

Missouri



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Message from the President

Aubrey F. Moncrief, CRNA
President

Hope everyone's summer has been a good one filled with fun vacations and quality time spent with your families. I recently became a grandfather for the first time and became very aware of how important family support is and can be. My grandson had to spend some time in the Neonatal Intensive Care Unit (NICU). Not because he was early (he was on time) but because his mother's water broke very early and delivered some 25 hours later setting up a possibility for infection. So this eight pound baby was in the NICU along with some very small babies for seven days of antibiotics.

Besides being very proud of my grandson, I was a worried grandfather wanting the best for my first grandchild. My fears were immediately allayed by the kindness and expertise of his nurse, Dallas. We were kept informed and reassured, as were my son and daughter in-law.

This is a public "thank you," not only to Dallas, but to all nurses who every day give their best, sometimes in the worst conditions. I am just one patient's family member experiencing one fraction of the many "feel good" moments that occur every day with the great nurses working in Missouri.

Continue to be careful out there!

Executive Director Report

Authored by **Lori Scheidt, Executive Director**

Legislative Update

Nursing Education Incentive Program

Representative Wayne Wallingford (R-District 158) introduced *House Bill 223* and Senator David Pearce (R-District 31) introduced *Senate Bill 191*. Passage of either bill authorizes the Board of Nursing to provide funding for the nursing education incentive program. This allows any institution of higher education accredited by the Higher Learning Commission of the North Central Association that offers a nursing education program to apply for grants. Grant award amounts are not exceed \$150,000 and no campus will receive more than one grant per year. The Board of Nursing and Department of Higher Education will determine categories and areas of need for designating grants.

The Board of Nursing Fund will support the grant transfer for three years with \$1,000,000 per year. The Board of Nursing, Department of Higher Education, the Governor and General Assembly will review program outcomes to determine if the program should continue. Future transfers will also depend on the Board of Nursing fund balance at or near the end of the three year period.

The Board recognizes that the number of applications to enter nursing programs has increased in recent years; however, nursing programs are limited in their capacity due to insufficient numbers of nurse faculty and clinical placements.

The Board of Nursing believes this additional funding will be an investment in the infrastructure of Missouri nursing programs.

This bill passed under *House Bill 223*.

Disciplinary and Administrative Procedures for Professions and Businesses

Senator Kevin Engler (R-District 3) filed *Senate Bill 303*. The companion bill was filed by Representative Ellen Bandom (R-District 160) as *House Bill 732*. These bills will modify disciplinary and administrative procedures for professions and businesses licensed under the Division of Professional Registration.

This bill passed under *House Bill 265*.

License Verification

Representative Jason Smith (R-District 150) introduced *House Bill 265* which will require any board, commission, committee, council, or office within the Division of Professional Registration to notify a licensee's current employer, if the employer is known, of a change in the licensee's license or disciplinary status. Employers may also provide a list of current licensed employees and make a written request to the appropriate board to be notified when there is a change in the licensing status of any of those employees. This same language can also be found in *Senate Bill 325* filed by Senator Jay Wasson (R-District 20).

This bill passed under *House Bill 265* and *Senate Bill 325*.

MO Healthnet Program

Representative Jeanne Kirkton (D-District 91) filed *House Bill 272*, which adds a licensed nurse to the MO Healthnet Program.

This passed as an amendment to *House Bill 464* and *Senate Bill 325*.

Licensed Practical Nurses

Currently, the Department of Health and Senior Services (DHSS) has rules in place disallowing licensed practical nurses from teaching medication administration and insulin administration courses in the facilities governed by DHSS. However, those same duties are not restricted by the Board of Nursing. In *Senate Bill 325*, a new section, 335.099, was added to the Nursing Practice Act. This section alleviates any concern about these duties being within the scope of practice of the licensed practical nurse. The new section follows.

335.099. Any licensed practical nurse, as defined in section 335.016:

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- (1) Who is an approved instructor for the level 1 medication aid program shall be qualified to teach the insulin administration course under chapter 198;
- (2) Shall be qualified to perform diabetic nail care and monthly onsite reviews of basic personal care recipients, as required by the department of social services, of a resident of a residential care facility or assisted living facility, as defined in chapter 198;
- (3) Shall be qualified to perform dietary oversight, as required by the department of health and senior services, of a resident of a residential care facility or assisted living facility, as defined in chapter 198.

Suspicious Phone Calls to RNs Reported to Board of Nursing

We have had more than 500 contacts from nurses concerned about unusual phone calls they have received about their renewal applications. All say that they received

current resident or



Executive Director continued on page 2

Important Telephone Numbers

Department of Health & Senior Services (nurse aide verifications and general questions)	573-526-5686
Missouri State Association for Licensed Practical Nurses (<i>MoSALPN</i>)	573-636-5659
Missouri Nurses Association (<i>MONA</i>)	573-636-4623
Missouri League for Nursing (<i>MLN</i>)	573-635-5355
Missouri Hospital Association (<i>MHA</i>)	573-893-3700



Executive Director continued from page 1

a call from someone saying they were from the board. What the caller asks for varies. Examples include: “We need to review some of the questions on your renewal form;” “We need to confirm your nursing specialty;” and “We need to confirm your work status.”

The caller ID might be 632-368-7550, Unknown or Private Caller.

Here are some specific examples of what nurses have reported to us:

- During a call from 632-368-7550, the caller wanted to know what field of nursing I was working in, whether I was working at this time, when I quit working, and to verify my name and zip code. Then she hung up the phone.
- The woman who called had a foreign accent and spoke poor English. She said she needed to verify the seven questions that were previously answered and also needed to know my nursing specialty. “Unknown caller” showed up on her caller ID.
- A person called and said my information was not complete and he needed to get more information about my nursing license. I specifically asked him if he was from the nursing board and he said no. The caller ID said 632-368-7550. I Googled this and it is a suspected Nigerian scam. My main question is how these callers are getting nurses’ phone numbers, which are not made public by the Board.
- A person who identified himself as “Pinstripe” called and said he was from Intrahealth—he called three times and claimed to be from the Board and wanted updated information from me. I refused. He refused to leave a number and showed up “unknown” on caller ID.
- Someone called claiming to be from the Board. They told her that she needed to answer some questions about her license. She refused and said that she would call us today and if we had questions, we could ask her then.
- A caller identified herself as Selena from Pinstripe Healthcare. She had an accent. She said she was “from the nursing”—I asked her if she was from the Board of Nursing and she said—“I am from nursing.” She said some of her information was lost and they needed to update it. I asked her what my license number was and caller couldn’t answer. I told her I was going to call the Board, at which point the caller hung up. Caller ID was 632-368-7550. I have tried to call the 632-368-7550 and get a message that the call cannot be completed as dialed.

We want to let nurses know that these calls are not coming from the board. Follow your instincts and do not

give out any personal information, such as Social Security number or birth date, and certainly not any financial information such as bank account or credit card numbers. Just hang up.

We also want to address concerns about the security of your data. Your information that is housed by the Board is secure; these callers could be obtaining a list of nurses’ names and addresses, which are public records, and then using the Internet or a database company to find phone numbers. We do not release telephone numbers.

Many nurses have been concerned that these calls have been coming at a time when they just renewed their nursing license or requested a renewal from our office. Again, we have found no breaches in the security of our data.

Further, we have found no discernible patterns as to who is receiving the calls. Some of the individuals who were called report that they renewed by mail and some have renewed online. Some had not even renewed or had any recent contact with our office.

We contacted Pinstripe Healthcare and they have asserted that such calls would not reflect their philosophy, nor do they condone them and denied these calls have been made by anyone in their organization.

Last Minute License Renewals

RN licenses expire April 30th of every odd-numbered year. We mailed renewal postcards the first week in February. This year was extremely problematic for a couple of reasons. First, our renewal postcard did not indicate a deadline to renew. RNs tell us that there was no sense of urgency to renew because there was no deadline date on the postcard. Second, 2,936 RNs renewed online the last week of renewals. Those who renewed online expected to be able to practice come May 1, 2011, which was not possible due to credit card processing timelines.

We are truly in the age of instant everything. The proliferation of technology has created a world where everything is mobile, connected, interactive, immediate, and fluid. State agencies have a new challenge and heightened pressure to meet the new wave of customer expectations. Our licensees are smart, savvy, and connected and have little patience for businesses that can’t respond to their needs—right now.

When you make a payment with a credit card, the Board of Nursing does not actually receive the funds until 3-5 days after the transaction. When you pay by a personal check, the funds are received by the Board of Nursing as soon as the check is deposited in our bank.

We want you to know that we recognize that the credit card processing time is a problem. We are working with senior staff within the Division of Professional Registration to find a better solution. In a perfect world, with a perfect system, the transaction would be instantaneous and we assure you we are working to reach that goal.

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Number of Nurses Currently Licensed in the State of Missouri

As of June 30, 2011

Profession	Number
Licensed Practical Nurse	18,683
Registered Professional Nurse	88,185
Total	106,868

Schedule of Board Meeting Dates Through 2011

- September 7-9, 2011
- December 7-9, 2011
- March 7-9, 2012
- June 6-8, 2012
- September 5-7, 2012
- December 5-7, 2012

Meeting locations may vary. For current information please view notices on our website at <http://pr.mo.gov> or call the board office.

If you are planning on attending any of the meetings listed above, notification of special needs should be forwarded to the Missouri State Board of Nursing, PO Box 656, Jefferson City, MO 65102 or by calling 573-751-0681 to ensure available accommodations. The text telephone for the hearing impaired is 800-735-2966.

Note: Committee Meeting Notices are posted on our web site at <http://pr.mo.gov>



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Education Report

Authored by **Bibi Schultz, RN MSN, CNE, Education Administrator**

Missouri State Board of Nursing Education Committee Members:

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- Ann Shelton, RN, PhD
- Lisa Green, RN, PhD(c)
- Deborah Wagner, RN
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Missouri Innovation in Nursing Education

As part of a goal to make new and exciting opportunities in nursing education known to Missouri nurses and schools, in April 2010 nursing programs throughout the state of Missouri were asked to write about innovative ways nursing education is fostered at their schools.

At a time when transition to practice as well as RN to BSN completion are on the forefront of issues related to nursing education, keen awareness of what is happening in nursing education is essential.

In this effort, the following article was submitted and is reprinted with the permission of authors, as indicated at the end of the report:

Educating Students for a New Nursing Role: The Clinical Nurse Leader

Kris L'Ecuyer, MSN, RN, CCNS, CNL & GERALYN MEYER, PhD, RN, CNE, CNL

In 2003, The American Association of Colleges of Nursing (AACN), in collaboration with nurse leaders from across the country, proposed a new clinical role, the Clinical Nurse Leader (CNL). This new role was created in response to the urgent need for better patient outcomes and improved coordination in the delivery of healthcare services. The overall purpose of the CNL is to enhance patient safety, with an emphasis on quality and improved outcomes. The CNL is a master's prepared generalist nurse who provides leadership at the unit level. The CNL puts evidence based practice into action, assesses cohort risk, evaluates patient outcomes, advocates for change and has the skill set to make change happen. There are more than 1300 certified CNLs in the United States (Allan, 2011).

AACN's Role Implementation Task Force developed five curricular models to prepare individuals for the CNL role. Models A and B were designed for BSN graduates; Model B programs include a post BSN residency that awards master's credit. The majority of CNL programs (66%) are the type designed for BSN graduates (Allan, 2011). Model D programs are designed for the ADN graduate; they are RN to MSN programs and account for 9% of all CNL programs. Model E programs grant post master's certificates; only 5% of all CNL programs are of this type. Model C programs prepare individuals who are

not nurses, but who have baccalaureate degrees, for both RN licensure and CNL certification in an accelerated time frame (usually 16-21 months). Currently 28 programs of this type exist in the United States (Allan, 2011). Although only 24% of all CNL programs are Type C programs, 60% of all CNL graduates come from this type of program. Saint Louis University School of Nursing (SLUSON) began enrolling students in Missouri's only Model C Accelerated Generalist Master's CNL program in August 2011.

Admission requirements for the program at Saint Louis University include completion of a non-nursing baccalaureate degree from a nationally accredited college or university, a minimum GPA of 3.2, and completion of the following prerequisites: Microbiology, Human Anatomy, Physiology, and Inferential Statistics. Students complete the majority of the nursing theory and master's level course work during the first year in the program. The second year involves a clinical immersion experience using an innovative variation of the Dedicated Education Unit concept. This model is believed to facilitate the student's clinical learning and transition to practice.

The variation of the Dedicated Education Unit concept involves pairing of students with seasoned nurse clinicians. Clinical agencies partner with SLUSON to identify and recruit preceptors who are not only excellent clinicians but who are also willing and able to help students transition from the classroom to the clinical setting. In addition to their Fundamentals of Nursing, Field Experience, Clinical Simulation, Public Health and Psychiatric Mental health clinical hours, SLUSON CNL students complete more than 800 hours following the schedule of preceptors in a variety of in-patient settings. The students also have an assigned faculty member who is part of the student-preceptor-faculty team that ensures that the student has the educational experiences and meets the requirements necessary for program completion. This model is unique in that the student begins working with a preceptor early in the program of study rather than only in the capstone course as is common in many nursing programs. Working with a preceptor early in the program allows the student to get a better feel for the "real world" of nursing.

Saint Louis University School of Nursing's first group of 23 Accelerated Generalist Master's students are projected to graduate in May 2012. At the end of the program, students will be prepared to take both the NCLEX exam and the CNL certification exam. Although they will enter the practice arena as new graduate nurses, it is hoped that the breadth of their classroom and clinical experience will quickly allow them to become leaders in clinical staff nurse roles. These CNL prepared nurses will bring a new skill set to the front lines of nursing care in that they will be prepared to:

- Bring a high level of clinical competence and knowledge to the point of care
- Design, implement, and evaluate the care needs of complex patients
- Foster teamwork, with an interprofessional focus
- Implement evidence based practice at the bedside

- Improve core measures and improve patient satisfaction
- Support the staff nurse to provide leadership in designing evidence-based systems that more effectively manage care for a specific patient population
- Serve as a resource for the clinical nursing team

The patients these Clinical Nurse Leaders serve, as well as the healthcare agencies in which they work, will benefit from this exciting new role for nursing.

Resources and websites:

A white paper has been prepared by the AACN that outline the Education and the Role of the CNL. It can be found with this link: <http://www.aacn.nche.edu/Publications/WhitePapers/ClinicalNurseLeader07.pdf>

AACN's CNL home page: <http://www.aacn.nche.edu/cnl/index.htm>

AACN End of program Competencies & Required Clinical Experiences for the CNL: <http://www.aacn.nche.edu/CNL/pdf/EndCompsgrid.pdf>

Allan, J. (2011). National update on the CNL initiative. Retrieved from: <http://www.aacn.nche.edu/CNL/presentations/11Summit/Allan&Lofty.pdf>

Example of CNL job description in an acute care setting: <http://www.aacn.nche.edu/CNL/pdf/JobDescriptionStaffNurse.pdf>

Saint Louis University School of Nursing webpage: <http://www.slu.edu/x18036.xml>

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Kris L'Ecuyer, MSN, RN, CCNS, CNL & GERALYN MEYER, PhD, RN, CNE, CNL

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Discipline Corner

Authored by Janet Wolken, MBA, RN
Discipline Administrator

**Missouri State Board of Nursing
Discipline Committee Members:**

- Aubrey Moncrief, RN, Chair
- Adrienne Anderson Fly, JD
- Rhonda Shimmens, RN, BSN, C
- Ann Shelton, RN
- Deborah Wagner, RN

I receive questions about why some nurses receive different levels of discipline than other nurses for what appears to be the same conduct. The answer to that question is that what the public sees in the newsletter under the *Disciplinary Actions* section is a summary of the conduct of the nurse. The summary does not contain all of the information that the Discipline Committee board members have seen.

The Board of Nursing investigators do a thorough investigation. They talk with co-workers, supervisors, and the licensee to obtain a picture of what happened. In a diversion case, there is a difference if a licensee has sought treatment (or been through drug court) than if a licensee does nothing since the incident. The former shows the board members that the licensee has at least made an attempt to begin recovery.

Work situations vary and some practice incidents may be a system issue. At times, the system where the nurse is working contributes to the error. If, as a nurse, you are working in a facility where you feel that your license may be in danger due to the work situation, you may want to consider changing jobs so you do not make an error that may harm the patient or your license. Discipline may be different when the system had a problem compared to when the licensee's critical thinking is the issue.

It is important for licensees to take responsibility for their actions. The case may involve chemical dependency or a practice error. The response of the nurse to the

investigator's questions may help to determine the level of discipline that the board members recommend. The nurse should answer clearly and honestly. The licensee may submit his or her response in writing. It is to the licensee's benefit to respond to the investigator's questions rather than to ignore the complaint. This response demonstrates to the board members that you feel your nursing license is important and you are interested in maintaining licensure in the state of Missouri. A licensee may at any time obtain legal counsel.

If you feel something has occurred that may result in a complaint on your license, write down what happened while it is fresh in your mind. Then, if an investigator contacts you, the answers you give to the questions will be clear and concise.

The Board's mission is protection of the public. Every termination of a nurse does not lead to discipline on a nursing license. Every complaint the Board receives does not lead to discipline on a nursing license. A complaint must fall under 335.066 (<http://pr.mo.gov/nursing-rules-statutes.asp>) to be considered a reason for discipline of a nursing license. The causes for discipline are:

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

(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 such state or federal government or agency;

(16) Failure to successfully complete the impaired nurse program.

As you read the *Disciplinary Actions* section of the newsletter, determine where the conduct fits as a violation of the practice act. What do you think is necessary for the protection of the public? Then go to <https://www.nursys.com/>. Click on Licensure QuickConfirm and follow the prompts to find the licensee you have read about. The actual disciplinary order is attached in PDF format that you can view to find out more information about the case and the disciplinary requirements.

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The Legal Perspective

**Authored by Mikeal R. Louraine, BS, JD
Senior Legal Counsel for the
State Board of Nursing**

In the past, I have addressed what I like to refer to as 'The Process': that is, the multiple steps that start with the Board receiving a complaint until the licensee has some form of discipline placed against their license. However, if the imposed discipline consists of probation against the license, there is the possibility of another process: the probation violation process. I thought I would discuss probation violations.

The Board gets its authority to place a license on probation from Section 335.066.3 RSMo, which states, in relevant part, that after a finding that the licensee is subject to discipline, the Board may, "...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..." This language limits the Board to placing a license on probation for no more than five years, but gives the Board broad discretion as to the terms of the probation imposed. The Board considers the nature of the violation of the Nursing Practice Act and then fixes the terms of the probation in a manner that they feel will most appropriately address the violation. For example, if the Practice Act violation involved a practice error, the Board will assign terms which may include on-site supervision at the place of work and continuing education courses designed to address the violation. If the Practice Act violation involves diversion of controlled substances or abuse of alcohol to the point that it impairs the licensee's ability to work, the terms of probation will likely include a chemical dependency evaluation and participation in the Board's random drug and alcohol screening program. Whatever the Practice Act violation, the purpose of the probation is to address that violation so that the licensee can continue to practice in a safe manner.

Licensees who are on probation are monitored by Janet Wolken, our Disciplinary Administrator. One of her main duties is to keep track of every licensee who is on probation and ensure that they are complying with the terms of their probation. If she believes that a licensee is not complying with their probation she will review the licensee's probationary requirements and the licensee's compliance with those requirements and submit the case to me. I will then decide whether or not to file a probation violation complaint.

If I decide to file a probation violation complaint, I will draft the complaint. The complaint is a legal document that outlines the terms of the licensee's probation and why there are grounds to believe that the licensee has violated the terms of the probation. This complaint serves two purposes: one; it gives the Board, who will hear and decide the case, an outline of what they can expect to see at the hearing, and two; it gives the licensee notice of how they are alleged to have violated their probation. Secondly, the Board cannot find a licensee to be in violation of their probation and set additional discipline if the licensee has not been properly advised of the allegations and given an opportunity to defend themselves.

Probation violation cases are heard by the Board, not the Administrative Hearing Commission. This jurisdiction is based on Section 324.042 RSMo, which states, "Any board, commission, or committee within the division of professional registration may impose additional discipline when it finds after hearing that a licensee, registrant, or permittee has violated any disciplinary terms previously imposed or agreed to pursuant to settlement. The board, commission, or committee may impose as additional discipline any discipline it would be authorized to impose in an initial disciplinary hearing." There are a couple of important points to pull out of that statute. First, note the phrase 'after hearing'. The licensee has an absolute right to a hearing to defend their license before the Board. Prior to the hearing, the Board must provide notice to the licensee and must give them the opportunity to present evidence and/or testimony. The second sentence states that, if the Board finds the licensee to be in violation of their probation, the Board can impose the level of additional discipline that it finds to be appropriate. Therefore, probation violation hearings are two-fold: first, the Board must decide if the licensee has violated the terms of their probation. If they find that the licensee has violated the terms of the probation, they must then determine the appropriate level of additional discipline.

The licensee has the right to be represented by an attorney at the hearing. Even if they have never been represented before, they have the right to retain counsel at this point. If the licensee chooses to retain an attorney, it is at their own expense. There is nothing similar to the public defender system in these cases.


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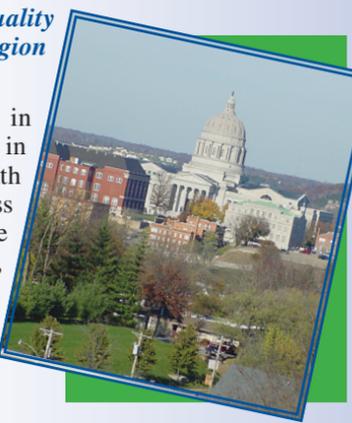
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Licensure Corner

Authored by **Angie Morice**
Licensing Administrator

Missouri State Board of Nursing Licensure Committee Members:

- Deborah Wagner, RN, Chairperson
- Adrienne Fly, Public Member
- Lisa Green, RN
- Rhonda Shimmens, RN, BSN, C
- Roxanne McDaniel, RN

RN Licenses

Hundreds of licenses were returned to our office after the RN renewal period. If you did not receive your renewed license, please complete the name/address change form found on our website at <http://pr.mo.gov/nursing.asp> and fax the completed form to our office with the corrected address and indicate on the form that you have not received your renewed RN license.

Bulk License Verification

Bulk license verifications are now offered to employers free of charge. We encourage employers to check the status of their nurses as least quarterly. Instructions on how to request a bulk license verification can be found on our website at <http://pr.mo.gov/nursing.asp>. You will click on the License Verification tab on the right side of the website. This link will give you instructions on how to request the verifications and the formats accepted. The completed verification file will be emailed back to the person who requested it.

You may also verify single licenses by clicking on the same tab and following the link provided. This link will take you www.nursys.com. [Nursys.com](http://www.nursys.com) serves as a primary source verification for Missouri.

Lapsed or Inactive License Renewals

If you let your license lapse or you placed it on inactive status and wish to renew it now, you will need to complete the Petition for License Renewal found on the Board's website at <http://pr.mo.gov/nursing.asp>. You will also be required to complete a criminal history background check before your license can be renewed.

The fees to renew licenses are as follows:

- RN inactive license—\$40.00
- RN lapsed license—\$90.00 (\$40.00 renewal, \$50.00 lapsed fee)
- LPN inactive license—\$32.00
- LPN lapsed license—\$82.00 (\$32.00 renewal, \$50.00 lapsed fee)

Working on a Lapsed License

If you have been practicing on a lapsed license, you must stop practicing immediately and submit stop working statements from both yourself and your employer, along with the Petition for License Renewal and renewal fees. See 20CSR2200-4.020(11).

The nurse's notarized statement must include the following information:

- How you discovered that your license was not current;
- Date you discovered your license was not current;
- Date you notified your employer that you could not practice nursing;
- Date you ceased nursing practice; and,
- Confirmation that you will not resume employment in a nursing position until your license is renewed.

The statement from the employer must include:

- Date employer received notification that your

license was not current;

- Date employer removed you from a nursing position; and,
- Confirmation that you will not be allowed to resume a nursing position until your license is renewed.

The license will be renewed after the above information has been received. The information will then be forwarded to the board members for deliberation for discipline on the nurse's license.

Reapplying for Licensure after Surrender or Revocation

If you wish to reapply for licensure after surrendering your license or having your license revoked, you may do so by completing the appropriate examination application that is found on our website at <http://pr.mo.gov/nursingl.asp>.

Anyone who voluntarily surrenders their license may reapply for licensure at anytime. Anyone who has had a license revoked must wait one year from the revocation date to reapply. In both cases, the examination application must be completed in its entirety, including completion of the criminal history background check.

The applicant will need to be truthful in answering all questions on the application and it will be necessary for the applicant to submit a detailed, notarized statement explaining all questions they answered "yes" to on the application. The applicant will also need to submit any supporting documents that support their "yes" answers. It would be beneficial for the applicant to submit at least three reference letters from people who can attest to their moral character and who are knowledgeable of the applicant's history. Once the application is complete, a review of the application will be completed by the board members. If the application is approved, it will be necessary for the applicant to take and pass the NCLEX before becoming licensed.

324.010 No Delinquent Taxes, Condition for Renewal of Certain Professional Licenses

All persons and business entities renewing a license with the Division of Professional Registration are required to have paid all state income taxes and also are required to have filed all necessary state income tax returns for the preceding three years. If you have failed to pay your taxes or have failed to file your tax returns, your license will be subject to immediate suspension with 90 days of being notified by the Missouri Department of Revenue of any delinquency or failure to file.

If your license is suspended for state income taxes, you must stop practicing as a nurse immediately and you can not return to nursing practice until your license is active again. If you have any questions, you may contact the Department of Revenue at 573-751-7200.

Name and address changes

Please notify our office of any name and/or address changes immediately in writing. The request must include your name, license number, your name and/or address change and your signature. An address/name change form can be found at <http://pr.mo.gov>, the form may be downloaded from our website and submitted. Methods of submitting name and/or address changes are as follows:

- By faxing your request to 573-751-6745 or 573-751-0075.
- By mailing your request to Missouri State Board of Nursing, PO Box 656, Jefferson City, Missouri 65102.

Contacting the Board

In order to assist you with any questions and save both yourself and our office valuable time, please have the following information available when contacting the Board:

- License number
- Pen and paper

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Practice Corner

Authored by **Debra Funk, RN**
Practice Administrator

**Missouri State Board of Nursing
Practice Committee Members:**

- Aubrey Moncrief, RN, CRNA
- Deborah Wagner, RN
- Rhonda Shimmens, RN, BSN, C
- Roxanne McDaniel, RN, PhD
- Robyn Chambers, LPN
- Irene Coco, LPN

Update for Current Uncertified APRNs

On November 30, 2010, the revision of the APRN rules became effective. Included in the revision were two changes to the continued recognition requirements for uncertified APRNs. The changes are as follows:

The minimum number of clinical practice hours in your specialty area in a two year period of time has been changed from 1500 to 800.

The required number of contact hours in your clinical specialty area has been changed from 20 to 60 in a two year period.

Follow Your Gut

As I think back on my career as a bedside nurse, I can remember several times when something about my patient, about a physician's order, how a medication looked or how a piece of equipment was working just bothered me, but I couldn't quite put my finger on what it was. I bet you all know what feeling I'm talking about. I've heard it called your "gut feeling." Whenever that "feeling" crops up, pay attention to it!! Your patient's life may depend upon it.

We have had cases come before the Board where the nurse didn't heed this and they overlooked something significant or made a huge mistake that negatively impacted their patient. Utilize your assessment skills and resources in these situations. Call upon your coworkers and supervisors, the physician, the pharmacy, policies and procedures, reference materials available at your facility or on the Internet. Listen to your patient, both literally and figuratively. Put all the pieces together in order to be able to see the whole picture and respond accordingly. Your patient will thank you.

Gov. Nixon Signs Bill to Increase Scholarships for Math and Science Students, Provide Resources to Train More Nurses

House Bill 223 signed in front of 933 high school students selected to attend 2011 Missouri Boys State

WARRENSBURG, Mo.—Gov. Jay Nixon today used the setting of a leadership program for high school students to ceremonially sign legislation that provides more scholarships to Missouri students pursuing college degrees in science and math. House Bill 223, signed by the Governor in front of more than 900 students attending Missouri Boys State, also puts additional resources in Missouri's nursing programs to meet the growing demand for nurses.

"We want to make sure that we're preparing our students to enter careers where they can be successful in a changing economy," Gov. Nixon said. "We can do that by identifying industries poised for growth, and aligning our curriculum priorities to meet those needs. Engineers, scientists, innovators and educators play a key role in our global economy. By promoting, encouraging and supporting these core subjects, we can better prepare Missouri's college students to be competitive in our global economy."

The section adding resources so Missouri's colleges and universities can produce more nurses is also critical, the Governor said.

"Missouri needs more nurses, and this bill will help meet that demand," Gov. Nixon said. "It provides up

to \$150,000 to each of those programs so they can hire additional faculty to train more nurses. Once it is fully in place, we expect to train more than 130 additional nursing students each year."

House Bill 223, the Advanced Placement Incentive Grant Program for STEM and Caring for Missourians Nursing Education Incentive, passed both chambers of the Missouri General Assembly with overwhelming bipartisan support.

The legislation establishes a one-time, nonrenewable \$500 grant to Missouri public high schools who score a 3 or higher on AP tests in math or science, and who receive an Access Missouri award or A+ scholarship.

This legislation also creates grants up to \$150,000 per year, per campus, to higher education institutions to hire nursing faculty to address areas of need. These grants will be funded by dollars generated through nursing licensure fees; the State Board of Nursing and the Department of Higher Education will determine categories and criteria for these grants. Gov. Nixon first announced the proposed initiative last December at the University of Missouri—Kansas City School of Nursing.

"I've brought that legislation here today to demonstrate that when we stand together on common ground, we can provide for the common good," Gov. Nixon told the students attending Boys State. "Take the lessons you learn this week about governing, and put them to work in your own lives and careers."

Missouri Boys State, founded in 1938, is a citizenship and leadership training program held annually in June for high school students who have completed their junior year. Missouri Boys State is sponsored by the Missouri American Legion



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2011 Golden Awards

We are happy to announce that *Golden Certificates* were recently sent to 203 Registered Nurses and 30 Licensed Practical Nurses. These individuals have active licenses and have been licensed in the State of Missouri for **50 years**. We take great pleasure in marking this special achievement in the sixth year of our Golden Award Recognition program. A list of those receiving Golden Certificates follows.

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- LPN Lavannie Clay Saint Louis, MO
- LPN Carol F. English Montgomery City, MO
- LPN Martha J. Faustin Saint Louis, MO
- LPN Carolyn C. Frager Maryland Heights, MO
- LPN Connie G. Frank Linn, MO
- LPN Marthann W. Gilliford Merriam, KS
- LPN Alice F. Gill-Williams Berkeley, MO
- LPN Betty M. Guyton Columbia, MO
- LPN Joan Harwood Overland Park, KS
- LPN Frieda F. Hensley Independence, MO
- LPN Dorothy S. Jackson Saint Louis, MO
- LPN Deloris A. Johnson Kansas City, MO
- LPN Marion Lucas Kansas City, MO
- LPN Barbara M. Mitchell Kansas City, MO
- LPN Clementine Moriarty Saint Louis, MO
- LPN Audrey E. Mulkey Higginsville, MO
- LPN Earleen Pate Florissant, MO
- LPN Doris L. Penman Kansas City, MO
- LPN Rose Redmond Saint Louis, MO
- LPN Margaret M. Regh Saint Louis, MO
- LPN Gloria J. Rhoads Unionville, MO
- LPN Kay D. Robinson Saint Louis, MO
- LPN Myrtle C. Spearman Independence, MO
- LPN Patricia F. Stambaugh Saint James, MO
- LPN Mary B. Statzer Saint Louis, MO
- LPN Mary R. Tidwell Kansas City, MO
- LPN Louise H. Wisdom Kansas City, MO
- RN Suzanne M. Althoff Sunset Hills, MO
- RN Norma E. Anderson Ballwin, MO
- RN Janet A. Anglo Saint Louis, MO
- RN Edna C. Angyal Monett, MO
- RN Karen T. Atkins Lebanon, MO
- RN Ruth A. Backs Florissant, MO
- RN Kathleen V. Bailey Belleville, IL
- RN Penelope A. Bari Saint Louis, MO
- RN Barbara J. Barnes Cameron, MO
- RN Juanita M. Bauer Columbia, MO
- RN Betty J. Beckham Dardenne Prairie, MO
- RN Mary M. Bellon Ballwin, MO
- RN Tillie A. Bingham Farmington, MO
- RN Marilyn S. Bock St Charles, MO
- RN Patricia I. Brady Shawnee Mission, KS
- RN Leora M. Bremer Sedalia, MO
- RN Myrna M. Bruning Kimberling City, MO
- RN Mitzie L. Bryant Manchester, MO
- RN Mary J. Bryson St Joseph, MO

- RN Margo M. Buettner Saint Louis, MO
- RN Barbara H. Buhr Jefferson City, MO
- RN Jacqueline M. Burgoon Florissant, MO
- RN Marilyn A. Burkett Independence, MO
- RN Marcia F. Buterin Saint Louis, MO
- RN Nellie J. Butler Bevier, MO
- RN Mary Ann Cahalin Florissant, MO
- RN Barbara Jo Callaway Miller St Joseph, MO
- RN Olivia A. Campbell E St Louis, IL
- RN Dorris F. Carson Joplin, MO
- RN Jeanette W. Carter Saint Louis, MO
- RN Sheila A. Carvan Freeman, MO
- RN Nancy L. Case Brentwood, MO
- RN Marlys I. Casteel Lake Quivira, KS
- RN Mary R. Chegwiddden Jefferson City, MO
- RN Helen Christ-Stevens Saint Louis, MO
- RN Constance P. Clossick Kansas City, MO
- RN Janice J. Cluck Wathena, KS
- RN Sara B. Clyne Saint Louis, MO
- RN Carol A. Coates Valley Park, MO
- RN Julia J. Combs Jackson, MO
- RN Judith M. Condra Oak Grove, MO
- RN Helen L. Connors St Joseph, MO
- RN Delores J. Constable Ballwin, MO
- RN Ada M. Copeland Saint Joseph, MO
- RN Flora T. Costanza Buckner, MO
- RN Janet Ann Costin Sikeston, MO
- RN Betsy J. Cox Springfield, MO
- RN A. Ruth Crafton Saint Louis, MO
- RN Dixie J. Crider Maysville, MO
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- RN Charlotte G. Dubois Boonville, MO
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- RN Judith A. Eickhoff Saint Louis, MO
- RN Marjorie H. Ellis O Fallon, MO
- RN Brenda G. Ernst Chesterfield, MO
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- RN Lynn E. Feltmann Chesterfield, MO
- RN Elizabeth A. Fiske Bridgeton, MO
- RN Christine W. Fleagle Chesterfield, MO
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- RN Alma C. Frazier Novinger, MO
- RN Brenda J. Frazier Belleville, IL
- RN Evelyn F. Fullerton Bolivar, MO
- RN Prudence Gaines Saint Louis, MO
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- RN Florine George Barnhart, MO
- RN Leanne Glenn Raymore, MO
- RN Joan R. Goff Saint Louis, MO
- RN Carol A. Graham Florissant, MO
- RN Bonnie D. Hall Booneville, MO
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- RN Phyllis D. Jackson Saint Louis, MO
- RN Rosie C. Jackson Saint Louis, MO
- RN Kay R. Johnson Cairo, IL
- RN Garnet K. Johnston Lake Ozark, MO
- RN Jane A. Kairuz Saint Louis, MO
- RN Irene Kalnins Saint Louis, MO
- RN Anna E. Keeling Lowry City, MO
- RN Rita K. Kelly Kansas City, MO
- RN Frances A. Kimler Warrenton, MO
- RN Virginia A. Kincannon Saint Louis, MO
- RN Jo A. Klipsch Saint Louis, MO
- RN Marcellyn E. Kohler Kansas City, MO
- RN Sandra L. Kombrink Pacific, MO
- RN Laverna L. Koviak Valley Park, MO
- RN Jacqueline A. Kussman Dalton, MO
- RN Rita R. Kussman Marceline, MO
- RN Rita M. Lanners Wright City, MO
- RN Kathleen L. Lenz Boonville, MO
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- RN Beverly J. Wallace Jefferson City, MO
- RN Beverly J. Ward High Hill, MO
- RN Janet M. Watson Saint Louis, MO
- RN Myrna W. White Springfield, MO
- RN LaVern M. Whitmire Saint Louis, MO
- RN Diane Williams Bonne Terre, MO
- RN Annette Williamson-Bail Kansas City, MO
- RN Ruth K. Willis Lake Sherwood, MO
- RN Norma J. Winslow Kirksville, MO
- RN Cecelia J. Wittmer Cape Girardeau, MO
- RN Judith S. Woelfer O Fallon, MO
- RN Jeanette R. Wood St. Genevieve, MO
- RN Phyllis W. Wood Springfield, MO
- RN Pansy June Wright Ellisville, MO
- RN Emily A. Wynn Brentwood, MO
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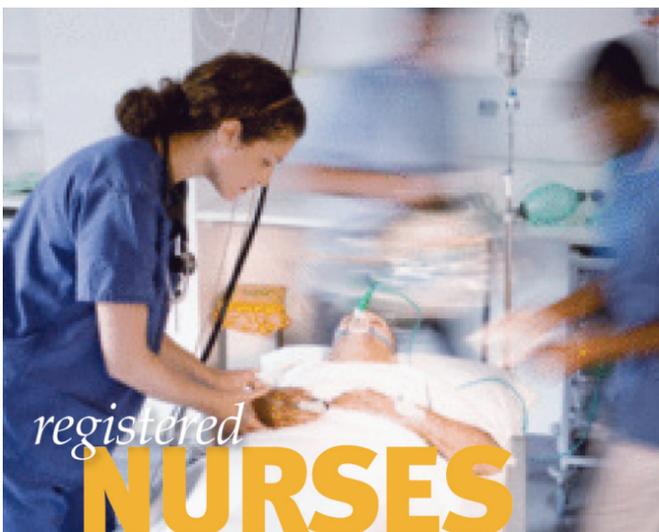
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**Please be advised that more than one licensee may have the same name. Therefore, in order to verify a licensee's identity, please check the license number. Every discipline case is different. Each case is considered separately by the Board. Every case contains factors, too numerous to list here, that can positively or negatively affect the outcome of the case. The brief facts listed here are for information only. The results in any one case should not be viewed as Board policy and do not bind the Board in future cases.

CENSURE

Smallwood, LaTrysa N.

Saint Louis, MO

Licensed Practical Nurse 2003001171

Respondent was required to contract with NTS and participate in random screenings. Respondent was required to call a toll free number every day. Respondent failed to call NTS on 26 days. On June 28, 2010, Respondent called NTS and was advised that she had been selected. Respondent failed to report to a collection site.

Censure 3/9/2011 to 3/10/2011

Junkins, Jeanne P.

Mount Vernon, IL

Registered Nurse 2000151233

Licensee practiced nursing in Missouri without a license from May 1, 2009 through March 2, 2011.

Censure 5/14/2011 to 5/15/2011

Brittingham, Georgette E.

House Springs, MO

Licensed Practical Nurse 048345

Respondent was required to contract with NTS and participate in random drug and alcohol screenings. Respondent failed to call NTS on twenty-four (24) days. On January 11, 2010, Respondent was advised that she had been selected to provide a urine sample for screening. Respondent failed to report to a collection site to provide the requested sample.

Censure 3/9/2011 to 3/10/2011

Wright, Kimberly L.

Columbia, MO

Licensed Practical Nurse 053774

Licensee was employed by a doctor's office. Licensee's niece was seen on January 26, 2010. On January 27, 2010, Licensee contacted another nurse and requested permission to take home medication to administer to her niece. Licensee was advised that she could not do that. Licensee advised that she was going to

CENSURE Continued...

take the medication. Licensee documented that she administered 1 gram of azithromycin to her niece on January 26, 2010. There was no doctor's order for azithromycin to be administered to the patient.

Censure 4/14/2011 to 4/15/2011

McEvoy, Mary B.

Saint Louis, MO

Registered Nurse 073754

Licensee practiced nursing in Missouri without a license from May 1, 2009 through February 23, 2011.

Censure 4/21/2011 to 4/22/2011

Hussing, Bridget Dianna

Richmond, MO

Licensed Practical Nurse 2006027470

Licensee was permanently added to the Employee Disqualification List maintained by the Department of Health and Senior Services on April 23, 2010.

Censure 4/21/2011 to 4/22/2011

Browder, Patricia Lynn

Kansas City, MO

Registered Nurse 2005003148

Respondent was required to call a toll free number every day to determine if she was required to submit a sample for testing that day. Respondent has failed to call on 22 days.

Censure 3/8/2011 to 3/9/2011

Terrell, Sherry K.

Bonner Springs, KS

Registered Nurse 148156

Licensee practiced nursing without a license in Missouri from May 1, 2009 through February 22, 2011.

Censure 5/17/2011 to 5/18/2011

Loyd, Mary Fay

Fulton, MO

Registered Nurse 131760

Licensee was employed as an RN at a nursing center. R. P. was a resident. R. P. had a history of being violent, having hallucinations, and making threats of suicide. She had injured two staff members. After a verbal altercation, R. P. struck Licensee in the face with her hand, hard enough to knock her glasses off her face. Licensee immediately struck R. P. back with an open hand, hard enough to leave a red hand print on her face.

Censure 3/8/2011 to 3/9/2011

Pettit, Jeri Rae

Carl Junction, MO

Licensed Practical Nurse 2008020083

Licensee was employed as a home health nurse. Family members of home health clients complained that Licensee would fall asleep while she should have been caring for, or at least, monitoring their family members. One client was an eighty-three year old who had a feeding tube, a history of breathing problems and was a fall risk. This client needed constant monitoring. One client was a child who needed constant monitoring. The client's parent video taped Licensee sleeping at a time when she was responsible for monitoring the client.

Censure 3/23/2011 to 3/24/2011

Behnke, Glenda Kay

Kimberling City, MO

Registered Nurse 2007014370

Licensee was employed as a registered professional nurse at a nursing home. On November 9, 2009 at approximately 7:00 p.m., a resident could not be located. Licensee failed to immediately notify the Director of Nursing, local law enforcement or the resident's family, all of which was required by facility policy. Licensee did not notify any of the appropriate persons until the next shift came on duty and Licensee informed them of the missing resident.

Censure 3/22/2011 to 3/23/2011

CENSURE Continued...

Auzat, Tonia Marie

Union, MO

Licensed Practical Nurse 2009015535

Respondent was required to contract with NTS and participate in random screenings. Respondent was required to call a toll free number every day. Respondent failed to call NTS on 51 days. Respondent was required to submit employer evaluations. The Board did not receive an employer evaluation by the September 2010 documentation due date.

Censure 3/9/2011 to 3/10/2011

Murray, Misty J.

Kansas City, MO

Licensed Practical Nurse 054744

Licensee was one of four nursing staff chosen to submit to random drug testing. The staff members were driven to an off-site location for testing. Licensee refused to provide a urine sample for testing. Upon return Licensee retrieved her personal belongings and left the premises.

Licensee had received report and had accepted the responsibility for patients. Prior to leaving the facility, Licensee failed to give report to any other staff member concerning the current condition of the patients she was responsible for.

Censure 3/2/2011 to 3/3/2011

Kuntz, Cynthia

Weaubleau, MO

Licensed Practical Nurse 2006032922

A resident was found unresponsive with no heart beat and their body cool to the touch. Resident was a full code. Licensee did not start CPR or attempt any other life-saving measure.

Censure 5/17/2011 to 5/18/2011

Stewart, Stephanie Dianna

Seneca, MO

Registered Nurse 2000162270

Licensee practiced nursing in Missouri without a license from May 1, 2009 through November 12, 2010.

Censure 3/16/2011 to 3/17/2011

PROBATION

Madden, Janice D.

Ballwin, MO

Registered Nurse 116733

On September 11, 2009, Licensee stole bank account information from a co-worker's locker at the hospital and used that information to pay her cellular telephone bill. On November 18, 2010, Licensee pled guilty to the Class A Misdemeanor of 'Identity Theft'.

Probation 4/27/2011 to 4/27/2013

Esterley, Gabriel Todd

Grain Valley, MO

Licensed Practical Nurse 2001009035

On or about July 2, 2008, Licensee was witnessed applying a Lidoderm patch to his own back after a resident refused the patch.

Probation 3/9/2011 to 3/9/2013

Hartman, Patrice Lynn

Sedalia, MO

Licensed Practical Nurse 2007029554

On May of 2010, Licensee's supervisors noticed that a resident's blood sugar levels were consistently 'off' after Licensee had cared for the residence. As a result of this observation, the supervisor compared the charting by Licensee on the resident against the memory of the glucometer. In comparing the two, the supervisor discovered that the blood sugar levels recorded by Licensee were not in the glucometer's memory. Licensee was either falsifying blood sugar readings or was failing to properly document the readings.

Probation 4/27/2011 to 4/27/2013

Probation continued on page 11

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Probation continued from page 10

Smithee, Cicily Renea
West Plains, MO
Registered Nurse 2009024678
On October 28, 2009, Licensee filed a police report with the West Plains Police Department. On October 28, 2009, while being interviewed by the West Plains Police Department, Licensee admitted to using Methamphetamine.
Probation 4/28/2011 to 4/28/2016

Straley, Brent M.
Shawnee Mission, KS
Registered Nurse 2009020153
On January 28, 2010, Licensee was requested to submit to a drug screening by his employer. Licensee's drug screen was positive for Alprazolam metabolite, Clorazepam metabolite, Morphine, Fentanyl and Norfentanyl. Licensee participated in an inpatient treatment program from February 1, 2010 to February 3, 2010. Licensee completed an outpatient program on March 8, 2010.
Probation 5/17/2011 to 5/17/2015

Wright, Susan A.
O Fallon, IL
Registered Nurse 2004021363
On September 4, 2010, Licensee reported to work on her regularly scheduled night shift. Licensee was requested to submit to a blood alcohol test. The test showed Licensee's blood alcohol content to be .128 by weight.
Probation 4/27/2011 to 4/27/2014

Barnett, Michelle L.
Blue Springs, MO
Registered Nurse 149480
On October 22, 2010, Licensee was requested to submit to a 'for-cause' drug screen. The test was positive for fentanyl and norfentanyl. During an interview with an investigator for the Board, Licensee admitted to diverting fentanyl from the hospital due to a back injury.
Probation 4/27/2011 to 4/27/2016

Fraze, Janette R.
Nixa, MO
Registered Nurse 130184
On October 28, 2010, Licensee was required by her employer to submit to a random screening. The test results were positive for barbiturates. Licensee did not have a valid prescription for barbiturates.
Probation 4/28/2011 to 4/28/2016

PROBATION Continued...
Brown, Brian T.
Marshall, MO
Registered Nurse 133873
On April 10, 2008, Licensee pled guilty to the Class C felony of Burglary in the Second Degree. On June 12, 2008, the Court suspended imposition of sentence and placed licensee on five (5) years of supervised probation.
Probation 3/22/2011 to 3/22/2013

Canaday, Denise Rene
Saint Joseph, MO
Licensed Practical Nurse 2011012319
On April 19, 2001, Licensee pled no contest to two (2) counts of 'Issuing a Worthless Check'. On April 19, 2001, Licensee pled no contest to one (1) count of 'Issuing a Worthless Check'. On December 14, 2000, Licensee pled no contest to seven (7) counts of 'Issuing a Worthless Check'. On December 3, 2009, Licensee pled no contest to one (1) count of 'Issuing a Worthless Check'. On December 3, 2009, Licensee pled no contest to one (1) count of 'Issuing a Worthless Check'.
Probation 5/3/2011 to 5/3/2012

Leapheart, Jacqueline Sue
Iola, KS
Registered Nurse 2009026038
On May 2, 2010, Licensee withdrew 10 mg of Morphine from the Pyxis for a patient. The patient did not have an order for Morphine. Licensee documented that she wasted 9 mg. Licensee failed to document the administration or waste of the remaining 1 mg. On May 3, 2010, Licensee withdrew 10 mg of Morphine from the Pyxis for a patient. The patient did not have an order for Morphine. Licensee documented that she wasted 5 mg. Licensee failed to document the administration or waste of the remaining 5 mg. On May 10, 2010, Licensee twice withdrew 10 mg of Morphine from the Pyxis for a patient. The patient did not have an order for Morphine. On two separate occasions, Licensee documented that she wasted 5 mg. Licensee failed to document the administration or waste of the remaining 10 mg. On May 20, 2010 Licensee submitted to a urine drug screen. The drug screen was positive for Opiates. During her interview with an investigator for the Board, Licensee admitted to becoming addicted to pain medications after an injury. Licensee denied that she diverted narcotics from her employer, but admitted to buying unprescribed drugs.
Probation 5/25/2011 to 5/25/2016

PROBATION Continued...
Ludvik, Pamela A.
St Peters, MO
Registered Nurse 099954
On or about September 4, 2008, Licensee was placed on a performance improvement plan for performance issues. Licensee developed an action plan to address the performance issues and signed the performance improvement and action plan. On or about June 5, 2009, Licensee was placed on a performance improvement plan for performance issues. Licensee developed an action plan to address the performance issues and signed the performance improvement and action plan. Licensee admitted that the complaints about her were valid and agreed to take care of her health issues. On or about December 23, 2009, a nurse who had the shift after Licensee reported that Licensee had made two (2) medication errors in the previous shift. Licensee did not administer Methergine as ordered by the physician and the patient's IV did not contain Pitocin as ordered by the physician. There was no documentation that the patient or newborn were assessed or that the infant was fed at the required interval. Licensee was unable to provide a clear, accurate report to the oncoming nurse.
Probation 3/9/2011 to 3/9/2013

Smith, Clarice Marie
Bethany, MO
Licensed Practical Nurse 2007035858
On July 23, 2009, Licensee pled guilty to the Class C Felony of 'Endangering the Welfare of a Child in the First Degree'.
Probation 3/9/2011 to 3/9/2013

Sidie, Rochelle A.
Columbia, MO
Registered Nurse 126696
Hospital personnel conducted an audit of Respondent's charts and found discrepancies regarding the following patients in Respondent's care:
On or about August 16, 2006, Respondent removed two Morphine Sulfate 2mg IV syringes. Respondent failed to document whether this medication was administered or wasted. Respondent also removed Ativan 2mg. Respondent failed to document the administration or waste of this medication. At or around 1638 hours and 1822 hours, Respondent removed two Morphine Sulfate 2mg IV syringes. Respondent failed to

Probation continued on page 12

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Probation continued from page 11

document whether this medication was administered or wasted. On or about July 21, 2006, Respondent removed Morphine Sulfate 4mg. Respondent failed to document whether or not the medication was administered or wasted.

On or about August 2, 2006, at or around 1254 and 1534 hours, Respondent removed Morphine Sulfate 4mg. Respondent failed to document whether these doses were administered or wasted. On or about August 16, 2006, at or around 0850 and 0921 hours, Respondent removed Morphine Sulfate 2mg syringes. Respondent failed to document whether this medication was administered or wasted.

On or about August 8 and 9, 2006, Respondent failed to document pain scores. Respondent was responsible for documenting pain scores for Patient A. Patient A was receiving a PCA (or Patient Controlled Analgesic) of Dilaudid. When changing a PCA syringe, it is required that there be two signatures. When changing the PCA syringe, Respondent failed to obtain a second signature.

On or about May 30th, 2008, Licensee was called to assist in flushing a clogged g-tube style feeding tube belonging to a resident Ms. S and Licensee retrieved some "Q-tip" style swabs to attempt to unclog resident feeding tube. Ms. S used the swab and removed some "sludge" from the feeding tube. While attempting to remove the clog from the feeding tube, the swab tip broke off into the resident's feeding tube. Licensee was aware that Ms. S was attempting to clean the feeding tube with a swab, but was not aware that a swab had broken off into resident feeding tube. It is improper to clean a feeding tube with a swab. The Licensee was responsible for monitoring and/or following up on the cleaning of the feeding tube, ultimately as a supervisor. Licensee was not the primary nurse caring for the resident; however Licensee knew the resident was to be transferred to the emergency department. Licensee, as supervisor, failed to see that the charge nurse was notified and the resident's physician, which she had a duty to do.

Probation 3/9/2011 to 3/9/2013

Blankenship, Sandra Lynn

Benton, MO

Licensed Practical Nurse 058080

On or about July 6, 2005, the Missouri Department of Health and Senior Services ("DHSS") completed a complaint investigation. Following its investigation, DHSS placed Licensee's name on its Employment Disqualification List on or about September 15, 2005 following a final disposition of her case with DHSS. Licensee's name remained on DHSS's Employment Disqualification List until approximately August 15, 2008.

Probation 3/22/2011 to 3/22/2013

Kimes, Lisa

Cape Girardeau, MO

Registered Nurse 153704

The hospital conducted a thirty day review of Pyxis records for the month of May, 2010. The review showed that Licensee withdrew eighty-two narcotic doses. Twenty-seven of those doses were not documented in the patient charts. On twelve occasions, Licensee removed medication for patients that were not assigned to her. Licensee removed medications for two patients that were NPO and on a ventilator. On May 27, 2010 three doses of narcotics were removed within three hours and nineteen minutes. The physician's order called for administration every four to six hours.

Probation 5/10/2011 to 5/10/2013

PROBATION Continued...

Conway, Marjorie Mallory

Cape Girardeau, MO

Registered Nurse 2001017786

On March 11, 2009, Licensee was assigned to provide care to a patient who was on 'compassionate care'. Licensee gave the patient double the amount of morphine that was ordered by the physician. Licensee failed to properly document the amount of morphine that she administered to the patient. Licensee then lied to her supervisor about the amount of morphine that she administered.

Probation 5/6/2011 to 5/6/2012

Vandevender, Patricia M.

Cameron, MO

Licensed Practical Nurse 022688

At the institution where Licensee worked, diabetic inmates were allowed to self-inject their insulin after the dosages were drawn up by nurses. The inmates were supposed to double-check the dosage that had been drawn up for them prior to administering the injection. Licensee routinely drew up a dose that was as many as five (5) units too large to 'test' to see if the inmates were checking their dosages. If the inmate did not check the dosage, Licensee would allow the inmate to inject the dose without preventing them from administering the extra medication. As a result of Licensee's 'testing' the inmates, multiple inmates injected themselves with larger than necessary doses of insulin.

Probation 5/7/2011 to 5/7/2013

Slate, Lynda K.

Lenzburg, IL

Registered Nurse 114603

On December 3, 2009, Licensee's Illinois nursing license was disciplined by the Illinois Department of Professional Regulation.

Probation 5/28/2011 to 5/28/2013

Huff, Robyn Lynn

Prescott, AZ

Registered Nurse 2007003272

On November 29, 2009 a physician wrote an order for a Cardizem drip. Licensee did not start the drip and did not notify the physician that she was not going to start the drip. On December 3, 2009, Licensee noted an order to discontinue Plavix. Licensee did not ensure that the order was entered correctly; causing the patient to continue receiving Plavix, which increased the patient's bleeding risk during heart surgery. On January 9, 2010 Licensee noted orders prior to ensuring that the medications were on the MAR. The patient did not receive antibiotics, Reglan and a potassium protocol until the error was discovered on January 11, 2010.

Probation 5/10/2011 to 5/11/2011

Frost, Kimberly A.

Saint Charles, MO

Registered Nurse 133513

On August 11, 2007, Licensee was observed at work to have slurred and excessively loud speech and red, bloodshot eyes. Licensee was suspended from work for two days for behavior that suggested that she was under the influence of drugs or alcohol at work. On October 18, 2007, Licensee was observed at work to have slurred speech, shaky handwriting and red, bloodshot eyes. Licensee was requested to submit to a drug and alcohol screen. Licensee was unable to produce an adequate urine sample for testing. Licensee was terminated for misconduct and for failure to comply with the hospital's drug testing policy.

Probation 5/6/2011 to 5/6/2012

PROBATION Continued...

Declue, Mary L.

Cadet, MO

Licensed Practical Nurse 056529

On June 26, 2009, Licensee was feeding resident S. K. The resident kept falling asleep and Licensee would verbally wake the resident and continue to feed her. The resident choked and vomited. Licensee slid the plate on the table and placed a clothes protector on the emesis and went to assist another resident. During breakfast, resident R. E. began crying as she did not get her breakfast tray fast enough. Licensee made the statement, "Look at the cry baby in the corner, waa waa." Licensee told R. E. to stop crying as she was upsetting other residents. On June 27, 2009, Licensee came into the break room saying that she had to get away from R. H. as she could not get anything done. R. H. knocked on the door and Licensee signaled to staff present in the break room to be quiet and did not get up and answer the door.

Probation 5/14/2011 to 5/14/2013

Clark, Cherie Angela

Fulton, MO

Registered Nurse 2002009070

On January 3, 2010, Licensee reported to work. Staff noted that Licensee's appearance was disheveled, her speech was slurred and she smelled of alcohol. Licensee was required to undergo a drug and alcohol screen. The test showed a positive result for alcohol. Licensee's blood alcohol level tested at .141.

Probation 3/2/2011 to 3/2/2014

Estes, Joseph Lindol

Kansas City, KS

Registered Nurse 2011013523

On February 6, 2001, Licensee pled guilty to the offenses of 'Driving While Intoxicated' and 'Minor in Possession of Intoxicants'. On January 17, 2002, Licensee pled guilty to the Class B Misdemeanor of 'Driving While Intoxicated' and the Class A Misdemeanor of 'Possession of Drug Paraphernalia'. On April 29, 2009, Licensee pled guilty to the Class B Misdemeanor of 'Driving While Intoxicated' and the Class A Misdemeanor of 'Driving While Revoked'.

Probation 5/12/2011 to 5/12/2013

Hall, Allison B.

Florissant, MO

Registered Nurse 099498

On June 7, 2010, Licensee was requested to submit to a drug screening by her employer. Licensee's test was positive for marijuana.

Probation 4/16/2011 to 4/16/2013

Inman, Christopher John

Advance, MO

Registered Nurse 2009006110

On October 18, 2010, Licensee pled guilty to the Class D Felony of 'DWI-Alcohol-Persistent Offender'. The offense was classified as a felony because Licensee had been convicted of alcohol related driving offenses in 1996, 1999 and 2006.

Probation 3/22/2011 to 3/22/2014

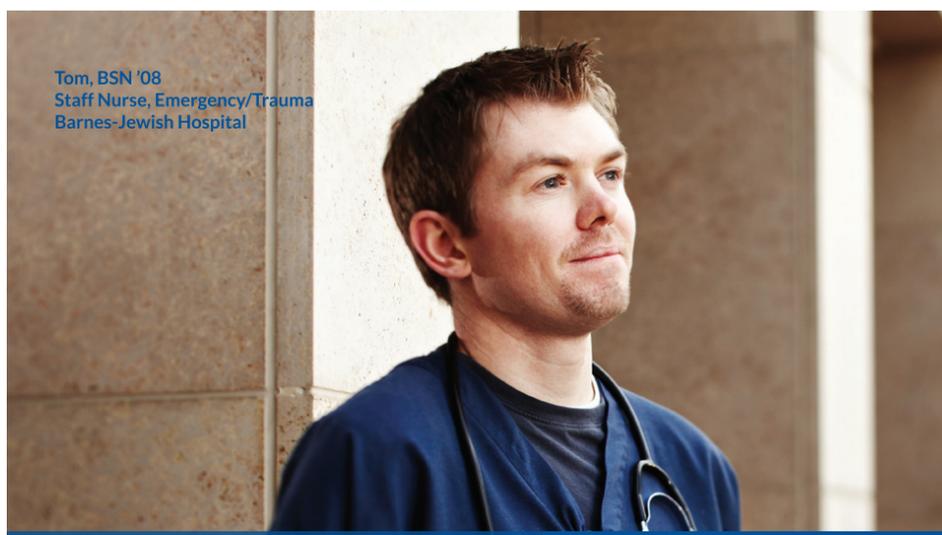
Barry, Leanne Elizabeth

Lake Winnebago, MO

Registered Nurse 2003027807

On May 28, 2009, Licensee was on duty in a courtyard with patient P. M. Patient P. M. has a history of psychotic behavior,

Probation continued on page 13



Tom, BSN '08
Staff Nurse, Emergency/Trauma
Barnes-Jewish Hospital

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Probation continued from page 12

including physically attacking staff and other patients. Patient P. M. became angry and began threatening staff members and tearing limbs off of trees in the courtyard. Licensee obtained a 20 mg syringe of Geodon, an antipsychotic medication and bearing a needle approximately one-and-one-half inches in length. Patient requested that he administer the medication to himself, so Licensee gave patient the full syringe. Patient P. M. then squirted the medication into the air emptying the syringe and handed the empty syringe back to Licensee who eventually administered the injection. Probation 3/17/2011 to 3/18/2011

Foster, Jonathan Troy

Bonner Springs, KS

Registered Nurse 2009021896

Licensee was employed as a registered professional nurse with a nurse staffing agency. Licensee was designated as a 'do not return' by the hospital; meaning that the hospital would not allow Licensee to work at the hospital in the future. While working, Licensee diverted morphine, Demerol and fentanyl for his personal consumption. Licensee was assigned to work at a different facility. Again, Licensee was designated as a 'do not return' by the hospital. While working, Licensee diverted morphine and hydromorphone for his personal consumption. As a result of the above incidents, Licensee's license to practice as a registered professional nurse in Kansas was disciplined by the Kansas State Board of Nursing, effective April 27, 2010. Probation 3/2/2011 to 3/2/2016

Reed, Russell A.

Jefferson City, MO

Registered Nurse 137581

On June 24, 2008, Licensee pled guilty to the Class B Misdemeanor of 'Driving While Intoxicated'. Licensee was sentenced to serve six (6) months jail. Execution of that sentence was suspended and Licensee was placed on two (2) years of unsupervised probation. Licensee has previous convictions for Driving While Intoxicated in 1989 and 1991. Probation 3/17/2011 to 3/17/2013

Crawford, Rhonda

Louisiana, MO

Licensed Practical Nurse 051709

On March 30, 2011, Licensee pled guilty to the Class A Misdemeanor of 'Stealing'. Probation 5/10/2011 to 5/10/2013

Spencer, Amanda Paige

Lufkin, TX

Licensed Practical Nurse 2007010760

On August 19, 2008, a nurse working the 11:00 p.m. to 7:00 a.m. shift gave the Director of Nursing a cupful of medications that were found in the medication cart. Licensee had documented on the MAR that the medications had been administered to the resident. Some medications for patients were then marked and counted to determine if the medications were being given to the patients. The next morning it was found that the same number of pills remained; therefore, these residents did not get these medications on the evening shift on August 19, 2008. However, Licensee again documented on the MAR indicating that she had administered medications to the residents. Probation 3/22/2011 to 3/22/2013

Sansoucie, Charlene Virginia

Park Hills, MO

Licensed Practical Nurse 2009032248

On July 13, 2010, Licensee was notified that she did not obtain a passing grade on the RN examination. As a result, Licensee could no longer practice as a graduate RN. Licensee was transferred back to the licensed practical nurse role. On August 1, 2010 Licensee administered intravenous Morphine. The administration did not occur during life-threatening circumstances. Per 20 CSR 2200-6.303(7) "Graduate practical nurses and licensed practical nurses shall NOT, under any condition, perform the following function or duties (G) Administer drug(s) via the intravenous push or intravenous bolus mode of delivery except when life-threatening circumstances require such administration" Probation 3/5/2011 to 3/5/2012

Lewis, David R.

Centralia, MO

Registered Nurse 128479

On February 5, 2009, Licensee submitted to a urine drug screening test as part of a command-directed urinalysis for the United States Army Nurse Corps. The urine sample submitted tested positive for THC. Licensee admitted to having smoked marijuana. Probation 5/14/2011 to 5/14/2012

Rice, Heather R.

Raymore, MO

Registered Nurse 151928

On April 7, 2010, Licensee was required to submit to a urine drug screen. The test was positive for THC, a metabolite of marijuana. On May 31, 2010 Licensee pled guilty to the Class A Misdemeanor of 'Domestic Assault -3rd Degree'. Probation 3/5/2011 to 3/5/2014

Hitt, Christine Leigh

Scott City, MO

Licensed Practical Nurse 2005036972

On December 29, 2010, Licensee pled guilty to the Class B Misdemeanor of 'Making a False Declaration'. Probation 5/12/2011 to 5/12/2012

PROBATION Continued...

Slone, Mary Ellen

Salem, MO

Registered Nurse 2005028073

From January 2, 2007, through July 11, 2008, Slone had prescriptions for Oxycodone, Diazepam, Alprazolam, Hydrocodone, Propo-N, Codeine, and Endocet filled, totaling 9,640 tablets. Multiple doctors and pharmacies were used. Slone used 240-300 5 mg tablets of Oxycodone a week. On July 22, 2008, an investigation was initiated into Slone's involvement in the diversion of Oxycodone, which were fraudulently obtained from multiple pharmacies. On August 22, 2008, an investigation report was prepared indicating that a review of various pharmacies' records indicated that Slone and her husband were obtaining approximately 1200 pills a month from various doctors and pharmacies. On September 10, 2008, Slone was interviewed and arrested at the Salem Police Department for fraudulently obtaining Oxycodone. Slone admitted to seeing multiple doctors in order to obtain more pain medication and that none of the doctors knew she was seeing other doctors. On February 4, 2010, Slone pled guilty to the Class D felony of fraudulently attempting to obtain a controlled substance. Probation 3/9/2011 to 3/9/2016

Mayberry, Jason Daniel

Salem, MO

Registered Nurse 2002031155

On or about January 22, 2010, Respondent was found guilty by a jury of two counts of Theft/Stealing Any Controlled Substance, a Class C Felony. Probation 3/9/2011 to 3/9/2012

Burkhardt, Kristen Anne

Saint Charles, MO

Registered Nurse 2003002174

On November 16, 2007, Licensee pled guilty to two (2) counts of the Class C Felony of 'Theft/Stealing a Controlled Substance'. The Court suspended imposition of sentence and placed Licensee on five (5) years of supervised probation. Probation 3/22/2011 to 3/22/2014

Brown, Ronald L.

Leopold, MO

Licensed Practical Nurse 050544

On June 20, 2007, Licensee diverted oxycodone and hydrocodone for his personal consumption. Probation 5/2/2011 to 5/2/2014

Wheeler, Penny LaRay

Novinger, MO

Licensed Practical Nurse 2004028022

On February 1, 2010, Licensee pled guilty to the Class A Misdemeanor of Theft/Stealing. Probation 3/9/2011 to 3/9/2014

Durand, Debra Sue

Fulton, MO

Licensed Practical Nurse 2004031198

As Licensee was coming on duty and taking report from the off-going nurse, the Director of Nursing (DON) was advised by another employee that they believed that Licensee was under the influence of alcohol. The DON requested Licensee to submit to a breath alcohol test. The test showed Licensee to have a blood alcohol content, by weight, of .161. Probation 3/9/2011 to 3/9/2013

Heard, Heath Ashley

Smithboro, IL

Licensed Practical Nurse 2009008600

On July 29, 2010, Licensee was providing care to a resident. The resident had physician's orders for Roxanol, 10 mg every two hours as needed for pain. The resident also had a physician's order for Ativan, .5mg every four hours as needed for anxiety and shortness of breath. During his shift on July 29, 2010, Licensee administered Roxanol and Ativan every hour. Licensee failed to document the resident's pain scores or anxiety level. Licensee also failed to document the effectiveness of the medications. Licensee admitted that he administered the medications in excess of the doctor's orders. Licensee stated that he was verbally advised that the doctor's orders had changed, but admitted that he failed to confirm that information. Probation 3/9/2011 to 3/9/2013

Rapp, Brenda S.

Kansas City, MO

Registered Nurse 083146

On September 9, 2009 Licensee was sitting on a chair at the anesthesia machine with a mask on her face. The machine was set to deliver Nitrous Oxide at a rate of 10 liters/ minute and Oxygen at 3 liters/minute. Nitrous Oxide is not a controlled substance, but does require a prescription to possess. Probation 3/2/2011 to 3/2/2013

Leitermann, Christine M.

Willow Springs, MO

Licensed Practical Nurse 048404

Licensee was assigned to work with a fourth grade student who required constant care and attention. On October 5, 2010, Licensee accompanied the student from his home to school on the school bus. When she arrived at the school with the student, she was observed by school administrators to be staggering,

PROBATION Continued...

speaking incoherently and slurring her words, and she was also observed to smell of alcohol. When confronted, Licensee admitted to drinking prior to accompanying the child to school. Probation 5/17/2011 to 5/17/2013

Bougher, Theresa Georgeann

Republic, MO

Registered Nurse 2005007985

Pursuant to the Agreement, Respondent was required to contract with the Board's third party administrator, National Toxicology Specialists (NTS), and participate in random drug and alcohol screenings. Respondent never completed the contract process with NTS. In accordance with the Agreement, Respondent was required to undergo a thorough chemical dependency evaluation. The Board has never received a chemical dependency evaluation submitted on behalf of Respondent. In accordance with the Agreement, Respondent was required to undergo a thorough mental health evaluation. The Board never received a mental health evaluation submitted on behalf of Respondent. Probation 3/9/2011 to 3/9/2016

Orear, Nancy C.

Malta Bend, MO

Licensed Practical Nurse 040975

Pursuant to the Agreement, Respondent was required to abstain completely from the use or possession of any controlled substance or other drug for which a prescription is required unless use of the drug has been prescribed by a person licensed to prescribe such drug and with whom Respondent has a bona fide relationship as a patient. On November 29, 2010, Respondent submitted a urine sample for random drug screening. That sample tested positive for the presence of fentanyl. Probation 3/9/2011 to 4/13/2014

Schaub, Michael Shane

Saint Charles, MO

Registered Nurse 2002018672

Licensee withdrew narcotics from the Pyxis and failed to document their administration and/or wastage. Licensee withdrew narcotics from the Pyxis for patients that were not assigned to him and failed to document their administration and/or wastage. Licensee was not following policies related to scanning medications prior to administration and not properly wasting unused medications. In Licensee's interview with an investigator from the Board, Licensee admitted that he diverted Morphine and Dilaudid from his employer for his own personal use. Probation 4/1/2011 to 4/1/2015

Tinoco, Marian P.

Fenton, MO

Registered Nurse 2010012843

On September 25, 2010, Licensee was assigned to provide care to an elderly patient who suffered from dementia. The patient's family requested that he be provided constant supervision as he was prone to confusion and was a fall risk. Licensee was assigned to provide care to the patient until 5:00 p.m. Licensee left the patient unattended at 4:15 p.m. When the patient's next nurse arrived to assume his care and supervision, the patient was sitting, alone, frightened and confused, in a dark room. Probation 3/15/2011 to 3/15/2012

Miller, Sheila D.

Lees Summit, MO

Registered Nurse 116878

On or about December 13, 2007, a pharmacist received a prescription from Licensee for Licensee. The doctor indicated that he did not write the prescriptions that Licensee had given to the pharmacist and the signature on the prescriptions was not his signature. Licensee admitted that she had written the prescriptions and signed the doctor's name. Licensee further admitted that she had written prescriptions two or three other times for her own personal use using the same doctor's name. Probation 4/1/2011 to 4/1/2014

Gallemore, Lorie A.

Neosho, MO

Registered Nurse 120376

In July of 2008, the Hospital requested Licensee to submit to a screening for alcohol and drugs. The test was positive for Meperidine. Probation 4/1/2011 to 4/1/2014

Miller, Nicole K.

Troy, IL

Registered Nurse 124445

On December 17, 2009, Licensee pled guilty to the Class C Felony of 'Theft/Stealing Any Controlled Substance' in the Circuit Court of St. Louis, Missouri. The Court suspended imposition of sentence and placed Licensee on supervised probation for a period of five (5) years. Probation 5/17/2011 to 5/17/2016

Richardson, Lora Leigh

Gravois Mills, MO

Licensed Practical Nurse 2011007969

On July 28, 2009, Licensee pled guilty to the Class A Misdemeanor of 'Stealing'. Probation 3/16/2011 to 3/16/2012

Probation continued from page 13

Pierce, Sherry Lynn
West Plains, MO

Licensed Practical Nurse 2011007750

On July 20, 2007, Licensee admitted herself for treatment for amphetamine and marijuana dependence. She successfully completed the program and was discharged on November 7, 2007. Licensee attended aftercare and reports that she has remained clean and sober since July 3, 2007.
Probation 3/14/2011 to 3/14/2013

Good, Erin L.
Saint Charles, MO

Licensed Practical Nurse 2011007968

On June 27, 2007, Licensee pled guilty to the Class C Felony of 'Possession of a Controlled Substance with Intent to Deliver'. On December 26, 2008, the Court entered an Order finding that Licensee had complied with the terms of the probation and the Court granted her early release. As a result of the Court's findings and Licensee's successful completion of probation, Licensee was not formally convicted of the offense. Probation 3/16/2011 to 3/16/2012

Wiggins, Sonya Elise
Little Rock, AR

Licensed Practical Nurse 2010004123

A chart audit of Licensee's patient revealed several discrepancies which occurred on May 3, 2010. At 12:23 p.m., Licensee withdrew two (2) Vicodin for a patient. Licensee documented the administration of one (1) Vicodin at 3:30 p.m. There is no documentation of administration or waste for the remaining Vicodin. When questioned, the patient denied that they had received any medication. At 4:06 p.m., Licensee withdrew two (2) Tylenol #3 for a patient. Licensee documented the administration of the medication at 4:08 p.m. When questioned, the patient stated that they received only one (1) tablet of Tylenol #3. At 5:49 p.m. and 5:50 p.m., Licensee withdrew one (1) tablet of Percocet for another patient. Licensee documented the administration of one (1) tablet of Percocet at 5:48 p.m. There is no documentation of administration or waste of the remaining Percocet. At 12:30 p.m. and 3:32 p.m., Licensee withdrew two (2) tablets of Vicodin for a patient. Licensee documented the administration of two (2) tablets at 3:36 p.m. There is no documentation of administration or waste of the remaining Vicodin. At 5:43 p.m., Licensee withdrew two (2) Vicodin for a patient. The patient had been discharged at 4:50 p.m. There was no documentation of administration or waste of the Vicodin.
Probation 3/22/2011 to 3/22/2012

Brewer, Janis F.
Cape Girardeau, MO

Registered Nurse 145821

On April 24, 2009, Licensee committed three (3) serious medication errors during the course of one shift. Licensee was assigned to a patient who had an order to have lipids infuse over twelve (12) hours. Licensee incorrectly set the IV pump and the lipids infused in one hour. Licensee documented that she administered Lactinex to a patient at 1200. However, the nurse that relieved Licensee found the Lactinex, with a pyxis slip, in a medication cup. Licensee did not administer the medication as she had documented. Licensee documented that she administered insulin at 1100 and Lactinex at 1200. Again, the nurse that relieved Licensee found the insulin in a syringe and the Lactinex in a medication cup, both with pyxis slips. Licensee did not administer either medication as she had documented.
Probation 3/31/2011 to 3/31/2012

PROBATION Continued...

Hellman, Susan Y.
Kansas City, MO

Registered Nurse 135822

On January 22, 2010 the Director of Nursing conducted a medication audit. Licensee signed out a Tylenol 3 with Codeine timed at 0500 when the current time was 0450. On January 22, 2010 Licensee's coat pocket was searched and contained one Oxycodone 15 mg tablet; one Lisinopril 10 mg tablet; seven Hydrocodone 250 mg tablets; four unknown round green pills; three small white paper cups used to deliver medication in; and one small rolled cigar containing burnt marijuana residue. Licensee admitted that, on January 17, 2010, she smoked marijuana with her husband.
Probation 3/31/2011 to 3/31/2013

Payne, Pamela J.
Doniphan, MO

RN 2011007270

On December 12, 2005, Licensee pled guilty to one count of the Class C Felony of 'Possession of a Controlled Substance', three counts of the Class C Felony of 'Possession of a Chemical with Intent to Manufacture a Controlled Substance' and one count of the Class D Felony of 'Unlawful Use of Drug Paraphernalia'. On April 11, 2007, Licensee pled guilty to one count of 'Possession of Pseudoephedrine Knowing and Having Reasonable Cause to Believe it would be used to Manufacture Methamphetamine'. The Court sentenced Licensee to serve one year in the Federal Bureau of Prisons to be followed by two year of supervised probation. Licensee was previously licensed by this Board as a registered professional nurse. That licensure was revoked by the Board on June 13, 2008.
Probation 3/8/2011 to 3/8/2015

Howard, Lisa Marie
Florissant, MO

Registered Nurse 122574

Licensee was suspended on April 17, 2008, for improper storage of controlled substances and was asked to submit to a drug screen, which came back negative for controlled substances.
Probation 4/7/2011 to 4/28/2011

Douglass, Kelly Sue
Paola, KS

Registered Nurse 153866

In accordance with the terms of the Settlement Agreement, Respondent was required to comply with the terms of KNAP. On January 10, 2011, Respondent advised the Board that she had violated the terms of KNAP by relapsing.
Probation 3/9/2011 to 9/3/2013

Williams, Lesa E.
Novinger, MO

Licensed Practical Nurse 039385

The hospital's automated chart audit system revealed that between October and December of 2009, Licensee committed eighteen (18) documentation errors. The errors involved failing to document wasted medication, failing to document after administration. Licensee also administered a medication after it had been discontinued by the patient's physician. There were also multiple instances when the Licensee charted the wrong amount, the wrong time or charted in the wrong location in the chart. Licensee was allowed to resign in lieu of termination.
Probation 3/2/2011 to 3/3/2011

PROBATION Continued...

Rivera, Chanel Marie
Roeland Park, KS

Licensed Practical Nurse 2011009175

Licensee pled guilty to the charge of Possession of Drug Paraphernalia.
Probation 3/31/2011 to 3/31/2013

Moore, Tonya Marie
Clarksville, MO

Registered Nurse 2006016787

On October 23, 2008 Licensee's Texas Registered Nurse License was disciplined. Probation 4/16/2011 to 4/16/2013.

Wheeler, Heather Michelle
Pryor, OK

Registered Nurse 2004009064

On November 10, 2009, the Oklahoma Board of Nursing temporarily suspended Licensee's license until January 28, 2010, and ordered that Licensee be referred to the Peer Assistance Program of the Oklahoma Board of Nursing.
Probation 4/19/2011 to 4/19/2014

Harris, Cindy L.
Ironton, MO

Registered Nurse 137893

While working at the hospital in early 2008, certain electronic medical records were accessed using Licensee's computer passcode which Licensee would have no medical purpose to access. Accessing the records of an individual for whom there is no medical purpose, constitutes a HIPAA violation. On May 22, 2008, Licensee resigned in lieu of termination.
Probation 3/16/2011 to 3/17/2011

Martinez, Maggie Mae
Sedalia, MO

Licensed Practical Nurse 2005011435

On May 1, 2010 Licensee instructed a certified nurse assistant to administer a PRN Nebulizer treatment, without first assessing the resident. Licensee instructed another certified nurse assistant to administer controlled substances to a resident without first assessing the resident.
Probation 5/14/2011 to 5/14/2013

Rossi, Karin Lynne
Hartsburg, MO

Registered Nurse 2001014016

On January 13, 2010, Licensee removed Fentanyl from the Pyxis. Licensee did not document the administration or waste of the Fentanyl. When confronted, Licensee refused to take a urine drug screen indicating that it would be positive for marijuana.
Probation 5/12/2011 to 5/12/2014

Merrill, Meredith Christine
Joplin, MO

Registered Nurse 2005031444

On June 9, 2008, a pharmacy contacted the supervisor of a facility regarding a prescription refill of Hydrocodone for J. M., who was Licensee's fiancé at the time. There was no evidence of a prescription for J. M. in the patient's chart so the supervisor requested a copy of the prescription. The prescription had the physician's signature on it and was for Hydrocodone 60

Probation continued on page 15

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Probation continued from page 14

with five refills. Upon further review, it was determined that the prescription had been written on May 15, 2008, when the physician was not in the office and therefore, could not have signed the prescription. It was discovered that J. M. had prescriptions authorized by the physician filled for Hydrocodone at multiple pharmacies. The prescriptions for Hydrocodone were written on September 21, 2007 with no refills; November 28, 2007, with three refills; February 22, 2008 with five refills; and May 15, 2008 with five refills. Licensee obtained prescriptions for controlled substances to be filled in her fiancé's name. Probation 5/6/2011 to 5/6/2014

Clark, Karen Sue
Columbia, MO
Registered Nurse 2007000466
On September 9, 2010, Licensee submitted to a pre-employment urine drug screen. The test was positive for THC, a metabolite of marijuana. Probation 4/21/2011 to 4/21/2013

REVOCATION

Ringer, Julie Rose
Sainte Genevieve, MO
Licensed Practical Nurse 2006032238
On May 13, 2010, Licensee's name was added to the employee disqualification list maintained by the Missouri DHSS for three (3) years. Revoked 3/8/2011

Collins, Cortney Jeanne
Joplin, MO
Licensed Practical Nurse 2006022599
Respondent was required to call a toll free number every day to determine if she was required to submit a urine sample. Respondent failed to call on 128 days. On two dates, Respondent called and was advised that she had been selected for screening. Respondent failed to report to a collection site to provide the requested sample. Respondent was required to submit an employer evaluation from each and every employer. The Board did not receive an employer evaluation by the October or January due dates. Revoked 3/8/2011

Phipps, Kerry S.
Potosi, MO
Licensed Practical Nurse 047879
On October 28, 2010, Licensee's name was placed on the Missouri Department of Health and Senior Services Employment Disqualification List. Revoked 3/2/2011

Blair, Megan Rani
Saint Joseph, MO
Licensed Practical Nurse 2000165053
Respondent was required to contract with NTS and participate in random drug and alcohol screenings. Respondent was to submit the completed contract to NTS within twenty days. Respondent never completed the contract process with NTS. Revoked 3/9/2011

REVOCATION Continued...

Christensen, Naomi Jeanne
Saint Louis, MO
Registered Nurse 2009014672
Respondent was required to meet with representatives of the Board as required by the Board. Respondent was advised by certified mail to attend a meeting with the Board's representative. Respondent did not attend the meeting. Revoked 3/9/2011

Midgyett, Robyn Ann
Independence, MO
Licensed Practical Nurse 2006035280
Respondent was required to contract with NTS and participate in random drug and alcohol screenings. On April 12, 2010; April 20, 2010 and October 21, 2010, Respondent was advised that she had been selected for screening. Respondent failed to report to a collection site. Respondent was required to abstain completely from the use or consumption of alcohol. On January 27, 2011, Respondent submitted a sample for screening. The sample tested positive for alcohol. Respondent was required to submit employer evaluations. The Board did not receive an employer evaluation by the May 2010, November 2010 or the February 2011 documentation due dates. Revoked 3/9/2011

Galovich, Michelle Y.
Arnold, MO
Licensed Practical Nurse 045326
Respondent was required to undergo a chemical dependency evaluation. The Board never received a chemical dependency evaluation submitted on behalf of Respondent. Respondent was required to undergo a mental health evaluation. The Board never received a mental health evaluation submitted on behalf of Respondent. Respondent was required to renew her nursing license immediately. Respondent's license expired and remains lapsed. Revoked 3/9/2011

Cannon, Cristy M.
Doniphan, MO
Registered Nurse 137782
Respondent was required to contract with NTS and participate in random drug and alcohol screenings. Respondent failed to call NTS on 77 days. On November 2, 2010, Respondent called NTS and was advised that she had been selected. Respondent failed to report to a collection site to provide the requested sample. Respondent was required to submit employer evaluations from every employer. The Board did not receive an employer evaluation by the first documentation due date in December, 2010. Revoked 3/9/2011

Staggs, Abby L.
Joplin, MO
Registered Nurse 147278
Respondent was required to abstain completely from the use or possession of any controlled substance. On November 29, 2010, Respondent submitted a urine sample for random drug screening. That sample tested positive for the presence of fentanyl. Revoked 3/9/2011

REVOCATION Continued...

Wildenhain, Cindy L.
Macon, MO
Registered Nurse 124349
Licensee was employed with a hospital. Licensee was requested to submit to a urine drug screen. The test results were positive for Benzodiazepine. Licensee diverted controlled substances from the hospital for personal use. She admitted that she had a drug abuse problem. Revoked 3/9/2011

Thomas, Christine Joy
Independence, MO
Registered Nurse 2008005718
Respondent was required to submit employer evaluations from every employer. Respondent failed to submit an employer evaluation by the August and November 2010 documentation due dates. Revoked 3/9/2011

Jones, Patricia E.
Montrose, MO
Registered Nurse 104409
On May 15, 2008, Licensee pled guilty to the Class B Felony of 'Financial Exploitation of an Elder/Disabled Person' in the Circuit Court for St. Clair County, Missouri. Revoked 4/21/2011

Van Goethem, Deborah L.
Louisburg, KS
Registered Nurse 073709
Respondent was required to abstain completely from the use or consumption of alcohol. Respondent submitted a urine sample for random screening. The sample tested positive for the presence of alcohol. Revoked 3/9/2011

DuVall, Darla
Edwardsville, IL
Registered Nurse 146274
Respondent was required to contract with NTS and participate in random screenings. On June 25, 2010; July 12, 2010; and September 8, 2010, Respondent was advised that she had been selected to provide a urine sample for screening. Respondent failed to report to a collection site to provide the requested sample. Revoked 3/9/2011

Duclos, Stormee Shiree Rae
Kimberling City, MO
Registered Nurse 2009037231
Respondent was required to complete the Board's designated continuing education hours. The Board did not receive proof of completion of any contact hours. Revoked 3/9/2011

Prindle, Lisa Marie
Chillicothe, MO
Registered Nurse 2004017804
On September 5, 2010, when Licensee reported to work she was observed to have slurred speech, a strong odor of alcohol and was unable to concentrate enough to participate in the narcotics count. Licensee admitted to drinking prior to arriving at work. On October 13, 2010, Licensee pled guilty to the Class A

Revocation continued on page 16

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Revocation continued from page 15

Misdemeanor of 'Endangering the Welfare of a Child in the 2nd Degree' in the Circuit Court of Livingston County, Missouri. On November 10, 2010, Licensee pled guilty to the Class A Misdemeanor of 'Domestic Assault in the 3rd Degree' in the Circuit Court of Livingston County, Missouri.
Revoked 4/7/2011

Keeley, Erin Kathryn
Union, MO
Licensed Practical Nurse 1999137526

Respondent was required to undergo a chemical dependency evaluation. The Board never received a chemical dependency evaluation submitted on Respondent's behalf. Respondent was required to submit employer evaluations from every employer. The Board did not receive an employer evaluation by the first documentation due date.
Revoked 3/8/2011

SUSPENSION/PROBATION

Harrington, Carolyn E.
Saint Louis, MO
Registered Nurse 2000164704

Respondent was required to contract with the Board's approved third party administrator, National Toxicology Specialists (NTS), to participate in random drug and alcohol screenings. Respondent was required to call a toll free number every day to determine if she was required to submit a urine sample for testing that day. Respondent failed to call NTS on forty (40) days. Further, on March 2, 2010, Respondent called NTS and was advised that she had been selected to provide a urine sample for screening. Respondent failed to report to a laboratory to provide the requested sample. Respondent was required to submit employer evaluations from each and every employer. The Board did not receive an employer evaluation or statement of unemployment by the September 20, 2010 documentation due date.
Suspension 4/1/2011 to 4/7/2011
Probation 4/8/2011 to 9/18/2014

VOLUNTARY SURRENDER

Baybo, Karen A.
Saint Louis, MO
Licensed Practical Nurse 050757

Licensee signed out hydrocodone at 8:00 pm. Licensee was not scheduled to work until 11:00 pm. Licensee was the only person who possessed a key to access a locked medication cart from which twenty-nine Vicodin were discovered missing the next day. Licensee signed out a Vicodin for a resident at 2400. The resident did not have an order to receive a Vicodin at that time. Licensee signed out a Xanax and Ambien for a resident. Licensee did not document the administration or waste of the medications.
Voluntary Surrender 5/20/2011

VOLUNTARY SURRENDER Continued...

Schartz, Tracy Dawn
Cameron, MO
Licensed Practical Nurse 2010030917
On May 19, 2011, Licensee voluntarily surrendered her Missouri nursing license.
Voluntary Surrender 5/19/2011

Cobb, Tonya L.
Joplin, MO
Registered Nurse 2002015420
Licensee had a seizure at work and was deemed unsafe to care for residents. Licensee failed to follow up with her physician following her seizure at work.
Voluntary Surrender 5/10/2011

Scherrer, Angela S.
Saint Louis, MO
Registered Nurse 153171
On May 2, 2011, Licensee surrendered her Missouri nursing license.
Voluntary Surrender 5/2/2011

Yahnis, Larisa V.
Lenexa, KS
Registered Nurse 2005037422
Licensee documented a wound assessment on March 25, 2010 at 11:21 on the right anterior thigh. On the same patient on March 25, 2010 at 11:33, Licensee documented that the DPOA would not allow Licensee to undress the wound or measure it.
Voluntary Surrender 4/29/2011

Partin, Kylie Kristine
Sweet Springs, MO
Registered Nurse 2005028627
On July 31, 2010, Licensee withdrew numerous syringes of morphine totaling 28 milligrams. Licensee's charting showed that she administered 14 milligrams to her patients. There was no documentation of the administration or waste of the remaining 14 milligrams.
Voluntary Surrender 4/29/2011

Miller, Sheila D.
Lees Summit, MO
Registered Nurse 116878
On April 29, 2011, Licensee surrendered her Missouri Nursing License.
Voluntary Surrender 4/29/2011

Podzielinski, Kimberly A.
Springfield, MO
Registered Nurse 097050
On August 28, 2009, Respondent was found incapacitated by Greene County Probate Division.
Voluntary Surrender 4/29/2011

McDaniel, Mary E.
Eugene, MO
Registered Nurse 116913
On April 6, 2011, Licensee surrendered her Missouri nursing license.
Voluntary Surrender 4/6/2011

VOLUNTARY SURRENDER Continued...

Popp-Bufferington, Cheryl
Chesterfield, MO
Licensed Practical Nurse 1999136104
On September 9, 2009, Licensee's name was added to the Missouri Department of Health and Senior Services' Employee Disqualification List.
Voluntary Surrender 3/23/2011

Forchee, Sally Jo
Saint Charles, MO
Registered Nurse 084765
Respondent was employed as the school nurse with a school which enrolls students who have physical and developmental issues which make them unable to attend public schools. While working at the school, Licensee failed to use appropriate judgment when she was responsible for providing care.
Voluntary Surrender 3/8/2011

Walden, Craig M.
Columbia, MO
Licensed Practical Nurse 045919
On March 1, 2011, Licensee Voluntarily Surrendered his Missouri Nursing License.
Voluntary Surrender 3/1/2011

Dickens, Linda K.
Florissant, MO
Licensed Practical Nurse 052969
On March 8, 2011, Licensee voluntarily surrendered her Missouri nursing license.
Voluntary Surrender 3/8/2011

Hayden, Denise M.
Cainsville, MO
Registered Nurse 151378
On March 1, 2011, Licensee Voluntarily Surrendered her Missouri Nursing License.
Voluntary Surrender 3/1/2011

O'Neal, Mary L.
Fulton, MO
Licensed Practical Nurse 054762
On March 2, 2011, Licensee voluntarily surrendered her Missouri Nursing License.
Voluntary Surrender 3/2/2011

Shay, Jason Christopher
Odessa, MO
Registered Nurse 2006001256
On September 14, 2007, Licensee was requested to submit to a drug screening. The drug screen was positive for fentanyl, norfentanyl and nalbuphine.
Voluntary Surrender 5/25/2011

Myers, Judith L.
Saint Joseph, MO
Licensed Practical Nurse 028795
On July 13, 2010 Licensee administered insulin to a patient that had not eaten. The resident complained of being hypoglycemic. A check of his blood sugar revealed the level at 35. Licensee failed to monitor the resident's blood sugar after knowing that he had not eaten and being aware that he complained of hypoglycemia. Licensee had drawn up three other resident's insulin and left the insulin on the medication cart. Licensee stated she forgot to give the insulin.
Voluntary Surrender 5/25/2011

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13 Missouri Hospitals Target Increased Patient Safety with the Missouri Center for Patient Safety's CUSP Teamwork & Communications

Jefferson City, Missouri—July 21, 2011—As part of the Missouri Center for Patient Safety's initiative, People, Priorities & Learning Together, 13 Missouri hospitals have joined CUSP Teamwork & Communication Tools, launched in June, 2011, to increase patient safety and eliminate medical errors by improving communication and coordination of care at the bedside.

The six month module builds upon The Basics of CUSP, the first module offered by MOCPS last fall to teach hospital units how to implement the Comprehensive Unit-based Safety Program (CUSP), an evidenced-based safety improvement program designed by Johns Hopkins University to help bedside caregivers drive safety and quality improvement on their units.

In CUSP Teamwork & Communication Tools, units will continue to proactively seek out and solve defects on their respective units by learning to implement 'Multi-disciplinary Rounds with Daily Goals' and 'Structured Huddles.'

Multi-disciplinary Rounds with Daily Goals is an effective strategy that assembles patient care team members to review important patient care and safety issues and improve collaboration within the overall plan of care for individual patients. Tools such as daily checklists are used during patient rounds to prompt caregivers to focus on daily accomplishments that safely move patients closer to their transfer out of the ICU or discharge home. The practice has improved communication among care team and family members regarding the patient's daily plan of care.

Research studies on the effectiveness of multidisciplinary rounds show earlier identification of clinical issues, more timely referrals, improved patient outcomes and improved ratings by nurses and physicians on teamwork, communication and collaboration.

"Using a Standardized Work System, the object of implementing Multidisciplinary Rounds with Daily Goals is to achieve a stable baseline for patient care processes in order to systematically improve them," says MOCPS project manager, Kimberly O'Brien. "Patient goals are specific, measurable and documented where all care team members, patients and family members have access to them."

"The mantras in this module are 'What you permit, you promote' and 'We deserve what we tolerate.'"

O'Brien says Structured Huddles are designed to keep bedside caregivers, informed and engaged in improvement efforts every day as a briefing to review goals and achievements functioning around a central white board which keeps everyone focused on common safety goals and progress.



The brief daily meetings allow staff members to focus on safety assessments asking proactive questions such as "what patients on the unit today are at risk for falling and what can we do to ensure those potential falls do not occur?" Other main areas of focus include discussing any variances from patient safety or clinical outcome goals, and developing daily strategies to help meet those goals.

"These short briefings allow unit staff members to stay informed, review work, make plans, and move ahead rapidly," says O'Brien. "They give fuller more frequent participation for bedside caregivers who often find it impossible to get away for the conventional hour-long improvement team meetings."

"We are really proud of the 13 hospitals that have taken on this second patient safety module and look forward to working with them in the months to come," O'Brien said.

List of Participating Hospitals

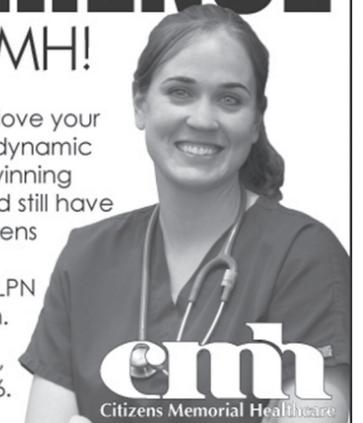
- Barnes-Jewish St. Peters Hospital, St. Peters
- Capital Region Medical Center, Jefferson City
- Community Hospital—Fairfax, Fairfax
- Fitzgibbon Hospital, Marshall
- Jefferson Regional Medical Center, Festus
- Missouri Southern Healthcare, Dexter
- Ozarks Medical Center, West Plains
- Saint Louis University Hospital, St. Louis
- St. Luke's Hospital, Kansas City
- St. John's Mercy Hospital, Washington
- St. Luke's Rehabilitation Hospital, Chesterfield
- St. Mary's Health Center, Jefferson City
- Texas County Memorial Hospital, Houston

More About MOCPS—The Missouri Center for Patient Safety was founded by the Missouri Hospital Association, Missouri State Medical Association and Primaris as a private, nonprofit corporation to serve as a leader to fulfill its vision of a health care environment safe for all patients, in all processes, all the time.

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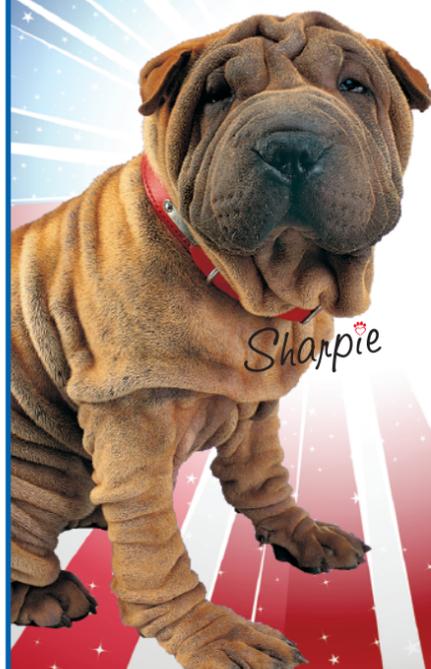
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 Sonjia Cahill – RN138397
 Shawn Garbin – RN2000157060
 JoAnn Gaylor – RN130431
 Jamie Henke – RN110458
 Sandra Dawson – RN 2007007742
 Kathy Deckard-Smith – PN 2001026758
 Linda Forrest – PN 053815
 Amanda Kuehn – RN 2000151384
 Meredith Roman – RN106239
 Erma Glaus Long – PN053911

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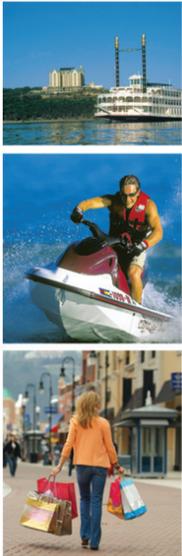
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- Current RN Licensure or Temporary Permit in Missouri
- Bachelor's Degree in Nursing required—Masters preferred
- Current Basic Life Support (BLS) Certification or ability to obtain prior to direct patient contact
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- Basic Computer/Keyboarding Skills

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Denise Hartenberger, MS, CIR
Sr. Recruiter
Barnes-Jewish St. Peters Hospital Recruitment
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Why nurses need their own malpractice plans:

Because an employer's plan generally won't cover you if you've moved on to a new job

Switching jobs isn't unusual in today's working world. But as a nurse, moving to a new job and a new employer can have a significant impact on you if you're later named in a malpractice lawsuit.

Why?

Because if you no longer work for a health care facility, their malpractice coverage usually won't cover you for claims filed at a later date.

That's why ANA recommends **personal** malpractice coverage for **every** practicing nurse.

Your personal malpractice plan gives you **seamless** protection that travels with you as your career takes you to new jobs ... giving you reliable protection if a claim suddenly arises from something that happened years ago when you were working for a different health care facility.

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