MISSOURI STATE BOARD OF NURSING NEWSLETTER

The Official Publication of the Missouri State Board of Nursing with a quarterly circulation of approximately 90,000 to all RNS and LPNs.

Volume 1 No. 2

MESSAGE FROM THE PRESIDENT

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

Three months goes very fast and it is again time to let you know we are still very active and alive. It was nice to hear from several of you that you enjoyed the newsletter and appreciate its content. As implied in the first issue, we would like for it to reflect an issue which you want to know more about as well as the daily activities of the board staff necessary to carry out the mandates of the regulatory laws. In order for the Newsletter to do the first, we must hear from you.

I have just returned from Columbus, Ohio where Catherine Thomas, Chris Taylor and I attended an Area III, National Council Meeting. The predominating issues were continued competency, mandated attendance parameters, disciplines and mutual recognition. None of these issues were considered simple and uncomplicated. To try to work out solutions that can be commended and then possibly endorsed by a majority of the boards, workshops, actual cases, pseudo-cases, and real persons were employed by representatives of the boards to offer challenges to finding answers. No, we didn't come up with definitive answers but by working through actual scenarios, the problems and questions which arise and the subsequent action on those can be a lot in helping to arrive at a universal acceptable method, i.e., evaluation of a staff person's competency, for instance. The staff at the National Council continues to work on these areas of concern as well as trying to look ahead to the challenges of the 21st Century.

Mutual recognition by member states continues to proceed in an orderly manner. In Missouri, we continue primarily in an informational mode, i.e., we will present to any group or individual requesting information on the topic of mutual recognition, its advantages and its possible drawbacks. The Board has voted to support the concept and it will again be presented as legislation for the 2000 Missouri State Legislature.

To the nurses out there on the work front, let us know your needs, your concerns and the state of the profession as you see it. If they fall within the mission of the Missouri State Board of Nursing, which is to ensure safe and effective nursing care in the interest of public protection, it is my pledge to assure you that we will give all due consideration to your notation.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Marcella K. Flessner, RN, MSN, MHCA, CNA
Executive Director

Mea Culpa

As Harry Truman said, "The buck stops here." As the Executive Director employed by the Missouri State Board of Nursing to manage the affairs of the Board office, I have the privilege of celebrating the accomplishments of the offices and explaining the errors made. The purpose of my article in this issue will be to apologize for errors or omissions made in the last issue of the Missouri State Board of Nursing (MSBN) Newsletter. Like any new endeavor with numerous participants and thousands of words, a small number of mistakes can be expected. I would like to be able to blame the computer, but as we all know, humans enter the data with their nimble fingers.

First, my sincere apology is extended to Dr. Elaine Frank-Nagin and the faculty of Central Missouri State University (CMSU). In Issue 1 of the MSBN Newsletter we listed the approved nursing education programs in Missouri, with their five-year pass rates. An error occurred in the preparation of the article, resulting in the omission of CMSU and their pass rates. In an effort to assure our guilt over the omission, board of MSBN has included additional information on CMSU in the Education Corner. Pass rates of the approved schools of nursing in Missouri will be published in the Newsletter on an annual basis.

Second, I would like to clarify the Disclaimer Clause that was placed on the second page of the last Newsletter. The clause gave the impression that the MSBN approves continuing education offerings listed in the Newsletter. The MSBN does not approve continuing education programs offered by providers in Missouri. The Missouri Nurses Association is accredited by the American Nurses Credentialing Center (ANCC) Commission on Accreditation as an approver of continuing education in nursing. The MSBN office can be contacted by calling 573-836-4025. The Disclaimer Clause has been revised and I apologize for any confusion the original disclaimer may have caused.

Third, our newsletter failed to include the certification credentials of one of our Board members, Arthur Baue, RN, CRNA, on the front page of our inaugural issue. Mr. Baue is the first nurse anesthetist to serve as a Board member. As healthcare becomes more complex, scope of practice issues become more complicated. Having two advanced practice nurses as Board members, assists the other Board members in decision making related to practice concerns and questions. Robin Vogt, MSN, RN, FNP-C is the other advanced practice nurse who is a Board member.

Finally, I want to thank the nurses who sent us compliments and thank you notes on the inaugural MSBN Newsletter. Regulars rarely receive compliments, therefore your kind words and e-mails were appreciated. I encourage nurses to continue to communicate with the MSBN office with questions or requests for topics for upcoming issues. The next Newsletter will be mailed in August 1999. At that time you will be updated on the legislation signed into law this year that will impact you as a licensed nurse in Missouri. In addition, we will start a series of articles on two topics of importance to the MSBN, Mutual Recognition and Competency among Licensed Nurses. Letters should be addressed to the attention at 3003 Missouri Boulevard, PO Box 656, Jefferson City, MO 65102. I hope to hear from many of you in the future.
Board Member Corner

Patricia R. Porterfield, RN, MSN of St. Charles, MO, was appointed to the Missouri State Board of Nursing on March 30, 1997 by Governor Mel Carnahan. On June 4, 1998 Mrs. Porterfield was elected Vice-President of the Board.

Mrs. Porterfield received a diploma from Sparks Memorial Hospital School of Nursing in Fort Smith, Arkansas, in 1967, a BSN from Southwest Missouri State University in Springfield, MO, in 1981 and an MSN from the University of Missouri-Columbia in 1984. Mrs. Porterfield is Dean of the Health and Wellness Division at St. Charles County Community College in St. Peters, MO. She is an Ed.D student at the University of Missouri-St. Louis. Mrs. Porterfield is married to Lyndol Porterfield and has 3 children. She lives in St. Charles, MO.

Mrs. Porterfield is a member of the following Board committees: Licensure, Education, and Executive Committees, and has participated in numerous site visits of Nursing Schools in Missouri.

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MISSION OF THE MISSOURI STATE BOARD OF NURSING
The Mission of the Missouri State Board of Nursing is to ensure safe and effective nursing care in the interest of public protection.

MISSOURI STATE BOARD OF NURSING’S 1999 BOARD MEETING DATES
The Board of Nursing will meet four times during 1999 and all meetings will be held in Room 400 of the Harry S. Truman State Office Building located in Jefferson City, Missouri.

June 3-4, 1999
September 16-17, 1999
December 8-9, 1999

All dates are subject to change. The agenda for each meeting can be seen at the Board of Nursing’s Website at the following address: http://www.scdocs.mot.gov/products/psbulletin/
Central Missouri State University

In the February-April 1999 edition of the Missouri State Board of Nursing newsletter Central Missouri State University was inadvertently left off the list of Missouri accredited baccalaureate degree nursing programs.

Central Missouri State University (CMSU) was granted full accreditation by the Missouri Board of Nursing in 1990. From the beginning, CMSU Nursing Department has offered students clinical experience in both urban and rural settings. It is the only baccalaureate degree nursing program in the area to provide students a variety of clinical experiences. Because of these diverse learning opportunities, the Department of Nursing has become known as the "University of Nursing" and "Hospital of the University." The five-year pass rate of CMSU is as follows:

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Are you frustrated RN looking for a prestigious career alternative that will take advantage of your nursing experience?

If you have 3 or more years of nursing experience and are interested in learning how to be a certified legal nurse consultant for law firms and insurance companies, our FREE course will get you started. Please do not hesitate to become a member of our free legal nurse consulting program. For details about the program, call Linda L. Mauro, RN, FNP, MSN, JD, the pioneer of legal nurse consulting and our own FREE GUARANTEED CONTINUING EDUCATION course:

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EDUCATION CORNER
(Continued from page 3)

The Missouri State Board of Nursing was first recognized as a state agency for the approval of nurse education programs in 1879. At that time, provisional certification was granted for one year. The Missouri State Board of Nursing was granted full recognition in 1915 and has been granted continued recognition periodically since that time.

The U.S. Department of Education determined the Missouri State Board of Nursing to be a satisfactory authority as to the quality of training offered by schools and programs granting diplomas, associate and baccalaureate degrees in nursing. This is for the purpose of enabling those schools to establish eligibility for financial assistance.

Nurse Educators Orientation

As reported in our last Newsletter, the Board provided nursing program administrators and faculty members at workshops. One workshop was held in September in Jefferson City. Missouri and three others were held in February in Columbia, St. Charles, and Warrensburg. The Board received positive feedback and valuable insights for future orientation sessions from the participants.

The Board would like to extend their warmest thanks to Rosemary Foster and staff at St. Louis School of Nursing, Patricia Fosterfield and staff at St. Charles Community College and Elaine Fazal and staff at Central Missouri State University for hosting the workshops. We could not have done it without their assistance.

Interactive Care Plan Creator Is Here

The Special Services Division is pleased to announce the release of Lippincott's Interactive Care Plan Creator. The Interactive Care Plan Creator was co-developed by the National Council of State Boards of Nursing, Special Services Division. This invaluable interactive learning tool allows students to build customized care plans using National Council's Nursing Informatics Retrieval System (NURS). NURS is the terminology used in National Council's Computerized Clinical Simulation Test (CSTB).

The Interactive Care Plan Creator features easy-to-use navigation buttons and a Help file to guide the user step by step in building a care plan that is based on specific client information. All input screens are presented in a logical sequence that leaves nothing to chance. Helpful student options allow for cutting, copying, and pasting within one care plan or between two or more. A View Plan Mode allows for comparison of several care plans. Additionally, students can view the number of nursing activities that match each IECLEX-NMP examination test plan submodule. Timeframe averages for nursing activities at the click of the mouse. Using secured passwords, faculty can enter grades and comments directly onto student care plan.

The Care Plan Creator is available for individual use at $49.95 in bookstores or call (800) 639-5900.

SHARE IN THE ALASKAN ADVENTURE—Providence Kodiak Island Medical Center has salary levels and benefits packages for our nursing staff that are competitive with those in Anchorage and major hospitals in the lower 48.

RELOCATION EXPENSES ALSO AVAILABLE.

We are looking for RNs; there is a specific need in the ER & Acute care units. PKIMC is a 25-bed, acute care facility/19-bed nursing home located on Kodiak Island, a distance of approximately 250 miles southwest of Anchorage in the Gulf of Alaska. Weather is temperate; scenery, breathtaking; economy, stable. Patient/staff ratio is excellent. Join our progressive, energetic team.

For more information, write:

Providence Kodiak Island Medical Center
1915 E. Rezanof Dr., Kodiak, AK 99615;
or: phone: (907) 485-3281, ext. 286 EO

BOARD MEETING HIGHLIGHTS
March 3-5, 1999 Meeting

Members of the Board of Nursing met in regular session at the Harry S. Truman State Office Building in Jefferson City, Missouri, March 3-5, 1999. Following is a brief summary of the highlights of that meeting:

LEGISLATION

Election was held with two certified registered nurse anesthetists regarding House Bill 353 (related to registered nurses deemed necessary for professional practice and to insurance coverage for services of registered nurse first assistants). The election was held with two certified registered nurse anesthetists regarding House Bill 353 and Senate Bill 297 (repeals section 105.070, RSMo Supp. 1998, relating to prescription authority, and to enact in lieu thereof two new sections relating to the same subject).

Election was held with representatives from the Missouri State Association of Licensed Practical Nurses regarding House Bill 474 (repeals sections 335.061 and 335.071, RSMo 1994, and 335.016, 335.046, 335.051, 335.060 and 335.091, RSMo Supp. 1998, and both versions of section 335.036 as they appear in RSMA Supp. 1998, relating to the regulation and licensing of nurses, and to enact in lieu thereof eight new sections relating to the same subject).

LICENSE REEDUCATION REPORT

During the period covering December 1998 to February 1999, 1,507 applications for licensure by examination were processed, 140 advanced practice nurse applications were processed, 214 RN (theory only) applications were received and 192 NLNEAPD reports were mailed to each program.

DISCIPLINARY VIOLATIONS HEARINGS
6 disciplinary hearings were held—5 RNs and 1 LPN.

2 violation hearings were held—1 RN and 1 LPN.
Licensure Corner

Lori Scheldt, AA, Licensure Supervisor

Missouri State Board of Nursing
Licensure Committee Members:
- Jon Davis, RNP, Chair
- Arthur Bautz, RN, BSN, CRNA
- Paul Lineberry, PhD
- Patricia Porterfield, RN, MSN
- Charlotte York, LPN

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

ATTENTION RNs

H ave you renewed your license?

By now you should have renewed your nursing license which expired on April 20, 1999. Renewed licenses are valid through April 2001.

If you have not renewed your license, it is now considered lapsed and you cannot practice nursing in the State of Missouri. You should immediately contact the Board of Nursing for renewal instructions. Our office is staffed Monday through Friday from 8:00 AM to 5:00 PM, excluding state holidays. You may reach our office by:
- Fax (573) 751-0745 or (573) 751-0075
- Phone (573) 751-0621
- e-mail at nursing@mail.state.mo.us

A NOTE TO NURSE EMPLOYERS

HAVE YOU VERIFIED RN LICENSES OF YOUR STAFF?

Ask to see the employee’s original current Missouri license. A duplicate license will look like a regular license but will have “DUPLICATE” printed below the license number. The name, address, and license status of all currently licensed nurses are public information. If you have any questions, please call the Board office to verify the employee’s status. Our office is staffed Monday through Friday from 8:00 AM to 5:00 PM, excluding state holidays. You may reach our office by:
- Fax (573) 751-0745 or (573) 751-0075
- Phone (573) 751-0621
- e-mail at nursing@mail.state.mo.us

RN Renewals

This is the first RN renewal cycle since the 2-year license period started. Board staff quickly identified one of the disadvantages of renewing licenses every 2 years. That disadvantage is over 5,000 renewal notices were returned to the Board office based on non-current addresses. Board staff has mailed 3,675 duplicate renewal notices and received 1,735 returned renewal notices. Licenses can be verified by calling the Licensure Section at (573) 751-0681 or faxing the request to (573) 751-0745.

Number of Phone Calls

The number of telephone calls taken by Board of Nursing staff decreased dramatically during the RN renewal cycle. The RN renewal cycle began on February 1, 1999 and ended on April 30, 1999. From the time period of February 1, 1999 to April 1, 1999, staff in the Board’s Licensure Section took 1,735 telephone calls. During this large volume of calls, you may have experienced a busy signal. Please remember that you may also contact the Board office via fax at (573) 751-0745 or e-mail at nursing@mail.state.mo.us. Please remember to have your license number or the License number of the nurse readily available when contacting the Board office.

Commonly Asked Licensure Questions

Where do I call to verify a Certified Nurse Assistant (CNA) or Certified Medical Technician (CMT)?

Contact the Division of Aging at (573) 751-3082. Where do I call to verify an Emergency Medical Technician (EMT)?

Contact the Bureau of Emergency Medical Services at (573) 751-6566.

What is the process for the Board to endorse my license to another state?

You must contact the state board of nursing where you want a license and request an application for licensure. Contact information for boards of nursing can be found on the Board of Nursing from the National Council of State Boards of Nursing’s website at www.ncsbn.org. At the time you apply for licensure in another state, that Board will give you a verification of licensure form that must be sent to us for our office to complete. Fill out your part of the form and send it to us. If we receive a form with a $5.00 check or money order, we will complete the remainder of the form and forward it to the state in which you are applying for a license.

NCLEX® Exam Eligibility

A candidate for the NCLEX-PN® examination must have completed and earned a degree from an accredited professional nursing program.

A candidate for the NCLEX-RN® examination must have completed and earned a degree from an accredited professional nursing program or completed one of the following comparable periods of training:

1) Graduation from an accredited professional nursing program and successful completion of a personal and vocational concepts course at an accredited practical nursing program

2) Graduation from a practical course Specialist Course (PCC)

Missouri statutes do not allow an applicant to challenge eligibility criteria. Therefore, unless you meet the above criteria, you are not eligible to take the licensure examination.

The Board’s rule defining requirements for a license can be found on the Board’s website at www.ecovad.state.mo.us/prnursing.

Update on Sylvan Technology Centers Located in Missouri

The Sylvan Technology Center located in Creve Court, Missouri ceased NCLEX® testing in early March. We are working to open a new site that we are located at City Place One, 1 Citi Drive #415, St. Louis, MO 63141. They may be reached at (314) 983-3927.

The last day of NCLEX® testing for the Sylvan Technology Center located in Gladstone, Missouri was April 1, 1999. Candidates in the Kansas City area may want to test at the new Sylvan Technology Center located at 7800 West 114th Street in Overland Park, Kansas.

Graduate Nurse Practice

The Rule

State Regulation 4 CSR 200-4.020 (3) reads: "A graduate of a nursing program may practice at a graduate nurse until he/she has received the results of the first licensure examination taken by the nurse until ninety (90) days after graduation, whichever first occurs."

Missouri does not issue a graduate temporary permit, however, if the individual qualifies he/she may practice as a graduate nurse under 4 CSR 200-4.020 (3).

The graduate must practice as close as possible to the time he/she receives the results of the licensure examination to the time he/she falls the exam or 90 days after graduation, whichever is first.

Perioperative RN Opportunities

Mayo Clinic and Hospitals are internationally known and respected institutions that have a Mayo, Mayo Clinic Hospital, and Mayo Clinic Hospital in Arizona. We are looking for a Perioperative Nurse who will provide surgical care to our patients and families. This position is in our Department of Surgery, our perioperative service.

Qualifications include:
- RN degree and current Missouri license
- ACLS Certification or willing to be certified
- 1 year critical care experience required
- At least 1 year experience in surgery
- BLS

Mayo Clinic and Hospitals
Mayo Clinic and Hospitals
3200 East Street, Rochester, MN 55906
Telephone: 507-285-3500
Fax: 507-285-3500
E-mail: perf@ mayo.edu
www.mayo.edu

Health Midwest
Attn: Human Resources Dept
110th E Meyer Blvd
Kansas City, MO 64112
Phone: 816-221-5645 or call 816-221-5645 FAX: 816-221-5645
POST OFFERED PHYSICAL
We recommend that you have the graduate sign an Authorization to Release Confidential Information form so we may provide you with periodic updates on the person's exam and licensure information. A sample authorization form is included with this article.

After the Examination

Graduates applying for an original license by exam in Missouri will be licensed automatically upon receipt of passing results provided all other requirements are met. When results are received, the successful candidate will be sent the results and a "pass ticket" authorizing the person to practice until the license is received. There is a thirty (30)-day grace period for graduates who have successfully passed the first available licensing examination in another state following graduation to obtain a temporary permit or license in Missouri after the graduate has received his/her results. Graduates applying for endorsement to Missouri should begin the Missouri licensure process immediately following graduation. As soon as the graduate receives passing results, the graduate should forward a copy of the results to our office so we can issue a temporary permit. A temporary permit cannot be issued until another state has issued the applicant the authority to practice in that state.

About Orientation

Orientation is considered to be employment. Any nurse in orientation must have either a valid Missouri temporary permit or current Missouri license. The only exception to this policy is if the nurse is requesting an exception as listed in Chapter 336.081 of the Missouri Nursing Practice Act or under State Regulation 4 CCR 209-4.020 [3].

Preparatory to professional practice, the nurse shall have the following skills. Each nurse shall have the skills as indicated below. These skills shall be considered minimum requirements for professional practice. The nurse shall be able to perform each of these skills with competence, safety, and efficiency.

- Ability to read, write, speak, and understand the English language.
- Ability to follow oral and written instructions.
- Ability to demonstrate basic math skills.
- Ability to demonstrate basic computer skills.
- Ability to establish and maintain effective interpersonal relationships with patients, families, and coworkers.
- Ability to demonstrate critical thinking skills.
- Ability to demonstrate effective problem-solving skills.
- Ability to demonstrate effective communication skills.
- Ability to demonstrate effective decision-making skills.
- Ability to demonstrate effective leadership skills.
- Ability to demonstrate effective team-building skills.
- Ability to demonstrate effective conflict resolution skills.
- Ability to demonstrate effective time management skills.
- Ability to demonstrate effective organizational skills.
- Ability to demonstrate effective project management skills.
- Ability to demonstrate effective presentation skills.
- Ability to demonstrate effective public speaking skills.
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Most of the content in this section is developed by Rita Tadych, PhD, RN, Assistant Director for Disciplines and Practice. Please be advised that her content is not intended to represent the legal opinions or views of the Board. Content included in this section that was developed by the Missouri State Board of Nursing is identified as that of the Board.

Missouri State Board of Nursing Practice Committee Members
Robin Vogt, MSN, RN, FNP-C, Chairperson
Arthur Bunt, RN, CRNA
Ian Barde, LPN
Cordelia Eady, PhD, RN
Paul Linberry, PhD
Patricia Varlasi, RN

Your Opinion for Informal Input on Future Rule Changes
In looking through this issue of the Newsletter, you will notice that the Board of Nursing's most current Rules/Regulations have been printed for your convenience. I want to direct your attention to one, namely: ”

[a] 4 CSR 200-6.010 Intravenous Fluid Treatment Administration,

[b] 4 CSR 200-4.400 Advanced Practice Nurses. The Board will be addressing both of these rules for language changes.

I ask that you carefully review these two (2) rules in light of your current practice observations, demands, and experiences and then contribute your specific new or different language recommendations (e.g., clarifying, modernizing, expand, or deleting existing language) to the Board's Practice Committee. You may convey your written recommendations to the Practice Committee via any of my attention by:

(a) mail to the Board Office address (see page 1).
(b) fax at (573) 751-4005; or
(c) e-mail to rtedrch@mail.state.mo.us.

Please send your recommendations as soon as possible.

Obviously, this will not be your only opportunity for input. I just think of this strategy as another way to secure your involvement

Collaborative Practice Rule Review
Friday, May 14, 1999, 10:00 a.m. was the date and time scheduled for a meeting of members of the Board of Nursing, Health Arts, and Pharmacy to review the rules, 4 CSR 200-4.400 Collaborative Practice. The meeting will be held at the Professional Registration building.

Here, your license renewal period, physicians who have indicated collaborative practice arrangements with advanced practice nurses were asked to complete a "physician survey" developed by the Board of Health Arts. Each physician was also asked to provide one collaborating advanced practice nurse with an "advanced practice nurse survey" that was developed by the Board of Nursing. A Pharmacy "pharmacist survey" was also conducted.

As part of their collaborative practice rule review process on May 14, boards' members used the compilation of survey data.

I treat that collaborating physicians and advance practice nurses had fully utilized their respective surveys as an opportunity to identify the strengths and limitations of the collaborative practice rule as it currently exists.

Two New Missouri State Board of Nursing Position Statements
During their March 1999 Board meeting, Board members approved two (2) position statements. The “Utilization of Unlicensed Health Care Personnel” is a major revision of an earlier (1999) unlicensed assistant personnel position statement, while the “Board of Nursing Recognized Registered Nurse Anesthetist Scope of Practice” position statement is a new document.

Missouri State Board of Nursing Position Statement
Utilization of Unlicensed Health Care Personnel

The mission of the Missouri State Board of Nursing is to assure safe and effective nursing care in the interest of public protection. The Board of Nursing has the legal responsibility to regulate nursing and provide guidance regarding the utilization of unlicensed health care personnel. The Board acknowledges that there is a need and a place for competent, appropriately supervised unlicensed health care personnel to assist, but not replace, licensed nurses.

Unlicensed health care personnel who perform specific nursing care tasks without benefit of instruction, delegation, and supervision of a licensed nurse may be engaged in the practice of nursing without a license. Such actions by

unlicensed health care personnel are violations of the Missouri Nursing Practice Act (335.0301.10), RSMo. Unlicensed health care personnel remain personally accountable for their own actions.

The Missouri State Board of Nursing recognizes that activities of unlicensed health care personnel need to be monitored to protect the health, welfare, and safety of the public. Registered professional nurses may teach, delegate, and supervise licensed practical nurses and unlicensed health care personnel in the performance of certain nursing care tasks (335.0105.06). Only those nurses licensed to delegate licensed practical nurses and unlicensed health care personnel (as defined above) are authorized to perform such activities.

The direction and supervision of registered professional nurses or persons licensed by a state regulatory board to prescribe medications and treatments, licensed practical nurses may teach, delegate, and supervise unlicensed health care personnel in the performance of specific nursing care tasks (335.0105.06). RNs (4 CSR 200-5.010 Definitions). Under the direction and supervision of registered professional nurses or persons licensed by a state regulatory board to prescribe medications and treatments, licensed practical nurses may teach, delegate, and supervise unlicensed health care personnel in the performance of specific nursing care tasks (335.0105.06). RNs (4 CSR 200-5.010 Definitions). Licensed nurses who delegate retain accountability for the tasks delegated.

To assist licensed nurses to competently perform the critical processes involved in delegating, the Missouri State Board of Nursing subscribes to the use of the National Council of State Boards of Nursing's concept paper on delegation and delegation decision-making tree available at the National Council of State Boards of Nursing's website address, http://www.ncsbn.org/files/delegation.html.

Continued on page 8

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Central California Region Catholic Healthcare West

CHW

For detailed information, contact the Missouri Nurses for Nursing
573-635-5315 Fax 573-635-7928
E-Mail nino@socknets.net www.misbogernursing.org
PRACTICE CORNER
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Missouri State Board of Nursing
Position Statement
Board of Nursing-Recognized
Registered Nurse Anesthetist
Scope of Practice

Registered professional nurses licensed in Missouri who are Board of Nursing-recognized as registered nurse anesthetists may, without physician supervision, administer anesthetics and anesthesia-related care pursuant to the statutes, 335.016 (5)(c), RSMo, and also pursuant to the laws of the
State of Missouri. (Mo. Rev. Stat. 335.016 (5)(c), 1983), and in accord with:

(a) the American Association of Nurse Anesthetists and/or the AANA's Scope and Standards for Nurse Anesthetists Practice;

(b) laws and national standards that regulate the entity in which anesthetics and anesthesiarelated care is being administered;

(c) any other state or federal laws or national standards regarding the practice of nurse anesthesia.

MSN 2/209

Frequently Asked Practice Questions

I trust these questions and answers are helpful to you. As always, please keep in mind the disclaimer made at the beginning of 'PRACTICE CORNER.'

Pursuant to 335.016 (5)(b), RSMo, the Missouri State Board of Nursing may issue an "interpretation . . . with respect to a specific set of facts and intended to apply only to that specific set of facts. Sometimes an individual or a facility may need or want an opinion or direction from the Board of Nursing regarding a specific practice matter because of certain characteristics of the matter itself or due to the nature of circumstances within which a particular practice matter arises.

When a written opinion or decision of the Missouri State Board of Nursing is requested regarding a specific practice matter, the process is as follows:

1. The Board's Practice Committee members review the written request.

2. The Practice Committee members review the specific practice inquiry, attached documentation, and any testimony or evidence provided during the scheduled Practice Committee meeting.

3. Following the meeting, the Practice Committee makes recommendations to the Full Board.

4. Following the next Full Board meeting that follows the meetings of the Practice Committee, the Full Board reviews the Practice Committee recommendations and renders final Missouri State Board of Nursing opinions, decisions, or positions.

In the next section, "Licensed Nurses," I have tried to identify critical scope of practice considerations that should be useful to any individual or facility questioning or examining scope of practice issues and concerns.

Since I provided the way to contact me at the beginning of 'PRACTICE CORNER,' I will not repeat them here.

Licensed Nurses

Q: Our facility is looking at whether it is possible for our licensed nurses' practice to include the performance of acts related to the medical acts of a licensed nurse, but we have not performed these acts before or have not been performed in our facility to date. What do we need to consider before making a decision?

A: At a health care facility employer and licensed nurse duty to protect the health, safety, and security of their patients/clients, considerations might include, but not be limited to, the following:

(a) Statutes (Chapter 353) and rules/regulations (CSR 200-1:639 through 4 CSR 200-5:909) of the Missouri State Board of Nursing regulating the practice of registered professional nurses and licensed practical nurses;

(b) Federal and state statutes and rules/regulations applicable to the employing facility;

(c) Other state and federal statutes and rules/regulations applicable to the practice matter under consideration, if any;

(d) Judicial decisions related to the practice matter under consideration, if any;

(e) National or state-specific practice decisions or opinions of the Missouri State Board of Nursing, if any;

(f) National Council of State Boards of Nursing's (NCSBN) interpretative policy on delegation and practice delegation guidance.

(g) National organizations' nursing organizational nursing standards and scope of practice statements applicable to the practice matter under consideration, if any;

(h) Nationally recognized standards applicable to the employing facility and the practice matter under consideration, if any;

(i) Other nationally recognized standards or codes of practice applicable to the practice matter under consideration, if any;

(j) Professional literature related to the practice matter under consideration;

(k) Trends and acknowledged, accepted, or untested standards of practice applicable to the practice matter under consideration by similar employing facilities in the geographic area and within the state;

(l) Employing facility's administrative position on the practice matter;

(m) Employing facility's current and proposed written documents applicable to the practice matter under consideration, such as organizational charts, job descriptions, protocols, policies and procedures, and so forth;

(n) Specific cognitive and psychomotor skills required to comprehend and perform the identified clinical acts safely, effectively, competently, and accountably;

(o) Employing facility's plan to reasonably and defensibly provide and document evidence of licensed nurse's supervised learning and acquisition, along with ongoing preservation of specific, state-of-the-art, cognitive and psychomotor skills required to comprehend and perform the identified clinical acts safely, competently, and accountably;

(p) Employing facility's risk management/quality management perspective on the particular practice matter under consideration;

(q) Employing facility's and licensed nurses' malpractice insurance coverage sufficiency to include the expanded practice matter under consideration;

(r) Licensed nurses' own legal counsel perspective on the particular practice matter under consideration, if any.

Q: With the above areas addressed adequately, what are further considerations for the specific performance of delegated medical acts?

A: Critical elements found in the most recent past specific decisions of the Missouri State Board of Nursing include, but are not limited to, the following:

(s) Specific employed licensed nurse has documented evidence of appropriate cognitive and psychomotor educational information by an appropriate health care provider, direct supervised practice with actual patients conducted by appropriate health care provider, and defensible validation of being able to knowledgeably and skillfully perform the delegated medical acts competently and safely, along with possessing the ability to exercise reasonable and prudent judgment concerning appropriate standards of the clinical acts for particular patients and the ability to respond effectively and efficiently to complications and/or unforeseen events associated with the performance of the delegated medical acts;

(t) The particular medical acts are those that have been prescribed for the patient by an appropriate and authorized health care provider (i.e., prescriber of medical treatment in whose scope of practice it is to evaluate a patient's condition as being individualized acts and who is legally authorized to prescribe the act(s))

(u) Well defined written policies and procedures in place and readily available in facility, along with any requisite, written protocols in place and readily available in facility; and

(v) Appropriate and authorized health care provider consultation immediately available to the employed licensed nurse when she is performing the specific delegated medical acts.
PRACTICE CORNER
(Continued from page 8)

Q: From time to time, I see entitling educational offerings that would rapidly provide me a "clinical certificate" in a health-related area of interest to me. Since I would like to do something different in healthcare with my license as a registered professional nurse or licensed practical nurse, will I be covered under my nursing license?

A: First, let me remind you of the phrase, "Let the buyer beware." If something seems too good to be true, I suggest you hold your money until you carefully check out the provider and the details of the offering. Second, if the offering purports an outcomes of cognitive and psychomotor learning and competency verification, investigate the kind and amount of hands on training you will receive and how on whom you will train and demonstrate competency. Third, even though you may have obtained an educational or training program, our state's laws may not allow the performance of the acts with your particular licensed nurse status. Sometimes there are restrictions within our practice act or other licensing entities may regulate the particular area. Fourth, the words, "clinical certificate," can be impressive but may mean "just a piece of paper.

Q: I work for an agency that is near Missouri's border with another state. Sometimes I get physician orders from a physician licensed in the other state. Someone said if I could just comply with this physician's orders. Is this legal?

A: As 353.016 (6), RSMo, the language was changed a while back to allow administration of medications and treatments "as prescribed by a person licensed by a state regulatory board to prescribe medications and treatments" (the previous language had said licensed in Missouri). If you have any concerns about the legitimacy of the physician being a licensed physician in whatever state it is, then you have a duty to verify this. You should ask just as you would carry out your duty to verify questionable treatment orders.

New Graduates From Basic Nursing Programs

Q: When hiring new graduates who completed a nursing education program that prepared them to sit for either the licensed practical nurse or registered nurse licensing examination, what kinds of activities will they be able to perform and what kind of supervision will they require?

A: New graduates perform under their respective anticipated license statuses, namely, 353.016 (8), RSMo, or 353.016 (6), RSMo, and applicable rules. To perform any acts addressed by their respective anticipated license statuses, the new graduate must possess the requisite knowledge, skills, training, and experience to perform the acts safely and competently. An assignment/delegating/licensed registered professional nurse must make reasonable and prudent assessments, judgments, and decisions with respect to assigning only that care which the new graduate can perform safely and competently. An assignment/delegating/licensed registered professional nurse must provide responsible, prudent, and accountable supervisory behavior (see the 2010 Definitions, which defines proper supervision). Proper supervision may or may not include physical presence depending on the registered professional nurse's assessments and judgment determinations with respect to such things as the particular acts to be performed by the new graduate, the graduate's strengths and limitations, the patient's condition or status, and so forth. In other words, there is no list of activities that can and cannot be performed and no formula for what constitutes proper supervision in any given instance. Appropriate and defensible practice boundaries must be established on a case-by-case basis by the delegator.

Licensed Practical Nurses

Since the last Newsletter, an IV certified licensed practical nurse provided me with an opportunity to respond to several areas for which she sought specific clarification concerning scope of practice. Her inquiries represent several themes I have addressed in other telephone conversations. I am curious about one aspect of the apparent practice uncertainties of either employers of licensed practical nurses or licensed practical nurses themselves. In particular, I am wondering how you relate to calling and questioning whether licensed practical nurses, who:

- have completed a 1 year, formal nursing education program;
- sit for and pass a licensing examination; and
- possess sometimes many years of clinical and community experience experience, can perform certain delegated health care acts, with proper supervision, that unlicensed assistive personnel with non-health care training, no regulation or licensure, and variable amounts of health care experience are already doing on a daily basis.

Q: If I, a licensed practical nurse, am assigned/delegated by a registered professional nurse or physician, can I perform and document the first assessment of a work shift or any other subsequent assessments to provide patient care in a private or public hospital setting? Can I perform this task without a registered professional nurse or physician present?

REGISTRATION REQUIREMENTS

We have full-time opportunities in our Medical/Surgical/Preoperative ICU and ED positions for Registered Nurses in our Scott-Wiechert Medical Building, ICU Unit. Applicants must have a current Kansas nursing license, experience is preferred but not required. Applicants should send resume and application to Grace Community Hospital, 1000 S. Mary's Rd, Junction City, KS 66441.

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A: Related to this question and those that follow in this "Licensed Practical Nurse" section, the statute, 335.016 (6), RSMo, provides a definition of "practical nursing" which permits you to perform nursing acts (e.g., nursing assessment) that you definitely have the requisite specialized skill, judgment, and knowledge to perform under the direction of a registered professional nurse. The rule, 4 CSR 200-5.010 Definitions, defines proper supervision, which is a critical component of the physician or registered professional nurse whose direction you are performing the assigned/deligated nursing acts.

At their January 1994 meeting, the Missouri State Board of Nursing provided an opinion to a hospital-based registered professional nurse regarding a licensed practical nurse's role in completing patient assessments. Briefly, the Board stated in its opinion that a variety of qualified individuals (e.g., licensed practical nurses, unlicensed assistive personnel) may participate in the assessment process within the scope of their functions and competence and, therefore, may be delegated to participate in specific ways by a registered professional nurse pursuant to the statute, 335.016 (6), RSMo.

Related to this question and those that follow in this "Licensed Practical Nurse" section, in any instance, the duty is to keep in mind that in its written policies and procedures, an employing entity may elect to be more restrictive than Missouri statutes and rules. An employing entity cannot be any less restrictive than the law.

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St. Joseph Hospital of St. Joseph
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PRACTICE CORNER
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Q. Can a licensed practical nurse, take verbal or phone orders from a physician if qualified by the practice to do so under a Plan of Delegation?
A. Again, the information in the above boxes applies to my response here as well.

A copy of the Board's past specific decisions regarding the matter of a physician's orders and their relays is available from the Board's office. Briefly, the Board's opinions reflect that a licensed practical nurse, for example working under the direction and supervision of a registered professional nurse, may be delegated the responsibility of taking verbal/telephone orders from an authorized prescriber or her/his authorized agent.

I would expect an employing entity to have written policies and procedures regarding those authorized to take prescription orders and identification of the time frame within which the prescriber must verify/correct the orders.

Q. Can I, a licensed practical nurse who is IV certified, draw intravenous lines with heparin or saline lock? I have a sickle cell in a life-threatening situation administer an IV push medication?
A. Again, the information in the above boxes applies to my response here as well.

The rule, 4 CSR 20-8.010 Intravenous Fluid Therapy Adoptions, Section (3), specifies the scope of practice of non-IV certified LPNs under the direction and supervision of a physician or registered practical nurse. "Discontinuance IV Infusions" is identified in Section (3). According to Webster's Dictionary (1995), discontinue means "to stop" or "in cease." My understanding of "discontinue IV Infusions," at this writing, is that a non-IV certified LPN (and an IV certified LPN) can only discontinue IV infusion. There is no evidence in Section (3) or elsewhere in the rule with respect to removing an intravenous line, and I am uncertain whether your inquiry includes whether you would be able to both stop an intravenous infusion and remove an intravenous line. Heparin injection devices (i.e., heparin or saline lock) may be attached to either peripheral or central IV lines and comply with the definition of stoppage in intravenous infusion to Section (3) and not include removing an intravenous line. Thus, it would be within your scope pursuant to delegation by and supervision of either a physician or registered professional nurse to stop an infusion on either peripheral or central IV lines which have intravenous injection devices as long as you have the competency to perform the act safely and follow your actions by report and documentation of procedure performed and observations made.

On the matter of removal of lines, the Missouri State Board of Nursing has provided an opinion at its January, 1993 meeting that removal of peripherally inserted central catheters (PICCs), a variation of central venous lines, was not within the scope of licensed practical nurses. This opinion and other PCC decisions of the Board are available from the Board office.

Sections 1(13) and 6(9) of the rule, 4 CSR 20-8.010 Intravenous Fluid Therapy Adoptions provide the specific parameters within which you as an IV-certified licensed practical nurse may perform medication push for a drug of a drug. The Board of Nursing clearly did not want IV-certified licensed practical nurses to perform intravenous drug push for drugs but as a matter of the convenience to others.

Q. When given a patient assignment, am I, a licensed practical nurse, responsible for all my actions?
A. Registered professional nurses and licensed practical nurses, who are in positions to delegate, retain accountability and responsibility for tasks delegated.

Additionally, you, as a licensed practical nurse, were delegated to perform certain tasks. For example, you, as a licensed practical nurse, were delegated to teach, close, and supervise unlicensed professional personnel. In that capacity, you, as a licensed practical nurse, retained accountability and responsibility for the delegated tasks. Additional responsibilities for your unlicensed professional personnel included accessibility to the delegating professional nurse and the delegating professional nurse's supervision and accountability to the delegating professional nurse for the delegated tasks.

Q. Can a registered professional nurse who is not an advanced practice nurse make a medical diagnosis?
A. No. Pursuant to the statute, 336.016 (6)(e), RSMo, a registered professional nurse who is not an advanced practice nurse can make a nursing diagnosis. A resource for registered professional nurses to assist them in making nursing diagnoses is the North American Nursing Diagnosis Association (NANDA).

NANDA published its first list of nursing diagnoses in 1975 as "a clinical judgment about individual, family, or community responses to actual or potential health problems or problems in health care servicesoose for the basis for selection of nursing interventions to achieve outcomes for which the nurse is accountable."
The American Nurses Association has adopted NANDA as the standard for nursing diagnoses in the United States. NANDA is included in the National Library of Medicine Unified Medical Language System (UMLS) Metathesaurus. NANDA's office is located in St. Louis, Missouri. A website for NANDA was under construction at this writing.

Q. I am interested in obtaining RN certification and wonder where to find out more information.
A. Many nationally recognized nursing certification exams are self-paced learning activities. (e.g., the advanced practice nurse level) are moving toward a baccalaureate in science in nursing degree requirement, along with clinical practice in the specialty area and other requirements. If you have already completed a baccalaureate in science in nursing degree (BSN), you may want to explore the generalist certificate programs offered by various schools. It is important to note that the particular practice setting in various settings or do you not have a BSN, then you may want to consider a graduate program in the specialty area of practice. To see what is available, either make contact with your state's board of nursing or search the internet for programs that may be available to you.

ADVANCED PRACTICE NURSES

With respect to the practice of registered nurses and advanced practice nurses, the Board of Nursing has issued a number of special orders that would like to see several areas rectified by the organizations so that they would see no further complaints related to these areas. These professionals self-regulating areas include, but are not limited to, the following, which are listed in no special order:

1. Filling, designing, representing self, and practicing as advanced practice nurses without Board of Nursing recognition (i.e., either recognition never sought or is expired).
2. Seeking advanced practice nurse certification from various entities or inclusion in national databases without Board of Nursing recognition.
3. Engaging in written collaborative practice arrangements without Board of Nursing approval.
4. Writing controlled substance prescriptions for oneself, relatives, friends, or outside one's clinical nursing specialty area and roles.
5. Outside "Document of Recognition" by Board.
6. Billing, designing, representing oneself, or practicing in accord with one's "Document of Recognition," or under the requirements of advanced practice nurse role, Section (4)(b) as outlined in the document, "Missouri State Board of Nursing Advanced Practice Nurse Title Guidelines."
7. Not complying with prescription pad requirements of collaborative practice rules, Section (3)(c).
8. Using written collaborative practice arrangements that may comply with the statute, 334.104.2, RSMo, but do not meet the more specific requirements of the collaborative practice role.
9. Not pursuing the meeting of the advanced practice nurse role, Section (8), contained recognition requirements in a timely fashion prior to expiration date on "Document of Recognition."

Faculty at advanced practice nursing programs are also urged to make sure that preceptors for their certification programs are certified in their specialty area and have collaborative practice arrangements that comply with both state and rule requirements.

Q. I work for a managed care entity. We are under severe financial strain and have staff shaving patient records for certain standards. In the State of Missouri, county or state hospital contracts, does the same. In the State of Missouri, county or state hospital contracts, does the same.
If you are a RN, you should have renewed your license by the time you receive Missouri of the Missouri State Board of Nursing Newsletter. RNs should have a license that expires April 30, 2001. If you are a LPN, you should have a license that expires on May 31, 2000. During the RN license renewal process, which ended April 30, 1999, the Board office received numerous questions and a few complaints about the renewal process. The purpose of this column is to respond to the questions and complaints received by the Board staff.

Question: Why are the licenses not laminated?

Answer: The Missouri State Board of Nursing is a member of the Division of Professional Registration. The Division of Professional Registration has the statutory authority to issue the license for all the licensing boards under the auspices. In 1998, the Board's under the Division of Professional Registration was asked to convert to the paper format of licenses to reduce the manual costs of laminating the licenses. The Missouri State Board of Nursing voted to move to the different formats (a wall hanging license and a wallet license) to participate in the move to a uniform license.

Question: Why is the renewal process for two years?

Answer: In 1996, the Board moved to a two-year renewal cycle for the odd years and even years (on the even years) which would reduce the expenses of an annual renewal process. Mailing the renewal forms and licenses to nurses is one of the major expenses of the Board. In addition, by rotating the renewal years between the two groups of nurses, it reduces the need for extra staff help during the renewal cycle as existing staff can handle the renewal process with a minimum of overtime. The disadvantage of the two-year renewal process is that nurses fail to notify the Board of address changes over the two years. Over five thousand renewal forms were returned to the Board office this year, which adds to the expense of processing renewals.

Question: What does the Board do with the renewal fees that are paid, obviously the paper license doesn’t cost that much?

Answer: The funds paid during the renewal process are the amount of the fees that the Board receives to carry out the business of the Board as authorized by statute. No tax dollars are used to fund the Board of Nursing. The license fees fund the following programs:

1. A portion of the RN and the LPN renewal fee is transferred to the Professional and Practical Nursing Student Loan and Nurse Loan Repayment Funds. An article about the program is in this Newsletter on page 12.

2. Approval of Nursing Education Programs in Missouri. There are 91 nursing programs in the state.
3. Approval of licensure requests from graduates of non-approved nursing programs to be licensed in another state.
4. Investigation of complaints against a nursing license. In 1998, the Board received 793 complaints.
5. Discipline of nurses who have violated the Florida Nursing Practice Act.
6. Respond to Practice Inquiries and development of Practice Statements for nurses and employers.
7. Respond to phone calls from licensure, employers, the public and associations for information concerning licensure or the Nursing Practice Act.
8. Provide copies of the Nursing Practice Act and Regulations at no cost to requesting parties.
9. Provide information packages to requesting parties concerning issues of interest to nursing regulation.

Question: Why did the Board encourage the use of money orders this year? If you have a problem with insufficient checks, you need to solve it in a different manner.

Answer: The Board does have a problem with a small number of individuals who unfortunately have returned checks that are returned from their bank for insufficient funds. Money orders are one way to avoid the situation. Nurses whose checks are returned due to insufficient funds unfortunately have received their license before the Board is notified of the insufficient fund. Missouri law identifies that a license is considered invalid or lapsed if the individual has not reimbursed the licensing board prior to termination of their current license. Nurses who manage their financial affairs can continue to submit checks which will be returned if the nurse's license is lapsed. The Board office will send a list of the names of nurses who have a lapsed license to employees after the RN renewal cycle. If a nurse has a license that was received based on an insufficient funds payment they will be listed on the lapsed license list. The Board office is considering requiring money orders only from nurses who have "bounced" checks in the prior renewal cycle in an effort to reduce the number of individuals who continue to work even though their license is lapsed.
Professional and Practical Nursing Student Loan and Nurse Loan Repayment Fund

In 1999, House Bill 1429 was signed into law. HB 1429 was the result of collaboration between the Missouri Nurses Association, the Missouri State Board of Nursing, and the Missouri Department of Health. The law provides for the development of a loan repayment program for professional nurses in Missouri. The law was enacted to help address the shortage of nurses in the state and to encourage nurses to remain in the state.

One of the requirements for the program was the establishment of a loan repayment program for professional nurses. The program was designed to provide financial assistance to nurses who agreed to work in underserved areas of the state. The funds for the program were provided by the federal government and the state of Missouri.

The program was administered by the Missouri State Board of Nursing, which is charged with the responsibility of implementing the program. The program provides for the repayment of student loans to nurses who agree to work in underserved areas of the state.

The program is designed to provide financial assistance to nurses who agree to work in underserved areas of the state. The program is designed to provide financial assistance to nurses who agree to work in underserved areas of the state. The program is designed to provide financial assistance to nurses who agree to work in underserved areas of the state.
DID YOU CHANGE YOUR NAME?
DID YOU CHANGE YOUR ADDRESS?
DID YOU NOTIFY THE MISSOURI BOARD OF NURSING?

4 C.S. 109-4, 4020 (15) [9] (1) says in part: "If a change of name has occurred since the issuance of the current license, the license must notify the board of the name and address change..." and (2) If a change of address has occurred since the issuance of the current license, the licensee must notify the board of the address change...

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

NAME AND ADDRESS CHANGE NOTICE

1. Is this an address change? YES NO
2. Is this a name change? YES NO

Missouri License Number: RN LPN

OLD INFORMATION (please print):

First Name
Last Name
Address:
City State Zip Code

NEW INFORMATION (please print):

First Name
Last Name
Address (If your address is a P.O. Box, you must also provide a street address):
City State Zip Code

Please provide signature:

Duplicate license instructions:

It is mandatory that you obtain a duplicate license. You may practice nursing in Missouri as long as your Missouri nursing license is current and valid. If you wish to request a duplicate license reflecting your new name, you must return ALL evidence of licensure (wallet size ID card and/or state ID card) that was issued to you for the previous renewal period, and the required fee of $5.00 for processing a duplicate license.

Return this completed form to: Missouri State Board of Nursing, 600 E. Box 656, Jefferson City, MO 65102

Is Your License Lost or Has It Been Stolen?

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

You may contact our office in one of the following manners:
- Internet E-mail: nursereg@mail.state.mo.us (address changes only)
- Fax: 573-751-6763 or 573-751-0070
- Mail: Missouri State Board of Nursing, P.O. Box 656, Jefferson City, MO 65102
- Telephone: 573-751-0689 (address changes only)

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TULSA CITY-COUNTY HEALTH DEPARTMENT

Tulsa City-County Health Department’s Children’s First program is seeking professional Community Health nurses. Nurses will provide in-home education to first-time mothers during pregnancy and in the postpartum period. This position is responsible for providing education and support to pregnant and postpartum women. Experience in public health, maternal and child health is a plus.

Tulsa City-County Health Department will provide on-the-job training and support. Interested applicants should submit a resume, letters of recommendation, and at least two (2) references to the Director, Community Health Nursing, at 1100 E 7th Street, Tulsa, OK 74120. For more information, please contact (918) 283-3371.

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Registered Nurse

The position of RN requires a diploma or associate’s degree in nursing. Experience in critical care is preferred. Experience in emergency services and trauma care is preferred. Good communication and interpersonal skills are essential.

PAY: $35,000-

WAGE: $42,000

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For application information, please contact the Human Resources Department at (417) 694-6336.

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Fulton State Hospital utilizes State of the Art Psychiatric care and programming. We offer career stability and promotional opportunities. Current employment opportunities on 3-11 and 11-7 shifts exist for full-time R.N.’s and L.P.N.’s in Adult Psychiatry and Forensic Psychiatric Services. Competitive salaries and shift rotation and substantial benefits package. For more information write or call Susan Calvin, Acting Director of Nursing.

Fulton State Hospital

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Fairbanks, AK 99701

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Local: 907-451-6573, fax

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Pharmacists, we are looking for you!

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- Pharmacists must be able to identify potential drug interactions and adjust medication regimens accordingly.
- Pharmacists must be able to communicate effectively with other healthcare professionals to ensure the best possible outcomes for patients.

QUALIFICATIONS:

- Bachelor of Science in Pharmacy (B.S. Pharmacy) or PharmD degree from an accredited school of pharmacy is required.
- At least 1-3 years of clinical pharmacy experience is preferred.
- Excellent communication, problem-solving, and critical thinking skills are essential.
- Ability to work collaboratively with healthcare professionals and patients is required.

APPLICATION PROCESS:

- Applications are accepted on a rolling basis. Interested candidates should submit a cover letter, resume, and three professional references to the Human Resources Department at the hospital.
- Interviews are conducted on a regularly scheduled basis.
- Successful candidates will have the opportunity to work in a challenging and rewarding environment.

APPLICATION DEADLINE:

- Applications will be accepted until the position is filled.

For more information, please contact Mary Pascale, Recruiter, at 907-451-6573 or by email at mpascale@fairbanksmemorialhospital.org.
<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Violation</th>
<th>Effective Dates of Probation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aclf, Cynthia</td>
<td>RN 139723</td>
<td>Misappropriated Demerol, Morphine, and Nubain.</td>
<td>1/13/98 TC 7/13/03</td>
</tr>
<tr>
<td>Aplehans, Gary</td>
<td>RN 084882</td>
<td>Licenses misappropriated Demerol and was terminated from employment.</td>
<td>7/13/03 TD 7/13/03</td>
</tr>
<tr>
<td>Barton, Lori</td>
<td>RN 050814</td>
<td>License pled guilty on 6/20/97 to Class II Felony for Attempting to Obtain a Controlled Substance.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Bolton, Michelle</td>
<td>RN 086124</td>
<td>False nursing on a last-licensed address.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Bowen, Barbara</td>
<td>RN 085490</td>
<td>License misappropriated the medication MSIR, a trade form of morphine sulphate.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Brannon, David</td>
<td>RN 115602</td>
<td>Misappropriated Demerol. Drug screens positive for morphine.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Bruniaux, Barbara</td>
<td>RN 115602</td>
<td>Faced patient to take medication on two occasions.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Care, Kelly</td>
<td>RN 123707</td>
<td>Licenses misappropriated Percocet, Tylenol #3, Darvocet/N, Vicodin, Lortab, Percocet, Sulphate, and Dilaudid for personal use.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Corne, Terry</td>
<td>RN 030582</td>
<td>Practiced nursing on a last-licensed from 7/1/95 to 8/20/95.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Cox, Mildred</td>
<td>RN 050827</td>
<td>License misappropriated Xanax for personal consumption.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Cunningham, Teesha</td>
<td>RN 044738</td>
<td>Medication Error. On 7/25-98, licensee administered 0.8cc of Zantac to an infant when the order was for 0.4cc. On 8/8-98, licensee administered 0.8cc to an infant when the infant had already received the medication earlier that day.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Davis, Phillip</td>
<td>RN 112370</td>
<td>Failed to perform order for Greensboros Bush and dressing change.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Decker, Tammy</td>
<td>RN 137798</td>
<td>Failed to administerorder for Venetrol. Throw away dental prosthesis note on patient.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Donchue, Mary</td>
<td>RN 117171</td>
<td>Licensee exhibited unusual and erratic behavior at work. Licensee tested positive for propoxyphene and amphetamines. Licensee wore a paper mask at work while enclosed in a room with Morphine and Hepalin.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Durrham, Luann</td>
<td>RN 073321</td>
<td>Licensee pled guilty in Circuit Court to stealing a controlled substance, Class C Felony.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Faughn, Archie</td>
<td>RN 050493</td>
<td>Licensee did not follow proper procedure for sponge count during a surgery and as a result a sponge was left inside a patient and it had to be removed surgically.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Franks, Patricia</td>
<td>RN 032221</td>
<td>Licensee received an order to administer 10mg of Morphine Sulphate to a resident. Licensee administered 10mg of Morphine Sulphate. Licensee was terminated as a result.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Frazier, Danie</td>
<td>RN 044926</td>
<td>Licensee pled guilty to driving while intoxicated, driving under the influence, and passing a bad check.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Fredericks, Kyle</td>
<td>RN 046172</td>
<td>Terminated from facility for sleeping resident.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Fuller, Mary Susan</td>
<td>RN 046395</td>
<td>Licensee consumed alcohol prior to reporting for work.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Gatewood, Bernice</td>
<td>RN 037107</td>
<td>Verbal abuse/forced medical treatment of patient.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Grayson, Jennifer</td>
<td>RN 180910</td>
<td>Licensee misappropriated Demerol on a number of occasions for her own personal use.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
<tr>
<td>Hanrathan-Knolus, Victoria</td>
<td>RN 093446</td>
<td>Licensee mailed a letter to a nursing school with the intent to persuade them to deny an application. Licensee signed another nurse's name to this letter.</td>
<td>7/29/98 TD 7/29/98</td>
</tr>
</tbody>
</table>

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**End of Page 15**
PROBATED LICENSES (Continued from page 14)

<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
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<tbody>
<tr>
<td>HENRY, SANDRA</td>
<td>RN 105311</td>
<td>Misappropriated Penicillin for her own personal use.</td>
<td>10/6/90 TO 10/5/91</td>
</tr>
<tr>
<td>HERR, CHRISTINE</td>
<td>RN 151461</td>
<td>Misappropriated Demerol, Valium, and Morphine. Tested positive for opiates.</td>
<td>7/15/90 TO 7/15/91</td>
</tr>
<tr>
<td>HOBBS, WILLIAM</td>
<td>RN 091509</td>
<td>Placed on 5 yrs. probation in Louisiana for attempting to obtain a controlled substance.</td>
<td>1/12/90 TO 1/12/01</td>
</tr>
<tr>
<td>HURT, MARILYN</td>
<td>RN 030874</td>
<td>Ordered that a patient’s oxygen be increased without doctor’s order and failed to document this in nurses notes.</td>
<td>1/12/90 TO 1/12/01</td>
</tr>
<tr>
<td>JOHNSON, DELTA</td>
<td>RN 182204</td>
<td>Licensure did not properly document the administration of a controlled substance on 4 occasions.</td>
<td>9/14/90 TO 9/14/90</td>
</tr>
<tr>
<td>JORDAN, RANDALL</td>
<td>RN 121231</td>
<td>Misappropriated Demerol.</td>
<td>2/2/90 TO 2/2/00</td>
</tr>
<tr>
<td>KARLIN, NANCY</td>
<td>RN 114819</td>
<td>Did not submit documentation and attend meetings as required by her disciplinary agreement.</td>
<td>3/1/90 TO 3/1/00</td>
</tr>
<tr>
<td>KEITH, ROBIN</td>
<td>PN 049897</td>
<td>Licensure completed an ADN program in nursing. Licensure began working as an RN. License never took or passed RN exam. Licensure falsified a copy of her LPN license to reflect that she was an RN.</td>
<td>8/31/90 TO 8/31/90</td>
</tr>
<tr>
<td>LIKE, CARMEN</td>
<td>PN 057023</td>
<td>Licensure was diagnosed as alcohol dependent.</td>
<td>9/4/90 TO 9/4/90</td>
</tr>
<tr>
<td>MCDONALD, PAUL</td>
<td>RN 039014</td>
<td>Tested positive for Oxycodeon, Cannabisoil, and Propoxyphene. Misappropriated Lortab for personal use on an ongoing basis.</td>
<td>1/30/90 TO 1/30/02</td>
</tr>
<tr>
<td>MCNAIR, BETTY</td>
<td>RN 132554</td>
<td>Was addicted to marijuana, crack cocaine, and alcohol.</td>
<td>9/30/90 TO 9/30/01</td>
</tr>
<tr>
<td>MIKE, SELLERS</td>
<td>PN 045810</td>
<td>Failed to assess patient with signs/symptoms of a stroke on 3 occasions while working the day shift.</td>
<td>1/19/90 TO 1/19/00</td>
</tr>
<tr>
<td>MOORE, SONJA</td>
<td>PN 057824</td>
<td>Licensure pled guilty to stealing.</td>
<td>9/4/90 TO 9/4/90</td>
</tr>
<tr>
<td>NAUGLE, RACHEL</td>
<td>RN 132095</td>
<td>Entered into the Kansas Nurses Assistance Program for 2 years for chemical dependency treatment.</td>
<td>9/14/90 TO 9/14/90</td>
</tr>
<tr>
<td>NEIL, MAJORIE</td>
<td>PN 027851</td>
<td>Licensure obtained a prescription for 65 Transor tablets and altered the prescription by adding a (1) to the tablet amount, thereby fraudulently indicating that the prescription was for 65 tablets. Licensure attempted to have the prescription filled at a local pharmacy.</td>
<td>1/20/90 TO 1/20/02</td>
</tr>
<tr>
<td>PARIAM, MONIQUE</td>
<td>PN 061981</td>
<td>Pledged guilty to Class D Felony fraudulent use of a credit card.</td>
<td>2/10/90 TO 2/10/02</td>
</tr>
<tr>
<td>PATTERSON, SUE</td>
<td>PN 065373</td>
<td>Pledged guilty to 2 counts of felony forgery and received a suspended imposition of sentence.</td>
<td>2/23/90 TO 2/23/03</td>
</tr>
<tr>
<td>RICK, SHONA</td>
<td>RN 137299</td>
<td>Licensure misappropriated Demerol, Valium, Vistaril, and Phenergan for personal use.</td>
<td>10/8/90 TO 10/8/03</td>
</tr>
<tr>
<td>RESSEK, HEATHER</td>
<td>PN 048330</td>
<td>Violated existing agreement with the Missouri State Board of Nursing by not submitting required documentation and by not attending required meetings, advised on 10/18/97 and charged on 10/23/97 with possession of Ephedrine with intent to manufacture Methamphetamines. On 4/2/98, pled guilty to felony possession of Ephedrine with intent to manufacture Methamphetamines. On 10/25/97, charged with Class D Felony of passing bad checks. On 4/2/98, pled guilty to passing bad checks.</td>
<td>10/29/98 TO 10/29/01</td>
</tr>
<tr>
<td>SKINNER, RICHARD</td>
<td>RN 153101</td>
<td>Pledged guilty to attempting to obtain a controlled dangerous substance by a forged prescription. 4/28/97 Licensure submitted RN retake exam application to Oklahoma Board of Nursing without revealing his guilty plea.</td>
<td>12/14/98 TO 12/14/00</td>
</tr>
<tr>
<td>SMITH, NELLIE</td>
<td>PN 047440</td>
<td>Added a medication to an already existing IV solution on 3 occasions. Indicated on patient chart that an RN had administered the medication.</td>
<td>10/20/90 TO 10/20/01</td>
</tr>
<tr>
<td>STEVENSON, KENT</td>
<td>RN 145828</td>
<td>Misappropriated Fentanyl for personal consumption by falsely representing that medication was administered to patients or destroyed.</td>
<td>3/3/90 TO 2/3/01</td>
</tr>
<tr>
<td>STONE, DENISE</td>
<td>RN 104805</td>
<td>Misappropriated Percocet—licensee violated Disciplinary agreement.</td>
<td>2/5/99 TO 2/5/01</td>
</tr>
<tr>
<td>SULLIVAN, COLLEEN</td>
<td>RN 053493</td>
<td>Licensure had a prescription for Lortab filled in her name and gave the medication to the physician, who wrote the prescription, for his own use. Licensure diverted Metoprolol and Demerol for her own personal use.</td>
<td>10/5/98 TO 10/5/02</td>
</tr>
</tbody>
</table>

Continued to page 16
PROBATED LICENSES (Continued from page 1)

<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Violation</th>
<th>Effective Dates of Probation</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWANSON, MARY</td>
<td>RN 096897</td>
<td>Licensee consumed alcohol 4 hours prior to reporting for work.</td>
<td>9/29/08 TO 1/29/01</td>
</tr>
<tr>
<td>TOWELL, CINDY</td>
<td>RN 132202</td>
<td>Licensee called in a refill for a home health patient when one was not needed and licensee picked prescription up from pharmacy violating office policy and was terminated. Licensee presented a fraudulent notice to attend training session and became a state approved instructor for CNAs.</td>
<td>7/15/08 TO 7/15/01</td>
</tr>
<tr>
<td>TURNER, DEANNE</td>
<td>PN 037344</td>
<td>From 3/07 to 7/07, there were many discrepancies in licensee's documentation of dispensing controlled substances. At another facility from 9/07 to 10/07 there were frequent discrepancies in the licensee's documentation of dispensing controlled substances.</td>
<td>10/20/08 TO 10/20/03</td>
</tr>
<tr>
<td>VESTAL, THERESE</td>
<td>RN 113299</td>
<td>Licensee misappropriated Demerol and Morphine on several occasions for her own personal use.</td>
<td>10/5/08 TO 10/5/03</td>
</tr>
<tr>
<td>WELSH, NANCY</td>
<td>RN 125425</td>
<td>Misappropriated Vicodin, Lorcet, and Percocet for personal consumption.</td>
<td>2/15/09 TO 2/15/04</td>
</tr>
<tr>
<td>WELTER, ANGE</td>
<td>PN 057625</td>
<td>Licensee pled guilty to fraudulent use of credit, drug possession, and receiving stolen property. Licensee was sentenced to 20 months probation for crack cocaine use.</td>
<td>9/4/09 TO 9/4/09</td>
</tr>
<tr>
<td>WILLIAMS, RICHARD</td>
<td>RMPN 122437</td>
<td>Licensee, while employed as a DON, failed to adequately supervise staff at facility to ensure their compliance with state and federal laws. Licensee pled guilty to Class A misdemeanor stalking.</td>
<td>9/10/09 TO 9/10/09</td>
</tr>
</tbody>
</table>

Revoked Licenses

<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Violation</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAWSON, GERAARD</td>
<td>PN 032420</td>
<td>Licensee was trying to pull a shower hose away from a resident and in the process, pulled resident off of the shower chair and resident fell to the floor and hit his head and buttocks.</td>
<td>10/6/09</td>
</tr>
<tr>
<td>DETERS, THOMAS</td>
<td>RN 134328</td>
<td>Failed MO nursing license application. Missouri and Louisiana nursing licenses were disciplined for falsification of applications.</td>
<td>10/6/09</td>
</tr>
<tr>
<td>DUKE, KELLY</td>
<td>PN 036229</td>
<td>Violated her existing agreement with the Missouri State Board of Nursing. Licensee did not submit documentation nor attend meetings as was required by her agreement.</td>
<td>10/5/09</td>
</tr>
<tr>
<td>FERGUSON, TERRI</td>
<td>RN 119067</td>
<td>Licensee misappropriated Mepedrine for personal use.</td>
<td>10/5/09</td>
</tr>
<tr>
<td>FORD, MELISSA</td>
<td>PN 046059</td>
<td>Pleaded guilty to Class A misdemeanor of stalking and Class C felony of forgery.</td>
<td>10/5/09</td>
</tr>
<tr>
<td>TAGGART, ROBERT</td>
<td>RN 058785</td>
<td>Sexual misconduct with a patient.</td>
<td>10/5/09</td>
</tr>
<tr>
<td>WALKABOUTH-REOCH, GINGER</td>
<td>PN 053399</td>
<td>Used inappropriate form of restraint on patient.</td>
<td>10/5/09</td>
</tr>
<tr>
<td>WILLIS, MELODY</td>
<td>RN 107321</td>
<td>Misappropriated controlled substances obtained Roxicod and Obe-nix by forging physician's name on prescription.</td>
<td>3/11/09</td>
</tr>
</tbody>
</table>

Suspended/Probated Licenses

<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Violation</th>
<th>Effective Dates of Suspension</th>
<th>Effective Dates of Probation</th>
</tr>
</thead>
<tbody>
<tr>
<td>BURNS, STEPHANIE</td>
<td>RN 110537</td>
<td>Licensee was found to not be legally responsible for her husband's death but guilty of the lesser offense of attempted second degree murder. Licensee was sentenced to 7 years in the MO. Dept. of Corrections as a result of her conviction. Subsequently, the licensee was released from custody and placed on 5 years supervised probation.</td>
<td>3/11/09 TO 9/11/09</td>
<td>6/1/09 TO 9/11/03</td>
</tr>
<tr>
<td>CALLAIS, CECELIA</td>
<td>PN 034765</td>
<td>Misappropriated Xanax and Darvocet. Plead guilty to possession of a controlled substance. Placed on Division of Aging Employee Disqualification List. Misappropriated Tylenol #3 and forty dollars. Plead guilty to felony stealing.</td>
<td>1/13/09 TO 1/13/02</td>
<td>1/3/02 TO 1/13/07</td>
</tr>
<tr>
<td>KANEER, TROY</td>
<td>RN 127994</td>
<td>Media unintentional inaccurate chart entries by indicating he had made home health visits to patients at times that are not accurate. He consumed Darvocet from his mother's prescription in order to alleviate pain.</td>
<td>3/11/09 TO 3/11/09</td>
<td>3/1/00 TO 3/11/03</td>
</tr>
<tr>
<td>MENDENHALL, NICOLE</td>
<td>PN 03741</td>
<td>Licensee pled guilty to charges of misdemeanor stealing. During 12/06 and 1/07, licensee misappropriated Valium by falsely representing that she was administering the medication to patients</td>
<td>1/10/09 TO 7/10/09</td>
<td>2/9/09 TO 7/10/09</td>
</tr>
<tr>
<td>TOWELL, CINDY</td>
<td>RN 133208</td>
<td>Wrote prescription for self for Loracet on 2 occasions and Darvocet-N on 1 occasion. Plead guilty to Class C felony of forgery. On 2 occasions misappropriated Darvocet from her home health patient.</td>
<td>2/4/09 TO 2/4/09</td>
<td>2/4/00 TO 2/4/05</td>
</tr>
</tbody>
</table>

OPERATING ROOM DIRECTOR
Peggie C. Unit/Neal Hospital located at 301 S. of NE on 91 Hwy. has full-time position for MO Licensed RN to be responsible for management of Operating Room, Recovery, and Daycare Surgery. Scope: exp. required. Includes OT surgery nurse, 1 OT lab, adjacent same-day surgery, together with state-of-the-art equipment. Benefits include health, dental, life, long-term disability, retirement plan, TSA system, credit union. Contact HR.

Bates County Memorial Hospital
R.O. Box 501, Butler, MO (660) 679-3111, Ext. 2424 or Fax: 800-679-4181. E.O.E.

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Work 32 hours a week and receive a full-time benefit! We have two opportunities for LPNs to work in our 36 bed nursing home facility. Positions available on 2-3 and 3-11 shift. IV certification required with knowledge of medication regulations. If you are interested in providing quality care in a nurturing environment, please apply in person.

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Pediatric RN
Nurse for children in our 26 bed Pediatric Unit. Valid AS in nursing required. Must possess ACLS and BLS with completion of basic life support and neonatal courses.

Nurse Rotator RN
Nurse for our surgery department on 12 shifts with flexible hourly wage. Must hold current ACLS and BLS certifications.

Critical Care RN
Nurse for our critical care unit. Must be current in ACLS and BLS certification.

Equal Opportunity Employer

Global Care RN
Nurse for the 46 bed general care unit. Must be current in ACLS and BLS certification.
## Censured Licensed

<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Violation</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAKER, DIANA</td>
<td>PN 043775</td>
<td>Licensee was aware of medications that were being stored onsite that should have been returned to the pharmacy. Licensee took the medications and flushed them down the toilet.</td>
<td>10/27/08</td>
</tr>
<tr>
<td>BELT, NORMA</td>
<td>RN 610880</td>
<td>Practiced nursing on a licensed basis from 5/1/97 to 10/30/97.</td>
<td>10/31/99</td>
</tr>
<tr>
<td>BROWN, DOUGLAS</td>
<td>RN 144277</td>
<td>Licensee stole money from a patient and was terminated by his place of employment.</td>
<td>10/29/98</td>
</tr>
<tr>
<td>CONNETT, KEVIN</td>
<td>RN 124319</td>
<td>While a patient was in 4 point restraints, licensee pulled her back onto the bed by pulling patient’s hair. Because patient was screaming and crying, Licensee held a utensil over patient’s mouth as she was transported to the psychiatric unit.</td>
<td>1/10/99</td>
</tr>
<tr>
<td>CZAJKOWSKI, MICHAEL</td>
<td>RN 111604</td>
<td>Failure to document. Charting errors.</td>
<td>1/15/99</td>
</tr>
<tr>
<td>D’MICALE, DOMINICK</td>
<td>RN 135463</td>
<td>Licensee did not monitor patient’s blood pressure every 2 hours as ordered, altered patient record to indicate blood pressures were taken. Patient was transferred to ICU.</td>
<td>10/19/98</td>
</tr>
<tr>
<td>HIBLE, SHEILA</td>
<td>RN 120872</td>
<td>Licensee was suspended from her place of employment on 4/9/98 for falsifying patient records.</td>
<td>10/27/98</td>
</tr>
<tr>
<td>MAUS, DOTTIE</td>
<td>RN 140774</td>
<td>Licensee assessed patient and found to be intussuscepted, with expanded pupils, no hand grasp, no response to painful stimuli, and tongue deviated to the right side. Licensee charted her assessment on BHT’s chart, but did not attempt to contact physician.</td>
<td>1/3/99</td>
</tr>
<tr>
<td>MOSS, DONNA</td>
<td>PN 020587</td>
<td>Practiced nursing on a licensed basis from 6/9/97 to 3/98.</td>
<td>1/1/99</td>
</tr>
<tr>
<td>PHILLIPS, ELEEN</td>
<td>PN 045953</td>
<td>Licensee practiced nursing on a licensed basis from 11/9/97 to 3/98.</td>
<td>10/31/98</td>
</tr>
<tr>
<td>PLOWMAN, ESTHER</td>
<td>RN 050121</td>
<td>Allowed graduate nurse to practice after license was informed that she had failed her exam.</td>
<td>12/10/98</td>
</tr>
<tr>
<td>SHARE, KIM</td>
<td>RN 132668</td>
<td>Could not find results of blood work in patient file, fabricated a number and provided that false information to the physician. Falsified patients record to reflect blood work had been performed and reported false results of the test on the record.</td>
<td>1/3/99</td>
</tr>
<tr>
<td>STEELE, RHONDA</td>
<td>RN 045888</td>
<td>Plead guilty to unlawful possession of Marijuana.</td>
<td>10/29/98</td>
</tr>
<tr>
<td>THOMPSON, REBECCA</td>
<td>RN 135222</td>
<td>An Emergency Room physician wrote a prescription for Vicodin in the licensee’s name. Licensee did not have a doctor-patient relationship with the physician. At the physician’s request, the license had the prescription filled and gave the Vicodin to the physician for his own personal use.</td>
<td>9/9/08/99</td>
</tr>
</tbody>
</table>

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Human Resources
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Rolla, MO 65401

---

### St. Luke’s Hospital

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Fax: 319-369-8840

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Envision Your Career! HDM will show you how to operate your own successful medical cost management business. One-time investment of $8950. For information call 1-800-880-5110 or visit www.healthaudit.com

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Registered Nurses

Would you like to report of a program that provides the highest quality of health care to our community? Salina Regional Health Center has full-time openings in various departments. Experienced nurses or new graduates are welcome. Candidates must be eligible for Kansas RN license. We are seeking special people with the right skills and aptitudes to take care of our patients. To be considered, please fill out your resume or complete an application at:

Salina Regional Health Center
Human Resources Department
20 South Santa Fe, Salina, KS 67401
785-822-2000 Ext. 2820
Fax 785-822-2934

Salina Regional Health Center
Registered Nurses

Salina Regional Health Center

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Catholic Health Initiatives

St. Catherine Hospital

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

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* Intensive Care
* Medical/Surgical
* Labor & Delivery
* Neonatal Intensive Care
* Pediatrics

Relocation and sign-on bonus available.

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

Human Resources

St. CATHARINE HOSPITAL
1446, 29th Street
Garden City, KS 67846
316-262-7210
Fax 316-262-7215
Johnstone@stcath.org

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Fax 316-262-7215
Johnstone@stcath.org

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Southwest Missouri State University

DEPARTMENT OF NURSING

SBN-828A & Licensure/Screening Options
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Email: nurse@kumc.edu

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To request an application packet, please contact Maria Pope
Phone: (413) 527-6220
Fax: (413) 527-4572
Email: m pope@missouri.edu
National Council of State Boards of Nursing Information

Readers needed for the NCLEX Examination

You probably have fond memories of your licensing examination. It seemed to hang over your head for weeks—perhaps even months after the test. You may have found it a long distance to the exam site and then sat in a small room with hundreds of other candidates. These conditions are a thing of the past. Candidates can now take the exam year-round, and test results are available within two or three weeks. As of April 1, 1993, the National Council Licensure Examination has been administered in the form of computerized adaptive testing. The new computerized examination is offered in Missouri through Sylvan Technology Centers. Nursing was the first of the licensed professions to computerize its entire licensing examination using the adaptive methodology.

You have an opportunity to earn some extra money, enhance your resume, and make a meaningful contribution to the nursing profession.

If you are a retired nursing faculty member, past Board member, faculty or student in a graduate program, or a currently licensed nurse, you might qualify to be a NCLEX examination reader.

The Board of Nursing and Sylvan Technology are developing a pool of examination readers to help candidates with disabilities who need reading assistance. Readers serve on an "as needed" basis and must be licensed nurses. To protect the security and fairness of the NCLEX examination, readers CANNOT be faculty members in a bachelor's or graduate nursing education program now or within the past six months. In addition, readers CANNOT be instructors in any courses, workshops, or tutoring activities that involve a patient or contact with patients with disabilities. If you are interested, please contact the Missouri Board of Nursing at 501 W. Broadway, Suite 1000, Jefferson City, Missouri 65103, or call 573-751-3000, extension 2200.

Panel of Experts for RN Job Analysis Study

In May 1999, the National Council of State Boards of Nursing will begin data collection for a nationally representative study to assess the need for the continuing education of nurses. The study will provide data to identify the needs of nurses for continuing education. The information gathered will be used to develop educational programs that meet the needs of nurses.

If you are interested in participating in the study, please contact the Missouri Board of Nursing at 501 W. Broadway, Suite 1000, Jefferson City, Missouri 65103, or call 573-751-3000, extension 2200.

Certification Examinations for Practical and Vocational Nurses in Long-Term Care

The Special Services Division of the National Council of State Boards of Nursing has developed a certification examination for practical and vocational nurses. The examination is available to nurses who have completed a formal education program and are interested in obtaining certification in a specific area.

If you are interested in obtaining certification, please contact the Missouri Board of Nursing at 501 W. Broadway, Suite 1000, Jefferson City, Missouri 65103, or call 573-751-3000, extension 2200.

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Jefferson Memorial Hospital does not discriminate on the basis of race, color, national origin, age, sex, marital status, or handicap in the provision of care to any person.

Jefferson Memorial Hospital

300 East Colorado Street

P.O. Box 900, Elmont, AL 90020

FAX: (334) 333-1470
**ITEM WRITERS**

The NCLEX examination tests for RNs and LPNs are developed by hundreds of nursing professionals and testing specialists. By participating as an item writer, or reviewer you receive 36 contact hours of CE, have your expenses paid to the work site, have an opportunity to work with other nurses from across the country and learn how the nurse licensure examinations are developed. Missouri nurses are well represented in the process. Below are the names of current Missouri nurses who are participating in the process or have volunteered to contribute in the future. If you are interested in participating, call the Board office to request an application packet or go to the National Council of State Boards of Nursing Website at [http://www.ncsbn.org/files/ncsbn/ItemSpp.html](http://www.ncsbn.org/files/ncsbn/ItemSpp.html) to obtain an application.

A. Gaye Schafftstra, RN  
Fair Grove, MO 65648  
Mary E. Kennish, RN  
Ashland, MO 65010  
Sue Green  
Eldon, MO 65646  
Patricia Ann Cyr  
Maplewood, MO 63143  
Jenny Due Deans  
Tenton, MO 65683  
Karen M. Gross  
Washington, MO  
Shelly Nixon Booth  
Bashor, KS 66707  
Lora G. Claywell  
Cedar Hill, MO 63016  
Kathryn Destemeier  
Blue Springs, MO 64015  
Marsha Diane Keller  
Springfield, MO 65803  
Leil Hopson  
Kansas City, MO 64134

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- Expert teaching faculty
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- Clinical training at Southeast Missouri Hospital, a 281-bed regional medical center serving a half million residents in Southeast Missouri and Southern Illinois
- Students receive credit from other programs of nursing without unnecessary repetition or credit. This applies to LPN entering the program and RNs going on for a BSN

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Kansas City, KS 66160  
(913) 285-4303

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Perspectives Institute
Missouri Board Attends Area II

Cordelia (Dar) Epp, PhD, RN, Board President, Elva Tidestrom, PhD, RN, Assistant Director for Discipline and Practice and Calvin Thomas, PhD, RN, Assistant Director for Education and Licensure, attended the National Council of State Boards of Nursing's Area II Meeting in Columbus, Ohio on April 20th and 21st, 1988.

The National Council State Board of Nursing is comprised of the boards of nursing in the 50 states, the District of Columbia and five United States territories—Guam, Virgin Islands, Puerto Rico, American Samoa, and, the Northern Mariana Islands. Five states have two boards of nursing, one for registered nurses and one for licensed practical/vocational nurses. California, Georgia, Louisiana, Texas, and West Virginia.

Once a year, delegates from the Member Boards convene in a Delegate Assembly to determine the direction and policies of the National Council and to elect individuals to the National Council's Board of Directors. Between annual meetings of the Delegate Assembly, a nine-member elected Board of Directors is charged with overseeing implementation of policy and directing the activities of the National Council. Each Area is represented on the Board by an elected member who also conducts regional meetings (called Area Meetings) that enable each Area's Member Boards to share ideas and discuss issues of common concern.

Missouri belongs to Area II, which includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia and Wisconsin.

On April 9th, 1989, the Area II Board of Directors made the following strategic plan for the future of nursing in the area. The plan includes five major areas:

1. **Nurse Competency**: Continuing education programs and strategies to ensure that nurses are competent.
2. **Consumer Needs**: Assessing and meeting the needs of consumers.
3. **Data Collection**: Developing and using data to improve nursing practice.
4. **Interdisciplinary Collaboration**: Working with other health care professionals to improve patient care.
5. **Regulatory Framework**: Developing and implementing regulations that support the strategic plan.

The Council will hold its next meeting in May 1989 in Kansas City, Missouri.

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Beverly Healthcare Center of Anderson is located in SW Missouri. E Award recipient. Outstanding state survey scores. Competitive wages and benefits.

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Phone: (913) 624-8813 Fax: (913) 624-5631

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THE MISSOURI STATE BOARD OF NURSING COURSE AVAILABLE FOR NEW NURSE ADMINISTRATORS

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

DATES
October 14, 1999
January 12, 2000

TIMEFRAME
8:30 a.m. to 4:30 p.m.

LOCATION
Missouri State Board of Nursing Professional Registration Building 3505 Mississouri Boulevard Jefferson City, MO

RN/LPN

'BROOK VIEW' NURSING HOME
2953 Douglas Ferry Maplewood Heights, MO 63043
Phone 314-291-4557

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Resumes to: Venessa Burke, HR Boone County Hospital 1015 Union Street Boone, MO 65326

Nursing Opportunities
Banner Healthcare, located in Hoisington, KS, is a progressive, growing hospital that received JCAHO Accreditation with Commendation. It is currently accepting applications for the following management positions:

Director of Women's Care Unit Requirements include BSN, ability to obtain RN MO Licensure, BLS, ABL. Must have minimum 3 year Women's Health & Management experience (budget, staffing, patient care.)

Director of Emergency Services Requirements include BSN, ability to obtain RN MO Licensure, CEN, BLS, ABL. Must have 3 years experience in Emergency Nursing and Management.

Benefits:
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- Health/Dental/Life Insurance
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- Wellness Program
- Paid Time Off Program
- Health/Dependent Care Spending Acct.
- Pension Plan
- Tuition Reimbursement

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Benefits:
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- Health/Dental/Life Insurance
- Prescription Card
- Wellness Program
- Paid Time Off Program
- Health/Dependent Care Spending Acct.
- Pension Plan
- Tuition Reimbursement

The registration form is at this page. Please complete the form and fax it to the Missouri State Board of Nursing at 573-751-9675. Please be sure to select the program date of your choice. We will accept reservations on a first come, first served basis.

The Principles of Wound Management Workshop
Spring 1999 at these locations:
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- Springfield, Mo. M/A/ 8:30
- Rolla, Mo. M/A/ 8-9
- National City, Mo. M/A/ 8-9

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Abilene, KS 67410

Information on other available positions
RNs@abihealth.com
Registration for the 1999-2000 Nurse Administrator Orientation Sessions Offered by the Missouri State Board of Nursing

Dates: October 14, 1999 & January 12, 2000: Please make your selection and fax form to MSBN office.

Last Name   First Name   Middle Initial

Title of position:
Length of service:
In position: months
Describe your work setting:

How many full time employees work for you?

Work Phone number ( )

Do you have access to the Internet? YES NO

If YES, what is your E-mail address?

Day Requested:
(Mark only one Box)
October 14, 1999
January 12, 2000

Please fax registration form to 573-751-0075.

The twelve individuals chosen for each class will receive written notification in the mail, along with a packet of materials. Payment, in the form of a check made out to Missouri State Board of Nursing, will be accepted the day of the orientation. Should you have any questions, please free to contact us at 573-751-1416 or send us an E-mail at nursing@mail.state.mo.us

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Current Missouri nursing license required.

Please fax CV/resume with salary history and requirements to 816-276-3571

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We have openings available in the St. Louis and surrounding areas for RN's/LPN's with at least one year of experience in the following:

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(573) 862-8911

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816-4441
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706-5560

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Faculty position available in community-based curriculum. Masters Degree in Nursing required and Doctorate in Nursing or related field preferred. Specializes in Healthcare, Adult-geriatric, or Community Health considered.

- Position available Fall, 1999.
- Current Missouri nursing license required.

Please fax CV/resume with salary history and requirements to 816-276-3571

Research Medical Center
Registered Nurses

Full-time and part-time staff positions available in OB, ER, ICU & Med-Surg. Limited supervisory opportunities available. Life/health insurance, liberal paid holidays, and employee training. Historic community offers country living with one-hour access to St. Louis. EOE

Margaret Hacker, ON
St. Genevieve County Memorial Hospital
St. Genevieve, MO 63670
677-887-7775

The Missouri Health Manpower report is intended to serve as a general data source for licensed health professionals in Missouri such as physicians, psychologists, physical therapists, chiropractors, dentists, dental hygienists, pharmacists, podiatrists, optometrists, veterinarians, registered nurses and licensed practical nurses. The data used for the report is obtained from the surveys mailed to licensed health professionals during the licensure renewal process.

Produced by the Missouri Center for Health Statistics, the report is a summary document providing a brief overview of each profession, along with statistical data concerning diversity status, age, prestige characteristics, and place of professional education. It is not, nor is it intended to be, an exhaustive set of health manpower data or a complete analysis of these data. Those in need of more detailed information are invited to contact the Missouri Center for Health Statistics.

This publication is available at most depository libraries throughout the state or can be purchased for $15.00 plus shipping and handling from the Missouri Center for Health Statistics in Jefferson City. The most recent publication available is the 1995 publication which contains information about the registered nurse population in Missouri. The data used for the report was obtained from the surveys mailed to the licensure renewal process.

Department of Health
Center for Health Information Management and Epidemiology
1010 E. Broadway
Jefferson City, MO 65102

CVOR RN Opportunities

St. Anthony's Medical Center has immediate full-time openings for experienced CVOR RNs to join our Open Heart Team. Our CVOR consists of 2 operating rooms and averages 130 cases per month. This CVOR is staffed with RNs and each RN is cross-trained to either scrub or circulate cases. Previous CVOR experience is required. Qualified candidates must be willing to take call.

St. Anthony's Medical Center has a convenient suburban location in St. Louis, Missouri. We offer a salary commensurate with experience and an excellent benefits package. Interested applicants please submit an application/resume to:

St. Anthony's Medical Center
Human Resources
10016 Kerberly Road
St. Louis, MO 63128
EOE M/F/H/V

HUMAN RESOURCE DEPARTMENT

Lawrence Memorial Hospital is currently accepting applications for the following positions:

2ND MEDICAL RN's FT 311p

ICU

Mental Health

LPN - PRN

OB (MOM PATIENT SPECIALISTS)
RN's part-time and full-time, 7a-7p
LPN's part-time and full-time, 7a-7p
Clinical Nurse Specialist, full-time

PEDIATRICS

PRN - RN

LAWRENCE OB-GYN SPECIALISTS

LPN or CMA Part-time 8:30-5:30 p.m.

Come join our team! Qualified individuals with excellent customer service skills may respond to or apply in person at: Lawrence Memorial Hospital, Human Resources Department, 2351 Mahaffie St., Lawrence, KS 66044; or call (785) 840-3000.

www.lawrence.org
Are you tired of health care administrators running your life?

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Nursing

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Deficiency Free Long Term Care Facility In

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REGISTERED NURSE

JOIN TEAM UNITED

THE CARING TEAM

United Medical Center is accepting applications to fill part-time, full-time and permanent position RN openings throughout the Hospital. Seeking RN's with 2-3 years experience and IVY state license. Must have clinical experience in community setting is preferred. If you would like to be part of a positive work force and leader within the Hospital and Community, UMC offers an excellent full-time package and salary commensurate with experience. Please respond to: UNITED MEDICAL CENTER 214 E. 22nd Street, Cheyenne, WY 82001 Ph: (307) 633-7500 Fax: (307) 633-7516 E-MAIL: reunion@umcwy.org Visit our Web Site at: http://www.umcwy.org

OB NURSES

Are you looking for the ideal facility to enhance your professional career? You owe it to yourself to check out Pratt Regional Medical Center. PRMC is located in south central Kansas with a modern, progressive and technologically advanced approach to healthcare. PRMC has an immediate opening for an experienced OB nurse. We offer an excellent compensation package with all the fringe benefit amenities. For more information call today at 620-732-1125. Visit our website at: www.prmc.org.
Torn From Their Homes, Separated From Their Families.

MISSOURI CODE OF STATE REGULATIONS
MISSOURI STATE BOARD OF NURSING

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CHAPTER 1 - ORGANIZATION AND DESCRIPTION OF THE BOARD
CSR 200.1-010 General Organization

PURPOSE: The purpose of this regulation is to give a description of the board of nursing and the methods and procedures where the public may obtain information or make submissions or requests.

1. The membership of the Missouri State Board of Nursing is composed of nine (9) members at least five (5) registered professional nurses at least two (2) licensed practical nurses and at least one (1) voting public member who meet the specific qualifications as stated in Chapter 335, RSMo.

2. The officers of the board are elected annually from the membership of the board and consist of a president, a vice-president, and a secretary. The secretary shall also be treasurer. The board operates as a whole and shall meet at least once each year as determined by the board. The board may hold additional meetings during the year as may be deemed necessary to perform its duties. A majority of the board, including at least one (1) member shall constitute a quorum for the conducting of business and to fulfill its responsibilities and functions as set out.

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

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

Contact the Department of Nursing for more information.
Kathleen Andrews, Chairperson, Department of Nursing
MISSOURI WESTERN STATE COLLEGE
4565 Divina Drive, St. Joseph, Mo. 64507
(616) 271-1415 Email: nursing@griffon.missouri.edu
Internet: www.missouri.edu/nursing

JEWISH HOSPITAL COLLEGE OF NURSING AND ALLIED HEALTH
AT THE WASHINGTON UNIVERSITY MEDICAL CENTER
Excellence in Education, Scholarships and Community Service
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Faculty Positions Available

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St. Louis, Mo. 63110
(314) 454-7055 (800) 832-9090

RE: Alegent Health Opportunities

Faithful to the healing ministry of Jesus Christ, our mission is to provide high quality care for the body, mind and spirit of everyone. Our commitment to healing calls us to create caring and compassionate environments, respect the dignity of every person, care for the resources entrusted to us as responsible stewards, collaborate with others to improve the health of our communities, attend especially to the needs of those who are poor and disadvantaged, and, set with integrity in all endeavors.

Alegent Health is an integrated health care system composed of seven acute care hospitals, two long-term care facilities, and a primary care physician network of 47 sites located in the Omaha, NE and Council Bluffs, IA area. We have openings in a variety of settings. If you are interested in a team-oriented environment that recognizes the individual, offers a competitive salary, an excellent benefit package and a family-friendly work environment, we invite you to call Nancy Flanders, 1-800-361-2318, or submit your resume to any of our Human Resources facilities. You can also visit our website www.ach.org/employment, or call our 24 hr. Job Hotline, (402) 857-0166.

Bergan Mercy Medical Center
Immanuel Medical Center
7690 Mercy Road
190-105 N. 116th St.
Omaha, NE 68124
Fax (402) 398-5339
1901 E. 15th St.
Council Bluffs, IA 51503
Fax (402) 398-5309

American Red Cross
We'll be there.
INDIAN HEALTH SERVICE - NURSING
NEW MEXICO/ARIZONA

Specializations
The Navajo Area Indian Health Service has all ICAOB accredited hospitals and health centers. Nursing has been a key feature of these facilities for many years. Nursing services include inpatient care, OB, emergency, OB, mental health, tuberculosis, orthopedics, and pediatrics. Currently health centers, nursing homes,erm, etc. (CMO/NSA), and other medical practice areas make significant contributions to the care of people.

Contacting Education
Various specialty nursing is offered in house, in the Navajo Area, and in the other non-Navajo communities.

Salary and Benefits
We offer excellent non-federal nurses and benefits, including 11 paid vacation days to start as well as 13 paid holidays.

Professional Opportunities
Nearly 6000 nurses enjoy the challenge of rural nursing in a unique, 500-Patient nursing setting. Our nurses are the foundation of our health care system and provide active leadership in many directions.

Other Advantages
Indian Health Service offers an educational loan repayment program for registered nurses. Relocation expenses are paid for most RN positions. Government housing is available at some locations.

General
The Indian Health Service offers one of the most wonderful unique working opportunities in North America. All their facilities are located in the Southeast on the beautiful Navajo Indian Reservation. The Navajo people have a rich culture, tradition, that continues today, and offers the opportunity for nurses to form relationships.

We are an equal opportunity employer. Preference in hiring preference is offered to Native American candidates in accordance with the Indian Preference Act.

Indian Health Service Navajo
P.O. Box 5612
Window Rock, Arizona 86515
Phone: (303) 815-1841
Fax: (303) 815-1860
Betide Grahm, RN
Nurse Consultant/Recruiter

* Call for an application packet.

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It's true. We're delighted to offer a comprehensive benefits package that includes medical/dental insurance, matching 401(k) program, and competitive salaries. We believe that it's the little things that really matter. Our philosophy is that it's the little things that make a difference. Take our progressive, supportive working environment. Where our employees are more than co-workers, they're teammates, partners, and friends.

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- Southside Hospital
- De Potosi Hospital
- Easter Sionsville Hospital
- Compass Heights Hospital
- Forest Park Hospital
- Mount Sinai Hospital
- Central Kentucky Medical Center
- Saint Vincent

Get ready to make a career with the nation's leading healthcare corporation, where we're renowned for the little things we do. We offer competitive salaries and a benefits package that includes medical/dental insurance, matching 401(k) program, and competitive salaries. We're excited to offer a comprehensive benefits package that includes medical/dental insurance, matching 401(k) program, and competitive salaries. We believe that it's the little things that really matter. Our philosophy is that it's the little things that make a difference. Take our progressive, supportive working environment. Where our employees are more than co-workers, they're teammates, partners, and friends.

TEMTEN SAINT LOUIS CAREER CENTER
6350 Oak Park Ave.
St. Louis, MO 63109
Attn: Human Resources

513-476-5800
www.tenettenet.com

Any qualified applicant may apply.

EMORY:

Nell Hudson Woodruff School of Nursing

Explore the opportunities available at the Nell Hudson Woodruff School of Nursing at Emory University. Renowned for its strong tradition of academic and clinical excellence, the Woodruff School of Nursing prepares its students to be well-rounded nurses. Emory University offers the opportunity to work in an environment that values and supports the development of nurses. The School of Nursing offers degree programs leading to the Bachelor of Science in Nursing (BSN), the Master of Science in Nursing (MSN), with an accelerated track for RNs to the MSN degree; a dual Master's degree in Nursing and Public Health; and many other options in specialized areas and a Ph.D.

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- A dynamic curriculum and community-based focus for today's health care professional
- Teaching and advising by a nationally recognized, distinguished faculty
- A four-year/doctoral nursing and master's degree program
- Access to more than 200 clinical learning sites representing the spectrum of health services
- Emory University's academic and student life resources

For more information about the programs, complete the survey below and return it to us by mail or fax.

Name: ____________________________
Address: __________________________
City: ____________________________
State: ____________________________
Zip: ____________________________
Phone: ____________________________

I have been a nurse for ____________________________ years.
I am interested in: ____________________________
I am interested in: ____________________________
I am interested in: ____________________________

Nell Hudson Woodruff School of Nursing, Emory University, Atlanta, GA 30322 (USA)
Phone: (404) 727-6270 or Fax: (404) 727-9752, e-mail: admninfo@nursing.emory.edu

Emory University is an EOE/AA employer.