

Nevada State Board of

NURSING NEWS

September 2007

Highlights from Annual Meeting Presentations

Statistics reveal trends in applications, discipline, compliance, and scope of practice inquiries

The Ethical Recruitment of Nurses for Licensure

An NCSBN Position Statement

Nevada Rates High in National Nursing Board Survey

Nevada Board Has Several
“Best Practices”



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IN ONE PRECISE MOMENT



A MOTHER HOLDS HER FIRST CHILD

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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, MSN, RN, APN
Executive Director

Cindy Kimball, Editor
Public Information Officer

5011 Meadowood Mall Way,
Suite 300
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 300
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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email 2: southerndevelop2@sbcglobal.net



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Circulation includes more than 34,000 nurses, nursing assistants and student nurses.



What It Means To Be the CNA Board Member

A message from Dorothy Perkins, CNA

As a member of the Board's CNA Advisory Committee for several years, I was shocked when asked by former Executive

Director Kathy Apple if I would be interested in applying for appointment to replace the CNA member who resigned due to relocation. It was something that I never imagined applying for, but I did, and was excited to be appointed to the Board. To date, I continue to serve on the CNA Advisory Committee as the Board member liaison.

Because the Board is made up of a group of professional people, for years I didn't know what my role on the Board was other than to represent the CNAs in Nevada.

The experience I've had on the Board is something I will never forget. I have a much better understanding of the laws and regulations that govern nurses, and also the meaning of organization and preparedness.

Being on the Board is not just about being a member, it's about being open-minded and fair. It has allowed me to travel to conferences all over the country, and meet different nurses and CNAs that I otherwise would not have met.

I have found the Nevada State Board of Nursing to be very organized, and a group of people that work together.

My term is coming to a close after nine years. During my

tenure on the Board, I have learned so much about nursing, CNAs, and all the people that are in the profession. I found out as a CNA that we play such an important part on the health care team. I strongly encourage other CNAs to apply for appointment to the Board.

I have truly enjoyed my years as a CNA and would like to help other CNAs in any way I can. Here are just a few things I would recommend to the next appointed CNA Board member:

1. Speak out.
2. Ask questions.
3. Read the material.
4. Don't wear your feelings on your sleeves.
5. Maintain confidentiality.

In my travels all over the country, I have found states that do not have CNAs on their boards of nursing. Therefore, I am very proud and have been honored to represent the State of Nevada as a CNA on the Board. It has truly been a pleasure.

I hope that during my tenure I have made an impact. I believe that everyone has a purpose in life, and mine has been to serve my community as a CNA.

Dorothy A. Perkins, CNA



A note from the executive director

As October draws near, the Nevada State Board of Nursing must say goodbye to one of its members who has served the Board for the last nine years. Dorothy Perkins, the Board's Certified Nursing Assistant member, comes to the end of her second full four-year term of her appointment to the Board. It is with gratitude and sadness that we see her off. She has been one of the most faithful and focused Board members I have worked with in my 10 years as a Board employee.

Dorothy always asks the hard questions, often asking the questions no one else has thought of or dares to ask. Her integrity in her search for the truth in every decision the Board makes is evident

in her participation in every disciplinary hearing or application for licensure or certification. I am always struck with her professionalism tempered by her genuine love of nursing.

Her shoes may be hard to fill, but as Board members and Board employees, we anticipate the CNA who takes her place will bring his or her own sense of justice and we look forward to sharing this exciting and honored role in protecting Nevada's public.

Debra Scott, MSN, RN, APN

If you are ready to become part of the hardest working health care board in the state, and you hold an active Nevada CNA certificate, are a citizen of the United States, and have resided in Nevada for at least two years, please consider applying for appointment to the Nevada State Board of Nursing. To apply, please visit Gov. Jim Gibbon's website at <http://gov.state.nv.us/FormsX.htm> to download an application and a waiver of liability release, or request an application and waiver be mailed to you by calling the governor's office at 775-684-5670. For information regarding a Board member's responsibilities, please call the Board and ask to speak with the executive director.



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IN MEMORY

Darlene Cunningham, MSN, RN, APN

Long-time member of the Board's Disability Advisory Committee **Darlene Cunningham, MSN, RN, APN**, died July 1, 2007. The Board appointed Cunningham to the committee in 1988, and reappointed her to a second term in 1991. To retain her historical expertise and allow her to continue making valuable contributions to the committee, the Board named Cunningham a "conceptual member" in 1994, a position in which she served until her death.



Executive Director Debra Scott remembered Cunningham as a dedicated volunteer who made a real difference over her almost two decades of committee service. Scott said, "Darlene was a champion for our profession and for those we serve. She never lost sight of the importance of patient advocacy."

The Disability Advisory Committee evaluates for the Board nurses and CNAs regarding chemical dependency or mental disorders which may be impairing nursing practice. It also monitors recovery progress through scheduled interviews with the nurse or nursing assistant and through regular reports from employers and treatment providers. The entire committee meets semiannually to review the monitoring process, conceptual model, and provider status; plan educational presentations; and formulate proposals for policy and procedural changes to the Board.

Representatives of the committee meet monthly in Reno and Las Vegas to monitor nurses on probation and complete evaluations to make recommendations to the Board regarding application and/or reinstatement of licensure/certification, termination of probation, and as part of the investigative process.

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

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 (none)

Recent reappointment and appointment: George Cox, MS, RN, CRNA; Rhigel (Jay) Tan, MSN, RN, APN

November 13, 2007

CNA Advisory Committee (one)

November 1, 2007

Disability Advisory Committee (three)

Recent reappointment: Judith Slaney, RN, LADAC

October 19, 2007 - Reno

Education Advisory Committee (two)

Recent appointments: Steven Arthur, nursing student; Dianne Sullivan, BSN, RN; Barbara Fraser, MS, RN; Leanna Keith, BS, RN; Vickie Wright, MSN, MBA, RN, CRRN, CCM

November 2, 2007

Nursing Practice Advisory Committee (two)

Recent appointment: Diane Smith, RN

October 2, 2007

December 4, 2007

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.

Nevada Rates High in National Nursing Board Survey

Nevada Board has several “best practices”

The National Council of State Boards of Nursing (NCSBN) recently released the results of its latest Commitment to Ongoing Regulatory Excellence (CORE) survey. Nevada’s practices consistently rated good or excellent, and in several instances, they were identified as best practices.



“We’ve been working very diligently to improve our processes and services to our customers,” Nevada Executive Director Debra Scott said. “The CORE report validated our hard work, and supports our efforts to continue improving.”

NCSBN established the CORE project as a performance measurement system for boards of nursing to evaluate their own regulatory effectiveness. It incorporates data collection from internal and external sources, identification of best practices, and the use of benchmarking strategies.

According to the report, CORE identifies performance measures for boards of nursing and establishes standards of excellence, providing accountability to the public and assisting boards of nursing to better manage and improve their services to their customers and citizens throughout their states.

The latest CORE survey measuring outcomes related to practice, education, licensure, and governance, reports data for Fiscal Year 04/05 (July 1, 2004 through June 30, 2005). Forty-two nursing boards from across the country participated in the study.

After the data was collected, NCSBN researchers interviewed selected board staffs, including Scott, to discover practices that were common among boards with consistently high ratings but different from boards with lower ratings.

As best practices are discovered, NCSBN shares them with all boards of nursing, then tracks and benchmarks the resulting changes in processes to measure their impact.

Nevada’s best practices were in these areas:

- responsiveness to changes in practice
- timely responses to individual scope of practice questions
- timeliness of application processing and license verification
- communication of disciplinary process
- timeliness and fairness of disciplinary process
- staff assistance in disciplinary process
- fairness of the complaint resolution process
- keeping complainants informed during the complaint and resolution processes
- effectiveness in protecting the public

- nurses understanding their scope of practice
- nurses understanding their obligation to report potential violations of the Nurse Practice Act

Some of the areas Nevada has improved since the survey was conducted are: even speedier application processing, reduction of unnecessary regulatory barriers, and better communication with probationers/monitorees.

Current and future efforts are focusing on improving customer communications by purchasing a new telephone system, speeding up the initial applications process by making it available online, and offering livescan fingerprinting services as part of a federal grant program.

“The CORE report validated our hard work, and supports our efforts to continue improving.”

From the best practices, NCSBN developed key indicators common among the best performing boards. “It is gratifying to see that Nevada’s board has, or is working toward having, all of those key indicators,” Scott said.

Those key indicators are:

- strategic planning
- independence (free-standing agency)
- independent legal counsel
- criminal background checks
- renewal based on a cycle (such as birthdays)
- continuous quality improvement
- effective use of information technology, including online processing
- knowledge management
- negotiation skills training
- effective leadership and management
- involvement at a national level
- teamwork
- client focus
- effective external relations.

Board Approves Two New Practice Decisions

RNs may use ultrasound guidance for PIV placement and initiate newborn medications

At its July annual meeting, the Board approved two practice decisions that were recommended by its Nursing Practice Advisory Committee. The two decisions are printed in their entirety below, and may be accessed on the Board's website under the link *Nurse Practice Act and Practice Decisions*.

An RN may perform upper extremity peripheral intravenous catheter placement using ultrasound guidance.

Interest to the Consumer:

Hospital admissions are creating vast challenges for nurses because of increased patient longevity, multiple organ system problems, greater survival from critical states, and obesity. Due to these conditions, our nursing success rate for peripheral intravenous placement (PIVs) is becoming increasingly more difficult. Using ultrasound for PIV placement, similar to nurses using ultrasound for Peripherally Inserted Central Catheters (PICCs), can increase nursing success rates. By increasing our success rate at PIVs through ultrasound guidance, we should see the following results:

- 1 Increased patient satisfaction from fewer access failed attempts
- 2 Less damage to peripheral vasculature from fewer access attempts
- 3 Intravenous treatment delay is prevented
- 4 Preventing delay of intravenous treatment fosters decreasing the length of



Photo by Amy Mazzucotelli

hospital stays and cost containment.

These procedures are within the scope of practice for a Registered Nurse provided the following guidelines are followed:

- 1 The nurse is competent to perform the procedure and has the documented and demonstrated knowledge, skill, and ability to perform the procedure pursuant to NAC 632.071, 632.224, and 632.225.
2. There are agency policies and procedures and any required protocols in place for the nurse to perform the procedure.
3. The nurse maintains accountability and responsibility for nursing care related to the procedure and follows the accepted standard of care which would be provided by a reasonable and prudent nurse.

An RN may initiate the administration of vitamin K, erythromycin eye ointment, and hepatitis B vaccine for newborns based on standing protocols.

Interest to the Consumer:

Timely administration of these medications is in the best interest of the newborn for the prophylaxis against gonococcal ophthalmia neonatorum, to prevent vitamin K-dependent hemorrhagic disease of the newborn and prevent Perinatal Transmission of the Hepatitis B Virus.

There is documentation that these medications are never contraindicated and may be safely given to all newborns. Historically, there have been no adverse outcomes from administration of these medications

These procedures are within the scope of practice for a Registered Nurse provided the following guidelines are followed:

- 1 There are standing protocols and policies and procedures in place which have been approved by medicine and nursing within the facility where this procedure is practiced.
2. The nurse is competent to perform the procedure and has the documented and demonstrated knowledge, skill, and ability to perform the procedure pursuant to NAC 632.071, 632.224, and 632.225.
3. The nurse maintains accountability and responsibility for nursing care related to the procedure and follows the accepted standard of care which would be provided by a reasonable and prudent nurse.

Scott Named to Attorney General's Blue Ribbon Panel *Panel to focus on issues faced by Nevada boards and commissions*

Nevada Attorney General Catherine Cortez Masto has named Board Executive Director Debra Scott, MSN, RN, APN, to her Blue Ribbon Panel on

Boards and Commissions. The panel will focus on the functional, legal, and fiscal issues faced by Nevada boards and commissions.

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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Meet the Staff

Marilyn Schmit and Cyndie Souza

Every week, the Board receives about 130 applications. Of those, about 11 have at least one “yes” answer to the application screening questions, and about five have a possibly fraudulent answer to a screening question. As part of the Board’s mission to protect the public’s health, safety and welfare, each of those applications has to be carefully reviewed to determine if all the required information has been received, and if needed, to request additional information.

It also has to be determined whether the application meets the criteria to be cleared or denied by the staff, or if it has to be presented to the Board for disposition. If it has to be presented to the Board, staff members prepare a comprehensive packet of material so that the Board has the information it needs to make an informed decision regarding whether the applicant would be safe and competent to practice as a nurse or CNA in Nevada. Finally, staff must communicate the decision of the Board to the applicant.

Throughout this process, Board staff members work closely with the applicants, keeping them apprised of the status of their applications, answering their questions, and helping them provide as complete a picture as possible of their individual situations.

If it sounds like a lot of work, it is. And it is all accomplished by just two staff members: Marilyn Schmit, RN, application coordinator, and Cyndie Souza, management assistant.

Marilyn Schmit, RN

Marilyn Schmit, RN, joined the Board last November after working as a staff nurse in cardiac and emergency room settings for more than three decades. “This is not the type of position that I even thought about when I went into nursing 36 years ago,” she says, adding, “A career in nursing does offer many diverse opportunities.”

Schmit admits it was quite an adjustment getting used to working from an office and a desk, but that “not working holidays, weekends, on call, nights, etc.” has helped her adapt “very nicely.”

Now that she’s been on the job for several months, she says she is feeling more comfortable in her new position and continues to learn every day.



Photo by Kiley Smith

Marilyn Schmit, RN

Schmit adds that she is proud of how her coworkers “go out of their way on a daily basis,” and she shares their desire to make every person’s experience with the Board a positive one. “I do my best to provide great customer service, assisting applicants in obtaining needed documents, answering questions they may have, and processing the applications as quickly as possible, while maintaining the Board’s public protection mission.”

The Board’s application coordinator earned her associate degree in nursing from Dickinson State University, Dickinson, North Dakota, in 1974, and took classes toward her bachelor’s degree in nursing from the College of St. Mary’s in Omaha, Nebraska.

She began her nursing career at Coteau Des Prairies Hospital in Sisseton,

South Dakota, a 32-bed facility. She then spent 18 years in cardiac intensive care and the emergency room at Bergan Mercy Hospital, Omaha, Nebraska. A move to Houston, Texas, meant moving to the cardiac testing/catheterization laboratory at Houston Northwest Medical Center. Schmit worked in the Banner Baywood Heart Hospital catheterization laboratory in Phoenix, Arizona, before she moved to Reno and accepted her current position with the Board.

Married to her “high school sweetheart,” Steve, since 1974, Schmit and her husband have two children. Sara, who works for the Centers for Disease Control in Atlanta, Georgia, and Mike, who works in information technology at Con Agra Foods in Omaha, Nebraska, and married the former Leah Yeager last September. Her favorite pastimes are spending time with family, scrapbooking, hiking, growing things, and being outdoors.

Cyndie Souza

This March, Cyndie Souza celebrated her one-year anniversary as one of the Board’s two management assistants. She works directly with Schmit, helping to process all the “yes answer” and fraudulent applications that are submitted to the Board. Souza, like Schmit, is proud of the high level of customer service she and her coworkers strive to provide, saying that what she likes best about working for the Board is “helping people better themselves while at the same time protecting and serving the public.”

She spends a lot of time answering applicant questions, and actually encourages them to call directly so they can be assured of getting accurate answers. Her advice to applicants or potential applicants is: “When in doubt, ask.”

Souza brings a wealth of administrative and health-care related experience to her position. She spent almost

15 years with Wells Fargo Bank (formerly First Interstate Bank), in positions including a back-up administrative assistant, ACH liaison, customer sales and service phone banker, and Gallup Organization certified perceiver/profiler/recruiting interviewer.

Souza also owned and operated her own typing service, has pursued business studies at Truckee Meadows



Cyndie Souza

Community College, and recently earned her diploma as a certified medical coding and billing specialist from the Career College of Northern Nevada. She also earned her certification as a CCA (Certified Coding Associate).

She has two children: Brandy, who is pursuing a marketing/finance degree at the University of Nevada, Reno, and general manager of Bully's in Fernley, Nevada; and Michael, who is enrolled in Pike's Peak Community College's EMT program in Colorado Springs, Colorado. She also has four stepchildren, Cheryl, Carol, Rick and Rob, "spread out all over the U.S."

The outgoing Souza describes herself and her relatives as "a huge, very family-oriented bunch that loves family get-togethers."



Registered Nurse

Student Wellness at the University of Nevada, Las Vegas seeks an educationally focused RN to be a part of the team in the Student Health Center. The center is part of a dynamic, integrated service delivery unit that includes the health center, a counseling center and a women's center. The position is full time and may include evenings. The Registered Nurse provides: direct primary and preventative nursing care and health promotion in an ambulatory care setting. At least one year of RN experience is required. Experience in public health, ambulatory care, or college health preferred. Must possess excellent communication and customer service skills. Experience with electronic medical records is a plus, must possess the knowledge and capability to become proficient in EMR use. Bachelor's Degree required (preferred in nursing), or equivalent combination of education and experience will be accepted. All applicants must be eligible for current licensure as a registered nurse in the State of Nevada and pass fingerprint and background screening. Salary range is commensurate with college health labor market, plus there is an excellent benefits package!

Review of applications will begin on August 30, 2007 and will continue until position is filled. Please submit application materials (letter of intent, resume, and three professional references) online at <https://hrsearch.unlv.edu> or call (702) 895-2894 for recruitment assistance.

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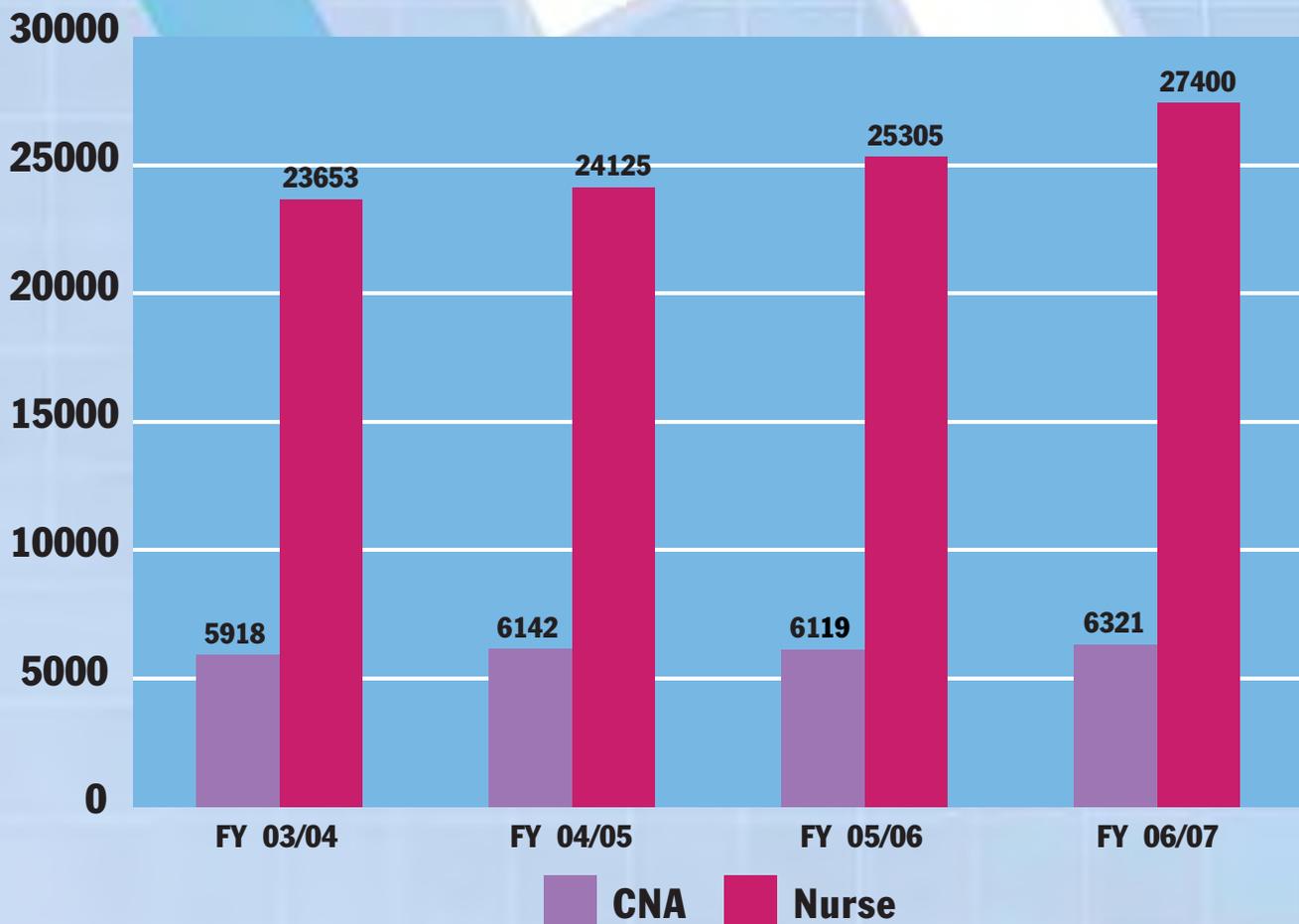
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Highlights from Annual Meeting Presentations

Statistics reveal trends in applications, discipline, compliance, and scope of practice inquiries

Total Number of Active Licensees/Certificate Holders



As part of their annual business meeting in July, Board members reviewed and discussed a large amount of data that gave them a detailed statistical picture of Fiscal Year 06/07 and how it compared to previous years. Director of Operations Chris Sansom, BSN, RN, presented much of the information, and described several trends revealed by the statistics. The following are some highlights from her presentation.

Applications

- CNA initial applications received increased this year after a decrease last year.
- The percentage of discipline to the number of “Yes” answers on initial application has decreased for nurses by 1.6%.
- Eligibility Screening Question # 2 (con-

victions) remains the most reported “Yes” answer on initial and renewal applications, followed by Question # 1 (action in another state).

- The percentage of fraudulent applications to initial applications received has decreased by 5% for nurses, and 1.5% for CNAs. This is believed to be a result of efforts by Board staff to continually publish information on the Board’s website and in the NSBN News regarding criminal convictions, and to conduct presentations to all new graduates in the state. Any ancillary effect from facilities that are beginning to require criminal background checks for nursing students prior to allowing them clinical placement is unknown at this time.

Discipline

- Complaints for nurses and CNAs have increased this year.
- The processing time for when complaints are received through their resolution is approximately four months. Resolution may be disciplinary action imposed by the Board to cases being cleared or closed.
- The rate of discipline to complaints has remained consistent for nurses this year compared to last, however the rate for CNAs has increased nearly 6%.
- Controlled substance issues (diversion, impairment, narcotic discrepancies, and positive drug screens) remain the most prevalent type of complaint received for nurses. Complaints for failure to super-

Initial Application Statistics

Number of initial applications with “Yes” answers to screening questions

Total number of active licensees/certificate holders

	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	5918	6142	6119	6321
Nurse	23653	24125	25305	27400

Total of all initial applications received by Board

	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	1355	1240	1159	1643
Nurse	3564	3292	3821	5036

	FY 03/04	FY 04/05	FY 05/06	FY 06/07	FY 03/04	FY 04/05	FY 05/06	FY 06/07
Total number of “Yes” answers on initial application					Percentage of initial applications with “Yes” answer			
CNA	270	257	217	230	19.93%	20.72%	18.72%	13.90%
CNA “Yes” initial applications resulting in discipline					Percentage of discipline to “Yes” answers			
	26	15	9	15	9.60%	5.80%	4.70%	6.50%
Nurse					Percentage of initial applications with “Yes” answer			
	231	248	275	336	6.48%	7.53%	7.20%	6.60%
Nurse “Yes” initial applications resulting in discipline					Percentage of discipline to “Yes” answers			
	17	17	18	17	7.35%	6.80%	6.50%	5.00%

Total number of fraudulent initial applications

	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	147	109	138	115
Nurse	120	125	153	130

Percentage of initial applications received

	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	10.80%	8.79%	11.90%	6.90%
Nurse	3.36%	3.79%	4.00%	2.50%

vice (includes failing as chief nurse) have nearly tripled from last year.

- Three new categories of complaints were added to the list this year. They are CE audit, customary standards, and confidentiality violations. All of these categories have increased this past year and are believed to warrant specific tracking.

Compliance

- The increase in the number of nurses entering the Alternative Program for Chemically Dependent Nurses is attributed to staff's outreach to nursing facilities and nursing leadership/staff, and highlighting it in the *NSBN News*. In addition to presentations by the execu-

tive director and director of operations, the compliance coordinator sent letters to all nursing facilities in the state offering to conduct presentations for their nursing management and/or staff, which resulted in many positive responses and requests.

- In respect to the number of nurses being placed on probation, the subject of drug

Types of Complaints Received

Type of Complaint	Nurse				CNA			
	FY 03/04	FY 04/05	FY 05/06	FY 06/07	FY 03/04	FY 04/05	FY 05/06	FY 06/07
Abuse/endangerment	14	17	13	18	41	48	45	41
Action in another state	4	1	3	4	0	1	0	0
CE audit	*	*	*	82	*	*	*	60
Confidentiality violation	*	*	*	7	*	*	*	1
Customary standards	*	*	*	14	*	*	*	4
Criminal background	0	0	0	3	0	1	0	6
Diversion	14	9	12	24	1	0	0	0
Failure to collaborate	7	4	9	6	0	0	0	0
Failure to supervise	3	10	10	28	0	0	0	0
Falsification of records	6	10	11	8	0	5	3	0
Fraud	13	5	5	4	1	1	1	0
Impairment/chemical dependency	17	7	12	14	2	3	1	2
Medication error	7	10	7	7	0	0	0	0
Narcotic discrepancies	8	7	8	1	0	0	0	0
Negligence/incompetence	7	12	7	8	2	3	8	3
Patient abandonment	6	6	2	6	2	5	11	16
Positive urine drug screen	21	15	16	15	4	4	6	8
Practice beyond scope	13	8	14	19	5	4	4	2
Practice without license	35	42	45	16	6	4	2	4
Professional boundaries	5	3	2	6	0	4	7	4
Unauthorized delegation	2	1	1	0	0	0	0	0
Unprofessional conduct/other	70	38	49	71	22	16	23	20
Violation of Board order	*	47	50	56	*	12	8	11

* Data not previously captured

Compliance Statistics

Number of Nurses and CNAs on probation (disciplinary) and in Alternative Program for Chemically Dependent Nurses

Total number of licensees/certificate holders

	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	5918	6142	6119	6321
Nurse	23653	24125	25305	27400

Total number on probation (disciplinary)

Percentage of all licensees/certificate holders

	FY 03/04	FY 04/05	FY 05/06	FY 06/07	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	21	11	2	16	0.35%	0.18%	0.03%	0.25%
Nurse	60	66	64	88	0.25%	0.27%	0.25%	0.32%

Total number in Alternative Program (monitoring)

Percentage of all licensees/certificate holders

	FY 03/04	FY 04/05	FY 05/06	FY 06/07	FY 03/04	FY 04/05	FY 05/06	FY 06/07
CNA	0	0	1	1	0.00%	0.00%	0.02%	0.01%
Nurse	26	20	25	35	0.11%	0.08%	0.10%	0.13%

dependency and abuse is discussed at these presentations, keeping the problem at the forefront. Complaints as a result of positive pre-employment drug screens that end in probation have also contributed to the probation increase.

- The number of CNAs signing an agreement for probation has also increased this year related to practice issues, as well as chemical dependency.
- The orientation for new probationers and monitorees that occurs after each Board meeting continues to be improved upon, with more and current information given to the nurses, an expanded amount of time allotted for the orientation, and more frequent follow up calls after orientation to clarify issues. There is also an ongoing research project to evaluate the effectiveness of the orientation.

Scope of Practice Inquiries

Staff members assist people who call or email with scope of practice questions and educate them on how to use the Board's website to find information regarding laws, regulations, and practice decisions and to use the Determining Your Scope of Practice decision tree. The largest number of questions related to issues regarding patient care, nursing procedures, patient abandonment/refusing unsafe assignments, medica-

tions and/or prescribing, and other.

Here is a very small sampling of the types of questions received by the Board in FY06-07.

Issues regarding patient care

Examples of questions include:

- Can an RN call a physician to okay orders that were instituted two days prior and backdate the order?
- Can RNs diagnose mental illness; and can RNs teach a SIDS course to parents?

Nursing procedures

Examples of questions include:

- Can graduate RNs administer chemotherapy?
- Can an LPN draw blood; can LPNs give IV push medications?
- Can a CNA cut hair?
- Can CNAs discontinue IVs?

Medications and/or prescribing

Examples of questions include:

- May RNs mix medications in a MD office?
- Can an RN take an order from

a physician who is not licensed in Nevada?

- Can nurses delegate medication administration to medication techs?
- What is the role of the RN when administering placebos ordered by an MD?

Patient abandonment/refusing unsafe assignments

Examples of questions include

- Do air flight and ambulance transport nurses have to work extra shifts if there is no coverage available?
- Can a nurse refuse an unsafe assignment in the middle of a shift, such as refusing to accept a new admission?

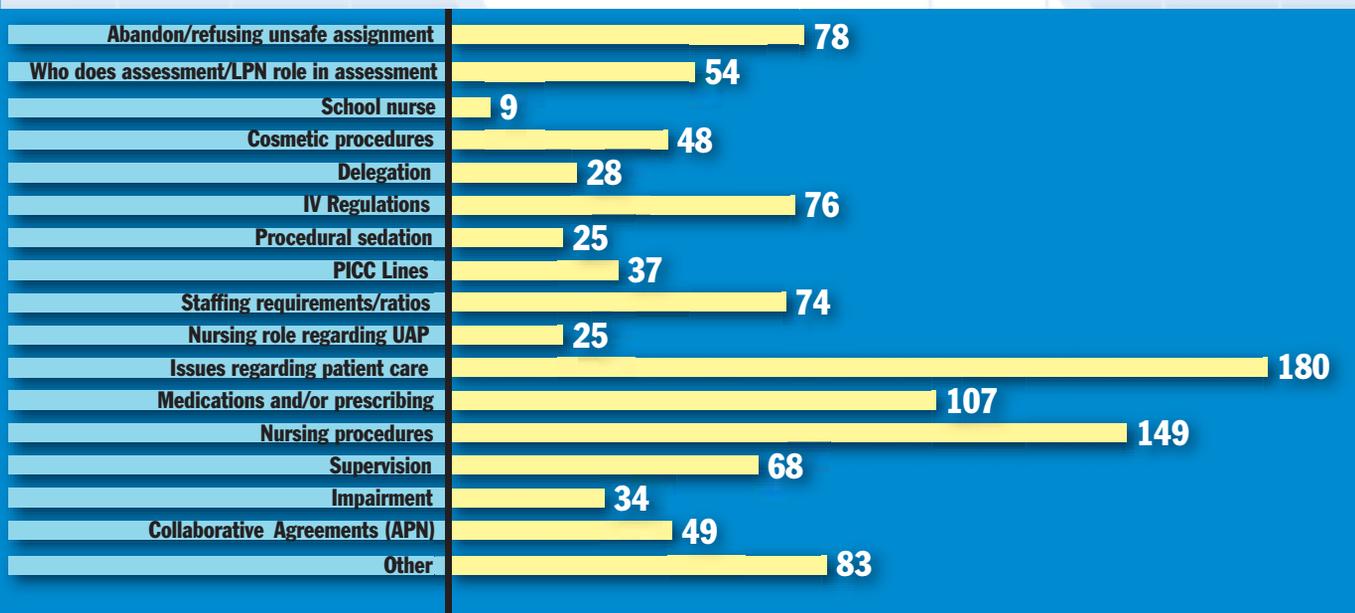
Other

Examples of questions include:

- Can a nurse who is licensed in a state other than Nevada temporarily care for a patient they are traveling with in Nevada?
- Can auxiliary aides feed patients in long-term care?
- Are there any restrictions regarding artificial nails?

Scope of Practice Inquiries

July 1, 2006 through June 30, 2007 Total Inquiries: 1,124





Mountain View Hospital *Nursing Scholarship Program*



MOUNTAINVIEW HOSPITAL IMPLEMENTED the Nursing Scholarship Program in 2002 to support local registered nurse programs. Since then, we have awarded over \$150,000 in scholarship funds to 30 nursing students currently enrolled and/or graduated from UNLV, CSN, and NV State College. Most recently we have expanded our program to University of Southern Nevada nursing students. We are currently accepting nursing scholarship applications at this time.

General Information

- Must be enrolled in accredited local RN nursing program
- Must maintain GPA of your nursing program requirements
- Must show proof of enrollment, provide current transcripts and receipts (each semester)
- Scholarship covers tuition, books, supplies & NCLEX fees



- Up to \$5,000 per year for 2 year maximum
- You may apply for 2 year or 1 year scholarship commitment
 - 2 year scholarship = 2 year commitment to MountainView Hospital
 - Apply before first or beginning of 1st semester
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 - Up to \$5,000 for 3rd & 4th semester (2nd year)
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 - 1 year scholarship = 1 year commitment to MountainView Hospital
 - Apply before or beginning of 3rd semester
 - Up to \$5,000 for 3rd & 4th semester (2nd year)
 - Must commit to 1 year on Med/Surg/Tele

Application Process

- May apply in Human Resources Monday to Friday 7:30 to 3:30pm
- 1. *Complete Nursing Scholarship Program Application
- 2. *Include recent transcript from nursing program
- 3. *Include current resume
- 4. *Include letter of recommendation from nursing faculty or employer
- 5. *Submit all documents to Human Resources
- 6. The application will be forwarded to Medical Surgical Directors for review.

Qualified applicants will be contacted for an interview.

7. If you are offered the scholarship a meeting will be arranged to review the scholarship agreement with our Human Resources Department.
8. Your documents will be submitted to accounting for check processing.
9. A check will be issued in approximately two to three weeks.

■ *For additional questions or assistance please contact:*

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The Ethical Recruitment of Nurses for Licensure

An NCSBN Position Statement

The National Council of State Boards of Nursing (NCSBN) supports the ethical recruitment of nurses. NCSBN defines ‘ethical recruitment’ as a hiring process free from intimidation, misleading information or exploitation.

NCSBN supports the lawful entry of nurses from other countries provided they meet U.S. federal immigration and labor requirements, and obtain and maintain a valid state or territorial license to practice.

Background

NCSBN is composed of the 59 state and territorial boards of nursing who regulate nurses in the U.S. It is the boards of nursing who issue licenses to all nurses to practice in their respective jurisdictions.

The NCSBN Board of Directors has approved a position regarding the shortage of nurses and affirmed the need to maintain the standards of practice to best protect the public and uphold U.S. state and territorial licensure standards regardless of whether the nurse is domestically or internationally educated.

Additionally, NCSBN also has a position on International Nurse Immigration.

Recruitment Position

NCSBN respects the right of nurses to determine the country in which they choose to work. A thorough decision making process by the nurse can only be made with complete information concerning the implications of relocation. Any recruitment of nurses for the U.S. workforce must be ethical.

High ethical standards in recruitment are supported by NCSBN. Recruitment must not mislead, intimidate or exploit. Ethical recruitment includes:

1. Transparency in all communications and any offers of employment;
2. Making available all information necessary for an informed decision concerning the circumstances and laws bearing on crossing borders, immigration, labor environment, and the potential new living and working conditions;
3. Full disclosure of requirements for nurse competency in the workplace, including legal prerequisites for licensure and maintenance of licensure.

4. Adoption of high ethical standards in nurse recruiting.
5. Development of sanctions for those engaging in unethical practices.

Recommendations

NCSBN recommends that state and federal policymakers consider ethical recruitment policies when addressing the growing shortage of nurses in the United States (U.S.). NCSBN understands that the health and future of our nation in part depends on an adequate and appropriately qualified supply of licensed nurses.

Nurses coming to practice in the U.S. should do so at their own free will with the expectation of being treated equally among all nurses working in the U.S.

NCSBN supports the right of individuals to migrate to the country of their choosing, as allowed by law. Nurses should have the following in order to become licensed in the U.S.:

- Comparable nursing education;
- English language proficiency to safely practice in the U.S. healthcare environment;
- No current or previous disciplinary or

criminal actions related to their current or previous license/registration to practice nursing;

- Successful completion of the NCLEX-RN® or NCLEX-PN® licensing examination.
- Possess no fraudulent or other illegally obtained documentation related to the verification of their required nurse credentials.

To best support ethical recruitment practices, NCSBN recommends the following:

- Support state and federal governments in the monitoring of nurse recruiting agencies and the development of sanctions for those agencies that engage in unethical recruitment practices.
- Collect and disseminate accurate national and state statistics about the numbers and types of domestic and internationally educated nurses coming to the U.S. and where they are working.

NCSBN supports the programs of all countries designed to retain and strengthen their nursing workforce. NCSBN understands that each country has responsibilities to meet the health care needs of their own population and respect those efforts. Additionally, NCSBN supports the position that the recruitment and migration of all nurses be held to the highest ethical and legal standards.

For additional information regarding NCSBN policies and position statements, contact Kristin Hellquist, NCSBN Director of Policy & Government Affairs at 312.525.3665 or khellquist@ncsbn.org.

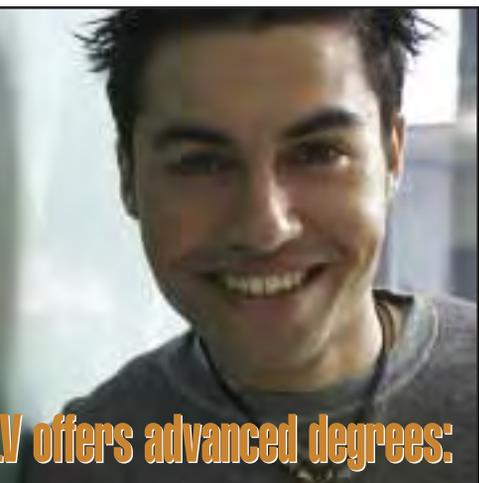
References:

NCSBN Position Statement 2000, Nursing Shortage, www.ncsbn.org

NCSBN Position Statement 2003, Internationally-educated Nurses, www.ncsbn.org

ICN Position Statement, 2001, Ethical Nurse Recruitment www.icn.ch

AONE Policy Statement 2003, Foreign Nurse Recruitment www.aone.org/aone/advocacy/ps_foreign_recruitment.html



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Nevada Board Members and Staff Receive National Recognition

At its annual meeting in August, the National Council of State Boards of Nursing (NCSBN) elected a Nevada Board member to its board and recognized several other Board and staff members for their contributions to national nursing regulation.

Doreen Begley elected national director-at-large

Doreen Begley, MS, RN, was elected to serve as one of nine national officers. She will serve a one-year term as director-at-large for the NCSBN.



Begley, who was appointed to the Board in 2004, is director of the University of Nevada, Reno, Orvis Nursing Clinic, a nurse practitioner community based clinic that provides low-cost quality health care to under and uninsured populations.

Board and staff members recognized for national service

For serving on the NCSBN Item Review Subcommittee: Mary Ann Lambert, MSN, RN, was appointed to the Board in October 2000, and reappointed in October 2004. She is an assistant professor of nursing and director of the RN to BSN program at the University of Nevada, Reno, Orvis School of Nursing.

For serving on the NCSBN Resolutions Committee: Doreen Begley, MS, RN.

For five years of service as the Nevada Board's executive director and for serving on the NCSBN Continued Competence Advisory Panel: Debra Scott, MSN, RN, APN, was named executive director in March, 2002.

For serving on the NCSBN Disciplinary Resources Advisory Panel: Fred Olmstead, JD, general counsel.

For serving on the NCSBN Learning Extension Member Board Editorial Advisory Panel: Linda Aure, BSN, RN, C, senior investigator.

The NCSBN, composed of 59 member boards, including those from the District of Columbia and U.S. territories, provides leadership to advance regulatory excellence for public protection.

Continuing Education/Training Requirements for Renewal

Nurses

- You must have completed 30 hours of nursing-related continuing education in the previous 24 months.
- You may be selected for audit and must keep copies of your continuing education/training records 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. 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 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.

What is the hold up?

Top ten reasons your employee may not have a license or certificate yet

If you're frustrated with how long it is taking for your employee to receive a temporary or permanent license or certificate, the Board wants you to know it shares your frustration.

Many delays are caused by situations out of the control of both the Board and the applicant (for example, an applicant may be waiting to be issued a social security number). Others are due to situations the applicant may not want to divulge to a potential employer (e.g. an unresolved "yes answer" to a screening question). Other delays may be due to the sheer volume of applications the Board received during the same time period. And still others are due to the applicant's failure to follow the application instructions.

But as an employer, you often have no idea what is causing the delay. Unless the applicant has given formal authorization to release information to employers, the Board cannot discuss an individual's application with anyone but the individual.

However, we can tell you that if an application is complete and meets the criteria for issuance of a license/certificate, we can generally issue a (temporary or permanent) license/certificate within seven days of receipt of the application.

There are many reasons that it may take the Board longer to issue the license/certificate. With apologies to David Letterman, here are the

Top Ten Reasons Your Employee May Not Have A License Or Certificate Yet

10. An unresolved "Yes answer" to the Eligibility Screening Questions
9. A pending complaint investigation or a Board disciplinary action against a license/certificate
8. An unresolved issue pertaining to the Child Support Information section
7. The applicant did not graduate from

an approved school of nursing with a nursing certificate (LPN), degree or diploma (RN), or complete an approved CNA training program

6. The applicant has not submitted a copy of nursing education program transcript, diploma, or certificate
5. The applicant does not hold a current, permanent license from another state
4. The applicant has not submitted a U.S. Social Security number
3. The applicant has not completed or submitted fingerprint cards, or delayed submitting cards
2. The Board has not received and cleared the official fingerprint reports

And the Number One Reason Your Employee May Not Have A License Or Certificate Yet

1. The applicant did not follow the fingerprint instructions.

The Nevada Department of Public Safety (DPS), which is the state agency that processes the fingerprint cards and provides the results to the Board, returns at least 100 cards to the Board every month because of applicants' failure to follow the instructions enclosed with the application. The Board then must send the returned fingerprint cards to the applicant, with further instructions regarding how to resubmit them correctly.

Interesting factoid: *The #1 reason DPS returns fingerprint cards is the applicant enclosed a personal check rather than the money order required by DPS—a requirement clearly stated in the fingerprint instructions.*

Please encourage potential and current employees to carefully read and follow the application instructions, and to call the Board directly if they have questions regarding how to complete an application or about the status of a submitted application.



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Think a Nurse or CNA Has Violated the Nurse Practice Act?

You are a mandatory reporter

If you think a nurse or CNA has violated the Nurse Practice Act, (for example, by practicing outside of his or her scope, being impaired at work, or lacking the competence to perform nursing functions), the law requires you to report the individual to the Board. In addition to nurses and CNAs, the law requires a whole host of healthcare professionals to report potential violations of the Nurse Practice Act. If you have any questions about whether you should report certain conduct, please contact the Board and one of our investigators will help you.

For your reference, here is the relevant section of the Nurse Practice Act:

NRS 632.472 Persons required to report on conduct of licensees or holders of certificates; voluntary reports; immunity from civil liability.

1. The following persons shall report in writing to the Executive Director of the Board any conduct of a licensee or holder of a certificate which constitutes a violation of the provisions of this chapter:

- (a) Any physician, dentist, dental hygienist, chiropractor, optometrist, podiatric physician, medical examiner, resident, intern, professional or practical nurse, nursing assistant, physician assistant, psychiatrist, psychologist, marriage and family therapist, alcohol or drug abuse counselor, driver of an ambulance, advanced emergency medical technician or other person providing medical services licensed or certified to practice in this State.
- (b) Any personnel of a medical facility or facility for the dependent engaged in the admission, examination, care or treatment of persons or an administrator, manager or other person in charge of a medical facility or facility for the dependent upon notification by a member of the staff of the facility.



- (c) A coroner.
- (d) Any person who maintains or is employed by an agency to provide personal care services in the home.
- (e) Any person who maintains or is employed by an agency to provide nursing in the home.
- (f) Any employee of the Department of Health and Human Services.
- (g) Any employee of a law enforcement agency or a county's office for protective services or an adult or juvenile probation officer.
- (h) Any person who maintains or is employed by a facility or establishment that provides care for older persons.
- (i) Any person who maintains, is employed by or serves as a volunteer for an agency or service which advises persons regarding the abuse, neglect or exploitation of an older person and refers them to persons and agencies where their requests and needs can be met.
- (j) Any social worker.

2. Every physician who, as a member of

the staff of a medical facility or facility for the dependent, has reason to believe that a nursing assistant has engaged in conduct which constitutes grounds for the denial, suspension or revocation of a certificate shall notify the superintendent, manager or other person in charge of the facility. The superintendent, manager or other person in charge shall make a report as required in subsection 1.

3. A report may be filed by any other person.
4. Any person who in good faith reports any violation of the provisions of this chapter to the Executive Director of the Board pursuant to this section is immune from civil liability for reporting the violation.
5. As used in this section, "agency to provide personal care services in the home" has the meaning ascribed to it in NRS 449.0021.

(Added to NRS by 1989, 2012; A 1991, 137; 1993, 2218; 1995, 1651; 2001, 773; 2005, 2175)

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If you wish to contact a Board member, please write c/o Nevada State Board of Nursing, 5011 Meadowood Mall Way, Suite 300, 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.



Helen Vos, MS, RN

President, RN Member

Term expires 10/31/2008



David Burgio, MS, RN, APN

Vice President, RN Member

Term expires 10/31/2007



Dorothy Perkins, CNA

Secretary, CNA Member

Term expires 10/31/2007



Doreen Begley, MS, RN

RN Member

Term expires 10/31/2008



Joseph Cortez

Consumer Member

Term expires 10/31/2009



Mary Ann Lambert, MSN, RN

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Term expires 10/31/2008



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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

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 March 15 through May 11, 2007. Please note this list includes some outcomes of previous Board meetings that were not reported earlier due to legal notice requirements.

Hearing Outcomes

Ballingham, Zachary, RN applicant Order of Probation for violation of NRS 632.320 (2) criminal convictions.

Brayall-Lawrence, Jewel, LPN12836 Order of Probation for violation of NRS 632.320 (1) fraudulent application.

Claus, Doreen, RN35604 Order of Reprimand and Courses for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment.

Fitzgerald, Cynthia, RN24142, CRNA00185 License and Certificate revoked for minimum of five years for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (35) failing to comply with Board order.

Groendyke, Diana, RN35287 Order of Reprimand and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (7) failing to supervise.

Humphrey, Edna, CNA003127 Order of Suspension for violation of NRS 632.320 (14) failing to comply with Board order.

Jones, Annette, CNA019841 Certificate revoked for minimum of two years for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (23) exploitation of patient and (34) misappropriating property of patient.

Kreyling, Carrie, RN38610 Order of Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Lang, Terri, RN53207 Order of Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances.

McCracken, Darcie, RN51920 License revoked for minimum of two years 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 (18) diversion of equipment or drugs.

McTeir, Amy, RN37923 Order of Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope

Miles, Sherrian, CNA018083 Order of Reprimand and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice and (28) causing harm to a patient.

O'Neal, Wilbur, CNA018114 Certificate revoked for minimum of two years for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty.

Siegel, Angela, CNA012981 Order of Reprimand and Class for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (20) inaccurate recording, falsifying.

Whitfield, Wilhelmina, LPN12933 License revoked for minimum of two years for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope.

Williams, Aisha, LPN13067 License revoked for minimum of one year for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Settlement Agreements

Bryant, Yvette, LPN11375 Agreement for Extending Probation with Public Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Bulmer, Christin, RN48806 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.

Cardona, Phyllis, RN22636 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances.

Cason, Wanda, CNA019556 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as a condition of employment.

ABBREVIATIONS

NRS Nevada Revised Statutes

NAC Nevada Administrative Code

Ericson, Karen, CNA017950 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 patient.

Ferriera, Amy, CNA016640 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment.

Frazier, Nicola, LPN12377 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (1) fraudulent application, (5) controlled substances and/or alcohol, and (12) action in another state, and NAC 632.890 (16) failing to properly document controlled substances and (27) customary standards of practice.

Fredrick, Diane, RN13653 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply.

Kline, Nina, CNA applicant Agreement for Probation for violation of NRS 632.320 (2) criminal conviction, and (5) controlled substances and/or alcohol.

Kovarik, Lisa, RN25326 Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (27) customary standards.

Lee, Robin, CNA020009 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice and (28) causing harm to a patient.

Mandello, Shelly, RN12698 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice, and (28) causing harm to a patient.

McDaniel, Michele, RN17055 Agreement for Suspension and Probation for violation of NRS 632.320 (5) controlled substances, (7) unprofessional conduct, and NAC 632.890 (18) diversion of drugs.

Menasche, Kathleen, RN10683, APN00237 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Moisa, Lorraine, CNA applicant Agreement for Probation for violation of NRS 632.320 (2) criminal convictions and (12) action in another state.

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.

Partington, Valarie, RN1770: Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice and (28) causing harm to a patient.

Regal, Beth, RN16548 Voluntary Surrender of License in Lieu of Other Disciplinary Action by the Board for violation of NRS 632.320 (7) unprofessional conduct, (14) failing to comply, and NAC 632.890 (35) failing to comply.

Sibulo, Lemuel, RN36176 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (23) exploitation of a patient and (38) professional boundaries.

Sonnenberg, Amelia, LPN10268 Agreement for Fine of \$300 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license.

Swiger, Dana, CNA020880 Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment.

Toscano, Badraketc, CNA015212 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (34) misappropriating property of a resident.

Trevino, Janice Arlene, CNA020932 Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action by the Board for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty.

Turner, Jeanette, RN38986 Agreement for Fine of \$300 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license.

West, Connie, RN18462 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope.

Wilder, Tammy, CNA013019 Agreement for Extending Probation with Public Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Yerger, Linda, RN16660 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.

Yrojo, Maria, RN50897 Agreement for Reprimand 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.

Applications for Licensure or Certification

Little, Jennifer, CNA012808 Fine of \$75 for violation of NRS 632.320 (7) unprofessional conduct.

Adapon, Edgardo, TRN317966 Application denied for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Grice, Steven, RN applicant

Roig, Adrianna, CNA applicant

Monte, Monique, CNA applicant

Applications denied for violation of NRS 632.320 (1) fraudulent application.

Reed, Vickie, CNA applicant

Application denied for violation of NRS 632.320 (2) convictions.

Discipline Based on Renewal Application Audits

Davis, Karen, RN03235 Agreement for Reprimand and Fine of \$200 for violation of NRS 632.320 (1) fraudulent application.

Douglas, Darlene, RN23419 Agreement for Reprimand and Fine of \$200 for violation of NRS 632.320 (1) fraudulent application.

Fuselier, Vyvyan, CNA017074 Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (1) fraudulent application and (7) unprofessional conduct.

Linse, Valerie, RN38389 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (1) fraudulent application.

Martinez, Danielle, LPN03291 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (1) fraudulent application.

Meza, Esther, CNA009917 Agreement for Fine of \$50 for violation of NRS 632.320 (1) fraudulent application.

Petras, Lorna, CNA008107 Agreement for Reprimand, Fine of \$50, and Continuing Education for violation of NRS 632.320 (1) fraudulent application.

Thornell, Jacqueline, LPN11998 Agreement for Reprimand and Fine of \$200 for violation of NRS 632.320 (1) fraudulent application.

Vitacco, Laura, CNA008300 Application denied for violation of NRS 632.320(1) fraudulent application.

Cadiz, Juditha, CNA017012 Renewal application denied for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.193 (1) renewal requirements.

Aguinardo, Andres, CNA018148

Bussie, Erwina, CNA013917

Caldwell, Keanna, CNA017355

Harrington, Joleen, CNA018170

Henrie, Olivia, CNA011710

Lliguin, Mabel, CNA019355

Meldrum, Dawn, CNA019009

Newman, Tabatha, CNA011156

Stapleton, Michelle, CNA019293

Wallace, Maria, CNA010680

Renewal applications denied for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.193 (1) renewal requirements, and NAC 632.415 (1) failure to provide Continuing Education.

Citations for Practice Without A License/Certificate

Callahan, Kimberly

Maldonado, Ingrid

Rogers, Janice

The following are disciplinary and licensure/certification actions taken by the Nevada State Board of Nursing for the period of May 12, 2007 through July 13, 2007.

Settlement Agreements

Arroyo, Yolanda, CNA01868 Agreement for Fine of \$100 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Barillas, Mawly, CNA017787 Agreement for Reprimand and Fine of \$250 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Blackwell, Gina, CNA017360 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards, and (38) professional boundaries.

Bush, Sheila, RN37547 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope, and (28) causing harm to a patient.

Campos, Liberty, RN48149 Agreement for Fine of \$100 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license.

Heilman, Debra, RN14732 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Jones, Johnetta, CNA018288 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment.

Lewis, Karen, RN10335, APN000832 Voluntary Surrender of License/Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol.

Lofton, Erica, CNA012163 Agreement for Fine of \$100 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Porter, Edie, RN17310 Agreement for Reprimand for violation of NRS 632.320 (7)

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.

unprofessional conduct, and NAC 632.890 (2) practicing beyond scope.

Saske, Joseph, RN07428 Agreement for Fine of \$400 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Corona, Roger, LPN11291 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (9) impaired practice.

White, Ivory, CNA010090 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Discipline Based on Renewal Application Audits

Coker, Lisa, RN45461 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Du Bois, Barry, RN26217 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Humphrey, Elizabeth, RN43501 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unpro-

fessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Kloosterman, Betty, RN25068 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Marquez, Santiago Paolo, RN45454 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Mazurowski, Michael, RN45352 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Montejo, Alicia, RN48231 Agreement for Fine of \$100, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

DeMartin, Kimberly, RN33112 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Yamut, Jo Christine, RN41177 Agreement for Reprimand, Fine of \$200, and Continuing Education for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

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.



Use Website To Verify Active License/Certificate

Employers — when you're verifying that someone has an active license or certificate, 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.

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.

ADMINISTRATION

5011 Meadowood Mall Way, Suite 300, Reno, NV 89502, 888-590-6726
nursingboard@nsbn.state.nv.us

Debra Scott, MSN, 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
APN Certification Processing

Dean Estes, Accountant/Technology Officer

Budget, Accounting and Payroll
Programming
Technology Support

Roseann Colosimo, PhD, MSN, RN, Education Consultant

Nursing Education Programs
CNA Training Programs
Continuing Education Programs
Education Advisory Committee Chair
Advanced Practice and International Graduate
Document Analysis

Fred Olmstead, General Counsel

Legal Counsel

Cindy Kimball, Public Information Officer

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

Marianne Kadlic, Executive Assistant

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

PROGRAM STAFF

5011 Meadowood Mall Way, Suite 300, 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

Marilyn Schmit, RN, Application Coordinator

Application Review
Fraudulent Application Screening

Kathleen Reynolds, BHS, RN, Compliance Coordinator

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

Licensure/Certification

Sarah Bowen, Licensure Specialist

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

Support

Sherrie Frederick, Fingerprint Specialist

Endorsement Forms
Fingerprint Processing
Fingerprint Report Screening
Fingerprint Capture

Christie Daliposon, Management Assistant

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

Cyndie Souza, Management Assistant

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

Kimberly Roth, Receptionist

Kiley Smith, 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
Licensure and Certification Applications
Spanish-Speaking Services for Consumers

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- L&D
- Level II Nursery
- Med/Surg/Tele
- Observation Unit
- PACU
- Post Partum
- Progressive Care Unit
- Surgery



Please send your resume to:

MountainView Hospital, Human Resources, 3100 N. Tenaya Way, Las Vegas, NV 89128.

Jobline: (702) 255-5135 • Call Natalie Gardner, RN: (702) 562-5508

Fax: (702) 233-5301 www.MountainView-Hospital.com

A drug test and background investigation are required as part of our pre-employment process.

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