

MOMENTUM

Official Publication of the Ohio Board of Nursing

**LPN RENEWAL
ALERT: IMPORTANT
INFORMATION FOR
RENEWAL**

**Renewal Applications: Take
Precaution in Attesting
Completion of Continuing
Education**

**LICENSE and CERTIFICATION
APPLICATIONS - Know the
Changes for 2016**

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CONTENTS

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8
10
11
12
14
19
22

LPN RENEWAL ALERT:
Important Information For Renewal
Know the Changes for 2016 and Beyond

Volunteer Nursing Practice

Renewal Applications: Take Precaution
in Attesting Completion of Continuing
Education

APRN's: Ohio State Medical Board and Ohio
State Dental Board Law and Rules

Program Administrators and Associate
Administrators in Pre-licensure Nursing
Education Programs

Meet the Members of
the Ohio Board of Nursing

LICENSE and CERTIFICATION APPLICATIONS
- Know the Changes for 2016

- 4 From the President
- 6 From the Executive Director
- 24 Advisory Groups and Committees
- 26 Board Disciplinary Action



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Momentum is the official journal of the Ohio Board of Nursing. *Momentum's* traditional journal & interactive digital companion serve over 280,000 nurses, administrators, faculty and nursing students, 4 times a year all across Ohio. *Momentum* is a timely, widely read and respected voice in Ohio nursing regulation.



Maryam Lyon, MSN, RN
President

The Board congratulates Board members who were re-appointed: Brenda Boggs, LPN; Lisa Klenke, RN; and Sheryl Warner, Consumer Member. We look forward to our continued work together for the mission of public protection!

Planning is underway for this year's implementation of the new 3.0 eLicense system. The Board is working with the Ohio Department of Administrative Services (DAS/OIT) to prepare for the new state system, which will enable the Board to process all licensure and certification applications online using a streamlined process. The Board will be able to provide electronic notifications regarding the status of applications and alert applicants if additional information is needed.

To allow time for implementation, and ensure that the new licensing system would be operational for the 2016 renewal period, the Board successfully sought a statutory amendment to change the ending date of renewal. This provides licensees an extended time period of four months (July 1 to October 31) to renew.

LPNs will continue to renew in even numbered years and RNs and APRNs in odd numbered years. This will impact LPNs renewing this year. In 2017 these changes will apply to RN and APRN renewals.

- To avoid the late processing fee, the online renewal application is due no later than September 15 of the renewal year.
- To avoid a lapsed license or certificate, the online application for renewal is due no later than October 31 of the renewal year. Nursing licenses and certificates will lapse on November 1 of the renewal year, unless the licensee requests to place the license or certificate on inactive status.

The new LPN expiration date will be changed to October 31, 2016 in the current Ohio eLicense Center to reflect the change in the renewal period this year.

Watch for more information and details in *Momentum*, on the Board website, and through social media. To sign up to receive Board updates and news through Enews, Twitter, and/or Facebook, please click on the link at the top of the home page at www.nursing.ohio.gov. •

Watch for more information and details in *Momentum*, on the Board website, and through social media. To sign up to receive Board updates and news through Enews, Twitter, and/or Facebook, please click on the link at the top of the front page at www.nursing.ohio.gov.



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This activity has been submitted to the Midwest Multistate Division for approval to award nursing contact hours. The Midwest Multistate Division is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

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The Board is proud to play an active role in the Ohio Action Coalition with two representatives on the Steering Committee. The Coalition was established to promote nursing collaboration in Ohio for the advancement of the Institute of Medicine (IOM) recommendations. The IOM report, *The Future of Nursing: Leading Change, Advancing Health* set forth eight recommendations for nursing. As part of a State Implementation Plan, the Coalition focused primarily on two of the recommendations: (1) increase the proportion of Ohio nurses with a baccalaureate degree to 80% by 2020, and (2) build an infrastructure for data collection and analysis of Ohio workforce data. As has been reported in other issues of *Momentum*, the Board began collecting comprehensive nursing workforce data in 2013. The Coalition conducted an in-depth analysis of the data and published “The RN and APRN Workforce Report” and “The LPN Workforce Report.” The nursing workforce data and reports are available on the Board website at <http://www.nursing.ohio.gov/Workforce.htm>.

To increase the number of Ohio nurses with a baccalaureate degree, the Coalition advanced a model designed to create a seamless education progression for nurses to more easily move through the nursing education system to obtain a BSN. Using a Nurse Competency Model, regional teams of nursing educators and practitioners identified gaps between AD and BSN programs and between education and practice. To address the gaps and create pathways in curricula between educational institutions, regional teams were established to develop Seamless Academic Progression Models. Already several community colleges and baccalaureate educational programs have formed partnerships and implemented a competency-based model to create a seamless education pathway for nurses wanting to obtain a BSN.

We are pleased that over the years, the Board has provided Nurse Education Grant Program (NEGP) funding to increase student capacity and encourage partnerships between education programs, which is assisting in promoting seamless education pathways. The Board has awarded \$13.1 million dollars over a twelve-year period! These grants will continue through 2023.

As the Coalition proceeds with its work, the Board will continue to be an active participant. In related work, this year the Board will review the nursing education program administrative rules, Chapter 4723-5, Ohio Administrative Code, as part of the five-year review process. The Advisory Group on Nursing Education is considering the rules to advise the Board about proposed revisions.

Other stakeholders and the public can participate and provide comments and suggestions throughout the rule making process in 2016. Updates and information about future proposed changes to the nursing education rules, as well as various other rules, will be on the Board website at www.nursing.ohio.gov and distributed through eNews, Twitter, or Facebook. Interested parties may also attend an Advisory Group on Nursing Education meeting (see the schedule on Board website under “General Information”). For additional information about the Ohio Action Coalition, go to www.ohioleaguefornursing.org. •



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

To increase the number of Ohio nurses with a baccalaureate degree, the Coalition advanced a model designed to create a seamless education progression for nurses to more easily move through the nursing education system to obtain a BSN.



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LPN RENEWAL ALERT

Important Information For Renewal

Know the Changes for 2016 and Beyond

LPN renewal is anticipated to start on or about July 1, 2016. **All renewals must be completed online this year.**

The 2016 LPN renewal will be the first nursing license renewal completed in the new 3.0 Ohio eLicense system, a comprehensive professional regulatory license system used by a variety of state licensing boards. The Ohio Department of Administrative Services and its vendor are rebuilding and updating the current technology that is aging rapidly. This newest licensing system includes several new features and upgrades that should help the Board better serve our licensees and the public. We look forward to obtaining the new system this summer for processing all licensure and certification applications, including renewals. The Board continues to be committed to and invest in ways to provide the best public protection and customer service possible.

IMPORTANT THINGS TO KNOW

Renew Timely

- Renew ASAP. Incomplete applications will not be accepted by the online system. Waiting until a deadline and realizing you do not have all the information needed to complete the application may prevent you from renewing timely.
- If you wait to renew until close to the September 15th fee deadline and encounter any difficulties or cannot provide all the information, the application will be incomplete and you will then pay a late fee on or after September 16, 2016. The late processing fee is the \$65 renewal fee plus an additional \$50 fee

for late filers. Those fees add up to a total late renewal fee of \$115.

- If you wait to renew until close to the October 31st deadline and encounter any difficulties or cannot provide all the information, the application will be incomplete and your license will *lapse* on November 1, 2016. You cannot work as a nurse as long as your license is *lapsed*. You must then apply for *reinstatement* of your license. The *reinstatement* process takes additional time to process. Please take the necessary steps to avoid this happening to you. Renewing early is a great place to start.

Getting Started

- If you are eligible to renew your license this year, you will receive a postal mail reminder that includes an ID code. We anticipate that you should receive your ID code prior to July 1st. If you have recently changed addresses and not notified the Board, please update your name and address as soon as possible to help ensure that you receive this important mailing. You can notify the Board today simply by going to the Board's website (www.nursing.ohio.gov), and clicking on "Forms and Applications" on the left side of the page and then clicking on "update name/address form" under the heading "name and address change form."
- Licensees will be required to "register" in order to use the new online system. You must have the ID code the Board mails to you to start the renewal process. Remember to put your personal ID

code in a safe place when you receive it so that you can have it when you need it.

Must pay by Credit or Debit

- Fees must be paid with either Master Card or VISA credit cards, or debit cards with a MC or VISA logo. If you do not have a personal credit or debit card, you can obtain a pre-paid MC or VISA card at local stores to use for purposes of this renewal.
- If the fee is not paid when you submit your application, the application will be incomplete and will not be processed.

Additional Information May Be Required

- If you are asked to provide court documents or other information that may be required as part of your application, please be prepared to upload the documents electronically through the online system. This information is usually required of applicants who answer "yes" to one of the additional information questions on the renewal application.
- No hardcopies of court documents or other information required as part of your application will be accepted. Waiting until a deadline and then realizing you do not have all the information and in the form needed to upload the documents electronically through the online system will prevent you from renewing.
- Incomplete renewal applications will not be accepted by the system. If all required documents are not provided electronically, the renewal application is incomplete.

Continuing Education Renewal Requirements

- Whether you renew your license timely by September 15, 2016 or in the late period by the October 31, 2016 deadline, you must meet the continuing education (CE) requirements by October 31, 2016 in order to be in compliance with your CE obligations to maintain licensure.
- Please be aware that if you were part of the prior CE audit for LPNs that was conducted between September 1, 2012 through August 31, 2014 and have not yet submitted the information required and received verification of compliance from the Board, you are not eligible to renew. You must complete all outstanding audit requirements from this period before being able to renew. In addition, you must still meet the continuing education (CE) requirements for the current two-year cycle by October 31, 2016 in order to be able to successfully complete the current renewal process. Contact ce@nursing.ohio.gov if you have questions.

Renewal Is An Online Process

- **Remember that all renewals must be completed online.** Licensees may use a computer in the Board office to renew online with staff assistance (if needed) on business weekdays between 8:00 am and 5:00 pm.
- If you hold an active LPN license in Ohio, your current license is now legally valid through October 31, 2016. If the elicense verification system that is accessible online to licensees, employers and the public may not yet reflect that end date. If that end date has not yet been changed on the system, please be assured that the vendor has stated that individual licenses on Ohio eLicense Center will be updated to reflect this new ending date before the completion of the LPN renewal process.
- On the Board website (www.nursing.ohio.gov), you may click on “[Subscribe to eNews](#), [Facebook](#), and [Twitter](#)” on

the left side of the page to sign up to receive additional Board updates.

If you have questions, please contact the Board at renewal@nursing.ohio.gov. There will be nearly 58,000 LPNs who renew their licenses this year. Please be aware that staff response to questions received at the Board may take up to three business days, depending on the

number of people who have questions. Let us help serve you better by anticipating and avoiding historically peak deadline renewal times. The earlier you renew, the more chance you have to avoid issues with your license. Thank you for your cooperation and assistance in making this year’s renewal a success. •

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Volunteer Nursing Practice

Nurses often practice in volunteer roles, ranging from community health services, providing nursing care at their children's schools, assisting at specific health care facilities, practicing nursing within their faith communities, or generally helping out friends and neighbors with their nursing care needs. The Ohio Nurse Practice Act authorizes the practice of nursing by individuals who hold a current, active valid nursing license. This authority to practice is not limited to circumstances where the nurse receives some form of payment, so nurses who practice in a volunteer role as a nurse are not exempt or excused from complying with the scope and standards of the licensed practice of nursing established in the Nurse Practice Act, Chapter 4723., Ohio Revised Code, and the administrative rules. Chapter 4723-4, OAC, for RNs and LPNs, and Chapters 4723-8 and 4723-9, OAC, for APRNs, specify practice requirements.

Important questions for all nurses to consider when practicing as a volunteer:

Should nurses who volunteer display and identify their nurse title when providing nursing care as a volunteer? Rule 4723-4-06, OAC, Standards of nursing practice promoting patient safety, requires all licensed nurses, when providing direct nursing care to a patient, to display their applicable license title or initials, e.g., Registered Nurse or RN; Licensed Practical Nurse or LPN; the specific types of APRNs, such as Certified Nurse Practitioner or CNP, Certified Nurse-Midwife or CNM, Certified Registered Nurse Anesthetist or CRNA; and



Clinical Nurse Specialist or CNS. Further, if the volunteer practice requires interaction with other health care providers on behalf of the patient through some form of telecommunication, the nurse must identify his or her title or initials.

Does the volunteer role require the nurse to engage in a specific nursing practice or area that the nurse is not familiar with? Rule 4723-4-03, OAC, for RNs and Rule 4723-4-04, OAC, for LPNs require that a nurse maintain current knowledge of the duties, responsibilities, and accountabilities for safe nursing practice; and demonstrate competence and accountability in all areas of practice in which the nurse is engaged that includes the recognition, referral or consultation and intervention when a complication arises. For example, a nurse whose past or current practice and educational preparation pertains to obstetrical and immediate newborn care may not be

readily competent to provide volunteer services in health counseling or patient teaching to adult patients with chronic lung disease, and may require additional education to conform to the current standards.

Specific to a LPN, is there a qualified licensed health care provider directing the LPN's practice in the volunteer setting? The scope of LPN practice is defined in Section 4723.01(F), Ohio Revised Code. LPNs are authorized to provide to individuals and groups nursing care requiring the application of basic knowledge of the biological, physical, behavioral, social, and nursing sciences at the direction of a registered nurse, physician, physician assistant, dentist, podiatrist, optometrist, or chiropractor. The LPN is authorized to provide nursing care as a volunteer only in circumstances where the LPN is practicing at the direction provided by one of these licensed individuals.

Nurses who volunteer their services need to remember the law and rules apply to all settings, including various community health care settings. Nurses need to recognize their continued responsibilities to practice within their respective scopes of practices and meet the required standards of practice regardless of the facility, service, or program through which the nursing care is provided.

The Ohio Nurse Practice Act and the administrative rules are available for review in their entirety on the Board website: www.nursing.ohio.gov under the "Law and Rules" link. Additional practice information is available under both the "Practice RN and LPN" and "Practice APRN" links. •

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RENEWAL APPLICATIONS: Take Precaution in Attesting Completion of Continuing Education

When renewing a license, all licensed nurses are asked to affirm that the continuing education (CE) courses required by Ohio law have been met. All nurses are required to complete twenty-four hours of continuing education courses every two years. Section 4723.24, Ohio Revised Code (ORC); Rule 4723-7-09, Ohio Administrative Code (OAC).

Providing false, misleading, or deceptive information on a renewal application is grounds for disciplinary action according to Section 4723.28(A), ORC, and Rule 4723-4-06(P)(1), OAC. Sanctions may include denial or permanent denial of the renewal application, revocation or permanent license revocation, license suspension, license restrictions, and/or a fine of \$500.00 per violation.

The Board also conducts random audits of nurse continuing education compliance, and may request records to document compliance. Records of continuing education completion must be retained for six years. Rule 4723-14-06(A), OAC.

For resources regarding continuing education requirements and opportunities, please visit the Board website at: www.nursing.ohio.gov (click on the "Continuing Education" link).

APRN's: Ohio State Medical Board and Ohio State Dental Board Law and Rules

Ohio APRNs know they must be familiar with the Ohio Nurse Practice Act, Chapter 4723., Ohio Revised Code (ORC), and the administrative rules that govern their practice, especially Chapters 4723-8 and 4723-9, Ohio Administrative Code (OAC). However, are you aware that APRNs are also responsible for knowing and following the State Medical Board of Ohio and Ohio State Dental Board laws and rules that are applicable to APRN practice? This article focuses primarily on the law and rules of the Medical and Dental Boards, but if you are an APRN with a certificate to prescribe (CTP), you must also be aware of and follow the applicable regulatory requirements of the State of Ohio Board of Pharmacy.

Rule 4723-8-02(D), OAC, states that each certified nurse-midwife (CNM), certified nurse practitioner (CNP), and clinical nurse specialist (CNS) shall utilize and incorporate into the nurse's practice, knowledge of Chapter 4731., ORC, (Medical Practice Act) and administrative rules adopted under that chapter that govern the practice of the nurse's collaborating physician or podiatrist. Each CRNA shall utilize and incorporate into the CRNA's practice, knowledge of Chapters 4715. (Dental Practice Act) and 4731., ORC, and the rules adopted under those chapters that govern the practice of the nurse's supervising podiatrist, dentist or physician.

Medical Board Rule 4731-11-04, OAC, establishes requirements for prescribing controlled substances to patients for chronic weight management. In addition

to APRNs with certificates to prescribe adhering to their standard care arrangements and the Nursing Board's Formulary, APRNs must follow the requirements of Rule 4731-11-04, OAC, when prescribing a controlled substance, such as Belviq, for weight management. The rule requirements include, but are not limited to, obtaining a thorough patient history; documentation of the patient's BMI and other patient parameters; limitations on the prescriptions or refills issued; and requirements for patient follow up at established intervals.

Also, Medical Board Rule 4731-11-04, OAC, prohibits the use of a schedule III or IV controlled substance for weight loss that is not approved by the FDA for that specific indication, and Rule 4731-11-03 prohibits the use of any schedule II controlled substance for weight reduction. Therefore, an APRN who is a CTP holder is prohibited from prescribing, for example,

Testosterone to a patient for weight loss, because it is not approved for weight management. The CTP holder may not prescribe Testosterone "off-label" for weight loss.

Other examples of Medical Board rules that may be applicable to an APRN's practice are set forth in Chapters 4731-27 and 4731-18, OAC. Chapter 4731-27 establishes requirements for the termination of a physician-patient relationship and timelines with respect to patient notification, and it also addresses patient records. Chapter 4731-18, OAC, pertains to surgery standards and the use of light based medical devices.

These are a few examples of rules affecting an APRN's practice. Please refer to the Medical and Dental Board websites for further information: www.med.ohio.gov and www.dental.ohio.gov. For applicable Ohio State Pharmacy Board regulations, see www.pharmacy.ohio.gov. •

These are a few examples of rules affecting an APRN's practice. Please refer to the Medical and Dental Board websites for further information: www.med.ohio.gov and www.dental.ohio.gov. For applicable Ohio State Pharmacy Board regulations, see www.pharmacy.ohio.gov.



The University of Akron School of Nursing, part of the new College of Health Professions, is a vibrant and diverse learning community. The School is seeking an Assistant Professor. The tenure track position requires a current RN license in Ohio, earned doctorate in Nursing (PhD preferred) and must be able to meet the requirements for graduate faculty status. In addition, this person will have certification as an adult or family nurse practitioner. Preference will be given for an individual with prior teaching experience. Primary responsibility will involve teaching in the doctoral programs in the School.



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Program Administrators and Associate Administrators in Pre-licensure Nursing Education Programs

The Ohio Board of Nursing (Board) education Unit staff respond to questions regarding the roles of licensed nurses within pre-license nursing education programs, and the minimum qualifications established in Chapter 4723-5, OAC. The purpose of this article is to emphasize the importance of the roles of the administrator, interim administrator and associate administrator of education programs, their responsibilities, and the minimum qualifications for nurses to serve in the roles, as specified in Chapter 4723-5, OAC. Qualified nurses in these roles are paramount for a program's success in educating future nurses.

Administrator

The administrator of a program is a registered nurse, who is administratively responsible for the program and its locations. Rule 4723-5-09(B), OAC, states that the administrator "shall have the authority, accountability and responsibility for all aspects of the program." Therefore the administrator is identified and appointed by the controlling agency that establishes the nursing program, and is then given the responsibility of administering the program to ensure the program's compliance with the Board's rules. This responsibility is reflected in the reporting structure of the program relative to the controlling agency and within the tables of organization for the program. For example, the administrator would report to a representative of the controlling agency, and the administrator's direct reports would include associate

administrators, if applicable, with faculty, teaching assistants, and students reporting directly to an associate administrator, if applicable, and either indirectly or directly to the administrator. The controlling agency's description of responsibilities for the administrator should also reflect their program responsibilities. Specific responsibilities of the administrator established in Rule 4723-5-09, OAC, include, but are not limited to the following:

- (1) Providing input into the budget process;
- (2) Maintaining communication with central administration and other units of the controlling agency, faculty, students, clinical agencies, and the Board;
- (3) Ensuring regular meetings of the faculty to facilitate communication and faculty participation in planning, implementing, and evaluating the curriculum;
- (4) Implementing an orientation process for new faculty;
- (5) Recommending faculty for appointment, promotion, tenure or retention, and termination;
- (6) Facilitating faculty development, including enhancing educational competencies;
- (7) Establishing the faculty or teaching assistant to student ratio for direct patient care experiences at no greater a ratio than ten students to one faculty or teaching assistant, or a smaller ratio in clinical settings

where necessary to ensure the safe delivery of nursing care by students, faculty, and teaching assistants;

- (8) Ensuring a written policy related to the evaluation of faculty, teaching assistants and preceptors is implemented;
- (9) Certifying to the Board, in a format prescribed by the Board, for each student who is an applicant for licensure in Ohio that the student successfully completed the requirements of a program and the date the student completed the program requirements;
- (10) Submitting to the Board a corrective action plan any time the program administrator submits one or more erroneous certifications of program completion to the Board;
- (11) Verifying that each nurse teaching a course in the program holds a current, valid license;
- (12) Maintaining resources, including but not limited to classroom and skills laboratory equipment and supplies necessary for students to successfully complete the program.

In addition, the administrator is responsible for responding to Board inquiries regarding the program's compliance with Chapter 4723-5, OAC. This includes various communications, responses to survey reports, required progress reports, and completing and timely submitting an annual report of information and program-specific data. The

continued on page 16



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administrator is also responsible for the content and submission to the Board of a proposal seeking the Board's conditional approval of a new program, the content and timely submission of pre-survey visit reports, the implementation of written program policies, and ensuring that various required educational and clinical resources are available for students to engage in the program's curriculum.

Interim Administrator

Chapter 4723-5, OAC, establishes the role of an interim administrator. This is a registered nurse who meets qualifications that are less than those of an administrator, and for RN programs, are equal to the minimum qualifications of an associate administrator. An interim administrator must have been faculty with the program for at least one year, and assume the administrative responsibilities of the program on a temporary basis. In a practical

nursing education program, a nurse who meets all other requirements for the interim role, but whose academic preparation is a baccalaureate in nursing degree rather than a master's degree, may serve in the interim administrator role for up to one year.

Associate Administrator

Associate administrators are registered nurses who report to an administrator and who may be responsible for assigned administrative areas of a program at the administrator's discretion, including but not limited to a specific program location. In addition, Chapter 4723-5, OAC, requires an associate administrator to oversee the location of a program when a program has more than one location and each location is more than 60 miles from the program. An associate administrator is required to meet the minimum qualifications established in Rules 4723-5-10 and 4723-5-11, OAC, and is given the authority, accountability,

and responsibility for the program at the location, and acts at the direction of the administrator. The Board may also require that an associate administrator oversee a location that is less than 60 miles from the program, depending on other factors, such as the average student census at the program location, the number of program locations, geographic proximity of locations to one another, and approval status of the program.

Administrator Vacancy and Appointment of Administrator or Interim Administrator

When an administrator vacates his/her role, the controlling agency is responsible for ensuring continuity of the administrative responsibilities within the program. The controlling agency is required to notify the Board, in writing, no later than 45 days following the date the position was vacated, and to appoint, within the 45 days of the

PN Program Administrator, Associate Administrator and Interim Administrator Qualifications

Administrator	Associate Administrator	Interim Administrator
<ol style="list-style-type: none"> 1. Completion of an approved registered nursing education program in a jurisdiction as defined in Rule 4723-5-01(P), OAC. 2. At least five years of experience in the practice of nursing as a registered nurse, two of which have been as a faculty member of a registered or practical nursing education program. 3. A master's degree (if the individual does not possess a bachelor of science in nursing degree, the master's or other academic degree, including, but not limited to a Ph.D., shall be in nursing or if the individual possesses a bachelor of science in nursing degree, the master's degree may be, but is not required to be, in nursing). 4. Current, valid licensure as a registered nurse in Ohio. 	<ol style="list-style-type: none"> 1. Completion of an approved registered nursing education program in a jurisdiction as defined in Rule 4723-5-01(P), OAC. 2. At least five years of experience in the practice of nursing as a registered nurse, including two years as a faculty member in a registered or practical nursing education program. 3. A master's degree (if the individual does not possess a bachelor of science in nursing degree, the master's or other academic degree, including, but not limited to a Ph.D., shall be in nursing or if the individual possesses a bachelor of science in nursing degree, the master's degree may be, but is not required to be, in nursing). 4. Current, valid licensure as a registered nurse in Ohio. 	<ol style="list-style-type: none"> 1. Meets the requirements of an associate administrator as set forth in Rule 4723-5-11, OAC.** 2. Provide official transcripts verifying academic preparation that satisfies the requirements Rule 4723-5-11, OAC. 3. Have been a faculty member with the program for a minimum of one year. 4. Current, valid licensure as a registered nurse in Ohio. <p>**A RN with a bachelor of science in nursing, but not a master's degree, may serve as an interim administrator for up to one year.</p>

vacancy, a registered nurse who meets the minimum qualifications of an administrator or interim administrator. At the time of the appointment, the controlling agency submits a resume for the new administrator or interim administrator, which documents the nurse's practice and faculty qualifications for the role, and attests to the qualifications and the agency's possession of the new administrator's official transcripts; or causes the official transcripts to be provided to the Board if an interim administrator is appointed. The resume should clearly reflect the nursing practice experience and the time periods that the nurse was responsible for teaching nursing courses within a pre-license registered nurse program; or pre-license practical nurse program if the vacancy is within a practical nurse program. Experience as a teaching assistant or as a clinical instructor, where

the nurse instructor reported to the faculty responsible for teaching the nursing course and implemented that faculty's prepared syllabus, does not count toward the nursing faculty experience. Experience within a post license program, regardless of the role, also does not count toward the nursing faculty experience required for an administrator to meet the minimum qualifications.

Absence of Administrator

In the event an administrator is absent for more than 30 consecutive business days for any reason, the controlling agency is required to notify the Board of the absence in writing, no later than 45 days after the 30th consecutive business day of absence. In addition, no later than 45 days beyond the 30th consecutive business day of the absence, the controlling agency must designate a registered nurse who meets the

minimum qualifications of an administrator or interim administrator and provide the Board with the same documentation of qualifications in the same manner as to when a vacancy has occurred.

Importance of Qualified Administrator

The success of a program in meeting and maintaining the requirements of Chapter 4723-5, OAC, is dependent on the active and appropriate administration of the program by a qualified nurse. This is emphasized not only in the specified timelines for the controlling agency's appointment of an administrator or interim administrator, but also in Rule 4723-5-04(E)(2), OAC, which authorizes the Board to place a program on provisional approval for failure to timely designate a qualified administrator or interim

continued on page 18

STNA Training Program Seeking RN/LPN Owners for Ohio Schools

Finally! A franchise model that's both simple and affordable. At Alia Healthcare, we believe in building relationships—ones that extend beyond conventional Franchisor-Franchisee relations. We foster relationships with our franchisees. Our Columbus-based corporate headquarter generates thousands of qualified student leads each month and disperses them to our franchisees. Our operations team then follows up with our franchisees to assist in the process of converting leads to actual registered students. The end goal: Powerful Relationships—corporate with franchisee, franchisee with student, and student with job—it's the formula we've utilized to build our brand and affect the lives of so many people.

Teaching is the most noble of professions and one of the most personally rewarding. Alia Healthcare has graduated thousands of students since its inception in 2001, generating word of mouth referrals every day. New franchisees benefit daily from our corporate lead center as they grow their businesses.

So if you're entrepreneurial, results driven, self-motivated, then you may have what it takes to own an Ohio-based Nurse Aide Training School. It's not necessary to be a Registered Nurse (RN) or a Licensed Practical Nurse (LPN) to own and operate an Ohio-based State Tested Nurse Aide (STNA) franchise. The right candidate must be an individual whose goal is financial independence and long-term success. When you follow Alia Healthcare's proven plan, we'll get you there the right way.

Alia Healthcare Services will provide you with everything you need to start-up and run very successful and lucrative Ohio Department of Health (ODH) approved Nurse Aide Training and Competency Evaluation Program (NATCEP) that has a proven track record for making money and providing quality training to pre-nursing students and career seekers alike. This includes initial training at our Columbus Ohio corporate office, staff development, ongoing strategic support, financial support, and ongoing training opportunities. We have a full staff of nurses and professionals that will be with you every step of the way—not just at the beginning. Any time you need us, call our 24-hour hotline and someone from our organization will assist you. We are here to ensure your success. And if you follow our methods, you will succeed!

Contact us at 1-855-624-ALIA (2542) today for more details on how you can become financially independent by owning and operating your own school in the medical/healthcare field.

Our Franchise Development Director Mr. Osman will guide through the entire process and answer all of your questions.

At Alia Healthcare, we're here to guide you not only through start-up but every step of the way everyday thereafter to ensure your success because your success is our reputation. Call us today Toll Free at 1-855-624-ALIA or visit us online at www.AliaHealthCare.com.

When you invest in Alia Healthcare, you are investing in hope for the community you serve. Hope is not a slogan; rather, it's the most priceless commodity one can ever have. Alia Healthcare STNA schools offer and maintain the hope, security and independence of people throughout Ohio by providing them with the education and training they need to better their lives.



Alia Healthcare Services, a Columbus-based company in the business of Nurse Aide Training and Competency Evaluation, is seeking the right individuals to own/operate Ohio-based State Tested Nurse Aide (STNA) schools on a franchise basis in the following cities throughout Ohio: Cleveland • Toledo • Akron • Dayton • Canton Youngstown • Lorain • Hamilton • Springfield Mansfield • Newark

Helpful but not required is to be a Registered Nurse (RN) or a Licensed Practical Nurse (LPN) but more importantly an ambitious, results-driven entrepreneur makes for the perfect candidate.

Alia Healthcare provides you with everything you need to start-up and run a very successful and lucrative Ohio Department of Health nurse aide approved Training Program that has proven track record for making money and providing quality training to pre-nursing students and those looking to join the healthcare workplace. This includes initial training at our Columbus Ohio corporate office, a web-based custom-built turn-key student management, registration, and payment system, staff development, ongoing strategic support, financial support, and ongoing training opportunities.

Contact us at 1-855-624-ALIA today for more details on how you can become financially independent by owning and operating your own STNA School in the medical healthcare field. Ask for Mr. Osman, Franchise Development Director. www.AliaHealthCare.com Franchise@AliaHealthCare.com

RN Program Administrator, Associate Administrator and Interim Administrator Qualifications

Administrator	Associate Administrator	Interim Administrator
<ol style="list-style-type: none"> 1. Completion of an approved registered nursing education program in a jurisdiction as defined in Rule 4723-5-01(P), OAC. 2. Experience for at least five years in the practice of nursing as a registered nurse, two of which have been as a faculty member in a registered nursing education program. 3. A master's degree with a major in nursing; 4. Current, valid licensure as a registered nurse in Ohio. 5. If the program is a baccalaureate or graduate program, an earned doctoral degree. 	<ol style="list-style-type: none"> 1. Completion of an approved registered nursing education program in a jurisdiction as defined in Rule 4723-5-01(P), OAC. 2. Experience for at least five years in the practice of nursing as a registered nurse, two of which have been as a faculty member in a registered nursing education program. 3. A master's degree with a major in nursing. 4. Current, valid licensure as a registered nurse in Ohio. 	<ol style="list-style-type: none"> 1. Meets the requirements of an associate administrator as set forth in Rule 4723-5-10, OAC. 2. Provide official transcripts verifying academic preparation that satisfies the requirements of Rule 4723-5-10, OAC. 3. Have been a faculty member with the program for a minimum of one year. 4. Current, valid licensure as a registered nurse in Ohio.

administrator. Tables are provided below that list the minimum qualifications for an administrator, associate administrator and interim administrator.

The Board offers Education Program

Workshops yearly in June and November. At these workshops Board staff discuss, explain and apply the requirements of Chapter 4723-5, OAC, and other regulations pertaining to licensure and disciplinary

actions. Program administrators of record with the Board are notified by email when registration is open. •

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Meet the Members of the Ohio Board of Nursing



Lauralee Krabill, MBA, RN

When were you appointed as a Board member?

I was appointed to the Board just a little over a year ago.

Why did you want to become a Board member?

I have been attending the Ohio Board of Nursing (OBN) meetings off and on since 1984. As an instructor in a RN program, I would take students to learn about the OBN. I wanted students to be aware of the importance of their license and the mission of the OBN. Now, by being on the OBN I can continue to spread the message of the OBN.

What is your nursing background? I graduated from a diploma nursing school and then continued my education and obtained a BSN from Bowling Green State University and a Master's in Business Administration

from Ashland University. Before moving to Sandusky I worked in a large hospital. I have worked in the perioperative setting both in clinical and administration. Teaching is a big part of my background. I have taught in a registered nursing program and am currently the director of a practical nursing program.

What do you believe you can bring to the Board of Nursing?

With my past 40 plus years as a registered nurse, I have seen many changes in health care and nursing. As a member of the Board I hope that my past clinical, administrative and educational experience will bring knowledge to support the mission of the OBN and grow the profession of nursing.

What is one of the greatest challenges of being a Board member?

The biggest challenge of being a Board member is seeing the list of nurses that have made bad choices and now have restrictions on their licenses. As a director of a practical nursing school, I feel like I preach to the students about how to make better decisions so their name doesn't come before the OBN.

How would you describe your experience as a Board member?

Reading, learning, researching and helping to decide what would be the best practice related to the mission of the OBN.

What would you say to someone who is considering becoming a Board member?

Having been to committee and Board

meetings in the past helped to prepare me for being a Board member. Attending meetings will give you taste of what is expected along with reading the Board's web site.



J. Jane McFee, LPN

When were you appointed as a Board member?

I have had the honor of being appointed to the Ohio Board of Nursing by four governors. I was first appointed by Governor Voinovich in 1994, Governor Taft in 2003, Governor Strickland in 2009 and Governor Kasich in 2013.

Why did you want to become a Board member?

I have always felt that there was a need for a voice for the LPN's. The opportunity arose and I applied to be a Board member.

continued on page 20

What is your nursing background? I have been fortunate to work in acute care for the majority of my career with the Promedica Health System. I also had a period of three years that I floated working in physicians' offices for Mercy Health System.

What do you believe you can bring to the Board of Nursing? I brought a vast knowledge of the LPN role in the acute care setting. The concept of team nursing that we utilized was one of the best learning experiences of my career.

What is one of the greatest challenges of being a Board member? One of the greatest challenges for the Board member is the commitment needed. The time involved varies from meeting to meeting. I believe the average work done at home is 40+ hours. The commitment to each individual nurse who comes before the Board to be treated just and fairly is a must. Protection of the people of the State of Ohio is utmost on our agenda.

How would you describe your experience as a Board member?

It has been rewarding to see the giant leaps in the nursing profession. I have been here for the APRN role to be accepted by the legislature, the LPN IV law to become accepted and many more laws, rules and revisions. I hope my voice has been a help and heard by those I have served. I am honored to have been a part of the Board of Nursing.

What would you say to someone who is considering becoming a Board member?

The rewards of the work you do exceed the work itself. It is a time consuming commitment.



Patricia Sharpnack, DNP, RN, CNE, NEA-BC, ANEF

When were you appointed as a Board member?

I was appointed to the Ohio Board of Nursing on February 12, 2013.

Why did you want to become a Board member?

I have always been interested and involved in leadership and policy positions, and believed that it would be important to become more involved with policy work in Ohio. After I attended a Board meeting, I became very interested in Board operations and purpose. Nursing leaders in northeast Ohio suggested that I apply for a vacant position on the Board of Nursing, as I bring a rich experience in both academia and practice with which to make decisions and guide professional practice and education. I was honored to have the chance to serve my profession from a policy and regulatory perspective.

What is your nursing background? My area of clinical practice was predominately critical care nursing, though I was able to work in community health and maternal – child settings at certain times in my professional career. I have spent the majority of my practice working as a nurse administrator in either academic

or practice settings. I currently am the Dean of a school of nursing that provides baccalaureate to doctoral education.

What do you believe you can bring to the Board of Nursing? I bring a combination of experience in academia and practice, as well as experience with national and statewide organizations that promote professional standards. This experience in both service and education allows me to evaluate issues from several perspectives, keeping the Board's Mission at the core of my decision making. My experience, strong clinical knowledge base, leadership skills, educational competencies and respect of the professional role, as well as an emphasis on quality and safety in patient care, enable me to look through a variety of lenses when working with the other Board members and Ohio Board of Nursing staff. My strong belief that the Ohio Board of Nursing exists to "actively safeguard the health of the public through the effective regulation of nursing care" is the foundation for my decisions in my role as a Board Member.

What is one of the greatest challenges of being a Board member? The many hours and energy spent in evaluation of the disciplinary issues is the most difficult part of being a member of the Board of Nursing. Each disciplinary case must be evaluated thoroughly and carefully, with great attention to the detail in order to treat each nurse in a fair manner while protecting the public.

How would you describe your experience as a Board member? I have been thoroughly humbled by what each member of the Board of Nursing brings to the table. Whether RN, LPN or consumer member, each member works together to ensure that the professional standards are upheld. Having the opportunity to work

continued on page 22



The University of Akron School of Nursing part of the new College of Health Professions, is a vibrant and diverse learning community. The College is seeking an Instructor.

The position requires a master's of science in nursing, current RN license in Ohio, previous experience in nursing education in the hospital or university setting, effective interpersonal skills. Preference will be given to those with previous experience with clinical placements.

The Instructor will have primary responsibility to maintain relationships with the clinical partners who provide the venue for clinical practice. Schedule clinical practice experiences for students and ensure on boarding paperwork and requirements are complete. Responsibilities also include teaching in the School of Nursing, service to the School of Nursing and other constituencies relevant to the mission of the organization, and scholarship related to the practice of nursing, the nursing profession, or the education of nurses.



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as the Chair of the Educational Advisory Committee allows me to network with wonderful academic and practice colleagues from Ohio. Working with the Executive Director and the Board of Nursing staff has been an excellent experience; they provide a great deal of education to the Board members and are supportive colleagues and consummate professionals. One additional experience, working on a committee for the NCSBN has been stimulating and educational while providing me with an added dimension to my role as a Board member.

What would you say to someone who is considering becoming a Board member? Being a member of the Board of Nursing has been an excellent experience that has informed my practice and provided greater dimension to my professional role. However, if you are interested, understand that the Board of Nursing is a working Board. A significant amount of time, preparation and energy takes place between Board meetings, and the meetings themselves are filled with substantial work that requires undivided attention. Despite all of these parameters, I am honored to have been appointed by Governor Kasich and am thrilled to be able to serve in this office. •



LICENSE and CERTIFICATION APPLICATIONS - Know the Changes for 2016

As reported in the last *Momentum* and on the Board web site, in 2016 the Board is implementing the new 3.0 Ohio eLicense system through the Ohio Department of Administrative Services and its vendor. This impacts all applications for licensure and certification, including renewal.

- The new online system is to be in place on or about July 1, 2016.
- Applicants may use a computer in the Board office if needed, on business weekdays between 8:00 am and 5:00 pm.
- Licensees will be required to “register” in order to access the online application system.
- If you are required to provide documentation of citizenship, court documents, or other information required by the application, be prepared to upload the documents electronically through the online system. No hardcopies will be accepted.
- Incomplete applications will not be accepted by the system. If all required documents are not provided electronically, the application is incomplete. An incomplete application will not be processed.
- Apply early. Waiting until a few days before you are to begin a new job and realizing you do not have all the information needed to complete the application will prevent you from obtaining a license and working as a nurse in Ohio.
- Fees must be paid with either Master Card or VISA credit cards, or debit cards with a MC or VISA logo. If you do not have a personal credit or debit card, you can obtain a pre-paid MC or VISA card at local stores to use.
- If the fee is not paid when you submit your application, the application will be incomplete and will not be processed.

If you have questions, please contact the Board at licensure@nursing.ohio.gov. On the Board website (www.nursing.ohio.gov) click on “Subscribe to eNews, Facebook, and Twitter” to sign up to receive Board updates.

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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 — *Chair: Jane McFee*
2016: June 17, October 21

Advisory Group on Dialysis — *Chair: Maryam Lyon*
2016: June 9, October 6

Advisory Group on Nursing Education — *Chair: Patricia Sharpnack*
2016: June 6, October 13

Committee on Prescriptive Governance — *Chair: Jeanne Bauer*
2016: May 16, October 17

Current Members Ohio Board of Nursing City Term Expires

Maryam Lyon, RN, *President*
Sidney 2017

Janet Arwood, LPN, *Vice President*
Hilliard 2017

Brenda Boggs, LPN
Germantown 2019

Judith Church, RN
Supervising Member for Disciplinary Matters
Miamisburg 2016

Nancy Fellows, RN
Willoughby Hills 2016

Lisa Klenke, RN
Coldwater 2019

Lauralee Krabill, RN
Sandusky 2017

J. Jane McFee, LPN
Perrysburg 2017

Sandra Ranck, RN
Ashtabula 2018

John Schmidt, RN
Cleveland 2018

Patricia Sharpnack, RN
Chardon 2017

Sheryl Warner, JD,
Consumer Member
Canal Winchester 2019

Vacant, LPN Member

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The University of Akron School of Nursing, part of the new College of Health Professions, is a vibrant and diverse learning community. The School is inviting applications for an Instructor in the Psychiatric Family Nurse Practitioner Program, non-tenure track. The position is available starting fall semester 2016.



A minimum of a master's of science in nursing with national certification as a psychiatric family nurse practitioner is required although preference will be given to candidates who possess either a PhD or DNP degree. A nationally certified psychiatric-mental health CNS may be considered. Additional requirements include current RN license in Ohio, previous experience in nursing education, and effective interpersonal skills.

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For complete details and to apply,
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When submitting the online application please be prepared to attach a cover letter, CV, & a list of references.

BOARD DISCIPLINARY ACTIONS

The following includes lists of Board disciplinary actions taken at public meetings regarding licensed nurses or certificate holders. You can review the type of action taken by checking the individual's credential at the Ohio eLicense Center at: <http://www.nursing.ohio.gov/Verification.htm#VERInfo>, or by clicking on **License and Certificate Verification** on the Board of Nursing's website (www.nursing.ohio.gov). You may also request a copy of a public disciplinary record by completing the electronic form on the Board's website at: <http://www.nursing.ohio.gov/tw-DisciplineRecReq.htm> or by clicking on **Discipline Records Requests** on the Board's website.

January 2016 Monitoring Actions

Name	License #	Name	License #	Name	License #
Allen Shelby	P.N. 152735	Lemon Hannah	R.N. 359375	Parrish Stormie	R.N. 336732
Ansback Denise	R.N. 302798	Marvin Mary	R.N. 264396	Pflager Kirk	R.N. 314303
Battaglia Susan	R.N. 147009	Mays Kelly	P.N. 156801	Rucker Edla	R.N. 268770
Bell Jeffrey	R.N. 407646	McCready William	P.N. 087905		COA 10100
Blankenship Mary	R.N. 261096	Miceli Ashley	R.N. 386793		CTP 10100
Duval Jodie	R.N. 322118	Middleton Diane	R.N. 272117	Shackett Evelyn	P.N. 160823
Faulkner Amy	R.N. 330939	Miller Makisha	P.N. 126150	Smith Sabrina	P.N. 152554
Grieves Miranda	R.N. 343179	Mitchell Mary	R.N. 231376	Swepton-Fisher Luann	R.N. 270158
Hargreaves Carey	P.N. 122751	Moore Mary	R.N. 330004		P.N. 095903
Hess Pamela	R.N. 221544	Mortaro Tina	P.N. 096746	Waechter Linda	R.N. 208708
Hockman Rhonda	P.N. 112166	Nance Melissa	R.N. 266726	Willoughby Rebecca	R.N. 419118
Johnson Dawn	R.N. 291264	ODonnell Alison	R.N. 350441		P.N. 104380
Kelley Michael	P.N. 118237		COA 15172		

January 2016 Disciplinary Actions

Name	License #	Name	License #	Name	License #
Abshire Melissa	P.N. 155057	Dray Cheryl	R.N. 319304	Jackson Robin	P.N. 100451
Aitken Tiffany	R.N. 318321	Dreher Lorey	R.N. 396553	Javens Helenia	P.N. 122676
Allen Danielle	P.N. 137733	Dugan John	R.N. 381162	Jenkins Nicole	P.N. 147357
Allen-Scott Teresa	R.N. 294197	Duncan Amy	R.N. 338222	Johnson Jennifer	P.N. 101369
Althaus Brandi	P.N. 116658	Dyke Daryl	R.N. 243712	Johnston Marie	R.N. 363311
Anderson Sherry	R.N. 306910	Edmunds Mark	R.N. 276833		P.N. 110584
Andrews Julia	R.N. 216681	Epstein David	R.N. 397846	Kane Patricia	R.N. 201379
Armbruster Yvonne	P.N. 076989	Ester gall Regina	R.N. 389338	Keen Eva	R.N. 269764
Bailey Christine	P.N. 102723		P.N. 104452	Keith Kelly	R.N. 356616
Bambrick Jacqueline	R.N. 378776	Evers Burnworth Brittney	R.N. 369162	Kelley Kathleen	P.N. 139919
Baney Bree	R.N. 344868	Eversole Erica	R.N. 323309	Kellogg Jessica	P.N. 144255
Barber Kirby	R.N. 331955	Fausvie Ronald	R.N. 282654	Kielbasa Kristin	R.N. 376040
Bartholomee Helen	R.N. 316905	Fende Nicole	P.N. NCLEX	Kinnik-Lee Dianna	R.N. 232339
Baughman Amber	R.N. 307973	Fetters Beth	R.N. 216682		COA 16135
Beasley April	P.N. 102450		P.N. 057817		CTP 16135
Becker, III Robert	R.N. 386606	Figuly Rachael	R.N. 321115	Kirkpatrick Koryn	P.N. 158085
Belt Christy	R.N. 257384	Filichia Jessica	R.N. 340202	Koblitz Janet	R.N. 257274
Berkley Stacie	P.N. 111615	Finnerty Betsy	R.N. 172746	Kuhn Rachel	R.N. 354368
Berlin Henry	R.N. 338189	Fisher Peggy	R.N. 341275	Kurth Kimberly	D.T. 04344
	P.N. 103181	Fitzgerald Shacey	P.N. 120689	Laird Susan	P.N. 125958
Berry Wesley	P.N. 158083	Flowers Kevin	P.N. 128513	Lawson Earl	R.N. 289088
Bigelow Stacy	R.N. 250225	Ford-Bowen Sonya	R.N. 394048	Lawson Karen	P.N. 116796
Blackburn, II John	P.N. 161235	Foreman Graham	R.N. 410076	Legg Marian	R.N. endorse
Blount Crystal	P.N. 152374	Fraley Melissa	R.N. 388049	Lent Staci	P.N. 134281
Boerger Amy	R.N. 368843		P.N. 138310	Leonard Virginia	P.N. 098558
	P.N. 106408	French Angela	R.N. 368678	Lewis Nicole	P.N. 136451
Bolin Charlie	R.N. 378829	French Lisa	P.N. 129644	Linn Janelle	P.N. 137013
Bosley Deborah	R.N. 233014	French Megan	R.N. 348755	Lint Sarah	P.N. 119216
Boyed Amanda	P.N. 161236	Gebhardt Andrea	R.N. 387829	Little Jennifer	P.N. 138462
Boyer Reid	P.N. 128404		P.N. 137976	Lopez Sarah	R.N. 422796
Bratton Diana	P.N. 059437	Gertz Connie	R.N. 399858	Lovejoy Devon	P.N. 141843
Briggs Michael	R.N. 327893	Gibbs Melissa	R.N. 377229	Lovins Michelle	R.N. 306093
Brubaker Hailey	R.N. 357584	Gladish Anne	R.N. 210169	Lovsey Jennifer	P.N. 106849
Buic Nancy	P.N. 079843		P.N. 071075	Mandich Monica	R.N. 333150
Burns Stacy	R.N. 325541	Gleckler Lindsey	R.N. 303249	Maness Terry	P.N. 108397
Burns, Jr. Bernard	P.N. 161237	Gott Na-Tan	P.N. 125904	Martin Carreese	R.N. 311571
Byrd Jennifer	R.N. 332656	Grandberry James	P.N. 143628	Martin Tyonia	P.N. 158086
Campbell Tamara	R.N. 180786	Gray Troy	R.N. 298843	Massey Christina	R.N. 343175
Canestraro Bryan	P.N. 152562	Green Danielle	R.N. 364672	Masters Kristina	P.N. NCLEX
Carroll (Johnson) Sheila	P.N. 111927	Griffith Kelly	R.N. 357846	McCall Heath	P.N. 129863
Carter Brittni	R.N. 340765		COA 16165	McCord Holly	R.N. 367877
Cazzell Stephanie	R.N. 277893		CTP 16165	Meadows Heather	P.N. 108344
Chung Insook	R.N. 230110	Hairston Henry	R.N. 184575	Messina Meghan	R.N. 351498
Clay Lashar	P.N. 113927	Hammond Lisa	R.N. 337651	Metoyer Pamela	R.N. 294759
Clifton Patricia	R.N. 281419	Hanson Matthew	R.N. 268089	Meyer Jennifer	P.N. 154372
Codney Deborah	R.N. 347812		COA 07559	Miller Asia	P.N. 156400
Combs Michele	R.N. 290346	Harcourt Jacqueline	R.N. 322656		MAC 00166
Culver Terra	R.N. 349856	Hart Breanna	P.N. 149177	Miller Pamela	P.N. 112414
	P.N. 111150	Heavelyn Darden	P.N. 134676	Miller Wendy	P.N. 089764
Cummings Susan	P.N. 100840	Hecker Kimberly	R.N. 225694	Mills Melissa	R.N. 332468
Daniels Stacy	P.N. 124752	Hennessy Christina	R.N. 326402	Mingo Goddess	R.N. 422797
Davis Julie	P.N. 123594	Henry Joseph	R.N. 373637		P.N. 156494
Denton Deandra	P.N. 158444	Hershberger Angela	P.N. 146556	Mittler Martina	R.N. 217382
Diamond Carly	R.N. 355063	Hinton Jennifer	R.N. 271347	Mohr Heather	P.N. 099584
Dieng Helene	P.N. 144079	Hinton Leslie	R.N. 303045	Moore Anna	R.N. 337037
DiGiando Leah	R.N. 328441	Holley Vickie	R.N. 239802		P.N. 085708
Dirr Mary	R.N. 160679	Howard Molly	R.N. 333182	Moore Sharon	R.N. 283931
Dixon Darrell	P.N. 115238	Howe Maureen	R.N. 367673	Morrow Angela	P.N. 122984
Dotson Latrina	R.N. 422795	Hudik Jennifer	P.N. 103376	Mullen Leslie	R.N. 368745
	P.N. 123838	Hughes Delora	P.N. 095421	Napierkowski Linda	R.N. 286961
Doty Cari	R.N. 316233	Hughes Melessia	R.N. 324521	Novak Kim	R.N. 163247

Name	License #	Name	License #	Name	License #
O'Brien	Breane P.N. 148484	Schiller	Anne P.N. 133060	Thrasher	Michele P.N. 153378
Ogunde	Olubunmi R.N. 384792	Schulze	Joseph R.N. 259102	Tippos	Samantha P.N. 154970
Orme	Sheila P.N. 142788	Schwartz	James R.N. 335171	Tobias	Lucas P.N. 157773
Orth	Michelle R.N. 108142	Seguin	Karen P.N. 126660	Tompkins	Holly P.N. 117568
Osudoh	Chinwe R.N. 214082	Shannon	Syreeta R.N. 157713	Tooker	Erica R.N. 343868
	COA 17777		R.N. 350674		P.N. 124177
	CTP 17777	Sheeler	Charise P.N. 116281	Trenchik	Gina R.N. 307851
Ours	Julie R.N. 243652	Shirey	Brandie P.N. 124689	Tryon	Richard R.N. 370149
Parrigin	Rebecca P.N. 158945		R.N. 276648	Tscherne	Michelle P.N. 109290
Pasquale	Ashley P.N. 147580		COA 16256	Tucker	Carrie R.N. 290396
Pavey	Robin R.N. 324113	Short	Mendy P.N. 106867		CTP 16377
Pavish	Ann R.N. 185496	Shull	Christopher R.N. 419670	Tylicki	Cortney P.N. 145784
Perkins	Laura P.N. 149686	Shuster	Diana P.N. 101392	Van Etten	Michael D.T. 02009
Perry	Kimberly R.N. 367931	Simkins	Deanna R.N. 394688	Vasquez	Patricia P.N. 114697
Pettis	La'Teasha P.N. 161238		P.N. 107929	Verhoff	Lauren R.N. 304339
Phan	Crystal R.N. 345515	Sims	TaShayla P.N. 161239	Viglianco	Chris P.N. 116077
Phillis	Marcia R.N. 268173	Singer	Lynda R.N. 205678	Voris	Jennifer R.N. 314707
	P.N. 091290		P.N. 062384	Wagner	Tonya P.N. 161240
Pickens	Margaret R.N. 255533		COA 06315	Walker	Cayla P.N. 131626
Pietragallo	Lisamarie R.N. 229789		CTP 06315	Walker	Tara P.N. 094257
	COA 16648	Sizemore	Jackie R.N. 295773	Wallis	Johnny R.N. 322827
	CTP 16648	Slaughter	Tonya R.N. 277865	Ward	Kelly R.N. 376604
Pitmon	Alisa P.N. 136118	Smith	Amy R.N. 335375	Warner	Mary Jo P.N. 062856
Poe	Laura R.N. 297151	Smith	Lisa R.N. 402369	Watkins	Angela R.N. 404747
Porter	Lori R.N. 214010		COA 15927	Weidner	Ian R.N. 395695
	P.N. 063034	Smith	Shontai R.N. 340651	Wells	Heidi R.N. 225302
Porter	Pamela P.N. 089708		P.N. 122872	Werner	Pamela R.N. 311177
Pries	Lynette P.N. 127181	Sowers	Heather R.N. 349975	West	Rhonda P.N. 142880
Prince Malone	Sylvia P.N. 147813	Spence	Darla R.N. 223517	Wetzel	Krysta P.N. 142221
Pry	Brittany R.N. 383424	Springer	Casey P.N. 129980	Wick	Angie R.N. 340389
Reath	Alice R.N. 309791	Stack	Kathryn P.N. 383195		R.N. 076688
Redfern	Carrie P.N. 127266	Starr	John P.N. 154373	Williams	Lori R.N. 328322
Reed	Shannon P.N. 096751	Stevens	Anne R.N. 365478	Williams	Melissa P.N. 134980
Reynolds	Kristen R.N. 377924	Stidham	Linda R.N. 131614	Williams	Shakeya P.N. 128104
Rimac	Helen R.N. 269159	Stoneking	Lynette R.N. 357201	Wilms	Jennifer R.N. 228818
Roach	Misty P.N. 130374	Swaim	Peggy P.N. 120576	Wilson	Susan P.N. 115798
Roberts	Michael R.N. 382834	Sword	Anna P.N. 093739	Winters	Angie R.N. 338266
Ronk	Amanda R.N. 312541	Sylvia	Alexandria P.N. 148313	Wood	Jill P.N. 137515
Ross	Kathi P.N. 112683	Szymczyk	Nicole R.N. 369182	Yaged	Maxine R.N. 211703
Sadowski	Lark R.N. 363581	Tegarty	Kimberly P.N. 107812		COA 01467
Sailor	Tasha R.N. 343685	Thomas	Jessica R.N. 409425	Zabrocki	Joan R.N. 344003
Sanford	Jessica R.N. 422798		P.N. 132406	Malaczewski	
Santana	Alicia P.N. 133009	Thomas	Julie R.N. 273572	Zaciek	Deanna R.N. 313975
Santos	Deborah R.N. 310102	Thomas	Kari R.N. 124958		COA 16001
	P.N. 083484	Thompson	Elizabeth P.N. 122338		CTP 16001
Scheurell	Danyelle R.N. 357913	Thornton	Kathleen R.N. 297021	Zuchowski	Jane R.N. 368629

March 2016 Monitoring Actions

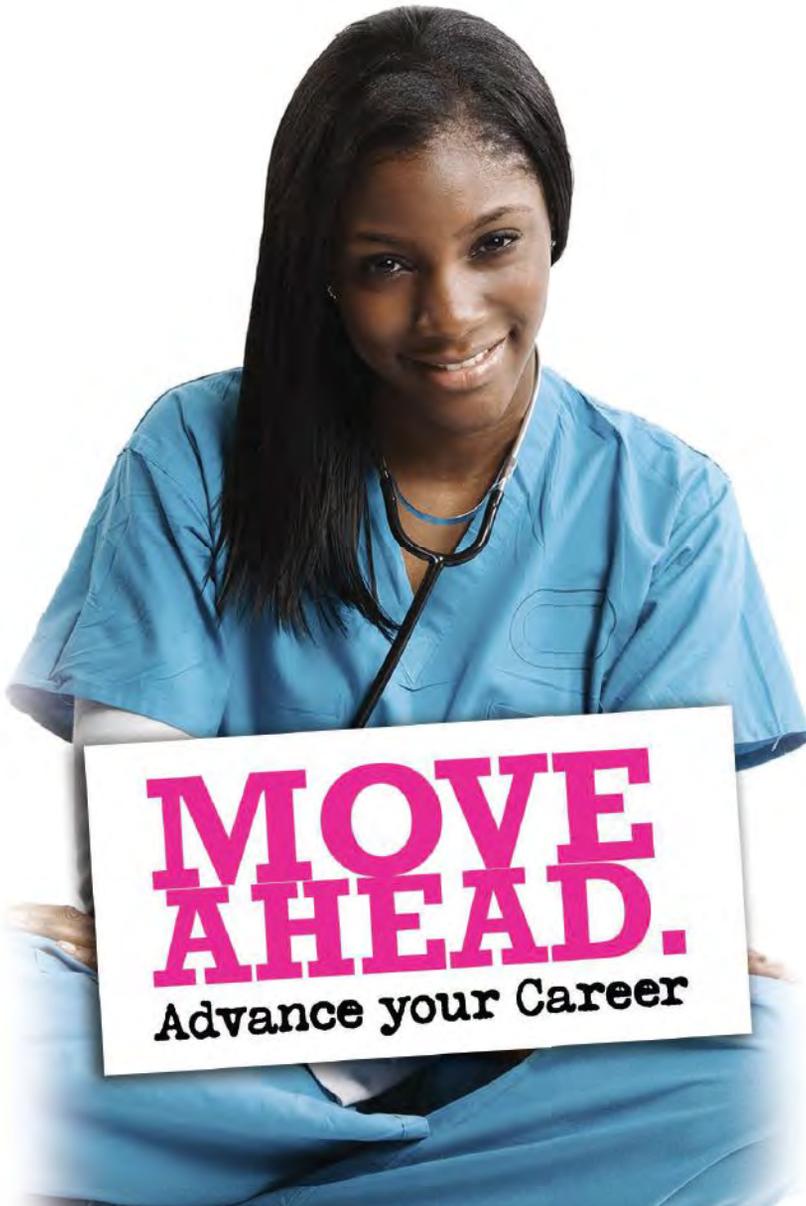
Name	License #	Name	License #	Name	License #
Adams	Tamara R.N. 195284	Hermiller	Lisa P.N. 143222	Schaefer	Olivia R.N. 382155
	COA 15872	Holenchick	Heather R.N. 352101	Seckel	Teresa R.N. 185216
	CTP 15872	Jackson	Ashley P.N. 150103	Simons	Rebecca P.N. 126396
Alston	Michele P.N. 101026	Jacobs	Hannah R.N. 381161	Spence	Darla R.N. 223517
Ball	Carrissa P.N. 154365	Jagodzinski	Andrea R.N. 385451	Springfield	Charmin P.N. 119661
Barnett	Marissa R.N. 386359	Jones	Eddrianna R.N. 417572	Stehlin	Eric R.N. 284744
Bass	Judith R.N. 376375		P.N. 129177	Storad	John R.N. 248142
Bellino	Dina R.N. 378044	Jones	Kathleen R.N. 192160	Sugg	Alexis P.N. 160826
Biddle	Jennifer R.N. 302908	Keefe	Ashley P.N. 136292	Susi	Carey R.N. 330169
	COA 15913	Klausing	Sarah R.N. 417578		P.N. 116128
	CTP 15913	Koshar	Maria R.N. 278003		COA 13742
Boyce	Timothy R.N. 293610	Kraft	Julie R.N. 279398		CTP 13742
Brozka	Jessica R.N. 383551	Loggins	Teri R.N. 340032	Szappanos	Nadine R.N. 329763
Budde	Kimberly R.N. 397276		P.N. 097544		COA 17318
Buhring	Diana R.N. 243639	Martin	Mona R.N. 202243		CTP 17318
Coladonato	Kathleen R.N. 188222	Milliken	Julie R.N. 358941	Szelc	Brian R.N. 375427
Coreno	Maria P.N. 132440	Mitchell, IV	John P.N. 104775		COA 15437
Cornellius	Debra R.N. 365829	Mohr	Heather P.N. 099584		CTP 15437
	P.N. 086688	Mokas	Kaylan R.N. 390205	Taylor	Sanita R.N. 350112
Creixell Plazas	Miren R.N. 398015	Mullen	Leslie R.N. 368745		P.N. 120800
Csomos	Kimberly R.N. 366740	Neal	Janika P.N. 139264	Townsend	Chloie R.N. 378492
Daley	Bridgette R.N. 345075	Nettles	Monica P.N. 118420	Washington	Julie P.N. 121935
Deluca	Karen R.N. 155038	Nickles	Jennifer R.N. 417576	Weinberg	Eric R.N. 345929
DiCicco	Anthony R.N. 399802		P.N. 107006	White	Katia P.N. 160827
Durham	Joy R.N. 410519	O'Black	Angela R.N. 240150	Whritenour	Paula R.N. 347986
Ely	Marcella R.N. 273009	Pasch	Miranda R.N. 420716	Williams	Ginette R.N. 274052
Fetherolf	Danielle P.N. 132957	Piazza	Farran P.N. 160821	Windon	Julie P.N. 253717
Forte	Rebecca R.N. 329816	Pickens	David R.N. 300983	Yeauger	Pamela P.N. 137372
Frazier	Cassandra P.N. 137293	Prince Malone	Sylvia P.N. 147813	Young	Lori R.N. 389267
Gates	Ciera R.N. 417577	Quinnie	Carolyn P.N. 175681	Zajac	Michael R.N. 244722
Gemma	Christopher P.N. 120932	Quisenberry	Chanise R.N. 155058	Zeedyk	Holli R.N. 316078
Givens	Jacquelyne P.N. 150334	Rades	Heather R.N. 405175		COA 15643
Haley	Stacy R.N. 392813	Rohrig	Jeanne R.N. 356042		CTP 15643
Harris	Ryan R.N. 418656	Sandine	Jamie P.N. 142076		

March 2016 Disciplinary Actions

Name	License #	Name	License #	Name	License #
Adams Ashley	P.N. 125009	Fishpaw Susan	R.N. 215129	Nichols, Jr. John	P.N. 103397
Adams Lisa	P.N. 094210	Fracasso Tara	R.N. 344204	Nichpor Theodore	R.N. 365730
Adan Roqayo	R.N. 358830	Freeman Bryant	P.N. 111095	Nix Shiyla	R.N. 354879
Alexander Nicole	P.N. 131115	Garcia-Rios Nadine	P.N. 098244	Noita, Jr. Everett	R.N. 398596
Allen Angela	P.N. 393913	Gatto Casey	R.N. 304174		P.N. 143688
	P.N. 115234	Geiger Patricia	P.N. 123116	Nyamor Helen	R.N. 249158
Alley Andrea	P.N. 141614	Gibson Mandy	R.N. 381974	O'Brien Breane	P.N. 148484
Allman Shane	P.N. 115801	Gillon Brittani	D.T. 04181	Oiler Wanda	R.N. 248711
Andrews Valerie	R.N. 402280	Glaser Richard	R.N. 401035	Okolish Michael	R.N. 382705
Armbruster Philip	R.N. 197405	Gorsuch Sandra	R.N. 250173	Owens Callen	R.N. 355665
Arndt Erin	R.N. endorse	Goss Shane	R.N. 397888	Parker Sara	P.N. 153116
Baker Sarah	R.N. 344090	Graves Barbara	R.N. 096206	Payne Heidi	P.N. 133534
	COA 16685	Green Rebecca	P.N. 129953	Perfetti Angela	R.N. 297295
	CTP 16685	Grimes Jennifer	P.N. 112933	Phillips Elginia	P.N. 091062
	P.N. 143481	Hall Syreeta	P.N. 135425	Pieronek Margaret	P.N. 116401
Barber Ashley	P.N. 143481	Hannah Jan	P.N. 136754	Pitts Jacob	R.N. 348154
Barboza Andres	R.N. 389626	Hanson Jennifer	R.N. 328478	Planck Kristi	R.N. 256563
Bartley Zilka	Mary	Joshua R.N. 278077		Powell Jami	P.N. 153340
Beckett Stephanie	R.N. 348890	Hastings Jodie	R.N. 405857	Putnam Cindy	P.N. 091618
Bierman Elisha	R.N. 351090		P.N. 142962	Puz Diana	R.N. 424820
Binion LaVanda	R.N. 424815	Hatcher Megan	R.N. 315104	Rahe Heather	R.N. 284717
Birchnaugh Emily	R.N. 330480	Hause Molly	P.N. 133444	Ramsey Rebecca	R.N. 333835
Bliss Brandon	R.N. 317369	Hawkins Natalie	R.N. 347603	Redden Christina	P.N. 100509
Boonie Jacqueline	P.N. 102530	Hazelton Dawn	R.N. 279517	Reed Robin	P.N. 156802
Borders Cynthia	P.N. 107378	Hedayat Fatemeh	P.N. 161627	Reese Theresa	R.N. 331906
Borders Hannah	P.N. 143484	Hendree Linda	R.N. 138018	Renner Debra	R.N. 209424
	R.N. 399791	Hensley Stephanie	P.N. 128365	Rice Jamie	R.N. 250045
Bowers Brian	P.N. 147929	Herman Charlene	R.N. 208172	Rice Tiffany	P.N. 131132
Bowling Samuel	P.N. 128404		P.N. 048542	Richards Sara	P.N. 148892
Boyer Reid	P.N. 128404	Hermiller Lisa	P.N. 143222	Richmond Sherri	R.N. 342290
Bray Devon	R.N. 197997	Hice Jeffrey	R.N. 308432	Robinson Patricia	R.N. 305168
	COA 02440	Hinton Leslie	R.N. 303045		P.N. 091065
Brick Jessica	R.N. 346606	Hoover-Mahar Elizabeth	P.N. 132258	Rose Rod	R.N. 335781
Brooks Holly	P.N. 129906	Hoover-Mahar Melissa	R.N. 347156	Roxburgh Jillian	P.N. 142551
Brown Monica	P.N. 095811		P.N. 123723	Russell Kimberly	P.N. 151259
Broyles Melissa	R.N. 387114	House Lisa	P.N. 074207	Russell Marianna	P.N. 144599
Brunger Robin	P.N. 151868	Hovinga Lindsey	R.N. 382969	Sanford Carla	P.N. 148926
Bulger Susan	P.N. 136531		P.N. 127268	Santiago-Tucker Claudia	R.N. 259544
Byrd Jennifer	R.N. 332656	Howlett Leah	R.N. 392550	Aron	R.N. 362101
Callihan Candace	R.N. 395694	Hudson Kimberly	R.N. NCLEX		P.N. 108489
	P.N. 108571	Huffman Elisabeth	P.N. 134111	Schira Tiffany	R.N. 307338
Cantrell Lisa	P.N. 143394		R.N. 390377	Schrock Agnieszka	R.N. endorse
Cantrell, Jr. Mark	P.N. 146223		P.N. 139876	Schuler Rebecca	R.N. 357173
Carlyon Melissa	R.N. 345124	Huizinga Ashley	R.N. 281061	Schwartz, Sr. James	R.N. 305591
Carroll LaTisha	R.N. 357419	Hummel Veronica	P.N. 127190	Seciliot Steven	R.N. 422425
Carter Marcita	R.N. 358404	Hunt Rhonda	R.N. 308615	Shannon Justin	R.N. 424821
Causey Cynthia	R.N. 400678	Hunter Emily	R.N. 392205	Shaulis Amanda	R.N. 333881
Cestnik Stephanie	R.N. 365199	Johnson Christine	P.N. 135931	Sheehan Jacqueline	P.N. 116206
Chippis Sierra	P.N. 153590	Jones India	P.N. 158849	Shell Anthony	R.N. 346689
Clark Barbara	P.N. 109791	Kane Angela	R.N. 229294		P.N. 117451
Clark Vickie	R.N. 228221	Kawecki Ruth	R.N. 417573	Shoemaker Melissa	P.N. 156614
Claus Joseph	R.N. 348343	Keaton Jacob	R.N. 371609	Shoup Tammy	P.N. 120881
Lashar P.N. 113927		Keene Darlene	R.N. 289456	Shumba Sekou-Malik	P.N. 111665
Clayton Beverly	R.N. 207605	Kimchi-Woods Judith	R.N. 151761	Shuster Diana	P.N. 101392
	COA 11218		COA 04624	Siesel Linda	P.N. 136167
	CTP 11218		COA 04116	Simmerman Patricia	R.N. 264727
Clear Teresa	R.N. 158896	King Ann	R.N. 279547	Sims-Weekes Regina	R.N. 357580
Clutterback Tanya	R.N. 203930	Kinkead Lauren	P.N. 138834	Smith Carol	R.N. 127715
Cole Mary	R.N. 264286	Kinnear Laura	P.N. 126188	Spears Sarah	P.N. 141406
	COA 15839	Kitts Neysa	R.N. 327012	Spurlock Candace	R.N. NCLEX
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