

Summer 1990

NEWSLETTER



Missouri

State

Board of

Nursing

Post Office Box 656
3524A North Ten Mile Drive
Jefferson City, MO 65102
(314) 751-0681

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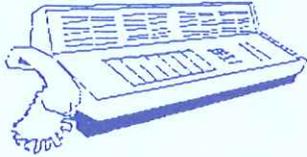
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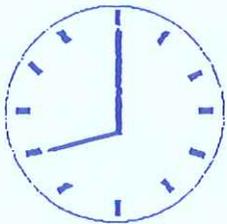
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Missouri State Board of Nursing

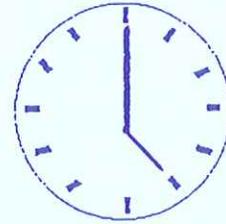


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Office Hours



Monday - Friday

8:00 a.m. - 5:00 p.m.

PHILOSOPHY FROM FLO

FLORENCE STILLMAN, R.N., M.S.N.
EXECUTIVE DIRECTOR

The 80's have been characterized by some as years of quiet growth in geriatrics and geriatric nursing. It is true, the end of that decade has shown dramatic increases in the numbers of people requiring skilled care yet the early years of the decade were such that steady, quiet growth is how the 80's will be remembered. Growth has occurred because many are unable and incapable of giving the kind of care in the home that is required for the safety, security and rehabilitation of their loved ones; hospitals will no longer be reimbursed by medicare for continuous care and hospital time is in fact quite limited for many. The result has been a "Big Bang" in long term care, not solely caused by increasing needs for care of the elderly but also due to increasing needs for care for many others once previously cared for in hospitals.

There was a time when the words "Nursing Home" brought to mind visions of people who were cared for by others outside their families who showed no concern for comfort or welfare. There were visions of mistreatment, malnourishment, lack of adequate care and certainly there was no TLC. Times have changed! Nursing Homes have changed! Along with the increased need for care which incorporates nursing skills once needed only in the hospital goes a significant increase in numbers of people expecting to live long, happy and useful lives. Although the health of the elderly in general has improved greatly there are still many elderly who, merely because of their dramatic increase in numbers, require long term care of the sort that they and their families are unable to give. There are now mushrooming everywhere new modern facilities and Long Term Care is a booming industry dedicated to the care, comfort and security of many.

To accompany these changes in the Health Care industry must go changes in nursing and nursing care. Where nursing care for the elderly once was considered to be merely custodial, it has now become highly skilled responses to varied needs. Studies in Gerontology designed to help us better understand those needs and how best to respond are being conducted with a great deal of regularity and frequency. Nursing practice has begun to respond to those identified needs, as has nursing education with the result being better care for all and even greater expectations for the future.

Florence Nightingale once wrote in her book Notes on Nursing that nursing is a non-curative role and that as nurses "we must put the patient in the best condition for nature to act upon him". That was written years before Gerontology and Long Term Care became buzz words in nursing circles. Florence Nightingale approached the problems of health care with a perspective unique to those times. That unique approach, although not so unique today is nevertheless refreshing and useful. How better to approach the elderly and all others requiring long term care than to focus on making them comfortable and happy.

Florence Nightingale believed that the symptoms and sufferings thought to be inevitable in the disease process were related more to the lack of light, fresh air, warmth and cleanliness than to the disease process itself. Some diseases and conditions may require a greater time for healing, if they are to be cured at all. Not all diseases can be cured; not all conditions can be reversed and the longer one lives the more likely it is that will be proven. The best nursing approach to the infirmities which accompany the

PHILOSOPHY FROM FLO, CONTINUED

process of aging or to long term health care situations is to follow Florence Nightingale's beliefs and provide comfort and ease so that nature with the assistance of the physician can intervene if cure is possible.

Modern nursing however goes far beyond what Florence Nightingale taught, in that she addressed only creature comforts in recommending light, fresh air, warmth and cleanliness. It is true, they are exceedingly important but every practicing nurse also knows that the psyche or the inner-self, if ignored, can produce a real detriment to the process of healing. The nurses responsibility to patients goes far beyond physical care. The older adult may have problems with role loss and lack of reference groups. They may have received vague and inappropriate information regarding the aging process which may cause problems with maintaining identity. Certainly it becomes a progressively greater problem as each year passes for the elderly, infirm and ill to maintain autonomy and independence. Modern Nursing recognizes those needs and incorporates them into a plan of care that considers both the physical and emotional aspects of an individual. One aspect requires as much emphasis as the other.

TLC is an expression common among nurses which denotes the kind of attitude necessary to give required all-encompassing care. Nursing education attempts to teach "tender loving care" but falls short because it is far too difficult to teach an attitude. True caring and concern are probably present in an individual long before, and at times, in spite of education. Education and experience nurture and feed that caring attitude until it grows into the kind of individual who wants to care for others. TLC is not new and has been around as long as there have been nurses. All nurses appear to possess an inordinate amount of caring concern for others, unique among them, however, are those who work in Long Term Care. It requires a special person to fill the special needs of that area.

We are in the midst of a nursing shortage once again and as in the past can find no quick, easy solutions to a deep seated problem. You can help by encouraging all who possess the unique caring qualities required to consider one of the most satisfying professions, that of nursing. After all, considering that we all are growing older every day, you may be merely helping yourself.

* This article is a reprint from the Hannibal Courier-Post on May 19, 1990.

NEW BOARD APPOINTMENTS

Two Board member appointments have been made by Governor Ashcroft and confirmed by the Senate:

Cheryl Prim, R.N., Term expires - 06/01/93

Cheryl is a graduate of St. Mary's School of Nursing in Quincy, Illinois. She is presently the Director of Nursing at St. Charles Clinic in St. Charles, Missouri. Cheryl has been with St. Charles Clinic for 24 years and has held the positions of Director of Nursing, Associate Director of Nursing and has held positions in Pediatrics, Allergy and ENT Departments.

Evelyn Talton, L.P.N., Term expires 06/01/93

Evelyn is a graduate of Columbia School of Practical Nursing in Columbia, Missouri. She is presently employed at Boone Hospital Center in Columbia, Missouri. Evelyn has 28 years experience as an L.P.N and has worked the various hospital settings of Medical-Surgical, Orthopedic and Gynecology.

We are very happy to have Cheryl and Evelyn joining us and would like to

"Welcome Them Aboard".

The terms of Joyce Neaves and Shael Lawson expired effective 06/01/89.

INCREASE IN NCLEX FEE

Effective October 1990, the National Council examination fee will be raised from \$35.00 to \$40.00 for RN's and LPN's. The August, 1989 Delegate Assembly approved the increase in fee due to the rising cost of preparing the exam.

The Board exam fee, which covers examination and initial licensure will remain at \$15.00 for RN's and \$10.00 for LPN's. The Missouri State Board of Nursing still remains to be the lowest fee required for exam administration in the country.

COMMENTS FROM CAROL

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

JUST THE FAX, MA'AM. . . It seems like the current most common six little words in the English language today are, "Can I fax it to you?" In response to requests from nurses, applicants and employers, at the June, 1989 Board meeting, the members of the Board accepted a policy for the limited use of facsimile documents in licensure and education situations. We have piloted the use of the fax in licensure and have found it to be mostly satisfactory. At this time, we would like to publish this policy here in the Newsletter so that more people can benefit from its use. There are a few important things to remember:

- * So far, we do not have a way to fax fees. Most people use Western Union to transmit their fees, but this can be expensive. In some cases, it would be cheaper for the nurse to use Federal Express or some other type of overnight delivery service.
- * The Board of Nursing does not have statutory authority to make decisions concerning how fees and documents will be received for annual renewal of licenses; as pointed out in this column in the last Newsletter, the Division of Professional Registration makes those decisions. They do not desire to use fax machines for renewals.
- * The Board of Nursing has access to a fax machine, but it is located in the Division offices across the street. Because all licensure Boards are required to use the same machine, sometimes we experience a little delay. Please be patient with us.
- * We will be faxing verification of telephone authorization to begin work to employers who use this system for new hires. Those of you we have worked with before will notice this new addition to our policy.

If you have any questions about the following policy, please do not hesitate to contact our office.

POLICY FOR ACCEPTANCE OF FACSIMILE DOCUMENTS

1. No license to practice nursing in Missouri will be issued and no final licensure decision will be made based on a facsimile document.
2. No license, temporary permit, graduate temporary permit, letter of verification or other authorization to practice nursing in Missouri will be issued in facsimile form, with the exception of a letter verifying telephone authorization to begin employment.
3. Any document submitted by fax will be considered to be a true copy

COMMENTS FROM CAROL, CONTINUED

of an unaltered document.

4. Any document submitted by fax must also be submitted in its original or photocopied form as required by statute or rule.
5. The Board and/or its staff reserves the right to require an original or photocopied document to be submitted in the usual manner rather than accepting a facsimile document.
6. A licensure application or an annual accreditation report will be considered to be incomplete until a facsimile document is replaced by the required original or photocopied document.
7. After comparison of the facsimile document with the document submitted, the facsimile document will be destroyed except in cases of suspected forgery, alteration, or other misrepresentation of fact.
8. No annual renewal of licensure may be accomplished by fax.
9. The Board may fax copies of the automated renewal verification form to employers which subscribe to this service if requested. The original copy will be forwarded in the next day's mail.
10. Requests for Board meeting agenda items and supplemental data for consideration by the Board will be accepted by fax.
11. An applicant for licensure by interstate endorsement who submits to the office of the Missouri State Board of Nursing by fax:
 - a. a completed, accurate and notarized application executed on Board forms which meets the Board criteria for approval, and
 - b. a copy of a current nursing license from another state, and who has submitted the appropriate interstate licensure fee by Western Union or other electronic means may be approved for a Temporary Permit and considered eligible to begin nursing employment in Missouri.

The Board staff will telephone the prospective employer to verify that the nurse may begin employment. A letter confirming the fact that telephone permission was given will be sent by fax to the employer, or in the next day's mail if the employer does not have access to a fax machine.

When the original documents are received and evaluated in the Missouri State Board of Nursing office, if approved, a Temporary Permit will be issued. The beginning date on the Temporary Permit will be the date that telephone authorization to begin work was given by Board staff.

12. Authorization to work as a new graduate nurse when the employer requires a Graduate Temporary Permit may be given when the graduate

COMMENTS FROM CAROL, CONTINUED

submits to the office of the Missouri State Board of Nursing:

- a. by fax or in original form a completed, accurate and notarized application executed on Board forms which meets the Board criteria for approval, and
- b. by fax or in original form a completed Permission For Out of State Graduates to Practice executed by the State Board of Nursing for the state in which the examination will be written, and
- c. by mail, Western Union or other electronic means the appropriate fee for licensure by interstate endorsement, and these documents meet the Board criteria for approval.

The Board staff will telephone the prospective employer to verify that the Graduate Temporary Permit was approved. A letter confirming the fact that telephone verification of the issuance of the Graduate Temporary Permit was given will be sent by fax to the employer or in the next day's mail if the employer does not have access to a fax machine.

When the original documents are received and evaluated in the Missouri State Board of Nursing office, if approved, a Graduate Temporary Permit will be issued. The beginning date on the Graduate Temporary Permit will be the date that telephone verification of the issuance of the Graduate Temporary Permit was given.

13. A graduate nurse who has written the examination in another state and has received results may fax to the Board of Nursing office a copy of the passing exam results and the letter or notice which authorizes the graduate to practice in a licensed capacity in the state where she/he wrote the exam. Illinois graduates may fax results, the letter from Continental Testing Service, and Affidavit of Intention to Secure Illinois Licensure. Upon receipt and evaluation of these documents, telephone authorization to practice nursing may be given by Missouri State Board of Nursing staff for those applicants who meet all Board criteria.

The Board staff will telephone the employer to verify that the nurse may continue employment. A letter confirming the fact that telephone permission to continue employment was given will be sent by fax to the employer or in the next day's mail if the employer does not have access to a fax machine.

When the originals of these documents have been received and evaluated, if all criteria are met, a Temporary Permit will be issued with the beginning date being that date on which the facsimile documents were received and evaluated and telephone verification was given.

14. When an applicant for licensure by interstate endorsement has been working illegally before a Temporary Permit was issued, the Board

COMMENTS FROM CAROL, CONTINUED

may accept the required notarized statements from the applicant and the employer by fax. If the statements are approved, assuming that all other criteria for issuing a Temporary Permit are met, the Board staff may give telephone authorization for the applicant to return to work.

A letter confirming the fact that telephone authorization to return to work was given will be sent to the employer by fax, or in the next day's mail if the employer does not have access to a fax machine.

When the original statements and other required documents are received and evaluated in the Missouri State Board of Nursing office, if approved, a Temporary Permit will be issued. The beginning date on the Temporary Permit will be the date that telephone authorization to resume work was given by the Board staff.

15. Facsimile transcripts will be accepted only in the situation of a foreign-educated nurse who has been licensed by examination in another state and is applying for licensure by interstate endorsement. If all criteria are met, a Temporary Permit may be issued. The original of the transcript will be required before a license can be issued.
16. Facsimile endorsement forms from other State Boards of Nursing will be accepted only in the situation of an applicant who is requesting a Temporary Permit and who does not hold a current license in another state. The original of the endorsement form will be required before a license can be issued.
17. A school of nursing may submit facsimile documents requested by Board representatives at the time of a school accreditation visit if they wish the Board to consider additional or clarifying information and are unable to meet the Board agenda deadline by regular mail.

1990 DATES TO REMEMBER

BOARD MEETING DATES

JANUARY 8-12, 1990
APRIL 2-6, 1990
JUNE 18-22, 1990
OCTOBER 1-5, 1990

AGENDA DEADLINES

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

<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 RN'S AND LPN'S

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.

EDUCATIONAL VIDEOS

There are now two educational videos available from the Board of Nursing. "The Chemically Impaired Nurse" and "Computer Adaptive Testing - CAT" may be obtained by contacting the following library systems:

Thomas Jefferson Library System
214 Adams
Jefferson City, MO
314-634-2464

&

Government Services
Missouri State Library System
2002 Missouri Blvd.
Jefferson City, MO 65101
314-751-3615

These tapes will be available in late June. If you have any questions regarding these tapes please call 314-751-0681 for the "CAT" video and 314-751-0070 for information on "The Chemically Impaired Nurse" video.

WITHDRAWAL OF DEFINITION

By the authority vested in the Missouri State Board of Nursing under Chapter 335, RSMo (1986), the Board withdraws the following Proposed Amendment:

4 CSR 200-5.010 Definition is withdrawn

A Notice of Proposed Rulemaking containing the text of the Proposed Amendment was published in the Missouri Register on March 16, 1990 (15 MoReg 415,416).

Several comments were received and, after due consideration, the Board of Nursing withdraws its Proposed Amendment on the Definition of Advanced Practice.

The intention of the proposed amendment was to regulate titling for Advanced Practitioners. The Task Force for Advanced Practice will be holding another meeting to reconsider the issue. A survey of regulation of Advanced Practice in other states is being made by the staff and all collected information will be reviewed at that meeting.

For further information please contact Florence Stillman at 314-751-1416.

VISIT WITH VADA

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

As I ponder the type and the numbers of complaints the Board is receiving from students/ex-students with regards to their nursing education or against a particular instructor, I try to find threads of commonalities that will provide insight into what is happening. I cannot accept that these types of complaints have been going on since "forever" and leave it at that. I feel certain that all of you have searched for explanations for similar situations. The most recent National League for Nursing conferences have included speakers who addressed the issues of adult students; their profiles, learning styles and expectations. This article is a synopsis of two presentations from the NLN Conferences.

The first presentation "Teaching Styles Versus Learning Styles" is presented by Elizabeth Clarke, MSN, RN, Assistant Vice President, Methodist Hospital School Nursing, Memphis, Tennessee. Her presentation contrasts the nursing student of today to the nursing student of twenty years ago.

TEACHING STYLES VERSUS LEARNING STYLES

Each time I attend a session similar to this one, it occurs to me that surely I have heard this all before, however, someone is always there to say it a little different or in a more meaningful way. This continues to be true with Elizabeth Clarke's presentation. One area that really seems to be giving nurse educators concerns, is the difference in today's learner and the learners of the past years. Clarke explains the profile of today's adult learner from a developmental perspective;

difference in value programming
changing economic conditions
multiplicity of life
experience

This in itself is not terribly enlightening, but she describes the learner further in developmental levels and follows those levels with the adult learning process;

Differentiation; the adult learner looks for similar concepts through their experiences. They scan their data banks for something familiar.

Integration; they either integrate the information into existing data banks or create new ones. New information may go into short-term memory if a new file is not created.

Generalization; the new information is now processed, generalized and applied. The new information becomes knowledge.

The adult learner profile impacts the learning process by;

VISIT WITH VADA, CONTINUED

Age; the older student becomes more reluctant to develop new data banks

Developmental Level; the older student can go from an Independent Learner to a dependent learner when the information becomes totally unfamiliar. This should help educators understand how difficult the first few courses may be for the older student.

The entire session provides insight into some of the most often expressed concerns regarding the nursing students of today. The speaker concludes with an overview of what the Adult Learner's expectations are;

of teachers;

- empathy
- empathetic teaching
- enthusiasm
- clarity
- competence

of organization;

- set limits and expectations
- direction of learning - not control
- provide options
- structure, but not devoid of independent activity

of learning options which;

- promote flexibility
- provide some learner control
- promote success

the preferred learning approaches;

- experience - clinical
- discussion
- participation
- discovery

Clarke describes what our approaches to nurse education are and could be:

The Banking Concept

- teacher makes deposits
- one-way communication
- teacher makes decisions

VISIT WITH VADA, CONTINUED

The Freeing Concept

dialogue - shared power
discovery both in the classroom and clinical (its O.K. to make mistakes)

with dialogue and discover, we promote;

relatedness, contextual thinking
diversity
moral development
process and outcomes

I do not believe I have ever heard anyone provide a more realistic perspective of the principles of adult education which we know to be true. The Banking Concept does still survive in some nursing education programs, but adult students are speaking out against it more and more by challenging the system. The Board is seeing this expression in complaints of students regarding their programs.

The second presentation "Clinical Teaching: A Shared Adventure" is presented by Dr. Venner Farley, Associate Dean/Director, Health Professional, Golden West College. Dr. Farley's address is prefaced with there is a need to "reconceptualize the clinical area wherein the art of "coaching" will become part of every teacher's repertoire".

This session alone was worth the entire conference! Dr. Farley has the ability to make us laugh at ourselves, while discussing issues that are emotionally loaded. Dr. Farley stated there are three types of nursing education programs;

1. custodian; just there
2. manipulator; uses values of system to continue own priorities
3. transformer; believe they will make a difference.

She agrees with the other presenters of this conference, that the power relationships in nursing education must be changed. She adds that nursing students' greatest need is self esteem and their greatest lack is personal and professional power.

The myths in nursing education include:

1. values; students value what teachers value for the same reasons
2. role models; there are a lot of good role models
3. punishment; heritage of punishment is dead

VISIT WITH VADA, CONTINUED

The realities of nursing education include:

1. "F-word"; feminism. A full fledged member of the human race
2. powerlessness; corrupts and is contagious
3. empowerment; leads to self actualization
4. touching; physically, spiritually, emotionally, will bring students to self-actualization
5. attitudes; is more important than aptitude

Dr. Farley contrasts the role of the clinical instructor in terms of "mentor or tormentor". The clinical teaching model should move from control-order-predict (COP) to acknowledge-create-empower (ACE).

An important concern is increasing self-esteem through increasing socialization of roles. Such roles include;

- student - teacher
- student - RN
- student - student
- student - physician

Reference is made toward bringing collegiality into nursing programs. Dr. Farley has conceived a Code 13. This code is called when there is a need for nurses to support nurses. Dr. Farley feels this could be student to student, student to instructor, nurse to nurse. She concludes her presentation with a quote from Geraldine Felton, "nursing education is not for the faint of heart", referring to the present relationships between students and faculty. She adds her own "pain is inevitable, but suffering is an option" to summarize that these relationships can be more human.

Hopefully these author's ideas will either reaffirm your own concepts or provide areas for possibility thinking.

EMPLOYER ALERT

When utilizing Licensed Practical Nurses in roles that include Intravenous Therapy, the Missouri nursing license must say, "IV APPROVED". If the license does not identify the nurse as being IV Approved, you may call the Board office for verification. IV Approval/certification in another state DOES NOT automatically approve the LPN in Missouri. The LPN must take their credentials to an approved Missouri program for evaluation with the possibility of challenge or further action coming from that program.

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 750. There is an Information Desk at each entrance, please ask for directions to Room 750.

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.

MESSAGE FROM MELINDA

MELINDA DOLAN SANDERS, R.N., M.S.N.
DISCIPLINE COORDINATOR
MISSOURI STATE BOARD OF NURSING

REENTRY FOR THE RECOVERING CHEMICALLY DEPENDENT NURSE

This is the fourth in a series of articles regarding chemically dependent nurses. The previous issues have focused on identification of the chemically dependent nurse, performing an intervention, and treatment options available. This issue will focus on the recovering nurse's reentry into the work place.

There probably is not an experienced director of nursing nor a nursing supervisor that has not faced the situation where an outstanding nurse is found to be chemically dependent. Most nurse executives have had experience with chemically dependent professionals who have moved from job to job because their peers failed to intervene, possibly for fear of having to report this nurse to the Board of Nursing. The irony of this situation is the Board of Nursing encourages the employer to intervene to prevent reporting of the recovering nurse to the Board. The Mandatory Reporting Rule, promulgated in response to the Tort Reform Law, stated if the employer is willing to perform an intervention and monitor the recovering nurse's treatment and recovery program via a employment contract, the nurse DOES NOT have to be reported to the Board of Nursing for possible discipline.

Terminating chemically dependent nurses without providing intervention, treatment, and monitoring options is costly to the nurse involved, the employer, and the profession. According to LaGodna and Hedrix (1989), the cost to the employer for early counseling by the nursing supervisor, an institutional investigation, termination, reporting to and participating in proceedings of the Board of Nursing, conducting conferences with the remaining staff, and hiring a replacement totals \$17,867.00. The cost to the chemically dependent nurse for lost income, court proceedings totals \$31,953.00. The professional regulatory agency's cost for investigation and hearing of this termination is estimated at \$4,300.00.

The total estimated cost per nurse is \$54,120.00 (LaGodna and Hedrix, 1989). Of this figure, 59% of the cost is borne by the nurse, 33% by the employer, and 8% by the professional regulatory agency. These figures demonstrate the value of retaining nurses whose practice has been compromised by chemical dependency, avoiding the cost of turnover and loss of experienced practitioners.

Returning to employment in nursing is usually the primary goal of a chemically dependent nurse's intervention and treatment. As the employer of a recovering nurse, you should begin planning for this nurse's return to work as soon as the nurse enters treatment. Initially, the employer should consider their facility's policy regarding professionals in recovery and your commitment to providing the best situation for the recovering nurse to work in. Conferences may be held with this nurse's peers to teach them about chemical dependency, its recovery, and allow them to express their feelings.

MESSAGE FROM MELINDA, CONTINUED

As the recovering nurse prepares for discharge from treatment, the employer may be asked to participate in a conference to discuss the treatment team's recommendations and develop an employment contract. Many programs will recommend the recovering nurse not have access to mood altering drugs for a minimum of 6 months to 1 year. Often times employers feel they can not continue to employ a nurse that can not have access to controlled drugs. However, the recovering nurse may develop a system where treatments and administering controlled drugs may be exchanged to make a more equal patient assignment. For example, the recovering nurse's peer will assume responsibility for administering any controlled drugs for recovering nurse's patient(s), and the recovering nurse will assume responsibility for treatment for the peer's patient(s). Other units may assign the charge nurse with the responsibility of administering controlled drugs to the recovering nurse's patients.

Not all recovering chemically dependent nurses are ready to return to the clinical area at the completion of treatment. Some nurses may be encouraged to assume other positions with less responsibility (i.e.: nurse aide, telemetry monitor, quality assurance, discharge planning, infectious disease, employee health, etc.) until additional recovery time is achieved. Once again, the benefit is retention of an experienced professional and providing support to the nurse.

Developing a Return-to-Work or employment contract should be done by the employer, but contain the treatment team's discharge recommendations for the recovering nurse. The contract should address the following issues:

1. Abstinence from all mood-altering chemicals.
2. Documentation received regularly confirming attendance and participation in Aftercare and/or outpatient counseling sessions.
3. Agreement to attend and participate in a specified number of 12-step meetings per week.
4. Compliance with any additional recommendations from the treatment team.
5. Agreement not to use any prescribed medications without approval of a designated primary physician who is aware of the recovering nurse's history and knowledgeable about chemical dependency.
6. Agreement to submit random urine or blood samples upon request of the employer.
7. Assign the recovering nurse to the day shift, avoiding shift rotation if at all possible.
8. The recovering nurse should work only on regularly assigned units, and should not be used for coverage on other units where he/she and their history may not be known, e.g., "PRN" or "floating".
9. Whenever possible, assign the recovering nurse to a unit with little or no drug availability. However, if this is not possible, utilize the "buddy system", with recovering nurse giving additional nursing care in exchange for administration of mood altering drugs.
10. Avoid high stress areas such as ICU, ER, Labor and Delivery for 6 to 12 months. Some exceptions may be considered, i.e., returning to an area where the recovering nurse is already known and accepted,

MESSAGE FROM MELINDA, CONTINUED

- and/or are the primary areas of the nurse's expertise.
11. Inform the recovering nurse that failure to comply with the contract terms will result in reporting of the nurse to the Missouri State Board of Nursing.
 12. Inform the recovering nurse of the consequences of his/her resignation from the facility.

Agreement to the Return-to-Work contract sets up an open communication for the employer, counselor, and recovering nurse. The contract allows each participant to know ahead of time their responsibilities, and what the consequences of non-compliance are.

Intervening and monitoring a recovering chemically dependent nurse provides a cost savings to the employer, allows the facility to keep an experienced nurse on staff, and provides support and encouragement to the nurse throughout the recovery process.

If you have questions about any of this material, or if you or your group would be interested in a presentation on chemical dependency in nursing, please contact Melinda Dolan Sanders at 314-751-0070.

REFERENCES

1. Crosby, L. and Bissell, L. (1989). To Care Enough. Minneapolis: Johnson Institute.
2. Haack, M. and Hughes, T. (1989). Addiction in the Nursing Profession. New York: Springer Publishing Company.
3. LaGodna, G. and Hedrix, M. (1989). Impaired Nurses: A Cost Analysis. Journal of Nursing Administration, 19, 13-18.
4. Sullivan, E., Bissell, L. and Williams, E. (1988). Chemical Dependence in Nursing. Menlo Park: Addison-Wesley Publishing.

PROBATION COMPLETED

NAME LICENSE NUMBER

RN'S

Drury, Charlene	105112
Fiedler, Loretta Ann Penny	034969
Fiscus, Mary Catherine	087624
Leas, Jennifer Rittman	069657
Murphy, Howard	067285
Novinger, Patsy	099815
Rippey, Louise	094421

LPN'S

Bower, Evelyn	014280
Essary, Susan	022633
Glear, Alice Lay	026858
Henson, Carol Ann Miller	030405
Novinger, Patsy	016967

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

DISCIPLINARY HEARINGS
APRIL 4, 1990

- PN014956 - Order dated May 25, 1990, Revoked.
Licensee violated terms of previous discipline.
- PN028117 - Order dated May 25, 1990, Revoked.
Licensee violated terms of previous discipline.
- PN035746 - Order dated May 25, 1990, Revoked.
Licensee violated terms of previous discipline.
- RN103755 - Order dated May 25, 1990, No Action, Continue discipline as set
on September 22, 1989.
Licensee violated terms of discipline set by Board on September
22, 1989.
- RN106176 - Order dated May 25, 1990, No Action, Continue discipline as set
on December 7, 1988.
Licensee violated terms of probation set by Board on December 7,
1988.

CORRECTION

Park College received Continuing Accreditation Status without Recommendations
from the Missouri State Board of Nursing at the January, 1990 Board Meeting.

OTHER DISCIPLINARY ACTION
TAKEN BY THE BOARD

PN042712 - Consent Agreement dated May 23, 1990, Probation for two (2) years until May 23, 1992.

Licensee previously held a Missouri L.P.N. license which was revoked on May 13, 1985 due to failure to comply with a disciplinary order. Licensee indicated a history of chemical dependency on the application and successfully wrote the NCLEX-PN examination in April, 1990.

RN053525 - Consent Agreement dated June 4, 1990, Revoked, Stayed, Suspended for one year until June 4, 1991 then Probation for two years until June 4, 1993.

Licensee terminated for coming to work under the influence of alcohol. Licensee had been having problems with alcohol for the previous four years.

Due to the amount of uncollectable instruments this Board receives the following policy went into effect on December 11, 1989:

POLICY OF THE BOARD

According to RSMo, 620.140 the Board of Nursing may charge a \$25.00 penalty fee in addition to the licensure fee to cover processing of uncollectable instruments. Uncollectables may be personal checks, money orders, and cashier's checks. If a licensee calls/writes our office to inform us of an uncollectable, and the certified letter notifying the licensee of the uncollectable has not been mailed to the licensee from this office, then the \$25.00 penalty fee can be waived.

After a telephone call to licensee from this office about the uncollectable and ten working days has lapsed, then the certified letter can be sent and the \$25.00 fee charged.

The Board does have statutory authority to suspend or revoke a license if the licensee fails to pay the required penalty fee.

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
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnhurst, Katherine	LPN	037886	Lapsed	File Flagged
Bartee, Kathleen K.	RN	088610	Revoked	02/13/90
Bell, Vivian	PN	042586	Probation	02/26/90 to 02/26/92
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Blossom, Mau	RN	062344	Probation	05/18/88 to 05/19/92
Boone, Nancy Diane Hatton	LPN	040408	Probation	02/26/90 to 02/26/92
Borroum, Alice Brown	LPN	009993	Probation	11/08/89 to 11/08/92
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Brainer, Janice	RN	111990	Probation	03/09/89 to 03/09/91
Bronbolich, 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
Buese, Marci	RN	092973	Probation	02/15/90 to 02/15/92
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
Carleton, Martha	RN	082672	Probation	01/16/90 to 01/16/92
Carrier, Velma Ruth	LPN	035635	Revoked	09/13/89
Carter, Geraldean	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
Clossick, Thomas	LPN	037953	Suspended	02/26/90 to 08/26/90
			Probation	08/26/90 to 08/26/92
Cloud, Michael	LPN	035746	Revoked	05/25/90
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Cooper, Arthur	RN	085035	Probation	02/27/90 to 02/27/91
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	Probation	01/23/90 to 01/23/92
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
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	Probation	09/02/88 to 09/02/91
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>
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	Revoked	01/18/90
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Evans, Deborah	RN	113249	Probation	08/28/89 to 08/28/92
Evans, Walter	RN	051045	Probation	01/19/90 to 01/19/92
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
Fletcher, Mary Mitchell Morris	LPN	015791	Probation	02/26/90 to 02/26/92
Flavin, Rachael	RN	100614	Probation	03/23/89 to 03/23/91
Floyd, Carolyn	RN	084340	Revoked	04/13/89
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	02/05/90 to 08/05/91
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
Gaulding, Marilyn	RN	053525	Suspended	06/04/90 to 06/04/91
			Probation	06/04/91 to 06/04/93
Gawlas, Robert	RN	101324	Voluntary Surrender	03/22/90
Ghys, Barbara	RN	092759	Probation	12/05/88 to 12/05/90
Gray, Stuart	RN	111006	Probation	08/24/88 to 08/24/90
Guinn, Jeanette	RN	091925	Revoked	03/22/90
Haggard, Donald	LPN	02405	Revoked	01/23/89
Henry, Janet	LPN	042712	Probation	05/23/90 to 05/23/92
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 (also Sandra Hoffman Schmoie)	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 (also Patricia Anderson)	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

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
Jackson, Sandra	RN	095394	Probation (see below)	**
Jessip, Roberta	LPN	029537	Revoked	01/18/90
Johnston, Deborah	LPN	029680	Probation	01/04/90 to 01/04/91
Jones, Judith Ann	LPN	039321	Probation	03/23/89 to 03/23/91
Kim, Marilyn	LPN	035115	Lapsed License	
Kirschmer, Gisela	LPN	014937	Probation	01/04/90 to 01/04/92
Kuehn, Mabel	RN	059286	Revoked	04/13/89
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
Lawrence, Diane	LPN	022713	Probation	02/07/90 to 02/07/93
Lewenczuk, Marie	LPN	041342	Probation	12/30/88 to 12/30/90
Long, April	RN	058896	Probation	07/22/87 to 07/22/90
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
McCormack, Julie	RN	113996	Probation	08/21/89 to 08/21/91
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, Elizabeth	RN	112949	Probation	08/21/89 to 08/21/91
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
Meredith, Judith Ann Duffy	LPN	028705	Revoked	03/13/90
Merkley, James	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Messic-Shadwell, Rosemary	RN	079895	Probation	12/05/88 to 12/05/90
Miller, Barbara	RN	056488	Probation	02/15/90 to 02/15/93
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	02/13/90 to 02/13/92
Murdick, Janet	RN	096358	Probation	07/27/89 to 07/17/91

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

** On Probation until Probation in Kansas is completed.

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
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	Voluntary Surrender	03/13/90
Pearre, Pam	RN	082718	Probation	09/22/89 to 09/22/91
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	03/22/90 to 03/22/93
Preston, Laura	LPN	035190	Inactive	02/14/90***
Priefer, Dornalee 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
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
Richardson, Danita	RN	097945	Inactive	(see below) **
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Rodewald, Martha	RN	106176	Probation	12/07/88 to 12/07/90
Roelling, Sharon	RN	098019	Probation	02/17/89 to 02/17/91
Rothenheber, Mary Rose	LPN	019806	Voluntary Surrender	12/21/89
Rudd, Mary	LPN	037905	Revoked	10/20/89
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
Seiple, Deborah Ochoa	RN	078157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Shaffer, Kathleen	RN	081063	Revoked	01/18/90
Sharp, Marcelay	RN	098336	Suspended	10/05/87 to 04/05/88
			Probation	04/05/88 to 08/13/90
Sheppard, Ann Marie	RN	104403	Revoked	02/21/90
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Shipp, Judith	RN	107069	Suspended	01/31/90 to 01/31/91
			Probation	01/31/91 to 01/31/94

*Until notification is received indicating license has been cleared in:
Rigby, Joan. Iowa

** License placed on Inactive status for two years, requires permission to reactivate, followed by two years probation.

*** Inactive until such time licensee presents evidence sufficient to demonstrate to the Board that the licensee can safely practice nursing.

SUMMARY OF DISCIPLINARY ACTION

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Sides, Lela	LPN	028433	Probation	01/08/90 to 01/08/92
Siler, Donna M	LPN	032481	Revoked	01/18/90
Smith, Maryan**	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Michael	LPN	031266	Probation	01/24/90 to 05/27/92
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	Suspended	01/24/90 to 07/24/90
			Probation	07/24/90 to 07/24/93
Sturgis, Margaret	LPN	039198	Probation	08/10/89 to 08/10/91
Sullivan, Linda	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Swartz, Marva	LPN	023671	Inactive until	02/26/92
Swiderski, Kathryn	RN	073398	Probation	06/15/88 to 06/15/90
Taylor, Clarissa	RN	060815	Revoked, Stayed	
			Probation	01/19/90 to 01/19/92
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	03/10/89
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	Revoked	01/18/90
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	Revoked	05/25/90
			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
WamboIdt, Deborah	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

SUMMARY OF DISCIPLINARY ACTION, CONTINUED

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
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 (see Holland, Gwendolyn)				
Wolf, Kathleen Lane	RN	056625	Revoked	10/20/89
Womelduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Wood, Judy	RN	092715	Probation	11/08/88 to 11/08/90
Woodson, Beverly	RN	052230	Probation	11/02/88 to 11/02/90
Wrombel, Carolyn	RN	042224	Probation	11/20/89 to 11/20/91
Yocum, Paulette Lampkins	LPN	014956	Revoked	05/25/90
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.

NOTICES OF INVALID LICENSES

As of June 6, 1990 the following individuals hold an invalid 1989-1990 nursing license; these individuals are not eligible to practice nursing in the State of Missouri.

<u>NAME</u>	<u>LICENSE #</u>
Cernak, Katherine	RN065445
Lacy, Leslie	RN045155
McGougall, Marilyn	PN039435
Rowe, Henrietta	PN039547
Tolin, Karen	RN099182
Wilson, Dawn	PN035846

Missouri State Board of Nursing
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