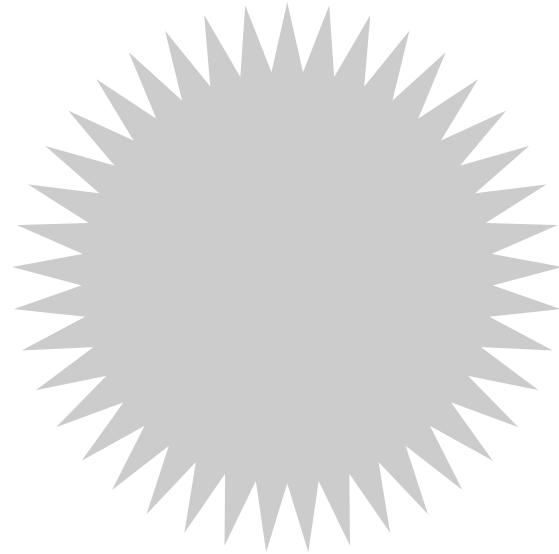




A N N U A L  
R E P O R T  
2 0 0 3 - 2 0 0 4



Fiscal Year July 1, 2003 - June 30, 2004



## **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.



## 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 20, which regulates a nursing population of more than 28,500.

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

The state legislature established the Board 80 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 2004, it was responsible for licensing, certifying and disciplining more than 28,500 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 ongoing competency

## 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 probation
  - Administering alternative program for nurses recovering from chemical dependency

## 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 2003-2004, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.

## Administration

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

## Licensure, Certification and Education

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



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# Board Member Biographies

## 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** - 38 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** - 30 years

## Vice President

### MaryAnn Lambert, MSN, RN

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** - 33 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** - 23 years

## Secretary

### Helen Vos MS, RN

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

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

**Professional experience** - 30 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** - 9 years

## Cookie Bible, BSN, RN, 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

## Board Member Biographies (continued)

ANNUAL  
REPORT  
2003-2004



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

**Length of Nevada residency** - 40 years

### David Burgio, MS, RN, APN

RN Member

**Appointed** - October 2003, expires October 2007

**Employment** - Family Nurse Practitioner/Manager, HAWC (Health Access Washoe County) Outreach Medical Clinic; Adjunct Professor, University of Nevada, Reno

**Education** - Post-Masters, Family Nurse Practitioner Program, 1992, University of Pittsburgh, Pennsylvania; Masters in Community Health Nursing, 1989, and BSN, 1981, D'youville College, Buffalo, New York

**Other board experience** - Project Restart

**Affiliations** - Nevada State Board of Nursing Advanced Practice Advisory Committee, 2001-2003; Sigma Theta Tau; American College of Clinicians, American Association of Nurse Practitioners, Nevada Nurses Association

**Professional experience** - 23 years of nursing experience; hospital and community health nursing and management positions in New York,

Pennsylvania, and Florida; nurse practitioner, Charles Cole Memorial Hospital in Caudersport, Pennsylvania, and Medical Group of Northern Nevada

**Length of Nevada residency** - 8 years

### Joseph Cortez

Consumer Member

**Appointed** - October 2003, expires October 2007

**Employment** - International Boxing Referee

**Education** - Hotel Management School, Fajardo, Puerto Rico; Citizen Academy, Federal Bureau of Investigation, 2004

**Affiliations** - World Boxing Hall of Fame, inducted 2004; New Jersey Boxing Hall of Fame, inducted 1998

**Professional experience** - 28 years as boxing referee, owner of "Fair but Firm" referee school, amateur and professional boxer, film actor, hotel and casino management positions

**Length of Nevada residency** - 14 years

### Dorothy Perkins, CNA

CNA Member

**Appointed** - October 2003, expires October 2007

**Employment** - Certified Nursing Assistant, Clark County Health Division

**Education** - Community College of Southern Nevada

**Affiliations** - Nevada State Board of Nursing CNA Advisory Committee Member, 1993-1998

**Professional experience** - 32 years as a CNA

**Length of Nevada residency** - 32 years

# History and Highlights

## A Brief History

In 2004, the Nevada State Board of Nursing (NSBN) completed 81 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.

Ninety 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 FY03/04

Responding to changes in the health care environment, the Board revised and updated several regulations and practice decisions, including:

### **LPNs and IV Therapy**

It amended regulations regarding the delegation of intravenous therapy by RNs to LPNs, by deleting the requirement for 1,500 hours of clinical experience in nursing after initial licensure and the one-year experience requirement before beginning an IV therapy certification class.

The issue of LPNs administering intravenous therapy has been active for more than 20 years. Changes in practice and knowledge led to regulation revisions in the 1990s, and request for further changes were brought to the Board’s Nursing Practice Advisory Committee in 2002. The committee formed an LPN IV Therapy Task Force to collect data on national practices and outcomes. The recent regulation changes were based upon the task force’s recommendations.

### **Sexual Assault Nurse Examiners**

After spending more than a year reviewing, discussing, and gathering national and Nevada-specific information and input from local, state, and national organizations, the Nursing Practice Advisory Committee presented to the Board a Sexual Assault Nurse Examiners (SANE) Practice Decision to supersede its 1991 decision. The Board adopted the decision, which provides for a national certification for SANE nurses, and an expanded scope of practice.

### **Masters Prepared APNs**

Through their masters degree programs, advanced practitioners of nursing gain enough prescription-related knowledge and skills to apply for prescribing privileges after they graduate, rather than after 1,000 hours of practice. That was the conclusion of the Board’s APN Advisory Committee after reviewing the results of a survey and research; the Board agreed and adopted regulations eliminating the requirement.

### **Easing Nursing Faculty Shortage**

Acting upon the recommendation of its Education Advisory committee, the Board adopted regulations that require at least 75 percent of nursing faculty to have masters degrees with a major in nursing, rather than 100 percent of the faculty.

As part of its continuing efforts to improve its services and save costs, the Board introduced several technological innovations in FY03/04, including:

### **Nurses Can Now Renew Licenses Online**

The Board added a popular feature to its online services in FY03/04: rather than completing and mailing a paper renewal application, nurses can now renew their licenses on the Board’s website.

# Licensure and Certification Statistics



	RN	LPN	CNA
<b>Licenses or certificates issued in FY03/04</b>			
By examination (new and foreign graduates)	556	69	917
By endorsement (from another state)	2,627	312	438

	*APN	*CRNA	*EMS/RN	RN	LPN	CNA	Total Active
<b>Active licensee/certificate holders by county of residence</b>							
Carson City	15	2	1	504	75	234	813
Churchill	4	1	6	144	31	66	241
Clark	202	39	69	10,165	1,850	3,405	15,420
Douglas	12	1	2	301	37	60	398
Elko	13	3	8	237	32	139	408
Esmeralda	0	0	1	5	1	1	7
Eureka	0	0	0	4	0	1	5
Humboldt	2	1	1	55	12	44	111
Lander	0	0	4	19	2	18	39
Lincoln	1	0	1	10	7	24	41
Lyon	7	0	0	180	48	151	379
Mineral	0	0	3	16	6	40	62
Nye	4	2	1	112	47	93	252
Pershing	2	0	2	22	9	25	56
Storey	1	0	0	20	2	7	29
Washoe	117	8	34	2,990	401	1,277	4,668
White Pine	2	2	0	41	25	61	127
Out of State	44	54	39	5,360	344	272	5,976
<b>TOTAL</b>	<b>*426</b>	<b>*113</b>	<b>*172</b>	<b>20,185</b>	<b>2,929</b>	<b>5,918</b>	<b>29,032</b>

\*These certification types are included in the RN total

# APN Certification Statistics

## Active

Advanced Practitioners of Nursing  
on June 30, 2004 - 426

### 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	11			1			1	1		1			15
Churchill	1							1	1	1			4
Clark	83	22	22	19	19	11	2	14	7	2	1		202
Douglas	10			1			1						12
Elko	6		3	1	1		1		1				13
Esmeralda													0
Eureka													0
Humboldt	1			1									2
Lander													0
Lincoln	1												1
Lyon	4	1		1	1								7
Mineral													0
Nye	2			2									4
Pershing	2												2
Storey	1												1
Washoe	72	8	4	5	9	5	1	3	6	3	1		117
White Pine	1			1									2
Out of State	24	7	4	3	3	1	1		1				44
<b>TOTAL</b>	<b>219</b>	<b>38</b>	<b>33</b>	<b>35</b>	<b>33</b>	<b>17</b>	<b>7</b>	<b>19</b>	<b>16</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>426</b>

◆ 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
- RN Refresher Course

### 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)
- RN Refresher Course

### Western Nevada Community College

2201 West College Parkway

Carson City, Nevada 89701

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

### Nevada State College (provisional approval)

1125 Dawson Avenue

Henderson, Nevada 89015

- Bachelor of Science in Nursing (BSN Degree)

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

### Dixie State College of Utah

#### Department of Health Sciences Nursing Program

225 South 700 East

St. George, Utah 84770

### Graceland College

1401 West Truman Road

Independence, Missouri 64050-3434

### Lassen Community College

P.O. Box 3000

Susanville, California 96130

### Mojave Community College

1971 Jagerson Avenue

Kingman, Arizona 86401

### Plumas and Sierra Counties ROP

P.O. Box P

Quincy, California 95971

### University of Phoenix

4615 E. Elwood Street

Phoenix, Arizona 85040

### 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	02/03	03/04
MSN - UNLV	3	6	4	6	8	12	6	11	5	3	7
MSN - UNR	7	5	9	16	14	10	8	14	8	9	14
BSN - UNLV	57	76	69	59	77	96	73	88	56	70	60
BSN - UNR	57	54	52	56	47	47	41	49	46	55	67
AAS - CCSN	67	71	76	76	87	93	82	76	82	89	103
AAS - GBC	20	24	24	14	28	14	13	14	17	15	13
AAS - TMCC	42	25	43	31	26	37	22	36	34	34	44
AAS - WNCC	25	32	30	31	25	28	22	20	29	25	30
LPN - CCSN	*	*	*	*	*	*	0	1	21	21	21
LPN - WNCC	*	*	*	*	*	17	11	19	19	16	0
<b>Total</b>	<b>278</b>	<b>293</b>	<b>307</b>	<b>289</b>	<b>312</b>	<b>356</b>	<b>278</b>	<b>328</b>	<b>317</b>	<b>316</b>	<b>359</b>

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

### National Council Licensure Examination first-time pass rates for \*CY03

School	No. Tested	No. Passed	Percentage
<b>Registered Nurses</b>			
Community College of Southern Nevada	78	69	88.5
Great Basin College	16	13	81.2
Truckee Meadows Community College	34	32	94.1
Western Nevada Community College	25	24	96.0
University of Nevada, Las Vegas	61	50	82.0
University of Nevada, Reno	50	38	76.0
Nevada Total	264	226	85.6
National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2003)			87.0
<b>Practical Nurses</b>			
Community College of Southern Nevada	21	21	100.0
Western Nevada Community College	7	7	100.0
Nevada Total	28	28	100.0
National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2003)			88.2

\*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 National Council Licensure Examination (NCLEX) from January 1, 2003 through December 31, 2003. 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, 2004**

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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

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

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

Evergreen at Pahrump  
4501 N.E. Blagg Road  
Pahrump, Nevada 89060  
775-751-6600

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

Grover C. Dils Medical Center  
P.O. Box 1010  
Caliente, Nevada 89008  
775-726-3171

Highland Manor of Mesquite  
272 Pioneer Boulevard  
Mesquite, Nevada 89027  
702-346-7666

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

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

Nevada Health Care Training  
& Education  
2404 Western Avenue C  
Las Vegas, Nevada 89102  
702-471-0529

Pahrump Valley High School  
501 East Calvada B1  
Pahrump, Nevada 89048

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

Silver Hills Health Care Center  
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  
Technical Center  
5710 Mountain Vista  
Las Vegas, Nevada 89120  
702-799-7510

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

White Pine County School District  
1800 Bobcat Drive  
Ely, Nevada 89301

**Certified Nursing Assistant  
test results for  
FY 03/04**

**Passed 83%**

**Written  
test results**

Passed	1,012
Failed	<u>214</u>
Total Tested	1,226

**Passed 79%**

**Manual  
test results**

Passed	980
Failed	<u>258</u>
Total Tested	1,238

# 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, voluntary surrender, or revocation of a license or certificate. The Board considers each case individually.

**FY03-04 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 alternative monitoring program that allows qualified, chemically dependent nurses and nursing assistants to re-enter the workforce in a paced sequence. It also monitors their recovery to ensure the safety of their patients.

The statistics below include all people who were on probation as of June 30, 2004.

Type of Probation	Number of Participants
Alternative (monitoring program)	26
RN Disciplinary Probation	47
LPN Disciplinary Probation	13
CNA Disciplinary Probation	21
	TOTAL
	107



# RN/LPN Discipline Statistics

**Complaint Statistics** The statistics below relate to the investigations (complaints) the Board opened during FY03/04. 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 FY03/04		
Type	Total	Percent of Total
Yes to screening question(s) on renewal application	109	22.7
Fraudulent application	120	25.0
Impairment	17	3.5
Practice beyond scope	13	2.7
Practice w/o license	35	7.3
Unprofessional conduct/other	70	14.5
Falsification of records	6	1.2
Patient abandonment	6	1.2
Abuse	14	2.9
Drug diversion	14	2.9
Medication errors	7	1.5
Negligence/incompetence	7	1.5
Failure to supervise	3	.6
Positive drug screen	21	4.4
Professional boundaries	5	1.0
Action in another state	4	.8
Unauthorized delegation	2	.4

Type	Total	Percent of Total
Fraud	13	2.7
Narcotic discrepancies	8	1.7
Failure to collaborate	7	1.5
<b>TOTAL</b>	<b>481</b>	<b>100</b>

Outcomes of investigations in FY03/04		
Outcome	Total	Percent of Total
Closed (after investigation)	229	60.0
Applications denied	45	11.8
Dismissed	4	1.0
Fined	18	4.7
Reprimanded	31	8.1
Placed on probation	22	5.8
Suspended	1	.3
Voluntarily surrendered license	20	5.2
Revoked	12	3.1
<b>TOTAL</b>	<b>382</b>	<b>100</b>

## RN/LPN Discipline Statistics (continued)

The 481 complaints opened in  
FY03/04 represent  
**2.08%**  
of the total RN/LPN population of  
**23,114**

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

FY 99/00	328
FY 00/01	335
FY 01/02	343
FY 02/03	413
FY 03/04	481

### Number of application screening questions\* answered with "yes" in FY03/04

**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	<b>57</b>
Renewal applications	<b>21</b>

**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	<b>188</b>
Renewal applications	<b>40</b>

**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	<b>0</b>
Renewal applications	<b>4</b>

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

Initial applications	<b>10</b>
Renewal applications	<b>13</b>

**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	<b>4</b>
Renewal applications	<b>31</b>

TOTAL **368**

\* *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 FY03/04. 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 FY03/04

Type	Total	Percent of Total
Yes to screening question(s) on renewal application	39	14.3
Fraudulent application	147	54.0
Impairment	2	2.7
Practice beyond scope	5	1.8
Practice w/o certificate	6	2.2
Unprofessional conduct/other	22	8.0
Patient abandonment	2	.7
Abuse	41	15.1
Drug diversion	1	.3
Negligence/incompetence	2	.7
Positive drug screen	4	1.5
Fraud	1	.7
<b>TOTAL</b>	<b>272</b>	<b>100</b>

The 272 complaints opened in FY03/04 represent

4.6% of the total CNA population of 5,918

## Outcomes of investigations in FY03/04

Outcome	Total	Percent of Total
Closed (after investigation)	116	60.1
Applications denied	36	18.7
Dismissed	3	1.6
Fined	0	0.0
Reprimanded	7	3.6
Placed on probation	6	3.1
Suspended	2	1.0
Voluntarily surrendered license	17	8.8
Revoked	6	3.1
<b>TOTAL</b>	<b>193</b>	<b>100</b>

## CNA Discipline Statistics (continued)

### Number of application screening questions\* answered with "yes" in FY03/04

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

FY 99/00 279

FY 00/01 316

FY 01/02 259

FY 02/03 281

FY 03/04 272

**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 31  
Renewal applications 3

**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 361  
Renewal applications 30

**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 7  
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 5  
Renewal applications 6

TOTAL 443

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



# Board Advisory Committees

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

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

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

## Advanced Practice Advisory Committee

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

The committee recommended, and the Board adopted, changes in regulation that eliminated the 1,000 hour practice requirement before master's-prepared APNs may apply for prescribing privileges.

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

**Liaison:** David Burgio, MSN, RN, APN

### Committee Members:

Amy Booth, MS, RN, APN (Reno)  
Tricia Brown, MSN, RN, APN (Reno)  
George Cox, MS, RN, CRNA (Las Vegas)  
Jeannette DiChiro, MSN, RN, APN (Las Vegas)  
Martha Drohobyczer, MSN, CNM (Las Vegas)  
Richard Null, MS, RN (Elko)  
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 FY03/04, the committee revised the CNA instructor/training program applications and the CNA renewal application. It also began revising the CNA Skills Guidelines.

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

**Liaison:** Dorothy Perkins, CNA

### Committee Members:

Caroline Case, RN (Medicaid) - Carson City  
Barbara Cavanagh, BSN, RN, CCM (BLC) - Carson City  
Linda Dammeyer, MS, RN (RN) - Las Vegas  
Virginia Enns, BSN, RN (Co-AARP) - Reno  
Tonya Evans-Poole, CNA (Co-CNA) - Las Vegas  
Margaret Hanson, RN (Co-AARP) - Boulder City  
Gilda Johnstone (Division of Aging Services) - Reno  
Vivencio C. Navarro, Jr., MSN, RN (RN-LTC) - Las Vegas  
Mercedes Parsons, LPN (LPN) - Sparks  
Larry Searles, RN (Home Health) - Las Vegas  
Terri Lynn Shoemaker, CNA (Co-CNA) - Las Vegas

## Board Advisory Committees (continued)

### 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 FY03/04, the committee evaluated 151 individuals.

**Chair:** Robert Buck, BSN, RN, Associate Director for Compliance

### Education Advisory Committee

The purpose of this committee is to advise and report to the Board on matters related to education and continuing education. The committee consists of representatives from nursing education, nursing associations, and employers.

The committee in FY03/04 recommended, and the Board adopted, regulations that helped ease the shortage of nursing program faculty. Instead of requiring all faculty members to hold masters degrees in nursing, regulation now requires at least 75 percent to have masters degrees with a major in nursing and the other 25 percent to hold a masters or graduate degree in a field related to nursing.

#### Committee Members:

Alice Adams, LPN (N. Las Vegas)  
Phyllis Erichsen, RNC, CCM (Reno)  
Susan O'Day, BS, RN, CPAN (Reno)  
Sandra Hotchkiss, RN (Las Vegas)  
Deborah Inskip, RN (Reno)  
Deborah E. Martz, RN (Las Vegas)  
Kariene Rimer, RN (Henderson)  
Judith Slaney, RN, LADAC (Las Vegas)  
Debra Toney, MS, RN (Las Vegas)

#### Active Conceptual: \*

Jan Brethauer, RN  
Roseann Colosimo, Ph.D., RN  
Mary Culbert, MS, RN  
Darlene Cunningham, MS, RN, CCRN  
John Malek, PhD, MSN, APN  
Chris Veach, MS, RN  
Judith Vogel, BSN, RN  
Rilo Weisner, MS, RN, C

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

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

**Liaison:** Mary Ann Lambert, MSN, RN

#### Committee Members:

Lisa Black, BSN, RN (Reno)  
Nancy Bridges, RN, CCM (Reno)  
Connie Carpenter, EdD, RN (Henderson)  
Margaret Covelli, BSN, MHA, RN (Henderson)  
Margaret Puccinelli, MSN, RN (Elko)  
Diane Sullivan, BSN, RN (Las Vegas)  
Elaine Young, MS, RN (Las Vegas)  
Rosemary Witt, PhD, RN (Las Vegas)

## 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 FY03/04, the committee recommended, and the Board adopted, changes in the LPN IV regulations and practice decisions regarding vein harvesting, sexual assault nurse examiners, and nurse consultants.

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

**Liaison:** Helen Vos, MS, RN

**Committee Members:**

Diane Allen, RN (Carson City)

Linda Charlebois, RN (Reno)

Terry Edmonson, RN (Las Vegas)

Nancy Harland, RN (Henderson)

Cheryl McKinney, RN (Las Vegas)

Martha McNabb, RN (Reno)

Kay Panelli, RN (Reno)

Sadie Tate-Crowder, RN (Reno)

Karen Winter, RN (Gardnerville)

## 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

### **Fred Olmstead, General Counsel**

Legal Counsel

### **Teri Troke, Administrative Assistant**

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

### **Mary Flannigan, Accountant/Technology Officer**

Budget, Accounting and Payroll  
Technology Support, Programming

### **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  
Advanced Practice Certification Program  
Advanced Practice Advisory Committee  
CNA Certification Program  
CNA Advisory Committee  
Education 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)

### **Crisandra Eastmond, 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 and Endorsement Applications  
Mailing List Requests

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

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

### **Kris Sanchez, Certification Clerk**

CNA Registry Maintenance  
CNA Certification and Renewals

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

### **Chris Sansom, RN, Associate Director for Practice**

Discipline Program  
Complaint Investigations  
Nursing Practice Questions

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

Complaint Investigations  
Nursing Practice Questions

### **Lark Muncy, RN, Investigator**

Complaint Investigations  
Nursing Practice Questions

### **Robin Patton, Management Assistant**

Assistant to the Associate Director for Practice  
Board Preparation for Discipline  
NURsys Data Entry

### **Sherrie Frederick, Receptionist**

Inquiries, Information and Referrals  
Licensure and Certification Applications  
Nursing Personnel Lists

### **Robert Buck, BSN, RN, Associate Director for Compliance**

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

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

Probation Monitoring  
DAC Scheduling  
Probation Case Review

### **Eve Tidwell, Management Assistant**

Assistant to the Associate Director  
Board Preparation for Compliance  
Yes Answer and Fraudulent Application Processing  
Reinstatement Application Processing  
DAC Scheduling

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Nevada State  
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