



NSBN

Nevada State Board of
NURSING

A N N U A L
R E P O R T
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Introduction

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 24, which regulates a nursing population of more than 39,000.

What does the Nevada State Board of Nursing do?

The state legislature established the Board 89 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 2011-12, it was responsible for licensing, certifying and disciplining more than 39,000 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 ongoing competency

Discipline and Investigations

- Investigate complaints against nurses and nursing assistants
- Conduct disciplinary proceedings
- Administer remediation and rehabilitation programs, including:
 - Monitoring nurses, nursing assistants, and medication-aide certified who are on disciplinary probation
 - Administering the Board's alternative program for nurses recovering from substance use disorders

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 2011-2012, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.

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Board Member Biographies

President Kelly Espinoza, MSN, RN

RN Member

Appointed - October 2008, expires October 2012

Employment - Vice President Patient Care Services, Chief Nursing Officer, Saint Mary's Regional Medical Center

Education - PhD candidate in nursing education, University of Nevada, Las Vegas; MSN, 1995, University of Nevada, Reno; BSN, with honors, 1984, University of Nevada, Reno

Other board experience - State of Nevada Trust Fund for Public Health, governor appointee

Affiliations - Sigma Theta Tau, Patient Safety Improvement Corp. (PSIC), Nevada Hospital Association, National Association of Healthcare Quality, Nevada Association of Healthcare Quality, California Association of Healthcare Quality. California Healthcare Association and Reporting Task force (CHART)

Professional experience - 28 years of nursing experience including positions in Nevada, California, Arizona and Oregon. Clinical experience in emergency nursing, Critical Care nursing, Health and Wellness, Risk Management, Quality and Regulatory. Leadership positions held since 1996.

Length of Nevada residency - 45 years

Vice President Patricia "Tish" Smyer, DNSc, RN

RN Member

Appointed - November 2008, expires October 2012

Employment - Associate Dean for Academic Affairs; Professor, School of Nursing, Graduate Faculty, University of Nevada, Las Vegas

Education - DNSc, Nursing Science, University of California, Los Angeles, 1994; MSN, Mental Health Nursing, University of California, Los Angeles, 1990;

BS, University of Arkansas Medical Center, 1977.

Other board experience - Nevada Advisory Committee to Prevent Infection in Health Care Facilities

Affiliations - American Association of Colleges of Nursing, Member, Organizational Leadership Network, American Nurses Association, Nevada Nurses Association, American Organization of Nurse Executives, American Psychiatric Nurses Association

Professional experience - Practice experience in psych/mental health, faculty member since 1994

Length of Nevada residency - 7 years

Secretary Rick Carruthers, LPN

LPN Member

Appointed - October 2009, expires October 2013

Employment - Director of Infection Control, Southern Nevada Medical and Rehabilitation Center

Education - Diploma, School of Practical Nursing, 1999, Kiamichi Technical School

Other board experience - Nevada Pressure Ulcer Committee

Professional experience - 14 years of nursing experience including positions in Arkansas, Oklahoma, and Nevada; United States Navy, Personnelman, second class.

Length of Nevada residency - 8 years

Doreen Begley, MS, RN

RN Member

Appointed - October 2004; **Re-Appointed** - October 2008, expires October 2012

Employment - Health Coordinator, Early Head Start Program, University of Nevada, Reno



Doreen Begley, MS, RN (continued)

Education - MS in Health Services Administration, 2000, University of St. Francis, Joliet, Illinois; BHS, 1994, College of St. Francis, Joliet, Illinois; Diploma, 1970, Los Angeles County General Hospital School of Nursing.

Other board experience - National Emergency Nurses Association, Northern Nevada Immunization Coalition, National Nursing Center Consortium, National Council of State Boards of Nursing, Access to Healthcare Network

Affiliations - Nevada Nurses Association, Sigma Theta Tau, Nu Iota Chapter, NCSBN Institute of Regulatory Excellence Fellowship Program 2010-current

Professional experience - 42 years of nursing experience; emergency nursing positions in California, Hawaii, and Nevada; Nurse Executive, Nevada Hospital Association, Nursing Institute of Nevada; 2006 Nursing Advocacy Award from Northern Nevada Nurses of Achievement; 2009 Nursing Leadership Award from Northern Nevada Nurses of Achievement; 2009 Healthcare Hero for non-profit organization by Nevada Business Journal; 2011 Community Nursing Award from Northern Nevada Nurses of Achievement.

Length of Nevada residency - 29 years

Sandra Halley

Consumer Member

Appointed - January 2008; **Re-Appointed** - November 2009, expires October 2013

Employment - Community Volunteer; Retired school teacher

Education - Bachelor of Arts, University of Nevada, Reno

Other Board Experience/Professional Experience - Our Lady of the Snows School Board; Junior League of Reno; Nevada Museum of Art Board of Trustees; Reno Philharmonic Board of Trustees; University of Nevada, Reno, College of Arts and Sciences Advisory Board; University of Nevada, Reno, Scholarship Selection

Board Member Biographies (continued)

Committee; National Judicial College, Public Relations Committee; State of Nevada Board of Museums and History; Two years as a school teacher

Length of Nevada residency - 67 years

Jennifer Snidow, CNA

CNA Member

Appointed - October 2011, expires October 2015

Employment - Program Manager, Health Management Systems

Education - BS, Biology, University of Nevada, Reno

Affiliations - Reno Tahoe Young Professionals Network

Professional experience - 8 years of experience as a nursing assistant

Length of Nevada residency - 10 years

Rhigel "Jay" Tan, DNP, RN, APN

RN Member

Appointed - October 2011, expires October 2015

Employment - Assistant Professor, School of Nursing, University of Nevada, Las Vegas; Advanced Practitioner of Nursing, Mental Health and Psychiatry, Harmony Health Care

Education - DNP, Rocky Mountain University for Health Professions, 2011; MSN, University of Alabama at Birmingham, 2010; MN, Cebu Normal University, 1993; BSN, Cebu State Collage - Cebu City Medical Center College of Nursing

Affiliations - Philippine Nurses Association of Nevada, Sigma Theta Tau, National League of Nurses, KALAHI Philippine Folkloric Ensemble, National Federation of Filipino-American Association

Professional experience - 22 years of nursing experience including positions in the Philippines and Nevada. Clinical, as well as nurse educator positions.

Length of Nevada residency - 18 years

History and Highlights



A Brief History

In 2012, the Nevada State Board of Nursing (NSBN) completed 89 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 Saint 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 has the number of nursing care providers it oversees.

Over ninety-seven 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 FY11/12

The Board continues to focus on its public protection mission, while removing unnecessary regulatory barriers and improving services in all areas. Here are a few highlights of FY11/12:

Nursing Education Programs

This fiscal year has shown the maturation of some of Nevada’s nursing programs and the closure of two nursing education programs. The Nevada State Board of Nursing has jurisdiction over education programs that prepare nurses, certified nursing assistants, and medication aides—certified for licensure and certification. Not all boards of nursing have this authority. This year the importance of this nursing board role was evident. The Board approved four new nursing assistant training programs, many of them administered by our state’s school districts, especially in rural Nevada. The Board approved one new medication aide-certified training program, Purrfect Nursing MA-C Program. Nursing programs must secure and maintain national accreditation and maintain at least an 80% NCLEX first time pass rate for their graduates. Two nursing programs were unable to meet those requirements and voluntarily withdrew their request for full approval from the Board. The Board supported the faculty and students during the “teach outs” so that the currently enrolled students could successfully graduate and become licensed nurses in Nevada. One nursing assistant training program failed to adequately prepare its students for certification and had the potential to put patients at risk. The Board withdrew its approval from this program. Nevada’s other nursing assistant training programs assisted the displaced students in completing their education and many of the students were eventually awarded certification as nursing assistants in Nevada.

One remarkable milestone reached by the Nevada nursing education programs was that by the end of the fiscal year for the first time in more than 15 years, all Board-approved nursing programs had reached the required 80% pass rate on the national nursing examination, NCLEX. In the past five years, Nevada nursing programs have improved in the national standings



History and Highlights (continued)

for NCLEX pass rates. Five years ago, Nevada ranked 46th out of 54 jurisdictions in pass rate; in 2011, Nevada rose to rank 20th out of those same 54 jurisdictions. Congratulations to our Nevada nursing programs and the Board's education consultant, Roseann Colosimo.

The Board has invested in a clinical scheduling software program which allows all state nursing programs and all facilities which provide clinical sites for nursing students to collaborate in providing the best possible clinical experiences for Nevada's nursing students. Statewide information and orientation has been accomplished through hours of instruction by Board staff and representatives from the clinical scheduling software program. Initial response has been very positive and the availability of clinical sites has increased through this technological advance.

Board has completed a two year renewal cycle requiring fingerprinting on renewal for nurses and CNAs

Since 1994, the Board has required fingerprinting on initial application. As of October 2010, the Board began requiring fingerprinting at the time of renewal for nurses and nursing assistants who were licensed/certified prior to January 1, 2000. The board found that during this cycle, 3% of nurses and 8% of certified nursing assistants were referred to investigation based on positive criminal histories that they had not previously reported on their applications for licensure and certification. Of those referred to investigation, 25% of nurses and 21% of certified nursing assistants had formal action by the Board based on failure to report one or more criminal convictions. Some of the convictions were serious and closely related to the practice of nursing. The Board will continue to fingerprint licensees and certificate holders on renewal on a 6-year cycle. Public protection is the highest priority for the Board.

National and International presence to better serve Nevada

Board members and staff have served on national committees to increase Nevada's expertise and knowledge of nursing regulation to better protect our citizens. Committee and leadership involvement at a national level

is sponsored by the National Council of State Boards of Nursing, the national regulatory body made up of all nursing boards across the US and its territories. Three Board members and five staff members serve on national committees. One staff member sits on the NCSBN Board of Directors. Nevada benefits by having a national presence and utilizing the resources that are provided to ensure nursing regulatory excellence for Nevada.

Statewide education provided to various groups

Board members and staff provided over 100 presentations for groups across the state this year. Board staff provides orientation to every nursing program so that students understand the Nurse Practice Act and become familiar with the licensure process. Expectations for safe and competent practice are discussed to prevent future episodes of misconduct among new nurses due to lack of information. Education about the certification process and the Board in general is also offered to nursing assistant training programs.

The Board held its second conference especially planned for nursing leaders. Chief nurses are held accountable for their leadership in policy, human resource allocation and competence, and maintenance of safety measures. This was an event aimed at providing information to nursing leadership to improve patient safety.

Professional and collaborative relationships

The Board highly values its relationships with other health care regulators and its interface with all of its stakeholders. It continues to host meetings of regulatory entities to share best practices in the regulatory arena. Working with the Nevada Nurses Association, the Nevada Organization of Nurse Leaders, and the Nevada Hospital Association is beneficial for the patients we serve and to work on shared interests for nursing statewide. Anticipating breakdowns in practice and responding to safety breaches as they occur ensures a safe and competent healthcare workforce for Nevada.

Board staff participates in the Nevada Alliance for Nursing Excellence (NANE) which collaborated closely with the Governor's Health Care Sector Council

History and Highlights (continued)



affiliated with the Future of Nursing: Campaign for Action by the Robert Wood Johnson Foundation and the AARP Foundation. The Action Coalition is charged with state implementation of the recommendations regarding the future of nursing in the US. The four messages of The Future of Nursing report are: (1) Nurses should practice to the full extent of their education and training, (2) Nurses should achieve higher levels of education and training, (3) Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the US, and (4) Effective workforce planning and policy-making requires better data collection.

Legislative Changes

During its 2011 session, the Legislature passed SB 411, a bill which gives the Board the authority to regulate Medication Aides-Certified (MA-C), healthcare providers who administer medication in long term care settings through delegation by the registered nurse. The Board passed regulations which were codified in February, 2012, which guide implementation of this new type of certificate in Nevada. The first MA-C education program was approved by the Board in May, 2012. A national testing service has contracted with the board to provide both written and skills testing to ensure that MA-Cs are safe to practice. The Board has begun educating facilities and nurses who will delegate to and supervise MA-Cs to safely provide oversight.

Another legislative change instituted by the Board during the previous year was to require nurses who desire licensure in Nevada to have practiced nursing within the last five years. Nevada nurses have been required to meet this competency requirement for the last 10 years; now Nevada nurses and nurses who come to Nevada from other states must meet the same requirements for practice in Nevada. Again, patient safety is at the heart of this decision.

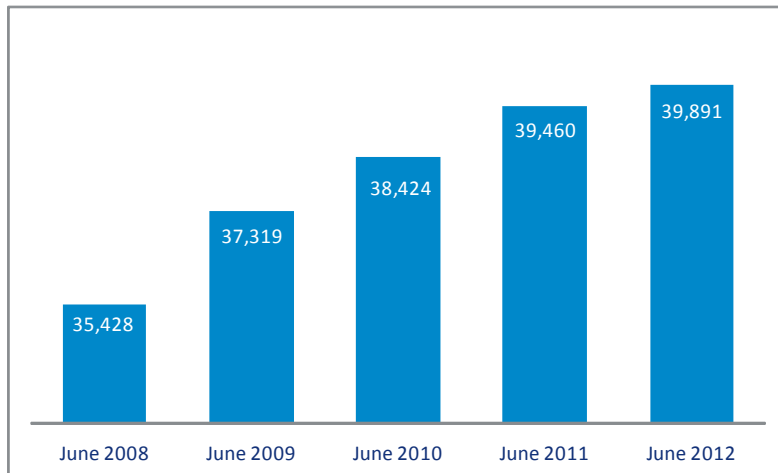
The Board has a new and improved website

We invite you to visit the Board's newly revised website, www.nevadanursingboard.org. We have revamped the presentation and information available to anyone visiting the website. Especially helpful is the "search function" that is now available.

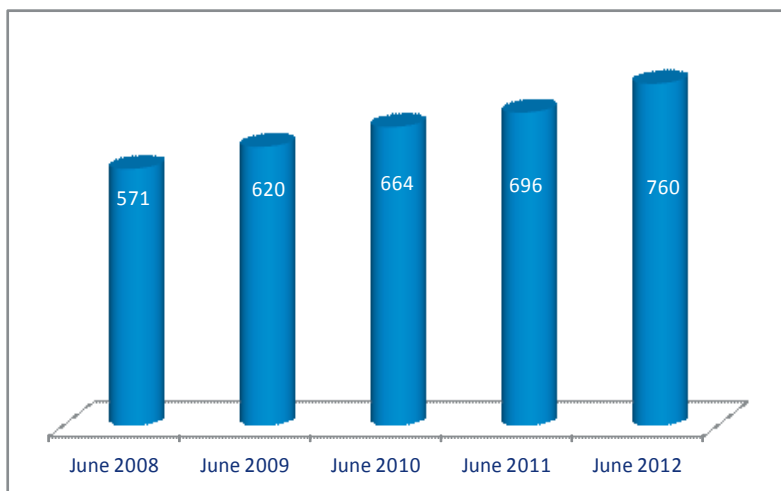
Mission

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.

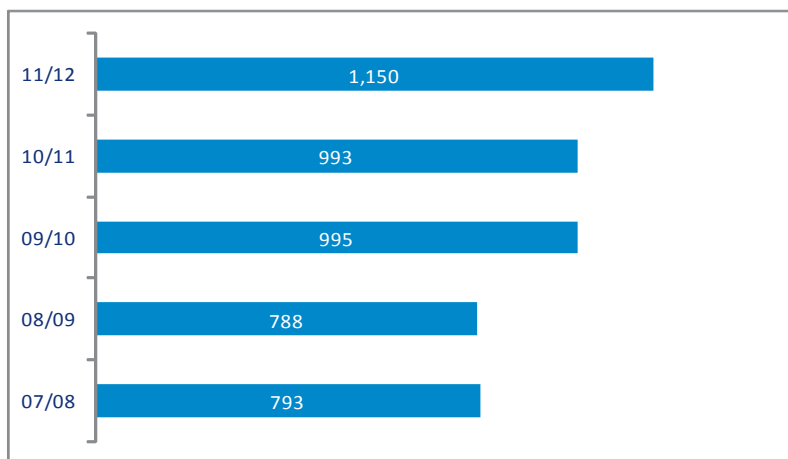
Five-Year Comparison of Total Active Licenses and Certificates Holders



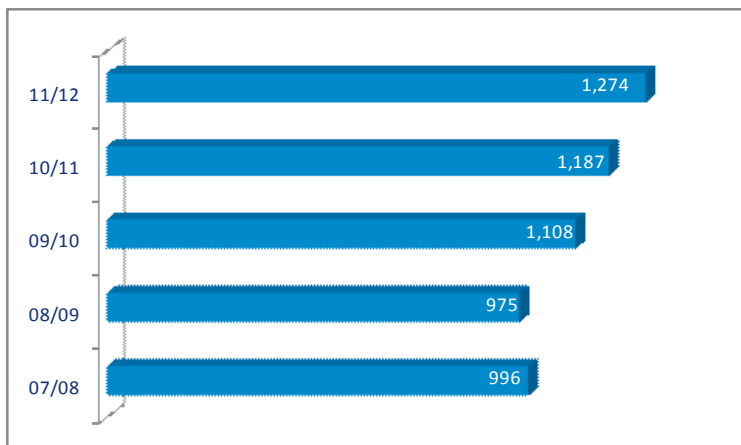
Five-Year Comparison of Total Active Advanced Practitioners of Nursing



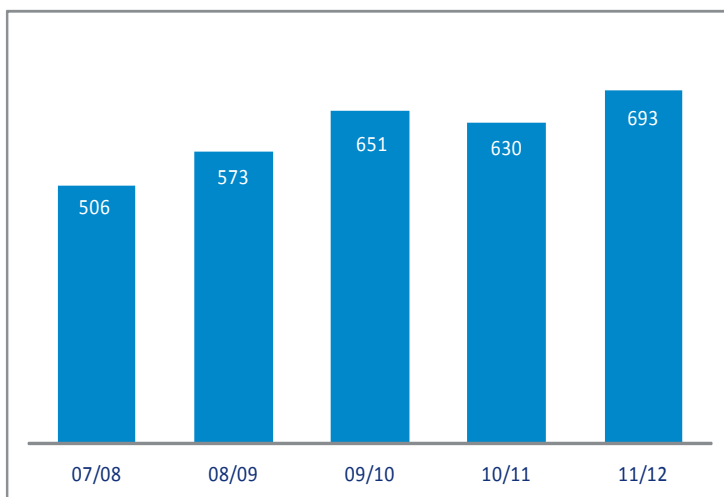
Five-Year Comparison of Graduates from Nevada Nursing Programs



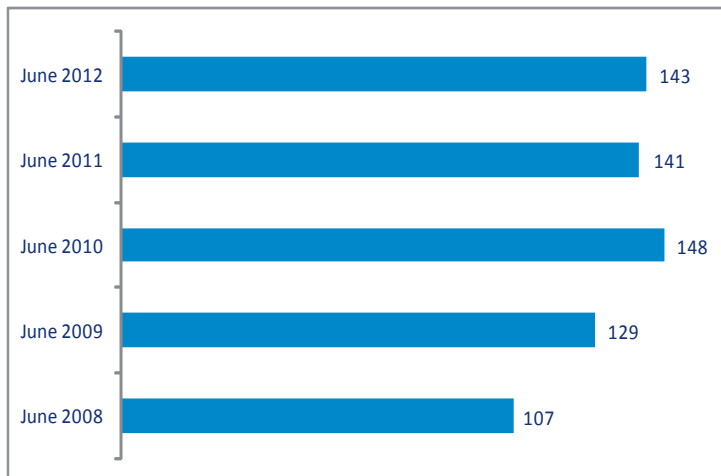
Five-Year Comparison of RN/LPN Complaints Opened



Five-Year Comparison of CNA Complaints Opened



Five-Year Comparison of Total Probation Participants



Licensure and Certification Statistics

	RN	LPN	CNA
Average age	45	47	37

	RN	LPN	CNA
Licenses or certificates issued in FY10/11			
By examination (new and foreign graduates)	959	77	976
By endorsement (from another state)	2,363	292	411

	*APN	*CRNA	*EMS/RN	RN	LPN	CNA	Total Active
Active licensee/certificate holders by county of residence							
Carson City	24	1	1	522	72	301	921
Churchill	3	2	4	171	25	107	312
Clark	394	56	73	14,254	2,182	4,542	21,501
Douglas	17	1	2	354	23	77	474
Elko	13	6	7	264	23	189	502
Esmeralda	0	0	1	3	0	1	5
Eureka	0	0	0	0	1	0	1
Humboldt	2	2	4	62	7	68	145
Lander	0	0	2	25	4	33	64
Lincoln	2	0	0	18	7	17	44
Lyon	8	0	3	276	50	201	538
Mineral	0	0	1	19	8	44	72
Nye	3	1	6	145	49	133	337
Pershing	0	0	1	22	3	31	57
Storey	0	0	0	20	2	3	25
Washoe	207	4	42	4,015	380	1,409	6,057
White Pine	1	2	0	44	21	67	135
Out of State	86	54	42	7,761	420	338	8,701
TOTAL	*760	*129	*189	27,975	3,277	7,561	39,891

*These certification types are included in RN total

Five-year comparison of total active licensees/certificate holders				
June 08	June 09	June 10	June 11	June 12
35,248	37,319	38,424	39,460	39,891

APN Certification Statistics



Active

Advanced Practitioners of Nursing
on June 30, 2011 - 760

Active APNs by county of residence and practice specialty

	Acute Care	Fam Prac	Peds	Ob/Gyn	Wom Hlth	Adult	Neo	Fam Plan	Mid-Wife	Psych	Geri	Ent	Clinic Card	Total
Carson City		17			2	1		1	1		1		1	24
Churchill		1							1		1			3
Clark	3	245	29	14	26	27	17	3	10	13	3	2	2	394
Douglas		12				3		1	1					17
Elko	1	7		2	1				1	1				13
Esmeralda														0
Eureka														0
Humboldt		1			1									2
Lander														0
Lincoln		2												2
Lyon		7			1									8
Mineral														0
Nye		1			1			1						3
Pershing														0
Storey														0
Washoe	7	153	8	3	5	12	5	2	4	6		1	1	207
White Pine						1								1
Out of State	1	55	2	1	6	6	7		1	4	3			86
TOTAL	12	501	39	20	43	50	29	8	19	24	8	3	4	760

Dual certifications are tallied under the broadest of the two specialties

Five-year comparison of total active APNs

June 08	June 09	June 10	June 11	June 12
571	620	664	696	760

Approved nursing programs

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

University of Nevada, Las Vegas (UNLV)

4505 S. Maryland Parkway
Las Vegas, NV 89154

- Bachelor of Science in Nursing (BSN Degree)

University of Nevada, Reno (UNR)

Orvis School of Nursing

Reno, NV 89557-0134

- Bachelor of Science in Nursing (BSN Degree)

Carrington College, Reno

5580 Kietzke Lane, Reno, NV 89511

- Associate of Applied Science in Nursing (AAS Degree)

College of Southern Nevada (CSN)

Health Science Center, W1A

6375 W. Charleston Boulevard, Las Vegas, NV 89146

- Associate of Applied Science in Nursing (AAS Degree)
- Certificate in Practical Nursing
- RN Refresher Course

Great Basin College (GBC)

1500 College Parkway, Elko, NV 89801

- Associate of Applied Science in Nursing (AAS Degree)
- Bachelor of Science in Nursing (BSN Degree)

Kaplan College

3315 Spring Mountain Road, Las Vegas, NV 89102

- Licensed Practical Nursing Program

Nevada State College (NSC)

1125 Nevada State Drive, Henderson, NV 89015

- Bachelor of Science in Nursing
- RN to BSN Degree Completion

Roseman University of Health Sciences

(formerly University of Southern Nevada)

11 Sunset Way, Henderson, NV 89014

- Bachelor of Science in Nursing (BSN Degree)

Truckee Meadows Community College (TMCC)

7000 Dandini Boulevard, RDMT 417, Reno, NV 89512

- Associate of Applied Science in Nursing (AAS Degree)
- RN refresher

Western Nevada College (WNC)

2201 W. College Parkway, Carson City, NV 89701

- Associate of Applied Science in Nursing (AAS Degree)

Provisional approval: Schools that have provisional approval meet the initial requirements of Nevada laws and regulations to offer a program of nursing education in Nevada. To obtain full approval, they must gain national accreditation (which they cannot do until after their first class is graduated), and they must achieve a first-time pass rate of 80 percent or higher on the NCLEX (an annual average). If individuals graduate from a school that has provisional rather than full approval, they are eligible for Nevada licensure.

Everest College (provisional approval*)

170 N. Stephanie Street, Henderson, NV 89014

- Associate of Applied Science in Nursing (AAS Degree)

ITT Technical Institute (provisional approval*)

168 N. Gibson Road, Henderson, NV 89014

- Associate of Applied Science in Nursing (AAS Degree)

Kaplan College (provisional approval*)

3315 Spring Mountain Road, Las Vegas, NV 89102

- Associate of Science in Nursing (ADN Degree)

National University (provisional approval*)

2850 W. Horizon Ridge Pkwy., Suite 301, Las Vegas, NV 89052

- Associate of Applied Science in Nursing (AAS Degree)

Nevada Career Institute (provisional approval*)

3231 N. Decatur Boulevard, Suite 319, Las Vegas, NV 89130

- Licensed Practical Nursing Program

Touro University (conditional approval*)

874 American Pacific Drive

Henderson, NV 89015

- Bachelor of Science in Nursing (BSN Degree)

The Board approves these schools to conduct only the clinical portion of their RN nursing programs in Nevada

Dixie State College of Utah

Department of Health Sciences Nursing Program

225 South 700 East, St. George, UT 84770

Mojave Community College

1971 Jagerson Ave., Kingman, AZ 86401

Graduates from Nevada Nursing Programs

(post licensure and graduate programs are not regulated by the Board)

Program	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
PhD - UNLV	*	*	*	*	*	*	3	8	3	8
DNP - UNR/UNLV	*	*	*	*	*	*	*	*	*	19
DNP - Touro	*	*	*	*	*	*	*	5	4	1
Post MSN certificate UNLV	*	*	*	*	*	*	*	*	2	1
Post MSN certificate UNR	3	*	*	*	*	*	*	*	3	2
MSN - UNLV		7	16	10	25	36	24	61	26	40
MSN - UNR	9	14	7	9	20	17	13	11	24	24
MSN - Touro	*	*	*	*	17	26	26	3	7	6
BSN - UNLV	70	68	121	131	127	130	131	101	102	106
BSN - UNR	59	60	80	112	92	95	93	94	90	92
BSN - GBC	*	*	*	*	5	3	4	7	3	14
BSN - NSC	*	*	32	103	92	100	70	81	77	64
BSN - Touro	*	*	*	*	8	20	25	109	77	80
BSN - Roseman	*	*	*	*	*	44	33	0	48	87
RN to BSN - UNR	*	*	*	*	*	*	*	13	11	16
RN to BSN - NSC	*	*	*	*	*	*	*	17	24	22
RN to BSN - Touro	*	*	*	*	*	*	*	1	4	3
AAS - CSN	88	105	115	223	189	167	172	199	187	181
AAS - GBC	15	13	21	12	17	26	15	22	20	19
AAS - TMCC	35	43	37	52	73	52	55	53	70	57
AAS - Carrington Las Vegas	*	*	*	*	*	15	45	94	70	63
AAS - Carrington Reno	*	*	*	*	*	*	*	*	42	89
AAS - National	*	*	*	*	*	*	*	18	27	36
AAS - WNC	25	30	42	43	45	40	49	57	45	41
LPN - CSN	21	21	23	21	20	20	27	22	16	0
LPN - Kaplan	*	*	*	*	*	*	*	22	56	79
Total	321	360	504	724	740	792	788	995	993	1,150

*no data available

Sources: Nevada System of Higher Education Data Warehouse and Touro University Nevada

Totals

Doctoral Level Graduates	28
Post-Masters Certificates	3
MSN	70
BSN	443
RN to BSN	41
Associate Degree	486
LPN	79

**Total number of
degrees, diplomas or
certificates**

1,150

NCLEX first-time pass rates for *CY11

	School	No. Tested	No. Passed	Percentage
Registered Nurses	Carrington College, Las Vegas	72	62	86.11
	Carrington College, Reno	68	63	92.65
	College of Southern Nevada	182	169	92.86
	Great Basin College	20	17	85.00
	National University	48	32	66.67
	Nevada State College	70	57	81.43
	Roseman University (formerly USN)	65	59	81.43
	Touro University	82	62	75.61
	Truckee Meadows Community College	80	80	100.00
	Western Nevada College	37	33	89.19
	University of Nevada, Las Vegas	99	98	98.99
	University of Nevada, Reno	86	80	93.02
	Nevada RN Total		909	822
Practical Nurses	National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2011)			87.41
	College of Southern Nevada	17	14	82.35
	Kaplan College	64	59	92.00
	RN failure (not in total)	1	1	100.00
Nevada LPN Total		82	74	90.17
National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2011)			84.17	

*National Council Licensure Exam (NCLEX) first-time pass rates are reported on a calendar year, rather than fiscal year, basis. Source: Pearson Vue, reporting the number of first-time candidates who took and passed the NCLEX from January 1, 2011 through December 31, 2011. These figures may not include all of those who 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.

Nevada RN First-Time NCLEX Pass Rate

90.04%

Nevada LPN First-Time NCLEX Pass Rate

90.17%

**Approved Certified Nursing Assistant Training Programs
on June 30, 2012**

Battle Mountain High School 425 Weaver Avenue Battle Mountain, Nevada 89820 775-635-5436	Pahrump Valley High School 501 E. Calvada Road Pahrump, Nevada 89048 (775) 727-7737	Southeast Career & Technical Academy 5710 Mountain Vista Street Las Vegas, Nevada 89120 702-799-7510
College of Southern Nevada 6375 W. Charleston Boulevard Las Vegas, Nevada 89146 702-651-5681	A Progressive Healthcare Training Ctr 222 S Rainbow Boulevard, Suite 218 Las Vegas, Nevada 89145 702-489-8999	Southwest Career & Technical Academy 7050 W. Shelbourne Avenue Las Vegas, Nevada 89113 702-799-5766
Dayton High School 335 Old Dayton Valley Road Dayton, Nevada 89403 775-246-6240	Purrfect Nursing Services 1711 Highland Drive, Suite A Las Vegas, Nevada 89102 702-385-3853	Truckee Meadows Community College 7000 Dandini Boulevard Reno, Nevada 89512 775-673-7115
Desert Rose High School 444 W. Brooks Avenue North Las Vegas, Nevada 89030 702-799-8300	Sierra Nevada Job Corps 14171 Mount Charleston Street Reno, Nevada 89506 775-972-5627	West Career & Technical Academy 11945 W. Charleston Boulevard Las Vegas, Nevada 89135 (702) 799-4340
East Career and Technical Academy 6705 Vegas Valley Drive Las Vegas, Nevada 89120 702-799-8888	Silver Stage High School 3755 W. Spruce Street Silver Springs, Nevada 89429 (775) 577-5071	Western Nevada College 2201 W. College Parkway Carson City, Nevada 89701 775-445-3296
Grover C. Dils Medical Center P.O. Box 1010 Caliente, Nevada 89008 775-726-3171	South Lyon Medical Center 213 S. Whitacre Street Yerington, Nevada 89447 775-972-5627	White Pine County School District 1800 Bobcat Drive Ely, Nevada 89301 775-289-4811
Great Basin College 1500 College Parkway Elko, Nevada 89801 775-753-2216		
The Milan Institute 950 Industrial Way Sparks, NV 89431 (775) 348-7200		
Mount Grant General Hospital P.O. Box 1510 Hawthorne, Nevada 89415 775-945-2461		
Mountain View Health & Rehab 201 Koontz Lane Carson City, NV 89701 (775) 883-3622		
Pahrump Health and Rehab 4501 NE Blagg Road Pahrump, Nevada 89146 775-751-6600		

Certified Nursing Assistant exam results for FY11/12

Passed 94%

Knowledge exam results

Passed	1,020
Failed	<u>64</u>
Total Tested	1,087

Clinical exam results

Passed	993
Failed	<u>250</u>
Total Tested	1,243

Passed 80%

Oral knowledge exam results

Passed	19
Failed	<u>5</u>
Total Tested	24

Passed 79%

Source: Prometric website reporting system

Investigation 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. Investigations are also generated from nurses and nursing assistants who answer “yes” to one or more of the five screening questions asked on initial and renewal applications for licensure/certification.

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 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 may take disciplinary action against the individual. If the investigation is generated from an answer to the application screening questions, depending upon the nature of the “yes” answer and the evidence received, the application may be cleared without disciplinary action or heard by the Board for final disposition, up to and including disciplinary action.

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 and may include requirements such as continuing education or drug testing. The Board considers each case individually.

FY11-12 Probation Statistics

When considering what kind of disciplinary action it should take, the Board always asks, “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 alternative monitoring 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 on probation as of June 30, 2012.

Type of Probation	Number of Participants
Alternative (monitoring program)	83
RN Disciplinary Probation	51
LPN Disciplinary Probation	6
CNA Disciplinary Probation	3
	143
	TOTAL

Five-year comparison of total probation participants

June 08	June 09	June 10	June 11	June 12
107	129	148	141	143

RN/LPN Investigation Statistics



Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board opened during FY11/12. 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/application investigations were opened.

Type of investigations begun in FY11/12		
Type		Percent of Total
Abuse/cause harm	15	1.2
Action in another state	51	4.0
CE audit	106	8.3
Confidentiality violations	3	.2
Criminal background	7	.5
Customary standards	58	4.6
Drug diversion/narcotic discr.	22	1.7
Failure to collaborate	10	.8
Failure to supervise	15	1.2
Falsification of records	18	1.4
Fraudulent initial application	134	10.5
Fraudulent renewal application	153	12.0
Impairment	20	1.6
Negligence/incompetence	3	.2
Patient abandonment	7	.5
Positive drug screen	4	.3
Practice beyond scope	25	2.0
Practice w/o license	26	2.0
Professional boundaries	3	.2

Type	Total	Percent of Total
Unauthorized delegation	5	.4
Unprofessional conduct/other	14	1.1
Violation of Board order	38	3.0
Yes to screening question(s) on initial application	463	36.3
Yes to screening question(s) on renewal application	74	5.8
TOTAL	1,274	100.0

Outcomes of investigations concluded in FY11/12		
Outcome	Total	Percent of Total
Closed	725	54.5
Cleared	373	28.0
Applications denied	52	3.9
Dismissed	1	.1
Fined	29	2.2
Reprimanded	56	4.2
Placed on probation	23	1.7
Suspended	12	.9
Voluntarily surrendered license	16	1.2
Revoked	14	1.1
Fine Renewal Applicant	29	2.2
TOTAL	1,330	100.0

RN/LPN Investigation Statistics (continued)



The 1,274 complaints opened in FY11/12 represent **4.07%** of the total RN/LPN population of **31,252**

Five-year comparison of RN/LPN complaints opened

FY 07/08	996
FY 08/09	975
FY 09/10	1,108
FY 10/11	1,187
FY 11/12	1,274

Total initial applications in FY11-12	5,090
Total renewal applications in FY11-12	13,278

Number of application screening questions** answered with "yes" in FY11/12

Question No. 1. Has your occupational or professional license or privilege to practice, registration, or certificate of any level (does not include driver's license or car registration) ever been denied? Ever been disciplined? Ever been subject to a non-disciplinary probation or monitoring program? Are you the subject of a current investigation or inquiry in any state or jurisdiction? Are you the subject of a pending hearing, settlement or action in any state or jurisdiction?

Initial applications **106**
Renewal applications **24**

Question No. 2. Have you ever had a criminal conviction, including a misdemeanor or felony, or had a civil judgment rendered against you?

Initial applications **383**
Renewal applications **51**

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 **14**
Renewal applications **4**

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 **3**
Renewal applications **6**

TOTAL **593**

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

CNA Investigation Statistics



Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board opened during FY10/11. 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/application investigations were opened.

Type of investigations begun in FY11/12

Type	Total	Percent of Total
Abuse/cause harm	40	5.8
CE/Employment audit	100	14.4
Criminal Background	2	.3
Customary standards	22	3.2
Falsification of records	1	.1
Fraud	0	0
Fraudulent initial application	127	18.3
Fraudulent renewal application	52	7.5
Impairment	2	.3
Negligence/incompetence	0	0
Patient abandonment	4	.6
Positive drug screen	2	.3
Practice beyond scope	8	1.2
Practice w/o certificate	8	1.2
Professional boundaries	3	.4
Unprofessional conduct/other	5	.7
Violation of Board order	11	1.6

Type	Total	Percent of Total
Yes to screening question(s) on initial application	263	38.0
Yes to screening question(s) on renewal application	43	6.2
TOTAL	693	100.0

Outcomes of investigations concluded in FY11/12

Outcome	Total	Percent of Total
Closed	312	46.8
Cleared	210	31.5
Applications denied	99	14.8
Dismissed	1	.1
Fined	5	.7
Reprimanded	12	1.8
Placed on probation	6	.9
Suspended	3	.4
Voluntarily surrendered certificate	1	.1
Revoked	6	.9
Agreement Fine Renewal	12	1.8
TOTAL	667	100.0

The 693 complaints opened in
FY11/12 represent
9.2%
of the total CNA population of
7,561

**Five-year comparison
of CNA complaints opened**

FY 07/08	506
FY 08/09	573
FY 09/10	651
FY 10/11	630
FY 11/12	693

Total initial applications in FY11-12	2,385
Total renewal applications in FY11-12	3,625

CNA Investigation Statistics (continued)

**Number of application
screening questions** answered
with "yes" in FY11/12**

Question No. 1. Has your occupational or professional license or privilege to practice, registration, or certificate of any level (does not include driver's license or car registration) ever been denied? Ever been disciplined? Ever been subject to a non-disciplinary probation or monitoring program? Are you the subject of a current investigation or inquiry in any state or jurisdiction? Are you the subject of a pending hearing, settlement or action in any state or jurisdiction?

Initial applications	24
Renewal applications	16

Question No. 2. Have you ever had a criminal conviction, including a misdemeanor or felony, or had a civil judgment rendered against you?

Initial applications	257
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	0
Renewal applications	1

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

Initial applications	10
Renewal applications	1

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	1
Renewal applications	3

TOTAL 338

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

Board Advisory Committees



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 news magazine 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 ten persons who are knowledgeable in areas concerning APN practice.

In FY11/12, the committee continued work on bringing Nevada into compliance with the Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education published through the work of the APRN Consensus Work Group and the National Council of State Boards of Nursing APRN Advisory Committee. The committee spent time discussing the IOM/RWJF regarding *The Future of Nursing: Leading Change, Advancing Health*. In February, 2012, new regulations were codified that allow an RN to delegate nursing tasks to unlicensed assistive personnel. Due to this regulation change, APNs may now delegate nursing tasks to medical assistants. The committee asked that Board staff conduct a survey to assess the opinions of Nevada APNs about the requirement that they must have a collaborative agreement with a physician to practice. The survey was sent via e-mail to approximately 700 Nevada APNs with a return of 292 surveys—a 42% return rate. The findings of the survey showed that 78% of APNs have read the Nurse Practice Act and understand the requirements for licensure and certification. 82% of those returning the survey would prefer to practice without a collaborative physician agreement and 87% would support changing Nevada law to allow autonomous practice. 32% have had difficulty securing a collaborative physician thus preventing them from practicing in the expanded role of the APN. The committee continues to explore APN practice issues during their quarterly meetings.

Chair: Debra Scott, MSN, RN, FRE, Executive Director

Liaison: Rhigel "Jay" Tan, DNP, APN, RN

Committee Members:

Matthew Khan, MSN, FNP-BC, APN (Reno)

Josh Hamilton, DNP, RN-C, FNP-C, PMHNP-BC, CNE (Las Vegas)

Gregory Peistrup, MSN, RN, APN-FNP-C, CFRN, CEN, EMS-RN (Las Vegas)

Joy Reineck, CNM, MS (Las Vegas)

Arthur C. Savignac, CRNA, MHS (Spring Creek)

Susan VanBeuge, DNP, APN, FNP-BC (Las Vegas)



Board Advisory Committees (continued)

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 and effective 2011, medication aides-certified.

In FY 11/12, the Board acted on an advisory opinion recommended by the committee regarding Guidelines for a CNA to Deliver Medications Prepared and Packaged by Nevada Department of Corrections (NDOC) Central Pharmacy That are Designated as Keep on Person Medications to Inmates in Lock Down Units. The committee is reviewing applications for nursing assistant training programs, and will add applications for medication aide-certified training programs FY 12/13.

Chair: Chris Sansom, MSN, RN, Director of Operations

Liaison: Jennifer Snidow, CNA

Committee Members:

Mary Brann, DNP, MSN, RN (Acute Care), Henderson
Barbara Cavanagh, BSN, RN, CCM (AARP Member), Carson City
Marie Fish DeWitt, RN, BSN (BHCOC), Carson City
Rhonda Meyer, RN (Division of Health Care Financing & Policy), Elko
Elizabeth Mongeau, BSN, RN (Acute Care), Las Vegas
Branden Murphy, RN, CNA, Las Vegas
Teresa Strickler, LASW (Division of Aging Services), Las Vegas
Carla Wright, MSNed, RN, North Las Vegas

Disability Advisory Committee

The Disability Advisory Committee evaluates nurses and CNAs regarding substance use disorders or psychiatric 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 FY11/12, the committee evaluated 144 individuals.

Chair: Kathleen Reynolds, BHS, RN, Compliance Coordinator

Liaison: Sandra Halley, Consumer Member

Committee Members:

Patricia Durham-Taylor, RN (Reno)
Mattie Harris, RN (Las Vegas)
Toril Strand, RN (Reno)
Ann Testolin, EdD, MS, BS, RN (Reno)

Active Conceptual Members*

Cookie Bible, BSN, RNC, APN (Zephyr Cove)
Jan Brethauer, Rn (Yerington)
Mary Culbert, MS, RN (Reno)
Deborah E. Martz, RN (Las Vegas)
Susan O'Day, BS, RN, CPAN (Reno)
Karienne Rimer, RN (Henderson)
Judith Slaney, RN, LADAC (Las Vegas)
Judith Vogel, BSN, RN (Boulder City)

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

Board Advisory Committees (continued)



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.

In FY 11/12, the committee recommended approval of a description of volunteer student nurse activities. The committee gave feedback and recommended approval for dedicated education units for teaching clinical within the Board's waiver policy. The committee worked on clarifying in-service requirements for certified nursing assistants and defined the difference from continuing education credits for licensed nurses. The committee heard proposals for simulation to replace clinical rotations for nursing students. They recommended the Board allow a one year pilot for one practical nursing program to utilize simulation for obstetrical clinical experiences. A subcommittee was set up to review how to streamline the requirement that many hospitals have that nursing students must pass a criminal background check prior to attending clinical education in the hospitals. The committee also reviewed and analyzed NCLEX pass rates and supported curriculum changes that include QSEN principles (Quality & Safety Education for Nurses).

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 FY11/12, the committee withdrew the Cosmetics Procedure Practice Decision due to potential for misconduct by nurses who were practicing outside of their scope related to cosmetic procedures such as Botox and Restylane injections. The PICC Line Practice Decision was revisited for clarification of the requirements for obtaining consent for the procedure. The committee explored the issue of the administration of low dose Ketamine HCL via continuous intravenous infusion on a medical/surgical unit. They found that this practice was within the scope of an RN. The committee reviewed the RN's scope of practice related to placing sutures. They found that it is not within the scope of practice for an RN in Nevada to

Chair: Roseann Colosimo, PhD, MSN, RN,
Education Consultant

Liaison: Tish Smyer, DNSc, RN

Committee Members:

Mary Chalfant, MS, BS, RN (Henderson)
Judith Cordia, EdD, RN (Henderson)
Margaret Covelli, BSN MHA, RN (Henderson)
Laura Fillmore, DNP, MSN, RN (Las Vegas)
Karen Fontaine, MSN, RN (Reno)
Barbara Fraser, MS, RN (Las Vegas)
Leanna Keith, BS, RN (Gardnerville)
Dawn Kookongstian, MSN, Ed, RN, CDN (Las Vegas)
Jan Kramer, MSN, RN (Las Vegas)
Madelon Lawson, BSN, RN, CAPA (Reno)
Kris Miller, PhD, RN (Elko)
Cheryl Perna, RN (Las Vegas)
Jennifer Richards, PhD, RN, CNRN (Reno)
Mable H Smith, PhD, JD, RN (Henderson)
Shirlee Snyder, EdD, RN (Henderson)
Vickie Wright, MSN, MBA, RN, CRRN, CCM (Reno)
Christine Young, BSN, RN, ad-hoc member (Reno)

place sutures unless the RN is certified as an RN First Assist.

Chair: Debra Scott, MSN, RN, FRE, Executive Director

Liaison: Rick Carrauthers, LPN

Committee Members:

Gail Alexander, RN (Sparks)
Diane Allen, RN (Carson City)
Judith Carrion, RN (Las Vegas)
Marti Cote, RN (Carson City)
Cathy Dinauer, RN (Carson City)
Vicky Hardaway, RN (Henderson)
Zona Hickstein, RN (Las Vegas)
Margaret Konieczny, RN (Carson City)
Gayle LeChance-Bulger, RN (Las Vegas)
Lisa Mantkus, RN (Sparks)
Leighanne Shirey, RN (Carson City)

Executive Staff

Debra Scott, MSN, RN, FRE, Executive Director

Statewide Liaison and Spokesperson
Organizational and Public Management
Fiscal and Human Resource Management
Legislative and Governmental Relations
APN Advisory Committee Chair
Nursing Practice Advisory Committee Chair

Chris Sansom, MSN, RN, Director of Operations

Program Management
CNA Advisory Committee Chair

Fred Olmstead, General Counsel

Legal Counsel

Dean Estes, Director of Finance/Technology

Budget, Accounting and Payroll
Technology Support, Programming

Roseann Colosimo, PhD, MSN, RN, Education Consultant

Nursing Education Programs
CNA Training Programs
Continuing Education Programs
Education Advisory Committee Chair

Patty Shutt, LPN, Site Operations Supervisor

Las Vegas Site Supervision
Advanced Practice Certificate Processing

Gail Trujillo, Executive Assistant

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Complaint Investigations
Nursing Practice Questions

Cindy Peterson, RN, CRRN, CLNC, CHCQM, FAIHQ, Investigator

Complaint Investigations
Nursing Practice Questions

Sherri Twedt, RN, CLNC, Investigator

Complaint Investigations
Nursing Practice Questions

C. Ryan Mann, BSN, RN, Application Coordinator

Application Review
Fraudulent Application Screening
Reinstatement Applications

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling
Probation and Alternative Program Monitoring

LICENSURE/CERTIFICATION

Sarah Bowen, Licensure Specialist

Licensure Eligibility Questions
Endorsement, Exam & Renewal Applications
Continuing Education Providers
International Nurse Graduates & Licensure Issues

Ariadna Ramos Zavala, Program Assistant

Licensure Eligibility Questions
Endorsement, Exam & Renewal Applications
Continuing Education Providers

Patty Towler, Senior Certification Specialist

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

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NURsys Data Entry

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