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January 2025

TEXAS BOARD OF NURSING BULLETIN

In this Issue: **The Future of Nursing** - See Page 8

Cover: Bluebonnet sculpture in front of the George HW Bush State Office Building

The Texas Board of Nursing



Seated (L-R): Nancy Lewis, LVN; Mazie M. Jamison, BA, MA; Kathy Shipp, MSN, APRN, FNP; Allison Porter-Edwards, DrPH, MS, RN, CNE, CDDN, FAAN; and Manny Cavazos, JD, CPA. Standing (L-R): Mary Grace Landrum, MEd, BA; Daryl Chambers, BBA; Melissa D. Schat, LVN; Kathy Boswell, MS, RN; Ken Johnson, BSN, RN; Dru Riddle, PhD, DNP, CRNA, FAAN; and Kathy Leader-Horn, LVN. Not pictured: Laura Disque, MSN, RN, CGRN; Carol Kay Hawkins-Garcia, MSc, BSN, RN; and Rickey "Rick" Williams, AA.

Allison Porter-Edwards Reelected Vice-President of Texas Board of Nursing at October 2024 Board Meeting

Allison Porter-Edwards DrPH, MS, RN, CNE, CDDN, FAAN, Associate Professor for Undergraduate Studies at the UTHealth Cizik School of Nursing has been elected to a third consecutive two-year term as Vice President for the Texas Board of Nursing (BON). She has served as clinical track faculty for over 15 years teaching clinical in Community/Public Health, and represents Baccalaureate Degree Nursing education (BSN) for the BON.

During her career at UTHealth Houston, Dr. Allison Porter-Edwards has taught eight of the 10 core courses in the RN-BSN program and has been the lead faculty in three Pacesetter BSN courses for senior nursing students, taught first semester nursing students lab for health assessment, and served as faculty mentor/preceptor for DNP student practicums.



Dr. Porter-Edwards has developed over 16 clinical affiliation agreements focused on the care of people with developmental, intellectual, acquired, and progressive disabilities. Her last six years at Cizik School of Nursing has been focused on conducting the ASK (attitudes, skills, and knowledge) and MOSAIC (mentoring our students to achieve interprofessional collaboration) fellowship funded by an endowment and a grant with the overarching goal of providing nursing students with improved attitudes, skills, and knowledge in the care of people with disabilities through experiential, clinically immersive experiences. She has published extensively on this topic.

In 2022, her fellowship was recipient of the Innovations in Professional Nursing Education for Academic Health Centers Award by the American Association of Colleges of Nursing. She is a University of Texas Medical Branch Hall of Fame recipient (2020) and Golisano Institute Fellow (2024).



The Texas Board of Nursing

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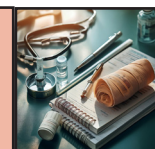
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Summary of Actions

A regular meeting of the Board of Nursing was held October 24, 2024, in Austin. The following is a summary of Board actions taken during this meeting.



In the November 29, 2024, edition of the *Texas Register*: The Board of Nursing (Board) adopted amendments to 22 Texas Administrative Code §211.7, relating to Executive Director, without changes to the proposed text published in the September 20, 2024, issue of the *Texas Register* (49 TexReg 7570).

The Board has established an agreed order to inactivate a nurse's license if it is found that their education is not substantially equivalent to a Texas approved nursing program's requirements. Traditionally, such orders have been ratified during a regular Board meeting or a meeting of the Board's Eligibility and Disciplinary Committee. However, certain agreed orders are currently accepted on behalf of the Board by the Executive Director. The adopted amendments aim to include inactivation orders, based on educational deficiencies, among those that the Executive Director can accept. This delegation of authority is intended to reduce the time between a nurse's agreement to inactivate their license and their removal from practice. The Executive Director will provide summaries of these actions at regular Board meetings. Additionally, the amendments clarify the Executive Director's authority to accept orders for nurses facing temporary suspension under the Occupations Code §§301.455 & 301.4551. These changes aim to improve regulatory efficiency by processing monitoring or suspension orders signed by Respondents without waiting for a temporary suspension hearing or other Board meeting.

The Board also adopted amendments to §213.33, relating to Factors Considered for Imposition of Penalties/Sanctions, without changes to the proposed text as published in the September 20, 2024, issue of the *Texas Register* (49 TexReg 7571). On January 25, 2023, the U.S. Department of Health and Human Services Office of Inspector General (HHS-OIG) and law enforcement partners executed a coordinated, multi-state operation to apprehend individuals involved in selling fraudulent nursing degree diplomas and transcripts. The scheme allegedly involved the sale of fake nursing diplomas and transcripts from accredited Florida-based nursing schools to Registered Nurse (RN) and Licensed Practical/Vocational Nurse (LPN/VN) candidates. Those who obtained these fraudulent credentials used them to qualify for the national nursing board exam. Upon passing the exam, these individuals were eligible to obtain licensure in various states, including Texas, to practice as RNs or LVNs.

The Board has begun disciplinary actions to revoke or deny the renewal of licenses and to deny initial licenses to individuals implicated in the scheme. Additionally, the Board has begun to deny licensure or take action against other individuals who obtained legally insufficient education. According to Tex. Occ. Code §301.451, it is illegal to practice nursing with a diploma, license, or record obtained unlawfully or fraudulently. Tex. Occ. Code §301.452(b)(1) authorizes the Board to act on violations of Chapter 301 or any related rule, regulation, or order. The adopted amendments bridge the

gap between a violation of Tex. Occ. Code §301.451 and the concurrent violation of Tex. Occ. Code §301.452(b)(1).

The adopted amendments aim to clarify the Board's stance on these violations, informing licensees and the public about the likely sanctions for such violations based on the Disciplinary Matrix's Tier and Sanction Level analysis. The amendments also specify disciplinary actions for applicants who falsely certify that they meet Texas's licensure qualifications. A number of applicants for renewal and licensure have inaccurately claimed to meet educational requirements, leading to the licensure of nurses who have not completed the necessary clinical or didactic education, posing a significant public health risk. The amendments seek to ensure applicants understand the Board's position on this behavior and to maintain consistency in applying the Board's disciplinary matrix.

Additionally, the adopted amendments distinguish between technical and substantive requirements of a Board order. Current language misclassifies remedial education, typically required in Board disciplinary orders, as technical, non-remedial requirements. The amendments remove this language to align with the Board's current view of these violations.

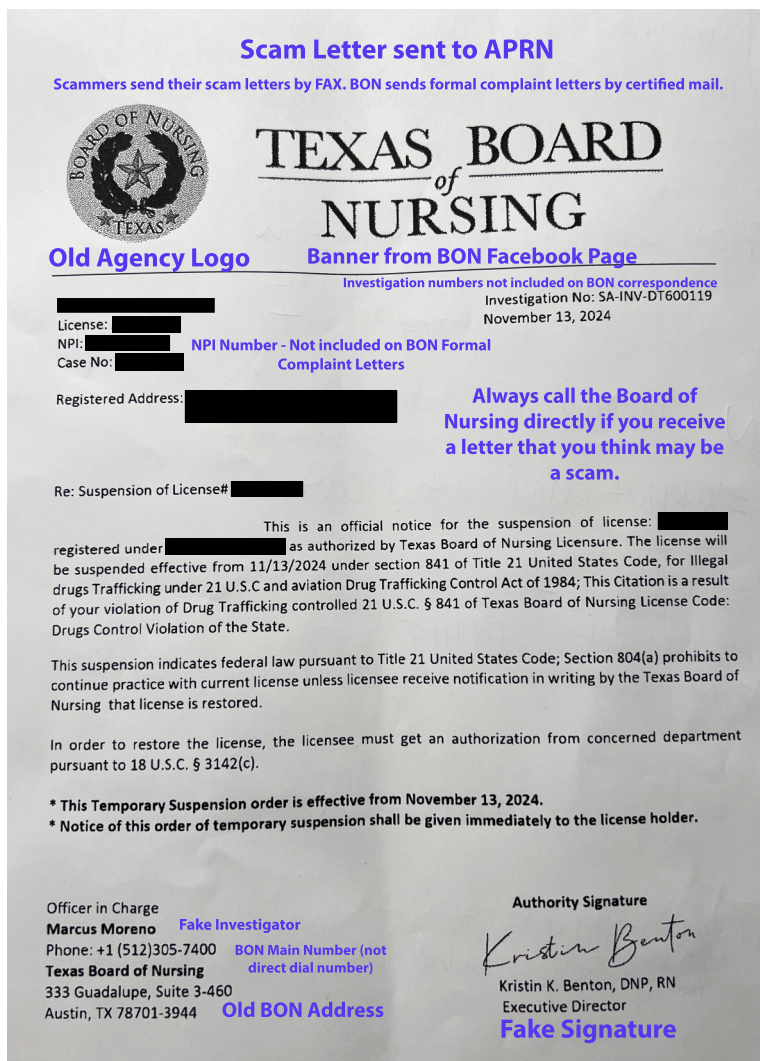
Amended §211.7 and §213.33 became effective December 3, 2024.

Scammers Target Nurses Using Faxed Falsified Documents

Texas nurses, including advanced practice registered nurses, are being targeted by scammers seeking to extort money making false claims that the Board of Nursing (BON) has suspended the nurse's license(s). The scammers may contact the nurse by phone, make false claims involving controlled substance violations, and require the nurse to send money by wire transfer or other non-recoverable means to temporarily halt disciplinary action against the nurse while the investigation proceeds. Nurses are usually told not to discuss the case with anyone or risk further legal action.

Scammers may ask for a fax number to send fraudulent documents that contain vague allegations, along with other fraudulent documents from agencies such as the Federal Bureau of Investigation, the Drug Enforcement Agency, and/or the Department of Justice. The documents sent usually make it appear to be a joint investigation involving both state and federal agencies.

Fraudulent documents sent by scammers may include a graphic such as the BON Banner, a copy of an older BON logo, the nurse's National Provider Identifier (NPI) number, and fake signature(s).



The image to the left is a redacted scam letter sent to a nurse. Note the purple text in the document.

Scammers often include the nurse's license number and NPI on the correspondence.

To clarify, the Board of Nursing will not:

- * include NPI numbers on correspondence relating to investigations,
- * notify nurses about investigations by Fax. Notices are sent by certified mail to the nurse's address of record,
- * request that nurses send money to pause investigations, or
- * require the nurse to not discuss the investigation with anyone through some type of non-disclosure agreement.

Individuals attempting to deceive a nurse through such acts will try to invoke fear through isolation and fear of reporting. Any nurse who has received correspondence such as this or been contacted by an individual should:

- 1) Report the attempted fraud to the Office of the Inspector General (OIG) for the U.S. Department of Health and Human

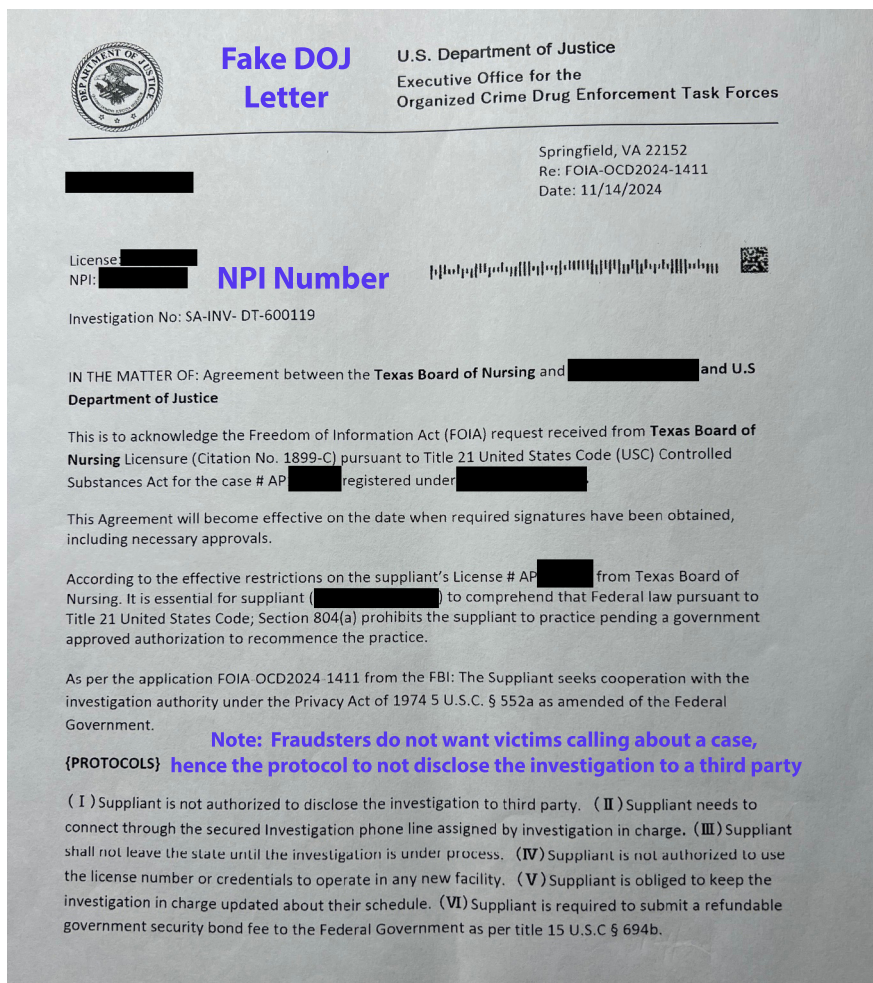
Services. For more information, go to <https://oig.hhs.gov/fraud/report-fraud/index.asp>,

- 2) Contact the Office of Consumer Protection (OCP) for the Attorney General of Texas. Visit www.texasattorneygeneral.gov/consumer-protection/phone-mail-and-fax-scams/how-spot-and-report-phone-scams for more information on phone scams and to file an OnlineConsumer Complaint, and
- 3) Notify the Board of Nursing concerning the scam.

Falsified Documents - continued from previous page

The BON routinely uses certified and regular mail to conduct investigations and always includes the name and contact information of the BON investigator, including the investigator's email address and direct dial phone number. Nurses should remain vigilant against scam techniques involving any of the techniques described above, save any correspondence that seems questionable, and report the attempted fraud as soon as possible.

This image is a fraudulent Department of Justice letter that accompanied the fraudulent BON letter. The purple text points out important areas or points.



Nursing Education Actions - October 2024 Board Meeting

Reviewed Reports:

Five-Year Report on New Nursing Programs and Currently Active Proposals

Changes in Approval Status of Programs

Report on Communication Activities with Nursing Education Programs

Report on Findings in the 2024 Self-Study Reports

Report on the Future of Nursing in Texas: 2024 Nursing Summit – April 22-23, 2024 - Stakeholders Moving Towards Alignment

Report on the Healthcare Workforce Task Force

Approved Reports of Survey Findings:

* CyberTex Institute of Technology in Austin, Texas – Vocational Nursing (VN) Program

* Bell Tech Career Institute in Houston, Texas – VN Program

* Arlington Career Institute in Arlington, Texas – VN Program

* East Texas Baptist University in Marshall, Texas – Baccalaureate Nursing (BSN) Program

* Texas Health School in Houston, Texas – VN Program

Approval of Voluntary Closing of a Nursing Program:

Aspen University in Austin, Texas – BSN Program

Approved Proposal to Establish a New Nursing Education Program:

* Lamar Institute of Technology in Beaumont, Texas – Associate Degree Nursing Program

* Divine School of Healthcare Professionals in Brownsville, Texas – VN Program



The State of Nursing Education in Texas

There were a total of 220 nursing programs in Texas at the end of 2024. These included 87 vocational nursing (VN) programs, one diploma program, 68 associate degree nursing (ADN) programs, and 64 baccalaureate degree nursing (BSN) programs (including three alternate entry programs).

During Fiscal Year (FY) 2024, the Board of Nursing (BON or Board) approved nine proposals for new programs (four BSN, one ADN, two VN, and two Masters of Science in Nursing degree with Advanced Practice Registered Nurse role), while eight programs voluntarily closed (one BSN, three ADN, and four VN).

The 2023 NCLEX examination reports for VN and RN test-takers revealed the results as seen in Table 1 below.

Even with the large number of new licensees to enter the workforce, Texas is still struggling to address the nursing shortage. Nurses work in various areas of healthcare but are leaving the practice as national data have shown (Smiley et al., 2023). Attention is being given to how health-care facilities can provide a more supportive environment for nurses to practice safely.

When the Education Consultants make survey visits to nursing edu-

cation programs and ask individual students why they want to be nurses, most describe how a nurse influenced their lives with the care, skills, and support provided to them or their families.

Reference:

Smiley, R.A., Allgeyer, R.L., Shobo, Y., Lyons, K.C., Letourneau, R., Zhong, E., Kaminski-Ozturk, N. & Alexander, M. (2023). The 2022 National Nursing Workforce Survey. *Journal of Nursing Regulation*, 14(1), S1 - S90. [https://doi.org/10.1016/S2155-8256\(23\)00047-9](https://doi.org/10.1016/S2155-8256(23)00047-9)

Table 1.

Program	Texas Test-Takers Passed/Total	Texas Pass Rate	National Test-Takers Passed/Total	National Pass Rate
Vocational	3,190/3,433	92.92%	41,214/47,549	86.68%
Professional (RN)	13,788/15,127	91.15%	165,059/186,375	88.56%

2023 NCLEX Pass Rates for Texas Vocational and Registered Nurses in Texas compared to national NCLEX pass rates

Board Approves Michigan English Test (MET) for Internationally Educated Applicants



The Board has officially approved the Michigan English Test (MET) as an accepted measure of English proficiency for internationally educated nursing applicants seeking licensure through Texas. This update allows international candidates an additional pathway to demonstrate their language skills when applying for the NCLEX® exam.

Background on the MET and Standards

The MET’s adoption as a standard aligns with established practices across various states, following the minimum score benchmarks set by the Health Resources and Services Administration (HRSA). To qualify, can-

didates must achieve an overall MET score of 55, with a minimum of 55 on the speaking section. This benchmark has been proven effective through a previous standard-setting exercise conducted by the National Council of State Boards of Nursing (NCSBN) and aligns with the standards used in the predecessor exam, the Michigan English Language Assessment Battery (MELAB).

Why This Matters

Under Rule §217.4(a), internationally educated nursing applicants must meet approved English proficiency standards unless their nursing education was conducted substan-

tially in English. The addition of the MET provides a legally sound and evidence-based option, based on research from the NCSBN, to help streamline the licensure process for qualified international candidates.

What’s Next

This decision means that applicants now have more choices in meeting Texas’s English proficiency requirements, making licensure more accessible to diverse candidates. With this approval, Texas joins a growing list of states that recognize MET as a valid standard for English proficiency in healthcare.

Drug Compounding Considerations for Nurses



The Food and Drug Administration (FDA) considers drug compounding to be the act of combining, mixing, or altering ingredients to create a medication that is specific to an individual patient. Compounded drugs can help meet unique patient needs. For example, a drug may be compounded for a patient who cannot be treated with an FDA-approved medication, such as a patient who has an allergy to a certain dye and needs a medication to be made without it, or an elderly patient or a child who cannot swallow a tablet or capsule and needs a medicine in a liquid dosage form. Nurses may receive medication orders for drug combinations or dosages that are not commercially available as premade products. In some cases, nurses may be expected to act on these orders by preparing a compounded drug.

Unlike manufactured drugs that have gone through the FDA evaluation and approval process, compounded drugs are not FDA-approved and are therefore generally intended to meet the needs of a specific patient pursuant to a medical order from a practitioner. With an order or delegation, nurses may create compounded drugs consistent with their individual scope of practice for immediate use on-site. Nurses cannot distribute compounded drugs for use off-site. The Texas State Board of Pharmacy (TSBP) is the state agency responsible for establishing regulations for pharmacy practice and the licensing/registration of Texas pharmacists, pharmacy technicians, and pharmacies. For more information on the laws and rules that apply to the practice of pharmacy, including

the regulations that apply to pharmacies engaging in sterile or non-sterile compounding, it is recommended to contact TSBP directly.

The process of drug compounding can be influenced by a multitude of intrinsic and extrinsic factors to the nurse including training, human and material resources, equipment and supplies, and facility infrastructure. If such factors are of poor quality, then the likelihood of compounded drugs being contaminated or ineffective increases thus exposing patients to significant risk of adverse events. Identifying safety concerns and advocating for patients is critical to ensuring patient safety. Contaminated drug products compounded at medical offices and clinics that were prepared under unsanitary conditions has led to serious patient illnesses, hospitalization, and death. Examples of unsanitary conditions include but are not limited to: poor aseptic practices, using dirty equipment, and improper facility design to maintain appropriate levels of cleanliness.

Nurses who engage in drug compounding need to ensure a safe environment for their patients and must obtain the requisite knowledge and training necessary to create compounded drugs safely and competently. Prior to drug compounding, nurses should perform a self-evaluation to ensure that they have the appropriate education and training to perform the act, and currently possess the depth and breadth of knowledge necessary to do so safely and competently. The Board of Nursing (Board) expects

that nurses practice in accordance with the current standard of care, best practices, and evidence-based practice findings/guidelines relevant to their practice area. The **United States Pharmacopeia** (USP) develops standards for preparing compounded drugs to help reduce risk for contamination, infection, or incorrect dosing. For example, USP General Chapter <797> (*Pharmaceutical Compounding – Sterile Preparations*) covers all facets of sterile compounding and is aimed at protecting patients. Nurses should know and conform to the national standards outlined by the USP relevant to their practice of drug compounding.

It is incumbent upon every nurse to seek appropriate information, support, and resources to inform their practice decisions. Drug compounding is a process requiring attention to detail and unique knowledge, training, and skill to perform. It is critical that any manipulation of medications, particularly those required to be sterile, occurs in accordance with conditions and practices designed to prevent contamination and other quality concerns. Patients can be significantly harmed when drugs are compounded in a way in which quality or sterility cannot be assured. The Board's FAQ titled https://www.bon.texas.gov/faq_nursing_practice.asp.html#Drug%20Compounding contains additional information.

New Publication on the Future of Nursing in Texas

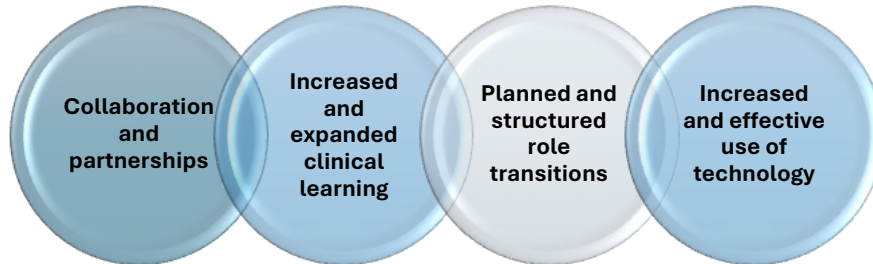
On April 22-23, 2024, over 100 representatives from nursing education, nursing workforce, nursing practice, and state agencies attended the 2024 Nursing Summit - The Future of Nursing in Texas: Stakeholders Moving Toward Alignment in Austin, Texas. The purpose of the summit was to promote innovative opportunities to increase the quality of nursing education to produce competent nursing graduates who will transition into safe practice, all while embracing an evolving healthcare environment.

This 2024 Summit was the result of previous initiatives and recommendations among constituents and leaders to collaborate on issues in nursing. The Texas Board of Nursing (BON or Board), the Texas Nurses Association (TNA), and the Texas Organization for Nursing Leadership (TONL) collaborated throughout 2023 to plan the Summit designed to continue the working partnership between academia and practice to improve readiness of new graduates to transition to practice.



The 2024 Summit focused on three areas of nursing: education, practice, and workforce. Summit attendees listened to presentations, panel discussions, and broke into groups to discuss major topics affecting nursing today. After the Summit, recordings of presentations and discussion notes were analyzed to identify four primary themes and develop recommendations to target the primary issues identified by participants.

Four Primary Themes in Summit Discussions



Synthesis of the discussions, themes, and issues from participants resulted in six identified focal areas of recommendations. The following demonstrates a *sample* of such recommendations.

Faculty Shortage: Nursing education programs identified that two main reasons that limit their enrolling more nursing students are: faculty shortages and a lack of clinical placements for students.

- Establish a mentoring program available to new faculty.
- Establish an online database of potential faculty for sharing among all nursing programs.
- Accommodate remote work practices for faculty to facilitate a work-life balance.

Clinical Placement for Students: Difficulties finding adequate sites for students affects adequate practice preparation for students at all levels.

- Participate with a collaborative, shared clinical placement group to maximize finding and agreeing on placements.
- Consider a model of assignments that includes other levels of students such as a Vocational Nursing (VN) and Registered Nursing (RN) student working together with patients.

continued on next page

Future of Nursing - continued from previous page

Preparing Students to Successfully enter the Workplace:

- Incorporate nurse apprenticeship/partnering models to enrich the clinical experiences and facilitate the nursing students as contributing healthcare team members.
- Offer counseling on stress management, work-life balance, and study skills to decrease stress and anxiety related to nursing.
- Provide enhanced training and support for preceptors.

Transition to Practice for New Graduates: The transition from being a student in a nursing school to becoming a nurse caring for patients in a real practice setting is challenging for new graduates. There are often gaps between the theoretical basis of what a nurse learned in school and what is expected in their clinical practice setting.

- Implement new nurse residency programs that allow enhanced orientation.
- Create structured nurse mentoring programs.
- Establish a nurse residency program for Advanced Practice Registered Nurse (APRN) programs.

Nurse Retention: Research has shown nurses at all licensure levels (LVN, RN, and APRN) have reported burnout and employers often struggle with retaining nurses.

- Promote and sustain healthy work environments through feedback mechanisms, emphasis on work-life balance, promotion of wellness and mental health, team-building activities, and ensuring adequate staff breaks.
- Deter workplace violence through ongoing training including prevention and de-escalation techniques, zero-tolerance policies, and active involvement from administration and leadership.

Promoting Nursing as a Rewarding Career: Nursing has had many “faces” in the media in the past decade. Much of the public may have an idea of what nurses do, but many do not fully comprehend what the job entails, the different types of nursing roles, and the variety of career opportunities for nurses

- Engage nurses in Texas in a campaign promoting nursing as a career.
- Plan or expand recognition programs in schools, clinical facilities, and institutions featuring a *Nurse of the Month* based on exceptional practice.

Moving forward, Board Staff will continue to engage with stakeholders in 2025 to work towards implementation in 2026. Read the full report here: [2024 Nursing Summit Report- The Future of Nursing in Texas: Stakeholders Moving Toward Alignment](#). This report can also be accessed on the Board of Nursing homepage (bon.texas.gov) under the “About” tab, then click on the “Publications” link.

Acknowledgments

Board Staff would like to acknowledge the significant contributions of Helen Simmons, BSN, RN; Noehmi Ticas, BSN, RN; and Beth Ulrich, EdD, RN, FACHE, FAONL, FAAN; to this report through their analyses of the Summit discussions. Additionally, Board Staff would like to thank the members of the Task Force, TNA, TONL, the speakers, panelists, and participants for their commitment to the future of nursing in Texas. Board Staff would also like to thank President Kathy Shipp and Vice President Doctor Allison Porter-Edwards of the Board for their support at the Summit and by issuing the charge to the Task Force to host the Summit.

Nursing Faculty Loan Repayment Assistance Program

Texas is just one of many states in the nation where nurse faculty shortages continue to directly affect the number of students nursing programs are able to enroll. However, attracting more nurses into academic roles as faculty is often difficult due to the cost of higher education. One way to offset the financial burden that many nurse faculty incur when deciding to go back to school is by participating in the Nursing Faculty Loan Repayment Assistance Program (NFLRAP) offered by the Texas Higher Education Coordinating Board (THECB).

The NFLRAP originated as a way to improve access to nursing education programs by encouraging qualified nurses to serve as faculty at eligible institutions of higher education in positions that require an advanced degree in professional nursing.

Eligibility Requirements

To be eligible to receive loan repayment assistance an applicant must:

- (1) hold a master's or doctoral degree in nursing;
- (2) be licensed by the Texas Board of Nursing for the State of Texas;
- (3) apply to THECB by the published application deadline - Spring of 2025; and
- (4) at the time of application for repayment assistance, have been employed part-time or full-time for at least one service period during the last year, and be currently employed part-time or full time as a faculty member of a nursing program at an eligible

institution in a position that requires an advanced degree in professional nursing.

Award Amount

Historically, nursing faculty may receive up to \$7,000 per service period, though recent changes in the program allow THECB to increase this amount if funding allows. A nursing faculty member may receive loan repayment assistance under this subchapter for a maximum of five service periods.

Frequently Asked Questions and Answers

What is considered an eligible institution?

An eligible institution is any Texas, public, private, or independent institution of higher education, as defined in §61.003 of the Texas Education Code.

What is considered a service period?

A service period is a period of service equal to a minimum of nine months of a 12-month academic year.

When will I receive the awarded money?

The annual award will be mailed to the lender after each year of service is completed and all required documentation has been received and reviewed.

For more information, please visit <http://www.hhloans.com/index.cfm?objectid=6E-C88EE0-EF29-D582-723EFB-6504F64C07>



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www.nursys.com



Practice Question and Answer: Scope of Practice While Working as a Volunteer Emergency Medical Technician (EMT)

Question:

I am a Registered Nurse and I have an opportunity to volunteer at local college games as an EMT (using my EMT license). Are there any restrictions on my scope of practice when I work as a volunteer EMT?

Answer:

The Nursing Practice Act (NPA) and the Texas Board of Nursing (Board) Rules do not preclude a LVN or RN, including a RN/APRN, from seeking employment in unlicensed or technical positions, or in roles the nurse has the knowledge, education, experience, and a valid certificate or license to perform. However, a nurse, who is

also licensed by another state agency, is required to comply with the NPA and Board Rules for any acts that are also within the scope of nursing practice [NPA § 301.004(a)(5)].

It's important to know that the Board holds a licensed registered professional nurse, who is working in an unlicensed or technical position, or other role, responsible and accountable to the level of education and competency of a RN. Likewise, a LVN working as an unlicensed or technical person, or in another role, is responsible and accountable to the educational preparation and knowledge of a LVN. This expectation does not apply to indi-

viduals formerly licensed as LVNs or RNs or APRNs whose nursing license has been retired, placed on inactive status, surrendered, or revoked.

Board Staff also recommend **Position Statement 15.15: Board's Jurisdiction Over a Nurse's Practice in Any Role and Use of the Nursing Title** for more information.

Sources:

NPA 301.004(a)(5)

Position Statement 15.15: Board's Jurisdiction over a Nurse's Practice in Any Role and Use of the Nursing Title

Current Practice for APRN Licensing/Renewal

Have you gone back to school to obtain a new role and population focus as an Advanced Practice Registered Nursing (APRN)?

- Make sure you apply for this additional license!
- You must be granted the additional licensure title **before** you can practice in that role/population focus area.

For Example:

- I am an APRN (Family Nurse Practitioner) with a Texas APRN License who has returned to school to specialize in another area as an APRN (Example, Psychiatric Mental Health Nurse Practitioner). Do I have to apply to the Texas Board of Nursing (BON or Board) for an APRN license since I already have one?

*This is a question the BON Staff are asked sometimes. The answer is **yes!** Even if you are already licensed as an*

APRN in one specialty area or role, once you complete formal graduate nursing education program in another specialty area or role/population, you must apply for licensure in that role prior to being eligible to practice in the new role. Passing the certification does not give you permission to practice without license approval in the new role/population. Once permission to practice in the new role and population is granted by the Board this new role will appear in your Texas Nurse Portal account and through NURSYS.

APRN Licensing Renewals

Are you attempting to complete 400 hours of current practice to obtain or renew your APRN license?

- You must apply for and be issued a 6-month temporary APRN permit **before** beginning any supervised hours!

This permit requires direct supervision and is not a license to practice.

Here are some examples of who may be required to complete the 400 current practice hours:

- Matt just applied for his APRN license, but he completed his APRN Program over two years ago and has never practiced as an APRN. Catherine had an APRN license, but it has been inactive for three years and she wants to reactivate it. Both Matt and Catherine need to complete "current practice" and must obtain a 6-month temporary APRN permit before starting these hours. Since neither has a current APRN license, they cannot practice, even under supervision, until they obtain a 6-month temporary permit. Once the permit is issued, Matt and Catherine can complete APRN practice hours while under the direct supervision of a qualified preceptor.

More information may be found under the **APRN Application Forms** page.

Accessing TCNWS Data on Nursing Education

Do you need data about nursing education trends in Texas?

Do you need targeted data for workplace reports or for a home-work assignment?

Contact the Texas Center for Nursing Workforce Studies at:
TCNWS@dshs.texas.gov

The Texas Center for Nursing Workforce Studies (TCNWS or Center), established in 2004, was created in response to mounting concern about Texas' nurse shortage. The passage of House Bill 3126 during the 78th Regular Legislative Session addressed: educating health professionals, the composition and authority of the statewide health coordinating council (SHCC), and certain health planning data collected by the department of health. The Legislature launched the TCNWS to develop an understanding of the nurse shortage and the demographic trends.

The Center is under the governance of the SHCC and was created to collect, analyze, and publish data on the nursing workforce in Texas. TCNWS is part of the Center for Health Statistics at the Department of State Health Services. The Center's team, made up of three researchers, also disseminates data to varied audiences, and provides custom data reports and technical consultations to stakeholders.

The TCNWS publishes data on nurses in Texas regarding:

- Educational and employment trends
- Supply and demand trends
- Nursing workforce demographics
- Migration of nurses

A 21-member nursing advisory committee (NAC) guides the work of the Center. The NAC, comprised of nurses, nurse educators, and nurse employers, as well as representatives from associations that represent these groups; a representative from the Texas Board of Nursing (Board); two nurse researchers; and a consumer member; guides the work of the Center.

The NAC is required by statute to review policy matters on the collection of data and reports produced by the Center, develop priorities and an operations plan for the Center, and review reports and information prior to dissemination. Further, the NAC oversees subcommittees and taskforces related to the various projects conducted by the Center.

*The Mission of the TCNWS:
To develop and maintain a statewide system that serves stakeholders by describing and forecasting the supply and demand of the changing nursing workforce in Texas.*

The Vision of the TCNWS:
Quality healthcare for all Texans through an optimal nursing workforce based on reliable, valid, and useful data.

The Board's Education Team collaborates with the TCNWS staff to develop and distribute the Nursing Education Program Information Survey (NEPIS) each October. These sets of questions are sent to all vocational, professional, and graduate-level nursing education programs in Texas. Board Rules 214.6/215.6 mandate that the dean/director/coordinator of all Board approved nursing education programs must complete and submit the surveys by the required deadlines.

Factsheets of NEPIS outcomes, published each Spring, are available on the TCNWS website and go back as far as 2007. These reports are accessible from the Board website, www.bon.texas.gov, by selecting the **Education** heading, then **Texas Center for Nursing Workforce Studies**.

NEPIS reports serve as an official source for nursing education data, including: program admissions, enrollment, and graduation numbers; faculty numbers and demographics; student demographics; and program characteristics. Other topics include Nursing Education for High School Students, Update

continued on next page

Accessing TCNWS Data - cont. from prev. page

on Post-Licensure RN to BSN Programs, and Update on Faculty Positions and Demographics in Texas Nursing Programs.

Faculty demographic reports describe:

- Faculty Positions
- Vacancy and Turnover
- Barriers to Recruitment
- Gender
- Age
- Race/Ethnicity
- Educational Preparation

Student demographic reports present:

- Gender
- Age
- Race/Ethnicity

The reports on Nursing Education Program Characteristics include:

- Geographic location
- Changes in the number of programs
- Institution types
- Curriculum length
- Online availability
- Curriculum and program hours (didactic and clinical)

The Board's Education Consultants rely on these data points to prepare for survey visits, develop quarterly Board reports, and track program operations. All data collected by the TCNWS are accessible to the public. Upon request, the Center's staff will provide custom data tables and reports as well as offer presentations at meetings or conferences on data collected and reported by the TCNWS.

The Center is an active member of the National Forum of State Nursing Workforce Centers and is considered a leader in the United

States with their exemplary data collection models.

According to Pamela Lauer, MPH, Program Director at the Center, "The team at the Texas Center for Nursing Workforce Studies strives to provide high-quality and timely data so that stakeholders can put it in action toward growing a strong nursing workforce. By working closely with our partners including the Nursing Advisory Committee, the staff at the Board of Nursing, and all the experts who give us their time and expertise, we make strides toward understanding the needs of nurses, nurse educators, and nurse employers to positively impacting the nursing workforce in Texas and in turn improving the health of Texans."

What's New on the BON Website

Have you been to the Board of Nursing (BON) website lately? The BON Website has been updated and the following changes have been made:

Scam Alerts and Warnings are easier to find on the BON Home Page located at www.bon.texas.gov. When searching for the latest scam alerts and warnings, visit the right side of the BON Home Page.

The BON **Rules and Regulations** have been updated (see page three for more information).

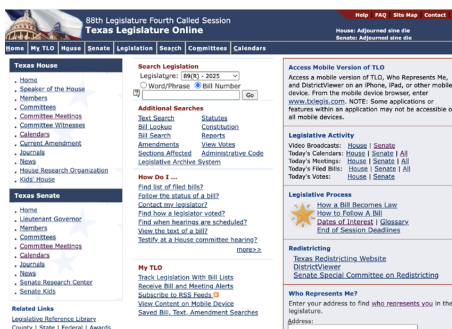
The BON **2024 Annual Report** has been posted to the Publications Page located at https://www.bon.texas.gov/about_publications.asp.html. The 2024 Annual Report includes the latest information on population increases for Texas nurses, continued growth in the number of nursing education programs, and updates on agency efforts concerning graduates of fraudulent nursing education programs seeking licensure in this state.



Using Free Monitoring Resources to Follow Bills During the 89th Legislative Session

In Rule 217.11, the Board of Nursing (BON or Board) sets out its expectations that nurses have a responsibility to know and conform to not only the Nursing Practice Act and Board's Rules, but all rules and regulations that originate as Federal, State, or local laws. On January 14, 2025, the 89th Texas Legislative Session begins. Bill filing in the House of Representatives will continue until March 14th, although the Senate can file bills at any time during the session. The regular session continues through June 2nd. Laws passed by the Legislature can impact nursing practice in a variety of ways.

Laws passed during the Texas Legislative Session can affect the way you obtain your education, your license, or what you may do during your nursing practice. The BON is not a source for information pertaining to the status or progress of bills or political issues associated with legislation. Several websites provide information concerning proposed legislation, enacted laws, and agency rules that pertain to nursing practice. Below are some free sites available to you.



Texas Legislature Online

The State of Texas has an informative website for looking at pending or passed legislation. A good place to start your legislative search is the [Texas Legislature Online](#) (TLO) site. TLO also links to the Texas House of Representatives (House) and Senate. You can enter a word or phrase in the search menu and pull up bills con-

taining those words. You can also go through search matches and check the status, history, or language of those bills. Previous legislative sessions may also be accessed through this site.

Once you have identified bills you are interested in, you can create an account and password with TLO using your email address. After creating the account, bill tracking lists can be created so bill status notifications from TLO can be received.

For example, if you are interested in school nurse related bills, create a new bill list titled School Nurse. Add the bill you found relating to school nurses to the School Nurse list, then set up the types of alerts you wish to receive. After clicking on **Receive Bill and Meeting Alerts** in TLO, enter your bill number and the type of alert you would like to receive. Be aware that if you set the alert to **Any Category**, you will receive emails any time the status of the bill changes.

If or when the bill is scheduled for a hearing in the house where it originates, a notification will be sent by email with the date, time, and location of the hearing. You can monitor the hearing on your computer through the [House](#) and [Senate](#) websites on the day of hearing or afterward.

To view archived broadcasts of committee hearing, visit the [House](#) and [Senate](#) websites. As the session progresses and bills advance through committee meetings, additional documents are added to TLO. These documents clarify what is proposed in the bill as well as the cost for implementing the bill. Keep in mind that most bills introduced during the session do not make it through both houses and then to the Governor's Office.



Texas Register

The *Board of Nursing Bulletin* often mentions the [Texas Register](#) as the publication where nurses can read about proposed rule changes or new rules that have been adopted by state agencies. The *Texas Register* is posted on a weekly basis by the Office of the Secretary of State. If the agency is required to make rule changes to carry out changes from a new bill, proposed rule changes will appear for public comments.

Federal Legislation

One of the best resources for checking on legislation in the U.S. House of Representatives or U.S. Senate is [Congress.gov](#)

You can enter a word or phrase in the search window for a list of bills containing those key words or go straight to a specific House or Senate bill. You can also read the full text of the bill to see its relevance to your practice or check the bill's status within the legislative process

Other Web Resources

Professional organizations are very active during the legislative session monitoring, responding, and proposing legislation. They frequently have websites that offer updates on legislation affecting nursing.



Become a Peer Support Partner with TPAPN today
and help fellow Texas nurses!



<http://texasnurses.org/mpage/TPAPN-advocates>



A
Passion
to Help
Nurses
Heal

Upcoming TPAPN Educational Opportunities

The Texas Peer Assistance Program for Nurses (TPAPN) believes in helping support positive outcomes for nurses and their patients by providing early identification, support, monitoring, accountability, and advocacy to Texas nurses who have an identified substance use or mental health condition or related incident, so they may continue to practice nursing safely. The TPAPN website (www.tpapn.org) has more information about the TPAPN program.

The Peer Support Partner is a volunteer nurse who provides peer support, guidance, encouragement, and more, to nurses participating in TPAPN. The program is looking for more Peer Support Partners. TPAPN has launched on-demand education courses and has live virtual courses as well. On demand courses including topics such as *Addiction, Mental Health Conditions, Motivational Interviewing, & Person-Centered Care* are accessible by following the directions below:

1. Go To <https://www.texasnurses.org/>
2. Go to the Professional Development tab and click **Get CNE**

3. Go to **Categories** and select **TPAPN On Demand**, where you will see a list of available options.
4. Select **Register**, if you are not a TNA member, you can create a non-member account to login
5. Watch the course, then get your certificate.

The upcoming live virtual courses include:

- Peer Support Partner Information Sessions:
 - 1 p.m.: January 14th**
 - 1 p.m.: February 13th**
 - 10 a.m.: March 11th**
- The Role of the Peer Support Partner:
 - Noon: January 16th**
- Virtual TPAPN Overview Lunch & Learn:
 - Noon: March 12th**

Please visit the **TPAPN** webpage for information about upcoming events.

A nurse with a substance use or mental health condition that might impact nursing practice is encouraged to self-refer to TPAPN **prior** to the condition impacting nursing practice. Any person may refer a nurse to TPAPN if the condition has not impacted nursing practice; however, persons mandated to report to the Board of Nursing (BON or Board), such as an employer, a nurse, or a nursing peer review committee, are required to report the nurse to the BON if they believe there has been a nursing practice violation.

The TPAPN referral form is on the TPAPN website. The Board website contains links to file a complaint online under Discipline & Complaints – How to File a Complaint.

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. While every effort is made to ensure the accuracy of this information, the Board's licensure verification system should be utilized for verification. You can obtain information about these disciplinary actions from the Board's website, 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 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, 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701.

Name	License Numbers	Discipline	Action Date	Name	License Numbers	Discipline	Action Date
Adams (Ramos), Robert Vinnie	RN 987951	Warning with Stipulations and Fine	10/24/24	Carter, Amy Nicole	LVN 312985	Enforced Suspension	10/29/24
Adewumi, Rasheedat	AP1104862 & RN 843597	Reprimand with Stipulations	10/24/24	Carter, Shaquettia Sonya	LVN 321182	Revoked	8/8/24
Agina, Florence Nwanneka	PTP MO LVN 2004014932	Revoked	8/13/24	Chancellor, Deana Kay	RN 787917	Reprimand with Stipulations and Fine	10/24/24
Alatise, Odunayo Janet	RN 1083953	Remedial Education	9/8/24	Childress, Deborah Kaye	RN 664577	Remedial Education	9/9/24
Alfaro, Brenda Yvette	RN 975091	Enforced Suspension	10/23/24	Chukwu, Faith Ezinneamaka	RN 934570	Voluntary Surrender	8/15/24
Allen, Jason Lee	LVN 232688	Revoked	8/13/24	Chukwuneke, Helen Chioma	RN 1041219	Warning with Stipulations	9/10/24
Allen, Tammie Lynn	RN 725908 & LVN 162494	Warning with Stipulations and Fine	10/24/24	Clare, Stephen	AP119421 & RN 663904	Revoked	8/13/24
Anumbor, Justina Uzonwanne	LVN 206775	Revoked	8/13/24	Clark, Shirley Lasandra	RN 669770	Warning with Stipulations	10/24/24
Aranda, Britany	RN 1066989	Revoked	8/13/24	Colin, Barbara Noelle	LVN 1018404	Remedial Education	10/8/24
Ashford, Tiffany Lacora	PTP MS LVN 323223	Revoked	8/13/24	Collins, Thomas L.	RN 810742	Revoked	8/13/24
Auter, Lisa Ann	RN 845386 & PTP SC RN 200692	Revoked	8/13/24	Cooper, Tiffany Renee	RN 736642	Reprimand with Stipulations	10/24/24
Baiyeri, Olumayowa	RN 910404 & LVN 309281	Warning with Stipulations	10/24/24	Copeland, Amanda Kathryn	RN 834589	Revoked	8/13/24
Barabin, Denavia Dortha	RN 990025	Probated Suspension	8/13/24	Cortez, Kandace Rachelle	RN 938944	Remedial Education	9/17/24
Barnes, Stephen Marshall	RN 570994	Remedial Education	9/23/24	Covarrubio, Lydia M.	LVN 82687	Revoked	8/13/24
Barnett, Jackie Aleagha	LVN 231019	Warning with Stipulations and Fine	10/24/24	Cuellar, Irma P.	LVN 85438	Voluntary Surrender	10/8/24
Barrie, Megan Elizabeth	RN 818076	Warning with Stipulations	9/10/24	Darst, Teresa Sue	RN 691103	Remedial Education, Deferred	10/18/24
Bass, Alexandra	RN 913268	Enforced Suspension	9/24/24	Delisle, Brian Alan	RN 688456	Revoked	8/13/24
Bayer, Crystal Taniele	LVN 179657	Revoked	10/24/24	Dennison, Latifa Laila	RN 1063012	Revoked	8/13/24
Benavidez, Amber Nicole	LVN 308054	Enforced Suspension	9/30/24	Diab, Mawada Kamal	LVN 328630	Warning with Stipulations and Fine	10/24/24
Bence-Louis, Megan Joy	PTP AR RN R090913	Voluntary Surrender	8/26/24	Dodson, Kassady Dawn	RN 891545	Warning with Stipulations	10/24/24
Biggs, Vanessa C.	LVN 334574	Warning with Stipulations	8/13/24	Erales-Rivas, Margarita R.	RN 617391 & LVN 150002	Warning with Stipulations	10/24/24
Black, Angela Christie	LVN 163282	Voluntary Surrender	10/10/24	Escamilla, Georgianna Renee	RN 933875 & LVN 216501	Remedial Education	9/24/24
Blake, Clifton Ira	RN 1036632	Warning with Stipulations	10/24/24	Escobedo, April Machel	RN 987749	Reprimand with Fine	10/24/24
Bobbitt, Sharon Elaine	RN 820290	Warning with Stipulations and Fine	9/10/24	Evans, Gregory Wayne	RN 652872 & LVN 156298	Voluntary Surrender	8/30/24
Borrego, Aram	RN 1020870	Limited License	9/18/24	Fields, Alicyn	PTP AR LVN 214077	Warning with Stipulations	9/10/24
Bowen-Mortlock, Donna	PTP FL RN 9449444	Probated Suspension	8/13/24	Fisher, Ardella	AP 135826 & RN 779207	Revoked	9/8/23
Boyd-Miller, Belinda Elaine	RN 706070	Warning with Stipulations	8/13/24	Fisher, Christina Louise	RN 878603 & LVN 302464	Warning with Stipulations	9/10/24
Brooks, Charlotte Faye	LVN 179672	Probated Suspension	8/13/24	Flack, Amber Nichole	RN 1015882 & LVN 1015882	Reprimand with Stipulations	10/24/24
Bryant, Dawn Lynn	RN 1038475 & LVN 318038	Remedial Education with Fine	10/14/24	Flori, Darla	RN 643715	Warning with Stipulations	10/24/24
Bunch, Edward Alan	RN 684584	Remedial Education	8/6/24	Foltz, Kasi Maxine	LVN 206395	Revoked	8/13/24
Bunck, Sarah Michelle	AP1020155 & RN 835215	Warning with Stipulations, Deferred	10/24/24	Franklin, Charles James	LVN 310590	Revoked	10/24/24
Camacho, Blanca Zulema	RN 739118	Voluntary Surrender	9/27/24	Freeman, Andi Kay	RN 678126 & LVN 173138	Voluntary Surrender	8/27/24
Carlton, Ray Anthony	RN 862450 & LVN 228972	Probated Suspension	10/24/24	Gaffney, Tessa	LVN 323802	Revoked	10/24/24
				Garcia, Gabriel E.	RN 1067175	Reprimand with Stipulations	10/24/24

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DISCIPLINARY ACTION

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Name	License Numbers	Discipline	Action Date
Garrett, Gretchen Grace	RN 793566	Revoked	10/24/24
Garza, Jacob	RN 974077	Warning with Stipulations and Fine	8/13/24
Gates, Cameica Annette	LVN 312086	Warning with Stipulations and Fine	8/13/24
Gauna, Celine Itzel	RN 1047811 & LVN 352042	Remedial Education	8/13/24
Gauthier, Tamara Lyn	RN 679779	Reprimand with Fine	10/24/24
Gibson, Krystal Louise	LVN 230463	Voluntary Surrender	10/24/24
Gillespie, Rebecca Ann	RN 1000282	Warning with Stipulations	8/13/24
Gonzalez, Mario Sainz	LVN 178551	Voluntary Surrender	3/6/24
Gross-Slade, Odie M.	RN 505824	Warning with Stipulations	10/24/24
Guehl, Lauren Suzanne	AP116350 & RN 738274	Remedial Education	9/19/24
Hamersley, Caly Leigh	PTP OK RN R0122773	Warning with Stipulations and Fine	10/24/24
Harrison, Cheryl Ann	LVN 353815	Probated Suspension	8/13/24
Hartgraves, Charles Davis	RN 809520	Revoked	8/13/24
Hash, Lonnie Ray	RN 839858	Remedial Education	9/8/24
Hauschild, Mona Gail	RN 582771	Revoked	8/13/24
Hernandez, Stephanie	RN 684757	Warning with Stipulations	9/10/24
Herrera, Jordan	RN 939793	Warning with Stipulations and Fine	9/10/24
Hoyack, Lauren Leigh	RN 1014872	Enforced Suspension	8/12/24
Itaman, Honorata Anna	RN 656487	Voluntary Surrender	10/31/24
Itaman, Simon Osarenren	RN 667883	Voluntary Surrender	10/31/24
Jahicoley, Ebone Lakhia	RN 958183	Warning with Stipulations and Fine	10/24/24
Jameson, Jessican Faye	RN 756004 & LVN 199294	Remedial Education with Fine	8/9/24
Jean, Serge	RN 723023	Voluntary Surrender	10/25/24
Johnson, April Denise	RN 935736 & LVN 197700	Remedial Education with Fine	8/16/24
Johnson, Christy Denise	LVN 231455	Warning with Stipulations	10/24/24
Jolly-Almonte, Paul Anthony	RN 977749	Warning with Stipulations	8/13/24
Jones, Jane Frances	LVN160163	Reprimand with Stipulations	9/10/24
Jordan, Jennifer Nicole	RN 907431 & LVN 312786	Remedial Education with Fine	10/22/24
Kalu, Ngozi Jennifer	AP136387 & RN 858940	Remedial Education	8/14/24
Kaluza, Veronica Dawn	RN 671436 & LVN 173452	Voluntary Surrender	9/3/24
Kilpatrick, Lori	RN 630755	Voluntary Surrender	8/1/24
Kim, Helen Joo	LVN 1141437	Voluntary Surrender	8/5/24
Knighton, Leia Rae	LVN 200945	Revoked	9/10/24
Kocen, Lisa Catherine	RN 568024	Revoked	8/13/24
Komingoi, Sharon Chepkoech	LVN 1132240	Warning with Stipulations	10/24/24
Landrum, Brittany Lynne	RN 899571	Enforced Suspension	8/2/24
Laubhan, Christopher Michael	RN 793276	Revoked	8/13/24
Leblanc, Jon Alan	RN 836867	Warning with Stipulations	9/10/24

Name	License Numbers	Discipline	Action Date
Lee, Courtney	RN 1067405	Remedial Education	9/24/24
Lee, Lashonda R.	RN 696858	Remedial Education	8/29/24
Lemelle, Alexis	RN 937445 & LVN 322422	Warning with Stipulations	10/24/24
Liner, Tonya Kuaiwan	AP 1075066 & RN 779904	Remedial Education	9/18/24
Lopez, Jessica	LVN 331733	Revoked	8/13/24
Louisville, Jasmine Quintasha	LVN 1004736	Remedial Education	9/10/24
Lowe, Mary Grace	RN 794888	Probated Suspension	10/24/24
Lundberg, Michele Evelyn	RN 718296 & LVN 185783	Remedial Education	9/17/24
Madrid, Chad	RN 1006834	Revoked	10/24/24
Madrid, Sarah Jane	RN 898814	Remedial Education with Fine	8/14/24
Martone, Alan Joseph	LVN 146878	Warning with Stipulations	10/24/24
Massalene, Krystale Nicole	LVN 336825	Warning with Stipulations	9/10/24
Mastel, Michael Alan	RN 778446	Warning with Stipulations	9/10/24
McCauley, Kimberly Mae	RN 960946 & LVN 339176	Probated Suspension	8/13/24
McGee, Tabbotha Lee	AP131023, RN 678199 & LVN 137368	Revoked	8/13/24
McGruder, Christres Ulanda	RN 800543	Revoked	8/13/24
McKinney, Thera	LVN 353498	Revoked	5/28/24
McLaurine, Ciera Jerrell	LVN 1017483	Remedial Education	8/1/24
McMillon, Kathy Ann	RN 812993 & LVN 154044	Reprimand with Stipulations	9/10/24
McNeilly, Alexis Joann	RN 1037592	Voluntary Surrender	10/16/24
Mena, Virginia Elizabeth	RN 987425 & LVN 312582	Remedial Education, Deferred	8/6/24
Menzies, Brianne Mackenzie	RN 936947	Remedial Education	8/13/24
Mhango, Milembe Yaphet	RN 1041333	Remedial Education, Deferred	9/17/24
Miller, Elena Bernal	RN 654198	Warning with Stipulations	10/24/24
Misaki, Misha	LVN 219441	Reprimand	10/24/24
Moncada, Marialysa G.	RN 965076 & LVN 335264	Remedial Education with Fine	9/18/24
Monroe, Annibell Soo	RN 1011202 & LVN 306978	Warning with Stipulations	10/24/24
Morgan, Linda Mc Clendon	RN 575937	Probated Suspension	9/10/24
Mullenix, Gail Renae	RN 1035972	Enforced Suspension	8/2/24
Murphy (Barrie), Megan Elizabeth	RN 818076	Warning with Stipulations	9/10/24
Ndemo, Selin Nyaboke	LVN 1091089	Reprimand with Stipulations	10/24/24
Ngunza, Marcelina Macuntima	RN 1028827 & LVN 1028827	Voluntary Surrender	9/16/24
Niasoff, Chananya	RN 1074073	Reprimand with Stipulations	10/24/24
Nichols, Lindsey Erin	AP117070RN 696199	Enforced Suspension	9/4/24
Northcutt, Jennifer Ann	RN 882348	Reprimand with Stipulations	10/24/24
Nunn, Sheena Jamine	LVN 1065366	Reprimand with Stipulations	10/24/24
Nwabueze, Cyril	LVN 193252	Reprimand with Stipulations	9/10/24

DISCIPLINARY ACTION

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Name	License Numbers	Discipline	Action Date	Name	License Numbers	Discipline	Action Date
Nwogu, Mary Chinyere	RN 1066013 & LVN 334844	Remedial Education with Fine	9/26/24	Saffell, Alice Jane	LVN 193440	Reprimand with Stipulations	9/10/24
Nyadenga, Hazvineyi	RN 768624 & LVN 205204	Remedial Education with Fine	10/24/24	Salazar, Elita Maria	RN 1008505	Reprimand with Stipulations	9/10/24
Ochoa, Norma	LVN 348479	Reprimand with Stipulations	9/10/24	Salinas, Daniel Omar	LVN 179646	Probated Suspension	8/13/24
Oguah, Sandra	RN 975077	Warning with Stipulations	9/10/24	Sanchez, Juanita	RN 765023 & LVN 184655	Reprimand with Stipulations	10/24/24
Okunnu, Morufat	RN 965995 & LVN 323582	Warning with Stipulations	10/24/24	Ledesma Sangster, Jennifer	RN 594775	Revoked	8/13/24
Olaitan, Matthew B.	RN 1071964	Warning with Stipulations	10/24/24	Lyne Sansom, Samuel James	LVN 191138	Voluntary Surrender	8/30/24
Olubajo, Nnenna Adunnioluwa	API32741 & RN 783356	Remedial Education	8/6/24	Santiago, Rosa	LVN 342802	Reprimand with Stipulations	8/13/24
Omaleko, Favour Obu	RN 1017892	Warning with Stipulations	10/24/24	Santillan, Yudith	LVN 1058255	Remedial Education, Deferred	10/15/24
Ornelas, Elizabeth	RN 938661	Remedial Education	8/5/24	Sellers, Karen Jalowy	RN 563056	Remedial Education	9/5/24
Owen, Kami Kay	API18131 & RN 610263	Remedial Education	9/12/24	Shaeffer, Stephanie Lynne	API37639, RN 775631 & LVN 208036	Warning with Stipulations and Fine	8/13/24
Padilla, Mark Andrew	LVN168807	Voluntary Surrender	8/23/24	Shorterez, Courtney Reshae	RN 885265	Warning with Stipulations and Fine	9/10/24
Pappachan, Pheba	API23576 & RN 711462	Reprimand with Stipulations and Fine	10/24/24	Sidhu, Shelly	RN 759070	Voluntary Surrender	9/16/24
Parish, Heather Leanne	RN 856311 & LVN 218537	Remedial Education	8/20/24	Silguero III, Samuel	RN 772196 & LVN 214815	Reprimand with Stipulations	8/13/24
Parker, Famatta Pepper	LVN 196585	Remedial Education, Deferred	10/1/24	Smith, Lucretia Stanley	RN 895047	Reprimand with Stipulations	8/13/24
Peery, Corinne Elizabeth	RN 950141	Revoked	8/13/24	Sosiadis, Mihail Alexander	RN 1074344	Warning with Stipulations	9/10/24
Pepper, Stacy Renee	RN 680749	Warning with Stipulations	8/13/24	Stevens, James Adolphus	RN 812000	Voluntary Surrender	10/29/24
Perkins, Kelley K.	RN 930808	Warning with Stipulations	10/24/24	Stewart, Sandra Elisa	LVN 228902	Remedial Education with Fine	10/29/24
Perry, Del Scott	API06977 & RN 537712	Warning with Stipulations, Deferred	9/10/24	Stokes, Melissa Nicole	RN 1175331 & PTP AL RN 1-150185	Warning with Stipulations and Fine	9/10/24
Perryman, Danielle Lucinda	RN 1090922	Probated Suspension	8/13/24	Swinney, Johnny Ray	LVN121893	Reprimand with Stipulations	8/13/24
Phillips, Robert Lee	RN 1058444 & LVN 341795	Remedial Education	8/5/24	Sword, Megan Emily	RN 913508	Warning	10/24/24
Pickard, Amanda Jo	PTP IN RN 28225285A	Warning with Stipulations	10/24/24	Tarrant, Tyla Sherrie	RN 1005569 & LVN 345178	Reprimand with Stipulations	9/10/24
Polk, Neenah N.	RN 985098	Reprimand with Stipulations	9/10/24	Tennerson, Michelle	RN 775009 & LVN 167261	Enforced Suspension	10/28/24
Posey, Michael Jason	LVN 164015	Reprimand with Stipulations	8/13/24	Thomas, Candice	LVN 347894	Warning with Stipulations	9/10/24
Powell, Jennifer Michelle	RN 729894 & LVN 201654	Revoked	10/24/24	Thomas, Latasha Henderson	LVN 349800	Reprimand with Stipulations	9/10/24
Powell, Rejonna Lavette	RN 934684	Revoked	8/13/24	Thompson, Sheila Kay	LVN 153887	Revoked	8/13/24
Ramirez, Veronique T.	RN 1069612	Revoked	8/13/24	Thurman, Melissa Suzanne	RN 622102	Voluntary Surrender	8/20/24
Ranges, Tammi S.	RN 1073450	Reprimand with Stipulations	10/24/24	Tiberi, Hannah	AP 1136672, RX 50430 & PTP OH RN 368980	Warning with Stipulations and Fine	10/24/24
Redmond, Christine Marie	LVN 209246	Revoked	8/13/24	Tidwell, Lorrie J.	LVN 109999	Warning with Stipulations	8/13/24
Rhodie, Natasha Patrice	LVN 225009	Reprimand with Stipulations	9/10/24	Todosijevic, Ashlee	RN 957546	Remedial Education	9/12/24
Rice, Heidi French	RN 1067007	Reprimand with Stipulations	9/10/24	Tow, Cindy Farrell	RN 236013	Revoked	10/24/24
Roberts, Desera	RN 723916 & LVN 200941	Reprimand with Stipulations	10/24/24	Tubbs, Stacey Lynette	RN 1003057 & LVN 183195	Warning with Stipulations	9/10/24
Roberts, Elizabeth Deanne	RN 925862	Enforced Suspension	8/28/24	Turner, Tirzah Renae	LVN 315075	Remedial Education	9/24/24
Robinette, Mariah	LVN 1136715	Revoked	9/10/24	Ugarte, Cruz Olvido	RN 1066076	Warning with Stipulations	10/24/24
Rocaberte, Maria Charmain Embrado	RN 731015	Remedial Education	8/12/24	Ugwu, Queen Ezinne	LVN 221483	Revoked	9/10/24
Rodriguez, Giselle Jessica	RN 918010	Warning with Stipulations	8/13/24	Ullrich, Deborah Diane	RN 813170	Voluntary Surrender	10/23/24
Rosselot, Katherine A.	RN 500024	Remedial Education, Deferred	10/15/24	Veal, Ciara Linye	API30384 & RN 894041	Reprimand with Stipulations	10/24/24
				Vineyard, Kristin Rachel	RN 940288 & LVN 307810	Remedial Education with Fine	9/13/24



Board of Nursing Staff Fulfill Holiday Wishes for 40 Children in Foster Care

Board of Nursing (BON) Staff, in conjunction with the Governor's Commission for Women, the State Agency Council, and Partnerships for Children hosted the **Holiday Wishes Program**. Staff contributed to fulfill "wish lists" for 40 children in Texas receiving foster care. Each child's wish list consisted of three items with a total value of \$80 to \$100. The BON sends a special *Thank You* to the BON Holiday Committee, consisting of Lorraine Gerami, Alexis Gilbreath, Brian Miller, Keith Praesel, and Jessica Gonzalez who spearheaded efforts to raise funding for 20 sponsored children through bake sales, sale of snacks, and collection of cash donations to purchase gifts. Twenty additional children were sponsored through individual and group contributions from BON employees.

DISCIPLINARY ACTION

- cont. from prev. pg.

Name	License Numbers	Discipline	Action Date
Wade, Charleese	LVN 1110648	Warning with Stipulations	10/24/24
Wade, Shane Lee	RN 730931	Revoked	10/24/24
Walker, Jade Simone	LVN 340271	Revoked	8/13/24
Watson, Michael Loren	LVN 157378	Warning with Stipulations	8/13/24
Watts, Amanda Christelle	LVN 200013	Enforced Suspension	8/20/24
Webb, Jerimiah Duncan	RN 846905	Enforced Suspension	8/20/24
Webber, Rebecca Andrade	RN 699760 & LVN 177328	Reprimand with Stipulations	10/24/24
Welsh, Nikki Marie	RN 845728	Revoked	9/10/24
Wendenburg, Barbara Berry	RN 500995 & LVN 80509	Revoked	9/10/24
Wheeldon, Lynn Ann	RN 662469	Revoked	8/13/24
Whitford, Patricia Jeane	RN 1177213 & LVN 341183	Warning with Stipulations	8/13/24
Whittaker, Carolyn Lee	RN 546535	Voluntary Surrender	10/29/24
Wildrick, Dawn Elsie	RN 605200	Voluntary Surrender	8/22/24
Wilson, Johnnie S.	AP107575 & RN 535111	Warning with Stipulations	9/10/24
Wilson, Lorraine Eva	RN 665690	Warning with Stipulations	9/10/24
Wood, Kendahl Danielle	RN 916895	Probated Suspension	10/24/24
Xavier, Rosemary Andreoli	RN 879810	Warning, Deferred	10/24/24

Statistical information

The 233 disciplinary actions reported in this bulletin represent only 0.048% of nurses who are currently licensed to practice in the State of Texas.

As of September 1, 2024, 99.72% of current Registered Nurses, 99.40% of current Licensed Vocational Nurses, and 99.73% of current Advanced Practice Registered Nurses were without current discipline according to Board records.

Texas Board of Nursing Welcomes New Nurses!



The Texas Board of Nursing congratulates new licensees for September, October, and November 2024. Whether you are new to nursing practice or changing your licensure, we are proud of your work to help 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. Welcome to the workforce!

Number of New Licenses Issued by Examination
(September – November 2024)

LVNs – 1,184

RNs – 3,717

APRNs – 1,554

Here are some helpful tips for you as you start your nursing practice in Texas:

- * Make sure that you save your password for the Texas Nurse Portal – you will need to access the Portal every two years to renew your licensure.
- * Consider signing up for Nursys.com – this free service will send you an automatic e-Notify alert when it is time to renew your license.
- * The Board has some requirements for continuing education requirements each licensure cycle. Check out Education\Continuing Education & Competency on our website to ensure that you are staying current with requirements for licensure renewal.

Abbreviations in the Notice of Disciplinary Action Section

- PTP** Privilege to Practice in Texas associated with the indicated state and license.
- RX** Prescription Authorization

Texas Board of Nursing Meeting Schedule

2025 Board Meeting Dates

January 30-31	April 24-25
July 17-18	October 23-24

2025 Eligibility and Disciplinary Committee Meeting Dates

February 11	March 18
May 13	June 10
August 19	September 9
November 12	December 9

For meeting times and locations, visit the Board of Nursing website.

* - The Board meeting scheduled for January 30-31, 2025, will be streamed online. Meeting access information will be posted at: www.bon.texas.gov

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Office Hours and Location

The office of the Texas Board of Nursing is located in the George H.W. Bush Building, located next to the Bob Bullock Museum in downtown Austin, across the street from the University of Texas. The mailing address is: 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays. If you need to reach the Board, please call (512) 305-7400 or send an email to: webmaster@bon.texas.gov

The Texas Board of Nursing is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, genetic information, or status as an individual with a disability or protected veteran in its hiring and recruitment process. Veterans' and former foster youth employment preferences are granted as required by law. The Texas Board of Nursing participates in E-Verify, and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

The *Texas Board of Nursing Bulletin* is published quarterly by the Texas Board of Nursing. In compliance with the Americans with Disabilities Act, this document may be requested in alternate formats by contacting the Board's office, (512) 305-7400 (Voice), (512) 305-7401 (FAX), or by visiting the George H.W. Bush Building, 1801 Congress Avenue, Suite 10-200, Austin, Texas 78701.

Board of Nursing Contact Info

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, or
-- Continuing Education for Nurses
Licensing@bon.texas.gov

PROFESSIONAL AND VOCATIONAL NURSING

ADVANCED PRACTICE....(512) 305-6843
-- APRN Application and
-- Prescriptive Authority Procedures
aprn@bon.texas.gov

NURSING EDUCATION...(512) 305-6816

NURSING PRACTICE.....(512) 305-6802
-- Nursing Practice Issues
-- Legislation
-- Workshop Information....(512) 305-6844
-- Workshop e-mail inquiries
workshops@bon.texas.gov

NEWSLETTER INFO.....(512) 305-6842



Nurse Employers: Do You Want to Receive an Email Alert When the Bulletin Goes Online?

The Texas Board of Nursing (BON) discontinued mailing paper issues of the *Texas Board of Nursing Bulletin (Bulletin)* in October 2023. Nurse employers, other boards of nursing, and any interested individuals who would like to receive an email alert when the newsletter is posted may do so when the *Bulletin* is posted online. The only requirement necessary to receive an alert when the *Bulletin* is posted is to notify the Board. Note: all nurses who have established nurse portal accounts are sent notice of *Bulletins* using the email address associated with the account. If you would like to be added to the electronic notification list for all issues of the newsletter, please send an email to bruce.holter@bon.texas.gov. In the Subject Line for the email, write **Add Me to the Bulletin List**. No further information is required. The email address that you provide will only be used to notify you when the newsletter has been posted. Digital copies of the Bulletin are accessible at: https://www.bon.texas.gov/about_newsletters.asp.html