



April 2016

# Texas Board of Nursing Bulletin

A Quarterly Publication of the Texas Board of Nursing

*The mission of the Texas Board of Nursing is to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a nurse in the State of Texas is competent to practice safely. The Board fulfills its mission through the regulation of the practice of nursing and the approval of nursing education programs. This mission, derived from the Nursing Practice Act, supersedes the interest of any individual, the nursing profession, or any special interest group.*

## Texas TERCAP Pilot Project Update

In 1999, the Institute of Medicine released a ground breaking report entitled *To Err Is Human: Building a Safer Health System*. This report detailed the costly and deadly effects of medical errors in healthcare settings. The many factors identified in these errors included elements within systems of healthcare and were not solely due to incompetent or careless practitioners.

The National Council of State Boards of Nursing (NCSBN) also began to examine nursing practice cases reported to boards of nursing. The NCSBN analysis led to an initiative to identify patterns of error, characteristics and systems issues that contribute to nursing practice breakdown through the Taxonomy of Error: Root Cause Analysis and Practice-Responsibility (TERCAP) national nursing adverse event database.

The NCSBN TERCAP database serves as a repository for boards of nursing to enter cases with nursing practice breakdown using a taxonomy specific to nursing in order to implement strategies to mitigate the factors causing the nursing errors or nursing practice breakdown. Nursing practice breakdown is defined broadly as the disruption or absence of any of the aspects of safe practice.

To date, 26 boards of nursing have submitted over 3,700 TERCAP cases. NCSBN periodically reports on the data. NCSBN has also developed a platform for participating boards to exchange TERCAP related information. The Texas Board of Nursing (Board) has participated in this national initiative since its inception and provides consistent, timely data for the national study.

In 2011, the 82nd Legislature passed Senate Bill 193, allowing the Board to adopt a standardized error classification system for utilization by Texas nursing peer review committees (NPRCs). Consequently, the Board implemented a pilot with selected NPRCs from hospitals around the state. The TERCAP online instrument was adapted from the NCSBN instrument (with permission) and is utilized to identify practice issues, including nursing practice breakdown, normally investigated during the peer review process. These cases involve minor incidents which are events that indicate the nurse's continued practice does not pose a risk of

harm to patients or other persons; or when remediation is reasonably expected to adequately mitigate any risk and the nurse successfully completes the remediation. Cases that result in reporting the nurse to the Board are excluded from the Texas TERCAP pilot data.

The samples of practice breakdown events differ between the NCSBN TERCAP data and the Texas TERCAP pilot data. The NCSBN data are comprised of practice breakdown events that have been reported to and investigated by a board of nursing. Conversely, the Texas data consist of practice breakdown events that have been reviewed by a NPRC and deemed not reportable to the Board. Consequently, factors surrounding practice breakdown may be more evident in the national data set and less obvious in the Texas data making it more difficult to ascertain significant results for the Texas pilot project.

In order to ensure that data meeting the specific criteria are entered into the database for the Texas TERCAP pilot project, training was conducted in the summer of 2012 with data collection beginning September 1, 2012. The Texas TERCAP pilot project utilizes an instrument and protocol to capture data regarding the nurse, patient, system, and healthcare team factors. Also captured are the remediation strategies for the nurse and for the institution.

From September 1, 2012 through August 31, 2015, there were 260 events recorded in the online database from 32 urban and 3 rural acute care facilities/hospitals. A chi square analysis was conducted on key items from the survey. The chi square analysis supports the identification of any possible relationships between the TERCAP study variables. The full report is accessible on the Board website in **News**, then **Board Meetings**. Select the **January 21-22, 2016 Board meeting** and scroll to agenda item 5.3.3.a to view the entire report, including graphs of the data analysis. Highlights from the report are included below.

The majority of nurses with nursing practice breakdown in the Texas TERCAP pilot data (86.2%) were in a familiar practice environment. The question that aligns with this data point asks specifically if the nurse

was working in a temporary capacity. This variable is captured in both the national and the Texas data; however, the population in the Texas data are not reported to the Board while the population in the national data have been reported and investigated by a board of nursing. This data point in both databases is consistent as the national data also reflects the majority of nurses were not working in a temporary capacity (91%).

The Texas TERCAP data indicate that the greater part of nurses (75.8%) did not have a history or pattern of practice breakdown. The national data reflect that slightly over half (58%) have not had previous discipline by their employer for a history or pattern of practice breakdown. Related to action by an employer, in Texas, the overwhelming majority of employers (90.8%) retained the nurse after the practice breakdown incident and only 0.4% terminated or dismissed the nurse. In contrast, the national data reflect that only 28% of nurses involved in practice breakdown were retained by their employer and 54% were terminated or

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## IMPOSTER WARNING

If you have any knowledge or information regarding the employment practices of the following individual, please contact the Board's Enforcement Division immediately at (512) 305-6838.

### **LETICIA GALLARZO**

**a.k.a Leticia Gallarzo Garza; a.k.a. Leticia Garza Gallarzo,  
a.k.a Leticia Galindo Gallarzo, a.k.a Leticia Gallarzo Galindo**

Leticia Gallarzo secured employment as a registered nurse (RN) with a staffing agency in Victoria County, as well as with long term care facilities in Goliad and Yorktown. Ms. Gallarzo is not licensed to practice professional nursing in the State of Texas, however she used the name and RN license number belonging to a licensee with a similar name, but different social security number who resides in the Hidalgo County area. In addition, the Board of Nursing has received information that this individual has worked as a RN in DeWitt, Victoria, Goliad, and Matagorda Counties. This case has been referred to the Victoria County District Attorney's Office, Goliad County District Attorney's Office, and DeWitt County District Attorneys' Office.



## Advisory Committee Update

### Advisory Committee on Education

The Advisory Committee on Education (ACE) met on July 31, 2015 and September 18, 2015 to address charges issued by the Board to consider making rule change recommendations related to:

- Board approval for increasing enrollments in pre-licensure nursing education programs;
- Specific requirements for classroom and clinical practice hours in vocational nursing (VN) education programs;
- Limitations in teaching responsibilities for directors of VN education programs; and
- Reduction of the required time frame for nursing graduates to take the NCLEX® examination following graduation to be eligible for licensure.

ACE presented recommendations to the Board at the January 2016 quarterly meeting that were approved to propose rule amendments that would require pre-licensure nursing education programs without national nursing accreditation to seek Board approval prior to increasing enrollments beyond 25% per year and to limit the teaching responsibilities for directors of VN education programs to four clock hours per week. ACE recommended no changes be made to current requirements for classroom and clinical practice hours in VN education programs or to current rule requirements regarding the time frame for nursing graduates to take the NCLEX® examination following graduation.

For more information regarding the proposed changes to Rules 214 and 215, please see the January 2016 quarterly Board meeting agenda items 7.2, 7.3, and 7.4 available at: [http://www.bne.state.tx.us/meetings\\_board\\_meetings\\_2016\\_January.asp](http://www.bne.state.tx.us/meetings_board_meetings_2016_January.asp).



### The Texas Board of Nursing

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### Texas Board of Nursing Meeting Schedule

#### 2016 Board Meeting Dates

**April 21-22  
July 21-22  
October 20-21**

All Board and Eligibility & Disciplinary Committee Meetings will be held in Austin at the William P. Hobby Building located at 333 Guadalupe, Austin, Texas, 78701.

#### 2016 Eligibility and Disciplinary Committee Meeting Dates

**May 10  
June 14  
August 9  
September 13  
November 8  
December 13**

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## Summary of Actions

A regular meeting of the Board of Nursing was held January 21-22 2016, in Austin. The following is a summary of Board actions taken during this meeting.



In the February 12, 2016, issue of the *Texas Register*, the Texas Board of Nursing (Board) proposed amendments to §211.6, concerning **Committees of the Board**. The proposed amendments: remove reference to the Deferred Disciplinary Action Pilot Program Advisory Committee from the rule text as this committee ceased operation when the deferred disciplinary action pilot program ended and was scheduled to be abolished no later than January 1, 2014; clarify that committee members will be appointed by the Board and that the majority of the members of a committee must be present at a meeting in order to establish a quorum; reiterate that the role of a Board member liaison is limited to clarifying the Board's charge and intent to the advisory committee; and make clear that committee members may identify topics and/or issues for development and communication to the Board for the consideration and/or issuance of a formal charge. The proposed amendments also permit committee members to request and/or receive training to assist them in completing their work and include provisions consistent with changes proposed to §213.23 (**Decision of the Board**). The Board also proposed amendments to §213.23, concerning

**Decision of the Board** and §213.32, concerning **Corrective Action Proceedings and Schedule of Administrative Fines**. Proposed amendments to §213.23: provide that either the Board or the Eligibility and Disciplinary Committee of the Board may make final decisions in all matters relating to the granting or denial of a license or permit, discipline, temporary suspension, or administrative and civil penalties; provide that parties shall have an opportunity to file written exceptions and/or briefs with the Board; clarify that an individual wishing to file written exceptions and/or a brief for the Board's consideration must do so no later than 15 calendar days prior to the date of the next regularly scheduled meeting where the Board or the Eligibility and Disciplinary Committee will deliberate on the proposal for decision or default dismissal; and states that an individual wishing to make an oral presentation regarding a proposal for decision or default dismissal must request to do so, and file written exceptions and/or a brief, no later than 15 calendar days prior to the date of the next regularly scheduled meeting where the Board or the Eligibility and Disciplinary Committee will deliberate on the proposal for decision or default dismissal. The proposed amendment to §213.32: provides that an agreed corrective

action will not be available to an individual who is practicing nursing in Texas on a nurse licensure compact privilege.

In the February 26, 2016, issue of the *Texas Register*, the Board proposed amendments to §214.6, concerning **Administration and Organization**, §214.8, concerning **Students** and §215.8, concerning **Students**. The proposed amendment to §214.6 limits the teaching hours of a program director or coordinator of a vocational nursing education program to four (4) clock hours per week to allow the director/coordinator to focus on the duties associated with the administration of the program. The proposed amendment to §214.8 requires a vocational nursing educational program that plans to expand enrollment beyond twenty-five percent (25%) in one year to seek Board approval prior to implementing that increase. The proposed amendment to §215.8 requires a professional nursing educational program that plans to expand enrollment beyond twenty-five percent (25%) in one year to seek Board approval prior to implementing that increase.

### Nursing Education Actions - January 2016 Board Meeting

#### Reviewed Reports on:

Status of New Nursing Education Programs and Active and Potential Proposals; Status on Programs with Sanctions; Report on Communication Activities with Nursing Education Programs; and Report of 2015 NCLEX-RN® Examination Pass Rates.

#### Approved Reports of Survey Visits:

Baptist Health System School of Health Professions Vocational Nursing (VN) Education Program in San Antonio; Houston Community College VN Education Program in Houston; and McLennan Community College VN Education Program in Waco.

#### Approved Report of Survey Visit Requiring Action:

The College of Health Care Professions VN Education Program in Houston.

#### Approved Change in Approval Status from Initial Approval to Full Approval:

Clarendon College Associate Degree Nursing (ADN) Education Program in Pampa; Texas A&M University Baccalaureate Degree Nursing (BSN) Education Program in Commerce; and University of Texas of the Permian Basin BSN Education Program in Odessa.

#### Approved Change in Approval Status from Initial with Warning to Full Approval:

Mountain View College ADN Education Program in Dallas; Ranger College ADN Education Program in Early; and

Texas Tech University Health Science Center Gayle Greve Hunt School of Nursing BSN Education Program in El Paso.

#### Approved Change in Approval Status from Full with Warning to Full Approval:

Amarillo College ADN Education Program in Amarillo; Kilgore College ADN Education Program in Kilgore; Lone Star College-Kingwood ADN Education Program in Kingwood; Lone Star College-North Harris ADN Education Program in Houston; Odessa College ADN Education Program in Odessa; San Antonio College ADN Education Program in San Antonio; Vernon College ADN Education Program in Vernon; East Texas Baptist University BSN Education Program in Marshall; and Midwestern State University BSN Education Program in Wichita Falls.

#### Approved Change in Approval Status from Conditional Approval to Full Approval:

Kaplan College VN Education Program in San Antonio.

#### Approved Change in Approval Status from Initial Approval to Initial with Warning:

ITT Technical Institute ADN Education Program in Richardson; and University of St. Thomas BSN Education Program in Houston.

#### Approved Change in Approval Status from Full Approval to Full with Warning:

Northeast Texas Community College ADN Education Program in Mount Pleasant; Texarkana College ADN Education Program in Texarkana; Chamberlain College of Nursing BSN Education Program in Houston; Patty Hanks Shelton School of Nursing BSN Education Program in Abilene; and University of Texas Health Science Center BSN Education Program in San Antonio.

#### Approved Change in Approval Status from Initial with Warning to Conditional Approval:

Hallmark University ADN Education Program in San Antonio; and Schreiner University BSN Education Program in Kerrville.

#### Approved Change in Approval Status from Full with Warning to Conditional Approval:

Houston Community College ADN Education Program in Houston; Texas Southmost College ADN Education Program in Brownsville; and Western Governors University BSN Education Program in Austin.

#### Received Reports of:

Innovative Pilot Project Using the Texas Concept-Based Curriculum in Six Associate Degree Nursing Education Programs; Summary of Self-Study Reports for VN Education Programs for 2015; and VN Education Programs with High School Entry Tracks.

#### Accepted Notification of Voluntary Closure of a Nursing Education Program:

Quest College VN Education Program in San Antonio.

## Texas TERCAP - continued from page 1

dismissed by their employer. The results of the employer's reaction to the practice breakdown may be reflective of the differences in the "level" of practice breakdown that are or are not reported to a board of nursing. For example, the Texas TERCAP practice breakdown incidents are most likely "minor" in nature whereas practice breakdown incidents reported to a board of nursing may reflect behavior that is more egregious and more likely to be a danger to the public. Having a history or pattern of practice breakdown may be a potential indicator of future practice breakdown and thus, of interest, to boards of nursing. In terms of the retention of the nurse after the practice breakdown, it is possible that an organization may perceive some nurses as more "valuable" to the organization and retain them as opposed to viewing those nurses that have been reported to a board of nursing as not being compatible with facility policies and/or culture.

Some of the factors that contribute to nursing practice breakdown are beyond the control of the individual nurse, but impact the work environment and performance of the nurse involved in nursing practice breakdown. Such factors may be referred to as systems issues. The Texas TERCAP database captures systems issues in the following categories:

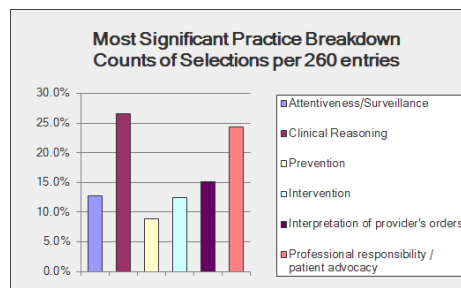
- communication systems,
- leadership and management,
- backup and support,
- environmental,
- other health team members involved in the nursing practice breakdown,
- staffing issues, and
- health care team factors.

Of the systems issues entered into the Texas TERCAP database, the most frequent areas that contributed to the practice breakdown incident include issues with the communication systems, other health team members involved in the nursing practice breakdown, and team factors. These selections may reflect the importance that factors involving communication and the systems that support communication play within teams and events of nursing practice breakdown.

Nursing practice breakdown is categorized within eight different categories. The categories each have a framework (within the protocol) to guide the analysis of the actual practice breakdown. The six primary categories of nursing practice breakdown are:

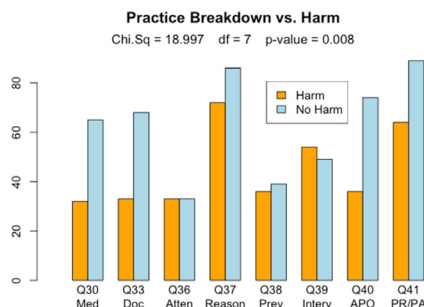
- attentiveness/surveillance,
- clinical reasoning,
- prevention,
- intervention,
- interpretation of authorized provider orders, and
- professional responsibility/patient advocacy.

In addition, the two categories of medication error and documentation error may be involved in any nursing practice breakdown. The category of clinical reasoning was most often selected as the most significant category of nursing practice breakdown.



Of particular importance in the relationships between the variables is the determination of whether or not there are any variables that impact patient harm more than others. Important findings, such as these, have the capacity to guide the content and approach for interventions and practice remediation.

This is the first application of chi square analysis to the Texas TERCAP data. The analysis reflects that the rate of patient harm is not the same for all practice breakdown categories. In other words, there are statistically significant differences between the types of practice breakdown categories indicating that some types of the categories could result in greater rates of patient harm than others. During chi square analysis, the practice breakdown category of "Intervention" emerged as most likely associated with higher rates of patient harm than the other categories. As the sample size increases, Board staff will be able to conduct additional analysis to further evaluate this finding.



The Texas TERCAP database collects broad categories of remediation for the nurse as well as providing the ability for the remediation strategy to be described. The broad categories of remediation for the nurse include: probation, supervised practice, reassignment, internal training, external training, no remediation, and a selection of other where the participants can enter text related to the remediation strategy. Over half of the events entered indicated that internal training was the method of

remediation chosen for the nurse involved in the practice breakdown.

Several themes emerged from the text entries related to the remediation strategies for the nurse. In some cases, the nurse was directed to present education to others such as through an in-service or poster presentation. Of note, there were several entries indicating the employer remediation strategy for the nurse had impact beyond the individual nurse. These entries related to policy changes, policy review and revision, and development of guidelines and standards.

NPRCs are in a unique position to evaluate the conduct of a nurse and to also examine the influence of factors that are beyond the nurse's control or systems issues [Tex. Occ. Code, Sec. 303.011 (a)]. When the NPRC uncovers factors beyond the nurse's control, or systems issues, they are required to communicate to a patient safety committee to improve the nursing practice within the facility [Tex. Occ. Code, Sec. 303.001 (b)]. Based on the text entry responses related to the employer remediation of the nurse, in some cases the NPRC is identifying factors beyond the nurse's control and directing the nurse involved in the nursing practice breakdown to be involved in the process of improving nursing practice within the employment setting.

The Texas TERCAP pilot project continues through August of 2016. The pilot has provided valuable insights through communication with participating hospitals throughout the pilot. The Texas TERCAP instrument and protocol are being revised. Board staff will continue to provide updates on the Texas TERCAP pilot project including further training opportunities.

### Volunteer to Advocate for a Peer

The Texas Peer Assistance Program for Nurses (TPAPN) offers life-renewing opportunities for nurses by serving as an alternative to discipline program for nurses whose nursing practice may have been impaired by psychiatric or substance use disorders. Many participants are given the opportunity to have a nurse peer advocate assigned to provide peer support during their participation in TPAPN. TPAPN needs your help to support the participating nurses. TPAPN volunteer Advocates are nurses who have a desire to help their colleagues, support nursing, and contribute to the community. TPAPN provides training for Advocates and grants continuing nursing education hours. Go to [www.tpapn.org](http://www.tpapn.org), select "Volunteer with TPAPN", complete the Advocate application and fax the completed application to TPAPN at 512-467-2620. Make arrangements to attend TPAPN's Advocate training workshop in Austin on April 8-9, 2016.

# Licensed Vocational Nurse On-Call Pilot Program Completed

Triage is commonly defined as the sorting of patients and prioritization of care based on the degree of urgency and complexity of patient conditions. Telephone triage is the practice of performing a verbal interview and making a telephonic assessment with regard to the health status of the caller. Because the licensed vocational nurse (LVN) receives no educational training to provide triage or telephonic assessments, the Board of Nursing (Board or BON) has maintained that it is beyond the scope of practice for LVNs to provide triage services over the telephone. This was also the position of the Board of Vocational Nurse Examiners prior to the merger of the nursing boards in 2004. Senate Bill 1857, 82nd Legislature, Regular Session, 2011, amended the Texas Human Resources Code relating to the administration of medications for persons with intellectual and developmental disabilities (IDD). It directed the Texas Department of Aging and Disability Services (DADS) and the Texas BON to develop and conduct a pilot program to evaluate LVNs providing on-call services by telephone to individuals receiving services in the Home and Community-based Services (HCS) and Texas Home Living (TxHml) Medicaid waivers, as well as in intermediate care facilities for individuals with an intellectual disability or related condition (ICFs/IID) with 13 or fewer beds.

A memorandum of understanding (MOU) between DADS and the BON was established in July of 2011. The MOU outlines the general requirements for the pilot program and when LVNs may provide on-call services. DADS and BON staff developed an Operational Protocol to further identify specific requirements for participation in the pilot program. BON Staff developed a Communication Protocol which provides express directions for the LVN when providing on-call telephone services, including instructing the direct support workers to call 9-1-1 in an emergency and when follow-up communication is required to the registered nurse (RN) clinical supervisor. Numerous trainings across the state were conducted to inform nurses and providers about the pilot program and how to use the Operational Protocol and the Communication Protocol.

A final report was published in January 2016 as a follow up to an [interim report](#) on the pilot published in December 2012 and offers a final evaluation of the pilot which ended on August 31, 2015. Below is a summary of the milestones achieved, challenges encountered, and recommendations following completion of the pilot.

## Milestones Achieved

- DADS conducted advisory committee meetings on a regular basis to keep the committee apprised of findings and issues.
- DADS and BON conducted surveys of participating and non-participating providers in the pilot.
- DADS and BON developed a system to evaluate the pilot with input from the advisory committee based on a random sample of chart reviews and reviews of all deaths.
- In response to input from the advisory committee, DADS and BON modified operational and communication protocols.
- DADS provided training in response to issues identified during evaluation of the pilot, in partnership with BON.
- BON and DADS increased communication among staff regarding nursing practice in pilot settings.
- DADS led development of an LVN Educator Toolkit aimed to assist in preparing newly licensed LVNs for practice in community and long term care settings.
- The lack of documentation by both nursing and direct care staff when an incident occurred made it difficult to evaluate if a nurse followed communication and operational protocols correctly.
- Processes for DADS to obtain and review records and for DADS and BON to conduct mortality reviews were labor intensive.
- Turnover of personnel at DADS and BON led to gaps in pilot management.
- Turnover of personnel at provider organizations led to potential gaps in training in pilot protocols.
- Understanding of the LVN's scope of practice varied among providers.
- LVNs who participated in the pilot may be unaware the pilot ended.
- Providers have difficulty recruiting, hiring, and retaining RNs as reported by advisory committee provider members.
- Training in management of a critical incident or death varied from provider to provider.
- No funding was appropriated to administer the pilot.

## Lessons Learned

- Nurses and providers were unaware of continuing education and certification for nurses who care for individuals with IDD is available through the Developmental Disabilities Nurses Association.
- Direct and frequent communication among direct care providers and the nurse on-call is essential for safe care of individuals.
- Providers employing nurses must understand scope of practice for RNs and LVNs.

A list of milestones achieved prior to December 2012, are provided in the [interim report](#).

## Challenges

- Providers were often non-responsive to DADS requests for records.

continued on next page

## KSTAR Pilot Program for Nurses Update

With public protection as the mission of the Texas Board of Nursing (Board), when a breakdown in nursing practice occurs, the Board must make a determination of whether the breakdown rises to the level of licensure disciplinary action. When a nurse's clinical competency is questioned, the Board's disciplinary action for nursing practice breakdown most often involves some form of remediation and potentially a period of monitored nursing practice. The Board remains interested in seeking innovative methods to remediate a nurse's practice using a less punitive approach aligned with the concepts of *Just Culture*.

In October 2015, the Board approved a two year extension to conduct an innovative pilot program, *Knowledge, Skills, Training, Assessment and Research (KSTAR) for Nurses*, that was initially approved in October 2013, consistent with the Board's authority under the Nursing Practice Act, Sections 301.453(b) and 301.1605(a). The *KSTAR Pilot Program for Nurses* is designed to assess a nurse's competency and provide individualized remediation based upon this competency assessment. The Board has approved the Texas A&M Health Science Center Rural and Community Health Institute and the College of Nursing to implement the *KSTAR Pilot Program for Nurses*.

Licensed vocational nurses (LVNs) and registered nurses (RNs) found to have

engaged in a practice breakdown that would justify a disciplinary action at a sanction level of warning or below based on the Board's Disciplinary Matrix may be eligible for an agreed order to participate in the *KSTAR Pilot Program for Nurses*.

Nurses who enroll in the *KSTAR Pilot Program for Nurses* must travel to Round Rock or Bryan/College Station twice during the program for a two day initial assessment and again for a one day final evaluation. The individualized remediation program is self-paced and may be completed from the nurse's home. In some cases, additional travel to provide individualized training in the skills lab facilitated by nursing faculty may be included in the nurse's remediation plan. As of January 2016, 36 agreed orders for nurses to participate in the *KSTAR Pilot Program for Nurses* have been ratified by the Board. Of those 36 agreed orders, 32 nurses have enrolled in the program and 16 nurses have successfully completed the program and the terms of their agreed orders. An additional 12 nurses were in the process of completing the program and five nurses have been referred back to the Board for failure to complete the program as of January 2016. In November 2015, the *KSTAR Pilot Program for Nurses* was approved under the title, *KSTAR Nursing: An Innovative Practice, Academic and Regulatory Partnership*

Program for the Remediation of Texas Nurses with Practice Breakdown, by the Texas A&M Health Science Center Institutional Review Board to conduct research to evaluate the effectiveness of the program.

The *KSTAR Pilot Program for Nurses* is an innovative, alternate form of discipline aimed to offer an individualized approach to assess the need for practice remediation, implement a remediation plan unique to each nurse's needs, and evaluate the outcome of the remediation plan. This program may offer a new method to enhance the Board's ability to ensure that each person holding a license as a nurse in Texas is competent to practice safely. Updates on the progress of the *KSTAR Pilot Program for Nurses* will be provided in future issues of the *Texas Board of Nursing Bulletin*.

### References

Board Rule 213.33(b)

Board Rule 213.35

KSTAR Nursing FAQs. Retrieved on 2/17/16 from <http://rchitexas.org/kstar-nursing/index.html>

Nursing Practice Act Section 301.453(b)

Nursing Practice Act Section 301.1605(a)

Outcome Engenuity. *Getting to Know Just Culture*. Retrieved on 2/17/16 from <https://www.justculture.org/getting-to-know-just-culture/>

### LVN On-Call Pilot - continued from prev. page

- Based on a survey of providers, the most frequently cited reason for not participating in the pilot was the need to have an RN available to the LVN for consultation while taking calls.

#### Recommendations

- BON does not recommend expansion of the LVN scope of practice in the community setting of HCS/TxHmL and ICF/IID, including the provision of on-call services by telephone.
- The state should convene a workgroup consisting of DADS,

BON, and IDD stakeholders to identify and resolve issues involving nursing scope of practice in community settings.

- The state should develop training to improve the ability of direct care staff to recognize deterioration in status in individuals who have chronic medical diagnoses.
- Direct care staff should contact nursing staff directly to communicate client health care needs and status changes as opposed to communicating through a third party, such as a house administrator.

- Nursing orientation at a provider level should include training on documentation in the IDD care setting.

- BON should continue educational offerings aimed to teach LVN scope of practice.

The Board looks forward to continuing collaborative work with DADS and stakeholders aimed to address the recommendations. To view a copy of the complete report of the pilot program, please go to: [http://www.dads.state.tx.us/news\\_info/publications/legislative/SB1857FinalReport.pdf](http://www.dads.state.tx.us/news_info/publications/legislative/SB1857FinalReport.pdf)

## 2016 Workplace Violence Against Nurses Project Coming Soon!

The Texas Center for Nursing Workforce Studies (TCNWS) will be conducting two surveys on workplace violence against nurses stemming from House Bill 2696 passed in the 84<sup>th</sup> Legislative Session.

The information collected in these two surveys will serve as a guide for the development of policy recommendations by the Texas Center for Nursing Workforce Studies Advisory Committee and information you provide will be instrumental in shaping legislation geared toward preventing workplace violence against nurses in Texas.

### Facility Survey:

Beginning in April 2016, hospitals, freestanding emergency medical care facilities, long term care nursing facilities, and home health agencies will be surveyed to assess practices and strategies used by employers to prevent workplace violence against nurses. Administrators at these facilities will be sent survey packets by both email and regular mail. This survey can be completed online or by filling out a hard copy and sending it via email, fax, or by returning it in the self-addressed, postage-paid envelope provided. As with all facility level surveys conducted by the TCNWS, all responses are confidential and anonymous. Responses will only be reported in aggregate and no individual facilities will be identified.

### Individual Nurse Survey:

In June 2016, a sample of RNs and LVNs in Texas will be surveyed regarding their experiences with workplace violence as it relates to both verbal and physical violence over the course of their career.

Nurses will receive their survey by regular mail and will be able to complete it online or by returning the paper survey in the included self-addressed, postage-paid envelope. As with the facility survey, all data collected will be reported in aggregate. Individual nurses will not be identified.

### Make Your Voice Heard!!

Your participation in these surveys is highly encouraged! Your confidential responses to these surveys are needed to illustrate the prevalence of workplace violence against nurses in Texas and to help the Texas Center for Nursing Workforce Studies Advisory Committee make policy recommendations to address workplace violence against nurses in Texas.

Results from these two surveys will be available in December 2016. If you have any questions, please don't hesitate to contact TCNWS by email at [TCNWS@dshs.state.tx.us](mailto:TCNWS@dshs.state.tx.us) or by phone at 512-776-6723.

## SAVE THE DATES

### *Texas Taking the Next Step Conference*

**Day 1 – Advancing Nursing in Long-term Care**

**Day 2 – Dementia in Long-term Care and Community Settings**

**Dates: August 1-2, 2016**

**Location: Austin Marriott North, Round Rock, Texas**

The Texas Department of Aging and Disability Services (DADS), in collaboration with the University of Texas at Austin School of Nursing are hosting an informative two-day, free event. Day 1 will focus on Advancing Nursing in Long-term Care by providing nursing specific information related to the care of the geriatric population and those with dementia related conditions. Day 2 of the event will provide all healthcare disciplines as well as family members and private care-givers with basic as well as in-depth information that is specific to care for those with dementia related conditions. By attending, long-term care nurses will gain knowledge on dementia including how to identify and manage the symptoms, as well as palliative care and decision making for those with dementia; a number of clinical areas, including nutrition, hydration, weight management, medication management in the geriatric population, geriatrics in the mental health and intellectual and developmentally disabled subpopulations, diabetes management, and many others; feeding techniques for those suffering from Alzheimer's disease or other dementia related conditions; and infection control.

### Who Should Attend?

Day 1: RNs and LVNs who work in long-term care or with the geriatric population

Day 2: Multiple health care disciplines; family members, loved ones, and friends; and consumers

### Registration:

Registration opens June 2016. Seats are limited.

### Continuing Education:

Texas Department of Aging and Disability Services - Regulatory Services Division is an approved provider of continuing nursing education by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

### For more information:

If you would like more information about this event, email the DADS Quality Monitoring Program at [Quality.MonitoringProgram@dads.state.tx.us](mailto:Quality.MonitoringProgram@dads.state.tx.us).

### *How to be a Successful DON in a Texas Nursing Facility Nursing Facility Directors Of Nursing (DON) Academy*

Nursing facility Directors of Nursing (DONs), potential DONs, assistant DONs, corporate nurses and Licensed Nursing Facility Administrators (LNFAs) are encouraged to attend the DON Academy. The DON Academy was created through a collaborative effort by steering committee members from the Texas Department of Aging and Disability Services (DADS), the Texas Health Care Association (THCA), TMF Quality Innovation Network – Quality Improvement Organization (TMF QIN-QIO), and nursing facility DONs. This Academy will provide participants with state and federal regulatory information as well as evidence-based best practice information necessary to successfully manage their facility as well as improve the quality of care and quality of life for the residents they serve. The DON Academy will be presented eight times around the state from April through June 2016.

### **For more information and if you would like to attend, please visit:**

<https://swift-solutions.org/DADS/>

### Continuing Education

Continuing education hours of 10.25 will be awarded for nurses, while LNFAs will receive 18.75 hours.

### For more information

If you have any questions please contact Laura Arce, DON Academy Coordinator, at [laura.arce@dads.state.tx.us](mailto:laura.arce@dads.state.tx.us)



### **Do You need to change your address?**

**Notification of change of address as required by Rule 217.7 can be completed by any of the following methods:**

**Mail:** Texas Board of Nursing  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701-3944  
**E-Mail:** [webmaster@bon.texas.gov](mailto:webmaster@bon.texas.gov)  
**Fax:** (512) 305-7401

**NOTE: Notification must be provided within 10 days of move**

### **Notifications must include:**

- 1. Name;**
- 2. RN or LVN License Number;**
- 3. Last four digits of Social Security Number;**
- 4. Old and New Addresses; and**



The purpose of the *Texas Board of Nursing Bulletin* is to disseminate information to nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Texas Board of Nursing related to the safe and legal practice of nursing. The *Texas Board of Nursing Bulletin* provides information on current issues and trends in nursing regulation, status of nursing education programs, information regarding licensure and nursing practice, and disciplinary action taken against licensees who violated the Nursing Practice Act.

Texas Board of Nursing  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701-3944



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#### Office Hours and Location

The office of the Texas Board of Nursing is located in the William P. Hobby Building, located at the corner of 4th and Guadalupe in downtown Austin. The mailing address is: 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays.

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### Board of Nursing Contact Information

|                                                                      |                                                                      |
|----------------------------------------------------------------------|----------------------------------------------------------------------|
| MAIN NUMBER.....                                                     | (512) 305-7400                                                       |
| FAX.....                                                             | (512) 305-7401                                                       |
| -- 24-hour Access                                                    |                                                                      |
| -- License Verification                                              |                                                                      |
| -- General Information                                               |                                                                      |
| ENFORCEMENT.....                                                     | (512) 305-6838                                                       |
| -- Complaint and Disciplinary Action Inquiries                       |                                                                      |
| -- Violations of NPA and Rules and Regulations                       |                                                                      |
| -- Monitoring of Disciplined RNs and LVNs                            |                                                                      |
| OPERATIONS                                                           |                                                                      |
| CUSTOMER SERVICE.....                                                | (512) 305-6809                                                       |
| -- License Renewals                                                  |                                                                      |
| -- Endorsement/Examination                                           |                                                                      |
| -- Continuing Education for LVNs & RNs                               |                                                                      |
| SALES OF LISTS.....                                                  | (512) 305-6848                                                       |
| -- Electronic Nurse Files                                            |                                                                      |
| -- Publications                                                      |                                                                      |
| PROFESSIONAL AND VOCATIONAL NURSING                                  |                                                                      |
| ADVANCED PRACTICE.....                                               | (512) 305-6843                                                       |
| -- APRN Application and Prescriptive Authority Procedures            |                                                                      |
| <a href="mailto:aprn@bon.texas.gov">aprn@bon.texas.gov</a>           |                                                                      |
| NURSING EDUCATION.....                                               | (512) 305-6816                                                       |
| NURSING PRACTICE.....                                                | (512) 305-6802                                                       |
| -- Nursing Practice Issues                                           |                                                                      |
| -- Legislation                                                       |                                                                      |
| Workshop Information.....                                            | (512) 305-6844                                                       |
| -- Workshop e-mail inquiries:                                        |                                                                      |
| <a href="mailto:workshops@bon.texas.gov">workshops@bon.texas.gov</a> |                                                                      |
| NEWSLETTER INFO.....                                                 | (512) 305-6842                                                       |
| -- WEB Address.....                                                  | <a href="http://www.bon.texas.gov">www.bon.texas.gov</a>             |
| -- Refer e-mail inquiries to:                                        | <a href="mailto:webmaster@bon.texas.gov">webmaster@bon.texas.gov</a> |

# NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses through a Board order containing public information about the nurse's disciplinary action. You can obtain information about these disciplinary actions from the Board's website, [www.bon.texas.gov](http://www.bon.texas.gov), using the verification look-up under **Licensure** or under the disciplinary action section of **Discipline & Complaints**. Under **Licensure**, select **Verification** then click on the applicable type of license type; **Discipline & Complaints**, select Disciplinary Action then select individual newsletter date. Additionally, you can send your written request to the Texas Board of Nursing, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944.

| <u>NAME</u>                             | <u>LICENSE NUMBER(S)</u> | <u>DISCIPLINE</u>            | <u>DATE OF ACTION</u> |
|-----------------------------------------|--------------------------|------------------------------|-----------------------|
| Adams, Lucinda Nicole                   | LVN 192257               | Warning with Stipulations    | January 21, 2016      |
| Adams-Saddler, Charmpleaouss Kerrvonnee | RN 705826                | Warning with Stipulations    | November 10, 2015     |
| Adorku, Nana (Cynthia Andrea) Harris    | RN 786757                | Reprimand with Stipulations  | January 21, 2016      |
| Afflerbach, Michael Allen               | RN 709644                | Voluntary Surrender          | November 13, 2015     |
| Agnew, Deloris H.                       | LVN 59393                | Revoked                      | December 8, 2015      |
| Aguilar, Kamie Rae                      | RN 772595                | Warning with Stipulations    | January 21, 2016      |
| Ahamba, Ekelechi Gardenia               | RN 817042                | Suspend/Probate              | January 21, 2016      |
| Ahrens, Tambra Audrey                   | LVN 221070               | Warning with Stipulations    | November 10, 2015     |
| Akins, Dana T.                          | LVN 132036               | Revoked                      | December 8, 2015      |
| Akintola Lopato, Irene                  | LVN 304649               | Revoked                      | December 8, 2015      |
| Alexander, Krystle Lynn                 | RN 772928                | Warning with Stipulations    | January 21, 2016      |
| Allen, Carrie Elaine                    | RN 699395                | Warning with Stipulations    | January 21, 2016      |
| Allen, Sara Lynne                       | RN 546761                | Voluntary Surrender          | January 4, 2016       |
| Alongi, Wayne Russell                   | API22816 & RN 867841     | Revoked                      | January 21, 2016      |
| Alonzo, Graciela                        | LVN 196751               | Suspend/Probate              | November 10, 2015     |
| Alvarez, Rebecca Suzanne                | LVN 201425               | Revoked                      | November 10, 2015     |
| Anderau, Megan Rose                     | RN 795026                | Revoked                      | November 10, 2015     |
| Anderson, Michael E.                    | RN 521478                | Reprimand with Stipulations  | January 21, 2016      |
| Anderson, Michael John                  | LVN 215701               | Revoked                      | December 8, 2015      |
| Anderson, Roderick Dale                 | LVN 167521               | Warning with Stipulations    | November 10, 2015     |
| Arriola, Adrian Alejandro               | LVN 316924               | Suspend/Probate              | January 21, 2016      |
| Arteaga, Maria Consuelo                 | LVN 307196               | Warning with Stipulations    | November 10, 2015     |
| Asumbrado, Jerry Macasil                | RN 741521                | Limited License              | January 21, 2016      |
| Aven, Anthony Zachary                   | RN 834064                | Revoked                      | November 10, 2015     |
| Aycock, Matthew Clarke                  | RN 825850                | Warning with Stipulations    | January 21, 2016      |
| Aycock, Nicholas Carlos                 | RN 821943 & LVN 303143   | Enforced Suspension          | January 4, 2016       |
| Ball, Sherry Kaye                       | LVN 126293               | Voluntary Surrender          | November 12, 2015     |
| Banthavong, Sibounheung                 | RN 644811                | Warning with Stipulations    | November 10, 2015     |
| Barnes, Shona L.                        | LVN 198058               | Remedial Education           | January 6, 2016       |
| Barraza, Elizabeth                      | LVN 224791               | Revoked                      | January 21, 2016      |
| Barron, Sylvia                          | LVN 306334               | Reprimand with Stipulations  | January 21, 2016      |
| Basaldua, Ramon                         | LVN 225574               | Enforced Suspension          | January 14, 2016      |
| Baucom, Brenda Jean                     | LVN 127113               | Warning with Stipulations    | January 21, 2016      |
| Baumbach, Cassie Lynn                   | LVN 182350               | Revoked                      | November 10, 2015     |
| Beaty, Kathy Elaine                     | LVN 198048               | Revoked                      | November 10, 2015     |
| Beckworth, Susan Jean                   | LVN 131965               | Revoked                      | November 10, 2015     |
| Beene, Laterica Mccray                  | RN 843915                | Reprimand with Stipulations  | December 8, 2015      |
| Bell, Danielle Nicole                   | LVN 171188               | Remedial Education with Fine | January 4, 2016       |
| Bell, Melisa Lynn                       | RN 687841                | Voluntary Surrender          | December 11, 2015     |
| Benavides, Belia                        | LVN 111455               | Revoked                      | November 10, 2015     |
| Benefield-Wade, Judith Anne             | RN 861484                | Reprimand with Stipulations  | January 21, 2016      |
| Berhane, Yordanos G.                    | RN 851368                | Warning with Stipulations    | January 21, 2016      |
| Best, Ebony Delicia                     | RN 835701                | Warning with Stipulations    | January 21, 2016      |
| Billings, Kathryn Ann                   | RN 849747                | Warning with Stipulations    | January 21, 2016      |
| Bingham, Richard Noel                   | RN 828534                | Warning with Stipulations    | January 21, 2016      |
| Birmingham, Toni Renee                  | RN 620690 & LVN 137204   | Enforced Suspension          | January 13, 2016      |
| Black, Antonia                          | RN 626852 & LVN 103095   | Suspend/Probate              | January 21, 2016      |
| Blades, Anthony Ray                     | RN 567310                | Warning with Stipulations    | January 21, 2016      |
| Blakeman, Kristen Danielle              | LVN 300029               | Revoked                      | January 21, 2016      |
| Blasini, Kimberly                       | RN 782538                | Suspend/Probate              | November 10, 2015     |
| Bliven, Edward Charles                  | RN 811558                | Suspend/Probate              | January 21, 2016      |
| Blood, Teddy F.                         | LVN 137239               | Reprimand with Stipulations  | January 21, 2016      |
| Bluitt, Loretta T.                      | LVN 180868               | Remedial Education           | November 9, 2015      |
| Bowland, Kimberly Ann                   | RN 758073 & LVN 192821   | Reprimand with Stipulations  | December 8, 2015      |

**DISCIPLINARY ACTION**

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| <b><u>NAME</u></b>                       | <b><u>LICENSE NUMBER(S)</u></b> | <b><u>DISCIPLINE</u></b>            | <b><u>DATE OF ACTION</u></b> |
|------------------------------------------|---------------------------------|-------------------------------------|------------------------------|
| Bowls, Derek Allan                       | RN 672588                       | Warning with Stipulations           | December 8, 2015             |
| Branch, Pattie June                      | LVN 149986                      | Revoked                             | December 8, 2015             |
| Breeze, Paula Kay                        | RN 783823                       | Revoked                             | December 8, 2015             |
| Britt, Janice Singleton                  | PTP NC RN 209894                | Voluntary Surrender                 | November 23, 2015            |
| Brooks, Janice Lynn                      | LVN 130644                      | Remedial Education with Fine        | November 18, 2015            |
| Brown, Angela Yvette                     | LVN 315235                      | Revoked                             | December 8, 2015             |
| Brozek, Vaughn Anthony                   | RN 854104                       | Remedial Education with Fine        | November 17, 2015            |
| Brozio, Jessica Louise                   | RN 788990                       | Warning with Stipulations           | November 10, 2015            |
| Brumfield, Candice Dawn                  | LVN 184789                      | Warning with Stipulations           | December 8, 2015             |
| Brumit, Monica                           | RN 664837                       | Remedial Education with Fine        | December 29, 2015            |
| Bruns, Judy Marie                        | RN 771818                       | Warning with Stipulations           | December 8, 2015             |
| Bryant, Leah Ann                         | RN 795206                       | Warning with Stipulations           | January 21, 2016             |
| Buenrostro, Crystal Taniele              | LVN 179657                      | Reprimand with Stipulations         | January 21, 2016             |
| Bulls, Susan Esther                      | AP103191 & RN 531189            | Reprimand with Stipulations         | December 8, 2015             |
| Burns-Aynes, Jill A.                     | LVN 116307                      | Revoked                             | November 10, 2015            |
| Burton, Treva                            | LVN 308320                      | Revoked                             | November 10, 2015            |
| Butcher, Robert Edward                   | RN 666834 & LVN 158176          | Voluntary Surrender                 | December 15, 2015            |
| Cagle, Gerald Thomas                     | RN 593892                       | Revoked                             | January 22, 2016             |
| Caldwell, Rachel Leah                    | LVN 310970                      | Voluntary Surrender                 | January 4, 2016              |
| Cannon, Beverly Jo                       | LVN 24529                       | Revoked                             | December 8, 2015             |
| Cantu, Tabitha                           | LVN 177227                      | Revoked                             | November 10, 2015            |
| Caoleng, John Paul Valenzuela            | RN 781995                       | Warning with Stipulations           | November 10, 2015            |
| Caraveo, Darryk Manuel                   | LVN 221065                      | Revoked                             | November 10, 2015            |
| Cassat, Raquel Guerrero                  | RN 547491                       | Warning with Stipulations           | December 8, 2015             |
| Cenatiempo, Lynne Marie                  | RN 521657                       | Revoked                             | November 10, 2015            |
| Christian, Bradley Alan                  | LVN 196633                      | Warning with Stipulations           | January 21, 2016             |
| Churchman, Patti Matthews                | RN 443665                       | Warning with Stipulations           | January 21, 2016             |
| Ciomperlik, Danna Renee                  | RN 809076 & LVN 206427          | Revoked                             | November 10, 2015            |
| Clacher, Diana Martinez                  | LVN 216781                      | Enforced Suspension                 | December 8, 2015             |
| Clark, Robert Dwight                     | RN 565674                       | Remedial Education with Fine        | December 10, 2015            |
| Claycomb, Sheila Kay                     | LVN 193772                      | Reprimand with Stipulations         | January 21, 2016             |
| Clements, Lori Len                       | LVN 156243                      | Voluntary Surrender                 | November 3, 2015             |
| Cloer, Nolan Leroy                       | LVN 127783                      | Revoked                             | November 10, 2015            |
| Comeaux, Melanie Ann                     | RN 625846                       | Revoked                             | December 8, 2015             |
| Comiskey, Katherine Beth                 | RN 845467                       | Revoked                             | January 21, 2016             |
| Conde, Jr., Juan Jose                    | LVN 316424                      | Reprimand with Stipulations         | November 10, 2015            |
| Cooper, Jamie Beck                       | RN 728906 & LVN 187030          | Warning with Stipulations           | January 21, 2016             |
| Cordoway, Vanessa Ann                    | RN 833495                       | Voluntary Surrender                 | January 26, 2016             |
| Cortes, Christine Solano                 | RN 776383                       | Warning with Stipulations           | November 10, 2015            |
| Costello, Anne Marie                     | RN 828430                       | Remedial Education with Fine        | November 5, 2015             |
| Cotton, Chalonda                         | RN 637947                       | Revoked                             | January 21, 2016             |
| Cover, Lindsey Nicole                    | RN 859791 & LVN 307142          | Warning with Stipulations           | November 10, 2015            |
| Cox, Connie Jo                           | RN 614976                       | Limited License                     | December 8, 2015             |
| Cox, Jerry Lee                           | LVN 159201                      | Revoked                             | November 10, 2015            |
| Crawford, Gina Marie                     | RN 719470                       | Warning with Stipulations           | January 21, 2016             |
| Crawford, Holly                          | RN 724335                       | Reprimand with Stipulations         | November 10, 2015            |
| Creixell Plazas, Miren                   | RN 843129                       | Remedial Education                  | November 18, 2015            |
| Crudup, Melinda Ayn                      | RN 727706                       | Enforced Suspension                 | January 21, 2016             |
| Curby, Jana Lynn                         | RN 605261                       | Warning with Stipulations           | January 21, 2016             |
| Curry, Erin Nicole                       | RN 835038                       | Reprimand with Stipulations         | January 21, 2016             |
| Daniel, Deborah Ann                      | LVN 166259                      | Revoked                             | January 21, 2016             |
| Davenport, Dana Deeaun                   | RN 808633                       | Remedial Education                  | December 11, 2015            |
| Davis, Regina Renea                      | LVN 228223                      | Revoked                             | November 10, 2015            |
| Davis, Rhonda Louise                     | RN 693260                       | Remedial Education, Deferred        | December 9, 2015             |
| Day, Sarah                               | RN 705865 & LVN 173745          | Warning with Stipulations, Deferred | November 10, 2015            |
| Dearmon, Cheronda Denise                 | LVN 222553                      | Reprimand with Stipulations         | November 10, 2015            |
| Decas, Patricia Lee                      | LVN 185295                      | Voluntary Surrender                 | January 8, 2016              |
| Dehart, Aimee                            | RN 648203                       | Revoked                             | November 10, 2015            |
| Denhartog, Margaret Catherine (Olivieri) | LVN 58130                       | Remedial Education with Fine        | December 9, 2015             |
| Derry, Elizabeth Mary                    | LVN 164911                      | Remedial Education                  | January 26, 2016             |

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| <b><u>NAME</u></b>           | <b><u>LICENSE NUMBER(S)</u></b>  | <b><u>DISCIPLINE</u></b>            | <b><u>DATE OF ACTION</u></b> |
|------------------------------|----------------------------------|-------------------------------------|------------------------------|
| Diaz, Casey Michelle         | LVN 213567                       | Revoked                             | January 21, 2016             |
| Drahms, Catherine M.         | RN 663126                        | Warning with Stipulations, Deferred | December 8, 2015             |
| Dreiling, Betty J.           | RN 636219                        | Revoked                             | December 8, 2015             |
| Drennon, Shamika N.          | RN 864395 & LVN 301326           | Remedial Education                  | December 23, 2015            |
| Dugger, Tiffany Janea        | RN 714538                        | Enforced Suspension                 | November 20, 2015            |
| Duncan, Mindy Nicole         | RN 698683                        | Revoked                             | November 10, 2015            |
| Dutta, Teresa                | RN 655846                        | Enforced Suspension                 | January 21, 2016             |
| Edwards, Courtney Elisabeth  | RN 853886                        | Warning with Stipulations           | January 21, 2016             |
| Edwards, Michelle D.         | RN 612708                        | Warning with Stipulations           | December 8, 2015             |
| Edwards, Rosanna Lea         | LVN 130803                       | Reprimand with Stipulations         | January 21, 2016             |
| Ehr, Melissa Rae             | RN 704586 & LVN 185085           | Warning with Stipulations           | January 21, 2016             |
| Elad, Clarence Ndi           | LVN 232858                       | Voluntary Surrender                 | December 10, 2015            |
| Elaya, Joann                 | RN 819531                        | Remedial Education, Deferred        | January 6, 2016              |
| Emeharole, Jane Chioma       | RN 789031                        | Warning with Stipulations           | December 8, 2015             |
| Epps, Muriel Denise          | RN 502598                        | Voluntary Surrender                 | November 9, 2015             |
| Evans, Carlos Gerardo        | AP125499 & RN 694089             | Enforced Suspension                 | December 2, 2015             |
| Evans, Crystal Lynn          | LVN 228762                       | Suspend/Probate                     | November 10, 2015            |
| Fagan, Monica Lorenzo        | RN 722086                        | Warning with Stipulations           | January 21, 2016             |
| Felix, Brandilyn Kay         | RN 704760                        | Warning with Stipulations           | January 21, 2016             |
| Ferguson, Sandra K.          | LVN 44447                        | Reprimand with Stipulations         | December 8, 2015             |
| Ferry, Kathleen Ann          | AP109299, RX 4285<br>& RN 458098 | Voluntary Surrender                 | December 9, 2015             |
| Fielder, Linda S.            | LVN 59988                        | Warning with Stipulations           | December 8, 2015             |
| Flanagan, Christina Marie    | AP106854 & RN 566580             | Remedial Education                  | January 6, 2016              |
| Flores, Jr., Jose Omar       | RN 760292                        | Warning with Stipulations           | November 10, 2015            |
| Floyd, Mellisa Michelle      | LVN 317016                       | Enforced Suspension                 | November 10, 2015            |
| Foltz, Kasi Maxine           | LVN 206395                       | Warning with Stipulations           | January 21, 2016             |
| Fudge, Kay Long              | LVN 41869                        | Revoked                             | December 8, 2015             |
| Galloway, Sarah Elizabeth    | RN 820318                        | Warning with Stipulations           | December 8, 2015             |
| Gandy, Nancy Ruth            | RN 572436                        | Revoked                             | December 8, 2015             |
| Gann, Wendi Michelle         | RN 802939 & LVN 223373           | Enforced Suspension                 | November 12, 2015            |
| Garcia, Brenda Jennifer      | RN 809889                        | Warning with Stipulations           | January 21, 2016             |
| Garcia, Jessica Renee        | RN 787971                        | Reprimand with Stipulations         | November 6, 2015             |
| Garnett, John Downing        | RN 834419                        | Warning with Stipulations           | November 10, 2015            |
| Garrett, Anna Carol          | LVN 150419                       | Warning with Stipulations           | January 21, 2016             |
| Garrison, James Ray          | RN 605406                        | Voluntary Surrender                 | December 1, 2015             |
| Garza, Kimberly Nicole       | LVN 317751                       | Warning with Stipulations           | November 10, 2015            |
| Garza, Melissa Kay           | LVN 167065                       | Warning with Stipulations           | December 8, 2015             |
| Gerlich, Kristine Huddleston | RN 850773                        | Warning with Stipulations           | November 10, 2015            |
| Goddard, Heather Selene      | RN 792631                        | Remedial Education with Fine        | November 10, 2015            |
| Godsey, Angie                | RN 658458                        | Enforced Suspension                 | December 15, 2015            |
| Gollahon, Lora Jo            | LVN 194040                       | Voluntary Surrender                 | January 29, 2016             |
| Gomez, Kelli Ann             | LVN 316033                       | Warning with Stipulations           | December 8, 2015             |
| Gonzales, Desireah           | RN 827913                        | Warning with Stipulations           | January 21, 2016             |
| Gonzalez, Erika              | RN 730638                        | Enforced Suspension                 | January 14, 2016             |
| Gonzalez, Jesus              | LVN 180334                       | Remedial Education with Fine        | December 1, 2015             |
| Gonzalez, Nathan Joe         | LVN 300338                       | Warning with Stipulations           | January 21, 2016             |
| Gonzalez, Norma K.           | LVN 111730                       | Revoked                             | January 21, 2016             |
| Gore, Danny Ray              | LVN 190424                       | Warning with Stipulations           | January 21, 2016             |
| Grabs, Mark Wayne            | RN 681305 & LVN 168499           | Revoked                             | December 8, 2015             |
| Graff, Jacob                 | RN 814903                        | Revoked                             | November 10, 2015            |
| Granado, Rosemarie           | RN 606097 & LVN 97285            | Warning with Stipulations           | January 21, 2016             |
| Graves, Glenda J. H.         | RN 231649                        | Warning with Stipulations           | November 10, 2015            |
| Green, Patricia Ann          | LVN 115855                       | Warning                             | November 10, 2015            |
| Gregory, Linda Sue           | RN 244272                        | Remedial Education with Fine        | January 5, 2016              |
| Griffin, Amanda Jo           | LVN 224308                       | Remedial Education with Fine        | November 9, 2015             |
| Griffin, Leigh Kelly         | RN 701471                        | Revoked                             | December 8, 2015             |
| Griffin, Shelley Copeland    | RN 705983                        | Voluntary Surrender                 | January 16, 2016             |
| Gutierrez, Juan Ramon        | LVN 138521                       | Reprimand with Stipulations         | December 8, 2015             |
| Gutierrez, Karina            | RN 822095                        | Suspend/Probate                     | November 10, 2015            |

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| <u>NAME</u>               | <u>LICENSE NUMBER(S)</u>           | <u>DISCIPLINE</u>                   | <u>DATE OF ACTION</u> |
|---------------------------|------------------------------------|-------------------------------------|-----------------------|
| Hagan, Georgina           | RN 707467                          | Revoked                             | November 10, 2015     |
| Hardman, Jessica Jayne    | LVN 220738                         | Remedial Education with Fine        | December 1, 2015      |
| Harmon, Shelly Latrice    | LVN 172581                         | Enforced Suspension                 | December 8, 2015      |
| Harris, Marie-Therese S.  | RN 855456                          | Warning with Stipulations           | December 8, 2015      |
| Harris, Terica            | LVN 310673                         | Revoked                             | November 10, 2015     |
| Harrison, Claire P.       | RN 622262                          | Suspend/Probate                     | November 10, 2015     |
| Harrow, Laura Jean        | LVN 164957                         | Revoked                             | December 8, 2015      |
| Hawkins, Latonya Nicole   | RN 770158 & LVN 149665             | Warning with Stipulations           | January 21, 2016      |
| Hawthorne, Roslyn Denise  | LVN 146405                         | Warning with Stipulations           | January 21, 2016      |
| Hayes, Sally Chapman      | RN 251543                          | Revoked                             | December 8, 2015      |
| Helms, Liza               | LVN 165431                         | Remedial Education                  | January 26, 2016      |
| Henderson, Rhunda Faye    | LVN 176048                         | Revoked                             | November 10, 2015     |
| Hernandez, Angelica       | LVN 204351                         | Reprimand with Stipulations         | December 8, 2015      |
| Herrera, Angelita         | AP117719 & RN 642529               | Reprimand with Stipulations         | December 8, 2015      |
| Hester, Kathy Renae       | RN 672539                          | Revoked                             | December 8, 2015      |
| Higgins, Karen D.         | RN 607581                          | Suspend/Probate                     | December 8, 2015      |
| Hill, Rosalind            | LVN 85879                          | Voluntary Surrender                 | January 5, 2016       |
| Hines, Carrie Mae Holt    | LVN 33453                          | Voluntary Surrender                 | November 2, 2015      |
| Hinnant, Keith Allen      | LVN 180710                         | Revoked                             | November 10, 2015     |
| Hodge, Viana              | RN 756195                          | Enforced Suspension                 | December 8, 2015      |
| Hodgins, Cynthia Eileen   | AP112439 & RN 602731               | Warning with Stipulations           | January 21, 2016      |
| Holmes, Karen Sue         | LVN 103962                         | Voluntary Surrender                 | November 12, 2015     |
| Holt, Marguerite L.       | RN 504971                          | Warning with Stipulations           | January 21, 2016      |
| Hopper, Jennifer Charlene | LVN 232244                         | Revoked                             | November 10, 2015     |
| Housh, Carla Rebecca      | RN 758622 & LVN 176214             | Reprimand with Stipulations         | January 21, 2016      |
| Houston, Sammy Ali        | RN 812230 & LVN 205150             | Voluntary Surrender                 | November 16, 2015     |
| Howe, Adam Wayne          | AP115128 & RN 669227               | Remedial Education                  | January 12, 2016      |
| Hughes, Molly M.          | RN 619668                          | Warning with Stipulations           | November 10, 2015     |
| Humphers, Ashley Rochelle | LVN 215778                         | Revoked                             | November 10, 2015     |
| Jackson, Carol Ann        | LVN 102605                         | Remedial Education with Fine        | December 10, 2015     |
| Jalloh, Umu               | LVN 213431                         | Warning with Stipulations           | December 8, 2015      |
| Jimenez, Maricela         | LVN 189375                         | Voluntary Surrender                 | January 14, 2016      |
| John, Lynell Patricia     | RN 668191                          | Reprimand with Stipulations         | November 10, 2015     |
| Johnson, Angela Marie     | RN 768603 & LVN 197576             | Remedial Education with Fine        | November 17, 2015     |
| Johnson, Cathy            | LVN 180138                         | Revoked                             | November 10, 2015     |
| Johnson, Rosie Lee        | AP112117, RN 243922<br>& LVN 52935 | Reprimand with Stipulations         | January 21, 2016      |
| Johnson, Stacey Elizabeth | RN 753394                          | Enforced Suspension                 | January 21, 2016      |
| Jones, Angela Maria       | RN 593542                          | Revoked                             | November 10, 2015     |
| Jones, Caroline Bickham   | LVN 204959                         | Revoked                             | November 10, 2015     |
| Jones, Robyn Y.           | LVN 148093                         | Remedial Education with Fine        | November 19, 2015     |
| Jordan, Lachandra Nicole  | LVN 218697                         | Warning with Stipulations           | January 21, 2016      |
| Juachon, Brenda Viluan    | RN 709277                          | Suspend/Probate                     | December 8, 2015      |
| Juarez, Priscilla         | LVN 305725                         | Warning with Stipulations           | January 21, 2016      |
| Keahey, Janis B.          | LVN 43971                          | Voluntary Surrender                 | November 23, 2015     |
| Kearns, Gregory James     | LVN 89424                          | Revoked                             | January 21, 2016      |
| Kelly, Paula M.           | RN 664373                          | Warning with Stipulations           | January 21, 2016      |
| King, Jane Marie          | AP120537 & RX 11480                | Voluntary Surrender                 | December 1, 2015      |
| King, Jane Marie          | RN 836782                          | Voluntary Surrender                 | January 6, 2016       |
| Kiptarus, Wilfred Kiplimo | RN 685559                          | Warning with Stipulations           | November 10, 2015     |
| Knesek, Dianne M.         | RN 634508 & LVN 115907             | Revoked                             | January 21, 2016      |
| Kolberg, Gabriela         | RN 813855                          | Warning with Stipulations, Deferred | November 10, 2015     |
| Korn, Armanda V.          | LVN 167218                         | Warning with Stipulations           | January 21, 2016      |
| Kuehn, Rhonda Louk        | LVN 130223                         | Warning with Stipulations           | November 10, 2015     |
| Kunkel, Kelly Dawn        | RN 568030                          | Enforced Suspension                 | January 22, 2016      |
| Kyzar, Beverly Michelle   | RN 709301 & LVN 170623             | Warning with Stipulations           | November 10, 2015     |
| Larey, Randi Rene         | LVN 211137                         | Remedial Education with Fine        | January 6, 2016       |
| Law, Jo Ellen             | LVN 182991                         | Voluntary Surrender                 | December 1, 2015      |
| Lawrence, Perla B.        | LVN 181566                         | Revoked                             | November 10, 2015     |
| Lawton, Le Marlane        | LVN 233573                         | Warning with Stipulations           | November 10, 2015     |

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| <b><u>NAME</u></b>            | <b><u>LICENSE NUMBER(S)</u></b> | <b><u>DISCIPLINE</u></b>     | <b><u>DATE OF ACTION</u></b> |
|-------------------------------|---------------------------------|------------------------------|------------------------------|
| Lechler, Bernard George       | LVN 169234                      | Revoked                      | January 21, 2016             |
| Lee, Chan Mi                  | RN 875674                       | Voluntary Surrender          | January 15, 2016             |
| Lemke, Elizabeth Dawn         | LVN 211513                      | Remedial Education with Fine | January 25, 2016             |
| Lemoine, Dyna Joleen          | LVN 186888                      | Remedial Education           | January 5, 2016              |
| Lemons, Khila M.              | RN 630777                       | Reprimand with Stipulations  | December 8, 2015             |
| Lemons, Susan M.              | RN 512914                       | Enforced Suspension          | January 21, 2016             |
| Leone, Marian Ross            | RN 508628                       | Voluntary Surrender          | January 28, 2016             |
| Lindsey, Rhonda Delaine       | RN 568807                       | Enforced Suspension          | December 8, 2015             |
| Linhart, Brittney Leigh       | RN 838297                       | Warning with Stipulations    | January 21, 2016             |
| Longbine, Donna Gaylene       | RN 718947 & LVN 108557          | Revoked                      | December 8, 2015             |
| Lynn, Paula Wedel             | RN 800457                       | Revoked                      | January 21, 2016             |
| Maldonado, Kimberly           | RN 767934                       | Warning with Stipulations    | January 21, 2016             |
| Mann, Lynda Ann               | RN 589421 & LVN 122867          | Voluntary Surrender          | December 9, 2015             |
| Markowitz, Dawn M.            | RN 631517                       | Warning with Stipulations    | January 21, 2016             |
| Marshall, Cheryl Patrice      | RN 842757                       | Reprimand with Stipulations  | November 10, 2015            |
| Martinez, Gretchen Maria      | RN 768710 & LVN 176888          | Enforced Suspension          | December 17, 2015            |
| Masonheimer-Crouch, Leslie N. | RN 534029                       | Remedial Education with Fine | December 17, 2015            |
| Mast, Jessica Lee             | RN 723515 & LVN 190513          | Remedial Education, Deferred | December 15, 2015            |
| Mathias, Monte Ruth           | RN 579828                       | Warning with Stipulations    | January 21, 2016             |
| Mathis, Cynthia A.            | RN 628830                       | Revoked                      | December 8, 2015             |
| Mayo, Jennifer Erin           | RN 817089                       | Revoked                      | November 10, 2015            |
| McCabe, Nancy E.              | RN 242276                       | Remedial Education with Fine | January 6, 2016              |
| McCallister, Carla Ann        | LVN 221315                      | Revoked                      | January 21, 2016             |
| McCoig, Stacy Lynn            | RN 718625                       | Warning with Stipulations    | January 21, 2016             |
| McCoy, Rebecca Lynn           | LVN 107904                      | Revoked                      | November 10, 2015            |
| McDonough, Kathrine Lee       | RN 715064 & LVN 128076          | Warning with Stipulations    | December 8, 2015             |
| McElfresh, Ginger Marie       | RN 713084 & LVN 146357          | Warning with Stipulations    | November 10, 2015            |
| McKenzie, Dena Lynn           | RN 771852                       | Enforced Suspension          | January 21, 2016             |
| McKnight, Brenda Wiener       | RN 713962                       | Remedial Education with Fine | November 17, 2015            |
| McManus, Belinda K.           | LVN 213062                      | Voluntary Surrender          | November 9, 2015             |
| McNamara, Jennifer Lee        | RN 645759                       | Reprimand with Stipulations  | January 21, 2016             |
| Medina, Claudia Elena         | LVN 307508                      | Warning with Stipulations    | December 8, 2015             |
| Meeks, Sarah Ellyn            | LVN 166370                      | Revoked                      | December 8, 2015             |
| Mendelson, Gina Lynn          | RN 581957 & LVN 135166          | Warning with Stipulations    | January 21, 2016             |
| Mieher, Sherry L Stroud       | RN 224812                       | Revoked                      | December 8, 2015             |
| Miller, Ashley Dawn           | AP122182 & RN 759664            | Remedial Education           | December 7, 2015             |
| Milton, Angela D.             | LVN 148853                      | Revoked                      | December 8, 2015             |
| Minor, Elaine E.              | LVN 100313                      | Suspend/Probate              | January 21, 2016             |
| Mitchell, Lakeisha Denise     | LVN 193131                      | Reprimand with Stipulations  | January 21, 2016             |
| Mitchell, Stephanie           | RN 625657                       | Warning with Stipulations    | November 10, 2015            |
| Mitchum, Shannon Marie        | RN 745230                       | Revoked                      | December 8, 2015             |
| Mitton, Kimberly J.           | LVN 100300                      | Voluntary Surrender          | November 16, 2015            |
| Montgomery, Julie Ann         | RN 660648 & LVN 160421          | Warning with Stipulations    | November 10, 2015            |
| Montgomery, Tiffany Jo        | LVN 173226                      | Revoked                      | November 10, 2015            |
| Montoya, Cristina Anel        | LVN 210764                      | Warning with Stipulations    | January 21, 2016             |
| Moore, Janis Alene            | RN 690561                       | Voluntary Surrender          | November 24, 2015            |
| Moore, Mary Elaine            | LVN 303661                      | Warning with Stipulations    | January 21, 2016             |
| Morrel, Janice Jean           | RN 642017 & LVN 140402          | Limited License              | December 8, 2015             |
| Morris, Brooke Lea            | LVN 216971                      | Revoked                      | December 8, 2015             |
| Mounts, Kristy Lee            | LVN 208861                      | Revoked                      | November 10, 2015            |
| Mouratidis, Jesus Steve       | LVN 315266                      | Enforced Suspension          | January 21, 2016             |
| Mowrey, Patrick James         | RN 683724                       | Warning with Stipulations    | January 21, 2016             |
| Muema, Mary M.                | RN 790373 & LVN 220182          | Reprimand with Stipulations  | November 10, 2015            |
| Mullins, Julie Ann            | LVN 157151                      | Voluntary Surrender          | January 26, 2016             |
| Mulloy, Sandra Dee            | LVN 88496                       | Suspend/Probate              | November 10, 2015            |
| Murphy, Cheryl Anne           | RN 682085                       | Voluntary Surrender          | November 18, 2015            |
| Murphy, Kimberly Ann          | LVN 300432                      | Revoked                      | December 8, 2015             |
| Murphy, Stacey Ashlyn         | RN 606691 & LVN 143917          | Remedial Education, Deferred | January 12, 2016             |
| Muya, Maria Muthoni           | RN 766736                       | Warning with Stipulations    | November 10, 2015            |
| Neal, Susan Renee             | RN 708438                       | Remedial Education with Fine | January 27, 2016             |

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| <u>NAME</u>                     | <u>LICENSE NUMBER(S)</u> | <u>DISCIPLINE</u>                   | <u>DATE OF ACTION</u> |
|---------------------------------|--------------------------|-------------------------------------|-----------------------|
| Nerios, Ashley                  | LVN 304152               | Enforced Suspension                 | November 2, 2015      |
| Nguyen, Phuong Thi              | RN 877009                | Reprimand with Stipulations         | December 8, 2015      |
| Njie, Nwaeju O.                 | RN 602985                | Revoked                             | November 10, 2015     |
| Njoroge, Martin Ngugi           | RN 808860                | Revoked                             | January 21, 2016      |
| Nnabuike, Fanny Egbe            | RN 797519 & LVN 191304   | Warning with Stipulations           | January 21, 2016      |
| Novosad, Brenda Leah            | LVN 207941               | Revoked                             | December 8, 2015      |
| Obermeyer, Lisa Marie           | RN 775583                | Warning with Stipulations           | January 21, 2016      |
| Okereke, Obinna Chris           | RN 800088 & LVN 214606   | Warning with Stipulations           | January 21, 2016      |
| Olsen, Darcy Elizabeth          | RN 760101                | Reprimand with Stipulations         | November 10, 2015     |
| Omon, Ekaete Sunday             | RN 762099                | Revoked                             | December 8, 2015      |
| Ottenbacher, Margaret Elizabeth | AP112288 & RN 615900     | Remedial Education with Fine        | December 16, 2015     |
| Owens, Katrina Michelle         | LVN 320187               | Enforced Suspension                 | November 17, 2015     |
| Palmer, Henrietta               | LVN 105386               | Enforced Suspension                 | November 10, 2015     |
| Parks, Christiana               | LVN 317723               | Remedial Education                  | November 9, 2015      |
| Pate, Kimberli Kristen          | LVN 194768               | Revoked                             | January 21, 2016      |
| Patrick, Jr., Stephen Allen     | RN 701977 & LVN 151340   | Revoked                             | November 10, 2015     |
| Peavy, Tiffany Rose             | RN 821079 & LVN 207004   | Remedial Education with Fine        | January 21, 2016      |
| Perez, Alben                    | RN 878639                | Enforced Suspension                 | December 15, 2015     |
| Peterson, Gregory Alvin         | LVN 148896               | Voluntary Surrender                 | November 2, 2015      |
| Peterson, Lauren Gayle          | RN 789959                | Warning with Stipulations           | December 8, 2015      |
| Phillips, Amy Sue               | RN 731622 & LVN 149795   | Revoked                             | November 10, 2015     |
| Pinion, Adam Trevor             | RN 747466                | Warning with Stipulations           | November 10, 2015     |
| Pliner, Elaine Louise           | RN 521121                | Voluntary Surrender                 | December 10, 2015     |
| Ponce, Maria Del-Pilar          | RN 661540                | Warning with Stipulations           | December 8, 2015      |
| Powers, Susan Bernadine         | RN 833416                | Reprimand with Stipulations         | December 8, 2015      |
| Pratt, Tira Lynn                | LVN 314202               | Revoked                             | December 8, 2015      |
| Prentice, Jennifer Sue          | LVN 224945               | Reprimand                           | January 21, 2016      |
| Purnell, Bell Janet             | LVN 126901               | Revoked                             | December 8, 2015      |
| Pyle, Theda Marie               | RN 662236                | Revoked                             | November 10, 2015     |
| Qian, Junqiu                    | RN 796538                | Warning with Stipulations           | November 10, 2015     |
| Quintero, Mario                 | LVN 185669               | Suspend/Probate                     | December 8, 2015      |
| Quiroz, Shauna Laraine          | LVN 209098               | Remedial Education with Fine        | November 2, 2015      |
| Radley, Jessica Anne            | AP117496 & RN 677695     | Warning with Stipulations           | January 21, 2016      |
| Ragin, Lauren                   | RN 789620                | Revoked                             | November 10, 2015     |
| Ratcliff, Terry Leon            | LVN 122996               | Voluntary Surrender                 | January 13, 2016      |
| Ray, Marcus N.                  | RN 735913                | Reprimand with Stipulations         | January 21, 2016      |
| Redus, Carol Lynn               | RN 685672                | Revoked                             | November 10, 2015     |
| Reeder, Cristi Lynn             | LVN 190564               | Revoked                             | November 10, 2015     |
| Rencher, Kristina McLean        | RN 599747                | Warning with Stipulations, Deferred | November 10, 2015     |
| Reyes, Darlene Maydee Quimco    | RN 823525                | Remedial Education                  | November 16, 2015     |
| Reynolds, Christy Michelle      | RN 814357                | Enforced Suspension                 | January 22, 2016      |
| Rice, Heather Dawn Stephens     | LVN 215150               | Warning with Stipulations, Deferred | January 21, 2016      |
| Rich, Joyce Mishelle            | RN 644049                | Revoked                             | January 21, 2016      |
| Rickli, Sarita Marie            | LVN 304126               | Revoked                             | December 8, 2015      |
| Rieger, Susan Kay               | LVN 153524               | Voluntary Surrender                 | December 30, 2015     |
| Risner, Elizabeth Ann           | RN 822602                | Warning with Stipulations           | January 21, 2016      |
| Roberts, Clinton Tyrus          | RN 705107                | Remedial Education, Deferred        | December 23, 2015     |
| Roberts, Sarah Lucille          | LVN 223773               | Remedial Education with Fine        | November 24, 2015     |
| Robinson, Sarah Louise          | RN 832665 & LVN 300754   | Enforced Suspension                 | January 13, 2016      |
| Rodgers, Wendy Rene             | RN 749696                | Revoked                             | December 8, 2015      |
| Rogers, Eddith Marie            | LVN 125529               | Remedial Education                  | November 19, 2015     |
| Rojas, Angie Marie              | RN 802563                | Enforced Suspension                 | January 4, 2016       |
| Rossi, Daphne Elizabeth         | RN 814363                | Warning with Stipulations           | January 21, 2016      |
| Rowland, Melissa                | RN 845794 & LVN 233082   | Warning with Stipulations           | January 21, 2016      |
| Ruiz, Carla Lugo                | LVN 312313               | Warning with Stipulations           | January 21, 2016      |
| Saenz, Sylvia                   | RN 845976                | Reprimand with Stipulations         | January 21, 2016      |
| Salas, Sherri Anne              | RN 782031                | Warning with Stipulations           | January 21, 2016      |
| Salazar, David Russell          | RN 715943                | Warning                             | November 10, 2015     |
| Salinas, Laurie                 | LVN 110442               | Voluntary Surrender                 | November 18, 2015     |
| Salinas, Renee                  | RN 629781                | Suspend/Probate                     | November 10, 2015     |

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|-------------------------------|---------------------------------|-------------------------------------|------------------------------|
| Salois, Monica Ogg            | LVN 181593                      | Suspend/Probate                     | November 10, 2015            |
| Sammons, Kathy L.             | LVN 49424                       | Revoked                             | November 10, 2015            |
| Sanchez, Michael Ray          | RN 724889                       | Warning with Stipulations           | January 21, 2016             |
| San Miguel, Tony              | RN 846983 & LVN 307932          | Warning with Stipulations           | January 21, 2016             |
| Saucedo, Regina Renee         | LVN 119702                      | Revoked                             | January 21, 2016             |
| Saul, Tia Elaine              | PTP NC RN 260153                | Warning with Stipulations           | January 21, 2016             |
| Sayani, Asif T.               | LVN 315017                      | Warning with Stipulations           | December 8, 2015             |
| Scarfo, Jayme Marie           | RN 641471                       | Warning with Stipulations           | November 10, 2015            |
| Schmidt, Stacey Sharee        | RN 695875                       | Voluntary Surrender                 | November 19, 2015            |
| Schroll, Misti Long           | AP114637 & RN 660028            | Remedial Education                  | December 17, 2015            |
| Scott, Angela Sue (Buselli)   | RN 641181                       | Warning with Stipulations           | December 8, 2015             |
| Sessions-Yeh, Anne Rose       | RN 758492                       | Remedial Education, Deferred        | November 3, 2015             |
| Shaeffer, Christina Michell   | LVN 322051                      | Revoked                             | November 10, 2015            |
| Shaw, Kelly L.                | RN 664845                       | Remedial Education with Fine        | November 24, 2015            |
| Shaw, Linda De Luca           | LVN 53571                       | Remedial Education with Fine        | January 6, 2016              |
| Shipley, Maryanne             | LVN 188518                      | Revoked                             | November 10, 2015            |
| Shull, Christopher Lee        | RN 770960                       | Warning with Stipulations           | November 10, 2015            |
| Simmons, Jennifer Rene        | LVN 213473                      | Warning with Stipulations           | November 10, 2015            |
| Singleton, Latonya H.         | AP115095 & RN 677215            | Reprimand with Stipulations         | December 8, 2015             |
| Smith, Carolyn Ann            | LVN 83876                       | Voluntary Surrender                 | December 7, 2015             |
| Smith, Jaymi Luanne (Gahagan) | RN 728307 & LVN 201395          | Revoked                             | November 10, 2015            |
| Smith, Lindsay Renee (Lamm)   | LVN 222431                      | Suspend/Probate                     | December 8, 2015             |
| Smith, Matthew William        | RN 875965                       | Enforced Suspension                 | December 14, 2015            |
| Smith, Michael Jonathan       | RN 732922                       | Revoked                             | November 10, 2015            |
| Solano, David                 | LVN 166755                      | Warning with Stipulations           | November 10, 2015            |
| Spear, Donald Wayne           | RN 796788                       | Warning with Stipulations           | January 21, 2016             |
| Spencer, Amber Renee          | LVN 207218                      | Revoked                             | December 8, 2015             |
| Spencer, Marie Blakely        | LVN 215363                      | Reprimand with Stipulations         | January 21, 2016             |
| Spradling, Meredith Jane      | LVN 312115                      | Revoked                             | December 8, 2015             |
| St George, Jennifer Margaret  | RN 820791                       | Enforced Suspension                 | November 23, 2015            |
| Standley, Katrina Chevon      | LVN 223477                      | Voluntary Surrender                 | November 9, 2015             |
| Starkey, Sheri                | RN 571479 & LVN 130740          | Reprimand                           | November 10, 2015            |
| Starr, Stacy Lynn             | RN 768421                       | Voluntary Surrender                 | January 12, 2016             |
| Stephen, Rodrick Dwayne       | RN 727306                       | Voluntary Surrender                 | November 16, 2015            |
| Stewart, Barbara Guin         | LVN 57563                       | Voluntary Surrender                 | January 11, 2016             |
| Stewart, Tamatha Delores      | LVN 192801                      | Reprimand with Stipulations         | January 21, 2016             |
| Stough, Kristine M.           | RN 730890                       | Reprimand with Stipulations         | January 21, 2016             |
| Stovall, Jamie Anne Darling   | RN 857209                       | Remedial Education                  | December 29, 2015            |
| Sullivan, Theresa Ann         | LVN 172293                      | Warning with Stipulations           | January 21, 2016             |
| Sweet, Jessie Marie Smith     | LVN 61002                       | Revoked                             | December 8, 2015             |
| Symekah, Rodah Bochere        | RN 851521                       | Reprimand with Stipulations         | December 8, 2015             |
| Taaffe, Gloria Susan          | RN 741089                       | Enforced Suspension                 | December 8, 2015             |
| Taylor, Kathy Jean            | RN 573258                       | Warning with Stipulations           | January 21, 2016             |
| Taylor, Kevin Mark            | RN 749356 & LVN 197652          | Remedial Education with Fine        | December 22, 2015            |
| Taylor, Sylvia Yolanda        | LVN 223463                      | Warning with Stipulations           | December 8, 2015             |
| Tellez, Ann Marie             | LVN 207589                      | Warning with Stipulations           | January 21, 2016             |
| Tellez, Luis Ruben            | RN 823730 & LVN 225400          | Reprimand with Stipulations         | January 21, 2016             |
| Terrones, Iran Reymundo       | LVN 216545                      | Revoked                             | November 10, 2015            |
| Thomas, Judi Kaye             | LVN 180673                      | Revoked                             | November 10, 2015            |
| Thomas, Mariamma              | RN 573882 & LVN 113568          | Warning with Stipulations           | January 21, 2016             |
| Thompson, Wendy J.            | LVN 226997                      | Warning with Stipulations           | November 10, 2015            |
| Thompson-Rigney, Lucy         | LVN 105395                      | Revoked                             | December 8, 2015             |
| Timalsina, Aastha             | RN 841297                       | Suspend/Probate                     | January 21, 2016             |
| Tomastik, Michele Clark       | RN 728357                       | Warning with Stipulations           | December 8, 2015             |
| Torres, Concepcion Ramirez    | LVN 138600                      | Voluntary Surrender                 | December 22, 2015            |
| Tuzzolino, Amy Claire         | RN 690815                       | Remedial Education, Deferred        | January 15, 2016             |
| Uriegas, Roszanne V.          | LVN 210351                      | Revoked                             | January 21, 2016             |
| Utter, Linda S.               | RN 433758                       | Remedial Education                  | January 6, 2016              |
| Velasco, Christopher Anthony  | RN 717556 & LVN 188239          | Warning with Stipulations, Deferred | December 8, 2015             |
| Velasquez, Juan Jose          | RN 746042                       | Remedial Education with Fine        | January 7, 2016              |

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|-------------------------------|--------------------------|-------------------------------------|-----------------------|
| Vincent, Kelly Jude           | RN 672532                | Revoked                             | November 10, 2015     |
| Waldrep, Nicole M.            | LVN 146695               | Revoked                             | November 10, 2015     |
| Walker, Sarah Beth            | LVN 301901               | Remedial Education                  | November 9, 2015      |
| Walters, Marie Michelle       | RN 620168                | Suspend/Probate                     | January 21, 2016      |
| Watson, Cheryl Renee          | PTP AR RN R072306        | Revoked                             | November 10, 2015     |
| Webb, Christopher Lee         | LVN 167294               | Revoked                             | November 10, 2015     |
| Weber, April Elizabeth        | RN 734747                | Enforced Suspension                 | January 21, 2016      |
| Weese, Nancy Kay              | LVN 124356               | Reprimand with Stipulations         | November 10, 2015     |
| Wertheim, Carol Foster        | RN 702395 & LVN 158881   | Revoked                             | November 10, 2015     |
| Whaley, Clemency E.           | LVN 79583                | Warning with Stipulations           | December 8, 2015      |
| Whipple, Jennifer Lindsey     | RN 723964                | Revoked                             | December 8, 2015      |
| White, Betty Nell             | RN 242210                | Reprimand with Stipulations         | January 21, 2016      |
| Wickware, Tasheina R.         | LVN 215405               | Enforced Suspension                 | January 21, 2016      |
| Wibelhaus, Pauline Alicia     | LVN 203608               | Warning with Stipulations           | January 21, 2016      |
| Wilhelm, Stacy Lynn           | LVN 205697               | Remedial Education                  | November 16, 2015     |
| Williams, Constance Nelson    | RN 649850                | Warning with Stipulations           | January 21, 2016      |
| Williams, Laura E.            | RN 619862                | Revoked                             | November 10, 2015     |
| Williams, Myrna Margarita     | LVN 197614               | Remedial Education                  | December 30, 2015     |
| Williams, Reanee L.           | LVN 198398               | Warning with Stipulations           | January 21, 2016      |
| Willis, Regina Ann            | RN 755382                | Warning with Stipulations, Deferred | November 10, 2015     |
| Wilson, Darlene Claire Louise | RN 797614                | Voluntary Surrender                 | January 20, 2016      |
| Wolf, Aryn                    | LVN 307407               | Remedial Education with Fine        | November 17, 2015     |
| Woods, Monica Antionette      | LVN 201792               | Revoked                             | November 10, 2015     |
| Yamebane, Praphaporn          | RN 778076                | Remedial Education                  | November 3, 2015      |
| Young, Carleen Nichole        | RN 699915                | Reprimand with Stipulations         | January 21, 2016      |
| Zabel, Kelly Lane             | LVN 225266               | Voluntary Surrender                 | December 9, 2015      |
| Zuniga, Maria                 | RN 642843                | Warning with Stipulations           | November 10, 2015     |
| Zuniga, Ramon                 | LVN 230416               | Revoked                             | January 21, 2016      |

**Abbreviations in the Notice of Disciplinary Action Section**

|     |                                                                                                                                                                                                                                                |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PTP | Privilege to Practice in Texas, also known as Nurse Licensure Compact Privilege, associated with the indicated state and license. States are abbreviated using the official two letter state abbreviations of the United States Postal System. |
| RX  | Prescription Authorization                                                                                                                                                                                                                     |

**Statistical Information**

The 440 disciplinary actions reported in this Bulletin represent only 0.117% of all nurses who are currently licensed to practice in the State of Texas. For the statistical reporting period ending November 2015, 99.44% of Registered Nurses and 98.91% of Vocational Nurses were without recent discipline according to the Board records.

***Attention APRNs with Prescriptive Authority for Controlled Substances***

*During the 84<sup>th</sup> Regular Legislative Session, Senate Bill 195 by Senator Charles Schwertner/Representative Myra Crownover amended the Texas Controlled Substances Act to transfer the Prescription Monitoring Program (PMP) from the Texas Department of Public Safety to the Texas State Board of Pharmacy (TSBP) effective September 1, 2016. The aim of the PMP, currently known as Prescription Access Texas, is to establish a secure, online database to assist health care and law enforcement professionals to promptly identify potential prescription drug abuse. The TSBP has contracted with a vendor to operate the new PMP by September 1, 2016. Currently licensed APRNs with prescriptive authority that includes authority to prescribe controlled substances will be required to register with the PMP. As more information becomes available, registration instructions will be provided in a future Texas Board of Nursing Bulletin and on the Texas Board of Nursing website at : [www.bon.texas.gov](http://www.bon.texas.gov).*



## 2016 Workshop Schedule

### *Protecting Your Patients and Your Practice*<sup>A#,\*</sup>

This workshop has been approved for 7.0 contact hours.

#### Dates and Locations:

##### San Antonio - August 19, 2016 (Friday)

**Location:** Norris Conference Centers - San Antonio, 1618 NW Loop 410 #207, San Antonio, Texas 78216, free parking is available in the parking garage located under the surface lot. Access to the lower level garage is available from the side street between Sears and Norris Centers. <http://norriscenters.com/norris-conference-centers-san-antonio-meetings-special-event-facilities/>

##### Arlington - September 16, 2016 (Friday)

**Location:** Hilton Arlington, 2401 E. Lamar Blvd, Arlington, Texas, 76006-1430, free surface parking. <http://www3.hilton.com/en/hotels/texas/hilton-arlington-ARLAHHF/index.html>

##### College Station - November 2, 2016 (Friday)

**Location:** Hilton College Station & Conference Center, 801 University Drive East, College Station, Texas 77840-2116, free surface parking. <http://www3.hilton.com/en/hotels/texas/hilton-college-station-and-conference-center-CLLCHHF/index.html>

#### Interactive Online CNE Opportunity

##### *Nursing Regulations for Safe Practice*<sup>A#</sup>

This online interactive offering is only available through the Texas Board of Nursing website and can be taken at any time. The cost for this course is \$25.00 and the course may be found at: <https://www.bon.texas.gov/catalog/>

This course has been approved for 2.0 contact hours.

**Cost:** Pre-registration \$109.00, late-registration on day of workshop \$125.00. No cash accepted for payment. Workshop participants are required to sign in at the registration table prior to attending and sign out at the registration table at the conclusion of the workshop in order to receive CE credit.

**Time:** 8:00 to 4:30 pm CST

**Reminder:** The Board of Nursing (Board) encourages you to bring a jacket or sweater as temperatures in the meeting rooms can fluctuate.

#### Legend

- <sup>A</sup> This continuing nursing education activity was approved by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.
- <sup>\*</sup> Workshop participants are required to sign in at the registration table prior to attending and sign out at the registration table prior to leaving.
- <sup>#</sup> This course meets the 2-Hour CNE requirement for nursing jurisprudence and ethics established during the 2013 Legislative Session.
- <sup>+</sup> This course satisfies nursing jurisprudence and ethics requirements for Board orders.
- <sup>></sup> This course was approved by – National Association for Practical Nurses Education and Services (NAPNES), a credentialing agency recognized by the Board of Nursing.
- <sup>@</sup> This course does not award nursing contact hours.



## 2016 Webinar Schedule

### *LVN Scope of Practice*<sup>></sup>

May 19, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### *Nursing Peer Review – Understanding the Process*<sup>A</sup>

July 14, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### *Safe Harbor – Ensuring Patient Safety*<sup>A</sup>

October 6, 2016  
10:00 am - 11:00 am CST  
Cost: \$25.00

### *APRN Application Process*<sup>@</sup>

October 27, 2016  
10:00 am – 11:00 am CST  
Cost: Free, but registration is required.

## How to Register

To register for a Texas Board of Nursing (BON or Board) Workshop or Webinar, please visit our website at [www.bon.texas.gov](http://www.bon.texas.gov) and click on *Education* and then *Continuing Nursing Education & Competency*. You will register for all BON educational offerings: the online continuing education course, workshops and webinars through the BON course catalog. You will receive a purchase confirmation and event reminders via your email address, leading up to the scheduled activity, and post activity reminders in order to help you receive your CNE certificate or certificate of completion. Webinar attendance may require some advance technical preparation. Instructions and help for confirming that your workstation is compatible with the online webinar process are provided for each event. The Board also recommends joining at least 15 minutes early to ensure that you can attend the entire webinar. All of the BON CNE activities include online components that must be completed in conjunction with the activity in order to receive completion credit and certificates. When you register online, a BON Lifelong Learning Account is created and that will be your home for all BON continuing education courses, workshops and webinars.

Depending on the continuing education course, you may be required to log into your individual account to complete follow-up learning activities and/or course evaluations after a workshop or webinar in order to receive your CNE certificate or certificate of completion.

The BON Lifelong Learning Account will also contain links for workshop handouts, any required forms, post-activity certificates of completion, and other helpful resources for each registered activity. If questions arise during your registration or during an online learning course, there are specific **Help** links throughout the process to direct you to the dedicated Online Learning Help Desk.

Secure online payments are completed using major credit cards, bank cards – those with Visa or MasterCard logos, or online checks. Registration payments submitted directly to the Board will be returned and the registration process will be delayed. Employers, organizations or groups can complete payment for multiple registrants with the purchase of a bulk voucher. The bulk voucher system will send the voucher information to the group coordinator for distribution to individual registrants. Each individual will use the voucher as the form of payment during her/his own online registration.

You may register for as many courses as you are interested in, at one time or you may re-enter the BON Lifelong Learning Account at anytime to register for another educational offering. For a complete listing of the registration policies, visit the Board's website, click on **Education**, then **Continuing Nursing Education & Competency**. Late or walk-in registration on day of workshop is \$125.00. Space is limited. Early registration is recommended.

## **BON Continuing Competency Offerings Address Nursing Jurisprudence and Ethics Requirements**

In 2013, the 83<sup>rd</sup> Regular Texas Legislative Session passed a law that specified continuing education requirements for all nurses. Senate Bill (SB) 1058 requires nurses to complete at least 2 hours of continuing education related to nursing jurisprudence and ethics before the end of every third, two-year licensing period. The BON has two continuing education offerings which meet the requirements: the workshop titled, "Protecting Your Patients and Your Practice" and the interactive online CNE Opportunity titled, "Nursing Regulations for Safe Practice". For more information about BON CNE requirements visit the Board's website and click on **Laws and Rules**, then **Rules and Regulations**, and then **Chapter 216**.

**Please Note:** Participants more than 10 minutes late or who leave prior to the end of the session (workshop or webinar) will not receive CE credit as per ANCC requirements or meet BON stipulations.

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## **Texas Board of Nursing**

### **Learning Opportunities: 2016**



## **Continuing Competency Workshops and Webinars**

The Texas Board of Nursing is excited to announce learning opportunities for 2016. Nurses can explore a variety of topics designed to provide the most current information to support safe nursing practice. Space is limited, early registration is recommended.

