

2008 Annual Report



Alabama Board of Nursing

October 1, 2007– September 30, 2008

Honorable Rob Riley

Governor

State of Alabama

Dear Governor Riley:

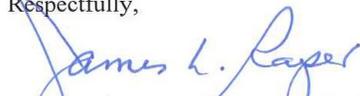
Alabamians can be proud of the Alabama Board of Nursing as it continues to accomplish its mission to safeguard and promote the health, safety and welfare of the public. The Board operates under authority of the *Code of Alabama 1975*, Sections 34-19-1 through 34-19-10, and Sections 34-21-1 through 34-21-93. In 2008 the Alabama Board of Nursing accomplished its purpose by:

- Licensing 17,961 LPNs; 50,184 RNs; 27 Certified Nurse Midwives; 1,420 Certified Registered Nurse Anesthetist; 1,744 Certified RN Practitioners; and 97 Clinical Nurse Specialists
- Receiving and investigating 1,145 written complaints against licensed nurses and applicants for licensure (Importantly, 267 cases were closed without action owing to the fact that there was no provable violation of the Nurse Practice Act.)
- Disciplining licenses of 392 nurses and denying the application of 3 applicants for licensure by examination (Discipline involves either a "Consent Order" for informal resolution or "Statement of Charges and Notice of Hearing") An additional 300 licensed nurses were monitored by the Voluntary Disciplinary Alternative Program (VDAP) and 43 nurses successfully completed their monitoring contracts.
- Setting and reviewing standards for study and course curricula for continued monitoring and regulation of 40 RN and 23 LPN education programs
 - Granting "Provisional Approval" to 3 new RN educational programs
 - Granting "Full Approval" to 2 LPN educational programs
- Requiring continuing education for renewal, reinstatement and endorsement while providing continuing education through 413 Board-approved or otherwise recognized CE providers
- Granting \$53,200 from the Education Trust Fund to 14 Post-Baccalaureate RNs and an additional \$500,000 from the Education Trust Fund to 50 Post Baccalaureate RNs committed to pursuing "teaching" in a college or university nursing program upon completion of their course of study.

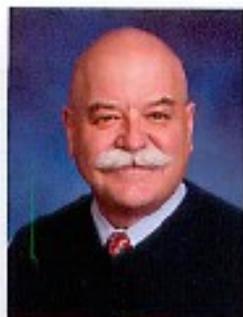
Other important ABN-activities included the 3-year review cycle of the *ABN Administrative Code*, rule changes, declaratory rulings, participation in the ABN/BME Joint Practice Committee, regulation of nursing practice through such mechanisms as "Standardized Procedures," and oversight of the Center for Nursing as it collects, analyzes and disseminates nursing workforce pertinent data. In addition to the aforementioned activities, a Sunset review was performed by the Examiners of Public Accounts in the summer of 2008. Following the release of their finding, the Board asked the Joint Legislative Sunset Committee to continue the Board of Nursing for another 4-year period.

And finally, in light of the current dismal state of Alabama's financial status, I am pleased to report that the Board's financial statement reflects sound fiscal policy and overall fidelity. Revenues exceeded expectations while expenditures fell short of projections. Savings reverted to the ABN Trust Fund for future use.

Respectfully,



James Luther Raper, DSN, CRNP, JD, FAANP
President
Alabama Board of Nursing



Michael Harper, Vice President
CRNA, DA, JE, Dawson, AL



James L. Raper, President
BSN, CRNP, JD, EAAC, Birmingham, AL



David Fagan, Secretary
LPN, Truist, AL

Alabama Board of Nursing



2008



Pamela Atty, Board Member
PhD, MBA, RN, Gadsden, AL



Harry L. Brown Jr., Board Member
MA, MBA, CFP, Sylacauga, AL



Debra Davis, Board Member
BSN, RN, Grand Bay, AL



Myrtle Hopkins, Board Member
LPN, Fairfield, AL



Gregory Howard, Board Member
LPN, Jackson, AL



Patricia LaCroy, Board Member
MSN, RN, Andale, AL



Rose Shores Lively, Board Member
MSN, RN, Andale, AL



Anne Lovitt, Board Member
LMSN, MSN, Bessemer, AL



Sylvia Noblin, Board Member
MSN, CRNP, Dothan, AL



Sharon Pugh, Board Member
LPN, Tuscaloosa, AL

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BOARD OF NURSING MEMBERS AND STAFF

OCTOBER 1, 2007- SEPTEMBER 30, 2008

BOARD MEMBERS	TERM EXPIRES
James Luther Raper, DSN, CRNP, JD, President, Birmingham	12-31-2008
Debra C. Davis, DSN, RN, Vice-President, Mobile	12-31-2009
Davied Fagan, LPN, Secretary, Trinity	12-31-2008
Pamela Autry, Ph.D., RN, Gadsden	12-31-2010
Harry I. Brown, Jr., MA, MBA, CFP®, Sylacauga	12-31-2009
Peggie A. Carpenter, LPN, BA, Tuscaloosa	12-31-2007
Davied Fagan, LPN, Trinity	12-31-2008
Michael Harper, CRNA, JD	12-31-2009
Sylvia Homan, MSN, RN, MSCE, Livingston	12-31-2007
Maggie L. Hopkins, LPN, Fairfield	12-31-2009
Gregory T. Howard, LPN, Tuscaloosa	12-31-2010
Patricia LeCroy, MSN, RN, Gadsden	12-31-2009
Rose Sharon Linsky, MSN, RN, Arab	12-31-2011
Susan F. Lovett, CRNP, MSN, RN, Russellville	12-31-2011
Sylvia Nobles, MSN, CRNP, Dothan	12-31-2010
Sharon Pugh, LPN, Tuscaloosa	12-31-2011

*Legal Services provided by
Randolph P. Reaves, P.C.*

AGENCY STAFF

N. Genell Lee, MSN, RN, JD	Executive Officer
Leslie Vinson, BS	Executive Secretary
Alice M. Maples, JD, LLM	Deputy Attorney General/General Counsel
Gilda B. Williams, JD	Asst. Attorney General/General Counsel
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Ronald Lazenby, BS	Chief Fiscal Officer
Jennifer Weaver, MBA	Chief Fiscal Officer
William A. Stewart, III	Director, Licensing & Information Technology
John J. Howard, BS	IT Systems Specialist
Richard A. Pasley, BS	IT Systems Specialist
Bradley G. Jones, BS	IT Systems Specialist, Associate
Richard F. Boyette, BS	Programmer Analyst
Allison J. Terry, MSN, PhD	Director, Center for Nursing
Mary Ed Anderson, MSN, RN	Nursing Consultant, VDAP
Marilyn T. Archibald, MSN, RN	Nursing Consultant, Legal
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Practice/Advance Practice
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Continuing Education
Carolyn Morgan, MSN, RN	Nursing Consultant, Practice
Jean B. Lazarus, MSN, RN	Retired State Employee
Rebecca Goodson, BS	Personnel Assistant III
Brittney H. Stein	Account Clerk
Lakandice Williams	Account Clerk
Frank D. Mitchell, BSCJ	Chief Investigator
Danny O. Bond	Special Investigator
George Wyatt Gantt	Special Investigator
Nathaniel Nunnelley	Special Investigator
David Pinnock	Special Investigator
Pamela D. Jenkins	Legal Research Assistant
Gloria Franklin	Docket Clerk

AGENCY STAFF Continued

Vicky H. Moseley	Docket Clerk
Virginia L. Pettway	Docket Clerk
Teresa Stephens	Docket Clerk
Rosa N. Thomas	Docket Clerk
Javonda Kennedy	ASA III
Wendy Looney	ASA III
Robert Moscatiello	ASA III
Brenda Adams-Packer	ASA III
M. Annette Songer	ASA III
Misti Broadnax	ASA II
Cassandra Burrell	ASA II
Angel P. Garcia	ASA II
Debra J. Starks	ASA II
Vanessa S. Mathis	ASA II
Stephanie Pike	ASA I
Sandra Porter	ASA I
Jessica Hooks	Clerical Aide
Antoya Kyles	Clerical Aide
Jennifer Spence	Clerical Aide

REGULATION OF NURSING EDUCATION AND NURSING PRACTICE

The Alabama Board of Nursing (ABN) spent FY 2008 providing public protection through the regulation of nursing practice and education. The decisions of the Board of Nursing and actions associated with those decisions are included in Appendix A.

The Nurse Practice Act contains the legal foundation for the Board of Nursing to render decisions, promulgate rules, and issue licenses. The Nurse Practice Act is available for downloading, for free, from the Board's web site, www.abn.alabama.gov. The Alabama Administrative Code contains the regulations passed by the ABN to clarify, amplify, and address specifics of the statute. The chapter listings of the Administrative Code are:

- Chapter 1: Organization and Administration (of the ABN)
- Chapter 2: Definitions (for each chapter of the Administrative Code)
- Chapter 3: Nursing Education Programs
- Chapter 4: Licensure
- Chapter 5: Advanced Practice Nursing—Collaborative Practice
- Chapter 6: Standards of Nursing Practice
- Chapter 7: Reserved
- Chapter 8: Disciplinary Action
- Chapter 9: Advanced Practice Nursing (CRNA & CNS)
- Chapter 10: Continuing Education for License Renewal
- Chapter 11: Scholarships for Post-Baccalaureate Study
- Chapter 12: Reserved
- Chapter 13: Nondisciplinary Alternative Program for Impaired Nurses

The Board has a standing policy of review of each chapter of regulations every three (3) years. Amendments to regulations go through the required process of review. Once the ABN approves amendments or a new chapter, the proposed changes are filed with the *Alabama Legislative Reference Service*. Proposed changes are published in the *Alabama Administrative Monthly*. Proposed changes are also posted to the Board's web site, www.abn.alabama.gov, under "Proposed Rules." In addition to posting the proposed rules on the web site, notices are also sent to different groups impacted by the rules via electronic mail.

Sunset Review

The Board undergoes a "Sunset" review every four years. During the Summer of FY 2008, the Board had a Sunset review by the Examiners of Public Accounts. The Examiners of Public Accounts provides a report to the legislature and the legislature determines whether to continue the Board or allow it to "Sunset." The Sunset Audit is available for review on the web site of the Examiners at www.examiners.state.al.us. Click on "Audit Reports" and then select "Special Reports/Sunset Audits". The Sunset Audit Report was released on August 20, 2008 and is numbered 29S-0017. In addition to the auditor's review, the Board identified areas of concern that were significant findings. The report was provided to the Joint Legislative Sunset Committee on August 19, 2008. The Board had an opportunity to discuss the findings with the Senators and Representatives serving on the Committee. The Board asked that the legislature continue the Board of Nursing for another four (4) years.

FY 2008 Rules Changes

In November 2007, the Board approved amendments to Chapter 610-X-4, Licensure and Rule 610-X-2-.04, Definitions, Licensure. In March 2008, approved amendment of Rule 610-X-4-.08, Renewal of License. A significant change was moving rules specific to continuing education (CE) needed for renewal to the chapter on licensure.

The Board has the authority to charge reasonable fees for services. Each September, the regulations require the Board to either amend the fee schedule or adopt the existing fee schedule. In September 2008, the Board approved amendments to the fee schedule, Rule 610-X-4-.14.

In November 2007, the Board approved amendments to Rules 610-X-5-.08 and 610-X-5-.19.

In July 2008, the Board amended Rules 610-X-5-.10(5) and 610-X-5-.21(5) to eliminate the countersignature of physicians on inpatient orders.

In September 2008, the Board amended Chapter 610-X-10, Continuing Education for Licensure and Chapter 610-X-2-.10, Definitions, Continuing Education for Licensure.

The Board amended Rule 610-X-3-.05, Deficiencies, in the nursing education program chapter. The amendment was necessary to clarify the Board's role in requiring nursing education programs to improve.

Declaratory Rulings

The Board has the authority to issue declaratory rulings when petitioned to provide relief from the enforcement of a rule. The requirements for the petition are identified in Rule 610-X-1-.09.

Rule 610-X-1-.09 Declaratory Rulings.

Any person substantially affected by a rule may petition the Board for a declaratory ruling with respect to the validity of a rule or the applicability to any person, property or state of facts of any rule or statute enforceable by it or with respect to the meaning and scope of any order of the Board.

- (1) The petition shall be in writing and shall include:
 - (a) The name and address of the petitioner.
 - (b) A statement of facts sufficient to show that the person seeking relief is substantially affected by the rule.
 - (c) The rule, statute or order and the reasons for the questions.
- (2) Failure of the Board to issue a declaratory ruling within forty-five days of date of receipt of request shall constitute a denial of the request.
- (3) Circumstances in which rulings shall not be issued include but are not necessarily limited to:
 - (a) Lack of jurisdiction.
 - (b) Lack of clarity of the issue presented.
 - (c) No clear answer determinable.

Author: Alabama Board of Nursing

Statutory Authority: Code of Alabama, 1975, § 41-22-11.

History: Effective September 29, 1982. Amended March 24, 1984. Filed September 20, 2002. Effective October 25, 2002.

The Board issued one declaratory ruling during FY 2008. In March 2008, Elizabeth Bush petitioned the Board for relief from the rule requiring that applicants for licensure be a high school graduate or its equivalent. Ms. Bush entered Samford University on early admission after completion of her junior year in high school. The Board stated that Ms. Bush had the equivalent of a high school diploma and thus would meet that particular licensure requirement.

Open Forum

The Board provides an hour of each meeting for individuals, organizations, and others who are interested to present information to the Board for discussion. During FY 2008, the following

November 2007:

Suzanne Fogger, MSN, RN, ARNP-BC, presented her Doctoral in Nursing Practice (DNP) project to the Board. Ms. Fogger was a DNP candidate at the University of South Alabama College of Nursing. Ms. Fogger evaluated the Board's two monitoring programs for those with chemical dependence as part of her project. Her findings were presented to the Board.

November 2007:

Cindy Cooke, MSN, RN, CRNP, President, Nurse Practitioner Alliance of Alabama, presented issues of concern related to advanced practice nurses in collaborative practice.

March 2008:

Dr. Gregg Skipper, Director of the Physician Health Program for the Medical Association of the State of Alabama, presented information to Board members and staff regarding current trends in chemical dependency and toxicology.

March 2008:

Jeanette McKnight, BSN, RN, WOCN, President of 2 Advise, Inc. presented information to the Board about wound care including certification and training. As a certified wound, ostomy, and continence nurse, Ms. McKnight has extensive experience in the care of various types of wounds in the clinical setting.

June 2008:

Dr. Carol Easley Allen, Dean of the College of Nursing at Oakwood University in Huntsville, Alabama presented issues experienced by historically black colleges and universities.

July 2008:

David Jackson, Chief of Staff, and Vanessa Prater, RN, BSN, Director of Nurse Delegation Program for the Alabama Department of Mental Health provided an annual report to the Board regarding their program.

September 2008:

The Board viewed a videotape on crystal methamphetamine and the problems with the addiction. The video, from the program “Intervention” on Arts and Entertainment Television (AETV), spotlighted “Meth Mountain” in Alabama.

BOARD MEMBER AND STAFF PRESENTATIONS

Board members and staff traveled throughout the state to provide education related to regulations, legal foundations of nursing, chemical dependency, and other non-clinical topics. A speaker request form is available on the Board’s web site, www.abn.alabama.gov if any facilities, groups or organizations would like to have a speaker attend a meeting and present issues specific to regulations.

Over 30 continuing education presentations on Standards of Nursing Practice and Standardized Procedures were provided by the Practice Nurse Consultant to facilities and agencies. Additional presentations were made to senior nursing students with particular emphasis on the relevance of Alabama Nurse Practice Act and Alabama Board of Nursing’s Administrative Code to nursing practice in Alabama.

During FY 2008, the Director of the Center for Nursing was selected to present research on school nurses at the annual meeting of the Southern Nursing Research Society. Articles on research completed by the Director have been submitted to peer-reviewed publications, with three being accepted by journals thus far. The Director of the Center for Nursing participated in the Governor’s Conference on Workforce Development in September 2008. Valuable information was gained on the current state of the labor market as well as how to develop job skills in disadvantaged youth.

The Board maintains files on presentations throughout the state during each Fiscal Year to be able to account for resources used in educating nursing students, licensees, health care facilities, and the public about the regulation of nursing education and nursing practice.

LICENSURE AND INFORMATION TECHNOLOGY

Licensing of qualified individuals is the primary business function of the ABN. Licensure is required in order to practice nursing in Alabama and also to use the title “RN” and “LPN.” The title “nurse” is not protected. Consumers often are confused because individuals may claim to be a nurse when in fact they are not licensed. Sometimes the title nurse is used to make health care consumers comfortable with the care being provided. Licensed nurses and approved advanced practice nurses should make it a practice to introduce themselves to patients including their title. Telling a patient whether you are an RN, LPN, or advanced practice nurse will help them begin to understand that there is a distinction and that all nurses are not the same.

As happens following each license renewal period, a number of disciplinary cases occur when formerly licensed nurses fail to renew but continue to practice. In addition to the disciplinary action against the former nurse’s license, health care facilities also may be required to refund third-party payers if the individuals providing the care are not properly licensed. The Board often hears that failing to renew is “a minor paperwork violation” when in fact the implications are far greater than paperwork. A nurse anesthetist, for example, who fails to renew the RN license and the CRNA approval, should not provide anesthesia services until the RN license and CRNA approval are reinstated. Practicing for compensation without a license or advanced practice approval results in disciplinary action annually.

Licensed practical nurses were required to renew between September 1, 2007 – December 31, 2007. Paper applications were mailed to each LPN along with a notice that paper applications would not be mailed for 2009 renewal. Registered nurses started renewal at the end of FY 2008, beginning in September 2008. Online renewal was the only option provided to registered nurses.

Data specific to the nursing workforce and licensing activities for FY 2008 are listed in Appendix B.

NURSING EDUCATION

During FY 2008, the Board reviewed existing nursing education programs as well as proposed new nursing programs. A listing of approved nursing programs is in Appendix C. The Board has outcome standards for each program specified in Rule 610-X-3.04 of the ABN Administrative Code.

Rule 610-X-3-.04 Outcome Standards

- (1) Graduates shall demonstrate theoretical and clinical competence for entry into practice.
- (2) Graduates, as a composite of first time writers, shall achieve no less than an eighty percent (80%) pass rate on a board selected national licensure exam. The Board shall establish the reporting time period.
- (3) There shall be a written plan for the systematic evaluation of the total program that is comprehensive, demonstrates ongoing evaluation, is based on program outcomes and incorporates continuous improvement. The systematic evaluation plan shall include:
 - (a) Collection, aggregation, analysis and trending of data.
 - (b) Programmatic outcomes, levels of achievement, evaluative criteria, assignment of responsibility, frequency of assessment, methods of achievement, actions taken and quantitative data collected.
 - (c) Ongoing evaluation and revisions based on the evaluation.

Author: Alabama Board of Nursing

Statutory Authority: Code of Ala. 1975, §34-21-5

History: September 27, 1982. Amended May 6, 1985. Amended May 23, 1997. **Repealed and Replaced:** Filed July 22, 2002. Effective August 26, 2002. **Amended:** Filed September 25, 2006. Effective October 31, 2006. **Amended:** Filed September 21, 2007. Effective October 26, 2007.

If a program does not meet the outcome standards specified in the regulations, the Board has an option to issue a Notice of Deficiency or a Notice of Continued Deficiency or schedule the program for an administrative hearing. The Board, in its Notice of Deficiency, establishes a deadline for correction of the deficiency.

Rule 610-X-3-.05 Deficiencies

- (1) The Board shall conduct surveys and evaluations as often as necessary to determine compliance with all standards set forth in Chapter 610-X-3.
- (2) The Board shall, upon determining that a program is not in compliance with standards set forth in Chapter 610-X-3, provide to the governing institution administrator and nursing program administrator a written notice of deficiencies that establishes a reasonable time, based upon the number and severity of deficiencies, to correct deficiencies.
 - (3) A nursing education program that receives a Notice of Deficiency from the Board shall establish a written plan within the specified time and provide reports to the Board as requested to document progress in removing deficiency(ies).
 - (4) The Board shall conduct a hearing for any program that fails to correct identified deficiencies within the time specified by the Board. The Board may:
 - (a) Withdraw approval from the nursing education program resulting in graduates being ineligible to take the licensing examination.
 - (b) Continue approval of the nursing education program for a specified time period.
 - (c) Direct the nursing program administrator to notify students in writing.

Author: Alabama Board of Nursing

Statutory Authority: Code of Ala. 1975, §34-21-5

History: September 27, 1982. Amended May 6, 1985. Amended May 23, 1997. **Repealed and Replaced:** Filed July 22, 2002. Effective August 26, 2002. **Amended:** Filed September 25, 2006. Effective October 31, 2006. **Amended:** Filed September 21, 2007. Effective October 26, 2007. **Amended:** Filed May 16, 2008. Effective June 20, 2008

Eighty percent (80%) of graduates of nursing programs are expected to pass the national licensure examination on the first attempt. Those programs that received Notices of Deficiency, based on NCLEX® scores, following the January 2008 meeting were:

- Lurleen B Wallace MacArthur Campus PN and ADN Programs with a date of correction of September 30, 2008 for the PN program and September 30, 2009 for the ADN program.
- Reid State Technical College's PN Program for failure to meet standards with a date of September 30, 2008 to correct the NCLEX deficiency.
- Chattahoochee Valley Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Snead State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Gadsden State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Calhoun State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Troy University BSN program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Approved a Notice of Continuing Deficiency to Tuskegee University BSN program for failure to meet the NCLEX standard with a September 30, 2008 date to correct.

Programs that correct their deficiency(ies) receive a Notice of Correction. The Board provided correction notices to the following programs after the January 2008 meeting:

- Wallace Community College-Hanceville and Beville State Community College PN programs for correcting the prior NCLEX deficiency
- Central Alabama Community College ADN Program, Shelton State Community College ADN Program, and Wallace State Community College –Dothan-ADN Program for meeting NCLEX and other outcome standards.
- University of Mobile BSN program for meeting the NCLEX and other outcome standards.

Provisionally Approved Programs

The Board reviews potential new programs through a letter of intent, a feasibility study, and an application. During FY 2008, the Board granted provisional approval to the following programs:

- Herzing University PN to ADN mobility program, Birmingham
- Virginia College ADN program, Birmingham
- Virginia College ADN program, Montgomery

Prior to the grant of provisional approval, the Board conducts a site visit to the location of the potential program. The regulations in Chapter 610-X-3, Nursing Education Programs are reviewed and an inspection occurs. A report is provided to the Board prior to the Board reaching a decision about the program application. The first graduates of the program are expected to meet the 80% NCLEX® passing standard as well as the other outcome standards in the rules.

Two programs achieved full approval from provisional approval in FY 2008: Herzing University's PN program and Jefferson State Community College's PN program. Provisionally-approved programs are listed on the Board's web site, www.abn.alabama.gov under "Nursing Programs."

ADVANCED PRACTICE NURSING

The Board authorizes qualified registered nurses to practice as Advanced Practice Nurses. Advanced Practice Nursing (APN) includes four categories of specialty practice: certified nurse midwife (CNM), certified registered nurse anesthetist (CRNA), certified registered nurse practitioner (CRNP), and clinical nurse specialist (CNS). Each of the four specialties requires graduate academic nursing education leading to a master's degree, and national certification in the specialty. The Board grants approval for APN practice on the same two-year license cycle as the RN license period (January 1, 2006 through December 31, 2008). Renewal of APN approval for the next two-year license period requires renewal of the RN license, continuing education requirements for the APN specialty, and ongoing national certification.

The Board granted APN approval to 359 first-time applicants during FY 2008. At the end of the fiscal year, there were 3288 approved Advanced Practice Nurses.

APN Category	Initial Approval	Active on 9/30/2008
CNM	0	27
CRNA	151	1420
CRNP	202	1744
CNS	6	97
Total	359	3288

The APN approval lapses if the Board does not receive verification of the nurse's specialty recertification. The Board accepts written verification from the national organization by mail, facsimile and electronic transmission and data file import. Practicing as an Advanced Practice Nurse without current approval from the Board is a violation that results in disciplinary action.

Recognition of National Specialty Certifying Examinations

The Board of Nursing granted recognition to the American Association of Critical Care Nurses Acute Care Nurse Practitioner Certification Examination as meeting the requirement for nurse practitioner specialty certification.

The Board accepted the proposal of the American Psychiatric Nurses Association for a single certifying examination in Advanced Adult Psychiatric-Mental Health Nursing as a certification for nurse practitioners or clinical nurse specialists corresponding to the educational preparation as a nurse practitioner or clinical nurse specialist.

Collaborative Practice for CRNPs and CNMs

The Board of Nursing has the sole authority to determine the qualifications of Certified Registered Nurse Practitioners and Certified Nurse Midwives. The Joint Committee for Advanced Practice Nursing makes recommendations to the Board of Nursing and the Alabama Board of Medical Examiners regarding collaborative practice between CRNPs, CNMs and physicians. Diana Dowdy, RN, CNM, chaired the Joint Committee during FY 2008. The Committee held six meetings during FY 2008. Ms. Dowdy was re-appointed by the Board of Nursing for the three-year term from October 2008 through September 2011.

The Alabama Board of Medical Examiners appoints the physician members of the committee. The Board of Medical Examiners has the sole authority to determine the qualifications of collaborating and covering physicians in collaborative practice.

Joint Committee for Advanced Practice

Nursing

Members for FY 2008

ABN Appointees

Diana Dowdy, MN, RN, CNM, Huntsville

Sylvia Nobles, MSN, CRNP, Dothan

James Raper, DSN, JD, CRNP, Birmingham

ALBME Appointees

Steven Furr, MD, Jackson (9/07-7/08)

George C. "Buddy" Smith, Jr., MD, Lineville

George C. Smith, Sr., MD, Lineville

Collaborative Practice Applications

	CRNP	CNM
Initial Approval	155	0
Change Collaboration	356	10

The two Boards accepted these recommendations from the Joint Committee:

- In addition to the collaborating physician, an approved covering physician may provide on-site collaboration with a CRNP or CNM to satisfy the required time for on-site collaboration. Revised Alabama Board of Nursing Administrative Code 610-X-5-.08 and 610-X-5-.19 and Alabama Board of Medical Examiners Administrative Code 540-X-8-.08 and 540-X-8-22.
- Deleted the requirement for physician countersignature on inpatient orders issued by the CRNP or CNM. A CRNP and a CNM may write admission orders for inpatients as directed by the physician and subsequent orders in accordance with established protocols and institutional policies. Revised Alabama Board of Nursing Administrative Code 610-X-5-.10(5) and 610-X-5-.21(5); and Alabama Board of Medical Examiners Administrative Code 540-X-8-.10(5) and 540-X-8-24(5).

- Collaborative practice applications between a Family Psychiatric-Mental Health Nurse Practitioner and a Family Practice physician will receive favorable consideration, if such applications are received.
- A collaborating physician may implement a written policy, as a part of the Collaborative Practice Protocol, for the delegation of medication administration and injection to unlicensed personnel in remote collaborative practice sites with CRNP and CNM. The policy must be submitted as a part of the Collaborative Practice Protocol and maintained on-site in the remote practice site.
- Approved the protocol of Annelle Reed, CRNP, to perform aspiration and injection of specified joints in collaboration with Dr. Randall Cron, pediatric rheumatologist.
- Revised the **Standard Protocol for Certified Nurse Midwife**. Determined guidelines for approval of additional duties when requested for individual CNM collaboration protocol:
 - Insertion and removal of subdermal contraceptive implant
 - Endocervical and endometrial biopsy
 - Colposcopy and cervical biopsy
 - Circumcision
- Revised the parameters for central line insertion by CRNP in acute care, including Adult Acute Care NP and Pediatric Acute Care NP. Physician and CRNP are required to submit documentation to the Board confirming instruction and performance of procedures under supervision of physician.
 - General Parameters for Central Line Placement
 - Central Line Placement is granted for general venous access via jugular and femoral vein.
 - Intended duration of use is not longer than one month.
 - Percutaneous insertion without tunneling or burying a portion of the catheter in the subcutaneous tissue between the external insertion site and the insertion into the venous lumen .
 - Inserted no further than the superior vena cava at the innominate vein.
 - Femoral Central Line Placement is permitted
 - Femoral venous stick for sampling
 - Femoral line placement, duration not to exceed 72 hours in adults. Duration of femoral catheter placement in children is not limited to 72 hours.
 - No stipulation that physician is physically present during femoral line placement.
 - Documented training submitted to the Board for CRNP protocol
 - Subclavian Central Line (SCL) Placement is prohibited unless the physician is physically present during the procedure and the CRNP and Physician have submitted to the Board documentation of training.
 - CRNP who has completed training and has privileges to place central lines may exchange a central catheter over a guide wire in a hospital, after order by the physician

NURSING PRACTICE

Nursing Practice Website Page

A nursing practice page was established on the ABN website, www.abn.alabama.gov, to highlight the most frequently asked questions received by the Board and the appropriate answer based on statute and regulation. The subjects that have been addressed thus far include:

Botox and Collagen	Camp Nursing
Competency	Conscious sedation
Lists of tasks a nurse can/cannot perform	Dialysis: LPNs and PCTs
Maximum number of hours a nurse can work	Medication administration
Name on name tags	Nurse to patient ratio
Repackaging of medications	Telephonic nursing
Sample distribution of medications	Standardized procedures
Student as nursing assistant or PCT	Temporary permits

Standardized Procedures

The ABN set parameters for nursing practices that exceed basic educational preparation in 2001 with the adoption of Rule 610-X-6-.05, Standardized Procedures. During FY 2008, 51 applications for standardized procedures were processed and 44 facilities/agencies received approval for specific practices beyond basic education. Those procedures not previously approved by the ABN are posted quarterly on the Chief Nursing Officers Page of the website at www.abn.alabama.gov.

Annual Reporting of Standardized Procedures

The ABN Administrative Code, Rule 610-X-6 -.05 is the regulation for nursing practice beyond the basic nursing education of RNs and LPNs through the implementation of Standardized Procedures.

Practices that are beyond basic nursing education yet within the scope of nursing practice can be described in three (3) general groups according to the statute and regulations in effect:

• Prior to 1983

- There were no rules defining requirements for instruction or supervised practice.
- Nursing practices evolved, such as specific clinical procedures like dialysis or critical care, which required specific education and experience beyond basic nursing school.

• 1983 – 2001

- Nursing functions recognized by the ABN between 1983 and 2001 as practice beyond basic education, under the rules in place at that time. Most of these approvals were published as position statements.
- Some, but not all, of the functions described in position statements have been incorporated into basic nursing education.

• 2001 – Present

- The ABN stopped issuing position statements in 2001 and previous position statements were archived.

- After lengthy review of the standard of practice for RNs and LPNs, the standardized procedures rule for practice beyond basic nursing education was adopted.
- Facilities that want approval for nurses to perform procedures beyond their basic education are to submit an application signed by the chief nursing officer, the chief medical officer and chief executive officer. Accompanying the application must be the policy and procedure, the organized program of study, plan for supervised clinical practice and plan for demonstration of competency. The facility is also required to specify the category of nurses included in the standardized procedure.
- A report from the chief nurse of the facility is submitted annually in a format specified by the Board that identifies the procedures performed by nurses, supervision required and limitations, if applicable.

Historical Formats and Results:

• 2002

A survey in a checklist format was sent to the chief nurse asking him or her to identify practices beyond basic educational preparation in their facilities. The checklist was developed based upon the Position Statements that had been issued by the Alabama Board of Nursing between 1982 and 2000. Procedures in the 2002 survey were separated only by RN and LPN.

• 2003

In November 2003, the reporting form asked the chief nurse to list standardized procedures performed in each facility. As in the 2002 inaugural survey, procedures in the 2003 survey were separated only by RN and LPN.

• 2005 - Present

Beginning with the 2005 annual report, an on-line survey was developed and placed on the ABN website. Beginning with the 2006 report, the report was limited to hospitals, nursing homes, home health and hospice agencies, infusion companies, ambulatory surgery centers and dialysis centers. Medical transport companies were added to the 2007 report.

At the request of facilities and agencies and with approval from the ABN, the report was separated by type of facility rather than by type of nurse. The report of standardized procedures in hospitals was further separated by the number of licensed beds.

2007 Annual Report of Standardized Procedures (Reported in FY 2008)

Note:

Number in parentheses “()” indicates ranking in 2005 report.

Number in brackets “[]” indicates ranking in 2006 report.

Nursing & Rehabilitation Facilities (Nursing Homes)

Top 10 Procedures Reported for 2007

Gastrostomy Tubes: Reinsertion of Mature [1] (1)	Tracheotomy Tubes: Changing & Reinsertion Mature [7] (6)
Central Lines, Ports & PICCs: Access, Management & Removal of PICC [3] (5)	Debridement of Pressure Ulcers: Chemically, Enzymatically & by ET Nurse [6] (8)
Suprapubic Catheters: Reinsertion of Mature [2] (3)	Colostomy/Ostomy Management [9] ()
Wound Vac: Application & Management [5] (7)	Wound Assessment: Staging & Measurement [] ()
Nasogastric Tube: Insertion by LPN [4] (4)	Resuscitation: Defibrillation [8] (10)

HOSPITALS < 50 BEDS

Top 10 Procedures Reported for 2007

Resuscitation: Defibrillation, ACLS [1] (1)	Sedation: Conscious [8] (7)
Endotracheal Intubation [2] (3)	Tracheotomy Tubes: Changing & Reinsertion Mature [4] (8)
Cardioversion [3] (4)	Arterial Puncture [10] ()
Central Lines, Ports & PICCs: Access, Management & Removal of PICC [6] (0)	Pacemakers: Application of Temporary External [6] (5)
Gastrostomy Tubes: Reinsertion of Mature [5] (6)	Nasogastric Tube: Insertion & Removal by LPN [9] (10)

HOSPITALS 50 – 100 BEDS

Top 10 Procedures Reported for 2007

Resuscitation: Defibrillation, ACLS, PALS, NRP [1] (1)	Tracheotomy Tubes: Changing & Reinsertion Mature [5] (8)
Sedation: Conscious [3] (4)	Nasogastric Tube: Insertion & Removal by LPN [9] ()
Central Lines, Ports & PICCs: Access, Management & Removal of PICC [4] (3)	Pacemakers: Application of Temporary External [8] (7)
Cardioversion [2] (5)	Endotracheal Intubation [6] (10)
Gastrostomy Tubes: Reinsertion of Mature [7] ()	Anesthetic: Administration of Local [10] (9)

HOSPITALS 101 - 300 BEDS

Top 10 Procedures Reported for 2007

Resuscitation: Defibrillation, ACLS, PALS, NRP [1] (4)	Cardioversion [3] (10)
Sedation: Conscious [5] (2)	Neonate Nursing Procedures [] ()
Central Lines, Ports & PICCs: Access, Management & Removal of PICC [2] ()	Labor & Delivery Nursing Procedures [10] (1)
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters [6]	Tracheotomy Tubes: Changing & Reinsertion Mature [7] ()
Chemotherapy: Administration of [4] (8)	Arterial/Venous Catheter Sheath: Care, Removal [9] ()

HOSPITALS 301-400 BEDS

Top 10 Procedures Reported for 2007

Tracheotomy Tubes: Changing & Reinsertion Mature	Anesthetic: Administration of Local
Labor & Delivery Nursing Procedures	Chemotherapy: Administration of
Neonate Nursing Procedures	Sedation: Conscious
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	CRRT, Dialysis [] ()
Arterial/Venous Catheter Sheath: Care, Removal	Pacemakers: Management & Application of External [4] (4)

HOSPITALS >400 BEDS

Top 10 Procedures Reported for 2007

Central Lines, Ports & PICCs: Access, Management & Removal of PICC [2] (8)	Labor & Delivery Nursing Procedures [7] (1)
Chemotherapy: Administration of [3] (9)	Resuscitation: Defibrillation, ACLS, PALS, NRP
Sedation: Conscious [4] (4)	Surgery Nursing Procedures [5] (6)
Arterial/Venous Catheter Sheath: Care, Removal [] ()	Cardioversion [6] ()
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters [1] (3)	ICP Monitoring & Management [] ()

HOME HEALTH AGENCIES

Top 10 Procedure Reported for 2007

Gastrostomy Tubes: Reinsertion of Mature	Anesthetic: Local with sq/IM injection [] ()
Tracheostomy Tubes: Changing & Reinsertion	Chest & Pleural-Peritoneal Tube Man-
Suprapubic Catheters: Reinsertion of Mature [3] (2)	Nasogastric Tubes: Insertion/Removal [7] (7)
Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC [4] (4)	Debridement of Pressure Ulcers: Chemically, Enzymatically & ET Nurse [6] (10)
Wound Vacs: Care & Maintenance [5] (8)	Wound: Unna Boot Application & Care [] ()

HOSPICE AGENCIES

Top 10 Procedure Reported for 2007

Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC [2] (2)	Wound Assessment & Care [] ()
Gastrostomy Tubes: Reinsertion of Mature [3] (3)	Wound Debridement: Chemically, Enzymatically [] ()
Pain Management: PO, SQ, IV, Rectal, Transdermal, Nebulized MS [1] (1)	Nasogastric Tubes: Insertion/Removal [] ()
Suprapubic Catheters: Reinsertion of Mature [4] (4)	Ostomy/Colostomy: Management & Care [] ()
Tracheostomy Tubes: Changing & Reinsertion of Mature [2] (3)	Wound Vacs: Care & Maintenance [] ()

AMBULATORY SURGERY CENTERS

Top 10 Procedures Reported for 2007

Sedation: Conscious [4] (3)	Specimen Handling & Management [3] (6)
Circulating Nurse Activities/Procedures [1] (1)	EKGs: Performing 12 Lead [7](8)
Scrub Nurse Activities/Procedures [2] (2)	Surgical Counts: Needles, Sponges, Sharps, Instruments [6] (7)
Safety: Electrocautery, Lasers & Radiation [5] (4)	Equipment : Assisting With & Operating [9] (5)
Resuscitation: ACLS, PALS [8] (9)	Infection Control: Handling of hazard/ biohazard material & sterilization [10] ()

ESRD (END STAGE RENAL DIALYSIS CENTERS)

Top 10 Procedures Reported for 2007

Initiation of Hemodialysis: Permanent Catheter & Vascular Access	Infection Control: Handling hazard/ biohazard material
Termination of Hemodialysis: Permanent Catheter	Complications of Dialysis: Monitoring & Treatment
Equipment: Operation of	Peritoneal Dialysis: including home teaching
Safety: Equipment, Solutions	Resuscitation

TRANSPORT Companies*

Top 10 Procedures Reported for 2007

Intubation: Endotracheal & Nasal	Administration of Neuromuscular Blockers & Paralytics
Needle Decompression of Tension Pneumothorax	Gastric Decompression
Airway Management: Combitube, LMA, King	Cricothyrotomy: Needle
Ventilation: Mechanical	DAI/RSI
IV Access: IO, External Jugular, Umbilical	Cardioversion

* First Reporting Year

INFUSION Companies

Top Procedures Reported for 2007

PICC Insertion, Removal and/or Care [1]

Administration of IGG, IVIG, RPN and First Dose Antibiotics, Longer Infusions [4]

PICC: Insertion, Access, Management

Central lines: Access & Management

Chemotherapy Administration [2]

Ports/VADs, Care, Maintenance & Access [3]

Intrathecal & Epidural Pain Management [7]

Continuing Education

The Code of Alabama, 1975, Section 34-21-40 requires the Board to provide programs, seminars and workshops. The ABN Administrative Code Rule 610-X-10, Continuing Education for Licensure, cites the regulations that are specific to this statute. The Board implements the continuing education (CE) requirements mandated by the statute by approving continuing education providers who then offer continuing education opportunities to the nurses of Alabama. Auditing of licensed nurses each renewal period is another way the Board meets its legal mandate.

The ABN approves various types of continuing education providers, who offer nurses access to an array of continuing education opportunities through seminars, workshops, online programs, and self-study programs. For FY 2008, there were 413 Board-approved continuing education providers. The Board approves providers for a four-year period. Prior to their expiration date, CE providers must submit a continued approval application and the required fee in order to maintain active status. Continuing education providers are required to list their approval status and expiration date on all advertisements or announcements. Applications for initial approval, continued approval or reinstatement of approval as a continuing education provider are located on the Board's web site, www.abn.alabama.gov. Board staff approved twenty-eight (28) continued approval applications, one (1) reinstatement application and thirty-three (33) initial approval applications during FY 2008.

Contact information for Board-approved providers is posted on the Board's web site, www.abn.alabama.gov. Nurses can look up CE

providers by using the provider look-up feature on the Board's web site. Nurses can search by city and the results will display Board-approved continuing education providers for that location. Providers can submit continuing education class information to the Board for posting to the upcoming continuing education opportunities page. The Board provides this service as a courtesy to Board-approved providers and nurses.

All continuing education providers approved by the ABN electronically submit continuing education class information to the Board. Once the class information is submitted, the ABN displays the earned CE on the individual nurse's online continuing education record. Nurses can access their online record at the Board's web site. Nurses who earn continuing education contact hours from non ABN-approved providers will have to enter their class information to their online continuing education record. The nurse cannot edit or add class information for Board-approved providers. If a nurse earns CE contact hours from a Board-approved provider and it does not show on his or her online individual continuing education record, the provider and the continuing education staff should receive notification of the problem. The ABN information technology staff offers support services to providers and nurses if there are technical problems. Continuing education providers can log on to the Board's web site to view continuing education classes they have electronically submitted to the Board. The login and password is restricted to the contact person on file with the Board. Once there is a change in the contact person, the Board should be notified so that the login and password can be provided to the new contact person.

Continuing education providers must adhere to the standards and qualifications for provider in accordance with Rule 610-X-10-.03, Standards for Providers, of the ABN Administrative Code. The Board conducts random, focused and compliance audits of continuing education providers. Board staff conducts random onsite visits of continuing education provider's records or educational offerings; these audits are unannounced. If the Board or participants identify problematic issues with the continuing education provider, the Board will do a focused audit. Compliance audits are follow-up audits to focused audits to identify corrective actions taken by the provider. During FY2008, five (5) continuing education providers were randomly audited and seven (7) continuing education providers were audited due to problematic issues (focused audits). As a result of these audits the Board withdrew approval of two (2) continuing education providers and received a corrective plan to correct problematic issues from eight (8).

Continuing education provider problems identified by staff during the audits were lack of qualified personnel for planning and conducting continuing education for nurses, inadequate record maintenance, incomplete evidence of continuing education programs conducted and lack of evidence of a process for approving continuing education classes.

Continuing Education Standard

The ABN requires continuing education contact hours for renewal, reinstatement, and endorsement. Nurses may earn CE contact hours from an ABN- approved provider or from a recognized provider. Nurses who fail to comply with the continuing education requirements may be subject to disciplinary actions by the Board. ABN-approved providers offer continuing education contact hours by calculating the amount of time spent in the learning activity. One contact hour equals to fifty minutes of a learning activity. Some recognized providers use different units of measurement with sixty minutes equaling one contact hour. Nurses advancing their education (after initial licensure) can use academic credit to meet their continuing education requirement. One semester hour of academic credit earned equals to 15 continuing education contact hours and one quarter hour of academic credit earns equals to 10 continuing education contact hours. Some recognized providers award continuing education units. CEUs and contact hours are not equal. One-contact hours equals to 0.1 continuing education unit.

Continuing education can be earned from classroom, workshop, seminar, satellite, web cast, internet, intranet, teleconference, journals, awarded by providers for development / presentation of a paper, designing or conducting a research study, and authoring or contributing to an article, book or publication. If the Board will not accept the continuing education credits from a provider, an alert message appears on the Board’s web site.

Online Course Offerings

Nurses licensed by examination on or after October 1, 2002 are required to complete the mandatory class, “The Role of the Alabama Board of Nursing: Legal, Ethical and Practice Implications.” The class covers Board functions, the Nurse Practice Act, regulations, chemical dependency, professional conduct and accountability. The Board provides this mandatory class on its web site, www.abn.alabama.gov.

Any licensed Alabama nurse may view the online class and receive credit. The Board will award continuing education credit for one time viewing of the class. Nurses who are required to complete the class must view all segments to receive CE contact hours. The Board also has classes on the web site with no contact hours awarded. Continuing education providers who are new or need a refresher can view two training classes “Tricorder – Overview & Software Installation” and “Tricom Uploading Data to the Alabama Board of Nursing”. Agencies submitting standardized procedures can view the class “Directions for Annual Report of Standardized Procedures”. Those interested in the history of the Alabama Board of Nursing can view “Regulation for the 21st Century: a Visual History of the Alabama Board of Nursing 1915 – 2000”

Continuing Education Audit

Each license renewal period, the Board audits licensees for compliance with the CE requirement for renewal. Selection criteria for the CE audit are two (2) percent selected randomly and the remainders are nurses who failed a prior audit or did not respond in a timely manner to a previous audit. During FY2008, the Board completed the LPN audit following the 2007 LPN renewal. The following table reflects the results of the audit. The Board mails a Notice of Audit to the address of record to nurses selected for the continuing education audit. Nurses must reply, in writing, to the Notice of Audit within thirty days of the notice. Nurses failing to reply or to demonstrate compliance with the CE requirement for renewal may be subject to disciplinary action by the Board. Nurses who reply after the thirty-day deadline will pay a continuing education late compliance fee.

REPORT OF CONTINUING EDUCATION AUDIT

2007 LPN RENEWAL

Selection Criteria	Number Selected
Random Audit (2%)	606
One Previous Violation	45
Two Previous Violations	10
Three Previous Violations	2
TOTAL	663

CE AUDIT STATUS

Status	Number	Percentage
Cleared	634	95.62%
Failed Audit	29	4.37%
No Response	3	0.45%
Response Not Timely	57	8.59%

Legal Division

During FY 2008, the Board received an update on Chemical Dependency and Toxicology, approved changes to Board Staff Guidelines for the Informal Disposition of Illegal Practice cases, discussed substandard practice violations, and approved regulatory renewal questions. Public speaking engagements by staff in the legal division included presentations to nursing students and licensees across the State of Alabama on the disciplinary process and substance abuse. Additionally, the Board began to explore options which would enhance the management of open disciplinary cases. The activities of the legal division as well as a listing of licensed nurses disciplined in FY 2008 are located in Appendix D.

Investigations, Prosecution and Probation Monitoring

Board investigations may be initiated through receipt of a written complaint alleging that a licensed nurse violated the Nurse Practice Act or through a licensed nurse's self report. In FY 2008, the Board received 1,145 written complaints against licensed nurses and applicants for licensure. Two hundred sixty-seven cases (267) were closed without action as there was not a provable violation of the Nurse Practice Act. For cases in which disciplinary action was initiated, licensees were either offered a Consent Order for informal resolution based upon Board Staff Guidelines, or were issued a Statement of Charges and Notice of Hearing. A majority of the disciplinary cases were resolved within six months of the date the complaint was received. In FY 2008, the Board disciplined the license of 392 nurses and denied the application of three applicants for licensure by examination.

The Board's monitoring of a licensed nurse's practice is accomplished with the assistance of employers. Licensed nurses who are disciplined are required to provide all of their health care employers, collaborative and covering physicians (if CRNP/CNM) and school of nursing (if student) with a copy of their Board Order. Employers who subscribe to the Board's subscription service receive electronic notification of a change in the license status when a licensed nurse is disciplined by the Board. At the end of FY 2008, there were 565 open cases and 312 licensed nurses whose practice was being monitored through probation of their license.

Substance Abuse

Substance abuse continues to be the most common reason for disciplinary action against a licensed nurse. Disciplinary action with an assigned violation of substance abuse includes licensed nurses who misappropriated or diverted drugs from the work setting for self-use, fraudulently obtained prescription medication for self-use, tested positive on a drug screen requested by an employer, or were impaired while on duty. Random and reasonable suspicion drug screens by employers resulted in the discipline of licensed nurses who tested positive (in order of frequency) for marijuana, morphine, cocaine, benzodiazepines, hydrocodone, meperidine, propoxyphene, and methamphetamine without a valid prescription.

Voluntary Disciplinary Alternative Program

The Voluntary Disciplinary Alternative Program (VDAP) provides an alternative to disciplinary action for nurses who meet program eligibility criteria and who voluntarily seek treatment for drug or alcohol abuse or for mental or physical conditions that render them unable to meet the standards for the nursing profession. At the end of FY 2008, 300 licensed nurses were being monitored by VDAP and 43 licensed nurses successfully completed their monitoring contracts.

The ABN web site, www.abn.alabama.gov, contains extensive information about the VDAP program. On the left gray navigation bar, click on "Alternative Program" and the viewer can find the eligibility criteria, ABN-recognized treatment providers, and details about addiction.

Substandard Practice

The second most common reason for disciplinary action was substandard practice. Disciplinary action with an assigned violation of substandard practice includes falsification of records, theft or diversion, omissions of care, significant medication errors, improper nursing judgment and improper delegation or supervision of care. The Board began monitoring substandard practice trends in 2004. In FY 2008, eleven licensed nurses who were disciplined for substandard practice had prior discipline for a Nurse Practice Act violation. Falsification of records and theft or diversion continues to be the most frequent behaviors resulting in substandard practice violations. Specific examples of substandard practice violations for FY 2008 included documentation of the administration of medications which were not administered, documentation of assessments which were not performed, documentation of home health visits which were not provided, no documentation of controlled drugs which were removed for administration, the administration of a medication via an incorrect route of administration, the administration of an excessive dosage of the wrong medication, and failure to institute appropriate nursing measures following a change in a patient's condition. In FY 2008, 66 licensed nurses were disciplined due to substandard practice.

Center for Nursing

The Center for Nursing has as its mission the collection, analysis, and dissemination of data related to the nursing workforce. During FY 2008, research was conducted on the current state of Alabama's licensed practical nurse workforce, the nursing care delivered in public school settings, the advanced practice registered nurse workforce, and nursing education.

LPN Workforce Data

Data on the current state of the licensed practical nurse (LPN) workforce in Alabama were collected, analyzed, and disseminated in FY 2008. In an attempt to obtain the most accurate data possible on Alabama's LPN workforce, a survey was placed on the ABN website during the period of LPN license renewal, September 1-December 31, 2007. The questionnaire was voluntary and included sections on educational preparation, current employment situation, as well as general demographics. A total of 14,936 LPNs chose to respond to the survey out of 17,941 possible participants, producing a response rate of 83.25%. Data generated from respondents yielded current demographics of Alabama's LPN population, income derived from nursing

population, information on LPNs considering leaving the workforce or retiring, as well as the factors that LPNs reported having a positive and negative effect on their current work situation.

Findings indicated that more than 90% of LPNs reported being satisfied in their current nursing positions, with 47% of LPNs being employed in rural Alabama counties. LPNs reported that the factor that made the most positive impact on their current work situation was having a reasonable degree of autonomy and good independent working relations. Furthermore, they indicated the factor that most negatively affected their current working situation was having an extensive travel commute to their work setting.

School Health Survey

Data were collected from the registered nurses who provide nursing care in Alabama's public school settings. Since 2005, nurses have submitted an online electronic survey to the ABN. In FY 2008, the survey asked school nurses about the health care treatments and medications provided to students as well as the acute and chronic health conditions being monitored. The data was statistically analyzed, compiled in a report, and placed online as part of the Center for Nursing's website, www.centerfornursing.alabama.gov. A comparison of information obtained from school nurses on health care personnel, medication administered, and procedures performed from 2005 until 2007 is presented in the following tables.

Comparison of Personnel Information: 2005-2006, 2006-2007, & 2007-2008 Academic Years

Variables	2005-2006	2006-2007	2007-2008
Full-time Licensed Nurses	1,222	893	1040
Nurses Assigned to One Classroom	86	106	121
Nurses Assigned to One Student	57	64	64
Health Career Teachers/Nurses	101	92	104
Substitute Nurses	454	940	535
Volunteer Nurses	30	50	86
Unlicensed School Personnel Receiving Delegation	5,411	5,202	5,703

Comparison of Procedure Information: 2005-2006, 2006-2007, & 2007-2008 Academic Years

Variables	2005-2006	2006-2007	2007-2008
Blood products	22	31	21
Gastric tube care	337	359	367
Glucose monitoring	1,671	1,587	1,894
Tracheostomy care	55	48	51
Urinary catheterization	193	168	191
Ventilator care	5	9	9

Comparison of Medication Information: 2005-2006, 2006-2007, & 2007-2008 Academic Years

Variables	2005-2006	2006-2007	2007-2008
Breathing Treatments	711	2,186	3,809
Epi-Pens	2,164	2,481	2,786
Glucagon	974	1,080	1,086
Inhalers (Self-Administered)	11,229	8,809	10,084
Injectable Insulin	1,136	1,324	2,984
Inhalers with Assistance	8,004	5,713	5,694
ADD/ADHD medications	5,187	18,381	8,243
Oral Antibiotics	171	853	898
Psychiatric medications	458	658	628
Oral Seizure medications	411	610	558

Advanced Practice Nursing

Research

An ongoing research project since 2006 is data collection on the perceptions of Alabama consumers regarding the use of advanced practice nurses. Advanced practice nurses include Certified Registered Nurse Practitioners (CRNP), Certified Nurse Midwives (CNM), Clinical Nurse Specialists (CNS), and Certified Registered Nurse Anesthetists (CRNA). Initially, data were gathered in 2006 on these nurses' views of their own specialties within nursing practice through a series of focus groups. Nurses were invited to attend the groups in order to express their views on their nursing specialty with their colleagues. Information obtained from these nurses will be compared with information that will be obtained from consumers on their perceptions of advanced practice nurses and their place in health care delivery in Alabama.

During FY 2007, focus groups with consumers were held to gain the public's perspective on advanced practice nurses, their function in the healthcare community, and the public's knowledge regarding these nurses. In addition, this research project was selected to receive grant funding from the National Council of State Boards of Nursing (NCSBN) and thus will be ongoing through 2010.

CE Provider Research

Research was conducted to assess the receptiveness of continuing education providers to use a new, mandated electronic system of transmitting continuing education data to the ABN. The effectiveness of implementing the electronic data transfer system was also assessed. Analysis of data submitted through an online survey of continuing education providers revealed that overall CE providers are receptive to the use of new technology and that neither providers nor the nurses they serve were experiencing great difficulty with the electronic transfer process.

Team Alabama

The Director of the Alabama Center for Nursing was selected as a member of the team of individuals representing Alabama at the Nursing Education Capacity Summit held in Arlington, Virginia, in June 2008. Sponsored by the U.S. Department of Labor, Employment and Training Administration, the Robert Wood Johnson Foundation, the Center to Champion Nursing in America, and the U.S. Department of Health and Human Services, Health Resources and

Services Administration, the conference was designed to engage 18 state teams in solutions-based discussion on increasing nursing education capacity. The Summit also served to foster action, identify best practices, and develop strategies to increase the number of students who can be educated as nurses and enter the workforce. Summit sessions were organized into four key aspects of increasing nursing capacity:

- Strategic partnerships and resource alignment.
- The role of policy and regulation.
- Increasing faculty capacity and diversity.
- Education redesign.

State teams were selected to participate in the Summit based on an application submitted to the U.S. Department of Labor. Alabama's team represented eleven different state organizations:

- Alabama Board of Nursing (ABN): Allison Terry, Ph.D., RN
- Alabama Hospital Association (AlaHA): Jeff Brannon, Chair
- Alabama Commission on Higher Education (ACHE): Ellen Haulman
- Alabama Council of Administrators of Professional Nursing Education Programs (ACAPNEP): Linda North, Ph.D., RN
- Alabama Council of Practical Nursing Educators (ACOPNE): Debra Clark, MSN, RN
- Alabama Department of Postsecondary Education (DPE) and the Governor's Office of Workforce Development: Linda Cater, MSN, RN
- Alabama Nursing Home Association: Katrina Magdon
- Alabama State Nurses Association: Sara Barger, Ph.D., RN
- American Association of Retired People (AARP) of Alabama: Bill Hawkins
- State of Alabama Association of Colleges of Nursing: Debra Davis, DSN, RN

As a result of the conference, Team Alabama identified prioritized goals for increasing Alabama's nursing education capacity:

- Determine accurate enrollment data from nursing education programs.
- Explore methods to keep older nurses and nursing faculty in the workforce longer.
- Develop collaborative partnerships with all stakeholders represented by Team Alabama.
- Increase the number of clinical facility sites available for clinical experiences of nursing students.

Strategies to accomplish these goals are in the development process. The first strategy to be implemented was the selection of a centralized clinical placement database that would allow schools of nursing to increase their capacity of nursing students in clinical rotation. The database will give nursing programs the capability of seeing all clinical placements that are open for students to be placed statewide.

Center for Nursing Website

The Center for Nursing's website, www.centerfornursing.alabama.gov was implemented in FY 2007 and had additional research items added in FY 2008. Currently, the website includes:

- information on the Center's Advisory Council
- frequently asked questions by stakeholders and consumers
- information on nursing demographics in Alabama
- research on the nursing population, and minority licensure of nurses, in addition to other areas
- links to other helpful resources that include state, national, and international sites

The website includes a translation feature that allows information to be translated into Spanish.

FINANCIAL REPORT

Comparison of Actual Revenues and Expenditures to Budget

The proposed expenditure budget for FY 2008 was \$5,840,273.00. Total obligations were \$3,972,860.77, or 68.03% of the budgeted amount, a savings of \$1,867,412.23. The remaining amount reverted into the ABN Trust Fund for future use.

Revenues also exceeded expectations. The Board received \$3,473,450.81 and budgeted \$3,001,500.00, an excess of \$471,950.81. The reason for the surplus was late renewal, duplicate cards, subscriptions, fines & exam fees exceeded expectations.

The breakdown of revenues and expenditures for FY 2008 are as follows:

REVENUES:

Licenses and Permits	\$ 2,477,635.00
Examination Fees	470,120.00
Board Penalties	133,180.00
Miscellaneous Fees	338,345.26
Other	54,170.55
TOTAL REVENUES	\$ 3,473,450.81

EXPENDITURES:

Personnel Costs	\$ 3,006,961.69
Travel Expenses	67,267.58
Operating Expenses	831,190.10
Equipment Purchases	67,441.40
TOTAL	\$ 3,972,860.77

Post-Baccalaureate Nursing Education Scholarships

The Board of Nursing received \$57,000.00 from the Education Trust Fund to administer the Post-Baccalaureate Nursing Education Scholarships. Fourteen scholarship recipients received a total of \$53,200.00.

Scholarships were awarded to residents of Alabama who: 1) had active and unencumbered Alabama registered nursing licenses; 2) were seeking a masters or doctorate degree in nursing or nursing anesthesia; 3) were attending a school of nursing in Alabama. A commitment of one year of nursing practice in Alabama following graduation was required.

The Post-Baccalaureate Nursing Education Scholarship recipients for FY 2008 are listed in the following table.

NAME	CITY OF RESIDENCE	SCHOOL OF NURSING	ANTICIPATED DEGREE
LaDonna S Castleberry	Brundidge	Troy	MSN
Judith L Cooley	Haleyville	UAB	MSN
Jennifer N Dees	Toxey	USA	MSN
Kristi M Dempsey	Spruce Pine	UA	MSN
Becky J Haas	Enterprise	UAB	MSN
Lauren L Kilcrease	Troy	Troy	MSN
Kelley L Mitchell	Verbena	Troy	MSN
Ellen E O'Connor	Scottsboro	UAH	MSN
Susanne R Owens	Jasper	Samford	MSN
Tonya D Rushton	Pelham	USA	MSN
Connie W Williams	Birmingham	UAB	Ph.D
Kimberly M Winborn	Wetumpka	Troy	MSN
Allison D Woodley	Birmingham	Samford	MSN
Kathleen D Woodruff	Albertville	UAH	MSN

Nursing Instructor Scholarships

The Alabama legislature appropriated \$500,000.00 from the Education Trust Fund to the ABN to administer graduate scholarships for those committed to pursuing teaching in a college or university nursing program after completion of the course of study. The Board awarded \$500,000.00 equally divided among fifty scholarship recipients.

Scholarships were awarded to residents of Alabama who: 1) had active and unencumbered Alabama registered nursing licenses; 2) were seeking a masters or doctorate degree in nursing; and 3) were attending a school of nursing in Alabama. A commitment of one year of teaching nurses in Alabama following graduation was required.

The Nursing Instructor Scholarship recipients for FY 2008 are listed in the following table.

NAME	CITY OF	SCHOOL OF NURSING	ANTICIPATED DEGREE
Debra D Baldwin	Birmingham	UAB	Ph.D
Kristi D Beam	Anniston	USA	DNP
Amy L Bigham	Northport	USA	DNP
Olaf D Bothe	Birmingham	UAB	Ph.D
Pamela A Bowen	Pleasant Grove	UAB	Ph.D
Mary K Brethour	Hampton Cove	UAB	Ph.D
Timothy D Byrum	Sectron	UAB	Ph.D
Donna M Campbell	Remlap	UAB	Ph.D
Marsha A Cannon	Linden	UA	Ed.d
Page D Cumbee	Birmingham	Samford	MSN
Cristy M Daffron	Cropwell	JSU	MSN
Cindy L Danley	Sylacauga	USA	DNP
Christy M Davidson	Mobile	USA	DNP
Sharon C Davis	Sylacauga	Auburn	MSN
Sherika M Derico	Phenix City	Troy	MSN
Tracey D Dick	Birmingham	Samford	MSN
Wendy A DuBose	Ozark	Auburn	MSN
Crystal D Fuller	Sylacauga	USA	DNP
Monika L Gragg	Tuscaloosa	UA	Ed.d
Elizabeth A Gulledge	Southside	UAB	Ph.D
Cassandra Y Henderson	Montgomery	ASU	Ed.d
Carol S Henry	Hoover	UAB	Ph.D
Stacy D Hicks	Odenville	Samford	MSN
Tricia K Huey	Daphne	USA	DNP
Loretta Jones	Mobile	UAB	Ph.D
Jeremy B Keene	Tuscaloosa	Samford	MSN

Tera M Kirkman	Florence	UA	Ed.d
Hong-Thuy Duc Lam	Madison	UAB	Ph.D
Loretta T Lee	Trussville	UAB	Ph.D
John D Lundeen	Chelsea	Samford	MSN
Ginger N McDaniel	Sylacauga	UAB	MSN
Gary W Milligan	Riverside	JSU	MSN
Kathy L Newman	Harvest	UAB	Ph.D
Regina S Nickelson	Lisman	UAB	MSN
Felicia C Oji	Montgomery	Troy	MSN
Marye C Pharez	Mobile	USA	DNP
Vicki C Pierce	Florence	UA	Ed.d
Christopher E Reed	Waverly	Troy	MSN
Bettina M Riley	Birmingham	UAB	Ph.D
Sybil V Roark	Athens	USA	DNP
Cathy A Roche	Birmingham	UAB	Ph.D
Linda S Rose	Birmingham	UA	Ed.d
Kathryn A Sheppard	Semmes	UAB	Ph.D
Heather J Sobko	Crane Hill	UAB	Ph.D
Katrina D Swain	Vestavia	UA	Ed.d
Nancy A Swan	Parrish	JSU	MSN
Penni I Watts	Birmingham	UAB	Ph.D
Shunda L Wilburn	Prattville	UAB	MSN
Myrna D Williamson	Crossville	UA	Ed.d
Alice B Younce	Mobile	UA	Ed.d

Internal Audits

During FY 2008, finance staff conducted internal audits, not only of the fiscal operations, but also of procedural practices. Auditing involved the licensing process from receipt of application and fee to deposit of funds and issuance of a license. Finance staff also audited the disciplinary/non-disciplinary processes from time of report or complaint to Board action and to ensure the probation/VDAP participant was adhering to the Board Order or Agreement.

Dishonored Checks

The Board began accepting personal checks for payment of fees and fines in July 2001 based on the legal authority to do so in a legislative action. Due to the number of dishonored checks returned by the financial institutions, a considerable amount of resources were expended to collect the original fees plus mandatory “bad check” fees, to pursue disciplinary action against the licensees, and to have warrants issued for the arrest of the guilty parties through the Montgomery County District Attorney’s Worthless Check Unit. As a result of the expenditure of resources for a small percentage of applicants and licensees negotiating a worthless instrument (NWI), the Board changed the regulations specific to personal checks. Current regulations are available on the Board’s website at www.abn.alabama.gov.

The breakdown of dishonored checks received by the Board during FY 2008 was:

Revenue Type	# of Bad Chks	Total Amount of Bad Checks	Total Amount of Bad Check	Total Amount Due
Reinstatement – Lapsed License	3	375.00	90.00	465.00
Change/Add Collab. Physician	3	150.00	90.00	240.00
Renewal – Late Fee	2	250.00	60.00	310.00
Renewal	23	1,725.00	690.00	2,415.00
TOTAL	31	2,500.00	930.00	3,430.00

As of September 30, 2008, of the \$77,612.90 of bad checks and bad check fees since implementation, \$77,319.90 has been collected, leaving a balance due of \$293.00. Six individuals have been reported to the Montgomery County District Attorney’s Worthless Check Unit for collection.

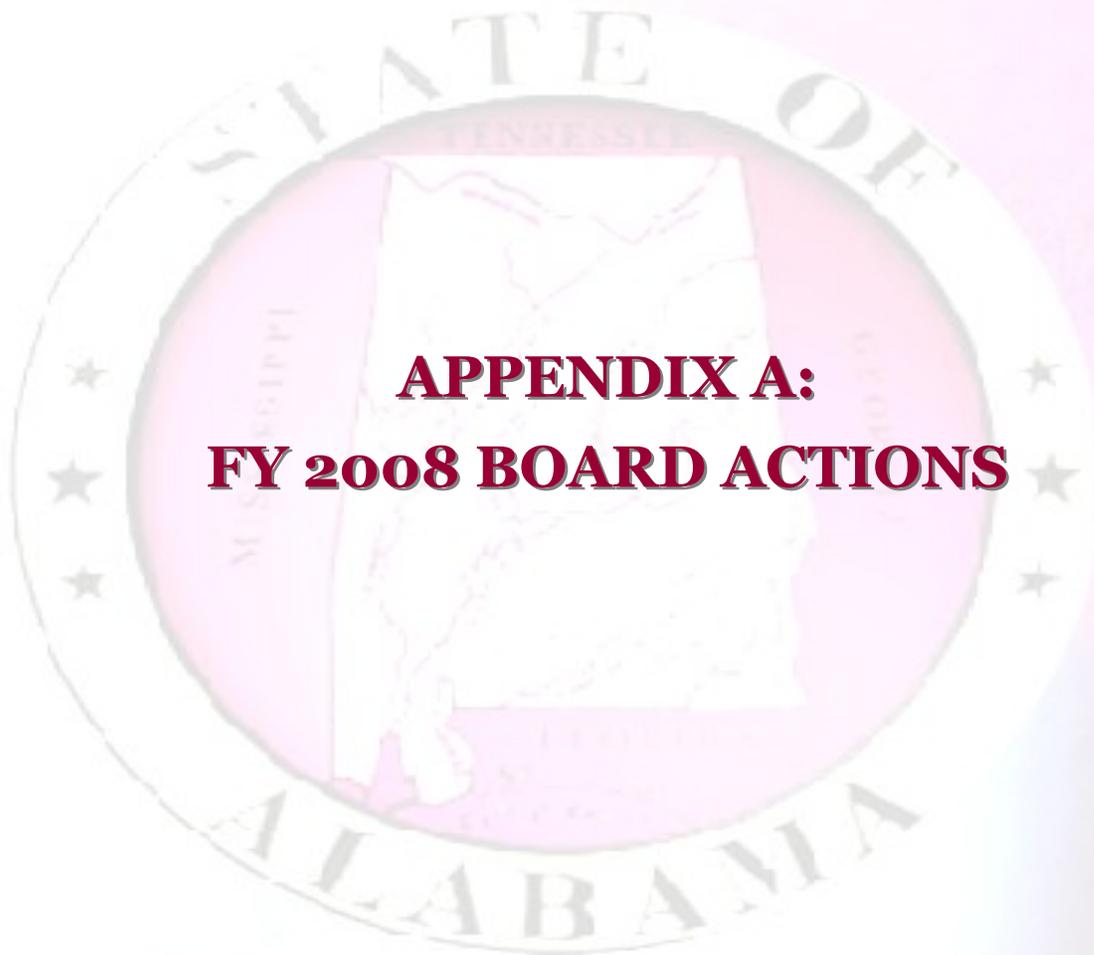
NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

The ABN is a member of the National Council of State Boards of Nursing, Inc. (NCSBN). The National Council Licensure Examination (NCLEX®) is developed by NCSBN and administered through Pearson/Vue. The ABN members and staff participate in NCSBN activities and volunteers also participate. Gregory Howard, LPN, Board Member, was elected to the Board of Directors of the NCSBN at the Annual Meeting in August 2008. Dr. James Raper, Board President, served on the APRN Committee. Dr. Pam Autrey served on the Continued Competence Committee.

In FY 2008, Marilyn Evelyn Hudgins, RN, served on a practical nurse item writing panel developing items for the NCLEX-PN®. Sharan Latice Beal, RN, served as an alternate on the RN item review panel.

Kelly Payne, RN, served as a Subject Matter Expert in December 2007 for the 2007 NCLEX-RN® Practice Analysis. As a newly licensed RN, Ms. Payne provided input on the development of NCLEX® and the every three year practice analysis. The practice analysis serves as the foundation for the development of NCLEX® items.

Any licensed nurse interested in participating in NCLEX® development can volunteer at www.ncsbn.org.



**APPENDIX A:
FY 2008 BOARD ACTIONS**

FY 2008 BOARD ACTIONS SUMMARY

BOARD

November 2007

- Established Board meeting dates and work session dates for calendar year 2008.
- Elected Dr. James Raper as President; Mr. Mike Harper as Vice-President; and Ms. Davied Fagan, LPN as Secretary.
- Approved Board retreat in February to discuss strategic planning.

January 2008

- Moved the retreat to April 17-18, 2008 and established February 15, 2008 as a work session.

March 2008

- Cancelled retreat due to continued three vacancies on the Board. Determined that Friday, April 18, 2008 will be a work session.

May 2008

- Approved Board retreat October 15-16, 2008 to discuss strategic planning.

September 2008

- Established Board member compensation at \$161.00 per day for FY 2009. Established an additional \$161.00 per month for the Board President.

ADMINISTRATION

November 2007

- Approved that Board travel of fifty or more miles allows for mileage and per diem.
- Approved that if a Board member lives more than fifty miles from Montgomery, travel the night before a meeting would be reimbursed.
- Evaluated the Executive Officer.
- Approved placing the Executive Officer in pay grade 93 and that the Board would set the salary within those parameters.

March 2008

- Approved policy on Board travel and compensation.

July 2008

- Approved revised organizational charts.

September 2008

- Approved amendments to Rule 610-X-4-.14, Fee Schedule.
- Approved FY 2010 Budget.

ADVANCED PRACTICE

November 2007

- Approved amendments to Rules 610-X-5-.08 and 610-X-5-.19.

January 2008

- Approved the request for pediatric nurse practitioner Annelle Reed, CRNP to perform joint aspiration and injections in collaboration with Dr. Randall Cron, pediatric rheumatologist.
- Approved recognition of American Association of Critical Care Nurses Acute Care Nurse Practitioner Certification Examination as meeting the requirement for nurse practitioner specialty certification.

May 2008

- Granted relief to UAB's petition to change rule specific to countersignature.

July 2008

- Denied Joint Committee recommendation to deny FTE exception request by Dr. Diana McCutcheon.
- Approved amendment of Rule 610-X-5-.10(5) to eliminate countersignature requirement.
- Approved amendment of Rule 610-X-5-.21(5) to eliminate countersignature requirement.

September 2008

- Recognized American Psychiatric Nurses Association certifying examination in Advanced Adult Psychiatric -Mental Health Nursing for CRNPs and CNSs.

CENTER FOR NURSING

July 2008

- Approved school nurse survey for academic year 2008-2009.
- Approved RN workforce survey for 2008 RN renewal.

CONTINUING EDUCATION

January 2008

- Approved the revised continuing education plan.

September 2008

- Approved amendments to Chapter 610-X-10, Continuing Education for Licensure.
- Approved amendments to Rule 610-X-2-.10, Definitions, Continuing Education for Licensure.

EDUCATION

November 2007

- Reviewed letter of intent and feasibility study for Herzing College to establish an ADN program.

January 2008

- Approved Notice of Deficiency to Lurleen B Wallace MacArthur Campus PN and ADN Programs with a date of correction of September 30, 2008 for the PN program and September 30, 2009 for the ADN program.
- Approved Notice of Deficiency to Reid State Technical College's PN Program for failure to meet standards with a date of September 30, 2008 to correct the NCLEX deficiency.
- Approved Notice of Correction to Wallace Community College-Hanceville and Beville State Community College PN programs for correcting the prior NCLEX deficiency.
- Approved a Notice of Compliance to remaining PN programs.
- Granted full approval from provisional approval to Herzing College PN program and Jefferson State Community College PN program.
- Approved Notice of Deficiency to Chattahoochee Valley Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Approved Notice of Deficiency to Snead State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Approved Notice of Deficiency to Gadsden State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Approved Notice of Deficiency to Calhoun State Community College ADN Program with a date of September 30, 2009 to correct the NCLEX deficiency.
- Approved Notice of Correction to Central Alabama Community College ADN Program, Shelton State Community College ADN Program, and Wallace State Community –Dothan-ADN Program for meeting NCLEX and other outcome standards.
- Approved a Notice of Compliance to remaining ADN programs.
- Approved a Notice of Continuing Deficiency to Tuskegee University BSN program for failure to meet the NCLEX standard.
- Approved a Notice of Deficiency to Troy University BSN program for failure to meet the NCLEX outcome standard.
- Approved a Notice of Correction to the University of Mobile BSN program for meeting the NCLEX and other outcome standards.
- Approved a Notice of Compliance to remaining BSN programs for meeting the outcome standards of the rules.

March 2008

- Denied approval of Herzing College's application for a new ADN program until the college provides more information.
- Approved amendment to Rule 610-X-3-.05, Deficiencies.

May 2008

- Approved PN to RN mobility program at Herzing College, Birmingham.

July 2008

- Tabled nursing education annual report until September.
- Accepted correction to Jacksonville State University's FY 2007 Annual Report.

September 2008

- Granted provisional approval to Virginia College-Birmingham for an ADN program.
- Granted provisional approval to Virginia College-Montgomery for an ADN program.

GRADUATE SCHOLARHIPS

July 2008

- Approved scholarship funding formula, qualifications for applicants, scholarship conditions and priorities of selection for \$200,000.00 nursing education graduate scholarship appropriation.
- Approved cancellation of repayment of \$1,900.00 by Randall Chitwood due to physical disability.

September 2008

- Awarded 40 nursing education scholarships in the amount of \$5,000.00 each. Alternates selected.
- Awarded 15 post-baccalaureate scholarships at \$3,800.00 each. Alternates selected.
- Enforced scholarship repayment by Chaquetta Thomas, FY 2000 recipient.

LEGAL

March 2008

- Approved revisions to staff guidelines related to illegal practice discipline.

LICENSING

November 2007

- Approved, as final certification, amendments to Rule 610-X-2-.04, Definitions, Licensure.
- Approved, as final certification, amendments to Chapter 610-X-4, Licensure.

March 2008

- Approved amendment to Rule 610-X-4-.08, Renewal of License.
- Issued a declaratory ruling granting relief to Elizabeth Bush related to the regulatory requirement for her to have a high school diploma or the equivalent thereof.

July 2008

- Approved revisions to the regulatory questions for renewal.

PRACTICE

March 2008

- Approved a two-day practice summit with one day focused on advanced practice and one day focused on practice.
- Approved proposed language related to wound care for distribution to interested parties and to be placed on web site.

May 2008

- Approved Standardized Procedure IV Push by LPNS: Coosa Valley Medical Center.

July 2008

- Approved standardized procedure for RNs and LPNs in the Center for Wound Healing to perform hyperbaric oxygen treatment: Mobile Infirmiry Medical Center
- Approved standardized procedures for RNs to perform pulsatile lavage: Mobile Infirmiry Medical Center.
- Approved standardized procedure for RNs to perform Sharps Wound Debridement: Mobile Infirmiry Medical Center
- Approved standardized procedure for RNs to perform RSI: Kid's Care Critical Care Transport at Huntsville Hospital
- Approved standardized procedure for RNs to manage abdominal aneurysm repair, lumbar drain management: UAB Medical Center
- Approved standardized procedure for RNs to manage lumbar drains in neuroscience patients: UAB Medical Center
- Approved standardized procedure for RNs to manage care of patients with ventricular assist devices (VAD): UAB Medical Center

September 2008

- Approved criteria for ADMH reporting on an annual basis on nurse delegation program.
- Approved standardized procedure for RNs and LPNs to perform hyperbaric oxygen therapy: Riverview Medical Center.
- Approved standardized procedure for RNs and LPNs in the Wound Care and Hyperbaric Center to perform transcutaneous oxygen measurement.
- Approved standardized procedure for Joni Douglass, RN to perform sclerotherapy with saline: Southeast Vein and Laser Center
- Approved standardized procedure for RNs to perform extracorporeal membrane oxygenation (ECMO): UAB Hospital

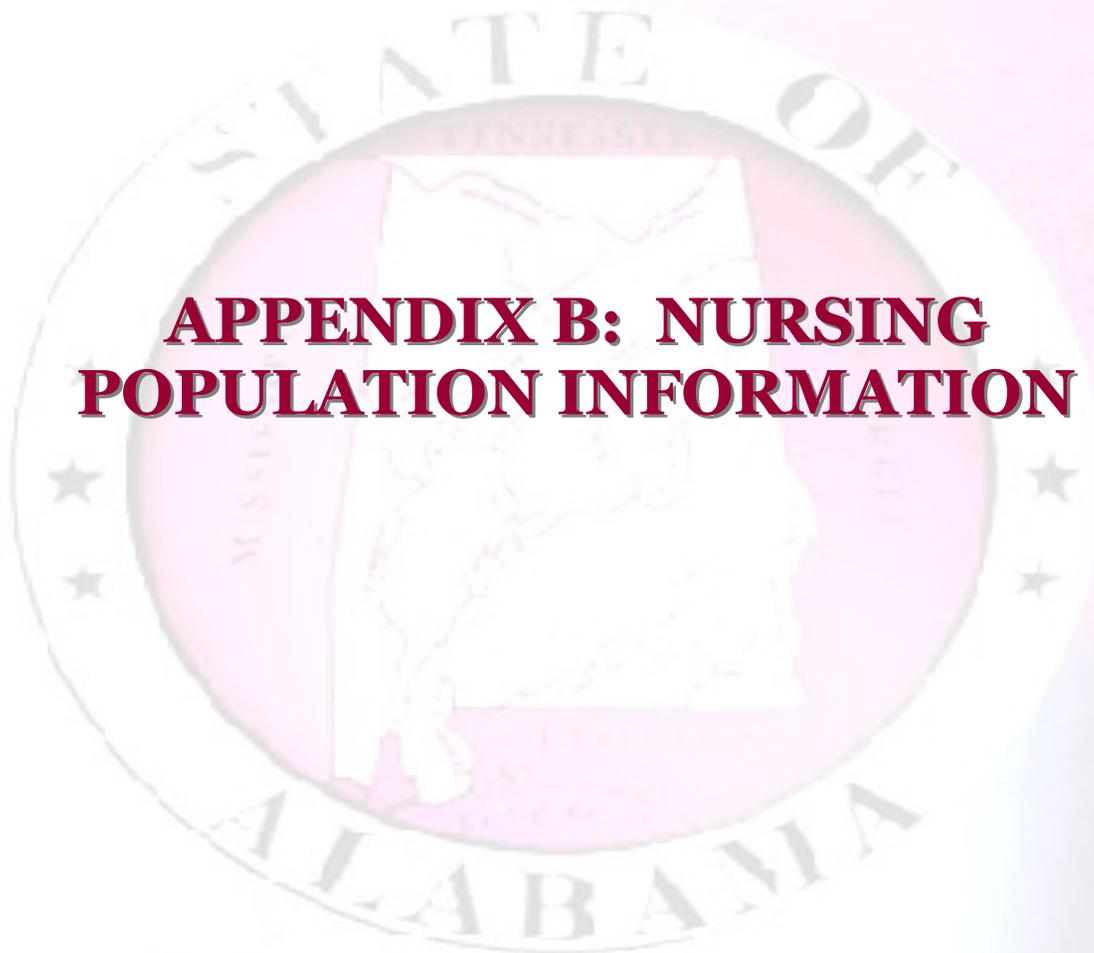
NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

March 2008

- Determined that Board would not participate in CORE surveys.

July 2008

- Elected Greg Howard and Dr. Pam Autrey as Delegates to the 2008 Delegate Assembly.
- Elected Dr. Jim Raper and Ms. Maggie Hopkins as alternate delegates to 2008 Delegate Assembly.



**APPENDIX B: NURSING
POPULATION INFORMATION**

REGISTERED NURSES LICENSED IN ALABAMA

1998-2008

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Employed, Nursing	33,510	34,047	33,801	34,088	35,966	36,138	37,989	38,427	40,951	42,787	41,216
Full Time	28,256	28,381	28,149	28,737	29,651	29,766	31,185	31,580	33,993	35,347	34,175
Part-Time	5,254	5,666	5,652	5,351	6,315	6,372	6,804	6,847	6,958	7,440	7,041
Employed, Non-Nursing	982	579	797	589	37	62	377	662	1,422	1,514	1,454
Not Employed	1,584	1,641	3,032	1,539	571	1,519	1,678	1,651	1,631	1,945	1,745
Student*	306	148		174	206	217	250	204	10	27	18
Retired*	258	240		174	677	682	850	811	1,012	1,256	1,019
No Response	4,437	318	5,285	8,038	2,878	4,319	4,077	418	787	612	590
Located in Alabama	41,077	40,473	42,915	44,610	40,335	42,937	45,221	42,173	45,813	48,141	46,042
Located out of state	4,934	3,822	6,118	3,541	3,182	3,909	4,882	3,377	3,639	5,225	4,142
TOTAL	46,011	44,295	49,033	48,151	43,517	46,846	50,103	45,550	49,452	53,366	50,184

PRACTICAL NURSES LICENSED IN ALABAMA

1998-2008

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Em- ployed, Nursing	15,232	14,610	13,773	14,217	12,105	13,123	13,238	14,684	13,801	7,816	7,833
Full Time	12,916	12,465	12,214	12,570	10,860	11,446	11,538	12,630	11,980	5,629	5,650
Part- Time	2,316	2,145	1,559	1,647	1,245	1,677	1,700	2,054	1,821	2,187	2,183
Em- ployed, Non- Nursing	368	374	797	536	461	38	48	321	406	559	565
Not Em- ployed	729	783	1,746	693	571	551	579	693	603	764	771
Stu- dent*	129	108		155	74	132	132	191	150	92	91
Retired*	140	142		160	104	203	206	301	242	378	380
No Re- sponse	1,343	1,952	953	2,307	2,954	854	2,308		1,805	7,402	7,406
Located in Ala- bama	17,045	17,969	17,251	18,073	16,269	14,901	16,511	16,190	17,007	17,011	17,046
Located out of state	926	1,195	1,055	1,078	813	547	748	723	935	872	915
TOTAL	17,971	19,164	18,306	19,151	17,082	15,448	17,259	16,913	17,942	17,883	17,961

LICENSING ACTIVITIES

OCTOBER 1, 2007 – SEPTEMBER 30, 2008

License Type 10/1/07 – 09/30/08

Obtained By	Type	Licensed	Candidates	Renewals
Application	AP Cert – CNM	0	0	8
Application	AP Cert – CNS	6	0	31
Application	AP Cert – CRNA	151	0	556
Application	AP Cert – CRNP	202	11	499
Application	CE Provider	34	0	30
Application	Collaboration – CNM	13	3	0
Application	Collaboration – CRNP	691	119	0
Endorsement	LPN	430	140	1,687
Endorsement	LPN Temp Permit (ENDORSEMENT)	172	22	0
Endorsement	RN	2,544	389	3,347
Endorsement	RN Temp Permit (ENDORSEMENT)	515	69	0
Examination	LPN	907	134	13,269
Examination	LPN Temp Permit (EXAM)	432	9	0
Examination	RN	4,437	284	12,110
Examination	RN Temp Permit (EXAM)	2,038	4	0

Verifications Processed

4,912

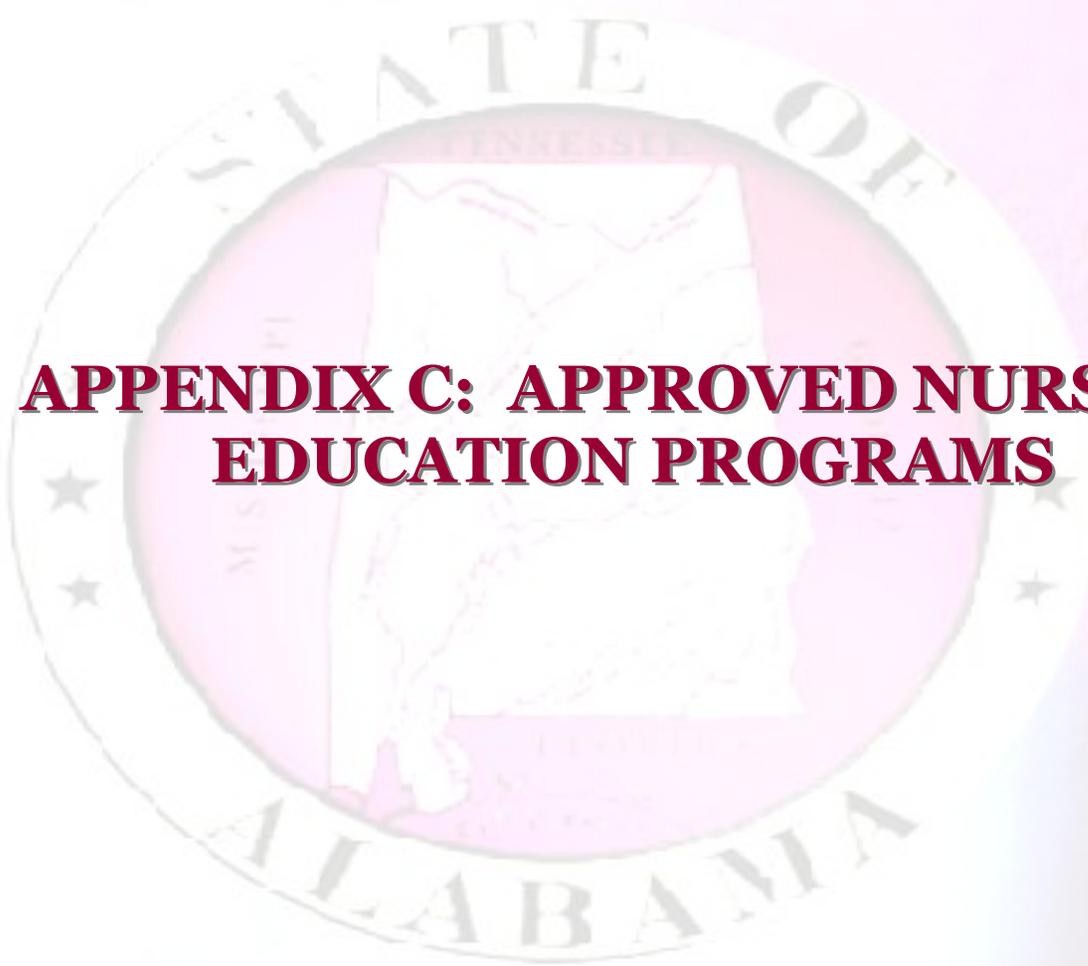
Active RN Renewal as of 11/01/2008

27,665 (46.95%)

Retired Status as of 11/01/2008

89

Type	Count
Reinstatement - Lapsed License	1,677
Reinstatement – Revoked License	24
Reinstatement – Suspended License	8

The background features a large, faded seal of the Alabama State Board of Nursing. The seal is circular with a white border containing the text "STATE OF ALABAMA" at the top and "BOARD OF NURSING" at the bottom. Inside the border, there is a map of Alabama and the words "TENNESSEE" and "MISSISSIPPI" on either side. The seal is centered on the page.

**APPENDIX C: APPROVED NURSING
EDUCATION PROGRAMS**

Approved Registered Nursing Programs

Name of School/Director of Program	Street Address/City/Zip Code/Telephone Number	Type of Program	NCLEX FY 05-06 # Candidates Percent Pass	NCLEX FY 06-07 # Candidates Percent Pass	NCLEX FY 07-08 # Candidates Percent Pass
<u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u> Brenda Rigsby, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville 36461 251-575-3156, ext. 238	ADN	29 86.2	19 89.5	19 84.2
<u>AUBURN UNIVERSITY</u> Dr. Barbara Witt, Dean	107 Miller Hall Auburn 36849 334-844-5665	BSN	79 92.4	95 93.7	79 96.2
<u>AUBURN UNIVERSITY-MONTGOMERY</u> Dr. Barbara Witt, Dean	P.O. Box 244023 Montgomery 36124-4023 334-244-3658	BSN	55 98.2	52 90.4	54 96.3
<u>BEVILL STATE COMMUNITY COLLEGE</u> Pat Reeves, Associate Dean of Health Sciences	1411 Indiana Avenue Jasper, AL 35501 1-800-648-3271 ext. 5763	ADN	165 90.9	187 87.7	192 84.4
<u>BISHOP STATE COMMUNITY COLLEGE</u> Kim Rawson, MSN RN Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603 251-405-4497	ADN	40 100	53 96.2	64 75.0*
<u>CALHOUN STATE COMMUNITY COLLEGE</u> Angela Watkins, Chairperson Department of Nursing	P.O. 2216 Decatur 35609-2216 256-306-2802 or 256-306-2794	ADN	131 84.0	137 78.8*	167 79.0*
<u>CENTRAL ALABAMA COMMUNITY COLLEGE</u> Coosa Valley School of Nursing, Tanya Hunnicutt, Director of Nursing and Allied Health	34091 US Highway 280 Childersburg 35044 256-378-5576, ext. 6581	ADN	62 79.0	44 93.2	37 89.2

<u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u>	2602 College Drive Phenix City 36869 334-291-4925	ADN	42 81.0	33 69.7*	36 69.4*
Melliny Macklin, Chair of Health Sciences					
<u>FAULKNER STATE COMMUNITY COLLEGE</u>	1900 US Hwy 31, S Bay Minette 36507 251-580 2293	ADN	21 100.0	19 100.0	29 100.0
Jean Graham, Director of Nursing and Allied Health					
<u>GADSDEN STATE COMMUNITY COLLEGE</u>	P.O. Box 227 Gadsden, AL 35902 -0227 256-549-8320	ADN	88 90.9	79 78.5*	99 84.8
Brenda Holman, Chair					
<u>HERZING UNIVERSITY - BIRMINGHAM</u>	280 West Valley Avenue Birmingham, AL 35209 205-271-4280 ext 127	ADN		NA-New Program	NA-New Program
Sarah Harmon MSN, RN Medical Program Chair					
<u>JACKSONVILLE STATE UNIVERSITY</u>	700 Pelham Road, North Jacksonville 36265-9982 256-782-5428	BSN	104 84.6	107 83.2	53 75.5*
Lurleen B. Wallace College of Nursing Dr. Sarah Latham, Dean					
<u>JEFFERSON DAVIS COMMUNITY COLLEGE</u>	P.O. Box 958 Brewton 36427-0958 251-809-1600 or 1601	ADN	76 80.3	49 85.7	76 88.2
Ann Mantel MSN RN Chair, Nursing, Allied Health and P.E./Director of Nursing					
<u>JEFFERSON STATE COMMUNITY COLLEGE</u>	2601 Carson Road Birmingham AL 35215 205-856-7940	ADN	82 96.3	162 82.7	223 82.5
Bonnie Glass RN, MSN Director of Nursing					

<u>LAWSON STATE COMMUNITY COLLEGE</u>	3060 Wilson Road Birmingham 35221	ADN	27	28	82
Dr. Shelia Marable, Chairperson Dept. of Health Professions	205-929-6437		85.2	92.9	68.3*

<u>LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS</u>	P.O. Drawer 910 Opp, AL 36467	ADN Mobility	29	25	37
Monica Cauley, Chair Health Sciences	(334) 493-3573 #275		96.6	72.0*	94.4

<u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u>	P.O. Box 159 Rainsville 35986	ADN	43	49	70
Dr. Cindy Jones, Director of Nursing Education	256-228-6001, ext. 316		97.7	91.8	85.7

<u>NORTHWEST SHOALS COMMUNITY COLLEGE</u>	2080 College Road Phil Campbell 35581	ADN	81	63	65
Sheila Smith, Director of ADN Program	256-331-6207		87.7	90.5	95.4

<u>OAKWOOD UNIVERSITY</u>	7000 Adventist Blvd. Huntsville 35896	BSN	5	4	13
Dr. Carol Allen, Chairperson Dept. of Nursing	256-726-7287		100.0	100.0	84.6

<u>SAMFORD UNIVERSITY</u>	800 Lakeshore Drive Birmingham 35229	BSN	51	67	75
Ida V. Moffett School of Nursing Dr. Nena Sanders, Dean	205-726-2861		96.1	91.0	89.3

<u>SHELTON STATE COMMUNITY COLLEGE</u>	9500 Old Greensboro Road Tuscaloosa 35405	ADN	57 78.9	53 98.1	38 94.7
Kim Smith, MSN, RN, Director of Nursing	205-391-2457				

<u>SNEAD STATE COMMUNITY COLLEGE</u>	P.O. Box 734 Boaz, AL 35957-0734	ADN	37 86.5	48 70.8*	34 88.2
Susan Carroll, Director of Health Sciences	(256) 840-4185				

<u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u>	1701 LaFayette Pkwy. Opelika 36801	ADN	90 84.4	110 90.9	87 93.1
Rhonda Davis, Chair Dept. of Nursing	334-745-6437 ext. 5510				

<u>SPRING HILL COLLEGE</u>	4000 Dauphin Street Mobile 36608	BSN	22 86.4	14 92.9	24 79.2*
Dr. Carol Harrison, Chair Division of Nursing	251-380-4490				

<u>STILLMAN COLLEGE</u>	P. O. Box 1430 Tuscaloosa 35403	BSN	NA-New Program	NA-New Program	NA-New Program
Dr. Linda Forte Nursing Administrator	205-247-8033				

<u>TROY UNIVERSITY-TROY</u>	Collegeview Boulevard Troy 36082	BSN	34 97.1	35 77.1*	46 89.1
Dr. Bernita Hamilton, Director School of Nursing	334-670-3428				

<u>TROY UNIVERSITY- MONTGOMERY</u>	340 Montgomery Street Montgomery 36104	ADN	36 91.7	52 86.5	49 93.9
Dr. Donna Bedsole, Director, ASN Program	334-834-2320				

<u>TUSKEGEE UNIVERSITY</u>	Basil O'Connor Hall Tuskegee 36088	BSN	16 75.0*	15 73.3*	9 88.9
Dr. Doris Holeman, Associ- ate Dean/Director	334-727-8382				

<u>UNIVERSITY OF ALABAMA</u>	P.O. Box 870358 Tuscaloosa 35487- 0358	BSN	93 95.7	121 95.0	132 96.2
Capstone College of Nursing Dr. Sara E. Barger Dean	205-348-6639				

<u>UNIVERSITY OF ALABAMA AT BIRMINGHAM</u>	UAB Station 1701 University Blvd. Birmingham 35294- 7210	BSN	163 91.4	168 89.9	196 94.9
Dr. Doreen Harper, PhD, RN, FAAN, Dean and Professor	205-934-5428				

<u>UNIVERSITY OF ALABAMA IN HUNTSVILLE</u>	301 Sparkman Drive Huntsville 35899	BSN	99 90.9	111 87.4	142 95.1
Dr. Fay Raines, Dean	256-824-6345				

<u>UNIVERSITY OF MOBILE</u>	5735 College Park- way Mobile, AL 36613- 2842	BSN	21 76.2*	24 91.7	35 85.7
Dr. Richard McElhaney Dean School of Nursing	251-442-2456	ADN	18 88.9	20 95.0	34 100.0

<u>UNIVERSITY OF NORTH ALABAMA</u>	University Box 5054 Florence, AL 35632 -0001	BSN	73 93.2	88 96.6	78 97.4
Dr. Birdie Irene Bailey Dean College of Nursing and Allied Health	256-765-4311				
<u>UNIVERSITY OF SOUTH ALABAMA</u>	USA Springhill Avenue Mobile, AL 36688-0002	BSN	205 92.7	225 89.8	202 88.6
Dr. Debra Davis Dean	251-434-3410				
<u>UNIVERSITY OF WEST ALABAMA</u>	Station 28 Livingston, AL 35470	ADN	58 93.1	41 92.7	42 92.8
Ida D. Pruitt Division of Nursing Sylvia Homan Chairperson	205-652-3517				
<u>VIRGINIA COLLEGE - BIRMINGHAM</u>	65 Bagby Drive Birmingham, AL 35209	ADN	NA-New Program	NA-New Program	NA-New Program
Lynn Maiden MSN,RN Nursing Director	205-802-1200				
<u>VIRGINIA COLLEGE - MONTGOMERY</u>	6200 Atlanta Highway Montgomery, AL 36117	ADN	NA-New Program	NA-New Program	NA-New Program
Stephanie Mitchell MSN, RN Nursing Director	334-277-3390				
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN</u>	1141 Wallace Drive Dothan, AL 36303	ADN	111 77.5*	153 80.4	136 90.4
Jackie Spivey, Director ADN Program	334-983-3521, ext. 407				

**GEORGE C. WALLACE
STATE COMMUNITY COL-
LEGE-HANCEVILLE**

P.O. Box 2000
Hanceville, AL
35077-2000

ADN

181
89.0

98
93.9

146
91.1

Dr. Denise Elliott, Director,
Department of Nursing

256-352-8198

**GEORGE C. WALLACE
STATE COMMUNITY COL-
LEGE-SELMA**

P.O. Box 2530
Selma, AL 36702-
2530

ADN

39
97.4

52
94.2

52
92.3

Becky Casey, Director, ADN

334-876-9271

Alabama Totals

2,566
89.2

2,701
87.8

2,952
88.3

National Totals

62,348
88.3

118,708
85.7

128,294
86.7

- Notice of Deficiency (Mandatory Passing Percentage 80% 10/1/2005)

Approved Licensed Practical Nursing Programs

<u>Name of School/Director of Program</u>	<u>Address/Telephone Number</u>	<u>NCLEX FY 05-06 # Candidates Percent Pass</u>	<u>NCLEX FY 06-07 # Candidates Percent Pass</u>	<u>NCLEX FY 07-08 # Candidates Percent Pass</u>
<u>ALABAMA SOUTH-ERN COMMUNITY COLLEGE</u>	P.O. Box 2000	25	29	31
	Thomasville, AL 36784	96.0	82.8	90.3
Deborah Hunt Program Chair	251-575-3156, ext. 238			
<u>BEVILL STATE COMMUNITY COLLEGE</u>	1411 Indiana Ave. Jasper, AL 35501	163	71	64
		79.8*	98.6	95.3
Pat Reeves, Associate Dean of Health Sciences	1-800-648-3271, ext. 5350			
<u>BISHOP STATE COMMUNITY COLLEGE</u>	1365 Martin Luther King Drive Mobile, AL 36603	8	15	19
		100	86.7	94.7
Kim Rawson MSN RN Director of Nursing	251-405-4497			
<u>CALHOUN COMMUNITY COLLEGE</u>	P.O. Box 2216 Decatur, AL 35609-2216	46	37	35
		95.7	94.6	97.1
Angela Watkins, Chairperson of Nursing	256-306-2802 or 256-306-2794			
<u>CENTRAL ALABAMA COMMUNITY COLLEGE</u>	34091 US Highway 280 Childersburg, AL 35044	46	34	29
		93.5	100.0	100.0
Coosa Valley School of Nursing	256-378-5576, ext. 6581			
Tanya Hunnicutt, Director of Nursing and Allied Health				

<u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u>	2602 College Drive Phenix City, AL 36869 334-291-4925 Melliny Macklin, Chair of Health Sciences	26 92.3	33 84.8	26 96.2
<u>DRAKE STATE TECHNICAL COLLEGE</u>	3421 Meridian Street North Huntsville, AL 35811 256-551-3148 Alice Raymond, Department Head, Nursing	45 84.4	30 96.7	45 97.8
<u>FAULKNER STATE COMMUNITY COLLEGE</u>	1900 U.S. Hwy 31 South Bay Minette, AL 36507 251-580-2293 Jean Graham, Director of Nursing and Allied Health	8 100.0	6 100.0	5 100.0
<u>GADSDEN STATE COMMUNITY COLLEGE</u>	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8457 Brenda Holman, Coordinator	85 97.6	67 100.0	75 97.3
<u>HERZING UNIVERSITY</u>	280 West Valley Avenue Birmingham, AL 35209 (205)916-2800 Fax: (205)916- 2807 Sarah Harmon Medical Program Chair	NA-New Program	13 92.3	43 74.4*
<u>JEFFERSON STATE COMMUNITY COLLEGE</u>	2601 Carson Road Birmingham, AL 35215 (205)856-7940 Bonnie Glass RN, MSN Director of Nursing	NA-New Program	6 100.0	7 100.0

<u>LAWSON COMMUNITY COLLEGE - BESSEMER CAMPUS</u>	P.O. Box 308 Besmer, AL 35201	Bes-	72 93.1	41 95.1	32 90.6
Sharon Romine, Coordinator Nursing and Allied Health Programs	205-428-6391, ext. 305				
<u>LURLEEN B. WALLACE COMMUNITY COLLEGE-MACARTHUR CAMPUS</u>	P.O. Drawer 910 Opp, AL 36467		48 87.5	31 74.2*	39 94.3
Monica Cauley, Chair, Health Sciences	334-493-3573, ext. 275				
<u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u>	P.O. Box 159 Rainsville, AL 35986		21 100.0	21 100.0	18 100.0
Dr. Cindy Jones, Director of Nursing Education					
<u>NORTHWEST SHOALS COMMUNITY COLLEGE</u>	800 George Wallace Blvd. Muscle Shoals, AL 35662		21 100.0	22 100.0	20 100.0
Shelia Smith, Director of Nursing Education	256-331-5337				
<u>REID STATE TECHNICAL COLLEGE</u>	P.O. Box 588 Evergreen, AL 36401		69 95.7	53 79.2*	24 95.8
Dr. Shirley Brackin, Chair, Health Careers	251-578-1313, ext. 124				
<u>SHELTON STATE COMMUNITY COLLEGE</u>	9500 Old Greensboro Road Tuscaloosa, AL 35405		70 85.7	58 96.6	63 98.4
Kim Smith, MSN, RN, Director of Nursing	205-391-2457				
<u>SNEAD STATE COMMUNITY COLLEGE</u>	P.O. Box 734 Boaz, AL 35957-0734		21 100.0	7 100.0	11 100.0
Susan Carroll, Director of Health Science	256-840-4185				

<u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u>	1701 LaFayette Pkway Opelika, AL 36801	3 100.0	16 100.0	11 82.0
Rhonda Davis, Chair, Department of Nurs-	334-745-6437, ext. 5510			
<u>TRENHOLM STATE TECHNICAL COL- LEGE</u>	Post Office Box 10048 Montgomery, Al 36108 334-420-4415	29 96.4	32 96.9	15 100.0
Annitta Love, Director, Practical Nursing				
<u>GEORGE C. WAL- LACE COMMUNITY COLLEGE-DOTHAN</u>	1141 Wallace Drive Dothan 36303 334-983-3521, ext. 332	75 86.7	43 95.3	60 98.3
Gwynn Galloway, Di- rector, Department of Nursing				
<u>GEORGE C. WAL- LACE COMMUNITY COLLEGE- HANCEVILLE</u>	P.O. Box 2000 Hanceville, AL 35077-2000 256-352-8198	69 75.4*	28 92.9	26 100.0
Dr. Denise Elliott, Di- rector, Department of Nursing				
<u>GEORGE C. WAL- LACE COMMUNITY COLLEGE-SELMA</u>	P.O. Box 2530 Selma, AL 36702-2530 334-876-9335	25 92.0	14 100.0	13 100.0
Veronica Brown, Di- rector, Practical Nurs- ing				
U.S. ARMY RESERVE 68 WM 6 PN SCHOOL Program Director	Building 751 5722 Integrity Drive Middleton, TN 38054-5022 901-874-6069	0 0.00	0 0.00	0 0.00
Alabama Totals		1,026	764	708
National Totals		88.5 52,735	92.0 56,843	95.3 61,068
		89.4	88.2	86.0

* Notice of Deficiency (Mandatory Passing Percentage 80% 10/1/2004)

The Alabama Board of Nursing withdrew approval from the practical nursing program at Southern Community College in Tuskegee Alabama effective August 1, 2007. Any graduates on or after August 1, 2007 will not be eligible to sit for the NCLEX -PN.

PROVISIONALLY APPROVED REGISTERED NURSING PROGRAMS

Provisional approval is for a new program until their first class graduates. Once the first class graduates, the program is evaluated for compliance with the outcome standards of Rule 610-X-3-.04, Outcome Standards.

Name of School	Location	Type of Program	Approval Date
Herzing University	Birmingham	PN to ADN Mobility	Approved May 2008
Stillman College	Tuscaloosa	BSN	Approved July 2006
Virginia College	Birmingham	ADN	Approved September 2008
Virginia College	Montgomery	ADN	Approved September 2008



The seal of the Alabama State Legislature is a circular emblem. It features a central map of Alabama, with the words "MISSISSIPPI" and "GEORGIA" written vertically on either side. The map is set against a background of a blue and white striped field. The entire seal is enclosed within a circular border containing the text "STATE OF ALABAMA" at the top and "LEGISLATURE" at the bottom, with stars interspersed between the words.

**APPENDIX D: LEGAL DIVISION
ACTIVITIES**

FY 2008 LEGAL ACTIVITIES

COMPLAINTS	TOTALS
Letters of Closure	109
Letters of Admonishment	158
Formal Hearings	35
Consent Orders	253
Voluntary Surrenders before Administrative Complaint	95
Voluntary Surrenders after Administrative Complaint	12
Disciplinary Actions (TOTALS)	395
Reinstatements – Approved	8
Reinstatements – Denied (Revoked and Lapsed licenses)	
Applicants – Approved without sanctions	
Applicants – Disciplined	15
Applicants – Denied	3
Probation Monitoring *	312
Voluntary Disciplinary Alternative Program (VDAP) *	300

*Number reflects the total number of licensees currently monitored at the end of FY 2008

FINAL DISPOSITION	TOTALS	
	Consent Order	Formal Hearing
Denied (Reinstatement of lapsed license, revoked license, endorsement and exam application)		3
Application approved (No sanctions)		
Reinstatement (No sanctions)		
Reinstatement Followed by Probation	7	1
Reprimand	6	
Reprimand with Fine	48	2
Probation	109	1
Suspension	18	2
Suspension followed by Probation	61	
Revocation		26
Board Ordered Lapsed followed by Probation	4	
SUBTOTAL	253	35
Voluntary Surrender		107
TOTAL		395

FY 2008 ASSIGNED VIOLATIONS

Assigned Violation	Voluntary Surrender Before AC	Voluntary Surrender After AC	Informal / Consent Order	Formal Hearing
Abandonment			6	
Arrest/Conviction – Drug	5	1	5	3
Arrest/Conviction – Non Drug	1		10	1
Fraud/Deceit			13	2
Illegal Practice	1		20	2
Mental Incompetence				2
Other			3	
Other Jurisdiction – Drug	2	1	4	5
Other Jurisdiction – Non Drug	1		4	
Patient Abuse			5	
Practice Beyond Scope			13	
CE Violation	4		7	
Board Order Violation	1		1	
Probation Violation	17	2	15	4
Sexual Misconduct				
Substance Abuse	37	4	63	7
VDAP Violation	20	2	9	4
Unprofessional Conduct	2		18	
Substandard Practice	4	2	56	4
Bad Check			1	1
TOTALS	95	12	253	35

APPLICANTS

	RN	LPN	Total
By Examination	4	8	12
By Endorsement	2	4	6
Total	6	12	18

	Consent Order	Formal Hearing	Total
RN by Examination	3	1	4
RN by Endorsement	2		2
LPN by Examination	5	3	8
LPN by Endorsement	4		4
Total	14	4	18

	RN by Examination	RN by Endorsement	Total
Denied	1		1
Reprimand			
Reprimand with Fine	1		1
Probation	1	2	3
Suspension/Probation			
Cleared			
Total	3	2	5

	LPN by Examination	LPN by Endorsement	Total
Denied	2		2
Reprimand	1		1
Reprimand with Fine	2	2	4
Probation	3	2	5
Suspension/Probation			
Cleared			
Total	8	4	12

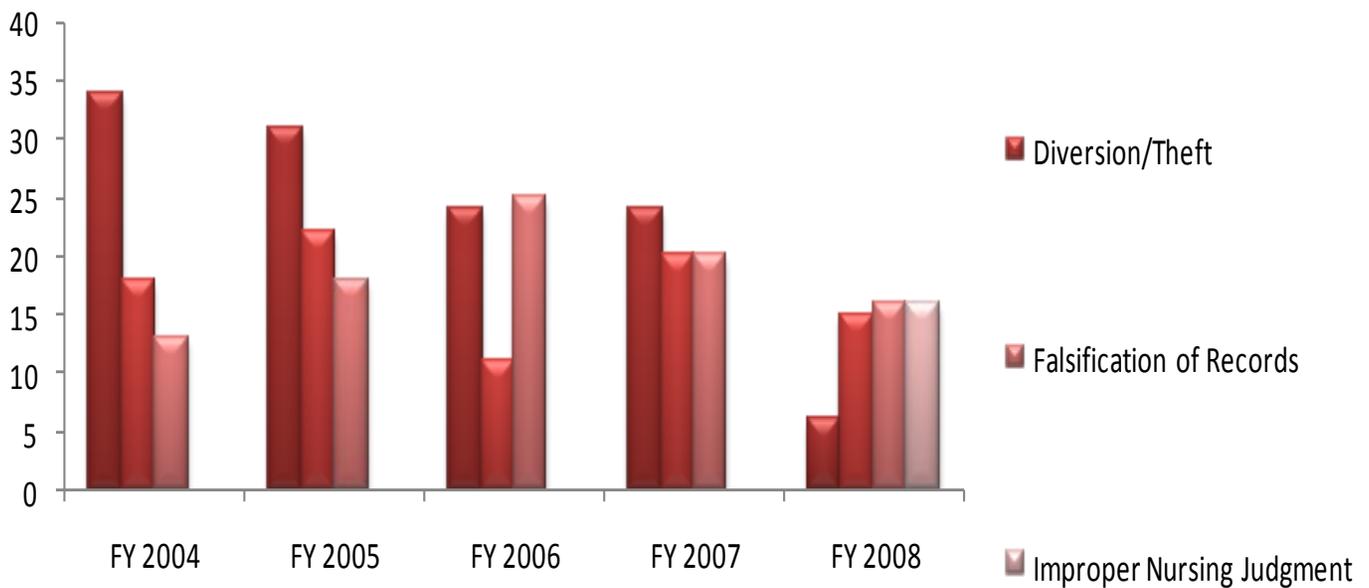
FY 2008 ASSIGNED VIOLATIONS for Applicants Denied

Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug		2	2
Arrest/Conviction – Non Drug			
Illegal Practice			
Substance Abuse			
Mental Incompetence	1		1
TOTALS	1	2	3

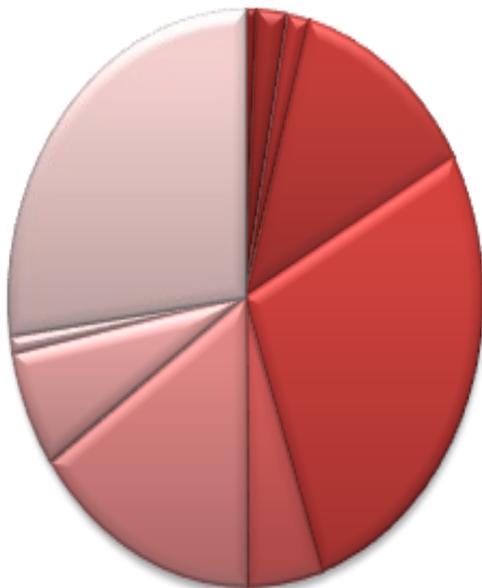
FY 2008 ASSIGNED VIOLATIONS for Applicants Disciplined

Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	1	2	3
Arrest/Conviction – Non Drug	2	4	6
Fraud/Deceit		3	3
Illegal Practice			
Other Jurisdiction – Drug	2	1	3
Practice Beyond Scope			
Patient Abuse			
Probation Violation			
Substance Abuse			
TOTALS	5	10	15

Substandard Practice Trends FY 2004-FY 2008

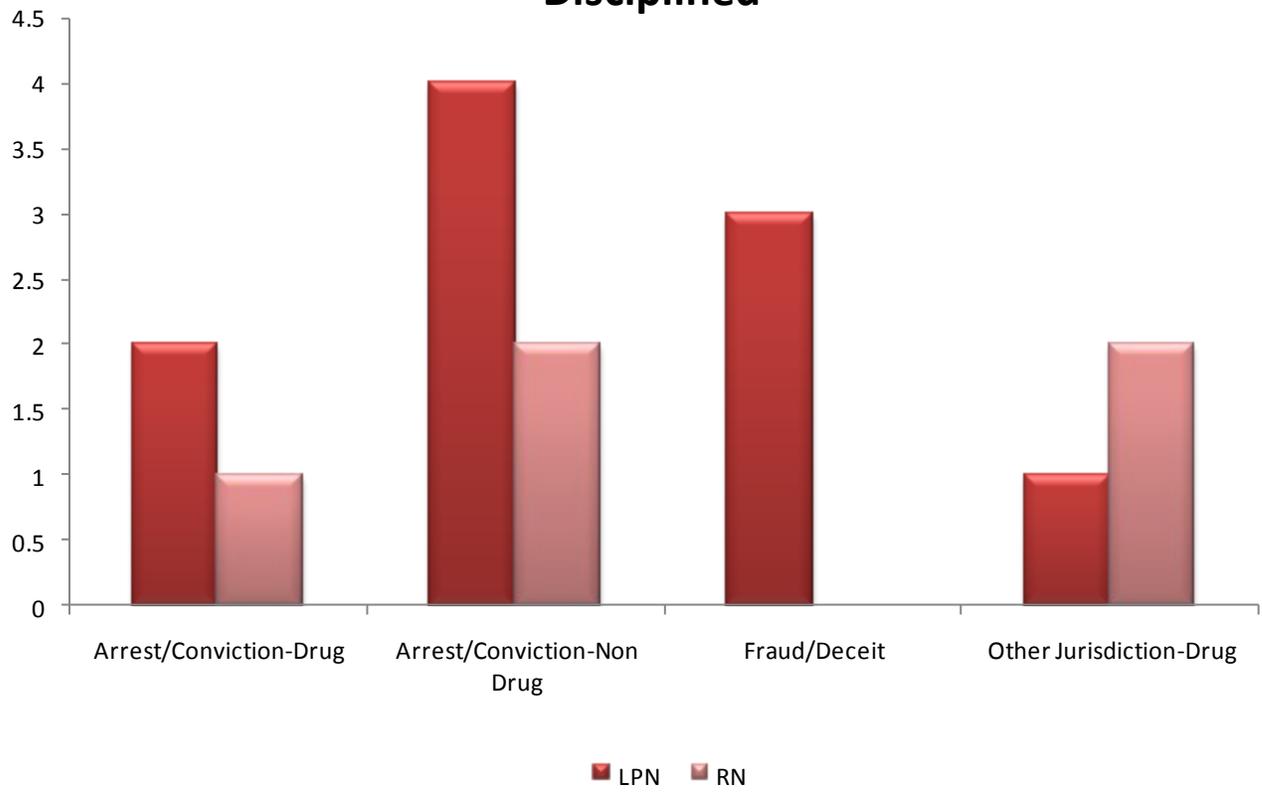


FY 2008 Disciplinary Actions



- Denied
- Reinstatement followed by Probation
- Reprimand
- Reprimand with Fine
- Probation
- Suspension
- Suspension followed by Probation
- Revocation
- Board Lapse followed by Probation
- Voluntary Surrender

FY 2008 Assigned Violations for Applicants Disciplined



DISCIPLINARY ACTIONS FOR FY 2008

The Board of Nursing took action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2008 meetings. This listing may not reflect changes occurring near or following the publication date, pending appeals or requests for rehearing. Every effort is made to ensure the accuracy of this information. Licensure verification can be made by going to the Board's web site, www.abn.alabama.gov, or through the Board Office.

VOLUNTARY SURRENDER FOR REVOCATION

Adams, Brenda Kathleen Downing	1-035380
Adams, Tina Ginay	2-041844
Adams, Jr., Clarence William	1-071099
Anderson, Tonya Leigh	1-090390; 2-041122
Ballard, Beverly Kay	1-078212
Bauer, Heidi Anne	1-095343; 2-047268
Black, Susan Elizabeth	1-052311
Blackwood, Terry Lynn	2-019160
Breedlove, Jason Glen	1-095644
Britt, Veretta Lynn	1-092825
Brown, James Andrew	1-109522
Burnett, Shannon Marie	1-099092
Byrd, Suzanne Elaine	1-080227
Campbell, Millie Rae	1-075330
Clark, Jennifer Gillis	2-048161
Collins, Heather Mabel	1-096413
Copeland, Joann Marie	1-063697
Creel, Angela Van	2-038151
Davis, Etter Jo	1-077056; 2-037855
Davis, Harold Keith	2-054924
Deason, Monica Michele	1-080717
Deblaquiere, Molly Lynn	1-079560
Deerman, John Allen	2-053872
Doorlag, Lisa Jean	2-049170
Dunn, Laura M.	1-110966; 2-045584
Emmett, Jacqueline Germaine	2-054378
English, Teresa Lynn	2-045526
Ferrell, Sarah Lahey	1-028160

Files, Melaney Joann	2-049745
Fisher, Kimberly Dawn	1-074531
Freeman, Kathy Brigitte	2-046560
Galloway, Susan Elizabeth	2-024036
Glenn-Smith, Teresa Towers	1-111029
Halstead, Tara Marie	1-114797
Harris, Misty Ladawn	2-042846
Henckell, Hilda Joy	1-049593
Henry, Marilyn Keller	1-089552
Herren, Virginia Ann	2-011845
Hobson, Julia Ann	1-056066
Johns, Tina Leigh	1-101745
Johnson, Michael	1-107546
Kalb, Emily Dianne	2-050330
Kazmaier, Pamela Ann	1-030693
Kendrick, Christina Michele	2-047657
Kendrick, Tina Michelle	1-096652
Kimbrow, John Ray	2-054527
King, Sonja Denise	2-033454
Kirk, Martha Jane	1-048620
Kite, Sherri Turner	1-062993; 2-027147
Knox, Lanice Gail	2-027606
Kyle, Jamie Renea	1-106227
Landers, Heather	2-052678
Langley, Myka Annette	1-114681
Linville, Allison Leigh	1-077121
Lowe, Jeanne Carol	2-028445
Ludwig, William Seymour	1-078888
Matheny, Karon Faye	2-045987
Mayer, Matthew Sylvan	1-111874
McAnnally, Aimee Luanne	1-038857
McDougald, Stacy Renee	1-092607
McMillan, Donna Romaine	2-035561
Miles, Vanessa Trischelle	2-036343
Mizell, Liza Renee	2-055973
Morgan, Denise Talley	1-072473

Morrison, Angela Denise	1-072748
Morrison, Dana Lynn	1-060472; 2-030188
Murray, Michael Phillip	2-055113
Newton, Sarah Amanda	1-103479
Poole, Kathy Jean	2-047408
Pope, Anita Yvonne Hill	2-041115
Porter, Dasha Spring	1-103335
Posey, Jennifer Lynn	1-072979
Postiglione, Phoebe Paulette	1-046807
Ray, Cathy Sue	1-057284; 2-028244
Reaves, Monica Rena	1-061641; 2-027001
Rowland, Judy Dale	2-019518
Saare, Shirley Ann	2-029727
Samples, Rhonda Harris	2-054339
Sanders, Martha Cecilia	1-046405
Sauls, Donna Joyce	2-055336
Seago, Judy Sue	2-045780
Sellers, Samantha Louisa Jane	2-046411
Sims, Tina Lambert Holt	1-063922
Singleton, Jennifer Louise	2-055760
Smith, Connie Diane	2-044782
Smith, Kathryn Randall	1-037703
Smith, Lenore Sue	2-037397
Smith, Rhonda Susan	1-071236
Spivey, Gloria Hopkins	2-017177
Spruiell, Maudie Louise	1-019524
Spurgeon, Lisa Ann	1-073685
Spurgeon, Melissa Ann	1-106504
Starkey, JoAnn R.	1-035436
Tanner, Lauren Sky	1-101496
Thomas, Karen Sue Weekly	1-085327
Tidwell, Lewis Shane	1-114284
Tucker, Mary Sandra	2-034022
Tunstill, Julie Ann	1-101527
Turner, Angela Dawn	1-088880
Tygielski, Michele Alexandra	1-070455

Valin, Susan Elizabeth	1-051076
Webster, Patricia Jean	1-028649
Weeks, Pennie Lynn	1-072832; 2-039447
Welsh, Wendy Lynn	2-056980
Whitmore, Jennifer Darlene	2-048715
Wilkerson, Karen Lynne Thomas	2-019125
Witt, Tracey Renee Dozier	1-066458; CRNP

REVOCACTION

Allen, Cassandra Shae Hurt	2-054396
Brouillette, Alice Charlene	1-110143
Carlos, Amanda Cordelia	2-058134
Cluckey, Carol Jean Lloyd	1-078986
Crawford, Connie L. Reese	2-051722
Dowe, Angela Carol Young	1-059151
Frost, Terri Gay Mack	1-071975
Helmuth, Roy Eugene	1-108502
Hosey, Tamala Faye Rich	1-057026
Jones, Kristal M. McClure	1-093359
Lambeth, Audrea Lynne Stringer	1-101595
Latham, Leslie Nicole Pendergraft	2-054833
Mayer, Sharon Grace Isenhower	2-028365
McGhee, Demetris Lashanda Bernard	2-051797
Melton, Angela Newell	1-097417
Miller, Lisa Michelle Richardson	1-080097
Priddy, Teresa Ann Long	2-048605
Shaloski, Mark A.	1-094355
Sims, Margaret Clair Cullina	2-025879
Summerlin, Rita Gail Pope	1-075379
Thompson, Cherri Frances Oliver	1-077507; 2-040234
Webster, Gina Cevene Thompson	2-019073
Whitten, Jenifer Marie Davenport	1-059344
Wright, Melanie Lynn Campbell	1-040913
Yamin, Jennifer Anne Bland	1-110399

SUSPENSION

Chishti, Iman Holmes	1-087067
Jackson, Cynthia Ann	1-057939
Lowenthal, Janet Lindh Henrich	1-088691

SUSPENSION AND FINE

Armstrong, Sandra Kaye White	1-085641
Bullock, Melissa June	2-034635
Cihak, Craig William	1-102929
Courtney, Cynthia Luvorne Sanders	2-055452
Hiatt, Vivian Mae Barnard	2-047816
Hudson, Norma Jean	1-054758
Kelley, Eboni Shamia	2-056059
Lochridge, Maryanne Payne	1-062068; 2-029001
Luker, Angela Sherae Watson	2-048706
Matthews, Cristal Shandreke	2-052779
Mauch, Harriett Elizabeth Hobbs	2-032598
Payne, Marie Brewer	1-079252
Rackard, James Hareld	2-015379
Sewell, Pamela Lachell	2-052886
Somers, Marilyn Swain	1-103438
Sughrue, Jennifer Lyn	2-038408
Townsend, Evelyn Deloris Johnson	2-024666
Whitlow, Leslee DeAnne Thomas	2-053832

SUSPENSION FOLLOWED BY PROBATION AND FINE

Alexander, Valerie Hope Barr	1-102087
Baria, Alicia Elizabeth Butler	2-048775
Barfield, Stacie Ann	1-081340
Bark, Rachel J.	1-116999
Bell, Christine Ann	1-096755
Brannon, Sheila Rae Clement	2-053843
Brown, Leonard Kaloski	1-098022
Chaffin, Lisa Kay	1-050139
Cooper, Julia M.	2-010415
Copeland, Susan Marie Sewell	1-055971; 2-024288

Davenport, Vickie Elaine Gaddy	2-026703
Denenberg, Melissa Lynn	1-112545
Equi, Judy Carter	1-080588
Estes, Lois Lorraine Isabell	1-066491
Fails, Gwendolyn	2-034718
Florian, Mona Marie Hill	1-032953
Futral, Debra Charlene	1-111215
Garner, Kathleen Delphine	2-028074
Godwin, Donna Elaine Pruett	1-039985
Green, Sonja Gaye Lee	1-083832
Greene, Lori June Colburn	1-074237
Handley, Terri Tennimon	1-053028
Hartley, Stacy Rabun	2-040284
Hayes, Allyson Greer Brady	1-062737
Heath, Carolyn Ann Allen	2-038990
Hill, Julia Lynn	1-073271
Horton, Susan Elisabeth Shaw	1-047163
Lamb, Casey Rena Burns	1-100762
Lemay, Stacey Virgil	1-052420; CRNA
Lewis, Tonja Denise	1-083377; 2-034261
Lowther, Shannon Joyce	2-058885
Madison, Laura Annette McCombs	2-058242
Masters, Tara Heather	1-090312; 2-046736 (Lapsed)
Moody, Lori Lee Anderson	2-054936
Morris, Diane McFarland Detter	2-037232
Moser, Pamela Jean Lanier	1-047563
Parker, Cynthia Powell	1-067006
Parker, James Michael	1-034538
Phillips, Rebecca Marie	2-035624
Pollock, Natasha Alexandria	1-105020
Pomilia, Lisa Alaine Waldrop	1-090260
Quick, April Nichole	2-055483
Robinson, Clara Jean	2-015782
Robinson, Jennifer Lou	1-110518
Rozell, Pamela Renita Foy	2-045264
Russell, Brenda Kay Barnett	2-049500

Schooley, Claire J.	1-035288
Skvasik, Brandi Leigh	1-104520
Smith, Jeffrey Faulkner	1-084576
Spivey, Gloria Hopkins	2-017177
Stamps, Beulah M. Watkins	2-007271
Sterling, Christy Ann McKoy	1-067215
Tatum, Bettie Jean	2-034371
Thomas, Robin L. Lively	1-054870
Thrower, Amber Leigh	1-097742
Tripp, Booker T.	2-054877
Welch, Susan Blayne	2-053623
Whaley, Paul Cameron	1-103140
Williams, Elizabeth Duplissey	1-088658; 2-023327 (Lapsed)
Young, Heather Jean Haeuser	1-083113
Zaner, Debra Lynn Gaddy	1-090260

PROBATION AND FINE

Ball, Mary Frances Schnebelen	LPN Endorsement Applicant
Baxley, Sammie Lynn Sutton	1-090341; 2-045063
Beagle, Kelly Renea	2-055727
Blackwood, Mary Suzette Hayes	2-040004
Brown, James Andrew	1-109522
Brazeau, Melody Anne Griggers	1-096472
Buck, Deborah Rae	1-068209; 2-024621
Cardwell, Sheri Ivy Whitaker	1-029988
Carter, Amanda Jolee	2-055860
Cherry, Marcia Pearl	1-058215
Clayton, David Earl	1-069452
Davis, Nora Lou Cofield	2-021896
Deming, Brenda Louise	2-026857
Doby, Sabrina Latonya	2-051754
Doerflinger, Angela Yvonne Singleton	1-110457
Douglas, Bernadette Sadalia	1-028612
Downs, Jennifer Lynn Martin	2-046363
Dunn, Laura M. Daughtry	1-110966; 2-045584 (Lapsed)

Fairchild, Melinda Elizabeth Guined	1-094523
Ferguson, Marion Ladonna Whatley	2-012841
Fitzpatrick, Amanda Faye	2-056914
Floyd, Mary Tilden Gunter	2-027522
Freeman, Wendy Michelle	2-050517
Frost, Terri Gay Mack	1-071975
Fuller, Cassandra Renae	2-053841
Gardner, Amber Cole	1-096189
Gray, Barbara Jean	2-042465
Greer, Verushka Victoria Valdivieso	1-098027
Griffin, Rasa Marie Crane	1-108254
Hamilton, Leigh R. Ray	RN Endorsement Applicant
Haynes, Jackie Diane	2-053751
Hicks, Jacqueline Katy	1-110557
Hill, Enjoli Taniesha	2-056325
Hobbs, Joseph Anthony	1-051134; 2-023838 (Lapsed)
Hobson, Nancy L. Murray	2-049449
Holsonback, Donna Kay Teseneer	2-032131
Homan, Margaret Ann Lester	2-039108
Jarrell, April Lashondra	2-058058
Jenkins, Monica Horne	2-053065
Johnson, Amy Suzanne Gilbert	1-100081; 2-044571 (Lapsed)
Johnson, Donald Clinton	2-057095
Johnston, Lara Michelle Bryant	1-102322
Kelsey, Christopher Michael	1-101742
King, Connie Marie Fenn	1-091466
Kirk, Teresa Lenett	LPN Exam Applicant
Klotter, Sharon Miller	1-110858
Knight, Stephanie Henton	2-034832
Knox, Lanice Gail	2-027606
Lane, Bernadine Marshall	1-077537; 2-026875 (Lapsed)
Lane, Jane Black	1-052396
Littles, Merica	2-057698
Lofton, Debra Ann Hall	2-050016
Love, Rhonda Gail Leatherwood	1-117141

Malone, Terrilyn A.	2-057219
Manning, Emily B.	2-052811
Mason, Lesley Kay	2-048250
McAvoy, Donna F. Alexander	2-029473
McCrary, Charles Edward	1-083240
McKee, Lue Ethel Payton	2-023850
Miller, Lauren Brooks	1-094049; CRNP
Mitchell, Dedria Ella	1-077130; 2-037247
Moody, Ana Paula Rabelo	2-056789
Morton, G. Carolyn	1-012503
Mosley, Joy Elizabeth	1-102233; 2-051082 (Lapsed)
Mosley, Pamela Jo	1-098085
Mulcahy, Scott Alan	1-054984
Muro, Marie-Elena Nicoletta	2-047912
Parker, Janet Lee Harrington	1-040117; CRNA
Parrish, Heather Michelle	1-113051
Pate, Crystal Denise	1-112023
Peeks, Denesia Faye McGarity	1-099997
Pippin, Odis Arlee	2-018731
Pirritano, Tammy Gay Rogers	1-063501
Pollock, Natasha Alexandria	1-105020
Powell, Helen Kay Massey	1-043039; 2-022682
Price, Joann Green	2-025621
Radford, Sherry Rhys Kizzort	1-078069
Rich, Janice Olivia	1-064157
Richardson, Gary Davis	1-043831
Roberts, Stacy Dawn Horn	1-088469
Robertson, Elizabeth Ann	1-059553
Sanders, Patricia Elaine	2-053302
Scott, Dawn Chasity King	1-105777
Sharpton, Jennifer Paula	1-083819
Short, Beverly Ann Spiller	1-071647
Sims, Brandy Elizabeth	2-049689
Sims, Susan Kay	1-078263; 2-039016
Singleton, Amelia Terrell	1-053532
Smith, Jr., James Herbert	1-076458

Spence, Candace Day Adams	1-085757
Steiner, Kevin Todd	1-114702
Stephens, Stephanie Yvonne	2-057711
Stevens, Debra Ann Collins	1-055225; 2-027422
Sumlin, Marian Rene' Worrell	1-052829; 2-028549
Svencer, Erika J. Wissinger	2-055572
Taylor, Wendy Louise	LPN Endorsement Applicant
Tewksbury, Debra Ann Denney	2-054706
Tiner, Jennifer Leigh	2-057255
Turner, Susan Victoria Smith	1-076479
Vance, Elizabeth Ann	1-075779
Wakiri, Alice Waithira Ngaman	2-050656
Waldrop, Tanya Lynn	2-052340
Waldroup, Cynthia Harmon	1-091552
Walters, Linda Sue Thompson	2-056799
Welsh, Wendy Lynn Terry	2-056980
Wiley II, Freddie Daniel	1-090747
Wright, Douglas Ray	1-104493

PROBATION

Patterson, Laurie Nicole	2-056401: RN Exam Applicant
Warren, Amanda Elaine Brown	LPN Exam Applicant
Wilkins, Ebony Lashaun	LPN Exam Applicant

PUBLIC REPRIMAND AND FINE

Abbott, Sharon Denise Benson	2-052032
Adams, Diana Marie	1-113398
Allen, Tammy Lynn	2-049201
Allinder, Jerod David	LPN Exam Applicant
Angle, Linda Sue Jones	2-027334
Bardell, Constance Lynn McLaughlin	LPN Endorsement Applicant
Brown, Grace Hamilton	1-046801
Campbell, Courtney Stanett Kyser	2-055845
Carlson, Christy Ann Benefield	1-051849
Chappelle, Dianna Lee McDonald	2-055054

Downey, Sheri Alison	1-068689
Dulkiewicz, Regina Sue	2-045868
Finklea, Nalaysha Ayanna Gilner	LPN Endorsement Applicant
Fletcher, Jocelyn Renee	2-056513
Foss, Teresa Marie Stronko	1-112768
Gaillard, Sharon Denise	2-052385
Gilbert, Rosa Alexandros	1-092848
Green, Olivia Anne Wheeler	2-039961
Guthrie, Stacie Dianne	2-041705
Hood, Danita Livingston	2-040028
Lewis, Carolyn Lynn	2-036295
Lilly, Marvin Bradly	1-088165
Mara, Audrey M.	1-022881
Marsh, Anthonette Charlene	2-040154
McCreary, Lasonja Denise	2-054773
McKelvey, Angela Lynn	2-038189
Morrison, Shannon Alverson	1-076543; CRNP
North, Linda Carol Yancey	1-032089
Patton, Mary Keeva	2-057071
Pinyan, Tanya Kim Smith	1-040590
Quintana, April Nicole	1-095518
Redd, Chonda Lafaye Cofield	1-062521
Russell, Brittany Keridon	2-057089
Scott, Sanchez Necole	2-048594
Shade, Shirley Janell	1-100200; 2-038329
Sherer, Tammy Lanett	2-038365
Shoemaker, Barbara Lynn	1-043236
Smith, Freda Rogers	1-097337
Stein, Shannon Maria	1-085969; CRNP; 2-044987
Stern, Brenda Sue Stivers	RN Exam Applicant
Terry, Rosemary Williams	2-028595
Thomley, Marvin E.	2-057715
Vines, Wanda Carol	1-092144; 2-037233

Watkins, Rhonda Lynn Jackson	1-067328
Wilbanks, Tracy Nicole	1-090489
Willis, Christine Delores	2-033211
Witherspoon, Diane Denice Williams	LPN Exam Applicant
Wood, Michael Donald	1-112504
Woodard, Anita Elaine	2-014246
Woods, Juanita Faye	1-013841

PUBLIC REPRIMAND

Bischoff, Barrett Joseph	RN Exam Applicant
McAtee, Henrietta Louisa	1-044898
Nichols-Trammell, Ernestine	2-044565
Reynolds, Marquita Renee'	LPN Exam Applicant

PUBLIC REPRIMAND AND EDUCATIONAL COURSE

Parnell, Anne Elizabeth Wiggins	1-075343
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REINSTATED ON PROBATION

Christian, Leslie Jo Cartlidge	1-081017
Dunlap, Charlotte Lancaster Balay	1-037640; CRNP
Fuller, Nancy Sue Head	1-080297
Hansen, Kristina Renae	1-100159
Hutto, Deborah Michelle Ford	2-048518
Martin, Sandra Denese	2-020158
Parks, Mona Lynn Cannon	1-032790; 2-016937
Tarango, Nancy Elizabeth Denson	2-040405

BOARD LAPSED

Brisson, Patricia Grace Lewis	2-019885
Jackson, Debra Ann	1-020716
Wilson, Tina Leeann Williams	1-080387; 2-039470
Witcher, Wanda Kay England	1-055383; 2-019159

APPLICATION DENIED

Adair, Candice N. Berry

LPN Exam Applicant

Davis, Monique Renee

RN Exam Applicant

McQueen, Dewand T.

LPN Exam Applicant

REINSTATEMENT DENIED AND REVOKED

Dubose, Myron Montell

1-095269

