



ANNUAL REPORT

2015 - 2016



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 47,000.

What does the Nevada State Board of Nursing do?

The state legislature established the Board 93 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 2015-16, it was responsible for licensing, certifying and disciplining more than 47,000 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 2015-2016, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.

Table of Contents

Mission Statement.....	inside front cover
Introduction.....	1
Board Member Biographies.....	2
History and Highlights	5
Statistics At A Glance	7
Licensure and Certification Statistics	9
APRN Licensure Statistics	10
Education Statistics	11
Investigation Statistics.....	15
RN/LPN Investigation Statistics.....	16
CNA Investigation Statistics	18
Board Advisory Committees	20
Board Staff	26



Board Member Biographies

President

Rhigel “Jay” Alforque Tan,

DNP, RN, APRN

RN Member

Appointed - October 2011, expires October 2015

Re-Appointed - October 2015, expires October 2019

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

Length of Nevada residency - 22 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 - Interim Chief Nursing Officer for Acute Care Services, Renown Health

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

Length of Nevada residency - 60 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 - Associate 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 - 16 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 - 18 years of nursing experience including positions in Arkansas, Oklahoma, and Nevada; United States Navy, Personnelman, second class

Length of Nevada residency - 12 years

Jacob Watts, CNA

CNA Member

Appointed - January 2016, expires October 2019

Employment - Certified Nursing Assistant, Carson Tahoe Health

Education - Certificate, Western Nevada College

Professional experience - 8 years in Assisted Living as a caregiver, medication technician in long-term care; 7 years in acute care medical/oncology and telemetry.

Length of Nevada residency - 31 years

Board Member Biographies (continued)



ANNUAL REPORT
2015-2016

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 - 71 years



A Brief History

A Brief History

In 2016, the Nevada State Board of Nursing (NSBN) completed 93 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 105 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 15/16

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 15/16:

Nursing Education Programs

The Nevada State Board of Nursing has jurisdiction over education programs that prepare

nurses, certified nursing assistants and medication aides-certified for licensure and certification. Not all nursing boards in the United States have this authority. This year the importance of this role was evident and the Board accepted applications for one BSN and LPN program and two CNA training programs. Nursing programs in Nevada must secure and maintain national accreditation and maintain at least an 80% NCLEX first time pass rate.

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 2011, Nevada rose to rank 20th out of those same jurisdictions. In 2012, Nevada nursing programs again increased their standing to second in the nation. In the previous calendar year, Nevada schools of nursing ranked fourth in NCLEX pass rate out of 56 states and territories, which is indicative of the excellent education students are receiving. Congratulations to our Nevada nursing programs.

This is the fourth year that the Board has utilized a clinical scheduling software program which allows all state nursing programs and facilities that 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 a clear presence both nationally and locally. National representation is done thru the National Council of State Boards of Nursing which the national regulatory body composed of all nursing boards across the US territories and Canada. Two board members and one staff member serve on national committees. This is a wonderful opportunity for Nevada to be represented at a national level.

Statewide education provided to various groups

Board members and staff have actively provided educational presentations across the state. Staff have provided over 80 presentations regarding education on nursing practice, the investigative process, legislative updates and nursing education. The target audience ranges from student nurses, new graduates, staff nurses in a variety of clinical settings and nursing leaders.

Professional and collaborative relationships

The Nevada State Board of Nursing staff has been invited to participate in several task groups including the Governor's Prescription Drug Summit Planning Committee Meeting on prescription drug abuse and have worked collaboratively with other regulatory boards to address this issue. The Nevada State Board of Nursing is committed to establishing and maintaining on-going relationships with nursing and healthcare groups such as the Nevada Nurses Association, the Nevada Organization of Nurse Leaders and the Nevada Hospital Association.

In addition, Board staff members participate with the Nevada Action Coalition. The Nevada Action Coalition is a component of the Future of Nursing: Campaign for Action, a nationwide movement to improve healthcare through nursing. The Campaign is centered on the evidence-based recommendations from the Institute of Medicine's (IOM) report: The Future of Nursing: Leading Change, Advancing Health.

Legislative Changes

In May, 2016, the Legislative Counsel Bureau voted to adopt regulations proposed by the Nevada

State Board of Nursing. Changes were made to our education, advanced practice registered nurse (APRN) and licensed practical nurse (LPN) regulations. Revisions to the education regulations included authorizing the Nevada State Board of Nursing to approve certain innovative educational approaches by a program of nursing. The regulation requires the qualified administrator of a nursing program to meet with the Board before provisional approval of the program is granted. The regulation also authorizes the Board to permit a program of nursing for which full approval has been denied or withdrawn by the Board to administer a "teach out" of the program. Finally, the regulation requires a program of nursing to be accredited by a nationally recognized association approved by the Board before receiving approval to operate.

APRN practice regulations were revised to outline the training and experience necessary for an APRN to be authorized by the Nevada State Board of Nursing to complete certain certificates concerning the mental condition of certain persons.

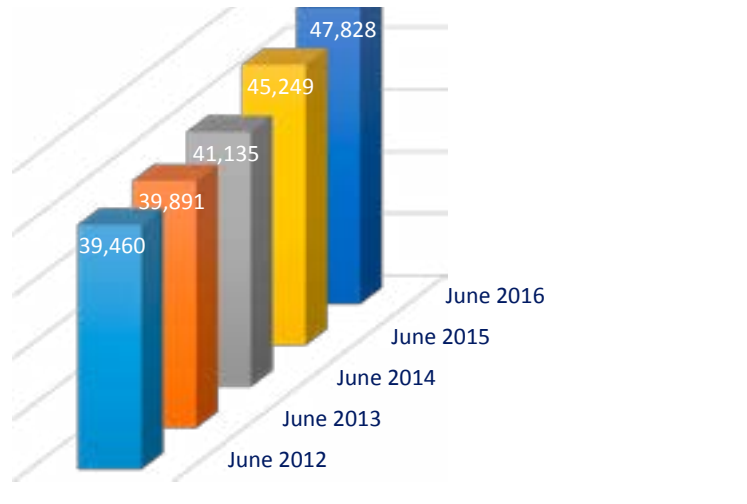
Finally, the LPN scope of practice was revised to allow LPNs to conduct focused assessments. The regulation also made changes to provisions relating to procedures delegable and non-delegable to LPNs and revised the course requirements for intravenous therapy.

Board staff continue to travel throughout the state to provide education regarding these new regulations and any other nursing related topics to all interested parties.



Statistics at a Glance

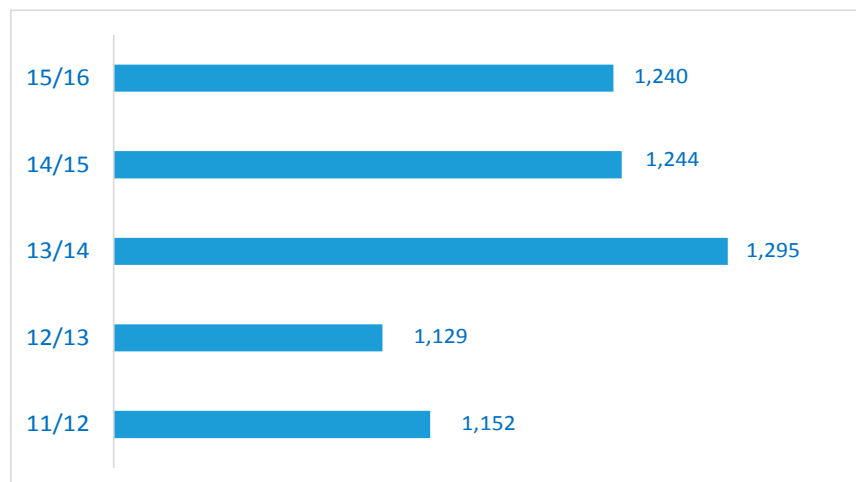
Five-Year Comparison of Total Active Licensees and Certificate Holders



Five-Year Comparison of Total Active Advanced Practice Registered Nurses

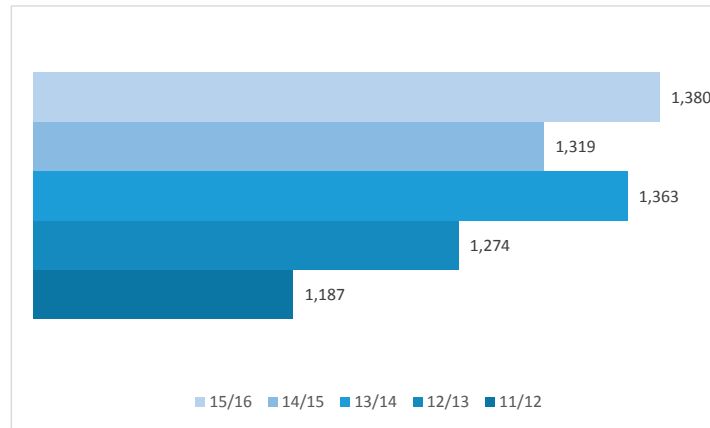


Five-Year Comparison of Graduates from Nevada Nursing Programs

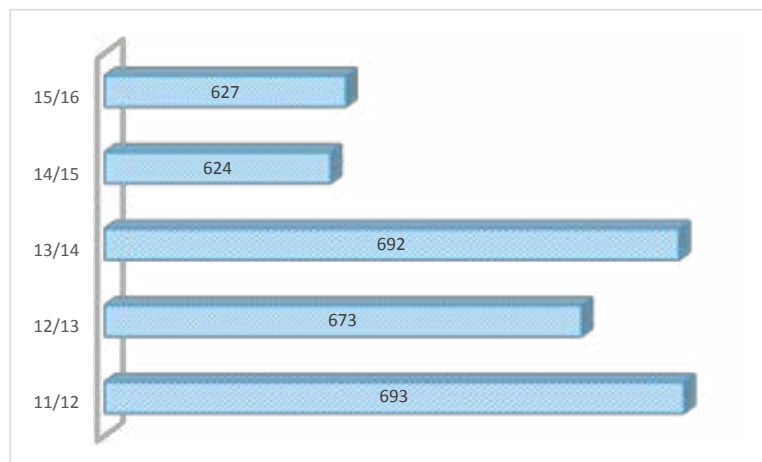


Statistics at a Glance (continued)

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

	RN	LPN	CNA
Average age	45	45	37

	RN	LPN	CNA
Licenses or certificates issued in FY 15/16			
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	25	1	1	538	46	283	894
Churchill	4	5	1	165	23	75	273
Clark	794	71	70	16,604	2,562	5,561	25,662
Douglas	27	1	4	382	30	105	549
Elko	17	6	5	269	24	155	476
Esmeralda	0	0	0	1	0	0	1
Eureka	0	0	0	0	1	0	1
Humboldt	6	2	9	84	6	71	178
Lander	3	0	4	30	5	32	74
Lincoln	1	0	0	20	3	14	38
Lyon	6	0	5	272	51	232	566
Mineral	0	0	0	13	5	45	63
Nye	3	1	7	152	48	139	350
Pershing	1	0	0	24	5	31	61
Storey	2	0	0	19	2	5	28
Washoe	289	6	39	4,603	338	1,346	6,621
White Pine	2	1	0	46	14	39	102
Out of State	235	53	47	10,695	459	402	11,891
TOTAL	*1,415	*147	*192	33,917	3,622	8,535	47,828

*These certification types are included in RN total

Five-year comparison of total active licensees/certificate holders				
June '12	June '13	June '14	June '15	June '16
39,460	39,891	41,135	45,249	47,828

APRN Licensure Statistics



ANNUAL REPORT
2015-2016

Active

Advanced Practice Registered Nurses
on June 30, 2016 - **1,415**

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		17	1		3	1	1	1	1					25
Churchill		2								1	1			4
Clark	12	551	35	16	35	70	15	2	12	26	10	1	9	794
Douglas		21			1	3		1	1					27
Elko	1	10		2	1				1	1			1	17
Esmeralda														0
Eureka														0
Humboldt		6												6
Lander		3												3
Lincoln		1												1
Lyon		5	1											6
Mineral														0
Nye		2						1						3
Pershing		1												1
Storey		1											1	2
Washoe	8	220	9	3	6	12	5	2	11	9			4	289
White Pine		1			1									2
Out of State	3	150	8	1	5	36	3	2	6	19	1		1	235
TOTAL	24	991	54	22	52	122	24	9	32	56	12	1	16	1,415

Dual certifications are tallied under the broadest of the two specialties

Five-year comparison of total active APRNs

June '12	June '13	June '14	June '15	June '16
760	880	1,053	1,185	1,415



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
- LPN to RN Bridge Program
- RN Refresher Course

Everest College

170 N. Stephanie St., Henderson, NV 89014

- Associate Degree in Nursing (ADN Degree)

Great Basin College (GBC)

1500 College Parkway, Elko, NV 89801

- Associate of Applied Science in Nursing (AAS Degree)
- RN to BSN Degree Completion

Nevada State College (NSC)

1125 Nevada State Drive, Henderson, NV 89015

- Bachelor of Science in Nursing (BSN Degree)
- 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)

Western Nevada College (WNC)

2201 W. College Parkway, Carson City, NV 89701

- Associate of Applied Science in Nursing (AAS Degree)

Arizona College (provisional approval*)

2320 S. Rancho Rd., Las Vegas, NV 89102

- Bachelor of Science in Nursing (BSN Degree)

Brightwood College (provisional approval*)

3535 W. Sahara Ave., Las Vegas, NV 89102

- Certificate in Practical Nursing

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)

*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	11/12	12/13	13/14	14/15	15/16
PhD - UNLV	8	2	10	7	7
DNP - UNR/UNLV	19	6	9	10	17
DNP - Touro	1	6	14	28	38
Post MSN certificate UNLV	1	1	0	*	1
Post MSN certificate UNR	4	4	3	2	7
MSN - UNLV	40	17	25	27	22
MSN - UNR	24	18	21	14	35
MSN - Touro	6	5	0	*	*
BSN - UNLV	106	104	114	119	128
BSN - UNR	92	96	94	106	125
BSN - NSC	64	72	73	81	78
BSN - Touro	80	31	3	8	39
BSN - Roseman	87	142	91	116	166
RN to BSN - GBC	14	6	15	16	27
RN to BSN - NSC	22	41	52	47	51
RN to BSN - Touro	3	5	2	*	*
RN to BSN - UNR	16	21	12	17	19
AAS - Breckinridge @ ITT	*	28	39	0	*
AAS - Carrington Reno	89	93	100	101	94
AAS - CSN	181	195	212	175	174
AAS - Everest College	*	13	52	48	39
AAS - GBC	19	16	17	19	16
AAS - TMCC	57	30	51	47	43
AAS - WNC	41	41	35	39	43
LPN - CSN	0	14	5	14	23
LPN - Brightwood (Kaplan)	79	37	76	55	48
LPN - Nevada Career	*	41	63	48	*
Total	1,152	1,129	1,295	1,244	1,240

**Total number of
degrees, diplomas or
certificates awarded in
2015-2016**

1,240

*no data available

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



NCLEX first-time pass rates for *CY15

**Registered
Nurses**

School	No. Tested	No. Passed	Percentage
Carrington College, Reno	94	89	94.68
College of Southern Nevada	175	155	88.57
Everest College	32	29	90.63
Great Basin College	19	19	100.00
Kaplan College	133	83	62.41
National University	1	0	.00
Nevada State College	90	88	97.78
Roseman University	115	107	93.04
Touro University	27	26	96.30
Truckee Meadows Community College	47	46	97.87
University of Nevada, Las Vegas	126	123	97.62
University of Nevada, Reno	105	100	95.24
Western Nevada College	38	38	100.00

Nevada RN Total	1,002	903	90.12
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National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2015) 84.53

**Practical
Nurses**

Brightwood College	15	11	73.33
College of Southern Nevada	75	59	78.67
Nevada Career Institute	48	37	77.08

Nevada LPN Total	142	111	78.71
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National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2015) 81.89

*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

90.12%

Nevada LPN First-Time NCLEX Pass Rate

78.71%

Education Statistics (continued)



ANNUAL REPORT
2015-2016

Approved Certified Nursing Assistant Training Programs

on June 30, 2016

Academy of Healthcare Prep 3430 E. Flamingo Rd., #101 Las Vegas, NV 89121	The Milan Institute 950 Industrial Way Sparks, NV 89431	Western High School 4601 W. Bonanza Rd. Las Vegas, NV 89107
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	Ormsby Post-Acute Rehab 3050 N. Ormsby Blvd. Carson City, NV 89703	White Pine County School District 1800 Bobcat Drive Ely, NV 89301
Dayton High School 335 Old Dayton Valley Road Dayton, NV 89403	Saint Therese Learning Institute 6600 W. Charleston Boulevard Las Vegas, NV 89146	Yerington High School 114 Pearl Street Yerington, NV 89447
Desert Rose High School 444 W. Brooks Avenue North Las Vegas, NV 89030	Sierra Nevada Job Corps 14171 Mount Charleston Street Reno, NV 89506	
East Career and Technical Academy 6705 Vegas Valley Drive Las Vegas, NV 89120	Southeast Career & Technical 5710 Mountain Vista Street Las Vegas, NV 89120	
Fernley High School 1300 Highway 95A South Fernley, NV 89408	Southwest Career & Technical Academy 7050 W. Shelbourne Avenue Las Vegas, NV 89113	
Great Basin College 1500 College Parkway Elko, NV 89801	Standards of Excellence 1931 Stella Lake Dr. Las Vegas, NV 89106	
Majen, LLC 1005 Terminal Way Reno, NV 89502	Truckee Meadows Community College 7000 Dandini Boulevard Reno, NV 89512	
The Milan Institute 710 N. Tonopah Drive Las Vegas, NV 89106	West Career & Technical Academy 11945 W. Charleston Boulevard Las Vegas, NV 89135	

Certified Nursing Assistant exam results for FY 15/16 Source: Headmaster

Knowledge exam results		Clinical exam results		Overall Pass Rate
Passed	876	Passed	772	
Failed	<u>276</u>	Failed	<u>380</u>	
Total Tested	1,152	Total Tested	1,152	
Passed 76%		Passed 67%		



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 Nevada 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.

FY15-16 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, 2016.

Type of Probation	Number of Participants
Alternative (monitoring program - RNs, LPNs and CNAs)	102
RN Disciplinary Probation	41
LPN Disciplinary Probation	10
CNA Disciplinary Probation	10
TOTAL	163

Five-year comparison of total probation participants

June ‘12	June ‘13	June ‘14	June ‘15	June ‘16
144	137	156	171	163



RN/LPN Investigation Statistics

Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board initiated during FY15/16. 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 initiated in FY15/16		
Type		Percent of Total
Abuse/cause harm	20	1.4
Action in another state	10	.7
CE audit	146	10.6
Confidentiality violations	4	.3
Criminal background	5	.4
Customary standards	81	5.9
Drug diversion/narcotic discr.	21	1.5
Failure to collaborate	9	.7
Failure to supervise	36	2.6
Falsification of records	29	2.1
Fraudulent initial application	167	12.1
Fraudulent renewal application	20	1.4
Impairment	29	2.1
Medication Error	14	1.0
Negligence/incompetence	5	.4
Patient abandonment	6	.4
Positive drug screen	10	.7
Practice beyond scope	25	1.8
Practice w/o license	34	2.5
Professional boundary violations	3	.2

Type	Total	Percent of Total
Unauthorized delegation	3	.2
Unprofessional conduct/other	5	.4
Violation of Board order	31	2.2
Yes to screening question(s) on initial application	590	42.8
Yes to screening question(s) on renewal application	77	5.6
TOTAL	1,380	100.0

Outcomes of investigations concluded in FY15/16

Outcome	Total	Percent of Total
Closed	563	45.2
Cleared	495	39.8
Applications denied	32	2.6
Fined	6	.5
Reprimanded	45	3.6
Placed on probation/monitoring	22	1.8
Suspended	15	1.2
Voluntarily surrendered license	23	1.8
Revoked	19	1.5
Fine Renewal Applicant *	25	2.0
TOTAL	1,245	100.0

* Failed to disclose criminal conviction on renewal application



RN/LPN Investigation Statistics (continued)

The 1,380 complaints initiated in FY15/16 represent **4.1%** of the total RN/LPN population of **33,917**

Five-year comparison of RN/LPN complaints initiated

FY 11/12	1,187
FY 12/13	1,274
FY 13/14	1,363
FY 14/15	1,319
FY 15/16	1,380

Total initial applications in FY15-16	6,159
Total renewal applications in FY15-16	14,399

Number of application screening questions** answered with “yes” in FY15/16

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	140
Renewal applications	30

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	511
Renewal applications	44

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

Initial applications	2
Renewal applications	2

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

Initial applications	18
Renewal applications	6

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

Initial applications	5
Renewal applications	9

TOTAL **767**

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

CNA Investigation Statistics



ANNUAL REPORT
2015-2016

Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board initiated during FY15/16. 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 initiated in FY15/16

Type	Total	Percent of Total
Abuse/cause harm	28	4.5
CE/Employment audit	86	13.7
Criminal Background	3	.5
Customary standards	12	1.9
Failure to collaborate	0	0
Falsification of records	1	.2
Fraud	2	3
Fraudulent initial application	163	26.0
Fraudulent renewal application	19	3.0
Impairment	5	.8
Patient abandonment	3	.5
Positive drug screen	6	1.0
Practice beyond scope	6	1.0
Practice w/o certificate	9	1.4
Professional boundary violations	2	.3
Unprofessional conduct/other	0	0
Violation of Board order	12	1.9

Type	Total	Percent of Total
Yes to screening question(s) on initial application	230	36.7
Yes to screening question(s) on renewal application	40	6.4
TOTAL	627	100.0

Outcomes of investigations concluded in FY15/16

Outcome	Total	Percent of Total
Closed	201	42.7
Cleared	154	32.7
Applications denied	70	14.9
Dismissed	0	0
Fined	1	.2
Reprimanded	10	2.1
Placed on probation/monitoring	3	.6
Suspended	0	0
Voluntarily surrendered certificate	7	1.5
Revoked	15	3.2
Agreement Fine Renewal *	10	2.1
TOTAL	471	100.0

* Failed to disclose criminal conviction on renewal application



CNA Investigation Statistics (continued)

The 624 complaints initiated in
FY15/16 represent
7.3%
of the total CNA population of
8,499

Five-year comparison of CNA complaints initiated

FY 11/12	693
FY 12/13	673
FY 13/14	692
FY 14/15	624
FY 15/16	627

Total initial applications in FY15-16	1,882
Total renewal applications in FY15-16	3,285

Number of application screening questions** answered with "yes" in FY15/16

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	31
Renewal applications	22

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	291
Renewal applications	24

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

Initial applications	0
Renewal applications	0

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

Initial applications	12
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	1
Renewal applications	3

TOTAL **386**

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

Board Advisory Committees



ANNUAL REPORT
2015-2016

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 FYI 15/16, the committee continued to discuss the role of APRNs working with medical assistants (MAs). It was clarified that NSBN does not have jurisdiction over MAs. In an effort to continue educating APRNs and the public about the role of APRNs working with MAs, NSBN posted an open letter to APRNs on its Facebook page. The letter is also available on the NSBN and NAPNA websites.

The committee discussed regulations requiring APRNs to register with the Prescription Drug Monitoring Program (PMP). NSBN proposed a new policy regarding the PMP and the committee reviewed and recommended to the Board support of the NSBN APRN PMP policy.

A sample protocol for prescription of Schedule II Controlled Substances was presented to the committee. The protocol provides guidance for APRNs that have not worked two years or 2,000 hours and will be prescribing Schedule II Controlled Substances. This sample protocol is available on the NSBN website and the committee was urged to share this information with all APRNs.

The committee was also asked to discuss if APRNs can sign home health orders. It was clarified that there are no restrictions in the Nevada Nurse Practice Act regarding APRNs signing home health orders.

At the request of the Nursing Practice Advisory Committee (NPAC), the committee also reviewed a practice decision regarding RNs performing intrauterine inseminations. The committee unanimously agreed to approve the concept of allowing RNs to perform intrauterine inseminations and provided feedback to the committee chair regarding proposed language in the practice decision.

Chair: Cathy Dinauer, MSN, RN, Executive Director

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

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

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

During the 2015-2016 year, the CNA committee has encountered some significant changes. These changes include: Headmaster test vendor agreement, elimination of the Model Curriculum, revisions of the Skills Guidelines, and the change in the committee chair.

The transition of the CNA testing vendor has been a work in progress since the end of 2015. Headmaster has worked closely with the Nevada State Board of Nursing to ensure all CNA training programs and instructors in Nevada have the necessary tools to be successful. Headmaster has hosted numerous workshops in both the northern and southern parts of the state, and there are more workshops scheduled throughout 2016. Workshops are being expanded to include the rural areas of Nevada. Headmaster was chosen as the new testing vendor due to their quick test date availability. Students have been testing quickly, and have been able to reserve test dates soon after completion of their programs. Headmaster works closely with the NSBN as well as the CNA students. For example, if students question their results they are emailed, within 24 hours, a detailed description of their test event as well as detailed writings of the areas in which they were deficient. This correspondence is sent to the Director of Nursing Education as well as the student. Headmaster sends test reports each day to the Director of Nursing Education so the pass rates are closely monitored and assessed. Using their system, the Director of Nursing Education is able to pull reports on pass rates for specific programs as well as specific instructors. Pass rates are also closely monitored for the test observers. If test observers are monitored and found to be out of the normal standard deviation range for “passing” or “not passing” students, Headmaster meets with the Director of Nursing Education and an action plan is put in place for the Director of Nursing Education to conduct unannounced site visits during testing. Headmaster has assigned a Director/Manager to Nevada, and this Director/Manager is very responsive with emails, questions, and concerns.

Soon after the change in test vendors, it was determined the pass rates for many CNA programs in Nevada were poor; both in the written and skills sections. The Director of Nursing Education determined an analysis of the Headmaster test bank was needed. The Director of Nursing Education reviewed all 2500 test items first to determine which items were to stay and which items were to be turned off. After she completed this, a test item review panel was formed to review all test items in the test bank for Nevada. The group met over several days to assess every test question in the bank. After the test bank review was complete, Headmaster changed the test bank questions, per the committee recommendations, and now they are more appropriate for Nevada CNA students.

Numerous skills workshops are being planned, and have been conducted, to ensure every CNA instructor in Nevada has the opportunity to attend at least one workshop. During these workshops the instructors have a chance to see how to skills are to be performed during testing. After each workshop a panel of attendees from the workshops is formed to review and change the skills that were discussed during the workshops. This is an ongoing process to engage all CNA programs and instructors in the formation of an appropriate skills test for Nevada CNA students. Headmaster is presenting their annual report to the Nevada State Board of Nursing Executive Director and Staff in August 2016.

The CNA committee decided to eliminate the Model Curriculum and replace it with a CNA Skills Guideline. After numerous revisions to the Skills Guideline from the CNA committee members, as well as input from the public and non-members, the Guidelines were passed. The Guidelines serve as a guide for CNA instructors to follow when developing their programs. It was determined the Model Curriculum was too prescriptive and needed to be eliminated. The Skills Guidelines are posted on the NSBN website and information about them, and where to find the Guidelines, was published in the Nevada State Board of Nursing magazine in early 2016.

The CNA Committee is now chaired by the Board’s Director of Nursing Education. The Director of Nursing Education works closely with the CNA programs by conducting bi-annual site visits, hosting numerous Headmaster workshops around the State, developing test item/skill item review committees, and corresponding with the Director of Headmaster about various issues and concerns. The Director of Nursing Education also reviews and makes recommendations to the Nevada State Board of Nursing for CNA programs to be approved, and determines if their approvals should be renewed bi-annually. The Director of Education also works with all CNA programs to ensure curriculum changes are approved and meet the regulations of Nevada.

Board Advisory Committees (continued)

Certified Nursing Assistant Advisory Committee (continued)

Chair: Catherine Prato-Lefkowitz, PhD, MSN, RN, Director of Nursing Practice
Board Liaison: Jacob Watts, CNA

Members:

Edward Czar Aquino, RN (Long Term Care) - Las Vegas
Sherry Crance, RN-HFI III (Bureau of Health Care Quality and Compliance) - Carson City
Tracy Gentry, CNA (Acute Care) - Las Vegas
Rhonda Meyer, RN, (Division of Healthcare Financing and Policy) - Elko
Branden Murphy, RN (Acute Care) - Las Vegas
Teresa Stricker, LASW (Division of Aging Services) - Las Vegas
Rafael Villarreal, LPN (Home Health) - Las Vegas
Carole Wiseman, RN (AARP Member) – Reno
Carla Wright, MSNed, RN (RN member) - North Las Vegas

Disability Advisory Committee

The Disability Advisory Committee evaluates nurses and nursing assistants 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 FY15/16, the committee evaluated 138 individuals.

Chair: Sherri Twedt, RN, CLNC, Compliance Coordinator
Board Liaison: Sandra Halley, Consumer Member

Members:

Richard Angelastro, RN (Las Vegas)
Susan Hubbard, MS, BS, RN (Las Vegas)
John Malek (Las Vegas)
Debra Scott, MSN, RN, FRE (Fallon)
Toril Strand, 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, BSN, RN, CPAN (Reno)
Karienne Rimer, RN (Henderson)
Ann Testolin, EdD, MS, BS (Reno)
Judith Vogel, BSN, RN (Boulder City)



Education Advisory Committee

EAC curriculum Review and Discussion: The Education advisory Committee (EAC) is dedicated to bring together all educational programs in Nevada to discuss ways to enhance curriculum and competencies of newly graduated Registered Nurses, Licensed Practical Nurses and Certificated Nursing Assistants. This committee provides a forum for educators, and members of the public, to discuss potential changes/additions/deletions in their programs. Many changes to curricula are brought before the EAC before moving forward to the Board of Nursing. Proposed ideas are discussed and shared during these meetings. Over the past 2015-2016 year, multiple changes to curricula within nursing and CNA programs were discussed and approved for many Nevada nursing programs. New programs are proposed while committee members give input on how to strengthen the proposed curriculum before presenting the changes to the Board of Nursing.

Transcript Reviewers: This year the EAC approved a new International Transcript reviewer: IERF. this will allow candidates to choose between CGFNS or IERF to have their transcripts reviewed and sent to the Nevada state Board of Nursing. CGFNS is not able, at the current time, to provide information on concurrency of courses, whereas IERF has this capability. IERF has been approved by the Nevada State Board of nursing as an approved reviewer of International Transcripts and the template for the transcript review has been developed by the Director of Nursing Education.

Members: Many new members of the EAC have been added over the past year. All members must complete an application all be voted in by the Board of Nursing. The EAC is proud to report all members are highly qualified, active members of the health care community in Nevada.

Legislative updates: Legislative updates are reported by the legal department at the beginning of each meeting. This year the Legislative updates include new regulations being passed for Education, LPN IV certification, and APRN practice. During this report it is encouraged members ask clarification questions so they may report the legislative updates to their constituents. the nurse compact continues to be discussed and any updates the NSBN receives is passed along to the committee.

NCLEX Board Scores: NCLEX pass rates are discussed at each EAC meeting. This is reported to ensure all programs are up to date with their pass rate scores. Discussion is encouraged about best practices as well as innovative teaching strategies schools are using to ensure their graduates are safe, competent, novice level nurses who have the capabilities to pass NCLEX on their first attempt. During this year a representative from NCSBN joined one of the EAC meetings to inform the committee how NCLEX is created and reviewed. this presentation was valuable for the educators in the room to understand the process of the birth of NCLEX questions.

Additional Items: During the meeting discussion items may arise that require more research, or follow up. At the end of the meeting there is a recap of the items to be moved to the next meeting. the Director of Nursing Education follows though with the research required and presents the information at the next meeting.

Goals for the 2016-2017 Year: There is a goal to create a simulation task force in Nevada. This task force will be responsible for conducting research related to simulation use in Nevada and compare the simulation use/standards to those of the national standards. There will also be discussion and clarification of the housing of Continuing Education Certificates and documents. There will be continued discussion on best practices within nursing and CNA education programs. Programs will continue to bring proposed changes to the committee for input before moving it to the Board of Nursing for Approval.

Chair: Catherine Prato-Lefkowitz, PhD, MSN, RN, Director of Nursing Education - Chair

Liaison: Rick Carrauthers, LPN

Board Advisory Committees (continued)

Education Advisory Committee (cont'd)

Susan Adamek, MSN, RN (Henderson)
Kimberly Baxter, DNP, APRN, FP-BC (Reno)
Mary Chalfant, MS, RN (Las Vegas)
Sherrilyn Coffman, PhD, RN (Henderson)
John Coldsmith, MSN, RN, CRNI (Las Vegas)
Irene Coons, PhD, RN, CNE (Las Vegas)
Judith Cordia, EdD, RN (Carson City)
Jody Covert, MSN, RN (Reno)
Amber Donnelly, PhD, RN, CNE (Elko)
Josh Hamilton, DNP, RN-BC, PMHNP-BC (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)
Ren Scott-Feagle, MSN/Edu, RN, CNOR (Las Vegas)
Julie Siemers, DNP, RN (Henderson)
Marianne Tejada, DNP, MSN, RN, PHN (Las Vegas)
Andrea Gee - Student - (Las Vegas)



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

In FY 15/16, the committee discussed the scope of practice for RNs to perform intrauterine insemination. The initial practice decision was adopted in 1992 and recommended that intrauterine insemination be included in the scope of practice of an APRN who has appropriate education and training. The initial practice decision does not recommend that RNs be allowed to perform intrauterine insemination. The committee ultimately decided that additional evidence based research must be reviewed before the committee will propose revisions to the current practice decision.

The committee discussed the administration of nasal versed in the school setting and the appropriate level of licensure required to administer the medication. The committee agreed that the administration of nasal versed is within the scope of practice for LPNs and recommended that all nurses utilize the Scope of Practice Decision Tree which is available on the NSBN website.

The committee reviewed the role of the EMS-RN in the non-prehospital setting. After reviewing the law regarding EMS-RNs it was confirmed that EMS-RNs may only function in such a capacity in the prehospital setting and in the hospital setting EMS-RNs have the same scope of practice as RNs.

The committee also reviewed the recommendations from the LPN taskforce which was formed to discuss and review the current LPN scope of practice. The taskforce provided recommendations to the Nurse Practice Committee and ultimately to the Board for approval.

Chair: Sam McCord, BSN, RN, Director of 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)
Anne Diaz, PhD, RN, NCSN (Las Vegas)
Cynthia Gorham, BSN, RN, MHA (Las Vegas)
Marilyn Jeanne Hesterlee, RN (Carson City)
Leanna Keith, MSN, RN (Gardnerville)
Margaret Konieczny, MSN, RN (Carson City)
Chelsea Minto, RN, BSN, CNML (Reno)
Ovidia McGuinness, LPN (Lovelock)
Abbie Purney, MSN, APRN, CCNS (Henderson)
Lori Roorda, BSN, RN, CEN (Las Vegas)



Executive Staff

Cathy Dinauer, MSN, RN, Executive Director

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

Fred Olmstead, Esq., General Counsel

Legal Counsel

Dean Estes, CPM, Director of Finance/Technology

Budget, Accounting and Payroll
Technology Support, Programming

Kimberly A. Arguello, Esq., Deputy General Counsel

Legal Counsel

Catherine Prato-Lefkowitz, PhD, MSN, RN, Director of Nursing Education

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

Sam McCord BSN, RN, Director of Nursing Practice

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

Gail Trujillo, CP, Director of Licensure/Certification

Program Management
RN/LPN/APRN Licensure
CNA/CRNA/EMS-RN Certification

Hillary Murphy, Executive Assistant

Assistant to the Executive Director
Scheduling
Board Meeting Agenda and Arrangements

Program Staff

INVESTIGATIONS and MONITORING

Teresa Cartmill, BSN, RN, Lead Investigator

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

C. Ryan Mann, BSN, RN, Application Coordinator

Application Review
Fraudulent Application Screening

Sherri Twedt, RN, CLNC, Compliance Coordinator

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

LICENSURE/CERTIFICATION

Ariadna Ramos Zavala, Program Assistant

Licensure Eligibility Questions
Endorsement, Exam & Renewal Applications

Patty Towler, Licensure Coordinator

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

Courteney Baccei, Management Assistant

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

Jeannette Calderon, Management Assistant

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

Christie Daliposon, Management Assistant

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

Rhoda Hernandez, Management Assistant

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

Stacy Hill, Management Assistant

Assistant to the Compliance Coordinator
Board meeting preparation
NURsys data entry

Takya Bailey, Customer Service Representative

Cydnee Cernas, Customer Service Representative

Ariel Gamble, Customer Service Representative

DeVauna Green, Customer Service Representative

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



ANNUAL REPORT
2015-2016

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