advise the applicant of his right to file a complaint with the administrative hearing commission as provided by chapter 621, RSMo.

2. The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his certificate of registration or authority, permit or license for any one or any combination of the following causes:

- (1) Use or unlawful possession of any controlled substance, as defined in chapter 195, RSMo, or alcoholic beverage to an 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;
- (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;

(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;

(4) Obtaining or attempting to obtain any fee, charge, tuition or other compensation by fraud, deception or misrepresentation;

(5) Incompetency, 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;

(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 pursuant to sections 335.011 to 335.096;

(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;

(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;

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

(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;

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

(12) Violation of any professional trust or confidence;

(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;

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

3. After the filing of such complaint, the proceedings shall be conducted in accordance with the provisions of chapter 621, RSMo. Upon a

Continued to page 32

**HUMANA.**

Humana is a nationally respected managed health care provider in 15 states and Puerto Rico. We have the following positions available:

- Case Manager
- Utilization Manager
- Quality Review Coordinator
- Quality Review Manager

We offer an excellent salary and benefits package, EOE, drug free workplace. Qualified candidates respond to:

A. Clay, 500 W. Main St., Louisville, KY 40202  
 email: aclay@humana.com  
 We encourage you to apply online [www.humana.com/careers](http://www.humana.com/careers)

**RN OPPORTUNITIES**

Join the team that cares! Variety of full and part-time positions available.

For details call our job hotline. Competitive salary and benefits. Please submit a resume or application to Human Resources at:

**JENNIE EDMUNDSON HOSPITAL**

An Affiliate of Methodist Health System  
 933 EAST PIERCE STREET, COUNCIL BLUFFS, IA 51503  
 JOB HOTLINE (402) 354-5055

**Licensed Practical Nurse, Sr.**

Permanent positions, evening shift, at a facility for the developmentally disabled. Requires independent work experience in licensed practical nursing. Excellent benefits. \$11.23/hr. Shift differential 10% of hourly rate. Must be licensed in Kansas. Contact Personnel Office.



**Kansas Neurological Institute**  
 3107 W. 21st, Topeka, KS 66604  
 (785) 296-5341  
 An Equal Opportunity Employer

**MISSOURI NURSING PRACTICE ACT (Continued from page 31)**

finding by the administrative hearing commission that the grounds, provided in subsection 2 of this section, for disciplinary action are met, the board may, singly or in combination, censure or place the person named in the complaint on probation on such terms and conditions as the board deems appropriate for a period not to exceed five years, or may suspend, for a period not to exceed three years, or revoke the license, certificate, or permit.

4. An individual whose license has been revoked shall wait one year from the date of revocation to apply for relicensure. Relicensure shall be at the discretion of the board after compliance with all the requirements of sections 335.011 to 335.096 relative to the licensing of an applicant for the first time.

5. The board may notify the proper licensing authority of any other state in which the person whose license was suspended or revoked was also licensed of the suspension or revocation.

6. Any person, organization, association or corporation who reports or provides information to the board of nursing pursuant to the provisions of sections 335.011 to 335.259\* and who does so in good faith shall not be subject to an action for civil damages as a result thereof.

(L. 1975 S.B. 108 § 12, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

\*Section 335.259 was repealed by S.B. 52 § A, 1993.

**Nursing schools, standards for accreditation, fees—noncompliance, effect of.**

335.071. 1. Any institution desiring to conduct an accredited educational program of professional nursing or of practical nursing shall apply to the board and submit evidence that it is prepared to meet standards established by this law and the board.

2. The board, through its executive officer or other authorized representatives, shall initially survey a nursing education program. A written report of the survey shall be submitted to the board. If the board determines that the requirements for an accredited nursing education program are met, such program shall be accredited as a nursing education program

for professional or for practical nurses upon payment of a fee in an amount to be set by the board.

3. The board, through its executive officer or other authorized representatives, shall periodically survey all nursing education programs in the state. Written reports of such surveys shall be submitted to the board. If the board determines that any accredited nursing education program is not maintaining the standards required by sections 335.011 to 335.096 and by the board, notice thereof in writing specifying the defect or defects shall be immediately given to the institution conducting the program. A program which fails to correct these conditions to the satisfaction of the board within a reasonable time shall, after notice and hearing, be removed from the board's listing of accredited programs. All hearings shall be conducted in accordance with chapter 621, RSMo.

4. All such accredited programs shall pay an annual registration fee in an amount to be determined by the board.

(L. 1975 S.B. 108 § 13, A.L. 1981 S.B. 16)

**Titles, R.N. and L.P.N., who may use.**

335.078. 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 practical 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.

(L. 1975 S.B. 108 § 14)

Effective 1-21-76

**Exempted practices and practitioners.**

335.081. So long as the person involved does not represent or hold himself out as a nurse licensed to practice in this state, no provision of sections 335.011 to 335.096 shall be construed as prohibiting:

(1) The practice of any profession for which a license is required and issued under the laws of this state by a person duly licensed to practice that profession;

(2) The services rendered by technicians, nurses' aides or their equivalent trained and employed in public or private hospitals and licensed long-term care facilities except the services rendered in licensed long-term care facilities shall be limited to administering medication, excluding injectables other than insulin;

(3) The providing of nursing care by friends or members of the family of the person receiving such care;

(4) The incidental care of the sick, aged, or infirm by domestic servants or persons primarily employed as housekeepers;

(5) The furnishing of nursing assistance in the case of an emergency situation;

(6) The practice of nursing under proper supervision as a part of the course of study by students enrolled in accredited schools of professional nursing or in schools of practical nursing or by graduates of such schools or courses pending the results of the first licensing examination scheduled at a time specified by the board, by rule, following completion of the course of study; provided, however, a graduate nurse who is prevented from attending the first licensing examination scheduled by the board following graduation by reason of active duty in the military may practice as a graduate nurse pending the results of the first licensing examination scheduled by the board following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active military service whichever comes first;

(7) The practice of nursing in this state by any legally qualified nurse duly licensed to practice in another state whose engagement requires him to accompany and care for a patient temporarily residing in this state for a period not to exceed six months;

Continued to page 33

**Carson Tahoe Hospital**

Carson-Tahoe Hospital is a 124 bed acute care community hospital located halfway between Reno and Lake Tahoe at the base of the Sierra mountains in northern Nevada. Our location allows for year round recreational opportunities, a choice of residential communities and a wide variety of cultural events within a reasonable driving distance.

The facility offers strong financial stability, a professional working environment and a commitment to quality patient care that recognizes the need to treat everyone with dignity and respect.

Our nursing departments work 12 hour shifts. For information on a variety of full-time, part-time and per diem positions, please contact:

Human Resources  
Post Office Box 2168  
Carson City, Nevada 89702-2168  
(888) 273-4377 or (702) 885-4377  
Equal Opportunity Employer

**Our Reach Further  
Extends Our Mission.**

At Via Christi Health System, we create a unique difference as the state's largest healthcare provider. It begins with talented healthcare professionals who share our core values...values which have driven us since 1889 and continue to inspire excellence. Now you have the opportunity to join us in one of the following important roles and help us extend even further our mission and high level of care.

**RN OPPORTUNITIES**

- Cardiovascular
- Gerontology
- Surgery
- Behavioral Health
- Women's & Children's
- Critical Care
- Oncology (OCN Preferred)
- Medical/Surgical

**DIRECTOR**

- Outcomes/Research
- Cardiovascular
- Behavioral Health

**CLINICAL MANAGERS**

- LDRP
- OR
- POCU/PACU

We offer competitive compensation, flexible scheduling and a comprehensive benefits package as well as paid leave programs, pension, tuition and continuing education reimbursement, and facilities for child care. For consideration, please apply in person or FAX your resume, indicating position of interest, to: Cindy Schoelke, Via Christi Medical Center, 1122 N. Topeka, Wichita, KS 67214. FAX (316) 291-4497. EOE M/F/D/V.

**Via Christi Health System**

**LOOKING FOR A CHANGE?**  
**Come Travel With Us**  
Needing Registered Nurses in the following areas

ICU	ER
Med-Surg	Peds
OB	Psych
OR	NICU
	PICU

Great pay, travel accommodations, great benefits, and more. Serving the top medical facilities throughout the United States. Visit our web page: [www.rmg.com](http://www.rmg.com) or call 1-800-617-4767.

**Robison Medical Resource Group**  
EOE

**MISSOURI NURSING PRACTICE ACT** (Continued from page 32)

(8) The practice of any legally qualified nurse who is employed by the government of the United States or any bureau, division or agency thereof, while in the discharge of his official duties or to the practice of any legally qualified nurse serving in the armed forces of the United States while stationed within this state;

(9) Nonmedical nursing care of the sick with or without compensation when done in connection with the practice of the religious tenets of any church by adherents thereof, as long as they do not engage in the practice of nursing as defined in sections 335.011 to 335.096.

(L. 1975 S.B. 108 § 15, A.L. 1982 S.B. 842, A.L. 1991 S.B. 358, A.L. 1995 S.B. 452)

**Use of fraudulent credentials prohibited.**

335.086. No person, firm, corporation or association shall:

(1) Sell or attempt to sell or fraudulently obtain or furnish or attempt to furnish any nursing diploma, license, renewal or record or aid or abet therein;

(2) Practice professional or practical nursing as defined by sections 335.011 to 335.096 under cover of any diploma, license, or record illegally or fraudulently obtained or signed or issued unlawfully or under fraudulent representation;

(3) Practice professional nursing or practical nursing as defined by sections 335.011 to 335.096 unless duly licensed to do so under the provisions of sections 335.011 to 335.096;

(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;

(5) Practice professional nursing or practical nursing during the time his license issued under the provisions of sections 335.011 to 335.096 shall be suspended or revoked; or

(6) Conduct a nursing education program for the preparation of professional or practical nurses unless the program has been accredited by the board.

(L. 1975 S.B. 108 § 16)

Effective 1-21-76

**Penalty for violation.**

335.096. 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.

(L. 1975 S.B. 108 § 18, A.L. 1981 S.B. 16)

**Nurse training incentive fund—definitions.**

335.200. As used in sections 335.200 to 335.209, the following terms mean:

(1) "Board," the Missouri coordinating board for higher education;

(2) "Eligible nursing program," a nursing education program accredited under this chapter;

(3) "Fund," the nurse training incentive fund, established in section 335.203;

(4) "Incentive grant," a grant awarded to a nurse education program, under the guidelines set forth in sections 335.203 to 335.209;

(5) "Nontraditional student," a person admitted to an eligible nursing program that is older than twenty-two years of age at the time he is admitted to the nursing program;

(6) "Nurse," a person holding a license as a registered nurse, pursuant to this chapter; and

(7) "Professional nursing education program," a program of education accredited by the state board of nursing, pursuant to this chapter, designed to prepare persons for licensure as registered professional nurses with an enrollment of no less than sixty-five percent of the enrollment approved by the state board of nursing.

(L. 1990 H.B. 1429 § 1)

**Nurse training incentive fund established—administration.**

335.203. The "Nurse Training Incentive Fund" is hereby established in the state treasury. The fund shall be administered by the coordinating board for higher education. The board shall base its appropriation request on enrollment, graduation and licensure figures for the previous year. The board may accept funds from private, federal and other sources for the purposes of sections 335.200 to 335.209. All appropriations, private donations, and other funds provided to the board for the implementation of sections 335.200 to 335.209 shall be placed in the nurse training incentive fund. Notwithstanding the provisions of section 33.080, RSMo, to the contrary, funds in the nurse training incentive fund shall not revert to the general revenue fund. Interest accruing to the fund shall be part of the fund. Grants provided pursuant to section 335.206 shall be made within the amounts appropriated therefor.

(L. 1990 H.B. 1429 § 2)

**Nurse training incentive fund—grants—amounts.**

335.206. 1. The nurse training incentive fund shall, upon appropriation, be used to provide incentive grants to eligible nursing programs which increase enrollment. Grants shall not be awarded to classes begun on or after July 1, 1996.

2. Grants shall be awarded to eligible nursing programs which increase enrollment pursuant to subsection 3 of this section. Eligible programs receiving grants provided under sections 335.200 to 335.209 shall monitor the enrollment of nontraditional students in their program and shall annually report to the board the number of nontraditional students enrolled therein. It shall be the intent of sections 335.200 to 335.209 to encourage the enrollment and graduation of nontraditional students in nursing education programs.

3. Incentive grants shall be awarded to professional nurse education programs, as follows:

(1) A grant of eight thousand dollars for each entering class of ten students by which the program increases its enrollment over the number of entering students admitted in the fall of 1989; and

(2) A grant of four hundred dollars for each student from each entering class cited in subdivision (1) of this section by which the program increases its number of graduates over the number of students graduated in the preceding year; or

(3) Beginning with the first graduating class of the classes which enter and are enrolled after August 28, 1990, a grant of four hundred dollars for each student by which the program increases its number of graduates over the number of graduates of the preceding year, if the program is not otherwise qualified to receive the grant provided pursuant to subdivision (1) of this section.

(L. 1990 H.B. 1429 § 3)

**Administrative rules—procedure.**

335.209. No rule or portion of a rule promulgated under the authority of sections 335.200 to 335.209 shall become effective unless it has been promulgated pursuant to the provisions of section 53B.024, RSMo.

(L. 1990 H.B. 1429 § 4, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

Continued to page 34

**WANTED:  
REGISTERED  
NURSES**

Route Memorial Hospital has the following openings for RN's with 2+ years experience in applicable area:

**Operating Room (scrub/circulate), Obstetrics, Intensive Care Unit, Emergency Room, Night House Supervisor**

Year-round benefit package includes \$1000 sign-on bonus, \$2000 relocation allowance, health/dental/life insurance, pension plan and much more!

Saddle up for blue skies and world-famous champagne powder skiing in the spectacular Rocky Mountains and enjoy the friendly small-town lifestyle Steamboat has to offer.

Send resume to Human Resources:  
**STEAMBOAT SPRINGS HEALTH CARE ASSOCIATION**  
80 Park Avenue, Steamboat Springs, CO 80487  
970-870-1118 or Fax 970-870-1223

**Experience  
Idaho!**

St. Luke's Regional Medical Center in Boise, Idaho is a 300-bed not-for-profit community owned regional medical center. We have an excellent opportunity available for experienced nurses in the following areas:

**LABOR & DELIVERY  
ICU/CCU  
NICU  
ONCOLOGY  
MED/SURG  
OPERATING ROOM**

In addition to our modern facility, St. Luke's offers you a convenient location where you can enjoy a refreshing life-style that includes world class recreational and cultural opportunities, competitive salaries and excellent benefits package, including relocation assistance. For immediate consideration, please mail or fax your resume to: Toni Williams, Nurse Recruiter, St. Luke's Regional Medical Center, 190 E. Bannock Street, Boise, Idaho 83712. Phone: 800-722-7052, WILLIAMT@SLRMC.ORG. Fax: 208-381-4649. Equal Opportunity Employer

**St. Luke's  
Regional Medical Center**

**NURSING**

Lawrence Memorial Hospital is currently seeking applicants for the following nursing openings:

**Skilled Nursing Facility:**  
RN's - FT - 3-11 shift

**2nd Medical:**  
LPN's - FT and PT - all shifts  
IV Certified and experience preferred

**3rd Surgical:**  
LPN's - FT - 3-11 and 11-7

Qualified individuals with excellent customer service skills may send a resume to or apply in person at: Lawrence Memorial Hospital, Human Resources Department, 325 Maine St., Lawrence, KS, 66044 FAX: (785) 840-3006.

**LAWRENCE  
MEMORIAL  
HOSPITAL**  
Community Care—Community Pride

MISSOURI NURSING PRACTICE ACT (Continued from page 33)

Nursing student loan program—definitions.

335.212. As used in sections 335.212 to 335.242, the following terms mean:

- (1) "Board," the Missouri state board of nursing;
- (2) "Department," the Missouri department of health;
- (3) "Director," director of the Missouri department of health;
- (4) "Eligible student," a resident who has made application to be a full-time student in a formal course of instruction leading to an associate degree, a diploma, a bachelor of science, or a master of science in nursing or leading to the completion of educational requirements for a licensed practical nurse;
- (5) "Participating school," an institution within this state which is approved by the board for participation in the professional and practical nursing student loan program established by sections 335.212 to 335.242, having a nursing department and offering a course of instruction based on nursing theory and clinical nursing experience;
- (6) "Qualified applicant," an eligible student approved by the board for participation in the professional and practical nursing student loan program established by sections 335.212 to 335.242;
- (7) "Qualified employment," employment on a full-time basis in Missouri in a position requiring licensure as a licensed practical nurse or registered professional nurse in any public or nonprofit agency, institution, or organization located in an area of need as determined by the department of health. Any forgiveness of such principal and interest for any qualified applicant engaged in qualified employment on a less than full-time basis may be prorated to reflect the amounts provided in this section;
- (8) "Resident," any person who has lived in this state for one or more years for any purpose other than the attending of an educational institution located within this state.

(L. 1990 H.B. 1429 § 5)

Department of health to administer programs—advisory panel—members— rules, procedure.

335.215. 1. The department of health shall be the

administrative agency for the implementation of the professional and practical nursing student loan program established under sections 335.212 to 335.242, and the nursing student loan repayment program established under sections 335.245 to 335.259\*.

2. An advisory panel of nurses shall be appointed by the director. It shall be composed of not more than eleven members representing practical, associate degree, diploma, baccalaureate and graduate nursing education, community health, primary care, hospital, long-term care, a consumer, and the Missouri state board of nursing. The panel shall make recommendations to the director on the content of any rules, regulations or guidelines prior to their promulgation. The panel may make recommendations to the director regarding fund allocations for loans and loan repayment based on current nursing shortage needs.

3. The department of health shall promulgate reasonable rules and regulations for the exercise of its function pursuant to sections 335.212 to 335.259\*. It shall prescribe the form, the time and method of filing applications and supervise the proceedings thereof. No rule or portion of a rule promulgated under the authority of sections 335.212 to 335.257 shall become effective unless it has been promulgated pursuant to the provisions of section 536.024, RSMo.

4. Ninety-five percent of funds loaned pursuant to sections 335.212 to 335.242 shall be loaned to qualified applicants who are enrolled in professional nursing programs in participating schools and five percent of the funds loaned pursuant to sections 335.212 to 335.242 shall be loaned to qualified applicants who are enrolled in practical nursing programs. Priority shall be given to eligible students who have established financial need. All loan repayment funds pursuant to sections 335.245 to 335.259\* shall be used to reimburse successful associate, diploma, baccalaureate or graduate professional nurse applicants' educational loans who agree to serve in areas of defined need as determined by the department.

(L. 1990 H.B. 1429 § 6, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

\*Section 335.259 was repealed by S.B. 52 § A, 1993.

Nurse loan repayment fund established—administration.

335.218. There is hereby established the

"Professional and Practical Nursing Student Loan and Nurse Loan Repayment Fund." All fees pursuant to section 335.221, general revenue appropriations to the student loan or loan repayment program, voluntary contributions to support or match the student loan and loan repayment program activities, funds collected from repayment and penalties, and funds received from the federal government shall be deposited in the state treasury and be placed to the credit of the professional and practical nursing student loan and nurse loan repayment fund. The fund shall be managed by the department of health and all administrative costs and expenses incurred as a result of the effectuation of sections 335.212 to 335.259 shall be paid from this fund.

(L. 1990 H.B. 1429 § 7)

Education surcharge, amount, deposit in nursing student loan and nurse loan repayment fund.

335.221. The board, in addition to any other duties it may have regarding licensure of nurses, shall collect, at the time of licensure or licensure renewal, an education surcharge from each person licensed or relicensed pursuant to sections 335.011 to 335.096, in the amount of one dollar per year for practical nurses and five dollars per year for professional nurses. These funds shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund. All expenditures authorized by sections 335.212 to 335.259\* shall be paid from funds appropriated by the general assembly from the professional and practical nursing student loan and nurse loan repayment fund. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue.

(L. 1990 H.B. 1429 § 8, A.L. 1995 S.B. 452)

Contracts for repayment of loans.

335.224. The department of health shall enter into a contract with each qualified applicant receiving financial assistance under the provisions of sections 335.212 to 335.242 for repayment of the principal and interest.

(L. 1990 H.B. 1429 § 9, A.L. 1995 S.B. 452)

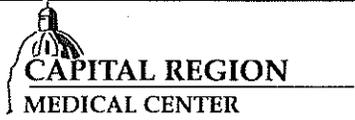
Effective 6-13-95

Eligibility for loan.

335.227. An eligible student may apply to the department for financial assistance under the provisions of sections 335.212 to 335.242 if, at the time of his application for a loan, the eligible student has formally applied for acceptance at a participating school. Receipt of financial assistance is contingent upon acceptance and continued enrollment at a participating school.

(L. 1990 H.B. 1429 § 10)

Continued to page 35



**CAPITAL REGION MEDICAL CENTER**  
In partnership with the University of Missouri Health Sciences Center

Our brand-new, state-of-the-art Cardiovascular Intensive Care Unit and Cardiac Catheterization Laboratory have full-time and part-time positions available for registered nurses with critical care experience. We offer opportunities for professional advancement via our clinical ladder, critical care courses and tuition reimbursement. SIGN-ON BONUSES ARE AVAILABLE FOR QUALIFIED CANDIDATES. Capital Region Medical Center is located in Central Missouri, which offers a low cost of living, low crime rate, excellent educational opportunities, lots of recreational opportunities and a family environment. Capital Region is THE place to practice critical care. Apply with: Elizabeth Beach, Nurse Recruiter, Human Resources Department, Capital Region Medical Center, 1125 Madison Street, P.O. Box 1128, Jefferson City, MO 65102, 573-632-5038, FAX: 573-632-5952, e-mail: ebeach@mail.crmc.org EOE MFHV



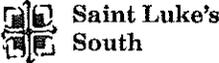
**MEET YOU IN MONTANA**

Are year-round recreational opportunities, easy commuting, and high quality schools just what you're looking for? Then join our team for exciting career opportunities under the spacious "Big Sky."

Benefits Healthcare, a progressive regional referral center with expanding programs located in Great Falls, is seeking experienced CRITICAL CARE and NICU NURSES. Selected candidates will have a valid Montana license, BLS and ACLS or NALS.

Benefits Healthcare offers a quality work environment as well as excellent salary and benefits package. RELOCATION AND SIGN-ON BONUS AVAILABLE.

Send resumes to: Joanna Van De Riet MO, Recruitment/Retention, Benefits Healthcare, 1101 26th Street So., Great Falls, MT 59405. 1-800-648-6620. Fax: 406-455-4995 EOE. See our website: www.benefits.org

**REGISTERED NURSES**

Saint Luke's South in Southern Johnson County has FT, PT and PRN openings on all shifts in the following areas:

- Med-surg.
- LDRP
- ER
- ICU
- Level II Nursery
- OR

All positions require Kansas RN license. We offer a competitive rate and an excellent benefits package. Call our job line at 932-9099 for details on specific shifts. To apply, please stop by and complete an application, or send a resume with cover letter to:

**SAINT LUKE'S SHAWNEE MISSION HEALTH SYSTEM**  
Human Resources  
12300 Metcalf, Overland Park, KS 66215  
Fax: 913-317-7672 Job Line: 913-932-9099  
EOE

**MISSOURI NURSING PRACTICE ACT (Continued from page 34)**

**Financial assistance, amount.**

(L. 1990 H.B. 1429 § 14)

335.230. Financial assistance to any qualified applicant shall not exceed five thousand dollars for each academic year for a professional nursing program and shall not exceed two thousand five hundred dollars for each academic year for a practical nursing program. All financial assistance shall be made from funds credited to the professional and practical nursing student loan and nurse loan repayment fund. A qualified applicant may receive financial assistance for each academic year he remains a student in good standing at a participating school.

(L. 1990 H.B. 1429 § 11)

**Schedule for repayment of loan—interest, amount.**

335.233. The department shall establish schedules for repayment of the principal and interest on any financial assistance made under the provisions of sections 335.212 to 335.242. Interest at the rate of nine and one-half percent per annum shall be charged on all financial assistance made under the provisions of sections 335.212 to 335.242, but twenty-five percent of the interest and principal of the total financial assistance granted to a qualified applicant at the time of the successful completion of a nursing degree, diploma program or a practical nursing program shall be forgiven for each year of qualified employment.

(L. 1990 H.B. 1429 § 12)

**Repayment of loan—when.**

335.236. The financial assistance recipient shall repay the financial assistance principal and interest beginning not more than six months after completion of the degree for which the financial assistance was made in accordance with the repayment contract. If an eligible student ceases his study prior to successful completion of a degree or graduation at a participating school, interest at the rate specified in section 335.233 shall be charged on the amount of financial assistance received from the state under the provisions of sections 335.212 to 335.242, and repayment, in accordance with the repayment contract, shall begin within ninety days of the date the financial aid recipient ceased to be an eligible student. All funds repaid by recipients of financial assistance to the department shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund for use pursuant to sections 335.212 to 335.259.

(L. 1990 H.B. 1429 § 13)

**Deferral of repayment of loans—when.**

335.239. The department shall grant a deferral of interest and principal payments to a financial assistance recipient who is pursuing an advanced degree, special nursing program, or upon special conditions established by the department. The deferral shall not exceed four years. The status of each deferral shall be reviewed annually by the department of health to ensure compliance with the intent of this section.

**Action to recover loans due.**

335.242. When necessary to protect the interest of the state in any financial assistance transaction under sections 335.212 to 335.259, the department of health may institute any action to recover any amount due.

(L. 1990 H.B. 1429 § 15)

**Definitions—nurses student loan repayment program.**

335.245. As used in sections 335.245 to 335.259, the following terms mean:

(1) "Department," the Missouri department of health;

(2) "Eligible applicant," a Missouri licensed nurse who has attained either an associate degree, a diploma, a bachelor of science, or graduate degree in nursing from an accredited institution approved by the board of nursing or a student nurse in the final year of a full-time baccalaureate school of nursing leading to a baccalaureate degree or graduate nursing program leading to a master's degree in nursing and has agreed to serve in an area of defined need as established by the department;

(3) "Participating school," an institution within this state which grants an associate degree in nursing, grants a bachelor or master of science degree in nursing or provides a diploma nursing program which is accredited by the state board of nursing, or a regionally accredited institution in this state which provides a bachelor of science completion program for registered professional nurses;

(4) "Qualified employment," employment on a full-time basis in Missouri in a position requiring licensure as a licensed practical nurse or registered professional nurse in any public or nonprofit agency, institution, or organization located in an area of need as determined by the department of health. Any forgiveness of such principal and interest for any qualified applicant engaged in qualified employment on a less than full-time basis may be prorated to reflect the amounts provided in this section.

(L. 1990 H.B. 1429 § 16)

**Department of health to administer program—rules and regulations.**

335.248. Sections 335.245 to 335.259 shall be known as the "Nursing Student Loan Repayment Program." The department of health shall be the administrative agency for the implementation of the authority established by sections 335.245 to 335.259. The department shall promulgate reasonable rules and regulations necessary to implement sections 335.245 to 335.259.

Promulgated rules shall include, but not be limited to, applicant eligibility, selection criteria, prioritization of service obligation sites and the content of loan repayment contracts, including repayment schedules for those in default and penalties. The department shall promulgate rules regarding recruitment opportunities for minority students into nursing schools. Priority for student loan repayment shall be given to eligible applicants who have demonstrated financial need. All funds collected by the department from participants not meeting their contractual obligations to the state shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund for use pursuant to sections 335.212 to 335.259.

(L. 1990 H.B. 1429 § 17)

**Loan repayment contract—qualified employment—recovery of amounts due.**

335.251. Upon proper verification to the department by the eligible applicant of securing qualified employment in this state, the department shall enter into a loan repayment contract with the eligible applicant to repay the interest and principal on the educational loans of the applicant to the limit of the contract, which contract shall provide for instances of less than full-time qualified employment consistent with the provisions of section 335.233, out of any appropriation made to the professional and practical nursing student loan and nurse loan repayment fund. If the applicant breaches the contract by failing to begin or complete the qualified employment, the department is entitled to recover the total of the loan repayment paid by the department plus interest on the repaid amount at the rate of nine and one-half percent per annum.

(L. 1990 H.B. 1429 § 18)

**Law not to require certain contracts.**

335.254. Sections 335.212 to 335.259 shall not be construed to require the department to enter into contracts with individuals who qualify for nursing education loans or nursing loan repayment programs when federal, state and local funds are not available for such purposes.

(L. 1990 H.B. 1429 § 19)

**Verification of qualified employment.**

335.257. Successful applicants for whom loan payments are made under the provisions of sections 335.245 to 335.259 shall verify to the department twice each year, in June and in December, in the manner prescribed by the department that qualified employment in this state is being maintained.

(L. 1990 H.B. 1429 § 20)



**PAYSON REGIONAL MEDICAL CENTER**

Come live and work in paradise! 66-bed hospital in beautiful mountain community, close to lakes, hiking and outdoor activities has full-time and float pool openings for Registered Nurses in various specialties:

Med/Surg  
Outpatient/PACU  
ICU  
OB  
OR  
Emergency

Small town atmosphere, great schools. Competitive salary, outstanding benefits package. \$1000 sign on bonus available for full-time PACU and Med/Surg RN's. Send resume to Payson Regional Medical Center, Attn: Human Resources/BI, 807 S. Ponderosa, Payson, AZ 86651. Phone (620) 472-1268 or FAX, Attn: HR/BI, (620) 472-1293.

Equal Opportunity Employer

**ST. MARYS HEALTH CENTER**

**REGISTERED NURSES**

We are looking for committed RN's, with good work ethics to support our full range of services including an established and growing *Open Heart, Interventional Cardiology programs, progressive Cancer Services and Medical-Surgical Services.*

- ◆ Full and part-time positions
  - Flexible scheduling - option of short shifts (minimum 4 hours)
  - \$3.00 per hour Night shift incentive for greater than 60 hour nights per pay period
- ◆ Competitive salary
- ◆ Market Differential for specialized areas!
- ◆ PRN positions available
- ◆ Clinical ladder program.

**Apply today!**  
Human Resources  
100 St. Marys Medical Plaza  
Jefferson City, MO 65101  
573-761-7162  
Equal Opportunity Employer  
M/F/D/V

**KU Medical Center**

**REGISTERED NURSES  
RENAL DIALYSIS**

The University of Kansas Hospital, Kansas City's leading academic medical center, is eagerly anticipating the May opening of its new chronic renal dialysis outpatient facility. The addition of this 28-chair unit is prompting us to expand the highly qualified staff of one of the nation's premier hospitals. We seek experienced candidates interested in career challenge.

Working four 10-hour shifts, qualified applicants will have exceptional opportunity to care for inpatient acute/ICU and chronic dialysis patients. Cross training for on-call responsibilities is provided. Requirements include BLS certification and 1 year of experience in medical/surgical nursing. Current dialysis experience is preferred.

We offer a competitive salary with comprehensive benefits in a rewarding, supportive environment. For confidential consideration, forward your resume or apply in person to: UNIVERSITY OF KANSAS HOSPITAL, 3901 Rainbow Blvd., Kansas City, KS 66160, FAX (913) 588-5863 or e-mail jobs@kumc.edu

EEO

# A Commitment To Broadening Our Spectrum Of Care.

The following Advanced Level Nursing opportunities are available at our East location:

**CLINICAL NURSE SPECIALIST - Critical Care** 8:00 a.m. - 4:30 p.m. (M-F). Requires RN/MSN (Master's preferred), 3+ years clinical practice, experience in educating or mentoring maternal/child nurses and multi-level bedside care providers.

**CLINICAL MANAGER - INTENSIVE CARE UNIT** - Lead our 34-bed ICU caring for patients requiring intensive care nursing, such as Med/Surg, Cardiac recovery, post interventional, coronary care, ventilator assist devices, IABP, etc. Requires an RN with a BSN or demonstrated progress toward attainment, CCRN desired, 3-5+ years clinical experience in a critical care area (first time management experience desired).

**SCHOOL OF NURSING INSTRUCTOR** - Requires RN/Master's degree in nursing or demonstrated progress toward attainment and experience in educational setting. Minimum of 1 year experience in nursing practice. Current NE driver's license, acceptable driving record and access to vehicle if course requires faculty to drive between clinical sites. Critical Care vacancies available.

The following staff RN opportunities are available at our East location:

- Open Heart Surgery (exp. preferred)
- Progressive Care
- ICU
- General Surgery (exp. preferred)
- Pediatrics
- Registry (35 hrs/month required)
- Medical
- Surgical
- Home Health
- Radiology
- Cardiac Cath Lab

The following RN opportunities are available at our West location:

- Surgical
- ICU/CCU
- Rehabilitation
- Neurospine Program Coordinator
- Crisis Center
- Child Psych Services
- MACCU
- Surgery

The following LPN opportunities are available:

- Ortho
- Surgical
- MACCU
- Oncology
- Medical

In our environment of open communication and mutual respect, continual growth is encouraged through education and development. We also offer a competitive salary and benefits plan, including tuition reimbursement and on-site child care; relocation and housing assistance may be available. If interested in positions at our East location, please call (800) 742-7844, Ext. 8610.

Or submit your resume to: BryanLGH Medical Center East, Human Resources Dept., 1600 South 48th Street, Lincoln, NE 68506. Fax: (402) 483-8444. Job Line: (402) 483-3696. If interested in positions at our West location, please call (800) 742-7845. Or submit your resume to: BryanLGH Medical Center West, Human Resources Dept., 2300 South 16th Street, Lincoln, NE 68502. Fax: (402) 481-5994. Job Line: (402) 481-5705. EOE - M/F/D/V.



Visit our home page at: <http://www.bryanlgh.org>

BJC Health System<sup>SM</sup> offers an unequalled range of career opportunities for nurses. As one of the largest health systems in the U.S., we offer a variety of nursing environments and virtually every specialty. And, as one of the best health systems in the country, we're proud to offer nurses the chance to develop their careers while they help us provide the finest, most technologically advanced healthcare in the Midwest.

*Thinking about your future?  
Think about BJC.*

As a healthcare leader, BJC Health Systems<sup>SM</sup> rewards top talent. We take great pride in our employees and the team-focused atmosphere they have forged. And we invite you to join us.

If you are thinking about your future, think BJC Health System<sup>SM</sup> in Missouri. To apply, send/fax your resume to:

Barnes-Jewish Hospital  
Human Resources  
4353 Clayton Avenue  
St. Louis, MO 63110  
Fax: (314) 362-0708

Missouri Baptist  
Medical Center  
Barnes-Jewish West  
County Hospital  
Barnes-Jewish

Christian Hospital Northeast/Northwest  
Alton Memorial Hospital  
Human Resources Department  
11133 Dunn Road  
St. Louis, MO 63136  
Fax: (314) 653-4338

St. Peters Hospital  
Human Resources  
3015 North Ballas Road  
St. Louis, MO 63131  
Fax: (314) 996-6974

St. Louis Children's Hospital  
Human Resources  
P.O. Box 14871  
St. Louis, MO 63178-4871  
Fax: (314) 454-4775

Boone Hospital Center  
Human Resources  
1600 East Broadway  
Columbia, MO 65201  
Fax: (573) 815-2658  
Job Line: (573) 815-8888  
Website: [www.boone.org](http://www.boone.org)

Hotline: (314) 863-JOBS  
Website: [www.bjc.org](http://www.bjc.org)



Medical

## Original ideas, traditional values

DEACONESS HEALTH SYSTEM --is making a difference in healthcare. As a member of the second largest healthcare corporation in the United States, the Tenet HealthSystem, we are a key member of the rapidly expanding family. If you share the Tenet values of comfort, family, integrity, teamwork and togetherness, we invite you to explore the following opportunities.

### DEACONESS HEALTH SYSTEM CENTRAL CAMPUS

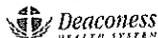
We are currently seeking Registered Nurses in the following specialties:

- |  |   |
|--|---|
| <p><b>ICU/CCU</b><br/>Full-time, night shift. Must have minimum 1 year of previous unit experience.</p> <p><b>CARDIAC CATH LAB</b><br/>Full- and part-time, days. Must have minimum 1 year of previous Cath Lab experience.</p> <p><b>EMERGENCY ROOM</b><br/>Full-time, night shift. Must have minimum 1 year of previous ER experience.</p> <p><b>MEDICAL SURGICAL</b><br/>Full-time, nights</p> <p>Full-time, day/evening rotation</p> <p>Full-time, day/night rotation</p> <p><b>ONCOLOGY</b><br/>Full-time, nights</p> | <p><b>PSYCHIATRIC SERVICES</b><br/>Full-time, day/evening rotation. Previous Psych experience preferred.</p> <p><b>REHABILITATION UNIT</b><br/>Full-time, day/evening rotation</p> <p>Full-time, evening shift</p> <p><b>SURGICAL SERVICES - O.R./HEART TEAM</b><br/>Full-time, days plus call. Must have minimum 1 year of previous O.R. experience. All new employees will be trained to work Heart Team.</p> <p><b>TELEMETRY</b><br/>Full-time, day/evening rotation</p> <p>Full-time, evening shift</p> <p>Part-time, rotating shifts</p> |
|--|---|

**ASK ABOUT OUR SIGN-ON BONUS!!!**

**PRN POSITIONS AVAILABLE**

DEACONESS HEALTH SYSTEM  
CENTRAL CAMPUS  
Human Resources  
6150 Oakland Ave.  
St. Louis, MO 63139  
Fax: 314-768-5682



Tenet HealthSystem is a drug-free, smoke-free Equal Opportunity Employer

Medical

## WORK, LIVE AND PLAY IN PARADISE

Lake of the Ozarks General Hospital, a progressive, growing hospital located in the heart of the beautiful Lake of the Ozarks recreation area, is seeking people to join our team in the following areas:

### NURSING OPPORTUNITIES

Current MO license required for all positions.

#### Nurse Managers

- Must have BSN or equivalent experience
- Minimum of 2 years' supervisory experience
- Broad base of clinical skills necessary

#### RNs

LOGH currently is seeking qualified RNs in the following departments:

- MED/SURG
- PEDIATRICS
- OBSTETRICS
- CV/ICU - Bonus with 1+ years of CV/ICU experience!
- OUTPATIENT
- RECOVERY ROOM
- ICU

#### LPNs

- SNF
- MED/SURG

LOGH offers a competitive salary and an excellent benefits package. If you would like to explore the exciting opportunities at Lake of the Ozarks General Hospital, please contact:



Dawn Wakeford  
Director of Human Resources  
Lake of the Ozarks General Hospital  
54 Hospital Drive  
Osage Beach, MO 65065  
Tel: (573) 348-8395  
Fax: (573) 348-8268  
E-mail: [dwakeford@socks.net](mailto:dwakeford@socks.net)

RC/M/D/V