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NURSING NEWS

December 2011

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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.

Circulation includes more than 35,000 nurses, nursing assistants and student nurses.

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Edition 33



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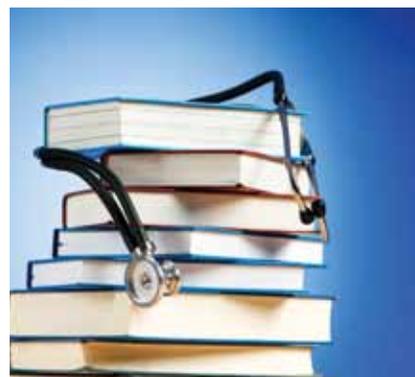
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A message from the executive director

Debra Scott, MSN, RN, FRE

The holidays always bring out my philosophical side and the New Year gives me a chance to reevaluate what is important in my life. I think it might also have something to do with the fact that 2012 will bring my 60th birthday.

This November, I celebrated my 15th anniversary as a Nevada State Board of Nursing employee, five years as the Associate Executive Director for Practice and the last 10 years as the Executive Director for the Board. I often marvel at the opportunities I have had as part of my regulatory experience. In past issues of the NSBN News, I have shared many of those opportunities with you as part of my Words from the Executive Director.

We, as nurses, are allowed to be part of our patients' lives in many intimate ways. Nursing regulation even allows for that involvement. As the director for the Board's Alternative Program for Chemically Dependent Nurses, I found that my psychiatric nursing skills were invaluable in assessing, planning, and implementing the program that allows nurses who are willing to seek treatment for substance use disorders or mental health disorders which impair their ability to practice the full scope of nursing. Now, as the Executive Director for the Board when evaluating other conduct by nurses and CNAs, my psychiatric skills are helpful in determining normal human behavior that may result in an honest mistake and compare it to risky behavior and intentional harmful conduct. The Board makes decisions on the evidence that is presented during Board meetings. Our responsibility as Board staff is to present comprehensive information so that the Board can make those informed decisions.

I welcome the leadership opportunities that have been presented themselves as part of my position with the Board. The importance of taking risks to take advantage of those opportunities has become more apparent to me. Getting more involved in healthcare regulatory activities has led to even more opportunities. Being accountable to accomplish the necessary work often results in even more responsibility. Learning when to get involved and when to say "no" ultimately allows me the time and energy to keep myself healthy.

As the year draws to a close, please join me in reviewing the past in preparation for our future. We still have work to do to improve the level of safety and the quality of healthcare in Nevada and beyond and ensure access to the care that our citizens deserve. Evaluate your personal resources and decide where you want to spend those precious assets. Let go of the activities that provide little return; strive to find opportunities to make a difference in your own life and the lives of those you value.

Celebrate the New Year with renewed anticipation for your future and the future of our profession, always remembering the gift that we give those we care for is one of diligence, integrity, and respect.

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



Words from the president

Kelly Espinoza, MSN, RN, NSBN President

2012 and the Direction of Nursing

I am very fortunate to have been elected president of the Nevada State Board of Nursing for 2012. It is an honor and a privilege to serve our state with such a tremendous group of board members and board staff. This experience on the board has been one of great value; it has allowed me the opportunity to gain a greater understanding of our responsibilities as nurses and the board's duty to protect the public.

We continue to evolve as a profession as we are challenged by the landscape of the healthcare environment. Our board welcomes two new members in 2012, each of whom bring expertise and voice to a very thoughtful group of individuals.

We have established goals and objectives that reflect the direction of nursing at a state, national and international level. These include but are not limited to:

- Movement towards independent practice for Advanced Practice Nurses
- Supporting the Institute of Medicine's recommendations for the Future of Nursing
- Continuing and expanding the educational opportunities to our nurses and nursing students throughout the state
- Collaboration with key agencies and organizations in public protection
- Legislative involvement specific to support patient safety and nursing practice
- Leadership and ongoing involvement in the National Council of State Boards of Nursing

I am reminded daily of the importance of nursing's leadership role in healthcare. Much of my role is to encourage others to become involved and add their voice in acknowledging the importance of nursing. This is the time; Nevada is the place! I look forward to this exciting adventure!

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EOE

A WELCOME TO OUR NEWEST TEAM MEMBER:

C. RYAN MANN, RN



C. Ryan Mann, RN, is the Board's newest employee. C. Ryan started working for the Board in March 2011. She is our Application Coordinator.

Mann has a BSN and spent most of her 20-year nursing career in long-term care and rehabilitation. She was the Director of Nursing for seven years at a local rehabilitation center where she was awarded the Director of Nursing of the Year award in 2006 and 2009 by the Nevada Healthcare Association.

As the Application Coordinator, Mann is responsible for handling applicants who have answered "yes" to any of the screening questions on the application. She makes decisions based on Board policy to determine if an application can be cleared or if it must be presented before the Board.

When asked what she likes best about working for the Board, Mann responded, "I enjoy working with the friendly and knowledgeable staff."

Mann would like to share that her work is processed on very clear policies and procedures established by the Board. Though each case is handled individually, she emphasizes that the documents requested, procedures, and timelines are routinely implemented.

In her free time, C. Ryan enjoys rose gardening.



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PAIN • MEDICATION - A great place for continuing education to improve your practice!

by Roseann Colosimo, PhD, MSN, RN

The complex world of pain is difficult for many nurses to navigate. *Pain Assessment and Pharmacologic Management* (2011) by Chris Pasero and Margo McCaffery is a very important tool. Chapter three has pain assessment

translated into many languages for the diverse Nevada population of tourists and locals. Many nurses have not had much improvement to their pain knowledge from the days of moral or criminal models of pain medication addiction. This is a

vastly important area for Nevada nurses to be excellent sources of evidenced based knowledge. Nevada, in recent years, has been in the headlines for being close to the top in all states for the number of pain medication prescriptions per capita and deaths from prescription pain medication overdoses.



Nursing schools have an increased responsibility to ensure that students comprehend pain assessment. It is critical for students to understand peak action times. The world of nursing is working very hard to improve pass off safety for patients. A nurse's understanding of medications received in the emergency room before transfer to the unit is critical to knowing what medications can be given safely and in what time frames. A follow-up assessment on medication effectiveness is not a cursory evaluation from the doorway. Truly understanding respiratory depression and pain medication is basic nursing. Faculty must teach differences and management of physiologic and neurologic pain. In today's world, there are many sources of nervous system damage including infections, viruses, trauma, and metabolic disturbances.

The Andres-Roberts survey is a quick and easy survey to use with student nurses or licensed nurses. The survey quickly shows how often the nurse's own issues come into the picture. The gold standard for assessing pain is the patient report, not the patient behaviors. The opinions of nurses and physicians should never be

continued on page 14 >>

School of Nursing Tenure-Track & Lecturer Faculty Positions Available Fall 2012



NEVADA STATE COLLEGE

OVERVIEW

Nevada State College was established in 2002 as Nevada's first and only mid-tier institution in the Nevada System of Higher Education. As the first four-year comprehensive college in the state, NSC is dedicated to providing quality education, social, cultural, economic and civic advancement to the citizens of Nevada.

NSC also addresses Nevada's need for increased access to higher education. The College places special emphasis on meeting the state's need for effective, highly educated, skilled teachers and nurses and offers a wide range of baccalaureate degree programs grounded in the liberal arts and sciences.

NSC CAMPUS

NSC's main campus sits on a 509-acre site in Henderson, Nevada, a city consistently ranked as one of the best places to live and located just 15 miles from the world-famous Las Vegas Strip. NSC has a satellite campus in the heart of Henderson's Downtown District and off-site locations throughout the state.



ABOUT NSC

Nevada State College is a young, rapidly growing four-year college, with an enrollment of nearly 3000 students. Our students learn from the best teachers, using the latest technology, in a small personal environment.

The School of Nursing is seeking dedicated faculty to work in a highly collegial, interdisciplinary environment. Our faculty and staff enjoy the rare opportunity to shape the college as it continues growing into a cornerstone of higher education in Southern Nevada.

At NSC, we are committed to achieving and maintaining a diverse workforce. This commitment is rooted in the belief that a diverse educational experience begins with the people who are providing and supporting that education. To us, diversity means valuing the spectrum of social, cultural, and intellectual identities among people and helping all achieve success.

NSC SCHOOL OF NURSING

The NSC School of Nursing is accredited by the Commission on Collegiate Nursing Education and approved by the Nevada State Board of Nursing.

Students are admitted to the School of Nursing in four tracks:

1. Regular
2. Accelerated
3. Part Time
4. RN to BSN

The School of Nursing prepares BSN graduates, utilizing a caring-based philosophy. NSC is seeking full-time faculty with backgrounds in medical-surgical, pediatric, maternity, or community health nursing to teach theory classes and clinical/skills labs beginning Fall 2012.

FULL-TIME QUALIFICATIONS

Required:

- Active RN license
- MSN
- Effective oral and written communication skills

Preferred:

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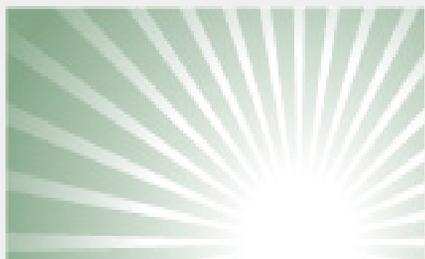
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6 Tips for Nurses Using Social Media

Social networks and the Internet provide unparalleled opportunities for rapid knowledge exchange and dissemination among many people, but this exchange does not come without risk. Nurses and nursing students have an obligation to understand the nature, benefits, and consequences of participating in social networking of all types. Online content and behavior has the potential to enhance or undermine not only the individual nurse's career, but also the nursing profession.



participating in social networking of all types. Online content and behavior has the potential to enhance or undermine not only the individual nurse's career, but also the nursing profession.

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ANA's Principles for Social Networking

- 1 Nurses must not transmit or place online individually identifiable patient information.
- 2 Nurses must observe ethically prescribed professional patient — nurse boundaries.
- 3 Nurses should understand that patients, colleagues, institutions, and employers may view postings.
- 4 Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
- 5 Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
- 6 Nurses should participate in developing institutional policies governing online conduct.

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6 TIPS TO AVOID PROBLEMS

- 1 Remember that standards of professionalism are the same online as in any other circumstance.
- 2 Do not share or post information or photos gained through the nurse-patient relationship.
- 3 Maintain professional boundaries in the use of electronic media. Online contact with patients blurs this boundary.
- 4 Do not make disparaging remarks about patients, employers or co-workers, even if they are not identified.
- 5 Do not take photos or videos of patients on personal devices, including cell phones.
- 6 Promptly report a breach of confidentiality or privacy.

REFERENCES:

American Nurses Association. (2011, September). Principles for social networking and the nurse. Silver Spring, MD: Author.
National Council of State Boards of Nursing. (2011, August). White Paper: A nurses's guide to the use of social media. Chicago, IL: Author.



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 and closes each 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 nursing education, continuing education, delegation, the impaired nurse, licensure and discipline processes, and the Nurse Practice Act.

BOARD MEETINGS

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

BOARD MEETING DATES

January 10-12, 2012 - Las Vegas
March 21-23, 2012 - 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 an 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 video-conference in Reno and Las Vegas.

Advanced Practice Advisory Committee (none)

February 7, 2012

Disability Advisory Committee (two)

April 20, 2012

Education Advisory Committee (none)

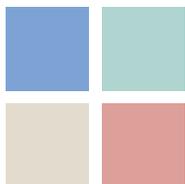
January 19, 2012

Nursing Practice Advisory Committee (none)

February 7, 2012

Certified Nursing Assistant/MA-C Advisory Committee

January 26, 2012



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

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Day	Port	Arrive	Depart
April 22	New Orleans, Louisiana	--	04:00 PM
April 23	Fun Day At Sea	--	--
April 24	Fun Day At Sea	--	--
April 25	Montego Bay, Jamaica	09:00 AM	06:00 PM
April 26	Georgetown, Grand Cayman	07:00 AM	04:00 PM
April 27	Cozumel, Mexico	10:00 AM	05:00 PM
April 28	Fun Day At Sea	--	--
April 29	New Orleans, Louisiana	08:00 AM	--

POE TRAVEL

MEDICATION AIDE-CERTIFIED

by Roseann Colosimo, PhD, MSN, RN

In June 2011, the legislature passed a bill, SB411, which gives the Nevada State Board of Nursing the authority to regulate a new type of provider, Medication Aide-Certified (MA-C). The MA-C functions in designated long-term care facilities in Nevada under the supervision of a licensed professional nurse to administer certain types of medications through delegation by the RN. Sixty-six percent of the states have an unlicensed form of medication administration. Nationwide, Boards of Nursing regulate 27 percent of these unlicensed assistive personnel and 46 percent of them are regulated by another state agency. SB 411 provides for protection of the public through carefully worded legislation. The MA-C may not replace a licensed nurse or a full-time equivalent. It is important that nurses and facility administration know the requirements of the law to safely utilize this additional type of provider.

Once a law is passed, regulations must be promulgated to implement the terms of the new statute. The announcement of intent to change regulations can be found on the Board of Nursing website. Please read and offer your comments in writing or in person at the December 21, 2011 Public Workshop or at the January 10, 2012 hearing.

These are the basics of the new statute and regulations. Similar to Nursing Assistant Training Programs, schools will apply to teach the Medication Aide course. The course instructor must meet requirements by having an unencumbered RN license and must hold certification with the NSBN as a Nursing Assistant Instructor. The program applicants are required to complete a six-hour training course which will be offered by the NSBN. Applicants for the MA-C program must pass an entrance exam to document adequate math and writing skills. They then are required to successfully complete a 100-hour MA-C course, which will include receiving at least an 80 percent pass rate in theory and successful completion of a course in clinical administration of medications. Applicants must pass a Board approved national exam administered by the National Council of State Boards of Nursing as a requirement for certification by the NSBN.

The goal for utilizing the MA-C is to improve safety by having the licensed professional nurse focused on client assessment. The MA-C may not administer any medications that require assessment, a first time medication, pain medications, or insulin. Studies have shown the medication administration load can be reduced by 20-30 percent, which enables the nurse to assess the client condition more accurately. The MA-C is not permitted to have a client assignment in addition to passing medications.

The Journal of Nursing Regulation has two articles that give the Board important information on how to safely implement this program and utilize MA-Cs. Budden (2011) found that median client assignment 31. The MA-Cs expressed concern that they were being asked to perform tasks beyond their scope of practice. Such tasks included performing other patient care tasks, assessments, treatment procedures and administering insulin and pain medication. In order to prevent these occurrences in Nevada, the NSBN will implement comprehensive education requirements for all nurses who will be working with, supervising and/or delegating to MA-Cs.

It is extremely important that nurses are well informed about the implementation of MA-Cs. The tremendous pressure on long-term care with an aging population will only continue to dominate this healthcare sector. Professional nurses must always be the patient advocates for safe nursing in a changing world.

Budden, J. (2011) "The First National Survey of Medication Aides." *Journal of Nursing Regulation* 2:3, 4-12

Friday, March 30, 2012

Behavioral HEALTH CONFERENCE

PRESENTED BY:

Nevada State Board
of Nursing

LOCATED AT:

Saint Mary's Regional
Medical Center
645 North Arlington Dr
Reno, NV 89503

6 CEUs will be awarded
Registration Fee is \$50

Call 888-590-6726 or email
nursingboard@nsbn.state.nv.us
to register.

SCHEDULE

7:15-8:00: Registration

8:00-8:15: Opening Remarks

8:15-9:15: "When Life Hurts-A Sense of Personal Meaning Provides Strength and Direction: An Acceptance and Commitment Therapy-Logotherapy Perspective"

• Tom Lavin, MFT, LCADC, ACATA

9:15-9:30: Break

9:30-10:30: "A Healthy and Effective Way to Deal with Chronic Pain: an Acceptance and Commitment Therapy Perspective"

• Steven C. Hayes, PhD

10:30-10:45: Break

10:45-11:45: "Transcranial Magnetic Stimulation, Medication, Psychotherapy: Treating Major Depression in the 21st Century"

• A.Sibel Yasar, MD

11:45-12:45: Lunch (on your own)

12:45-1:45: "Professional Boundaries and Ethical Conduct"

• Debra Scott MSN, RN, FRE

1:45-2:00: Break

2:00-3:00: "Helping Our Pre-Teens Stay Healthy: Signs of Bullying, the Ramifications of Bullying and What Children, Families and the Community Can Do About It"

• Jill Packman, PhD, MFT, RPT-S

3:00-4:00: "How to Teach Patients, Families, and Caregivers a Brief Mindfulness Exercise They Can Use in Times of Distress"

• Marcia Howton, MD

4:00-4:15: Program Evaluation and Closing remarks

GET TO KNOW THE SPEAKERS

Steven C. Hayes, PhD is a world renowned psychologist, author, and teacher. As the author of 32 books and over 400 scientific articles, he has been acknowledged as one of the highest impact psychologists in the world. **Marcia Howton, MD** is an anesthesiologist and pain management physician, Medical Director of Anesthesia Care Consultants, voluntary clinical faculty at UNR and UC Davis, who teaches Mindfulness Meditation to chronic pain patients, their families, and to the medical profession.

Marcia Howton, MD is an anesthesiologist and pain management physician, Medical Director of Anesthesia Care Consultants, voluntary clinical faculty at UNR and UC Davis, who teaches Mindfulness Meditation to chronic pain patients, their families, and to the medical profession.

Tom Lavin, MFT, LCADC, ACATA is a psychotherapist who has counseled over 500 nurses, helping them deal with depression, anxiety, work-life-family issues, critical incident stress, new grad stress, chronic illness and substance abuse (as the EAP Counselor for Renown 1997-2003 and for Saint Mary's 2003-2011).

Jill Packman, PhD, MFT, RPT-S has been working with children and their families for over 15 years. She coordinates the Marital, Couple, and Family Therapy program at the University of Nevada, Reno and has a psychotherapy practice.

Debra Scott, MSN, RN, FRE serves as the executive director for the Nevada State Board of Nursing and as Board staff for 15 years.

A.Sibel Yasar, MD is a Board Certified Psychiatrist who has expertise with adults and also specializes in Child and Adolescent Psychiatry and is a member of the American Psychiatric Association, the American Academy of Child and Adolescent Psychiatry and the Nevada Psychiatric Association.

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Quick Tips From Policy World

By Sarah Wheeler



With the vast number of policy issues surrounding the nursing profession, it is hard to keep track of what is going on in Nevada, let alone the rest of the country. NCSBN's Policy Perspectives provides insight into the complex policy world.

Here are some important findings:

- Florida TaxWatch Institute did a study on money-saving benefits. They found that allowing APRNs and PAs to practice at their full scope could save nearly \$339 million per year. Loyola University found that having a nurse practitioner on staff reduced number of emergency department visits.
- Johns Hopkins University is starting 17 month accelerated Bachelors to BSN program with simulation.
- California's Board of Nursing powers have been redirected to the Department of Consumer Affairs.
- Rural areas contain 1/5 of U.S. population but only 10 percent of physicians practice there. This may be why rural Americans have higher rates of death, disability, and chronic disease.
- From '07-'09, 13 million Aetna insured adults used retail clinics, which is becoming a growing trend.
- North Carolina tried "blame free" and anonymous system of reporting medical errors and found that it led to greater number of errors reported.
- In a November Gallup poll of 1,000 Americans, 47 percent want to see the health care reform law repealed.
- Ohio voted to make it illegal for Ohioans to be required to purchase health insurance.
- Medicaid spending for fiscal year 2012 is anticipated to rise by 29 percent. Some states are starting to decrease benefits offered, increase copayments, and reduce provider payments.

NCSBN, ed. *Policy Perspectives 13.1 (2011): 1-11*

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The State of Nevada, Mental Health and Developmental Services Division has an immediate opening for a full time Psychiatric Nurse II position in Yerington, Carson City and a part time position in Fallon. This position provides professional outpatient nursing care to mentally ill individuals to include assessments and therapeutic interventions. Organizes and oversees the medication clinic. Please apply at: <https://nvapps.state.nv.us/NEATS/Recruiting/ViewJobsHome.aep> recruitment # 14896 (Yerington), 14824 (Carson City), and 14895 (Fallon) or call Jamie Pruneau at (775) 687-7511 for more information.

<< continued from page 8

used instead of the patient report. The Pasero & Ferrell (2007) American Journal of Nursing article on "Nurses Decision on Opioid Dose" demonstrates that the nurses responded with the correct opioid dose to a smiling patient only 51 percent of the time and to a grimacing patient 64 percent of the time. Leaving patients in pain and labeling a patient as drug-seeking is not safe evidenced-based nursing practice. Moving to a real knowledge, not biased opinions of physiologic and neurologic pain and its management, is the responsibility of every nurse as the epidemic of chronic pain and addiction are part of our Nevada world. Litigation is rising for nurses who do not have this knowledge and cause patient harm.

The 879 pages of evidenced-based knowledge in this book are impossible to turn into Cliff Notes, but I highly recommend all nurses in Nevada learn more about pain assessment and pharmacological management in 2012. Your patients will thank you!!!

McCaffery, M Pasero, C. & Ferrell, B (2007) "Nurses' Decisions on Opioid Dose".

American Journal of Nursing 107,35-39.
Pasero, C and McCaffery, M (2011) Pain Assessment and Pharmacologic Management Elsevier, Saint Louis, Missouri

Have a question?
Give us a call.

Nevada State Board of

NURSINGNEWS

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