

Nevada State Board of
NURSING NEWS

June 2006

Members of
the Board's
Disability
Advisory
Committee



**Majority of Nurses and
CNAs Now Renew On Line**

Your Questions, Our Answers

**Bioterrorism
CE Reminder**

Meet the Staff

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.

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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.

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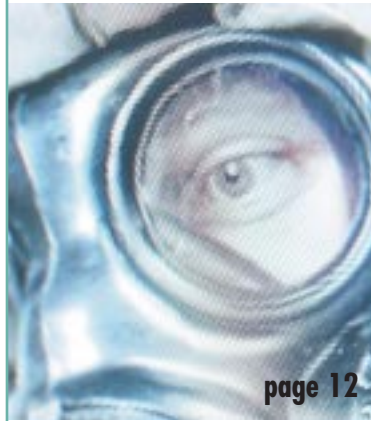
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You may do so by visiting our website and clicking on the "Address Change" link. See page 18 for details.



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page 13

On the Cover: Members of the Board's Disability Advisory Committee gather before their semi-annual meeting in Las Vegas this April.

Standing: Doreen Begley (Board liaison), Mary Culbert, Judith Vogel, Virginia Deleon, Jan Brethauer, Sandra Hotchkiss; **Seated on chairs:** Roseann Colosimo, Phyllis Erichsen, Judith Slaney, Alice Adams; **Seated on floor:** Kathleen Reynolds (compliance coordinator) and Cookie Bible.

Photo by Debra Scott

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



We're All in This Together

A message from the executive director

Being a nurse takes an enormous amount of energy. Energy to deliver safe, quality care. Energy to maintain our professional competence and further our development. And energy to work in today's challenging healthcare environment, especially here in Nevada, where we have one of the most serious nursing shortages in the nation. (According to the preliminary findings of the 2004 National Sample Survey of Registered Nurses conducted by the federal Health Resources and Services Administration, Nevada has 604 registered nurses per 100,000 population, placing us just above California, the state with the lowest RN to population ratio at 590 per 100,000.)

Despite these "energy-zappers," most nurses still have the energy to put their patients first. The role of the Nevada State Board of Nursing is also to put patients first. Our mission, mandated by the Nevada State Legislature, is to protect the public's health, safety, and welfare by effectively regulating the practice of nursing and enforcing the provisions of the Nevada Nurse Practice Act.

When the legislature established the Board in 1923, it was to answer the question: "How can we, as a state, be sure that those individuals who wish to make nursing their career are safe and competent to practice in the real world?"

In addition to creating the Board, the legislature answered that question by passing the laws that serve as the foundation for nursing regulation. Together, nursing laws and regulations make up the Nurse Practice Act. Have you looked at it lately? Do you know the scope of your license? Do you know your obligations relating to safe and competent practice? I invite you to visit our website at www.nursingboard.state.nv.us and click Nurse Practice Act and Practice Decisions and explore for yourself the laws, regulations, and decisions that guide your practice in Nevada.

The Board, the legislature, and members of the healthcare community are continually evaluating the Nurse Practice Act to ensure it is current with acceptable and legal limits regarding the practice of nursing. We invite you to join us in this endeavor. You may do this through applying to become a member of one of the Board's five advisory committees (visit our website for a committee application, committee descriptions, lists of members, and current openings). We also encourage you to attend advisory committee and Board meetings (notices of which are also on our website). Dates of future Board and committee meetings and current committee openings are also listed on page 4 of this magazine.

Many individuals volunteer their time to Board committees to address current practice issues and explore the need for changes. (Most of the members of the Disability Advisory Committee are featured on the cover of this magazine.) These committees make recommendations for change and provide the Board with a wealth of information regarding nursing practice. This input allows our seven Board members to make educated and informed decisions regarding the regulation of practice in Nevada. All recommendations are presented in public meetings before being considered for change to our Nurse Practice Act.

We at the Board, both staff and members, sincerely believe that through the thoughtful collaboration of licensed and certified individuals who have the public interest at heart, protection of the public can also mean success in the advancement of the practice of nursing. And isn't that really what it's all about?

A handwritten signature in black ink that reads "Debra Scott". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Debra Scott, MS, RN, APN
Executive Director



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- December 2006
- March 2007
- June 2007

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EOE

Nevadans Help Develop NCLEX Items

Local nurse and Board member served on national panels

The National Council of State Boards of Nursing (NCSBN) recently recognized Nevada registered nurse Lisa Watson for serving on the NCLEX-RN Item Writing Panel, February 13-16, 2006. It also recognized Mary Ann Lambert, MSN, RN, and a member of the Nevada State Board of Nursing, for serving on the NCLEX-RN Item Review Subcommittee, March 8-10, 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.

YOU'RE IN GOOD COMPANY

Active Nevada
licenses/certificates on
April 24, 2006

RN • 22,020

LPN • 3,122

CNA • 6,127

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

(June 21, 2006)

July 19-21 (annual business
meeting) - Elko

(August 23, 2006)

September 20-22, 2006 - Las Vegas

(October 18, 2006)

November 15-17, 2006 - Reno

(December 13, 2006)

(Meetings may be held on dates and in locations in parentheses, depending on Board business.)

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 (two)

Recent reappointments: Amy Booth, MSN, RN, APN, and Tricia Brown, MSN, RN, APN

August 16, 2006

November 7, 2006

CNA Advisory Committee (two)

August 17, 2006

November 2, 2006

Disability Advisory Committee (three)

Recent appointment: Ann Testolin, EdD, MS, BS, RN

October 20, 2006 - Reno

Education Advisory Committee (four)

August 11, 2006

November 3, 2006

Nursing Practice Advisory Committee (three)

Recent appointments: Mary Wherry, MS, RN, and Vickie Wright, MBA, RN, CCRN, CCM

June 7, 2006

August 8, 2006

October 3, 2006

December 5, 2006.

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 each 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.



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Before you email the Board, make sure you add us to your “safe list” and/or have given your email provider permission to receive messages from email addresses ending with @nsbn.state.nv.us. We respond promptly to every email inquiry, but often, our responses are rejected. Sometimes, they’re returned as “undeliverable” or they are mistaken for spam. Other times, we’re asked to sign in and provide a password to an email screening service, which is against Board policy.

So, if you’re wondering why the Board doesn’t answer your emails, check to see whether you’ve screened us out. We want to hear from you and we want you to hear from us!



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Majority of Nurses and CNAs Now Renew On Line



Look for the blue or yellow postcard—it is mailed two months before your expiration date

Two months before their Nevada license or certificate expires, all nurses and CNAs are mailed blue (nurse/advanced practitioner) or yellow (nursing assistant) postcards. The postcard contains a Personal Identification Number (PIN) and instructions to access the Board's website at www.nursingboard.state.nv.us for on line renewal.

All you need to renew your Nevada license or certificate is a MasterCard™, Visa™ or Discover™ debit or credit

card, and access to the internet. If you are a CNA, you will also need the full name and license number of your supervising RN or LPN.

Once you've successfully completed the process, your license or certificate will be renewed within one business day. Your hard card will follow in the mail.

If you don't have a MasterCard™, Visa™ or Discover™ debit or credit card, the postcard will direct you to complete and print a renewal applica-

tion from the Board's website or call for an application to be mailed to you.

If you have a credit or debit card, but don't have access to the internet, you can come to either Board office and renew your certificate using the lobby computer set up just for you!

So, make sure you receive the postcard by ensuring the Board has your correct address—you can update your address through our website, or complete the change of address form on page 18.

Please note:

- **CNAs need the full name and license number of their supervising RN or LPN.** The Board has recently received calls from employers concerned about supplying CNAs with the RN/LPN license number of their supervising nurse. As a reminder, this requirement has been in place for several years. With its new application and on line service, the Board has actually made it simpler for employers, as it is no longer requiring the employer to complete an "Employment Verification Information" section in addition to the supervising nurse's name and license number.
- **License and certificate numbers are public information.** Not only do boards of nursing have a right to request the license or certificate number of any nurse or CNA, so does any member of the public.
- **The Board is auditing for compliance with the CE requirements for nurses and advanced practice nurses, as well as the employment and continuing education/training requirements for CNAs.** Although you no longer need to submit copies of these records with your application, you must keep them for four years in case you are audited. If you cannot prove that you have completed these renewal requirements, the Board may take disciplinary action against your license or certificate.

Problems with on line renewal?

We receive several calls a day from people who have problems with on line renewal. We are glad to help walk you through the process, but here are some tips that may help you help yourself:

- Read the screening questions carefully and answer them truthfully.
- Make sure you enter your license or certificate number with no spaces between the type and the number, and make sure you include the leading zeros.
For example: RN00055 or CNA00055.
- The Board's on line renewal system works best with Internet Explorer. If your internet browser is Netscape, Firefox, or if you have DSL service, you may encounter problems. If you do, you may call the Board office for assistance, or complete the paper renewal application.
- If you need to complete a paper renewal application, you will be directed to click a link to a PDF form that will open in the Adobe Acrobat Reader program. You will be able to type in your answers directly into the application, then print it, sign it, and mail it in with your fee. Remember to click the link—*do not print the on line renewal screen*—it is not the paper renewal application.

Your Questions, Our Answers

Answers to some frequently asked practice questions

Every day, the Board receives many calls and emails regarding scope of practice, asking questions that range from what kind of drugs a nurse is allowed to administer during procedural sedation to whether a CNA can tell a patient a diagnosis.

While the Nurse Practice Act and the Board's practice decisions do specifically address some of these questions (e.g. procedural sedation), there is no one "list" of acceptable procedures.

The Nurse Practice Act defines nursing in terms of applying the nursing process, teaching health care practices, and managing the practice of nursing.

To determine if providing a specific service or procedure is acceptable practice, both the specific circumstances involving the patient's condition and the competency of the nurse must be considered.

Published inside the Nurse Practice Act (revised May 2004) is a list of specific practice decisions (pages 91-95) and a guideline and decision tree for determining scope of practice (pages 96-97). (This information is also on the Board's website.)

The guideline lists basic questions you should ask if you're trying to determine whether a practice is within your scope. If you can answer yes to all the questions, and other state or federal laws and regulations don't prohibit it, the practice is probably within your scope.

Here are answers to some of the scope of practice questions the Board is frequently asked.

Q If my facility employs nurses or CNAs from a staffing agency, whose responsibility is it to verify they have active Nevada licenses or certificates?

A It is the responsibility of both the facility and the staffing agency. Per NAC 632.890(30)(c), the chief nurse where the nurse or CNA is employed and/or working is responsible for verifying he or she has an active Nevada license or certificate. To do so, the Board encourages you to use our website verification system. It's 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.

Q Can a nurse cut a diabetic's toenails?

A Yes. Per NAC 632.225 a registered nurse may perform a skill, assessment, intervention or other duty in addition to those taught in a basic nursing educational program for a professional nurse if they meet the requirements outlined in the regulation. Requirements included in the regulation are: is the skill within the scope of practice of the nurse, is there documentation of the nurses' competence in performance of the skill maintained by the employer, and are there written policy and procedures in place?

Q If a practice is allowed by the Nurse Practice Act, can my facility prevent me from performing it?

A Yes. A facility's policies and procedures may be more restrictive than Nevada laws, regulations, and decisions. However, a facility may not expand a nurse's or CNA's scope of practice by instituting policy and procedures that are in conflict with the Nevada Nurse Practice Act.

Q May a CNA tell a patient a diagnosis?

A No, and neither may an RN or LPN. Informing a patient of a diagnosis is the responsibility of

an advanced practitioner of nursing, a licensed physician, a licensed physician assistant, a licensed dentist or a licensed podiatric physician.

Q What drugs may nurses administer during procedural sedation?

A According to the Board's Procedural Sedation Practice Decision, there are "... no limits on the type of medication or route of medication; there is only the requirement that the drug be ordered by one lawfully authorized to prescribe.

"Specifically, the registered nurse must be competent to perform the function, and the function must be performed in a manner consistent with the standard of practice. In administering medications to induce procedural sedation, the RN is required to have the same knowledge and skills as for any other medication the nurse administers. This knowledge base includes but is not limited to: effects of the medication, potential side effects of the medication, contraindications for the administration of the medication, and the amount of the medication to be administered. The requisite skills include the ability to: competently and safely administer the medication by the specified route, anticipate and recognize the potential complications of the medication, recognize emergency situations, and institute emergency procedures. Thus the RN would be held accountable for knowledge of the medication and for ensuring that the proper safety measures are followed. . . ."

Please see the Board's website for the text of the entire decision.

Q May a CNA work as a medical assistant?

A A CNA may choose to have a separate job as a medical assistant. However, the hours worked as a medical assistant do not qualify toward the 400-hour CNA renewal requirement. This applies even if her employer requires an employee to have a CNA certificate for a specific position. A CNA has a very specific and limited

scope of practice. Medical assistant practice falls under the direction and supervision of a physician and is regulated by the Board of Medical Examiners.

Q May a CNA supervise another CNA?

A No. Per NRS 632.0166, CNAs work under the direction (supervision) of a licensed nurse. A CNA may orient another CNA to his or her assignment, but supervision remains the responsibility of the licensed nurse.

Q May an LPN supervise an RN?

A No. Per NRS 632.017, LPNs work under the direction (supervision) of a registered nurse, an advanced practitioner of nursing, a licensed physician, a licensed physician assistant, a licensed dentist or a licensed podiatric physician. LPNs are not qualified, nor is it in their scope of practice, to supervise RNs.

Q May an LPN serve as the chief nurse and supervise RNs?

A The answer lies both in the Nurse Practice Act and in facility regulations. Per NRS 632.240, nursing services must be supervised by a chief administrative nurse, who must be a registered nurse. Also, LPNs work under the direction of a registered nurse, not the other way around (see NRS 632.017).

Facility regulation (NAC 449.74517), enforced by the Nevada State Health Division's Bureau of



Licensure and Certification, allows an LPN to work as the charge nurse in a facility for skilled nursing, but not as the *chief administrative nurse*. Here is the relevant text of that regulation:

NAC 449.74517 Nursing Staff.

- (2) A facility for skilled nursing shall employ a full-time registered nurse to act as the chief administrative nurse. The chief administrative nurse must have:
- (a) At least 3 years of experience providing nursing care in a hospital or facility for long-term care; and
 - (b) Experience supervising other employees.

Q May licensed nurses administer over-the-counter medications without a physician order?

A If a person is employed as an RN or LPN, he or she can only administer medications (including over-the-counter) under the regulation that governs prescriptions—NAC 632.071 “Prescription” defined. According to that regulation, “prescrip-

tion” means authorization to administer medications or treatment issued by an APN, a licensed physician, a licensed physician assistant, a licensed dentist or a licensed podiatric physician in the form of a written or oral order, a policy or procedure of a facility, or a written protocol developed by the prescribing practitioner. So, an RN or LPN can only give over-the-counter medications with a prescription.

Q Can LPNs do assessments in long-term care settings?

A They can contribute to the assessment, just as they can in any setting, according to “Nursing Roles and Responsibilities” (page 98 of the Nurse Practice Act, revised May 2004). At the direction of an RN, APN, licensed physician, licensed physician assistant, or licensed dentist, an LPN can contribute to assessments of health status by (1) collecting, reporting, and recording objective and subjective data, (2) observation of conditions or change in condition, and (3) signs and symptoms of deviation from normal health status.

Q May a licensed nurse perform a task or duty beyond their scope of practice if the physician has given them direction to do so and has indicated they are “working under his license”?

A Licensed nurses may only perform those duties and tasks that are within their scope of practice as defined by the Nevada Nurse Practice Act. Licensed nurses never work “under” anyone else’s license.

NCSBN SEEKS YOUR INPUT ON CURRENT LPN/VN ENTRY-LEVEL NURSING PRACTICE

The National Council of State Boards of Nursing (NCSBN) is about to launch a practice analysis study designed to describe entry-level licensed practical/vocational nurse (LPN/VN) practice. Using a survey developed by a panel of experts that included both practicing LPN/VNs from a variety of practice settings and specialty areas, as well as LPN/VN educators, a sample of LPN/VNs will be asked to determine the frequency of performance and the importance of each of the activities listed. The results of the survey will be used to evaluate the current LPN/VN test plan

in an effort to assure that the NCLEX-PN® examination reflects existing practice.

The LPN/VN survey is due to be launched on June 12, 2006. This study offers an opportunity for LPN/VNs to contribute to the nursing profession and as such, NCSBN encourages nurses receiving the survey to complete and return it as soon as possible.

If you have any questions about the LPN/VN entry-level practice analysis, please contact NCLEX information at 866-293-9600 (toll free number) or email nclexinfo@ncsbn.org.



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Remember, You Must Complete a Bioterrorism Course

Nevada law requires it

As we've mentioned in previous issues of NSBN News, the 2003 Nevada legislature passed Assembly Bill 250, which requires that several types of health care professionals, including nurses, take four hours of continuing education "relating to the medical consequences of an act of terrorism that involves the use of a weapon of mass destruction."

As of January 1, 2005, all nurses renewing their licenses must have completed this four-hour bioterrorism course as part of their CE renewal requirement. On that date, the Board's random CE audits began to include auditing for proof that renewing nurses have completed the bioterrorism course.

The bill specifies that the course of instruction must include:

- An overview of acts of terrorism and weapons of mass destruction;
- Personal protective equipment required for acts of terrorism;
- Common symptoms and methods of treatment associated with exposure to, or injuries caused by, chemical, biological, radioactive and nuclear agents;
- Syndromic surveillance and reporting procedures for acts of terrorism that involve biological agents; and
- An overview of the information available on, and the use of, the Health Area Network.

Completing a bioterrorism course which meets the requirements of the law is a one-time requirement of all RNs and LPNs with active Nevada licenses. Once the course is completed, it doesn't have to be taken again.

The four hours may be counted as part of the 30-hour CE requirement for RN and LPN renewal, and as part of the

45-hour CE requirement for APN and CRNA renewal. (Remember you must retain your CE certificates for four years, so that you have proof you met the CE renewal requirement in the event you are audited.)

Taking any CE course?

It doesn't have to cost you anything, but it must be offered by an approved provider.

While the legislature didn't mandate the course for CNAs, the Board highly encourages them to take it as part of their 24-hour in-service training renewal requirement.

When considering any continuing

If a continuing education provider is an academic institution, is approved by another state nursing board or health-related board, or is recognized by one of the organizations below, it is accepted by the Nevada State Board of Nursing.

- American Association of Critical Care Nurses
- American Association of Nurse Anesthetists
- American Nurse Credentialing Center Commission on Accreditation
- National Association of Pediatric Nurse Associates and Practitioners
- National League for Nursing

If a continuing education provider is

education course, please make sure that the CE provider is approved by the Board (see below). If it is not, it won't count toward the 30-hour renewal requirement. In addition, when reviewing a potential bioterrorism course, make sure the course content covers the subject matter mandated by the Nevada legislature. Be aware—many courses entitled "Bioterrorism" only cover one or two of the mandated subjects.

If you took a bioterrorism course before January 1, 2005 and after October 1, 2003, AND it met the requirements of the law, the Board will count that course as meeting your one-time requirement. **Just make sure you keep a copy of the certificate in case you are audited.**

If you have any questions regarding this new requirement, please feel free to call the Board.

not recognized by one of these organizations, or if they do not have a Nevada continuing education provider number, its courses do not meet Nevada's requirements.

The Board's web site (www.nursingboard.state.nv.us) has a brief listing of approved continuing education providers whose bioterrorism courses appear to meet the legislative intent for the bioterrorism classes. Please note that it is not a comprehensive list.

As you review the list and/or receive any mailings about other bioterrorism courses, please remember—you are responsible for ensuring the course you take meets the requirements of the law (see main article).



Meet the Staff

Kathleen Reynolds and Dean Estes

Kathleen Reynolds

Kathleen Reynolds, BHS, RN, brought 30 years of nursing experience to the Board when she was hired as compliance coordinator in 2004. She also brought a unique perspective—appointed to the Board by Gov. Kenny Guinn, Reynolds served as a Board member from 1995 to 1999. “I appreciated the Board’s insight regarding their mission to protect the public, and their recognition that a chemically dependent nurse could be helped and continue to practice nursing without endangering that mission.”

She is referring to the Board’s Alternative Program for Chemically Dependent Nurses, one of her main responsibilities as compliance coordinator. The goal of the Alternative Program is to protect the public by identifying impaired nurses and CNAs, providing intervention and education, and requiring treatment.

“It helps heal the healers,” Reynolds explains, “by giving nurses and nursing assistants the opportunity to take personal responsibility for their recovery while being closely monitored through a non-public agreement.”

Reynolds chairs the Board’s Disability Advisory Committee, which administers the Alternative Program. Committee members, who are all volunteers, include professional substance abuse and mental health nurses and nurses who have recovered from alcohol or drug addiction or have had other life experiences around addictions. The committee evaluates whether chemical dependence is impairing a person’s nursing practice; submits recommendations to the Board, which may be accepted, amended, or rejected; and monitors recovery progress through scheduled interviews with the nurse or nursing assistant and regular reports from employers, treatment providers, and the nurses themselves.



Kathleen Reynolds, BHS, RN
Compliance Coordinator

The long-time nurse says, “I welcome every opportunity to speak to nursing groups to increase knowledge about the Alternative Program.” She adds that her work with the nurses and CNAs who are committed to their own recovery, and the committee members who are committed to furthering that recovery, is both professionally and personally gratifying. “I feel that this is a contribution to the nursing field that I can make.”

This contribution is just the latest for Reynolds, who earned her RN diploma at Holy Cross Hospital in Salt Lake City, Utah, and her BHS from Chapman University in California. She began her career as a medical surgery nurse at St. Francis Memorial Hospital in San Francisco. After moving to Reno with her growing family, she moved quickly into management positions with St. Mary’s Hospital, where she was neuro-surgical unit manager and director of medical-surgical nursing. Her three decades of nursing experience includes working at all local acute hospitals, medical-surgical, critical care, mental health/chemical dependency for adults and children, emergency, and home care. Reynolds also has extensive experience in managed care, serving as director of health services for the Northern Nevada Health Network, Sierra Health Services, and Hometown Health Plan.

A resident of Reno since 1965, where she raised her family, Reynolds says she enjoys spending time with her three daughters and four grandchildren, time with friends or a good book, and traveling (her latest trip was to Ireland, to be there for the birth of her newest grandchild).

Dean Estes

Combining accounting skills with a talent for information technology might be a stretch for some, but it’s a natural combination for Dean Estes. The Board’s accountant/technology officer says he likes the challenges that are an inevitable part of managing information technology systems, such as the computer operations, online programs, and licensee databases he’s responsible for. “I enjoy the opportunity to help develop and implement new computer technology that helps both our clients and staff members,” he explains. “And I have a lot of fun doing what I do.”

The technological innovations Estes has introduced include web-based services that allow nurses and CNAs to update their addresses and applicants to request application packets. He is currently working on a system that will allow individuals to apply for their initial licenses or certificates on line.

In a move that streamlined financial processes and made it easier for nurses and CNAs to pay for Board services, the accountant/technology officer expanded the Board’s acceptance of MasterCard™, Visa™ or Discover™ debit or credit cards for all Board payments.

Estes, who earned his bachelor’s degree from the University of Nevada, Reno, in 1993, brought 20 years of nonprofit experience to the Board, including a long tenure with the YMCA of the Sierra. He joined the YMCA while he was still in high school, as a program assistant. As he attended college classes, he also supervised the day-to-day operations of the YMCA’s youth programs. When he earned his degree, Estes was promoted to chief financial officer for the YMCA of the Sierra, then later became the executive director of the Sparks Family YMCA. He was the fiscal officer for the Nevada



Dean Estes
Accountant/Technology Officer

Urban Indians, Inc., before joining the Board in September, 2004.

When asked to describe how his position serves the nurses and CNAs the Board regulates, Estes replies, "A lot of what I do is to provide technological services to staff which benefits our clients indirectly." He adds, "The accurate reporting of financial information helps to ensure that nurse's and nursing

assistant's fees are used wisely."

The father of Taylor, seven, and Connor, five, is married to Tara, a speech language pathologist with the Washoe County School District.

And what does this versatile staff member like to do in his free time? In addition to enjoying time with his wife and children, he does admit (surprise!) he likes spending time on his home computer.

Board Revises PICC Practice Decision

RNs may now read chest X-rays to assure proper placement

At its March meeting, the Board adopted a revision to its peripherally inserted central catheter (PICC) decision. It did so upon the recommendation of its Nursing Practice Advisory Committee, whose member Terry Edmonson, RN, researched the issue. Edmonson told committee that at least 15 states allow RNs to check placement of PICC lines by doing a "preliminary reading" of a chest X-ray. He also described how beneficial the practice would be to patients, who often wait several hours after PICC line placement to receive needed medications because a radiologist is not available to read the chest X-ray. The committee also heard physician testimony that nursing would not be expected to do diagnostic interpretation of the X-ray, but should be allowed to verify placement of the PICC line. After further research and discussion, the committee recommended to the Board that RNs with documented training be allowed to verify placement of PICC lines through a chest X-ray. The Board accepted the recommendation and revised its practice decision (see below) to include this practice (see italics). The revised practice decision is also on the Board's website.

Nevada State Board of Nursing Practice Decision RNs May Place A Peripherally Inserted Central Catheter

PICC insertion in the home setting should be limited to subclavian distal tip placement (12/92) and RNs may, with documented training, be allowed to 1) secure peripherally inserted central lines by placement of a suture when securement devices are not available; 2) peripherally insert a central line in any setting including the home after an assessment is made regarding the safety of the setting and arrangements necessary for verification of placement prior to induction of infusion; 3) reposition, repair, flush/decloot, exchange or remove a peripherally inserted nonfunctional line under the direction of a physician; and 4) *assure proper placement of the catheter when the distal tip is positioned beyond the axillary vein by providing a preliminary reading of a chest X-ray for determining placement of the end of the PICC in the vena cava.*(9/00, rev. 3/06)

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.



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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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President, RN Member
10/31/2008



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Vice President, RN Member
10/31/2007



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Secretary, CNA Member
10/31/2007



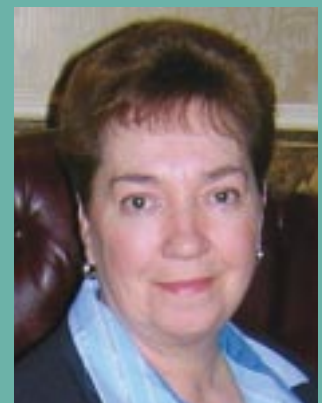
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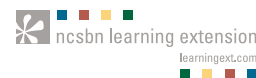
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3.6 Contact Hours | \$22

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Type of License

License Number

Date of Birth

Social Security #

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City, State, Zip Code

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City, State, Zip Code

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Disciplinary 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 November 19, 2005 through January 27, 2006. Please note that this list does not include some outcomes of the January 25-27, 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

Alabed, Lila, RN14906

Reprimand and courses for violating NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (24) failing to collaborate with health care team, and (27) customary standards.

Archer, Dustin, RN45106

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

Beard, Heather, LPN12506

Agreement for Fine in the amount of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (36) practicing without active license/certificate.

Carroll, Mike, CNA017343

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards and (38) professional boundaries.

Castle, Brian, RN applicant

Order of Probation for violation of NRS 632.320 (2) criminal convictions.

Cilley, Eric, RN41221

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (14) failing to comply with Board order.

Crawford, Colleen, RN applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction.

Cross, Peterson, CNA01018328

Certificate revoked for violating NRS 632.320 (14) failing to comply with an order of the Board.

Featherston, Thomas, RN42083

License revoked for violating NRS 632.320 (5) controlled substances and/or alcohol and (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty.

Fedrizzi, Kristen, RN39194

Agreement for Reprimand for violation of NRS 632.320 (13) deceive, defraud the general public.

Fitzgerald, Cynthia, RN24142,

CRNA00185 Order of Probation for violating NRS 632.320 (5) controlled substances and/or alcohol and (7) unprofessional conduct, and NAC 632.890 (9) impaired practice.

Garciano, Mercy, RN47156

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (30) failing to fulfill chief nurse duties.

Hall, Lori, RN applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction and (12) action in another state.

Harvey, Kelly, RN47367

License revoked for violating NRS 632.320 (14) failing to comply with an order of the Board.

Murakami, Yvette, LPN11375

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

Olsen, Ann, RN16572

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (9) impaired practice.

Overson, Nancy, LPN04825

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope.

Sand, Mary, RN40953

Order of Probation for violating NRS 632.320 (14) failing to comply with Board order.

Sanders, Valorie, CNA016554

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

Turner, Lori, RN17502

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope and (27) customary standards of practice.

Denials of Applications for Licensure or Certification

McConkey, David, LPN applicant

Sagrado, Ricardo, RN applicant

Valdez, Randy, CNA applicant

Applications denied for violation of NRS 632.320 (1) is guilty of fraud or deceit in

ABBREVIATIONS

NRS Nevada Revised Statutes

NAC Nevada Administrative Code

procuring or attempting to procure a license or certificate pursuant to this chapter.

Legans, Lisa, RN applicant

Application 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.

Ebert, June, RN11904 renewal applicant

Fee, Cindy, RN34514 renewal applicant

Applications denied for violation of NRS 632.320 (12) action in another state.

Findings of Guilt for Abuse, Neglect or Misappropriation Placed on the Certified Nursing Assistant Registry by the Nevada State Health Division's Bureau of Licensure and Certification

Johnson, Tonya, CNA016542

Verbal Abuse

Citation for Practicing Without A Certificate

Aquino, Soledad

Cua, Eileen

De Castro Elaine

Del Pena, Lorna

Del Pina, Lorna

Fernandez, Teresa

Gabon, Lourdes

Maaba, Anthony

Macling, Nora

Pedrosa, Maricel

Ramos, Gracela

Tutop, Sharon

Valdez, Lilian

The following are disciplinary and licensure/certification actions taken by the Nevada State Board of Nursing for the period of January 28, 2006 through March 30, 2006. Please note that this list does not include some outcomes of the March 29-30, 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

Abel, Leslie, RN44988

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

Camacho, Lena, LPN11138

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

Casazza, Susan, RN17372

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

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.

Castelline, Lisa, LPN12652

Agreement for Reprimand for violation of NRS 632.320 (1) fraudulent application.

Castorino, Ryan, RN applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction.

Corona, Roger, LPN11291

Agreement for Fine in the amount of \$100.00 for violation of NRS 632.320 (14) failing to comply with Board order.

Downing, Joseph, RN43544

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and (14) failing to comply with Board order, and NAC 632.890 (18) diversion of equipment or drugs and (35) failing to comply.

Drell, Lois, RN21934

Agreement for Fine in the amount of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Feedback, Shirley, RN33226

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply.

Gordon, Juli, LPN07257

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction and (12) action in another state.

Goyette, Cynthia, RN43363

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice, (28) causing harm to a patient and (33) abuse of a patient.

Gutierrez, Michael, CNA013151

Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (9) impaired practice and (27) customary standards.

Heard, Jamal, CNA015809

Certificate revoked for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment and (27) customary standards.

Hughes-Wimberly, Felecia, LPN10941

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction and (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Louwenaar, Marilyn, RN31215

Agreement for Fine in the amount of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license/certificate.

Miller, Dina, LPN12498

License revoked for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances and (20) inaccurate recording, falsifying.

Pizzoferrato, Susan, LPN09119

Reprimand for violation of NRS 632.320 (1) fraudulent application.

Provenza, Jeneen, RN27935

Agreement for Fine in the amount of \$200.00 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without active license/certificate.

Resnick, Andrea, RN41323

Order of Probation for violation of NRS 632.320 (14) failing to comply with Board order, and NAC 632.890 (35) failing to comply.

Roberson, Angel, RN41983

Order of Reprimand and Probation for violation of NRS 632.320 (14) failing to comply with Board order.

Steadman, Donna, RN21119

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (14) failing to comply with Board order.

Talley, Anitta, LPN12716

License revoked for violation of NRS 632.320 (5) controlled substances and/or alcohol and (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs.

Whitney, Shirley, RN25107

Reprimand and Class for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Denials of Applications for Licensure or Certification

Stanford, Jeffrey, LPN applicant

Application 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.

Amen, Linda, CNA applicant**Collins, Jennifer, CNA applicant****Desoto-Deboer, Dolores, LPN11646****Fimby, Melissa, CNA applicant****Jones, Eula, CNA015497****Kennedy, Jodi, RN applicant****King, Nancy, RN29468****Mills, Teairra, CNA016214****Nelson, Frank, CNA applicant****Purdy, Helen, LPN09197****Wedin, Mathew, LPN applicant****White, Lindsey, CNA016743**

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.

Holloman, Aaron, RN applicant

Application denied for violation of NRS 632.320 (2) criminal conviction and (12) action in another state.

Citation for Practicing Without A Certificate

Casanova, Kami

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 from 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

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, RN, Director of Operations

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Donna Cowling, MSN, RN, Education Consultant

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Education Advisory Committee Chair

Patty Shutt, LPN, Site Operations Supervisor

Las Vegas Site Supervision

Fred Olmstead, General Counsel

Legal Counsel

Dean Estes, Accountant/Technology Officer

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

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Complaint Investigations
Nursing Practice Questions

Lark Muncy, RN, Investigator

Complaint Investigations
Nursing Practice Questions

Robert Buck, BSN, RN, Application Coordinator

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Fraudulent Application Screening
APN Certification
Reinstatement Applications

Kathleen Reynolds, BHS, RN, Compliance Coordinator

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

Licensure/Certification

Sarah Long, 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

Cynthia Souza, Management Assistant

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

Christie Daliposon, Management Assistant

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

Mallory Goodrich, Receptionist

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

Kelly Narte, Receptionist

Renewal Applications
Program Support
Inquiries, Information and Referrals
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