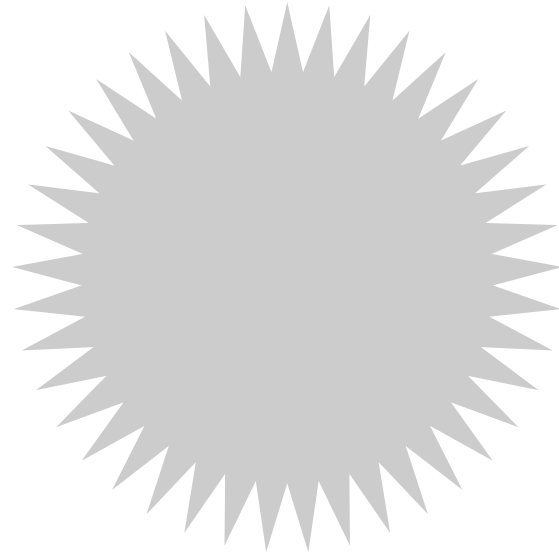




A N N U A L  
R E P O R T  
2 0 0 2 - 2 0 0 3



Fiscal Year July 1, 2002 - June 30, 2003



## **Mission**

The mission of the Nevada State Board of Nursing is to protect the public's health, safety and welfare through the effective regulation of nursing.

# Introduction

ANNUAL  
REPORT  
2002 - 2003



## What is the Nevada State Board of Nursing?

It is a seven-member board appointed by the governor consisting of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. The Board is advised by and appoints members to standing advisory committees. The Board appoints an executive director (a registered nurse), who is responsible for a staff of 19, which regulates a nursing population of more than 26,000.

## What does the Nevada State Board of Nursing do?

The state legislature established the Board 80 years ago to regulate the practice of nursing. The scope of the Board's original responsibilities has grown dramatically since 1923, when it licensed 104 registered nurses. In 2003, it was responsible for licensing, certifying and disciplining more than 26,000 individuals, including registered nurses, licensed practical nurses, advanced practice nurses, certified nursing assistants, and certified registered nurse anesthetists. The Board's current functions include:

### Administration

- Establish minimum practice standards
- Develop and adopt regulations
- Appoint advisory committees to get direct nursing input
- Publish, distribute and provide education on the Nurse Practice Act
- Collaborate with consumers, individuals, groups and organizations
- Provide education to increase public awareness and understanding of the Board's role and purpose

### Licensure, Certification and Education

- Approve schools of nursing and nursing assistant training programs
- Adopt exams for licensing/certification
- Issue certificates to nursing assistants
- License registered and practical nurses

- Certify advanced practitioners of nursing, certified registered nurse anesthetists, and emergency medical service/registered nurses
- Approve education/training programs for on-going competency

### Discipline and Investigations

- Investigate complaints against nurses and nursing assistants
- Conduct disciplinary proceedings
- Administer remediation and rehabilitation programs, including:
  - Monitoring nurses and nursing assistants who are on disciplinary and nondisciplinary probation
  - Administering nondisciplinary alternative program for nurses recovering from chemical dependency

## What you'll find in this annual report

This report was designed to give answers to questions asked most frequently of the Board. It briefly describes our purpose and history. As an annual report, it covers the fiscal year 2002-2003, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.



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# Board Member Biographies

## President

### Patricia Shutt, LPN

LPN Member

**Appointed** - October 2001, expires October 2005

**Employment** - Licensed Practical Nurse, Clark County Health District

**Education** - LPN, 1966, Mercedian School of Practical Nursing, Pennsylvania

**Other board experience** - Former member, Nevada State Board of Nursing (1986-1989)

**Affiliations** - Nevada Public Health Association; Nevada Service Employees Union (NSEU); National Council of State Boards of Nursing NCLEX-PN Item Review Subcommittee

**Professional experience** - 37 years of nursing experience; staff LPN, medical-surgical unit, Geisinger Medical Center, Danville, Pennsylvania; Oschner Foundation, New Orleans, Louisiana; staff LPN, Sunrise Hospital Orthopedics and Sunrise Home Health Care; staff LPN, PRN Home Health

**Length of Nevada residency** - 29 years

## Vice President

### MaryAnn Lambert, MSN, RN

RN Member

**Appointed** - February 2001, expires October 2004

**Employment** - Assistant Professor, Orvis School of Nursing, University of Nevada, Reno; Nursing Coordinator and House Supervisor, Washoe Medical Center

**Education** - MSN, 1982, and BSN, 1971, University of Nevada, Reno

**Other board experience** - Little Angels Day Care

**Affiliations** - American Nurses Association, Nevada Nurses Association, Phi Kappa Phi, Sigma Theta Tau, American Association of Neuroscience Nurses, American Association of Critical Care Nurses

**Professional experience** - 32 years of experience in nursing and education; clinical nurse specialist, University of Minnesota hospital and clinics; nurse

manager, neuroscience units, University of Utah hospital; nursing instructor, University of Utah and Truckee Meadows Community College, staff nurse and assistant director of nursing, St. Mary's Hospital.

**Length of Nevada residency** - 22 years

## Secretary

### Helen Vos MS, RN

RN Member

**Appointed** - February 2001, expires October 2004

**Employment** - Chief Nursing Officer, MountainView Hospital, Las Vegas

**Education** - MS, 1984, Texas Woman's University; BSN, 1976, Coe College; RN, 1974, St. Luke's Methodist School of Nursing

**Other board experience** - None

**Affiliations** - American Association of Critical Care Nurses, Nevada Organization of Nurse Leaders, Sigma Theta Tau - Gamma Gamma Chapter

**Professional experience** - 29 years of nursing experience; vice president, clinical services, MountainView Hospital; clinical and quality services leader, Thornton Hospital, University of California, San Diego Medical Center; director of clinical projects and nurse manager, neurosurgical intensive care unit, UCSD Medical Center; neuroscience clinical nurse specialist, Madison General Hospital, Wisconsin

**Length of Nevada residency** - 8 years

## Cookie Bible, BSN, RN, RNC, APN

RN Member

**Re-appointed** - October 2000, expires October 2004

**Employment** - Advanced Practitioner of Nursing, Planned Parenthood of Northern Nevada and Washoe County; Division of Health, State of Nevada

**Education** - BSN, 1971, University of Nevada, Reno; two-year APN internship with Dr. Garry Kellogg, Carson City, Nevada

## Board Member Biographies (continued)

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**Other board experience** - Former member, Nevada State Board of Nursing (1983-1989); National Association of Nurse Practitioners and Reproductive Health; Douglas County Council for Abused Women; Nevada Women's Fund; Sierra Nevada Girl Scout Council

**Affiliations** - Association of Reproductive Health Professionals Board; Zephyr Cove G.I.D.; Sigma Theta Tau International Honor Society; National Association of Nurse Practitioners in Reproductive Health; Association of Reproductive Health Professionals; Sierra Nevada Girl Scout Council; Nevada Women's Fund; National Council of State Boards of Nursing Nomination Committee and Nurse Practice, Education and Regulatory Committee (chair)

**Professional experience** - 34 years of nursing experience; private practice nurse practitioner, obstetrics and gynecology; head nurse, maternity, Carson Tahoe Hospital

**Length of Nevada residency** - 39 years

### Elena Lopez-Bowlan, MSN, RN, FNP

RN Member

**Appointed** - October 1999, expires October 2003

**Employment** - Family Nurse Practitioner, office of Dr. Linda Lafferty, Reno; Nurse Practitioner, office of Dr. Richard Harris, Sparks

**Education** - MSN, 1998, and BSN, 1994, University of Nevada, Reno; AAS, 1984, Corning Community College, Corning, New York

**Other board experience** - State Legislative Health Interim Advisory Committee, Angel Kiss Foundation, Governor's Maternal and Child Health Advisory Board, State AIDS Task Force, Health Access Washoe County, Latinos for Political Education, Nevada Hispanic Services, Nevada Women's Fund, Irish and Mexican Alliance (founding member), Washoe County Republican Party Central Committee, KNPB Board of Trustees, Washoe County Community Action Board

**Affiliations** - Sigma Theta Tau International Honor Society, American Nurses Credentialing Center,

National Hispanic Nurses Association, and Nevada Hispanic Nurses Association (founding member)

**Professional experience** - 20 years of nursing experience; nationally certified family nurse practitioner; owner of E. Lopez-Health Associates, a research company; health educator, Nevada Hispanic Services; acute care nurse, Neurology, University of California Medical Center, San Francisco; head nurse, San Francisco General Hospital Dermatology Department

**Length of Nevada residency** - 13 years

### Dorothy Perkins, CNA

CNA Member

**Appointed** - October 1999, expires October 2003

**Employment** - Certified Nursing Assistant, Clark County Health Division

**Education** - Community College of Southern Nevada

**Other board experience** - None

**Affiliations** - CNA Advisory Committee Member, 1993-1998

**Professional experience** - 31 years as a CNA

**Length of Nevada residency** - 31 years

## A Brief History

In 2003, the Nevada State Board of Nursing (NSBN) completed 80 years of service to the residents of Nevada.

Established by the state legislature in 1923, it was modeled on legislation enacted by other countries and a few other states. The intent was to separate untrained “nurses” from those who had undergone formal training.

Nevada’s first school of nursing was established by St. Mary’s Hospital in 1909. An alumni association of the school’s graduates led the formation of the Nevada State Nurses Association in 1917. Its main objective was to “secure passage of a law providing state registration of nurses.”

Attempts to achieve this goal were made during the legislative sessions of 1915, 1919 and 1921, but all failed. In 1923, a bill was introduced by State Assemblywoman Marguerite Gosse of Reno. In spite of opposition, the bill was passed by both houses and signed into law by Governor James Scrugham on March 20, 1923.

Since its inception, the Nevada State Board of Nursing has grown from a three-member to a seven-member entity. Its functions and responsibilities have increased dramatically, as have the number of nursing care providers it oversees.

Eighty-eight individuals have served on the Board, bringing hundreds of years of nursing experience with them. They have represented every nursing specialty and a wide range of health care settings.

In 1973, a consumer member was added to represent the viewpoint of the general public, and in 1995, a certified nursing assistant member was added to represent the CNA community.

## Highlights of FY02/03

### Board reorganizes

Over the past several years, the Board’s functions and responsibilities have shifted in response to the rapidly changing health care environment. Much of that change has been in the discipline and practice areas.

In FY02/03, the Board reorganized its structure to reflect that change and to create a more focused, effective and efficient organization. It separated two functions that were related, but distinct—practice and compliance. Those functions were previously under one Associate Executive Director for Nursing Practice.

The reorganization did not increase total staff hours, but rather redistributed the workload to reflect the changes in function. It eliminated the associate executive director position and created two new associate director positions.

The Associate Director for Practice is Chris Sansom, RN, who continued her previous duties as a nurse investigator in addition to her new responsibilities, which include overseeing the Board’s discipline and investigation functions and supervising two other nurse investigators and a management assistant.

Sally Thresher, MSN, RN, was named Associate Director for Compliance, responsible for overseeing the Board’s probation function and the Alternative Program for Chemically Dependent Nurses, which includes supervising a probation coordinator and a management assistant.

In March 2003, Thresher resigned and Robert Buck, BSN, RN, was promoted to Associate Director for Compliance, after serving the Board for almost 10 years as a nurse investigator.

### Board’s bill regarding accredited and approved schools passed, Mutual Recognition died

The Board sponsored two bills during the 2003 Nevada legislative session.

Assembly Bill 22 clarified language in the Nurse Practice Act (Nevada Revised Statutes, Chapter 632)

## History and Highlights (continued)



### The Board is comprised of.....

- 4 RN members
- 1 LPN member
- 1 CNA member
- 1 Consumer member

### Appointed by the Governor.....

regarding the definitions of accreditation and approval. The Assembly and Senate passed it unanimously, and Governor Kenny Guinn signed the bill March 26, making it effective on that day.

AB22 changes the statute to clearly state that students graduating from a nursing program approved by the Board and in the "process of accreditation" will be considered by the Board as graduating from an accredited school of nursing. The Board is now working on changes to its regulations to reflect the changes in statute.

The Board also sponsored Senate Bill 93, which would have established in Nevada the Mutual Recognition model of nurse licensure. The model allows nurses to have one license in their state of residency and practice in any state that has signed an interstate compact.

Supporters of Mutual Recognition included the Nevada Nurses Association, Nevada Organization of Nurse Leaders, Nevada Chapter of the American Psychiatric Nurses Association, Philippine Nurses Association of Nevada, Nevada Emergency Nurses Association, Association of Peri-Operative Nurses of Reno, Nevada Hospital Association and Nursing Institute of Nevada, Nevada Health Care Association, Nevada Rural Hospital Partners Foundation, Clark County Health District, and the Henderson Chamber of Commerce.

SB93 passed out of the Senate on a vote of 14-6. The Assembly Committee on Commerce and Labor failed to hear the bill before the deadline for action, letting it die in committee.

The Board supported Assembly Bill 53, which enhanced the criminal penalty for assaulting health care providers, including a nurse, a student nurse, a certified nursing assistant, and a nursing assistant trainee.

AB53 was passed by the legislature, signed by the governor, and became effective October 1, 2003.

### Board joins forces to help alleviate nursing shortage

As a founding member of the Nursing Institute of Nevada, the Board has collaborated on several initiatives to help alleviate the state's nursing shortage. The Board's participation in the institute is the most effective way it can address nursing shortage issues and still remain in the regulatory role mandated by the Nevada legislature. A major thrust of the Board's efforts is identifying and removing unnecessary barriers to recruitment and retention of nurses without lowering standards or compromising patient safety. In FY02/03, those efforts included:

- actively supporting efforts to fund increased nursing school enrollments, including an increase in faculty salaries and the doubling of nursing school capacity approved by the 2003 Nevada legislature.
- approving four requests from Nevada universities and community colleges under a policy which allows the schools to increase the instructor to student (1:8) ratio in nursing leadership classes where there is a formal, one-to-one relationship with a preceptor. The shortage also affects Nevada nursing schools, making it difficult to recruit qualified faculty members. The Board's policy helps increase the number of courses the schools can offer, without adversely affecting patient safety or the quality of nursing education.
- continuing to educate nurses and nursing assistants about how to report staffing concerns and how to refuse unsafe assignments in accordance with the Nurse Practice Act.



## History and Highlights (continued)

- continuing to focus the majority of its disciplinary actions on remediation and/or rehabilitation, keeping nurses and CNAs on the job while helping them improve their practice. In FY02/03, the Board monitored the practice of 140 nurses and nursing assistants through its nondisciplinary and disciplinary probation programs.

### The Board reaches out

The mission of the Board is to protect the public's health safety and welfare through effective nursing regulation. Members of the public and the nursing community need to know there's a place they can turn to if they have a concern about a nurse or nursing assistant.

That's why staff members criss-crossed the state to make 84 presentations to more than 3,500 people on topics ranging from the nursing shortage to the discipline process to the role of the board. They spoke in locations such as schools, hospitals, offices and correctional centers.

### Interpretation services available for non-English speaking consumers

The Board developed an outreach program for non-English speaking consumers in partnership with the Northern Nevada International Center, which provides interpretation and translation services.

The program, spearheaded by Board member Ellie Lopez-Bowlan, MSN, RN, FNP, includes a Spanish-language version of the Board's consumer brochure.

The brochure describes what individuals should do if they have concerns about nursing care, beginning with talking with the nurse, up to making a telephone call to the Board. The Spanish-language brochure and complaint form are also on the Board's web site.

The brochure and complaint form were

translated into Spanish because the majority of Nevadans who don't speak English are Spanish-speakers. The interpretation services provided to the Board through the Northern Nevada International Center (NNIC) include Spanish and more than 45 other languages.

.....

Registered Nurses	18,520
Licensed Practical Nurses	2,818
Certified Nursing Assistants	5,562

**Active**

### Advisory committees make recommendations on current issues

Based on the research and recommendations of its Nursing Practice Advisory Committee, the Board adopted practice decisions allowing qualified RNs to perform epicardial pacing wire removal, to perform certain cosmetic procedures, and to administer anesthetic agents for the purposes of pain management or moderate sedation.

### Audit confirms Board is sound fiscal manager

An independent, third-party audit showed the Board met all accounting standards including state accounting standards, and all statutory requirements during the fiscal year.



# Licensure and Certification Statistics



	RN	LPN	CNA
<b>Licenses or certificates issued in FY02/03</b>			
By examination (new and foreign graduates)	385	59	805
By endorsement (from another state)	2,270	273	366

	*APN	*CRNA	*EMS/RN	RN	LPN	CNA	Total Active
<b>Active licensee/certificate holders by county of residence</b>							
Carson City	13	2	1	490	81	219	790
Churchill	4	1	4	127	30	60	217
Clark	184	38	63	9,449	1,789	3,183	14,421
Douglas	12	1	2	290	42	63	395
Elko	10	5	9	239	35	132	406
Esmeralda	0	0	1	6	1	2	9
Eureka	0	0	0	4	0	1	5
Humboldt	4	1	2	53	11	46	110
Lander	0	0	3	18	3	18	39
Lincoln	1	0	1	12	8	20	40
Lyon	6	0	0	165	44	154	363
Mineral	0	0	3	16	7	44	67
Nye	4	2	1	103	44	82	229
Pershing	1	0	2	18	7	14	39
Storey	1	0	0	20	2	5	27
Washoe	112	8	33	2,922	387	1,211	4,520
White Pine	3	2	0	40	20	65	125
Out of State	31	48	33	4,548	307	243	5,098
<b>TOTAL</b>	<b>*386</b>	<b>*108</b>	<b>*158</b>	<b>18,520</b>	<b>2,818</b>	<b>5,562</b>	<b>26,900</b>

\*These certification types are included in the RN total

# APN Certification Statistics

## Active

Advanced Practitioners of Nursing  
on June 30, 2003 - 386

### Active APNs by county of residence and practice specialty

	Fam Prac	Peds	Ob/ Gyn	Wom Hlth	Adult	Neo	Fam Plan	Mid- Wife	Psych	Geri	Ent	Card	Total
Carson City	10			1			1	1					13
Churchill	1							1	1	1			4
Clark	68	22	19	20	21	10	1	10	8	4	1		184
Douglas	11						1						12
Elko	4		3	1	1			1					10
Esmeralda													0
Eureka													0
Humboldt	2			1			1						4
Lander													0
Lincoln	1												1
Lyon	6												6
Mineral													0
Nye	2			2									4
Pershing	1												1
Storey	1												1
Washoe	63	9	7	8	9	5		3	5	3			112
White Pine	2			1									3
Out of State	20	2	4	2	2			1					31
<b>TOTAL</b>	<b>192</b>	<b>33</b>	<b>33</b>	<b>36</b>	<b>33</b>	<b>15</b>	<b>4</b>	<b>17</b>	<b>14</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>386</b>

◆ Dual certifications are tallied under the broadest of the two specialties



## Approved nursing programs

The Nevada State Board of Nursing approved these schools to conduct all portions of their nursing programs in Nevada.

.....

### University of Nevada, Reno

#### Orvis School of Nursing

#### College of Human & Community Sciences

Reno, Nevada 89557-0052

- Post-Masters Certificate, Family Nurse Practitioner (FNP)
- Post-Masters Certificate, Clinical Nurse Specialist (CNS)
- Master of Science in Nursing (MSN Degree)
- Bachelor of Science in Nursing (BSN Degree)
- RN to BSN Degree Completion

### University of Nevada, Las Vegas

4505 Maryland Parkway

Las Vegas, Nevada 89154

- Master of Science in Nursing (MSN Degree)
- Bachelor of Science in Nursing (BSN Degree)
- RN to BSN Degree Completion

### Community College of Southern Nevada

Health Science Center, W1A

6375 West Charleston Boulevard

Las Vegas, Nevada 89102

- Associate of Applied Science in Nursing (ADN Degree)
- Certificate in Practical Nursing

### Great Basin College

1500 College Parkway

Elko, Nevada 89801

- Associate of Applied Science in Nursing (ADN Degree)

### Truckee Meadows Community College

7000 Dandini Boulevard

Reno, Nevada 89512

- Associate of Applied Science in Nursing (ADN Degree)

### Western Nevada Community College

2201 West College Parkway

Carson City, Nevada 89701

- Associate of Applied Science in Nursing (ADN Degree)
- Certificate in Practical Nursing

### Nevada State College (provisional approval)

1125 Dawson Avenue

Henderson, Nevada 89015

- Bachelor of Science in Nursing (BSN Degree)

The Nevada State Board of Nursing approved these schools to conduct only the clinical portion of their nursing programs in Nevada.

.....

### California State University

#### Dominguez Hills

1000 East Victoria Street

Carson, California 90747

### Excelsior College

7 Columbia Circle

Albany, New York 12203-5159

### Lassen Community College

P.O. Box 3000

Susanville, California 96130

### University of Phoenix

4615 E. Elwood Street

Phoenix, Arizona 85040

### Graceland College

1401 West Truman Road

Independence, Missouri 64050-3434

### Mojave Community College

1971 Jagerson Avenue

Kingman, Arizona 86401

### Plumas and Sierra Counties ROP

P.O. Box P

Quincy, California 95971

### University of St. Francis

#### College of Nursing and Allied Health

290 N. Springfield Avenue

Joliet, Illinois 60536

### Graduates from Nevada nursing programs

Program	Number of Graduates									
	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03
MSN - UNLV	3	6	4	6	8	12	7	7	4	5
MSN - UNR	7	5	9	16	14	10	9	13	8	8
BSN - UNLV	57	76	69	59	77	96	73	78	58	40
BSN - UNR	57	54	52	56	47	47	40	51	44	51
AAS - CCSN	67	71	76	76	87	93	83	74	91	79
AAS - GBC	20	24	24	14	28	14	14	15	17	14
AAS - TMCC	42	25	43	31	26	37	22	36	34	34
AAS - WNCC	25	32	30	31	25	28	22	21	30	25
LPN - CCSN	*	*	*	*	*	*	6	14	21	31
LPN - WNCC	*	*	*	*	*	17	14	23	17	18
<b>Total</b>	<b>278</b>	<b>293</b>	<b>307</b>	<b>289</b>	<b>312</b>	<b>356</b>	<b>290</b>	<b>332</b>	<b>324</b>	<b>305</b>

\*No data available. Source: University and Community College System of Nevada

### National Council Licensure Examination first-time pass rates for FY02/03

School	No. Tested	No. Passed	Percentage
<b>Registered Nurses</b>			
Community College of Southern Nevada	97	87	89.6
Great Basin College	5	5	100.0
Western Nevada Community College	25	22	88.0
Truckee Meadows Community College	43	42	97.6
University of Nevada, Las Vegas	62	52	83.8
University of Nevada, Reno	47	32	68.0
Nevada Total	279	240	86.0
National First-Time Pass Rate (reported by NCS Pearson on January 1, 2003)			86.7
<b>Practical Nurses</b>			
Community College of Southern Nevada	25	25	100.0
Western Nevada Community College	17	16	94.2
Nevada Total	42	41	97.6
National First-Time Pass Rate (reported by NCS Pearson on January 1, 2003)			86.4

Source: NCS Pearson, reporting the number of first-time candidates who took and passed the National Council Licensure Examination (NCLEX) from July 1, 2002 through June 30, 2003. These figures may not include all of those who were graduated from Nevada schools within the same time frame, since individuals may choose to take the NCLEX any time after graduation, or choose to take it out of state.

**Approved Certified Nursing Assistant training programs  
on June 30, 2003**

Area Technical Trade Center  
444 West Brooks Avenue  
North Las Vegas, Nevada 89030  
702-799-8300

Burk Academic Center  
4560 West Harmon Avenue  
Las Vegas, NV 89103  
702-799-8150

Carson-Tahoe Hospital  
775 Fleischmann Way  
Carson City, Nevada 89702  
775-882-1361

Community College of Southern Nevada  
6375 West Charleston Blvd - Nursing  
Las Vegas, Nevada 89146  
702-651-5681

Evergreen Carson City Health  
3050 North Ormsby  
Carson City, Nevada 89703  
775-841-4646

Great Basin Community College  
1500 College Parkway  
Elko, Nevada 89801  
775-753-2216

Grover C. Dils Medical Center  
P.O. Box 1010  
Caliente, Nevada 89008  
775-726-3171

Highland Manor of Elko  
2825 Ruby Vista Drive  
Elko, Nevada 89801  
775-753-3727

Highland Manor of Mesquite  
272 Pioneer Boulevard  
Mesquite, Nevada 89027  
702-346-7666

IHS Carson Convalescent  
2898 Highway 50 East  
Carson City, Nevada 89701  
775-882-3301

IHS Education  
2404 Western Avenue C  
Las Vegas, Nevada 89102  
702-471-0529

Life Care Center of Reno  
445 West Holcomb  
Reno, Nevada 89511  
775-851-0123

Manor Care Health Services  
3101 Plumas Street  
Reno, Nevada 89509  
(775) 829-7220

Mount Grant General Hospital  
PO Box 1510  
Hawthorne, Nevada 89415  
(775) 945-2461

Mountain View Care Center  
601 Adams Boulevard  
Boulder City, Nevada 89005  
(702) 293-5151

Mountain View Care Center at  
Carson City  
201 Koontz Lane  
Carson City, Nevada 89701  
(775) 883-3622

Plaza Regency Comprehensive  
Care Center  
6021 West Cheyenne Avenue  
Las Vegas, Nevada 89108  
702-658-9494

Sierra Nevada Job Corps  
4855 Echo Avenue (PO 60280)  
Reno, Nevada 89506  
775-677-3592

Silver Hills  
3450 North Buffalo  
Las Vegas, Nevada 89129  
702-952-2273

South Lyon Medical Center  
213 South Whitacre (PO 940)  
Yerington, Nevada 89447  
775-463-2301

Southern Nevada Vocational  
Technical Center  
5710 Mountain Vista  
Las Vegas, Nevada 89120  
702-799-7510

TLC Care Center  
1500 West Warm Springs Road  
Henderson, Nevada 89014  
702-547-6700

Truckee Meadows Community College  
7000 Dandini Boulevard  
Reno, Nevada 89512  
775-673-7115

W & V Morris Academy  
3801 E. Washington  
Las Vegas, Nevada 89110

Western Nevada Community College  
2201 West College Parkway  
Carson City, Nevada 89701  
775-445-3296

White Pine County School District  
1800 Bobcat Drive  
Ely, Nevada 89301

White Pine Care Center  
1500 Avenue G  
Ely, Nevada 89301

**Certified Nursing Assistant  
test results for  
FY 02/03**

**Passed 81%**  
**Written  
test results**

Passed	830
Failed	<u>200</u>
Total Tested	1,030

**Passed 75%**  
**Manual  
test results**

Passed	847
Failed	<u>285</u>
Total Tested	1,132

# Discipline Statistics

If the Nevada State Board of Nursing receives information that a nurse or nursing assistant may have broken the law (the Nevada Nurse Practice Act), the Board has the authority to investigate.

It will only investigate if the complaint is received in writing, names a nurse or nursing assistant who is licensed or certified in the state of Nevada, is signed by the person making the complaint, and alleges a violation of the Nurse Practice Act.

Before disciplinary action is taken, the Board ensures the nurse or nursing assistant is given due process, which requires giving adequate notice and description of the charges, and a hearing or the opportunity for a hearing. The individual also has the right to a formal hearing, the right to an attorney, the right to not participate in an informal hearing, the right to not sign anything, the right to see the complaint, and the right to appeal.

If the evidence doesn't support the allegations, the complaint may be dismissed or closed. If the evidence does support the allegations, the Board can take disciplinary action against the individual.

The disciplinary penalty is determined based on a number of factors which include the severity and recency of the offense, extent of patient harm, degree of deviation from standard practice, evidence of rehabilitation, current ability to practice safely, mitigating or aggravating factors, and past disciplinary history.

Disciplinary action can include denial, reprimand, fine, suspension, probation, voluntary surrender, or revocation of a license or certificate. The Board considers each case individually.

**FY02-03 Probation Statistics** When considering what kind of disciplinary action it should take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation. In many cases, the Board places individuals on disciplinary probation so that it can restrict, monitor and improve the person's practice.

The Board also has a very successful nondisciplinary probation program that allows qualified, chemically dependent nurses and nursing assistants to re-enter the workforce in a paced sequence. It also monitors their recovery to ensure the safety of their patients.

The statistics below include all people who were monitored during the time frame July 1, 2002 through June 30, 2003, including those who were not working, those whose probation was successfully terminated during the time period, and those who were removed from probation through voluntary license surrender, revocation or suspension.

Type of Probation	Number of Participants
<b>Alternative (Nondisciplinary program)</b> 6 were evaluated and entered program; 4 successfully terminated	41
<b>RN Disciplinary Probation</b> 10 were put on probation; 4 successfully terminated	52
<b>LPN Disciplinary Probation</b> 5 were put on probation; 5 successfully terminated	19
<b>CNA Disciplinary Probation</b> 9 were put on probation; 0 successfully terminated	28
<b>TOTAL</b>	<b>140</b>



# RN/LPN Discipline Statistics

**Complaint Statistics** The statistics below relate to the investigations (complaints) the Board opened during FY02/03. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints were opened.

Type of complaints opened in FY02/03			Settings of complaints opened in FY02/03		
Type	Total	Percent of Total	Setting	Total	Percent of Total
Yes to screening question(s) on renewal application	70	16.9	Acute-hospital	113	27.4
Fraudulent application	111	26.9	Government agency	7	1.7
Impairment	11	2.7	Home health agency	20	4.8
Practice beyond scope	19	4.6	Long-term care	49	11.9
Practice w/o license	30	7.3	Office	10	2.4
Unprofessional conduct	108	26.2	School	1	.2
Falsification of records	2	.5	No setting*	213	51.6
Patient abandonment	1	.2	<b>TOTAL</b>	<b>413</b>	<b>100</b>
Abuse	8	1.9			
Drug diversion	15	3.6			
Medication errors	11	2.7			
Negligence	3	.7			
Failure to supervise	1	.2			
Positive drug screen	12	2.9			
Narcotic discrepancy	4	1.0			
Other	7	1.7			
<b>TOTAL</b>	<b>413</b>	<b>100</b>			

\* Includes complaints opened regarding renewal screening question(s) and fraudulent applications

**The 413 complaints opened in  
FY02/03 represent  
1.9%  
of the total RN/LPN population of  
21,338**



## RN/LPN Discipline Statistics (continued)

### Opened complaints by county of residence in FY02/03

Carson City	=	21
Churchill	=	3
Clark	=	217
Douglas	=	6
Elko	=	5
Esmeralda	=	0
Eureka	=	1
Humboldt	=	2
Lander	=	1
Lincoln	=	3
Lyon	=	2
Mineral	=	0
Nye	=	2
Pershing	=	1
Storey	=	0
Washoe	=	67
White Pine	=	2
Out of State	=	80
<b>TOTAL</b>	<b>=</b>	<b>413</b>

### Source of complaints opened in FY02/03

Source	Total	Percent of Total
Fraudulent applications	111	26.9
Renewal application screening questions	70	16.9
NSBN staff	31	7.5
Consumer	29	7.0
Co-worker with nursing license	4	1.0
Co-worker without nursing license	2	.5
Facility (Director of Nursing, Associate DON, Human Resources, Administration, or Chief Executive Officer)	114	27.6
Government agency	20	4.8
Nursing pool	2	.5
Self report	30	7.3
<b>TOTAL</b>	<b>413</b>	<b>100</b>

### Five-year Comparison of RN/LPN Complaints Opened

332

FY 98/99

328

FY 99/00

335

FY 00/01

343

FY 01/02

413

FY 02/03

# RN/LPN Discipline Statistics (continued)

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## Outcomes of investigations in FY02/03

Outcome	Percent of	
	Total	Total
Closed (after investigation)	209	61.5
Applications denied	33	9.7
Dismissed	4	1.2
Fined	5	1.5
Reprimanded	17	5.0
Placed on probation	14	4.1
Suspended	2	.6
Voluntarily surrendered license	46	13.5
Revoked	8	2.3
Temporary voluntary surrender	2	.6
<b>TOTAL</b>	<b>340</b>	<b>100</b>

## Number of individuals answering "yes"

(to one or more application screening questions)  
in FY02/03

	No. of Individuals Answering "Yes"	No. of Applications	Percent of Total
Initial applications	196	4,518	4.3%
Renewal applications	35	8,472	.4%
<b>TOTAL</b>	<b>231</b>	<b>12,990</b>	<b>1.8%</b>

## Number of application screening questions\* answered with "yes" in FY02/03

**Question No. 1.** Has your certificate/license, in any state ever been denied, revoked, suspended, reprimanded, fined, surrendered, restricted, limited or placed on probation? Is there any investigation, complaint or action pending?

Initial applications **54**  
Renewal applications **13**

**Question No. 2.** Have you ever been convicted of a criminal offense, including a misdemeanor or felony, or had a civil judgment rendered against you?

Initial applications **149**  
Renewal applications **29**

**Question No. 3.** Do you currently use chemical substances in any way which impairs or limits your ability to practice the full scope of nursing?

Initial applications **1**  
Renewal applications **3**

**Question No. 4.** Are you currently in recovery for chemical dependency, chemical abuse or addiction?

Initial applications **13**  
Renewal applications **2**

**Question No. 5.** Do you currently have a medical or psychiatric/mental health condition which in any way impairs or limits your ability to practice the full scope of nursing?

Initial applications **6**  
Renewal applications **29**

**TOTAL 299**

\* *Renewal* application screening questions are prefaced with, "Since your previous Nevada license was issued..."

# CNA Discipline Statistics

**Complaint Statistics** The statistics below relate to the investigations (complaints) the Board opened during FY02/03. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints were opened.

Type of complaints opened in FY02/03		
Type	Total	Percent of Total
Yes to screening question(s) on renewal application	30	10.7
Fraudulent application	144	51.2
Impairment	2	.7
Practice beyond scope	3	1.1
Practice w/o certificate	6	2.2
Unprofessional conduct	42	14.9
Falsification of records	2	.7
Patient abandonment	4	1.4
Abuse	35	12.5
Fraud	2	.7
Other	2	.7
Theft	2	.7
Positive drug screen	7	2.5
<b>TOTAL</b>	<b>281</b>	<b>100</b>

Settings of complaints opened in FY02/03		
Setting	Total	Percent of Total
Acute-hospital	20	7.1
Home health agency	5	1.8
Long-term care	76	27.0
School	1	.4
Office	2	.7
No setting*	177	63.0
<b>TOTAL</b>	<b>281</b>	<b>100</b>

\* Includes complaints opened regarding renewal screening question(s) and fraudulent applications

The 281 complaints opened in FY02/03 represent

5.1%

of the total CNA population of

5,562

# CNA Discipline Statistics (continued)



## Opened complaints by county of residence in FY02/03

Carson City	=	14
Churchill	=	4
Clark	=	160
Douglas	=	2
Elko	=	8
Esmeralda	=	0
Eureka	=	0
Humboldt	=	4
Lander	=	2
Lincoln	=	0
Lyon	=	5
Mineral	=	3
Nye	=	7
Pershing	=	1
Storey	=	0
Washoe	=	58
White Pine	=	3
Out of State	=	10
.....		
TOTAL	=	281
.....		

## Source of complaints opened in FY02/03

Source	Total	Percent of Total
Fraudulent applications	144	51.2
Renewal application screening questions	30	10.7
NSBN staff	6	2.2
Consumer	5	1.7
Co-worker with nursing license	1	.4
Co-worker without nursing license	2	.7
Facility (Director of Nursing, Associate DON, Human Resources, Administration, or Chief Executive Officer)	82	29.2
Government agency	6	2.2
Self report	5	1.7
.....		
TOTAL	281	100
.....		

## ..... Five-year Comparison of CNA Complaints Opened

<b>271</b>	<b>279</b>	<b>316</b>	<b>259</b>	<b>281</b>
FY 98/99	FY 99/00	FY 00/01	FY 01/02	FY 02/03

## CNA Discipline Statistics (continued)

### Outcomes of investigations in FY02/03

Outcome	Total	Percent of Total
Closed (after investigation)	147	53.3
Applications denied	85	30.8
Dismissed	1	.4
Fined	0	0
Reprimanded	8	2.9
Placed on probation	7	2.5
Suspended	4	1.4
Voluntarily surrendered certificate	17	6.2
Revoked	7	2.5
<b>TOTAL</b>	<b>276</b>	<b>100</b>

### Number of individuals answering "yes"

(to one or more application screening questions) in FY02/03

	No. of Individuals Answering "Yes"	No. of Applications	Percent of Total
Initial applications	340	2,176	15.6%
Renewal applications	23	1,770	1.3%
<b>TOTAL</b>	<b>363</b>	<b>3,946</b>	<b>9.2%</b>

### Number of application screening questions\* answered with "yes" in FY02/03

**Question No. 1.** Has your certificate/license, in any state ever been denied, revoked, suspended, reprimanded, fined, surrendered, restricted, limited or placed on probation? Is there any investigation, complaint or action pending?

Initial applications **42**  
Renewal applications **1**

**Question No. 2.** Have you ever been convicted of a criminal offense, including a misdemeanor or felony or had a civil judgment rendered against you?

Initial applications **322**  
Renewal applications **22**

**Question No. 3.** Do you currently use chemical substances in any way which impairs or limits your ability to practice the full scope of nursing?

Initial applications **2**  
Renewal applications **0**

**Question No. 4.** Are you currently in recovery for chemical dependency, chemical abuse or addiction?

Initial applications **10**  
Renewal applications **0**

**Question No. 5.** Do you currently have a medical or psychiatric/mental health condition which in any way impairs or limits your ability to practice the full scope of nursing?

Initial applications **5**  
Renewal applications **2**

**TOTAL 406**

\* Renewal application screening questions are prefaced with, "Since your previous Nevada license was issued..."

# Board Advisory Committees

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The Board is advised by and appoints members to standing advisory committees. These committees are composed of nursing professionals who are chosen based on expertise, geographic location and committee need.

Questions about nursing regulation and practice are brought to these committees for research, discussion and policy development. The Board considers the recommendations of its advisory committees during its regular meetings. Virtually every law, regulation and advisory opinion issued by the Board has been based on a recommendation by one of its advisory committees.

Committee openings are advertised in the Board's newsletter and on its website. Applications are reviewed and members are appointed at regularly scheduled Board meetings. One Board member serves as a liaison to each advisory committee; Board staff members serve as advisory committee chairs.

## Advanced Practice Advisory Committee

The Advanced Practice Advisory Committee advises and reports to the Board on matters related to the practice of advanced practitioners of nursing. It consists of not more than seven persons who are knowledgeable in areas concerning APN practice.

Subjects the committee addressed in FY02/03 included acupuncture, laser hair removal, and program guidelines for project grants for family planning services.

**Chair:** Donald Rennie, MSN, RN, Associate Executive Director for Licensure and Certification

**Liaison:** Elena Lopez-Bowlan, RN, MSN, FNP

**Committee Members:**

Amy Booth, MS, RN, APN (Reno)  
Tricia Brown, MSN, RN, APN (Reno)  
David Burgio, MS, RN, APN (Sparks)  
Martha Drohobyczer, MSN, CNM (Las Vegas)  
Bobbi Leondike, RN, APN (Las Vegas)  
Richard Null, MS, RN (Elko)

## Certified Nursing Assistant Advisory Committee

The Certified Nursing Assistant Advisory Committee is distinctive because its composition is defined by statute (NRS 632.072). Its duty is to advise the Board on matters relating to certified nursing assistants.

In FY02/03, the committee addressed several issues, including whether hours worked as a personal care attendant could be used toward satisfying CNA renewal requirements and whether CNAs could perform bladder scans.

**Chair:** Donald Rennie, MSN, RN, Associate Executive Director for Licensure and Certification

**Liaison:** Dorothy Perkins, CNA

**Committee Members:**

Caroline Case (Welfare)  
Barbara Cavanagh, BSN, RN (BLC)  
Linda Dammeyer, RN (RN)  
Virginia Enns, RN (Co-AARP)  
Beverly Fuller, CNA (Co-CNA)  
Margaret Hanson, RN (Co-AARP)  
Gilda Johnstone (Division of Aging Services)  
Mercedes Parsons, LPN (LPN)  
Larry Searles, RN (Home Health)  
Terri Lynn Shoemaker, CNA (Co-CNA)

## Board Advisory Committees (continued)

### Disability Advisory Committee

The Disability Advisory Committee evaluates nurses and CNAs regarding chemical dependency or mental disorders which may be impairing nursing practice. It also monitors recovery progress through scheduled interviews with the nurse or nursing assistant and through regular reports from employers and treatment providers.

The committee also makes recommendations to the Board regarding application and/or reinstatement of licensure/certification, and termination of probation.

The entire committee meets semiannually to review the monitoring process, conceptual model, and provider status; plan educational presentations; and formulate proposals for policy and procedural changes to the Board. Representatives of the committee meet monthly in Reno and Las Vegas.

In FY02/03, the committee evaluated 156 individuals: 92 in Las Vegas and 64 in Reno.

**Chair:** Robert Buck, BSN, RN, Associate Director for Compliance

**Committee Members:**

Alice Adams, LPN (N. Las Vegas)  
Phyllis Erichsen, RNC (Las Vegas)  
Patricia Green, RN (Las Vegas)  
Sandra Hotchkiss, RN (Las Vegas)  
Susan O'Day, RN (Truckee)  
Kariene Rimer, RN (Henderson)  
Debra Toney, MS, RN (Las Vegas)  
Janet Waugh, RN (Las Vegas)  
Rilo Weisner, MS, RN, C (Las Vegas)

**Active Conceptual: \***

Darlene Cunningham, MS, RN, CCRN  
Chris Veach, MS, RN  
Jan Brethauer, RN  
Mary Culbert, MS, RN  
Roseann Colosimo, Ph.D., RN  
Judith Vogel, BSN, RN

\* Conceptual members are nurses who have served two terms but desire to remain available to the Board for their historical expertise

### Education Advisory Committee

The purpose of this committee is to advise and report to the Board on matters related to education and continuing education. The committee consists of representatives from nursing education, nursing associations, and employers.

The committee in FY02/03 developed and began researching a list of priorities, including faculty education requirements, faculty to student ratios, education policies and procedures, and current regulations related to the national accreditation process.

**Chair:** Donald Rennie, MSN, RN, Associate Executive Director for Licensure and Certification

**Liaison:** Mary Ann Lambert, MSN, RN

**Committee Members:**

Doreen Begley, MS, RN (Reno)  
Lisa Black, BSN, RN (Reno)  
Margaret Covelli, BSN, MHA, RN (Henderson)  
Julie Johnson, PhD, RN (Reno)  
Margaret Puccinelli, MSN, RN (Elko)  
Diane Sullivan, BSN, RN (Las Vegas)  
Shirlee Snyder, EdD, RN (Las Vegas)  
Elaine Young, MS, RN (Las Vegas)  
Rosemary Witt, PhD, RN (Las Vegas)



## Board Advisory Committees (continued)



### Nursing Practice Advisory Committee

The Nursing Practice Advisory Committee advises and reports to the Board on matters related to the establishment of state standards of nursing practice. The committee consists of at least 10 persons who are knowledgeable in all areas of general nursing practice in Nevada and trends in national nursing practice.

In FY02/03, the Board adopted three committee recommendations. The practice decisions allow qualified RNs to perform epicardial pacing wire removal, to perform certain cosmetic procedures, and to administer anesthetic agents for the purposes of pain management or moderate sedation.

**Chair:** Debra Scott, MSN, RN, APN, Executive Director

**Liaison:** Helen Vos, MS, RN

**Committee Members:**

Diane Allen, RN (Carson City)  
Linda Charlebois, RN (Reno)  
Terry Edmonson, RN (Las Vegas)  
Nancy Harland, RN (Henderson)  
Cheryl McKinney, RN (Las Vegas)  
Martha McNabb, RN (Reno)  
Kay Panelli, RN (Reno)  
Ruth Ripsom, RN (Reno)  
Debra Rizzo, RN (Las Vegas)  
Sadie Tate-Crowder, RN (Reno)  
Karen Winter, RN (Gardnerville)

## Administration - Reno (775) 688-2620

### **Debra Scott, MS, RN, APN, Executive Director**

Statewide Liaison and Spokesperson  
Organizational and Public Management  
Fiscal and Human Resource Management  
Regulation Development  
Nursing Practice Advisory Committee  
Board Member Relations  
Public Relations  
Nursing Practice Questions

### **Sherrie Frederick, Receptionist**

Inquiries, Information and Referrals  
Licensure and Certification Applications

### **Beverly Finley, Administrative Assistant**

Assistant to the Executive Director  
Scheduling  
Board Meeting Agenda and Arrangements  
Nurse Practice Act Publication

### **Mary Flannigan, Accountant/Technology Officer**

Budget, Accounting and Payroll  
Technology Support, Programming

### **Cindy Kimball, Public Information Officer**

Public Information and Education  
Consumer Relations  
Newsletter, Web Site, Publications

## Licensure/Certification/Education - Las Vegas (702) 486-5800

### **Donald S. Rennie, MSN, RN, Associate Executive Director for Licensure and Certification**

Las Vegas Office Manager  
Licensure Program  
Continuing Education Program  
CNA Certification Program  
Advanced Practice Certification Program  
Advanced Practice Advisory Committee  
CNA Advisory Committee  
Education Advisory Committee  
Nursing Practice Questions

### **Jeanie Jenkins, Management Assistant II**

Assistant to the Associate Executive Director  
Board Preparation for Licensure and Certification  
Advanced Practice (APN/CRNA/EMS)

### **Kris Sanchez, Receptionist**

Inquiries, Information and Referrals  
Licensure and Certification Applications

### **Bobbie Hicks, Senior Licensure Specialist**

Endorsement and Examination Applications  
Renewal Applications  
Licensure Eligibility Questions  
Continuing Education Providers  
Foreign Nurse Graduates and Licensure Issues  
Mailing List Requests

### **Sarah Long, Licensure Specialist**

Licensure Eligibility Questions  
Renewal Applications  
Endorsement Applications  
Mailing List Requests

### **Patty Towler, Certification Specialist**

CNA Registry Maintenance  
CNA Certification and Renewals  
CNA Program and Instructor Approvals

### **Chrissy Elder, Certification Clerk**

CNA Registry Maintenance  
CNA Certification and Renewals

## Nursing Practice/Compliance - Reno (775) 688-2620

### **Chris Sansom, RN, Associate Director for Practice**

Reno Office Manager  
Discipline Program  
Complaint Investigations  
Nursing Practice Questions

### **Linda Aure, BSN, RN, C, Investigator**

Complaint Investigations  
Nursing Practice Questions

### **Robert Buck, BSN, RN, Investigator**

Complaint Investigations  
Nursing Practice Questions

### **Teri Troke, Management Assistant**

Assistant to the Associate Director for Practice  
Board Preparation for Discipline  
NURsys Data Entry

### **Sally Thresher, MS, RN, Associate Director for Compliance**

Alternative Program for Impaired Nurses  
Complaint Investigations, Probation Monitoring  
Disability Advisory Committee  
Nursing Practice Questions

### **Beth Teitelbaum, RN, Probation Coordinator**

Probation Monitoring  
DAC Scheduling  
Probation Case Review

### **Eve Tidwell, Management Assistant**

Assistant to the Associate Director  
Board Preparation for Compliance  
Yes Answer and Fraudulent Application Processing  
Reinstatement Application Processing

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Nevada State  
Board of Nursing



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