



Texas Board of Nursing Bulletin

The mission of the Texas Board of Nursing is to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a nurse in the State of Texas is competent to practice safely. The Board fulfills its mission through the regulation of the practice of nursing and the approval of nursing education programs. This mission, derived from the Nursing Practice Act, supersedes the interest of any individual, the nursing profession, or any special interest group.



Texas Board of Nursing: 1999-2009

This year marks the 100th Anniversary for the Texas Board of Nursing (BON). In this issue we will look at the last ten years of the Board's history and the many changes that have occurred in the last decade.

1999 - Nurse Licensure Compact Enacted in Texas by HB 1342; NPA Moved to Texas Occupations Code

The Nurse Licensure Compact was adopted with passage of House Bill 1342 making Texas one of the first states to begin the implementation of a system of multistate licensure for nurses. The Compact became effective January 1, 2000. With passage of House Bill 3155, the Nursing Practice Act (NPA) was rewritten and codified into the Occupations Code. Senate Bill 1340, regulating Certified Registered Nurse Anesthetists (CRNAs) administering anesthesia in outpatient settings, required creation of a registry and option for inspection of anesthesia equipment in outpatient settings.

2000 - 110,000 Nurses Eligible for Multistate Privilege; BON Customer Service Group Undergoes Cross-Training

The Nurse Licensure Compact, effective in January 2000, led to passage of new BON Rule 220 and required nurses to complete and notarize sworn declaration forms to be eligible for multistate privilege. By the end of FY 2000, 110,000 nurses had completed and returned the declaration forms to the Board. In response to increasing numbers of phone calls (254,000 in FY 2000), the BON created the Customer Service Group utilizing cross-training of Customer Service and Licensing staff to provide better responses to callers during peak times.

2001 - Nursing Shortage Measures Enacted by SB 572; Hepatitis C CE Requirement Added by HB 2650

Senate Bill 572 addressed the nursing shortage by establishing a program for the Texas Higher Education Coordinating Board (THECB) to award funds to nursing programs providing resources to enroll additional students, assure the retention of qualified faculty, including providing faculty salaries, and encourage innovation in the recruitment and retention of students. SB 572 also created the Nursing Workforce Data Center to study the nursing shortage but did not add provisions to fund the Center. A requirement for two hours of continuing education related to Hepatitis C to be obtained between 2002 and 2004 was added by HB 2650. Senate Bill 1166 amended the Medical Practice Act (MPA) to expand the types of sites that qualify for

prescriptive authority for advanced practice nurses. Language included prescribing at alternate sites and provisions for the Texas State Board of Medical Examiners to grant a waiver for the site and/or supervision requirements. The NPA was amended to indicate that the Board recognized national certifying bodies for Registered Nurse First Assistants (RNFAs) and recognized organizations that approve or accredit RNFA educational programs.

2003 - RN and LVN Boards Combined to Create a Single Board of Nursing by HB 1483; Criminal Background Checks for Nurse Graduates and Endorsees Enacted by HB 2208; Pilot Studies of Innovative Nursing Practice Applications & Continued Competence Authorized by SB 718; Bioterrorism CE Added; Prescriptive Authority for APNs Expanded to Include Schedule III-V Controlled Substances; Nursing Workforce Data Center Moved to SHCC and Funded by Renewal Fees

A single board of nursing and licensing act was created for RNs and LVNs following passage of HB 1483. The combined 13-member Board included members from both boards and the Board of Vocational Nurse Examiners was abolished in February, 2004. Texas joined 45 other states with combined boards of nursing. Nurses were licensed and regulated under the Nursing Practice Act. Safe Harbor Nursing Peer Review and all the other patient advocacy protections afforded RNs were extended to LVNs.

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History of the Board

The First Nurses in Texas:

Emma Allison - The First Registered Nurse Licensed in Texas

Emma Lucinda Allison was the First Registered Nurse licensed in Texas. She graduated from Fort Worth Medical College in 1909. Emma practiced nursing in Texas and Oklahoma. While in Texas, she worked as a public health nurse in Wichita Falls. She stopped practicing nursing after getting married but returned to working in nursing during World War II.



Frances McCoulskey - The First LVN Approved in Texas



Frances McCoulskey was approved on November 24, 1951 as the first LVN in Texas after completing training at the Shannon West Texas Memorial Hospital in San Angelo. She was appointed by Governor Allan Shivers to the Board of Vocational Nurse Examiners and served until September 1955.

Differentiated Entry Level Competencies (DELIC) Work Group Update

In July 2008, the Board issued a charge to the Advisory Committee on Education (ACE) to review and revise the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs (DELIC). The ACE committee voted to form a DELIC Work Group in October 2008. Thirteen representatives from vocational and professional nursing education, as well as nursing practice, comprise the Work Group.

Meetings took place on November 18, 2008, February 10, 2009, and, most recently, on March 30 and 31, 2009. The DELIC has been restructured and a fourth category, Patient Safety Advocate, was added to the following competencies: (1) Provider of Patient-Centered Care; (2) Member of the Health Care Team; and (3) Member of a Profession.

The Work Group is scheduled to meet May 27 - 29, 2009 at the William P. Hobby Building, Austin, Texas to complete the task of describing the knowledge and clinical behaviors appropriate to each nursing competency. The goal is to produce a new DELIC document for presentation to the Board at its regularly scheduled meeting in October 2009.



The Texas Board of Nursing

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Summary of Actions

A Regular meeting of the Board of Nursing was held January 22-23, 2009, in Austin. The following is a summary of Board actions taken during this meeting.



The following proposed rule changes appeared in the February 20, 2009, edition of the *Texas Register* (Volume 34, Number 8) with a comment period of 30 days:

The Texas Board of Nursing (Board) proposed amendments to §217.2, concerning Licensure by Examination for Graduates of Nursing Education Programs Within the United States, its Territories, or Possessions, and §217.4, concerning Requirements for Initial Licensure by Examination for Nurses Who Graduate from Nursing Education Programs Outside of United States' Jurisdiction. No comments were received to proposed amendments to §217.4 and one comment was received to §217.2(a)(4)(B) and the proposed rule, following consideration of the comment, was adopted without changes. Amended §217.2(a)(4)(B) and §217.4(a)(1)(B) will be published as adopted in the May 1, 2009, issue of the *Texas Register* effective May 14, 2009. Currently, §217.2(a)(4)(B) permits an applicant for vocational nurse licensure who has attended a (Texas-based) professional nursing education program to substitute completion of an acceptable level of a Board-approved professional nursing education program, as determined by the Board. Because students in professional education programs are prepared for the professional role and do not typically study the differentiation of professional versus vocational roles, this provision no longer has its intended effect. As such, the amendment to §217.2(a)(4)(B) eliminates this provision so that all licensed vocational nurse applicants must complete approved vocational education programs for initial licensure under §217.2.

The amendment to §217.4(a)(1)(B) allows certain nurses who have graduated from accredited nursing programs outside the United

States to apply to the Board for a six month accustomation permit. This six month accustomation permit allows a qualifying nurse to participate in nursing education courses and clinical experiences in Texas.

The Board proposed amendments to §220.2 and §220.3, concerning the Nurse Licensure Compact (Compact). The Texas Occupations Code, Chapter 304 provides compact administrators with the authority to develop uniform rules to facilitate and coordinate implementation of the Compact. No comments were received to proposed amendments to §220.2 and §220.3 and the Board published adopted amendments to §220.2 and §220.3 in the April 10, 2009, issue of the *Texas Register* with an effective date of April 14, 2009. The amendments to §220.2 and §220.3 were necessary in order to adopt certain policies of the member states of the Compact (party states). Adoption of these uniform rules resulted in more consistent implementation of the Compact among the party states. Specifically, amendments to §220.2 were necessary for consistency and clarity among party states regarding: (i) documentation that may be requested in order to prove a nurse's primary state of residence; (ii) the option of a nurse on a visa to declare his or her country of origin or the party state as his or her primary state of residence; (iii) issuing a single state license to a nurse who declares a foreign country his or her primary state of residence; and (iv) designating when a license issued by one party state authorizes practice in all other party states and when a license issued by one party state does not authorize practice in other party states.

The Board also proposed amendments to §223.1, concerning Fees. The amendments to §223.1(a)(8) are necessary to implement a new \$25 fee for the issuance of accustomation permits. The Board simultaneously proposed amendments to §217.4 (see paragraphs above) that permit certain nurses

who have graduated from accredited nursing programs outside the United States to apply to the Board for a six-month accustomation permit. The amendments to §217.4 require an applicant to submit an accompanying fee to the Board with each accustomation permit application. No comments were received to proposed amendments to §223.1 and the Board will publish adopted amendments to §223.1 in the May 8, 2009, issue of the *Texas Register* with an effective date of May 14, 2009.

In accordance with Texas Government Code §2001.039, the Texas Board of Nursing filed notice of intention to review and consider for re-adoption, re-adoption with amendments, or repeal: Chapter 214, Vocational Nurse Education, §§214.1 - 214.13; Chapter 215, Professional Nursing Education, §§215.1 - 215.13; and Chapter 222, Advanced Practice Nurses with Prescriptive Authority, §§222.1 - 222.12 of Title 22, Part 11 of the Texas Administrative Code. The rules of the Board of Nursing are continuously assessed to determine whether the reason(s) for originally adopting these chapters continues to exist. Each section of these chapters is continually re-evaluated to determine whether it is obsolete, reflects current legal and policy considerations, reflects current procedures and practices of the Board, and/or whether it is in compliance with Chapter 2001 of the Texas Government Code (The Administrative Procedure Act). No comments were received concerning review and consideration for re-adoption of Chapters 214, Chapter 215 and Chapter 222 of Title 22, Part 11 of the Texas Administrative Code and re-adoption of Chapters 214, Chapter 215 and Chapter 222 will be published in the May 1, 2009, edition of the *Texas Register*.

Nursing Education Actions - January 2009 Board Meeting

Continued Initial Approval Status and Accepted the Report of a Survey Visit and Issued Commendations, Recommendations, and Requirements - St. Michael's School of Nursing and Technology in Weslaco, Texas, VN Educational Program

Accepted the Report of a Survey Visit and Issued Commendations, Recommendations, and Requirements - Clarendon College in Clarendon, Texas, VN Educational Program

Accepted the Report of a Survey Visit - Texas Careers, Incorporated in San Antonio, Texas, VN Educational Program

Approved the Petition to Requesting Extension of a Faculty Waiver - Weatherford College in Weatherford, Texas, ADN Educational Program

Accepted the Status Report on the Innovative Professional Education Pilot Program and

Issued a Requirement - Victoria College in Victoria, Texas, ADN Educational Program

Approved a Proposal to Establish a New Nursing Educational Program, Granted Initial Approval Status and Issued a Commendation - Baptist Health System in San Antonio, Texas, ADN Educational Program

History of the Board - continued from pg 1

2003-2007

Use of the generic title “nurse” was restricted to use by RNs and LVNs and titles such as “nurse aide” and “nurse assistant” were limited to unlicensed personnel functioning under the delegated authority of an RN. HB 1483 also added the one-time requirement that RNs and LVNs take two hours of continuing education in bioterrorism. Dementia training requirements were added for nurses working in facilities providing care to dementia patients by House Bill 776. The BON began conducting criminal background checks on candidates for nurse licensure by examination and endorsement in 2003 following passage of House Bill 2208 which granted authority to conduct FBI criminal background checks as part of the licensing and licensing renewal process. Senate Bill 718 gave the BON authority to conduct pilot programs and evaluate systems designed to encourage identification of system errors.

Prescriptive authority for APNs was expanded by House Bill 1095 to include controlled substances, Schedules III-V. APNs were added to the standardized credentialing of providers.

2004 - A Single Board of Nursing Regulating RNs and LVNs Emerges; Criminal Background Checks Increase Number of Investigations

In July 2004, the Texas Board of Nursing met for the first time as a single board of nursing regulating licensed vocational nurses and registered nurses under 13 board members including nurse educators and consumer members. Board members appointed by the Governor to the new combined board included former members from the Board of Vocational Nurse Examiners (which ceased to exist in February 2004), the Board of Nurse Examiners and new appointees. The entire fourth floor of Tower Three of the William Hobby Building was now a single board of nursing. The number of staff employed by the Board increased from 55 employees to 81 employees. Staff from both boards worked together to draft new agency rules relating to all nurses, arrange offices, combine information technology resources,

and merge the day-to-day operations of the two former boards. The new combined board began conducting criminal background checks on LVN licensees by examination and endorsement.

2005 - Vocational Nurse Redefined and NLC Expiration Repealed by SB 1000, Criminal Investigations Unit Established by HB 1366; Retired Nurse License Status enacted by HB 2680; Nursing Faculty Incentives Enacted by SB 132

Senate Bill 1000 made several amendments to the NPA including: addition of a definition of “vocational nursing” to clarify the directed scope of practice and supervision requirements for LVNs; clarified that conduct exposing a patient to risk of harm requires reporting only when conduct creates an unnecessary risk; specified facilities’ mandatory reporting requirements with respect to temporary agency nurses; and made the Nurse Licensure Compact permanent.

House Bill 1366 established a criminal investigations unit within the BON to access National Crime Information Center (NCIC) data during investigations; added automatic revocation of nurse licenses for a variety of criminal offenses including certain felonies; permitted the BON to impose emergency restrictions on licensees; and permitted action based on deferred adjudication judgements in nurse criminal cases. House Bill 2680 reduced the licensure requirements for retired nurses whose practice is limited to volunteer charity work.

Senate Bill 132 directed the Higher Education Coordinating Board to conduct a study of retention rates in Texas nursing education programs and created financial incentives for nursing faculty including tuition reduction for children of faculty and preceptors and a home loan program. The practice environment of nursing was addressed through several bills. A Safe Patient Handling Law (SB 1525) was passed making Texas the first state in the nation to pass such legislation.

2006 - Agency Undergoes Sunset Review; Background Checks Included All Nurses Renewing Licenses; Volunteer Nurse Status Enacted by Agency Rule.

The Board of Nursing responded to Sunset Review, required for all agencies every twelve years, which included: preparation of a self-evaluation report, interviews with Sunset staff, gathering of feedback from constituent groups served by the Board and responding to additional information requests of the Sunset Commission. Following Sunset Review, recommendations were made to the agency and to the legislature.

In the January 2006 *Board of Nursing Bulletin*, it was announced that all nurses renewing their licenses were required to undergo criminal background checks. Twenty to thirty percent of nurses renewing their licenses each month were randomly selected to undergo the criminal background check process (Background checks for all nurses are expected to be completed by the year 2013). The Board enacted a new type of licensure status, Volunteer Retired Nurse, where a nurse 65 years of age or older, whose license is inactive, may perform voluntary charity care as a nurse providing that they obtain ten hours of continuing education credit every two years and pay a registration fee of \$10.00.

2007 - HB 2426 Carries Sunset Measures for Third BON Sunset Review; Jurisprudence Exam Requirement Added; Advanced Practice Registered Nurse Licensure Compact Enacted; and Nurse Continuing Education Requirements Focus on Type I CE

Following Sunset Review for the third time in the agency's history, the Board of Nursing responded to recommendations by the Sunset Commission and legislation drafted in response to Sunset Commission recommendations. The Board's Sunset Bill was House Bill 2426. The bill: (1) continued the Board for 10 years, (2) changed its name from the Board of Nurse Examiners (BNE) to the Texas Board of

History of the Board - continued from previous page

2007-2009

Nursing (BON), (3) reduced, but did not eliminate, the role that the BON has historically played in the regulation of nursing education, (4) changed the way impaired nurses involved in a practice violation are reported, (5) addressed BON's use of arrest and convictions in disciplining nurses, (6) set a jurisprudence exam requirement for new licensees, (7) adopted the APRN Multistate Licensure Compact for persons applying for a nursing license, and (8) gave the BON more flexibility in implementing targeted CE. Legislation (SB 993) initiated by the Texas Nurses Association made substantial changes to mandatory reporting and nursing peer review including: (1) simplifying definition of conduct subject to reporting, (2) requiring peer review committees to identify the extent to which external factors affected an incident when an employer reports a nurse, (3) authorizing greater sharing of information between nursing peer review and patient safety committees, and (4) clarifying the protections and remedies nurses have when advocating for patients. The nursing shortage was addressed for the fourth consecutive session with over \$20 million being appropriated to nursing education programs. The dedication to nursing of certain tobacco lawsuit settlement funds was extended until 2011. The BON was given authority to require that all 20 hours of CE for licensure renewal be Type 1 (SB 993).

2008 - The Nursing Jurisprudence Exam Goes Online; Paperless License Renewals Implemented in September; New Continuing Education Rules Implemented in November; Late Renewals Allowed Online

Board staff completed development of the Nursing Jurisprudence examination and the exam went online in the Fall of 2008. All nurses seeking Texas nurse licensure by exam or endorsement must pass the exam before obtaining licensure. Staff, in conjunction with the e-learning

company Enspire Learning, developed a prep course for takers of the Jurisprudence Exam. The Jurisprudence Exam requirement originated in the BON Sunset Bill (HB 2426). Printing of paper licenses for nurses renewing their licenses was discontinued September 1, 2008. Paper certificates are still printed for new nurse graduates and licensees by endorsement. Continuing education requirements changed for nurses in November when Type II continuing education was no longer accepted for license renewals. Nurses renewing their licenses one to ninety days late were allowed to renew online after July 1, 2008.

2009 - Board of Nursing celebrates 100 Year Anniversary with exhibit in William P. Hobby Building on History of Nursing in Texas

Visitors to the William P. Hobby Building, where the Board of Nursing is located, can view the numerous displays relating to the History of Nursing in Texas. Historical items are also on display in the Fourth Floor Office of the Texas Board of Nursing in Tower Three of the Hobby Building. The Hobby Building is located at 333 Guadalupe, Austin, Texas 78701. The lobby hours are 8:00 am to 5:00 pm.

BON Takes Steps to Improve Customer Service

The Texas Board of Nursing is taking steps to improve customer service. Recent high volumes of calls have prompted the hiring of two additional customer service representatives for the department. Many who have called in recently may have noticed longer wait times. This may be directly related to the time of year. Highest call volumes are typically recorded in the months of December and January, as well as May and June. There are many new graduates during these months, and calls to the board increase as these candidates for licensure inquire about their status. This year in January and February alone, customer service answered over 18,000 calls with various inquiries, as well as responded to an increasing number of Webmaster e-mails. Customer service representatives have clocked in nearly one thousand hours of "talk-time", actively speaking with someone on the phone, in the first two months of this year alone.

It is important to remember that the Board's website, www.bon.state.tx.us, is a wealth of information regarding licensure in Texas. From our website you can apply for renewal, check the status of your license, and also send inquiries to representatives, using e-mail. Many questions can be responded to by sending an e-mail to webmaster@bon.state.tx.us. Requests such as address changes can also be accepted through the Webmaster. Customer service representatives are available 8 a.m. to 5 p.m. Monday through Friday.

Did you know....

Did you know that approximately 10% of nurses may have a substance abuse or dependency issues at some point during their lives? Help a peer by becoming an advocate with the Texas Peer Assistance Program for Nurses. Contact TPAPN at tpapn@texasnurses.org or call 1-800-288-5528. RNs and LVNs are needed!

Reminder

Issuance of paper licenses upon renewal was discontinued September 1, 2008. Nurses may verify successful license renewal through the online renewal link on the BON web site at:

<http://www.bon.state.tx.us/olv/verification.html>

Nurses on Guard - Error Prevention and Management

Patient Involvement Enhances Patient Safety

By Anne Michel, RN, MSN

In 1999, the Institute of Medicine published *To Err is Human*, revealing that as many as 98,000 people in any given year die from medical errors in hospitals. The landmark report broke the silence in the United States surrounding medical errors and their consequences. The report launched a drive to create a culture of patient safety within the national healthcare community.

Partially in response to the report, The Joint Commission (TJC) initiated National Patient Safety Goals (NPSGs) in 2002. The goals were intended to help accredited organizations focus on patient safety. An expert panel updates the goals annually, utilizing a detailed review of the literature and feedback from practitioners. Panel members come from many different healthcare settings and are recognized as patient safety experts in their fields. The review process provides ongoing focus on pertinent safety issues and retirement of goals as appropriate. The 2009 updates to the Hospital National Patient Safety Goals will help health care professionals to:

- Identify patients correctly
- Improve staff communication
- Use medications safely
- Prevent health care acquired infection
- Reconcile patient medications
- Prevent patient falls
- Help patients become involved in their care (NPSG #13);
- Identify patient safety risks
- Watch patients closely for changes in their health, and respond quickly if they need help
- Prevent errors in surgery.

The remainder of this article will focus on the 13th NPSG. Goal 13 advocates encouraging patients' active involvement in their own care as a patient safety strategy.

What are examples of goal requirements and nursing's role in compliance?

Communication between caregivers and patients is central to ensuring patient safety. Patients or family members can provide necessary information to support the patient safety process. When patients are provided with information about their care, they can make informed choices and decisions. Goal 13 requirements apply to many different health care settings in which nurses are employed, such as ambulatory health care, behavioral health, critical access hospitals, disease-specific care, home care, hospitals, long-term care, and office-based surgery.

What are the elements of patient involvement?

- Patients and family are educated about ways to report concerns.
- Patients receive information about infection control processes for hand hygiene, respiratory hygiene and contact precautions as applicable for their care. Their understanding of this information is evaluated.
- A patient having a surgical procedure must be informed of measures taken by the facility to prevent adverse events.
- Patients and family members are encouraged to report safety concerns.

What role does nursing have in ensuring patient safety related to patient involvement?

Nurses' high level of interaction with patients and their role as patient educators provide multiple opportunities to open communication lines for safety concerns. It is important for all health care professionals to include the patients in decisions affecting their care as they are key members of the health care team and not just recipients of care. If a patient is

unable to participate, the family members should be included.

A shift in thinking is required for the healthcare team to see the patient as team *member* rather than care *target*. It's important to allow time for patients to ask questions. Assessing the patient's ability to participate in his/her care planning or his/her level of willingness to do so is an important nursing function. From this assessment, care plans are adopted throughout the patient's stay to meet identified needs, with ongoing re-assessment as the patient moves through levels of care.

Nurses also need to convey to patients their opportunity to voice concerns regarding their care within the health care facility or service. Mechanisms of reporting must be made available to them, including reporting concerns directly to TJC.

Where do I go for more information?

<http://www.jointcommission.org/>

<http://www.jointcommission.org/>

PatientSafety/

NationalPatientSafetyGoals/

In the July 2009 edition of the Bulletin, Ms. Michel will continue her discussion of the NPSGs by addressing the 2009 changes to the Universal Protocol designed to prevent errors in surgical settings.

Anne Michel, MSN, RN, holds a current role in Clinical Quality and Patient Safety with over ten years of nursing experience. Her background includes occupational health, cardiac nursing, and nursing performance improvement. Ms. Michel currently works as Patient Safety Project Management Consultant for the Seton Family of Hospitals in Austin, Texas. Her primary responsibilities include coordination of the Surgical Care Improvement Project (SCIP) and Universal Protocol initiatives across a multi-hospital system.

IMPOSTER WARNING

If you have any knowledge or information regarding the employment practices of the following individual(s), please contact the Board's Enforcement Division immediately at (512) 305-6838.

DANIEL VILLANUEVA

Daniel Villanueva was employed in marketing during March 2008 through December 2008 with two prosthetics and orthotics companies in San Antonio, Texas. When he was hired with the first company he told them he was an LVN and used LVN after his name on his business cards. Daniel Villanueva also misrepresented himself as an LVN when he visited a local nursing home. Mr. Villanueva distributed a business card which reflected LVN, DE after his name. Mr. Villanueva is not licensed to practice vocational nursing in the State of Texas.



JAMIE GAYLE SMITH (GEORGE)

Jamie Gayle Smith's (George) license to practice professional nursing in the State of Texas was revoked on November 10, 2003. Ms. Smith secured employment as an Inside Sales Representative with a medical device sales company in Allen, Texas, on March 28, 2005. Ms. Smith submitted a resume which misrepresented her as an RN and reflected work history as an RN from November 2003 through February 2005. From March 28, 2005 until January 2006, Ms. Smith signed RN after her name and used business cards that identified her as an RN. After being notified that Ms. Smith was not currently licensed, the company allowed her to keep her job but prohibited her from using the RN title. She was instructed to use BSN only after her name. Ms. Smith was terminated on April 24, 2008, after she continued to deceive the company.



PATRICIA N. BRITT

Patricia N. Britt's license to practice vocational nursing (LVN) in the State of Texas was revoked on March 20, 2007. Patricia N. Britt secured employment as a Registered Nurse (RN) with a medical group in Richardson, Texas, on January 14, 2008. During the interview Ms. Britt misrepresented herself as an RN. Her duties included patient care and she signed her name followed by RN in the patient medical records. Ms. Britt also wore a pin with her name followed by the initials RN. Ms. Britt was terminated on January 22, 2008 due to performance problems. The case was referred to the Collin County District Attorney's Office.



NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses. If you would like to receive additional information regarding the disciplinary action that has been imposed, please send your written request to the Texas Board of Nursing, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas, 78701-3944.

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Aaron, Deborah Kay	RN# 704843	License Revoked	December 9, 2008
Aaron, Genny L.	RN# 625120	Enforced Suspension	December 9, 2008
Abella, Jay O.	RN# 625478	Remedial Education & Fine	December 30, 2008
Abraham, Aleyamma T.	RN# 537002 & LVN# 79881	Reprimand with Stipulations	December 9, 2008
Acosta, Shannon D.	RN# 532506 & LVN# 82728	Limited License	March 10, 2009
Acosta, Venina Corazon Santos	RN# 705731	Warning with Stipulations	March 10, 2009

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Ahrlett, Jamie Sue	RN# 682780 & LVN# 148644	Remedial Education & Fine	February 27, 2009
Aiken, Simone Janice	RN# 570825 & LVN# 99824	Warning with Stipulations	December 9, 2008
Alvarez, Anthony	RN# 598142	Reprimand w/ Stipulations	February 10, 2009
Anderson, Cheryl Lynn	RN# 683552 & LVN# 164936	Remedial Education & Fine	March 11, 2009
Andrews, Roxanna Marie	LVN# 132544	Remedial Education & Fine	January 28, 2009
Andrews, Sandra Lucy	LVN# 131942	Remedial Education & Fine	December 17, 2008
Andrews, Shirley Ann	RN# 555740	Warning with Stipulations	December 9, 2008
Archie, Evelyn F.	LVN# 167111	License Revoked	December 9, 2008
Arledge, Margoletta LaShawn	LVN# 170111	Remedial Education	February 3, 2009
Atherton, Brenda L.	RN# 681295	License Revoked	February 10, 2009
Avant, Rita W.	LVN# 200814	Remedial Education	January 16, 2009
Avila, Sandra	LVN# 202339	Warning w/ Stipulations	February 10, 2009
Babineau, Lori Ann	LVN# 165665	Voluntary Surrender	January 22, 2009
Baca, Regina B.	RN# 666817	Voluntary Surrender	November 13, 2008
Baird, Peggy Norene	RN# 579072	Warning with Stipulations	January 22, 2009
Bagley, Joanne Helen	RN# 548994	Remedial Education	January 28, 2009
Baker, Robert Owen	RN# 528338	Voluntary Surrender	January 21, 2009
Baker, Stefanie Ann	LVN# 193157	Enforced Suspension	March 10, 2009
Balderas, Amber Marie	LVN# 203566	Voluntary Surrender	January 9, 2009
Baptiste, Keeonna Williams	RN# 733729	License Revoked	December 9, 2008
Barber, Connie Louise	RN# 616126	Voluntary Surrender	January 15, 2009
Bates, Donna Marie	RN# 673187	Remedial Education & Fine	February 18, 2009
Bean, Jamie Kay	LVN# 197209	License Revoked	December 9, 2008
Beauchamp, Stephanie Louise	LVN# 128057	Suspend/Probate	January 22, 2009
Beck, Marilyn Louise	LVN# 153418	License Revoked	December 9, 2008
Beckwith, Paige Leigh	RN# 618893	Voluntary Surrender	November 13, 2008
Beger, Enevelia V.	LVN# 176684	Warning with Stipulations	March 10, 2009
Bennett, Linda Sue	LVN# 98236	Remedial Education	January 27, 2009
Berringer, Louise Josephine	RN# 684571	Remedial Education & Fine	January 27, 2009
Binswanger, Cindaleen	RN# 693336	Reprimand with Stipulations	March 10, 2009
Block, Rhonda Gayle	LVN# 141831	Remedial Education	January 26, 2009
Blodgett, Kathleen Marie	LVN# 203193	Remedial Education	December 29, 2008
Blood, Teddy F.	LVN# 137239	Warning with Stipulations	March 10, 2009
Botello, Tabitha Xanat	RN# 727157	Warning with Stipulations	December 9, 2008
Bond, Anthony Paul	RN# 542659	License Revoked	March 10, 2009
Bradley, Donna Shaw	LVN# 201065	Remedial Education & Fine	December 16, 2008
Brady, Marjory Diane	RN# 666358	Remedial Education & Fine	February 17, 2009
Branch, Pattie June	LVN# 149986	Remedial Education & Fine	February 18, 2009
Brandon, Lisa Ann	RN# 535484	Enforced Suspension	February 10, 2009
Brawley, Easter Ann	RN# 551053	Remedial Education & Fine	January 26, 2009
Brink, Cynthia Grace	RN# 574335	Voluntary Surrender	February 19, 2009
Brinson-LaSalle, Heidi Minerva	LVN# 200047	Suspend/Probate	March 10, 2009
Browder, Renee L.	RN# 521923	License Revoked	December 9, 2008
Brown, Jessica Ann	RN# 571205	Warning with Stipulations	March 10, 2009
Browning, Sybert	LVN# 189163	Remedial Education	February 19, 2009
Burford, Julia Ann	LVN# 196187	License Revoked	March 10, 2009
Bustamante, Juan Antonio	RN# 722646 & LVN# 149241	License Revoked	March 10, 2009
Byrnes, Lorri Denise	RN# 600511	Reprimand with Stipulations	March 10, 2009
Cagle, Gerald Thomas	RN# 593892	Reprimand with Stipulations	March 10, 2009
Cambren, Sandra P.	RN# 447868	Voluntary Surrender	February 6, 2009
Campbell, Michelle	RN# 641185 & MSR CO# 186449	Remedial Education & Fine	January 9, 2009
Campbell, Shelley Deniese	RN# 562026	License Revoked	December 9, 2008
Canchola, Ramona Marie	LVN# 171946	License Revoked	February 10, 2009
Cantrell, Heidi Tompkins	RN# 606092	Remedial Education	January 20, 2009
Carpenter, Elizabeth Ann	RN# 457385	Remedial Education	December 19, 2008
Carr, Heather Marie	RN# 712492 & LVN# 170252	Warning with Stipulations	March 10, 2009
Carver, Cheryl Ann	LVN# 122549	Warning with Stipulations	December 9, 2008
Cary, Kelli Diane	LVN# 193566	Remedial Education & Fine	January 16, 2009
Cater, Sherrie	LVN# 110429	Suspend/Probate	February 10, 2009
Chambers, Laura Jean	RN# 581831	Suspend/Probate	December 9, 2008
Chandler, Lee Ann	LVN# 111512	Remedial Education & Fine	February 24, 2009
Chetty, Pamela L.	RN# 516350	Voluntary Surrender	December 1, 2008
Christman, Patricia A.	RN# 249709	License Revoked	March 10, 2009
Cisneros, Eduardo	LVN# 138324	Reprimand with Stipulations	February 10, 2009
Claridy, Dale Lynn	RN# 562118 & LVN# 95579	Warning with Stipulations	December 9, 2008

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Clark, Jana Lou	LVN# 159198	Remedial Education & Fine	February 5, 2009
Clements, Zoela	RN# 244197	Remedial Education & Fine	March 5, 2009
Coachman, Helen Joyce	LVN# 117266	Remedial Education	March 9, 2009
Coleman, Linda Ann	RN# 245444	Warning w/ Stipulations	February 10, 2009
Conner, Teresa Irene	RN# 691307	License Revoked	March 10, 2009
Corley, Kyle Rafe	RN# 636864	Warning with Stipulations	January 22, 2009
Cornelius, Deeetta	RN# 641734	Suspend/Probate	February 10, 2009
Crain, Marsha L.	RN# 509500	Remedial Education	February 17, 2009
Crawford, Cynthia A.	LVN# 82685	Voluntary Surrender	December 23, 2008
Crockett, Mary Anne	LVN# 119315	License Revoked	February 10, 2009
Cummings, Paula K.	RN# 617388	Remedial Education & Fine	January 22, 2009
Cumpian, Jenny Marie	LVN# 212612	Remedial Education	December 10, 2008
Daily, Kaneci Yolanda	LVN# 183401	Warning with Stipulations	March 10, 2009
Daniel, Pamela Elise	RN# 688451	Reprimand with Stipulations	March 10, 2009
Davis, Jacqueline P.	RN# 257558	Voluntary Surrender	February 25, 2009
Davis, Lisa Michelle	RN# 665455	License Revoked	February 10, 2009
Davis, Miki	RN# 647550 & LVN# 157938	Remedial Education	December 9, 2008
Davis, Rose Ella	LVN# 106912	Remedial Education	January 29, 2009
Davis, Vicki Irene	LVN# 90321	Warning with Stipulations	December 9, 2008
Davis, Virginia Elizabeth	LVN# 184275	License Revoked	March 10, 2009
Dean, Joy Arellano	RN# 728244	Warning with Stipulations	March 10, 2009
Debusk, Karen Faye	RN# 600759	Remedial Education & Fine	December 11, 2008
Delara, Maria Isela	RN# 632862	Remedial Education & Fine	February 27, 2009
Delarosa, April Dawn	LVN# 157817	Voluntary Surrender	February 27, 2009
Delgado, Juan Luis	LVN# 209736	Warning with Stipulations	March 10, 2009
Delgado, Magaly	RN# 516532	Remedial Education & Fine	March 6, 2009
Delota, Cecilia Foronda	RN# 645935	Warning with Stipulations	December 9, 2008
Denison (Neal), Sarah Abigail	RN# 746111 & LVN# 191745	Remedial Education	February 5, 2009
Dixon, Wanda Diane	LVN# 150931	Remedial Education & Fine	January 2, 2009
Dominguez, Melinda	LVN# 203498	Warning with Stipulations	January 22, 2009
Dreger, Kimberley J.	RN# 616168	License Revoked	February 10, 2009
Duncan, Angela Kay	LVN# 207366	License Revoked	February 10, 2009
Dunn, William David	RN# 650722	Remedial Education & Fine	November 17, 2008
Dyer, Melinda Gayle	RN# 249646	Remedial Education & Fine	January 6, 2009
Earnest, Raegan Elisabeth	LVN# 170046	License Revoked	February 10, 2009
Eddleman, Martha Jean	LVN# 40727	License Revoked	March 10, 2009
Edwards, Melinda Reine	RN# 676590	Voluntary Surrender	March 12, 2009
Efeso, Lilian Enanga	LVN# 214454	Remedial Education & Fine	December 10, 2008
Ellington, Natalie Gail	RN# 666873	Enforced Suspension	January 22, 2009
Epperley, Suzanne Leigh	RN# 692790	Remedial Education & Fine	January 16, 2009
Featherston, Marcy Jane	RN# 687927	Enforced Suspension	December 9, 2008
Fielder, Linda S.	LVN# 59988	Warning with Stipulations	March 10, 2009
Figueroa, Maria Elissa	LVN# 178989	Remedial Education & Fine	December 22, 2008
Fisk, Patricia Emma	LVN# 162614	License Revoked	March 10, 2009
Flinn, Matthew William	LVN# 136693	Remedial Education & Fine	January 29, 2009
Forgy, David Eugene	RN# 540246	Voluntary Surrender	November 21, 2008
Fougeron, Janice M.	RN# 240650	Voluntary Surrender	February 17, 2009
Francis, Lucy	RN# 656872	Remedial Education	February 27, 2009
Franklin, Ronn Dana	RN# 697698	Remedial Education & Fine	January 23, 2009
Freeman, Brenda Sue	LVN# 145073	Remedial Education & Fine	December 17, 2008
French, Liane Jacobson	RN# 645341	Remedial Education	January 13, 2009
Frigo, Deborah Kayleen	RN# 607519	Warning with Stipulations	January 22, 2009
Fugle, Juanita B.	RN# 555949 & LVN# 56871	Warning with Stipulations	February 10, 2009
Fullen, Dona Cain	RN# 642959	Enforced Suspension	January 22, 2009
Furgerson, Ryn Ann	LVN# 196979	Warning with Stipulations	December 9, 2008
Gaddis, Carla Ann	RN# 684364	Reprimand with Stipulations	December 9, 2008
Gallegos, Jose Alfredo	RN# 666540	Warning with Stipulations	January 22, 2009
Gallo, Joe	RN# 636470	Limited License	January 22, 2009
Garcia, Cindy	RN# 707380	Warning with Stipulations	February 10, 2009
Garrett, Dell L.	RN# 540308	Voluntary Surrender	December 8, 2008
Gartrell, Paula Jean	RN# 564977	Voluntary Surrender	December 8, 2008
Gaspar, Ismael	RN# 739830	Warning with Stipulations	February 10, 2009
Gatlin, Anita Herbst	LVN# 188972	Voluntary Surrender	January 28, 2009
Gilbert, Jamie Anna	LVN# 215472	Enforced Suspension	March 10, 2009
Gilchrist, Barbara Ellen	RN# 722587	Remedial Education	March 3, 2009

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Gillett, Joseph Holland	RN# 677597	Voluntary Surrender	February 5, 2009
Gilliland, Carol Lynn	LVN# 159700	Voluntary Surrender	February 19, 2009
Gonzales, Teresa Ana	RN# 690556	Reprimand with Stipulations	February 10, 2009
Gonzales, Zenida S.	LVN# 170214	Reprimand with Stipulations	December 9, 2008
Gonzalez, Belinda Odeth	RN# 672408 & LVN# 156463	Voluntary Surrender	March 13, 2009
Gonzalez Jr., Oscar	LVN# 150270	Warning with Stipulations	December 9, 2008
Gorman, Cindy Jane	RN# 606366	Reprimand with Stipulations	December 9, 2008
Gossett, Yolanda Sojo	RN# 671319	Remedial Education & Fine	March 10, 2009
Gray, Mark Richard	RN# 588998	Voluntary Surrender	February 19, 2009
Green, Beverly Jeanne	LVN# 140080	License Revoked	February 10, 2009
Green, Deina Lisa	RN# 685170	Remedial Education & Fine	February 5, 2009
Greer, Jenny Schmitt	RN# 250635	Voluntary Surrender	February 16, 2009
Greer, Lorenzo Lewis	RN# 700824 & LVN# 136739	Suspend/Probate	December 9, 2008
Griffin, Linda Faye	LVN# 80807	License Revoked	January 22, 2009
Gruhlke, Kenneth B.	LVN# 197909	License Revoked	December 9, 2008
Guerra, Lydia	LVN# 169714	Remedial Education & Fine	January 14, 2009
Hairell, Tammy Denise	LVN# 194057	Remedial Education & Fine	January 7, 2009
Hall, Susan Gail	RN# 604982	Remedial Education	March 5, 2009
Hand, Jennifer Nanette	RN# 604967	Reprimand with Stipulations	December 9, 2008
Hanratty, Carin Gale	RN# 460014	Suspend/Probate	January 22, 2009
Hargis, Elizabeth T.	LVN# 74091	License Revoked	February 10, 2009
Harris, Pamela Jeanne	RN# 527964	Warning with Stipulations	January 22, 2009
Harris, Susan Rea	RN# 687316 & LVN# 168780	Reprimand with Stipulations	March 10, 2009
Harris, Theresa C.	LVN# 72649	Voluntary Surrender	February 6, 2009
Harrison, Laura Carole	RN# 638884	Voluntary Surrender	March 11, 2009
Hartman, Kathryn Ann	RN# 567842 & LVN# 69628	Warning with Stipulations	March 10, 2009
Hathaway, Jason Michael	RN# 746816	Warning with Stipulations	January 22, 2009
Hawkins, Dianna Cill	LVN# 177909	Warning with Stipulations	February 10, 2009
Heasley, Kim Lynette	LVN# 193595	Remedial Education	January 27, 2009
Helms, Lea M.	RN# 625220	Remedial Education & Fine	February 3, 2009
Henderson, Barbara T.	LVN# 101234	Reprimand with Stipulations	February 10, 2009
Hendricks, Sharon Kay	LVN# 39083	Voluntary Surrender	December 16, 2008
Henry, Sherida L.	RN# 540489 & LVN# 62114	Reprimand with Stipulations	December 9, 2008
Henson, Lisa Kay	LVN# 133398	Remedial Education & Fine	March 10, 2009
Hernandez, Dawn Michelle	LVN# 185047	License Revoked	March 10, 2009
Hernandez II, Elias Ramirez	RN# 664536 & LVN# 171482	Remedial Education & Fine	February 20, 2009
Hernandez, Pablo	RN# 689364	Remedial Education	February 27, 2009
Hernandez, Richard Hernandez	RN# 608445	Remedial Education & Fine	February 5, 2009
Herring, Donna Lynn	LVN# 141576	Suspend/Probate	December 9, 2008
Hewitt, Amanda Deann	LVN# 167877	Warning with Stipulations	March 10, 2009
Hilliard, Elnora Delories	RN# 232683	Remedial Education & Fine	March 5, 2009
Hinze, Canelia White	RN# 540782 & LVN# 93060	Voluntary Surrender	January 7, 2009
Hodges, Brenda Rene	LVN# 137352	Enforced Suspension	January 22, 2009
Holcomb, Carol Ann	RN# 595162	Warning with Stipulations	March 10, 2009
Hollandsworth, Sharan Iona	RN# 598501	Warning with Stipulations	March 10, 2009
Holley, Deborah Ann	RN# 734814	Warning with Stipulations	March 10, 2009
Hollis, Vanessa Dawn	LVN# 163302	Suspend/Probate	January 22, 2009
Holt, Dawn Lynn	LVN# 185049	License Revoked	March 10, 2009
Hoskins, Susan Lea	LVN# 89301	License Revoked	March 10, 2009
Hoyle, Keri Winter	LVN# 167235	Warning with Stipulations	December 9, 2008
Huber, Laura Lynne	RN# 554746	Warning with Stipulations	February 10, 2009
Hughes, Holly Ann	RN# 674750 & LVN# 159323	License Revoked	February 10, 2009
Hunt, Laura Ann	RN# 527007 & LVN# 101045	Remedial Education	December 9, 2008
Hunter, Darlene Michelle	LVN# 170402	Remedial Education	February 27, 2009
Huston, Carolyn J.	RN# 526546	Suspend/Probate	January 22, 2009
Ingram, Francis Goss	LVN# 98609	Warning with Stipulations	March 10, 2009
Isidro Jr., Jorge Vicente	LVN# 176049	License Revoked	March 10, 2009
Jackson, Norma Denise	RN# 733560	License Revoked	February 10, 2009
Jacob, Thankam K.	RN# 681345	Warning with Stipulations	January 22, 2009
Jimenez, Trinidad S.	LVN# 49316	Warning with Stipulations	January 22, 2009
Johnson, Mary E.	RN# 242836	Reprimand with Stipulations	February 10, 2009
Johnson, Simone Yvette	LVN# 196749	Remedial Education & Fine	February 6, 2009
Johnson, Tammy Cheri	RN# 671531	Warning with Stipulations	March 10, 2009
Johnson, Yetynde T.	RN# 681253	License Revoked	March 10, 2009
Jones, Gloria D.	RN# 534100	Suspend/Probate	February 10, 2009

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Joseph, Rakhi Anto	RN# 726109 & LVN# 185136	Reprimand with Stipulations	January 22, 2009
Joslin, Mary Alice	RN# 610250 & LVN# 102095	Remedial Education	January 8, 2009
Jungman, Madeira Fern	LVN# 42009	License Revoked	February 10, 2009
Keene, Linda Renee	RN# 649311 & LVN# 163154	Remedial Education	January 20, 2009
Kenagy, Cheri Lynn	LVN# 73839	Warning with Stipulations	December 9, 2008
Kierce, Wayne Louis	RN# 595458	License Revoked	December 9, 2008
Kimmel, Tammy Lynn	LVN# 112949	Remedial Education & Fine	March 5, 2009
King, Cathleen Elizabeth	RN# 640678	Warning with Stipulations	March 10, 2009
King, Melinda Nicole	Multi-State License Privilege Associated w/ NM RN# R 59988	Warning with Stipulations	January 22, 2009
Kinslow Jr., Larry N.	LVN# 187967	License Revoked	February 10, 2009
Knudson, Deeanne	LVN# 169636	Remedial Education & Fine	November 18, 2008
Koepp, Tammy Germany	RN# 673736	Reprimand with Stipulations	December 9, 2008
Koonce, James Herbert	LVN# 132232	Remedial Education & Fine	January 22, 2009
Korman, Michael Blake	RN# 558203	License Revoked	February 10, 2009
Krehbiel, Seana Gayle	LVN# 178955	License Revoked	March 10, 2009
Lagmay, Manuel Rabot	RN# 465338	License Revoked	March 10, 2009
Lambert, Shelly Kay	RN# 629573	Remedial Education & Fine	March 17, 2009
Lawrence, Joy Jasperson	RN# 659140	Voluntary Surrender	November 25, 2008
Layton, Vicki	RN# 632136	Remedial Education & Fine	January 8, 2009
Leber, Lacinda Kay	LVN# 185991	License Revoked	February 10, 2009
Lee, Sharon Kay	LVN# 83236	Enforced Suspension	March 10, 2009
Legg, Kimberly Renee	RN# 664149	Remedial Education & Fine	February 24, 2009
Lever, Sarah Jane	RN# 530411	Enforced Suspension	March 10, 2009
Lewis, Leslie M.	LVN# 138502	Voluntary Surrender	December 16, 2008
Lewis, Nancy Gail	RN# 635666	Remedial Education	January 13, 2009
Lillich, Kimberly Kay	LVN# 145395	Remedial Education & Fine	February 19, 2009
Loggins, Teresa Lynn	LVN# 189102	Enforced Suspension	December 8, 2008
Logsdon, Patricia Ann	LVN# 71517	Remedial Education & Fine	November 24, 2008
London, Willie Jean	LVN# 105770	Reprimand with Stipulations	March 10, 2009
Longworth, Judith Carol	RN# 633826	Warning with Stipulations	January 22, 2009
Loomis, Rachel Marie	LVN# 152667	License Revoked	February 10, 2009
Lopez, Amanda Jean	RN# 738697	Warning with Stipulations	December 9, 2008
Losoya, Maria Guadalupe	LVN# 188052	Remedial Education & Fine	January 7, 2009
Loveland, Sunni Rhea	LVN# 199355	Voluntary Surrender	January 26, 2009
Low, A. Keana	LVN# 143274	Remedial Education & Fine	February 3, 2009
Luna, Sulema Amador	RN# 219038	Remedial Education & Fine	February 27, 2009
Mackay, Laura Ann	LVN# 190506	License Revoked	February 10, 2009
Maddox, Sandra Kay	LVN# 94531	Suspend/Probate	January 22, 2009
Mahon, Mark Edward	RN# 669485 & LVN# 140296	Warning with Stipulations	February 10, 2009
Manly, Gracie M.	RN# 530407	Warning with Stipulations	February 10, 2009
Marcum, Thessalanica Kay	RN# 705045 & LVN# 173996	Remedial Education & Fine	February 23, 2009
Marshall, Connie Chamblee	RN# 730240	Warning with Stipulations	March 10, 2009
Martin, Jennifer Deanne	LVN# 174195	Remedial Education	January 28, 2009
Martin, Kim Lee	RN# 688285 & LVN# 174682	Remedial Education	January 21, 2009
Martinez, Daniel Michael	LVN# 176824	Remedial Education & Fine	February 17, 2009
Martinez, Jorge Alberto	RN# 686783	Suspend/Probate	January 22, 2009
Mathew, Saramma	RN# 544596 & LVN# 96856	Suspend/Probate	December 9, 2008
Matthews, Ricardo J.	LVN# 199022	Remedial Education	December 9, 2008
Mattingly, Deborah J.	RN# 620525	Remedial Education	February 25, 2009
McCann, Sandra Kaye	LVN# 73644	Remedial Education & Fine	February 5, 2009
McClure, Carolyn	LVN# 64748	Voluntary Surrender	January 6, 2009
McKee, Tracy Michelle	RN# 644571	Remedial Education & Fine	February 6, 2009
Meeks, Glenn Keith	RN# 751981	License Revoked	March 10, 2009
Menefield, Minnie	LVN# 166732	Voluntary Surrender	November 24, 2008
Mercadal, Bonnie Woolen	LVN# 72830	License Revoked	February 10, 2009
Michna, Kristie Lee	RN# 712019	Warning with Stipulations	March 10, 2009
Mickler, Marsha R.	RN# 537614	Reprimand with Stipulations	March 10, 2009
Miles, Patricia Rose	LVN# 151648	Voluntary Surrender	November 26, 2008
Millard, Frances L.	LVN# 98767	Remedial Education & Fine	December 30, 2008
Miller, Deborah C.P.	RN# 231664	License Revoked	March 10, 2009
Miller, Dhanita Lashelle	RN# 680578	Warning with Stipulations	February 10, 2009
Miller, Thomas Lee	LVN# 198528	License Revoked	March 10, 2009
Minter, Estelle Virginia	LVN# 120020	Warning with Stipulations	March 10, 2009
Molina, Shawnee Marie	RN# 763376 & LVN# 156327	Warning with Stipulations	February 10, 2009

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Montes, Cheri Elizabeth	LVN# 203617	License Revoked	February 10, 2009
Montgomery, Lisa Dawn	LVN# 128458	Voluntary Surrender	November 19, 2008
Moore, Doris Faye	LVN# 156060	Warning with Stipulations	March 10, 2009
Morales, Israel R.	RN# 596065 & LVN# 93265	Remedial Education & Fine	December 30, 2008
Morales, Juan Arnulfo	LVN# 125410	License Revoked	January 23, 2009
Moran, Donna H.	LVN# 99126	Remedial Education & Fine	February 18, 2009
Morgan, Rebecca Kay	LVN# 46911	Warning with Stipulations	March 10, 2009
Morris, Gayle A.	LVN# 119607	Warning with Stipulations	January 22, 2009
Morse, Marla Marie	LVN# 187136	License Revoked	February 10, 2009
Mouchette, Yvonne Michelle	Multi-State License Privilege Associated w/ NM RN# R44376	Remedial Education	March 19, 2009
Moudachirou, Quinette Cyane Adams	RN# 664900	Warning with Stipulations	January 22, 2009
Murphy, Tracey Frazer	RN# 562566 & LVN# 126535	Voluntary Surrender	February 27, 2009
Murrell, Stacy Lynn	RN# 601677	Remedial Education & Fine	March 5, 2009
Myers, Lauren Kay	RN# 648693	License Revoked	December 9, 2008
Nance, Samantha Lynn	RN# 718969	Warning with Stipulations	December 9, 2008
Navarro, Dolores (Jones)	LVN# 130238	Suspend/Probate	March 10, 2009
Noble, Vivian A.	RN# 548134	License Revoked	December 9, 2008
Nordman, Vicki Ruth	LVN# 149167	Voluntary Surrender	November 19, 2008
Norton, Jeana Danette	LVN# 212257	Remedial Education & Fine	February 27, 2009
Nwogu, Florence Annie	RN# 666650 & LVN# 134084	Remedial Education	November 21, 2008
O'Keefe, Brenda Smith	RN# 613759	Enforced Suspension	March 10, 2009
Oakley, Windel	RN# 648969	Reprimand with Stipulations	January 22, 2009
Offor, Nkemjika Obi	RN# 699503	Remedial Education	January 22, 2009
Olesen, Carole Michelle	RN# 583838 & LVN# 114066	Enforced Suspension	December 9, 2008
Ortegon, Jose Arturo	LVN# 159380	License Revoked	March 10, 2009
Overturf, Debra Gaye	RN# 567980	Voluntary Surrender	January 26, 2009
Oxner, Monica Luray	RN# 666418	License Revoked	March 10, 2009
Oyemade, Adeleke Adonis	RN# 676455	Remedial Education & Fine	January 29, 2009
Padgett, Celeste Renee	RN# 708653	Voluntary Surrender	December 19, 2008
Page, Patricia Ann	LVN# 79003	Remedial Education	March 5, 2009
Palmer, Susan Marie	LVN# 99994	Voluntary Surrender	December 1, 2008
Parada, Diana	LVN# 178418	License Revoked	February 10, 2009
Parker, Stephen Floyd	RN# 596291	Remedial Education & Fine	January 21, 2009
Partridge, Donna Renee	RN# 646698	Warning with Stipulations	March 10, 2009
Patterson, Kristen Elise	RN# 706190	Warning with Stipulations	March 10, 2009
Peace, Tamra M.	LVN# 180289	Remedial Education & Fine	December 11, 2008
Pearl, Terri Suzanne	RN# 635800	Voluntary Surrender	December 15, 2008
Pena, Rogelia M.	LVN# 25359	Remedial Education & Fine	January 21, 2009
Pena, Yvonne	RN# 723544 & LVN# 154963	Warning with Stipulations	February 10, 2009
Perry, Cody Paul	LVN# 190907	Suspend/Probate	March 10, 2009
Phelps, Bonney Sue	RN# 568367 & LVN# 79853	Reprimand with Stipulations	February 10, 2009
Phillips, Christille Diane	Multi-State License Privilege Associated with SC PN# 32578	Privilege Revocation	March 10, 2009
Picard, Amy E.	RN# 669921	Voluntary Surrender	February 11, 2009
Pickens, Diana Goga	RN# 533369	Warning with Stipulations	December 9, 2008
Pina, Juan Angel	LVN# 166334	Remedial Education & Fine	November 24, 2008
Pittman, Jacqueline Joyce	RN# 548251	Voluntary Surrender	March 3, 2009
Pless, Bruce Alan	RN# 669098	License Revoked	February 10, 2009
Price, Cynthia Craven	LVN# 206620	License Revoked	February 10, 2009
Price, Lisa Diane	RN# 597950	License Revoked	February 10, 2009
Pruitt, Carolyn Joann	LVN# 70812	Remedial Education & Fine	November 24, 2008
Psencik, Shirley J.	LVN# 64176	License Revoked	February 10, 2009
Raburn, Lloyd Bruce	LVN# 158720	Voluntary Surrender	November 25, 2008
Ratliff, Gary Steven	RN# 628069	License Revoked	December 9, 2008
Reams, Julie Elizabeth	RN# 666675 & LVN# 166339	Remedial Education & Fine	March 6, 2009
Reed, Lamesha Davon	RN# 695960 & LVN# 162881	Warning with Stipulations	March 10, 2009
Reyes, Marta	RN# 638382	Remedial Education & Fine	November 18, 2008
Rhode, Tracie Lynn	RN# 696649	Enforced Suspension	January 23, 2009
Rhys III, Charles William	RN# 596556	License Revoked	February 10, 2009
Richardson, Kellie Jean	RN# 255329	Limited License	December 9, 2008
Richardson, Margaret Denell	LVN# 175901	Remedial Education	November 19, 2008
Richardson, Tonya Danette	LVN# 116534	Remedial Education	January 27, 2009
Ridling, Carolyn Jean	RN# 563932 & LVN# 73527	Remedial Education & Fine	January 5, 2009
Riley, Lee Ann	LVN# 129996	Suspend/Probate	January 22, 2009

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<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Robbins-Jordan, Debra	RN# 242323	Voluntary Surrender	February 25, 2009
Roberts, Comfort Delando	LVN# 194641	Warning with Stipulations	February 10, 2009
Roberts, Sondra Oropeza	RN# 747616	Warning with Stipulations	March 10, 2009
Robinson, Tammie Kay	LVN# 191321	Voluntary Surrender	February 17, 2009
Robles, Rubisela	LVN# 176361	Remedial Education & Fine	December 31, 2008
Robson, Deborah Lynn	RN# 575382	Warning with Stipulations	March 10, 2009
Rodriguez, Monica	LVN# 198456	Remedial Education & Fine	January 28, 2009
Rodriguez, Roy Anthony	LVN# 165834	Remedial Education & Fine	December 30, 2008
Roe, Audrey Walker	LVN# 121756	Suspend/Probate	December 9, 2008
Rolater, Jill Foote	RN# 246653	Voluntary Surrender	March 5, 2009
Romo, Sharonda Mytika	LVN# 200451	Remedial Education & Fine	January 22, 2009
Root, Cheryl Powers	RN# 605594	Suspend/Probate	December 9, 2008
Roth III, Robert Richard	RN# 695348	Reprimand with Stipulations	March 10, 2009
Royce, Mary Ellen	RN# 715854	Remedial Education	January 16, 2009
Rudisaile, Daren Gregory	RN# 603933	Voluntary Surrender	February 9, 2009
Ruhm, Rita A.	RN# 243318 & LVN# 32171	Remedial Education	January 21, 2009
Ruiz, Maria Delourdes	RN# 689800 & LVN# 171427	Remedial Education	January 23, 2009
Saenz, Kimberly Clark	LVN# 196238	Voluntary Surrender	January 12, 2009
Saleh, Ayoub Mirghani	RN# 575195	Enforced Suspension	January 22, 2009
Salinas, Antonio Humberto	RN# 589883	License Revoked	February 10, 2009
Sanchez, Holly Lynn	LVN# 195717	Remedial Education	December 3, 2008
Saunders, Huong Thien	RN# 650052	Remedial Education	February 24, 2009
Scott, Donna Louise	RN# 594458	Warning with Stipulations	March 10, 2009
Scott, Rhonda Sherrie	RN# 573562 & LVN# 105033	Voluntary Surrender	February 20, 2009
Scully (King), Kay Leigh	RN# 571115	Remedial Education & Fine	January 22, 2009
Sears, Larmie Frondoza	RN# 701948	Warning with Stipulations	March 10, 2009
Seegers, Margaret Ann	LVN# 83818	Voluntary Surrender	March 4, 2009
Shollenbarger, Tracie Dee	LVN# 170712	Remedial Education & Fine	January 26, 2009
Short, Laurie	RN# 647296	Remedial Education & Fine	January 8, 2009
Silversides, Jarice Anne	LVN# 150747	Remedial Education & Fine	January 7, 2009
Simmons, Lola Mae	RN# 578412 & LVN# 61581	Warning with Stipulations	March 10, 2009
Slack Jr., Webster David	RN# 747659	Warning with Stipulations	December 9, 2008
Smith, Chauntel Marie	RN# 757954	Warning with Stipulations	March 10, 2009
Smith, Debbie Lynn	LVN# 131257	Voluntary Surrender	November 21, 2008
Smith, Dianne Carol S.S.	RN# 232384	Remedial Education & Fine	March 5, 2009
Smith, Dwight Eugene	RN# 739850 & LVN# 154633	Enforced Suspension	March 10, 2009
Smith, Melissa Kay	LVN# 128269	License Revoked	February 10, 2009
Smith, Sarah Diane	RN# 609605	Warning with Stipulations	February 10, 2009
Smith, Sharon A.	LVN# 189775	Remedial Education & Fine	March 5, 2009
Solis, Jose Ruben	LVN# 178939	Remedial Education & Fine	January 12, 2009
Solis, Zahrina Daisy	LVN# 213361	Remedial Education & Fine	December 9, 2008
Spears, Stacie Denise	LVN# 184976	Reprimand with Stipulations	March 10, 2009
Spencer, Carin Marie	LVN# 175238	License Revoked	March 17, 2009
Spencer, Helen Carolyn	RN# 547870 & LVN# 36954	Remedial Education & Fine	December 9, 2008
Standiford, Jane Leigh	RN# 709028	Reprimand with Stipulations	February 2, 2009
Standish, Susan Kay	RN# 559870	Voluntary Surrender	January 15, 2009
Starnes, Kerri Denell	LVN# 150151	Voluntary Surrender	March 10, 2009
Steffen, Becky Lynn	RN# 586125	Suspend/Probate	January 22, 2009
Steffl, John M.	LVN# 208686	Remedial Education	February 4, 2009
Stinson, Carrie Colleen	RN# 744446	Remedial Education & Fine	December 9, 2008
St. John, Sandra Ellen	RN# 663985	Enforced Suspension	December 9, 2008
Stomps, Grace Elizabeth	RN# 662743	Remedial Education	February 4, 2009
Strickland, Linda Sue	RN# 250513	License Revoked	February 10, 2009
Stroud, Marian Louise	RN# 239987	Warning with Stipulations	December 9, 2008
Stuart, Pamela Louise	LVN# 166659	Remedial Education	January 28, 2009
Stutts, Kyle D.	RN# 726212	Remedial Education & Fine	March 16, 2009
Sullivan, Norma J.	RN# 425531	Suspend/Probate	February 10, 2009
Swartwood, Doreen Elizabeth	LVN# 137813	Remedial Education & Fine	January 27, 2009
Sweeden, Ginger Dianne	RN# 597133	Remedial Education & Fine	January 20, 2009
Taggart, Patricia Ann	RN# 555825 & LVN# 45209	Remedial Education & Fine	December 30, 2008
Taulton, Lavada Ruth	LVN# 65948	Voluntary Surrender	February 19, 2009
Taylor, Linda Noel	RN# 724258	License Revoked	February 10, 2009
Taylor, Maxine Renee	RN# 555844 & LVN# 103984	License Revoked	March 10, 2009
Taylor, Serena Kay	LVN# 40168	Warning with Stipulations	February 10, 2009
Theriot, Cynthia Vaden	RN# 735567 & LVN# 159750	Warning with Stipulations	January 22, 2009
		Remedial Education & Fine	February 4, 2009

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE NUMBER(S)</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Thomas, Allison Lashon	LVN# 137191	Remedial Education & Fine	February 3, 2009
Thomas, Emily L.	RN# 518292	Warning with Stipulations	December 9, 2008
Thomas, Regina Kay	RN# 664578	Remedial Education & Fine	February 2, 2009
Thomas, Roy Edward	LVN# 188449	Warning with Stipulations	March 10, 2009
Thompson, Darcy	Multi-State License Privilege Associated with VA RN# 1124088	Voluntary Surrender	January 14, 2009
Thorn, Angelia Y.	LVN# 81335	License Revoked	February 10, 2009
Tometi, Angela Ngozi	LVN# 207416	Remedial Education & Fine	December 11, 2008
Tomlinson, Peggy Ann	RN# 720058	License Revoked	December 9, 2008
Tomsic, Beverly Jean	RN# 742068	Warning with Stipulations	January 22, 2009
Torres, Samuel	RN# 679695	License Revoked	February 10, 2009
Trickett, Robert Michael	RN# 703367	Voluntary Surrender	January 27, 2009
Turford, Rosemarie Elizabeth	RN# 579618	License Revoked	March 10, 2009
Turner, Virginia Ann	RN# 510376 & LVN# 39562	Voluntary Surrender	March 13, 2009
Tyiska, Shanacia Katrice	LVN# 205398	Warning with Stipulations	March 10, 2009
Tyndall, Sarah Rebecca	RN# 689148	Remedial Education	January 22, 2009
Udeshi, Padma Pankaj	LVN# 114587	Remedial Education & Fine	February 24, 2009
Villa, Marianne	RN# 528582	Voluntary Surrender	January 30, 2009
Voges, Eddie	RN# 244238	Remedial Education & Fine	March 10, 2009
Voss, Johna Marie	LVN# 188693	Reprimand with Stipulations	February 10, 2009
Ward, Mark D.	RN# 605828	License Revoked	December 9, 2008
Webb, Edith Denice	RN# 578612 & LVN# 132897	Remedial Education & Fine	February 24, 2009
Wehrmann, Kristen Michelle	RN# 710931	Warning with Stipulations	December 9, 2008
Wheeler, Becky	RN# 642826	Warning with Stipulations	March 10, 2009
Whisenant, Jamie Lynden	LVN# 182625	Remedial Education & Fine	March 17, 2009
Whitehorn, Debbie Denese	LVN# 172993	Warning with Stipulations	December 9, 2008
Whitfield, Marjorie	LVN# 145704	License Revoked	February 10, 2009
Wilkins, Charles Britt	RN# 662286	Remedial Education & Fine	February 16, 2009
Williams, Debbie Kay	RN# 564729 & LVN# 57638	Remedial Education	January 20, 2009
Williams, Terrie Matula	LVN# 103988	Warning with Stipulations	March 10, 2009
Williford, Leir	RN# 658380	Remedial Education	January 14, 2009
Wills, Angela Dee	LVN# 185912	License Revoked	February 10, 2009
Wilson, Brandi D.	LVN# 169007	Voluntary Surrender	December 11, 2008
Wilson, Kimberly Marie	LVN# 180588	Remedial Education & Fine	February 4, 2009
Wingate, Amy Cheree	LVN# 172489	License Revoked	March 10, 2009
Wisdom, Shelly Lynn	LVN# 195435	Warning with Stipulations	December 9, 2008
Wiseman, Sherry I	LVN# 154699	Warning with Stipulations	December 9, 2008
Wolzen, Deadre Lynn	RN# 604422	Warning with Stipulations	December 9, 2008
Wood, Sonia Jane	RN# 735319	Remedial Education	January 28, 2009
Woods, Connie Jeannette	RN# 548859	Reprimand with Stipulations	December 9, 2008
Woods, Patricia Ann	LVN# 190869	Voluntary Surrender	February 10, 2009
Wright, Olivia T.	LVN# 205657	Voluntary Surrender	February 20, 2009
Wrinkle, Beverly J.	RN# 530033	Reprimand with Stipulations	January 22, 2009
Wythe Jr., Gerald T.	RN# 634232	Remedial Education & Fine	February 18, 2009
Young, Narva J Miles	RN# 230422 & LVN# 33839	Reprimand with Stipulations	March 10, 2009
Young, Tanji Devon	RN# 675869	Reprimand with Stipulations	December 9, 2008
Zaragoza, Sophia Yvette	LVN# 202433	License Revoked	March 10, 2009
Zuniga, Rebecca A.	RN# 509357	Warning with Stipulations	December 9, 2008

NOTICE CONCERNING SANDRA EBERE MADUBUIKE

Sandra Ebere Madubuike's name was published in the BON Bulletin in October 2006 under the Impostor Alerts. Ms. Madubuike successfully obtained a license to practice vocational nursing in the State of Texas, which is current and in good standing. Ms. Madubuike is currently pursuing licensure as a professional nurse in the State of Texas.

Did you know....

One of the most commonly asked nursing practice question is "Can I do _____, is it within my scope of practice?" The Board of Nursing has developed a tool to assist nurses with this decision. It is located on our website under "Nursing Practice", then under "Scope of Practice" and it is called the Six-Step Decision Making Model for Determining Nursing Scope of Practice.

Workshop Update

Texas Board of Nursing: Protecting Your Patients and Your Practice

The Texas Board of Nursing (BON) will be presenting six additional nursing jurisprudence and ethics workshops in 2009. The workshops, titled: *Texas Board of Nursing: Protecting Your Patients and Your Practice*, will be presented in the following locations:

- Houston Marriott Medical Center**
Houston – May 20 & 21
- Sheraton Arlington (formerly Wyndham Hotel)**
Arlington – June 9 & 10
- J.J. Pickle Research Center (Commons Building)**
Austin – August 19 & 20

Workshop brochures with registration forms are posted on the BON website at www.bon.state.tx.us under “*BON Meetings and Events*.” These workshops have been approved for 5.5 contact hours of continuing nursing education. Attendance at these workshops is not mandatory for licensure renewal. These workshops are presented for educational purposes and for obtaining continuing education credit only. This workshop offering meets agency disciplinary requirements for jurisprudence remedial education. For questions regarding the BON workshops, please call the Workshops Information line at (512) 305-6844 or e-mail inquiries to workshops@bon.state.tx.us.

Texas Board of Nursing Meeting Dates: 2009

- July 23-24**
- October 22-23**

- #### Eligibility and Disciplinary Committee Meetings
- May 12**
 - June 9**
 - August 18**
 - September 8**
 - November 10**
 - December 8**

**All meetings to be
held in Austin**

Did you know....

The majority of substance abusing nurses are never identified or intervened with? Help a peer by becoming an advocate with the Texas Peer Assistance Program for Nurses. Contact TPAPN at tpapn@texasnurses.org or call 1-800-288-5528. RNs and LVNs are needed!

MAIN NUMBER.....(512) 305-7400
FAX.....(512) 305-7401
 -- 24 Hour Access
 -- License Verification
 -- General Information

OPERATIONS

CUSTOMER SERVICE.....(512) 305-6809
 -- License Renewals
 -- Endorsement/Examination
 -- Continuing Education for LVNs & RNs

SALES OF LISTS.....(512) 305-6848
 -- Electronic Nurse Files
 -- Publications

NEWSLETTER INFO.....(512) 305-6842

WEB Address.....www.bon.state.tx.us
 -- Refer e-mail inquiries to:
webmaster@bon.state.tx.us

ENFORCEMENT.....(512) 305-6838
 -- Complaint and disciplinary action inquiries
 -- Violations of NPA and rules and regulations
 -- Monitoring of disciplined RNs and LVNs

PROFESSIONAL AND VOCATIONAL NURSING

ADVANCED PRACTICE.....(512) 305-6843
 -- APN application and
 Prescriptive Authority procedures

NURSING PRACTICE.....(512) 305-6802
 -- Nursing practice issues
 -- Legislation

Workshop Information.....(512) 305-6844
 -- Workshop e-mail inquiries: workshops@bon.state.tx.us

NURSING EDUCATION.....(512) 305-6816



The purpose of the Texas Board of Nursing Bulletin is to disseminate information to nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Texas Board of Nursing related to the safe and legal practice of nursing. The Texas Board of Nursing Bulletin provides information on current issues and trends in nursing regulation, status of nursing education programs, information regarding licensure and nursing practice, and disciplinary action taken against licensees who violate the Nursing Practice Act.

Texas Board of Nursing

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Office Hours and Location

The Office of the Texas Board of Nursing is located in The William P. Hobby Building, located at the corner of 4th and Guadalupe in downtown Austin. The mailing address is: 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays.

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Change of Address

Notification of change of address as required by Rule 217.7 can be by three different methods:

1. Mail to: Texas Board of Nursing, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944;
2. E-Mail to: webmaster@bon.state.tx.us; or
3. Fax to: Texas Board of Nursing (512) 305-7401.

Notifications must include:

1. RN or LVN License Number;
2. Social Security Number;
3. Old and New Address;
4. Your Name; and
5. Primary State of Residence