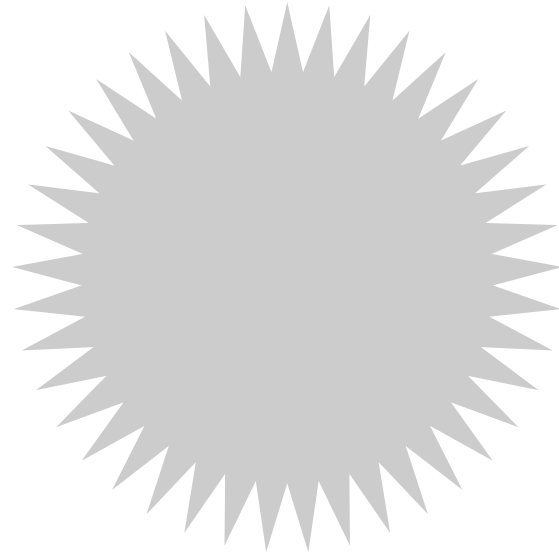




A N N U A L
R E P O R T
2 0 0 1 - 2 0 0 2



Fiscal Year July 1, 2001 - June 30, 2002



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 19, which regulates a nursing population of more than 25,000.

What does the Nevada State Board of Nursing do?

The state legislature established the Board 79 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 2002, it was responsible for licensing, certifying and disciplining more than 25,000 individuals, including registered nurses, licensed practical nurses, advanced practice nurses, certified nursing assistants, and certified registered nurse anesthetists. The Board's current functions include:

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

Administration

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

Discipline and Investigations

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

Licensure, Certification and Education

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

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 2001-2002, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.



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Board Member Biographies

President

Cookie Bible, RN, BSN, RNC, APN

RN Member

Re-appointed - October 2000, expires October 2004

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

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

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

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

Professional experience - 33 years of nursing experience; private practice nurse practitioner, obstetrics and gynecology; head nurse, maternity, Carson Tahoe Hospital

Length of Nevada residency - 38 years

Vice President

Patricia Shutt, LPN

LPN Member

Appointed - October 2001, expires October 2005

Employment - Licensed Practical Nurse, Clark County Health District

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

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

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

Professional experience - 36 years of nursing experience; staff LPN, medical-surgical unit, Geisinger Medical Center, Danville, Pennsylvania; Oschner Foundation, New Orleans, Louisiana; staff LPN, Sunrise Hospital Orthopedics and Sunrise Home Health Care; staff LPN, PRN Home Health

Length of Nevada residency - 28 years

Secretary

MaryAnn Lambert, RN, MSN

RN Member

Appointed - February 2001, expires October 2004

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

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

Other board experience - Little Angels Day Care

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

Professional experience - 31 years of experience in nursing and education; clinical nurse specialist, University of Minnesota hospital and clinics; nurse manager, neuroscience units, University of Utah hospital; nursing instructor, University of Utah and Truckee Meadows Community College, staff nurse and assistant director of nursing, St. Mary's Hospital.

Length of Nevada residency - 21 years

Board Member Biographies (continued)

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Tamara Barengo

Consumer Member

Appointed - October 1997, expired October 2001

Employment - Property Manager, Eccles Properties, Reno

Education - University of Nevada, Reno; University of Washington

Other board experience - State of Nevada Employee/Management Advisory Board, Washoe County Mental Health Advisory Board, Washoe County Board of Equalization

Affiliations - Nevada Women's Fund, Leadership Reno-Sparks

Professional experience - 23 years of business management experience

Length of Nevada residency - 58 years

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

Appointed - October 1999, expires October 2003

Employment - Family Nurse Practitioner, office of Dr. Linda Lafferty, Reno

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

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

Affiliations - Sigma Theta Tau International Honor Society, American Nurses Credentialing Center, National Hispanic Nurses Association, and Nevada Hispanic Nurses Association (founding member)

Professional experience - 19 years of nursing experience; nationally certified family nurse practitioner; owner of E. Lopez-Health Associates, a research company; health educator, Nevada Hispanic

Services; acute care nurse, Neurology, University of California Medical Center, San Francisco; head nurse, San Francisco General Hospital Dermatology Department

Length of Nevada residency - 12 years

Dorothy Perkins, CNA

CNA Member

Appointed - October 1999, expires October 2003

Employment - Certified Nursing Assistant, Clark County Health Division

Education - Community College of Southern Nevada

Other board experience - None

Affiliations - CNA Advisory Committee Member, 1993-1998

Professional experience - 30 years as a CNA

Length of Nevada residency - 30 years

Helen Vos RN, MS

RN Member

Appointed - February 2001, expires October 2004

Employment - Chief Nursing Officer, MountainView Hospital, Las Vegas

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

Other board experience - None

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

Professional experience - 28 years of nursing experience; vice president, clinical services, MountainView Hospital; clinical and quality services leader, Thornton Hospital, University of California, San Diego Medical Center; director of clinical projects and nurse manager, neurosurgical intensive care unit, UCSD Medical Center; neuroscience clinical nurse specialist, Madison General Hospital, Wisconsin

Length of Nevada residency - 7 years



History and Highlights

A Brief History

In 2002, the Nevada State Board of Nursing (NSBN) completed 79 years of service to the residents of Nevada. Established by the state legislature in 1923, it was modeled on legislation enacted by other countries and a few other states. The intent was to separate untrained "nurses" from those who had undergone formal training.

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

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

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

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

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

Highlights of FY01/02

Governor reappoints Patty Shutt to Board

Nevada Governor Kenny Guinn reappointed Patricia Shutt to another four-year term as the Board's LPN member. Shutt has more than 35 years of nursing experience and served as Board vice president during the fiscal year.

The Board is comprised of.....

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

Appointed by the Governor

Debra Scott named executive director

In March, the Board named Debra Scott, RN, MS, APN, its new executive director after a nationwide search. Scott was formerly associate executive director for nursing practice, a position she held since joining the board in 1996.

In that role, her responsibilities included the coordination, evaluation and processing of 600 to 700 formal disciplinary complaints annually and the direction of the Board's Alternative Program for Chemically Dependent Nurses.

Board joins forces to help alleviate nursing shortage

As a founding member of the Nevada Nurse Task Force, the Board collaborated on several initiatives to help alleviate the state's nursing shortage. The Board's participation in the task force is the most effective way it can address nursing shortage issues and still remain in the regulatory role proscribed by the Nevada legislature. A major thrust of the Board's

History and Highlights (continued)

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efforts is identifying and removing unnecessary barriers to recruitment and retention of nurses without lowering standards or compromising patient safety. In FY01/02, those efforts included:

- adopting a policy regarding increasing the instructor to student (1:8) ratio in nursing leadership classes where there is a formal, one-to-one relationship with a preceptor. The shortage also affects Nevada nursing schools, making it difficult to recruit qualified faculty members. This policy will help increase the number of courses the schools can offer, without adversely affecting patient safety or the quality of nursing education.
- allowing graduates from the Community College of Southern Nevada's Licensed Practical Nurse program to take the national licensure test before the school received formal accreditation, due to the fact the accreditation process was delayed through no fault of the students.
- streamlining the application process for international nurse graduates, reducing the time and cost for applicants who meet specific qualifications.
- removing its requirement for social security numbers before processing applications for examination to help in the recruitment of international nurse graduates. (A social security number is still required before a license is issued.)
- continuing to educate nurses and nursing assistants about how to report staffing concerns and how to refuse unsafe assignments in accordance with the Nurse Practice Act.
- actively supporting efforts to fund increased nursing school enrollments, including an increase in faculty salaries and the proposed doubling of nursing school capacity.
- continuing to focus the majority of its disciplinary

actions on remediation and/or rehabilitation, keeping nurses and CNAs on the job while helping them improve their practice. In FY01/02, the board monitored the practice of 116 nurses and nursing assistants through its disciplinary probation program.

“Mutual Recognition” will remove barriers to safe nursing care in a time of shortage and provide a progressive approach to the changing face of nursing

The current national model for nursing regulation requires nurses to hold licenses in each state in which they practice. At the end of FY01/02, 18 states had passed the Nursing Interstate Compact which allows party states to mutually recognize nursing licenses—similar to the way states now recognize each other's drivers' licenses. Those states include Nevada neighbors Utah, Idaho and Arizona.

Mutual recognition allows nurses to have one license in their state of residency and practice in any state that has signed the Nursing Interstate Compact. The nurses still have to follow the laws and regulations of every state in which they practice. The goal of mutual recognition is to increase consumer access to qualified nurses by removing regulatory barriers.

In FY01/02, the Board took the lead on Mutual Recognition and requested a bill draft for the 2003 Nevada legislative session. It also began meeting with nursing associations, unions, legislators, consumers and other interested groups to discuss this new national regulatory model.

The Board reaches out

The mission of the Board is to protect the public's health safety and welfare through effective nursing regulation. Members of the public and the nursing community need to know there's a place they can turn to if they have a concern about a nurse or nursing assistant. That's why staff members criss-crossed the state to make 69 presentations to more than 1,700 people on topics ranging from the nursing shortage to

History and Highlights (continued)

the discipline process to the role of the board. They spoke in locations ranging from schools to hospitals to offices to correctional centers.

The Board also began development of an outreach program for non-English speaking consumers, which includes working with the Northern Nevada International Center to provide interpretation and translation services.

Advisory committees make recommendations on current issues

Based on the research and recommendations of its Nursing Practice Advisory Committee, the Board adopted a practice decision on telenursing. The decision updated previous guidelines for providing nursing care or advice to Nevada patients from a remote location. It also adopted a Position Statement on Domestic Violence, supporting nurses and nursing assistants in achieving the goals of increased victim awareness, education, safety and protection. Both issues were addressed by the Board's Nursing Practice Advisory Committee in response to requests for guidance from Nevada nurses.

The Board also approved a new, comprehensive "Train the Trainer" program designed for instructors who teach students to become Certified Nursing Assistants. The program was developed by the Board's CNA Advisory Committee.

Board adopts regulations regarding prescribing controlled substances and taking orders from physician assistants

After holding public workshops and hearings, the Board adopted several regulations implementing laws passed by the 2001 Legislature. They included regulation changes allowing Advanced Practitioners of Nursing to prescribe controlled substances,

requiring only first name and last initial on name tags, requiring employers to promptly identify nursing personnel named in a complaint to the Board, and adding physician assistants to the types of health care providers from whom nurses can take orders.

Audit confirms Board is sound fiscal manager

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

.....

Registered Nurses	17,087
Licensed Practical Nurses	2,697
Certified Nursing Assistants	5,047

Active

.....

CRNA, EMS/RN, RN, LPN, CNA Statistics

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..... **RN** **LPN** **CNA**

Licenses or certificates issued in FY01/02

By examination (new graduates)	310	45	767
By endorsement (from another state)	2,033	245	395

..... ***APN** ***CRNA** ***EMS/RN** **RN** **LPN** **CNA** **Total Active**

Active licensee/certificate holders by county of residence

Carson City	16	1	1	453	84	220	757
Churchill	3	1	3	132	35	62	229
Clark	175	31	52	8,831	1,737	2,853	13,421
Douglas	10	1	2	262	45	56	363
Elko	7	4	10	219	33	116	368
Esmeralda	0	0	1	6	2	1	9
Eureka	0	0	0	3	0	2	5
Humboldt	4	1	1	51	12	47	110
Lander	0	0	3	15	4	19	38
Lincoln	1	0	1	12	9	20	41
Lyon	7	0	0	158	45	142	345
Mineral	0	0	3	14	5	41	60
Nye	4	0	1	101	38	83	222
Pershing	1	0	2	13	6	20	39
Storey	1	0	0	19	5	1	25
Washoe	105	6	34	2,742	366	1,102	4,210
White Pine	3	2	1	43	19	54	116
Out of State	30	43	13	4,013	252	208	4,473

..... **TOTAL** ***367** ***90** ***128** **17,087** **2,697** **5,047** **24,831**

*These certification types are included in the RN total

APN Certification Statistics

Active Advanced Practitioners of Nursing on June 30, 2002 - 367

Active APNs by county of residence and practice specialty

	Fam Prac	Peds	Ob/ Gyn	Wom Hlth	Adult	Neo	Fam Plan	Mid- Wife	Psych	Geri	Ent	Card	Total
Carson City	12			1	1		1	1					16
Churchill	1								1	1			3
Clark	67	23	17	21	16	9	1	9	6	5	1		175
Douglas	9						1						10
Elko	2		2		1			1		1			7
Esmeralda													0
Eureka													0
Humboldt	2			1			1						4
Lander													0
Lincoln	1												1
Lyon	6				1								7
Mineral													0
Nye	2			2									4
Pershing	1												1
Storey	1												1
Washoe	58	9	8	6	7	5	1	2	6	3			105
White Pine	2			1									3
Out of State	17	3	4	1	4	1							30
TOTAL	181	35	31	33	30	15	5	13	13	10	1		367

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



Approved nursing programs

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

University of Nevada, Reno

Orvis School of Nursing

College of Human & Community Sciences

Reno, Nevada 89557-0052

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

University of Nevada, Las Vegas

4505 Maryland Parkway

Las Vegas, Nevada 89154

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

Community College of Southern Nevada

Health Science Center, W1A

6375 West Charleston Boulevard

Las Vegas, Nevada 89102

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

Great Basin College

1500 College Parkway

Elko, Nevada 89801

- Associate of Applied Science in Nursing (ADN Degree)

Truckee Meadows Community College

7000 Dandini Boulevard

Reno, Nevada 89512

- Associate of Applied Science in Nursing (ADN Degree)

Western Nevada Community College

2201 West College Parkway

Carson City, Nevada 89701

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

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

California State University

Dominguez Hills

1000 East Victoria Street

Carson, California 90747

Excelsior College

7 Columbia Circle

Albany, New York 12203-5159

Lassen Community College

P.O. Box 3000

Susanville, California 96130

University of Phoenix

4615 E. Elwood Street

Phoenix, Arizona 85040

Graceland College

1401 West Truman Road

Independence, Missouri 64050-3434

Mojave Community College

1971 Jagerson Avenue

Kingman, Arizona 86401

Plumas and Sierra Counties ROP

P.O. Box P

Quincy, California 95971

University of St. Francis

College of Nursing and Allied Health

290 N. Springfield Avenue

Joliet, Illinois 60536

Graduates from Nevada nursing programs

Program	Number of Graduates								
	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02
MSN - UNLV	3	6	4	6	8	12	7	7	4
MSN - UNR	7	5	9	16	14	10	9	13	8
BSN - UNLV	57	76	69	59	77	96	73	78	50
RN to BSN - UNLV	*	*	*	*	*	*	*	*	8
BSN - UNR	57	54	52	56	47	47	40	51	44
AAS - CCSN	67	71	76	76	87	93	83	74	91
AAS - GBC	20	24	24	14	28	14	14	15	17
AAS - TMCC	42	25	43	31	26	37	22	36	34
AAS - WNCC	25	32	30	31	25	28	22	21	30
LPN - CCSN	*	*	*	*	*	*	6	14	21
LPN - WNCC	*	*	*	*	*	17	14	23	17
Total	278	293	307	289	312	356	290	332	324

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

National Council Licensure Examination first-time pass rates for FY01/02

School	No. Tested	No. Passed	Percentage
Registered Nurses			
Community College of Southern Nevada	86	71	82.6
Great Basin College	22	16	72.7
Western Nevada Community College	17	14	82.4
Truckee Meadows Community College	28	27	96.4
University of Nevada, Las Vegas	50	42	84.0
University of Nevada, Reno	40	39	97.2
Nevada Total	243	209	86.0
National Total	67,120	57,699	86.0
Practical Nurses			
Community College of Southern Nevada	11	11	100.0
Western Nevada Community College	14	13	92.8
Nevada Total	25	24	96.0
National Total	34,863	30,034	86.0

Source: The Chauncey Group, reporting the number of first-time candidates who took and passed the National Council Licensure Examination (NCLEX) from July 1, 2001 through June 30, 2002. These figures may not include all of those who were graduated from Nevada schools within the same time frame, since individuals may choose to take the NCLEX any time after graduation, or choose to take it out of state.

**Approved Certified Nursing Assistant training programs
on June 30, 2002**

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

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

Clark County Adult Education
2701 East Saint Louis Avenue
Las Vegas, Nevada 89104
702-799-8650

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

Evergreen at Pahrump H&R Center
4501 Northeast Blagg Road
Pahrump, Nevada 89060
775-751-6600

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Certified Nursing Assistant
test results for
FY 01/02**

Passed 54%

**Written
test results**

Passed	1,056
Failed	889
Total Tested	1,945

Passed 58%

**Manual
test results**

Passed	1,155
Failed	843
Total Tested	1,998

Discipline Statistics

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

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

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

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

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

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

FY01-02 Probation Statistics When considering what kind of disciplinary action it should take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation. In many cases, the Board places individuals on disciplinary probation so that it can restrict, monitor and improve the person's practice.

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

These include all people who were monitored during the time frame July 1, 2001 through June 30, 2002, including those who were not working, those whose probation was successfully terminated during the time period, and those who were removed from probation through voluntary license surrender, revocation or suspension.

Type of Probation	Number of Participants
Alternative (Nondisciplinary program) 13 were evaluated and entered program; 3 successfully terminated	41
RN Disciplinary Probation 15 were put on probation; 9 successfully terminated	63
LPN Disciplinary Probation 7 were put on probation; 3 successfully terminated	19
CNA Disciplinary Probation 15 were put on probation; 3 successfully terminated	34
TOTAL	157



RN/LPN Discipline Statistics

Complaint Statistics The statistics below relate to the investigations (complaints) the Board opened during FY01/02. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints were opened.

Type of complaints opened in FY01/02			Settings of complaints opened in FY01/02		
Type	Total	Percent of Total	Setting	Total	Percent of Total
Yes to screening question(s) on renewal application	89	25.9	Acute-hospital	69	20.1
Fraudulent application	89	25.9	Government agency	6	1.7
Impairment	14	4.1	Home health agency	10	2.9
Practice beyond scope	18	5.2	Long-term care	52	15.2
Practice w/o license	19	5.5	Office	7	2.0
Unprofessional conduct	50	14.7	School	1	.3
Falsification of records	2	.6	No setting*	198	57.8
Patient abandonment	9	2.7	TOTAL	343	100
Abuse	11	3.2			
Drug diversion	13	3.8			
Medication errors	6	1.7			
Negligence	7	2.0			
Failure to supervise	2	.6			
Theft	1	.3			
Narcotic discrepancy	3	.9			
Other	10	2.9			
TOTAL	343	100			

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

**The 343 complaints opened in
FY01/02 represent
1.7%
of the total RN/LPN population of
19,784**



RN/LPN Discipline Statistics (continued)

Opened complaints by county of residence in FY01/02

Carson City	=	7
Churchill	=	5
Clark	=	162
Douglas	=	5
Elko	=	7
Esmeralda	=	0
Eureka	=	0
Humboldt	=	2
Lander	=	0
Lincoln	=	1
Lyon	=	6
Mineral	=	1
Nye	=	4
Pershing	=	1
Storey	=	1
Washoe	=	53
White Pine	=	2
Out of State	=	86
.....		
TOTAL	=	343
.....		

Source of complaints opened in FY01/02

Source	Total	Percent of Total
.....		
Fraudulent applications	89	25.9
Renewal application screening questions	89	25.9
Application	10	2.9
NSBN staff	10	2.9
Consumer	14	4.1
Co-worker with nursing license	42	12.2
Co-worker without nursing license	4	1.2
Facility (Director of Nursing, Associate DON, Human Resources, Administration, or Chief Executive Officer)	45	13.2
Government agency	17	4.9
Nursing pool	1	.3
Self report	22	6.5
.....		
TOTAL	343	100
.....		

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

291	332	328	335	343
FY 97/98	FY 98/99	FY 99/00	FY 00/01	FY 01/02

RN/LPN Discipline Statistics (continued)

Outcomes of investigations in FY01/02

Outcome	Total	Percent of Total
Closed (after investigation)	186	62.9
Applications denied	38	12.5
Dismissed	1	.3
Fined	7	2.3
Reprimanded	17	5.8
Placed on probation	16	5.3
Suspended	1	.3
Voluntarily surrendered license	13	4.3
Revoked	7	2.3
Temporary voluntary surrender	12	4.0
TOTAL	298	100

Number of individuals answering "yes" (to one or more application screening questions) in FY01/02

	No. of Individuals Answering "Yes"	No. of Applications	Percent of Total
Initial applications	180	3,030	5.9%
Renewal applications	89	8,115	1.1%
TOTAL	269	11,145	2.4%

Number of application screening questions* answered with "yes" in FY01/02

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

Initial applications **46**
Renewal applications **18**

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

Initial applications **150**
Renewal applications **40**

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 **4**

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

Initial applications **12**
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 **4**
Renewal applications **37**

TOTAL 320

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

CNA Discipline Statistics

Complaint Statistics The statistics below relate to the investigations (complaints) the Board opened during FY01/02. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints were opened.

Type of complaints opened in FY01/02			Settings of complaints opened in FY01/02		
Type	Total	Percent of Total	Setting	Total	Percent of Total
Yes to screening question(s) on renewal application	32	12.3	Acute-hospital	14	5.4
Fraudulent application	138	53.2	Home health agency	15	5.8
Impairment	2	.8	Long-term care	80	30.9
Practice beyond scope	3	1.1	No setting*	150	57.9
Practice w/o certificate	12	4.7	TOTAL	259	100
Unprofessional conduct	26	10.0			
Falsification of records	4	1.6			
Patient abandonment	2	.8			
Abuse	37	14.3			
Fraud	1	.4			
Other	1	.4			
Theft	1	.4			
TOTAL	259	100			

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

**The 259 complaints opened in
FY01/02 represent
5.1%
of the total CNA population of
5,047**

CNA Discipline Statistics (continued)

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Opened complaints by county of residence in FY01/02

Carson City	=	12
Churchill	=	3
Clark	=	171
Douglas	=	2
Elko	=	3
Esmeralda	=	0
Eureka	=	0
Humboldt	=	1
Lander	=	0
Lincoln	=	0
Lyon	=	6
Mineral	=	2
Nye	=	6
Pershing	=	2
Storey	=	0
Washoe	=	37
White Pine	=	2
Out of State	=	12
TOTAL		= 259

Source of complaints opened in FY01/02

Source	Total	Percent of Total
Fraudulent applications	138	53.2
Renewal application screening questions	32	12.3
Application	5	2.0
NSBN staff	6	2.3
Consumer	1	.4
Co-worker with nursing license	24	9.2
Co-worker without nursing license	4	1.5
Facility (Director of Nursing, Associate DON, Human Resources, Administration, or Chief Executive Officer)	41	15.8
Government agency	4	6.6
Self report	4	1.5
TOTAL		259 100

Five-year Comparison of CNA Complaints Opened

300	271	279	316	259
FY 97/98	FY 98/99	FY 99/00	FY 00/01	FY 01/02

CNA Discipline Statistics (continued)

Outcomes of investigations in FY01/02

Outcome	Total	Percent of Total
Closed (after investigation)	121	49.0
Applications denied	88	35.7
Dismissed	1	.4
Fined	2	.8
Reprimanded	9	3.7
Placed on probation	13	5.2
Suspended	1	.4
Voluntarily surrendered certificate	4	1.7
Revoked	8	3.1
TOTAL	247	100

Number of individuals answering "yes"

(to one or more application screening questions)
in FY01/02

	No. of Individuals Answering "Yes"	No. of Applications	Percent of Total
Initial applications	234	1,971	11.8%
Renewal applications	32	1,729	1.8%
TOTAL	266	3,700	7.2%

Number of application screening questions* answered with "yes" in FY01/02*

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

Initial applications **32**
Renewal applications **7**

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

Initial applications **227**
Renewal applications **27**

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

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

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

Initial applications **6**
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 **1**
Renewal applications **4**

TOTAL 306

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

Board Advisory Committees

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

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

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

Advanced Practice Advisory Committee

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

Subjects the committee addressed in the FY01/02 included regulations implementing prescriptive authority for controlled substances, educational requirements and integrative therapies.

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

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

Committee Members:

Amy Berndt, MS, RN, APN (Reno)
Tricia Brown, MSN, RN, APN (Reno)
Martha Drohobyczer, MSN, CNM (Las Vegas)
Joy A. Landers, MSN, RN, APN (Reno)
Bobbi Leondike, RN, APN (Las Vegas)
Alice Running, PhD, RN, CS (Reno)
Phyllis Suiter, MS, RN, APN (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.

In FY01/02, the Board approved a new, comprehensive "Train the Trainer" program developed by the committee for instructors who teach students to become Certified Nursing Assistants.

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

Liaison: Dorothy Perkins, CNA

Committee Members:

Kristine Beck, RN (Acute)
Linda Dammeyer, RN (RN)
Caroline Case (Welfare)
Virginia Enns, RN (Co-AARP)
Beverly Fuller, CNA (Co-CNA)
Margaret Hanson, RN (Co-AARP)
Denise Hoyes-James, RN (BLC)
Gilda Johnstone (DAS)
Cheryl Lloyd, RN (Home Health)
Mercedes Parsons, LPN (LPN)
Terri Lynn Shoemaker, CNA (Co-CNA)

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 FY01/02, the Board adopted two committee recommendations. One was a Telenursing Practice Decision that updated previous guidelines for providing nursing care or advice to Nevada patients from a remote location. The other was a Position Statement on Domestic Violence, supporting nurses and nursing assistants in achieving the goals of increased victim awareness, education, safety and protection.

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

Liaison: MaryAnn Lambert RN, MSN

Committee Members:

Linda Charlebois, RN (Reno)
Caroline Copeland, RN (Las Vegas)
Terry Edmonson, RN (Las Vegas)
Nancy Harland, RN (Henderson)
Martha McNabb, RN (Reno)
Kay Panelli, RN (Reno)
Clara (Bunny) Ramsay, LPN (Las Vegas)
Ruth Ripsom, RN (Reno)
Debra Rizzo, RN (Las Vegas)

Disability Advisory Committee

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

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

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

In FY01/02, the committee recommended and the Board adopted the use of a random drug screening service, to ensure more effective monitoring of recovering chemically dependent nurses and CNAs on probation.

Chair: Debra Scott, MS, RN, APN, Associate Executive Director for Nursing Practice

Liaison: Tamara Barengo, Consumer Board Member

Committee Members:

Alice Adams, LPN (N. Las Vegas)
Amy Chaffin, MS, RN (Las Vegas)
Patricia Green, RN (Las Vegas)
John Malek, MSN, BSN, RN (Gardnerville)
Susan O'Day, RN (Truckee)
Kariene Rimer, RN (Henderson)
Janet Waugh, RN (Las Vegas)
Rilo Weisner, MS, RN, C (Las Vegas)

Active Conceptual:*

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

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

Administration - Reno (775) 688-2620

Debra Scott, MS, RN, APN, Executive Director

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

Sherrie Frederick, Receptionist

Inquiries, Information and Referrals
Licensure and Certification Applications

Beverly Finley, Administrative Assistant

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

Mary Flannigan, Accountant

Budget, Accounting and Payroll
Expense Reports

Cindy Kimball, Public Information Officer

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

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

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

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

Jeanie Jenkins, Management Assistant II

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

Kris Sanchez, Receptionist

Inquiries, Information and Referrals
Licensure and Certification Applications

Bobbie Hicks, Senior Licensure Specialist

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

Sarah Long, Licensure Specialist

Licensure Eligibility Questions
Renewal Applications
Endorsement Applications
Mailing List Requests

Patty Towler, Certification Specialist

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

Chrissy Elder, Certification Clerk

CNA Registry Maintenance
CNA Certification and Renewals

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

Chris Sansom, RN, Associate Director for Practice

Reno Office Manager
Discipline Program
Complaint Investigations
Nursing Practice Questions

Linda Aure, BSN, RN, C, Investigator

Complaint Investigations,
Nursing Practice Questions

Robert Buck, BSN, RN, Investigator

Complaint Investigations,
Nursing Practice Questions

Eve Tidwell, Investigative Clerk

Discipline Investigative Support
NURsys Data Entry

Vacant, Associate Director for Compliance

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

Debbie Inskip, RN, Probation Coordinator

DAC Scheduling
Probation Monitoring

April Kastor, Management Assistant

Assistant to the Associate Director
Board Preparation for Discipline
Yes Answers and Fraudulent Applications



Nevada State
BOARD OF NURSING



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