TEXAS BOARD OF NURSING BULLETIN

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January 2019

New Resource for Registered Nurse Delegation in the School Setting

During the open forum of the October 2017 quarterly Texas Board of Nursing (Board) Meeting, Laurie Combe, MN, RN, NCSN, President-elect of the National Association of School Nurses, presented a request to the Board to offer additional guidance and clarity for nurses practicing in school settings. Specifically, guidance was requested with interpreting the Board's rules related to delegation.

In response to this request, Board Staff collaborated with Anita Wheeler, MSN, RN, School Health Coordinator/School Nurse Consultant for the Texas Department of State Health Services School Health Program. Over the next several months, meetings were held to better understand the practice setting complexities and to develop a resource for registered nurse delegation decision making in the school setting. This resource is intended to offer guidance on four common scenarios that school nurses encounter related to delegation:

1. delegation of nursing tasks to unlicensed personnel for students with a stable and predictable condition;
2. delegation of nursing tasks to unlicensed personnel for students who develop an acute, unstable or unpredictable condition requiring emergent measures;
3. school registered nurse supervision of unlicensed personnel performing tasks delegated by other licensed health care providers; and
4. school registered nurse's role when tasks are assigned to unlicensed personnel by a school administrator.

Board Staff and Ms. Wheeler hosted a focus group meeting with school nurses representing the Texas School Nurses Organization in May 2018 to seek stakeholder input and review the draft delegation decision-making resource. The focus group's input and suggestions were incorporated into the draft. Following review by the Board's legal team, a final version was created and presented to the Board at the October 2018 Board meeting.

The final version of the **School Nurse Delegation Resource** can be accessed from the Board's website (**www.bon.texas.gov**) by selecting *Practice*, then selecting *Delegation Resource Packet*, then opening the PDF entitled *School Nurse Delegation*.

Bulletin Readers Invited to Comment on BON Newsletter, Website, and Customer Service

The Texas Board of Nursing (BON) seeks stakeholder feedback about communication and interaction with the BON. The BON website, www.bon.texas.gov, now includes a *Customer Service Survey* where the public may provide feedback concerning: the *Texas Board of Nursing Bulletin*; the BON website; the BON Facebook page; webmaster inquiries; and interactions with customer service personnel.

The direct link to the survey is: **www.surveymonkey.com/r/93QWXLS**

A link to the survey will also be posted on the BON website from January 1, 2019 until May 31, 2019. Individuals who are unable to access the BON website and wish to obtain a copy of the survey form by mail may contact the BON by telephone at (512) 305-6842. Data collected through the survey will be used for the *Customer Service Report* to be included in the agency's Strategic Plan for 2021-2025. Survey data received will also be summarized and presented at the July 2019 quarterly BON meeting and published in the October 2019 *Bulletin*. For further information regarding the survey, contact Bruce Holter at (512) 305-6842.

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Care for the Caregiver: Helping Nurses Before, During and After Disaster Situations

By: Kanaka Sathasivan, MPH, Texas Nurses Association

Whether it is flooding, a tornado or a hurricane, disasters do not stop nurses from working and dealing with the challenges of providing care in compromised environments. In addition, as residents of the area, nurses are equally concerned about the safety of their own families.

"Many of the nurses who responded during the 2017 hurricanes were distraught, if not traumatized," says Danita Alfred, PhD, RN, professor at University of Texas at Tyler and an expert in disaster management. "I listened to their stories and wanted nurses to have resources to help them respond to and recover from events like these."

For just these situations, the Texas Nurses Association and Texas Organization of Nurse Executives, with support from Johnson & Johnson, developed the *Care for the Caregiver* online toolkit with Alfred and three other experts with disaster experience: Cameron Brown, BSSW, MDiv, DMin; Jane Le Vieux, PhD, RN-BC, LPC-S, NHDP-BC; and Paula Stangeland, PhD, RN, CRRN, NE-BC.

The website contains links to guides from the Red Cross and evaluation tools. Several videos cover preparing for disasters, working during disasters, and recovering after disasters; and infographics offer quick references for stressful situations.

Nurses are often compelled by their duty to care for others and can experience mental and physical fatigue, moral distress, compassion fatigue and Post Traumatic Stress Disorder. "Your own reactions to the situation play a role in decreasing heightened emotional responses that may affect patient care. Your team, patients and families are looking to you to help them," Le Vieux says.

To best care for patients, nurses must care for themselves. First, know your family and loved ones are safe. Develop emergency kits, pack "go bags," and plan for potential disaster situations ahead of time. Second, learn to understand your personal capabilities, the situation, and the work environment.

Visit www.texasnurses.org/c4c to watch videos, download resources, and get information on preparedness, resiliency, self-care, and more.

Texas Board of Nursing Meeting Schedule

2019 Board Meeting Dates

January 24-25 April 25-26
July 25-26 October 24-25

2019 Eligibility and Disciplinary Committee Meeting Dates

February 12 March 12
May 14 June 11
August 13 September 10
November 12 December 10

All Board and Eligibility & Disciplinary Committee Meetings will be held in Austin at the William P. Hobby Building located at 333 Guadalupe, Austin, Texas, 78701.

The Texas Board of Nursing

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Summary of Actions

A regular meeting of the Board of Nursing was held October 25-26 2018, in Austin.
The following is a summary of Board actions taken during this meeting.

In the October 26, 2018, edition of the *Texas Register*:

The Texas Board of Nursing (Board) adopted amendments to §211.9, relating to *General Considerations*. During the 84th Legislative Session, Senate Bill (SB) 20 was enacted by the Texas Legislature and amended Chapter 2261 of the Texas Government Code. Among other things, SB 20 requires each state agency, by rule, to establish a procedure to identify each contract that requires enhanced contract or performance monitoring and submit information to the agency's governing body. The adopted amendments are necessary to implement these statutory requirements. Effective date: October 31, 2018.

In the November 9, 2018, edition of the *Texas Register*:

The Board adopted amendments to §222.8, relating to *Authority to Order and Prescribe Controlled Substances*, and §222.10, relating to *Enforcement*. The adopted rule implements the statutory requirements of House Bill (HB) 2561 and provides guidance to Board regulated practitioners who prescribe controlled substances. First, as required by the bill, the adopted rule requires Advanced Practice Registered Nurses (APRNs) to access and review the Prescription Monitoring Program (PMP) prior to prescribing opioids, benzodiazepines, barbiturates, or carisoprodol. The adopted rule also requires APRNs to document their review of the PMP and their rational for prescribing the medication in the patient's medical record. For further information, see the November 9, 2018, issue of the *Texas Register*. Effective date: September 1, 2019.

In the November 16, 2018, edition of the *Texas Register*:

The Board adopted amendments to §217.13, relating to *Peer Assistance Program*. The amendments are necessary for compliance with the requirements of HB 2950, effective September 1, 2017. HB 2950 amended the Occupations Code §301.257 to provide an opportunity for individuals to have their required participation in the Board's contracted peer assistance program re-evaluated at the time of their initial licensure. Among other things, the bill requires the Board to develop a process to determine, at the time of initial licensure, whether an individual should be required to participate in the Board's contracted peer assistance program. In making its determination, the Board is required to review the individual's criminal history record information, and, if applicable, determine whether participation in the program is warranted based upon the time that has elapsed since the individual's conviction or end of community supervision. Further, the Board must re-evaluate or require the contractor administering the Board's peer assistance program to re-evaluate the treatment plan or the time the individual is required to participate in the peer assistance program based on the person's individualized needs. Finally, the bill requires the Board, if appropriate, and if satisfied that the individual has achieved a satisfactory period of treatment or documented sobriety, as defined by Board rules, to authorize a waiver of peer assistance program completion if the individual's continued participation in the peer assistance program is not necessary. The amendments are necessary to implement these statutory requirements. Effective date: November 18, 2018.

In the November 30, 2018, edition of the *Texas Register*:

The Board adopted amendments to §§216.1 - 216.11, relating to *Continuing Competency*. The amendments are adopted with editorial and formatting changes to the proposed text published in the October 12, 2018, issue of the Texas Register (43 TexReg 6737). Effective date: December 5, 2018.

In the December 7, 2018, edition of the *Texas Register*:

The Board adopted amendments to §§219.1 - 219.7, 219.9 - 219.12, relating to *Advanced Practice Registered Nurse Education*. Chapter 219 addresses advanced practice registered nurse (APRN) education in Texas. Specifically, Chapter 219 applies to APRN programs that have yet to receive approval or accreditation by a national APRN educational accrediting body. Because only graduates of an accredited program are eligible for APRN licensure upon graduation, Chapter 219 provides an avenue for graduates of APRN programs awaiting full approval or accreditation to become licensed in the intervening time period. The majority of the changes to the chapter are non-substantive, editorial changes that are necessary to remove outdated references, correct grammatical errors, and make conforming changes to the rule text for consistency with other Board rules. Effective date: December 9, 2018

Nursing Education Actions - October 2018 Board Meeting

Reviewed Reports on:

Status Report on New Nursing Education Programs and Currently Active and Potential Proposals,

Status Report on Programs with Sanctions,

Report on Communication Activities with Nursing Education Programs, and

An Analysis of Eight Self-Study Reports - Professional Nursing Education Programs - 2017 NCLEX-RN Examnation Pass Rates.

Approved Reports of Survey Visits:

Clarendon College Associate Degree Nursing (ADN) Education Program in Pampa,

Clarendon College Vocational Nursing (VN) Education Program in Pampa,

Howard College ADN and VN Education Programs in San Angelo,

McLennan Community College ADN Education Program in Waco, and

The College of Health Care Professions ADN Education Program in Houston.

Approved Change in Approval Status from Conditional to Full Approval:

El Centro College ADN Education Program in Dallas.

Accepted Notification of Program Closure:

Fortis College VN Education Program in Grand Prairie.

Report of Approval of a New Baccalaureate Degree Nursing Education Program in a Public Junior College:

Grayson College in Denison.

Approved Proposal to Establish a New Nursing Education Program:

The College of Health Care Professions VN Education Program in Houston, and

Rio Grande Valley College ADN Education Program in Pharr.

Nurses and Cosmetic Procedures:
Registered Nurses

The Board frequently receives questions about whether cosmetic procedures are within the scope of practice for a registered nurse (RN). Because each nurse has a different background, knowledge, and level of competence, the Board does not have an all-purpose list of tasks that every nurse can or cannot perform, and it is up to each individual nurse to use sound judgment when deciding whether or not to perform any particular procedure or act.

However, the following resources are intended to provide you guidance in determining if cosmetic procedures are within your scope of practice.

What is the RN scope of practice specific cosmetic procedures?

Registered nursing, also known as professional nursing, is the performance of an act that requires substantial specialized judgment and skill, the proper performance of which is based on knowledge and application of the principles of biological, physical, and social science as acquired by a completed course in an approved school of professional nursing. The term does not include acts of medical diagnosis or the prescription of therapeutic or corrective measures.

Professional nursing involves:

A. the observation, assessment, intervention, evaluation, rehabilitation, care and counsel, or health teachings of a person who is ill, injured, infirm, or experiencing a change in normal health processes;

B. the maintenance of health or prevention of illness;

C. the administration of a medication or treatment as ordered by a physician, podiatrist, or dentist;

D. the supervision or teaching of nursing;

E. the administration, supervision, and evaluation of nursing practices, policies, and procedures;

F. the requesting, receiving, signing for, and distribution of prescription drug samples to patients at practices at which an advanced practice registered nurse is authorized to sign prescription drug orders as provided by Subchapter B, Chapter 157;

G. the performance of an act delegated by a physician under Tex. Occ. Code §§157.0512, 157.054, 157.058, or 157.059; and

H. the development of the nursing care plan [Tex. Occ. Code §**301.002**(2)].

Professional nursing requires the tasks/procedures/acts being performed be within the scope of the RN's practice and appropriate orders be in place. While the Nursing Practice Act (NPA) and board rules do not specifically address cosmetic procedures, when appropriately ordered for a specific client by a provider who is authorized to prescribe such treatments, each RN would need to individually determine whether or not that specific act is within his/her scope of practice. Each RN would need to individually apply the Board's ***Six-Step Decision-Making Model for Determining Nursing Scope of Practice***, a step-by-step tool designed to assist a nurse in determining whether a task/procedure/act is within his/her scope of practice. Note that two RNs could both utilize the Six-Step Model and come to differing answers of whether or not the same given task/procedure/act is within their respective scopes of practice because each nurse has his/her own individual knowledge, experience, training, etc.

Below are some examples of what you should consider when evaluating whether a cosmetic procedure is within your scope of practice:

1. Whether you have the necessary educational preparation and knowledge to perform the task safely.
    a. Was the procedure taught to you as a part of your formal educational curriculum in a school of professional nursing?
    b. Do you know what complications and/or untoward effects may result from the task or procedure?
    c. Does the task or procedure require a higher level of licensure or a different level of authorization?
2. Whether you have the competency and skill to safely perform the task or procedure.
    a. Have you obtained additional training or continuing education specific to the cosmetic procedure?
        i. Keep in mind that continuing education and on-the-job training may expand competency at the current level of licensure but CANNOT qualify a RN to perform the same level of care as an APRN.
    b. In the event of complications and/or untoward effects, are you able to respond appropriately?
3. Whether there is an appropriate order from a provider authorized to prescribe such treatments.
    a. For administration of drugs, such as Botox, does the order contain all pertinent information, such as dose, strength, route, etc.?
    b. Do you have a standing delegation order, if applicable?
4. Whether there is appropriate medical supervision available.
    a. Is the ordering provider on-site?

An RN should not perform a cosmetic procedure if the RN lacks the necessary educational preparation, knowl-

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edge, competency, or skill to safely perform the procedure; lacks an order for the procedure; or lacks appropriate supervision.

To further assist you in evaluating whether a cosmetic procedure is within your scope of practice, Board Staff recommend review of several resources available on the Texas BON website. These resources include:

- **Tex. Admin. Code §217.11** (*Standards of Nursing Practice*) outlines the minimum standards of nursing care at all licensure levels [Licensed Vocational Nurse (LVN), RN, Advanced Practice Registered Nurse (APRN)]. Specific subsections of this rule can be directly applied to this situation and should be considered. All nurses must:
  - ✓ (1)(A)- know and conform to the Texas NPA and the board's rules and regulations as well as all federal, state, or local laws, rules or regulations affecting the nurse's current area of nursing practice;
  - ✓ (1)(B)- implement measures to promote a safe environment for clients and others;
  - ✓ (1)(C)- know the rationale for and the effects of medications and treatments and correctly administer the same;
  - ✓ (1)(G)- obtain instruction and supervision as necessary when implementing nursing procedures or practices;
  - ✓ (1)(H)- make a reasonable effort to obtain orientation/training for competency when encountering new equipment and technology or unfamiliar care situations;
  - ✓ (1)(M)- institute appropriate nursing interventions that might be required to stabilize a client's condition and/or prevent complications;
  - ✓ (1)(O)- implement measures to prevent exposure to infectious pathogens and communicable conditions;
  - ✓ (1)(R)- be responsible for one's own continuing competence in nursing practice and individual professional growth; and
    - ✓ (1)(T)- accept only those nursing assignments that take into consideration client safety and that are commensurate with the nurse's educational preparation, experience, knowledge, and physical and emotional ability.
- **Position Statement 15.9** (*Performance of Laser Therapy by RNs or LVNs*)
- **Position Statement 15.23** (*The Use of Complementary Modalities by the LVN or RN*)
- **Position Statement 15.11** (*Delegated Medical Acts*) - specifically addresses the nurse's role with delegated medical acts. Board Staff recommend caution when performing a delegated medical act, as delegated medical acts do not diminish the responsibility of the nurse in any way to adhere to the Board's *Standards of Nursing Practice*, Tex. Admin. Code §217.11. Nurses function under their own licenses and assume responsibility and accountability for quality, safe care in accordance with all applicable laws/rules/regulations; nurses do not practice under a physician's license.
- **Position Statement 15.14** (*Duty of a Nurse in any Practice Setting*) - discusses a landmark court case which demonstrates how every nurse has a duty to promote patient safety and that duty to a patient supersedes any physician order or facility policy.
- **Position Statement 15.10** (*Continuing Education: Limitations for Expanding Scope of Practice*) - clarifies that expansion of an individual nurse's scope of practice has licensure-related limitations and that informal continuing nursing education or on-the job training cannot be substituted for formal education leading to the next level of practice/licensure or authorization.

Board Staff also recommend review of the **Texas Medical Board Rule 193.17**, entitled Nonsurgical Medical Cosmetic Procedures, that addresses the rules related to physician delegation of nonsurgical medical cosmetic procedures. In addition, depending on the range of services you plan to provide, there may be specific licensure requirements including, but not limited to, **Cosmetology Licensing**. Having a nursing license authorizes you to practice nursing within your licensure level and scope of practice but not to do other things that require separate licensure/certification. You can find additional **regulations related to cosmetologists/practicing cosmetology** from the agency that regulates cosmetologists, the **Texas Department of Licensing and Regulation**. Additionally, there may be applicable guidance related to the practice setting; e.g., a private physician office might have specialty specific guidelines from the **American Board of Medical Specialties**. Beyond following all applicable laws, rules, and regulations regarding the acts/tasks and the setting, the nurse would need to practice consistently with the employer's policies, assuming these policies promote patient safety (refer back to Position Statement 15.14 if necessary).

If a license is obtained via another agency or regulatory body to perform duties and tasks in another setting, for example a medical spa, the Board considers persons who hold nursing licensure accountable for acts within the practice of nursing even if these acts are performed 'off duty' or in another setting [**Tex. Occ. Code §301.004(a)(5)**]. One example of this may be performing a lower leg wax for a client who has diabetes and peripheral neuropathy; this client may not be able to feel if the wax is too hot and there may be associated burns and a poor outcome. In this example, you would be held responsible for applying your nursing knowledge and judgment with this particular client. There is also a *Frequently Asked Question* which relates to this discussion (**Practice of Nursing**). Position Statement 15.15 (**Board's Jurisdiction Over a Nurse's Practice in Any Role and Use of the Nursing Title**) reiterates that any licensed nurse in Texas is responsible to and accountable to adhere to both the

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New TPAPN Individualized Participation Guidelines

By: Roy Muyinza, Communications Specialist, Texas Nurses Association

The Texas Peer Assistance Program for Nurses (TPAPN) was established in 1987 and has helped thousands of nurses with substance use and mental health conditions in recovery. Board of Nursing (BON) Sunset recommendations directed the BON and TPAPN to adjust the program to be more responsive to the individual needs of participants.

TPAPN has a newly defined mission centering on both helping nurses and safeguarding patients. TPAPN safeguards patients by providing early identification, support, monitoring, accountability, and advocacy to Texas nurses (APRNs, RNs, and LVNs) who have an identified substance use or mental health condition or related incident, so that the individual may return to safe nursing practice.

The TPAPN program is taking a new approach. Under the new model, nurses obtain an evaluation and proposed participation requirements before they enroll in the TPAPN program. This process enables nurses to fully understand what they are agreeing to prior to enrollment into the TPAPN program. The evaluation is a comprehensive evaluation by a qualified psychiatrist or psychologist who provides information on the person's diagnosis and severity, remission status, and individual needs. This information, together with license type and situational factors, enables TPAPN to individualize the appropriate level of program requirements (e.g., monitoring, social support, practice restrictions, etc.) within the flexible program framework. Furthermore, these approaches reflect the current evidence and best practices related to recovery of licensed professionals in safety-sensitive roles, such as nursing.

The new program also includes a revised role for volunteer nurse advocates. In line with evidence showing the pivotal role of peer support in recovery, volunteers now serve in a social peer support role rather than an oversight role. TPAPN partnered with Substance Abuse and Mental Health Services Administration and the Center for Social Innovation to offer evidence-based training to peer advocates as they transition to a support role.

Participation in TPAPN is voluntary, and TPAPN hopes to see greater completion rates with the new, tailored approach. TPAPN's transformation is already underway, and the new model defining participation requirements in TPAPN will be fully launched in January 2019. It will continue to be a work in progress as TPAPN works to improve the program with the goal of supporting the recovery and return to safe practice of every nurse referred to the program.

Save the Date: TPAPN Spring Advocate Workshop

The Texas Peer Assistance Program for Nurses (TPAPN) will be conducting an Advocate Workshop this spring. The ***tentative*** date is April 12, 2019 at the Texas Nurses Association office, 4807 Spicewood Springs Rd., Bldg. 3, Ste. 100, Austin TX 78759. Space is limited; therefore, registration is ***required*** prior to attendance.

The confirmed date, location, and registration information will be accessible on the TPAPN website, (**www.tpapn.org**), prior to the event.

Cosmetic Procedures - cont. from prev. page

NPA and Board Rules and Regulations when practicing nursing, which have the force of law [Tex. Admin. Code §217.11(1)(A)].

Food for Thought

It is important to remember that there is more to this topic than simply learning how to perform a particular procedure. Patient selection criteria, underlying physiology and/or pathophysiology, as well as indications for and contraindications to the procedure are among the many concepts that are fundamental to learning a new procedure. You must also learn to respond to and manage (as appropriate) untoward events/adverse reactions/complications that may occur as a result of the procedure. In many cases, on-the-job training will not include this type of content. If you are ever required to defend your practice for any reason (whether to the BON or any other entity), you will likely be required to provide evidence of education/training and documentation of competence related to the specific service you provided.

CNE & Me: Understanding the Board's Continuing Competency Requirements

The Texas Board of Nursing (BON or Board) licenses nurses and regulates the practice of nursing in the State of Texas. As the licensing agency for nurses in Texas, the Board has authority, granted by the Texas Legislature, to establish minimum continued competency requirements for nursing licensure renewal. Continuing competency is not only required to maintain an active nursing license in Texas, it is also an important part of a nurse's professional growth [Board Rules 216.3 & 217.11(1)(R)]. Continuing competency aims to ensure nurses stay abreast of current industry practices while enhancing their professional competency, educating them about new technology and treatment regimens, and updating their clinical skills [Board Rule 216.2]. The purpose of this article is to summarize the continuing competency requirements for nurses in Texas as well as describe the recent substantive changes to the Board's continuing competency rule, Board Rule 216.

To maintain active licensure as a Licensed Vocational Nurse (LVN) or Registered Nurse (RN) in Texas, there is not a practice hour requirement; and, meeting the continuing competency requirements set forth in the Nursing Practice Act (NPA) Sections 301.303 – 301.307 and Board Rule 216 allows Texas nurses to demonstrate ongoing competence in lieu of a minimum practice hour requirement set by the Board. Continuing education programs and activities are designed to promote and enrich a nurse's knowledge, improve a nurse's skills, and develop attitudes to enhance nursing practice, all of which aim to improve the delivery of health care to the public [Board Rule 216.2]. Board Rule 216 was recently amended by the Board based on recommendations from the Nursing Practice Advisory Committee (NPAC). The revised version of the rule went into effect on December 5, 2018. This updated and current version of Board Rule 216 is available on the Board's website under the *Laws & Rules* drop-down menu on the BON homepage. Agenda Item 7.4 from the July 2018 Board Meeting details the line-by-line changes made to this rule, including both the significant modifications recommended by NPAC and the minor changes made concerning grammar, syntax, and text placement for clarity and consistency of the rule.

In Texas, a nurse's license(s) always expires on the last day of the nurse's birth month, typically every two years. Licensees born in odd-numbered years always renew in odd-numbered years, and licensees born in even-numbered years always renew in even-numbered years. For example, Anna, RN, was born in April 1961, so Anna will always need to renew by April 30th of odd-numbered years (e.g., 2019, 2021, etc.). And, Joseph, LVN, was born in December 1988, so he will always need to renew by December 31st of even-numbered years (e.g., 2020, 2022, etc.).

As mentioned, a nurse's license is usually valid for a two-year period; however, there are a few instances when the licensing period may not be the standard two-year period. Newly added Board Rule 216.1(14) defines "licensing period" as the period of time in which nursing licensure status is current; it is determined by the licensee's birth month and year (usually beginning on the first day of the month after the birth month and ending on the last day of the birth month). The specific time frame for initial licensure and for the immediate licensing period following renewal of a delinquent license or license reactivation may vary from six months to 29 months; but, subsequent licensing periods will be two years in length. For instance, DeShawn, RN, was born in January 1987, so examples of his standard two-year licensing periods are February 1, 2017 – January 31, 2019, February 1, 2019 – January 31, 2021, etc. When DeShawn renews his RN license in January 2019, he will need to have completed the continuing competency requirements sometime between February 1, 2017 and the day that he applies to renew in January 2019. And, Molly, LVN, was born in June 1976, making July 1, 2018 – June 30, 2020, July 1, 2020 – June 30, 2022, etc., examples of her standard, two-year licensing periods. When Molly renews her LVN license in June 2020, she will need to have completed the continuing competency requirements sometime between July 1, 2018 and the day that she applies to renew in June 2020.

Nurses must meet the Board's continuing competency requirements at each license renewal and may demonstrate such by having either completed 20 contact hours of Continuing Nursing Education (CNE) or achieving, maintaining, or renewing a Board approved national nursing certification in his or her area of practice. CNE contact hours must be earned by participating in activities and programs approved by a credentialing agency or provider recognized by the Board. A list of these agencies/providers is available on the BON website and includes, for example, the American Nurses Credentialing Center (ANCC), the Emergency Nurses Association (ENA), and other state boards of nursing. Also, a list of approved national nursing certifications is available on the Board's website. To further clarify the subject area in which nurses are to complete their continuing competency, "area of practice" is defined in Board Rule 216.1(4) as any activity, assignment, or task in which the nurse utilized nursing knowledge, judgment, or skills during the licensing period. If a nurse does not have a current area of practice, the nurse may refer to his or her most recent area of practice. Advanced practice registered nurses (APRNs) have additional requirements beyond what is described in the text of this article. For more information concerning APRN requirements, please see Board Rule 216.3(c).

As part of the 20 contact hours to renew each licensing period, nurses must complete applicable targeted continuing education topics. Targeted continuing education is required for nurses based upon their level of licensure and/or area of practice, and the definition of this term was recently added to the rule [Board Rule 216.1(21)]. Examples of targeted continuing education include: nursing jurisprudence and nursing ethics (all nurses); older adult/geriatric care and forensic evidence collection (if applicable to the nurse's area of practice); and tick-borne diseases, pharmaco-

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therapeutics, and prescription of controlled substances (certain APRNs). All contact hours earned related to targeted continuing education requirements count toward the 20 total contact hours needed to renew, for LVNs and RNs. For more information about targeted continuing education, please see Board Rule 216.3.

Certain activities cannot be counted toward your contact hours to renew your license even if they are related to your area of practice. During the recent changes made to Board Rule 216 by the Board, no additional activities were added to the list of activities that are not acceptable as continuing education. Instead, courses that focus upon self-improvement, changes in attitude, self-therapy, and self-awareness are now acceptable for continuing competency providing they delineate an impact on nursing practice or improved patient outcomes. This change was recommended to the Board by the Texas Nurses Association (TNA) based upon their synthesis of research findings that have been published over the last decade. The findings revealed themes such as compassion fatigue, moral distress, fatigue, resilience, workplace violence, and nursing satisfaction do affect nursing practice and patient safety. NPAC agreed with the findings presented to the Board by TNA and recommended that the Board make this change. Please see Board Rule 216.6, recently revised, for more information.

There are many abbreviations and terms used by nurses around the subject of continuing competency, such as CEU, CE, or CNE. These terms are often incorrectly used interchangeably. The term Continuing Education Unit (CEU) is not used by the Board. The current terms to know are Continuing Nursing Education (CNE), continuing education (CE), and contact hour [Board Rule 216.1(10) & (11)]. Since "contact hour" is another term that often leads to confusion, the definition of a contact hour was recently amended in Board Rule 216. Rather than specifying a number of minutes or clock hours that equate to one contact hour, the new definition is *a measure of time, determined by Board-recognized credentialing agencies and providers of continuing education, awarded to participants for successful completion of continuing education offerings* [Board Rule 216.1(10)]. With the new rule in effect, so long as a nurse ensures the CNE offering is approved by a credentialing agency or provider recognized by the Board and it relates to the nurse's area of practice, the number of contact hours printed on the certificate of completion will apply directly (1:1) to the 20 contact hours of CNE needed for licensure renewal.

Did you know that after passing the NCLEX or endorsing into Texas, new Texas nurses are exempt from *most* continuing competency requirements for the issuance of the initial Texas license and for the immediate licensing period following initial Texas licensure, so long as the initial renewal occurs before the expiration date? (Please note that Board Rule 216.3(d), Forensic Evidence Collection, if applicable to the nurse's area of practice, cannot be exempted even during the first renewal.)

Beyond requiring a nurse to complete continuing education offerings in the nurse's area of practice that are approved by a credentialing agency or provider recognized by the Board, Board Rule 216.4 outlines the criteria for acceptable continuing education offerings. This includes a requirement that documented proof of successful completion must contain the name of the provider; program title, date, and location; number of contact hours; provider number; and name of the credentialing agency. Further, each individual nurse is personally responsible to select and participate in continuing competency activities that meet the requirements and criteria listed in Board Rule 216 and maintain a record of CNE activities, for example, original certificates of completion, contact hour certificates, or official academic transcripts, for a minimum of three consecutive licensing periods or six years (or longer if required by Board rule).

Did you know there are additional methods for meeting continuing competency requirements beyond traditional CNE contact hours or a national nursing certification? For example, academic courses within the framework of a curriculum that leads to an academic degree in nursing or any academic course directly relevant to the licensee's area of nursing practice allow a nurse to receive CNE credit for attending and completing such courses with a grade of "C" or better or a "Pass" on a Pass/Fail grading system. Contact hours may only be obtained by this means for academic courses that were completed within the licensing period. CNE credit for academic courses will convert on the following basis: one academic quarter hour equals 10 contact hours; one academic semester hour equals 15 contact hours. An official transcript is required upon audit by the Board. Additionally, nurses can receive CNE credit for developing and/or presenting CNE programs approved by one of the credentialing agencies or providers recognized by the Board and for authoring a manuscript related to nursing that is published in a nursing or health-related textbook or journal. Please see Board Rule 216.5 for more details.

When you renew your license, you are required to sign a statement attesting that the CNE contact hours or approved national nursing certification requirement have been met. The contact hours you use to renew must have been completed within the licensing period and by the time of application for license renewal. Renewing your license without completing the continuing competency requirements is grounds for disciplinary action by the Board. In other words, do not apply to renew your license until you have completed all of your requirements. For example, if your license expires in August, but you only have 18 contact hours of CNE by mid-August and plan to attend a course on August 28th awarding the remaining two contact hours you need, you have to wait until after you have completed the course on August 28th before you can renew because you will not have the required 20 contact hours of CNE until then. But, be sure to renew by August 31st (last day of birth month) to avoid having your license expire and go into delinquent status. Any contact hours earned in a previous licensing period will not be accepted, and additional contact hours earned may not be used for subsequent licensure renewals.

Nurses do not need to submit proof of compliance with CNE contact

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hours and/or a national nursing certification unless they are audited. The Board randomly audits licensees, and selected nurses will be sent an email and postal mail notice 90 days before their license expiration date letting them know they have been selected for an audit with instructions for the audit process.

The Board offers several CNE offerings nurses can use toward their continuing competency requirements. Please visit the CNE Course Catalog on the BON homepage for more details. Examples of online courses currently available by the Board include: Nursing Regulations for Safe Practice (a new version will be available Spring 2019), Documentation: So Let It Be Said… In Writing That Is, Determining APRN Scope of Practice, and Prescriptive Authority for APRNs. Online courses about nursing delegation and nursing peer review will also be available in 2019.

You can find more information about continuing competency on the Board's website under the Education drop-down menu on the BON homepage by selecting "Continuing Nursing Education & Competency." Look for updates to this section of the website, coming soon, to provide a more accessible, user-friendly layout of this important information. Also, be sure to keep an eye out for any additional changes related to continuing competency requirements that may be born out of the 86th Texas Legislative Session, which begins on January 8, 2019. Any legislative changes affecting nurses or nursing practice will be published in a future BON Bulletin.

****Determining Your Third Two-Year Licensing Period for the Nursing Jurisprudence and Nursing Ethics CNE Requirement**

The nursing jurisprudence and nursing ethics CNE requirement must be completed before the end of every third two-year licensing period. To follow are various examples illustrating how to determine when a nurse needs to complete this requirement based upon his/her birth month and year and licensure date. This requirement only applies to licensing periods that began on or after January 1, 2014.

Examples of nurses licensed <u>before</u> the nursing jurisprudence and nursing ethics CNE requirement went into effect (1/1/14):	**Examples of nurses licensed <u>after</u> the nursing jurisprudence and nursing ethics CNE requirement went into effect (1/1/14):**
Javier, LVN. Born 12/24/73. Licensed in TX 8/10/96. • Licensing period = 1/1/14 – 12/31/15 • Licensing period = 1/1/16 – 12/31/17 • Licensing period = 1/1/18 – 12/31/19 *Thus, Javier must complete at least 2 contact hours of CNE related to nursing jurisprudence and nursing ethics between 1/1/14 and 12/31/19.* • Licensing period = 1/1/20 – 12/31/21 • Licensing period = 1/1/22 – 12/31/23 • Licensing period = 1/1/24 – 12/31/25 *And, Javier will need to complete at least 2 contact hours related to nursing jurisprudence and nursing ethics again between 1/1/20 and 12/31/25, and so forth.*	Huan, RN. Born 1/9/92. Licensed in TX 5/23/14. • Licensing period = 5/23/14 – 1/31/16 • Licensing period = 2/1/16 – 1/31/18 • Licensing period = 2/1/18 – 1/31/20 *Thus, Huan must complete at least 2 contact hours of CNE related to nursing jurisprudence and nursing ethics between 5/23/14 and 1/31/20.* • Licensing period = 2/1/20 – 1/31/22 • Licensing period = 2/1/22 – 1/31/24 • Licensing period = 2/1/24 – 1/31/26 *And, Huan will need complete at least 2 contact hours related to nursing jurisprudence and nursing ethics again between 2/1/20 and 1/31/26, and so forth.*
Monica, RN. Born 3/17/86. Licensed in TX 2/5/09. • Licensing period = 4/1/14 – 3/31/16 • Licensing period = 4/1/16 – 3/31/18 • Licensing period = 4/1/18 – 3/31/20 *Thus, Monica must complete at least 2 contact hours of CNE related to nursing jurisprudence and nursing ethics between 4/1/14 and 3/31/20.* • Licensing period = 4/1/20 – 3/31/22 • Licensing period = 4/1/22 – 3/31/24 • Licensing period = 4/1/24 – 3/31/26 *And, Monica will need to complete at least 2 contact hours related to nursing jurisprudence and nursing ethics again between 4/1/20 and 3/31/26, and so forth.*	Ernesto, RN. Born 9/29/61. Licensed in TX 1/9/16. • Licensing period = 1/9/16 – 9/30/17 • Licensing period = 10/1/17 – 9/30/19 • Licensing period = 10/1/19 – 9/30/21 *Thus, Ernesto must complete at least 2 contact hours of CNE related to nursing jurisprudence and nursing ethics between 1/9/16 and 9/30/21.* • Licensing period = 10/1/21 – 9/30/23 • Licensing period = 10/1/23 – 9/30/25 • Licensing period = 10/1/25 – 9/30/27 *And, Ernesto will need to complete at least 2 contact hours related to nursing jurisprudence and nursing ethics again between 10/1/21 and 9/30/27, and so forth.*

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Targeted Continuing Education

	Forensic Evidence Collection Board Rule 216.3(d)	**Older Adult or Geriatric Care** Board Rule 216.3(h)	**Nursing Jurisprudence and Nursing Ethics** Board Rule 216.3(g)	**Pharmaco-therapeutics** Board Rule 216.3(c)(3)	**Prescription of Controlled Substances** Board Rule 216.3(c)(3)	**Tick-Borne Diseases** Board Rule 216.3(f)
Who?	Any nurse who is employed in an emergency room (ER) setting, including any nurse who could float to an ER or have shifts scheduled in an ER, as well as any nurse employed under contractual, temporary, per diem, agency, traveling, or another employment relationship whose duties include working in an ER. <> <> <> <> <> Any nurse who performs a forensic examination on a sexual assault survivor.	Any nurse whose practice includes older adult or geriatric populations.	All nurses.	Any APRN who holds prescriptive authority.	Any APRN who holds prescriptive authority and prescribes controlled substances.	An APRN whose practice includes the treatment of tick-borne diseases.
What?	2 contact hours of CNE relevant to forensic evidence collection and age- or population-specific nursing interventions that may be required by other laws and/or are necessary in order to assure evidence collection that meets requirements under the Government Code §420.031 regarding use of an Attorney General-approved evidence collection kit and protocol. Content may also include documentation, history-taking skills, use of sexual assault kit, survivor symptoms, and emotional and psychological support interventions for victims. <> <> <> <> <> Basic forensic evidence collection training or the equivalent education.	2 contact hours of CNE related to older adult or geriatric populations. Content may include elder abuse, age-related memory changes and disease processes, including chronic conditions, end of life issues, health maintenance, and health promotion. *Note: this is a change from the prior rule that required specific older adult/geriatric topics be included; the rule is now more broad, leaving it up to individual nurses to determine what topics related to older adults or geriatric care are most applicable to their practice.*	2 contact hours of CNE that must include the Texas Nursing Practice Act, the Board rules, including Board Rule 217.11 (Standards of Nursing Practice), the Board's position statements, principles of nursing ethics, and professional boundaries.	At least 5 contact hours of continuing education in pharmaco-therapeutics.	At least 3 contact hours of continuing education related to prescribing controlled substances.	Continuing education relating to the treatment of tick-borne diseases. Content should contain information relevant to treatment of the disease within the APRN's role and population focus area of licensure and may represent a spectrum of relevant medical clinical treatment relating to tick-borne disease.
How Often?	One-time requirement within two years of the initial date of the nurse's employment in an ER setting. <> <> <> <> <> One-time requirement prior to performing a forensic collection exam on a sexual assault survivor.	Every licensing period, applicable to licensing periods that began on or after January 1, 2014.	Before the end of every third two-year licensing period, applicable to licensing periods that began on or after January 1, 2014. **	Every licensing period.	Every licensing period.	*Encouraged* every licensing period.
Do these contact hours count toward the 20 needed for renewal?	Yes	Yes	Yes	No. These are extra hours required in addition to the 20.	No. These are extra hours required in addition to the 20.	Yes
Can a relevant, Board-approved certification be used to fulfill the requirement?	Yes	Yes	No	No	No	No
Can APRNs use related continuing medical education (CME) to fulfill the requirement?	Yes- Forensic evidence collection CME that is approved by the Texas Medical Board.	Yes- Category I CME.	No	Yes- Category I CME.	Yes- Category I CME.	Yes- CME in the treatment of tick-borne disease.
Miscellaneous?	A nurse who would otherwise be exempt from CNE requirements for issuance of the initial Texas license and for the immediate licensing period following initial Texas licensure is not exempt from this requirement. Retain record of course completion indefinitely, even if employment changes occur. Completion of the 2 contact hours of content described above for the ER setting can serve as 'basic forensic evidence collection training' for nurses performing forensic collection exams on sexual assaults survivors.				These 3 are on top of the 5 additional contact hours in pharmaco-therapeutics required for APRNs who hold prescriptive authority. Thus, an APRN who holds prescriptive authority and prescribes controlled substances must complete a minimum of 28 contact hours for each renewal.	

Did You Know... Nursing Education Newsletters are posted on the Board of Nursing website at:
https://www.bon.texas.gov/nursing_newsletters.asp

NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses through a Board order containing public information about the nurse's disciplinary action. While every effort is made to ensure the accuracy of this information, the Board's licensure verification system should be utilized for verification. You can obtain information about these disciplinary actions from the Board's website, ***www.bon.texas.gov***, using the verification look-up under ***Licensure*** or under the disciplinary action section of ***Discipline & Complaints***. Under ***Licensure***, select ***Verification*** then click on the applicable type of license type; ***Discipline & Complaints,*** select Disciplinary Action then select individual newsletter date. Additionally, you can send your written request to the Texas Board of Nursing, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944.

Name	License Numbers	Discipline	Date of Action
Abu, Sherifatu Abiola	LVN 172388	Voluntary Surrender	10/22/18
Adams, Melissa Michelle	RN 697816	Enforced Suspension	9/11/18
Adodo, Clara	LVN 173724	Warning with Stipulations	8/21/18
Adragna, Angela Patricia	LVN 188644	Revoked	10/25/18
Agu, Patience Nwakaego	LVN 196311	Warning with Stipulations	10/25/18
Akindele, Folashade M.	LVN 341278	Suspend/Probate	9/11/18
Alicante, Roger Gabrillo	RN 754611	Suspend/Probate	9/11/18
Allbritton, Sheri Diane	LVN 153324	Enforced Suspension	10/25/18
Allen, Sybil Scott A.	LVN 100461	Reprimand with Stipulations	10/25/18
Alsanousi, Manasik Adam	RN 881902	Warning with Stipulations	8/21/18
Amsler, Christine Marie	RN 910412 & LVN 321773	Warning with Stipulations	8/21/18
Anaya, Matthew James	RN 904450 & LVN 313034	Remedial Education	9/17/18
Armistead, Cindy Michelle	LVN 163818	Revoked	10/25/18
Arrant, Amy Renae	RN 778248	Warning with Stipulations and Fine	8/21/18
Ayroso, Maria Paula Afable	RN 694041	Reprimand with Stipulations	9/11/18
Azazi, Christiana Ekiyor	RN 739028	Warning with Stipulations, Deferred	8/21/18
Baker, Anna Marie	RN 679065	Suspend/Probate	10/25/18
Baker, Stephanie R. Garcia	LVN 172898	Warning with Stipulations	9/11/18
Balliu, Racheal Renee	RN 753532	Reprimand with Fine	9/11/18
Bascom, Tammy	LVN 183018	Suspend/Probate	8/8/18
Bassett, Lauren Evann	RN 747175	Revoked	9/11/18
Bayless, Michelle Dawn	RN 691327	Remedial Education with Fine	8/22/18
Baylock, Cheryl	RN 847205	Revoked	10/25/18
Beason, Lorella J.	LVN 108555	Reprimand with Stipulations	8/21/18
Beaver, Gail	AP114117 & RN 630742	Remedial Education with Fine	8/23/18
Bird, Cathy Lanell	LVN 165252	Reprimand with Stipulations	10/25/18
Black, Abby	RN 903016	Warning with Stipulations	8/21/18
Blair, Linda Jean	RN 604102 & LVN 102030	Warning with Stipulations	8/21/18
Blevins, Melanie Jill	LVN 197901	Limited License	10/25/18
Bocca, George C.	RN 617267	Reprimand with Stipulations	10/25/18
Bolten, Bonnie Irene	LVN 221673	Warning with Stipulations and Fine	10/25/18
Bowers, Debra A.	LVN 218739	Remedial Education with Fine	10/30/18
Brandt, Thomas Anthony	RN 935510	Reprimand with Stipulations and Fine	10/25/18
Britton, Lageusila Danyl	LVN 328551	Warning with Stipulations	10/25/18
Brooks, Charlene	LVN 69082	Revoked	9/11/18
Brown, Rachel Baugh	RN 787589	Revoked	10/25/18
Burch, Lisa Larue	RN 743190	Suspend/Probate	9/11/18
Burks, Edith Y. Thomas	RN 234800	Warning with Stipulations and Fine	10/25/18
Burris, Joyce Elizabeth	LVN 221706	Remedial Education	8/21/18
Bushnell, Richard Alan	RN 824627	Reprimand with Stipulations	9/11/18
Cadena, Amy Marie	LVN 314936	Suspend/Probate	10/25/18
Capers, Thomas Derek	RN 666490	Enforced Suspension	8/21/18
Carothers, Georgia Ann	LVN 130042	Remedial Education with Fine	10/31/18
Carr, Heather Marie	RN 712492 & LVN 170252	Revoked	9/11/18
Carrillo, Kelley Jo	LVN 311416	Revoked	8/21/18
Casey, Donna Lynn	RN 862452 & LVN 194156	Enforced Suspension	8/21/18
Cason, Julie (Anne Clemens)	LVN 341512	Suspend/Probate	8/24/18
Castillo, Fellicia Renee	LVN 313347	Voluntary Surrender	8/27/18
Choi, Sangcheol	RN 832156	Suspend/Probate	10/25/18
Christiansen, Lacy Rose	LVN 195083	Revoked	8/21/18
Cimini, Kristina Lea	RN 788582	Revoked	8/21/18
Clark, Amanda Mann	AP127708 & RN 772983	Reprimand with Stipulations	9/11/18
Clark, Misty Rose	LVN 181475	Revoked	9/11/18
Cloud, Brandon Lee	LVN 206093	Revoked	10/25/18
Coleman, Dannie Denise	RN 574043	Warning with Stipulations	10/25/18
Colle, Esther Lela	LVN 107414	Warning with Stipulations	8/21/18
Collins, Darcy Kay	RN 583145	Enforced Suspension	8/21/18
Condarco, Mytee	RN 645097	Enforced Suspension	10/25/18
Cotter, Donna E.	RN 516425	Reprimand with Stipulations	10/25/18
Cross, Stacey Kay	RN 928985	Limited License	8/21/18
Darling, Aaron Matthew	RN 830676	Remedial Education with Fine, Deferred	9/19/18
Davila, Marcela Benavidez	RN 256984	Reprimand with Stipulations	10/25/18
Davis, Angela Leann	LVN 148166	Warning with Stipulations	8/21/18
Davis-Bullock, Carol Rose	LVN 76208	Warning with Stipulations	10/25/18
Dedmon, Jr., Albert Lee	RN 719758	Warning with Stipulations	9/11/18
Delarosa, Cecilia Nichole	LVN 328944	Warning with Stipulations	10/25/18
Delfs, William Robert	RN 838529	Warning with Fine	10/25/18
Delisle, Brian Alan	RN 688456	Enforced Suspension	9/11/18
Dial, Margaret Lee	LVN 136326	Voluntary Surrender	9/12/18
Diamante, Emyrose	RN 700573	Reprimand with Stipulations	9/11/18
Diaz, Theresa Marie	LVN 306186	Revoked	9/11/18
Dixon, Chvia Minyon	LVN 321432	Remedial Education with Fine	8/10/18
Doak, Rachael Marie	RN 779059	Enforced Suspension	10/30/18
Dominguez, Jennifer Ann	RN 584471	Warning with Stipulations, Deferred	9/11/18
Duke, Brooklyn Rae	RN 913366	Warning with Stipulations	9/11/18
Dupree, Jennifer A.	RN 686137	Reprimand with Stipulations and Fine	9/11/18
Duren, Denise Michele	RN 863316	Warning with Stipulations and Fine	8/21/18
Ebbesson, Karin	RN 810426	Voluntary Surrender	8/1/18
Ecke, Kristin Lee	RN 647926	Enforced Suspension	8/21/18
Edwards, Jimmy	RN 818795 & LVN 300840	Enforced Suspension	10/30/18
Edwards, Kimberley Gaye	RN 562430	Revoked	8/21/18
Elizalde, Heather	RN 640820	Revoked	8/21/18
Emmanuel, Victoria Titi	RN 725241 & LVN 186958	Warning with Stipulations	8/21/18
Enow, Becky Fofang	LVN 205962	Warning with Stipulations and Fine	8/21/18
Ervin, Marilyn Chika	LVN 316658	Warning with Stipulations, Deferred	10/25/18
Escobedo, Armando	RN 739827	Remedial Education, Deferred	8/3/18
Evans, Mary J.	RN 629445 & LVN 124438	Remedial Education with Fine	8/6/18
Evans, Tina Louise	RN 843400	Reprimand with Stipulations	8/21/18
Fernandez, Regina Deann	LVN 309659	Remedial Education	9/14/18
Flores, Marina	RN 508090	Warning with Stipulations and Fine	10/25/18
Foerster, Elizabeth Dianne	LVN 200790	Suspend/Probate	8/28/18
Ford, Morgan M.	LVN 233690	Voluntary Surrender	8/23/18
Frenzel, Peggy Lee	LVN 121530	Warning with Stipulations	9/11/18

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DISCIPLINARY ACTION - continued from previous page

Name	License Numbers	Discipline	Date of Action
Fuller, Ryan Gene	RN 766068	Reprimand with Stipulations	10/25/18
Fuller, Tina Fredette	LVN 300901	Revoked	8/21/18
Galeazzi, Rita Ann	RN 865267	Warning with Stipulations	9/11/18
Gamez, Samantha Rhea	RN 833170	Suspend/Probate	9/11/18
Garza, Clarissa Alexandria	LVN 322257	Warning with Stipulations	8/21/18
Gibson, Susan Marie	RN 711797	Reprimand with Stipulations	8/21/18
Graham, Rhonda Diane	LVN 130035	Suspend/Probate	10/25/18
Gregory, Stephanie Scales	RN 866234	Revoked	8/21/18
Gulledge, Ashlee Nicole	RN 936163	Warning with Stipulations and Fine	9/11/18
Gunn, Michelle D.	LVN 177112	Warning with Stipulations	8/21/18
Haban, Lorraine Marie	RN 939613	Remedial Education with Fine	9/28/18
Hammond, Lisa Renae	RN 799974	Revoked	8/21/18
Hancock, Genny Rebecca	PTP NC RN 130819	Remedial Education	8/28/18
Hardin, Lescester Norcel	RN 672288	Revoked	8/21/18
Harmon, Rebecca Ann	RN 509884	Voluntary Surrender	8/22/18
Harris, Antonia Michelle	RN 665794	Voluntary Surrender	8/22/18
Harrison, Danica Alexandria	RN 812225	Voluntary Surrender	9/21/18
Hart, Christine L.	AP114457 & RN 599702	Warning with Stipulations	8/21/18
Hartman, Kathryn Ann	RN 567842 & LVN 69628	Revoked	9/11/18
Hatch, Ollie Vanetta	LVN 342690	Voluntary Surrender	10/5/18
Hawley, Joan E.	RN 618199 & LVN 80843	Revoked	8/21/18
Heard, Rebecca Israel	RN 886473	Reprimand with Stipulations	10/25/18
Hedricks, Martha G.	RN 614198	Reprimand with Stipulations	8/21/18
Heflin, Clycinda Michele	RN 669527 & LVN 156341	Warning with Stipulations	8/21/18
Helm, Kerri Susan	RN 530348	Warning with Stipulations	10/25/18
Henriguez, Jacqueline	LVN 313986	Warning with Stipulations and Fine	8/21/18
Hernandez, Dorothy Ann	RN 878547 & LVN 185389	Enforced Suspension	9/11/18
Hernandez, Francisco A.	LVN 157478	Reprimand with Stipulations	10/25/18
Hernandez, Maxine	LVN 188188	Enforced Suspension	8/24/18
Herrera, Ana Karen	LVN 315877	Warning with Stipulations and Fine	10/25/18
Herrera, Crystal Faith	LVN 329912	Reprimand with Stipulations	10/25/18
Herrera, Tabatha Ann	LVN 185979	Enforced Suspension	10/10/18
Highbaugh, Rory Luvern	LVN 160887	Warning with Stipulations	8/21/18
Hogan, Terri Lynn	LVN 227506	Warning with Stipulations and Fine	10/25/18
Hoover, Michell Reene	RN 558711	Suspend/Probate	10/25/18
Hornbeck, Cheryl K.	RN 620150	Enforced Suspension	9/25/18
Hudson, Margaret Jan	RN 675335	Revoked	10/25/18
Hunsucker, Rhonda A.	AP106208 & RN 541671	Remedial Education	8/27/18
Huynh, Dustin	LVN 323031	Suspend/Probate	8/21/18
Ince, Donna Annette	LVN 199144	Warning with Stipulations and Fine	9/11/18
Ivey, Tina Ann	RN 657089	Reprimand with Stipulations	10/25/18
Jack, Shonta Mareia	LVN 311068	Warning with Stipulations and Fine	9/11/18
Jefferson, Julianne Venise	LVN 140192	Warning with Stipulations and Fine	8/21/18
Jiao, Nemelee Liwanag	RN 595324	Revoked	9/5/18
Johnson, Allison Lyn	RN 540922	Warning with Stipulations	9/11/18
Johnson, Rosie Lee	AP112117, RN 243922 & LVN 52935	Suspend/Probate	9/11/18
Johnson, Stephanie Denise	RN 852656	Suspend/Probate	8/21/18
Johnson, Tamantha Paulina	RN 720608	Limited License	10/25/18
Johnson, Vikki Lynn	RN 761820 & LVN 194075	Warning with Stipulations	9/11/18

Name	License Numbers	Discipline	Date of Action
Jonczak, David Germaine	RN 907591	Warning with Stipulations, Deferred	10/25/18
Jones, Kayla Dawne	RN 862182 & LVN 194012	Warning with Stipulations and Fine	9/11/18
Jones, Lashanda J.	LVN 213389	Reprimand with Stipulations	8/21/18
Joniec, Norma Jean	RN 806733	Voluntary Surrender	10/17/18
Joseph, Catrice Alisee	LVN 208942	Remedial Education	9/4/18
Keen, Kevan L.	RN 624317	Suspend/Probate	9/11/18
Kennedy, Denaetra	RN 868795	Warning with Stipulations	8/21/18
Kephart, Scott Randall	RN 873541	Enforced Suspension	10/11/18
Kern, Veronica C.	RN 719103	Suspend/Probate	9/11/18
Khamsi, Mohamed Abdoullah	RN 812936	Warning with Stipulations	9/11/18
Kirlin, Eleanor Anne	RN 238936	Warning with Stipulations	10/25/18
Knepp, Mary Lee	RN 580492	Warning with Stipulations	9/11/18
Knighton, Terry Allen	AP111578 & RN 595495	Suspend/Probate	10/25/18
Knighton, Terry Allen	RX 4422	Limited: No Controlled Substances	10/25/18
Knox, Carol Ann	RN 620709	Warning with Stipulations	10/25/18
Koehler, Melissa Jean	RN 850798	Warning with Stipulations	8/21/18
Kubecka, James Alan	RN 251045	Voluntary Surrender	10/11/18
Landrum, Robin Renee	RN 606365	Remedial Education with Fine	8/13/18
Langston, Ellen M.	LVN 200406	Warning with Stipulations	9/11/18
Lee, Tasha Marie	LVN 226882	Warning with Stipulations	10/25/18
Leining, Joey Lynn	RN 782505 & LVN 194393	Warning with Stipulations	10/25/18
Logan, Holly	RN 901574 & LVN 317575	Warning with Stipulations and Fine	9/11/18
Long, Amanda C.	PTP NM RN R45821 & PTP NM LPN L17082	Warning with Stipulations and Fine	9/11/18
Lopez, Melissa	RN 845297 & LVN 224871	Warning with Stipulations and Fine	8/21/18
Love, Shiwanna Lavoy	LVN 312180	Warning with Stipulations and Fine	8/21/18
Ludlow, Nessie Forto	RN 569714	Reprimand with Stipulations	8/21/18
Lyda, Jodi Carol	LVN 116607	Remedial Education with Fine	10/5/18
Lytle, Sonya	RN 801296	Limited License	8/21/18
MacLamb, Karlo R.	PTP SC RN 92845	Revoked	8/21/18
Marks, Lynnea Beth	RN 871274	Warning with Stipulations	10/25/18
Marshall, Erin Nicole	RN 702521	Reprimand with Fine	10/25/18
Martin, Betty J. Calcote	RN 227818	Voluntary Surrender	10/3/18
Martin, Justino Bucad	LVN 316881	Enforced Suspension	8/21/18
Martin, Niketa Tawana	LVN 311030	Enforced Suspension	9/28/18
Martin, Jr., Roger Allen	RN 751229	Warning with Stipulations and Fine	10/25/18
Martinez, Melissa Alvarez	RN 758787 & LVN 195251	Suspend/Probate	9/11/18
Martinez, Oscar Armando	LVN 301695	Remedial Education	9/21/18
May, Amanda Jo	RN 935448	Revoked	8/21/18
May, Misty A.	RN 241856	Warning with Stipulations	8/21/18
Maybee, Sandra L.	RN 860855	Warning with Stipulations and Fine	8/21/18
Mayson, Mercy Alberta	RN 675372	Warning with Stipulations and Fine	8/21/18
Mbugua, Josephat Njuku	LVN 301377	Warning with Stipulations and Fine	9/11/18
McCullough, Cynthia Louise	RN 571221 & LVN 110420	Warning with Stipulations	10/25/18
McGee, Kristin Danielle	LVN 339710	Warning with Stipulations and Fine	10/25/18
McKinney, Stacy R.	RN 608809	Warning with Stipulations	8/21/18
McMillan, Lorrie Ann	LVN 301418	Suspend/Probate	10/25/18
McNutt, Candace Rene	RN 718308	Warning with Stipulations	8/21/18
McRae-Perry, Debbie A.	RN 650054 & LVN 148147	Remedial Education with Fine	8/13/18

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DISCIPLINARY ACTION - continued from previous page

Name	License Numbers	Discipline	Date of Action
Medrano, Kimberly Roshto	RN 708885 & LVN 176089	Enforced Suspension	8/23/18
Merritt, Marissa Leigh	RN 813002	Enforced Suspension	10/25/18
Milecky, Britney Rose	LVN 329279	Remedial Education with Fine	8/9/18
Miller, Dennis Ray	RN 666080	Reprimand with Stipulations	10/25/18
Mitchell, Courtney Ann	LVN 207937	Suspend/Probate	10/25/18
Montgomery, David Fields	RN 609883 & LVN 84477	Voluntary Surrender	8/20/18
Morales, Lorri Carol	RN 734594	Suspend/Probate	10/25/18
Moreno, Daisy	RN 850196	Enforced Suspension	10/18/18
Morris, Michaela Anne	AP128816 & RN 823909	Warning with Stipulations, Deferred	8/21/18
Moser, Richard	RN 657640	Enforced Suspension	8/21/18
Mosier, Lynda Darnell	LVN 130447	Revoked	8/21/18
Muhlenkort, Brooke Macale	RN 909067	Suspend/Probate	8/21/18
Munai, William Kipkorir	RN 666956	Remedial Education	9/13/18
Murphy, Russell Wayne	RN 807376	Warning with Stipulations	8/21/18
Myers, Sheridan Audra	RN 773195	Suspend/Probate	9/19/18
Ndongmo, Antoine Akung	LVN 336765	Warning with Stipulations	8/21/18
Ngwa, Claire	RN 861019	Warning with Stipulations	9/11/18
Njangpon, Yangwoun Alexander	RN 878968 & LVN 213953	Warning with Stipulations	10/25/18
Nnabugwu, Adadike	PTP NC RN 274244	Revoked	8/21/18
Northrup, Kelley Denice	RN 572849	Warning with Stipulations, Deferred	10/25/18
Nowlin, Christopher Wayne	RN 857101	Warning with Stipulations and Fine	10/25/18
Nuuttila, Vanessa Lillian	LVN 301825	Reprimand with Stipulations	10/25/18
Ogwuegbu, Joy Ngum	RN 808312	Revoked	10/15/18
Ohman, Susan P.	RN 544692	Suspend/Probate	8/21/18
Olvera, Erick Steven	LVN 331807	Warning with Stipulations	8/21/18
Ortiz-Silva, Alicia M.	RN 761755 & LVN 204648	Enforced Suspension	8/7/18
Osallo, Paul Juma	RN 829954 & LVN 223952	Revoked	10/25/18
Osborne, David Martin	RN 605557	Warning with Stipulations	8/21/18
Palmer, Chelsea Nicole	RN 630252	Voluntary Surrender	8/2/18
Patterson, Colleen	RN 918074	Warning with Stipulations	9/11/18
Paul, Adeline Mirline	RN 790884	Suspend/Probate	10/25/18
Peacock, Mira	RN 806948 & LVN 207970	Warning with Stipulations	8/21/18
Peddy, George Luther	RN 708276	Remedial Education with Fine	8/31/18
Perry, Jan Kristin	RN 908399	Revoked	9/11/18
Peterson, Sonya Renee	RN 713320 & LVN 180521	Voluntary Surrender	9/27/18
Phillips, Ebone Monique	PTP AR LPN L049009	Remedial Education with Fine	9/12/18
Phillips, Lisa	RN 913173	Warning with Stipulations, Deferred	9/11/18
Pickens, Staci Blair	LVN 308969	Warning with Stipulations	8/21/18
Pistole, Lisa Ann	LVN 148349	Enforced Suspension	10/5/18
Pittman, Angela Yancey	LVN 195007	Voluntary Surrender	8/6/18
Porter, Kody Christine	LVN 333908	Reprimand with Stipulations	9/11/18
Portier, Deven Michelle	LVN 308368	Suspend/Probate	10/25/18
Pruett, Kathy Jean	RN 598699	Warning with Stipulations	9/11/18
Purcell, Caitlyn Rose	RN 868621	Enforced Suspension	10/25/18
Racich, Erika Renee	LVN 337771	Enforced Suspension	8/27/18
Rackley, Heather Rene	LVN 232610	Revoked	9/11/18
Raeburn, Teressa Ann	RN 733855	Voluntary Surrender	8/29/18
Ramirez, Jeannie	RN 907859	Warning with Stipulations, Deferred	8/21/18
Ramos, Joanne Louise	AP120506 & RN 804288	Suspend/Probate	8/21/18
Ramos, Joanne Louise	RX 11432	Limited: No Controlled Substances	8/21/18
Reid, Sonia Moses	LVN 172200	Remedial Education with Fine	9/21/18

Name	License Numbers	Discipline	Date of Action
Rendon, Iris Denise	LVN 314141	Warning with Stipulations	8/21/18
Renteria, Patricia Ann	LVN 301124	Warning with Stipulations	9/11/18
Reyher, Matthew Jay	RN 903238	Enforced Suspension	10/4/18
Richardson, Eugenia Mae	RN 682245	Remedial Education	8/20/18
Rivera, Patricia Ann	RN 928320	Suspend/Probate	8/21/18
Robbins, Christopher Robert	LVN 221117	Voluntary Surrender	9/29/18
Rothamel, Duella Ann	RN 700481	Warning with Stipulations	9/11/18
Rouwtt, Shadetra Shanette	RN 853926	Warning with Stipulations, Deferred	8/21/18
Ryan, Marlene Ann	LVN 115530	Remedial Education	9/25/18
Salas, Angela Rendon	RN 813109 & LVN 224093	Warning with Stipulations	9/11/18
Sanchez, Dallas Larry	RN 864230	Warning with Stipulations	10/25/18
Sanchez, Sophia F.	LVN 100897	Suspend/Probate	8/21/18
Sanchez, Stephanie Lynn	RN 689392	Warning with Stipulations and Fine	9/11/18
Sanders, Diane Elaine	LVN 170657	Reprimand with Stipulations	10/25/18
Santos, Christina	RN 855594 & LVN 233986	Enforced Suspension	8/7/18
Schiller, Deborah Lee	RN 664102	Suspend/Probate	10/25/18
Scott-Shaw, Tammy Deloris	LVN 196666	Voluntary Surrender	8/10/18
Sharp, Cynthia	LVN 188510	Warning with Stipulations	8/21/18
Shaw, Marlena Ashley	LVN 320085	Warning with Stipulations	10/25/18
Sherrill, Michelle Rena	RN 780603	Remedial Education	9/14/18
Skinner, Norma Kay	RN 646848	Warning with Stipulations	9/11/18
Smith, Kim S.	PTP AZ LPN 029385 & PTP AZ RN 093536	Voluntary Surrender	10/11/18
Smith, Matthew William	RN 875965	Revoked	10/25/18
Smith, Sheneta Resha	RN 724970	Reprimand with Stipulations	10/25/18
Sneed, Shana Michelle	LVN 187866	Revoked	8/21/18
Soares, Roni Catherine	RN 674948	Voluntary Surrender	9/18/18
Spates, Demeiria Nicole	LVN 329321	Warning with Stipulations	8/21/18
Starks, Sharon Elaine	RN 890761 & LVN 196009	Warning with Stipulations and Fine	10/25/18
Stevens, Patricia Ann	LVN 218719	Reprimand with Stipulations	10/25/18
Sy, Ma Lourdes Cayabyab	RN 894083	Suspend/Probate	8/21/18
Taylor, Jackie Lyn	LVN 229746	Warning with Stipulations	8/21/18
Taylor, Jennifer Rae	RN 846923	Revoked	10/25/18
Teel, Janet L.	RN 784868 & LVN 109292	Reprimand with Stipulations	10/25/18
Thetford, Glenda Lee	LVN 102404	Voluntary Surrender	9/28/18
Thistlethwaite, Christina Candeleria	LVN 223137	Revoked	9/13/18
Thomas, Alice Abraham	RN 740355	Warning with Stipulations	10/25/18
Thomas, Teresa Lee	RN 605824	Reprimand with Stipulations and Fine	10/25/18
Thompson, Amy Katharine	RN 717289 & LVN 194202	Enforced Suspension	10/15/18
Thompson, Cynthia Ann	LVN 201944	Reprimand with Stipulations and Fine	10/25/18
Tomlinson, Khala Ashlee	LVN 301864	Voluntary Surrender	10/30/18
Torres, Cheryl June	LVN 314733	Warning with Stipulations and Fine	8/21/18
Townsend, Chelsea Reneeq	LVN 319472	Remedial Education with Fine	10/4/18
Tramel, Linsey Renay	RN 803604 & LVN 206767	Warning with Stipulations and Fine	9/11/18
Umphres, Melissia Sherene	RN 597288	Enforced Suspension	10/25/18
Valdez, Reynaldo	AP104507, RN 518435 & LVN 59355	Remedial Education	8/13/18
Vazquez, Jaime C.	RN 823073	Suspend/Probate	10/25/18
Vazquez, Jose Antonio	LVN 227861	Voluntary Surrender	8/3/18
Vega, Israel	AP114929 & RN 669581	Remedial Education	10/22/18
Vigil, Leah K.	LVN 226923	Warning with Stipulations and Fine	9/11/18

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DISCIPLINARY ACTION

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Name	License Numbers	Discipline	Date of Action
Vocal, Mathieu	RN 793563	Enforced Suspension	10/25/18
Voelcker, Wanda	RN 658613	Warning with Stipulations	10/25/18
Voland, Andrew Scott	RN 913521	Warning with Stipulations	8/21/18
Walker, Stephen Dale	RN 662642	Suspend/Probate	10/25/18
Walker, Victoria Elena	RN 933832	Remedial Education with Fine	9/26/18
Wantland, Thomas Ken	RN 649069	Reprimand with Stipulations	8/21/18
Warner, Jami	RN 913835	Suspend/Probate	10/25/18
Watkins, Tracy Marie	LVN 152686	Revoked	9/11/18
Webster, Debra S.	RN 500526	Voluntary Surrender	8/6/18
Werner, Wendy Vanessa	RN 577652	Voluntary Surrender	8/15/18
Wettmarshausen, Sylvia Ann	RN 774077	Revoked	9/11/18
White, Vametrea Darquett	LVN 323781	Warning with Stipulations	9/11/18
Wiley, Susan	LVN 340214	Voluntary Surrender	10/31/18
Williams, Debra Lynn	LVN 156812	Suspend/Probate	10/25/18
Williams, Maxine	RN 580201 & LVN 141000	Warning with Stipulations	10/25/18
Wilmes, Cassandra Lynn	PTP MO RN 2010026090	Revoked	8/21/18
Wilson, Haviette C.	LVN 230557	Reprimand with Stipulations	10/25/18
Winters, Leah Chante	LVN 307898	Warning with Stipulations	10/25/18
Wishard, Christy Lynn	LVN 164611	Revoked	8/21/18
Woods, Jeffrey Allen	RN 633096	Warning with Stipulations	9/11/18
Wright, Jan Bradley	LVN 75569	Reprimand with Stipulations and Fine	10/25/18
Wright, Vicki Kelley	RN 717574	Remedial Education with Fine	8/20/18

Abbreviations in the Notice of Disciplinary Action Section

PTP Privilege to Practice in Texas, also known as Nurse Licensure Compact Privilege, associated with the indicated state and license. States are abbreviated using the official two letter state abbreviations of the United States Postal System.

RX Prescription Authorization

Statistical information

The 311 disciplinary actions reported in this bulletin represent only 0.076% of all nurses who are currently licensed to practice in the State of Texas. As of December 2018, 99.59% of currently licensed Registered Nurses and 99.14% of currently licensed Vocational Nurses were without discipline according to Board records.

Correction

Due to a software error, two nurses appearing in the Notice of Disciplinary Action appearing in the print edition of the October 2018 *Board of Nursing (BON) Bulletin*, June Belt, and Nathanael Shay Mcgrew, had multiple disciplinary actions listed, including incorrect disciplinary actions. The online version of the October 2018 *BON Bulletin* displays the corrected information action. The Board apologizes for any inconvenience this error may have caused and has taken action to prevent this error from occurring again.

2019 Texas Legislative Session Begins: Free Resources Available for Monitoring the Session

In Rule 217.11, the Board sets out its expectations that nurses have a responsibility to know and conform to not only the Nursing Practice Act and Board's Rules, but all rules and regulations that originate as Federal, State or local laws. On January 8, 2019, the 86th Texas Legislative Session began. Bill filing in the House of Representatives will continue until March 8th although the Senate can file bills at any time during the session. The regular session will continue through May 27th. Laws passed by the Legislature can impact nursing practice in a variety of ways. Laws passed during the Texas Legislative Session can affect the manner in which you obtain your education, your license, or what you may do in the course of your professional nursing practice. The Board is not a source for information pertaining to the status or progress of bills or political issues associated with legislation. Many such sources exist. You can obtain information about proposed and enacted laws and rules that pertain to nursing practice by visiting one of several websites. Below are some free sites available to you.

State Legislation

The State of Texas has a number of informative websites for looking at pending or passed legislation. A good place to start your search is the site **Texas Legislature Online** located at **www.capitol.state.tx.us/**. This site also links to the Texas Senate and House of Representatives. You can enter a word or phrase in the search menu and pull up bills containing those words. You can also go through search matches and check the status, history, or language of those bills. Previous legislative sessions may also be accessed through this site.

Texas Register

The *Board of Nursing Bulletin* often mentions the *Texas Register* as the publication where nurses can read about proposed rule changes or new rules that have been adopted by state agencies. The website for the Texas Register is **www.sos.state.tx.us/texreg/index.html**. The *Texas Register* is updated on a weekly basis by the Office of the Secretary of State.

Federal Legislation

One of the best resources for checking on legislation in the U.S. House of Representatives or U.S. Senate is Thomas Legislative Service which is located at **http://thomas.loc.gov/home/thomas2.html**. You can enter a word or phrase in the search window for a list of bills containing those key words or go straight to a specific House or Senate bill. You can also read the full text of the bill to see its relevance to your practice or check the bill's status within the legislative process.

Other Web Resources

Professional organizations and associations are very active during the legislative session monitoring, responding, and proposing legislation. They frequently have websites that offer updates on legislation affecting nursing.

David Saucedo II, of El Paso Elected Vice-President of Texas Board of Nursing at October 2018 Board Meeting

David E. Saucedo II, of El Paso, was elected as Vice President of the Texas Board of Nursing at the October 25-26, 2018 quarterly meeting. Governor Greg Abbott appointed Mr. Saucedo to the Board representing consumers in July 2015 to serve a term that expires on January 31, 2021. Mr. Saucedo is president of the Saucedo Lock Company, a 4th generation El Paso family business founded in 1917. He received a Bachelor of Business Administration degree from the Mendoza College of Business at the University of Notre Dame. His community activism includes being a member of the Board of Directors for the El Paso Hispanic Chamber of Commerce, a founding member of Community En Accion, former co-chair of the Circle of Giants Community Group at the El Paso Museum of History, former President of the Boys and Girls Clubs of El Paso and co-founding member of the Empire Builders / Jovenes Empresarios - a leadership program to train and mentor next generation business leaders in the West Texas region.

Advanced Practice Nursing Advisory Committee Discusses Comments to Pain Management Rule

The Advanced Practice Nursing Advisory Committee (APNAC) met in Austin on December 10, 2018. APNAC members worked on their charge from the Board to discuss comments received related to the rule review of Board Rule 228.1. Committee members also provided input to staff regarding APRN scope of practice information provided on the Board's website. The APNAC does not have additional meetings scheduled at this time.

Task Force to Study Implications of Growth in Nursing Education Programs Considers Charge

The Task Force (TF) to Study Implications of Growth in Nursing Education Programs in Texas met on November 15, 2018, in the William P. Hobby Building in Austin, Texas, to consider the official Board charge to "create a dialogue between nursing education and clinical partners to facilitate optimal clinical learning experiences for all constituents." Patricia S. Yoder-Wise, RN, EdD, NEA-BC, ANEF, FAAN, Chair of the TF, led the group in a positive discussion about the main issues in the "GAP" between education and practice, and the intent of the charge to help bridge the gap. The TF agreed to focus on the "big picture expectations" related to the gap to begin the conversation between nursing education and practice. The next meeting is scheduled for March 25, 2019, in Austin, Texas.

2018 Board of Nursing Annual Report Posted on BON Website

The Texas Board of Nursing (BON) posted the 2018 Annual Report on the BON website located at **www.bon.texas.gov/about_publications.asp**. The report includes trend data on the nursing population, expenditures, nursing education programs, NCLEX pass rates, and enforcement data. The report also includes information on the agency's response to the 2016-2017 Sunset Commission Report, the Texas Prescription Monitoring Program, the Enhanced Nurse Licensure Compact, Baccalaureate Degree Nursing Programs in Public Junior Colleges, Clinical Education in Texas, Telehealth, and the Texas Taxonomy of Error Root Causes Analysis of Practice Responsiblity (TERCAP).

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-- Legislation

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-- Workshop e-mail inquiries.....workshops@bon.texas.gov

NEWSLETTER INFO.....(512) 305-6842
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-- Refer e-mail inquiries to:.....webmaster@bon.texas.gov

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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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