

ANNUAL REPORT

NSBN

2007 -
2008

Nevada State Board of
NURSING
NSBN

A N N U A L
R E P O R T
2 0 0 7 - 2 0 0 8

Fiscal Year
July 1, 2007 -
June 30, 2008



Mission

The mission of the Nevada State Board of Nursing is to protect the public's health, safety and welfare through the effective regulation of nursing.

Introduction



What is the Nevada State Board of Nursing?

It is a seven-member board appointed by the governor consisting of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. The Board is advised by and appoints members to standing advisory committees. The Board appoints an executive director (a registered nurse), who is responsible for a staff of 21, which regulates a nursing population of almost 34,000.

What does the Nevada State Board of Nursing do?

The state legislature established the Board 84 years ago to regulate the practice of nursing. The scope of the Board's original responsibilities has grown dramatically since 1923, when it licensed 104 registered nurses. In 2008, it was responsible for licensing, certifying and disciplining almost 34,000 individuals, including registered nurses, licensed practical nurses, advanced practice nurses, certified nursing assistants, and certified registered nurse anesthetists. The Board's current functions include:

Administration

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

Licensure, Certification and Education

- Approve schools of nursing and nursing assistant training programs
- Adopt exams for licensing/certification
- Issue certificates to nursing assistants
- License registered and practical nurses
- Certify advanced practitioners of nursing, certified registered nurse anesthetists, and emergency medical service/registered nurses

- Approve education/training programs for ongoing competency

Discipline and Investigations

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

What you'll find in this annual report

This report was designed to give answers to questions asked most frequently of the Board. It briefly describes our purpose and history. As an annual report, it covers the fiscal year 2007-2008, highlighting Board accomplishments and providing a statistical picture of nursing in Nevada.



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Board Member Biographies

President Helen Vos, MS, RN

RN Member

Re-Appointed - October 2004, expires October 2008

Employment - Chief Nursing Officer, MountainView Hospital, Las Vegas

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

Affiliations - Nevada Organization of Nurse Leaders, American Association of Nurse Executives, Sigma Theta Tau - Gamma Gamma Chapter

Professional Experience - 34 years of nursing experience; vice president, clinical services, MountainView Hospital; clinical and quality services leader, Thornton Hospital, University of California, San Diego Medical Center; director of clinical projects and nurse manager, neurosurgical intensive care unit, UCSD Medical Center; neuroscience clinical nurse specialist, Madison General Hospital, Wisconsin

Length of Nevada Residency - 13 years

Vice President Doreen Begley, MS, RN

RN Member

Appointed - October 2004, expires October 2008

Employment - Director, Orvis Nursing Clinic, University of Nevada, Reno

Education - MS in Health Services Administration, 2000, University of St. Francis, Joliet, Illinois; BHS, 1994, College of St. Francis, Joliet, Illinois; Diploma, 1970, Los Angeles County General Hospital School of Nursing.

Other Board Experience - National Emergency Nurses Association, Northern Nevada Immunization Coalition, National Nursing Center Consortium, National

Council of State Boards of Nursing

Affiliations - Sigma Theta Tau of Clinicians;

Professional Experience - 37 years of nursing experience; emergency nursing positions in California, Hawaii, and Nevada; nurse executive, Nevada Hospital Association, Nursing Institute of Nevada.

Length of Nevada Residency - 22 years

Secretary Betty Carlgren, LPN

LPN Member

Appointed - October 2005, expires October 2009

Employment - Department of Corrections, State of Nevada; Nurse, Dayton School System, Lyon County School District; part-time positions with Educare and Sierra Regional Center

Education - Practical Nursing Diploma, Del Mar College, Corpus Christi, Texas, 1972

Professional Experience - 26 years of experience in nursing: school nursing, long-term-geriatric care, care of the developmentally disabled/mentally retarded, Red Cross staff nurse; licensed residential facility administrator, Valley View Care Home; consumer advocate/social services specialist, Department of Defense; communications specialist, US Air Force

Length of Nevada Residency - 29 years

Belen Gabato, MS, BSN, RN

RN Member

Appointed - November 2007, expires October 2011

Employment - Quality Management Specialist, University Medical Center, Las Vegas

Education - MS in Health Services Administration, 2000.

Affiliations - Founding president of the Philippine Nurses Association of Nevada (1992-97 and 2006-08); Nevada Nurses Association's Legislative Committee; Vice-Chair, Region IX, National Federation of Filipino-

Board Member Biographies (continued)

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American Associations 2007-08; American Nurses Association; Executive Director, Philippine Medical Association of Nevada

Professional Experience - 36 years of nursing experience; emergency nursing positions in California, Hawaii, and Nevada; nurse executive, Nevada Hospital Association, Nursing Institute of Nevada.

Length of Nevada residency - 18 years

Sandra Halley

Consumer Member

Appointed - January 2008, expires October 2009

Employment - Retired School Teacher; Community Volunteer

Education - BA, History/English

Other Board Experience/ Professional Experience - Our Lady of the Snows School Board; Junior League of Reno; Nevada Museum of Art Board of Trustees; Reno Philharmonic Board of Trustees; University of Nevada, Reno, College of Arts and Sciences Advisory Board; University of Nevada, Reno, Scholarship Selection committee; Nation Judicial College, Public Relations Committee; State of Nevada Board of Museums and History; Two years as a school teacher

Length of Nevada Residency - 16 years

Mary Ann Lambert, MSN, RN

RN Member

Re-Appointed - October 2004, expires October 2008

Employment - Assistant Professor, Orvis School of Nursing, University of Nevada, Reno

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

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

Professional Experience - 36 years of experience in nursing and education; clinical nurse specialist, University of Minnesota Hospital and Clinics; nurse manager, Neuroscience Units, University of Utah hospital; nursing instructor, University of Utah and Truckee Meadows Community College, staff nurse and assistant director of nursing, St. Mary's Hospital.

Length of Nevada Residency - 26 years

Carrie McMurray, CNA

CNA Member

Appointed - November 2007, expires October 2011

Employment - CNA, Spring Valley Hospital, medical/surgical unit; CNA on assignment, Primary Nursing Agency

Education - CNA Certificate, 2005, College of Southern Nevada

Professional Experience - 17 years of experience as a nursing assistant; 2007 March of Dimes Nominee for Nurse Choice of the Year

Length of Nevada Residency - 14 years



History and Highlights

A Brief History

In 2007, the Nevada State Board of Nursing (NSBN) completed 84 years of service to the residents of Nevada. Established by the state legislature in 1923, it was modeled on legislation enacted by other countries and a few other states. The intent was to separate untrained "nurses" from those who had undergone formal training.

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

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

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

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

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

Highlights of FY07/08

Regulatory Changes to Remove Unnecessary Barriers

The Board passed regulation changes in several areas to remove barriers. The majority of the nurses being licensed in Nevada move to our state and are licensed through the endorsement process. The Board found that some nurses who are moving to Nevada had retired in their previous state of residence and put their licenses on inactive status. With the downturn in the economy, nurses who had previously retired were interested in working in Nevada, but did not meet the licensure requirement of having an *active* license in their previous state of residence. The Board

revised regulations to allow these nurses to be licensed in Nevada after showing evidence of their nursing competency, thus removing a previous barrier for nurses desiring licensure in Nevada.

The Board revised the employment requirement for certified nursing assistants, decreasing the requirement from 400 hours every two years to 40 hours every two years. This revision was based on a review of renewal requirements for CNAs across the nation and the federal requirements for renewal of CNAs. This change has allowed a greater number of CNAs to maintain their certification, especially in Nevada's rural areas so that they may meet the needs of Nevada's citizens.

Nursing education regulations were revised to match the statutory changes made during the last legislative session. Beginning in January, 2008, the educational requirement for nursing clinical instructors was adjusted so that nurses with a bachelors degree in nursing and five years of clinical nursing experience may serve as clinical faculty of Nevada's nursing education programs.

The Board increases involvement in research and health care policy

As evidence based practice becomes the foundation for changes in nursing practice, regulatory practice must rely more heavily on making decisions based on research. The Board has joined with the University of Nevada, Las Vegas and Spring Valley Hospital, in addressing cultural diversity nursing issues. This project was awarded a \$300,000 grant by the National Council of State Boards of Nursing (NCSBN) to study how international graduates of nursing schools may benefit from an interventional program to address language, culture, and institutional knowledge barriers to nursing practice in the U.S. The hope of this study is to find methods to increase the safety of nursing practice as well as to decrease turnover of this valuable nursing resource.

Board staff have been involved in several projects focused on improving access and safe practice of nursing in Nevada. Involvement in the NCSBN's Institute of Regulatory Excellence program over the last four years has given the Board invaluable information related to the success rate of nurses on disciplinary probation and monitoring. Attendance of Board members and staff at various conferences have benefitted the state in several areas, including addressing nursing faculty shortage issues, expansion of recruitment of health professionals to enhance access for Nevada citizens, and the Attorney General's Blue Ribbon Panel aimed at enhancing the regulatory efficiency of the state's regulatory boards and commissions.

The availability of test results from both the nursing and nursing assistant national examinations has provided the Board with information that is disseminated to all nursing programs and nursing assistant training programs in Nevada. This information provides feedback to our nursing educators to apply in improving nursing education and the competence of nursing students in Nevada. We believe the result of this intervention will be an increase in the safe delivery and quality of nursing care in Nevada.

Technology innovations reduce the Board's carbon footprint

The Board has become highly technical in information sharing and communication. The Board's intent in investing in technology was to provide both improved services and enhanced communication to all of our stakeholders. FY 2007-08 brought increased expenses and decreased revenues underscoring the need to utilize technology in every aspect of the Board's work.

Paperless Board meetings have eliminated using reams of paper in preparing the supporting documentation for the decisions the Board makes at their three-day meetings every other month, not to mention postage to send the massive information binders. Laptop computers have replaced 5-inch binders.

The Board's five advisory committees made up of dozens of nurses and CNAs throughout the state rely on videoconferencing equipment to meet either bimonthly or quarterly. Face-to-face communication facilitates their decision-making and ability to make informed recommendations to the Board. Disciplinary hearings have been conducted between the north and the south via videoconference, improving timeliness and public access to the Board's processes.

The Board offers online renewal for all licensees and certificate holders and will offer online initial application in the near future. Processing times for licensure and certification has decreased to a matter of days. Electronic capture of fingerprints which is available in both Board offices has improved criminal background check processes.

Approval of new nursing education programs and revision of education regulations

The Board has received numerous inquiries from nursing education programs across the nation interested in applying for Board approval. The Board has approved

three new nursing programs during this fiscal year. The number of nursing programs in Nevada have increased from six to twelve in the past four years. The Board has also approved three new certified nursing assistant programs. Two of these are in rural areas of Mesquite and Battle Mountain.

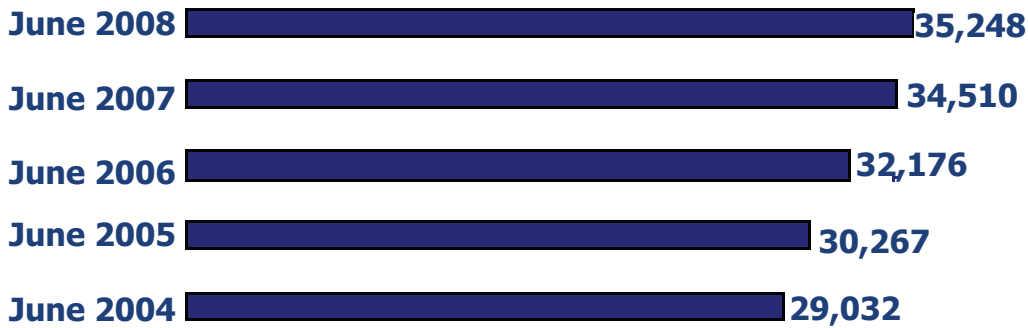
The Board revised several regulations regarding components of nursing education programs to require that the legal and ethical aspects of the nursing profession are a requirement in nursing curriculum in Nevada. The Board sponsored a one-day workshop to provide information to nursing faculty and hospital educators about the national nursing examination, NCLEX. This workshop was sponsored in conjunction with the National Council of State Boards of Nursing, the deans and directors of all the nursing programs in Nevada, and Renown Health.

Establishing and maintaining stakeholder relationships

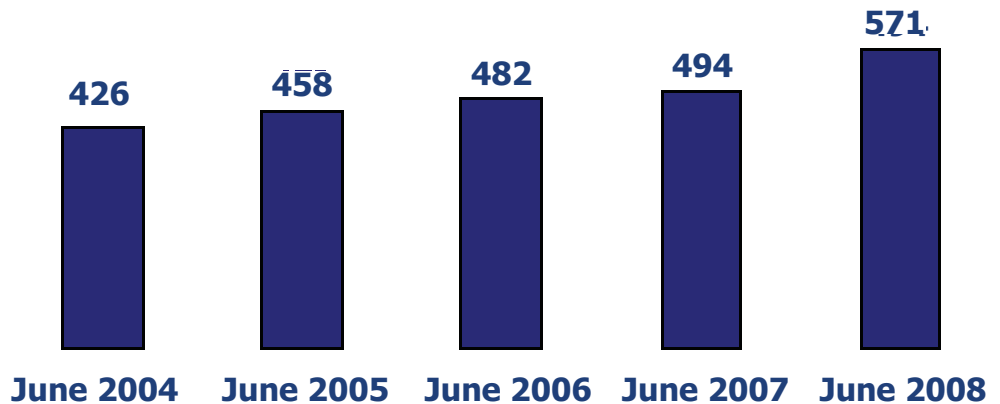
The Board participates in the Health Professions Council made up of the major health care professional regulatory boards in Nevada. This group, who has been meeting for approximately two years, was created to enhance collaboration and communication among its members.

Although nursing associations are charged with supporting nurses and the Board is charged with protecting the public, there are issues the two groups share. Nurses are patient advocates first so that the efforts spent in pursuing patient safety may be combined to improve patient outcomes. Board members and staff participate in nursing conferences and meetings across the state, often presenting information on the Nurse Practice Act and other regulatory topics. The Board works diligently with other stakeholders by establishing and maintaining shared healthy relationships to meet its mission to protect the public.

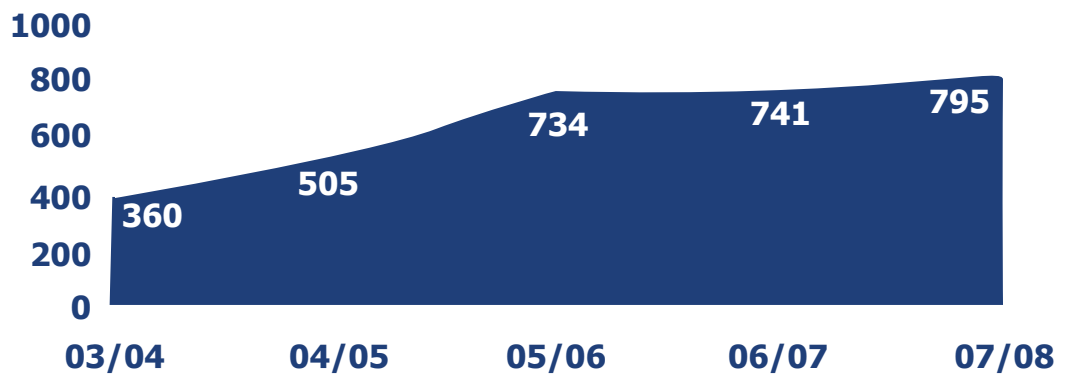
Five-Year Comparison of Total Active Licenses and Certificate Holders



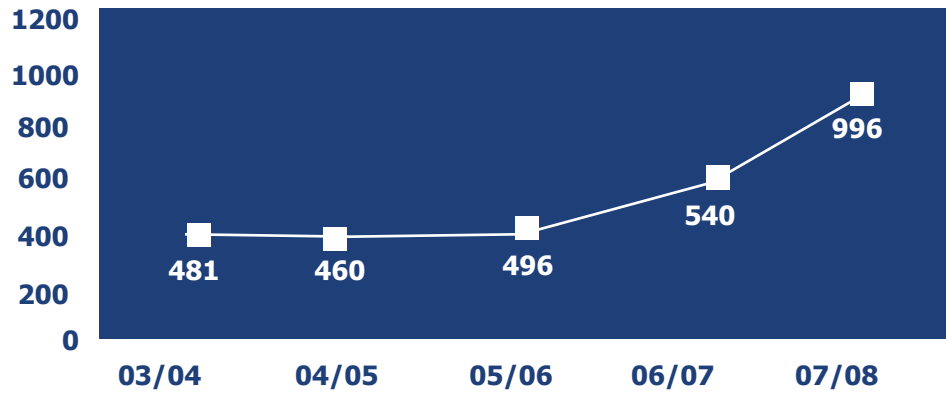
Five-Year Comparison of Total Active Advanced Practitioners of Nursing



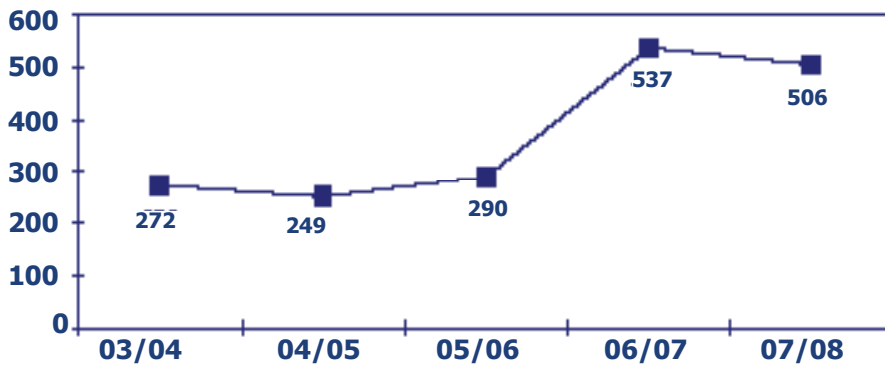
Five-Year Comparison of Graduates from Nevada Nursing Programs



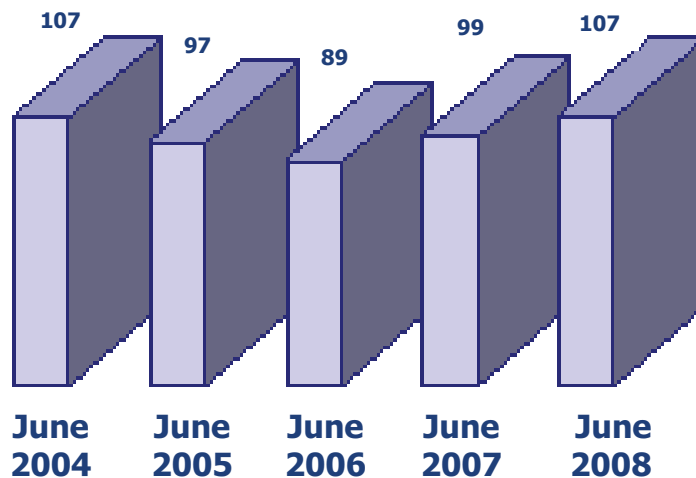
Five-Year Comparison of RN / LPN Complaints Opened



Five-Year Comparison of CNA Complaints Opened



Five-Year Comparison of Total Probation Participants



*FY06/07 is the first year this report includes complaints opened generated by "yes" answers on initial applications

Licensure and Certification Statistics

	RN	LPN	CNA
Average age	45	46	37

Licenses or certificates issued in FY 07/08	RN	LPN	CNA
By examination (new and foreign graduates)	649	42	698
By endorsement (from another state)	2,389	285	370

	*APN	CRNA	*EMS/RN	RN	LPN	CNA	Total Active
Carson City	19	1	2	476	74	235	807
Churchill	2	2	5	136	24	91	260
Clark	282	51	64	12,297	2,103	3,775	18,572
Douglas	12	1	1	326	26	74	440
Elko	11	6	9	252	28	121	427
Esmeralda	0	0	1	5	0	2	8
Eureka	0	0	0	0	0	1	1
Humboldt	1	1	0	54	9	46	111
Lander	0	0	1	19	4	19	43
Lincoln	0	0	3	14	9	15	41
Lyon	10	0	6	241	56	198	511
Mineral	0	0	2	13	8	33	56
Nye	4	2	5	150	47	109	317
Pershing	1	0	2	21	4	33	61
Storey	0	1	0	22	3	8	34
Washoe	162	5	26	3,522	377	1,240	5,332
White Pine	1	1	1	46	20	65	134
Out of State	66	60	35	7,290	370	272	8,093
TOTAL	*571	*131	162	24,884	3,127	6,337	35,248

*These certification types are included in RN total

Five-year comparison of total active licensees/certificate holders

June 04	June 05	June 06	June 07	June 08
29,032	30,267	32,176	34,510	35,248

APN Certification Statistics

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Active

**Advanced Practitioners
of Nursing
on June 30, 2008 - 571**

Active APNs by County of Residence and Practice Specialty

	Acute Care	Fam Prac	Peds	Ob/ Gyn	Wom Hlth	Adult	Neo	Fam Plan	Mid- Wife	Psych	Geri	Ent	Clinic Card	Total
Carson City		12			2	2			1		1			19
Churchill									1		1			2
Clark		148	22	19	28	24	12	1	11	12	4	1		282
Douglas		9				1		1	1					12
Elko		8		2	1				1					12
Esmeralda														0
Eureka														0
Humboldt														0
Lander														0
Lincoln														0
Lyon	6				3	1								10
Mineral														0
Nye		2			1		1							4
Pershing		1												1
Storey														0
Washoe		107	9	4	7	11	6	2	4	9	1	1	1	162
White Pine					1									1
Out of State		34	4	3	7	4	8	0	3	2	1			66
TOTAL	0	327	35	28	50	43	27	5	22	23	8	2	1	571

Dual certifications are tallied under the broadest of the two specialties

Five-year comparison of total active APNs

June 04	June 05	June 06	June 07	June 08
426	458	482	494	571

Approved Nursing Programs

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

University of Nevada, Reno (UNR)

Orvis School of Nursing

College of Human & Community Sciences

Reno, NV 89557-0052

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

University of Nevada, Las Vegas (UNLV)

4505 Maryland Parkway, Las Vegas, NV 89154

- PhD in Nursing
- Post-Masters Certificate,
- Master of Science in Nursing (MSN Degree)
- Bachelor of Science in Nursing (BSN Degree)

College of Southern Nevada (CSN)

Health Science Center, W1A

6375 West Charleston Boulevard, Las Vegas, NV 89146

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

Great Basin College (GBC)

1500 College Parkway, Elko, NV 89801

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

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

Dixie State College of Utah

Department of Health Sciences Nursing Program

225 South 700 East, St. George, UT 84770

Lassen Community College

P.O. Box 3000, Susanville, CA 96130

Mojave Community College

1971 Jagerson Ave., Kingman, AZ 86401

Truckee Meadows Community College (TMCC)

7000 Dandini Boulevard RDMT 417, Reno, NV 89512

- Associate of Applied Science in Nursing (ADN Degree)
- RN Refresher Course

Western Nevada College (WNC)

2201 West College Parkway, Carson City, NV 89701

- Associate of Applied Science in Nursing (ADN Degree)

Apollo College (provisional approval*)

5740 S. Eastern Ave., Suite 140, Las Vegas, NV 89119

- Associate of Applied Science in Nursing (ADN Degree)

National University (provisional approval*)

2850 W. Horizon Parkway, Suite 103

Henderson, Nevada 89052

- Associate Degree in Nursing (ADN)

Nevada State College (NSC) (provisional approval*)

1125 Nevada State Drive

Henderson, Nevada 89015

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

Touro University (provisional approval*)

874 American Pacific Drive, Henderson, NV 89014

- Bachelor of Science in Nursing (BSN Degree)
- Entry Level Master of Science in Nursing (Confer BSN and MSN)
- RN to MSN Degree • BSN to MSN Degree
- Doctorate in Nursing Practice (DNP)

University of Southern Nevada

(provisional approval*)

11 Sunset Way, Henderson, NV 89014

- Bachelor of Science in Nursing (BSN Degree)

***Provisional approval:** Schools that have provisional approval meet the initial requirements of Nevada laws and regulations to offer a program of nursing education in Nevada. To obtain full approval, they must gain national accreditation (which they cannot do until after their first class is graduated), and they must achieve a first-time pass rate of 80 percent or higher on the NCLEX (an annual average). If individuals graduate from a school that has provisional rather than full approval, they are eligible for Nevada licensure.

Education Statistics (continued)

Graduates from Nevada Nursing Programs

Program	Number of Graduates										
	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08
MSN-TOURO		*	*	*	*	*	*	*	*	17	26
PHd -UNLV	*	*	*	*	*	*	*	*	*	*	2
MSN - UNLV	8	12	6	11	5	3	7	16	10	25	36
MSN - UNR	14	10	8	14	8	9	14	7	9	20	17
BSN - GBC	*	*	*	*	*	*	*	*	*	5	3
BSN - NSC	*	*	*	*	*	*	*	32	103	92	100
BSN - TOURO	*	*	*	*	*	*	*	*	*	8	20
BSN - UNLV	77	96	73	88	57	70	67	121	131	127	130
BSN - UNR	47	47	41	49	46	55	60	90	120	102	96
BSN - USN	*	*	*	*	*	*	*	*	*	*	44
AAS - CCSN	87	93	82	76	82	88	105	115	223	189	167
AAS - GBC	28	14	13	14	17	15	13	21	12	17	26
AAS - TMCC	26	37	22	36	34	35	43	37	52	73	52
ADN - WNCC	25	28	22	20	29	25	30	42	43	45	40
APN - APOLO	*	*	*	*	*	*	*	*	*	*	15
LPN - CCSN		*	0	1	21	21	21	23	21	20	20
LPN - WNCC	*	17	11	19	19	16	0	1	10	1	1
Total	312	356	278	328	319	336	360	505	734	741	795

*no data available

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

NCLEX First-Time Pass Rates for *CY07

	School	No. Tested	No. Passed	Percentage
Registered Nurses	College of Southern Nevada	184	147	79.89
	Great Basin College	17	14	82.35
	Nevada State College	117	86	73.50
	Truckee Meadows Community College	63	61	96.83
	Touro University	28	16	57.14
	Western Nevada College	45	41	91.11
	University of Nevada, Las Vegas	129	107	82.95
	University of Nevada, Reno	91	80	87.91
	University of Southern Nevada	17	9	52.94
	Nevada Total	691	561	81.18
Practical Nurses	National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2007)			85.50
	Community College of Southern Nevada	20	16	80.00
	Western Nevada Community College	1	1	100.00
	Nevada Total	21	17	80.95
	National, U.S. Educated, First-Time Pass Rate (reported by Pearson Vue, December 31, 2007)			87.30

*National Council Licensure Examination (NCLEX) first-time pass rates are reported on a calendar year, rather than fiscal year, basis. Source: Pearson Vue, reporting the number of first-time candidates who took and passed the NCLEX from January 1, 2007 through December 31, 2007. These figures may not include all of those who were graduated from Nevada schools within the same time frame, since individuals may choose to take the NCLEX any time after graduation, or choose to take it out of state.

**Approved Certified Nursing Assistant Training Programs
on June 30, 2008**

Area Technical Trade Center 444 West Brooks Avenue North Las Vegas, Nevada 89030 702-799-8300	Purrfect Nursing Services 1711 Highland Dr., Ste. A&B Las Vegas, Nevada 89102 702-385-3853	Truckee Meadows Community College 7000 Dandini Boulevard Reno, Nevada 89512 775-673-7115
Burk Horizon/Sunset - SW High School 4560 West Harmon Avenue Las Vegas, Nevada 89103	Sierra Nevada Job Corps 14175 Mt Charleston Street Reno, Nevada 89506 775-972-5627	Western Nevada College 2201 West College Parkway Carson City, Nevada 89701 775-445-3296
College of Southern Nevada 6375 West Charleston Blvd - Nursing Las Vegas, Nevada 89146 702-651-5681	South Lyon Medical Center 213 South Whitacre (PO Box 940) Yerington, Nevada 89447 775-463-2301	White Pine County School District 1800 Bobcat Drive Ely, Nevada 89301 775-289-4811
Evergreen Carson City Health 3050 North Ormsby Carson City, Nevada 89703 775-841-4646	Southern Nevada Vocational Technical Center 5710 Mountain Vista Las Vegas, Nevada 89120 702-799-7510	
First Step Nursing PO Box 1343 Beaver Dam, AZ 86432 928-347-5144		
Great Basin Community College 1500 College Parkway Elko, Nevada 89801 775-753-2216		
Grover C. Dils Medical Center P.O. Box 1010 Caliente, Nevada 89008 775-726-3171		
Manor Care Health Services 3101 Plumas Street Reno, Nevada 89509 775-829-7220		
Mount Grant General Hospital PO Box 1510 Hawthorne, Nevada 89415 775-945-2461		
Nevada Health Care Training & Education 2404 Western Avenue C Las Vegas, Nevada 89102 702-471-0529		
Pershing County School District PO Box 389 Lovelock, Nevada 89419 775-273-1147		

**Certified Nursing
Assistant
Exam Results
for FY07/08**

Passed **84%**

**Clinical
exam results**

Passed	804
Failed	<u>134</u>
Total Tested	938

Passed **92%**

**Knowledge
exam results**

Passed	663
Failed	<u>54</u>
Total Tested	717

Passed **76%**

**Oral knowledge
exam results**

Passed	16
Failed	<u>5</u>
Total Tested	21

Source: Thomson Prometric website reporting system

Investigation Statistics

If the Nevada State Board of Nursing receives information that a nurse or nursing assistant may have broken the law (the Nevada Nurse Practice Act), the Board has the authority to investigate. It will only investigate if the complaint is received in writing, names a nurse or nursing assistant who is licensed or certified in the state of Nevada, is signed by the person making the complaint, and alleges a violation of the Nurse Practice Act. Investigations are also generated from nurses and nursing assistants who answer "yes" to one or more of the five screening questions asked on initial and renewal applications for licensure/certification.

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

If the evidence doesn't support the allegations, the complaint may be dismissed or closed. If the evidence does support the allegations, the Board may take disciplinary action against the individual. If the investigation is generated from an answer to the application screening questions, depending upon the nature of the "yes" answer and the evidence received, the application may be cleared without disciplinary action or heard by the Board for final disposition, up to and including disciplinary action.

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

Disciplinary action can include denial, reprimand, fine, suspension, probation, voluntary surrender, or revocation of a license or certificate and may include requirements such as continuing education or drug testing. The Board considers each case individually.

FY07-08 Probation Statistics When considering what disciplinary action to take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation. In many cases, the Board places individuals on disciplinary probation so that it can restrict, monitor and improve the person's practice. The Board also has a very successful alternative monitoring program that allows qualified, chemically dependent nurses and nursing assistants to re-enter the workforce in a paced sequence. It also monitors their recovery to ensure the safety of their patients. The statistics below include all people who were on probation as of June 30, 2008.

Type of Probation	Number of Participants
Alternative (monitoring program)	41
RN Disciplinary Probation	46
LPN Disciplinary Probation	11
CNA Disciplinary Probation	9
TOTAL	107

Five-year comparison of total probation participants

June 04	June 05	June 06	June 07	June 08
107	97	89	99	107

RN/LPN Investigation Statistics

Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board opened during FY07/08. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints/application investigations were opened.

Types of investigations begun in FY07/08

Type	Total	Percent of Total	Type	Total	Percent of Total
Abuse/cause harm	49	5.0	Unprofessional conduct/other	15	1.5
Action in another state	0	0	Violation of Board order	72	7.2
CE audit	159	16.1	Yes to screening question(s) on initial application	291	29.2
Confidentiality violations	5	.5	Yes to screening question(s) on renewal application	66	6.6
Customary standards	56	5.6	TOTAL	996	100.0
Drug diversion/narcotic discr.	36	3.6			
Failure to collaborate	16	1.6			
Failure to supervise	16	1.6			
Falsification of records	15	1.5			
Fraud	6	.6			
Fraudulent application	94	9.4			
Impairment	14	1.4			
Medication errors	4	.4			
Negligence/incompetence	3	.3			
Patient abandonment	6	.6			
Positive drug screen	17	1.7			
Practice beyond scope	27	2.7			
Practice w/o license	18	1.8			
Professional boundaries	7	.7			
Unauthorized delegation	4	.4			

Outcomes of investigations concluded in FY07/08

Outcome	Total	Percent of Total
Closed	405	46.0
Cleared	250	28.4
Applications denied	39	4.4
Dismissed	2	.2
Fined	34	3.9
Reprimanded	98	11.2
Placed on probation	22	2.5
Suspended	5	.6
Voluntarily surrendered license	15	1.7
Revoked	10	1.1
TOTAL	880	100.0

RN/LPN Investigation Statistics (continued)

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The 996 complaints opened in
FY07/08 represent
3.55%
of the total RN/LPN population of
28,031

Five-year comparison of RN/LPN complaints opened

FY 03/04	481
FY 04/05	460
FY 05/06	486
FY 06/07*	940
FY 07/08	996

*FY06/07 is the first year this report includes complaints opened generated by "yes" answers on initial applications

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

Number of application screening questions** answered with "yes" in FY07/08

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

Initial applications **68**
Renewal applications **15**

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

Initial applications **247**
Renewal applications **42**

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

Initial applications **0**
Renewal applications **1**

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

Initial applications **17**
Renewal applications **7**

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

Initial applications **4**
Renewal applications **11**

TOTAL **412**

Total initial applications in FY07-08 **4,122**
Total renewal applications in FY07-08 **10,556**

CNA Investigation Statistics

Investigation Statistics The statistics below relate to the investigations (complaints/applications) the Board opened during FY07/08. It is important to remember that investigations can begin in one fiscal year and continue into the next fiscal year. This means that the results, or outcomes, of investigations are not necessarily reported in the same fiscal year in which the complaints/application investigations were opened.

Type of investigations begun in FY07/08

Type	Total	Percent of Total
Abuse/cause harm	37	7.3
Action in another state	0	0.0
CE/Employment audit	59	12.0
Confidentiality violations	1	.2
Customary standards	15	2.9
Drug diversion	0	0.0
Falsification of records	0	0.0
Fraud	0	0.0
Fraudulent application	102	20.2
Impairment	1	.2
Negligence/incompetence	1	.2
Patient abandonment	5	1.0
Positive drug screen	6	1.1
Practice beyond scope	4	.7
Practice w/o certificate	5	1.0
Professional boundaries	3	.6
Unprofessional conduct/other	7	1.3
Violation of Board order	13	2.5

Type	Total	Percent of Total
Yes to screening question(s) on initial application	226	44.7
Yes to screening question(s) on renewal application	21	4.2
TOTAL	506	100.0

Outcomes of investigations concluded in FY07/08

Outcome	Total	Percent of Total
Closed	143	35.7
Cleared	146	36.4
Applications denied	48	12.0
Dismissed	1	0.2
Fined	7	1.7
Reprimanded	36	9.0
Placed on probation	3	0.8
Suspended	2	.5
Voluntarily surrendered license	8	2.0
Revoked	7	1.7
TOTAL	401	100.0

CNA Investigation Statistics (continued)

The 537 complaints opened in
FY07/08 represent
7.99%
of the total CNA population of
6,331

Five-year comparison of CNA complaints opened

FY 03/04	272
FY 04/05	249
FY 05/06	250
FY 06/07*	537
FY 07/08	506

Number of application screening questions** answered with "yes" in FY07/08

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

Initial applications	31
Renewal applications	4

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

Initial applications	222
Renewal applications	18

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

Initial applications	0
Renewal applications	0

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

Initial applications	4
Renewal applications	0

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

Initial applications	3
Renewal applications	1

TOTAL **283**

*FY06/07 is the first year this report includes complaints opened generated by "yes" answers on initial applications

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

Total initial applications in FY07-08	1,599
Total renewal applications in FY07-08	2,176

Board Advisory Committees

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

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

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

Advanced Practice Advisory Committee

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

In FY07/08, the committee recommended, and the Board adopted a Record of Practice and Protocol Guidelines to assist APNs in meeting certification requirements. It also recommended changes to the regulatory definition of "nurse midwife" to accurately reflect the current qualifications and education of nurse midwives.

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

Liaison: Belen Gabato, MS, RN

Committee Members:

Amy Booth, MS, RN, APN (Reno)
Tricia Brown, MSN, RN, APN (Reno)
George Cox, MS, RN, CRNA (Las Vegas)
Phyllis Suiter, MA, RN, APN (Las Vegas)
Rhigel (Jay) Tan, MSN, RN, APN (Las Vegas)
Susan VanBeuge, MSN, RN, APN (Las Vegas)
Ronnie Wing, MSN, RN, CRNA (Spring Creek)

Certified Nursing Assistant Advisory Committee

The Certified Nursing Assistant Advisory Committee is distinctive because its composition is defined by statute (NRS 632.072). Its duty is to advise the Board on matters relating to certified nursing assistants.

In FY07/08, the committee recommended a regulation change to reduce to 40 the number of hours of employment a CNA needed to work under the direction of a licensed nurse for renewal of a certificate. It also recommended the Board revise its regulations to require that the coordinator of an approved CNA training program be a registered nurse.

Chair: Chris Sansom, BSN, RN, Director of Operations

Liaison: Carrie McMurray, CNA

Committee Members:

Jean Allen, RN (Division of Aging Services) - Las Vegas
Cheryl Becerra, RN - Las Vegas
Mary Brann, MSN, RN (Acute Care) - Henderson
Barbara Cavanagh, BSN, RN, CCM (Health Division, Department of Human Resources) - Carson City
Leslee Hoffer, RN, HCC III (Division of Health Care Financing and Policy, Department of Human Resources) - Carson City
Elizabeth Mongeau, BS, RN (Acute Care) - Las Vegas
Terri Lynn Shoemaker, CNA - Las Vegas
Carla Wright, RN - North Las Vegas

Board Advisory Committees (continued)

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Disability Advisory Committee

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

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

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

In FY07/08, the committee evaluated 143 individuals.

Chair: Kathleen Reynolds, BHS, RN, Compliance Coordinator

Liaison: Doreen Begley, MS, RN

Education Advisory Committee

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

In FY07/08, the committee recommended and the Board adopted a revised policy granting the Board's executive director authority to waive the requirement for a masters of science in nursing degree for clinical faculty in both bachelors and associate degree programs.

Chair: Roseann Colosimo, PhD, MSN, RN

Liaison: Mary Ann Lambert, MSN, RN

Committee Members:

Cookie Bible, BSN, RNC, APN (Zephyr Cove)
Peggy Cullum, RN (Las Vegas)
Virginia Deleon, RN (Henderson)
Phyllis Erichsen, RNC, CCM (Reno)
Mattie Harris, RN (Las Vegas)
Deborah E. Martz, RN (Las Vegas)
Judith Slaney, RN, LADAC (Las Vegas)
Ann Testolin, EdD, MS, BS, RN (Reno)

Active Conceptual:*

Jan Brethauer, RN (Yerington)
Roseann Colosimo, PhD, MSN, RN (Las Vegas)
Mary Culbert, MS, RN (Reno)
Darlene Cunningham, MS, RN, CCRN, APN (Reno)
John Malek, PhD, MSN, APN (Yerington)
Susan O'Day, BS, RN, CPAN (Reno)
Karienne Rimer, RN (Henderson)
Chris Veach, MS, RN (Reno)
Judith Vogel, BSN, RN (Boulder City)
Rilo Weisner, MS, RN, C (Las Vegas)

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

Committee Members:

Dawn Adams, RN (Las Vegas)
Steven Arthur, Student Nurse (Henderson)
Lisa Black, PhD, RN (Reno)
Connie Carpenter, EdD, RN (Henderson)
Judith Cordia, EdD, RN (Carson City)
Margaret Covelli, BSN, MHA, RN (Henderson)
Karen Fontaine, MSN, RN (Reno)
Rhuberta Jones Haley, PhD, RN, FNP (Henderson)
Jan Kramer, MSN, RN (Las Vegas)
Madelon Lawson, BSN, RN, CAPA (Reno)
Margaret Puccinelli, PhD, RN (Elko)
Patsy Ruchala, DNSc, RN (Sparks)
Mable H. Smith, PhD, JD, RN (Henderson)
Dianne Sullivan, BSN, RN (Henderson)
Carolyn Yucha, PhD, RN (Las Vegas)



Board Advisory Committees (continued)

Nursing Practice Advisory Committee

The Nursing Practice Advisory Committee advises and reports to the Board on matters related to the establishment of state standards of nursing practice. The committee consists of at least 10 persons who are knowledgeable in all areas of general nursing practice in Nevada and trends in national nursing practice.

In FY07/08, the committee recommended and the Board adopted two new practice decisions: one allowing RN initiation of administration of Vitamin K, Erythromycin eye ointment, and Hepatitis B vaccine for newborns; and the other allowing RN use of ultrasound guidance to place a peripheral intravenous catheter in the upper extremity. The Board also adopted the committee's recommendation to strengthen the Procedural Sedation Practice Decision to require on-site availability of emergency personnel and equipment.

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

Liaison: Betty Carlgren, LPN

Committee Members:

Diane Allen, RN (Carson City)
Kellie Benway, RN (Las Vegas)
Caroline Copeland, RN (Las Vegas)
Cheryl McKinney, RN (Las Vegas)
Susan Moore, RN (Reno)
Linda Morton, RN (Reno)
Joseph Rosich, RN (Reno)
Diane Smith, RN (Henderson)
Mary Wherry, RN (Carson City)
Karen Winter, RN (Gardnerville)
Vickie Wright, RN (Reno)

Board Staff

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Administration

5011 Meadowood Mall Way, Suite 300, Reno, NV 89502,
888-590-6726

Debra Scott, MSN, RN, APN, Executive Director

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

Chris Sansom, BSN, RN, Director of Operations

Program Management
CNA Advisory Committee Chair

Fred Olmstead, General Counsel

Legal Counsel

Dean Estes, Accountant/Technology Officer

Budget, Accounting and Payroll
Technology Support, Programming

Roseann Colosimo, PhD, MSN, RN, Education Consultant

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

Patty Shutt, LPN, Site Operations Supervisor

Las Vegas Site Supervision
Advanced Practice Certificate Processing

Marianne Kadlic, Executive Assistant

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

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2500 W. Sahara Ave., Suite 207, Las Vegas, NV 89102,
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Linda Aure, BSN, RN, C, Senior Investigator

Complaint Investigations
Nursing Practice Questions

Lark Muncy, RN, Investigator

Complaint Investigations
Nursing Practice Questions

Marilyn Schmit, RN, Application Coordinator

Application Review
Fraudulent Application Screening

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling

Probation and Alternative Program Monitoring
Reinstatement Applications

LICENSURE/CERTIFICATION

Sarah Bowen, Licensure Specialist

Licensure Eligibility Questions
Endorsement, Exam & Renewal Applications
Continuing Education Providers
International Nurse Graduates & Licensure Issues

Patty Towler, Senior Certification Specialist

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

Molly Echandy, Licensure/Certification Clerk

Licensure Eligibility Questions
Endorsement, Exam & Renewal Applications
Continuing Education Providers
International Nurse Graduates & Licensure Issues

SUPPORT

Sherrie Frederick, Fingerprint Specialist

Endorsement Forms
Fingerprint Processing
Fingerprint Report Screening

Christie Daliposon, Management Assistant

Assistant to the Director of Operations
Discipline Investigative Support
Compliance Support
Board Meeting Preparation
Disability Advisory Committee Scheduling

Cyndie Souza, Management Assistant

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

Adela Smith, Management Assistant

Assistant to the Accountant/Technology Officer
Initial and Renewal Applications
Financial File Management
Nursing Personnel Files

Kiley Smith, Receptionist

Renewal Applications
Program Support
Inquiries, Information and Referrals
Licensure and Certification Applications

Ariadna Ramos Zavala, Receptionist

Renewal Applications
Program Support
Inquiries, Information and Referrals
Licensure and Certification Applications

Michelle Wray, Fingerprint Assistant

Fingerprint Capture
Program Support
Inquiries, Information and Referrals

Nevada State Board of
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