

Nevada State Board of
NURSING NEWS

December 2006

**National Organizations
Address Nursing Delegation**

**The Board Was
Born in 1923**

**Employers—Avoid
Hiring An Imposter**

UMC

IN ONE PRECISE MOMENT



A MOTHER HOLDS HER FIRST CHILD

A STROKE SURVIVOR TAKES A STEP ON HER OWN

A HEART PATIENT IS FLOWN IN BY CHOPPER

AND A DOCTOR SAYS, "SHE'S GOING TO BE FINE."

SOMETHING HAPPENS WHEN YOU PUT
ELEVEN CENTERS OF EXCELLENCE IN ONE HOSPITAL:
EVERY MOMENT IS CHARGED WITH MEANING.
AND MIRACLES ARE ALL PART OF A DAY'S WORK.

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The mission of the Nevada State Board of Nursing is to protect the public's health, safety and welfare through effective regulation of nursing.

Debra Scott, MS, RN, APN
Executive Director

Cindy Kimball, Editor
Public Information Officer

5011 Meadowood Mall Way,
Suite 201
Reno, NV 89502-6547
888-590-6726
nursingboard@nsbn.state.nv.us

The **Nevada State Board of Nursing News** publishes news and information quarterly about Board actions, regulations, and activities. Articles may be reprinted without permission; attribution is appreciated.

CONTACT

NEVADA STATE BOARD OF NURSING

5011 Meadowood Mall Way,
Suite 201
Reno, NV 89502-6547
phone—888-590-6726
fax—775-688-2628
nursingboard@nsbn.state.nv.us

2500 W. Sahara Ave., Suite 207
Las Vegas, NV 89102-4392
phone—888-590-6726
fax—702-486-5803
nursingboard@nsbn.state.nv.us

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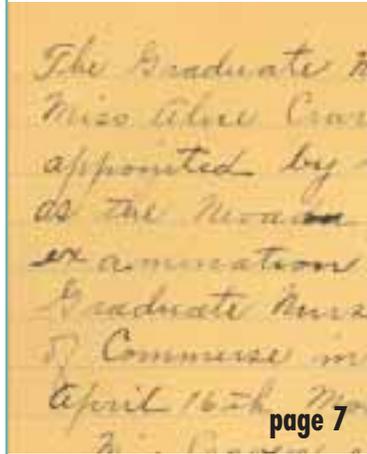
www.nursingboard.state.nv.us

If you're reading a friend's magazine, it's probably because you didn't notify the Board of your correct address.

You may do so by visiting our website and clicking on the "Address Change" link. See page 18 for details.



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On the Cover

The Nevada State Board of Nursing was established by the state legislature in 1923 when Nevada Assemblywoman Marguerite Gosse secured passage of a bill to regulate professional nurses.

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Circulation includes more than 30,000 nurses, nursing assistants and student nurses.



Remembering Our Past, Looking Toward Our Future

A message from the executive director

I hope that you enjoy this issue of the *NSBN News*; it is an opportunity to remember our past and speak of our future. Both the Nevada State Board of Nursing and the Nevada Nurses Association have had a significant impact on our profession in Nevada for decades. When the Nevada State Nurses Association was formed in 1917 and the Board of Nursing was formed in 1923, nursing became a profession—not only with more respect and more clout, but with a higher level of accountability for our actions. The statute, NRS 632.005, states that the legislature declare that the practice of nursing is a learned profession affecting the safety, health and welfare of the public is subject to regulation. That is the sole responsibility of the Nevada State Board of Nursing. My staff, the Board members, and I constantly remind ourselves of this important challenge. It guides all that we do in our positions on a daily basis as we set about the work of the Board. The question we ask ourselves when making difficult decisions which impact the lives of others is, “Is this nurse or CNA safe to practice?”

We enforce the provisions of Chapter 632—the Nurse Practice Act—by making sure that applicants meet the minimum licensure and certification requirements and by consistently and fairly applying the disciplinary process. It is an honor and a privilege I have been given to be part of this work.

This month, I will celebrate ten years with the Nevada State Board of Nursing. I first was appointed to the Disability Advisory Committee in 1994 and then became a staff member in 1996. What an honor to be able to serve the citizens—which includes nurses—of Nevada in such an interesting and challenging capacity!

During my first Board meeting, I was confronted with what an awesome responsibility I had accepted. The Board was considering controversial new regulations. There was standing-room only and the crowd was not a pleasant one. I was amazed at the atmosphere of distrust and negativity. I didn’t understand the history nor the context of the crowd’s reaction to what I thought would be a relatively straightforward discussion.

I learned that day, and have never forgotten, that relationships and open communication are fundamental to the future growth of our profession of nursing—not only in Nevada, but nationally and internationally. We are committed to cultivating those relationships to benefit the profession, but most importantly to improving nursing care for the citizens of Nevada. In September, when I attended Nevada Nurses Association 75th Anniversary celebration, I admired the richness of Nevada nurses’ history. The attendees of the event ranged in age from the very young to the more seasoned members of our profession. Attendees represented various groups who may have differences of opinion, but as they celebrated, they found common ground on which to celebrate. The atmosphere of the celebration was one of support and pride, not only in our heritage, but also for our future. A theme of hopefulness for the profession permeated the group.

I appreciate this opportunity to thank each of you who work to support each other. It is in advocating for our profession that you advocate for those for whom we serve.

Debra Scott, MS, RN, APN
Executive Director

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Nevadans help develop NCLEX items

Local nurses served on national panels

The National Council of State Boards of Nursing (NCSBN) recently recognized Nevada registered nurse Gladys Pascual Dolor for serving on the RN Master Pool Review Panel on May 22, 2006, for which Connie Uy Liao, RN, served as an alternate. It also recognized Judy Kay Leslie, RN, for serving on the NCLEX-RN Item Review Panel, July 12, 2006.

If you would like to participate in the review or development of items for the national nursing licensure exam, you can learn more by going to the National Council's website at www.ncsbn.org, and clicking on *Item Development On-line Application* under the heading *Testing Services Announcements*.

If you don't have web access, call 312-525-3775.

BOARD MEETINGS

A seven-member board appointed by the governor, the Nevada State Board of Nursing consists of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. Its meetings are open to the public; agendas are posted on the Board's web site and at community sites.

BOARD MEETING DATES

January 24-26, 2007 - Las Vegas

March 14-16, 2007 - Reno

May 9-11, 2007 - Las Vegas

July 11-13, 2007 - Annual Business Meeting - To be determined

September 12-14, 2007 - Las Vegas

November 7-9, 2007 - Reno

ADVISORY COMMITTEES

The Nevada State Board of Nursing is advised by and appoints members to five standing advisory committees.

Committee meetings are open to the public; agendas are posted on the Board's website and at community sites. If you are interested in applying for appointment to fill an upcoming opening, please visit the Board's website or call the Reno office for an application.

MEETINGS AND OPENINGS

The openings (listed in parentheses) will occur in the next six months. All meetings will be held via videoconference in Reno and Las Vegas, except for the Disability Advisory Committee.

Advanced Practice Advisory Committee (three)

February 13, 2007

May 29, 2007

August 28, 2007

November 13, 2007

CNA Advisory Committee (three)

Recent appointment: Mary Brann, MSN, RN

February 15, 2007

May 3, 2007

August 2, 2007

November 1, 2007

Disability Advisory Committee (one)

April 20, 2007 - Las Vegas

October 19, 2007 - Reno

Education Advisory Committee (four)

Recent appointments: Jan Kramer, MSN, RN

February 2, 2007

April 27, 2007

August 3, 2007

November 2, 2007

Nursing Practice Advisory Committee (none)

December 5, 2006

February 6, 2007

April 10, 2007

June 5, 2007

August 14, 2007

October 2, 2007

December 4, 2007

YOU'RE IN GOOD COMPANY

Active Nevada licenses/certificates on October 31, 2006

- RN** • 23,192
- LPN** • 3,182
- CNA** • 6,238

BOARD TALK

COME TALK TO THE BOARD

During each regularly scheduled meeting of the Nevada State Board of Nursing, Board members hold a Public Comment period for people to talk to them on nursing-related issues.

If you want to speak during the Public Comment period, just check the meeting agenda for the date and time it will be held. Usually, the Board president opens the first day of the meeting by inviting Public Comment. Time is divided equally among those who wish to speak. For more detailed information regarding the Public Comment period, please call the Board.

WE'LL COME TALK TO YOU

Board staff will come speak to your organization on a range of nursing-related topics, including delegation, the impaired nurse, licensure and discipline processes, and the Nurse Practice Act.

NURSES' BILL IS GIVEN APPROVAL

Registration Measure Going Strong Now That House Has Passed It

CARSON CITY, Feb. 21.—The registration measure which has been pending in the Nevada Assembly since the passage of the bill in the Senate, is now in the hands of the committee on the subject of the measure. The bill was introduced in the Assembly on Feb. 14, 1923, and was passed by a vote of 21 to 10. The bill is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure.

... Several times introduced a similar bill since then, but to no avail. The bill is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure.

Mothers Ask Change

The bill providing for the registration of nurses, which was introduced in the Nevada Assembly on Feb. 14, 1923, is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure.

... The bill is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure. The bill is now in the hands of the committee on the subject of the measure.

Jurich Against It

Jurich spoke for his motion, saying that he wanted to kill the bill because he thinks it is a bad bill, preventing girls from working as practical nurses in the absence of a costly education.

The Jurich and Mr. Blodgett favored the bill, but Jurich advised against killing it without further consideration. Jurich was trying to remove a rider because the bill provided a way to practice law when he was not admitted, but Jurich did not want any standards of professional qualification set up in the case of nurses. Jurich was for the bill.

... Jurich was for the bill. Jurich was for the bill.

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... Jurich was for the bill. Jurich was for the bill.

The Board Was Born in 1923

When Nevada Assemblywoman Marguerite Gosse secured passage of a bill to regulate professional nurses

This September, the Nevada Nurses Association (NNA) celebrated its 75th anniversary with a well-attended convention in Las Vegas. The Nevada State Board of Nursing was one of the organizations invited to participate in the convention's exhibition of historic displays. The information on the following pages was taken from the display the Board put together for the NNA's Diamond Anniversary Celebration — we thought you'd enjoy reading a little about your Board's history.

Established by the state legislature in 1923, the Nevada State Board of Nursing was modeled on legislation enacted by other countries and a few other states. The intent was to separate untrained “nurses” from those who had undergone formal training. Nevada’s first school of nursing was established by St. Mary’s Hospital in 1909. An alumni association of the school’s graduates led to the formation of the Nevada State Nurses Association in 1917. Its main objective was to “secure passage of a law providing state registration of nurses.”

Attempts to achieve this goal were

Historic Milestones

| | |
|------|---|
| 1923 | Legislature establishes Board to regulate professional nurses. Board consists of three RNs appointed by governor. |
| 1947 | Board given authority to accredit nursing schools. Number of Board members increased to five RNs. |
| 1949 | Board given authority to regulate practical nurses. |
| 1963 | Two LPN members added to Board. LPN members are restricted to deciding matters pertaining to practical nursing. |
| 1973 | One consumer member added to Board. All members now have same decision-making authority as RN members. |
| 1977 | Number of Board members reduced by one RN member. Board now consists of four RNs, two LPNs, and one member of the general public. |
| 1979 | Board given authority to regulate advanced practitioners of nursing |
| 1987 | Board establishes an alternative to discipline program for chemically dependent nurses. |
| 1989 | Board given authority to regulate certified nursing assistants. |
| 1994 | Board begins fingerprinting all initial applicants for licensure and certification. |
| 1995 | One CNA member added to the Board, replacing one LPN member. Board now consists of four RNs, one LPN, one CNA, and one public member. |

Front page, Nevada State Journal, February 22, 1923 (Courtesy of Nevada Historical Society, Nevada Department of Cultural Affairs, Division of Museums and History)

made during the legislative sessions of 1915, 1919 and 1921, but all failed. In 1923, a bill was introduced by State Assemblywoman Marguerite Gosse of Reno. In spite of opposition, the bill was passed by both houses and signed into law by Governor James Scrugham on March 20, 1923.

Since its inception, the Nevada State Board of Nursing has grown from a three-member to a seven-member entity. Its functions and responsibilities have

increased dramatically, as have the number of nursing care providers it oversees.

Ninety individuals have served on the Board, bringing hundreds of years of nursing experience with them. They have represented every nursing specialty and a wide range of health care settings.

In 1973, a consumer member was added to represent the viewpoint of the general public, and in 1995, a certified nursing assistant member was added to represent the CNA community.

Board Members

1920s

Alice Craven (1923-1929)
 Emma Springmeyer (1923-1927)
 Mary E. Evans (1923-1933)
 Blanche Garnier (1927-1935)

1930s

Claire M. Souchereau (1929-1935)
 Catherine Sutton (1938-1941)
 Mary E. Evans (1937-1941)

1940s

Marian E. Ballesty (1941-1945)
 Florence Hartung (1943-1949)
 Mary Richie (1942-1946)
 Frances Hawkes (1945-1949)
 Carole Miller (1946-1949)
 Genevieve Sutton (1947-1956)
 Amelia G. Harper (1946-1951)
 Margaret Carroll (1946-1950)
 Christie T. Corbett (1947-1952)
 Della Fitzgerald (1947-1953)
 (Executive Secretary 1961-1965)
 Mary Williams (1949-1955)
 (Executive Secretary 1951-1956)

1950s

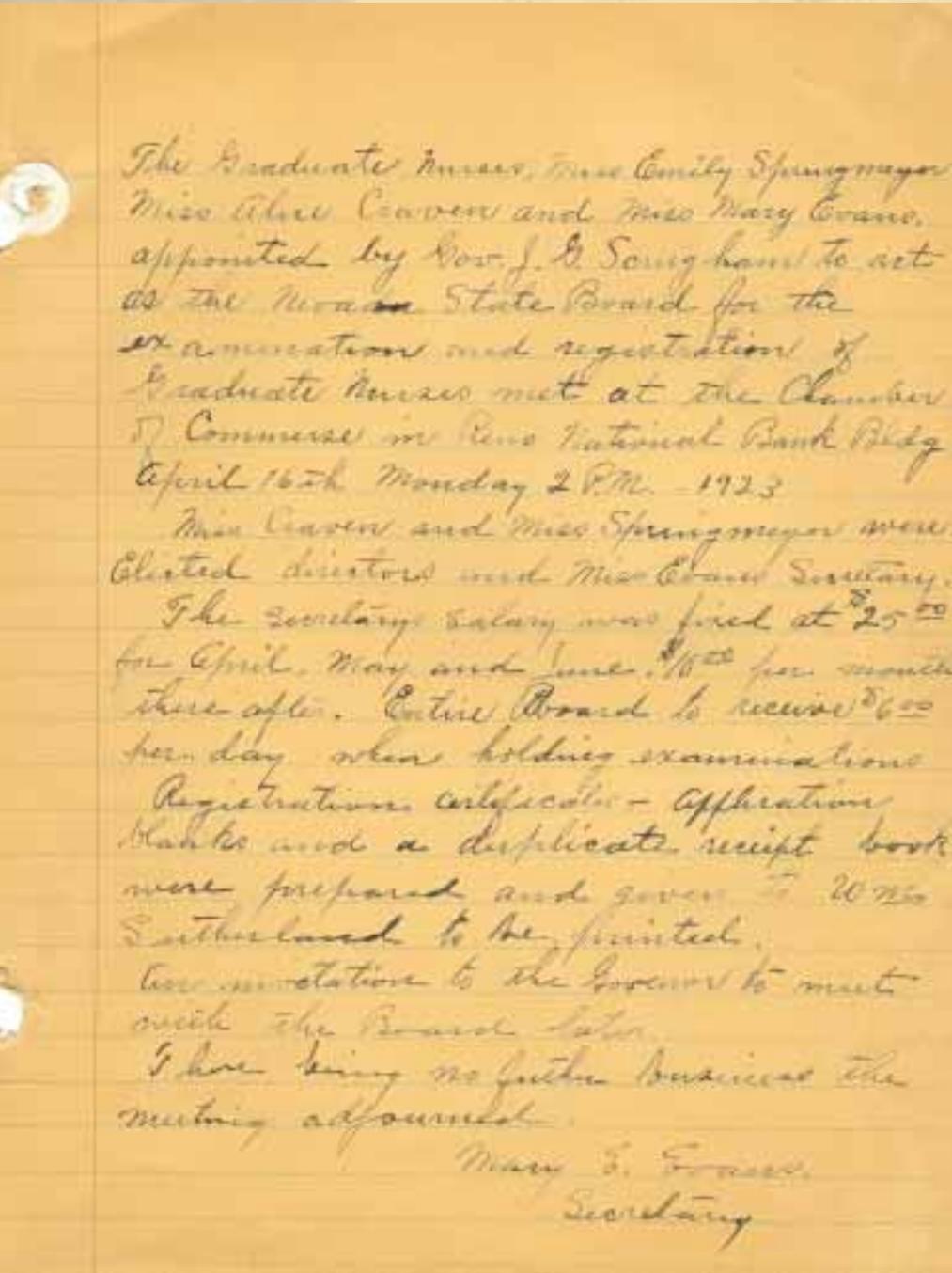
Sister Marie Philomene Miller (1950-1952)
 Isabel Weissman (1952)
 Smiley Klaich Bayless (1952-1956)
 (Executive Secretary 1956-1961)
 Marjorie Peterson (1952-1958)
 Carole Miller Barrett (1953-1961)
 Maye Lee Murphy (1956-1959)
 Mildred Ward (1957-1960)
 Inez L. Dibble (1957-1959)

1960s

Mary R. Oldham (1960-1964)
 Dorothy J. Button (1960-1967)
 (Acting Executive Secretary 1966-1967)
 Mary E. Kennedy (Rhymer) (1960-1967)
 Dorothy W. Minnis (1960-1968)
 Genevieve M. Arensdorf (1961-1965)
 Sylvia A. Michal (1965-1969)
 Grace C. Flint (1965-1969)
 Edith M. Hughes (1963-1969)
 Halloween Barigar (1963-1971)
 Evelyn Y. McColl (1968-1971)
 Laura D. Merlino (1967-1974)
 Bertha S. Woodard (1968-1975)
 Margaret E. Simon (1967-1976)
 Sister Marie Brigid McDonald (1967-1976)

1970s

Eleanor S. Pounds (1970-1973)
 Julia N. Ibarra (1973-1977)
 Norma B. King (1973-1977)
 Ruth W. Purhonen (1974-1980)
 Patricia K. Sims (1977)
 Hilda C. Varney (1975-1980)
 Julia C. Maher (1976-1979)
 Janet Kimak Quilian (1978)
 Alicia Giannotti (1975-1979)
 Patricia A. Peer (1976-1981)
 Alene Dickenson (1979-1982)
 Bernice Martin Mathews (1979-1982)



Minutes of first Board meeting, April 16, 1923 (Courtesy of Nevada State Library and Archives, Nevada Department of Cultural Affairs, Division of Museums and History)

1980s

Cookie Bible (1983-1989)
 Carmen Brito Diaz (1982-1986)
 Rosemary Witt (1982-1987)
 Ellen Pope (1982-1985)
 Ruth Taber Ripsom (1982-1983)
 Clara (Bunny) Ramsey (1982-1987)
 Sharon Carelli (1982-1987)
 Ann Malone (1984-1985)
 Janet Blake (1986-1991)
 Gerald Prindiville (1986-1987)
 Vicky Carwein (1987-1990)
 Douglas Fantazia (1987-1988)
 Patricia Shutt (1987-1989)
 Sylvia Maxson (1987-1990)
 Mable Beer (1988-1992)
 Donna Legg (1988-1990)

1990s

Sydney Krampitz (1990-1991)
 Debra Hirschman (1991-1996)
 Frazine Jasper (Thompson) (1991-1996)
 John Lujan (1991-1995)
 Mimi O'Hanlan (1991-1996)
 Jamie Anderson (1991-1994)
 Darlene Harrison (1991-1997)
 Sharon Anderson (1993-1995)
 Paul Scheidig (1995-1996)
 Tony Gladney (1996-1997)
 Janette Corp (1995-1999)
 Eleanor Zamora (1995-1998)
 Kathleen Reynolds (1996-2000)
 Tana Wisniewski (1996-2000)
 Cookie Bible (1996-2004)
 Tamara Barengo (1997-2002)
 Patricia Shutt (1997-2005)
 Elena Lopez-Bowlan (1999-2003)

Current Members

Dorothy Perkins (1998-)
 Mary Ann Lambert (2001-)
 Helen Vos (2001-)
 Joseph Cortez (2003-)
 David Burgio (2003-)
 Doreen Begley (2004-)
 Betty McKay (2005-)

EXECUTIVES

1951-1956

Mary Williams, Executive Secretary

1956-1961

Smiley Klaich Bayless, Executive Secretary

1961-1965

Della Fitzgerald, Executive Secretary

1965-1966

Gertrude C. Baker, Executive Secretary

1966-1967

Dorothy J. Button, Acting Executive Secretary

1967-1984

Jean T. Peavy, Executive Secretary/Director

1984-1996

Lonna Burress, Executive Director

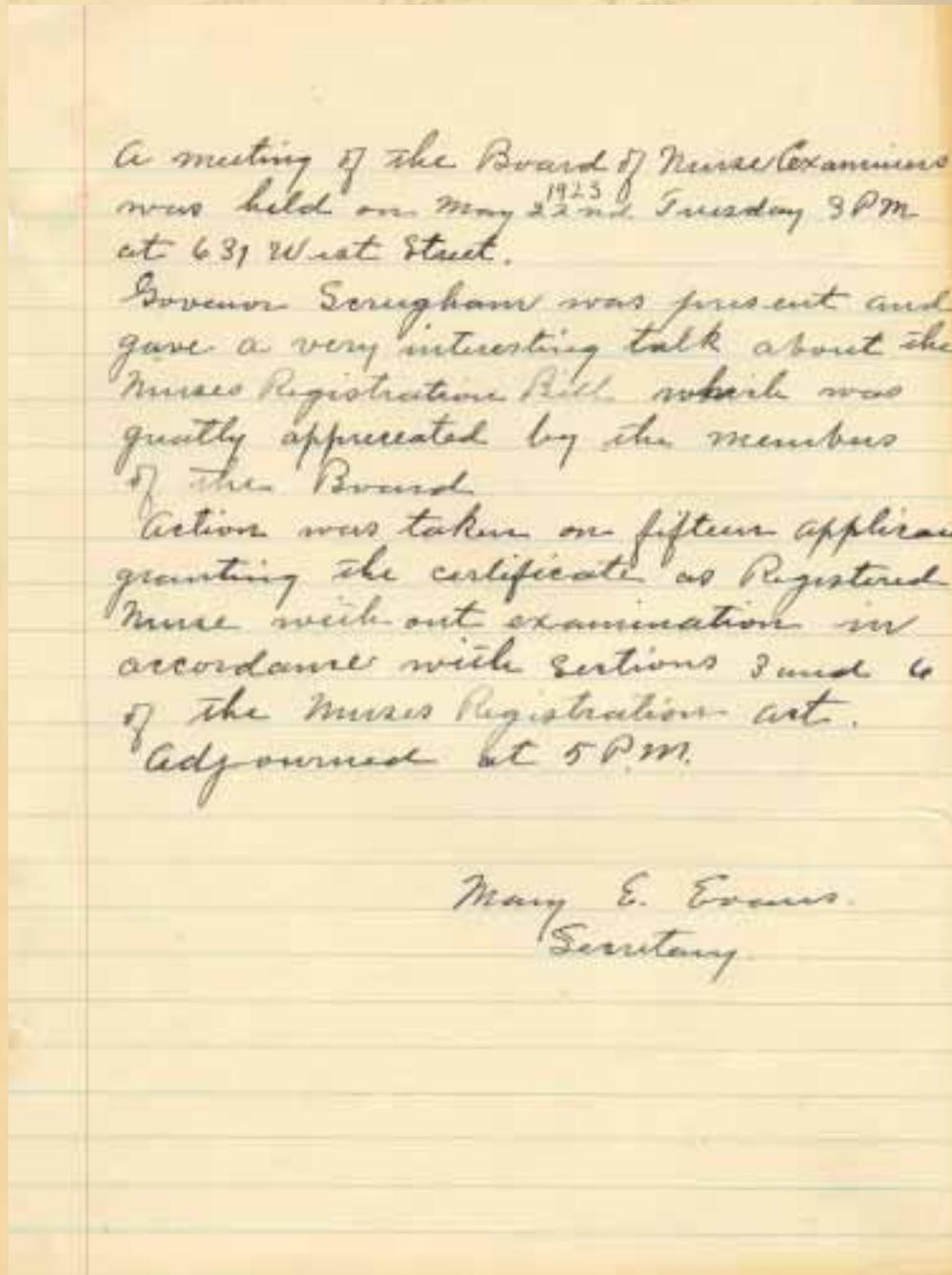
1996-2001

Kathy Apple, Executive Director

2002-

Debra Scott, Executive Director

| Then and Now | 1923 | 2006 |
|--|---|--|
| Cost of a license | \$10 | \$100 |
| Board member per diem | \$10/day | \$80/day |
| Number of Nevada RNs | 104 | 22,576 |
| Nevada population | 77,407 | 2,518,869 |
| Clark County population | 4,859 | 1,796,380 |
| Washoe County population | 18,627 | 396,844 |
| Penalties (for violating Nurse Practice Act) | Criminal (misdemeanor, \$10-100 first offense, \$50-\$500 further offenses) | Administrative (fine, reprimand, probation, suspension, surrender, revocation) |



Minutes of second Board meeting, May 22, 1923 (Courtesy of Nevada State Library and Archives, Nevada Department of Cultural Affairs, Division of Museums and History)

DO YOU HAVE A QUESTION?

If you have questions regarding nursing practice, the first place to look is inside your Nurse Practice Act. If after reading it, you still have questions, call the Board. If it is an issue that needs further definition, you may request the Board issue a practice decision. The Board will then ask its Nursing Advisory Practice Committee to research the issue and make a recommendation.

FOR MORE ANSWERS—GET INTO THE ACT

The Nevada Nurse Practice Act is a 5-1/2" by 8-1/2" booklet. It's just \$5 if you buy it at the Reno or Las Vegas office, and \$8 by mail (make check or money order payable to the Nevada State Board of Nursing).

THE ACT IS ON THE WEB

The Board's website www.nursing-board.state.nv.us has a link to the state laws (NRS), regulations (NAC), and practice decisions which make up the Nurse Practice Act. It also contains a separate section on practice information, including guidelines for determining scope of practice.

LEARN ABOUT THE ACT AND EARN TWO CEs

Take the Nurse Practice Act (Nevada) continuing education course at www.learningext.com. For only \$12, you will learn about the role of the Board and your legal responsibilities as a nurse or CNA, and earn two contact hours of continuing education.

TOLL-FREE CONSUMER HOT LINE CALL 888-590-6726

The Nevada State Board of Nursing has a hot line to help consumers who have questions or concerns about the nursing care they or their loved ones are receiving. Please encourage your friends, families and patients to call the hot line if they have concerns about nursing care. And remember, if you or anyone else wishes to file a complaint against a nursing assistant or nurse, it must be done in writing. Complaint forms can be requested by calling the hot line or can be obtained by visiting the Board's website.

Mailing List Reminder *You can request to be removed*

The Board sells its mailing lists to various organizations, based on their applications. Examples include the Nevada Nurses Association, which mails its newsletter RNformation to all actively licensed Nevada nurses; continuing education providers; uniform companies; and researchers. If you wish to remove your address from the Board's mailing list, you may do so by making a request in writing.

Just send an email to the Board, or mail a signed letter to the Las Vegas office. Please include your full name, address, and license or certificate number. If you choose to remove your address, you will still receive official Board communications such as this magazine, the NSBN News, but you will not receive the material sent by the organizations that purchase the Board's mailing list.



UNLV

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 - Family Nurse Practitioner
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 - Nursing Education
 - Family Nurse Practitioner
 - Pediatric Nurse Practitioner
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EOE

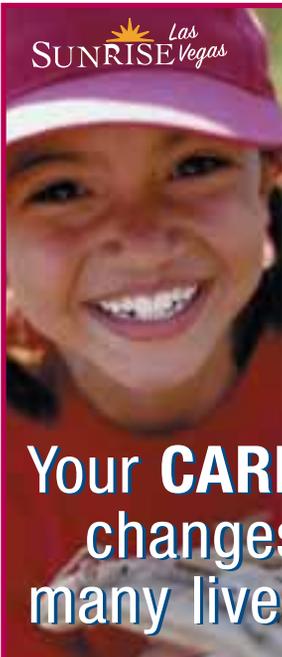


But I don't even have a child!

We often hear this lament from people whose applications have been returned to them because they didn't think the child support section applied to them.

But we don't have a choice. It's federal law that requires applicants to complete the child support section, even if they don't have children.

Your application will not be processed if you do not answer both questions in the child support section of the application.



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PACU
Float Pool
Oncology
Other-Neuro
IMC
APN**

**Charge RN (ER, Ped ER, PACU, Renal/Tel Oncology, Diag Radiology)
Clinical Practice Coordinator (Neuro, PICU, NICU, L&D)
LPN Positions:
Med/Surg**



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National Organizations Address Nursing Delegation

NCSBN and ANA issue joint statement, position paper

This news release was recently issued by the NCSBN and ANA. For more information on delegation, please see the Nevada Nurse Practice Act, NAC 632.047 and 632.222. You may also review the December 2005 article "Delegation: A Guide For Nurses" under the "Newsletter and news magazine" link on the Board's website. In addition, the Board has a video-based training package available for loan; you may request it by calling the Board office.

The National Council of State Boards of Nursing (NCSBN) and the American Nurses Association (ANA) have issued a joint statement on delegation designed to reinforce that delegation is an essential nursing skill and to support the practicing nurse in using delegation safely and effectively.

The escalating shortage of nurses, greater acuity of patient illnesses, technological advances and increased complexity of therapies contribute to today's current chaotic and multifaceted health care environment. The recognition that registered nurses (RNs) need to work effectively with assistive personnel and the abilities to delegate, assign, and supervise are critical competencies for the 21st century nurse led both NCSBN and the ANA to separately adopt papers on delegation in 2005. These delegation papers were conceptually similar thus providing the impetus for NCSBN and ANA to approach this important topic from both regulatory and professional practice positions and work toward a joint statement that distills the best work of both organizations and advances the common ground between the two.

NCSBN and the ANA recognize

the following policy considerations:

- State nurse practice acts define the legal parameters for nursing practice. Most states authorize RNs to delegate.
- There is a need and a place for competent, appropriately supervised nursing assistive personnel in the delivery of affordable, quality health care.
- The RN assigns or delegates tasks based on the needs and condition of the patient, potential for harm, stability of the patient's condition, complexity of the task, predictability of the outcomes, abilities of the staff to whom the task is delegated, and the context of other patient needs.
- All decisions related to delegation and assignments are based on the fundamental principles of protection of the health, safety and welfare of the public.

To support nurses in making decisions related to delegation both organizations have developed resources designed to make the delegation process easier to understand and utilize. Two such resources are the "ANA Principles of Delegation" and NCSBN's "Decision Tree on Delegation" that reflects the four phases of the delegation process.

Both NCSBN and the ANA believe that mastering the skill and art of delegation is a critical step on the pathway to nursing excellence and, when used appropriately, can result in safe and



effective nursing care. As a nursing shortage of epic proportions looms, delegation becomes an even more vital tool that can free the RN to attend to more complex patient care needs; develop the skills of nursing assistive personnel; and promote cost containment for health care organizations.

The National Council of State Boards of Nursing, Inc. (NCSBN) is a not-for-profit organization whose membership comprises the boards of nursing in the 50 states, the District of Columbia and four United States territories. Mission: The National Council of State Boards of Nursing (NCSBN), composed of Member Boards, provides leadership to advance regulatory excellence for public protection.

The American Nurses Association (ANA) is the only full-service professional organization representing the nation's 2.9 million registered nurses through its 54 constituent member nurses associations. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.

The joint statement on nursing delegation may be found on NCSBN's web site at http://www.ncsbn.org/pdfs/Joint_statement.pdf

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Meet the Staff

Sarah Bowen and Sherrie Frederick

Sarah Bowen

Every month, Sarah Bowen reviews hundreds of applications and documents from every corner of the globe. As the Board's licensure specialist, Bowen processes applications for licensure by examination, by endorsement, for renewal, and for continuing education providers. Every day, she answers calls and emails from people who live in other states and other countries who want to know what it takes to get licensed as a nurse in Nevada.

Because licensure requirements vary from state to state and country to country, Bowen says it's important that people know help is just a telephone call or email away. "If you do not understand or are unsure of something, please contact me," she urged. "I will help to the best of my ability and if I cannot find the answer or solution, I will find someone that can."

After five and half years of working as a licensure specialist, Bowen usually knows the answer. But, she says, "A great aspect of



Sarah Bowen

working for the Board is the opportunity to learn something new. There is a great wealth of

knowledge at the Board and that is wonderful."

While Bowen enjoys her work and working with "all the wonderful staff in Las Vegas and Reno," all her free time is "spent just being a new mom and loving it." Her

daughter, Cora, will be six months old in December.

Sherrie Frederick

As the Board's fingerprint spe-

cialist, Sherrie Frederick processes hundreds of fingerprint reports from the FBI and the Nevada Department of Public Safety every month. She is also the person who notifies individuals if their fingerprints were rejected and sup-

plies all the information they need to reprint. "But, of course," she says, "The best part of my job is getting your reports back and being able to

issue your permanent license."

Frederick works closely with the Nevada Department of Public Safety and the FBI. "If there's a problem, we can work together to help you," she explains. "Plus, we have a wonderful staff at the Board that is always available to help you, as well." She urges applicants to call her, "even if your questions seem silly." She adds, "A few minutes on the phone could save you a lot of extra time waiting for your license or certificate."

The fingerprint specialist joined the Board as a receptionist eight years ago. Her previous experience includes positions as supervisor of customer service and data operations for Converse Tennis Shoes,

and customer service representative and computer operator for Boehringer Ingelheim Pharmaceuticals.

Married for 38 years, she has one daughter and two grandchildren. She and her husband enjoy cooking together and

spending time with their family, including their dogs—three Rhodesian Ridgebacks and one Jack Russell Terrier.



Sherrie Frederick

Employers—Avoid Hiring An Imposter

Use website to verify active license/certificate

Over the past several months, Nicole Maria Martinez, AKA Nicole Marie Patterson, Shanna Martinez, Nicole Bennett Patterson, and Shanna Patterson, has been obtaining employment as a registered nurse in Nevada. She is not a registered nurse. Yet, at least two employers hired her after she presented what appeared to be valid credentials. Unfortunately, they did not call the Board or verify her licensure through the Board's website. If they had, they would have learned that she had created false documentation, including an altered printout from the Board's website.

Three other employers did use the

Board's website and discovered she was an imposter before hiring her.

The Board has the authority to cite individuals for offering to practice nursing without a license, and so far, has issued Nicole Maria Martinez five citations. It has also reported her actions to law enforcement.

Recognizing the potential danger to the public posed by imposters, **the Nurse Practice Act requires chief administrative nurses to ensure they employ only individuals with active licenses and certificates.** If they do not, they are subject to potential disciplinary action.

Verification Tips

- Verify the license/certificate *directly with the Board*. The Board's website verification system is quick, convenient, and it's updated within one business day of renewal or initial issuance. You can also call the Board for verification at 888-590-6726. Both methods ensure you have the most up-to-date information about the license or certificate status of your employees and potential employees.
- Martinez, as well as other imposters, may attempt to use the identity of legitimate nurses and CNAs. In addition to verifying licensure/certification directly with the Board, request official documents that will verify the identity of the individual, such as a Nevada driver's license.
- When verifying a license/certificate, note the expiration date and the number.
- If you require the individual to provide the original license/certificate, always ask to see the hard card and do not accept a photocopy.
- Notify the Board of Nursing immediately if an applicant is seeking or has gained employment and there is evidence of tampering on the license/certificate or if the individual is not on the Board's web verification system.
- If you choose to make a photocopy of the license/certificate for the personnel file, write "void" across the face of the copied license/certificate.



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BOARD MEMBERS

The Nevada State Board of Nursing is a seven-member board appointed by the governor of Nevada consisting of four registered nurses, one licensed practical nurse, one certified nursing assistant, and one consumer member.

If you wish to contact a Board member, please write c/o Nevada State Board of Nursing, 5011 Meadowood Mall Way #201, Reno, NV 89502-6547; call 1-888-590-6726; or email nursingboard@nsbn.state.nv.us

BOARD AUTHORITY

The Board has authority only over its licensees and certificate holders and not over the facilities in which these individuals practice. The Board enforces the Nurse Practice Act (the law regulating nursing practice), with funding for all of its activities coming solely from the fees paid to the Board by licensees and certificate holders. The Board does not have authority to take action on issues that are of an employment nature, or those that relate to the nursing profession as a whole. These matters are best dealt with by the state labor commissioner, nursing associations, labor unions, or other similar entities.



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Term expires 10/31/2008



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Continuing Education/Training Requirements for Renewal

Nurses

- You must have completed 30 hours of nursing-related continuing education during the two-year period before renewal.
- You may be selected for audit and must keep copies of your continuing education certificates of completion for four years.
- You must have completed the state-required bioterrorism course (see the Board's website or call for more information on this one-time requirement). You must keep a copy of your certificate of completion indefinitely, in case of audit.
- If you are a new nurse (licensed by examination in Nevada), you are exempt from the requirement to earn 30 CEs for your first renewal if you completed your program within the last two years. You are not exempt from the bioterrorism CE requirement.

- College courses taken toward a higher nursing degree may satisfy the continuing education/training requirement. Please call the Licensure and Certification department to find out if your courses meet this requirement.

Certified Nursing Assistants

- You must have 24 hours of continuing education/training within the CNA scope of practice. (Refer to the *CNA Skills Guidelines* on the Board's website or call the Board to determine if a course is within your scope of practice.)
- You may be selected for audit and must keep copies of your continuing education/training records for four years.
- If you are renewing your certificates for the first time, please note that effective September 1, 2005, the Board no longer accepts your initial CNA training program certificate in place of

the 24 hours of inservice training required to renew your certificate.

- If you work in long-term care, federal law requires your employer to provide CNAs with inservice training.
- College courses taken toward a higher nursing degree may satisfy the continuing education/training requirement. Please call the Licensure and Certification department to find out if your courses meet this requirement.
- If you did not work as a CNA within the two years since your last renewal, you will not need continuing education/training because you will not be eligible for renewal. To become recertified, you must complete a training program and submit a new application, including fingerprints.
- CNAs may take the bioterrorism course for continuing education/training credit, but it is not a mandatory course for CNAs.

MOVING?

Now you can change your address on line!

The law requires you to inform the Board when you change addresses

You're required by law to inform the Board, in writing, of any address change, including a zip code change. The easiest and fastest way for you to make your address change is to go to the Board's website and click on the Address Change link. You may also send an email to nursingboard@nsbn.state.nv.us, call the Board and request an address change form, or mail a signed letter to the Las Vegas office. Remember to include your name, license or certificate type and number, former address, current address, social security number, and date of birth.

Change of address form

Name (Last, First, Middle) _____

Type of License _____

License Number _____

Date of Birth _____

Social Security # _____

Former Address _____

City, State, Zip Code _____

Current Address _____

City, State, Zip Code _____

Telephone # _____

Signature _____

Mail to: Nevada State Board of Nursing
2500 W. Sahara Ave. #207
Las Vegas, NV 89102-4392

Don't Forget to Keep Copies of Your CE Certificates

The Board conducts random audits

As it states on your renewal application, you must keep copies of your continuing training/education certificates for four years, in case you are selected for random audit. If you cannot prove you met the renewal requirements for nurses (30 continuing education credits) or CNAs (24 hours of continuing/training education), *you may be subject to disciplinary action.*

Nurses: the Board is also auditing for compliance with the one-time renewal requirement for a four-hour bioterrorism course. You must keep a copy of your bioterrorism certificate of completion indefinitely.

Disciplinary and Licensure/Certification Actions

Before disciplinary action is taken, the Board ensures the nurse or nursing assistant is given due process

The following are disciplinary and licensure/certification actions taken by the Nevada State Board of Nursing for the period of May 20 through September 21, 2006. Please note that this list does not include some outcomes of the September 20-21, 2006, Board meeting due to legal notice requirements. Those outcomes will be reported in a future disciplinary actions list. This list does include some outcomes of previous Board meetings that were not reported earlier due to legal notice requirements.

Settlement Agreements and/or Hearing Outcomes

Addario, Elise, RN50513 Agreement for Fine of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Anderson, Linda, RN28556 Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, (14) failing to comply with Board order, and NAC 632.890 (18) diversion of equipment or drugs.

Arlen, Jonathan, RN30882, APN000589 Agreement for Fine of \$500.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Artaba, Althea, RN12545 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope, and (24) failing to collaborate with health care team.

Bailey, Jennifer, RN31884 Agreement for Reprimand for violation of NRS 632.320 (1) fraudulent application.

Beltran, Charlotte, RN31217 Agreement for Fine of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Bradshaw, Melissa, CNA005996 Agreement for Probation for violation of NRS 632.320 (5) controlled substances.

Brower, Randall, RN31135 Order for Reprimand and Class for violation of NRS 632.320 (14) failing to comply with Board order.

Bucknam, Carol Ann, RN31233 Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofession-

al conduct, and (14) failing to comply with Board order.

Carpenter, Gloria, RN46697 Agreement for Fine of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Chapman, Lisa, CNA010338 Order for Reprimand and Class for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (38) professional boundaries.

Cole, Linda, CNA002135 Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Davis, Dale, RN29908 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct.

DeCastro, Elaine, RN49490 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Diggs, Johnny, LPN07579 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substance, and (20) inaccurate recording, falsifying.

Dillard, Maryanne, RN18279 Voluntary Surrender in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, (14) failing to comply with Board order, and NAC 632.890 (21) obtain, possess, furnish prescription drugs without authorization, and (35) failing to comply.

Dinenna, Victoria, RN47429 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (1) fraudulent application.

Gordon, Whitney, RN26638 Voluntary Surrender in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, (14) failing to comply with Board order, and NAC 632.890 (35) failing to comply.

Henderson, Virginia, LPN11223 Agreement for Reprimand and Fine of \$1,000.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Holden, Evalyn, RN28417 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal law/regulation.

Jorgensen, Elizabeth, CNA017408 Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards, and (28) causing harm to a resident.

Kampe, Maria, RN17033 License revoked for vio-

ABBREVIATIONS

NRS Nevada Revised Statutes
NAC Nevada Administrative Code

lation of NRS 632.320 (1) fraudulent application and (2) criminal conviction.

King, Lisa, LPN12917 License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Lahiff, Margaret, RN12092 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (11) falsified information to obtain controlled substances.

LaMarque, Susan, LPN10559 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances, and (18) diversion of equipment or drugs.

Lassen, Amelia, RN12472 Voluntary Surrender in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, (11) falsified information to obtain controlled substances, and NAC 632.890 (21) obtain, furnish prescription drugs without authorization.

Lawrence, Sharon, RN47261 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substance, and (27) customary standards.

Lockwood, Diana, RN22766 Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and (14) failing to comply with Board order, and NAC 632.890 (10) positive drug screen on duty, (27) customary standard of practice, and (35) failing to comply.

Marenick, Marilyn, RN23160 License revoked for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (9) impaired practice and (22) patient abandonment.

Marshall, Patricia, RN29451 Agreement for Fine of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Martensen, Karri, RN20032 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct.

McGuire, Valliera, RN06717 Order of Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (12) privacy violation and (13) confidentiality violation.

McRae, Starla, RN50022 License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Meier, Deborah, RN34907 Agreement for Reprimand for violation of NRS 632.320 (13) deceive, defraud or endanger the general public.

Menzor, Mary, CNA017265 Agreement for Reprimand for violation of NRS 632.320 (1) fraudulent application.

Millslagle, Erik, RN49192 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (20) inaccurate recording, falsifying, (27) customary standards of practice, (28) causing harm to a patient, and (33) abuse of a patient.

Moore, Joann, CNA002376 Agreement for Reprimand and Fine of \$250.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active certificate.

Please do not use this list of disciplinary actions for verifying licensure or certification status. Other action may have taken place between the time the discipline was imposed and the time of publication. To verify licensure or certification status, please visit our website or call the Board.

Orrillo, Andrea, CNA018053 Agreement for Reprimand and Fine of \$250.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment, and (27) customary standards.

Plaskett, Michelle, RN25491 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct.

Plaster, Richard, RN34681 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as a condition of employment.

Real, Lorrene, RN33547 Voluntary Surrender in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct and NAC 632.890 (18) diversion of equipment or drugs.

Roberson, Angel, RN41983 Order for five-month extension of Probation, and weekly drug testing to include ethyl glucuronide (EtG) for three months for violation of NRS 632.320 (14) failing to comply with Board order.

Romero, Gerald, RN44745 Order of Reprimand and Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16)(a) failing to properly document controlled substances.

Sands, Vanessa, RN25176 License revoked for violating NRS 632.320 (12) action in another state.

Seals, Shirleia, CNA02410 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment.

Sewell, Lynn, CNA016917 Order of Reprimand for violation of NRS 632.320 (1) fraudulent application.

Sohn, Kristin, RN42767, APN applicant Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, and NAC 632.890 (9) impaired practice.

Toles, Krystyna, RN32873 Agreement for Fine of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Villabroza, Priscilla, RN47774 Agreement for Probation for violation of NRS 632.320 (12) action in another state.

Whitney, Shirley, RN25107 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances.

Wilder, Tammy, CNA013019 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards, and (33) abuse/neglect of patient.

Williams, Aisha, LPN13067 Order of Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Williams, Karen, RN48133 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs.

Woodfield, Kim, RN30231 Agreement for Reprimand and Fine of \$500.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license.

Wright, Barbara, RN14822 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances.

Yee, Isinor, RN40957 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs and (27) customary standards.

Zaratigui, Dawn, RN45097 Order for one-year extension of drug monitoring for violation of NRS 632.320 (14) failing to comply with Board order.

Denials of Applications for Licensure or Certification

Flanagan, Lavinia, CNA applicant
Kiviniemi, Tina, CNA applicant
McClendon, Yolanda, CNA applicant
Petties, Alahandre, CNA applicant
Trice, Constance, LPN applicant
Williams, Elizabeth, LPN applicant

Applications denied for violation of NRS 632.320 (1) is guilty of fraud or deceit in procuring or attempting to procure a license or certificate pursuant to this chapter.

Denny, Charles, RN applicant
Dimpel, Sara, CNA applicant
Garcia, David, CNA applicant
Hagen, Tanya, RN applicant
Hill, Glenda, CNA005912
Hume, Haylie, CNA018593
Jefferson, Sheila, CNA applicant
May, Kathleen, CNA applicant
Neil, David, RN, CRNA applicant
Perry, Ann, RN applicant
Snyder, Lorri, RN applicant
Ward, Melinda, RN applicant

Applications denied for violation of NRS 632.320 (2) is guilty of a felony or any offense (a) involving moral turpitude; or (b) related to the qualifications, functions or duties of a licensee or holder of a certificate, in such case the record of conviction is conclusive evidence thereof.

Carosi, Paul, RN applicant
Gillit, Helen, RN applicant
Applications denied for violation of NRS 632.320 (1) fraudulent application, and (12) action in another state.

Kakpovi, Blaise, LPN applicant
Application denied for violation of NRS 632.320 (12) action in another state

Rees, Wendi, RN applicant
Application denied for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty, (16) failing to properly document controlled substances, and (27) customary standards of practice.

Wood, Dianne, CNA applicant
Application denied for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards, and (33) abuse/neglect of a patient.

Citations for Practice Without A License/Certificate

Martinez, Nicole Maria (three citations)
White, Lindsey

What are common types of disciplinary actions?

When considering what kind of disciplinary action it should take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation, and can range from reprimanding an individual and ordering the person to attend a remedial class to revoking the person's license or certificate. All disciplinary action is reported to national disciplinary data banks. Outlined in the Nurse Practice Act, NRS 632.325, disciplinary actions available to the Board include:

Denial of Application

If the Board denies an application for licensure or certification, it has determined that the individual violated the Nurse Practice Act. In most cases, the denial is due to criminal convictions and/or submitting a fraudulent application.

Reprimand and/or Fine

If the Board reprimands or fines a nurse or CNA, it has determined that the individual violated the Nurse Practice Act. This action does not prohibit or restrict the individual's practice.

Probation

If the Board puts an individual on probation, it means the nurse or CNA may work, but will be working on a restricted license or certificate and monitored by the Board for a specific time period. The probation may also include practice and/or setting restrictions and requirements like classes or random drug tests.

Suspension

If the Board suspends a license or certificate, it means the nurse or CNA is prohibited from practicing for a designated time period.

Voluntary Surrender

This means the nurse or CNA has agreed to voluntarily surrender his or her license or certificate and cannot practice in Nevada. If the person applies for reinstatement, the Board weighs evidence of rehabilitation and remediation when considering the application.

Revocation

If the Board revokes a license or certificate, it means the nurse or CNA cannot practice in Nevada for a minimum of one to a maximum of 10 years. After that time, the nurse or CNA may apply for reinstatement if all the requirements in the order of revocation have been met. The Board weighs evidence of rehabilitation and remediation when considering the application.

Who can I call if I have questions about the complaint or disciplinary process? The Board encourages you to call any time you have a question about the disciplinary process or what constitutes a violation of the Nurse Practice Act. Just call the Board and ask for one of the nurse investigators or the director of operations.

Administration

5011 Meadowood Mall Way, Suite 201, Reno, NV 89502, 888-590-6726
nursingboard@nsbn.state.nv.us

Debra Scott, MS, RN, APN, Executive Director

Statewide Liaison and Spokesperson
Organizational and Public Management
Fiscal and Human Resource Management
Legislative and Governmental Relations
APN Advisory Committee Chair
Nursing Practice Advisory Committee Chair

Chris Sansom, BSN, RN, Director of Operations

Program Management
CNA Advisory Committee Chair

Patty Shutt, LPN, Site Operations Supervisor

Las Vegas Site Supervision

Roseann Colosimo, PhD, MSN, RN, Education Consultant

Nursing Education Programs
CNA Training Programs
Continuing Education Programs
Education Advisory Committee Chair

Fred Olmstead, General Counsel

Legal Counsel

Dean Estes, Accountant/Technology Officer

Budget, Accounting and Payroll
Programming
Technology Support

Cindy Kimball, Public Information Officer

Public Information and Education
Consumer Relations
News Magazine, Web Site, Publications

Teri Troke, Executive Assistant

Assistant to the Executive Director
Scheduling
Board Meeting Agenda and Arrangements
Nurse Practice Act Publication

Program Staff

5011 Meadowood Mall Way, Suite 201, Reno, NV 89502, 888-590-6726
2500 W. Sahara Ave., Suite 207, Las Vegas, NV 89102, 888-590-6726
nursingboard@nsbn.state.nv.us

Investigations and Monitoring

Linda Aure, BSN, RN, C, Senior Investigator

Complaint Investigations
Nursing Practice Questions

Lark Muncy, RN, Investigator

Complaint Investigations
Nursing Practice Questions

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling
Probation and Alternative Program Monitoring

Licensure/Certification

Sarah Bowen, Licensure Specialist

Licensure Eligibility Questions
Renewal Applications
Endorsement and Examination Applications
Continuing Education Providers
Foreign Nurse Graduates and Licensure Issues

Patty Towler, Senior Certification Specialist

CNA Registry Maintenance
CNA Certification and Renewals
CNA Program and Instructor Approvals

Molly Echandy, Licensure/Certification Clerk

Licensure Eligibility Questions
Renewal Applications
Endorsement and Examination Applications
Continuing Education Providers
Foreign Nurse Graduates and Licensure Issues
CNA Certification and Renewals

Support

Sherrie Frederick, Fingerprint Specialist

Endorsement Forms
Fingerprint Processing
Fingerprint Report Screening

Christie Daliposon, Management Assistant

Assistant to the Director of Operations
Discipline Investigative Support
Compliance Support
Board Meeting Preparation
Disability Advisory Committee Scheduling

Cyndie Souza, Management Assistant

Discipline Investigative Support
Yes Answer and Fraudulent Application Processing
Board Meeting Preparation
NURsys Data Entry

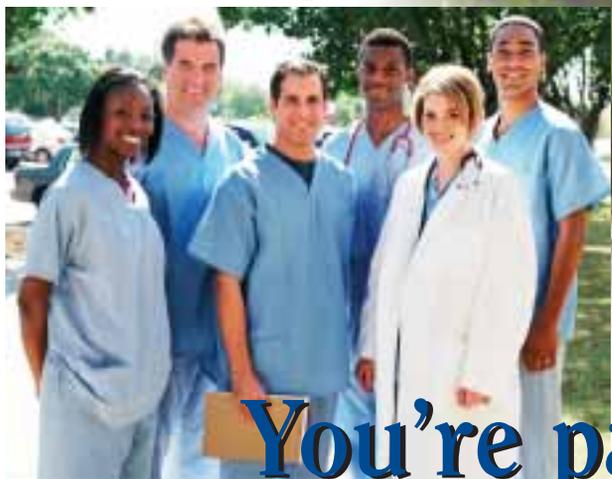
Kimberly Roth, Receptionist

Renewal Applications
Program Support
Inquiries, Information and Referrals
Licensure and Certification Applications
Nursing Personnel Lists

Adela Smith, Receptionist

Program Support
Inquiries, Information and Referrals
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- PACU
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- Progressive Care Unit
- Surgery



Please send your resume to: MountainView Hospital Care of Human Resources, 3100 N. Tenaya Way, Las Vegas, NV 89128.
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Fax: (702) 233-5301 www.MountainView-Hospital.com

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