

Ohio Board of Nursing

Fall 2010 • Volume 8 Issue 4

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Official Publication of the Ohio Board of Nursing



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CONTENTS

Fall 2010 ■ Volume 8 Issue 4

8

Membership on the Board of Nursing or Board Advisory Groups

12

Board Approves New Interpretive Guidelines

17

Administrative Rules

17

Submission of Comments Regarding Proposed Rules and Rule Changes

17

Advanced Practice National Recertification

4

From the President

6

From the Executive Director

11

Advisory Groups and Committees

18

Board Disciplinary Action



Cover: Scott Griffith of Outcome Engineering Presents to the Board on Just Culture

Photo credit: Gregory Lewis

Momentum reaches every nurse, dialysis technician, medication aide, and community health worker, as well as, every hospital and nursing school administrator in the state of Ohio. Over 200,000 copies are addressed and mailed statewide.



Bertha Lovelace
Board President

We are happy to welcome

Janet Arwood, LPN, as our newest Board Member. Janet is from Hilliard and currently works at Riverside Hospital in Columbus. She has a wide variety of nursing experience in hospitals, nursing homes, occupational health, and home care. At the same time, we say good-bye to Eric Yoon, RN, CNP, who has served on the Board since January 2007. We thank him for his service and contributions to the Board's work of public protection.

Another busy renewal season began in the spring of this year. We are pleased that 92 percent of LPNs renewed online, as compared to 87.6 percent in the last LPN renewal period. Thank you to everyone who used this faster, more convenient and cost effective method of renewal. In addition, thank you to those of you who completed the Nursing Workforce Survey.

Also in the spring of this year, Governor Ted Strickland established the Ohio Prescription Drug Abuse

The Board, along with the OPDATF and other state agencies and health-related associations, is united in requesting agencies and associations to commit to address the prescription drug abuse problem in Ohio through meetings, conferences, courses, newsletters, etc. Please find additional resources and information at www.odh.ohio.gov/features/odhfeatures/drugoverdose.aspx.

Task Force. Prescription drug abuse has become an epidemic in Ohio. In 2007, unintentional drug poisoning became the leading cause of injury death in Ohio, surpassing motor vehicle crashes and suicide.

Betsy Houchen, executive director of the Board, joined representatives from federal, state and local government with concentration in the fields of public health, law enforcement, mental health, substance abuse, health care, and regulation on the Task Force. The Task Force is charged with coordinating a multi-disciplinary, multi-jurisdictional approach to the problem of prescription drug abuse.

A set of recommendations from the Ohio Poison Action Group/New and Emerging Drug Trends Work Group, convened by the Ohio Department of Health and the Ohio Department of Alcohol and Drug Addiction Services,

is the foundation of the work of the Task Force. The Task Force and related work groups met frequently to develop recommendations to present to the governor.

The Board, along with the OPDATF and other state agencies and health-related associations, is united in requesting agencies and associations to commit to address the prescription drug abuse problem in Ohio through meetings, conferences, courses, newsletters, etc. Please find additional resources and information at www.odh.ohio.gov/features/odhfeatures/drugoverdose.aspx.

We wish you well, and please do not hesitate to contact the Board if you have questions. •



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Greetings and welcome to the Fall issue of *Momentum*. In the Spring issue, we were pleased to inform you that the Board was implementing a comprehensive approach to practice breakdown complaints with a goal of more directly addressing patient safety. At that time, several initial steps had already been accomplished. We are now pleased that the Board has moved ahead taking steps to further implement this important work known as the Patient Safety Initiative.

At the July Board meeting, we welcomed Scott Griffith, chief operating officer of Outcome Engineering Inc., to provide a presentation to the Board on Just Culture. In addition to our Board members, many guests participated, including Representative John Carney, representatives from Riverside Hospital/Ohio Health, Mercer Community Hospital, Cleveland Clinic, and Kettering Health System. Also attending were representatives from other Ohio Boards and Commissions and state agencies, nursing associations and related organizations, and the National Council of State Boards of Nursing. Photographs of the event are included on the cover and in this issue of *Momentum*!

The Patient Safety Initiative is designed to be a joint collaboration between the Board and nursing employers. The Initiative is beginning with several acute care facilities, and if successful, it will be expanded. Below is a summary of the objectives and the components of the Initiative.

The goal is to increase patient safety through effective reporting, remediation, modification of systems, and accountability. The objectives are to:

- Increase employer reporting of information related to practice breakdowns
- Increase employer-sponsored practice remediation
- Incorporate Just Culture for the review of practice complaints
- Create a statewide patient safety database
- Assist with the development of a national patient safety database
- Increase the use of the Practice Intervention and Improvement Program, an alternative to discipline program of the Board



Betsy J. Houchen,
RN, MS, JD
Executive Director



Representative John Carney and Scott Griffith are introduced by Betsy Houchen
Photo Credit: Gregory Lewis

The Initiative includes three components:

1. Just Culture, a risk management model pioneered by Outcome Engineering Inc., is a systematic method that can be used by nursing employers and the Board to increase patient safety by recognizing and modifying system flaws, and by holding individuals accountable for reckless behavior or repeated behavior that poses increased risk to patients. Just Culture finds middle ground between a punitive culture that generally does not consider the systems issues that

contribute to errors, and a blame-free culture that does not hold individuals appropriately accountable. Just Culture holds individuals accountable for their performance based on their job responsibilities, but does not expect individuals to assume accountability for system flaws over which they had no control.

2. TERCAP (Taxonomy of Error, Root Cause Analysis and Practice-Responsibility) is a tool used to gather data and track cases involving practice breakdown. TERCAP is an ini-

tiative of the National Council of State Boards of Nursing to develop a national database on practice breakdown, and to identify patterns of error, risk factors, and system issues that contribute to practice breakdown. This will assist in the development of new approaches for patient safety.

3. The Practice Intervention and Improvement Program, known as PIIP, is the Board's confidential alternative to discipline program for eligible licensees. The program establishes a structured remedial education and monitoring program to document that the participant's practice deficiency has been corrected.

We are currently working closely with employers regarding Just Culture, reporting of practice and systems data, and increased employer-sponsored practice remediation. Our goal is to increase patient safety through effective reporting, remediation, modification of systems, and individual accountability.

We are proud of this innovative approach and look forward to increasing our partnerships for patient safety! •

Publisher's Note:

We want to extend our apologies to the Board and to the readers for the typographical errors in the summer edition of *Momentum*. The word "practicing" was misspelled and used incorrectly in the article on page 8 and also in the article on page 14. It should have been "working" and not "practiceing." The error was made by the publisher and not by the Board.



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The Ohio Board of Nursing

The Ohio Board of Nursing is a regulatory agency established by Ohio law to regulate the practice of nursing in the state. The mission of the Board is to actively safeguard the health of the public through the effective regulation of nursing care. This includes regulation of nursing education programs, individual licensure, advanced certification, and practice. In addition to licensed nursing, the Board regulates dialysis technicians, community health workers, and medication aides.

The Board is composed of 13 members. By law, eight members must be registered

nurses, four must be licensed practical nurses, and one member must be a non-nurse representing the interests of consumers of healthcare. To qualify as a licensed nurse member of the Board, an individual must be licensed to practice in the state of Ohio and have been actively engaged in nursing practice for five years

Advisory Groups are similar to “standing committees.” They meet several times a year, or more often as requested by the Board, to provide advice regarding the regulation of on-going Board programs.

immediately preceding the initial appointment. Members are appointed to serve a four-year term and may be re-appointed to serve an additional term. Members are required by Ohio law to attend a minimum of three-fifths of all regular and special meetings held during a two-year period. Members are compensated for their time in

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attending public meetings according to a statutory rate and receive reimbursement for expenses.

Appointments to the Board are made by the Governor. Information regarding the appointment process, including vacancies and the Boards and Commissions applications, is available on the Governor's web site at: www.governor.ohio.gov under the Boards and Commissions link.

Ohio Board of Nursing Advisory Groups

The Board maintains a number of Advisory Groups that provide recommendations to the Board on various issues and programs, including:

- Continuing Education
- Dialysis
- Nursing Education
- Committee on Prescriptive Governance

Advisory Groups are similar to "standing committees." They meet several times a year, or more often as requested by the Board, to provide advice regarding the regulation of on-going Board programs. Advisory Groups are composed of public members, a Board member who serves as the chairperson, and Board staff. Members of Advisory Groups are not compensated for their time, but they receive their actual and necessary expenses incurred in the performance of their official duties. The Board appoints members to the Advisory Groups during the November Board meeting. For future reference, if you are interested, please visit the Board's web site at www.nursing.ohio.gov and click on the link for Board General Information, Advisory Groups. Openings and an Advisory Group member application are posted annually, typically in September or October. •

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ADVISORY GROUPS AND COMMITTEES

All meetings of the advisory groups begin at 10:00 a.m. (unless otherwise noted) and are held in the Board office. If you wish to attend one of these meetings, please contact the Board office at 614-466-6940 to determine any change in the location, date or times.

Advisory Group on Continuing Education — Feb. 18; June 3; Oct. 7
Chair: Delphenia Gilbert

Advisory Group on Dialysis — June 14; Oct. 11
Chair: Melissa Meyer

Advisory Group on Nursing Education — Feb. 17; June 9; Oct. 13
Chair: Judith Church

Committee on Prescriptive Governance — Jan. 24; May 16, Sept. 19
Chair: Erin Keels

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Shaker Heights 2012

Patricia Protopapa, LPN, *Vice President*
Canfield 2011

Janet Arwood, LPN
Hilliard 2013

Anne Barnett, RN,
Supervising Member for Disciplinary Matters
Junction City 2010

Judith Church, RN
Miamisburg 2012

Delphenia W. Gilbert, RN
Akron 2011

Maryam Lyon, RN
Sidney 2013

Johnnie Maier, *Consumer Member*
Massillon 2011

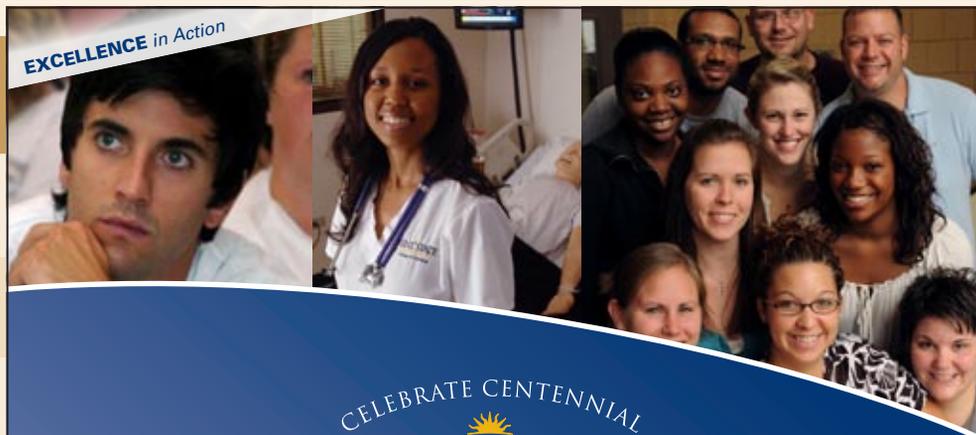
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Melissa Meyer, LPN
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Board Approves New Interpretive Guidelines

The Board of Nursing has approved two new Interpretive Guidelines (IGs) to assist licensed nurses in specialized practices.

In May 2010, the Board approved the IG titled: Registered Nurse's Role in Emergent Intubation Performed by a Physician." This IG discusses a RN's ability to administer medications as ordered by a physician to a patient in an emergency situation to facilitate the physician's intubation of a patient.

In July 2010, the Board approved an IG giving guidance to RNs filling and unfilling a client's gastric band. Since RNs are becoming more involved in a client's post-operative gastric band placement care, the adjustments of the bands by filling and removing normal saline in carrying out the physician's planned regimen for the client is an area of specialized nursing practice. The Board established guidance through the IG that discusses educational, training, practice, and environmental considerations in performing this task, in addition to an existing legal prohibition regarding the use of fluoroscopic or X-ray emitting devices to locate the access port. Because this is a relatively new area of nursing practice specialization, the Board approved the IG with the caveat that it will be reviewed again in one year (in July 2011).

In its approval of Interpretive Guidelines, the Board does not announce a new policy but instead gives licensees specific instructions regarding their obligations under existing law and rules.

The new Interpretive Guidelines are as follows:

"Guidelines for Registered Nurse Administration of Medication(s) and Monitoring of a Patient During the Performance of Emergent Intubation (Section 4723.01(B), Ohio Revised Code (ORC):

The scope of practice for registered



nurses may include the administration of medication(s) as a part of an emergency intubation regimen as ordered by an authorized physician who is immediately present with the patient and is actively optimizing the patient's respiratory status. The administration of medication(s) during an emergent intubation and monitoring of the patient may be within the scope of registered nursing practice if the following guidelines are observed:

A. The registered nurse who has acquired the necessary knowledge and competency may administer medication(s) as a part of the emergent intubation regimen as ordered by an authorized physician who is immediately present with the patient and who would otherwise be administering the medication(s) if he/she were not actively engaged in inserting an artificial airway at the time that the medication(s) is to be administered. An authorized physician is a physician who is authorized to practice in this state.

B. In executing the emergent intubation regimen as ordered by the authorized physician, the registered nurse should:

1. Monitor the patient's parameters that include, but are not limited to:
 - a. Hemodynamic measurements and status
 - b. Respiratory parameters
 - c. Mobility
 - d. Level of consciousness and perception of pain
2. Communicate changes in patient status to the physician performing the procedure and to other members of the health care team as necessary;
3. Implement, if necessary, emergency measures to optimize the patient's respiratory and circulatory status until other qualified healthcare personnel assume care of the patient;
4. Maintain continuous intravenous access.

C. A registered nurse should not:

1. Independently select the medication(s) or dosage to be administered during

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emergent intubation;

2. Administer medications to induce deep sedation or anesthesia unrelated to emergent intubation.

Considerations in the registered nurse's administration of medication(s) for emergent intubation and monitoring of the patient (Rule 4723-4-03, OAC)

- A. The registered nurse providing nursing care to patients during an emergent intubation should maintain documentation of his/her acquisition of education, demonstrated competency, and other documentation that ensures practice is in compliance with the standards of safe nursing practice.
- B. The registered nurse's education/training and demonstrated competence should include the following:
 1. Age-specific physiologic patient parameters including:
 - a. Oxygen delivery, transport and uptake;

- b. Airway management;
- c. Utilization of appropriate monitoring modalities, infusion devices, and emergency equipment;
- d. Cardiac arrhythmia recognition and intervention;
2. Indications, contraindications, and potential complications related to emergent intubation;
3. Pharmacology pertaining to age-appropriate and weight appropriate medications used for intubation and their respective reversal agents;
4. Registered nurse responsibilities prior to, during and following the procedure as defined in employer/institutional policy and approved emergency protocols.

Accountability and Responsibility of Nurses

Section 4723.01(B), ORC, defines the scope of practice for the registered

nurse. Rule 4723-4-03, OAC, holds registered nurses responsible for maintaining and demonstrating current knowledge, skills, abilities, and competence in rendering nursing care within their scope of practice. The registered nurse must apply the Nurse Practice Act (Chapter 4723, ORC) and rules regulating the practice of nursing (Chapters 4723-1 to 4723-27, OAC) to the specific practice setting. Further, the registered nurse must utilize good professional judgment in determining whether or not to engage in a given patient-care related activity, consistent with the law, rules, and guided by the *Board's Decision-Making Model, Publication OBN-103*. It is critical to note that the law and rules require that licensees provide nursing care only in circumstances that are consistent with their education, experience, knowledge, and demonstrated competency.

continued on page 14

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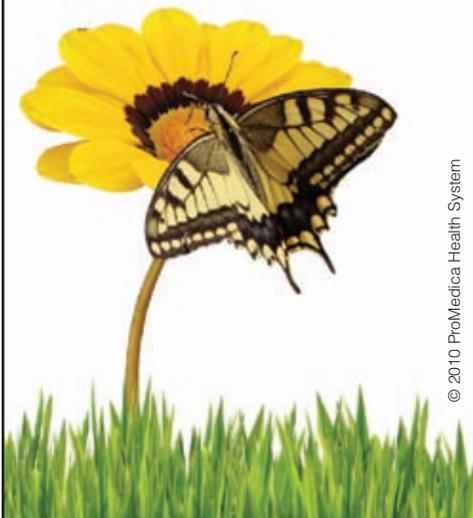
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Licensees should review the following:
Section 4723. 01, ORC
Rule 4723-4-03, OAC
Rule 4723-4-06, OAC

A complete copy of the Nurse Practice Act and the rules adopted thereunder is available for review and download from the Board of Nursing web site: www.nursing.ohio.gov in the Law and Rules section.
Approved: May 20, 2010

Guidelines for Registered Nurse Filling and Unfilling a Client's Gastric Band

The scope of practice for registered nurses may include care provided to bariatric clients through accessing, filling and unfilling the client's established gastric band system with normal saline in circumstances where:

- The safety and well being of the client can be ensured;
- There is an established medical regimen;
- There is a medical evaluation;
- There is nursing documentation of a valid order for gastric band filling and unfilling by a licensed health care provider who possesses specific knowledge, skills and abilities in bariatric procedures that are actively incorporated into the health care provider's practice. The valid order may include nurse utilization of palpation or an ultrasound device to locate and access the internal port.
- The necessary health care personnel and equipment to address complications are available at all times;
- Infection control standards are utilized at all times.

(See Section 4723.01(B), Ohio Revised Code (ORC)).

The filling and unfilling of a client's gastric band with normal saline may be within the scope of nursing practice if the following guidelines are observed:

- A. The registered nurse may execute the gastric band fill or unfill regimen that is established by an authorized

provider. An authorized provider is an individual who is authorized to practice in this state and is acting within the course of the individual's professional practice.

- B. In executing the nursing regimen, the nurse should communicate changes in patient status to the authorized provider, who is either on site or immediately available through telecommunication, and other appropriate personnel.
- C. A registered nurse should not operate a fluoroscopic device or X-ray emitting device to identify and access the gastric band port, as this involves a function or procedures prohibited by other law or rule (See Rule 4723-4-03, (D)(5), Ohio Administrative Code (OAC)).
- D. A registered nurse should not access, fill or unfill the gastric band of a pregnant client, as this may be harmful or potentially harmful to the client (See Rule 4723-4-03 (E)(1)(d), OAC).
- E. A registered nurse should not access, fill or unfill a client's gastric band in locations such as private residences, or non-health care facilities that may not meet the requirements of supportive clinical environment and infection control standards.

Considerations in the Registered Nurses:

1. The registered nurse providing care to bariatric clients with surgically placed gastric bands should maintain documentation of his/her acquisition of education, demonstration of competency, and any other documents necessary to ensure that practice is in compliance with the standards of safe nursing practice.
2. The registered nurse's education/training and demonstrated competence should include, but is not limited to, the following:

continued on page 16

PAYING IT FORWARD

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More than 84,000 people in America are waiting for a kidney transplant; sadly, about 12 of these patients die every day because there aren't enough donors. Many kidney patients have someone who is willing to donate, but because of immune system or blood type incompatibilities, they are not able to give a kidney to their loved one.

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In its approval of Interpretive Guidelines, the Board does not announce a new policy but instead gives licensees specific instructions regarding their obligations under existing law and rules.

- a. Gastrointestinal anatomy and physiology;
- b. Indications, contraindications, potential complications and maintenance considerations related to various surgically-placed gastric banding systems;
- c. Skill in locating and accessing gastric band system ports with required needles/devices;
- d. Nursing needs specific to bariatric clients;
- e. Nursing responsibilities, including, but not limited to: observation and

monitoring of client's gastrointestinal functions and other parameters, and applicable teaching for patients, family, or significant other specific to the client and the gastric banding system utilized.

See Rules 4723-4-03 and 4723-4-07 OAC.

Accountability and Responsibility of Nurses

Section 4723.01(B), ORC, defines the scope of practice for the registered nurse. Rule 4723-4-03, OAC, holds registered nurses responsible for maintaining and demonstrating current knowledge, skills, abilities, and competence in rendering nursing care within their scope of practice. The registered nurse must apply the Nurse Practice Act (Chapter 4723, ORC) and rules regulating the practice of nursing (Chapters 4723-1 to 4723-27, OAC) to the specific practice setting. Further, the registered nurse must

utilize good professional judgment in determining whether or not to engage in a given patient-care related activity, consistent with the law, rules, and guided by the Board's *Decision-Making Model, Publication OBN-103*. It is critical to note that the law and rules require that the licensee provide nursing care only in circumstances that are consistent with their education, experience, knowledge, and demonstrated competency.

Licensees should review the following:

The following should also be reviewed:

Section 4723.01(B), Ohio Revised Code Rule 4723-4-03, Ohio Administrative Code Rule 4723-4-06, Ohio Administrative Code Rule 4723-4-07, Ohio Administrative Code

A complete copy of the Nurse Practice Act and the rules adopted thereunder is available for review and download from the Board of Nursing web site: www.nursing.ohio.gov in the Law and Rules section.

Approved July 30, 2010

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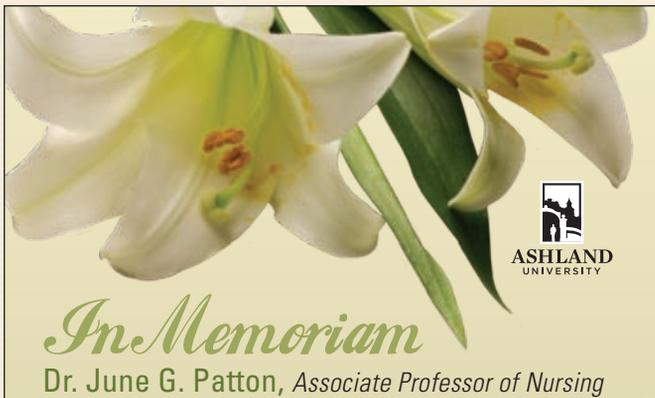
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In Memoriam

Dr. June G. Patton, Associate Professor of Nursing and Chair, RN to BSN Program at Ashland University

June 11, 1944 – August 19, 2010

Administrative Rules

At the May and September 2010 Board meetings, the Board reviewed proposed changes to rules slated for five-year review, including Chapter 4723-8 (renamed: Advanced Practice Nurse Certification and Practice) and Chapter 4723-9 (renamed: Prescriptive Authority). Chapter 4723-23, Dialysis Technicians, is proposed to be filed without change at this time in anticipation of changes in law that may affect these rules. In addition, the Board reviewed technical corrections to individual rules in Chapter 4723-5 and 4723-7. At the time of this writing, a public rules hearing is planned for Nov. 17, 2010, at 1:00 p.m. at the Board office, 17 S. High St., Suite 400, Columbus, Ohio. It is anticipated that following the public hearing and final rule filing with the Joint Committee on Agency Rule Review, rule changes would be effective in February 2011. A complete copy of all Board proposed rule changes may be accessed at the Register of Ohio web site, www.registerofohio.state.oh.us. For more information on a proposed change to Rule 4723-8-07 related to advanced practice nurse national recertification, please see the article below.

Submission of Comments Regarding Proposed Rules and Rule Changes

Comments regarding proposed rules and/or rule changes may be submitted to the Board by mail, at the Board address indicated above, or by e-mail to: law-rules@nursing.ohio.gov.

Advanced Practice National Recertification

The Board is proposing to revise a rule related to advanced practice recertification. Currently, the Board does not require primary source verification for advanced practice nurse national recertification. The Board is proposing to revise Rule 4723-8-07, OAC, to require primary source verification. For this to occur, the individual advanced practice nurse would be required to request that their national certifying organization notify the Board directly of national recertification.

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Day	Port	Arrive	Depart
10-Apr	San Juan, Puerto Rico		8:30 PM
11-Apr	Cruising		
12-Apr	Willemstad, Curacao	8:00 AM	6:00 PM
13-Apr	Oranjestad, Aruba	8:00 AM	6:00 PM
14-Apr	Cruising		
15-Apr	Roseau, Dominica	8:00 AM	5:00 PM
16-Apr	Charlotte Amalie, St. Thomas	8:00 AM	6:00 PM
17-Apr	San Juan, Puerto Rico	6:00 AM	

POE TRAVEL

BOARD DISCIPLINARY ACTIONS

- **Permanent Revocation** = Prohibited from ever practicing nursing or dialysis care, or as a certified community health practitioner.
- **Indefinite Suspension** = Indefinitely prohibited from practicing for a specified minimum period of time. The Board will reinstate only if all conditions for reinstatement, set at the time the action was taken, are met.
- **Automatic Suspension** = Suspension for a violation of a consent agreement or Board order or suspension required by law for commission of a specified felony.
- **Immediate Suspension** = Suspension required by law for a felony drug abuse offense.
- **Indefinite suspension with a stay** = On "probation." May practice if the license status is active but will be monitored by the Board under conditions and restrictions.
- **Restrictions** = Limits such as prohibition from passing narcotics or practicing in certain areas of practice.
- **Reprimand** = Least amount of discipline. Acknowledgment that what the nurse, dialysis technician or community health practitioner did was wrong. Does not prohibit practice.
- **Voluntary surrender** = May not ever practice again. Permanent action following a formal agreement by the nurse, dialysis technician or community health practitioner to give up the license or certificate.
- **Fines** = A fine of up to \$500 imposed for each violation.

Below are the Board's actions taken during the last Board meetings. The actions are an accurate representation of information maintained by Ohio Board of Nursing at the time of posting. Because the name of a licensee may be the same as another, please do not assume from the name alone that a particular individual has had disciplinary action. Employers and potential employers should also verify the license status on the Board's Web site at www.nursing.ohio.gov. If you have any questions regarding these disciplinary actions, please contact the Compliance Unit at 614-466-8500.

July 2010 Board Disciplines

Name	License #	Type of Action Taken
Abner, Joshua	P.N. 104807	Post Immediate Suspension Notice and Opportunity for Hearing
Adams, Stephen	P.N. 113194	PERMANENTLY REVOKED
Addison, Mike	R.N. 350264	Notice of Opportunity for Hearing/Action Pending
Arnold, Corrine	P.N. 131980	Automatic Suspension/Action Pending
Ashton, Lora	R.N. 256620	PERMANENTLY REVOKED
Ball, Barbara	R.N. 173604	Stayed Suspension w/temporary practice restriction
Ballish, Susan	R.N. 266157	Immediate Suspension/Action Pending
Barrett, Melissa	P.N. 084404	Notice of Opportunity for Hearing/Action Pending
Bartow, Jacqueline	P.N. 127888	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Bates, Zipporah	R.N. 346466	PERMANENTLY REVOKED
Bauer II, Rocky	R.N. 317048	Stayed Suspension w/temporary practice restriction
Bauman, Ambrozone	R.N. 261090	Automatic Suspension/Action Pending
Baumann, Angela	R.N. 301445	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Becker, Allan	R.N. 240244	Stayed Suspension w/permanent practice restriction
Bentley, Melissa	P.N. 114044	PERMANENTLY REVOKED
Blevins, Deborah	R.N. 198222	PERMANENTLY REVOKED
Bonin, Angela	R.N. 337215 P.N. 117170	Notice of Temporary Suspension and Opportunity for Hearing
Borden, Catherine	R.N. 194729	Notice of Opportunity for Hearing/Action Pending
Bowden, Mark	R.N. 247035	Notice of Temporary Suspension and Opportunity for Hearing
Bowles, Lauren	P.N. 133835	Immediate Suspension/Action Pending
Braun, Christine	R.N. 178377	Stayed Suspension w/temporary practice restriction
Brooks, Penny	R.N. 363195 P.N. 113325	Stayed Suspension w/permanent practice restriction
Brown, Lisa	R.N. 262038	Indefinite Suspension w/permanent practice & narcotic restrictions
Bryant, Janet	R.N. 213986 P.N. 065848	Stayed Suspension w/temporary practice restriction
Buckland, Julie	R.N. 325671	Notice of Opportunity for Hearing/Action Pending
Bundy, Annette	R.N. 239493 P.N. 074410	Notice of Opportunity for Hearing/Action Pending
Carrabine, Elizabeth	R.N. 242147 P.N. 070045	Immediate Suspension/Action Pending
Carter, Sabrina	R.N. 231525	Indefinite Suspension w/permanent practice restriction
Carter, Samantha	P.N. 125164	Notice of Opportunity for Hearing/Action Pending
Church, Stacy	P.N. 127309	Notice of Opportunity for Hearing/Action Pending
Cimilluca, Karen	R.N. 165554 NA 03757	Post Immediate Suspension Notice and Opportunity for Hearing
Clark, Angie	R.N. 303902	Stayed Suspension w/temporary practice restriction
Clark, Tara	P.N. 138348	Automatic Suspension/Action Pending
Codner, Monica	R.N. 288202	Automatic Suspension/Action Pending
Cohee, Bobby	P.N. 083868	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Connelly, Tamson	R.N. 286935	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Cosey, Yvonne	P.N. 118255	Notice of Opportunity for Hearing/Action Pending
Coulter, Melissa	R.N. 312454	Indefinite Suspension w/temporary narcotic and practice restrictions
Cresce, Jocyle	P.N. endorse	Notice of Opportunity for Hearing/Action Pending
Day, Heather	P.N. 140693	Stayed Suspension w/temporary practice restriction
DeBerry, Lisa	P.N. 100414	Notice of Opportunity for Hearing/Action Pending
DelPercio, Cora	P.N. 099238	Notice of Opportunity for Hearing/Action Pending
DeYoung, Brandi	R.N. 363196	Stayed Suspension w/temporary practice restriction
Donchess, Sheri	R.N. 260078	Summary Suspension/Action Pending
Doran, Susan	R.N. 204162	Notice of Opportunity for Hearing/Action Pending
Durham, Toni	P.N. 129737	Post Immediate Suspension Notice and Opportunity for Hearing
Durham, Tanya	P.N. 140912	Stayed Suspension w/temporary practice restriction
Dyer, Tina	P.N. 105587	Notice of Opportunity for Hearing/Action Pending
Eagle, Richard	P.N. 106903	Notice of Opportunity for Hearing/Action Pending
Eastmann, Stephanie	P.N. 029321	Notice of Opportunity for Hearing/Action Pending
Edgeworth, Bonita	R.N. 312644	Notice of Opportunity for Hearing/Action Pending
Edmonds, Carla	P.N. 110221	Indefinite Suspension w/temporary narcotic and practice restrictions
Eley, Amy	R.N. 272162	Stayed Suspension w/temporary practice restriction
Enfield, James	R.N. 283994	Notice of Opportunity for Hearing/Action Pending
Erwin, Robert	R.N. 251419	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Evans, Lori	R.N. 297561	Notice of Opportunity for Hearing/Action Pending

Name	License #	Type of Action Taken
Fielding, Coby	P.N. 109665	Stayed Suspension w/temporary practice & narcotic restrictions
Figueroa, David	R.N. 280929	PERMANENTLY REVOKED
Filiaggi, Kathleen	R.N. 277298	Indefinitely Suspended
Flanigan, Lucinda	R.N. 252228	Stayed Suspension w/permanent and temporary practice restrictions
Flores, Teresa	R.N. 276124	Indefinite Suspension w/permanent practice & narcotic restrictions
Floyd, Margaret	R.N. 227517	Voluntary Retirement of License
Fowkes, Thomas	R.N. 323602	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Fruchey, Corinna	P.N. 127730	Notice of Opportunity for Hearing/Action Pending
Gibson, Cary	D.T. 03135	Stayed Suspension w/temporary practice restriction
Giesman, Rachel	P.N. 112122	Indefinite Suspension w/permanent practice restriction
Gordon, Jodi	R.N. 311931	Notice of Opportunity for Hearing/Action Pending
Graham, Linton	P.N. 133411	Automatic Suspension/Action Pending
Gratzmiller, Dennis	R.N. 166083	Notice of Opportunity for Hearing/Action Pending
Green, Ramona	TC 1 03234	Indefinite Suspension w/permanent practice restriction
Griffin, Sharon	R.N. 106438	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Guthrie, Mary	R.N. 303613 P.N. 101295	Notice of Opportunity for Hearing/Action Pending
Hale, Karin	R.N. 144858	Indefinite Suspension w/temporary practice restriction
Halicki, Janet	R.N. 193115	Automatic Suspension/Action Pending
Hall, Amy	P.N. 140694	Stayed Suspension w/temporary practice restriction
Hamilton, Antoinette	R.N. 363197	Stayed Suspension w/permanent practice restriction
Hart, Stacy	P.N. 103370	Stayed Suspension w/permanent practice & narcotic restrictions
Hart-Heckman, Kerry	R.N. 302308 COA 10985 RXXE1 10985	Notice of Opportunity for Hearing/Action Pending
Hartsock, John	R.N. 222770 P.N. 074430	Automatic Suspension/Action Pending
Hatzer, Sean	P.N. 124765	Indefinite Suspension w/permanent practice & narcotic restrictions
Hayden, Jessica	R.N. 300314	Stayed Suspension w/temporary practice restriction
Haynes, Dawn	R.N. 268110	Post Immediate Suspension Notice and Opportunity for Hearing
Heck, Sindi	R.N. 282100	Stayed Suspension w/temporary practice restriction
Heister, Andrew	R.N. 289588	PERMANENTLY REVOKED
Henry, Maureen	P.N. 123815	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Herbert, Kim	P.N. 124044	Notice of Opportunity for Hearing/Action Pending
Hirschfeld, Barbara	R.N. 223847	PERMANENTLY REVOKED
Hite, Rosemary	P.N. 130791	Indefinite Suspension w/permanent practice & narcotic restrictions
Holsinger, Chantel	P.N. 132444	Notice of Opportunity for Hearing/Action Pending
Howard, Mark	R.N. 332519 P.N. 120511	Stayed Suspension w/temporary practice restriction
Howell, Laquandria	P.N. 106193	Automatic Suspension/Action Pending
Hurd, Erika	R.N. 288901	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Jackson, Frances	R.N. 137726	Notice of Opportunity for Hearing/Action Pending
Jacobs, Nicole	P.N. 133328	Stayed Suspension w/temporary practice restriction



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Name	License #	Type of Action Taken
Johnson, Christine	P.N. 131271	Stayed Suspension w/temporary practice & narcotic restrictions
Johnson, Cynthia	R.N. 363198 P.N. 134174	Reprimanded
Johnson, Tracie	R.N. 258220	Stayed Suspension w/temporary practice restriction
Johnson, Ashley	R.N. 336601	Notice of Opportunity for Hearing/Action Pending
Jones, Matthew	R.N. 337820	Stayed Suspension w/permanent practice restriction
Jones, Juanita	P.N. 108553	Immediate Suspension/Action Pending
Jordan, Jennifer	R.N. 363232	Reprimanded
Justus, Lora	R.N. 296181	Indefinite Suspension w/temporary narcotic and practice restrictions
Kanu, Kadiatu	P.N. 125963	Stayed Suspension
Kennedy, Ashley	MAC 00035	Notice of Opportunity for Hearing/Action Pending
Kinds, Sarah	R.N. NCLEX	Notice of Opportunity for Hearing/Action Pending
Kleese, Rhonda	R.N. 265909	Notice of Opportunity for Hearing/Action Pending
Kline, Mark	R.N. 363199	Stayed Suspension w/temporary practice restriction
Knapp, Nichole	P.N. 104707	Notice of Opportunity for Hearing/Action Pending
Knerr-Markko, Tamara	R.N. 191422	Stayed Suspension w/temporary practice restriction
Koepf, Kortnie	R.N. 342075	Notice of Opportunity for Hearing/Action Pending
Koreen, Kelly	P.N. 116388	Notice of Opportunity for Hearing/Action Pending
Kot, Patricia	R.N. 301027	Immediate Suspension/Action Pending
Kroeger, Lisa	R.N. 356003	Stayed Suspension w/permanent practice restriction
Krzewinski, Lester	P.N. 109315	Indefinite Suspension w/permanent practice restriction
Laforet, Rose	R.N. 335148	Stayed Suspension w/temporary practice restriction
Langenek, Amber	P.N. 114211	PERMANENTLY REVOKED
Latham, Mandy	R.N. 363200	Stayed Suspension w/temporary practice restriction
Laycock, James	R.N. 286561	Stayed Suspension w/temporary practice restriction
Leasure, Catherine	P.N. 103640	Notice of Opportunity for Hearing/Action Pending
Lee, Michele	R.N. 286373	Automatic Suspension/Action Pending
Lee, Taeryun	R.N. NCLEX	Notice of Opportunity for Hearing/Action Pending
LeMaster, Andrew	R.N. 359743 P.N. 129167	Reprimanded
Lemmings, Michelle	R.N. 247024	Notice of Opportunity for Hearing/Action Pending
Liberty, Cherie	R.N. 261197	Stayed Suspension w/temporary practice restriction
Lindamood, Lou	R.N. 173516	Indefinite Suspension w/permanent practice restriction
Lloyd, Heather	R.N. 181014	Automatic Suspension/Action Pending
Lodge, Alexis	R.N. 363201	Stayed Suspension w/temporary practice restriction
Loggins, Teri	R.N. 340032 P.N. 097544	Notice of Opportunity for Hearing/Action Pending
Mack, Charlotte	P.N. 113267	Indefinite Suspension w/permanent practice & narcotic restrictions
Mahan, Monica	P.N. 065427	Automatic Suspension/Action Pending
Marsh, Rebecca	R.N. 314908	Notice of Opportunity for Hearing/Action Pending
Marshall, Jennifer	R.N. 231527	PERMANENTLY REVOKED
Martin, Shaina	P.N. NCLEX	Stayed Suspension w/temporary practice restriction
Martin, Natalie	P.N. 129305	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Martino, Marianne	R.N. 079489	Indefinite Suspension w/permanent practice restriction
McClain, Christina	R.N. 363868 P.N. 122015	Stayed Suspension w/temporary practice restriction
McClure, Roxanne	R.N. 315452	Notice of Opportunity for Hearing/Action Pending
McCollum, Randall	D.T. 01633	Stayed Suspension w/temporary practice restriction
McCoy, Kevin	R.N. 351771	Notice of Opportunity for Hearing/Action Pending
McCray, James	R.N. 235301 NP 08302	Stayed Suspension w/permanent practice restriction
McCready, William	P.N. 087905	Stayed Suspension w/permanent practice & temporary narcotic restrictions
McDannold, Scott	R.N. 229284	Notice of Opportunity for Hearing/Action Pending
McNulty, Dawn	P.N. 023127	Stayed Suspension w/temporary practice restriction
Meyer, Daniela	R.N. 363202 P.N. 095093	Stayed Suspension w/temporary practice restriction
Mikhailkevich, Olga	R.N. 284864	Notice of Opportunity for Hearing/Action Pending
Miller, Patricia	R.N. 294339	PERMANENTLY REVOKED
Mills, Cassandra	P.N. 112527	Indefinite Suspension w/permanent practice restriction
Minshall, Stephanie	R.N. 280492	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Moonda, Donna	R.N. 177462	Automatic Suspension/Action Pending
Moore, Danielle	P.N. 128188	Indefinite Suspension w/permanent practice restriction
Moore, Robert	R.N. 257684	Notice of Opportunity for Hearing/Action Pending
Morris, Carrie	P.N. 140695	Stayed Suspension w/temporary practice restriction
Mullen, Beverly	P.N. 111420	Notice of Opportunity for Hearing/Action Pending
Neu, Jeffrey	R.N. 248555 NP 00083 RX 00083	Stayed Suspension w/temporary practice restriction
Ngaruiya, Gretchen	R.N. 360310 P.N. 124128	Reprimanded
Noe, Megan	P.N. 133220	Immediate Suspension/Action Pending
Norwick, Michael	R.N. 327585	Notice of Opportunity for Hearing/Action Pending
Nourian, Seid	P.N. 132959	Automatic Suspension/Action Pending
Nowell, Kathleen	P.N. 120476	Immediate Suspension/Action Pending
OConnell, Billie	R.N. endorse	Voluntary Non-Permanent W/Drawal of Endorsement Application
Overholser, Joann	P.N. 115190	Notice of Opportunity for Hearing/Action Pending
Parrett, Sandy	R.N. 363203 P.N. 110310	Stayed Suspension w/temporary practice restriction
Patzer, Cheryl	R.N. 147234	Notice of Opportunity for Hearing/Action Pending
Payuyo, Cornelio	R.N. 332359	Stayed Suspension w/permanent practice restriction
Pedulla, Beth	P.N. 123708	Indefinite Suspension w/temporary narcotic and practice restrictions
Pemberton, Tina	P.N. 101445	PERMANENTLY REVOKED
Piccolo, Bridget	P.N. 116665	Immediate Suspension/Action Pending
Pinkney, Robert	P.N. 124865	Immediate Suspension/Action Pending
Potts, Richard	R.N. 334223	Notice of Opportunity for Hearing/Action Pending
Price, Stacie	P.N. 117351	Indefinite Suspension w/permanent practice & narcotic restrictions
Price, Carla	P.N. 105119	Immediate Suspension/Action Pending
Radabaugh, Tammy	P.N. 110820	Summary Suspension/Action Pending

Name	License #	Type of Action Taken
Ralston, David	R.N. 338472	Indefinite Suspension w/temporary practice restriction
Ray, Roger	P.N. 140696	Stayed Suspension w/temporary practice restriction
Reeves, Veronica	P.N. 112523	Notice of Opportunity for Hearing/Action Pending
Rice, Joseph	R.N. 327302	Immediate Suspension/Action Pending
Rinella, Joseph	P.N. 075689	Notice of Opportunity for Hearing/Action Pending
Rose, Jeannette	P.N. 104208	PERMANENTLY REVOKED
Roudebush, Cori	P.N. 138868	Stayed Suspension w/temporary practice restriction
Ruby, Theresa	R.N. 221024	Notice of Opportunity for Hearing/Action Pending
Russell, Marianne	R.N. 234611	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Salinger, Cecily	P.N. 129848	Notice of Opportunity for Hearing/Action Pending
Santiago-Dubsky, Amy	P.N. 113560	Notice of Opportunity for Hearing/Action Pending
Santon, Jeffrey	P.N. NCLEX	Stayed Suspension w/temporary practice restriction
Santos, Annette	P.N. 121270	PERMANENTLY REVOKED
Schimpf, Patricia	R.N. 283387	Summary Suspension/Action Pending
Serra, Mariles	R.N. 319579	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Shell, Anthony	R.N. 346689 P.N. 110310	Automatic Suspension/Action Pending
Siehl, Tamara	R.N. 201297	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Sinnes, Rae	R.N. 208221 P.N. 070017	Stayed Suspension w/permanent practice restriction
Smith, Ashly	P.N. 123403	Indefinite Suspension w/permanent practice restriction
Smith, Darlene	R.N. 203433	Notice of Opportunity for Hearing/Action Pending
Smith, Monica	P.N. 099300	Automatic Suspension/Action Pending
Smith, Courtney	P.N. 111964	Notice of Opportunity for Hearing/Action Pending
South, Colleen	R.N. 168683	Notice of Opportunity for Hearing/Action Pending
Speer, Diane	P.N. 097466	Indefinite Suspension w/permanent practice restriction
Spinks, Amanda	R.N. 346310	Notice of Opportunity for Hearing/Action Pending
Spratt, Denise	R.N. 325603	Reprimand & Fine w/add'l CE requirements
Stayrook, Renae	R.N. 132498	Indefinite Suspension w/temporary narcotic and practice restrictions
Stevens, Gregory	R.N. 264895	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Straka, Amber	R.N. 363204 TC 1 03084	Stayed Suspension w/temporary practice restriction
Street, Stanley	D.T. 00002	Post Immediate Suspension Notice and Opportunity for Hearing
Talstein, Dori	R.N. 174939	Stayed Suspension w/temporary practice restriction
Taylor, Mark	R.N. 186152	Notice of Temporary Suspension and Opportunity for Hearing
Taylor, Ashley	R.N. 363205	Stayed Suspension w/temporary practice restriction
Templin, Amy	R.N. 293424	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Tharp, James	P.N. 116537	Reprimand & Fine w/add'l CE requirements
Thomas, Frederick	R.N. 100663	PERMANENTLY REVOKED
Thompson, Lea	R.N. 317388	Notice of Opportunity for Hearing/Action Pending
Tirey, Jason	P.N. 122035	Notice of Opportunity for Hearing/Action Pending
Tompkins, Richard	R.N. 279681 NP 08078 RX 08078	Indefinite Suspension w/temporary practice restriction
Torbert, Deosha	P.N. 119273	Automatic Suspension/Action Pending
Torres, Esther	P.N. 140697	Stayed Suspension w/temporary practice restriction
Tucker, Mindy	R.N. 363206	Stayed Suspension w/temporary practice restriction
Umana-Kipp, Laurette	R.N. 331238	Notice of Opportunity for Hearing/Action Pending
Valdry, Sherie	P.N. 140698	Stayed Suspension w/temporary practice restriction
Van Hauter, Kristen	R.N. 257093	Notice of Opportunity for Hearing/Action Pending
Van Maele, Robert	P.N. 099923	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Waite, Frances	R.N. 315021	Notice of Opportunity for Hearing/Action Pending
Walters, Veronica	P.N. NCLEX	Notice of Opportunity for Hearing/Action Pending
Ware, Tonia	P.N. 073455	Notice of Opportunity for Hearing/Action Pending
Watson, Gary	R.N. 175133	Stayed Suspension w/temporary practice restriction
Weiss, Kari	R.N. 234766	Stayed Suspension w/permanent practice restriction
Wharton, Kendall	R.N. 330756	Indefinite Suspension w/permanent practice & narcotic restrictions
Whitt, Janet	P.N. 113015	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Wiser, Kourtne	P.N. 137524	Automatic Suspension/Action Pending
Wolfe, Dennis	R.N. endorse	Notice of Opportunity for Hearing/Action Pending
Wright, Kimberly	R.N. 256230	PERMANENTLY REVOKED
Zuchegno, Lesli	R.N. 259467	Immediate Suspension/Action Pending

July 2010 Monitoring Actions

Name	License #	Type of Action
Armstrong, Monique	P.N. 114115	Narcotic Restriction Lifted
Carroll, Lori	R.N. 319423	Reinstated per Conditions of Adjudication Order
Cobb, Heather	D.T. 2565	Released from Probationary Terms
Coombs, Kristin	R.N. 349855	Released from Probationary Terms
Cotterman, Jamie	P.N. 108703	Approved to Reactivate
Dukes, Dawnelle	P.N. 133409	Released from Probationary Terms
Duskin, Sandra	R.N. 152840	Released from Probationary Terms
Dvorak, Matthew	R.N. 348864	Released from Probationary Terms
Ferranti, Deborah	R.N. 253367	Released from Probationary Terms - Permanent Practice Restriction(s) Remain
Freeman, Melissa	P.N. 99540	Narcotic Restriction Lifted
Ghast, Sarah	P.N. 134765	Released from Probationary Terms
Hayes, Rose	R.N. 330474	Released from Probationary Terms
Jacob, Susheela	R.N. 224468	Reinstated per Conditions of Consent Agreement
Jindra, Daniel	P.N. 134769	Released from Probationary Terms
Johnson, Cynthia	P.N. 134174	Released from Probationary Terms
Kessel, James	P.N. 135241	Released from Probationary Terms
Kilcorse, Michael	R.N. 316740	Reinstated per Conditions of Consent Agreement
Kreager, Teresa	P.N. 116446	Reinstated per Conditions of Adjudication Order
Martin, Mona	R.N. 202243	Released from Probationary Terms
Mulligan, Amber	P.N. 134176	Released from Probationary Terms
Munn, Susan	P.N. 106305	Reinstated per Conditions of Consent Agreement
Neff, Sandra	R.N. 252945	Narcotic Restriction Lifted
Palmer, Cheryl	R.N. 270510	Released from Probationary Terms - Permanent Practice Restriction(s) Remain
Pawul, Jennifer	R.N. 271786	Released from Probationary Terms
Perry, Saran	P.N. 134177	Released from Probationary Terms
Peugh, Christopher	R.N. 302645	Reinstated per Conditions of Consent Agreement
Reeves, Tina	P.N. 134775	Modified Permanent Narcotic Restriction to accept specific employment
Rond, Christopher	R.N. 349864	Released from Probationary Terms
Rumbaugh, Douglas	P.N. 134776	Released from Probationary Terms
Smith, Paige	R.N. 263458	Released from Probationary Terms
Svoboda, Karen	R.N. 190729	Narcotic Restriction Lifted
Tessarolo III, Andrew	R.N. 340757	Released from Probationary Terms
Walterman, Elizabeth	P.N. 129162	Released from Probationary Terms
Wilson, Leah	R.N. 347267	Released from Probationary Terms

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