

RN UPDATE

Accreditation ★ Licensure ★ Practice ★ Compliance

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GOVERNOR APPOINTS TWO NEW BOARD MEMBERS

The Governor's office has announced the appointment of two new members to six-year terms on the Board of Nurse Examiners. The new appointees are Rose M. Caballero, Corpus Christi, representing nursing practice and Patsy Y. Crowe, Fort Worth, consumer member.

Rose Caballero currently serves as patient education coordinator for Memorial Medical Center in Corpus Christi. In this capacity, she is responsible for planning and implementing educational programs for patients and staff. A Certified Childbirth Educator, she is also a Childbirth Educator at Humana and Spohn Hospitals. She holds a Bachelor of Science in Nursing from Corpus Christi State University and a Diploma in Nursing from Baptist Memorial Hospital School of Nursing in San Antonio.

Pat Crowe is a communications technician for Southwestern Bell Telephone Company, Fort Worth, and Executive Vice President, Communications Workers of America, Local 6201. She is a Delegate to the Tarrant County Central Labor Council; Vice President for North Texas, Texas Political Legislative Committee; Advisory Board Member, Texas Citizen Activist; United Way/Community Delegate Member, in addition to various community affairs.

Ms. Caballero replaces Pauline Barnes of Texarkana and Ms. Crowe replaces the late Patsy Sharpe of Fort Worth.



Rose M. Caballero, BSN, RN



Patsy Y. Crowe

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PRESIDENT'S MESSAGE

"We envision a Texas where all people have the skills and opportunities they need to achieve their individual dreams; a Texas where people enjoy good health, are safe and secure from harm, and share a quality standard of living; a Texas where we and future generations can enjoy our bountiful natural beauty and resources."

This statewide vision statement was developed by Governor Ann Richards and the Legislative Budget Board for a massive strategic planning process for the State of Texas for the years 1992-1998.

The Board of Nurse Examiners is an integral part of Texas government, and the mission of the Board, "to protect and promote the welfare of the people of Texas," reflects the state's vision closely. We are committed to serving the people of our state and are accountable to the public.

The BNE is responsible for licensing, regulating and monitoring approximately 195,000 registered nurses, 125,000 of whom are currently licensed as RNs, and for accrediting 75 schools of professional nursing. The BNE receives its authority from the Nurse Practice Act, originally passed on March 28, 1909 and amended numerous times in the past 83 years. Quality assurance elements were added in 1987 and mandatory continuing education in 1989.

The Board has responded efficiently and effectively to the rapid health care and governmental changes. During the six-year span of the state's strategic plan, Texans will be affected by health care reform which will focus on accessibility and cost containment. The shortage of nurses continues with no indication that the supply will meet the demand. During this decade, Texas will experience an increase in the elderly population and enhanced ethnic and racial diversity which will affect access to health care, types of health care delivery and education of professional nurses. The national trend is focused on quality, measurable outcomes and practitioner accountability.

Strategic planning reflects the nursing process—assessment, goal-setting, and decision making. The process is a link between the present and a vision of the future of Texas.



Eileen Piwetz, EdD, RN
President, Board of Nurse Examiners

The plan for the Board of Nurse Examiners contributes to Texas' new, streamlined biennial planning/budgeting process which will contribute to the decisions on utilization of our total resources for "Texas Tomorrow"! ♦

GOVERNOR'S TASK FORCE CHARGED WITH DEVELOPING COMPREHENSIVE HEALTH PLAN

In November, 1991, Governor Ann Richards appointed a 26-member task force and charged it with proposing a comprehensive health plan to address health care and health insurance needs of all Texans. At the opening meeting of the task force, Governor Richards said, "Texas, like the rest of the country, is faced with a health insurance and health care problem of critical proportions...The Health Care Policy Task Force today will bring health insurance and treatment costs under control and make health care affordable for all Texans."

The Governor charged the task force with defining essential health care services that should be available to all Texans; identifying factors that contribute to the high costs of health care and factors which would reduce these costs; developing a payment plan which assures affordable health insurance for all Texans; and proposing a health care delivery system which makes health care available to all Texans.

Members of the task force include 14 public members, six members of the Texas Senate and six members of the Texas House of Representatives. Of the public members, two are Registered Nurses, Sue Iha and Lois Moore, both of Houston. The chair of the task force, Dr. Shirley Chater, has a baccalaureate degree in nursing and a masters degree in nursing and is currently the president of Texas Woman's University. Other public members include representatives from the health care industry, the business community and the insurance industry.

The task force has been requested to report their recommendations to the Governor, Lieutenant Governor and Speaker by November 1, 1992. These recommendations will result in the drafting of legislation which Texas lawmakers will consider in the 1993 legislative session.

The task force has heard invited testimony from several groups including consumers, health care providers, employers and the insurance industry. In addition, individuals who wished to give testimony to the task force were provided opportunity at one of the eight public hearings conducted throughout the state. Public hearings were held at the following locations and dates: Tyler (2/20/92); Lubbock (3/5/92); Abilene (3/6/92); Dallas (3/31/92); McAllen (4/15/92); Houston (4/22/92); El Paso (5/5/92); and San Antonio (5/20/92).

The Texas Health Policy Task Force office is located at 333 Guadalupe Street, Post Office Box 149133, Austin, Texas 78714-9133. Inquiries should be directed to James Fields, Executive Director.—Kathy Thomas ♦

NEW OSHA REGS REQUIRE HEPATITIS B VACCINE

The Occupational Safety and Health Administration (OSHA) has published new regulations regarding bloodborne pathogens. OSHA's regulations include the development of a plan for the administration of the Hepatitis B vaccine series to employees who may be exposed to bloodborne pathogens. The regulations suggest that facilities which are developing policies to implement the new regulations inquire of their state board of nursing if a RN may administer the Hepatitis B vaccine.

Texas RNs may administer the Hepatitis B vaccine as long as the following criteria are met: (a) the RN has knowledge of the agent; (b) the RN has a physician's order or a physician approved protocol for the administration of the vaccine series; and (c) the RN has policies and procedures available to guide the practice.

The personnel director in your employing institution should contact the Occupational Safety and Health Administration for more information regarding these regulations at: OSHA Publications, Room N3101, 200 Constitution Ave., N.W., Washington, DC 20210. Please refer to OSHA Regulation number CFR 1910.1030.—*Cady Crismon* ♦

HIV COALITION FOCUSES ON LEGISLATIVE CHANGES/EDUCATION

In November, 1991, the Texas Nurses Association initiated a meeting of health care professional organizations/agencies to discuss important issues related to Human Immunodeficiency Virus (HIV). Representatives from the following organizations/agencies have participated in the Coalition: Texas Nurses Association, Texas Board of Nurse Examiners, Texas Medical Association, Texas Board of Medical Examiners, Texas Dental Association, Texas Board of Dental Examiners, Texas Department of Health, Texas Health Care Association, Texas Hospital Association, AIDS Education Training Center, Lesbian/Gay Rights Lobby of Texas, Staff of the Senate Health and Human Services Committee, and Texas Representative Glen Maxey of Austin.

The Coalition has focused its efforts on three specific areas: the development of recommendations for changes in legislation to be considered by lawmakers in the 1993 legislative session; methods of educating health care professionals and their employers regarding HIV; and initiatives for educating the public about HIV.

House Bill 7, which passed in the 1991 legislative session, required health professional associations and health facilities to define "exposure prone procedures" for HIV positive providers and establish Expert Review Panels to determine if HIV positive providers should perform these procedures. The proceedings of the Expert Review Panel are required to

be confidential, according to House Bill 7. When this legislation passed, it was expected that the Centers for Disease Control (CDC) of the United States Public Health Service would adopt guidelines for identification of exposure prone procedures. The Coalition has identified the need to assure the confidentiality of Expert Review Panels and to redefine "exposure prone procedures" and remove the responsibility of facilities/employers to define these procedures.

The Coalition is developing educational programs for health care professionals to inform them of the new Occupational Safety and Health Administration's (OSHA) regulations regarding bloodborne pathogen standards. These new standards include requirements for employee education and training. The Coalition workshops are planned to target those health care professional "trainers" in nursing, medicine and dentistry who can train other health care providers in their facilities or areas. The workshops are scheduled as follows:

July 16, Houston, Marriott Astrodome
July 21, Lubbock, Lubbock Plaza Hotel
July 31, San Antonio, Sheraton Gunter Hotel
August 7, Dallas, Marriott Park Central

For additional information, contact Pam Parker, Southwest Center for Occupational and Environmental Health, P.O. Box 20186 - SPH, RAS, W1026, Houston 77225, telephone 713/792-4648.

Initiatives for educating the public about HIV, including the identification of available resource materials, are also being developed by the Coalition.—*Kathy Thomas* ♦

BOARD APPOINTS TASK FORCES

In response to a rapidly changing health care environment, the Board appointed two task forces at its March 1992 meeting. The Task Force on Standards and Conduct is being asked to undertake a comprehensive review of the Standards of Nursing Practice and Unprofessional Conduct Rules for the purpose of revising and updating the language of these rules. The task force includes three board staff members and representatives from various areas of professional nursing who bring unique and broad perspectives to the issues of standards and practice. A review of the rules for consistency, need for revisions and additions to the rules and formulation of new or revised rules for proposal to the Board are the charges this task force will address.

The Task Force on the Use of Unlicensed Personnel will evaluate the issues surrounding the use of unlicensed personnel in a variety of health care settings. Made up of representatives from nursing organizations, RNs in practice settings and consumer groups, the task force will review current statutes and Board rules to identify possible approaches to take in relation to legislative efforts of various interest groups within the state. The committee may also consider recommending possible changes in the Board's rules which could allow for broader delegatory authority by the professional registered nurse. ♦

CONTINUING EDUCATION UPDATE

Implementation of the continuing education requirements for registered nurses mandated by Senate Bill 622 (71st Texas Legislature, 1989) with a two-year phase in began on September 1, 1991. Nurses are being notified with their license renewals that continuing education rules are in effect. Each nurse then has two years, until the next renewal, to complete 20 contact hours or two Continuing Education Units (CEUs). The continuing education hours must be earned between the first day of the renewal month and the last day of the subsequent renewal. For example, if a nurse renews his/her license in June 1992, the continuing education hours must be earned between June 1, 1992 and June 30, 1994. Hours taken prior to June 1992 are not retroactive, nor may hours be saved and carried over for credit beyond June 1994.

The Texas Nurses Association reports that it has reviewed 268 applications for offerings, independent study (provider directed) and programs during the first three months of 1992. These programs are accepted for Type I credit and are often advertised in *Texas Nursing*. During the same time period, 65 provider applications were reviewed.

Please do not call the Board's office to inquire about availability of CE programs, as our office does not maintain a listing of courses. Most of the professional nursing journals advertise upcoming CE programs, or you may contact your local college, university or nursing school continuing education department and request to be placed on their mailing list.

Nurses are reminded not to send CE certificates to the Board's office. The Board plans to utilize a random audit system to verify compliance with the CE requirements.

Detailed information on the CE requirements was published in the February 1992 issue of *RN Update* which was mailed to all registered nurses licensed in Texas. A copy of the CE rules may be obtained by sending a stamped, self-addressed envelope to the Board of Nurse Examiners, Box 140466, Austin 78714, Attn: CE. —*Kathy Vrazel* ♦

SHARE THIS NEWSLETTER

Please share the information in this newsletter with as many nurses as possible by posting the newsletter, duplicating portions or all of the newsletter, or using excerpts in your own newsletter. If reproduced, we would appreciate a copy of the article as well as credit for any material used.

1,793 RNs LICENSED FOLLOWING FEBRUARY EXAM

Congratulations to the candidates who passed the February 1992 National Council Licensure Examination for Registered Nurses (NCLEX-RN) in Texas! Of the 1,259 first-time Texas candidates writing the February 5-6, 1992 NCLEX-RN, 1,174 (93%) passed the exam and became registered nurses. A total of 2,159 candidates, including graduates of Texas, out-of-state and foreign nursing programs wrote the exam in Texas and 1,793 (83%) passed.

The following chart describes the overall performance of candidates by categories:

TYPE OF CANDIDATE	WRITING	PASSING/ REGISTERED	% PASSING
First Time Texas	1,259	1,174	93%
Texas Repeating	393	268	68%
Foreign First Time	227	183	81%
Foreign Repeating	184	77	42%
Out-of-State First Time	96	91	95%
Total of examinees	2,159	1,793	83%

The following nursing programs had a 100% pass rate:

Associate

Alvin Community College
Cooke County College, Gainesville
El Paso Community College
Houston Baptist University
Howard College at Big Spring
Kilgore College
Lamar University, Beaumont
Lamar University, Orange
Midland College
McLennan Community College, Waco
N. Harris Community College, Houston
South Plains College, Levelland
Southwestern Adventist College, Keene
Tyler Junior College

Baccalaureate

Stephen F. Austin State University, Nacogdoches
Houston Baptist University
Incarnate Word College, San Antonio
Prairie View A&M College, Houston
Texas Christian-Harris College, Ft. Worth
University of Mary Hardin Baylor, Belton

Master's

The University of Texas at Austin

JULY NCLEX DATES

The National Council Licensure Examination for Registered Nurses (NCLEX-RN) is scheduled July 8-9, 1992 (Wednesday-Thursday) in Austin, Galveston, and Fort Worth. Approximately 4,700 candidates are scheduled to write the exam in Texas.

PASS RATE FOR FOREIGN NURSE GRADUATES IMPROVES BY 21%

In September 1990, the Board adopted rules requiring foreign educated nurses wishing a temporary permit to enroll in a Board approved accustomation course and to successfully complete the course before taking the NCLEX-RN.

The February 1992 exam administration, the first in which the new rules were in effect, showed a marked improvement in the pass rate. Eighty-one percent of the foreign candidates who completed the accustomation course and wrote the NCLEX-RN passed. This reflects a 21% improvement over July 1991 when only 60% of foreign first-time candidates passed and a dramatic improvement over previous years when pass rates ranged from 39% to 50% for foreign, first time candidates.

The 240-hour course, composed of 120 hours of didactic instruction and 120 hours of precepted clinical practice, was offered by 15 providers across the state. Two hundred and thirty-six individuals enrolled in a Board approved accustomation course. Of the 236 enrolled, 207 individuals successfully completed the course and were eligible to take NCLEX. One hundred and sixty-eight of the candidates passed the exam.

The implementation of these rules has resulted in greater protection of the public during the permit period and increased retention of foreign recruited candidates by employers.

At this time, Texas is the only state that requires an accustomation course for nurses educated outside the United States.—*Cady Crismon* ♦

NATIONAL COUNCIL DEVELOPS MASTER PLAN FOR TRANSITION TO CAT TEXAS BNE TO BE REPRESENTED ON EXPERT PANELS

The National Council of State Boards of Nursing has adopted a master plan to guide the transition from paper-and-pencil testing to computerized adaptive testing (CAT) for the National Council Licensure Examination (NCLEX). This change will occur in all jurisdictions at the same time, and will be implemented no sooner than November 1993.

The CAT Master Plan outlines the detailed activities and resources necessary for successful CAT implementation. This includes the formation of committees to oversee many different parts of the project, including communications efforts, PN field testing, and selection of a professional testing service. The plan focuses on the 20-month period between December 1991 and August 1993 and will be updated and revised as necessary.

BNE President Dr. Eileen Piwetz and Executive Director Dr. Louise Waddill have been appointed to two of the expert panels charged with implementation of various aspects of CAT. Dr. Piwetz' panel will design the evaluation mechanisms for CAT effectiveness in meeting Member Board needs, while Dr. Waddill's panel will develop the "go/no go" decision criteria which will be presented to the 1993 Delegate Assembly.

The National Council is the first major group of licensing boards to implement this state-of-the-art testing technology on a national basis. ♦

BOARD MEETING DATES

Regular meetings of the Board of Nurse Examiners for the State of Texas are scheduled on the following dates:

July 21-22, 1992	Austin
September 22-23, 1992	Austin

The Board meetings are open to the public. Any group or individual wishing to attend any portion of the Board meeting should contact Erlene Fisher at 512/ 835-8675 at least four weeks prior to the Board meeting to verify availability of space, the date and location.

Effective April 15, 1992, all contested cases (formal disciplinary hearings) will be heard by an Administrative Law Judge in the newly-created State Office of Administrative Hearings.

Individuals or representatives have an opportunity to communicate directly with the Board during the open forum which is held during each meeting.

Interested persons are requested to notify the Executive Director in writing or by telephone prior to the scheduled Board meeting so that the request to address the Board is assured and to confirm the date, time and location of the open forum.

ANNUAL REPORTS PROVIDE NURSING EDUCATION PROFILE

Every Fall, professional schools of nursing complete annual reports which provide vital data for the Board of Nurse Examiners. Completing the Fall 1991 report were the administrators of two diploma programs, 44 ADN programs, 23 BSN programs, one MSN program, four BSN-RN programs, and one ANP program.

For Fall 1991, enrollment in professional nursing programs was 14,310. The enrollment breakdown by type of program was as follows: Diploma, 431; ADN, 8,318; BSN-RN, 192; BSN (generic), 5,302; Masters, 48; and ANP, 19.

Among the students enrolled in professional nursing programs, 76% were Caucasian. Hispanics comprised 12% and Blacks comprised 9% of the students. Two percent were Asians or Pacific Islanders, and 1% represented other ethnic groups. (See figure A.)

Student Enrollment In RN Programs by Ethnicity as of Fall 1991

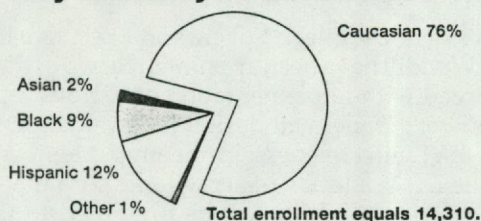


Fig. A

For academic year 1990-91, 5,011 students graduated from professional nursing programs. The graduation breakdown by type of programs was as follows: Diploma, 152; ADN, 3,141; BSN-RN, 25; BSN (generic), 1,637; Masters, 2; and ANP, 54.

As of Fall 1991, there were 1,287 full-time faculty teaching in professional nursing programs. (See figure B.) The majority of full-time faculty held master's degrees in nursing (63%). Among the full-time faculty, 29% had doctorates in nursing, 7% had master's degrees in other fields and 1% had baccalaureate degrees in nursing. There were 240 part-time faculty teaching in nursing programs.

Full-Time Faculty of RN Programs by Highest Degree Earned as of Fall 1991

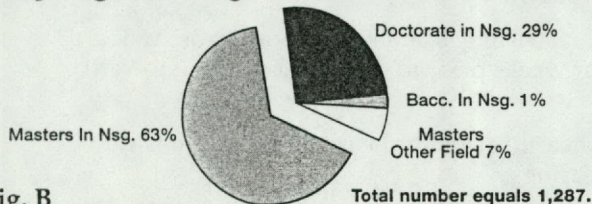


Fig. B

Administrators of professional nursing programs indicated that the most successful student recruitment tool was word of mouth followed by one-to-one counseling and career days.—Wendy Francik ♦

CGFNS MARKS ANNIVERSARY

The Commission on Graduates of Foreign Nursing Schools (CGFNS) will mark its 15th anniversary in 1992. CGFNS was established in 1977 to enable foreign-educated, professional nurses to gauge their chances of becoming registered nurses in the United States. The two-part CGFNS Certification Program consists of a credentials review followed by an exam of nursing knowledge and English language proficiency.

CGFNS certification is accepted by the U.S. Immigration Service and is required by the U.S. Department of Labor for a work permit, and required by most state Boards of Nursing prior to taking NCLEX. The first exam given in October 1978 was administered to 1,200 applicants in 31 countries. Since that time, the number has increased to over 28,000 exams each year in 50 worldwide locations. "Those of us on the current Board of Trustees and staff are both proud of this heritage and challenged by it," says CGFNS President, Doris Armstrong. "We have rededicated ourselves to ensuring that CGFNS services continue to focus on being effective, responsive, and accessible." ♦

NEAC UPDATE

The Nursing Education Advisory Committee (NEAC) is continuing its work of developing nursing competencies and identifying short- and long-term nursing education and nursing manpower needs in the state. The joint committee of the Board of Nurse Examiners and the Board of Vocational Nurse Examiners was appointed in July 1990 and consists of four subcommittees: LVN, Diploma/ADN, BSN, and Manpower.

The committee met on February 27, 1992 and decided upon a format for the nursing intervention and skills lists in which skills would be categorized according to provider of care, coordinator of care, and member of profession. The skills will be alphabetized and delineated as beginning and proficient. Each subcommittee will define in a preamble, the environment in and population with which its graduates could work. The Format Implementation Team reviewed information regarding articulation plans and competencies utilized by several other state boards of nursing and the ways in which Texas nursing programs were dealing with articulation.

A meeting of the Core Committee is scheduled May 1. Since the *RN Update* was already in production, information on this meeting will be included in the next issue. The agenda includes reports on coordinator of care competency statements, member of the profession competencies and the skills lists.

The final full NEAC meeting is scheduled for November 5, 1992, at the Texas Department of Health, in Austin. ♦

DHS FORUM PROVIDES REGULATORY UPDATE

In a nursing facility, quality nursing care depends on clinical knowledge as well as technical and regulatory knowledge. The Texas Department of Human Services (DHS) provides a monthly "Nursing Facility Forum and Regulatory Update".

During April, Rose Davis, DHS program specialist, talked about the importance of this program. "It doesn't matter how good a nurse you are, if you don't know the technical and regulatory aspects of providing care at a nursing facility; you can't provide good practice without knowing the operational aspects of nursing care," said Ms. Davis.

According to Ms. Davis, DHS has been providing the forum since November 1991. Participation has ranged from 50 to 60 individuals per forum. DHS plans to continue the forum next year.

The purpose of the forum is to educate individuals about the technical and regulatory aspects of care in nursing facilities. Anyone may attend the meeting: consumers, nurses, nursing facility administrators, health care advocates, etc. There is no charge to attend.

The forum is held on the first Tuesday of each month, from 1 to 5 pm in DHS' Public Hearings Room, Winters Building, 51st Street and Lamar Boulevard, Austin. You do not need to make reservations. For further information, please contact Sue Syler, DHS, at 512/450-3111.

During the months of July and October 1992, the forum only will be available to paying participants of the program, "Nursing Facility Nurses: Uncovering the Mysteries". Details about this program may be obtained from co-sponsors Texas Association of Homes for the Aging, 512/477-6994, and the Texas Health Care Association, Education Department, 512/458-1257.—*Wendy Francik* ♦

education for licensed professionals and the impaired professional.

Through surveys, licensing agencies responded to questions about continuing professional education (CE) and the impaired licensed professional. Among the 46 licensing agencies responding to CE questions, 28 (61%) had established or were planning to establish a process for CE; the BNE was included in this group. Among the 32 licensing agencies responding to impairment questions, six (19%) including the BNE, use peer assistance programs.

During November 1991 and January 1992, agencies licensing health professionals met to evaluate and compare performance measures. For example, do all health licensing agencies similarly compute average time for disciplinary action? Discussions about the performance measures led participants to a better understanding of the uniqueness of each agency.

Public hearings about the BNE will be held later this year. Using input from the public and information from its evaluation of the agency, the Sunset Commission will submit a final report to the Legislature along with a recommendation to abolish or retain the agency.

We will continue to report on the BNE's Sunset Review process in future issues of the *RN Update*.—*Wendy Francik* ♦

SUNSET COMMISSION REVIEWS BNE

Before September 1992, staff from the Sunset Commission will conduct an on site review of the Board of Nurse Examiners (BNE). Using this information, the Sunset staff will prepare a report regarding the performance of the agency.

Of the 46 licensing agencies participating in the Sunset Review process this year, 25 (54%) license members of a health profession and 21 (46%) license members of a business group.

Last Fall, Board staff met with staff from other licensure boards and the Sunset Commission to discuss continuing

REQUIREMENTS FOR RN FIRST ASSISTANTS

Board staff continue to receive many calls questioning whether a registered nurse may act as first assistant to a surgeon. A RN working in the role of first assistant may only do so under the delegation and direct supervision of the physician. However, the RN is still accountable for his/her actions and must practice safely and effectively within the parameters of his/her educational preparation and experience.

RNs who practice surgery under delegated medical authority should be sure that the following criteria are met:

1. The RN's education and experience to perform as a first assistant is verified and documented in the personnel file, and
2. There are institutional policies and procedures approved by the nursing and medical staff which address the appropriate use of RN first assistants.

For more information, please contact The Association of Operating Room Nurses, Inc., 10170 E. Mississippi Ave., Denver, CO 80231 for their information on RNs working as first assistants.—*Cady Crismon* ♦

RN LICENSURE MANDATORY

During the current fiscal year, which began September 1, 1991, the Board has disciplined 27 RNs for practicing without a current license. Article 4518, Section 4 of the Texas Nurse Practice Act requires that "any individual practicing or offering to practice professional nursing in this state shall be licensed by the Board." This means that an individual *must* renew his/her license by the last day of the renewal month every two years to be currently licensed.

While it is the individual registered nurse's responsibility to renew his/her license, the Board reminds nurse administrators that they must verify that the RNs in their employ hold current licenses to practice. The nurse administrator who employs or who continues to allow an individual who is not currently licensed to practice, could be charged with "aiding or abetting, directly or indirectly, or in any manner whatsoever, any unlicensed person in connection with the unauthorized practice of professional nursing," Article 4525(a)(6).

A RN's license must be renewed biennially during the birth month, in the even or odd year according to birth year. Failure to renew subjects the RN and his/her employer to possible disciplinary action and increased civil liability.

Licenses may be verified 24-hours-a-day, 7-days-a-week by calling (512) 835-4880 and entering the RN's license or social security number.—*Cady Crismon* ♦

BNE RESEARCHES RISE IN VERIFICATIONS TO OTHER STATES

Between fiscal years 1985 and 1990, the number of registered nurse licenses that the Board of Nurse Examiners (BNE) verified to other states remained significantly high. What was behind this trend of RNs seeking to practice nursing in other states?

To ascertain an answer, the BNE mailed a two-item survey between January and June 1991 to 2,029 RNs requesting verifications to other states. Of these RNs, 45.4% (*n* = 922) completed and returned the survey.

For the first item, respondents indicated their reason for requesting verification to another state. There were six response categories. Some respondents checked more than one response (see Table 1). The top three reasons for seeking verification to another state were spouse transferred (24.1%, *n* = 254), temporary assignment (21.0%, *n* = 221) and "other" reason (20.5%, *n* = 216). The least common reason for requesting verification was military transfer (7.5%, *n* = 79).

Of the respondents, 216 (20.5%) checked the category of "other" reason for item one (see Table 2). The top three "other" reasons were traveling nurses (23.1%, *n* = 50), relocating (19.9%, *n* = 43) and seeking new job (15.3%, *n* = 33). The least frequent "other" reason was retirement.

For the second item, respondents indicated whether or not they intended to return to Texas to practice. Of the respondents, 57.9% (*n* = 534) intended to return to Texas, 21.3% (*n* = 196) did not intend to return to Texas, 20.4% (*n* = 188) were unsure about returning to Texas, and 0.4% (*n* = 4) did not respond to this item.

From the results, two suggestions appear: First, factors outside the practice of nursing most frequently influence Texas licensed RNs to seek verification to other states; second, Texas appears to be a good place to live and work, since most RNs would return to Texas to practice professional nursing.—*Wendy Francik* ♦

TABLE 1

Reason for Seeking RN Licensure in Another State		
Reason	Frequency	Percentage
Better pay and/or benefits	143	13.5%
Spouse transferred	254	24.1%
Family matters	141	13.4%
Temporary assignment	221	21.0%
Military transfer	79	7.5%
Other	216	20.5%
TOTAL RESPONSES*	1,054	100.0%

*Some respondents checked more than one reason.

TABLE 2

"Other" Reasons for Seeking Licensure in Another State		
"Other" Reasons	Frequency	Percentage of 216 Responses
Traveling nurse	50	23.1%
Relocating	43	19.9%
Seeking a new job	33	15.3%
Personal reasons	32	14.8%
Advancing education in another state	20	9.3%
Change of geography or climate	15	6.9%
Employer has offices located in other states	10	4.6%
Retirement	2	1.0%

CORRECTION

In the article entitled, "Task Force Discovers Factors Influencing RN Employment at Nursing Facilities" on page 8 of the February 1992 *RN Update*, figures were reported incorrectly. There were 1,100, not 1,300, surveys mailed to nursing facility RNs; their response rate was 59.6%, not 50.5%.

BOARD UTILIZES SEVERAL OPTIONS IN DECIDING DISCIPLINE

This is the second article in our series designed to assist nurses to understand the Board's disciplinary process. This article addresses the various forms of discipline which the Board may impose.

Pursuant to Article 4525(a) of the Nurse Practice Act, on the finding of existence of grounds for discipline of a licensee, the Board may refuse to issue a license or certificate of registration or to issue a certificate of re-registration, may refuse to issue a temporary permit, may issue a warning or reprimand with or without stipulations, may suspend for any period not to exceed five (5) years, or may revoke the license or certificate of any practitioner of professional nursing.

Definitions for these terms are as follows:

Revocation: means a license is void and may not be reissued. After 12 months, a registered nurse may make application to the Board for reinstatement of the revoked license.

Suspension: means a license is no longer valid for a period of time as determined by the Board. If the suspension is probated, the licensee may practice nursing under the probation conditions outlined in the Board Order.

Reprimand: means a public and formal censure against a license.

Reprimand with Stipulations: means a public and formal censure against a license, which imposes stipulations for a period of time as determined by the Board.

Warning: means a public and formal censure against a license which is the least severe disciplinary action that can be imposed by the Board.

Voluntary Surrender - Under Article 4525(b), if a licensed professional nurse voluntarily surrenders his or her license to the Board and executes a sworn statement that he or she no longer desires to be licensed, the Board may revoke his or her license without the necessity of formal charges, notice or opportunity of hearing.

Any and all disciplinary actions issued by the Board are public information and are printed in the Board's newsletter and in the disciplinary action flyer sent to employers immediately following each Board meeting. Notice of disciplinary action taken by the Board is also sent to the National Council of State Boards of Nursing for distribution to all other nursing boards.

The Board frequently receives questions regarding the number of actions resulting from disciplinary hearing. Following is a summary of the disciplinary actions taken by the BNE toward licensed RN's during fiscal year 1991.

—Noemi Leal ♦

COMPLAINT INFORMATION

Fiscal Year 1991

Total Complaints

A total of 1,033 complaints regarding registered nurses were received during FY 1991.

Disciplinary Action

The following disciplinary action was taken by the Board during FY 1991:

Revocation/Voluntary Surrender	87
Suspension/Probation	28
Reprimand/Reprimand with Stipulations	75
Warning	31
Total	221

BNE REVOKES LICENSES OF TWO RNS INVOLVED IN TIME-CARD SCAM

On March 25, 1992, the Board of Nurse Examiners revoked the RN licenses of Jerry Kovaly and Mary Colleen Howard, who were involved in a time-card scam that allegedly netted the husband and wife team more than \$27,000.

In February 1992, a Harris County District Court sentenced Kovaly to 12 years in prison and placed Howard on 10 years probation in connection with the time-card scam at Charter Hospital of Kingwood, Texas.

The Board upheld charges against Kovaly and Howard during its March meeting in Dallas. Of the six charges filed against Kovaly for violating the Nurse Practice Act, one charge was for using fraud or deceit in procuring or attempting to procure a license to practice professional nursing, two charges were for a conviction of a crime of the grade of felony and three charges for providing information that was false, deceptive, or misleading in connection with one's own application for employment or work assignment as a health care provider.

The Board upheld five charges against Howard for violating the Nurse Practice Act by providing information that was false, deceptive, or misleading in connection with one's own application for employment or work assignment as a health care provider.

Larry Standley, Harris County Assistant District Attorney, assisted the BNE's investigative staff and general counsel, Joan Stewart, in bringing these cases to a timely resolution.

BNE Executive Director Louise Waddill, RN, PhD, said, "This is a very fine example of what can happen when folks work together with a common mission— public protection." ♦

STATEWIDE STRATEGIC PLANNING PROCESS BEGINS

House Bill 2009 passed by the 72nd Texas Legislature mandates the development of strategic plans for all state agencies within the executive branch of the state government of Texas. Drawing from these plans, the Governor's Office and the Legislative Budget Board will develop a long range, strategic plan for Texas.

State agencies submit their plans in two stages. The first stage involves identifying the statewide functional goals of an agency, mission, philosophy, and external/internal assessment. The deadline for submitting the first part of the strategic plan was April 1.

To help strengthen the plan, the Board of Nurse Examiners is asking several consumer groups and professional health care associations to review the first part of its strategic plan.

Agencies must submit the second part of their strategic plans by June 1. In this part, agencies provide details on achieving their goals: objectives and outcome measures plus strategies and output measures. Board members and staff are working together to produce effective, objective measures and strategies. ♦

COMPLIANCE REMINDERS

- ✓ When calling the Board's office regarding a nurse's license, please have the license or Social Security number readily available.
- ✓ Notify the Board *in writing* within 10 days of an address change. Include the RN license number, Social Security number, and new address.
- ✓ Notify the Board within 10 days of a name change. An affidavit will be mailed to the petitioner. There is a \$10 name change fee if a new license is requested; \$20 for a new license and certificate. Upon receipt of the information a postcard verifying the name change will be sent.
- ✓ Please read and follow directions on all forms carefully. If a fee is required, send the correct amount. Remember to sign your check.
- ✓ It is against the Board's Rule 217.18 to copy a RN's license, permit, or certificate. Licenses may be verified, 24-hours-a-day, 7-days-a-week by calling the Board's office, (512) 835-4880. ♦

ADVANCED PRACTICE QUESTIONS & ANSWERS

The Board receives numerous calls and letters regarding nursing practice issues. The Board defines Advanced Nurse Practitioners (ANPs) as Nurse Practitioners, Nurse Midwives, Clinical Nurse Specialists, and Nurse Anesthetists. In this issue, Kathy Thomas, MN, RN, CPNP will respond to questions regarding advanced practice.

Q: I work in a family planning clinic and I perform routine pap smears as part of my job. Do I have to be an Advanced Nurse Practitioner to do pap smears?

A: No, functions of Advanced Nurse Practitioners and Registered Nurses sometimes overlap. However, you must have the education and training to safely and efficaciously perform pap smears and your competency with this skill should be documented in your personnel record.

Q: As an Advanced Nurse Practitioner, do I have to provide my patients with written materials stating that I am an ANP and not a physician?

A: The Board's Rules and Regulations do not require such written notification; however, the rules do require that the ANP wear a name tag which identifies him/her as an RN and identifies the appropriate area of practice (Nurse Midwife, Nurse Practitioner, etc.).

Q: I am a Clinical Nurse Specialist and have been working in Texas for five years. I only recently became aware that I am supposed to have the Board's approval to use that title in Texas. What do I do?

A: Contact the Board office immediately at Box 140466, Austin, Texas, 78714, (mark all correspondence ATTN: ANP), 512/835-8661, and request an ANP Application. The Board's rules stipulate that you may not use the title of CNS or hold yourself out to be a CNS without the Board's approval.

Q: I am an employer and my facility credentials CRNAs. How do I verify that a CRNA is approved by the Board?

A: The Board's Voice Information Processing System (VIPS) can be accessed 24-hours-a-day, 7-days-a-week by calling 512/835-4880. In order to verify approval of Advanced Nurse Practitioners through VIPS, you will need the individual's license number or social security number.

If you have an advanced practice related question that you would like to have answered through the Board's newsletter, send your question to:

Kathy Thomas, MN, RN, CPNP
Nursing Consultant
Department of Practice and Compliance
Board of Nurse Examiners
Box 140466
Austin, Texas 78714

THE LEGAL EAGLE

In each issue of the *RN Update*, Joan Stewart, General Counsel for the Board of Nurse Examiners, responds to questions regarding the Nurse Practice Act, the Board's Rules and Regulations, and other legal issues related to nursing.

If you have a question for the "Legal Eagle", send it to:

Joan Stewart, JD
General Counsel
Board of Nurse Examiners
Box 140466
Austin, Texas 78714

Dear Legal Eagle,

I am a registered nurse working in long term care. I have an elderly patient who is quite overweight and wants to stay that way. She enjoys eating all types of food. She says that it is one of the few pleasures of life for her. The registered dietician at our facility says that this lady must be on a low calorie diet because her weight exceeds her "ideal" weight on the height/weight chart. For example, the dietician insists that the patient be given no more than one frito at a time, once per day. I don't agree. I think this patient should be permitted more freedom regarding her eating choices. What can I do?

Signed,

Nobody can eat just one

Dear Just One,

Although the Standards of Professional Nursing Practice were not developed to extol the benefits of snack foods, I believe that they can be applied to this situation. Rule 217.11(8) states that "the Registered Professional nurse shall collaborate with members of health disciplines in the interest of the patient's/client's health care". That includes physical, emotional, and mental health care. In this case, perhaps you could collaborate with the patient, physician, other nurses, the dietician, and the individual who provides social services and/or counseling for this patient to achieve some sort of determination as to what balance is best for this individual's physical and emotional health care.

Dear Legal Eagle,

If a patient is not competent, for example, in a coma and not expected to survive, or very elderly and not mentally competent, can I as a registered nurse show family members the patient's medical chart?

Signed,

All in the Family

Dear All in the Family,

The Standards of Nursing Practice state that the "Registered Professional Nurse shall respect the patient's/client's right to privacy by protecting confidential information unless obligated or allowed to do so by law." The Unprofessional Conduct Rules state that it is unprofessional conduct to "violate the confidentiality of information or knowledge concerning the patient/client, except where required by

law." The Board has previously taken disciplinary action for a violation of these rules. Unless you are required by law, or are allowed by law (i.e. if the patient has given written permission), a disclosure of the patient's medical records would be a violation of the Nurse Practice Act and the Board's Rules. ♦

TEXAS NURSES WEEK OBSERVED

Texas Nurses Week was observed May 4-8, 1992. We would like to take this opportunity to acknowledge the nurses on the staff of the Board of Nurse Examiners and their contributions to the Board's mission of protecting and promoting the welfare of the people of Texas:

Kelley Anderson, MSN, RN
Donna Carlin, MSN, RN
Cady Crismon, MSN, RN, CNS
Mary Anne Hanley, MA, RN
Kathy Thomas, MN, RN, CPNP
Louise Waddill, PhD, RN
Gary Walters, MEd, BSN, RN

EDUCATION REPORTS

At the January 1992 meeting of the Board of Nurse Examiners, the Board took the following actions:

- Continued full accreditation of the following nursing programs that received survey visits in the Fall of 1991:
 - Paris Junior College Associate Degree Nursing Program
 - University of Texas at El Paso Baccalaureate Degree Nursing Program
 - Cooke County Junior College Associate Degree Nursing Program
- Major curriculum changes were approved for implementation by El Paso Community College and Galveston College Associate Degree Nursing Programs.

The following actions were taken by the Board at its March 1992 meeting:

- Continued full accreditation of the following nursing programs that received survey visits in the Winter of 1992:
 - University of Texas at Austin Baccalaureate Degree Program
 - University of Texas at Austin Alternate Entry Master of Science in Nursing Program
- Placed Lamar University at Beaumont Associate Degree Nursing Program on warning for non-compliance with the Board's rules regarding qualified faculty.
- Major curriculum changes were approved for implementation by Kilgore College Associate Degree Nursing Program. ♦

NEW AND PROPOSED RULE CHANGES

At their January 28-29-30, 1992 meeting, the Board of Nurse Examiners took the following action in relation to rules:

- Adopted changes in Nurse Education Rules, specifically, §215.1, Definitions and §215.3, Accreditation. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted changes to §217.6(d) regarding Temporary Permits. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted changes to §217.7 regarding Failure to Renew License. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted changes to §217.8 regarding Reactivation from Inactive Status. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted changes to §213.19 regarding Licensure of Persons with Criminal Convictions. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Delayed a decision on proposed rule changes to §213.20 regarding Licensure of Persons who have been Hospitalized or Treated for Mental Illness, or are Chemically Dependent and appointed a task force to recommend changes.
- Adopted §213.21 regarding Declaratory Order of Eligibility for Licensure. This rule change was published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted §213.22 regarding Representation; previously numbered §213.21. There was no change in the text of the rule; it was renumbered to allow adoption of new §213.21.
- Adopted changes to §223.1, regarding Fees. These changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Adopted changes to §217.13 (16) regarding Unprofessional Conduct. These rule changes were published in the *Texas Register* as adopted on February 18, 1992 and became effective on March 2, 1992.
- Proposed rule changes in Nurse Education, specifically §215.8, Faculty Policies and §215.17, Clinical Resources. These rules were published as proposed in the February 21, 1992 issue of the *Texas Register*.
- Proposed rule changes in Licensure and Practice, specifically §217.2, Licensure by Examination, §217.12, Designations for Registered Nurse/Titles Deemed Misleading and §217.14, Overpayment. These rules were published as proposed in the February 21, 1992 issue of the *Texas Register*.

At their March 24-25, 1992 meeting, the Board of Nurse Examiners took the following action in relation to rules:

- Withdrew emergency and proposed rule changes to §213.20 regarding Licensure of Persons Who Have been Hospitalized or Treated for Mental Illness, or are Chemically Dependent.
- Adopted changes to Nurse Education Rules, specifically, §215.8, Faculty Policies and §215.17, Clinical Resources. The adoption of these rules appeared in the April 10, 1992 issue of the *Texas Register* and became effective on April 23, 1992.
- Adopted on an emergency basis and proposed a rule change to §213.20 regarding Licensure of Persons Who Have Physical or Mental Disability/Illness, or Who are Chemically Dependent. The Emergency Rules became effective April 2, 1992. The proposed changes were considered at the May 19-20, 1992 meeting of the Board of Nurse Examiners.
- Adopted rule changes in Licensure and Practice, specifically §217.2, Licensure by Examination, §217.12, Designations for Registered Nurse/Titles Deemed Misleading and §217.14, Overpayment. The adoption of these rules appeared in the April 10, 1992 issue of the *Texas Register* and became effective on April 23, 1992. ♦

STAFF ON THE MOVE

The Board of Nurse Examiners welcomes Ticia Perry who joined the BNE staff on April 21, 1992, as a Clerk III in the Education/Examination Department. She will be responsible for handling the NCLEX applications for Texas and out-of-state repeat candidates in addition to other duties in the department. Ticia has lived in Austin for the past six years and is attending Austin Community College working toward a degree in Elementary Education.

The Board also is pleased to welcome Lori Walker to the Licensing and Support Services Department staff. Ms. Walker is a life-long Austin resident who has attended Concordia Lutheran College as well as Austin Community College. Lori will work as a Clerk II, with her primary duties being to open, record and enter daily mail received by the agency. She will also assist in the accounting and licensing sections. ♦

DEBITS

As of April 1, 1992, the following nurses appear on the records of the Board of Nurse Examiners as debits for failure to respond to notices of returned checks. Should any of these nurses be employed by or seek employment with your agency/institution, please contact the Board's office, (512) 873-6555.

If any of these nurses are practicing in Texas as Registered Nurses, they are in violation of the Nurse Practice Act and would be subject to disciplinary action by the Board of Nurse Examiners.

NAME	LICENSE#	PERMIT #
Asble, Alex Walter	564983	
Bablitz, Nancy	553715	
Barrow, Sherri	574879	
Buol, Kolleen Kay	516233	
Clark, Victoria		50398
Conti, Angela Rose	552231	
Craft, Betty Jane	546665	
Dennis, Patricia Ann	503975	
Denny-Shaffer, Bridget Maureen	553409	
Farra, Diane Rae	560781	
Felkins, Bettye Lisa	557452	
Filler, Marcia Ann	553220	
Glisson, James M.	239549	
Goodwin, Sandra	554519	
Hendren, Jacqueline	575047	
Howell, Sharon	459387	
Jenkins, Victor I.	517158	
Jones, Cherie Lyne	241063	
Jones, Gwendolyn		63362
Kahn, Beatrice	558897	
Kishbaugh, Shari	575583	
Kochel, Sharon	464049	
Kuntz, Eileen Marie	514331	
Masters, Mary Jane	550218	
Mitchell, Sandra	565160	
Nazal-Barr, Lori Anne	537652	
Nims, Teresa Masadie	565233	
O'Connell, Anna		57239
Olivier, Marie Claudia	514361	
Ourisu, Augustina E.	457100	
Pangilanan, Julie	445792	
Payne, Traci	539734	
Robinson, Lynn	518008	
Rosko, Lisa Marie	538707	
Sanderson, Brenda	538111	
Strouhal, Susan Kay	557026	
Taylor, Maxine	557026	
Tucker, Sherri		58040
Vannorden, Catherine	569069	
Vasquez, Emerald J.D.	207588	
Zutell, Jean		57374

WHO TO CALL FOR ASSISTANCE

In an ongoing attempt to assist the public in answering questions about the Board's policies and functions, our telephone system has been expanded to include more direct numbers and voice mail. Following is a list of helpful numbers:

GENERAL INFORMATION (512) 835-4880

EDUCATION/EXAMINATION (512) 835-8650

(RN nursing programs, extended campuses, NCLEX-RN applications, graduate nurse permits, Nurse Practice Act (NPA) questions and practice issues, board rules and regulation inquiries and declaratory orders)

PRACTICE AND COMPLIANCE (512) 835-8686

(NPA and Rules and Regulation violations, complaint and disciplinary action inquiries, monitoring of disciplined RNs, interpretation of NPA and Board's rules regarding disciplinary proceedings, advanced nurse practitioners)

LICENSING AND SUPPORT SERVICES . (512) 835-4880

(License verification, license renewals, reactivations, endorsements, temporary permits, duplicate licenses and certificates, address and name changes, data processing, publications, statistical information and personnel)

ACCOUNTING (512) 873-6555

(Returned checks)

CONTINUING EDUCATION (512) 835-8685

SALES OF LISTS (512) 873-6554

(Computerized lists of RNs on floppy diskettes, magnetic tape, hard copy and/or mailing labels)



DO YOU KNOW A NURSE WHO NEEDS HELP?

If you know of an RN or LVN who is depressed, drinking more than moderate amounts of alcohol, or is abusing drugs and is not practicing nursing in a manner that is in the public's best interest, give the Texas Peer Assistance Program for Nurses (TPAPN) an opportunity to help. All calls are kept strictly confidential. For information call 1-800-288-5528 or 512/467-7027.

DISCIPLINARY ACTIONS JANUARY - MARCH 1992

NAME	LICENSE #	VIOLATION	DATE
REVOKE			
Woodrow Allen, Jr.	441580	4525(a)(7)	1/28/92
Olga Benitez	552894	4525(a)(9)	1/29/92
Marilyn Berry	452213	4525(a)(7)	1/29/92
Brenda Susette Braswell	546931	4525(a)(7)	1/28/92
Maria Abigail Bull++	230416	4525(b)	1/28/92
Ellen Raydene Campbell	241335	4525(a)(7)	1/29/92
Blake W. Christensen++	504810	4525(b)	1/28/92
Robert R. Cole	243985	4525(a)(7)	1/30/92
Denton James Cordy++	454196	4525(b)	1/28/92
Michael Shane Davis++	550485	4525(b)	1/28/92
Brown E. Day++	229856	4525(b)	1/28/92
Joyce Lorraine Ellis	438044	4525(a)(7)	1/29/92
Lois J. Bird Hamra++	225789	4525(b)	1/28/92
Janice L. Harvey++	255589	4525(b)	1/28/92
Marjorie Istalena Heinzerling	560543	4525(b)	1/28/92
Joan Diane Hitchcock++	230817	4525(b)	1/28/92
Daniel P. Holmes++	525665	4525(b)	1/28/92
Virginia S. Webbon Horn	210126	4525(a)(7)	1/28/92
Barbara Jane Huey++	560914	4525(b)	1/28/92
Christopher R. Jones	525792	4525(a)(7)	1/29/92
Rhonda L. Jones++	513770	4525(b)	1/28/92
JoAnn Jorgenson	529400	4525(a)(7)	1/28/92
Diane Kay Karsten++	546671	4525(b)	1/28/92
Dianna L. Graham Knight	221991	4525(a)(1)(9)(11)	1/29/92
Nancy Jo Kramek	538668	4525(a)(7)	1/28/92
Alberta H. McClure++	445904	4525(b)	1/28/92
Paul Lee McCune	237255	4525(a)(1)	1/28/92
Alfreda L.L. McDaniel	226858	4525(a)(9)(12)	1/29/92
Robert Edward McFaden	455512	4525(a)(7)	1/29/92
Pearl Miller	531850	4525(a)(11)	1/29/92
Susan Bruno Moser	235678	4525(a)(11)	1/29/92
Vicki L. Ogden	513890	4525(a)(7)	1/30/92
Anita Jo Peters	453293	4525(a)(7)	1/28/92
Charisse M. Phillips	464397	4525(a)(8)	1/30/92
Minnie Elaine Porter	457711	4525(a)(7)	1/29/92
Helen S. Monroe Sauget	221570	4525(a)(7)	1/28/92
Sandra S. Shaid++	252118	4525(b)	1/28/92
Lynda S. Hawkins Spencer	222225	4525(a)(7)	1/28/92
Patricia Diane Weiss	566386	4525(a)(7)	1/30/92
Douglas Terry White	448566	4525(a)(7)	1/28/92
Deborah R. Wozniak	241155	4525(a)(7)	1/30/92
William Ernest Baker	557948	4525(a)(1)	3/25/92
Victoria Susan Brown	423272	4525(a)(9)	3/25/92
Annamae B.W. Bell++	410558	4525(b)	3/24/92
David Richard Clausius	432933	4525(a)(7)	3/25/92
Mary Colleen Howard	447417	4525(a)(9)	3/25/92
Michael L. Jones	530277	4525(a)(9)	3/25/92
Jerry Kovaly	560771	4525(2)(3)(9)	3/25/92
Catherine L. Dodd	537601	4525(a)(9)	3/25/92
Judy Lynn Crawford	233661	4525(a)(3)	3/25/92
Cecilia Ann Morton++	252602	4525(b)	3/24/92
Douglas Rizal Sales	460956	4525(a)(7)	3/25/92
Arlene M. Silveria++	242135	4525(b)	3/24/92
Charles Louis Youngblood IV	523146	4525(a)(7)	3/25/92

Rosemary B. Nichols	402294	4525(a)(9)	3/25/92
Barbara J. Doherty++	540090	4525(b)	3/24/92
Geraldine V. Espinor++	208575	4525(b)	3/24/92
Leigh Ann Guess-Austin	520166	4525(7)	3/25/92

SUSPEND AND PROBATE

Carl E. Bruce*	539817	4525(a)(9)(11)	1/28/92
Susan Emerson	557872	4525(a)(11)	1/29/92
Denise Elaine Huffman	553229	4525(a)(7)	1/29/92
Debra Ann Porter*	508507	4525(a)(12)	1/28/92
Rhonda J. Carroll*	508840	4525(a)(7)	3/24/92

REPRIMAND WITH STIPULATIONS

Mary C. Pardee Adams**	211017	4525(a)(1)	1/28/92
Teresa Z. Arriaga**	250494	4525(a)(12)	1/28/92
Betty W. Baker**	501555	4525(a)(9)	1/28/92
Patrick Arthur Charlton**	511337	4525(a)(9)	1/28/92
Irma Victoria Clary**	438230	4525(a)(9)	1/28/92
Sue L. Dodd**	256382	4525(a)(9)	1/28/92
Dorothy J.E.P. Gilbert**	228325	4525(a)(9)(12)	1/28/92
Ethel Todd Jackson*	236374	4525(a)(12)	1/28/92
Linda Alice Laiche**	530337	4525(a)(12)	1/28/92
Sara A. Laramie**	224976	4525(a)(7)	1/28/92
Barbara M. Peoples*	506061	4525(a)(3)(7)	1/28/92
Diann Marie Rice**	242891	4525(a)(9)	1/28/92
Judith Rosenberg**	252087	4525(a)(9)	1/28/92
Jerry Lee Taylor*	543980	4525(a)(7)	1/28/92
Judith K. Short Vance*	430842	4525(a)(11)	1/28/92
Roy Glenn Witherow**	553508	4525(a)(8)	1/28/92
Sandra Dale Gunter	503373	4525(a)(7)	3/25/92
Robert Erling Trivalos*	464120	4525(a)(9)	3/24/92
Sharon A. West**	552029	4525(a)(9)(11)	3/24/92
Maudie Mae McCurley**	254492	4525(a)(9)	3/24/92
Barbara Ann Salzer**	506513	4525(a)(9)	3/24/92
Jennifer D. Smith	513957	4525(a)(7)	3/25/92
Mary M. Wiggins*	239179	4525(a)(11)	3/24/92
Katherine J. Snyder*	252477	4525(a)(1)	3/24/92
Eleanor L. Soltau**	250283	4525(a)(8)	3/24/92
Wanda Nell Alsbrooks**	570852	4525(a)(9)	3/24/92
Claudia Arriaga*	509394	4525(a)(9)	3/24/92

REPRIMAND

Prince Kodagoda*	462943	4525(a)(3)	1/28/92
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WARNING

Jeanne C. Caudle**	548959	4525(a)(9)	1/28/92
Judy A. Coit**	554076	4525(a)(9)	1/28/92
Erin Marie Beecham** Permit	068268	4525(a)(2)(7)	3/24/92
Patricia Ann Del Toro**	542143	4525(a)(9)	3/24/92
Ernestine A.P. Brown**	414542	4525(a)(9)	3/24/92
Deborah June Holmes**	547642	4525(a)(6)(11)	3/24/92
Michele Longo**	432203	4525(a)(9)	3/24/92
David William Maurer**	465143	4525(a)(9)	3/24/92
Sue Ann Meyers**	563561	4525(a)(9)	3/24/92
Deborah C.P. Miller**	231664	4525(a)(9)	3/24/92
Sharon Kaye Morris**	450213	4525(a)(9)	3/24/92
Janice Ann Reeves**	221626	4525(a)(12)	3/24/92
Wanda Gail Smith**	242893	4525(a)(9)	3/24/92
Jan C. Taylor*	242883	4525(a)(9)	3/24/92

The following persons were issued a warning for practicing professional nursing with a delinquent license:

Mildred H. Cannon	210135
Miriam L.S. Fischer	223998
Julie Timme Gann**	530854
Ma Liusa Gentry	440847
Laura E. Jackson	530241
Sandra F. Ausley Mayfield	225791
Shirley Evelyn Sparks	462185
Martha W. Baugh	215190
Amelia R. Araiza Cano	230105
Sally A.G. Daughrity	212520
Barbara Lynn Hill	230816
Pamela F. Millsap	255682
Ann E.C. Sienkiel	514339
Barbara L.C. Spurgin	217114

* Agreed orders

** Consent orders

++ Voluntary surrender

WARNING

The following individuals do not hold a valid license to practice professional nursing in the state of Texas.

Alfred Tennison:

Alfred Tennison was employed with a hospital in Dallas, Texas, as a nursing assistant on August 6, 1990. A patient notified nursing administration that Mr. Tennison had informed her he was a RN. Further investigation revealed that Mr. Tennison had acquired an identification badge that indicated he was a RN and wore this badge for two weeks. Mr. Tennison was terminated by the hospital on August 21, 1991 for misrepresentation as a RN. The Board of Nurse Examiners is pursuing legal action through the local authorities.

Leena A. Trujillo:

Leena A. Trujillo was employed as a Rehabilitation Consultant on August 12, 1991, by an agency in El Paso, Texas. The position required that the individual be a registered nurse. During a background check the agency found that the license number she provided was not issued to her. They contacted the Board's office who verified that Ms. Trujillo did not hold a license to practice professional nursing in Texas. Ms. Trujillo was terminated on September 6, 1991. The Board of Nurse Examiners is pursuing legal action through the local authorities.

OFFICE HOURS AND LOCATION

The office of the Board of Nurse Examiners is located at 9101 Burnet Road, Suite 104, at the Intersection of Highway 183 and Burnet Road in Austin, Texas.

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