



# NSBN

Nevada State Board of  
**NURSING**

A N N U A L  
R E P O R T  
2 0 1 3 - 2 0 1 4





# 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

## 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 26, which regulates a nursing population of more than 42,000.

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

The state legislature established the Board 91 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 2013-14, it was responsible for licensing, certifying and disciplining more than 42,000 individuals, including registered nurses, licensed practical nurses, advanced practice registered nurses, certified nursing assistants, medication aides- certified, and certified registered nurse anesthetists. The Board’s current functions include:

### Administration

- Establish minimum practice standards
- Develop and adopt regulations
- Utilize Board-appointed advisory committees to get direct nursing input
- Publish, distribute, and provide education on various topics
- Collaborate with consumers, individuals, groups, organizations, and other regulatory bodies
- Provide education to increase public awareness and understanding of the Board’s role and purpose

### Licensure, Certification and Education

- Approve schools of nursing, nursing assistant training programs, and medication aide-certified training programs
- Adopt exams for licensing/certification
- Issue certificates to nursing assistants
- License registered nurses, practical nurses, and advanced practice registered nurses

- Certify registered nurse anesthetists and emergency medical service/registered nurses
- Approve education/training providers for ongoing competency

### Discipline and Investigations

- Investigate complaints against licensees and certificate holders
- Conduct disciplinary proceedings
- Administer remediation and rehabilitation programs, including:
  - Monitoring nurses, nursing assistants, and medication-aides 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 2013-2014, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.

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# Board Member Biographies

## President

### Patricia "Tish" Smyer, DNSc, RN

RN Member

**Appointed** - November 2008, expired October 2012

**Re-Appointed** - October 2012, expires October 2016

**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** - National Council of State Boards of Nursing Nursing Education Committee

**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** - 9 years

## Vice President

### Rick Carrauthers, LPN

LPN Member

**Appointed** - October 2009, expired October 2013

**Re-Appointed** October 2013, expires October 2017

**Employment** - Director of Staff Development, Silver Ridge Health Care Center

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

**Other board experience** - Nevada Pressure Ulcer Committee

**Professional experience** - 16 years of nursing experience including positions in Arkansas, Oklahoma, and Nevada; United States Navy, Personnelman, second class.

**Length of Nevada residency** - 10 years

## Secretary

### Rhigel "Jay" Tan, DNP, RN, APRN

RN Member

**Appointed** - October 2011, expires October 2015

**Employment** - Assistant Professor, School of Nursing, University of Nevada, Las Vegas; Advanced Practice Registered Nurse, Mental Health and Psychiatry, iCarePsychiatry

**Education** - DNP, Rocky Mountain University for Health Professions, 2011; MSN, University of Alabama at Birmingham, 2010; MN, Cebu Normal University, 1993; BSN, Cebu State College - Cebu City Medical Center College 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** - Philippine Nurses Association of Nevada, Sigma Theta Tau, ACEN, KALAHI Philippine Folkloric Ensemble, National Federation of Filipino-American Association

**Professional experience** - 25 years of nursing experience including positions in the Philippines and Nevada. Clinical, as well as nurse educator positions.

**Length of Nevada residency** - 20 years

## Mary-Ann Brown, MSN, RN

RN Member

**Appointed** - January 2013, expires October 2016

**Employment** - Director of Hospice and Palliative Care, Renown Health



**Education** - MSN, 1996, University of Nevada, Reno; BSN, 1985, University of Nevada, Reno

**Other board Experience** - Governor's Workforce Investment Board, State of Nevada; Healthcare Sector Council; Access to Health Care Network; Human Services Network; Continue Care Hospital, Nevada Nurses Association, UNR Alumni Association Board Member, Nevada POLST Coalition Board

**Affiliations** - Renown Regional Medical Center Ethics Committee, Saint Mary's Regional Medical Center Ethics Committee, Carson Tahoe Hospital Ethics Committee, Carrington College Nursing Advisory Committee, University of Nevada, Orvis School of Nursing Adjunct Faculty

Length of Nevada residency - 25 years

## **Sandra Halley**

Consumer Member

**Appointed** - January 2008, expired November 2009

**Re-Appointed** - November 2009, expired October 2013

**Re-Appointed** October 2013, expires October 2017

**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 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 - 69 years

## **Board Member Biographies (continued)**

### **Jennifer Snidow, MPH, MBA, CNA**

CNA Member

**Appointed** - October 2011, expires October 2015

**Employment** - Business Process Analyst, Nevada Division of Health Care Financing and Policy

**Education** - Masters in Public Health, Benedictine University; Masters in Business Administration, Benedictine University; BS, Biology, University of Nevada, Reno; Nursing Assistant Training Program, Western Nevada Community College

**Affiliations** - Board Member, Young Leaders Committee, Boys and Girls Club of Truckee Meadows; Member, Washoe County Medical Reserve Corp; Member, Reno Tahoe Young Professionals Network; Member, American Public Health Association; Volunteer Member, Food Bank of Northern Nevada; Volunteer Member, Northern Nevada Chapter of American Red Cross; Volunteer Member, Reno/Sparks Gospel Mission; Volunteer Member, Salvation Army Women's Auxiliary

**Professional experience** - 8 years of experience as a certified nursing assistant

Length of Nevada residency - 13 years

# History and Highlights



## A Brief History

In 2013, the Nevada State Board of Nursing (NSBN) completed 90 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 104 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. In 1995, a certified nursing assistant member was added to represent the CNA community.

## Highlights of FY13/14

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 FY13/14:

### Nursing Education Programs

This fiscal year has shown the maturation of some of Nevada's nursing programs and the closure of one nursing education program. 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 two new nursing assistant training programs, many of them administered by our state's school districts, especially in rural Nevada. Nursing programs must secure and maintain national accreditation and maintain at least an 80% NCLEX first time pass rate for their graduates.

In the past five years, Nevada nursing programs have improved in the national standings 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. In 2012, Nevada nursing programs again increased their standing to 2nd in the nation. Congratulations to our Nevada nursing programs and the Board's education consultant, Roseann Colosimo.

This is the second year that the Board has utilized a clinical scheduling software program which allows all state nursing programs and 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. The majority of Nevada's nursing programs enter their clinical schedules into the software program, which are then matched with the available clinical sites entered by the state's hospitals, clinics schools, and other possible sites for clinical education.

### Board continues requiring fingerprinting on renewal for nurses and CNAs

Since 1994, the Board has required fingerprinting on initial application. The Board continues to fingerprint licensees and certificate holders at 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



## History and Highlights (continued)

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. Two Board members and five staff members serve on national committees. Nevada benefits by having a national presence and utilizing the resources that are provided to ensure nursing regulatory excellence for Nevada.

This year, the Nevada State Board of Nursing will be recognized by the National Council of State Boards of Nursing (NCSBN) by receiving the Regulatory Achievement Award which recognizes the member board that has made an identifiable significant contribution to the purposes of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare. This honor will be awarded at the NCSBN Annual Meeting in Chicago, IL in August, 2014.

### 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 nearly 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.

### 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 affiliated with the Future of Nursing: Campaign for

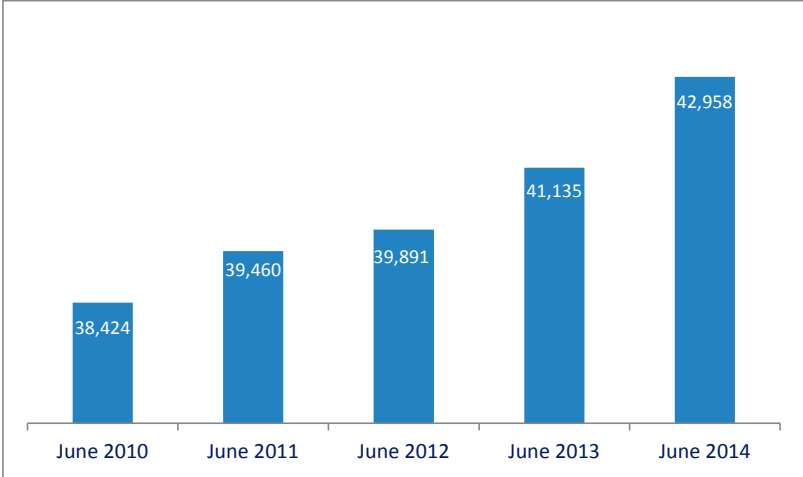
Action by the Robert Wood Johnson Foundation and the AARP Foundation. The Action Coalition is charged with state implementation of the recommendations regarding the future of nursing in the US. The four messages of The Future of Nursing report are: (1) Nurses should practice to the full extent of their 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

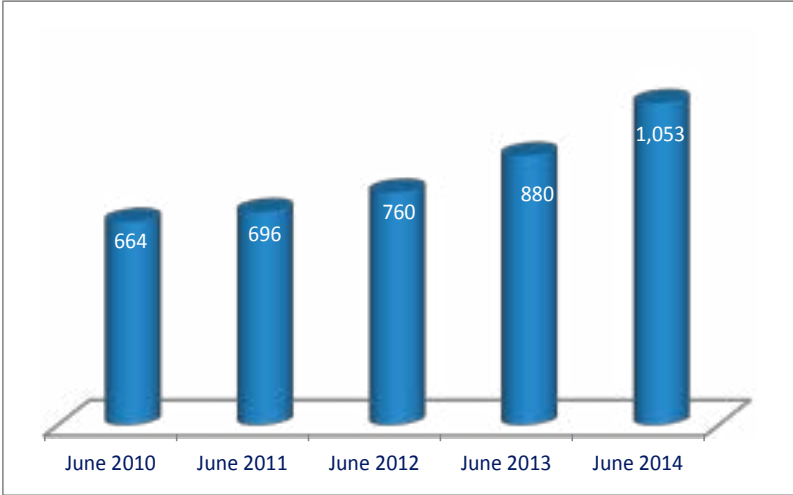
During its 2013 session, the Legislature passed AB 170, a bill that changed the title of advanced practitioner of nursing (APN) to advanced practice registered nurse (APRN), changed the certificate of recognition to a license, and deleted the legal requirement for APRNs to practice under a collaborative agreement with a physician except if the APRN has practiced less than 2 years or 2000 hours and intends to prescribe Scheduled II Controlled Substances. The Board voted to support the legislation and worked closely with the bill's sponsor and the Nevada Advanced Practice Nursing Association and other stakeholders as the bill progressed through the legislative process. The main goal for the legislation was to improve Nevada's citizens' access to primary care health services, especially as the Affordable Care Act is fully implemented in 2014. Full implementation has included the promulgation of numerous regulations to support the implementation of the bill. The Board requires all APRNs to maintain a professional portfolio which documents the scope of practice and the competence of the APRN. Board staff have travelled the state educating APRNs, to ensure compliance with the new regulations.

All APRNs who graduate after July 1, 2014, are required to be nationally certified in their role and population in Nevada by a professional certifying body.

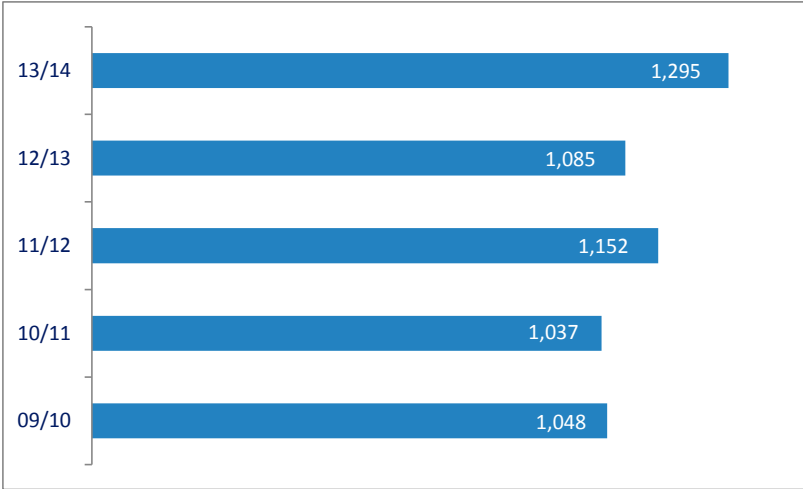
Five-Year Comparison of Total Active Licensees and Certificate Holders



Five-Year Comparison of Total Active Advanced Practice Registered Nurses

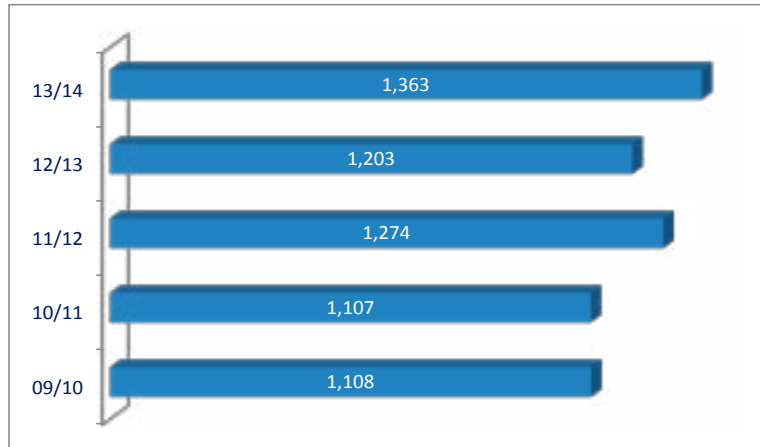


Five-Year Comparison of Graduates from Nevada Nursing Programs

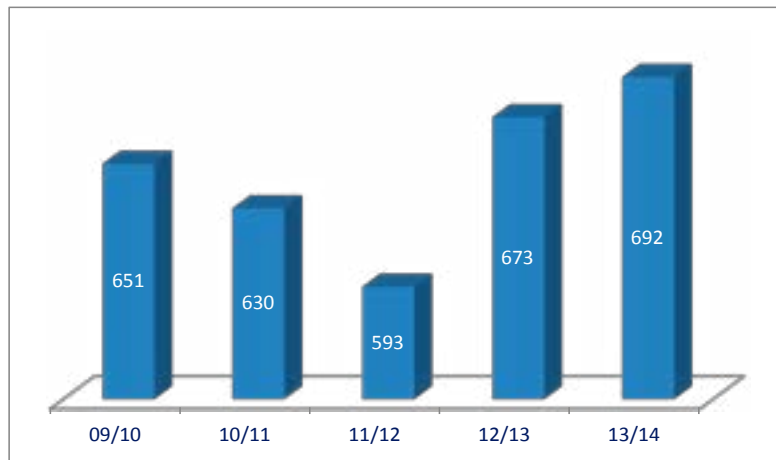




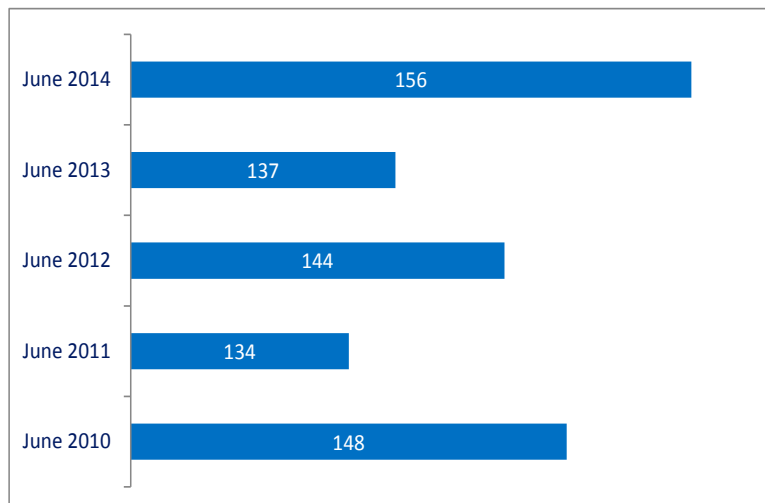
Five-Year Comparison of RN/LPN Complaints Opened



Five-Year Comparison of CNA Complaints Opened



Five-Year Comparison of Total Probation Participants



# Licensure and Certification Statistics



	RN	LPN	CNA
<b>Average age</b>	45	46	37

	RN	LPN	CNA
<b>Licenses or certificates issued in FY13/14</b>			
By examination (new and foreign graduates)	1,067	127	1,082
By endorsement (from another state)	2,959	302	443

	*APRN	*CRNA	*EMS/RN	RN	LPN	CNA	Total Active
<b>Active licensee/certificate holders by county of residence</b>							
Carson City	21	1	0	518	50	280	870
Churchill	3	3	3	173	21	82	285
Clark	577	63	64	15,337	2,354	5,320	23,715
Douglas	19	1	1	372	27	87	507
Elko	12	6	5	270	22	168	483
Esmeralda	0	0	0	2	0	0	2
Eureka	1	0	0	1	1	3	6
Humboldt	6	2	2	74	9	55	148
Lander	1	0	2	28	2	31	64
Lincoln	1	0	0	20	6	12	39
Lyon	7	0	4	283	52	236	582
Mineral	0	0	0	21	9	36	66
Nye	4	1	5	144	46	138	338
Pershing	1	0	1	19	4	27	52
Storey	0	0	0	18	2	7	27
Washoe	247	7	37	4,233	354	1,333	6,211
White Pine	1	2	0	50	18	48	119
Out of State	152	60	53	8,445	389	345	9444
<b>TOTAL</b>	<b>*1,053</b>	<b>*146</b>	<b>*177</b>	<b>30,008</b>	<b>3,366</b>	<b>8,208</b>	<b>42,958</b>

\*These certification types are included in RN total

<b>Five-year comparison of total active licensees/certificate holders</b>				
<b>June 10</b>	<b>June 11</b>	<b>June 12</b>	<b>June 13</b>	<b>June 14</b>
<b>38,424</b>	<b>39,460</b>	<b>39,891</b>	<b>41,135</b>	<b>42,958</b>



# APRN Licensure Statistics

## Active

Advanced Practice Registered Nurses  
on June 30, 2014 - **1,053**

### Active APRNs 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 Spec	Total
Carson City		15			3			1	1				1	21
Churchill		1							1		1			3
Clark	9	388	33	16	29	48	14	2	10	17	5	2	5	578
Douglas		16				1		1	1					19
Elko	1	6		2	1				1	1			1	13
Esmeralda														0
Eureka		1												1
Humboldt		6												6
Lander		1												1
Lincoln		1												1
Lyon		6				1								7
Mineral														0
Nye		2			1			1						4
Pershing		1												1
Storey														0
Washoe	8	188	10	2	7	12	5	1	6	7			2	248
White Pine					1									1
Out of State	3	106	3	1	2	13	6		3	9	2		1	149
<b>TOTAL</b>	<b>21</b>	<b>738</b>	<b>46</b>	<b>21</b>	<b>44</b>	<b>75</b>	<b>25</b>	<b>6</b>	<b>23</b>	<b>34</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>1,053</b>

Dual certifications are tallied under the broadest of the two specialties

### Five-year comparison of total active APRNs

June 10	June 11	June 12	June 13	June 14
664	696	760	880	1,053

## Approved nursing programs

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

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### 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

11 Sunset Way, Henderson, NV 89014

- Bachelor of Science in Nursing (BSN Degree)

### Touro University

874 American Pacific Drive

Henderson, NV 89015

- 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)

### Everest College (provisional approval\*)

170 N. Stephanie Street, 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)

### Nevada Career Institute (provisional approval\*)

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

- Licensed Practical Nursing Program

\*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.

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

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### 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



## Education Statistics (continued)

### Graduates from Nevada Nursing Programs

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

Program	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
PhD - UNLV	*	*	*	*	3	8	3	8	2	10
DNP - UNR/UNLV	*	*	*	*	*	*	*	19	6	9
DNP - Touro	*	*	*	*	*	4	4	1	6	14
Post MSN certificate UNLV	*	*	*	*	*	*	2	1	1	0
Post MSN certificate UNR	*	*	*	*	*	3	2	4	4	3
MSN - UNLV	16	10	25	36	24	61	26	40	17	25
MSN - UNR	7	9	20	17	13	11	24	24	18	21
MSN - Touro	*	*	17	26	26	3	7	6	5	0
BSN - UNLV	121	131	117	130	131	101	102	106	104	114
BSN - UNR	80	112	92	95	93	94	90	92	96	94
BSN - GBC	*	*	5	3	4	7	3	14	6	15
BSN - NSC	32	103	92	100	70	81	77	64	72	73
BSN - Touro	*	*	8	20	25	109	77	80	31	3
BSN - Roseman	*	*	44	33	0	48	48	87	142	91
RN to BSN - UNR	*	*	*	*	*	13	11	16	21	12
RN to BSN - NSC	*	*	*	*	*	17	24	22	41	52
RN to BSN - Touro	*	*	*	*	*	1	4	3	5	2
AAS - Breckinridge @ ITT	*	*	*	*	*	*	*	*	28	39
AAS - CSN	115	223	189	167	172	199	187	181	195	212
AAS - Everest College	*	*	*	*	*	*	*	*	13	52
AAS - GBC	21	12	17	26	15	22	20	19	16	17
AAS - TMCC	37	52	73	52	55	53	70	57	30	51
AAS - Carrington Las Vegas	*	*	*	15	45	94	70	63	*	0
AAS - Carrington Reno	*	*	*	*	*	*	42	89	93	100
AAS - Kaplan	*	*	*	*	*	*	*	*	44	107
AAS - National	*	*	*	*	*	18	27	36	*	*
AAS - WNC	42	43	45	40	49	57	45	41	41	35
LPN - CSN	23	21	20	20	27	22	16	0	14	5
LPN - Kaplan			*	*	*	22	56	79	37	76
LPN - Nevada Career	*	*	*	*	*	*	*	*	41	63
<b>Total</b>	<b>494</b>	<b>716</b>	<b>764</b>	<b>780</b>	<b>752</b>	<b>1,048</b>	<b>1,037</b>	<b>1,152</b>	<b>1,129</b>	<b>1,295</b>

\*no data available

**Total number of  
degrees, diplomas or  
certificates awarded in  
2013-2014**

**1,295**

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

## NCLEX first-time pass rates for \*CY13

Registered Nurses	School	No. Tested	No. Passed	Percentage
	Breckinridge School of Nursing @ ITT	32	15	46.88
	Carrington College, Reno	99	86	86.87
	College of Southern Nevada	193	167	86.53
	Everest College	37	26	70.27
	Great Basin College	16	16	100.00
	Kaplan College	66	42	63.64
	National University	3	0	.00
	Nevada State College	76	71	93.42
	Roseman University	93	81	87.10
	Touro University	29	22	75.86
	Truckee Meadows Community College	34	32	96.30
	Western Nevada College	45	39	86.67
University of Nevada, Las Vegas	103	99	96.12	
University of Nevada, Reno	93	85	91.40	

<b>Nevada RN Total</b>	<b>919</b>	<b>781</b>	<b>84.98</b>
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National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2013) 83.04

Practical Nurses	School	No. Tested	No. Passed	Percentage
	College of Southern Nevada	12	11	91.67
	Kaplan College	60	44	73.33
	Nevada Career Institute	31	27	87.10

<b>Nevada LPN Total</b>	<b>103</b>	<b>82</b>	<b>79.61</b>
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National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2013) 84.63

\*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, 2013 through December 31, 2013. 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.

### Nevada RN First-Time NCLEX Pass Rate

# 84.98%

### Nevada LPN First-Time NCLEX Pass Rate

# 79.81%



## Approved Certified Nursing Assistant Training Programs on June 30, 2014

<p>Battle Mountain High School 425 Weaver Avenue Battle Mountain, Nevada 89820 775-635-5436</p>	<p>The Milan Institute 950 Industrial Way Sparks, NV 89431 (775) 348-7200</p>	<p>South Lyon Medical Center 213 S. Whitacre Street Yerington, Nevada 89447 775-463-2301</p>
<p>College of Southern Nevada 6375 W. Charleston Boulevard Las Vegas, Nevada 89146 702-651-5681</p>	<p>Mount Grant General Hospital P.O. Box 1510 Hawthorne, Nevada 89415 775-945-2461</p>	<p>Southwest Career &amp; Techical Academy 7050 W. Shelbourne Avenue Las Vegas, Nevada 89113 702-799-5766</p>
<p>Dayton High School 335 Old Dayton Valley Road Dayton, Nevada 89403 775-246-6240</p>	<p>Pahrump Health and Rehab 4501 NE Blagg Road Pahrump, Nevada 89146 775-751-6600</p>	<p>Truckee Meadows Community College 7000 Dandini Boulevard Reno, Nevada 89512 775-673-7115</p>
<p>Desert Rose High School 444 W. Brooks Avenue North Las Vegas, Nevada 89030 702-799-8300</p>	<p>Pahrump Valley High School 501 E. Calvada Road Pahrump, Nevada 89048 775-727-7737</p>	<p>West Career &amp; Technical Acedmy 11945 W. Charleston Boulevard Las Vegas, Nevada 89135 702) 799-4340</p>
<p>East Career and Technical Academy 6705 Vegas Valley Drive Las Vegas, Nevada 89120 702-799-8888</p>	<p>Pershing General Hospital 855 6th Street Lovelock, NV 89419 775-273-2621</p>	<p>Western Nevada College 2201 W. College Parkway Carson City, Nevada 89701 775-445-3296</p>
<p>Fernley High School 1300 Highway 95A South Fernley, NV 89408 775-575-3400</p>	<p>Purrfect Nursing Services 1711 Highland Drive, Suite A Las Vegas, Nevada 89102 702-385-3853</p>	<p>White Pine County School District 1800 Bobcat Drive Ely, Nevada 89301 775-289-4811</p>
<p>Great Basin College 1500 College Parkway Elko, Nevada 89801 775-753-2216</p>	<p>Sierra Nevada Job Corps 14171 Mount Charleston Street Reno, Nevada 89506 775-972-5627</p>	<p>Yerington High School 114 Pearl Street Yerington, NV 89447 775-463-6822</p>
<p>The Milan Institute 710 N. Tonopah Drive Las Vegas, NV 89106 702-671-4242</p>	<p>Silver Stage High School 3755 W. Spruce Street Silver Springs, Nevada 89429 775-577-5071</p>	

Source: Prometric website reporting system

### Certified Nursing Assistant exam results for FY 13/14

Knowledge exam results	Oral knowledge exam results	Clinical exam results	Overall Pass Rate
Passed      1,151	Passed      37	Passed      1,167	<b>85%</b>
Failed <u>103</u>	Failed <u>16</u>	Failed <u>312</u>	
Total Tested    1,254	Total Tested    53	Total Tested    1,479	
<b>Passed 92%</b>	<b>Passed 70%</b>	<b>Passed 79%</b>	

# Investigation Statistics



If the Nevada State Board of Nursing receives information that a nurse or nursing assistant may have violated the Nevada Nurse Practice Act, the Board has the authority to investigate. Investigations are initiated when a written complaint, including those received anonymously, is received that names a nurse or nursing assistant who is licensed or certified in the state of Nevada, and the complaint contains allegations that, if true, may be 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, and on those applicants who fail to answer "yes" when there is evidence to suggest they should have.

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.

## FY13-14 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 nurses and nursing assistants with substance use disorders 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 or monitoring as of June 30, 2014.

<b>Type of Probation</b>	<b>Number of Participants</b>
<b>Alternative (monitoring program)</b>	95
<b>RN Disciplinary Probation</b>	48
<b>LPN Disciplinary Probation</b>	7
<b>CNA Disciplinary Probation</b>	6
	156
	<b>TOTAL</b>

### Five-year comparison of total probation participants

<b>June 10</b>	<b>June 11</b>	<b>June 12</b>	<b>June 13</b>	<b>June 14</b>
148	134	144	137	156





# RN/LPN Investigation Statistics

**Investigation Statistics** The statistics below relate to the investigations (complaints/applications) the Board opened during FY13/14. 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 FY13/14		
Type		Percent of Total
Abuse/cause harm	35	2.6
Action in another state	16	1.2
CE audit	117	8.6
Confidentiality violations	6	.4
Criminal background	8	.6
Customary standards	81	5.9
Drug diversion/narcotic discr.	36	2.6
Failure to collaborate	16	1.2
Failure to supervise	13	1.0
Falsification of records	26	1.9
Fraudulent initial application	155	11.4
Fraudulent renewal application	60	4.4
Impairment	24	1.8
Medication Error	12	.9
Negligence/incompetence	6	.4
Patient abandonment	5	.4
Positive drug screen	8	.6
Practice beyond scope	17	1.2
Practice w/o license	65	4.8
Professional boundary violations	12	.9

Type	Total	Percent of Total
Unauthorized delegation	5	.4
Unprofessional conduct/other	4	.3
Violation of Board order	54	4.0
Yes to screening question(s) on initial application	509	37.3
Yes to screening question(s) on renewal application	73	5.4
<b>TOTAL</b>	<b>1,363</b>	<b>100.0</b>

## Outcomes of investigations concluded in FY13/14

Outcome	Total	Percent of Total
Closed	588	46.7
Cleared	448	35.6
Applications denied	42	3.3
Dismissed	1	.1
Fined	29	2.3
Reprimanded	61	4.8
Placed on probation	28	2.2
Suspended	18	1.4
Voluntarily surrendered license	17	1.4
Revoked	16	1.3
Fine Renewal Applicant	11	.9
<b>TOTAL</b>	<b>1,259</b>	<b>100.0</b>

The 1,363 complaints opened in FY13/14 represent 4% of the total RN/LPN population of 33,414

### Five-year comparison of RN/LPN complaints opened

FY 09/10	975
FY 10/11	1,108
FY 11/12	1,187
FY 12/13	1,274
FY 13/14	1,363

Total initial applications in FY13-14	5,802
Total renewal applications in FY13-14	15,032

### Number of application screening questions\*\* answered with "yes" in FY13/14

**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 **132**  
Renewal applications **25**

**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 **434**  
Renewal applications **42**

**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 **2**

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

Initial applications **22**  
Renewal applications **7**

**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 **5**

TOTAL **665**

\*\*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 FY13/14. 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 FY13/14

Type	Total	Percent of Total
Abuse/cause harm	38	5.5
CE/Employment audit	88	12.7
Criminal Background	3	.4
Customary standards	26	3.8
Failure to collaborate	7	1.0
Falsification of records	1	.1
Fraud	0	0
Fraudulent initial application	141	20.4
Fraudulent renewal application	41	5.9
Impairment	3	.4
Patient abandonment	1	.1
Positive drug screen	3	.4
Practice beyond scope	4	.6
Practice w/o certificate	12	1.7
Professional boundary violations	0	0
Unprofessional conduct/other	1	.1
Violation of Board order	9	1.3

Type	Total	Percent of Total
Yes to screening question(s) on initial application	269	38.9
Yes to screening question(s) on renewal application	45	6.5
<b>TOTAL</b>	<b>692</b>	<b>100.0</b>

## Outcomes of investigations concluded in FY13/14

Outcome	Total	Percent of Total
Closed	233	37.8
Cleared	219	35.5
Applications denied	103	16.7
Dismissed	1	.2
Fined	12	1.9
Reprimanded	20	3.2
Placed on probation	5	.8
Suspended	4	.6
Voluntarily surrendered certificate	11	1.8
Revoked	9	1.5
Agreement Fine Renewal	5	1.8
<b>TOTAL</b>	<b>622</b>	<b>100.0</b>

## CNA Investigation Statistics (continued)



The 692 complaints opened in  
FY13/14 represent  
**8.4%**  
of the total CNA population of  
**8,208**

### Five-year comparison of CNA complaints opened

FY 09/10	651
FY 10/11	630
FY 11/12	693
FY 12/13	673
FY 13/14	692

Total initial applications in FY13-14	2,513
Total renewal applications in FY13-14	3,961

### Number of application screening questions\*\* answered with "yes" in FY13/14

**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	36
Renewal applications	9

**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	267
Renewal applications	35

**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	0

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

Initial applications	6
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	3
Renewal applications	1

TOTAL **360**

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



# Board Advisory Committees

The Board appoints and is advised by members of 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 Registered Nurse Advisory Committee

The Advanced Practice Registered Nurse Advisory Committee advises and reports to the Board on matters related to the practice of advanced practice registered nurses. The committee includes between no more than ten persons who are knowledgeable in areas concerning APRN practice.

In FY 13/14, 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 began the year working with NSBN's AB 170 Implementation Working Group (IWG) and providing direction for the new APRN regulations. All changes identified in the LCB File No. R114-13 were reviewed by the APRN committee. Subsequently, the Nevada State Board of Nursing successfully codified regulations identified in LCB File No. R114-13 to comply with AB 170. The changes identified bring Nevada into relative conformity with the national movement identified in NCSBN's Consensus Model for APRN Regulation. The consensus provides uniformity in education and state regulations that had previously limited the availability of patients' access to primary care and specifically APRN care; thus, resulting in increased access to high quality, cost-effective care for Nevada's citizens.

The committee also monitored regulation changes proposed by the Nevada State Board of Medical Examiners (BOME) related to APRN practice. The changes proposed in LCB File No. R151-13 maintain current regulations regarding collaborative agreements. The members agreed with the Board and the Nevada Advanced Practice Nurses Association (NAPNA) that the proposed changes do not correspond with the change in law subsequent to AB 170. The Board and NAPNA submitted testimony to the BOME stating this opinion.

Lastly, the committee reviewed many publications related to changes in APRN practice including an article titled Full Practice Authority - Effecting Change and improving access to care: The Nevada Journey, which was co-written by committee member S. VanBeuge. Other publications reviewed include The Federation of State Medical Boards' Model Policy for the Use of Opioid Analgesics in the Treatment of Chronic Pain, and the Veterans Health Administration (VHA) proposal to allow APRNs to practice independently.

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

**Liaison:** Rhigel "Jay" Tan, DNP, RN, APRN

### Committee Members:

Alona Dalusung-Angosta, PhD, APRN, FNP, NP-C (Henderson)

Mary Betita, MSN, RN, APRN, FNP-BC (Las Vegas)

Cheryl Broussard, MSN, FNP-BC, APRN (Las Vegas)

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

Paul Kapsar, Jr., MSN, RN, APRN, FNP-BC (Las Vegas)

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

John Phoenix, MSN, RN, APRN, FNP-C (Las Vegas)

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

Richart Talusan, MSN, FNP-BC, NEA-BC (Las Vegas)

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

### 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 13/14, the committee reviewed eight new applications for nursing assistant training programs. The committee reviews and makes recommendations regarding CNA testing issues related to the testing service, and will be involved in review of testing service options. The committee was actively involved with review of CNA program test scores and made recommendations that resulted in positive outcomes for students and the program. The committee recommended revisions to the CNA Instructor Training Policy which was approved by the Board to increase access to qualified registered nurse instructors by allowing alternative paths to obtain CNA instructor certificates. The committee also monitors the status of MA-C training programs and worksites. There continues to be no MA-Cs actively working in Nevada as of the date of this publication.

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

**Liaison:** Jennifer Snidow, MPH, MBA, CNA

#### Committee Members:

Barbara Cavanagh, BSN, RN, CCM (AARP Member), Carson City  
Marie Fish DeWitt, RN, BSN (BHCQC), Carson City  
Ruby Flores, LPN (Home Health), Las Vegas  
Elizabeth Mongeau, BS, RN (Acute Care), Las Vegas  
Rhonda Meyer, RN (Division of Health Care Financing & Policy), Elko  
Branden Murphy, RN, CNA, Las Vegas  
Teresa Stricker, LASW (Division of Aging Services), Las Vegas  
Carol Wiseman, RN, (AARP Member), Dayton  
Carla Wright, MSNed, RN, (Conceptual Member), 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 FY13/14, the committee evaluated 150 individuals.

**Chair:** Kathleen Reynolds, BHS, RN, Compliance Coordinator

**Liaison:** Sandra Halley, Consumer Member

#### Committee Members:

Richard Angelastro, RN (Las Vegas)  
Susan Hubbard, MS, BS, RN (Las Vegas)  
Toril Strand, RN (Reno)

(Disability Advisory Committee continued next page)



## Board Advisory Committees (continued)

### Disability Advisory Committee (continued)

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

Cooke Bible, BSN, RNC, APRN (Zephyr Cove)

Jan Brethauer, RN (Yerington)

Mary Culbert, MS, RN (Reno)

Peggy Cullum, RN (Las Vegas)

Susan O'Day, BS, RN, CPAN (Reno)

Karienne Rimer, RN (Henderson)

Judith Vogel, BSN, RN (Boulder City)

Mattie Harris, RN (Las Vegas)

Ann Testolin, EdD, MS, BS, RN (Reno)

### 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 13/14, the committee reviewed all Nevada regulations related to education for their currency and compliance with the National Council of State Boards of Nursing's (NCSBN) Model Rules. The committee proposed revisions to regulations addressing nursing program instruction, approval, applications and teach-out process. Concept and wording for the proposed revisions will be reviewed by the Board in FY 14/15.

The committee reviewed and made recommendations to curriculum revisions proposed by Truckee Meadows Community College and Touro University; revisions to admission standards at Nevada State College, Touro University, and Kaplan College; an application for an associate degree in nursing program presented by Nevada Career Institute and Chamberlain College's application for a baccalaureate nursing program.

The Committee also discussed the need for common terminology between The Joint Commission, the Center for Medicaid/Medicare Services (CMS), Quality and Safety Education for Nurses (QSEN), and the schools of nursing. In addition, a subcommittee was created to hold two clinical faculty workshops to improve clinical education of students by adjunct faculty.

Kaplan College presented the results of a study regarding obstetric simulation in place of clinical experience and UNLV presented research regarding its dedication education unit with Summerlin Hospital. Both programs illustrated students and staff members with positive growth and learning experiences.

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

**Liaison:** Tish Smyer, DNSc, RN

(Education Advisory Committee continued next page)

## Board Advisory Committees (continued)

### Education Advisory Committee (continued)

#### Committee Members:

Susan Adamek, MSN, RN (Henderson)  
Connie Carpenter, EdD, RN (Las Vegas)  
Sherrilyn Coffman, PhD, RN (Henderson)  
John Coldsmith, MSN, RN, CRNI (Las Vegas)  
Jody Covert, MSN, RN (Reno)  
Amber Donnelly, PhD, RN, CNE (Elko)  
Dominic Etlj, MSN, RN (Las Vegas)  
Dina Faucher, PhD, RN (Henderson)  
Laura Fillmore, DNP, MSN, RN (Las Vegas)  
Lilly Gonzales, MSN, MA, RN (Las Vegas)  
Mary Hackie, MSN, RN (Las Vegas)

Andrea Highfill, RN, BSN (Gardnerville)  
Mary Ann Lambert, MSN, RN (Reno)  
Madelon Lawson, BSN, RN (Reno)  
Wendy Merchant, MSN, RN (Reno)  
Kris Miller, PhD, RN (Elko)  
Carrie O'Reilly, PhD, MSN, RN (Las Vegas)  
Cheryl Perna, RN (Las Vegas)  
Patsy Ruchala, DNSc, RN (Reno)  
Ren Scott-Feagle, MSNEdu, RN, CNOR (Las Vegas)  
Heather Lockert, LPN (Reno) - Student Member





## 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 FY 13/14, the committee approved changes to the Telenursing Practice Decision, the School Nurse Regulation and Advisory Decision. Revisions made to the Telenursing Practice Decision included changing the wording in the document from, "electronically recorded" to "documented in an electronic or written medical record." The committee agreed that changing the language would help clear up any confusion regarding documenting properly for telenursing. Next, the committee worked closely with Nevada's school nurses who created a subcommittee to research their role and process in delegating and the currency of the School Nurse Practice Decision. Many changes were made to the School Nurse Practice Decision to guide Nevada's school nurses on the proper delegation of the administration of insulin. Subsequently, the Board approved all changes proposed to the Telenursing Practice Decision and the School Nurse Practice Decision.

The committee also discussed the role of an RN performing organ recovery procedures. The committee reviewed and agreed with the current stance of the Board that an organ recovery coordinator does not need to be a licensed professional nurse. This position was approved based on information that the committee received in 2005 related to the duties of the coordinator which included taking referrals, and identifying suitable organ donors using standard medical criteria, obtaining consent, donor management, organ placement, assistance with the surgical recovery, packaging and shipment of donated human organs, and follow up with hospital staff and donor families.

Lastly, the committee reviewed publications related to the practice of nursing throughout its decision making including, an article titled the Supreme Court Decision on Insulin Injection Shapes the State's use of the School Nurse, the Joint Statement on Delegation created by the American Nurses Association and the National Council of State Boards of Nursing, and the corresponding Decision Tree for Delegation to Nursing Assistive Personnel.

**Chair:** Cathy Dinauer, MSN, RN, Associate Director for Nursing Practice

**Liaison:** Mary-Ann Brown, MSN, RN

#### Committee Members:

Gail Alexander, RN (Sparks)

Mary Brann, MSN, RN (Henderson)

Judith Carrion, RN (Las Vegas)

Marti Cote, RN (Carson City)

Vicky Hardaway, RN (Henderson)

Marilyn Jeanne Hesterlee, RN (Carson City)

Zona Hickstein, RN (Las Vegas)

Leanna Keith, MSN, RN (Gardnerville)

Margaret Konieczny, RN (Carson City)

Gayle LeChance-Bulger, RN (Las Vegas)

Lori Roorda, BSN, RN, CEN (Las Vegas)

Tracy McKinney, RN (Las Vegas)

Cynthia Gorham, BSN, RN, MHA (Las Vegas)

## 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  
APRN 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

### **Cathy Dinauer, MSN, RN, Associate Director for Nursing Practice**

Case Review, Investigation and Settlement  
Oversight for application review/compliance  
Nursing Practice Advisory Committee Chair

### **Patty Shutt, LPN, Site Operations Supervisor**

Las Vegas Site Supervision  
Advanced Practice License/Certificate Processing

### **Gail Trujillo, Executive Assistant**

Assistant to the Executive Director  
Scheduling  
Board Meeting Agenda and Arrangements

## Program Staff

### INVESTIGATIONS and MONITORING

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

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

#### **Kathleen Reynolds, BHS, RN, Compliance Coordinator**

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

#### **C. Ryan Mann, BSN, RN, Application Coordinator**

Application Review  
Fraudulent Application Screening

## LICENSURE/CERTIFICATION

### **Ariadna Ramos Zavala, Program Assistant**

Licensure Eligibility Questions  
Endorsement, Exam & Renewal Applications

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

CNA Registry Maintenance  
CNA Certification and Renewals

### **Sandy Webb, Program Assistant**

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

## SUPPORT

### **Juan Barajas, Management Assistant**

Application Investigative Support  
Yes Answer & Fraudulent Application Processing  
Board Meeting Preparation  
NURsys Data Entry

### **Jeannette Calderon, Management Assistant**

Assistant to the Education Consultant  
APRN Audits  
CE Provider Audits  
Clinical Scheduling Software Maintenance  
CNA Program and Instructor Approvals

### **Rhoda Cope, Management Assistant**

Assistant to the Director of Finance/Technology  
Fingerprint Report Processing  
Nursing Personnel Lists  
Technology Support

### **Christie Daliposon, Management Assistant**

Assistant to the Director of Operations  
Discipline Investigative Support  
Board Meeting Preparation  
NURsys Data Entry

### **Hillary Murphy, Management Assistant**

Assistant to the General Counsel and Associate Director for Nursing Practice  
Discipline Investigative Support  
Board Meeting Preparation

### **Jill Caldwell, Receptionist**

### **Lacy Reynolds, Receptionist**

### **Anthony Sipes, Receptionist**

### **Taylor Loveland, Receptionist**

Program Support  
Inquiries, Information and Referrals  
Licensure and Certification Applications  
Fingerprint Capture



# NSBN

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