

ALABAMA BOARD OF NURSING

2011 ANNUAL REPORT

Shaping the Future of Nursing



Contents

LETTER TO THE GOVERNOR	4
BOARD MEMBERS PHOTO	5
BOARD MEMBERS BIO	6
BOARD STAFF	7
BOARD MEETINGS AND ACTION	8
DECLARATORY RULINGS	9
LICENSURE	10
NURSING EDUCATION	10
CONTINUING EDUCATION	11
2011 ANNUAL REPORT OF STANDARDIZED PROCEDURES	13
ADVANCED PRACTICE NURSING	14
LEGAL DIVISION	16
VOLUNTARY DISCIPLINARY ALTERNATIVE PROGRAM	17
REVENUES AND EXPENDITURES	18
NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.	20
APPENDIX A: FY 2011 BOARD ACTIONS	21
APPENDIX B: REPORT OF NURSING POPULATION	28
APPENDIX C: NURSING EDUCATION	34
APPENDIX D: STANDARDIZED PROCEDURES DATA	46
APPENDIX E: LEGAL DIVISION ACTIVITIES	64
APPENDIX F: DISCIPLINARY ACTIONS FY 2011	70



This page is intentionally blank



Dear Governor Robert Bentley,

As President of the Alabama Board of Nursing, it is an honor to present you with the FY 2011 Annual Report. Currently there are 68,262 Registered Nurses (RNs), 17,353 Licensed Practical Nurses (LPN), and 3755 Advanced Practice Nurses including 2099 certified registered nurse practitioners (CRNP)s, 1549 certified registered nurse anesthetists (CRNA)s, 17 Certified Nurse Midwives (CNM), and 90 clinical nurse specialists (CNSs). Additionally, the Board is solely supported with license fees, other fees, and fines from the nurses of the state of Alabama thus self-sustaining; we do not receive any state funds.

We approved the revision of the organizational structure of the ABN to maintain effectiveness and efficiency. All ABN regulations are reviewed and revised based on a three-year cycle to ensure they are current with health care practices. As a result, and with the expert guidance from the board legal counsel, chapters related to board organization and administration, nursing education programs, licensure regulations, and reinstatement of a board-lapsed license were reviewed, revised, and/or repealed. During FY 2011, the Board received 1,415 complaints against licensed nurses and applicants for licensure. At the end of the fiscal year, 1,112 disciplinary cases remained pending at the Board, and the Board was monitoring 662 licensees through either the Board's Voluntary Disciplinary Alternative Program or probation monitoring. Following completion of their investigations, 164 licensees voluntarily surrendered their licenses to the Board prior to the issuance of an administrative complaint. The Board also closed 438 cases without action following investigation of the complaints. In FY 2011, the Board issued 90 Administrative Complaints, prosecuted 75 cases, accepted the voluntary surrender of the license from 13 licensees following the issuance of an Administrative Complaint, and disciplined the license of an additional 375 licensees through informal disposition with a Consent Order. At the end of the fiscal year, the Board was monitoring 326 licensees through probation of their license and VDAP was monitoring 296 licensees in the program. In summary, 75% of discipline cases were resolved within six months from the time of complaint until resolution. The other 25% included drug diversion cases and substandard practice cases that require more time to investigate.

The board approved the 2011 Continuing Education Plan and dual licensure (LPN/RN for example) guidelines for counting CE, making the process easier and more equitable for the licensee. The ABN approves and evaluates nursing programs at both the university and community college level (25 community college LPN and 43 RN). Several of these programs, including one proprietary program, were given notices of deficiency for failure to meet the outcome standard of 80% of first-time writers passing NCLEX®, the national nursing licensure exam; several others made corrective actions. Many schools required site visits. A process for nursing education program hearings was developed and two Administrative Code chapters were reviewed and revised. Four administrative hearings were held for nursing programs that failed to meet the 80% standard for first-time writers to pass NCLEX.® Qualifications, conditions, process of selection, formula, and priorities for selection for FY 2011 post-baccalaureate and nursing instructor graduate scholarships were approved.

The Alabama Board of Nursing is very fortunate to be involved with the NCSBN who provides education, service, and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection. Several Board members serve on the Board of Directors, including myself, or on committees related to national nursing regulatory issues. As a Board, we discussed trends in national licensure, advanced practice consensus model and the Institute of Medicine (IOM) Report.

Thank you for allowing me the opportunity to update you on the hard work of the Alabama Board of Nursing. Please let me know if we can assist you with any part of the report, we would gladly welcome you to attend a meeting and meet the Board members and staff.

Sincerely,

Pam Autrey

Pamela S. Autrey, PhD, MBA, MSN, RN, NE-BC
President, Alabama Board of Nursing





Amy Fries, Vice President
MSN, RN, Strucosga, AL



Pamela Spencer Andrus, President
PhD, MBA, MSN, RN, Gadsden, AL



Sharon Pugh, Secretary
LPN, Tuscaloosa, AL

Alabama Board of Nursing



2011



Melissa Hagedorn Ratz Bullard, Board Member
LPN, Dorset, AL



Sharrice Lamb, Board Member
MSN, RN, Opp, AL



Catherine F. Brown, Board Member
RN, PhD, Mobile, AL



Maggie Lee Hopkins, Board Member
LPN, Fairfield, AL



Gregory Tyrone Howard, Board Member
LPN, Tuscumbia, AL



Lynda F. Luker, Board Member
ADN, RN, CMT, Alexander, AL



Martha G. Lavender, Board Member
RN, MSN, EDN, Haley, AL



Gregory D. Pugliese, Board Member
ED, Birmingham, AL



Carol M. Stewart, Board Member
CRNP, MSN, Montgomery, AL



E. Laura Wright, Board Member
PhD, MEd, CRNA, Birmingham, AL



BOARD OF NURSING MEMBERS

OCTOBER 1, 2010 - SEPTEMBER 30, 2011

*Names in bold end a term during the annual reporting period.

BOARD MEMBERS	TERM EXPIRES
Pamela Spencer Autrey, PhD, MBA, RN, President, Gadsden Nursing Practice	12-31-2014
Sylvia Nobles, MSN, CRNP, Dothan, Vice-President Advanced Practice	12-31-2010
Sharon Pugh, LPN, Secretary, Tuscaloosa Alabama Federation of Licensed Practical Nurses	12-31-2011
Melissa Ragsdale Ruiz Bullard, LPN, Decatur Licensed Practical Nurses Association of Alabama	12-31-2012
Monica L. Cauley, MSN, RN, Opp Nursing Education	12-31-2011
Catherine E. Dearman, RN, PhD, Mobile Nursing Education	12-31-2011
Maggie L. Hopkins, LPN, Fairfield Licensed Practical Nurses Association of Alabama	12-31-2013
Gregory T. Howard, LPN, Tuscaloosa Alabama Federation of Licensed Practical Nurses	12-31-2010
Lynda F. LaRue, RN, ADN, CMTE, Blountsville Nursing Practice	12-31-2013
Martha Lavender, RN, DSN, Hokes Bluff Nursing Education	12-31-2013
Amy Price, MSN, RN, Sylacauga Nursing Practice	12-31-2012
Gregory D. Pugliese, JD, Birmingham Consumer	12-31-2013
Carol M. Stewart, CRNP, FNP, Montgomery Advanced Practice	12-31-2014
E. Laura Wright, Ph.D., MN, CRNA, Birmingham Advanced Practice	12-31-2013



STAFF

N. Genell Lee, MSN, RN, JD	Executive Officer
Leslie Vinson, BS, CPM	Executive Secretary
Alice M. Maples, JD, LLM	Deputy Attorney General/General Counsel
Patrick Samuelson, JD	Asst. Attorney General
Kathryn Wetherbee, JD	Asst. Attorney General
Gilda B. Williams, JD	Asst. Attorney General
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Jennifer Weaver, MBA, CPM	Chief Fiscal Officer
William A. Stewart, III	Director, Licensing & Information Technology
Bradley G. Jones, BS	IT Systems Specialist
Richard A. Pasley, BS	IT Systems Specialist
Robert Rollins, BS	IT Systems Specialist, Associate
Richard F. Boyette, BS	Programmer Analyst
Mary Ed Davis, MSN, RN	Nursing Consultant, VDAP
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Advanced Practice
Dawn Daniels, MSN, RN	Nursing Consultant, Probation
LaDonna Patton, MSN, RN, CEN	Nursing Consultant, Legal
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Education
Carolyn Morgan, MSN, RN	Nursing Consultant, Practice/Continuing Education
Jean B. Lazarus, EdD, MSN, RN	Retired State Employee
Rebecca Goodson, BS	Personnel Assistant III
Nicholas A. Conner	Account Clerk
Carrie L. Williams	Account Clerk
Frank D. Mitchell, BS	Chief Special 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
Vicky H. Moseley	Docket Clerk, Probation
Klisha Potts	Docket Clerk, Investigations
Teresa Stephens	Docket Clerk, VDAP
Jessica Burdette	ASA III
Javonda Kennedy	ASA III
Wendy Looney	ASA III
Robert Moscatiello	ASA III
Carol Smith	ASA III
Misti Broadnax	ASA II
Cassandra Burrell	ASA II
Melissa E. Curtis	ASA II
Debra J. Starks	ASA II
Teresa H. Williamson	ASA II
Nartica Glover	ASA I
Vanessa S. Mathis	ASA I
Dorene Mitchell	ASA I
Sandra Porter	ASA I



BOARD MEETINGS AND ACTION

The Alabama Board of Nursing met 18 times during FY 2011. The Board amended regulations, heard from individuals in the community, and disciplined the licenses of nurses who violated the Nurse Practice Act and Alabama Board of Nursing (ABN) Administrative Code. The Board's meetings were posted on the Secretary of State's web site in compliance with the Open Meetings Act. The Board's website also listed the Board meeting dates. Board Actions for FY 2011 are listed in Appendix A.

OPEN FORUM

The Board sets aside one hour of each Board meeting for individuals or organizations to present issues to the Board. The Board does not make decisions on the Open Forum issues at the time presented but often reviews the issues at a later meeting. The Open Forum presentations for FY 2011 were:

October 2010

- Dr. Jean Lazarus provided a report of presentations at NCSBN First Annual Research Symposium
- Joe Decker, Executive Director of the Alabama State Nurses Association, discussed the Process of Appointment of Registered Nurses to the Board of Nursing

November 2010

- Stentson Carpenter of Rainbow Omega presented concerns to the Board related to ABN Administrative Code, Rule 610-X-7-.06, ADMH Community Residential Settings.

July 2011

- Dr. Debra Davis, Dean, College of Nursing, University of South Alabama and Dr.
- Doreen Harper, Dean, School of Nursing, University of Alabama at Birmingham, presented information about the Institute of Medicine Report on the Future of Nursing and its Implications for Alabama.

REGULATIONS

In March 2011, the Board amended the rules in Chapter 610-X-1, Organization and Management, to provide more detail about the requirements for registered nurses to serve on the Board. Some minor amendments were made to Chapter 610-X-10, Continuing Education for License Renewal.

The Board issued a new rule for reinstatement of a board lapsed license. The Board lapsed license is used when the licensed nurse has a physical or mental condition that impacts the ability of the licensed nurse to practice safely. The reinstatement occurs when the physical or mental condition improves to the point that the licensed nurse is deemed to be safe to practice.

Amendments to Chapter 610-X-3, Nursing Education Programs, ABN Administrative Code, were approved by the Board in FY 2011. A public hearing was held at the October 2010 Board meeting. The rules became effective in December 2010.

Chapter 610-X-4 licensure regulations were amended in FY 2011.

PRESENTATIONS

The Board stopped many of its presentations in 2010 due to the transfer of money from the Board to the General Fund budget. In October 2010, the Board decided that presentations that did not require overnight travel were appropriate.

The mandatory class for those licensed by examination was updated in March 2011. The mandatory class covers Board functions, a review of discipline processes, information about substance use disorders, and a discussion of ethics. The course has 4.0 contact hours available for those who view it online.



The Board collaborated with the Alabama Department of Child Abuse and Prevention to offer a full day session on Infant Death Prevention in February 2011. The section specific to nursing was placed on the Board's web site for 1.0 contact hour.

DECLARATORY RULINGS

The Board has the authority to issue declaratory rulings if an individual or organization petitions the Board to exempt the individual or organization from a specific rule. The requirements for a declaratory ruling are outlined in Rule 610-X-1-.09.

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 two declaratory rulings in FY 2011.

- Issued declaratory ruling denying application for licensure by endorsement for Stephen B. Eberhart, for failure to demonstrate clinical education requirements of rules.
- Issued declaratory ruling denying application for licensure by endorsement for Elizabeth Zwagil for failure to demonstrate clinical education requirements of rules.

BOARD OPINION REGARDING IV THERAPY IN ASSISTED LIVING

Board staff met with staff of the Alabama Department of Public Health, Licensing and Certification Division, to discuss intravenous (IV) therapy in assisted living facilities. A group of stakeholders discussed changes in assisted living and the desire of some physicians in the community to allow IV antibiotics to be given in assisted living facilities. The Assisted Living Association of Alabama had individuals present in support of the administration of IV medications in assisted living organizations.

The Board of Nursing provided an opinion to the Alabama Department of Public Health that it would be inappropriate, from the Board's viewpoint, to allow intravenous therapy in assisted living facilities. There is no requirement for licensed staff in assisted living facilities and having unlicensed individuals monitor and perhaps start and stop medications was deemed inappropriate by the Board. The Board pointed out that



assessment of the care needs of residents of assisted living should occur and if the assessment indicated the individual required a higher level of care, moving the resident to a higher level of care was most appropriate.

LICENSURE

The Board continued with online initial and renewal applications. During the fiscal year, the following licensing transactions occurred:

License Type	RN	LPN
Endorsement	1,846	493
Examination	3,870	1,207

There were 1,755 nurses who reinstated their lapsed licenses during the fiscal year and 21 who reinstated their revoked license.

License verifications accounted for 5,760 transactions during FY 2011. Official verifications are provided to other boards of nursing, schools of nursing, and any other organization that requests an official verification.



GROUP ONLINE LICENSE VERIFICATION SUBSCRIPTION SERVICE

The Board offered a group online license verification subscription service for a number of years. During FY 2011, the Board brought the service in house for the Board’s Information Technology staff to manage rather than an outside third party. As a result, the Board was able to provide more direct customer service to health care facilities that subscribe to the service.

A report of the nursing population is available in Appendix B.

NURSING EDUCATION

The Alabama Board of Nursing approves pre-licensure programs. There are 68 approved nursing education programs of which 25 are Practical Nursing Schools and 43 are Registered Nursing Schools. The list of approved programs is included in Appendix C. Approved pre-licensure nursing programs must adhere to rules for nursing education programs in Chapter 610-X-3 Nursing Education Programs of the ABN Administrative Code.

The Board reviews the NCLEX® performance of graduates of all approved programs. ABN Administrative Code, Rule 610-X-3-.05(2) stipulates that graduates, as a composite of first time writers, shall achieve no less than an eighty percent (80)% on a board selected national licensure exam. Nursing programs that fail to meet the standard are issued a Notice of Deficiency with a Board established expected date of correction. For FY 2011 the following programs did not meet the 80% pass rate and received a Notice of Deficiency with an expected date of correction of September 30, 2012.

Wallace Community College- Dothan	66.3%	Jefferson Davis Community College	67.2%
Lurleen B. Wallace Community College	70.0%	Central Alabama Community College	72.2%
Bishop State Community College	77.4%	Bevill State Community College	79.4%

Programs were required to submit a plan of improvement addressing the deficiency. The Board invited program directors to attend a regular Board meeting to discuss the plan. Board staff conducted a survey visit of each program.

Nursing programs that fail to correct the deficiency by the Board established expected date of correction in compliance with the rules go to an administrative hearing. The Board conducted four administrative hearings



during FY 2011 for programs that previously received a Notice of Deficiency and failed to correct the deficiency by the Board established expected date of correction of September 30, 2010. Administrative Hearings were held for:

Stillman College BSN (Provisionally Approved)
Herzing University PN to ADN Mobility (Provisionally Approved)
Lawson State Community College ADN
Spring Hill College BSN

The Board voted to withdraw approval of the Stillman College BSN program. The Board later granted Stillman College’s declaratory ruling request that allows rising seniors to complete their coursework based on the conditions that rising seniors were successful in all coursework while enrolled in Stillman’s BSN program and that seniors graduate no later than May 2012. Those students graduating May 2012 may apply for licensure in Alabama.



The Board voted to continue the provisional approval of Herzing University LPN – ADN Mobility program with an expected date of correction of September 30, 2012. If the program fails to correct the deficiency, approval of the program will be withdrawn. Lawson State Community College and Spring Hill College approvals were continued with an expected date of correction of September 30, 2012. Approval will be withdrawn if these programs fail to correct the deficiency by the Board established date of correction.

The ABN Administrative Code, Rule 610-X-3.02(11)(d) provides that in licensed hospitals that provide inpatient acute care, the faculty to student ratio shall not exceed 1:8 during clinical learning experiences. The Board issued a Notice of Deficiency to Virginia College – Birmingham Associate Degree Program for failing to maintain the 1:8 faculty to student ratio in an acute setting. The program addressed the deficiency immediately and submitted a plan to the Board to prevent this from happening in the future.

A Notice of Deficiency was issued to Beville State Community College Associate Degree Nursing Program for employing clinical supervisors who were not licensed in Alabama. ABN Administrative Code, Rule 610-X-2-.02(12)(b) states that a clinical supervisor must be a registered nurse with an unencumbered license to practice professional nursing in Alabama.

The program corrected the deficiency and developed a plan and process to prevent future reoccurrences.

Chattahoochee Valley Community College Associate Degree Nursing Program had a previous Notice of Deficiency for failure to provide clinical learning experiences as required by the curriculum. The Board voted to accept the program’s response to the Notice of Deficiency which provided evidence of measures instituted to prevent reoccurrence of the issue.

The Board reviews and approves applications for establishing new nursing programs in Alabama. ITT Technical Institute - Madison submitted a feasibility study and application to establish a new associate degree nursing program. Staff conducted a survey visit and provided a report to the Board. The Board granted provisional approval to the Program at its November 2011 meeting.

Snead State Community College notified the Board of its plans to close their Practical Nursing Program effective August 2011. In compliance with ABN Administrative Code, Rule 610-X-3-.08 the program notified the Board six months prior to the planned closing date and indicated that all standards would be maintained until the last student transferred or graduated.

CONTINUING EDUCATION

The Alabama Board of Nursing defined CE as “planned, organized learning experiences designed to augment the knowledge, skill, and attitudes for the enhancement of the practice of nursing to the end of improving health care to the public.” ABN Administrative Code Rule 610-X-10-.01(4). Other continuing education requirements for every licensed nurse are defined in ABN Administrative Code, Chapter 610-X-10, Continuing Education for Licensure Renewal.

In accordance with the rules, continuing education may be earned from ABN Approved Providers or from recognized providers. ABN Approved Providers successfully completed an application process and have an ABNPxxxx number. The rules require that Board-approved providers electronically submit all contact hours earned by the licensee directly to the Board. Recognized providers may include a national or regional agency, journal, Alabama regulatory agency or board, or another Board of Nursing. The ABN recognizes the providers as providing or approving continuing education in accordance with criteria



that are substantially the same as those required of ABN-approved providers of continuing education. Any continuing education provider approved by the American Nurses Credentialing Center (ANCC) or the International Association of Continuing Education and Training (IACET) are recognized by the Board if the content requirements found in the rules are met.

CE Provider Education

A series of three videos are now available on the ABN website to provide education on the requirements and responsibilities of being an ABN Approved Provider of Continuing Education. The target audience is CE program directors, especially new directors, and record keepers of the approved providers. The goal of the videos is to



ensure that all program directors are familiar with the Continuing Education rules found in Chapter 10 of the ABN Administrative Code. Board-approved providers are expected to be compliant with the rules as an ABN Approved Provider of CE. Session 1 provides an overview of Continuing Education Rules for ABN Approved Providers of CE and Session 2 provides reference to rules that the provider must answer in the application process with regard to the responsibilities of the Program Director for an Approved Provider of CE. Use of the TriCorder for electronic transmission and Data Management is covered in session 3. Also available for on the ABN website for Approved Providers of CE are online directions to download software for the TriComm Card Reader (TriCorder) for operating systems including Windows 7.

CE Provider Audit

Scheduled quarterly audits of Board-approved providers, in addition to the continuation application process, monitors adherence to the rules. The audits and applications revealed provider difficulty in meeting the rules particularly in the areas of calculation of contact hours and provider status in advertisements.

- Contact Hours: The unit of measure for continuing education by Board Approved

Providers per ABN Administrative Code, Rule 610-X-10-.02(5) is a contact hour which represents 50 minutes of a learning activity. Contact hour and Continuing Education Unit (CEU) are not synonymous terms: One Contact hour = 0.1 Continuing Education Unit (CEU).

- Advertising: ABN Administrative Code, Rule 610-X-10-.06(2) (d) requires that “The Board assigned provider number and expiration date of the Board approval shall be listed on course announcements certificates, records and reports.”

Continuing Education for Licensees

An article, Continuing Education Requirements and Audits, was published in *The Alabama Nurse*, the official publication of the Alabama State Nurses Association. Discussion on the requirement of continuing education for nursing license renewal, and the responsibility of nurses to obtain and accurately report appropriate continuing education was discussed. Also discussed in the article is the CE Auditing process including the need to maintain a current address with the ABN and responding timely to the Notice of Audit with the appropriate documentation of continuing education claimed for license renewal.

Online Education for Licensees

The Mandatory Class for New Graduates was updated in 2011 to reflect changes in the ABN Administrative Code. The sign-in screen reminds the viewer that the licensee can view the classes multiple times but credit hours are earned for only ONE viewing. Since the Board is an approved provider of continuing education, credit for viewing each of the mandatory classes is electronically transmitted by the Board and cannot be manually entered by the licensee.

For Advanced Practice Nurses, two online courses have been made available:

- Advanced Practice Nursing – Standards, Approval and Renewal
- Advanced Practice Nursing – Regulations for CRNP & CNM in Collaborative Practice.

As with the mandatory classes, the Alabama Board of Nursing as an approved provider of continuing education will electronically transmitted the contact hours to the licensee’s Individual CE Record.



Licensee Audit

In January 2011, the Board conducted an audit of continuing education used by registered nurses for 2010 license renewal. The audit required that the response be in writing with the submission to of the following documents to the Board.

- Copy of the nurse's Individual CE record
- Copy of certificate for any manual entry made by the nurse on the Individual CE Record
- Copy of the transcript for any academic hours claimed as contact hours.

Frequent issues revealed during the audit included the nurse entering classes that were not taken from a Board-Approved CE Provider or a recognized provider; total number of hours submitted were less than the number required; and the inability to submit a provider-issued certificate for manually entered classes. Audited licensees claiming academic credit entered the contact hours for the class prior to completion of the class.

2011 ANNUAL REPORT OF STANDARDIZED PROCEDURES Reflecting Practices/Procedures in 2010

Beginning in 2001, the ABN Administrative Code contained a Standardized Procedure rule for facilities wanting nurses to perform procedures beyond their basic education. The rule requires submission of an application signed by the chief nursing administrator, the chief medical officer and the chief executive to the Board. Accompanying the application to the Board must be the policy and procedure, the organized program of study, plan for supervised clinical practice and plan for demonstration of competency, initially and at periodic intervals.

An additional requirement of the ABN Administrative Code Standardized Procedures Rule is that the chief nursing officer must submit to the Board an annual report of procedures or practices beyond a nurse's basic education in their respective facility or agency. Beginning with the 2006 report and continuing through the 2011 report, an on-line report available on the ABN website has been used and the report has been limited to hospitals, nursing homes, home health and hospice agencies, infusion companies,

ambulatory surgery centers and dialysis centers. The medical sections of the Department of Corrections began reporting in 2008 as did the Medical Transport Companies that include the helicopters that provide ACLS and trauma care at accident scenes as well as on transport from one facility to another, and the airplanes and ground ambulances that provide transport from one facility to another.

The report reflects data compiled from the submissions of the various facility and agency types in Alabama and provides knowledge of the care being provided by nurses that is beyond their basic education with the goal of further promoting congruence between nursing practice and nursing education.

At the request of facilities and agencies the report for hospitals was further separated by the number of licensed beds (<50, 50-100, 101-300, 301-400, >400) to better reflect the type of practices beyond basic education being provided.

OVERVIEW OF DATA

Data compiled in the 2011 report, as in reports of previous years, revealed five (5) procedures beyond basic education that are consistently reported as most frequently performed in a variety of settings for nursing practice.

- Access and management of central lines, PICCs (peripherally inserted central catheters) and ports is frequently performed in hospitals of all sizes, nursing homes, home health and hospice agencies and in infusion companies.
- Changing and reinsertion of gastrostomy tubes in mature sites is frequently performed in hospitals with <50 -100 beds, nursing homes, home health and hospice agencies and in infusion companies.
- Changing and reinsertion of suprapubic catheters in mature sites is most frequently performed in nursing homes, home health and hospice agencies and in infusion companies.
- Emergency changing and reinsertion of tracheotomy tubes in mature sites reported as frequently performed in hospitals <50 -300 beds, nursing homes, and in home health and hospice agencies.
- Resuscitation with ACLS (advanced cardiac life support), PALS (pediatric advanced life support), and NRP (neonatal resuscitation program) in hospitals of all sizes, Ambulatory Surgery Centers and in Medical Transport units.

Detail related to the Standardized Procedures is located in Appendix D.



ADVANCED PRACTICE NURSING

Advanced Practice Nurses in four categories provide specialized services directly to patients. Alabama Board of Nursing (ABN) approval is required prior to performing services as an Advanced Practice Nurse:

Certified Nurse Midwife (CNM)
Certified Registered Nurse Anesthetist (CRNA)
Certified Registered Nurse Practitioner (CRNP)
Clinical Nurse Specialist (CNS)

Requirements include master's or higher degree in the clinical specialty plus certification on the national specialty examination. The Board approved 361 applicants in FY 2011 for practice in one of the four categories. At the close of the fiscal year, 3912 RNs held active approval for Advanced Practice Nursing.

License Type	Initial Issue FY 2011	Total Active on Sept 30, 2011
AP Cert - CNM	1	25
AP Cert - CNS	5	92
AP Cert - CRNA	94	1544
AP Cert - CRNP	261	2251
TOTAL	361	3912

Approval for Advanced Practice Nursing (APN) follows the same two-year license cycle as the RN license. The APN wallet card identifies the nurse, authorized category, and the effective dates for Board approval. Continued APN approval requires renewal of the RN license, continuing education requirements for the APN specialty, on-going national specialty certification, and payment of the APN renewal fee.

The Board requires primary source verification from the national certifying organization as evidence of initial certification and successful recertification. The Board accepts written verification from the national organization by mail, facsimile, electronic transmission and data file import. Alabama APN approval lapses if the Board does not receive verification of the nurse's national specialty recertification. Practicing as an Advanced Practice Nurse without current approval from the Board is a violation subject to disciplinary action on the RN license.

Collaborative Practice for CRNPs and CNMs

The Alabama Board of Nursing (ABN) holds sole authority to determine the qualifications of nurses to practice in the four APN categories. In addition to ABN qualification, Certified Nurse Midwives (CNM) and Certified Registered Nurse Practitioners (CRNP) are required to practice in a Board-approved collaboration with a qualified physician. The CNM or CRNP may hold separate collaborative practice agreements with more than one physician. The Alabama Board of Medical Examiners (ABME) has sole authority to determine qualifications for collaborating physicians.

The Joint Committee of the Alabama Board of Nursing and the Alabama Board of Medical Examiners for Advanced Practice Nurses makes recommendations to both Boards regarding collaborative practice of CRNPs and CNMs with physicians. The Joint Committee includes three nurses and three physicians. Each Board appoints three of the six members, who may be appointed for two consecutive three-year terms. Dr. Paul Nagrodzki chaired the Committee in FY 2011. The Committee met five times during FY 2011 to review applications and collaborative practice regulations.



Table 4 FY 2011

Joint Committee of the Alabama Board of Nursing and Alabama Board of Medical Examiners for Advanced Practice Nurses

Fiscal Year 2011

Member	Hometown	Term
Sylvia Nobles, MSN, CRNP	Dothan	Resigned August 2011
Diana Dowdy, DNP, RN, CNM	Huntsville	2005 – 2011
Grace Grau, MSN, CRNP	Leeds	2009-2012
Carol Stewart, MSN, CRNP	Montgomery	September 2011 – 2013
Paul Nagrodzki, MD	Homewood	2008-2014
George C. Smith, Sr., MD	Lineville	2009-2012
Boyde Jerome (Jerry) Harrison, MD	Haleyville	2010-2013

Applications for collaborative practice increased 30% compared to FY 2010, from 717 to 935. Applications to modify existing collaborative practice increased from 98 in FY 2010 to 123 (26%).

Collaborative practice applications for Standard Protocol, Standard Formulary, with covering physician, no remote sites, and no additional duties are routinely approved by the ABN and the ABME without Joint Committee review. During FY 2011, the Boards approved 255 collaborative practice applications that met the “Fast Track” criteria. The Joint Committee reviewed 680 applications for new practice and 123 requests to modify existing collaborative practice. Upon recommendation from the Joint Committee, 803 were reviewed by the Joint Committee for recommendation to the respective Boards.

At the end of FY 2011, 19 CNMs and 1520 CRNPs were engaged in collaborative practice with a qualified physician. In addition, one CNM and 380 CRNPs held approval for separate collaborative practice with two or more physicians. The number of physicians participating in collaborative practice increased 11.7 % from 1409 in FY 2010 to 1576 physicians in FY 2011.

ABN Appointments to Joint Committee

In September 2011, Dr. Diana Dowdy, RN, CNM, DNP, completed her sixth year on the Joint Committee, including a year as Chairperson in 2008. The Board of Nursing invited interested Certified Nurse Midwives to apply for the position. After interviewing three candidates, the Board appointed Cynthia Messer, RN, MSN, CNM, of Mobile for the term beginning October 2011.

Sylvia Nobles, MSN, CRNP, served on the committee from January 2007 through September 2011. The Board appointed Board-member Carol Stewart, MSN, CRNP, for the remainder of the term through September 2013.

Online Application for Collaborative Practice

The ABN activated an on-line application for Initial Approval of Advanced Practice Nursing and Collaborative Practice for nurse practitioners and nurse midwives in December 2010. Applicants may request specialty formulary, if pertinent to the clinical practice. The option to print a summary of the completed application



is available at the final screen.

ABN Licensing Specialists verify the applicant's official transcript for master's or higher degree in advanced practice nursing along with the certification reported by the national specialty organization. Applicants may request provisional approval prior to the initial attempt on the certification exam. Following certification, the collaborative practice application is submitted for Joint Committee review and recommendation. Physician information is validated with the Alabama Board of Medical Examiners, to confirm physician qualifications. Subsequent changes or additions to collaborative practice are submitted using the paper application which can be printed from the ABN website.

RNs with prior approval as CRNPs and CNMs who are not in current collaborative practice may maintain their certificate of qualification with the Board of Nursing and are eligible to apply for collaborative practice. Sixteen percent (16%, n=354) of qualified CRNPs and CNMs held a certificate of qualification on September 30, 2011, and were not engaged in collaborative practice with a physician.

Additional Duties for CRNP Practice

The Alabama Board of Nursing and Alabama Board of Medical Examiners are authorized to adopt standard protocols CRNPs and CNMs in collaborative practice. The Board of Nursing reviews requests for additional duties, beyond the Standard Protocol, and pertinent to the individual practice. If approved by the Board of Nursing for APN practice, the individual CRNP or CNM must submit a protocol with the collaborating physician and documentation of organized instruction process with a plan for supervised practice. The Joint Committee reviews requests for additional duties in collaborative practice. The Alabama Board of Medical Examiners may require specific information from the physician (www.albme.org)

The ABN approved Hyperbaric Oxygen Therapy as an additional duty within the scope of practice of certified registered nurse practitioners with documented education, supervised experience in collaboration with a qualified physician.

Family, Adult, Geriatric and Acute Care Certified Registered Nurse Practitioners in collaborative practice with a qualified physician may apply to the ABN and the ABME for approval to perform Arthrocentesis and Joint Injection of Shoulder, Elbow, Knee, Ankle; and

Injection of Greater Trochanteric Bursa. During FY 2011, the Board approved Ultrasound Guided Joint Injection for the practice of CRNPs who are authorized to perform joint injections. (Injection of the hip joint is not approved for any specialty of Advanced Practice Nurse.)

The Alabama Board of Medical Examiners changed its restriction on Internal Jugular central lines. The collaborating physician and CRNP may request a protocol for inserting Internal Jugular central lines without the previous requirement to qualify on six Middle Level Critical Care Procedures. The description of Middle Level and Advanced Critical Care Procedures is posted at www.abn.alabama.gov | Advanced Practice | Protocols, Formulary and QM Rules.

LEGAL DIVISION

In FY 2011, the Board received 1,415 self-reports or written complaints that alleged a licensed nurse or applicant for licensure violated the Alabama Nurse Practice Act. At the end of the fiscal year, 1,122 cases remained pending and the Board was monitoring 622 licensees through either the Board's Voluntary Disciplinary Alternative Program or probation monitoring. During FY 2011, staff implemented the use of Board guidelines for determining whether a licensee is eligible for a Board Lapse Order, the required components of a Board Lapse Order, and the requirements for reinstatement of a Board-Lapsed License.



The Board's General Counsel leads the Legal Division, which is comprised of an Assistant General Counsel and four operational sections: investigations, prosecution, probation monitoring, and the Board's Voluntary Disciplinary Alternative Program.

Investigations

The Legal Division added an additional investigator with an internal transfer at the beginning of FY 2011 due to the increased number of complaints. This operational section is comprised of a Chief Investigator, four Special Investigators, and a Docket

Clerk. During FY 2011, investigations averaged 49 cases per investigator. Alleged substance abuse remained the most reported issue. A total of 164 licensees voluntarily surrendered their license for revocation prior to the issuance of an Administrative Complaint in FY 2011.

Prosecution

The Board's General Counsel, Assistant General Counsel, two nurse consultants, two docket clerks, and one legal research assistant comprise this operational section, which is responsible for conducting administrative hearings and negotiating consent orders in disciplinary actions against licensees and applicants for licensure, as well as conducting administrative hearings for nursing education programs which have failed to correct deficiencies. In FY 2011, the prosecution section conducted four nursing education program administrative hearings and resolved 75 disciplinary cases through administrative hearings and 375 disciplinary cases through consent orders. The staff also closed an additional 438 cases without disciplinary action and processed 503 requests for public records.

Probation Monitoring

The Board enforces Board Orders through the probation monitoring section. In FY 2011 this operational section transitioned to include a nurse consultant and a docket clerk. During FY 2011, the Board averaged 335 licensees on probation and 114 on suspension. Monitoring for the majority (79%) of those on probation included drug screening. Only 21% of probationers incurred discipline not related to substance abuse or dependence.

Suspension of a license is a disciplinary tool that suspends a nurse's license until certain conditions are met, until the passage of a specified time period, or, in some cases, until both have occurred. Conditions that must be satisfied prior to reinstatement of a license may include completion of a comprehensive chemical dependency, mental, or physical health evaluation; completion of any recommended treatment; payment of a fine, completion of courses; production of evidence of an unencumbered license in all other jurisdictions of licensure; and/or other case-specific requirements. In egregious cases and cases where a nurse has been disciplined in the past by the Board, the Board may order timed suspensions of three to 11 months duration.

In all cases, the time of suspension may not exceed 12 months, for at 12 months the license is revoked. Only 11 licensed nurses experienced revocation after 12 months of suspension for FY 2011. One licensed nurse failed to pay the fine and complete the required courses, nine failed to complete the required evaluation, and one failed to engage in treatment recommended by an evaluation. Overall, 90% of those suspended succeeded in returning to active license status or embarking on the probation monitoring journey.

Voluntary Disciplinary Alternative Program ("VDAP")

The Board's non-disciplinary alternative program is called the Voluntary Disciplinary Alternative Program, commonly referred to as "VDAP." This operational section consists of a nurse consultant and a docket clerk. At the beginning of the fiscal year, changes in the eligibility criteria for participation in the program went into effect. The Board resolved a total of 81 complaints by agreement of licensed nurses or applicants issued a temporary permit for licensure to participate in VDAP. An additional 40 licensed nurses completed the program during FY 2011. At the end of the fiscal year, VDAP was monitoring 296 licensed nurses in the program.

Types of Complaints

Substance Abuse

The Board received complaints alleging substance abuse by a licensed nurse from a variety of sources including self-reports, consumer reports, employer reports and co-worker reports. The Board required licensed nurses whose disciplinary actions relate to substance abuse and who retain or regain their license to participate in a Board-acceptable program for random drug screening at the expense of the licensee. Licensed nurses deemed in need of treatment for a substance use disorder following an evaluation by a Board-recognized treatment provider must show evidence that they have completed the recommended treatment prior to the reinstatement of their license. Upon reinstatement of the license, the probation monitoring section monitors the licensed nurses. In FY 2011, substance abuse was the assigned violation for 119 disciplinary cases and was the most common



reason for discipline of licensed nurses.

Unprofessional Conduct

The Board initiated disciplinary action against licensed nurses when there is evidence of unprofessional conduct that was likely to deceive, defraud, or injure the public in matters that pertain to health. In FY 2011, improper use of social media by licensees resulted in disciplinary actions due to unprofessional conduct. The board assigns “substandard practice” as the violation when it disciplines a nurse for unprofessional conduct of a severe or recurring nature. Unprofessional conduct of this nature includes improper nursing judgment, falsification of records, diversion/theft of controlled substances with no admission or diagnosis of a substance use disorder, and omission of care. Employers, co-workers, consumers and other agencies are the most common sources of complaints that include an allegation of substandard practice. In FY 2011, substandard practice was the assigned violation for 71 disciplinary cases.

Activities of the legal division for FY 2011 are listed in Appendix E. A list of all disciplinary actions is in Appendix F.

REVENUES AND EXPENDITURES

– INFORMATION AND COMPARISON

Estimated revenues for FY 2011 were projected to be \$5,597,840. Actual receipts to the Alabama Board of Nursing Trust Fund totaled \$6,172,692.92, or 110.27% of budgeted revenues. The total amount of revenues received over the budgeted estimate was \$574,852.92. All major categories of revenue were ahead of estimated projections for FY 2011.

Estimated expenditures for FY 2011 were projected to be \$5,469,076. Actual expenditures from the Alabama Board of Nursing Trust Fund totaled \$5,038,243.07, or 92.12% of budgeted expenditures. The remaining budget balance was \$430,832.93. All major expenditure categories had no major overruns.

Internal Audits

During FY 2011 Board finance staff conducted internal audits of revenues, expenditures and the licensing process. The licensing process reviewed included receipt of application, receipt of fees, issuance of license and imaging of records associated with each

license. Any inaccuracies were noted, forwarded to the appropriate person, and corrected.

Dishonored Checks

The Alabama Legislature provided that the Board had the authority to accept personal checks as payment for fees and fines in 2001. The Board does not accept third party checks, counter checks or checks drawn on out of state banks. The majority of monetary transactions occur online and the number of checks received by the Board is minimal in relation to the total number of transactions processed by the Board.

Post-Baccalaureate Nursing Scholarships

The Board received an appropriation of \$37,725 for Post-Baccalaureate scholarships for FY 2011. The Board awarded \$2,515 to 15 recipients. The recipients were required to 1) have an active, unencumbered Alabama Registered Nurse license, 2) seek a Masters or Doctorate degree in nursing or nurse anesthesia in an accredited school of nursing in Alabama, and 3) complete a commitment of one year of nursing practice in Alabama following graduation.

Nursing Instructor Scholarships

The Board received an appropriation of \$200,000 for Nursing Instructor scholarships for FY 2011. In February 2011 proration of 3% was announced and the amount was reduced by \$7,132. The Board awarded \$192,868 to 40 recipients. The recipients are required to 1) have an active, unencumbered Alabama Registered Nurse license, 2) seek an advanced degree enabling the recipient to teach nursing in Alabama colleges or universities, and 3) complete a commitment of teaching nursing full-time in an Alabama college or university for one year following graduation.



Dishonored Checks Received during FY 2011

Revenue Type	# of checks	Check Amount	Bad Check Fees	Total Paid
Change/Add Collaboration	1	50.00	30.00	80.00
VDAP Fee	1	1,000.00	30.00	1,030.00
TOTAL	2	1,050.00	60.00	1,110.00

Post-Baccalaureate Nursing Scholarship recipients for FY 2011

Name	County of Residence	Nursing School	Anticipated Degree
Julie E Beard	Madison	UAB	MSN
Ella A Crabtree	Calhoun	UAB	MSN
Rosiland S Harris	Montgomery	Troy	DNP
Crystal J Hopkins	Autauga	Troy	DNP
Teri L Mobley	Cullman	UAH	MSN
Amy D Phillips	Barbour	Troy	MSN
Treva T Pickrell	Jefferson	UAB	MSN
Claudia M Reed	Mobile	USA	DNP
Larry Z Slater	Jefferson	UAB	Ph.D.
D'Ann W Somerall	Jefferson	UAB	DNP
Jacqueline D Thomas	Marengo	South University	MSN
Wendy S Willingham	Colbert	UAB	MSN
Jennifer L Wilson	Elmore	Troy	DNP
Laura J Wolf	Jefferson	USA	MSN
William J Wood	Talladega	UAB	MSN

Nursing Instructor Scholarship recipients for FY 2011

Name	County of Residence	Nursing School	Anticipated Degree
Sandra M Ambrose	Tuscaloosa	UA	Ed.D.
Pamela G Bowen	Jefferson	UAB	Ph.D.
Julie B Brown	Limestone	UNA	MSN
Donna M Campbell	Blount	UAB	Ph.D.
Karen S Caudle	Marion	Samford	DNP
Debra D Chastang	Mobile	UA	Ed.D.
Michelle H Cheshire	Tuscaloosa	UA	Ed.D.
Amy H Claerbout	Tuscaloosa	UNA	MSN
Cristy M Daffron	St. Clair	Samford	DNP
Carrie L Gardner	Pike	UAB	DNP
Renea H Holcomb	Jackson	UA	Ed.D.
Sarah Smith Howell	Lee	JSU	MSN
S Caralise Hunt	Lee	UAB	Ph.D.
Karmie M Johnson	Jefferson	UAB	MSN
Stacey M Jones	Crenshaw	UAB	DNP
Hong-Thuy Lam	Limestone	UAB	Ph.D.
Nicole Lockhart Camp	Marshall	UA	Ed.D.
John D Lundeen	Shelby	UA	Ed.D.
Lorena Lyon	Tuscaloosa	UA	MSN
Deborah B Miller	Morgan	UAH	DNP
Canetha B Nixon	Marshall	JSU	MSN
Kristy L Oden	Colbert	UAH	DNP
Stephanie F Oliver	Franklin	UAH	DNP
Clara R Owings	Tuscaloosa	UA	Ed.D.
Brenda G Pruitt	Cullman	UAH	DNP
Cassandra W Ridgel	Jefferson	UAB	DNP



LaTonya R Robinson	Jefferson	UAB	MSN
Vicki W Rochester	Jefferson	USA	DNP
Alison B Rudd	Mobile	UA	Ed.D.
Tracey D Shannon	Dallas	Troy	DNP
Sallie J Shipman	Tuscaloosa	UA	Ed.D.
Lisa G Shiver	Lee	UA	DNP
Jennifer C Simpson	Lauderdale	UNC (Colorado)	Ph.D.
Haley E Strickland	Tuscaloosa	UA	Ed.D.
Chandra H Thomas	Jefferson	Samford	MSN
Leigh Ann Tubbs	Tuscaloosa	UA	Ed.D.
Lynn A Underwood	Lauderdale	Univ of Utah	Ph.D.
Penni I Watts	Jefferson	UAB	Ph.D.
Sarah O Watts	Lee	Samford	MSN

NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

The Board is a member of the National Council of State Boards of Nursing, Inc. As a result of membership, candidates for NCLEX® are allowed access to the examination. The Board is involved in NCSBN activities and several people served on committees during FY 2011.

Pamela Autrey, Ph.D, MBA, MSN, RN served on the NCSBN Board of Directors. Martha Lavender, DSN, RN served on the APRN Committee. Amy Price, MSN, RN served on the Item Review Subcommittee of the Examination Committee. Cathy Dearman, PhD, RN served on the Examination Committee. Katie Drake-Speer, MSN, RN, served on the Education Committee.

Dr. Martha Lavender and Mr. Greg Howard served as Delegates to the Annual Meeting and voted on issues of concern to regulation. Dr. Catherine Dearman and Ms. Monica Cauley were elected as alternate delegates to the 2011 Annual Meeting of NCSBN.



**APPENDIX A:
FY 2011 BOARD
ACTIONS**



FY 2011 BOARD ACTIONS

BOARD

October 2010

- Reviewed FY 2010 Board actions and format for report.
- Directed EO to send press release about Board appointment to Governor's office for approval.
- Directed EO to send nomination forms for Dr. Elizabeth Stullenbarger, Davied Fagan, and Genell Lee to the Alabama Nursing Hall of Fame.

November 2010

- Approved Board meeting dates for calendar year 2011.
- Elected Dr. Pam Autrey as President for calendar year 2011.
- Elected Amy Price as Vice-President for calendar year 2011.
- Elected Sharon Pugh as Secretary for calendar year 2011.

December 2010

- Provided direction to EO regarding board member development for 2011.
- Elected to maintain current order of meetings in 2011.
- Approved pursuit of legislative issues in 2011 regular session: law enforcement authority, confidentiality of records, purchase real property, and support scholarship legislation.
- Directed EO to invite Governor-elect Robert Bentley to attend a Board meeting in 2011 to address his plans.

January 2011

- Reviewed financial policies.
- Discussed Executive Order # 2 requiring a plan be submitted by the agency to the Governor by mid-May regarding how the ABN will aid in developing jobs in the private sector.

March 2011

- Approved amendments to Chapter 610-X-1, Administration and Organization.

September 2011

- Approved Board member compensation for FY 2012 at \$161 per day.
- Approved \$161 per month for President during FY 2012.

ADMINISTRATION

October 2010

- Approved succession plan for interim EO.
- Approved process for Executive Officer evaluation in November 2010.
- Approved resumption of presentations that do not require overnight lodging unless there is no cost to the Board beyond automobile costs.
- Approved payment of dues to the Alabama Association of Regulatory Boards.

November 2010

- Approved amended organizational chart.
- Evaluated Executive Officer.

December 2010

- Declined to have staff evaluate executive officer in 360 degree evaluation.

February 2011

- Approved amended financial parameters policy for EO

September 2011

- Reviewed Department of Finance changes to out of state travel financial policies.
- Approved fee schedule as is without changes.



ADVANCED PRACTICE

October 2010

- Approved ultrasound guidance for joint injection procedures as an additional duty for appropriate CRNPs with documented training and competency.
- Approved hyperbaric oxygen therapy as an additional duty within the scope of practice of CRNPs with documented education, training and experience.
- Approved amendments to ABN Administrative Code, Chapter 610-X-5, Advanced Practice Nursing—Collaborative Practice.
- Approved amendments to ABN Administrative Code, Rule 610-X-2-.05, Definitions, Advanced Practice Nursing—Collaborative Practice

November 2010

- Approved amendments to ABN Administrative Code, Chapter 610-X-5, Advanced Practice Nursing—Collaborative Practice to change physician licensure from Board of Medical Examiners to Medical Licensure Commission.

December 2010

- Directed staff to bring issue of CRNPs who conduct Medicare Advantage house calls and application requirements to Joint Committee for inclusion in rule.

CONTINUING EDUCATION

October 2010

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

January 2011

- Approved 2011 Continuing Education Plan.

August 2011

- Reviewed CE Needs Assessment Survey results.

EDUCATION

October 2010

- Held public hearing on proposed amendments to ABN Administrative Code, Chapter 610-X-3, Nursing Education Programs.
- Held public hearing on proposed amendments, ABN Administrative Code, Rule 610-X-2-.03, Definitions, Nursing Education Programs.

November 2010

- Issued a Notice of Compliance to approved practical nursing programs whose first-time writers of NCLEX® met or exceeded the outcome standard of 80%.
- Issued a Notice of Deficiency for non-compliance with the 80% standard for first-time writers of NCLEX® to: Beville State Community College ADN Program; Bishop State Community College ADN program; Lurleen B. Wallace Community College-MacArthur Campus ADN Program; Wallace Community College-Dothan ADN Program; Jefferson Davis Community College ADN Program; and Central



- Alabama Community College ADN Program with an expected date of correction of September 30, 2012.
- Issued a Notice of Continued Deficiency for non-compliance with the 80% standard for first-time writers of NCLEX® to the University of Mobile ADN Program with an expected correction date of September 30, 2011.
- Directed compliance with regulation requiring administrative hearing for programs who failed to correct deficiency for non-compliance with the 80% standard for first-time writers of NCLEX® to: Springhill College BSN Program; Stillman College BSN program; Lawson State Community College ADN Program; and Herzing University ADN Program.
- Approved Notice of Compliance with remaining RN programs whose first-time graduates met the 80% passing standard for NCLEX®.
- Granted provisional approval to ITT Technical Institute in Madison for ADN Program.
- Determined that Chattahoochee Valley Community College had corrected its deficiency to the extent possible.
- Directed staff to conduct a survey of Chattahoochee Valley Community College ADN program within six months and at least annually for two years.

December 2010

- Approved co-sponsoring NCLEX® Regional Workshop for Educators
- Approved closure of practical nursing program at Snead State Community College in Boaz on August 11, 2010.
- Issued a Notice of Deficiency to Virginia College-Birmingham ADN program for failure to comply with mandated faculty:student ratios.

January 2011

- Reviewed information from Virginia College-Birmingham.
- Reviewed Analysis of Nursing Education Program Annual Reports
- Participated in administrative hearing for Stillman College BSN program.

February 2011

- Reviewed letter of intent and feasibility study from ITT Technical Institute in Bessemer.
- Reviewed letter of intent and feasibility study from ITT Technical Institute in Mobile.

March 2011

- Discussed improvement plan with University of Mobile ADN program.
- Continued provisional approval of Stillman College's BSN program until NCLEX results are available up to and including June 30, 2011. If not at 80% or above, withdraw approval from program.
- Required Stillman College to notify currently enrolled, accepted, and prospective students of Board's Order within 14 days of effective date of order and notify Board of steps taken to make notification.

April 2011

- Reviewed systematic plans of evaluation and workgroup selected to review systematic plans of evaluation and annual report.

May 2011

- Approved survey of clinical facilities to obtain evidence of availability of clinical sites for nursing students.

July 2011

- Received improvement plan from Wallace Community College-Dothan ADN program.
- Received improvement plan from Central Alabama Community College ADN program.
- Received improvement plan from Beville State Community College ADN program.
- Received improvement plan from Bishop State Community College ADN program.
- Received improvement plan from Jefferson Davis Community College ADN program.
- Received improvement plan from Lurleen B Wallace Community College—MacArthur Campus ADN program.
- Continued provisional approval of Herzing University LPN to ADN mobility program until FY 2012 NCLEX-RN results are in.



- Continued approval of Lawson State Community College ADN program until FY 2012 NCLEX-RN results are in.

August 2011

- Issued Notice of Deficiency to Beville State Community College for employing clinical supervisors who were not licensed in Alabama.
- Discussed recommendations from the Education Subcommittee regarding the Annual Report for nursing education programs.
- Issued declaratory ruling to deny rising junior students at Stillman College from completing program and applying for licensure.
- Issued declaratory ruling allowing rising seniors to complete studies at Stillman College and apply for licensure.

September 2011

- Approved data elements for nursing education annual report.

GRADUATE SCHOLARSHIPS

January 2011

- Reviewed scholarship repayment information.

July 2011

- Approved qualifications and scholarship conditions for 15 post-baccalaureate scholarships at \$22, 945 and 20 nursing instructor scholarships at \$7500 each (\$150,000).

September 2011

- Approved recipients and alternates for FY 2012 post-baccalaureate scholarships.
- Approved recipients and alternates for FY 2012 nursing instructor scholarships.

LEGAL

December 2010

- Approved amended VDAP substance use disorder and mental health agreement shells.

January 2011

- Approved staff guidelines for reinstatement of board lapsed.

February 2011

- Approved staff guidelines for substance use disorder monitoring.

March 2011

- Discussed absolute bars to licensure.

April 2011

- Discussed videotaping of administrative hearings.

June 2011

- Denied Motion to Modify Consent Order, Bettye Lynn Bedgood
- Approved amendment to ABN Administrative Code, Rule 610-X-8-.01, Definitions, Disciplinary Actions.
- Approved amendment to ABN Administrative Code, Rule 610-X-2-.08, Definitions, Disciplinary Actions
- Approved new rule, Rule 610-X-8-.12, Reinstatement of Board Lapsed License
- Approved amendment, Rule 610-X-8-.09, Decisions of the Board



LICENSING

October 2010

- Held public hearing on proposed amendments, ABN Administrative Code, Chapter 610-X-4, Licensure.
- Held public hearing on proposed amendments, ABN Administrative Code, Rule 610-X-2-.04, Definitions, Licensure.

December 2010

- Affirmed that applicants who graduated from non-accredited institutions do not substantially meet the requirements for licensure in Alabama.

March 2011

- Approved amendments to Rule 610-X-4-.13, Verification of Licensure.

May 2011

- Approved language for 2011 LPN renewal brochure.

September 2011

- Issued declaratory ruling denying application for licensure by endorsement for Stephen B. Eberhart, for failure to demonstrate clinical education requirements of rules.
- Issued declaratory ruling denying application for licensure by endorsement for Elizabeth Zwagil for failure to demonstrate clinical education requirements of rules.

PRACTICE

May 2011

- Approved issuing opinion to ADPH to oppose IV therapy in assisted living facilities.

June 2011

- Approved standardized procedure application for IV therapy by LPNs for specific medications—Mizell Memorial Hospital
- Approved standardized procedure for sclerotherapy of telangiectasis with saline—Plastic Surgery Associates of Montgomery

August 2011

- Approved standardized procedure for Alabama Department of Public Health, Bureau of Community and Home Health Services, to replace mature tracheotomy tube upon physician order in the home setting.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

November 2010

- Approved Melissa Bullard's attendance at NCSBN Institute of Regulatory Excellence in Orlando, Florida, February 8-11, 2011.
- Approved Monica Cauley's and Greg Howard's attendance at NCSBN APRN Summit in San Diego, California, January 12-13, 2011 with fees paid for by NCSBN.

January 2011

- Received report about APRN Committee from Dr Lavender
- Received report from Katie Drake-Speer about education committee.
- Received report about Board of Directors and Disciplinary Resources Committee from Dr. Autrey
- Received report about NCLEX® Item Review Subcommittee from Amy Price
- Approved Dr. Autrey, Ms. Price Mr. Howard and Ms. Pugh to attend NCSBN mid-year meeting in March 2011 in Chicago.



February 2011

- Discussed criteria used for granting research awards from NCSBN

April 2011

- Reviewed NurSys.

May 2011

- Received report from Board of Directors.
- APRN Committee report
- Report from Nursing Education Committee

June 2011

- Elected Dr. Martha Lavender and Greg Howard as delegates to 2011 annual meeting.
- Elected Dr. Dearman and Monica Cauley as alternate delegates to 2011 annual meeting.
- Discussed summary recommendations for 2011 Delegate Assembly

OPEN FORUM

October 2010

- Report of presentations at NCSBN First Annual Research Symposium
- Process of Appointment of Registered Nurses to the Board of Nursing

November 2010

- Stentson Carpenter of Rainbow Omega presented concerns to the Board related to ABN Administrative Code, Rule 610-X-7-.06, ADMH Community Residential Settings.

July 2011

- Dr. Debra Davis, Dean, College of Nursing, University of South Alabama and Dr. Doreen Harper, Dean, School of Nursing, University of Alabama at Birmingham, presented information about the Institute of Medicine Report on the Future of Nursing and its Implications for Alabama.



**APPENDIX B:
REPORT OF NURSING
POPULATION**



LPN Responses 2011

Employment Status in Nursing	
Full-time in Nursing	11347
Not employed	724
Not employed in Nursing but employed in other field	363
Not seeking employment	121
Other	315
Part-time in Nursing	1553
Retired from Nursing	194
Seeking employment in Nursing	506
Student in Nursing	197
NO RESPONSE	2911
Ethnic Origin	
African American	5032
Asian	38
Caucasian	9814
Hispanic	64
Multiracial	46
Native American	114
Other	121
Pacific Islander	8
NO RESPONSE	2994
Highest Degree Earned	
ASSOCIATE DEGREE - NURSING	1846
ASSOCIATE DEGREE - OTHER	696
BACHELOR'S DEGREE - NURSING	26
BACHELOR'S DEGREE - OTHER	382
CERTIFICATE	4877
DIPLOMA	3700
DOCTORATE DEGREE - NURSING	7
DOCTORATE DEGREE - OTHER	8
MASTER'S DEGREE - NURSING	9
MASTER'S DEGREE - OTHER	79
NO RESPONSE	4900
Primary Place of Work	
Assisted Living	672
College or University School of Nursing	58
Doctor's Office	2035
Federal Government Agency	436
Home Health	827
Hospice-Inpatient	61
Hospice-Outpatient	159
Hospital-Private	328
Hospital-Public	1435
K-12 Board of Education/School Nurse	565
Not employed in nursing	449
Nursing Home	4777
Other	1615
Outpatient Center/Clinic	583



Primary Place of Work	
Psychiatric Hospital	244
Public Health Department	115
Research Center	28
Special Care Assisted Living	140
State Government Agency	227
US Military	52
NO RESPONSE	3425
Primary Type of Clinical Practice	
COMMUNITY/PUBLIC HEALTH	656
CRITICAL CARE	103
EMERGENCY	151
GERIATRIC	3252
GERIATRICS/LONG TERM CARE	2389
HOME HEALTH	670
MEDICAL/SURGICAL	1246
MENTAL HEALTH	324
NEONATAL	32
NEUROSCIENCE	39
NO RESPONSE	154
NOT APPLICABLE	461
OB/GYN	257
OB/GYN, PERINATAL	85
OCCUPATIONAL HEALTH	126
ONCOLOGY	84
OPERATING ROOM/SURGERY	44
ORTHOPEDICS	126
OTHER	1422
PACU	14
PEDIATRIC	206
PEDIATRICS	574
POST ANESTHESIA	3
POST ANESTHESIA/RECOVERY ROOM	8
PRIMARY CARE	917
PSYCH/MENTAL HEALTH	337
REGULATORY/COMPLIANCE	13
REHABILITATION	306
RESEARCH	45
SUBSTANCE ABUSE/CHEMICAL DEPENDENCE	118
SURGERY	209
UTILIZATION REVIEW/QA/INFECTION CONTROL	110
WOMEN'S HEALTH	59
NO RESPONSE	3691
Type of Position with Primary Employer	
Case Manager	114
Charge Nurse	3626
Chief Nursing Officer	8
Clinical Coordinator	239
Clinical Educator	55
Director of Nursing	36



Type of Position with Primary Employer	
Faculty in School or College of Nursing	134
Infection Control	45
Nurse Manager	284
Other	2241
Patient Safety	21
Quality Improvement	62
Staff Nurse	7623
NO RESPONSE	3743
 Total Renewed:	 18231



RN Responses

Employment Status in Nursing	
Full-time in Nursing	42410
Not employed	2081
Not employed in Nursing but employed in other field	1229
Not seeking employment	634
Other	1288
Part-time in Nursing	7311
Retired from Nursing	896
Seeking employment in Nursing	1246
Student in Nursing	259
No Response	643
Ethnic Origin	
African American	7967
Asian	540
Caucasian	47364
Hispanic	350
Multiracial	210
Native American	295
Other	361
Pacific Islander	53
No Response	857
Highest Degree Earned	
Associate degree in Nursing	25242
Associate degree in other field	529
Bachelors degree in Nursing	18311
Bachelors degree in other field	2387
Certificate in Practical Nursing	14
Diploma in Registered Nursing	3087
Doctoral degree in Nursing	390
Doctoral degree in other field	339
Masters degree in Nursing	5078
Masters degree in other field	1746
Other	192
No Response	682
Primary Place of Work	
Assisted Living	153
College or University School of Nursing	1231
Doctor's Office	2810
Federal Government Agency	1005
Home Health	2647
Hospice-Inpatient	669
Hospice-Outpatient	1212
Hospital-Private	6749
Hospital-Public	22694
K-12 Board of Education/School Nurse	874
Not employed in nursing	1765
Nursing Home	2308



**APPENDIX C:
NURSING EDUCATION**



RN Programs

Name of School/Director of Program	Street Address/City/Zip Code/Telephone Number	Type of Program	NCLEX FY 08-09 # Candidates Percent Pass	NCLEX FY 09-10 # Candidates Percent Pass	NCLEX FY 10-11 # Candidates Percent Pass
<u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u> Dr. Brenda Rigsby, Department Chair, ADN Program	P.O. Box 2000 Hwy 21 S Monroeville 36461 251-575-3156, ext. 238	ADN	21 100	19 100	25 96
<u>AUBURN UNIVERSITY</u> Dr. Gregg Newschwander, Dean	107 Miller Hall Auburn 36849 334-844-6752	BSN	86 100	89 94.4	77 100
<u>AUBURN UNIVERSITY-MONTGOMERY</u> Dr. Gregg Newschwander, Dean	P.O. Box 244023 Montgomery 36124-4023 334-244-3658	BSN	47 87.2	73 95.9	74 93.2
<u>BEVILL STATE COMMUNITY COLLEGE</u> Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/Nursing Division Chair	1411 Indiana Avenue Jasper, AL 35501 205-387-0511 ext. 5740	ADN	211 82	199 79.4*	147 91.8
<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	66 83.3	62 77.4*	55 81.8
<u>CALHOUN STATE COMMUNITY COLLEGE</u> Lynn S. Hogan DNP, RN Nursing Prgram Director	P.O. 2216 Decatur 35609-2216 256-306-2794	ADN	188 88.3	174 92	112 90.2
<u>CENTRAL ALABAMA COMMUNITY COLLEGE</u> Coosa Valley School of Nursing, Dr. Dee Fuller, Director of Nursing and Allied Health	34091 US Highway 280 Childersburg 35044 256-378-5576, ext. 6581	ADN	73 84.9	79 72.2	70 85.7
<u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u> Resa Lord MSN, RN Chair of Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	ADN	31 93.5	46 87	39 74.4*



<u>FAULKNER STATE COMMUNITY COLLEGE</u> Jean Graham MSN Director of Nursing and Allied Health	1900 US Hwy 31, S Bay Minette 36507 251-580 2293	ADN	47 97.9	51 98	45 95.6
<u>FORTIS COLLEGE</u> Stephanie Mitchell MSN, RN Program Director	3470 Eastdale Circle Montgomery, AL 36117 334-244-1827	ADN	NA-New Program	NA-New Program	NA-New Program
<u>GADSDEN STATE COMMUNITY COLLEGE</u> Connie Meloun Assistant Dean Health Science	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8320	ADN	68 97.1	83 89.2	93 89.2
<u>HERZING UNIVERSITY - BIRMINGHAM</u> Cynthia Hall MSN, RN Nursing Program Director	280 West Valley Avenue Birmingham, AL 35209 205-916-2800	ADN	4 75.0*	72 68.1*	66 72.7*
ITT TECHNICAL INSTITUTE - BIRMINGHAM Tracye M. Christian MSN, RN Nursing Program Chair	6270 Park South Drive Bessemer 35022 205-497-5777	ADN	NA-New Program	NA-New Program	NA-New Program
<u>ITT TECHNICAL INSTITUTE - MADISON</u> Nita Young RN, MSN Chair, School of Health Sciences	9238 Madison Blvd Suite 500 Madison 35758 256-542-2900	ADN	NA-New Program	NA-New Program	NA-New Program
ITT TECHNICAL INSTITUTE - MOBILE Billie Ward MSN, RN Nursing Program Chair	Office Mall South, Bldg. 3 3100 Cottage Hill Rd, Mobile 36606 251-472-4760	ADN	NA-New Program	NA-New Program	NA-New Program
<u>JACKSONVILLE STATE UNIVERSITY</u> Lurleen B. Wallace College of Nursing Dr. Sarah Latham, Dean	700 Pelham Road, North Jacksonville 36265-9982 256-782-5428	BSN	115 93.9	87 95.4	92 85.9



<u>JEFFERSON DAVIS COMMUNITY COLLEGE</u> Susan Mack MSN, RN Director of Nursing	P.O. Box 958 Brewton 36427-0958 251-809-1540	ADN	47 80.9	61 67.2*	42 85.7
<u>JEFFERSON STATE COMMUNITY COLLEGE</u> Bonnie Glass RN, MSN Director of Nursing	2601 Carson Road Birmingham AL 35215 205-856-7940	ADN	186 90.3	143 95.8	173 91.3
JUDSON COLLEGE Kandace Shoults MSN, APRN-BC, GNP, CNS Program Director	302 Bibb Street Marion 36756 334-683-5136	ADN	NA-New Program	NA-New Program	NA-New Program
<u>LAWSON STATE COMMUNITY COLLEGE</u> Dr. Sheila P. Marable, DSN, RN Associate Dean and ADN Chair	3060 Wilson Road Birmingham 35221 205-929-6437	ADN	100 79.0*	60 76.7	68 83.8
<u>LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS</u> Nancy Smith MSN, RN Chair Health Sciences	P.O. Drawer 910 Opp, AL 36467 (334) 493-3573 #275	ADN Mobility	39 82.1	40 70.0*	36 86.1
<u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u> Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986 256-228-6001, ext. 316	ADN	49 95.9	58 87.9	55 89.1



<u>NORTHWEST SHOALS COMMUNITY COLLEGE</u> Sheila Smith MSN, RN Director of ADN Program	2080 College Road Phil Campbell 35581 256-331-6207	ADN	62 95.2	99 80.8	85 89.4
<u>OAKWOOD UNIVERSITY</u> Dr. Flora Flood Chair Dept. of Nursing	7000 Adventist Blvd. Huntsville 35896 256-726-7287	BSN	7 100	18 94.4	10 100
<u>SAMFORD UNIVERSITY</u> Ida V. Moffett School of Nursing Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham 35229 205-726-2861	BSN	63 92.1	56 98.2	65 95.4
<u>SHELTON STATE COMMUNITY COLLEGE</u> Kim Smith, MSN, RN, Director of Nursing	9500 Old Greensboro Road Tuscaloosa 35405 205-391-2457	ADN	35 97.1	62 82.3	70 92.9
<u>SNEAD STATE COMMUNITY COLLEGE</u> Amy Langley MSN, RN Director of Health Science	P.O. Box 734 Boaz, AL 35957-0734 (256) 840-4185	ADN	53 75.5*	33 90.9	50 80
<u>SOUTH UNIVERSITY</u> Laura A. Saucer, MSN, RN Program Director of Nursing	5355 Vaughn Road Montgomery, AL 36116 334-395-8800	BSN	NA-New Program	NA-New Program	NA-New Program
<u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u> Rhonda Davis MSN, RN Chair Dept. of Nursing	1701 LaFayette Pkwy. Opelika 36801 334-745-6437 ext. 5510	ADN	113 94.7	123 91.1	96 93.8
<u>SPRING HILL COLLEGE</u> Dr. Terran Mathers, Associate Professor, Nursing Division Chair	4000 Dauphin Street Mobile 36608 251-380-4490	BSN	14 78.6*	27 63.0*	24 75.0*
<u>STILLMAN COLLEGE</u> Dr. Linda Forte Nursing Administrator	P. O. Box 1430 Tuscaloosa 35403 205-247-8033	BSN	6 66.7*	8 12.5*	19 21.1*



<u>TROY UNIVERSITY-TROY</u> Dr. Diane Weed, Interim Director	400 Pell Avenue Troy 36082 334-670-3428	BSN	47 95.7	58 93.1	60 96.7
<u>TROY UNIVERSITY-MONTGOMERY</u> Dr. Donna Bedsole, Director, ASN Program	340 Montgomery Street Montgomery 36104 334-834-2320	ADN	57 87.7	118 85.6	121 81
<u>TUSKEGEE UNIVERSITY</u> Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee 36088 334-727-8382	BSN	3 100	13 100	9 100
<u>UNIVERSITY OF ALABAMA</u> Capstone College of Nursing Dr. Sara E. Barger Dean	P.O. Box 870358 Tuscaloosa 35487-0358 205-348-6639	BSN	143 97.9	149 96.6	162 97.5
<u>UNIVERSITY OF ALABAMA AT BIRMINGHAM</u> Dr. Doreen Harper, PhD, RN, FAAN, Dean and Professor	1530 3rd Avenue South, NB 202 Birmingham 35294-1210 205-934-5428	BSN	249 87.9	255 87.8	237 89.5
<u>UNIVERSITY OF ALABAMA IN HUNTSVILLE</u> Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville 35899 256-824-6345	BSN	114 93.9	125 85.6	163 84
<u>UNIVERSITY OF MOBILE</u> Dr. Jan Wood Dean School of Nursing	P. O. Box 13220 Mobile, AL 36663-0220 251-442-2446	BSN ADN	29 86.2 23 78.3*	22 81.81 13 76.9*	22 100 21 95.2
<u>UNIVERSITY OF NORTH ALABAMA</u> Dr. Birdie Irene Bailey Dean College of Nursing and Allied Health	One Harrison Plaza Florence, AL 35632-0001 256-765-4311	BSN	72 97.2	79 91.1	101 93.1



<u>UNIVERSITY OF SOUTH ALABAMA</u> Dr. Debra Davis Dean	USA College of Nursing HAHN #3068 Mobile, AL 36688-0002 251-445-9400	BSN	253 89.3	250 84.8	253 92.9
<u>UNIVERSITY OF WEST ALABAMA</u> Ida D. Pruitt Division of Nursing Marsha Cannon MSN, RN Chairperson	Station 28 Livingston, AL 35470 205-652-3517	ADN	37 81.1	47 85.1	55 83.6
<u>VIRGINIA COLLEGE - BIRMINGHAM</u> Michelle Stubbs MSN, RN Associate Dean, Nursing	65 Bagby Drive Birmingham, AL 35209 205-802-1200	ADN	NA-New Program	NA-New Program	22 27.3*
<u>VIRGINIA COLLEGE - MONTGOMERY</u> Dr. Linda Gibson RN, DNP Associate Dean Nursing Program	6200 Atlanta Highway Montgomery, AL 36117 334-277-3390	ADN	NA-New Program	NA-New Program	14 57.1*
<u>VIRGINIA COLLEGE-MOBILE</u> Dr. Bridget Robinson RN, PhD Associate Dean Nursing Program	3725 Airport Blvd Suite 165 Mobile, Alabama 36608 251-343-7227	ADN	NA-New Program	NA-New Program	NA-New Program
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN</u> Jackie Spivey, MSN, RN Director ADN Program	1141 Wallace Drive Dothan, AL 36303 334-983-3521, ext. 407	ADN	142 85.2	193 66.3*	155 81.3
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE</u> Deborah S. Hoover MSN, RN Director of Nursing	P.O. Box 2000 Hanceville, AL 35077-2000 256-352-8198	ADN	169 91.1	196 86.7	228 86



<u>GEORGE C. WALLACE</u> <u>STATE COMMUNITY</u> <u>COLLEGE-SELMA</u> Becky Casey MSN, RN Director, ADN	P.O. Box 2530 Selma, AL 36702-2530 334-876-9271	ADN	38 97.4	43 93	34 94.1
Alabama Totals			3,107 89.6	3,383 85.5	3,345 88.1
National Totals			133,649 88.2	140,604 87.6	144,570 87.8



LPN Programs

Name of School/Director of Program	Address/Telephone Number	NCLEX FY 08-09 # Candidates Percent Pass	NCLEX FY 09-10 # Candidates Percent Pass	NCLEX FY 10-11 # Candidates Percent Pass
<u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u> Joy Kiracofe MSN, RN Chair, Practice Nursing	P.O. Box 2000 Thomasville, AL 36784 251-575-3160	32 93.8	27 92.6	33 97
<u>BEVILL STATE COMMUNITY COLLEGE</u> Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/Nursing Division Chair	1411 Indiana Ave. Jasper, AL 35501 205-387-0511 ext. 5740	55 96.4	51 100	95 94.7
<u>BISHOP STATE COMMUNITY COLLEGE</u> Kim Rawson MSN RN Director of Nursing	1365 Martin Luther King Drive Mobile, AL 36603 251-405-4497	27 92.6	17 94.1	22 95.5
<u>CALHOUN COMMUNITY COLLEGE</u> Lynn S. Hogan DNP, RN Nursing Program Director	P.O. Box 2216 Decatur, AL 35609-2216 256-306-2800	39 89.7	45 97.8	34 97.1
<u>CENTRAL ALABAMA COMMUNITY COLLEGE</u> Coosa Valley School of Nursing Dr. Dee Fuller, Director of Nursing and Allied Health	34091 US Highway 280 Childersburg, AL 35044 256-378-5576, ext. 6581	29 93.1	42 92.9	32 100
<u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u> Resa Lord MSN, RN Chair of Health Sciences	2602 College Drive Phenix City, AL 36869 334-291-4925	14 85.7	16 100	14 100
<u>DRAKE STATE TECHNICAL COLLEGE</u> Deborah Milling RN, MSN Division Chair, Health Sciences Division	3421 Meridian Street North Huntsville, AL 35811 256-551-3158	28 92.9	57 91.2	47 89.4



<u>FAULKNER STATE COMMUNITY COLLEGE</u> Jean Graham MSN Director of Nursing and Allied Health	1900 U.S. Hwy 31 South Bay Minette, AL 36507 251-580-2293	5 100	13 100	11 100
Fortis Institute Lucille Irby BSN, MSN Director of Nursing	100 London Pky Suite 150 Birmingham, AL 35211 205-940-7800	Provisionally approved November 2008	Provisionally approved November 2008	Provisionally approved November 2008
<u>GADSDEN STATE COMMUNITY COLLEGE</u> Connie Meloun MSN, RN Assistant Dean of Health Sciences	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8457	60 98.3	68 100	58 100
<u>HERZING UNIVERSITY</u> Cynthia Hall MSN, RN Nursing Program Director	280 West Valley Avenue Birmingham, AL 35209 (205)916-2800 Fax: (205)916- 2807	56 91.1	46 82.6	49 85.7
<u>JEFFERSON STATE COMMUNITY COLLEGE</u> Bonnie Glass MSN, RN Director of Nursing	2601 Carson Road Birmingham, AL 35215 (205)856-7940	5 100	11 100	29 93.1
<u>LAWSON COMMUNITY COLLEGE - BESSEMER CAMPUS</u> Katrina Swain MSN, RN Interim Department Chair	3060 Wilson Rd. S. W. Birmingham, AL 35221 205-428-6391, ext. 305	22 100	35 94.3	19 94.7
<u>LURLEEN B. WALLACE COMMUNITY COLLEGE- MACARTHUR CAMPUS</u> Nancy Smith MSN, RN Chair, Health Sciences	P.O. Drawer 910 Opp, AL 36467 334-493-3573, ext. 275	49 91.8	36 88.9	43 93
<u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u> Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville, AL 35986 256-228-6001, ext 316	15 100	26 100	37 91.9



<u>NORTHWEST SHOALS COMMUNITY COLLEGE</u>	P. O. Box 2545 Muscle Shoals, AL 35662 256-331-5337	17 100	23 100	16 100
Shelia Smith MSN, RN Director of Nursing Education				
<u>REID STATE TECHNICAL COLLEGE</u>	P.O. Box 588 Evergreen, AL 36401 251-578-1313, ext. 103	51 88.2	32 100	39 82.1
Ms. Jamila Grace, MSN, BSN Health Careers Division Chair				
<u>SHELTON STATE COMMUNITY COLLEGE</u>	9500 Old Greensboro Road Tuscaloosa, AL 35405 205-391-2457	44 95.5	88 97.7	70 97.1
Kim Smith, MSN, RN, Director of Nursing				
<u>SNEAD STATE COMMUNITY COLLEGE</u>	P.O. Box 734 Boaz, AL 35957-0734 256-840-4185	6 100	18 100	12 100
Amy Langley MSN, RN Director of Health Science				
<u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u>	1701 LaFayette Pkway Opelika, AL 36801 334-745-6437, ext. 5510	19 100	24 95.8	28 100
Rhonda Davis MSN, RN Chair, Department of Nursing				
<u>TRENHOLM STATE TECHNICAL COLLEGE</u>	Post Office Box 10048 Montgomery, Al 36108 334-420-4415	22 100	29 89.7	35 97.1
Anita Love MSN, RN Program Director				
<u>GEORGE C. WALLACE COMMUNITY COLLEGE- DOTHAN</u>	1141 Wallace Drive Dothan 36303 334-983-3521, ext. 332	53 96.2	74 85.1	96 93.8
Gwynn Galloway MSN, RN Director, Department of Nursing				
<u>GEORGE C. WALLACE COMMUNITY COLLEGE- HANCEVILLE</u>	P.O. Box 2000 Hanceville, AL 35077-2000 256-352-8198	28 100	52 100	25 100
Deborah S. Hoover MSN, RN Director of Nursing				



GEORGE C. WALLACE COMMUNITY COLLEGE- SELMA	P.O. Box 2530	34	51	50
Veronica Brown, Director, Practical Nursing	Selma, AL 36702-2530 334-876-9335	97.1	98	98
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	0 0	0 0
Alabama Totals		710 94.8	881 95	910 94.7
National Totals		63,019 85.2	65,940 86.8	66,780 86



**APPENDIX D:
STANDARDIZED
PROCEDURES DATA**



HOSPITALS < 50 BEDS	RANKING in YEARLY REPORTS					
Procedures	2011	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1	1
Endotracheal Intubation	2	2	2	2	2	3
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	3	4	3	7	4	8
Gastrostomy Tubes: Changing & Reinsertion Mature	4	3	5	5	5	6
Cardioversion	5	5	4	3	3	4
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	6	6	6	4	6	Out of Top 10
Nasogastric Tube: Insertion & Removal by LPN	7	8	8	10	9	10
Sedation: Moderate	8	7	7	6	8	7
Arterial Puncture	9	9	9	8	10	Out of Top 10
Pacemaker: Application & Management of Temporary External	10	10	10	9	6	5



HOSPITALS 50-100 BEDS	RANKING in YEARLY REPORTS					
Procedures	2011	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1	1
Sedation: Moderate	2	2	3	2	3	4
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	2	3	4	3
Tracheotomy Tubes: Emergency Changing and Reinsertion Mature	4	6	7	6	5	8
Cardioversion	5	7	6	4	2	5
IV Access Beyond Basic Education (I/O, External Jugular, Neonate)	6	Out of Top 10				
Pacemaker: Application & Management of Temporary External	7	4	4	8	8	7
Gastrostomy Tubes: Changing & Reinsertion Mature	9	5	5	5	7	Out of Top 10
Endotracheal Intubation	9	Out of Top 10				
Nasogastric Tube: Insertion & Removal by LPN	10	8	8	7	9	Out of Top 10



HOSPITALS 101-300 BEDS	RANKING in YEARLY REPORTS					
	2011	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1	4
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	2	2	3	3	2	Out of Top 10
Sedation: Moderate	3	3	2	2	5	2
Cardioversion	4	5	5	6	3	10
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Management	5	4	4	4	6	7
Endotracheal Tube: Insertion, Management & Removal	6	6	10	Out of Top 10	10	Out of Top 10
Labor & Delivery Nursing Procedures	7	9	8	8	10	1
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	8	Out of Top 10				
Chemotherapy: Administration of	9	7	7	5	4	8
Neonate Nursing Procedures	10	8	9	8	Out of Top 10	6



HOSPITALS 301-400 BEDS	RANKING in YEARLY REPORTS					
	2011	2010	2009	2008	2007	2006
CRRT, Dialysis	1	1	5	8	Out of Top 10	Out of Top 10
Neonate Nursing Procedures	2	2	1	2	2	2
Arterial/Venou s Catheter Sheath: Care, Removal	3	3	2	4	5	
Chemotherapy: Administration of	4	4	3	6	9	10
Sedation: Moderate	5	5	4	7	8	8
Pacemaker: Application & Management of Temporary External	6	6	6	9	4	4
Resuscitation: Defibrillation, ACLS, PALS, NRP	7	7	7	Out of Top 10	7	7
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	8	9	10	Out of Top 10	Out of Top 10	Out of Top 10
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Management	9	8	9	3	3	3
Cardioversion	10	10	Out of Top 10	Out of Top 10	Out of Top 10	Out of Top 10



HOSPITALS >400 BEDS	RANKING in YEARLY REPORTS					
Procedures	2011	2010	2009	2008	2007	2006
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	1	1	1	1	2	8
Chemotherapy: Administration	2	2	2	2	3	9
Sedation: Moderate	3	3	3	3	4	4
Labor & Delivery Nursing Procedures	4	3	3	3	4	4
CRRT, Dialysis	5	5	9	Out of Top 10	Out of Top 10	Out of Top 10
Arterial/Venou s Catheter Sheath: Care, Removal	6	6	5	4	Out of Top 10	Out of Top 10
Epidural Catheter Management	7	10	Out of Top 10	Out of Top 10	Out of Top 10	Out of Top 10
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Management	8	7	6	5	1	3
Resuscitation: Defibrillation, ACLS, PALS, NRP	9	8	7	7	8	Out of Top 10
Surgery Nursing Procedures	10	9	8	8	5	6



AMBULATORY SURGERY I		RANKING in YEARLY REPORTS				
Procedures	2011	2010	2009	2008	2007	2006
Sedation, Moderate	1	1	2	1	4	3
Infection Control	2	9	10	10	10	Out of Top 10
Circulating Nurse Activities/Procedures	3	2	1	2	1	1
Equipment: Operating & Assisting	4	6	9	9	9	5
Scrub Nurse Activities/Procedures	5	3	3	3	2	2
Resuscitation: ACLS	6	5	5	5	8	9
Safety: Equipment & Patient	7	4	4	4	5	4
Specimen Management	8	8	6	6	3	6
Surgical County: Needles, Sponges, Sharps, Instruments	9	7	7	8	6	7
EKGs: Performing 12 lead	10	10	8	7	7	8



NURSING HOMES	RANKING in YEARLY REPORTS					
	2011	2010	2009	2008	2007	2006
Suprapubic Catheters: Reinsertion of Mature	1	2	2	3	2	3
Gastrostomy Tubes: Reinsertion of Mature	2	1	1	1	1	1
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	3	2	3	5
Wound Vac®: Application & Management	4	4	4	4	5	7
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	5	6	6	6	7	6
Nasogastric Tube: Insertion by LPN	6	5	5	5	4	4
Debridement of Pressure Ulcers: Chemically, Enzymatically & by ET Nurse	7	7	7	7	6	8
Wound Assessment: Staging & Measurement	8	8	9	9	Out of Top 10	Out of Top 10
Colostomy/Ostomy Management	9	9	8	8	9	Out of Top 10
Hyperalimentation, Adding Peripheral	10	10	Out of Top 10	Out of Top 10	Out of Top 10	Out of Top 10



HOME HEALTH	RANKING in YEARLY REPORTS					
Procedures	2011	2010	2009	2008	2007	2006
Suprapubic Catheters: Reinsertion of Mature	1*	2*	4	3	3	2
Gastrostomy Tubes: Reinsertion of Mature	2	1	2	1	1	1
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	3	4	4	4
Wound Vac®: Application & Management	4	4	5	5	5	8
Wound Staging	5	5	Out of Top 10			
Chest & Pleural-Peritoneal Tube Management	6	6	7	7	Out of Top 10	Out of Top 10
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	7*	7*	1	2	2	3
Nasogastric Tubes: Insertion/Removal	8	8	9	8	7	7
Anesthetic: Local with IV/SQ/IM	9	9	8	6	Out of Top 10	6
Debridement of Pressure Ulcers: Chemically, Enzymatically & ET Nurse	10	10	10	9	6	10



HOSPICE	RANKING in YEARLY REPORTS					
Procedures	2011	2010	2009	2008	2007	2006
Gastrostomy Tubes: Reinsertion of Mature	1	2	2	3	3	3
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	2	3	3	1	1	1
Suprapubic Catheters: Reinsertion of Mature	3	4	4	4	4	4
Pain Management: PO, SQ, IV, Rectal, Transdermal, & Nebulized MS	4	1	1	2	2	2
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	5	5	5	5	5	5
Ostomy/Colostomy: Management & Care	6	8	7	6	Out of Top 10	Out of Top 10
Wound Assessment & care	7	6	10	10	Out of Top 10	Out of Top 10
Chest Tube & Pleurex Drain Care & Maintenance	8	Out of Top 10				
Wound Debridement: Chemically, Enzymatically	9	7	6	7	Out of Top 10	Out of Top 10
Wound Vac®: Application & Management	10	10	9	8	Out of Top 10	Out of Top 10



MEDICAL TRANSPORT	RANKING in YEARLY REPORTS			
Procedures	2011	2010	2009	2008
Airway Management: Intubation, Combitube, LMA, King	1	1	1	1
Resuscitation: ACLS, PALS, NRP	2	2	6	2
IV Access Beyond Basic Education: IO, External Jugular, Umbilical	3	3	2	3
Ventilation: Maintenance of Mechanical & Support	4	4	3	5
Administration of Neuromuscular Blockers & Paralytics	5	5	4	6
Needle Decompression of Tension Pneumothorax	6	6	5	4
Gastric Decompression	7	7	8	7
Cricothyrotomy: Needle	8	8	7	8
Cardioversion	9	9	9	9
Pacing	10	10	10	10



ESRDs (End Stage Renal Dialysis Centers)	RANKING in YEARLY REPORTS			
	2011	2010	2009	2008
Procedures				
Initiation of Hemodialysis: Permanent Catheter & Vascular Access	1	1	1	1
Termination of Hemodialysis: Permanent Catheter & Vascular Access	2	2	2	2
Infection Control: Handling Hazard/Biohazard Material	3	4	5	5
Central Venous Catheter Removal	4	8	10	
Administer Medications, Fluid, Blood, Thrombolytic Agents	5	5	9	
Complications of Dialysis: Accessing, Monitoring & Treating	6	7	6	6
Safety: Equipment, Solutions	7	6	4	4
Equipment: Operation of	8	3	3	3
Peritoneal Dialysis	9	9	7	7
Resuscitation	10	10	8	8



INFUSION COMPANIES	RANKING in YEARLY REPORTS					
	2011	2010	2009	2008	2007	2006
Procedures						
Chemotherapy Administration	1	1	2	4	2	2
PICC Insertion, Care, Maintenance & Removal	2	2	1	1	1	1
Ports/VADs: Care, Maintenance & Access	3	3	4	5	3	3
Central Line (Groshong, Hickman): Access & Management	4	5	5	3	5	5
Administration of Longer Infusions, IGG, IVIG, TPN, Remicade, First Dose Antibiotics	5	4	3	2	4	4
SubQ Infusions	6	Out of Top 10				
Suprapubic Catheters: Changing & Reinsertion of Mature	7	8	Out of Top 10			
Intrathecal & Epidural Pain Management	8	6	7	6	7	7
Wound Vacs®: Application, Care & Maintenance	9	9	Out of Top 10			
Gastrostomy Tubes: Changing & Reinsertion Mature	10	10	Out of Top 10	Out of Top 10	Out of Top 10	Out of Top 10



All State Correctional Facilities – 2011, 2010, 2009, 2008
Central Lines, Ports & PICCs: Access & Management (CMS Staff will not remove any CLs)
Colostomy/Ostomy Care
Complications of Dialysis; Monitoring & Treatment: Peritoneal Dialysis monitoring (Dialysis only done @ 3 facilities – performed by vendor)
EKGs: Performing 12 lead
First Aid: Basic 2 layer wound cleansing & closure with steri-strips & steri-strip “S”; Basic Splinting for non-complex fractures
Infection Control: Handling hazard/biohazard material
Pain Management: PO, SQ, IV
Respiratory Treatments: IPPB, Tracheostomy care, nebulizer treatments, CPAP , O2 Saturation monitoring
Resuscitation: Some facilities have AED
TB Skin Testing
Wound Assessment with measurement
Wound Vac Application & Management with wound care



**APPENDIX E:
LEGAL DIVISION ACTIVITIES**



FY 2011 LEGAL ACTIVITIES	
COMPLAINTS	TOTALS
Letters of Closure	159
Letters of Admonishment	279
Formal Hearings	75
Consent Orders	375
Voluntary Surrenders before Administrative Complaint	164
Voluntary Surrenders after Administrative Complaint	13
Disciplinary Actions (TOTALS)	627
Reinstatements – Approved without sanctions	0
Reinstatements – Approved with sanctions	22
Reinstatements – Denied (Revoked and Lapsed licenses)	6
Applicants – Approved without sanctions	0
Applicants – Disciplined	48
Applicants – Denied	7
Probation Monitoring *	326
Voluntary Disciplinary Alternative Program (VDAP) *	296

* Number reflects the total number of licensees currently monitored at the end of FY 2011

FY 2011 TOTAL DISCIPLINARY ACTIONS		
FINAL DISPOSITION	TOTALS	
	Consent Order	Formal Hearing
Denied reinstatement (lapsed license) and revoked	0	2
Denied reinstatement (lapsed or revoked license)	0	4
Application approved (No sanctions)	0	0
Application denied	0	7
Reinstatement (No sanctions)	0	0
Reinstatement Followed by Probation	16	0
Reprimand	15	2
Reprimand with Fine	116	1
Probation	138	4
Suspension	10	4
Suspension followed by Probation	76	3
Revocation	0	47
Probation followed by Board Lapsed	2	0
Lapse License	2	0
SUBTOTAL	375	74
Voluntary Surrender		177
TOTAL		626



FY 2011 ASSIGNED VIOLATIONS *				
Assigned Violation	Voluntary Surrender Before AC	Voluntary Surrender After AC	Informal / Consent Order	Formal Hearing
Abandonment	0	0	1	0
Arrest/Conviction – Drug	6	0	15	1
Arrest/Conviction – Non Drug	8	1	32	11
Fraud/Deceit	4	0	100	8
Illegal Practice	1	0	25	0
Mental Disorder	1	0	1	0
Other	0	0	4	0
Other Jurisdiction – Drug	3	1	1	5
Other Jurisdiction – Non Drug	3	0	4	5
Patient Abuse	1	0	3	0
Practice Beyond Scope	3	0	7	0
CE Violation	1	0	4	2
Board Order Violation	4	0	3	1
Probation Violation	43	5	30	25
Sexual Misconduct	0	0	0	0
Substance Abuse	50	3	52	14
VDAP Violation	23	2	7	3
Unprofessional Conduct	2	0	60	4
Substandard Practice	11	1	58	3
Bad Check	0	0	1	0
TOTALS	164	13	408	81

*A disciplinary action may have more than one assigned violation

Applicants	RN	LPN	Total
By Examination	26	13	39
By Endorsement	6	9	15
Total	32	22	54

Applicants	Consent Order	Formal Hearing	Total
RN by Examination	24	2	26
RN by Endorsement	3	3	6
LPN by Examination	11	2	13
LPN by Endorsement	5	4	9
Total	43	11	54



FINAL DISPOSITION RN Applicant	RN by Examination	RN by Endorsement	Total
Denied	0	1	1
Reprimand	4	2	6
Reprimand with Fine	12	3	15
Probation	10	0	10
Suspension	0	0	0
Suspension/Probation	0	0	0
Total	26	6	32

FINAL DISPOSITION LPN Applicant	LPN by Examination	LPN by Endorsement	Total
Denied	2	4	6
Reprimand	3	3	6
Reprimand with Fine	3	2	5
Probation	5	0	5
Suspension	0	0	0
Suspension/Probation	0	0	0
Total	13	9	22

FY 2011 ASSIGNED VIOLATIONS for Applicants Denied

Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	0	0	0
Arrest/Conviction – Non Drug	0	3	3
Fraud/Deceit	0	1	1
Other jurisdiction – drug	1	0	1
Other jurisdiction – non-drug	0	2	2
TOTALS	1	6	7

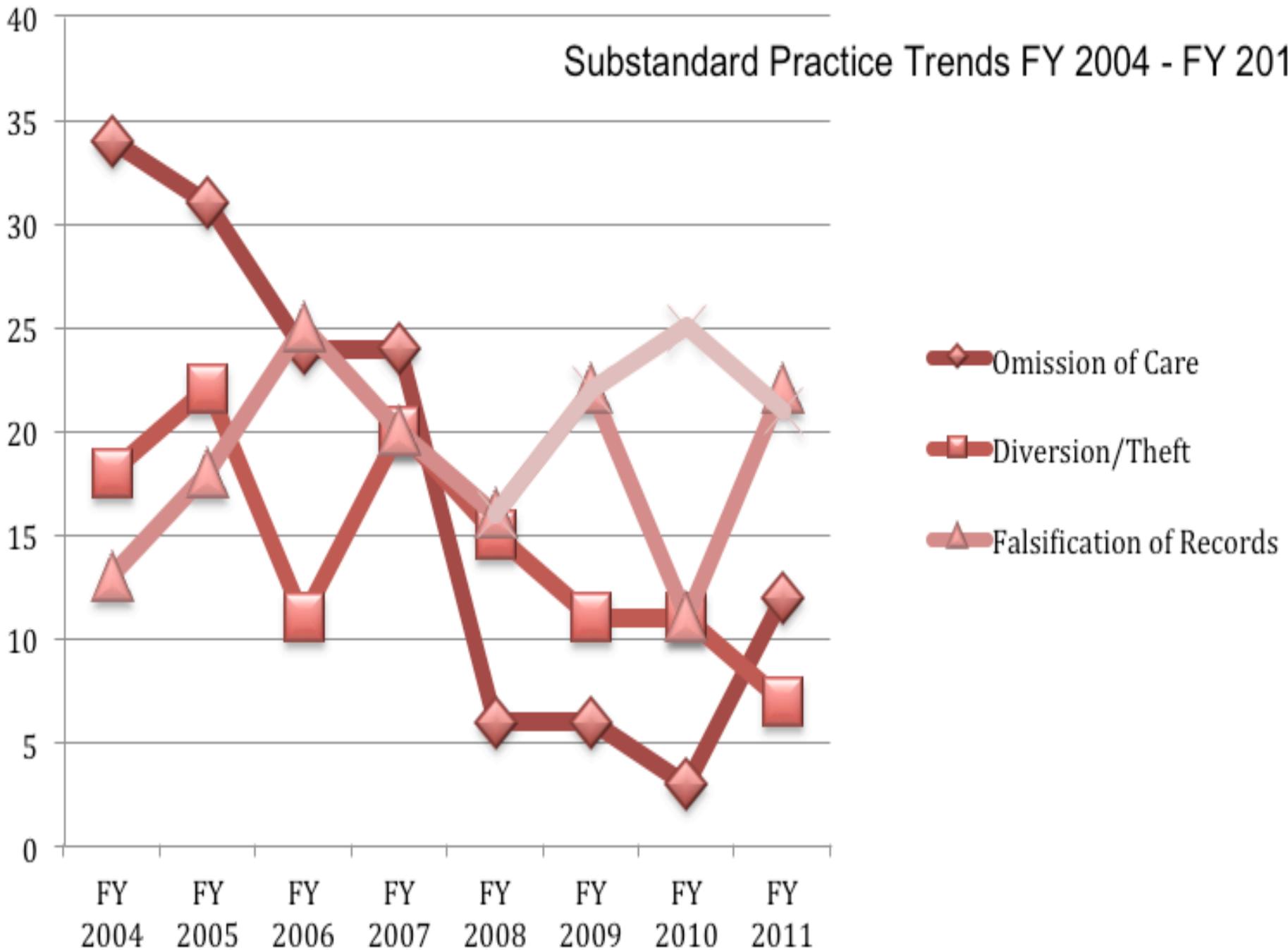
FY 2011 ASSIGNED VIOLATIONS For Applicants Disciplined

Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	7	3	10
Arrest/Conviction – Non Drug	9	9	18
Fraud/Deceit	7	1	8
Practice Beyond Scope	0	0	0
Unprofessional Conduct	0	0	0
Substance Abuse	2	3	5
Substandard Practice	0	0	0
Other Jurisdiction – Drug	1	0	1
Other Jurisdiction – Non Drug	4	0	4
Probation Violation	1	0	1
TOTALS	31	16	47

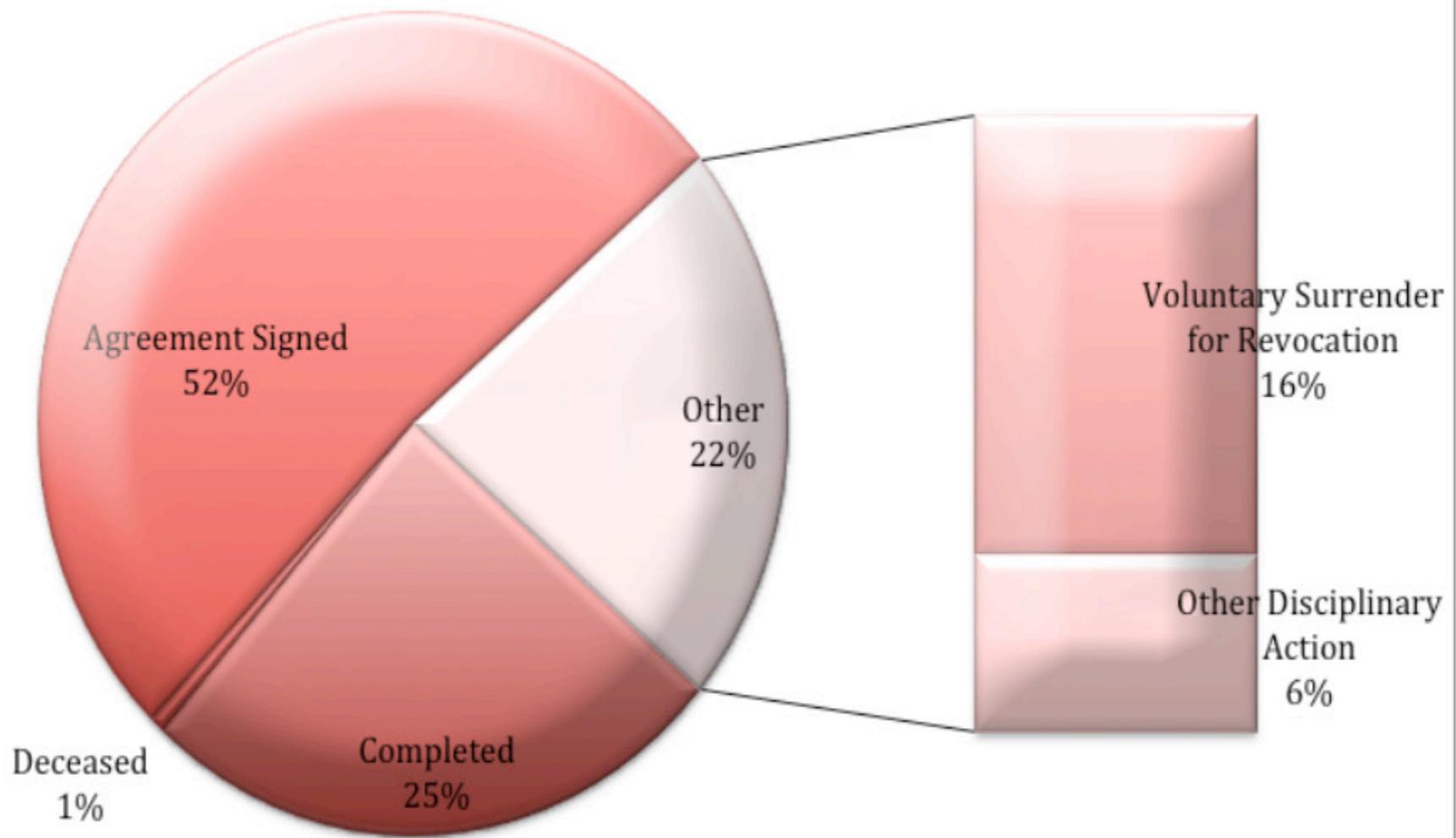
A disciplinary action may have more than one assigned violation



Substandard Practice Trends FY 2004 - FY 2011



FY 2011 VDAP Activity



**APPENDIX F:
DISCIPLINARY ACTIONS FY 2011**



DISCIPLINARY ACTIONS FOR FY 2011

The Board of Nursing took action against the following licensed nurses and applicants for licensure for violation of the laws and rules pertaining to the nursing profession at the FY 2011 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

Abrams, Jacquelyn Yvonne	1-040454
Albrecht, Eugina Rose	1-098944
Alexander, Valerie Hope	1-102087
Allen, Lisa Jo	2-058832
Bailey, Lesa Maria	2-060897
Baisden, Rebecca Crystal	1-118791
Banks, Sandra Renita	1-082437; 2-037727
Barbour, Janet Elizabeth	1-037553
Bartley, Donna Ruth	2-058514
Bibler, Mary Jon	1-115072
Blevins, Sheila A.	1-029111
Bodley, Melissa Ellen	1-095535
Borders, Timothy	2-038731
Bouley, Laura Kathleen	1-041634
Bowman, Catherine Michelle	1-107606
Brooks, Danette Stephenson	2-056250
Brooks, Ramona Leslie	1-056354
Buettner, Melanie Lynn	1-107770; 2-048224
Burgett, Natalie Jones	1-046136
Burns, Josetta	2-054345
Butler, Christopher Charles	1-126139
Butler, Katherine Lynn	2-043864
Butler, M. Dianette	1-017814
Byrd, Linda Gail	1-072614; 2-034019
Cannon, Victoria Kay	1-100312; 2-028791
Casey, Tania M.	1-111650
Clanahan, Sheriee Cassity	2-052887
Clark, Susan Kathleen Castillo	1-043901
Clyatt, Nicole Deanne	2-061091
Collier, Kelli Rae	1-075941
Colvin, Jodi Lafonda	1-077171
Conwill, Tracy M.	1-101963; 2-048659
Cook, Rachel Diane	2-049632
Creel, Hannah	1-088642
Creel, Stacy Lynn	1-079477
Dahlen, Joyce Evelyn	1-068301
Davis, Pamela Ellen	2-035104
Dawson, Lisa Linn	1-059445
Dean, Janet Zona	1-039717
Dockery, Belinda McClendon	2-025895
Doerflinger, Angela Yvonne	1-110457



Douglas, Cheryl Elaine	1-101253
Dye, Amber Natosha	1-121317; 2-056549
Eckel, Katherine Gelene	1-037565
Eggerd, Annette	1-084520
Elder, Angela Denita Cork	2-044568
Elliott, Brenda Kay	1-042726
Ellis, Jeffrey Perham	1-099866
Ellison, Larry Morris	1-023643
Emory, Shankita Breun	2-052221
Ethridge, Sherry Darlene	2-037382
Farwell, Aileen Louise	1-093713
Ferguson, Donald Joe	1-071291
Fox, J. David	2-057152
Gates, Crystal Lynn	1-092580
Gates, Tina Marie	2-041994
Gentry, Cynthia Ann	2-051761
George, Erica Lynn	1-110499
Glenn, Kathy A.	2-017849
Golden, Connie Joyce	1-024075
Golden, Cynthia Marie	1-056780
Goodgame, Eleanor A.	1-027168
Grady, Angela Pauline	1-110104
Greenwell, Jo Anne	1-049652
Grice, Arlene	2-010043
Guy, Kristen Leigh-Ann	1-102716
Hall, Myra Elizabeth	2-034756
Harbison, Sandra Kay	2-059901
Hargrove, Vickie Sue	2-031741
Harris, Sandra Jean	2-023611
Hawthorne, Doris Ann	1-120893
Haynes, Jerri Lynn	1-122328; 2-053422
Herrick, Cindy Darlene	1-062861
Herrick, Jahn Damien	1-088280
Hites, Annette Kay	1-079343
Holder, Jennifer Michelle	2-049693
Holmes, Vilus Sue	2-043908
Holtz, Angela Renee	2-058255
Holzapfel, Lisa Dianne	2-042435
Howard, Tamara Lynne	1-066687
Hunter, Amy Denise	1-100758
Jackson, Marchelle Sharice	1-093714; 2-047817
Jenkins, Doris Louise	2-037124
Jenkins, Elizabeth Ann	2-028374
Johnson, Beth Anne	1-080353
Johnson, Charlotte Otinger	2-053243
Johnson, Karen Denise	1-120517; 2-036795
Johnson-Allen, Denise Ann	1-039422
Kimbrell, April Larae	2-047947
Kimbrell, Jennifer Conway	1-092627
King, Janet Frazier	1-035014



Kirby, Robert Matthew	1-111532
Knight, Kathy Jean	1-093998; 2-043004
Ladnier, Karen Louise	1-081200
Laird, Sherry Gail	2-046269
Lavender, Barbara Joann	2-042869
Leipert, Lisa Kay	1-069933
Leftwich, Crystal Dianne	2-045115
Lowery, Paula Renee	2-040146
Loyde, Theresa Jean	1-090612
Lucas, Linda S. Akridge	1-020492
Maddox, Carolyn Smith	2-039171
Mansuetta, Valerie Ann	1-059042
Marks, John Thomas	2-035536
Martin, Johnetta Venice	1-026908
Matheny, Carl Michael	1-030078
Matthias, Edward Allen	2-045536
May, Charles Colby	1-049941; 2-026095
McBride, Evelyn L.	1-026825
McGuire, Lisa Ann	1-092509
McKelvey, Christy Nicole	1-119994
Melton, Jodie Lea	1-082713; CRNP
Miles, Patty Ann	1-090066
Moncrief, Kristin Leigh	1-097851
Morreale, Laine Darnell	1-124715
Moseley, Richard Martin	2-044446
Morris, Jennifer Brynn	1-113434
Musgrave, Victoria Drake	1-109266
Nored, Christopher Parrish	1-082878
Norman, Jr., David Waterman	2-041624
O'Banion, Ina Lavonia	1-088756
O'Bar, Patty	1-069575
Ogilvie, Terry Robin	1-084571
Ott, Ryan Derek	2-045616
Pacheco, Melissa Gizelle	1-081247
Palmore, Naomi Stallworth	2-009511
Phillips, Melisa Stegall	1-082652
Pierce, Jennifer Kathryn	2-062379
Price, Gary Wayne	1-108564
Prickett, Kristin Ann	1-093848
Prater, Richard Hayes	1-068534
Pugh, Christina Alexandria	2-053880
Rankin, Janina Denise	1-090208
Reaves, Delaine Clement	1-037717
Reed, Jeffrey Allen	1-085994
Riehl, Corrinne Amelia	1-070360
Robinson, Barbara Ann	2-011332
Rogers, Susan Elizabeth	1-057236
Rozear, Carol Beth	1-046307
Rutherford, Jodie Mary	1-091144
Rutledge, Janet Michelle	2-050323



Sanders, Shelly Shandra	2-046776
Schaefer, Pamela Ann	2-051999
Selby, Celetta Ann	1-106476
Shanks, Lisa Carmen	1-091963
Shariett, Jimmie Leo	2-055028
Shearin, Connie Patricia	1-080791
Sheppard, Denaë' Lynn	1-112838
Smith, Donna Rena	1-094124; 2-039776
Spears, Scott Lawrence	1-109030
Stacy, Jennifer Autumn	1-121017
Stanford, Frances Lynne	1-034328
Stephens, Lajuana	1-076484; 2-039438
Studer, Deanna Lynn	1-109426; 2-041452
Sweatt, Anthony B.	1-115345
Tapp, Sandra Kay Bevis	2-035944
Taylor, Nancy Marie	1-049659
Thomas, Mary E.	1-021078
Thompson, Andrea Denise	2-059067
Turner, Cynthia Teresa	1-029715
Twilley, Carol Lynn	1-056766
Tyler, Kathryn Joy	1-115059
Vinson, Lisa Nichole	1-122482
Wall, Deborah Kay	1-072944
Ward, Shena Niki	1-120715
Warren, Sharon Lynne	1-062377
Washington, Betty Jaye	2-051851
Watts, Rebecca Ann	1-069807
Watwood, Anika Danielle	2-060507
Weathington, Shalena Maelene	1-117926
Welch, Tammy Marie	2-060115
Whitney, Bonnie Sue	2-037662
Williams, Alicia Lasean Marie	2-055292
Willingham, Luann	1-093038; 2-048277
Willingham, Timothy Daniel	1-104541
Willis, Robert Edward	1-113278
Woods, Juanita Faye	1-013841

REINSTATEMENT DENIED

Blackstone, Amy Michell	2-041862
Knowles, Janice Marie	2-040956
Stoudemire, Stephanie Jackson	2-043212
Terrell, John Charles	1-025369

REINSTATEMENT DENIED, REVOCATION

Comeens, Anna Fay Godsey	2-033196
Metcalf, Rebecca Leigh Mitchell	2-054018



REVOCATION

Bark, Rachel J.	1-116999
Barsanti, Sherry Jo	1-113865; 2-041623
Bowman, Brandy Caroline	1-116131
Brazil, Alice Yvette	1-068198; 2-030518
Capshaw, Steven Michael	1-076578
Collins, Lashonda Denise	2-057617
Cox, Lisa Marie Hottmann	1-077885
Crawford Patrice M	2-055540
Davis, Nora Lou Cofield	2-021896
Dunkin, Gina Hartzog	2-058607
Duhr, Ingrid Ellen Tingley	1-116657
Gamble, Lisa Priscilla Atchison	2-055055
Gann, Tami Marie Eichenberger	2-050059
Gilley, Harriett Lynn	2-033006
Goodwin, Phillip Todd	1-076858
Gossett, Dewayne Lee	1-056033; 2-026724
Goudreault, Karen Lynne Sanborn	2-058806
Hackett, Evelyn F.	1-043379
Hankins, Laquita Tawan	2-055146
Henson, Amy Leigh Jackson	1-083079
Hodges, Bemmer Dean	2-050367
Hodges, Victoria Linda Taylor	2-038000
Hutchinson, Doreen Brown	2-056861
Jones, Sharon Shana Mims	2-044187
Johnson, Amy Deanne Stacks	2-052805
Lunday, Rebecca Ann Denman	2-059220
Manning, Emily B.	2-052811
Mayfield, Kenneth Paul	1-098239
Miller, Tasha Leigh St. John	2-054439
Morgan, Stephanie	1-092256
Morris, Constance	2-057702
Negron, Dustalene Lenea Connell	2-047678
Phillips, Helen Louconstance	2-031149
Quick, April Nichole	2-055483
Sargent, Jennifer Lynn Osbourn	1-102625; 2-047354
Shew, Debra Kay Crafton	1-087297; 2-035283
Shiple, Alison Leigh Dickerson	2-052306
Short, Tracey Lynn Keeton	2-057497
Spruiell, David Robert	1-041898
Todd, Nan Nette	2-027078
Troutt, Amanda Brown	1-102808
Wahl, Christie Diana Brewer	1-120145
Ward, Dana Lynn Thomas	1-052846; 2-027818
Washington, Rotondalyn Michelle	2-046138
Williams, Becky Geeslin	1-070577
Williams, Diane Lynn Sealey	1-093157; 2-036620
Young, Patricia Ann	2-034426



SUSPENSION AND FINE

Andrews, Cassandra	2-055058
Bilodeau, Brian Alexander	1-101118; CRNA
Bowen, Allison Hildreth	1-117809
Burston, David Maurice	2-054790
Dodson, Amy Marie Thompson	2-048785
Graham, Dena Starr Studdard	2-054440
Greene, Andrea Leigh	1-095220
Jackson, Antonina Gabrielle	1-088393
Jones-Storey, Melissa	2-056181
Pope, Shaana Dietre	2-053162
Purser, Cynthia Dawn Mason	2-050282
Skinner, F. Gail Rosamond	1-020350
Torres, Maria Joy Huber	2-036212
Washington, Sonia Jean	1-056885

SUSPENSION AND FINE FOLLOWED BY PROBATION

Bailey, Leisa Anne Griffith	2-059278
Blalock, Robin Edgil	1-095358
Brown, Deborah Marie Hedrick	1-080423
Burgess, Kelly Marie Cagle	2-057494
Ferguson, Donald Joe	1-071291
Ferguson, Miguel L.	1-105343
Fields, Krista Deanna	2-044705
Gillespie, Loma Amanda Holden	1-125930
Greene-McCay, Kimberly	1-091567
Grigsby, Nicole Lee Collier	2-057687
Harper, Wanda K. Pitchford	2-011576
Jensen, Keith J.	1-072220
Jones, David Allen	1-102761; 2-051553
LeBeaux, Eddy Jean Bonner	2-021654
Likely, Lyndia Joyce Kent	1-109654; 2-049638
McDonald, Connie Denise Smith	2-030164
McMahon, Angela Marie	1-106623
Melvin, Donna Renee Wadsworth	2-044342
Merriweather, Doris A. White	2-015333
Pope, Donna Jean Jackson	1-059922
Reese, Brandy Leigh Ivie	1-109460
Torbert, Elizabeth Shawn Gambill	2-056756

SUSPENSION FOLLOWED BY PROBATION AND FINE

Ashley, Cheryl Suzanne Lewis	1-105558
Ashley, Cheryl Suzanne Lewis	1-105558
Atkins, Sherry Jane Wade	1-028838
Bartolome', Tracy Dawn Stensland	1-116303; 2-048571
Belcher, Cornelia Lashun	2-058836
Boyd, Jennifer Pilkerton	1-094522



Bray, Misty LeAnn	1-102474; 2-051420
Carter, Shelli Jo	1-087280; 2-039137
Champion, Lara Michelle Bryant	1-102322
Cochran, Deanna Renee	2-053915
Collier, Kelli Rae Zirlott	1-075941
Dollar, Margaret Leigh	1-112961
Dunlap, Jonathan Mark	1-117608
Elliott, Jerry Ray	1-076054
Elmore, William Paul	1-118189
Farwell, Aileen Louise	1-093713
Gams, Stacy Marie Bryant	1-054436
Glaude, Mark Da Rell	1-103785
Hammett, Lisa Diane McClellan	2-033273
Howell, Brenda Joyce	2-036521
Humphrey, Bethany Anne Beard	1-095928
Hutton, Amanda Lynn	2-041543
Jones, Cheryl Josephine Trevena	1-111794
Jones, Cory Shane	1-112266
Kelly, Catherine Birk	1-121074
Kirchner, Leah Montise	1-109526
Lamb, Casey Rena	1-100762
Mann, Deanna Martin	1-129144
Marthaler, Rachell Brianna	1-113180
McAllester, Eslie Elizabeth Williams	1-063416
McClain, James Joseph	1-114889
Morgan, Randa La'Sha	1-118307
Parker, Stephanie Michelle Beasley	1-077728
Pelletier, Lisa Marie Sarvis	1-091819; 2-040366
Pierce, Jennifer Kathryn	2-062379
Poole, Monica Anne Collins	1-084966
Roden, Jennifer Leigh	1-108689
Scott-Byess, Dawn Chasity	1-105777
Simmons, Robin Denice Hamilton	1-033502; CRNA
Smith, Dwan Aliceia	2-052413
Smith, Nicole G.	2-052478
Smith, Vanessa Lynn	1-093040
Smith, Xaviera Rose	2-059275
Swihart, Steven Wade	1-107523
Wade, Courtney Jones	1-105959
Watson, Kathryn Janecy	1-059704
Weed, Deadra Lynn	2-049673
Whitaker, Elizabeth Ashley Stewart	1-098160
Wilbanks, Tracy Nicole	1-090489
Williams, Sherry Renee	1-094669
Williams, Tanya Lynnette Johnson	1-063781
Willingham, Timothy Daniel	1-104541
Yarbrough, Sonya Gail	1-050481

PROBATION

Newton, Sabrina Hicks	1-109710
-----------------------	----------



Smith, Amelia Sue Steadman 1-119308
Stephens, Shannon M. Waldrop 1-088521

PROBATION AND FINE

Aaron, Chrisy Jean Sparks 1-073163; 2-034281
Adams, Wanda Carol Cotton 2-052118
Alexander, Debra Leigh Robison 1-118433
Allison, Andrea P. Cain 1-077587
Atchison, Alfreda Lashun 2-059799
Bailey, Clarissa Jarman 2-051463
Barrett, Mary Ann Bembenek 2-045796
Baughn, Amanda Lenah Huguley 1-121744
Belcher, Cornelia Lashun 2-058836
Blackman, Brenda Jean Gray 1-037968; 2-011168
Bobo, Alisha Marie Smith 1-124449
Buchanan, Ivor Gary 1-102994
Buchanan, Ralf Walter 1-090402
Buckelew, Amy Denise Kerr 2-044754
Burke, Almaphine Griskell 2-013825
Canada, Linda Joyce Lagrone 1-035948; 2-017318
Carroll, Audrey Dawn McAlpin 1-113197; 2-056019
Cauthen, Katherine Marie 1-099585
Chandler, Sabrina Dawn Langley 2-049653
Cole, Deloris Simpson 2-034036
Collins, Barbara Sheree 2-060909
Collins, Martha A. Ray 2-013105
Colvin, Jodi LaFonda Hanson 1-077171
Cook, Audra R. Lane 2-051849
Cotton, Shellie Ann Adams 2-061335
Crew, Eva Dawn 1-106824; 2-047402
Cross, Carla Jane Kamper 2-059538
Cutts, Coretta Leatherwood 1-092539; CRNP
Davis, Regina Kay Powell 1-099128
Day, Gail Rhuna 2-059071
Dean, Janet Zona Harris 1-039717
Dotson, Michelle Alene Crawford 1-109555
Drinkard, Donna Renee Ford 2-046942
Dykes, Wendall Sharon Helton 1-028477
Eaton, Kim Jan Kizziah 1-063663
Eckel, Katherine Gelene Simpson 1-037565
Elkins, Sharon Faye Byrd 1-100060
Ellis, Edna Earl 1-065250
Farris, Mary Lynne 1-084127
Farrow, Shelly Marie Haywood 2-043325
Fletcher, Gene Philip 1-088085
Frazier, Kizzy Naweesa Williams 2-058206
Fuller, Nancy Sue Head 1-080297
Gaynor, Denise Geraldine 2-057853
Goggins, Donna Lynn Burks 2-033009
Graul, Brada M. Morton 2-055230



Greeley, Lisa Janine Stringfellow	1-065157
Griggs, Lisa Chree Simmons	2-057838
Harrell, Barbara Ann Thomas	2-020754
Harris, Dorothea Sue Hutchings	1-042290
Hay, Terri Lee Blair	2-056531
Hepburn, Susan Diane Gray	1-071369
Hill, Brenda Sue	1-060378; 2-018124
Hogsett, Jake	2-021745
Holcomb, Elihue Kimble	1-098507; CRNA
Howard, Tamara Lynne Hudson	1-066687
Hudson, Heather Michelle	1-098251; 2-039023
Johnson, Dana Lynn Browning	2-056778
Jones, Charles Wayne	1-076670
Jones, Sharotta Denise Jolly	2-040086
Jordan, Janice	1-080050; 2-036172
Kimbrell, Jennifer Conway Reed	1-092627
King, Debra Kay Thomas	1-051071
Kirksey, Coretta Patricia	1-104523
Lackey, Teresa Denise Keel	1-077286; 2-019439
Landreth, Michelle Larie Green	2-040909
Landrum, Mary Ann	1-056521
Lane, Gina Yvonne Mayton	1-111050; 2-037374
Lee, Cheryl Lyn Nichols	1-074004; 2-038118
Levington, Elizabeth Annette Blount	2-062633
Lively, Deborah Kay McCullars	2-044265
Lucas, Gregory M.	2-054672
Manning, Mattie Mae Boyd	1-0583899; 2-023995
Marrero, Diane Richardson	2-049121
Marshall, Sherry Aileen Terry	2-053713
Mathews, Shannon Leigh	2-032595
McDonald, Connie Denise Smith	2-030164
McWaters, Virginia Ann Grant	2-060749
Merritt, Christy Lynn Norrell	1-082565
Middlebrooks, Rosemary Cathryne	2-035540
Miles, Patty Ann Pendergrast	1-090066
Miller, Sara Alice	2-053032
Moseley, Richard Martin	2-044446
Odero, Beatrice Atieno	1-115108
Pearson, Lynne Elizabeth Edgar	1-069573
Pettus, Marcy Teon	2-057298
Phillips, Kimberly Kay Eaton	2-047823
Pierce, Jennifer Lynn Maddox	2-050810
Rainwater, Carolyn Sue	2-054017
Reece, Jonathan Daniel	1-095345
Richline, Lori Ann	2-051672
Robinson, April Malone	1-115877
Roden, Vickie Jenea Grubbs	1-102375; 2-038327
Savage, Rebecca Lee Nabors	1-035455; CRNP
Short, Tracey Lynn Keeton	2-057497
Sizemore, Jr., Emmett Allan	2-056556



Smith, Kristen, Daniella Sumner	2-058295
Smith, Shandy Shae Brimer	2-053728
Sparks, Sharon Melissa Martin	1-109695
Stanton, Yvonne Annette Daffin	1-045422
Starr, III, Henry Brockman	1-120483
Stedham, Heather Lynn	1-096747
Stepney, Sylvia	2-025912
Stewart, Anna L. Davis	2-045625
Swann, April Marie	1-105608
Thomas, Alicia Elizabeth	1-105225; 2-042243
Thomas, Heidi Hearnberger	1-101778
Tigue, Robert Sterling	2-056785
Todd, Nan Nette Gaither	2-027078
Upton, Barbara Louise Harden	2-053250
Vaughn, Debbie Kay Bullington	1-051909
Wages, II, Stephen Carlton	1-110276
Washington, Rotondalyn Michelle	2-046138
Watts, Lakeitha Evette McCurdy	2-057623
Weaver, Kathleen Chaufty	1-042357
Whitehead, Kayla Marie Schroeder	1-110241
Whitlow, Lester Maurice	2-030313
Williams, Theresa Diane	2-048418
Wilson, Pamela Kay Sybert	1-107045
Wilson, Steven Dewayne	1-075775
Winters, Tameka Shonte	2-058735
Worley, Bonny Elizabeth	1-115107

REPRIMAND

Lancaster, Paula Jean Smith	2-051808
Lightcap, Theresa Lynn Durbrock	1-044574
McCauley, Alisha Ann	1-097462
Swanson, Patti Jean Watson	2-037158

REPRIMAND AND FINE

Ahmadi, Alicia Grace	1-054326
Bailey, Ashley Katrene	1-125419
Baker, Sharon Ann Clopton	2-037723
Barnes, Leslie Peyton	1-110517
Barreras, Paige Elaine Lawrence	2-045435
Bigham, Shannon Traywick	1-113870; 2-055381
Brady, Yvette Lavonne Jinright	1-061389
Brewer, Mary Kaye	2-059505
Brittian, Cynthia Eve Rickles	1-079408
Brown, Alicia Colleen Blankenship	1-103532
Brown, Dedra Denise Williams	1-099674
Bryant, Misty Lynn	1-122725
Burch, Melody Lynn Simms	1-067685
Burks, Robert Laurence	1-127778; 2-057710
Carson, Carolyn Denise Smith	2-042684
Cavender, Ashley Finley	1-113565



Coggins, Delaina Ann	2-049561
Cole, Honi Claire	1-026821
Cox, Carol Lynn Flanagan	1-095447; 2-049360
Culpepper, Gayla Cynthia Duncan	1-056874; CRNP
Davis, Cynthia Lynn Singleterry	1-094622; 2-046466
Dawson, Janie Mae Williams	1-078456; 2-031959
Decker, Renee Michelle Lagrone	1-105011
Denmark, Misti Delena Meeks	1-101034
Dobbs, Jr., William Harris	1-039253; 2-017590
Douglas, Tonia Paulette Hamilton	1-076337; 2-036365
Evans, Latrice Renee	2-061986
Ferguson, Amber Charae	1-109390
Forte, Linda Rose Summerville	1-034632
Garth, Monica Brea	1-109502
Glass, Bonnie Beth Coleman	1-028497
Goodwill, Sharon Janet Daves	1-120614
Graham, Tina Marie Covas	1-115359
Grantham, Rachel Strickland	1-088659; 2-042778
Greene-McCay, Kimberly	1-091567
Griffin, Phillip Gregory	2-055147
Hannah, Vicki Lynn Sullivan	1-030549; CRNP
Harrell, Andrew Barton	1-117733
Harris, Martha Sue Goodwin	1-066632
Hawkins, Candice Marie Sloan	1-077095
Hodges, Mark Locke	1-036941; CRNP
Hutson, Becky Lenora Baldwin	1-059005
Ishee, Margaret Elaine	1-039510; CRNA
Jeffrey, Ginger A. Gilmore	1-089858
Jernigan, Lisa Elaine Tubb	1-092949
Joiner, Terry B. Carruth	1-099257
Jones, Francine Clark	1-093969
Jones, Julia Merrill	1-114756
Kerby, Barbara Lynn Walker	1-084216
Kimble, Arie Lucille	2-053014
Lease, Alexander Dale	1-123255
London, Pamela Kay	2-044963
Lopez, Jacqueline Diane Alwell	2-056174
Lysykanycz, Gene	2-052731
Mauldin, Lydia Cheryl Harry	2-048679
McKelvy, Tamara Louise Holcomb	1-087971; CRNP
McKinnon, Icery Pearl Brooks	2-032072
McKinney, James	1-114299
McLain, Nina Elisabeth Bolinger	1-104559
Melochick, Melisa Dawn North	1-119350
Meloun, Connie Kay Williams	1-022511
Milstead, Dianne Lee Eberdt	1-080100
Moon, Charlotte Jean Huntley	2-039187
Moore, Misty Marlene Rhodes	2-050077
Morris, Lisa Higgins	1-127873; 2-035173
Morton, Tommy A.	1-087618



Mwai, Christine Nyambura Gathuru	1-103123
Neidhardt, Diane Ellen Luck	1-079091
Newell, Melissa Diane	1-064052; CRNA
Noonan, Patricia K.	1-091584; CRNP
Norman, Joann Widner	1-055358
Oliver, Angela Teresa	2-049214
Pope, Belinda Gail Hunt	2-044115
Rayford, Keesha Monique	1-096698
Robertson, Shannon Sherece	1-119276
Sauls, Rita Lajuana Grady	1-039839
Schulenburg, Raschelle Catherine	1-099280
Sizemore, Jr., Emmett Allan	2-056556
Smith, Jamie Harrell	1-119020
Snead, Diann Abernathy	1-025367
Spooner, Betty Faye Denby	2-038392
Steward, Joshua Wayne	1-092076
Summerlin, Anthony Jermaine	2-046887
Tipton, Robin Suzanne Carmack	1-067274
Tyner, Tricia Lashon	2-060772
Upshaw, Kachessa Vanee Bullard	2-053425
Walker, Anna Marie Hoffman	1-081901
Washington, Betty Jay Vincent	2-051851
Watterson, Mary Anna	1-070502
Wells, Leslie Renae Tucker	1-102748
Williams, Bradley Glenn	1-068691; CRNA
Williams, Daphne Rivers	1-033232
Williams, Gloria Darlene Lipps	1-044116
Williams, Lisa Michelle	2-043309
Varden, Teresa Darlene	1-116506
Young, Carolyn A. Bell	1-018471

BOARD LAPSE LICENSE

Adkins, Mary Elizabeth Skellie	2-032029
Hempfleng, Monica Lou Finley	1-049369; 2-022769

PROBATION FOLLOWED BY BOARD LAPSED

Glover, Tammy Sue	1-092820
Johnson, Sally Ruth Hankins	1-075468

REPRIMAND, FINE AND APPROVED TO TAKE NCLEX-RN

Green, Darlene	2-041321
Hardaway, Tanya Elaine	2-052322
Isbell, Irvin Lee	2-046874
Moore, Tammie Sharonda	2-060652
Nettles, Renee Lafay	2-056156
Preyear, Maria Michelle Moore	2-048555
Smith, Monica Marie	2-058805



PROBATION AND APPROVED TO TAKE NCLEX-RN

Riley, Pamela Ann 2-051967

PROBATION, FINE AND APPROVED TO TAKE NCLEX-RN

Robinson, Sherine 2-061049

REINSTATEMENT, SUSPENSION FOLLOWED BY PROBATION AND FINE

Gaudet, Nancy Rae 1-092613; 2-047151

Rogers, Valerie Denise Lacy 1-085684

REINSTATEMENT FOLLOWED BY PROBATION AND FINE

Baker, Julie Anne Hollis 1-044776

Bradford, Julie Mae Dawson 1-101698; 2-047556

Brewster, Steven Van 1-026089

Carman, Tomeka Charie Ortiz 2-059453

Dunbar, Eliza Darnell Jernigan 2-048589

Emory, Shankita Breun 2-052221

Hampton, Ginger Kay Lahmann 1-070673

Harris, Misty LaDawn 2-042846

Haynes, Jennifer Michelle Cleckler 2-052021

Henley, Wendy Nicole 2-047814

Jones, Sharon Shana 2-044187

Kimbrell, Suzanne Cooper 1-083459; 2-034826

Lyons, Christina Barbara Chrisman 1-069442

Mitchell, William Joseph 1-073321

Morris, Connie Sue Smith 2-049341

Sanders, Shawn Henderson 2-051565

REINSTATMENT, REPRIMAND

Shaw, Cindy Leigh Southern 1-055516

REINSTATEMENT, REPRIMAND AND FINE

Maina, Alice Wanjiur 2-055553

Robinson, Maria Annalise 2-031793

Williams, Patsy L. Gay 2-015324

APPROVED TO TAKE NCLEX-RN®, PROBATION AND FINE

Burgess, Leigh Ann

Cofield, Ruby Tamika

Gibbs, Patrick

Haag, Corey Frederick

Lawson, Tonge

Mann, Deanna Martin

Moates, Jamie Christin

Russell, Rachel Barrett

Tharpe, Shannon Elizabeth Lirette

Vaughn, Abigail Elizabeth



APPROVED TO TAKE NCLEX-RN®, REPRIMAND

Duncan, Lisa Anne Hogan
Jackson, Tchelinda Delmarsha
Phillips, Joni Michelle
Smith, Shea Olivia

APPROVED TO TAKE NCLEX-RN®, REPRIMAND AND FINE

Lewis, Clelata
Miller, Jocelyn Renee
Nguyen, Hai Thi

APPROVED TO TAKE NCLEX-PN®, PROBATION AND FINE

Hickenbottom, Sheltonia Felechie
Kidd, Kimberly Nashaw
Pierce, Jennifer Kathryn
Summers, Jennifer Dawn
Young, Timothy Harold

APPROVED TO TAKE NCLEX-PN®, REPRIMAND

Ayers, Karen Darlene
Gamble, Lisa Marie
Thomas, Shjuanda Quintona

APPROVED TO TAKE NCLEX-PN®, REPRIMAND AND FINE

Harris, Tavares Laron
Johnson, Melissa Jean Nichols
Roberson, Jenifer Mosley

APPROVED RN ENDORSEMENT, REPRIMAND

Hill, Delilah
Lander, Fred Daniel

APPROVED RN ENDORSEMENT, REPRIMAND AND FINE

Kapustinski, Jeffery Allen
Walker, Robin Denise
Ziegler, Natalie Lynn Neubarth

APPROVED LPN ENDORSEMENT, REPRIMAND

Gale, Christina
Locke, Gina Tamar
Okiyie, Augustine Ezech

APPROVED LPN ENDORSEMENT, REPRIMAND AND FINE

Enyong, Alice Manyong
Ward-Perkins, Michelle Lee



APPLICATION DENIED

D'ariento, Mary Jean

Hall, Lori A.

McKinney, Dana Ann

Middleton, Ashlee

Ned, Latoya Ashia

N'gegba, Jamine Esther

Webster, Lakate S.

