



ANNUAL
REPORT
2014-2015

A large, light gray sunburst graphic with many sharp points, centered behind the word "Mission".

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 45,000.

What does the Nevada State Board of Nursing do?

The state legislature established the Board 92 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 2014-15, it was responsible for licensing, certifying and disciplining more than 45,000 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 and medication aides-certified
- 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 2014-2015, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.

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Board Member Biographies

President

Rhigel “Jay” Alforque 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 - 26 years of nursing experience including positions in the Philippines and Nevada. Clinical, as well as nurse educator positions

Length of Nevada residency - 21 years

Vice President

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

Professional experience - Practice experience in critical care as a critical care unit manager, member of multiple hospital ethics committees spanning 25 years, administrative experience as a clinical operations officer, division director and executive director

Length of Nevada residency - 26 years

Secretary

Deena McKenzie, RN, MSN, CNML

RN Member

Appointed - August 2014, expires October 2016

Employment - Director of Nursing, Women’s & Children’s Services, Renown Regional Medical Center

Education - MSN, 2005, University of Nevada, Reno; BSN, 1978, University of Nevada, Reno



Board Member Biographies (continued)

Other board experience - Make-a-Wish, Nursing Education Advisory Board, Western Nevada College, Renown Children's Champion Council, Carson City Network for Health

Affiliations - Nevada Organization of Nurse Leaders, Sigma Theta Tau Nursing Honor Society, American Organization of Nurse Leaders, Orvis School of Nursing Alumni Association

Professional experience - 37 years as an acute care nurse and leader in Emergency, Medical/Surgical, and Women's Health and Pediatric Nursing

Length of Nevada residency - 20 years

Susan VanBeuge,
DNP, APRN, FNP-BC, CNE, FAANP
RN Member

Appointed - April 2015, expires October 2016

Employment - University of Nevada, Las Vegas, School of Nursing - Assistant Professor in Residence; Nurse Practitioner, Brian Berelowitz Endocrinology

Education - BS, Speech Communications, University of Utah, 1986; BSN, Pacific Lutheran University, 1993; MSN, University of Nevada, Las Vegas, 2003; DNP, University of Utah, 2009

Other board experience - Primary Care Advisory Council, *Nevada Action Coalition*

Affiliations - Nevada Advanced Practice Nurses Association, American Association of Nurse Practitioners, Sigma Theta Tau International, *Nevada Action Coalition*

Length of Nevada residency - 15 years

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

Length of Nevada residency - 11 years

Jennifer Krupp, 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

Board Member Biographies (continued)



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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 - 14 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 - 70 years



A Brief History

A Brief History

In 2015, the Nevada State Board of Nursing (NSBN) completed 92 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 FY 14/15

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 FY 14/15:

Nursing Education Programs

Two BSN and one associate degree program applications were accepted by the Board. 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. Nursing programs must secure and maintain national accreditation and maintain at least an 80% NCLEX first time pass rate for their graduates. The Board approved one new nursing assistant training program.

In calendar year 2014, Nevada schools of nursing ranked third in NCLEX pass rate out of 56 states and territories, which is indicative of the excellent education students receive. 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 fourth 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. 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 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 by utilizing the resources that are provided to ensure nursing regulatory excellence for Nevada.

This year, we lost our Board president, Dr. Tish Smyer, to a sudden illness. She will be recognized posthumously by the National Council of State Boards of Nursing (NCSBN) by receiving the Distinguished Achievement Award which recognizes the individual who has achieved a long and lasting contribution supportive to and that has impacted NCSBN's mission and vision. This honor will be awarded at the NCSBN Annual Meeting in Chicago, IL in August, 2015.

Statewide education provided to various groups

Board members and staff provided over 150 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, the Bureau of Health Care Quality and

Compliance 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



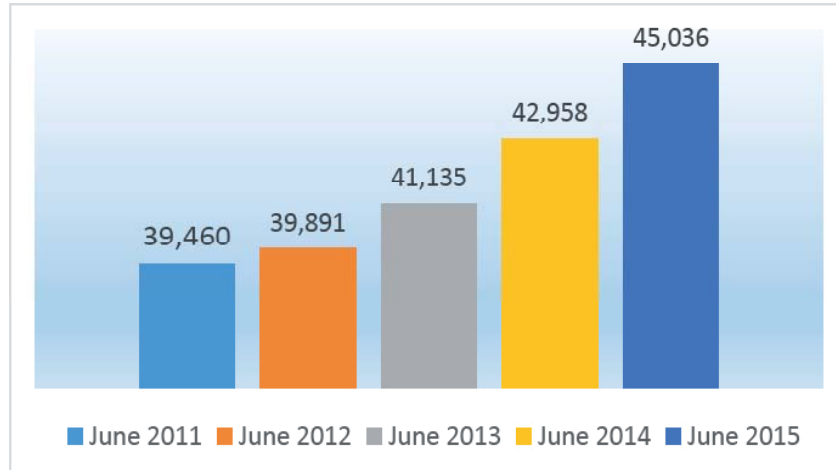
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requires all APRNs to maintain a professional portfolio which documents the scope of practice and the competence of the APRN. Board staff have travelled the state educating APRNs to ensure compliance with the new regulations. Fifty APRNs have been audited to verify that they are meeting the regulatory requirements for ongoing licensure in Nevada. All of those audited completed the audit successfully.

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.

Statistics at a Glance

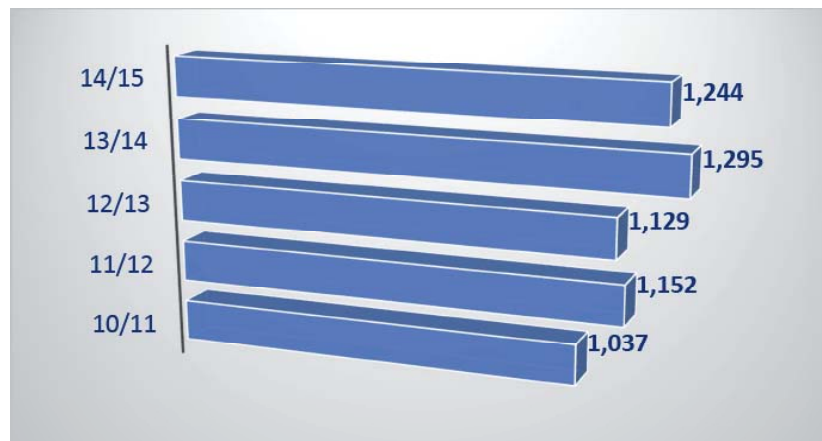
Five-Year Comparison of Total Active Licensees and Certificate Holders



Five-Year Comparison of Total Active Advanced Practice Registered Nurses



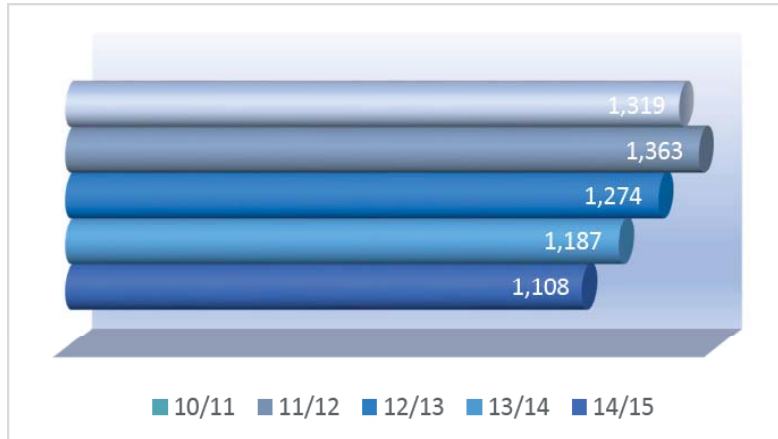
Five-Year Comparison of Graduates from Nevada Nursing Programs



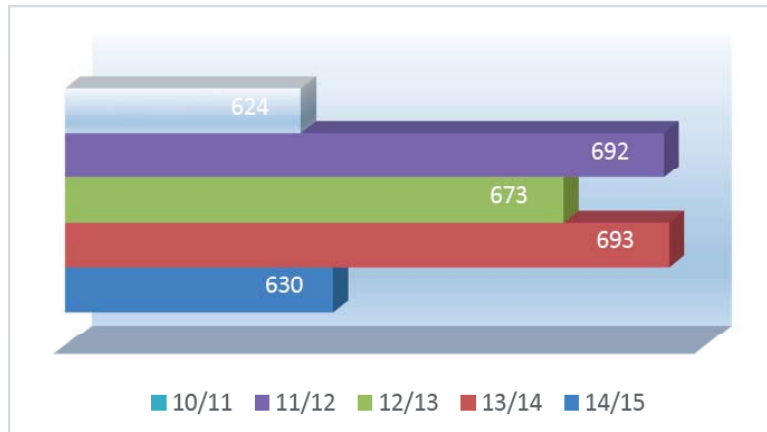


Statistics at a Glance (continued)

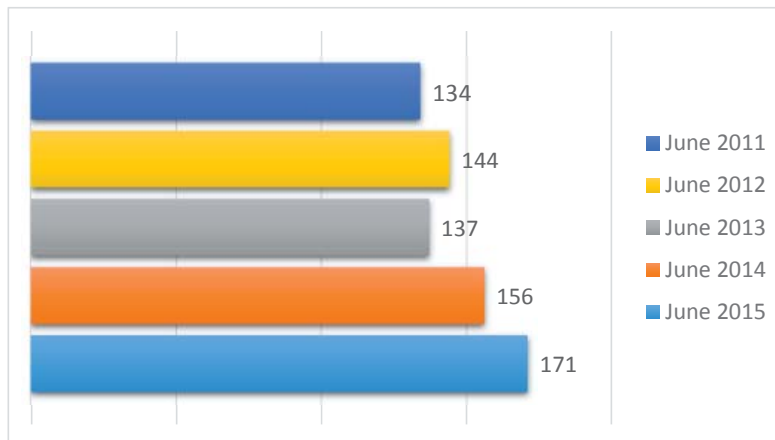
Five-Year Comparison of RN/LPN Complaints Opened



Five-Year Comparison of CNA Complaints Opened



Five-Year Comparison of Total Probation Participants



Licensure and Certification Statistics



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	RN	LPN	CNA
Average age	45	45	37

	RN	LPN	CNA
Licenses or certificates issued in FY 14/15			
By examination (new and foreign graduates)	1,053	141	1,105
By endorsement (from another state)	3,162	354	507

Active licensee/certificate holders by county of residence							Total
	*APRN	*CRNA	*EMS/RN	RN	LPN	CNA	Active
Carson City	22	1	0	531	53	265	872
Churchill	5	2	1	170	22	75	275
Clark	646	72	67	15,987	2,474	5,603	24,849
Douglas	22	1	2	377	29	94	525
Elko	14	6	6	287	21	172	506
Esmeralda	0	0	0	1	0	0	1
Eureka	0	0	0	0	1	1	2
Humboldt	5	2	22	79	7	71	186
Lander	2	0	2	29	4	36	73
Lincoln	1	0	0	21	3	12	37
Lyon	6	0	3	265	51	222	547
Mineral	0	0	0	17	8	37	62
Nye	5	1	8	148	46	146	354
Pershing	1	0	0	23	4	31	59
Storey	1	0	0	19	2	5	27
Washoe	263	6	41	4,436	350	1,377	6,473
White Pine	2	2	0	48	14	53	119
Out of State	190	55	29	9,193	427	388	10,282
TOTAL	*1,185	*148	*181	31,631	3,516	8,588	45,249

*These certification types are included in RN total

Five-year comparison of total active licensees/certificate holders				
June '11	June '12	June '13	June '14	June '15
38,424	39,460	39,891	41,135	45,249



APRN Licensure Statistics

Active

Advanced Practice Registered Nurses
on June 30, 2015 - **1,185**

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	Ger	Ent	Clinic Spec	Total
Carson City		16			3		1	1	1					22
Churchill		2							1	1	1			5
Clark	10	431	36	16	31	54	13	3	10	25	8		9	646
Douglas		16				3		1	1			1		22
Elko	1	7		2	1				1	1			1	14
Esmeralda														0
Eureka														0
Humboldt		5												5
Lander		2												2
Lincoln		1												1
Lyon		6												6
Mineral														0
Nye		3			1			1						5
Pershing		1												1
Storey														0
Washoe	7	193	11	3	7	15	6	1	7	8			5	263
White Pine		1			1									2
Out of State	4	131	6	1	4	23	3		1	12	2		4	190
TOTAL	22	815	53	22	48	95	23	7	22	47	11	1	19	1,185

Dual certifications are tallied under the broadest of the two specialties

Five-year comparison of total active APRNs

June '11	June '12	June '13	June '14	June '15
696	760	880	1,053	1,185

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 (conditional approval**)

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)

Chamberlain College of Nursing (provisional approval*)

9901 Covington Cross Drive, Las Vegas, NV 89144

- 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

** conditional approval: Schools that have conditional approval meet the requirements for full approval but have not maintained a first-time pass rate of 80 percent or higher on the NCLEX for two consecutive years.

*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 this school to conduct only the clinical portion of their RN nursing program in Nevada

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	10/11	11/12	12/13	13/14	14/15
PhD - UNLV	3	8	2	10	7
DNP - UNR/UNLV	*	19	6	9	10
DNP - Touro	4	1	6	14	28
Post MSN certificate UNLV	2	1	1	0	*
Post MSN certificate UNR	2	4	4	3	2
MSN - UNLV	26	40	17	25	27
MSN - UNR	24	24	18	21	14
MSN - Touro	7	6	5	0	*
BSN - UNLV	102	106	104	114	119
BSN - UNR	90	92	96	94	106
BSN - NSC	77	64	72	73	81
BSN - Touro	77	80	31	3	8
BSN - Roseman	48	87	142	91	116
RN to BSN - GBC	3	14	6	15	16
RN to BSN - NSC	24	22	41	52	47
RN to BSN - Touro	4	3	5	2	*
RN to BSN - UNR	11	16	21	12	17
AAS - Breckinridge @ ITT	*	*	28	39	0
AAS - CSN	187	181	195	212	175
AAS - Everest College	*	*	13	52	48
AAS - GBC	20	19	16	17	19
AAS - TMCC	70	57	30	51	47
AAS - Carrington Las Vegas	70	63	*	0	0
AAS - Carrington Reno	42	89	93	100	101
AAS - Kaplan	*	*	44	107	100
AAS - National	27	36	*	*	0
AAS - WNC	45	41	41	35	39
LPN - CSN	16	0	14	5	14
LPN - Kaplan	56	79	37	76	55
LPN - Nevada Career	*	*	41	63	48
Total	1,037	1,152	1,129	1,295	1,244

*no data available

Total number of
degrees, diplomas or
certificates awarded in
2014-2015

1,244

NCLEX first-time pass rates for *CY14

Registered
Nurses

School	No. Tested	No. Passed	Percentage
Breckinridge School of Nursing @ ITT	35	21	60.00
Carrington College, Reno	103	94	91.26
College of Southern Nevada	209	186	89.00
Everest College	54	39	72.22
Great Basin College	17	17	100.00
Kaplan College	79	55	69.62
Nevada State College	68	66	97.06
Roseman University	114	108	94.74
Truckee Meadows Community College	52	52	100.00
University of Nevada, Las Vegas	117	109	93.16
University of Nevada, Reno	94	89	94.68
Western Nevada College	37	35	94.59
Nevada RN Total	979	871	88.97

National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2014)

81.78

Practical
Nurses

College of Southern Nevada	4	2	50.00
Kaplan College	62	49	79.03
Nevada Career Institute	59	38	64.41
Nevada LPN Total	125	89	71.43

National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2014)

82.16

*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, 2014 through December 31, 2014. 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

88.97%

Nevada LPN First-Time NCLEX Pass Rate

71.43%



Education Statistics (continued)

Approved Certified Nursing Assistant Training Programs

on June 30, 2015

Battle Mountain High School 425 Weaver Avenue Battle Mountain, NV 89820	Mount Grant General Hospital P.O. Box 1510 Hawthorne, NV 89415	Western Nevada College 2201 W. College Parkway Carson City, NV 89701
College of Southern Nevada 6375 W. Charleston Boulevard Las Vegas, NV 89146	Saint Therese Learning Institute 6600 W. Charleston Boulevard Las Vegas, NV 89146	White Pine County School District 1800 Bobcat Drive Ely, NV 89301
Dayton High School 335 Old Dayton Valley Road Dayton, NV 89403	Sierra Nevada Job Corps 14171 Mount Charleston Street Reno, NV 89506	Yerington High School 114 Pearl Street Yerington, NV 89447
Desert Rose High School 444 W. Brooks Avenue North Las Vegas, NV 89030	Silver Stage High School 3755 W. Spruce Street Silver Springs, NV 89429	
East Career and Technical Academy 6705 Vegas Valley Drive Las Vegas, NV 89120	South Lyon Medical Center 213 S. Whitacre Street Yerington, NV 89447	
Fernley High School 1300 Highway 95A South Fernley, NV 89408	Southeast Career & Technical 5710 Mountain Vista Street Las Vegas, NV 89120	
Great Basin College 1500 College Parkway Elko, NV 89801	Southwest Career & Technical Academy 7050 W. Shelbourne Avenue Las Vegas, NV 89113	
Majen, LLC 1005 Terminal Way Reno, NV 89502	Standards of Excellence 1931 Stella Lake Dr. Las Vegas, NV 89106	
The Milan Institute 710 N. Tonopah Drive Las Vegas, NV 89106	Truckee Meadows Community College 7000 Dandini Boulevard Reno, NV 89512	
The Milan Institute 950 Industrial Way Sparks, NV 89431	West Career & Technical Academy 11945 W. Charleston Boulevard Las Vegas, NV 89135	

Certified Nursing Assistant exam results for FY 14/15

Source: Prometric website reporting system

Knowledge exam results		Oral knowledge exam results		Clinical exam results		Overall Pass Rate
Passed	1,156	Passed	19	Passed	1,179	
Failed	<u>193</u>	Failed	<u>9</u>	Failed	<u>266</u>	
Total Tested	1,349	Total Tested	28	Total Tested	1,445	
Passed 86%		Passed 68%		Passed 82%		

Investigation Statistics



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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.

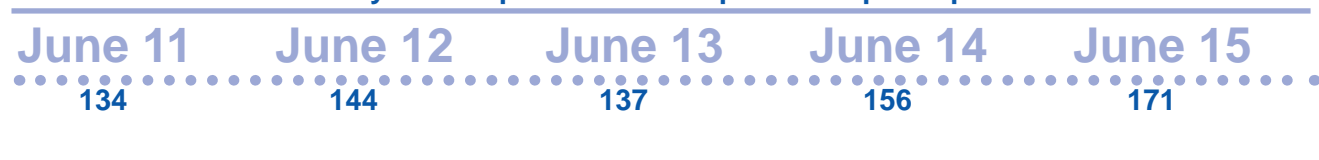
Disciplinary action can include denial, reprimand, fine, suspension, probation, voluntary surrender, or revocation of a license or certificate and may include requirements such as continuing education or drug testing. The Board considers each case individually.

FY14-15 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 some 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, 2015.

Type of Probation	Number of Participants
Alternative (monitoring program - RNs, LPNs and CNAs)	103
RN Disciplinary Probation	56
LPN Disciplinary Probation	7
CNA Disciplinary Probation	5
	171
	TOTAL

Five-year comparison of total probation participants





RN/LPN Investigation Statistics

Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board initiated during FY14/15. 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 initiated.

Type of investigations begun in FY14/15		
Type		Percent of Total
Abuse/cause harm	27	2.0
Action in another state	24	1.8
CE audit	121	9.2
Confidentiality violations	8	.6
Criminal background	10	.8
Customary standards	44	3.3
Drug diversion/narcotic discr.	25	1.9
Failure to collaborate	25	1.9
Failure to supervise	18	1.4
Falsification of records	24	1.8
Fraudulent initial application	164	12.4
Fraudulent renewal application	45	3.4
Impairment	35	2.7
Medication Error	1	.1
Negligence/incompetence	8	.6
Patient abandonment	6	.5
Positive drug screen	4	.3
Practice beyond scope	32	2.4
Practice w/o license	57	4.3
Professional boundary violations	0	0

Type	Total	Percent of Total
Unauthorized delegation	5	.4
Unprofessional conduct/other	2	.2
Violation of Board order	47	3.6
Yes to screening question(s) on initial application	517	39.2
Yes to screening question(s) on renewal application	70	5.3
TOTAL	1,319	100.0

Outcomes of investigations concluded in FY14/15

Outcome	Total	Percent of Total
Closed	512	41.8
Cleared	457	37.3
Applications denied	60	4.9
Dismissed	0	0
Fined	8	.7
Reprimanded	68	5.5
Placed on probation/monitoring	48	3.9
Suspended	3	.2
Voluntarily surrendered license	18	1.5
Revoked	12	1.0
Fine Renewal Applicant *	60	3.3
TOTAL	1,226	100.0

* Failed to disclose criminal conviction on renewal application

RN/LPN Investigation Statistics (continued)



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The 1,319 complaints initiated in FY14/15 represent **4.16%** of the total RN/LPN population of **31,631**

Five-year comparison of RN/LPN complaints initiated

FY 10/11	1,108
FY 11/12	1,187
FY 12/13	1,274
FY 13/14	1,363
FY 14/15	1,319

Total initial applications in FY14-15	6,159
Total renewal applications in FY14-15	14,399

Number of application screening questions** answered with “yes” in FY14/15

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	131
Renewal applications	26

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	442
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	1

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

Initial applications	22
Renewal applications	8

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	4

TOTAL **680**

**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 initiated during FY14/15. 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 initiated.

Type of investigations begun in FY14/15

Type	Total	Percent of Total
Abuse/cause harm	42	6.7
CE/Employment audit	112	17.9
Criminal Background	1	.2
Customary standards	13	2.1
Failure to collaborate	0	0
Falsification of records	4	.6
Fraud	0	0
Fraudulent initial application	142	22.8
Fraudulent renewal application	30	4.8
Impairment	3	.5
Patient abandonment	3	.5
Positive drug screen	8	1.3
Practice beyond scope	2	.3
Practice w/o certificate	4	.6
Professional boundary violations	2	.3
Unprofessional conduct/other	0	0
Violation of Board order	20	3.2

Type	Total	Percent of Total
Yes to screening question(s) on initial application	206	33.0
Yes to screening question(s) on renewal application	32	5.1
TOTAL	624	100.0

Outcomes of investigations concluded in FY14/15

Outcome	Total	Percent of Total
Closed	226	40.0
Cleared	175	31.0
Applications denied	100	17.7
Dismissed	0	0
Fined	3	.5
Reprimanded	9	1.6
Placed on probation/monitoring	20	3.5
Suspended	4	.7
Voluntarily surrendered certificate	9	1.6
Revoked	10	1.8
Agreement Fine Renewal *	9	1.6
TOTAL	565	100.0

* Failed to disclose criminal conviction on renewal application

CNA Investigation Statistics (continued)



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The 624 complaints initiated in
FY14/15 represent

7.3%

of the total CNA population of

8,588

Five-year comparison of CNA complaints initiated

FY 10/11 **630**

FY 11/12 **693**

FY 12/13 **673**

FY 13/14 **692**

FY 14/15 **624**

Total initial applications in FY14-15	2,134
Total renewal applications in FY14-15	3,089

Number of application screening questions** answered with “yes” in FY14/15

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 **29**

Renewal applications **13**

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 **199**

Renewal applications **19**

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 **5**

Renewal applications **0**

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

Initial applications **2**

Renewal applications **3**

TOTAL **271**

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



Board Advisory Committees

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 no more than ten persons who are knowledgeable in areas concerning APRN practice.

In FY 14/15, the committee reviewed the role of APRNs working with medical assistants (MAs). It was clarified that NSBN does not have jurisdiction over MAs and APRNs may supervise MAs but they may not delegate nursing tasks to MAs and the MA may not work under the APRN's license. Further, MAs may only do an an invasive procedure when the delegating physician or physician assistant is immediately available to exercise oversight in person while the MA performs the taks. The MA is working the under the physician's or physican assistant's license, who is responsible for, and who is delegating the actions of the MA. An APRN may supervise an MA as long as the MA is only doing things such as vital signs. MAs may implement the orders written by an APRN that include the administration of medication or injections, etc., but MAs may only do those delegated taks if the physician or physician assistant is immediately available.

The committee was asked if APRNs can discharge Legal 2000 patients. Pers NRS 433A.195, the committee conluded that only a licensed physician may release a person admitted pursuant to NRS 433A.160; therefore an APRN may not release Legal 2000 patients.

The committee was also asked if APRNs can supervise Stress Test Technicians and reviewed the American Heart Association (AHA) Scientific Statement on Supervision of Exercise Testing by Nonphysicians. It stated, "... systemic surveys of multiple centers and reports from individual clinical exercise laboratories have shown that contemporary exercise tests are often conducted and supervised by nonphysicians (e.g. exercise physiologists, nurses, physical tharaptists [PTs], physician assistants [PAs])." It further explained that "Nonphysician health professionals may administer and even supervise exercise testing independently, but physician involvement is essential with respect to delineation of testing policies/standards, medical safety standards and monitoring, physical proximity in emergent situations, and direct participation for patients at high risk." In addition, nurses should have specific training and skills in cardiovascular disease assessment and rhythm management and should be certified in advanced cardiovascular life support. Policies and procedures must be in place and safety precautions/measures must be immediately available. If APRNs are competent to do so, they may interpret test results and communicate them to referring physicians.

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 (Las Vegas)

Elaine Cudnik, MSN, RN, CPNP (Reno)

Sheryl Giordano, APRN-C (Las Vegas)

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

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

John Phoenix, MSN, RN, APRN, FNP-C (Henderson)

Arthur Savignac, CRNA, MHS (Spring Creek)

Richard Talusan, MSN, FNP-BC, NEA-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 14/15, the committee reviewed four new applications for nursing assistant training programs that were subsequently granted approval by the Board. Nevada currently has twenty-four Board approved nurse aide training programs. The committee has been reviewing CNA testing demand and has made recommendations to increase availability particularly in the north. A new CNA testing vendor has been approved and is anticipated to shorten testing wait times and improve availability. The committee recommended revisions to the Nursing Assistant Training Program Approval and Re-approval Policy and retirement of the Model Curriculum, both of which were approved by the Board.

The committee has also focused on ensuring CNA renewal requirements are widely dispersed to help reduce the number of renewal applicants denied due to failure to meet qualifications. This has resulted in a Nursing News Magazine article and distribution of the How to Renew Your Certificate handout. The committee is tasked with monitoring 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 Krupp, MPH, MBA, CNA

Committee Members:

Edward Czar Aquino, RN (Long Term Care), Las Vegas

Sherry Crance, RN, HFI III (BHCQC), Carson City

Ruby Flores, LPN (Home Health), Las Vegas

Rhonda Meyer, RN (DHCFP), Elko

Branden Murphy, RN, CNA (Acute Care), Las Vegas

Teresa Stricker, LASW (Division of Aging Services), Las Vegas

Carole 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 impact their nursing practice. It also monitors the 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 semi-annually 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 FY14/15, the committee evaluated 137 individuals.

Chair: Sherri Twedt, RN, CLNC, 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)
Thomas Posten, RN (Reno)

Active Conceptual Members:

Cookie Bible, BSN, RNC, APRN (Zephyr Cove)
Jan Brethauer, RN (Yerington)
Mary Culbert, MS, RN (Reno)
Peggy Cullum, RN (Las Vegas)
Mattie Harris, RN (Las Vegas)
Susan O'Day, BS, RN, CPAN (Reno)
Karienne Rimer, RN (Henderson)
Ann Testolin, EdD, MS, BS (Reno)
Judith Vogel, BSN, RN (Boulder City)

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 14/15, the committee continued a review of 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 the teach-out process.

The committee reviewed and made recommendations to the Board concerning curriculum revisions proposed by College of Southern Nevada, Roseman University and Everest College. The committee also reviewed a request to increase admissions at Nevada State College and TMCC's change from AAS to an ASN degree for easier access to RN to BSN programs for students. An application for an associate degree in nursing program was presented by Ameritech College and Arizona College presented an application for a baccalaureate nursing program. The committee reviewed the medic to LPN program proposed by College of Southern Nevada to help the military veteran transition to civilian life. Great Basin College also had the committee review their request for two rural campus nursing programs in Pahrump and Winnemucca.

The Board requested the committee review the "teach out" plan for Kaplan's RN program

The committee reviewed the National Council of State Boards of Nursing published results for the national simulation study. The committee then approved and sent to the Board a policy for schools of nursing wishing to do greater than 25% simulation.

The committee reviewed and discussed the Florida regulations requiring students to take NCLEX within six months after graduation. Failure to do so requires the applicant to take a board-approved preparation course. The committee proposed a policy to clarify regulations limiting graduates to a maximum of four attempts to pass NCLEX. The committee proposed a policy potential online refresher courses.

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

Liaison: Rick Carrauthers, LPN

Susan Adamek, MSN, RN (Henderson)

Mary Chalfant, MS, RN (Las Vegas)

Sherrilyn Coffman, PhD, RN (Henderson)

John Coldsmith, MSN, RN, CRNI (Las Vegas)

Judith Cordia, EdD, RN (Carson City)

Jody Covert, MSN, RN (Reno)

Amber Donnelly, PhD, RN, CNE (Elko)

Dina Faucher, PhD, RN (Henderson)

Lilly Gonzales, MSN, MA, RN (Las Vegas)

Andrea Highfill, RN, BSN (Gardnerville)

Judith Hightower, PhD, Med, RN (Las Vegas)

Mary Ann Lambert, MSN, RN (Reno)

Madelon Lawson, BSN, RN (Reno)

Wendy Merchant, MSN, RN (Reno)

Cheryl Perna, RN (Las Vegas)

Patsy Ruchala, DNSc, RN (Reno)

Ren Scott-Feagle, MSN/Edu, RN, CNOR (Las Vegas)

Heather Lockert, RN - Student - (Reno)



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 FY14/15, the committee recommended, and the Board approved, the Practice Decision Request to allow RNs to administer IV anesthetic agents for the sole purpose of rapid sequence intubation (RSI) in the presence of a legally authorized practitioner credentialed in emergency airway management and cardiovascular support.

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 is not required 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, 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.

The committee discussed recommendations made by the LPN taskforce regarding the role of LPNs in conducting a focused assessment which is an appraisal of an individual's status and situation at hand, contributes to the comprehensive assessment by the RN, supports initial and ongoing data collection, and supports collaboration and communication within the health care team. In addition, the task force made recommendations to clarify the role of the LPN in IV therapy.

Finally, the committee followed legislative issues, both locally and nationally that may affect nursing practice including telehealth and distance education with the goal of reducing regulatory barriers.

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

Liaison: Mary-Ann Brown, MSN, RN

Deena McKenzie, MSN, RN, CNML

Committee Members:

Gail Alexander, RN (Sparks)

Mary Brann, MSN, RN (Henderson)

Marti Cote, RN (Carson City)

Danielle Craperi, MSN, RN (Reno)

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

Vicky Hardaway, BS, RN (Henderson)

Marilyn Jeanne Hesterlee, RN (Carson City)

Zona Hickstein, RN (Las Vegas)

Leanna Keith, MSN, RN (Gardnerville)

Margaret Konieczny, MSN, RN (Carson City)

Tracy McKinney, RN (Las Vegas)

Abbie Purney, MSN, APRN, CCNS (Henderson)

Lori Roorda, BSN, RN, CEN (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

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Teresa Cartmill, BSN, RN Investigator

Aften Hand, BSN, RN, Investigator

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

Complaint Investigations
Nursing Practice Questions

Sherri Twedt, RN, CLNC, Compliance Coordinator

Disability Advisory Committee Chair
Professional Evaluation Group Scheduling
Monitoring and Probation Programs

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

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

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APRN Audits
CE Provider Audits
Clinical Scheduling Software Maintenance
CNA Program and Instructor Approvals

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NSBN

Nevada State Board of
NURSING



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