



Missouri
State
Board of
Nursing

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Carol Jaco, R.N.	Member	06/01/93
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Walter Rarrick, R.N.	Public Member	08/16/90
Barbara Schaffitzel, R.N.	Member	06/01/92

PROFESSIONAL STAFF MEMBERS

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Carol Hartigan Tharp, R.N.	Associate Executive Director
Melinda Sanders, R.N.	Discipline Coordinator
Vada Arrowood, R.N.	Nursing Education Coordinator

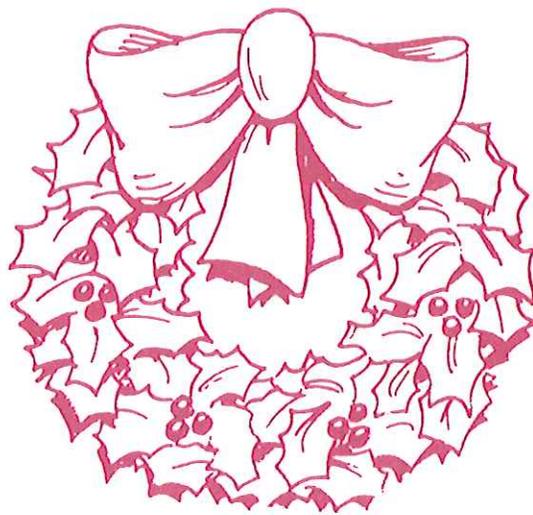
OFFICE STAFF

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator III
Pam Goose	Administrative Assistant
Tracy Choisser	Secretary to Executive Director/Secretary III
Sallie Jacobs	Secretary to Discipline Coordinator/Secretary II
Liane Pierson	Secretary to Nursing Education Coordinator/Secretary II
Linda Strobel	Account Clerk
Lori Scheidt	Licensure Section Coordinator/Clerk Typist III
Sandy Sebastian	Complaints/Discipline Section Clerk/Clerk Typist II
Connie Clarkston	Licensure Section Clerk/Clerk Typist II
JoAnn Hanley	Licensure Section Clerk/Clerk Typist II
Roxanne Seymore	Receptionist/Clerk Typist II
Denise DeGeorge	Licensure Section Clerk/Clerk Typist II
Terry Conner	Licensure Section Clerk/Clerk Typist II
Pam Eiken	Licensure Section Clerk/Clerk Typist II

PLEASE DISTRIBUTE THIS NEWSLETTER WIDELY AND ...
REPRODUCE IT AS YOU WISH.

SEASONS GREETINGS

THE MISSOURI STATE BOARD OF NURSING
WISHES EVERYONE A MERRY CHRISTMAS
AND A HAPPY AND PROSPEROUS NEW YEAR!



PHILOSOPHY FROM FLO FLORENCE STILLMAN, R.N., M.S.N. EXECUTIVE DIRECTOR

Those of you who have been reading this column and those who have had a need to call me will remember that I have continually urged you to communicate with the Board of Nursing when making scope of practice decisions. Many of you have developed that habit, much to the gratification of the Board, and we have become accustomed to making and reacting to those calls in a certain manner. I must focus these comments on that idea.

First, the Board of Nursing as a regulatory agency and I as Executive Director, appreciate very much that you have been so responsive to our requests/suggestions and that you are mindful of legal implications in your practice. Questions relative to legal implications have increased in direct proportion to the shortage of nurses and the pressures exerted on nurses to practice in the manner desired by employers. As long as there is a shortage and as long as nurses are mandated by law to function in most situations under the direction of others then there will be questions about scope of practice.

Second, there has been a law enacted which defines administrative rules and regulations. Simply paraphrased it says that each agency must file as an official rule any statement of general applicability that implements, interprets or prescribes law or policy, or that describes the organization, procedure or practice requirements of any agency. There are several exceptions given in the statute among which is included an interpretation issued with respect to a specific set of facts and intended to apply only to that specific set of facts. Last legislative session another law was enacted which created a potential for penalties for agencies which make statements that should be filed as rules but are not.

In trying to comply with these laws, the Board of Nursing is constrained from answering further scope of practice questions, unless they wish to file a rule. There is such a large number of requests for these decisions, due largely to our efforts in requesting you to correspond with the Board about these matters, that if all were filed as rules we would need one or two full time employees who would do nothing else. We receive 6 - 8 everyday by telephone and from those generate written requests which are placed on the agenda at Board meetings. Filing a rule for every opinion would also have the effect of limiting and restricting the advancement of practice. For example, if the Board determines by rule that it is within the scope of practice for a licensee to perform a particular function and then advancing technology creates different variations of that function, licensees might not be able to legally perform those other variations without the Board first filing a rule. Subsequently, each time technology changes or advances a new rule would need to be filed. The rule making process requires approximately a minimum of six (6) months to complete.

PHILOSOPHY FROM FLO CONTINUED

For the present, it is sufficient to say that the Board will look at all such requests that we receive and will discuss those precise situations at Board meetings in order to make decisions of whether or not to file a rule. It is more than ever imperative that if you request a scope of practice decision, you be present for that discussion. It is probably true that far fewer official opinions will be made and published from those discussions than has been true in the past. There is, however, the idea that the ensuing discussion with the Board will assist in solidifying your thoughts to help you come to an appropriate conclusion.

The Board of Nursing will continue to answer specific nurse/client/practice questions because that law has declared those as being exempt from the rule filing process. If your questions to the Board can be stated in such a manner it will expedite the Board's ability to assist you in a timely way.

The Board of Nursing is working on the solution to this problem since they believe being able to deliver official opinions is beneficial to the profession. We would appreciate your input and support in this matter.

WE NEED YOUR HELP!!!!

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

If you are receiving more than one copy of the Newsletter, or if we need to make any changes in your name or address, please let us know.

NOTE: THE ABOVE REQUEST PERTAINS TO THE NEWSLETTER MAILING LIST ONLY

THANK YOU!

NEW APPOINTMENT

The National Council of State Board of Nursing, Inc.'s Board of Directors is pleased to announce the appointment of Dr. Jennifer Bosma as Executive Director.

Dr. Bosma has assumed the position of Acting Executive Director of the National Council since January, 1989. Prior to this appointment, she served as Director of Testing Services from 1985-1988.

Dr. Bosma received her Ph.D. in Education from the University of Chicago. She demonstrates a wide breadth of knowledge regarding testing, test development, regulation and research. She possesses organizational and management skills; she is an excellent planner and brings superb creativity to the development of programs and services. Dr. Bosma is exceptional in her commitment to the National Council as an organization.

The Board of Directors wishes to express its appreciation to the Search Committee, Dr. Charlie Jones-Dickson (Area III), Ann Bissonnette (Area IV), Joyce Showalter (Area II), Phyllis Sheridan (Area I) and Carol Tharp (Area II) for their dedication, diligence and competence in assisting the Board in the search process.

The Search Committee reviewed all eligible applications based on the qualifications listed on the job vacancy announcement. Following this review, selected candidates were interviewed by the Search Committee to assess each candidate with respect to the key accountabilities for the position of executive director as established by the Board of Directors. On October 13, 1989, the Board interviewed the final candidates using a uniform interview format to explore the candidates' capabilities in the dimensions of leadership and management, planning and budgeting, negotiations, interpersonal and communication skills and public policy.

The Board of Directors is pleased to have Dr. Bosma represent their organization as the Executive Director. Please join us in offering our welcome and support to Dr. Bosma as she assumes the responsibilities of this challenging and exciting position. Congratulations!

**COMMENTS FROM CAROL
CAROL HARTIGAN THARP, R.N., M.A.
ASSOCIATE EXECUTIVE DIRECTOR**

"There's a nursing shortage out there and the Missouri State Board of Nursing doesn't care."

"Instead of insisting on all of this bureaucratic paperwork, why don't you just try to get more nurses licensed and out there working?"

These are comments which occasionally come our way, more frequently lately, since the demand for nurses is continuing to increase. It is often difficult for nurses to understand some of the requirements of the licensure process, regardless of how detailed and specific the instruction letters are. One of the major confusions that persists is a leftover from the past, when some states has "reciprocity agreements" regarding licensure. One of the things our new staff members always learn is that they are not to use the term "reciprocity" when corresponding with applicants or in giving telephone information. By definition, this word implies an existing agreement between two parties. Webster's gives this specific in its definition of the "R" word: "a recognition by one of two countries or institutions of the validity of licenses or privileges granted by the other."

When a nurse who is licensed in another state applies for licensure in Missouri, s/he is applying for licensure by INTERSTATE ENDORSEMENT. There are no agreements in place which state that if you are licensed in another state it is O.K. to practice in Missouri. A nursing license from another state is not a license to practice nursing in Missouri. Any nurse, licensed in another state, who enters Missouri and begins to practice on that other state's nursing license is placing himself in legal jeopardy. It does not matter if that nurse is "doing hands-on patient care" or not; if that individual is representing himself as a nurse, or is hired in a position which requires a nursing license, he is practicing nursing illegally. We care about that!

When a graduate nurse writes the licensure examination in Illinois, the statute regulating nursing in Illinois does not provide for that graduate to be automatically licensed on successful completion of the examination. When Illinois graduates receive passing exam results, they also receive a mini-application which must be submitted to the Illinois Department of Professional Registration and Education with a fee before they will be licensed. For the period of time from receipt of examination results until they have applied for and been granted licensure, these graduates are not "duly licensed to practice nursing in another state." The Missouri State Board of Nursing cannot issue a temporary permit to a nurse unless that nurse is duly licensed in another state. For the period of time between receiving examination results and submitting evidence of licensure to the Missouri State Board of Nursing so that a temporary permit can be issued, these individuals have no legal basis to practice nursing in Missouri.

COMMENTS FROM CAROL CONTINUED

This situation is unique to Illinois; however, all graduates are required to submit evidence of licensure in another state within thirty (30) days of receipt of their examination results and obtain a Missouri temporary work permit, or they may not legally practice in Missouri. Following the July, 1989 examination, the Board staff had to stop fifty-nine (59) new graduates from continuing to work at the end of the Board established thirty (30) day grace period for obtaining a temporary work permit. By continuing to work, these graduates placed themselves and their employers in legal jeopardy. We care about that!

We are still guilty of wrapping ourselves in the sanctity of the law when it suits our needs, and of chafing under its restrictions when they limit our ability to do what we desire to do. I hate to fill out forms, be transferred from agency to agency, wait in lines, and generally endure all of the accoutrements of a bureaucracy. If I get into trouble, though, I want to have all my bases covered. If an unlicensed nurse would be involved in a malpractice claim while practicing in Missouri, I feel certain that one of the first questions asked during litigation would relate to that nurse's licensure status at the time of the incident. To have to admit that you had been practicing illegally would be tragically damaging to one's creditability. We care about that!

We encourage all nurses, who plan to practice nursing in Missouri, to contact our office before they begin employment to obtain information on how to secure a Missouri temporary work permit. The nurse should also contact our office as soon as s/he receives her/his examination results and find out what s/he needs to do in order to secure a temporary work permit.

In the Law of Professional Licensing and Certification, Randolph P. Reaves, J.D. states:

"The right to practice a recognized profession is not an absolute or unqualified right. It is a right that is certainly subject to the police power of the state. The state's interest, of course, is the protection of the public, consequently, the state controls the various aspects of professional practice. This includes, among other things, admission to practice, standards of practice, continuing competency, and removal from practice."

The Missouri State Board of Nursing takes very seriously their statutory mandate to protect the public. WE CARE ABOUT THAT!

MESSAGE FROM MELINDA MELINDA DOLAN SANDERS, R.N., M.S.N. DISCIPLINE COORDINATOR

The primary purpose of the Missouri State Board of Nursing is to protect the public. To accomplish this, the Board is responsible for ensuring that adequate educational requirements are met in nursing programs throughout the state, assessing minimal competency of graduate nurses, and assuring that practicing nurses are providing optimal patient care.

The chemically impaired nurse's level of competency deteriorates while under the influence of alcohol and/or other drugs, placing his/her patients in jeopardy. Identifying this nurse can be very difficult (see the fall issue of the Newsletter). Many employers feel they can not or do not consider chemical dependency to be a problem until the nurse is actually seen diverting narcotics or self-administering these drugs. However, most colleagues don't realize by the time suspicions are raised and practice issues become a concern, the chemically impaired nurse is generally well into their disease process.

Often when the most obvious symptoms are displayed, the chemically impaired nurse's colleagues are denying this problem exists. The colleagues "enable" the chemically impaired nurse's illness to continue by covering up when they're late or absent, "correcting" a narcotic discrepancy, co-signing for wasted narcotics that were never witnessed, and failing to report the slurred speech, unsteady gait, and charting irregularities that were observed. Colleagues are great at rationalizing the behavior of their chemically impaired friends. It is easy to blame the behaviors on the nurse's physical illnesses, impending divorce, or "burnout". What the colleagues don't understand is that the sooner the chemically impaired nurse can seek help for treatment of this disease, the sooner they can become rehabilitated and possibly avoid some of the life-threatening effects of chemical dependency.

One way to approach a chemically impaired person about their disease is through a structured intervention. Vernon Johnson defines intervention as, "presenting reality in a receivable way to a person who's out of touch with it." In other words, it is a process used to confront the chemically impaired nurse with factual information about behavior(s) which are cause of concern.

The following discussion focuses on the intervention process. In order to conduct a successful intervention, one must have a thorough understanding of the process and all aspects to be considered. While it is my hope this discussion will prove to be helpful, it is not my intention for this to be the sole resource utilized when planning an intervention.

Interventions are indicated when you're suspicious and see symptoms of chemical dependency. By the time there is noticeable deterioration of one's professional practice, there is likely to be significant deterioration in other areas of the impaired nurse's life.

MESSAGE FROM MELINDA CONTINUED

Linda Crosby and LeClair Bissell in their book, To Care Enough, state intervention is "based on the information, observations, and concerns of significant persons regarding the chemically dependent person." The data presented during the intervention is based on specific situations where the impaired nurse's practice appears to have been affected by alcohol and/or other drugs. For example, there is often a precipitating event that causes one or more colleagues to discuss the need to confront the impaired nurse. There is usually also a progression that can be traced in retrospect of the impaired nurse's functioning. Include observations made by other staff members, patient complaints, and specific professional practice problems.

Generally, a successful intervention is one that has been thoroughly planned out in every detail from where to hold the meeting, who will participate, what each person's role will be, the agenda of the meeting, and the goal of the intervention. It is estimated the intervention is ninety (90%) percent completed once the planning is done. Collecting the data necessary for the intervention can include specifics such as reviewing the nurse's notes, medication records, narcotics records, and doctor's orders of patients assigned to the nurse in question. You may also include changes in the relationships of the nurse with the colleagues, physical complaints, family and social changes, and any legal records that may be of concern such as illegal drug possessions, driving while intoxicated, etc.

Selecting the persons to be included in the intervention is the next step. The intervention team usually consists of a coordinator and those persons with the most impact on the nurse as well as the most first-hand information to present regarding changes in the nurse's professional and personal life. There is usually a co-worker or two, a supervisor or representative of nursing administration, and a recovering nurse present. It is not advisable to invite those persons who continue to deny the impaired nurse's problem, are not supportive of the chemically impaired nurse, or don't agree with the goals of the intervention. The intervention team must then rehearse the meeting and also have time to share their own feelings about being part of the team.

One of the most important aspects of planning an intervention is setting the goal and determining the motivating factors that will cause the nurse to seek help. For nurses, the threat of being reported to the Board of Nursing and facing possible discipline on one's license is a strong motivating factor to at least be evaluated for chemical dependency. The most important rule to follow is to insist on compliance with the request of the intervention team and to follow through on the actions threatened if the nurse does not comply.

MESSAGE FROM MELINDA CONTINUED

In general, the goal of every intervention involving chemical dependency is evaluation. The intervention team should find three or four professionals knowledgeable in the field of chemical dependency that will agree to evaluate the nurse. The nurse must agree to be evaluated by one of these professionals, preferably the same day as the intervention. The nurse must also be mandated to follow the recommendations of this evaluation, even if this includes a lengthy in-patient program.

The intervention team must therefore have the answers to the nurse's questions and reasons why this can not be done. The team must have knowledge about the nurse's insurance coverage and the estimated out-of-pocket expenses, make arrangements for child and/or pet care, arrange for transportation to the evaluation, arrange for the needed time off from work for completion of treatment, check on the amount of vacation and/or sick time the nurse has, and any other excuses you feel the nurse may have for not seeking help.

The intervention usually begins by all members of the team being present with chairs in a circle when the nurse arrives. The coordinator of the intervention should ask the nurse to have a seat in the one remaining chair. The coordinator introduces the members of the team and makes a statement of the purpose of the meeting. Specific data is presented in an organized fashion by the members with the first-hand information. One team member will then interpret this information and present the nurse with a recommendation for evaluation. The recovering nurse may then discuss their experience and provide support and understanding to the impaired nurse. The member acting as the authority figure then informs the nurse of the consequences of not agreeing to the evaluation. This may be termination of the job and/or reporting the nurse to the Board for possible disciplinary action.

The intervention team needs to be prepared for the possible reactions of the impaired nurse. The nurse may exhibit defiance, denial, make threats and excuses, attempt to bargain with the team, and make all kinds of promises to change their behavior. The nurse needs to clearly understand what is expected of him/her, where it will be done, under what conditions they may return to work, if and how they will be reported to the Board of Nursing, and what the consequences will be if they don't comply with all these terms.

The intervention process is organized to encourage the chemically impaired nurse to be evaluated. The nurse agrees to be evaluated and follow through with the recommendations of the evaluator. A successful intervention conducted when the suspicion of chemical impairment is first noted lends an earlier treatment and recovery of the impaired nurse. This early step may save the chemically impaired nurse from life-threatening side effects of the disease, including suicide.

MESSAGE FROM MELINDA CONTINUED

In the spring issue of the Newsletter, I plan to discuss the issues involved in nurses seeking treatment for chemical dependency.

If you have any questions about the materials presented here, or about chemically impaired nurses in general, please feel free to contact me at the Board office, 314-751-2334, extension 208. If your group would like a presentation on this subject, please feel free to contact me at the above number.

WEDDING BELLS AND BABY RATTLES AT THE BOARD OF NURSING

Wedding bells rang once again at the Board of Nursing. Connie R. Limbach and Richard L. Clarkston exchanged vows on September 23, 1989 at Our Lady of the Snows Catholic Church in Mary's Home, Missouri. Connie has been employed by the Board since October, 1986 as a Licensure Section Clerk. Congratulations and our best wishes to Mr. and Mrs. Richard Clarkston.

The Board of Nursing is pleased to announce a "new arrival". Kayla Sue Choisser entered this world on Saturday, October 28, 1989 at 4:34 p.m. at St. Mary's Health Center, Jefferson City, Missouri. The proud parents are Alan and Tracy Choisser. Kayla Sue weighed 7 pounds and 13 ounces, was 19 1/4 inches in length and has blonde hair and blue eyes. Tracy is employed at the Board of Nursing as Secretary to the Executive Director. Congratulations, to Alan and Tracy, and welcome to Kayla Sue!

VISIT WITH VADA VADA E. ARROWOOD, R.N., M.S.Ed. NURSING EDUCATION COORDINATOR

While reviewing Practical Nurse Minimum Standards with regards to the new P.N. Test Plan, I recall a debate, "Should Success on the State Boards be Considered a Significant Outcome Measure for Educational Programs?" Dr. Carolyn Yocum, Director of Research Services for the National Council of State Boards of Nursing, Inc. and Dr. Carol Anderson, Dean and Professor at Ohio State University, were the participants. I began to reflect on Missouri's criteria for five-year accreditation and the fact that one of the criterion for accreditation is NCLEX performance percentages. No program of nursing, whether it be practical or professional, believes they should limit or design curriculum to provide solely for candidate success on licensure examination. The question is, just how formidable a role should the licensure examination play in measuring the effectiveness or quality of nursing education programs. Dr. Yocum stated that performance on NCLEX is not the single most important measure, but rather one indicator of the program's effectiveness or quality. Other measures include:

1. results of graduate survey with responses directed at the satisfaction of the graduates regarding their perceived preparation to practice,
2. results of employers surveys regarding their satisfaction with graduates' abilities to practice,
3. the number of graduates who are in advanced education,
4. employment rate of new graduates, and finally,
5. performance on NCLEX.

Including NCLEX performance as one of the indicators of a program's effectiveness provides a serendipitous element to detect the possibility of an internal problem when their graduates fail to succeed. It is a "triggering event" which indicates the need to conduct a self-evaluation.

It is true that the NCLEX is practice driven and not curriculum driven. The Test Plan is developed from a job analysis study that solicits information from newly licensed nurses. It identifies the type of activities new nurses are performing and how often they are performing them. It classifies these activities to determine the criticality of the performance and what emphasis to place upon them in the Test Plan.

VISIT WITH VADA CONTINUED

Dr. Carol Anderson disagrees that professional nursing education should have NCLEX performance included as an outcome measure for program effectiveness. She feels that curricula designed to enhance students probability of success on NCLEX could comprise the program and the university's manifesto to broadly educate students in theory and scientific principles. "Professional nursing education encompasses the norm and values of the parent university and designs curricula accordingly". Dr. Anderson does agree that "when the licensure examination reflects contemporary, scientific and state of the art nursing practice, graduates of professional schools of nursing should be prepared to sit for the examination and possess a decent probability of success". However, she adds that most other professions place the responsibility for licensure primarily with the student.

Pondering upon both positions, there appears to be a consensus that graduates should be prepared to pass NCLEX. The divergence in positions seems to occur with the questions, "Should the success rate be considered an outcome measure and used to make decisions regarding a program's effectiveness?" The controversy is not whether graduates should expect to pass their licensure examination, but rather should the success rate be included in accreditation process.

Both practical and professional schools of nursing are quick to point out that they do not constrain curricula, merely meet minimum standards. Nursing programs have always gone beyond the goal of preparing minimally competent graduates. Whether nursing comes to agreement with regards to NCLEX being an outcome measure for accreditation is not the purpose of this article. The purpose is to emphasize that all nursing programs need to be cognizant of the job analysis and the resulting test plan. Can nursing education disregard what practice is expecting nurses to do? Is it ethical to conduct a program of nursing with disregard to the role the newly licensed nurse will be expected to perform? Is it not reasonable to expect nursing education to look to the test plan as an indicator of the state of the art, verify that curriculum is providing for the state of the art and respond when the two are not congruent?

At this time, all but two states have included some reference to success on NCLEX in their regulations of nursing programs. State Boards of Nursing profess their mandate to be protection of the public and successful NCLEX is evidence that newly licensed nurses are minimally prepared to provide safe and effective practice. Aside from this, is it not reasonable that prospective students of nursing should expect that once they have completed their educational program they will be prepared to successfully complete a licensure examination and enter the world of nursing practice? If curricula is in alignment with practice, then curricula would be in alignment with the NCLEX test plan and the expectation of licensure would be a high probability. This is imperative for nursing education. I posit that all nursing education continue to consider this tenet.

PN MINIMUM STANDARDS TASK FORCE

Following a decision made at the October 10-12, 1989 meeting of the board, the Missouri State Board of Nursing established a task force to review and make recommendations for the revision of the practical nursing curriculum mandates identified in the Minimum Standards for nursing education. A group of practical nurse educators from all regions of the state were invited to participate on this task force. Their charge was to compare Minimum Standards mandates with the newly revised practical nursing test plan for licensure and make recommendations for any necessary changes. The basis for revision of the practical nursing test plan grew out of a study of practical nursing duties by the National Council of State Boards of Nursing, Inc., who conducted a job analysis of newly licensed practical nurses.

It now becomes the responsibility of state boards to review curriculum mandates to see how the revised test plan may impact graduate practical nurses who are candidates for the October, 1990 licensure examination. The following persons participated on this task force:

Nurse Educators

Cyndy Harting, RN
Carol Lemons, RN
Sherry Willis, RN
Patricia Francka, RN
Maudie Streetman, RN
Mary Mitchell, RN
Reine F. Six, RN
Linda Marshall, RN

Mexico, MO
Hannibal, MO
Kirksville, MO
Jefferson City, MO
St. Louis, MO
Waynesville, MO
Nevada, MO
Cape Girardeau, MO

Consultant

Pat Winberg, RN

Kansas City, MO

Board Members

Patricia Alft, RN, Chair
Barbara Keay, RN

St. Joseph, MO
Bismarck, MO

Board Staff Members

Vada E. Arrowood, RN, Nursing Education Coordinator
Carol Hartigan Tharp, RN, Associate Executive Director
Liane Kuhn-Pierson, Secretary to Education Coordinator

Eldon, MO
Jefferson City, MO
Jamestown, MO

Board Attorney

Sara Rittman, Assistant Attorney General

Jefferson City, MO

BOARD DECISIONS - OCTOBER 10 -12, 1989 PROFESSIONAL AND PRACTICAL SCHOOLS

Kennett AVTS Practical Nursing Program, Kennett, Missouri

Request: Approval of five-year survey report
Decision: Approved with recommendations and/or suggestions

Poplar Bluff Practical Nursing Program, Poplar Bluff, Missouri

Request: Approval of five-year survey report
Decision: Approved with recommendations and/or suggestions

Hannibal AVTS Practical Nursing Program, Hannibal, Missouri

Request: Approval of five-year survey report
Decision: Approved with recommendations and/or suggestions

Kansas City Board of Education Practical Nursing Program, Kansas City, Missouri

Request: Approval of interim survey report on relocation of practical nursing program
Decision: Approved

Park College - Sikeston Campus, Sikeston, Missouri

Request: Approval of interim survey report
Decision: Approved with recommendations and/or suggestions

Mingo Job Corps Center Practical Nursing Program, Puxico, Missouri

Request: Approval of interim school survey report
Decision: Approved report and requested that the materials be returned to Mingo Job Corps Center and they be directed that if they wish to pursue a Practical Nursing Program, they must then submit the required proposal and registration fee.

Platte County AVTS Practical Nursing Program, Platte City, Missouri

Request: Approval of the interim school survey report
Decision: Approve interim school survey report

Lutheran Medical Center School of Nursing, St. Louis, Missouri

Request: Acceptance of their response to the delineation of Microbiology as a discrete course in curriculum
Decision: Accept response as to how microbiology concepts are integrated into nursing courses. It is suggested that if Laboratory contact is not included, that it be added

Lutheran Medical Center School of Nursing, St. Louis, Missouri

Request: Approval of their request to utilize St. Louis Regional Medical Center, Hawthorn Children's Psychiatric Hospital and Incarnate Word Hospital as additional clinical facilities.
Decision: Approved

PROFESSIONAL AND PRACTICAL SCHOOLS CONTINUED

Northeast Missouri State University BSN Program, Kirksville, Missouri

Request: Approval of response to their five-year accreditation survey report

Decision: Approved with recommendation and/or suggestions

Missouri Western State College BSN Program, St. Joseph, Missouri

Request: Approval for utilization of Tiffany Square Convalescent Center as an additional clinical facility

Decision: Approved with continued approval contingent upon satisfactory site survey

Jewish Hospital School of Nursing, St. Louis, Missouri

Request: Approval of utilization of Annie Malone Children's Home, Missouri School for the Blind, Litzsinger School and Family Care Center of Carondelet as additional clinical facilities

Decision: Approved contingent upon receipt of a copy of their cooperative agreement contract

Rolla AVTS Practical Nursing Program, Rolla, Missouri

Request: Approval to waive clinical experience requirements for Cindy Spurgeon as a faculty member

Decision: Approved. Board suggests review of her progress as an instructor after one (1) year of service. Program to submit copy of report prepared for Department of Elementary and Secondary Education

Southeast Missouri State University, Cape Girardeau, Missouri

Request: Approval of the appointment of Bobbi Whitnel as faculty member

Decision: Approved

Culver-Stockton College and Blessing-Rieman College of Nursing, Canton, Missouri

Request: Approval to utilize Lewis County Health Department as an additional clinical facility

Decision: Approved

Mexico Public School's Practical Nursing Program, Mexico, Missouri

Request: Approval of one-time request for increased student enrollment by five (5) students

Decision: Approved. Board expects appropriate faculty be employed to maintain an acceptable faculty/student clinical ratio

St. Louis University School of Nursing, St. Louis, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

PROFESSIONAL AND PRACTICAL SCHOOLS CONTINUED

North Central Missouri College ADN Program, Trenton, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved conditioned upon evidence of progress toward reduction of hours to be reported annually.

State Fair Community College ADN Program, Sedalia, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

Moberly Area Junior College's Practical Nursing Program, Moberly, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

Cape Girardeau AVTS Practical Nursing Program, Cape Girardeau, Missouri

Request: Approval of their response to the five-year accreditation survey report

Decision: Approved and suggests Vada Arrowood and Patt Alft work out details of a consultation with the Coordinator of the Program

Kirksville AVTS Practical Nursing Program, Kirksville, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

Moberly Area Junior College's ADN Program, Moberly, Missouri

Request: Approval of their response to their five-year accreditation survey report.

Decision: Approved and requests receipt of report of summary of evaluation of clinical rotations in one (1) year

St. Luke's Hospital School of Nursing, Kansas City, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved and Board requests clarification of cumulative GPA required to continue in their program

Deaconess College of Nursing Diploma Program, St. Louis, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

PROFESSIONAL AND PRACTICAL SCHOOLS CONTINUED

Penn Valley Community College, Kansas City, Missouri

Request: Approval of their request to utilize Humana Hospital as an additional clinical facility
Decision: Approved

Platte County AVTS Practical Nursing Program, Platte City, Missouri

Request: Approval of their request to utilize Platte City Care Center and Ark of Angels Child Care and Educenter as additional clinical facilities
Decision: Approved with continued approval contingent upon satisfactory surveys

Joplin Practical Nursing Program, Joplin, Missouri

Request: Approval of their request to utilize Joplin Health Care Center as an additional clinical facility.
Decision: Approved

St. John's School of Nursing, Springfield, Missouri

Request: Approval of their request to utilize Kitchen Clinic as an additional clinical facility
Decision: Approved with continued approval contingent upon satisfactory survey

Moberly Area Junior College ADN Program, Moberly, Missouri

Request: Approval of their request to waive faculty education requirements for Kathy Dubbert for this year
Decision: Approved

Moberly Area Junior College ADN Program, Moberly, Missouri

Request: Approval of their request concerning waiving the clinical experience requirement for faculty appointee
Decision: Approved request to waive clinical experience requirement and allow them to hire Mary E. Rollins for this year

Deaconess College of Nursing BSN Program, St. Louis, Missouri

Request: Approval of proposed curriculum changes
Decision: Approved and Board request that course numbers on the curriculum plan be compared to course descriptions for clarification of whether a course has been deleted, renumbered or moved from one level to another

Jewish Hospital School of Nursing, St. Louis, Missouri

Request: Approval of their response to their five-year accreditation survey report
Decision: Approved response except for #5; request clarification on response that information will be deleted, instead of just reviewed

PROFESSIONAL AND PRACTICAL SCHOOLS CONTINUED

Three Rivers Community College ADN Program, Poplar Bluff, Missouri

Request: Approval of their five-year accreditation survey report

Decision: Approved with recommendations and/or suggestions

East Central College ADN Program, Union, Missouri

Request: Approval of request to utilize Metropolitan Medical Center - West and Franklin County Health Service as additional clinical facilities

Decision: Approved

Lutheran Medical Center School of Nursing, St. Louis, Missouri

Request: Approval of five-year accreditation survey report

Decision: Approved with recommendations and/or suggestions

St. Louis Board of Education Practical Nursing Program, St. Louis, Missouri

Request: Approval of five-year accreditation survey report

Decision: Approved with recommendations and/or suggestions

Nichols Career Center Practical Nursing Program, Jefferson City, Missouri

Request: Approval of their five-year accreditation survey report

Decision: Approved with recommendations and/or suggestions

Sikeston Practical Nursing Program, Sikeston, Missouri

Request: Approval of their response to their five-year accreditation survey report

Decision: Approved

St. John's School of Nursing, Springfield, Missouri

Request: Approval for Increased Student Enrollment

Decision: Approved increase of the student enrollment to a total of 420 students for the school (no quotas for individual tracks)

Southwest Missouri State University, West Plains, Missouri

Request: Approval of request for emergency waiver of educational requirements

Decision: Approved, thus allowing them to hire Jane Streff for this semester only. Board expressed their concern that Ms. Streff was hired as faculty prior to receiving Board approval

COMING SOON.....

The staff of the Missouri State Board of Nursing is presently making arrangements for an Educator's Meeting/Seminar to be held on Friday, February 23, 1990. At this time, the plans have not been finalized. So, mark your calendar and watch your mailbox for future information regarding that meeting! Important information can be learned at that meeting about CAT (Computer Adaptive Testing)!!!!

BOARD DECISIONS - OCTOBER 10 - 12, 1989

Interim Survey Visits:

Decision: Board recommends that the Education Coordinator not conduct an on-site interim visit, but that schools will be required to complete a self-study evaluation. Concerns/issue resolutions from the initial visit, identification of problems and implementation and overview of meeting Minimum Standards requirements are the types of information to be addressed in these self-study evaluations

Full Accreditation Survey Visits

Decision: Board recommends to continue conducting on-site visits for full accreditation status

Request for Additional Clinical Facility Forms

Decision: Board recommends that requests for additional clinical facilities which do not contain all information and/or attachments, be returned to the school of nursing for completion. The Board also recommends that the requirement of a rotation schedule be deleted from the request form

1990 DATES TO REMEMBER

BOARD MEETING DATES

JANUARY 8-12, 1989
APRIL 2-6, 1989
JUNE 18-22, 1989
OCTOBER 1-5, 1989

AGENDA DEADLINES

DECEMBER 18, 1989
MARCH 12, 1990
MAY 25, 1989
SEPTEMBER 10, 1989

<u>EXAMINATION DATE(S)</u>	<u>TYPE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
FEBRUARY 6-7, 1990	RN	DECEMBER 12, 1989	DECEMBER 22, 1989
APRIL 18, 1990	LPN	FEBRUARY 21, 1990	MARCH 2, 1990
JULY 11-12, 1990	RN	MAY 16, 1990	MAY 26, 1990
OCTOBER 16, 1990	LPN	AUGUST 21, 1990	AUGUST 31, 1990

BOOKS OF CURRENT RNs AND LPNs

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing a copy of one of these books must send a letter of request to:

Missouri State Board of Nursing
P.O. Box 656
Jefferson City, Missouri 65102

The cost will be approximately \$22.50 for Registered Nurses and \$15.00 for Licensed Practical Nurses (cost subject to change). Send no money with letters of request; you will be billed at a later date.

DIRECTIONS TO BOARD MEETINGS

East of the State via I-70

Exit at Kingdom City-Highway 54 West-State Capitol Exit.
Proceed on Highway 54 (you will cross the Missouri River Bridge).
Exit at the Highway 50 East Exit.
Proceed east on Highway 50 to the Broadway Street Exit and turn left.
* (See below)

West of the State via I-70

Exit at the Highway 63 South-Jefferson City Exit (in Columbia).
Proceed south on Highway 63.
Exit at the Highway 54 West Exit (will cross the Missouri River Bridge).
Exit at the Highway 50 East Exit.
Proceed east on Highway 50 to the Broadway Street Exit and turn left.
* (See below)

West of the State via Highway 50

Proceed east on Highway 50 to the Broadway Street Exit.
Turn right at the stop light onto Broadway.
* (See below)

East of the State via Highway 50

Proceed west on Highway 50 to the Broadway Street Exit.
Turn right at the stop light onto Broadway.
* (See below)

* NOTE

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets. The Truman Building is on your left. The meeting is being held in Room 400. There is an Information Desk at each entrance, please ask for directions to Room 400.

Parking is very limited. Please allow additional time to search for parking. There are several parking lots and some on-street parking, but during business hours, they are usually occupied.

PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
SUSAN BARKER	RN108415
OBIE BUCK, JR.	PN031675
CHARLES FLOWERS	RN045212
JANE FRYE	RN085384
MARTHA JONES	RN070400
LINDA MATTLI LOGAN	RN081553
RUSSELL NOLIE	RN072865
MARTHA SOOTER	RN064567

NOTICE OF INVALID LICENSES

As of November 28, 1989 the following individuals hold a 1989/90 nursing license which is not valid; these individuals are not eligible to practice nursing in the state of Missouri.

<u>NAME</u>	<u>NUMBER</u>	<u>FEE TYPE</u>	<u>AMOUNT</u>	<u>NOTICES SENT</u>
Bratton, Norma	RN108936	Renewal	\$16.00	05/22/89 08/01/89
Cernak, Katherine	RN065445	Renewal	\$16.00	06/22/89 08/01/89
Conley, Betty	RN090272	Renewal	\$16.00	05/31/89 08/01/89
Lacy, Leslie	RN045155	Renewal	\$16.00	05/31/89 08/01/89
McGougall, Marilyn	PN039435	Renewal	\$16.00	06/16/89 08/01/89
Rowe, Henrietta	PN039547	Renewal	\$16.00	05/31/89 08/01/89
Tolin, Karen	RN099182	Renewal	\$16.00	06/22/89 08/01/89
Wilson, Dawn	PN035846	Renewal	\$16.00	06/22/89 08/01/89

LPN/IV THERAPY COURSE DECISIONS OCTOBER 10 - 12, 1989

St. Luke's Hospital, St. Louis, Missouri

Request: Approval of proposal to initiate an LPN/IV Therapy Course

Decision: Approved

Citizen's Memorial Hospital, Bolivar, Missouri

Request: Approval of proposed changes in their LPN/IV Therapy Course

Decision: Approve the request to add a condition that students must display a 70% score on the mathematics section of the course. The Board also stated, establishing a passing percentage to the pretest indicates they wish to utilize the pretest as a screening device for admission, as well as, a diagnostic tool. The Board does not establish criteria for admissions, only that a diagnostic pretest be administered

Jefferson Memorial Hospital, Crystal City, Missouri

Request: Approval of evaluation of recent changes in their LPN/IV Therapy Course

Decision: Accept evaluation and grant continued approval

Kennett Area Vocational-Technical School, Kennett, Missouri

Request: Approval of proposal to initiate an LPN/IV Therapy Course

Decision: Approved

Home Health Depot, Kansas City, Missouri

Request: Approval of proposal to initiate an LPN/IV Therapy Course

Decision: Approved

Lexington R-V School District, Lexington, Missouri

Request: Approval of proposal to initiate an LPN/IV Therapy Course

Decision: Approved

OCTOBER 10 - 12, 1989 DISCIPLINARY HEARINGS

PNO40275: ORDER DATED 11/30/89. REVOKED.

Licensee violated terms of Consent Agreement by not submitting required documentation.

RNO98666: DECISION: CONTINUE MISSOURI PROBATION AND BE MONITORED BY THE INDIANA STATE BOARD OF NURSING.

Licensee violated terms of Consent Agreement issued September 22, 1988 by not providing required documentation in a timely manner.

PNO37905: ORDER DATED OCTOBER 20, 1989. REVOKED.

While employed as an LPN at a Kansas City, Kansas hospital, licensee signed out morphine but did not chart administration of morphine. Licensee diverted the morphine for personal use. Licensee on other occasions diverted Demerol for unauthorized use. Licensee entered a plea of guilty for theft under \$150.00. Kansas LPN license was revoked for drug misappropriation.

RNO56625: ORDER DATED OCTOBER 20, 1989. REVOKED.

In 1987, licensee admitted to the Connecticut Board of Nursing that during 1982, occasionally used Darvon while on duty and diverted to self prescription blanks which were used to obtain Darvon by misrepresentation. Connecticut Board of Nursing placed Connecticut license on probation.

PNO09993: ORDER DATED NOVEMBER 8, 1989. REVOKED, REVOCATION STAYED, PROBATION FOR THREE (3) YEARS UNTIL NOVEMBER 8, 1992.

Licensee plead guilty to one (1) count of "conspiracy, punishable upon conviction under Section 558.011 RSMo... with the purpose of promoting and facilitating the offense of neglect of a resident...". The court suspended imposition of sentence and placed licensee on probation for two (2) years.

PNO18751: ORDER DATED OCTOBER 20, 1989. REVOKED.

Licensee was terminated from employment as an LPN as a result of unsatisfactory work habits and reporting to work and working under the influence of alcohol.

OTHER DISCIPLINARY ACTION TAKEN BY THE BOARD

RN103755: CONSENT AGREEMENT DATED SEPTEMBER 22, 1989. REVOKED, REVOCATION STAYED, SUSPENSION FOR THREE (3) YEARS UNTIL SEPTEMBER 22, 1992, IMMEDIATELY FOLLOWED BY FIVE (5) YEARS PROBATION UNTIL SEPTEMBER 22, 1997.

Licensee was terminated from a RN position for poor job performance in October, 1987. Licensee was reprimanded in September, 1988 for lack of professionalism, alleged misappropriation of controlled substances, incomplete written orders and orders written in charts of wrong patients. Licensee was terminated in October, 1988 for poor performance. While working as an RN at the home of a terminally ill patient, the licensee self administered Valium, Dilaudid and Versed, which required hospitalization. The licensee was terminated April, 1989 for falsifying information on a job application.

PN035635: CONSENT AGREEMENT DATED SEPTEMBER 13, 1989. REVOKED.

Licensee pled guilty to a Class C Felony of Abuse of a Child and was sentenced to five (5) years in the Missouri State Department of Corrections and Human Resources.

RN042224: CONSENT AGREEMENT DATED NOVEMBER 20, 1989. REVOKED, REVOCATION STAYED, PROBATION FOR TWO (2) YEARS UNTIL NOVEMBER 20, 1991.

Licensee pled guilty to four (4) counts of obtaining the controlled substance Didrex by altering a prescription and presenting it to a pharmacy.

RN112864: CONSENT AGREEMENT DATED NOVEMBER 8, 1989. PROBATION FOR TWO (2) YEARS UNTIL NOVEMBER 8, 1991.

Licensee misappropriated Morphine and Valium from the supplies of the hospital employer for personal use.

RN089685: CONSENT AGREEMENT DATED NOVEMBER 16, 1989. REVOKED, REVOCATION STAYED, PROBATION FOR TWO (2) YEARS UNTIL NOVEMBER 16, 1991.

While employed as an R.N., the licensee committed ten (10) documentation errors regarding controlled substances.

RN113249: CONSENT AGREEMENT DATED AUGUST 28, 1989. PROBATION FOR THREE (3) YEARS UNTIL AUGUST 28, 1992.

Licensee indicated a history of chemical dependency on the licensure examination application. Licensee gave a history of recreational drug use and a conviction of Driving While Intoxicated.

EMPLOYER ALERT

THE FOLLOWING INDIVIDUALS HAVE NEVER HELD A MISSOURI NURSING LICENSE:

JAMES MERKLEY

MARY ANN HUDSON

LOIS HODSON

TRACEY L. TRUMAN STEIN

ROSIE MAE HARRIS IRONS

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE MISSOURI STATE BOARD OF NURSING

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Allen, Alicia	LPN	040275	Revoked	11/30/89
Aschbacher, James	RN	074628	Suspended	06/23/86 to 12/23/86
			Probation	12/23/86 to 12/23/89
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnes, Willow	RN	070118	Probation	08/12/87 to 08/12/89
Barnhurst, Katherine	LPN	037886	Lapsed	File Flagged
Bartee, Kathleen K.	RN	088610	Probation	11/06/87 to 11/06/91
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Borroum, Alice Brown	LPN	009993	Probation	11/08/89 to 11/08/92
Bower, Evelyn	LPN	028227	Probation	04/05/88 to 04/05/90
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Brainer, Janice	RN	111990	Probation	03/09/89 to 03/09/91
Bratcher, Carolyn Brink	LPN	024561	Probation	02/09/88 to 02/09/90
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Brown, Janice	RN	061847	Probation	08/22/88 to 08/22/90
Buckner, Linda	RN	068342	Revoked	10/14/88
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
Carrier, Velma Ruth	LPN	035635	Revoked	09/13/89
Carter, Geraldene	LPN	025574	Suspended	02/23/89 to 02/23/90
			Probation	02/23/90 to 02/23/92
Christeson, Katherine	LPN	035675	Revoked	07/19/89
Clark, Kimberly (Smith)	RN	079372	Revoked	07/19/89
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Clay, Anna	LPN	018751	Revoked	10/20/89
Cloud, Michael	LPN	035746	Probation	12/16/88 to 12/16/90
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Crane, Rebecca Baxter	RN	101965	Probation	03/21/88 to 03/21/91
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Crider, Rebecca	LPN	041314	Revoked	04/13/89
Cyprian, Glenda	RN	088436	Suspended	08/22/88 to 02/22/89
			Probation	02/22/89 to 02/22/91
Daniels, Becky	RN	089193	Probation	01/28/88 to 01/28/90
Dechant, Julie	RN	097261	Probation	07/28/89 to 07/28/94
Deren, Tonia Sue	LPN	037134	Probation	12/14/88 to 12/14/90
DeWitt, Linda	RN	078948	Probation	01/28/87 to 01/28/90
Deyoe, Tari Ann	RN	112802	Probation	01/25/89 to 01/25/91
Dignan, Nancy	RN	100851	Revoked	01/30/89
Dowdell, Donna	RN	098666	Revoked	
Doyebi, Sherry	RN	109506	Probation	05/06/89 to 05/16/91

SUMMARY OF DISCIPLINARY ACTION CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Drury, Charlene J. Brackett	RN	105112	Suspended	11/06/86 to 05/06/87
			Probation	05/06/87 to 05/06/92
Dunlap, Robert Lee	LPN	036549	Probation	03/23/89 to 03/23/91
Eldridge, Raymond	RN	079239	Probation	08/22/88 to 08/22/90
Elliott, Robert H	RN	103754	Probation	05/19/89 to 05/19/92
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Essary, Susan	LPN	022633	Probation	04/20/87 to 04/20/90
Evans, Deborah	RN	113249	Probation	08/28/89 to 08/28/92
Fanning, James	RN	112864	Probation	11/08/89 to 11/08/91
Farley, Mary Kathleen	RN	112887	Probation	08/25/89 to 08/25/91
Farrow, Michelle	RN	085540	Voluntary Surrender	09/13/88
Fetters, James	RN	101269	Suspended	07/27/88 to 07/27/89
			Probation	07/27/89 to 07/27/91
Fiedler, Loretta Ann	RN	034969	Probation	02/05/88 to 02/05/90
Fiscus, Mary Catherine	RN	087624	Probation	01/20/88 to 01/20/91
Flavin, Rachael	RN	100614	Probation	03/23/89 to 03/23/91
Floyd, Carolyn	RN	084340	Revoked	04/13/89
Forest, Robert G.	LPN	035176	Probation	02/05/88 to 02/05/90
Foster, Patti J.	LPN	032577	Revoked	07/21/89
Foulon, Thomas, Jr.	RN	069674	Probation	09/08/87 to 09/08/90
Fox, Beverly Ellerbrook	LPN	039413	Revoked	12/05/88
Fronick, Karen	RN	062553	Probation	10/30/87 to 10/30/90
Funk, Sherry	RN	093729	Probation	08/03/87 to 08/03/90
Gaffney, Tina	RN	084712	Suspended	09/22/87 to 09/22/88
			Probation	09/22/88 to 09/22/91
Gajewski, Ronald A.	RN	071505	Probation	02/05/88 to 02/05/91
Gawles, Robert	RN	101324	Probation	04/27/88 to 04/27/90
Ghys, Barbara	RN	092759	Probation	12/05/88 to 12/05/90
Gray, Stuart	RN	111006	Probation	08/24/88 to 08/24/90
Haggard, Donald	LPN	02405	Revoked	01/23/89
Hodgson, Mary Ruth	RN	081533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Hodson, Lois	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Hoffelt, Donald	RN	088650	Voluntary Surrender	05/03/89
Hoffman, Sandra	LPN	032816	Probation	08/22/88 to 08/22/90
Holland, Gwendolyn**	RN	095077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Houle, Patricia	RN	111657	Probation	12/07/88 to 12/07/90
Hudson, Mary Ann	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Huffman, Charles	RN	042981	Suspended	04/05/88 to 04/05/90
			Probation	04/05/90 to 04/05/93
Hunter, Maryan Al-Ghofoor*	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Hunter, Maryan Al-Ghofoor: Also known as - Smith, Maryan

**Holland, Gwendolyn: Also known as - Gwendolyn Holland-Williams

SUMMARY OF DISCIPLINARY ACTION CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Irons, Rosie Mae Harris	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Isaacs, Kelley	LPN	036243	Probation	02/01/89 to 02/01/91
Jessip, Roberta	LPN	029537	Suspended	02/05/88 to 02/05/89
			Probation	02/05/89 to 02/05/91
Jones, Judith Ann	LPN	039321	Probation	03/23/89 to 03/23/91
Kuehn, Mabel	RN	059286	Revoked	04/13/89
Kumm, Bryan	RN	095976	Probation	01/28/88 to 01/28/90
Kuenker, Lisa	RN	064126	Suspended	07/18/88 to 07/18/89
			Probation	07/18/89 to 07/18/91
Land, Rhonda	LPN	016012	Suspended	07/25/89 to 01/25/90
			Probation	01/25/90 to 01/25/92
Lay, Alice	LPN	026858	Suspended	08/23/87 to 02/23/88
			Probation	02/23/88 to 02/23/91
Leas, Jennifer Rittman	RN	069657	Probation	04/10/86 to 04/10/90
Lewenczuk, Marie	LPN	041342	Probation	12/30/88 to 12/30/90
Long, April	RN	058896	Probation	07/22/87 to 07/22/90
Lukefahr, Karen	RN	079612	Probation	02/10/89 to 02/10/90
McClain, Nadene Helton	LPN	026753	Suspended	08/25/86 to 08/25/89
			Probation	08/25/89 to 08/25/92
McCleary, Augustine M.	LPN	028572	Suspended	02/03/89 to 11/03/89
			Probation	11/03/89 to 11/03/92
McCroskey, Jack	RN	063334	Probation	02/22/89 to 02/22/91
McDaniel, Kerri Bernice	RN	112950	Probation	08/25/89 to 08/25/91
McIntosh, Faith	LPN	033421	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Marti, Gloria Sue	LPN	011916	Suspended	02/09/88 to (*see below)
Mayfield, Jennie	RN	109935	Probation	08/22/88 to 08/22/90
Mealey, Kathryn	RN	109586	Probation	07/28/89 to 07/28/91
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Merkley, James	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Messic-Shadwell, Rosemary	RN	079895	Probation	12/05/88 to 12/05/90
Miller, Carol Ann	LPN	030405	Probation	04/16/87 to 04/16/90
Miller, Gregory	RN	066844	Revoked	10/13/88
Mitchell, Lavonda	LPN	032588	Revoked	01/30/89
Moix, Margie Dean	RN	043034	Voluntary Surrender	11/02/88
Morrow, William Jr.	RN	099683	Probation	06/08/88 to 06/08/90
Morton, Sandra	RN	086593	Probation	02/10/88 to 02/10/90
Murdick, Janet	RN	096358	Probation	07/27/89 to 07/17/91
Murphy, Howard	RN	067285	Probation	01/12/88 to 01/12/91

*Until notification is received indicating license has been cleared in:
Marti, Gloria Sue . . . Florida

SUMMARY OF DISCIPLINARY ACTION CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Notheis, Rose	RN	044744	Suspended	01/04/89 to 01/04/90
			Probation	01/04/90 to 01/04/93
Novinger, Patsy	RN	099815	and	
	LPN	016967	Probation	04/25/88 to 04/25/90
Orine, Margaret	RN	060586	Probation	03/23/89 to 03/23/91
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Paradise, Maria	RN	103244	Revoked	04/13/89
Parker, Penny	RN	048257	Probation	01/12/88 to 01/12/91
Perry, Andrew D	RN	108892	Suspended	08/08/89 to 02/08/90
			Probation	02/08/90 to 02/08/92
Pozywio, Sandra Lynn	RN	112596	Probation	05/18/89 to 05/18/91
Preston, Laura	LPN	035190	Suspended	04/20/89 to 04/20/90
			Probation	04/20/90 to 04/20/92
Priefer, Domalee Misemer	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Respress, Renee	RN	094740	Suspended	02/22/89 to 08/22/89
			Probation	08/22/89 to 08/22/91
Reynaud, Janet	RN	076580	Probation	02/17/89 to 02/17/90
Reynolds, Linda	RN	067157	Probation	06/09/88 to 06/09/90
Rhoads, Luella Fay	RN	091257	Probation	02/09/88 to 02/09/91
Rice-Swilling, Remeal	RN	070203	Probation	12/05/88 to 12/05/90
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Rippey, Louise	RN	094421	Suspended	04/21/86 to 04/21/87
			Probation	04/21/87 to 04/21/90
Rodewald, Martha	RN	106176	Probation	12/07/88 to 12/07/90
Roelling, Sharon	RN	098019	Probation	02/17/89 to 02/17/90
Rothenheber, Mary Rose	LPN	019806	Probation	03/14/88 to 03/14/90
Rudd, Mary	LPN	037905	Revoked	10/20/89
Salas, Cynthia	LPN	031085	Probation	11/19/86 to 11/19/90
Sassi, Barbara	RN	092423	Revoked	05/01/89
Schuster, Thomas	RN	081284	Probation	09/11/87 to 09/11/90
Schwartz, Janice	RN	065512	Probation	02/23/89 to 02/23/91
Scroggins, John Perry	RN	091101	Suspended	01/28/88 to 01/28/91
			Probation	01/28/91 to 01/28/96
Searcy, Dick	RN	067578	Revoked	10/14/88
Semple, Deborah Ochoa	RN	078157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Shaffer, Kathleen	RN	081063	Suspended	04/19/89 to 10/19/89
			Probation	10/19/89 to 10/19/91
Shanahan, Mary	RN	095104	Probation	08/21/87 to 08/21/89
Sharp, Marcelay	RN	098336	Suspended	10/05/87 to 04/05/88
			Probation	04/05/88 to 08/13/90
Shaw, Juanita G	LPN	028227	Probation	12/05/88 to 12/05/89
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Until notification is received indicating license has been cleared in:

Rigby, Joan. Iowa

SUMMARY OF DISCIPLINARY ACTION CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Siler, Donna M	LPN	032481	Suspended	08/08/89 to 02/08/90
			Probation	02/08/90 to 02/08/92
Smith, Maryan**	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Michael	LPN	031266	Probation	05/27/88 to 05/27/92
Spera, Kevin	RN	091153	Probation	02/09/88 to 02/09/91
Steadman, Wanda	RN	108873	Revoked	07/19/89
Steckel, Shari	RN	067804	Suspended	11/02/88
Stein, Tracey L. Truman	N/A	N/A	Not licensed	XXXXXXXXXXXXXXXXXXXX
Stough, Barbara	RN	096449	Probation	05/13/87 to 05/13/90
Sturgis, Margaret	LPN	039198	Probation	08/10/89 to 08/10/91
Sullivan, Linda	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Swiderski, Kathryn	RN	073398	Probation	06/15/88 to 06/15/90
Thomas, Margaret	RN	103755	Suspended	09/22/89 to 09/22/92
			Probation	09/22/92 to 09/22/97
Thurman, Vera	RN	031037	Voluntary Surrender of License	
Tiller, Lillie	RN	034770	Revoked	07/21/89
Topping, Mary Ann	RN	068533	Suspended	04/16/87 to 01/01/88
			Probation	01/01/88 to 04/16/91
Townzen, Bruce	RN	094940	Probation	12/14/88 to 12/14/90
Trankler, Glenda	RN	089685	Probation	11/16/89 to 11/16/91
Trichell, Elizabeth	RN	097990	Suspended	01/28/87 to *(see below)
Tucker, Sheila	RN	103778	Probation	01/12/88 to 01/12/90
Tweedie, Carolyn Tidmus	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Tye, Jennifer	RN	089127	Suspended	08/31/87 to 11/01/87
			Probation	11/01/87 to 08/31/91
Tyler, Alice D	LPN	028117	Suspended	03/23/89 to 03/23/90
			Probation	03/23/90 to 03/23/92
Urban, Anna Marie	RN	098700	Revoked	07/20/89
Utlaut, Sonja	RN	091251	Probation	12/05/88 to 12/05/90
Vanderent, Lori	LPN	037161	Suspended	12/20/88 to 12/20/90
			Probation	12/20/90 to 12/20/92
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Wagoner, Deborah Dee	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Walden, James Adair	RN	92291	Probation	01/13/89 to 01/13/92
Warmboldt, Deborah	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

**Smith, Maryan: Also known as - Hunter, Maryan Al-Ghofoor

*Until notification is received indicating license has been cleared in:

Trichell, Elizabeth . . . Oklahoma

TASK FORCE UPDATES

The Advanced Practice Task Force met on September 18, 1989 at the Harry S Truman State Office Building. The Task Force continues to study the feasibility of regulating advanced practice. Discussion centers around definitions and specialty nursing groups. The next meeting of the Advanced Practice Task Force is scheduled for 10:30 a.m. on Wednesday, December 13, 1989 in Room 850 of the Harry S Truman State Office Building.

The Professional Minimum Standards Task Force held a working meeting on November 29, 1989 at the Truman State Office Building, Jefferson City, Missouri. The Task Force continues the revisions of the Professional Minimum Standards. Stay tuned to future Newsletters for more information.

SUMMARY OF DISCIPLINARY ACTION CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Warren, Josephine	LPN	035933	Probation	03/04/88 to 03/04/90
Warrington, Susan	RN	054346	Revoked	10/14/88
Welch, Karen	RN	092069	Suspended	01/26/88 to 07/26/88
			Probation	07/26/88 to 07/26/91
Williams, Dorothy	RN	083745	Revoked	10/14/88
Williams, Gwendolyn**				
Wolf, Kathleen Lane	RN	056625	Revoked	10/20/89
WomeIduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Woods, Judy	RN	092715	Probation	11/08/88 to 11/08/90
Woodson, Beverly	RN	052230	Probation	11/02/88 to 11/02/90
Yocum, Paulette Lampkins	LPN	014956	Probation	05/28/89 to 05/28/91
Young, Suzanne	LPN	024328	Probation	12/16/88 *(see below)
Zacha, Kimberly Neighbors	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Suzanne Young, LPN 024328 Until completion of probation with the Department of Corrections.

**Williams, Gwendolyn: Also known as Gwendolyn Holland-Williams.

NOMINATIONS FOR THE BIAS SENSITIVITY REVIEW PANEL

Over the last two years, the Examination Committee has reviewed research performed by the test service to study a statistical index of potential item bias. As an outgrowth of this research, the National Council will be convening a bias sensitivity review panel in April, 1990.

The Examination Committee will finalize its role and the panel's role in the comprehensive bias review process at its October meeting. In the meantime, the Committee needs your help in recruiting members of the panel.

The Committee seeks nurses from variable ethnic groups with transcultural/multilingual backgrounds. Non-nurses with linguistics or transcultural training are also eligible to serve. The panel will meet four times a year at CTB in Monterey, California, to review each NCLEX examination. We are asking that the panel members make an initial commitment to serve for two years.

Copies of the enclosed criteria may be reproduced and distributed with an appropriate cover letter to potential members. Interested persons should send a copy of their curriculum vitae with a letter describing how they meet the criteria and how they would contribute to the process. THESE SHOULD BE SENT DIRECTLY TO THE NATIONAL COUNCIL BY JANUARY 29, 1990.

If you have any questions about this process, please feel free to contact National Council at 312-787-6555 or the Missouri State Board of Nursing at 314-751-2334.

CRITERIA FOR BIAS SENSITIVITY REVIEW PANEL

Individual Criteria

- (1) Ethnic/cultural background - Members should be assimilated into American culture, but retain ties to their original culture. White, Black, Hispanic, Other Asian, and Asian Indians should be represented on the panel.
- (2) Ability to communicate judgments and opinions and have good interpersonal relations skills.
- (3) Be able to empathize with persons of various socio-economic status and be sensitive to class and lifestyle differences.

General Panel Criteria

- (1) The Panel will consist of seven members.
- (2) The Panel will have a diverse ethnic/cultural background
 - a. Mandatory - Black (1), Hispanic (1), Other Asian (1), Asian Indian (1)
 - b. Strong Preference - Native American (1), White (1).
- (3) Linguistic expertise - at least one generic linguist.
- (4) Multi-language background - the majority of the panel should have this type of background.
- (5) Nursing Expertise - the panel should contain a minimum of two nurses and two non-nurses.
- (6) Panel members must make a commitment for serving a minimum of two years.

AN OPPORTUNITY AS AN NCLEX PANELIST

<p>The Board is seeking well-qualified nurses to contribute to the development of national RN/PN licensing examination.</p> <p>The Board is updating the pool of eligible candidates from which nominees to the National Council of State Boards of nursing may be selected. Qualified nurses from a variety of educational and clinical settings are being sought to apply for nomination as an item writer (IW) or content expert (CE). Qualified applicants are submitted by the Board and are reviewed by National Council and ranked according to the criteria established by the Item Writer Section Committee and/or the Content Expert Committee. Travel, meals and hotel expenses incurred by appointed IW and CE are reimbursed by the test service according to its policies.</p>	<p style="text-align: center;">Qualifications Item Writers</p> <p>A nominee must:</p> <ol style="list-style-type: none"> 1. Be currently licensed in Missouri and have a Master's degree with a major in nursing for the NCLEX-RN. Be currently licensed in Missouri and be either a Licensed Practical Nurse or Registered Professional Nurse for the NCLEX-PN. 2. Be currently employed in clinical nursing practice, or be responsible for teaching students in the clinical area. 3. Have knowledge of the current scope and practice of nursing including entry level practice. 	<ol style="list-style-type: none"> 4. Provide written documentation from at least one immediate supervisor supporting the nominee's expertise in the specified practice area. 5. Be recommended by the Missouri State Board of Nursing. 6. Successfully complete the writing skills test offered by the test service. 7. Be able to be present for an entire week at a place and time designated by the test service.
<p style="text-align: center;">Content Expert Qualifications</p> <ol style="list-style-type: none"> 1. Be currently licensed as a registered nurse in Missouri for the NCLEX-RN examination and be either a Licensed Practical Nurse or Registered Professional Nurse for the NCLEX-PN. 2. Be employed in clinical nursing practice with the majority of time spent in direct patient care. 	<ol style="list-style-type: none"> 3. Be currently responsible for first-line supervision or for working with nurses who have entered nursing practice during the past twelve months. 4. Provide written documentation from one immediate supervisor supporting their expertise in the specified practice area and the nominee's responsibilities for working with/supervising entry-level nurses. 	<ol style="list-style-type: none"> 5. Be recommended by the Missouri Board of Nursing. 6. Be able to be present for an entire week at a place and time designated by the test service.

If you are interested, please complete the form below and a biography will be mailed to you.

REQUEST MUST BE RECEIVED IN BOARD OF NURSING OFFICE BY DECEMBER 26, 1989.

REQUEST FORM

NAME _____

ADDRESS _____

PHONE NUMBER () _____

Please indicate if you want an application form for:

- _____ Item Writer
- _____ Content Expert
- _____ Both of the Above

Mail to: MISSOURI STATE BOARD OF NURSING
P.O. Box 656
Jefferson City, MO 65102

Missouri State Board of Nursing
Post Office Box 656
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